

PENNSYLVANIA COMPENSATION RATING BUREAU

Loss Costs and Expected Loss Factors

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

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
005	5.55	4.28	5.29	5.79	F
007	3.07	2.37	2.93	3.21	E
009	9.77	7.53	9.32	10.19	G
015	4.40	3.39	4.20	4.59	F
025	2.49	1.69	2.04	2.21	G
028	1.31	0.89	1.07	1.16	F
050	2.35	1.60	1.93	2.09	F
051	2.81	1.91	2.30	2.50	F
055	2.76	1.87	2.26	2.45	F
059	3.68	2.50	3.02	3.27	E
101	1.72	1.30	1.59	1.75	E
103	0.71	0.54	0.65	0.72	D
104	1.83	1.38	1.68	1.85	D
105	2.30	1.74	2.12	2.33	D
106	3.05	2.31	2.81	3.09	D
107	1.45	1.10	1.33	1.47	C
108	1.32	1.00	1.21	1.33	B
109	2.03	1.53	1.87	2.05	D
110	1.56	1.18	1.44	1.58	C
111	3.06	2.31	2.82	3.10	C
112	3.80	2.87	3.50	3.85	C
113	1.13	0.85	1.04	1.14	C
114	3.24	2.44	2.98	3.28	E
115	1.34	1.01	1.23	1.36	E
119	2.11	1.59	1.94	2.14	D
130	2.59	1.95	2.38	2.62	E
132	1.37	1.03	1.26	1.39	D
134	1.59	1.20	1.47	1.61	C
135	1.26	0.95	1.16	1.27	D
136	1.41	1.06	1.30	1.43	C
139	2.23	1.69	2.05	2.26	D
141	2.50	1.88	2.30	2.53	D
142	1.27	0.96	1.17	1.28	C
161	1.25	0.94	1.15	1.26	C
163	2.12	1.60	1.95	2.15	C
165	3.18	2.40	2.92	3.21	C
166	1.66	1.26	1.53	1.68	C
201	2.10	1.59	1.93	2.13	E
204	1.73	1.31	1.60	1.76	B
205	1.49	1.13	1.37	1.51	C
221	1.24	0.93	1.14	1.25	C
222	1.39	1.05	1.28	1.41	D
225	1.39	1.05	1.28	1.41	C
227	1.84	1.39	1.69	1.86	D
255	1.07	0.80	0.98	1.08	F

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

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
257	1.39	1.05	1.28	1.41	E
261	1.66	1.26	1.53	1.68	E
263	1.01	0.77	0.93	1.03	D
265	1.32	1.00	1.21	1.33	C
281	1.37	1.03	1.26	1.39	D
282	2.77	2.09	2.55	2.80	D
285	0.99	0.75	0.91	1.01	D
301	2.96	2.24	2.73	3.00	E
305	2.25	1.70	2.07	2.28	D
306	1.92	1.45	1.76	1.94	C
311	1.68	1.27	1.55	1.70	C
319	2.41	1.82	2.22	2.44	B
323	1.86	1.40	1.71	1.88	C
327	1.33	1.00	1.22	1.35	B
402	1.72	1.30	1.59	1.75	E
403	1.37	1.03	1.26	1.39	E
404	1.60	1.21	1.47	1.62	F
406	1.55	1.17	1.43	1.57	F
407	1.71	1.29	1.58	1.74	E
411	2.38	1.80	2.19	2.41	E
413	2.62	1.98	2.41	2.65	D
415	1.86	1.40	1.71	1.88	E
416	1.12	0.84	1.03	1.13	D
421	3.70	2.80	3.41	3.75	E
425	3.72	2.81	3.43	3.77	D
427	2.82	2.13	2.60	2.85	D
429	1.70	1.29	1.57	1.73	D
431	2.69	2.03	2.47	2.72	D
433	1.85	1.39	1.70	1.87	D
435	1.81	1.36	1.66	1.83	D
441	0.57	0.43	0.52	0.58	D
445	1.10 a	0.83	1.01	1.11	D
446	0.71	0.54	0.65	0.72	D
447	1.89 b	1.42	1.74	1.91	D
449	1.13	0.85	1.04	1.14	D
451	1.91	1.44	1.75	1.93	C
454	1.72	1.30	1.59	1.75	D
456	1.64	1.24	1.51	1.66	C
457	1.61	1.22	1.48	1.63	C
458	0.79	0.60	0.73	0.80	C
459	0.41	0.31	0.37	0.41	C
461	1.18	0.89	1.08	1.19	D
463	1.23	0.93	1.13	1.24	D
465	1.63	1.23	1.50	1.65	D
467	1.81	1.36	1.66	1.83	C

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

a OD: \$0.04 Supplemental is not subject to experience rating. Code as 0067.

b OD: \$0.03 Supplemental is not subject to experience rating. Code as 0066.

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
471	0.63	0.47	0.58	0.64	C
472	0.38	0.28	0.35	0.38	C
473	1.14	0.86	1.05	1.15	C
474	1.12	0.84	1.03	1.13	E
475	1.06	0.80	0.97	1.07	D
476	0.71	0.54	0.65	0.72	E
477	0.90	0.68	0.83	0.91	E
483	0.74	0.56	0.68	0.75	C
485	0.61	0.46	0.56	0.62	C
486	0.80	0.61	0.74	0.81	C
487	0.59	0.44	0.54	0.60	C
488	0.37	0.28	0.34	0.37	C
489	0.57	0.43	0.52	0.58	C
501	2.18	1.65	2.01	2.21	F
502	1.70	1.29	1.57	1.73	B
506	1.08	0.81	0.99	1.09	C
507	0.98	0.74	0.91	1.00	E
509	2.74	2.07	2.52	2.77	G
511	3.20	2.41	2.94	3.23	E
512	2.11	1.59	1.94	2.14	D
513	1.84 ^c	1.39	1.69	1.86	D
514	2.15	1.62	1.98	2.18	E
535	1.40	1.06	1.29	1.42	D
536	2.75	2.08	2.53	2.78	C
551	0.83	0.63	0.77	0.84	F
553	0.68	0.51	0.63	0.69	F
555	0.24	0.18	0.22	0.25	C
563	0.82	0.62	0.76	0.83	D
571	1.08	0.81	0.99	1.09	D
573	1.92	1.45	1.76	1.94	F
581	0.56	0.42	0.51	0.56	E
601	3.20	2.16	2.60	2.82	F
603	3.64	2.39	2.88	3.13	F
605	4.90	3.26	3.93	4.27	E
606	2.80	1.86	2.24	2.44	G
607	1.66	1.12	1.35	1.47	F
608	3.52	2.33	2.81	3.05	F
609	2.17	1.45	1.75	1.90	G
611	6.26	4.13	4.98	5.40	F
615	6.15	3.98	4.80	5.21	F
0152	0.65				G
617	1.99	1.33	1.60	1.74	G
645	3.51	2.29	2.76	2.99	G
646	3.23	2.16	2.60	2.82	E
647	4.59	3.07	3.70	4.02	E
648	4.10	2.75	3.31	3.60	F

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

^c OD: \$0.08 Supplemental is not subject to experience rating. Code as 0176.

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

^d OD: \$0.82 Supplemental applies when coverage for Federal black lung is provided. It is not subject to experience rating. Code as 0164.

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
649	2.86	1.84	2.22	2.41	F
651	3.46	2.29	2.77	3.00	F
652	5.13	3.48	4.20	4.55	G
653	4.47	2.95	3.56	3.86	G
654	4.50	2.95	3.56	3.86	G
655	5.76	3.85	4.64	5.04	G
656	2.90	1.94	2.34	2.54	G
657	5.34	3.55	4.28	4.64	G
658	5.58	3.71	4.47	4.85	G
659	9.15	6.13	7.39	8.03	G
660	1.75	1.15	1.39	1.51	F
661	1.69	1.10	1.32	1.43	F
662	4.24	2.87	3.46	3.76	E
663	2.19	1.45	1.75	1.90	F
664	2.13	1.39	1.68	1.82	E
665	4.73	3.18	3.83	4.16	G
666	4.72	3.02	3.64	3.95	E
667	1.35	0.90	1.09	1.18	F
668	5.17	3.44	4.15	4.50	E
669	5.09	3.37	4.06	4.41	F
670	4.09	2.68	3.23	3.51	F
673	3.90	2.63	3.17	3.45	E
674	3.56	2.38	2.87	3.12	E
675	1.78	1.20	1.45	1.57	G
676	3.42	2.28	2.75	2.99	G
677	1.85	1.23	1.48	1.61	G
679	5.45	3.62	4.37	4.74	F
681	4.03	2.68	3.23	3.51	F
709	1.27	0.86	1.04	1.13	F
716	1.99	1.35	1.63	1.77	D
718	1.94	1.32	1.59	1.72	E
721	4.70	3.55	4.32	4.75	F
744	0.23	0.18	0.21	0.24	C
751	0.56	0.42	0.51	0.56	E
752	0.36	0.27	0.33	0.36	G
753	1.47	1.11	1.35	1.49	D
755	0.65	0.49	0.60	0.66	F
757	0.77	0.58	0.71	0.78	E
759	3.12	2.36	2.88	3.16	E
801	3.64	2.81	3.47	3.80	F
802	1.96	1.51	1.87	2.04	G
803	6.13	4.72	5.85	6.39	C
804	1.68	1.30	1.61	1.76	D
805	2.73	2.10	2.60	2.85	E
806	4.71	3.63	4.49	4.91	C

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

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
807	2.38	1.84	2.27	2.49	C
808	3.16	2.43	3.01	3.29	E
809	2.76	2.13	2.63	2.88	F
810	1.93	1.49	1.84	2.01	F
0162	0.82				G
811	3.77	2.91	3.60	3.94	F
812	4.04	3.11	3.85	4.21	F
813	2.26	1.74	2.16	2.36	D
814	1.28	0.99	1.22	1.33	E
815	1.62	1.25	1.55	1.69	D
816	1.07	0.82	1.02	1.11	D
817	2.92	2.25	2.79	3.05	D
818	0.70	0.54	0.67	0.73	D
819	0.48	0.37	0.45	0.50	F
820	1.59	1.23	1.52	1.66	D
821	3.44	2.65	3.28	3.59	C
822	0.06	0.05	0.06	0.06	D
825	2.18	1.68	2.08	2.27	B
828	3.41	2.63	3.25	3.55	C
855	2.21	1.70	2.11	2.31	E
857	2.14	1.65	2.04	2.23	E
858	2.99	2.31	2.86	3.12	F
859	3.11	2.40	2.97	3.25	E
860	2.97	2.29	2.84	3.10	D
862	3.42	2.64	3.26	3.57	E
865	2.54	1.95	2.42	2.64	C
880	2.43	1.88	2.32	2.54	D
882	2.89	2.23	2.76	3.02	B
884	0.55	0.42	0.52	0.57	B
885	1.30	1.00	1.24	1.35	D
886	0.97	0.75	0.93	1.02	C
887	0.36	0.27	0.34	0.37	C
890	0.22	0.17	0.21	0.23	C
891	0.62	0.48	0.59	0.65	B
892	0.47	0.36	0.45	0.49	B
893	0.45	0.34	0.43	0.47	B
896	0.65	0.50	0.62	0.68	B
897	0.76	0.59	0.73	0.79	A
898	1.09	0.84	1.04	1.13	C
899	0.61	0.47	0.58	0.63	B
903	0.09	0.07	0.09	0.10	E
904	0.76	0.59	0.73	0.79	E
905	0.04	0.03	0.04	0.04	F
906	16.03 e	12.35	15.29	16.72	Ö
907	2.20	1.70	2.10	2.30	C
910	2.15	1.66	2.05	2.24	C
911	2.96	2.28	2.83	3.09	D

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

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

e Per ambulance corps.

**DIRECT EMPLOYMENT LOSS COSTS AND EXPECTED LOSS FACTORS
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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
914	1.10	0.84	1.05	1.14	C
915	0.99	0.77	0.95	1.04	C
916	0.95	0.73	0.91	0.99	B
917	1.33	1.02	1.27	1.39	C
918	0.88	0.68	0.84	0.92	A
919	0.90	0.70	0.86	0.94	C
920	0.20	0.16	0.19	0.21	D
921	2.37	1.83	2.26	2.48	C
922	1.58	1.22	1.51	1.65	C
923	1.19	0.91	1.13	1.24	C
924	2.14	1.65	2.04	2.23	C
925	0.96	0.74	0.92	1.01	C
926	1.34	1.03	1.28	1.40	C
927	0.52	0.40	0.49	0.54	C
928	1.17	0.90	1.11	1.22	B
932	0.43	0.33	0.41	0.44	D
933	1.57	1.21	1.50	1.64	D
934	1.66	1.28	1.59	1.73	D
935	0.68	0.52	0.65	0.71	C
936	0.38	0.29	0.36	0.39	E
939	2.82	2.17	2.69	2.94	F
940	1.52	1.17	1.45	1.59	C
941	1.52	1.17	1.45	1.59	C
942	1.59	1.23	1.52	1.66	D
943	0.90	0.70	0.86	0.94	C
944	0.79	0.61	0.75	0.83	B
945	1.24	0.95	1.18	1.29	A
948	0.82	0.63	0.78	0.86	C
951	0.15	0.12	0.15	0.16	E
952	0.44	0.34	0.42	0.45	E
953	0.06	0.05	0.06	0.06	D
954	0.99	0.77	0.95	1.04	E
955	0.12	0.09	0.12	0.13	F
956	0.05	0.04	0.05	0.05	E
957	0.21	0.16	0.20	0.22	D
958	0.93	0.72	0.89	0.97	C
959	0.78	0.60	0.75	0.81	B
960	1.41	1.09	1.35	1.47	C
961	0.55	0.42	0.52	0.57	D
962	0.02	0.02	0.02	0.02	D
963	0.20	0.16	0.19	0.21	C
964	0.85	0.66	0.81	0.89	B
965	0.34	0.27	0.33	0.36	B
966	1.56	1.20	1.49	1.63	D
967	0.71	0.55	0.68	0.74	C

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

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		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
968	0.74	0.57	0.71	0.77	B
969	1.10	0.84	1.05	1.14	D
970	4.61	3.55	4.39	4.80	A
971	2.04	1.57	1.95	2.13	D
972	0.37	0.28	0.35	0.38	C
973	1.38	1.06	1.32	1.44	B
974	1.07	0.82	1.02	1.11	C
975	0.79	0.61	0.75	0.83	A
976	0.60	0.46	0.57	0.62	C
977	0.36	0.27	0.34	0.37	B
978	1.50	1.16	1.43	1.57	D
979	1.72	1.33	1.65	1.80	A
980	2.62	2.02	2.50	2.73	C
981	0.89	0.69	0.85	0.93	B
982	1.86 f				E
983	3.18	2.45	3.03	3.31	D
984	0.09	0.07	0.09	0.10	C
985	2.01	1.55	1.92	2.09	E
986	0.77	0.59	0.74	0.80	A
987	0.28	0.22	0.27	0.30	C
988	0.09	0.07	0.09	0.10	C
989	g	h	h	h	D
991	2.52	1.94	2.40	2.62	A
992	2.76	2.13	2.63	2.88	F
993	346.92 e	267.38	330.95	361.76	D
994	g	h	h	h	F
995	3.04	2.35	2.90	3.17	F
996	346.92 i	267.38	330.95	361.76	G
997	0.42	0.32	0.40	0.43	E
999	2.61	2.01	2.49	2.72	D
0006	2.48	1.91	2.36	2.58	E
0008	1.88	1.45	1.79	1.96	D
0011	1.24	0.95	1.18	1.29	D
012	2.63	2.03	2.51	2.74	E
0013	1.42	1.09	1.35	1.48	C
0016	1.26	0.97	1.20	1.31	E
0034	1.99	1.53	1.90	2.07	D
0036	1.49	1.15	1.42	1.56	C
0083	1.82	1.40	1.73	1.89	D
0170	0.94	0.73	0.90	0.98	C
4771	1.83	1.38	1.68	1.85	F
0771	0.46				G
4777	2.60	2.00	2.48	2.71	F
7405	0.86	0.66	0.82	0.90	D
7445	0.18				F

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

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

e Per ambulance corps.

f Per person per week. A partial workweek is to be counted as a full workweek.
Not subject to Experience or Retrospective Rating.

g See appropriate page of Section 2.

h Apply the following percentages (A-1 = 77.30%, A-2 = 95.68%, A-3 = 104.59%) to annual loss cost from the appropriate page of Section 2.

i Per hazardous materials response team.

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
7413	0.22	0.17	0.21	0.23	F
7453	0.05				G
7421	0.27	0.21	0.26	0.29	E
7424	0.64	0.49	0.61	0.67	F
7428	1.82	1.40	1.73	1.89	C
9740	k 0.02				
9741	k 0.01				
Per Capita					
0901	17.86	13.76	17.03	18.62	B
0902	0.49	0.38	0.46	0.51	A
0908	83.87	64.64	80.01	87.46	D
0909	34.04	26.23	32.47	35.49	D
0912	267.16	205.91	254.86	278.59	D
0913	190.64	146.93	181.87	198.80	D
A Rated					
9985	A	A	A	A	
0133	A	A	A	A	

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

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

k Not subject to experience rating.

**PENNSYLVANIA
VOLUNTEER FIRE COMPANY - FIRST RESPONDERS**

CODE 994

SCHEDULE OF ANNUAL LOSS COSTS

Proposed Effective Date: April 1, 2023

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	1,193	6,501 to 7,000	4,988
301 to 500	1,466	7,001 to 7,500	5,170
501 to 700	1,705	7,501 to 8,000	5,350
701 to 1,000	1,971	8,001 to 8,500	5,526
1,001 to 1,500	2,318	8,501 to 9,000	5,698
1,501 to 2,000	2,693	9,001 to 9,500	5,862
2,001 to 2,500	3,010	9,501 to 10,000	6,026
2,501 to 3,000	3,296	10,001 to 15,000	6,915
3,001 to 3,500	3,544	15,001 to 20,000	8,454
3,501 to 4,000	3,781	20,001 to 25,000	9,966
4,001 to 4,500	4,000	25,001 to 30,000	11,462
4,501 to 5,000	4,210	30,001 to 35,000	12,934
5,001 to 5,500	4,415	35,001 to 40,000	14,387
5,501 to 6,000	4,608	40,001 to 45,000	15,814
6,001 to 6,500	4,802	45,001 to 50,000	17,217
		For each additional 5,000 population.....	1,409

**PENNSYLVANIA
VOLUNTEER FIRE COMPANY - SUPPORT STAFF**

CODE 989

SCHEDULE OF ANNUAL LOSS COSTS

Proposed Effective Date: April 1, 2023

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	109	6,501 to 7,000	454
301 to 500	134	7,001 to 7,500	471
501 to 700	155	7,501 to 8,000	487
701 to 1,000	180	8,001 to 8,500	503
1,001 to 1,500	211	8,501 to 9,000	519
1,501 to 2,000	245	9,001 to 9,500	534
2,001 to 2,500	274	9,501 to 10,000	549
2,501 to 3,000	300	10,001 to 15,000	630
3,001 to 3,500	323	15,001 to 20,000	770
3,501 to 4,000	344	20,001 to 25,000	908
4,001 to 4,500	364	25,001 to 30,000	1,044
4,501 to 5,000	384	30,001 to 35,000	1,178
5,001 to 5,500	402	35,001 to 40,000	1,311
5,501 to 6,000	420	40,001 to 45,000	1,441
6,001 to 6,500	437	45,001 to 50,000	1,568
		For each additional 5,000 population.....	128

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2023 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2005	10.58	8.16	10.09	11.03	F
2009	18.74	14.44	17.88	19.54	G
2011	2.28	1.76	2.18	2.38	D
2012	5.42	4.18	5.17	5.65	E
2013	2.60	2.00	2.48	2.71	C
2015	7.41	5.71	7.06	7.72	F
2025	4.16	2.82	3.41	3.70	G
2028	2.22	1.51	1.82	1.98	F
2050	4.16	2.82	3.41	3.70	F
2051	4.77	3.24	3.90	4.24	F
2055	4.75	3.22	3.89	4.22	F
2059	6.45	4.38	5.28	5.74	E
2101	3.26	2.46	3.00	3.30	E
2103	1.21	0.91	1.11	1.22	D
2104	3.96	2.99	3.64	4.00	D
2105	4.33	3.27	3.99	4.38	D
2106	5.90	4.46	5.43	5.98	D
2107	2.86	2.16	2.63	2.90	C
2108	2.31	1.75	2.13	2.34	B
2109	3.75	2.83	3.45	3.80	D
2110	2.90	2.19	2.67	2.94	C
2111	6.42	4.85	5.91	6.50	C
2112	6.53	4.93	6.01	6.61	C
2113	2.24	1.69	2.06	2.27	C
2114	5.56	4.20	5.12	5.63	E
2115	2.55	1.92	2.34	2.58	E
2119	4.04	3.05	3.72	4.09	D
2130	4.83	3.65	4.44	4.89	E
2132	2.65	2.00	2.44	2.68	D
2134	2.75	2.08	2.53	2.78	C
2135	2.58	1.95	2.37	2.61	D
2136	2.69	2.03	2.47	2.72	C
2139	3.84	2.90	3.54	3.89	D
2141	5.21	3.94	4.80	5.28	D
2142	2.57	1.94	2.36	2.60	C
2161	2.60	1.96	2.39	2.63	C
2163	4.16	3.14	3.83	4.21	C
2165	6.08	4.59	5.59	6.15	C
2166	3.50	2.64	3.22	3.54	C
2201	3.76	2.84	3.46	3.81	E
2204	3.63	2.74	3.34	3.68	B
2205	2.72	2.05	2.50	2.75	C
2221	2.55	1.92	2.34	2.58	C
2222	2.79	2.11	2.57	2.82	D
2225	2.70	2.04	2.48	2.73	C

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2227	3.49	2.64	3.21	3.53	D
2255	1.94	1.46	1.78	1.96	F
2257	2.68	2.02	2.46	2.71	E
2261	3.07	2.32	2.83	3.11	E
2263	1.73	1.31	1.60	1.76	D
2265	2.62	1.98	2.41	2.65	C
2281	2.73	2.06	2.51	2.76	D
2282	5.33	4.02	4.90	5.39	D
2285	1.83	1.38	1.68	1.85	D
2301	5.88	4.44	5.41	5.96	E
2305	4.96	3.75	4.56	5.02	D
2306	3.63	2.74	3.34	3.68	C
2311	3.39	2.56	3.12	3.43	C
2319	4.62	3.49	4.25	4.67	B
2323	3.81	2.88	3.51	3.86	C
2327	2.39	1.81	2.20	2.42	B
2402	3.14	2.37	2.89	3.18	E
2403	2.66	2.01	2.45	2.69	E
2404	3.10	2.34	2.86	3.14	F
2406	2.89	2.18	2.66	2.93	F
2407	3.41	2.57	3.14	3.45	E
2411	4.66	3.52	4.28	4.71	E
2413	5.27	3.98	4.84	5.33	D
2415	3.57	2.70	3.29	3.61	E
2416	2.22	1.68	2.04	2.25	D
2421	6.98	5.27	6.42	7.06	E
2425	7.38	5.57	6.79	7.46	D
2427	5.79	4.37	5.33	5.86	D
2429	3.07	2.32	2.83	3.11	D
2431	5.27	3.98	4.84	5.33	D
2433	3.63	2.74	3.34	3.68	D
2435	3.32	2.50	3.05	3.36	D
2441	1.04	0.79	0.96	1.06	D
2445	2.25	1.70	2.07	2.28	D
2446	1.39	1.05	1.28	1.41	D
2447	3.69	2.79	3.40	3.74	D
2449	2.16	1.63	1.99	2.19	D
2451	3.89	2.93	3.58	3.93	C
2454	3.44	2.60	3.16	3.48	D
2456	3.44	2.60	3.16	3.48	C
2457	3.63	2.74	3.34	3.68	C
2458	1.37	1.03	1.26	1.39	C
2459	0.80	0.61	0.74	0.81	C
2461	2.32	1.75	2.14	2.35	D
2463	2.41	1.82	2.22	2.44	D

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2465	3.03	2.29	2.79	3.07	D
2467	3.26	2.46	3.00	3.30	C
2471	1.41	1.06	1.30	1.43	C
2472	0.69	0.52	0.63	0.70	C
2473	2.25	1.70	2.07	2.28	C
2474	2.17	1.64	2.00	2.20	E
2475	2.27	1.72	2.09	2.30	D
2476	1.29	0.97	1.19	1.30	E
2477	1.69	1.28	1.56	1.71	E
2483	1.32	1.00	1.21	1.33	C
2485	1.10	0.83	1.01	1.11	C
2486	1.51	1.14	1.39	1.53	C
2487	1.19	0.90	1.09	1.20	C
2488	0.76	0.57	0.70	0.77	C
2489	1.10	0.83	1.01	1.11	C
2501	4.07	3.07	3.74	4.12	F
2502	3.56	2.69	3.28	3.60	B
2506	2.15	1.62	1.98	2.18	C
2507	1.97	1.49	1.81	1.99	E
2509	5.44	4.11	5.00	5.50	G
2511	6.26	4.73	5.76	6.34	E
2512	3.62	2.73	3.33	3.67	D
2513	3.59	2.71	3.30	3.63	D
2514	3.69	2.79	3.40	3.74	E
2535	2.70	2.04	2.48	2.73	D
2536	5.27	3.98	4.84	5.33	C
2551	1.51	1.14	1.39	1.53	F
2553	1.25	0.94	1.15	1.26	F
2555	0.54	0.41	0.49	0.54	C
2563	1.57	1.19	1.45	1.59	D
2571	2.04	1.54	1.88	2.06	D
2573	3.47	2.62	3.19	3.51	F
2581	1.01	0.77	0.93	1.03	E
2601	5.90	3.92	4.73	5.13	F
2603	6.32	4.20	5.07	5.50	F
2605	8.31	5.52	6.66	7.23	E
2606	4.43	2.94	3.55	3.85	G
2607	2.98	1.98	2.39	2.60	F
2608	6.46	4.29	5.18	5.62	F
2609	3.99	2.68	3.23	3.51	G
2611	9.87	6.56	7.91	8.59	F
2615	10.22	6.79	8.19	8.89	F
2617	3.65	2.42	2.92	3.17	G
2645	6.18	4.11	4.95	5.38	G
2646	5.88	3.91	4.71	5.11	E

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE**

Proposed Effective Date: April 1, 2023 on New and Renewal Business

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2647	8.70	5.78	6.97	7.57	E
2648	7.74	5.15	6.21	6.74	F
2649	4.94	3.29	3.96	4.30	F
2651	6.75	4.50	5.43	5.90	F
2652	10.34	6.87	8.29	9.00	G
2653	7.99	5.31	6.40	6.95	G
2654	8.47	5.63	6.79	7.37	G
2655	9.31	6.19	7.46	8.10	G
2656	4.90	3.26	3.93	4.27	G
2657	9.35	6.21	7.49	8.14	G
2658	9.45	6.28	7.58	8.23	G
2659	16.84	11.19	13.50	14.66	G
2660	3.22	2.14	2.58	2.80	F
2661	3.16	2.09	2.52	2.73	F
2662	7.73	5.14	6.20	6.73	E
2663	4.07	2.71	3.26	3.54	F
2664	4.07	2.71	3.26	3.54	E
2665	8.62	5.73	6.91	7.50	G
2666	8.33	5.54	6.68	7.25	E
2667	2.39	1.59	1.92	2.08	F
2668	9.64	6.41	7.73	8.39	E
2669	9.21	6.12	7.38	8.02	F
2670	7.37	4.90	5.91	6.41	F
2673	7.05	4.68	5.65	6.13	E
2674	6.94	4.61	5.57	6.04	E
2675	3.65	2.42	2.92	3.17	G
2676	6.73	4.47	5.39	5.85	G
2677	3.09	2.05	2.48	2.69	G
2679	9.57	6.36	7.67	8.32	F
2681	7.71	5.12	6.18	6.71	F
2709	0.39	0.26	0.32	0.34	F
2716	3.89	2.64	3.18	3.45	D
2718	3.32	2.25	2.72	2.95	E
2721	9.37	7.08	8.63	9.49	F
2744	0.42	0.31	0.38	0.42	C
2751	0.95	0.72	0.88	0.97	E
2752	0.70	0.53	0.64	0.71	G
2753	2.63	1.98	2.42	2.66	D
2755	1.13	0.85	1.04	1.14	F
2757	1.33	1.00	1.22	1.35	E
2759	5.67	4.28	5.22	5.74	E
2801	6.56	5.06	6.26	6.84	F
2802	3.33	2.56	3.17	3.47	G
2803	11.32	8.73	10.80	11.81	C
2804	3.45	2.66	3.29	3.60	D

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2805	5.23	4.03	4.99	5.46	E
2806	8.76	6.75	8.35	9.13	C
2807	5.23	4.03	4.99	5.46	C
2808	6.04	4.65	5.76	6.29	E
2809	5.23	4.03	4.99	5.46	F
2810	3.21	2.47	3.06	3.34	F
2811	6.77	5.22	6.46	7.06	F
2812	7.26	5.60	6.93	7.57	F
2813	4.31	3.32	4.11	4.50	D
2814	2.30	1.77	2.20	2.40	E
2815	3.02	2.33	2.88	3.15	D
2816	2.11	1.63	2.01	2.20	D
2817	5.72	4.41	5.46	5.97	D
2818	1.40	1.08	1.34	1.46	D
2819	0.39	0.30	0.37	0.40	F
2820	3.01	2.32	2.87	3.14	D
2821	6.28	4.84	5.99	6.55	C
2825	4.21	3.24	4.02	4.39	B
2828	6.70	5.16	6.39	6.98	C
2855	4.07	3.14	3.88	4.24	E
2857	3.77	2.91	3.60	3.94	E
2858	5.27	4.06	5.02	5.49	F
2859	5.49	4.23	5.24	5.72	E
2860	4.99	3.85	4.76	5.20	D
2862	6.06	4.67	5.78	6.32	E
2865	4.77	3.67	4.55	4.97	C
2880	4.95	3.82	4.72	5.16	D
2882	5.49	4.23	5.24	5.72	B
2884	1.07	0.82	1.02	1.11	B
2885	2.36	1.82	2.25	2.46	D
2886	1.78	1.37	1.69	1.85	C
2887	1.10	0.84	1.05	1.14	C
2890	0.68	0.52	0.65	0.71	C
2891	2.16	1.67	2.06	2.25	B
2892	1.37	1.06	1.31	1.43	B
2893	1.37	1.06	1.31	1.43	B
2896	1.27	0.98	1.21	1.32	B
2897	1.53	1.18	1.46	1.60	A
2898	2.15	1.66	2.05	2.24	C
2899	1.21	0.93	1.15	1.26	B
2903	0.26	0.20	0.25	0.28	E
2904	0.39	0.30	0.37	0.40	E
2905	0.13	0.10	0.13	0.14	F
2907	4.18	3.22	3.99	4.36	C
2910	3.99	3.07	3.80	4.16	C

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2911	5.48	4.22	5.23	5.71	D
2914	2.16	1.67	2.06	2.25	C
2915	1.90	1.46	1.81	1.98	C
2916	1.86	1.43	1.77	1.94	B
2917	2.57	1.98	2.45	2.68	C
2918	1.90	1.46	1.81	1.98	A
2919	1.72	1.33	1.65	1.80	C
2920	0.39	0.30	0.37	0.40	D
2921	4.15	3.20	3.96	4.33	C
2922	3.00	2.31	2.86	3.13	C
2923	2.24	1.73	2.14	2.34	C
2924	4.47	3.45	4.27	4.67	C
2925	1.83	1.41	1.74	1.90	C
2926	2.48	1.91	2.36	2.58	C
2927	0.99	0.77	0.95	1.04	C
2928	2.28	1.76	2.18	2.38	B
2932	0.82	0.63	0.78	0.86	D
2933	2.75	2.12	2.62	2.87	D
2934	3.53	2.72	3.37	3.68	D
2935	1.32	1.02	1.26	1.38	C
2936	1.15	0.88	1.09	1.20	E
2939	5.43	4.18	5.18	5.66	F
2940	3.49	2.69	3.33	3.64	C
2941	2.99	2.31	2.86	3.12	C
2944	1.56	1.20	1.49	1.63	B
2945	2.42	1.87	2.31	2.53	A
2948	2.68	2.06	2.55	2.79	C
2951	0.39	0.30	0.37	0.40	E
2952	0.77	0.59	0.74	0.80	E
2953	0.19	0.15	0.18	0.20	D
2954	2.11	1.63	2.01	2.20	E
2955	0.37	0.28	0.35	0.38	F
2956	0.15	0.12	0.15	0.16	E
2957	0.71	0.55	0.68	0.74	D
2958	3.06	2.36	2.92	3.19	C
2959	1.42	1.09	1.35	1.48	B
2960	2.77	2.13	2.64	2.89	C
2961	1.67	1.29	1.60	1.75	D
2962	0.07	0.05	0.07	0.07	D
2963	0.64	0.49	0.61	0.67	C
2964	1.60	1.24	1.53	1.67	B
2965	1.15	0.88	1.09	1.20	B
2966	2.84	2.19	2.71	2.96	D
2967	1.33	1.02	1.27	1.39	C
2968	1.43	1.10	1.36	1.49	B

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

**TEMPORARY STAFFING LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2023 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN			HAZARD GROUP A - G
		EXPECTED LOSS FACTORS TABLE *			
		A-1	A-2	A-3	
2969	2.13	1.64	2.03	2.22	D
2970	8.31	6.40	7.93	8.66	A
2971	3.94	3.03	3.76	4.10	D
2973	2.73	2.10	2.60	2.85	B
2974	2.11	1.63	2.01	2.20	C
2975	1.57	1.21	1.50	1.64	A
2976	1.17	0.90	1.11	1.22	C
2977	0.67	0.52	0.64	0.70	B
2978	2.81	2.17	2.68	2.93	D
2979	3.38	2.60	3.22	3.52	A
2980	5.23	4.03	4.99	5.46	C
2981	1.73	1.34	1.65	1.81	B
2983	5.52	4.25	5.26	5.75	D
2984	0.28	0.22	0.27	0.30	C
2986	1.53	1.18	1.46	1.60	A
2987	0.82	0.63	0.78	0.86	C
2988	0.28	0.22	0.27	0.30	C
2991	4.29	3.31	4.09	4.47	A
2992	5.23	4.03	4.99	5.46	F
2995	5.56	4.28	5.30	5.80	F
2997	0.75	0.58	0.72	0.78	E
2999	4.73	3.64	4.51	4.93	D
6771	3.11	2.35	2.87	3.15	F
6777	4.31	3.32	4.11	4.50	F
9428	3.55	2.74	3.39	3.70	C

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