

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.

Exhibit 1 shows Policy Years 2017-2021 payrolls (in \$000) for each of the five PCRB 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 industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each industry group, weights by class were calculated based on Policy Years 2017-2021 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 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 industry group and in total, for Serious, Non-Serious and Medical Only.

For the total of all 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 industry groups, credibility is determined as a function of industry group payroll using the payroll credibility table. The credibility is applied to the 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 industry groups.

Exhibit 4 determines the proposed temporary staffing loss costs by class. For each class, an indicated proposed temporary staffing loss cost is calculated (column (14)) by multiplying the proposed direct employment loss cost by the total proposed temporary staffing pure premium divided by the total proposed direct employment pure premium. If a class's total proposed temporary staffing pure premium and proposed direct employment pure premium are each zero, then the associated 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 proposed 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 percentage points of the proposed industry group change applied to the current temporary staffing loss costs by class. Note that codes may show changes greater than +25 percentage points or lower than -25 percentage points. 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

IG 1		IG 1 (cont.)		IG 2		IG 3		IG 4		IG 4 (cont.)		IG 5	
Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)
2059	1,756	2421	1,633	2005	2,295	2819	2,073	2011	7,236	2919	2,289	2009	170
2101	10,429	2425	1,856	2012	33,867	2887	21,818	2013	2,424	2920	5,405	2015	184
2103	122	2427	1,293	2601	13,666	2890	2,387	2141	9,888	2921	6,050	2025	1,039
2104	309,538	2429	2,295	2603	5,126	2891	33,271	2142	1,028	2922	34,467	2028	16,541
2105	50,210	2431	2,696	2605	524	2892	11,371	2709	8	2923	515,974	2050	5,543
2106	10,253	2433	5,145	2606	2,511	2893	46,865	2801	1,407	2924	182,508	2051	5,122
2107	203,651	2435	1,473	2607	24,617	2903	3,620	2806	1,342	2925	15,040	2055	1,807
2108	7,689	2441	9,363	2608	15,395	2905	6,128	2809	13,491	2926	53,520	2716	750
2109	12,663	2445	100,146	2609	11,497	2936	102,086	2813	728,328	2927	54,232	2718	82
2110	2,869	2446	13,990	2611	174	2948	10,850	2814	34,517	2928	178,935	2721	2,134
2111	14,751	2447	3,899	2615	93	2951	330,334	2815	118,023	2932	18,466	2751	5,273
2112	7,506	2449	2,310	2617	25,446	2953	5,525,544	2816	4,456	2933	4,726	2752	27,917
2113	32,074	2451	48,593	2645	7,715	2955	97,880	2818	116,189	2934	40,350	2753	31,168
2114	228	2454	74,305	2646	4,427	2956	269,733	2820	2,165	2935	2,449	2755	30,596
2115	636	2456	22,126	2647	1,558	2957	1,127,240	2821	4,817	2940	19,059	2757	22,195
2119	11,807	2457	8,663	2648	4,890	2958	80,516	2825	7,900	2941	45,205	2759	7,827
2130	166	2458	652	2649	6,060	2961	936,424	2855	39,490	2944	17,741	2803	83
2132	8,374	2459	4,942	2651	22,009	2962	162,416	2857	12,642	2945	18,099	2804	18,853
2134	2,191	2461	118,321	2652	15,287	2963	21,083	2858	2,807	2952	97,355	2805	3,005
2135	66	2463	25,460	2653	9,787	2965	774,885	2859	905	2959	72,694	2807	13,239
2136	1,713	2465	6,941	2654	7,835	2984	52,893	2860	395	2960	330,419	2808	52,783
2139	730	2467	1,038	2655	3,624	2987	1,527	2862	5,997	2964	3,842	2810	1,173
2161	50,876	2471	9,165	2656	8,144	2988	55,588	2865	8,075	2966	5,606	2811	78,667
2163	5,686	2472	67,779	2657	456	2880	26,123	2968	4,821	2968	4,821	2812	2,067
2165	1,623	2473	16,321	2658	1,995	2882	1,518	2971	130,867	2971	130,867	2817	10,692
2166	1,601	2474	12,769	2659	8,816	2884	6,744	2973	55,742	2973	55,742	2828	1,901
2201	118	2475	13,273	2660	32,788	2885	14,675	2974	116,845	2974	116,845	2904	170
2204	927	2476	4,057	2661	99,352	2886	5,474	2975	83,453	2975	83,453	2939	325
2205	1,902	2477	1,346	2662	3,644	2896	6,023	2976	15,811	2976	15,811	2954	21,319
2221	147,813	2483	3,690	2663	61,736	2897	63,002	2977	13,787	2977	13,787	2967	8,030
2222	135,414	2485	6,585	2664	79,397	2898	26,875	2978	8,013	2978	8,013	2969	21,658
2225	19,510	2486	428	2665	5,439	2899	6,859	2979	60,978	2979	60,978	2970	3,553
2227	3,860	2487	17,439	2666	2,115	2907	11,224	2980	18,385	2980	18,385	2991	3,007
2255	34,009	2488	71,526	2667	718	2910	3,034	2981	13,217	2981	13,217	2992	2,567
2257	35,084	2489	1,397	2668	2,025	2911	25,376	2983	3,375	2983	3,375	2995	17,883
2261	24,111	2501	4,338	2669	266	2914	25,117	2986	6,592	2986	6,592	9428	32,278
2263	1,976	2502	102	2670	3,225	2915	4,328	2997	4,014	2997	4,014		
2265	4,808	2506	10,733	2673	2,001	2916	66,293	2999	2,186	2999	2,186		
2281	126,481	2507	2,934	2674	1,501	2917	86,717						
2282	2,306	2509	0	2675	96,226	2918	5,135						
2285	10,101	2511	12,396	2676	3,615								
2301	4,389	2512	885	2677	6,463								
2305	23,672	2513	6,610	2679	340								
2306	1,272	2514	2,412	2681	419								
2311	27,660	2535	25,513	2802	1,793								
2319	1,217	2536	2,570										
2323	7,898	2551	16,690										
2327	5,011	2553	6,531										
2402	7,458	2555	53,121										
2403	20,433	2563	25,639										
2404	25,405	2571	35,434										
2406	6,536	2573	3,706										
2407	12,616	2581	14,022										
2411	6,964	2744	12,485										
2413	9,825	6771	783										
2415	22,533	6777	2,970										
2416	4,735												
		Total IG 1	2,408,042	Total IG 2	640,875	Total IG 3	9,676,533	Total IG 4		Total IG 4	3,770,568	Total IG 5	451,600
												Grand Total	16,947,617

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021		(4)	(5)			(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021		(12)	(14)			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)					
	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights		Actual Indicated Pure Premium							Weighted Indicated Pure Premium			Direct Employment Payroll (\$000)	Actual Indicated Pure Premium					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	1,756	0.0007	-	2.424	0.194	-	0.002	0.000	059	168,631	0.714	0.780	0.166	0.001	0.001	0.000								
2101	10,429	0.0043	0.147	2.201	0.177	0.001	0.010	0.001	101	589,253	0.354	0.916	0.132	0.002	0.004	0.001								
2103	122	0.0001	0.282	1.158	0.108	0.000	0.000	0.000	103	18,631	-	0.034	0.117	-	0.000	0.000								
2104	309,538	0.1285	0.345	3.182	0.290	0.044	0.409	0.037	104	3,346,353	0.405	1.128	0.145	0.052	0.145	0.019								
2105	50,210	0.0209	0.147	2.201	0.177	0.003	0.046	0.004	105	2,917,372	1.061	1.124	0.120	0.022	0.023	0.003								
2106	10,253	0.0043	-	2.424	0.194	-	0.010	0.001	106	650,791	0.380	1.986	0.276	0.002	0.008	0.001								
2107	203,651	0.0846	-	1.652	0.190	-	0.140	0.016	107	1,187,174	0.241	0.851	0.161	0.020	0.072	0.014								
2108	7,689	0.0032	0.147	2.201	0.177	0.000	0.007	0.001	108	458,496	-	0.642	0.100	-	0.002	0.000								
2109	12,663	0.0053	-	2.424	0.194	-	0.013	0.001	109	1,209,975	0.956	1.093	0.111	0.005	0.006	0.001								
2110	2,869	0.0012	0.147	2.201	0.177	0.000	0.003	0.000	110	193,580	0.414	0.726	0.104	0.000	0.001	0.000								
2111	14,751	0.0061	-	2.424	0.194	-	0.015	0.001	111	1,393,973	0.164	1.561	0.290	0.001	0.010	0.002								
2112	7,506	0.0031	-	-	0.099	-	-	0.000	112	1,547,085	0.761	1.243	0.138	0.002	0.004	0.000								
2113	32,074	0.0133	0.056	1.526	0.126	0.001	0.020	0.002	113	1,422,351	0.547	0.680	0.131	0.007	0.009	0.002								
2114	228	0.0001	-	2.940	0.129	-	0.000	0.000	114	40,338	0.138	0.941	0.235	0.000	0.000	0.000								
2115	636	0.0003	0.158	1.753	0.138	0.000	0.000	0.000	115	91,645	-	1.054	0.273	-	0.000	0.000								
2119	11,807	0.0049	0.147	2.201	0.177	0.001	0.011	0.001	119	423,650	0.345	1.369	0.293	0.002	0.007	0.001								
2130	166	0.0001	-	2.424	0.194	-	0.000	0.000	130	8,938	-	0.105	0.113	-	0.000	0.000								
2132	8,374	0.0035	0.147	2.201	0.177	0.001	0.008	0.001	132	530,721	0.170	0.647	0.089	0.001	0.002	0.000								
2134	2,191	0.0009	0.147	2.201	0.177	0.000	0.002	0.000	134	147,269	-	1.411	0.206	-	0.001	0.000								
2135	66	0.0000	0.147	2.201	0.177	0.000	0.000	0.000	135	4,589	-	-	0.063	-	-	0.000								
2136	1,713	0.0007	0.147	2.201	0.177	0.000	0.002	0.000	136	114,389	-	0.414	0.105	-	0.000	0.000								
2139	730	0.0003	-	2.424	0.194	-	0.001	0.000	139	50,698	-	0.844	0.384	-	0.000	0.000								
2161	50,876	0.0211	-	2.562	0.239	-	0.054	0.005	161	391,944	-	0.620	0.120	-	0.013	0.003								
2163	5,686	0.0024	0.147	2.201	0.177	0.000	0.005	0.000	163	305,445	0.682	1.675	0.249	0.002	0.004	0.001								
2165	1,623	0.0007	-	2.424	0.194	-	0.002	0.000	165	122,927	-	2.336	0.230	-	0.002	0.000								
2166	1,601	0.0007	0.147	2.201	0.177	0.000	0.001	0.000	166	101,143	-	0.721	0.110	-	0.000	0.000								
2201	118	0.0000	-	2.424	0.194	-	0.000	0.000	201	13,247	-	0.075	0.138	-	0.000	0.000								
2204	927	0.0004	0.147	2.201	0.177	0.000	0.001	0.000	204	58,357	-	1.158	0.459	-	0.000	0.000								
2205	1,902	0.0008	0.147	2.201	0.177	0.000	0.002	0.000	205	26,089	-	0.631	0.071	-	0.000	0.000								
2221	147,813	0.0614	-	0.612	0.149	-	0.038	0.009	221	2,086,383	0.243	0.736	0.090	0.015	0.045	0.006								
2222	135,414	0.0562	0.145	1.668	0.228	0.008	0.094	0.013	222	5,137,391	0.266	0.744	0.116	0.015	0.042	0.007								
2225	19,510	0.0081	0.147	2.201	0.177	0.001	0.018	0.001	225	1,110,125	0.454	0.980	0.141	0.004	0.008	0.001								
2227	3,860	0.0016	0.147	2.201	0.177	0.000	0.004	0.000	227	264,025	0.076	1.548	0.115	0.000	0.002	0.000								
2255	34,009	0.0141	-	1.704	0.109	-	0.024	0.002	255	1,234,122	0.020	0.550	0.057	0.000	0.008	0.001								
2257	35,084	0.0146	0.147	2.201	0.177	0.002	0.032	0.003	257	1,857,321	0.555	0.732	0.102	0.008	0.011	0.001								
2261	24,111	0.0100	0.147	2.201	0.177	0.001	0.022	0.002	261	1,223,954	0.515	0.916	0.110	0.005	0.009	0.001								
2263	1,976	0.0008	0.158	1.753	0.138	0.000	0.001	0.000	263	286,542	0.458	0.434	0.077	0.000	0.000	0.000								
2265	4,808	0.0020	0.147	2.201	0.177	0.000	0.004	0.000	265	294,831	0.064	1.008	0.072	0.000	0.002	0.000								
2281	126,481	0.0525	-	1.874	0.070	-	0.098	0.004	281	2,647,332	0.373	0.639	0.109	0.020	0.034	0.006								
2282	2,306	0.0010	-	2.940	0.129	-	0.003	0.000	282	426,083	2.178	1.708	0.135	0.002	0.002	0.000								
2285	10,101	0.0042	0.147	2.201	0.177	0.001	0.009	0.001	285	688,995	0.033	0.618	0.095	0.000	0.003	0.000								
2301	4,389	0.0018	-	2.424	0.194	-	0.004	0.000	301	457,886	0.709	1.943	0.187	0.001	0.004	0.000								
2305	23,672	0.0098	-	2.424	0.194	-	0.024	0.002	305	2,156,612	0.306	1.270	0.200	0.003	0.012	0.002								
2306	1,272	0.0005	-	2.424	0.194	-	0.001	0.000	306	54,796	-	0.229	0.049	-	0.000	0.000								

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Weights	(4)-(9) Actual Indicated Pure Premium						(10) Direct Employment Code			(11)-(17) Direct Employment Payroll (\$000)					
			(5) Actual Indicated Pure Premium			(6) Weighted Indicated Pure Premium			Code	Payroll (\$000)	(12)-(14) Actual Indicated Pure Premium			(15)-(17) Weighted Indicated Pure Premium			
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only	
2311	27,660	0.0115	0.147	2.201	0.177	0.002	0.025	0.002	311	1,828,650	0.431	0.949	0.150	0.005	0.011	0.002	
2319	1,217	0.0005	-	2.424	0.194	-	0.001	0.000	319	113,263	0.381	1.476	0.202	0.000	0.001	0.000	
2323	7,898	0.0033	-	2.424	0.194	-	0.008	0.001	323	782,077	0.238	1.235	0.167	0.001	0.004	0.001	
2327	5,011	0.0021	0.147	2.201	0.177	0.000	0.005	0.000	327	98,791	0.696	1.202	0.059	0.001	0.003	0.000	
2402	7,458	0.0031	-	2.424	0.194	-	0.008	0.001	402	520,099	0.156	0.873	0.101	0.000	0.003	0.000	
2403	20,433	0.0085	-	0.895	0.205	-	0.008	0.002	403	1,591,049	0.309	0.652	0.085	0.003	0.006	0.001	
2404	25,405	0.0106	0.147	2.201	0.177	0.002	0.023	0.002	404	1,427,747	0.935	0.885	0.056	0.010	0.009	0.001	
2406	6,536	0.0027	-	2.424	0.194	-	0.007	0.001	406	690,441	1.051	0.850	0.144	0.003	0.002	0.000	
2407	12,616	0.0052	0.147	2.201	0.177	0.001	0.012	0.001	407	794,758	0.019	0.634	0.268	0.000	0.003	0.001	
2411	6,964	0.0029	-	2.424	0.194	-	0.007	0.001	411	633,870	0.212	1.409	0.194	0.001	0.004	0.001	
2413	9,825	0.0041	-	2.424	0.194	-	0.010	0.001	413	704,247	0.878	1.329	0.138	0.004	0.005	0.001	
2415	22,533	0.0094	0.147	2.201	0.177	0.001	0.021	0.002	415	1,476,624	0.499	0.966	0.134	0.005	0.009	0.001	
2416	4,735	0.0020	0.158	1.753	0.138	0.000	0.003	0.000	416	556,932	0.450	0.502	0.052	0.001	0.001	0.000	
2421	1,633	0.0007	-	2.424	0.194	-	0.002	0.000	421	158,526	-	1.296	0.341	-	0.001	0.000	
2425	1,856	0.0008	-	2.940	0.129	-	0.002	0.000	425	188,196	0.041	1.827	0.256	0.000	0.001	0.000	
2427	1,293	0.0005	-	2.424	0.194	-	0.001	0.000	427	142,172	1.852	2.424	0.227	0.001	0.001	0.000	
2429	2,295	0.0010	-	2.424	0.194	-	0.002	0.000	429	239,499	-	0.484	0.171	-	0.000	0.000	
2431	2,696	0.0011	-	2.424	0.194	-	0.003	0.000	431	280,757	1.413	1.371	0.093	0.002	0.002	0.000	
2433	5,145	0.0021	0.147	2.201	0.177	0.000	0.005	0.000	433	272,884	0.115	0.957	0.166	0.000	0.002	0.000	
2435	1,473	0.0006	-	2.424	0.194	-	0.001	0.000	435	94,894	0.742	1.285	0.164	0.000	0.001	0.000	
2441	9,363	0.0039	0.282	1.158	0.108	0.001	0.005	0.000	441	1,244,996	0.112	0.319	0.044	0.000	0.001	0.000	
2445	100,146	0.0416	2.503	3.157	0.273	0.104	0.131	0.011	445	3,921,952	0.316	0.597	0.105	0.013	0.025	0.004	
2446	13,990	0.0058	0.158	1.753	0.138	0.001	0.010	0.001	446	1,684,092	0.186	0.431	0.073	0.001	0.003	0.000	
2447	3,899	0.0016	-	2.424	0.194	-	0.004	0.000	447	397,778	0.327	1.062	0.176	0.001	0.002	0.000	
2449	2,310	0.0010	0.158	1.753	0.138	0.000	0.002	0.000	449	247,533	-	0.713	0.131	-	0.001	0.000	
2451	48,593	0.0202	1.529	3.275	0.280	0.031	0.066	0.006	451	2,121,354	0.195	1.126	0.166	0.004	0.023	0.003	
2454	74,305	0.0309	0.147	2.201	0.177	0.005	0.068	0.005	454	4,550,974	0.355	0.888	0.184	0.011	0.027	0.006	
2456	22,126	0.0092	0.147	2.201	0.177	0.001	0.020	0.002	456	1,076,131	0.272	0.905	0.146	0.002	0.008	0.001	
2457	8,663	0.0036	0.147	2.201	0.177	0.001	0.008	0.001	457	573,978	0.393	0.690	0.154	0.001	0.002	0.001	
2458	652	0.0003	0.158	1.753	0.138	0.000	0.000	0.000	458	98,157	-	-	0.017	-	-	0.000	
2459	4,942	0.0021	0.282	1.158	0.108	0.001	0.002	0.000	459	723,617	0.094	0.245	0.059	0.000	0.001	0.000	
2461	118,321	0.0491	0.147	2.201	0.177	0.007	0.108	0.009	461	7,119,833	0.270	0.569	0.098	0.013	0.028	0.005	
2463	25,460	0.0106	0.147	2.201	0.177	0.002	0.023	0.002	463	1,590,490	0.177	0.673	0.142	0.002	0.007	0.002	
2465	6,941	0.0029	0.147	2.201	0.177	0.000	0.006	0.001	465	339,281	0.044	0.798	0.161	0.000	0.002	0.000	
2467	1,038	0.0004	-	2.424	0.194	-	0.001	0.000	467	48,043	-	0.255	0.063	-	0.000	0.000	
2471	9,165	0.0038	0.282	1.158	0.108	0.001	0.004	0.000	471	1,252,320	0.077	0.312	0.066	0.000	0.001	0.000	
2472	67,779	0.0281	0.719	1.286	0.120	0.020	0.036	0.003	472	1,378,495	0.011	0.152	0.034	0.000	0.004	0.001	
2473	16,321	0.0068	0.158	1.753	0.138	0.001	0.012	0.001	473	925,429	0.177	0.823	0.126	0.001	0.006	0.001	
2474	12,769	0.0053	0.158	1.753	0.138	0.001	0.009	0.001	474	887,486	0.381	0.662	0.094	0.002	0.004	0.000	
2475	13,273	0.0055	-	-	0.271	-	-	0.001	475	1,974,453	0.185	0.632	0.059	0.001	0.003	0.000	
2476	4,057	0.0017	0.282	1.158	0.108	0.000	0.002	0.000	476	449,291	0.216	0.357	0.063	0.000	0.001	0.000	
2477	1,346	0.0006	0.158	1.753	0.138	0.000	0.001	0.000	477	210,801	0.162	0.500	0.099	0.000	0.000	0.000	
2483	3,690	0.0015	0.158	1.753	0.138	0.000	0.003	0.000	483	190,820	0.090	0.351	0.113	0.000	0.001	0.000	
2485	6,585	0.0027	0.282	1.158	0.108	0.001	0.003	0.000	485	884,588	0.384	0.252	0.066	0.001	0.001	0.000	

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 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 2017-2021 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
2486	428	0.0002	0.158	1.753	0.138	0.000	0.000	0.000	486	53,946	0.571	0.098	0.036	0.000	0.000	0.000
2487	17,439	0.0072	0.282	1.158	0.108	0.002	0.008	0.001	487	1,244,994	0.011	0.434	0.056	0.000	0.003	0.000
2488	71,526	0.0297	0.424	0.982	0.052	0.013	0.029	0.002	488	2,820,662	0.040	0.211	0.063	0.001	0.006	0.002
2489	1,397	0.0006	0.282	1.158	0.108	0.000	0.001	0.000	489	242,895	0.246	0.204	0.076	0.000	0.000	0.000
2501	4,338	0.0018	0.147	2.201	0.177	0.000	0.004	0.000	501	293,761	0.891	1.384	0.121	0.002	0.002	0.000
2502	102	0.0000	0.147	2.201	0.177	0.000	0.000	0.000	502	5,366	-	0.998	0.157	-	0.000	0.000
2506	10,733	0.0045	0.158	1.753	0.138	0.001	0.008	0.001	506	1,439,564	0.283	0.555	0.085	0.001	0.002	0.000
2507	2,934	0.0012	0.158	1.753	0.138	0.000	0.002	0.000	507	436,630	-	0.534	0.105	-	0.001	0.000
2509	0	0.0000	-	2.424	0.194	-	0.000	0.000	509	2	-	-	-	-	-	-
2511	12,396	0.0051	-	2.424	0.194	-	0.012	0.001	511	1,049,652	0.708	1.718	0.187	0.004	0.009	0.001
2512	885	0.0004	-	2.424	0.194	-	0.001	0.000	512	98,074	0.842	1.033	0.320	0.000	0.000	0.000
2513	6,610	0.0027	0.147	2.201	0.177	0.000	0.006	0.000	513	201,146	0.327	0.676	0.081	0.001	0.002	0.000
2514	2,412	0.0010	-	2.424	0.194	-	0.002	0.000	514	245,890	0.526	0.936	0.158	0.001	0.001	0.000
2535	25,513	0.0106	0.147	2.201	0.177	0.002	0.023	0.002	535	801,641	0.187	0.680	0.070	0.002	0.007	0.001
2536	2,570	0.0011	-	2.424	0.194	-	0.003	0.000	536	217,550	1.069	1.869	0.214	0.001	0.002	0.000
2551	16,690	0.0069	0.282	1.158	0.108	0.002	0.008	0.001	551	1,495,490	0.159	0.381	0.043	0.001	0.003	0.000
2553	6,531	0.0027	0.282	1.158	0.108	0.001	0.003	0.000	553	1,040,457	0.182	0.241	0.033	0.000	0.001	0.000
2555	53,121	0.0221	1.407	1.243	0.045	0.031	0.027	0.001	555	6,406,134	0.078	0.076	0.024	0.002	0.002	0.001
2563	25,639	0.0106	0.912	1.588	0.083	0.010	0.017	0.001	563	1,680,433	0.290	0.485	0.069	0.003	0.005	0.001
2571	35,434	0.0147	0.147	2.201	0.177	0.002	0.032	0.003	571	1,191,792	0.128	0.614	0.104	0.002	0.009	0.002
2573	3,706	0.0015	-	2.424	0.194	-	0.004	0.000	573	196,632	0.645	0.727	0.074	0.001	0.001	0.000
2581	14,022	0.0058	0.158	1.753	0.138	0.001	0.010	0.001	581	2,010,995	0.060	0.265	0.037	0.000	0.002	0.000
2744	12,485	0.0052	1.407	1.243	0.045	0.007	0.006	0.000	744	2,506,906	0.024	0.082	0.022	0.000	0.000	0.000
6771	783	0.0003	0.147	2.201	0.177	0.000	0.001	0.000	4771	54,308	1.083	0.941	0.125	0.000	0.000	0.000
6777	2,970	0.0012	-	2.940	0.129	-	0.004	0.000	4777	40,378	14.304	0.899	0.197	0.018	0.001	0.000
TOTAL IG 1	2,408,042	1.0000				0.322	2.031	0.182		109,724,118				0.325	0.777	0.119
Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.991	2.615	1.532								
2005	2,295	0.0036	-	-	0.099	-	-	0.000	005	684,515	2.421	3.005	0.240	0.009	0.011	0.001
2012	33,867	0.0528	-	2.424	0.194	-	0.128	0.010	012	3,735,598	0.758	1.490	0.154	0.040	0.079	0.008
2601	13,666	0.0213	-	2.940	0.129	-	0.063	0.003	601	2,451,549	0.610	1.192	0.117	0.013	0.025	0.002
2603	5,126	0.0080	-	2.424	0.194	-	0.019	0.002	603	561,716	0.531	0.802	0.115	0.004	0.006	0.001
2605	524	0.0008	-	2.940	0.129	-	0.002	0.000	605	100,409	0.202	1.163	0.101	0.000	0.001	0.000
2606	2,511	0.0039	-	2.940	0.129	-	0.012	0.001	606	447,146	0.291	0.617	0.039	0.001	0.002	0.000
2607	24,617	0.0384	-	2.424	0.194	-	0.093	0.007	607	2,524,758	0.613	0.480	0.042	0.024	0.018	0.002
2608	15,395	0.0240	-	2.940	0.129	-	0.071	0.003	608	2,881,803	0.707	1.122	0.115	0.017	0.027	0.003

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 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 2017-2021 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
2609	11,497	0.0179	4.597	5.198	0.161	0.082	0.093	0.003	609	6,687,353	0.650	0.667	0.067	0.012	0.012	0.001
2611	174	0.0003	-	2.940	0.129	-	0.001	0.000	611	33,261	-	0.012	0.012	-	0.000	0.000
2615	93	0.0001	-	2.940	0.129	-	0.000	0.000	615	17,852	-	0.372	0.094	-	0.000	0.000
2617	25,446	0.0397	0.147	2.201	0.177	0.006	0.087	0.007	617	1,764,656	0.299	0.499	0.063	0.012	0.020	0.003
2645	7,715	0.0120	-	2.940	0.129	-	0.035	0.002	645	1,406,871	0.726	0.966	0.078	0.009	0.012	0.001
2646	4,427	0.0069	-	2.424	0.194	-	0.017	0.001	646	471,546	0.745	1.035	0.098	0.005	0.007	0.001
2647	1,558	0.0024	-	2.940	0.129	-	0.007	0.000	647	274,089	0.833	1.522	0.113	0.002	0.004	0.000
2648	4,890	0.0076	-	2.940	0.129	-	0.022	0.001	648	761,439	0.576	1.266	0.198	0.004	0.010	0.002
2649	6,060	0.0095	0.147	2.201	0.177	0.001	0.021	0.002	649	420,370	0.414	1.047	0.051	0.004	0.010	0.000
2651	22,009	0.0343	6.416	6.124	0.315	0.220	0.210	0.011	651	4,285,562	0.585	0.967	0.126	0.020	0.033	0.004
2652	15,287	0.0239	-	2.940	0.129	-	0.070	0.003	652	2,786,494	0.864	2.065	0.169	0.021	0.049	0.004
2653	9,787	0.0153	-	2.940	0.129	-	0.045	0.002	653	1,581,746	1.650	1.314	0.123	0.025	0.020	0.002
2654	7,835	0.0122	-	2.940	0.129	-	0.036	0.002	654	1,253,099	0.568	1.137	0.147	0.007	0.014	0.002
2655	3,624	0.0057	-	-	0.099	-	-	0.001	655	942,162	-	1.315	0.080	-	0.007	0.000
2656	8,144	0.0127	-	2.940	0.129	-	0.037	0.002	656	1,555,616	-	0.458	0.083	-	0.006	0.001
2657	456	0.0007	-	2.940	0.129	-	0.002	0.000	657	77,156	0.174	0.738	0.076	0.000	0.001	0.000
2658	1,995	0.0031	-	2.940	0.129	-	0.009	0.000	658	373,202	0.494	1.037	0.112	0.002	0.003	0.000
2659	8,816	0.0138	-	11.802	0.079	-	0.162	0.001	659	881,141	1.370	2.525	0.194	0.019	0.035	0.003
2660	32,788	0.0512	0.147	2.201	0.177	0.008	0.113	0.009	660	2,259,161	0.456	0.602	0.065	0.023	0.031	0.003
2661	99,352	0.1550	1.289	1.740	0.107	0.200	0.270	0.017	661	6,567,761	0.382	0.592	0.074	0.059	0.092	0.011
2662	3,644	0.0057	-	2.424	0.194	-	0.014	0.001	662	392,527	0.925	1.723	0.158	0.005	0.010	0.001
2663	61,736	0.0963	-	2.424	0.194	-	0.234	0.019	663	6,635,929	0.536	0.688	0.083	0.052	0.066	0.008
2664	79,397	0.1239	0.147	2.201	0.177	0.018	0.273	0.022	664	5,463,131	0.479	0.750	0.113	0.059	0.093	0.014
2665	5,439	0.0085	-	2.940	0.129	-	0.025	0.001	665	1,025,026	0.456	1.092	0.096	0.004	0.009	0.001
2666	2,115	0.0033	-	2.940	0.129	-	0.010	0.000	666	394,319	0.061	0.973	0.136	0.000	0.003	0.000
2667	718	0.0011	0.158	1.753	0.138	0.000	0.002	0.000	667	112,585	0.397	0.279	0.012	0.000	0.000	0.000
2668	2,025	0.0032	-	2.940	0.129	-	0.009	0.000	668	361,274	0.633	1.876	0.124	0.002	0.006	0.000
2669	266	0.0004	-	2.940	0.129	-	0.001	0.000	669	50,975	7.623	2.462	0.100	0.003	0.001	0.000
2670	3,225	0.0050	-	2.424	0.194	-	0.012	0.001	670	355,329	-	0.681	0.097	-	0.003	0.000
2673	2,001	0.0031	-	2.424	0.194	-	0.008	0.001	673	220,081	-	0.855	0.177	-	0.003	0.001
2674	1,501	0.0023	-	2.424	0.194	-	0.006	0.000	674	161,505	0.202	1.756	0.188	0.000	0.004	0.000
2675	96,226	0.1501	0.147	2.201	0.177	0.022	0.330	0.027	675	6,031,687	0.523	0.509	0.076	0.079	0.076	0.011
2676	3,615	0.0056	-	2.424	0.194	-	0.014	0.001	676	286,593	0.459	0.975	0.153	0.003	0.005	0.001
2677	6,463	0.0101	0.147	2.201	0.177	0.001	0.022	0.002	677	422,037	0.579	0.629	0.043	0.006	0.006	0.000
2679	340	0.0005	-	2.940	0.129	-	0.002	0.000	679	57,306	-	0.545	0.180	-	0.000	0.000
2681	419	0.0007	-	2.424	0.194	-	0.002	0.000	681	39,857	-	1.014	0.142	-	0.001	0.000
2802	1,793	0.0028	-	2.940	0.129	-	0.008	0.000	802	343,438	0.672	0.786	0.136	0.002	0.002	0.000
TOTAL IG 2	640,875	1.0000				0.559	2.597	0.165		70,141,630				0.547	0.825	0.095
Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.023	3.148	1.726								
2819	2,073	0.0002	-	0.118	0.016	-	0.000	0.000	819	844,666	0.262	0.215	0.038	0.000	0.000	0.000
2887	21,818	0.0023	0.424	0.982	0.052	0.001	0.002	0.000	887	930,583	0.167	0.196	0.044	0.000	0.000	0.000
2890	2,387	0.0002	1.407	1.243	0.045	0.000	0.000	0.000	890	599,048	0.014	0.085	0.031	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 2017-2021 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)			
			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	Series	Non-Ser	Med Only				Series	Non-Ser	Med Only
2891	33,271	0.0034	0.282	1.158	0.108	0.001	0.004	0.000	891	5,710,416	0.065	0.429	0.076	0.000	0.001	0.000									
2892	11,371	0.0012	0.424	0.982	0.052	0.000	0.001	0.000	892	469,340	0.223	0.324	0.050	0.000	0.000	0.000									
2893	46,865	0.0048	0.424	0.982	0.052	0.002	0.005	0.000	893	1,947,304	0.133	0.309	0.089	0.001	0.001	0.000									
2903	3,620	0.0004	-	0.118	0.016	-	0.000	0.000	903	1,401,715	0.005	0.048	0.012	0.000	0.000	0.000									
2905	6,128	0.0006	-	0.118	0.016	-	0.000	0.000	905	2,252,678	0.020	0.022	0.007	0.000	0.000	0.000									
2936	102,086	0.0105	0.424	0.982	0.052	0.004	0.010	0.001	936	4,056,031	0.161	0.202	0.027	0.002	0.002	0.000									
2948	10,850	0.0011	0.158	1.753	0.138	0.000	0.002	0.000	948	1,039,957	0.039	0.543	0.084	0.000	0.001	0.000									
2951	330,334	0.0341	-	0.118	0.016	-	0.004	0.001	951	96,434,583	0.054	0.072	0.016	0.002	0.002	0.001									
2953	5,525,544	0.5710	0.012	0.073	0.008	0.007	0.042	0.005	953	357,897,744	0.016	0.033	0.008	0.009	0.019	0.005									
2955	97,880	0.0101	-	0.118	0.016	-	0.001	0.000	955	32,427,451	0.035	0.058	0.012	0.000	0.001	0.000									
2956	269,733	0.0279	0.012	0.073	0.008	0.000	0.002	0.000	956	20,116,998	0.011	0.013	0.006	0.000	0.000	0.000									
2957	1,127,240	0.1165	0.608	0.870	0.052	0.071	0.101	0.006	957	53,788,233	0.069	0.111	0.022	0.008	0.013	0.003									
2958	80,516	0.0083	0.608	0.870	0.052	0.005	0.007	0.000	958	3,818,392	0.487	0.603	0.078	0.004	0.005	0.001									
2961	936,424	0.0968	0.608	0.870	0.052	0.059	0.084	0.005	961	20,099,801	0.128	0.192	0.063	0.012	0.019	0.006									
2962	162,416	0.0168	0.012	0.073	0.008	0.000	0.001	0.000	962	12,080,415	0.008	0.010	0.005	0.000	0.000	0.000									
2963	21,083	0.0022	1.407	1.243	0.045	0.003	0.003	0.000	963	5,378,673	0.049	0.106	0.045	0.000	0.000	0.000									
2965	774,885	0.0801	0.478	0.805	0.129	0.038	0.064	0.010	965	72,224,888	0.067	0.188	0.047	0.005	0.015	0.004									
2984	52,893	0.0055	0.155	1.323	0.069	0.001	0.007	0.000	984	27,240,332	0.017	0.022	0.007	0.000	0.000	0.000									
2987	1,527	0.0002	0.424	0.982	0.052	0.000	0.000	0.000	987	63,849	-	0.141	0.014	-	0.000	0.000									
2988	55,588	0.0057	0.155	1.323	0.069	0.001	0.008	0.000	988	27,831,802	0.022	0.036	0.010	0.000	0.000	0.000									
TOTAL IG 3	9,676,533	1.0000				0.195	0.350	0.030		748,654,899				0.045	0.081	0.020									
Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						4.302	4.309	1.494																	
2011	7,236	0.0019	0.147	2.201	0.177	0.000	0.004	0.000	0011	479,618	0.164	0.782	0.117	0.000	0.002	0.000									
2013	2,424	0.0006	-	2.424	0.194	-	0.002	0.000	0013	202,131	-	0.807	0.228	-	0.001	0.000									
2141	9,888	0.0026	-	2.424	0.194	-	0.006	0.001	141	998,489	0.518	1.334	0.175	0.001	0.003	0.000									
2142	1,028	0.0003	0.158	1.753	0.138	0.000	0.000	0.000	142	156,492	0.115	1.638	0.079	0.000	0.000	0.000									
2709	8	0.0000	-	0.118	0.016	-	0.000	0.000	709	3,090	-	-	0.145	-	-	0.000									
2801	1,407	0.0004	-	2.940	0.129	-	0.001	0.000	801	220,336	0.253	1.750	0.382	0.000	0.001	0.000									
2806	1,342	0.0004	-	-	0.099	-	-	0.000	806	312,909	0.418	2.974	0.286	0.000	0.001	0.000									
2809	13,491	0.0036	-	2.424	0.194	-	0.009	0.001	809	1,339,488	0.849	1.327	0.111	0.003	0.005	0.000									
2813	728,328	0.1932	1.657	2.793	0.278	0.320	0.539	0.054	813	4,085,939	0.483	1.208	0.138	0.093	0.233	0.027									
2814	34,517	0.0092	0.147	2.201	0.177	0.001	0.020	0.002	814	2,184,134	0.466	0.696	0.096	0.004	0.006	0.001									
2815	118,023	0.0313	0.147	2.201	0.177	0.005	0.069	0.006	815	8,108,019	0.495	0.831	0.100	0.015	0.026	0.003									
2816	4,456	0.0012	0.158	1.753	0.138	0.000	0.002	0.000	816	689,214	0.092	0.834	0.058	0.000	0.001	0.000									
2818	116,189	0.0308	0.282	1.158	0.108	0.009	0.036	0.003	818	19,848,826	0.199	0.368	0.055	0.006	0.011	0.002									
2820	2,165	0.0006	0.158	1.753	0.138	0.000	0.001	0.000	820	312,395	0.635	1.337	0.217	0.000	0.001	0.000									
2821	4,817	0.0013	-	2.424	0.194	-	0.003	0.000	821	480,458	0.899	2.363	0.245	0.001	0.003	0.000									
2825	7,900	0.0021	0.147	2.201	0.177	0.000	0.005	0.000	825	543,522	0.882	1.346	0.150	0.002	0.003	0.000									

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021		(4)	(5)			(6)	(7)= (4)*(3)			(10) Direct Employment Code	(11) Policy Years 2017-2021		(12)	(13)			(14)	(15)= (12)*(3)			(16)= (13)*(3)	(17)= (14)*(3)
	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights		Actual Indicated Pure Premium				Weighted Indicated Pure Premium				Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium							
				Serious	Non-Ser	Med Only		Serious	Non-Ser	Med Only			Serious		Non-Ser	Med Only	Serious		Non-Ser	Med Only			
2855	39,490	0.0105	-	2.424	0.194	-	0.025	0.002	855	3,712,512	0.779	1.251	0.140	0.008	0.013	0.001							
2857	12,642	0.0034	-	2.424	0.194	-	0.008	0.001	857	785,816	0.817	1.244	0.167	0.003	0.004	0.001							
2858	2,807	0.0007	-	2.940	0.129	-	0.002	0.000	858	490,352	0.509	1.643	0.195	0.000	0.001	0.000							
2859	905	0.0002	-	2.940	0.129	-	0.001	0.000	859	153,566	-	1.122	0.201	-	0.000	0.000							
2860	395	0.0001	-	2.940	0.129	-	0.000	0.000	860	75,678	0.346	1.419	0.141	0.000	0.000	0.000							
2862	5,997	0.0016	-	2.940	0.129	-	0.005	0.000	862	318,702	1.072	2.567	0.196	0.002	0.004	0.000							
2865	8,075	0.0021	-	2.424	0.194	-	0.005	0.000	865	598,288	0.803	1.929	0.203	0.002	0.004	0.000							
2880	26,123	0.0069	-	2.424	0.194	-	0.017	0.001	880	2,693,045	0.609	1.473	0.147	0.004	0.010	0.001							
2882	1,518	0.0004	-	2.424	0.194	-	0.001	0.000	882	167,189	0.685	1.450	0.170	0.000	0.001	0.000							
2884	6,744	0.0018	0.282	1.158	0.108	0.001	0.002	0.000	884	1,124,324	-	0.410	0.055	-	0.001	0.000							
2885	14,675	0.0039	0.147	2.201	0.177	0.001	0.009	0.001	885	919,173	0.628	0.714	0.141	0.002	0.003	0.001							
2886	5,474	0.0015	0.158	1.753	0.138	0.000	0.003	0.000	886	638,001	0.219	0.664	0.102	0.000	0.001	0.000							
2896	6,023	0.0016	0.158	1.753	0.138	0.000	0.003	0.000	896	869,720	0.002	0.429	0.070	0.000	0.001	0.000							
2897	63,002	0.0167	0.158	1.753	0.138	0.003	0.029	0.002	897	9,822,034	0.132	0.556	0.100	0.002	0.009	0.002							
2898	26,875	0.0071	0.158	1.753	0.138	0.001	0.012	0.001	898	3,862,054	0.292	0.665	0.114	0.002	0.005	0.001							
2899	6,859	0.0018	0.282	1.158	0.108	0.001	0.002	0.000	899	1,192,752	0.102	0.476	0.057	0.000	0.001	0.000							
2907	11,224	0.0030	-	2.424	0.194	-	0.007	0.001	907	745,534	1.017	1.461	0.151	0.003	0.004	0.000							
2910	3,034	0.0008	-	2.424	0.194	-	0.002	0.000	910	315,939	0.284	0.724	0.165	0.000	0.001	0.000							
2911	25,376	0.0067	-	2.940	0.129	-	0.020	0.001	911	3,032,621	1.290	1.997	0.178	0.009	0.013	0.001							
2914	25,117	0.0067	-	-	0.096	-	-	0.001	914	2,798,261	0.235	0.772	0.087	0.002	0.005	0.001							
2915	4,328	0.0011	0.147	2.201	0.177	0.000	0.003	0.000	915	292,077	0.231	0.664	0.109	0.000	0.001	0.000							
2916	66,293	0.0176	0.158	1.753	0.138	0.003	0.031	0.002	916	6,359,463	0.153	0.721	0.098	0.003	0.013	0.002							
2917	86,717	0.0230	0.158	1.753	0.138	0.004	0.040	0.003	917	12,617,266	0.312	0.857	0.117	0.007	0.020	0.003							
2918	5,135	0.0014	0.158	1.753	0.138	0.000	0.002	0.000	918	795,560	-	0.562	0.089	-	0.001	0.000							
2919	2,289	0.0006	0.158	1.753	0.138	0.000	0.001	0.000	919	352,654	0.263	1.007	0.142	0.000	0.001	0.000							
2920	5,405	0.0014	1.407	1.243	0.045	0.002	0.002	0.000	920	1,380,960	-	0.127	0.015	-	0.000	0.000							
2921	6,050	0.0016	1.013	2.612	0.477	0.002	0.004	0.001	921	252,637	0.140	1.766	0.153	0.000	0.003	0.000							
2922	34,467	0.0091	0.147	2.201	0.177	0.001	0.020	0.002	922	2,268,663	0.464	0.975	0.112	0.004	0.009	0.001							
2923	515,974	0.1368	0.377	0.939	0.158	0.052	0.128	0.022	923	984,626	0.144	0.868	0.091	0.020	0.119	0.012							
2924	182,508	0.0484	0.147	2.201	0.177	0.007	0.107	0.009	924	8,900,168	0.475	1.467	0.138	0.023	0.071	0.007							
2925	15,040	0.0040	0.158	1.753	0.138	0.001	0.007	0.001	925	1,954,137	0.293	0.590	0.089	0.001	0.002	0.000							
2926	53,520	0.0142	0.888	2.354	0.142	0.013	0.033	0.002	926	2,245,145	0.402	0.868	0.103	0.006	0.012	0.001							
2927	54,232	0.0144	0.282	1.158	0.108	0.004	0.017	0.002	927	8,498,745	0.166	0.298	0.036	0.002	0.004	0.001							
2928	178,935	0.0475	1.630	2.464	0.134	0.077	0.117	0.006	928	17,259,341	0.227	0.832	0.126	0.011	0.039	0.006							
2932	18,466	0.0049	0.424	0.982	0.052	0.002	0.005	0.000	932	783,207	0.101	0.291	0.046	0.000	0.001	0.000							
2933	4,726	0.0013	-	2.424	0.194	-	0.003	0.000	933	527,427	0.618	0.782	0.130	0.001	0.001	0.000							
2934	40,350	0.0107	0.147	2.201	0.177	0.002	0.024	0.002	934	2,438,281	0.526	1.119	0.145	0.006	0.012	0.002							
2935	2,449	0.0006	0.282	1.158	0.108	0.000	0.001	0.000	935	288,893	0.232	0.549	0.107	0.000	0.000	0.000							
2940	19,059	0.0051	0.608	0.870	0.052	0.003	0.004	0.000	940	737,628	0.088	0.727	0.123	0.000	0.004	0.001							
2941	45,205	0.0120	0.158	1.753	0.138	0.002	0.021	0.002	941	6,911,997	0.421	0.869	0.133	0.005	0.010	0.002							
2944	17,741	0.0047	0.158	1.753	0.138	0.001	0.008	0.001	944	2,032,420	0.318	0.595	0.097	0.001	0.003	0.000							
2945	18,099	0.0048	0.147	2.201	0.177	0.001	0.011	0.001	945	1,133,120	0.089	1.049	0.128	0.000	0.005	0.001							
2952	97,355	0.0258	0.424	0.982	0.052	0.011	0.025	0.001	952	3,807,222	0.206	0.187	0.034	0.005	0.005	0.001							
2959	72,694	0.0193	0.608	0.870	0.052	0.012	0.017	0.001	959	3,596,872	0.058	0.383	0.256	0.001	0.007	0.005							

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium		
			(6) Indicated Pure Premium			(7) Indicated Pure Premium			Serious	Non-Ser	Med Only			(14) Indicated Pure Premium			Serious	Non-Ser	Med Only
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only						Serious	Non-Ser	Med Only			
			(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)											
2960	330,419	0.0876	0.608	0.870	0.052	0.053	0.076	0.005	960	9,219,051	0.385	0.960	0.165	0.034	0.084	0.014			
2964	3,842	0.0010	0.158	1.753	0.138	0.000	0.002	0.000	964	601,477	-	0.389	0.114	-	0.000	0.000			
2966	5,606	0.0015	0.147	2.201	0.177	0.000	0.003	0.000	966	335,571	0.424	0.998	0.066	0.001	0.001	0.000			
2968	4,821	0.0013	0.282	1.158	0.108	0.000	0.001	0.000	968	836,707	0.098	0.368	0.096	0.000	0.000	0.000			
2971	130,867	0.0347	0.147	2.201	0.177	0.005	0.076	0.006	971	8,355,174	0.473	1.179	0.118	0.016	0.041	0.004			
2973	55,742	0.0148	0.147	2.201	0.177	0.002	0.033	0.003	973	3,455,453	0.176	0.892	0.114	0.003	0.013	0.002			
2974	116,845	0.0310	0.608	0.870	0.052	0.019	0.027	0.002	974	5,067,493	0.225	0.716	0.156	0.007	0.022	0.005			
2975	83,453	0.0221	0.158	1.753	0.138	0.003	0.039	0.003	975	12,906,797	0.091	0.469	0.089	0.002	0.010	0.002			
2976	15,811	0.0042	0.282	1.158	0.108	0.001	0.005	0.000	976	2,733,004	0.127	0.425	0.099	0.001	0.002	0.000			
2977	13,787	0.0037	1.407	1.243	0.045	0.005	0.005	0.000	977	3,476,644	0.102	0.257	0.015	0.000	0.001	0.000			
2978	8,013	0.0021	0.147	2.201	0.177	0.000	0.005	0.000	978	552,469	0.389	0.800	0.443	0.001	0.002	0.001			
2979	60,978	0.0162	0.608	0.870	0.052	0.010	0.014	0.001	979	2,563,017	0.230	1.009	0.206	0.004	0.016	0.003			
2980	18,385	0.0049	-	2.424	0.194	-	0.012	0.001	980	2,026,602	0.706	1.628	0.220	0.003	0.008	0.001			
2981	13,217	0.0035	0.158	1.753	0.138	0.001	0.006	0.000	981	2,049,999	0.116	0.478	0.054	0.000	0.002	0.000			
2983	3,375	0.0009	-	2.940	0.129	-	0.003	0.000	983	584,659	2.283	2.173	0.184	0.002	0.002	0.000			
2986	6,592	0.0017	0.282	1.158	0.108	0.000	0.002	0.000	986	1,086,225	0.205	0.676	0.081	0.000	0.001	0.000			
2997	4,014	0.0011	0.282	1.158	0.108	0.000	0.001	0.000	997	697,962	-	0.284	0.049	-	0.000	0.000			
2999	2,186	0.0006	-	2.424	0.194	-	0.001	0.000	999	232,992	0.916	1.552	0.392	0.001	0.001	0.000			
TOTAL IG 4	3,770,568	1.0000				0.641	1.792	0.158		217,440,426				0.341	0.930	0.123			
Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.881	1.927	1.287											
2009	170	0.0004	-	11.802	0.079	-	0.004	0.000	009	17,673	-	4.060	0.441	-	0.002	0.000			
2015	184	0.0004	-	-	0.099	-	-	0.000	015	58,096	-	1.542	0.075	-	0.001	0.000			
2025	1,039	0.0023	-	2.424	0.194	-	0.006	0.000	025	115,351	1.294	0.327	0.059	0.003	0.001	0.000			
2028	16,541	0.0366	0.147	2.201	0.177	0.005	0.081	0.006	028	1,111,244	0.298	0.346	0.022	0.011	0.013	0.001			
2050	5,543	0.0123	0.147	2.201	0.177	0.002	0.027	0.002	050	378,927	0.545	0.745	0.088	0.007	0.009	0.001			
2051	5,122	0.0113	-	2.424	0.194	-	0.027	0.002	051	573,165	0.984	0.583	0.097	0.011	0.007	0.001			
2055	1,807	0.0040	-	2.424	0.194	-	0.010	0.001	055	194,694	-	0.711	0.127	-	0.003	0.001			
2716	750	0.0017	0.147	2.201	0.177	0.000	0.004	0.000	716	52,026	0.161	1.201	0.094	0.000	0.002	0.000			
2718	82	0.0002	0.147	2.201	0.177	0.000	0.000	0.000	718	5,683	-	2.025	0.256	-	0.000	0.000			
2721	2,134	0.0047	-	-	0.099	-	-	0.000	721	4,985	-	-	0.036	-	-	0.000			
2751	5,273	0.0117	0.158	1.753	0.138	0.002	0.020	0.002	751	715,851	-	0.179	0.026	-	0.002	0.000			
2752	27,917	0.0618	0.424	0.982	0.052	0.026	0.061	0.003	752	980,145	0.120	0.102	0.013	0.007	0.006	0.001			
2753	31,168	0.0690	0.147	2.201	0.177	0.010	0.152	0.012	753	2,140,380	0.236	0.571	0.099	0.016	0.039	0.007			
2755	30,596	0.0677	0.282	1.158	0.108	0.019	0.078	0.007	755	3,010,617	0.106	0.224	0.030	0.007	0.015	0.002			
2757	22,195	0.0491	0.158	1.753	0.138	0.008	0.086	0.007	757	2,768,419	0.117	0.351	0.031	0.006	0.017	0.002			
2759	7,827	0.0173	-	2.940	0.129	-	0.051	0.002	759	1,379,492	0.914	1.354	0.103	0.016	0.023	0.002			
2803	83	0.0002	-	11.802	0.079	-	0.002	0.000	803	8,917	-	2.884	0.679	-	0.001	0.000			
2804	18,853	0.0417	-	2.424	0.194	-	0.101	0.008	804	2,109,872	0.283	1.287	0.138	0.012	0.054	0.006			
2805	3,005	0.0067	-	2.424	0.194	-	0.016	0.001	805	281,030	1.472	1.076	0.077	0.010	0.007	0.001			
2807	13,239	0.0293	-	2.424	0.194	-	0.071	0.006	807	1,473,357	0.668	1.913	0.205	0.020	0.056	0.006			
2808	52,783	0.1169	-	2.424	0.194	-	0.283	0.023	808	5,513,494	1.535	2.514	0.107	0.179	0.294	0.013			

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

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 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 2017-2021 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
2810	1,173	0.0026	-	2.424	0.194	-	0.006	0.001	810	131,320	0.148	1.573	0.054	0.000	0.004	0.000
2811	78,667	0.1742	-	2.940	0.129	-	0.512	0.022	811	10,576,202	1.628	1.782	0.085	0.284	0.310	0.015
2812	2,067	0.0046	-	2.940	0.129	-	0.013	0.001	812	385,853	1.473	3.049	0.074	0.007	0.014	0.000
2817	10,692	0.0237	-	2.424	0.194	-	0.057	0.005	817	678,046	1.091	2.498	0.183	0.026	0.059	0.004
2828	1,901	0.0042	-	2.940	0.129	-	0.012	0.001	828	364,229	0.213	2.486	0.269	0.001	0.010	0.001
2904	170	0.0004	-	0.118	0.016	-	0.000	0.000	904	68,636	1.126	1.969	0.069	0.000	0.001	0.000
2939	325	0.0007	-	2.424	0.194	-	0.002	0.000	939	36,334	-	2.266	0.368	-	0.002	0.000
2954	21,319	0.0472	0.158	1.753	0.138	0.007	0.083	0.007	954	2,942,738	0.374	0.614	0.051	0.018	0.029	0.002
2967	8,030	0.0178	0.282	1.158	0.108	0.005	0.021	0.002	967	1,391,735	0.080	0.342	0.150	0.001	0.006	0.003
2969	21,658	0.0480	0.147	2.201	0.177	0.007	0.106	0.008	969	1,475,588	0.250	0.662	0.212	0.012	0.032	0.010
2970	3,553	0.0079	-	2.424	0.194	-	0.019	0.002	970	397,651	0.706	0.756	1.538	0.006	0.006	0.012
2991	3,007	0.0067	0.147	2.201	0.177	0.001	0.015	0.001	991	208,588	0.467	0.664	1.157	0.003	0.004	0.008
2992	2,567	0.0057	-	2.424	0.194	-	0.014	0.001	992	277,906	1.008	1.163	0.091	0.006	0.007	0.001
2995	17,883	0.0396	-	2.940	0.129	-	0.116	0.005	995	2,661,311	1.737	1.643	0.175	0.069	0.065	0.007
9428	32,278	0.0715	-	2.424	0.194	-	0.173	0.014	7428	2,900,402	0.903	1.127	0.130	0.065	0.081	0.009
TOTAL IG 5	451,600	1.0000				0.093	2.231	0.153		47,389,957				0.802	1.181	0.115
Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.116	1.888	1.325								
GRAND TOTAL	16,947,617					0.3232	1.0448	0.0885		1,193,351,030				0.1899	0.4263	0.0624
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.702	2.451	1.418								

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

Total

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$169,476,170		
0.51	1.00	1.00

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.702	2.451	1.418

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.358	2.451	1.418

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

Industry Group 1

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$24,080,420		
0.14	0.49	0.65

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.991	2.615	1.532

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.307	2.531	1.492

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

Industry Group 2

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$6,408,748		
0.06	0.20	0.27

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.023	3.148	1.726

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.338	2.590	1.501

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

Industry Group 3

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$96,765,325		
0.35	1.00	1.00

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
4.302	4.309	1.494

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
2.388	4.309	1.494

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

Industry Group 4

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$37,705,677		
0.19	0.66	0.88

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.881	1.927	1.287

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.457	2.105	1.303

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

Industry Group 5

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$4,516,000		
0.05	0.16	0.21

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.116	1.888	1.325

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.296	2.361	1.398

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

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1	
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	4/1/2025 Direct Employment Pure Premium				4/1/2025 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2025 Temp Staffing Code	4/1/2025 Temp Staffing Pure Premium				4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2020-2021 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2024 Temp Staffing Loss Costs	Expected Losses Proposed 4/1/2025 Temp Staffing Loss Costs	Expected Losses Based on 4/1/2025 Temp Staffing Loss Costs	Proposed 4/1/2025 Percentage Change
		Series	Non-Serious	Medical Only	Total				Series	Non-Serious	Medical Only	Total								
		Series	Non-Serious	Medical Only	Total				Series	Non-Serious	Medical Only	Total								
059	1,756	1.675	1.136	0.171	2.982	3.15	526	2059	2.189	2.875	0.256	5.320	5.62	6.11	5.62	670	40,920	37,638	-8.0%	
101	10,429	0.540	0.737	0.130	1.407	1.49	525	2101	0.706	1.866	0.194	2.766	2.93	3.15	2.93	4,888	153,987	143,232	-7.0%	
103	122	0.305	0.196	0.063	0.564	0.60	523	2103	0.399	0.495	0.095	0.989	1.05	1.13	1.05	41	461	428	-7.1%	
104	309,538	0.468	0.962	0.133	1.563	1.65	2104	2104	0.611	2.434	0.199	3.244	3.42	3.35	3.42	145,735	4,882,123	4,984,137	2.1%	
105	50,210	0.855	1.010	0.113	1.978	2.09	525	2105	1.117	2.557	0.169	3.843	4.06	4.22	4.06	22,522	950,414	914,379	-3.8%	
106	10,253	0.850	1.368	0.244	2.463	2.60	526	2106	1.111	3.462	0.365	4.938	5.21	5.42	5.21	6,117	331,532	318,686	-3.9%	
107	203,651	0.336	0.677	0.155	1.168	1.23	2107	2107	0.439	1.713	0.232	2.384	2.51	2.66	2.51	86,027	2,288,318	2,159,278	-5.6%	
108	7,689	0.493	0.441	0.097	1.030	1.09	525	2108	0.644	1.115	0.145	1.904	2.01	2.12	2.01	3,549	75,230	71,327	-5.2%	
109	12,663	0.786	0.850	0.106	1.743	1.84	526	2109	1.028	2.151	0.159	3.338	3.52	3.57	3.52	4,805	171,534	169,132	-1.4%	
110	2,869	0.536	0.558	0.120	1.214	1.28	525	2110	0.701	1.413	0.179	2.293	2.42	2.61	2.42	1,414	36,911	34,224	-7.3%	
111	14,751	0.474	1.457	0.306	2.237	2.36	526	2111	0.619	3.688	0.457	4.764	5.03	5.70	5.03	5,842	332,975	293,835	-11.8%	
112	7,506	1.557	1.102	0.128	2.787	2.95	528	2112	2.035	2.788	0.191	5.014	5.31	5.66	5.31	4,044	228,877	214,724	-6.2%	
113	32,074	0.328	0.561	0.118	1.007	1.06	2113	2113	0.429	1.421	0.176	2.026	2.13	2.20	2.13	12,519	275,418	266,655	-3.2%	
114	228	1.441	0.912	0.180	2.533	2.68	527	2114	1.884	2.308	0.269	4.461	4.72	5.02	4.72	74	3,709	3,487	-6.0%	
115	636	0.415	0.526	0.128	1.069	1.13	524	2115	0.542	1.332	0.191	2.065	2.18	2.28	2.18	253	5,780	5,526	-4.4%	
119	11,807	0.583	0.931	0.264	1.778	1.88	525	2119	0.762	2.356	0.393	3.511	3.71	3.90	3.71	7,519	293,236	278,950	-4.9%	
130	166	1.243	0.676	0.094	2.013	2.13	526	2130	1.624	1.711	0.140	3.475	3.68	3.68	114	4,434	4,206	-5.2%		
132	8,374	0.393	0.541	0.107	1.041	1.10	525	2132	0.514	1.369	0.160	2.043	2.16	2.34	2.16	3,047	71,304	65,820	-7.7%	
134	2,191	0.660	0.536	0.114	1.311	1.39	525	2134	0.863	1.357	0.170	2.390	2.53	2.53	753	18,908	19,058	0.8%		
135	66	0.317	0.584	0.072	0.974	1.03	525	2135	0.415	1.478	0.108	2.001	2.12	2.33	2.12	17	385	350	-9.0%	
136	1,713	0.465	0.513	0.071	1.049	1.11	525	2136	0.608	1.297	0.106	2.011	2.13	2.33	2.13	650	15,156	13,855	-8.6%	
139	730	0.971	0.611	0.160	1.742	1.84	526	2139	1.270	1.547	0.238	3.055	3.23	3.42	3.23	399	13,639	12,881	-5.6%	
161	50,876	0.219	0.587	0.133	0.939	0.99	2161	2161	0.286	1.487	0.198	1.971	2.08	2.33	2.08	10,489	244,394	218,171	-10.7%	
163	5,686	0.601	1.012	0.188	1.802	1.90	525	2163	0.786	2.562	0.280	3.628	3.83	3.96	3.83	2,680	106,110	102,626	-3.3%	
165	1,623	1.012	1.381	0.161	2.554	2.70	526	2165	1.323	3.496	0.240	5.059	5.35	5.75	5.35	811	46,617	43,374	-7.0%	
166	1,601	0.553	0.613	0.123	1.289	1.36	525	2166	0.723	1.552	0.183	2.458	2.59	2.82	2.59	612	17,266	15,858	-8.2%	
201	118	0.861	0.689	0.105	1.654	1.75	526	2201	1.126	1.743	0.156	3.025	3.20	3.20	3.20	33	1,150	1,067	-7.2%	
204	927	0.428	0.835	0.139	1.403	1.48	525	2204	0.560	2.113	0.208	2.881	3.04	3.49	3.04	375	12,349	11,411	-7.6%	
205	1,902	0.578	0.519	0.063	1.160	1.23	525	2205	0.756	1.314	0.093	2.163	2.29	2.49	2.29	1,670	40,918	38,246	-6.5%	
221	147,813	0.249	0.652	0.088	0.989	1.05	2221	2221	0.326	1.650	0.132	2.108	2.24	2.35	2.24	51,783	1,237,614	1,159,939	-6.3%	
222	135,414	0.302	0.657	0.104	1.064	1.12	2222	2222	0.395	1.664	0.155	2.214	2.33	2.52	2.33	55,315	1,393,938	1,288,840	-7.5%	
225	19,510	0.390	0.706	0.136	1.232	1.30	525	2225	0.510	1.787	0.203	2.500	2.64	2.64	2.64	8,698	230,501	229,632	-0.4%	
227	3,860	0.571	0.862	0.120	1.553	1.64	525	2227	0.746	2.182	0.179	3.107	3.28	3.38	3.28	1,220	41,341	40,000	-3.2%	
255	34,009	0.340	0.428	0.053	0.821	0.87	2255	2255	0.444	1.082	0.079	1.605	1.70	1.79	1.70	8,024	142,827	136,408	-4.5%	
257	35,084	0.458	0.631	0.094	1.184	1.25	525	2257	0.599	1.597	0.141	2.337	2.47	2.57	2.47	17,128	440,194	423,066	-3.9%	
261	24,111	0.573	0.690	0.106	1.368	1.45	525	2261	0.748	1.745	0.159	2.652	2.81	2.83	2.81	12,995	367,761	365,162	-0.7%	
263	1,976	0.453	0.304	0.055	0.812	0.86	524	2263	0.592	0.768	0.083	1.443	1.53	1.58	1.53	871	13,763	13,327	-3.2%	
265	4,808	0.341	0.632	0.099	1.072	1.13	525	2265	0.446	1.600	0.147	2.193	2.31	2.50	2.31	1,936	48,412	44,732	-7.6%	
281	126,481	0.360	0.585	0.102	1.047	1.11	2281	2281	0.470	1.481	0.152	2.103	2.23	2.42	2.23	49,714	1,203,079	1,108,622	-7.9%	
282	2,306	1.001	1.230	0.134	2.366	2.50	527	2282	1.309	3.114	0.200	4.623	4.89	5.04	4.89	504	25,396	24,640	-3.0%	
285	10,101	0.320	0.394	0.082	0.796	0.84	525	2285	0.418	0.997	0.122	1.537	1.62	1.71	1.62	3,402	58,172	55,111	-5.3%	
301	4,389	0.837	1.422	0.169	2.428	2.57	526	2301	1.094	3.599	0.252	4.945	5.23	5.23	5.23	1,342	73,792	70,170	-4.9%	
305	23,672	0.505	1.101	0.186	1.792	1.89	526	2305	0.660	2.787	0.278	3.725	3.93	4.26	3.93	10,025	427,057	393,975	-7.7%	
306	1,272	0.650	0.692	0.094	1.437	1.52	526	2306	0.850	1.753	0.140	2.743	2.90	3.20	2.90	929	29,721	26,935	-9.4%	
311	27,660	0.391	0.825	0.144	1.361	1.44	525	2311	0.511	2.089	0.215	2.815	2.98	3.16	2.98	9,945	314,256	296,356	-5.7%	
319	1,217	0.761	1.028	0.171	1.960	2.07	526	2319	0.995	2.602	0.254	3.851	4.07	4.41	4.07	468	20,643	19,051	-7.7%	
323	7,898	0.391	0.982	0.159	1.533	1.62	526	2323	0.511	2.486	0.237	3.234	3.42	3.73	3.42	2,669	99,540	91,267	-8.3%	
327	5,011	0.545	0.502	0.051	1.097	1.16	525	2327	0.712	1.270	0.076	2.058	2.18	2.21	2.18	4,007	88,558	87,356	-1.4%	
402	7,458	0.599	0.603	0.097	1.298	1.37	526	2402	0.783	1.525	0.144	2.452	2.59	2.74	2.59	3,926	107,568	101,679	-5.5%	
403	20,433	0.376	0.579	0.090	1.044	1.10	2403	2403	0.491	1.465	0.134	2.090	2.20	2.39	2.20	5,608	134,031	123,376	-7.9%	
404	25,405	0.582	0.754	0.059	1.395	1.47	525	2404	0.760	1.909	0.088	2.757	2.91	3.01	2.91	11,024	331,811	320,787	-3.3%	
406	6,536	0.581	0.624	0.131	1.336	1.41	526	2406	0.759	1.580	0.195	2.534	2.67	2.73	2.67	1,989	54,307	53,113	-2.2%	
407	12,616	0.509	0.533	0.258	1.300	1.37	525	2407	0.665	1.349	0.385	2.399	2.53	2.77	2.53	4,852	134,397	122,753	-8.7%	
411	6,964	0.733	0.969	0.165	1.868	1.97	526	2411	0.958	2.453	0.247	3.658	3.86	4.11	3.86	5,759	113,379	106,483	-6.1%	
413	9,825	0.945	1.013	0.147	2.105	2.22	526	2413	1.235	2.565	0.219	4.019	4.24	4.24	4.24	5,141	227,764	217,996	-4.3%	
415	22,533	0.592	0.783	0.124	1.499	1.58	525	2415	0.774	1.982	0.185	2.941	3.10	3.32	3.10	8,643	286,931	267,918	-6.6%	
416	4,735	0.345	0.478	0.049	0.872	0.92	524	2416	0.451	1.210	0.073	1.734	1.83	1.99	1.83	1,740	34,621	31,837	-8.0%	
421	1,633	1.223	1.397	0.246	2.865	3.03	526	2421	1.598	3.535	0.367	5.500	5.82	6.36						

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7)	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1		
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	4/1/2025 Direct Employment Pure Premium				4/1/2025 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2025 Temp Staffing Code	4/1/2025 Temp Staffing Pure Premium				4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	4/1/2024 Temp Staffing Loss Cost	Proposed 4/1/2025 Temp Staffing Loss Cost	Policy Years 2020-2021 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2025 Temp Staffing Loss Costs	Proposed 4/1/2025 Percentage Change		
		Series	Non-Serious	Medical Only	Total				Series	Non-Serious	Medical Only	Total									
		Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)				Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)	Temp Staffing Payroll (\$000)									
445	100,146	0.285	0.548	0.097	0.930	0.98	2445	2445	0.373	1.386	0.145	1.904	2.01	2.14	2.01	39,780	851,292	799,578	-6.1%		
446	13,990	0.182	0.339	0.069	0.590	0.62	524	2446	0.238	0.859	0.102	1.199	1.26	1.28	1.26	7,303	93,475	92,015	-1.6%		
447	3,899	0.525	0.816	0.134	1.474	1.56	526	2447	0.686	2.065	0.199	2.950	3.12	3.38	3.12	1,197	40,447	37,336	-7.7%		
449	2,310	0.323	0.434	0.122	0.879	0.93	524	2449	0.422	1.099	0.182	1.703	1.80	1.94	1.80	1,353	26,252	24,358	-7.2%		
451	48,593	0.370	0.967	0.154	1.491	1.58	2451	2451	0.483	2.448	0.230	3.161	3.35	3.63	3.35	15,792	573,250	529,032	-7.7%		
454	74,305	0.380	0.800	0.168	1.348	1.43	525	2454	0.497	2.024	0.251	2.772	2.94	3.20	2.94	30,622	979,909	900,291	-8.1%		
456	22,126	0.417	0.702	0.137	1.256	1.33	525	2456	0.546	1.776	0.205	2.527	2.68	2.88	2.68	11,755	338,547	315,037	-6.9%		
457	8,663	0.485	0.625	0.144	1.254	1.33	525	2457	0.634	1.583	0.214	2.431	2.58	2.79	2.58	3,163	88,235	81,594	-7.5%		
458	652	0.315	0.192	0.064	0.572	0.60	524	2458	0.412	0.486	0.096	0.994	1.04	1.17	1.04	245	2,872	2,553	-11.1%		
459	4,942	0.100	0.189	0.056	0.345	0.36	523	2459	0.130	0.479	0.083	0.692	0.72	0.78	0.72	1,884	14,691	13,561	-7.7%		
461	118,321	0.308	0.530	0.091	0.930	0.98	525	2461	0.403	1.342	0.136	1.881	1.98	2.19	1.98	50,344	1,102,539	996,816	-9.6%		
463	25,460	0.280	0.554	0.129	0.963	1.02	525	2463	0.367	1.402	0.192	1.961	2.08	2.24	2.08	10,365	232,177	215,593	-7.1%		
465	6,941	0.523	0.594	0.139	1.256	1.33	525	2465	0.684	1.504	0.207	2.395	2.54	2.71	2.54	3,725	100,952	94,619	-6.3%		
467	1,038	0.717	0.577	0.081	1.376	1.45	526	2467	0.938	1.461	0.121	2.520	2.66	2.90	2.66	708	20,525	18,826	-8.3%		
471	9,165	0.111	0.305	0.065	0.481	0.51	523	2471	0.145	0.771	0.098	1.014	1.07	1.22	1.07	3,864	47,143	41,346	-12.3%		
472	67,779	0.108	0.128	0.034	0.270	0.29	2472	2472	0.141	0.325	0.051	0.517	0.55	0.59	0.55	17,152	101,197	94,336	-6.8%		
473	16,321	0.289	0.605	0.106	1.000	1.06	524	2473	0.378	1.532	0.157	2.067	2.19	2.24	2.19	12,762	285,067	278,703	-2.2%		
474	12,769	0.325	0.521	0.096	0.943	1.00	524	2474	0.425	1.319	0.143	1.887	2.00	2.09	2.00	9,137	190,963	182,740	-4.3%		
475	13,273	0.184	0.579	0.058	0.821	0.87	2475	2475	0.240	1.466	0.086	1.792	1.90	2.09	1.90	3,248	67,883	61,712	-9.1%		
476	4,057	0.253	0.249	0.069	0.572	0.60	523	2476	0.331	0.631	0.103	1.065	1.12	1.18	1.12	2,177	25,685	24,379	-5.1%		
477	1,346	0.286	0.342	0.082	0.710	0.75	524	2477	0.374	0.865	0.122	1.361	1.44	1.44	1.44	457	7,037	6,580	-6.5%		
483	3,690	0.260	0.218	0.091	0.570	0.60	524	2483	0.340	0.552	0.136	1.028	1.08	1.16	1.08	2,865	33,239	30,946	-6.9%		
485	6,585	0.238	0.201	0.065	0.504	0.53	523	2485	0.312	0.510	0.096	0.918	0.96	1.00	0.96	2,624	26,244	25,194	-4.0%		
486	428	0.295	0.315	0.044	0.653	0.69	524	2486	0.385	0.797	0.065	1.247	1.32	1.43	1.32	145	2,072	1,913	-7.7%		
487	17,439	0.113	0.314	0.059	0.486	0.51	523	2487	0.147	0.795	0.088	1.030	1.08	1.17	1.08	12,257	143,408	132,376	-7.7%		
488	71,526	0.094	0.176	0.056	0.327	0.35	522	2488	0.123	0.447	0.084	0.654	0.70	0.74	0.70	21,958	162,487	153,704	-5.4%		
489	1,397	0.153	0.217	0.073	0.444	0.47	523	2489	0.200	0.550	0.109	0.859	0.91	1.00	0.91	305	3,045	2,771	-9.0%		
501	4,338	0.788	0.824	0.147	1.759	1.86	525	2509	1.030	2.086	0.219	3.335	3.53	3.62	3.53	1,524	55,185	53,813	-2.5%		
502	102	0.638	0.596	0.098	1.332	1.41	525	2502	0.834	1.507	0.147	2.488	2.63	2.82	2.63	49	1,369	1,277	-6.7%		
506	10,733	0.270	0.507	0.085	0.862	0.91	524	2506	0.353	1.284	0.127	1.764	1.86	2.04	1.86	4,804	97,995	89,349	-8.8%		
507	2,934	0.372	0.327	0.072	0.771	0.81	524	2507	0.486	0.828	0.107	1.421	1.49	1.58	1.49	1,023	16,161	15,240	-5.7%		
509	0	1.391	0.682	0.071	2.144	2.27	526	2509	1.819	1.726	0.106	3.651	3.87	3.87	3.87	0	0	0	-22.6%		
511	12,396	0.921	1.417	0.184	2.521	2.66	526	2511	1.203	3.586	0.274	5.063	5.34	5.76	5.34	5,527	318,340	295,127	-7.3%		
512	885	0.917	0.604	0.185	1.705	1.80	526	2512	1.198	1.528	0.275	3.001	3.65	3.30	3.65	218	7,182	7,943	10.6%		
513	6,610	0.566	0.769	0.076	1.410	1.49	525	2513	0.740	1.946	0.113	2.799	2.96	3.26	2.96	4,648	151,539	137,594	-9.2%		
514	2,412	0.927	0.640	0.109	1.675	1.77	526	2514	1.211	1.619	0.162	2.992	3.16	3.33	3.16	775	25,801	24,484	-5.1%		
535	25,513	0.416	0.566	0.072	1.054	1.11	525	2535	0.543	1.433	0.108	2.084	2.19	2.36	2.19	18,286	431,550	400,464	-7.2%		
536	2,570	0.933	1.094	0.228	2.256	2.38	526	2536	1.220	2.769	0.341	4.330	4.57	4.75	4.57	1,167	55,418	53,318	-3.8%		
551	16,690	0.304	0.308	0.041	0.653	0.69	523	2551	0.398	0.780	0.061	1.239	1.31	1.37	1.31	10,380	142,203	135,975	-4.4%		
553	6,531	0.281	0.199	0.031	0.511	0.54	523	2553	0.367	0.504	0.046	0.917	0.97	1.02	0.97	2,151	21,938	20,863	-4.9%		
555	53,121	0.079	0.071	0.023	0.172	0.18	521	2555	0.103	0.179	0.034	0.316	0.33	0.38	0.33	38,859	147,664	128,234	-13.2%		
563	25,639	0.253	0.372	0.063	0.689	0.73	2563	2563	0.331	0.942	0.094	1.367	1.45	1.45	1.45	9,956	141,375	144,362	2.1%		
571	35,434	0.295	0.451	0.092	0.838	0.89	525	2571	0.386	1.141	0.137	1.664	1.77	1.77	1.77	24,772	463,228	438,457	-5.3%		
573	3,706	0.731	0.654	0.107	1.492	1.58	526	2573	0.956	1.655	0.159	2.770	2.93	3.15	2.93	2,436	76,749	71,389	-7.0%		
581	14,022	0.179	0.214	0.034	0.427	0.45	524	2581	0.235	0.540	0.051	0.826	0.87	0.90	0.87	5,737	52,202	49,908	-4.4%		
744	12,485	0.077	0.078	0.023	0.178	0.19	521	2744	0.101	0.198	0.034	0.333	0.36	0.40	0.36	6,703	26,813	24,132	-10.0%		
4771	783	0.822	0.538	0.113	1.473	1.56	525	6771	1.074	1.363	0.169	2.606	2.76	2.88	2.76	270	7,771	7,447	-4.2%		
4777	2,970	1.337	0.618	0.094	2.050	2.17	527	6777	1.748	1.564	0.141	3.453	3.66	3.63	3.66	2,814	102,145	102,899	0.8%		
Industry Group 1	2,408,042				1.1373							2.3047				1,034,231	26,562,976	25,317,063	-4.7%		
						Total IG 1: (4/1/2025 Temp Staffing P.P.) / (4/1/2025 Direct Employment P.P.) =															
						2.026															
005	2,295	1.916	1.863	0.177	3.956	4.86	528	2005	2.564	4.826	0.265	7.655	9.40	8.27	9.40	875	72,387	82,277	13.7%		
012	33,867	0.594	1.274	0.140	2.008	2.47	526	2012	0.795	3.300	0.210	4.305	5.30	4.81	5.30	9,954	478,780	527,554	10.2%		
601	13,666	1.089	1.058	0.111	2.258	2.78	527	2601	1.457	2.739	0.167	4.363	5.37	5.59	5.37	4,389	245,324	235,669	-3.9%		
603	5,126	1.484	0.886	0.125	2.495	3.07	526	2603	1.986	2.294	0.188	4.468	5.50	5.89	5.50	1,491	87,803	81,989	-6.6%		
605	524	2.319	1.092	0.133	3.544	4.36	527	2605	3.103	2.828	0.199	6.130	7.54	7.83	7.54	151	11,816	11,379	-3.7%		
606	2,511	1.441	0.458	0.056	1.955	2.40	527	2606	1.928	1.187	0.084	3.199	3.93	4.03	3.93	692	27,905	27,212	-2.5%		
607	24,617	0.726	0.440	0.040	1.207	1.48	526	2607	0.972	1.140	0.060	2.172	2.66	2.78	2.66	6,554	182,209	174,344	-4.3%		
608	15,395	1.158	1.051	0.117	2.326	2.86	527	2608	1.550	2.721	0.176	4.447	5.47	5.95	5.47	4,725	281,133	258,453	-8.1%		
609	11,497	0.760	0.622	0.062	1.44																

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1			
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	4/1/2025 Direct Employment Pure Premium				4/1/2025 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2025 Temp Staffing Code	4/1/2025 Temp Staffing Pure Premium				4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2020-2021 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2025 Temp Staffing Loss Costs	Proposed 4/1/2025 Percentage Change			
		4/1/2025 Serious	4/1/2025 Non-Serious	4/1/2025 Medical Only	4/1/2025 Total				4/1/2025 Serious	4/1/2025 Non-Serious	4/1/2025 Medical Only	4/1/2025 Total										
		4/1/2025 Serious	4/1/2025 Non-Serious	4/1/2025 Medical Only	4/1/2025 Total				4/1/2025 Serious	4/1/2025 Non-Serious	4/1/2025 Medical Only	4/1/2025 Total										
617	25,446	0.718	0.514	0.063	1.295	1.59	525	2617	0.961	1.331	0.095	2.387	2.93	3.26	2.93	8,394	273,658	245,956	-10.1%			
645	7,715	1.323	0.922	0.082	2.326	2.86	527	2645	1.770	2.388	0.123	4.281	5.26	5.64	5.26	2,296	129,506	120,780	-6.7%			
646	4,427	1.292	0.949	0.106	2.346	2.88	526	2646	1.729	2.457	0.158	4.344	5.33	5.61	5.33	1,109	62,217	59,112	-5.0%			
647	1,558	1.686	1.457	0.149	3.293	4.05	527	2647	2.256	3.774	0.224	6.254	7.69	7.69	6.60	566	45,942	43,509	-5.3%			
648	4,890	1.472	1.230	0.148	2.850	3.50	527	2648	1.969	3.186	0.222	5.377	6.60	7.02	6.60	2,093	146,895	138,106	-6.0%			
649	6,060	1.136	0.800	0.073	2.009	2.47	525	2649	1.520	2.072	0.109	3.701	4.55	4.69	4.55	1,781	83,543	81,049	-3.0%			
651	22,009	1.165	0.927	0.118	2.210	2.72	2651	2651	1.558	2.402	0.177	4.137	5.09	5.78	5.09	12,337	715,391	629,989	-11.9%			
652	15,287	1.472	1.971	0.160	3.603	4.43	527	2652	1.970	5.104	0.241	7.315	8.99	9.88	8.99	5,091	502,985	457,676	-9.0%			
653	9,787	1.809	1.265	0.117	3.191	3.92	527	2653	2.420	3.277	0.176	5.873	7.21	7.64	7.21	3,830	292,642	276,171	-5.6%			
654	7,835	1.760	1.064	0.141	2.965	3.64	527	2654	2.355	2.755	0.211	5.321	6.53	6.98	6.53	3,038	212,070	198,398	-6.4%			
655	3,624	2.733	1.101	0.087	3.922	4.82	528	2655	3.657	2.853	0.131	6.641	8.16	8.54	8.16	1,421	121,370	115,969	-4.4%			
656	8,144	1.159	0.516	0.086	1.761	2.16	527	2656	1.551	1.336	0.128	3.015	3.70	4.21	3.70	2,571	108,259	95,144	-12.1%			
657	456	2.402	1.278	0.105	3.785	4.65	527	2657	3.214	3.310	0.157	6.681	8.21	8.61	8.21	159	13,723	13,086	-4.6%			
658	1,995	2.594	1.176	0.131	3.901	4.79	527	2658	3.471	3.045	0.197	6.713	8.24	8.75	8.24	552	48,274	45,460	-5.8%			
659	8,816	3.467	2.560	0.226	6.252	7.68	529	2659	4.639	6.629	0.339	11.607	14.26	15.39	14.26	2,425	373,186	345,785	-7.3%			
660	32,788	0.610	0.543	0.064	1.218	1.50	525	2660	0.816	1.407	0.097	2.320	2.90	2.86	2.86	11,000	328,895	314,595	-4.3%			
661	99,352	0.466	0.551	0.069	1.086	1.34	2661	2661	0.623	1.427	0.104	2.154	2.66	2.66	2.66	35,104	986,422	933,766	-5.3%			
662	3,644	1.365	1.573	0.214	3.151	3.87	526	2662	1.826	4.074	0.321	6.221	7.64	7.81	7.64	1,131	82,088	86,384	5.2%			
663	61,736	0.670	0.642	0.077	1.389	1.71	526	2663	0.896	1.664	0.116	2.676	3.29	3.65	3.29	19,221	701,585	632,387	-9.9%			
664	79,397	0.583	0.712	0.105	1.401	1.72	525	2664	0.781	1.844	0.158	2.783	3.42	3.92	3.42	28,481	1,116,458	974,053	-12.8%			
665	5,439	1.850	1.234	0.097	3.182	3.91	527	2665	2.475	3.197	0.146	5.818	7.15	7.92	7.15	1,710	135,399	122,235	-9.7%			
666	2,115	1.897	1.092	0.134	3.124	3.84	527	2666	2.538	2.830	0.201	5.569	6.85	7.32	6.85	622	45,551	42,627	-6.4%			
667	718	0.632	0.347	0.024	1.003	1.23	524	2667	0.846	0.898	0.037	1.781	2.18	2.29	2.18	246	5,634	5,364	-4.8%			
668	2,025	1.926	1.646	0.135	3.707	4.56	527	2668	2.576	4.264	0.202	7.042	8.66	9.08	8.66	656	59,575	56,820	-4.6%			
669	266	2.261	1.520	0.147	3.927	4.83	527	2669	3.025	3.936	0.220	7.181	8.83	8.98	8.83	68	6,117	6,014	-1.7%			
670	3,225	1.555	1.045	0.105	2.706	3.32	526	2670	2.081	2.707	0.158	4.946	6.07	6.65	6.07	860	57,177	52,190	-8.7%			
673	2,001	1.499	1.166	0.157	2.823	3.47	526	2673	2.006	3.020	0.236	5.262	6.47	6.65	6.47	560	37,055	36,216	-2.3%			
674	1,501	1.158	1.316	0.201	2.674	3.29	526	2674	1.549	3.408	0.301	5.258	6.47	6.77	6.47	505	34,196	32,680	-4.4%			
675	96,226	0.640	0.473	0.071	1.184	1.46	525	2675	0.857	1.224	0.107	2.188	2.70	2.70	2.70	37,781	1,069,201	1,020,086	-4.6%			
676	3,615	1.060	1.244	0.158	2.462	3.03	526	2676	1.419	3.222	0.237	4.878	6.00	6.52	6.00	1,754	114,342	105,223	-8.0%			
677	6,463	0.898	0.423	0.042	1.364	1.68	525	2677	1.202	1.097	0.063	2.362	2.91	2.91	2.91	1,973	57,999	57,407	-1.0%			
679	340	2.410	1.314	0.194	3.918	4.82	527	2679	3.225	3.404	0.291	6.920	8.51	8.95	8.51	127	11,379	10,820	-4.9%			
681	419	1.349	1.298	0.168	2.815	3.32	526	2681	1.805	3.361	0.253	5.419	6.39	7.05	6.39	157	11,091	10,052	-9.4%			
802	1,793	0.817	0.459	0.066	1.342	1.65	527	2802	1.093	1.188	0.100	2.381	2.93	2.87	2.93	476	13,649	13,934	2.1%			
Industry Group 2	640,875				1.7150							3.2763				223,974	9,575,918	8,948,484	-6.6%			
																			Total IG 2: (4/1/2025 Temp Staffing P.P.) / (4/1/2025 Direct Employment P.P.) =		1.910	
819	2,073	0.142	0.203	0.040	0.386	0.36	949	2819	0.340	0.876	0.060	1.276	1.19	0.45	0.52	699	3,144	3,632	15.6%			
887	21,818	0.097	0.151	0.042	0.290	0.27	522	2887	0.231	0.649	0.063	0.943	0.88	0.95	0.88	4,943	46,344	42,929	-7.4%			
890	2,387	0.043	0.083	0.037	0.163	0.15	521	2890	0.103	0.357	0.055	0.515	0.47	0.57	0.47	970	5,531	4,561	-17.5%			
891	33,271	0.075	0.387	0.069	0.531	0.50	523	2891	0.179	1.668	0.103	1.950	1.84	1.96	1.84	9,146	179,265	168,289	-6.1%			
892	11,371	0.113	0.238	0.047	0.399	0.37	522	2892	0.270	1.027	0.071	1.368	1.27	1.40	1.27	3,062	42,872	38,891	-9.3%			
893	46,865	0.075	0.243	0.080	0.398	0.37	522	2893	0.179	1.046	0.120	1.345	1.25	1.28	1.25	12,705	162,627	158,815	-2.3%			
903	3,620	0.018	0.038	0.015	0.070	0.07	949	2903	0.042	0.162	0.022	0.226	0.23	0.24	0.23	1,197	2,872	2,753	-4.2%			
905	6,128	0.009	0.022	0.006	0.037	0.03	949	2905	0.021	0.095	0.009	0.125	0.10	0.14	0.10	2,275	3,185	2,275	-28.6%			
936	102,086	0.140	0.174	0.025	0.339	0.32	522	2936	0.333	0.751	0.037	1.121	1.06	1.02	1.06	31,370	319,972	332,520	3.9%			
948	10,850	0.154	0.404	0.081	0.639	0.60	524	2948	0.367	1.741	0.121	2.229	2.09	2.35	2.09	6,404	150,504	133,852	-11.1%			
951	330,334	0.051	0.068	0.015	0.133	0.13	949	2951	0.121	0.291	0.022	0.434	0.42	0.42	0.42	164,993	676,471	692,970	2.4%			
953	5,525,544	0.015	0.031	0.007	0.052	0.05	889	2953	0.035	0.132	0.011	0.178	0.17	0.16	0.17	2,249,621	3,599,394	3,824,356	6.3%			
955	97,880	0.032	0.054	0.011	0.098	0.09	949	2955	0.077	0.235	0.017	0.329	0.30	0.30	0.30	117,432	131,416	127,177	-3.2%			
956	269,733	0.011	0.013	0.006	0.029	0.03	889	2956	0.026	0.054	0.009	0.089	0.09	0.12	0.09	81,475	97,770	73,328	-25.0%			
957	1,127,240	0.065	0.103	0.020	0.188	0.18	946	2957	0.154	0.445	0.030	0.629	0.60	0.59	0.59	516,909	3,049,765	3,049,765	0.0%			
958	80,516	0.318	0.535	0.073	0.925	0.87	946	2958	0.759	2.305	0.108	3.172	2.98	3.06	2.98	40,397	1,236,145	1,203,828	-2.6%			
961	936,424	0.131	0.179	0.059	0.369	0.35	946	2961	0.313	0.771	0.088	1.172	1.11	1.16	1.11	711,977	10,394,871	7,902,950	-24.0%			
962	162,416	0.006	0.009	0.004	0.020	0.02	889	2962	0.015	0.041	0.007	0.063	0.06	0.06	0.06	51,566	30,939	30,939	0.0%			
963	21,083	0.032	0.103	0.043	0.177	0.17	521	2963	0.077	0.442	0.064	0.583	0.56	0.65	0.56	8,628	56,080	48,315	-13.8%			
965	774,885	0.062	0.175	0.044	0.282	0.27	2965	2965	0.149	0.756	0.066	0.971	0.93	0.99	0.93	270,039	2,673,386	2,511,363	-6.1%			
984	52,893	0.017	0.021	0.006	0.044	0.05	520	2984	0.040	0.089	0.009	0.138	0.16	0.22	0.16	18,033	39,672	28,852	-27.3%			
987	1,527	0.152	0.063	0.006	0.222	0.21	522	2987	0.363	0.273	0.010	0.646	0.61									

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7)	(15)	(16)= (14)/(15)-1	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1	
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	4/1/2025 Direct Employment Pure Premium			4/1/2025 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2025 Temp Staffing Code	4/1/2025 Temp Staffing Pure Premium			Indicated 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost		Policy Years 2020-2021 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2025 Temp Staffing Loss Costs	Proposed 4/1/2025 Percentage Change		
		Series	Non-Serious	Medical Only				Total	Series	Non-Serious			Medical Only	Total					Temp Staffing Loss Cost	Temp Staffing Loss Cost
		Temp Staffing Code	Temp Staffing Code	Temp Staffing Code				Temp Staffing Code	Temp Staffing Code	Temp Staffing Code			Temp Staffing Code	Temp Staffing Code					Temp Staffing Code	Temp Staffing Code
801	1,407	1.100	1.437	0.317	2,854	2.77	527	2801	1.602	3.025	0.413	5.040	4.89	5.53	4.89	573	31,677	28,011	-11.6%	
806	1,342	1.335	2.129	0.225	3,688	3.58	528	2806	1.944	4.481	0.293	6.718	6.52	7.41	6.52	654	48,433	42,616	-12.0%	
809	13,491	0.992	1.169	0.100	2,261	2.18	526	2809	1.446	2.461	0.131	4.038	3.89	4.38	3.89	4,557	199,593	177,264	-11.2%	
813	728,328	0.569	1.107	0.128	1,804	1.75	2813	2813	0.828	2.330	0.167	3.325	3.23	3.70	3.23	344,715	12,754,455	11,134,295	-12.7%	
814	34,517	0.431	0.593	0.091	1,114	1.08	525	2814	0.627	1.248	0.118	1.993	1.93	2.08	1.93	13,877	288,632	267,817	-7.2%	
815	118,023	0.465	0.772	0.093	1,329	1.29	525	2815	0.677	1.624	0.121	2.422	2.35	2.70	2.35	42,279	1,141,544	993,566	-13.0%	
816	4,456	0.254	0.555	0.062	0,871	0.85	524	2816	0.370	1.168	0.081	1.619	1.58	1.70	1.58	1,697	28,842	26,806	-7.1%	
818	116,189	0.184	0.343	0.051	0,578	0.56	523	2818	0.268	0.722	0.066	1,056	1.02	1.14	1.02	33,434	381,150	341,029	-10.5%	
820	2,165	0.416	0.819	0.158	1,394	1.35	524	2820	0.607	1.725	0.206	2,538	2.46	2.69	2.46	880	23,661	21,638	-8.6%	
821	4,817	1.096	1.575	0.226	2,898	2.82	526	2821	1.597	3.316	0.295	5,208	5.07	5.07	5.07	1,669	91,141	84,631	-7.1%	
825	7,900	0.541	1.090	0.149	1,780	1.73	525	2825	0.788	2.294	0.195	3,277	3.18	3.59	3.18	2,283	81,943	72,585	-11.4%	
855	39,490	0.687	1.132	0.131	1,950	1.89	526	2855	1.001	2.382	0.171	3,554	3.45	3.79	3.45	15,361	582,177	529,950	-9.0%	
857	12,642	0.771	0.896	0.147	1,814	1.76	526	2857	1.123	1.886	0.192	3,201	3.11	3.30	3.11	7,603	250,897	236,451	-5.6%	
858	2,807	1.014	1.156	0.173	2,342	2.28	527	2858	1.477	2.433	0.225	4,135	4.03	4.45	4.03	971	43,211	39,132	-9.4%	
859	905	1.103	1.129	0.180	2,412	2.34	527	2859	1.607	2.377	0.234	4,218	4.09	4.62	4.09	356	16,429	14,545	-11.5%	
860	395	1.253	0.942	0.129	2,324	2.26	527	2860	1.826	1.983	0.168	3,977	3.87	4.20	3.87	97	4,079	3,759	-7.9%	
862	5,997	1.230	1.498	0.187	2,914	2.83	527	2862	1.792	3.152	0.243	5,187	5.04	5.36	5.04	4,817	258,195	242,780	-6.0%	
865	8,075	0.693	1.361	0.208	2,262	2.20	526	2865	1.010	2.864	0.272	4,146	4.03	4.41	4.03	4,208	185,593	169,601	-8.6%	
880	26,123	0.711	1.235	0.133	2,078	2.02	526	2880	1.035	2.599	0.173	3,807	3.70	4.06	3.70	7,003	356,593	324,974	-8.9%	
882	1,518	0.794	1.320	0.156	2,270	2.21	526	2882	1.157	2.779	0.203	4,139	4.03	4.61	4.03	424	19,531	17,074	-12.6%	
884	6,744	0.102	0.314	0.050	0,467	0.45	523	2884	0.149	0.662	0.065	0,876	0.84	0.99	0.84	1,855	18,362	15,580	-15.2%	
885	14,675	0.416	0.596	0.118	1,130	1.10	525	2885	0.606	1.255	0.154	2,015	1.96	2.14	1.96	5,924	126,777	116,114	-8.4%	
886	5,474	0.266	0.477	0.102	0,846	0.82	524	2886	0.388	1.004	0.133	1,525	1.48	1.63	1.48	2,931	47,771	43,375	-9.2%	
896	6,023	0.109	0.338	0.064	0,512	0.50	524	2896	0.159	0.711	0.084	0,954	0.93	1.08	0.93	2,477	26,750	23,035	-13.9%	
897	63,002	0.114	0.519	0.093	0,726	0.71	524	2897	0.166	1.092	0.121	1,379	1.35	1.43	1.35	25,577	365,745	345,283	-5.6%	
898	26,875	0.219	0.605	0.106	0,930	0.90	524	2898	0.318	1.274	0.138	1,730	1.67	1.89	1.67	11,001	207,914	183,712	-11.6%	
899	6,859	0.099	0.381	0.056	0,536	0.52	523	2899	0.144	0.803	0.073	1,020	0.99	1.12	0.99	1,673	18,733	16,558	-11.6%	
907	11,224	0.619	1.141	0.138	1,897	1.84	526	2907	0.901	2.402	0.179	3,482	3.38	3.78	3.38	6,326	235,335	213,826	-9.1%	
910	3,034	0.625	0.839	0.119	1,583	1.54	526	2910	0.911	1.765	0.155	2,831	2.75	3.19	2.75	1,122	35,780	30,845	-13.8%	
911	25,376	0.990	1.708	0.164	2,862	2.78	527	2911	1.443	3.596	0.213	5,252	5.10	5.29	5.10	14,216	752,016	725,006	-3.6%	
914	25,117	0.213	0.666	0.081	0,960	0.93	2914	2914	0.310	1.401	0.106	1,817	1.76	1.93	1.76	5,618	108,427	98,877	-8.8%	
915	4,328	0.225	0.500	0.100	0,824	0.80	525	2915	0.327	1.052	0.130	1,509	1.46	1.67	1.46	1,650	27,551	24,086	-12.6%	
916	66,293	0.167	0.650	0.090	0,907	0.88	524	2916	0.243	1.369	0.117	1,729	1.68	1.72	1.68	41,525	714,234	697,623	-2.3%	
917	86,717	0.301	0.790	0.107	1,198	1.16	524	2917	0.438	1.663	0.140	2,241	2.17	2.46	2.17	37,232	915,898	807,926	-11.8%	
918	5,135	0.151	0.489	0.085	0,725	0.70	524	2918	0.220	1.029	0.111	1,360	1.31	1.55	1.31	2,245	34,800	29,411	-15.5%	
919	2,289	0.210	0.539	0.104	0,853	0.83	524	2919	0.306	1.134	0.136	1,576	1.53	1.62	1.53	900	14,586	13,776	-5.6%	
920	5,405	0.042	0.097	0.013	0,153	0.15	521	2920	0.061	0.204	0.018	0,283	0.28	0.31	0.28	2,269	7,035	6,354	-9.7%	
921	6,050	0.861	0.939	0.120	1,919	1.87	2921	2921	1.254	1.976	0.156	3,386	3.30	3.50	3.30	2,342	81,970	77,286	-5.7%	
922	34,467	0.435	0.851	0.104	1,389	1.35	525	2922	0.634	1.790	0.135	2,559	2.49	2.75	2.49	12,499	343,713	311,216	-9.5%	
923	515,974	0.289	0.653	0.086	1,028	1.00	2923	2923	0.421	1.374	0.113	1,908	1.86	2.08	1.86	223,103	4,640,542	4,149,716	-10.6%	
924	182,508	0.461	1.351	0.127	1,939	1.88	525	2924	0.671	2.843	0.166	3,680	3.57	4.42	3.57	104,483	4,618,152	3,730,046	-19.2%	
925	15,040	0.248	0.500	0.082	0,830	0.81	524	2925	0.362	1.053	0.107	1,522	1.49	1.62	1.49	7,754	125,607	115,527	-8.0%	
926	53,520	0.380	0.710	0.097	1,187	1.15	2926	2926	0.554	1.494	0.126	2,174	2.11	2.23	2.11	23,910	533,193	504,501	-5.4%	
927	54,232	0.132	0.282	0.034	0,449	0.44	523	2927	0.192	0.594	0.045	0,831	0.81	0.96	0.81	19,064	183,018	154,422	-15.6%	
928	178,935	0.218	0.770	0.116	1,105	1.07	2928	2928	0.318	1.622	0.152	2,092	2.03	2.13	2.03	76,874	1,637,416	1,560,542	-4.7%	
932	18,466	0.100	0.213	0.037	0,351	0.34	522	2932	0.146	0.449	0.049	0,644	0.62	0.68	0.62	4,234	28,794	26,253	-8.8%	
933	4,726	0.536	0.598	0.125	1,259	1.22	526	2933	0.781	1.259	0.163	2,203	2.13	2.33	2.13	1,202	28,005	25,601	-8.6%	
934	40,350	0.330	1.010	0.135	1,476	1.43	525	2934	0.481	2.127	0.176	2,784	2.70	3.08	2.70	16,616	511,778	448,637	-12.3%	
935	2,449	0.127	0.372	0.091	0,589	0.57	523	2935	0.185	0.782	0.118	1,085	1.05	1.19	1.05	1,237	14,723	12,991	-11.8%	
940	19,059	0.319	0.641	0.138	1,098	1.07	946	2940	0.465	1.348	0.180	1,993	1.94	2.14	1.94	11,308	446,650	290,605	-34.9%	
941	45,205	0.329	0.811	0.124	1,264	1.23	524	2941	0.480	1.707	0.162	2,349	2.29	2.68	2.29	19,152	513,276	438,583	-14.6%	
944	17,741	0.161	0.488	0.091	0,740	0.72	524	2944	0.234	1.028	0.119	1,381	1.34	1.48	1.34	8,906	141,212	131,406	-6.9%	
945	18,099	0.221	0.754	0.119	1,094	1.06	525	2945	0.321	1.587	0.155	2,063	2.00	2.16	2.00	5,950	128,521	119,001	-7.4%	
952	97,355	0.177	0.174	0.032	0,383	0.37	522	2952	0.258	0.366	0.042	0,666	0.64	0.71	0.64	30,583	217,137	195,729	-9.9%	
959	72,694	0.100	0.325	0.225	0,650	0.63	946	2959	0.146	0.684	0.293	1,123	1.09	1.26	1.09	36,093	454,774	393,416	-13.5%	
960	330,419	0.319	0.895	0.153	1,368	1.33	946	2960	0.464	1.885	0.200	2,549	2.48	2.65	2.48	221,732	5,875,897	5,498,953	-6.4%	
964	3,842	0.162	0.348	0.123	0,633	0.62	524	2964	0.236	0.732	0.161	1,129	1.11	1.29	1					

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7)	(15)	(16)= (14)/(15)-1	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1		
	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	4/1/2025 Direct Employment Pure Premium			4/1/2025 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2025 Temp Staffing Code	4/1/2025 Temp Staffing Pure Premium				4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2020-2021 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on 4/1/2025 Temp Staffing Loss Costs	Proposed 4/1/2025 Percentage Change			
	Direct Employment Code	Serious	Non-Serious	Medical Only	Total			Serious	Non-Serious	Medical Only	Total										
978	8,013	0.258	0.662	0.366	1.286	1.25	525	0.376	1.393	0.477	2.246	2.18	2.50	2.18	2,533	63,316	55,212	-12.8%			
979	60,978	0.288	0.900	0.194	1.382	1.34	946	0.420	1.894	0.253	2.567	2.49	2.92	2.49	32,825	958,496	817,347	-14.7%			
980	18,385	0.757	1.314	0.205	2.276	2.21	526	1.102	2.766	0.267	4.135	4.02	4.26	4.02	4,977	212,013	200,069	-5.6%			
981	13,217	0.181	0.449	0.053	0.683	0.66	524	0.263	0.946	0.069	1.278	1.24	1.48	1.24	4,790	70,894	59,398	-16.2%			
983	3,375	1.284	1.350	0.185	2.819	2.74	527	1.871	2.842	0.241	4.954	4.82	4.92	4.82	1,189	58,489	57,300	-2.0%			
986	6,592	0.132	0.490	0.083	0.704	0.68	523	0.192	1.031	0.108	1.331	1.28	1.39	1.28	2,103	29,227	26,914	-7.9%			
997	4,014	0.098	0.181	0.044	0.323	0.31	523	0.143	0.380	0.058	0.581	0.56	0.66	0.56	1,070	6,846	5,990	-12.5%			
999	2,186	0.801	1.091	0.289	2.180	2.12	526	1.167	2.296	0.376	3.839	3.73	4.13	3.73	669	27,634	24,958	-9.7%			
Industry Group 4	3,757,776				1.2981							2.4038			1,715,536	46,736,261	41,356,245	-11.5%			
						Total IG 4: (4/1/2025 Temp Staffing P.P.) / (4/1/2025 Direct Employment P.P.) =												1.852			
009	170	4.011	3.117	0.168	7.296	7.11	529	5.198	7.360	0.235	12.793	12.47	14.34	12.47	37	5,312	4,619	-13.0%			
015	184	1.990	1.192	0.072	3.254	3.17	528	2.579	2.813	0.101	5.493	5.35	6.10	5.35	57	3,462	3,036	-12.3%			
025	1,039	1.282	0.696	0.064	2.042	1.99	526	1.661	1.644	0.090	3.395	3.31	3.83	3.31	289	11,060	9,558	-13.6%			
028	16,541	0.595	0.391	0.033	1.019	0.99	525	0.771	0.922	0.046	1.739	1.69	2.07	1.69	5,943	123,023	100,439	-18.4%			
050	5,543	0.995	0.845	0.110	1.950	1.90	525	1.290	1.994	0.153	3.437	3.35	3.98	3.35	1,924	76,578	64,456	-15.8%			
051	5,122	1.373	0.795	0.132	2.300	2.24	526	1.779	1.877	0.184	3.840	3.74	4.49	3.74	1,311	58,874	49,040	-16.7%			
055	1,807	1.200	0.874	0.164	2.238	2.18	526	1.555	2.064	0.229	3.848	3.75	4.43	3.75	538	23,844	20,184	-15.3%			
716	750	0.598	1.003	0.107	1.709	1.67	525	0.775	2.369	0.150	3.294	3.22	3.77	3.22	259	9,775	8,349	-14.6%			
718	82	0.923	0.676	0.107	1.706	1.66	525	1.196	1.597	0.149	2.942	2.86	3.26	2.86	36	1,160	1,018	-12.3%			
721	2,134	1.305	2.306	0.109	3.721	3.63	528	1.691	5.446	0.153	7.290	7.11	8.43	7.11	2,124	179,085	151,043	-15.7%			
751	5,273	0.225	0.170	0.027	0.422	0.41	524	0.291	0.402	0.037	0.730	0.71	0.84	0.71	2,719	22,840	19,305	-15.5%			
752	27,917	0.176	0.082	0.015	0.273	0.27	522	0.228	0.193	0.020	0.441	0.44	0.48	0.44	11,019	52,894	48,486	-8.3%			
753	31,168	0.503	0.537	0.095	1.135	1.11	525	0.652	1.269	0.132	2.053	2.01	2.40	2.01	10,788	258,919	216,844	-16.3%			
755	30,596	0.225	0.207	0.028	0.460	0.45	523	0.291	0.489	0.039	0.819	0.80	0.95	0.80	18,043	171,405	144,341	-15.8%			
757	22,195	0.288	0.286	0.028	0.601	0.59	524	0.373	0.675	0.039	1.087	1.07	1.18	1.07	10,128	119,511	108,370	-9.3%			
759	7,827	1.134	1.225	0.118	2.478	2.41	527	1.470	2.892	0.166	4.528	4.40	5.15	4.40	2,839	146,204	124,912	-14.6%			
803	83	2.075	2.266	0.254	4.595	4.48	529	2.689	5.351	0.355	8.395	8.18	9.52	8.18	12	1,151	989	-14.1%			
804	18,853	0.272	1.017	0.126	1.415	1.38	526	0.353	2.401	0.176	2.930	2.86	2.99	2.86	4,672	139,700	133,626	-4.3%			
805	3,005	1.048	1.005	0.070	2.123	2.07	526	1.358	2.373	0.098	3.829	3.73	4.31	3.73	1,172	50,495	43,700	-13.5%			
807	13,239	0.523	1.406	0.183	2.112	2.06	526	0.677	3.320	0.255	4.252	4.15	4.34	4.15	3,678	159,642	152,653	-4.4%			
808	52,783	1.154	2.259	0.100	3.513	3.42	526	1.496	5.332	0.140	6.968	6.78	6.73	6.78	19,053	1,244,140	1,291,772	3.8%			
810	1,173	0.854	0.613	0.028	1.495	1.46	526	1.107	1.447	0.039	2.593	2.53	2.53	2.53	321	8,755	8,113	-7.3%			
811	78,667	1.516	1.661	0.079	3.256	3.17	527	1.964	3.922	0.110	5.996	5.84	6.41	5.84	39,783	2,550,065	2,323,304	-8.9%			
812	2,067	1.566	1.712	0.061	3.339	3.25	527	2.029	4.043	0.085	6.157	5.99	6.46	5.99	609	39,356	36,493	-7.3%			
817	10,692	0.761	1.604	0.166	2.530	2.47	526	0.986	3.787	0.232	5.005	4.89	5.21	4.89	5,895	307,105	288,243	-6.1%			
828	1,901	0.797	1.651	0.234	2.681	2.61	527	1.033	3.897	0.327	5.257	5.12	5.79	5.12	498	28,849	25,510	-11.6%			
904	170	0.263	0.426	0.039	0.728	0.71	949	0.341	1.007	0.054	1.402	1.37	0.45	0.52	44	200	231	15.6%			
939	325	0.655	1.284	0.314	2.253	2.20	526	0.849	3.032	0.439	4.320	4.22	4.93	4.22	67	3,321	2,842	-14.4%			
954	21,319	0.255	0.557	0.048	0.861	0.84	524	0.331	1.316	0.068	1.715	1.67	1.90	1.67	9,249	175,732	154,459	-12.1%			
967	8,030	0.135	0.267	0.132	0.534	0.52	523	0.175	0.630	0.184	0.989	0.96	1.13	0.96	1,811	20,465	17,386	-15.0%			
969	21,658	0.160	0.524	0.207	0.892	0.87	525	0.208	1.237	0.290	1.735	1.69	1.89	1.69	7,119	134,551	120,312	-10.6%			
970	3,553	0.427	1.151	1.670	3.247	3.17	526	0.554	2.717	2.334	5.605	5.47	6.92	5.47	965	66,770	52,779	-21.0%			
991	3,007	0.321	0.550	1.051	1.922	1.87	525	0.416	1.299	1.469	3.184	3.10	3.71	3.10	977	36,250	30,290	-16.4%			
992	2,567	1.176	0.875	0.114	2.164	2.18	526	1.524	2.065	0.159	3.748	3.77	4.17	3.77	774	32,268	29,173	-9.6%			
995	17,883	1.207	1.389	0.156	2.751	2.68	527	1.564	3.279	0.218	5.061	4.93	5.19	4.93	7,864	408,162	387,715	-5.0%			
7428	32,278	0.534	0.970	0.115	1.618	1.58	526	0.692	2.289	0.160	3.141	3.07	3.23	3.07	12,855	415,230	394,661	-5.0%			
Industry Group 5	451,600				1.9036							3.5903			185,474	7,086,153	6,568,251	-7.3%			
						Total IG 5: (4/1/2025 Temp Staffing P.P.) / (4/1/2025 Direct Employment P.P.) =												1.886			
Total	16,934,825				0.6425							1.3376			7,408,197	112,915,181	102,611,956	-9.1%			
												2.082									

	Minimum Swing	Maximum Swing
IND GRP 1	0.65	1.15
IND GRP 2	0.65	1.15
IND GRP 3	0.66	1.16
IND GRP 4	0.65	1.15
IND GRP 5	0.65	1.15

Note: Columns (10) through (12): Columns (3) through (5), respectively, times the Exhibit 3, Line C differential for the appropriate Industry Group and category (Serious, Non-Serious, Medical Only).

* Indicates capping occurred in Column (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)	(8)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
185	104	2104	3.35	3.42	2.1%	0.0%	3.47
187	107	2107	2.66	2.51	-5.6%	0.0%	2.54
189	113	2113	2.20	2.13	-3.2%	0.0%	2.16
191	161	2161	2.33	2.08	-10.7%	0.0%	2.11
275	221	2221	2.39	2.24	-6.3%	0.0%	2.27
276	222	2222	2.52	2.33	-7.5%	0.0%	2.36
291	255	2255	1.78	1.70	-4.5%	0.0%	1.72
297	281	2281	2.42	2.23	-7.9%	0.0%	2.26
491	403	2403	2.39	2.20	-7.9%	0.0%	2.23
493	445	2445	2.14	2.01	-6.1%	0.0%	2.04
495	451	2451	3.63	3.35	-7.7%	0.0%	3.39
497	472	2472	0.59	0.55	-6.8%	0.0%	0.56
499	475	2475	2.09	1.90	-9.1%	0.0%	1.93
520	984	2984	0.22	0.16	-27.3%	0.0%	0.16
520	988	2988	0.25	0.19	-24.0%	0.0%	0.19
521	555	2555	0.38	0.33	-13.2%	0.0%	0.33
521	744	2744	0.40	0.36	-10.0%	0.0%	0.36
521	890	2890	0.57	0.47	-17.5%	-7.0%	0.48
521	920	2920	0.31	0.28	-9.7%	0.0%	0.28
521	963	2963	0.65	0.56	-13.8%	0.0%	0.57
521	977	2977	0.63	0.62	-1.6%	0.0%	0.63
522	488	2488	0.74	0.70	-5.4%	0.0%	0.71
522	752	2752	0.48	0.44	-8.3%	-6.2%	0.45
522	887	2887	0.95	0.88	-7.4%	-3.2%	0.89
522	892	2892	1.40	1.27	-9.3%	-5.0%	1.29
522	893	2893	1.28	1.25	-2.3%	-5.5%	1.27
522	932	2932	0.68	0.62	-8.8%	0.0%	0.63
522	936	2936	1.02	1.06	3.9%	-2.9%	1.07
522	952	2952	0.71	0.64	-9.9%	-2.8%	0.65
522	987	2987	0.65	0.61	-6.2%	-4.6%	0.62
523	103	2103	1.13	1.05	-7.1%	0.0%	1.06
523	441	2441	1.01	0.96	-5.0%	0.0%	0.97
523	459	2459	0.78	0.72	-7.7%	0.0%	0.73
523	471	2471	1.22	1.07	-12.3%	0.0%	1.08
523	476	2476	1.18	1.12	-5.1%	0.0%	1.13
523	485	2485	1.00	0.96	-4.0%	0.0%	0.97
523	487	2487	1.17	1.08	-7.7%	0.0%	1.09
523	489	2489	1.00	0.91	-9.0%	0.0%	0.92
523	551	2551	1.37	1.31	-4.4%	0.0%	1.33
523	553	2553	1.02	0.97	-4.9%	0.0%	0.98
523	755	2755	0.95	0.80	-15.8%	-5.3%	0.81
523	818	2818	1.14	1.02	-10.5%	-1.8%	1.03
523	884	2884	0.99	0.84	-15.2%	-2.0%	0.85
523	891	2891	1.96	1.84	-6.1%	-3.6%	1.86

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)	(8)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
523	899	2899	1.12	0.99	-11.6%	-1.8%	1.00
523	927	2927	0.96	0.81	-15.6%	0.0%	0.82
523	935	2935	1.19	1.05	-11.8%	-1.7%	1.06
523	967	2967	1.13	0.96	-15.0%	0.0%	0.97
523	968	2968	1.22	1.03	-15.6%	0.0%	1.04
523	976	2976	1.02	0.96	-5.9%	-2.0%	0.97
523	986	2986	1.39	1.28	-7.9%	-0.7%	1.30
523	997	2997	0.64	0.56	-12.5%	-3.1%	0.57
524	115	2115	2.28	2.18	-4.4%	0.0%	2.21
524	142	2142	2.48	2.12	-14.5%	-7.3%	2.15
524	263	2263	1.58	1.53	-3.2%	0.0%	1.55
524	416	2416	1.99	1.83	-8.0%	0.0%	1.85
524	446	2446	1.28	1.26	-1.6%	0.0%	1.28
524	449	2449	1.94	1.80	-7.2%	0.0%	1.82
524	458	2458	1.17	1.04	-11.1%	0.0%	1.05
524	473	2473	2.24	2.19	-2.2%	0.0%	2.22
524	474	2474	2.09	2.00	-4.3%	0.0%	2.03
524	477	2477	1.54	1.44	-6.5%	0.0%	1.46
524	483	2483	1.16	1.08	-6.9%	0.0%	1.09
524	486	2486	1.43	1.32	-7.7%	0.0%	1.34
524	506	2506	2.04	1.86	-8.8%	0.0%	1.88
524	507	2507	1.58	1.49	-5.7%	0.0%	1.51
524	581	2581	0.91	0.87	-4.4%	0.0%	0.88
524	667	2667	2.29	2.18	-4.8%	0.0%	2.25
524	751	2751	0.84	0.71	-15.5%	-6.0%	0.72
524	757	2757	1.18	1.07	-9.3%	-5.1%	1.08
524	816	2816	1.70	1.58	-7.1%	0.0%	1.60
524	820	2820	2.69	2.46	-8.6%	-0.7%	2.49
524	886	2886	1.63	1.48	-9.2%	-1.2%	1.50
524	896	2896	1.08	0.93	-13.9%	0.0%	0.94
524	897	2897	1.43	1.35	-5.6%	0.0%	1.37
524	898	2898	1.89	1.67	-11.6%	-0.5%	1.69
524	916	2916	1.72	1.68	-2.3%	-1.2%	1.70
524	917	2917	2.46	2.17	-11.8%	-0.8%	2.20
524	918	2918	1.55	1.31	-15.5%	-1.3%	1.33
524	919	2919	1.62	1.53	-5.6%	-1.2%	1.55
524	925	2925	1.62	1.49	-8.0%	0.0%	1.51
524	941	2941	2.68	2.29	-14.6%	-0.7%	2.32
524	944	2944	1.44	1.34	-6.9%	-1.4%	1.36
524	948	2948	2.35	2.09	-11.1%	-3.0%	2.12
524	954	2954	1.90	1.67	-12.1%	0.0%	1.69
524	964	2964	1.29	1.11	-14.0%	-1.6%	1.12
524	975	2975	1.46	1.15	-21.2%	-1.4%	1.17
524	981	2981	1.48	1.24	-16.2%	-1.4%	1.26

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)	(8)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
525	0011	2011	1.99	1.75	-12.1%	0.0%	1.77
525	028	2028	2.07	1.69	-18.4%	-19.8%	1.71
525	050	2050	3.98	3.35	-15.8%	-20.4%	3.39
525	101	2101	3.15	2.93	-7.0%	0.0%	2.97
525	105	2105	4.22	4.06	-3.8%	0.0%	4.11
525	108	2108	2.12	2.01	-5.2%	0.0%	2.04
525	110	2110	2.61	2.42	-7.3%	0.0%	2.45
525	119	2119	3.90	3.71	-4.9%	0.0%	3.76
525	132	2132	2.34	2.16	-7.7%	0.0%	2.19
525	134	2134	2.51	2.53	0.8%	0.0%	2.56
525	135	2135	2.33	2.12	-9.0%	0.0%	2.15
525	136	2136	2.33	2.13	-8.6%	0.0%	2.16
525	163	2163	3.96	3.83	-3.3%	0.0%	3.88
525	166	2166	2.82	2.59	-8.2%	0.0%	2.62
525	204	2204	3.29	3.04	-7.6%	0.0%	3.08
525	205	2205	2.45	2.29	-6.5%	0.0%	2.32
525	225	2225	2.65	2.64	-0.4%	0.0%	2.68
525	227	2227	3.39	3.28	-3.2%	0.0%	3.32
525	257	2257	2.57	2.47	-3.9%	0.0%	2.50
525	261	2261	2.83	2.81	-0.7%	0.0%	2.85
525	265	2265	2.50	2.31	-7.6%	0.0%	2.34
525	285	2285	1.71	1.62	-5.3%	0.0%	1.64
525	311	2311	3.16	2.98	-5.7%	0.0%	3.02
525	327	2327	2.21	2.18	-1.4%	0.0%	2.21
525	404	2404	3.01	2.91	-3.3%	0.0%	2.95
525	407	2407	2.77	2.53	-8.7%	0.0%	2.56
525	415	2415	3.32	3.10	-6.6%	0.0%	3.14
525	433	2433	3.15	2.93	-7.0%	0.0%	2.97
525	454	2454	3.20	2.94	-8.1%	0.0%	2.98
525	456	2456	2.88	2.68	-6.9%	0.0%	2.72
525	457	2457	2.79	2.58	-7.5%	0.0%	2.61
525	461	2461	2.19	1.98	-9.6%	0.0%	2.01
525	463	2463	2.24	2.08	-7.1%	0.0%	2.11
525	465	2465	2.71	2.54	-6.3%	0.0%	2.57
525	501	2501	3.62	3.53	-2.5%	0.0%	3.58
525	502	2502	2.82	2.63	-6.7%	0.0%	2.66
525	513	2513	3.26	2.96	-9.2%	0.0%	3.00
525	535	2535	2.36	2.19	-7.2%	0.0%	2.22
525	571	2571	1.87	1.77	-5.3%	0.0%	1.79
525	617	2617	3.26	2.93	-10.1%	0.0%	3.02
525	649	2649	4.69	4.55	-3.0%	0.0%	4.69
525	660	2660	2.99	2.86	-4.3%	0.0%	2.95
525	664	2664	3.92	3.42	-12.8%	0.0%	3.52
525	675	2675	2.83	2.70	-4.6%	0.0%	2.78

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

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4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
525	677	2677	2.94	2.91	-1.0%	0.0%	3.00
525	716	2716	3.77	3.22	-14.6%	-20.4%	3.26
525	718	2718	3.26	2.86	-12.3%	-21.2%	2.90
525	753	2753	2.40	2.01	-16.3%	-4.6%	2.04
525	814	2814	2.08	1.93	-7.2%	-1.0%	1.96
525	815	2815	2.70	2.35	-13.0%	-0.7%	2.38
525	825	2825	3.59	3.18	-11.4%	-0.6%	3.22
525	885	2885	2.14	1.96	-8.4%	-0.9%	1.99
525	915	2915	1.67	1.46	-12.6%	-1.2%	1.48
525	922	2922	2.75	2.49	-9.5%	-0.7%	2.52
525	924	2924	4.42	3.57	-19.2%	-0.9%	3.62
525	934	2934	3.08	2.70	-12.3%	-1.3%	2.74
525	945	2945	2.16	2.00	-7.4%	-0.9%	2.03
525	966	2966	2.43	2.22	-8.6%	-0.8%	2.25
525	969	2969	1.89	1.69	-10.6%	0.0%	1.71
525	971	2971	3.43	2.99	-12.8%	-0.6%	3.03
525	973	2973	2.49	2.14	-14.1%	-0.8%	2.17
525	978	2978	2.50	2.18	-12.8%	-0.8%	2.21
525	991	2991	3.71	3.10	-16.4%	0.0%	3.14
525	4771	6771	2.88	2.76	-4.2%	0.0%	2.80
526	012	2012	4.81	5.30	10.2%	22.5%	5.37
526	0013	2013	2.18	1.91	-12.4%	-0.9%	1.94
526	025	2025	3.83	3.31	-13.6%	-20.4%	3.35
526	051	2051	4.49	3.74	-16.7%	-20.0%	3.79
526	055	2055	4.43	3.75	-15.3%	-20.3%	3.80
526	059	2059	6.11	5.62	-8.0%	-15.5%	5.69
526	106	2106	5.42	5.21	-3.9%	0.0%	5.28
526	109	2109	3.57	3.52	-1.4%	0.0%	3.57
526	111	2111	5.70	5.03	-11.8%	0.0%	5.10
526	130	2130	3.88	3.68	-5.2%	0.0%	3.73
526	139	2139	3.42	3.23	-5.6%	0.0%	3.27
526	141	2141	4.96	3.85	-22.4%	-7.1%	3.90
526	165	2165	5.75	5.35	-7.0%	0.0%	5.42
526	201	2201	3.45	3.20	-7.2%	0.0%	3.24
526	301	2301	5.50	5.23	-4.9%	0.0%	5.30
526	305	2305	4.26	3.93	-7.7%	0.0%	3.98
526	306	2306	3.20	2.90	-9.4%	0.0%	2.94
526	319	2319	4.41	4.07	-7.7%	0.0%	4.12
526	323	2323	3.73	3.42	-8.3%	0.0%	3.47
526	402	2402	2.74	2.59	-5.5%	0.0%	2.62
526	406	2406	2.73	2.67	-2.2%	0.0%	2.71
526	411	2411	4.11	3.86	-6.1%	0.0%	3.91
526	413	2413	4.43	4.24	-4.3%	0.0%	4.30
526	421	2421	6.36	5.82	-8.5%	0.0%	5.90

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(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)	(8)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
526	427	2427	5.55	5.25	-5.4%	0.0%	5.32
526	429	2429	2.70	2.46	-8.9%	0.0%	2.49
526	431	2431	4.61	4.38	-5.0%	0.0%	4.44
526	435	2435	3.16	3.03	-4.1%	0.0%	3.07
526	447	2447	3.38	3.12	-7.7%	0.0%	3.16
526	467	2467	2.90	2.66	-8.3%	0.0%	2.70
526	509	2509	5.00	3.87	-22.6%	0.0%	3.92
526	511	2511	5.76	5.34	-7.3%	0.0%	5.41
526	512	2512	3.30	3.65	10.6%	0.0%	3.70
526	514	2514	3.33	3.16	-5.1%	0.0%	3.20
526	536	2536	4.75	4.57	-3.8%	0.0%	4.63
526	573	2573	3.15	2.93	-7.0%	0.0%	2.97
526	603	2603	5.89	5.50	-6.6%	0.0%	5.66
526	607	2607	2.78	2.66	-4.3%	0.0%	2.74
526	646	2646	5.61	5.33	-5.0%	0.0%	5.49
526	662	2662	7.26	7.64	5.2%	0.0%	7.87
526	663	2663	3.65	3.29	-9.9%	0.0%	3.39
526	670	2670	6.65	6.07	-8.7%	0.0%	6.25
526	673	2673	6.62	6.47	-2.3%	0.0%	6.66
526	674	2674	6.77	6.47	-4.4%	0.0%	6.66
526	676	2676	6.52	6.00	-8.0%	0.0%	6.18
526	681	2681	7.05	6.39	-9.4%	0.0%	6.58
526	804	2804	2.99	2.86	-4.3%	0.0%	2.90
526	805	2805	4.31	3.73	-13.5%	0.0%	3.78
526	807	2807	4.34	4.15	-4.4%	0.0%	4.21
526	808	2808	6.53	6.78	3.8%	0.0%	6.87
526	809	2809	4.38	3.89	-11.2%	-0.7%	3.94
526	810	2810	2.73	2.53	-7.3%	0.0%	2.56
526	817	2817	5.21	4.89	-6.1%	0.0%	4.95
526	821	2821	5.46	5.07	-7.1%	-0.9%	5.14
526	855	2855	3.79	3.45	-9.0%	-0.5%	3.50
526	857	2857	3.30	3.11	-5.8%	-0.9%	3.15
526	865	2865	4.41	4.03	-8.6%	-0.5%	4.08
526	880	2880	4.06	3.70	-8.9%	-0.5%	3.75
526	882	2882	4.61	4.03	-12.6%	-0.9%	4.08
526	907	2907	3.72	3.38	-9.1%	-0.8%	3.42
526	910	2910	3.19	2.75	-13.8%	-0.6%	2.79
526	933	2933	2.33	2.13	-8.6%	-0.9%	2.16
526	939	2939	4.93	4.22	-14.4%	0.0%	4.28
526	970	2970	6.92	5.47	-21.0%	0.0%	5.54
526	980	2980	4.26	4.02	-5.6%	-0.7%	4.07
526	992	2992	4.17	3.77	-9.6%	0.0%	3.82
526	999	2999	4.13	3.73	-9.7%	-0.5%	3.78
526	7428	9428	3.23	3.07	-5.0%	0.0%	3.11

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(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)	(8)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
527	114	2114	5.02	4.72	-6.0%	0.0%	4.78
527	282	2282	5.04	4.89	-3.0%	0.0%	4.95
527	425	2425	6.43	5.96	-7.3%	0.0%	6.04
527	601	2601	5.59	5.37	-3.9%	0.0%	5.53
527	605	2605	7.83	7.54	-3.7%	0.0%	7.77
527	606	2606	4.03	3.93	-2.5%	0.0%	4.05
527	608	2608	5.95	5.47	-8.1%	0.0%	5.63
527	611	2611	9.07	8.80	-3.0%	0.0%	9.06
527	615	2615	9.54	9.18	-3.8%	0.0%	9.46
527	645	2645	5.64	5.26	-6.7%	0.0%	5.42
527	647	2647	8.12	7.69	-5.3%	0.0%	7.92
527	648	2648	7.02	6.60	-6.0%	0.0%	6.80
527	652	2652	9.88	8.99	-9.0%	0.0%	9.26
527	653	2653	7.64	7.21	-5.6%	0.0%	7.43
527	654	2654	6.98	6.53	-6.4%	0.0%	6.73
527	656	2656	4.21	3.70	-12.1%	0.0%	3.81
527	657	2657	8.61	8.21	-4.6%	0.0%	8.46
527	658	2658	8.75	8.24	-5.8%	0.0%	8.49
527	665	2665	7.92	7.15	-9.7%	0.0%	7.36
527	666	2666	7.32	6.85	-6.4%	0.0%	7.06
527	668	2668	9.08	8.66	-4.6%	0.0%	8.92
527	669	2669	8.98	8.83	-1.7%	0.0%	9.09
527	679	2679	8.95	8.51	-4.9%	0.0%	8.76
527	759	2759	5.15	4.40	-14.6%	-4.7%	4.46
527	801	2801	5.53	4.89	-11.6%	-0.7%	4.95
527	802	2802	2.87	2.93	2.1%	20.6%	2.97
527	811	2811	6.41	5.84	-8.9%	0.0%	5.92
527	812	2812	6.46	5.99	-7.3%	0.0%	6.07
527	828	2828	5.79	5.12	-11.6%	0.0%	5.19
527	858	2858	4.45	4.03	-9.4%	-0.7%	4.08
527	859	2859	4.62	4.09	-11.5%	-0.9%	4.14
527	860	2860	4.20	3.87	-7.9%	-0.7%	3.92
527	862	2862	5.36	5.04	-6.0%	-0.6%	5.11
527	911	2911	5.29	5.10	-3.6%	-1.1%	5.17
527	983	2983	4.92	4.82	-2.0%	-0.8%	4.88
527	995	2995	5.19	4.93	-5.0%	0.0%	5.00
527	4777	6777	3.63	3.66	0.8%	-0.8%	3.71
528	005	2005	8.27	9.40	13.7%	23.0%	9.52
528	015	2015	6.10	5.35	-12.3%	0.0%	5.42
528	112	2112	5.66	5.31	-6.2%	0.0%	5.38
528	655	2655	8.54	8.16	-4.4%	0.0%	8.40
528	721	2721	8.43	7.11	-15.7%	-4.6%	7.20
528	806	2806	7.41	6.52	-12.0%	-0.8%	6.61
529	009	2009	14.34	12.47	-13.0%	0.0%	12.64

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4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2025 Temp Staffing Code	4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2025 Percentage Change	Est. % Change of IG Movement	Proposed 4/1/2025 Post-Surcharge Temp Staffing Loss Cost
529	659	2659	15.39	14.26	-7.3%	0.0%	14.69
529	803	2803	9.52	8.18	-14.1%	0.0%	8.29
587	563	2563	1.42	1.45	2.1%	0.0%	1.47
691	609	2609	3.64	3.35	-8.0%	0.0%	3.43
693	651	2651	5.78	5.09	-11.9%	0.0%	5.23
695	661	2661	2.81	2.66	-5.3%	0.0%	2.76
867	813	2813	3.70	3.23	-12.7%	-0.5%	3.27
871	921	2921	3.50	3.30	-5.7%	-0.6%	3.34
877	914	2914	1.93	1.76	-8.8%	-1.0%	1.78
879	923	2923	2.08	1.86	-10.6%	-0.5%	1.88
881	926	2926	2.23	2.11	-5.4%	-0.9%	2.14
883	928	2928	2.13	2.03	-4.7%	-0.9%	2.06
889	953	2953	0.16	0.17	6.3%	0.0%	0.17
889	956	2956	0.12	0.09	-25.0%	0.0%	0.09
889	962	2962	0.06	0.06	0.0%	0.0%	0.06
895	965	2965	0.99	0.93	-6.1%	-3.0%	0.94
946	940	2940	3.95	2.57	-34.9%	-1.0%	2.60
946	957	2957	0.59	0.59	0.0%	-6.8%	0.60
946	958	2958	3.06	2.98	-2.6%	-4.6%	3.02
946	959	2959	1.26	1.09	-13.5%	-1.6%	1.10
946	960	2960	2.65	2.48	-6.4%	-0.8%	2.51
946	961	2961	1.46	1.11	-24.0%	-2.1%	1.12
946	974	2974	2.00	1.80	-10.0%	0.0%	1.82
946	979	2979	2.92	2.49	-14.7%	-0.7%	2.52
949	709	2709	0.46	0.53	15.2%	0.0%	0.54
949	819	2819	0.45	0.52	15.6%	0.0%	0.53
949	903	2903	0.24	0.23	-4.2%	0.0%	0.23
949	904	2904	0.45	0.52	15.6%	0.0%	0.53
949	905	2905	0.14	0.10	-28.6%	-28.6%	0.10
949	951	2951	0.41	0.42	2.4%	0.0%	0.43
949	955	2955	0.31	0.30	-3.2%	-12.9%	0.30