Look Back dates for employee appointed or became health insurance eligible in 2019

| 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 |  |
| $\begin{aligned} & \text { Jan 1, } 2019 \\ & \text { Jan 2-31, } 2019 \end{aligned}$ | $\begin{aligned} & 1 / 1 / 19-12 / 31 / 19 \\ & 2 / 1 / 19-1 / 31 / 20 \end{aligned}$ | $\begin{aligned} & \text { Jan } 2020 \\ & \text { Feb } 2020 \end{aligned}$ | $\begin{aligned} & 2 / 1 / 20-1 / 31 / 21 \\ & 3 / 1 / 20-2 / 28 / 21 \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| $\begin{aligned} & \text { Feb 1, } 2019 \\ & \text { Feb 2-28, } 2019 \end{aligned}$ | $\begin{aligned} & 2 / 1 / 19-1 / 31 / 20 \\ & 3 / 1 / 19-2 / 28 / 20 \end{aligned}$ | Feb 2020 <br> March 2020 | $\begin{aligned} & 3 / 1 / 20-2 / 28 / 21 \\ & 4 / 1 / 20-3 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \hline \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| March 1, 2019 <br> March 2-31, 2019 | $\begin{aligned} & 3 / 1 / 19-2 / 28 / 20 \\ & 4 / 1 / 19-3 / 31 / 20 \end{aligned}$ | March 2020 <br> April 2020 | $\begin{aligned} & 4 / 1 / 20-3 / 31 / 21 \\ & 5 / 1 / 20-4 / 30 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| April 1, 2019 <br> April 2-30, 2019 | $\begin{aligned} & 4 / 1 / 19-3 / 31 / 20 \\ & 5 / 1 / 19-4 / 30 / 20 \end{aligned}$ | April 2020 <br> May 2020 | $\begin{aligned} & 5 / 1 / 20-4 / 30 / 21 \\ & 6 / 1 / 20-5 / 31 / 21 \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| May 1, 2019 <br> May 2-31, 2019 | $\begin{aligned} & 5 / 1 / 19-4 / 30 / 20 \\ & 6 / 1 / 19-5 / 31 / 20 \\ & \hline \end{aligned}$ | May 2020 <br> June 2020 | $\begin{aligned} & 6 / 1 / 20-5 / 31 / 21 \\ & 7 / 1 / 20-6 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | Jan 1 - Dec 31, 2021 <br> Jan 1 - Dec 31, 2021 | January 1, 2021 <br> January 1, 2021 |
| June 1, 2019 June 2-30, 2019 | $\begin{aligned} & 6 / 1 / 19-5 / 31 / 20 \\ & 7 / 1 / 19-6 / 30 / 20 \end{aligned}$ | June 2020 <br> July 2020 | $\begin{aligned} & 7 / 1 / 20-6 / 31 / 21 \\ & 8 / 1 / 20-7 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| July 1, 2019 July 2-31, 2019 | $\begin{aligned} & 7 / 1 / 19-6 / 30 / 20 \\ & 8 / 1 / 19-7 / 31 / 20 \\ & \hline \end{aligned}$ | July 2020 <br> Aug 2020 | $\begin{aligned} & 8 / 1 / 20-7 / 31 / 21 \\ & 9 / 1 / 20-11 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{array}{\|l} 10 / 16 / 19-10 / 13 / 20 \\ 10 / 16 / 19-10 / 13 / 20 \\ \hline \end{array}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | Jan 1 - Dec 31, 2021 <br> Jan 1 - Dec 31, 2021 | January 1, 2021 <br> January 1, 2021 |
| Aug 1, 2019 <br> Aug 2-31, 2019 | $\begin{aligned} & 8 / 1 / 19-7 / 31 / 20 \\ & 9 / 1 / 19-8 / 31 / 20 \end{aligned}$ | Aug 2020 <br> Sept 2020 | $\begin{aligned} & 9 / 1 / 20-8 / 31 / 21 \\ & 10 / 1 / 20-9 / 30 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \end{aligned}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 |
| Sept 1, 2019 <br> Sept 2-30, 2019 | $\begin{aligned} & 9 / 1 / 19-8 / 31 / 20 \\ & 10 / 1 / 19-9 / 30 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Sept } 2020 \\ & \text { Oct } 2020 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 1 / 20-9 / 30 / 21 \\ & 11 / 1 / 20-10 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{array}{\|l} 10 / 16 / 19-10 / 13 / 20 \\ 10 / 16 / 19-10 / 13 / 20 \\ \hline \end{array}$ | $\begin{aligned} & 10 / 14-12 / 31 / 20 \\ & 10 / 14-12 / 31 / 20 \\ & \hline \end{aligned}$ | Jan 1 - Dec 31, 2021 <br> Jan 1 - Dec 31, 2021 | January 1, 2021 <br> January 1, 2021 |
| Oct 1, 2019 <br> Oct 2-13, 2019 <br> Oct 14-31, 2019 | $\begin{aligned} & 10 / 1 / 19-9 / 30 / 20 \\ & 11 / 1 / 19-10 / 31 / 20 \\ & 11 / 1 / 19-10 / 31 / 20 \\ & \hline \end{aligned}$ | Oct 2020 <br> Nov 2020 <br> Nov 2020 | $\begin{aligned} & 11 / 1 / 20-10 / 31 / 21 \\ & 12 / 1 / 20-11 / 30 / 21 \\ & 12 / 1 / 20-11 / 30 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 16 / 19-10 / 13 / 20 \\ & 10 / 14 / 20-10 / 12 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 16-12 / 31 / 20 \\ & 10 / 16-12 / 31 / 20 \\ & 10 / 13-12 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec 31, } 2021 \\ & \text { Jan } 1 \text { - Dec } 312022 \end{aligned}$ | January 1, 2021 <br> January 1, 2021 <br> January 1, 2022 |
| Nov 1, 2019 <br> Nov 2-30, 2019 | $\begin{aligned} & 11 / 1 / 19-10 / 31 / 20 \\ & 12 / 1 / 19-11 / 30 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Nov } 2020 \\ & \text { Dec } 2020 \end{aligned}$ | $\begin{aligned} & 12 / 1 / 20-11 / 30 / 21 \\ & 1 / 1 / 21-12 / 31 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 14 / 20-10 / 12 / 21 \\ & 10 / 14 / 20-10 / 12 / 21 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 13-12 / 31 / 21 \\ & 10 / 13-12 / 31 / 21 \\ & \hline \end{aligned}$ | Jan 1 - Dec 312022 <br> Jan 1 - Dec 312022 | January 1, 2022 <br> January 1, 2022 |
| Dec 1, 2019 Dec 2-31, 2019 | $\begin{aligned} & 12 / 1 / 19-11 / 30 / 20 \\ & 1 / 1 / 19-12 / 31 / 20 \\ & \hline \end{aligned}$ | $\begin{aligned} & \text { Dec } 2020 \\ & \text { Jan } 2021 \\ & \hline \end{aligned}$ | $\begin{aligned} & 1 / 1 / 21-12 / 31 / 21 \\ & 2 / 1 / 21-1 / 31 / 22 \\ & \hline \end{aligned}$ | $\begin{aligned} & 10 / 14 / 20-10 / 12 / 21 \\ & 10 / 14 / 20-10 / 12 / 21 \end{aligned}$ | $\begin{aligned} & 10 / 13-12 / 31 / 21 \\ & 10 / 13-12 / 31 / 21 \end{aligned}$ | Jan 1 - Dec 312022 <br> Jan 1 - Dec 312022 | January 1, 2022 <br> January 1, 2022 |

