

Look Back dates for employee appointed or became health insurance eligible in 2021

Position Start Date	Initial Look Back			Standard Look Back*			IMP coverage level continues until this date, then SMP level begins*
	Measurement	Admin	Stability	Measurement	Admin	Stability	
1/1/2021	1/1/21 - 12/31/21	Jan 2022	2/1/22 - 1/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Jan 2-31, 2021	2 /1/21 - 1/31/22	Feb 2022	3/1/22-2/28/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
2/1/2021	2/1/21-1/31/22	Feb 2022	3/1/22-2/28/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Feb 2-28, 2021	3/1/21 - 2/28/22	March 2022	4/1/22 - 3/31/23	10/14/21- 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
3/1/2021	3/1/21- 2/28/22	March 2022	4/1/22 - 3/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
March 2-31, 2021	4/1/21 - 3/ 31/22	April 2022	5/1/22 - 4/30/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
4/1/2021	4/1/21 - 3/31/22	April 2022	5/1/22 - 4/30/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
April 2-30, 2021	5/1/21 - 4/30/22	May 2022	6/1/22 - 5/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
5/1/2021	5/1/21 - 4/30/22	May 2022	6/1/22 - 5/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
May 2-31, 2021	6/1/21 - 5/31/22	June 2022	7/1/22 - 6/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
6/1/2021	6/1/21 - 5/31/22	June 2022	7/1/22 - 6/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
June 2-30, 2021	7/1/21 - 6/30/22	July 2022	8/1/22 - 7/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
7/1/2021	7/1/21 - 6/30/22	July 2022	8/1/22 - 7/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
July 2-31, 2021	8/1/21 - 7/31/22	Aug 2022	9/1/22 - 11/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
8/1/2021	8/1/21 - 7/31/22	Aug 2022	9/1/22 - 8/31/22	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Aug 2-31, 2021	9/1/21 - 8/31/22	Sept 2022	10/1/22 - 9/30/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
9/1/2021	9/1/21 - 8/31/22	Sept 2022	10/1/22 - 9/30/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Sept 2-30, 2021	10/1/21 - 9/30/22	Oct 2022	11/1/22 - 10/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
10/1/2021	10/1/21 - 9/30/22	Oct 2022	11/1/22 - 10/31/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Oct 2-13, 2021	11/1/21 - 10/31/22	Nov 2022	12/1/22 - 11/30/23	10/14/21 - 10/12/22	10/13 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Oct 14-31, 2021	11/1/21 - 10/31/22	Nov 2022	12/1/22 - 11/30/23	10/13/22 - 10/11/23	10/14 - 12/31/23	1/1 - 12/31/24	January 1, 2024
11/1/2021	11/1/21 - 10/31/22	Nov 2022	12/1/22 - 11/30/23	10/13/22 - 10/11/23	10/14 - 12/31/23	1/1 - 12/31/24	January 1, 2024
Nov 2-30, 2021	12/1/21 - 11/30/22	Dec 2022	1/1/23 - 12/31/23	10/13/22 - 10/11/23	10/14 - 12/31/23	1/1 - 12/31/24	January 1, 2024
12/1/2021	12/1/21 - 11/30/22	Dec 2022	1/1/23 - 12/31/23	10/13/22 - 10/11/23	10/14 - 12/31/23	1/1 - 12/31/24	January 1, 2024
Dec 2-31, 2021	1/1/22 - 12/31/22	Jan 2023	2/1/23 - 1/31/24	10/13/23 - 10/11/23	10/14 - 12/31/23	1/1 - 12/31/24	January 1, 2024