

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			2860	160	2828	119
2161	413	2512	0	2654	157	Total		2862	255	2904	181
2163	1,956	2513	0	2655	114	IG 3	1,256,367	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	
2257	649	6771	0	2666	46			2907	433	IG 5	37,670
2259	13,385	6777	3	2667	23			2910	238		
2261	435			2668	32			2911	4,405		
2263	121	Total		2669	3			2914	759	Grand	
2265	21	IG 1	175,391	2670	57			2915	50	Total	1,736,036
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							2924	33,078		
2323	4			Total				2925	2,413		
2327	31			IG 2	26,656			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	1

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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			Weighted			Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			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	0.650	1.256	0.037	0.000	0.000	0.000	0059	3,474	-	3.708	0.060	-	0.001	0.000
2101	1,261	0.0072	1.342	2.476	0.078	0.010	0.018	0.001	0101	49,997	0.051	0.011	0.034	0.000	0.000	0.000
2104	28,606	0.1631	-	0.988	0.031	-	0.161	0.005	0104	318,237	0.042	0.345	0.050	0.007	0.056	0.008
2105	540	0.0031	1.342	2.476	0.078	0.004	0.008	0.000	0105	22,155	-	0.845	0.033	-	0.003	0.000
2106	708	0.0040	1.342	2.476	0.078	0.005	0.010	0.000	0106	10,676	-	0.044	0.004	-	0.000	0.000
2107	1,781	0.0102	-	1.073	0.000	-	0.011	0.000	0107	22,287	0.323	3.394	0.154	0.003	0.034	0.002
2108	1,120	0.0064	1.342	2.476	0.078	0.009	0.016	0.000	0108	46,934	1.256	0.659	0.133	0.008	0.004	0.001
2109	362	0.0021	1.342	2.476	0.078	0.003	0.005	0.000	0109	18,759	-	0.979	0.204	-	0.002	0.000
2110	27	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0110	1,655	-	-	0.061	-	-	0.000
2111	46	0.0003	1.342	2.476	0.078	0.000	0.001	0.000	0111	427	-	-	0.001	-	-	0.000
2112	1,432	0.0082	1.342	2.476	0.078	0.011	0.020	0.001	0112	79,188	5.507	2.637	0.280	0.045	0.022	0.002
2113	962	0.0055	1.342	2.476	0.078	0.007	0.014	0.000	0113	2,828	-	-	0.174	-	-	0.001
2114	192	0.0011	1.342	2.476	0.078	0.001	0.003	0.000	0114	929	-	-	0.001	-	-	0.000
2115	3	0.0000	1.342	2.476	0.078	0.000	0.000	0.000	0115	171	-	-	0.000	-	-	0.000
2119	373	0.0021	1.342	2.476	0.078	0.003	0.005	0.000	0119	22,575	7.924	2.221	0.125	0.017	0.005	0.000
2130	-	-	1.342	2.476	0.078	-	-	-	0130	-	-	-	-	-	-	-
2132	963	0.0055	1.342	2.476	0.078	0.007	0.014	0.000	0132	58,194	1.237	0.438	0.081	0.007	0.002	0.000
2134	-	-	1.342	2.476	0.078	-	-	-	0134	4	-	-	-	-	-	-
2135	-	-	1.342	2.476	0.078	-	-	-	0135	-	-	-	-	-	-	-
2136	30	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0136	1,845	-	-	0.028	-	-	0.000
2139	99	0.0006	1.342	2.476	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	-	0.172	0.044	-	0.000	0.000
2163	1,956	0.0112	1.342	2.476	0.078	0.015	0.028	0.001	0163	116,688	-	0.004	0.015	-	0.000	0.000
2165	104	0.0006	1.342	2.476	0.078	0.001	0.001	0.000	0165	4,394	-	1.589	0.001	-	0.001	0.000
2166	34	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0166	2,075	-	-	0.469	-	-	0.000
2201	-	-	1.342	2.476	0.078	-	-	-	0201	-	-	-	-	-	-	-
2204	12	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0204	716	-	-	0.001	-	-	0.000
2205	15	0.0001	1.342	2.476	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	0.547	1.882	0.047	0.012	0.041	0.001
2222	7,945	0.0453	-	-	0.066	-	-	0.003	0222	282,262	0.437	1.001	0.092	0.020	0.045	0.004
2225	4,015	0.0229	1.342	2.476	0.078	0.031	0.057	0.002	0225	68,941	0.299	1.495	0.070	0.007	0.034	0.002
2227	473	0.0027	1.342	2.476	0.078	0.004	0.007	0.000	0227	28,607	-	0.428	0.004	-	0.001	0.000
2255	165	0.0009	1.342	2.476	0.078	0.001	0.002	0.000	0255	9,999	-	2.144	0.000	-	0.002	0.000
2257	649	0.0037	1.342	2.476	0.078	0.005	0.009	0.000	0257	1,744	2.125	4.718	0.001	0.008	0.017	0.000
2259	13,385	0.0763	1.342	2.476	0.078	0.102	0.189	0.006	0259	132,169	0.668	0.337	0.031	0.051	0.026	0.002
2261	435	0.0025	1.342	2.476	0.078	0.003	0.006	0.000	0261	18,230	0.279	1.170	0.321	0.001	0.003	0.001
2263	121	0.0007	1.342	2.476	0.078	0.001	0.002	0.000	0263	7,296	-	-	0.001	-	-	0.000
2265	21	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0265	0	-	-	0.000	-	-	0.000

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	Policy Years 2019-2023									Policy Years 2019-2023						
Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual			Weighted			Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2281	1,321	0.0075	-	1.490	0.000	-	0.011	0.000	0281	24,895	0.488	0.346	0.007	0.004	0.003	0.000
2282	845	0.0048	1.342	2.476	0.078	0.006	0.012	0.000	0282	26,628	2.702	2.923	0.198	0.013	0.014	0.001
2285	251	0.0014	1.342	2.476	0.078	0.002	0.004	0.000	0285	15,199	-	0.166	0.033	-	0.000	0.000
2301	-	-	1.342	2.476	0.078	-	-	-	0301	-	-	-	-	-	-	-
2305	1,282	0.0073	1.342	2.476	0.078	0.010	0.018	0.001	0305	62,739	0.285	0.635	0.116	0.002	0.005	0.001
2306	34	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0306	485	-	-	0.001	-	-	0.000
2309	-	-	1.342	2.476	0.078	-	-	-	0309	-	-	-	-	-	-	-
2311	482	0.0027	1.342	2.476	0.078	0.004	0.007	0.000	0311	27,545	-	0.394	0.040	-	0.001	0.000
2319	23	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0319	1,220	-	-	0.001	-	-	0.000
2323	4	0.0000	1.342	2.476	0.078	0.000	0.000	0.000	0323	54	-	-	0.000	-	-	0.000
2327	31	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0327	1,831	-	-	0.001	-	-	0.000
2402	240	0.0014	1.342	2.476	0.078	0.002	0.003	0.000	0402	10,567	2.617	0.058	0.077	0.004	0.000	0.000
2403	-	-	-	-	-	-	-	-	0403	-	-	-	-	-	-	-
2404	-	-	1.342	2.476	0.078	-	-	-	0404	-	-	-	-	-	-	-
2406	-	-	1.342	2.476	0.078	-	-	-	0406	-	-	-	-	-	-	-
2407	1,101	0.0063	1.342	2.476	0.078	0.008	0.016	0.000	0407	32,584	-	0.160	0.126	-	0.001	0.001
2411	1,463	0.0083	1.342	2.476	0.078	0.011	0.021	0.001	0411	61,886	1.717	2.098	0.305	0.014	0.017	0.003
2413	885	0.0050	1.342	2.476	0.078	0.007	0.012	0.000	0413	46,201	1.569	0.903	0.044	0.008	0.005	0.000
2415	143	0.0008	1.342	2.476	0.078	0.001	0.002	0.000	0415	7,568	-	0.006	0.000	-	0.000	0.000
2416	511	0.0029	1.342	2.476	0.078	0.004	0.007	0.000	0416	16,277	-	0.097	0.020	-	0.000	0.000
2421	-	-	1.342	2.476	0.078	-	-	-	0421	-	-	-	-	-	-	-
2425	-	-	1.342	2.476	0.078	-	-	-	0425	-	-	-	-	-	-	-
2427	-	-	1.342	2.476	0.078	-	-	-	0427	-	-	-	-	-	-	-
2429	-	-	1.342	2.476	0.078	-	-	-	0429	-	-	-	-	-	-	-
2431	-	-	1.342	2.476	0.078	-	-	-	0431	-	-	-	-	-	-	-
2433	121	0.0007	1.342	2.476	0.078	0.001	0.002	0.000	0433	1,291	-	5.654	0.000	-	0.004	0.000
2435	-	-	1.342	2.476	0.078	-	-	-	0435	-	-	-	-	-	-	-
2441	20	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0441	1,240	-	-	0.084	-	-	0.000
2445	167	0.0010	1.342	2.476	0.078	0.001	0.002	0.000	0445	9,233	-	-	0.000	-	-	0.000
2446	313	0.0018	1.342	2.476	0.078	0.002	0.004	0.000	0446	18,946	-	0.211	0.075	-	0.000	0.000
2447	-	-	1.342	2.476	0.078	-	-	-	0447	-	-	-	-	-	-	-
2449	13	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0449	780	-	-	0.000	-	-	0.000
2451	263	0.0015	1.065	2.573	0.324	0.002	0.004	0.000	0451	13,942	-	0.425	0.061	-	0.001	0.000
2454	3,340	0.0190	1.342	2.476	0.078	0.026	0.047	0.001	0454	178,421	0.506	0.709	0.078	0.010	0.014	0.001
2456	5,823	0.0332	1.342	2.476	0.078	0.045	0.082	0.003	0456	100,176	0.279	0.380	0.123	0.009	0.013	0.004
2457	143	0.0008	1.342	2.476	0.078	0.001	0.002	0.000	0457	8,678	-	2.001	0.115	-	0.002	0.000
2458	37	0.0002	1.342	2.476	0.078	0.000	0.001	0.000	0458	2,247	-	-	0.018	-	-	0.000
2459	2,830	0.0161	1.342	2.476	0.078	0.022	0.040	0.001	0459	9,329	-	0.334	0.033	-	0.005	0.001

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			Weighted			Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2461	2,536	0.0145	1.342	2.476	0.078	0.019	0.036	0.001	0461	121,703	0.035	0.696	0.036	0.001	0.010	0.001
2463	-	-	1.342	2.476	0.078	-	-	-	0463	4	-	-	0.001	-	-	-
2464	27	0.0002	1.342	2.476	0.078	0.000	0.000	0.000	0464	1,611	29.911	1.513	0.000	0.005	0.000	0.000
2465	19	0.0001	1.342	2.476	0.078	0.000	0.000	0.000	0465	1,146	-	-	0.000	-	-	0.000
2467	-	-	1.342	2.476	0.078	-	-	-	0467	-	-	-	-	-	-	-
2471	5,541	0.0316	1.342	2.476	0.078	0.042	0.078	0.002	0471	3,277	-	-	0.104	-	-	0.003
2472	3,372	0.0192	-	1.146	0.006	-	0.022	0.000	0472	6,565	0.031	0.648	0.000	0.001	0.012	0.000
2473	1,752	0.0100	1.342	2.476	0.078	0.013	0.025	0.001	0473	63,773	-	0.432	0.044	-	0.004	0.000
2474	5,241	0.0299	1.342	2.476	0.078	0.040	0.074	0.002	0474	114,721	0.505	0.922	0.056	0.015	0.028	0.002
2475	670	0.0038	-	-	0.000	-	-	0.000	0475	133,784	0.150	1.228	0.050	0.001	0.005	0.000
2476	372	0.0021	1.342	2.476	0.078	0.003	0.005	0.000	0476	5,552	0.593	0.609	0.015	0.001	0.001	0.000
2477	45	0.0003	1.342	2.476	0.078	0.000	0.001	0.000	0477	2,736	-	-	0.052	-	-	0.000
2483	244	0.0014	1.342	2.476	0.078	0.002	0.003	0.000	0483	2,904	-	-	0.000	-	-	0.000
2485	357	0.0020	1.342	2.476	0.078	0.003	0.005	0.000	0485	6,009	-	-	0.061	-	-	0.000
2486	-	-	1.342	2.476	0.078	-	-	-	0486	1	-	-	0.000	-	-	-
2487	2,964	0.0169	1.342	2.476	0.078	0.023	0.042	0.001	0487	18,639	-	-	0.000	-	-	0.000
2488	6,387	0.0364	1.342	2.476	0.078	0.049	0.090	0.003	0488	127,832	-	0.070	0.035	-	0.003	0.001
2489	123	0.0007	1.342	2.476	0.078	0.001	0.002	0.000	0489	7,454	-	-	0.005	-	-	0.000
2501	125	0.0007	1.342	2.476	0.078	0.001	0.002	0.000	0501	7,533	0.479	1.428	0.000	0.000	0.001	0.000
2502	-	-	1.342	2.476	0.078	-	-	-	0502	-	-	-	-	-	-	-
2506	528	0.0030	1.342	2.476	0.078	0.004	0.007	0.000	0506	25,196	-	0.000	0.035	-	0.000	0.000
2507	-	-	1.342	2.476	0.078	-	-	-	0507	-	-	-	-	-	-	-
2509	-	-	1.342	2.476	0.078	-	-	-	0509	-	-	-	-	-	-	-
2511	1,346	0.0077	1.342	2.476	0.078	0.010	0.019	0.001	0511	47,446	-	1.196	0.178	-	0.009	0.001
2512	-	-	1.342	2.476	0.078	-	-	-	0512	-	-	-	-	-	-	-
2513	-	-	1.342	2.476	0.078	-	-	-	0513	-	-	-	-	-	-	-
2535	2	0.0000	1.342	2.476	0.078	0.000	0.000	0.000	0535	137	-	-	0.002	-	-	0.000
2536	74	0.0004	1.342	2.476	0.078	0.001	0.001	0.000	0536	1,780	-	-	0.058	-	-	0.000
2551	22,744	0.1297	1.342	2.476	0.078	0.174	0.321	0.010	0551	862,213	-	0.133	0.019	-	0.017	0.003
2553	2,554	0.0146	1.342	2.476	0.078	0.020	0.036	0.001	0553	146,839	0.281	0.821	0.009	0.004	0.012	0.000
2555	12,241	0.0698	1.342	2.476	0.078	0.094	0.173	0.005	0555	425,340	0.218	0.068	0.123	0.015	0.005	0.009
2563	1,880	0.0107	-	-	0.039	-	-	0.000	0563	74,390	-	0.257	0.007	-	0.003	0.000
2571	2,226	0.0127	1.342	2.476	0.078	0.017	0.031	0.001	0571	134,129	-	0.168	0.027	-	0.002	0.000
2573	395	0.0023	1.342	2.476	0.078	0.003	0.006	0.000	0573	23,869	-	2.884	0.012	-	0.006	0.000
2581	7,284	0.0415	1.342	2.476	0.078	0.056	0.103	0.003	0581	440,659	0.145	0.076	0.012	0.006	0.003	0.001
2744	510	0.0029	1.342	2.476	0.078	0.004	0.007	0.000	0744	187	-	-	0.000	-	-	0.000
6771	-	-	1.342	2.476	0.078	-	-	-	4771	-	-	-	-	-	-	-
6777	3	0.0000	1.342	2.476	0.078	0.000	0.000	0.000	4777	167	-	-	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
TOTAL IG 1	175,391	1.0000				0.960	1.978	0.067		4,876,398				0.297	0.507	0.059
Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						3.233	3.902	1.128								
2005	1,390	0.0521	0.650	1.256	0.037	0.034	0.065	0.002	0005	90,508	2.022	2.092	0.110	0.105	0.109	0.006
2012	1,499	0.0562	0.553	1.885	0.043	0.031	0.106	0.002	0012	564,603	0.686	0.895	0.071	0.039	0.050	0.004
2601	581	0.0218	-	-	0.049	-	-	0.001	0601	258,384	0.763	0.801	0.088	0.017	0.017	0.002
2603	85	0.0032	-	-	0.049	-	-	0.000	0603	64,313	-	0.602	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	0.307	0.853	0.274	0.004	0.011	0.004
2608	441	0.0165	-	-	0.049	-	-	0.001	0608	330,366	1.033	0.743	0.067	0.017	0.012	0.001
2609	2,326	0.0873	0.220	0.765	0.081	0.019	0.067	0.007	0609	562,498	0.690	0.796	0.030	0.060	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	1.834	0.957	0.056	0.008	0.004	0.000
2625	47	0.0018	-	-	0.049	-	-	0.000	0625	35,657	0.534	1.016	0.025	0.001	0.002	0.000
2643	25	0.0009	-	-	0.049	-	-	0.000	0643	17,040	-	0.558	0.201	-	0.001	0.000
2645	173	0.0065	-	-	0.049	-	-	0.000	0645	101,928	1.044	0.702	0.030	0.007	0.005	0.000
2646	187	0.0070	-	-	0.049	-	-	0.000	0646	33,842	1.875	1.956	0.156	0.013	0.014	0.001
2647	113	0.0042	-	-	0.049	-	-	0.000	0647	83,967	1.068	1.394	0.098	0.005	0.006	0.000
2648	338	0.0127	-	-	0.049	-	-	0.001	0648	99,180	1.653	1.110	0.040	0.021	0.014	0.001
2649	50	0.0019	-	-	0.049	-	-	0.000	0649	38,110	0.324	1.064	0.084	0.001	0.002	0.000
2651	2,248	0.0843	10.115	3.335	0.106	0.853	0.281	0.009	0651	229,294	1.913	0.868	0.061	0.161	0.073	0.005
2652	923	0.0346	-	-	0.049	-	-	0.002	0652	280,857	2.666	2.588	0.114	0.092	0.090	0.004
2653	303	0.0114	-	-	0.049	-	-	0.001	0653	125,442	3.836	0.835	0.114	0.044	0.009	0.001
2654	157	0.0059	-	-	0.049	-	-	0.000	0654	117,440	2.839	1.031	0.060	0.017	0.006	0.000
2655	114	0.0043	-	-	0.049	-	-	0.000	0655	73,370	-	0.850	0.182	-	0.004	0.001
2656	134	0.0050	-	-	0.049	-	-	0.000	0656	66,766	-	0.291	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	-	0.295	0.276	-	0.001	0.001
2659	74	0.0028	-	-	0.049	-	-	0.000	0659	56,215	1.685	3.980	0.027	0.005	0.011	0.000
2660	511	0.0192	-	-	0.049	-	-	0.001	0660	219,496	0.169	0.123	0.032	0.003	0.002	0.001
2661	9,252	0.3471	9.368	0.503	0.227	3.252	0.175	0.079	0661	664,988	0.081	0.436	0.060	0.028	0.151	0.021
2662	87	0.0033	0.553	1.885	0.043	0.002	0.006	0.000	0662	45,243	-	0.108	0.129	-	0.000	0.000
2663	1,451	0.0544	-	-	0.049	-	-	0.003	0663	615,091	1.097	0.523	0.055	0.060	0.028	0.003

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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
2664	1,048	0.0393	-	-	0.049	-	-	0.002	0664	630,919	0.607	0.638	0.079	0.024	0.025	0.003
2665	221	0.0083	-	-	0.049	-	-	0.000	0665	121,273	1.475	1.117	0.112	0.012	0.009	0.001
2666	46	0.0017	-	-	0.049	-	-	0.000	0666	18,591	0.252	2.025	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	1.101	2.537	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	1.240	1.514	0.016	0.001	0.001	0.000
2674	28	0.0011	-	-	0.049	-	-	0.000	0674	20,811	-	0.092	0.055	-	0.000	0.000
2675	1,379	0.0517	-	-	0.049	-	-	0.003	0675	436,467	0.546	0.833	0.045	0.028	0.043	0.002
2676	73	0.0027	-	-	0.049	-	-	0.000	0676	41,098	1.679	1.841	0.089	0.005	0.005	0.000
2677	138	0.0052	-	-	0.049	-	-	0.000	0677	104,547	0.255	0.052	0.010	0.001	0.000	0.000
2679	8	0.0003	-	-	0.049	-	-	0.000	0679	1,301	-	2.748	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	0.650	1.256	0.037	0.008	0.016	0.000	0802	22,104	1.052	0.292	0.001	0.013	0.004	0.000
TOTAL IG 2	26,656	1.0000				4.199	0.716	0.117		6,448,310				0.793	0.792	0.066
Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						5.295	0.904	1.770								
2819	143	0.0001	-	-	0.009	-	-	0.000	0819	51,380	-	0.248	0.031	-	0.000	0.000
2887	229	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0887	119,075	-	0.087	0.169	-	0.000	0.000
2890	261	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0890	30,777	-	0.233	0.003	-	0.000	0.000
2891	1,032	0.0008	0.553	1.885	0.043	0.000	0.002	0.000	0891	538,285	0.119	0.344	0.046	0.000	0.000	0.000
2903	116	0.0001	-	-	0.009	-	-	0.000	0903	54,660	0.685	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	0.553	1.885	0.043	0.001	0.002	0.000	0936	490,196	-	0.000	0.004	-	0.000	0.000
2948	2,389	0.0019	0.553	1.885	0.043	0.001	0.004	0.000	0948	49,996	0.211	1.007	0.054	0.000	0.002	0.000
2951	19,398	0.0154	-	-	0.009	-	-	0.000	0951	6,815,086	0.114	0.121	0.009	0.002	0.002	0.000
2953	734,938	0.5850	0.036	0.117	0.006	0.021	0.069	0.003	0953	32,555,055	0.016	0.025	0.006	0.010	0.015	0.003
2955	17,211	0.0137	-	-	0.009	-	-	0.000	0955	4,919,583	0.054	0.037	0.008	0.001	0.001	0.000
2956	38,600	0.0307	0.036	0.117	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	0.322	0.418	0.023	0.024	0.031	0.002	0957	6,001,503	0.119	0.138	0.024	0.009	0.010	0.002
2958	6,729	0.0054	0.322	0.418	0.023	0.002	0.002	0.000	0958	455,098	0.448	1.272	0.128	0.002	0.007	0.001
2961	201,566	0.1604	0.322	0.418	0.023	0.052	0.067	0.004	0961	2,837,765	0.082	0.137	0.024	0.013	0.022	0.004
2962	8,981	0.0071	0.036	0.117	0.006	0.000	0.001	0.000	0962	630,702	-	-	0.004	-	-	0.000

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	Policy Years 2019-2023									Policy Years 2019-2023						
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			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2963	759	0.0006	0.553	1.885	0.043	0.000	0.001	0.000	0963	362,671	0.047	0.067	0.024	0.000	0.000	0.000
2965	65,853	0.0524	0.107	0.485	0.061	0.006	0.025	0.003	0965	1,643,165	0.115	0.208	0.042	0.006	0.011	0.002
2984	8,685	0.0069	0.553	1.885	0.043	0.004	0.013	0.000	0984	1,902,734	0.023	0.054	0.005	0.000	0.000	0.000
2988	55,672	0.0443	0.553	1.885	0.043	0.025	0.084	0.002	0988	11,373,452	0.030	0.031	0.004	0.001	0.001	0.000
TOTAL IG 3	1,256,367	1.0000				0.136	0.304	0.015		73,784,266				0.047	0.071	0.013
Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						2.926	4.257	1.184								
2011	56	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0011	29,143	1.849	0.507	0.020	0.000	0.000	0.000
2013	70	0.0003	0.553	1.885	0.043	0.000	0.001	0.000	0013	21,778	2.975	0.422	0.112	0.001	0.000	0.000
2141	351	0.0015	0.553	1.885	0.043	0.001	0.003	0.000	0141	86,452	0.171	1.431	0.105	0.000	0.002	0.000
2142	132	0.0006	0.553	1.885	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	0.397	15.817	0.001	0.000	0.000	0.000
2801	414	0.0017	0.650	1.256	0.037	0.001	0.002	0.000	0801	27,594	5.437	3.226	0.366	0.009	0.006	0.001
2806	630	0.0026	0.650	1.256	0.037	0.002	0.003	0.000	0806	35,795	2.915	3.672	0.124	0.008	0.010	0.000
2809	1,680	0.0070	0.650	1.256	0.037	0.005	0.009	0.000	0809	111,991	1.522	1.559	0.105	0.011	0.011	0.001
2813	19,755	0.0823	2.895	4.672	0.168	0.238	0.385	0.014	0813	176,150	0.652	0.736	0.084	0.054	0.061	0.007
2814	739	0.0031	0.553	1.885	0.043	0.002	0.006	0.000	0814	190,567	1.378	0.920	0.103	0.004	0.003	0.000
2815	1,591	0.0066	0.553	1.885	0.043	0.004	0.012	0.000	0815	725,485	0.700	0.845	0.053	0.005	0.006	0.000
2816	125	0.0005	0.553	1.885	0.043	0.000	0.001	0.000	0816	60,777	0.121	0.674	0.049	0.000	0.000	0.000
2818	3,891	0.0162	0.553	1.885	0.043	0.009	0.031	0.001	0818	1,752,727	0.451	0.422	0.043	0.007	0.007	0.001
2820	14	0.0001	0.553	1.885	0.043	0.000	0.000	0.000	0820	5,315	-	-	0.000	-	-	0.000
2821	1,202	0.0050	0.650	1.256	0.037	0.003	0.006	0.000	0821	75,024	3.220	2.402	0.125	0.016	0.012	0.001
2825	49	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0825	25,731	1.339	4.221	0.051	0.000	0.001	0.000
2855	6,980	0.0291	0.650	1.256	0.037	0.019	0.037	0.001	0855	397,831	0.409	1.055	0.102	0.012	0.031	0.003
2857	823	0.0034	0.650	1.256	0.037	0.002	0.004	0.000	0857	44,146	4.374	1.957	0.061	0.015	0.007	0.000
2858	372	0.0016	0.650	1.256	0.037	0.001	0.002	0.000	0858	20,347	-	0.051	0.019	-	0.000	0.000
2859	157	0.0007	0.650	1.256	0.037	0.000	0.001	0.000	0859	7,643	-	-	0.065	-	-	0.000
2860	160	0.0007	0.650	1.256	0.037	0.000	0.001	0.000	0860	10,653	-	0.251	0.670	-	0.000	0.000
2862	255	0.0011	0.650	1.256	0.037	0.001	0.001	0.000	0862	16,642	0.679	-	0.139	0.001	-	0.000
2865	49,700	0.2071	0.650	1.256	0.037	0.135	0.260	0.008	0865	1,680,196	0.285	0.332	0.072	0.059	0.069	0.015
2880	1,451	0.0060	0.553	1.885	0.043	0.003	0.011	0.000	0880	229,728	0.865	1.327	0.097	0.005	0.008	0.001
2882	54	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0882	28,180	-	1.800	0.139	-	0.000	0.000
2884	219	0.0009	0.553	1.885	0.043	0.001	0.002	0.000	0884	113,189	-	0.168	0.015	-	0.000	0.000
2885	560	0.0023	0.259	2.032	0.141	0.001	0.005	0.000	0885	95,739	0.322	1.309	0.116	0.001	0.003	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			Weighted			Direct Employment Code	Direct Employment Payroll (\$000)	Actual			Weighted		
			Indicated Pure Premium			Indicated Pure Premium					Indicated Pure Premium			Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2886	369	0.0015	0.259	2.032	0.141	0.000	0.003	0.000	0886	40,757	3.350	0.755	0.051	0.005	0.001	0.000
2888	52	0.0002	0.553	1.885	0.043	0.000	0.000	0.000	0888	27,127	1.359	1.938	0.045	0.000	0.000	0.000
2896	1,572	0.0066	0.553	1.885	0.043	0.004	0.012	0.000	0896	34,681	-	0.149	0.013	-	0.001	0.000
2897	2,282	0.0095	0.553	1.885	0.043	0.005	0.018	0.000	0897	1,181,777	0.150	0.509	0.048	0.001	0.005	0.000
2898	1,929	0.0080	0.553	1.885	0.043	0.004	0.015	0.000	0898	230,024	0.053	0.704	0.075	0.000	0.006	0.001
2899	111	0.0005	0.553	1.885	0.043	0.000	0.001	0.000	0899	57,873	-	0.810	0.131	-	0.000	0.000
2907	433	0.0018	0.650	1.256	0.037	0.001	0.002	0.000	0907	18,905	0.909	3.073	0.154	0.002	0.006	0.000
2910	238	0.0010	0.259	2.032	0.141	0.000	0.002	0.000	0910	2,675	7.661	8.982	0.110	0.008	0.009	0.000
2911	4,405	0.0184	0.650	1.256	0.037	0.012	0.023	0.001	0911	109,625	1.040	1.031	0.051	0.019	0.019	0.001
2914	759	0.0032	-	-	0.001	-	-	0.000	0914	218,822	0.374	1.094	0.076	0.001	0.003	0.000
2915	50	0.0002	0.259	2.032	0.141	0.000	0.000	0.000	0915	31,578	-	0.045	0.063	-	0.000	0.000
2916	1,621	0.0068	0.259	2.032	0.141	0.002	0.014	0.001	0916	536,594	0.189	1.000	0.052	0.001	0.007	0.000
2917	2,010	0.0084	0.259	2.032	0.141	0.002	0.017	0.001	0917	1,261,059	0.981	1.205	0.082	0.008	0.010	0.001
2918	200	0.0008	0.259	2.032	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	2.032	0.141	0.000	0.000	0.000	0919	23,389	0.270	1.188	0.072	0.000	0.000	0.000
2920	236	0.0010	0.259	2.032	0.141	0.000	0.002	0.000	0920	148,983	0.092	0.294	0.009	0.000	0.000	0.000
2921	20	0.0001	-	-	0.001	-	-	0.000	0921	21,072	-	3.237	0.128	-	0.000	0.000
2922	641	0.0027	0.259	2.032	0.141	0.001	0.005	0.000	0922	310,755	0.642	0.623	0.073	0.002	0.002	0.000
2923	9,110	0.0380	-	0.897	0.002	-	0.034	0.000	0923	3,952	-	0.034	0.000	-	0.001	0.000
2924	33,078	0.1379	0.650	1.256	0.037	0.090	0.173	0.005	0924	1,695,034	1.361	1.541	0.113	0.188	0.212	0.016
2925	2,413	0.0101	0.259	2.032	0.141	0.003	0.020	0.001	0925	416,547	0.442	0.933	0.081	0.004	0.009	0.001
2926	1,265	0.0053	-	-	0.038	-	-	0.000	0926	147,655	0.684	0.482	0.071	0.004	0.003	0.000
2927	1,294	0.0054	0.259	2.032	0.141	0.001	0.011	0.001	0927	686,203	0.324	0.422	0.058	0.002	0.002	0.000
2928	10,658	0.0444	3.331	1.002	0.051	0.148	0.044	0.002	0928	1,634,725	0.391	0.848	0.084	0.017	0.038	0.004
2932	67	0.0003	0.259	2.032	0.141	0.000	0.001	0.000	0932	42,330	2.077	0.478	0.019	0.001	0.000	0.000
2933	156	0.0007	0.259	2.032	0.141	0.000	0.001	0.000	0933	27,457	0.312	0.021	0.052	0.000	0.000	0.000
2934	3,805	0.0159	0.259	2.032	0.141	0.004	0.032	0.002	0934	186,837	1.734	0.881	0.132	0.027	0.014	0.002
2935	47	0.0002	0.259	2.032	0.141	0.000	0.000	0.000	0935	29,505	2.330	1.767	0.052	0.000	0.000	0.000
2940	1,393	0.0058	0.322	0.418	0.023	0.002	0.002	0.000	0940	50,551	0.677	0.461	0.075	0.004	0.003	0.000
2941	1,549	0.0065	0.553	1.885	0.043	0.004	0.012	0.000	0941	804,492	0.237	0.924	0.081	0.002	0.006	0.001
2944	598	0.0025	0.553	1.885	0.043	0.001	0.005	0.000	0944	285,422	0.241	0.422	0.079	0.001	0.001	0.000
2945	233	0.0010	0.553	1.885	0.043	0.001	0.002	0.000	0945	68,018	2.205	1.027	0.109	0.002	0.001	0.000
2952	3,127	0.0130	0.553	1.885	0.043	0.007	0.025	0.001	0952	286,344	0.177	0.299	0.014	0.002	0.004	0.000
2959	5,222	0.0218	0.322	0.418	0.023	0.007	0.009	0.000	0959	361,084	0.389	0.583	0.164	0.008	0.013	0.004
2960	25,823	0.1076	0.322	0.418	0.023	0.035	0.045	0.002	0960	950,747	0.685	0.797	0.080	0.074	0.086	0.009
2964	93	0.0004	0.553	1.885	0.043	0.000	0.001	0.000	0964	48,761	-	0.314	0.161	-	0.000	0.000
2966	71	0.0003	0.553	1.885	0.043	0.000	0.001	0.000	0966	34,273	-	-	0.020	-	-	0.000
2968	128	0.0005	0.553	1.885	0.043	0.000	0.001	0.000	0968	66,415	-	0.267	0.107	-	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
2971	10,176	0.0424	0.553	1.885	0.043	0.023	0.080	0.002	0971	1,077,467	0.467	0.823	0.054	0.020	0.035	0.002
2973	1,638	0.0068	0.553	1.885	0.043	0.004	0.013	0.000	0973	357,562	0.206	0.738	0.061	0.001	0.005	0.000
2974	6,348	0.0265	0.322	0.418	0.023	0.009	0.011	0.001	0974	287,176	0.226	0.843	0.097	0.006	0.022	0.003
2975	4,295	0.0179	0.553	1.885	0.043	0.010	0.034	0.001	0975	1,764,683	0.210	0.467	0.060	0.004	0.008	0.001
2976	874	0.0036	0.553	1.885	0.043	0.002	0.007	0.000	0976	348,841	0.092	0.658	0.097	0.000	0.002	0.000
2977	845	0.0035	0.553	1.885	0.043	0.002	0.007	0.000	0977	330,514	0.031	0.015	0.003	0.000	0.000	0.000
2978	183	0.0008	0.553	1.885	0.043	0.000	0.001	0.000	0978	23,065	-	0.086	0.328	-	0.000	0.000
2979	3,261	0.0136	0.322	0.418	0.023	0.004	0.006	0.000	0979	203,522	0.301	1.464	0.157	0.004	0.020	0.002
2980	2,791	0.0116	0.650	1.256	0.037	0.008	0.015	0.000	0980	130,229	0.377	0.709	0.160	0.004	0.008	0.002
2981	487	0.0020	0.553	1.885	0.043	0.001	0.004	0.000	0981	254,371	0.668	0.870	0.061	0.001	0.002	0.000
2983	81	0.0003	0.553	1.885	0.043	0.000	0.001	0.000	0983	14,255	2.451	8.912	0.140	0.001	0.003	0.000
2986	228	0.0010	0.553	1.885	0.043	0.001	0.002	0.000	0986	108,816	-	0.238	0.034	-	0.000	0.000
2997	120	0.0005	0.553	1.885	0.043	0.000	0.001	0.000	0997	62,390	1.396	0.690	0.133	0.001	0.000	0.000
2999	99	0.0004	0.553	1.885	0.043	0.000	0.001	0.000	0999	7,612	-	1.789	0.003	-	0.001	0.000
TOTAL IG 4	239,952	1.0000				0.828	1.503	0.051		23,076,749				0.635	0.806	0.083
Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.303	1.863	0.623								
2009	-	-	0.650	1.256	0.037	-	-	-	0009	-	-	-	-	-	-	-
2015	12	0.0003	0.650	1.256	0.037	0.000	0.000	0.000	0015	811	-	-	0.000	-	-	0.000
2055	381	0.0101	0.650	1.256	0.037	0.007	0.013	0.000	0055	24,478	-	-	0.026	-	-	0.000
2716	25	0.0007	0.553	1.885	0.043	0.000	0.001	0.000	0716	13,014	-	0.895	0.023	-	0.001	0.000
2718	245	0.0065	1.342	2.476	0.078	0.009	0.016	0.001	0718	14,845	0.048	1.181	0.087	0.000	0.008	0.001
2721	12	0.0003	0.650	1.256	0.037	0.000	0.000	0.000	0721	776	-	-	0.001	-	-	0.000
2751	69	0.0018	0.553	1.885	0.043	0.001	0.003	0.000	0751	26,740	1.711	0.710	0.054	0.003	0.001	0.000
2752	38	0.0010	0.553	1.885	0.043	0.001	0.002	0.000	0752	19,728	1.905	0.529	0.009	0.002	0.001	0.000
2753	199	0.0053	0.553	1.885	0.043	0.003	0.010	0.000	0753	104,019	0.461	0.495	0.025	0.002	0.003	0.000
2755	3,487	0.0926	0.553	1.885	0.043	0.051	0.175	0.004	0755	173,852	-	0.206	0.027	-	0.019	0.002
2757	530	0.0141	0.553	1.885	0.043	0.008	0.027	0.001	0757	191,410	0.279	0.826	0.055	0.004	0.012	0.001
2759	315	0.0084	0.553	1.885	0.043	0.005	0.016	0.000	0759	129,938	0.842	1.458	0.081	0.007	0.012	0.001
2803	-	-	0.650	1.256	0.037	-	-	-	0803	17	-	-	0.006	-	-	-
2804	2,211	0.0587	0.650	1.256	0.037	0.038	0.074	0.002	0804	147,433	0.254	0.927	0.090	0.015	0.054	0.005
2805	226	0.0060	0.650	1.256	0.037	0.004	0.008	0.000	0805	15,056	4.473	2.920	0.074	0.027	0.018	0.000
2807	374	0.0099	0.650	1.256	0.037	0.006	0.012	0.000	0807	24,901	4.532	9.196	0.146	0.045	0.091	0.001
2808	7,693	0.2042	0.650	1.256	0.037	0.133	0.257	0.008	0808	501,965	2.058	3.415	0.103	0.420	0.697	0.021

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
2811	7,801	0.2071	0.650	1.256	0.037	0.135	0.260	0.008	0811	511,086	2.061	1.376	0.036	0.427	0.285	0.007
2812	527	0.0140	0.650	1.256	0.037	0.009	0.018	0.001	0812	28,735	0.287	2.998	0.103	0.004	0.042	0.001
2817	800	0.0212	0.650	1.256	0.037	0.014	0.027	0.001	0817	34,340	0.356	1.895	0.034	0.008	0.040	0.001
2828	119	0.0032	0.650	1.256	0.037	0.002	0.004	0.000	0828	7,928	0.720	0.847	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	0.553	1.885	0.043	0.000	0.000	0.000	0939	592	-	-	0.001	-	-	0.000
2954	3,523	0.0935	0.553	1.885	0.043	0.052	0.176	0.004	0954	250,287	-	0.330	0.024	-	0.031	0.002
2967	157	0.0042	0.553	1.885	0.043	0.002	0.008	0.000	0967	80,998	-	0.322	0.064	-	0.001	0.000
2969	351	0.0093	0.553	1.885	0.043	0.005	0.018	0.000	0969	91,793	-	0.340	0.066	-	0.003	0.001
2970	-	-	0.553	1.885	0.043	-	-	-	0970	13	-	-	0.006	-	-	-
2991	16	0.0004	0.553	1.885	0.043	0.000	0.001	0.000	0991	8,174	0.754	0.738	7.489	0.000	0.000	0.003
2992	369	0.0098	0.650	1.256	0.037	0.006	0.012	0.000	0992	24,543	2.193	0.744	0.115	0.021	0.007	0.001
2995	4,518	0.1199	0.650	1.256	0.037	0.078	0.151	0.004	0995	285,135	2.018	2.053	0.114	0.242	0.246	0.014
9428	3,490	0.0926	0.553	1.885	0.043	0.051	0.175	0.004	7428	194,545	-	0.242	0.044	-	0.022	0.004
TOTAL IG 5	37,670	1.0000				0.620	1.462	0.039		2,912,875				1.230	1.598	0.068
Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.504	0.915	0.574								
GRAND TOTAL	1,736,036					0.3880	0.6704	0.0273		111,098,598				0.1904	0.2612	0.0290
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						2.038	2.567	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)			
0.09	0.31	0.34	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
2.038	2.567	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			
2.396	3.528	1.199	

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			
3.233	3.902	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			
2.263	3.045	1.328	
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

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			
5.295	0.904	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			
2.366	3.477	1.295	
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

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	0.27	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
2.926	4.257	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			
3.409	4.532**	1.315**	

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			
1.303		1.863	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			
2.232		2.192	1.088

$$D = [A * B] + [C * D] + [(1 - A - C) * (\text{Total D})]$$

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			
0.504	0.915	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			
2.299	3.262	1.204	
$D = [A * B] + [C * D] + [(1 - A - C) * (Total D)]$			

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 Serious	12/1/2026 Non-Serious	12/1/2026 Medical Only	12/1/2026 Pure Premium Total	12/1/2026 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2026 Temp Staffing Code	12/1/2026 Serious	12/1/2026 Non-Serious	12/1/2026 Medical Only	12/1/2026 Pure Premium Total	Indicated 12/1/2026 Pre-Surcharge Temp Staffing Manual Rate	12/1/2025 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2026 Pre-Surcharge 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 Proposed 12/1/2026 Temp Staffing Manual Rates	Proposed 12/1/2026 Percentage Change
1	0059	55	1.558	0.815	0.136	2.509	4.010	0937	2059	3.527	2.482	0.180	6.189	9.891	8.96	9.891	18	1,613	1,780	10.4%
1	0101	1,261	0.999	0.281	0.056	1.336	2.081	0544	2101	2.262	0.855	0.074	3.191	4.972	4.62	4.972	730	33,726	36,296	7.6%
1	0104	28,606	0.807	0.380	0.053	1.240	1.934	0185	2104	1.826	1.157	0.070	3.053	4.761	4.52	4.761	14,276	645,275	679,680	5.3%
1	0105	540	1.019	0.741	0.047	1.806	2.842	0544	2105	2.305	2.255	0.062	4.622	7.274	6.76	7.274	250	16,900	18,185	7.6%
1	0106	708	1.508	0.802	0.079	2.388	3.710	0544	2106	3.412	2.442	0.105	5.959	9.256	8.65	9.256	592	51,208	54,796	7.0%
1	0107	1,781	0.547	0.585	0.046	1.178	1.746	0187	2107	1.238	1.781	0.062	3.081	4.566	4.31	4.566	958	41,290	43,742	5.9%
1	0108	1,120	0.559	0.439	0.062	1.060	1.572	0544	2108	1.266	1.336	0.083	2.685	3.981	3.89	3.981	612	23,807	24,364	2.3%
1	0109	362	0.952	0.649	0.065	1.667	2.604	0544	2109	2.155	1.977	0.086	4.218	6.591	6.13	6.591	159	9,747	10,480	7.5%
1	0110	27	0.541	0.576	0.081	1.198	1.823	0544	2110	1.225	1.755	0.107	3.087	4.696	4.55	4.696	11	501	517	3.2%
1	0111	46	0.860	1.454	0.090	2.403	3.522	0544	2111	1.946	4.426	0.119	6.491	9.513	9.64	9.513	41	3,952	3,900	-1.3%
1	0112	1,432	2.642	1.720	0.195	4.557	5.975	0544	2112	5.980	5.237	0.259	11.476	15.048	15.32	15.048	589	90,235	88,633	-1.8%
1	0113	962	0.478	0.365	0.075	0.918	1.459	0544	2113	1.082	1.110	0.099	2.291	3.643	3.36	3.643	930	31,248	33,880	8.4%
1	0114	192	1.235	1.177	0.115	2.528	3.823	0544	2114	2.796	3.585	0.153	6.534	9.881	9.59	9.881	182	17,454	17,983	3.0%
1	0115	3	0.459	0.460	0.123	1.042	1.629	0544	2115	1.039	1.401	0.164	2.604	4.069	3.86	4.069	-	0	0	5.4%
1	0119	373	0.912	0.696	0.121	1.729	2.585	0544	2119	2.064	2.120	0.160	4.344	6.495	6.05	6.495	150	9,075	9,743	7.4%
1	0130	-	0.000	0.000	0.000	0.000	3.066	0544	2130	0.000	0.000	0.000	0.000	7.596	7.28	7.596	-	0	0	4.3%
1	0132	963	0.624	0.311	0.059	0.994	1.523	0544	2132	1.413	0.947	0.078	2.438	3.736	3.50	3.736	343	12,005	12,814	6.7%
1	0134	-	0.769	0.389	0.115	1.273	1.976	0544	2134	1.741	1.184	0.153	3.078	4.776	4.47	4.776	-	0	0	6.8%
1	0135	-	0.000	0.000	0.000	0.000	1.494	0544	2135	0.000	0.000	0.000	0.000	3.702	3.56	3.702	-	0	0	4.0%
1	0136	30	0.531	0.463	0.092	1.086	1.621	0544	2136	1.202	1.410	0.122	2.734	4.081	4.02	4.081	11	442	449	1.5%
1	0139	99	0.762	0.900	0.079	1.741	2.639	0544	2139	1.724	2.742	0.105	4.571	6.927	6.74	6.927	65	4,381	4,503	2.8%
1	0161	413	0.473	0.414	0.040	0.927	1.410	2161	2161	1.072	1.259	0.053	2.384	3.625	3.50	3.625	266	9,310	9,643	3.6%
1	0163	1,956	0.658	0.744	0.095	1.497	2.335	0544	2163	1.489	2.265	0.126	3.880	6.053	5.96	6.053	814	48,514	49,271	1.6%
1	0165	104	1.247	1.123	0.133	2.503	3.846	0191	2165	2.822	3.421	0.176	6.419	9.863	9.41	9.863	54	5,081	5,326	4.8%
1	0166	34	0.561	0.619	0.100	1.280	1.945	0544	2166	1.269	1.884	0.133	3.286	4.995	4.85	4.995	11	534	549	3.0%
1	0201	-	0.000	0.000	0.000	0.000	2.499	0544	2201	0.000	0.000	0.000	0.000	6.192	5.91	6.192	-	0	0	4.8%
1	0204	12	0.512	0.705	0.119	1.336	2.066	0544	2204	1.158	2.145	0.159	3.462	5.355	5.15	5.355	4	206	214	4.0%
1	0205	15	0.653	0.437	0.077	1.167	1.776	0544	2205	1.478	1.330	0.103	2.911	4.429	4.24	4.429	6	254	266	4.5%
1	0221	3,840	0.444	0.502	0.039	0.985	1.465	2221	2221	1.004	1.529	0.052	2.585	3.844	3.64	3.844	3,369	122,632	129,504	5.6%
1	0222	7,945	0.917	0.567	0.076	1.560	2.433	2222	2222	2.076	1.727	0.101	3.904	6.087	5.63	6.087	5,333	300,248	324,620	8.1%
1	0225	4,015	0.756	0.373	0.043	1.171	1.826	0275	2225	1.710	1.136	0.056	2.902	4.524	4.02	4.524	3,295	132,459	149,066	12.5%
1	0227	473	0.811	0.175	0.033	1.019	1.844	0276	2227	1.835	0.532	0.044	2.411	4.363	2.94	3.557	154	4,528	5,478	21.0%
1	0255	165	0.480	0.357	0.040	0.877	1.287	0544	2255	1.085	1.087	0.053	2.225	3.267	3.17	3.267	-	0	0	3.1%
1	0257	649	0.643	0.390	0.072	1.105	1.747	0544	2257	1.455	1.187	0.096	2.738	4.329	3.98	4.329	633	25,193	27,403	8.8%
1	0259	13,385	0.709	0.227	0.051	0.986	1.538	0544	2259	1.604	0.690	0.068	2.362	3.684	3.37	3.684	11,960	403,052	440,606	9.3%
1	0261	435	0.869	0.375	0.059	1.303	2.019	0544	2261	1.968	1.142	0.078	3.188	4.939	4.55	4.939	304	13,832	15,015	8.5%
1	0263	121	0.448	0.297	0.057	0.802	1.226	0544	2263	1.013	0.905	0.075	1.993	3.048	2.92	3.048	60	1,752	1,829	4.4%
1	0265	21	0.446	0.500	0.096	1.042	1.613	0544	2265	1.010	1.524	0.127	2.661	4.118	3.94	4.118	21	827	865	4.5%
1	0281	1,321	0.632	0.358	0.043	1.032	1.583	2281	2281	1.429	1.089	0.057	2.575	3.949	3.74	3.949	515	19,261	20,337	5.6%
1	0282	845	1.270	0.894	0.130	2.294	3.518	0544	2282	2.873	2.723	0.172	5.768	8.846	8.22	8.846	599	49,238	52,988	7.6%
1	0285	251	0.477	0.294	0.032	0.804	1.249	0297	2285	1.079	0.897	0.043	2.019	3.138	2.94	3.138	88	2,587	2,761	6.7%
1	0301	-	0.000	0.000	0.000	0.000	3.630	0544	2301	0.000	0.000	0.000	0.000	8.994	8.45	8.994	-	0	0	6.4%
1	0305	1,282	0.856	0.798	0.099	1.753	2.690	0544	2305	1.936	2.431	0.132	4.499	6.903	6.66	6.903	631	42,025	43,558	3.6%
1	0306	34	0.623	0.741	0.097	1.461	2.190	0544	2306	1.409	2.256	0.129	3.794	5.689	5.61	5.689	31	1,739	1,764	1.4%
1	0309	-	0.000	0.000	0.000	0.000	1.850	0544	2309	0.000	0.000	0.000	0.000	4.584	4.32	4.584	-	0	0	6.1%
1	0311	482	0.731	0.494	0.062	1.287	1.996	0544	2311	1.654	1.506	0.082	3.242	5.026	4.76	5.026	196	9,330	9,851	5.6%
1	0319	23	0.687	0.982	0.204	1.873	2.886	0544	2319	1.554	2.989	0.271	4.814	7.419	7.17	7.419	12	860	890	3.5%
1	0323	4	0.728	0.680	0.065	1.473	2.264	0544	2323	1.649	2.070	0.086	3.805	5.848	5.58	5.848	4	223	234	4.8%
1	0327	31	0.331	0.630	0.106	1.067	1.640	0544	2327	0.748	1.919	0.141	2.808	4.314	4.21	4.314	13	547	561	2.5%
1	0402	240	0.769	0.529	0.057	1.354	2.049	0544	2402	1.739	1.611	0.076	3.426	5.183	4.99	5.183	131	6,537	6,790	3.9%
1	0403	-	0.000	0.000	0.000	0.000	1.627	2403	2403	0.000	0.000	0.000	0.000	4.031	3.92	4.031	-	0	0	2.8%
1	0404	-	0.000	0.000	0.000	0.000	1.973	0544	2404	0.000	0.000	0.000	0.000	4.888	4.59	4.888	-	0	0	6.5%
1	0406	-	0.000	0.000	0.000	0.000	1.995	0491	2406	0.000	0.000	0.000	0.000	4.943	4.59	4.943	-	0	0	7.7%
1	0407	1,101	0.656	0.573	0.080	1.308	1.993	0544	2407	1.484	1.746	0.106	3.336	5.081	4.95	5.081	726	35,937	36,888	2.6%
1	0411	1,463	1.119	0.736	0.083	1.938	2.855	0544	2411	2.532	2.242	0.110	4.884	7.196	6.91	7.196	797	55,073	57,352	4.1%
1	0413	885	1.448	0.595	0.065	2.108	3.217	0544	2413	3.277	1.812	0.087	5.176	7.898	7.40	7.898	370	27,380	29,223	6.7%
1	0415	143	0.987	0.386	0.065	1.437	2.209	0544	2415	2.234	1.174	0.086	3.494	5.370	5.04	5.370	63	3,175	3,383	6.5%
1	0416	511	0.473	0.359	0.020	0.852	1.304	0544	2416	1.071	1.093	0.027	2.191	3.352	3.20	3.352	323	10,336		

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	Policy Years 2019-2023 Temp Staffing Payroll	12/1/2026 Direct Employment	12/1/2026 Direct Employment	Pure Premium	Pure Premium	12/1/2026 Pre-Surcharge Temp Staffing	12/1/2020 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	Pure Premium	Pure Premium	12/1/2026 Pre-Surcharge Temp Staffing	12/1/2026 Pre-Surcharge Temp Staffing	12/1/2026 Pre-Surcharge Temp Staffing	12/1/2026 Pre-Surcharge Temp Staffing	Policy Years 2021-2023 Temp Staffing	Premium Based on 12/1/2025 Temp Staffing	Premium Based on 12/1/2026 Temp Staffing	Proposed Percentage
1	0427	-	0.000	0.000	0.000	0.000	3.399	0544	2427	0.000	0.000	0.000	0.000	8.421	7.80	8.421	-	0	0	8.0%
1	0429	-	0.000	0.000	0.000	0.000	2.001	0544	2429	0.000	0.000	0.000	0.000	4.958	4.84	4.958	-	0	0	2.4%
1	0431	-	0.000	0.000	0.000	0.000	3.275	0544	2431	0.000	0.000	0.000	0.000	8.114	7.66	8.114	-	0	0	5.9%
1	0433	121	0.831	0.533	0.060	1.423	2.157	0544	2433	1.880	1.622	0.079	3.581	5.428	5.20	5.428	107	5,564	5,808	4.4%
1	0435	-	0.000	0.000	0.000	0.000	2.278	0544	2435	0.000	0.000	0.000	0.000	5.644	5.29	5.644	-	0	0	6.7%
1	0441	20	0.239	0.182	0.035	0.456	0.695	0544	2441	0.540	0.555	0.046	1.141	1.740	1.67	1.740	3	50	52	4.2%
1	0445	167	0.414	0.430	0.044	0.888	1.386	0544	2445	0.937	1.310	0.058	2.305	3.598	3.41	3.598	67	2,285	2,411	5.5%
1	0446	313	0.312	0.208	0.036	0.556	0.866	0544	2446	0.705	0.633	0.048	1.386	2.161	2.02	2.161	111	2,242	2,399	7.0%
1	0447	-	0.000	0.000	0.000	0.000	2.300	0544	2447	0.000	0.000	0.000	0.000	5.699	5.42	5.699	-	0	0	5.1%
1	0449	13	0.516	0.320	0.044	0.880	1.340	0544	2449	1.167	0.975	0.059	2.201	3.351	3.20	3.351	4	128	134	4.7%
1	0451	263	0.848	0.540	0.077	1.465	2.237	2451	2451	1.919	1.645	0.102	3.666	5.598	5.34	5.598	183	9,772	10,244	4.8%
1	0454	3,340	1.354	0.819	0.153	2.326	3.628	0544	2454	3.064	2.494	0.204	5.762	8.986	8.52	8.986	1,444	123,029	129,758	5.5%
1	0456	5,823	0.946	0.748	0.148	1.842	2.873	0495	2456	2.142	2.276	0.196	4.614	7.198	6.89	7.198	4,736	326,310	340,897	4.5%
1	0457	143	0.872	0.372	0.038	1.282	1.913	0544	2457	1.973	1.133	0.050	3.156	4.710	4.47	4.710	43	1,922	2,025	5.4%
1	0458	37	0.357	0.239	0.015	0.612	0.895	0544	2458	0.809	0.728	0.020	1.557	2.278	2.26	2.278	12	271	273	0.8%
1	0459	2,830	0.168	0.147	0.022	0.337	0.516	0544	2459	0.380	0.449	0.029	0.858	1.313	1.26	1.313	2,735	34,461	35,911	4.2%
1	0461	2,536	0.892	0.540	0.080	1.513	2.360	0544	2461	2.019	1.645	0.106	3.770	5.882	5.52	5.882	1,166	64,363	68,584	6.6%
1	0463	-	0.404	0.512	0.076	0.992	1.512	0544	2463	0.915	1.560	0.101	2.576	3.924	3.82	3.924	-	0	0	2.7%
1	0464	27	0.770	0.367	0.074	1.211	1.860	0544	2464	1.743	1.117	0.098	2.958	4.544	4.28	4.544	3	128	136	6.2%
1	0465	19	0.777	0.415	0.076	1.267	1.917	0544	2465	1.757	1.262	0.101	3.120	4.720	4.52	4.720	3	136	142	4.4%
1	0467	-	0.000	0.000	0.000	0.000	2.133	0544	2467	0.000	0.000	0.000	0.000	5.285	5.13	5.285	-	0	0	3.0%
1	0471	5,541	0.300	0.150	0.037	0.487	0.736	0544	2471	0.678	0.457	0.049	1.184	1.790	1.72	1.790	5,505	94,686	98,540	4.1%
1	0472	3,372	0.171	0.118	0.022	0.310	0.449	2472	2472	0.387	0.358	0.029	0.774	1.120	1.11	1.120	2,566	28,483	28,739	0.9%
1	0473	1,752	0.546	0.345	0.046	0.938	1.459	0544	2473	1.236	1.052	0.061	2.349	3.654	3.43	3.654	1,096	37,593	40,048	6.5%
1	0474	5,241	0.571	0.306	0.041	0.917	1.430	0497	2474	1.292	0.931	0.054	2.277	3.549	3.18	3.549	4,160	132,288	147,638	11.6%
1	0475	670	0.774	0.331	0.047	1.152	1.797	2475	2475	1.752	1.006	0.063	2.821	4.400	3.88	4.400	272	10,554	11,968	13.4%
1	0476	372	0.343	0.172	0.032	0.547	0.828	0544	2476	0.775	0.524	0.043	1.342	2.033	1.92	2.033	309	5,933	6,282	5.9%
1	0477	45	0.396	0.276	0.040	0.712	1.079	0499	2477	0.897	0.840	0.052	1.789	2.713	2.61	2.713	17	444	461	3.9%
1	0483	244	0.262	0.276	0.042	0.580	0.874	0544	2483	0.593	0.841	0.056	1.490	2.243	2.20	2.243	216	4,752	4,845	2.0%
1	0485	357	0.314	0.140	0.025	0.479	0.738	0544	2485	0.711	0.428	0.033	1.172	1.804	1.69	1.804	293	4,952	5,286	6.7%
1	0486	-	0.342	0.227	0.050	0.618	0.948	0544	2486	0.773	0.691	0.066	1.530	2.347	2.23	2.347	-	0	0	5.2%
1	0487	2,964	0.310	0.124	0.019	0.453	0.716	0544	2487	0.701	0.378	0.025	1.104	1.746	1.60	1.746	2,763	44,208	48,242	9.1%
1	0488	6,387	0.252	0.135	0.034	0.421	0.657	0544	2488	0.571	0.412	0.045	1.028	1.602	1.53	1.602	5,073	77,617	81,269	4.7%
1	0489	123	0.265	0.168	0.015	0.448	0.679	0544	2489	0.601	0.510	0.019	1.130	1.714	1.65	1.714	35	578	600	3.9%
1	0501	125	0.963	0.665	0.058	1.686	2.609	0544	2501	2.180	2.025	0.077	4.282	6.626	6.22	6.626	52	3,234	3,446	6.5%
1	0502	-	0.000	0.000	0.000	0.000	2.015	0544	2502	0.000	0.000	0.000	0.000	4.992	4.77	4.992	-	0	0	4.7%
1	0506	528	0.354	0.386	0.072	0.812	1.266	0544	2506	0.800	1.176	0.095	2.071	3.230	3.11	3.230	298	9,268	9,625	3.9%
1	0507	-	0.000	0.000	0.000	0.000	1.215	0544	2507	0.000	0.000	0.000	0.000	3.010	2.82	3.010	-	0	0	6.7%
1	0509	-	0.000	0.000	0.000	0.000	3.256	0544	2509	0.000	0.000	0.000	0.000	8.067	7.71	8.067	-	0	0	4.6%
1	0511	1,346	1.505	0.845	0.102	2.452	3.758	0544	2511	3.406	2.574	0.136	6.116	9.372	8.87	9.372	838	74,331	78,537	5.7%
1	0512	-	0.000	0.000	0.000	0.000	2.543	0544	2512	0.000	0.000	0.000	0.000	6.301	5.98	6.301	-	0	0	5.4%
1	0513	-	0.000	0.000	0.000	0.000	2.102	0544	2513	0.000	0.000	0.000	0.000	5.208	4.95	5.208	-	0	0	5.2%
1	0535	2	0.496	0.497	0.081	1.074	1.608	0544	2535	1.123	1.512	0.107	2.742	4.107	4.04	4.107	1	40	41	1.7%
1	0536	74	0.982	1.072	0.142	2.197	3.377	0544	2536	2.223	3.266	0.189	5.678	8.727	8.38	8.727	56	4,693	4,887	4.1%
1	0551	22,744	0.231	0.111	0.018	0.361	0.563	0544	2551	0.523	0.339	0.024	0.886	1.383	1.32	1.383	13,892	183,374	192,126	4.8%
1	0553	2,554	1.211	0.254	0.021	1.486	2.318	0544	2553	2.740	0.774	0.027	3.541	5.525	4.96	5.525	1,020	50,592	56,355	11.4%
1	0555	12,241	0.257	0.200	0.065	0.522	0.814	0544	2555	0.582	0.609	0.086	1.277	1.992	1.96	1.992	8,037	157,525	160,097	1.6%
1	0563	1,880	0.462	0.133	0.027	0.623	1.005	2563	2563	1.045	0.406	0.036	1.487	2.400	2.12	2.400	651	13,801	15,624	13.2%
1	0571	2,226	0.611	0.299	0.053	0.962	1.501	0544	2571	1.382	0.910	0.070	2.362	3.684	3.50	3.684	795	27,825	29,288	5.3%
1	0573	395	0.945	0.514	0.069	1.529	2.263	0587	2573	2.140	1.565	0.092	3.797	5.620	5.33	5.620	147	7,835	8,261	5.4%
1	0581	7,284	0.449	0.121	0.015	0.584	0.911	0544	2581	1.015	0.367	0.020	1.402	2.187	2.07	2.187	2,537	52,516	55,484	5.7%
1	0744	510	0.064	0.082	0.035	0.181	0.274	0544	2744	0.144	0.250	0.047	0.441	0.668	0.75	0.668	507	3,803	3,387	-10.9%
1	4771	-	0.000	0.000	0.000	0.000	2.191	0544	6771	0.000	0.000	0.000	0.000	5.428	5.06	5.428	-	0	0	7.3%
1	4777	3	1.895	0.950	0.094	2.940	4.565	0544	6777	4.289	2.894	0.125	7.308	11.348	10.54	11.348	1	105	113	7.7%
Industry Group 1		175,391				1.0142							2.5128				112,454	3,927,220	4,168,770	6.2%
Total IG 1: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =													2.478							
2	0005	1,390	2.845	1.218	0.091	4.155	6.034	0937	2005	6.732	4.236	0.118	11.086	16.100	13.85	16.100	373	51,661	60,053	16.2%
2	0012	1,499	0.769	0.687	0.061	1.517	2.177	0947	2012	1.819	2.388	0.079	4.286	6.151	5.69	6.151	864	49,162	53,145	8.1%
2	0601	581	1.936	0.875	0.086	2.897	4.156	0682	2601	4.580	3.044	0.111								

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	Policy Years 2019-2023 Temp Staffing Payroll	12/1/2026 Direct Employment	Pure Premium	12/1/2026 Direct Employment	12/1/2020 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 12/1/2026 Temp Staffing	Premium Based on 12/1/2026 Temp Staffing	Proposed 12/1/2026 Percentage
2	0607	350	0.767	0.415	0.028	1.210	1.748	0682	2607	1,814	1,443	0.037	3,294	4,759	4.31	4,759	322	13,878	15,324	10.4%
2	0608	441	0.975	0.550	0.038	1.563	2.243	0691	2608	2,306	1,914	0.049	4,269	6,126	5.58	6,126	197	10,993	12,068	9.8%
2	0609	2,326	0.971	0.600	0.045	1.617	2.320	2609	2609	2,298	2,087	0.059	4,444	6,375	5.85	6,375	1,958	114,543	124,823	9.0%
2	0611	179	3.177	1.017	0.070	4.265	6.334	0682	2611	7,518	3,537	0.091	11,146	16,554	14.63	16,554	173	25,310	28,638	13.2%
2	0615	-	2.834	1.588	0.141	4.564	6.540	0682	2615	6,706	5,523	0.183	12,412	17,785	16.41	17,785	-	0	0	8.4%
2	0617	120	0.928	0.469	0.036	1.433	1.968	0682	2617	2,197	1,630	0.046	3,873	5,319	5.01	5,319	48	2,405	2,553	6.2%
2	0625	47	1.312	0.642	0.062	2.016	2.912	0682	2625	3,105	2,232	0.080	5,417	7,825	7.15	7,825	23	1,645	1,800	9.4%
2	0643	25	3.362	1.282	0.142	4.785	7.076	0682	2643	7,954	4,456	0.184	12,594	18,621	16.58	18,621	11	1,824	2,048	12.3%
2	0645	173	1.355	0.679	0.058	2.092	3.001	0682	2645	3,206	2,361	0.075	5,642	8,094	7.47	8,094	98	7,321	7,932	8.4%
2	0646	187	1.447	0.766	0.072	2.285	3.320	0682	2646	3,424	2,662	0.094	6,180	8,979	8.06	8,979	162	13,057	14,546	11.4%
2	0647	113	1.725	1.340	0.116	3.181	4.717	0682	2647	4,081	4,659	0.150	8,890	13,182	11.87	13,182	51	6,054	6,723	11.1%
2	0648	338	1.151	0.747	0.057	1.954	2.804	0682	2648	2,722	2,598	0.073	5,393	7,738	7.08	7,738	269	19,045	20,815	9.3%
2	0649	50	1.199	0.648	0.050	1.897	2.837	0693	2649	2,836	2,253	0.065	5,154	7,708	6.80	7,708	20	1,360	1,542	13.4%
2	0651	2,248	1.198	0.748	0.059	2.005	2.876	2651	2651	2,834	2,602	0.076	5,512	7,907	7.26	7,907	1,707	123,928	134,972	8.9%
2	0652	923	1.888	1.550	0.087	3.526	5.058	0682	2652	4,468	5,390	0.112	9,970	14,304	12.86	14,304	721	92,721	103,132	11.2%
2	0653	303	1.815	0.745	0.033	2.593	3.721	0682	2653	4,294	2,591	0.043	6,928	9,940	8.99	9,940	208	18,699	20,675	10.6%
2	0654	157	1.320	0.543	0.053	1.916	2.750	0682	2654	3,123	1,889	0.069	5,081	7,291	6.51	7,291	72	4,687	5,250	12.0%
2	0655	114	3.346	0.627	0.070	4.043	5.791	0682	2655	7,918	2,180	0.090	10,188	14,593	13.30	14,593	56	7,448	8,172	9.7%
2	0656	134	1.592	0.319	0.036	1.947	2.682	0682	2656	3,766	1,109	0.046	4,921	6,790	6.46	6,790	86	5,556	5,831	5.0%
2	0657	23	2.692	0.925	0.048	3.665	5.404	0682	2657	6,369	3,217	0.062	9,648	14,226	12.63	14,226	22	2,779	3,130	12.6%
2	0658	51	2.676	1.006	0.111	3.793	5.595	0682	2658	6,333	3,498	0.143	9,974	14,712	13.24	14,712	30	3,972	4,414	11.1%
2	0659	74	3.873	2.425	0.072	6.370	9.095	0682	2659	9,163	8,433	0.093	17,689	25,256	23.31	25,256	34	7,925	8,587	8.3%
2	0660	511	0.500	0.191	0.027	0.718	1.030	0695	2660	1,184	0.663	0.035	1,882	2,702	2.53	2,702	341	8,627	9,214	6.8%
2	0661	9,252	0.568	0.362	0.055	0.985	1,413	2661	2661	1,344	1,257	0.071	2,672	3,834	3.61	3,834	5,871	211,943	225,094	6.2%
2	0662	87	1.745	1.043	0.112	2.900	4,390	0947	2662	4,129	3,626	0.145	7,900	11,960	9.74	11,883	35	3,409	4,159	22.0%
2	0663	1,451	0.851	0.486	0.047	1.385	1,987	0682	2663	2,013	1,691	0.061	3,765	5,403	4.98	5,403	984	49,003	53,166	8.5%
2	0664	1,048	0.752	0.489	0.068	1,309	1,878	0682	2664	1,779	1,701	0.088	3,568	5,119	4.72	5,119	578	27,282	29,588	8.5%
2	0665	221	1.729	0.694	0.046	2,470	3,544	0682	2665	4,091	2,415	0.060	6,566	9,421	8.60	9,421	134	11,524	12,624	9.5%
2	0666	46	2.086	0.913	0.095	3,094	4,514	0682	2666	4,936	3,174	0.123	8,233	12,010	10.81	12,010	32	3,459	3,843	11.1%
2	0667	23	0.623	0.294	0.019	0.936	1,399	0682	2667	1,474	1,022	0.025	2,521	3,767	3.33	3,767	10	333	377	13.1%
2	0668	32	2.068	1.392	0.078	3,537	5,218	0682	2668	4,892	4,840	0.100	9,832	14,503	12.99	14,503	13	1,689	1,885	11.6%
2	0669	3	2.576	0.884	0.064	3,524	5,365	0682	2669	6,095	3,074	0.083	9,252	14,086	12.11	14,086	1	121	141	16.3%
2	0670	57	1.479	1.100	0.063	2,642	3,900	0682	2670	3,499	3,826	0.081	7,406	10,933	10.03	10,933	23	2,307	2,515	9.0%
2	0673	24	1.693	0.938	0.081	2,712	3,985	0682	2673	4,005	3,263	0.105	7,373	10,835	8.86	10,780	11	975	1,186	21.7%
2	0674	28	1.346	0.982	0.135	2,463	3,720	0682	2674	3,186	3,414	0.175	6,775	10,231	9.11	10,231	14	1,275	1,432	12.3%
2	0675	1,379	0.794	0.451	0.043	1,289	1,849	0682	2675	1,879	1,570	0.056	3,505	5,029	4.58	5,029	1,038	47,540	52,201	9.8%
2	0676	73	1.412	0.882	0.052	2,347	3,435	0682	2676	3,342	3,068	0.067	6,477	9,480	8.45	9,480	41	3,465	3,887	12.2%
2	0677	138	0.818	0.204	0.018	1,039	1,491	0682	2677	1,934	0.708	0.023	2,665	3,824	3.53	3,824	66	2,330	2,524	8.3%
2	0679	8	2.684	0.960	0.109	3,752	5,556	0682	2679	6,349	3,338	0.141	9,828	14,553	12.89	14,553	7	902	1,019	12.9%
2	0681	5	1.479	1.096	0.116	2,691	3,900	0682	2681	3,500	3,809	0.150	7,459	10,810	9.92	10,810	2	198	216	9.0%
2	0802	332	1.032	0.383	0.017	1,433	2,057	0937	2802	2,443	1,333	0.022	3,798	5,454	4.99	5,454	85	4,242	4,636	9.3%
Industry Group 2		26,656				1.6901							4.5973				17,217	1,010,101	1,102,526	9.2%
Total IG 2: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =													2.720							
3	0819	143	0.219	0.135	0.016	0.371	0.483	0949	2819	0.748	0.612	0.021	1.381	1.800	0.90	1.089	77	693	839	21.0%
3	0887	229	0.187	0.117	0.059	0.363	0.473	0947	2887	0.636	0.532	0.078	1.246	1.622	1.63	1.622	90	1,467	1,460	-0.5%
3	0890	261	0.053	0.104	0.012	0.169	0.208	0947	2890	0.182	0.472	0.015	0.669	0.823	0.88	0.823	225	1,980	1,852	-6.5%
3	0891	1,032	0.164	0.349	0.043	0.556	0.724	0947	2891	0.560	1.581	0.057	2,198	2,861	2.97	2,861	423	12,563	12,102	-3.7%
3	0903	116	0.061	0.021	0.003	0.084	0.096	0949	2903	0.207	0.093	0.004	0.304	0.347	0.35	0.347	40	140	139	-0.9%
3	0905	307	0.017	0.013	0.004	0.034	0.043	0949	2905	0.059	0.058	0.006	0.123	0.154	0.16	0.154	216	346	333	-3.8%
3	0936	1,527	0.076	0.038	0.003	0.117	0.152	0947	2936	0.259	0.173	0.004	0.436	0.566	0.60	0.566	1,013	6,078	5,734	-5.7%
3	0948	2,389	0.242	0.355	0.042	0.638	0.809	0947	2948	0.823	1.607	0.056	2,486	3,150	3.17	3,150	2,327	73,766	73,301	-0.6%
3	0951	19,398	0.098	0.103	0.008	0.209	0.272	0949	2951	0.333	0.465	0.011	0.809	1,054	0.90	1,054	10,346	93,114	109,047	17.1%
3	0953	734,938	0.014	0.023	0.005	0.042	0.055	0889	2953	0.048	0.103	0.007	0.158	0.207	0.21	0.207	452,333	949,899	936,329	-1.4%
3	0955	17,211	0.026	0.028	0.007	0.062	0.080	0949	2955	0.089	0.129	0.009	0.227	0.295	0.23	0.278	10,626	24,440	29,540	20.9%
3	0956	38,600	0.047	0.014	0.002	0.063	0.082	0889	2956	0.159	0.065	0.002	0.226	0.294	0.28	0.294	14,384	40,275	42,289	5.0%
3	0957	91,971	0.107	0.113	0.022	0.242	0.315	0946	2957	0.365	0.514	0.029	0.908	1,181	1.06	1,181	62,086	658,112	733,236	11.4%
3	0958	6,729	0.327	0.559	0.087	0.973	1,266	0946	2958	1,114	2,534	0.114	3,762	4,897	4.28	4,897	4,534	194,055	222,030	14.4%
3	0961	201,566	0.117	0.125	0.018	0.259</														

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	Policy Years 2019-2023 Temp Staffing Payroll	12/1/2026 Direct	12/1/2026 Employment	Pure Premium		12/1/2026 Direct 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	Premium Based on 12/1/2025 Temp Staffing	Premium Based on 12/1/2026 Temp Staffing	Proposed 12/1/2026 Temp Staffing	
3	0984	8,685	0.028	0.039	0.005	0.072	0.094	0895	2984	0.097	0.178	0.006	0.281	0.365	0.48	0.365	6,518	31,286	23,791	-24.0%
3	0988	55,672	0.020	0.027	0.003	0.051	0.066	0947	2988	0.069	0.123	0.005	0.197	0.256	0.48	0.341	43,750	210,000	149,188	-29.0%
	Industry Group 3	1,256,367				0.1124							0.4255				851,626	5,202,628	5,268,915	1.3%
							Total IG 3: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =						3.786							
4	0011	56	0.518	0.413	0.090	1.021	1.255	0947	2011	1.155	0.906	0.098	2.159	2.654	2.69	2.654	27	726	717	-1.3%
4	0013	70	0.613	0.521	0.047	1.181	1.398	0947	2013	1.369	1.142	0.051	2.562	3.033	3.16	3.033	45	1,422	1,365	-4.0%
4	0141	351	1.368	0.992	0.129	2.489	2.901	0947	2141	3.054	2.175	0.141	5.370	6.258	6.71	6.258	252	16,909	15,770	-6.7%
4	0142	132	0.593	0.534	0.052	1.179	1.466	0947	2142	1.325	1.170	0.057	2.552	3.172	3.22	3.172	119	3,832	3,775	-1.5%
4	0709	1	0.550	0.393	0.067	1.011	1.272	0949	2709	1.229	0.862	0.073	2.164	2.724	0.92	1.104	-	0	0	20.0%
4	0801	414	1.337	1.529	0.095	2.962	3.515	0937	2801	2.985	3.352	0.103	6.440	7.643	7.97	7.643	107	8,528	8,178	-4.1%
4	0806	630	1.723	1.892	0.143	3.758	4.527	0867	2806	3.846	4.147	0.156	8.149	9.816	10.19	9.816	226	23,029	22,184	-3.7%
4	0809	1,680	0.967	0.812	0.090	1.869	2.312	0937	2809	2.159	1.779	0.098	4.036	4.993	4.95	4.993	435	21,533	21,720	0.9%
4	0813	19,755	0.991	0.794	0.079	1.865	2.306	2813	2813	2.212	1.741	0.086	4.039	4.995	5.11	4.995	11,796	602,776	589,210	-2.3%
4	0814	739	0.851	0.460	0.063	1.374	1.699	0947	2814	1.899	1.008	0.069	2.976	3.680	3.58	3.680	519	18,580	19,099	2.8%
4	0815	1,591	0.671	0.537	0.048	1.256	1.553	0947	2815	1.498	1.176	0.052	2.726	3.371	3.29	3.371	753	24,774	25,384	2.5%
4	0816	125	0.472	0.370	0.024	0.866	1.057	0947	2816	1.054	0.811	0.026	1.891	2.308	2.36	2.308	56	1,322	1,292	-2.2%
4	0818	3,891	0.306	0.365	0.041	0.711	0.880	0947	2818	0.682	0.800	0.044	1.526	1.888	1.90	1.888	1,869	35,511	35,287	-0.6%
4	0820	14	0.556	0.633	0.050	1.239	1.593	0947	2820	1.241	1.388	0.055	2.684	3.450	3.41	3.450	8	273	276	1.2%
4	0821	1,202	1.439	1.359	0.091	2.889	3.529	0937	2821	3.213	2.978	0.099	6.290	7.684	7.77	7.684	339	26,340	26,409	-1.1%
4	0825	49	0.870	0.844	0.050	1.764	2.139	0947	2825	1.942	1.850	0.055	3.847	4.665	4.66	4.665	19	885	886	0.1%
4	0855	6,980	1.278	0.767	0.084	2.128	2.631	0937	2855	2.852	1.681	0.091	4.624	5.717	5.77	5.717	2,561	147,770	146,412	-0.9%
4	0857	823	1.065	0.650	0.085	1.801	2.175	0937	2857	2.377	1.425	0.093	3.895	4.705	4.67	4.705	331	15,458	15,574	0.7%
4	0858	372	1.401	0.846	0.098	2.345	2.878	0937	2858	3.126	1.855	0.107	5.088	6.244	6.36	6.244	146	9,286	9,116	-1.8%
4	0859	157	1.744	0.638	0.097	2.478	2.988	0937	2859	3.892	1.398	0.105	5.395	6.506	6.62	6.506	67	4,435	4,359	-1.7%
4	0860	160	1.680	0.625	0.104	2.409	2.930	0937	2860	3.749	1.370	0.113	5.232	6.364	6.41	6.364	40	2,564	2,546	-0.7%
4	0862	255	1.407	1.253	0.094	2.754	3.462	0937	2862	3.141	2.746	0.102	5.989	7.529	7.55	7.529	69	5,210	5,195	-0.3%
4	0865	49,700	0.338	0.340	0.073	0.750	0.927	0937	2865	0.754	0.744	0.079	1.577	1.949	2.09	1.949	30,865	645,079	601,559	-6.7%
4	0880	1,451	1.256	1.071	0.082	2.408	2.977	0947	2880	2.803	2.347	0.089	5.239	6.477	6.56	6.477	1,186	77,802	76,817	-1.3%
4	0882	54	1.008	1.169	0.093	2.271	2.765	0947	2882	2.250	2.563	0.102	4.915	5.984	6.22	5.984	22	1,368	1,316	-3.8%
4	0884	219	0.159	0.142	0.014	0.316	0.391	0947	2884	0.356	0.312	0.016	0.684	0.846	0.87	0.846	91	792	770	-2.8%
4	0885	560	0.520	0.711	0.042	1.273	1.505	0929	2885	1.161	1.560	0.045	2.766	3.270	3.46	3.270	478	16,539	15,631	-5.5%
4	0886	369	0.424	0.357	0.052	0.833	1.011	0929	2886	0.947	0.783	0.056	1.786	2.168	2.15	2.168	333	7,160	7,219	0.8%
4	0888	52	1.165	0.819	0.078	2.062	2.549	0947	2888	2.599	1.795	0.085	4.479	5.537	5.53	5.537	21	1,161	1,163	0.1%
4	0896	1,572	0.229	0.258	0.032	0.519	0.642	0947	2896	0.511	0.566	0.035	1.112	1.376	1.42	1.376	1,534	21,783	21,108	-3.1%
4	0897	2,282	0.198	0.417	0.046	0.661	0.817	0947	2897	0.441	0.914	0.050	1.405	1.736	1.81	1.736	957	17,322	16,614	-4.1%
4	0898	1,929	0.707	0.660	0.074	1.441	1.782	0947	2898	1.578	1.447	0.081	3.106	3.840	3.95	3.840	1,672	66,044	64,205	-2.8%
4	0899	111	0.196	0.277	0.044	0.516	0.624	0947	2899	0.437	0.606	0.048	1.091	1.319	1.36	1.319	49	666	646	-3.0%
4	0907	433	0.955	0.794	0.070	1.819	2.223	0937	2907	2.132	1.740	0.076	3.948	4.826	4.83	4.826	222	10,723	10,714	-0.1%
4	0910	238	1.028	0.599	0.060	1.687	2.003	0877	2910	2.295	1.312	0.065	3.672	4.360	4.55	4.360	236	10,738	10,290	-4.2%
4	0911	4,405	0.814	0.557	0.061	1.432	1.771	0937	2911	1.818	1.220	0.067	3.105	3.840	3.81	3.840	3,213	122,415	123,379	0.8%
4	0914	759	0.417	0.641	0.053	1.111	1.310	2914	2914	0.932	1.405	0.058	2.395	2.823	3.03	2.823	723	21,907	20,410	-6.8%
4	0915	50	0.384	0.363	0.048	0.795	0.999	0929	2915	0.858	0.795	0.052	1.705	2.142	2.18	2.142	23	501	493	-1.7%
4	0916	1,621	0.314	0.540	0.047	0.901	1.114	0929	2916	0.700	1.184	0.051	1.935	2.393	2.33	2.393	1,140	26,562	27,280	2.7%
4	0917	2,010	0.685	0.772	0.070	1.528	1.889	0929	2917	1.530	1.693	0.076	3.299	4.080	4.04	4.080	892	36,037	36,394	1.0%
4	0918	200	0.332	0.369	0.037	0.737	0.889	0929	2918	0.741	0.808	0.040	1.589	1.917	2.01	1.917	164	3,296	3,144	-4.6%
4	0919	37	0.276	0.475	0.035	0.787	1.012	0871	2919	0.617	1.042	0.038	1.697	2.182	2.14	2.182	17	364	371	2.0%
4	0920	236	0.125	0.123	0.011	0.258	0.319	0929	2920	0.279	0.269	0.012	0.560	0.691	0.68	0.691	101	687	698	1.6%
4	0921	20	0.916	0.896	0.128	1.939	2.346	0879	2921	2.044	1.963	0.139	4.146	5.015	5.12	5.015	7	358	351	-2.1%
4	0922	641	0.502	0.529	0.053	1.085	1.341	0929	2922	1.121	1.160	0.058	2.339	2.892	2.94	2.892	373	10,966	10,787	-1.6%
4	0923	9,110	0.581	0.362	0.034	0.976	1.214	0881	2923	1.296	0.793	0.037	2.126	2.643	2.65	2.643	4,265	113,023	112,724	-0.3%
4	0924	33,078	0.778	1.129	0.081	1.987	2.457	0937	2924	1.735	2.474	0.088	4.297	5.313	5.05	5.313	15,430	779,215	819,796	5.2%
4	0925	2,413	0.494	0.718	0.074	1.286	1.590	0883	2925	1.102	1.574	0.081	2.757	3.408	3.49	3.408	2,046	71,405	69,728	-2.3%
4	0926	1,265	0.598	0.451	0.051	1.101	1.361	2926	2926	1.335	0.990	0.056	2.381	2.943	2.98	2.943	869	25,896	25,575	-1.2%
4	0927	1,294	0.161	0.238	0.041	0.439	0.543	0929	2927	0.359	0.521	0.044	0.924	1.142	1.08	1.142	697	7,528	7,960	5.7%
4	0928	10,658	0.403	0.714	0.076	1.193	1.475	2928	2928	0.900	1.565	0.082	2.547	3.149	3.27	3.149	5,670	185,409	178,548	-3.7%
4	0932	67	0.190	0.140	0.022	0.352	0.413	0929	2932	0.423	0.307	0.024	0.754	0.885	0.88	0.885	28	246	248	0.6%
4	0933	156	0.810	0.420	0.040	1.271	1.591	0929	2933	1.808	0.921	0.044	2.773	3.472	3.46	3.472	132	4,567	4,583	0.3%
4	0934	3,805	0.632	0.787	0.098	1.516	1.875	0929	2934	1.410	1.724	0.107	3.241	4.008						

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	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 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Pure Premium	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	12/1/2025 Pre-Surcharge	12/1/2025 Pre-Surcharge	12/1/2026 Pre-Surcharge	2021-2023 Temp Staffing	Premium Based on 12/1/2025 Temp Staffing	Premium Based on 12/1/2026 Temp Staffing	Proposed 12/1/2026 Percentage
4	0944	598	0.450	0.336	0.062	0.848	1.049	0947	2944	1.005	0.736	0.068	1.809	2.237	2.27	2.237	275	6,243	6,152	-1.5%	
4	0945	233	0.467	0.589	0.068	1.124	1.352	0947	2945	1.043	1.290	0.074	2.407	2.896	2.98	2.896	154	4,589	4,460	-2.8%	
4	0952	3,127	0.125	0.142	0.018	0.286	0.354	0947	2952	0.280	0.312	0.020	0.612	0.758	0.74	0.758	2,792	20,661	21,163	2.4%	
4	0959	5,222	0.272	0.332	0.123	0.727	0.899	0946	2959	0.606	0.729	0.134	1.469	1.817	1.81	1.817	3,549	64,237	64,485	0.4%	
4	0960	25,823	0.633	0.666	0.076	1.375	1.700	0946	2960	1.412	1.460	0.083	2.955	3.654	3.71	3.654	20,597	764,149	752,614	-1.5%	
4	0964	93	0.240	0.473	0.079	0.791	0.918	0947	2964	0.535	1.037	0.086	1.658	1.923	2.16	1.923	30	648	577	-11.0%	
4	0966	71	0.654	0.512	0.055	1.221	1.535	0947	2966	1.459	1.123	0.059	2.641	3.321	3.35	3.321	32	1,072	1,063	-0.9%	
4	0968	128	0.324	0.190	0.048	0.562	0.699	0947	2968	0.724	0.417	0.052	1.193	1.483	1.49	1.483	54	805	801	-0.5%	
4	0971	10,176	0.532	0.734	0.057	1.323	1.636	0947	2971	1.188	1.609	0.062	2.859	3.535	3.67	3.535	8,935	327,915	315,852	-3.7%	
4	0973	1,638	0.434	0.561	0.054	1.049	1.296	0947	2973	0.968	1.230	0.058	2.256	2.788	2.87	2.788	1,243	35,674	34,655	-2.9%	
4	0974	6,348	0.483	0.595	0.070	1.147	1.419	0946	2974	1.078	1.303	0.076	2.457	3.039	3.12	3.039	4,715	147,108	143,289	-2.6%	
4	0975	4,295	0.196	0.386	0.057	0.639	0.791	0947	2975	0.438	0.847	0.062	1.347	1.666	1.71	1.666	2,306	39,433	38,418	-2.6%	
4	0976	874	0.213	0.446	0.070	0.729	0.901	0947	2976	0.475	0.978	0.076	1.529	1.890	1.94	1.890	475	9,215	8,978	-2.6%	
4	0977	845	0.083	0.076	0.007	0.166	0.205	0947	2977	0.185	0.166	0.008	0.359	0.444	0.48	0.444	470	2,256	2,087	-7.5%	
4	0978	183	0.660	0.424	0.092	1.176	1.487	0947	2978	1.472	0.929	0.100	2.501	3.163	3.15	3.163	156	4,914	4,934	0.4%	
4	0979	3,261	0.661	0.904	0.094	1.659	2.051	0946	2979	1.475	1.982	0.103	3.560	4.402	4.46	4.402	2,363	105,390	104,019	-1.3%	
4	0980	2,791	0.538	0.647	0.097	1.281	1.584	0937	2980	1.201	1.418	0.105	2.724	3.367	3.47	3.367	1,333	46,255	44,882	-3.0%	
4	0981	487	0.418	0.472	0.056	0.946	1.170	0947	2981	0.932	1.035	0.061	2.028	2.508	2.47	2.508	198	4,891	4,966	1.5%	
4	0983	81	1.344	1.253	0.107	2.704	3.377	0947	2983	3.000	2.746	0.116	5.862	7.322	7.17	7.322	65	4,661	4,759	2.1%	
4	0986	228	0.356	0.324	0.032	0.712	0.880	0947	2986	0.795	0.711	0.034	1.540	1.903	1.96	1.903	101	1,980	1,922	-2.9%	
4	0997	120	0.179	0.142	0.027	0.348	0.389	0947	2997	0.400	0.311	0.029	0.740	0.827	0.85	0.827	48	408	397	-2.7%	
4	0999	99	1.031	0.905	0.092	2.029	2.524	0947	2999	2.301	1.984	0.101	4.386	5.457	5.51	5.457	89	4,904	4,857	-1.0%	
Industry Group 4		239,952				1.3089							2.8135				148,679	5,073,394	4,999,909	-1.4%	
Total IG 4: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =													2.149								
5	0009	-	0.000	0.000	0.000	0.000	9.292	0937	2009	0.000	0.000	0.000	0.000	24.804	14.09	17.472	*	-	0	24.0%	
5	0015	12	3.032	0.827	0.023	3.883	4.581	0937	2015	6.972	2.698	0.028	9.698	11.442	11.00	11.442	4	440	458	4.0%	
5	0055	381	1.406	0.653	0.041	2.100	2.667	0937	2055	3.233	2.129	0.049	5.411	6.873	6.28	6.873	115	7,222	7,904	9.4%	
5	0716	25	0.553	0.899	0.089	1.541	1.983	0947	2716	1.271	2.933	0.107	4.311	5.549	5.03	5.549	12	604	666	10.3%	
5	0718	245	0.925	0.541	0.061	1.527	1.962	0544	2718	2.127	1.764	0.074	3.965	5.094	4.55	5.094	105	4,778	5,349	12.0%	
5	0721	12	1.562	2.402	0.230	4.194	5.021	0937	2721	3.592	7.836	0.276	11.704	14.011	13.65	14.011	3	410	420	2.6%	
5	0751	69	0.305	0.207	0.034	0.545	0.604	0947	2751	0.701	0.674	0.040	1.415	1.567	1.57	1.567	40	628	627	-0.2%	
5	0752	38	0.172	0.154	0.015	0.341	0.391	0947	2752	0.395	0.501	0.018	0.914	1.049	1.03	1.049	14	144	147	1.8%	
5	0753	199	1.176	0.614	0.082	1.872	2.398	0947	2753	2.703	2.004	0.098	4.805	6.156	5.58	6.156	73	4,073	4,494	10.3%	
5	0755	3,487	0.588	0.213	0.028	0.829	1.062	0947	2755	1.352	0.696	0.033	2.081	2.667	2.41	2.667	3,279	79,024	87,451	10.7%	
5	0757	530	0.581	0.526	0.032	1.140	1.460	0947	2757	1.336	1.717	0.039	3.092	3.961	3.56	3.961	297	10,573	11,764	11.3%	
5	0759	315	1.590	1.238	0.104	2.932	3.756	0947	2759	3.655	4.039	0.125	7.819	10.016	9.05	10.016	160	14,480	16,026	10.7%	
5	0803	-	3.120	1.889	0.348	5.357	6.356	0937	2803	7.173	6.162	0.419	13.754	16.320	14.09	16.320	-	0	0	15.8%	
5	0804	2,211	0.537	0.840	0.075	1.452	1.859	0937	2804	1.235	2.739	0.090	4.064	5.205	4.76	5.205	590	28,084	30,710	9.3%	
5	0805	226	1.154	0.895	0.088	2.137	2.623	0937	2805	2.652	2.919	0.106	5.677	6.969	6.49	6.969	53	3,440	3,694	7.4%	
5	0807	374	0.960	1.138	0.068	2.165	2.578	0937	2807	2.206	3.713	0.081	6.000	7.143	6.33	7.143	81	5,127	5,786	12.8%	
5	0808	7,693	1.491	1.609	0.066	3.165	4.055	0937	2808	3.428	5.248	0.079	8.755	11.216	9.20	11.216	2,113	194,396	236,994	21.9%	
5	0811	7,801	2.357	1.167	0.039	3.563	4.565	0937	2811	5.418	3.807	0.047	9.272	11.879	10.63	11.879	2,149	228,439	255,280	11.7%	
5	0812	527	2.168	0.916	0.047	3.130	3.978	0937	2812	4.984	2.987	0.056	8.027	10.200	9.12	10.200	197	17,966	20,094	11.8%	
5	0817	800	1.205	1.305	0.033	2.544	3.197	0937	2817	2.771	4.258	0.040	7.069	8.884	8.17	8.884	437	35,703	38,823	8.7%	
5	0828	119	1.339	1.257	0.058	2.654	3.357	0937	2828	3.078	4.099	0.070	7.247	9.168	8.39	9.168	34	2,853	3,117	9.3%	
5	0904	181	0.367	0.248	0.020	0.636	0.848	0949	2904	0.845	0.811	0.024	1.680	2.242	0.90	1.116	*	173	1,557	1,931	24.0%
5	0939	1	1.049	0.991	0.148	2.188	2.763	0947	2939	2.412	3.233	0.178	5.823	7.352	6.76	7.352	-	0	0	8.8%	
5	0954	3,523	0.527	0.440	0.027	0.994	1.274	0947	2954	1.211	1.436	0.033	2.680	3.434	3.19	3.434	3,237	103,260	111,159	7.6%	
5	0967	157	0.185	0.244	0.050	0.479	0.644	0947	2967	0.424	0.796	0.060	1.280	1.722	1.50	1.722	72	1,080	1,240	14.8%	
5	0969	351	0.726	0.583	0.084	1.393	1.600	0947	2969	1.669	1.901	0.101	3.671	4.217	4.31	4.217	245	10,560	10,332	-2.2%	

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
		Policy Years 2019-2023					12/1/2026							Indicated 12/1/2026	12/1/2025	Proposed 12/1/2026	Policy Years 2021-2023	Premium Based on	Premium Based on	
	Direct Employment	Temp Staffing Payroll		12/1/2026 Direct Employment	Pure Premium		Pre-Surcharge Direct Employment	12/1/2020 Temp Staffing	12/1/2026 Temp Staffing	12/1/2026 Temp Staffing	Pure Premium		Pre-Surcharge Temp Staffing	Pre-Surcharge Temp Staffing	Pre-Surcharge Temp Staffing	Temp Staffing	Temp Staffing	Temp Staffing	Temp Staffing	Percentage
5	0970	-	1.016	1.240	1.308	3.564	4.256	0947	2970	2.335	4.045	1.575	7.955	9.501	9.58	9.501	-	0	0	-0.8%
5	0991	16	0.808	0.698	0.463	1.969	2.374	0947	2991	1.857	2.278	0.557	4.692	5.657	5.44	5.657	7	381	396	4.0%
5	0992	369	0.966	0.804	0.069	1.839	2.312	0937	2992	2.220	2.621	0.083	4.924	6.192	5.67	6.192	101	5,727	6,254	9.2%
5	0995	4,518	1.754	1.063	0.059	2.876	3.684	0937	2995	4.033	3.468	0.071	7.572	9.699	8.39	9.699	1,325	111,168	128,512	15.6%
5	7428	3,490	0.359	0.293	0.041	0.693	0.888	0947	9428	0.826	0.956	0.049	1.831	2.346	2.16	2.346	3,247	70,135	76,175	8.6%
Industry Group 5		37,670				2.3123							6.1726				18,163	942,252	1,065,803	13.1%
Total IG 5: (12/1/2026 Temp Staffing P.P.) / (12/1/2026 Direct Employment P.P.) =													2.669							
Total		1,736,036				0.4409							1.1552				1,148,139	16,155,595	16,605,923	2.8%
													2.620							

	Minimum Swing	Maximum Swing
IND GRP 1	0.71	1.21
IND GRP 2	0.72	1.22
IND GRP 3	0.71	1.21
IND GRP 4	0.70	1.20
IND GRP 5	0.74	1.24

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

* Indicates capping occurred in Column (16)

(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	16.100	16.2%	16.292
0009	2009	14.090	17.472	24.0%	17.680
0011	2011	2.690	2.654	-1.3%	2.686
0012	2012	5.690	6.151	8.1%	6.224
0013	2013	3.160	3.033	-4.0%	3.069
0015	2015	11.000	11.442	4.0%	11.578
0055	2055	6.280	6.873	9.4%	6.955
0059	2059	8.960	9.891	10.4%	10.009
0101	2101	4.620	4.972	7.6%	5.031
0104	2104	4.520	4.761	5.3%	4.818
0105	2105	6.760	7.274	7.6%	7.361
0106	2106	8.650	9.256	7.0%	9.366
0107	2107	4.310	4.566	5.9%	4.620
0108	2108	3.890	3.981	2.3%	4.028
0109	2109	6.130	6.591	7.5%	6.670
0110	2110	4.550	4.696	3.2%	4.752
0111	2111	9.640	9.513	-1.3%	9.626
0112	2112	15.320	15.048	-1.8%	15.227
0113	2113	3.360	3.643	8.4%	3.686
0114	2114	9.590	9.881	3.0%	9.999
0115	2115	3.860	4.069	5.4%	4.117
0119	2119	6.050	6.495	7.4%	6.572
0130	2130	7.280	7.596	4.3%	7.687
0132	2132	3.500	3.736	6.7%	3.781
0134	2134	4.470	4.776	6.8%	4.833
0135	2135	3.560	3.702	4.0%	3.746
0136	2136	4.020	4.081	1.5%	4.130
0139	2139	6.740	6.927	2.8%	7.010
0141	2141	6.710	6.258	-6.7%	6.333
0142	2142	3.220	3.172	-1.5%	3.210
0161	2161	3.500	3.625	3.6%	3.668
0163	2163	5.960	6.053	1.6%	6.125
0165	2165	9.410	9.863	4.8%	9.981
0166	2166	4.850	4.995	3.0%	5.055
0201	2201	5.910	6.192	4.8%	6.266
0204	2204	5.150	5.355	4.0%	5.419
0205	2205	4.240	4.429	4.5%	4.482
0221	2221	3.640	3.844	5.6%	3.890
0222	2222	5.630	6.087	8.1%	6.160
0225	2225	4.020	4.524	12.5%	4.578
0227	2227	2.940	3.557	21.0%	3.599
0255	2255	3.170	3.267	3.1%	3.306
0257	2257	3.980	4.329	8.8%	4.381
0259	2259	3.370	3.684	9.3%	3.728
0261	2261	4.550	4.939	8.5%	4.998
0263	2263	2.920	3.048	4.4%	3.084
0265	2265	3.940	4.118	4.5%	4.167
0281	2281	3.740	3.949	5.6%	3.996
0282	2282	8.220	8.846	7.6%	8.951
0285	2285	2.940	3.138	6.7%	3.175
0301	2301	8.450	8.994	6.4%	9.101
0305	2305	6.660	6.903	3.6%	6.985
0306	2306	5.610	5.689	1.4%	5.757
0309	2309	4.320	4.584	6.1%	4.639
0311	2311	4.760	5.026	5.6%	5.086
0319	2319	7.170	7.419	3.5%	7.507
0323	2323	5.580	5.848	4.8%	5.918
0327	2327	4.210	4.314	2.5%	4.365
0402	2402	4.990	5.183	3.9%	5.245
0403	2403	3.920	4.031	2.8%	4.079
0404	2404	4.590	4.888	6.5%	4.946
0406	2406	4.590	4.943	7.7%	5.002
0407	2407	4.950	5.081	2.6%	5.142
0411	2411	6.910	7.196	4.1%	7.282
0413	2413	7.400	7.898	6.7%	7.992
0415	2415	5.040	5.370	6.5%	5.434
0416	2416	3.200	3.352	4.7%	3.392
0421	2421	10.190	10.679	4.8%	10.806
0425	2425	10.440	10.926	4.7%	11.056
0427	2427	7.800	8.421	8.0%	8.521

(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	4.958	2.4%	5.017
0431	2431	7.660	8.114	5.9%	8.211
0433	2433	5.200	5.428	4.4%	5.493
0435	2435	5.290	5.644	6.7%	5.711
0441	2441	1.670	1.740	4.2%	1.761
0445	2445	3.410	3.598	5.5%	3.641
0446	2446	2.020	2.161	7.0%	2.187
0447	2447	5.420	5.699	5.1%	5.767
0449	2449	3.200	3.351	4.7%	3.391
0451	2451	5.340	5.598	4.8%	5.665
0454	2454	8.520	8.986	5.5%	9.093
0456	2456	6.890	7.198	4.5%	7.284
0457	2457	4.470	4.710	5.4%	4.766
0458	2458	2.260	2.278	0.8%	2.305
0459	2459	1.260	1.313	4.2%	1.329
0461	2461	5.520	5.882	6.6%	5.952
0463	2463	3.820	3.924	2.7%	3.971
0464	2464	4.280	4.544	6.2%	4.598
0465	2465	4.520	4.720	4.4%	4.776
0467	2467	5.130	5.285	3.0%	5.348
0471	2471	1.720	1.790	4.1%	1.811
0472	2472	1.110	1.120	0.9%	1.133
0473	2473	3.430	3.654	6.5%	3.698
0474	2474	3.180	3.549	11.6%	3.591
0475	2475	3.880	4.400	13.4%	4.452
0476	2476	1.920	2.033	5.9%	2.057
0477	2477	2.610	2.713	3.9%	2.745
0483	2483	2.200	2.243	2.0%	2.270
0485	2485	1.690	1.804	6.7%	1.825
0486	2486	2.230	2.347	5.2%	2.375
0487	2487	1.600	1.746	9.1%	1.767
0488	2488	1.530	1.602	4.7%	1.621
0489	2489	1.650	1.714	3.9%	1.734
0501	2501	6.220	6.626	6.5%	6.705
0502	2502	4.770	4.992	4.7%	5.051
0506	2506	3.110	3.230	3.9%	3.268
0507	2507	2.820	3.010	6.7%	3.046
0509	2509	7.710	8.067	4.6%	8.163
0511	2511	8.870	9.372	5.7%	9.484
0512	2512	5.980	6.301	5.4%	6.376
0513	2513	4.950	5.208	5.2%	5.270
0535	2535	4.040	4.107	1.7%	4.156
0536	2536	8.380	8.727	4.1%	8.831
0551	2551	1.320	1.383	4.8%	1.399
0553	2553	4.960	5.525	11.4%	5.591
0555	2555	1.960	1.992	1.6%	2.016
0563	2563	2.120	2.400	13.2%	2.429
0571	2571	3.500	3.684	5.3%	3.728
0573	2573	5.330	5.620	5.4%	5.687
0581	2581	2.070	2.187	5.7%	2.213
0601	2601	10.380	11.097	6.9%	11.810
0603	2603	8.350	9.237	10.6%	9.723
0605	2605	12.270	13.761	12.2%	14.485
0607	2607	4.310	4.759	10.4%	4.969
0608	2608	5.580	6.126	9.8%	6.606
0609	2609	5.850	6.375	9.0%	6.805
0611	2611	14.630	16.554	13.2%	17.425
0615	2615	16.410	17.785	8.4%	18.721
0617	2617	5.010	5.319	6.2%	5.599
0625	2625	7.150	7.825	9.4%	8.237
0643	2643	16.580	18.621	12.3%	19.601
0645	2645	7.470	8.094	8.4%	8.520
0646	2646	8.060	8.979	11.4%	9.311
0647	2647	11.870	13.182	11.1%	13.651
0648	2648	7.080	7.738	9.3%	7.954
0649	2649	6.800	7.708	13.4%	8.114
0651	2651	7.260	7.907	8.9%	8.330
0652	2652	12.860	14.304	11.2%	14.648
0653	2653	8.990	9.940	10.6%	10.535
0654	2654	6.510	7.291	12.0%	7.631

(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	14.593	9.7%	15.250
0656	2656	6.460	6.780	5.0%	7.137
0657	2657	12.630	14.226	12.6%	14.974
0658	2658	13.240	14.712	11.1%	15.486
0659	2659	23.310	25.256	8.3%	26.585
0660	2660	2.530	2.702	6.8%	2.812
0661	2661	3.610	3.834	6.2%	4.068
0662	2662	9.740	11.883	22.0%	12.508
0663	2663	4.980	5.403	8.5%	5.651
0664	2664	4.720	5.119	8.5%	5.339
0665	2665	8.600	9.421	9.5%	9.692
0666	2666	10.810	12.010	11.1%	12.480
0667	2667	3.330	3.767	13.1%	3.965
0668	2668	12.990	14.503	11.6%	15.266
0669	2669	12.110	14.086	16.3%	14.827
0670	2670	10.030	10.933	9.0%	11.318
0673	2673	8.860	10.780	21.7%	11.220
0674	2674	9.110	10.231	12.3%	10.769
0675	2675	4.580	5.029	9.8%	5.194
0676	2676	8.450	9.480	12.2%	10.090
0677	2677	3.530	3.824	8.3%	4.025
0679	2679	12.890	14.553	12.9%	15.319
0681	2681	9.920	10.810	9.0%	11.379
0709	2709	0.920	1.104	20.0%	1.117
0716	2716	5.030	5.549	10.3%	5.615
0718	2718	4.550	5.094	12.0%	5.155
0721	2721	13.650	14.011	2.6%	14.178
0744	2744	0.750	0.668	-10.9%	0.676
0751	2751	1.570	1.567	-0.2%	1.586
0752	2752	1.030	1.049	1.8%	1.061
0753	2753	5.580	6.156	10.3%	6.229
0755	2755	2.410	2.667	10.7%	2.699
0757	2757	3.560	3.961	11.3%	4.008
0759	2759	9.050	10.016	10.7%	10.135
0801	2801	7.970	7.643	-4.1%	7.734
0802	2802	4.990	5.454	9.3%	5.519
0803	2803	14.090	16.320	15.8%	16.514
0804	2804	4.760	5.205	9.3%	5.267
0805	2805	6.490	6.969	7.4%	7.052
0806	2806	10.190	9.816	-3.7%	9.933
0807	2807	6.330	7.143	12.8%	7.228
0808	2808	9.200	11.216	21.9%	11.350
0809	2809	4.950	4.993	0.9%	5.052
0811	2811	10.630	11.879	11.7%	12.021
0812	2812	9.120	10.200	11.8%	10.322
0813	2813	5.110	4.995	-2.3%	5.055
0814	2814	3.580	3.680	2.8%	3.724
0815	2815	3.290	3.371	2.5%	3.411
0816	2816	2.360	2.308	-2.2%	2.335
0817	2817	8.170	8.884	8.7%	8.990
0818	2818	1.900	1.888	-0.6%	1.910
0819	2819	0.900	1.089	21.0%	1.102
0820	2820	3.410	3.450	1.2%	3.491
0821	2821	7.770	7.684	-1.1%	7.776
0825	2825	4.660	4.665	0.1%	4.721
0828	2828	8.390	9.168	9.3%	9.277
0855	2855	5.770	5.717	-0.9%	5.785
0857	2857	4.670	4.705	0.7%	4.761
0858	2858	6.360	6.244	-1.8%	6.318
0859	2859	6.620	6.506	-1.7%	6.584
0860	2860	6.410	6.364	-0.7%	6.440
0862	2862	7.550	7.529	-0.3%	7.619
0865	2865	2.090	1.949	-6.7%	1.972
0880	2880	6.560	6.477	-1.3%	6.554
0882	2882	6.220	5.984	-3.8%	6.055
0884	2884	0.870	0.846	-2.8%	0.856
0885	2885	3.460	3.270	-5.5%	3.309
0886	2886	2.150	2.168	0.8%	2.194
0887	2887	1.630	1.622	-0.5%	1.641
0888	2888	5.530	5.537	0.1%	5.603

(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	0.823	-6.5%	0.833
0891	2891	2.970	2.861	-3.7%	2.895
0896	2896	1.420	1.376	-3.1%	1.392
0897	2897	1.810	1.736	-4.1%	1.757
0898	2898	3.950	3.840	-2.8%	3.886
0899	2899	1.360	1.319	-3.0%	1.335
0903	2903	0.350	0.347	-0.9%	0.351
0904	2904	0.900	1.116	24.0%	1.129
0905	2905	0.160	0.154	-3.8%	0.156
0907	2907	4.830	4.826	-0.1%	4.883
0910	2910	4.550	4.360	-4.2%	4.412
0911	2911	3.810	3.840	0.8%	3.886
0914	2914	3.030	2.823	-6.8%	2.857
0915	2915	2.180	2.142	-1.7%	2.168
0916	2916	2.330	2.393	2.7%	2.422
0917	2917	4.040	4.080	1.0%	4.129
0918	2918	2.010	1.917	-4.6%	1.940
0919	2919	2.140	2.182	2.0%	2.208
0920	2920	0.680	0.691	1.6%	0.699
0921	2921	5.120	5.015	-2.1%	5.075
0922	2922	2.940	2.892	-1.6%	2.926
0923	2923	2.650	2.643	-0.3%	2.674
0924	2924	5.050	5.313	5.2%	5.376
0925	2925	3.490	3.408	-2.3%	3.449
0926	2926	2.980	2.943	-1.2%	2.978
0927	2927	1.080	1.142	5.7%	1.156
0928	2928	3.270	3.149	-3.7%	3.187
0932	2932	0.880	0.885	0.6%	0.896
0933	2933	3.460	3.472	0.3%	3.513
0934	2934	4.070	4.008	-1.5%	4.056
0935	2935	1.460	1.467	0.5%	1.484
0936	2936	0.600	0.566	-5.7%	0.573
0939	2939	6.760	7.352	8.8%	7.440
0940	2940	3.450	3.185	-7.7%	3.223
0941	2941	4.490	4.137	-7.9%	4.186
0944	2944	2.270	2.237	-1.5%	2.264
0945	2945	2.980	2.896	-2.8%	2.931
0948	2948	3.170	3.150	-0.6%	3.188
0951	2951	0.900	1.054	17.1%	1.067
0952	2952	0.740	0.758	2.4%	0.767
0953	2953	0.210	0.207	-1.4%	0.209
0954	2954	3.190	3.434	7.6%	3.475
0955	2955	0.230	0.278	20.9%	0.281
0956	2956	0.280	0.294	5.0%	0.298
0957	2957	1.060	1.181	11.4%	1.195
0958	2958	4.280	4.897	14.4%	4.955
0959	2959	1.810	1.817	0.4%	1.839
0960	2960	3.710	3.654	-1.5%	3.698
0961	2961	1.320	1.285	-2.7%	1.300
0962	2962	0.110	0.103	-6.4%	0.104
0963	2963	1.030	0.983	-4.6%	0.995
0964	2964	2.160	1.923	-11.0%	1.946
0965	2965	0.830	1.004	21.0%	1.016
0966	2966	3.350	3.321	-0.9%	3.361
0967	2967	1.500	1.722	14.8%	1.743
0968	2968	1.490	1.483	-0.5%	1.501
0969	2969	4.310	4.217	-2.2%	4.267
0970	2970	9.580	9.501	-0.8%	9.614
0971	2971	3.670	3.535	-3.7%	3.577
0973	2973	2.870	2.788	-2.9%	2.821
0974	2974	3.120	3.039	-2.6%	3.075
0975	2975	1.710	1.666	-2.6%	1.686
0976	2976	1.940	1.890	-2.6%	1.913
0977	2977	0.480	0.444	-7.5%	0.449
0978	2978	3.150	3.163	0.4%	3.201
0979	2979	4.460	4.402	-1.3%	4.454
0980	2980	3.470	3.367	-3.0%	3.407
0981	2981	2.470	2.508	1.5%	2.538
0983	2983	7.170	7.322	2.1%	7.409
0984	2984	0.480	0.365	-24.0%	0.369

(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
0986	2986	1.960	1.903	-2.9%	1.926
0988	2988	0.480	0.341	-29.0%	0.345
0991	2991	5.440	5.657	4.0%	5.724
0992	2992	5.670	6.192	9.2%	6.266
0995	2995	8.390	9.699	15.6%	9.815
0997	2997	0.850	0.827	-2.7%	0.837
0999	2999	5.510	5.457	-1.0%	5.522
4771	6771	5.060	5.428	7.3%	5.493
4777	6777	10.540	11.348	7.7%	11.483
7428	9428	2.160	2.346	8.6%	2.374