

**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	
Jan 1, 2019	1/1/19 - 12/31/19	Jan 2020	2/1/20 - 1/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Jan 2-31, 2019	2 /1/19 - 1/31/20	Feb 2020	3/1/20-2/28/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Feb 1, 2019	2/1/19-1/31/20	Feb 2020	3/1/20-2/28/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Feb 2-28, 2019	3/ 1/19 - 2/28/20	March 2020	4/1/20 - 3/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
March 1, 2019	3/1/19 - 2/28/20	March 2020	4/1/20 - 3/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
March 2-31, 2019	4/1/19 - 3/ 31/20	April 2020	5/1/20 - 4/30/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
April 1, 2019	4/1/19 - 3/31/20	April 2020	5/1/20- 4/30/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
April 2-30, 2019	5/1/19 - 4/30/20	May 2020	6/1/20 - 5/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
May 1, 2019	5/1/19 - 4/30/20	May 2020	6/1/20 - 5/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
May 2-31, 2019	6/1/19 - 5/31/20	June 2020	7/1/20 - 6/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
June 1, 2019	6/1/19 - 5/31/20	June 2020	7/1/20 - 6/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
June 2-30, 2019	7/1/19 - 6/30/20	July 2020	8/1/20 - 7/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
July 1, 2019	7/1/19 - 6/30/20	July 2020	8/1/20 - 7/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
July 2-31, 2019	8/1/19 - 7/31/20	Aug 2020	9/1/20 - 11/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Aug 1, 2019	8/1/19 - 7/31/20	Aug 2020	9/1/20 - 8/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Aug 2-31, 2019	9/1/19 - 8/31/20	Sept 2020	10/1/20 - 9/30/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Sept 1, 2019	9/1/19 - 8/31/20	Sept 2020	10/1/20 - 9/30/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Sept 2-30, 2019	10/1/19 - 9/30/20	Oct 2020	11/1/20 - 10/31/21	10/16/19 - 10/13/20	10/14 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Oct 1, 2019	10/1/19 - 9/30/20	Oct 2020	11/1/20 - 10/31/21	10/16/19 - 10/13/20	10/16 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Oct 2-13, 2019	11/1/19 - 10/31/20	Nov 2020	12/1/20 - 11/30/21	10/16/19 - 10/13/20	10/16 - 12/31/20	Jan 1 - Dec 31, 2021	January 1, 2021
Oct 14-31, 2019	11/1/19 - 10/31/20	Nov 2020	12/1/20 - 11/30/21	10/14/20 - 10/12/21	10/13 - 12/31/21	Jan 1 - Dec 31 2022	January 1, 2022
Nov 1, 2019	11/1/19 - 10/31/20	Nov 2020	12/1/20 - 11/30/21	10/14/20 - 10/12/21	10/13 - 12/31/21	Jan 1 - Dec 31 2022	January 1, 2022
Nov 2-30, 2019	12/1/19 - 11/30/20	Dec 2020	1/1/21 - 12/31/21	10/14/20 - 10/12/21	10/13 - 12/31/21	Jan 1 - Dec 31 2022	January 1, 2022
Dec 1, 2019	12/1/19 - 11/30/20	Dec 2020	1/1/21 - 12/31/21	10/14/20 - 10/12/21	10/13 - 12/31/21	Jan 1 - Dec 31 2022	January 1, 2022
Dec 2-31, 2019	1/1/19 - 12/31/20	Jan 2021	2/1/21 - 1/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	Jan 1 - Dec 31 2022	January 1, 2022