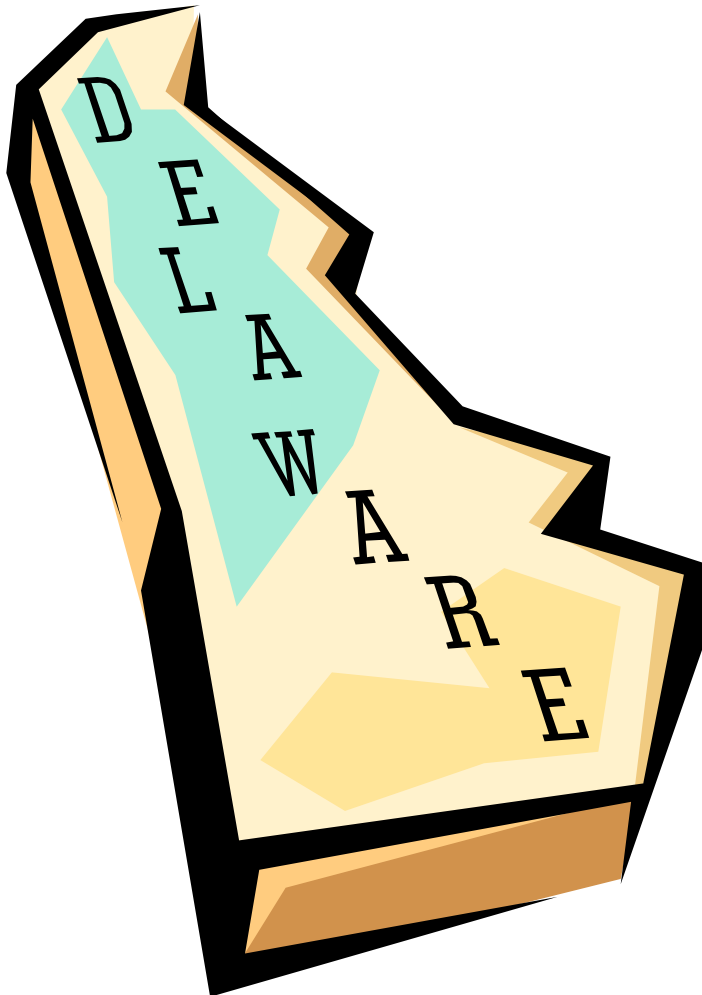


Delaware Compensation Rating Bureau, Inc.

Comparison of Workers' Compensation Rates *Effective December 1, 2016*

Six Selected Northeastern States



Delaware
Virginia
Maryland
New Jersey
Pennsylvania
West Virginia

Delaware Compensation Rating Bureau, Inc.

Comparison of Rates: Delaware to Other Northeastern States Delaware December 1, 2016 Rating Values

Discussion of workers compensation systems often includes claims or assertions regarding the relative premium costs for this line of insurance in various state jurisdictions. The Delaware Compensation Rating Bureau, Inc. (DCRB) is mindful that true premium costs for workers compensation insurance in different states are the result of many variables not generally susceptible to simple or generalized analysis. Especially important variables of this type include differences in classification plans approved in different states and competitive pricing differentials applied by insurance carriers in each jurisdiction. As a means of informing various parties interested in, subject to and/or participating in the Delaware workers compensation system regarding comparative system costs, the DCRB has previously produced studies which compared approved rates in several selected northeastern states to those of Delaware.

The DCRB has updated its prior study, which reflected rating values effective December 1, 2015, to recognize the revised residual market rates and voluntary market loss costs that were adopted in Delaware effective December 1, 2016. The results of that update are presented and discussed in this report.

Workers compensation insurance prices are commonly established within the context of statutory and administrative systems, which provide substantial flexibility and diversity to participants in the marketplace. In Delaware, one aspect of this flexibility is that significant numbers of insurers have historically elected not to adopt, or have adopted on a deferred basis, revised DCRB loss costs once approved by the Department of Insurance. Thus, the reader should be aware that some carriers, and potentially many carriers, may either not have completed their individual evaluation of those recently revised rating values and market conditions in order to adjust their own prices if, and to the extent, they may ultimately find them appropriate, or may have elected not to adopt the most recent DCRB loss costs.

In order to prepare this report, the DCRB has used the prevailing loss cost multipliers for each Delaware insurer as of March 1, 2017 together with the approved voluntary market loss costs in effect that same date. Further, the DCRB has verified that the carriers used to establish the "low" and "high" Delaware rates used in this study have adopted DCRB loss costs at least for their February 1, 2017 pricing. In some cases, however, carriers had not, in fact, adopted the approved DCRB December 1, 2016 loss costs as of the date of this report. Individual carriers currently so positioned may or may not adopt the most recently approved DCRB loss costs. Further, such carriers may revise their loss cost multipliers to some extent if, and when, they do elect to make such an adoption. As a consequence, the DCRB views the indications of this specific analysis as subject to ongoing change as market conditions and competitive circumstances evolve.

OVERVIEW OF STUDY RESULTS

- Delaware's lowest approved rates for the classifications studied tended to be lower than the lowest rates for New Jersey (except for manufacturing classes) and tended to be higher than the lowest rates in Maryland, Pennsylvania, Virginia and West Virginia. Delaware's

highest rates tended to be lower than that of Maryland and tended to be higher than that of New Jersey, Pennsylvania, West Virginia and Virginia.

- In addition to the rating values shown in Exhibits 1 and 3, the final costs to policyholders may be significantly influenced by various assessments and/or surcharges that are applicable to premiums rather than rates. The following list shows additional costs that apply to premiums rather than rates for the states included in this study.

Delaware – None

Pennsylvania – Employer Assessment Factor 2.32%

Maryland – Premium Tax 2.0%, Subsequent Injury Fund 6.5%, Uninsured Employers Fund 2.0% and Workers Compensation Commission Tax 0.02%

New Jersey – Plan Premium Adjustment Program (assigned risk) minimum surcharge 25%, Second Injury Fund 5.00% and Uninsured Employers Fund 0.08%

West Virginia – Regulatory Surcharge 5.0%, Premium Tax 4.0% (waived while Deficit Reduction Surcharge is being charged) and Deficit Reduction Surcharge 9.0%

Virginia – None

- This study was limited by design to a comparison of approved carrier rates in the selected jurisdictions. Such rates exclude potential effects of a broad variety of special rating programs which may be available in some jurisdictions. Thus, this study is directed at the benchmark tabular rates used by insurers as a starting point in determining final premiums but has not analyzed the complex series of possible additional steps which may actually apply in determining each insured's policy premium. As examples of such additional factors, Delaware employers may qualify for some or all of the following special pricing programs:
 - Workplace Safety Program credits premised upon physical inspection of workplace conditions and safety measures in effect in the employer's business.
 - Construction Classification Premium Adjustment Program credits, which recognize effects of significant differences in wage levels between employers on workers compensation insurance premiums.
 - Schedule Rating credits or debits applied based on an individual insurer's assessment of features of an employer's business, which may differ from the usual circumstances expected in a given business enterprise.
 - Retrospective rating plans, which effectively rely on the insured's own loss experience in determining final insurance prices.

- Deductible coverage, which allows employers to reduce their workers compensation insurance premiums in return for accepting responsibility for initial payments on claims which may occur for their employees.
- Each jurisdiction studied showed substantial ranges of approved rates within many given Delaware classifications. These ranges of approved rates are attributable, in part, to differences in carrier pricing initiatives and values, such as deviations or loss cost multipliers, and/or to differences in the structure of approved classifications, which cause parts of multiple different classifications in some states to be equivalent to parts of a single common classification in Delaware. Competitive differences in carrier pricing programs are applicable in deriving comparisons of Delaware rates to those of Maryland, Pennsylvania and Virginia and, in fact, produce very significant ranges of carrier rates even within Delaware itself for any given classification. Differences in classification plans apply in the comparisons with all states except Pennsylvania, which uses a classification system identical to that of Delaware for the classifications included in this study.
- While rate comparisons often include statements to the effect that “state X rates are “blank” percent higher (or lower) than those of state Y”, this study did not produce single factors for comparison of rates between states. Actually deriving such point estimates would require a significant amount of detail not generally available for analysis. To accurately establish rate differences in this fashion would require separate exposure data, within a state, consistent with the approved classification plan(s) of any other state(s) being included for comparison, and separately reported for each carrier using different rate levels (i.e., rate deviations or loss cost multipliers). Without such information, the proper weights cannot be determined for purposes of computing average rates in each state, and without benefit of these appropriate weights, averages or other similar statistics taken from different states must be viewed with caution.

STRUCTURE OF THE STUDY

For purposes of this study, approved rates and related values were determined as nearly as possible for the effective date of December 1, 2016. In general, the comparable loss costs, rates and/or other rating values pertinent in the other states included in this study initially became effective some time subsequent to December 1, 2016 but remained in effect as of the date of this comparison. Readers of this report should be aware that subsequent revisions in loss costs, rates or rating values will periodically occur in the various states included in this study.

Because the DCRB wanted to be able to comprehensively and correctly identify and account for differences in classification plans in this study, our analysis was limited to certain selected Delaware classifications. In determining which classifications to include in its annual report, the DCRB selected ten (10) classifications from each of the three traditional “Industry Groups” commonly used in workers compensation pricing analysis: Manufacturing, Contracting and Other Industries. The classifications so selected were the largest Delaware classifications in each Industry Group as measured by “expected losses”, a statistic derived by multiplying recent

exposures (generally payrolls) times the currently-approved DCRB loss cost values by classification. Based on the most recent available data, the thirty (30) classifications included in this analysis account for over 43 percent of total Delaware expected losses and over 57 percent of total Delaware payrolls.

In order to compare Delaware rates to any other jurisdiction(s), a cross-reference between the classification plans used in Delaware and the comparison state(s) was needed. Development of such a cross-reference involved a thorough review of classification manuals provided by each jurisdiction included in this comparison, and required a significant effort by an expert member of the DCRB staff. Cross-references were developed for the following states: Maryland, New Jersey, Pennsylvania, Virginia and West Virginia, states located in close geographic proximity to Delaware. As was the case in preparing previous studies, a draft of this study has been provided to each contributing jurisdiction for review and comment as a means of verifying the accuracy of information in this study.

Exhibit 1 presents the ranges of approved rates by state in any classification(s) part or all of which correspond to the indicated Delaware classifications studied. Where a state has more than one classification applicable to part(s) of a given Delaware classification, all such classifications are listed in numerical order on successive lines of the exhibit within the Delaware code of interest.

While some comparisons can be made on a “one-for-one” basis, it can be readily seen that review of many classifications requires recognition of multiple classifications in other jurisdictions. In an extreme case, Maryland, Virginia and West Virginia have ten (10) classifications as compared to Delaware classification code 461, with some component(s) in common with a single Delaware classification.

In reviewing Exhibit 1, care must be taken to recognize the purpose and inherent limitations on the information as presented. Classifications shown for each state have been grouped within the pertinent Delaware classifications. The classifications shown for states other than Delaware have NOT necessarily been aligned to allow line-by-line comparisons of classifications and rates between those other states independent of Delaware. For example, while code 4717 is applicable to part of the Delaware code 104 in Maryland and code 2150 is applicable to part of Delaware code 104 in New Jersey, code 4717 in Maryland is not identical to code 2150 in New Jersey.

Exhibit 2 provides general definitions of each code number presented on Exhibit 1 by state, for purposes of clarification and understanding of the various elements of this study.

Delaware, Maryland, Pennsylvania, Virginia and West Virginia all have workers compensation pricing laws which require insurance carriers to establish independent loss cost multipliers or other similar parameters in order to derive their own approved rate schedules. Thus, for each of these states, a “low” and a “high” rate were derived in each classification. These rates reflect the extreme range of approved carrier rating values in each state as provided to the DCRB. While the DCRB cannot determine the extent to which carriers with these extreme values have written business in each of the classifications studied, the ranges shown do reflect the potential variation of prices in each jurisdiction owing to competitive factors. The bases for the ranges, as shown, are set forth briefly below:

Delaware: Loss Cost Multipliers Approved Range from 0.939 to 2.581
Approved Loss Costs Effective December 1, 2016

Maryland: Loss Cost Multipliers Approved Range from 0.985 to 3.503
Approved Loss Costs Effective January 1, 2017
Note: For Maryland, the rating values for the Injured Workers Insurance Fund (IWIF) were not available for this study.

Pennsylvania: Loss Cost Multipliers Approved Range from 0.900 to 3.187
Approved Loss Costs Effective April 1, 2017

Virginia: Loss Cost Multipliers Approved Range from 1.000 to 2.399
Approved Loss Costs Effective April 1, 2017

West Virginia: Loss Cost Multipliers Approved Range from 0.750 to 2.402
Approved Loss Costs Effective November 1, 2016

As of January 1, 2017, New Jersey does not allow carriers to deviate from the approved New Jersey Bureau rates in the voluntary market. Thus, there is no variation in price from carrier to carrier. Thus, the only variations in approved rates within a given Delaware classification are due to differences in classification definitions.

Exhibit 3 summarizes results from Exhibit 1 and shows the extreme range of prices approved in each state for types of businesses subject to each Delaware classification included in this study. For the states of Delaware and Pennsylvania (having the same classification plan for the types of businesses addressed in this comparison), these ranges are the result of differences in competitive carrier pricing programs. For the remaining states, as compared to Delaware, these extremes include the effects of both competitive pricing and classification differences, where applicable. For each grouping of classifications (Manufacturing, Contracting and Other Industries) and for all studied classifications combined, averages of the low and high rates have been computed using Delaware payrolls as weights.

The DCRB would emphasize that, while the weighting system used on Exhibit 3 provides a means of combining the various endpoints observed for approved rates falling within specified Delaware classifications in other jurisdictions, the "average" values shown would NOT represent averages for those other states themselves. This difference is attributable to the matter previously discussed regarding proper exposure weights and the fact that the DCRB does not generally have other states' exposure data separately for the parts of classifications pertinent to this study.

INTERPRETATION OF STUDY RESULTS

To the extent that prevailing differences in rates are discovered in a study such as this one, questions often arise as to why such differences persist. The DCRB would suggest that state-to-state differences arise between workers compensation insurance rates primarily because each jurisdiction separately establishes benefits and administrative procedures pertinent to this line of business, and each state's workers compensation system must interact with different industrial,

economic and social climates. In short, workers compensation insurance costs more where losses and insurer expenses are higher, and less where losses and insurer expenses are lower. It is not generally the case that differences in insurance cost are attributable to differences in insurance carrier requirements for operating margins or profits. Further, each carrier is likely to have consistent objectives in managing and paying claims in various jurisdictions, subject to the specific constraints and requirements of each administrative system. In fact, many of the same insurance carriers actively write workers compensation business in more than one of the states subject to this study.

It is beyond the scope of this study to definitively establish and/or quantify reasons for the observed differences in workers compensation rates between the jurisdictions addressed in this study. In its previous rate comparison studies, however, the DCRB offered some general observations in order to illustrate the kinds of differences which may arise between different state workers compensation systems.

- The Delaware maximum indemnity benefit is set at two-thirds of the Statewide Average Weekly Wage (SAWW). Other states' maximum benefit may be set at another level of SAWW or a set dollar amount. In addition, the SAWW can vary widely from state to state so that states with the same benefit percentage may have significantly different benefit amounts.
- Delaware has a medical fee schedule in place. Other states may not have a fee schedule or may have fee schedules in place, although the schedules may be based on reimbursement rates that differ significantly from state to state.
- Delaware does not specify the use of the AMA Guide to the Evaluation of Permanent Impairment in the evaluation of permanent disability. Other states may use this guide.
- Delaware does not allow offsets for unemployment benefits, Social Security old age benefits and employer funded pension benefits. Other states may allow for benefit offsets or may allow them at varying levels.
- Delaware allows an employee to have free choice of physician. Practices in this regard vary greatly by state, with some allowing employee choice of physician for the life of the claim or for a certain amount of time after the injury.
- Delaware provides no scheduled or pre-funded cost-of-living adjustment for indemnity benefits. Some states do provide such adjustments for certain types of injuries.
- In Delaware, permanent partial and temporary total disability benefits are payable for the duration of disability without limitation. Other states may have different maximum payment levels and/or duration of payments for these types of benefits.

The above observations identify provisions of the Delaware workers compensation system and offer alternative provisions that directly influence the cost of insurance in other states and any comparison to Delaware costs. The points noted may produce either lower or higher insurance

costs and, therefore, lower or higher insurance rates in a jurisdiction than in Delaware. It must be recognized that many system differences (indeed a great majority of such differences which exist) are omitted entirely from these brief illustrative references. Finally, significant system differences are often manifest in controlling judicial decisions and administrative procedures.

Delaware Compensation Rating Bureau, Inc.
Rating Value Comparison - 30 Selected Delaware Classifications

Exhibit 1

DE Class Code	DE Description	12/16 Loss Cost	Range of DE Rates as of 12/1/16		MD Class Code	1/17 Loss Cost	Range of MD Rates as of 1/1/17		NJ Class Code	NJ Rates as of 1/1/17	PA Class Code	4/17 Loss Cost	Range of PA Rates as of 4/1/17		VA Class Code	4/17 Loss Cost	Range of VA Rates as of 4/1/17		WV Class Code	11/16 Loss Cost	Range of WV Rates as of 11/1/16	
			Low	High			Low	High					Low	High			Low	High			Low	High
Group I: Ten (10) Manufacturing Classifications																						
104	Food Products Mfg.	5.11	4.80	13.19	4717	1.87	1.84	6.55	2150	10.19	104	2.75	2.48	8.76	2055	0.97	0.97	2.33	4717	1.17	0.88	2.81
					4825	0.63	0.62	2.21	4627	4.11					4717	1.39	1.39	3.33	4825	0.40	0.30	0.96
					6503	1.08	1.06	3.78	4628	2.22					4825	0.92	0.92	2.21	6503	0.92	0.69	2.21
					6504	1.97	1.94	6.90	6504	5.48					6503	1.21	1.21	2.90	6504	1.75	1.31	4.20
					8102	1.70	1.67	5.96	8102	4.13					6504	1.69	1.69	4.05	8102	1.15	0.86	2.76
					8203	5.24	5.16	18.36	8203	11.33					8203	4.58	4.58	10.99	8203	3.01	2.26	7.23
112	Beverage Mfg.	14.68	13.78	37.89	2157	3.84	3.78	13.45	2157	(A) Rated	112	7.76	6.98	24.73	2157	2.63	2.63	6.31	2157	2.76	2.07	6.63
141	Laundry, NOC	7.12	6.69	18.38	2585	3.20	3.15	11.21	2585	11.26	141	3.81	3.43	12.14	2585	2.71	2.71	6.50	2585	1.63	1.22	3.92
					2589	1.58	1.56	5.53	2589	1.25					1.25	3.00	2589	1.03	0.77	2.47		
222	Plastic Mfg.	5.39	5.06	13.91	4273	1.57	1.55	5.50	4239	5.16	222	2.01	1.81	6.41	4273	1.58	1.58	3.79	4273	1.18	0.89	2.83
					4431	1.21	1.19	4.24	4431	14.23					4431	0.95	0.95	2.28	4431	0.80	0.60	1.92
					4452	2.36	2.32	8.27	4452	6.87					4452	1.98	1.98	4.75	4452	1.28	0.96	3.07
					4459	2.96	2.92	10.37	4459	7.02					4459	1.68	1.68	4.03	4459	1.01	0.76	2.43
					4470	1.78	1.75	6.24	4470	4.06					4470	2.23	2.23	5.35	4470	1.54	1.16	3.70
					4484	1.75	1.72	6.13	4484	4.26					4484	1.49	1.49	3.57	4484	1.05	0.79	2.52
454	Sheet Metal Products Fab. - Shop	8.45	7.93	21.81	3064	4.64	4.57	16.25	3045	14.99	454	2.29	2.06	7.30	3064	2.89	2.89	6.93	3064	1.93	1.45	4.64
					3076	2.39	2.35	8.37	3066	8.59					3076	2.14	2.14	5.13	3076	1.60	1.20	3.84
					3220	1.33	1.31	4.66	3075	8.59					3220	1.10	1.10	2.64	3220	0.73	0.55	1.75
					3224	2.80	2.76	9.81	3076	7.88					3224	1.85	1.85	4.44	3224	1.46	1.10	3.51
					3227	2.03	2.00	7.11	3220	4.51					3227	1.72	1.72	4.13	3227	1.28	0.96	3.07
					3315	3.19	3.14	11.17	3227	6.64					3315	3.07	3.07	7.36	3315	2.03	1.52	4.88
					3400	3.09	3.04	10.82	3315	5.90					3400	2.58	2.58	6.19	3400	1.59	1.19	3.82
					3803	1.73	1.70	6.06	3400	6.71					3803	2.67	2.67	6.41	3803	1.07	0.80	2.57
					3807	2.12	2.09	7.43	3807	3.48					3807	1.43	1.43	3.43	3807	1.16	0.87	2.79
					3807	2.12	2.09	7.43	3807	3.48					3807	1.43	1.43	3.43	3807	1.16	0.87	2.79
461	Machine Shop	5.28	4.96	13.63	3507	2.05	2.02	7.18	3507	6.71	461	2.12	1.91	6.76	3507	2.70	2.70	6.48	3507	2.04	1.53	4.90
					3515	1.70	1.67	5.96	3548	5.39					3515	1.59	1.59	3.81	3515	1.18	0.89	2.83
					3548	1.03	1.01	3.61	3581	2.15					3548	0.78	0.78	1.87	3548	0.64	0.48	1.54
					3559	2.05	2.02	7.18	3612	7.47					3559	1.60	1.60	3.84	3559	1.65	1.24	3.96
					3581	0.71	0.70	2.49	3632	4.89					3581	0.53	0.53	1.27	3581	0.47	0.35	1.13
					3612	1.44	1.42	5.04	3635	4.38					3612	1.11	1.11	2.66	3612	1.40	1.05	3.36
					3632	1.75	1.72	6.13	3826	8.71					3632	1.90	1.90	4.56	3632	1.85	1.39	4.44
					3635	1.81	1.78	6.34							3635	1.57	1.57	3.77	3635	1.45	1.09	3.48
					3826	0.96	0.95	3.36							3826	0.50	0.50	1.20	3826	0.40	0.30	0.96
					3827	1.46	1.44	5.11							3827	1.50	1.50	3.60	3827	0.96	0.72	2.31
551	Chemical Mfg.	1.97	1.85	5.08	1472	3.21	3.16	11.24	4627	4.11	551	0.93	0.84	2.96	1472	1.93	1.93	4.63	1472	1.29	0.97	3.10
					4568	1.58	1.56	5.53	4683	6.75					4568	1.35	1.35	3.24	4568	1.19	0.89	2.86
					4670	6.76	6.66	23.68	4827	12.03					4670	5.25	5.25	12.59	4670	3.63	2.72	8.72
					4683	3.69	3.63	12.93	4828	2.42					4683	2.32	2.32	5.57	4683	2.04	1.53	4.90
					4686	1.85	1.82	6.48	4829	2.13					4686	1.41	1.41	3.38	4686	1.13	0.85	2.71
					4828	1.47	1.45	5.15							4828	1.39	1.39	3.33	4828	0.71	0.53	1.71
					4829	1.93	1.90	6.76							4829	0.95	0.95	2.28	4829	0.55	0.41	1.32
555	Drug & Medicine	1.39	1.31	3.59	4611	0.73	0.72	2.56	4611	1.64	555	0.39	0.35	1.24	4611	0.64	0.64	1.54	4611	0.39	0.29	0.94
					4825	0.63	0.62	2.21	4835	(A) Rated					4825	0.92	0.92	2.21	4825	0.40	0.30	0.96
					5951	0.34	0.33	1.19	4836	0.43					5951	0.22	0.22	0.53	5951	0.22	0.17	0.53
581	Oil Refining	2.11	1.98	5.45	2305	1.72	1.69	6.03	4459	7.02	581	1.50	1.35	4.78	2305	1.15	1.15	2.76	2305	0.96	0.72	2.31
					4459	2.96	2.92	10.37	4712	3.77					4459	1.68	1.68	4.03	4459	1.01	0.76	2.43
					4557	1.45	1.43	5.08	4740	1.62					4557	1.23	1.23	2.95	4557	0.76	0.57	1.83
					4740	4.36	4.29	15.27	4741	4.29					4740	0.79	0.79	1.90	4740	0.52	0.39	1.25
					4741	1.96	1.93	6.87							4741	1.33	1.33	3.19	4741	0.89	0.67	2.14
					4751	1.71	1.68	5.99							4751	1.26	1.26	3.02	4751	0.74	0.56	1.78
757	Telecommunications Company	2.85	2.68	7.36	7600	2.95	2.91	10.33	7600	10.57	757	1.36	1.22	4.33	7600	1.87	1.87	4.49	7600	2.07	1.55	4.97
					8901	0.10	0.10	0.35	8901	0.27					8901	0.08	0.08	0.19	8901	0.11	0.08	0.26

NOTE: "A" Rated Classifications Require Rating Organization Approval of Specific Rate to be Applied to Individual Insureds

Delaware Compensation Rating Bureau, Inc.
Rating Value Comparison - 30 Selected Delaware Classifications

Exhibit 1

DE Class Code	DE Description	12/16 Loss Cost	Range of DE Rates as of 12/1/16		MD Class Code	1/17 Loss Cost	Range of MD Rates as of 1/1/17		NJ Class Code	NJ Rates as of 1/1/17	PA Class Code	4/17 Loss Cost	Range of PA Rates as of 4/1/17		VA Class Code	4/17 Loss Cost	Range of VA Rates as of 4/1/17		WV Class Code	11/16 Loss Cost	Range of WV Rates as of 11/1/16	
			Low	High			Low	High					Low	High			Low	High			Low	High
Group II: Ten (10) Construction Classifications																						
601	Road Construction	11.89	11.16	30.69	5506	4.40	4.33	15.41	5500	13.24	601	5.72	5.15	18.23	5506	5.22	5.22	12.52	5506	5.50	4.13	13.21
					7720	2.24	2.21	7.85	6042	9.04					7720	1.53	1.53	3.67	7720	1.80	1.35	4.32
					9019	1.30	1.28	4.55	7720	3.28					9019	1.26	1.26	3.02	9019	0.97	0.73	2.33
608	Flat Cement Work	6.91	6.49	17.83	5215	4.38	4.31	15.34	5200	11.90	608	5.44	4.90	17.34	5215	4.28	4.28	10.27	5215	2.62	1.97	6.29
					5221	4.15	4.09	14.54	5213	17.08					5221	3.54	3.54	8.49	5221	1.81	1.36	4.35
					6204	8.53	8.40	29.88	5215	12.79					6204	7.86	7.86	18.86	6204	3.86	2.90	9.27
609	Excavation	6.39	6.00	16.49	5507	3.14	3.09	11.00	1605	8.49	609	3.46	3.11	11.03	5507	3.53	3.53	8.47	5507	1.85	1.39	4.44
					5508	11.84	11.66	41.48	5703	31.80					5508	9.22	9.22	22.12	5508	4.08	3.06	9.80
					5703	13.65	13.45	47.82	6039	11.19					5703	8.36	8.36	20.06	5703	5.89	4.42	14.15
					6018	2.15	2.12	7.53	6042	9.04					6018	3.79	3.79	9.09	6018	1.11	0.83	2.67
					6045	3.74	3.68	13.10	6217	8.49					6045	2.53	2.53	6.07	6045	2.38	1.79	5.72
					6217	4.74	4.67	16.60	6229	11.19					6217	4.02	4.02	9.64	6217	1.99	1.49	4.78
					6229	3.08	3.03	10.79	6233	6.75					6229	4.48	4.48	10.75	6229	2.61	1.96	6.27
					6233	4.45	4.38	15.59							6233	3.03	3.03	7.27	6233	1.81	1.36	4.35
651	Carpentry - Commerical Structures	7.57	7.11	19.54	5102	4.76	4.69	16.67	5103	11.78	651	5.84	5.26	18.61	5102	3.66	3.66	8.78	5102	2.50	1.88	6.01
					5402	4.39	4.32	15.38	5402	19.32					5402	3.77	3.77	9.04	5402	2.25	1.69	5.40
					5403	4.63	4.56	16.22	5403	19.35					5403	4.71	4.71	11.30	5403	3.97	2.98	9.54
					6400	6.12	6.03	21.44	5701	22.92					6400	6.57	6.57	15.76	6400	3.00	2.25	7.21
652	Carpentry - Residential	10.29	9.66	26.56	5102	4.76	4.69	16.67	5645	19.35	652	7.89	7.10	25.15	5102	3.66	3.66	8.78	5102	2.50	1.88	6.01
					5645	6.72	6.62	23.54							5645	9.80	9.80	23.51	5645	6.14	4.61	14.75
653	Masonry	9.25	8.69	23.87	5022	6.94	6.84	24.31	5022	16.24	653	6.30	5.67	20.08	5022	6.09	6.09	14.61	5022	3.48	2.61	8.36
									5458	24.95												
									5459	24.95												
									5466	9.21												
									5701	22.92												
661	Electrical Wiring - Within Buildings	3.76	3.53	9.70	5190	2.40	2.36	8.41	5190	5.99	661	2.88	2.59	9.18	5190	2.10	2.10	5.04	5190	1.21	0.91	2.91
663	Plumbing	5.23	4.91	13.50	5183	3.58	3.53	12.54	5183	7.20	663	3.32	2.99	10.58	5183	2.92	2.92	7.01	5183	1.20	0.90	2.88
					5188	3.92	3.86	13.73	5184	3.94					5188	3.01	3.01	7.22	5188	1.29	0.97	3.10
									5188	6.49												
664	Heating ,Ventilating or Air Conditioning Contractor	6.45	6.06	16.65	5537	3.71	3.65	13.00	3724	7.61	664	3.12	2.81	9.94	5537	3.34	3.34	8.01	5537	2.12	1.59	5.09
									5183	7.20												
									5190	5.99												
									5538	9.78												
675	Machinery or Equipment Erection or Repair	5.11	4.80	13.19	3724	3.93	3.87	13.77	3724	7.61	675	3.01	2.71	9.59	3724	2.97	2.97	7.13	3724	2.81	2.11	6.75
					5160	1.91	1.88	6.69	5160	5.80					5160	2.21	2.21	5.30	5160	1.11	0.83	2.67
					9534	5.58	5.50	19.55							9534	3.06	3.06	7.34	9534	2.19	1.64	5.26

NOTE: "A" Rated Classifications Require Rating Organization Approval of Specific Rate to be Applied to Individual Insureds

Delaware Compensation Rating Bureau, Inc.
Rating Value Comparison - 30 Selected Delaware Classifications

Exhibit 1

DE Class Code	DE Description	12/16 Loss Cost	Range of DE Rates as of 12/1/16		MD Class Code	1/17 Loss Cost	Range of MD Rates as of 1/1/17		NJ Class Code	NJ Rates as of 1/1/17	PA Class Code	4/17 Loss Cost	Range of PA Rates as of 4/1/17		VA Class Code	4/17 Loss Cost	Range of VA Rates as of 4/1/17		WV Class Code	11/16 Loss Cost	Range of WV Rates as of 11/1/16	
			Low	High			Low	High					Low	High			Low	High			Low	High
Group III: Ten (10) Other Classifications																						
811	Trucking	9.40	8.83	24.26	2701	8.80	8.67	30.83	7196	14.74	811	5.83	5.25	18.58	7222	4.20	4.20	10.08	2701	6.73	5.05	16.17
					7222	5.13	5.05	17.97	7219	18.33					7228	5.09	5.09	12.21	7222	3.39	2.54	8.14
					7228	5.86	5.77	20.53	7360	8.04					7229	6.15	6.15	14.75	7228	2.98	2.24	7.16
					7229	7.70	7.58	26.97							7230	8.68	8.68	20.82	7229	3.96	2.97	9.51
					7230	9.71	9.56	34.01							9534	3.06	3.06	7.34	7230	3.57	2.68	8.58
					7360	4.25	4.19	14.89							7360	2.59	1.94	6.22				
818	Automobile Dealer	2.06	1.93	5.32	8002	1.21	1.19	4.24	7369	6.06	818	1.06	0.95	3.38	8002	1.60	1.60	3.84	8002	0.90	0.68	2.16
					8380	2.32	2.29	8.13	8398	6.06					8380	2.27	2.27	5.45	8380	1.42	1.07	3.41
					8385	1.73	1.70	6.06	8748	1.39					8385	1.58	1.58	3.79	8385	1.39	1.04	3.34
					8748	0.52	0.51	1.82							8748	0.43	0.43	1.03	8748	0.26	0.20	0.62
865	Poultry, Fish Dealer Processor	3.64	3.42	9.39	0034	2.61	2.57	9.14	0034	17.39	865	3.52	3.17	11.22	0034	1.92	1.92	4.61	0034	1.87	1.40	4.49
					2095	2.97	2.93	10.40	2089	8.68					2095	2.43	2.43	5.83	2095	2.75	2.06	6.61
					2114	2.38	2.34	8.34	2095	8.68					2114	1.66	1.66	3.98	2114	1.30	0.98	3.12
					8021	2.73	2.69	9.56	2114	6.71					8021	2.19	2.19	5.25	8021	1.53	1.15	3.68
									8021	8.62												
917	Grocery Store	4.37	4.10	11.28	8006	1.26	1.24	4.41	8006	3.25	917	1.68	1.51	5.35	8006	1.53	1.53	3.67	8006	0.89	0.67	2.14
					8033	2.17	2.14	7.60	8033	6.01					8033	1.54	1.54	3.69	8033	0.93	0.70	2.23
									8753	3.25												
928	Retail Store	3.18	2.99	8.21	4360	0.66	0.65	2.31	4360	1.48	928	1.56	1.40	4.97	4360	0.86	0.86	2.06	4360	0.47	0.35	1.13
					4361	0.59	0.58	2.07	4361	1.48					4361	0.72	0.72	1.73	4361	0.56	0.42	1.35
					8017	1.14	1.12	3.99	8017	4.13					8017	1.14	1.14	2.73	8017	0.56	0.42	1.35
					8037	1.69	1.66	5.92							8037	1.49	1.49	3.57	8037	0.76	0.57	1.83
					8072	0.55	0.54	1.93							8072	0.56	0.56	1.34	8072	0.43	0.32	1.03
					8831	1.01	0.99	3.54							8831	1.27	1.27	3.05	8831	0.63	0.47	1.51
951	Salesperson - Outside	0.60	0.56	1.55	8720	0.68	0.67	2.38	8720	2.00	951	0.24	0.22	0.76	8720	1.14	1.14	2.73	8720	0.59	0.44	1.42
					8721	0.21	0.21	0.74	8742	0.47					8721	0.21	0.21	0.50	8721	0.15	0.11	0.36
					8725	2.17	2.14	7.60							8725	1.50	1.50	3.60	8725	1.06	0.80	2.55
					8742	0.22	0.22	0.77							8742	0.19	0.19	0.46	8742	0.21	0.16	0.50
					9012	0.66	0.65	2.31							9012	0.67	0.67	1.61	9012	0.58	0.44	1.39
953	Office	0.22	0.21	0.57	8603	0.06	0.06	0.21	8803	0.27	953	0.11	0.10	0.35	8603	0.07	0.07	0.17	8603	0.08	0.06	0.19
					8803	0.04	0.04	0.14	8810	0.27					8803	0.04	0.04	0.10	8803	0.05	0.04	0.12
					8810	0.09	0.09	0.32							8810	0.08	0.08	0.19	8810	0.12	0.09	0.29
					8871	0.06	0.06	0.21							8871	0.07	0.07	0.17	8871	0.06	0.05	0.14
957	Physicians or Dentists	0.70	0.66	1.81	8832	0.23	0.23	0.81	8832	0.61	957	0.33	0.30	1.05	8832	0.24	0.24	0.58	8832	0.14	0.11	0.34
960	Nursing Convalescent Home	4.42	4.15	11.41	8829	1.66	1.64	5.81	8829	5.50	960	2.15	1.94	6.85	8829	1.71	1.71	4.10	8829	1.64	1.23	3.94
971	Commercial Building	4.23	3.97	10.92	9014	1.98	1.95	6.94	9014	6.69	971	2.93	2.64	9.34	9014	2.03	2.03	4.87	9014	1.43	1.07	3.43
					9015	2.43	2.39	8.51	9015	8.21					9015	1.72	1.72	4.13	9015	1.79	1.34	4.30
					9170	4.89	4.82	17.13							9170	4.07	4.07	9.76	9170	3.25	2.44	7.81

NOTE: "A" Rated Classifications Require Rating Organization Approval of Specific Rate to be Applied to Individual Insureds

DELAWARE COMPENSATION RATING BUREAU, INC.

Classification Descriptions for States Other than Delaware Used in Rate Comparison

The following listing presents brief descriptions of classification definitions from states other than Delaware used in the DCRB's rate comparison study. For detailed definitions, refer to each state's classification manual and related rules.

SECTION 1: MANUFACTURING CLASSIFICATION CODES

MARYLAND

Delaware Classification <u>Code</u>	Maryland Classification <u>Code</u>	Maryland Description of <u>Business</u>	
104	4717	Butter Substitute Mfg.	
	4825	Flavorings, Licorice or Medicinal Extract Mfg. Rated as Drug, Medicine or Pharmaceutical Mfg.	
	6503	Potato Chip, Popcorn & Snack Chip Mfg.	
	6504	Food Sundries Mfg., N.O.C.	
	8102	Peanut Handling Rated as Seed Merchant	
	8203	Ice Mfg. or Distribution & Drivers	
	112	2157	Bottling - All Operations & Route Supervisors, Drivers
	141	2585	Laundry N.O.C. & Route Supervisors, Drivers
		2589	Laurndry & Dry Cleaning - Retail & Route Supervisors, Drivers
	222	4273	Bag Mfg. - Paper or Plastic
	4431	Magnetic or Optical Recording Media Mfg.	
	4452	Plastic Extruded Products Mfg., Rated as Plastics Mfg. - of Sheets, Rods, Tubes, etc.	
	4459	Plastics Mfg., Sheets, Rods or Tubes	
	4470	Cable Mfg., Insulated Electrical	
	4484	Plastics Mfg., Molded Products, N.O.C.	
454	3064	Sign Mfg. - Metal or Neon - Shop Only	
	3076	Sheet Metal Products Mfg. - Shop	
	3220	Can Mfg.	
	3224	Enamel Ware Mfg.	
	3227	Aluminum Ware Mfg.	
	3315	Brass or Copper Goods Mfg.	
	3400	Metal Stamped Goods, Mfg., N.O.C.	
	3803	Automobile Wheel Mfg. - Metal - Not Cast	
	3807	Automobile Radiator Mfg.	
461	3507	Construction or Agricultural Machinery Mfg.	
	3515	Textile Machinery Mfg.	
	3548	Printing or Bookbinding Machinery Mfg.	
	3559	Confection Machine Mfg.	
	3581	Fuel Injection Device Mfg.	
	3612	Pump Mfg.	
	3632	Machine Shop, N.O.C.	
	3635	Gear Mfg. or Grinding	
	3826	Aircraft Engine Mfg.	
	3827	Automobile Engine Mfg.	
551	1472	Distillation - Wood - and Drivers. Coke Mfg. and Drivers	
	4568	Salt, Borax or Potash Producing or Refining and Drivers	
	4670	Cottonseed Oil Mfg. - Mechanical and Drivers	
	4683	Oil Mfg. - Vegetable - N.O.C. Butter Substitute Mfg.	
	4686	Oil Mfg. - Vegetable - Solvent Extraction Process	
	4828	Chemical Blending or Mixing N.O.C. - All Operations and Drivers. Chemical Mixing, Blending and Repackaging Only - Not Manufacturing of Ingredients	
	4829	Chemical Mfg. N.O.C. - All Operations and Drivers - Includes Blending or Mixing. Chemical Mfg. - Including Mixing, Blending and Packaging	

SECTION 1
MARYLAND (continued)

Delaware Classification <u>Code</u>	Maryland Classification <u>Code</u>	Maryland Description of <u>Business</u>
555	4611	Drug, Medicine or Pharmaceutical Preparation, Compounding or Blending - No Mfg. of Ingredients
	4825	Drug, Medicine or Pharmaceutical Preparation Mfg. - Includes Mfg. of Ingredients
581	5951	Serum, Anti-Toxin or Virus Mfg. & Drivers
	2305	Textile Mfg. - Synthetic
	4459	Plastic Materials Mfg. - Rated as Plastics Mfg., Sheets, Rods or Tubes
	4557	Lubricants Mfg. - Grease/Oil Mixing Rated as Ink Mfg.
	4740	Oil Refining, Petroleum
	4741	Asphalt or Tar Distilling or Refining
757	4751	Synthetic Rubber Mfg.
	7600	Telecommunications Co. - Cable TV or Satellite - All Other Employees and Drivers
	8901	Television Community Coaxial Cable Company Contractor: Studio or Exchange Employees and Clerical. Telecommunications Co. - Office or Exchange Employees and Clerical

NEW JERSEY

Delaware Classification <u>Code</u>	New Jersey Classification <u>Code</u>	New Jersey Description of <u>Business</u>	
104	2150	Ice Mfg.	
	4627	Extract Mfg. - Dyewood Licorice or Tanning	
	4628	Extract Mfg. - Perfumery, medicinal or flavoring	
	6504	Food Sundries Mfg., N.O.C.	
	8102	Peanut Handling Rated as Seed Merchant	
	8203	Ice Mfg. or Distribution & Drivers	
	112	2157	Bottling N.O.C. & Route Supervisors, Drivers
	141	2585	Laundry N.O.C. & Route Supervisors, Drivers
	222	4239	Paper Mfg.
		4431	Magnetic or Optical Recording Media Mfg.
4452		Plastics Mfg: Fabricated Products N.O.C.	
4459		Plastics Mfg., Sheets, Rods or Tubes	
4470		Cable Mfg., Insulated Electrical	
4484		Plastics Mfg., Molded Products, N.O.C.	
454		3045	Steel Barrel or Drum Mfg.
		3066	Sheet Metal Work - Shop
		3075	Coppersmith - Shop
		3076	Fireproof Equipment Mfg.
		3220	Can Mfg.
		3227	Aluminum Ware Mfg.
	3315	Brass or Copper Goods Mfg.	
	3400	Metal Goods Mfg., N.O.C., also Metal Stamping - Shop	
461	3807	Automobile Radiator Mfg.	
	3507	Construction or Agricultural Machinery Mfg.	
	3548	Printing or Bookbinding Machinery Mfg.	
	3581	Fuel Injection Device Mfg.	
	3612	Pump Mfg. - Includes Engine Mfg., N.O.C.	
	3632	Machine Shop, N.O.C. - Includes Confection Machine Mfg.	
	3635	Gear Mfg. or Grinding	
	3826	Aircraft Engine Mfg.	

SECTION 1
NEW JERSEY (continued)

<u>Delaware Classification Code</u>	<u>New Jersey Classification Code</u>	<u>New Jersey Description of Business</u>
551	4627	Extract Mfg. - Dyewood, Licorice Or Tanning
	4683	Oil Mfg. - Vegetable - N.O.C.
	4827	Dye Or Dye Intermediate Mfg. N.O.C.
	4828	Chemical Blending or Mixing N.O.C. - All Operations & Drivers
	4829	Chemical Mfg. N.O.C. - All Operations and Drivers - Includes Blending or Mixing. Chemical Mfg. - Including Mixing, Blending and Packaging
555	4611	Drug, Medicine or Pharmaceutical Preparation, Compounding or Blending - No Mfg. of Ingredients
	4835	Drug, Medicine or Pharmaceutical Preparation Mfg.
	4836	Drug, Medicine or Pharmaceutical Preparation Mfg.
	5951	Serum, Anti-Toxin or Virus Mfg. & Drivers
581	4459	Plastics Mfg. - Sheets, Rods, Tubes
	4712	Grease or Oil Mixing or Blending
	4740	Oil Refining - Petroleum & Drivers
	4741	Asphalt or Tar Distilling or Refining & Drivers
757	7600	Telephone Or Telegraph Co. & Drivers
	8901	Telephone Or Telegraph Co. - Office Or Exchange Employees & Clerical

PENNSYLVANIA

As of January 1, 2017, each of the Delaware manufacturing classifications studied correspond to or fall entirely within the same numerical classification in Pennsylvania.

VIRGINIA

<u>Delaware Classification Code</u>	<u>Virginia Classification Code</u>	<u>Virginia Description of Business</u>
104	2055	Peanut Handling
	4717	Butter Substitute Mfg.
	4825	Extract Mfg. (Flavoring, Licorice, Perfumery or Medicinal) Rated as Drug, Medicine or Pharmaceutical Mfg.
	6503	Potato Chip, Popcorn & Snack Chip Mfg.
	6504	Food Sundries Mfg.
	8203	Ice Mfg. or Distribution & Drivers
	112	2157
141	2585	Laundry N.O.C. & Route Supervisors, Drivers
	2589	Laurndry & Dry Cleaning - Retail & Route Supervisors, Drivers
222	4273	Bag Mfg. - Paper or Plastic
	4431	Phonograph Mfg.
	4452	Plastic Extruded Products Mfg., Rated as Plastics - Mfg. of Sheets, Rods, Tubes, etc.
454	4459	Plastics Mfg., Sheets, Rods or Tubes
	4470	Cable Mfg., Insulated Electrical
	4484	Plastics Mfg., Molded Products, N.O.C.
	3064	Sign Mfg. - Metal or Neon - Shop Only
	3076	Fireproof Equipment Mfg.
	3220	Can Mfg.
	3224	Enamel Ware Mfg.
	3227	Aluminum Ware Mfg.
	3315	Brass or Copper Goods Mfg.
	3400	Metal Stamped Goods, Mfg., N.O.C.
	3803	Automobile Wheel Mfg. - Metal - Not Cast
3807	Automobile Radiator Mfg.	

**SECTION 1
VIRGINIA (continued)**

<u>Delaware Classification Code</u>	<u>Virginia Classification Code</u>	<u>Virginia Description of Business</u>
461	3507	Construction or Agricultural Machinery Mfg.
	3515	Textile Machinery Mfg.
	3548	Printing or Bookbinding Machinery Mfg.
	3559	Confection Machine Mfg.
	3581	Fuel Injection Device Mfg.
	3612	Pump Mfg.
	3632	Machine Shop, N.O.C.
	3635	Gear Mfg. or Grinding
	3826	Aircraft Engine Mfg.
	3827	Automobile Engine Mfg.
551	1472	Distillation - Wood - and Drivers. Coke Mfg. and Drivers
	4568	Salt, Borax or Potash Producing or Refining and Drivers
	4670	Cottonseed Oil Mfg. - Mechanical and Drivers
	4683	Oil Mfg. - Vegetable - N.O.C. Butter Substitute Mfg.
	4686	Oil Mfg. - Vegetable - Solvent Extraction Process
	4828	Chemical Blending or Mixing N.O.C. - All Operations and Drivers. Chemical Mixing, Blending and Repackaging Only - Not Manufacturing of Ingredients
555	4829	Chemical Mfg. N.O.C. - All Operations and Drivers - Includes Blending or Mixing. Chemical Mfg. - Including Mixing, Blending and Packaging
	4611	Drug, Medicine or Pharmaceutical Preparation, Compounding or Blending - No Mfg. of Ingredients
	4825	Drug, Medicine or Pharmaceutical Preparation Mfg. - Includes Mfg. of Ingredients
581	5951	Serum, Anti-Toxin or Virus Mfg. & Drivers
	2305	Textile Fiber Mfg. - Synthetic
	4459	Plastic Materials Mfg., Rated as Plastics Mfg., Sheets, Rods or Tubes
	4557	Lubricants Mfg. - Grease/Oil Mixing - Rated as Ink Mfg.
	4740	Oil Refining - Petroleum
	4741	Asphalt or Tar Distilling or Refining
757	4751	Synthetic Rubber Mfg.
	7600	Telecommunications Co. - Cable TV or Satellite - All Other Employees and Drivers. Telecommunications Co. - Cable TV or Satellite - All Other Employees and Drivers. Telecommunications Co. - Telephone, Cable TV, or Satellite - All Other Employees and Drivers. Telephone or Cable TV Line Installation - Contractors, Service Lines and Connections and Drivers. Telephone or Telegraph Co.: All Other Employees and Drivers. Television Community Coaxial Cable Company Contractor: Service Connections and Drivers
	8901	Television Community Coaxial Cable Company Contractor: Studio or Exchange Employees and Clerical. Telecommunications Co. - Office or Exchange Employees and Clerical

WEST VIRGINIA

<u>Delaware Classification Code</u>	<u>West Virginia Classification Code</u>	<u>West Virginia Description of Business</u>
104	4717	Butter Substitute Mfg.
	4825	Drug, Medicine or Pharmaceutical Preparation Mfg. - Includes Mfg. of Ingredients
	6503	Potato Chip, Popcorn & Snack Chip Mfg.
	6504	Food and Sundries Mfg. , N.O.C.
	8102	Seed Merchant
112	8203	Ice Mfg. or Distribution & Drivers
	2157	Bottling - All Operations & Route Supervisors, Drivers

SECTION 1
WEST VIRGINIA (continued)

<u>Delaware</u> <u>Classification</u> <u>Code</u>	<u>West Virginia</u> <u>Classification</u> <u>Code</u>	<u>West Virginia</u> <u>Description of</u> <u>Business</u>
141	2585	Laundry N.O.C. & Route Supervisors, Drivers
	2589	Laurndry & Dry Cleaning - Retail & Route Supervisors, Drivers
222	4273	Bag Mfg. - Paper or Plastic
	4431	Magnetic or Optical Recording Media Mfg.
	4452	Plastics Mfg. - Fabricated Products N.O.C.
	4459	Plastics Mfg. Sheets, Rods or Tubes
	4470	Cable Mfg., Insulated Electrical
	4484	Molding and Fabricated Plastic Products Mfg., N.O.C.
454	3064	Sign Manufacturing Metal
	3076	Fireproof Equipment Mfg.
	3220	Can Mfg.
	3224	Coating of Metal Ware, N.O.C.
	3227	Aluminum Ware Mfg.
	3315	Brass or Copper Goods Mfg.
	3400	Metal Goods Mfg., N.O.C.
	3803	Automobile Wheel Mfg. - Metal - Not Cast
	3807	Automobile Radiator Mfg.
461	3507	Construction or Agricultural Machinery Mfg.
	3515	Textile Machinery Mfg.
	3548	Printing or Bookbinding Machinery Mfg.
	3559	Confection Machine Mfg.
	3581	Fuel Injection Device Mfg.
	3612	Pump Mfg.
	3632	Machine Shop, N.O.C.
	3635	Gear Mfg. or Grinding
	3826	Aircraft Engine Mfg.
	3827	Automobile Engine Mfg.
551	1472	Distillation - Wood - and Drivers. Coke Mfg. and Drivers
	4568	Salt, Borax or Potash Producing or Refining and Drivers
	4670	Cottonseed Oil Mfg. - Mechanical and Drivers
	4683	Oil Mfg. - Vegetable - N.O.C. Butter Substitute Mfg.
	4686	Oil Mfg. - Vegetable - Solvent Extraction Process
	4828	Chemical Blending Or Mixing, N.O.C. - All Operations and Drivers
	4829	Chemical Mfg. N.O.C. - All Operations and Drivers - Includes Blending or Mixing. Chemical Mfg. - Including Mixing, Blending and Packaging
555	4611	Drug, Medicine or Pharmaceutical Preparation, Compounding or Blending - No Mfg. of Ingredients
	4825	Drug, Medicine or Pharmaceutical Preparation Mfg. - Includes Mfg. of Ingredients
	5951	Serum, Anti-Toxin or Virus Mfg. & Drivers
581	2305	Synthetic Fiber Mfg. - Rated as Manufacturing - Textiles
	4459	Plastics Mfg. Sheets, Rods or Tubes
	4557	Ink Mfg.
	4740	Oil Refining
	4741	Asphalt or Tar Distilling or Refining & Drivers
	4751	Synthetic Rubber Mfg.
757	7600	Telephone or Telegraph Co.: All Other Employees & Drivers
	8901	Telephone or Telegraph Co Office or Exchange Employees & Clerical

SECTION 2: CONTRACTING CLASSIFICATION CODES**MARYLAND**

<u>Delaware Classification Code</u>	<u>Maryland Classification Code</u>	<u>Maryland Description of Business</u>
601	5506	Street or Road Construction, Paving or Repaving
	7720	Police Officers & Drivers
608	9019	Bridge or Vehicular Tunnel Operation
	5215	Concrete Work - Incidental to Construction of Private Residences
	5221	Concrete or Cement Work - Floors, Driveways, Yards or Sidewalks
609	6204	Drilling, N.O.C.
	5507	Subsurface Work & Drivers
	5508	Street or Road Construction - Rock Excavation & Drivers
	5703	Building Moving or Raising
	6018	Dam or Lock Construction: Earth Moving or Placing - All Operations
	6045	Levee Construction - All Operations to Completion
	6217	Excavation
651	6229	Irrigation or Drainage System Construction
	6233	Oil or Gas Pipeline Construction
	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
	5402	Hothouse Erection - All Operations
	5403	Carpentry, N.O.C.
652	6400	Fence Installation and Repair - Metal, Vinyl, Wood or Prefabricated
	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
	5645	Carpentry - Construction of Residential Dwellings Not Exceeding Three Stories in Height
653	5022	Masonry, N.O.C.
661	5190	Electrical Wiring Within Buildings
663	5183	Plumbing, N.O.C.
	5188	Automatic Sprinkler Installation
664	5537	Heating, Ventilation, Air-Conditioning and Refrigerations Systems - Insallation, Service and Repair, Shop, Yard & Drivers
	3724	Machinery or Equipment Erection or Repair
675	5160	Elevator Erection or Repair
	9534	Mobile Crane & Hoisting Service

NEW JERSEY

<u>Delaware Classification Code</u>	<u>New Jersey Classification Code</u>	<u>New Jersey Description of Business</u>
601	5500	Street or Road Paving, Surfacing or Resurfacing & Drivers
	6042	Street or Road Construction & Drivers
	7720	Bridge or Vehicular Tunnel Operation
608	5200	Cement Work - Sidewalks, Cellar Floors, Driveways including Drivers
	5213	Concrete Construction, N.O.C.
609	5215	Concrete Work - Incidental to Construction of Private Residences
	1605	Excavation - Rock & Drivers
	5703	Building Underpinning - Rated as Building Moving or Raising
	6039	Grading of Land, N.O.C. & Drivers
	6042	Street or Road Construction & Drivers
	6217	Excavation N.O.C. & Drivers
6229	6229	Irrigation or Drainage System Construction & Drivers
	6233	Oil or Gas Pipeline Construction & Drivers

SECTION 2
NEW JERSEY (continued)

<u>Delaware Classification Code</u>	<u>New Jersey Classification Code</u>	<u>New Jersey Description of Business</u>
651	5103	Door, Door Frame or Sash Erection or Repair - Metal or Metal Covered & Drivers
	5402	Hothouse Erection - All Operations
	5403	Carpentry, N.O.C. & Drivers
	5701	Wrecking: Buildings or Structures
	6400	Fence Installation and Repair - Metal, Vinyl, Wood or Prefabricated Concrete Panel Fence Installed by Hand
652	5645	Carpentry - Construction of Residential Dwellings Not Exceeding Three Stories in Height
653	5022	Masonry, N.O.C.
	5458	Cleaning or Renovating Building Exteriors - No Sandblasting or Use of Siliceous Materials & Drivers
	5459	Cleaning or Renovating Building Exteriors - N.O.C. & Drivers
	5466	Waterproofing & Drivers
661	5701	Wrecking: Buildings or Structures - Not Marine
	5190	Electrical Wiring Within Buildings & Drivers
663	5183	Plumbing, N.O.C. & Drivers
	5184	Steam Pipe or Boiler Insulating & Shop, Drivers
	5188	Automatic Sprinkler Installation & Drivers
	3724	Millwright Work, N.O.C. & Drivers Machinery or Equipment Erection or Repair N.O.C. & Drivers
664	5183	Plumbing, N.O.C.
	5190	Electrical Wiring - Within Buildings
	5538	Sheet Metal Work - Shop and Outside & Drivers N.O.C.
	3724	Machinery or Equipment Erection or Repair
675	5160	Elevator Erection or Repair

PENNSYLVANIA

As of January 1, 2017, each of the Delaware contracting classifications studied correspond to or fall entirely within the same numerical classification in Pennsylvania.

VIRGINIA

<u>Delaware Classification Code</u>	<u>Virginia Classification Code</u>	<u>Virginia Description of Business</u>
601	5506	Street or Road Construction, Paving or Repaving
	7720	Police Officers & Drivers
	9019	Bridge or Vehicular Tunnel Operation
608	5215	Concrete Work - Incidental to Construction of Private Residences
	5221	Concrete or Cement Work - Floors, Driveways, Yards or Sidewalks
	6204	Drilling, N.O.C.
609	5507	Subsurface Work & Drivers
	5508	Street or Road Construction - Rock Excavation & Drivers
	5703	Building Moving or Raising
	6018	Dam or Lock Construction: Earth Moving or Placing - All Operations
	6045	Levee Construction - All Operations to Completion
	6217	Excavation
	6229	Irrigation or Drainage System Construction
651	6233	Oil or Gas Pipeline Construction
	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
	5402	Hothouse Erection - All Operations
	5403	Carpentry, N.O.C.
	6400	Fence Installation and Repair - Metal, Vinyl, Wood or Prefabricated Concrete Panel Fence Installed by Hand

SECTION 2
VIRGINIA (continued)

Delaware Classification <u>Code</u>	Virginia Classification <u>Code</u>	Virginia Description of <u>Business</u>
652	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
	5645	Carpentry - Construction of Residential Dwellings Not Exceeding Three Stories in Height
653	5651	Carpentry - Dwellings - Three Stories or Less
	5022	Masonry, N.O.C.
661	5190	Electrical Wiring Within Buildings
663	5183	Plumbing, N.O.C.
	5188	Automatic Sprinkler Installation
664	5537	Heating, Ventilation, Air-Conditioning and Refrigeration Systems - Installation, Service and Repair & Drivers
675	3724	Machinery or Equipment Erection or Repair
	5160	Elevator Erection or Repair
	9534	Mobile Crane & Hoisting Service

WEST VIRGINIA

Delaware Classification <u>Code</u>	West Virginia Classification <u>Code</u>	West Virginia Description of <u>Business</u>
601	5506	Street and Road Construction
	7720	Police Officers & Drivers
	9019	Bridge or Vehicular Tunnel Operation
608	5215	Cellar, Concrete Floor, Sidewalk, Driveway and Foundation Construction
	5221	Concrete or Cement Work - Floors, Driveways, Yards or Sidewalks & Drivers
609	6204	Drilling N.O.C. & Drivers
	5507	Subsurface Work & Drivers
	5508	Street or Road Construction - Rock Excavation & Drivers
	5703	Building Moving Rated as Building Razing, Moving or Demolition
	6018	Dam or Lock Construction: Earth Moving or Placing - All Operations & Drivers
	6045	Levee Construction - All Operations to Completion
	6217	Excavation, N.O.C.
	6229	Irrigation or Drainage System Construction & Drivers
651	6233	Oil or Gas Pipeline Construction
	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
	5402	Hothouse Erection - All Operations
	5403	Carpentry, N.O.C.
652	6400	Fence Installation and Repair - Metal, Vinyl, Wood or Prefabricated Concrete Panel Fence Installed by Hand
	5102	Door, Door Frame or Sash Erection - Metal or Metal Covered
653	5645	Carpentry - Construction of Residential Dwellings Not Exceeding Three Stories in Height
	5022	Masonry, N.O.C.
661	5190	Electrical Wiring Within Buildings
663	5183	Plumbing and Pipefitting, N.O.C.
	5188	Automatic Sprinkler Installation & Drivers
664	5537	Heating, Ventilation, Air-Conditioning and Refrigeration Systems - Installation, Service and Repair & Drivers
675	3724	Millwright Work
	5160	Elevator Erection or Repair
	9534	Mobile Crane and Hoisting Service Contractors - N.O.C. - All Operations & Drivers

SECTION 3: OTHER INDUSTRIES CLASSIFICATION CODES

MARYLAND

Delaware Classification <u>Code</u>	Maryland Classification <u>Code</u>	Maryland Description of <u>Business</u>
811	2701	Logging or Tree Removal - Log Hauling & Drivers
	7222	Trucking, Oil Field Equipment All Employees & Drivers
	7228	Trucking, Local Hauling
	7229	Trucking - Long Distance Hauling
	7230	Trucking - Parcel or Package Delivery
	7360	Freight Handling, N.O.C. - Coverage Under State Act Only
818	8002	Auto Rental Co - All Other Employees
	8380	Auto Sales or Service Agency
	8385	Auto Rental Garage Employees
	8748	Automobile Salespersons
865	0034	Poultry Or Egg Producer & Drivers
	2095	Meat Products Mfg., N.O.C.
	2114	Oyster Processing
	8021	Fish, Meat Or Poultry Dealer - Wholesale
917	8006	Store: Grocery - Retail. Store - Grocery Retail - Includes Rural General Stores. Stores - Groceries and Provisions - Retail
	8033	Store: Meat, Grocery and Provision (Combined) - Retail - N.O.C.
928	4360	Motion Picture - Development of Negatives, Printing and All Subsequent Operations
	4361	Photographer
	8017	Store: Retail, N.O.C.
	8037	Store - Superstores and Warehouse Clubs
	8072	Store: Book, Record, Compact Disk, Software, Video or Audio Cassette - Retail
	8831	Pet Grooming - Rated as Hospital - Veterinary
951	8720	Inspection of Risks for Insurance or Valuation Purposes N.O.C. Race Track - Horse - Judges, Timekeepers, Handicappers or Their Assistants
	8721	Appraising of Buildings. Real Estate Appraisal Company - Outside Employees
	8725	Inventory Counters - Traveling - Including Salespersons & Clerical
	8742	Salespersons or Collectors
	9012	Apartments, Tenements and Dwellings - Care and Custody. Building or Property Management - Property Managers and Leasing Agents & Clerical, Salespersons. Apartment Property Managers and Leasing Agents
	8603	Architectural or Engineering Firm - Clerical
953	8803	Auditor, Accountant, or Computer System Designer or Programmer - Traveling
	8810	Clerical Office Employees, N.O.C.
	8871	Clerical Telecommuter Employees
	8832	Physician & Clerical
957	8829	Convalescent or Nursing Home - All Employees
960 **	9014	Buildings - Operation by Contractor
	9015	Buildings - Operation by Owner
	9170	Janitorial Services by Contractors - Includes Window Cleaning Above Ground Level & Drivers
	971	

NEW JERSEY

Delaware Classification <u>Code</u>	New Jersey Classification <u>Code</u>	New Jersey Description of <u>Business</u>
811	7196	Truckmen - Hauling Liquid or Liquefied Products in Tank Trucks & Drivers
	7219	Trucking, N.O.C. & Drivers
	7360	Freight Handler N.O.C.

SECTION 3
NEW JERSEY (continued)

Delaware Classification <u>Code</u>	New Jersey Classification <u>Code</u>	New Jersey Description of <u>Business</u>
818	7369	Auto or Truck Rental or Leasing or Livery Co.
	8398	Automobile Sales or Service Agency & Parts, Service Dept. Employees & Drivers
	8748	Automobile Salespersons
865	0034	Poultry Or Egg Producer & Drivers
	2089	Packing House - Meat
	2095	Meat Products Mfg., N.O.C.
	2114	Oystermen
	8021	Fish, Meat Or Poultry Dealer - Wholesale
917	8006	Store - Retail & Drivers
	8033	Store- Meat Grocery And Provision (Combined) - Retail - N.O.C.
	8753	Coffee, Tea Or Grocery Dealer - Retail - & Drivers
928	4360	Photographer - All Employees & Clerical, Salesman, Drivers
	4361	Photographer
	8017	Store: Retail, N.O.C.
951	8720	Inspection of Risks for Insurance or Valuation Purposes N.O.C. Race Track - Horse - Judges, Timekeepers, Handicappers or Their Assistants
	8742	Salespersons or Collectors
953	8803	Auditor, Accountant, or Computer System Designer or Programmer - Traveling
	8810	Clerical Office Employees, N.O.C.
957	8832	Physician & Clerical
960 **	8829 *	Convalescent or Nursing Home Including Drivers
971	9014	Buildings - Operation by Contractors & Drivers
	9015	Building N.O.C. - Operation by Owner or Lessee

PENNSYLVANIA

As of January 1, 2017, each of the Delaware other industries classifications studied correspond to or fall entirely within the same numerical classification in Pennsylvania.

VIRGINIA

Delaware Classification <u>Code</u>	Virginia Classification <u>Code</u>	Virginia Description of <u>Business</u>
811	7222	Trucking, Oil Field Equipment, All Employees & Drivers
	7228	Trucking, Local Hauling
	7229	Trucking, Long Distance Hauling
	7230	Trucking - Parcel or Package Delivery
	9534	Mobile Crane and Hoisting Service Contractor, N.O.C. - All Operations (Including Yard)
818	8002	Auto Rental Co - All Other Employees
	8380	Auto Sales or Service Agency
	8385	Auto Rental Garage Employees
	8748	Automobile Salespersons
865	0034	Poultry Or Egg Producer & Drivers
	2095	Meat Products Mfg., N.O.C.
	2114	Oyster Processing
	8021	Fish, Meat Or Poultry Dealer - Wholesale
917	8006	Store: Grocery - Retail. Store - Grocery Retail - Includes Rural General Stores. Stores - Groceries and Provisions - Retail
	8033	Store: Meat, Grocery and Provision (Combined) - Retail - N.O.C.

SECTION 3
VIRGINIA (continued)

Delaware Classification <u>Code</u>	Virginia Classification <u>Code</u>	Virginia Description of <u>Business</u>	
928	4360	Motion Picture Development of Negatives, Printing and All Subsequent Operations	
	4361	Photographer	
	8017	Store: Retail, N.O.C.	
	8037	Store - Superstores and Warehouse Clubs	
	8072	Store: Book, Record, Compact Disc, Software, Video or Audio Cassette Store-Retail	
	8831	Hospital - Veterinary & Drivers	
	951	8720	Inspection of Risks for Insurance or Valuation Purposes N.O.C. Race Track - Horse - Judges, Timekeepers, Handicappers or Their Assistants
		8721	Appraising of Buildings. Real Estate Appraisal Company - Outside Employees
		8725	Inventory Counters - Traveling - Including Salespersons & Clerical
		8742	Salespersons or Collectors
953	9012	Apartments, Tenements and Dwellings - Care and Custody. Building or Property Management - Property Managers and Leasing Agents & Clerical, Salespersons. Apartment Property Managers and Leasing Agents	
	8603	Architectural or Engineering Firm - Clerical	
	8803	Auditor, Accountant, or Computer System Designer or Programmer - Traveling	
	8810	Office, N.O.C.	
	8871	Clerical Telecommuter Employees	
957	8832	Physician & Clerical	
960 **	8829	Convalescent or Nursing Home - All Employees	
971	9014	Buildings - Operation by Contractor	
	9015	Buildings - Operation by Owner	
	9170	Janitorial Services by Contractors - Includes Window Cleaning Above Ground Level & Drivers	

WEST VIRGINIA

Delaware Classification <u>Code</u>	West Virginia Classification <u>Code</u>	West Virginia Description of <u>Business</u>
811	2701	Logging or Tree Removal - Log Hauling & Drivers
	7222	Trucking: Oil Field Equipment - All Employees and Drivers
	7228	Trucking Local Hauling Only - All Employees & Drivers
	7229	Trucking Long Distance Hauling Only - All Employees & Drivers
	7230	Trucking Parcel or Package Delivery - All Employees & Drivers
	7360	Freight Handling, N.O.C. - Coverage Under State Act Only
	818	8002
8380		Automobile Service or Repair Center & Drivers
8385		Automobile/Truck Equipment Rental
8748		Automobile Salespersons
865	0034	Poultry Or Egg Producer & Drivers
	2095	Meat Products Mfg. N.O.C.
	2114	Oyster Processing
	8021	Store: Meat, Fish or Poultry Dealer - Wholesale
917	8006	Store: Grocery - Retail. Store - Grocery Retail - Includes Rural General Stores. Stores - Groceries and Provisions - Retail
	8033	Store: Meat, Grocery and Provision (Combined) - Retail - N.O.C.

SECTION 3
WEST VIRGINIA (continued)

Delaware Classification <u>Code</u>	West Virginia Classification <u>Code</u>	West Virginia Description of <u>Business</u>
928	4360	Motion Picture Development of Negatives, Printing and All Subsequent Operations
	4361	Photographers
	8017	Retail Stores, N.O.C.
	8037	Store - Superstores and Warehouse Clubs
	8072	Store: Book, Record, Compact Disk, Software, Video or Audio Cassette Retail
	8831	Dog Salons - Rated as Veterinarian Hospital
951	8720	Inspection or Risks for Insurance or Valuation Purposes N.O.C.
	8721	Real Estate Appraisal Company - Outside Employees
	8725	Inventory Counters - Traveling - Including Salespersons & Clerical
	8742	Salespersons or Collectors
	9012	Buildings - Operation by Owner, Lessee or Real Estate Management Firm
953	8603	Architectural or Engineering Firm - Clerical
	8803	Auditors, Accountaint or Factory Cost or Office Systematizer - Traveling
	8810	Clerical Employees, N.O.C.
	8871	Clerical Telecommuter Employees
957	8832	Physician & Clerical
960**	8829	Nursing Homes
971	9014	Building Maintenance
	9015	Buildings - Operation by Owner, Lessee or Real Estate Management Firm
	9170	Buildings - Operation by Contractors - Includes Window Cleaning Above One Story

NOTES:

"N.O.C."	Not otherwise classified in state manual
*	Designates classification which includes all employees including office
**	Designates classification which includes all employees EXCEPT office

Delaware Compensation Rating Bureau, Inc.
Summary Rate Comparison for Selected Largest Delaware Classifications

Exhibit 3

DE Code	Description	DE Rates		MD Rates		NJ Rates		PA Rates		VA Rates		WV Rates	
		Effective 12/1/16	Effective 12/1/16	Effective 1/1/17	Effective 1/1/17	Effective 1/1/17	Effective 1/1/17	Effective 4/1/17	Effective 4/1/17	Effective 4/1/17	Effective 4/1/17	Effective 11/1/16	Effective 11/1/16
		Low	High	Low	High	Low	High	Low	High	Low	High	Low	High
Group I: Manufacturing Classifications													
104	Food Products Mfg.	4.80	13.19	0.62	18.36	2.22	11.33	2.48	8.76	0.92	10.99	0.30	7.23
112	Beverage Mfg.	13.78	37.89	3.78	13.45	(A) Rated	(A) Rated	6.98	24.73	2.63	6.31	2.07	6.63
141	Laundry, NOC	6.69	18.38	1.56	11.21	11.26	11.26	3.43	12.14	1.25	6.50	0.77	3.92
222	Plastic Mfg.	5.06	13.91	1.19	10.37	4.06	14.23	1.81	6.41	0.95	5.35	0.60	3.70
454	Sheet Metal Products Fab. - Shop	7.93	21.81	1.31	16.25	3.48	14.99	2.06	7.30	1.10	7.36	0.55	4.88
461	Machine Shop	4.96	13.63	0.70	7.18	2.15	8.71	1.91	6.76	0.50	6.48	0.30	4.90
551	Chemical Mfg.	1.85	5.08	1.45	23.68	2.13	12.03	0.84	2.96	0.95	12.59	0.41	8.72
555	Drug & Medicine	1.31	3.59	0.33	2.56	0.43	1.64	0.35	1.24	0.22	2.21	0.17	0.96
581	Oil Refining	1.98	5.45	1.43	15.27	1.62	7.02	1.35	4.78	0.79	4.03	0.39	2.43
757	Telecommunications Company	2.68	7.36	0.10	10.33	0.27	10.57	1.22	4.33	0.08	4.49	0.08	4.97
	Group I Average *	\$3.32	\$9.12	\$1.02	\$12.89	\$2.09	\$8.83	\$1.48	\$5.23	\$0.72	\$6.24	\$0.39	\$4.35
Group II: Contracting Classifications													
601	Road Construction	11.16	30.69	1.28	15.41	3.28	13.24	5.15	18.23	1.26	12.52	0.73	13.21
608	Flat Cement Work	6.49	17.83	4.09	29.88	11.90	17.08	4.90	17.34	3.54	18.86	1.36	9.27
609	Excavation	6.00	16.49	2.12	47.82	6.75	31.80	3.11	11.03	2.53	22.12	0.83	14.15
651	Carpentry - Commerical Structures	7.11	19.54	4.32	21.44	11.78	22.92	5.26	18.61	3.66	15.76	1.69	9.54
652	Carpentry - Residential	9.66	26.56	4.69	23.54	19.35	19.35	7.10	25.15	3.66	23.51	1.88	14.75
653	Masonry	8.69	23.87	6.84	24.31	9.21	24.95	5.67	20.08	6.09	14.61	2.61	8.36
661	Electrical Wiring - Within Buildings	3.53	9.70	2.36	8.41	5.99	5.99	2.59	9.18	2.10	5.04	0.91	2.91
663	Plumbing	4.91	13.50	3.53	13.73	3.94	7.20	2.99	10.58	2.92	7.22	0.90	3.10
664	Heating ,Ventilating or Air Conditioning Contractor	6.06	16.65	3.65	13.00	5.99	9.78	2.81	9.94	3.34	8.01	1.59	5.09
675	Machinery or Equipment Erection or Repair	4.80	13.19	1.88	19.55	5.80	7.61	2.71	9.59	2.21	7.34	0.83	6.75
	Group II Average *	\$5.90	\$16.22	\$3.39	\$20.08	\$7.45	\$13.19	\$3.79	\$13.43	\$2.94	\$11.38	\$1.21	\$7.04
Group III: Other Classifications													
811	Trucking	8.83	24.26	4.19	34.01	8.04	18.33	5.25	18.58	3.06	20.82	1.94	16.17
818	Automobile Dealer	1.93	5.32	0.51	8.13	1.39	6.06	0.95	3.38	0.43	5.45	0.20	3.41
865	Poultry, Fish Dealer Processor	3.42	9.39	2.34	10.40	6.71	8.68	3.17	11.22	1.66	5.83	0.98	6.61
917	Grocery Store	4.10	11.28	1.24	7.60	3.25	6.01	1.51	5.35	1.53	3.69	0.67	2.23
928	Retail Store	2.99	8.21	0.54	5.92	1.48	4.13	1.40	4.97	0.56	3.57	0.32	1.83
951	Salesperson - Outside	0.56	1.55	0.21	7.60	0.47	2.00	0.22	0.76	0.19	3.60	0.11	2.55
953	Office	0.21	0.57	0.04	0.32	0.27	0.27	0.10	0.35	0.04	0.19	0.04	0.29
957	Physicians or Dentists	0.66	1.81	0.23	0.81	0.61	0.61	0.30	1.05	0.24	0.58	0.11	0.34
960	Nursing Convalescent Home	4.15	11.41	1.64	5.81	5.50	5.50	1.94	6.85	1.71	4.10	1.23	3.94
971	Commercial Building	3.97	10.92	1.95	17.13	6.69	8.21	2.64	9.34	1.72	9.76	1.07	7.81
	Group III Average *	\$0.81	\$2.23	\$0.29	\$2.65	\$0.91	\$1.51	\$0.43	\$1.52	\$0.26	\$1.49	\$0.16	\$1.22
	Combined Average - All Groups *	\$1.23	\$3.36	\$0.50	\$4.10	\$1.35	\$2.52	\$0.67	\$2.37	\$0.44	\$2.29	\$0.24	\$1.70

* Averages Computed Using Delaware Payrolls by Classification as Weights