

Look Back dates for employee appointed or became health insurance eligible in 2020

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	
1/1/2020	1/1/20 - 12/31/20	Jan 2021	2/1/21 - 1/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Jan 2-31, 2020	2 /1/20 - 1/31/21	Feb 2021	3/1/21-2/28/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
2/1/2020	2/1/20-1/31/21	Feb 2021	3/1/21-2/28/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Feb 2-28, 2020	3/1/20 - 2/28/21	March 2021	4/1/21 - 3/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
3/1/2020	3/1/20- 2/28/21	March 2021	4/1/21 - 3/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
March 2-31, 2020	4/1/20 - 3/ 31/21	April 2021	5/1/21 - 4/30/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
4/1/2020	4/1/20 - 3/31/21	April 2021	5/1/21 - 4/30/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
April 2-30, 2020	5/1/20 - 4/30/21	May 2021	6/1/21 - 5/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
5/1/2020	5/1/20 - 4/30/21	May 2021	6/1/21 - 5/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
May 2-31, 2020	6/1/20 - 5/31/21	June 2021	7/1/21 - 6/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
6/1/2020	6/1/20 - 5/31/21	June 2021	7/1/21 - 6/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
June 2-30, 2020	7/1/20 - 6/30/21	July 2021	8/1/21 - 7/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
7/1/2020	7/1/20 - 6/30/21	July 2021	8/1/21 - 7/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
July 2-31, 2020	8/1/20 - 7/31/21	Aug 2021	9/1/21 - 11/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
8/1/2020	8/1/20 - 7/31/21	Aug 2021	9/1/21 - 8/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Aug 2-31, 2020	9/1/20 - 8/31/21	Sept 2021	10/1/21 - 9/30/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
9/1/2020	9/1/20 - 8/31/21	Sept 2021	10/1/21 - 9/30/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Sept 2-30, 2020	10/1/20 - 9/30/21	Oct 2021	11/1/21 - 10/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
10/1/2020	10/1/20 - 9/30/21	Oct 2021	11/1/21 - 10/31/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Oct 2-13, 2020	11/1/20 - 10/31/21	Nov 2021	12/1/21 - 11/30/22	10/14/20 - 10/12/21	10/13 - 12/31/21	1/1 - 12/31/22	January 1, 2022
Oct 14-31, 2020	11/1/20 - 10/31/21	Nov 2021	12/1/21 - 11/30/22	10/13/21 - 10/11/22	10/14 - 12/31/22	1/1 - 12/31/23	January 1, 2023
11/1/2020	11/1/20 - 10/31/21	Nov 2021	12/1/21 - 11/30/22	10/13/21 - 10/11/22	10/14 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Nov 2-30, 2020	12/1/20 - 11/30/21	Dec 2021	1/1/22 - 12/31/22	10/13/21 - 10/11/22	10/14 - 12/31/22	1/1 - 12/31/23	January 1, 2023
12/1/2020	12/1/20 - 11/30/21	Dec 2021	1/1/22 - 12/31/22	10/13/21 - 10/11/22	10/14 - 12/31/22	1/1 - 12/31/23	January 1, 2023
Dec 2-31, 2020	1/1/21 - 12/31/21	Jan 2022	2/1/22 - 1/31/23	10/13/22 - 10/11/22	10/14 - 12/31/22	1/1 - 12/31/23	January 1, 2023