

Look Back dates for employees appointed or became health insurance eligible in 2018

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)	
01/01/18 Jan 2-31, 2018	1/1/18 - 12/31/18 2 /1/18 - 1/31/19	Jan 2019 Feb 2019	2/1/19 - 1/31/20 3/1/19-2/28/20	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
02/01/18 Feb 2-28, 2018	2/1/18-1/31/19 3/1/18 - 2/28/19	Feb 2019 March 2019	3/1/19-2/28/20 4/1/19 - 3/31/20	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
03/01/18 March 2-31, 2018	3/1/18- 2/28/19 4/1/18 - 3/ 31/19	March 2019 April 2019	4/1/19 - 3/31/20 5/1/19 - 4/30/20	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
04/01/18 April 2-30, 2018	4/1/18 - 3/31/19 5/1/18 - 4/30/19	April 2019 May 2019	5/1/19 - 4/30/20 6/1/19 - 5/31/20	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
05/01/18 May 2-31, 2018	5/1/18 - 4/30/19 6/1/18 - 5/31/19	May 2019 June 2019	6/1/19 - 5/31/20 7/1/19 - 6/31/20	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
06/01/18 June 2-30, 2018	6/1/18 - 5/31/19 7/1/18 - 6/30/19	June 2019 July 2019	7/1/19 - 6/31/20 8/1/19 - 7/31/20	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
07/01/18 July 2-31, 2018	7/1/18 - 6/30/19 8/1/18 - 7/31/19	July 2019 Aug 2019	8/1/19 - 7/31/20 9/1/19 - 11/31/20	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
08/01/18 Aug 2-31, 2018	8/1/18 - 7/31/19 9/1/18 - 8/31/19	Aug 2019 Sept 2019	9/1/19 - 8/31/20 10/1/19 - 9/30/20	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
09/01/18 Sept 2-30, 2018	9/1/18 - 8/31/19 10/1/18 - 9/30/19	Sept 2019 Oct 2019	10/1/19 - 9/30/20 11/1/19 - 10/31/20	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
10/01/18 Oct 2-17, 2018 Oct 18-31, 2018	10/1/18 - 9/30/19 11/1/18 - 10/31/19 11/1/18 - 10/31/19	Oct 2019 Nov 2019 Nov 2019	11/1/19 - 10/31/20 12/1/19 - 11/30/20 12/1/19 - 11/30/20	10/17/18 - 10/15/19 10/17/18 - 10/15/19 10/16/19 - 10/13/20	10/16 - 12/31/19 10/16 - 12/31/19 10/14 - 12/31/20	Jan 1 - Dec 31, 2020 Jan 1 - Dec 31, 2020 Jan 1 - Dec 31, 2021	January 1, 2020 January 1, 2020 January 1, 2021
11/01/18 Nov 2-30, 2018	11/1/18 - 10/31/19 12/1/18 - 11/30/19	Nov 2019 Dec 2019	12/1/19 - 11/30/20 1/1/20 - 12/31/20	10/16/19 - 10/13/20 10/16/19 - 10/13/20	10/14 - 12/31/20 10/14 - 12/31/20	Jan 1 - Dec 31, 2021 Jan 1 - Dec 31, 2021	January 1, 2021 January 1, 2021
12/01/18 Dec 2-31, 2018	12/1/18 - 11/30/19 1/1/19 - 12/31/19	Dec 2019 Jan 2020	1/1/20 - 12/31/20 2/1/20 - 1/31/21	10/16/19 - 10/13/20 10/16/19 - 10/13/20	10/14 - 12/31/20 10/14 - 12/31/20	Jan 1 - Dec 31, 2021 Jan 1 - Dec 31, 2021	January 1, 2021 January 1, 2021