

PENNSYLVANIA COMPENSATION RATING BUREAU

Temporary Staffing Loss Costs

The methodology to determine workers compensation loss costs for temporary staffing risks calculates factors that are applied to direct employment loss costs by class in this filing. Those factors represent the temporary staffing pure premium compared to the direct employment pure premium for each class.

Note that the loss costs reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published loss costs (“pre-surcharge basis”). Those surcharges include provision for the funding of the Office of the Small Business Advocate, offsets for the net credits offered for participation in the Merit Rating Plan, the Certified Safety Committee Program and the Construction Classification Premium Adjustment Program.

In this approach, the PCRB classes are mapped to one of five industry groups consistent with those used by the National Council on Compensation Insurance, Inc. (NCCI). In this filing, they are considered the five PCRB “sub-industry groups”. The classes are mapped into one of five industry groups (Manufacturing, Contracting, Office & Clerical, Goods & Services, and Miscellaneous) based on the PCRB to NCCI class mapping.

Exhibit 1 shows Policy Years 2015-2019 payrolls (in \$000) for each of the five PCRB sub-industry groups. For a majority of the payroll data used to calculate temporary staffing loss costs, payrolls represent the actual amounts reported to the PCRB. For the remaining payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications. Exhibit 5 (described later) shows the mapping of current temporary staffing code and direct employment code combinations to the proposed temporary staffing codes.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 2015-2019 temporary staffing payroll and applied against both the Temporary Staffing indicated pure premium as well as the Direct Employment indicated pure premium to

determine the indicated pure premium differentials for each sub-industry group and in total.

The actual indicated pure premium used in the differential calculations for both temporary staffing risks and direct employment risks is taken from the Class Book.

Exhibit 3 calculates credibility-weighted pure premium differentials of temporary staffing pure premiums to direct employment pure premiums, by sub-industry group and in total, for Serious, Non-Serious and Medical Only.

For the total of all sub-industry groups, credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Other and Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to unity.

For the individual sub-industry groups, credibility is determined as a function of sub-industry group payroll using the payroll credibility table. The credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups.

Exhibit 4 determines the proposed temporary staffing loss costs by class. For each class, an indicated April 1, 2023 temporary staffing loss cost is calculated (column (14)) by multiplying the proposed April 1, 2023 direct employment loss cost by the total proposed temporary staffing pure premium divided by the total April 1, 2023 direct employment pure premium. If a class's total proposed temporary staffing pure premium and April 1, 2023 direct employment pure premium are each zero, then the associated sub-industry group's temporary staffing and direct employment pure premiums are used to calculate an appropriate factor.

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the April 1, 2023 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing loss costs by class (column (16)) are determined by capping the indicated temporary staffing class loss cost change at +/- 25% of the proposed industry group change applied to the current April 1, 2022 temporary staffing loss costs by class. Note that codes may show changes greater than +25.0% or lower than -25.0%. These changes are due to the rounding of the calculated loss cost values to two decimal places.

Exhibit 5 is a summary of the current and proposed post-surcharge temporary staffing loss costs and the changes by class for the proposed temporary staffing codes. This exhibit is ordered by current temporary staffing code and direct employment code within the current temporary staffing code. The values shown in this exhibit were taken from Exhibit 4.

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

Sub-IG 1		Sub-IG 1 (cont.)		Sub-IG 2		Sub-IG 3		Sub-IG 4		Sub-IG 5	
Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)
2059	1,760	2465	4,893	2012	37,207	2819	2,331	2011	5,905	2005	2,111
2101	9,526	2467	603	2601	13,238	2887	29,385	2013	2,133	2009	207
2103	130	2471	8,071	2603	5,938	2890	2,280	2662	3,946	2015	212
2104	277,632	2472	95,899	2605	575	2891	36,559	2709	11	2025	1,175
2105	44,606	2473	5,751	2606	2,842	2892	13,626	2801	1,252	2028	18,510
2106	6,404	2474	5,651	2607	30,556	2893	58,269	2806	1,137	2050	6,638
2107	195,513	2475	13,976	2608	15,351	2903	4,364	2809	14,313	2051	6,626
2108	7,110	2476	2,860	2609	11,837	2905	6,582	2813	549,906	2055	2,080
2109	13,177	2477	1,502	2611	223	2936	115,028	2814	35,459	2716	852
2110	1,852	2483	1,267	2615	96	2940	10,382	2815	131,233	2718	71
2111	13,633	2485	6,209	2617	29,218	2948	7,196	2816	4,617	2721	14
2112	5,757	2486	653	2645	8,002	2951	285,510	2818	124,591	2751	3,758
2113	34,792	2487	7,642	2646	5,544	2953	5,451,741	2820	1,801	2752	25,083
2114	228	2488	84,122	2647	1,415	2955	93,896	2821	5,148	2753	35,329
2115	725	2489	1,834	2648	3,997	2956	322,659	2825	9,971	2755	18,820
2119	7,215	2501	4,733	2649	7,623	2957	863,152	2855	38,591	2757	19,580
2130	69	2502	105	2651	26,980	2958	56,218	2857	7,825	2759	7,147
2132	9,714	2506	9,227	2652	14,623	2961	338,150	2858	2,466	2803	147
2134	1,914	2507	3,173	2653	8,705	2962	183,320	2859	755	2804	24,257
2135	112	2509	-	2654	7,500	2963	19,841	2860	434	2805	2,969
2136	1,849	2511	11,293	2655	3,716	2965	715,786	2862	1,703	2807	15,415
2139	521	2512	1,117	2656	6,707	2984	49,457	2865	6,509	2808	49,098
2141	11,017	2513	3,608	2657	429	2987	3,306	2880	27,506	2810	1,367
2142	1,210	2514	2,827	2658	2,285	2988	49,967	2882	1,709	2811	54,769
2161	62,070	2535	11,916	2659	8,581			2884	7,479	2812	2,089
2163	5,583	2536	2,265	2660	37,688	Total		2885	14,120	2817	8,464
2165	1,527	2551	9,340	2661	107,993	Sub-IG 3	8,719,005	2886	3,841	2828	2,081
2166	1,728	2553	6,809	2663	65,677			2888	5,669	2904	255
2201	141	2555	21,428	2664	86,324			2897	56,294	2939	409
2204	976	2563	28,817	2665	5,233			2898	24,343	2954	18,594
2205	390	2571	18,200	2666	2,170			2899	8,112	2967	9,965
2221	166,519	2573	1,891	2667	748			2907	7,974	2969	25,803
2222	134,264	2581	12,700	2668	2,055			2910	2,787	2970	3,274
2225	19,118	2673	2,517	2669	309			2911	15,461	2991	3,118
2227	4,739	2744	9,025	2670	3,849			2914	28,362	2992	2,802
2255	35,641	2924	126,157	2674	1,503			2915	4,639	2995	14,091
2257	31,737	6771	848	2675	99,028			2916	39,153	9428	33,246
2261	17,823	6777	271	2676	2,988			2917	78,784		
2263	1,734			2677	9,755			2918	4,280	Total	
2265	5,151	Total		2679	310			2919	2,222	Sub-IG 5	420,426
2281	144,218	Sub-IG 1	2,465,915	2681	420			2920	5,201		
2282	3,389			2802	1,727			2921	5,703		
2285	12,732			Total				2922	39,449	Grand	
2301	5,178			Sub-IG 2	680,965			2923	451,712	Total	15,343,101
2305	21,019							2925	11,372		
2306	563							2926	48,177		
2311	32,324							2927	54,708		
2319	1,249							2928	180,013		
2323	8,751							2932	25,884		
2327	2,309							2933	5,902		
2402	5,917							2934	42,108		
2403	21,604							2935	1,891		
2404	25,656							2941	38,888		
2406	7,421							2944	12,536		
2407	13,241							2945	22,715		
2411	7,120							2952	113,809		
2413	8,010							2959	50,564		
2415	24,140							2960	156,913		
2416	6,420							2964	3,784		
2421	2,208							2966	6,584		
2425	1,197							2968	5,219		
2427	2,177							2971	135,916		
2429	2,605							2973	65,105		
2431	3,567							2974	76,132		
2433	4,513							2975	81,969		
2435	1,070							2976	17,690		
2441	8,396							2977	13,039		
2445	94,283							2978	9,924		
2446	10,038							2979	38,708		
2447	4,624							2980	22,441		
2449	1,434							2981	13,436		
2451	61,449							2983	3,241		
2454	74,878							2986	6,681		
2456	18,052							2997	4,533		
2457	9,819							2999	2,402		
2458	625										
2459	4,635							Total			
2461	118,013							Sub-IG 4	3,056,790		
2463	26,264										

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9) Actual Pure Premium						(10)-(17) Direct Employment Payroll (\$000)							
			(4)-(6) Actual Pure Premium			(7)-(9) Weighted Indicated Pure Premium			(10)-(12) Actual Pure Premium			(13)-(15) Weighted Indicated Pure Premium				
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only	Series	Non-Ser	Med Only	Series	Non-Ser	Med Only		
2059	1,760	0.0007	0.397	2.208	0.209	0.000	0.002	0.000	059	155,961	1.146	1.250	0.129	0.001	0.001	0.000
2101	9,526	0.0039	0.487	2.352	0.238	0.002	0.009	0.001	101	537,544	0.705	1.109	0.167	0.003	0.004	0.001
2103	130	0.0001	0.164	1.372	0.141	0.000	0.000	0.000	103	19,146	-	1.093	0.212	-	0.000	0.000
2104	277,632	0.1126	0.513	2.666	0.470	0.058	0.300	0.053	104	3,137,140	0.577	0.990	0.177	0.065	0.111	0.020
2105	44,606	0.0181	0.487	2.352	0.238	0.009	0.043	0.004	105	2,517,159	1.227	1.136	0.151	0.022	0.021	0.003
2106	6,404	0.0026	0.397	2.208	0.209	0.001	0.006	0.001	106	567,433	0.649	1.581	0.316	0.002	0.004	0.001
2107	195,513	0.0793	0.370	1.383	0.255	0.029	0.110	0.020	107	1,073,913	0.192	0.852	0.207	0.015	0.068	0.016
2108	7,110	0.0029	0.487	2.352	0.238	0.001	0.007	0.001	108	401,199	0.408	0.631	0.117	0.001	0.002	0.000
2109	13,177	0.0053	0.397	2.208	0.209	0.002	0.012	0.001	109	1,167,663	0.855	0.886	0.132	0.005	0.005	0.001
2110	1,852	0.0008	0.487	2.352	0.238	0.000	0.002	0.000	110	104,497	0.594	0.835	0.165	0.000	0.001	0.000
2111	13,633	0.0055	0.397	2.208	0.209	0.002	0.012	0.001	111	1,208,073	0.109	1.612	0.431	0.001	0.009	0.002
2112	5,757	0.0023	-	-	0.143	-	-	0.000	112	1,469,191	1.999	1.200	0.157	0.005	0.003	0.000
2113	34,792	0.0141	-	2.657	0.150	-	0.037	0.002	113	1,285,368	0.584	0.652	0.136	0.008	0.009	0.002
2114	228	0.0001	2.589	2.538	0.180	0.000	0.000	0.000	114	39,195	1.445	1.374	0.242	0.000	0.000	0.000
2115	725	0.0003	0.297	1.876	0.181	0.000	0.001	0.000	115	114,450	-	0.490	0.226	-	0.000	0.000
2119	7,215	0.0029	0.487	2.352	0.238	0.001	0.007	0.001	119	407,136	0.632	1.640	0.414	0.002	0.005	0.001
2130	69	0.0000	0.397	2.208	0.209	0.000	0.000	0.000	130	6,077	-	0.023	0.051	-	0.000	0.000
2132	9,714	0.0039	0.487	2.352	0.238	0.002	0.009	0.001	132	548,151	0.278	0.721	0.155	0.001	0.003	0.001
2134	1,914	0.0008	0.487	2.352	0.238	0.000	0.002	0.000	134	107,994	-	0.805	0.206	-	0.001	0.000
2135	112	0.0000	0.487	2.352	0.238	0.000	0.000	0.000	135	6,346	-	-	0.045	-	-	0.000
2136	1,849	0.0007	0.487	2.352	0.238	0.000	0.002	0.000	136	104,313	-	0.294	0.066	-	0.000	0.000
2139	521	0.0002	0.397	2.208	0.209	0.000	0.000	0.000	139	46,184	1.423	0.220	0.344	0.000	0.000	0.000
2141	11,017	0.0045	0.397	2.208	0.209	0.002	0.010	0.001	141	976,271	0.690	1.778	0.216	0.003	0.008	0.001
2142	1,210	0.0005	0.297	1.876	0.181	0.000	0.001	0.000	142	190,904	-	1.243	0.081	-	0.001	0.000
2161	62,070	0.0252	-	1.605	0.322	-	0.040	0.008	161	412,566	0.161	0.715	0.188	0.004	0.018	0.005
2163	5,583	0.0023	0.487	2.352	0.238	0.001	0.005	0.001	163	315,066	0.381	1.353	0.253	0.001	0.003	0.001
2165	1,527	0.0006	0.397	2.208	0.209	0.000	0.001	0.000	165	135,269	-	2.383	0.264	-	0.001	0.000
2166	1,728	0.0007	0.487	2.352	0.238	0.000	0.002	0.000	166	97,539	0.743	0.539	0.190	0.001	0.000	0.000
2201	141	0.0001	0.397	2.208	0.209	0.000	0.000	0.000	201	12,460	-	2.165	0.198	-	0.000	0.000
2204	976	0.0004	0.487	2.352	0.238	0.000	0.001	0.000	204	55,078	0.188	2.088	0.529	0.000	0.001	0.000
2205	390	0.0002	0.487	2.352	0.238	0.000	0.000	0.000	205	22,035	-	0.910	0.062	-	0.000	0.000
2221	166,519	0.0675	-	0.820	0.199	-	0.055	0.013	221	1,928,789	0.233	0.825	0.128	0.016	0.056	0.009
2222	134,264	0.0544	0.007	1.742	0.259	0.000	0.095	0.014	222	4,439,666	0.412	0.771	0.147	0.022	0.042	0.008
2225	19,118	0.0078	0.487	2.352	0.238	0.004	0.018	0.002	225	1,078,837	0.265	0.867	0.178	0.002	0.007	0.001
2227	4,739	0.0019	0.487	2.352	0.238	0.001	0.005	0.000	227	267,402	0.310	1.515	0.182	0.001	0.003	0.000
2255	35,641	0.0145	3.199	2.200	0.141	0.046	0.032	0.002	255	1,135,811	0.070	0.480	0.071	0.001	0.007	0.001
2257	31,737	0.0129	0.487	2.352	0.238	0.006	0.030	0.003	257	1,790,958	0.645	0.732	0.120	0.008	0.009	0.002
2261	17,823	0.0072	0.487	2.352	0.238	0.004	0.017	0.002	261	1,005,797	0.614	0.849	0.137	0.004	0.006	0.001
2263	1,734	0.0007	0.297	1.876	0.181	0.000	0.001	0.000	263	273,637	0.465	0.506	0.081	0.000	0.000	0.000
2265	5,151	0.0021	0.487	2.352	0.238	0.001	0.005	0.000	265	290,675	0.621	0.942	0.113	0.001	0.002	0.000
2281	144,218	0.0585	-	1.228	0.144	-	0.072	0.008	281	2,757,180	0.502	0.705	0.140	0.029	0.041	0.008
2282	3,389	0.0014	2.589	2.538	0.180	0.004	0.003	0.000	282	582,571	1.609	1.607	0.183	0.002	0.002	0.000
2285	12,732	0.0052	0.487	2.352	0.238	0.003	0.012	0.001	285	718,452	0.344	0.515	0.104	0.002	0.003	0.001
2301	5,178	0.0021	0.397	2.208	0.209	0.001	0.005	0.000	301	458,834	0.590	1.688	0.192	0.001	0.004	0.000

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9) Actual Pure Premium						(10) Direct Employment Code			(11)-(17) Direct Employment Payroll (\$000)					
			(4) Actual Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Actual Pure Premium			(12)-(14) Weighted Indicated Pure Premium				
			Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only		Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only		
2305	21,019	0.0085	0.397	2.208	0.209	0.003	0.019	0.002	305	1,862,512	0.546	1.286	0.235	0.005	0.011	0.002	
2306	563	0.0002	0.397	2.208	0.209	0.000	0.001	0.000	306	49,931	-	2.228	0.129	-	0.001	0.000	
2311	32,324	0.0131	0.487	2.352	0.238	0.006	0.031	0.003	311	1,824,065	0.568	0.952	0.205	0.007	0.012	0.003	
2319	1,249	0.0005	0.397	2.208	0.209	0.000	0.001	0.000	319	110,679	1.408	1.953	0.241	0.001	0.001	0.000	
2323	8,751	0.0035	0.397	2.208	0.209	0.001	0.008	0.001	323	775,432	0.491	1.410	0.208	0.002	0.005	0.001	
2327	2,309	0.0009	0.487	2.352	0.238	0.000	0.002	0.000	327	130,326	0.438	0.726	0.054	0.000	0.001	0.000	
2402	5,917	0.0024	0.397	2.208	0.209	0.001	0.005	0.001	402	524,293	0.597	0.710	0.114	0.001	0.002	0.000	
2403	21,604	0.0088	-	0.961	0.207	-	0.008	0.002	403	1,549,021	0.293	0.702	0.138	0.003	0.006	0.001	
2404	25,656	0.0104	0.487	2.352	0.238	0.005	0.024	0.002	404	1,447,785	0.827	1.012	0.082	0.009	0.011	0.001	
2406	7,421	0.0030	0.397	2.208	0.209	0.001	0.007	0.001	406	657,583	0.597	0.846	0.169	0.002	0.003	0.001	
2407	13,241	0.0054	0.487	2.352	0.238	0.003	0.013	0.001	407	747,186	0.191	0.609	0.380	0.001	0.003	0.002	
2411	7,120	0.0029	0.397	2.208	0.209	0.001	0.006	0.001	411	630,912	0.428	1.214	0.200	0.001	0.004	0.001	
2413	8,010	0.0032	0.397	2.208	0.209	0.001	0.007	0.001	413	709,818	0.788	1.197	0.201	0.003	0.004	0.001	
2415	24,140	0.0098	0.487	2.352	0.238	0.005	0.023	0.002	415	1,362,244	0.620	1.027	0.158	0.006	0.010	0.002	
2416	6,420	0.0026	0.297	1.876	0.181	0.001	0.005	0.000	416	1,013,220	0.668	0.595	0.063	0.002	0.002	0.000	
2421	2,208	0.0009	0.397	2.208	0.209	0.000	0.002	0.000	421	195,620	0.980	2.194	0.369	0.001	0.002	0.000	
2425	1,197	0.0005	2.589	2.538	0.180	0.001	0.001	0.000	425	205,797	0.947	1.989	0.209	0.000	0.001	0.000	
2427	2,177	0.0009	0.397	2.208	0.209	0.000	0.002	0.000	427	192,936	2.660	2.685	0.265	0.002	0.002	0.000	
2429	2,605	0.0011	0.397	2.208	0.209	0.000	0.002	0.000	429	230,856	-	0.440	0.204	-	0.000	0.000	
2431	3,567	0.0014	0.397	2.208	0.209	0.001	0.003	0.000	431	316,112	1.319	1.364	0.148	0.002	0.002	0.000	
2433	4,513	0.0018	0.487	2.352	0.238	0.001	0.004	0.000	433	254,671	0.573	0.832	0.260	0.001	0.002	0.000	
2435	1,070	0.0004	0.397	2.208	0.209	0.000	0.001	0.000	435	94,855	-	1.282	0.194	-	0.001	0.000	
2441	8,396	0.0034	0.164	1.372	0.141	0.001	0.005	0.000	441	1,233,259	0.160	0.259	0.059	0.001	0.001	0.000	
2445	94,283	0.0382	1.603	4.449	0.372	0.061	0.170	0.014	445	3,802,669	0.358	0.585	0.130	0.014	0.022	0.005	
2446	10,038	0.0041	0.297	1.876	0.181	0.001	0.008	0.001	446	1,584,062	0.272	0.381	0.095	0.001	0.002	0.000	
2447	4,624	0.0019	0.397	2.208	0.209	0.001	0.004	0.000	447	409,725	0.181	1.232	0.192	0.000	0.002	0.000	
2449	1,434	0.0006	0.297	1.876	0.181	0.000	0.001	0.000	449	226,325	0.176	0.674	0.170	0.000	0.000	0.000	
2451	61,449	0.0249	0.808	4.069	0.341	0.020	0.101	0.008	451	1,965,603	0.437	1.170	0.219	0.011	0.029	0.005	
2454	74,878	0.0304	0.487	2.352	0.238	0.015	0.071	0.007	454	4,225,421	0.555	0.929	0.208	0.017	0.028	0.006	
2456	18,052	0.0073	0.487	2.352	0.238	0.004	0.017	0.002	456	1,018,685	0.472	0.882	0.185	0.003	0.006	0.001	
2457	9,819	0.0040	0.487	2.352	0.238	0.002	0.009	0.001	457	554,094	0.304	0.683	0.183	0.001	0.003	0.001	
2458	625	0.0003	0.297	1.876	0.181	0.000	0.000	0.000	458	98,619	0.095	-	0.054	0.000	-	0.000	
2459	4,635	0.0019	0.164	1.372	0.141	0.000	0.003	0.000	459	680,748	-	0.271	0.066	-	0.001	0.000	
2461	118,013	0.0479	0.487	2.352	0.238	0.023	0.113	0.011	461	6,659,615	0.355	0.613	0.122	0.017	0.029	0.006	
2463	26,264	0.0107	0.487	2.352	0.238	0.005	0.025	0.003	463	1,482,110	0.139	0.599	0.161	0.001	0.006	0.002	
2465	4,893	0.0020	0.487	2.352	0.238	0.001	0.005	0.000	465	276,115	0.286	0.785	0.203	0.001	0.002	0.000	
2467	603	0.0002	0.397	2.208	0.209	0.000	0.001	0.000	467	53,441	0.130	0.009	0.069	0.000	0.000	0.000	
2471	8,071	0.0033	0.164	1.372	0.141	0.001	0.004	0.000	471	1,185,449	0.049	0.350	0.088	0.000	0.001	0.000	
2472	95,899	0.0389	0.418	1.711	0.183	0.016	0.067	0.007	472	1,174,430	0.042	0.118	0.041	0.002	0.005	0.002	
2473	5,751	0.0023	0.297	1.876	0.181	0.001	0.004	0.000	473	907,619	0.344	0.705	0.127	0.001	0.002	0.000	
2474	5,651	0.0023	0.297	1.876	0.181	0.001	0.004	0.000	474	891,739	0.541	0.643	0.133	0.001	0.001	0.000	
2475	13,976	0.0057	-	0.001	0.324	-	0.000	0.002	475	1,818,446	0.066	0.680	0.080	0.000	0.004	0.000	
2476	2,860	0.0012	0.164	1.372	0.141	0.000	0.002	0.000	476	420,049	0.441	0.485	0.090	0.001	0.001	0.000	
2477	1,502	0.0006	0.297	1.876	0.181	0.000	0.001	0.000	477	237,111	0.084	0.542	0.106	0.000	0.000	0.000	

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Indicated Pure Premium			Weighted Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium								
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			
2483	1,267	0.0005	0.297	1.876	0.181	0.000	0.001	0.000	483	200,012	0.014	0.138	0.142	0.000	0.000	0.000						
2485	6,209	0.0025	0.164	1.372	0.141	0.000	0.003	0.000	485	912,045	0.441	0.227	0.082	0.001	0.001	0.000						
2486	653	0.0003	0.297	1.876	0.181	0.000	0.000	0.000	486	103,002	0.595	0.996	0.039	0.000	0.000	0.000						
2487	7,642	0.0031	0.164	1.372	0.141	0.001	0.004	0.000	487	1,122,399	0.093	0.460	0.091	0.000	0.001	0.000						
2488	84,122	0.0341	0.139	0.611	0.085	0.005	0.021	0.003	488	2,690,705	0.164	0.194	0.047	0.006	0.007	0.002						
2489	1,834	0.0007	0.164	1.372	0.141	0.000	0.001	0.000	489	269,405	-	0.324	0.089	-	0.000	0.000						
2501	4,733	0.0019	0.487	2.352	0.238	0.001	0.005	0.000	501	267,093	1.402	1.167	0.193	0.003	0.002	0.000						
2502	105	0.0000	0.487	2.352	0.238	0.000	0.000	0.000	502	5,946	-	0.500	0.157	-	0.000	0.000						
2506	9,227	0.0037	0.297	1.876	0.181	0.001	0.007	0.001	506	1,456,069	0.356	0.626	0.111	0.001	0.002	0.000						
2507	3,173	0.0013	0.297	1.876	0.181	0.000	0.002	0.000	507	500,814	0.163	0.348	0.090	0.000	0.000	0.000						
2509	-	-	0.397	2.208	0.209	-	-	-	509	2	-	-	-	-	-	-						
2511	11,293	0.0046	0.397	2.208	0.209	0.002	0.010	0.001	511	1,000,688	1.312	1.787	0.244	0.006	0.008	0.001						
2512	1,117	0.0005	0.397	2.208	0.209	0.000	0.001	0.000	512	98,974	1.051	1.007	0.288	0.000	0.000	0.000						
2513	3,608	0.0015	0.487	2.352	0.238	0.001	0.003	0.000	513	203,576	-	1.877	0.082	-	0.003	0.000						
2514	2,827	0.0011	0.397	2.208	0.209	0.000	0.003	0.000	514	250,472	-	0.850	0.124	-	0.001	0.000						
2535	11,916	0.0048	0.487	2.352	0.238	0.002	0.011	0.001	535	672,415	0.382	0.657	0.094	0.002	0.003	0.000						
2536	2,265	0.0009	0.397	2.208	0.209	0.000	0.002	0.000	536	200,702	1.153	1.356	0.253	0.001	0.001	0.000						
2551	9,340	0.0038	0.164	1.372	0.141	0.001	0.005	0.001	551	1,371,817	0.440	0.379	0.052	0.002	0.001	0.000						
2553	6,809	0.0028	0.164	1.372	0.141	0.000	0.004	0.000	553	1,000,171	0.459	0.216	0.039	0.001	0.001	0.000						
2555	21,428	0.0087	0.257	2.090	0.024	0.002	0.018	0.000	555	5,597,408	0.067	0.103	0.036	0.001	0.001	0.000						
2563	28,817	0.0117	0.061	1.398	0.125	0.001	0.016	0.001	563	1,716,058	0.382	0.439	0.080	0.004	0.005	0.001						
2571	18,200	0.0074	0.487	2.352	0.238	0.004	0.017	0.002	571	1,027,021	0.101	0.511	0.116	0.001	0.004	0.001						
2573	1,891	0.0008	0.397	2.208	0.209	0.000	0.002	0.000	573	167,525	0.164	1.113	0.137	0.000	0.001	0.000						
2581	12,700	0.0052	0.297	1.876	0.181	0.002	0.010	0.001	581	2,004,172	0.101	0.232	0.044	0.001	0.001	0.000						
2673	2,517	0.0010	0.397	2.208	0.209	0.000	0.002	0.000	673	222,994	0.798	1.169	0.179	0.001	0.001	0.000						
2744	9,025	0.0037	0.257	2.090	0.024	0.001	0.008	0.000	744	2,357,659	0.189	0.083	0.038	0.001	0.000	0.000						
2924	126,157	0.0512	0.487	2.352	0.238	0.025	0.120	0.012	924	7,119,181	0.620	1.392	0.162	0.032	0.071	0.008						
6771	848	0.0003	0.487	2.352	0.238	0.000	0.001	0.000	4771	47,836	1.078	1.375	0.198	0.000	0.000	0.000						
6777	271	0.0001	2.589	2.538	0.180	0.000	0.000	0.000	4777	46,551	2.002	0.877	0.204	0.000	0.000	0.000						
TOTAL Sub-IG 1	2,465,915	1.0000				0.420	2.042	0.249		112,393,830				0.415	0.807	0.150						
Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.013	2.529	1.657														
2012	37,207	0.0546	0.397	2.208	0.209	0.022	0.121	0.011	012	3,296,944	0.926	1.564	0.197	0.051	0.085	0.011						
2601	13,238	0.0194	2.589	2.538	0.180	0.050	0.049	0.003	601	2,275,310	0.535	1.098	0.144	0.010	0.021	0.003						
2603	5,938	0.0087	0.397	2.208	0.209	0.003	0.019	0.002	603	526,181	0.682	0.906	0.138	0.006	0.008	0.001						
2605	575	0.0008	2.589	2.538	0.180	0.002	0.002	0.000	605	98,790	1.073	1.485	0.136	0.001	0.001	0.000						
2606	2,842	0.0042	2.589	2.538	0.180	0.011	0.011	0.001	606	488,560	0.173	0.452	0.065	0.001	0.002	0.000						
2607	30,556	0.0449	0.397	2.208	0.209	0.018	0.099	0.009	607	2,707,607	0.889	0.484	0.054	0.040	0.022	0.002						
2608	15,351	0.0225	2.589	2.538	0.180	0.058	0.057	0.004	608	2,638,396	0.805	1.121	0.159	0.018	0.025	0.004						
2609	11,837	0.0174	-	4.118	0.074	-	0.072	0.001	609	6,305,554	0.658	0.724	0.088	0.011	0.013	0.002						

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual			(5) Weighted			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)	(12) Actual			(13) Weighted		
			(6) Indicated Pure Premium			(7) Indicated Pure Premium					(14) Indicated Pure Premium			(15) Indicated Pure Premium		
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only
2611	223	0.0003	2.589	2.538	0.180	0.001	0.001	0.000	611	38,399	-	-	0.024	-	-	0.000
2615	96	0.0001	2.589	2.538	0.180	0.000	0.000	0.000	615	16,477	1.486	-	0.106	0.000	-	0.000
2617	29,218	0.0429	0.487	2.352	0.238	0.021	0.101	0.010	617	1,648,822	0.625	0.636	0.077	0.027	0.027	0.003
2645	8,002	0.0118	2.589	2.538	0.180	0.030	0.030	0.002	645	1,375,292	0.483	0.998	0.101	0.006	0.012	0.001
2646	5,544	0.0081	0.397	2.208	0.209	0.003	0.018	0.002	646	491,258	0.705	1.165	0.119	0.006	0.009	0.001
2647	1,415	0.0021	2.589	2.538	0.180	0.005	0.005	0.000	647	243,249	0.879	1.364	0.140	0.002	0.003	0.000
2648	3,997	0.0059	2.589	2.538	0.180	0.015	0.015	0.001	648	686,986	1.455	1.306	0.130	0.009	0.008	0.001
2649	7,623	0.0112	0.487	2.352	0.238	0.005	0.026	0.003	649	430,175	0.465	0.855	0.086	0.005	0.010	0.001
2651	26,980	0.0396	8.243	3.957	0.309	0.327	0.157	0.012	651	3,805,023	1.183	1.089	0.149	0.047	0.043	0.006
2652	14,623	0.0215	2.589	2.538	0.180	0.056	0.055	0.004	652	2,513,280	1.002	2.180	0.205	0.022	0.047	0.004
2653	8,705	0.0128	2.589	2.538	0.180	0.033	0.032	0.002	653	1,496,151	1.752	1.399	0.121	0.022	0.018	0.002
2654	7,500	0.0110	2.589	2.538	0.180	0.029	0.028	0.002	654	1,289,039	1.015	1.024	0.156	0.011	0.011	0.002
2655	3,716	0.0055	-	-	0.143	-	-	0.001	655	948,351	0.491	1.195	0.108	0.003	0.007	0.001
2656	6,707	0.0098	2.589	2.538	0.180	0.025	0.025	0.002	656	1,152,725	0.457	0.498	0.107	0.005	0.005	0.001
2657	429	0.0006	2.589	2.538	0.180	0.002	0.002	0.000	657	73,757	-	0.692	0.095	-	0.000	0.000
2658	2,285	0.0034	2.589	2.538	0.180	0.009	0.009	0.001	658	392,775	2.340	1.009	0.140	0.008	0.003	0.000
2659	8,581	0.0126	18.180	9.229	0.087	0.229	0.116	0.001	659	817,118	1.953	2.338	0.272	0.025	0.029	0.003
2660	37,688	0.0553	0.487	2.352	0.238	0.027	0.130	0.013	660	2,126,773	0.621	0.603	0.084	0.034	0.033	0.005
2661	107,993	0.1586	0.499	0.897	0.100	0.079	0.142	0.016	661	5,900,382	0.463	0.605	0.097	0.073	0.096	0.015
2663	65,677	0.0964	0.397	2.208	0.209	0.038	0.213	0.020	663	5,819,734	0.779	0.744	0.109	0.075	0.072	0.011
2664	86,324	0.1268	0.487	2.352	0.238	0.062	0.298	0.030	664	4,871,326	0.512	0.810	0.138	0.065	0.103	0.017
2665	5,233	0.0077	2.589	2.538	0.180	0.020	0.020	0.001	665	899,499	1.280	1.440	0.100	0.010	0.011	0.001
2666	2,170	0.0032	2.589	2.538	0.180	0.008	0.008	0.001	666	372,928	0.751	0.853	0.142	0.002	0.003	0.000
2667	748	0.0011	0.297	1.876	0.181	0.000	0.002	0.000	667	118,076	0.997	0.099	0.019	0.001	0.000	0.000
2668	2,055	0.0030	2.589	2.538	0.180	0.008	0.008	0.001	668	353,254	1.215	1.602	0.124	0.004	0.005	0.000
2669	309	0.0005	2.589	2.538	0.180	0.001	0.001	0.000	669	53,038	10.710	2.511	0.153	0.005	0.001	0.000
2670	3,849	0.0057	0.397	2.208	0.209	0.002	0.012	0.001	670	341,094	0.300	0.951	0.148	0.002	0.005	0.001
2674	1,503	0.0022	0.397	2.208	0.209	0.001	0.005	0.000	674	133,220	1.322	1.902	0.211	0.003	0.004	0.000
2675	99,028	0.1454	0.487	2.352	0.238	0.071	0.342	0.035	675	5,588,250	0.694	0.565	0.089	0.101	0.082	0.013
2676	2,988	0.0044	0.397	2.208	0.209	0.002	0.010	0.001	676	264,755	0.539	2.029	0.221	0.002	0.009	0.001
2677	9,755	0.0143	0.487	2.352	0.238	0.007	0.034	0.003	677	550,501	0.457	0.388	0.046	0.007	0.006	0.001
2679	310	0.0005	2.589	2.538	0.180	0.001	0.001	0.000	679	53,365	0.830	0.705	0.181	0.000	0.000	0.000
2681	420	0.0006	0.397	2.208	0.209	0.000	0.001	0.000	681	37,247	6.255	0.606	0.172	0.004	0.000	0.000
2802	1,727	0.0025	2.589	2.538	0.180	0.007	0.006	0.000	802	296,793	0.329	0.817	0.081	0.001	0.002	0.000
TOTAL Sub-IG 2	680,965	1.0000				1.289	2.283	0.199		63,536,454				0.723	0.842	0.115
Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.784	2.710	1.723								
2819	2,331	0.0003	0.151	0.281	0.021	0.000	0.000	0.000	819	732,694	0.137	0.227	0.060	0.000	0.000	0.000
2887	29,385	0.0034	0.139	0.611	0.085	0.000	0.002	0.000	887	939,889	0.128	0.227	0.057	0.000	0.001	0.000
2890	2,280	0.0003	0.257	2.090	0.024	0.000	0.001	0.000	890	595,522	0.064	0.111	0.055	0.000	0.000	0.000

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium			
			(4)			(5)			(5)					(12)			(13)			
			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated	Pure	Premium			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only				Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2891	36,559	0.0042	0.164	1.372	0.141	0.001	0.006	0.001	891	5,369,804	0.082	0.437	0.092	0.000	0.002	0.000				
2892	13,626	0.0016	0.139	0.611	0.085	0.000	0.001	0.000	892	435,833	0.049	0.482	0.061	0.000	0.001	0.000				
2893	58,269	0.0067	0.139	0.611	0.085	0.001	0.004	0.001	893	1,863,783	0.099	0.293	0.103	0.001	0.002	0.001				
2903	4,364	0.0005	0.151	0.281	0.021	0.000	0.000	0.000	903	1,371,785	-	0.048	0.027	-	0.000	0.000				
2905	6,582	0.0008	0.151	0.281	0.021	0.000	0.000	0.000	905	2,068,775	-	0.018	0.007	-	0.000	0.000				
2936	115,028	0.0132	0.139	0.611	0.085	0.002	0.008	0.001	936	3,679,232	0.187	0.177	0.042	0.002	0.002	0.001				
2940	10,382	0.0012	0.842	1.021	0.073	0.001	0.001	0.000	940	623,635	-	0.776	0.166	-	0.001	0.000				
2948	7,196	0.0008	0.297	1.876	0.181	0.000	0.002	0.000	948	1,135,641	0.112	0.484	0.115	0.000	0.000	0.000				
2951	285,510	0.0327	0.151	0.281	0.021	0.005	0.009	0.001	951	89,742,799	0.058	0.075	0.019	0.002	0.002	0.001				
2953	5,451,741	0.6253	0.030	0.092	0.014	0.019	0.058	0.009	953	320,671,081	0.022	0.035	0.010	0.014	0.022	0.006				
2955	93,896	0.0108	0.151	0.281	0.021	0.002	0.003	0.000	955	29,513,946	0.051	0.053	0.017	0.001	0.001	0.000				
2956	322,659	0.0370	0.030	0.092	0.014	0.001	0.003	0.001	956	18,978,774	0.019	0.024	0.009	0.001	0.001	0.000				
2957	863,152	0.0990	0.842	1.021	0.073	0.083	0.101	0.007	957	51,850,304	0.088	0.103	0.028	0.009	0.010	0.003				
2958	56,218	0.0064	0.842	1.021	0.073	0.005	0.007	0.000	958	3,377,077	0.521	0.576	0.105	0.003	0.004	0.001				
2961	338,150	0.0388	0.842	1.021	0.073	0.033	0.040	0.003	961	20,312,942	0.195	0.259	0.102	0.008	0.010	0.004				
2962	183,320	0.0210	0.030	0.092	0.014	0.001	0.002	0.000	962	10,782,881	-	0.007	0.006	-	0.000	0.000				
2963	19,841	0.0023	0.257	2.090	0.024	0.001	0.005	0.000	963	5,182,952	0.023	0.113	0.058	0.000	0.000	0.000				
2965	715,786	0.0821	0.242	0.771	0.157	0.020	0.063	0.013	965	69,872,622	0.082	0.210	0.059	0.007	0.017	0.005				
2984	49,457	0.0057	0.227	0.818	0.090	0.001	0.005	0.001	984	26,022,675	0.026	0.036	0.011	0.000	0.000	0.000				
2987	3,306	0.0004	0.139	0.611	0.085	0.000	0.000	0.000	987	105,733	-	0.058	0.008	-	0.000	0.000				
2988	49,967	0.0057	0.227	0.818	0.090	0.001	0.005	0.001	988	26,290,880	0.024	0.043	0.015	0.000	0.000	0.000				
TOTAL Sub-IG 3	8,719,005	1.0000				0.177	0.325	0.038		691,521,259				0.048	0.077	0.022				
Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium									3.714	4.218	1.703									
2011	5,905	0.0019	0.487	2.352	0.238	0.001	0.005	0.000	0011	333,198	0.189	0.879	0.153	0.000	0.002	0.000				
2013	2,133	0.0007	0.397	2.208	0.209	0.000	0.002	0.000	0013	188,972	-	0.642	0.274	-	0.000	0.000				
2662	3,946	0.0013	0.397	2.208	0.209	0.001	0.003	0.000	662	349,675	1.326	1.704	0.261	0.002	0.002	0.000				
2709	11	0.0000	0.151	0.281	0.021	0.000	0.000	0.000	709	3,548	-	0.843	0.147	-	0.000	0.000				
2801	1,252	0.0004	2.589	2.538	0.180	0.001	0.001	0.000	801	215,209	1.236	2.283	0.376	0.001	0.001	0.000				
2806	1,137	0.0004	-	-	0.143	-	-	0.000	806	290,165	1.486	3.034	0.323	0.001	0.001	0.000				
2809	14,313	0.0047	0.397	2.208	0.209	0.002	0.010	0.001	809	1,268,317	1.170	1.397	0.127	0.005	0.007	0.001				
2813	549,906	0.1799	1.221	3.452	0.444	0.220	0.621	0.080	813	3,449,177	0.783	1.388	0.189	0.141	0.250	0.034				
2814	35,459	0.0116	0.487	2.352	0.238	0.006	0.027	0.003	814	2,001,002	0.777	0.698	0.126	0.009	0.008	0.001				
2815	131,233	0.0429	0.487	2.352	0.238	0.021	0.101	0.010	815	7,405,601	0.601	0.917	0.131	0.026	0.039	0.006				
2816	4,617	0.0015	0.297	1.876	0.181	0.000	0.003	0.000	816	728,647	0.301	0.582	0.092	0.000	0.001	0.000				
2818	124,591	0.0408	0.164	1.372	0.141	0.007	0.056	0.006	818	18,299,882	0.233	0.405	0.070	0.009	0.017	0.003				
2820	1,801	0.0006	0.297	1.876	0.181	0.000	0.001	0.000	820	284,171	0.895	1.560	0.262	0.001	0.001	0.000				
2821	5,148	0.0017	0.397	2.208	0.209	0.001	0.004	0.000	821	456,160	1.870	2.272	0.327	0.003	0.004	0.001				
2825	9,971	0.0033	0.487	2.352	0.238	0.002	0.008	0.001	825	562,687	0.682	1.652	0.215	0.002	0.005	0.001				
2855	38,591	0.0126	0.397	2.208	0.209	0.005	0.028	0.003	855	3,419,627	0.823	1.195	0.170	0.010	0.015	0.002				

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9) Actual Indicated Pure Premium						(10)-(17) Weighted Indicated Pure Premium											
			(4)			(5)			(6)			(7)= (4)*(3)			(8)= (5)*(3)			(9)= (6)*(3)		
			Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only	Indicated	Pure Premium	Med Only			
2857	7,825	0.0026	0.397	2.208	0.209	0.001	0.006	0.001	857	693,364	1.315	1.150	0.189	0.003	0.003	0.000				
2858	2,466	0.0008	2.589	2.538	0.180	0.002	0.002	0.000	858	423,892	1.505	1.699	0.250	0.001	0.001	0.000				
2859	755	0.0002	2.589	2.538	0.180	0.001	0.001	0.000	859	129,817	-	2.074	0.279	-	0.001	0.000				
2860	434	0.0001	2.589	2.538	0.180	0.000	0.000	0.000	860	74,596	0.384	1.447	0.239	0.000	0.000	0.000				
2862	1,703	0.0006	2.589	2.538	0.180	0.001	0.001	0.000	862	292,686	1.968	2.126	0.274	0.001	0.001	0.000				
2865	6,509	0.0021	0.397	2.208	0.209	0.001	0.005	0.000	865	576,763	1.363	1.980	0.277	0.003	0.004	0.001				
2880	27,506	0.0090	0.397	2.208	0.209	0.004	0.020	0.002	880	2,437,338	0.905	1.390	0.174	0.008	0.013	0.002				
2882	1,709	0.0006	0.397	2.208	0.209	0.000	0.001	0.000	882	151,430	0.881	2.101	0.240	0.000	0.001	0.000				
2884	7,479	0.0024	0.164	1.372	0.141	0.000	0.003	0.000	884	1,098,564	0.066	0.424	0.070	0.000	0.001	0.000				
2885	14,120	0.0046	0.487	2.352	0.238	0.002	0.011	0.001	885	796,808	0.416	0.738	0.151	0.002	0.003	0.001				
2886	3,841	0.0013	0.297	1.876	0.181	0.000	0.002	0.000	886	606,227	0.150	0.708	0.154	0.000	0.001	0.000				
2896	5,669	0.0019	0.297	1.876	0.181	0.001	0.003	0.000	896	894,621	0.125	0.473	0.080	0.000	0.001	0.000				
2897	56,294	0.0184	0.297	1.876	0.181	0.005	0.035	0.003	897	8,883,880	0.136	0.521	0.121	0.003	0.010	0.002				
2898	24,343	0.0080	0.297	1.876	0.181	0.002	0.015	0.001	898	3,841,682	0.294	0.741	0.146	0.002	0.006	0.001				
2899	8,112	0.0027	0.164	1.372	0.141	0.000	0.004	0.000	899	1,191,476	0.099	0.524	0.073	0.000	0.001	0.000				
2907	7,974	0.0026	0.397	2.208	0.209	0.001	0.006	0.001	907	706,560	0.797	1.560	0.181	0.002	0.004	0.000				
2910	2,787	0.0009	0.397	2.208	0.209	0.000	0.002	0.000	910	246,976	0.077	1.741	0.116	0.000	0.002	0.000				
2911	15,461	0.0051	2.589	2.538	0.180	0.013	0.013	0.001	911	2,657,352	1.184	1.714	0.203	0.006	0.009	0.001				
2914	28,362	0.0093	-	2.018	0.167	-	0.019	0.002	914	2,293,447	0.314	0.801	0.114	0.003	0.007	0.001				
2915	4,639	0.0015	0.487	2.352	0.238	0.001	0.004	0.000	915	261,795	0.117	0.794	0.142	0.000	0.001	0.000				
2916	39,153	0.0128	0.297	1.876	0.181	0.004	0.024	0.002	916	6,178,905	0.321	0.588	0.117	0.004	0.008	0.001				
2917	78,784	0.0258	0.297	1.876	0.181	0.008	0.048	0.005	917	12,433,046	0.431	0.803	0.154	0.011	0.021	0.004				
2918	4,280	0.0014	0.297	1.876	0.181	0.000	0.003	0.000	918	675,505	-	0.579	0.119	-	0.001	0.000				
2919	2,222	0.0007	0.297	1.876	0.181	0.000	0.001	0.000	919	350,698	0.315	0.716	0.151	0.000	0.001	0.000				
2920	5,201	0.0017	0.257	2.090	0.024	0.000	0.004	0.000	920	1,358,691	0.094	0.121	0.018	0.000	0.000	0.000				
2921	5,703	0.0019	-	0.150	1.285	-	0.000	0.002	921	227,460	0.804	1.893	0.135	0.002	0.004	0.000				
2922	39,449	0.0129	0.487	2.352	0.238	0.006	0.030	0.003	922	2,226,158	0.501	0.975	0.135	0.006	0.013	0.002				
2923	451,712	0.1478	0.143	1.262	0.193	0.021	0.186	0.029	923	874,233	0.503	0.810	0.114	0.074	0.120	0.017				
2925	11,372	0.0037	0.297	1.876	0.181	0.001	0.007	0.001	925	1,794,665	0.343	0.623	0.103	0.001	0.002	0.000				
2926	48,177	0.0158	-	0.732	0.178	-	0.012	0.003	926	2,043,633	0.570	0.699	0.128	0.009	0.011	0.002				
2927	54,708	0.0179	0.164	1.372	0.141	0.003	0.025	0.003	927	8,035,559	0.179	0.309	0.051	0.003	0.006	0.001				
2928	180,013	0.0589	0.801	2.669	0.198	0.047	0.157	0.012	928	16,354,836	0.306	0.737	0.144	0.018	0.043	0.008				
2932	25,884	0.0085	0.139	0.611	0.085	0.001	0.005	0.001	932	827,931	0.044	0.341	0.044	0.000	0.003	0.000				
2933	5,902	0.0019	0.397	2.208	0.209	0.001	0.004	0.000	933	522,953	0.193	0.870	0.180	0.000	0.002	0.000				
2934	42,108	0.0138	0.487	2.352	0.238	0.007	0.032	0.003	934	2,376,170	0.285	1.219	0.191	0.004	0.017	0.003				
2935	1,891	0.0006	0.164	1.372	0.141	0.000	0.001	0.000	935	277,758	0.170	0.704	0.129	0.000	0.000	0.000				
2941	38,888	0.0127	0.297	1.876	0.181	0.004	0.024	0.002	941	6,136,960	0.382	0.979	0.184	0.005	0.012	0.002				
2944	12,536	0.0041	0.297	1.876	0.181	0.001	0.008	0.001	944	1,978,358	0.178	0.538	0.126	0.001	0.002	0.001				
2945	22,715	0.0074	0.487	2.352	0.238	0.004	0.017	0.002	945	1,281,846	0.209	0.862	0.155	0.002	0.006	0.001				
2952	113,809	0.0372	0.139	0.611	0.085	0.005	0.023	0.003	952	3,640,254	0.303	0.194	0.040	0.011	0.007	0.001				
2959	50,564	0.0165	0.842	1.021	0.073	0.014	0.017	0.001	959	3,037,418	0.150	0.346	0.285	0.002	0.006	0.005				
2960	156,913	0.0513	0.842	1.021	0.073	0.043	0.052	0.004	960	9,425,903	0.347	0.896	0.197	0.018	0.046	0.010				
2964	3,784	0.0012	0.297	1.876	0.181	0.000	0.002	0.000	964	597,127	0.153	0.419	0.173	0.000	0.001	0.000				
2966	6,584	0.0022	0.487	2.352	0.238	0.001	0.005	0.001	966	371,563	0.768	0.860	0.105	0.002	0.002	0.000				

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual			(5) Weighted			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)	(12) Actual			(13) Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			Indicated Pure Premium		
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only
2968	5,219	0.0017	0.164	1.372	0.141	0.000	0.002	0.000	968	766,513	0.211	0.592	0.131	0.000	0.001	0.000
2971	135,916	0.0445	0.487	2.352	0.238	0.022	0.105	0.011	971	7,669,892	0.747	1.265	0.137	0.033	0.056	0.006
2973	65,105	0.0213	0.487	2.352	0.238	0.010	0.050	0.005	973	3,673,934	0.314	0.942	0.145	0.007	0.020	0.003
2974	76,132	0.0249	0.842	1.021	0.073	0.021	0.025	0.002	974	4,573,286	0.249	0.661	0.185	0.006	0.016	0.005
2975	81,969	0.0268	0.297	1.876	0.181	0.008	0.050	0.005	975	12,935,761	0.170	0.520	0.113	0.005	0.014	0.003
2976	17,690	0.0058	0.164	1.372	0.141	0.001	0.008	0.001	976	2,598,362	0.109	0.409	0.122	0.001	0.002	0.001
2977	13,039	0.0043	0.257	2.090	0.024	0.001	0.009	0.000	977	3,406,019	0.213	0.220	0.022	0.001	0.001	0.000
2978	9,924	0.0032	0.487	2.352	0.238	0.002	0.008	0.001	978	560,033	0.325	1.021	0.516	0.001	0.003	0.002
2979	38,708	0.0127	0.842	1.021	0.073	0.011	0.013	0.001	979	2,325,203	0.448	1.152	0.290	0.006	0.015	0.004
2980	22,441	0.0073	0.397	2.208	0.209	0.003	0.016	0.002	980	1,988,539	1.168	1.408	0.270	0.009	0.010	0.002
2981	13,436	0.0044	0.297	1.876	0.181	0.001	0.008	0.001	981	2,120,381	0.202	0.639	0.081	0.001	0.003	0.000
2983	3,241	0.0011	2.589	2.538	0.180	0.003	0.003	0.000	983	557,031	1.665	1.750	0.252	0.002	0.002	0.000
2986	6,681	0.0022	0.164	1.372	0.141	0.000	0.003	0.000	986	981,237	0.151	0.664	0.120	0.000	0.001	0.000
2997	4,533	0.0015	0.164	1.372	0.141	0.000	0.002	0.000	997	665,785	0.083	0.288	0.069	0.000	0.000	0.000
2999	2,402	0.0008	0.397	2.208	0.209	0.000	0.002	0.000	999	212,857	1.775	2.496	0.501	0.001	0.002	0.000
TOTAL Sub-IG 4	3,056,790	1.0000				0.558	2.013	0.224		195,577,775				0.494	0.903	0.147
Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.131	2.230	1.522								
2005	2,111	0.0050	-	-	0.143	-	-	0.001	005	538,765	2.128	2.746	0.286	0.011	0.014	0.001
2009	207	0.0005	18.180	9.229	0.087	0.009	0.005	0.000	009	19,749	0.988	9.155	0.534	0.000	0.005	0.000
2015	212	0.0005	-	-	0.143	-	-	0.000	015	54,219	-	1.761	0.110	-	0.001	0.000
2025	1,175	0.0028	0.397	2.208	0.209	0.001	0.006	0.001	025	104,111	-	0.497	0.061	-	0.001	0.000
2028	18,510	0.0440	0.487	2.352	0.238	0.021	0.104	0.010	028	1,044,516	0.234	0.432	0.043	0.010	0.019	0.002
2050	6,638	0.0158	0.487	2.352	0.238	0.008	0.037	0.004	050	374,581	0.554	0.831	0.108	0.009	0.013	0.002
2051	6,626	0.0158	0.397	2.208	0.209	0.006	0.035	0.003	051	587,138	1.374	1.034	0.163	0.022	0.016	0.003
2055	2,080	0.0049	0.397	2.208	0.209	0.002	0.011	0.001	055	184,278	0.189	0.709	0.145	0.001	0.004	0.001
2716	852	0.0020	0.487	2.352	0.238	0.001	0.005	0.000	716	48,056	0.727	1.305	0.084	0.001	0.003	0.000
2718	71	0.0002	0.487	2.352	0.238	0.000	0.000	0.000	718	3,998	1.617	2.178	0.210	0.000	0.000	0.000
2721	14	0.0000	-	-	0.143	-	-	0.000	721	3,522	-	4.520	0.123	-	0.000	0.000
2751	3,758	0.0089	0.297	1.876	0.181	0.003	0.017	0.002	751	593,105	0.138	0.217	0.032	0.001	0.002	0.000
2752	25,083	0.0597	0.139	0.611	0.085	0.008	0.036	0.005	752	802,289	0.109	0.050	0.021	0.007	0.003	0.001
2753	35,329	0.0840	0.487	2.352	0.238	0.041	0.198	0.020	753	1,993,642	0.463	0.604	0.117	0.039	0.051	0.010
2755	18,820	0.0448	0.164	1.372	0.141	0.007	0.061	0.006	755	2,764,306	0.286	0.240	0.039	0.013	0.011	0.002
2757	19,580	0.0466	0.297	1.876	0.181	0.014	0.087	0.008	757	3,089,903	0.419	0.302	0.034	0.020	0.014	0.002
2759	7,147	0.0170	2.589	2.538	0.180	0.044	0.043	0.003	759	1,228,330	1.265	1.451	0.173	0.022	0.025	0.003
2803	147	0.0003	18.180	9.229	0.087	0.006	0.003	0.000	803	13,966	-	1.615	0.953	-	0.001	0.000
2804	24,257	0.0577	0.397	2.208	0.209	0.023	0.127	0.012	804	2,149,477	0.224	1.315	0.175	0.013	0.076	0.010
2805	2,969	0.0071	0.397	2.208	0.209	0.003	0.016	0.001	805	263,110	2.661	1.430	0.095	0.019	0.010	0.001
2807	15,415	0.0367	0.397	2.208	0.209	0.015	0.081	0.008	807	1,365,900	0.301	1.734	0.241	0.011	0.064	0.009

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2808	49,098	0.1168	0.397	2.208	0.209	0.046	0.258	0.024	808	4,350,608	1.552	1.884	0.112	0.181	0.220	0.013
2810	1,367	0.0033	0.397	2.208	0.209	0.001	0.007	0.001	810	121,090	0.116	0.943	0.037	0.000	0.003	0.000
2811	54,769	0.1303	2.589	2.538	0.180	0.337	0.331	0.023	811	9,413,549	1.952	1.783	0.103	0.254	0.232	0.013
2812	2,089	0.0050	2.589	2.538	0.180	0.013	0.013	0.001	812	358,970	2.164	3.057	0.079	0.011	0.015	0.000
2817	8,464	0.0201	0.397	2.208	0.209	0.008	0.044	0.004	817	750,021	1.142	2.102	0.224	0.023	0.042	0.005
2828	2,081	0.0049	2.589	2.538	0.180	0.013	0.013	0.001	828	357,749	1.205	2.269	0.317	0.006	0.011	0.002
2904	255	0.0006	0.151	0.281	0.021	0.000	0.000	0.000	904	80,091	0.531	0.916	0.017	0.000	0.001	0.000
2939	409	0.0010	0.397	2.208	0.209	0.000	0.002	0.000	939	36,246	0.407	5.423	0.526	0.000	0.005	0.001
2954	18,594	0.0442	0.297	1.876	0.181	0.013	0.083	0.008	954	2,934,295	0.235	0.688	0.074	0.010	0.030	0.003
2967	9,965	0.0237	0.164	1.372	0.141	0.004	0.033	0.003	967	1,463,613	0.230	0.354	0.181	0.005	0.008	0.004
2969	25,803	0.0614	0.487	2.352	0.238	0.030	0.144	0.015	969	1,456,103	0.080	0.663	0.301	0.005	0.041	0.018
2970	3,274	0.0078	0.397	2.208	0.209	0.003	0.017	0.002	970	290,078	1.469	2.619	2.682	0.011	0.020	0.021
2991	3,118	0.0074	0.487	2.352	0.238	0.004	0.017	0.002	991	175,960	0.077	1.005	1.710	0.001	0.007	0.013
2992	2,802	0.0067	0.397	2.208	0.209	0.003	0.015	0.001	992	248,256	1.115	1.093	0.144	0.007	0.007	0.001
2995	14,091	0.0335	2.589	2.538	0.180	0.087	0.085	0.006	995	2,421,939	1.951	1.611	0.191	0.065	0.054	0.006
9428	33,246	0.0791	0.397	2.208	0.209	0.031	0.175	0.017	7428	2,945,948	0.700	1.128	0.138	0.055	0.089	0.011
TOTAL Sub-IG 5	420,426	1.0000				0.806	2.109	0.194		44,631,477				0.835	1.119	0.158
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.965	1.885	1.229								
GRAND TOTAL	15,343,101					0.3588	1.0728	0.1204		1,107,660,795				0.2471	0.4214	0.0756
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.452	2.546	1.592								

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

Total

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$153,431,010	0.58	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.452	2.546	1.592
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.262	2.546	1.592

$$C = [A * B] + [(1 - A) * 1.000]$$

Sub-Industry Group 3

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$87,190,050	0.39	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	3.714	4.218	1.703
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	2.218	4.218	1.703

$$C = [A * B] + [(1 - A) * (Total C)]$$

Sub-Industry Group 1

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$24,659,150	0.17	0.55	0.91
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.013	2.529	1.657
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.220	2.537	1.651

$$C = [A * B] + [(1 - A) * (Total C)]$$

Sub-Industry Group 4

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$30,567,900	0.20	0.64	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.131	2.230	1.522
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.236	2.344	1.522

$$C = [A * B] + [(1 - A) * (Total C)]$$

Sub-Industry Group 2

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$6,809,650	0.07	0.23	0.39
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.784	2.710	1.723
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.299	2.584	1.643

$$C = [A * B] + [(1 - A) * (Total C)]$$

Sub-Industry Group 5

	Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$4,204,260	0.05	0.17	0.28
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	0.965	1.885	1.229
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium	1.247	2.434	1.490

$$C = [A * B] + [(1 - A) * (Total C)]$$

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
185	104	2104	4.41	3.90	-11.6%	3.96
187	107	2107	3.14	2.82	-10.2%	2.86
189	113	2113	2.48	2.21	-10.9%	2.24
191	161	2161	2.85	2.56	-10.2%	2.60
275	221	2221	2.61	2.51	-3.8%	2.55
276	222	2222	2.91	2.75	-5.5%	2.79
291	255	2255	2.24	1.91	-14.7%	1.94
297	281	2281	3.06	2.69	-12.1%	2.73
491	403	2403	3.01	2.62	-13.0%	2.66
493	445	2445	2.51	2.22	-11.6%	2.25
495	451	2451	4.22	3.83	-9.2%	3.89
497	472	2472	0.87	0.68	-21.8%	0.69
499	475	2475	2.56	2.24	-12.5%	2.27
520	984	2984	0.24	0.28	16.7%	0.28
520	988	2988	0.24	0.28	16.7%	0.28
521	555	2555	0.60	0.53	-11.7%	0.54
521	744	2744	0.46	0.41	-10.9%	0.42
521	890	2890	0.66	0.67	1.5%	0.68
521	920	2920	0.44	0.38	-13.6%	0.39
521	963	2963	0.68	0.63	-7.4%	0.64
521	977	2977	0.68	0.66	-2.9%	0.67
522	488	2488	0.87	0.75	-13.8%	0.76
522	752	2752	0.83	0.69	-16.9%	0.70
522	887	2887	1.00	1.08	8.0%	1.10
522	892	2892	1.11	1.35	21.6%	1.37
522	893	2893	1.11	1.35	21.6%	1.37
522	932	2932	0.93	0.81	-12.9%	0.82
522	936	2936	1.04	1.13	8.7%	1.15
522	952	2952	0.88	0.76	-13.6%	0.77
522	987	2987	0.93	0.81	-12.9%	0.82
523	103	2103	1.34	1.19	-11.2%	1.21
523	441	2441	1.18	1.03	-12.7%	1.04
523	459	2459	0.88	0.79	-10.2%	0.80
523	471	2471	1.57	1.39	-11.5%	1.41
523	476	2476	1.34	1.27	-5.2%	1.29
523	485	2485	1.22	1.08	-11.5%	1.10
523	487	2487	1.13	1.17	3.5%	1.19
523	489	2489	1.22	1.08	-11.5%	1.10
523	551	2551	1.68	1.49	-11.3%	1.51
523	553	2553	1.45	1.23	-15.2%	1.25
523	755	2755	1.34	1.11	-17.2%	1.13
523	818	2818	1.57	1.38	-12.1%	1.40
523	884	2884	1.12	1.05	-6.3%	1.07
523	891	2891	1.87	2.13	13.9%	2.16

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
523	899	2899	1.20	1.19	-0.8%	1.21
523	927	2927	1.00	0.98	-2.0%	0.99
523	935	2935	1.37	1.30	-5.1%	1.32
523	967	2967	1.47	1.31	-10.9%	1.33
523	968	2968	1.57	1.41	-10.2%	1.43
523	976	2976	1.14	1.15	0.9%	1.17
523	986	2986	1.57	1.51	-3.8%	1.53
523	997	2997	0.79	0.74	-6.3%	0.75
524	115	2115	2.80	2.51	-10.4%	2.55
524	142	2142	2.71	2.53	-6.6%	2.57
524	263	2263	1.95	1.71	-12.3%	1.73
524	416	2416	2.46	2.19	-11.0%	2.22
524	446	2446	1.47	1.37	-6.8%	1.39
524	449	2449	2.39	2.13	-10.9%	2.16
524	458	2458	1.65	1.35	-18.2%	1.37
524	473	2473	2.40	2.22	-7.5%	2.25
524	474	2474	2.37	2.14	-9.7%	2.17
524	477	2477	1.89	1.67	-11.6%	1.69
524	483	2483	1.54	1.30	-15.6%	1.32
524	486	2486	1.57	1.49	-5.1%	1.51
524	506	2506	2.37	2.12	-10.5%	2.15
524	507	2507	2.24	1.94	-13.4%	1.97
524	581	2581	1.20	1.00	-16.7%	1.01
524	667	2667	2.57	2.31	-10.1%	2.39
524	751	2751	1.10	0.94	-14.5%	0.95
524	757	2757	1.41	1.31	-7.1%	1.33
524	816	2816	2.37	2.08	-12.2%	2.11
524	820	2820	2.82	2.97	5.3%	3.01
524	886	2886	1.87	1.75	-6.4%	1.78
524	896	2896	1.37	1.25	-8.8%	1.27
524	897	2897	1.63	1.51	-7.4%	1.53
524	898	2898	2.37	2.12	-10.5%	2.15
524	916	2916	1.81	1.83	1.1%	1.86
524	917	2917	2.65	2.53	-4.5%	2.57
524	918	2918	2.19	1.87	-14.6%	1.90
524	919	2919	1.84	1.70	-7.6%	1.72
524	925	2925	1.96	1.80	-8.2%	1.83
524	941	2941	2.82	2.95	4.6%	2.99
524	944	2944	1.68	1.54	-8.3%	1.56
524	948	2948	2.68	2.64	-1.5%	2.68
524	954	2954	2.37	2.08	-12.2%	2.11
524	964	2964	1.97	1.58	-19.8%	1.60
524	975	2975	1.62	1.55	-4.3%	1.57
524	981	2981	1.79	1.71	-4.5%	1.73

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
525	0011	2011	2.60	2.25	-13.5%	2.28
525	028	2028	2.41	2.19	-9.1%	2.22
525	050	2050	4.43	4.10	-7.4%	4.16
525	101	2101	3.48	3.21	-7.8%	3.26
525	105	2105	4.60	4.27	-7.2%	4.33
525	108	2108	2.63	2.28	-13.3%	2.31
525	110	2110	3.26	2.86	-12.3%	2.90
525	119	2119	4.09	3.98	-2.7%	4.04
525	132	2132	2.96	2.61	-11.8%	2.65
525	134	2134	3.18	2.71	-14.8%	2.75
525	135	2135	2.89	2.54	-12.1%	2.58
525	136	2136	3.17	2.65	-16.4%	2.69
525	163	2163	4.63	4.10	-11.4%	4.16
525	166	2166	3.92	3.45	-12.0%	3.50
525	204	2204	4.05	3.58	-11.6%	3.63
525	205	2205	3.10	2.68	-13.5%	2.72
525	225	2225	2.97	2.66	-10.4%	2.70
525	227	2227	3.73	3.44	-7.8%	3.49
525	257	2257	2.84	2.64	-7.0%	2.68
525	261	2261	3.37	3.03	-10.1%	3.07
525	265	2265	2.81	2.58	-8.2%	2.62
525	285	2285	2.00	1.80	-10.0%	1.83
525	311	2311	3.77	3.34	-11.4%	3.39
525	327	2327	2.74	2.36	-13.9%	2.39
525	404	2404	3.13	3.06	-2.2%	3.10
525	407	2407	3.86	3.36	-13.0%	3.41
525	415	2415	3.98	3.52	-11.6%	3.57
525	433	2433	4.05	3.58	-11.6%	3.63
525	454	2454	3.64	3.39	-6.9%	3.44
525	456	2456	3.88	3.39	-12.6%	3.44
525	457	2457	4.05	3.58	-11.6%	3.63
525	461	2461	2.55	2.29	-10.2%	2.32
525	463	2463	2.79	2.38	-14.7%	2.41
525	465	2465	3.56	2.99	-16.0%	3.03
525	501	2501	4.51	4.01	-11.1%	4.07
525	502	2502	3.97	3.51	-11.6%	3.56
525	513	2513	3.79	3.54	-6.6%	3.59
525	535	2535	3.11	2.66	-14.5%	2.70
525	571	2571	2.36	2.01	-14.8%	2.04
525	617	2617	3.98	3.52	-11.6%	3.65
525	649	2649	4.82	4.77	-1.0%	4.94
525	660	2660	3.36	3.11	-7.4%	3.22
525	664	2664	4.43	3.93	-11.3%	4.07
525	675	2675	4.01	3.52	-12.2%	3.65

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
525	677	2677	3.41	2.98	-12.6%	3.09
525	716	2716	4.05	3.83	-5.4%	3.89
525	718	2718	3.47	3.27	-5.8%	3.32
525	753	2753	3.05	2.59	-15.1%	2.63
525	814	2814	2.43	2.27	-6.6%	2.30
525	815	2815	3.35	2.98	-11.0%	3.02
525	825	2825	4.56	4.15	-9.0%	4.21
525	885	2885	2.69	2.33	-13.4%	2.36
525	915	2915	2.08	1.87	-10.1%	1.90
525	922	2922	3.42	2.96	-13.5%	3.00
525	924	2924	4.54	4.41	-2.9%	4.47
525	934	2934	3.96	3.48	-12.1%	3.53
525	945	2945	2.71	2.39	-11.8%	2.42
525	966	2966	3.23	2.80	-13.3%	2.84
525	969	2969	2.31	2.10	-9.1%	2.13
525	971	2971	4.05	3.88	-4.2%	3.94
525	973	2973	2.99	2.69	-10.0%	2.73
525	978	2978	2.90	2.77	-4.5%	2.81
525	991	2991	4.52	4.23	-6.4%	4.29
525	4771	6771	3.55	3.07	-13.5%	3.11
526	012	2012	5.96	5.34	-10.4%	5.42
526	0013	2013	2.99	2.56	-14.4%	2.60
526	025	2025	4.55	4.10	-9.9%	4.16
526	051	2051	4.89	4.70	-3.9%	4.77
526	055	2055	5.30	4.68	-11.7%	4.75
526	059	2059	6.99	6.36	-9.0%	6.45
526	106	2106	6.62	5.82	-12.1%	5.90
526	109	2109	4.32	3.70	-14.4%	3.75
526	111	2111	6.93	6.33	-8.7%	6.42
526	130	2130	5.51	4.76	-13.6%	4.83
526	139	2139	4.51	3.79	-16.0%	3.84
526	141	2141	5.81	5.14	-11.5%	5.21
526	165	2165	6.84	5.99	-12.4%	6.08
526	201	2201	4.26	3.71	-12.9%	3.76
526	301	2301	6.60	5.80	-12.1%	5.88
526	305	2305	5.60	4.89	-12.7%	4.96
526	306	2306	3.98	3.58	-10.1%	3.63
526	319	2319	5.03	4.55	-9.5%	4.62
526	323	2323	3.88	3.76	-3.1%	3.81
526	402	2402	3.64	3.10	-14.8%	3.14
526	406	2406	3.13	2.85	-8.9%	2.89
526	411	2411	5.39	4.59	-14.8%	4.66
526	413	2413	5.87	5.19	-11.6%	5.27
526	421	2421	6.93	6.88	-0.7%	6.98

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
526	427	2427	6.00	5.71	-4.8%	5.79
526	429	2429	3.63	3.03	-16.5%	3.07
526	431	2431	5.87	5.19	-11.6%	5.27
526	435	2435	3.77	3.27	-13.3%	3.32
526	447	2447	4.10	3.64	-11.2%	3.69
526	467	2467	3.85	3.21	-16.6%	3.26
526	509	2509	5.96	5.36	-10.1%	5.44
526	511	2511	6.84	6.17	-9.8%	6.26
526	512	2512	4.12	3.57	-13.3%	3.62
526	514	2514	4.34	3.64	-16.1%	3.69
526	536	2536	5.87	5.19	-11.6%	5.27
526	573	2573	3.94	3.42	-13.2%	3.47
526	603	2603	6.93	6.10	-12.0%	6.32
526	607	2607	3.11	2.88	-7.4%	2.98
526	646	2646	6.18	5.67	-8.3%	5.88
526	662	2662	6.99	7.46	6.7%	7.73
526	663	2663	4.50	3.93	-12.7%	4.07
526	670	2670	6.99	7.11	1.7%	7.37
526	673	2673	6.99	6.80	-2.7%	7.05
526	674	2674	6.99	6.70	-4.1%	6.94
526	676	2676	6.71	6.49	-3.3%	6.73
526	681	2681	6.99	7.44	6.4%	7.71
526	804	2804	3.73	3.40	-8.8%	3.45
526	805	2805	5.87	5.16	-12.1%	5.23
526	807	2807	5.87	5.16	-12.1%	5.23
526	808	2808	5.54	5.95	7.4%	6.04
526	809	2809	5.87	5.16	-12.1%	5.23
526	810	2810	3.74	3.16	-15.5%	3.21
526	817	2817	6.10	5.64	-7.5%	5.72
526	821	2821	6.86	6.19	-9.8%	6.28
526	855	2855	4.63	4.01	-13.4%	4.07
526	857	2857	4.18	3.72	-11.0%	3.77
526	865	2865	5.02	4.70	-6.4%	4.77
526	880	2880	5.60	4.88	-12.9%	4.95
526	882	2882	6.17	5.41	-12.3%	5.49
526	907	2907	4.55	4.12	-9.5%	4.18
526	910	2910	4.52	3.93	-13.1%	3.99
526	933	2933	3.14	2.71	-13.7%	2.75
526	939	2939	5.87	5.35	-8.9%	5.43
526	970	2970	6.99	8.19	17.2%	8.31
526	980	2980	5.87	5.16	-12.1%	5.23
526	992	2992	5.87	5.16	-12.1%	5.23
526	999	2999	4.92	4.66	-5.3%	4.73
526	7428	9428	3.74	3.50	-6.4%	3.55

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
527	114	2114	6.47	5.48	-15.3%	5.56
527	282	2282	5.77	5.25	-9.0%	5.33
527	425	2425	8.53	7.27	-14.8%	7.38
527	601	2601	6.34	5.69	-10.3%	5.90
527	605	2605	8.91	8.02	-10.0%	8.31
527	606	2606	5.02	4.27	-14.9%	4.43
527	608	2608	7.25	6.23	-14.1%	6.46
527	611	2611	10.95	9.52	-13.1%	9.87
527	615	2615	11.07	9.86	-10.9%	10.22
527	645	2645	6.95	5.96	-14.2%	6.18
527	647	2647	9.30	8.39	-9.8%	8.70
527	648	2648	8.43	7.47	-11.4%	7.74
527	652	2652	11.04	9.98	-9.6%	10.34
527	653	2653	8.71	7.71	-11.5%	7.99
527	654	2654	9.30	8.17	-12.2%	8.47
527	656	2656	5.77	4.73	-18.0%	4.90
527	657	2657	10.18	9.02	-11.4%	9.35
527	658	2658	10.42	9.12	-12.5%	9.45
527	665	2665	9.38	8.32	-11.3%	8.62
527	666	2666	9.15	8.04	-12.1%	8.33
527	668	2668	10.32	9.30	-9.9%	9.64
527	669	2669	9.45	8.89	-5.9%	9.21
527	679	2679	10.30	9.23	-10.4%	9.57
527	759	2759	6.33	5.59	-11.7%	5.67
527	801	2801	7.41	6.47	-12.7%	6.56
527	802	2802	3.92	3.28	-16.3%	3.33
527	811	2811	7.62	6.67	-12.5%	6.77
527	812	2812	7.82	7.16	-8.4%	7.26
527	828	2828	7.38	6.60	-10.6%	6.70
527	858	2858	5.90	5.19	-12.0%	5.27
527	859	2859	6.31	5.41	-14.3%	5.49
527	860	2860	5.84	4.92	-15.8%	4.99
527	862	2862	6.77	5.97	-11.8%	6.06
527	911	2911	5.95	5.40	-9.2%	5.48
527	983	2983	6.17	5.44	-11.8%	5.52
527	995	2995	5.76	5.48	-4.9%	5.56
527	4777	6777	5.17	4.25	-17.8%	4.31
528	005	2005	12.00	10.43	-13.1%	10.58
528	015	2015	8.65	7.30	-15.6%	7.41
528	112	2112	7.91	6.44	-18.6%	6.53
528	655	2655	10.52	8.98	-14.6%	9.31
528	721	2721	10.72	9.24	-13.8%	9.37
528	806	2806	9.93	8.63	-13.1%	8.76
529	009	2009	21.14	18.47	-12.6%	18.74

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2023 Temp Staffing Code	4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2023 Percentage Change	Proposed 4/1/2023 Post-Surcharge Temp Staffing Loss Cost
529	659	2659	18.87	16.25	-13.9%	16.84
529	803	2803	12.97	11.16	-14.0%	11.32
587	563	2563	1.70	1.55	-8.8%	1.57
691	609	2609	4.21	3.89	-7.6%	3.99
693	651	2651	7.44	6.54	-12.1%	6.75
695	661	2661	3.33	3.03	-9.0%	3.16
867	813	2813	4.65	4.25	-8.6%	4.31
871	921	2921	4.65	4.09	-12.0%	4.15
877	914	2914	2.18	2.13	-2.3%	2.16
879	923	2923	2.41	2.21	-8.3%	2.24
881	926	2926	2.83	2.44	-13.8%	2.48
883	928	2928	2.38	2.25	-5.5%	2.28
889	953	2953	0.21	0.19	-9.5%	0.19
889	956	2956	0.17	0.15	-11.8%	0.15
889	962	2962	0.10	0.07	-30.0%	0.07
895	965	2965	1.01	1.13	11.9%	1.15
946	940	2940	2.82	3.44	22.0%	3.49
946	957	2957	0.97	0.70	-27.8%	0.71
946	958	2958	2.57	3.02	17.5%	3.06
946	959	2959	1.56	1.40	-10.3%	1.42
946	960	2960	2.82	2.73	-3.2%	2.77
946	961	2961	1.54	1.65	7.1%	1.67
946	974	2974	2.37	2.08	-12.2%	2.11
946	979	2979	2.82	3.33	18.1%	3.38
949	709	2709	0.31	0.38	22.6%	0.39
949	819	2819	0.31	0.38	22.6%	0.39
949	903	2903	0.27	0.26	-3.7%	0.26
949	904	2904	0.31	0.38	22.6%	0.39
949	905	2905	0.12	0.13	8.3%	0.13
949	951	2951	0.31	0.38	22.6%	0.39
949	955	2955	0.31	0.36	16.1%	0.37