

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 2017-2021 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 2017-2021 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 (2024 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 2024 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, 2024 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2024 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2024 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2024 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, 2024 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, 2023, the pre-surcharge rates proposed effective December 1, 2024, 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 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)
2059	53	2463	1	2012	1,828	2819	148	2011	62	2005	1,895
2101	1,377	2464	47	2601	545	2887	453	2013	76	2009	0
2104	29,375	2465	47	2603	137	2890	119	2709	1	2015	8
2105	811	2467	0	2605	13	2891	1,906	2801	623	2055	507
2106	274	2471	97	2607	76	2903	190	2806	959	2716	31
2107	2,263	2472	3,845	2608	775	2905	196	2809	2,337	2718	355
2108	1,237	2473	1,432	2609	839	2936	1,585	2813	17,632	2721	23
2109	483	2474	1,669	2611	18	2940	730	2814	661	2751	95
2110	36	2475	539	2615	0	2948	207	2815	2,555	2752	84
2111	11	2476	129	2617	217	2951	21,090	2816	220	2753	438
2112	2,127	2477	62	2625	74	2953	714,950	2818	6,467	2755	665
2113	66	2483	72	2643	52	2955	15,074	2820	26	2757	863
2114	18	2485	125	2645	267	2956	57,348	2821	1,911	2759	455
2115	5	2486	1	2646	85	2957	89,500	2825	102	2803	0
2119	412	2487	434	2647	183	2958	5,949	2855	8,787	2804	3,541
2130	0	2488	3,401	2648	212	2961	83,001	2857	906	2805	301
2132	1,358	2489	266	2649	98	2962	12,677	2858	430	2807	676
2134	24	2501	139	2651	1,724	2963	1,377	2859	197	2808	10,024
2135	0	2502	0	2652	603	2965	45,066	2860	254	2811	11,002
2136	42	2506	485	2653	310	2984	6,657	2862	407	2812	712
2139	119	2507	0	2654	278	2988	28,870	2865	40,321	2817	668
2141	343	2509	0	2655	155			2880	829	2828	150
2142	45	2511	1,114	2656	149	<b>Total</b>		2882	103	2904	24
2161	240	2512	0	2657	7	<b>Sub-IG 3</b>	1,087,093	2884	392	2939	2
2163	2,063	2513	0	2658	77			2885	201	2954	917
2165	127	2535	3	2659	118			2886	93	2967	269
2166	57	2536	42	2660	543			2888	93	2969	344
2201	0	2551	24,239	2661	11,078			2896	129	2970	0
2204	19	2553	3,262	2662	158			2897	3,936	2991	26
2205	21	2555	9,549	2663	1,564			2898	859	2992	485
2221	1,813	2563	3,562	2664	1,438			2899	145	2995	6,346
2222	5,730	2571	3,348	2665	261			2907	456	9428	937
2225	1,544	2573	545	2666	46			2910	7		
2227	2,200	2581	11,968	2667	40			2911	2,289	<b>Total</b>	
2255	460	2673	41	2668	62			2914	172	<b>Sub-IG 5</b>	41,843
2257	17	2744	28	2669	6			2915	74		
2259	3,702	2924	26,164	2670	104			2916	1,335		
2261	138	6771	6	2674	36			2917	2,837	<b>Grand</b>	
2263	64	6777	5	2675	1,153			2918	87	<b>Total</b>	1,511,491
2265	0			2676	95			2919	61		
2281	2,020	<b>Total</b>		2677	256			2920	367		
2282	454	<b>Sub-IG 1</b>	176,927	2679	3			2921	120		
2285	412			2681	11			2922	715		
2301	0			2802	568			2923	10,717		
2305	1,540							2925	938		
2306	3			<b>Total</b>				2926	1,398		
2309	0			<b>Sub-IG 2</b>	26,262			2927	1,560		
2311	674							2928	10,443		
2319	27							2932	115		
2323	1							2933	57		
2327	56							2934	436		
2402	232							2935	70		
2403	1							2941	2,546		
2404	0							2944	927		
2406	0							2945	265		
2407	675							2952	1,209		
2411	1,524							2959	4,850		
2413	1,339							2960	16,920		
2415	183							2964	246		
2416	522							2966	125		
2421	0							2968	231		
2425	0							2971	3,845		
2427	0							2973	1,287		
2429	0							2974	4,590		
2431	0							2975	6,429		
2433	34							2976	1,295		
2435	0							2977	1,186		
2441	57							2978	90		
2445	300							2979	2,623		
2446	448							2980	3,094		
2447	0							2981	943		
2449	21							2983	52		
2451	255							2986	392		
2454	4,116							2997	220		
2456	2,801							2999	33		
2457	290										
2458	63							<b>Total</b>			
2459	214							<b>Sub-IG 4</b>	179,366		
2461	3,324										

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021			(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021			(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)								
	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium								Weighted Indicated Pure Premium								Direct Employment Payroll (\$000)	Actual Indicated Pure Premium	Weighted Indicated Pure Premium					
											Serious	Non-Ser	Med Only								Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2059	53	0.0003	0.442	0.673	0.039	0.000	0.000	0.000	059	2,079	-	5.744	0.023	-	0.002	0.000										
2101	1,377	0.0078	1.465	2.180	0.083	0.011	0.017	0.001	101	50,731	-	0.200	0.041	-	0.002	0.000										
2104	29,375	0.1660	-	1.202	0.024	-	0.200	0.004	104	267,600	-	0.393	0.049	-	0.065	0.008										
2105	811	0.0046	1.465	2.180	0.083	0.007	0.010	0.000	105	29,894	-	1.740	0.041	-	0.008	0.000										
2106	274	0.0015	1.465	2.180	0.083	0.002	0.003	0.000	106	10,110	-	-	0.007	-	-	0.000										
2107	2,263	0.0128	-	1.324	0.000	-	0.017	0.000	107	17,320	0.366	2.808	0.141	0.005	0.036	0.002										
2108	1,237	0.0070	1.465	2.180	0.083	0.010	0.015	0.001	108	45,584	-	0.531	0.127	-	0.004	0.001										
2109	483	0.0027	1.465	2.180	0.083	0.004	0.006	0.000	109	17,791	-	1.852	0.030	-	0.005	0.000										
2110	36	0.0002	1.465	2.180	0.083	0.000	0.000	0.000	110	1,338	-	-	0.045	-	-	0.000										
2111	11	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	111	397	-	-	0.001	-	-	0.000										
2112	2,127	0.0120	1.465	2.180	0.083	0.018	0.026	0.001	112	78,358	5.788	1.832	0.240	0.070	0.022	0.003										
2113	66	0.0004	1.465	2.180	0.083	0.001	0.001	0.000	113	2,447	-	-	0.180	-	-	0.000										
2114	18	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	114	674	-	-	0.001	-	-	0.000										
2115	5	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	115	171	-	-	0.001	-	-	0.000										
2119	412	0.0023	1.465	2.180	0.083	0.003	0.005	0.000	119	15,189	6.153	3.630	0.151	0.014	0.008	0.000										
2130	-	-	1.465	2.180	0.083	-	-	-	130	-	-	-	-	-	-	-										
2132	1,358	0.0077	1.465	2.180	0.083	0.011	0.017	0.001	132	50,047	0.133	-	0.025	0.001	-	0.000										
2134	24	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	134	899	-	-	0.000	-	-	0.000										
2135	-	-	1.465	2.180	0.083	-	-	-	135	-	-	-	-	-	-	-										
2136	42	0.0002	1.465	2.180	0.083	0.000	0.001	0.000	136	1,561	-	-	0.018	-	-	0.000										
2139	119	0.0007	1.465	2.180	0.083	0.001	0.001	0.000	139	4,400	-	0.538	0.040	-	0.000	0.000										
2141	343	0.0019	0.312	0.999	0.046	0.001	0.002	0.000	141	76,527	0.464	0.888	0.148	0.001	0.002	0.000										
2142	45	0.0003	0.312	0.999	0.046	0.000	0.000	0.000	142	11,248	-	0.375	0.003	-	0.000	0.000										
2161	240	0.0014	-	-	0.001	-	-	0.000	161	4,444	-	0.036	0.031	-	0.000	0.000										
2163	2,063	0.0117	1.465	2.180	0.083	0.017	0.025	0.001	163	75,997	-	0.124	0.037	-	0.001	0.000										
2165	127	0.0007	1.465	2.180	0.083	0.001	0.002	0.000	165	4,683	-	0.664	0.163	-	0.000	0.000										
2166	57	0.0003	1.465	2.180	0.083	0.000	0.001	0.000	166	2,108	-	-	0.417	-	-	0.000										
2201	-	-	1.465	2.180	0.083	-	-	-	201	-	-	-	-	-	-	-										
2204	19	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	204	696	-	-	0.001	-	-	0.000										
2205	21	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	205	764	-	-	0.001	-	-	0.000										
2221	1,813	0.0102	0.292	2.515	0.276	0.003	0.026	0.003	221	45,792	0.560	1.185	0.053	0.006	0.012	0.001										
2222	5,730	0.0324	-	2.796	0.242	-	0.091	0.008	222	253,761	-	0.853	0.093	-	0.028	0.003										
2225	1,544	0.0087	1.465	2.180	0.083	0.013	0.019	0.001	225	56,892	1.512	1.520	0.058	0.013	0.013	0.001										
2227	2,200	0.0124	1.465	2.180	0.083	0.018	0.027	0.001	227	81,060	-	0.209	0.025	-	0.003	0.000										
2255	460	0.0026	1.465	2.180	0.083	0.004	0.006	0.000	255	16,937	-	1.290	0.035	-	0.003	0.000										
2257	17	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	257	640	-	-	0.001	-	-	0.000										
2259	3,702	0.0209	1.465	2.180	0.083	0.031	0.046	0.002	259	136,403	0.540	-	0.027	0.011	-	0.001										
2261	138	0.0008	1.465	2.180	0.083	0.001	0.002	0.000	261	5,091	0.553	1.901	0.165	0.000	0.001	0.000										
2263	64	0.0004	1.465	2.180	0.083	0.001	0.001	0.000	263	2,366	-	-	0.000	-	-	0.000										
2265	-	-	1.465	2.180	0.083	-	-	-	265	0	-	-	0.001	-	-	-										
2281	2,020	0.0114	-	-	0.076	-	-	0.001	281	24,287	0.360	0.198	0.009	0.004	0.002	0.000										
2282	454	0.0026	1.465	2.180	0.083	0.004	0.006	0.000	282	16,718	-	0.821	0.234	-	0.002	0.001										
2285	412	0.0023	1.465	2.180	0.083	0.003	0.005	0.000	285	15,171	-	0.168	0.037	-	0.000	0.000										
2301	-	-	1.465	2.180	0.083	-	-	-	301	-	-	-	-	-	-	-										
2305	1,540	0.0087	1.465	2.180	0.083	0.013	0.019	0.001	305	56,754	0.514	0.284	0.130	0.004	0.002	0.001										
2306	3	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	306	125	-	-	0.001	-	-	0.000										
2309	-	-	1.465	2.180	0.083	-	-	-	309	-	-	-	-	-	-	-										
2311	674	0.0038	1.465	2.180	0.083	0.006	0.008	0.000	311	24,834	-	0.347	0.160	-	0.001	0.001										
2319	27	0.0002	1.465	2.180	0.083	0.000	0.000	0.000	319	977	-	-	0.002	-	-	0.000										
2323	1	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	323	50	-	-	0.002	-	-	0.000										
2327	56	0.0003	1.465	2.180	0.083	0.000	0.001	0.000	327	2,049	-	-	0.001	-	-	0.000										
2402	232	0.0013	1.465	2.180	0.083	0.002	0.003	0.000	402	8,556	1.254	2.899	0.125	0.002	0.004	0.000										
2403	1	0.0000	-	-	0.000	-	-	0.000	403	39	-	-	0.000	-	-	0.000										
2404	-	-	1.465	2.180	0.083	-	-	-	404	-	-	-	-	-	-	-										
2406	-	-	1.465	2.180	0.083	-	-	-	406	-	-	-	-	-	-	-										
2407	675	0.0038	1.465	2.180	0.083	0.006	0.008	0.000	407	24,881	-	0.065	0.009	-	0.000	0.000										
2411	1,524	0.0086	1.465	2.180	0.083	0.013	0.019	0.001	411	56,158	0.285	2.344	0.223	0.002	0.020	0.002										
2413	1,339	0.0076	1.465	2.180	0.083	0.011	0.016	0.001	413	49,348	1.391	0.848	0.071	0.011	0.006	0.001										

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	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Temporary Staffing Payroll								Actual								Weighted			Direct Employment Payroll (\$000)	Actual			Weighted					
											Indicated Serious	Pure Non-Ser	Premium Med Only						Indicated Serious	Pure Non-Ser	Premium Med Only		Indicated Serious	Pure Non-Ser	Premium Med Only	Indicated Serious	Pure Non-Ser	Premium Med Only	Indicated Serious	Pure Non-Ser	Premium Med Only
2415	183	0.0010	1.465	2.180	0.083	0.002	0.002	0.000	415	6,743	-	0.557	0.000	-	0.001	0.000															
2416	522	0.0030	1.465	2.180	0.083	0.004	0.006	0.000	416	19,249	-	1.035	0.054	-	0.003	0.000															
2421	-	-	1.465	2.180	0.083	-	-	-	421	-	-	-	-	-	-	-															
2425	-	-	1.465	2.180	0.083	-	-	-	425	-	-	-	-	-	-	-															
2427	-	-	1.465	2.180	0.083	-	-	-	427	-	-	-	-	-	-	-															
2429	-	-	1.465	2.180	0.083	-	-	-	429	-	-	-	-	-	-	-															
2431	-	-	1.465	2.180	0.083	-	-	-	431	-	-	-	-	-	-	-															
2433	34	0.0002	1.465	2.180	0.083	0.000	0.000	0.000	433	1,266	-	5.598	0.000	-	0.001	0.000															
2435	-	-	1.465	2.180	0.083	-	-	-	435	-	-	-	-	-	-	-															
2441	57	0.0003	1.465	2.180	0.083	0.000	0.001	0.000	441	2,089	-	-	0.183	-	-	0.000															
2445	300	0.0017	1.465	2.180	0.083	0.002	0.004	0.000	445	11,054	-	8.324	0.026	-	0.014	0.000															
2446	448	0.0025	1.465	2.180	0.083	0.004	0.006	0.000	446	16,513	-	0.179	0.002	-	0.000	0.000															
2447	-	-	1.465	2.180	0.083	-	-	-	447	-	-	-	-	-	-	-															
2449	21	0.0001	1.465	2.180	0.083	0.000	0.000	0.000	449	770	-	-	0.000	-	-	0.000															
2451	255	0.0014	-	-	0.001	-	-	0.000	451	4,214	-	0.191	0.044	-	0.000	0.000															
2454	4,116	0.0233	1.465	2.180	0.083	0.034	0.051	0.002	454	151,637	0.155	0.689	0.111	0.004	0.016	0.003															
2456	2,801	0.0158	1.465	2.180	0.083	0.023	0.035	0.001	456	97,522	-	0.633	0.071	-	0.010	0.001															
2457	290	0.0016	1.465	2.180	0.083	0.002	0.004	0.000	457	10,684	-	0.503	0.067	-	0.001	0.000															
2458	63	0.0004	1.465	2.180	0.083	0.001	0.001	0.000	458	2,314	-	-	0.015	-	-	0.000															
2459	214	0.0012	1.465	2.180	0.083	0.002	0.003	0.000	459	7,896	-	0.354	0.033	-	0.000	0.000															
2461	3,324	0.0188	1.465	2.180	0.083	0.028	0.041	0.002	461	122,467	-	0.744	0.092	-	0.014	0.002															
2463	1	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	463	40	-	-	0.000	-	-	0.000															
2464	47	0.0003	1.465	2.180	0.083	0.000	0.001	0.000	464	1,728	32.793	3.717	0.294	0.009	0.001	0.000															
2465	47	0.0003	1.465	2.180	0.083	0.000	0.001	0.000	465	1,738	-	-	0.000	-	-	0.000															
2467	-	-	1.465	2.180	0.083	-	-	-	467	-	-	-	-	-	-	-															
2471	97	0.0005	1.465	2.180	0.083	0.001	0.001	0.000	471	3,557	-	-	0.073	-	-	0.000															
2472	3,845	0.0217	0.177	0.774	0.004	0.004	0.017	0.000	472	5,357	-	-	0.000	-	-	0.000															
2473	1,432	0.0081	1.465	2.180	0.083	0.012	0.018	0.001	473	52,760	0.493	0.459	0.070	0.004	0.004	0.001															
2474	1,669	0.0094	1.465	2.180	0.083	0.014	0.021	0.001	474	61,501	0.118	0.106	0.031	0.001	0.001	0.000															
2475	539	0.0030	-	-	0.001	-	-	0.000	475	131,340	-	0.744	0.049	-	0.002	0.000															
2476	129	0.0007	1.465	2.180	0.083	0.001	0.002	0.000	476	4,738	-	-	0.030	-	-	0.000															
2477	62	0.0004	1.465	2.180	0.083	0.001	0.001	0.000	477	2,299	-	-	0.144	-	-	0.000															
2483	72	0.0004	1.465	2.180	0.083	0.001	0.001	0.000	483	2,638	-	-	0.000	-	-	0.000															
2485	125	0.0007	1.465	2.180	0.083	0.001	0.002	0.000	485	4,620	-	-	0.000	-	-	0.000															
2486	1	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	486	46	-	-	0.000	-	-	0.000															
2487	434	0.0025	1.465	2.180	0.083	0.004	0.005	0.000	487	15,989	-	-	0.000	-	-	0.000															
2488	3,401	0.0192	1.465	2.180	0.083	0.028	0.042	0.002	488	125,299	-	0.307	0.040	-	0.006	0.001															
2489	266	0.0015	1.465	2.180	0.083	0.002	0.003	0.000	489	9,813	-	-	0.006	-	-	0.000															
2501	139	0.0008	1.465	2.180	0.083	0.001	0.002	0.000	501	5,117	-	0.884	0.003	-	0.001	0.000															
2502	-	-	1.465	2.180	0.083	-	-	-	502	-	-	-	-	-	-	-															
2506	485	0.0027	1.465	2.180	0.083	0.004	0.006	0.000	506	17,869	-	1.075	0.073	-	0.003	0.000															
2507	-	-	1.465	2.180	0.083	-	-	-	507	-	-	-	-	-	-	-															
2509	-	-	1.465	2.180	0.083	-	-	-	509	-	-	-	-	-	-	-															
2511	1,114	0.0063	1.465	2.180	0.083	0.009	0.014	0.001	511	41,052	-	1.978	0.096	-	0.012	0.001															
2512	-	-	1.465	2.180	0.083	-	-	-	512	-	-	-	-	-	-	-															
2513	-	-	1.465	2.180	0.083	-	-	-	513	-	-	-	-	-	-	-															
2535	3	0.0000	1.465	2.180	0.083	0.000	0.000	0.000	535	104	-	-	0.000	-	-	0.000															
2536	42	0.0002	1.465	2.180	0.083	0.000	0.001	0.000	536	1,565	-	-	0.523	-	-	0.000															
2551	24,239	0.1370	1.465	2.180	0.083	0.201	0.299	0.011	551	888,374	-	0.114	0.012	-	0.016	0.002															
2553	3,262	0.0184	1.465	2.180	0.083	0.027	0.040	0.002	553	120,180	-	0.295	0.002	-	0.005	0.000															
2555	9,549	0.0540	1.465	2.180	0.083	0.079	0.118	0.004	555	324,748	0.710	0.210	0.045	0.038	0.011	0.002															
2563	3,562	0.0201	-	-	0.016	-	-	0.000	563	78,819	-	0.178	0.018	-	0.004	0.000															
2571	3,348	0.0189	1.465	2.180	0.083	0.028	0.041	0.002	571	123,340	-	0.026	0.027	-	0.000	0.001															
2573	545	0.0031	1.465	2.180	0.083	0.005	0.007	0.000	573	20,071	2.347	0.501	0.004	0.007	0.002	0.000															
2581	11,968	0.0676	1.465	2.180	0.083	0.099	0.147	0.006	581	440,949	1.188	0.134	0.006	0.080	0.009	0.000															
2673	41	0.0002	0.006	-	0.034	0.000	-	0.000	673	15,646	-	0.255	0.024	-	0.000	0.000															
2744	28	0.0002	1.465	2.180	0.083	0.000	0.000	0.000	744	1,018	-	8.376	0.000	-	0.001	0.000															
2924	26,164	0.1479	0.442	0.673	0.039	0.065	0.100	0.006	924	1,027,680	0.895	1.343	0.065	0.132	0.199	0.010															

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021			(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)								
	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium								Actual						Weighted			Direct Employment Payroll (\$000)	Actual Indicated Pure Premium	Actual		
											Serious	Non-Ser	Med Only				Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only
6771	6	0.0000	1.465	2.180	0.083	0.000	0.000	0.000		4771	235	-	-	0.000	-	-	0.000							
6777	5	0.0000	1.465	2.180	0.083	0.000	0.000	0.000		4777	174	-	-	0.001	-	-	0.000							
<b>TOTAL Sub-IG 1</b>	<b>176,927</b>	<b>1.0000</b>					<b>0.906</b>	<b>1.691</b>	<b>0.069</b>		<b>5,636,768</b>				<b>0.420</b>	<b>0.593</b>	<b>0.050</b>							
<b>Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>2.158</b>	<b>2.851</b>	<b>1.367</b>															
2012	1,828	0.0696	0.312	0.999	0.046	0.022	0.070	0.003		012	453,124	1.095	1.052	0.082	0.076	0.073	0.006							
2601	545	0.0208	0.006	-	0.034	0.000	-	0.001		601	206,713	0.268	1.342	0.072	0.006	0.028	0.002							
2603	137	0.0052	0.006	-	0.034	0.000	-	0.000		603	52,056	-	0.452	0.036	-	0.002	0.000							
2605	13	0.0005	0.006	-	0.034	0.000	-	0.000		605	4,985	-	-	0.004	-	-	0.000							
2607	76	0.0029	0.006	-	0.034	0.000	-	0.000		607	28,792	-	0.454	0.010	-	0.001	0.000							
2608	775	0.0295	0.006	-	0.034	0.000	-	0.001		608	293,920	0.606	0.678	0.036	0.018	0.020	0.001							
2609	839	0.0319	-	0.589	0.001	-	0.019	0.000		609	488,275	0.365	0.865	0.038	0.012	0.028	0.001							
2611	18	0.0007	0.006	-	0.034	0.000	-	0.000		611	6,791	-	-	0.022	-	-	0.000							
2615	-	-	0.006	-	0.034	-	-	-		615	-	-	-	-	-	-	-							
2617	217	0.0083	0.006	-	0.034	0.000	-	0.000		617	82,365	0.512	0.817	0.019	0.004	0.007	0.000							
2625	74	0.0028	0.006	-	0.034	0.000	-	0.000		625	28,034	0.050	0.447	0.014	0.000	0.001	0.000							
2643	52	0.0020	0.006	-	0.034	0.000	-	0.000		643	19,697	-	0.713	0.032	-	0.001	0.000							
2645	267	0.0102	0.006	-	0.034	0.000	-	0.000		645	101,330	1.044	0.678	0.054	0.011	0.007	0.001							
2646	85	0.0032	0.006	-	0.034	0.000	-	0.000		646	32,074	0.263	1.271	0.102	0.001	0.004	0.000							
2647	183	0.0070	0.006	-	0.034	0.000	-	0.000		647	69,380	1.111	1.492	0.118	0.008	0.010	0.001							
2648	212	0.0081	0.006	-	0.034	0.000	-	0.000		648	80,273	2.736	1.510	0.033	0.022	0.012	0.000							
2649	98	0.0037	0.006	-	0.034	0.000	-	0.000		649	37,114	1.280	1.085	0.011	0.005	0.004	0.000							
2651	1,724	0.0656	0.462	17.801	0.121	0.030	1.169	0.008		651	212,540	1.484	1.353	0.077	0.097	0.089	0.005							
2652	603	0.0230	0.006	-	0.034	0.000	-	0.001		652	228,766	0.655	2.266	0.119	0.015	0.052	0.003							
2653	310	0.0118	0.006	-	0.034	0.000	-	0.000		653	117,378	4.535	0.707	0.020	0.054	0.008	0.000							
2654	278	0.0106	0.006	-	0.034	0.000	-	0.000		654	105,502	2.362	0.925	0.047	0.025	0.010	0.000							
2655	155	0.0059	0.006	-	0.034	0.000	-	0.000		655	58,600	-	0.908	0.166	-	0.005	0.001							
2656	149	0.0057	0.006	-	0.034	0.000	-	0.000		656	56,599	-	-	0.003	-	-	0.000							
2657	7	0.0003	0.006	-	0.034	0.000	-	0.000		657	2,561	-	-	0.000	-	-	0.000							
2658	77	0.0029	0.006	-	0.034	0.000	-	0.000		658	29,372	-	0.737	0.199	-	0.002	0.001							
2659	118	0.0045	0.006	-	0.034	0.000	-	0.000		659	44,881	-	5.710	0.015	-	0.026	0.000							
2660	543	0.0207	0.006	-	0.034	0.000	-	0.001		660	206,035	0.603	0.167	0.023	0.012	0.003	0.000							
2661	11,078	0.4218	8.361	1.551	0.106	3.527	0.654	0.045		661	614,159	-	0.504	0.060	-	0.213	0.025							
2662	158	0.0060	0.312	0.999	0.046	0.002	0.006	0.000		662	39,241	-	0.081	0.100	-	0.000	0.001							
2663	1,564	0.0596	0.006	-	0.034	0.000	-	0.002		663	593,188	0.871	0.708	0.041	0.052	0.042	0.002							
2664	1,438	0.0548	0.006	-	0.034	0.000	-	0.002		664	545,148	0.385	0.455	0.077	0.021	0.025	0.004							
2665	261	0.0099	0.006	-	0.034	0.000	-	0.000		665	99,121	-	1.364	0.095	-	0.014	0.001							
2666	46	0.0018	0.006	-	0.034	0.000	-	0.000		666	17,426	-	0.155	0.026	-	0.000	0.000							
2667	40	0.0015	0.006	-	0.034	0.000	-	0.000		667	15,320	-	-	0.015	-	-	0.000							
2668	62	0.0024	0.006	-	0.034	0.000	-	0.000		668	23,326	4.930	1.850	0.040	0.012	0.004	0.000							
2669	6	0.0002	0.006	-	0.034	0.000	-	0.000		669	2,412	9.201	-	0.000	0.002	-	0.000							
2670	104	0.0040	0.006	-	0.034	0.000	-	0.000		670	39,475	-	0.019	0.039	-	0.000	0.000							
2674	36	0.0014	0.006	-	0.034	0.000	-	0.000		674	13,654	-	0.069	0.059	-	0.000	0.000							
2675	1,153	0.0439	0.006	-	0.034	0.000	-	0.001		675	437,345	0.210	0.478	0.042	0.009	0.021	0.002							
2676	95	0.0036	0.006	-	0.034	0.000	-	0.000		676	35,896	3.649	1.960	0.041	0.013	0.007	0.000							
2677	256	0.0097	0.006	-	0.034	0.000	-	0.000		677	97,065	0.952	0.018	0.007	0.009	0.000	0.000							
2679	3	0.0001	0.006	-	0.034	0.000	-	0.000		679	1,237	-	2.553	0.017	-	0.000	0.000							
2681	11	0.0004	0.006	-	0.034	0.000	-	0.000		681	4,124	-	-	0.110	-	-	0.000							
2802	568	0.0216	0.442	0.673	0.039	0.010	0.015	0.001		802	22,315	0.622	0.070	0.027	0.013	0.002	0.001							
<b>TOTAL Sub-IG 2</b>	<b>26,262</b>	<b>1.0000</b>					<b>3.593</b>	<b>1.932</b>	<b>0.070</b>		<b>5,647,609</b>				<b>0.497</b>	<b>0.724</b>	<b>0.059</b>							
<b>Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>7.228</b>	<b>2.669</b>	<b>1.183</b>															

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 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 2017-2021 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	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2819	148	0.0001	-	0.366	0.005	-	0.000	0.000	819	40,995	-	0.645	0.028	-	0.000	0.000				
2887	453	0.0004	0.312	0.999	0.046	0.000	0.000	0.000	887	112,344	-	0.036	0.108	-	0.000	0.000				
2890	119	0.0001	0.312	0.999	0.046	0.000	0.000	0.000	890	29,389	-	0.215	0.010	-	0.000	0.000				
2891	1,906	0.0018	0.312	0.999	0.046	0.001	0.002	0.000	891	472,638	-	0.528	0.050	-	0.001	0.000				
2903	190	0.0002	-	0.366	0.005	-	0.000	0.000	903	52,751	0.878	0.139	0.004	0.000	0.000	0.000				
2905	196	0.0002	-	0.366	0.005	-	0.000	0.000	905	54,278	-	0.054	0.005	-	0.000	0.000				
2936	1,585	0.0015	0.312	0.999	0.046	0.000	0.001	0.000	936	393,070	-	-	0.002	-	-	0.000				
2940	730	0.0007	0.200	0.553	0.020	0.000	0.000	0.000	940	43,336	-	0.852	0.030	-	0.001	0.000				
2948	207	0.0002	0.312	0.999	0.046	0.000	0.000	0.000	948	51,427	0.137	0.918	0.058	0.000	0.000	0.000				
2951	21,090	0.0194	-	0.366	0.005	-	0.007	0.000	951	5,854,585	0.100	0.106	0.009	0.002	0.002	0.000				
2953	714,950	0.6577	0.025	0.124	0.010	0.016	0.082	0.007	953	30,745,482	0.010	0.034	0.005	0.007	0.022	0.003				
2955	15,074	0.0139	-	0.366	0.005	-	0.005	0.000	955	4,184,507	0.016	0.028	0.005	0.000	0.000	0.000				
2956	57,348	0.0528	0.025	0.124	0.010	0.001	0.007	0.001	956	2,469,627	0.028	0.018	0.002	0.001	0.001	0.000				
2957	89,500	0.0823	0.200	0.553	0.020	0.017	0.046	0.002	957	5,308,153	0.112	0.142	0.021	0.009	0.012	0.002				
2958	5,949	0.0055	0.200	0.553	0.020	0.001	0.003	0.000	958	353,187	0.398	0.995	0.127	0.002	0.005	0.001				
2961	83,001	0.0764	0.200	0.553	0.020	0.015	0.042	0.002	961	2,472,587	0.090	0.178	0.017	0.007	0.014	0.001				
2962	12,677	0.0117	0.025	0.124	0.010	0.000	0.001	0.000	962	545,931	-	0.007	0.001	-	0.000	0.000				
2963	1,377	0.0013	0.312	0.999	0.046	0.000	0.001	0.000	963	341,390	0.037	0.204	0.038	0.000	0.000	0.000				
2965	45,066	0.0415	1.625	1.058	0.028	0.067	0.044	0.001	965	1,518,750	0.070	0.152	0.035	0.003	0.006	0.001				
2984	6,657	0.0061	0.312	0.999	0.046	0.002	0.006	0.000	984	1,650,630	0.030	0.050	0.005	0.000	0.000	0.000				
2988	28,870	0.0266	0.312	0.999	0.046	0.008	0.027	0.001	988	7,158,266	0.014	0.035	0.005	0.000	0.001	0.000				
<b>TOTAL Sub-IG 3</b>	<b>1,087,093</b>	<b>1.0000</b>				<b>0.130</b>	<b>0.275</b>	<b>0.014</b>		<b>63,853,323</b>				<b>0.032</b>	<b>0.066</b>	<b>0.009</b>				
<b>Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>									<b>4.054</b>	<b>4.158</b>	<b>1.470</b>									
2011	62	0.0003	0.312	0.999	0.046	0.000	0.000	0.000	0011	15,386	2.832	0.131	0.014	0.001	0.000	0.000				
2013	76	0.0004	0.312	0.999	0.046	0.000	0.000	0.000	0013	18,958	-	1.293	0.069	-	0.001	0.000				
2709	1	0.0000	-	0.366	0.005	-	0.000	0.000	709	306	5.777	10.590	0.000	0.000	0.000	0.000				
2801	623	0.0035	0.442	0.673	0.039	0.002	0.002	0.000	801	24,493	4.524	5.429	0.210	0.016	0.019	0.001				
2806	959	0.0053	0.442	0.673	0.039	0.002	0.004	0.000	806	37,720	3.270	2.609	0.194	0.017	0.014	0.001				
2809	2,337	0.0130	0.442	0.673	0.039	0.006	0.009	0.001	809	91,878	1.844	1.301	0.195	0.024	0.017	0.003				
2813	17,632	0.0983	1.235	7.100	0.268	0.121	0.698	0.026	813	149,428	1.295	1.237	0.092	0.127	0.122	0.009				
2814	661	0.0037	0.312	0.999	0.046	0.001	0.004	0.000	814	163,793	0.044	0.699	0.060	0.000	0.003	0.000				
2815	2,555	0.0142	0.312	0.999	0.046	0.004	0.014	0.001	815	633,402	0.927	0.634	0.050	0.013	0.009	0.001				
2816	220	0.0012	0.312	0.999	0.046	0.000	0.001	0.000	816	54,610	0.901	1.099	0.042	0.001	0.001	0.000				
2818	6,467	0.0361	0.312	0.999	0.046	0.011	0.036	0.002	818	1,581,300	0.232	0.490	0.043	0.008	0.018	0.002				
2820	26	0.0001	0.312	0.999	0.046	0.000	0.000	0.000	820	6,363	-	-	0.000	-	-	0.000				
2821	1,911	0.0107	0.442	0.673	0.039	0.005	0.007	0.000	821	75,133	1.908	2.580	0.122	0.020	0.027	0.001				
2825	102	0.0006	0.312	0.999	0.046	0.000	0.001	0.000	825	25,195	-	1.497	0.063	-	0.001	0.000				
2855	8,787	0.0490	0.442	0.673	0.039	0.022	0.033	0.002	855	343,701	0.877	1.161	0.091	0.043	0.057	0.004				
2857	906	0.0051	0.442	0.673	0.039	0.002	0.003	0.000	857	35,620	6.710	2.927	0.225	0.034	0.015	0.001				
2858	430	0.0024	0.442	0.673	0.039	0.001	0.002	0.000	858	16,921	-	1.015	0.275	-	0.002	0.001				
2859	197	0.0011	0.442	0.673	0.039	0.000	0.001	0.000	859	7,743	-	-	0.094	-	-	0.000				
2860	254	0.0014	0.442	0.673	0.039	0.001	0.001	0.000	860	9,993	-	0.422	0.315	-	0.001	0.000				
2862	407	0.0023	0.442	0.673	0.039	0.001	0.002	0.000	862	16,006	2.456	1.771	0.050	0.006	0.004	0.000				
2865	40,321	0.2248	0.442	0.673	0.039	0.099	0.151	0.009	865	1,585,220	-	0.429	0.072	-	0.097	0.016				
2880	829	0.0046	0.312	0.999	0.046	0.001	0.005	0.000	880	205,474	0.282	1.220	0.116	0.001	0.006	0.001				
2882	103	0.0006	0.312	0.999	0.046	0.000	0.001	0.000	882	25,630	-	2.268	0.192	-	0.001	0.000				
2884	392	0.0022	0.312	0.999	0.046	0.001	0.002	0.000	884	97,311	-	0.221	0.010	-	0.000	0.000				
2885	201	0.0011	0.331	0.403	0.115	0.000	0.000	0.000	885	77,536	0.924	1.655	0.069	0.001	0.002	0.000				
2886	93	0.0005	0.331	0.403	0.115	0.000	0.000	0.000	886	35,703	0.131	0.477	0.173	0.000	0.000	0.000				
2888	93	0.0005	0.312	0.999	0.046	0.000	0.001	0.000	888	23,123	3.177	2.181	0.036	0.002	0.001	0.000				
2896	129	0.0007	0.312	0.999	0.046	0.000	0.001	0.000	896	31,921	-	0.292	0.021	-	0.000	0.000				

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021			(4)	(5)	(6)	(7)=	(8)=	(9)=	(10) Direct Employment Code	(11) Policy Years 2017-2021			(14)	(15)=	(16)=	(17)=			
	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual				Weighted				Direct Employment Payroll (\$000)	Actual			Weighted					
			Indicated Serious				Pure Non-Ser	Premium Med Only	Indicated Serious			Pure Non-Ser	Premium Med Only		Indicated Serious	Pure Non-Ser	Premium Med Only	Indicated Serious	Pure Non-Ser	Premium Med Only
2897	3,936	0.0219	0.312	0.999	0.046	0.007	0.022	0.001	897	975,806	0.126	0.549	0.049	0.003	0.012	0.001				
2898	859	0.0048	0.312	0.999	0.046	0.001	0.005	0.000	898	213,045	0.245	0.580	0.079	0.001	0.003	0.000				
2899	145	0.0008	0.312	0.999	0.046	0.000	0.001	0.000	899	35,998	-	0.633	0.091	-	0.001	0.000				
2907	456	0.0025	0.442	0.673	0.039	0.001	0.002	0.000	907	17,934	3.721	4.274	0.131	0.009	0.011	0.000				
2910	7	0.0000	0.331	0.403	0.115	0.000	0.000	0.000	910	2,674	1.239	2.550	0.163	0.000	0.000	0.000				
2911	2,289	0.0128	0.442	0.673	0.039	0.006	0.009	0.000	911	89,973	0.480	0.533	0.019	0.006	0.007	0.000				
2914	172	0.0010	-	-	0.002	-	-	0.000	914	207,305	0.382	1.132	0.050	0.000	0.001	0.000				
2915	74	0.0004	0.331	0.403	0.115	0.000	0.000	0.000	915	28,520	-	0.669	0.055	-	0.000	0.000				
2916	1,335	0.0074	0.331	0.403	0.115	0.002	0.003	0.001	916	514,904	0.179	0.823	0.054	0.001	0.006	0.000				
2917	2,837	0.0158	0.331	0.403	0.115	0.005	0.006	0.002	917	1,094,446	0.672	1.000	0.074	0.011	0.016	0.001				
2918	87	0.0005	0.331	0.403	0.115	0.000	0.000	0.000	918	33,474	0.666	0.142	0.040	0.000	0.000	0.000				
2919	61	0.0003	0.331	0.403	0.115	0.000	0.000	0.000	919	23,348	-	0.792	0.067	-	0.000	0.000				
2920	367	0.0020	0.331	0.403	0.115	0.001	0.001	0.000	920	141,464	-	0.297	0.012	-	0.001	0.000				
2921	120	0.0007	-	-	3.078	-	-	0.002	921	24,820	-	1.580	0.123	-	0.001	0.000				
2922	715	0.0040	0.331	0.403	0.115	0.001	0.002	0.000	922	275,819	0.500	0.854	0.076	0.002	0.003	0.000				
2923	10,717	0.0597	0.159	1.909	0.072	0.010	0.114	0.004	923	4,041	-	2.893	0.000	-	0.173	0.000				
2925	938	0.0052	0.331	0.403	0.115	0.002	0.002	0.001	925	361,966	0.668	1.228	0.081	0.003	0.006	0.000				
2926	1,398	0.0078	-	-	0.027	-	-	0.000	926	128,832	0.075	0.599	0.049	0.001	0.005	0.000				
2927	1,560	0.0087	0.331	0.403	0.115	0.003	0.004	0.001	927	601,764	0.045	0.241	0.059	0.000	0.002	0.001				
2928	10,443	0.0582	2.978	1.529	0.049	0.173	0.089	0.003	928	1,459,232	0.331	0.955	0.081	0.019	0.056	0.005				
2932	115	0.0006	0.331	0.403	0.115	0.000	0.000	0.000	932	44,509	2.509	0.215	0.014	0.002	0.000	0.000				
2933	57	0.0003	0.331	0.403	0.115	0.000	0.000	0.000	933	22,161	0.263	0.280	0.025	0.000	0.000	0.000				
2934	436	0.0024	0.331	0.403	0.115	0.001	0.001	0.000	934	168,391	0.743	1.285	0.128	0.002	0.003	0.000				
2935	70	0.0004	0.331	0.403	0.115	0.000	0.000	0.000	935	26,815	0.724	0.368	0.049	0.000	0.000	0.000				
2941	2,546	0.0142	0.312	0.999	0.046	0.004	0.014	0.001	941	631,231	0.230	1.661	0.070	0.003	0.024	0.001				
2944	927	0.0052	0.312	0.999	0.046	0.002	0.005	0.000	944	229,924	-	0.222	0.061	-	0.001	0.000				
2945	265	0.0015	0.312	0.999	0.046	0.000	0.001	0.000	945	65,788	1.648	0.988	0.099	0.002	0.001	0.000				
2952	1,209	0.0067	0.312	0.999	0.046	0.002	0.007	0.000	952	263,271	0.102	0.307	0.013	0.001	0.002	0.000				
2959	4,850	0.0270	0.200	0.553	0.020	0.005	0.015	0.001	959	287,955	0.669	0.611	0.146	0.018	0.017	0.004				
2960	16,920	0.0943	0.200	0.553	0.020	0.019	0.052	0.002	960	978,277	0.361	0.879	0.084	0.034	0.083	0.008				
2964	246	0.0014	0.312	0.999	0.046	0.000	0.001	0.000	964	60,903	-	1.353	0.150	-	0.002	0.000				
2966	125	0.0007	0.312	0.999	0.046	0.000	0.001	0.000	966	31,102	0.202	0.091	0.041	0.000	0.000	0.000				
2968	231	0.0013	0.312	0.999	0.046	0.000	0.001	0.000	968	57,236	0.180	0.309	0.095	0.000	0.000	0.000				
2971	3,845	0.0214	0.312	0.999	0.046	0.007	0.021	0.001	971	952,693	0.285	1.112	0.064	0.006	0.024	0.001				
2973	1,287	0.0072	0.312	0.999	0.046	0.002	0.007	0.000	973	299,674	-	0.582	0.068	-	0.004	0.000				
2974	4,590	0.0256	0.200	0.553	0.020	0.005	0.014	0.001	974	272,534	0.295	0.668	0.096	0.008	0.017	0.002				
2975	6,429	0.0358	0.312	0.999	0.046	0.011	0.036	0.002	975	1,584,181	0.060	0.465	0.065	0.002	0.017	0.002				
2976	1,295	0.0072	0.312	0.999	0.046	0.002	0.007	0.000	976	319,700	0.418	0.468	0.080	0.003	0.003	0.001				
2977	1,186	0.0066	0.312	0.999	0.046	0.002	0.007	0.000	977	293,942	-	0.177	0.008	-	0.001	0.000				
2978	90	0.0005	0.312	0.999	0.046	0.000	0.001	0.000	978	22,436	-	0.488	0.214	-	0.000	0.000				
2979	2,623	0.0146	0.200	0.553	0.020	0.003	0.008	0.000	979	155,739	0.529	1.696	0.168	0.008	0.025	0.002				
2980	3,094	0.0172	0.442	0.673	0.039	0.008	0.012	0.001	980	121,653	0.328	0.694	0.128	0.006	0.012	0.002				
2981	943	0.0053	0.312	0.999	0.046	0.002	0.005	0.000	981	233,897	0.212	0.548	0.049	0.001	0.003	0.000				
2983	52	0.0003	0.312	0.999	0.046	0.000	0.000	0.000	983	12,850	3.098	8.778	0.120	0.001	0.003	0.000				
2986	392	0.0022	0.312	0.999	0.046	0.001	0.002	0.000	986	97,131	-	0.180	0.048	-	0.000	0.000				
2997	220	0.0012	0.312	0.999	0.046	0.000	0.001	0.000	997	54,585	1.240	0.664	0.135	0.002	0.001	0.000				
2999	33	0.0002	0.312	0.999	0.046	0.000	0.000	0.000	999	8,181	-	4.197	0.015	-	0.001	0.000				
<b>TOTAL Sub-IG 4</b>	<b>179,366</b>	<b>1.0000</b>				<b>0.574</b>	<b>1.458</b>	<b>0.068</b>		<b>18,921,991</b>				<b>0.471</b>	<b>0.965</b>	<b>0.078</b>				
<b>Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>						<b>1.218</b>	<b>1.512</b>	<b>0.868</b>												
2005	1,895	0.0453	0.442	0.673	0.039	0.020	0.030	0.002	005	74,482	4.216	2.276	0.118	0.191	0.103	0.005				
2009	-	-	0.442	0.673	0.039	-	-	-	009	2	-	-	0.000	-	-	-				
2015	8	0.0002	0.442	0.673	0.039	0.000	0.000	0.000	015	324	-	-	0.000	-	-	0.000				
2055	507	0.0121	0.442	0.673	0.039	0.005	0.008	0.000	055	19,939	-	0.577	0.024	-	0.007	0.000				



DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Pure Premium Serious	(5) Actual Pure Premium Non-Ser	(6) Actual Pure Premium Med Only	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)			(13) Actual Indicated Pure Premium Serious	(14) Actual Pure Premium Non-Ser	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)									
	Temporary Staffing Weights	Actual									Weighted								Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted			
		Indicated Pure Premium Serious	Non-Ser								Med Only	Indicated Pure Premium Serious	Non-Ser								Med Only	Indicated Pure Premium Serious	Non-Ser	Med Only	Indicated Pure Premium Serious	Non-Ser	Med Only
2716	31	0.0007	0.312	0.999	0.046	0.000	0.001	0.000	716	7,766	-	1.818	0.029	-	0.001	0.000											
2718	355	0.0085	1.465	2.180	0.083	0.012	0.018	0.001	718	13,081	-	0.733	0.038	-	0.006	0.000											
2721	23	0.0005	0.442	0.673	0.039	0.000	0.000	0.000	721	910	-	-	0.001	-	-	0.000											
2751	95	0.0023	0.312	0.999	0.046	0.001	0.002	0.000	751	23,433	0.383	1.265	0.046	0.001	0.003	0.000											
2752	84	0.0020	0.312	0.999	0.046	0.001	0.002	0.000	752	20,808	0.338	0.734	0.013	0.001	0.001	0.000											
2753	438	0.0105	0.312	0.999	0.046	0.003	0.010	0.000	753	108,619	-	0.140	0.026	-	0.001	0.000											
2755	665	0.0159	0.312	0.999	0.046	0.005	0.016	0.001	755	164,881	-	0.182	0.017	-	0.003	0.000											
2757	863	0.0206	0.312	0.999	0.046	0.006	0.021	0.001	757	213,985	-	0.639	0.038	-	0.013	0.001											
2759	455	0.0109	0.312	0.999	0.046	0.003	0.011	0.000	759	112,815	1.901	1.963	0.094	0.021	0.021	0.001											
2803	-	-	0.442	0.673	0.039	-	-	-	803	-	-	-	-	-	-	-											
2804	3,541	0.0846	0.442	0.673	0.039	0.037	0.057	0.003	804	139,231	0.635	1.359	0.115	0.054	0.115	0.010											
2805	301	0.0072	0.442	0.673	0.039	0.003	0.005	0.000	805	11,850	5.344	4.428	0.097	0.038	0.032	0.001											
2807	676	0.0162	0.442	0.673	0.039	0.007	0.011	0.001	807	26,587	12.465	5.004	0.337	0.201	0.081	0.005											
2808	10,024	0.2396	0.442	0.673	0.039	0.106	0.161	0.009	808	394,080	1.599	3.014	0.066	0.383	0.722	0.016											
2811	11,002	0.2629	0.442	0.673	0.039	0.116	0.177	0.010	811	432,546	3.454	1.915	0.050	0.908	0.504	0.013											
2812	712	0.0170	0.442	0.673	0.039	0.008	0.011	0.001	812	27,976	0.758	1.458	0.023	0.013	0.025	0.000											
2817	668	0.0160	0.442	0.673	0.039	0.007	0.011	0.001	817	26,278	-	2.892	0.014	-	0.046	0.000											
2828	150	0.0036	0.442	0.673	0.039	0.002	0.002	0.000	828	5,914	-	1.927	0.017	-	0.007	0.000											
2904	24	0.0006	-	0.366	0.005	-	0.000	0.000	904	6,663	-	-	0.000	-	-	0.000											
2939	2	0.0000	0.312	0.999	0.046	0.000	0.000	0.000	939	413	-	-	0.453	-	-	0.000											
2954	917	0.0219	0.312	0.999	0.046	0.007	0.022	0.001	954	227,247	-	0.878	0.034	-	0.019	0.001											
2967	269	0.0064	0.312	0.999	0.046	0.002	0.006	0.000	967	66,736	0.529	0.543	0.065	0.003	0.003	0.000											
2969	344	0.0082	0.312	0.999	0.046	0.003	0.008	0.000	969	85,188	0.073	0.598	0.091	0.001	0.005	0.001											
2970	-	-	0.312	0.999	0.046	-	-	-	970	11	-	-	0.033	-	-	-											
2991	26	0.0006	0.312	0.999	0.046	0.000	0.001	0.000	991	6,348	-	2.969	3.099	-	0.002	0.002											
2992	485	0.0116	0.442	0.673	0.039	0.005	0.008	0.000	992	19,077	1.873	0.473	0.286	0.022	0.005	0.003											
2995	6,346	0.1517	0.442	0.673	0.039	0.067	0.102	0.006	995	249,500	1.157	1.740	0.070	0.175	0.264	0.011											
9428	937	0.0224	0.312	0.999	0.046	0.007	0.022	0.001	7428	232,346	-	0.394	0.042	-	0.009	0.001											
<b>TOTAL Sub-IG 5</b>	<b>41,843</b>	<b>1.0000</b>				<b>0.434</b>	<b>0.726</b>	<b>0.040</b>		<b>2,719,036</b>				<b>2.012</b>	<b>2.000</b>	<b>0.073</b>											
<b>Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>0.216</b>	<b>0.363</b>	<b>0.548</b>																		
<b>GRAND TOTAL</b>	<b>1,511,491</b>					<b>0.3424</b>	<b>0.6223</b>	<b>0.0282</b>		<b>96,778,727</b>				<b>0.1925</b>	<b>0.2994</b>	<b>0.0249</b>											
<b>Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium</b>							<b>1.778</b>	<b>2.079</b>	<b>1.133</b>																		

DELAWARE COMPENSATION RATING BUREAU, INC.

**Total**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$15,114,910 (in 00's)			
	0.10	0.34	0.39
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.778	2.079	1.133
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	1.117	2.519	1.577
Sub-IG 2	1.207	2.619	1.594
Sub-IG 3	1.997	4.185	1.645
Sub-IG 4	1.169	2.274	1.371
Sub-IG 5	1.144	2.398	1.455
<b>Total</b>	<b>1.758</b>	<b>3.687</b>	<b>1.598</b>
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.760	3.140	1.417

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

**Sub-Industry Group 1**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,769,270 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.158	2.851	1.367
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.16	0.53	0.78
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.817	2.526	1.597
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.617	2.791	1.553

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

**Sub-Industry Group 2**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$262,620 (in 00's)			
	0.01	0.02	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	7.228	2.669	1.183
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.07	0.22	0.33
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.640	3.000	1.776
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.806	3.100	1.528

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

**Sub-Industry Group 3**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$10,870,930 (in 00's)			
	0.08	0.27	0.31
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	4.054	4.158	1.470
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.38	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			
	3.339	4.185	1.645
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.544	4.178**	1.591**

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

**Sub-Industry Group 4**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,793,660 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.218	1.512	0.868
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.19	0.64	0.95
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.148	2.141	1.364
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.633	2.370	1.319**

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

**Sub-Industry Group 5**

	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$418,430 (in 00's)			
	0.01	0.03	0.04
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.216	0.363	0.548
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.05	0.16	0.24
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.569	1.803	1.297
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.685	2.843	1.353

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 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			12/1/2024 Pre-Surcharge Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium					12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates
			Serious	Non-Serious	Medical	Total			Serious	Non-Serious	Medical	Premium	Total							
2	059	53	1.875	0.981	0.164	3.020	4.34	937	2059	3.032	2.737	0.255	6.024	8.66	8.58	8.66	33	2,831	2,858	0.9%
1	101	1,377	1.242	0.362	0.070	1.674	2.51	544	2101	2.009	1.010	0.108	3.127	4.69	4.84	4.69	754	36,494	35,363	-3.1%
1	104	29,375	1.067	0.493	0.069	1.628	2.42	185	2104	1.725	1.375	0.107	3.207	4.77	4.93	4.77	24,353	1,200,603	1,161,638	-3.2%
1	105	811	1.245	0.876	0.056	2.177	3.29	544	2105	2.013	2.446	0.088	4.547	6.87	7.11	6.87	449	31,924	30,846	-3.4%
1	106	274	1.940	1.052	0.103	3.095	4.50	544	2106	3.137	2.936	0.161	6.234	9.06	9.37	9.06	168	15,742	15,221	-3.3%
1	107	2,263	0.773	0.684	0.059	1.516	2.12	187	2107	1.250	1.909	0.092	3.251	4.55	4.57	4.55	1,479	67,590	67,295	-0.4%
1	108	1,237	0.737	0.588	0.079	1.404	2.00	544	2108	1.192	1.641	0.123	2.956	4.21	4.38	4.21	743	32,543	31,280	-3.9%
1	109	483	1.225	0.824	0.082	2.132	3.08	544	2109	1.981	2.300	0.128	4.409	6.37	7.11	6.37	297	21,117	18,919	-10.4%
1	110	36	0.711	0.757	0.106	1.573	2.28	544	2110	1.149	2.112	0.164	3.425	4.96	5.02	4.96	26	1,305	1,290	-1.2%
1	111	11	1.207	2.040	0.126	3.372	4.70	544	2111	1.952	5.693	0.195	7.840	10.93	11.29	10.93	7	790	765	-3.2%
1	112	2,127	3.221	2.114	0.237	5.571	8.26	544	2112	5.208	5.899	0.368	11.475	17.01	11.29	13.77	1,244	140,448	171,299	22.0%
1	113	66	0.578	0.440	0.090	1.109	1.66	544	2113	0.934	1.229	0.140	2.303	3.45	3.42	3.45	48	1,642	1,656	0.9%
1	114	18	1.609	1.533	0.150	3.293	4.77	544	2114	2.602	4.279	0.233	7.114	10.31	10.45	10.31	14	1,463	1,443	-1.3%
1	115	5	0.588	0.589	0.158	1.334	1.94	544	2115	0.950	1.644	0.245	2.839	4.13	4.18	4.13	-	0	0	-1.2%
1	119	412	1.078	0.819	0.153	2.049	2.99	544	2119	1.743	2.285	0.237	4.265	6.22	6.05	6.22	303	18,332	18,847	2.8%
1	130	-	0.000	0.000	0.000	0.000	3.85	544	2130	0.000	0.000	0.000	0.000	7.93	8.22	7.93	-	0	0	-0.5%
1	132	1,358	0.737	0.373	0.069	1.179	1.81	544	2132	1.192	1.040	0.107	2.339	3.59	3.59	3.59	941	33,782	33,782	0.0%
1	134	24	0.999	0.505	0.150	1.653	2.38	544	2134	1.615	1.409	0.232	3.256	4.69	4.90	4.69	-	0	0	-4.3%
1	135	-	0.000	0.000	0.000	0.000	1.89	544	2135	0.000	0.000	0.000	0.000	3.89	4.03	3.89	-	0	0	-3.5%
1	136	42	0.721	0.628	0.125	1.474	2.09	544	2136	1.165	1.754	0.194	3.113	4.41	4.59	4.41	27	1,239	1,191	-3.9%
1	139	119	0.988	1.173	0.104	2.264	3.28	544	2139	1.598	3.273	0.161	5.032	7.29	7.36	7.29	61	4,490	4,447	-1.0%
1	141	343	1.427	1.003	0.134	2.565	3.81	947	2141	2.308	2.799	0.209	5.316	7.90	7.18	7.90	229	16,442	18,091	10.0%
1	142	45	0.622	0.568	0.056	1.246	1.85	947	2142	1.006	1.586	0.087	2.679	3.98	4.45	3.98	25	1,113	995	-10.6%
1	161	240	0.607	0.538	0.052	1.196	1.76	191	2161	0.981	1.501	0.080	2.562	3.77	3.75	3.77	195	7,313	7,352	0.5%
1	163	2,063	0.844	1.025	0.129	1.999	2.97	544	2163	1.365	2.862	0.200	4.427	6.58	7.11	6.58	1,398	99,398	91,988	-7.5%
1	165	127	1.591	1.429	0.173	3.193	4.69	544	2165	2.573	3.989	0.268	6.830	10.03	10.08	10.03	72	7,258	7,222	-0.5%
1	166	57	0.733	0.809	0.131	1.673	2.42	544	2166	1.185	2.257	0.204	3.646	5.27	5.34	5.27	33	1,762	1,739	-1.3%
1	201	-	0.000	0.000	0.000	0.000	3.11	544	2201	0.000	0.000	0.000	0.000	6.40	7.11	6.40	-	0	0	-10.0%
1	204	19	0.638	0.879	0.149	1.666	2.47	544	2204	1.032	2.453	0.231	3.716	5.51	5.41	5.51	10	541	551	1.8%
1	205	21	0.858	0.574	0.102	1.533	2.21	544	2205	1.387	1.602	0.158	3.147	4.54	4.68	4.54	11	515	499	-3.0%
1	221	1,813	0.589	0.580	0.052	1.221	1.76	275	2221	0.952	1.620	0.081	2.653	3.82	3.79	3.79	641	24,294	24,486	0.8%
1	222	5,730	1.204	0.655	0.093	1.952	2.90	276	2222	1.947	1.828	0.144	3.919	5.82	5.82	5.82	3,908	227,446	227,446	0.0%
1	225	1,544	0.998	0.422	0.053	1.473	2.07	544	2225	1.614	1.177	0.083	2.874	4.04	4.10	4.04	1,049	43,009	42,380	-1.5%
1	227	2,200	0.823	0.154	0.034	1.012	1.50	544	2227	1.331	0.431	0.053	1.815	2.69	2.81	2.69	493	13,853	13,262	-4.3%
1	255	460	0.682	0.476	0.058	1.216	1.67	544	2255	1.103	1.327	0.090	2.520	3.46	3.66	3.46	266	9,736	9,204	-5.5%
1	257	17	0.792	0.480	0.089	1.361	2.03	544	2257	1.281	1.340	0.138	2.759	4.12	4.12	4.12	17	700	700	0.0%
1	259	3,702	0.902	0.288	0.068	1.258	1.87	544	2259	1.459	0.803	0.105	2.367	3.52	3.71	3.52	2,106	78,133	74,314	-5.1%
1	261	138	1.109	0.465	0.064	1.639	2.38	544	2261	1.794	1.298	0.100	3.192	4.64	4.96	4.64	-	0	0	-6.5%
1	263	64	0.579	0.388	0.074	1.041	1.51	544	2263	0.936	1.084	0.115	2.135	3.10	3.18	3.10	26	827	806	-2.5%
1	265	-	0.568	0.637	0.122	1.328	1.95	544	2265	0.919	1.779	0.190	2.888	4.24	4.23	4.24	-	0	0	0.2%
1	281	2,020	0.808	0.460	0.057	1.325	1.94	297	2281	1.307	1.283	0.088	2.678	3.92	4.04	3.92	1,096	44,278	42,963	-3.0%
1	282	454	1.588	1.074	0.159	2.821	4.14	544	2282	2.567	2.999	0.247	5.813	8.53	8.65	8.53	360	31,140	30,708	-1.4%
1	285	412	0.625	0.390	0.043	1.058	1.53	544	2285	1.011	1.088	0.067	2.166	3.13	3.24	3.13	360	7,646	7,387	-3.4%
1	301	-	0.000	0.000	0.000	0.000	4.40	544	2301	0.000	0.000	0.000	0.000	9.06	9.27	9.06	-	0	0	-2.3%
1	305	1,540	1.093	1.040	0.124	2.257	3.33	544	2305	1.768	2.902	0.193	4.863	7.17	7.27	7.17	983	71,464	70,481	-1.4%
1	306	3	0.824	0.980	0.129	1.932	2.78	544	2306	1.332	2.734	0.200	4.266	6.14	7.11	6.14	1	71	61	-13.6%
1	309	-	0.000	0.000	0.000	0.000	2.24	544	2309	0.000	0.000	0.000	0.000	4.61	4.68	4.61	-	0	0	-1.5%
1	311	674	0.915	0.623	0.079	1.616	2.40	544	2311	1.479	1.738	0.122	3.339	4.96	5.00	4.96	404	20,200	20,038	-0.8%
1	319	27	0.852	1.218	0.253	2.323	3.47	544	2319	1.378	3.400	0.394	5.172	7.72	7.53	7.72	17	1,280	1,312	2.5%
1	323	1	0.916	0.855	0.082	1.852	2.75	544	2323	1.481	2.385	0.127	3.993	5.93	6.68	5.93	1	67	59	-11.2%
1	327	56	0.432	0.823	0.139	1.394	2.01	544	2327	0.698	2.297	0.216	3.211	4.63	4.64	4.63	25	1,160	1,158	-0.2%
1	402	232	1.081	0.740	0.079	1.900	2.62	544	2402	1.747	2.065	0.123	3.935	5.43	7.11	5.50	152	10,807	8,360	-22.6%
1	403	1	0.728	0.595	0.104	1.427	2.03	491	2403	1.177	1.661	0.162	3.000	4.27	4.44	4.27	-	0	0	-3.8%
1	404	-	0.000	0.000	0.000	0.000	2.33	544	2404	0.000	0.000	0.000	0.000	4.80	4.74	4.80	-	0	0	1.3%
1	406	-	0.000	0.000	0.000	0.000	2.39	544	2406	0.000	0.000	0.000	0.000	4.92	5.06	4.92	-	0	0	-2.8%
1	407	675	0.865	0.766	0.103	1.733	2.53	544	2407	1.398	2.137	0.160	3.695	5.39	5.53	5.39	470	25,991	25,333	-2.5%
1	411	1,524	1.543	0.943	0.094	2.580	3.59	544	2411	2.495	2.633	0.145	5.273	7.34	7.58	7.34	947	69,510	69,510	-3.2%
1	413	1,339	1.931	0.781	0.089	2.801	3.99	544	2413	3.123	2.181	0.138	5.442	7.75	8.22	7.75	713	58,609	55,258	-5.7%
1	415	183	1.227	0.489	0.082	1.799	2.68	544	2415	1.985	1.366	0.128	3.479	5.18	5.26	5.18	106	5,576		

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 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			12/1/2024 Pre-Surcharge Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium					12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Percentage Change		
			Serious	Non-Serious	Medical	Total			Serious	Non-Serious	Medical	Pure Premium	Total									
1	458	63	5.500	0.335	0.021	0.856	1.20	544	2458	0.809	0.934	0.033	1.776	2.49	2.64	2.49	36	950	896	-5.7%		
1	459	214	0.221	0.191	0.028	0.441	0.63	544	2459	0.358	0.532	0.044	0.934	1.34	1.69	1.34	130	2,197	1,742	-20.7%		
1	461	3,324	1.145	0.654	0.104	1.903	2.82	544	2461	1.852	1.824	0.161	3.837	5.69	5.75	5.69	1,988	114,310	113,117	-1.0%		
1	463	1	0.546	0.692	0.102	1.341	1.90	544	2463	0.883	1.932	0.159	2.974	4.21	4.34	4.21	-	0	0	-3.0%		
1	464	47	0.980	0.467	0.093	1.540	2.26	544	2464	1.584	1.303	0.145	3.032	4.45	4.56	4.45	39	1,778	1,736	-2.4%		
1	465	47	1.029	0.549	0.101	1.679	2.40	544	2465	1.664	1.534	0.157	3.355	4.79	5.03	4.79	25	1,258	1,198	-4.8%		
1	467	-	0.000	0.000	0.000	0.000	2.75	544	2467	0.000	0.000	0.000	0.000	5.66	7.11	5.66	-	0	0	-20.4%		
1	471	97	0.395	0.200	0.047	0.642	0.93	544	2471	0.639	0.558	0.074	1.271	1.84	1.92	1.84	51	979	938	-4.2%		
1	472	3,845	0.264	0.151	0.034	0.450	0.61	497	2472	0.427	0.422	0.053	0.902	1.22	1.36	1.22	2,181	29,662	26,608	-10.3%		
1	473	1,432	0.687	0.427	0.059	1.173	1.72	544	2473	1.111	1.193	0.091	2.395	3.51	3.55	3.51	892	31,666	31,309	-1.1%		
1	474	1,669	0.698	0.315	0.048	1.061	1.61	544	2474	1.129	0.879	0.075	2.083	3.16	3.19	3.16	1,264	40,322	39,942	-0.9%		
1	475	539	1.009	0.319	0.060	1.387	2.06	499	2475	1.631	0.890	0.093	2.614	3.88	3.94	3.88	508	20,015	19,710	-1.5%		
1	476	129	0.420	0.208	0.040	0.668	1.00	544	2476	0.679	0.582	0.062	1.323	1.98	2.00	1.98	81	1,620	1,604	-1.0%		
1	477	62	0.524	0.365	0.053	0.943	1.35	544	2477	0.848	1.018	0.083	1.949	2.79	2.90	2.79	35	1,015	977	-3.8%		
1	483	72	0.350	0.369	0.056	0.776	1.11	544	2483	0.567	1.030	0.088	1.685	2.41	2.47	2.41	43	1,062	1,036	-2.4%		
1	485	125	0.396	0.181	0.031	0.609	0.89	544	2485	0.641	0.505	0.049	1.195	1.75	1.81	1.75	86	1,557	1,505	-3.3%		
1	486	1	0.422	0.280	0.061	0.763	1.14	544	2486	0.682	0.782	0.095	1.559	2.33	2.32	2.32	-	0	0	0.4%		
1	487	434	0.374	0.156	0.024	0.554	0.84	544	2487	0.605	0.435	0.037	1.077	1.63	1.69	1.63	281	4,749	4,580	-3.6%		
1	488	3,401	0.329	0.178	0.043	0.551	0.82	544	2488	0.533	0.498	0.067	1.098	1.63	1.69	1.63	2,105	35,575	34,312	-3.6%		
1	489	266	0.350	0.225	0.020	0.595	0.86	544	2489	0.566	0.629	0.030	1.225	1.77	1.83	1.77	137	2,507	2,425	-3.3%		
1	501	139	1.216	0.840	0.075	2.131	3.12	544	2501	1.966	2.345	0.116	4.427	6.48	7.11	6.48	83	5,901	5,378	-8.9%		
1	502	-	0.000	0.000	0.000	0.000	2.53	544	2502	0.000	0.000	0.000	0.000	5.21	5.37	5.21	-	0	0	-3.0%		
1	506	485	0.449	0.506	0.092	1.047	1.54	544	2506	0.726	1.412	0.142	2.280	3.36	3.29	3.36	319	10,495	10,718	2.1%		
1	507	-	0.000	0.000	0.000	0.000	1.51	544	2507	0.000	0.000	0.000	0.000	3.11	3.25	3.11	-	0	0	-4.3%		
1	509	-	0.000	0.000	0.000	0.000	4.07	544	2509	0.000	0.000	0.000	0.000	8.38	8.64	8.38	-	0	0	-3.0%		
1	511	1,114	1.964	1.047	0.128	3.140	4.61	544	2511	3.177	2.923	0.199	6.299	9.25	9.40	9.25	697	65,518	64,473	-1.6%		
1	512	-	0.000	0.000	0.000	0.000	3.13	544	2512	0.000	0.000	0.000	0.000	6.44	7.11	6.44	-	0	0	-9.4%		
1	513	-	0.000	0.000	0.000	0.000	2.59	544	2513	0.000	0.000	0.000	0.000	5.33	5.39	5.33	-	0	0	-1.1%		
1	535	3	0.666	0.666	0.109	1.440	2.05	544	2535	1.076	1.860	0.169	3.105	4.42	4.56	4.42	-	0	0	-3.1%		
1	536	42	1.267	1.384	0.184	2.834	4.10	544	2536	2.049	3.861	0.285	6.195	8.96	9.07	8.96	26	2,358	2,330	-1.2%		
1	551	24,239	0.331	0.154	0.025	0.510	0.76	544	2551	0.535	0.430	0.039	1.004	1.50	1.69	1.50	16,516	279,120	247,740	-11.2%		
1	553	3,262	1.574	0.286	0.029	1.888	2.80	544	2553	2.545	0.797	0.045	3.387	5.02	5.31	5.02	2,067	109,758	103,763	-5.5%		
1	555	9,549	0.321	0.284	0.063	0.667	0.99	544	2555	0.518	0.792	0.097	1.407	2.09	2.06	2.09	6,116	125,990	127,824	1.5%		
1	563	3,562	0.565	0.154	0.034	0.753	1.12	587	2563	0.914	0.429	0.054	1.397	2.08	2.14	2.08	1,681	35,973	34,965	-2.8%		
1	571	3,348	0.793	0.408	0.070	1.271	1.89	544	2571	1.282	1.139	0.109	2.530	3.76	3.94	3.76	2,063	81,282	77,569	-4.6%		
1	573	545	1.300	0.588	0.097	1.985	2.84	544	2573	2.102	1.640	0.150	3.892	5.57	6.55	5.57	345	22,598	19,217	-15.0%		
1	581	11,968	0.585	0.174	0.021	0.779	1.16	544	2581	0.945	0.485	0.032	1.462	2.18	2.18	2.18	6,799	146,858	148,218	0.9%		
2	673	41	2.017	1.081	0.100	3.198	4.60	682	2673	3.262	3.017	0.155	6.434	9.25	11.02	9.25	23	2,535	2,128	-16.1%		
1	744	28	0.082	0.105	0.045	0.232	0.35	544	2744	0.132	0.294	0.070	0.496	0.75	1.69	1.22	5	85	61	-27.8%		
3	924	26,164	0.889	1.214	0.081	2.183	2.60	937	2924	1.437	3.389	0.125	4.951	5.90	5.47	5.90	16,441	899,323	970,019	7.9%		
1	4771	6	1.219	0.534	0.039	1.792	2.64	544	6771	1.971	1.491	0.061	3.523	5.19	5.31	5.19	6	319	311	-2.3%		
3	4777	5	2.842	1.425	0.142	4.409	5.46	544	6777	4.596	3.978	0.220	8.794	10.89	10.87	10.89	2	217	218	0.2%		
	<b>Sub-Industry Group 1</b>	<b>176,927</b>				<b>1.4836</b>							<b>3.0548</b>				<b>115,617</b>	<b>4,999,582</b>	<b>4,972,557</b>	<b>-0.5%</b>		
			<b>Total Sub-IG 1: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =</b>										<b>2.059</b>									
3	012	1,828	1.130	0.969	0.086	2.185	2.60	947	2012	2.041	3.004	0.132	5.177	6.16	6.11	6.16	1,232	75,275	75,891	0.8%		
2	601	545	2.518	1.139	0.111	3.769	5.21	682	2601	4.548	3.531	0.170	8.249	11.40	13.11	11.40	336	44,050	38,304	-13.0%		
2	603	137	2.400	0.620	0.049	3.068	4.31	682	2603	4.334	1.921	0.074	6.329	8.89	9.28	8.89	84	7,795	7,468	-4.2%		
2	605	13	2.379	1.471	0.111	3.961	5.69	682	2605	4.297	4.561	0.169	9.027	12.97	13.11	9.027	7	918	908	-1.1%		
2	607	76	0.962	0.505	0.026	1.493	2.08	682	2607	1.738	1.565	0.040	3.343	4.66	4.79	4.66	55	2,635	2,563	-2.7%		
2	608	775	1.232	0.679	0.045	1.956	2.70	682	2608	2.226	2.104	0.069	4.399	6.07	6.07	4.33	27,019	26,283	-2.7%			
2	609	839	1.273	0.693	0.067	2.034	2.81	691	2609	2.299	2.150	0.103	4.552	6.29	6.39	6.29	556	35,528	34,972	-1.6%		
2	611	18	3.773	1.232	0.085	5.089	7.25	682	2611	6.813	3.820	0.129	10.762	15.33	15.60	10	1,560	1,533	-1.7%			
2	615	-	0.000	0.000	0.000	0.000	8.12	682	2615	0.000	0.000	0.000	0.000	18.22	17.66	18.22	-	0	0	3.2%		
2	617	217	1.163	0.554	0.044	1.761	2.43	682	2617	2.100	1.718	0.068	3.886	5.36	5.53	5.36	12	6,747	6,539	-3.1%		
2	625	74	1.645	0.782	0.080	2.507	3.51	682	2625	2.971	2.424	0.122	5.517	7.72	7.95	7.72	43	3,419	3,320	-2.9%		
2	643	52	4.025	1.575	0.171	5.771	8.19	682	2643	7.269	4.883	0.261	12.413	17.62	18.02	17.62	24	4,325	4,229	-2.2%		
2	645	267	1.718	0.867	0.077	2.662	3.68	682	2645	3.102	2.688	0.118	5.908	8.17	8.47	8.17	128	10,842	10,458	-3.5%		
2	646	85	1.751	0.894	0.081	2.726	3.86	682	2646	3.163	2.772	0.123	6.058	8.58	8.62	8.58	50	4,310	4,290	-0.5%		
2	647	183	2.101	1.638	0.144	3.883	5.46	682	2647	3.794	5.079	0.220	9.093	12.79	13.11	12.79	110	14,421	14,069	-2.4%		
2																						

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 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			12/1/2024 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium					Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Percentage Change	
			Serious	Non-Serious	Medical	Total			Serious	Non-Serious	Medical	Only	Total								
2	666	46	2,564	1,103	0.121	3,789	5.33	682	2666	4,631	3,421	0.185	8,237	11.59	12.61	11.59	22	2,774	2,550	-8.1%	
2	667	40	0.713	0.347	0.023	1,083	1.58	682	2667	1,288	1,076	0.035	2,399	3.50	3.45	3.50	24	828	840	1.4%	
2	668	62	2,491	1,644	0.095	4,231	5.98	682	2668	4,499	5,097	0.146	9,742	13.77	13.65	13.77	32	4,368	4,406	0.9%	
2	669	6	2,851	0.979	0.071	3,900	5.76	682	2669	5,149	3,034	0.108	8,291	12.24	11.96	12.24	3	359	367	2.3%	
2	670	104	1,782	1,380	0.076	3,238	4.65	682	2670	3,218	4,279	0.116	7,613	10.93	10.95	10.93	63	6,899	6,886	-0.2%	
2	674	36	1,526	1,157	0.157	2,839	4.13	682	2674	2,755	3,585	0.240	6,580	9.57	9.33	9.57	23	2,146	2,201	2.6%	
2	675	1,153	1,065	0.505	0.055	1,625	2.25	682	2675	1,923	1,566	0.084	3,573	4.95	5.16	4.95	637	32,869	31,532	-4.1%	
2	676	95	1,684	1,011	0.062	2,757	3.90	682	2676	3,042	3,135	0.094	6,271	8.87	8.66	8.87	57	4,936	5,056	2.4%	
2	677	256	1,046	0.280	0.024	1,350	1.87	682	2677	1,889	0.869	0.037	2,795	3.87	4.11	3.87	121	4,973	4,683	-5.8%	
2	679	3	3,194	1,143	0.129	4,466	6.36	682	2679	5,769	3,542	0.198	9,509	13.54	13.70	13.54	2	274	271	-1.2%	
2	681	11	1,798	1,345	0.143	3,285	4.65	682	2681	3,247	4,169	0.218	7,634	10.80	10.82	10.80	6	649	648	-0.2%	
3	802	568	1,599	0.604	0.026	2,230	2.57	937	2802	2,888	1,873	0.040	4,801	5.53	6.05	5.53	280	16,940	15,484	-8.6%	
<b>Sub-Industry Group 2</b>		<b>26,262</b>				<b>1,9083</b>							<b>4,2809</b>				<b>16,210</b>	<b>937,715</b>	<b>921,311</b>	<b>-1.7%</b>	
<b>Total Sub-IG 2: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =</b>													<b>2.243</b>								
3	819	148	0.339	0.201	0.023	0.562	0.63	949	2819	0.862	0.838	0.037	1.737	1.95	0.65	0.81	94	611	761	24.6%	
3	887	453	0.261	0.157	0.074	0.491	0.59	947	2887	0.663	0.655	0.118	1.436	1.72	2.02	1.72	274	5,535	4,713	-14.9%	
3	890	119	0.079	0.146	0.017	0.243	0.28	947	2890	0.202	0.612	0.027	0.841	0.97	1.13	0.97	73	825	708	-14.2%	
3	891	1,906	0.226	0.476	0.056	0.758	0.90	947	2891	0.574	1.991	0.089	2,654	3.15	3.55	3.15	1,169	41,500	36,824	-11.3%	
3	903	190	0.091	0.032	0.005	0.128	0.13	949	2903	0.231	0.134	0.008	0.373	0.38	0.45	0.38	122	549	464	-15.6%	
3	905	196	0.024	0.019	0.006	0.048	0.06	949	2905	0.061	0.079	0.009	0.149	0.18	0.20	0.18	133	266	239	-10.0%	
3	936	1,585	0.112	0.069	0.004	0.185	0.22	947	2936	0.286	0.288	0.007	0.581	0.69	1.04	0.77	1,012	10,525	7,792	-26.0%	
3	940	730	0.867	0.914	0.104	1.885	2.08	946	2940	2,207	3,817	0.166	6,190	6.83	4.06	5.03	574	23,304	28,872	23.9%	
3	948	207	0.360	0.503	0.062	0.925	1.04	947	2948	0.917	2.101	0.099	3,117	3.50	4.10	3.50	128	5,248	4,480	-14.6%	
3	951	21,090	0.125	0.119	0.011	0.254	0.30	949	2951	0.317	0.496	0.018	0.831	0.98	0.65	0.81	128	13,536	87,984	109,642	24.6%
3	953	714,950	0.014	0.040	0.006	0.060	0.07	889	2953	0.035	0.167	0.009	0.211	0.25	0.20	0.25	435,571	871,142	1,088,928	25.0%	
3	955	15,074	0.023	0.029	0.006	0.058	0.07	949	2955	0.059	0.120	0.009	0.188	0.23	0.24	0.23	1,184	9,384	22,522	-4.2%	
3	956	57,348	0.055	0.020	0.003	0.078	0.09	889	2956	0.140	0.084	0.004	0.228	0.26	0.20	0.25	34,548	69,096	86,370	25.0%	
3	957	89,500	0.139	0.161	0.024	0.324	0.39	946	2957	0.353	0.674	0.038	1,065	1.28	1.39	1.28	68,793	956,223	880,550	-7.9%	
3	958	5,949	0.422	0.531	0.104	1,057	1.26	946	2958	1,074	2,218	0.166	3,458	4.12	4.06	4.12	4,931	200,199	203,157	1.5%	
3	961	83,001	0.175	0.170	0.018	0.363	0.43	946	2961	0.445	0.712	0.028	1,185	1.40	1.58	1.40	74,255	1,173,229	1,039,570	-11.4%	
3	962	12,677	0.025	0.008	0.011	0.045	0.05	889	2962	0.063	0.035	0.018	0.116	0.13	0.17	0.15	7,383	12,551	11,075	-11.8%	
3	963	1,377	0.100	0.149	0.030	0.280	0.33	947	2963	0.256	0.623	0.048	0.927	1.09	1.18	1.09	848	10,006	9,243	-7.6%	
3	965	45,066	0.071	0.138	0.040	0.249	0.30	895	2965	0.181	0.577	0.064	0.822	0.99	0.60	0.74	28,243	169,458	208,998	23.3%	
3	984	6,657	0.040	0.046	0.008	0.094	0.11	947	2984	0.103	0.192	0.012	0.307	0.36	1.04	0.77	4,123	42,879	31,747	-26.0%	
3	988	28,870	0.023	0.037	0.005	0.064	0.08	947	2988	0.058	0.153	0.008	0.219	0.27	1.04	0.77	19,337	201,105	148,895	-26.0%	
<b>Sub-Industry Group 3</b>		<b>1,087,093</b>				<b>0.1262</b>							<b>0.4222</b>				<b>704,531</b>	<b>3,904,757</b>	<b>3,924,611</b>	<b>0.5%</b>	
<b>Total Sub-IG 3: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =</b>													<b>3.345</b>								
3	0011	62	0.672	0.571	0.127	1,370	1.60	947	2011	1,098	1,353	0.167	2,618	3.06	3.49	3.06	45	1,571	1,377	-12.3%	
3	0013	76	0.835	0.709	0.064	1,608	1.84	947	2013	1,364	1,681	0.084	3,129	3.58	4.31	3.58	52	2,241	1,862	-16.9%	
2	709	1	0.563	0.403	0.068	1,034	1.49	949	2709	0.920	0.954	0.090	1,964	2.83	0.67	0.82	-	0	0	22.4%	
3	801	623	1,788	2,091	0.124	4,004	4.53	937	2801	2,920	4,956	0.164	8,040	9.10	9.72	9.10	343	33,340	31,213	-6.4%	
3	806	959	2,319	2,501	0.196	5,016	5.83	937	2806	3,786	5,928	0.159	9,973	11.59	10.12	11.59	482	48,778	55,864	14.5%	
3	809	2,337	1,235	0.957	0.114	2,306	2.75	937	2809	2,017	2,267	0.150	4,434	5.29	6.11	5.29	1,351	82,546	71,468	-13.4%	
3	813	17,632	1,276	1,038	0.102	2,416	2.88	867	2813	2,084	2,459	0.134	4,677	5.58	5.78	5.58	11,710	676,838	653,418	-3.5%	
3	814	661	1,072	0.556	0.073	1,701	2.03	947	2814	1,751	1,317	0.096	3,164	3.78	4.31	3.78	431	18,576	16,292	-12.3%	
3	815	2,555	0.858	0.615	0.061	1,534	1.83	947	2815	1,401	1,458	0.081	2,940	3.51	3.59	3.51	1,657	59,486	58,161	-2.2%	
3	816	220	0.673	0.486	0.032	1,191	1.33	947	2816	1,099	1,152	0.042	2,293	2.56	2.78	2.56	137	3,809	3,507	-7.9%	
3	818	6,467	0.358	0.478	0.053	0.890	1.06	947	2818	0.585	1,134	0.070	1,789	2.13	2.10	2.13	4,147	87,087	88,331	1.4%	
3	820	26	0.654	0.760	0.060	1,475	1.84	947	2820	1,069	1,802	0.079	2,950	3.68	3.71	3.68	11	408	405	-0.8%	
3	821	1,911	1,912	1,778	0.121	3,812	4.54	937	2821	3,123	4,214	0.160	7,497	8.93	9.21	8.93	1,045	96,245	93,319	-3.0%	
3	825	102	1,124	0.971	0.066	2,160	2.59	947	2825	1,835	2,300	0.087	4,222	5.06	5.30	5.06	57	3,021	2,884	-4.5%	
3	855	8,787	1,707	0.919	0.106	2,733	3.25	937	2855	2,787	2,179	0.140	5,106	6.07	6.43	6.07	5,027	323,236	305,139	-5.6%	
3	857	906	1,455	0.838	0.122	2,416	2.68	937	2857	2,377	1,986	0.162	4,525	5.02	6.22	5.02	544	33,837	27,309	-19.3%</	

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+1*	(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																								
																					Policy Years 2017-2021					12/1/2024					Indicated 12/1/2024		12/1/2023		Proposed 12/1/2024		Policy Years 2019-2021		Premium Based on 12/1/2023		Premium Based on Proposed 12/1/2024		Proposed 12/1/2024	
																					Direct Employment Code	Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium					Pre-Surcharge Temp Staffing Manual Rate	Pre-Surcharge Temp Staffing Manual Rate	Pre-Surcharge Temp Staffing Manual Rate	Temp Staffing Payroll (\$000)	Temp Staffing Manual Rates	Temp Staffing Manual Rates	Temp Staffing Manual Rates	Percentage Change			
3	919	61	0.341	0.557	0.042	0.940	1.14	929	2919	0.557	1.321	0.055	1.933	2.34	2.45	2.34	38	931	889	-4.5%																								
3	920	367	0.162	0.135	0.014	0.311	0.37	929	2920	0.265	0.320	0.018	0.603	0.72	0.72	0.72	242	1,742	1,742	0.0%																								
3	921	120	1.222	1.108	0.169	2.499	2.93	871	2921	1.995	2.626	0.223	4.844	5.68	6.09	5.68	16	974	909	-6.7%																								
3	922	715	0.647	0.671	0.064	1.382	1.65	929	2922	1.057	1.590	0.084	2.731	3.26	3.30	3.26	488	16,104	15,909	-1.2%																								
3	923	10,717	0.745	0.473	0.045	1.263	1.49	879	2923	1.216	1.122	0.059	2.397	2.83	2.94	2.83	9,003	264,688	254,785	-3.7%																								
3	925	938	0.638	0.863	0.093	1.594	1.90	929	2925	1.041	2.046	0.122	3.209	3.83	3.75	3.83	658	24,675	25,201	2.1%																								
3	926	1,398	0.762	0.588	0.064	1.413	1.68	881	2926	1.244	1.394	0.084	2.722	3.24	3.43	3.24	991	33,991	32,108	-5.5%																								
3	927	1,560	0.196	0.233	0.047	0.476	0.57	929	2927	0.320	0.552	0.062	0.934	1.12	1.17	1.12	1,079	12,624	12,085	-4.3%																								
3	928	10,443	0.528	0.876	0.098	1.502	1.79	883	2928	0.863	2.077	0.129	3.069	3.66	3.50	3.66	7,793	272,755	285,224	4.6%																								
3	932	115	0.221	0.187	0.032	0.440	0.49	929	2932	0.361	0.443	0.043	0.847	0.94	1.00	0.94	72	720	677	-6.0%																								
3	933	57	1.101	0.581	0.054	1.736	2.02	929	2933	1.798	1.377	0.071	3.246	3.78	4.14	3.81	35	1,449	1,334	-8.0%																								
3	934	436	0.790	0.912	0.121	1.823	2.17	929	2934	1.290	2.162	0.159	3.611	4.30	4.37	4.30	301	13,154	12,943	-1.6%																								
3	935	70	0.319	0.319	0.039	0.677	0.82	929	2935	0.521	0.756	0.052	1.329	1.61	1.65	1.61	51	842	821	-2.4%																								
3	941	2,546	0.637	1.349	0.100	2.086	2.48	947	2941	1.040	3.198	0.132	4.370	5.19	5.06	5.19	1,724	87,234	89,476	2.6%																								
3	944	927	0.601	0.434	0.079	1.114	1.33	947	2944	0.981	1.028	0.105	2.114	2.52	2.77	2.52	612	16,952	15,422	-9.0%																								
3	945	265	0.627	0.808	0.094	1.529	1.71	947	2945	1.025	1.914	0.124	3.063	3.43	3.76	3.43	134	5,038	4,596	-8.8%																								
3	952	1,209	0.157	0.148	0.026	0.330	0.39	947	2952	0.256	0.350	0.034	0.640	0.76	1.04	0.77	810	8,424	6,237	-26.0%																								
3	959	4,850	0.332	0.385	0.148	0.865	1.03	946	2959	0.543	0.913	0.195	1.651	1.96	1.93	1.96	3,933	75,907	77,087	1.6%																								
3	960	16,920	0.805	0.867	0.101	1.773	2.11	946	2960	1.314	2.055	0.134	3.503	4.17	4.06	4.17	12,138	492,803	506,155	2.7%																								
3	964	246	0.407	0.775	0.124	1.307	1.35	947	2964	0.665	1.838	0.164	2.667	2.76	3.98	3.01	145	5,771	4,365	-24.4%																								
2	966	125	0.743	0.592	0.063	1.398	1.90	947	2966	1.214	1.403	0.083	2.700	3.67	4.31	3.67	78	3,362	2,863	-14.8%																								
3	968	231	0.418	0.236	0.055	0.709	0.86	947	2968	0.683	0.559	0.073	1.315	1.59	1.67	1.59	143	2,388	2,274	-4.8%																								
3	971	3,845	0.710	0.939	0.078	1.727	2.06	947	2971	1.159	2.227	0.103	3.489	4.16	4.31	4.16	2,485	107,104	103,376	-3.5%																								
3	973	1,287	0.580	0.717	0.069	1.366	1.63	947	2973	0.947	1.698	0.092	2.737	3.27	3.76	3.27	800	30,080	26,160	-13.0%																								
3	974	4,590	0.642	0.753	0.087	1.482	1.77	946	2974	1.048	1.786	0.114	2.948	3.52	3.69	3.52	1,786	134,132	127,952	-4.6%																								
3	975	6,429	0.246	0.486	0.074	0.806	0.96	947	2975	0.402	1.151	0.098	1.651	1.97	2.04	1.97	3,978	81,151	78,367	-3.4%																								
3	976	1,295	0.281	0.546	0.086	0.912	1.09	947	2976	0.458	1.293	0.113	1.864	2.23	2.31	2.23	784	18,110	17,483	-3.5%																								
3	977	1,186	0.107	0.109	0.010	0.226	0.27	947	2977	0.174	0.258	0.014	0.446	0.53	1.04	0.77	734	7,634	5,652	-26.0%																								
3	978	90	0.810	0.528	0.101	1.439	1.78	947	2978	1.323	1.251	0.133	2.707	3.35	3.43	3.35	52	1,784	1,742	-2.3%																								
3	979	2,623	0.865	1.068	0.111	2.044	2.43	946	2979	1.412	2.532	0.146	4.090	4.86	4.06	4.86	2,119	86,031	102,983	19.7%																								
3	980	3,094	0.696	0.836	0.116	1.648	1.96	937	2980	1.137	1.981	0.153	3.271	3.79	4.11	3.79	1,729	67,062	67,258	-5.4%																								
3	981	943	0.518	0.546	0.073	1.137	1.35	947	2981	0.845	1.293	0.097	2.235	2.65	2.80	2.65	586	16,408	15,529	-5.4%																								
3	983	52	1.783	1.503	0.141	3.427	3.98	947	2983	2.911	3.562	0.186	6.659	7.73	7.04	7.73	32	2,653	2,474	-9.8%																								
3	986	392	0.466	0.433	0.040	0.939	1.12	947	2986	0.760	1.027	0.053	1.840	2.19	2.36	2.19	256	6,042	5,606	-7.2%																								
3	997	220	0.260	0.171	0.031	0.462	0.49	947	2997	0.424	0.405	0.041	0.870	0.92	1.04	0.92	140	1,456	1,288	-11.5%																								
3	999	33	1.291	1.120	0.118	2.528	3.05	947	2999	2.108	2.654	0.155	4.917	5.93	6.07	5.93	20	1,214	1,186	-2.3%																								
Sub-Industry Group 4		179,366				1.5706						3.0740			116,841	4,384,651	4,254,477	-3.0%																										
Total Sub-IG 4: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =														1.957																														
3	005	1,895	4.543	1.825	0.146	6.514	7.76	937	2005	7.655	5.187	0.198	13.040	15.53	10.12	12.55	1,131	114,457	141,941	24.0%																								
3	009	-	8.162	2.225	0.067	10.455	12.20	937	2009	13.754	6.325	0.091	20.170	23.54	10.12	12.55	-	0	0	24.0%																								
3	015	8	4.463	1.217	0.034	5.715	6.55	937	2015	7.521	3.461	0.046	11.028	12.64	10.12	12.55	-	0	0	24.0%																								
2	055	507	1.542	0.731	0.045	2.318	3.30	937	2055	2.599	2.077	0.061	4.737	6.74	6.91	6.74	284	19,624	19,142	-2.5%																								
2	716	31	0.582	0.949	0.095	1.626	2.34	947	2716	0.980	2.699	0.129	3.808	5.48	5.25	5.48	21	1,103	1,151	4.4%																								
2	718	355	0.963	0.559	0.064	1.587	2.30	544	2718	1.623	1.590	0.087	3.300	4.78	4.74	4.78	217	10,286	10,373	0.8%																								
1	721	23	1.798	2.764	0.264	4.826	6.94	937	2721	3.029	7.858	0.357	11.244	16.17	10.32	12.59	11	1,135	1,385	22.0%																								
1	751	95	0.374	0.252	0.044	0.670	0.89	947	2751	0.630	0.717	0.060	1.407	1.87	2.01	1.87	64	1,286	1,197	-7.0%																								
1	752	84	0.215	0.192	0.020	0.427	0.56	947	2752	0.362	0.546	0.028	0.936	1.23	1.34	1.23	50	670	615	-8.2%																								
1	753	438	1.228	0.645	0.091	1.964	2.91	947	2753	2.070	1.833	0.123	4.026	5.96	6.32	5.96	251	15,863	14,960	-5.7%																								
1	755	665	0.630	0.223	0.030	0.882	1.31	947	2755	1.061	0.633	0.040	1.734	2.58	2.71	2.58	428	11,599	11,042	-4.8%																								
1	757	863	0.618	0.521	0.030	1.168	1.73	947	2757	1.042	1.480	0.040	2.562	3.79	3.80	3.79	483	18,354	18,306	-0.3%																								
1	759	455	1.638	1.258	0.111	3.007	4.46	947	2759	2.761	3.577	0.150	6.488	9.62	7.18	8.76	309	22,186	27,088	22.0%																								
3	803	-	0.000	0.000	0.000	0.000	0.000	937	2803	0.000	0.000	0.000	0.000	18.96	10.12	12.55	-	0	0	24.0%																								
3	804	3,541	0.697	1.069	0.092	1.859	2.21	937	2804	1.175	3.040	0.125	4.340	5.16	5.10	5.16	1,848																											

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 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Serious	Direct Non-Serious	Employment Medical Only	Pure Premium Total	12/1/2024 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Serious	Non-Serious	Medical Only	Pure Premium Total	Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates Change
<b>Total</b>	1,511,491				<b>0.5800</b>								<b>1.3035</b> 2.247			977,695	16,223,297	16,200,977	<b>-0.1%</b>

	Minimum Swing	Maximum Swing
IND GRP 1	0.72	1.22
IND GRP 2	0.72	1.22
IND GRP 3	0.74	1.24

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	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.93	4.77	-3.2%	4.82
187	107	2107	4.57	4.55	-0.4%	4.60
191	161	2161	3.75	3.77	0.5%	3.81
275	221	2221	3.79	3.82	0.8%	3.86
276	222	2222	5.82	5.82	0.0%	5.88
297	281	2281	4.04	3.92	-3.0%	3.96
491	403	2403	4.44	4.27	-3.8%	4.31
495	451	2451	5.72	5.61	-1.9%	5.67
497	472	2472	1.36	1.22	-10.3%	1.23
499	475	2475	3.94	3.88	-1.5%	3.92
544	101	2101	4.84	4.69	-3.1%	4.74
544	105	2105	7.11	6.87	-3.4%	6.94
544	106	2106	9.37	9.06	-3.3%	9.15
544	108	2108	4.38	4.21	-3.9%	4.25
544	109	2109	7.11	6.37	-10.4%	6.44
544	110	2110	5.02	4.96	-1.2%	5.01
544	111	2111	11.29	10.93	-3.2%	11.04
544	112	2112	11.29	13.77	22.0%	13.91
544	113	2113	3.42	3.45	0.9%	3.49
544	114	2114	10.45	10.31	-1.3%	10.42
544	115	2115	4.18	4.13	-1.2%	4.17
544	119	2119	6.05	6.22	2.8%	6.28
544	130	2130	8.22	7.93	-3.5%	8.01
544	132	2132	3.59	3.59	0.0%	3.63
544	134	2134	4.90	4.69	-4.3%	4.74
544	135	2135	4.03	3.89	-3.5%	3.93
544	136	2136	4.59	4.41	-3.9%	4.46
544	139	2139	7.36	7.29	-1.0%	7.36
544	163	2163	7.11	6.58	-7.5%	6.65
544	165	2165	10.08	10.03	-0.5%	10.13
544	166	2166	5.34	5.27	-1.3%	5.32
544	201	2201	7.11	6.40	-10.0%	6.47
544	204	2204	5.41	5.51	1.8%	5.57
544	205	2205	4.68	4.54	-3.0%	4.59
544	225	2225	4.10	4.04	-1.5%	4.08
544	227	2227	2.81	2.69	-4.3%	2.72
544	255	2255	3.66	3.46	-5.5%	3.50
544	257	2257	4.12	4.12	0.0%	4.16
544	259	2259	3.71	3.52	-5.1%	3.56
544	261	2261	4.96	4.64	-6.5%	4.69
544	263	2263	3.18	3.10	-2.5%	3.13
544	265	2265	4.23	4.24	0.2%	4.28
544	282	2282	8.65	8.53	-1.4%	8.62
544	285	2285	3.24	3.13	-3.4%	3.16
544	301	2301	9.27	9.06	-2.3%	9.15
544	305	2305	7.27	7.17	-1.4%	7.24
544	306	2306	7.11	6.14	-13.6%	6.20
544	309	2309	4.68	4.61	-1.5%	4.66
544	311	2311	5.00	4.96	-0.8%	5.01
544	319	2319	7.53	7.72	2.5%	7.80
544	323	2323	6.68	5.93	-11.2%	5.99
544	327	2327	4.64	4.63	-0.2%	4.68
544	402	2402	7.11	5.50	-22.6%	5.56
544	404	2404	4.74	4.80	1.3%	4.85
544	406	2406	5.06	4.92	-2.8%	4.97
544	407	2407	5.53	5.39	-2.5%	5.45
544	411	2411	7.58	7.34	-3.2%	7.41
544	413	2413	8.22	7.75	-5.7%	7.83
544	415	2415	5.26	5.18	-1.5%	5.23
544	416	2416	3.43	3.41	-0.6%	3.44
544	421	2421	11.25	11.04	-1.9%	11.15
544	425	2425	11.29	11.37	0.7%	11.49
544	427	2427	7.83	8.05	2.8%	8.13
544	429	2429	7.11	5.50	-22.6%	5.56
544	431	2431	8.40	8.22	-2.1%	8.30
544	433	2433	5.62	5.50	-2.1%	5.56
544	435	2435	6.70	5.66	-15.5%	5.72
544	441	2441	1.82	1.79	-1.6%	1.81



## 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	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	3.58	3.63	1.4%	3.67
544	446	2446	2.11	2.07	-1.9%	2.09
544	447	2447	7.11	5.95	-16.3%	6.01
544	449	2449	3.51	3.39	-3.4%	3.42
544	454	2454	9.25	9.04	-2.3%	9.13
544	456	2456	7.47	7.36	-1.5%	7.44
544	457	2457	4.96	4.69	-5.4%	4.74
544	458	2458	2.64	2.49	-5.7%	2.52
544	459	2459	1.69	1.34	-20.7%	1.35
544	461	2461	5.75	5.69	-1.0%	5.75
544	463	2463	4.34	4.21	-3.0%	4.25
544	464	2464	4.56	4.45	-2.4%	4.50
544	465	2465	5.03	4.79	-4.8%	4.84
544	467	2467	7.11	5.66	-20.4%	5.72
544	471	2471	1.92	1.84	-4.2%	1.86
544	473	2473	3.55	3.51	-1.1%	3.55
544	474	2474	3.19	3.16	-0.9%	3.19
544	476	2476	2.00	1.98	-1.0%	2.00
544	477	2477	2.90	2.79	-3.8%	2.82
544	483	2483	2.47	2.41	-2.4%	2.43
544	485	2485	1.81	1.75	-3.3%	1.77
544	486	2486	2.32	2.33	0.4%	2.35
544	487	2487	1.69	1.63	-3.6%	1.65
544	488	2488	1.69	1.63	-3.6%	1.65
544	489	2489	1.83	1.77	-3.3%	1.79
544	501	2501	7.11	6.48	-8.9%	6.55
544	502	2502	5.37	5.21	-3.0%	5.26
544	506	2506	3.29	3.36	2.1%	3.39
544	507	2507	3.25	3.11	-4.3%	3.14
544	509	2509	8.64	8.38	-3.0%	8.47
544	511	2511	9.40	9.25	-1.6%	9.34
544	512	2512	7.11	6.44	-9.4%	6.51
544	513	2513	5.39	5.33	-1.1%	5.38
544	535	2535	4.56	4.42	-3.1%	4.47
544	536	2536	9.07	8.96	-1.2%	9.05
544	551	2551	1.69	1.50	-11.2%	1.52
544	553	2553	5.31	5.02	-5.5%	5.07
544	555	2555	2.06	2.09	1.5%	2.11
544	571	2571	3.94	3.76	-4.6%	3.80
544	573	2573	6.55	5.57	-15.0%	5.63
544	581	2581	2.16	2.18	0.9%	2.20
544	718	2718	4.74	4.78	0.8%	4.83
544	744	2744	1.69	1.22	-27.8%	1.23
544	4771	6771	5.31	5.19	-2.3%	5.24
544	4777	6777	10.87	10.89	0.2%	11.00
587	563	2563	2.14	2.08	-2.8%	2.10
682	601	2601	13.11	11.40	-13.0%	12.03
682	603	2603	9.28	8.89	-4.2%	9.38
682	605	2605	13.11	12.97	-1.1%	13.68
682	607	2607	4.79	4.66	-2.7%	4.92
682	608	2608	6.24	6.07	-2.7%	6.40
682	611	2611	15.60	15.33	-1.7%	16.17
682	615	2615	17.66	18.22	3.2%	19.22
682	617	2617	5.53	5.36	-3.1%	5.65
682	625	2625	7.95	7.72	-2.9%	8.14
682	643	2643	18.02	17.62	-2.2%	18.59
682	645	2645	8.47	8.17	-3.5%	8.62
682	646	2646	8.62	8.58	-0.5%	9.05
682	647	2647	13.11	12.79	-2.4%	13.49
682	648	2648	7.63	7.67	0.5%	8.09
682	649	2649	7.08	7.13	0.7%	7.52
682	652	2652	13.93	13.75	-1.3%	14.51
682	653	2653	9.83	9.63	-2.0%	10.16
682	654	2654	7.01	6.92	-1.3%	7.30
682	655	2655	15.45	14.37	-7.0%	15.16
682	656	2656	7.98	7.24	-9.3%	7.64
682	657	2657	13.65	13.35	-2.2%	14.08
682	658	2658	14.46	14.15	-2.1%	14.93

## 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	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	21.02	25.46	21.1%	26.86
682	660	2660	3.14	2.75	-12.4%	2.90
682	663	2663	5.37	5.41	0.7%	5.71
682	664	2664	5.57	5.30	-4.8%	5.59
682	665	2665	9.54	9.22	-3.4%	9.73
682	666	2666	12.61	11.59	-8.1%	12.23
682	667	2667	3.45	3.50	1.4%	3.69
682	668	2668	13.65	13.77	0.9%	14.53
682	669	2669	11.96	12.24	2.3%	12.91
682	670	2670	10.95	10.93	-0.2%	11.53
682	673	2673	11.02	9.25	-16.1%	9.76
682	674	2674	9.33	9.57	2.6%	10.10
682	675	2675	5.16	4.95	-4.1%	5.22
682	676	2676	8.66	8.87	2.4%	9.36
682	677	2677	4.11	3.87	-5.8%	4.08
682	679	2679	13.70	13.54	-1.2%	14.28
682	681	2681	10.82	10.80	-0.2%	11.39
691	609	2609	6.39	6.29	-1.6%	6.76
693	651	2651	7.68	7.91	3.0%	8.27
695	661	2661	4.00	3.92	-2.0%	4.12
867	813	2813	5.78	5.58	-3.5%	5.64
871	921	2921	6.09	5.68	-6.7%	5.74
877	914	2914	3.44	3.42	-0.6%	3.45
879	923	2923	2.94	2.83	-3.7%	2.86
881	926	2926	3.43	3.24	-5.5%	3.27
883	928	2928	3.50	3.66	4.6%	3.70
889	953	2953	0.20	0.25	25.0%	0.25
889	956	2956	0.20	0.25	25.0%	0.25
889	962	2962	0.17	0.15	-11.8%	0.15
895	965	2965	0.60	0.74	23.3%	0.75
929	885	2885	3.77	3.76	-0.3%	3.80
929	886	2886	2.72	2.36	-13.2%	2.38
929	910	2910	4.88	5.07	3.9%	5.12
929	915	2915	2.98	2.44	-18.1%	2.46
929	916	2916	2.43	2.53	4.1%	2.56
929	917	2917	4.21	4.31	2.4%	4.35
929	918	2918	2.98	2.32	-22.1%	2.34
929	919	2919	2.45	2.34	-4.5%	2.36
929	920	2920	0.72	0.72	0.0%	0.73
929	922	2922	3.30	3.26	-1.2%	3.29
929	925	2925	3.75	3.83	2.1%	3.87
929	927	2927	1.17	1.12	-4.3%	1.13
929	932	2932	1.00	0.94	-6.0%	0.95
929	933	2933	4.14	3.81	-8.0%	3.85
929	934	2934	4.37	4.30	-1.6%	4.34
929	935	2935	1.65	1.61	-2.4%	1.63
937	005	2005	10.12	12.55	24.0%	12.68
937	009	2009	10.12	12.55	24.0%	12.68
937	015	2015	10.12	12.55	24.0%	12.68
937	055	2055	6.91	6.74	-2.5%	6.81
937	059	2059	8.58	8.66	0.9%	8.75
937	721	2721	10.32	12.59	22.0%	12.72
937	801	2801	9.72	9.10	-6.4%	9.19
937	802	2802	6.05	5.53	-8.6%	5.59
937	803	2803	10.12	12.55	24.0%	12.68
937	804	2804	5.10	5.16	1.2%	5.21
937	805	2805	7.44	7.19	-3.4%	7.26
937	806	2806	10.12	11.59	14.5%	11.71
937	807	2807	7.15	6.87	-3.9%	6.94
937	808	2808	8.35	9.11	9.1%	9.20
937	809	2809	6.11	5.29	-13.4%	5.34
937	811	2811	10.12	11.26	11.3%	11.38
937	812	2812	10.06	9.68	-3.8%	9.78
937	817	2817	9.69	9.13	-5.8%	9.22
937	821	2821	9.21	8.93	-3.0%	9.02
937	828	2828	9.71	9.36	-3.6%	9.46
937	855	2855	6.43	6.07	-5.6%	6.13
937	857	2857	6.22	5.02	-19.3%	5.07

## 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	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	7.55	7.01	-7.2%	7.08
937	859	2859	7.79	7.11	-8.7%	7.18
937	860	2860	7.62	6.91	-9.3%	6.98
937	862	2862	8.65	8.26	-4.5%	8.34
937	865	2865	2.83	2.54	-10.2%	2.57
937	907	2907	5.71	5.14	-10.0%	5.19
937	911	2911	4.31	4.04	-6.3%	4.08
937	924	2924	5.47	5.90	7.9%	5.96
937	980	2980	4.11	3.89	-5.4%	3.93
937	992	2992	6.22	6.02	-3.2%	6.08
937	995	2995	9.11	8.73	-4.2%	8.82
946	940	2940	4.06	5.03	23.9%	5.08
946	957	2957	1.39	1.28	-7.9%	1.29
946	958	2958	4.06	4.12	1.5%	4.16
946	959	2959	1.93	1.96	1.6%	1.98
946	960	2960	4.06	4.17	2.7%	4.21
946	961	2961	1.58	1.40	-11.4%	1.41
946	974	2974	3.69	3.52	-4.6%	3.56
946	979	2979	4.06	4.86	19.7%	4.91
947	011	2011	3.49	3.06	-12.3%	3.09
947	012	2012	6.11	6.16	0.8%	6.22
947	013	2013	4.31	3.58	-16.9%	3.62
947	141	2141	7.18	7.90	10.0%	7.98
947	142	2142	4.45	3.98	-10.6%	4.02
947	662	2662	7.18	8.76	22.0%	9.24
947	716	2716	5.25	5.48	4.4%	5.54
947	751	2751	2.01	1.87	-7.0%	1.89
947	752	2752	1.34	1.23	-8.2%	1.24
947	753	2753	6.32	5.96	-5.7%	6.02
947	755	2755	2.71	2.58	-4.8%	2.61
947	757	2757	3.80	3.79	-0.3%	3.83
947	759	2759	7.18	8.76	22.0%	8.85
947	814	2814	4.31	3.78	-12.3%	3.82
947	815	2815	3.59	3.51	-2.2%	3.55
947	816	2816	2.78	2.56	-7.9%	2.59
947	818	2818	2.10	2.13	1.4%	2.15
947	820	2820	3.71	3.68	-0.8%	3.72
947	825	2825	5.30	5.06	-4.5%	5.11
947	880	2880	7.04	7.14	1.4%	7.21
947	882	2882	7.04	7.05	0.1%	7.12
947	884	2884	1.04	0.95	-8.7%	0.96
947	887	2887	2.02	1.72	-14.9%	1.74
947	888	2888	6.06	5.85	-3.5%	5.91
947	890	2890	1.13	0.97	-14.2%	0.98
947	891	2891	3.55	3.15	-11.3%	3.18
947	896	2896	1.74	1.62	-6.9%	1.64
947	897	2897	2.10	2.11	0.5%	2.13
947	898	2898	4.79	4.46	-6.9%	4.51
947	899	2899	1.56	1.51	-3.2%	1.53
947	936	2936	1.04	0.77	-26.0%	0.78
947	939	2939	7.04	7.46	6.0%	7.54
947	941	2941	5.06	5.19	2.6%	5.24
947	944	2944	2.77	2.52	-9.0%	2.55
947	945	2945	3.76	3.43	-8.8%	3.47
947	948	2948	4.10	3.50	-14.6%	3.54
947	952	2952	1.04	0.77	-26.0%	0.78
947	954	2954	3.54	3.45	-2.5%	3.49
947	963	2963	1.18	1.09	-7.6%	1.10
947	964	2964	3.98	3.01	-24.4%	3.04
947	966	2966	4.31	3.67	-14.8%	3.71
947	967	2967	1.52	1.63	7.2%	1.65
947	968	2968	1.67	1.59	-4.8%	1.61
947	969	2969	4.93	4.73	-4.1%	4.78
947	970	2970	7.04	8.73	24.0%	8.82
947	971	2971	4.31	4.16	-3.5%	4.20
947	973	2973	3.76	3.27	-13.0%	3.30
947	975	2975	2.04	1.97	-3.4%	1.99
947	976	2976	2.31	2.23	-3.5%	2.25

## DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	1.04	0.77	-26.0%	0.78
947	978	2978	3.43	3.35	-2.3%	3.38
947	981	2981	2.80	2.65	-5.4%	2.68
947	983	2983	7.04	7.73	9.8%	7.81
947	984	2984	1.04	0.77	-26.0%	0.78
947	986	2986	2.36	2.19	-7.2%	2.21
947	988	2988	1.04	0.77	-26.0%	0.78
947	991	2991	6.40	6.20	-3.1%	6.26
947	997	2997	1.04	0.92	-11.5%	0.93
947	999	2999	6.07	5.93	-2.3%	5.99
947	7428	9428	2.50	2.40	-4.0%	2.42
949	709	2709	0.67	0.82	22.4%	0.83
949	819	2819	0.65	0.81	24.6%	0.82
949	903	2903	0.45	0.38	-15.6%	0.38
949	904	2904	0.65	0.81	24.6%	0.82
949	905	2905	0.20	0.18	-10.0%	0.18
949	951	2951	0.65	0.81	24.6%	0.82
949	955	2955	0.24	0.23	-4.2%	0.23