

Look Back dates for an employee appointed or who became health insurance eligible in 2024

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	
1/1/2024	1/1/24 - 12/31/24	Jan-25	2/1/25 - 1/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Jan 2-31, 2024	2/1/24 - 1/31/25	Feb-25	3/1/25 - 2/28/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
2/1/2024	2/1/24 - 1/31/25	Feb-25	3/1/25 - 2/28/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Feb 2-29, 2024	3/1/24 - 2/28/25	Mar-25	4/1/25 - 3/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
3/1/2024	3/1/24 - 2/28/25	Mar-25	4/1/25 - 3/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
March 2-31, 2024	4/1/24 - 3/31/25	Apr-25	5/1/25 - 4/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
4/1/2024	4/1/24 - 3/31/25	Apr-25	5/1/25 - 4/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
April 2-30, 2024	5/1/24 - 4/30/25	May-25	6/1/25 - 5/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
5/1/2024	5/1/24 - 4/30/25	May-25	6/1/25 - 5/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
May 2-31, 2024	6/1/24 - 5/31/25	Jun-25	7/1/25 - 6/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
6/1/2024	6/1/24 - 5/31/25	Jun-25	7/1/25 - 6/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
June 2-30, 2024	7/1/24 - 6/30/25	Jul-25	8/1/25 - 7/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
7/1/2024	7/1/24 - 6/30/25	Jul-25	8/1/25 - 7/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
July 2-31, 2024	8/1/24 - 7/31/25	Aug-25	9/1/25 - 8/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
8/1/2024	8/1/24 - 7/31/25	Aug-25	9/1/25 - 8/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Aug 2-31, 2024	9/1/24 - 8/31/25	Sep-25	10/1/25 - 9/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
9/1/2024	9/1/24 - 8/31/25	Sep-25	10/1/25 - 9/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Sept 2-30, 2024	10/1/24 - 9/30/25	Oct-25	11/1/25 - 10/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
10/1/2024	10/1/24 - 9/30/25	Oct-25	11/1/25 - 10/31/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Oct 2-11, 2024	11/1/24 - 10/31/25	Nov-25	12/1/25 - 11/30/26	10/9/24 - 10/7/25	10/8/25 - 12/31/25	1/1/26 - 12/31/26	January 1, 2026
Oct 12-31, 2024	11/1/24 - 10/31/25	Nov-25	12/1/25 - 11/30/26	10/8/25 - 10/6/26	10/7/26 - 12/31/26	1/1/27 - 12/31/27	January 1, 2027
11/1/2024	11/1/24 - 10/31/25	Nov-25	12/1/25 - 11/30/26	10/8/25 - 10/6/26	10/7/26 - 12/31/26	1/1/27 - 12/31/27	January 1, 2027
Nov 2-30, 2024	12/1/24 - 11/30/25	Dec-25	1/1/26 - 12/31/26	10/8/25 - 10/6/26	10/7/26 - 12/31/26	1/1/27 - 12/31/27	January 1, 2027
12/1/2024	12/1/24 - 11/30/25	Dec-25	1/1/26 - 12/31/26	10/8/25 - 10/6/26	10/7/26 - 12/31/26	1/1/27 - 12/31/27	January 1, 2027
	1/1/25 - 12/31/25	Jan-26	2/1/26 - 1/31/27	10/8/25 - 10/6/26	10/7/26 - 12/31/26	1/1/27 - 12/31/27	January 1, 2027