

## PENNSYLVANIA COMPENSATION RATING BUREAU

### Temporary Staffing Loss Costs

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

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

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

Exhibit 1 shows Policy Years 2016-2020 payrolls (in \$000) for each of the five PCRB sub-industry groups. For a majority of the payroll data used to calculate temporary staffing loss costs, payrolls represent the actual amounts reported to the PCRB. For the remaining payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications. Exhibit 5 (described later) shows the mapping of current temporary staffing code and direct employment code combinations to the proposed temporary staffing codes.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 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, credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Other and Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to unity.

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

Exhibit 4 determines the proposed temporary staffing loss costs by class. For each class, an indicated proposed temporary staffing loss cost is calculated (column (14)) by multiplying the proposed direct employment loss cost by the total proposed temporary staffing pure premium divided by the total proposed direct employment pure premium. If a class's total proposed temporary staffing pure premium and proposed 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 proposed Serious, Non-Serious, and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing loss costs by class (column (16)) are determined by capping the indicated temporary staffing class loss cost change at +/- 25 percentage points of the proposed industry group change applied to the current temporary staffing loss costs by class. Note that codes may show changes greater than +25 percentage points or lower than -25 percentage points. These changes are due to the rounding of the calculated loss cost values to two decimal places.

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

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

<b>Sub-IG 1</b>		<b>Sub-IG 1 (cont.)</b>		<b>Sub-IG 2</b>		<b>Sub-IG 3</b>		<b>Sub-IG 4</b>		<b>Sub-IG 5</b>	
Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)	Temporary Staffing Code	Policy Years 2016-2020 Payroll (\$000)
2059	1,697	2465	5,351	2012	37,245	2819	2,127	2011	6,767	2005	2,357
2101	9,514	2467	535	2601	14,010	2887	26,291	2013	2,073	2009	202
2103	123	2471	8,073	2603	5,766	2890	2,464	2662	3,966	2015	212
2104	291,577	2472	84,448	2605	555	2891	36,791	2709	9	2025	1,173
2105	43,760	2473	5,992	2606	2,581	2892	12,776	2801	1,286	2028	17,734
2106	6,499	2474	5,918	2607	27,054	2893	54,001	2806	1,148	2050	6,316
2107	193,644	2475	13,240	2608	16,141	2903	3,908	2809	14,005	2051	6,178
2108	7,197	2476	2,847	2609	9,864	2905	6,042	2813	633,934	2055	1,997
2109	12,718	2477	1,488	2611	213	2936	108,402	2814	34,406	2716	845
2110	2,549	2483	1,278	2615	97	2940	13,851	2815	130,767	2718	81
2111	13,883	2485	6,166	2617	28,431	2948	7,289	2816	4,681	2721	15
2112	5,816	2486	525	2645	8,294	2951	261,008	2818	126,758	2751	4,358
2113	33,782	2487	7,962	2646	5,058	2953	5,492,601	2820	2,006	2752	26,064
2114	236	2488	78,785	2647	1,521	2955	86,882	2821	5,055	2753	34,609
2115	691	2489	1,742	2648	4,225	2956	317,704	2825	9,121	2755	19,209
2119	6,896	2501	4,818	2649	7,243	2957	1,096,545	2855	37,927	2757	19,590
2130	77	2502	94	2651	21,015	2958	74,178	2857	7,889	2759	8,125
2132	8,987	2506	9,598	2652	15,602	2961	400,161	2858	2,670	2803	118
2134	2,139	2507	2,855	2653	8,990	2962	185,853	2859	859	2804	22,195
2135	93	2509	-	2654	7,496	2963	21,926	2860	448	2805	2,937
2136	1,796	2511	10,993	2655	3,541	2965	732,989	2862	1,728	2807	15,108
2139	521	2512	1,063	2656	7,980	2984	49,089	2865	6,386	2808	52,523
2141	10,566	2513	3,398	2657	432	2987	2,446	2880	27,319	2810	1,299
2142	1,128	2514	2,590	2658	2,265	2988	49,333	2882	1,665	2811	58,317
2161	58,061	2535	12,439	2659	9,234			2884	7,468	2812	2,210
2163	5,179	2536	2,248	2660	36,487	<b>Total</b>		2885	14,306	2817	7,707
2165	1,403	2551	9,555	2661	93,189	<b>Sub-IG 3</b>	9,044,657	2886	4,107	2828	2,064
2166	1,651	2553	6,937	2663	65,343			2896	5,753	2904	208
2201	136	2555	24,878	2664	86,395			2897	61,500	2939	353
2204	948	2563	29,050	2665	5,544			2898	24,954	2954	18,906
2205	395	2571	18,711	2666	2,266			2899	7,824	2967	9,232
2221	154,887	2573	1,917	2667	774			2907	7,715	2969	23,956
2222	132,087	2581	12,695	2668	2,132			2910	2,949	2970	3,720
2225	18,058	2673	2,316	2669	309			2911	16,833	2991	3,148
2227	4,463	2744	10,187	2670	3,764			2914	27,190	2992	2,771
2255	35,623	2924	132,917	2674	1,536			2915	4,620	2995	14,880
2257	30,748	6771	851	2675	97,124			2916	41,288	9428	31,135
2261	18,445	6777	232	2676	2,933			2917	84,069		
2263	1,848			2677	8,122			2918	4,822	<b>Total</b>	
2265	4,909	<b>Total</b>		2679	325			2919	2,298	<b>Sub-IG 5</b>	421,852
2281	133,766	<b>Sub-IG 1</b>	2,414,034	2681	406			2920	5,568		
2282	2,976			2802	1,852			2921	5,727		
2285	11,663							2922	37,309	<b>Grand</b>	
2301	4,869			<b>Total</b>				2923	469,853	<b>Total</b>	15,763,981
2305	21,186			<b>Sub-IG 2</b>	653,354			2925	12,343		
2306	558							2926	47,882		
2311	30,733							2927	53,643		
2319	1,186							2928	171,527		
2323	8,283							2932	22,846		
2327	1,947							2933	5,579		
2402	5,596							2934	40,209		
2403	19,490							2935	1,883		
2404	24,578							2941	43,419		
2406	7,248							2944	13,153		
2407	12,747							2945	19,668		
2411	6,820							2952	106,079		
2413	7,376							2959	67,963		
2415	23,522							2960	191,449		
2416	4,886							2964	3,967		
2421	1,840							2966	5,927		
2425	1,136							2968	5,251		
2427	1,743							2971	132,606		
2429	2,504							2973	58,484		
2431	3,245							2974	99,996		
2433	4,404							2975	84,316		
2435	1,015							2976	17,813		
2441	8,294							2977	14,063		
2445	95,223							2978	9,043		
2446	10,814							2979	50,066		
2447	4,333							2980	21,504		
2449	1,567							2981	13,309		
2451	52,958							2983	3,339		
2454	73,479							2986	6,810		
2456	17,897							2997	4,563		
2457	9,377							2999	2,358		
2458	660										
2459	4,739							<b>Total</b>			
2461	114,547							<b>Sub-IG 4</b>	3,230,084		
2463	25,407										

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9)						(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12)-(17)											
			(4)			(5)					(6)			(7)			(8)					
			Actual Indicated Pure Premium			Weighted Indicated Pure Premium					Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			
2059	1,697	0.0007	-	2.266	0.198	-	0.002	0.000	059	158,058	0.979	1.036	0.156	0.001	0.001	0.000						
2101	9,514	0.0039	0.315	2.318	0.199	0.001	0.009	0.001	101	564,422	0.330	1.189	0.138	0.001	0.005	0.001						
2103	123	0.0001	0.016	1.340	0.115	0.000	0.000	0.000	103	18,273	-	1.214	0.160	-	0.000	0.000						
2104	291,577	0.1208	0.642	2.712	0.372	0.078	0.328	0.045	104	3,334,234	0.424	1.049	0.148	0.051	0.127	0.018						
2105	43,760	0.0181	0.315	2.318	0.199	0.006	0.042	0.004	105	2,596,040	1.062	1.206	0.132	0.019	0.022	0.002						
2106	6,499	0.0027	-	2.266	0.198	-	0.006	0.001	106	605,334	0.476	1.752	0.291	0.001	0.005	0.001						
2107	193,644	0.0802	0.247	1.533	0.220	0.020	0.123	0.018	107	1,119,144	0.141	0.837	0.178	0.011	0.067	0.014						
2108	7,197	0.0030	0.315	2.318	0.199	0.001	0.007	0.001	108	426,929	0.209	0.642	0.102	0.001	0.002	0.000						
2109	12,718	0.0053	-	2.266	0.198	-	0.012	0.001	109	1,184,665	1.122	1.014	0.117	0.006	0.005	0.001						
2110	2,549	0.0011	0.315	2.318	0.199	0.000	0.002	0.000	110	151,232	0.456	0.551	0.111	0.000	0.001	0.000						
2111	13,883	0.0058	-	2.266	0.198	-	0.013	0.001	111	1,293,118	0.187	1.656	0.337	0.001	0.010	0.002						
2112	5,816	0.0024	-	0.087	0.096	-	0.000	0.000	112	1,509,000	0.969	1.214	0.140	0.002	0.003	0.000						
2113	33,782	0.0140	-	2.661	0.119	-	0.037	0.002	113	1,323,857	0.502	0.693	0.136	0.007	0.010	0.002						
2114	236	0.0001	1.705	2.501	0.153	0.000	0.000	0.000	114	39,793	1.412	1.448	0.253	0.000	0.000	0.000						
2115	691	0.0003	0.319	1.759	0.161	0.000	0.001	0.000	115	103,567	-	0.428	0.228	-	0.000	0.000						
2119	6,896	0.0029	0.315	2.318	0.199	0.001	0.007	0.001	119	409,082	0.277	1.499	0.340	0.001	0.004	0.001						
2130	77	0.0000	-	2.266	0.198	-	0.000	0.000	130	7,178	-	0.143	0.106	-	0.000	0.000						
2132	8,987	0.0037	0.315	2.318	0.199	0.001	0.009	0.001	132	533,170	0.330	0.543	0.110	0.001	0.002	0.000						
2134	2,139	0.0009	0.315	2.318	0.199	0.000	0.002	0.000	134	126,907	-	1.031	0.223	-	0.001	0.000						
2135	93	0.0000	0.315	2.318	0.199	0.000	0.000	0.000	135	5,542	-	-	0.039	-	-	0.000						
2136	1,796	0.0007	0.315	2.318	0.199	0.000	0.002	0.000	136	106,570	-	0.153	0.101	-	0.000	0.000						
2139	521	0.0002	-	2.266	0.198	-	0.000	0.000	139	48,532	0.702	0.293	0.423	0.000	0.000	0.000						
2141	10,566	0.0044	-	2.266	0.198	-	0.010	0.001	141	984,142	0.497	1.775	0.187	0.002	0.008	0.001						
2142	1,128	0.0005	0.319	1.759	0.161	0.000	0.001	0.000	142	169,042	0.215	1.370	0.063	0.000	0.001	0.000						
2161	58,061	0.0241	-	1.976	0.250	-	0.048	0.006	161	399,002	-	0.685	0.129	-	0.016	0.003						
2163	5,179	0.0021	0.315	2.318	0.199	0.001	0.005	0.000	163	307,252	0.543	1.535	0.237	0.001	0.003	0.001						
2165	1,403	0.0006	-	2.266	0.198	-	0.001	0.000	165	130,652	-	2.746	0.193	-	0.002	0.000						
2166	1,651	0.0007	0.315	2.318	0.199	0.000	0.002	0.000	166	97,945	-	0.744	0.162	-	0.001	0.000						
2201	136	0.0001	-	2.266	0.198	-	0.000	0.000	201	12,687	-	2.078	0.165	-	0.000	0.000						
2204	948	0.0004	0.315	2.318	0.199	0.000	0.001	0.000	204	56,253	-	1.259	0.491	-	0.000	0.000						
2205	395	0.0002	0.315	2.318	0.199	0.000	0.000	0.000	205	23,443	0.106	1.126	0.039	0.000	0.000	0.000						
2221	154,887	0.0642	-	0.786	0.161	-	0.050	0.010	221	2,012,274	0.181	0.823	0.106	0.012	0.053	0.007						
2222	132,087	0.0547	0.095	1.810	0.209	0.005	0.099	0.011	222	4,720,326	0.292	0.719	0.125	0.016	0.039	0.007						
2225	18,058	0.0075	0.315	2.318	0.199	0.002	0.017	0.001	225	1,071,260	0.369	0.894	0.150	0.003	0.007	0.001						
2227	4,463	0.0018	0.315	2.318	0.199	0.001	0.004	0.000	227	264,738	-	1.619	0.143	-	0.003	0.000						
2255	35,623	0.0148	-	1.761	0.126	-	0.026	0.002	255	1,200,508	0.002	0.530	0.056	0.000	0.008	0.001						
2257	30,748	0.0127	0.315	2.318	0.199	0.004	0.030	0.003	257	1,824,085	0.597	0.745	0.105	0.008	0.009	0.001						
2261	18,445	0.0076	0.315	2.318	0.199	0.002	0.018	0.002	261	1,094,216	0.506	0.838	0.125	0.004	0.006	0.001						
2263	1,848	0.0008	0.319	1.759	0.161	0.000	0.001	0.000	263	276,967	0.239	0.445	0.077	0.000	0.000	0.000						
2265	4,909	0.0020	0.315	2.318	0.199	0.001	0.005	0.000	265	291,215	0.494	1.007	0.084	0.001	0.002	0.000						
2281	133,766	0.0554	-	1.723	0.106	-	0.095	0.006	281	2,678,543	0.389	0.658	0.116	0.022	0.036	0.006						
2282	2,976	0.0012	1.705	2.501	0.153	0.002	0.003	0.000	282	502,465	1.859	1.629	0.143	0.002	0.002	0.000						
2285	11,663	0.0048	0.315	2.318	0.199	0.002	0.011	0.001	285	691,885	0.322	0.508	0.097	0.002	0.002	0.000						
2301	4,869	0.0020	-	2.266	0.198	-	0.005	0.000	301	453,516	0.743	1.836	0.193	0.001	0.004	0.000						

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium		
			(4)			(5)			(5)					(12)			(13)		
			Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only			Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only
2305	21,186	0.0088	-	2.266	0.198	-	0.020	0.002	305	1,973,388	0.564	1.283	0.215	0.005	0.011	0.002			
2306	558	0.0002	-	2.266	0.198	-	0.001	0.000	306	52,011	-	0.150	0.104	-	0.000	0.000			
2311	30,733	0.0127	0.315	2.318	0.199	0.004	0.030	0.003	311	1,823,236	0.360	1.005	0.163	0.005	0.013	0.002			
2319	1,186	0.0005	-	2.266	0.198	-	0.001	0.000	319	110,492	0.418	2.328	0.220	0.000	0.001	0.000			
2323	8,283	0.0034	-	2.266	0.198	-	0.008	0.001	323	771,519	0.388	1.402	0.179	0.001	0.005	0.001			
2327	1,947	0.0008	0.315	2.318	0.199	0.000	0.002	0.000	327	115,490	0.528	0.832	0.056	0.000	0.001	0.000			
2402	5,596	0.0023	-	2.266	0.198	-	0.005	0.000	402	521,244	0.169	0.584	0.102	0.000	0.001	0.000			
2403	19,490	0.0081	-	1.227	0.157	-	0.010	0.001	403	1,542,561	0.302	0.667	0.099	0.002	0.005	0.001			
2404	24,578	0.0102	0.315	2.318	0.199	0.003	0.024	0.002	404	1,458,052	0.913	0.939	0.065	0.009	0.010	0.001			
2406	7,248	0.0030	-	2.266	0.198	-	0.007	0.001	406	675,105	0.905	0.773	0.151	0.003	0.002	0.000			
2407	12,747	0.0053	0.315	2.318	0.199	0.002	0.012	0.001	407	756,192	0.203	0.667	0.289	0.001	0.004	0.002			
2411	6,820	0.0028	-	2.266	0.198	-	0.006	0.001	411	635,222	0.511	1.238	0.196	0.001	0.003	0.001			
2413	7,376	0.0031	-	2.266	0.198	-	0.007	0.001	413	687,003	1.106	1.190	0.150	0.003	0.004	0.000			
2415	23,522	0.0097	0.315	2.318	0.199	0.003	0.023	0.002	415	1,395,446	0.695	0.974	0.143	0.007	0.009	0.001			
2416	4,886	0.0020	0.319	1.759	0.161	0.001	0.004	0.000	416	732,030	0.595	0.502	0.051	0.001	0.001	0.000			
2421	1,840	0.0008	-	2.266	0.198	-	0.002	0.000	421	171,433	0.846	2.142	0.350	0.001	0.002	0.000			
2425	1,136	0.0005	1.705	2.501	0.153	0.001	0.001	0.000	425	191,847	0.068	2.244	0.189	0.000	0.001	0.000			
2427	1,743	0.0007	-	2.266	0.198	-	0.002	0.000	427	162,350	2.361	2.363	0.226	0.002	0.002	0.000			
2429	2,504	0.0010	-	2.266	0.198	-	0.002	0.000	429	233,265	-	0.409	0.231	-	0.000	0.000			
2431	3,245	0.0013	-	2.266	0.198	-	0.003	0.000	431	302,276	0.977	1.708	0.097	0.001	0.002	0.000			
2433	4,404	0.0018	0.315	2.318	0.199	0.001	0.004	0.000	433	261,249	0.303	0.991	0.211	0.001	0.002	0.000			
2435	1,015	0.0004	-	2.266	0.198	-	0.001	0.000	435	94,558	0.212	1.900	0.166	0.000	0.001	0.000			
2441	8,294	0.0034	0.016	1.340	0.115	0.000	0.005	0.000	441	1,230,479	0.167	0.322	0.044	0.001	0.001	0.000			
2445	95,223	0.0394	1.394	4.098	0.289	0.055	0.162	0.011	445	3,815,122	0.317	0.641	0.105	0.013	0.025	0.004			
2446	10,814	0.0045	0.319	1.759	0.161	0.001	0.008	0.001	446	1,620,335	0.141	0.394	0.076	0.001	0.002	0.000			
2447	4,333	0.0018	-	2.266	0.198	-	0.004	0.000	447	403,635	0.159	1.069	0.163	0.000	0.002	0.000			
2449	1,567	0.0006	0.319	1.759	0.161	0.000	0.001	0.000	449	234,826	0.113	0.602	0.137	0.000	0.000	0.000			
2451	52,958	0.0219	-	4.064	0.287	-	0.089	0.006	451	2,005,506	0.257	1.208	0.180	0.006	0.027	0.004			
2454	73,479	0.0304	0.315	2.318	0.199	0.010	0.071	0.006	454	4,359,097	0.352	0.940	0.186	0.011	0.029	0.006			
2456	17,897	0.0074	0.315	2.318	0.199	0.002	0.017	0.001	456	1,061,717	0.303	0.773	0.150	0.002	0.006	0.001			
2457	9,377	0.0039	0.315	2.318	0.199	0.001	0.009	0.001	457	556,272	0.375	0.711	0.166	0.001	0.003	0.001			
2458	660	0.0003	0.319	1.759	0.161	0.000	0.000	0.000	458	98,847	-	0.009	0.047	-	0.000	0.000			
2459	4,739	0.0020	0.016	1.340	0.115	0.000	0.003	0.000	459	703,066	0.186	0.268	0.068	0.000	0.001	0.000			
2461	114,547	0.0475	0.315	2.318	0.199	0.015	0.110	0.009	461	6,795,460	0.390	0.602	0.104	0.019	0.029	0.005			
2463	25,407	0.0105	0.315	2.318	0.199	0.003	0.024	0.002	463	1,507,269	0.143	0.662	0.143	0.002	0.007	0.002			
2465	5,351	0.0022	0.315	2.318	0.199	0.001	0.005	0.000	465	317,437	0.026	0.679	0.153	0.000	0.002	0.000			
2467	535	0.0002	-	2.266	0.198	-	0.001	0.000	467	49,828	0.439	0.486	0.054	0.000	0.000	0.000			
2471	8,073	0.0033	0.016	1.340	0.115	0.000	0.004	0.000	471	1,197,777	0.081	0.394	0.073	0.000	0.001	0.000			
2472	84,448	0.0350	0.044	1.309	0.128	0.002	0.046	0.004	472	1,246,333	0.019	0.128	0.038	0.001	0.004	0.001			
2473	5,992	0.0025	0.319	1.759	0.161	0.001	0.004	0.000	473	897,766	0.232	0.826	0.117	0.001	0.002	0.000			
2474	5,918	0.0025	0.319	1.759	0.161	0.001	0.004	0.000	474	886,746	0.392	0.706	0.098	0.001	0.002	0.000			
2475	13,240	0.0055	-	-	0.285	-	-	0.002	475	1,906,607	0.118	0.673	0.066	0.001	0.004	0.000			
2476	2,847	0.0012	0.016	1.340	0.115	0.000	0.002	0.000	476	422,389	0.276	0.297	0.084	0.000	0.000	0.000			
2477	1,488	0.0006	0.319	1.759	0.161	0.000	0.001	0.000	477	222,989	0.143	0.509	0.105	0.000	0.000	0.000			

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium			
			(4)			(5)			(6)					(12)			(13)			
			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated	Pure	Premium			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only				Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2483	1,278	0.0005	0.319	1.759	0.161	0.000	0.001	0.000	483	191,540	0.016	0.188	0.123	0.000	0.000	0.000				
2485	6,166	0.0026	0.016	1.340	0.115	0.000	0.003	0.000	485	914,799	0.351	0.230	0.078	0.001	0.001	0.000				
2486	525	0.0002	0.319	1.759	0.161	0.000	0.000	0.000	486	78,603	0.793	0.825	0.045	0.000	0.000	0.000				
2487	7,962	0.0033	0.016	1.340	0.115	0.000	0.004	0.000	487	1,181,318	0.073	0.411	0.073	0.000	0.001	0.000				
2488	78,785	0.0326	0.369	0.833	0.054	0.012	0.027	0.002	488	2,756,889	0.170	0.206	0.068	0.006	0.007	0.002				
2489	1,742	0.0007	0.016	1.340	0.115	0.000	0.001	0.000	489	258,489	0.071	0.329	0.082	0.000	0.000	0.000				
2501	4,818	0.0020	0.315	2.318	0.199	0.001	0.005	0.000	501	285,817	1.137	0.587	0.235	0.002	0.001	0.000				
2502	94	0.0000	0.315	2.318	0.199	0.000	0.000	0.000	502	5,554	-	0.676	0.161	-	0.000	0.000				
2506	9,598	0.0040	0.319	1.759	0.161	0.001	0.007	0.001	506	1,438,097	0.246	0.651	0.102	0.001	0.003	0.000				
2507	2,855	0.0012	0.319	1.759	0.161	0.000	0.002	0.000	507	427,727	0.095	0.446	0.088	0.000	0.001	0.000				
2509	-	-	-	2.266	0.198	-	-	-	509	2	-	-	-	-	-	-				
2511	10,993	0.0046	-	2.266	0.198	-	0.010	0.001	511	1,023,943	1.059	1.681	0.204	0.005	0.008	0.001				
2512	1,063	0.0004	-	2.266	0.198	-	0.001	0.000	512	98,990	1.008	0.902	0.318	0.000	0.000	0.000				
2513	3,398	0.0014	0.315	2.318	0.199	0.000	0.003	0.000	513	201,591	0.356	0.954	0.073	0.001	0.001	0.000				
2514	2,590	0.0011	-	2.266	0.198	-	0.002	0.000	514	241,265	-	0.866	0.130	-	0.001	0.000				
2535	12,439	0.0052	0.315	2.318	0.199	0.002	0.012	0.001	535	737,926	0.219	0.565	0.075	0.001	0.003	0.000				
2536	2,248	0.0009	-	2.266	0.198	-	0.002	0.000	536	209,376	0.734	1.665	0.219	0.001	0.002	0.000				
2551	9,555	0.0040	0.016	1.340	0.115	0.000	0.005	0.000	551	1,417,661	0.381	0.337	0.046	0.002	0.001	0.000				
2553	6,937	0.0029	0.016	1.340	0.115	0.000	0.004	0.000	553	1,029,219	0.148	0.196	0.039	0.000	0.001	0.000				
2555	24,878	0.0103	0.187	2.259	0.022	0.002	0.023	0.000	555	6,020,935	0.099	0.080	0.028	0.001	0.001	0.000				
2563	29,050	0.0120	-	0.846	0.095	-	0.010	0.001	563	1,759,401	0.210	0.376	0.068	0.003	0.005	0.001				
2571	18,711	0.0078	0.315	2.318	0.199	0.002	0.018	0.002	571	1,110,025	0.208	0.537	0.098	0.002	0.004	0.001				
2573	1,917	0.0008	-	2.266	0.198	-	0.002	0.000	573	178,546	0.357	0.985	0.086	0.000	0.001	0.000				
2581	12,695	0.0053	0.319	1.759	0.161	0.002	0.009	0.001	581	1,902,120	0.089	0.235	0.039	0.000	0.001	0.000				
2673	2,316	0.0010	-	2.266	0.198	-	0.002	0.000	673	215,769	0.643	1.485	0.151	0.001	0.001	0.000				
2744	10,187	0.0042	0.187	2.259	0.022	0.001	0.010	0.000	744	2,465,424	0.114	0.099	0.028	0.000	0.000	0.000				
2924	132,917	0.0551	0.315	2.318	0.199	0.017	0.128	0.011	924	7,885,214	0.551	1.501	0.141	0.030	0.083	0.008				
6771	851	0.0004	0.315	2.318	0.199	0.000	0.001	0.000	4771	50,490	0.861	1.650	0.189	0.000	0.001	0.000				
6777	232	0.0001	1.705	2.501	0.153	0.000	0.000	0.000	4777	39,199	2.985	0.896	0.193	0.000	0.000	0.000				
<b>TOTAL Sub-IG 1</b>	<b>2,414,034</b>	<b>1.0000</b>				<b>0.277</b>	<b>2.071</b>	<b>0.205</b>		<b>115,258,464</b>				<b>0.339</b>	<b>0.820</b>	<b>0.128</b>				
<b>Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>0.817</b>	<b>2.526</b>	<b>1.597</b>												
2012	37,245	0.0570	-	2.266	0.198	-	0.129	0.011	012	3,469,269	0.652	1.585	0.164	0.037	0.090	0.009				
2601	14,010	0.0214	1.705	2.501	0.153	0.037	0.054	0.003	601	2,365,337	0.420	1.171	0.119	0.009	0.025	0.003				
2603	5,766	0.0088	-	2.266	0.198	-	0.020	0.002	603	537,097	0.516	1.007	0.132	0.005	0.009	0.001				
2605	555	0.0008	1.705	2.501	0.153	0.001	0.002	0.000	605	93,664	0.516	1.382	0.102	0.000	0.001	0.000				
2606	2,581	0.0040	1.705	2.501	0.153	0.007	0.010	0.001	606	435,782	0.234	0.479	0.056	0.001	0.002	0.000				
2607	27,054	0.0414	-	2.266	0.198	-	0.094	0.008	607	2,519,985	0.777	0.467	0.044	0.032	0.019	0.002				
2608	16,141	0.0247	1.705	2.501	0.153	0.042	0.062	0.004	608	2,725,171	0.679	1.152	0.158	0.017	0.028	0.004				
2609	9,864	0.0151	0.174	6.645	0.166	0.003	0.100	0.003	609	6,481,318	0.765	0.692	0.074	0.012	0.010	0.001				

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium		
			(4)			(5)			(5)					(12)			(13)		
			Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only			Indicated	Non-Ser	Med Only	Indicated	Non-Ser	Med Only
2611	213	0.0003	1.705	2.501	0.153	0.001	0.001	0.000	611	35,970	-	-	0.013	-	-	0.000			
2615	97	0.0001	1.705	2.501	0.153	0.000	0.000	0.000	615	16,356	1.332	-	0.092	0.000	-	0.000			
2617	28,431	0.0435	0.315	2.318	0.199	0.014	0.101	0.009	617	1,686,637	0.462	0.536	0.070	0.020	0.023	0.003			
2645	8,294	0.0127	1.705	2.501	0.153	0.022	0.032	0.002	645	1,400,233	0.700	0.977	0.083	0.009	0.012	0.001			
2646	5,058	0.0077	-	2.266	0.198	-	0.018	0.002	646	471,130	0.666	1.131	0.102	0.005	0.009	0.001			
2647	1,521	0.0023	1.705	2.501	0.153	0.004	0.006	0.000	647	256,802	0.973	1.259	0.126	0.002	0.003	0.000			
2648	4,225	0.0065	1.705	2.501	0.153	0.011	0.016	0.001	648	713,394	0.817	1.078	0.122	0.005	0.007	0.001			
2649	7,243	0.0111	0.315	2.318	0.199	0.003	0.026	0.002	649	429,671	0.447	0.945	0.056	0.005	0.010	0.001			
2651	21,015	0.0322	9.345	6.584	0.325	0.301	0.212	0.010	651	4,022,159	1.101	1.072	0.133	0.035	0.034	0.004			
2652	15,602	0.0239	1.705	2.501	0.153	0.041	0.060	0.004	652	2,634,168	1.194	2.231	0.176	0.029	0.053	0.004			
2653	8,990	0.0138	1.705	2.501	0.153	0.023	0.034	0.002	653	1,517,879	1.481	1.466	0.129	0.020	0.020	0.002			
2654	7,496	0.0115	1.705	2.501	0.153	0.020	0.029	0.002	654	1,265,644	0.612	1.093	0.151	0.007	0.013	0.002			
2655	3,541	0.0054	-	0.087	0.096	-	0.000	0.001	655	918,871	0.149	1.335	0.086	0.001	0.007	0.000			
2656	7,980	0.0122	1.705	2.501	0.153	0.021	0.031	0.002	656	1,347,257	0.038	0.531	0.088	0.000	0.006	0.001			
2657	432	0.0007	1.705	2.501	0.153	0.001	0.002	0.000	657	72,993	0.091	0.371	0.078	0.000	0.000	0.000			
2658	2,265	0.0035	1.705	2.501	0.153	0.006	0.009	0.001	658	382,437	1.732	1.175	0.112	0.006	0.004	0.000			
2659	9,234	0.0141	14.935	9.578	0.072	0.211	0.135	0.001	659	844,015	1.800	2.589	0.190	0.025	0.037	0.003			
2660	36,487	0.0558	0.315	2.318	0.199	0.018	0.129	0.011	660	2,164,591	0.549	0.559	0.073	0.031	0.031	0.004			
2661	93,189	0.1426	0.800	1.691	0.096	0.114	0.241	0.014	661	6,178,824	0.371	0.583	0.080	0.053	0.083	0.011			
2663	65,343	0.1000	-	2.266	0.198	-	0.227	0.020	663	6,086,473	0.534	0.725	0.095	0.053	0.073	0.010			
2664	86,395	0.1322	0.315	2.318	0.199	0.042	0.307	0.026	664	5,125,312	0.517	0.851	0.121	0.068	0.113	0.016			
2665	5,544	0.0085	1.705	2.501	0.153	0.014	0.021	0.001	665	936,052	0.941	1.327	0.103	0.008	0.011	0.001			
2666	2,266	0.0035	1.705	2.501	0.153	0.006	0.009	0.001	666	382,623	0.275	1.103	0.116	0.001	0.004	0.000			
2667	774	0.0012	0.319	1.759	0.161	0.000	0.002	0.000	667	115,995	1.514	0.357	0.018	0.002	0.000	0.000			
2668	2,132	0.0033	1.705	2.501	0.153	0.006	0.008	0.000	668	359,892	0.804	1.724	0.111	0.003	0.006	0.000			
2669	309	0.0005	1.705	2.501	0.153	0.001	0.001	0.000	669	52,179	12.619	2.030	0.088	0.006	0.001	0.000			
2670	3,764	0.0058	-	2.266	0.198	-	0.013	0.001	670	350,644	0.311	0.677	0.128	0.002	0.004	0.001			
2674	1,536	0.0024	-	2.266	0.198	-	0.005	0.000	674	143,115	1.171	1.808	0.191	0.003	0.004	0.000			
2675	97,124	0.1487	0.315	2.318	0.199	0.047	0.345	0.030	675	5,761,810	0.650	0.493	0.076	0.097	0.073	0.011			
2676	2,933	0.0045	-	2.266	0.198	-	0.010	0.001	676	273,197	0.308	1.621	0.168	0.001	0.007	0.001			
2677	8,122	0.0124	0.315	2.318	0.199	0.004	0.029	0.002	677	481,847	0.900	0.504	0.039	0.011	0.006	0.000			
2679	325	0.0005	1.705	2.501	0.153	0.001	0.001	0.000	679	54,818	-	0.725	0.198	-	0.000	0.000			
2681	406	0.0006	-	2.266	0.198	-	0.001	0.000	681	37,853	2.465	1.513	0.142	0.002	0.001	0.000			
2802	1,852	0.0028	1.705	2.501	0.153	0.005	0.007	0.000	802	312,680	0.449	0.865	0.057	0.001	0.002	0.000			
<b>TOTAL Sub-IG 2</b>	<b>653,354</b>	<b>1.0000</b>				<b>1.024</b>	<b>2.538</b>	<b>0.178</b>		<b>65,461,144</b>				<b>0.625</b>	<b>0.846</b>	<b>0.100</b>			
<b>Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.640</b>	<b>3.000</b>	<b>1.776</b>											
2819	2,127	0.0002	-	0.066	0.016	-	0.000	0.000	819	755,869	0.195	0.285	0.045	0.000	0.000	0.000			
2887	26,291	0.0029	0.369	0.833	0.054	0.001	0.002	0.000	887	920,002	0.039	0.192	0.049	0.000	0.001	0.000			
2890	2,464	0.0003	0.187	2.259	0.022	0.000	0.001	0.000	890	596,278	0.025	0.094	0.039	0.000	0.000	0.000			

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Pure Premium						(5) Weighted Pure Premium			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual Pure Premium			(13) Weighted Pure Premium			
			(4)			(5)			(5)					(12)			(13)			
			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated	Pure	Premium			Indicated	Pure	Premium	Indicated	Pure	Premium	Indicated
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only				Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2891	36,791	0.0041	0.016	1.340	0.115	0.000	0.005	0.000	891	5,458,491	0.076	0.428	0.075	0.000	0.002	0.000				
2892	12,776	0.0014	0.369	0.833	0.054	0.001	0.001	0.000	892	447,060	0.224	0.338	0.056	0.000	0.000	0.000				
2893	54,001	0.0060	0.369	0.833	0.054	0.002	0.005	0.000	893	1,889,656	0.125	0.247	0.089	0.001	0.001	0.001				
2903	3,908	0.0004	-	0.066	0.016	-	0.000	0.000	903	1,388,455	-	0.054	0.020	-	0.000	0.000				
2905	6,042	0.0007	-	0.066	0.016	-	0.000	0.000	905	2,146,795	0.001	0.043	0.006	0.000	0.000	0.000				
2936	108,402	0.0120	0.369	0.833	0.054	0.004	0.010	0.001	936	3,793,297	0.191	0.170	0.026	0.002	0.002	0.000				
2940	13,851	0.0015	0.640	0.911	0.056	0.001	0.001	0.000	940	671,869	0.003	0.589	0.128	0.000	0.001	0.000				
2948	7,289	0.0008	0.319	1.759	0.161	0.000	0.001	0.000	948	1,092,106	0.031	0.538	0.096	0.000	0.000	0.000				
2951	261,008	0.0289	-	0.066	0.016	-	0.002	0.000	951	92,737,609	0.047	0.072	0.016	0.001	0.002	0.000				
2953	5,492,601	0.6073	0.013	0.068	0.011	0.008	0.041	0.007	953	335,601,891	0.015	0.033	0.008	0.009	0.020	0.005				
2955	86,882	0.0096	-	0.066	0.016	-	0.001	0.000	955	30,869,715	0.033	0.055	0.013	0.000	0.001	0.000				
2956	317,704	0.0351	0.013	0.068	0.011	0.000	0.002	0.000	956	19,411,963	0.011	0.022	0.008	0.000	0.001	0.000				
2957	1,096,545	0.1212	0.640	0.911	0.056	0.078	0.110	0.007	957	53,191,214	0.074	0.104	0.023	0.009	0.013	0.003				
2958	74,178	0.0082	0.640	0.911	0.056	0.005	0.007	0.000	958	3,598,216	0.546	0.604	0.087	0.004	0.005	0.001				
2961	400,161	0.0442	0.640	0.911	0.056	0.028	0.040	0.002	961	19,411,001	0.168	0.236	0.081	0.007	0.010	0.004				
2962	185,853	0.0205	0.013	0.068	0.011	0.000	0.001	0.000	962	11,355,750	0.003	0.007	0.005	0.000	0.000	0.000				
2963	21,926	0.0024	0.187	2.259	0.022	0.000	0.005	0.000	963	5,306,559	0.037	0.137	0.047	0.000	0.000	0.000				
2965	732,989	0.0810	0.106	0.809	0.129	0.009	0.066	0.010	965	70,790,945	0.072	0.192	0.049	0.006	0.016	0.004				
2984	49,089	0.0054	0.197	1.099	0.076	0.001	0.006	0.000	984	26,554,390	0.014	0.033	0.008	0.000	0.000	0.000				
2987	2,446	0.0003	0.369	0.833	0.054	0.000	0.000	0.000	987	85,607	-	0.090	0.010	-	0.000	0.000				
2988	49,333	0.0055	0.197	1.099	0.076	0.001	0.006	0.000	988	26,686,388	0.027	0.041	0.012	0.000	0.000	0.000				
<b>TOTAL Sub-IG 3</b>	<b>9,044,657</b>	<b>1.0000</b>				<b>0.141</b>	<b>0.317</b>	<b>0.031</b>		<b>714,761,126</b>				<b>0.042</b>	<b>0.076</b>	<b>0.019</b>				
<b>Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>									<b>3.339</b>	<b>4.185</b>	<b>1.645</b>									
2011	6,767	0.0021	0.315	2.318	0.199	0.001	0.005	0.000	0011	401,426	0.235	0.843	0.130	0.000	0.002	0.000				
2013	2,073	0.0006	-	2.266	0.198	-	0.001	0.000	0013	193,052	-	0.754	0.256	-	0.000	0.000				
2662	3,966	0.0012	-	2.266	0.198	-	0.003	0.000	662	369,450	1.025	1.940	0.134	0.001	0.002	0.000				
2709	9	0.0000	-	0.066	0.016	-	0.000	0.000	709	3,271	-	0.887	0.140	-	0.000	0.000				
2801	1,286	0.0004	1.705	2.501	0.153	0.001	0.001	0.000	801	217,102	0.526	2.198	0.380	0.000	0.001	0.000				
2806	1,148	0.0004	-	0.087	0.096	-	0.000	0.000	806	297,964	0.449	3.018	0.328	0.000	0.001	0.000				
2809	14,005	0.0043	-	2.266	0.198	-	0.010	0.001	809	1,304,476	1.002	1.634	0.112	0.004	0.007	0.000				
2813	633,934	0.1963	1.017	3.249	0.303	0.200	0.638	0.059	813	3,711,846	0.710	1.260	0.154	0.139	0.247	0.030				
2814	34,406	0.0107	0.315	2.318	0.199	0.003	0.025	0.002	814	2,041,113	0.574	0.707	0.104	0.006	0.008	0.001				
2815	130,767	0.0405	0.315	2.318	0.199	0.013	0.094	0.008	815	7,757,659	0.529	0.900	0.107	0.021	0.036	0.004				
2816	4,681	0.0014	0.319	1.759	0.161	0.000	0.003	0.000	816	701,448	0.121	0.621	0.066	0.000	0.001	0.000				
2818	126,758	0.0392	0.016	1.340	0.115	0.001	0.053	0.005	818	18,806,673	0.206	0.377	0.059	0.008	0.015	0.002				
2820	2,006	0.0006	0.319	1.759	0.161	0.000	0.001	0.000	820	300,581	0.698	1.351	0.213	0.000	0.001	0.000				
2821	5,055	0.0016	-	2.266	0.198	-	0.004	0.000	821	470,894	1.631	2.059	0.260	0.003	0.003	0.000				
2825	9,121	0.0028	0.315	2.318	0.199	0.001	0.007	0.001	825	541,116	0.743	1.340	0.168	0.002	0.004	0.000				
2855	37,927	0.0117	-	2.266	0.198	-	0.027	0.002	855	3,532,736	0.732	1.322	0.151	0.009	0.016	0.002				



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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual						(5) Weighted			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual			(13) Weighted		
			(4) Indicated Pure Premium			(5) Indicated Pure Premium			(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)			(12) Indicated Pure Premium			(13) Indicated Pure Premium		
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only						Series	Non-Ser	Med Only	Series	Non-Ser	Med Only
2857	7,889	0.0024	-	2.266	0.198	-	0.006	0.000	857	734,808	0.850	1.145	0.174	0.002	0.003	0.000			
2858	2,670	0.0008	1.705	2.501	0.153	0.001	0.002	0.000	858	450,834	0.734	1.658	0.220	0.001	0.001	0.000			
2859	859	0.0003	1.705	2.501	0.153	0.000	0.001	0.000	859	144,946	-	1.676	0.167	-	0.000	0.000			
2860	448	0.0001	1.705	2.501	0.153	0.000	0.000	0.000	860	75,657	0.399	1.923	0.174	0.000	0.000	0.000			
2862	1,728	0.0005	1.705	2.501	0.153	0.001	0.001	0.000	862	291,690	1.295	2.479	0.237	0.001	0.001	0.000			
2865	6,386	0.0020	-	2.266	0.198	-	0.004	0.000	865	594,794	1.166	2.146	0.238	0.002	0.004	0.000			
2880	27,319	0.0085	-	2.266	0.198	-	0.019	0.002	880	2,544,642	0.835	1.437	0.153	0.007	0.012	0.001			
2882	1,665	0.0005	-	2.266	0.198	-	0.001	0.000	882	155,080	1.048	1.608	0.194	0.001	0.001	0.000			
2884	7,468	0.0023	0.016	1.340	0.115	0.000	0.003	0.000	884	1,108,039	0.125	0.441	0.056	0.000	0.001	0.000			
2885	14,306	0.0044	0.315	2.318	0.199	0.001	0.010	0.001	885	848,687	0.477	0.872	0.137	0.002	0.004	0.001			
2886	4,107	0.0013	0.319	1.759	0.161	0.000	0.002	0.000	886	615,420	0.106	0.790	0.118	0.000	0.001	0.000			
2896	5,753	0.0018	0.319	1.759	0.161	0.001	0.003	0.000	896	862,002	-	0.418	0.078	-	0.001	0.000			
2897	61,500	0.0190	0.319	1.759	0.161	0.006	0.033	0.003	897	9,214,956	0.124	0.531	0.107	0.002	0.010	0.002			
2898	24,954	0.0077	0.319	1.759	0.161	0.002	0.014	0.001	898	3,739,010	0.282	0.682	0.124	0.002	0.005	0.001			
2899	7,824	0.0024	0.016	1.340	0.115	0.000	0.003	0.000	899	1,160,864	0.029	0.530	0.064	0.000	0.001	0.000			
2907	7,715	0.0024	-	2.266	0.198	-	0.005	0.000	907	718,586	0.788	1.562	0.168	0.002	0.004	0.000			
2910	2,949	0.0009	-	2.266	0.198	-	0.002	0.000	910	274,661	0.343	0.570	0.089	0.000	0.001	0.000			
2911	16,833	0.0052	1.705	2.501	0.153	0.009	0.013	0.001	911	2,841,946	1.263	1.959	0.182	0.007	0.010	0.001			
2914	27,190	0.0084	-	0.822	0.099	-	0.007	0.001	914	2,489,579	0.199	0.756	0.095	0.002	0.006	0.001			
2915	4,620	0.0014	0.315	2.318	0.199	0.000	0.003	0.000	915	274,096	0.061	0.810	0.133	0.000	0.001	0.000			
2916	41,288	0.0128	0.319	1.759	0.161	0.004	0.022	0.002	916	6,186,480	0.179	0.649	0.103	0.002	0.008	0.001			
2917	84,069	0.0260	0.319	1.759	0.161	0.008	0.046	0.004	917	12,596,611	0.380	0.863	0.127	0.010	0.022	0.003			
2918	4,822	0.0015	0.319	1.759	0.161	0.000	0.003	0.000	918	722,570	0.058	0.737	0.091	0.000	0.001	0.000			
2919	2,298	0.0007	0.319	1.759	0.161	0.000	0.001	0.000	919	344,261	0.394	1.028	0.129	0.000	0.001	0.000			
2920	5,568	0.0017	0.187	2.259	0.022	0.000	0.004	0.000	920	1,347,644	0.019	0.099	0.017	0.000	0.000	0.000			
2921	5,727	0.0018	-	2.681	0.461	-	0.005	0.001	921	234,034	0.263	1.711	0.117	0.000	0.003	0.000			
2922	37,309	0.0116	0.315	2.318	0.199	0.004	0.027	0.002	922	2,213,328	0.573	1.027	0.118	0.007	0.012	0.001			
2923	469,853	0.1455	0.197	1.267	0.158	0.029	0.184	0.023	923	934,633	0.287	0.940	0.100	0.042	0.137	0.015			
2925	12,343	0.0038	0.319	1.759	0.161	0.001	0.007	0.001	925	1,849,458	0.290	0.583	0.093	0.001	0.002	0.000			
2926	47,882	0.0148	0.138	1.984	0.157	0.002	0.029	0.002	926	2,137,154	0.374	0.815	0.112	0.006	0.012	0.002			
2927	53,643	0.0166	0.016	1.340	0.115	0.000	0.022	0.002	927	7,958,869	0.129	0.350	0.041	0.002	0.006	0.001			
2928	171,527	0.0531	0.879	2.459	0.167	0.047	0.131	0.009	928	16,485,728	0.260	0.770	0.127	0.014	0.041	0.007			
2932	22,846	0.0071	0.369	0.833	0.054	0.003	0.006	0.000	932	799,440	0.038	0.283	0.049	0.000	0.002	0.000			
2933	5,579	0.0017	-	2.266	0.198	-	0.004	0.000	933	519,644	0.332	0.925	0.144	0.001	0.002	0.000			
2934	40,209	0.0124	0.315	2.318	0.199	0.004	0.029	0.002	934	2,385,354	0.354	1.276	0.154	0.004	0.016	0.002			
2935	1,883	0.0006	0.016	1.340	0.115	0.000	0.001	0.000	935	279,421	0.117	0.710	0.105	0.000	0.000	0.000			
2941	43,419	0.0134	0.319	1.759	0.161	0.004	0.024	0.002	941	6,505,737	0.354	0.955	0.147	0.005	0.013	0.002			
2944	13,153	0.0041	0.319	1.759	0.161	0.001	0.007	0.001	944	1,970,731	0.224	0.584	0.106	0.001	0.002	0.000			
2945	19,668	0.0061	0.315	2.318	0.199	0.002	0.014	0.001	945	1,166,800	0.114	0.932	0.135	0.001	0.006	0.001			
2952	106,079	0.0328	0.369	0.833	0.054	0.012	0.027	0.002	952	3,712,009	0.267	0.208	0.036	0.009	0.007	0.001			
2959	67,963	0.0210	0.640	0.911	0.056	0.013	0.019	0.001	959	3,296,747	0.097	0.396	0.251	0.002	0.008	0.005			
2960	191,449	0.0593	0.640	0.911	0.056	0.038	0.054	0.003	960	9,286,811	0.409	0.933	0.169	0.024	0.055	0.010			
2964	3,967	0.0012	0.319	1.759	0.161	0.000	0.002	0.000	964	594,347	0.154	0.365	0.121	0.000	0.000	0.000			
2966	5,927	0.0018	0.315	2.318	0.199	0.001	0.004	0.000	966	351,637	0.872	0.879	0.092	0.002	0.002	0.000			

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual			(5) Weighted			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual			(13) Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			Indicated Pure Premium		
			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only			Series	Non-Ser	Med Only	Series	Non-Ser	Med Only
<b>2968</b>	5,251	0.0016	0.016	1.340	0.115	0.000	0.002	0.000	<b>968</b>	779,061	0.046	0.523	0.106	0.000	0.001	0.000
<b>2971</b>	132,606	0.0411	0.315	2.318	0.199	0.013	0.095	0.008	<b>971</b>	7,866,785	0.580	1.200	0.129	0.024	0.049	0.005
<b>2973</b>	58,484	0.0181	0.315	2.318	0.199	0.006	0.042	0.004	<b>973</b>	3,469,517	0.274	0.951	0.127	0.005	0.017	0.002
<b>2974</b>	99,996	0.0310	0.640	0.911	0.056	0.020	0.028	0.002	<b>974</b>	4,850,611	0.250	0.729	0.161	0.008	0.023	0.005
<b>2975</b>	84,316	0.0261	0.319	1.759	0.161	0.008	0.046	0.004	<b>975</b>	12,633,664	0.146	0.541	0.097	0.004	0.014	0.003
<b>2976</b>	17,813	0.0055	0.016	1.340	0.115	0.000	0.007	0.001	<b>976</b>	2,642,841	0.089	0.375	0.106	0.000	0.002	0.001
<b>2977</b>	14,063	0.0044	0.187	2.259	0.022	0.001	0.010	0.000	<b>977</b>	3,403,623	0.140	0.230	0.017	0.001	0.001	0.000
<b>2978</b>	9,043	0.0028	0.315	2.318	0.199	0.001	0.006	0.001	<b>978</b>	536,472	0.402	1.000	0.438	0.001	0.003	0.001
<b>2979</b>	50,066	0.0155	0.640	0.911	0.056	0.010	0.014	0.001	<b>979</b>	2,428,584	0.367	1.067	0.229	0.006	0.017	0.004
<b>2980</b>	21,504	0.0067	-	2.266	0.198	-	0.015	0.001	<b>980</b>	2,003,006	0.894	1.458	0.237	0.006	0.010	0.002
<b>2981</b>	13,309	0.0041	0.319	1.759	0.161	0.001	0.007	0.001	<b>981</b>	1,994,194	0.124	0.559	0.060	0.001	0.002	0.000
<b>2983</b>	3,339	0.0010	1.705	2.501	0.153	0.002	0.003	0.000	<b>983</b>	563,655	1.978	1.911	0.207	0.002	0.002	0.000
<b>2986</b>	6,810	0.0021	0.016	1.340	0.115	0.000	0.003	0.000	<b>986</b>	1,010,319	0.142	0.620	0.098	0.000	0.001	0.000
<b>2997</b>	4,563	0.0014	0.016	1.340	0.115	0.000	0.002	0.000	<b>997</b>	677,020	-	0.274	0.066	-	0.000	0.000
<b>2999</b>	2,358	0.0007	-	2.266	0.198	-	0.002	0.000	<b>999</b>	219,599	1.234	1.744	0.430	0.001	0.001	0.000
<b>TOTAL Sub-IG 4</b>	<b>3,230,084</b>	<b>1.0000</b>				<b>0.479</b>	<b>1.958</b>	<b>0.174</b>		<b>198,749,503</b>				<b>0.417</b>	<b>0.915</b>	<b>0.128</b>
<b>Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.148</b>	<b>2.141</b>	<b>1.364</b>								
<b>2005</b>	2,357	0.0056	-	0.087	0.096	-	0.000	0.001	<b>005</b>	611,569	1.785	2.885	0.221	0.010	0.016	0.001
<b>2009</b>	202	0.0005	14.935	9.578	0.072	0.007	0.005	0.000	<b>009</b>	18,475	-	6.472	0.491	-	0.003	0.000
<b>2015</b>	212	0.0005	-	0.087	0.096	-	0.000	0.000	<b>015</b>	54,935	-	1.162	0.057	-	0.001	0.000
<b>2025</b>	1,173	0.0028	-	2.266	0.198	-	0.006	0.001	<b>025</b>	109,251	0.129	0.301	0.061	0.000	0.001	0.000
<b>2028</b>	17,734	0.0420	0.315	2.318	0.199	0.013	0.097	0.008	<b>028</b>	1,052,032	0.287	0.417	0.030	0.012	0.018	0.001
<b>2050</b>	6,316	0.0150	0.315	2.318	0.199	0.005	0.035	0.003	<b>050</b>	374,722	0.718	0.881	0.090	0.011	0.013	0.001
<b>2051</b>	6,178	0.0146	-	2.266	0.198	-	0.033	0.003	<b>051</b>	575,415	1.486	0.700	0.116	0.022	0.010	0.002
<b>2055</b>	1,997	0.0047	-	2.266	0.198	-	0.011	0.001	<b>055</b>	185,973	-	0.771	0.120	-	0.004	0.001
<b>2716</b>	845	0.0020	0.315	2.318	0.199	0.001	0.005	0.000	<b>716</b>	50,101	0.531	1.216	0.111	0.001	0.002	0.000
<b>2718</b>	81	0.0002	0.315	2.318	0.199	0.000	0.000	0.000	<b>718</b>	4,780	1.026	4.038	0.208	0.000	0.001	0.000
<b>2721</b>	15	0.0000	-	0.087	0.096	-	0.000	0.000	<b>721</b>	3,874	-	-	0.113	-	-	0.000
<b>2751</b>	4,358	0.0103	0.319	1.759	0.161	0.003	0.018	0.002	<b>751</b>	653,058	0.107	0.195	0.029	0.001	0.002	0.000
<b>2752</b>	26,064	0.0618	0.369	0.833	0.054	0.023	0.051	0.003	<b>752</b>	912,051	0.090	0.084	0.014	0.006	0.005	0.001
<b>2753</b>	34,609	0.0820	0.315	2.318	0.199	0.026	0.190	0.016	<b>753</b>	2,053,167	0.509	0.640	0.109	0.042	0.053	0.009
<b>2755</b>	19,209	0.0455	0.016	1.340	0.115	0.001	0.061	0.005	<b>755</b>	2,850,042	0.110	0.226	0.030	0.005	0.010	0.001
<b>2757</b>	19,590	0.0464	0.319	1.759	0.161	0.015	0.082	0.007	<b>757</b>	2,935,265	0.228	0.287	0.028	0.011	0.013	0.001
<b>2759</b>	8,125	0.0193	1.705	2.501	0.153	0.033	0.048	0.003	<b>759</b>	1,371,856	1.168	1.443	0.130	0.022	0.028	0.003
<b>2803</b>	118	0.0003	14.935	9.578	0.072	0.004	0.003	0.000	<b>803</b>	10,800	-	1.859	0.976	-	0.001	0.000
<b>2804</b>	22,195	0.0526	-	2.266	0.198	-	0.119	0.010	<b>804</b>	2,067,357	0.174	1.195	0.155	0.009	0.063	0.008
<b>2805</b>	2,937	0.0070	-	2.266	0.198	-	0.016	0.001	<b>805</b>	273,557	2.219	1.522	0.083	0.015	0.011	0.001
<b>2807</b>	15,108	0.0358	-	2.266	0.198	-	0.081	0.007	<b>807</b>	1,407,212	0.502	1.703	0.211	0.018	0.061	0.008

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

(1) Temporary Staffing Code	(2) Policy Years 2016-2020 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2016-2020 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
<b>2808</b>	52,523	0.1245	-	2.266	0.198	-	0.282	0.025	<b>808</b>	4,892,302	1.647	2.253	0.105	0.205	0.281	0.013
<b>2810</b>	1,299	0.0031	-	2.266	0.198	-	0.007	0.001	<b>810</b>	120,980	-	1.709	0.034	-	0.005	0.000
<b>2811</b>	58,317	0.1382	1.705	2.501	0.153	0.236	0.346	0.021	<b>811</b>	9,845,821	1.920	1.857	0.088	0.265	0.257	0.012
<b>2812</b>	2,210	0.0052	1.705	2.501	0.153	0.009	0.013	0.001	<b>812</b>	373,115	1.997	2.773	0.081	0.010	0.015	0.000
<b>2817</b>	7,707	0.0183	-	2.266	0.198	-	0.041	0.004	<b>817</b>	717,883	0.914	2.234	0.193	0.017	0.041	0.004
<b>2828</b>	2,064	0.0049	1.705	2.501	0.153	0.008	0.012	0.001	<b>828</b>	348,475	0.724	2.205	0.284	0.004	0.011	0.001
<b>2904</b>	208	0.0005	-	0.066	0.016	-	0.000	0.000	<b>904</b>	73,859	0.846	1.995	0.043	0.000	0.001	0.000
<b>2939</b>	353	0.0008	-	2.266	0.198	-	0.002	0.000	<b>939</b>	32,894	0.312	6.175	0.552	0.000	0.005	0.000
<b>2954</b>	18,906	0.0448	0.319	1.759	0.161	0.014	0.079	0.007	<b>954</b>	2,832,761	0.310	0.722	0.060	0.014	0.032	0.003
<b>2967</b>	9,232	0.0219	0.016	1.340	0.115	0.000	0.029	0.003	<b>967</b>	1,369,780	0.201	0.301	0.157	0.004	0.007	0.003
<b>2969</b>	23,956	0.0568	0.315	2.318	0.199	0.018	0.132	0.011	<b>969</b>	1,421,149	0.123	0.655	0.255	0.007	0.037	0.014
<b>2970</b>	3,720	0.0088	-	2.266	0.198	-	0.020	0.002	<b>970</b>	346,503	0.869	1.337	1.784	0.008	0.012	0.016
<b>2991</b>	3,148	0.0075	0.315	2.318	0.199	0.002	0.017	0.001	<b>991</b>	186,781	0.173	0.946	1.302	0.001	0.007	0.010
<b>2992</b>	2,771	0.0066	-	2.266	0.198	-	0.015	0.001	<b>992</b>	258,113	1.019	1.011	0.107	0.007	0.007	0.001
<b>2995</b>	14,880	0.0353	1.705	2.501	0.153	0.060	0.088	0.005	<b>995</b>	2,512,215	1.885	1.649	0.170	0.066	0.058	0.006
<b>9428</b>	31,135	0.0738	-	2.266	0.198	-	0.167	0.015	<b>7428</b>	2,900,143	0.618	1.121	0.116	0.046	0.083	0.009
<b>TOTAL Sub-IG 5</b>	<b>421,852</b>	<b>1.0000</b>					<b>0.478</b>	<b>2.113</b>	<b>0.170</b>	<b>45,808,266</b>				<b>0.840</b>	<b>1.172</b>	<b>0.131</b>
<b>Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>0.569</b>	<b>1.803</b>	<b>1.297</b>							
<b>GRAND TOTAL</b>	<b>15,763,981</b>						<b>0.2764</b>	<b>1.0618</b>	<b>0.0968</b>	<b>1,140,038,503</b>				<b>0.2098</b>	<b>0.4228</b>	<b>0.0643</b>
<b>Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>1.317</b>	<b>2.511</b>	<b>1.505</b>							

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

**Total**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$157,639,810		
0.55	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.317	2.511	1.505
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.174	2.511	1.505

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

**Sub-Industry Group 3**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$90,446,570		
0.38	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
3.339	4.185	1.645
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.997	4.185	1.645

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

**Sub-Industry Group 1**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$24,140,340		
0.16	0.53	0.78
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.817	2.526	1.597
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.117	2.519	1.577

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

**Sub-Industry Group 4**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$32,300,840		
0.19	0.64	0.95
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.148	2.141	1.364
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.169	2.274	1.371

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

**Sub-Industry Group 2**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$6,533,540		
0.07	0.22	0.33
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.640	3.000	1.776
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.207	2.619	1.594

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

**Sub-Industry Group 5**

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$4,218,520		
0.05	0.16	0.24
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.569	1.803	1.297
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.144	2.398	1.455

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

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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 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)	4/1/2024 Direct Employment Pure Premium			4/1/2024 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2024 Temp Staffing Code	4/1/2024 Temp Staffing Pure Premium			4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2019-2020 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2023 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs		
		Serious	Non-Serious	Medical Only				Total	Serious	Non-Serious											Medical Only	Total
059	1,697	1.687	1.166	0.172	3,026	3.63	526	2059	1.885	2.937	0.272	5,094	6.11	6.36	6.11	663	42,167	40,509	-3.9%			
101	9,514	0.647	0.835	0.155	1,636	1.68	525	2101	0.722	2.102	0.245	3,069	3.15	3.21	3.15	3,989	128,047	125,654	-1.9%			
103	123	0.361	0.233	0.073	0,666	0.68	523	2103	0.403	0.587	0.114	1,104	1.13	1.19	1.13	46	547	520	-5.0%			
104	291,577	0.565	0.955	0.144	1,664	1.71	2104	2104	0.631	2.405	0.227	3,263	3.35	3.90	3.35	123,639	4,821,921	4,141,907	-14.1%			
105	43,760	0.967	1.124	0.136	2,227	2.28	525	2105	1.080	2.832	0.214	4,126	4.22	4.27	4.22	17,984	767,917	758,925	-1.2%			
106	6,499	1.035	1.466	0.282	2,782	2.85	526	2106	1.156	3.692	0.444	5,292	5.42	5.82	5.42	2,603	151,495	141,083	-6.9%			
107	193,644	0.404	0.732	0.186	1,322	1.36	2107	2107	0.451	1.843	0.294	2,588	2.66	2.82	2.66	74,676	2,105,863	1,986,382	-5.7%			
108	7,197	0.607	0.480	0.115	1,202	1.23	525	2108	0.678	1.210	0.181	2,069	2.12	2.28	2.12	3,203	73,028	67,904	-7.0%			
109	12,718	0.903	0.901	0.126	1,929	1.98	526	2109	1.008	2.268	0.198	3,474	3.57	3.70	3.57	4,773	176,601	170,396	-3.5%			
110	2,549	0.629	0.636	0.143	1,409	1.45	525	2110	0.703	1.603	0.226	2,532	2.61	2.86	2.61	1,806	51,652	47,137	-8.7%			
111	13,883	0.593	1.698	0.391	2,682	2.75	526	2111	0.663	4.277	0.616	5,556	5.70	6.36	5.70	5,810	367,773	331,170	-10.0%			
112	5,816	1.923	1.245	0.148	3,317	3.40	528	2112	2.148	3.137	0.233	5,518	5.66	6.44	5.66	2,477	159,519	140,198	-12.1%			
113	33,782	0.358	0.609	0.132	1,099	1.13	2113	2113	0.400	1.534	0.209	2,143	2.20	2.21	2.20	9,820	217,022	218,040	-0.5%			
114	236	1.692	1.062	0.208	2,961	3.04	527	2114	1.889	2.674	0.328	4,891	5.02	5.48	5.02	98	5,370	4,920	-8.4%			
115	691	0.493	0.579	0.138	1,211	1.24	524	2115	0.551	1.460	0.218	2,229	2.28	2.51	2.28	268	6,526	5,928	-9.2%			
119	6,896	0.691	1.013	0.304	2,009	2.06	525	2119	0.772	2.552	0.480	3,804	3.90	3.98	3.90	2,589	103,042	100,971	-2.0%			
132	77	1.447	0.794	0.109	2,350	2.41	526	2130	1.616	2.000	0.172	3,788	3.88	3.88	3.88	39	1,856	1,513	-18.5%			
134	8,987	0.471	0.612	0.133	1,215	1.25	525	2132	0.526	1.542	0.210	2,278	2.34	2.61	2.34	3,449	90,019	80,707	-10.3%			
135	2,139	0.784	0.545	0.123	1,461	1.49	525	2134	0.875	1.372	0.194	2,441	2.51	2.71	2.51	910	24,661	22,841	-7.4%			
136	93	0.369	0.686	0.084	1,139	1.17	525	2135	0.412	1.727	0.133	2,272	2.33	2.54	2.33	22	559	513	-8.3%			
139	1,796	0.554	0.608	0.080	1,242	1.27	525	2136	0.619	1.531	0.126	2,276	2.33	2.65	2.33	740	19,610	17,242	-12.1%			
141	521	1.147	0.706	0.174	2,028	2.08	526	2139	1.282	1.779	0.275	3,336	3.42	3.79	3.42	200	7,580	6,840	-9.8%			
142	10,566	0.690	1.484	0.200	2,374	2.44	526	2141	0.771	3.739	0.315	4,825	4.96	5.14	4.96	3,833	197,016	190,117	-3.5%			
161	1,128	0.391	0.739	0.081	1,211	1.24	524	2142	0.437	1.861	0.128	2,426	2.48	2.53	2.48	418	10,575	10,366	-2.0%			
163	58,061	0.266	0.688	0.161	1,115	1.14	2161	2161	0.297	1.733	0.253	2,283	2.33	2.56	2.33	18,947	485,043	441,465	-9.0%			
165	5,179	0.700	1.093	0.209	2,002	2.05	525	2163	0.781	2.753	0.330	3,864	3.96	4.10	3.96	1,965	80,565	77,814	-3.4%			
166	1,403	1.221	1.565	0.185	2,970	3.05	526	2165	1.363	3.942	0.291	5,596	5.75	5.99	5.75	426	25,517	24,495	-4.0%			
201	1,651	0.655	0.708	0.145	1,507	1.55	525	2166	0.732	1.783	0.228	2,743	2.82	3.05	2.82	637	21,977	17,963	-18.3%			
204	136	1.003	0.816	0.121	1,940	1.99	526	2201	1.120	2.057	0.191	3,368	3.45	3.71	3.45	52	1,929	1,794	-7.0%			
205	948	0.505	0.962	0.145	1,611	1.65	525	2204	0.564	2.422	0.228	3,214	3.29	3.58	3.29	372	13,318	12,239	-8.1%			
221	395	0.682	0.604	0.073	1,359	1.39	525	2205	0.762	1.522	0.115	2,399	2.45	2.68	2.45	185	4,958	4,533	-8.6%			
222	154,887	0.293	0.726	0.109	1,128	1.16	2221	2221	0.327	1.828	0.172	2,327	2.39	2.51	2.39	54,603	1,370,535	1,305,012	-4.8%			
225	132,087	0.386	0.724	0.126	1,235	1.27	2222	2222	0.431	1.824	0.199	2,454	2.52	2.52	2.52	48,201	1,325,528	1,214,665	-8.4%			
227	18,058	0.450	0.721	0.161	1,332	1.37	525	2225	0.502	1.817	0.254	2,573	2.65	2.66	2.65	6,721	178,779	178,107	-0.4%			
255	4,463	0.682	0.919	0.142	1,743	1.79	525	2227	0.762	2.315	0.224	3,301	3.39	3.39	3.39	1,674	57,586	56,749	-1.5%			
257	35,623	0.435	0.457	0.063	0,955	0.98	2255	2255	0.486	1.151	0.099	1,736	1.78	1.91	1.78	9,665	184,602	172,037	-6.8%			
261	30,748	0.522	0.691	0.109	1,322	1.36	525	2257	0.583	1.741	0.172	2,496	2.57	2.64	2.57	12,122	320,021	311,535	-2.7%			
263	18,445	0.675	0.714	0.127	1,516	1.56	525	2261	0.754	1.800	0.200	2,754	2.83	3.03	2.83	8,309	251,763	235,145	-6.6%			
265	1,848	0.527	0.337	0.061	0,924	0.95	524	2263	0.589	0.848	0.096	1,533	1.58	1.71	1.58	913	15,612	14,425	-7.6%			
281	4,909	0.415	0.703	0.124	1,243	1.28	525	2265	0.464	1.772	0.196	2,432	2.50	2.50	2.50	1,797	46,363	44,925	-3.1%			
282	133,766	0.423	0.673	0.120	1,216	1.25	2281	2281	0.472	1.696	0.189	2,357	2.42	2.69	2.42	48,543	1,305,807	1,174,741	-10.0%			
285	2,976	1.117	1.359	0.159	2,634	2.70	527	2282	1.247	3.423	0.250	4,920	5.04	5.25	5.04	960	50,400	48,384	-4.0%			
301	11,663	0.408	0.422	0.097	0,927	0.95	525	2285	0.456	1.064	0.153	1,673	1.71	1.80	1.71	4,518	81,324	77,258	-5.0%			
305	4,869	0.984	1.567	0.195	2,746	2.82	526	2301	1.099	3.947	0.307	5,353	5.50	5.50	5.50	1,754	101,732	96,470	-5.2%			
306	21,186	0.634	1.229	0.221	2,084	2.14	526	2305	0.708	3.096	0.349	4,153	4.26	4.89	4.26	8,674	424,159	369,512	-12.9%			
311	558	0.766	0.831	0.113	1,710	1.75	526	2306	0.856	2.094	0.178	3,128	3.20	3.58	3.20	222	7,948	7,104	-10.6%			
319	30,733	0.455	0.916	0.174	1,544	1.58	525	2311	0.508	2.306	0.274	3,088	3.16	3.34	3.16	11,654	389,244	368,266	-5.4%			
323	1,186	0.903	1.180	0.198	2,281	2.34	526	2319	1.008	2.973	0.313	4,294	4.41	4.55	4.41	450	20,475	19,845	-3.1%			
327	8,283	0.479	1.111	0.192	1,781	1.83	526	2323	0.535	2.798	0.302	3,635	3.73	3.73	3.73	3,035	114,116	113,206	-0.8%			
402	1,947	0.633	0.539	0.059	1,231	1.26	525	2327	0.707	1.358	0.093	2,158	2.21	2.21	2.21	643	15,175	14,210	-6.4%			
403	5,596	0.737	0.661	0.116	1,513	1.55	526	2402	0.823	1.665	0.183	2,671	2.74	3.36	2.74	2,092	64,852	57,321	-11.5%			
404	19,490	0.450	0.654	0.115	1,219	1.25	2403	2403	0.503	1.648	0.182	2,333	2.39	2.62	2.39	4,277	112,057	102,220	-8.8%			
406	24,578	0.640	0.836	0.076	1,552	1.59	525	2404	0.715	2.106	0.119	2,940	3.01	3.01	3.01	9,481	290,119	285,378	-1.6%			
407	7,248	0.645	0.673	0.150	1,468	1.51	526	2406	0.720	1.695	0.237	2,652	2.73	2.85	2.73	2,596	73,986	70,871	-4.2%			
411	12,747	0.637	0.602	0.306	1,545	1.58	525	2407	0.711	1.516	0.482	2,709	2.77	3.26	2.77	4,727	158,827	130,938	-17.6%			
413	6,820	0.916	1.064	0.192	2,172	2.23	526	2411	1.023	2.680	0.303	4,006	4.11	4.11	4.11	2,523	115,806	103,695	-10.5%			
415	7,376	1.110	1.110	0.179	2,399	2.46	526	2413	1.240	2.796	0.283	4,319	4.43	4.43	4.43	2,702	140,234	119,699	-14.			





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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 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)	4/1/2024 Direct Employment Pure Premium				4/1/2024 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2024 Temp Staffing Code	4/1/2024 Temp Staffing Pure Premium				Indicated 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Policy Years 2019-2020 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2023 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Proposed 4/1/2024 Percentage Change
		Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total							
806	1,148	1.633	2.432	0.258	4.324	4.11	528	2806	1.910	5.530	0.354	7.794	7.41	8.63	7.41	494	42,632	36,605	-14.1%
809	14,005	1.202	1.352	0.117	2.671	2.52	2809	2809	1.405	3.075	0.160	4.640	4.38	5.16	4.38	5,242	270,487	229,600	-15.1%
813	633,934	0.702	1.254	0.156	2.112	2.01	2813	2813	0.821	2.852	0.214	3.887	3.70	4.25	3.70	312,096	13,264,080	11,547,552	-12.9%
814	34,406	0.503	0.637	0.108	1.248	1.19	525	2814	0.588	1.449	0.149	2.186	2.08	2.27	2.08	14,028	318,436	291,782	-8.4%
815	130,767	0.548	0.899	0.107	1.554	1.48	525	2815	0.640	2.044	0.147	2.831	2.70	2.98	2.70	54,744	1,631,371	1,478,088	-9.4%
816	4,681	0.312	0.584	0.076	0.972	0.92	524	2816	0.364	1.328	0.105	1.797	1.70	2.08	1.70	2,028	42,182	34,476	-18.3%
818	126,758	0.211	0.378	0.060	0.649	0.62	523	2818	0.247	0.859	0.082	1.188	1.14	1.38	1.14	48,180	664,884	549,252	-17.4%
820	2,006	0.481	0.896	0.175	1.552	1.47	524	2820	0.562	2.037	0.240	2.839	2.69	2.97	2.69	1,023	30,383	27,519	-9.4%
821	5,055	1.301	1.696	0.264	3.261	3.10	526	2821	1.521	3.857	0.362	5.740	5.46	6.19	5.46	1,973	122,129	107,726	-11.8%
825	9,121	0.618	1.238	0.179	2.035	1.93	525	2825	0.722	2.816	0.246	3.784	3.59	4.15	3.59	3,196	132,634	114,736	-13.5%
855	37,927	0.795	1.251	0.153	2.199	2.09	526	2855	0.929	2.844	0.210	3.983	3.79	4.01	3.79	14,841	595,124	562,474	-5.5%
857	7,889	0.904	0.958	0.168	2.030	1.93	526	2857	1.057	2.178	0.231	3.466	3.30	3.72	3.30	3,117	115,952	102,861	-11.3%
858	2,670	1.247	1.297	0.204	2.749	2.61	527	2858	1.458	2.950	0.280	4.688	4.45	5.19	4.45	1,114	57,817	49,573	-14.3%
859	859	1.319	1.331	0.209	2.860	2.72	527	2859	1.542	3.028	0.287	4.857	4.62	5.41	4.62	400	21,640	18,480	-14.6%
860	448	1.490	1.088	0.152	2.730	2.59	527	2860	1.742	2.474	0.209	4.425	4.20	4.92	4.20	190	9,348	7,980	-14.6%
862	1,728	1.454	1.600	0.220	3.274	3.11	527	2862	1.700	3.638	0.302	5.640	5.36	5.97	5.36	686	40,954	36,770	-10.2%
865	6,386	0.807	1.474	0.252	2.533	2.41	526	2865	0.944	3.351	0.345	4.640	4.41	4.70	4.41	2,530	118,910	111,573	-6.2%
880	27,319	0.884	1.334	0.155	2.373	2.25	526	2880	1.033	3.032	0.213	4.278	4.06	4.88	4.06	10,733	523,770	435,760	-16.8%
882	1,665	0.937	1.549	0.183	2.668	2.53	526	2882	1.095	3.521	0.251	4.867	4.61	5.41	4.61	628	33,975	28,951	-14.8%
884	7,468	0.133	0.349	0.060	0.542	0.52	523	2884	0.156	0.795	0.082	1.033	0.99	1.03	0.99	2,609	27,395	25,829	-5.7%
885	14,306	0.472	0.670	0.130	1.273	1.21	525	2885	0.552	1.525	0.179	2.256	2.14	2.35	2.14	5,829	135,816	124,741	-8.2%
886	4,107	0.316	0.516	0.123	0.955	0.91	524	2886	0.370	1.173	0.168	1.711	1.63	1.83	1.63	1,988	34,790	32,404	-6.9%
896	5,753	0.140	0.380	0.077	0.596	0.57	524	2896	0.163	0.865	0.105	1.133	1.08	1.25	1.08	2,439	30,488	26,341	-13.6%
897	61,500	0.128	0.534	0.108	0.770	0.73	524	2897	0.150	1.214	0.147	1.511	1.43	1.51	1.43	30,074	454,117	430,058	-5.3%
898	24,954	0.241	0.673	0.125	1.040	0.99	524	2898	0.282	1.531	0.172	1.985	1.89	2.12	1.89	10,461	221,773	197,713	-10.8%
899	7,824	0.117	0.418	0.068	0.602	0.57	523	2899	0.137	0.949	0.093	1.179	1.12	1.19	1.12	2,681	31,904	30,027	-5.9%
907	7,715	0.703	1.269	0.160	2.132	2.02	526	2907	0.822	2.886	0.220	3.928	3.72	4.19	3.72	2,947	121,416	109,628	-9.7%
910	2,949	0.750	1.010	0.131	1.891	1.80	526	2910	0.876	2.297	0.179	3.352	3.19	3.93	3.19	1,217	47,828	38,822	-18.8%
911	16,833	1.115	1.766	0.184	3.065	2.91	527	2911	1.303	4.016	0.253	5.572	5.29	5.93	5.29	7,289	393,606	385,588	-2.0%
914	27,190	0.249	0.709	0.097	1.056	1.00	2914	2914	0.292	1.612	0.134	2.038	1.93	2.13	1.93	6,008	127,970	115,954	-9.4%
915	4,620	0.263	0.565	0.116	0.943	0.90	525	2915	0.307	1.284	0.159	1.750	1.67	1.87	1.67	1,973	36,895	32,949	-10.7%
916	41,288	0.212	0.629	0.100	0.941	0.89	524	2916	0.248	1.430	0.137	1.815	1.72	1.83	1.72	19,378	354,617	333,302	-6.0%
917	84,069	0.369	0.872	0.129	1.369	1.30	524	2917	0.431	1.982	0.176	2.589	2.46	2.53	2.46	37,673	953,127	928,756	-2.8%
918	4,822	0.191	0.562	0.101	0.854	0.81	524	2918	0.223	1.277	0.138	1.638	1.55	1.87	1.55	2,371	44,338	36,751	-17.1%
919	2,298	0.245	0.557	0.115	0.918	0.87	524	2919	0.287	1.267	0.158	1.712	1.62	1.87	1.62	1,016	17,272	16,459	-4.7%
920	5,568	0.057	0.107	0.016	0.180	0.17	521	2920	0.066	0.242	0.023	0.331	0.31	0.38	0.31	2,064	7,843	6,398	-18.4%
921	5,727	1.041	1.003	0.137	2.181	2.07	2921	2921	1.216	2.282	0.187	3.685	3.50	4.09	3.50	2,101	85,931	73,535	-14.4%
922	37,309	0.510	0.935	0.121	1.566	1.49	525	2922	0.596	2.127	0.165	2.888	2.75	2.96	2.75	14,405	426,388	396,138	-7.1%
923	469,853	0.359	0.711	0.105	1.175	1.12	2923	2923	0.419	1.618	0.143	2.180	2.08	2.21	2.08	206,482	4,563,252	4,294,826	-5.9%
925	12,343	0.286	0.542	0.094	0.922	0.88	524	2925	0.334	1.232	0.130	1.696	1.62	1.80	1.62	6,108	109,944	98,950	-10.0%
926	47,882	0.448	0.735	0.115	1.298	1.23	2926	2926	0.524	1.672	0.158	2.354	2.23	2.44	2.23	21,056	513,766	469,549	-8.6%
927	53,643	0.139	0.346	0.040	0.526	0.50	523	2927	0.162	0.788	0.055	1.005	0.96	0.98	0.96	20,744	203,291	199,142	-2.0%
928	171,527	0.268	0.773	0.128	1.169	1.11	2928	2928	0.314	1.759	0.175	2.248	2.13	2.25	2.13	65,245	1,468,013	1,389,719	-5.3%
932	22,846	0.119	0.231	0.041	0.391	0.37	522	2932	0.139	0.526	0.056	0.721	0.68	0.81	0.68	7,076	57,316	48,117	-16.0%
933	5,579	0.627	0.669	0.148	1.444	1.37	526	2933	0.733	1.521	0.203	2.457	2.33	2.71	2.33	2,050	55,555	47,765	-14.0%
934	40,209	0.357	1.151	0.159	1.667	1.58	525	2934	0.418	2.617	0.218	3.253	3.08	3.48	3.08	15,254	530,839	469,823	-11.5%
935	1,883	0.147	0.417	0.105	0.668	0.63	523	2935	0.172	0.947	0.144	1.263	1.19	1.30	1.19	695	9,035	8,271	-8.5%
941	43,419	0.357	0.965	0.148	1.470	1.40	524	2941	0.417	2.195	0.203	2.815	2.68	2.95	2.68	21,877	645,372	586,304	-9.2%
944	13,153	0.167	0.517	0.109	0.794	0.75	524	2944	0.196	1.175	0.150	1.521	1.44	1.54	1.44	6,026	92,800	86,774	-6.5%
945	19,668	0.274	0.780	0.140	1.194	1.13	525	2945	0.320	1.773	0.192	2.285	2.16	2.39	2.16	6,145	146,866	132,732	-9.6%
952	106,079	0.204	0.201	0.037	0.441	0.42	522	2952	0.238	0.457	0.050	0.745	0.71	0.76	0.71	35,680	271,168	253,328	-6.6%
959	67,963	0.137	0.364	0.050	0.752	0.71	946	2959	0.160	0.829	0.343	1.332	1.26	1.40	1.26	37,316	522,424	470,182	-10.0%
960	191,449	0.349	0.943	0.170	1.462	1.39	946	2960	0.408	2.143	0.234	2.785	2.65	2.73	2.65	92,067	2,513,429	2,439,776	-2.9%
964	3,967	0.202	0.403	0.152	0.757	0.72	524	2964	0.236	0.917	0.208	1.361	1.29	1.58	1.29	1,737	27,445	22,407	-18.4%
966	5,927	0.620	0.750	0.099	1.469	1.39	525	2966	0.725	1.706	0.135	2.566	2.43	2.50	2.43	2,134	59,752	51,856	-13.2%
967	5,251	0.151	0.420	0.110	0.681	0.65	523	2968	0.177	0.954	0.151	1.282	1.22	1.41	1.22	1,949	27,481	23,778	-13.5%
971	132,606	0.595	1.205	0.129	1.929	1.83	525	2971	0.696	2.739	0.177	3.612	3.43	3.88	3.43	53,680	2,082,784	1,841,224	-11.6%
973	58,484	0.314	0.913	0.128	1.355														



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

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 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)	4/1/2024 Direct Employment Pure Premium				4/1/2024 Pre-Surcharge Direct Employment Loss Cost	4/1/2020 Temp Staffing Code	4/1/2024 Temp Staffing Code	4/1/2024 Temp Staffing Pure Premium				4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Temp Staffing Loss Cost	Policy Years 2019-2020 Temp Staffing Payroll (\$000)	Expected Losses Based on 4/1/2023 Temp Staffing Loss Costs	Expected Losses Based on Proposed 4/1/2024 Temp Staffing Loss Costs	Proposed 4/1/2024 Percentage Change
		Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total							
981	13,309	0.224	0.530	0.066	0.820	0.78	524	2981	0.262	1.206	0.090	1.558	1.48	1.71	5,295	90,545	78,366	-13.5%	
983	3,339	1.457	1.400	0.222	3.079	2.92	527	2983	1.703	3.183	0.305	5.191	4.92	5.44	1,390	75,616	68,388	-9.6%	
986	6,810	0.149	0.507	0.102	0.757	0.72	523	2986	0.174	1.153	0.139	1.466	1.39	1.51	2,711	40,936	37,683	-7.9%	
997	4,563	0.129	0.199	0.055	0.382	0.36	523	2997	0.150	0.451	0.075	0.676	0.64	0.74	1,723	12,750	11,027	-13.5%	
999	2,358	0.937	1.231	0.324	2.491	2.37	526	2999	1.095	2.799	0.444	4.338	4.13	4.66	862	40,169	35,601	-11.4%	
<b>Sub-Industry Gro</b>	<b>3,230,084</b>				<b>1,4147</b>							<b>2,6246</b>			<b>1,413,837</b>	<b>39,740,506</b>	<b>35,929,824</b>	<b>-9.6%</b>	
<b>Total Sub-IG 4: (4/1/2024 Temp Staffing P.P.) / (4/1/2024 Direct Employment P.P.) =</b>												<b>1.855</b>							
005	2,357	2.634	2.243	0.220	5.097	4.84	528	2005	3.013	5.380	0.320	8.713	8.27	10.43	1,150	119,945	95,105	-20.7%	
009	202	4.968	3.806	0.200	8.974	8.52	529	2009	5.684	9.127	0.291	15.102	14.34	18.47	76	14,037	10,898	-22.4%	
015	212	2.467	1.450	0.089	4.006	3.80	528	2015	2.822	3.477	0.130	6.429	6.10	7.30	98	7,154	5,978	-16.4%	
025	1,173	1.248	0.702	0.064	2.013	2.41	526	2025	1.428	1.682	0.093	3.203	3.83	4.10	461	18,901	17,656	-6.6%	
028	17,734	0.606	0.408	0.040	1.054	1.26	525	2028	0.694	0.977	0.059	1.730	2.07	2.19	6,944	152,074	143,741	-5.5%	
050	6,316	0.987	0.844	0.113	1.944	2.33	525	2050	1.129	2.025	0.164	3.318	3.98	4.10	2,473	101,393	98,425	-2.9%	
051	6,178	1.356	0.829	0.141	2.327	2.79	526	2051	1.552	1.989	0.206	3.747	4.49	4.70	2,290	107,630	102,821	-4.5%	
055	1,997	1.203	0.871	0.165	2.239	2.68	526	2055	1.376	2.089	0.240	3.705	4.43	4.68	796	37,253	35,263	-5.3%	
716	845	0.586	0.972	0.105	1.664	1.99	525	2716	0.671	2.331	0.153	3.155	3.77	3.83	340	13,022	12,818	-1.6%	
718	81	0.898	0.646	0.103	1.647	1.97	525	2718	1.027	1.550	0.149	2.726	3.26	3.27	42	1,373	1,369	-0.3%	
721	15	1.482	2.646	0.125	4.253	4.36	528	2721	1.695	6.345	0.182	8.222	8.43	9.24	6	554	506	-8.8%	
751	4,358	0.271	0.194	0.032	0.496	0.51	524	2751	0.310	0.464	0.046	0.820	0.84	0.94	2,290	21,526	19,236	-10.6%	
752	26,064	0.205	0.087	0.018	0.310	0.32	522	2752	0.235	0.209	0.026	0.470	0.48	0.69	9,345	64,481	44,856	-30.4%	
753	34,609	0.617	0.612	0.111	1.340	1.38	525	2753	0.705	1.468	0.162	2.335	2.40	2.59	14,366	372,079	344,784	-7.3%	
755	19,209	0.281	0.231	0.031	0.543	0.56	523	2755	0.321	0.555	0.045	0.921	0.95	1.11	7,429	82,462	70,576	-14.4%	
757	19,590	0.368	0.283	0.028	0.679	0.70	524	2757	0.421	0.679	0.041	1.141	1.18	1.31	8,092	106,005	95,486	-9.9%	
759	8,125	1.323	1.369	0.155	2.847	2.92	527	2759	1.513	3.282	0.226	5.021	5.15	5.59	3,924	219,352	202,086	-7.9%	
803	118	2.548	2.778	0.302	5.629	5.35	529	2803	2.915	6.662	0.440	10.017	9.52	11.16	35	3,906	3,332	-14.7%	
804	22,195	0.335	1.063	0.149	1.547	1.47	526	2804	0.383	2.548	0.217	3.148	2.99	3.40	7,081	240,754	211,722	-12.1%	
805	2,937	1.271	1.232	0.086	2.589	2.46	526	2805	1.454	2.953	0.125	4.532	4.31	5.16	1,134	58,514	48,875	-16.5%	
807	15,108	0.627	1.475	0.215	2.317	2.20	526	2807	0.717	3.538	0.312	4.567	4.34	5.16	5,927	305,833	257,322	-15.9%	
808	52,523	1.308	2.177	0.106	3.591	3.41	526	2808	1.497	5.220	0.154	6.871	6.53	6.53	23,713	1,410,924	1,548,459	9.7%	
810	1,299	1.066	0.673	0.032	1.771	1.68	526	2810	1.219	1.615	0.046	2.880	2.73	3.16	543	17,159	14,824	-13.6%	
811	58,317	1.856	1.876	0.089	3.821	3.63	527	2811	2.123	4.499	0.130	6.752	6.41	6.67	25,378	1,692,713	1,626,730	-3.9%	
812	2,210	1.932	1.876	0.072	3.880	3.68	527	2812	2.210	4.498	0.105	6.813	6.46	6.46	938	67,161	60,595	-9.8%	
817	7,707	0.914	1.733	0.201	2.847	2.70	526	2817	1.045	4.155	0.292	5.492	5.21	5.64	2,458	138,631	128,062	-7.6%	
828	2,064	1.008	1.891	0.282	3.181	3.02	527	2828	1.153	4.534	0.410	6.097	5.79	6.60	773	51,018	44,757	-12.3%	
904	208	0.314	0.434	0.046	0.793	0.75	949	2904	0.359	1.040	0.066	1.465	1.39	0.38	77	293	347	18.4%	
939	353	0.812	1.543	0.383	2.738	2.60	526	2939	0.929	3.701	0.558	5.188	4.93	5.35	136	7,276	6,705	-7.9%	
954	18,906	0.292	0.661	0.061	1.013	0.96	524	2954	0.334	1.584	0.089	2.007	1.90	2.08	8,224	171,059	156,256	-8.7%	
967	9,232	0.180	0.310	0.162	0.652	0.62	523	2967	0.206	0.743	0.236	1.185	1.13	1.13	2,836	37,152	32,047	-13.7%	
969	23,956	0.188	0.583	0.265	1.036	0.98	525	2969	0.215	1.398	0.386	1.999	1.89	1.89	8,808	184,968	166,471	-10.0%	
970	3,720	0.512	1.507	2.118	4.137	3.93	526	2970	0.585	3.613	3.082	7.280	6.92	8.19	1,681	137,674	116,325	-15.5%	
991	3,148	0.390	0.666	1.286	2.342	2.22	525	2991	0.446	1.597	1.871	3.914	3.71	4.23	1,374	58,120	50,975	-12.3%	
992	2,771	1.386	0.992	0.139	2.517	2.52	526	2992	1.585	2.379	0.203	4.167	4.17	5.16	1,083	55,883	45,161	-19.2%	
995	14,880	1.390	1.512	0.172	3.074	2.92	527	2995	1.590	3.627	0.250	5.467	5.19	5.48	6,387	350,008	331,485	-5.3%	
7428	31,135	0.583	1.068	0.118	1.769	1.68	526	9428	0.667	2.560	0.172	3.399	3.23	3.50	11,747	411,145	379,428	-7.7%	
<b>Sub-Industry Gro</b>	<b>421,852</b>				<b>2,0910</b>							<b>3,8168</b>			<b>170,455</b>	<b>6,839,432</b>	<b>6,531,392</b>	<b>-4.5%</b>	
<b>Total Sub-IG 5: (4/1/2024 Temp Staffing P.P.) / (4/1/2024 Direct Employment P.P.) =</b>												<b>1.825</b>							
<b>Total</b>	<b>15,763,981</b>				<b>0.7112</b>							<b>1.4400</b>			<b>6,555,564</b>	<b>104,069,978</b>	<b>95,011,013</b>	<b>-8.7%</b>	

	Minimum Swing	Maximum Swing
IND GRP 1	0.70	1.20
IND GRP 2	0.71	1.21
IND GRP 3	0.68	1.18

Note: Columns (10) through (12): Columns (3) through (5), respectively, times the Exhibit 3, Line C differential for the appropriate Sub-Industry Group and category (Serious, Non-Serious, Medical Only).

\* Indicates capping occurred in Column (16)

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
185	104	2104	3.90	3.35	-14.1%	3.40
187	107	2107	2.82	2.66	-5.7%	2.70
189	113	2113	2.21	2.20	-0.5%	2.23
191	161	2161	2.56	2.33	-9.0%	2.36
275	221	2221	2.51	2.39	-4.8%	2.43
276	222	2222	2.75	2.52	-8.4%	2.56
291	255	2255	1.91	1.78	-6.8%	1.81
297	281	2281	2.69	2.42	-10.0%	2.46
491	403	2403	2.62	2.39	-8.8%	2.43
493	445	2445	2.22	2.14	-3.6%	2.17
495	451	2451	3.83	3.63	-5.2%	3.68
497	472	2472	0.68	0.59	-13.2%	0.60
499	475	2475	2.24	2.09	-6.7%	2.12
520	984	2984	0.28	0.22	-21.4%	0.22
520	988	2988	0.28	0.25	-10.7%	0.25
521	555	2555	0.53	0.38	-28.3%	0.39
521	744	2744	0.41	0.40	-2.4%	0.41
521	890	2890	0.67	0.57	-14.9%	0.58
521	920	2920	0.38	0.31	-18.4%	0.31
521	963	2963	0.63	0.65	3.2%	0.66
521	977	2977	0.66	0.63	-4.5%	0.64
522	488	2488	0.75	0.74	-1.3%	0.75
522	752	2752	0.69	0.48	-30.4%	0.49
522	887	2887	1.08	0.95	-12.0%	0.96
522	892	2892	1.35	1.40	3.7%	1.42
522	893	2893	1.35	1.28	-5.2%	1.30
522	932	2932	0.81	0.68	-16.0%	0.69
522	936	2936	1.13	1.02	-9.7%	1.04
522	952	2952	0.76	0.71	-6.6%	0.72
522	987	2987	0.81	0.65	-19.8%	0.66
523	103	2103	1.19	1.13	-5.0%	1.15
523	441	2441	1.03	1.01	-1.9%	1.02
523	459	2459	0.79	0.78	-1.3%	0.79
523	471	2471	1.39	1.22	-12.2%	1.24
523	476	2476	1.27	1.18	-7.1%	1.20
523	485	2485	1.08	1.00	-7.4%	1.01
523	487	2487	1.17	1.17	0.0%	1.19
523	489	2489	1.08	1.00	-7.4%	1.01
523	551	2551	1.49	1.37	-8.1%	1.39
523	553	2553	1.23	1.02	-17.1%	1.04
523	755	2755	1.11	0.95	-14.4%	0.96
523	818	2818	1.38	1.14	-17.4%	1.16
523	884	2884	1.05	0.99	-5.7%	1.00
523	891	2891	2.13	1.96	-8.0%	1.99

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
523	899	2899	1.19	1.12	-5.9%	1.14
523	927	2927	0.98	0.96	-2.0%	0.97
523	935	2935	1.30	1.19	-8.5%	1.21
523	967	2967	1.31	1.13	-13.7%	1.15
523	968	2968	1.41	1.22	-13.5%	1.24
523	976	2976	1.15	1.02	-11.3%	1.04
523	986	2986	1.51	1.39	-7.9%	1.41
523	997	2997	0.74	0.64	-13.5%	0.65
524	115	2115	2.51	2.28	-9.2%	2.31
524	142	2142	2.53	2.48	-2.0%	2.52
524	263	2263	1.71	1.58	-7.6%	1.60
524	416	2416	2.19	1.99	-9.1%	2.02
524	446	2446	1.37	1.28	-6.6%	1.30
524	449	2449	2.13	1.94	-8.9%	1.97
524	458	2458	1.35	1.17	-13.3%	1.19
524	473	2473	2.22	2.24	0.9%	2.27
524	474	2474	2.14	2.09	-2.3%	2.12
524	477	2477	1.67	1.54	-7.8%	1.56
524	483	2483	1.30	1.16	-10.8%	1.18
524	486	2486	1.49	1.43	-4.0%	1.45
524	506	2506	2.12	2.04	-3.8%	2.07
524	507	2507	1.94	1.58	-18.6%	1.60
524	581	2581	1.00	0.91	-9.0%	0.92
524	667	2667	2.31	2.29	-0.9%	2.37
524	751	2751	0.94	0.84	-10.6%	0.85
524	757	2757	1.31	1.18	-9.9%	1.20
524	816	2816	2.08	1.70	-18.3%	1.73
524	820	2820	2.97	2.69	-9.4%	2.73
524	886	2886	1.75	1.63	-6.9%	1.65
524	896	2896	1.25	1.08	-13.6%	1.10
524	897	2897	1.51	1.43	-5.3%	1.45
524	898	2898	2.12	1.89	-10.8%	1.92
524	916	2916	1.83	1.72	-6.0%	1.75
524	917	2917	2.53	2.46	-2.8%	2.50
524	918	2918	1.87	1.55	-17.1%	1.57
524	919	2919	1.70	1.62	-4.7%	1.64
524	925	2925	1.80	1.62	-10.0%	1.64
524	941	2941	2.95	2.68	-9.2%	2.72
524	944	2944	1.54	1.44	-6.5%	1.46
524	948	2948	2.64	2.35	-11.0%	2.38
524	954	2954	2.08	1.90	-8.7%	1.93
524	964	2964	1.58	1.29	-18.4%	1.31
524	975	2975	1.55	1.46	-5.8%	1.48
524	981	2981	1.71	1.48	-13.5%	1.50

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
525	0011	2011	2.25	1.99	-11.6%	2.02
525	028	2028	2.19	2.07	-5.5%	2.10
525	050	2050	4.10	3.98	-2.9%	4.04
525	101	2101	3.21	3.15	-1.9%	3.20
525	105	2105	4.27	4.22	-1.2%	4.28
525	108	2108	2.28	2.12	-7.0%	2.15
525	110	2110	2.86	2.61	-8.7%	2.65
525	119	2119	3.98	3.90	-2.0%	3.96
525	132	2132	2.61	2.34	-10.3%	2.37
525	134	2134	2.71	2.51	-7.4%	2.55
525	135	2135	2.54	2.33	-8.3%	2.36
525	136	2136	2.65	2.33	-12.1%	2.36
525	163	2163	4.10	3.96	-3.4%	4.02
525	166	2166	3.45	2.82	-18.3%	2.86
525	204	2204	3.58	3.29	-8.1%	3.34
525	205	2205	2.68	2.45	-8.6%	2.49
525	225	2225	2.66	2.65	-0.4%	2.69
525	227	2227	3.44	3.39	-1.5%	3.44
525	257	2257	2.64	2.57	-2.7%	2.61
525	261	2261	3.03	2.83	-6.6%	2.87
525	265	2265	2.58	2.50	-3.1%	2.54
525	285	2285	1.80	1.71	-5.0%	1.74
525	311	2311	3.34	3.16	-5.4%	3.21
525	327	2327	2.36	2.21	-6.4%	2.24
525	404	2404	3.06	3.01	-1.6%	3.05
525	407	2407	3.36	2.77	-17.6%	2.81
525	415	2415	3.52	3.32	-5.7%	3.37
525	433	2433	3.58	3.15	-12.0%	3.20
525	454	2454	3.39	3.20	-5.6%	3.25
525	456	2456	3.39	2.88	-15.0%	2.92
525	457	2457	3.58	2.79	-22.1%	2.83
525	461	2461	2.29	2.19	-4.4%	2.22
525	463	2463	2.38	2.24	-5.9%	2.27
525	465	2465	2.99	2.71	-9.4%	2.75
525	501	2501	4.01	3.62	-9.7%	3.67
525	502	2502	3.51	2.82	-19.7%	2.86
525	513	2513	3.54	3.26	-7.9%	3.31
525	535	2535	2.66	2.36	-11.3%	2.39
525	571	2571	2.01	1.87	-7.0%	1.90
525	617	2617	3.52	3.26	-7.4%	3.37
525	649	2649	4.77	4.69	-1.7%	4.85
525	660	2660	3.11	2.99	-3.9%	3.09
525	664	2664	3.93	3.92	-0.3%	4.05
525	675	2675	3.52	2.83	-19.6%	2.93

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
525	677	2677	2.98	2.94	-1.3%	3.04
525	716	2716	3.83	3.77	-1.6%	3.83
525	718	2718	3.27	3.26	-0.3%	3.31
525	753	2753	2.59	2.40	-7.3%	2.44
525	814	2814	2.27	2.08	-8.4%	2.11
525	815	2815	2.98	2.70	-9.4%	2.74
525	825	2825	4.15	3.59	-13.5%	3.64
525	885	2885	2.33	2.14	-8.2%	2.17
525	915	2915	1.87	1.67	-10.7%	1.69
525	922	2922	2.96	2.75	-7.1%	2.79
525	924	2924	4.41	4.42	0.2%	4.49
525	934	2934	3.48	3.08	-11.5%	3.13
525	945	2945	2.39	2.16	-9.6%	2.19
525	966	2966	2.80	2.43	-13.2%	2.47
525	969	2969	2.10	1.89	-10.0%	1.92
525	971	2971	3.88	3.43	-11.6%	3.48
525	973	2973	2.69	2.49	-7.4%	2.53
525	978	2978	2.77	2.50	-9.7%	2.54
525	991	2991	4.23	3.71	-12.3%	3.76
525	4771	6771	3.07	2.88	-6.2%	2.92
526	012	2012	5.34	4.81	-9.9%	4.88
526	0013	2013	2.56	2.18	-14.8%	2.21
526	025	2025	4.10	3.83	-6.6%	3.89
526	051	2051	4.70	4.49	-4.5%	4.56
526	055	2055	4.68	4.43	-5.3%	4.50
526	059	2059	6.36	6.11	-3.9%	6.20
526	106	2106	5.82	5.42	-6.9%	5.50
526	109	2109	3.70	3.57	-3.5%	3.62
526	111	2111	6.33	5.70	-10.0%	5.78
526	130	2130	4.76	3.88	-18.5%	3.94
526	139	2139	3.79	3.42	-9.8%	3.47
526	141	2141	5.14	4.96	-3.5%	5.03
526	165	2165	5.99	5.75	-4.0%	5.83
526	201	2201	3.71	3.45	-7.0%	3.50
526	301	2301	5.80	5.50	-5.2%	5.58
526	305	2305	4.89	4.26	-12.9%	4.32
526	306	2306	3.58	3.20	-10.6%	3.25
526	319	2319	4.55	4.41	-3.1%	4.48
526	323	2323	3.76	3.73	-0.8%	3.79
526	402	2402	3.10	2.74	-11.6%	2.78
526	406	2406	2.85	2.73	-4.2%	2.77
526	411	2411	4.59	4.11	-10.5%	4.17
526	413	2413	5.19	4.43	-14.6%	4.50
526	421	2421	6.88	6.36	-7.6%	6.45

**PENNSYLVANIA COMPENSATION RATING BUREAU**  
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(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
526	427	2427	5.71	5.55	-2.8%	5.63
526	429	2429	3.03	2.70	-10.9%	2.74
526	431	2431	5.19	4.61	-11.2%	4.68
526	435	2435	3.27	3.16	-3.4%	3.21
526	447	2447	3.64	3.38	-7.1%	3.43
526	467	2467	3.21	2.90	-9.7%	2.94
526	509	2509	5.36	5.00	-6.7%	5.07
526	511	2511	6.17	5.76	-6.6%	5.85
526	512	2512	3.57	3.30	-7.6%	3.35
526	514	2514	3.64	3.33	-8.5%	3.38
526	536	2536	5.19	4.75	-8.5%	4.82
526	573	2573	3.42	3.15	-7.9%	3.20
526	603	2603	6.10	5.89	-3.4%	6.09
526	607	2607	2.88	2.78	-3.5%	2.87
526	646	2646	5.67	5.61	-1.1%	5.80
526	662	2662	7.46	7.26	-2.7%	7.51
526	663	2663	3.93	3.65	-7.1%	3.77
526	670	2670	7.11	6.65	-6.5%	6.87
526	673	2673	6.80	6.62	-2.6%	6.84
526	674	2674	6.70	6.77	1.0%	7.00
526	676	2676	6.49	6.52	0.5%	6.74
526	681	2681	7.44	7.05	-5.2%	7.29
526	804	2804	3.40	2.99	-12.1%	3.03
526	805	2805	5.16	4.31	-16.5%	4.37
526	807	2807	5.16	4.34	-15.9%	4.40
526	808	2808	5.95	6.53	9.7%	6.63
526	809	2809	5.16	4.38	-15.1%	4.44
526	810	2810	3.16	2.73	-13.6%	2.77
526	817	2817	5.64	5.21	-7.6%	5.29
526	821	2821	6.19	5.46	-11.8%	5.54
526	855	2855	4.01	3.79	-5.5%	3.85
526	857	2857	3.72	3.30	-11.3%	3.35
526	865	2865	4.70	4.41	-6.2%	4.48
526	880	2880	4.88	4.06	-16.8%	4.12
526	882	2882	5.41	4.61	-14.8%	4.68
526	907	2907	4.12	3.72	-9.7%	3.77
526	910	2910	3.93	3.19	-18.8%	3.24
526	933	2933	2.71	2.33	-14.0%	2.36
526	939	2939	5.35	4.93	-7.9%	5.00
526	970	2970	8.19	6.92	-15.5%	7.02
526	980	2980	5.16	4.26	-17.4%	4.32
526	992	2992	5.16	4.17	-19.2%	4.23
526	999	2999	4.66	4.13	-11.4%	4.19
526	7428	9428	3.50	3.23	-7.7%	3.28

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
527	114	2114	5.48	5.02	-8.4%	5.09
527	282	2282	5.25	5.04	-4.0%	5.11
527	425	2425	7.27	6.43	-11.6%	6.52
527	601	2601	5.69	5.59	-1.8%	5.78
527	605	2605	8.02	7.83	-2.4%	8.09
527	606	2606	4.27	4.03	-5.6%	4.17
527	608	2608	6.23	5.95	-4.5%	6.15
527	611	2611	9.52	9.07	-4.7%	9.38
527	615	2615	9.86	9.54	-3.2%	9.86
527	645	2645	5.96	5.64	-5.4%	5.83
527	647	2647	8.39	8.12	-3.2%	8.39
527	648	2648	7.47	7.02	-6.0%	7.26
527	652	2652	9.98	9.88	-1.0%	10.21
527	653	2653	7.71	7.64	-0.9%	7.90
527	654	2654	8.17	6.98	-14.6%	7.22
527	656	2656	4.73	4.21	-11.0%	4.35
527	657	2657	9.02	8.61	-4.5%	8.90
527	658	2658	9.12	8.75	-4.1%	9.05
527	665	2665	8.32	7.92	-4.8%	8.19
527	666	2666	8.04	7.32	-9.0%	7.57
527	668	2668	9.30	9.08	-2.4%	9.39
527	669	2669	8.89	8.98	1.0%	9.28
527	679	2679	9.23	8.95	-3.0%	9.25
527	759	2759	5.59	5.15	-7.9%	5.23
527	801	2801	6.47	5.53	-14.5%	5.61
527	802	2802	3.28	2.87	-12.5%	2.91
527	811	2811	6.67	6.41	-3.9%	6.50
527	812	2812	7.16	6.46	-9.8%	6.56
527	828	2828	6.60	5.79	-12.3%	5.88
527	858	2858	5.19	4.45	-14.3%	4.52
527	859	2859	5.41	4.62	-14.6%	4.69
527	860	2860	4.92	4.20	-14.6%	4.26
527	862	2862	5.97	5.36	-10.2%	5.44
527	911	2911	5.40	5.29	-2.0%	5.37
527	983	2983	5.44	4.92	-9.6%	4.99
527	995	2995	5.48	5.19	-5.3%	5.27
527	4777	6777	4.25	3.63	-14.6%	3.68
528	005	2005	10.43	8.27	-20.7%	8.39
528	015	2015	7.30	6.10	-16.4%	6.19
528	112	2112	6.44	5.66	-12.1%	5.74
528	655	2655	8.98	8.54	-4.9%	8.83
528	721	2721	9.24	8.43	-8.8%	8.55
528	806	2806	8.63	7.41	-14.1%	7.52
529	009	2009	18.47	14.34	-22.4%	14.55

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

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2024 Temp Staffing Code	4/1/2023 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2024 Percentage Change	Proposed 4/1/2024 Post-Surcharge Temp Staffing Loss Cost
529	659	2659	16.25	15.39	-5.3%	15.91
529	803	2803	11.16	9.52	-14.7%	9.66
587	563	2563	1.55	1.42	-8.4%	1.44
691	609	2609	3.89	3.64	-6.4%	3.74
693	651	2651	6.54	5.78	-11.6%	5.95
695	661	2661	3.03	2.81	-7.3%	2.93
867	813	2813	4.25	3.70	-12.9%	3.75
871	921	2921	4.09	3.50	-14.4%	3.55
877	914	2914	2.13	1.93	-9.4%	1.96
879	923	2923	2.21	2.08	-5.9%	2.11
881	926	2926	2.44	2.23	-8.6%	2.26
883	928	2928	2.25	2.13	-5.3%	2.16
889	953	2953	0.19	0.16	-15.8%	0.16
889	956	2956	0.15	0.12	-20.0%	0.12
889	962	2962	0.07	0.06	-14.3%	0.06
895	965	2965	1.13	0.99	-12.4%	1.00
946	940	2940	3.44	3.95	14.8%	4.01
946	957	2957	0.70	0.59	-15.7%	0.60
946	958	2958	3.02	3.06	1.3%	3.11
946	959	2959	1.40	1.26	-10.0%	1.28
946	960	2960	2.73	2.65	-2.9%	2.69
946	961	2961	1.65	1.46	-11.5%	1.48
946	974	2974	2.08	2.00	-3.8%	2.03
946	979	2979	3.33	2.92	-12.3%	2.96
949	709	2709	0.38	0.46	21.1%	0.47
949	819	2819	0.38	0.45	18.4%	0.46
949	903	2903	0.26	0.24	-7.7%	0.24
949	904	2904	0.38	0.45	18.4%	0.46
949	905	2905	0.13	0.14	7.7%	0.14
949	951	2951	0.38	0.41	7.9%	0.42
949	955	2955	0.36	0.31	-13.9%	0.31