

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.

Exhibit 1 shows Policy Years 2019-2023 payrolls (in \$000) for each of the five DCRB 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 industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each industry group, weights by class were calculated based on Policy Years 2019-2023 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 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 industry group and in total, for Serious, Non-Serious and Medical Only.

For the total of all 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 industry group using weights calculated using the payroll by industry group in Exhibit 1. The Pennsylvania differentials were taken from Exhibit 30 in the approved PCRB Filing No. C-380 (2026 Pennsylvania Filing).

For each of the industry groups, a three-way credibility weighting is used. First, Delaware credibility is determined as a function of Delaware industry group payroll using the payroll credibility table. That credibility is applied to the industry group indicated pure premium differentials from Exhibit 2. Second, the indicated Pennsylvania industry group differentials and their credibility are taken from Exhibit 30 in the 2026 Pennsylvania Filing. Third, the complement of credibility is applied to the credibility-weighted differentials calculated for the total of all 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 industry groups is not used).

Exhibit 4 determines the proposed temporary staffing rates by class. For each class, an indicated December 1, 2026 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2026 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2026 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2026 direct employment pure premium are each zero, then the associated 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, 2026 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-surge temporary staffing rates approved effective December 1, 2025, the pre-surge rates proposed effective December 1, 2026, and the proposed rate change, are shown. Also shown are the proposed post-surge temporary staffing rates by class. Most of the values shown in this exhibit were taken from Exhibit 4.

DELAWARE COMPENSATION RATING BUREAU, INC.

IG 1		IG 1 (cont.)		IG 2		IG 3		IG 4		IG 5	
Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2019-2023 Payroll (\$000)
2059	55	2465	19	2005	1,390	2819	143	2011	56	2009	0
2101	1,261	2467	0	2012	1,499	2887	229	2013	70	2015	12
2104	28,606	2471	5,541	2601	581	2890	261	2141	351	2055	381
2105	540	2472	3,372	2603	85	2891	1,032	2142	132	2716	25
2106	708	2473	1,752	2605	7	2903	116	2709	1	2718	245
2107	1,781	2474	5,241	2607	350	2905	307	2801	414	2721	12
2108	1,120	2475	670	2608	441	2936	1,527	2806	630	2751	69
2109	362	2476	372	2609	2,326	2948	2,389	2809	1,680	2752	38
2110	27	2477	45	2611	179	2951	19,398	2813	19,755	2753	199
2111	46	2483	244	2615	0	2953	734,938	2814	739	2755	3,487
2112	1,432	2485	357	2617	120	2955	17,211	2815	1,591	2757	530
2113	962	2486	0	2625	47	2956	38,600	2816	125	2759	315
2114	192	2487	2,964	2643	25	2957	91,971	2818	3,891	2803	0
2115	3	2488	6,387	2645	173	2958	6,729	2820	14	2804	2,211
2119	373	2489	123	2646	187	2961	201,566	2821	1,202	2805	226
2130	0	2501	125	2647	113	2962	8,981	2825	49	2807	374
2132	963	2502	0	2648	338	2963	759	2855	6,980	2808	7,693
2134	0	2506	528	2649	50	2965	65,853	2857	823	2811	7,801
2135	0	2507	0	2651	2,248	2984	8,685	2858	372	2812	527
2136	30	2509	0	2652	923	2988	55,672	2859	157	2817	800
2139	99	2511	1,346	2653	303	Total IG 3	1,256,367	2860	160	2828	119
2161	413	2512	0	2654	157			2862	255	2904	181
2163	1,956	2513	0	2655	114			2865	49,700	2939	1
2165	104	2535	2	2656	134			2880	1,451	2954	3,523
2166	34	2536	74	2657	23			2882	54	2967	157
2201	0	2551	22,744	2658	51			2884	219	2969	351
2204	12	2553	2,554	2659	74			2885	560	2970	0
2205	15	2555	12,241	2660	511			2886	369	2991	16
2221	3,840	2563	1,880	2661	9,252			2888	52	2992	369
2222	7,945	2571	2,226	2662	87			2896	1,572	2995	4,518
2225	4,015	2573	395	2663	1,451			2897	2,282	9428	3,490
2227	473	2581	7,284	2664	1,048			2898	1,929		
2255	165	2744	510	2665	221			2899	111	Total IG 5	
2257	649	6771	0	2666	46			2907	433		37,670
2259	13,385	6777	3	2667	23			2910	238		
2261	435			2668	32			2911	4,405		
2263	121	Total IG 1	175,391	2669	3			2914	759	Grand Total	1,736,036
2265	21			2670	57			2915	50		
2281	1,321			2673	24			2916	1,621		
2282	845			2674	28			2917	2,010		
2285	251			2675	1,379			2918	200		
2301	0			2676	73			2919	37		
2305	1,282			2677	138			2920	236		
2306	34			2679	8			2921	20		
2309	0			2681	5			2922	641		
2311	482			2802	332			2923	9,110		
2319	23			Total IG 2	26,656			2924	33,078		
2323	4							2925	2,413		
2327	31							2926	1,265		
2402	240							2927	1,294		
2403	0							2928	10,658		
2404	0							2932	67		
2406	0							2933	156		
2407	1,101							2934	3,805		
2411	1,463							2935	47		
2413	885							2940	1,393		
2415	143							2941	1,549		
2416	511							2944	598		
2421	0							2945	233		
2425	0							2952	3,127		
2427	0							2959	5,222		
2429	0							2960	25,823		
2431	0							2964	93		
2433	121							2966	71		
2435	0							2968	128		
2441	20							2971	10,176		
2445	167							2973	1,638		
2446	313							2974	6,348		
2447	0							2975	4,295		
2449	13							2976	874		
2451	263							2977	845		
2454	3,340							2978	183		
2456	5,823							2979	3,261		
2457	143							2980	2,791		
2458	37							2981	487		
2459	2,830							2983	81		
2461	2,536							2986	228		
2463	0							2997	120		
2464	27							2999	99		
								Total IG 4	239,952		

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(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2059	55	0.0003	0.647	1.237	0.037	0.000	0.000	0.000	0059	3,474	-	3.702	0.060	-	0.001	0.000
2101	1,261	0.0072	1.337	2.458	0.078	0.010	0.018	0.001	0101	49,997	0.042	0.009	0.034	0.000	0.000	0.000
2104	28,606	0.1631	-	0.979	0.031	-	0.160	0.005	0104	318,237	0.035	0.341	0.050	0.006	0.056	0.008
2105	540	0.0031	1.337	2.458	0.078	0.004	0.008	0.000	0105	22,155	-	0.838	0.033	-	0.003	0.000
2106	708	0.0040	1.337	2.458	0.078	0.005	0.010	0.000	0106	10,676	-	0.037	0.004	-	0.000	0.000
2107	1,781	0.0102	-	1.063	0.000	-	0.011	0.000	0107	22,287	0.318	3.390	0.154	0.003	0.034	0.002
2108	1,120	0.0064	1.337	2.458	0.078	0.009	0.016	0.000	0108	46,934	1.251	0.655	0.133	0.008	0.004	0.001
2109	362	0.0021	1.337	2.458	0.078	0.003	0.005	0.000	0109	18,759	-	0.973	0.204	-	0.002	0.000
2110	27	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0110	1,655	-	-	0.061	-	-	0.000
2111	46	0.0003	1.337	2.458	0.078	0.000	0.001	0.000	0111	427	-	-	0.001	-	-	0.000
2112	1,432	0.0082	1.337	2.458	0.078	0.011	0.020	0.001	0112	79,188	5.484	2.622	0.281	0.045	0.021	0.002
2113	962	0.0055	1.337	2.458	0.078	0.007	0.013	0.000	0113	2,828	-	-	0.174	-	-	0.001
2114	192	0.0011	1.337	2.458	0.078	0.001	0.003	0.000	0114	929	-	-	0.001	-	-	0.000
2115	3	0.0000	1.337	2.458	0.078	0.000	0.000	0.000	0115	171	-	-	0.000	-	-	0.000
2119	373	0.0021	1.337	2.458	0.078	0.003	0.005	0.000	0119	22,575	7.917	2.215	0.125	0.017	0.005	0.000
2130	-	-	1.337	2.458	0.078	-	-	-	0130	-	-	-	-	-	-	-
2132	963	0.0055	1.337	2.458	0.078	0.007	0.013	0.000	0132	58,194	1.231	0.436	0.081	0.007	0.002	0.000
2134	-	-	1.337	2.458	0.078	-	-	-	0134	4	-	-	-	-	-	-
2135	-	-	1.337	2.458	0.078	-	-	-	0135	-	-	-	-	-	-	-
2136	30	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0136	1,845	-	-	0.028	-	-	0.000
2139	99	0.0006	1.337	2.458	0.078	0.001	0.001	0.000	0139	2,570	-	-	0.034	-	-	0.000
2161	413	0.0024	-	-	0.001	-	-	0.000	0161	3,938	-	0.168	0.044	-	0.000	0.000
2163	1,956	0.0112	1.337	2.458	0.078	0.015	0.027	0.001	0163	116,688	-	-	0.015	-	-	0.000
2165	104	0.0006	1.337	2.458	0.078	0.001	0.001	0.000	0165	4,394	-	1.579	0.001	-	0.001	0.000
2166	34	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0166	2,075	-	-	0.469	-	-	0.000
2201	-	-	1.337	2.458	0.078	-	-	-	0201	-	-	-	-	-	-	-
2204	12	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0204	716	-	-	0.001	-	-	0.000
2205	15	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0205	887	-	-	0.001	-	-	0.000
2221	3,840	0.0219	-	-	0.092	-	-	0.002	0221	47,989	0.543	1.878	0.047	0.012	0.041	0.001
2222	7,945	0.0453	-	-	0.066	-	-	0.003	0222	282,262	0.429	0.996	0.092	0.019	0.045	0.004
2225	4,015	0.0229	1.337	2.458	0.078	0.031	0.056	0.002	0225	68,941	0.292	1.492	0.070	0.007	0.034	0.002
2227	473	0.0027	1.337	2.458	0.078	0.004	0.007	0.000	0227	28,607	-	0.426	0.004	-	0.001	0.000
2255	165	0.0009	1.337	2.458	0.078	0.001	0.002	0.000	0255	9,999	-	2.140	0.000	-	0.002	0.000
2257	649	0.0037	1.337	2.458	0.078	0.005	0.009	0.000	0257	1,744	2.120	4.715	0.001	0.008	0.017	0.000
2259	13,385	0.0763	1.337	2.458	0.078	0.102	0.188	0.006	0259	132,169	0.662	0.335	0.031	0.051	0.026	0.002
2261	435	0.0025	1.337	2.458	0.078	0.003	0.006	0.000	0261	18,230	0.271	1.167	0.321	0.001	0.003	0.001
2263	121	0.0007	1.337	2.458	0.078	0.001	0.002	0.000	0263	7,296	-	-	0.001	-	-	0.000
2265	21	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0265	0	-	-	0.000	-	-	0.000
2281	1,321	0.0075	-	1.482	0.000	-	0.011	0.000	0281	24,895	0.482	0.343	0.007	0.004	0.003	0.000
2282	845	0.0048	1.337	2.458	0.078	0.006	0.012	0.000	0282	26,628	2.691	2.916	0.198	0.013	0.014	0.001

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	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2285	251	0.0014	1.337	2.458	0.078	0.002	0.004	0.000	0285	15,199	-	0.163	0.033	-	0.000	0.000
2301	-	-	1.337	2.458	0.078	-	-	-	0301	-	-	-	-	-	-	-
2305	1,282	0.0073	1.337	2.458	0.078	0.010	0.018	0.001	0305	62,739	0.277	0.628	0.116	0.002	0.005	0.001
2306	34	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0306	485	-	-	0.001	-	-	0.000
2309	-	-	1.337	2.458	0.078	-	-	-	0309	-	-	-	-	-	-	-
2311	482	0.0027	1.337	2.458	0.078	0.004	0.007	0.000	0311	27,545	-	0.390	0.040	-	0.001	0.000
2319	23	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0319	1,220	-	-	0.001	-	-	0.000
2323	4	0.0000	1.337	2.458	0.078	0.000	0.000	0.000	0323	54	-	-	0.000	-	-	0.000
2327	31	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0327	1,831	-	-	0.001	-	-	0.000
2402	240	0.0014	1.337	2.458	0.078	0.002	0.003	0.000	0402	10,567	2.611	0.054	0.077	0.004	0.000	0.000
2403	-	-	-	-	-	-	-	-	0403	-	-	-	-	-	-	-
2404	-	-	1.337	2.458	0.078	-	-	-	0404	-	-	-	-	-	-	-
2406	-	-	1.337	2.458	0.078	-	-	-	0406	-	-	-	-	-	-	-
2407	1,101	0.0063	1.337	2.458	0.078	0.008	0.015	0.000	0407	32,584	-	0.155	0.126	-	0.001	0.001
2411	1,463	0.0083	1.337	2.458	0.078	0.011	0.021	0.001	0411	61,886	1.707	2.092	0.305	0.014	0.017	0.003
2413	885	0.0050	1.337	2.458	0.078	0.007	0.012	0.000	0413	46,201	1.557	0.898	0.044	0.008	0.005	0.000
2415	143	0.0008	1.337	2.458	0.078	0.001	0.002	0.000	0415	7,568	-	0.003	0.000	-	0.000	0.000
2416	511	0.0029	1.337	2.458	0.078	0.004	0.007	0.000	0416	16,277	-	0.093	0.020	-	0.000	0.000
2421	-	-	1.337	2.458	0.078	-	-	-	0421	-	-	-	-	-	-	-
2425	-	-	1.337	2.458	0.078	-	-	-	0425	-	-	-	-	-	-	-
2427	-	-	1.337	2.458	0.078	-	-	-	0427	-	-	-	-	-	-	-
2429	-	-	1.337	2.458	0.078	-	-	-	0429	-	-	-	-	-	-	-
2431	-	-	1.337	2.458	0.078	-	-	-	0431	-	-	-	-	-	-	-
2433	121	0.0007	1.337	2.458	0.078	0.001	0.002	0.000	0433	1,291	-	5.649	0.000	-	0.004	0.000
2435	-	-	1.337	2.458	0.078	-	-	-	0435	-	-	-	-	-	-	-
2441	20	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0441	1,240	-	-	0.084	-	-	0.000
2445	167	0.0010	1.337	2.458	0.078	0.001	0.002	0.000	0445	9,233	-	-	0.000	-	-	0.000
2446	313	0.0018	1.337	2.458	0.078	0.002	0.004	0.000	0446	18,946	-	0.210	0.075	-	0.000	0.000
2447	-	-	1.337	2.458	0.078	-	-	-	0447	-	-	-	-	-	-	-
2449	13	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0449	780	-	-	0.000	-	-	0.000
2451	263	0.0015	1.047	2.563	0.324	0.002	0.004	0.000	0451	13,942	-	0.421	0.061	-	0.001	0.000
2454	3,340	0.0190	1.337	2.458	0.078	0.025	0.047	0.001	0454	178,421	0.494	0.702	0.078	0.009	0.013	0.001
2456	5,823	0.0332	1.337	2.458	0.078	0.044	0.082	0.003	0456	100,176	0.270	0.373	0.123	0.009	0.012	0.004
2457	143	0.0008	1.337	2.458	0.078	0.001	0.002	0.000	0457	8,678	-	1.998	0.115	-	0.002	0.000
2458	37	0.0002	1.337	2.458	0.078	0.000	0.001	0.000	0458	2,247	-	-	0.018	-	-	0.000
2459	2,830	0.0161	1.337	2.458	0.078	0.022	0.040	0.001	0459	9,329	-	0.333	0.033	-	0.005	0.001
2461	2,536	0.0145	1.337	2.458	0.078	0.019	0.036	0.001	0461	121,703	0.027	0.691	0.036	0.000	0.010	0.001
2463	-	-	1.337	2.458	0.078	-	-	-	0463	4	-	-	0.001	-	-	-
2464	27	0.0002	1.337	2.458	0.078	0.000	0.000	0.000	0464	1,611	29.904	1.510	0.000	0.005	0.000	0.000
2465	19	0.0001	1.337	2.458	0.078	0.000	0.000	0.000	0465	1,146	-	-	0.000	-	-	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2467	-	-	1.337	2.458	0.078	-	-	-	0467	-	-	-	-	-	-	-
2471	5,541	0.0316	1.337	2.458	0.078	0.042	0.078	0.002	0471	3,277	-	-	0.104	-	-	0.003
2472	3,372	0.0192	-	1.143	0.006	-	0.022	0.000	0472	6,565	0.030	0.647	0.000	0.001	0.012	0.000
2473	1,752	0.0100	1.337	2.458	0.078	0.013	0.025	0.001	0473	63,773	-	0.429	0.044	-	0.004	0.000
2474	5,241	0.0299	1.337	2.458	0.078	0.040	0.073	0.002	0474	114,721	0.501	0.919	0.056	0.015	0.027	0.002
2475	670	0.0038	-	-	0.000	-	-	0.000	0475	133,784	0.143	1.225	0.050	0.001	0.005	0.000
2476	372	0.0021	1.337	2.458	0.078	0.003	0.005	0.000	0476	5,552	0.590	0.607	0.015	0.001	0.001	0.000
2477	45	0.0003	1.337	2.458	0.078	0.000	0.001	0.000	0477	2,736	-	-	0.052	-	-	0.000
2483	244	0.0014	1.337	2.458	0.078	0.002	0.003	0.000	0483	2,904	-	-	0.000	-	-	0.000
2485	357	0.0020	1.337	2.458	0.078	0.003	0.005	0.000	0485	6,009	-	-	0.061	-	-	0.000
2486	-	-	1.337	2.458	0.078	-	-	-	0486	1	-	-	0.000	-	-	-
2487	2,964	0.0169	1.337	2.458	0.078	0.023	0.042	0.001	0487	18,639	-	-	0.000	-	-	0.000
2488	6,387	0.0364	1.337	2.458	0.078	0.049	0.089	0.003	0488	127,832	-	0.069	0.035	-	0.003	0.001
2489	123	0.0007	1.337	2.458	0.078	0.001	0.002	0.000	0489	7,454	-	-	0.005	-	-	0.000
2501	125	0.0007	1.337	2.458	0.078	0.001	0.002	0.000	0501	7,533	0.471	1.423	0.000	0.000	0.001	0.000
2502	-	-	1.337	2.458	0.078	-	-	-	0502	-	-	-	-	-	-	-
2506	528	0.0030	1.337	2.458	0.078	0.004	0.007	0.000	0506	25,196	-	-	0.035	-	-	0.000
2507	-	-	1.337	2.458	0.078	-	-	-	0507	-	-	-	-	-	-	-
2509	-	-	1.337	2.458	0.078	-	-	-	0509	-	-	-	-	-	-	-
2511	1,346	0.0077	1.337	2.458	0.078	0.010	0.019	0.001	0511	47,446	-	1.188	0.178	-	0.009	0.001
2512	-	-	1.337	2.458	0.078	-	-	-	0512	-	-	-	-	-	-	-
2513	-	-	1.337	2.458	0.078	-	-	-	0513	-	-	-	-	-	-	-
2535	2	0.0000	1.337	2.458	0.078	0.000	0.000	0.000	0535	137	-	-	0.002	-	-	0.000
2536	74	0.0004	1.337	2.458	0.078	0.001	0.001	0.000	0536	1,780	-	-	0.058	-	-	0.000
2551	22,744	0.1297	1.337	2.458	0.078	0.173	0.319	0.010	0551	862,213	-	0.132	0.019	-	0.017	0.003
2553	2,554	0.0146	1.337	2.458	0.078	0.019	0.036	0.001	0553	146,839	0.270	0.819	0.009	0.004	0.012	0.000
2555	12,241	0.0698	1.337	2.458	0.078	0.093	0.172	0.005	0555	425,340	0.216	0.067	0.123	0.015	0.005	0.009
2563	1,880	0.0107	-	-	0.039	-	-	0.000	0563	74,390	-	0.256	0.007	-	0.003	0.000
2571	2,226	0.0127	1.337	2.458	0.078	0.017	0.031	0.001	0571	134,129	-	0.165	0.027	-	0.002	0.000
2573	395	0.0023	1.337	2.458	0.078	0.003	0.006	0.000	0573	23,869	-	2.880	0.012	-	0.006	0.000
2581	7,284	0.0415	1.337	2.458	0.078	0.056	0.102	0.003	0581	440,659	0.141	0.075	0.012	0.006	0.003	0.001
2744	510	0.0029	1.337	2.458	0.078	0.004	0.007	0.000	0744	187	-	-	0.000	-	-	0.000
6771	-	-	1.337	2.458	0.078	-	-	-	4771	-	-	-	-	-	-	-
6777	3	0.0000	1.337	2.458	0.078	0.000	0.000	0.000	4777	167	-	-	0.001	-	-	0.000
TOTAL IG 1						0.956	1.963	0.067		4,876,398				0.293	0.504	0.059
Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						3.267	3.894	1.128								

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2005	1,390	0.0521	0.647	1.237	0.037	0.034	0.064	0.002	0005	90,508	1.998	2.081	0.110	0.104	0.109	0.006
2012	1,499	0.0562	0.551	1.871	0.043	0.031	0.105	0.002	0012	564,603	0.680	0.889	0.071	0.038	0.050	0.004
2601	581	0.0218	-	-	0.049	-	-	0.001	0601	258,384	0.747	0.793	0.088	0.016	0.017	0.002
2603	85	0.0032	-	-	0.049	-	-	0.000	0603	64,313	-	0.598	0.129	-	0.002	0.000
2605	7	0.0003	-	-	0.049	-	-	0.000	0605	5,387	-	-	0.047	-	-	0.000
2607	350	0.0131	-	-	0.049	-	-	0.001	0607	38,660	0.300	0.849	0.274	0.004	0.011	0.004
2608	441	0.0165	-	-	0.049	-	-	0.001	0608	330,366	1.025	0.738	0.067	0.017	0.012	0.001
2609	2,326	0.0873	0.197	0.759	0.081	0.017	0.066	0.007	0609	562,498	0.681	0.791	0.030	0.059	0.069	0.003
2611	179	0.0067	-	-	0.049	-	-	0.000	0611	7,735	-	-	0.016	-	-	0.000
2615	-	-	-	-	0.049	-	-	-	0615	1	-	-	0.001	-	-	-
2617	120	0.0045	-	-	0.049	-	-	0.000	0617	90,460	1.827	0.953	0.056	0.008	0.004	0.000
2625	47	0.0018	-	-	0.049	-	-	0.000	0625	35,657	0.523	1.010	0.025	0.001	0.002	0.000
2643	25	0.0009	-	-	0.049	-	-	0.000	0643	17,040	-	0.547	0.201	-	0.001	0.000
2645	173	0.0065	-	-	0.049	-	-	0.000	0645	101,928	1.033	0.696	0.030	0.007	0.005	0.000
2646	187	0.0070	-	-	0.049	-	-	0.000	0646	33,842	1.862	1.950	0.156	0.013	0.014	0.001
2647	113	0.0042	-	-	0.049	-	-	0.000	0647	83,967	1.053	1.383	0.098	0.004	0.006	0.000
2648	338	0.0127	-	-	0.049	-	-	0.001	0648	99,180	1.643	1.104	0.040	0.021	0.014	0.001
2649	50	0.0019	-	-	0.049	-	-	0.000	0649	38,110	0.313	1.058	0.084	0.001	0.002	0.000
2651	2,248	0.0843	10.093	3.319	0.106	0.851	0.280	0.009	0651	229,294	1.903	0.862	0.061	0.160	0.073	0.005
2652	923	0.0346	-	-	0.049	-	-	0.002	0652	280,857	2.650	2.576	0.114	0.092	0.089	0.004
2653	303	0.0114	-	-	0.049	-	-	0.001	0653	125,442	3.821	0.829	0.114	0.043	0.009	0.001
2654	157	0.0059	-	-	0.049	-	-	0.000	0654	117,440	2.828	1.026	0.060	0.017	0.006	0.000
2655	114	0.0043	-	-	0.049	-	-	0.000	0655	73,370	-	0.845	0.182	-	0.004	0.001
2656	134	0.0050	-	-	0.049	-	-	0.000	0656	66,766	-	0.289	0.002	-	0.001	0.000
2657	23	0.0009	-	-	0.049	-	-	0.000	0657	2,324	-	-	0.000	-	-	0.000
2658	51	0.0019	-	-	0.049	-	-	0.000	0658	26,339	-	0.286	0.276	-	0.001	0.001
2659	74	0.0028	-	-	0.049	-	-	0.000	0659	56,215	1.652	3.960	0.027	0.005	0.011	0.000
2660	511	0.0192	-	-	0.049	-	-	0.001	0660	219,496	0.164	0.121	0.032	0.003	0.002	0.001
2661	9,252	0.3471	9.359	0.490	0.227	3.249	0.170	0.079	0661	664,988	0.076	0.433	0.060	0.026	0.150	0.021
2662	87	0.0033	0.551	1.871	0.043	0.002	0.006	0.000	0662	45,243	-	0.099	0.129	-	0.000	0.000
2663	1,451	0.0544	-	-	0.049	-	-	0.003	0663	615,091	1.090	0.519	0.055	0.059	0.028	0.003
2664	1,048	0.0393	-	-	0.049	-	-	0.002	0664	630,919	0.600	0.634	0.079	0.024	0.025	0.003
2665	221	0.0083	-	-	0.049	-	-	0.000	0665	121,273	1.460	1.111	0.112	0.012	0.009	0.001
2666	46	0.0017	-	-	0.049	-	-	0.000	0666	18,591	0.234	2.018	0.015	0.000	0.003	0.000
2667	23	0.0009	-	-	0.049	-	-	0.000	0667	17,130	-	-	0.000	-	-	0.000
2668	32	0.0012	-	-	0.049	-	-	0.000	0668	23,935	1.083	2.526	0.027	0.001	0.003	0.000
2669	3	0.0001	-	-	0.049	-	-	0.000	0669	2,358	-	-	0.000	-	-	0.000
2670	57	0.0021	-	-	0.049	-	-	0.000	0670	42,540	-	-	0.040	-	-	0.000
2673	24	0.0009	-	-	0.049	-	-	0.000	0673	16,273	1.225	1.506	0.016	0.001	0.001	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

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	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2674	28	0.0011	-	-	0.049	-	-	0.000	0674	20,811	-	0.084	0.055	-	0.000	0.000
2675	1,379	0.0517	-	-	0.049	-	-	0.003	0675	436,467	0.539	0.829	0.045	0.028	0.043	0.002
2676	73	0.0027	-	-	0.049	-	-	0.000	0676	41,098	1.667	1.833	0.089	0.005	0.005	0.000
2677	138	0.0052	-	-	0.049	-	-	0.000	0677	104,547	0.248	0.051	0.010	0.001	0.000	0.000
2679	8	0.0003	-	-	0.049	-	-	0.000	0679	1,301	-	2.740	0.020	-	0.001	0.000
2681	5	0.0002	-	-	0.049	-	-	0.000	0681	3,459	-	-	0.054	-	-	0.000
2802	332	0.0125	0.647	1.237	0.037	0.008	0.015	0.000	0802	22,104	1.043	0.289	0.001	0.013	0.004	0.000
TOTAL IG 2	26,656	1.0000				4.191	0.707	0.117		6,448,310				0.785	0.787	0.066
Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						5.342	0.899	1.770								
2819	143	0.0001	-	-	0.009	-	-	0.000	0819	51,380	-	0.247	0.031	-	0.000	0.000
2887	229	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0887	119,075	-	0.086	0.169	-	0.000	0.000
2890	261	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0890	30,777	-	0.232	0.003	-	0.000	0.000
2891	1,032	0.0008	0.551	1.871	0.043	0.000	0.002	0.000	0891	538,285	0.117	0.341	0.046	0.000	0.000	0.000
2903	116	0.0001	-	-	0.009	-	-	0.000	0903	54,660	0.684	0.080	0.004	0.000	0.000	0.000
2905	307	0.0002	-	-	0.009	-	-	0.000	0905	70,574	-	-	0.008	-	-	0.000
2936	1,527	0.0012	0.551	1.871	0.043	0.001	0.002	0.000	0936	490,196	-	-	0.004	-	-	0.000
2948	2,389	0.0019	0.551	1.871	0.043	0.001	0.004	0.000	0948	49,996	0.209	1.004	0.054	0.000	0.002	0.000
2951	19,398	0.0154	-	-	0.009	-	-	0.000	0951	6,815,086	0.114	0.120	0.009	0.002	0.002	0.000
2953	734,938	0.5850	0.036	0.116	0.006	0.021	0.068	0.003	0953	32,555,055	0.016	0.025	0.006	0.009	0.015	0.003
2955	17,211	0.0137	-	-	0.009	-	-	0.000	0955	4,919,583	0.054	0.036	0.008	0.001	0.000	0.000
2956	38,600	0.0307	0.036	0.116	0.006	0.001	0.004	0.000	0956	2,882,509	0.072	0.012	0.002	0.002	0.000	0.000
2957	91,971	0.0732	0.318	0.412	0.023	0.023	0.030	0.002	0957	6,001,503	0.118	0.137	0.024	0.009	0.010	0.002
2958	6,729	0.0054	0.318	0.412	0.023	0.002	0.002	0.000	0958	455,098	0.446	1.268	0.128	0.002	0.007	0.001
2961	201,566	0.1604	0.318	0.412	0.023	0.051	0.066	0.004	0961	2,837,765	0.081	0.136	0.024	0.013	0.022	0.004
2962	8,981	0.0071	0.036	0.116	0.006	0.000	0.001	0.000	0962	630,702	-	-	0.004	-	-	0.000
2963	759	0.0006	0.551	1.871	0.043	0.000	0.001	0.000	0963	362,671	0.046	0.066	0.024	0.000	0.000	0.000
2965	65,853	0.0524	0.105	0.482	0.061	0.006	0.025	0.003	0965	1,643,165	0.114	0.207	0.042	0.006	0.011	0.002
2984	8,685	0.0069	0.551	1.871	0.043	0.004	0.013	0.000	0984	1,902,734	0.022	0.054	0.005	0.000	0.000	0.000
2988	55,672	0.0443	0.551	1.871	0.043	0.024	0.083	0.002	0988	11,373,452	0.029	0.030	0.004	0.001	0.001	0.000
TOTAL IG 3	1,256,367	1.0000				0.135	0.301	0.015		73,784,266				0.046	0.071	0.013
Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						2.920	4.244	1.184								

DELAWARE COMPENSATION RATING BUREAU, INC.

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	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2011	56	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0011	29,143	1.845	0.503	0.020	0.000	0.000	0.000
2013	70	0.0003	0.551	1.871	0.043	0.000	0.001	0.000	0013	21,778	2.969	0.417	0.112	0.001	0.000	0.000
2141	351	0.0015	0.551	1.871	0.043	0.001	0.003	0.000	0141	86,452	0.160	1.422	0.105	0.000	0.002	0.000
2142	132	0.0006	0.551	1.871	0.043	0.000	0.001	0.000	0142	10,808	-	-	0.000	-	-	0.000
2709	1	0.0000	-	-	0.009	-	-	0.000	0709	344	0.393	15.814	0.001	0.000	0.000	0.000
2801	414	0.0017	0.647	1.237	0.037	0.001	0.002	0.000	0801	27,594	5.426	3.213	0.366	0.009	0.006	0.001
2806	630	0.0026	0.647	1.237	0.037	0.002	0.003	0.000	0806	35,795	2.900	3.656	0.124	0.008	0.010	0.000
2809	1,680	0.0070	0.647	1.237	0.037	0.005	0.009	0.000	0809	111,991	1.514	1.553	0.105	0.011	0.011	0.001
2813	19,755	0.0823	2.879	4.656	0.168	0.237	0.383	0.014	0813	176,150	0.644	0.729	0.084	0.053	0.060	0.007
2814	739	0.0031	0.551	1.871	0.043	0.002	0.006	0.000	0814	190,567	1.371	0.916	0.103	0.004	0.003	0.000
2815	1,591	0.0066	0.551	1.871	0.043	0.004	0.012	0.000	0815	725,485	0.695	0.841	0.053	0.005	0.006	0.000
2816	125	0.0005	0.551	1.871	0.043	0.000	0.001	0.000	0816	60,777	0.117	0.671	0.049	0.000	0.000	0.000
2818	3,891	0.0162	0.551	1.871	0.043	0.009	0.030	0.001	0818	1,752,727	0.449	0.419	0.043	0.007	0.007	0.001
2820	14	0.0001	0.551	1.871	0.043	0.000	0.000	0.000	0820	5,315	-	-	0.000	-	-	0.000
2821	1,202	0.0050	0.647	1.237	0.037	0.003	0.006	0.000	0821	75,024	3.208	2.391	0.125	0.016	0.012	0.001
2825	49	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0825	25,731	1.331	4.214	0.051	0.000	0.001	0.000
2855	6,980	0.0291	0.647	1.237	0.037	0.019	0.036	0.001	0855	397,831	0.398	1.049	0.102	0.012	0.031	0.003
2857	823	0.0034	0.647	1.237	0.037	0.002	0.004	0.000	0857	44,146	4.365	1.952	0.062	0.015	0.007	0.000
2858	372	0.0016	0.647	1.237	0.037	0.001	0.002	0.000	0858	20,347	-	0.043	0.019	-	0.000	0.000
2859	157	0.0007	0.647	1.237	0.037	0.000	0.001	0.000	0859	7,643	-	-	0.065	-	-	0.000
2860	160	0.0007	0.647	1.237	0.037	0.000	0.001	0.000	0860	10,653	-	0.245	0.670	-	0.000	0.000
2862	255	0.0011	0.647	1.237	0.037	0.001	0.001	0.000	0862	16,642	0.667	-	0.139	0.001	-	0.000
2865	49,700	0.2071	0.647	1.237	0.037	0.134	0.256	0.008	0865	1,680,196	0.282	0.329	0.072	0.058	0.068	0.015
2880	1,451	0.0060	0.551	1.871	0.043	0.003	0.011	0.000	0880	229,728	0.854	1.318	0.097	0.005	0.008	0.001
2882	54	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0882	28,180	-	1.790	0.139	-	0.000	0.000
2884	219	0.0009	0.551	1.871	0.043	0.001	0.002	0.000	0884	113,189	-	0.167	0.015	-	0.000	0.000
2885	560	0.0023	0.259	2.022	0.141	0.001	0.005	0.000	0885	95,739	0.318	1.303	0.116	0.001	0.003	0.000
2886	369	0.0015	0.259	2.022	0.141	0.000	0.003	0.000	0886	40,757	3.346	0.752	0.051	0.005	0.001	0.000
2888	52	0.0002	0.551	1.871	0.043	0.000	0.000	0.000	0888	27,127	1.349	1.932	0.045	0.000	0.000	0.000
2896	1,572	0.0066	0.551	1.871	0.043	0.004	0.012	0.000	0896	34,681	-	0.147	0.013	-	0.001	0.000
2897	2,282	0.0095	0.551	1.871	0.043	0.005	0.018	0.000	0897	1,181,777	0.148	0.506	0.048	0.001	0.005	0.000
2898	1,929	0.0080	0.551	1.871	0.043	0.004	0.015	0.000	0898	230,024	0.047	0.699	0.075	0.000	0.006	0.001
2899	111	0.0005	0.551	1.871	0.043	0.000	0.001	0.000	0899	57,873	-	0.808	0.131	-	0.000	0.000
2907	433	0.0018	0.647	1.237	0.037	0.001	0.002	0.000	0907	18,905	0.901	3.066	0.154	0.002	0.006	0.000
2910	238	0.0010	0.259	2.022	0.141	0.000	0.002	0.000	0910	2,675	7.652	8.976	0.110	0.008	0.009	0.000
2911	4,405	0.0184	0.647	1.237	0.037	0.012	0.023	0.001	0911	109,625	1.033	1.027	0.051	0.019	0.019	0.001
2914	759	0.0032	-	-	0.001	-	-	0.000	0914	218,822	0.373	1.093	0.076	0.001	0.003	0.000
2915	50	0.0002	0.259	2.022	0.141	0.000	0.000	0.000	0915	31,578	-	0.042	0.063	-	0.000	0.000
2916	1,621	0.0068	0.259	2.022	0.141	0.002	0.014	0.001	0916	536,594	0.186	0.996	0.052	0.001	0.007	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

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	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
2917	2,010	0.0084	0.259	2.022	0.141	0.002	0.017	0.001	0917	1,261,059	0.981	1.204	0.082	0.008	0.010	0.001
2918	200	0.0008	0.259	2.022	0.141	0.000	0.002	0.000	0918	44,223	0.034	0.585	0.029	0.000	0.000	0.000
2919	37	0.0002	0.259	2.022	0.141	0.000	0.000	0.000	0919	23,389	0.268	1.184	0.072	0.000	0.000	0.000
2920	236	0.0010	0.259	2.022	0.141	0.000	0.002	0.000	0920	148,983	0.090	0.293	0.009	0.000	0.000	0.000
2921	20	0.0001	-	-	0.001	-	-	0.000	0921	21,072	-	3.229	0.128	-	0.000	0.000
2922	641	0.0027	0.259	2.022	0.141	0.001	0.005	0.000	0922	310,755	0.638	0.619	0.073	0.002	0.002	0.000
2923	9,110	0.0380	-	0.888	0.002	-	0.034	0.000	0923	3,952	-	0.031	0.000	-	0.001	0.000
2924	33,078	0.1379	0.647	1.237	0.037	0.089	0.170	0.005	0924	1,695,034	1.355	1.533	0.113	0.187	0.211	0.016
2925	2,413	0.0101	0.259	2.022	0.141	0.003	0.020	0.001	0925	416,547	0.438	0.927	0.081	0.004	0.009	0.001
2926	1,265	0.0053	-	-	0.038	-	-	0.000	0926	147,655	0.678	0.478	0.071	0.004	0.003	0.000
2927	1,294	0.0054	0.259	2.022	0.141	0.001	0.011	0.001	0927	686,203	0.322	0.420	0.058	0.002	0.002	0.000
2928	10,658	0.0444	3.317	0.994	0.051	0.147	0.044	0.002	0928	1,634,725	0.388	0.842	0.084	0.017	0.037	0.004
2932	67	0.0003	0.259	2.022	0.141	0.000	0.001	0.000	0932	42,330	2.075	0.477	0.019	0.001	0.000	0.000
2933	156	0.0007	0.259	2.022	0.141	0.000	0.001	0.000	0933	27,457	0.305	0.017	0.052	0.000	0.000	0.000
2934	3,805	0.0159	0.259	2.022	0.141	0.004	0.032	0.002	0934	186,837	1.729	0.874	0.132	0.027	0.014	0.002
2935	47	0.0002	0.259	2.022	0.141	0.000	0.000	0.000	0935	29,505	2.328	1.765	0.052	0.000	0.000	0.000
2940	1,393	0.0058	0.318	0.412	0.023	0.002	0.002	0.000	0940	50,551	0.672	0.456	0.075	0.004	0.003	0.000
2941	1,549	0.0065	0.551	1.871	0.043	0.004	0.012	0.000	0941	804,492	0.233	0.915	0.081	0.002	0.006	0.001
2944	598	0.0025	0.551	1.871	0.043	0.001	0.005	0.000	0944	285,422	0.237	0.419	0.079	0.001	0.001	0.000
2945	233	0.0010	0.551	1.871	0.043	0.001	0.002	0.000	0945	68,018	2.201	1.022	0.109	0.002	0.001	0.000
2952	3,127	0.0130	0.551	1.871	0.043	0.007	0.024	0.001	0952	286,344	0.176	0.298	0.014	0.002	0.004	0.000
2959	5,222	0.0218	0.318	0.412	0.023	0.007	0.009	0.000	0959	361,084	0.387	0.580	0.164	0.008	0.013	0.004
2960	25,823	0.1076	0.318	0.412	0.023	0.034	0.044	0.002	0960	950,747	0.680	0.791	0.080	0.073	0.085	0.009
2964	93	0.0004	0.551	1.871	0.043	0.000	0.001	0.000	0964	48,761	-	0.310	0.161	-	0.000	0.000
2966	71	0.0003	0.551	1.871	0.043	0.000	0.001	0.000	0966	34,273	-	-	0.020	-	-	0.000
2968	128	0.0005	0.551	1.871	0.043	0.000	0.001	0.000	0968	66,415	-	0.266	0.107	-	0.000	0.000
2971	10,176	0.0424	0.551	1.871	0.043	0.023	0.079	0.002	0971	1,077,467	0.462	0.817	0.054	0.020	0.035	0.002
2973	1,638	0.0068	0.551	1.871	0.043	0.004	0.013	0.000	0973	357,562	0.202	0.734	0.061	0.001	0.005	0.000
2974	6,348	0.0265	0.318	0.412	0.023	0.008	0.011	0.001	0974	287,176	0.222	0.838	0.097	0.006	0.022	0.003
2975	4,295	0.0179	0.551	1.871	0.043	0.010	0.033	0.001	0975	1,764,683	0.208	0.464	0.060	0.004	0.008	0.001
2976	874	0.0036	0.551	1.871	0.043	0.002	0.007	0.000	0976	348,841	0.090	0.654	0.097	0.000	0.002	0.000
2977	845	0.0035	0.551	1.871	0.043	0.002	0.007	0.000	0977	330,514	0.030	0.014	0.003	0.000	0.000	0.000
2978	183	0.0008	0.551	1.871	0.043	0.000	0.001	0.000	0978	23,065	-	0.082	0.328	-	0.000	0.000
2979	3,261	0.0136	0.318	0.412	0.023	0.004	0.006	0.000	0979	203,522	0.296	1.457	0.157	0.004	0.020	0.002
2980	2,791	0.0116	0.647	1.237	0.037	0.008	0.014	0.000	0980	130,229	0.372	0.703	0.160	0.004	0.008	0.002
2981	487	0.0020	0.551	1.871	0.043	0.001	0.004	0.000	0981	254,371	0.664	0.867	0.061	0.001	0.002	0.000
2983	81	0.0003	0.551	1.871	0.043	0.000	0.001	0.000	0983	14,255	2.439	8.902	0.140	0.001	0.003	0.000
2986	228	0.0010	0.551	1.871	0.043	0.001	0.002	0.000	0986	108,816	-	0.235	0.034	-	0.000	0.000
2997	120	0.0005	0.551	1.871	0.043	0.000	0.001	0.000	0997	62,390	1.395	0.689	0.133	0.001	0.000	0.000
2999	99	0.0004	0.551	1.871	0.043	0.000	0.001	0.000	0999	7,612	-	1.781	0.003	-	0.001	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	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	Serious	Non-Ser	Med Only
TOTAL IG 4	239,952	1.0000				0.824	1.489	0.051		23,076,749				0.631	0.801	0.083
Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.306	1.858	0.623								
2009	-	-	0.647	1.237	0.037	-	-	-	0009	-	-	-	-	-	-	-
2015	12	0.0003	0.647	1.237	0.037	0.000	0.000	0.000	0015	811	-	-	0.000	-	-	0.000
2055	381	0.0101	0.647	1.237	0.037	0.007	0.013	0.000	0055	24,478	-	-	0.026	-	-	0.000
2716	25	0.0007	0.551	1.871	0.043	0.000	0.001	0.000	0716	13,014	-	0.888	0.023	-	0.001	0.000
2718	245	0.0065	1.337	2.458	0.078	0.009	0.016	0.001	0718	14,845	0.040	1.176	0.087	0.000	0.008	0.001
2721	12	0.0003	0.647	1.237	0.037	0.000	0.000	0.000	0721	776	-	-	0.001	-	-	0.000
2751	69	0.0018	0.551	1.871	0.043	0.001	0.003	0.000	0751	26,740	1.708	0.709	0.054	0.003	0.001	0.000
2752	38	0.0010	0.551	1.871	0.043	0.001	0.002	0.000	0752	19,728	1.904	0.527	0.009	0.002	0.001	0.000
2753	199	0.0053	0.551	1.871	0.043	0.003	0.010	0.000	0753	104,019	0.451	0.490	0.025	0.002	0.003	0.000
2755	3,487	0.0926	0.551	1.871	0.043	0.051	0.173	0.004	0755	173,852	-	0.204	0.027	-	0.019	0.002
2757	530	0.0141	0.551	1.871	0.043	0.008	0.026	0.001	0757	191,410	0.274	0.821	0.055	0.004	0.012	0.001
2759	315	0.0084	0.551	1.871	0.043	0.005	0.016	0.000	0759	129,938	0.829	1.447	0.081	0.007	0.012	0.001
2803	-	-	0.647	1.237	0.037	-	-	-	0803	17	-	-	0.007	-	-	-
2804	2,211	0.0587	0.647	1.237	0.037	0.038	0.073	0.002	0804	147,433	0.249	0.920	0.090	0.015	0.054	0.005
2805	226	0.0060	0.647	1.237	0.037	0.004	0.007	0.000	0805	15,056	4.463	2.912	0.074	0.027	0.017	0.000
2807	374	0.0099	0.647	1.237	0.037	0.006	0.012	0.000	0807	24,901	4.524	9.187	0.146	0.045	0.091	0.001
2808	7,693	0.2042	0.647	1.237	0.037	0.132	0.253	0.008	0808	501,965	2.045	3.403	0.103	0.418	0.695	0.021
2811	7,801	0.2071	0.647	1.237	0.037	0.134	0.256	0.008	0811	511,086	2.041	1.366	0.036	0.423	0.283	0.007
2812	527	0.0140	0.647	1.237	0.037	0.009	0.017	0.001	0812	28,735	0.268	2.990	0.103	0.004	0.042	0.001
2817	800	0.0212	0.647	1.237	0.037	0.014	0.026	0.001	0817	34,340	0.346	1.885	0.034	0.007	0.040	0.001
2828	119	0.0032	0.647	1.237	0.037	0.002	0.004	0.000	0828	7,928	0.709	0.837	0.000	0.002	0.003	0.000
2904	181	0.0048	-	-	0.009	-	-	0.000	0904	5,723	-	-	0.000	-	-	0.000
2939	1	0.0000	0.551	1.871	0.043	0.000	0.000	0.000	0939	592	-	-	0.001	-	-	0.000
2954	3,523	0.0935	0.551	1.871	0.043	0.052	0.175	0.004	0954	250,287	-	0.326	0.024	-	0.031	0.002
2967	157	0.0042	0.551	1.871	0.043	0.002	0.008	0.000	0967	80,998	-	0.320	0.064	-	0.001	0.000
2969	351	0.0093	0.551	1.871	0.043	0.005	0.017	0.000	0969	91,793	-	0.335	0.066	-	0.003	0.001
2970	-	-	0.551	1.871	0.043	-	-	-	0970	13	-	-	0.006	-	-	-
2991	16	0.0004	0.551	1.871	0.043	0.000	0.001	0.000	0991	8,174	0.747	0.732	7.489	0.000	0.000	0.003
2992	369	0.0098	0.647	1.237	0.037	0.006	0.012	0.000	0992	24,543	2.185	0.738	0.115	0.021	0.007	0.001
2995	4,518	0.1199	0.647	1.237	0.037	0.078	0.148	0.004	0995	285,135	2.003	2.045	0.114	0.240	0.245	0.014
9428	3,490	0.0926	0.551	1.871	0.043	0.051	0.173	0.004	7428	194,545	-	0.239	0.044	-	0.022	0.004
TOTAL IG 5	37,670	1.0000				0.617	1.444	0.039		2,912,875				1.220	1.590	0.068

DELAWARE COMPENSATION RATING BUREAU, INC.

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Temporary Staffing Code	Policy Years 2019-2023 Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2019-2023 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	Serious	Non-Ser	Med Only
Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.506	0.908	0.574								
GRAND TOTAL	1,736,036					0.3858	0.6644	0.0273		111,098,598				0.1887	0.2597	0.0290
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						2.044	2.559	0.941								

DELAWARE COMPENSATION RATING BUREAU, INC.

Total			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$17,360,360 (in 00's)			
	0.10	0.32	0.35
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.044	2.559	0.941
C) Wtd Avg of PA Credibility-Weighted Ratios of Temp Staffing PP to Direct Employment PP by Sub-IG using DE weights			
IG 1	1.465	2.460	1.362
IG 2	1.474	2.613	1.346
IG 3	2.786	4.624	1.363
IG 4	1.539	1.979	1.149
IG 5	1.447	2.365	1.287
Total	2.431	3.960	1.331
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.392	3.512	1.195
$D = [A * B] + [(1 - A) * C]$			

Industry Group 1			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,753,910 (in 00's)			
	0.02	0.07	0.07
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	3.267	3.894	1.128
C.) PA Credibility from latest PCRB Filing Exhibit 30			
	0.14	0.50	0.64
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from latest PCRB Filing			
	1.323	2.509	1.408
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.260	3.037	1.327
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

Industry Group 2			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$266,560 (in 00's)			
	0.01	0.02	0.02
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	5.342	0.899	1.770
C.) PA Credibility from latest PCRB Filing Exhibit 30			
	0.05	0.18	0.23
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from latest PCRB Filing			
	1.207	3.534	1.567
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.362	3.464	1.292
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

Industry Group 3			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$12,563,670 (in 00's)			
	0.08	0.25	0.28
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.920	4.244	1.184
C.) PA Credibility from latest PCRB Filing Exhibit 30			
	0.36	1.00	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from latest PCRB Filing			
	5.093	4.624	1.363
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	3.407	4.529**	1.313**
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			
** $D = [A * B] + [(1 - A) * D]$			

Industry Group 4			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$2,399,520 (in 00's)			
	0.03	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.306	1.858	0.623
C.) PA Credibility from latest PCRB Filing Exhibit 30			
	0.20	0.69	0.89
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from latest PCRB Filing			
	1.741	1.785	1.133
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.229	2.188	1.088
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

Industry Group 5			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$376,700 (in 00's)			
	0.01	0.02	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.506	0.908	0.574
C.) PA Credibility from latest PCRB Filing Exhibit 30			
	0.04	0.15	0.20
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from latest PCRB Filing			
	0.452	2.105	1.316
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.296	3.249	1.201
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

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 2019-2023 Temp Staffing Payroll (\$000)	12/1/2026 Direct Employment Pure Premium				12/1/2026 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2026 Temp Staffing Code	12/1/2026 Temp Staffing Pure Premium				Indicated 12/1/2026 Temp Staffing Manual Rate	12/1/2025 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2026 Temp Staffing Manual Rate	Policy Years 2021-2023 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2025 Temp Staffing Manual Rates	Premium Based on 12/1/2026 Temp Staffing Manual Rates	Proposed 12/1/2026 Percentage Change
1	0059	55	1.600	0.862	0.139	2.601	0937	2059	3.616	2.619	0.185	6.420	10.163	8.96	10.163	18	1.613	1.829	13.4%
1	0101	1,261	1.026	0.288	0.057	1.372	0544	2101	2.319	0.875	0.076	3.270	5.095	4.62	5.095	730	33,726	37,194	10.3%
1	0104	28,606	0.829	0.390	0.054	1.273	0185	2104	1.873	1.185	0.072	3.130	4.882	4.52	4.882	14,276	645,275	696,954	8.0%
1	0105	540	1.046	0.761	0.048	1.855	0544	2105	2.364	2.310	0.063	4.737	7.456	6.76	7.456	250	16,900	18,640	10.3%
1	0106	708	1.548	0.824	0.081	2.453	0544	2106	3.499	2.501	0.108	6.108	9.488	8.65	9.488	592	51,208	56,169	9.7%
1	0107	1,781	0.562	0.601	0.048	1.210	0187	2107	1.269	1.825	0.063	3.157	4.677	4.31	4.677	958	41,290	44,806	8.5%
1	0108	1,120	0.574	0.451	0.064	1.089	0544	2108	1.298	1.369	0.085	2.752	4.081	3.89	4.081	612	23,807	24,976	4.9%
1	0109	362	0.978	0.667	0.067	1.711	0544	2109	2.210	2.025	0.089	4.324	6.758	6.13	6.758	159	9,747	10,745	10.2%
1	0110	27	0.556	0.592	0.083	1.231	0544	2110	1.257	1.798	0.110	3.165	4.817	4.55	4.817	11	501	530	5.9%
1	0111	46	0.883	1.493	0.092	2.468	0544	2111	1.996	4.533	0.122	6.651	9.748	9.64	9.748	41	3,952	3,997	1.1%
1	0112	1,432	2.714	1.766	0.200	4.680	0544	2112	6.133	5.364	0.265	11.762	15.422	15.32	15.422	589	90,235	90,836	0.7%
1	0113	962	0.491	0.374	0.077	0.942	0544	2113	1.110	1.137	0.102	2.349	3.734	3.36	3.734	930	31,248	34,726	11.1%
1	0114	192	1.269	1.209	0.118	2.596	0544	2114	2.867	3.672	0.157	6.696	10.126	9.59	10.126	182	17,454	18,429	5.6%
1	0115	3	0.471	0.473	0.126	1.070	0544	2115	1.066	1.435	0.168	2.669	4.169	3.86	4.169	-	0	0	8.0%
1	0119	373	0.937	0.715	0.124	1.776	0544	2119	2.117	2.172	0.164	4.453	6.657	6.05	6.657	150	9,075	9,986	10.0%
1	0130	-	0.000	0.000	0.000	0.000	0544	2130	0.000	0.000	0.000	0.000	7.790	7.28	7.790	-	0	0	7.0%
1	0132	963	0.641	0.319	0.060	1.021	0544	2132	1.449	0.970	0.080	2.499	3.827	3.50	3.827	343	12,005	13,127	9.3%
1	0134	-	0.790	0.399	0.118	1.308	0544	2134	1.785	1.213	0.157	3.155	4.895	4.47	4.895	-	0	0	9.5%
1	0135	-	0.000	0.000	0.000	0.000	0544	2135	0.000	0.000	0.000	0.000	3.794	3.56	3.794	-	0	0	6.6%
1	0136	30	0.545	0.476	0.094	1.115	0544	2136	1.232	1.444	0.125	2.801	4.181	4.02	4.181	11	442	460	4.0%
1	0139	99	0.782	0.925	0.082	1.788	0544	2139	1.768	2.808	0.108	4.684	7.098	6.74	7.098	65	4,381	4,614	5.3%
1	0161	413	0.486	0.425	0.041	0.952	2161	2161	1.099	1.290	0.055	2.444	3.716	3.50	3.716	266	9,310	9,885	6.2%
1	0163	1,956	0.675	0.764	0.097	1.537	0544	2163	1.527	2.320	0.129	3.976	6.204	5.96	6.204	814	48,514	50,501	4.1%
1	0165	104	1.281	1.154	0.136	2.570	0191	2165	2.894	3.504	0.181	6.579	10.110	9.41	10.110	54	5,081	5,459	7.4%
1	0166	34	0.576	0.635	0.103	1.314	0544	2166	1.301	1.929	0.137	3.367	5.117	4.85	5.117	11	534	563	5.5%
1	0201	-	0.000	0.000	0.000	0.000	0544	2201	0.000	0.000	0.000	0.000	6.346	5.91	6.346	-	0	0	7.4%
1	0204	12	0.526	0.724	0.123	1.372	0544	2204	1.188	2.197	0.163	3.548	5.488	5.15	5.488	4	206	220	6.6%
1	0205	15	0.671	0.449	0.079	1.199	0544	2205	1.516	1.362	0.105	2.983	4.539	4.24	4.539	6	254	272	7.1%
1	0221	3,840	0.456	0.516	0.040	1.012	0221	2221	1.030	1.567	0.053	2.650	3.939	3.64	3.939	3,369	122,632	132,705	8.2%
1	0222	7,945	0.942	0.583	0.078	1.603	0222	2222	2.128	1.769	0.104	4.001	6.244	5.63	6.244	5,333	300,248	332,993	10.9%
1	0225	4,015	0.776	0.383	0.044	1.203	0275	2225	1.754	1.164	0.058	2.976	4.638	4.02	4.638	3,295	132,459	152,822	15.4%
1	0227	473	0.833	0.180	0.034	1.046	0276	2227	1.882	0.545	0.046	2.473	4.476	2.94	3.616	154	4,528	5,569	23.0%
1	0255	165	0.493	0.367	0.041	0.900	0544	2255	1.113	1.113	0.054	2.280	3.346	3.17	3.346	-	0	0	5.6%
1	0257	649	0.660	0.400	0.074	1.135	0544	2257	1.492	1.216	0.098	2.806	4.437	3.98	4.437	633	25,193	28,086	11.5%
1	0259	13,385	0.728	0.233	0.052	1.013	0544	2259	1.645	0.707	0.070	2.422	3.778	3.37	3.778	11,960	403,052	451,849	12.1%
1	0261	435	0.893	0.392	0.060	1.345	0544	2261	2.018	1.191	0.080	3.289	5.070	4.55	5.070	304	13,832	15,413	11.4%
1	0263	121	0.460	0.305	0.058	0.823	0544	2263	1.039	0.927	0.077	2.043	3.124	2.92	3.124	60	1,752	1,874	7.0%
1	0265	21	0.458	0.514	0.098	1.070	0544	2265	1.035	1.561	0.131	2.727	4.219	3.94	4.219	21	827	886	7.1%
1	0281	1,321	0.649	0.367	0.044	1.060	2281	2281	1.466	1.116	0.059	2.641	4.051	3.74	4.051	515	19,261	20,863	8.3%
1	0282	845	1.304	0.919	0.133	2.356	0544	2282	2.947	2.790	0.177	5.914	9.070	8.22	9.070	599	49,238	54,329	10.3%
1	0285	251	0.490	0.302	0.033	0.825	0297	2285	1.107	0.918	0.044	2.069	3.214	2.94	3.214	88	2,587	2,828	9.3%
1	0301	-	0.000	0.000	0.000	0.000	0544	2301	0.000	0.000	0.000	0.000	9.220	8.45	9.220	-	0	0	9.1%
1	0305	1,282	0.879	0.820	0.102	1.800	0544	2305	1.986	2.489	0.135	4.610	7.073	6.66	7.073	631	42,025	44,631	6.2%
1	0306	34	0.639	0.761	0.100	1.500	0544	2306	1.445	2.310	0.132	3.887	5.831	5.61	5.831	31	1,739	1,808	3.9%
1	0309	-	0.000	0.000	0.000	0.000	0544	2309	0.000	0.000	0.000	0.000	4.699	4.32	4.699	-	0	0	8.8%
1	0311	482	0.751	0.508	0.064	1.322	0544	2311	1.697	1.542	0.084	3.323	5.153	4.76	5.153	196	9,330	10,100	8.3%
1	0319	23	0.705	1.008	0.210	1.923	0544	2319	1.594	3.062	0.278	4.934	7.602	7.17	7.602	12	860	912	6.0%
1	0323	4	0.748	0.698	0.067	1.513	0544	2323	1.691	2.120	0.088	3.899	5.992	5.58	5.992	4	223	240	7.4%
1	0327	31	0.340	0.647	0.109	1.096	0544	2327	0.768	1.966	0.145	2.879	4.423	4.21	4.423	13	547	575	5.1%
1	0402	240	0.789	0.543	0.059	1.391	0544	2402	1.784	1.650	0.078	3.512	5.312	4.99	5.312	131	6,537	6,959	6.5%
1	0403	-	0.000	0.000	0.000	0.000	2403	2403	0.000	0.000	0.000	0.000	4.133	3.92	4.133	-	0	0	5.4%
1	0404	-	0.000	0.000	0.000	0.000	0544	2404	0.000	0.000	0.000	0.000	5.011	4.59	5.011	-	0	0	9.2%
1	0406	-	0.000	0.000	0.000	0.000	0491	2406	0.000	0.000	0.000	0.000	5.068	4.59	5.068	-	0	0	10.4%
1	0407	1,101	0.673	0.589	0.082	1.344	0544	2407	1.521	1.788	0.109	3.418	5.207	4.95	5.207	726	35,937	37,803	5.2%
1	0411	1,463	1.149	0.756	0.085	1.990	0544	2411	2.596	2.297	0.113	5.006	7.377	6.91	7.377	797	55,073	58,795	6.8%
1	0413	885	1.487	0.611	0.067	2.165	0544	2413	3.361	1.856	0.089	5.306	8.094	7.40	8.094	370	27,380	29,948	9.4%
1	0415	143	1.014	0.396	0.066	1.476	0544	2415	2.291	1.203	0.088	3.582	5.504	5.04	5.504	63	3,175	3,468	9.2%
1	0416	511	0.486	0.369	0.021	0.875	0544	2416	1.099	1.119	0.027	2.245	3.437	3.20	3.437	323	10,336	11,102	7.4%
1	0421	-	0.000	0.000	0.000	0.000	0544	2421	0.000	0.000	0.000	0.000	10.949	10.19	10.949	-	0	0	7.4%
1	0425	-	0.000	0.000	0.000	0.000	0544	2425	0.000	0.000	0.000	0.000	11.198	10.44	11.198	-	0	0	7.3%
1	0427	-	0.000	0.000	0.000	0.000	0544	2427	0.000	0.000	0.000	0.000	8.634	7.80	8.634	-	0	0	10.7%
1	0429</																		

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	
Policy Years 2019-2023	Temp Staffing Payroll	12/1/2026 Direct Employment	Pure Premium	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	12/1/2026 Direct Employment	Temp Staffing Payroll	Premium Based on 12/1/2025 Temp Staffing	Premium Based on 12/1/2026 Temp Staffing	Proposed 12/1/2026 Percentage	
1	0446	313	0.320	0.214	0.037	0.570	0.889	0544	2446	0.723	0.649	0.049	1.421	2.214	2.02	2.214	111	2,242	2,458	9.6%
1	0447	-	0.000	0.000	0.000	0.000	2.362	0544	2447	0.000	0.000	0.000	0.000	5.842	5.42	5.842	-	0	0	7.8%
1	0449	13	0.530	0.329	0.046	0.904	1.376	0544	2449	1.197	0.998	0.060	2.255	3.433	3.20	3.433	4	128	137	7.3%
1	0451	263	0.871	0.555	0.079	1.504	2.297	2451	2451	1.968	1.685	0.104	3.757	5.736	5.34	5.736	183	9,772	10,497	7.4%
1	0454	3,340	1.390	0.841	0.157	2.388	3.725	0544	2454	3.142	2.554	0.208	5.904	9.210	8.52	9,210	1,444	123,029	132,992	8.1%
1	0456	5,823	0.972	0.768	0.152	1.891	2.950	0495	2456	2.196	2.331	0.201	4.728	7.375	6.89	7,375	4,736	326,310	349,280	7.0%
1	0457	143	0.896	0.382	0.039	1.317	1.965	0544	2457	2.024	1.160	0.052	3.236	4.830	4.47	4,830	43	1,922	2,077	8.1%
1	0458	37	0.367	0.245	0.016	0.628	0.920	0544	2458	0.829	0.746	0.021	1.596	2.337	2.26	2,337	12	271	280	3.4%
1	0459	2,830	0.172	0.151	0.022	0.346	0.530	0544	2459	0.390	0.460	0.030	0.880	1.347	1.26	1,347	2,735	34,461	36,840	6.9%
1	0461	2,536	0.916	0.555	0.082	1.553	2.423	0544	2461	2.070	1.685	0.109	3.864	6.028	5.52	6,028	1,166	64,363	70,286	9.2%
1	0463	-	0.415	0.526	0.078	1.019	1.552	0544	2463	0.938	1.598	0.103	2.639	4.019	3.82	4,019	-	0	0	5.2%
1	0464	27	0.791	0.377	0.075	1.244	1.910	0544	2464	1.788	1.145	0.100	3.033	4.658	4.28	4,658	3	128	140	8.8%
1	0465	19	0.797	0.426	0.078	1.301	1.969	0544	2465	1.802	1.293	0.104	3.199	4.841	4.52	4,841	3	136	145	7.1%
1	0467	-	0.000	0.000	0.000	0.000	2.191	0544	2467	0.000	0.000	0.000	0.000	5.419	5.13	5,419	-	0	0	5.6%
1	0471	5,541	0.308	0.154	0.038	0.500	0.756	0544	2471	0.696	0.468	0.050	1.214	1.836	1.72	1,836	5,505	94,686	101,072	6.7%
1	0472	3,372	0.176	0.121	0.022	0.319	0.461	2472	2472	0.397	0.367	0.030	0.794	1.149	1.11	1,149	2,566	28,483	29,483	3.5%
1	0473	1,752	0.561	0.355	0.048	0.963	1.498	0544	2473	1.267	1.078	0.063	2.408	3.745	3.43	3,745	1,096	37,593	41,045	9.2%
1	0474	5,241	0.586	0.314	0.042	0.942	1.470	0497	2474	1.325	0.955	0.056	2.336	3.644	3.18	3,644	4,160	132,288	151,590	14.6%
1	0475	670	0.795	0.340	0.049	1.183	1.845	2475	2475	1.797	1.032	0.065	2.894	4.512	3.88	4,512	272	10,554	12,273	16.3%
1	0476	372	0.352	0.177	0.033	0.561	0.850	0544	2476	0.795	0.536	0.044	1.375	2.082	1.92	2,082	309	5,933	6,433	8.4%
1	0477	45	0.407	0.283	0.041	0.731	1.107	0499	2477	0.920	0.860	0.054	1.834	2.778	2.61	2,778	17	444	472	6.4%
1	0483	244	0.269	0.284	0.043	0.596	0.899	0544	2483	0.608	0.861	0.058	1.527	2.303	2.20	2,303	216	4,752	4,974	4.7%
1	0485	357	0.323	0.144	0.026	0.492	0.759	0544	2485	0.729	0.438	0.034	1.201	1.851	1.69	1,851	293	4,952	5,423	9.5%
1	0486	-	0.351	0.233	0.051	0.635	0.973	0544	2486	0.793	0.708	0.068	1.569	2.406	2.23	2,406	-	0	0	7.9%
1	0487	2,964	0.318	0.127	0.020	0.465	0.735	0544	2487	0.719	0.387	0.026	1.132	1.790	1.60	1,790	2,763	44,208	49,458	11.9%
1	0488	6,387	0.259	0.138	0.035	0.432	0.674	0544	2488	0.586	0.419	0.046	1.051	1.640	1.53	1,640	5,073	77,617	83,197	7.2%
1	0489	123	0.273	0.172	0.015	0.460	0.697	0544	2489	0.616	0.523	0.020	1.159	1.757	1.65	1,757	35	578	615	6.5%
1	0501	125	0.989	0.683	0.060	1.731	2.680	0544	2501	2.235	2.073	0.079	4.387	6.791	6.22	6,791	52	3,234	3,531	9.2%
1	0502	-	0.000	0.000	0.000	0.000	2.070	0544	2502	0.000	0.000	0.000	0.000	5.119	4.77	5,119	-	0	0	7.3%
1	0506	528	0.363	0.397	0.074	0.834	1.300	0544	2506	0.821	1.205	0.098	2.124	3.313	3.11	3,313	298	9,268	9,873	6.5%
1	0507	-	0.000	0.000	0.000	0.000	1.247	0544	2507	0.000	0.000	0.000	0.000	3.084	2.82	3,084	-	0	0	9.4%
1	0509	-	0.000	0.000	0.000	0.000	3.344	0544	2509	0.000	0.000	0.000	0.000	8.270	7.71	8,270	-	0	0	7.3%
1	0511	1,346	1.546	0.868	0.105	2.519	3.859	0544	2511	3.493	2.636	0.139	6.268	9.604	8.87	9,604	838	74,331	80,482	8.3%
1	0512	-	0.000	0.000	0.000	0.000	2.612	0544	2512	0.000	0.000	0.000	0.000	6.460	5.98	6,460	-	0	0	8.0%
1	0513	-	0.000	0.000	0.000	0.000	2.160	0544	2513	0.000	0.000	0.000	0.000	5.342	4.95	5,342	-	0	0	7.9%
1	0535	2	0.509	0.510	0.083	1.103	1.651	0544	2535	1.151	1.549	0.110	2.810	4.208	4.04	4,208	1	40	42	4.2%
1	0536	74	1.009	1.101	0.146	2.256	3.468	0544	2536	2.280	3.345	0.194	5.819	8.944	8.38	8,944	56	4,693	5,009	6.7%
1	0551	22,744	0.237	0.115	0.019	0.371	0.579	0544	2551	0.536	0.348	0.025	0.909	1.420	1.32	1,420	13,892	183,374	197,266	7.6%
1	0553	2,554	1.243	0.261	0.021	1.526	2.381	0544	2553	2.809	0.793	0.028	3.630	5.665	4.96	5,665	1,020	50,592	57,783	14.2%
1	0555	12,241	0.264	0.205	0.067	0.536	0.836	0544	2555	0.597	0.623	0.089	1.309	2.041	1.96	2,041	8,037	157,525	164,035	4.1%
1	0563	1,880	0.474	0.137	0.028	0.639	1.032	2563	2563	1.072	0.416	0.037	1.525	2.462	2.12	2,462	651	13,801	16,028	16.1%
1	0571	2,226	0.627	0.307	0.054	0.988	1.541	0544	2571	1.417	0.931	0.072	2.420	3.774	3.50	3,774	795	27,825	30,003	7.8%
1	0573	395	0.971	0.528	0.071	1.570	2.324	0587	2573	2.194	1.604	0.095	3.893	5.762	5.33	5,762	147	7,835	8,470	8.1%
1	0581	7,284	0.461	0.123	0.015	0.599	0.934	0544	2581	1.041	0.374	0.020	1.435	2.237	2.07	2,237	2,537	52,516	56,753	8.1%
1	0744	510	0.065	0.084	0.036	0.186	0.280	0544	2744	0.148	0.256	0.048	0.452	0.681	0.75	0,681	507	3,803	3,453	-9.2%
1	4771	-	0.000	0.000	0.000	0.000	2.249	0544	6771	0.000	0.000	0.000	0.000	5.562	5.06	5,562	-	0	0	9.9%
1	4777	3	1.946	0.976	0.097	3.019	4.688	0544	6777	4.399	2.964	0.129	7.492	11.633	10.54	11,633	1	116	116	10.4%
Industry Group 1		175,391				1.0415							2.5758				112,454	3,927,220	4,273,963	8.8%
Total IG 1: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =													2.473							
2	0005	1,390	2.922	1.251	0.094	4.267	6.198	0937	2005	6.902	4.334	0.121	11.357	16.497	13.85	16,497	373	51,661	61,534	19.1%
2	0012	1,499	0.789	0.706	0.063	1.558	2.236	0947	2012	1.863	2.446	0.082	4.391	6.302	5.69	6,302	864	49,162	54,449	10.8%
2	0601	581	1.987	0.899	0.088	2.975	4.269	0682	2601	4.694	3.113	0.114	7.921	11.368	10.38	11,368	385	39,963	43,767	9.5%
2	0603	85	1.985	0.513	0.044	2.542	3.689	0682	2603	4.688	1.777	0.057	6.522	9.466	8.35	9,466	38	3,173	3,597	13.4%
2	0605	7	2.091	1.267	0.096	3.454	5.150	0682	2605	4.939	4.390	0.124	9.453	14.095	12.27	14,095	3	368	423	14.9%
2	0607	350	0.787	0.426	0.029	1.243	1.794	0682	2607	1.859	1.477	0.038	3.374	4.871	4.31	4,871	322	13,878	15,685	13.0%
2	0608	441	1.001	0.565	0.039	1.605	2.304	0691	2608	2.364	1.958	0.051	4.373	6.277	5.58	6,277	197	10,993	12,366	12.5%
2	0609	2,326	0.994	0.617	0.047	1.657	2.378	2609	2609	2.347	2.136	0.060	4.543	6.520	5.85	6,520	1,958	114,543	127,662	11.5%
2	0611	179	3.263	1.045	0.072	4.380	6.505	0682	2611	7.707	3.619	0.093	11.419	16.960	14.63	16,960	173	25,310	29,341	15.9%
2	0615	-	2.911	1.631	0.145	4.687														

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
	Policy Years 2019-2023	Temp Staffing Payroll	12/1/2026 Direct Employment	Pure Premium	12/1/2026 Direct Employment	Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	Premium Based on Proposed	Premium Based on Proposed	Premium Based on Proposed
2	0651	2,248	1,230	0.769	0.060	2,059	2,955	2,651	2,905	2,662	0.078	5,645	8,102	8,102	7.26	8,102	1,707	123,928	138,301	11.6%
2	0652	923	1,939	1.593	0.089	3,621	5,197	0682	2,652	4,581	5,516	0.115	10,212	14,656	12.86	14,656	721	92,721	105,670	14.0%
2	0653	303	1,864	0.765	0.034	2,664	3,823	0682	2,653	4,403	2,651	0.044	7,098	10,188	8.99	10,188	208	18,699	21,191	13.3%
2	0654	157	1,356	0.558	0.055	1,968	2,825	0682	2,654	3,203	1,933	0.070	5,206	7,472	6.51	7,472	72	4,687	5,380	14.8%
2	0655	114	3,437	0.644	0.072	4,152	5,947	0682	2,655	8,117	2,230	0.092	10,439	14,953	13.30	14,953	56	7,448	8,374	12.4%
2	0656	134	1,635	0.328	0.037	1,999	2,754	0682	2,656	3,861	1,135	0.048	5,044	6,949	6.46	6,949	86	5,556	5,976	7.6%
2	0657	23	2,764	0.950	0.049	3,764	5,550	0682	2,657	6,529	3,291	0.064	9,884	14,575	12.63	14,575	22	2,779	3,207	15.4%
2	0658	51	2,749	1.033	0.114	3,895	5,746	0682	2,658	6,492	3,578	0.147	10,217	15,071	13.24	15,071	30	3,972	4,521	13.8%
2	0659	74	3,977	2.491	0.073	6,542	9,341	0682	2,659	9,395	8,629	0.095	18,119	25,873	23.31	25,873	34	7,925	8,797	11.0%
2	0660	511	0.514	0.196	0.027	0.737	1,057	0695	2,660	1,213	0,678	0.035	1,926	2,763	2.53	2,763	341	8,627	9,422	9.2%
2	0661	9,252	0.583	0.372	0.057	1,011	1,452	2661	2,661	1,377	1,287	0.073	2,737	3,929	3.61	3,929	5,871	211,943	230,672	8.8%
2	0662	87	1,792	1.071	0.115	2,978	4,508	0947	2,662	4,234	3,709	0.148	8,091	12,249	9.74	12,078	35	3,409	4,227	24.0%
2	0663	1,451	0.874	0.499	0.049	1,422	2,041	0682	2,663	2,063	1,730	0.063	3,856	5,535	4.98	5,535	984	49,003	54,464	11.1%
2	0664	1,048	0.772	0.503	0.070	1,344	1,929	0682	2,664	1,823	1,741	0.090	3,654	5,244	4.72	5,244	578	27,282	30,310	11.1%
2	0665	221	1,776	0.713	0.048	2,537	3,641	0682	2,665	4,194	2,471	0.062	6,727	9,656	8.60	9,656	134	11,524	12,939	12.3%
2	0666	46	2,142	0.937	0.098	3,178	4,636	0682	2,666	5,060	3,247	0.127	8,434	12,304	10.81	12,304	32	3,459	3,937	13.8%
2	0667	23	0.640	0.302	0.020	0.962	1,437	0682	2,667	1,511	1,046	0.026	2,583	3,860	3.33	3,860	10	333	386	15.9%
2	0668	32	2,123	1.430	0.080	3,633	5,360	0682	2,668	5,015	4,952	0.103	10,070	14,858	12.99	14,858	13	1,689	1,932	14.4%
2	0669	3	2,645	0.908	0.066	3,619	5,511	0682	2,669	6,248	3,145	0.085	9,478	14,433	12.11	14,433	1	121	144	19.2%
2	0670	57	1,519	1.130	0.064	2,713	4,006	0682	2,670	3,587	3,915	0.083	7,585	11,200	10.03	11,200	23	2,307	2,576	11.7%
2	0673	24	1,738	0.964	0.083	2,785	4,094	0682	2,673	4,106	3,338	0.107	7,551	11,101	8.86	10,986	11	975	1,208	24.0%
2	0674	28	1,369	1.008	0.139	2,516	3,821	0682	2,674	3,233	3,493	0.179	6,905	10,487	9.11	10,487	14	1,275	1,468	15.1%
2	0675	1,379	0.813	0.466	0.044	1,323	1,900	0682	2,675	1,921	1,614	0.057	3,592	5,157	4.58	5,157	1,038	47,540	53,530	12.6%
2	0676	73	1,451	0.906	0.053	2,410	3,528	0682	2,676	3,426	3,140	0.069	6,635	9,711	8.45	9,711	41	3,465	3,982	14.9%
2	0677	138	0.840	0.209	0.018	1,067	1,531	0682	2,677	1,983	0,724	0.024	2,731	3,919	3.53	3,919	66	2,330	2,587	11.0%
2	0679	8	2,756	0.986	0.112	3,853	5,706	0682	2,679	6,509	3,415	0.144	10,068	14,909	12.89	14,909	7	902	1,044	15.7%
2	0681	5	1,519	1.125	0.119	2,763	4,006	0682	2,681	3,588	3,897	0.154	7,639	11,074	9.92	11,074	2	198	221	11.6%
2	0802	332	1,060	0.394	0.017	1,471	2,112	0937	2,802	2,504	1,364	0.022	3,890	5,585	4.99	5,585	85	4,242	4,747	11.9%
Industry Group 2		26,656				1,7354							4,7083				17,217	1,010,101	1,129,421	11.8%
Total IG 2: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) = 2.713																				
3	0819	143	0.225	0.139	0.017	0.381	0.496	0949	2,819	0.768	0.628	0.022	1,418	1,848	0.90	1,107	77	693	852	23.0%
3	0887	229	0.192	0.121	0.061	0.373	0.486	0947	2,887	0.653	0.546	0.080	1,279	1,666	1.63	1,666	90	1,467	1,499	2.2%
3	0890	261	0.055	0.107	0.012	0.174	0.214	0947	2,890	0.187	0.484	0.016	0,687	0,846	0.88	0,846	225	1,980	1,904	-3.9%
3	0891	1,032	0.169	0.358	0.044	0.571	0.744	0947	2,891	0.575	1,622	0.058	2,255	2,938	2.97	2,938	423	12,563	12,428	-1.1%
3	0903	116	0.062	0.021	0.003	0.086	0.098	0949	2,903	0.212	0.095	0.004	0,311	0,353	0.35	0,353	40	140	141	0.9%
3	0905	307	0.018	0.013	0.004	0.035	0.044	0949	2,905	0.060	0.059	0.006	0,125	0,156	0.16	0,156	216	346	337	-2.5%
3	0936	1,527	0.078	0.039	0.003	0.120	0.156	0947	2,936	0.266	0.176	0.004	0,446	0,581	0.60	0,581	1,013	6,078	5,886	-3.2%
3	0948	2,389	0.248	0.364	0.044	0.656	0.831	0947	2,948	0.845	1,649	0.057	2,551	3,233	3.17	3,233	2,327	73,766	75,232	2.0%
3	0951	19,398	0.100	0.106	0.009	0.215	0.280	0949	2,951	0.342	0.479	0.011	0,832	1,084	0.90	1,084	10,346	93,114	112,151	20.4%
3	0953	734,938	0.014	0.023	0.005	0.043	0.056	0889	2,953	0.049	0.105	0.007	0,161	0,209	0.21	0,209	452,333	949,899	945,376	-0.5%
3	0955	17,211	0.027	0.029	0.007	0.063	0.083	0949	2,955	0.092	0.133	0.009	0,234	0,306	0.23	0,283	10,626	24,440	30,072	23.0%
3	0956	38,600	0.048	0.015	0.002	0.065	0.084	0889	2,956	0.164	0.067	0.002	0,233	0,303	0.28	0,303	14,384	40,275	43,584	8.2%
3	0957	91,971	0.110	0.117	0.022	0.249	0.324	0946	2,957	0.375	0.529	0.029	0,933	1,213	1.06	1,213	62,086	658,112	753,103	14.4%
3	0958	6,729	0.336	0.575	0.089	1,000	1,302	0946	2,958	1,143	2,603	0.117	3,863	5,032	4.28	5,032	4,534	194,055	228,151	17.6%
3	0961	201,566	0.120	0.128	0.018	0.266	0.347	0946	2,961	0.409	0.579	0.024	1,012	1,319	1.32	1,319	187,205	2,471,106	2,469,234	-0.1%
3	0962	8,981	0.016	0.004	0.007	0.026	0.034	0889	2,962	0.053	0.019	0.009	0,081	0,104	0.11	0,104	3,813	4,194	3,966	-5.5%
3	0963	759	0.076	0.106	0.026	0.208	0.271	0947	2,963	0.260	0.481	0.034	0,775	1,009	1.03	1,009	334	3,440	3,370	-2.0%
3	0965	65,853	0.064	0.142	0.035	0.241	0.314	2965	2,965	0.219	0.645	0.045	0,909	1,183	0.83	1,021	51,286	425,674	523,630	23.0%
3	0984	8,685	0.029	0.040	0.005	0.074	0.097	0895	2,984											

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	
Policy Years 2019-2023	Temp Staffing Payroll	12/1/2026 Direct Employment	12/1/2026 Pure Premium	12/1/2026 Direct Employment	12/1/2026 Pure Premium	12/1/2026 Direct Employment	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	
4	0825	49	0.893	0.867	0.051	1.812	2.197	0947	2825	1.992	1.897	0.056	3.945	4.783	4.66	4.783	19	885	909	2.6%
4	0855	6,980	1.312	0.787	0.086	2.185	2.701	0937	2855	2.924	1.723	0.094	4.741	5.860	5.77	5.860	2,561	147,770	150,075	1.6%
4	0857	823	1.094	0.668	0.088	1.850	2.233	0937	2857	2.439	1.462	0.095	3.996	4.824	4.67	4.824	331	15,458	15,967	3.3%
4	0858	372	1.438	0.869	0.101	2.408	2.956	0937	2858	3.206	1.901	0.110	5.217	6.404	6.36	6.404	146	9,286	9,350	0.7%
4	0859	157	1.791	0.655	0.099	2.545	3.069	0937	2859	3.991	1.433	0.108	5.532	6.672	6.62	6.672	67	4,435	4,470	0.8%
4	0860	160	1.725	0.642	0.107	2.474	3.008	0937	2860	3.845	1.404	0.116	5.365	6.524	6.41	6.524	40	2,564	2,610	1.8%
4	0862	255	1.445	1.286	0.096	2.828	3.555	0937	2862	3.221	2.814	0.105	6.140	7.719	7.55	7.719	69	5,210	5,326	2.2%
4	0865	49,700	0.347	0.348	0.074	0.769	0.951	0937	2865	0.773	0.761	0.081	1.615	1.997	2.09	1.997	30,865	645,079	616,374	-4.4%
4	0880	1,451	1.289	1.100	0.084	2.473	3.056	0947	2880	2.874	2.406	0.091	5.371	6.638	6.56	6.638	1,186	77,802	78,727	1.2%
4	0882	54	1.035	1.201	0.096	2.332	2.839	0947	2882	2.308	2.627	0.104	5.039	6.134	6.22	6.134	22	1,368	1,349	-1.4%
4	0884	219	0.164	0.146	0.015	0.325	0.401	0947	2884	0.365	0.320	0.016	0.701	0.866	0.87	0.866	91	792	788	-0.5%
4	0885	560	0.534	0.736	0.043	1.312	1.622	0929	2885	1.190	1.609	0.046	2.845	3.516	3.46	3.516	478	16,539	16,806	1.6%
4	0886	369	0.436	0.367	0.053	0.856	1.038	0929	2886	0.972	0.802	0.058	1.832	2.223	2.15	2.223	333	7,160	7,403	3.4%
4	0888	52	1.196	0.841	0.080	2.117	2.617	0947	2888	2.666	1.840	0.088	4.594	5.678	5.53	5.678	21	1,161	1,192	2.7%
4	0896	1,572	0.235	0.265	0.033	0.533	0.660	0947	2896	0.524	0.580	0.036	1.140	1.412	1.42	1.412	1,534	21,783	21,660	-0.6%
4	0897	2,282	0.203	0.428	0.048	0.679	0.839	0947	2897	0.452	0.937	0.052	1.441	1.781	1.81	1.781	957	17,322	17,044	-1.6%
4	0898	1,929	0.726	0.678	0.076	1.480	1.829	0947	2898	1.618	1.483	0.083	3.184	3.935	3.95	3.935	1,672	66,044	65,793	-0.4%
4	0899	111	0.201	0.284	0.045	0.530	0.641	0947	2899	0.448	0.622	0.049	1.119	1.353	1.36	1.353	49	666	663	-0.5%
4	0907	433	0.981	0.815	0.072	1.868	2.283	0937	2907	2.187	1.784	0.078	4.049	4.949	4.83	4.949	222	10,723	10,987	2.5%
4	0910	238	1.056	0.615	0.061	1.732	2.057	0877	2910	2.354	1.345	0.067	3.766	4.472	4.55	4.472	236	10,738	10,554	-1.7%
4	0911	4,405	0.837	0.572	0.063	1.472	1.819	0937	2911	1.866	1.251	0.068	3.185	3.936	3.81	3.936	3,213	122,415	126,464	3.3%
4	0914	759	0.429	0.658	0.054	1.142	1.345	2914	2914	0.955	1.441	0.059	2.455	2.893	3.03	2.893	723	21,907	20,916	-4.5%
4	0915	50	0.395	0.373	0.049	0.816	1.026	0929	2915	0.880	0.815	0.054	1.749	2.198	2.18	2.198	23	501	506	0.8%
4	0916	1,621	0.322	0.555	0.048	0.925	1.144	0929	2916	0.718	1.214	0.052	1.984	2.453	2.33	2.453	1,140	26,562	27,964	5.3%
4	0917	2,010	0.704	0.794	0.072	1.570	1.940	0929	2917	1.569	1.737	0.078	3.384	4.182	4.04	4.182	892	36,037	37,303	3.5%
4	0918	200	0.341	0.378	0.038	0.757	0.913	0929	2918	0.760	0.828	0.041	1.629	1.965	2.01	1.965	164	3,296	3,223	-2.2%
4	0919	37	0.284	0.488	0.036	0.808	1.039	0871	2919	0.633	1.068	0.039	1.740	2.237	2.14	2.237	17	364	380	4.5%
4	0920	236	0.128	0.126	0.011	0.265	0.328	0929	2920	0.286	0.276	0.012	0.574	0.709	0.68	0.709	101	687	716	4.3%
4	0921	20	0.931	0.920	0.131	1.983	2.409	0879	2921	2.076	2.013	0.143	4.232	5.142	5.12	5.142	7	358	360	0.4%
4	0922	641	0.516	0.543	0.055	1.114	1.377	0929	2922	1.150	1.189	0.060	2.399	2.965	2.94	2.965	373	10,966	11,059	0.9%
4	0923	9,110	0.596	0.371	0.035	1.003	1.247	0881	2923	1.329	0.812	0.038	2.179	2.710	2.65	2.710	4,265	113,023	115,582	2.3%
4	0924	33,078	0.799	1.160	0.084	2.042	2.524	0937	2924	1.780	2.538	0.091	4.409	5.449	5.05	5.449	15,430	779,215	840,781	7.9%
4	0925	2,413	0.507	0.737	0.076	1.320	1.632	0883	2925	1.130	1.613	0.083	2.826	3.493	3.49	3.493	2,046	71,405	71,467	0.1%
4	0926	1,265	0.614	0.464	0.053	1.131	1.398	2926	2926	1.369	1.014	0.058	2.441	3.018	2.98	3.018	869	25,896	26,226	1.3%
4	0927	1,294	0.165	0.244	0.042	0.452	0.558	0929	2927	0.368	0.535	0.046	0.949	1.173	1.08	1.173	697	7,528	8,176	8.6%
4	0928	10,658	0.414	0.733	0.078	1.225	1.514	2928	2928	0.923	1.605	0.085	2.613	3.229	3.27	3.229	5,670	185,409	183,084	-1.3%
4	0932	67	0.195	0.144	0.023	0.362	0.424	0929	2932	0.435	0.315	0.025	0.775	0.909	0.88	0.909	28	246	255	3.3%
4	0933	156	0.832	0.431	0.041	1.305	1.633	0929	2933	1.855	0.944	0.045	2.844	3.559	3.46	3.559	132	4,567	4,698	2.9%
4	0934	3,805	0.649	0.808	0.101	1.557	1.925	0929	2934	1.446	1.767	0.110	3.323	4.108	4.07	4.108	3,638	148,067	149,449	0.9%
4	0935	47	0.286	0.283	0.031	0.600	0.699	0929	2935	0.638	0.619	0.034	1.291	1.504	1.46	1.504	20	292	301	3.0%
4	0940	1,393	0.600	0.625	0.072	1.297	1.522	0946	2940	1.336	1.367	0.079	2.782	3.265	3.45	3.265	1,150	39,675	37,548	-5.4%
4	0941	1,549	0.483	1.037	0.077	1.597	1.974	0947	2941	1.076	2.269	0.084	3.429	4.239	4.49	4.239	651	29,230	27,596	-5.6%
4	0944	598	0.462	0.345	0.064	0.871	1.077	0947	2944	1.030	0.754	0.070	1.854	2.293	2.27	2.293	275	6,243	6,306	1.0%
4	0945	233	0.480	0.604	0.069	1.154	1.389	0947	2945	1.070	1.323	0.076	2.469	2.972	2.98	2.972	154	4,589	4,577	-0.3%
4	0952	3,127	0.129	0.146	0.019	0.294	0.363	0947	2952	0.287	0.319	0.021	0.627	0.775	0.74	0.775	2,792	20,661	21,638	4.7%
4	0959	5,222	0.279	0.342	0.126	0.747	0.923	0946	2959	0.622	0.747	0.137	1.506	1.862	1.81	1.862	3,549	64,237	66,082	2.9%
4	0960	25,823	0.650	0.684	0.078	1.412	1.745	0946	2960	1.448	1.497	0.085	3.030	3.745	3.71	3.745	20,597	764,149	771,358	0.9%
4	0964	93	0.246	0.486	0.081	0.813	0.943	0947	2964	0.549	1.062	0.088	1.699	1.972	2.16	1.972	30	648	592	-8.7%
4	0966	71	0.671	0.526	0.056	1.253	1.576	0947	2966	1.496	1.151	0.061	2.708	3.405	3.35	3.405	32	1,072	1,090	1.6%
4	0968	128	0.333	0.195	0.049	0.577	0.718	0947	2968	0.743	0.427	0.053	1.223	1.521	1.49	1.521	54	805	821	2.1%
4	0971	10,176	0.546	0.754	0.059	1.359	1.679	0947	2971	1.218	1.649	0.064	2.931	3.622	3.67	3.622	8,935	327,915	323,626	-1.3%
4	0973	1,638	0.445	0.576	0.055	1.077	1.331	0947	2973	0.993	1.261	0.060	2.314	2.860	2.87	2.860	1,243	35,550	35,550	-0.3%
4	0974	6,348	0.495	0.611	0.072	1.178	1.456	0946	2974	1.104	1.338	0.078	2.520	3.114	3.12	3.114	4,715	147,108	146,825	-0.2%
4	0975	4,295	0.201	0.397	0.059	0.657	0.812	0947	2975	0.449	0.869	0.064	1.382	1.708	1.71	1.708	2,306	39,433	39,386	-0.1%
4	0976	874	0.219	0.458	0.072	0.749	0.926	0947	2976	0.487	1.003	0.078	1.568	1.939	1.94	1.939	475	9,215	9,210	-0.1%
4	0977	845	0.085	0.077	0.007	0.170	0.210	0947	2977	0.190	0.170	0.008	0.368	0.455	0.48	0.455	470	2,256	2,139	-5.2%
4	0978	183	0.677	0.435	0.095	1.207	1.526	0947	2978	1.510	0.952	0.103	2.565	3.242	3.15	3.242	156	4,914	5,058	2.9%
4	0979	3,261	0.678	0.933																

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		
	Policy Years 2019-2023	Temp Staffing Payroll	12/1/2026 Direct Employment	Pure Premium		12/1/2026 Pre-Surcharge Employment	12/1/2020 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	Pure Premium		Indicated 12/1/2026 Pre-Surcharge Temp Staffing	12/1/2025 Pre-Surcharge Temp Staffing	Proposed 12/1/2026 Pre-Surcharge Temp Staffing	Policy Years 2021-2023 Temp Staffing Payroll	Premium Based on 12/1/2025 Temp Staffing	Premium Based on Proposed 12/1/2026 Temp Staffing	Proposed 12/1/2026 Percentage			
5	0009	-	0.000	0.000	0.000	9.543	0937	2009	0.000	0.000	0.000	25.405	14.09	17.894	*	-	0	27.0%			
5	0015	12	3.114	0.849	0.024	3.987	4.705	2015	7.150	2.759	0.029	9.938	11.727	11.00	11.727	4	440	469	6.6%		
5	0055	381	1.444	0.670	0.042	2.156	2.739	2055	3.315	2.178	0.050	5.543	7.041	6.28	7.041	115	7,222	8,097	12.1%		
5	0716	25	0.568	0.923	0.091	1.582	2.037	2716	1.303	3.000	0.110	4.413	5.682	5.03	5.682	12	604	682	13.0%		
5	0718	245	0.950	0.555	0.063	1.568	2.015	0544	2718	2.182	1.804	0.075	4.061	5.217	4.55	5.217	105	4,778	5,478	14.7%	
5	0721	12	1.604	2.467	0.236	4.307	5.156	0937	2721	3.684	8.015	0.283	11.982	14.343	13.65	14.343	3	410	430	5.1%	
5	0751	69	0.313	0.212	0.035	0.560	0.620	0947	2751	0.720	0.690	0.041	1.451	1.606	1.57	1.606	40	628	642	2.3%	
5	0752	38	0.177	0.158	0.015	0.350	0.401	0947	2752	0.405	0.513	0.019	0.937	1.074	1.03	1.074	14	144	150	4.3%	
5	0753	199	1.207	0.631	0.084	1.922	2.462	0947	2753	2.772	2.049	0.101	4.922	6.305	5.58	6.305	73	4,073	4,603	13.0%	
5	0755	3,487	0.604	0.219	0.028	0.851	1.090	0947	2755	1.386	0.711	0.034	2.131	2.729	2.41	2.729	3,279	79,024	89,484	13.2%	
5	0757	530	0.597	0.541	0.033	1.170	1.499	0947	2757	1.370	1.757	0.040	3.167	4.056	3.56	4.056	297	10,573	12,046	13.9%	
5	0759	315	1.632	1.271	0.107	3.011	3.857	0947	2759	3.748	4.131	0.128	8.007	10.257	9.05	10.257	160	14,480	16,411	13.3%	
5	0803	-	3.204	1.940	0.357	5.501	6.527	0937	2803	7.356	6.303	0.429	14.088	16.715	14.09	16.715	-	0	0	18.6%	
5	0804	2,211	0.551	0.862	0.077	1.491	1.909	0937	2804	1.266	2.801	0.092	4.159	5.326	4.76	5.326	590	28,084	31,423	11.9%	
5	0805	226	1.185	0.919	0.091	2.194	2.694	0937	2805	2.720	2.986	0.109	5.815	7.139	6.49	7.139	53	3,440	3,784	10.0%	
5	0807	374	0.986	1.170	0.069	2.225	2.648	0937	2807	2.263	3.801	0.083	6.147	7.316	6.33	7.316	81	5,127	5,926	15.6%	
5	0808	7,693	1.531	1.654	0.068	3.252	4.166	0937	2808	3.515	5.372	0.081	8.968	11.488	9.20	11.488	2,113	194,396	242,741	24.9%	
5	0811	7,801	2.420	1.199	0.040	3.659	4.688	0937	2811	5.556	3.894	0.049	9.499	12.171	10.63	12.171	2,149	228,439	261,555	14.5%	
5	0812	527	2.226	0.941	0.048	3.215	4.085	0937	2812	5.112	3.056	0.058	8.226	10.452	9.12	10.452	197	17,966	20,590	14.6%	
5	0817	800	1.238	1.341	0.034	2.612	3.283	0937	2817	2.842	4.355	0.041	7.238	9.096	8.17	9.096	437	35,703	39,750	11.3%	
5	0828	119	1.375	1.290	0.060	2.725	3.448	0937	2828	3.157	4.193	0.072	7.422	9.391	8.39	9.391	34	2,853	3,193	11.9%	
5	0904	181	0.377	0.255	0.020	0.653	0.870	0949	2904	0.866	0.829	0.024	1.719	2.291	0.90	1.143	*	173	1,557	1,977	27.0%
5	0939	1	1.077	1.018	0.152	2.247	2.837	0947	2939	2.473	3.307	0.183	5.963	7.528	6.76	7.528	-	0	0	11.4%	
5	0954	3,523	0.541	0.452	0.028	1.021	1.308	0947	2954	1.242	1.468	0.034	2.744	3.516	3.19	3.516	3,237	103,260	113,813	10.2%	
5	0967	157	0.189	0.251	0.051	0.492	0.661	0947	2967	0.435	0.815	0.062	1.312	1.764	1.50	1.764	72	1,080	1,270	17.6%	
5	0969	351	0.746	0.598	0.086	1.430	1.643	0947	2969	1.712	1.944	0.104	3.760	4.319	4.31	4.319	245	10,560	10,582	0.2%	
5	0970	-	1.043	1.274	1.343	3.660	4.371	0947	2970	2.395	4.138	1.613	8.146	9.729	9.58	9.729	-	0	0	1.6%	
5	0991	16	0.830	0.717	0.476	2.022	2.438	0947	2991	1.905	2.330	0.571	4.806	5.794	5.44	5.794	7	381	406	6.5%	
5	0992	369	0.992	0.825	0.071	1.888	2.372	0937	2992	2.277	2.681	0.086	5.044	6.336	5.67	6.336	101	5,727	6,399	11.7%	
5	0995	4,518	1.801	1.092	0.060	2.954	3.784	0937	2995	4.136	3.548	0.073	7.757	9.936	8.39	9.936	1,325	111,168	131,652	18.4%	
5	7428	3,490	0.369	0.301	0.042	0.712	0.912	0947	9428	0.847	0.977	0.051	1.875	2.402	2.16	2.402	3,247	70,135	77,993	11.2%	
Industry Group 5		37,670			2.3750							6.3227				18,163	942,252	1,091,546	15.8%		
Total IG 5: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =												2.662									
Total		1,736,036			0.4528							1.1842				1,148,139	16,155,595	17,009,686	5.3%		
												2.615									

	Minimum Swing	Maximum Swing
IND GRP 1	0.73	1.23
IND GRP 2	0.74	1.24
IND GRP 3	0.73	1.23
IND GRP 4	0.73	1.23
IND GRP 5	0.77	1.27

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)

(1) Exhibit 4 Column (1)	(2) Exhibit 4 Column (9)	(3) Exhibit 4 Column (15)	(4) Exhibit 4 Column (16)	(5) Exhibit 4 Column (20)	(6)
Direct Employment Code	12/1/2026 Temporary Staffing Code	12/1/2025 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Percentage Change	Proposed 12/1/2026 Post-Surcharge Temporary Staffing Manual Rate
0005	2005	13.850	16.497	19.1%	16.694
0009	2009	14.090	17.894	27.0%	18.107
0011	2011	2.690	2.719	1.1%	2.751
0012	2012	5.690	6.302	10.8%	6.377
0013	2013	3.160	3.110	-1.6%	3.147
0015	2015	11.000	11.727	6.6%	11.867
0055	2055	6.280	7.041	12.1%	7.125
0059	2059	8.960	10.163	13.4%	10.284
0101	2101	4.620	5.095	10.3%	5.156
0104	2104	4.520	4.882	8.0%	4.940
0105	2105	6.760	7.456	10.3%	7.545
0106	2106	8.650	9.488	9.7%	9.601
0107	2107	4.310	4.677	8.5%	4.733
0108	2108	3.890	4.081	4.9%	4.130
0109	2109	6.130	6.758	10.2%	6.839
0110	2110	4.550	4.817	5.9%	4.874
0111	2111	9.640	9.748	1.1%	9.864
0112	2112	15.320	15.422	0.7%	15.606
0113	2113	3.360	3.734	11.1%	3.778
0114	2114	9.590	10.126	5.6%	10.247
0115	2115	3.860	4.169	8.0%	4.219
0119	2119	6.050	6.657	10.0%	6.736
0130	2130	7.280	7.790	7.0%	7.883
0132	2132	3.500	3.827	9.3%	3.873
0134	2134	4.470	4.895	9.5%	4.953
0135	2135	3.560	3.794	6.6%	3.839
0136	2136	4.020	4.181	4.0%	4.231
0139	2139	6.740	7.098	5.3%	7.183
0141	2141	6.710	6.412	-4.4%	6.488
0142	2142	3.220	3.253	1.0%	3.292
0161	2161	3.500	3.716	6.2%	3.760
0163	2163	5.960	6.204	4.1%	6.278
0165	2165	9.410	10.110	7.4%	10.230
0166	2166	4.850	5.117	5.5%	5.178
0201	2201	5.910	6.346	7.4%	6.422
0204	2204	5.150	5.488	6.6%	5.553
0205	2205	4.240	4.539	7.1%	4.593
0221	2221	3.640	3.939	8.2%	3.986
0222	2222	5.630	6.244	10.9%	6.318
0225	2225	4.020	4.638	15.4%	4.693
0227	2227	2.940	3.616	23.0%	3.659
0255	2255	3.170	3.346	5.6%	3.386
0257	2257	3.980	4.437	11.5%	4.490
0259	2259	3.370	3.778	12.1%	3.823
0261	2261	4.550	5.070	11.4%	5.130
0263	2263	2.920	3.124	7.0%	3.161
0265	2265	3.940	4.219	7.1%	4.269
0281	2281	3.740	4.051	8.3%	4.099
0282	2282	8.220	9.070	10.3%	9.178
0285	2285	2.940	3.214	9.3%	3.252
0301	2301	8.450	9.220	9.1%	9.330
0305	2305	6.660	7.073	6.2%	7.157
0306	2306	5.610	5.831	3.9%	5.900
0309	2309	4.320	4.699	8.8%	4.755
0311	2311	4.760	5.153	8.3%	5.214
0319	2319	7.170	7.602	6.0%	7.693
0323	2323	5.580	5.992	7.4%	6.063
0327	2327	4.210	4.423	5.1%	4.476
0402	2402	4.990	5.312	6.5%	5.375
0403	2403	3.920	4.133	5.4%	4.182
0404	2404	4.590	5.011	9.2%	5.071
0406	2406	4.590	5.068	10.4%	5.128
0407	2407	4.950	5.207	5.2%	5.269
0411	2411	6.910	7.377	6.8%	7.465
0413	2413	7.400	8.094	9.4%	8.190
0415	2415	5.040	5.504	9.2%	5.570
0416	2416	3.200	3.437	7.4%	3.478
0421	2421	10.190	10.949	7.4%	11.079
0425	2425	10.440	11.198	7.3%	11.331
0427	2427	7.800	8.634	10.7%	8.737

(1) Exhibit 4 Column (1)	(2) Exhibit 4 Column (9)	(3) Exhibit 4 Column (15)	(4) Exhibit 4 Column (16)	(5) Exhibit 4 Column (20)	(6)
Direct Employment Code	12/1/2026 Temporary Staffing Code	12/1/2025 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Percentage Change	Proposed 12/1/2026 Post-Surcharge Temporary Staffing Manual Rate
0429	2429	4.840	5.080	5.0%	5.141
0431	2431	7.660	8.320	8.6%	8.419
0433	2433	5.200	5.561	6.9%	5.627
0435	2435	5.290	5.785	9.4%	5.854
0441	2441	1.670	1.785	6.9%	1.806
0445	2445	3.410	3.689	8.2%	3.733
0446	2446	2.020	2.214	9.6%	2.240
0447	2447	5.420	5.842	7.8%	5.912
0449	2449	3.200	3.433	7.3%	3.474
0451	2451	5.340	5.736	7.4%	5.804
0454	2454	8.520	9.210	8.1%	9.320
0456	2456	6.890	7.375	7.0%	7.463
0457	2457	4.470	4.830	8.1%	4.888
0458	2458	2.260	2.337	3.4%	2.365
0459	2459	1.260	1.347	6.9%	1.363
0461	2461	5.520	6.028	9.2%	6.100
0463	2463	3.820	4.019	5.2%	4.067
0464	2464	4.280	4.658	8.8%	4.713
0465	2465	4.520	4.841	7.1%	4.899
0467	2467	5.130	5.419	5.6%	5.484
0471	2471	1.720	1.836	6.7%	1.858
0472	2472	1.110	1.149	3.5%	1.163
0473	2473	3.430	3.745	9.2%	3.790
0474	2474	3.180	3.644	14.6%	3.687
0475	2475	3.880	4.512	16.3%	4.566
0476	2476	1.920	2.082	8.4%	2.107
0477	2477	2.610	2.778	6.4%	2.811
0483	2483	2.200	2.303	4.7%	2.330
0485	2485	1.690	1.851	9.5%	1.873
0486	2486	2.230	2.406	7.9%	2.435
0487	2487	1.600	1.790	11.9%	1.811
0488	2488	1.530	1.640	7.2%	1.660
0489	2489	1.650	1.757	6.5%	1.778
0501	2501	6.220	6.791	9.2%	6.872
0502	2502	4.770	5.119	7.3%	5.180
0506	2506	3.110	3.313	6.5%	3.352
0507	2507	2.820	3.084	9.4%	3.121
0509	2509	7.710	8.270	7.3%	8.369
0511	2511	8.870	9.604	8.3%	9.718
0512	2512	5.980	6.460	8.0%	6.537
0513	2513	4.950	5.342	7.9%	5.406
0535	2535	4.040	4.208	4.2%	4.258
0536	2536	8.380	8.944	6.7%	9.051
0551	2551	1.320	1.420	7.6%	1.437
0553	2553	4.960	5.665	14.2%	5.732
0555	2555	1.960	2.041	4.1%	2.065
0563	2563	2.120	2.462	16.1%	2.491
0571	2571	3.500	3.774	7.8%	3.819
0573	2573	5.330	5.762	8.1%	5.831
0581	2581	2.070	2.237	8.1%	2.264
0601	2601	10.380	11.368	9.5%	12.098
0603	2603	8.350	9.466	13.4%	9.964
0605	2605	12.270	14.095	14.9%	14.837
0607	2607	4.310	4.871	13.0%	5.086
0608	2608	5.580	6.277	12.5%	6.769
0609	2609	5.850	6.520	11.5%	6.960
0611	2611	14.630	16.960	15.9%	17.852
0615	2615	16.410	18.221	11.0%	19.180
0617	2617	5.010	5.446	8.7%	5.733
0625	2625	7.150	8.015	12.1%	8.437
0643	2643	16.580	19.080	15.1%	20.084
0645	2645	7.470	8.294	11.0%	8.730
0646	2646	8.060	9.199	14.1%	9.539
0647	2647	11.870	13.504	13.8%	13.985
0648	2648	7.080	7.930	12.0%	8.151
0649	2649	6.800	7.896	16.1%	8.311
0651	2651	7.260	8.102	11.6%	8.536
0652	2652	12.860	14.656	14.0%	15.008
0653	2653	8.990	10.188	13.3%	10.797
0654	2654	6.510	7.472	14.8%	7.820

(1) Exhibit 4 Column (1)	(2) Exhibit 4 Column (9)	(3) Exhibit 4 Column (15)	(4) Exhibit 4 Column (16)	(5) Exhibit 4 Column (20)	(6)
Direct Employment Code	12/1/2026 Temporary Staffing Code	12/1/2025 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Percentage Change	Proposed 12/1/2026 Post-Surcharge Temporary Staffing Manual Rate
0655	2655	13.300	14.953	12.4%	15.626
0656	2656	6.460	6.949	7.6%	7.315
0657	2657	12.630	14.575	15.4%	15.342
0658	2658	13.240	15.071	13.8%	15.864
0659	2659	23.310	25.873	11.0%	27.234
0660	2660	2.530	2.763	9.2%	2.875
0661	2661	3.610	3.929	8.8%	4.169
0662	2662	9.740	12.078	24.0%	12.713
0663	2663	4.980	5.535	11.1%	5.789
0664	2664	4.720	5.244	11.1%	5.469
0665	2665	8.600	9.656	12.3%	9.934
0666	2666	10.810	12.304	13.8%	12.785
0667	2667	3.330	3.860	15.9%	4.063
0668	2668	12.990	14.858	14.4%	15.640
0669	2669	12.110	14.433	19.2%	15.192
0670	2670	10.030	11.200	11.7%	11.594
0673	2673	8.860	10.986	24.0%	11.434
0674	2674	9.110	10.487	15.1%	11.039
0675	2675	4.580	5.157	12.6%	5.326
0676	2676	8.450	9.711	14.9%	10.336
0677	2677	3.530	3.919	11.0%	4.125
0679	2679	12.890	14.909	15.7%	15.693
0681	2681	9.920	11.074	11.6%	11.657
0709	2709	0.920	1.132	23.0%	1.145
0716	2716	5.030	5.682	13.0%	5.750
0718	2718	4.550	5.217	14.7%	5.279
0721	2721	13.650	14.343	5.1%	14.514
0744	2744	0.750	0.681	-9.2%	0.689
0751	2751	1.570	1.606	2.3%	1.625
0752	2752	1.030	1.074	4.3%	1.087
0753	2753	5.580	6.305	13.0%	6.380
0755	2755	2.410	2.729	13.2%	2.762
0757	2757	3.560	4.056	13.9%	4.104
0759	2759	9.050	10.257	13.3%	10.379
0801	2801	7.970	7.836	-1.7%	7.929
0802	2802	4.990	5.585	11.9%	5.652
0803	2803	14.090	16.715	18.6%	16.914
0804	2804	4.760	5.326	11.9%	5.389
0805	2805	6.490	7.139	10.0%	7.224
0806	2806	10.190	10.064	-1.2%	10.184
0807	2807	6.330	7.316	15.6%	7.403
0808	2808	9.200	11.488	24.9%	11.625
0809	2809	4.950	5.115	3.3%	5.176
0811	2811	10.630	12.171	14.5%	12.316
0812	2812	9.120	10.452	14.6%	10.577
0813	2813	5.110	5.120	0.2%	5.181
0814	2814	3.580	3.772	5.4%	3.817
0815	2815	3.290	3.462	5.2%	3.503
0816	2816	2.360	2.365	0.2%	2.393
0817	2817	8.170	9.096	11.3%	9.204
0818	2818	1.900	1.935	1.8%	1.958
0819	2819	0.900	1.107	23.0%	1.120
0820	2820	3.410	3.537	3.7%	3.579
0821	2821	7.770	7.878	1.4%	7.972
0825	2825	4.660	4.783	2.6%	4.840
0828	2828	8.390	9.391	11.9%	9.503
0855	2855	5.770	5.860	1.6%	5.930
0857	2857	4.670	4.824	3.3%	4.881
0858	2858	6.360	6.404	0.7%	6.480
0859	2859	6.620	6.672	0.8%	6.751
0860	2860	6.410	6.524	1.8%	6.602
0862	2862	7.550	7.719	2.2%	7.811
0865	2865	2.090	1.997	-4.4%	2.021
0880	2880	6.560	6.638	1.2%	6.717
0882	2882	6.220	6.134	-1.4%	6.207
0884	2884	0.870	0.866	-0.5%	0.876
0885	2885	3.460	3.516	1.6%	3.558
0886	2886	2.150	2.223	3.4%	2.249
0887	2887	1.630	1.666	2.2%	1.686
0888	2888	5.530	5.678	2.7%	5.746

(1) Exhibit 4 Column (1)	(2) Exhibit 4 Column (9)	(3) Exhibit 4 Column (15)	(4) Exhibit 4 Column (16)	(5) Exhibit 4 Column (20)	(6)
Direct Employment Code	12/1/2026 Temporary Staffing Code	12/1/2025 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Percentage Change	Proposed 12/1/2026 Post-Surcharge Temporary Staffing Manual Rate
0890	2890	0.880	0.846	-3.9%	0.856
0891	2891	2.970	2.938	-1.1%	2.973
0896	2896	1.420	1.412	-0.6%	1.429
0897	2897	1.810	1.781	-1.6%	1.802
0898	2898	3.950	3.935	-0.4%	3.982
0899	2899	1.360	1.353	-0.5%	1.369
0903	2903	0.350	0.353	0.9%	0.357
0904	2904	0.900	1.143	27.0%	1.157
0905	2905	0.160	0.156	-2.5%	0.158
0907	2907	4.830	4.949	2.5%	5.008
0910	2910	4.550	4.472	-1.7%	4.525
0911	2911	3.810	3.936	3.3%	3.983
0914	2914	3.030	2.893	-4.5%	2.927
0915	2915	2.180	2.198	0.8%	2.224
0916	2916	2.330	2.453	5.3%	2.482
0917	2917	4.040	4.182	3.5%	4.232
0918	2918	2.010	1.965	-2.2%	1.988
0919	2919	2.140	2.237	4.5%	2.264
0920	2920	0.680	0.709	4.3%	0.717
0921	2921	5.120	5.142	0.4%	5.203
0922	2922	2.940	2.965	0.9%	3.000
0923	2923	2.650	2.710	2.3%	2.742
0924	2924	5.050	5.449	7.9%	5.514
0925	2925	3.490	3.493	0.1%	3.535
0926	2926	2.980	3.018	1.3%	3.054
0927	2927	1.080	1.173	8.6%	1.187
0928	2928	3.270	3.229	-1.3%	3.267
0932	2932	0.880	0.909	3.3%	0.920
0933	2933	3.460	3.559	2.9%	3.601
0934	2934	4.070	4.108	0.9%	4.157
0935	2935	1.460	1.504	3.0%	1.522
0936	2936	0.600	0.581	-3.2%	0.588
0939	2939	6.760	7.528	11.4%	7.618
0940	2940	3.450	3.265	-5.4%	3.304
0941	2941	4.490	4.239	-5.6%	4.290
0944	2944	2.270	2.293	1.0%	2.320
0945	2945	2.980	2.972	-0.3%	3.007
0948	2948	3.170	3.233	2.0%	3.272
0951	2951	0.900	1.084	20.4%	1.097
0952	2952	0.740	0.775	4.7%	0.784
0953	2953	0.210	0.209	-0.5%	0.211
0954	2954	3.190	3.516	10.2%	3.558
0955	2955	0.230	0.283	23.0%	0.286
0956	2956	0.280	0.303	8.2%	0.307
0957	2957	1.060	1.213	14.4%	1.227
0958	2958	4.280	5.032	17.6%	5.092
0959	2959	1.810	1.862	2.9%	1.884
0960	2960	3.710	3.745	0.9%	3.790
0961	2961	1.320	1.319	-0.1%	1.335
0962	2962	0.110	0.104	-5.5%	0.105
0963	2963	1.030	1.009	-2.0%	1.021
0964	2964	2.160	1.972	-8.7%	1.995
0965	2965	0.830	1.021	23.0%	1.033
0966	2966	3.350	3.405	1.6%	3.446
0967	2967	1.500	1.764	17.6%	1.785
0968	2968	1.490	1.521	2.1%	1.539
0969	2969	4.310	4.319	0.2%	4.370
0970	2970	9.580	9.729	1.6%	9.845
0971	2971	3.670	3.622	-1.3%	3.665
0973	2973	2.870	2.860	-0.3%	2.894
0974	2974	3.120	3.114	-0.2%	3.151
0975	2975	1.710	1.708	-0.1%	1.728
0976	2976	1.940	1.939	-0.1%	1.962
0977	2977	0.480	0.455	-5.2%	0.460
0978	2978	3.150	3.242	2.9%	3.281
0979	2979	4.460	4.521	1.4%	4.575
0980	2980	3.470	3.452	-0.5%	3.493
0981	2981	2.470	2.570	4.0%	2.601
0983	2983	7.170	7.508	4.7%	7.597
0984	2984	0.480	0.377	-21.5%	0.381

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Direct Employment Code	12/1/2026 Temporary Staffing Code	12/1/2025 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2026 Percentage Change	Proposed 12/1/2026 Post-Surcharge Temporary Staffing Manual Rate
0986	2986	1.960	1.940	-1.0%	1.963
0988	2988	0.480	0.350	-27.1%	0.354
0991	2991	5.440	5.794	6.5%	5.863
0992	2992	5.670	6.336	11.7%	6.411
0995	2995	8.390	9.936	18.4%	10.054
0997	2997	0.850	0.848	-0.2%	0.858
0999	2999	5.510	5.595	1.5%	5.662
4771	6771	5.060	5.562	9.9%	5.628
4777	6777	10.540	11.633	10.4%	11.772
7428	9428	2.160	2.402	11.2%	2.431