

PENNSYLVANIA COMPENSATION RATING BUREAU

Temporary Staffing Loss Costs

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

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

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

Exhibit 1 shows Policy Years 2013-2017 payrolls (in \$000) for each of the five PCRB sub-industry groups. For a majority of the payroll data used to calculate temporary staffing loss costs, payrolls represent the actual amounts reported to the PCRB. For the remaining payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications. Exhibit 5 (described later) shows the mapping of current temporary staffing code and direct employment code combinations to the proposed temporary staffing codes.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 2013-2017 temporary staffing payroll and applied against both the Temporary Staffing indicated pure premium as well as the Direct Employment indicated pure premium to determine the indicated pure premium differentials for each sub-industry group and in total.

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

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

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

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

Exhibit 4 determines the proposed temporary staffing loss costs by class. For each class, an indicated April 1, 2021 temporary staffing loss cost is calculated (column (14)) by multiplying the proposed April 1, 2021 direct employment loss cost by the total proposed temporary staffing pure premium divided by the total April 1, 2021 direct employment pure premium. If a class's total proposed temporary staffing pure premium and April 1, 2021 direct employment pure premium are each zero, then the associated sub-industry group's temporary staffing and direct employment pure premiums are used to calculate an appropriate factor.

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the April 1, 2021 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing loss costs by class (column (16)) are determined by capping the indicated temporary staffing class loss cost change at +/- 25% of the proposed industry group change applied to the current April 1, 2020 temporary staffing loss costs by class. Note that codes may show changes greater than +25.0% or lower than -25.0%. These changes are due to the rounding of the calculated loss cost values to two decimal places.

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

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

<b>Sub-IG 1</b>		<b>Sub-IG 1 (cont.)</b>		<b>Sub-IG 2</b>		<b>Sub-IG 3</b>		<b>Sub-IG 4</b>		<b>Sub-IG 5</b>	
Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)	Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)	Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)	Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)	Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)	Temporary Staffing Code	Policy Years 2013-2017 Payroll (\$000)
2059	1,606	2465	4,171	2012	30,659	2819	2,992	2011	4,839	2005	1,703
2101	8,435	2467	603	2601	9,563	2887	23,885	2013	1,970	2009	139
2103	94	2471	7,373	2603	5,288	2890	2,199	2662	3,530	2015	214
2104	262,213	2472	96,177	2605	520	2891	32,088	2709	16	2025	953
2105	42,015	2473	4,922	2606	4,197	2892	11,258	2801	1,057	2028	19,749
2106	5,263	2474	5,107	2607	31,920	2893	52,891	2806	1,075	2050	6,269
2107	188,410	2475	12,650	2608	12,082	2903	5,662	2809	12,554	2051	5,886
2108	6,268	2476	2,636	2609	13,185	2905	7,739	2813	427,588	2055	1,870
2109	12,309	2477	1,454	2611	188	2936	99,330	2814	31,480	2716	778
2110	1,065	2483	1,061	2615	97	2940	6,917	2815	118,786	2718	61
2111	11,049	2485	5,292	2617	27,453	2948	5,895	2816	4,363	2721	13
2112	5,248	2486	848	2645	6,126	2951	350,793	2818	110,300	2751	3,090
2113	35,137	2487	6,855	2646	4,654	2953	5,190,905	2820	1,365	2752	16,977
2114	197	2488	71,638	2647	1,147	2955	114,821	2821	4,591	2753	32,077
2115	804	2489	1,726	2648	3,062	2956	314,515	2825	9,066	2755	17,303
2119	6,443	2501	4,415	2649	6,802	2957	627,734	2855	31,477	2757	18,164
2130	52	2502	118	2651	29,539	2958	40,072	2857	6,702	2759	5,915
2132	9,664	2506	7,765	2652	11,696	2961	290,004	2858	1,975	2803	129
2134	1,295	2507	3,112	2653	6,951	2962	169,026	2859	594	2804	21,714
2135	134	2509	0	2654	6,120	2963	18,713	2860	299	2805	2,614
2136	1,649	2511	9,610	2655	3,185	2965	460,937	2862	1,406	2807	13,735
2139	460	2512	697	2656	4,016	2984	37,932	2865	5,817	2808	39,566
2141	9,706	2513	3,491	2657	334	2987	4,108	2880	22,998	2810	1,393
2142	1,143	2514	2,679	2658	1,945	2988	36,828	2882	1,375	2811	43,619
2161	47,199	2535	10,002	2659	4,640			2884	6,263	2812	1,625
2163	5,545	2536	1,822	2660	33,714	<b>Total</b>		2885	13,342	2817	7,621
2165	1,573	2551	8,187	2661	81,427	<b>Sub-IG 3</b>	7,907,244	2886	3,086	2828	1,631
2166	1,578	2553	5,803	2663	53,626			2896	4,996	2904	389
2201	133	2555	18,576	2664	76,324			2897	45,589	2939	308
2204	1,053	2563	30,989	2665	3,946			2898	20,233	2954	15,503
2205	371	2571	16,870	2666	1,634			2899	7,009	2967	8,978
2221	164,417	2573	1,543	2667	637			2907	7,200	2969	23,957
2222	144,804	2581	11,535	2668	1,640			2910	2,307	2970	1,898
2225	18,165	2673	2,266	2669	247			2911	11,443	2991	2,316
2227	4,262	2744	8,983	2670	3,206			2914	24,376	2992	2,358
2255	28,466	2924	106,595	2674	1,248			2915	4,301	2995	10,908
2257	29,285	6771	749	2675	86,562			2916	33,682	9428	27,973
2261	14,622	6777	239	2676	2,630			2917	69,875		
2263	1,645			2677	8,851			2918	3,415	<b>Total</b>	
2265	5,125	<b>Total</b>		2679	260			2919	1,983	<b>Sub-IG 5</b>	359,396
2281	142,300	<b>Sub-IG 1</b>	2,324,864	2681	362			2920	5,413		
2282	3,561			2802	1,259			2921	6,965		
2285	12,894							2922	37,181		
2301	4,613			<b>Total</b>				2923	348,765	<b>Grand Total</b>	13,745,122
2305	17,575			<b>Sub-IG 2</b>	582,942			2925	9,665		
2306	508							2926	35,542		
2311	30,752							2927	50,006		
2319	1,022							2928	196,906		
2323	7,299							2932	23,800		
2327	2,564							2933	5,225		
2402	5,344							2934	39,369		
2403	24,224							2935	1,682		
2404	24,699							2941	30,716		
2406	6,863							2944	10,839		
2407	13,509							2945	21,401		
2411	6,371							2952	97,041		
2413	7,176							2959	34,298		
2415	23,671							2960	119,748		
2416	7,579							2964	3,213		
2421	2,347							2966	6,800		
2425	1,114							2968	4,314		
2427	2,129							2971	124,027		
2429	2,418							2973	58,954		
2431	3,126							2974	53,563		
2433	4,174							2975	69,351		
2435	967							2976	15,193		
2441	7,985							2977	12,230		
2445	97,129							2978	9,420		
2446	8,406							2979	27,124		
2447	4,181							2980	20,399		
2449	1,186							2981	12,095		
2451	55,476							2983	2,708		
2454	67,463							2986	6,015		
2456	16,180							2997	4,195		
2457	9,784							2999	2,190		
2458	518										
2459	4,133							<b>Total</b>			
2461	111,540							<b>Sub-IG 4</b>	2,570,676		
2463	24,623										

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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 Temporary Staffing Payroll (\$000)		(3) Temporary Staffing Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(6) (7)=(4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2013-2017 Direct Employment Payroll (\$000)		(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(14) (15)=(12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)		
	Serious	Non-Ser		Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser					Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious				Non-Ser	Med Only
2059	1,606	0.0007	0.089	2.152	0.189	0.000	0.001	0.000	0.000	0.001	0.000	0.000	059	152,049	1.153	1.229	0.202	0.001	0.001	0.000	0.001	0.001	0.000			
2101	8,435	0.0036	0.873	2.694	0.307	0.003	0.010	0.001	0.001	0.010	0.001	0.001	101	486,807	0.606	0.828	0.204	0.002	0.003	0.001	0.002	0.003	0.001			
2103	94	0.0000	0.547	1.217	0.162	0.000	0.000	0.000	0.000	0.000	0.000	0.000	103	14,504	-	0.469	0.240	-	0.000	0.000	-	0.000	0.000			
2104	262,213	0.1128	2.018	2.654	0.487	0.228	0.299	0.055	0.228	0.299	0.055	0.055	104	2,855,113	0.828	0.955	0.204	0.093	0.108	0.023	0.093	0.108	0.023			
2105	42,015	0.0181	0.873	2.694	0.307	0.016	0.049	0.006	0.016	0.049	0.006	0.006	105	2,424,879	1.218	1.066	0.166	0.022	0.019	0.003	0.022	0.019	0.003			
2106	5,263	0.0023	0.089	2.152	0.189	0.000	0.005	0.000	0.000	0.005	0.000	0.000	106	498,248	1.270	1.653	0.343	0.003	0.004	0.001	0.003	0.004	0.001			
2107	188,410	0.0810	0.595	1.501	0.318	0.048	0.122	0.026	0.048	0.122	0.026	0.026	107	980,742	0.524	0.735	0.230	0.042	0.060	0.019	0.042	0.060	0.019			
2108	6,268	0.0027	0.873	2.694	0.307	0.002	0.007	0.001	0.002	0.007	0.001	0.001	108	361,739	0.550	0.388	0.151	0.001	0.001	0.000	0.001	0.001	0.000			
2109	12,309	0.0053	0.089	2.152	0.189	0.000	0.011	0.001	0.000	0.011	0.001	0.001	109	1,165,197	1.081	0.994	0.155	0.006	0.005	0.001	0.006	0.005	0.001			
2110	1,065	0.0005	0.873	2.694	0.307	0.000	0.001	0.000	0.000	0.001	0.000	0.000	110	61,472	1.068	0.556	0.206	0.000	0.000	0.000	0.000	0.000	0.000			
2111	11,049	0.0048	0.089	2.152	0.189	0.000	0.010	0.001	0.000	0.010	0.001	0.001	111	1,045,973	0.384	1.976	0.532	0.002	0.009	0.003	0.002	0.009	0.003			
2112	5,248	0.0023	-	-	0.116	-	-	0.000	-	-	0.000	0.000	112	1,343,111	2.357	1.376	0.200	0.005	0.003	0.000	0.005	0.003	0.000			
2113	35,137	0.0151	0.390	2.235	0.090	0.006	0.034	0.001	0.006	0.034	0.001	0.001	113	1,276,740	0.184	0.570	0.145	0.003	0.009	0.002	0.003	0.009	0.002			
2114	197	0.0001	4.431	2.990	0.244	0.000	0.000	0.000	0.000	0.000	0.000	0.000	114	39,024	3.858	2.470	0.403	0.000	0.000	0.000	0.000	0.000	0.000			
2115	804	0.0003	0.441	1.863	0.205	0.000	0.001	0.000	0.000	0.001	0.000	0.000	115	141,989	0.543	1.054	0.178	0.000	0.000	0.000	0.000	0.000	0.000			
2119	6,443	0.0028	0.873	2.694	0.307	0.002	0.007	0.001	0.002	0.007	0.001	0.001	119	371,844	0.350	1.181	0.357	0.001	0.003	0.001	0.001	0.003	0.001			
2130	52	0.0000	0.089	2.152	0.189	0.000	0.000	0.000	0.000	0.000	0.000	0.000	130	4,934	-	-	0.057	-	-	0.000	-	-	0.000			
2132	9,664	0.0042	0.873	2.694	0.307	0.004	0.011	0.001	0.004	0.011	0.001	0.001	132	557,748	0.495	0.539	0.167	0.002	0.002	0.001	0.002	0.002	0.001			
2134	1,295	0.0006	0.873	2.694	0.307	0.000	0.002	0.000	0.000	0.002	0.000	0.000	134	74,733	0.588	0.129	0.169	0.000	0.000	0.000	0.000	0.000	0.000			
2135	134	0.0001	0.873	2.694	0.307	0.000	0.000	0.000	0.000	0.000	0.000	0.000	135	7,754	-	0.303	0.074	-	0.000	0.000	-	0.000	0.000			
2136	1,649	0.0007	0.873	2.694	0.307	0.001	0.002	0.000	0.001	0.002	0.000	0.000	136	95,162	-	0.720	0.098	-	0.001	0.000	-	0.001	0.000			
2139	460	0.0002	0.089	2.152	0.189	0.000	0.000	0.000	0.000	0.000	0.000	0.000	139	43,580	1.019	2.069	0.389	0.000	0.000	0.000	0.000	0.000	0.000			
2141	9,706	0.0042	0.089	2.152	0.189	0.000	0.009	0.001	0.000	0.009	0.001	0.001	141	918,824	0.669	1.526	0.246	0.003	0.006	0.001	0.003	0.006	0.001			
2142	1,143	0.0005	0.441	1.863	0.205	0.000	0.001	0.000	0.000	0.001	0.000	0.000	142	201,935	0.395	0.756	0.089	0.000	0.000	0.000	0.000	0.000	0.000			
2161	47,199	0.0203	0.472	1.098	0.415	0.010	0.022	0.008	0.010	0.022	0.008	0.008	161	473,747	0.226	0.935	0.200	0.005	0.019	0.004	0.005	0.019	0.004			
2163	5,545	0.0024	0.873	2.694	0.307	0.002	0.006	0.001	0.002	0.006	0.001	0.001	163	320,015	1.284	1.279	0.274	0.003	0.003	0.001	0.003	0.003	0.001			
2165	1,573	0.0007	0.089	2.152	0.189	0.000	0.001	0.000	0.000	0.001	0.000	0.000	165	148,947	1.281	1.728	0.223	0.001	0.001	0.000	0.001	0.001	0.000			
2166	1,578	0.0007	0.873	2.694	0.307	0.001	0.002	0.000	0.001	0.002	0.000	0.000	166	91,070	1.100	0.959	0.218	0.001	0.001	0.000	0.001	0.001	0.000			
2201	133	0.0001	0.089	2.152	0.189	0.000	0.000	0.000	0.000	0.000	0.000	0.000	201	12,586	0.043	1.745	0.159	0.000	0.000	0.000	0.000	0.000	0.000			
2204	1,053	0.0005	0.873	2.694	0.307	0.000	0.001	0.000	0.000	0.001	0.000	0.000	204	60,753	0.038	1.949	0.148	0.000	0.001	0.000	0.000	0.001	0.000			
2205	371	0.0002	0.873	2.694	0.307	0.000	0.000	0.000	0.000	0.000	0.000	0.000	205	21,438	-	0.750	0.054	-	0.000	-	0.000	0.000	0.000			
2221	164,417	0.0707	0.370	1.044	0.246	0.026	0.074	0.017	0.026	0.074	0.017	0.017	221	1,750,130	0.381	0.702	0.157	0.027	0.050	0.011	0.027	0.050	0.011			
2222	144,804	0.0623	0.010	2.098	0.319	0.001	0.131	0.020	0.001	0.131	0.020	0.020	222	4,063,190	0.481	0.687	0.147	0.030	0.043	0.009	0.030	0.043	0.009			
2225	18,165	0.0078	0.873	2.694	0.307	0.007	0.021	0.002	0.007	0.021	0.002	0.002	225	1,048,378	0.497	0.583	0.207	0.004	0.005	0.002	0.004	0.005	0.002			
2227	4,262	0.0018	0.873	2.694	0.307	0.002	0.005	0.001	0.002	0.005	0.001	0.001	227	245,960	0.108	1.178	0.193	0.000	0.002	0.000	0.000	0.002	0.000			
2255	28,466	0.0122	2.400	4.128	0.330	0.029	0.051	0.004	0.029	0.051	0.004	0.004	255	1,003,065	0.336	0.392	0.080	0.004	0.005	0.001	0.004	0.005	0.001			
2257	29,285	0.0126	0.873	2.694	0.307	0.011	0.034	0.004	0.011	0.034	0.004	0.004	257	1,690,183	0.489	0.574	0.110	0.006	0.007	0.001	0.006	0.007	0.001			
2261	14,622	0.0063	0.873	2.694	0.307	0.005	0.017	0.002	0.005	0.017	0.002	0.002	261	843,895	1.035	0.751	0.157	0.007	0.005	0.001	0.007	0.005	0.001			
2263	1,645	0.0007	0.441	1.863	0.205	0.000	0.001	0.000	0.000	0.001	0.000	0.000	263	290,571	0.376	0.280	0.054	0.000	0.000	0.000	0.000	0.000	0.000			
2265	5,125	0.0022	0.873	2.694	0.307	0.002	0.006	0.001	0.002	0.006	0.001	0.001	265	295,813	0.559	0.566	0.169	0.001	0.001	0.000	0.001	0.001	0.000			
2281	142,300	0.0612	-	1.000	0.214	-	0.061	0.013	-	0.061	0.013	0.013	281	2,798,685	0.479	0.753	0.150	0.029	0.046	0.009	0.029	0.046	0.009			
2282	3,561	0.0015	4.431	2.990	0.244	0.007	0.005	0.000	0.007	0.005	0.000	0.000	282	704,595	0.615	1.574	0.181	0.001	0.002	0.000	0.001	0.002	0.000			
2285	12,894	0.0055	0.873	2.694	0.307	0.005	0.015	0.002	0.005	0.015	0.002	0.002	285	744,171	0.238	0.387	0.112	0.001	0.002	0.001	0.001	0.002	0.001			
2301	4,613	0.0020	0.089	2.152	0.189	0.000	0.004	0.000	0.000	0.004	0.000	0.000	301	436,675	0.608	1.823	0.248	0.001	0.004	0.000	0.001	0.004	0.000			

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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 Temporary Staffing Payroll (\$000)		(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(6) (7)=(4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2013-2017 Direct Employment Payroll (\$000)		(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(14) (15)=(12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)		
	Serious	Non-Ser		Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser					Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious				Non-Ser	Med Only
2305	17,575	0.0076	0.089	2.152	0.189	0.001	0.016	0.001	305	1,663,765	0.725	1.371	0.282	0.005	0.010	0.002										
2306	508	0.0002	0.089	2.152	0.189	0.000	0.000	0.000	306	48,045	0.681	1.819	0.158	0.000	0.000	0.000										
2311	30,752	0.0132	0.873	2.694	0.307	0.012	0.036	0.004	311	1,774,871	0.604	0.906	0.221	0.008	0.012	0.003										
2319	1,022	0.0004	0.089	2.152	0.189	0.000	0.001	0.000	319	96,766	1.660	1.775	0.299	0.001	0.001	0.000										
2323	7,299	0.0031	0.089	2.152	0.189	0.000	0.007	0.001	323	691,006	0.176	1.007	0.215	0.001	0.003	0.001										
2327	2,564	0.0011	0.873	2.694	0.307	0.001	0.003	0.000	327	147,993	0.538	0.620	0.070	0.001	0.001	0.000										
2402	5,344	0.0023	0.089	2.152	0.189	0.000	0.005	0.000	402	505,870	0.624	0.806	0.147	0.001	0.002	0.000										
2403	24,224	0.0104	-	0.514	0.244	-	0.005	0.003	403	1,492,225	0.544	0.682	0.176	0.006	0.007	0.002										
2404	24,699	0.0106	0.873	2.694	0.307	0.009	0.029	0.003	404	1,425,505	0.778	0.738	0.119	0.008	0.008	0.001										
2406	6,863	0.0030	0.089	2.152	0.189	0.000	0.006	0.001	406	649,661	0.154	0.664	0.165	0.000	0.002	0.000										
2407	13,509	0.0058	0.873	2.694	0.307	0.005	0.016	0.002	407	779,682	0.902	0.686	0.360	0.005	0.004	0.002										
2411	6,371	0.0027	0.089	2.152	0.189	0.000	0.006	0.001	411	603,105	0.737	1.185	0.230	0.002	0.003	0.001										
2413	7,176	0.0031	0.089	2.152	0.189	0.000	0.007	0.001	413	679,362	1.529	1.140	0.225	0.005	0.004	0.001										
2415	23,671	0.0102	0.873	2.694	0.307	0.009	0.027	0.003	415	1,366,194	1.112	0.822	0.178	0.011	0.008	0.002										
2416	7,579	0.0033	0.441	1.863	0.205	0.001	0.006	0.001	416	1,338,754	0.504	0.550	0.065	0.002	0.002	0.000										
2421	2,347	0.0010	0.089	2.152	0.189	0.000	0.002	0.000	421	222,157	1.846	2.294	0.286	0.002	0.002	0.000										
2425	1,114	0.0005	4.431	2.990	0.244	0.002	0.001	0.000	425	220,502	1.707	1.816	0.306	0.001	0.001	0.000										
2427	2,129	0.0009	0.089	2.152	0.189	0.000	0.002	0.000	427	201,539	1.165	2.717	0.266	0.001	0.002	0.000										
2429	2,418	0.0010	0.089	2.152	0.189	0.000	0.002	0.000	429	228,908	-	0.749	0.234	-	0.001	0.000										
2431	3,126	0.0013	0.089	2.152	0.189	0.000	0.003	0.000	431	295,934	1.566	1.065	0.174	0.002	0.001	0.000										
2433	4,174	0.0018	0.873	2.694	0.307	0.002	0.005	0.001	433	240,918	0.852	1.014	0.326	0.002	0.002	0.001										
2435	967	0.0004	0.089	2.152	0.189	0.000	0.001	0.000	435	91,542	0.054	0.845	0.154	0.000	0.000	0.000										
2441	7,985	0.0034	0.547	1.217	0.162	0.002	0.004	0.001	441	1,232,157	0.276	0.188	0.067	0.001	0.001	0.000										
2445	97,129	0.0418	1.600	3.580	0.455	0.067	0.150	0.019	445	3,631,327	0.330	0.563	0.146	0.014	0.024	0.006										
2446	8,406	0.0036	0.441	1.863	0.205	0.002	0.007	0.001	446	1,484,887	0.227	0.314	0.096	0.001	0.001	0.000										
2447	4,181	0.0018	0.089	2.152	0.189	0.000	0.004	0.000	447	395,826	0.314	0.727	0.143	0.001	0.001	0.000										
2449	1,186	0.0005	0.441	1.863	0.205	0.000	0.001	0.000	449	209,430	0.321	0.601	0.214	0.000	0.000	0.000										
2451	55,476	0.0239	1.956	3.032	0.353	0.047	0.072	0.008	451	1,715,719	0.757	1.018	0.238	0.018	0.024	0.006										
2454	67,463	0.0290	0.873	2.694	0.307	0.025	0.078	0.009	454	3,893,648	0.604	0.869	0.199	0.018	0.025	0.006										
2456	16,180	0.0070	0.873	2.694	0.307	0.006	0.019	0.002	456	933,806	0.516	0.951	0.211	0.004	0.007	0.001										
2457	9,784	0.0042	0.873	2.694	0.307	0.004	0.011	0.001	457	564,679	0.898	0.950	0.193	0.004	0.004	0.001										
2458	518	0.0002	0.441	1.863	0.205	0.000	0.000	0.000	458	91,519	0.039	0.124	0.182	0.000	0.000	0.000										
2459	4,133	0.0018	0.547	1.217	0.162	0.001	0.002	0.000	459	637,732	0.004	0.218	0.087	0.000	0.000	0.000										
2461	111,540	0.0480	0.873	2.694	0.307	0.042	0.129	0.015	461	6,437,537	0.503	0.600	0.144	0.024	0.029	0.007										
2463	24,623	0.0106	0.873	2.694	0.307	0.009	0.029	0.003	463	1,421,092	0.373	0.639	0.196	0.004	0.007	0.002										
2465	4,171	0.0018	0.873	2.694	0.307	0.002	0.005	0.001	465	240,755	0.165	0.964	0.206	0.000	0.002	0.000										
2467	603	0.0003	0.089	2.152	0.189	0.000	0.001	0.000	467	57,108	-	0.174	0.074	-	0.000	0.000										
2471	7,373	0.0032	0.547	1.217	0.162	0.002	0.004	0.001	471	1,137,737	0.089	0.474	0.102	0.000	0.002	0.000										
2472	96,177	0.0414	0.688	1.604	0.238	0.028	0.066	0.010	472	957,940	0.098	0.148	0.061	0.004	0.006	0.003										
2473	4,922	0.0021	0.441	1.863	0.205	0.001	0.004	0.000	473	869,433	0.329	0.527	0.109	0.001	0.001	0.000										
2474	5,107	0.0022	0.441	1.863	0.205	0.001	0.004	0.000	474	902,077	0.234	0.602	0.150	0.001	0.001	0.000										
2475	12,650	0.0054	-	0.105	0.228	-	0.001	0.001	475	1,696,060	0.264	0.795	0.099	0.001	0.004	0.001										
2476	2,636	0.0011	0.547	1.217	0.162	0.001	0.001	0.000	476	406,715	0.531	0.289	0.093	0.001	0.000	0.000										
2477	1,454	0.0006	0.441	1.863	0.205	0.000	0.001	0.000	477	256,790	0.271	0.411	0.115	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 2013-2017 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 2013-2017 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	(14) (12)*(3)	(15) (13)*(3)	(16) (14)*(3)
2483	1,061	0.0005	0.441	1.863	0.205	0.000	0.001	0.000	483	187,380	0.049	0.381	0.122	0.000	0.000	0.000
2485	5,292	0.0023	0.547	1.217	0.162	0.001	0.003	0.000	485	816,698	0.289	0.250	0.080	0.001	0.001	0.000
2486	848	0.0004	0.441	1.863	0.205	0.000	0.001	0.000	486	149,754	0.233	0.760	0.066	0.000	0.000	0.000
2487	6,855	0.0029	0.547	1.217	0.162	0.002	0.004	0.000	487	1,057,809	0.180	0.278	0.091	0.001	0.001	0.000
2488	71,638	0.0308	0.485	0.867	0.101	0.015	0.027	0.003	488	2,577,825	0.123	0.179	0.068	0.004	0.006	0.002
2489	1,726	0.0007	0.547	1.217	0.162	0.000	0.001	0.000	489	266,397	0.060	0.310	0.100	0.000	0.000	0.000
2501	4,415	0.0019	0.873	2.694	0.307	0.002	0.005	0.001	501	254,800	0.980	0.911	0.197	0.002	0.002	0.000
2502	118	0.0001	0.873	2.694	0.307	0.000	0.000	0.000	502	6,805	-	0.456	0.382	-	0.000	0.000
2506	7,765	0.0033	0.441	1.863	0.205	0.001	0.006	0.001	506	1,371,570	0.389	0.625	0.123	0.001	0.002	0.000
2507	3,112	0.0013	0.441	1.863	0.205	0.001	0.002	0.000	507	549,755	0.512	0.330	0.076	0.001	0.000	0.000
2509	-	-	0.089	2.152	0.189	-	-	-	509	-	-	-	-	-	-	-
2511	9,610	0.0041	0.089	2.152	0.189	0.000	0.009	0.001	511	909,757	1.477	1.787	0.294	0.006	0.007	0.001
2512	697	0.0003	0.089	2.152	0.189	0.000	0.001	0.000	512	66,004	0.619	0.793	0.224	0.000	0.000	0.000
2513	3,491	0.0015	0.873	2.694	0.307	0.001	0.004	0.000	513	201,498	0.326	1.348	0.109	0.000	0.002	0.000
2514	2,679	0.0012	0.089	2.152	0.189	0.000	0.002	0.000	514	253,644	0.602	0.830	0.128	0.001	0.001	0.000
2535	10,002	0.0043	0.873	2.694	0.307	0.004	0.012	0.001	535	577,266	0.708	0.780	0.126	0.003	0.003	0.001
2536	1,822	0.0008	0.089	2.152	0.189	0.000	0.002	0.000	536	172,486	0.207	1.237	0.321	0.000	0.001	0.000
2551	8,187	0.0035	0.547	1.217	0.162	0.002	0.004	0.001	551	1,263,466	0.623	0.375	0.072	0.002	0.001	0.000
2553	5,803	0.0025	0.547	1.217	0.162	0.001	0.003	0.000	553	895,563	0.511	0.259	0.032	0.001	0.001	0.000
2555	18,576	0.0080	0.428	1.048	0.022	0.003	0.008	0.000	555	4,858,495	0.126	0.109	0.047	0.001	0.001	0.000
2563	30,989	0.0133	-	1.830	0.177	-	0.024	0.002	563	1,624,804	0.465	0.353	0.087	0.006	0.005	0.001
2571	16,870	0.0073	0.873	2.694	0.307	0.006	0.020	0.002	571	973,639	0.317	0.529	0.143	0.002	0.004	0.001
2573	1,543	0.0007	0.089	2.152	0.189	0.000	0.001	0.000	573	146,105	0.158	1.048	0.208	0.000	0.001	0.000
2581	11,535	0.0050	0.441	1.863	0.205	0.002	0.009	0.001	581	2,037,694	0.173	0.277	0.050	0.001	0.001	0.000
2673	2,266	0.0010	0.089	2.152	0.189	0.000	0.002	0.000	673	214,486	1.704	1.467	0.182	0.002	0.001	0.000
2744	8,983	0.0039	0.428	1.048	0.022	0.002	0.004	0.000	744	2,349,447	0.096	0.117	0.045	0.000	0.000	0.000
2924	106,595	0.0458	0.873	2.694	0.307	0.040	0.124	0.014	924	6,152,134	0.823	1.245	0.192	0.038	0.057	0.009
6771	749	0.0003	0.873	2.694	0.307	0.000	0.001	0.000	4771	43,254	-	1.421	0.250	-	0.000	0.000
6777	239	0.0001	4.431	2.990	0.244	0.000	0.000	0.000	4777	47,286	2.316	1.364	0.179	0.000	0.000	0.000
<b>TOTAL Sub-IG 1</b>	<b>2,324,864</b>	<b>1.0000</b>				<b>0.789</b>	<b>2.101</b>	<b>0.297</b>		<b>106,132,067</b>				<b>0.542</b>	<b>0.749</b>	<b>0.168</b>
<b>Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.455</b>	<b>2.805</b>	<b>1.771</b>								
2012	30,659	0.0526	0.089	2.152	0.189	0.005	0.113	0.010	012	2,902,373	1.290	1.611	0.220	0.068	0.085	0.012
2601	9,563	0.0164	4.431	2.990	0.244	0.073	0.049	0.004	601	1,892,294	1.112	0.914	0.199	0.018	0.015	0.003
2603	5,288	0.0091	0.089	2.152	0.189	0.001	0.020	0.002	603	500,597	1.340	0.999	0.138	0.012	0.009	0.001
2605	520	0.0009	4.431	2.990	0.244	0.004	0.003	0.000	605	102,801	0.717	1.115	0.073	0.001	0.001	0.000
2606	4,197	0.0072	4.431	2.990	0.244	0.032	0.022	0.002	606	830,568	1.236	0.358	0.076	0.009	0.003	0.001
2607	31,920	0.0548	0.089	2.152	0.189	0.005	0.118	0.010	607	3,021,778	0.634	0.440	0.060	0.035	0.024	0.003
2608	12,082	0.0207	4.431	2.990	0.244	0.092	0.062	0.005	608	2,390,702	1.495	1.155	0.159	0.031	0.024	0.003
2609	13,185	0.0226	9.136	2.592	0.091	0.207	0.059	0.002	609	5,678,358	0.995	0.658	0.109	0.023	0.015	0.002

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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2013-2017 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)			
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only						Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only				Serious	Non-Ser	Med Only
2611	188	0.0003	4.431	2.990	0.244	0.001	0.001	0.000	611	37,201	0.026	-	0.141	0.000	-	0.000									
2615	97	0.0002	4.431	2.990	0.244	0.001	0.000	0.000	615	19,145	1.602	0.146	0.212	0.000	0.000	0.000									
2617	27,453	0.0471	0.873	2.694	0.307	0.041	0.127	0.014	617	1,584,443	0.948	0.578	0.091	0.045	0.027	0.004									
2645	6,126	0.0105	4.431	2.990	0.244	0.047	0.031	0.003	645	1,212,158	0.769	1.032	0.126	0.008	0.011	0.001									
2646	4,654	0.0080	0.089	2.152	0.189	0.001	0.017	0.002	646	440,540	0.141	0.902	0.110	0.001	0.007	0.001									
2647	1,147	0.0020	4.431	2.990	0.244	0.009	0.006	0.000	647	227,007	0.779	1.297	0.165	0.002	0.003	0.000									
2648	3,062	0.0053	4.431	2.990	0.244	0.023	0.016	0.001	648	605,818	0.996	1.465	0.151	0.005	0.008	0.001									
2649	6,802	0.0117	0.873	2.694	0.307	0.010	0.031	0.004	649	392,580	1.593	0.719	0.105	0.019	0.008	0.001									
2651	29,539	0.0507	10.043	6.046	0.378	0.509	0.306	0.019	651	3,243,989	1.411	1.130	0.176	0.071	0.057	0.009									
2652	11,696	0.0201	4.431	2.990	0.244	0.089	0.060	0.005	652	2,314,354	1.487	2.196	0.230	0.030	0.044	0.005									
2653	6,951	0.0119	4.431	2.990	0.244	0.053	0.036	0.003	653	1,375,480	1.672	1.255	0.127	0.020	0.015	0.002									
2654	6,120	0.0105	4.431	2.990	0.244	0.047	0.031	0.003	654	1,210,991	2.011	1.278	0.181	0.021	0.013	0.002									
2655	3,185	0.0055	-	-	0.116	-	-	0.001	655	815,097	0.599	0.843	0.108	0.003	0.005	0.001									
2656	4,016	0.0069	4.431	2.990	0.244	0.031	0.021	0.002	656	794,726	1.129	0.709	0.121	0.008	0.005	0.001									
2657	334	0.0006	4.431	2.990	0.244	0.003	0.002	0.000	657	66,168	-	0.743	0.105	-	0.000	0.000									
2658	1,945	0.0033	4.431	2.990	0.244	0.015	0.010	0.001	658	384,829	1.628	1.366	0.182	0.005	0.005	0.001									
2659	4,640	0.0080	-	5.920	0.039	-	0.047	0.000	659	728,680	1.665	3.089	0.331	0.013	0.025	0.003									
2660	33,714	0.0578	0.873	2.694	0.307	0.050	0.156	0.018	660	1,945,809	0.877	0.532	0.087	0.051	0.031	0.005									
2661	81,427	0.1397	1.309	1.671	0.107	0.183	0.233	0.015	661	5,264,994	0.628	0.507	0.103	0.088	0.071	0.014									
2663	53,626	0.0920	0.089	2.152	0.189	0.008	0.198	0.017	663	5,076,548	0.936	0.775	0.131	0.086	0.071	0.012									
2664	76,324	0.1309	0.873	2.694	0.307	0.114	0.353	0.040	664	4,405,017	0.818	0.820	0.162	0.107	0.107	0.021									
2665	3,946	0.0068	4.431	2.990	0.244	0.030	0.020	0.002	665	780,873	1.107	1.464	0.128	0.007	0.010	0.001									
2666	1,634	0.0028	4.431	2.990	0.244	0.012	0.008	0.001	666	323,323	0.627	1.277	0.160	0.002	0.004	0.000									
2667	637	0.0011	0.441	1.863	0.205	0.000	0.002	0.000	667	112,438	0.789	0.511	0.030	0.001	0.001	0.000									
2668	1,640	0.0028	4.431	2.990	0.244	0.012	0.008	0.001	668	324,469	1.873	1.709	0.182	0.005	0.005	0.001									
2669	247	0.0004	4.431	2.990	0.244	0.002	0.001	0.000	669	48,780	2.827	4.035	0.184	0.001	0.002	0.000									
2670	3,206	0.0055	0.089	2.152	0.189	0.000	0.012	0.001	670	303,505	1.241	1.278	0.088	0.007	0.007	0.000									
2674	1,248	0.0021	0.089	2.152	0.189	0.000	0.005	0.000	674	118,170	0.921	1.555	0.211	0.002	0.003	0.000									
2675	86,562	0.1485	0.873	2.694	0.307	0.130	0.400	0.046	675	4,995,932	0.763	0.623	0.113	0.113	0.093	0.017									
2676	2,630	0.0045	0.089	2.152	0.189	0.000	0.010	0.001	676	248,946	0.599	1.567	0.176	0.003	0.007	0.001									
2677	8,851	0.0152	0.873	2.694	0.307	0.013	0.041	0.005	677	510,823	0.217	0.344	0.058	0.003	0.005	0.001									
2679	260	0.0004	4.431	2.990	0.244	0.002	0.001	0.000	679	51,457	2.395	0.935	0.172	0.001	0.000	0.000									
2681	362	0.0006	0.089	2.152	0.189	0.000	0.001	0.000	681	34,249	3.932	1.885	0.220	0.002	0.001	0.000									
2802	1,259	0.0022	4.431	2.990	0.244	0.010	0.006	0.001	802	249,026	0.443	0.722	0.118	0.001	0.002	0.000									
<b>TOTAL Sub-IG 2</b>	<b>582,942</b>	<b>1.0000</b>				<b>1.864</b>	<b>2.644</b>	<b>0.239</b>		<b>57,567,036</b>				<b>0.928</b>	<b>0.827</b>	<b>0.131</b>									
<b>Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>2.008</b>	<b>3.196</b>	<b>1.828</b>																	
2819	2,992	0.0004	0.235	0.075	0.026	0.000	0.000	0.000	819	697,758	0.151	0.149	0.063	0.000	0.000	0.000									
2887	23,885	0.0030	0.485	0.867	0.101	0.001	0.003	0.000	887	859,458	0.218	0.179	0.066	0.001	0.001	0.000									
2890	2,199	0.0003	0.428	1.048	0.022	0.000	0.000	0.000	890	575,088	0.060	0.110	0.068	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 2013-2017 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 2013-2017 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
2891	32,088	0.0041	0.547	1.217	0.162	0.002	0.005	0.001	891	4,951,672	0.202	0.419	0.110	0.001	0.002	0.000
2892	11,258	0.0014	0.485	0.867	0.101	0.001	0.001	0.000	892	405,099	0.552	0.449	0.071	0.001	0.001	0.000
2893	52,891	0.0067	0.485	0.867	0.101	0.003	0.006	0.001	893	1,903,231	0.093	0.308	0.106	0.001	0.002	0.001
2903	5,662	0.0007	0.235	0.075	0.026	0.000	0.000	0.000	903	1,320,419	-	0.044	0.032	-	0.000	0.000
2905	7,739	0.0010	0.235	0.075	0.026	0.000	0.000	0.000	905	1,804,644	-	0.008	0.008	-	0.000	0.000
2936	99,330	0.0126	0.485	0.867	0.101	0.006	0.011	0.001	936	3,574,281	0.198	0.120	0.034	0.002	0.002	0.000
2940	6,917	0.0009	1.113	0.848	0.082	0.001	0.001	0.000	940	541,545	0.281	0.544	0.248	0.000	0.000	0.000
2948	5,895	0.0007	0.441	1.863	0.205	0.000	0.001	0.000	948	1,041,295	0.353	0.457	0.144	0.000	0.000	0.000
2951	350,793	0.0444	0.235	0.075	0.026	0.010	0.003	0.001	951	81,804,271	0.076	0.073	0.024	0.003	0.003	0.001
2953	5,190,905	0.6565	0.059	0.098	0.019	0.039	0.064	0.012	953	294,259,261	0.029	0.035	0.012	0.019	0.023	0.008
2955	114,821	0.0145	0.235	0.075	0.026	0.003	0.001	0.000	955	26,776,112	0.049	0.049	0.020	0.001	0.001	0.000
2956	314,515	0.0398	0.059	0.098	0.019	0.002	0.004	0.001	956	17,829,059	0.021	0.030	0.012	0.001	0.001	0.000
2957	627,734	0.0794	1.113	0.848	0.082	0.088	0.067	0.007	957	49,147,724	0.107	0.101	0.030	0.008	0.008	0.002
2958	40,072	0.0051	1.113	0.848	0.082	0.006	0.004	0.000	958	3,137,428	0.411	0.455	0.127	0.002	0.002	0.001
2961	290,004	0.0367	1.113	0.848	0.082	0.041	0.031	0.003	961	22,705,552	0.244	0.258	0.117	0.009	0.009	0.004
2962	169,026	0.0214	0.059	0.098	0.019	0.001	0.002	0.000	962	9,581,634	0.015	0.011	0.008	0.000	0.000	0.000
2963	18,713	0.0024	0.428	1.048	0.022	0.001	0.002	0.000	963	4,894,362	0.048	0.113	0.063	0.000	0.000	0.000
2965	460,937	0.0583	0.226	0.667	0.166	0.013	0.039	0.010	965	68,472,459	0.113	0.202	0.066	0.007	0.012	0.004
2984	37,932	0.0048	0.323	0.690	0.100	0.002	0.003	0.000	984	26,094,197	0.024	0.044	0.015	0.000	0.000	0.000
2987	4,108	0.0005	0.485	0.867	0.101	0.000	0.000	0.000	987	147,837	0.117	0.052	0.010	0.000	0.000	0.000
2988	36,828	0.0047	0.323	0.690	0.100	0.002	0.003	0.000	988	25,334,397	0.034	0.059	0.019	0.000	0.000	0.000
<b>TOTAL Sub-IG 3</b>	<b>7,907,244</b>	<b>1.0000</b>				<b>0.224</b>	<b>0.254</b>	<b>0.039</b>		<b>647,858,783</b>				<b>0.057</b>	<b>0.068</b>	<b>0.024</b>
<b>Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>3.946</b>	<b>3.728</b>	<b>1.657</b>								
2011	4,839	0.0019	0.873	2.694	0.307	0.002	0.005	0.001	0011	279,304	0.082	0.770	0.173	0.000	0.001	0.000
2013	1,970	0.0008	0.089	2.152	0.189	0.000	0.002	0.000	0013	186,465	-	0.841	0.224	-	0.001	0.000
2662	3,530	0.0014	0.089	2.152	0.189	0.000	0.003	0.000	662	334,147	1.541	1.874	0.274	0.002	0.003	0.000
2709	16	0.0000	0.235	0.075	0.026	0.000	0.000	0.000	709	3,691	-	1.421	0.154	-	0.000	0.000
2801	1,057	0.0004	4.431	2.990	0.244	0.002	0.001	0.000	801	209,156	1.587	2.444	0.390	0.001	0.001	0.000
2806	1,075	0.0004	-	-	0.116	-	-	0.000	806	275,193	2.088	3.173	0.338	0.001	0.001	0.000
2809	12,554	0.0049	0.089	2.152	0.189	0.000	0.011	0.001	809	1,188,441	1.864	1.611	0.169	0.009	0.008	0.001
2813	427,588	0.1663	1.135	3.755	0.511	0.189	0.625	0.085	813	2,965,737	0.845	1.432	0.219	0.141	0.238	0.036
2814	31,480	0.0122	0.873	2.694	0.307	0.011	0.033	0.004	814	1,816,853	0.496	0.723	0.153	0.006	0.009	0.002
2815	118,786	0.0462	0.873	2.694	0.307	0.040	0.124	0.014	815	6,855,730	0.770	0.921	0.157	0.036	0.043	0.007
2816	4,363	0.0017	0.441	1.863	0.205	0.001	0.003	0.000	816	770,698	0.317	0.740	0.098	0.001	0.001	0.000
2818	110,300	0.0429	0.547	1.217	0.162	0.023	0.052	0.007	818	17,021,214	0.353	0.414	0.083	0.015	0.018	0.004
2820	1,365	0.0005	0.441	1.863	0.205	0.000	0.001	0.000	820	241,122	0.717	1.422	0.274	0.000	0.001	0.000
2821	4,591	0.0018	0.089	2.152	0.189	0.000	0.004	0.000	821	434,651	3.042	2.296	0.373	0.005	0.004	0.001
2825	9,066	0.0035	0.873	2.694	0.307	0.003	0.010	0.001	825	523,233	0.772	1.726	0.242	0.003	0.006	0.001
2855	31,477	0.0122	0.089	2.152	0.189	0.001	0.026	0.002	855	2,979,837	1.182	1.258	0.204	0.014	0.015	0.002



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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9) Actual Indicated Pure Premium						(10)-(17) Weighted Indicated Pure Premium							
			(4)-(6) Actual Indicated Pure Premium			(7)-(9) Weighted Indicated Pure Premium			(10)-(12) Actual Indicated Pure Premium			(13)-(15) Weighted Indicated Pure Premium				
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only		
2857	6,702	0.0026	0.089	2.152	0.189	0.000	0.006	0.000	857	634,485	1.072	1.132	0.216	0.003	0.003	0.001
2858	1,975	0.0008	4.431	2.990	0.244	0.003	0.002	0.000	858	390,785	1.495	1.770	0.289	0.001	0.001	0.000
2859	594	0.0002	4.431	2.990	0.244	0.001	0.001	0.000	859	117,623	1.911	2.651	0.315	0.000	0.001	0.000
2860	299	0.0001	4.431	2.990	0.244	0.001	0.000	0.000	860	59,198	0.055	2.157	0.301	0.000	0.000	0.000
2862	1,406	0.0005	4.431	2.990	0.244	0.002	0.002	0.000	862	278,277	2.308	2.303	0.280	0.001	0.001	0.000
2865	5,817	0.0023	0.089	2.152	0.189	0.000	0.005	0.000	865	550,628	1.388	1.546	0.378	0.003	0.003	0.001
2880	22,998	0.0089	0.089	2.152	0.189	0.001	0.019	0.002	880	2,177,079	1.208	1.428	0.202	0.011	0.013	0.002
2882	1,375	0.0005	0.089	2.152	0.189	0.000	0.001	0.000	882	130,122	0.637	3.206	0.263	0.000	0.002	0.000
2884	6,263	0.0024	0.547	1.217	0.162	0.001	0.003	0.000	884	966,418	0.117	0.428	0.075	0.000	0.001	0.000
2885	13,342	0.0052	0.873	2.694	0.307	0.005	0.014	0.002	885	770,023	0.542	0.902	0.141	0.003	0.005	0.001
2886	3,086	0.0012	0.441	1.863	0.205	0.001	0.002	0.000	886	545,051	0.476	0.574	0.163	0.001	0.001	0.000
2896	4,996	0.0019	0.441	1.863	0.205	0.001	0.004	0.000	896	882,548	0.174	0.457	0.113	0.000	0.001	0.000
2897	45,589	0.0177	0.441	1.863	0.205	0.008	0.033	0.004	897	8,053,024	0.194	0.531	0.145	0.003	0.009	0.003
2898	20,233	0.0079	0.441	1.863	0.205	0.003	0.015	0.002	898	3,574,109	0.315	0.702	0.166	0.002	0.006	0.001
2899	7,009	0.0027	0.547	1.217	0.162	0.001	0.003	0.000	899	1,081,540	0.117	0.390	0.097	0.000	0.001	0.000
2907	7,200	0.0028	0.089	2.152	0.189	0.000	0.006	0.001	907	681,577	0.507	1.558	0.188	0.001	0.004	0.001
2910	2,307	0.0009	0.089	2.152	0.189	0.000	0.002	0.000	910	218,363	0.538	1.697	0.198	0.000	0.002	0.000
2911	11,443	0.0045	4.431	2.990	0.244	0.020	0.013	0.001	911	2,264,207	1.473	1.640	0.213	0.007	0.007	0.001
2914	24,376	0.0095	0.247	3.454	0.362	0.002	0.033	0.003	914	1,907,511	0.482	0.737	0.115	0.005	0.007	0.001
2915	4,301	0.0017	0.873	2.694	0.307	0.001	0.005	0.001	915	248,239	0.005	0.870	0.160	0.000	0.001	0.000
2916	33,682	0.0131	0.441	1.863	0.205	0.006	0.024	0.003	916	5,949,853	0.311	0.510	0.116	0.004	0.007	0.002
2917	69,875	0.0272	0.441	1.863	0.205	0.012	0.051	0.006	917	12,343,145	0.455	0.740	0.180	0.012	0.020	0.005
2918	3,415	0.0013	0.441	1.863	0.205	0.001	0.002	0.000	918	603,314	0.089	0.834	0.134	0.000	0.001	0.000
2919	1,983	0.0008	0.441	1.863	0.205	0.000	0.001	0.000	919	350,225	-	0.702	0.155	-	0.001	0.000
2920	5,413	0.0021	0.428	1.048	0.022	0.001	0.002	0.000	920	1,415,819	0.090	0.149	0.015	0.000	0.000	0.000
2921	6,965	0.0027	-	-	0.149	-	-	0.000	921	205,637	1.019	1.134	0.199	0.003	0.003	0.001
2922	37,181	0.0145	0.873	2.694	0.307	0.013	0.039	0.004	922	2,145,932	0.687	0.968	0.178	0.010	0.014	0.003
2923	348,765	0.1357	0.373	2.003	0.239	0.051	0.272	0.032	923	757,627	0.547	0.714	0.142	0.074	0.097	0.019
2925	9,665	0.0038	0.441	1.863	0.205	0.002	0.007	0.001	925	1,707,344	0.430	0.553	0.131	0.002	0.002	0.000
2926	35,542	0.0138	-	2.611	0.196	-	0.036	0.003	926	1,862,556	0.627	0.789	0.157	0.009	0.011	0.002
2927	50,006	0.0195	0.547	1.217	0.162	0.011	0.024	0.003	927	7,716,758	0.177	0.289	0.061	0.003	0.006	0.001
2928	196,906	0.0766	0.540	1.949	0.200	0.041	0.149	0.015	928	15,397,427	0.361	0.675	0.163	0.028	0.052	0.012
2932	23,800	0.0093	0.485	0.867	0.101	0.004	0.008	0.001	932	856,415	0.175	0.212	0.047	0.002	0.002	0.000
2933	5,225	0.0020	0.089	2.152	0.189	0.000	0.004	0.000	933	494,635	0.639	0.768	0.216	0.001	0.002	0.000
2934	39,369	0.0153	0.873	2.694	0.307	0.013	0.041	0.005	934	2,272,158	0.574	1.175	0.217	0.009	0.018	0.003
2935	1,682	0.0007	0.547	1.217	0.162	0.000	0.001	0.000	935	259,513	0.447	0.403	0.176	0.000	0.000	0.000
2941	30,716	0.0119	0.441	1.863	0.205	0.005	0.022	0.002	941	5,425,807	0.525	0.943	0.235	0.006	0.011	0.003
2944	10,839	0.0042	0.441	1.863	0.205	0.002	0.008	0.001	944	1,914,704	0.233	0.542	0.150	0.001	0.002	0.001
2945	21,401	0.0083	0.873	2.694	0.307	0.007	0.022	0.003	945	1,235,177	0.455	0.822	0.195	0.004	0.007	0.002
2952	97,041	0.0377	0.485	0.867	0.101	0.018	0.033	0.004	952	3,491,914	0.247	0.214	0.046	0.009	0.008	0.002
2959	34,298	0.0133	1.113	0.848	0.082	0.015	0.011	0.001	959	2,685,349	0.207	0.346	0.296	0.003	0.005	0.004
2960	119,748	0.0466	1.113	0.848	0.082	0.052	0.040	0.004	960	9,375,515	0.384	0.806	0.238	0.018	0.038	0.011
2964	3,213	0.0012	0.441	1.863	0.205	0.001	0.002	0.000	964	567,607	0.389	0.464	0.237	0.000	0.001	0.000
2966	6,800	0.0026	0.873	2.694	0.307	0.002	0.007	0.001	966	392,467	0.802	0.900	0.139	0.002	0.002	0.000

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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 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 2013-2017 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	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
2968	4,314	0.0017	0.547	1.217	0.162	0.001	0.002	0.000	968	665,741	0.074	0.602	0.151	0.000	0.001	0.000
2971	124,027	0.0482	0.873	2.694	0.307	0.042	0.130	0.015	971	7,158,238	0.746	1.231	0.176	0.036	0.059	0.008
2973	58,954	0.0229	0.873	2.694	0.307	0.020	0.062	0.007	973	3,402,524	0.446	0.932	0.187	0.010	0.021	0.004
2974	53,563	0.0208	1.113	0.848	0.082	0.023	0.018	0.002	974	4,193,664	0.372	0.677	0.221	0.008	0.014	0.005
2975	69,351	0.0270	0.441	1.863	0.205	0.012	0.050	0.006	975	12,250,540	0.209	0.534	0.134	0.006	0.014	0.004
2976	15,193	0.0059	0.547	1.217	0.162	0.003	0.007	0.001	976	2,344,592	0.187	0.346	0.147	0.001	0.002	0.001
2977	12,230	0.0048	0.428	1.048	0.022	0.002	0.005	0.000	977	3,198,666	0.168	0.203	0.030	0.001	0.001	0.000
2978	9,420	0.0037	0.873	2.694	0.307	0.003	0.010	0.001	978	543,664	0.287	0.976	0.446	0.001	0.004	0.002
2979	27,124	0.0106	1.113	0.848	0.082	0.012	0.009	0.001	979	2,123,663	0.496	1.210	0.334	0.005	0.013	0.004
2980	20,399	0.0079	0.089	2.152	0.189	0.001	0.017	0.001	980	1,931,054	1.324	1.654	0.280	0.011	0.013	0.002
2981	12,095	0.0047	0.441	1.863	0.205	0.002	0.009	0.001	981	2,136,545	0.368	0.527	0.113	0.002	0.002	0.001
2983	2,708	0.0011	4.431	2.990	0.244	0.005	0.003	0.000	983	535,804	1.599	1.692	0.296	0.002	0.002	0.000
2986	6,015	0.0023	0.547	1.217	0.162	0.001	0.003	0.000	986	928,275	0.036	0.537	0.125	0.000	0.001	0.000
2997	4,195	0.0016	0.547	1.217	0.162	0.001	0.002	0.000	997	647,413	0.179	0.266	0.060	0.000	0.000	0.000
2999	2,190	0.0009	0.089	2.152	0.189	0.000	0.002	0.000	999	207,298	2.285	2.012	0.597	0.002	0.002	0.001
<b>TOTAL Sub-IG 4</b>	<b>2,570,676</b>	<b>1.0000</b>				<b>0.710</b>	<b>2.204</b>	<b>0.259</b>		<b>183,310,858</b>				<b>0.562</b>	<b>0.878</b>	<b>0.171</b>
<b>Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.264</b>	<b>2.510</b>	<b>1.511</b>								
2005	1,703	0.0047	-	-	0.116	-	-	0.001	005	435,945	2.458	2.385	0.288	0.012	0.011	0.001
2009	139	0.0004	-	5.920	0.039	-	0.002	0.000	009	21,900	5.658	10.652	0.337	0.002	0.004	0.000
2015	214	0.0006	-	-	0.116	-	-	0.000	015	54,838	-	1.665	0.160	-	0.001	0.000
2025	953	0.0027	0.089	2.152	0.189	0.000	0.006	0.001	025	90,193	1.259	0.595	0.065	0.003	0.002	0.000
2028	19,749	0.0550	0.873	2.694	0.307	0.048	0.148	0.017	028	1,139,807	0.135	0.349	0.056	0.007	0.019	0.003
2050	6,269	0.0174	0.873	2.694	0.307	0.015	0.047	0.005	050	361,794	0.675	0.530	0.130	0.012	0.009	0.002
2051	5,886	0.0164	0.089	2.152	0.189	0.001	0.035	0.003	051	557,210	2.054	0.808	0.131	0.034	0.013	0.002
2055	1,870	0.0052	0.089	2.152	0.189	0.000	0.011	0.001	055	177,033	1.059	0.916	0.150	0.006	0.005	0.001
2716	778	0.0022	0.873	2.694	0.307	0.002	0.006	0.001	716	44,921	-	0.964	0.128	-	0.002	0.000
2718	61	0.0002	0.873	2.694	0.307	0.000	0.000	0.000	718	3,547	-	0.801	0.106	-	0.000	0.000
2721	13	0.0000	-	-	0.116	-	-	0.000	721	3,454	-	3.306	0.148	-	0.000	0.000
2751	3,090	0.0086	0.441	1.863	0.205	0.004	0.016	0.002	751	545,884	0.213	0.185	0.035	0.002	0.002	0.000
2752	16,977	0.0472	0.485	0.867	0.101	0.023	0.041	0.005	752	610,885	0.288	0.085	0.022	0.014	0.004	0.001
2753	32,077	0.0893	0.873	2.694	0.307	0.078	0.240	0.027	753	1,851,334	0.619	0.648	0.144	0.055	0.058	0.013
2755	17,303	0.0481	0.547	1.217	0.162	0.026	0.059	0.008	755	2,670,199	0.321	0.245	0.060	0.015	0.012	0.003
2757	18,164	0.0505	0.441	1.863	0.205	0.022	0.094	0.010	757	3,208,640	0.596	0.253	0.038	0.030	0.013	0.002
2759	5,915	0.0165	4.431	2.990	0.244	0.073	0.049	0.004	759	1,170,420	1.861	1.444	0.245	0.031	0.024	0.004
2803	129	0.0004	-	5.920	0.039	-	0.002	0.000	803	20,271	-	4.919	0.699	-	0.002	0.000
2804	21,714	0.0604	0.089	2.152	0.189	0.005	0.130	0.011	804	2,055,591	0.413	1.192	0.228	0.025	0.072	0.014
2805	2,614	0.0073	0.089	2.152	0.189	0.001	0.016	0.001	805	247,498	2.616	1.729	0.137	0.019	0.013	0.001
2807	13,735	0.0382	0.089	2.152	0.189	0.003	0.082	0.007	807	1,300,252	0.697	1.600	0.304	0.027	0.061	0.012
2808	39,566	0.1101	0.089	2.152	0.189	0.010	0.237	0.021	808	3,745,551	1.640	1.393	0.112	0.181	0.153	0.012

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

(1) Temporary Staffing Code	(2) Policy Years 2013-2017 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2013-2017 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only						Serious	Non-Ser	Med Only						
2810	1,393	0.0039	0.089	2.152	0.189	0.000	0.008	0.001	810	131,868	1.931	1.018	0.044	0.007	0.004	0.000						
2811	43,619	0.1214	4.431	2.990	0.244	0.538	0.363	0.030	811	8,631,095	2.478	1.801	0.109	0.301	0.219	0.013						
2812	1,625	0.0045	4.431	2.990	0.244	0.020	0.014	0.001	812	321,614	4.055	2.620	0.091	0.018	0.012	0.000						
2817	7,621	0.0212	0.089	2.152	0.189	0.002	0.046	0.004	817	721,483	1.028	2.148	0.287	0.022	0.046	0.006						
2828	1,631	0.0045	4.431	2.990	0.244	0.020	0.014	0.001	828	322,774	0.927	3.207	0.403	0.004	0.015	0.002						
2904	389	0.0011	0.235	0.075	0.026	0.000	0.000	0.000	904	90,637	1.569	0.697	0.064	0.002	0.001	0.000						
2939	308	0.0009	0.089	2.152	0.189	0.000	0.002	0.000	939	29,149	4.576	5.183	0.650	0.004	0.004	0.001						
2954	15,503	0.0431	0.441	1.863	0.205	0.019	0.080	0.009	954	2,738,600	0.450	0.714	0.081	0.019	0.031	0.003						
2967	8,978	0.0250	0.547	1.217	0.162	0.014	0.030	0.004	967	1,385,397	0.346	0.392	0.190	0.009	0.010	0.005						
2969	23,957	0.0667	0.873	2.694	0.307	0.058	0.180	0.020	969	1,382,690	0.226	0.585	0.352	0.015	0.039	0.023						
2970	1,898	0.0053	0.089	2.152	0.189	0.000	0.011	0.001	970	179,715	2.569	3.563	4.501	0.014	0.019	0.024						
2991	2,316	0.0064	0.873	2.694	0.307	0.006	0.017	0.002	991	133,691	1.084	1.525	2.256	0.007	0.010	0.015						
2992	2,358	0.0066	0.089	2.152	0.189	0.001	0.014	0.001	992	223,208	1.191	0.853	0.211	0.008	0.006	0.001						
2995	10,908	0.0304	4.431	2.990	0.244	0.134	0.091	0.007	995	2,158,390	1.585	1.484	0.215	0.048	0.045	0.007						
9428	27,973	0.0778	0.089	2.152	0.189	0.007	0.167	0.015	7428	2,648,084	0.618	1.134	0.176	0.048	0.088	0.014						
<b>TOTAL Sub-IG 5</b>	<b>359,396</b>	<b>1.0000</b>				<b>1.132</b>	<b>2.259</b>	<b>0.222</b>		<b>41,415,562</b>				<b>0.999</b>	<b>1.026</b>	<b>0.186</b>						
<b>Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.133</b>	<b>2.202</b>	<b>1.189</b>														
<b>GRAND TOTAL</b>	<b>13,745,122</b>					<b>0.5039</b>	<b>1.0848</b>	<b>0.1371</b>		<b>1,036,284,306</b>				<b>0.2950</b>	<b>0.3920</b>	<b>0.0844</b>						
<b>Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.708</b>	<b>2.767</b>	<b>1.624</b>														

**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 \$137,451,220		
0.61	1.00	1.00

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.708</b>	<b>2.767</b>	<b>1.624</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.432</b>	<b>2.767</b>	<b>1.624</b>

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

**Sub-Industry Group 1**

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$23,248,640		
0.19	0.61	0.93

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.455</b>	<b>2.805</b>	<b>1.771</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.436</b>	<b>2.790</b>	<b>1.761</b>

$$C = [A * B] + [(1 - A) * (\text{Total C})]$$

**Sub-Industry Group 2**

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$5,829,420		
0.07	0.24	0.37

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>2.008</b>	<b>3.196</b>	<b>1.828</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.472</b>	<b>2.870</b>	<b>1.699</b>

$$C = [A * B] + [(1 - A) * (\text{Total C})]$$

**Sub-Industry Group 3**

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$79,072,440		
0.42	1.00	1.00

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>3.946</b>	<b>3.728</b>	<b>1.657</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>2.488</b>	<b>3.728</b>	<b>1.657</b>

$$C = [A * B] + [(1 - A) * (\text{Total C})]$$

**Sub-Industry Group 4**

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$25,706,760		
0.20	0.65	0.99

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.264</b>	<b>2.510</b>	<b>1.511</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.398</b>	<b>2.600</b>	<b>1.512</b>

$$C = [A * B] + [(1 - A) * (\text{Total C})]$$

**Sub-Industry Group 5**

Serious	Non-Serious	Medical Only
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A) Credibility Based on Payroll of \$3,593,960		
0.05	0.18	0.27

B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.133</b>	<b>2.202</b>	<b>1.189</b>

C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
<b>1.417</b>	<b>2.665</b>	<b>1.507</b>

$$C = [A * B] + [(1 - A) * (\text{Total C})]$$



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

Table with columns (1) through (20) and rows for various staffing codes (435-617) and sub-industry groups. Columns include Policy Years, Temp Payroll, Direct Employment (Serious, Non-Serious, Medical Only, Total), Pure Premium, and Expected Losses. Sub-Industry Group 1 is highlighted with a total of 2,324,864 and 13.7% change.

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

Table with 20 columns: (1) Direct Employment Code, (2) Policy Years 2013-2017 Temp Staffing Payroll (\$000), (3) 4/1/2021 Direct Employment Serious, (4) 4/1/2021 Direct Employment Non-Serious, (5) 4/1/2021 Direct Employment Medical Only, (6) 4/1/2021 Direct Employment Total Pure Premium, (7) 4/1/2021 Direct Employment Loss Cost, (8) 4/1/2020 Temp Staffing Code, (9) 4/1/2021 Temp Staffing Code, (10) 4/1/2021 Temp Staffing Serious, (11) 4/1/2021 Temp Staffing Non-Serious, (12) 4/1/2021 Temp Staffing Medical Only, (13) 4/1/2021 Temp Staffing Total Pure Premium, (14) 4/1/2021 Temp Staffing Loss Cost, (15) 4/1/2020 Temp Staffing Code, (16) 4/1/2021 Temp Staffing Loss Cost, (17) Proposed 2016-2017 Temp Staffing Payroll (\$000), (18) Expected Losses Based on 4/1/2020 Temp Staffing Loss Costs, (19) Expected Losses Based on Proposed 4/1/2021 Temp Staffing Loss Costs, (20) Proposed 4/1/2021 Percentage Change. Rows include individual codes and sub-industry group summaries.

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

Table with 20 columns: (1) Direct Employment Code, (2) Policy Years 2013-2017 Temp Staffing Payroll (\$000), (3) 4/1/2021 Direct Employment Serious, (4) 4/1/2021 Direct Employment Non-Serious, (5) 4/1/2021 Direct Employment Medical Only, (6) 4/1/2021 Direct Employment Pure Premium Total, (7) 4/1/2021 Direct Employment Loss Cost, (8) 4/1/2020 Temp Staffing Code, (9) 4/1/2021 Temp Staffing Code, (10) 4/1/2021 Temp Staffing Serious, (11) 4/1/2021 Temp Staffing Non-Serious, (12) 4/1/2021 Temp Staffing Medical Only, (13) 4/1/2021 Temp Staffing Pure Premium Total, (14) 4/1/2021 Temp Staffing Loss Cost, (15) 4/1/2020 Temp Staffing Loss Cost, (16) Proposed 4/1/2021 Temp Staffing Loss Cost, (17) Policy Years 2016-2017 Temp Staffing Payroll (\$000), (18) Expected Losses Based on 4/1/2020 Temp Staffing Loss Costs, (19) Expected Losses Based on Proposed 4/1/2021 Temp Staffing Loss Costs, (20) Proposed 4/1/2021 Percentage Change.



**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 capped using Min and Max Swings	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
Direct Employment Code	Policy Years 2013-2017 Temp Staffing Payroll (\$000)	4/1/2021 Direct Employment Pure Premium				4/1/2021 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2021 Temp Staffing Code	4/1/2021 Temp Staffing Pure Premium				4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2016-2017 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2020 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2021 Temp Staffing Loss Costs	Proposed 4/1/2021 Percentage Change
		Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total							
981	12,095	0.331	0.571	0.117	1,019	0.98	524	2981	0.463	1.485	0.177	2,125	2.04	1.94	2.04	5,068	9,832	10,339	5.2%
983	2,708	1.858	1.539	0.262	3,659	3.52	527	2983	2.597	4.001	0.396	6,994	6.73	7.62	6.73	1,210	9,220	8,143	-11.7%
986	6,015	0.187	0.464	0.104	0,755	0.73	523	2986	0.261	1,206	0.157	1,624	1.57	1.29	1.57	2,468	3,184	3,875	21.7%
997	4,195	0.196	0.199	0.054	0,449	0.43	523	2997	0.274	0.517	0.082	0,873	0.84	1.29	0.93	1,764	2,276	1,641	-27.9%
999	2,190	1.146	1.234	0.278	2,658	2.56	526	2999	1.602	3.208	0.420	5,230	5.04	4.81	5.04	980	4,714	4,939	4.8%
<b>Sub-Industry Group 4</b>	<b>2,570,676</b>				<b>1,6023</b>							<b>3,3223</b>				<b>1,167,251</b>	<b>3,304,267</b>	<b>3,613,142</b>	<b>9.3%</b>
<b>Total Sub-IG 4: (4/1/2021 Temp Staffing P.P.) / (4/1/2021 Direct Employment P.P.) =</b>													<b>2.073</b>						
005	1,703	3.724	2.607	0.255	6,586	6.34	528	2005	5.277	6.948	0.384	12,609	12.14	10.37	12.14	742	7,695	9,008	17.1%
009	139	6.651	4.645	0.215	11,511	11.07	529	2009	9.424	12,379	0.324	22,127	21.28	18.10	21.28	80	1,448	1,702	17.6%
015	214	3.336	1.899	0.116	5,351	5.15	528	2015	4.727	5,061	0.175	9,963	10.37	9.59	10.37	68	705	652	-7.5%
025	953	1.292	0.761	0.063	2,116	2.53	526	2025	1.831	2,028	0.095	3,954	4.73	4.81	4.73	468	2,251	2,214	-1.7%
028	19,749	0.734	0.375	0.058	1,167	1.40	525	2028	1,040	0.999	0.087	2,126	2.55	3.32	2.55	7,175	23,821	18,296	-23.2%
050	6,269	1.018	0.817	0.124	1,959	2.35	525	2050	1,443	2,177	0.187	3,807	4.57	3.32	4.05	2,720	9,030	11,016	22.0%
051	5,886	1.242	0.767	0.133	2,142	2.57	526	2051	1,760	2,044	0.200	4,004	4.80	4.81	4.80	2,561	12,318	12,293	-0.2%
055	1,870	1.279	0.935	0.178	2,392	2.87	526	2055	1,812	2,492	0.268	4,572	5.49	4.81	5.49	761	3,660	4,178	14.1%
716	778	0.581	0.919	0.104	1,604	1.92	525	2716	0.823	2,449	0.157	3,429	4.10	3.32	4.05	345	1,145	1,397	22.0%
718	61	0.882	0.591	0.097	1,570	1.88	525	2718	1,250	1,575	0.146	2,971	3.56	3.32	3.56	26	86	93	7.2%
721	13	1.750	3.133	0.148	5,031	5.27	528	2721	2,480	8,349	0.223	11,052	11.58	10.37	11.58	5	52	58	11.7%
751	3,090	0.345	0.221	0.043	0,609	0.64	524	2751	0.489	0.589	0.065	1,143	1.20	1.94	1.40	1,391	2,699	1,947	-27.8%
752	16,977	0.274	0.152	0.026	0,452	0.47	522	2752	0.388	0.405	0.039	0,832	0.87	0.76	0.87	8,924	6,782	7,764	14.5%
753	32,077	0.810	0.693	0.147	1,650	1.73	522	2753	1,148	1,847	0.222	3,217	3.37	3.32	3.37	13,757	45,673	46,361	1.5%
755	17,303	0.377	0.267	0.061	0,705	0.74	523	2755	0.534	0.712	0.092	1,338	1.40	1.29	1.40	7,192	9,278	10,069	8.5%
757	18,164	0.462	0.314	0.042	0,818	0.86	524	2757	0.655	0.837	0.063	1,555	1.63	1.94	1.63	7,660	14,860	12,486	-16.0%
759	5,915	1.605	1.554	0.235	3,394	3.55	527	2759	2,274	4,141	0.354	6,769	7.08	7.62	7.08	2,640	20,117	18,691	-7.1%
803	129	3.411	3.636	0.329	7,376	7.10	529	2803	4,833	9,690	0.496	15,019	14.46	18.10	14.46	60	1,086	868	-20.1%
804	21,714	0.597	1.165	0.227	1,989	1.91	526	2804	0,846	3,105	0.342	4,293	4.12	4.81	4.12	9,999	48,095	41,196	-14.3%
805	2,614	1.491	1.518	0.105	3,114	3.00	526	2805	2,113	4,045	0.158	6,316	6.08	4.81	5.87	1,199	5,767	7,038	22.0%
807	13,735	0.949	1.641	0.291	2,881	2.77	526	2807	1,345	4,373	0.439	6,157	5.92	4.81	5.87	6,026	28,985	35,373	22.0%
808	39,566	1.358	1.388	0.114	2,860	2.75	526	2808	1,924	3,699	0.172	5,795	5.57	4.81	5.57	18,090	87,013	100,761	15.8%
810	1,393	1.524	0.758	0.042	2,324	2.24	526	2810	2,160	2,020	0.063	4,243	4.09	4.81	4.09	484	2,328	1,980	-15.0%
811	43,619	2.335	1.837	0.111	4,283	4.12	527	2811	3,309	4,896	0.167	8,372	8.05	7.62	8.05	20,219	154,069	162,763	5.6%
812	1,825	2,470	1,829	0.086	4,385	4.22	527	2812	3,500	4,874	0.130	8,504	8.18	7.62	8.18	762	5,806	6,233	7.3%
817	7,621	1,191	1,818	0.260	3,259	3.14	526	2817	1,698	4,845	0.377	6,910	6.66	4.81	5.87	3,534	16,999	20,745	22.0%
828	1,631	1,350	2,201	0.332	3,883	3.74	527	2828	1,913	5,866	0.500	8,279	7.97	7.62	7.97	790	6,020	6,296	4.6%
904	389	0.391	0.383	0.069	0,843	0.81	949	2904	0,554	1,021	0.104	1,679	1.61	0.21	0.26	89	19	23	23.8%
939	308	1,055	1,525	0.472	3,052	2.94	526	2939	1,495	4,064	0.711	6,270	6.04	4.81	5.87	137	659	804	22.0%
954	15,503	0.439	0.709	0.083	1,231	1.18	524	2954	0,622	1,889	0.125	2,636	2.53	1.94	2.37	6,838	13,266	16,206	22.2%
967	8,978	0.220	0.359	0.182	0,761	0.73	523	2967	0,312	0,957	0.274	1,543	1.48	1.29	1.48	4,000	5,160	5,920	14.7%
969	23,957	0.278	0.639	0.341	1,258	1.21	525	2969	0,394	1,703	0.514	2,611	2.51	3.32	2.51	10,433	34,638	26,187	-24.4%
970	1,898	0.570	1.594	2.481	4,645	4.47	526	2970	0,808	4,248	3.739	8,795	8.46	4.81	5.87	1,113	5,354	6,533	22.0%
991	2,316	0.520	0.724	1.487	2,731	2.63	525	2991	0,737	1,929	2.241	4,907	4.73	3.32	4.05	1,142	3,791	4,625	22.0%
992	2,358	1.795	1,250	0.183	3,228	3.21	526	2992	2,544	3,331	0.276	6,151	6.12	4.81	5.87	1,052	5,060	6,175	22.0%
995	10,908	1,476	1,479	0.216	3,171	3.05	527	2995	2,091	3,942	0.326	6,359	6.12	7.62	6.12	5,218	39,761	31,934	-19.7%
7428	27,973	0.708	1.083	0.176	1,967	1.89	526	9428	1,003	2,886	0.265	4,154	3.99	4.81	3.99	12,836	61,741	51,216	-17.0%
<b>Sub-Industry Group 5</b>	<b>359,396</b>				<b>2,1772</b>							<b>4,3636</b>				<b>160,536</b>	<b>687,237</b>	<b>691,101</b>	<b>0.6%</b>
<b>Total Sub-IG 5: (4/1/2021 Temp Staffing P.P.) / (4/1/2021 Direct Employment P.P.) =</b>													<b>2.004</b>						
<b>Total</b>	<b>13,745,122</b>				<b>0.7871</b>							<b>1,7216</b>				<b>5,945,711</b>	<b>9,726,100</b>	<b>10,514,616</b>	<b>8.1%</b>

	Minimum Swing	Maximum Swing
IND GRP 1	0.72	1.22
IND GRP 2	0.72	1.22
IND GRP 3	0.72	1.22

Note: Columns (10) through (12): Columns (3) through (5), respectively, times the Exhibit 3, Line C differential for the appropriate Sub-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)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
185	104	2104	3.67	4.41	20.2%	4.47
187	107	2107	2.91	3.49	19.9%	3.54
189	113	2113	2.06	2.48	20.4%	2.51
191	161	2161	2.40	2.93	22.1%	2.97
275	221	2221	2.23	2.72	22.0%	2.76
276	222	2222	2.68	3.08	14.9%	3.12
291	255	2255	2.33	2.63	12.9%	2.67
297	281	2281	2.60	3.17	21.9%	3.21
491	403	2403	2.95	3.43	16.3%	3.48
493	445	2445	2.10	2.51	19.5%	2.55
495	451	2451	3.67	4.48	22.1%	4.54
497	472	2472	0.99	1.07	8.1%	1.09
499	475	2475	2.24	2.73	21.9%	2.77
520	984	2984	0.16	0.20	25.0%	0.20
520	988	2988	0.16	0.20	25.0%	0.20
521	555	2555	0.49	0.60	22.4%	0.61
521	744	2744	0.49	0.54	10.2%	0.55
521	890	2890	0.49	0.60	22.4%	0.61
521	920	2920	0.49	0.48	-2.0%	0.49
521	963	2963	0.49	0.60	22.4%	0.61
521	977	2977	0.49	0.60	22.4%	0.61
522	488	2488	0.76	0.89	17.1%	0.90
522	752	2752	0.76	0.87	14.5%	0.88
522	887	2887	0.76	0.93	22.4%	0.94
522	892	2892	0.76	0.93	22.4%	0.94
522	893	2893	0.76	0.93	22.4%	0.94
522	932	2932	0.76	0.93	22.4%	0.94
522	936	2936	0.76	0.93	22.4%	0.94
522	952	2952	0.76	0.85	11.8%	0.86
522	987	2987	0.76	0.93	22.4%	0.94
523	103	2103	1.29	1.43	10.9%	1.45
523	441	2441	1.29	1.23	-4.7%	1.25
523	459	2459	1.29	1.00	-22.5%	1.01
523	471	2471	1.29	1.57	21.7%	1.59
523	476	2476	1.29	1.36	5.4%	1.38
523	485	2485	1.29	1.30	0.8%	1.32
523	487	2487	1.29	1.24	-3.9%	1.26
523	489	2489	1.29	1.37	6.2%	1.39
523	551	2551	1.29	1.57	21.7%	1.59
523	553	2553	1.29	1.50	16.3%	1.52
523	755	2755	1.29	1.40	8.5%	1.42
523	818	2818	1.29	1.57	21.7%	1.59
523	884	2884	1.29	1.29	0.0%	1.31
523	891	2891	1.29	1.57	21.7%	1.59

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
523	899	2899	1.29	1.36	5.4%	1.38
523	927	2927	1.29	1.08	-16.3%	1.10
523	935	2935	1.29	1.44	11.6%	1.46
523	967	2967	1.29	1.48	14.7%	1.50
523	968	2968	1.29	1.57	21.7%	1.59
523	976	2976	1.29	1.34	3.9%	1.36
523	986	2986	1.29	1.57	21.7%	1.59
523	997	2997	1.29	0.93	-27.9%	0.94
524	115	2115	1.94	2.37	22.2%	2.40
524	142	2142	1.94	2.37	22.2%	2.40
524	263	2263	1.94	2.13	9.8%	2.16
524	416	2416	1.94	2.37	22.2%	2.40
524	446	2446	1.94	1.47	-24.2%	1.49
524	449	2449	1.94	2.37	22.2%	2.40
524	458	2458	1.94	1.88	-3.1%	1.91
524	473	2473	1.94	2.37	22.2%	2.40
524	474	2474	1.94	2.37	22.2%	2.40
524	477	2477	1.94	2.07	6.7%	2.10
524	483	2483	1.94	1.77	-8.8%	1.79
524	486	2486	1.94	1.59	-18.0%	1.61
524	506	2506	1.94	2.37	22.2%	2.40
524	507	2507	1.94	2.28	17.5%	2.31
524	581	2581	1.94	1.47	-24.2%	1.49
524	667	2667	1.94	2.37	22.2%	2.46
524	751	2751	1.94	1.40	-27.8%	1.42
524	757	2757	1.94	1.63	-16.0%	1.65
524	816	2816	1.94	2.37	22.2%	2.40
524	820	2820	1.94	2.37	22.2%	2.40
524	886	2886	1.94	2.09	7.7%	2.12
524	896	2896	1.94	1.54	-20.6%	1.56
524	897	2897	1.94	1.85	-4.6%	1.88
524	898	2898	1.94	2.37	22.2%	2.40
524	916	2916	1.94	1.82	-6.2%	1.85
524	917	2917	1.94	2.37	22.2%	2.40
524	918	2918	1.94	2.25	16.0%	2.28
524	919	2919	1.94	1.95	0.5%	1.98
524	925	2925	1.94	2.06	6.2%	2.09
524	941	2941	1.94	2.37	22.2%	2.40
524	944	2944	1.94	1.90	-2.1%	1.93
524	948	2948	1.94	2.37	22.2%	2.40
524	954	2954	1.94	2.37	22.2%	2.40
524	964	2964	1.94	2.14	10.3%	2.17
524	975	2975	1.94	1.82	-6.2%	1.85
524	981	2981	1.94	2.04	5.2%	2.07

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
525	0011	2011	3.32	2.89	-13.0%	2.93
525	028	2028	3.32	2.55	-23.2%	2.59
525	050	2050	3.32	4.05	22.0%	4.11
525	101	2101	3.32	3.73	12.3%	3.78
525	105	2105	3.32	4.05	22.0%	4.11
525	108	2108	3.32	2.80	-15.7%	2.84
525	110	2110	3.32	3.48	4.8%	3.53
525	119	2119	3.32	4.05	22.0%	4.11
525	132	2132	3.32	3.42	3.0%	3.47
525	134	2134	3.32	3.49	5.1%	3.54
525	135	2135	3.32	3.29	-0.9%	3.34
525	136	2136	3.32	3.58	7.8%	3.63
525	163	2163	3.32	4.05	22.0%	4.11
525	166	2166	3.32	3.94	18.7%	4.00
525	204	2204	3.32	4.05	22.0%	4.11
525	205	2205	3.32	3.42	3.0%	3.47
525	225	2225	3.32	3.17	-4.5%	3.21
525	227	2227	3.32	3.85	16.0%	3.90
525	257	2257	3.32	2.94	-11.4%	2.98
525	261	2261	3.32	3.63	9.3%	3.68
525	265	2265	3.32	3.10	-6.6%	3.14
525	285	2285	3.32	2.39	-28.0%	2.42
525	311	2311	3.32	3.87	16.6%	3.92
525	327	2327	3.32	2.94	-11.4%	2.98
525	404	2404	3.32	3.46	4.2%	3.51
525	407	2407	3.32	3.91	17.8%	3.97
525	415	2415	3.32	3.98	19.9%	4.04
525	433	2433	3.32	4.05	22.0%	4.11
525	454	2454	3.32	3.81	14.8%	3.86
525	456	2456	3.32	3.92	18.1%	3.98
525	457	2457	3.32	4.05	22.0%	4.11
525	461	2461	3.32	2.83	-14.8%	2.87
525	463	2463	3.32	3.23	-2.7%	3.28
525	465	2465	3.32	3.77	13.6%	3.82
525	501	2501	3.32	4.05	22.0%	4.11
525	502	2502	3.32	3.97	19.6%	4.03
525	513	2513	3.32	3.79	14.2%	3.84
525	535	2535	3.32	3.41	2.7%	3.46
525	571	2571	3.32	2.66	-19.9%	2.70
525	617	2617	3.32	3.98	19.9%	4.13
525	649	2649	3.32	4.05	22.0%	4.20
525	660	2660	3.32	3.45	3.9%	3.58
525	664	2664	3.32	4.05	22.0%	4.20
525	675	2675	3.32	4.01	20.8%	4.16

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
525	677	2677	3.32	3.42	3.0%	3.55
525	716	2716	3.32	4.05	22.0%	4.11
525	718	2718	3.32	3.56	7.2%	3.61
525	753	2753	3.32	3.37	1.5%	3.42
525	814	2814	3.32	2.70	-18.7%	2.74
525	815	2815	3.32	3.59	8.1%	3.64
525	825	2825	3.32	4.05	22.0%	4.11
525	885	2885	3.32	2.98	-10.2%	3.02
525	915	2915	3.32	2.39	-28.0%	2.42
525	922	2922	3.32	3.69	11.1%	3.74
525	924	2924	3.32	4.05	22.0%	4.11
525	934	2934	3.32	3.96	19.3%	4.02
525	945	2945	3.32	2.89	-13.0%	2.93
525	966	2966	3.32	3.51	5.7%	3.56
525	969	2969	3.32	2.51	-24.4%	2.55
525	971	2971	3.32	4.05	22.0%	4.11
525	973	2973	3.32	3.31	-0.3%	3.36
525	978	2978	3.32	3.02	-9.0%	3.06
525	991	2991	3.32	4.05	22.0%	4.11
525	4771	6771	3.32	3.69	11.1%	3.74
526	012	2012	4.81	5.87	22.0%	5.95
526	0013	2013	4.81	3.46	-28.1%	3.51
526	025	2025	4.81	4.73	-1.7%	4.80
526	051	2051	4.81	4.80	-0.2%	4.87
526	055	2055	4.81	5.49	14.1%	5.57
526	059	2059	4.81	5.87	22.0%	5.95
526	106	2106	4.81	5.87	22.0%	5.95
526	109	2109	4.81	4.85	0.8%	4.92
526	111	2111	4.81	5.87	22.0%	5.95
526	130	2130	4.81	5.63	17.0%	5.71
526	139	2139	4.81	4.98	3.5%	5.05
526	141	2141	4.81	5.81	20.8%	5.89
526	165	2165	4.81	5.87	22.0%	5.95
526	201	2201	4.81	4.66	-3.1%	4.73
526	301	2301	4.81	5.87	22.0%	5.95
526	305	2305	4.81	5.67	17.9%	5.75
526	306	2306	4.81	4.28	-11.0%	4.34
526	319	2319	4.81	5.27	9.6%	5.34
526	323	2323	4.81	4.35	-9.6%	4.41
526	402	2402	4.81	4.20	-12.7%	4.26
526	406	2406	4.81	3.46	-28.1%	3.51
526	411	2411	4.81	5.57	15.8%	5.65
526	413	2413	4.81	5.87	22.0%	5.95
526	421	2421	4.81	5.87	22.0%	5.95

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
526	427	2427	4.81	5.87	22.0%	5.95
526	429	2429	4.81	4.13	-14.1%	4.19
526	431	2431	4.81	5.87	22.0%	5.95
526	435	2435	4.81	4.13	-14.1%	4.19
526	447	2447	4.81	4.58	-4.8%	4.64
526	467	2467	4.81	4.37	-9.1%	4.43
526	509	2509	4.81	5.87	22.0%	5.95
526	511	2511	4.81	5.87	22.0%	5.95
526	512	2512	4.81	4.40	-8.5%	4.46
526	514	2514	4.81	4.72	-1.9%	4.79
526	536	2536	4.81	5.87	22.0%	5.95
526	573	2573	4.81	4.30	-10.6%	4.36
526	603	2603	4.81	5.87	22.0%	6.08
526	607	2607	4.81	3.46	-28.1%	3.59
526	646	2646	4.81	5.87	22.0%	6.08
526	662	2662	4.81	5.87	22.0%	6.08
526	663	2663	4.81	4.67	-2.9%	4.84
526	670	2670	4.81	5.87	22.0%	6.08
526	673	2673	4.81	5.87	22.0%	6.08
526	674	2674	4.81	5.87	22.0%	6.08
526	676	2676	4.81	5.87	22.0%	6.08
526	681	2681	4.81	5.87	22.0%	6.08
526	804	2804	4.81	4.12	-14.3%	4.18
526	805	2805	4.81	5.87	22.0%	5.95
526	807	2807	4.81	5.87	22.0%	5.95
526	808	2808	4.81	5.57	15.8%	5.65
526	809	2809	4.81	5.87	22.0%	5.95
526	810	2810	4.81	4.09	-15.0%	4.15
526	817	2817	4.81	5.87	22.0%	5.95
526	821	2821	4.81	5.87	22.0%	5.95
526	855	2855	4.81	4.95	2.9%	5.02
526	857	2857	4.81	4.54	-5.6%	4.60
526	865	2865	4.81	5.34	11.0%	5.42
526	880	2880	4.81	5.65	17.5%	5.73
526	882	2882	4.81	5.87	22.0%	5.95
526	907	2907	4.81	4.84	0.6%	4.91
526	910	2910	4.81	4.99	3.7%	5.06
526	933	2933	4.81	3.52	-26.8%	3.57
526	939	2939	4.81	5.87	22.0%	5.95
526	970	2970	4.81	5.87	22.0%	5.95
526	980	2980	4.81	5.87	22.0%	5.95
526	992	2992	4.81	5.87	22.0%	5.95
526	999	2999	4.81	5.04	4.8%	5.11
526	7428	9428	4.81	3.99	-17.0%	4.05

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
527	114	2114	7.62	6.90	-9.4%	7.00
527	282	2282	7.62	6.39	-16.1%	6.48
527	425	2425	7.62	8.82	15.7%	8.94
527	601	2601	7.62	7.27	-4.6%	7.54
527	605	2605	7.62	8.84	16.0%	9.16
527	606	2606	7.62	5.49	-28.0%	5.69
527	608	2608	7.62	7.85	3.0%	8.14
527	611	2611	7.62	9.30	22.0%	9.64
527	615	2615	7.62	9.30	22.0%	9.64
527	645	2645	7.62	7.94	4.2%	8.23
527	647	2647	7.62	9.30	22.0%	9.64
527	648	2648	7.62	8.71	14.3%	9.03
527	652	2652	7.62	9.30	22.0%	9.64
527	653	2653	7.62	8.84	16.0%	9.16
527	654	2654	7.62	9.30	22.0%	9.64
527	656	2656	7.62	6.31	-17.2%	6.54
527	657	2657	7.62	9.30	22.0%	9.64
527	658	2658	7.62	9.30	22.0%	9.64
527	665	2665	7.62	9.30	22.0%	9.64
527	666	2666	7.62	9.15	20.1%	9.48
527	668	2668	7.62	9.30	22.0%	9.64
527	669	2669	7.62	9.16	20.2%	9.50
527	679	2679	7.62	9.30	22.0%	9.64
527	759	2759	7.62	7.08	-7.1%	7.18
527	801	2801	7.62	8.14	6.8%	8.25
527	802	2802	7.62	5.49	-28.0%	5.57
527	811	2811	7.62	8.05	5.6%	8.16
527	812	2812	7.62	8.18	7.3%	8.30
527	828	2828	7.62	7.97	4.6%	8.08
527	858	2858	7.62	6.43	-15.6%	6.52
527	859	2859	7.62	6.96	-8.7%	7.06
527	860	2860	7.62	6.39	-16.1%	6.48
527	862	2862	7.62	7.21	-5.4%	7.31
527	911	2911	7.62	6.60	-13.4%	6.69
527	983	2983	7.62	6.73	-11.7%	6.82
527	995	2995	7.62	6.12	-19.7%	6.21
527	4777	6777	7.62	5.64	-26.0%	5.72
528	005	2005	10.37	12.14	17.1%	12.31
528	015	2015	10.37	9.59	-7.5%	9.73
528	112	2112	10.37	8.95	-13.7%	9.08
528	655	2655	10.37	10.88	4.9%	11.28
528	721	2721	10.37	11.58	11.7%	11.74
528	806	2806	10.37	11.14	7.4%	11.30
529	009	2009	18.10	21.28	17.6%	21.58

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2021 Temp Staffing Code	4/1/2020 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2021 Percentage Change	Proposed 4/1/2021 Post-Surcharge Temp Staffing Loss Cost
529	659	2659	18.10	20.11	11.1%	20.85
529	803	2803	18.10	14.46	-20.1%	14.66
587	563	2563	1.39	1.70	22.3%	1.72
691	609	2609	4.07	4.52	11.1%	4.66
693	651	2651	6.10	7.44	22.0%	7.66
695	661	2661	3.02	3.37	11.6%	3.46
867	813	2813	4.82	5.22	8.3%	5.29
871	921	2921	3.81	4.65	22.0%	4.72
877	914	2914	1.91	2.33	22.0%	2.36
879	923	2923	2.33	2.61	12.0%	2.65
881	926	2926	2.72	3.02	11.0%	3.06
883	928	2928	2.15	2.44	13.5%	2.47
889	953	2953	0.19	0.23	21.1%	0.23
889	956	2956	0.19	0.18	-5.3%	0.18
889	962	2962	0.19	0.14	-26.3%	0.14
895	965	2965	0.70	0.85	21.4%	0.86
946	940	2940	1.94	2.37	22.2%	2.40
946	957	2957	1.94	1.40	-27.8%	1.42
946	958	2958	1.94	2.37	22.2%	2.40
946	959	2959	1.94	1.64	-15.5%	1.66
946	960	2960	1.94	2.37	22.2%	2.40
946	961	2961	1.94	1.74	-10.3%	1.76
946	974	2974	1.94	2.37	22.2%	2.40
946	979	2979	1.94	2.37	22.2%	2.40
949	709	2709	0.21	0.26	23.8%	0.26
949	819	2819	0.21	0.26	23.8%	0.26
949	903	2903	0.21	0.26	23.8%	0.26
949	904	2904	0.21	0.26	23.8%	0.26
949	905	2905	0.21	0.15	-28.6%	0.15
949	951	2951	0.21	0.26	23.8%	0.26
949	955	2955	0.21	0.26	23.8%	0.26