

**Table of New Hire Medical Coverage Effective Dates**  
**Plan Year 2008-2009**

<b>From HIRE - To HIRE</b>	<b>EFFECTIVE</b>
September 1, 2008	December 1, 2008
September 2, 2008 - October 2, 2008	January 1, 2009
October 3, 2008 - November 2, 2008	February 1, 2009
November 3, 2008 - November 30, 2008	March 1, 2009
December 1, 2008 - December 31, 2008	April 1, 2009
January 1, 2009 - January 30, 2009	May 1, 2009
January 31, 2009 - March 2, 2009	June 1, 2009
March 3, 2009 - April 1, 2009	July 1, 2009
April 2, 2009 - May 2, 2009	August 1, 2009
May 3, 2009 - June 2, 2009	September 1, 2009
June 3, 2009 - July 2, 2009	October 1, 2009
July 3, 2009 - August 2, 2009	November 1, 2009
August 3, 2009 - August 31, 2009	December 1, 2009