



Pennsylvania Compensation Rating Bureau

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April 28, 2016

VIA SERFF

The Honorable Theresa D. Miller
Insurance Commissioner
Commonwealth of Pennsylvania
Insurance Department
1311 Strawberry Square
Harrisburg, PA 17120

Attention: Michael McKenney, Actuarial Supervisor, Property & Casualty Bureau

**RE: PCRB Filing No. 274 - Proposed Effective April 1, 2017
Basic Manual Revisions to Section 2
Revisions to Mapping of Direct Employment Classifications into Temporary Staffing
Classifications, Codes 520 – 529**

Dear Commissioner Miller:

Resulting from a staff review and on behalf of the members of the Pennsylvania Compensation Rating Bureau (PCRB), we hereby submit this filing, which revises the mapping of Direct Employment classifications into Temporary Staffing classification codes 520 through 529. The proposed changes are made to the PCRB Workers Compensation Manual of Rules, Classifications and Rating Values for Workers Compensation and for Employers Liability Insurance (the Basic Manual). These revisions are proposed to be effective 12:01 a.m., April 1, 2017 for new and renewal policies. This proposed effective date is intended to make the implementation of these changes concurrent with the PCRB's normal annual loss cost filing revision, which will be filed separately at a later date.

The filing, if approved, would affect loss costs for some portions of the insured operations for some temporary staffing contractors. The PCRB's normal annual loss cost proposal must anticipate and reflect approved classification definitions and designations in the course of its preparation and submission. *Accordingly, if the adjudication of this filing cannot be accomplished by July 1, 2016, the PCRB may be required to withdraw or amend this filing, or to present alternative schedules of proposed loss costs and related rating values consistent with the approval or disapproval of this filing in the normal annual loss cost filing.*

The Actuarial Memorandum included with this filing provides background, a description of the exhibits used to calculate the rating values and proposed changes to the classes in the Manual language. Appropriate notification of all temporary staffing insureds will occur upon this filing's submission.

The Honorable Theresa Miller
Commonwealth of Pennsylvania
April 28, 2016
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Particularly in light of the intended coordination of this filing with the PCRB's next normal annual loss cost filing noted at the beginning of this letter, your prompt attention and review of this filing is appreciated. The PCRB will be pleased to answer any questions you or the Insurance Department staff may have.

Sincerely,

A handwritten signature in cursive script that reads "William V. Taylor".

William V. Taylor
President

WVT/jf

Enclosure:
PCRB Actuarial Memorandum



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TO: Insurance Commissioner, Commonwealth of Pennsylvania

FROM: John R. Pedrick, Vice President, Actuarial Services

DATE: April 28, 2016

RE: Actuarial Memorandum: Revisions to Mapping of Direct Employment Classifications into Temporary Staffing Classifications, Codes 520 – 529

Background

PCRB Filing No. 240 effective December 1, 2010 introduced a new procedure for mapping direct employment classes into temporary staffing classes. That filing eliminated five temporary staffing classes and replaced them with 10 new temporary staffing exposure groups, classes 520-529. The original mapping of direct assignment classes into temporary staffing classes tended to have classes with a wide range of rating values mapped into a single temporary staffing class. The revised procedure sought to correct that feature by tying the direct employment classes with similar rating values into a common temporary staffing exposure group.

The direct assignment classes were arranged by increasing exposure based on April 1, 2010 loss cost values. Maximum and minimum ranges were defined for each temporary staffing exposure group and direct employment classes were mapped into the temporary staffing classes based on loss cost values.

As part of PCRB Filing No. 240, it was observed that classification rating value relativities would shift over time and that the rating values of the direct employment classes mapped into the proposed temporary staffing exposure groups might subsequently move outside the bounds of currently-constructed ranges. With that possibility in mind, the PCRB stated its intention to review the composition of direct business classes and the ranges of direct employment classification rating values defining the temporary staffing exposure groups every three years, unless circumstances suggested that an earlier review is necessary. Subsequently, the PCRB determined that it would perform reviews every two years, to reduce the impact of realignment.

PCRB Filing No. 261 effective April 1, 2015 revised the mapping of direct employment classes into temporary staffing classes based on rating values effective April 1, 2014.

With this filing, the analysis has been updated by reviewing rating value relativities based on approved April 1, 2016 loss costs. Appropriate notification of all temporary staffing insureds will occur upon this filing's submission. The proposed effective date for these changes is April 1, 2017.

Description of Exhibits

The following narrative explains the calculations in Exhibits 1 through 7, attached.

The top portion of Exhibit 1 shows the composition of the 10 temporary staffing exposure groups as currently defined, and includes the number of direct employment classes mapped into each temporary staffing group as well as the maximum and minimum loss costs for the direct employment classes within the current groupings.

Note that the loss costs discussed throughout this analysis reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published loss costs, including 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.

Actuarial Memorandum
PCRB Temporary Staffing Classifications and Loss Costs
Proposed for April 1, 2017

The bottom portion of Exhibit 1 shows the proposed revisions to the mapping of direct employment classes into temporary staffing exposure groups and includes the number of direct employment classes mapped into each temporary staffing group as well as the maximum and minimum loss costs for the direct employment classes within those groupings.

Exhibit 2 shows the calculation of the maximum and minimum loss costs defining the range of direct employment rating values for each exposure group. The current ranges defined in Filing No. 261 were adjusted for the combined effects of the approved overall changes in loss cost level effective April 1, 2015 and April 1, 2016.

Exhibit 3 summarizes the overall impact of the proposed new mapping of direct employment classes. As part of the methodology, no direct employment class would be permitted to move by more than one temporary staffing exposure group higher or lower than its current exposure group assignment. In this analysis, however, no direct employment class's exposure group assignment necessitated such capping. Twenty-four direct employment classes will move to one higher temporary staffing exposure group. Those risks would see an average increase in rating value of approximately 49 percent. Sixteen direct employment classes will move to one lower temporary staffing exposure group. Those risks would see an average decrease in rating value of approximately 36 percent. The remaining 212 (84 percent) direct employment classes will have no change to their temporary staffing exposure group assignment. These classes will have modest changes in rating values due to the redefinition of the overall composition of the exposure groups.

For each direct employment class, Exhibit 4 shows the April 1, 2016 pre-surcharge loss cost, the current and proposed temporary staffing exposure group and loss cost as well as the percentage change in loss cost and an indicator showing whether the direct employment class is moving to a higher or lower exposure group or that no change is being made. The proposed temporary staffing exposure group is determined in Exhibit 2 and the proposed loss cost is calculated in Exhibit 6.

Once a temporary staffing exposure is placed into one of the current temporary staffing classes addressed in this study, there is no way of knowing the corresponding direct employment class(es) that would best describe the work being performed. Thus, a precise measurement of payrolls that each direct employment class contributes to the current temporary staffing classes is not available. Absent such exact payroll information, the PCRB has assumed that each direct employment class's contribution to any temporary staffing class is proportional to the total payroll for that direct employment class. A measure of direct employment class payroll within each temporary staffing class allows an accounting for the movement of risks from old to new temporary staffing classifications and provides a mechanism for estimating loss costs that will maintain overall revenue neutrality.

Exhibit 5 shows the calculation of adjusted payroll attributed to each direct employment class mapped into one of the 10 temporary staffing classes. The payrolls shown in Column (2) represent the latest two available years of payroll and are expressed in thousands of dollars. For example, for temporary staffing Class 520, payrolls are shown for each direct employment class mapped to Class 520, and the sum of those payrolls is \$18,878,892. The adjusted payroll attributed to each direct employment class is calculated by multiplying the direct employment class payroll by the ratio of the temporary staffing class exposure to the total statewide exposure for all direct employment classes contributing to the temporary staffing class. For Class 984, the adjusted exposure is equal to \$6,848,000 (i.e., $6,848 = 9,794,218 \times 13,200/18,878,892$). It is proposed that direct employment Class 984 be mapped into the temporary staffing Exposure Group A based on an April 1, 2016 loss cost value of \$0.13. Thus, it is assumed that Exposure Group A will include payrolls of \$6,848,000 from risks corresponding to direct employment Class 984. Similar calculations were performed for each current temporary staffing class and its associated direct employment classifications.

Exhibit 6 shows the calculation of indicated and balanced loss costs for the proposed temporary staffing exposure groups. There are four sections to this exhibit. The first shows the indicated average pre-surcharge loss cost of \$5.51 for all 10 temporary staffing exposure groups combined, which was calculated from the PCRB's approved April 1, 2016 loss cost filing. This average loss cost is maintained in the final calculations discussed below. This section also shows the payroll for these classes and the indicated expected losses of \$51,843,535.

Actuarial Memorandum
PCRB Temporary Staffing Classifications and Loss Costs
Proposed for April 1, 2017

The second section of Exhibit 6 shows the proposed temporary staffing exposure groups, the adjusted payrolls from Exhibit 5, the indicated expected losses calculated using the adjusted payrolls and the April 1, 2016 loss costs for each direct employment class, and the average indicated loss costs. The indicated average pre-surcharge loss cost for each of the 10 exposure groups is the ratio of indicated expected losses divided by adjusted payroll (in \$100s).

Total expected losses for the proposed classes are \$24,134,820, using the direct employment class loss costs. To maintain revenue neutrality, the expected losses for the proposed class definitions must generate \$51,843,535, the same expected losses as the current temporary staffing classes. The third section of Exhibit 6 shows the balancing factor, 2.1481, used to maintain revenue neutrality. The exhibit then shows indicated expected losses for each of the 10 exposure groups at the revenue neutral level and the proposed loss costs for the proposed temporary staffing exposure groups as of April 1, 2016.

The fourth section shows the current and proposed loss costs for each of the 10 temporary staffing exposure groups, the ratios of loss costs for adjacent exposure groups, and the percentage change.

The proposed loss costs (pre-surcharge) are then loaded by a factor of 1.0147, which is the April 1, 2016 approved provision to adjust for the combined costs associated with the funding of the Office of the Small Business Advocate and offsets for the net credits offered for participation in the Merit Rating Plan and the Certified Safety Committee Program. The result is shown in Exhibit 7 and represents the post-surcharge loss costs. Generally, the adjustment factor noted above would include consideration of the Construction Classification Premium Adjustment Program. However, this program applies to specified construction classifications, and not to classes 520 through 529.

Exhibit 7 shows the rating values, hazard groups and industry groups for the temporary staffing exposure group classifications **proposed for April 1, 2017**. Hazard group and industry group were selected based on the mapping of the direct employment classes' adjusted payroll and number of classes into each temporary staffing exposure group.

In order to accomplish the proposed changes, the following pages from the Pennsylvania Basic Manual will require amendment. Two sets of pages are provided - one showing track changes and the other showing accepted modifications.

Temporary Staffing Classification Study - Selected "Grouped" Classifications

	Current Temporary Staffing Class Exposure Group										
	A	B	C	D	E	F	G	H	I	J	All
Number of Direct Employment Classes	2	3	9	27	34	71	66	32	3	4	251
Maximum Loss Cost *	\$0.20	\$0.47	\$0.80	\$1.48 **	\$2.15	\$3.43	\$5.48	\$8.66	\$13.08	\$21.30	\$21.30
Minimum Loss Cost *	0.15	0.43	0.53	0.85	1.39	1.85 **	3.44	5.53	9.33	14.53	0.15
Ratio - High to Low	1.33	1.09	1.51	1.74	1.55	1.85	1.59	1.57	1.40	1.47	142.00

	Revised Temporary Staffing Class Exposure Group										
	A	B	C	D	E	F	G	H	I	J	All
Number of Direct Employment Classes	2	6	9	23	36	63	67	37	6	3	252
Maximum Loss Cost *	\$0.18	\$0.47	\$0.78	\$1.21	\$2.00	\$3.15	\$5.02	\$7.79	\$12.77	\$18.94	\$18.94
Minimum Loss Cost *	0.13	0.39	0.50	0.80	1.27	2.09	3.20	5.12	8.18	13.71	0.13
Ratio - High to Low	1.38	1.21	1.56	1.51	1.57	1.51	1.57	1.52	1.56	1.38	145.69

* Based on pre-surcharge loss costs

** Reflects capping of movement between exposure groups in PCRB Filing No. 261.
Therefore, loss costs within exposure groups may exceed the Current Ranges in Exhibit 2.

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Exposure Group Loss Cost Ranges

Current Ranges

Exposure Group	Minimum Pre Surcharge Loss Cost	Maximum Pre Surcharge Loss Cost
A	0.15	0.32
B	0.33	0.52
C	0.53	0.84
D	0.85	1.34
E	1.35	2.15
F	2.16	3.43
G	3.44	5.48
H	5.49	8.77
I	8.78	14.00
J	14.01	& higher

Factor to bring existing loss cost ranges (eff. 4/1/14) to current loss cost levels

- (1) April 1, 2015 average loss cost change 0.9401
- (2) April 1, 2016 average loss cost change 0.9910

(3) = (1) * (2) **0.9316**

Proposed Ranges = Current Ranges * 0.9316

Exposure Group	Minimum Pre Surcharge Loss Cost	Maximum Pre Surcharge Loss Cost
A	0.13 *	0.30
B	0.31	0.48
C	0.49	0.78
D	0.79	1.25
E	1.26	2.00
F	2.01	3.19
G	3.20	5.10
H	5.11	8.17
I	8.18	13.04
J	13.05	& higher

* Adjusted to include loss cost values for one direct employment class.

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Summary of Proposed Changes to Group Assignments

	<u># of Direct Classes</u>	<u>Sum of Adj Exposure</u>	<u>Current Group</u>	<u>Proposed Group</u>	<u>Current LC</u>	<u>Proposed LC</u>	<u>% Chg</u>
No change in group assignment							
	2	13,200	A	A	0.31	0.33	6.5%
	3	2,990	B	B	0.84	0.92	9.5%
	6	111,563	C	C	1.20	1.45	20.8%
	22	68,362	D	D	2.22	2.26	1.8%
	30	105,739	E	E	3.29	3.36	2.1%
	58	414,315	F	F	5.73	5.79	1.0%
	56	101,698	G	G	9.02	8.54	-5.3%
	29	49,204	H	H	13.16	13.02	-1.1%
	3	1,077	I	I	19.62	20.76	5.8%
	3	1,808	J	J	29.26	31.07	6.2%
	212	869,956			5.35	5.36	0.3%
Moved one group higher							
	2	1,918	D	E	2.22	3.36	51.4%
	3	5,359	E	F	3.29	5.79	76.0%
	9	24,676	F	G	5.73	8.54	49.0%
	8	15,241	G	H	9.02	13.02	44.3%
	2	151	H	I	13.16	20.76	57.8%
	24	47,345			6.39	9.50	48.6%
Moved one group lower							
	3	4,955	C	B	1.20	0.92	-23.3%
	3	9,093	D	C	2.22	1.45	-34.7%
	1	368	E	D	3.29	2.26	-31.3%
	4	4,401	F	E	5.73	3.36	-41.4%
	2	2,396	G	F	9.02	5.79	-35.8%
	2	2,205	H	G	13.16	8.54	-35.1%
	1	180	J	I	29.26	20.76	-29.0%
	16	23,598			4.60	2.96	-35.6%
TOTAL	252	940,899			5.38	5.51	2.4%

Pennsylvania Compensation Rating Bureau

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Mapping of Direct Employment Classes to Temporary Staffing Exposure Groups

Direct Employment Class	Direct Employment 4/1/2016 Loss Cost (Pre-Surcharge)	Current Group Assignment		Proposed Group Assignment		Loss Cost % Change	Group Assignment Change
		4/1/2016 Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group	Proposed Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group		
005	12.77	29.26	529	20.76	528	-29.0%	Lower
009	18.94	29.26	529	31.07	529	6.2%	No
0011	2.73	5.73	525	5.79	525	1.0%	No
012	4.32	9.02	526	8.54	526	-5.3%	No
0013	3.28	9.02	526	8.54	526	-5.3%	No
015	11.14	19.62	528	20.76	528	5.8%	No
025	3.25	5.73	525	8.54	526	49.0%	Higher
028	2.86	5.73	525	5.79	525	1.0%	No
050	2.85	5.73	525	5.79	525	1.0%	No
051	3.20	5.73	525	8.54	526	49.0%	Higher
055	3.39	5.73	525	8.54	526	49.0%	Higher
059	3.97	9.02	526	8.54	526	-5.3%	No
101	2.63	5.73	525	5.79	525	1.0%	No
103	1.17	2.22	523	2.26	523	1.8%	No
105	2.95	5.73	525	5.79	525	1.0%	No
106	4.80	9.02	526	8.54	526	-5.3%	No
108	3.03	9.02	526	5.79	525	-35.8%	Lower
109	3.65	9.02	526	8.54	526	-5.3%	No
110	2.62	5.73	525	5.79	525	1.0%	No
111	5.02	9.02	526	8.54	526	-5.3%	No
112	8.34	19.62	528	20.76	528	5.8%	No
114	5.58	13.16	527	13.02	527	-1.1%	No
115	1.82	3.29	524	3.36	524	2.1%	No
119	3.12	9.02	526	5.79	525	-35.8%	Lower
130	4.62	9.02	526	8.54	526	-5.3%	No
132	2.68	5.73	525	5.79	525	1.0%	No
134	2.84	5.73	525	5.79	525	1.0%	No
135	2.27	5.73	525	5.79	525	1.0%	No
136	2.24	5.73	525	5.79	525	1.0%	No
139	3.53	9.02	526	8.54	526	-5.3%	No
141	3.85	9.02	526	8.54	526	-5.3%	No
142	1.91	3.29	524	3.36	524	2.1%	No
163	3.15	5.73	525	5.79	525	1.0%	No
165	4.68	9.02	526	8.54	526	-5.3%	No
166	2.55	5.73	525	5.79	525	1.0%	No
201	3.54	9.02	526	8.54	526	-5.3%	No
204	2.25	5.73	525	5.79	525	1.0%	No
205	2.64	5.73	525	5.79	525	1.0%	No
225	2.17	5.73	525	5.79	525	1.0%	No
227	3.07	5.73	525	5.79	525	1.0%	No
257	2.31	5.73	525	5.79	525	1.0%	No
261	2.27	5.73	525	5.79	525	1.0%	No
263	1.80	3.29	524	3.36	524	2.1%	No
265	2.30	5.73	525	5.79	525	1.0%	No
282	5.44	13.16	527	13.02	527	-1.1%	No
285	2.28	5.73	525	5.79	525	1.0%	No
301	4.74	9.02	526	8.54	526	-5.3%	No
305	3.38	9.02	526	8.54	526	-5.3%	No
306	3.47	9.02	526	8.54	526	-5.3%	No
311	2.24	5.73	525	5.79	525	1.0%	No

Direct Employment Class	Direct Employment 4/1/2016 Loss Cost (Pre-Surcharge)	Current Group Assignment		Proposed Group Assignment		Loss Cost % Change	Group Assignment Change
		4/1/2016 Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group	Proposed Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group		
319	3.36	9.02	526	8.54	526	-5.3%	No
323	3.51	5.73	525	8.54	526	49.0%	Higher
327	2.76	5.73	525	5.79	525	1.0%	No
402	3.61	9.02	526	8.54	526	-5.3%	No
404	2.44	5.73	525	5.79	525	1.0%	No
406	3.43	9.02	526	8.54	526	-5.3%	No
407	2.98	5.73	525	5.79	525	1.0%	No
411	4.25	9.02	526	8.54	526	-5.3%	No
413	4.38	9.02	526	8.54	526	-5.3%	No
415	2.94	5.73	525	5.79	525	1.0%	No
416	1.43	5.73	525	3.36	524	-41.4%	Lower
421	4.82	9.02	526	8.54	526	-5.3%	No
425	6.33	13.16	527	13.02	527	-1.1%	No
427	3.30	9.02	526	8.54	526	-5.3%	No
429	3.68	9.02	526	8.54	526	-5.3%	No
431	4.48	9.02	526	8.54	526	-5.3%	No
433	2.54	5.73	525	5.79	525	1.0%	No
435	3.47	9.02	526	8.54	526	-5.3%	No
441	1.09	2.22	523	2.26	523	1.8%	No
446	1.28	3.29	524	3.36	524	2.1%	No
447	4.13	9.02	526	8.54	526	-5.3%	No
449	1.73	3.29	524	3.36	524	2.1%	No
454	2.42	5.73	525	5.79	525	1.0%	No
456	3.01	5.73	525	5.79	525	1.0%	No
457	2.71	5.73	525	5.79	525	1.0%	No
458	1.58	3.29	524	3.36	524	2.1%	No
459	0.85	2.22	523	2.26	523	1.8%	No
461	2.21	5.73	525	5.79	525	1.0%	No
463	2.43	5.73	525	5.79	525	1.0%	No
465	2.84	5.73	525	5.79	525	1.0%	No
467	3.65	9.02	526	8.54	526	-5.3%	No
471	0.83	2.22	523	2.26	523	1.8%	No
473	1.82	3.29	524	3.36	524	2.1%	No
474	1.64	2.22	523	3.36	524	51.4%	Higher
476	1.21	2.22	523	2.26	523	1.8%	No
477	1.73	3.29	524	3.36	524	2.1%	No
483	1.27	2.22	523	3.36	524	51.4%	Higher
485	1.13	2.22	523	2.26	523	1.8%	No
486	1.30	3.29	524	3.36	524	2.1%	No
487	0.93	2.22	523	2.26	523	1.8%	No
488	0.77	1.20	522	1.45	522	20.8%	No
489	1.14	3.29	524	2.26	523	-31.3%	Lower
501	2.86	5.73	525	5.79	525	1.0%	No
502	2.96	5.73	525	5.79	525	1.0%	No
506	1.41	3.29	524	3.36	524	2.1%	No
507	1.92	3.29	524	3.36	524	2.1%	No
509	4.72	9.02	526	8.54	526	-5.3%	No
511	4.85	9.02	526	8.54	526	-5.3%	No
512	3.85	9.02	526	8.54	526	-5.3%	No
513	2.82	5.73	525	5.79	525	1.0%	No
514	3.92	9.02	526	8.54	526	-5.3%	No
535	2.27	5.73	525	5.79	525	1.0%	No
536	4.71	9.02	526	8.54	526	-5.3%	No
551	1.02	2.22	523	2.26	523	1.8%	No
553	1.19	2.22	523	2.26	523	1.8%	No
555	0.46	1.20	522	0.92	521	-23.3%	Lower

Direct Employment Class	Direct Employment 4/1/2016 Loss Cost (Pre-Surcharge)	Current Group Assignment		Proposed Group Assignment		Loss Cost % Change	Group Assignment Change
		4/1/2016 Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group	Proposed Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group		
571	2.37	5.73	525	5.79	525	1.0%	No
573	3.41	5.73	525	8.54	526	49.0%	Higher
581	1.74	3.29	524	3.36	524	2.1%	No
601	5.65	13.16	527	13.02	527	-1.1%	No
603	5.02	9.02	526	8.54	526	-5.3%	No
605	6.10	13.16	527	13.02	527	-1.1%	No
606	6.10	13.16	527	13.02	527	-1.1%	No
607	4.05	9.02	526	8.54	526	-5.3%	No
608	5.20	9.02	526	13.02	527	44.3%	Higher
611	7.49	13.16	527	13.02	527	-1.1%	No
615	7.79	13.16	527	13.02	527	-1.1%	No
617	2.58	5.73	525	5.79	525	1.0%	No
645	5.66	9.02	526	13.02	527	44.3%	Higher
646	4.66	9.02	526	8.54	526	-5.3%	No
647	6.16	13.16	527	13.02	527	-1.1%	No
648	5.53	9.02	526	13.02	527	44.3%	Higher
649	2.54	5.73	525	5.79	525	1.0%	No
652	7.77	13.16	527	13.02	527	-1.1%	No
653	6.34	13.16	527	13.02	527	-1.1%	No
654	6.72	13.16	527	13.02	527	-1.1%	No
655	11.08	19.62	528	20.76	528	5.8%	No
656	5.50	13.16	527	13.02	527	-1.1%	No
657	6.68	13.16	527	13.02	527	-1.1%	No
658	7.50	13.16	527	13.02	527	-1.1%	No
659	14.27	29.26	529	31.07	529	6.2%	No
660	2.23	5.73	525	5.79	525	1.0%	No
662	4.38	9.02	526	8.54	526	-5.3%	No
663	3.38	5.73	525	8.54	526	49.0%	Higher
664	3.08	5.73	525	5.79	525	1.0%	No
665	6.93	13.16	527	13.02	527	-1.1%	No
666	5.56	9.02	526	13.02	527	44.3%	Higher
667	1.58	3.29	524	3.36	524	2.1%	No
668	5.24	9.02	526	13.02	527	44.3%	Higher
669	5.56	9.02	526	13.02	527	44.3%	Higher
670	4.39	9.02	526	8.54	526	-5.3%	No
673	4.55	9.02	526	8.54	526	-5.3%	No
674	4.05	9.02	526	8.54	526	-5.3%	No
675	3.12	5.73	525	5.79	525	1.0%	No
676	3.49	5.73	525	8.54	526	49.0%	Higher
677	2.92	5.73	525	5.79	525	1.0%	No
679	6.64	13.16	527	13.02	527	-1.1%	No
681	4.39	9.02	526	8.54	526	-5.3%	No
716	2.14	3.29	524	5.79	525	76.0%	Higher
718	2.29	5.73	525	5.79	525	1.0%	No
721	8.18	13.16	527	20.76	528	57.8%	Higher
744	0.39	1.20	522	0.92	521	-23.3%	Lower
751	1.73	5.73	525	3.36	524	-41.4%	Lower
752	0.77	2.22	523	1.45	522	-34.7%	Lower
753	2.91	5.73	525	5.79	525	1.0%	No
755	1.13	2.22	523	2.26	523	1.8%	No
757	1.47	3.29	524	3.36	524	2.1%	No
759	5.12	9.02	526	13.02	527	44.3%	Higher
801	7.06	13.16	527	13.02	527	-1.1%	No
802	5.27	13.16	527	13.02	527	-1.1%	No
803	13.71	29.26	529	31.07	529	6.2%	No
804	3.29	5.73	525	8.54	526	49.0%	Higher

Direct Employment Class	Direct Employment 4/1/2016 Loss Cost (Pre-Surcharge)	Current Group Assignment		Proposed Group Assignment		Loss Cost % Change	Group Assignment Change
		4/1/2016 Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group	Proposed Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group		
805	4.82	9.02	526	8.54	526	-5.3%	No
806	8.19	13.16	527	20.76	528	57.8%	Higher
807	4.88	9.02	526	8.54	526	-5.3%	No
808	3.38	9.02	526	8.54	526	-5.3%	No
809	4.88	9.02	526	8.54	526	-5.3%	No
810	4.07	9.02	526	8.54	526	-5.3%	No
811	6.25	13.16	527	13.02	527	-1.1%	No
812	5.94	13.16	527	13.02	527	-1.1%	No
814	2.27	5.73	525	5.79	525	1.0%	No
815	2.86	5.73	525	5.79	525	1.0%	No
816	1.91	3.29	524	3.36	524	2.1%	No
817	4.95	13.16	527	8.54	526	-35.1%	Lower
818	1.11	2.22	523	2.26	523	1.8%	No
820	1.91	5.73	525	3.36	524	-41.4%	Lower
821	4.85	9.02	526	8.54	526	-5.3%	No
825	2.95	5.73	525	5.79	525	1.0%	No
828	6.57	13.16	527	13.02	527	-1.1%	No
855	3.54	9.02	526	8.54	526	-5.3%	No
857	4.37	9.02	526	8.54	526	-5.3%	No
858	5.77	13.16	527	13.02	527	-1.1%	No
859	5.91	13.16	527	13.02	527	-1.1%	No
860	6.61	13.16	527	13.02	527	-1.1%	No
862	5.78	13.16	527	13.02	527	-1.1%	No
865	3.51	5.73	525	8.54	526	49.0%	Higher
880	4.70	9.02	526	8.54	526	-5.3%	No
882	4.84	13.16	527	8.54	526	-35.1%	Lower
884	1.01	2.22	523	2.26	523	1.8%	No
885	2.68	5.73	525	5.79	525	1.0%	No
886	1.87	3.29	524	3.36	524	2.1%	No
887	0.73	1.20	522	1.45	522	20.8%	No
890	0.41	0.84	521	0.92	521	9.5%	No
891	1.04	2.22	523	2.26	523	1.8%	No
892	0.78	2.22	523	1.45	522	-34.7%	Lower
893	0.62	1.20	522	1.45	522	20.8%	No
894	1.20	2.22	523	2.26	523	1.8%	No
896	1.42	3.29	524	3.36	524	2.1%	No
897	1.29	3.29	524	3.36	524	2.1%	No
898	1.96	3.29	524	3.36	524	2.1%	No
899	1.19	2.22	523	2.26	523	1.8%	No
907	3.39	9.02	526	8.54	526	-5.3%	No
910	4.13	9.02	526	8.54	526	-5.3%	No
911	5.43	9.02	526	13.02	527	44.3%	Higher
915	2.09	5.73	525	5.79	525	1.0%	No
916	1.47	3.29	524	3.36	524	2.1%	No
917	1.65	3.29	524	3.36	524	2.1%	No
918	2.00	5.73	525	3.36	524	-41.4%	Lower
919	1.85	3.29	524	3.36	524	2.1%	No
920	0.40	0.84	521	0.92	521	9.5%	No
922	3.01	5.73	525	5.79	525	1.0%	No
924	3.10	5.73	525	5.79	525	1.0%	No
925	1.85	3.29	524	3.36	524	2.1%	No
927	0.96	2.22	523	2.26	523	1.8%	No
932	0.72	1.20	522	1.45	522	20.8%	No
933	3.55	9.02	526	8.54	526	-5.3%	No
934	2.79	5.73	525	5.79	525	1.0%	No
935	1.07	2.22	523	2.26	523	1.8%	No

Direct Employment Class	Direct Employment 4/1/2016 Loss Cost (Pre-Surcharge)	Current Group Assignment		Proposed Group Assignment		Loss Cost % Change	Group Assignment Change
		4/1/2016 Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group	Proposed Loss Cost (Pre-Surcharge)	Temporary Staffing Exposure Group		
936	0.50	1.20	522	1.45	522	20.8%	No
939	4.55	9.02	526	8.54	526	-5.3%	No
941	1.88	3.29	524	3.36	524	2.1%	No
944	1.53	3.29	524	3.36	524	2.1%	No
945	2.23	5.73	525	5.79	525	1.0%	No
948	1.48	3.29	524	3.36	524	2.1%	No
952	0.77	1.20	522	1.45	522	20.8%	No
954	1.85	3.29	524	3.36	524	2.1%	No
963	0.40	0.84	521	0.92	521	9.5%	No
964	1.61	3.29	524	3.36	524	2.1%	No
966	2.31	3.29	524	5.79	525	76.0%	Higher
967	0.97	2.22	523	2.26	523	1.8%	No
968	0.94	2.22	523	2.26	523	1.8%	No
969	2.27	5.73	525	5.79	525	1.0%	No
971	2.94	5.73	525	5.79	525	1.0%	No
973	2.69	5.73	525	5.79	525	1.0%	No
975	1.29	3.29	524	3.36	524	2.1%	No
976	1.05	2.22	523	2.26	523	1.8%	No
977	0.47	1.20	522	0.92	521	-23.3%	Lower
978	2.15	3.29	524	5.79	525	76.0%	Higher
980	4.43	9.02	526	8.54	526	-5.3%	No
981	1.50	3.29	524	3.36	524	2.1%	No
983	5.81	13.16	527	13.02	527	-1.1%	No
984	0.13	0.31	520	0.33	520	6.5%	No
986	1.11	2.22	523	2.26	523	1.8%	No
987	0.74	2.22	523	1.45	522	-34.7%	Lower
988	0.18	0.31	520	0.33	520	6.5%	No
992	4.88	9.02	526	8.54	526	-5.3%	No
995	5.58	13.16	527	13.02	527	-1.1%	No
997	0.80	2.22	523	2.26	523	1.8%	No
999	3.79	9.02	526	8.54	526	-5.3%	No
4771	2.53	5.73	525	5.79	525	1.0%	No
4777	5.93	13.16	527	13.02	527	-1.1%	No
7428	3.85	9.02	526	8.54	526	-5.3%	No

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 520

Temporary Staffing Class = 520
 Payroll (000) = \$ 13,200

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
984	\$ 9,794,218	\$ 6,848
988	9,084,674	6,352
Total	\$ 18,878,892	\$ 13,200

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 521

Temporary Staffing Class = 521
 Payroll (000) = \$ 7,945

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
555	\$ 1,984,696	\$ 2,314
744	1,197,178	1,396
890	210,935	246
920	561,487	655
963	1,792,105	2,089
977	1,067,933	1,245
Total	\$ 6,814,334	\$ 7,945

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 522

Temporary Staffing Class = 522
 Payroll (000) = \$ 120,656

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
488	\$ 882,533	\$ 19,231
752	182,402	3,975
887	292,766	6,379
892	162,401	3,539
893	930,241	20,270
932	331,758	7,229
936	1,339,352	29,185
952	1,343,193	29,269
987	72,449	1,579
Total	\$ 5,537,095	\$ 120,656

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 523

Temporary Staffing Class = 523
 Payroll (000) = \$ 68,730

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
103	\$ 881	\$ 4
441	491,659	1,974
459	264,641	1,062
471	482,577	1,937
476	152,366	612
485	364,342	1,463
487	410,589	1,648
489	91,762	368
551	429,158	1,723
553	216,108	868
755	943,575	3,788
818	5,705,214	22,905
884	315,165	1,265
891	1,728,943	6,941
894	318,639	1,279
899	381,048	1,530
927	2,706,497	10,866
935	90,356	363
967	448,953	1,802
968	206,506	829
976	764,672	3,070
986	364,666	1,464
997	241,465	969
Total	\$ 17,119,782	\$ 68,730

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 524

Temporary Staffing Class = 524
 Payroll (000) = \$ 112,058

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
115	\$ 66,067	\$ 277
142	85,023	357
263	103,793	435
416	582,941	2,444
446	511,275	2,144
449	157,814	662
458	36,125	151
473	317,767	1,332
474	393,572	1,650
477	125,945	528
483	64,031	268
486	84,135	353
506	474,234	1,989
507	219,182	919
581	607,990	2,549
667	41,402	174
751	188,997	793
757	1,230,480	5,160
816	304,465	1,277
820	84,042	352
886	188,406	790
896	330,687	1,387
897	2,733,750	11,463
898	1,196,895	5,019
916	2,203,806	9,241
917	4,112,531	17,245
918	193,576	812
919	140,847	591
925	632,098	2,651
941	1,972,010	8,269
944	712,019	2,986
948	342,643	1,437
954	994,931	4,172
964	204,602	858
975	4,312,854	18,085
981	772,119	3,238
Total	\$ 26,723,054	\$ 112,058

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 525

Temporary Staffing Class = 525
 Payroll (000) = \$ 422,070

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
0011	\$ 100,332	\$ 1,412
028	501,154	7,052
050	126,427	1,779
101	165,969	2,335
105	989,212	13,920
108	100,156	1,409
110	20,738	292
119	70,162	987
132	240,206	3,380
134	17,508	246
135	2,858	40
136	29,229	411
163	129,105	1,817
166	37,518	528
204	28,787	405
205	8,588	121
225	383,444	5,396
227	88,621	1,247
257	561,258	7,898
261	311,203	4,379
265	145,094	2,042
285	311,976	4,390
311	594,332	8,363
327	60,537	852
404	579,956	8,161
407	347,929	4,896
415	544,852	7,667
433	91,976	1,294
454	1,356,285	19,085
456	309,535	4,356
457	228,132	3,210
461	2,594,800	36,513
463	521,829	7,343
465	98,100	1,380
501	103,871	1,462
502	2,261	32
513	73,922	1,040
535	203,789	2,868
571	316,843	4,458
617	678,615	9,549
649	149,186	2,099
660	633,385	8,913
664	1,451,015	20,418
675	1,521,581	21,411
677	150,208	2,114
716	16,820	237
718	1,455	20
753	658,165	9,261
814	607,479	8,548

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 525 (Continued)

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
815	2,477,117	34,857
825	176,269	2,480
885	253,067	3,561
915	86,928	1,223
922	785,411	11,052
924	2,021,589	28,447
934	800,713	11,267
945	456,453	6,423
966	160,770	2,262
969	484,239	6,814
971	2,608,465	36,705
973	1,197,191	16,846
978	203,242	2,860
4771	16,850	237
Total	\$ 29,994,707	\$ 422,070

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 526

Temporary Staffing Class = 526
 Payroll (000) = \$ 128,579

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
012	913,711	6,769
0013	70,622	523
025	33,527	248
051	196,269	1,454
055	75,499	559
059	59,188	438
106	161,147	1,194
109	451,009	3,341
111	347,563	2,575
130	1,690	13
139	20,119	149
141	314,522	2,330
165	48,452	359
201	4,874	36
301	143,645	1,064
305	556,977	4,126
306	19,191	142
319	28,406	210
323	251,200	1,861
402	229,340	1,699
406	259,142	1,920
411	217,582	1,612
413	224,480	1,663
421	104,354	773
427	82,763	613
429	85,568	634
431	107,318	795
435	28,127	208
447	148,396	1,099
467	24,987	185
509	-	-
511	316,373	2,344
512	9,499	70
514	87,480	648
536	72,045	534
573	66,795	495
603	192,900	1,429
607	1,271,045	9,416
646	169,067	1,252
662	107,745	798
663	1,694,416	12,552
670	87,651	649
673	70,619	523
674	40,942	303
676	105,532	782
681	14,081	104
804	715,087	5,297
805	96,234	713

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 526 (Continued)

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
807	484,130	3,586
808	1,259,336	9,329
809	420,510	3,115
810	78,275	580
817	255,733	1,894
821	159,259	1,180
855	998,822	7,399
857	227,592	1,686
865	192,728	1,428
880	675,725	5,006
882	42,022	311
907	220,190	1,631
910	93,975	696
933	190,562	1,412
939	12,247	91
980	763,398	5,655
992	70,827	525
999	64,893	481
7428	819,809	6,073
Total	\$ 17,357,212	\$ 128,579

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 527

Temporary Staffing Class = 527
 Payroll (000) = \$ 64,445

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
114	\$ 15,903	\$ 87
282	359,273	1,963
425	94,170	515
601	484,825	2,649
605	36,206	198
606	650,389	3,554
608	800,926	4,377
611	11,266	62
615	10,760	59
645	377,415	2,063
647	90,946	497
648	188,647	1,031
652	835,310	4,565
653	535,208	2,925
654	437,706	2,392
656	263,076	1,438
657	23,876	130
658	149,605	818
665	264,012	1,443
666	98,856	540
668	100,664	550
669	17,889	98
679	17,568	96
759	445,943	2,437
801	77,957	426
802	72,527	396
811	3,019,195	16,499
812	113,038	618
828	97,143	531
858	188,113	1,028
859	51,497	281
860	19,144	105
862	113,588	621
911	758,497	4,145
983	198,178	1,083
995	759,487	4,150
4777	13,747	75
Total	\$ 11,792,550	\$ 64,445

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 528

Temporary Staffing Class =		528
Payroll (000) =	\$	1,408

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
005	\$ 119,964	\$ 180
015	22,155	33
112	454,100	680
655	243,012	364
721	380	1
806	99,848	150
Total	\$ 939,459	\$ 1,408

Temporary Staffing Classification Study - Selected "Grouped" Classifications
 Estimated Payroll by Direct Employment Class for Temporary Staffing Class 529

Temporary Staffing Class =		529
Payroll (000) =	\$	1,808

Direct Employment Class	Payroll (\$000)	Adjusted Payroll (\$000)
009	\$ 11,870	\$ 79
659	254,021	1,690
803	5,881	39
Total	\$ 271,772	\$ 1,808

**Temporary Staffing Classification Study - Selected "Grouped" Classifications
Proposed Loss Costs (April 1, 2016 Filing)**

Temporary Staffing Classes 520 thru 529	Indicated Pre-Surcharge Loss Cost (1)	Payroll (\$000) (2)	Indicated Expected Loss (3) = (1)*(2)*1,000/100
Total - Ave	5.51	940,899	51,843,535

Indicated Values Based on Revised Direct Employment Class Assignments

Class	Temporary Staff Exposure Group	Adjusted Payroll (\$000) (4)	Indicated Expected Loss (5)	Average Pre-Surcharge Loss Cost (6)=(5)/((4)*10)
520	A	13,200	20,330	0.15
521	B	7,945	33,920	0.43
522	C	120,656	813,560	0.67
523	D	68,730	723,330	1.05
524	E	112,058	1,750,380	1.56
525	F	422,070	11,376,610	2.70
526	G	128,579	5,113,170	3.98
527	H	64,445	3,905,970	6.06
528	I	1,408	136,080	9.66
529	J	1,808	261,470	14.46
Total - Ave		940,899	24,134,820	2.57

Balanced Values

Balancing Factor = 51,843,535 / 24,134,820 = 2.1481

Class	Temporary Staff Exposure Group	Adjusted Payroll (\$000) (7)	Indicated Expected Loss (8) = (5)*2.1481	Proposed Pre-Surcharge Loss Cost (9)=(8)/((7)*10)
520	A	13,200	43,670	0.33
521	B	7,945	72,863	0.92
522	C	120,656	1,747,592	1.45
523	D	68,730	1,553,771	2.26
524	E	112,058	3,759,957	3.36
525	F	422,070	24,437,874	5.79
526	G	128,579	10,983,501	8.54
527	H	64,445	8,390,338	13.02
528	I	1,408	292,311	20.76
529	J	1,808	561,659	31.07
Total - Ave		940,899	51,843,536	5.51

Current and Proposed Loss Costs (pre-Surcharge) at April 1, 2016

Temporary Staff Exposure Group	Current Loss Cost	Ratio	Proposed Loss Cost	Ratio	Percent Change
A	0.31		0.33		6.5%
B	0.84	2.71	0.92	2.79	9.5%
C	1.20	1.43	1.45	1.58	20.8%
D	2.22	1.85	2.26	1.56	1.8%
E	3.29	1.48	3.36	1.49	2.1%
F	5.73	1.74	5.79	1.72	1.0%
G	9.02	1.57	8.54	1.47	-5.3%
H	13.16	1.46	13.02	1.52	-1.1%
I	19.62	1.49	20.76	1.59	5.8%
J	29.26	1.49	31.07	1.50	6.2%
Wtd Avg	5.51		5.51		0.0%

Pennsylvania Compensation Rating Bureau

**Temporary Staffing Classification Study - Selected "Grouped" Classifications
Loss Costs and Expected Loss Factors
For Pennsylvania Workers Compensation Insurance
Indicated Rating Values based on April 1, 2016 Filing**

EXPOSURE GROUP	CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP	INDUSTRY GROUP
			EXPECTED LOSS FACTORS TABLE *				
			A-1	A-2	A-3		
A	520	0.33	0.21	0.27	0.30	C	3
B	521	0.93	0.59	0.76	0.84	B	3
C	522	1.47	0.94	1.19	1.33	C	3
D	523	2.29	1.46	1.86	2.07	C	3
E	524	3.41	2.17	2.77	3.08	B	3
F	525	5.88	3.74	4.77	5.31	D	1
G	526	8.67	5.35	6.72	7.52	E	3
H	527	13.21	8.15	10.24	11.47	E	2
I	528	21.07	13.40	17.09	19.06	E	1
J	529	31.53	20.06	25.58	28.52	G	2

TEMPORARY STAFFING
CROSS-REFERENCE CHART

185	187	189	191	275	276
104	107	113	161	221	222
291	297	491	493	495	497
255	281	403	445	451	472
499	520	521	522		
475	984 988	555 744 890 920 963 977	488 555 744 752	887 892 893	932 936 952 977 987

523					524				
103	485	818	967	115	473	667	916	954	
441	487	884	968	142	474	746	917	964	
459	489	891	976	263	477	751	918	966	
471	551	892	986	416	483	757	919	975	
474	553	894	987	446	486	816	925	978	
476	752	899	997	449	489	820	941	981	
483	755	927		458	506	886	944		
		935			507	896	948		
					581	897			
						898			

525					526				
025	204	446	535	815	012	305	509	668	821
028	205	433	571	820	025	306	511	669	855
050	225	454	573	825	051	319	512	670	857
054	227	456	617	865	055	323	514	673	865
055	257	457	649	885	059	402	536	674	880
101	261	461	660	915	106	406	573	676	882
105	265	463	663	948	408	411	603	681	907
108	285	465	664	922	109	413	607	759	910
110	311	501	675	924	111	421	608	804	944
119	323	502	676	934	449	427	645	805	933
132	327	513	677	945	130	429	646	807	939
134	404		716	966	139	431	648	808	980
135	407		718	969	141	435	662	809	992
136	415		754	971	165	447	663	810	999
163			753	973	201	467	666	817	0013
166			804	978	301				7428
			814	0011					
				4771					

PENNSYLVANIA WORKERS COMPENSATION MANUAL

SECTION 2

EFFECTIVE DATE: APRIL 1, 2017

CLASSIFICATIONS

527			528	529
114	656	828	<u>005</u>	<u>005</u>
282	657	858	015	009
425	658	859	112	659
601	665	860	655	803
605	<u>666</u>	862	<u>721</u>	
606	<u>668</u>	<u>882</u>	<u>806</u>	
<u>608</u>	<u>669</u>	<u>911</u>		
611	679	983		
615	<u>724</u>	995		
<u>645</u>	<u>759</u>	4777		
647	801			
<u>648</u>	802			
652	<u>806</u>			
653	811			
654	812			
	<u>817</u>			

	587	691	693	695	867
	563	609	651	661	813
871	877	879	881	883	889*
921	914	923	926	928	953
					956
					962
895	946	949			
965	940	709			
	957	819			
	958	903			
	959	904			
	960	905			
	961	951			
	974	955			
	979				

* **Code 889** applies to temporary staff whose job duties fulfill the definition of clerical found in Rule IV, B. 2. a., Section 1 of this Manual regardless of the customer's business classification.

**TEMPORARY STAFFING
CROSS-REFERENCE CHART**

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	755	927			449	506	886	941	
		935			458	507	896	944	
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134	311	502	716	966	130	421	646	808	933
135	327	513	718	969	139	427	662	809	939
136	404		753	971	141	429	663	810	980
163	407		814	973	165	431		817	992
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615	759	4777			
645	801				
647	802				
648	811				
652	812				
653					
654					

	587	691	693	695	867
	563	609	651	661	813
871	877	879	881	883	889*
921	914	923	926	928	953
					956
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895	946	949			
965	940	709			
	957	819			
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	959	904			
	960	905			
	961	951			
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