

PENNSYLVANIA COMPENSATION RATING BUREAU

Loss Costs and Expected Loss Factors

This exhibit includes separate pages for the direct employment classes and the temporary staffing classes.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0005	4.91	3.74	4.63	5.04	F
0007	2.84	2.16	2.68	2.92	E
0009	8.65	6.59	8.15	8.87	G
0015	3.86	2.94	3.63	3.96	F
0025	2.45	1.63	1.93	2.10	G
0028	1.28	0.85	1.01	1.10	F
0050	2.36	1.58	1.86	2.03	F
0051	2.83	1.89	2.23	2.43	F
0055	2.72	1.81	2.14	2.33	F
0059	3.68	2.46	2.90	3.16	E
0101	1.70	1.26	1.54	1.65	E
0103	0.69	0.51	0.62	0.67	D
0104	1.74	1.28	1.57	1.68	D
0105	2.31	1.71	2.09	2.25	D
0106	2.89	2.13	2.61	2.81	D
0107	1.38	1.02	1.25	1.34	C
0108	1.25	0.92	1.13	1.21	B
0109	2.01	1.48	1.82	1.95	D
0110	1.47	1.08	1.33	1.43	C
0111	2.79	2.06	2.52	2.71	C
0112	3.45	2.54	3.12	3.35	C
0113	1.15	0.85	1.04	1.11	C
0114	3.08	2.27	2.79	2.99	E
0115	1.26	0.93	1.14	1.22	E
0119	2.09	1.54	1.89	2.03	D
0130	2.45	1.80	2.21	2.37	E
0132	1.27	0.94	1.15	1.23	D
0134	1.51	1.11	1.37	1.47	C
0135	1.19	0.88	1.07	1.15	D
0136	1.29	0.95	1.16	1.25	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
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Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0139	2.11	1.56	1.91	2.05	D
0141	2.48	1.83	2.24	2.40	D
0142	1.26	0.93	1.14	1.22	C
0161	1.16	0.85	1.05	1.12	C
0163	2.08	1.53	1.88	2.02	C
0165	3.10	2.28	2.80	3.00	C
0166	1.57	1.16	1.42	1.53	C
0201	2.02	1.49	1.82	1.96	E
0204	1.67	1.23	1.51	1.63	B
0205	1.41	1.04	1.27	1.37	C
0221	1.18	0.87	1.06	1.14	C
0222	1.29	0.95	1.16	1.25	D
0225	1.39	1.02	1.26	1.35	C
0227	1.82	1.34	1.64	1.76	D
0255	0.99	0.73	0.90	0.97	F
0257	1.38	1.02	1.25	1.34	E
0261	1.58	1.17	1.43	1.54	E
0263	0.96	0.71	0.87	0.94	D
0265	1.30	0.96	1.17	1.26	C
0281	1.27	0.94	1.15	1.23	D
0282	2.74	2.02	2.48	2.66	D
0285	0.96	0.71	0.87	0.94	D
0301	2.86	2.11	2.59	2.78	E
0305	2.17	1.60	1.96	2.11	D
0306	1.78	1.31	1.60	1.72	C
0311	1.60	1.18	1.45	1.56	C
0319	2.37	1.75	2.15	2.30	B
0323	1.86	1.37	1.68	1.80	C
0327	1.28	0.94	1.16	1.24	B
0402	1.57	1.16	1.42	1.53	E

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
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Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0403	1.27	0.94	1.15	1.23	E
0404	1.61	1.19	1.46	1.57	F
0406	1.53	1.13	1.38	1.49	F
0407	1.60	1.18	1.45	1.56	E
0411	2.26	1.67	2.04	2.20	E
0413	2.50	1.84	2.26	2.42	D
0415	1.82	1.34	1.64	1.76	E
0416	1.06	0.78	0.95	1.02	D
0421	3.51	2.59	3.17	3.41	E
0425	3.53	2.60	3.19	3.43	D
0427	2.81	2.07	2.54	2.73	D
0429	1.58	1.17	1.43	1.54	D
0431	2.61	1.92	2.36	2.53	D
0433	1.76	1.29	1.59	1.70	D
0435	1.78	1.31	1.60	1.72	D
0441	0.56	0.41	0.50	0.54	D
0445	1.10 a	0.81	0.99	1.06	D
0446	0.67	0.49	0.61	0.65	D
0447	1.79 b	1.32	1.61	1.73	D
0449	1.07	0.79	0.96	1.03	D
0451	1.81	1.33	1.63	1.75	C
0454	1.63	1.20	1.48	1.59	D
0456	1.52	1.12	1.38	1.48	C
0457	1.52	1.12	1.38	1.48	C
0458	0.72	0.53	0.65	0.70	C
0459	0.41	0.30	0.37	0.39	C
0461	1.15	0.85	1.04	1.11	D
0463	1.17	0.86	1.05	1.13	D
0465	1.52	1.12	1.38	1.48	D
0467	1.69	1.25	1.53	1.64	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

a OD: \$0.04 Supplemental is not subject to experience rating. Code as 0067.

b OD: \$0.03 Supplemental is not subject to experience rating. Code as 0066.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0471	0.60	0.44	0.54	0.58	C
0472	0.33	0.25	0.30	0.33	C
0473	1.15	0.85	1.04	1.11	C
0474	1.11	0.82	1.00	1.07	E
0475	0.99	0.73	0.90	0.97	D
0476	0.68	0.50	0.61	0.66	E
0477	0.85	0.63	0.77	0.83	E
0483	0.69	0.51	0.62	0.67	C
0485	0.59	0.43	0.53	0.57	C
0486	0.79	0.58	0.72	0.77	C
0487	0.59	0.43	0.53	0.57	C
0488	0.40	0.29	0.36	0.38	C
0489	0.54	0.40	0.49	0.52	C
0501	2.06	1.52	1.86	2.00	F
0502	1.61	1.19	1.46	1.57	B
0506	1.05	0.77	0.94	1.01	C
0507	0.93	0.69	0.84	0.91	E
0509	2.60	1.92	2.35	2.52	G
0511	3.05	2.25	2.76	2.96	E
0512	2.03	1.50	1.83	1.97	D
0513	1.74 <b>c</b>	1.28	1.57	1.68	D
0514	2.03	1.50	1.83	1.97	E
0535	1.28	0.94	1.16	1.24	D
0536	2.65	1.95	2.39	2.57	C
0551	0.79	0.58	0.72	0.77	F
0553	0.62	0.46	0.56	0.60	F
0555	0.21	0.16	0.19	0.21	C
0563	0.77	0.57	0.70	0.75	D
0571	1.01	0.75	0.92	0.99	D
0573	1.82	1.34	1.64	1.76	F

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**c** OD: \$0.08 Supplemental is not subject to experience rating. Code as 0176.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
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Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
0581	0.52	0.38	0.47	0.50	E
0601	3.10	2.05	2.42	2.64	F
0603	3.56	2.31	2.73	2.97	F
0605	4.90	3.21	3.79	4.12	E
0606	2.73	1.79	2.11	2.30	G
0607	1.66	1.10	1.29	1.41	F
0608	3.36	2.19	2.59	2.82	F
0609	2.07	1.36	1.61	1.75	G
0611	6.23	4.04	4.76	5.18	F
0615	6.01	3.91	4.62	5.03	F
0152	0.65				G
0617	1.89	1.24	1.46	1.59	G
0645	3.38	2.16	2.55	2.77	G
0646	3.27	2.13	2.51	2.73	E
0647	4.51	2.98	3.52	3.83	E
0648	3.93	2.60	3.07	3.34	F
0649	2.84	1.80	2.13	2.31	F
0651	3.33	2.17	2.57	2.79	F
0652	5.07	3.38	3.99	4.34	G
0653	4.47	2.91	3.43	3.73	G
0654	4.26	2.76	3.26	3.55	G
0655	5.53	3.66	4.32	4.70	G
0656	2.64	1.74	2.05	2.24	G
0657	5.21	3.43	4.05	4.41	G
0658	5.57	3.60	4.25	4.63	G
0659	8.83	5.82	6.87	7.47	G
0660	1.70	1.10	1.30	1.42	F
0661	1.56	1.00	1.17	1.28	F
0662	4.27	2.84	3.36	3.65	E
0663	2.03	1.33	1.57	1.71	F

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

d OD: \$0.84 Supplemental applies when coverage for Federal black lung is provided. It is not subject to experience rating. Code as 0164.

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0664	2.09	1.35	1.60	1.74	E
0665	4.59	3.03	3.58	3.90	G
0666	4.49	2.89	3.41	3.71	E
0667	1.38	0.91	1.07	1.17	F
0668	5.13	3.35	3.96	4.31	E
0669	5.26	3.44	4.06	4.42	F
0670	3.92	2.54	3.00	3.26	F
0673	3.92	2.60	3.07	3.34	E
0674	3.62	2.39	2.82	3.07	E
0675	1.64	1.09	1.29	1.40	G
0676	3.47	2.26	2.67	2.91	G
0677	1.86	1.22	1.44	1.57	G
0679	5.43	3.56	4.20	4.57	F
0681	3.88	2.54	3.00	3.26	F
0709	1.28	0.85	1.01	1.10	F
0716	2.02	1.35	1.59	1.73	D
0718	2.00	1.33	1.57	1.71	E
0721	4.42	3.26	4.00	4.29	F
0744	0.23	0.17	0.21	0.23	C
0751	0.52	0.38	0.47	0.50	E
0752	0.32	0.24	0.29	0.32	G
0753	1.40	1.03	1.27	1.36	D
0755	0.57	0.42	0.51	0.55	F
0757	0.71	0.52	0.64	0.69	E
0759	2.96	2.18	2.68	2.88	E
0801	3.23	2.46	3.04	3.31	F
0802	1.74	1.32	1.64	1.78	G
0803	5.43	4.14	5.12	5.57	C
0804	1.49	1.14	1.41	1.53	D
0805	2.50	1.90	2.35	2.56	E

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

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FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
0806	4.17	3.18	3.93	4.28	C
0807	2.23	1.70	2.10	2.29	C
0808	3.46	2.64	3.26	3.55	E
0809	2.56	1.95	2.41	2.62	F
0810	1.70	1.30	1.61	1.75	F
0162	0.84				G
0811	3.68	2.81	3.47	3.78	F
0812	3.73	2.84	3.52	3.83	F
0813	2.04	1.55	1.92	2.09	D
0814	1.21	0.92	1.14	1.24	E
0815	1.50	1.14	1.42	1.54	D
0816	0.93	0.71	0.88	0.96	D
0817	2.74	2.09	2.58	2.81	D
0818	0.63	0.48	0.59	0.65	D
0819	0.44	0.33	0.41	0.45	F
0820	1.49	1.14	1.41	1.53	D
0821	3.15	2.40	2.96	3.23	C
0822	0.05	0.04	0.05	0.05	D
0825	1.96	1.49	1.85	2.01	B
0828	3.06	2.33	2.89	3.14	C
0855	2.12	1.62	2.00	2.18	E
0857	1.96	1.49	1.85	2.01	E
0858	2.65	2.02	2.50	2.72	F
0859	2.76	2.10	2.60	2.83	E
0860	2.63	2.00	2.48	2.70	D
0862	3.16	2.40	2.97	3.24	E
0865	2.45	1.86	2.30	2.51	C
0880	2.28	1.74	2.15	2.34	D
0882	2.57	1.96	2.42	2.63	B
0884	0.53	0.40	0.50	0.54	B

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

  Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.



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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0885	1.23	0.94	1.16	1.26	D
0886	0.92	0.70	0.87	0.95	C
0887	0.31	0.24	0.30	0.32	C
0890	0.19	0.15	0.18	0.20	C
0891	0.57	0.43	0.54	0.58	B
0892	0.44	0.33	0.41	0.45	B
0893	0.41	0.31	0.38	0.42	B
0896	0.58	0.44	0.55	0.59	B
0897	0.74	0.56	0.70	0.76	A
0898	1.00	0.77	0.95	1.03	C
0899	0.58	0.44	0.55	0.59	B
0903	0.08	0.06	0.08	0.08	E
0904	0.76	0.58	0.72	0.78	E
0905	0.04	0.03	0.04	0.04	F
0906	14.17 e	10.79	13.35	14.54	D
0907	2.05	1.56	1.93	2.10	C
0910	1.83	1.39	1.72	1.87	C
0911	2.95	2.25	2.78	3.03	D
0914	1.01	0.77	0.96	1.04	C
0915	0.91	0.70	0.86	0.94	C
0916	0.90	0.69	0.85	0.93	B
0917	1.32	1.00	1.24	1.35	C
0918	0.82	0.63	0.77	0.84	A
0919	0.88	0.67	0.83	0.91	C
0920	0.17	0.13	0.16	0.18	D
0921	2.10	1.60	1.98	2.16	C
0922	1.51	1.15	1.42	1.55	C
0923	1.14	0.87	1.07	1.17	C
0924	2.13	1.62	2.01	2.19	C
0925	0.89	0.68	0.84	0.92	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

e Per ambulance corps.

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		A-1	A-2	A-3	
0926	1.25	0.95	1.18	1.28	C
0927	0.51	0.39	0.48	0.52	C
0928	1.13	0.86	1.06	1.16	B
0932	0.38	0.29	0.35	0.39	D
0933	1.39	1.06	1.31	1.43	D
0934	1.60	1.22	1.51	1.65	D
0935	0.64	0.49	0.60	0.66	C
0936	0.35	0.26	0.33	0.35	E
0939	2.64	2.01	2.49	2.71	F
0940	1.26	0.96	1.19	1.29	C
0941	1.42	1.08	1.34	1.46	C
0942	1.52	1.16	1.43	1.56	D
0943	0.76	0.58	0.72	0.78	C
0944	0.76	0.58	0.72	0.78	B
0945	1.15	0.87	1.08	1.18	A
0948	0.73	0.56	0.69	0.75	C
0951	0.13	0.10	0.12	0.14	E
0952	0.43	0.32	0.40	0.44	E
0953	0.05	0.04	0.05	0.05	D
0954	0.97	0.74	0.92	1.00	E
0955	0.10	0.08	0.10	0.10	F
0956	0.04	0.03	0.04	0.04	E
0957	0.19	0.15	0.18	0.20	D
0958	0.96	0.73	0.91	0.99	C
0959	0.72	0.55	0.68	0.74	B
0960	1.41	1.07	1.33	1.45	C
0961	0.48	0.36	0.45	0.49	D
0962	0.02	0.02	0.02	0.02	D
0963	0.20	0.15	0.19	0.21	C
0964	0.73	0.56	0.69	0.75	B

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		A-1	A-2	A-3	
0965	0.30	0.23	0.29	0.31	B
0966	1.41	1.07	1.33	1.45	D
0967	0.63	0.48	0.59	0.65	C
0968	0.66	0.50	0.62	0.68	B
0969	0.99	0.76	0.94	1.02	D
0970	3.99	3.04	3.76	4.09	A
0971	1.86	1.41	1.75	1.91	D
0972	0.29	0.22	0.28	0.30	C
0973	1.31	1.00	1.23	1.34	B
0974	1.07	0.81	1.00	1.09	C
0975	0.76	0.58	0.72	0.78	A
0976	0.55	0.42	0.52	0.56	C
0977	0.35	0.26	0.33	0.35	B
0978	1.41	1.07	1.33	1.45	D
0979	1.56	1.19	1.47	1.60	A
0980	2.42	1.84	2.28	2.48	C
0981	0.79	0.60	0.75	0.81	B
0982	1.65 f				E
0983	2.96	2.26	2.79	3.04	D
0984	0.07	0.05	0.07	0.07	C
0985	2.01	1.53	1.89	2.06	E
0986	0.73	0.56	0.69	0.75	A
0987	0.25	0.19	0.24	0.26	C
0988	0.08	0.06	0.08	0.08	C
0989	g	h	h	h	D
0991	2.25	1.72	2.12	2.31	A
0992	2.56	1.95	2.41	2.62	F
0993	306.62 e	233.57	288.93	314.61	D
0994	g	h	h	h	F
0995	2.96	2.26	2.79	3.04	F

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

e Per ambulance corps.

f Per person per week. A partial workweek is to be counted as a full workweek.  
Not subject to Experience or Retrospective Rating.

g See appropriate page of Section 2.

h Apply the following percentages (A-1 = 76.40%, A-2 = 94.51%, A-3 = 102.91%) to annual loss cost from the appropriate page of Section 2.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
0996	306.62 i	233.57	288.93	314.61	G
0997	0.37	0.28	0.34	0.37	E
0999	2.41	1.83	2.27	2.47	D
0006	2.28	1.74	2.15	2.34	E
0008	1.91	1.45	1.80	1.96	D
0011	1.13	0.86	1.06	1.16	D
0012	2.33	1.78	2.20	2.39	E
0013	1.26	0.96	1.19	1.29	C
0016	1.18	0.90	1.11	1.21	E
0034	1.93	1.47	1.82	1.98	D
0036	1.32	1.00	1.24	1.35	C
0083	1.66	1.27	1.57	1.71	D
0170	0.83	0.63	0.78	0.85	C
4771	1.77	1.30	1.60	1.71	F
0771	0.45				G
4777	2.32	1.77	2.19	2.38	F
7405	0.76	0.58	0.72	0.78	D
7445	0.16				F
7413	0.19	0.15	0.18	0.20	F
7453	0.04				G
7421	0.23	0.18	0.22	0.24	E
7424	0.55	0.42	0.52	0.56	F
7428	1.70	1.30	1.61	1.75	C
9740	k 0.02				
9741	k 0.01				

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

Associated classes - both codes must be applied. The second code is not subject to experience

i Per hazardous materials response team.

k Not subject to experience rating.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2024 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
<b>Per Capita</b>					
<b>0901</b>	16.41	12.50	15.46	16.84	B
<b>0902</b>	0.43	0.32	0.40	0.44	A
<b>0908</b>	74.24	56.55	69.96	76.17	D
<b>0909</b>	32.90	25.06	31.00	33.76	D
<b>0912</b>	251.24	191.38	236.74	257.78	D
<b>0913</b>	185.36	141.20	174.66	190.19	D
<b>A Rated</b>					
<b>9985</b>	A	A	A	A	
<b>0133</b>	A	A	A	A	

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\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**PENNSYLVANIA  
VOLUNTEER FIRE COMPANY - FIRST RESPONDERS**

**CODE 994**

**SCHEDULE OF ANNUAL LOSS COSTS**

Proposed Effective Date: April 1, 2024

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	<b>1,166</b>	6,501 to 7,000	<b>4,875</b>
301 to 500	<b>1,433</b>	7,001 to 7,500	<b>5,053</b>
501 to 700	<b>1,666</b>	7,501 to 8,000	<b>5,229</b>
701 to 1,000	<b>1,926</b>	8,001 to 8,500	<b>5,401</b>
1,001 to 1,500	<b>2,265</b>	8,501 to 9,000	<b>5,569</b>
1,501 to 2,000	<b>2,632</b>	9,001 to 9,500	<b>5,729</b>
2,001 to 2,500	<b>2,942</b>	9,501 to 10,000	<b>5,889</b>
2,501 to 3,000	<b>3,221</b>	10,001 to 15,000	<b>6,758</b>
3,001 to 3,500	<b>3,464</b>	15,001 to 20,000	<b>8,262</b>
3,501 to 4,000	<b>3,695</b>	20,001 to 25,000	<b>9,740</b>
4,001 to 4,500	<b>3,909</b>	25,001 to 30,000	<b>11,202</b>
4,501 to 5,000	<b>4,114</b>	30,001 to 35,000	<b>12,640</b>
5,001 to 5,500	<b>4,315</b>	35,001 to 40,000	<b>14,060</b>
5,501 to 6,000	<b>4,503</b>	40,001 to 45,000	<b>15,455</b>
6,001 to 6,500	<b>4,693</b>	45,001 to 50,000	<b>16,826</b>
		For each additional 5,000 population.....	<b>1,377</b>

**PENNSYLVANIA  
VOLUNTEER FIRE COMPANY - SUPPORT STAFF**

**CODE 989**

**SCHEDULE OF ANNUAL LOSS COSTS**

Proposed Effective Date: April 1, 2024

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	<b>106</b>	6,501 to 7,000	<b>444</b>
301 to 500	<b>131</b>	7,001 to 7,500	<b>460</b>
501 to 700	<b>152</b>	7,501 to 8,000	<b>476</b>
701 to 1,000	<b>175</b>	8,001 to 8,500	<b>492</b>
1,001 to 1,500	<b>206</b>	8,501 to 9,000	<b>507</b>
1,501 to 2,000	<b>240</b>	9,001 to 9,500	<b>522</b>
2,001 to 2,500	<b>268</b>	9,501 to 10,000	<b>536</b>
2,501 to 3,000	<b>293</b>	10,001 to 15,000	<b>616</b>
3,001 to 3,500	<b>316</b>	15,001 to 20,000	<b>753</b>
3,501 to 4,000	<b>337</b>	20,001 to 25,000	<b>887</b>
4,001 to 4,500	<b>356</b>	25,001 to 30,000	<b>1,021</b>
4,501 to 5,000	<b>375</b>	30,001 to 35,000	<b>1,152</b>
5,001 to 5,500	<b>393</b>	35,001 to 40,000	<b>1,281</b>
5,501 to 6,000	<b>410</b>	40,001 to 45,000	<b>1,408</b>
6,001 to 6,500	<b>428</b>	45,001 to 50,000	<b>1,533</b>
		For each additional 5,000 population.....	<b>125</b>

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
<b>2005</b>	8.39	6.39	7.91	8.61	F
<b>2009</b>	14.55	11.08	13.71	14.93	G
<b>2011</b>	2.02	1.54	1.90	2.07	D
<b>2012</b>	4.88	3.72	4.60	5.01	E
<b>2013</b>	2.21	1.69	2.08	2.27	C
<b>2015</b>	6.19	4.72	5.83	6.35	F
<b>2025</b>	3.89	2.59	3.06	3.33	G
<b>2028</b>	2.10	1.40	1.65	1.80	F
<b>2050</b>	4.04	2.70	3.18	3.46	F
<b>2051</b>	4.56	3.04	3.59	3.91	F
<b>2055</b>	4.50	3.00	3.54	3.85	F
<b>2059</b>	6.20	4.14	4.88	5.32	E
<b>2101</b>	3.20	2.36	2.89	3.10	E
<b>2103</b>	1.15	0.85	1.04	1.11	D
<b>2104</b>	3.40	2.51	3.07	3.30	D
<b>2105</b>	4.28	3.16	3.87	4.16	D
<b>2106</b>	5.50	4.05	4.97	5.34	D
<b>2107</b>	2.70	1.99	2.44	2.62	C
<b>2108</b>	2.15	1.59	1.94	2.09	B
<b>2109</b>	3.62	2.67	3.27	3.52	D
<b>2110</b>	2.65	1.95	2.39	2.57	C
<b>2111</b>	5.78	4.26	5.23	5.61	C
<b>2112</b>	5.74	4.23	5.19	5.58	C
<b>2113</b>	2.23	1.65	2.02	2.17	C
<b>2114</b>	5.09	3.76	4.60	4.94	E
<b>2115</b>	2.31	1.71	2.09	2.25	E
<b>2119</b>	3.96	2.92	3.58	3.84	D
<b>2130</b>	3.94	2.90	3.56	3.82	E
<b>2132</b>	2.37	1.75	2.15	2.30	D
<b>2134</b>	2.55	1.88	2.3	2.47	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.



**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
<b>2135</b>	2.36	1.74	2.14	2.30	D
<b>2136</b>	2.36	1.74	2.14	2.30	C
<b>2139</b>	3.47	2.56	3.14	3.37	D
<b>2141</b>	5.03	3.71	4.55	4.89	D
<b>2142</b>	2.52	1.86	2.27	2.44	C
<b>2161</b>	2.36	1.74	2.14	2.30	C
<b>2163</b>	4.02	2.96	3.63	3.90	C
<b>2165</b>	5.83	4.30	5.27	5.66	C
<b>2166</b>	2.86	2.11	2.59	2.78	C
<b>2201</b>	3.50	2.58	3.16	3.40	E
<b>2204</b>	3.34	2.46	3.02	3.24	B
<b>2205</b>	2.49	1.83	2.25	2.41	C
<b>2221</b>	2.43	1.79	2.19	2.35	C
<b>2222</b>	2.56	1.89	2.31	2.48	D
<b>2225</b>	2.69	1.98	2.43	2.61	C
<b>2227</b>	3.44	2.54	3.11	3.34	D
<b>2255</b>	1.81	1.33	1.63	1.75	F
<b>2257</b>	2.61	1.92	2.36	2.53	E
<b>2261</b>	2.87	2.12	2.59	2.79	E
<b>2263</b>	1.60	1.18	1.45	1.56	D
<b>2265</b>	2.54	1.87	2.29	2.46	C
<b>2281</b>	2.46	1.81	2.22	2.38	D
<b>2282</b>	5.11	3.77	4.62	4.96	D
<b>2285</b>	1.74	1.28	1.57	1.68	D
<b>2301</b>	5.58	4.11	5.04	5.42	E
<b>2305</b>	4.32	3.19	3.91	4.20	D
<b>2306</b>	3.25	2.39	2.93	3.15	C
<b>2311</b>	3.21	2.36	2.90	3.11	C
<b>2319</b>	4.48	3.30	4.04	4.34	B
<b>2323</b>	3.79	2.79	3.42	3.67	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2327	2.24	1.65	2.03	2.18	B
2402	2.78	2.05	2.51	2.70	E
2403	2.43	1.79	2.19	2.35	E
2404	3.05	2.25	2.76	2.96	F
2406	2.77	2.04	2.50	2.69	F
2407	2.81	2.07	2.54	2.73	E
2411	4.17	3.07	3.77	4.05	E
2413	4.50	3.31	4.06	4.36	D
2415	3.37	2.48	3.04	3.27	E
2416	2.02	1.49	1.82	1.96	D
2421	6.45	4.76	5.83	6.26	E
2425	6.52	4.81	5.90	6.33	D
2427	5.63	4.15	5.09	5.47	D
2429	2.74	2.02	2.48	2.66	D
2431	4.68	3.45	4.23	4.54	D
2433	3.20	2.36	2.89	3.10	D
2435	3.21	2.36	2.90	3.11	D
2441	1.02	0.76	0.93	0.99	D
2445	2.17	1.60	1.96	2.11	D
2446	1.30	0.96	1.17	1.26	D
2447	3.43	2.53	3.10	3.33	D
2449	1.97	1.45	1.78	1.91	D
2451	3.68	2.72	3.33	3.58	C
2454	3.25	2.39	2.93	3.15	D
2456	2.92	2.15	2.64	2.84	C
2457	2.83	2.09	2.56	2.75	C
2458	1.19	0.88	1.07	1.15	C
2459	0.79	0.58	0.72	0.77	C
2461	2.22	1.64	2.01	2.16	D
2463	2.27	1.68	2.05	2.21	D

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2465	2.75	2.03	2.48	2.67	D
2467	2.94	2.17	2.66	2.86	C
2471	1.24	0.91	1.12	1.20	C
2472	0.60	0.44	0.54	0.58	C
2473	2.27	1.68	2.05	2.21	C
2474	2.12	1.56	1.92	2.06	E
2475	2.12	1.56	1.92	2.06	D
2476	1.20	0.88	1.08	1.16	E
2477	1.56	1.15	1.41	1.52	E
2483	1.18	0.87	1.06	1.14	C
2485	1.01	0.75	0.92	0.99	C
2486	1.45	1.07	1.31	1.41	C
2487	1.19	0.88	1.07	1.15	C
2488	0.75	0.55	0.68	0.73	C
2489	1.01	0.75	0.92	0.99	C
2501	3.67	2.71	3.32	3.57	F
2502	2.86	2.11	2.59	2.78	B
2506	2.07	1.53	1.87	2.01	C
2507	1.60	1.18	1.45	1.56	E
2509	5.07	3.74	4.58	4.93	G
2511	5.85	4.31	5.28	5.67	E
2512	3.35	2.47	3.03	3.25	D
2513	3.31	2.44	2.99	3.21	D
2514	3.38	2.49	3.05	3.28	E
2535	2.39	1.77	2.16	2.32	D
2536	4.82	3.55	4.36	4.68	C
2551	1.39	1.02	1.26	1.35	F
2553	1.04	0.76	0.94	1.00	F
2555	0.39	0.28	0.35	0.37	C
2563	1.44	1.06	1.3	1.4	D

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2571	1.90	1.40	1.71	1.84	D
2573	3.20	2.36	2.89	3.10	F
2581	0.92	0.68	0.83	0.90	E
2601	5.78	3.79	4.47	4.86	F
2603	6.09	3.99	4.71	5.12	F
2605	8.09	5.30	6.26	6.81	E
2606	4.17	2.73	3.22	3.51	G
2607	2.87	1.88	2.22	2.42	F
2608	6.15	4.03	4.76	5.18	F
2609	3.74	2.47	2.91	3.17	G
2611	9.38	6.14	7.25	7.89	F
2615	9.86	6.46	7.62	8.30	F
2617	3.37	2.21	2.61	2.84	G
2645	5.83	3.82	4.51	4.91	G
2646	5.80	3.80	4.48	4.88	E
2647	8.39	5.50	6.49	7.06	E
2648	7.26	4.75	5.61	6.11	F
2649	4.85	3.18	3.75	4.08	F
2651	5.95	3.91	4.62	5.03	F
2652	10.21	6.69	7.90	8.59	G
2653	7.90	5.17	6.11	6.65	G
2654	7.22	4.73	5.58	6.07	G
2655	8.83	5.78	6.83	7.43	G
2656	4.35	2.85	3.36	3.66	G
2657	8.90	5.83	6.88	7.49	G
2658	9.05	5.93	6.99	7.61	G
2659	15.91	10.42	12.30	13.39	G
2660	3.09	2.02	2.39	2.60	F
2661	2.93	1.90	2.25	2.44	F
2662	7.51	4.92	5.8	6.32	E

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2663	3.77	2.47	2.92	3.18	F
2664	4.05	2.65	3.13	3.41	E
2665	8.19	5.36	6.33	6.89	G
2666	7.57	4.96	5.85	6.37	E
2667	2.37	1.55	1.83	1.99	F
2668	9.39	6.15	7.26	7.90	E
2669	9.28	6.08	7.18	7.81	F
2670	6.87	4.50	5.31	5.78	F
2673	6.84	4.48	5.29	5.76	E
2674	7.00	4.58	5.41	5.89	E
2675	2.93	1.92	2.26	2.46	G
2676	6.74	4.42	5.21	5.67	G
2677	3.04	1.99	2.35	2.56	G
2679	9.25	6.06	7.15	7.79	F
2681	7.29	4.77	5.63	6.13	F
2709	0.47	0.31	0.37	0.40	F
2716	3.83	2.55	3.01	3.28	D
2718	3.31	2.21	2.61	2.84	E
2721	8.55	6.31	7.73	8.30	F
2744	0.41	0.30	0.37	0.39	C
2751	0.85	0.63	0.77	0.83	E
2752	0.49	0.36	0.44	0.47	G
2753	2.44	1.80	2.20	2.36	D
2755	0.96	0.71	0.87	0.94	F
2757	1.20	0.88	1.08	1.16	E
2759	5.23	3.85	4.72	5.07	E
2801	5.61	4.27	5.29	5.76	F
2802	2.91	2.22	2.74	2.99	G
2803	9.66	7.36	9.10	9.91	C
2804	3.03	2.31	2.86	3.11	D

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
<b>2805</b>	4.37	3.33	4.12	4.49	E
<b>2806</b>	7.52	5.73	7.09	7.72	C
<b>2807</b>	4.40	3.35	4.15	4.52	C
<b>2808</b>	6.63	5.05	6.24	6.80	E
<b>2809</b>	4.44	3.39	4.19	4.56	F
<b>2810</b>	2.77	2.11	2.61	2.84	F
<b>2811</b>	6.50	4.95	6.13	6.67	F
<b>2812</b>	6.56	4.99	6.18	6.73	F
<b>2813</b>	3.75	2.86	3.54	3.85	D
<b>2814</b>	2.11	1.61	1.99	2.17	E
<b>2815</b>	2.74	2.09	2.58	2.81	D
<b>2816</b>	1.73	1.31	1.63	1.77	D
<b>2817</b>	5.29	4.03	4.98	5.42	D
<b>2818</b>	1.16	0.88	1.09	1.19	D
<b>2819</b>	0.46	0.35	0.43	0.47	F
<b>2820</b>	2.73	2.08	2.57	2.80	D
<b>2821</b>	5.54	4.22	5.22	5.68	C
<b>2825</b>	3.64	2.78	3.43	3.74	B
<b>2828</b>	5.88	4.48	5.54	6.03	C
<b>2855</b>	3.85	2.93	3.62	3.95	E
<b>2857</b>	3.35	2.55	3.16	3.44	E
<b>2858</b>	4.52	3.44	4.26	4.63	F
<b>2859</b>	4.69	3.57	4.42	4.81	E
<b>2860</b>	4.26	3.25	4.02	4.37	D
<b>2862</b>	5.44	4.14	5.13	5.58	E
<b>2865</b>	4.48	3.41	4.22	4.59	C
<b>2880</b>	4.12	3.14	3.88	4.23	D
<b>2882</b>	4.68	3.56	4.41	4.80	B
<b>2884</b>	1.00	0.77	0.95	1.03	B
<b>2885</b>	2.17	1.65	2.05	2.23	D

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2886	1.65	1.26	1.56	1.70	C
2887	0.96	0.73	0.91	0.99	C
2890	0.58	0.44	0.55	0.59	C
2891	1.99	1.52	1.87	2.04	B
2892	1.42	1.08	1.34	1.46	B
2893	1.30	0.99	1.22	1.33	B
2896	1.10	0.83	1.03	1.12	B
2897	1.45	1.11	1.37	1.49	A
2898	1.92	1.46	1.81	1.97	C
2899	1.14	0.87	1.07	1.17	B
2903	0.24	0.19	0.23	0.25	E
2904	0.46	0.35	0.43	0.47	E
2905	0.14	0.11	0.13	0.15	F
2907	3.77	2.88	3.56	3.87	C
2910	3.24	2.47	3.05	3.32	C
2911	5.37	4.09	5.06	5.51	D
2914	1.96	1.49	1.85	2.01	C
2915	1.69	1.29	1.60	1.74	C
2916	1.75	1.33	1.64	1.79	B
2917	2.50	1.90	2.35	2.56	C
2918	1.57	1.20	1.48	1.61	A
2919	1.64	1.25	1.55	1.69	C
2920	0.31	0.24	0.30	0.32	D
2921	3.55	2.71	3.35	3.64	C
2922	2.79	2.13	2.63	2.86	C
2923	2.11	1.61	1.99	2.17	C
2924	4.49	3.42	4.23	4.60	C
2925	1.64	1.25	1.55	1.69	C
2926	2.26	1.72	2.13	2.32	C
2927	0.97	0.74	0.92	1	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2928	2.16	1.65	2.04	2.22	B
2932	0.69	0.53	0.65	0.71	D
2933	2.36	1.80	2.23	2.43	D
2934	3.13	2.38	2.95	3.21	D
2935	1.21	0.92	1.14	1.24	C
2936	1.04	0.79	0.98	1.06	E
2939	5.00	3.81	4.71	5.13	F
2940	4.01	3.05	3.78	4.11	C
2941	2.72	2.07	2.56	2.79	C
2944	1.46	1.11	1.38	1.50	B
2945	2.19	1.67	2.07	2.25	A
2948	2.38	1.82	2.25	2.45	C
2951	0.42	0.32	0.39	0.43	E
2952	0.72	0.55	0.68	0.74	E
2953	0.16	0.12	0.15	0.17	D
2954	1.93	1.47	1.82	1.98	E
2955	0.31	0.24	0.30	0.32	F
2956	0.12	0.09	0.11	0.12	E
2957	0.60	0.46	0.56	0.61	D
2958	3.11	2.37	2.93	3.19	C
2959	1.28	0.97	1.20	1.31	B
2960	2.69	2.05	2.53	2.76	C
2961	1.48	1.13	1.40	1.52	D
2962	0.06	0.05	0.06	0.06	D
2963	0.66	0.50	0.62	0.68	C
2964	1.31	1.00	1.23	1.34	B
2965	1.00	0.77	0.95	1.03	B
2966	2.47	1.88	2.32	2.53	D
2967	1.15	0.87	1.08	1.18	C
2968	1.24	0.94	1.17	1.27	B

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.



**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS  
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

**Proposed Effective Date: April 1, 2024 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
2969	1.92	1.46	1.81	1.97	D
2970	7.02	5.35	6.62	7.21	A
2971	3.48	2.65	3.28	3.57	D
2973	2.53	1.92	2.38	2.59	B
2974	2.03	1.55	1.91	2.08	C
2975	1.48	1.13	1.40	1.52	A
2976	1.04	0.79	0.98	1.06	C
2977	0.64	0.49	0.60	0.66	B
2978	2.54	1.93	2.39	2.60	D
2979	2.96	2.26	2.79	3.04	A
2980	4.32	3.29	4.07	4.44	C
2981	1.50	1.14	1.42	1.54	B
2983	4.99	3.80	4.70	5.12	D
2984	0.22	0.17	0.21	0.23	C
2986	1.41	1.07	1.33	1.45	A
2987	0.66	0.50	0.62	0.68	C
2988	0.25	0.19	0.24	0.26	C
2991	3.76	2.87	3.55	3.86	A
2992	4.23	3.22	3.99	4.34	F
2995	5.27	4.01	4.96	5.40	F
2997	0.65	0.49	0.61	0.67	E
2999	4.19	3.19	3.95	4.30	D
6771	2.92	2.15	2.64	2.84	F
6777	3.68	2.81	3.47	3.78	F
9428	3.28	2.50	3.09	3.36	C

\* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.