

CURRENT EMPLOYEES
 (Employees who are active as of the start of the measurement period)

2013	Oct
	Nov
	Dec

2014	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

Measurement Period
 10/14/2013-10/13/2014
 Employee averages
 30 hrs/wk during this
 12 month period.
 Is from Oct. 14 through
 Oct. 13 of following year.

Administrative Period
 10/14/2014-12/31/2014
 Employee can elect medical benefits.

2015	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

Stability Period
 1/1/2015-12/31/2015
 If elected, employee is
 covered by benefits elected
 for this entire 12 month
 period. Applies to a
 calendar year.

Measurement Period
 10/14/2014-10/13/2015
 Employee averages
 30 hrs/wk during this
 12 month period.
 Is from Oct. 14 through Oct.
 13 of following year.

Administrative Period
 10/14/2015-12/31/2015
 Employee can elect medical benefits.

2016	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

Stability Period
 1/1/2016-12/31/2016
 If elected, employee is
 covered by benefits elected
 for this entire 12 month
 period. Applies to a
 calendar year.

NEW EMPLOYEES

(Employees after the start of the measurement period for existing employees)

2013	Oct
	Nov
	Dec

2014	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

4/1/2014: Employee is hired.

Measurement Period
4/1/2014-3/31/2015
Employee averages
30 hrs/wk during this
12 month period.

10/1/2014: Employee also begins
measurement as an existing employee.

2015	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

Administrative Period: 1 month

Measurement Period
10/14/2014-10/13/2015
Employee averages
30 hrs/wk during this
12 month period.
Is from Oct. 14 through Oct.
13 of following year.

Stability Period
5/1/2015-4/30/2016
If elected, employee is
covered by benefits elected
for this entire 12 month
period.

Administrative Period
10/14/2015-12/31/2015
Employee can elect medical benefits.

2016	Jan
	Feb
	Mar
	Apr
	May
	June
	July
	Aug
	Sept
	Oct
	Nov
	Dec

Stability Period
1/1/2016-12/31/2016
If elected, employee is covered
by benefits elected for this
entire 12 month period.
Applies to a calendar year.