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Oracle Global Human Resources Cloud 2025
Implementation Professional
QUESTION & ANSWERS

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Oracle Global Human Resources Cloud 2025 Implementation Professional Sample Questions (Q121-Q126):

NEW QUESTION # 121

Challenge 2

Manage Legal Entity

Scenario

The newly acquired company that manufactures spring hinges for spectacles in Michigan will be its own legal entity. You need to create a legal entity for this company.

Task

Create a legal entity in the HCM system that will be its own Payroll Statutory Unit, where:

The name of the legal entity is X Cloud vision

The identifier is XCLDVIS

The legal address is, as previously created

The EIN or TIN is 93654213X

The Legal Reporting Unit Registration Number is 1212321X

Answer:

Explanation:

See the solution in Explanation below.

Explanation:

This task requires creating a legal entity in Oracle Global Human Resources Cloud for a newly acquired company, X Cloud Vision, that manufactures spring hinges for spectacles in Michigan. The legal entity must also be its own Payroll Statutory Unit (PSU), with specific details provided: name, identifier, legal address (previously created), EIN/TIN, and Legal Reporting Unit Registration Number. Below is a verified, step-by-step solution based on Oracle's official documentation, ensuring accuracy and compliance with the system's functionality as of the latest releases Step-by-Step Solution Step 1: Log in to Oracle Fusion Applications

* Action: Log in to Oracle Fusion Applications using a user account with privileges such as Application Implementation Consultant or HCM Application Administrator. These roles grant access to the Setup and Maintenance work area.

* Explanation: The Setup and Maintenance work area is the central hub for configuration tasks, including managing legal entities. The user must have permissions to access the Workforce Structures functional area and the Manage Legal Entity task. Roles like Application Implementation Consultant include the necessary privileges (e.g., Manage Legal Entity duty role).

* Verification: Oracle documentation confirms that setup tasks require specific security roles, and the Manage Legal Entity task is restricted to authorized users.

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Security for Setup Tasks.

Step 2: Navigate to Setup and Maintenance

Action:

From the Oracle Fusion Applications home page, click the Navigator icon (hamburger menu) in the top-left corner.

Under the Tools section, select Setup and Maintenance.

Explanation: The Setup and Maintenance work area provides access to all implementation and configuration tasks, organized by functional areas. This is the entry point for accessing the Manage Legal Entity task.

Verification: Oracle's user interface consistently places Setup and Maintenance under the Navigator's Tools section, as confirmed in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Setup and Maintenance Overview.

Step 3: Select the Workforce Structures Functional Area and Locate the Task Action:

In the Setup and Maintenance work area, click the Functional Area dropdown and select Workforce Structures.

In the task list, locate Manage Legal Entity by scrolling or using the search bar (type "Manage Legal Entity").

Click the Go to Task icon (typically a play button or arrow) next to Manage Legal Entity to open the task.

Explanation: The Workforce Structures functional area includes tasks related to organizations, including legal entities. The Manage Legal Entity task is designed to create and manage legal entities, including their attributes and associations. Using the search bar ensures quick access if the task list is extensive.

Verification: Oracle documentation lists Manage Legal Entity under Workforce Structures, accessible via the Setup and Maintenance UI in both Redwood and responsive interfaces.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Manage Legal Entity.

Step 4: Initiate Creation of a New Legal Entity

Action:

On the Manage Legal Entity page, click the Create button (typically a plus sign (+) or labeled "Create" in the Redwood interface).

This opens the Create Legal Entity page for entering the legal entity details.

Explanation: The Manage Legal Entity page displays a searchable list of existing legal entities. The Create action starts the process of adding a new legal entity, opening a form where details like name, identifier, and address can be entered.

Verification: Oracle's UI for managing legal entities includes a Create button, as confirmed in documentation and Redwood interface updates (24C and later).

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Creating Legal Entities.

Step 5: Enter the Legal Entity Details

Action: On the Create Legal Entity page, enter the following details as provided in the scenario:

Name: Enter X Cloud Vision.

Legal Entity Identifier: Enter XCLDVIS.

Country: Select United States from the dropdown list.

Legal Address: Search for and select the previously created address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127.

Click the Search icon (magnifying glass) in the Legal Address field.

Enter Dearborn Heights or 900 Main St in the search criteria and click Search.

Select the address and click OK.

EIN or TIN: Enter 93654213X.

Legal Reporting Unit Registration Number: Enter 1212321X.

Organization Type: Select Legal Employer (as the legal entity is a company with employees).

Effective Start Date: Enter 04/15/2025 (current date, unless the acquisition date is specified; adjust if a specific date is required).

Payroll Statutory Unit: Check the box for Payroll Statutory Unit or select Yes to designate the legal entity as its own PSU.

Explanation:

Name: The legal entity name must be X Cloud Vision, matching the scenario exactly for identification.

Legal Entity Identifier: XCLDVIS is a unique code for the legal entity, used in system processes and reporting.

Country: United States is required, as the address is in Michigan.

Legal Address: The address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) was created in a previous task (Question 142) and must be selected to link it to the legal entity. The search ensures the correct address is used.

EIN or TIN: 93654213X is the Employer Identification Number or Tax Identification Number, used for tax reporting.

Legal Reporting Unit Registration Number: 1212321X identifies the legal reporting unit for compliance purposes.

Organization Type: Legal Employer is appropriate, as the company employs workers (implied by manufacturing operations).

Effective Start Date: Oracle uses effective dating to track legal entity validity. The current date (04/15/2025) is used unless otherwise specified.

Payroll Statutory Unit: Designating the legal entity as a PSU ensures it handles its own payroll reporting and compliance, as required by the scenario. This creates a PSU automatically tied to the legal entity.

Verification: Oracle documentation specifies mandatory fields (e.g., Name, Country, Address) and optional fields (e.g., EIN/TIN) for legal entity creation. The Payroll Statutory Unit option is explicitly supported, and the provided details align with US legal entity requirements.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Legal Entity Fields.

Step 6: Configure Additional Settings (if prompted)

Action:

Jurisdiction: If prompted, select United States, Michigan as the jurisdiction for compliance with state regulations.

Payroll Statutory Unit Details: If a PSU section appears, confirm the PSU name (defaults to X Cloud Vision) and ensure the EIN or TIN and Registration Number are carried over.

Primary Legal Address: Verify that 900 Main St, Dearborn Heights, Wayne, Michigan 48127 is marked as the primary legal address (typically automatic).

Explanation:

Jurisdiction: Michigan is the appropriate jurisdiction for a US-based company in Dearborn Heights.

PSU Details: Creating a PSU requires minimal additional input, as the legal entity's details (e.g., EIN/TIN) are reused.

Primary Legal Address: Oracle requires at least one primary address for compliance; the selected address fulfills this role.

Verification: Oracle documentation confirms that PSU creation can be integrated with legal entity setup, and jurisdiction and address settings are standard fields.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Payroll Statutory Units.

Step 7: Save the Legal Entity

Action:

After entering all details, click Save and Close (or Save if further edits are needed).

If prompted, confirm the creation of the legal entity and PSU.

Explanation: Saving creates the legal entity and, if selected, the associated PSU in the system. The Save and Close button finalizes the task, while Save allows additional configurations (e.g., adding more addresses).

Oracle validates mandatory fields before saving.

Verification: Oracle's UI includes Save and Save and Close options for legal entity creation, as confirmed in documentation for both responsive and Redwood interfaces.

Reference: Oracle Global Human Resources Cloud: Implementing Global Human Resources, Section: Saving Legal Entities.

Step 8: Verify the Legal Entity Creation

Action:

Return to the Manage Legal Entity page.

In the search criteria, enter X Cloud Vision or XCLDVIS and click Search.

Confirm that the new legal entity appears with the details:

Name: X Cloud Vision

Identifier: XCLDVIS

Legal Address: 900 Main St, Dearborn Heights, Wayne, Michigan 48127

EIN or TIN: 93654213X

Legal Reporting Unit Registration Number: 1212321X

Payroll Statutory Unit: Yes

Effective Start Date: 04/15/2025

Optionally, verify the PSU by navigating to the Manage Payroll Statutory Units task and searching for X Cloud Vision.

Explanation: Verification ensures the legal entity and PSU were created correctly. Searching by name or identifier confirms the record's accuracy and checks for errors. Checking the PSU separately validates its creation if required.

Verification: Oracle documentation emphasizes verifying setup tasks by searching created records, and the Manage Legal Entity page supports detailed searches.

Reference: Oracle Global Human Resources Cloud: Using Global Human Resources, Section: Searching Legal Entities.

Detailed Explanation

Purpose of Legal Entity: A legal entity represents a registered organization for compliance, tax, and payroll purposes. X Cloud Vision as a legal employer and PSU ensures it handles its own workforce and reporting obligations.

Payroll Statutory Unit: Designating the legal entity as a PSU means it acts as the entity responsible for payroll calculations and statutory reporting (e.g., W-2 forms in the US). This aligns with the scenario's requirement for independence.

Legal Address Integration: The address (900 Main St, Dearborn Heights, Wayne, Michigan 48127) links the legal entity to its physical or registered location, critical for compliance. The prior creation of this address (Question 142) ensures it is available for selection.

EIN/TIN and Registration Number: The EIN/TIN (93654213X) and Legal Reporting Unit Registration Number (1212321X) are unique identifiers for tax and reporting, formatted as per US requirements.

Redwood Interface: In the Redwood interface (24C and later), the Manage Legal Entity page may feature enhanced UI elements (e.g., streamlined forms, inline validation), but the core fields and steps remain consistent with the responsive interface.

Effective Dating: The effective start date ensures the legal entity is active from the specified date, supporting future changes (e.g., address updates).

Key Considerations

Accuracy: All details (X Cloud Vision, XCLDVIS, 93654213X, 1212321X) must be entered exactly as provided to avoid errors in reporting or compliance.

Address Availability: The legal address must exist in the system (from Question 142). If not found, revisit the Manage Legal Addresses task to create it first.

PSU Creation: Checking the PSU box automatically creates a PSU linked to the legal entity, reusing the provided EIN/TIN and registration number unless overridden.

Security: Only users with the Manage Legal Entity privilege can perform this task. Role mismatches require administrative intervention.

Jurisdiction: Selecting United States, Michigan ensures compliance with state-specific regulations, though it may be optional in some configurations.

Potential Challenges and Solutions

Access Denied: If the user lacks the Manage Legal Entity privilege, an error occurs. Solution: Assign the Application Implementation Consultant role via Security Console.

Address Not Found: If the address (900 Main St) is missing, the system prevents saving. Solution: Create the address using the Manage Legal Addresses task (as per Question 142) before proceeding.

Duplicate Identifier: If XCLDVIS already exists, an error occurs. Solution: Search for the identifier first; if it exists, coordinate with the implementation team to resolve conflicts.

Redwood UI Variations: The Redwood interface may use different button labels (e.g., Add instead of Create) or layouts. Solution: Follow field prompts and ensure all required fields are completed.

PSU Configuration: If PSU creation prompts additional fields, use default values derived from the legal entity unless specified.

Solution: Confirm EIN/TIN and registration number alignment.

References

Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

Section: Manage Legal Entity: "Steps to create legal entities, including name, identifier, address, and PSU designation." Section: Payroll Statutory Units: "Explains how legal entities can be configured as PSUs for payroll reporting." Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

Section: Creating Legal Entities: "Details on entering legal entity attributes and linking addresses." Section: Legal Entity Compliance: "Importance of EIN/TIN and registration numbers." Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published:

2024-08-27 Creatures of the Void: A Journey into the Unknown Creatures of the Void: A Journey into the Unknown Section: Redwood Experience for Workforce Structures: "Enhanced UI for legal entity and address management." Oracle Fusion Cloud Human Resources 25A What's New, Document ID: docs.oracle.com, Published: 2025-03-20

Section: Workforce Structures: "Streamlined legal entity setup with PSU integration.

NEW QUESTION # 122

As an implementation consultant, you are in the process of building the enterprise structure. Which three facts about Legislative Data Group must you be aware of?

- A. Legislative Data Groups do not span enterprises.
- B. Legislative Data Groups can span enterprises.
- C. It is required to associate country and currency details while defining Legislative Data Group.
- D. Each Legislative Data Group can contain only one legal entity that acts as a payroll statutory unit.
- E. Legislative Data Group supports the configuration of objects with a strong legislative context, such as payroll, absence types, elements, and rates of pay.

Answer: A,C,E

Explanation:

Legislative Data Groups (LDGs) in Oracle HCM Cloud manage legislative-specific data:

A: True-LDGs are tied to a single country's legislation and don't span enterprises (multiple countries).

B: False-LDGs are country-specific, not enterprise-spanning.

C: True-LDGs support objects like payroll, absences, and elements with legislative context.

D: False-An LDG can include multiple legal entities sharing the same payroll statutory unit.

E: True-Country and currency are mandatory when defining an LDG to align with legislative requirements.

Options A, C, and E reflect Oracle's LDG characteristics per the documentation.

References: Oracle Docs - "Implementing Global Human Resources" (docs.oracle.com, published 2023-12-12), Legislative Data Groups section.

NEW QUESTION # 123

Event Alerts supported by Alerts Composer, are based on the filters delivered by Oracle. Alerts Composer is a tool that allows you to send informational notifications to Oracle HCM Cloud users by email and worklist.

Which statement is true about Event Alerts being triggered?

- A. Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications.
- B. Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.
- C. Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert.

Answer: A

Explanation:

The Alerts Composer in Oracle HCM Cloud is a tool for configuring informational notifications sent via email or worklist, based on predefined events. Event Alerts are triggered by specific application events, such as a new hire or promotion. The question asks about the behavior of these alerts, particularly regarding the modification of triggering criteria.

* Option A: Event Alerts are triggered when a specific event occurs in the application. You cannot modify the triggering criteria for notifications. This is the correct answer. Event Alerts in Alerts Composer are based on filters delivered by Oracle, tied to specific

events (e.g., employee termination, assignment change). Oracle documentation states that the triggering criteria for these alerts are predefined and cannot be modified by users, as they are linked to system events controlled by Oracle's seeded configurations. Users can customize notification content (e.g., message text) or recipients, but the event conditions themselves are fixed to ensure system stability and consistency.

* Option B: Event Alerts are triggered when a specific event occurs in the application. You can modify the frequency in which the alert is triggered by using the Run Options tab within the alert.

This option is incorrect. Alerts Composer does not provide a Run Options tab for Event Alerts, nor does it allow modification of the frequency of event-based triggers. Event Alerts are triggered immediately when the associated event occurs (e.g., a new hire record is saved). While Scheduled Alerts allow frequency settings (e.g., daily or weekly runs), Event Alerts are event-driven, and their triggering is not controlled by a frequency setting, making this option invalid.

* Option C: Event Alerts are triggered when a specific event occurs in the application. You can modify the triggering criteria for notifications by modifying the Groovy script within the specific alert. This option is incorrect. Event Alerts in Alerts Composer do not allow modification of triggering criteria via Groovy scripts. Oracle restricts customization of event triggers to maintain system integrity, and Groovy scripts are used in other contexts (e.g., for validations or calculations), not for altering Event Alert conditions. Documentation confirms that triggering criteria are Oracle-delivered and non-editable.

* Why this answer? The fixed nature of Event Alert triggers ensures standardized behavior across HCM Cloud implementations. Users can configure aspects like notification templates or recipients, but the core event conditions (e.g., "trigger when an employee is hired") are locked, aligning with Oracle's design and making A the correct statement.

References

* Oracle Global Human Resources Cloud: Using Global Human Resources, Document ID: docs.oracle.com, Published: 2024-07-02

* Section: Alerts Composer: "Event Alerts are based on Oracle-delivered filters and trigger when specific events occur. You can't modify the triggering criteria."

* Oracle Global Human Resources Cloud: Implementing Global Human Resources, Document ID: docs.oracle.com, Published: 2023-12-12

* Section: Configuring Alerts: "Event Alerts use predefined conditions; customization is limited to content and delivery options."

* Oracle Fusion Cloud Human Resources 24C What's New, Document ID: docs.oracle.com, Published: 2024-08-27

* Section: Alerts Enhancements: "Clarifications on Event Alerts and their fixed triggering mechanisms."

NEW QUESTION # 124

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. Which statement is true about actions?

- A. Actions can be accessed via Smart Navigator, and available actions are based on the security access.
- B. Only one action can be associated with an action type.
- C. An action must always have an action reason associated.
- D. User-defined actions can be created and linked to predefined action types.

Answer: D

Explanation:

Actions in Oracle Global Human Resources Cloud allow tracking and processing of employment changes, linked to Action Types for categorization.

Option A: While actions are accessible via Smart Navigator and security controls visibility, this statement is not the most direct answer to the question's focus on creating and associating actions.

Option B: Incorrect. Multiple actions can be associated with a single Action Type (e.g., Voluntary and Involuntary under Termination).

Option C: Incorrect. An action reason is optional, not mandatory, depending on configuration and business rules.

Option D: Correct. Users can create custom (user-defined) actions (e.g., "Special Project Assignment") and link them to predefined Action Types (e.g., Assignment Change), enabling tailored tracking of changes.

The correct answer is D, aligning with the flexibility described in "Implementing Global Human Resources" for action customization.

References: Oracle Global Human Resources Cloud - Implementing Global Human Resources, Chapter 6:

Actions and Action Types.

NEW QUESTION # 125

A manager returned from the U.S. Subsidiary to their source location, the U.K. Subsidiary, after a period of three months. What should a Human Resources representative do to reinstate the manager's records in the source legal employer?

- A. Entering the return date will automatically reinstate the record on the return date.
- **B. Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date.**
- C. Deploy a Descriptive Flexfield to capture the return date. Update this segment with the actual return date to reinstate the record.
- D. Create another assignment with the return date as the effective date.

Answer: B

Explanation:

Full Detailed in Depth Explanation:

For temporary assignments across legal employers (e.g., U.S. to U.K. Subsidiary), Oracle HCM Cloud provides the Global Temporary Assignment feature.

Option D ("Initiate the End Global Temporary Assignment action and specify a return date. The global temporary assignment is terminated and the assignments in the source legal employer are reinstated automatically on the return date") is correct. When a manager returns from a temporary assignment, the HR representative uses the "End Global Temporary Assignment" action, specifying the return date. This automatically terminates the temporary assignment and reinstates the original assignments in the source legal employer (U.K. Subsidiary), as per the "Using Global Human Resources" guide.

Option A (Descriptive Flexfield) is a custom workaround, not a standard process.

Option B is incorrect; entering a date alone doesn't trigger reinstatement.

Option C (new assignment) bypasses the temporary assignment framework.

References:

"Oracle Human Resources Cloud: Using Global Human Resources" - Global Temporary Assignment process.

"Oracle Global Human Resources Cloud: Implementing Global Human Resources" - Employment actions.

NEW QUESTION # 126

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