

DELAWARE COMPENSATION RATING BUREAU, INC.

Temporary Staffing Rates

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

Note that the rates reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published rates (“pre-surcharge basis”). Those surcharges include offsets for the net credits offered for participation in the Merit Rating Plan, the Workplace Safety Program and the Construction Classification Premium Adjustment Program.

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

Exhibit 1 shows Policy Years 2015-2019 payrolls (in \$000) for each of the five DCRB sub-industry groups. Some payroll data used to calculate temporary staffing loss costs represents the actual amounts of temporary staffing payroll reported to the DCRB. For other payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 2015-2019 temporary staffing payroll and applied against both the Temporary Staffing indicated pure premium as well as the Direct Employment indicated pure premium to determine the indicated pure premium differentials for each sub-industry group and in total.

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

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

For the total of all sub-industry groups, Delaware credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Exhibit 28, Other Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to a weighted average of the Pennsylvania credibility-weighted indicated pure premium differentials by sub-industry group using weights calculated using the payroll by sub-industry group in Exhibit 1. The Pennsylvania differentials were taken from Exhibit 31 in the approved PCRB Filing No. C-380 (2022 Pennsylvania Filing).

For each of the sub-industry groups, a three-way credibility weighting is used. First, Delaware credibility is determined as a function of Delaware sub-industry group payroll using the payroll credibility table. That credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. Second, the indicated Pennsylvania sub-industry group differentials and their credibility are taken from Exhibit 31 in the 2022 Pennsylvania Filing. Third, the complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups described in the prior paragraph. If the total of the Delaware and Pennsylvania credibilities is greater than or equal to 1.00, then only a two-way weighting is used (i.e., the differentials for the total of all sub-industry groups is not used).

Exhibit 4 determines the proposed temporary staffing rates by class. For each class, an indicated December 1, 2022 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2022 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2022 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2022 direct employment pure premium are each zero, then the associated sub-industry group's temporary staffing and direct employment pure premiums are used to calculate an appropriate factor.

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the December 1, 2022 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing rates by class (column (16)) are determined by applying primary and secondary capping to the indicated temporary staffing rates in column (14).

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surcharge temporary staffing rates approved effective December 1, 2021, the pre-surcharge rates proposed effective December 1, 2022, and the proposed rate change, are shown. Also shown are the proposed post-surcharge temporary staffing rates by class. This exhibit is ordered by the December 1, 2020 temporary staffing code and direct employment code within the temporary staffing code. Most of the values shown in this exhibit were taken from Exhibit 4.

DELAWARE COMPENSATION RATING BUREAU, INC.

Sub-IG 1		Sub-IG 1 (cont.)		Sub-IG 2		Sub-IG 3		Sub-IG 4		Sub-IG 5	
Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)
2059	54	2463	9	2012	1,252	2819	117	2011	31	2005	2,353
2101	1,334	2464	40	2601	614	2887	368	2013	55	2009	0
2104	9,822	2465	34	2603	132	2890	94	2709	1	2015	1
2105	199	2467	0	2605	14	2891	1,410	2801	989	2055	751
2106	266	2471	113	2607	40	2903	148	2806	1,282	2716	19
2107	1,985	2472	3,407	2608	927	2905	131	2809	3,426	2718	297
2108	1,157	2473	1,291	2609	1,087	2936	1,141	2813	14,222	2721	38
2109	461	2474	1,067	2611	22	2940	332	2814	504	2751	64
2110	33	2475	174	2615	0	2948	169	2815	1,869	2752	66
2111	12	2476	129	2617	259	2951	16,367	2816	167	2753	393
2112	2,132	2477	71	2625	78	2953	669,451	2818	4,942	2755	560
2113	63	2483	70	2643	75	2955	13,030	2820	21	2757	783
2114	12	2485	102	2645	338	2956	55,454	2821	2,763	2759	326
2115	0	2486	1	2646	99	2957	49,190	2825	91	2803	0
2119	223	2487	429	2647	198	2958	2,900	2855	11,890	2804	5,118
2130	0	2488	3,233	2648	255	2961	22,260	2857	1,026	2805	287
2132	1,264	2489	343	2649	121	2962	12,752	2858	566	2807	995
2134	65	2501	101	2651	5,007	2963	1,106	2859	230	2808	11,983
2135	0	2502	0	2652	714	2965	37,219	2860	381	2811	14,555
2136	45	2506	293	2653	381	2984	5,256	2862	659	2812	734
2139	143	2507	0	2654	357	2988	21,044	2865	56,186	2817	1,353
2141	224	2509	0	2655	175			2880	625	2828	193
2142	42	2511	979	2656	181			2882	85	2904	15
2161	63	2512	0	2657	15	Total		2884	296	2939	1
2163	1,807	2513	0	2658	104	Sub-IG 3	909,939	2885	122	2954	796
2165	156	2535	3	2659	129			2886	73	2967	230
2166	60	2536	51	2660	656			2888	71	2969	281
2201	0	2551	18,571	2661	8,102			2896	110	2970	0
2204	25	2553	2,942	2662	113			2897	2,865	2991	18
2205	18	2555	8,608	2663	1,870			2898	730	2992	597
2221	3,429	2563	4,199	2664	1,704			2899	97	2995	8,535
2222	5,453	2571	3,277	2665	304			2907	718	9428	854
2225	1,277	2573	226	2666	59			2910	6		
2227	4,765	2581	12,561	2667	47			2911	2,913		
2255	541	2673	51	2668	80			2914	232	Total	52,196
2257	5	2744	30	2669	9			2915	47		
2259	4,110	2924	30,323	2670	114			2916	1,100		
2261	1	6771	0	2674	33			2917	2,148	Grand	
2263	81	6777	6	2675	1,308			2918	64	Total	1,315,227
2265	0			2676	104			2919	51		
2281	2,688	Total		2677	382			2920	304		
2282	243	Sub-IG 1	155,328	2679	5			2921	122		
2285	467			2681	12			2922	557		
2301	0			2802	831			2923	6,662		
2305	1,401							2925	722		
2306	6			Total				2926	925		
2309	0			Sub-IG 2	28,307			2927	1,188		
2311	724							2928	8,188		
2319	20							2932	112		
2323	4							2933	51		
2327	74							2934	334		
2402	211							2935	50		
2403	52							2941	1,736		
2404	0							2944	659		
2406	0							2945	265		
2407	413							2952	1,036		
2411	1,452							2959	2,476		
2413	1,622							2960	9,815		
2415	198							2964	221		
2416	516							2966	98		
2421	0							2968	170		
2425	0							2971	2,800		
2427	0							2973	993		
2429	0							2974	2,219		
2431	0							2975	5,026		
2433	34							2976	1,026		
2435	0							2977	931		
2441	68							2978	73		
2445	420							2979	1,238		
2446	424							2980	4,476		
2447	0							2981	807		
2449	26							2983	41		
2451	181							2986	289		
2454	3,268							2997	166		
2456	2,477							2999	27		
2457	319										
2458	72							Total			
2459	228							Sub-IG 4	169,457		
2461	3,659										



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(1) Temporary Staffing Code	(2) Policy Years 2015-2019 Temporary Staffing Payroll (\$000)			(3) Temporary Staffing Weights			(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2015-2019 Direct Employment Payroll (\$000)			(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium		
	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only		(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)						
																	Indicated Pure Premium	Weighted Indicated Pure Premium	Indicated Pure Premium	Weighted Indicated Pure Premium		
2716	19	0.0004	0.531	0.877	0.114	0.000	0.000	0.000	716	5,743	0.594	0.004	0.000	0.000	0.000							
2718	297	0.0057	0.310	0.749	0.184	0.002	0.004	0.001	718	10,355	0.765	2.486	0.078	0.004	0.014							
2721	38	0.0007	-	0.666	0.090	-	0.000	0.000	721	983	-	-	-	-	0.000							
2751	64	0.0012	0.531	0.877	0.114	0.001	0.001	0.000	751	19,240	-	0.805	0.1	-	0.001							
2752	66	0.0013	0.531	0.877	0.114	0.001	0.001	0.000	752	19,777	-	-	0.18	-	0.000							
2753	393	0.0075	0.531	0.877	0.114	0.004	0.007	0.001	753	117,474	1.1	0.048	0.048	0.009	0.006							
2755	560	0.0107	0.531	0.877	0.114	0.006	0.009	0.001	755	167,500	-	0.046	0.027	-	0.000							
2757	783	0.0150	0.531	0.877	0.114	0.008	0.013	0.002	757	233,930	0.576	0.600	0.031	0.010	0.009							
2759	326	0.0062	0.531	0.877	0.114	0.003	0.005	0.001	759	7,544	2.438	0.395	0.123	0.015	0.009							
2803	-	-	-	0.666	0.090	-	-	-	803	-	-	-	-	-	-							
2804	5,118	0.0981	-	0.666	0.090	-	0.065	0.009	804	130,000	2.2	1.733	0.111	0.214	0.170							
2805	287	0.0055	-	0.666	0.090	-	0.004	0.000	805	7,350	7.709	3.221	0.166	0.042	0.018							
2807	995	0.0191	-	0.666	0.090	-	0.013	0.002	807	25,465	1.742	5.390	0.471	0.224	0.103							
2808	11,983	0.2296	-	0.666	0.090	-	0.153	0.021	808	306,714	0.984	1.887	0.099	0.456	0.433							
2811	14,555	0.2789	-	0.666	0.090	-	0.186	0.025	811	72,543	6.848	1.768	0.064	1.910	0.493							
2812	734	0.0141	-	0.666	0.090	-	0.009	0.001	812	-	4.323	0.751	0.013	0.061	0.011							
2817	1,353	0.0259	-	0.666	0.090	-	0.017	0.002	817	34,633	4.606	2.179	0.132	0.119	0.056							
2828	193	0.0037	-	0.666	0.090	-	0.002	0.000	828	4,952	-	2.405	0.053	-	0.009							
2904	15	0.0003	0.030	0.287	0.001	0.000	0.000	0.000	904	4,738	-	-	0.018	-	0.000							
2939	1	0.0000	0.531	0.877	0.114	0.000	0.000	0.000	939	340	-	-	2.369	-	0.000							
2954	796	0.0153	0.531	0.877	0.114	0.008	0.013	0.002	954	238,049	0.267	0.524	0.053	0.004	0.008							
2967	230	0.0044	0.531	0.877	0.114	0.002	0.004	0.000	967	68,881	0.154	0.541	0.083	0.001	0.002							
2969	281	0.0054	0.531	0.877	0.114	0.003	0.005	0.000	969	84,044	0.848	0.543	0.172	0.005	0.003							
2970	-	-	0.531	0.877	0.114	-	-	-	970	-	-	-	-	-	-							
2991	18	0.0003	0.531	0.877	0.114	0.000	0.000	0.000	991	5,377	6.020	3.336	2.659	0.002	0.001							
2992	597	0.0114	-	0.666	0.090	-	0.000	0.001	992	15,288	-	-	0.460	-	0.005							
2995	8,535	0.1635	-	0.666	0.090	-	0.100	0.015	995	218,462	2.644	1.425	0.051	0.432	0.233							
9428	854	0.0164	0.531	0.877	0.114	0.003	0.014	0.002	7428	255,251	0.697	0.414	0.060	0.011	0.007							
TOTAL Sub-IG 5	52,196	1.0000				0.046	0.684	0.093		2,543,902				3.927	1.738	0.094						
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.046	0.684	0.989														
GRAND TOTAL	1,315,227					0.377	0.5125	0.0492		86,860,893				0.4611	0.2997	0.0379						
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.377	0.5125	1.300														

DELAWARE COMPENSATION RATING BUREAU, INC.

Total

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$13,152,270 (in 00's)		
0.10	0.35	0.41

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.819	1.710	1.300

C) Wtd Avg of PA Credibility-Weighted Ratios of Temp Staffing PP to Direct Employment PP by Sub-IG using DE weights			
Sub-IG 1	1.538	2.623	1.673
Sub-IG 2	1.577	2.694	1.653
Sub-IG 3	2.379	3.766	1.635
Sub-IG 4	1.489	2.462	1.498
Sub-IG 5	1.485	2.512	1.467
Total	2.112	3.390	1.616

D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.983	2.802	1.486

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

Sub-Industry Group 1

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$1,553,280 (in 00's)		
0.02	0.08	0.10

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.261	1.226	1.968

C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022		
0.18	0.60	0.97

D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31		
1.684	2.625	1.676

E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.895	2.570	1.705**

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

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

Sub-Industry Group 2

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$283,070 (in 00's)		
0.01	0.03	0.03

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
3.359	2.024	0.846

C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022		
0.07	0.25	0.40

D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31		
2.519	2.912	1.764

E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
2.034	2.806	1.578

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

Sub-Industry Group 3

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$9,099,390 (in 00's)		
0.08	0.27	0.32

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
3.836	5.877	1.260

C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022		
0.41	1.00	1.00

D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31		
3.635	3.766	1.635

E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
2.809	4.336**	1.515**

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

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

Sub-Industry Group 4

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$1,694,570 (in 00's)		
0.03	0.09	0.11

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.667	1.541	1.064

C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022		
0.20	0.67	1.00

D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31		
1.419	2.384	1.498

E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.831	2.408	1.450**

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

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

Sub-Industry Group 5

Serious	Non-Serious	Medical Only
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A) DE Credibility Based on Payroll of \$521,960 (in 00's)		
0.01	0.04	0.05

B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
0.012	0.393	0.989

C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022		
0.05	0.18	0.29

D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31		
1.094	2.018	1.193

E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.919	2.565	1.376

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

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
Direct Employment Code	Policy Years 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium			12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium			Indicated 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2021 Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Percentage Change		
Total	1,315,227	0.7584						1.6999			2.241			797,552	16,144,601	14,473,660	-10.3%		

	Minimum Swing	Maximum Swing
IND GRP 1	0.59	1.09
IND GRP 2	0.56	1.06
IND GRP 3	0.57	1.07

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

* Indicates capping occurred in Column (16)



DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.92	5.36	8.9%	5.47
187	107	2107	4.17	4.55	9.1%	4.64
191	161	2161	3.19	3.48	9.1%	3.55
275	221	2221	3.34	3.64	9.0%	3.71
276	222	2222	5.37	5.85	8.9%	6.27
297	281	2281	3.64	3.97	9.1%	4.13
491	403	2403	4.27	4.65	8.9%	4.75
495	451	2451	5.21	5.68	9.0%	5.95
497	472	2472	1.61	1.75	8.7%	1.79
499	475	2475	3.94	4.29	8.9%	4.38
544	101	2101	7.51	6.16	-18.0%	4.99
544	105	2105	9.60	9.00	-6.3%	9.00
544	106	2106	9.60	10.46	9.0%	10.67
544	108	2108	7.32	5.72	-21.9%	5.84
544	109	2109	9.60	9.00	-6.3%	9.18
544	110	2110	7.83	6.31	-19.4%	6.11
544	111	2111	9.60	10.46	9.0%	10.67
544	112	2112	9.60	10.46	9.0%	10.67
544	113	2113	5.35	4.28	-20.0%	4.37
544	114	2114	9.60	10.46	9.0%	10.67
544	115	2115	6.27	5.15	-17.9%	5.26
544	119	2119	8.94	7.75	-13.3%	7.91
544	130	2130	9.60	10.46	9.0%	10.67
544	132	2132	4.94	4.25	-14.0%	4.34
544	134	2134	7.94	6.38	-19.6%	6.51
544	135	2135	6.51	5.09	-20.3%	5.30
544	136	2136	7.39	5.95	-19.6%	6.06
544	139	2139	9.60	9.22	-4.0%	9.41
544	163	2163	9.60	9.00	-6.3%	9.18
544	165	2165	9.60	10.46	9.0%	10.67
544	166	2166	8.11	6.77	-19.0%	6.87
544	201	2201	9.60	9.00	-6.3%	9.18
544	204	2204	9.60	6.59	-18.1%	6.73
544	205	2205	7.51	6.04	-19.9%	6.16
544	225	2225	6.36	5.25	-17.5%	5.36
544	227	2227	4.94	3.58	-27.5%	3.65
544	255	2255	6.36	4.88	-23.3%	4.98
544	257	2257	6.20	5.20	-18.6%	5.31
544	259	2259	6.20	4.80	-16.7%	4.90
544	261	2261	7.24	6.04	-16.6%	6.16
544	263	2263	5.00	4.03	-19.4%	4.11
544	265	2265	6.47	5.19	-19.8%	5.30
544	282	2282	9.60	10.46	9.0%	10.67
544	285	2285	5.40	4.20	-22.2%	4.29
544	301	2301	9.60	10.46	9.0%	10.67
544	305	2305	9.60	9.24	-3.8%	9.43
544	306	2306	9.60	9.00	-6.3%	9.18
544	309	2309	7.21	5.87	-18.6%	5.99
544	311	2311	7.53	6.23	-17.3%	6.36
544	317	2317	9.60	9.25	-3.6%	9.44
544	323	2323	9.42	8.65	-8.2%	8.83
544	327	2327	7.52	5.87	-21.9%	5.99
544	402	2402	9.60	9.00	-6.3%	9.18
544	404	2404	7.37	5.89	-20.1%	6.01
544	406	2406	8.53	6.60	-22.6%	6.74
544	407	2407	8.81	7.52	-14.6%	7.67
544	411	2411	9.60	9.83	2.4%	10.03
544	413	2413	9.60	10.46	9.0%	10.67
544	415	2415	8.07	6.68	-17.2%	6.82
544	416	2416	5.23	4.29	-18.0%	4.38
544	421	2421	9.60	10.46	9.0%	10.67
544	425	2425	9.60	10.46	9.0%	10.67
544	427	2427	9.60	9.42	-1.9%	9.61
544	429	2429	9.60	9.00	-6.3%	9.18
544	431	2431	9.60	10.46	9.0%	10.67
544	433	2433	8.65	7.12	-17.7%	7.27
544	435	2435	9.43	8.67	-8.1%	8.85
544	441	2441	4.94	2.91	-41.1%	2.97

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	5.71	4.54	-20.5%	4.63
544	446	2446	4.94	2.91	-41.1%	2.97
544	447	2447	9.60	9.00	-6.3%	9.18
544	449	2449	5.59	4.52	-19.1%	4.61
544	454	2454	9.60	10.46	9.0%	10.67
544	456	2456	9.60	9.41	-2.0%	9.18
544	457	2457	8.01	6.47	-19.2%	6.60
544	458	2458	4.94	3.47	-29.8%	3.57
544	459	2459	4.94	2.91	-41.1%	2.97
544	461	2461	8.92	7.72	-13.5%	8.88
544	463	2463	7.23	5.64	-22.0%	5.76
544	464	2464	7.08	5.80	-18.1%	5.93
544	465	2465	8.07	6.50	-19.5%	6.60
544	467	2467	9.60	9.00	-6.3%	9.18
544	471	2471	4.94	2.91	-41.1%	2.97
544	473	2473	5.78	4.56	-21.1%	4.65
544	474	2474	4.94	3.99	-19.7%	4.07
544	476	2476	4.94	2.91	-41.1%	2.97
544	477	2477	4.94	3.73	-24.5%	3.81
544	483	2483	4.94	3.17	-35.8%	3.23
544	485	2485	4.94	2.91	-41.1%	2.97
544	486	2486	4.94	2.91	-41.1%	2.97
544	487	2487	4.94	2.91	-41.1%	2.97
544	488	2488	4.94	2.91	-41.1%	2.97
544	489	2489	4.94	2.91	-41.1%	2.97
544	501	2501	9.60	9.00	-6.3%	9.18
544	502	2502	8.57	6.80	-19.8%	7.01
544	506	2506	4.94	4.03	-18.4%	4.11
544	507	2507	5.29	4.20	-20.8%	4.28
544	509	2509	9.60	10.67	9.0%	10.67
544	511	2511	9.60	10.46	9.0%	10.67
544	512	2512	9.60	9.00	-6.3%	9.18
544	513	2513	6.64	6.64	-17.5%	6.78
544	535	2535	7.23	5.81	-19.4%	5.93
544	536	2536	9.60	10.46	9.0%	10.67
544	551	2551	4.94	2.91	-41.1%	2.97
544	553	2553	8.57	6.99	-17.8%	7.13
544	555	2555	4.94	2.91	-41.1%	2.97
544	571	2571	5.78	5.10	-19.4%	5.20
544	573	2573	5.37	8.56	-8.6%	8.74
544	581	2581	5.22	2.92	-44.1%	2.98
544	718	2718	6.88	5.66	-17.7%	5.78
544	744	2744	4.94	2.82	-42.9%	2.88
544	477	2771	8.38	6.90	-17.7%	7.04
544	477	2772	9.60	10.27	7.0%	10.48
587	563	2563	2.08	2.27	9.1%	2.32
682	601	2601	18.39	16.82	-8.5%	18.10
682	603	2603	14.88	11.79	-20.8%	12.69
682	605	2605	18.39	16.82	-8.5%	18.10
682	607	2607	9.72	6.10	-37.2%	6.56
682	608	2608	10.08	7.79	-22.7%	8.38
682	611	2611	18.39	19.26	4.7%	20.73
682	615	2615	18.39	19.49	6.0%	20.98
682	617	2617	9.72	6.93	-28.7%	7.46
682	625	2625	12.62	9.94	-21.2%	10.70
682	643	2643	18.39	19.49	6.0%	20.98
682	645	2645	13.70	10.69	-22.0%	11.50
682	646	2646	13.47	10.65	-20.9%	11.46
682	647	2647	18.39	16.82	-8.5%	18.10
682	648	2648	11.59	9.32	-19.6%	10.03
682	649	2649	10.36	8.54	-17.6%	9.19
682	652	2652	18.39	17.10	-7.0%	18.40
682	653	2653	15.29	12.06	-21.1%	12.98
682	654	2654	10.81	8.60	-20.4%	9.26
682	655	2655	18.39	19.49	6.0%	20.98
682	656	2656	13.53	10.52	-22.2%	11.32
682	657	2657	18.39	16.95	-7.8%	18.24
682	658	2658	18.39	17.97	-2.3%	19.34

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	18.39	19.49	6.0%	20.98
682	660	2660	9.72	5.44	-44.0%	5.85
682	663	2663	9.72	6.60	-32.1%	7.10
682	664	2664	9.72	7.09	-27.1%	7.63
682	665	2665	15.48	12.16	-21.4%	12.09
682	666	2666	18.19	16.42	-9.7%	17.50
682	667	2667	9.72	5.44	-44.0%	5.85
682	668	2668	18.39	16.82	-8.5%	18.30
682	669	2669	17.02	14.25	-16.3%	15.34
682	670	2670	16.26	13.23	-18.6%	14.24
682	673	2673	14.02	11.52	-17.8%	14.40
682	674	2674	13.66	11.07	-19.0%	11.07
682	675	2675	9.72	6.51	-33.0%	7.00
682	676	2676	12.43	10.23	-17.7%	11.01
682	677	2677	9.72	5.44	-44.0%	5.85
682	679	2679	18.39	16.86	-8.3%	18.44
682	681	2681	16.06	13.10	-18.4%	15.10
691	609	2609	5.68	6.02	6.0%	5.67
693	651	2651	6.72	7.12	6.0%	7.64
695	661	2661	3.63	3.85	6.1%	4.19
867	813	2813	5.68	6.08	7.0%	6.20
871	921	2921	6.72	7.19	7.0%	7.34
877	914	2914	3.18	3.40	7.0%	3.47
879	923	2923	3.23	3.46	7.1%	3.53
881	926	2926	3.52	3.77	7.1%	3.85
883	928	2928	3.36	3.60	7.1%	3.67
889	953	2953	0.17	0.18	5.9%	0.18
889	956	2956	0.17	0.18	5.9%	0.18
889	962	2962	0.17	0.18	5.9%	0.18
895	965	2965	0.57	0.61	7.7%	0.57
929	885	2885	4.23	4.53	7.1%	4.62
929	886	2886	3.22	3.56	-11.2%	3.74
929	910	2910	4.23	4.53	7.1%	4.62
929	915	2915	4.23	3.88	-8.3%	3.96
929	916	2916	3.87	3.21	-17.1%	3.28
929	917	2917	4.23	4.53	7.1%	4.62
929	918	2918	4.23	3.88	-8.3%	3.96
929	919	2919	4.40	3.44	-14.0%	3.51
929	920	2920	4.23	1.24	-43.1%	1.27
929	922	2922	4.23	4.24	0.2%	4.33
929	925	2925	4.23	4.53	7.1%	4.62
929	927	2927	2.18	1.62	-25.7%	1.65
929	932	2932	2.18	1.26	-42.2%	1.29
929	933	2933	4.23	4.53	7.1%	4.62
929	934	2934	4.23	4.53	7.1%	4.62
929	935	2935	2.59	2.11	-18.5%	2.15
937	005	2005	8.77	9.38	7.0%	9.57
937	009	2009	8.77	9.38	7.0%	9.57
937	015	2015	8.77	9.38	7.0%	9.57
937	055	2055	9.02	8.42	-6.7%	8.59
937	059	2059	9.02	9.56	6.0%	9.76
937	721	2721	8.77	9.56	9.0%	9.76
937	801	2801	9.02	9.56	6.0%	9.76
937	802	2802	8.77	8.18	-6.7%	8.35
937	803	2803	8.77	9.38	7.0%	9.57
937	804	2804	7.26	6.14	-15.4%	6.27
937	805	2805	8.77	9.38	7.0%	9.57
937	806	2806	8.77	9.38	7.0%	9.57
937	807	2807	8.77	9.23	5.2%	9.42
937	808	2808	8.77	9.38	7.0%	9.57
937	809	2809	8.73	7.98	-8.6%	8.14
937	811	2811	8.77	9.38	7.0%	9.57
937	812	2812	8.77	9.38	7.0%	9.57
937	817	2817	8.77	9.38	7.0%	9.57
937	821	2821	8.77	9.38	7.0%	9.57
937	828	2828	8.77	9.38	7.0%	9.57
937	855	2855	8.77	8.37	-4.6%	8.54
937	857	2857	8.77	8.05	-8.2%	8.22

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	8.77	9.38	7.0%	9.57
937	859	2859	8.77	9.38	7.0%	9.57
937	860	2860	8.77	9.38	7.0%	9.57
937	862	2862	8.77	9.38	7.0%	9.57
937	865	2865	4.73	3.70	-21.8%	3.70
937	907	2907	8.56	7.65	-10.6%	7.65
937	911	2911	7.01	5.77	-17.7%	5.89
937	924	2924	7.90	6.63	-16.1%	6.77
937	980	2980	6.82	5.44	-20.2%	5.55
937	992	2992	8.77	8.05	-8.2%	8.22
937	995	2995	8.77	9.38	7.0%	9.57
946	940	2940	3.52	3.77	7.1%	3.77
946	957	2957	1.87	1.64	-12.3%	1.64
946	958	2958	3.52	3.77	7.1%	3.85
946	959	2959	2.84	2.40	-15.5%	2.45
946	960	2960	3.52	3.77	7.1%	3.77
946	961	2961	2.12	1.74	-17.9%	1.83
946	974	2974	3.52	3.77	7.1%	3.85
946	979	2979	3.52	3.77	7.1%	3.85
947	011	2011	5.74	4.92	-14.3%	5.02
947	012	2012	6.10	6.53	7.0%	6.66
947	013	2013	6.10	5.60	-8.2%	5.71
947	141	2141	6.10	6.53	7.0%	6.79
947	142	2142	6.07	5.66	-6.8%	5.78
947	662	2662	6.28	6.66	6.1%	7.17
947	716	2716	6.28	6.08	-3.2%	6.20
947	751	2751	3.42	2.65	-24.0%	2.65
947	752	2752	3.14	1.85	-41.1%	1.89
947	753	2753	6.10	5.50	-9.0%	6.79
947	755	2755	4.50	3.59	-20.5%	3.41
947	757	2757	5.71	4.67	-16.2%	4.71
947	759	2759	6.10	6.53	7.0%	6.66
947	814	2814	6.10	5.60	-8.2%	5.71
947	815	2815	5.60	4.76	-15.8%	4.86
947	816	2816	4.70	3.73	-20.6%	3.81
947	818	2818	3.14	2.53	-19.4%	2.58
947	820	2820	5.47	4.59	-16.1%	4.68
947	825	2825	6.10	6.53	7.0%	6.66
947	880	2880	6.10	6.53	7.0%	6.66
947	882	2882	5.10	6.53	7.0%	6.66
947	884	2884	3.14	1.79	-43.0%	1.83
947	887	2887	3.14	2.47	-21.3%	2.52
947	888	2888	6.10	6.53	7.0%	6.66
947	890	2890	3.14	1.79	-43.0%	1.83
947	891	2891	4.64	4.23	-8.8%	4.32
947	896	2896	3.14	2.32	-26.1%	2.37
947	897	2897	3.41	2.72	-20.2%	2.78
947	898	2898	6.10	6.39	4.8%	6.52
947	899	2899	3.14	2.03	-35.4%	2.07
947	930	2930	3.14	1.79	-43.0%	1.83
947	939	2939	6.10	6.53	7.0%	6.66
947	941	2941	6.10	6.47	6.1%	6.60
947	944	2944	4.94	3.81	-22.9%	3.89
947	945	2945	5.86	5.14	-12.3%	5.25
947	948	2948	5.94	5.29	-10.9%	5.40
947	952	2952	3.14	1.79	-43.0%	1.83
947	954	2954	5.61	4.68	-16.6%	4.78
947	963	2963	3.14	1.79	-43.0%	1.83
947	964	2964	5.96	5.33	-10.6%	5.44
947	966	2966	6.10	5.60	-8.2%	5.71
947	967	2967	3.14	1.79	-43.0%	1.83
947	968	2968	3.14	2.10	-33.1%	2.14
947	969	2969	6.10	6.22	2.0%	6.35
947	970	2970	6.10	6.53	7.0%	6.66
947	971	2971	6.10	5.60	-8.2%	5.71
947	973	2973	5.86	5.14	-12.3%	5.25
947	975	2975	3.23	2.64	-18.3%	2.69
947	976	2976	3.74	3.04	-18.7%	3.10

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	3.14	1.79	-43.0%	1.83
947	978	2978	5.26	4.35	-17.3%	4.44
947	981	2981	4.52	3.67	-18.8%	3.75
947	983	2983	6.10	6.53	7.0%	6.66
947	984	2984	3.14	1.79	-43.0%	1.83
947	986	2986	3.74	3.09	-17.4%	3.17
947	988	2988	3.14	1.79	-43.0%	1.83
947	991	2991	6.10	6.53	7.0%	6.66
947	997	2997	3.14	1.79	-43.0%	1.83
947	999	2999	6.10	6.53	7.0%	6.66
947	7428	9428	3.89	3.17	-18.5%	3.23
949	709	2709	0.58	0.61	5.2%	0.62
949	819	2819	0.57	0.61	7.0%	0.61
949	903	2903	0.57	0.57	0.0%	0.58
949	904	2904	0.57	0.61	7.0%	0.62
949	905	2905	0.29	0.22	-14.1%	0.22
949	951	2951	0.57	0.61	7.0%	0.62
949	955	2955	0.37	0.29	-21.6%	0.30

Superseded