# PEO Launch Calendar

These timelines are the minimum time required to start date with a client with benefits.

| Employee Start Date | | Start of Benefits Enrollment | | End of Benefits Enrollment | |
|---|---|---|---|---|---|
| | | **Benefits Enrollment** All employees have completed their onboarding and can now start their benefits enrollment on the Monday one full week before start date | | **Benefits Enrollment** All employees have completed benefits enrollment. Always ends on a Friday at 4 PM EST | |
| Thursday | 1-Feb | Monday | 15-Jan | Friday | 19-Jan |
| Friday | 1-Mar | Monday | 12-Feb | Friday | 16-Feb |
| Monday | 1-Apr | Monday | 18-Mar | Friday | 22-Mar |
| Wednesday | 1-May | Monday | 15-Apr | Friday | 19-Apr |
| Saturday | 1-Jun | Monday | 13-May | Friday | 17-May |
| Monday | 1-Jul | Monday | 17-Jun | Friday | 21-Jun |
| Thursday | 1-Aug | Monday | 22-Jul | Friday | 26-Jul |
| Sunday | 1-Sep | Monday | 19-Aug | Friday | 23-Aug |
| Tuesday | 1-Oct | Monday | 16-Sep | Friday | 20-Sep |
| Friday | 1-Nov | Monday | 21-Oct | Friday | 25-Oct |
| Sunday | 1-Dec | Monday | 18-Nov | Friday | 22-Nov |

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