

Look Back dates for employees appointed or became health insurance eligible in 2017

Position Start Date	Initial Look Back			Standard Look Back			IMP coverage level continues until this date, then SMP level coverage begins
	Measurement (IMP)	Admin (IAP)	Stability (ISP)	Measurement (SMP)	Admin (SAP)	Stability (SSP)	
01/01/17 Jan 2-31, 2017	1/1/17 - 12/31/17 2 /1/17 - 1/31/18	Jan 2018 Feb 2018	2/1/18 - 1/31/19 3/1/18-2/28/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
02/01/17 Feb 2-28, 2017	2/1/17-1/31/18 3/ 1/17 - 2/28/18	Feb 2018 March 2018	3/1/18-2/28/19 4/1/18 - 3/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
03/01/17 March 2-31, 2017	3/1/17- 2/28/18 4/1/17 - 3/ 31/18	March 2018 April 2018	4/1/18 - 3/31/19 5/1/18 - 4/30/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
04/01/17 April 2-30, 2017	4/1/17 - 3/31/18 5/1/17 - 4/30/18	April 2018 May 2018	5/1/18 - 4/30/19 6/1/18 - 5/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
05/01/17 May 2-31, 2017	5/1/17 - 4/30/18 6/1/17 - 5/31/18	May 2018 June 2018	6/1/18 - 5/31/19 7/1/18 - 6/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
06/01/17 June 2-30, 2017	6/1/17 - 5/31/18 7/1/17 - 6/30/18	June 2018 July 2018	7/1/18 - 6/31/19 8/1/18 - 7/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
07/01/17 July 2-31, 2017	7/1/17 - 6/30/18 8/1/17 - 7/31/18	July 2018 Aug 2018	8/1/18 - 7/31/19 9/1/18 - 11/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
08/01/17 Aug 2-31, 2017	8/1/17 - 7/31/18 9/1/17 - 8/31/18	Aug 2018 Sept 2018	9/1/18 - 8/31/19 10/1/18 - 9/30/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
09/01/17 Sept 2-30, 2017	9/1/17 - 8/31/18 10/1/17 - 9/30/18	Sept 2018 Oct 2018	10/1/18 - 9/30/19 11/1/18 - 10/31/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18	10/17 - 12/31/18 10/17 - 12/31/18	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019	January 1, 2019 January 1, 2019
10/01/17 Oct 2-18, 2017 Oct 19-31, 2017	10/1/17 - 9/30/18 11/1/17 - 10/31/18 11/1/17 - 10/31/18	Oct 2018 Nov 2018 Nov 2018	11/1/18 - 10/31/19 12/1/18 - 11/30/19 12/1/18 - 11/30/19	10/18/17 - 10/16/18 10/18/17 - 10/16/18 10/17/18 - 10/15/19	10/17 - 12/31/18 10/17 - 12/31/18 10/16 - 12/31/19	Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2019 Jan 1 - Dec 31, 2020	January 1, 2019 January 1, 2019 January 1, 2020
11/01/17 Nov 2-30, 2017	11/1/17 - 10/31/18 12/1/17 - 11/30/18	Nov 2018 Dec 2018	12/1/18 - 11/30/19 1/1/19 - 12/31/19	10/17/18 - 10/15/19 10/17/18 - 10/15/19	10/16 - 12/31/19 10/16 - 12/31/19	Jan 1 - Dec 31, 2020 Jan 1 - Dec 31, 2020	January 1, 2020 January 1, 2020
12/01/17 Dec 2-31, 2017	12/1/17 - 11/30/18 1/1/18 - 12/31/18	Dec 2018 Jan 2019	1/1/19 - 12/31/19 2/1/19 - 1/31/20	10/17/18 - 10/15/19 10/17/18 - 10/15/19	10/16 - 12/31/19 10/16 - 12/31/19	Jan 1 - Dec 31, 2020 Jan 1 - Dec 31, 2020	January 1, 2020 January 1, 2020