

Look Back dates for employees appointed or became health insurance eligible in 2025

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	
1/1/2025	1/1/25 - 12/31/25	Jan-26	2/1/26 - 1/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
Jan. 2-31, 2025	2/1/25 - 1/31/26	Feb-26	3/1/26-2/28/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
2/1/2025	2/1/25 - 1/31/26	Feb-26	3/1/26-2/28/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
Feb. 2-28, 2025	3/1/25 - 2/28/26	Mar-26	4/1/26 - 3/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
3/1/2025	3/1/25 - 2/28/26	Mar-26	4/1/26 - 3/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
March 2-31, 2025	4/1/25 - 3/31/26	Apr-26	5/1/26 - 4/30/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
4/1/2025	4/1/25 - 3/31/26	Apr-26	5/1/26 - 4/30/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
April 2-30, 2025	5/1/25 - 4/30/26	May-26	6/1/26 - 5/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
5/1/2025	5/1/25 - 4/30/26	May-26	6/1/26 - 5/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
May 2-31, 2025	6/1/25 - 5/31/26	Jun-26	7/1/26 - 6/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
6/1/2025	6/1/25 - 5/31/26	Jun-26	7/1/26 - 6/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
June 2-30, 2025	7/1/25 - 6/30/26	Jul-26	8/1/26 - 7/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
7/1/2025	7/1/25 - 6/30/26	Jul-26	8/1/26 - 7/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
July 2-31, 2025	8/1/25 - 7/31/26	Aug-26	9/1/26 - 11/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
8/1/2025	8/1/25 - 7/31/26	Aug-26	9/1/26 - 8/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027

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	Measurement	Admin	Stability	Measurement	Admin	Stability	
Aug. 2-31, 2025	9/1/25 - 8/31/26	Sep-26	10/1/26 - 9/30/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
9/1/2025	9/1/25 - 8/31/26	Sep-26	10/1/26 - 9/30/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
Sept. 2-30, 2025	10/1/25 - 9/30/26	Oct-26	11/1/26 - 10/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
10/1/2025	10/1/25 - 9/30/26	Oct-26	11/1/26 - 10/31/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
Oct. 2-11, 2025	11/1/25 - 10/31/26	Nov-26	12/1/26 - 11/30/27	10/8/25 - 10/06/26	10/7 - 12/31/26	1/1 - 12/31/27	January 1, 2027
Oct. 12-31, 2025	11/1/25 - 10/31/26	Nov-26	12/1/26 - 11/30/27	10/7/26 - 10/05/27	10/6 - 12/31/27	1/1 - 12/31/28	January 1, 2028
11/1/2025	11/1/25 - 10/31/26	Nov-26	12/1/26 - 11/30/27	10/7/26 - 10/05/27	10/6 - 12/31/27	1/1 - 12/31/28	January 1, 2028
Nov. 2-30, 2025	12/1/25 - 11/30/26	Dec-26	1/1/27 - 12/31/27	10/7/26 - 10/05/27	10/6 - 12/31/27	1/1 - 12/31/28	January 1, 2028
12/1/2025	12/1/25 - 11/30/26	Dec-26	1/1/27 - 12/31/27	10/7/26 - 10/05/27	10/6 - 12/31/27	1/1 - 12/31/28	January 1, 2028
Dec. 2-31, 2025	1/1/26 - 12/31/26	Jan-27	2/1/27 - 1/31/28	10/7/26 - 10/05/27	10/6 - 12/31/27	1/1 - 12/31/28	January 1, 2028