

Information and Additional Explanation re: ACA and Temp Employee Benefits Eligibility

Beacon Hill abides by the Federal Affordable Care Act (ACA) eligibility rules set forth by the government. Under the ACA, you only need to count hours for which an employee is paid. Thus, unpaid vacation time and unpaid holidays do not count toward their weekly hours. Employees must average 30+ hours/week during their first 8 pay periods to be eligible as soon as possible; otherwise they won't be eligible for at least 6 months. The details below outline our strategy on how we track benefit eligibility for temporary employees:

- New hires will be measured from the beginning of the pay period in which they start their employment (e.g. start date is 1/6/2025, we start tracking 1/5/2025), however, hours will not accrue until first day actually worked. The system will look at the average hours worked after 8 consecutive pay periods from the start of the pay period, including original date of hire. If an employee is deemed full time eligible by averaging 30+ hours a week during that time, they will then be given a 1-month enrollment window at that time for benefits to then become effective on the first of the following month. (e.g. start date is 1/6/2025, measured for eight weeks from start date to March 1st, then given a one-month enrollment window in April to make benefit elections effective May 1, 2025).
- If they are found to average under 30 hours/week during this 8 week orientation period, then they will be monitored over the ongoing 6 month measurement period to determine if they work on average 30+ hours/week; this is called the 6-month New Hire Measurement Period (MP).
- If eligible after the 6-month new hire MP, they will have a 1-month Administrative Period to make elections and will be eligible on the 1st of the following month. If coverage is elected, they will maintain benefits for the next six months (this is called the 6-month Stability Period: so at this point even if their hours drop below 30 hours to 8 hours per week, they are still covered for the full stability period, assuming they are not terminated from employment).
- If an employee is not deemed eligible after their initial hire 6-month MP, they then roll into a new ongoing measurement period (as defined in the bullet below) and continue to be measured to determine eligibility for the next possible enrollment/stability period.
- BHSG has two Ongoing measurement periods. The first runs from May 1st through October 31st (to determine eligibility for January 1st enrollment) and the second runs from November 1st through April 30th (to determine eligibility for July 1st enrollment). BHSG monitors all employees over these timeframes to determine qualification for benefits at an average of 30+ hours/week.
- Individuals who qualify for coverage, whether they take the coverage or not, will continuously be measured for availability of coverage during these Ongoing Measurement and Stability Periods. Individuals will maintain coverage (assuming continued employment with BHSG) or non-coverage during the ensuing Stability period.
- If you are actively enrolled in benefits and your assignment with Beacon Hill ends, benefits will terminate effective last day of the pay period you work. If you are rehired within 13 weeks of most recent termination, your benefits will reinstate effective date of rehire and you will be placed into your original stability period based on your original hire date. If you are rehired outside of 13 weeks, you will be treated as a new hire and subject to the initial measurement period.
- Beacon Hill abides by the parity rule, therefore if you are terminated longer than your actual assignment length, you will be re-measured based upon rehire.

Should you have any questions, please reach out to Benefits@beaconhillstaffing.com.

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 1/1/2025 | 12/29/2024 | 2/22/2025 | March | 4/1/2025 |
| 1/2/2025 | 12/29/2024 | 2/22/2025 | March | 4/1/2025 |
| 1/3/2025 | 12/29/2024 | 2/22/2025 | March | 4/1/2025 |
| 1/4/2025 | 12/29/2024 | 2/22/2025 | March | 4/1/2025 |
| 1/5/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/6/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/7/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/8/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/9/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/10/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/11/2025 | 1/5/2025 | 3/1/2025 | April | 5/1/2025 |
| 1/12/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/13/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/14/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/15/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/16/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/17/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/18/2025 | 1/12/2025 | 3/8/2025 | April | 5/1/2025 |
| 1/19/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/20/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/21/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/22/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/23/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/24/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/25/2025 | 1/19/2025 | 3/15/2025 | April | 5/1/2025 |
| 1/26/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 1/27/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 1/28/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 1/29/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 1/30/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 1/31/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 2/1/2025 | 1/26/2025 | 3/22/2025 | April | 5/1/2025 |
| 2/2/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/3/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/4/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/5/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/6/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/7/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/8/2025 | 2/2/2025 | 3/29/2025 | April | 5/1/2025 |
| 2/9/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/10/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/11/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/12/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/13/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 2/14/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/15/2025 | 2/9/2025 | 4/5/2025 | May | 6/1/2025 |
| 2/16/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/17/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/18/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/19/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/20/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/21/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/22/2025 | 2/16/2025 | 4/12/2025 | May | 6/1/2025 |
| 2/23/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 2/24/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 2/25/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 2/26/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 2/27/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 2/28/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 3/1/2025 | 2/23/2025 | 4/19/2025 | May | 6/1/2025 |
| 3/2/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/3/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/4/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/5/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/6/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/7/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/8/2025 | 3/2/2025 | 4/26/2025 | May | 6/1/2025 |
| 3/9/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/10/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/11/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/12/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/13/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/14/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/15/2025 | 3/9/2025 | 5/3/2025 | June | 7/1/2025 |
| 3/16/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/17/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/18/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/19/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/20/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/21/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/22/2025 | 3/16/2025 | 5/10/2025 | June | 7/1/2025 |
| 3/23/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/24/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/25/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/26/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/27/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/28/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |
| 3/29/2025 | 3/23/2025 | 5/17/2025 | June | 7/1/2025 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 3/30/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 3/31/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/1/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/2/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/3/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/4/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/5/2025 | 3/30/2025 | 5/24/2025 | June | 7/1/2025 |
| 4/6/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/7/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/8/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/9/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/10/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/11/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/12/2025 | 4/6/2025 | 5/31/2025 | June | 7/1/2025 |
| 4/13/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/14/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/15/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/16/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/17/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/18/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/19/2025 | 4/13/2025 | 6/7/2025 | July | 8/1/2025 |
| 4/20/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/21/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/22/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/23/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/24/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/25/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/26/2025 | 4/20/2025 | 6/14/2025 | July | 8/1/2025 |
| 4/27/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 4/28/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 4/29/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 4/30/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 5/1/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 5/2/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 5/3/2025 | 4/27/2025 | 6/21/2025 | July | 8/1/2025 |
| 5/4/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/5/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/6/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/7/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/8/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/9/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/10/2025 | 5/4/2025 | 6/28/2025 | July | 8/1/2025 |
| 5/11/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/12/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 5/13/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/14/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/15/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/16/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/17/2025 | 5/11/2025 | 7/5/2025 | August | 9/1/2025 |
| 5/18/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/19/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/20/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/21/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/22/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/23/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/24/2025 | 5/18/2025 | 7/12/2025 | August | 9/1/2025 |
| 5/25/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/26/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/27/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/28/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/29/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/30/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 5/31/2025 | 5/25/2025 | 7/19/2025 | August | 9/1/2025 |
| 6/1/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/2/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/3/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/4/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/5/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/6/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/7/2025 | 6/1/2025 | 7/26/2025 | August | 9/1/2025 |
| 6/8/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/9/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/10/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/11/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/12/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/13/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/14/2025 | 6/8/2025 | 8/2/2025 | September | 10/1/2025 |
| 6/15/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/16/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/17/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/18/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/19/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/20/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/21/2025 | 6/15/2025 | 8/9/2025 | September | 10/1/2025 |
| 6/22/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/23/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/24/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/25/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 6/26/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/27/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/28/2025 | 6/22/2025 | 8/16/2025 | September | 10/1/2025 |
| 6/29/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 6/30/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/1/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/2/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/3/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/4/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/5/2025 | 6/29/2025 | 8/23/2025 | September | 10/1/2025 |
| 7/6/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/7/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/8/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/9/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/10/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/11/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/12/2025 | 7/6/2025 | 8/30/2025 | September | 10/1/2025 |
| 7/13/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/14/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/15/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/16/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/17/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/18/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/19/2025 | 7/13/2025 | 9/6/2025 | October | 11/1/2025 |
| 7/20/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/21/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/22/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/23/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/24/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/25/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/26/2025 | 7/20/2025 | 9/13/2025 | October | 11/1/2025 |
| 7/27/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 7/28/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 7/29/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 7/30/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 7/31/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 8/1/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 8/2/2025 | 7/27/2025 | 9/20/2025 | October | 11/1/2025 |
| 8/3/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/4/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/5/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/6/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/7/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/8/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|-----------|------------------------|----------------------|-------------------|--------------------|
| 8/9/2025 | 8/3/2025 | 9/27/2025 | October | 11/1/2025 |
| 8/10/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/11/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/12/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/13/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/14/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/15/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/16/2025 | 8/10/2025 | 10/4/2025 | November | 12/1/2025 |
| 8/17/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/18/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/19/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/20/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/21/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/22/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/23/2025 | 8/17/2025 | 10/11/2025 | November | 12/1/2025 |
| 8/24/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/25/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/26/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/27/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/28/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/29/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/30/2025 | 8/24/2025 | 10/18/2025 | November | 12/1/2025 |
| 8/31/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/1/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/2/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/3/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/4/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/5/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/6/2025 | 8/31/2025 | 10/25/2025 | November | 12/1/2025 |
| 9/7/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/8/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/9/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/10/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/11/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/12/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/13/2025 | 9/7/2025 | 11/1/2025 | December | 1/1/2026 |
| 9/14/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/15/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/16/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/17/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/18/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/19/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/20/2025 | 9/14/2025 | 11/8/2025 | December | 1/1/2026 |
| 9/21/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|------------|------------------------|----------------------|-------------------|--------------------|
| 9/22/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/23/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/24/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/25/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/26/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/27/2025 | 9/21/2025 | 11/15/2025 | December | 1/1/2026 |
| 9/28/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 9/29/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 9/30/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 10/1/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 10/2/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 10/3/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 10/4/2025 | 9/28/2025 | 11/22/2025 | December | 1/1/2026 |
| 10/5/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/6/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/7/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/8/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/9/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/10/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/11/2025 | 10/5/2025 | 11/29/2025 | December | 1/1/2026 |
| 10/12/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/13/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/14/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/15/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/16/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/17/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/18/2025 | 10/12/2025 | 12/6/2025 | January | 2/1/2026 |
| 10/19/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/20/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/21/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/22/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/23/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/24/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/25/2025 | 10/19/2025 | 12/13/2025 | January | 2/1/2026 |
| 10/26/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 10/27/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 10/28/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 10/29/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 10/30/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 10/31/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 11/1/2025 | 10/26/2025 | 12/20/2025 | January | 2/1/2026 |
| 11/2/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/3/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/4/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |

| Hire Date | Measurement Start Date | Measurement End Date | Enrollment Window | Benefit Start Date |
|------------|------------------------|----------------------|-------------------|--------------------|
| 11/5/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/6/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/7/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/8/2025 | 11/2/2025 | 12/27/2025 | January | 2/1/2026 |
| 11/9/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/10/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/11/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/12/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/13/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/14/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/15/2025 | 11/9/2025 | 1/3/2026 | February | 3/1/2026 |
| 11/16/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/17/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/18/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/19/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/20/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/21/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/22/2025 | 11/16/2025 | 1/10/2026 | February | 3/1/2026 |
| 11/23/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/24/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/25/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/26/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/27/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/28/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/29/2025 | 11/23/2025 | 1/17/2026 | February | 3/1/2026 |
| 11/30/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/1/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/2/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/3/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/4/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/5/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/6/2025 | 11/30/2025 | 1/24/2026 | February | 3/1/2026 |
| 12/7/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/8/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/9/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/10/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/11/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/12/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/13/2025 | 12/7/2025 | 1/31/2026 | February | 3/1/2026 |
| 12/14/2025 | 12/14/2025 | 2/7/2026 | March | 4/1/2026 |
| 12/15/2025 | 12/14/2025 | 2/7/2026 | March | 4/1/2026 |
| 12/16/2025 | 12/14/2025 | 2/7/2026 | March | 4/1/2026 |
| 12/17/2025 | 12/14/2025 | 2/7/2026 | March | 4/1/2026 |
| 12/18/2025 | 12/14/2025 | 2/7/2026 | March | 4/1/2026 |

