

Look Back dates for employee appointed or became health insurance eligible in 2023

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	
1/1/2023	1/1/23 - 12/31/23	Jan-24	2/1/24 - 1/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Jan 2-31, 2023	2 /1/23 - 1/31/24	Feb-24	3/1/24 - 2/28/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
2/1/2023	2/1/23 - 1/31/24	Feb-24	3/1/24 - 2/28/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Feb 2-28, 2023	3/1/23 - 2/28/24	Mar-24	4/1/24 - 3/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
3/1/2023	3/1/23- 2/28/24	Mar-24	4/1/24 - 3/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
March 2-31, 2023	4/1/23 - 3/ 31/24	Apr-24	5/1/24 - 4/30/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
4/1/2023	4/1/23 - 3/31/24	Apr-24	5/1/24 - 4/30/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
April 2-30, 2023	5/1/23 - 4/30/24	May-24	6/1/24 - 5/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
5/1/2023	5/1/23 - 4/30/24	May-24	6/1/24 - 5/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
May 2-31, 2023	6/1/23 - 5/31/24	Jun-24	7/1/24 - 6/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
6/1/2023	6/1/23 - 5/31/24	Jun-24	7/1/24 - 6/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
June 2-30, 2023	7/1/23 - 6/30/24	Jul-24	8/1/24 - 7/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
7/1/2023	7/1/23 - 6/30/24	Jul-24	8/1/24 - 7/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
July 2-31, 2023	8/1/23 - 7/31/24	Aug-24	9/1/24 - 11/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
8/1/2023	8/1/23 - 7/31/24	Aug-24	9/1/24 - 8/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Aug 2-31, 2023	9/1/23 - 8/31/24	Sep-24	10/1/24 - 9/30/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
9/1/2023	9/1/23 - 8/31/24	Sep-24	10/1/24 - 9/30/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Sept 2-30, 2023	10/1/23 - 9/30/24	Oct-24	11/1/24 - 10/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
10/1/2023	10/1/23 - 9/30/24	Oct-24	11/1/24 - 10/31/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Oct 2-11, 2023	11/1/23 - 10/31/24	Nov-24	12/1/24 - 11/30/25	10/11/23 - 10/08/24	10/9 - 12/31/24	1/1 - 12/31/25	January 1, 2025
Oct 12-31, 2023	11/1/23 - 10/31/24	Nov-24	12/1/24 - 11/30/25	10/9/24 - 10/07/25	10/8 - 12/31/25	1/1 - 12/31/25	January 1, 2026
11/1/2023	11/1/23 - 10/31/24	Nov-24	12/1/24 - 11/30/25	10/9/24 - 10/07/25	10/8 - 12/31/25	1/1 - 12/31/25	January 1, 2026
Nov 2-30, 2023	12/1/23 - 11/30/24	Dec-24	1/1/25 - 12/31/25	10/9/24 - 10/07/25	10/8 - 12/31/25	1/1 - 12/31/25	January 1, 2026
12/1/2023	12/1/23 - 11/30/24	Dec-24	1/1/25 - 12/31/25	10/9/24 - 10/07/25	10/8 - 12/31/25	1/1 - 12/31/25	January 1, 2026
	1/1/24 - 12/31/24	Jan-25	2/1/25 - 1/31/26	10/9/24 - 10/07/25	10/8 - 12/31/25	1/1 - 12/31/25	January 1, 2026