

Exam Questions 1z0-1046-20

Oracle Global Human Resources Cloud 2020 Implementation Essentials

<https://www.2passeasy.com/dumps/1z0-1046-20/>



NEW QUESTION 1

Your customer is hiring an employee and assigning a line manager to the newly hired employee. What group of people can be selected in the instance as an employee's line manager?

- A. The line manager search is based on the public person security access.
- B. The line manager search is based on the job in which the employee is hired; only the job grade higher than the employee job will appear in this list.
- C. The line manager search is based on the position hierarchy.
- D. Therefore, if an employee is hired in a particular position, the search will populate employees with a higher position than the newly hired employee.
- E. All the employees whose employment record has the "Working as Manager" check box marked as "Yes" can appear in the drop-down list.

Answer: C

NEW QUESTION 2

An employee accesses their Personal Information work area and wants to create his personal payment method. On navigating to the link, the employee sees that the 'Create' icon is disabled and is unable to create their personal payment method. The employee raises a service request to troubleshoot this issue. What are the two options the Analyst supporting the service request should look at for the root cause? (Choose two.)

- A. The employee does not have a valid payment method.
- B. The employee does not have a payroll relationship associated.
- C. The Payroll Definition does not have a Valid Payment Method assigned.
- D. The elements are not defined.

Answer: BC

NEW QUESTION 3

Which values on the Enterprise HCM Information task can you override on the Manage Legal Employer information task?

- A. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- B. work day information, user account generation, employment model, position synchronization configuration, worker number generation
- C. work day information, person number generation method, employment model, position synchronization configuration, worker number generation
- D. work day information, employment model, position synchronization configuration, worker number generation

Answer: A

NEW QUESTION 4

Which three statements are true about Person Number?

- A. The Person Number Generation Method cannot be changed once a person has been entered.
- B. Initial Person Number cannot be provided at enterprise level.
- C. The Person Number Generation method can be changed any time.
- D. Initial Person Number can be provided at enterprise level.
- E. Person Numbers for contacts are generated automatically.

Answer: ADE

NEW QUESTION 5

As an implementation consultant, you are required to set some approvals under Manage Employment tasks as Auto Approve. Which two items need to be specified while defining the BPM Worklist Rule for auto-approval? (Choose two.)

- A. Enter APPROVE in the Auto Action field.
- B. Set up dynamic approval rule.
- C. Enter AUTO APPROVE in the Auto Action field.
- D. Set Auto Action Enabled to True.
- E. Select Number of Levels as 0.

Answer: AD

NEW QUESTION 6

Select three correct Workforce Structure definitions. (Choose three.)

- A. Department
- B. Location
- C. Division
- D. Geography
- E. Facility
- F. Country

Answer: ABC

NEW QUESTION 7

As the Workflow Administrator you are responsible for ensuring that approval workflows are handled in a timely basis. If you notice that there are outstanding notifications, what action can you take to move the approval along?

- A. Deny the workflow on behalf of the assigned Approver.
- B. Approve the workflow on behalf of the assigned Approver.

- C. Push back the workflow to another Approver.
- D. Reassign the workflow to another Approver.

Answer: D

NEW QUESTION 8

If multiple people update a performance rating for a competency on a worker's profile, what is used to provide a unique identifier for each instance of the competency so what you can determinewho provided what rating?

- A. educational establishment
- B. rating model
- C. content subscriber
- D. instance qualifier
- E. content library

Answer: D

NEW QUESTION 9

In an organization, a line manager is going on a long vacation and wants all his approval notifications to flow to his supervisor for approval in his absence. How can he accomplish this task?

- A. A system administrator always has to reassign the approval notification to the supervisor in the line manager's absence.
- B. The application automatically delegates the approval to his supervisor based on the leave applied for by the line manager.
- C. He has to configure new approval routing policies.
- D. A Vacation rule can be set under the Preferences section of worklist notification's Human Capital Management server.

Answer: D

NEW QUESTION 10

A customer has a requirement to add a new Action when hiring Part-Time Employees. What is the correct option?

- A. Create an additional lookup with the value Hire Part-Time Employee.
- B. Create an additional Action Hire Part-Time Employee and associate it with the Action type Hire an Employee.
- C. Create an additional Action type HirePart-Time Employee and do not associate it with any Action type.
- D. Create an additional Action Reason Hire Part-Time Employee and associate it with the Action type Manage Employee.

Answer: B

NEW QUESTION 10

There are two legal employers identified for your current application implementation. The legal employers have inherited the number-generation method set at enterprise level. However, there is a need to override the number-generation method at the legal employer level. Which two options are correct? (Choose two.)

- A. There are no condition
- B. The worker generation method can be changed to automatic at any time.
- C. The employment model selected should be one-tier.
- D. No Employee or Contingent Worker work relationships should exist for that legal employer.
- E. The employment model selected should be three-tier.
- F. Manual worker-number generation for a legalemployer can be selected at any time.

Answer: CE

NEW QUESTION 14

During implementation, a two-tier employment model - multiple assignment has been set up. Now the client wants to store contract information. Which statement is true about changing the employment model setting after implementation?

- A. The client change from any two-tier option to another at any point of time, irrespective of the existence of work relationships.
- B. If employees exists within the enterprise and legal employer the person model setting changed as there are not contract options that support a contract with multiple assignment.
- C. The client can have both: a two-tier multiple assignment employment model can remain for its existing employees, and a two-tier multiple contracts single assignment can be created to hire new employees with the same legal employer.
- D. The client cannot move from a two-tier multiple assignment to two-tier single contract and single assignment after implementation.

Answer: C

NEW QUESTION 19

Which three are actions types supported by the Change Assignment guided process, used by an HR Specialist?

- A. Extend Temporary Assignment
- B. End Assignment
- C. Extend Probation Period
- D. Suspend Assignment
- E. Add Work Relationship

Answer: ABD

Explanation:

<https://www.oracle.com/webfolder/technetwork/tutorials/tutorial/cloud/r13/nfs/r13-2018-global-hr-nfs.htm>

NEW QUESTION 24

Which two options can be directly mapped to the employee record during hiring? (Choose two.)

- A. Job Family
- B. Legal Employer
- C. Payroll Statutory Unit
- D. Business Unit
- E. Enterprise
- F. Division
- G. Sub-Division

Answer: BD

NEW QUESTION 27

During implementation, a two-tier employment model has been set up. Now the client wants to store employment terms and contract details for its employees. Which statement is true about moving from two-tier to a three-tier model?

- A. The client can have both: a two-tier employment model can remain for its existing employees, and a three-tier employment model can be created to hire new employees within the same legal employer.
- B. The client cannot move from a two-tier to a three-tier employment model after the model has been implemented.
- C. The client can move from a two-tier to a three-tier employment model at any point of time, irrespective of the existence of work relationships.
- D. If no work relationships exist in the enterprise or legalemployer, then the client can switch from a two-tier to a three-tier employment model.

Answer: D

NEW QUESTION 32

Action Reasons provide further explanation for actions, for example, an action of transfer could have reasons such as reorganization or career progression. As a developer, you have created Actions as part of Oracle Global Human Resources Cloud setup. Now you are in the process of adding Action Reasons. Identify the three correct statements regarding Action Reasons. (Choose three.)

- A. Action Reasons can be user defined.
- B. Action Reasons are primarily used for analysis and reporting.
- C. Worker termination predictions use Action and Action Reason to determine whether termination is voluntary or involuntary.
- D. Action Reasons can be deleted if no longer being used.

Answer: ABC

NEW QUESTION 37

As an implementation consultant, you realize during the Requirement Gathering phase of your project that some Actions are not required. How will you make these Actions unavailable for the end user?

- A. Delete Actions.
- B. Hide Actions.
- C. Enter Action End Date.
- D. Educate users not to use such Actions.

Answer: B

NEW QUESTION 42

The line manager of an employee is also the HR manager for that employee. The Promotion approval rules state that a transaction should be approved by the line manager followed by HR. If this employee receives a promotion, the approval will go to the manager twice. The customer requires that when approvers repeat in the routing chain, only one approval notification should be triggered to such approvers.

What steps in Business Process Management (BPM) Worklist should you perform to meet this requirement?

- A. Change the Task Aggregation configuration to Once Per Task.
- B. Change the value of Complete task Immediately When Participant Chooses to Approve.
- C. Select Allow Participants To Edit Future Participants.
- D. Deselect Allow Participants To Edit Future Participants.
- E. Select Allow All Participants To Route Task To Other Participants.

Answer: ABC

NEW QUESTION 43

You are a human resource specialist and a workflow request is showing in your worklist notification even after you approved it (sent it to the second level approver). What are three possible causes of this behavior? (Choose three.)

- A. The second level approver might have approved the request.
- B. The second level approver might have rejected the request.
- C. The second level approver might have reassigned the request.
- D. The second level approver might have executed a pushback on the request.
- E. The second level approver might have opted for an adhoc route.

Answer: CDE

NEW QUESTION 46

You want to track changes to certain Oracle Global Human Resources Cloud records, for example, changes to employment and assignment records. You want to create your own actions and associate them with predefined action types. Identify two correct statements about actions. (Choose two.)

- A. User-defined actions can be created and linked to predefined action types.
- B. An action must always have an action reason associated.
- C. Only one action can be associated with an action type.
- D. Actions can be launched from the Organization Chart page and are controlled by data security.
- E. Actions are not a mandatory work structure.

Answer: AD

NEW QUESTION 49

Which feature helps you capture legislative information for grades on the create and edit grade pages?

- A. Descriptive Flexfield
- B. Extensible Flexfields
- C. Key Flexfields
- D. Lookups

Answer: B

NEW QUESTION 54

Identify three correct statements about Workforce Life Cycle. (Choose three.)

- A. HR specialists can create and manage work relationships, employment terms, and assignments for the workers to whom they have security access.
- B. The Add Person tasks include creating a new person's first work relationship with the enterprise.
- C. Line Managers can transfer their direct and indirect reports only.
- D. HR specialists and line managers can create and manage work relationships, employment terms, and assignments for all the workers.
- E. Line managers can create and manage work relationships, employment terms, and assignments for all workers.

Answer: ABC

NEW QUESTION 59

A multinational construction company, headquartered in London, has operations in five countries. It has its major operations in the US and UK and small offices in Saudi Arabia, UAE and India. The company employs 3,000 people in the UK and US and 500 people in the remaining locations. The entire workforce in India falls under the Contingent Worker category.

How many Legislative Data Groups (LDGs), divisions, legal employers, and Payroll Statutory Units (PSUs) need to be configured for this company?

- A. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), five legal employers, and four PSUs (all except India)
- B. five LDGs (one for each country), four divisions (UK, US, India, and one for Saudi Arabia and UAE combined), two legal employers and PSUs (US and UK only, because the workforce is very small in the other countries)
- C. four LDGs (UK, US, India, and one for Saudi Arabia and UAE combined), five divisions (one for each country), four legal employers (all except India), and five PSUs
- D. five LDGs, five divisions, five legal employers, and five PSUs

Answer: A

NEW QUESTION 60

For the Change Manager transaction, the first-level approval is set to the Application Role type. The name of the application role is HR Specialist Sales. In the Change Manager approval rule configuration, the Enable Auto Claim option is deselected.

Which two actions take place when the transaction for manager change is initiated for employees? (Choose two.)

- A. The transaction goes into error because it was no auto-claimed.
- B. The transaction has to be approved by all HR Specialist Sales representatives for it to be approved.
- C. The transaction goes for approval to all the workers who inherit the HR Specialist Sales role.
- D. One of the HR Specialist Sales representatives should "Claim" the transaction for it to be assigned for approval.
- E. If one of the HR Specialist Sales representatives rejects the transaction, others can still approve it.
- F. The transaction will be auto-claimed and assigned randomly to anyone who has the HR Specialist Sales role.

Answer: CD

NEW QUESTION 62

A Human Resource Specialist is hiring a new employee in the application. While creating the employee record, he enters personal information and employment details and, when submitting the transaction, encounters an error.

Part of the error message reads "NewPersonEmploymentApproval to NewPersonEmploymentApprovalRules_NewPersonRuleSet failed with Business Fault: null. Check the underlying fault. Check target SOA component for cause".

The Human Resource Specialist raises a service request with the internal support team. What is the cause of this error?

- A. The UpdatePerson Keyword Search process must be run before hiring a person.
- B. A security profile needs to be defined for the human resource specialist to hire a person.
- C. The BPM task NewPersonEmploymentApproval is not set up properly.
- D. The HumanResource Specialist does not have the required privilege for the New Person Employment process.

Answer: C

NEW QUESTION 67

As the HR Administrator you have decided to configure position synchronization. However, when you enter a position on a worker's assignment, all other fields that you have, synchronize default into the assignment, except for the Grade. What are two reasons for the Grade not defaulting? (Choose two.)

- A. The position has no grades assigned to it.
- B. The PER_ENFORCE_VALID_GRADES profile option is set to N.
- C. The PER_DEFAULT_GRADE_JOB_POSITION profile option is set to N.
- D. The position has more than one valid grade assigned.

Answer: AB

NEW QUESTION 69

Action Type identifies the type of business process associated with an action and determines what happens when you select that Action. As part of implementing Oracle Global Human Resources Cloud, Action Types are associated with Actions. Which two statements are correct regarding Action types? (Choose two.)

- A. Additional Action types can be created.
- B. An Action type cannot be associated with user-defined actions.
- C. Action types are seeded.
- D. Every Action type can have multiple actions within it.
- E. If Termination is an action, Normal Termination is an action type.

Answer: CD

NEW QUESTION 72

Which two options are true about Oracle Workforce Predictions? (Choose two.)

- A. It predicts team/individual involuntary termination and performance.
- B. It predicts team voluntary termination and performance.
- C. It predicts individual voluntary termination and performance.
- D. Contingent Worker and Nonworker work relationships are included.

Answer: BC

NEW QUESTION 73

A client's organization employs disabled individuals. All these individuals are registered with an external organization that supports them. The client wants to capture the registration details and some legislative information pertaining to their disabilities. As an implementation consultant, how would you configure the system to capture this information?

- A. Define disability organizations in the system and, while creating person records, enter any other descriptive or legislative information pertaining to disability.
- B. Define a tax reporting unit for the group of employees with disabilities.
- C. Define Reporting Establishment for the group of employees with disabilities and capture the required information.
- D. Because the organization supporting the disabled employees is an external organization, information pertaining to this cannot be captured in the system.

Answer: A

NEW QUESTION 75

An HR Representative enters the employee details in the application as part of hiring process. In the Roles tab, the HR Representative sees that an appropriate data role is already available with the provisioning method of Automatic. The employee is required to be associated with an additional role of Compensation Specialist. However, on clicking the Add Role button available in the same page the HR Representative is unable to retrieve any roles which can be added. Identify the cause of this.

- A. The HR Representative does not have the appropriate role to add the role.
- B. Appropriate role mapping rules are not defined for the Data role with Self-requestable check box checked.
- C. Appropriate role mapping rules are not defined for the Data role with Requestable check box checked.
- D. Appropriate role mapping rules are not defined for the Data role with Auto-provision check box checked.

Answer: C

NEW QUESTION 77

A human resource specialist creates a checklist template with Category Offboarding and Action Termination. An employee retires from the organization and hence his work relationship is terminated with the legal employer. However, there is no Offboarding checklist allocated to the retired employee in the Manage Allocated Checklist region. What is the cause for this?

- A. The Allocate Checklist seeded process must be run to automatically allocate the checklist to the person.
- B. Action Reasons were not defined in the checklist.
- C. The Action associated with the checklist does not match the Action selected during the termination process.
- D. Action Type was not defined for the checklist.

Answer: A

NEW QUESTION 78

As an implementation consultant, you are in the process of setting up geographies in the application. Which three statements are true about defining geographies? (Choose three.)

- A. It is mandatory to define geography validations before geography hierarchy can be defined.
- B. You must map geography to reporting establishments for reporting purposes.
- C. Geography type can either be defined by a user or can be geopolitical.
- D. You must identify the top-level of geography as Country and define a geography type.
- E. You must set geography validation for the specific address style for a country.

Answer: CDE

NEW QUESTION 82

Your customer wants to know how many employees are leaving the organization on their own. Identify the correct sequence of steps that you need to perform to meet his requirement.

- A. Create a new action > Create a new reason and use it during termination.
- B. Create a new action type > Create a new action > Create a new action reason and use it during termination.
- C. Create a new action reason and associate it with the available action type
- D. Use it during termination.
- E. Create a new action type > Create a new action reason and use it during termination.
- F. Create a new action > Associate it with an existing action type > Create a new action reason and use it during termination.

Answer: C

NEW QUESTION 84

You hired a female employee on January 1, 2015. This employee got married on June 12, 2015. You received a request from the employee on July 11, 2015 to change her last name from the date of her marriage. You changed the last name of the employee as requested on the same day. What effective start date for this new employee is displayed by the system as of August 15, 2015?

- A. January 1, 2015
- B. June 12, 2015
- C. July 11, 2015
- D. August 15, 2015

Answer: B

NEW QUESTION 85

You are configuring Enterprise Onboarding Checklists and need to create new hires during onboarding by line managers and HR specialists. Which Checklist enhancement supports this requirement?

- A. Checklist Category
- B. Checklist Validity
- C. Checklist Completion
- D. Task Library

Answer: C

NEW QUESTION 89

You are implementing the Checklist functionality for one of your customers. The customer wants the checklist template to be allocated to persons automatically. What should you do to archive the required functionality?

- A. Managers can automatically allocate checklist templates to the persons whom they manage from Person Gallery.
- B. Associate the eligibility profile with the checklist template to allocate the checklist to persons automatically when they satisfy the criteria built in the eligibility profile.
- C. Associate the action with the checklist template to allocate the checklist to persons automatically when they experience the action.
- D. Associate the area of responsibility with the checklist template to allocate the checklist to persons automatically when they are given the specific area of responsibility.
- E. Associate a life event with the checklist template to allocate the checklist to persons automatically when they experience the event.

Answer: C

NEW QUESTION 90

As an implementation consultant, you have defined multiple grades for each job and position. While defining employment terms or assignments, users must be able to select a grade only from the list that has been defined for the job or position. However, all grades are available. What is the cause for this?

- A. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to Yes at user level.
- B. PER_DEFAULT_GRADE_FROM_JOB_POSITION is set to No at site level.
- C. PER_ENFORCE_VALID_GRADES is set to No at site level.
- D. GRADE_PAY_RATE_TYPE is set to No at site level.
- E. PER_ENFORCE_VALID_GRADES is set to Yes at site level.

Answer: C

NEW QUESTION 93

A human resource specialist is promoting an employee. While promoting an employee, the human resource specialist is required to enter the promotion date, promotion action, and promotion reason. However, the promotion reason list of values does not list an appropriate reason. Select the two options that would help the human resource specialist understand the Action framework available in the application. (Choose two.)

- A. Action Reasons are seeded and can be defined by a user.

- B. Action Reasons are seeded and cannot be defined by a user.
- C. Actions are seeded and cannot be defined by a user.
- D. Action Types are seeded and cannot be defined by a user.

Answer: AD

NEW QUESTION 97

As an HCM Integration Specialist you are responsible for preparing and loading data into HCM Cloud HCM Data Loader. What process flow do you need to follow to ensure the migration is successful?

- A. Place zip file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging table
- B. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- C. Place zip file(s) containing data on the SFTP server
- D. HCM Data Loader decompresses the zip files and imports individual data lines into staging table
- E. Objects are then loaded to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- F. Place dat file(s) containing data on the WebCenter Content server and submit a request to import and load the zip file(s). HCM Data Loader loads all the data directly to the Oracle Fusion Application tables and error handling is done through the HCM Data Loader Interface or via the Data Set Summary.
- G. Place dat file(s) containing data on the WebCenterContent server and submit a request to import and load the zip file(s). HCM Data Loader decompresses the zip files and imports individual data lines into staging tables, and objects are then loaded to the Oracle Fusion Application table
- H. Error handling is done through the HCM Data Loader Interface or via the Data Set Summary.

Answer: A

NEW QUESTION 100

You are a Global Resources Implementation consultant and your client wants to track external training within the worker talent profile. What steps should you follow to create this new content type, and ensure it displays on the Skills and Qualifications page?

- A. Create a new content item, create a new content type, link the content item to the person profile.
- B. Create a new content type, create content items for that type, link the content type to the model profile.
- C. Create a new content type, create content items for that type, link the content type to the person profile.
- D. Create a new content item, create a new content type, link the content item to the model profile.

Answer: B

NEW QUESTION 105

A candidate applied for an employment opportunity with a legal employer in the past. The candidate re-applies after some time for an opportunity with a different legal employer in the same enterprise. While applying the second time, the candidate provides a new national identification value. Which option does the application use to check if a matching record already exists in the system?

- A. The application cannot identify the matching record and there will be two person records available for further processing.
- B. The application identifies a match if the first name, the first character of the last name, and date of birth are the same; or if the last name, the first character of the first name, and date of birth are the same.
- C. Because the national identifier has changed, the system cannot identify the matching record.
- D. The application searches for the availability of date of birth and middle name to identify the matching record.

Answer: B

NEW QUESTION 106

As an HR manager in your organization, you want to categorize the hiring process as part-time hiring and full-time hiring. What is the correct action to take in order to meet this requirement?

- A. Create two new actions and associate them with the existing action type, Hire an Employee.
- B. Create two new actions: hire part-time employee and hire full-time employee.
- C. Create two new actions and new action reasons and associate them with each other.
- D. Create two new action types: hire part-time employee and hire full-time employee.
- E. Create two new action types and associate them with the existing action, Hire.

Answer: A

NEW QUESTION 110

An HR administrator is unable to enter the details of an intern due to unavailability of the right choice of values. The HR administrator is unaware that the worker type "Intern" has not been set up in the application.

Select four valid system person types (which are part of the person model) that the HR administrator should be aware of. (Choose four.)

- A. Contract Worker
- B. Person of Interest
- C. Contingent Worker
- D. Employee
- E. Non-Worker
- F. Pending Worker

Answer: CDEF

NEW QUESTION 114

As an HR Administrator, you want to add an additional assignment for an existing worker. You access the worker's information via the Manage Employment task, select Update, and enter an Effective Date, but you are unable to select the Add Assignment action from the Action field dropdown. What is preventing you from selecting the action?

- A. The employee has no active work relationships.
- B. The employee has a suspended assignment.
- C. Employment Model 2-Tier multiple assignments have not been enabled at the enterprise and/or the legal entity level.
- D. The employee already has multiple assignments within that legal employer.

Answer: B

NEW QUESTION 119

When an HR specialist searches for Awards and Honors, such as "PhD", the Person Gallery page displays only the direct reports of the HR specialist who comply with the honor. When the HR specialist searches for areas of expertise, such as "Oracle Global Human Resources Cloud", it displays all the employees of the organization who has Oracle Global Human Resources Cloud as their areas of expertise. Identify the reason for this behavior.

- A. HR does not have access to other departments where employees are "PhD".
- B. HR has access to Oracle Global Human Resources Cloud department.
- C. PhD is a sensitive keyword and is used elsewhere in the person's information.
- D. Areas of expertise is public information.
- E. HR does not have access to the "Experience and Qualification" card.

Answer: D

NEW QUESTION 120

Which two statements are true about Action and Action Reasons? (Choose two.)

- A. There is always a one-to-one relationship between Action Type and Action.
- B. It is mandatory to associate Actions with Action Reasons.
- C. The history of effective date changes can be tracked well by using the Actions framework.
- D. Terminations predictive analytics uses Actions and Reasons data to identify whether a termination is voluntary or involuntary.

Answer: CD

NEW QUESTION 124

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