

PENNSYLVANIA COMPENSATION RATING BUREAU

Temporary Staffing Loss Costs

The methodology to determine workers compensation loss costs for temporary staffing risks calculates factors that are applied to direct employment loss costs 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 loss costs reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published loss costs (“pre-surcharge basis”). Those surcharges include provision for the funding of the Office of the Small Business Advocate, offsets for the net credits offered for participation in the Merit Rating Plan, the Certified Safety Committee Program and the Construction Classification Premium Adjustment Program.

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

Exhibit 1 shows Policy Years 2014-2018 payrolls (in \$000) for each of the five PCRB sub-industry groups. For a majority of the payroll data used to calculate temporary staffing loss costs, payrolls represent the actual amounts reported to the PCRB. For the remaining 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 5 (described later) shows the mapping of current temporary staffing code and direct employment code combinations to the proposed temporary staffing codes.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by sub-industry group, and in total, separately for Serious, Non-Serious and Medical Only. Within each sub-industry group, weights by class were calculated based on Policy Years 2014-2018 temporary staffing payroll and applied against both the Temporary Staffing indicated pure premium as well as the Direct Employment indicated pure premium to determine the indicated pure premium differentials for each sub-industry group and in total.

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

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

For the total of all sub-industry groups, credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Other and Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to unity.

For the individual sub-industry groups, credibility is determined as a function of sub-industry group payroll using the payroll credibility table. The credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups.

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

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the April 1, 2022 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing loss costs by class (column (16)) are determined by capping the indicated temporary staffing class loss cost change at +/- 25% of the proposed industry group change applied to the current April 1, 2021 temporary staffing loss costs by class. Note that codes may show changes greater than +25.0% or lower than -25.0%. These changes are due to the rounding of the calculated loss cost values to two decimal places.

Exhibit 5 is a summary of the current and proposed post-surcharge temporary staffing loss costs and the changes by class for the proposed temporary staffing codes. This exhibit is ordered by current temporary staffing code and direct employment code within the current temporary staffing code. The values shown in this exhibit were taken from Exhibit 4.

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

Temporary Staffing Code	Sub-IG 1	Temporary Staffing Code	Sub-IG 1 (cont.)	Temporary Staffing Code	Sub-IG 2	Temporary Staffing Code	Sub-IG 3	Temporary Staffing Code	Sub-IG 4	Temporary Staffing Code	Sub-IG 5
	Policy Years 2014-2018 Payroll (\$000)		Policy Years 2014-2018 Payroll (\$000)		Policy Years 2014-2018 Payroll (\$000)		Policy Years 2014-2018 Payroll (\$000)		Policy Years 2014-2018 Payroll (\$000)		Policy Years 2014-2018 Payroll (\$000)
2059	1,706	2465	4,551	2012	34,127	2819	2,692	2011	5,311	2005	1,938
2101	9,028	2467	563	2601	11,514	2887	28,786	2013	2,064	2009	178
2103	117	2471	7,818	2603	5,637	2890	2,240	2662	3,652	2015	216
2104	266,030	2472	95,357	2605	551	2891	35,237	2709	14	2025	1,059
2105	43,381	2473	5,372	2606	3,541	2892	13,512	2801	1,147	2028	19,521
2106	5,847	2474	5,595	2607	32,660	2893	59,509	2806	1,156	2050	6,584
2107	196,792	2475	13,323	2608	13,623	2903	5,027	2809	13,624	2051	6,362
2108	6,737	2476	2,832	2609	13,187	2905	7,180	2813	480,888	2055	1,990
2109	12,901	2477	1,478	2611	211	2936	114,917	2814	33,786	2716	829
2110	1,148	2483	1,185	2615	68	2940	8,333	2815	126,743	2718	63
2111	12,181	2485	5,671	2617	28,186	2948	6,611	2816	4,501	2721	16
2112	5,624	2486	752	2645	7,049	2951	319,561	2818	120,578	2751	3,424
2113	38,121	2487	7,538	2646	5,152	2953	5,345,713	2820	1,558	2752	22,847
2114	211	2488	84,275	2647	1,260	2955	104,844	2821	4,859	2753	33,783
2115	762	2489	1,837	2648	3,513	2956	322,520	2825	9,667	2755	18,379
2119	6,904	2501	4,649	2649	7,320	2957	738,389	2855	35,059	2757	19,431
2130	61	2502	117	2651	29,107	2958	47,340	2857	7,324	2759	6,380
2132	9,795	2506	8,522	2652	13,033	2961	315,594	2858	2,209	2803	145
2134	1,626	2507	3,202	2653	7,858	2962	176,394	2859	666	2804	23,700
2135	128	2509	-	2654	6,773	2963	19,164	2860	375	2805	2,791
2136	1,729	2511	10,428	2655	3,539	2965	593,412	2862	1,554	2807	14,586
2139	499	2512	949	2656	5,342	2984	46,002	2865	6,020	2808	43,948
2141	10,459	2513	3,599	2657	369	2987	4,475	2880	25,318	2810	1,348
2142	1,191	2514	2,819	2658	2,120	2988	37,602	2882	1,572	2811	48,662
2161	53,006	2535	10,769	2659	6,629	2884		2884	7,087	2812	1,826
2163	5,600	2536	2,203	2660	35,998	2885		2885	13,688	2817	8,165
2165	1,623	2551	8,855	2661	98,941	2886		2886	3,461	2828	1,843
2166	1,683	2553	6,404	2663	58,944	2896		2896	5,354	2904	330
2201	137	2555	20,535	2664	81,684	2897		2897	50,518	2939	341
2204	1,022	2563	30,163	2665	4,563	2898		2898	22,514	2954	16,992
2205	373	2571	17,528	2666	1,914	2899		2899	7,796	2967	9,882
2221	167,749	2573	1,708	2667	704	2907		2907	7,409	2969	25,228
2222	135,433	2581	12,221	2668	1,867	2910		2910	2,592	2970	2,560
2225	19,034	2673	2,454	2669	276	2911		2911	13,156	2991	2,700
2227	4,597	2744	8,875	2670	3,548	2914		2914	29,926	2992	2,644
2255	36,176	2924	116,193	2674	1,384	2915		2915	4,427	2995	12,251
2257	31,285	6771	784	2675	92,853	2916		2916	36,204	9428	30,616
2261	16,613	6777	261	2676	2,829	2917		2917	74,456		
2263	1,663			2677	9,602	2918		2918	3,846	Total	
2265	5,179	Total		2679	270	2919		2919	2,110	Sub-IG 5	393,558
2281	147,599	Sub-IG 1	2,425,030	2681	385	2920		2920	5,349		
2282	3,515			2802	1,501	2921		2921	4,927		
2285	12,794					2922		2922	38,539	Grand	
2301	4,940			Total		2923		2923	393,253	Total	14,637,704
2305	19,349			Sub-IG 2	639,632	2925		2925	10,540		
2306	537					2926		2926	41,258		
2311	31,895					2927		2927	53,228		
2319	1,136					2928		2928	196,131		
2323	8,162					2932		2932	26,466		
2327	2,449					2933		2933	5,607		
2402	5,548					2934		2934	41,671		
2403	24,377					2935		2935	1,851		
2404	25,701					2941		2941	34,538		
2406	7,306					2944		2944	11,639		
2407	13,706					2945		2945	22,401		
2411	6,799					2952		2952	113,283		
2413	7,674					2959		2959	41,659		
2415	23,296					2960		2960	137,030		
2416	7,336					2964		2964	3,520		
2421	2,343					2966		2966	6,711		
2425	1,176					2968		2968	4,856		
2427	2,228					2971		2971	130,683		
2429	2,561					2973		2973	62,969		
2431	3,405					2974		2974	63,222		
2433	4,395					2975		2975	76,155		
2435	1,034					2976		2976	16,878		
2441	8,347					2977		2977	12,737		
2445	98,791					2978		2978	9,830		
2446	9,198					2979		2979	32,512		
2447	4,454					2980		2980	21,576		
2449	1,306					2981		2981	12,975		
2451	61,594					2983		2983	2,950		
2454	71,319					2986		2986	6,468		
2456	17,336					2997		2997	4,454		
2457	10,038					2999		2999	2,375		
2458	571										
2459	4,490					Total					
2461	115,004					Sub-IG 4			2,824,430		
2463	25,785										

PENNSYLVANIA COMPENSATION RATING BUREAU
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(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9)						(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12)-(17)					
			Actual Indicated Pure Premium			Weighted Indicated Pure Premium					Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2059	1,706	0.0007	0.443	1.899	0.202	0.000	0.001	0.000	059	155,521	0.387	1.087	0.180	0.000	0.001	0.000
2101	9,028	0.0037	1.334	2.446	0.282	0.005	0.009	0.001	101	512,388	0.809	0.838	0.161	0.003	0.003	0.001
2103	117	0.0000	0.390	1.290	0.181	0.000	0.000	0.000	103	17,225	-	0.690	0.210	-	0.000	0.000
2104	266,030	0.1097	0.901	2.254	0.510	0.099	0.247	0.056	104	3,024,759	0.784	0.843	0.198	0.086	0.092	0.022
2105	43,381	0.0179	1.334	2.446	0.282	0.024	0.044	0.005	105	2,462,130	1.357	0.968	0.162	0.024	0.017	0.003
2106	5,847	0.0024	0.443	1.899	0.202	0.001	0.005	0.000	106	533,081	0.449	1.414	0.364	0.001	0.003	0.001
2107	196,792	0.0812	0.802	1.616	0.253	0.065	0.131	0.021	107	1,025,994	0.294	0.712	0.228	0.024	0.058	0.019
2108	6,737	0.0028	1.334	2.446	0.282	0.004	0.007	0.001	108	382,340	0.595	0.572	0.131	0.002	0.002	0.000
2109	12,901	0.0053	0.443	1.899	0.202	0.002	0.010	0.001	109	1,176,259	0.963	0.846	0.156	0.005	0.005	0.001
2110	1,148	0.0005	1.334	2.446	0.282	0.001	0.001	0.000	110	65,145	1.523	1.177	0.260	0.001	0.001	0.000
2111	12,181	0.0050	0.443	1.899	0.202	0.002	0.010	0.001	111	1,110,639	0.142	1.600	0.551	0.001	0.008	0.003
2112	5,624	0.0023	-	-	0.131	-	-	0.000	112	1,398,439	2.309	1.278	0.183	0.005	0.003	0.000
2113	38,121	0.0157	0.776	1.068	0.088	0.012	0.017	0.001	113	1,279,025	0.305	0.619	0.135	0.005	0.010	0.002
2114	211	0.0001	2.771	2.330	0.215	0.000	0.000	0.000	114	39,146	4.547	2.033	0.229	0.000	0.000	0.000
2115	762	0.0003	0.277	2.104	0.211	0.000	0.001	0.000	115	127,539	0.349	0.509	0.189	0.000	0.000	0.000
2119	6,904	0.0028	1.334	2.446	0.282	0.004	0.007	0.001	119	391,863	0.450	1.285	0.385	0.001	0.004	0.001
2130	61	0.0000	0.443	1.899	0.202	0.000	0.000	0.000	130	5,537	-	-	0.051	-	-	0.000
2132	9,795	0.0040	1.334	2.446	0.282	0.005	0.010	0.001	132	555,952	0.347	0.553	0.165	0.001	0.002	0.001
2134	1,626	0.0007	1.334	2.446	0.282	0.001	0.002	0.000	134	92,313	0.641	0.432	0.238	0.000	0.000	0.000
2135	128	0.0001	1.334	2.446	0.282	0.000	0.000	0.000	135	7,278	-	-	0.036	-	-	0.000
2136	1,729	0.0007	1.334	2.446	0.282	0.001	0.002	0.000	136	98,133	-	0.491	0.093	-	0.000	0.000
2139	499	0.0002	0.443	1.899	0.202	0.000	0.000	0.000	139	45,471	0.214	0.331	0.403	0.000	0.000	0.000
2141	10,459	0.0043	0.443	1.899	0.202	0.002	0.008	0.001	141	953,634	0.582	1.439	0.244	0.003	0.006	0.001
2142	1,191	0.0005	0.277	2.104	0.211	0.000	0.001	0.000	142	199,355	0.454	0.836	0.083	0.000	0.000	0.000
2161	53,006	0.0219	0.285	1.487	0.291	0.006	0.032	0.006	161	433,073	0.178	0.923	0.205	0.004	0.020	0.004
2163	5,600	0.0023	1.334	2.446	0.282	0.003	0.006	0.001	163	317,815	0.468	1.233	0.279	0.001	0.003	0.001
2165	1,623	0.0007	0.443	1.899	0.202	0.000	0.001	0.000	165	147,959	0.340	1.804	0.258	0.000	0.001	0.000
2166	1,683	0.0007	1.334	2.446	0.282	0.001	0.002	0.000	166	95,497	1.775	0.626	0.218	0.001	0.000	0.000
2201	137	0.0001	0.443	1.899	0.202	0.000	0.000	0.000	201	12,501	-	1.775	0.183	-	0.000	0.000
2204	1,022	0.0004	1.334	2.446	0.282	0.001	0.001	0.000	204	58,023	-	1.454	0.201	-	0.001	0.000
2205	373	0.0002	1.334	2.446	0.282	0.000	0.000	0.000	205	21,169	-	0.662	0.057	-	0.000	0.000
2221	167,749	0.0692	-	0.846	0.245	-	0.058	0.017	221	1,818,407	0.288	0.696	0.155	0.020	0.048	0.011
2222	135,433	0.0558	0.023	1.558	0.339	0.001	0.087	0.019	222	4,208,024	0.496	0.676	0.161	0.028	0.038	0.009
2225	19,034	0.0078	1.334	2.446	0.282	0.010	0.019	0.002	225	1,080,284	0.542	0.679	0.203	0.004	0.005	0.002
2227	4,597	0.0019	1.334	2.446	0.282	0.003	0.005	0.001	227	260,926	0.370	1.259	0.187	0.001	0.002	0.000
2255	36,176	0.0149	4.687	2.246	0.272	0.070	0.034	0.004	255	1,067,632	0.085	0.378	0.075	0.001	0.006	0.001
2257	31,285	0.0129	1.334	2.446	0.282	0.017	0.032	0.004	257	1,775,602	0.671	0.681	0.120	0.009	0.009	0.002
2261	16,613	0.0069	1.334	2.446	0.282	0.009	0.017	0.002	261	942,912	0.924	0.678	0.155	0.006	0.005	0.001
2263	1,663	0.0007	0.277	2.104	0.211	0.000	0.001	0.000	263	278,295	0.210	0.320	0.076	0.000	0.000	0.000
2265	5,179	0.0021	1.334	2.446	0.282	0.003	0.005	0.001	265	293,928	0.629	0.710	0.155	0.001	0.002	0.000
2281	147,599	0.0609	-	1.020	0.200	-	0.062	0.012	281	2,778,275	0.509	0.761	0.156	0.031	0.046	0.009
2282	3,515	0.0014	2.771	2.330	0.215	0.004	0.003	0.000	282	651,035	0.930	1.364	0.180	0.001	0.002	0.000
2285	12,794	0.0053	1.334	2.446	0.282	0.007	0.013	0.001	285	726,154	0.296	0.452	0.110	0.002	0.002	0.001
2301	4,940	0.0020	0.443	1.899	0.202	0.001	0.004	0.000	301	450,469	0.507	1.954	0.235	0.001	0.004	0.000

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Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium						(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			
2305	19,349	0.0080	0.443	1.899	0.202	0.004	0.015	0.002	305	1,764,239	0.718	1.192	0.274	0.006	0.010	0.002						
2306	537	0.0002	0.443	1.899	0.202	0.000	0.000	0.000	306	48,945	-	1.954	0.130	-	0.000	0.000						
2311	31,895	0.0132	1.334	2.446	0.282	0.018	0.032	0.004	311	1,810,273	0.492	0.927	0.226	0.006	0.012	0.003						
2319	1,136	0.0005	0.443	1.899	0.202	0.000	0.001	0.000	319	103,534	1.582	2.282	0.251	0.001	0.001	0.000						
2323	8,162	0.0034	0.443	1.899	0.202	0.001	0.006	0.001	323	744,161	0.277	1.005	0.231	0.001	0.003	0.001						
2327	2,449	0.0010	1.334	2.446	0.282	0.001	0.002	0.000	327	139,011	1.030	0.673	0.060	0.001	0.001	0.000						
2402	5,548	0.0023	0.443	1.899	0.202	0.001	0.004	0.000	402	505,837	0.638	0.529	0.145	0.001	0.001	0.000						
2403	24,377	0.0101	-	0.731	0.270	-	0.007	0.003	403	1,532,464	0.351	0.650	0.157	0.004	0.007	0.002						
2404	25,701	0.0106	1.334	2.446	0.282	0.014	0.026	0.003	404	1,458,707	0.555	0.699	0.120	0.006	0.007	0.001						
2406	7,306	0.0030	0.443	1.899	0.202	0.001	0.006	0.001	406	666,132	0.459	0.660	0.181	0.001	0.002	0.001						
2407	13,706	0.0057	1.334	2.446	0.282	0.008	0.014	0.002	407	777,889	0.315	0.614	0.333	0.002	0.003	0.002						
2411	6,799	0.0028	0.443	1.899	0.202	0.001	0.005	0.001	411	619,889	0.760	1.107	0.224	0.002	0.003	0.001						
2413	7,674	0.0032	0.443	1.899	0.202	0.001	0.006	0.001	413	699,745	1.393	1.163	0.229	0.004	0.004	0.001						
2415	23,296	0.0096	1.334	2.446	0.282	0.013	0.024	0.003	415	1,322,221	0.953	0.787	0.182	0.009	0.008	0.002						
2416	7,336	0.0030	0.277	2.104	0.211	0.001	0.006	0.001	416	1,227,614	0.439	0.647	0.068	0.001	0.002	0.000						
2421	2,343	0.0010	0.443	1.899	0.202	0.000	0.002	0.000	421	213,656	1.233	1.928	0.409	0.001	0.002	0.000						
2425	1,176	0.0005	2.771	2.330	0.215	0.001	0.001	0.000	425	217,785	1.910	1.543	0.298	0.001	0.001	0.000						
2427	2,228	0.0009	0.443	1.899	0.202	0.000	0.002	0.000	427	203,116	1.203	2.647	0.288	0.001	0.002	0.000						
2429	2,561	0.0011	0.443	1.899	0.202	0.000	0.002	0.000	429	233,511	-	0.531	0.224	-	0.001	0.000						
2431	3,405	0.0014	0.443	1.899	0.202	0.001	0.003	0.000	431	310,461	1.370	1.135	0.185	0.002	0.002	0.000						
2433	4,395	0.0018	1.334	2.446	0.282	0.002	0.004	0.001	433	249,431	0.572	0.799	0.309	0.001	0.001	0.001						
2435	1,034	0.0004	0.443	1.899	0.202	0.000	0.001	0.000	435	94,306	-	1.179	0.179	-	0.001	0.000						
2441	8,347	0.0034	0.390	1.290	0.181	0.001	0.004	0.001	441	1,232,499	0.278	0.258	0.067	0.001	0.001	0.000						
2445	98,791	0.0407	2.079	3.524	0.401	0.085	0.144	0.016	445	3,726,597	0.379	0.537	0.152	0.015	0.022	0.006						
2446	9,198	0.0038	0.277	2.104	0.211	0.001	0.008	0.001	446	1,539,256	0.313	0.378	0.099	0.001	0.001	0.000						
2447	4,454	0.0018	0.443	1.899	0.202	0.001	0.003	0.000	447	406,152	0.339	0.937	0.183	0.001	0.002	0.000						
2449	1,306	0.0005	0.277	2.104	0.211	0.000	0.001	0.000	449	218,630	0.125	0.483	0.207	0.000	0.000	0.000						
2451	61,594	0.0254	0.774	2.867	0.355	0.020	0.073	0.009	451	1,898,565	0.499	1.102	0.241	0.013	0.028	0.006						
2454	71,319	0.0294	1.334	2.446	0.282	0.039	0.072	0.008	454	4,047,832	0.630	0.804	0.218	0.019	0.024	0.006						
2456	17,336	0.0071	1.334	2.446	0.282	0.010	0.017	0.002	456	983,930	0.533	0.842	0.224	0.004	0.006	0.002						
2457	10,038	0.0041	1.334	2.446	0.282	0.006	0.010	0.001	457	569,720	0.508	0.661	0.201	0.002	0.003	0.001						
2458	571	0.0002	0.277	2.104	0.211	0.000	0.000	0.000	458	95,542	0.055	-	0.170	0.000	-	0.000						
2459	4,490	0.0019	0.390	1.290	0.181	0.001	0.002	0.000	459	662,984	-	0.193	0.079	-	0.000	0.000						
2461	115,004	0.0474	1.334	2.446	0.282	0.063	0.116	0.013	461	6,527,241	0.404	0.573	0.147	0.019	0.027	0.007						
2463	25,785	0.0106	1.334	2.446	0.282	0.014	0.026	0.003	463	1,463,466	0.264	0.583	0.198	0.003	0.006	0.002						
2465	4,551	0.0019	1.334	2.446	0.282	0.003	0.005	0.001	465	258,272	0.227	0.845	0.213	0.000	0.002	0.000						
2467	563	0.0002	0.443	1.899	0.202	0.000	0.000	0.000	467	51,349	0.084	0.082	0.080	0.000	0.000	0.000						
2471	7,818	0.0032	0.390	1.290	0.181	0.001	0.004	0.001	471	1,154,401	0.168	0.343	0.094	0.001	0.001	0.000						
2472	95,357	0.0393	0.524	1.504	0.223	0.021	0.059	0.009	472	1,094,814	0.090	0.127	0.052	0.004	0.005	0.002						
2473	5,372	0.0022	0.277	2.104	0.211	0.001	0.005	0.000	473	898,984	0.400	0.501	0.129	0.001	0.001	0.000						
2474	5,595	0.0023	0.277	2.104	0.211	0.001	0.005	0.000	474	936,300	0.340	0.541	0.144	0.001	0.001	0.000						
2475	13,323	0.0055	-	0.041	0.330	-	0.000	0.002	475	1,780,598	0.150	0.694	0.092	0.001	0.004	0.001						
2476	2,832	0.0012	0.390	1.290	0.181	0.000	0.002	0.000	476	418,112	0.714	0.310	0.109	0.001	0.000	0.000						
2477	1,478	0.0006	0.277	2.104	0.211	0.000	0.001	0.000	477	247,279	0.226	0.501	0.121	0.000	0.000	0.000						

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium						(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			
2483	1,185	0.0005	0.277	2.104	0.211	0.000	0.001	0.001	0.000	483	198,352	0.033	0.121	0.105	0.000	0.000	0.000	0.000				
2485	5,671	0.0023	0.390	1.290	0.181	0.001	0.003	0.003	0.000	485	837,329	0.244	0.258	0.092	0.001	0.001	0.001	0.000				
2486	752	0.0003	0.277	2.104	0.211	0.000	0.001	0.001	0.000	486	125,802	0.117	0.827	0.054	0.000	0.000	0.000	0.000				
2487	7,538	0.0031	0.390	1.290	0.181	0.001	0.004	0.004	0.001	487	1,113,065	0.033	0.308	0.097	0.000	0.001	0.001	0.000				
2488	84,275	0.0348	0.113	0.573	0.085	0.004	0.020	0.020	0.003	488	2,649,752	0.122	0.158	0.065	0.004	0.005	0.005	0.002				
2489	1,837	0.0008	0.390	1.290	0.181	0.000	0.001	0.001	0.000	489	271,250	-	0.262	0.105	-	0.000	0.000	0.000				
2501	4,649	0.0019	1.334	2.446	0.282	0.003	0.005	0.005	0.001	501	263,861	1.079	1.108	0.208	0.002	0.002	0.002	0.000				
2502	117	0.0000	1.334	2.446	0.282	0.000	0.000	0.000	0.000	502	6,616	-	0.440	0.411	-	0.000	0.000	0.000				
2506	8,522	0.0035	0.277	2.104	0.211	0.001	0.007	0.007	0.001	506	1,426,109	0.603	0.551	0.123	0.002	0.002	0.002	0.000				
2507	3,202	0.0013	0.277	2.104	0.211	0.000	0.003	0.003	0.000	507	535,866	0.346	0.309	0.087	0.000	0.000	0.000	0.000				
2509	-	-	0.443	1.899	0.202	-	-	-	-	509	2	-	-	0.001	-	-	-	-				
2511	10,428	0.0043	0.443	1.899	0.202	0.002	0.008	0.008	0.001	511	950,805	1.419	1.681	0.271	0.006	0.007	0.007	0.001				
2512	949	0.0004	0.443	1.899	0.202	0.000	0.001	0.001	0.000	512	86,535	1.015	1.025	0.282	0.000	0.000	0.000	0.000				
2513	3,599	0.0015	1.334	2.446	0.282	0.002	0.004	0.004	0.000	513	204,260	-	1.893	0.108	-	0.003	0.003	0.000				
2514	2,819	0.0012	0.443	1.899	0.202	0.001	0.002	0.002	0.000	514	257,069	0.644	0.780	0.159	0.001	0.001	0.001	0.000				
2535	10,769	0.0044	1.334	2.446	0.282	0.006	0.011	0.011	0.001	535	611,201	0.134	0.810	0.104	0.001	0.004	0.004	0.000				
2536	2,203	0.0009	0.443	1.899	0.202	0.000	0.002	0.002	0.000	536	200,827	0.528	1.091	0.309	0.000	0.001	0.001	0.000				
2551	8,855	0.0037	0.390	1.290	0.181	0.001	0.005	0.005	0.001	551	1,307,520	0.524	0.386	0.061	0.002	0.001	0.001	0.000				
2553	6,404	0.0026	0.390	1.290	0.181	0.001	0.003	0.003	0.000	553	945,614	0.573	0.235	0.031	0.002	0.001	0.001	0.000				
2555	20,535	0.0085	0.806	1.185	0.030	0.007	0.010	0.010	0.000	555	5,400,544	0.110	0.089	0.043	0.001	0.001	0.001	0.000				
2563	30,163	0.0124	-	1.798	0.165	-	0.022	0.022	0.002	563	1,678,793	0.493	0.380	0.087	0.006	0.005	0.005	0.001				
2571	17,528	0.0072	1.334	2.446	0.282	0.010	0.018	0.018	0.002	571	994,840	0.393	0.470	0.136	0.003	0.003	0.003	0.001				
2573	1,708	0.0007	0.443	1.899	0.202	0.000	0.001	0.001	0.000	573	155,760	0.182	0.896	0.202	0.000	0.001	0.001	0.000				
2581	12,221	0.0050	0.277	2.104	0.211	0.001	0.011	0.011	0.001	581	2,045,165	0.168	0.193	0.055	0.001	0.001	0.001	0.000				
2673	2,454	0.0010	0.443	1.899	0.202	0.000	0.002	0.002	0.000	673	223,736	0.888	1.210	0.185	0.001	0.001	0.001	0.000				
2744	8,875	0.0037	0.806	1.185	0.030	0.003	0.004	0.004	0.000	744	2,334,102	0.158	0.078	0.044	0.001	0.000	0.000	0.000				
2924	116,193	0.0479	1.334	2.446	0.282	0.064	0.117	0.117	0.013	924	6,594,690	0.750	1.233	0.180	0.036	0.059	0.059	0.009				
6771	784	0.0003	1.334	2.446	0.282	0.000	0.001	0.001	0.000	4771	44,504	0.970	1.836	0.258	0.000	0.001	0.001	0.000				
6777	261	0.0001	2.771	2.330	0.215	0.000	0.000	0.000	0.000	4777	48,435	2.262	0.869	0.192	0.000	0.000	0.000	0.000				
TOTAL Sub-IG 1	2,425,030	1.0000				0.813	1.891	0.281			109,745,000				0.483	0.720	0.168					
Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.684	2.625	1.676														
2012	34,127	0.0534	0.443	1.899	0.202	0.024	0.101	0.101	0.011	012	3,111,701	1.048	1.517	0.221	0.056	0.081	0.081	0.012				
2601	11,514	0.0180	2.771	2.330	0.215	0.050	0.042	0.042	0.004	601	2,132,942	0.764	0.775	0.176	0.014	0.014	0.014	0.003				
2603	5,637	0.0088	0.443	1.899	0.202	0.004	0.017	0.017	0.002	603	514,002	0.580	0.698	0.158	0.005	0.006	0.006	0.001				
2605	551	0.0009	2.771	2.330	0.215	0.002	0.002	0.002	0.000	605	102,002	1.068	1.602	0.083	0.001	0.001	0.001	0.000				
2606	3,541	0.0055	2.771	2.330	0.215	0.015	0.013	0.013	0.001	606	656,017	0.845	0.401	0.072	0.005	0.002	0.002	0.000				
2607	32,660	0.0511	0.443	1.899	0.202	0.023	0.097	0.097	0.010	607	2,977,888	0.885	0.452	0.058	0.045	0.023	0.023	0.003				
2608	13,623	0.0213	2.771	2.330	0.215	0.059	0.050	0.050	0.005	608	2,523,498	1.021	1.089	0.184	0.022	0.023	0.023	0.004				
2609	13,187	0.0206	6.584	2.684	0.074	0.136	0.055	0.055	0.002	609	6,121,199	0.939	0.605	0.097	0.019	0.012	0.012	0.002				

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium						(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			
2611	211	0.0003	2.771	2.330	0.215	0.001	0.001	0.000	611	39,042	-	-	0.123	-	-	0.000						
2615	68	0.0001	2.771	2.330	0.215	0.000	0.000	0.000	615	12,535	4.104	0.095	0.144	0.000	0.000	0.000						
2617	28,186	0.0441	1.334	2.446	0.282	0.059	0.108	0.012	617	1,599,725	0.791	0.632	0.084	0.035	0.028	0.004						
2645	7,049	0.0110	2.771	2.330	0.215	0.031	0.026	0.002	645	1,305,751	0.273	0.790	0.130	0.003	0.009	0.001						
2646	5,152	0.0081	0.443	1.899	0.202	0.004	0.015	0.002	646	469,745	0.423	0.830	0.141	0.003	0.007	0.001						
2647	1,260	0.0020	2.771	2.330	0.215	0.005	0.005	0.000	647	233,474	0.423	1.150	0.169	0.001	0.002	0.000						
2648	3,513	0.0055	2.771	2.330	0.215	0.015	0.013	0.001	648	650,781	1.082	1.285	0.171	0.006	0.007	0.001						
2649	7,320	0.0114	1.334	2.446	0.282	0.015	0.028	0.003	649	415,464	1.109	0.577	0.094	0.013	0.007	0.001						
2651	29,107	0.0455	11.729	5.682	0.417	0.534	0.259	0.019	651	3,539,659	1.325	1.067	0.166	0.060	0.049	0.008						
2652	13,033	0.0204	2.771	2.330	0.215	0.056	0.047	0.004	652	2,414,229	1.151	1.933	0.224	0.023	0.039	0.005						
2653	7,858	0.0123	2.771	2.330	0.215	0.034	0.029	0.003	653	1,455,606	1.676	1.210	0.146	0.021	0.015	0.002						
2654	6,773	0.0106	2.771	2.330	0.215	0.029	0.025	0.002	654	1,254,665	1.791	1.009	0.158	0.019	0.011	0.002						
2655	3,539	0.0055	-	-	0.131	-	-	0.001	655	879,967	0.732	1.006	0.111	0.004	0.006	0.001						
2656	5,342	0.0084	2.771	2.330	0.215	0.023	0.019	0.002	656	989,546	0.785	0.490	0.138	0.007	0.004	0.001						
2657	369	0.0006	2.771	2.330	0.215	0.002	0.001	0.000	657	68,324	-	0.306	0.117	-	0.000	0.000						
2658	2,120	0.0033	2.771	2.330	0.215	0.009	0.008	0.001	658	392,660	2.260	0.854	0.145	0.007	0.003	0.000						
2659	6,629	0.0104	14.837	6.434	0.108	0.154	0.067	0.001	659	778,462	1.963	2.664	0.317	0.020	0.028	0.003						
2660	35,998	0.0563	1.334	2.446	0.282	0.075	0.138	0.016	660	2,043,142	0.797	0.529	0.089	0.045	0.030	0.005						
2661	98,941	0.1547	1.263	1.160	0.112	0.195	0.179	0.017	661	5,588,541	0.482	0.549	0.107	0.075	0.085	0.017						
2663	58,944	0.0922	0.443	1.899	0.202	0.041	0.175	0.019	663	5,374,504	0.924	0.741	0.129	0.085	0.068	0.012						
2664	81,684	0.1277	1.334	2.446	0.282	0.170	0.312	0.036	664	4,636,123	0.649	0.780	0.153	0.083	0.100	0.020						
2665	4,563	0.0071	2.771	2.330	0.215	0.020	0.017	0.002	665	845,214	1.108	1.339	0.131	0.008	0.010	0.001						
2666	1,914	0.0030	2.771	2.330	0.215	0.008	0.007	0.001	666	354,474	0.905	1.136	0.149	0.003	0.003	0.000						
2667	704	0.0011	0.277	2.104	0.211	0.000	0.002	0.000	667	117,848	1.086	0.335	0.021	0.001	0.000	0.000						
2668	1,867	0.0029	2.771	2.330	0.215	0.008	0.007	0.001	668	345,829	1.446	1.592	0.157	0.004	0.005	0.000						
2669	276	0.0004	2.771	2.330	0.215	0.001	0.001	0.000	669	51,058	8.225	3.094	0.178	0.004	0.001	0.000						
2670	3,548	0.0055	0.443	1.899	0.202	0.002	0.011	0.001	670	323,463	0.639	1.236	0.087	0.004	0.007	0.000						
2674	1,384	0.0022	0.443	1.899	0.202	0.001	0.004	0.000	674	126,169	0.775	1.484	0.222	0.002	0.003	0.000						
2675	92,853	0.1452	1.334	2.446	0.282	0.194	0.355	0.041	675	5,270,008	0.645	0.550	0.104	0.094	0.080	0.015						
2676	2,829	0.0044	0.443	1.899	0.202	0.002	0.008	0.001	676	257,953	0.394	1.653	0.248	0.002	0.007	0.001						
2677	9,602	0.0150	1.334	2.446	0.282	0.020	0.037	0.004	677	544,992	0.332	0.473	0.053	0.005	0.007	0.001						
2679	270	0.0004	2.771	2.330	0.215	0.001	0.001	0.000	679	50,009	0.893	0.353	0.174	0.000	0.000	0.000						
2681	385	0.0006	0.443	1.899	0.202	0.000	0.001	0.000	681	35,064	4.422	1.913	0.187	0.003	0.001	0.000						
2802	1,501	0.0023	2.771	2.330	0.215	0.007	0.005	0.001	802	278,137	0.271	0.634	0.100	0.001	0.001	0.000						
TOTAL Sub-IG 2	639,632	1.0000				2.030	2.287	0.227		60,881,412				0.806	0.785	0.129						
Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						2.519	2.912	1.764														
2819	2,692	0.0003	0.375	0.057	0.023	0.000	0.000	0.000	819	723,023	0.194	0.216	0.066	0.000	0.000	0.000						
2887	28,786	0.0034	0.113	0.573	0.085	0.000	0.002	0.000	887	905,083	0.104	0.160	0.065	0.000	0.001	0.000						
2890	2,240	0.0003	0.806	1.185	0.030	0.000	0.000	0.000	890	588,987	0.047	0.074	0.064	0.000	0.000	0.000						

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium						(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			
2891	35,237	0.0042	0.390	1.290	0.181	0.002	0.005	0.001	891	5,202,736	0.144	0.399	0.109	0.001	0.002	0.000						
2892	13,512	0.0016	0.113	0.573	0.085	0.000	0.001	0.000	892	424,829	0.220	0.374	0.075	0.000	0.001	0.000						
2893	59,509	0.0071	0.113	0.573	0.085	0.001	0.004	0.001	893	1,871,058	0.128	0.270	0.108	0.001	0.002	0.001						
2903	5,027	0.0006	0.375	0.057	0.023	0.000	0.000	0.000	903	1,350,083	-	0.059	0.034	-	0.000	0.000						
2905	7,180	0.0009	0.375	0.057	0.023	0.000	0.000	0.000	905	1,928,381	0.004	0.029	0.006	0.000	0.000	0.000						
2936	114,917	0.0138	0.113	0.573	0.085	0.002	0.008	0.001	936	3,613,197	0.171	0.161	0.041	0.002	0.002	0.001						
2940	8,333	0.0010	0.859	0.881	0.083	0.001	0.001	0.000	940	572,738	0.013	0.649	0.224	0.000	0.001	0.000						
2948	6,611	0.0008	0.277	2.104	0.211	0.000	0.002	0.000	948	1,106,381	0.174	0.492	0.151	0.000	0.000	0.000						
2951	319,561	0.0382	0.375	0.057	0.023	0.014	0.002	0.001	951	85,830,424	0.053	0.069	0.023	0.002	0.003	0.001						
2953	5,345,713	0.6398	0.029	0.082	0.017	0.018	0.053	0.011	953	306,320,972	0.021	0.031	0.012	0.013	0.020	0.007						
2955	104,844	0.0125	0.375	0.057	0.023	0.005	0.001	0.000	955	28,159,870	0.048	0.048	0.019	0.001	0.001	0.000						
2956	322,520	0.0386	0.029	0.082	0.017	0.001	0.003	0.001	956	18,481,103	0.028	0.022	0.011	0.001	0.001	0.000						
2957	738,389	0.0884	0.859	0.881	0.083	0.076	0.078	0.007	957	50,750,456	0.086	0.094	0.032	0.008	0.008	0.003						
2958	47,340	0.0057	0.859	0.881	0.083	0.005	0.005	0.000	958	3,253,718	0.465	0.485	0.125	0.003	0.003	0.001						
2961	315,594	0.0378	0.859	0.881	0.083	0.032	0.033	0.003	961	21,691,173	0.212	0.228	0.116	0.008	0.009	0.004						
2962	176,394	0.0211	0.029	0.082	0.017	0.001	0.002	0.000	962	10,107,747	0.012	0.010	0.008	0.000	0.000	0.000						
2963	19,164	0.0023	0.806	1.185	0.030	0.002	0.003	0.000	963	5,039,854	0.031	0.139	0.064	0.000	0.000	0.000						
2965	593,412	0.0710	0.122	0.596	0.171	0.009	0.042	0.012	965	69,981,769	0.095	0.200	0.069	0.007	0.014	0.005						
2984	46,002	0.0055	0.262	0.679	0.097	0.001	0.004	0.001	984	25,783,681	0.033	0.042	0.013	0.000	0.000	0.000						
2987	4,475	0.0005	0.113	0.573	0.085	0.000	0.000	0.000	987	140,687	0.013	0.022	0.011	0.000	0.000	0.000						
2988	37,602	0.0045	0.262	0.679	0.097	0.001	0.003	0.000	988	21,075,760	0.040	0.060	0.022	0.000	0.000	0.000						
TOTAL Sub-IG 3	8,355,054	1.0000				0.172	0.252	0.040		664,903,710				0.047	0.067	0.025						
Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						3.635	3.766	1.635														
2011	5,311	0.0019	1.334	2.446	0.282	0.003	0.005	0.001	0011	301,438	0.083	0.746	0.171	0.000	0.001	0.000						
2013	2,064	0.0007	0.443	1.899	0.202	0.000	0.001	0.000	0013	188,178	-	0.587	0.255	-	0.000	0.000						
2662	3,652	0.0013	0.443	1.899	0.202	0.001	0.002	0.000	662	332,988	1.417	1.558	0.314	0.002	0.002	0.000						
2709	14	0.0000	0.375	0.057	0.023	0.000	0.000	0.000	709	3,647	-	0.664	0.157	-	0.000	0.000						
2801	1,147	0.0004	2.771	2.330	0.215	0.001	0.001	0.000	801	212,458	1.073	2.348	0.395	0.000	0.001	0.000						
2806	1,156	0.0004	-	-	0.131	-	-	0.000	806	287,532	1.999	2.507	0.349	0.001	0.001	0.000						
2809	13,624	0.0048	0.443	1.899	0.202	0.002	0.009	0.001	809	1,242,256	1.800	1.269	0.154	0.009	0.006	0.001						
2813	480,888	0.1703	1.207	3.444	0.501	0.206	0.586	0.085	813	3,178,537	0.835	1.272	0.217	0.142	0.217	0.037						
2814	33,786	0.0120	1.334	2.446	0.282	0.016	0.029	0.003	814	1,917,561	0.987	0.546	0.145	0.012	0.007	0.002						
2815	126,743	0.0449	1.334	2.446	0.282	0.060	0.110	0.013	815	7,193,485	0.733	0.859	0.153	0.033	0.039	0.007						
2816	4,501	0.0016	0.277	2.104	0.211	0.000	0.003	0.000	816	753,194	0.386	0.732	0.091	0.001	0.001	0.000						
2818	120,578	0.0427	0.390	1.290	0.181	0.017	0.055	0.008	818	17,803,597	0.283	0.360	0.082	0.012	0.015	0.004						
2820	1,558	0.0006	0.277	2.104	0.211	0.000	0.001	0.000	820	260,740	0.678	1.610	0.275	0.000	0.001	0.000						
2821	4,859	0.0017	0.443	1.899	0.202	0.001	0.003	0.000	821	443,009	2.780	2.100	0.351	0.005	0.004	0.001						
2825	9,667	0.0034	1.334	2.446	0.282	0.005	0.008	0.001	825	548,648	0.755	1.455	0.233	0.003	0.005	0.001						
2855	35,059	0.0124	0.443	1.899	0.202	0.005	0.024	0.003	855	3,196,651	1.024	1.221	0.195	0.013	0.015	0.002						

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9)						(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12)-(17)					
			Actual Indicated Pure Premium			Weighted Indicated Pure Premium					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
2857	7,324	0.0026	0.443	1.899	0.202	0.001	0.005	0.001	857	667,805	1.237	1.008	0.205	0.003	0.003	0.001
2858	2,209	0.0008	2.771	2.330	0.215	0.002	0.002	0.000	858	409,143	1.554	1.496	0.271	0.001	0.001	0.000
2859	666	0.0002	2.771	2.330	0.215	0.001	0.001	0.000	859	123,312	0.299	2.159	0.340	0.000	0.001	0.000
2860	375	0.0001	2.771	2.330	0.215	0.000	0.000	0.000	860	69,428	0.179	1.586	0.250	0.000	0.000	0.000
2862	1,554	0.0006	2.771	2.330	0.215	0.002	0.001	0.000	862	287,873	2.098	2.102	0.289	0.001	0.001	0.000
2865	6,020	0.0021	0.443	1.899	0.202	0.001	0.004	0.000	865	548,927	1.508	1.543	0.369	0.003	0.003	0.001
2880	25,318	0.0090	0.443	1.899	0.202	0.004	0.017	0.002	880	2,308,474	0.967	1.307	0.192	0.009	0.012	0.002
2882	1,572	0.0006	0.443	1.899	0.202	0.000	0.001	0.000	882	143,348	0.984	2.516	0.270	0.001	0.001	0.000
2884	7,087	0.0025	0.390	1.290	0.181	0.001	0.003	0.000	884	1,046,384	0.120	0.305	0.083	0.000	0.001	0.000
2885	13,688	0.0048	1.334	2.446	0.282	0.006	0.012	0.001	885	776,901	0.265	0.719	0.161	0.001	0.003	0.001
2886	3,461	0.0012	0.277	2.104	0.211	0.000	0.003	0.000	886	579,136	0.298	0.478	0.164	0.000	0.001	0.000
2896	5,354	0.0019	0.277	2.104	0.211	0.001	0.004	0.000	896	896,050	0.088	0.419	0.091	0.000	0.001	0.000
2897	50,518	0.0179	0.277	2.104	0.211	0.005	0.038	0.004	897	8,454,251	0.153	0.488	0.140	0.003	0.009	0.002
2898	22,514	0.0080	0.277	2.104	0.211	0.002	0.017	0.002	898	3,767,750	0.216	0.608	0.165	0.002	0.005	0.001
2899	7,796	0.0028	0.390	1.290	0.181	0.001	0.004	0.000	899	1,151,109	0.105	0.341	0.086	0.000	0.001	0.000
2907	7,409	0.0026	0.443	1.899	0.202	0.001	0.005	0.001	907	675,528	0.893	1.503	0.207	0.002	0.004	0.001
2910	2,592	0.0009	0.443	1.899	0.202	0.000	0.002	0.000	910	236,353	0.093	1.719	0.161	0.000	0.002	0.000
2911	13,156	0.0047	2.771	2.330	0.215	0.013	0.011	0.001	911	2,437,051	1.130	1.629	0.220	0.005	0.008	0.001
2914	29,926	0.0106	-	2.172	0.179	-	0.023	0.002	914	2,085,964	0.384	0.662	0.126	0.004	0.007	0.001
2915	4,427	0.0016	1.334	2.446	0.282	0.002	0.004	0.000	915	251,267	0.043	0.818	0.163	0.000	0.001	0.000
2916	36,204	0.0128	0.277	2.104	0.211	0.004	0.027	0.003	916	6,058,761	0.293	0.520	0.119	0.004	0.007	0.002
2917	74,456	0.0264	0.277	2.104	0.211	0.007	0.055	0.006	917	12,460,317	0.382	0.751	0.178	0.010	0.020	0.005
2918	3,846	0.0014	0.277	2.104	0.211	0.000	0.003	0.000	918	643,657	0.011	0.534	0.140	0.000	0.001	0.000
2919	2,110	0.0007	0.277	2.104	0.211	0.000	0.002	0.000	919	353,136	0.200	0.688	0.139	0.000	0.001	0.000
2920	5,349	0.0019	0.806	1.185	0.030	0.002	0.002	0.000	920	1,406,855	0.114	0.125	0.015	0.000	0.000	0.000
2921	4,927	0.0017	-	0.731	-	-	-	0.001	921	214,869	0.737	1.514	0.201	0.001	0.003	0.000
2922	38,539	0.0136	1.334	2.446	0.282	0.018	0.033	0.004	922	2,187,321	0.599	0.938	0.160	0.008	0.013	0.002
2923	393,253	0.1392	0.072	1.398	0.230	0.010	0.195	0.032	923	812,471	0.248	0.815	0.136	0.035	0.113	0.019
2925	10,540	0.0037	0.277	2.104	0.211	0.001	0.008	0.001	925	1,763,861	0.424	0.565	0.121	0.002	0.002	0.000
2926	41,258	0.0146	-	0.647	0.206	-	0.009	0.003	926	1,965,624	0.548	0.787	0.150	0.008	0.011	0.002
2927	53,228	0.0188	0.390	1.290	0.181	0.007	0.024	0.003	927	7,859,261	0.170	0.273	0.060	0.003	0.005	0.001
2928	196,131	0.0694	0.605	1.873	0.205	0.042	0.130	0.014	928	15,884,469	0.349	0.670	0.164	0.024	0.047	0.011
2932	26,466	0.0094	0.113	0.573	0.085	0.001	0.005	0.001	932	832,135	0.135	0.275	0.051	0.001	0.003	0.000
2933	5,607	0.0020	0.443	1.899	0.202	0.001	0.004	0.000	933	511,245	0.609	0.614	0.214	0.001	0.001	0.000
2934	41,671	0.0148	1.334	2.446	0.282	0.020	0.036	0.004	934	2,365,095	0.524	1.095	0.220	0.008	0.016	0.003
2935	1,851	0.0007	0.390	1.290	0.181	0.000	0.001	0.000	935	273,245	0.095	0.569	0.157	0.000	0.000	0.000
2941	34,538	0.0122	0.277	2.104	0.211	0.003	0.026	0.003	941	5,780,052	0.522	0.924	0.219	0.006	0.011	0.003
2944	11,639	0.0041	0.277	2.104	0.211	0.001	0.009	0.001	944	1,947,892	0.146	0.517	0.146	0.001	0.002	0.001
2945	22,401	0.0079	1.334	2.446	0.282	0.011	0.019	0.002	945	1,271,378	0.374	0.861	0.188	0.003	0.007	0.001
2952	113,283	0.0401	0.113	0.573	0.085	0.005	0.023	0.003	952	3,561,831	0.252	0.221	0.049	0.010	0.009	0.002
2959	41,659	0.0147	0.859	0.881	0.083	0.013	0.013	0.001	959	2,863,313	0.166	0.361	0.304	0.002	0.005	0.004
2960	137,030	0.0485	0.859	0.881	0.083	0.042	0.043	0.004	960	9,418,235	0.359	0.809	0.231	0.017	0.039	0.011
2964	3,520	0.0012	0.277	2.104	0.211	0.000	0.003	0.000	964	589,082	0.166	0.416	0.196	0.000	0.001	0.000
2966	6,711	0.0024	1.334	2.446	0.282	0.003	0.006	0.001	966	380,896	0.747	0.926	0.140	0.002	0.002	0.000

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(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4)-(9) Actual Indicated Pure Premium						(10)-(17) Direct Employment							
			(5) Actual Indicated Pure Premium			(6) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12)-(14) Actual Indicated Pure Premium			(15)-(17) Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2968	4,856	0.0017	0.390	1.290	0.181	0.001	0.002	0.000	968	716,939	0.216	0.450	0.145	0.000	0.001	0.000
2971	130,683	0.0463	1.334	2.446	0.282	0.062	0.113	0.013	971	7,417,082	0.721	1.131	0.170	0.033	0.052	0.008
2973	62,969	0.0223	1.334	2.446	0.282	0.030	0.055	0.006	973	3,573,873	0.439	0.873	0.185	0.010	0.019	0.004
2974	63,222	0.0224	0.859	0.881	0.083	0.019	0.020	0.002	974	4,345,321	0.246	0.619	0.215	0.006	0.014	0.005
2975	76,155	0.0270	0.277	2.104	0.211	0.007	0.057	0.006	975	12,744,705	0.195	0.467	0.130	0.005	0.013	0.004
2976	16,878	0.0060	0.390	1.290	0.181	0.002	0.008	0.001	976	2,491,995	0.082	0.288	0.139	0.000	0.002	0.001
2977	12,737	0.0045	0.806	1.185	0.030	0.004	0.005	0.000	977	3,349,654	0.173	0.195	0.030	0.001	0.001	0.000
2978	9,830	0.0035	1.334	2.446	0.282	0.005	0.009	0.001	978	557,922	0.204	0.892	0.556	0.001	0.003	0.002
2979	32,512	0.0115	0.859	0.881	0.083	0.010	0.010	0.001	979	2,234,618	0.479	0.986	0.333	0.006	0.011	0.004
2980	21,576	0.0076	0.443	1.899	0.202	0.003	0.015	0.002	980	1,967,316	1.282	1.405	0.275	0.010	0.011	0.002
2981	12,975	0.0046	0.277	2.104	0.211	0.001	0.010	0.001	981	2,171,388	0.279	0.481	0.104	0.001	0.002	0.000
2983	2,950	0.0010	2.771	2.330	0.215	0.003	0.002	0.000	983	546,503	1.614	1.423	0.320	0.002	0.001	0.000
2986	6,468	0.0023	0.390	1.290	0.181	0.001	0.003	0.000	986	954,999	0.255	0.555	0.136	0.001	0.001	0.000
2997	4,454	0.0016	0.390	1.290	0.181	0.001	0.002	0.000	997	657,700	0.187	0.233	0.064	0.000	0.000	0.000
2999	2,375	0.0008	0.443	1.899	0.202	0.000	0.002	0.000	999	216,519	1.911	1.936	0.592	0.002	0.002	0.000
TOTAL Sub-IG 4	2,824,430	1.0000				0.700	1.981	0.253		190,131,508				0.493	0.831	0.169
Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.419	2.384	1.498								
2005	1,938	0.0049	-	-	0.131	-	-	0.001	005	481,821	2.923	2.688	0.283	0.014	0.013	0.001
2009	178	0.0005	14.837	6.434	0.108	0.007	0.003	0.000	009	20,950	6.331	8.984	0.628	0.003	0.004	0.000
2015	216	0.0005	-	-	0.131	-	-	0.000	015	53,784	-	1.870	0.131	-	0.001	0.000
2025	1,059	0.0027	0.443	1.899	0.202	0.001	0.005	0.001	025	96,597	0.300	0.373	0.059	0.001	0.001	0.000
2028	19,521	0.0496	1.334	2.446	0.282	0.066	0.121	0.014	028	1,107,969	0.112	0.370	0.049	0.006	0.018	0.002
2050	6,584	0.0167	1.334	2.446	0.282	0.022	0.041	0.005	050	373,679	0.708	0.806	0.110	0.012	0.013	0.002
2051	6,362	0.0162	0.443	1.899	0.202	0.007	0.031	0.003	051	580,087	2.067	0.814	0.145	0.033	0.013	0.002
2055	1,990	0.0051	0.443	1.899	0.202	0.002	0.010	0.001	055	181,417	0.243	0.441	0.148	0.001	0.002	0.001
2716	829	0.0021	1.334	2.446	0.282	0.003	0.005	0.001	716	47,051	0.045	1.168	0.108	0.000	0.002	0.000
2718	63	0.0002	1.334	2.446	0.282	0.000	0.000	0.000	718	3,562	-	-	0.245	-	-	0.000
2721	16	0.0000	-	-	0.131	-	-	0.000	721	3,874	-	3.134	0.125	-	0.000	0.000
2751	3,424	0.0087	0.277	2.104	0.211	0.002	0.018	0.002	751	572,965	0.348	0.210	0.032	0.003	0.002	0.000
2752	22,847	0.0581	0.113	0.573	0.085	0.007	0.033	0.005	752	718,337	0.123	0.027	0.020	0.007	0.002	0.001
2753	33,783	0.0858	1.334	2.446	0.282	0.114	0.210	0.024	753	1,917,400	0.603	0.644	0.143	0.052	0.055	0.012
2755	18,379	0.0467	0.390	1.290	0.181	0.018	0.060	0.008	755	2,713,738	0.387	0.278	0.050	0.018	0.013	0.002
2757	19,431	0.0494	0.277	2.104	0.211	0.014	0.104	0.010	757	3,251,738	0.427	0.246	0.037	0.021	0.012	0.002
2759	6,380	0.0162	2.771	2.330	0.215	0.045	0.038	0.003	759	1,181,846	1.484	1.331	0.233	0.024	0.022	0.004
2803	145	0.0004	14.837	6.434	0.108	0.005	0.002	0.000	803	16,986	-	5.663	0.861	-	0.002	0.000
2804	23,700	0.0602	0.443	1.899	0.202	0.027	0.114	0.012	804	2,160,974	0.415	1.153	0.207	0.025	0.069	0.012
2805	2,791	0.0071	0.443	1.899	0.202	0.003	0.013	0.001	805	254,448	2.646	1.509	0.126	0.019	0.011	0.001
2807	14,586	0.0371	0.443	1.899	0.202	0.016	0.070	0.007	807	1,329,939	0.676	1.435	0.271	0.025	0.053	0.010
2808	43,948	0.1117	0.443	1.899	0.202	0.049	0.212	0.023	808	4,007,151	1.574	1.415	0.116	0.176	0.158	0.013

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Temporary Staffing Code	(2) Policy Years 2014-2018 Temporary Staffing Payroll (\$000)	(3) Temporary Staffing Payroll Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(6) (7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2014-2018 Direct Employment Payroll (\$000)	(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium			(14) (15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only						Serious	Non-Ser	Med Only						
																	Serious	Non-Ser	Med Only			
2810	1,348	0.0034	0.443	1.899	0.202	0.002	0.007	0.001	810	122,873	0.389	0.997	0.038	0.001	0.003	0.000						
2811	48,662	0.1236	2.771	2.330	0.215	0.343	0.288	0.027	811	9,014,139	2.361	1.687	0.110	0.292	0.209	0.014						
2812	1,826	0.0046	2.771	2.330	0.215	0.013	0.011	0.001	812	338,299	3.210	2.581	0.091	0.015	0.012	0.000						
2817	8,165	0.0207	0.443	1.899	0.202	0.009	0.039	0.004	817	744,495	0.961	1.897	0.260	0.020	0.039	0.005						
2828	1,843	0.0047	2.771	2.330	0.215	0.013	0.011	0.001	828	341,488	0.910	2.781	0.406	0.004	0.013	0.002						
2904	330	0.0008	0.375	0.057	0.023	0.000	0.000	0.000	904	88,502	0.512	0.827	0.022	0.000	0.001	0.000						
2939	341	0.0009	0.443	1.899	0.202	0.000	0.002	0.000	939	31,083	2.769	6.168	0.654	0.002	0.005	0.001						
2954	16,992	0.0432	0.277	2.104	0.211	0.012	0.091	0.009	954	2,843,650	0.305	0.598	0.084	0.013	0.026	0.004						
2967	9,882	0.0251	0.390	1.290	0.181	0.010	0.032	0.005	967	1,459,058	0.241	0.404	0.215	0.006	0.010	0.005						
2969	25,228	0.0641	1.334	2.446	0.282	0.085	0.157	0.018	969	1,431,830	0.275	0.621	0.349	0.018	0.040	0.022						
2970	2,560	0.0065	0.443	1.899	0.202	0.003	0.012	0.001	970	233,454	1.264	3.086	3.590	0.008	0.020	0.023						
2991	2,700	0.0069	1.334	2.446	0.282	0.009	0.017	0.002	991	153,243	0.846	1.270	2.052	0.006	0.009	0.014						
2992	2,644	0.0067	0.443	1.899	0.202	0.003	0.013	0.001	992	241,106	0.716	0.930	0.176	0.005	0.006	0.001						
2995	12,251	0.0311	2.771	2.330	0.215	0.086	0.073	0.007	995	2,269,403	1.782	1.407	0.210	0.055	0.044	0.007						
9428	30,616	0.0778	0.443	1.899	0.202	0.034	0.148	0.016	7428	2,791,560	0.743	1.054	0.167	0.058	0.082	0.013						
TOTAL Sub-IG 5	393,558	1.0000				1.033	1.992	0.214		43,180,496				0.944	0.987	0.179						
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.094	2.018	1.193														
GRAND TOTAL	14,637,704					0.4844	0.9928	0.1342		1,068,842,126				0.2627	0.3787	0.0850						
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.844	2.621	1.579														

**PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes**

Total

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$146,377,040		
0.60	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.844	2.621	1.579
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.506	2.621	1.579

$$C = [A * B] + [(1 - A) * 1.000]$$

Sub-Industry Group 3

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$83,550,540		
0.41	1.00	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
3.635	3.766	1.635
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
2.379	3.766	1.635

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

Sub-Industry Group 1

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$24,250,300		
0.18	0.60	0.97
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.684	2.625	1.676
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.538	2.623	1.673

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

Sub-Industry Group 4

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$28,244,300		
0.20	0.67	1.00
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.419	2.384	1.498
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.489	2.462	1.498

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

Sub-Industry Group 2

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$6,396,320		
0.07	0.25	0.40
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
2.519	2.912	1.764
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.577	2.694	1.653

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

Sub-Industry Group 5

Serious	Non-Serious	Medical Only
A) Credibility Based on Payroll of \$3,935,580		
0.05	0.18	0.29
B) Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.094	2.018	1.193
C) Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium		
1.485	2.512	1.467

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

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

Table with 20 columns: (1) Direct Employment Code, (2) Policy Years 2014-2018 Temp Staffing Payroll (\$000), (3)-(5) 4/1/2022 Direct Employment Pure Premium (Serious, Non-Serious, Medical Only, Total), (6)=(3)+(4)+(5), (7) 4/1/2022 Pre-Surcharge Direct Employment Loss Cost, (8) 4/1/2020 Temp Staffing Code, (9) 4/1/2022 Temp Staffing Code, (10)-(12) 4/1/2022 Temp Staffing Pure Premium (Serious, Non-Serious, Medical Only, Total), (13)=(10)+(11)+(12), (14)= * [(13)/(6)], (15) Indicated Pre-Surcharge Temp Staffing Loss Cost, (16)= Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost, (17) Policy Years 2017-2018 Temp Staffing Payroll (\$000), (18)= Expected Losses Based on 4/1/2021 Temp Staffing Loss Costs, (19)= Expected Losses Based on Proposed 4/1/2022 Temp Staffing Loss Costs, (20)= Proposed 4/1/2022 Percentage Change.

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

Table with 20 columns: (1) Direct Employment Code, (2) Policy Years 2014-2018 Temp Staffing Payroll (\$000), (3) 4/1/2022 Direct Employment Payroll (\$000), (4) 4/1/2022 Direct Employment Pure Premium, (5) 4/1/2022 Direct Employment Total Premium, (6)=(3)+(4)+(5), (7) 4/1/2022 Pre-Surcharge Direct Employment Loss Cost, (8) 4/1/2020 Temp Staffing Code, (9) 4/1/2022 Temp Staffing Code, (10) 4/1/2022 Temp Staffing Serious Loss Cost, (11) 4/1/2022 Temp Staffing Non-Serious Loss Cost, (12) 4/1/2022 Temp Staffing Medical Only Loss Cost, (13)=(10)+(11)+(12), (14)=Indicated 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost, (15) 4/1/2021 Pre-Surcharge Temp Staffing Loss Cost, (16)=(14)/(15)-1 including Primary and Secondary Capping, (17) Policy Years 2017-2018 Temp Staffing Payroll (\$000), (18)=Expected Losses Based on 4/1/2021 Temp Staffing Loss Costs, (19)=Expected Losses Based on Proposed 4/1/2022 Temp Staffing Loss Costs, (20)=Proposed 4/1/2022 Percentage Change. Rows 806-980.

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
185	104	2104	4.41	4.41	0.0%	4.47
187	107	2107	3.49	3.14	-10.0%	3.18
189	113	2113	2.48	2.48	0.0%	2.51
191	161	2161	2.93	2.85	-2.7%	2.89
275	221	2221	2.72	2.61	-4.0%	2.65
276	222	2222	3.08	2.91	-5.5%	2.95
291	255	2255	2.63	2.24	-14.8%	2.27
297	281	2281	3.17	3.06	-3.5%	3.10
491	403	2403	3.43	3.01	-12.2%	3.05
493	445	2445	2.51	2.51	0.0%	2.55
495	451	2451	4.48	4.22	-5.8%	4.28
497	472	2472	1.07	0.87	-18.7%	0.88
499	475	2475	2.73	2.56	-6.2%	2.60
520	984	2984	0.20	0.24	20.0%	0.24
520	988	2988	0.20	0.24	20.0%	0.24
521	555	2555	0.60	0.60	0.0%	0.61
521	744	2744	0.54	0.46	-14.8%	0.47
521	890	2890	0.60	0.66	10.0%	0.67
521	920	2920	0.48	0.44	-8.3%	0.45
521	963	2963	0.60	0.68	13.3%	0.69
521	977	2977	0.60	0.68	13.3%	0.69
522	488	2488	0.89	0.87	-2.2%	0.88
522	752	2752	0.87	0.83	-4.6%	0.84
522	887	2887	0.93	1.00	7.5%	1.01
522	892	2892	0.93	1.11	19.4%	1.13
522	893	2893	0.93	1.11	19.4%	1.13
522	932	2932	0.93	0.93	0.0%	0.94
522	936	2936	0.93	1.04	11.8%	1.05
522	952	2952	0.85	0.88	3.5%	0.89
522	987	2987	0.93	0.93	0.0%	0.94
523	103	2103	1.43	1.34	-6.3%	1.36
523	441	2441	1.23	1.18	-4.1%	1.20
523	459	2459	1.00	0.88	-12.0%	0.89
523	471	2471	1.57	1.57	0.0%	1.59
523	476	2476	1.36	1.34	-1.5%	1.36
523	485	2485	1.30	1.22	-6.2%	1.24
523	487	2487	1.24	1.13	-8.9%	1.15
523	489	2489	1.37	1.22	-10.9%	1.24
523	551	2551	1.57	1.68	7.0%	1.70
523	553	2553	1.50	1.45	-3.3%	1.47
523	755	2755	1.40	1.34	-4.3%	1.36
523	818	2818	1.57	1.57	0.0%	1.59
523	884	2884	1.29	1.12	-13.2%	1.14
523	891	2891	1.57	1.87	19.1%	1.90

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
523	899	2899	1.36	1.20	-11.8%	1.22
523	927	2927	1.08	1.00	-7.4%	1.01
523	935	2935	1.44	1.37	-4.9%	1.39
523	967	2967	1.48	1.47	-0.7%	1.49
523	968	2968	1.57	1.57	0.0%	1.59
523	976	2976	1.34	1.14	-14.9%	1.16
523	986	2986	1.57	1.57	0.0%	1.59
523	997	2997	0.93	0.79	-15.1%	0.80
524	115	2115	2.37	2.80	18.1%	2.84
524	142	2142	2.37	2.71	14.3%	2.75
524	263	2263	2.13	1.95	-8.5%	1.98
524	416	2416	2.37	2.46	3.8%	2.49
524	446	2446	1.47	1.47	0.0%	1.49
524	449	2449	2.37	2.39	0.8%	2.42
524	458	2458	1.88	1.65	-12.2%	1.67
524	473	2473	2.37	2.40	1.3%	2.43
524	474	2474	2.37	2.37	0.0%	2.40
524	477	2477	2.07	1.89	-8.7%	1.92
524	483	2483	1.77	1.54	-13.0%	1.56
524	486	2486	1.59	1.57	-1.3%	1.59
524	506	2506	2.37	2.37	0.0%	2.40
524	507	2507	2.28	2.24	-1.8%	2.27
524	581	2581	1.47	1.20	-18.4%	1.22
524	667	2667	2.37	2.57	8.4%	2.66
524	751	2751	1.40	1.10	-21.4%	1.12
524	757	2757	1.63	1.41	-13.5%	1.43
524	816	2816	2.37	2.37	0.0%	2.40
524	820	2820	2.37	2.82	19.0%	2.86
524	886	2886	2.09	1.87	-10.5%	1.90
524	896	2896	1.54	1.37	-11.0%	1.39
524	897	2897	1.85	1.63	-11.9%	1.65
524	898	2898	2.37	2.37	0.0%	2.40
524	916	2916	1.82	1.81	-0.5%	1.84
524	917	2917	2.37	2.65	11.8%	2.69
524	918	2918	2.25	2.19	-2.7%	2.22
524	919	2919	1.95	1.84	-5.6%	1.87
524	925	2925	2.06	1.96	-4.9%	1.99
524	941	2941	2.37	2.82	19.0%	2.86
524	944	2944	1.90	1.68	-11.6%	1.70
524	948	2948	2.37	2.68	13.1%	2.72
524	954	2954	2.37	2.37	0.0%	2.40
524	964	2964	2.14	1.97	-7.9%	2.00
524	975	2975	1.82	1.62	-11.0%	1.64
524	981	2981	2.04	1.79	-12.3%	1.82

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
525	0011	2011	2.89	2.60	-10.0%	2.64
525	028	2028	2.55	2.41	-5.5%	2.44
525	050	2050	4.05	4.43	9.4%	4.49
525	101	2101	3.73	3.48	-6.7%	3.53
525	105	2105	4.05	4.60	13.6%	4.66
525	108	2108	2.80	2.63	-6.1%	2.67
525	110	2110	3.48	3.26	-6.3%	3.31
525	119	2119	4.05	4.09	1.0%	4.15
525	132	2132	3.42	2.96	-13.5%	3.00
525	134	2134	3.49	3.18	-8.9%	3.22
525	135	2135	3.29	2.89	-12.2%	2.93
525	136	2136	3.58	3.17	-11.5%	3.21
525	163	2163	4.05	4.63	14.3%	4.69
525	166	2166	3.94	3.92	-0.5%	3.97
525	204	2204	4.05	4.05	0.0%	4.11
525	205	2205	3.42	3.10	-9.4%	3.14
525	225	2225	3.17	2.97	-6.3%	3.01
525	227	2227	3.85	3.73	-3.1%	3.78
525	257	2257	2.94	2.84	-3.4%	2.88
525	261	2261	3.63	3.37	-7.2%	3.42
525	265	2265	3.10	2.81	-9.4%	2.85
525	285	2285	2.39	2.00	-16.3%	2.03
525	311	2311	3.87	3.77	-2.6%	3.82
525	327	2327	2.94	2.74	-6.8%	2.78
525	404	2404	3.46	3.13	-9.5%	3.17
525	407	2407	3.91	3.86	-1.3%	3.91
525	415	2415	3.98	3.98	0.0%	4.04
525	433	2433	4.05	4.05	0.0%	4.11
525	454	2454	3.81	3.64	-4.5%	3.69
525	456	2456	3.92	3.88	-1.0%	3.93
525	457	2457	4.05	4.05	0.0%	4.11
525	461	2461	2.83	2.55	-9.9%	2.59
525	463	2463	3.23	2.79	-13.6%	2.83
525	465	2465	3.77	3.56	-5.6%	3.61
525	501	2501	4.05	4.51	11.4%	4.57
525	502	2502	3.97	3.97	0.0%	4.03
525	513	2513	3.79	3.79	0.0%	3.84
525	535	2535	3.41	3.11	-8.8%	3.15
525	571	2571	2.66	2.36	-11.3%	2.39
525	617	2617	3.98	3.98	0.0%	4.12
525	649	2649	4.05	4.82	19.0%	4.99
525	660	2660	3.45	3.36	-2.6%	3.48
525	664	2664	4.05	4.43	9.4%	4.59
525	675	2675	4.01	4.01	0.0%	4.15

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
525	677	2677	3.42	3.41	-0.3%	3.53
525	716	2716	4.05	4.05	0.0%	4.11
525	718	2718	3.56	3.47	-2.5%	3.52
525	753	2753	3.37	3.05	-9.5%	3.09
525	814	2814	2.70	2.43	-10.0%	2.46
525	815	2815	3.59	3.35	-6.7%	3.40
525	825	2825	4.05	4.56	12.6%	4.62
525	885	2885	2.98	2.69	-9.7%	2.73
525	915	2915	2.39	2.08	-13.0%	2.11
525	922	2922	3.69	3.42	-7.3%	3.47
525	924	2924	4.05	4.54	12.1%	4.60
525	934	2934	3.96	3.96	0.0%	4.02
525	945	2945	2.89	2.71	-6.2%	2.75
525	966	2966	3.51	3.23	-8.0%	3.28
525	969	2969	2.51	2.31	-8.0%	2.34
525	971	2971	4.05	4.05	0.0%	4.11
525	973	2973	3.31	2.99	-9.7%	3.03
525	978	2978	3.02	2.90	-4.0%	2.94
525	991	2991	4.05	4.52	11.6%	4.58
525	4771	6771	3.69	3.55	-3.8%	3.60
526	012	2012	5.87	5.96	1.5%	6.04
526	0013	2013	3.46	2.99	-13.6%	3.03
526	025	2025	4.73	4.55	-3.8%	4.61
526	051	2051	4.80	4.89	1.9%	4.96
526	055	2055	5.49	5.30	-3.5%	5.37
526	059	2059	5.87	6.99	19.1%	7.09
526	106	2106	5.87	6.62	12.8%	6.71
526	109	2109	4.85	4.32	-10.9%	4.38
526	111	2111	5.87	6.93	18.1%	7.03
526	130	2130	5.63	5.51	-2.1%	5.59
526	139	2139	4.98	4.51	-9.4%	4.57
526	141	2141	5.81	5.81	0.0%	5.89
526	165	2165	5.87	6.84	16.5%	6.94
526	201	2201	4.66	4.26	-8.6%	4.32
526	301	2301	5.87	6.60	12.4%	6.69
526	305	2305	5.67	5.60	-1.2%	5.68
526	306	2306	4.28	3.98	-7.0%	4.04
526	319	2319	5.27	5.03	-4.6%	5.10
526	323	2323	4.35	3.88	-10.8%	3.93
526	402	2402	4.20	3.64	-13.3%	3.69
526	406	2406	3.46	3.13	-9.5%	3.17
526	411	2411	5.57	5.39	-3.2%	5.47
526	413	2413	5.87	5.87	0.0%	5.95
526	421	2421	5.87	6.93	18.1%	7.03

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
526	427	2427	5.87	6.00	2.2%	6.08
526	429	2429	4.13	3.63	-12.1%	3.68
526	431	2431	5.87	5.87	0.0%	5.95
526	435	2435	4.13	3.77	-8.7%	3.82
526	447	2447	4.58	4.10	-10.5%	4.16
526	467	2467	4.37	3.85	-11.9%	3.90
526	509	2509	5.87	5.96	1.5%	6.04
526	511	2511	5.87	6.84	16.5%	6.94
526	512	2512	4.40	4.12	-6.4%	4.18
526	514	2514	4.72	4.34	-8.1%	4.40
526	536	2536	5.87	5.87	0.0%	5.95
526	573	2573	4.30	3.94	-8.4%	4.00
526	603	2603	5.87	6.93	18.1%	7.17
526	607	2607	3.46	3.11	-10.1%	3.22
526	646	2646	5.87	6.18	5.3%	6.40
526	662	2662	5.87	6.99	19.1%	7.24
526	663	2663	4.67	4.50	-3.6%	4.66
526	670	2670	5.87	6.99	19.1%	7.24
526	673	2673	5.87	6.99	19.1%	7.24
526	674	2674	5.87	6.99	19.1%	7.24
526	676	2676	5.87	6.71	14.3%	6.95
526	681	2681	5.87	6.99	19.1%	7.24
526	804	2804	4.12	3.73	-9.5%	3.78
526	805	2805	5.87	5.87	0.0%	5.95
526	807	2807	5.87	5.87	0.0%	5.95
526	808	2808	5.57	5.54	-0.5%	5.62
526	809	2809	5.87	5.87	0.0%	5.95
526	810	2810	4.09	3.74	-8.6%	3.79
526	817	2817	5.87	6.10	3.9%	6.19
526	821	2821	5.87	6.86	16.9%	6.96
526	855	2855	4.95	4.63	-6.5%	4.69
526	857	2857	4.54	4.18	-7.9%	4.24
526	865	2865	5.34	5.02	-6.0%	5.09
526	880	2880	5.65	5.60	-0.9%	5.68
526	882	2882	5.87	6.17	5.1%	6.26
526	907	2907	4.84	4.55	-6.0%	4.61
526	910	2910	4.99	4.52	-9.4%	4.58
526	933	2933	3.52	3.14	-10.8%	3.18
526	939	2939	5.87	5.87	0.0%	5.95
526	970	2970	5.87	6.99	19.1%	7.09
526	980	2980	5.87	5.87	0.0%	5.95
526	992	2992	5.87	5.87	0.0%	5.95
526	999	2999	5.04	4.92	-2.4%	4.99
526	7428	9428	3.99	3.74	-6.3%	3.79

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
527	114	2114	6.90	6.47	-6.2%	6.56
527	282	2282	6.39	5.77	-9.7%	5.85
527	425	2425	8.82	8.53	-3.3%	8.65
527	601	2601	7.27	6.34	-12.8%	6.56
527	605	2605	8.84	8.91	0.8%	9.22
527	606	2606	5.49	5.02	-8.6%	5.20
527	608	2608	7.85	7.25	-7.6%	7.51
527	611	2611	9.30	10.95	17.7%	11.34
527	615	2615	9.30	11.07	19.0%	11.46
527	645	2645	7.94	6.95	-12.5%	7.20
527	647	2647	9.30	9.30	0.0%	9.63
527	648	2648	8.71	8.43	-3.2%	8.73
527	652	2652	9.30	11.04	18.7%	11.43
527	653	2653	8.84	8.71	-1.5%	9.02
527	654	2654	9.30	9.30	0.0%	9.63
527	656	2656	6.31	5.77	-8.6%	5.97
527	657	2657	9.30	10.18	9.5%	10.54
527	658	2658	9.30	10.42	12.0%	10.79
527	665	2665	9.30	9.38	0.9%	9.71
527	666	2666	9.15	9.15	0.0%	9.47
527	668	2668	9.30	10.32	11.0%	10.68
527	669	2669	9.16	9.45	3.2%	9.78
527	679	2679	9.30	10.30	10.8%	10.66
527	759	2759	7.08	6.33	-10.6%	6.42
527	801	2801	8.14	7.41	-9.0%	7.51
527	802	2802	5.49	3.92	-28.6%	3.97
527	811	2811	8.05	7.62	-5.3%	7.73
527	812	2812	8.18	7.82	-4.4%	7.93
527	828	2828	7.97	7.38	-7.4%	7.48
527	858	2858	6.43	5.90	-8.2%	5.98
527	859	2859	6.96	6.31	-9.3%	6.40
527	860	2860	6.39	5.84	-8.6%	5.92
527	862	2862	7.21	6.77	-6.1%	6.86
527	911	2911	6.60	5.95	-9.8%	6.03
527	983	2983	6.73	6.17	-8.3%	6.26
527	995	2995	6.12	5.76	-5.9%	5.84
527	4777	6777	5.64	5.17	-8.3%	5.24
528	005	2005	12.14	12.00	-1.2%	12.17
528	015	2015	9.59	8.65	-9.8%	8.77
528	112	2112	8.95	7.91	-11.6%	8.02
528	655	2655	10.88	10.52	-3.3%	10.89
528	721	2721	11.58	10.72	-7.4%	10.87
528	806	2806	11.14	9.93	-10.9%	10.07
529	009	2009	21.28	21.14	-0.7%	21.44

PENNSYLVANIA COMPENSATION RATING BUREAU
Procedure to Derive Loss Costs for Temporary Staffing Codes

(1) Exhibit 4 Column (8)	(2) Exhibit 4 Column (1)	(3) Exhibit 4 Column (9)	(4) Exhibit 4 Column (15)	(5) Exhibit 4 Column (16)	(6) Exhibit 4 Column (20)	(7)
4/1/2020 Temp Staffing Code	Direct Employment Code	4/1/2022 Temp Staffing Code	4/1/2021 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Pre-Surcharge Temp Staffing Loss Cost	Proposed 4/1/2022 Percentage Change	Proposed 4/1/2022 Post-Surcharge Temp Staffing Loss Cost
529	659	2659	20.11	18.87	-6.2%	19.54
529	803	2803	14.46	12.97	-10.3%	13.15
587	563	2563	1.70	1.70	0.0%	1.72
691	609	2609	4.52	4.21	-6.9%	4.34
693	651	2651	7.44	7.44	0.0%	7.65
695	661	2661	3.37	3.33	-1.2%	3.41
867	813	2813	5.22	4.65	-10.9%	4.72
871	921	2921	4.65	4.65	0.0%	4.72
877	914	2914	2.33	2.18	-6.4%	2.21
879	923	2923	2.61	2.41	-7.7%	2.44
881	926	2926	3.02	2.83	-6.3%	2.87
883	928	2928	2.44	2.38	-2.5%	2.41
889	953	2953	0.23	0.21	-8.7%	0.21
889	956	2956	0.18	0.17	-5.6%	0.17
889	962	2962	0.14	0.10	-28.6%	0.10
895	965	2965	0.85	1.01	18.8%	1.02
946	940	2940	2.37	2.82	19.0%	2.86
946	957	2957	1.40	0.97	-30.7%	0.98
946	958	2958	2.37	2.57	8.4%	2.61
946	959	2959	1.64	1.56	-4.9%	1.58
946	960	2960	2.37	2.82	19.0%	2.86
946	961	2961	1.74	1.54	-11.5%	1.56
946	974	2974	2.37	2.37	0.0%	2.40
946	979	2979	2.37	2.82	19.0%	2.86
949	709	2709	0.26	0.31	19.2%	0.31
949	819	2819	0.26	0.31	19.2%	0.31
949	903	2903	0.26	0.27	3.8%	0.27
949	904	2904	0.26	0.31	19.2%	0.31
949	905	2905	0.15	0.12	-20.0%	0.12
949	951	2951	0.26	0.31	19.2%	0.31
949	955	2955	0.26	0.31	19.2%	0.31