

DELAWARE COMPENSATION RATING BUREAU, INC.

Manual Rates, Loss Costs and Expected Loss Rates

This exhibit includes separate pages for the direct employment classes and the temporary staffing classes.

DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
0005	4.840	6.272	2,000	2.185	2.675	2.811	F
0006	1.925	2.494	860	0.949	1.182	1.267	E
0007	2.549	3.303	1,600	1.151	1.409	1.480	E
0008	1.641	2.127	1,175	0.809	1.008	1.081	D
0009	7.452	9.657	2,000	3.448	4.611	4.882	G
0011	1.006	1.303	880	0.496	0.618	0.662	D
0012	1.747	2.263	1,225	0.788	0.965	1.014	E
0013	1.121	1.453	935	0.553	0.689	0.738	C
0015	3.674	4.761	2,000	1.700	2.273	2.407	F
0016	1.029	1.334	650	0.508	0.632	0.678	E
0034	1.400	1.815	735	0.691	0.860	0.922	D
0036	1.219	1.580	695	0.601	0.748	0.803	C
0055	2.139	2.772	1,410	0.990	1.323	1.401	F
0059	3.216	4.167	1,910	1.313	1.659	1.733	E
0083	1.466	1.900	750	0.723	0.901	0.965	D
0101	1.669	2.162	1,190	0.681	0.861	0.899	E
0104	1.551	2.010	1,135	0.633	0.800	0.836	D
0105	2.280	2.954	1,475	0.931	1.176	1.228	D
0106	2.975	3.855	1,800	1.215	1.535	1.603	D
0107	1.400	1.814	1,065	0.572	0.722	0.754	C
0108	1.261	1.634	1,000	0.515	0.651	0.680	B
0109	2.089	2.707	1,385	0.853	1.078	1.126	D
0110	1.462	1.895	1,090	0.597	0.755	0.788	C
0111	2.824	3.660	1,730	1.153	1.457	1.522	C
0112	4.791	6.209	2,000	1.956	2.472	2.582	C
0113	1.170	1.516	955	0.478	0.604	0.630	C
0114	3.066	3.973	1,840	1.252	1.582	1.652	E
0115	1.305	1.692	1,020	0.533	0.674	0.704	E
0119	2.073	2.687	1,375	0.846	1.070	1.117	D
0130	2.460	3.188	1,560	1.004	1.269	1.326	E
0132	1.220	1.582	980	0.498	0.630	0.658	D
0134	1.585	2.053	1,150	0.647	0.817	0.854	C
0135	1.198	1.552	970	0.489	0.618	0.646	D
0136	1.300	1.685	1,015	0.531	0.671	0.701	C
0139	2.116	2.742	1,395	0.864	1.092	1.140	D
0141	2.325	3.013	1,495	1.147	1.428	1.531	D
0142	1.176	1.524	960	0.580	0.722	0.774	C
0161	1.130	1.465	935	0.462	0.583	0.609	C
0163	1.873	2.427	1,285	0.764	0.966	1.009	C
0165	3.084	3.997	1,850	1.259	1.591	1.662	C
0166	1.559	2.021	1,140	0.637	0.805	0.840	C
0201	2.004	2.597	1,345	0.818	1.034	1.080	E
0204	1.658	2.147	1,185	0.676	0.855	0.893	B
0205	1.425	1.846	1,075	0.581	0.735	0.768	C

* Loss, loss adjustment expense and administrative fund assessment provision for use in conjunction with individual carrier expense provisions in writing non-assigned risk business.

Loss costs are losses only and exclude expenses including LAE.

** Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
0221	1.175	1.522	960	0.479	0.606	0.633	C
0222	1.953	2.531	1,320	0.797	1.008	1.052	D
0225	1.464	1.897	1,095	0.598	0.755	0.789	C
0227	1.479	1.917	1,100	0.604	0.763	0.797	D
0255	1.031	1.337	890	0.421	0.532	0.556	F
0257	1.400	1.815	1,065	0.572	0.723	0.755	E
0259	1.234	1.599	985	0.504	0.637	0.665	E
0261	1.619	2.099	1,165	0.661	0.836	0.873	E
0263	0.984	1.274	870	0.401	0.507	0.530	D
0265	1.293	1.676	1,015	0.528	0.667	0.697	C
0281	1.270	1.645	1,000	0.518	0.655	0.684	D
0282	2.821	3.656	1,725	1.152	1.456	1.520	D
0285	1.001	1.297	875	0.409	0.517	0.539	D
0301	2.911	3.772	1,770	1.188	1.502	1.569	E
0305	2.156	2.795	1,415	0.881	1.113	1.162	D
0306	1.757	2.277	1,230	0.717	0.907	0.947	C
0309	1.483	1.923	1,100	0.606	0.766	0.800	C
0311	1.601	2.074	1,155	0.654	0.826	0.863	C
0319	2.314	2.998	1,490	0.945	1.194	1.247	B
0323	1.815	2.353	1,255	0.741	0.937	0.978	C
0327	1.315	1.704	1,025	0.537	0.678	0.709	B
0402	1.643	2.129	1,175	0.671	0.848	0.885	E
0403	1.305	1.691	1,020	0.533	0.673	0.703	E
0404	1.582	2.050	1,150	0.646	0.816	0.853	F
0406	1.600	2.073	1,155	0.653	0.826	0.862	F
0407	1.599	2.071	1,155	0.653	0.825	0.861	E
0411	2.290	2.968	1,480	0.935	1.182	1.234	E
0413	2.579	3.342	1,615	1.053	1.331	1.390	D
0415	1.771	2.295	1,235	0.723	0.914	0.954	E
0416	1.046	1.356	900	0.427	0.540	0.564	D
0421	3.457	4.480	2,000	1.411	1.784	1.863	E
0425	3.536	4.582	2,000	1.444	1.824	1.905	D
0427	2.726	3.533	1,680	1.113	1.407	1.469	D
0429	1.604	2.078	1,160	0.655	0.828	0.864	D
0431	2.627	3.404	1,635	1.072	1.355	1.416	D
0433	1.729	2.240	1,215	0.706	0.892	0.932	D
0435	1.827	2.367	1,260	0.746	0.942	0.984	D
0441	0.558	0.723	670	0.228	0.288	0.300	D
0445	1.112	1.441	930	0.454	0.574	0.599	D
0446	0.694	0.900	735	0.283	0.358	0.374	D
0447	1.845	2.390	1,270	0.753	0.952	0.994	D
0449	1.075	1.392	910	0.439	0.554	0.579	D
0451	1.794	2.324	1,245	0.732	0.925	0.967	C
0454	2.909	3.769	1,765	1.188	1.501	1.567	D

* Loss, loss adjustment expense and administrative fund assessment provision for use in conjunction with individual carrier expense provisions in writing non-assigned risk business.

Loss costs are losses only and exclude expenses including LAE.

** Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
0456	2.304	2.985	1,485	0.940	1.189	1.241	C
0457	1.534	1.988	1,125	0.626	0.792	0.827	C
0458	0.718	0.931	745	0.293	0.371	0.387	C
0459	0.414	0.536	605	0.169	0.214	0.223	C
0461	1.892	2.452	1,295	0.772	0.976	1.020	D
0463	1.212	1.570	975	0.495	0.625	0.653	D
0464	1.492	1.933	1,105	0.609	0.770	0.804	D
0465	1.537	1.992	1,125	0.628	0.793	0.829	D
0467	1.711	2.217	1,210	0.698	0.883	0.922	C
0471	0.590	0.765	685	0.241	0.305	0.318	C
0472	0.360	0.466	580	0.147	0.186	0.194	C
0473	1.170	1.516	955	0.478	0.604	0.630	C
0474	1.148	1.488	945	0.469	0.592	0.619	E
0475	1.441	1.867	1,080	0.588	0.743	0.776	D
0476	0.664	0.860	720	0.271	0.342	0.358	E
0477	0.864	1.120	815	0.353	0.446	0.466	E
0483	0.702	0.910	740	0.287	0.362	0.378	C
0485	0.593	0.768	685	0.242	0.306	0.319	C
0486	0.760	0.985	765	0.310	0.392	0.409	C
0487	0.574	0.744	680	0.234	0.296	0.309	C
0488	0.526	0.682	655	0.215	0.272	0.284	C
0489	0.544	0.705	665	0.222	0.281	0.293	C
0501	2.093	2.712	1,385	0.854	1.080	1.128	F
0502	1.616	2.095	1,165	0.660	0.834	0.871	B
0506	1.015	1.315	885	0.414	0.524	0.547	C
0507	0.973	1.262	865	0.398	0.502	0.525	E
0509	2.612	3.384	1,630	1.066	1.347	1.407	G
0511	3.013	3.905	1,815	1.230	1.555	1.624	E
0512	2.040	a 2.643	b 1,360	0.833	1.052	1.099	D
0513	1.687	c 2.186	d 1,195	0.689	0.870	0.909	D
0535	1.289	1.671	1,010	0.526	0.665	0.695	D
0536	2.708	3.509	1,675	1.106	1.397	1.459	C
0551	0.452	0.586	620	0.185	0.233	0.244	F
0553	1.859	2.409	1,275	0.759	0.959	1.002	F
0555	0.653	0.846	715	0.267	0.337	0.352	C
0563	0.805	1.044	785	0.329	0.416	0.434	D
0571	1.203	1.559	970	0.491	0.621	0.648	D
0573	1.814	2.352	1,255	0.741	0.936	0.978	F
0581	0.730	0.945	750	0.298	0.376	0.393	E
0601	3.521	4.563	1,965	1.505	1.843	1.936	F
0603	2.983	3.865	1,755	1.301	1.592	1.673	F

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a OD: \$0.408 Supplementary is not subject to experience or retrospective rating. Code as 0175.

b OD: \$0.528 Supplementary is not subject to experience or retrospective rating. Code as 0175.

c OD: \$0.169 Supplementary is not subject to experience or retrospective rating. Code as 0176.

d OD: \$0.219 Supplementary is not subject to experience or retrospective rating. Code as 0176.

DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

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				A-1	A-2	A-3	
0605	4.183	5.421	2,000	1.816	2.223	2.336	E
0607	1.448	1.877	1,065	0.633	0.774	0.814	F
0608	1.928	2.498	1,250	0.812	0.994	1.045	F
0609	1.973	2.557	1,275	0.838	1.026	1.078	G
0611	5.284	6.847	2,000	2.294	2.808	2.950	F
0615	5.457	7.071	2,000	2.369	2.899	3.047	F
0617	1.658	2.148	1,145	0.712	0.872	0.916	G
0625	2.409	3.123	1,500	1.054	1.290	1.356	G
0643	5.875	7.613	2,000	2.563	3.137	3.296	G
0645	2.510	3.252	1,535	1.087	1.331	1.398	G
0646	2.736	3.546	1,650	1.202	1.472	1.546	E
0647	3.878	5.025	2,000	1.708	2.091	2.197	E
0648	2.289	2.967	1,460	1.016	1.243	1.307	F
0649	2.424	3.141	1,470	1.027	1.258	1.321	F
0651	2.418	3.134	1,485	1.042	1.275	1.340	F
0652	4.115	5.332	2,000	1.832	2.243	2.357	G
0653	3.142	4.072	1,805	1.348	1.650	1.734	G
0654	2.288	2.965	1,440	0.996	1.219	1.281	G
0655	4.813	6.237	2,000	2.097	2.567	2.697	G
0656	2.237	2.899	1,415	0.971	1.189	1.249	G
0657	4.508	5.842	2,000	1.957	2.395	2.517	G
0658	4.655	6.033	2,000	2.026	2.480	2.606	G
0659	7.620	9.875	2,000	3.294	4.032	4.236	G
0660	0.852	1.104	795	0.373	0.456	0.479	F
0661	1.203	1.558	940	0.512	0.627	0.658	F
0662	3.615	4.685	2,000	1.590	1.946	2.044	E
0663	1.655	2.144	1,155	0.720	0.881	0.926	F
0664	1.560	2.021	1,115	0.680	0.833	0.875	E
0665	2.895	3.752	1,735	1.284	1.571	1.651	G
0666	3.724	4.826	2,000	1.635	2.001	2.102	E
0667	1.191	1.544	935	0.507	0.620	0.652	F
0668	4.290	5.559	2,000	1.890	2.313	2.431	E
0669	4.488	5.815	2,000	1.943	2.379	2.499	F
0670	3.206	4.155	1,870	1.413	1.729	1.817	F
0673	3.294	4.269	1,900	1.444	1.767	1.857	E
0674	3.104	4.022	1,800	1.347	1.649	1.733	E
0675	1.517	1.967	1,100	0.670	0.820	0.862	G
0676	2.911	3.771	1,695	1.244	1.523	1.600	G
0677	1.243	1.612	970	0.540	0.661	0.694	G
0679	4.635	6.006	2,000	2.012	2.463	2.588	F
0681	3.254	4.217	1,870	1.413	1.729	1.817	F
0709	1.020	1.322	885	0.503	0.626	0.671	F
0716	1.591	2.061	1,150	0.736	0.984	1.042	D
0718	1.574	2.039	1,145	0.728	0.974	1.031	E

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DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

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				A-1	A-2	A-3	
0721	4.026	5.217	2,000	1.863	2.491	2.638	F
0744	0.219	0.283	510	0.089	0.113	0.118	C
0751	0.484	0.627	635	0.224	0.300	0.317	E
0752	0.313	0.406	555	0.145	0.194	0.205	G
0753	1.923	2.491	1,305	0.890	1.190	1.260	D
0755	0.851	1.103	805	0.394	0.527	0.558	F
0757	1.171	1.517	955	0.542	0.724	0.767	E
0759	3.011	3.903	1,815	1.394	1.864	1.973	E
0801	2.818	3.652	1,725	1.390	1.731	1.855	F
0802	1.649	2.137	1,180	0.745	0.912	0.958	G
0803	5.097	6.605	2,000	2.358	3.154	3.339	C
0804	1.491	1.932	1,105	0.690	0.922	0.977	D
0805	2.104	2.726	1,390	0.973	1.302	1.378	E
0806	3.631	4.704	2,000	1.790	2.229	2.390	C
0807	2.067	2.680	1,375	0.957	1.280	1.355	C
0808	3.253	4.216	1,930	1.505	2.013	2.131	E
0809	1.852	2.400	1,275	0.913	1.137	1.219	F
0811	3.661	4.744	2,000	1.694	2.265	2.398	F
0812	3.190	4.134	1,900	1.476	1.974	2.090	F
0813	1.849	2.395	1,270	0.912	1.135	1.217	D
0814	1.362	1.765	1,045	0.672	0.836	0.897	E
0815	1.247	1.616	990	0.615	0.766	0.821	D
0816	0.847	1.098	805	0.418	0.520	0.558	D
0817	2.563	3.322	1,605	1.186	1.586	1.680	D
0818	0.705	0.914	740	0.348	0.433	0.464	D
0819	0.388	0.502	590	0.184	0.224	0.235	F
0820	1.277	1.655	1,005	0.630	0.784	0.841	D
0821	2.830	3.667	1,730	1.396	1.738	1.863	C
0822	0.044	0.057	430	0.021	0.025	0.027	D
0825	1.715	2.223	1,210	0.846	1.053	1.129	B
0828	2.693	3.489	1,665	1.246	1.666	1.764	C
0855	2.109	2.733	1,395	1.040	1.295	1.389	E
0857	1.744	2.260	1,225	0.860	1.071	1.148	E
0858	2.308	2.991	1,485	1.138	1.417	1.520	F
0859	2.396	3.106	1,530	1.182	1.472	1.578	E
0860	2.349	3.044	1,505	1.158	1.442	1.546	D
0862	2.776	3.597	1,705	1.369	1.705	1.828	E
0865	0.743	0.962	755	0.366	0.456	0.489	C
0880	2.386	3.092	1,525	1.177	1.465	1.571	D
0882	2.217	2.873	1,445	1.093	1.361	1.460	B
0884	0.313	0.406	555	0.154	0.192	0.206	B
0885	1.267	1.641	1,000	0.625	0.778	0.834	D
0886	0.811	1.050	790	0.400	0.498	0.534	C
0887	0.379	0.492	585	0.180	0.219	0.230	C
0888	2.044	2.648	1,365	1.008	1.255	1.345	D
0890	0.167	0.217	490	0.079	0.097	0.101	C
0891	0.581	0.753	680	0.276	0.336	0.352	B
0896	0.515	0.668	650	0.254	0.316	0.339	B
0897	0.655	0.849	715	0.323	0.402	0.431	A

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				A-1	A-2	A-3	
0898	1.428	1.851	1,075	0.704	0.877	0.940	C
0899	0.501	0.649	645	0.247	0.307	0.330	B
0903	0.077	0.099	445	0.036	0.044	0.046	E
0904	0.679	0.880	725	0.314	0.420	0.445	E
0905	0.034	0.045	425	0.016	0.020	0.021	F
0907	1.783	2.310	1,240	0.879	1.095	1.174	C
0910	1.606	2.082	1,160	0.792	0.986	1.058	C
0911	1.421	1.841	1,075	0.700	0.872	0.935	D
0914	1.050	1.361	900	0.518	0.645	0.691	C
0915	0.801	1.038	785	0.395	0.492	0.527	C
0916	0.894	1.158	825	0.441	0.549	0.588	B
0917	1.515	1.963	1,115	0.747	0.930	0.997	C
0918	0.713	0.924	745	0.352	0.438	0.469	A
0919	0.812	1.051	790	0.400	0.498	0.534	C
0920	0.256	0.332	530	0.126	0.157	0.169	D
0921	1.881	2.438	1,290	0.928	1.155	1.238	C
0922	1.076	1.393	910	0.530	0.660	0.708	C
0923	0.973	1.262	865	0.480	0.598	0.641	C
0924	1.971	2.554	1,330	0.972	1.210	1.298	C
0925	1.274	1.651	1,005	0.628	0.783	0.839	C
0926	1.092	1.415	920	0.538	0.670	0.719	C
0927	0.436	0.565	615	0.215	0.268	0.287	C
0928	1.182	1.532	960	0.583	0.726	0.778	B
0932	0.331	0.429	565	0.163	0.203	0.218	D
0933	1.275	1.652	1,005	0.629	0.783	0.840	D
0934	1.504	1.948	1,110	0.741	0.923	0.990	D
0935	0.545	0.707	665	0.269	0.335	0.359	C
0936	0.121	0.158	465	0.058	0.070	0.074	E
0939	2.215	2.871	1,445	1.025	1.371	1.451	F
0940	1.189	1.540	965	0.586	0.730	0.782	C
0941	1.541	1.998	1,130	0.760	0.947	1.015	C
0942	1.405	1.819	1,065	0.692	0.862	0.924	D
0943	1.876	2.432	1,285	0.925	1.152	1.235	C
0944	0.841	1.090	800	0.415	0.516	0.554	B
0945	1.085	1.406	915	0.535	0.666	0.714	A
0948	0.649	0.841	715	0.308	0.375	0.394	C
0951	0.219	0.283	510	0.104	0.126	0.133	E
0952	0.283	0.367	540	0.140	0.174	0.187	E
0953	0.044	0.057	430	0.021	0.025	0.027	D
0954	1.021	1.324	885	0.473	0.632	0.669	E
0955	0.065	0.084	440	0.031	0.037	0.039	F
0956	0.066	0.085	440	0.031	0.038	0.040	E
0957	0.253	0.328	530	0.120	0.146	0.153	D
0958	1.017	1.318	885	0.482	0.587	0.617	C
0959	0.720	0.934	745	0.355	0.443	0.475	B
0960	1.363	1.766	1,045	0.672	0.837	0.897	C
0961	0.271	0.351	535	0.129	0.157	0.164	D

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DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
0962	0.026	0.034	420	0.013	0.015	0.016	D
0963	0.211	0.274	510	0.100	0.122	0.128	C
0964	0.737	0.954	755	0.363	0.452	0.485	B
0965	0.245	0.318	525	0.116	0.142	0.149	B
0966	1.230	1.595	985	0.607	0.756	0.810	D
0967	0.516	0.669	650	0.239	0.319	0.338	C
0968	0.561	0.727	670	0.277	0.344	0.369	B
0969	1.283	1.663	1,010	0.594	0.794	0.841	D
0970	3.413	4.423	2,000	1.579	2.112	2.236	A
0971	1.311	1.699	1,020	0.647	0.805	0.863	D
0973	1.039	1.347	895	0.513	0.638	0.684	B
0974	1.137	1.473	940	0.561	0.698	0.749	C
0975	0.634	0.822	705	0.313	0.389	0.417	A
0976	0.724	0.937	745	0.357	0.444	0.476	C
0977	0.164	0.213	485	0.081	0.101	0.108	B
0978	1.192	1.544	965	0.588	0.732	0.785	D
0979	1.648	2.136	1,180	0.813	1.012	1.085	A
0980	1.271	1.646	1,005	0.627	0.780	0.836	C
0981	0.938	1.215	845	0.463	0.576	0.617	B
0983	2.708	3.509	1,675	1.336	1.663	1.783	D
0984	0.076	0.098	445	0.036	0.044	0.046	C
0985	1.728	2.239	1,215	0.800	1.069	1.132	E
0986	0.702	0.910	740	0.346	0.431	0.462	A
0988	0.053	0.069	435	0.025	0.031	0.032	C
0991	1.903	2.467	1,300	0.881	1.178	1.247	A
0992	1.852	2.400	1,275	0.857	1.146	1.214	F
0995	2.955	3.829	1,790	1.367	1.828	1.936	F
0997	0.312	0.404	555	0.154	0.191	0.205	E
0999	2.024	2.623	1,355	0.998	1.243	1.333	D
4771	1.757	2.276	1,435	0.717	0.906	0.946	F
0771	0.439	0.569					G
4777	3.661	4.744	2,000	1.495	1.889	1.973	F
7405	0.652	0.845	800	0.302	0.403	0.427	D
7445	0.179	0.232					F
7413	0.318	0.412	590	0.147	0.197	0.208	F
7453	0.067	0.087					G
7421	0.385	0.499	590	0.178	0.238	0.252	E
7424	0.907	1.175	835	0.419	0.561	0.594	F
7428	0.712	0.923	740	0.330	0.441	0.467	C
9740	0.010	0.020					
9741	0.010	0.010					

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DIRECT EMPLOYMENT MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB*	ASSIGNED	ASSIGNED	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
	ADVISORY	RISK MANUAL	RISK MIN	EXPECTED LOSS RATES TABLE**			
	LOSS COSTS	RATE	PREM.	A-1	A-2	A-3	

Table A-3 to the second prior policy year.

0908	62.183	80.580	491	30.666	38.183	40.938	D
0909	29.755	38.558	449	14.674	18.271	19.589	D
0912	218.369	282.974	693	107.690	134.088	143.764	D
0913	132.326	171.475	581	65.258	81.254	87.117	D

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Associated classes- both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

TEMPORARY STAFFING MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
2005	12.883	16.694	2,000	5.817	7.120	7.481	F
2009	13.974	18.107	2,000	6.465	8.646	9.155	G
2011	2.123	2.751	1,400	1.047	1.304	1.398	D
2012	4.921	6.377	2,000	2.222	2.720	2.858	E
2013	2.429	3.147	1,545	1.198	1.491	1.599	C
2015	9.158	11.867	2,000	4.237	5.666	6.000	F
2055	5.499	7.125	2,000	2.544	3.402	3.602	F
2059	7.936	10.284	2,000	3.240	4.095	4.277	E
2101	3.979	5.156	2,000	1.624	2.053	2.144	E
2104	3.812	4.940	2,000	1.556	1.967	2.054	D
2105	5.823	7.545	2,000	2.377	3.004	3.137	D
2106	7.409	9.601	2,000	3.025	3.823	3.993	D
2107	3.652	4.733	2,000	1.491	1.884	1.968	C
2108	3.187	4.130	1,895	1.301	1.644	1.717	B
2109	5.277	6.839	2,000	2.154	2.723	2.844	D
2110	3.761	4.874	2,000	1.536	1.941	2.027	C
2111	7.612	9.864	2,000	3.108	3.927	4.102	C
2112	12.043	15.606	2,000	4.917	6.214	6.490	C
2113	2.916	3.778	1,770	1.190	1.504	1.571	C
2114	7.907	10.247	2,000	3.228	4.080	4.261	E
2115	3.255	4.219	1,930	1.329	1.680	1.754	E
2119	5.198	6.736	2,000	2.122	2.682	2.801	D
2130	6.084	7.883	2,000	2.483	3.139	3.278	E
2132	2.988	3.873	1,805	1.220	1.542	1.610	D
2134	3.822	4.953	2,000	1.561	1.972	2.060	C
2135	2.963	3.839	1,790	1.210	1.529	1.597	D
2136	3.264	4.231	1,935	1.333	1.685	1.759	C
2139	5.542	7.183	2,000	2.263	2.860	2.987	D
2141	5.007	6.488	2,000	2.469	3.075	3.296	D
2142	2.540	3.292	1,595	1.253	1.560	1.672	C
2161	2.902	3.760	1,765	1.185	1.497	1.564	C
2163	4.845	6.278	2,000	1.978	2.500	2.611	C
2165	7.895	10.230	2,000	3.223	4.073	4.254	C
2166	3.996	5.178	2,000	1.631	2.062	2.153	C
2201	4.955	6.422	2,000	2.023	2.557	2.670	E
2204	4.285	5.553	2,000	1.750	2.211	2.309	B
2205	3.545	4.593	2,000	1.447	1.829	1.910	C
2221	3.076	3.986	1,845	1.256	1.587	1.658	C
2222	4.875	6.318	2,000	1.991	2.516	2.627	D
2225	3.622	4.693	2,000	1.479	1.869	1.952	C

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TEMPORARY STAFFING MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES

Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
2227	2.823	3.659	1,725	1.153	1.457	1.522	D
2255	2.613	3.386	1,630	1.067	1.348	1.408	F
2257	3.465	4.490	2,000	1.415	1.788	1.867	E
2259	2.950	3.823	1,785	1.204	1.522	1.590	E
2261	3.959	5.130	2,000	1.616	2.043	2.133	E
2263	2.440	3.161	1,550	0.996	1.259	1.315	D
2265	3.295	4.269	1,945	1.345	1.700	1.775	C
2281	3.163	4.099	1,885	1.291	1.632	1.705	D
2282	7.082	9.178	2,000	2.892	3.654	3.817	D
2285	2.510	3.252	1,580	1.025	1.295	1.352	D
2301	7.200	9.330	2,000	2.939	3.715	3.880	E
2305	5.523	7.157	2,000	2.255	2.850	2.976	D
2306	4.554	5.900	2,000	1.859	2.349	2.454	C
2309	3.669	4.755	2,000	1.498	1.893	1.977	C
2311	4.024	5.214	2,000	1.643	2.076	2.168	C
2319	5.936	7.693	2,000	2.424	3.063	3.199	B
2323	4.679	6.063	2,000	1.910	2.414	2.521	C
2327	3.454	4.476	2,000	1.410	1.782	1.861	B
2402	4.148	5.375	2,000	1.693	2.140	2.235	E
2403	3.227	4.182	1,915	1.318	1.665	1.739	E
2404	3.913	5.071	2,000	1.598	2.019	2.109	F
2406	3.958	5.128	2,000	1.616	2.042	2.133	F
2407	4.066	5.269	2,000	1.660	2.098	2.191	E
2411	5.761	7.465	2,000	2.352	2.972	3.104	E
2413	6.320	8.190	2,000	2.580	3.261	3.406	D
2415	4.298	5.570	2,000	1.755	2.218	2.316	E
2416	2.684	3.478	1,660	1.096	1.385	1.446	D
2421	8.550	11.079	2,000	3.491	4.411	4.607	E
2425	8.744	11.331	2,000	3.570	4.512	4.712	D
2427	6.742	8.737	2,000	2.753	3.479	3.633	D
2429	3.967	5.141	2,000	1.620	2.047	2.138	D
2431	6.498	8.419	2,000	2.652	3.352	3.501	D
2433	4.342	5.627	2,000	1.773	2.241	2.340	D
2435	4.517	5.854	2,000	1.844	2.331	2.434	D
2441	1.393	1.806	1,060	0.569	0.719	0.751	D
2445	2.881	3.733	1,755	1.176	1.486	1.552	D
2446	1.729	2.240	1,215	0.706	0.892	0.932	D
2447	4.562	5.912	2,000	1.862	2.354	2.458	D
2449	2.681	3.474	1,660	1.094	1.383	1.445	D
2451	4.479	5.804	2,000	1.829	2.311	2.414	C

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Proposed Effective December 1, 2026 on New and Renewal Business

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				A-1	A-2	A-3	
2454	7.192	9.320	2,000	2.936	3.711	3.876	D
2456	5.759	7.463	2,000	2.351	2.971	3.103	C
2457	3.771	4.888	2,000	1.540	1.946	2.032	C
2458	1.824	2.365	1,260	0.745	0.942	0.983	C
2459	1.051	1.363	900	0.429	0.543	0.567	C
2461	4.707	6.100	2,000	1.922	2.429	2.537	D
2463	3.138	4.067	1,875	1.281	1.619	1.691	D
2464	3.638	4.713	2,000	1.485	1.877	1.960	D
2465	3.781	4.899	2,000	1.543	1.950	2.037	D
2467	4.232	5.484	2,000	1.728	2.183	2.280	C
2471	1.434	1.858	1,080	0.585	0.740	0.773	C
2472	0.898	1.163	830	0.366	0.463	0.483	C
2473	2.924	3.790	1,775	1.194	1.509	1.576	C
2474	2.846	3.687	1,735	1.162	1.468	1.533	E
2475	3.523	4.566	2,000	1.438	1.818	1.899	D
2476	1.626	2.107	1,170	0.664	0.839	0.876	E
2477	2.170	2.811	1,420	0.886	1.119	1.169	E
2483	1.798	2.330	1,250	0.734	0.928	0.969	C
2485	1.445	1.873	1,085	0.590	0.746	0.779	C
2486	1.879	2.435	1,285	0.767	0.969	1.012	C
2487	1.397	1.811	1,060	0.571	0.721	0.753	C
2488	1.281	1.660	1,010	0.523	0.661	0.690	C
2489	1.372	1.778	1,050	0.560	0.708	0.739	C
2501	5.303	6.872	2,000	2.165	2.736	2.858	F
2502	3.997	5.180	2,000	1.632	2.062	2.154	B
2506	2.587	3.352	1,615	1.056	1.335	1.394	C
2507	2.408	3.121	1,535	0.983	1.243	1.298	E
2509	6.458	8.369	2,000	2.636	3.332	3.480	G
2511	7.499	9.718	2,000	3.062	3.869	4.041	E
2512	5.044	6.537	2,000	2.059	2.603	2.718	D
2513	4.171	5.406	2,000	1.703	2.152	2.248	D
2535	3.286	4.258	1,945	1.342	1.695	1.771	D
2536	6.984	9.051	2,000	2.851	3.604	3.764	C
2551	1.109	1.437	925	0.453	0.572	0.598	F
2553	4.424	5.732	2,000	1.806	2.282	2.384	F
2555	1.594	2.065	1,155	0.651	0.822	0.859	C
2563	1.923	2.491	1,305	0.785	0.992	1.036	D
2571	2.947	3.819	1,785	1.203	1.521	1.588	D
2573	4.500	5.831	2,000	1.837	2.322	2.425	F
2581	1.747	2.264	1,225	0.713	0.901	0.941	E

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				A-1	A-2	A-3	
2601	9.336	12.098	2,000	4.008	4.906	5.155	F
2603	7.689	9.964	2,000	3.338	4.086	4.293	F
2605	11.449	14.837	2,000	4.970	6.083	6.392	E
2607	3.925	5.086	2,000	1.718	2.102	2.209	F
2608	5.224	6.769	2,000	2.213	2.709	2.847	F
2609	5.370	6.960	2,000	2.299	2.814	2.957	G
2611	13.777	17.852	2,000	5.980	7.320	7.691	F
2615	14.801	19.180	2,000	6.425	7.864	8.263	F
2617	4.424	5.733	2,000	1.920	2.350	2.470	G
2625	6.510	8.437	2,000	2.826	3.459	3.635	G
2643	15.499	20.084	2,000	6.728	8.235	8.653	G
2645	6.737	8.730	2,000	2.924	3.580	3.761	G
2646	7.362	9.539	2,000	3.244	3.970	4.172	E
2647	10.792	13.985	2,000	4.762	5.828	6.124	E
2648	6.291	8.151	2,000	2.796	3.423	3.596	F
2649	6.414	8.311	2,000	2.784	3.408	3.581	F
2651	6.587	8.536	2,000	2.857	3.497	3.674	F
2652	11.582	15.008	2,000	5.168	6.326	6.646	G
2653	8.332	10.797	2,000	3.592	4.397	4.620	G
2654	6.035	7.820	2,000	2.635	3.225	3.389	G
2655	12.058	15.626	2,000	5.272	6.454	6.781	G
2656	5.645	7.315	2,000	2.450	2.999	3.151	G
2657	11.839	15.342	2,000	5.139	6.291	6.610	G
2658	12.242	15.864	2,000	5.314	6.505	6.835	G
2659	21.017	27.234	2,000	9.123	11.167	11.733	G
2660	2.219	2.875	1,415	0.974	1.193	1.253	F
2661	3.217	4.169	1,840	1.385	1.696	1.782	F
2662	9.811	12.713	2,000	4.259	5.213	5.477	E
2663	4.467	5.789	2,000	1.952	2.389	2.510	F
2664	4.221	5.469	2,000	1.849	2.263	2.378	E
2665	7.666	9.934	2,000	3.405	4.168	4.379	G
2666	9.866	12.785	2,000	4.338	5.310	5.580	E
2667	3.136	4.063	1,815	1.361	1.666	1.751	F
2668	12.069	15.640	2,000	5.239	6.413	6.738	E
2669	11.724	15.192	2,000	5.089	6.229	6.545	F
2670	8.947	11.594	2,000	3.949	4.834	5.079	F
2673	8.824	11.434	2,000	3.874	4.742	4.982	E
2674	8.519	11.039	2,000	3.698	4.526	4.756	E
2675	4.110	5.326	2,000	1.818	2.226	2.339	G
2676	7.976	10.336	2,000	3.424	4.191	4.404	G
2677	3.183	4.125	1,840	1.382	1.691	1.777	G

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TEMPORARY STAFFING MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES

Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
2679	12.110	15.693	2,000	5.257	6.435	6.761	F
2681	8.996	11.657	2,000	3.905	4.780	5.022	F
2709	0.884	1.145	820	0.436	0.543	0.582	F
2716	4.437	5.750	2,000	2.053	2.746	2.907	D
2718	4.074	5.279	2,000	1.885	2.521	2.669	E
2721	11.200	14.514	2,000	5.182	6.931	7.338	F
2744	0.532	0.689	660	0.217	0.274	0.287	C
2751	1.254	1.625	995	0.580	0.776	0.822	E
2752	0.839	1.087	800	0.388	0.519	0.549	G
2753	4.924	6.380	2,000	2.278	3.047	3.226	D
2755	2.131	2.762	1,405	0.986	1.319	1.396	F
2757	3.167	4.104	1,885	1.465	1.960	2.075	E
2759	8.009	10.379	2,000	3.706	4.956	5.247	E
2801	6.119	7.929	2,000	3.018	3.757	4.028	F
2802	4.361	5.652	2,000	1.969	2.410	2.533	G
2803	13.053	16.914	2,000	6.039	8.077	8.551	C
2804	4.159	5.389	2,000	1.924	2.574	2.725	D
2805	5.575	7.224	2,000	2.579	3.450	3.652	E
2806	7.859	10.184	2,000	3.876	4.826	5.174	C
2807	5.713	7.403	2,000	2.643	3.535	3.743	C
2808	8.971	11.625	2,000	4.151	5.551	5.877	E
2809	3.994	5.176	2,000	1.970	2.453	2.630	F
2811	9.504	12.316	2,000	4.397	5.881	6.227	F
2812	8.162	10.577	2,000	3.776	5.050	5.347	F
2813	3.998	5.181	2,000	1.972	2.455	2.632	D
2814	2.946	3.817	1,785	1.453	1.809	1.939	E
2815	2.704	3.503	1,670	1.333	1.660	1.780	D
2816	1.847	2.393	1,270	0.911	1.134	1.216	D
2817	7.103	9.204	2,000	3.286	4.395	4.654	D
2818	1.511	1.958	1,115	0.745	0.928	0.995	D
2819	0.864	1.120	815	0.410	0.499	0.524	F
2820	2.762	3.579	1,700	1.362	1.696	1.818	D
2821	6.151	7.972	2,000	3.034	3.778	4.050	C
2825	3.735	4.840	2,000	1.842	2.293	2.459	B
2828	7.333	9.503	2,000	3.393	4.538	4.804	C
2855	4.576	5.930	2,000	2.257	2.810	3.013	E
2857	3.767	4.881	2,000	1.858	2.313	2.480	E
2858	5.001	6.480	2,000	2.466	3.071	3.292	F
2859	5.210	6.751	2,000	2.569	3.199	3.430	E
2860	5.095	6.602	2,000	2.512	3.128	3.354	D

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TEMPORARY STAFFING MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES
Proposed Effective December 1, 2026 on New and Renewal Business

CODE NO	DCRB* ADVISORY LOSS COSTS	ASSIGNED RISK MANUAL RATE	ASSIGNED RISK MIN PREM.	EXPERIENCE RATING PLAN EXPECTED LOSS RATES TABLE**			HAZARD GROUP A - G
				A-1	A-2	A-3	
2862	6.028	7.811	2,000	2.973	3.701	3.968	E
2865	1.559	2.021	1,140	0.769	0.958	1.027	C
2880	5.184	6.717	2,000	2.556	3.183	3.413	D
2882	4.790	6.207	2,000	2.362	2.941	3.153	B
2884	0.676	0.876	725	0.333	0.415	0.445	B
2885	2.745	3.558	1,690	1.354	1.686	1.808	D
2886	1.735	2.249	1,220	0.856	1.066	1.143	C
2887	1.301	1.686	1,015	0.617	0.752	0.789	C
2888	4.434	5.746	2,000	2.187	2.723	2.919	C
2890	0.661	0.856	720	0.313	0.382	0.401	C
2891	2.294	2.973	1,480	1.088	1.326	1.392	B
2896	1.103	1.429	925	0.544	0.677	0.726	B
2897	1.390	1.802	1,060	0.686	0.854	0.916	A
2898	3.073	3.982	1,845	1.515	1.887	2.023	C
2899	1.056	1.369	905	0.521	0.649	0.696	B
2903	0.275	0.357	540	0.131	0.159	0.167	E
2904	0.893	1.157	825	0.413	0.552	0.585	E
2905	0.121	0.158	465	0.058	0.070	0.074	F
2907	3.865	5.008	2,000	1.906	2.373	2.544	C
2910	3.492	4.525	2,000	1.722	2.144	2.299	C
2911	3.073	3.983	1,845	1.516	1.887	2.023	D
2914	2.260	2.927	1,465	1.114	1.387	1.487	C
2915	1.716	2.224	1,210	0.846	1.054	1.130	C
2916	1.916	2.482	1,305	0.945	1.176	1.261	B
2917	3.265	4.232	1,935	1.610	2.005	2.150	C
2918	1.534	1.988	1,125	0.757	0.942	1.010	A
2919	1.747	2.264	1,225	0.861	1.073	1.150	C
2920	0.554	0.717	670	0.273	0.340	0.364	D
2921	4.015	5.203	2,000	1.980	2.466	2.644	C
2922	2.315	3.000	1,490	1.142	1.422	1.524	C
2923	2.116	2.742	1,395	1.044	1.299	1.393	C
2924	4.255	5.514	2,000	2.098	2.613	2.801	C
2925	2.728	3.535	1,685	1.345	1.675	1.796	C
2926	2.357	3.054	1,510	1.162	1.447	1.552	C
2927	0.916	1.187	835	0.452	0.562	0.603	C
2928	2.522	3.267	1,585	1.243	1.548	1.660	B
2932	0.709	0.920	740	0.350	0.436	0.467	D
2933	2.779	3.601	1,705	1.371	1.707	1.830	D
2934	3.208	4.157	1,905	1.582	1.970	2.112	D
2935	1.175	1.522	960	0.579	0.721	0.773	C

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TEMPORARY STAFFING MANUAL RATES, LOSS COSTS AND EXPECTED LOSS RATES

Proposed Effective December 1, 2026 on New and Renewal Business

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				A-1	A-2	A-3	
2936	0.453	0.588	620	0.215	0.262	0.275	E
2939	5.878	7.618	2,000	2.720	3.638	3.851	F
2940	2.550	3.304	1,600	1.257	1.566	1.679	C
2941	3.310	4.290	1,955	1.632	2.033	2.179	C
2944	1.790	2.320	1,245	0.883	1.099	1.179	B
2945	2.320	3.007	1,495	1.145	1.425	1.528	A
2948	2.525	3.272	1,590	1.198	1.459	1.531	C
2951	0.847	1.097	805	0.402	0.489	0.513	E
2952	0.605	0.784	690	0.298	0.372	0.398	E
2953	0.163	0.211	485	0.077	0.094	0.099	D
2954	2.745	3.558	1,690	1.270	1.699	1.799	E
2955	0.221	0.286	515	0.105	0.128	0.134	F
2956	0.237	0.307	520	0.112	0.137	0.144	E
2957	0.947	1.227	850	0.449	0.547	0.575	D
2958	3.929	5.092	2,000	1.864	2.270	2.384	C
2959	1.454	1.884	1,090	0.717	0.893	0.957	B
2960	2.924	3.790	1,775	1.442	1.796	1.925	C
2961	1.030	1.335	890	0.489	0.595	0.625	D
2962	0.081	0.105	450	0.039	0.047	0.049	D
2963	0.788	1.021	780	0.374	0.455	0.478	C
2964	1.540	1.995	1,130	0.759	0.946	1.014	B
2965	0.797	1.033	780	0.378	0.461	0.484	B
2966	2.659	3.446	1,650	1.311	1.633	1.751	D
2967	1.377	1.785	1,055	0.637	0.852	0.902	C
2968	1.188	1.539	965	0.586	0.729	0.782	B
2969	3.373	4.370	1,985	1.560	2.087	2.210	D
2970	7.597	9.845	2,000	3.515	4.701	4.977	A
2971	2.828	3.665	1,730	1.395	1.737	1.862	D
2973	2.233	2.894	1,450	1.101	1.371	1.470	B
2974	2.432	3.151	1,545	1.199	1.493	1.601	C
2975	1.334	1.728	1,030	0.658	0.819	0.878	A
2976	1.514	1.962	1,115	0.747	0.930	0.997	C
2977	0.355	0.460	575	0.175	0.218	0.234	B
2978	2.532	3.281	1,590	1.248	1.555	1.667	D
2979	3.531	4.575	2,000	1.741	2.168	2.324	A
2980	2.696	3.493	1,665	1.329	1.655	1.775	C
2981	2.007	2.601	1,345	0.990	1.232	1.321	B
2983	5.863	7.597	2,000	2.891	3.600	3.860	D
2984	0.294	0.381	545	0.140	0.170	0.179	C
2986	1.515	1.963	1,115	0.747	0.930	0.997	A

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Proposed Effective December 1, 2026 on New and Renewal Business

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				A-1	A-2	A-3	
2988	0.273	0.354	535	0.130	0.158	0.166	C
2991	4.524	5.863	2,000	2.093	2.800	2.964	A
2992	4.947	6.411	2,000	2.289	3.062	3.241	F
2995	7.759	10.054	2,000	3.590	4.801	5.083	F
2997	0.662	0.858	720	0.327	0.407	0.436	E
2999	4.369	5.662	2,000	2.155	2.683	2.876	D
6771	4.343	5.628	2,000	1.773	2.241	2.340	F
6777	9.084	11.772	2,000	3.709	4.687	4.895	F
9428	1.876	2.431	1,285	0.868	1.161	1.229	C

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