

DELAWARE COMPENSATION RATING BUREAU, INC.

Temporary Staffing Rates

The methodology to determine workers compensation rates for temporary staffing risks calculates factors that are applied to direct employment rates 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 rates reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published rates (“pre-surcharge basis”). Those surcharges include offsets for the net credits offered for participation in the Merit Rating Plan, the Workplace Safety Program and the Construction Classification Premium Adjustment Program.

In this approach, the DCRB 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 DCRB “sub-industry groups”. The classes are mapped into one of five industry groups (Manufacturing, Contracting, Office & Clerical, Goods & Services, and Miscellaneous) based on the DCRB to NCCI class mapping.

Exhibit 1 shows Policy Years 2014-2018 payrolls (in \$000) for each of the five DCRB sub-industry groups. Some payroll data used to calculate temporary staffing loss costs represents the actual amounts of temporary staffing payroll reported to the DCRB. For other 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 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 2014-2018 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, Delaware credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Exhibit 28, Other Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to a weighted average of the Pennsylvania credibility-weighted indicated pure premium differentials by sub-industry group using weights calculated using the payroll by sub-industry group in Exhibit 1. The Pennsylvania differentials were taken from Exhibit 31 in the approved PCRB Filing No. C-378 (2021 Pennsylvania Filing).

For each of the sub-industry groups, a three-way credibility weighting is used. First, Delaware credibility is determined as a function of Delaware sub-industry group payroll using the payroll credibility table. That credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. Second, the indicated Pennsylvania sub-industry group differentials and their credibility are taken from Exhibit 31 in the 2021 Pennsylvania Filing. Third, the complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups described in the prior paragraph. If the total of the Delaware and Pennsylvania credibilities is greater than or equal to 1.00, then only a two-way weighting is used (i.e., the differentials for the total of all sub-industry groups is not used).

Exhibit 4 determines the proposed temporary staffing rates by class. For each class, an indicated December 1, 2021 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2021 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2021 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 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 December 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 rates by class (column (16)) are determined by capping the indicated temporary staffing rates at +/- 25% of the proposed industry group change applied to the current December 1, 2020 temporary staffing rates by class.

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surcharge temporary staffing rates approved effective December 1, 2020, the pre-surcharge rates proposed effective December 1, 2021, and the proposed rate change, are shown. Also shown are the proposed post-surcharge temporary staffing rates by class. This exhibit is ordered by the December 1, 2020 temporary staffing code and direct employment code within the temporary staffing code. Most of the values shown in this exhibit were taken from Exhibit 4.

DELAWARE COMPENSATION RATING BUREAU, INC.

Sub-IG 1		Sub-IG 1 (cont.)		Sub-IG 2		Sub-IG 3		Sub-IG 4		Sub-IG 5	
Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2014-2018 Payroll (\$000)
2059	51	2463	13	2012	1,066	2819	131	2011	23	2005	2,362
2101	1,325	2464	26	2601	605	2887	337	2013	46	2009	0
2104	5,231	2465	23	2603	132	2890	84	2709	1	2015	0
2105	189	2467	0	2605	12	2891	1,267	2801	1,179	2055	740
2106	257	2471	117	2607	44	2903	156	2806	1,406	2716	17
2107	1,923	2472	3,594	2608	962	2905	130	2809	3,886	2718	304
2108	1,048	2473	1,250	2609	1,209	2936	1,045	2813	12,868	2721	44
2109	445	2474	742	2611	19	2940	325	2814	435	2751	55
2110	33	2475	54	2615	0	2948	153	2815	1,608	2752	56
2111	12	2476	131	2617	266	2951	16,959	2816	146	2753	347
2112	2,004	2477	75	2625	82	2953	651,001	2818	4,391	2755	515
2113	40	2483	78	2643	80	2955	12,819	2820	16	2757	737
2114	12	2485	97	2645	362	2956	55,243	2821	3,075	2759	284
2115	0	2486	1	2646	105	2957	48,702	2825	84	2803	0
2119	170	2487	420	2647	185	2958	2,589	2855	12,708	2804	5,834
2130	0	2488	3,304	2648	275	2961	21,568	2857	1,053	2805	249
2132	1,397	2489	360	2649	126	2962	12,945	2858	575	2807	1,118
2134	90	2501	78	2651	6,014	2963	993	2859	212	2808	12,403
2135	0	2502	0	2652	749	2965	34,571	2860	403	2811	15,775
2136	49	2506	360	2653	388	2984	5,117	2862	731	2812	724
2139	147	2507	4	2654	371	2988	18,811	2865	59,895	2817	1,424
2141	200	2509	0	2655	170			2880	572	2828	188
2142	39	2511	887	2656	177	Total		2882	76	2904	14
2161	45	2512	0	2657	14	Sub-IG 3	884,946	2884	256	2939	1
2163	1,862	2513	0	2658	128			2885	120	2954	723
2165	164	2535	3	2659	136			2886	67	2967	203
2166	57	2536	52	2660	709			2888	57	2969	250
2201	0	2551	15,810	2661	6,955			2896	102	2970	0
2204	25	2553	2,785	2662	98			2897	2,475	2991	14
2205	21	2555	8,723	2663	1,973			2898	655	2992	648
2221	4,119	2563	3,811	2664	1,821			2899	92	2995	8,959
2222	4,610	2571	3,108	2665	320			2907	1,222	9428	797
2225	1,072	2573	213	2666	65			2910	6		
2227	5,732	2581	12,345	2667	49			2911	3,207	Total	
2255	518	2673	53	2668	80			2914	228	Sub-IG 5	54,785
2257	0	2744	25	2669	11			2915	44		
2259	3,724	2924	32,483	2670	112			2916	1,062		
2261	5	6771	0	2674	32			2917	1,987	Grand	
2263	72	6777	6	2675	1,355			2918	61	Total	1,286,464
2265	0			2676	112			2919	51		
2281	3,109	Total		2677	449			2920	293		
2282	254	Sub-IG 1	149,016	2679	6			2921	148		
2285	513			2681	13			2922	555		
2301	0			2802	900			2923	6,810		
2305	1,383							2925	698		
2306	7			Total				2926	977		
2309	0			Sub-IG 2	28,737			2927	1,164		
2311	721							2928	5,652		
2319	18							2932	117		
2323	10							2933	48		
2327	82							2934	318		
2402	195							2935	49		
2403	58							2941	1,493		
2404	0							2944	553		
2406	0							2945	233		
2407	723							2952	943		
2411	1,278							2959	2,413		
2413	1,617							2960	9,705		
2415	194							2964	200		
2416	497							2966	98		
2421	0							2968	145		
2425	0							2971	2,357		
2427	0							2973	909		
2429	0							2974	2,031		
2431	0							2975	4,453		
2433	34							2976	924		
2435	0							2977	832		
2441	75							2978	65		
2445	467							2979	1,167		
2446	409							2980	5,341		
2447	0							2981	754		
2449	28							2983	37		
2451	141							2986	247		
2454	2,416							2997	146		
2456	2,401							2999	25		
2457	326							Total			
2458	73							Sub-IG 4	168,980		
2459	230										
2461	4,038										

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(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
Temporary Staffing Code	Policy Years 2014-2018	Temporary Staffing Payroll Weights	Actual			Weighted			Direct Employment Code	Policy Years 2014-2018	Actual			Weighted		
	Temporary Staffing Payroll (\$000)		Indicated Pure Premium			Indicated Pure Premium				Direct Employment Payroll (\$000)	Indicated Pure Premium			Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2059	51	0.0003	-	0.508	0.141	-	0.000	0.000	059	1,134	-	-	0.001	-	-	0.000
2101	1,325	0.0089	0.652	1.241	0.175	0.006	0.011	0.002	101	45,874	-	0.237	0.087	-	0.002	0.001
2104	5,231	0.0351	-	0.073	0.001	-	0.003	0.000	104	207,330	0.647	0.397	0.057	0.023	0.014	0.002
2105	189	0.0013	0.652	1.241	0.175	0.001	0.002	0.000	105	6,544	1.756	2.768	0.194	0.002	0.004	0.000
2106	257	0.0017	0.652	1.241	0.175	0.001	0.002	0.000	106	8,909	4.093	0.014	0.219	0.007	0.000	0.000
2107	1,923	0.0129	-	-	0.000	-	-	0.000	107	10,394	0.573	0.818	0.251	0.007	0.011	0.003
2108	1,048	0.0070	0.652	1.241	0.175	0.005	0.009	0.001	108	36,274	0.834	0.294	0.207	0.006	0.002	0.001
2109	445	0.0030	0.652	1.241	0.175	0.002	0.004	0.001	109	15,408	2.490	0.463	0.189	0.007	0.001	0.001
2110	33	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	110	1,154	-	-	0.001	-	-	0.000
2111	12	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	111	406	-	-	0.001	-	-	0.000
2112	2,004	0.0134	0.652	1.241	0.175	0.009	0.017	0.002	112	69,392	1.455	1.742	0.281	0.020	0.023	0.004
2113	40	0.0003	0.652	1.241	0.175	0.000	0.000	0.000	113	1,387	-	-	0.152	-	-	0.000
2114	12	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	114	419	-	-	0.001	-	-	0.000
2115	-	-	0.652	1.241	0.175	-	-	-	115	-	-	-	-	-	-	-
2119	170	0.0011	0.652	1.241	0.175	0.001	0.001	0.000	119	5,900	2.902	3.705	0.125	0.003	0.004	0.000
2130	-	-	0.652	1.241	0.175	-	-	-	130	-	-	-	-	-	-	-
2132	1,397	0.0094	0.652	1.241	0.175	0.006	0.012	0.002	132	48,349	0.603	0.010	0.000	0.006	0.000	0.000
2134	90	0.0006	0.652	1.241	0.175	0.000	0.001	0.000	134	3,101	-	-	0.157	-	-	0.000
2135	-	-	0.652	1.241	0.175	-	-	-	135	-	-	-	-	-	-	-
2136	49	0.0003	0.652	1.241	0.175	0.000	0.000	0.000	136	1,692	-	-	0.001	-	-	0.000
2139	147	0.0010	0.652	1.241	0.175	0.001	0.001	0.000	139	5,080	19.263	7.887	0.351	0.019	0.008	0.000
2141	200	0.0013	0.193	1.081	0.088	0.000	0.001	0.000	141	65,274	1.913	0.228	0.286	0.003	0.000	0.000
2142	39	0.0003	0.193	1.081	0.088	0.000	0.000	0.000	142	12,629	0.526	3.032	0.127	0.000	0.001	0.000
2161	45	0.0003	-	-	0.001	-	-	0.000	161	3,534	-	-	0.096	-	-	0.000
2163	1,862	0.0125	0.652	1.241	0.175	0.008	0.016	0.002	163	64,464	-	-	0.129	-	-	0.002
2165	164	0.0011	0.652	1.241	0.175	0.001	0.001	0.000	165	5,684	-	-	0.219	-	-	0.000
2166	57	0.0004	0.652	1.241	0.175	0.000	0.000	0.000	166	1,986	-	-	0.134	-	-	0.000
2201	-	-	0.652	1.241	0.175	-	-	-	201	-	-	-	-	-	-	-
2204	25	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	204	853	-	-	0.001	-	-	0.000
2205	21	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	205	719	-	-	0.394	-	-	0.000
2221	4,119	0.0276	0.392	2.636	0.283	0.011	0.073	0.008	221	35,807	0.098	0.821	0.095	0.003	0.023	0.003
2222	4,610	0.0309	2.387	5.375	0.467	0.074	0.166	0.014	222	219,153	0.534	0.774	0.132	0.017	0.024	0.004
2225	1,072	0.0072	0.652	1.241	0.175	0.005	0.009	0.001	225	37,119	1.306	1.402	0.123	0.009	0.010	0.001
2227	5,732	0.0385	0.652	1.241	0.175	0.025	0.048	0.007	227	198,445	-	0.025	0.045	-	0.001	0.002
2255	518	0.0035	0.652	1.241	0.175	0.002	0.004	0.001	255	17,941	2.492	1.728	0.096	0.009	0.006	0.000
2257	-	-	0.652	1.241	0.175	-	-	-	257	7	-	-	0.000	-	-	-
2259	3,724	0.0250	0.652	1.241	0.175	0.016	0.031	0.004	259	128,913	1.568	0.320	0.034	0.039	0.008	0.001
2261	5	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	261	166	-	-	0.000	-	-	0.000
2263	72	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	263	2,486	1.075	5.215	0.001	0.001	0.003	0.000
2265	-	-	0.652	1.241	0.175	-	-	-	265	-	-	-	-	-	-	-
2281	3,109	0.0209	-	-	0.108	-	-	0.002	281	23,407	-	0.291	0.060	-	0.006	0.001
2282	254	0.0017	0.652	1.241	0.175	0.001	0.002	0.000	282	8,805	-	0.039	0.291	-	0.000	0.000
2285	513	0.0034	0.652	1.241	0.175	0.002	0.004	0.001	285	17,752	-	0.955	0.183	-	0.003	0.001
2301	-	-	0.652	1.241	0.175	-	-	-	301	-	-	-	-	-	-	-
2305	1,383	0.0093	0.652	1.241	0.175	0.006	0.012	0.002	305	47,875	3.088	1.488	0.326	0.029	0.014	0.003
2306	7	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	306	244	-	-	0.089	-	-	0.000
2309	-	-	0.652	1.241	0.175	-	-	-	309	-	-	-	-	-	-	-
2311	721	0.0048	0.652	1.241	0.175	0.003	0.006	0.001	311	24,948	-	0.145	0.283	-	0.001	0.001
2319	18	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	319	637	-	-	0.002	-	-	0.000
2323	10	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	323	353	-	-	0.000	-	-	0.000
2327	82	0.0006	0.652	1.241	0.175	0.000	0.001	0.000	327	2,827	-	-	1.201	-	-	0.001
2402	195	0.0013	0.652	1.241	0.175	0.001	0.002	0.000	402	6,734	5.167	0.963	0.139	0.007	0.001	0.000
2403	58	0.0004	-	-	0.000	-	-	0.000	403	39	-	-	0.002	-	-	0.000
2404	-	-	0.652	1.241	0.175	-	-	-	404	-	-	-	-	-	-	-
2406	-	-	0.652	1.241	0.175	-	-	-	406	-	-	-	-	-	-	-
2407	723	0.0049	0.652	1.241	0.175	0.003	0.006	0.001	407	25,037	0.923	0.421	0.205	0.004	0.002	0.001
2411	1,278	0.0086	0.652	1.241	0.175	0.006	0.011	0.001	411	44,248	0.691	1.417	0.331	0.006	0.012	0.003
2413	1,617	0.0109	0.652	1.241	0.175	0.007	0.013	0.002	413	55,965	0.734	0.674	0.102	0.008	0.007	0.001

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 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 2014-2018 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
2415	194	0.0013	0.652	1.241	0.175	0.001	0.002	0.000	415	6,708	-	0.316	0.006	-	0.000	0.000										
2416	497	0.0033	0.652	1.241	0.175	0.002	0.004	0.001	416	17,204	0.868	2.288	0.103	0.003	0.008	0.000										
2421	-	-	0.652	1.241	0.175	-	-	-	421	-	-	-	-	-	-	-										
2425	-	-	0.652	1.241	0.175	-	-	-	425	-	-	-	-	-	-	-										
2427	-	-	0.652	1.241	0.175	-	-	-	427	-	-	-	-	-	-	-										
2429	-	-	0.652	1.241	0.175	-	-	-	429	-	-	-	-	-	-	-										
2431	-	-	0.652	1.241	0.175	-	-	-	431	-	-	-	-	-	-	-										
2433	34	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	433	1,171	-	-	0.216	-	-	0.000										
2435	-	-	0.652	1.241	0.175	-	-	-	435	-	-	-	-	-	-	-										
2441	75	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	441	2,611	-	-	0.197	-	-	0.000										
2445	467	0.0031	0.652	1.241	0.175	0.002	0.004	0.001	445	16,160	5.656	1.313	0.140	0.018	0.004	0.000										
2446	409	0.0027	0.652	1.241	0.175	0.002	0.003	0.000	446	14,175	5.007	-	0.044	0.014	-	0.000										
2447	-	-	0.652	1.241	0.175	-	-	-	447	-	-	-	-	-	-	-										
2449	28	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	449	971	-	-	0.000	-	-	0.000										
2451	141	0.0009	-	-	0.001	-	-	0.000	451	5,468	-	-	0.052	-	-	0.000										
2454	2,416	0.0162	0.652	1.241	0.175	0.011	0.020	0.003	454	83,631	2.025	0.972	0.348	0.033	0.016	0.006										
2456	2,401	0.0161	0.652	1.241	0.175	0.011	0.020	0.003	456	83,115	0.459	0.225	0.125	0.007	0.004	0.002										
2457	326	0.0022	0.652	1.241	0.175	0.001	0.003	0.000	457	11,282	-	-	0.030	-	-	0.000										
2458	73	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	458	2,536	-	-	0.000	-	-	0.000										
2459	230	0.0015	0.652	1.241	0.175	0.001	0.002	0.000	459	7,959	-	0.315	0.056	-	0.000	0.000										
2461	4,038	0.0271	0.652	1.241	0.175	0.018	0.034	0.005	461	139,792	0.403	0.410	0.186	0.011	0.011	0.005										
2463	13	0.0001	0.652	1.241	0.175	0.000	0.000	0.000	463	435	-	-	0.000	-	-	0.000										
2464	26	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	464	883	-	-	0.935	-	-	0.000										
2465	23	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	465	804	-	-	0.001	-	-	0.000										
2467	-	-	0.652	1.241	0.175	-	-	-	467	-	-	-	-	-	-	-										
2471	117	0.0008	0.652	1.241	0.175	0.001	0.001	0.000	471	4,037	-	0.007	0.002	-	0.000	0.000										
2472	3,594	0.0241	-	-	0.000	-	-	0.000	472	8,104	-	-	0.069	-	-	0.002										
2473	1,250	0.0084	0.652	1.241	0.175	0.005	0.010	0.001	473	43,263	4.503	0.961	0.060	0.038	0.008	0.001										
2474	742	0.0050	0.652	1.241	0.175	0.003	0.006	0.001	474	25,679	-	-	0.010	-	-	0.000										
2475	54	0.0004	-	-	0.000	-	-	0.000	475	112,550	-	0.151	0.042	-	0.000	0.000										
2476	131	0.0009	0.652	1.241	0.175	0.001	0.001	0.000	476	4,542	-	-	0.054	-	-	0.000										
2477	75	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	477	2,613	-	-	0.208	-	-	0.000										
2483	78	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	483	2,701	-	-	0.000	-	-	0.000										
2485	97	0.0007	0.652	1.241	0.175	0.000	0.001	0.000	485	3,342	-	-	0.000	-	-	0.000										
2486	1	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	486	45	-	-	0.001	-	-	0.000										
2487	420	0.0028	0.652	1.241	0.175	0.002	0.003	0.000	487	14,542	-	0.089	0.000	-	0.000	0.000										
2488	3,304	0.0222	0.652	1.241	0.175	0.014	0.028	0.004	488	114,374	1.625	0.384	0.072	0.036	0.009	0.002										
2489	360	0.0024	0.652	1.241	0.175	0.002	0.003	0.000	489	12,478	0.113	0.842	0.010	0.000	0.002	0.000										
2501	78	0.0005	0.652	1.241	0.175	0.000	0.001	0.000	501	2,717	0.983	1.314	0.015	0.001	0.001	0.000										
2502	-	-	0.652	1.241	0.175	-	-	-	502	-	-	-	-	-	-	-										
2506	360	0.0024	0.652	1.241	0.175	0.002	0.003	0.000	506	12,450	8.443	1.632	1.202	0.020	0.004	0.003										
2507	4	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	507	132	-	-	0.000	-	-	0.000										
2509	-	-	0.652	1.241	0.175	-	-	-	509	-	-	-	-	-	-	-										
2511	887	0.0060	0.652	1.241	0.175	0.004	0.007	0.001	511	30,714	4.746	1.727	0.429	0.028	0.010	0.003										
2512	-	-	0.652	1.241	0.175	-	-	-	512	-	-	-	-	-	-	-										
2513	-	-	0.652	1.241	0.175	-	-	-	513	-	-	-	-	-	-	-										
2535	3	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	535	104	-	-	0.001	-	-	0.000										
2536	52	0.0003	0.652	1.241	0.175	0.000	0.000	0.000	536	1,787	-	-	0.653	-	-	0.000										
2551	15,810	0.1061	0.652	1.241	0.175	0.069	0.132	0.019	551	547,310	0.149	0.120	0.033	0.016	0.013	0.003										
2553	2,785	0.0187	0.652	1.241	0.175	0.012	0.023	0.003	553	96,404	1.386	-	0.000	0.026	-	0.000										
2555	8,723	0.0585	0.652	1.241	0.175	0.038	0.073	0.010	555	301,987	0.331	0.635	0.084	0.019	0.037	0.005										
2563	3,811	0.0256	-	-	0.005	-	-	0.000	563	88,345	-	0.280	0.017	-	0.007	0.000										
2571	3,108	0.0209	0.652	1.241	0.175	0.014	0.026	0.004	571	107,588	0.945	0.160	0.093	0.020	0.003	0.002										
2573	213	0.0014	0.652	1.241	0.175	0.001	0.002	0.000	573	7,387	-	0.660	0.261	-	0.001	0.000										
2581	12,345	0.0828	0.652	1.241	0.175	0.054	0.103	0.014	581	427,365	1.088	0.195	0.029	0.090	0.016	0.002										
2673	53	0.0004	2.888	2.937	0.159	0.001	0.001	0.000	673	13,558	-	1.738	0.068	-	0.001	0.000										
2744	25	0.0002	0.652	1.241	0.175	0.000	0.000	0.000	744	876	2.203	7.585	0.001	0.000	0.001	0.000										
2924	32,483	0.2180	-	0.508	0.141	-	0.111	0.031	924	725,293	1.608	1.328	0.139	0.350	0.290	0.030										

**DELAWARE COMPENSATION RATING BUREAU, INC.**

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)		(3) Temporary Staffing Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)		(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(17)= (14)*(3)
	(6) Serious	(7)= (4)*(3)		(8)= (5)*(3)	(9)= (6)*(3)	(10) Serious	(11) Non-Ser	(12) Med Only	(13) Serious		(14) Non-Ser	(15)= (12)*(3)	(16)= (13)*(3)						
<b>6771</b>	-	-	0.652	1.241	0.175	-	-	-	<b>4771</b>	-	-	-	-	-	-	-	-		
<b>6777</b>	6	0.0000	0.652	1.241	0.175	0.000	0.000	0.000	<b>4777</b>	202	-	-	0.001	-	-	-	0.000		
<b>TOTAL Sub-IG 1</b>	149,016	1.0000				0.478	1.101	0.160		4,630,192				0.964	0.637	0.106			
<b>Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>0.495</b>	<b>1.727</b>	<b>1.512</b>											
<b>2012</b>	1,066	0.0371	0.193	1.081	0.088	0.007	0.040	0.003	<b>012</b>	347,681	1.953	1.276	0.106	0.072	0.047	0.004			
<b>2601</b>	605	0.0211	2.888	2.937	0.159	0.061	0.062	0.003	<b>601</b>	153,921	4.552	1.146	0.199	0.096	0.024	0.004			
<b>2603</b>	132	0.0046	2.888	2.937	0.159	0.013	0.013	0.001	<b>603</b>	33,646	12.550	1.219	0.127	0.058	0.006	0.001			
<b>2605</b>	12	0.0004	2.888	2.937	0.159	0.001	0.001	0.000	<b>605</b>	3,158	-	0.521	0.001	-	0.000	0.000			
<b>2607</b>	44	0.0015	2.888	2.937	0.159	0.004	0.004	0.000	<b>607</b>	11,300	0.238	1.233	0.000	0.000	0.002	0.000			
<b>2608</b>	962	0.0335	2.888	2.937	0.159	0.097	0.098	0.005	<b>608</b>	244,822	1.558	0.686	0.075	0.052	0.023	0.003			
<b>2609</b>	1,209	0.0421	-	0.296	0.038	-	0.012	0.002	<b>609</b>	397,744	2.452	0.853	0.127	0.103	0.036	0.005			
<b>2611</b>	19	0.0007	2.888	2.937	0.159	0.002	0.002	0.000	<b>611</b>	4,750	-	1.839	0.018	-	0.001	0.000			
<b>2615</b>	-	-	2.888	2.937	0.159	-	-	-	<b>615</b>	-	-	-	-	-	-	-			
<b>2617</b>	266	0.0093	2.888	2.937	0.159	0.027	0.027	0.001	<b>617</b>	67,607	0.321	1.461	0.060	0.003	0.014	0.001			
<b>2625</b>	82	0.0029	2.888	2.937	0.159	0.008	0.008	0.000	<b>625</b>	20,980	1.935	1.559	0.108	0.006	0.004	0.000			
<b>2643</b>	80	0.0028	2.888	2.937	0.159	0.008	0.008	0.000	<b>643</b>	20,355	2.234	0.549	0.062	0.006	0.002	0.000			
<b>2645</b>	362	0.0126	2.888	2.937	0.159	0.036	0.037	0.002	<b>645</b>	92,063	1.197	0.524	0.118	0.015	0.007	0.001			
<b>2646</b>	105	0.0037	2.888	2.937	0.159	0.011	0.011	0.001	<b>646</b>	26,766	2.235	1.397	0.107	0.008	0.005	0.000			
<b>2647</b>	185	0.0064	2.888	2.937	0.159	0.019	0.019	0.001	<b>647</b>	47,042	6.350	2.369	0.315	0.041	0.015	0.002			
<b>2648</b>	275	0.0096	2.888	2.937	0.159	0.028	0.028	0.002	<b>648</b>	70,003	2.909	1.666	0.113	0.028	0.016	0.001			
<b>2649</b>	126	0.0044	2.888	2.937	0.159	0.013	0.013	0.001	<b>649</b>	31,950	3.571	0.935	0.068	0.016	0.004	0.000			
<b>2651</b>	6,014	0.2093	24.814	1.991	0.004	5.193	0.417	0.001	<b>651</b>	171,680	1.526	1.062	0.116	0.319	0.222	0.024			
<b>2652</b>	749	0.0261	2.888	2.937	0.159	0.075	0.077	0.004	<b>652</b>	190,655	6.657	3.024	0.151	0.174	0.079	0.004			
<b>2653</b>	388	0.0135	2.888	2.937	0.159	0.039	0.040	0.002	<b>653</b>	98,823	4.511	1.105	0.037	0.061	0.015	0.000			
<b>2654</b>	371	0.0129	2.888	2.937	0.159	0.037	0.038	0.002	<b>654</b>	94,495	0.873	0.429	0.124	0.011	0.006	0.002			
<b>2655</b>	170	0.0059	2.888	2.937	0.159	0.017	0.017	0.001	<b>655</b>	43,183	1.432	0.426	0.034	0.008	0.003	0.000			
<b>2656</b>	177	0.0062	2.888	2.937	0.159	0.018	0.018	0.001	<b>656</b>	45,135	-	-	0.027	-	-	0.000			
<b>2657</b>	14	0.0005	2.888	2.937	0.159	0.001	0.001	0.000	<b>657</b>	3,530	-	-	0.021	-	-	0.000			
<b>2658</b>	128	0.0045	2.888	2.937	0.159	0.013	0.013	0.001	<b>658</b>	32,485	4.708	1.821	0.076	0.021	0.008	0.000			
<b>2659</b>	136	0.0047	2.888	2.937	0.159	0.014	0.014	0.001	<b>659</b>	34,539	12.961	3.525	0.166	0.061	0.017	0.001			
<b>2660</b>	709	0.0247	2.888	2.937	0.159	0.071	0.072	0.004	<b>660</b>	180,291	1.316	0.195	0.036	0.032	0.005	0.001			
<b>2661</b>	6,955	0.2420	0.419	11.672	0.012	0.101	2.825	0.003	<b>661</b>	527,206	1.442	0.485	0.113	0.349	0.117	0.027			
<b>2662</b>	98	0.0034	0.193	1.081	0.088	0.001	0.004	0.000	<b>662</b>	31,996	-	0.166	0.133	-	0.001	0.000			
<b>2663</b>	1,973	0.0687	2.888	2.937	0.159	0.198	0.202	0.011	<b>663</b>	502,108	1.288	0.726	0.086	0.088	0.050	0.006			
<b>2664</b>	1,821	0.0634	2.888	2.937	0.159	0.183	0.186	0.010	<b>664</b>	463,234	1.158	0.635	0.136	0.073	0.040	0.009			
<b>2665</b>	320	0.0111	2.888	2.937	0.159	0.032	0.033	0.002	<b>665</b>	81,494	1.887	0.545	0.074	0.021	0.006	0.001			
<b>2666</b>	65	0.0023	2.888	2.937	0.159	0.007	0.007	0.000	<b>666</b>	16,476	-	-	0.050	-	-	0.000			
<b>2667</b>	49	0.0017	2.888	2.937	0.159	0.005	0.005	0.000	<b>667</b>	12,571	-	-	0.029	-	-	0.000			
<b>2668</b>	80	0.0028	2.888	2.937	0.159	0.008	0.008	0.000	<b>668</b>	20,466	4.856	2.612	0.101	0.014	0.007	0.000			
<b>2669</b>	11	0.0004	2.888	2.937	0.159	0.001	0.001	0.000	<b>669</b>	2,762	21.100	0.472	0.009	0.008	0.000	0.000			
<b>2670</b>	112	0.0039	2.888	2.937	0.159	0.011	0.011	0.001	<b>670</b>	28,518	2.623	1.961	0.036	0.010	0.008	0.000			
<b>2674</b>	32	0.0011	2.888	2.937	0.159	0.003	0.003	0.000	<b>674</b>	8,168	10.381	0.446	0.436	0.012	0.000	0.000			
<b>2675</b>	1,355	0.0472	2.888	2.937	0.159	0.136	0.138	0.007	<b>675</b>	344,750	1.087	0.720	0.071	0.051	0.034	0.003			
<b>2676</b>	112	0.0039	2.888	2.937	0.159	0.011	0.011	0.001	<b>676</b>	28,494	5.532	2.963	0.073	0.022	0.012	0.000			
<b>2677</b>	449	0.0156	2.888	2.937	0.159	0.045	0.046	0.002	<b>677</b>	114,281	0.771	0.825	0.013	0.012	0.013	0.000			
<b>2679</b>	6	0.0002	2.888	2.937	0.159	0.001	0.001	0.000	<b>679</b>	1,479	-	-	0.030	-	-	0.000			
<b>2681</b>	13	0.0005	2.888	2.937	0.159	0.001	0.001	0.000	<b>681</b>	3,382	-	1.275	0.246	-	0.001	0.000			
<b>2802</b>	900	0.0313	-	0.508	0.141	-	0.016	0.004	<b>802</b>	20,102	-	0.233	0.075	-	0.007	0.002			
<b>TOTAL Sub-IG 2</b>	28,737	1.0000				6.558	4.591	0.082		4,676,091				1.852	0.855	0.106			
<b>Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>3.541</b>	<b>5.368</b>	<b>0.776</b>											

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9)						(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12)-(17)					
			(4) Actual Indicated Pure Premium			(5)-(7)= Weighted Indicated Pure Premium					(12) Actual Indicated Pure Premium			(15)-(17)= Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2819	131	0.0001	0.094	0.375	0.001	0.000	0.000	0.000	819	38,165	0.784	0.261	0.019	0.000	0.000	0.000
2887	337	0.0004	0.193	1.081	0.088	0.000	0.000	0.000	887	110,093	-	-	0.239	-	-	0.000
2890	84	0.0001	0.193	1.081	0.088	0.000	0.000	0.000	890	27,511	-	0.276	0.042	-	0.000	0.000
2891	1,267	0.0014	0.193	1.081	0.088	0.000	0.002	0.000	891	413,406	0.370	0.624	0.114	0.001	0.001	0.000
2903	156	0.0002	0.094	0.375	0.001	0.000	0.000	0.000	903	45,188	-	-	0.004	-	-	0.000
2905	130	0.0001	0.094	0.375	0.001	0.000	0.000	0.000	905	37,752	0.015	0.138	0.051	0.000	0.000	0.000
2936	1,045	0.0012	0.193	1.081	0.088	0.000	0.001	0.000	936	341,073	0.396	0.060	0.004	0.000	0.000	0.000
2940	325	0.0004	1.197	0.533	0.034	0.000	0.000	0.000	940	31,627	-	0.570	0.050	-	0.000	0.000
2948	153	0.0002	0.193	1.081	0.088	0.000	0.000	0.000	948	50,011	2.733	0.433	0.111	0.000	0.000	0.000
2951	16,959	0.0192	0.094	0.375	0.001	0.002	0.007	0.000	951	4,924,330	0.227	0.111	0.025	0.004	0.002	0.000
2953	651,001	0.7356	0.127	0.102	0.011	0.093	0.075	0.008	953	25,122,516	0.057	0.043	0.010	0.042	0.032	0.008
2955	12,819	0.0145	0.094	0.375	0.001	0.001	0.005	0.000	955	3,722,239	0.036	0.024	0.009	0.001	0.000	0.000
2956	55,243	0.0624	0.127	0.102	0.011	0.008	0.006	0.001	956	2,131,854	0.052	0.012	0.005	0.003	0.001	0.000
2957	48,702	0.0550	1.197	0.533	0.034	0.066	0.029	0.002	957	4,737,344	0.274	0.189	0.033	0.015	0.010	0.002
2958	2,589	0.0029	1.197	0.533	0.034	0.004	0.002	0.000	958	251,876	1.012	0.415	0.175	0.003	0.001	0.001
2961	21,568	0.0244	1.197	0.533	0.034	0.029	0.013	0.001	961	2,097,932	0.311	0.151	0.021	0.008	0.004	0.001
2962	12,945	0.0146	0.127	0.102	0.011	0.002	0.001	0.000	962	499,555	-	0.003	0.001	-	0.000	0.000
2963	993	0.0011	0.193	1.081	0.088	0.000	0.001	0.000	963	323,940	0.371	0.307	0.050	0.000	0.000	0.000
2965	34,571	0.0391	1.000	2.031	0.055	0.039	0.079	0.002	965	1,433,208	0.124	0.116	0.061	0.005	0.005	0.002
2984	5,117	0.0058	0.193	1.081	0.088	0.001	0.006	0.001	984	1,669,597	0.028	0.057	0.012	0.000	0.000	0.000
2988	18,811	0.0213	0.193	1.081	0.088	0.004	0.023	0.002	988	6,137,672	0.033	0.050	0.012	0.001	0.001	0.000
<b>TOTAL Sub-IG 3</b>	<b>884,946</b>	<b>1.0000</b>				<b>0.250</b>	<b>0.253</b>	<b>0.017</b>		<b>54,146,889</b>				<b>0.083</b>	<b>0.058</b>	<b>0.014</b>
<b>Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>3.011</b>	<b>4.355</b>	<b>1.173</b>								
2011	23	0.0001	0.193	1.081	0.088	0.000	0.000	0.000	0011	7,592	0.796	0.828	0.006	0.000	0.000	0.000
2013	46	0.0003	0.193	1.081	0.088	0.000	0.000	0.000	0013	15,108	-	0.603	0.072	-	0.000	0.000
2709	1	0.0000	0.094	0.375	0.001	0.000	0.000	0.000	709	201	-	-	0.001	-	-	0.000
2801	1,178	0.0070	-	0.508	0.141	-	0.004	0.001	801	26,309	7.146	4.357	0.183	0.050	0.030	0.001
2806	1,406	0.0083	-	0.508	0.141	-	0.004	0.001	806	31,393	4.241	1.549	0.183	0.035	0.013	0.002
2809	3,886	0.0230	-	0.508	0.141	-	0.012	0.003	809	86,777	2.316	1.028	0.226	0.053	0.024	0.005
2813	12,868	0.0762	2.126	5.464	0.551	0.162	0.416	0.042	813	130,563	2.408	1.486	0.155	0.183	0.113	0.012
2814	435	0.0026	0.193	1.081	0.088	0.000	0.003	0.000	814	141,935	0.886	0.517	0.112	0.002	0.001	0.000
2815	1,608	0.0095	0.193	1.081	0.088	0.002	0.010	0.001	815	524,577	1.675	0.751	0.099	0.016	0.007	0.001
2816	146	0.0009	0.193	1.081	0.088	0.000	0.001	0.000	816	47,486	1.271	0.168	0.037	0.001	0.000	0.000
2818	4,391	0.0260	0.193	1.081	0.088	0.005	0.028	0.002	818	1,432,548	0.404	0.511	0.075	0.010	0.013	0.002
2820	16	0.0001	0.193	1.081	0.088	0.000	0.000	0.000	820	5,363	-	-	0.001	-	-	0.000
2821	3,075	0.0182	-	0.508	0.141	-	0.009	0.003	821	68,663	3.306	3.099	0.176	0.060	0.056	0.003
2825	84	0.0005	0.193	1.081	0.088	0.000	0.001	0.000	825	27,339	4.511	1.019	0.249	0.002	0.001	0.000
2855	12,708	0.0752	-	0.508	0.141	-	0.038	0.011	855	283,751	3.101	0.821	0.195	0.233	0.062	0.015
2857	1,053	0.0062	-	0.508	0.141	-	0.003	0.001	857	23,505	0.321	1.389	0.289	0.002	0.009	0.002
2858	575	0.0034	-	0.508	0.141	-	0.002	0.000	858	12,832	10.480	9.008	0.634	0.036	0.031	0.002
2859	212	0.0013	-	0.508	0.141	-	0.001	0.000	859	4,724	-	-	0.151	-	-	0.000
2860	403	0.0024	-	0.508	0.141	-	0.001	0.000	860	8,998	-	-	0.066	-	-	0.000
2862	731	0.0043	-	0.508	0.141	-	0.002	0.001	862	16,328	4.957	3.149	0.133	0.021	0.014	0.001
2865	59,895	0.3545	-	0.508	0.141	-	0.180	0.050	865	1,337,365	0.969	0.604	0.181	0.343	0.214	0.064
2880	572	0.0034	0.193	1.081	0.088	0.001	0.004	0.000	880	186,588	2.316	1.365	0.123	0.008	0.005	0.000
2882	76	0.0004	0.193	1.081	0.088	0.000	0.000	0.000	882	24,669	0.532	2.643	0.248	0.000	0.001	0.000
2884	256	0.0015	0.193	1.081	0.088	0.000	0.002	0.000	884	83,495	-	0.156	0.024	-	0.000	0.000
2885	120	0.0007	8.145	3.639	0.170	0.006	0.003	0.000	885	55,999	4.315	4.026	0.113	0.003	0.003	0.000
2886	67	0.0004	8.145	3.639	0.170	0.003	0.001	0.000	886	31,395	0.957	2.164	0.243	0.000	0.001	0.000
2888	57	0.0003	0.193	1.081	0.088	0.000	0.000	0.000	888	18,636	0.133	0.770	0.558	0.000	0.000	0.000
2896	102	0.0006	0.193	1.081	0.088	0.000	0.001	0.000	896	33,266	0.077	0.199	0.046	0.000	0.000	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 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 2014-2018 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						
																	(13)	(14)	(15)			
2897	2,475	0.0146	0.193	1.081	0.088	0.003	0.016	0.001	897	807,441	0.475	0.541	0.108	0.007	0.008	0.002						
2898	655	0.0039	0.193	1.081	0.088	0.001	0.004	0.000	898	213,819	2.295	0.884	0.115	0.009	0.003	0.000						
2899	92	0.0005	0.193	1.081	0.088	0.000	0.001	0.000	899	30,114	-	0.341	0.070	-	0.000	0.000						
2907	1,222	0.0072	-	0.508	0.141	-	0.004	0.001	907	27,278	1.313	1.295	0.095	0.009	0.009	0.001						
2910	6	0.0000	8.145	3.639	0.170	0.000	0.000	0.000	910	-	2,625	-	0.228	-	-	0.000						
2911	3,207	0.0190	-	0.508	0.141	-	0.010	0.003	911	71,614	0.607	0.667	0.124	0.012	0.013	0.002						
2914	228	0.0013	-	-	0.000	-	-	0.000	914	212,943	0.937	1.066	0.091	0.001	0.001	0.000						
2915	44	0.0003	8.145	3.639	0.170	0.002	0.001	0.000	915	20,581	0.233	1.060	0.115	0.000	0.000	0.000						
2916	1,062	0.0063	8.145	3.639	0.170	0.051	0.023	0.001	916	495,123	0.643	0.599	0.087	0.004	0.004	0.001						
2917	1,987	0.0118	8.145	3.639	0.170	0.096	0.043	0.002	917	926,510	1.538	0.894	0.129	0.018	0.011	0.002						
2918	61	0.0004	8.145	3.639	0.170	0.003	0.001	0.000	918	28,649	-	0.493	0.146	-	0.000	0.000						
2919	51	0.0003	8.145	3.639	0.170	0.002	0.001	0.000	919	23,807	0.091	2.859	0.187	0.000	0.001	0.000						
2920	293	0.0017	8.145	3.639	0.170	0.014	0.006	0.000	920	136,434	-	0.093	0.026	-	0.000	0.000						
2921	148	0.0009	1.722	20.093	4.331	0.002	0.018	0.004	921	19,905	3.868	0.707	0.896	0.003	0.001	0.001						
2922	555	0.0033	8.145	3.639	0.170	0.027	0.012	0.001	922	258,913	1.067	0.733	0.087	0.004	0.002	0.000						
2923	6,810	0.0403	1.039	4.145	0.429	0.042	0.167	0.017	923	4,608	0.916	1.611	0.000	0.037	0.065	0.000						
2925	698	0.0041	8.145	3.639	0.170	0.034	0.015	0.001	925	325,609	1.678	1.249	0.146	0.007	0.005	0.001						
2926	977	0.0058	-	-	0.044	-	-	0.000	926	106,767	1.293	0.623	0.121	0.007	0.004	0.001						
2927	1,164	0.0069	8.145	3.639	0.170	0.056	0.025	0.001	927	542,931	0.185	0.189	0.061	0.001	0.001	0.000						
2928	5,652	0.0334	0.490	1.004	0.150	0.016	0.034	0.005	928	1,391,430	1.125	0.906	0.149	0.038	0.030	0.005						
2932	117	0.0007	8.145	3.639	0.170	0.006	0.003	0.000	932	54,711	0.220	0.223	0.082	0.000	0.000	0.000						
2933	48	0.0003	8.145	3.639	0.170	0.002	0.001	0.000	933	22,591	-	0.571	0.033	-	0.000	0.000						
2934	318	0.0019	8.145	3.639	0.170	0.015	0.007	0.000	934	148,390	2.489	1.243	0.274	0.005	0.002	0.001						
2935	49	0.0003	8.145	3.639	0.170	0.002	0.001	0.000	935	22,797	1.896	0.358	0.066	0.001	0.000	0.000						
2941	1,493	0.0088	0.193	1.081	0.088	0.002	0.010	0.001	941	487,096	1.765	1.802	0.178	0.016	0.016	0.002						
2944	553	0.0033	0.193	1.081	0.088	0.001	0.004	0.000	944	180,489	0.643	0.103	0.117	0.002	0.000	0.000						
2945	233	0.0014	0.193	1.081	0.088	0.000	0.001	0.000	945	75,979	0.175	1.414	0.181	0.000	0.002	0.000						
2952	943	0.0056	0.193	1.081	0.088	0.001	0.006	0.000	952	307,825	0.214	0.150	0.046	0.001	0.001	0.000						
2959	2,413	0.0143	1.197	0.533	0.034	0.017	0.008	0.000	959	234,707	0.576	0.413	0.248	0.008	0.006	0.004						
2960	9,705	0.0574	1.197	0.533	0.034	0.069	0.031	0.002	960	943,988	1.078	0.935	0.156	0.062	0.054	0.009						
2964	200	0.0012	0.193	1.081	0.088	0.000	0.001	0.000	964	65,336	0.734	1.067	0.230	0.001	0.001	0.000						
2966	98	0.0006	0.193	1.081	0.088	0.000	0.001	0.000	966	31,843	1.040	0.563	0.064	0.001	0.000	0.000						
2968	145	0.0009	0.193	1.081	0.088	0.000	0.001	0.000	968	47,303	1.208	0.285	0.043	0.001	0.000	0.000						
2971	2,357	0.0139	0.193	1.081	0.088	0.003	0.015	0.001	971	769,139	0.877	0.977	0.125	0.012	0.014	0.002						
2973	909	0.0054	0.193	1.081	0.088	0.001	0.006	0.000	973	296,431	0.311	0.911	0.113	0.002	0.005	0.001						
2974	2,031	0.0120	1.197	0.533	0.034	0.014	0.006	0.000	974	197,571	1.558	0.961	0.140	0.019	0.012	0.002						
2975	4,453	0.0264	0.193	1.081	0.088	0.005	0.028	0.002	975	1,453,002	0.405	0.579	0.113	0.011	0.015	0.003						
2976	924	0.0055	0.193	1.081	0.088	0.001	0.006	0.000	976	301,364	0.591	0.871	0.139	0.003	0.005	0.001						
2977	832	0.0049	0.193	1.081	0.088	0.001	0.005	0.000	977	271,346	0.078	0.135	0.012	0.000	0.001	0.000						
2978	65	0.0004	0.193	1.081	0.088	0.000	0.000	0.000	978	21,049	-	1.274	0.085	-	0.000	0.000						
2979	1,167	0.0069	1.197	0.533	0.034	0.008	0.004	0.000	979	113,543	0.508	1.016	0.176	0.004	0.007	0.001						
2980	5,341	0.0316	-	0.508	0.141	-	0.016	0.004	980	119,245	-	0.596	0.204	-	0.019	0.006						
2981	754	0.0045	0.193	1.081	0.088	0.001	0.005	0.000	981	246,021	0.188	0.396	0.106	0.001	0.002	0.000						
2983	37	0.0002	0.193	1.081	0.088	0.000	0.000	0.000	983	11,926	8.319	4.520	0.475	0.002	0.001	0.000						
2986	247	0.0015	0.193	1.081	0.088	0.000	0.002	0.000	986	80,568	1.896	0.571	0.083	0.003	0.001	0.000						
2997	146	0.0009	0.193	1.081	0.088	0.000	0.001	0.000	997	47,634	0.010	0.500	0.089	0.000	0.000	0.000						
2999	25	0.0001	0.193	1.081	0.088	0.000	0.000	0.000	999	8,256	1.211	3.687	0.148	0.000	0.001	0.000						
<b>TOTAL Sub-IG 4</b>	<b>168,980</b>	<b>1.0000</b>				<b>0.679</b>	<b>1.274</b>	<b>0.170</b>		<b>16,874,656</b>				<b>1.372</b>	<b>0.922</b>	<b>0.159</b>						
<b>Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>0.495</b>	<b>1.382</b>	<b>1.074</b>														
2005	2,362	0.0431	-	0.508	0.141	-	0.022	0.006	005	52,748	6.724	2.864	0.199	0.290	0.123	0.009						
2009	-	-	-	0.508	0.141	-	-	-	009	5	-	-	0.000	-	-	-						
2015	-	-	-	0.508	0.141	-	-	-	015	-	-	-	-	-	-	-						
2055	740	0.0135	-	0.508	0.141	-	0.007	0.002	055	16,529	5.867	0.799	0.090	0.079	0.011	0.001						



DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
Temporary Staffing Code	Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2014-2018 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2716	17	0.0003	0.193	1.081	0.088	0.000	0.000	0.000	716	5,432	-	0.211	0.004	-	0.000	0.000
2718	304	0.0055	0.652	1.241	0.175	0.004	0.007	0.001	718	10,537	0.050	1.366	0.093	0.000	0.008	0.001
2721	44	0.0008	-	0.508	0.141	-	0.000	0.000	721	973	-	-	0.002	-	-	0.000
2751	55	0.0010	0.193	1.081	0.088	0.000	0.001	0.000	751	17,877	-	0.849	0.065	-	0.001	0.000
2752	56	0.0010	0.193	1.081	0.088	0.000	0.001	0.000	752	18,245	-	-	0.023	-	-	0.000
2753	347	0.0063	0.193	1.081	0.088	0.001	0.007	0.001	753	113,311	0.882	0.832	0.065	0.006	0.005	0.000
2755	515	0.0094	0.193	1.081	0.088	0.002	0.010	0.001	755	167,989	-	0.032	0.025	-	0.000	0.000
2757	737	0.0135	0.193	1.081	0.088	0.003	0.015	0.001	757	240,374	0.951	0.731	0.041	0.013	0.010	0.001
2759	284	0.0052	0.193	1.081	0.088	0.001	0.006	0.000	759	92,659	1.402	2.023	0.175	0.007	0.010	0.001
2803	-	-	-	0.508	0.141	-	-	-	803	-	-	-	-	-	-	-
2804	5,834	0.1065	-	0.508	0.141	-	0.054	0.015	804	130,272	2.298	1.690	0.151	0.245	0.180	0.016
2805	249	0.0045	-	0.508	0.141	-	0.002	0.001	805	5,551	7.793	0.174	0.138	0.035	0.001	0.001
2807	1,118	0.0204	-	0.508	0.141	-	0.010	0.003	807	24,965	10.860	4.344	0.390	0.222	0.089	0.008
2808	12,403	0.2264	-	0.508	0.141	-	0.115	0.032	808	276,929	2.529	1.714	0.111	0.572	0.388	0.025
2811	15,775	0.2879	-	0.508	0.141	-	0.146	0.041	811	352,234	8.171	1.796	0.103	2.353	0.517	0.030
2812	724	0.0132	-	0.508	0.141	-	0.007	0.002	812	16,163	4.088	2.047	0.005	0.054	0.027	0.000
2817	1,424	0.0260	-	0.508	0.141	-	0.013	0.004	817	31,794	6.075	2.542	0.080	0.158	0.066	0.002
2828	188	0.0034	-	0.508	0.141	-	0.002	0.000	828	4,193	0.159	2.391	0.882	0.001	0.008	0.003
2904	14	0.0003	0.094	0.375	0.001	0.000	0.000	0.000	904	4,015	-	-	0.027	-	-	0.000
2939	1	0.0000	0.193	1.081	0.088	0.000	0.000	0.000	939	196	-	9.545	7.783	-	0.000	0.000
2954	723	0.0132	0.193	1.081	0.088	0.003	0.014	0.001	954	235,889	1.283	0.566	0.057	0.017	0.007	0.001
2967	203	0.0037	0.193	1.081	0.088	0.001	0.004	0.000	967	66,087	0.144	0.477	0.109	0.001	0.002	0.000
2969	250	0.0046	0.193	1.081	0.088	0.001	0.005	0.000	969	81,634	1.065	1.014	0.234	0.005	0.005	0.001
2970	-	-	0.193	1.081	0.088	-	-	-	970	-	-	-	-	-	-	-
2991	14	0.0003	0.193	1.081	0.088	0.000	0.000	0.000	991	4,717	8.438	3.674	2.467	0.002	0.001	0.001
2992	648	0.0118	-	0.508	0.141	-	0.006	0.002	992	14,471	1.820	-	0.628	0.022	-	0.007
2995	8,959	0.1635	-	0.508	0.141	-	0.083	0.023	995	200,039	2.544	1.121	0.065	0.416	0.183	0.011
9428	797	0.0145	0.193	1.081	0.088	0.003	0.016	0.001	7428	260,155	0.898	0.380	0.077	0.013	0.006	0.001
<b>TOTAL Sub-IG 5</b>	<b>54,785</b>	<b>1.0000</b>				<b>0.018</b>	<b>0.554</b>	<b>0.137</b>		<b>2,445,983</b>				<b>4.509</b>	<b>1.648</b>	<b>0.119</b>
<b>Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>0.004</b>	<b>0.336</b>	<b>1.149</b>								
<b>GRAND TOTAL</b>	<b>1,286,464</b>					<b>0.4640</b>	<b>0.5953</b>	<b>0.0603</b>		<b>82,773,811</b>				<b>0.5825</b>	<b>0.3242</b>	<b>0.0505</b>
<b>Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>0.797</b>	<b>1.836</b>	<b>1.193</b>								

DELAWARE COMPENSATION RATING BUREAU, INC.

<b>Total</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$12,864,640 (in 00's)			
	0.10	0.35	0.41
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.797	1.836	1.193
C) Wtd Avg of PA Credibility-Weighted Ratios of Temp Staffing PP to Direct Employment PP by Sub-IG using DE weights			
Sub-IG 1	1.436	2.790	1.761
Sub-IG 2	1.472	2.870	1.699
Sub-IG 3	2.488	3.728	1.657
Sub-IG 4	1.398	2.600	1.512
Sub-IG 5	1.417	2.665	1.507
<b>Total</b>	<b>2.155</b>	<b>3.407</b>	<b>1.645</b>
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.019	2.857	1.459

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

<b>Sub-Industry Group 1</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,490,160 (in 00's)			
	0.02	0.08	0.10
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.495	1.727	1.512
C.) PA Credibility from PCRB Filing No. C-378, Exhibit 31 effective April 1, 2021			
	0.19	0.61	0.93
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-378, Exhibit 31			
	1.455	2.805	1.771
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.881	2.735	1.745**

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

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

<b>Sub-Industry Group 2</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$287,370 (in 00's)			
	0.01	0.03	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	3.541	5.368	0.776
C.) PA Credibility from PCRB Filing No. C-378, Exhibit 31 effective April 1, 2021			
	0.07	0.24	0.37
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-378, Exhibit 31			
	2.008	3.196	1.828
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.033	3.014	1.575

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

<b>Sub-Industry Group 3</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$8,849,460 (in 00's)			
	0.08	0.27	0.32
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	3.011	4.355	1.173
C.) PA Credibility from PCRB Filing No. C-378, Exhibit 31 effective April 1, 2021			
	0.42	1.00	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-378, Exhibit 31			
	3.946	3.728	1.657
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.908	3.897**	1.502**

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

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

<b>Sub-Industry Group 4</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,689,800 (in 00's)			
	0.03	0.09	0.10
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.495	1.382	1.074
C.) PA Credibility from PCRB Filing No. C-378, Exhibit 31 effective April 1, 2021			
	0.20	0.65	0.99
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-378, Exhibit 31			
	1.264	2.510	1.511
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.822	2.499	1.467**

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

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

<b>Sub-Industry Group 5</b>			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$547,850 (in 00's)			
	0.01	0.04	0.05
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.004	0.336	1.149
C.) PA Credibility from PCRB Filing No. C-378, Exhibit 31 effective April 1, 2021			
	0.05	0.18	0.27
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-378, Exhibit 31			
	1.133	2.202	1.189
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.955	2.638	1.371

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

DELAWARE COMPENSATION RATING BUREAU, INC.

Table with 21 columns: (1) Direct Employment Code, (2) Policy Years 2014-2018 Temp Staffing Payroll (\$000), (3) Serious, (4) Non-Serious, (5) Medical Only, (6)= (3)+(4)+(5) Total, (7) 12/1/2021 Direct Employment Manual Rate, (8) 12/1/2020 Temp Staffing Code, (9) 12/1/2021 Temp Staffing Code, (10) Serious, (11) Non-Serious, (12) Medical Only, (13)= (10)+(11)+(12) Total, (14)= (7) / [(13)/(6)] Temp Staffing Manual Rate, (15) 12/1/2020 Temp Staffing Manual Rate, (16)= (14)/(15)-1 capped using Min and Max Swings Proposed Temp Staffing Manual Rate, (17) Policy Years 2016-2018 Temp Staffing Payroll (\$000), (18)= (17) Manual Rates, (19)= (16)/(17) Manual Rates, (20)= (16)/(15)-1 Proposed Percentage Change. Rows 059-454.



DELAWARE COMPENSATION RATING BUREAU, INC.

Table with 20 columns: (1)-(20) representing various compensation and staffing metrics. Rows include Direct Employment Code, Policy Years 2014-2018, Temp Staffing Payroll, 12/2021 Direct Employment Pure Premium, 12/2021 Temp Staffing Pure Premium, and Sub-Industry Group 2/3. Includes detailed data for codes 662-910 and 0011-910.



DELAWARE COMPENSATION RATING BUREAU, INC.

(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 2014-2018 Temp Staffing Payroll (\$000)	12/1/2021 Direct Employment Pure Premium			12/1/2021 Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2021 Temp Staffing Code	12/1/2021 Temp Staffing Pure Premium			Indicated 12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	12/1/2020 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2016-2018 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2020 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2021 Temp Staffing Manual Rates	Proposed 12/1/2021 Percentage Change						
	Series	Non-Serious	Medical Only	Total				Series	Non-Serious	Medical Only								Total					
995	8,959	3.303	1.505	0.100	4.908	6.57	937	2995	6.457	3.971	0.137	10.565	14.14	8.51	8.77	*	4,886	415,799	428,502	3.1%			
7428	797	0.717	0.529	0.076	1.322	1.77	947	9428	1.402	1.396	0.104	2.902	3.89	5.92	3.89		553	32,738	21,512	-34.3%			
<b>Sub-Industry Group 5</b>	<b>54,785</b>				<b>4.6451</b>							<b>10.0950</b>					<b>30,116</b>	<b>2,490,382</b>	<b>2,483,023</b>	<b>-0.3%</b>			
<b>Total Sub-IG 5: (12/1/2021 Temp Staffing P.P.) / (12/1/2021 Direct Employment P.P.) =</b>																							
												2.173											
<b>Total</b>	<b>1,286,464</b>				<b>0.8934</b>							<b>2.0331</b>					<b>790,981</b>	<b>22,060,106</b>	<b>17,196,251</b>	<b>-22.0%</b>			
												2.276											

	Minimum Swing	Maximum Swing
IND GRP 1	0.53	1.03
IND GRP 2	0.56	1.06
IND GRP 3	0.53	1.03

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)

## DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2021 Temporary Staffing Code	12/1/2020 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Percentage Change	Proposed 12/1/2021 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.78	4.92	2.9%	5.04
187	107	2107	4.05	4.17	3.0%	4.27
191	161	2161	3.10	3.19	2.9%	3.26
275	221	2221	3.24	3.34	3.1%	3.42
276	222	2222	5.21	5.37	3.1%	5.50
297	281	2281	3.53	3.64	3.1%	3.73
491	403	2403	4.15	4.27	2.9%	4.37
495	451	2451	5.06	5.21	3.0%	5.33
497	472	2472	1.56	1.61	3.2%	1.65
499	475	2475	3.83	3.94	2.9%	4.03
544	101	2101	9.32	7.51	-19.4%	7.69
544	105	2105	9.32	9.60	3.0%	9.83
544	106	2106	9.32	9.60	3.0%	9.83
544	108	2108	9.32	7.32	-21.5%	7.49
544	109	2109	9.32	9.60	3.0%	9.83
544	110	2110	9.32	7.83	-16.0%	8.01
544	111	2111	9.32	9.60	3.0%	9.83
544	112	2112	9.32	9.60	3.0%	9.83
544	113	2113	9.32	5.35	-42.6%	5.48
544	114	2114	9.32	9.60	3.0%	9.83
544	115	2115	9.32	6.27	-32.7%	6.42
544	119	2119	9.32	8.94	-4.1%	9.15
544	130	2130	9.32	9.60	3.0%	9.83
544	132	2132	9.32	4.94	-47.0%	5.06
544	134	2134	9.32	7.94	-14.8%	8.13
544	135	2135	9.32	6.51	-30.2%	6.66
544	136	2136	9.32	7.39	-20.7%	7.56
544	139	2139	9.32	9.60	3.0%	9.83
544	163	2163	9.32	9.60	3.0%	9.83
544	165	2165	9.32	9.60	3.0%	9.83
544	166	2166	9.32	8.31	-10.8%	8.51
544	201	2201	9.32	9.60	3.0%	9.83
544	204	2204	9.32	8.05	-13.6%	8.24
544	205	2205	9.32	7.54	-19.1%	7.72
544	225	2225	9.32	6.36	-31.8%	6.51
544	227	2227	9.32	4.94	-47.0%	5.06
544	255	2255	9.32	6.36	-31.8%	6.51
544	257	2257	9.32	6.39	-31.4%	6.54
544	259	2259	9.32	5.76	-38.2%	5.90
544	261	2261	9.32	7.24	-22.3%	7.41
544	263	2263	9.32	5.00	-46.4%	5.12
544	265	2265	9.32	6.47	-30.6%	6.62
544	282	2282	9.32	9.60	3.0%	9.83
544	285	2285	9.32	5.40	-42.1%	5.53
544	301	2301	9.32	9.60	3.0%	9.83
544	305	2305	9.32	9.60	3.0%	9.83
544	306	2306	9.32	9.60	3.0%	9.83
544	309	2309	9.32	7.21	-22.6%	7.38
544	311	2311	9.32	7.53	-19.2%	7.71
544	319	2319	9.32	9.60	3.0%	9.83
544	323	2323	9.32	9.42	1.1%	9.64
544	327	2327	9.32	7.52	-19.3%	7.70
544	402	2402	9.32	9.60	3.0%	9.83
544	404	2404	9.32	7.37	-20.9%	7.54
544	406	2406	9.32	8.53	-8.5%	8.73
544	407	2407	9.32	8.81	-5.5%	9.02
544	411	2411	9.32	9.60	3.0%	9.83
544	413	2413	9.32	9.60	3.0%	9.83
544	415	2415	9.32	8.07	-13.4%	8.26
544	416	2416	9.32	5.23	-43.9%	5.35
544	421	2421	9.32	9.60	3.0%	9.83
544	425	2425	9.32	9.60	3.0%	9.83
544	427	2427	9.32	9.60	3.0%	9.83
544	429	2429	9.32	9.60	3.0%	9.83
544	431	2431	9.32	9.60	3.0%	9.83
544	433	2433	9.32	8.65	-7.2%	8.85
544	435	2435	9.32	9.43	1.2%	9.65



## DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2021 Temporary Staffing Code	12/1/2020 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Percentage Change	Proposed 12/1/2021 Post-Surcharge Temporary Staffing Manual Rate
544	441	2441	9.32	4.94	-47.0%	5.06
544	445	2445	9.32	5.71	-38.7%	5.84
544	446	2446	9.32	4.94	-47.0%	5.06
544	447	2447	9.32	9.60	3.0%	9.83
544	449	2449	9.32	5.59	-40.0%	5.72
544	454	2454	9.32	9.60	3.0%	9.83
544	456	2456	9.32	9.60	3.0%	9.83
544	457	2457	9.32	8.01	-14.1%	8.20
544	458	2458	9.32	4.94	-47.0%	5.06
544	459	2459	9.32	4.94	-47.0%	5.06
544	461	2461	9.32	8.92	-4.3%	9.13
544	463	2463	9.32	7.23	-22.4%	7.40
544	464	2464	9.32	7.08	-24.0%	7.25
544	465	2465	9.32	8.07	-13.4%	8.26
544	467	2467	9.32	9.60	3.0%	9.83
544	471	2471	9.32	4.94	-47.0%	5.06
544	473	2473	9.32	5.78	-38.0%	5.92
544	474	2474	9.32	4.94	-47.0%	5.06
544	476	2476	9.32	4.94	-47.0%	5.06
544	477	2477	9.32	4.94	-47.0%	5.06
544	483	2483	9.32	4.94	-47.0%	5.06
544	485	2485	9.32	4.94	-47.0%	5.06
544	486	2486	9.32	4.94	-47.0%	5.06
544	487	2487	9.32	4.94	-47.0%	5.06
544	488	2488	9.32	4.94	-47.0%	5.06
544	489	2489	9.32	4.94	-47.0%	5.06
544	501	2501	9.32	9.60	3.0%	9.83
544	502	2502	9.32	8.57	-8.0%	8.77
544	506	2506	9.32	4.94	-47.0%	5.06
544	507	2507	9.32	5.29	-43.2%	5.41
544	509	2509	9.32	9.60	3.0%	9.83
544	511	2511	9.32	9.60	3.0%	9.83
544	512	2512	9.32	9.60	3.0%	9.83
544	513	2513	9.32	8.05	-13.6%	8.24
544	535	2535	9.32	7.21	-22.6%	7.38
544	536	2536	9.32	9.60	3.0%	9.83
544	551	2551	9.32	4.94	-47.0%	5.06
544	553	2553	9.32	8.50	-8.8%	8.70
544	555	2555	9.32	4.94	-47.0%	5.06
544	571	2571	9.32	6.33	-32.1%	6.48
544	573	2573	9.32	9.37	0.5%	9.59
544	581	2581	9.32	5.22	-44.0%	5.34
544	718	2718	9.32	6.88	-26.2%	7.04
544	744	2744	9.32	4.94	-47.0%	5.06
544	4771	6771	9.32	8.38	-10.1%	8.58
544	4777	6777	9.32	9.60	3.0%	9.83
587	563	2563	2.02	2.08	3.0%	2.13
682	601	2601	17.35	18.39	6.0%	19.87
682	603	2603	17.35	14.88	-14.2%	16.08
682	605	2605	17.35	18.39	6.0%	19.87
682	607	2607	17.35	9.72	-44.0%	10.50
682	608	2608	17.35	10.08	-41.9%	10.89
682	611	2611	17.35	18.39	6.0%	19.87
682	615	2615	17.35	18.39	6.0%	19.87
682	617	2617	17.35	9.72	-44.0%	10.50
682	625	2625	17.35	12.62	-27.3%	13.63
682	643	2643	17.35	18.39	6.0%	19.87
682	645	2645	17.35	13.70	-21.0%	14.80
682	646	2646	17.35	13.47	-22.4%	14.55
682	647	2647	17.35	18.39	6.0%	19.87
682	648	2648	17.35	11.59	-33.2%	12.52
682	649	2649	17.35	10.36	-40.3%	11.19
682	652	2652	17.35	18.39	6.0%	19.87
682	653	2653	17.35	15.29	-11.9%	16.52
682	654	2654	17.35	10.81	-37.7%	11.68
682	655	2655	17.35	18.39	6.0%	19.87
682	656	2656	17.35	13.53	-22.0%	14.62

## DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2021 Temporary Staffing Code	12/1/2020 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Percentage Change	Proposed 12/1/2021 Post-Surcharge Temporary Staffing Manual Rate
682	657	2657	17.35	18.39	6.0%	19.87
682	658	2658	17.35	18.39	6.0%	19.87
682	659	2659	17.35	18.39	6.0%	19.87
682	660	2660	17.35	9.72	-44.0%	10.50
682	663	2663	17.35	9.72	-44.0%	10.50
682	664	2664	17.35	9.72	-44.0%	10.50
682	665	2665	17.35	15.48	-10.8%	16.72
682	666	2666	17.35	18.19	4.8%	19.65
682	667	2667	17.35	9.72	-44.0%	10.50
682	668	2668	17.35	18.39	6.0%	19.87
682	669	2669	17.35	17.02	-1.9%	18.39
682	670	2670	17.35	16.26	-6.3%	17.57
682	673	2673	17.35	14.02	-19.2%	15.15
682	674	2674	17.35	13.66	-21.3%	14.76
682	675	2675	17.35	9.72	-44.0%	10.50
682	676	2676	17.35	12.43	-28.4%	13.43
682	677	2677	17.35	9.72	-44.0%	10.50
682	679	2679	17.35	18.39	6.0%	19.87
682	681	2681	17.35	16.06	-7.4%	17.35
691	609	2609	5.36	5.68	6.0%	6.14
693	651	2651	6.34	6.72	6.0%	7.26
695	661	2661	3.42	3.63	6.1%	3.92
867	813	2813	5.51	5.68	3.1%	5.81
871	921	2921	6.52	6.72	3.1%	6.88
877	914	2914	3.09	3.18	2.9%	3.25
879	923	2923	3.14	3.23	2.9%	3.31
881	926	2926	3.42	3.52	2.9%	3.60
883	928	2928	3.26	3.36	3.1%	3.44
889	953	2953	0.17	0.17	0.0%	0.17
889	956	2956	0.17	0.17	0.0%	0.17
889	962	2962	0.17	0.17	0.0%	0.17
895	965	2965	0.50	0.52	4.0%	0.53
929	885	2885	4.11	4.23	2.9%	4.33
929	886	2886	4.11	4.12	0.2%	4.22
929	910	2910	4.11	4.23	2.9%	4.33
929	915	2915	4.11	4.23	2.9%	4.33
929	916	2916	4.11	3.87	-5.8%	3.96
929	917	2917	4.11	4.23	2.9%	4.33
929	918	2918	4.11	4.23	2.9%	4.33
929	919	2919	4.11	4.00	-2.7%	4.09
929	920	2920	4.11	2.18	-47.0%	2.23
929	922	2922	4.11	4.23	2.9%	4.33
929	925	2925	4.11	4.23	2.9%	4.33
929	927	2927	4.11	2.18	-47.0%	2.23
929	932	2932	4.11	2.18	-47.0%	2.23
929	933	2933	4.11	4.23	2.9%	4.33
929	934	2934	4.11	4.23	2.9%	4.33
929	935	2935	4.11	2.59	-37.0%	2.65
937	005	2005	8.51	8.77	3.1%	8.98
937	009	2009	8.51	8.77	3.1%	8.98
937	015	2015	8.51	8.77	3.1%	8.98
937	055	2055	8.51	9.02	6.0%	9.23
937	059	2059	8.51	9.02	6.0%	9.23
937	721	2721	8.51	8.77	3.1%	8.98
937	801	2801	8.51	9.02	6.0%	9.23
937	802	2802	8.51	8.77	3.1%	8.98
937	803	2803	8.51	8.77	3.1%	8.98
937	804	2804	8.51	7.26	-14.7%	7.43
937	805	2805	8.51	8.77	3.1%	8.98
937	806	2806	8.51	8.77	3.1%	8.98
937	807	2807	8.51	8.77	3.1%	8.98
937	808	2808	8.51	8.77	3.1%	8.98
937	809	2809	8.51	8.73	2.6%	8.94
937	811	2811	8.51	8.77	3.1%	8.98
937	812	2812	8.51	8.77	3.1%	8.98
937	817	2817	8.51	8.77	3.1%	8.98
937	821	2821	8.51	8.77	3.1%	8.98

## DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2021 Temporary Staffing Code	12/1/2020 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Percentage Change	Proposed 12/1/2021 Post-Surcharge Temporary Staffing Manual Rate
937	828	2828	8.51	8.77	3.1%	8.98
937	855	2855	8.51	8.77	3.1%	8.98
937	857	2857	8.51	8.77	3.1%	8.98
937	858	2858	8.51	8.77	3.1%	8.98
937	859	2859	8.51	8.77	3.1%	8.98
937	860	2860	8.51	8.77	3.1%	8.98
937	862	2862	8.51	8.77	3.1%	8.98
937	865	2865	8.51	4.73	-44.4%	4.84
937	907	2907	8.51	8.56	0.6%	8.76
937	911	2911	8.51	7.01	-17.6%	7.17
937	924	2924	8.51	7.90	-7.2%	8.09
937	980	2980	8.51	6.82	-19.9%	6.98
937	992	2992	8.51	8.77	3.1%	8.98
937	995	2995	8.51	8.77	3.1%	8.98
946	940	2940	3.42	3.52	2.9%	3.60
946	957	2957	3.42	1.87	-45.3%	1.91
946	958	2958	3.42	3.52	2.9%	3.60
946	959	2959	3.42	2.84	-17.0%	2.91
946	960	2960	3.42	3.52	2.9%	3.60
946	961	2961	3.42	2.12	-38.0%	2.17
946	974	2974	3.42	3.52	2.9%	3.60
946	979	2979	3.42	3.52	2.9%	3.60
947	011	2011	5.92	5.74	-3.0%	5.87
947	012	2012	5.92	6.10	3.0%	6.24
947	013	2013	5.92	6.10	3.0%	6.24
947	141	2141	5.92	6.10	3.0%	6.24
947	142	2142	5.92	6.07	2.5%	6.21
947	662	2662	5.92	6.28	6.1%	6.78
947	716	2716	5.92	6.28	6.1%	6.43
947	751	2751	5.92	3.42	-42.2%	3.50
947	752	2752	5.92	3.14	-47.0%	3.21
947	753	2753	5.92	6.10	3.0%	6.24
947	755	2755	5.92	4.20	-29.1%	4.30
947	757	2757	5.92	5.51	-6.9%	5.64
947	759	2759	5.92	6.10	3.0%	6.24
947	814	2814	5.92	6.10	3.0%	6.24
947	815	2815	5.92	5.65	-4.6%	5.78
947	816	2816	5.92	4.70	-20.6%	4.81
947	818	2818	5.92	3.14	-47.0%	3.21
947	820	2820	5.92	5.47	-7.6%	5.60
947	825	2825	5.92	6.10	3.0%	6.24
947	880	2880	5.92	6.10	3.0%	6.24
947	882	2882	5.92	6.10	3.0%	6.24
947	884	2884	5.92	3.14	-47.0%	3.21
947	887	2887	5.92	3.14	-47.0%	3.21
947	888	2888	5.92	6.10	3.0%	6.24
947	890	2890	5.92	3.14	-47.0%	3.21
947	891	2891	5.92	4.64	-21.6%	4.75
947	896	2896	5.92	3.14	-47.0%	3.21
947	897	2897	5.92	3.41	-42.4%	3.49
947	898	2898	5.92	6.10	3.0%	6.24
947	899	2899	5.92	3.14	-47.0%	3.21
947	936	2936	5.92	3.14	-47.0%	3.21
947	939	2939	5.92	6.10	3.0%	6.24
947	941	2941	5.92	6.10	3.0%	6.24
947	944	2944	5.92	4.94	-16.6%	5.06
947	945	2945	5.92	5.86	-1.0%	6.00
947	948	2948	5.92	5.94	0.3%	6.08
947	952	2952	5.92	3.14	-47.0%	3.21
947	954	2954	5.92	5.61	-5.2%	5.74
947	963	2963	5.92	3.14	-47.0%	3.21
947	964	2964	5.92	5.96	0.7%	6.10
947	966	2966	5.92	6.10	3.0%	6.24
947	967	2967	5.92	3.14	-47.0%	3.21
947	968	2968	5.92	3.14	-47.0%	3.21
947	969	2969	5.92	6.10	3.0%	6.24
947	970	2970	5.92	6.10	3.0%	6.24

## DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2021 Temporary Staffing Code	12/1/2020 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2021 Percentage Change	Proposed 12/1/2021 Post-Surcharge Temporary Staffing Manual Rate
947	971	2971	5.92	6.10	3.0%	6.24
947	973	2973	5.92	5.86	-1.0%	6.00
947	975	2975	5.92	3.23	-45.4%	3.31
947	976	2976	5.92	3.74	-36.8%	3.83
947	977	2977	5.92	3.14	-47.0%	3.21
947	978	2978	5.92	5.26	-11.1%	5.38
947	981	2981	5.92	4.52	-23.6%	4.63
947	983	2983	5.92	6.10	3.0%	6.24
947	984	2984	5.92	3.14	-47.0%	3.21
947	986	2986	5.92	3.74	-36.8%	3.83
947	988	2988	5.92	3.14	-47.0%	3.21
947	991	2991	5.92	6.10	3.0%	6.24
947	997	2997	5.92	3.14	-47.0%	3.21
947	999	2999	5.92	6.10	3.0%	6.24
947	7428	9428	5.92	3.89	-34.3%	3.98
949	709	2709	0.55	0.58	5.5%	0.59
949	819	2819	0.55	0.57	3.6%	0.58
949	903	2903	0.55	0.57	3.6%	0.58
949	904	2904	0.55	0.57	3.6%	0.58
949	905	2905	0.55	0.29	-47.3%	0.30
949	951	2951	0.55	0.57	3.6%	0.58
949	955	2955	0.55	0.37	-32.7%	0.38