

PENNSYLVANIA COMPENSATION RATING BUREAU

Loss Costs and Expected Loss Factors

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

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2021 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
005	6.43	4.80	6.11	6.77	F
007	3.30	2.46	3.13	3.47	C
009	11.23	8.38	10.66	11.83	G
015	5.22	3.90	4.96	5.50	E
025	2.57	1.70	2.06	2.32	G
028	1.42	0.94	1.14	1.29	F
050	2.38	1.57	1.92	2.16	F
051	2.61	1.72	2.10	2.36	F
055	2.91	1.92	2.34	2.64	F
059	3.72	2.46	2.99	3.37	E
101	1.84	1.32	1.64	1.82	E
103	0.77	0.55	0.69	0.76	C
104	2.08	1.50	1.86	2.06	B
105	2.37	1.71	2.12	2.35	D
106	3.53	2.54	3.15	3.49	C
107	1.65	1.19	1.48	1.64	B
108	1.47	1.06	1.31	1.46	C
109	2.36	1.70	2.11	2.34	C
110	1.70	1.23	1.52	1.69	B
111	4.01	2.88	3.58	3.97	C
112	4.58	3.30	4.09	4.54	C
113	1.15	0.82	1.02	1.13	C
114	3.62	2.61	3.23	3.58	E
115	1.54	1.11	1.38	1.53	D
119	2.06	1.48	1.84	2.04	C
130	2.98	2.15	2.66	2.95	E
132	1.61	1.16	1.44	1.60	C
134	1.83	1.31	1.63	1.81	C
135	1.46	1.05	1.30	1.45	C
136	1.69	1.22	1.51	1.68	C
139	2.58	1.85	2.30	2.55	C
141	2.66	1.91	2.37	2.63	B
142	1.37	0.99	1.22	1.36	C
161	1.36	0.98	1.21	1.35	C
163	2.41	1.74	2.15	2.39	C
165	3.63	2.61	3.24	3.59	B
166	1.89	1.36	1.68	1.87	C
201	2.37	1.71	2.12	2.35	D
204	1.87	1.34	1.67	1.85	B
205	1.70	1.23	1.52	1.69	B
221	1.32	0.95	1.18	1.31	C
222	1.43	1.03	1.28	1.42	C
225	1.53	1.10	1.37	1.52	C
227	1.91	1.37	1.70	1.89	C
255	1.34	0.96	1.19	1.33	E

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

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
257	1.40	1.01	1.25	1.39	C
261	1.81	1.30	1.61	1.79	C
263	1.14	0.82	1.01	1.12	C
265	1.43	1.03	1.28	1.42	C
281	1.47	1.06	1.31	1.46	B
282	3.03	2.18	2.71	3.00	D
285	1.11	0.80	0.99	1.09	B
301	3.40	2.44	3.03	3.36	F
305	2.58	1.85	2.30	2.55	D
306	2.09	1.50	1.86	2.07	B
311	1.77	1.28	1.58	1.76	C
319	2.55	1.83	2.27	2.52	A
323	1.98	1.42	1.77	1.96	C
327	1.48	1.07	1.32	1.47	C
402	2.07	1.49	1.85	2.05	E
403	1.63	1.17	1.46	1.62	C
404	1.66	1.20	1.48	1.65	E
406	1.71	1.23	1.53	1.70	E
407	2.00	1.44	1.78	1.98	C
411	2.73	1.96	2.43	2.70	E
413	2.95	2.12	2.63	2.92	E
415	1.96	1.41	1.75	1.94	E
416	1.21	0.87	1.08	1.19	C
421	4.22	3.04	3.77	4.18	E
425	4.25	3.06	3.79	4.21	E
427	2.79	2.01	2.49	2.76	E
429	2.07	1.49	1.85	2.05	D
431	3.03	2.18	2.71	3.00	C
433	2.11	1.52	1.88	2.09	C
435	2.07	1.49	1.85	2.05	C
441	0.62	0.45	0.55	0.61	C
445	1.17 a	0.84	1.04	1.15	C
446	0.70	0.50	0.62	0.69	B
447	2.16 b	1.55	1.93	2.14	E
449	1.29	0.93	1.15	1.28	D
451	2.07	1.49	1.85	2.05	D
454	1.75	1.26	1.57	1.74	C
456	1.84	1.32	1.64	1.82	D
457	1.93	1.39	1.72	1.91	C
458	0.96	0.69	0.86	0.95	B
459	0.48	0.34	0.43	0.47	C
461	1.35	0.97	1.20	1.34	D
463	1.51	1.09	1.35	1.50	D
465	1.87	1.34	1.67	1.85	D
467	2.16	1.55	1.93	2.14	B

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

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

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

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Proposed Effective Date: April 1, 2021 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
471	0.75	0.54	0.67	0.74	B
472	0.52	0.37	0.46	0.51	B
473	1.26	0.90	1.12	1.24	B
474	1.18	0.85	1.05	1.16	C
475	1.27	0.91	1.13	1.26	D
476	0.69	0.50	0.62	0.68	C
477	1.02	0.74	0.91	1.01	C
483	0.89	0.64	0.80	0.88	B
485	0.65	0.47	0.58	0.64	B
486	0.80	0.58	0.72	0.79	C
487	0.60	0.43	0.53	0.59	C
488	0.42	0.30	0.37	0.41	B
489	0.66	0.47	0.59	0.65	B
501	2.38	1.71	2.13	2.36	E
502	1.95	1.40	1.74	1.93	A
506	1.13	0.81	1.00	1.11	C
507	1.18	0.85	1.05	1.16	F
509	3.12	2.25	2.79	3.09	G
511	3.48	2.50	3.10	3.44	E
512	2.33	1.68	2.08	2.31	E
513	1.86 c	1.34	1.66	1.84	B
514	2.50	1.80	2.24	2.48	E
535	1.63	1.17	1.46	1.62	C
536	3.15	2.27	2.82	3.12	C
551	0.86	0.62	0.77	0.85	F
553	0.76	0.55	0.68	0.75	G
555	0.29	0.21	0.26	0.29	B
563	0.81	0.58	0.72	0.80	C
571	1.29	0.93	1.15	1.28	C
573	2.18	1.57	1.95	2.16	F
581	0.74	0.53	0.66	0.73	E
601	3.76	2.46	2.99	3.37	G
603	3.91	2.51	3.05	3.43	F
605	4.86	3.16	3.84	4.33	E
606	3.01	1.96	2.38	2.68	G
607	1.60	1.05	1.27	1.43	F
608	4.01	2.58	3.14	3.54	F
609	2.35	1.53	1.87	2.10	F
611	6.40	4.11	5.01	5.64	E
615	6.02	3.89	4.74	5.34	G
0152	0.66				G
617	2.04	1.33	1.61	1.82	F
645	4.23	2.67	3.24	3.66	F
646	3.37	2.16	2.63	2.97	E
647	4.80	3.14	3.82	4.31	D
648	4.30	2.79	3.39	3.82	E

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

c OD: \$0.09 Supplemental is not subject to experience rating. Code as 0176.

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

d OD: \$0.83 Supplemental applies when coverage for Federal black lung is provided. It is not subject to experience rating. Code as 0164.

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
649	3.01	1.86	2.27	2.55	E
651	3.83	2.47	3.00	3.38	F
652	5.79	3.82	4.65	5.23	F
653	4.59	2.95	3.59	4.04	F
654	5.05	3.24	3.94	4.44	F
655	6.48	4.15	5.05	5.69	G
656	3.37	2.20	2.68	3.02	G
657	5.53	3.60	4.39	4.94	F
658	5.96	3.79	4.61	5.19	F
659	10.08	6.58	8.01	9.02	G
660	1.74	1.11	1.35	1.52	E
661	1.81	1.13	1.37	1.54	E
662	4.20	2.77	3.37	3.80	E
663	2.35	1.51	1.83	2.07	E
664	2.38	1.51	1.83	2.07	E
665	5.09	3.30	4.01	4.52	F
666	4.98	3.12	3.80	4.28	E
667	1.35	0.87	1.06	1.19	F
668	5.38	3.45	4.20	4.73	E
669	4.76	3.03	3.68	4.15	F
670	4.33	2.73	3.33	3.75	E
673	3.97	2.60	3.16	3.56	F
674	3.49	2.26	2.76	3.10	E
675	2.03	1.33	1.61	1.82	F
676	3.31	2.14	2.60	2.93	E
677	1.91	1.24	1.51	1.70	G
679	5.55	3.60	4.39	4.94	F
681	4.18	2.73	3.33	3.75	F
709	1.26	0.83	1.01	1.14	G
716	1.95	1.29	1.57	1.76	E
718	1.91	1.26	1.53	1.73	E
721	5.34	3.85	4.77	5.29	F
744	0.25	0.18	0.23	0.25	D
751	0.65	0.47	0.58	0.64	E
752	0.48	0.34	0.43	0.47	G
753	1.75	1.26	1.57	1.74	C
755	0.75	0.54	0.67	0.74	F
757	0.87	0.63	0.78	0.86	E
759	3.60	2.59	3.21	3.56	E
801	4.21	3.14	4.00	4.43	E
802	2.35	1.76	2.23	2.48	E
803	7.20	5.38	6.84	7.59	E
804	1.94	1.45	1.84	2.04	E
805	3.04	2.27	2.89	3.21	E
806	5.48	4.09	5.20	5.77	E

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

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
807	2.81	2.10	2.67	2.96	E
808	2.79	2.08	2.65	2.94	E
809	3.26	2.43	3.09	3.43	F
810	2.27	1.70	2.16	2.39	F
0162	0.83				E
811	4.18	3.12	3.97	4.40	E
812	4.28	3.19	4.06	4.51	F
813	2.54	1.89	2.41	2.67	D
814	1.34	1.00	1.27	1.41	C
815	1.81	1.35	1.71	1.90	D
816	1.25	0.93	1.18	1.31	D
817	3.18	2.38	3.02	3.36	E
818	0.83	0.62	0.79	0.88	D
819	0.58	0.43	0.55	0.61	D
820	1.54	1.15	1.46	1.62	D
821	3.65	2.73	3.47	3.85	C
825	2.39	1.79	2.27	2.52	C
828	3.79	2.83	3.60	4.00	E
855	2.49	1.86	2.37	2.63	E
857	2.36	1.76	2.24	2.49	E
858	3.37	2.51	3.20	3.55	F
859	3.67	2.74	3.49	3.87	E
860	3.50	2.61	3.32	3.69	E
862	3.76	2.81	3.57	3.96	E
865	2.63	1.96	2.49	2.77	C
880	2.84	2.12	2.70	2.99	C
882	3.26	2.43	3.09	3.43	B
884	0.62	0.46	0.59	0.65	B
885	1.52	1.14	1.44	1.60	C
886	1.09	0.81	1.03	1.14	B
887	0.39	0.29	0.37	0.41	C
890	0.26	0.20	0.25	0.28	C
891	0.68	0.51	0.65	0.72	B
892	0.48	0.36	0.45	0.50	B
893	0.47	0.35	0.44	0.49	B
896	0.74	0.55	0.70	0.78	A
897	0.87	0.65	0.83	0.92	A
898	1.16	0.86	1.10	1.22	C
899	0.65	0.48	0.62	0.68	C
903	0.11	0.08	0.11	0.12	E
904	0.82	0.61	0.78	0.87	E
905	0.03	0.02	0.03	0.03	D
907	2.36	1.76	2.24	2.49	B
910	2.54	1.89	2.41	2.67	C
911	3.34	2.49	3.17	3.52	B

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

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

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
914	1.10	0.82	1.04	1.15	B
915	1.11	0.83	1.05	1.16	C
916	0.87	0.65	0.83	0.92	B
917	1.31	0.98	1.24	1.38	C
918	1.06	0.79	1.01	1.12	C
919	0.95	0.71	0.91	1.00	B
920	0.22	0.17	0.21	0.24	C
921	2.62	1.95	2.48	2.76	D
922	1.82	1.36	1.72	1.91	D
923	1.30	0.97	1.23	1.37	B
924	2.12	1.58	2.01	2.23	B
925	1.01	0.76	0.96	1.07	B
926	1.50	1.12	1.43	1.58	B
927	0.53	0.39	0.50	0.56	B
928	1.18	0.88	1.12	1.24	B
932	0.47	0.35	0.44	0.49	C
933	1.87	1.39	1.77	1.97	C
934	1.86	1.39	1.76	1.96	C
935	0.70	0.52	0.66	0.74	C
936	0.35	0.26	0.34	0.37	D
939	2.98	2.23	2.83	3.14	F
940	2.05	1.53	1.95	2.16	C
941	1.59	1.19	1.51	1.68	C
942	1.62	1.21	1.54	1.71	C
943	1.37	1.02	1.30	1.44	C
944	0.90	0.67	0.86	0.95	B
945	1.39	1.04	1.32	1.46	A
948	0.99	0.74	0.94	1.05	A
951	0.17	0.13	0.16	0.18	E
952	0.44	0.33	0.41	0.46	C
953	0.08	0.06	0.08	0.09	C
954	1.20	0.89	1.14	1.26	E
955	0.12	0.09	0.12	0.13	D
956	0.06	0.05	0.06	0.06	D
957	0.23	0.17	0.22	0.25	C
958	0.79	0.59	0.75	0.83	C
959	0.85	0.64	0.81	0.90	C
960	1.42	1.06	1.35	1.50	C
961	0.62	0.46	0.59	0.65	C
962	0.03	0.02	0.03	0.03	F
963	0.23	0.17	0.22	0.25	B
964	1.05	0.79	1.00	1.11	B
965	0.38	0.28	0.36	0.40	B
966	1.77	1.32	1.69	1.87	E
967	0.74	0.55	0.70	0.78	D

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

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
968	0.77	0.58	0.73	0.81	B
969	1.23	0.92	1.17	1.29	C
970	4.53	3.38	4.31	4.78	B
971	2.08	1.55	1.97	2.19	C
972	0.57	0.42	0.54	0.60	C
973	1.56	1.17	1.48	1.65	B
974	1.20	0.89	1.14	1.26	C
975	0.85	0.64	0.81	0.90	A
976	0.66	0.49	0.63	0.69	B
977	0.32	0.24	0.31	0.34	A
978	1.51	1.13	1.44	1.59	C
979	1.94	1.45	1.84	2.04	C
980	2.98	2.23	2.83	3.14	E
981	0.99	0.74	0.94	1.05	A
982	2.13 e				E
983	3.57	2.66	3.39	3.76	C
984	0.08	0.06	0.08	0.09	C
985	2.10	1.57	1.99	2.21	E
986	0.74	0.55	0.70	0.78	C
987	0.34	0.26	0.33	0.36	C
988	0.11	0.08	0.11	0.12	C
991	2.67	1.99	2.53	2.81	A
992	3.26	2.43	3.09	3.43	E
993	408.49 f	304.97	387.95	430.40	D
994	g	h	h	h	G
995	3.09	2.31	2.94	3.26	F
996	408.49 i	304.97	387.95	430.40	G
997	0.44	0.33	0.41	0.46	D
999	2.60	1.94	2.47	2.74	D
0006	2.47	1.85	2.35	2.61	D
0008	2.21	1.65	2.10	2.33	D
0011	1.46	1.09	1.39	1.54	B
012	2.93	2.19	2.78	3.09	D
0013	1.70	1.27	1.62	1.80	C
0016	1.39	1.04	1.32	1.46	C
0034	2.15	1.61	2.04	2.27	C
0036	1.78	1.33	1.70	1.88	C
0083	2.00	1.49	1.90	2.10	C
0170	1.11	0.83	1.05	1.16	C
4771	1.99	1.43	1.77	1.97	G
0771	0.50				G
4777	3.03	2.26	2.88	3.19	E
7405	0.96	0.72	0.91	1.02	E
7445	0.20				G

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

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

e Per person per week. A partial workweek is to be counted as a full workweek.

Not subject to Experience or Retrospective Rating.

f Per ambulance corps.

g See appropriate page of Section 2.

h Apply the following percentages (A-1 = 74.86%, A-2 = 95.23%, A-3 = 105.65%) to annual loss cost from the appropriate page of Section 2.

i Per hazardous materials response team.

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
7413	0.26	0.20	0.25	0.28	G
7453	0.06				G
7421	0.32	0.24	0.31	0.34	F
7424	0.75	0.56	0.71	0.79	G
7428	1.92	1.43	1.82	2.02	E
9740	k 0.02				
9741	k 0.01				
Per Capita					
0901	18.90	14.11	17.95	19.92	B
0902	0.57	0.42	0.54	0.60	A
0908	98.60	73.61	93.64	103.89	C
0909	35.34	26.38	33.56	37.24	B
0912	277.30	207.02	263.35	292.17	B
0913	207.24	154.72	196.82	218.36	C
A Rated					
9985	A	A	A	A	
0133	A	A	A	A	

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

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

k Not subject to experience rating.

**PENNSYLVANIA
FIREFIGHTER - VOLUNTEER FIRE COMPANY**

CODE 994

SCHEDULE OF ANNUAL LOSS COSTS

Proposed Effective Date: April 1, 2021

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	1,206	6,501 to 7,000	5,045
301 to 500	1,482	7,001 to 7,500	5,229
501 to 700	1,725	7,501 to 8,000	5,411
701 to 1,000	1,994	8,001 to 8,500	5,589
1,001 to 1,500	2,345	8,501 to 9,000	5,763
1,501 to 2,000	2,723	9,001 to 9,500	5,928
2,001 to 2,500	3,045	9,501 to 10,000	6,094
2,501 to 3,000	3,334	10,001 to 15,000	6,993
3,001 to 3,500	3,585	15,001 to 20,000	8,550
3,501 to 4,000	3,824	20,001 to 25,000	10,080
4,001 to 4,500	4,046	25,001 to 30,000	11,593
4,501 to 5,000	4,258	30,001 to 35,000	13,081
5,001 to 5,500	4,465	35,001 to 40,000	14,550
5,501 to 6,000	4,661	40,001 to 45,000	15,994
6,001 to 6,500	4,856	45,001 to 50,000	17,413
		For each additional 5,000 population.....	1,425

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2005	12.31	9.19	11.69	12.97	F
2009	21.58	16.11	20.49	22.74	G
2011	2.93	2.19	2.78	3.09	B
2012	5.95	4.44	5.65	6.27	D
2013	3.51	2.62	3.33	3.70	C
2015	9.73	7.26	9.24	10.25	E
2025	4.80	3.17	3.86	4.34	G
2028	2.59	1.71	2.08	2.34	F
2050	4.11	2.71	3.30	3.72	F
2051	4.87	3.22	3.91	4.41	F
2055	5.57	3.68	4.48	5.04	F
2059	5.95	3.93	4.79	5.39	E
2101	3.78	2.72	3.38	3.74	E
2103	1.45	1.04	1.29	1.44	C
2104	4.47	3.22	3.99	4.43	B
2105	4.11	2.96	3.67	4.07	D
2106	5.95	4.28	5.31	5.89	C
2107	3.54	2.55	3.16	3.50	B
2108	2.84	2.04	2.53	2.81	C
2109	4.92	3.54	4.39	4.87	C
2110	3.53	2.54	3.15	3.49	B
2111	5.95	4.28	5.31	5.89	C
2112	9.08	6.53	8.10	8.99	C
2113	2.51	1.81	2.24	2.49	C
2114	7.00	5.03	6.25	6.93	E
2115	2.40	1.73	2.15	2.38	D
2119	4.11	2.96	3.67	4.07	C
2130	5.71	4.11	5.10	5.65	E
2132	3.47	2.50	3.10	3.43	C
2134	3.54	2.55	3.16	3.50	C
2135	3.34	2.40	2.98	3.30	C
2136	3.63	2.61	3.24	3.59	C
2139	5.05	3.63	4.51	5.00	C
2141	5.89	4.24	5.26	5.83	B
2142	2.40	1.73	2.15	2.38	C
2161	2.97	2.14	2.65	2.94	C
2163	4.11	2.96	3.67	4.07	C
2165	5.95	4.28	5.31	5.89	B
2166	4.00	2.88	3.57	3.96	C
2201	4.73	3.40	4.22	4.68	D

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2204	4.11	2.96	3.67	4.07	B
2205	3.47	2.50	3.10	3.43	B
2221	2.76	1.98	2.46	2.73	C
2222	3.12	2.25	2.79	3.09	C
2225	3.21	2.31	2.87	3.18	C
2227	3.90	2.81	3.49	3.87	C
2255	2.67	1.92	2.38	2.64	E
2257	2.98	2.15	2.66	2.95	C
2261	3.68	2.65	3.29	3.64	C
2263	2.16	1.55	1.93	2.14	C
2265	3.14	2.26	2.81	3.11	C
2281	3.21	2.31	2.87	3.18	B
2282	6.48	4.66	5.78	6.42	D
2285	2.42	1.74	2.16	2.40	B
2301	5.95	4.28	5.31	5.89	F
2305	5.75	4.14	5.13	5.69	D
2306	4.34	3.12	3.87	4.30	B
2311	3.92	2.82	3.50	3.89	C
2319	5.34	3.85	4.77	5.29	A
2323	4.41	3.17	3.94	4.37	C
2327	2.98	2.15	2.66	2.95	C
2402	4.26	3.06	3.80	4.22	E
2403	3.48	2.50	3.10	3.44	C
2404	3.51	2.52	3.13	3.47	E
2406	3.51	2.52	3.13	3.47	E
2407	3.97	2.85	3.54	3.93	C
2411	5.65	4.06	5.04	5.59	E
2413	5.95	4.28	5.31	5.89	E
2415	4.04	2.90	3.60	4.00	E
2416	2.40	1.73	2.15	2.38	C
2421	5.95	4.28	5.31	5.89	E
2425	8.94	6.44	7.98	8.86	E
2427	5.95	4.28	5.31	5.89	E
2429	4.19	3.01	3.74	4.15	D
2431	5.95	4.28	5.31	5.89	C
2433	4.11	2.96	3.67	4.07	C
2435	4.19	3.01	3.74	4.15	C
2441	1.25	0.90	1.11	1.23	C
2445	2.55	1.83	2.27	2.52	C
2446	1.49	1.07	1.33	1.48	B

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2447	4.64	3.34	4.15	4.60	E
2449	2.40	1.73	2.15	2.38	D
2451	4.54	3.27	4.06	4.50	D
2454	3.86	2.78	3.45	3.83	C
2456	3.98	2.86	3.55	3.94	D
2457	4.11	2.96	3.67	4.07	C
2458	1.91	1.37	1.70	1.89	B
2459	1.01	0.73	0.91	1.00	C
2461	2.87	2.07	2.56	2.84	D
2463	3.28	2.36	2.92	3.24	D
2465	3.82	2.75	3.41	3.79	D
2467	4.43	3.19	3.96	4.39	B
2471	1.59	1.15	1.42	1.58	B
2472	1.09	0.78	0.97	1.07	B
2473	2.40	1.73	2.15	2.38	B
2474	2.40	1.73	2.15	2.38	C
2475	2.77	1.99	2.47	2.74	D
2476	1.38	0.99	1.23	1.37	C
2477	2.10	1.51	1.87	2.08	C
2483	1.79	1.29	1.60	1.78	B
2485	1.32	0.95	1.18	1.31	B
2486	1.61	1.16	1.44	1.60	C
2487	1.26	0.90	1.12	1.24	C
2488	0.90	0.65	0.81	0.89	B
2489	1.39	1.00	1.24	1.38	B
2501	4.11	2.96	3.67	4.07	E
2502	4.03	2.90	3.59	3.99	A
2506	2.40	1.73	2.15	2.38	C
2507	2.31	1.66	2.06	2.29	F
2509	5.95	4.28	5.31	5.89	G
2511	5.95	4.28	5.31	5.89	E
2512	4.46	3.21	3.98	4.42	E
2513	3.84	2.77	3.43	3.81	B
2514	4.79	3.44	4.27	4.74	E
2535	3.46	2.49	3.09	3.42	C
2536	5.95	4.28	5.31	5.89	C
2551	1.59	1.15	1.42	1.58	F
2553	1.52	1.09	1.36	1.51	G
2555	0.61	0.44	0.54	0.60	B
2563	1.72	1.24	1.54	1.71	C

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2571	2.70	1.94	2.41	2.67	C
2573	4.36	3.14	3.89	4.32	F
2581	1.49	1.07	1.33	1.48	E
2601	7.54	4.87	5.93	6.68	G
2603	6.08	3.93	4.79	5.39	F
2605	9.16	5.92	7.21	8.12	E
2606	5.69	3.68	4.48	5.04	G
2607	3.59	2.32	2.82	3.18	F
2608	8.14	5.26	6.40	7.21	F
2609	4.66	3.03	3.68	4.15	F
2611	9.64	6.23	7.58	8.54	E
2615	9.64	6.23	7.58	8.54	G
2617	4.13	2.67	3.24	3.66	F
2645	8.23	5.32	6.47	7.29	F
2646	6.08	3.93	4.79	5.39	E
2647	9.64	6.23	7.58	8.54	D
2648	9.03	5.84	7.10	8.00	E
2649	4.20	2.71	3.30	3.72	E
2651	7.66	4.98	6.07	6.83	F
2652	9.64	6.23	7.58	8.54	F
2653	9.16	5.92	7.21	8.12	F
2654	9.64	6.23	7.58	8.54	F
2655	11.28	7.29	8.87	9.99	G
2656	6.54	4.23	5.14	5.80	G
2657	9.64	6.23	7.58	8.54	F
2658	9.64	6.23	7.58	8.54	F
2659	20.85	13.47	16.39	18.47	G
2660	3.58	2.31	2.81	3.17	E
2661	3.46	2.26	2.75	3.10	E
2662	6.08	3.93	4.79	5.39	E
2663	4.84	3.13	3.81	4.29	E
2664	4.20	2.71	3.30	3.72	E
2665	9.64	6.23	7.58	8.54	F
2666	9.48	6.13	7.46	8.40	E
2667	2.46	1.59	1.93	2.18	F
2668	9.64	6.23	7.58	8.54	E
2669	9.50	6.14	7.47	8.41	F
2670	6.08	3.93	4.79	5.39	E
2673	6.08	3.93	4.79	5.39	F
2674	6.08	3.93	4.79	5.39	E

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2675	4.16	2.69	3.27	3.68	F
2676	6.08	3.93	4.79	5.39	E
2677	3.55	2.29	2.79	3.14	G
2679	9.64	6.23	7.58	8.54	F
2681	6.08	3.93	4.79	5.39	F
2709	0.26	0.17	0.21	0.24	G
2716	4.11	2.71	3.30	3.72	E
2718	3.61	2.39	2.90	3.27	E
2721	11.74	8.45	10.48	11.63	F
2744	0.55	0.39	0.49	0.54	D
2751	1.42	1.02	1.27	1.41	E
2752	0.88	0.63	0.79	0.87	G
2753	3.42	2.46	3.05	3.38	C
2755	1.42	1.02	1.27	1.41	F
2757	1.65	1.19	1.48	1.64	E
2759	7.18	5.17	6.41	7.11	E
2801	8.25	6.16	7.84	8.70	E
2802	5.57	4.16	5.29	5.87	E
2803	14.66	10.95	13.93	15.45	E
2804	4.18	3.12	3.97	4.40	E
2805	5.95	4.44	5.65	6.27	E
2806	11.30	8.43	10.73	11.90	E
2807	5.95	4.44	5.65	6.27	E
2808	5.65	4.22	5.36	5.95	E
2809	5.95	4.44	5.65	6.27	F
2810	4.15	3.10	3.94	4.37	F
2811	8.16	6.09	7.75	8.60	E
2812	8.30	6.19	7.88	8.74	F
2813	5.29	3.95	5.03	5.58	D
2814	2.74	2.04	2.60	2.88	C
2815	3.64	2.72	3.46	3.84	D
2816	2.40	1.79	2.28	2.53	D
2817	5.95	4.44	5.65	6.27	E
2818	1.59	1.19	1.51	1.68	D
2819	0.26	0.20	0.25	0.28	D
2820	2.40	1.79	2.28	2.53	D
2821	5.95	4.44	5.65	6.27	C
2825	4.11	3.07	3.90	4.33	C
2828	8.08	6.03	7.68	8.52	E
2855	5.02	3.75	4.77	5.29	E

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2857	4.60	3.44	4.37	4.85	E
2858	6.52	4.87	6.19	6.87	F
2859	7.06	5.27	6.70	7.44	E
2860	6.48	4.84	6.15	6.83	E
2862	7.31	5.46	6.94	7.70	E
2865	5.42	4.04	5.14	5.71	C
2880	5.73	4.28	5.44	6.04	C
2882	5.95	4.44	5.65	6.27	B
2884	1.31	0.98	1.24	1.38	B
2885	3.02	2.26	2.87	3.18	C
2886	2.12	1.58	2.01	2.23	B
2887	0.94	0.70	0.90	0.99	C
2890	0.61	0.45	0.58	0.64	C
2891	1.59	1.19	1.51	1.68	B
2892	0.94	0.70	0.90	0.99	B
2893	0.94	0.70	0.90	0.99	B
2896	1.56	1.17	1.48	1.65	A
2897	1.88	1.40	1.78	1.98	A
2898	2.40	1.79	2.28	2.53	C
2899	1.38	1.03	1.31	1.45	C
2903	0.26	0.20	0.25	0.28	E
2904	0.26	0.20	0.25	0.28	E
2905	0.15	0.11	0.14	0.16	D
2907	4.91	3.66	4.66	5.17	B
2910	5.06	3.78	4.81	5.33	C
2911	6.69	5.00	6.36	7.05	B
2914	2.36	1.76	2.24	2.49	B
2915	2.42	1.81	2.30	2.55	C
2916	1.85	1.38	1.75	1.94	B
2917	2.40	1.79	2.28	2.53	C
2918	2.28	1.70	2.17	2.40	C
2919	1.98	1.48	1.88	2.08	B
2920	0.49	0.36	0.46	0.51	C
2921	4.72	3.52	4.48	4.97	D
2922	3.74	2.79	3.55	3.94	D
2923	2.65	1.98	2.51	2.79	B
2924	4.11	3.07	3.90	4.33	B
2925	2.09	1.56	1.98	2.20	B
2926	3.06	2.29	2.91	3.23	B
2927	1.10	0.82	1.04	1.15	B

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2928	2.47	1.85	2.35	2.61	B
2932	0.94	0.70	0.90	0.99	C
2933	3.57	2.66	3.39	3.76	C
2934	4.02	3.00	3.81	4.23	C
2935	1.46	1.09	1.39	1.54	C
2936	0.94	0.70	0.90	0.99	D
2939	5.95	4.44	5.65	6.27	F
2940	2.40	1.79	2.28	2.53	C
2941	2.40	1.79	2.28	2.53	C
2944	1.93	1.44	1.83	2.03	B
2945	2.93	2.19	2.78	3.09	A
2948	2.40	1.79	2.28	2.53	A
2951	0.26	0.20	0.25	0.28	E
2952	0.86	0.64	0.82	0.91	C
2953	0.23	0.17	0.22	0.25	C
2954	2.40	1.79	2.28	2.53	E
2955	0.26	0.20	0.25	0.28	D
2956	0.18	0.14	0.17	0.19	D
2957	1.42	1.06	1.35	1.50	C
2958	2.40	1.79	2.28	2.53	C
2959	1.66	1.24	1.58	1.75	C
2960	2.40	1.79	2.28	2.53	C
2961	1.76	1.32	1.68	1.86	C
2962	0.14	0.11	0.13	0.15	F
2963	0.61	0.45	0.58	0.64	B
2964	2.17	1.62	2.06	2.29	B
2965	0.86	0.64	0.82	0.91	B
2966	3.56	2.66	3.38	3.75	E
2967	1.50	1.12	1.43	1.58	D
2968	1.59	1.19	1.51	1.68	B
2969	2.55	1.90	2.42	2.68	C
2970	5.95	4.44	5.65	6.27	B
2971	4.11	3.07	3.90	4.33	C
2973	3.36	2.51	3.19	3.54	B
2974	2.40	1.79	2.28	2.53	C
2975	1.85	1.38	1.75	1.94	A
2976	1.36	1.01	1.29	1.43	B
2977	0.61	0.45	0.58	0.64	A
2978	3.06	2.29	2.91	3.23	C
2979	2.40	1.79	2.28	2.53	C

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

Proposed Effective Date: April 1, 2021 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2980	5.95	4.44	5.65	6.27	E
2981	2.07	1.54	1.96	2.18	A
2983	6.82	5.10	6.48	7.19	C
2984	0.20	0.15	0.19	0.21	C
2986	1.59	1.19	1.51	1.68	C
2987	0.94	0.70	0.90	0.99	C
2988	0.20	0.15	0.19	0.21	C
2991	4.11	3.07	3.90	4.33	A
2992	5.95	4.44	5.65	6.27	E
2995	6.21	4.63	5.89	6.54	F
2997	0.94	0.70	0.90	0.99	D
2999	5.11	3.82	4.85	5.39	D
6771	3.74	2.69	3.34	3.70	G
6777	5.72	4.27	5.43	6.03	E
9428	4.05	3.02	3.84	4.26	E