

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 2016-2020 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 2016-2020 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-380 (2023 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 2023 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, 2023 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2023 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2023 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2023 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, 2023 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 applying primary and secondary capping to the indicated temporary staffing rates in column (14).

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surcharge temporary staffing rates approved effective December 1, 2022, the pre-surcharge rates proposed effective December 1, 2023, 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 2016-2020 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)
2059	59	2463	4	2012	1,505	2819	116	2011	46	2005	2,433
2101	1,350	2464	47	2601	611	2887	407	2013	61	2009	0
2104	19,414	2465	43	2603	141	2890	105	2709	1	2015	5
2105	896	2467	0	2605	13	2891	1,582	2801	847	2055	694
2106	268	2471	100	2607	67	2903	155	2806	1,216	2716	25
2107	2,147	2472	3,758	2608	859	2905	149	2809	3,101	2718	311
2108	1,177	2473	1,331	2609	871	2936	1,260	2813	16,373	2721	32
2109	465	2474	1,296	2611	21	2940	482	2814	572	2751	75
2110	32	2475	440	2615	0	2948	186	2815	2,177	2752	78
2111	11	2476	127	2617	257	2951	16,949	2816	190	2753	408
2112	2,088	2477	65	2625	76	2953	686,875	2818	5,562	2755	606
2113	61	2483	64	2643	66	2955	13,193	2820	23	2757	822
2114	17	2485	115	2645	309	2956	56,529	2821	2,590	2759	397
2115	5	2486	1	2646	86	2957	60,235	2825	97	2803	0
2119	298	2487	428	2647	197	2958	3,809	2855	11,009	2804	4,564
2130	0	2488	3,064	2648	239	2961	27,761	2857	1,087	2805	329
2132	1,282	2489	324	2649	112	2962	12,455	2858	526	2807	931
2134	43	2501	120	2651	2,675	2963	1,233	2859	253	2808	12,070
2135	0	2502	0	2652	682	2965	38,519	2860	339	2811	13,564
2136	39	2506	363	2653	359	2984	5,825	2862	568	2812	835
2139	134	2507	0	2654	347	2988	24,527	2865	51,849	2817	1,029
2141	253	2509	0	2655	178			2880	712	2828	174
2142	45	2511	1,036	2656	174	Total		2882	93	2904	20
2161	201	2512	0	2657	10	Sub-IG 3	952,352	2884	333	2939	1
2163	1,842	2513	0	2658	95			2885	153	2954	848
2165	141	2535	3	2659	125			2886	79	2967	244
2166	58	2536	46	2660	612			2888	81	2969	307
2201	0	2551	20,155	2661	8,099			2896	113	2970	0
2204	21	2553	3,056	2662	132			2897	3,305	2991	19
2205	19	2555	8,431	2663	1,764			2898	758	2992	589
2221	2,765	2563	4,182	2664	1,619			2899	115	2995	8,105
2222	5,892	2571	3,202	2665	286			2907	562	9428	885
2225	1,342	2573	238	2666	54			2910	6		
2227	3,332	2581	11,853	2667	44			2911	2,742	Total	
2255	567	2673	47	2668	76			2914	214	Sub-IG 5	50,400
2257	11	2744	29	2669	8			2915	51		
2259	4,014	2924	30,248	2670	112			2916	1,138		
2261	0	6771	6	2674	33			2917	2,350	Grand	
2263	71	6777	5	2675	1,321			2918	70	Total	1,368,902
2265	0			2676	108			2919	51		
2281	2,248	Total		2677	317			2920	315		
2282	295	Sub-IG 1	165,748	2679	4			2921	133		
2285	413			2681	11			2922	577		
2301	0			2802	774			2923	7,828		
2305	1,382							2925	771		
2306	5			Total				2926	953		
2309	0			Sub-IG 2	25,449			2927	1,269		
2311	685							2928	9,274		
2319	19							2932	100		
2323	3							2933	51		
2327	63							2934	358		
2402	215							2935	55		
2403	1							2941	2,093		
2404	0							2944	786		
2406	0							2945	273		
2407	814							2952	1,056		
2411	1,469							2959	3,141		
2413	1,528							2960	11,615		
2415	191							2964	231		
2416	514							2966	110		
2421	0							2968	197		
2425	0							2971	3,275		
2427	0							2973	1,082		
2429	0							2974	3,044		
2431	0							2975	5,574		
2433	34							2976	1,152		
2435	0							2977	1,038		
2441	67							2978	83		
2445	339							2979	1,617		
2446	431							2980	4,041		
2447	0							2981	842		
2449	23							2983	47		
2451	200							2986	336		
2454	3,642							2997	193		
2456	2,534							2999	30		
2457	303										
2458	67							Total			
2459	210							Sub-IG 4	174,953		
2461	3,466										

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(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary		(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct		(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
	Staffing Payroll (\$000)	Staffing Weights	Actual			Weighted			Payroll (\$000)		Actual			Weighted				
			Indicated	Pure	Med Only	Indicated	Pure	Med Only			Indicated	Pure	Med Only	Indicated	Pure	Med Only		
																	Serious	Non-Ser
2059	59	0.0004	0.535	0.269	0.051	0.000	0.000	0.000	0.000	059	1,690	2.126	5.896	0.033	0.001	0.002	0.000	
2101	1,350	0.0081	0.846	0.937	0.090	0.007	0.008	0.001	0.001	101	49,307	-	0.228	0.051	-	0.002	0.000	
2104	19,414	0.1171	-	0.265	0.009	-	0.031	0.001	0.001	104	232,336	-	0.488	0.057	-	0.057	0.007	
2105	896	0.0054	0.846	0.937	0.090	0.005	0.005	0.000	0.000	105	32,725	-	1.443	0.065	-	0.008	0.000	
2106	268	0.0016	0.846	0.937	0.090	0.001	0.002	0.000	0.000	106	9,779	-	-	0.036	-	-	0.000	
2107	2,147	0.0130	-	-	0.000	-	-	0.000	0.000	107	14,807	2.581	3.309	0.199	0.033	0.043	0.003	
2108	1,177	0.0071	0.846	0.937	0.090	0.006	0.007	0.001	0.001	108	42,977	0.105	0.530	0.162	0.001	0.004	0.001	
2109	465	0.0028	0.846	0.937	0.090	0.002	0.003	0.000	0.000	109	16,993	-	1.277	0.043	-	0.004	0.000	
2110	32	0.0002	0.846	0.937	0.090	0.000	0.000	0.000	0.000	110	1,176	-	-	0.001	-	-	0.000	
2111	11	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	111	420	-	-	0.001	-	-	0.000	
2112	2,088	0.0126	0.846	0.937	0.090	0.011	0.012	0.001	0.001	112	76,282	4.254	2.658	0.306	0.054	0.033	0.004	
2113	61	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	0.000	113	2,227	-	-	0.073	-	-	0.000	
2114	17	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	114	614	-	-	0.001	-	-	0.000	
2115	5	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	0.000	115	171	-	-	0.003	-	-	0.000	
2119	298	0.0018	0.846	0.937	0.090	0.002	0.002	0.000	0.000	119	10,873	17.665	4.348	0.321	0.032	0.008	0.001	
2130	-	-	0.846	0.937	0.090	-	-	-	-	130	-	-	-	-	-	-	-	
2132	1,282	0.0077	0.846	0.937	0.090	0.007	0.007	0.001	0.001	132	46,843	0.299	-	0.003	0.002	-	0.000	
2134	43	0.0003	0.846	0.937	0.090	0.000	0.000	0.000	0.000	134	1,575	-	-	0.014	-	-	0.000	
2135	-	-	0.846	0.937	0.090	-	-	-	-	135	-	-	-	-	-	-	-	
2136	39	0.0002	0.846	0.937	0.090	0.000	0.000	0.000	0.000	136	1,419	-	-	0.001	-	-	0.000	
2139	134	0.0008	0.846	0.937	0.090	0.001	0.001	0.000	0.000	139	4,886	-	13.387	0.076	-	0.011	0.000	
2141	253	0.0015	0.405	0.650	0.065	0.001	0.001	0.000	0.000	141	68,968	0.301	0.479	0.199	0.000	0.001	0.000	
2142	45	0.0003	0.405	0.650	0.065	0.000	0.000	0.000	0.000	142	12,137	-	0.314	0.100	-	0.000	0.000	
2161	201	0.0012	-	-	0.105	-	-	0.000	0.000	161	4,421	-	-	0.095	-	-	0.000	
2163	1,842	0.0111	0.846	0.937	0.090	0.009	0.010	0.001	0.001	163	67,281	-	0.375	0.053	-	0.004	0.001	
2165	141	0.0009	0.846	0.937	0.090	0.001	0.001	0.000	0.000	165	5,139	-	0.427	0.190	-	0.000	0.000	
2166	58	0.0003	0.846	0.937	0.090	0.000	0.000	0.000	0.000	166	2,126	-	-	0.318	-	-	0.000	
2201	-	-	0.846	0.937	0.090	-	-	-	-	201	-	-	-	-	-	-	-	
2204	21	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	204	759	-	-	0.001	-	-	0.000	
2205	19	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	205	695	-	-	0.001	-	-	0.000	
2221	2,765	0.0167	-	2.348	0.198	-	0.039	0.003	0.003	221	35,502	0.682	0.906	0.084	0.011	0.015	0.001	
2222	5,892	0.0355	-	5.102	0.389	-	0.181	0.014	0.014	222	244,713	0.158	1.029	0.109	0.006	0.037	0.004	
2225	1,342	0.0081	0.846	0.937	0.090	0.007	0.008	0.001	0.001	225	49,017	0.454	1.632	0.117	0.004	0.013	0.001	
2227	3,332	0.0201	0.846	0.937	0.090	0.017	0.019	0.002	0.002	227	121,685	-	0.204	0.023	-	0.004	0.000	
2255	567	0.0034	0.846	0.937	0.090	0.003	0.003	0.000	0.000	255	20,723	2.332	0.826	0.055	0.008	0.003	0.000	
2257	11	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	257	400	-	-	0.001	-	-	0.000	
2259	4,014	0.0242	0.846	0.937	0.090	0.020	0.023	0.002	0.002	259	146,625	0.664	0.101	0.032	0.016	0.002	0.001	
2261	-	-	0.846	0.937	0.090	-	-	-	-	261	-	-	-	-	-	-	-	
2263	71	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	0.000	263	2,586	-	6.828	0.000	-	0.003	0.000	
2265	-	-	0.846	0.937	0.090	-	-	-	-	265	0	-	-	0.002	-	-	-	
2281	2,248	0.0136	-	-	0.061	-	-	0.001	0.001	281	23,954	-	0.635	0.015	-	0.009	0.000	
2282	295	0.0018	0.846	0.937	0.090	0.002	0.002	0.000	0.000	282	10,773	0.429	1.190	0.111	0.001	0.002	0.000	
2285	413	0.0025	0.846	0.937	0.090	0.002	0.002	0.000	0.000	285	15,101	-	0.941	0.117	-	0.002	0.000	
2301	-	-	0.846	0.937	0.090	-	-	-	-	301	-	-	-	-	-	-	-	
2305	1,382	0.0083	0.846	0.937	0.090	0.007	0.008	0.001	0.001	305	50,495	0.494	1.177	0.226	0.004	0.010	0.002	
2306	5	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	0.000	306	171	-	-	0.096	-	-	0.000	
2309	-	-	0.846	0.937	0.090	-	-	-	-	309	-	-	-	-	-	-	-	
2311	685	0.0041	0.846	0.937	0.090	0.003	0.004	0.000	0.000	311	25,011	-	0.229	0.183	-	0.001	0.001	
2319	19	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	0.000	319	703	-	-	0.001	-	-	0.000	
2323	3	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	0.000	323	121	-	-	0.000	-	-	0.000	
2327	63	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	0.000	327	2,304	-	-	0.109	-	-	0.000	
2402	215	0.0013	0.846	0.937	0.090	0.001	0.001	0.000	0.000	402	7,865	-	1.359	0.153	-	0.002	0.000	
2403	1	0.0000	-	-	0.000	-	-	0.000	0.000	403	39	-	-	0.000	-	-	0.000	
2404	-	-	0.846	0.937	0.090	-	-	-	-	404	-	-	-	-	-	-	-	
2406	-	-	0.846	0.937	0.090	-	-	-	-	406	-	-	-	-	-	-	-	
2407	814	0.0049	0.846	0.937	0.090	0.004	0.005	0.000	0.000	407	29,743	-	0.061	0.020	-	0.000	0.000	
2411	1,469	0.0089	0.846	0.937	0.090	0.007	0.008	0.001	0.001	411	53,667	0.903	1.853	0.315	0.008	0.016	0.003	
2413	1,528	0.0092	0.846	0.937	0.090	0.008	0.009	0.001	0.001	413	55,811	1.383	1.277	0.090	0.013	0.012	0.001	

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	Staffing Payroll (\$000)	Staffing Weights	Actual			Weighted			Payroll (\$000)		Actual			Weighted				
			Indicated	Pure	Med Only	Indicated	Pure	Med Only			Indicated	Pure	Med Only	Indicated	Pure	Med Only		
																	Serious	Non-Ser
2415	191	0.0012	0.846	0.937	0.090	0.001	0.001	0.000	415	6,979	-	0.501	0.002	-	0.001	0.000		
2416	514	0.0031	0.846	0.937	0.090	0.003	0.003	0.000	416	18,760	-	0.979	0.059	-	0.003	0.000		
2421	-	-	0.846	0.937	0.090	-	-	-	421	-	-	-	-	-	-	-		
2425	-	-	0.846	0.937	0.090	-	-	-	425	-	-	-	-	-	-	-		
2427	-	-	0.846	0.937	0.090	-	-	-	427	-	-	-	-	-	-	-		
2429	-	-	0.846	0.937	0.090	-	-	-	429	-	-	-	-	-	-	-		
2431	-	-	0.846	0.937	0.090	-	-	-	431	-	-	-	-	-	-	-		
2433	34	0.0002	0.846	0.937	0.090	0.000	0.000	0.000	433	1,253	0.089	4.833	0.081	0.000	0.001	0.000		
2435	-	-	0.846	0.937	0.090	-	-	-	435	-	-	-	-	-	-	-		
2441	67	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	441	2,457	-	-	0.211	-	-	0.000		
2445	339	0.0020	0.846	0.937	0.090	0.002	0.002	0.000	445	12,380	-	7.091	0.049	-	0.015	0.000		
2446	431	0.0026	0.846	0.937	0.090	0.002	0.002	0.000	446	15,760	-	0.188	0.026	-	0.000	0.000		
2447	-	-	0.846	0.937	0.090	-	-	-	447	-	-	-	-	-	-	-		
2449	23	0.0001	0.846	0.937	0.090	0.000	0.000	0.000	449	840	-	-	0.000	-	-	0.000		
2451	200	0.0012	-	-	0.001	-	-	0.000	451	4,886	-	0.118	0.046	-	0.000	0.000		
2454	3,642	0.0220	0.846	0.937	0.090	0.019	0.021	0.002	454	133,011	-	0.832	0.147	-	0.018	0.003		
2456	2,534	0.0153	0.846	0.937	0.090	0.013	0.014	0.001	456	92,568	-	0.571	0.174	-	0.009	0.003		
2457	303	0.0018	0.846	0.937	0.090	0.002	0.002	0.000	457	11,081	-	0.153	0.062	-	0.000	0.000		
2458	67	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	458	2,446	-	-	0.018	-	-	0.000		
2459	210	0.0013	0.846	0.937	0.090	0.001	0.001	0.000	459	7,678	-	0.614	0.031	-	0.001	0.000		
2461	3,466	0.0209	0.846	0.937	0.090	0.018	0.020	0.002	461	126,588	-	0.611	0.108	-	0.013	0.002		
2463	4	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	463	163	-	-	0.000	-	-	0.000		
2464	47	0.0003	0.846	0.937	0.090	0.000	0.000	0.000	464	1,733	5.904	7.673	0.374	0.002	0.002	0.000		
2465	43	0.0003	0.846	0.937	0.090	0.000	0.000	0.000	465	1,579	-	-	0.001	-	-	0.000		
2467	-	-	0.846	0.937	0.090	-	-	-	467	-	-	-	-	-	-	-		
2471	100	0.0006	0.846	0.937	0.090	0.001	0.001	0.000	471	3,660	-	-	0.000	-	-	0.000		
2472	3,758	0.0227	-	-	0.000	-	-	0.000	472	6,457	-	-	0.000	-	-	0.000		
2473	1,331	0.0080	0.846	0.937	0.090	0.007	0.008	0.001	473	48,605	3.079	1.237	0.073	0.025	0.010	0.001		
2474	1,296	0.0078	0.846	0.937	0.090	0.007	0.007	0.001	474	47,320	-	0.173	0.005	-	0.001	0.000		
2475	440	0.0027	-	-	0.001	-	-	0.000	475	133,561	-	0.519	0.031	-	0.001	0.000		
2476	127	0.0008	0.846	0.937	0.090	0.001	0.001	0.000	476	4,637	-	-	0.041	-	-	0.000		
2477	65	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	477	2,391	-	-	0.173	-	-	0.000		
2483	64	0.0004	0.846	0.937	0.090	0.000	0.000	0.000	483	2,324	-	-	0.000	-	-	0.000		
2485	115	0.0007	0.846	0.937	0.090	0.001	0.001	0.000	485	4,212	-	-	0.000	-	-	0.000		
2486	1	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	486	45	-	-	0.000	-	-	0.000		
2487	428	0.0026	0.846	0.937	0.090	0.002	0.002	0.000	487	15,634	-	0.175	0.000	-	0.000	0.000		
2488	3,064	0.0185	0.846	0.937	0.090	0.016	0.017	0.002	488	111,922	0.549	0.330	0.046	0.010	0.006	0.001		
2489	324	0.0020	0.846	0.937	0.090	0.002	0.002	0.000	489	11,843	-	1.049	0.009	-	0.002	0.000		
2501	120	0.0007	0.846	0.937	0.090	0.001	0.001	0.000	501	4,368	-	1.008	0.004	-	0.001	0.000		
2502	-	-	0.846	0.937	0.090	-	-	-	502	-	-	-	-	-	-	-		
2506	363	0.0022	0.846	0.937	0.090	0.002	0.002	0.000	506	13,242	-	1.404	0.104	-	0.003	0.000		
2507	-	-	0.846	0.937	0.090	-	-	-	507	-	-	-	-	-	-	-		
2509	-	-	0.846	0.937	0.090	-	-	-	509	-	-	-	-	-	-	-		
2511	1,036	0.0063	0.846	0.937	0.090	0.005	0.006	0.001	511	37,829	-	1.637	0.198	-	0.010	0.001		
2512	-	-	0.846	0.937	0.090	-	-	-	512	-	-	-	-	-	-	-		
2513	-	-	0.846	0.937	0.090	-	-	-	513	-	-	-	-	-	-	-		
2535	3	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	535	104	-	-	0.000	-	-	0.000		
2536	46	0.0003	0.846	0.937	0.090	0.000	0.000	0.000	536	1,694	-	-	0.553	-	-	0.000		
2551	20,155	0.1216	0.846	0.937	0.090	0.103	0.114	0.011	551	736,180	-	0.141	0.020	-	0.017	0.002		
2553	3,056	0.0184	0.846	0.937	0.090	0.016	0.017	0.002	553	111,611	-	0.093	0.002	-	0.002	0.000		
2555	8,431	0.0509	0.846	0.937	0.090	0.043	0.048	0.005	555	307,932	0.948	0.318	0.051	0.048	0.016	0.003		
2563	4,182	0.0252	-	-	0.000	-	-	0.000	563	80,856	-	0.386	0.071	-	0.010	0.002		
2571	3,202	0.0193	0.846	0.937	0.090	0.016	0.018	0.002	571	116,939	-	0.119	0.030	-	0.002	0.001		
2573	238	0.0014	0.846	0.937	0.090	0.001	0.001	0.000	573	8,679	-	0.202	0.164	-	0.000	0.000		
2581	11,853	0.0715	0.846	0.937	0.090	0.061	0.067	0.006	581	432,941	1.144	0.151	0.007	0.082	0.011	0.000		
2673	47	0.0003	3.058	0.206	0.130	0.001	0.000	0.000	673	14,965	-	0.381	0.047	-	0.000	0.000		
2744	29	0.0002	0.846	0.937	0.090	0.000	0.000	0.000	744	1,063	0.047	7.773	0.000	0.000	0.001	0.000		
2924	30,248	0.1825	0.535	0.269	0.051	0.098	0.049	0.009	924	872,726	1.133	1.537	0.074	0.207	0.280	0.014		

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Pure Premium Serious	(5) Actual Indicated Pure Premium Non-Ser	(6) Actual Indicated Pure Premium Med Only	(7)= (4)*(3) Weighted Indicated Pure Premium Serious	(8)= (5)*(3) Weighted Indicated Pure Premium Non-Ser	(9)= (6)*(3) Weighted Indicated Pure Premium Med Only	(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)			(14) Actual Indicated Pure Premium Serious	(15)= (12)*(3) Weighted Indicated Pure Premium Serious	(16)= (13)*(3) Weighted Indicated Pure Premium Non-Ser	(17)= (14)*(3) Weighted Indicated Pure Premium Med Only											
	Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights								Actual							Weighted			Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted		
											Indicated Pure Premium Serious	Indicated Pure Premium Non-Ser	Indicated Pure Premium Med Only					Indicated Pure Premium Serious	Indicated Pure Premium Non-Ser	Indicated Pure Premium Med Only			Indicated Pure Premium Serious	Indicated Pure Premium Non-Ser	Indicated Pure Premium Med Only	Indicated Pure Premium Serious	Indicated Pure Premium Non-Ser	Indicated Pure Premium Med Only
6771	6	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	4771	235	-	-	0.001	-	-	0.000												
6777	5	0.0000	0.846	0.937	0.090	0.000	0.000	0.000	4777	180	-	-	0.001	-	-	0.000												
TOTAL Sub-IG 1	165,748	1.0000				0.579	0.833	0.079		5,179,952				0.567	0.746	0.066												
Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.021	1.116	1.202																				
2012	1,505	0.0591	0.405	0.650	0.065	0.024	0.038	0.004	012	410,320	1.385	1.150	0.121	0.082	0.068	0.007												
2601	611	0.0240	3.058	0.206	0.130	0.073	0.005	0.003	601	194,399	0.407	1.393	0.105	0.010	0.033	0.003												
2603	141	0.0055	3.058	0.206	0.130	0.017	0.001	0.001	603	44,918	2.173	0.568	0.069	0.012	0.003	0.000												
2605	13	0.0005	3.058	0.206	0.130	0.002	0.000	0.000	605	4,286	-	0.972	0.006	-	0.000	0.000												
2607	67	0.0026	3.058	0.206	0.130	0.008	0.001	0.000	607	21,401	-	0.216	0.016	-	0.001	0.000												
2608	859	0.0338	3.058	0.206	0.130	0.103	0.007	0.004	608	273,157	1.145	0.785	0.054	0.039	0.026	0.002												
2609	871	0.0342	-	0.584	0.019	-	0.020	0.001	609	461,104	0.421	0.852	0.075	0.014	0.029	0.003												
2611	21	0.0008	3.058	0.206	0.130	0.003	0.000	0.000	611	6,595	-	-	0.028	-	-	0.000												
2615	-	-	3.058	0.206	0.130	-	-	-	615	-	-	-	-	-	-	-												
2617	257	0.0101	3.058	0.206	0.130	0.031	0.002	0.001	617	81,575	0.715	0.989	0.041	0.007	0.010	0.000												
2625	76	0.0030	3.058	0.206	0.130	0.009	0.001	0.000	625	24,057	2.063	1.014	0.078	0.006	0.003	0.000												
2643	66	0.0026	3.058	0.206	0.130	0.008	0.001	0.000	643	21,055	-	1.653	0.006	-	0.004	0.000												
2645	309	0.0121	3.058	0.206	0.130	0.037	0.003	0.002	645	98,224	1.212	0.860	0.088	0.015	0.010	0.001												
2646	86	0.0034	3.058	0.206	0.130	0.010	0.001	0.000	646	27,469	-	1.176	0.128	-	0.004	0.000												
2647	197	0.0077	3.058	0.206	0.130	0.024	0.002	0.001	647	62,536	2.457	2.407	0.165	0.019	0.019	0.001												
2648	239	0.0094	3.058	0.206	0.130	0.029	0.002	0.001	648	75,980	2.720	1.692	0.044	0.026	0.016	0.000												
2649	112	0.0044	3.058	0.206	0.130	0.013	0.001	0.001	649	35,690	4.116	1.161	0.068	0.018	0.005	0.000												
2651	2,675	0.1051	10.478	10.789	0.094	1.101	1.134	0.010	651	193,589	1.983	1.316	0.088	0.208	0.138	0.009												
2652	682	0.0268	3.058	0.206	0.130	0.082	0.006	0.003	652	216,943	2.470	2.231	0.135	0.066	0.060	0.004												
2653	359	0.0141	3.058	0.206	0.130	0.043	0.003	0.002	653	114,000	7.267	0.923	0.023	0.103	0.013	0.000												
2654	347	0.0136	3.058	0.206	0.130	0.042	0.003	0.002	654	110,379	2.141	1.308	0.057	0.029	0.018	0.001												
2655	178	0.0070	3.058	0.206	0.130	0.021	0.001	0.001	655	56,699	-	0.996	0.169	-	0.007	0.001												
2656	174	0.0068	3.058	0.206	0.130	0.021	0.001	0.001	656	55,404	-	-	0.004	-	-	0.000												
2657	10	0.0004	3.058	0.206	0.130	0.001	0.000	0.000	657	3,191	-	-	0.017	-	-	0.000												
2658	95	0.0037	3.058	0.206	0.130	0.011	0.001	0.000	658	30,069	0.297	1.011	0.225	0.001	0.004	0.001												
2659	125	0.0049	3.058	0.206	0.130	0.015	0.001	0.001	659	39,823	-	6.477	0.070	-	0.032	0.000												
2660	612	0.0240	3.058	0.206	0.130	0.074	0.005	0.003	660	194,512	0.677	0.221	0.030	0.016	0.005	0.001												
2661	8,099	0.3182	6.184	4.130	0.008	1.968	1.314	0.002	661	580,681	0.239	0.521	0.095	0.076	0.166	0.030												
2662	132	0.0052	3.058	0.206	0.130	0.002	0.003	0.000	662	35,867	-	-	0.072	-	-	0.000												
2663	1,764	0.0693	3.058	0.206	0.130	0.212	0.014	0.009	663	560,793	1.107	0.719	0.059	0.077	0.050	0.004												
2664	1,619	0.0636	3.058	0.206	0.130	0.195	0.013	0.008	664	514,801	0.781	0.560	0.085	0.050	0.036	0.005												
2665	286	0.0112	3.058	0.206	0.130	0.034	0.002	0.001	665	91,026	-	1.095	0.131	-	0.012	0.001												
2666	54	0.0021	3.058	0.206	0.130	0.006	0.000	0.000	666	17,242	-	0.553	0.049	-	0.001	0.000												
2667	44	0.0017	3.058	0.206	0.130	0.005	0.000	0.000	667	13,995	-	-	0.021	-	-	0.000												
2668	76	0.0030	3.058	0.206	0.130	0.009	0.001	0.000	668	24,090	5.433	1.937	0.047	0.016	0.006	0.000												
2669	8	0.0003	3.058	0.206	0.130	0.001	0.000	0.000	669	2,533	10.266	-	0.000	0.003	-	0.000												
2670	112	0.0044	3.058	0.206	0.130	0.013	0.001	0.001	670	35,765	-	0.490	0.046	-	0.002	0.000												
2674	33	0.0013	3.058	0.206	0.130	0.004	0.000	0.000	674	10,613	-	0.135	0.157	-	0.000	0.000												
2675	1,321	0.0519	3.058	0.206	0.130	0.159	0.011	0.007	675	419,834	0.279	0.608	0.057	0.014	0.032	0.003												
2676	108	0.0042	3.058	0.206	0.130	0.013	0.001	0.001	676	34,325	3.070	2.338	0.041	0.013	0.010	0.000												
2677	317	0.0125	3.058	0.206	0.130	0.038	0.003	0.002	677	100,845	0.771	0.472	0.014	0.010	0.006	0.000												
2679	4	0.0002	3.058	0.206	0.130	0.000	0.000	0.000	679	1,425	-	1.593	0.018	-	0.000	0.000												
2681	11	0.0004	3.058	0.206	0.130	0.001	0.000	0.000	681	3,478	-	-	0.178	-	-	0.000												
2802	774	0.0304	0.535	0.269	0.051	0.016	0.008	0.002	802	22,326	0.509	0.064	0.050	0.015	0.002	0.002												
TOTAL Sub-IG 2	25,449	1.0000				4.481	2.611	0.077		5,327,014				0.946	0.832	0.083												
Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						4.737	3.139	0.927																				

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Weights	(4) Actual			(5) Weighted			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual			(13) Weighted		
			Indicated	Pure	Med Only	Indicated	Pure	Med Only			Indicated	Pure	Med Only	Indicated	Pure	Med Only
2819	116	0.0001	0.013	0.445	0.001	0.000	0.000	0.000	819	37,327	0.749	0.633	0.035	0.000	0.000	0.000
2887	407	0.0004	0.405	0.650	0.065	0.000	0.000	0.000	887	110,939	-	-	0.146	-	-	0.000
2890	105	0.0001	0.405	0.650	0.065	0.000	0.000	0.000	890	28,584	0.092	0.150	0.013	0.000	0.000	0.000
2891	1,582	0.0017	0.405	0.650	0.065	0.001	0.001	0.000	891	431,241	-	0.525	0.065	-	0.001	0.000
2903	155	0.0002	0.013	0.445	0.001	0.000	0.000	0.000	903	49,821	-	-	0.055	-	-	0.000
2905	149	0.0002	0.013	0.445	0.001	0.000	0.000	0.000	905	47,932	-	0.068	0.007	-	0.000	0.000
2936	1,260	0.0013	0.405	0.650	0.065	0.001	0.001	0.000	936	343,535	0.108	0.205	0.004	0.000	0.000	0.000
2940	482	0.0005	0.935	0.514	0.039	0.000	0.000	0.000	940	40,483	-	0.841	0.034	-	0.000	0.000
2948	186	0.0002	0.405	0.650	0.065	0.000	0.000	0.000	948	50,614	1.265	0.897	0.087	0.000	0.000	0.000
2951	16,949	0.0178	0.013	0.445	0.001	0.000	0.008	0.000	951	5,452,286	0.115	0.102	0.017	0.002	0.002	0.000
2953	686,875	0.7212	0.141	0.231	0.011	0.102	0.166	0.008	953	28,242,737	0.017	0.039	0.006	0.012	0.028	0.005
2955	13,193	0.0139	0.013	0.445	0.001	0.000	0.006	0.000	955	4,243,895	0.004	0.026	0.005	0.000	0.000	0.000
2956	56,529	0.0594	0.141	0.231	0.011	0.008	0.014	0.001	956	2,324,341	0.167	0.022	0.003	0.010	0.001	0.000
2957	60,235	0.0632	0.935	0.514	0.039	0.059	0.033	0.002	957	5,057,939	0.115	0.157	0.024	0.007	0.010	0.002
2958	3,809	0.0040	0.935	0.514	0.039	0.004	0.002	0.000	958	319,844	0.632	0.856	0.162	0.003	0.003	0.001
2961	27,761	0.0291	0.935	0.514	0.039	0.027	0.015	0.001	961	2,331,132	0.173	0.198	0.020	0.005	0.006	0.001
2962	12,455	0.0131	0.141	0.231	0.011	0.002	0.003	0.000	962	512,135	-	0.006	0.001	-	0.000	0.000
2963	1,233	0.0013	0.405	0.650	0.065	0.001	0.001	0.000	963	336,214	-	0.269	0.041	-	0.000	0.000
2965	38,519	0.0404	1.909	1.087	0.034	0.077	0.044	0.001	965	1,488,042	0.069	0.154	0.046	0.003	0.006	0.002
2984	5,825	0.0061	0.405	0.650	0.065	0.002	0.004	0.000	984	1,588,146	0.066	0.049	0.010	0.000	0.000	0.000
2988	24,527	0.0258	0.405	0.650	0.065	0.010	0.017	0.002	988	6,687,035	0.035	0.032	0.006	0.001	0.001	0.000
TOTAL Sub-IG 3	952,352	1.0000				0.295	0.315	0.016		59,724,222				0.044	0.060	0.010
Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						6.746	5.210	1.566								
2011	46	0.0003	0.405	0.650	0.065	0.000	0.000	0.000	0011	12,476	4.690	0.328	0.050	0.001	0.000	0.000
2013	61	0.0003	0.405	0.650	0.065	0.000	0.000	0.000	0013	16,601	-	0.516	0.101	-	0.000	0.000
2709	1	0.0000	0.013	0.445	0.001	0.000	0.000	0.000	709	289	-	-	0.000	-	-	0.000
2801	847	0.0048	0.535	0.269	0.051	0.003	0.001	0.000	801	24,447	1.468	2.309	0.239	0.007	0.011	0.001
2806	1,216	0.0070	0.535	0.269	0.051	0.004	0.002	0.000	806	35,089	4.968	2.262	0.197	0.035	0.016	0.001
2809	3,101	0.0177	0.535	0.269	0.051	0.009	0.005	0.001	809	89,472	2.225	0.864	0.099	0.039	0.015	0.002
2813	16,373	0.0936	-	4.679	0.354	-	0.438	0.033	813	140,977	1.306	1.377	0.120	0.122	0.129	0.011
2814	572	0.0033	0.405	0.650	0.065	0.001	0.002	0.000	814	155,855	1.000	0.534	0.078	0.003	0.002	0.000
2815	2,177	0.0124	0.405	0.650	0.065	0.005	0.008	0.001	815	593,497	1.077	0.663	0.062	0.013	0.008	0.001
2816	190	0.0011	0.405	0.650	0.065	0.000	0.001	0.000	816	51,936	0.103	0.305	0.015	0.000	0.000	0.000
2818	5,562	0.0318	0.405	0.650	0.065	0.013	0.021	0.002	818	1,516,438	0.245	0.599	0.062	0.008	0.019	0.002
2820	23	0.0001	0.405	0.650	0.065	0.000	0.000	0.000	820	6,304	-	-	0.000	-	-	0.000
2821	2,590	0.0148	0.535	0.269	0.051	0.008	0.004	0.001	821	74,721	2.246	3.494	0.141	0.033	0.052	0.002
2825	97	0.0006	0.405	0.650	0.065	0.000	0.000	0.000	825	26,343	0.476	2.416	0.347	0.000	0.001	0.000
2855	11,009	0.0629	0.535	0.269	0.051	0.034	0.017	0.003	855	317,654	1.675	1.145	0.130	0.105	0.072	0.008
2857	1,087	0.0062	0.535	0.269	0.051	0.003	0.002	0.000	857	31,370	14.478	3.300	0.214	0.090	0.021	0.001
2858	526	0.0030	0.535	0.269	0.051	0.002	0.001	0.000	858	15,182	1.615	1.019	0.389	0.005	0.003	0.001
2859	253	0.0014	0.535	0.269	0.051	0.001	0.000	0.000	859	7,288	-	-	0.124	-	-	0.000
2860	339	0.0019	0.535	0.269	0.051	0.001	0.001	0.000	860	9,785	-	0.399	0.062	-	0.001	0.000
2862	568	0.0032	0.535	0.269	0.051	0.002	0.001	0.000	862	16,387	5.225	4.417	0.059	0.017	0.014	0.000
2865	51,849	0.2964	0.535	0.269	0.051	0.159	0.080	0.015	865	1,495,989	0.100	0.625	0.108	0.030	0.185	0.032
2880	712	0.0041	0.405	0.650	0.065	0.002	0.003	0.000	880	194,078	0.502	1.226	0.093	0.002	0.005	0.000
2882	93	0.0005	0.405	0.650	0.065	0.000	0.000	0.000	882	25,220	0.073	2.391	0.278	0.000	0.001	0.000
2884	333	0.0019	0.405	0.650	0.065	0.001	0.001	0.000	884	90,694	-	0.225	0.014	-	0.000	0.000
2885	153	0.0009	0.652	0.967	0.138	0.001	0.001	0.000	885	68,249	1.089	2.216	0.082	0.001	0.002	0.000
2886	79	0.0005	0.652	0.967	0.138	0.000	0.000	0.000	886	35,185	0.280	0.683	0.240	0.000	0.000	0.000
2888	81	0.0005	0.405	0.650	0.065	0.000	0.000	0.000	888	22,189	3.326	1.574	0.055	0.002	0.001	0.000
2896	113	0.0006	0.405	0.650	0.065	0.000	0.000	0.000	896	30,934	-	0.173	0.039	-	0.000	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Serious	(5) Actual Pure Non-Ser	(6) Actual Pure Med Only	(7)= (4)*(3) Weighted Indicated Serious	(8)= (5)*(3) Weighted Pure Non-Ser	(9)= (6)*(3) Weighted Pure Med Only	(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)			(14) Actual Indicated Serious	(15)= (12)*(3) Weighted Indicated Serious	(16)= (13)*(3) Weighted Pure Non-Ser	(17)= (14)*(3) Weighted Pure Med Only											
	Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights								(12) Actual Pure Premium							(13) Weighted Pure Premium			Direct Employment Code	Direct Employment Payroll (\$000)	(14) Actual Pure Premium			(15) Weighted Pure Premium		
											Serious	Non-Ser	Med Only					Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2897	3,305	0.0189	0.405	0.650	0.065	0.008	0.012	0.001	897	901,222	0.179	0.621	0.068	0.003	0.012	0.001												
2898	758	0.0043	0.405	0.650	0.065	0.002	0.003	0.000	898	206,652	0.314	0.795	0.130	0.001	0.003	0.001												
2899	115	0.0007	0.405	0.650	0.065	0.000	0.000	0.000	899	31,337	-	0.681	0.036	-	0.000	0.000												
2907	562	0.0032	0.535	0.269	0.051	0.002	0.001	0.000	907	16,218	7.552	3.974	0.263	0.024	0.013	0.001												
2910	6	0.0000	0.652	0.967	0.138	0.000	0.000	0.000	910	2,581	-	-	0.218	-	-	0.000												
2911	2,742	0.0157	0.535	0.269	0.051	0.008	0.004	0.001	911	79,128	0.096	0.270	0.022	0.001	0.004	0.000												
2914	214	0.0012	-	-	0.000	-	-	0.000	914	202,811	0.466	1.151	0.067	0.001	0.001	0.000												
2915	51	0.0003	0.652	0.967	0.138	0.000	0.000	0.000	915	22,817	-	0.744	0.092	-	0.000	0.000												
2916	1,138	0.0065	0.652	0.967	0.138	0.004	0.006	0.001	916	508,231	0.174	0.683	0.069	0.001	0.004	0.000												
2917	2,350	0.0134	0.652	0.967	0.138	0.009	0.013	0.002	917	1,049,699	0.976	0.880	0.092	0.013	0.012	0.001												
2918	70	0.0004	0.652	0.967	0.138	0.000	0.000	0.000	918	31,289	-	0.411	0.054	-	0.000	0.000												
2919	51	0.0003	0.652	0.967	0.138	0.000	0.000	0.000	919	22,713	-	1.438	0.074	-	0.000	0.000												
2920	315	0.0018	0.652	0.967	0.138	0.001	0.002	0.000	920	140,859	-	0.166	0.016	-	0.000	0.000												
2921	133	0.0008	-	-	3.545	-	-	0.003	921	21,783	0.959	2.249	0.457	0.001	0.002	0.000												
2922	577	0.0033	0.652	0.967	0.138	0.002	0.003	0.000	922	257,905	0.540	0.890	0.082	0.002	0.003	0.000												
2923	7,828	0.0447	-	2.042	0.140	-	0.091	0.006	923	4,372	-	2.490	0.000	-	0.111	0.000												
2925	771	0.0044	0.652	0.967	0.138	0.003	0.004	0.001	925	344,428	1.454	1.181	0.138	0.006	0.005	0.001												
2926	953	0.0054	-	-	0.001	-	-	0.000	926	116,367	0.740	0.541	0.094	0.004	0.003	0.001												
2927	1,269	0.0073	0.652	0.967	0.138	0.005	0.007	0.001	927	566,701	0.012	0.160	0.050	0.000	0.001	0.000												
2928	9,274	0.0530	3.976	1.320	0.121	0.211	0.070	0.006	928	1,399,465	0.427	0.971	0.110	0.023	0.051	0.006												
2932	100	0.0006	0.652	0.967	0.138	0.000	0.001	0.000	932	44,760	0.629	0.024	0.016	0.000	0.000	0.000												
2933	51	0.0003	0.652	0.967	0.138	0.000	0.000	0.000	933	22,924	-	0.719	0.021	-	0.000	0.000												
2934	358	0.0020	0.652	0.967	0.138	0.001	0.002	0.000	934	159,788	1.389	1.576	0.162	0.003	0.003	0.000												
2935	55	0.0003	0.652	0.967	0.138	0.000	0.000	0.000	935	24,575	1.131	1.592	0.057	0.000	0.001	0.000												
2941	2,093	0.0120	0.405	0.650	0.065	0.005	0.008	0.001	941	570,616	0.330	1.665	0.105	0.004	0.020	0.001												
2944	786	0.0045	0.405	0.650	0.065	0.002	0.003	0.000	944	214,414	-	0.214	0.079	-	0.001	0.000												
2945	273	0.0016	0.405	0.650	0.065	0.001	0.001	0.000	945	74,561	0.756	1.273	0.151	0.001	0.002	0.000												
2952	1,056	0.0060	0.405	0.650	0.065	0.002	0.004	0.000	952	287,929	0.129	0.238	0.027	0.001	0.001	0.000												
2959	3,141	0.0180	0.935	0.514	0.039	0.017	0.009	0.001	959	263,727	0.651	0.560	0.183	0.012	0.010	0.003												
2960	11,615	0.0664	0.935	0.514	0.039	0.062	0.034	0.003	960	975,341	0.393	0.956	0.112	0.026	0.063	0.007												
2964	231	0.0013	0.405	0.650	0.065	0.001	0.001	0.000	964	62,919	0.005	1.157	0.191	0.000	0.002	0.000												
2966	110	0.0006	0.405	0.650	0.065	0.000	0.000	0.000	966	30,116	0.280	0.102	0.036	0.000	0.000	0.000												
2968	197	0.0011	0.405	0.650	0.065	0.000	0.001	0.000	968	53,681	0.966	0.200	0.133	0.001	0.000	0.000												
2971	3,275	0.0187	0.405	0.650	0.065	0.008	0.012	0.001	971	892,909	0.656	1.154	0.093	0.012	0.022	0.002												
2973	1,082	0.0062	0.405	0.650	0.065	0.003	0.004	0.000	973	294,881	-	0.691	0.095	-	0.004	0.001												
2974	3,044	0.0174	0.935	0.514	0.039	0.016	0.009	0.001	974	255,613	0.332	0.924	0.095	0.006	0.016	0.002												
2975	5,574	0.0319	0.405	0.650	0.065	0.013	0.021	0.002	975	1,519,675	0.228	0.541	0.083	0.007	0.017	0.003												
2976	1,152	0.0066	0.405	0.650	0.065	0.003	0.004	0.000	976	314,137	0.618	0.438	0.120	0.004	0.003	0.001												
2977	1,038	0.0059	0.405	0.650	0.065	0.002	0.004	0.000	977	282,969	-	0.178	0.011	-	0.001	0.000												
2978	83	0.0005	0.405	0.650	0.065	0.000	0.000	0.000	978	22,616	-	0.819	0.224	-	0.000	0.000												
2979	1,617	0.0092	0.935	0.514	0.039	0.009	0.005	0.000	979	135,755	0.708	1.729	0.193	0.007	0.016	0.002												
2980	4,041	0.0231	0.535	0.269	0.051	0.012	0.006	0.001	980	116,590	0.374	0.641	0.153	0.009	0.015	0.004												
2981	842	0.0048	0.405	0.650	0.065	0.002	0.003	0.000	981	229,675	0.439	0.561	0.091	0.002	0.003	0.000												
2983	47	0.0003	0.405	0.650	0.065	0.000	0.000	0.000	983	12,803	2.988	6.848	0.539	0.001	0.002	0.000												
2986	336	0.0019	0.405	0.650	0.065	0.001	0.001	0.000	986	91,672	1.248	0.253	0.038	0.002	0.000	0.000												
2997	193	0.0011	0.405	0.650	0.065	0.000	0.001	0.000	997	52,606	1.008	0.468	0.139	0.001	0.001	0.000												
2999	30	0.0002	0.405	0.650	0.065	0.000	0.000	0.000	999	8,115	-	3.800	0.103	-	0.001	0.000												
TOTAL Sub-IG 4	174,953	1.0000				0.665	0.943	0.094		18,046,594				0.695	0.992	0.105												
Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.957	0.950	0.897																				
2005	2,433	0.0483	0.535	0.269	0.051	0.026	0.013	0.002	005	70,211	8.320	3.289	0.115	0.402	0.159	0.006												
2009	-	-	0.535	0.269	0.051	-	-	-	009	3	-	-	0.000	-	-	-												
2015	5	0.0001	0.535	0.269	0.051	0.000	0.000	0.000	015	149	-	-	0.001	-	-	0.000												
2055	694	0.0138	0.535	0.269	0.051	0.007	0.004	0.001	055	20,013	-	3.001	0.088	-	0.041	0.001												

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Pure Premium Serious	(5) Actual Indicated Pure Premium Non-Ser	(6) Actual Indicated Pure Premium Med Only	(7)= (4)*(3) Weighted Indicated Pure Premium Serious	(8)= (5)*(3) Weighted Indicated Pure Premium Non-Ser	(9)= (6)*(3) Weighted Indicated Pure Premium Med Only	(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)			(13) Actual Indicated Pure Premium Serious	(14) Actual Indicated Pure Premium Non-Ser	(15)= (12)*(3) Weighted Indicated Pure Premium Serious	(16)= (13)*(3) Weighted Indicated Pure Premium Non-Ser	(17)= (14)*(3) Weighted Indicated Pure Premium Med Only											
	Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights								(12) Actual Indicated Pure Premium								(14) Weighted Indicated Pure Premium			Direct Employment Code	Direct Employment Payroll (\$000)	(13) Actual Indicated Pure Premium			(14) 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	25	0.0005	0.405	0.650	0.065	0.000	0.000	0.000	716	6,717	-	1.807	0.001	-	0.001	0.000													
2718	311	0.0062	0.846	0.937	0.090	0.005	0.006	0.001	718	11,352	-	1.421	0.046	-	0.009	0.000													
2721	32	0.0006	0.535	0.269	0.051	0.000	0.000	0.000	721	922	-	-	0.001	-	-	0.000													
2751	75	0.0015	0.405	0.650	0.065	0.001	0.001	0.000	751	20,322	-	0.881	0.068	-	0.001	0.000													
2752	78	0.0015	0.405	0.650	0.065	0.001	0.001	0.000	752	21,152	-	-	0.016	-	-	0.000													
2753	408	0.0081	0.405	0.650	0.065	0.003	0.005	0.001	753	111,342	-	0.264	0.040	-	0.002	0.000													
2755	606	0.0120	0.405	0.650	0.065	0.005	0.008	0.001	755	165,109	-	0.122	0.020	-	0.001	0.000													
2757	822	0.0163	0.405	0.650	0.065	0.007	0.011	0.001	757	224,155	-	0.550	0.025	-	0.009	0.000													
2759	397	0.0079	0.405	0.650	0.065	0.003	0.005	0.001	759	108,340	2.004	1.654	0.123	0.016	0.013	0.001													
2803	-	-	0.535	0.269	0.051	-	-	-	803	-	-	-	-	-	-	-													
2804	4,564	0.0906	0.535	0.269	0.051	0.048	0.024	0.005	804	131,680	2.125	1.601	0.125	0.192	0.145	0.011													
2805	329	0.0065	0.535	0.269	0.051	0.003	0.002	0.000	805	9,507	8.690	4.873	0.123	0.057	0.032	0.001													
2807	931	0.0185	0.535	0.269	0.051	0.010	0.005	0.001	807	26,852	13.255	5.445	0.350	0.245	0.101	0.006													
2808	12,070	0.2395	0.535	0.269	0.051	0.128	0.065	0.012	808	348,265	1.365	2.490	0.098	0.327	0.596	0.023													
2811	13,564	0.2691	0.535	0.269	0.051	0.144	0.072	0.014	811	391,358	5.032	1.868	0.070	1.354	0.503	0.019													
2812	835	0.0166	0.535	0.269	0.051	0.009	0.004	0.001	812	24,086	2.146	1.605	0.032	0.036	0.027	0.001													
2817	1,029	0.0204	0.535	0.269	0.051	0.011	0.005	0.001	817	29,693	0.764	2.327	0.046	0.016	0.048	0.001													
2828	174	0.0035	0.535	0.269	0.051	0.002	0.001	0.000	828	5,027	-	2.143	0.050	-	0.007	0.000													
2904	20	0.0004	0.013	0.445	0.001	0.000	0.000	0.000	904	6,312	-	-	0.000	-	-	0.000													
2939	1	0.0000	0.405	0.650	0.065	0.000	0.000	0.000	939	398	-	-	1.940	-	-	0.000													
2954	848	0.0168	0.405	0.650	0.065	0.007	0.011	0.001	954	231,188	-	0.687	0.038	-	0.012	0.001													
2967	244	0.0048	0.405	0.650	0.065	0.002	0.003	0.000	967	66,552	-	0.559	0.076	-	0.003	0.000													
2969	307	0.0061	0.405	0.650	0.065	0.002	0.004	0.000	969	83,769	0.799	0.768	0.116	0.005	0.005	0.001													
2970	-	-	0.405	0.650	0.065	-	-	-	970	-	-	-	-	-	-	-													
2991	19	0.0004	0.405	0.650	0.065	0.000	0.000	0.000	991	5,190	-	4.226	2.638	-	0.002	0.001													
2992	589	0.0117	0.535	0.269	0.051	0.006	0.003	0.001	992	16,993	0.336	1.192	0.422	0.004	0.014	0.005													
2995	8,105	0.1608	0.535	0.269	0.051	0.086	0.043	0.008	995	233,860	1.630	1.559	0.065	0.262	0.251	0.010													
9428	885	0.0176	0.405	0.650	0.065	0.007	0.011	0.001	7428	241,213	-	0.485	0.058	-	0.009	0.001													
TOTAL Sub-IG 5	50,400	1.0000				0.524	0.309	0.053		2,611,730				2.915	1.988	0.091													
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							0.180	0.155	0.580																				
GRAND TOTAL	1,368,902					0.4631	0.5004	0.0363		90,889,512				0.3128	0.3478	0.0335													
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							1.481	1.439	1.083																				

DELAWARE COMPENSATION RATING BUREAU, INC.

Total			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$13,689,020 (in 00's)			
	0.09	0.33	0.39
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.481	1.439	1.083
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	1.220	2.537	1.651
Sub-IG 2	1.299	2.584	1.643
Sub-IG 3	2.218	4.218	1.703
Sub-IG 4	1.236	2.344	1.522
Sub-IG 5	1.247	2.434	1.490
Total	1.919	3.679	1.665
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.879	2.940	1.438

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

Sub-Industry Group 1			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,657,480 (in 00's)			
	0.02	0.08	0.10
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.021	1.116	1.202
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.17	0.55	0.91
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.013	2.529	1.657
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.715	2.568	1.612**

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

Sub-Industry Group 2			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$254,490 (in 00's)			
	0.01	0.02	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	4.737	3.139	0.927
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.07	0.23	0.39
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.784	2.710	1.723
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.901	2.891	1.534

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

Sub-Industry Group 3			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$9,523,520 (in 00's)			
	0.07	0.26	0.31
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	6.746	5.210	1.566
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.39	1.00	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	3.714	4.218	1.703
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.935	4.476**	1.661**

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

Sub-Industry Group 4			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,749,530 (in 00's)			
	0.02	0.08	0.10
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.957	0.950	0.897
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.20	0.64	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.131	2.230	1.522
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.711	2.326	1.460**

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

Sub-Industry Group 5			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$504,000 (in 00's)			
	0.01	0.04	0.04
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.180	0.155	0.580
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.05	0.17	0.28
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.965	1.885	1.229
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.816	2.649	1.345

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

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 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
Direct Employment Code	Policy Years 2016-2020 Temp Staffing Payroll (\$000)	12/1/2023 Direct Employment Pure Premium			Total	12/1/2023 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2023 Temp Staffing Code	12/1/2023 Temp Staffing Pure Premium			Total	Indicated 12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2018-2020 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Proposed 12/1/2023 Temp Staffing Manual Rates Percentage Change
Total	1,368,902				0.6559								1.4560			845,501	15,679,056	14,181,955	-9.5%
												2.220							

	Minimum Swing	Maximum Swing
IND GRP 1	0.62	1.12
IND GRP 2	0.61	1.11
IND GRP 3	0.61	1.11

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	12/1/2023 Temporary Staffing Code	12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Percentage Change	Proposed 12/1/2023 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	5.17	4.93	-4.6%	5.03
187	107	2107	4.38	4.57	4.3%	4.66
191	161	2161	3.35	3.75	11.9%	3.82
275	221	2221	3.51	3.79	8.0%	3.87
276	222	2222	5.64	5.82	3.2%	5.94
297	281	2281	3.82	4.04	5.8%	4.12
491	403	2403	4.48	4.44	-0.9%	4.53
495	451	2451	5.47	5.72	4.6%	5.83
497	472	2472	1.69	1.36	-19.5%	1.39
499	475	2475	4.14	3.94	-4.8%	4.02
544	101	2101	5.90	4.84	-18.0%	4.94
544	105	2105	8.66	7.11	-17.9%	7.25
544	106	2106	10.08	9.37	-7.0%	9.56
544	108	2108	5.47	4.38	-19.9%	4.47
544	109	2109	8.66	7.11	-17.9%	7.25
544	110	2110	6.06	5.02	-17.2%	5.12
544	111	2111	10.08	11.29	12.0%	11.51
544	112	2112	10.08	11.29	12.0%	11.51
544	113	2113	4.11	3.42	-16.8%	3.49
544	114	2114	10.08	10.45	3.7%	10.66
544	115	2115	4.94	4.18	-15.4%	4.26
544	119	2119	7.43	6.05	-18.6%	6.17
544	130	2130	10.08	8.22	-18.5%	8.38
544	132	2132	4.09	3.59	-12.2%	3.66
544	134	2134	6.11	4.90	-19.8%	5.00
544	135	2135	4.98	4.03	-19.1%	4.11
544	136	2136	5.69	4.59	-19.3%	4.68
544	139	2139	8.83	7.36	-16.6%	7.51
544	163	2163	8.66	7.11	-17.9%	7.25
544	165	2165	10.08	10.08	0.0%	10.28
544	166	2166	6.46	5.34	-17.3%	5.45
544	201	2201	8.66	7.11	-17.9%	7.25
544	204	2204	6.31	5.41	-14.3%	5.52
544	205	2205	5.79	4.68	-19.2%	4.77
544	225	2225	5.03	4.10	-18.5%	4.18
544	227	2227	3.47	2.81	-19.0%	2.87
544	255	2255	4.68	3.66	-21.8%	3.73
544	257	2257	4.97	4.12	-17.1%	4.20
544	259	2259	4.60	3.71	-19.3%	3.78
544	261	2261	5.77	4.96	-14.0%	5.06
544	263	2263	3.85	3.18	-17.4%	3.24
544	265	2265	4.96	4.23	-14.7%	4.31
544	282	2282	10.08	8.65	-14.2%	8.82
544	285	2285	4.04	3.24	-19.8%	3.30
544	301	2301	10.08	9.27	-8.0%	9.45
544	305	2305	8.85	7.27	-17.9%	7.41
544	306	2306	8.66	7.11	-17.9%	7.25
544	309	2309	5.64	4.68	-17.0%	4.77
544	311	2311	5.98	5.00	-16.4%	5.10
544	319	2319	8.84	7.53	-14.8%	7.68
544	323	2323	8.32	6.68	-19.7%	6.81
544	327	2327	5.62	4.64	-17.4%	4.73
544	402	2402	8.66	7.11	-17.9%	7.25
544	404	2404	5.64	4.74	-16.0%	4.83
544	406	2406	6.33	5.06	-20.1%	5.16
544	407	2407	7.20	5.53	-23.2%	5.64
544	411	2411	9.42	7.58	-19.5%	7.73
544	413	2413	10.08	8.22	-18.5%	8.38
544	415	2415	6.38	5.26	-17.6%	5.36
544	416	2416	4.12	3.43	-16.7%	3.50
544	421	2421	10.08	11.25	11.6%	11.47
544	425	2425	10.08	11.29	12.0%	11.51
544	427	2427	9.02	7.83	-13.2%	7.99
544	429	2429	8.66	7.11	-17.9%	7.25
544	431	2431	10.08	8.40	-16.7%	8.57
544	433	2433	6.83	5.62	-17.7%	5.73
544	435	2435	8.34	6.70	-19.7%	6.83
544	441	2441	2.72	1.82	-33.1%	1.86

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	12/1/2023 Temporary Staffing Code	12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Percentage Change	Proposed 12/1/2023 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	4.35	3.58	-17.7%	3.65
544	446	2446	2.72	2.11	-22.4%	2.15
544	447	2447	8.66	7.11	-17.9%	7.25
544	449	2449	4.33	3.51	-18.9%	3.58
544	454	2454	10.08	9.25	-8.2%	9.43
544	456	2456	9.06	7.47	-17.5%	7.62
544	457	2457	6.20	4.96	-20.0%	5.06
544	458	2458	3.32	2.64	-20.5%	2.69
544	459	2459	2.72	1.69	-37.9%	1.72
544	461	2461	7.40	5.75	-22.3%	5.86
544	463	2463	5.43	4.34	-20.1%	4.43
544	464	2464	5.56	4.56	-18.0%	4.65
544	465	2465	6.24	5.03	-19.4%	5.13
544	467	2467	8.66	7.11	-17.9%	7.25
544	471	2471	2.72	1.92	-29.4%	1.96
544	473	2473	4.38	3.55	-18.9%	3.62
544	474	2474	3.83	3.19	-16.7%	3.25
544	476	2476	2.72	2.00	-26.5%	2.04
544	477	2477	3.59	2.90	-19.2%	2.96
544	483	2483	3.04	2.47	-18.8%	2.52
544	485	2485	2.72	1.81	-33.5%	1.85
544	486	2486	2.73	2.32	-15.0%	2.37
544	487	2487	2.72	1.69	-37.9%	1.72
544	488	2488	2.72	1.69	-37.9%	1.72
544	489	2489	2.72	1.83	-32.7%	1.87
544	501	2501	8.66	7.11	-17.9%	7.25
544	502	2502	6.58	5.37	-18.4%	5.48
544	506	2506	3.86	3.29	-14.8%	3.36
544	507	2507	4.00	3.25	-18.8%	3.31
544	509	2509	10.08	8.64	-14.3%	8.81
544	511	2511	10.08	9.40	-6.7%	9.59
544	512	2512	8.66	7.11	-17.9%	7.25
544	513	2513	6.37	5.39	-15.4%	5.50
544	535	2535	5.56	4.56	-18.0%	4.65
544	536	2536	10.08	9.07	-10.0%	9.25
544	551	2551	2.72	1.69	-37.9%	1.72
544	553	2553	6.68	5.31	-20.5%	5.42
544	555	2555	2.72	2.06	-24.3%	2.10
544	571	2571	4.88	3.94	-19.3%	4.02
544	573	2573	8.22	6.55	-20.3%	6.68
544	581	2581	2.87	2.16	-24.7%	2.20
544	718	2718	5.42	4.74	-12.5%	4.83
544	744	2744	2.72	1.69	-37.9%	1.72
544	4771	6771	6.61	5.31	-19.7%	5.42
544	4777	6777	9.98	10.87	8.9%	11.09
587	563	2563	2.18	2.14	-1.8%	2.18
682	601	2601	16.18	13.11	-19.0%	14.00
682	603	2603	11.30	9.28	-17.9%	9.91
682	605	2605	16.18	13.11	-19.0%	14.00
682	607	2607	5.86	4.79	-18.3%	5.12
682	608	2608	7.49	6.24	-16.7%	6.66
682	611	2611	18.46	15.60	-15.5%	16.66
682	615	2615	18.94	17.66	-6.8%	18.86
682	617	2617	6.65	5.53	-16.8%	5.91
682	625	2625	9.55	7.95	-16.8%	8.49
682	643	2643	18.94	18.02	-4.9%	19.24
682	645	2645	10.26	8.47	-17.4%	9.05
682	646	2646	10.22	8.62	-15.7%	9.21
682	647	2647	16.18	13.11	-19.0%	14.00
682	648	2648	8.93	7.63	-14.6%	8.15
682	649	2649	8.19	7.08	-13.6%	7.56
682	652	2652	16.42	13.93	-15.2%	14.88
682	653	2653	11.56	9.83	-15.0%	10.50
682	654	2654	8.26	7.01	-15.1%	7.49
682	655	2655	18.94	15.45	-18.4%	16.50
682	656	2656	10.08	7.98	-20.8%	8.52
682	657	2657	16.26	13.65	-16.1%	14.58
682	658	2658	17.24	14.46	-16.1%	15.44

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	12/1/2023 Temporary Staffing Code	12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Percentage Change	Proposed 12/1/2023 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	18.94	21.02	11.0%	22.45
682	660	2660	5.15	3.14	-39.0%	3.35
682	663	2663	6.32	5.37	-15.0%	5.73
682	664	2664	6.81	5.57	-18.2%	5.95
682	665	2665	11.67	9.54	-18.3%	10.19
682	666	2666	15.79	12.61	-20.1%	13.47
682	667	2667	5.15	3.45	-33.0%	3.68
682	668	2668	16.18	13.65	-15.6%	14.58
682	669	2669	13.65	11.96	-12.4%	12.77
682	670	2670	12.70	10.95	-13.8%	11.69
682	673	2673	11.02	11.02	0.0%	11.77
682	674	2674	10.64	9.33	-12.3%	9.96
682	675	2675	6.25	5.16	-17.4%	5.51
682	676	2676	9.82	8.66	-11.8%	9.25
682	677	2677	5.15	4.11	-20.2%	4.39
682	679	2679	16.18	13.70	-15.3%	14.63
682	681	2681	12.57	10.82	-13.9%	11.56
691	609	2609	5.85	6.39	9.2%	6.96
693	651	2651	6.92	7.68	11.0%	8.16
695	661	2661	3.74	4.00	7.0%	4.28
867	813	2813	5.91	5.78	-2.2%	5.89
871	921	2921	6.99	6.09	-12.9%	6.21
877	914	2914	3.31	3.44	3.9%	3.51
879	923	2923	3.36	2.94	-12.5%	3.00
881	926	2926	3.66	3.43	-6.3%	3.50
883	928	2928	3.49	3.50	0.3%	3.57
889	953	2953	0.18	0.20	11.1%	0.20
889	956	2956	0.18	0.20	11.1%	0.20
889	962	2962	0.18	0.17	-5.6%	0.17
895	965	2965	0.54	0.60	11.1%	0.61
929	885	2885	4.40	3.77	-14.3%	3.84
929	886	2886	3.52	2.72	-22.7%	2.77
929	910	2910	4.40	4.88	10.9%	4.98
929	915	2915	3.73	2.98	-20.1%	3.04
929	916	2916	3.07	2.43	-20.8%	2.48
929	917	2917	4.40	4.21	-4.3%	4.29
929	918	2918	3.73	2.98	-20.1%	3.04
929	919	2919	3.30	2.45	-25.8%	2.50
929	920	2920	1.18	0.72	-39.0%	0.73
929	922	2922	4.07	3.30	-18.9%	3.37
929	925	2925	4.40	3.75	-14.8%	3.82
929	927	2927	1.54	1.17	-24.0%	1.19
929	932	2932	1.20	1.00	-16.7%	1.02
929	933	2933	4.40	4.14	-5.9%	4.22
929	934	2934	4.40	4.37	-0.7%	4.46
929	935	2935	2.02	1.65	-18.3%	1.68
937	005	2005	9.12	10.12	11.0%	10.32
937	009	2009	9.12	10.12	11.0%	10.32
937	015	2015	9.12	10.12	11.0%	10.32
937	055	2055	8.06	6.91	-14.3%	7.05
937	059	2059	9.29	8.58	-7.6%	8.75
937	721	2721	9.21	10.32	12.1%	10.52
937	801	2801	9.38	9.72	3.6%	9.91
937	802	2802	7.84	6.05	-22.8%	6.17
937	803	2803	9.12	10.12	11.0%	10.32
937	804	2804	5.87	5.10	-13.1%	5.20
937	805	2805	8.99	7.44	-17.2%	7.59
937	806	2806	9.12	10.12	11.0%	10.32
937	807	2807	8.85	7.15	-19.2%	7.29
937	808	2808	9.12	8.35	-8.4%	8.52
937	809	2809	7.67	6.11	-20.3%	6.23
937	811	2811	9.12	10.12	11.0%	10.32
937	812	2812	9.12	10.06	10.3%	10.26
937	817	2817	9.12	9.69	6.3%	9.88
937	821	2821	9.12	9.21	1.0%	9.39
937	828	2828	9.12	9.71	6.5%	9.90
937	855	2855	8.03	6.43	-19.9%	6.56
937	857	2857	7.75	6.22	-19.7%	6.34

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	12/1/2023 Temporary Staffing Code	12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Percentage Change	Proposed 12/1/2023 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	9.12	7.55	-17.2%	7.70
937	859	2859	9.12	7.79	-14.6%	7.94
937	860	2860	9.12	7.62	-16.4%	7.77
937	862	2862	9.12	8.65	-5.2%	8.82
937	865	2865	3.55	2.83	-20.3%	2.89
937	907	2907	7.35	5.71	-22.3%	5.82
937	911	2911	5.53	4.31	-22.1%	4.40
937	924	2924	6.33	5.47	-13.6%	5.58
937	980	2980	5.23	4.11	-21.4%	4.19
937	992	2992	7.75	6.22	-19.7%	6.34
937	995	2995	9.12	9.11	-0.1%	9.29
946	940	2940	3.66	4.06	10.9%	4.14
946	957	2957	1.57	1.39	-11.5%	1.42
946	958	2958	3.66	4.06	10.9%	4.14
946	959	2959	2.29	1.93	-15.7%	1.97
946	960	2960	3.66	4.06	10.9%	4.14
946	961	2961	1.67	1.58	-5.4%	1.61
946	974	2974	3.66	3.69	0.8%	3.76
946	979	2979	3.66	4.06	10.9%	4.14
947	011	2011	4.72	3.49	-26.1%	3.56
947	012	2012	6.34	6.11	-3.6%	6.23
947	013	2013	5.38	4.31	-19.9%	4.40
947	141	2141	6.41	7.18	12.0%	7.32
947	142	2142	5.45	4.45	-18.3%	4.54
947	662	2662	6.47	7.18	11.0%	7.67
947	716	2716	5.85	5.25	-10.3%	5.35
947	751	2751	2.50	2.01	-19.6%	2.05
947	752	2752	1.73	1.34	-22.5%	1.37
947	753	2753	6.41	6.32	-1.4%	6.45
947	755	2755	3.22	2.71	-15.8%	2.76
947	757	2757	4.42	3.80	-14.0%	3.88
947	759	2759	6.41	7.18	12.0%	7.32
947	814	2814	5.38	4.31	-19.9%	4.40
947	815	2815	4.56	3.59	-21.3%	3.66
947	816	2816	3.58	2.78	-22.3%	2.84
947	818	2818	2.42	2.10	-13.2%	2.14
947	820	2820	4.42	3.71	-16.1%	3.78
947	825	2825	6.34	5.30	-16.4%	5.41
947	880	2880	6.34	7.04	11.0%	7.18
947	882	2882	6.34	7.04	11.0%	7.18
947	884	2884	1.70	1.04	-38.8%	1.06
947	887	2887	2.37	2.02	-14.8%	2.06
947	888	2888	6.34	6.06	-4.4%	6.18
947	890	2890	1.70	1.13	-33.5%	1.15
947	891	2891	4.03	3.55	-11.9%	3.62
947	896	2896	2.23	1.74	-22.0%	1.77
947	897	2897	2.61	2.10	-19.5%	2.14
947	898	2898	6.13	4.79	-21.9%	4.89
947	899	2899	1.95	1.56	-20.0%	1.59
947	936	2936	1.70	1.04	-38.8%	1.06
947	939	2939	6.34	7.04	11.0%	7.18
947	941	2941	6.19	5.06	-18.3%	5.16
947	944	2944	3.64	2.77	-23.9%	2.82
947	945	2945	4.94	3.76	-23.9%	3.83
947	948	2948	5.08	4.10	-19.3%	4.18
947	952	2952	1.70	1.04	-38.8%	1.06
947	954	2954	4.49	3.54	-21.2%	3.61
947	963	2963	1.70	1.18	-30.6%	1.20
947	964	2964	5.12	3.98	-22.3%	4.06
947	966	2966	5.38	4.31	-19.9%	4.40
947	967	2967	1.70	1.52	-10.6%	1.55
947	968	2968	2.01	1.67	-16.9%	1.70
947	969	2969	5.96	4.93	-17.3%	5.03
947	970	2970	6.34	7.04	11.0%	7.18
947	971	2971	5.38	4.31	-19.9%	4.40
947	973	2973	4.94	3.76	-23.9%	3.83
947	975	2975	2.52	2.04	-19.0%	2.08
947	976	2976	2.90	2.31	-20.3%	2.36

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	12/1/2023 Temporary Staffing Code	12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2023 Percentage Change	Proposed 12/1/2023 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	1.70	1.04	-38.8%	1.06
947	978	2978	4.19	3.43	-18.1%	3.50
947	981	2981	3.52	2.80	-20.5%	2.86
947	983	2983	6.34	7.04	11.0%	7.18
947	984	2984	1.70	1.04	-38.8%	1.06
947	986	2986	2.98	2.36	-20.8%	2.41
947	988	2988	1.70	1.04	-38.8%	1.06
947	991	2991	6.34	6.40	0.9%	6.53
947	997	2997	1.70	1.04	-38.8%	1.06
947	999	2999	6.34	6.07	-4.3%	6.19
947	7428	9428	3.03	2.50	-17.5%	2.55
949	709	2709	0.60	0.67	11.7%	0.68
949	819	2819	0.59	0.65	10.2%	0.66
949	903	2903	0.56	0.45	-19.6%	0.46
949	904	2904	0.59	0.65	10.2%	0.66
949	905	2905	0.22	0.20	-9.1%	0.20
949	951	2951	0.59	0.65	10.2%	0.66
949	955	2955	0.29	0.24	-17.2%	0.24