

DELAWARE COMPENSATION RATING BUREAU, INC.

Temporary Staffing Rates

The methodology to determine workers compensation rates for temporary staffing risks calculates factors that are applied to direct employment rates by class in this filing. Those factors represent the temporary staffing pure premium compared to the direct employment pure premium for each class.

Note that the rates reflect rating values calculated prior to being adjusted to include certain surcharges that are included in approved and published rates (“pre-surcharge basis”). Those surcharges include offsets for the net credits offered for participation in the Merit Rating Plan, the Workplace Safety Program and the Construction Classification Premium Adjustment Program.

In this approach, the DCRB 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 DCRB “sub-industry groups”. The classes are mapped into one of five industry groups (Manufacturing, Contracting, Office & Clerical, Goods & Services, and Miscellaneous) based on the DCRB to NCCI class mapping.

Exhibit 1 shows Policy Years 2017-2021 payrolls (in \$000) for each of the five DCRB sub-industry groups. Some payroll data used to calculate temporary staffing loss costs represents the actual amounts of temporary staffing payroll reported to the DCRB. For other payroll data, a number of temporary staffing classes have been assigned temporary staffing risks for two or more direct employment classes. That is, actual temporary staffing payroll amounts associated with each of those direct employment classes are not available. Therefore, a calculation of adjusted temporary staffing payroll amounts attributable to each direct employment class is performed. The adjusted temporary staffing payroll associated with each direct employment class is calculated by multiplying the temporary staffing class payroll by the ratio of the direct employment class payroll to the total statewide payroll for all direct employment classes contributing to that temporary staffing class. Similar calculations were performed for each such temporary staffing class and their associated direct employment classifications.

Exhibit 2 shows the calculation of indicated pure premium differentials for the temporary staffing risks relative to the direct employment risks. These differentials are calculated by 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 2017-2021 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, Delaware credibility is determined as a function of total payroll using the payroll credibility table, which can be found in the Exhibit 28, Other Supporting Classification Exhibits. The credibility is applied to the total indicated pure premium differentials from Exhibit 2. The complement of credibility is applied to a weighted average of the Pennsylvania credibility-weighted indicated pure premium differentials by sub-industry group using weights calculated using the payroll by sub-industry group in Exhibit 1. The Pennsylvania differentials were taken from Exhibit 31 in the approved PCRB Filing No. C-380 (2024 Pennsylvania Filing).

For each of the sub-industry groups, a three-way credibility weighting is used. First, Delaware credibility is determined as a function of Delaware sub-industry group payroll using the payroll credibility table. That credibility is applied to the sub-industry group indicated pure premium differentials from Exhibit 2. Second, the indicated Pennsylvania sub-industry group differentials and their credibility are taken from Exhibit 31 in the 2024 Pennsylvania Filing. Third, the complement of credibility is applied to the credibility-weighted differentials calculated for the total of all sub-industry groups described in the prior paragraph. If the total of the Delaware and Pennsylvania credibilities is greater than or equal to 1.00, then only a two-way weighting is used (i.e., the differentials for the total of all sub-industry groups is not used).

Exhibit 4 determines the proposed temporary staffing rates by class. For each class, an indicated December 1, 2024 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2024 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2024 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2024 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 December 1, 2024 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing rates by class (column (16)) are determined by applying primary and secondary capping to the indicated temporary staffing rates in column (14).

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surcharge temporary staffing rates approved effective December 1, 2023, the pre-surcharge rates proposed effective December 1, 2024, and the proposed rate change, are shown. Also shown are the proposed post-surcharge temporary staffing rates by class. This exhibit is ordered by the December 1, 2020 temporary staffing code and direct employment code within the temporary staffing code. Most of the values shown in this exhibit were taken from Exhibit 4.

DELAWARE COMPENSATION RATING BUREAU, INC.

Sub-IG 1		Sub-IG 1 (cont.)		Sub-IG 2		Sub-IG 3		Sub-IG 4		Sub-IG 5	
Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2017-2021 Payroll (\$000)
2059	53	2463	1	2012	1,828	2819	148	2011	62	2005	1,895
2101	1,377	2464	47	2601	545	2887	453	2013	76	2009	0
2104	29,375	2465	47	2603	137	2890	119	2709	1	2015	8
2105	811	2467	0	2605	13	2891	1,906	2801	623	2055	507
2106	274	2471	97	2607	76	2903	190	2806	959	2716	31
2107	2,263	2472	3,845	2608	775	2905	196	2809	2,337	2718	355
2108	1,237	2473	1,432	2609	839	2936	1,585	2813	17,632	2721	23
2109	483	2474	1,669	2611	18	2940	730	2814	661	2751	95
2110	36	2475	539	2615	0	2948	207	2815	2,555	2752	84
2111	11	2476	129	2617	217	2951	21,090	2816	220	2753	438
2112	2,127	2477	62	2625	74	2953	714,950	2818	6,467	2755	665
2113	66	2483	72	2643	52	2955	15,074	2820	26	2757	863
2114	18	2485	125	2645	267	2956	57,348	2821	1,911	2759	455
2115	5	2486	1	2646	85	2957	89,500	2825	102	2803	0
2119	412	2487	434	2647	183	2958	5,949	2855	8,787	2804	3,541
2130	0	2488	3,401	2648	212	2961	83,001	2857	906	2805	301
2132	1,358	2489	266	2649	98	2962	12,677	2858	430	2807	676
2134	24	2501	139	2651	1,724	2963	1,377	2859	197	2808	10,024
2135	0	2502	0	2652	603	2965	45,066	2860	254	2811	11,002
2136	42	2506	485	2653	310	2984	6,657	2862	407	2812	712
2139	119	2507	0	2654	278	2988	28,870	2865	40,321	2817	668
2141	343	2509	0	2655	155			2880	829	2828	150
2142	45	2511	1,114	2656	149	Total		2882	103	2904	24
2161	240	2512	0	2657	7	Sub-IG 3	1,087,093	2884	392	2939	2
2163	2,063	2513	0	2658	77			2885	201	2954	917
2165	127	2535	3	2659	118			2886	93	2967	269
2166	57	2536	42	2660	543			2888	93	2969	344
2201	0	2551	24,239	2661	11,078			2896	129	2970	0
2204	19	2553	3,262	2662	158			2897	3,936	2991	26
2205	21	2555	9,549	2663	1,564			2898	859	2992	485
2221	1,813	2563	3,562	2664	1,438			2899	145	2995	6,346
2222	5,730	2571	3,348	2665	261			2907	456	9428	937
2225	1,544	2573	545	2666	46			2910	7		
2227	2,200	2581	11,968	2667	40			2911	2,289	Total	
2255	460	2673	41	2668	62			2914	172	Sub-IG 5	41,843
2257	17	2744	28	2669	6			2915	74		
2259	3,702	2924	26,164	2670	104			2916	1,335		
2261	138	6771	6	2674	36			2917	2,837	Grand	
2263	64	6777	5	2675	1,153			2918	87	Total	1,511,491
2265	0			2676	95			2919	61		
2281	2,020	Total		2677	256			2920	367		
2282	454	Sub-IG 1	176,927	2679	3			2921	120		
2285	412			2681	11			2922	715		
2301	0			2802	568			2923	10,717		
2305	1,540							2925	938		
2306	3			Total				2926	1,398		
2309	0			Sub-IG 2	26,262			2927	1,560		
2311	674							2928	10,443		
2319	27							2932	115		
2323	1							2933	57		
2327	56							2934	436		
2402	232							2935	70		
2403	1							2941	2,546		
2404	0							2944	927		
2406	0							2945	265		
2407	675							2952	1,209		
2411	1,524							2959	4,850		
2413	1,339							2960	16,920		
2415	183							2964	246		
2416	522							2966	125		
2421	0							2968	231		
2425	0							2971	3,845		
2427	0							2973	1,287		
2429	0							2974	4,590		
2431	0							2975	6,429		
2433	34							2976	1,295		
2435	0							2977	1,186		
2441	57							2978	90		
2445	300							2979	2,623		
2446	448							2980	3,094		
2447	0							2981	943		
2449	21							2983	52		
2451	255							2986	392		
2454	4,116							2997	220		
2456	2,801							2999	33		
2457	290										
2458	63							Total			
2459	214							Sub-IG 4	179,366		
2461	3,324										

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing			(4) Actual Indicated Pure Premium Serious	(5) Actual Pure Premium Non-Ser Med Only	(6) Actual Pure Premium Med Only	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment			(13) Actual Indicated Pure Premium Serious	(14) Actual Pure Premium Non-Ser Med Only	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)						
	Payroll (\$000)	Staffing Weights	Payroll (\$000)								Payroll (\$000)	Weighted Indicated Pure Premium							Payroll (\$000)	Payroll (\$000)	Weighted Indicated Pure Premium			
												Serious	Non-Ser								Med Only	Serious	Non-Ser	Med Only
2059	53	0.0003	0.454	0.713	0.039	0.000	0.000	0.000	0.000	059	2,079	-	5.757	0.023	-	0.002	0.000							
2101	1,377	0.0078	1.486	2.213	0.083	0.012	0.017	0.001	0.001	101	50,731	-	0.205	0.041	-	0.002	0.000							
2104	29,375	0.1660	-	1.215	0.024	-	0.202	0.004	0.004	104	267,600	-	0.399	0.049	-	0.066	0.008							
2105	811	0.0046	1.486	2.213	0.083	0.007	0.010	0.000	0.000	105	29,894	-	1.753	0.041	-	0.008	0.000							
2106	274	0.0015	1.486	2.213	0.083	0.002	0.003	0.000	0.000	106	10,110	-	-	0.006	-	-	0.000							
2107	2,263	0.0128	-	1.340	0.000	-	0.017	0.000	0.000	107	17,320	0.390	2.816	0.141	0.005	0.036	0.002							
2108	1,237	0.0070	1.486	2.213	0.083	0.010	0.015	0.001	0.001	108	45,584	-	0.539	0.127	-	0.004	0.001							
2109	483	0.0027	1.486	2.213	0.083	0.004	0.006	0.000	0.000	109	17,791	-	1.863	0.030	-	0.005	0.000							
2110	36	0.0002	1.486	2.213	0.083	0.000	0.000	0.000	0.000	110	1,338	-	-	0.045	-	-	0.000							
2111	11	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	111	397	-	-	0.001	-	-	0.000							
2112	2,127	0.0120	1.486	2.213	0.083	0.018	0.027	0.001	0.001	112	78,358	5.891	1.863	0.240	0.071	0.022	0.003							
2113	66	0.0004	1.486	2.213	0.083	0.001	0.001	0.000	0.000	113	2,447	-	-	0.180	-	-	0.000							
2114	18	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	114	674	-	-	0.001	-	-	0.000							
2115	5	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	0.000	115	171	-	-	0.001	-	-	0.000							
2119	412	0.0023	1.486	2.213	0.083	0.003	0.005	0.000	0.000	119	15,189	6.186	3.640	0.151	0.014	0.008	0.000							
2130	-	-	1.486	2.213	0.083	-	-	-	-	130	-	-	-	-	-	-	-							
2132	1,358	0.0077	1.486	2.213	0.083	0.011	0.017	0.001	0.001	132	50,047	0.157	-	0.025	0.001	-	0.000							
2134	24	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	134	899	-	-	0.000	-	-	0.000							
2135	-	-	1.486	2.213	0.083	-	-	-	-	135	-	-	-	-	-	-	-							
2136	42	0.0002	1.486	2.213	0.083	0.000	0.001	0.000	0.000	136	1,561	-	-	0.018	-	-	0.000							
2139	119	0.0007	1.486	2.213	0.083	0.001	0.001	0.000	0.000	139	4,400	-	0.556	0.040	-	0.000	0.000							
2141	343	0.0019	0.323	1.025	0.045	0.001	0.002	0.000	0.000	141	76,527	0.510	0.902	0.148	0.001	0.002	0.000							
2142	45	0.0003	0.323	1.025	0.045	0.000	0.000	0.000	0.000	142	11,248	-	0.383	0.003	-	0.000	0.000							
2161	240	0.0014	-	-	0.001	-	-	0.000	0.000	161	4,444	-	0.044	0.031	-	0.000	0.000							
2163	2,063	0.0117	1.486	2.213	0.083	0.017	0.026	0.001	0.001	163	75,997	-	0.138	0.037	-	0.002	0.000							
2165	127	0.0007	1.486	2.213	0.083	0.001	0.002	0.000	0.000	165	4,683	-	0.686	0.163	-	0.000	0.000							
2166	57	0.0003	1.486	2.213	0.083	0.000	0.001	0.000	0.000	166	2,108	-	-	0.417	-	-	0.000							
2201	-	-	1.486	2.213	0.083	-	-	-	-	201	-	-	-	-	-	-	-							
2204	19	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	204	696	-	-	0.001	-	-	0.000							
2205	21	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	205	764	-	-	0.001	-	-	0.000							
2221	1,813	0.0102	0.342	2.531	0.276	0.004	0.026	0.003	0.003	221	45,792	0.579	1.193	0.053	0.006	0.012	0.001							
2222	5,730	0.0324	-	2.816	0.241	-	0.091	0.008	0.008	222	253,761	-	0.862	0.093	-	0.028	0.003							
2225	1,544	0.0087	1.486	2.213	0.083	0.013	0.019	0.001	0.001	225	56,892	1.543	1.525	0.058	0.013	0.013	0.001							
2227	2,200	0.0124	1.486	2.213	0.083	0.018	0.028	0.001	0.001	227	81,060	-	0.211	0.025	-	0.003	0.000							
2255	460	0.0026	1.486	2.213	0.083	0.004	0.006	0.000	0.000	255	16,937	-	1.298	0.035	-	0.003	0.000							
2257	17	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	0.000	257	640	-	-	0.001	-	-	0.000							
2259	3,702	0.0209	1.486	2.213	0.083	0.031	0.046	0.002	0.002	259	136,403	0.569	-	0.027	0.012	-	0.001							
2261	138	0.0008	1.486	2.213	0.083	0.001	0.002	0.000	0.000	261	5,091	0.580	1.904	0.165	0.000	0.001	0.000							
2263	64	0.0004	1.486	2.213	0.083	0.001	0.001	0.000	0.000	263	2,366	-	-	0.000	-	-	0.000							
2265	-	-	1.486	2.213	0.083	-	-	-	-	265	0	-	-	0.001	-	-	-							
2281	2,020	0.0114	-	-	0.076	-	-	0.001	0.001	281	24,287	0.387	0.205	0.009	0.004	0.002	0.000							
2282	454	0.0026	1.486	2.213	0.083	0.004	0.006	0.000	0.000	282	16,718	-	0.833	0.234	-	0.002	0.001							
2285	412	0.0023	1.486	2.213	0.083	0.003	0.005	0.000	0.000	285	15,171	-	0.174	0.037	-	0.000	0.000							
2301	-	-	1.486	2.213	0.083	-	-	-	-	301	-	-	-	-	-	-	-							
2305	1,540	0.0087	1.486	2.213	0.083	0.013	0.019	0.001	0.001	305	56,754	0.549	0.299	0.130	0.005	0.003	0.001							
2306	3	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	0.000	306	125	-	-	0.001	-	-	0.000							
2309	-	-	1.486	2.213	0.083	-	-	-	-	309	-	-	-	-	-	-	-							
2311	674	0.0038	1.486	2.213	0.083	0.006	0.008	0.000	0.000	311	24,834	-	0.356	0.160	-	0.001	0.001							
2319	27	0.0002	1.486	2.213	0.083	0.000	0.000	0.000	0.000	319	977	-	-	0.002	-	-	0.000							
2323	1	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	0.000	323	50	-	-	0.001	-	-	0.000							
2327	56	0.0003	1.486	2.213	0.083	0.000	0.001	0.000	0.000	327	2,049	-	-	0.001	-	-	0.000							
2402	232	0.0013	1.486	2.213	0.083	0.002	0.003	0.000	0.000	402	8,556	1.288	2.909	0.125	0.002	0.004	0.000							
2403	1	0.0000	-	-	0.000	-	-	0.000	0.000	403	39	-	-	0.000	-	-	0.000							
2404	-	-	1.486	2.213	0.083	-	-	-	-	404	-	-	-	-	-	-	-							
2406	-	-	1.486	2.213	0.083	-	-	-	-	406	-	-	-	-	-	-	-							
2407	675	0.0038	1.486	2.213	0.083	0.006	0.008	0.000	0.000	407	24,881	-	0.076	0.009	-	0.000	0.000							
2411	1,524	0.0086	1.486	2.213	0.083	0.013	0.019	0.001	0.001	411	56,158	0.335	2.356	0.223	0.003	0.020	0.002							
2413	1,339	0.0076	1.486	2.213	0.083	0.011	0.017	0.001	0.001	413	49,348	1.456	0.859	0.071	0.011	0.007	0.001							

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary			(4) Actual Indicated Pure Premium	(5) Actual Non-Ser Med Only	(6) Actual Ser Med Only	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct			(13) Actual Indicated Pure Premium	(14) Actual Non-Ser Med Only	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)					
	Staffing Payroll (\$000)	Temporary Staffing Weights	Temporary Staffing Payroll (\$000)								Weighted Indicated Pure Premium								Employment	Payroll (\$000)	Weighted Indicated Pure Premium		
											Serious	Non-Ser	Med Only								Serious	Non-Ser	Med Only
2415	183	0.0010	1.486	2.213	0.083	0.002	0.002	0.000	415	6,743	-	0.564	0.000	-	0.001	0.000							
2416	522	0.0030	1.486	2.213	0.083	0.004	0.007	0.000	416	19,249	-	1.042	0.054	-	0.003	0.000							
2421	-	-	1.486	2.213	0.083	-	-	-	421	-	-	-	-	-	-	-							
2425	-	-	1.486	2.213	0.083	-	-	-	425	-	-	-	-	-	-	-							
2427	-	-	1.486	2.213	0.083	-	-	-	427	-	-	-	-	-	-	-							
2429	-	-	1.486	2.213	0.083	-	-	-	429	-	-	-	-	-	-	-							
2431	-	-	1.486	2.213	0.083	-	-	-	431	-	-	-	-	-	-	-							
2433	34	0.0002	1.486	2.213	0.083	0.000	0.000	0.000	433	1,266	-	5.607	0.000	-	0.001	0.000							
2435	-	-	1.486	2.213	0.083	-	-	-	435	-	-	-	-	-	-	-							
2441	57	0.0003	1.486	2.213	0.083	0.000	0.001	0.000	441	2,089	-	-	0.183	-	-	0.000							
2445	300	0.0017	1.486	2.213	0.083	0.003	0.004	0.000	445	11,054	-	8.332	0.026	-	0.014	0.000							
2446	448	0.0025	1.486	2.213	0.083	0.004	0.006	0.000	446	16,513	-	0.183	0.002	-	0.000	0.000							
2447	-	-	1.486	2.213	0.083	-	-	-	447	-	-	-	-	-	-	-							
2449	21	0.0001	1.486	2.213	0.083	0.000	0.000	0.000	449	770	-	-	0.000	-	-	0.000							
2451	255	0.0014	-	-	0.001	-	-	0.000	451	4,214	-	0.202	0.044	-	0.000	0.000							
2454	4,116	0.0233	1.486	2.213	0.083	0.035	0.051	0.002	454	151,637	0.209	0.704	0.111	0.005	0.016	0.003							
2456	2,801	0.0158	1.486	2.213	0.083	0.024	0.035	0.001	456	97,522	-	0.647	0.071	-	0.010	0.001							
2457	290	0.0016	1.486	2.213	0.083	0.002	0.004	0.000	457	10,684	-	0.510	0.067	-	0.001	0.000							
2458	63	0.0004	1.486	2.213	0.083	0.001	0.001	0.000	458	2,314	-	-	0.015	-	-	0.000							
2459	214	0.0012	1.486	2.213	0.083	0.002	0.003	0.000	459	7,896	-	0.356	0.033	-	0.000	0.000							
2461	3,324	0.0188	1.486	2.213	0.083	0.028	0.042	0.002	461	122,467	-	0.753	0.092	-	0.014	0.002							
2463	1	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	463	40	-	-	0.000	-	-	0.000							
2464	47	0.0003	1.486	2.213	0.083	0.000	0.001	0.000	464	1,728	32.821	3.724	0.293	0.009	0.001	0.000							
2465	47	0.0003	1.486	2.213	0.083	0.000	0.001	0.000	465	1,738	-	-	0.000	-	-	0.000							
2467	-	-	1.486	2.213	0.083	-	-	-	467	-	-	-	-	-	-	-							
2471	97	0.0005	1.486	2.213	0.083	0.001	0.001	0.000	471	3,557	-	-	0.073	-	-	0.000							
2472	3,845	0.0217	0.192	0.780	0.004	0.004	0.017	0.000	472	5,357	-	-	0.000	-	-	0.000							
2473	1,432	0.0081	1.486	2.213	0.083	0.012	0.018	0.001	473	52,760	0.515	0.465	0.070	0.004	0.004	0.001							
2474	1,669	0.0094	1.486	2.213	0.083	0.014	0.021	0.001	474	61,501	0.138	0.110	0.031	0.001	0.001	0.000							
2475	539	0.0030	-	-	0.001	-	-	0.000	475	131,340	-	0.748	0.049	-	0.002	0.000							
2476	129	0.0007	1.486	2.213	0.083	0.001	0.002	0.000	476	4,738	-	-	0.029	-	-	0.000							
2477	62	0.0004	1.486	2.213	0.083	0.001	0.001	0.000	477	2,299	-	-	0.144	-	-	0.000							
2483	72	0.0004	1.486	2.213	0.083	0.001	0.001	0.000	483	2,638	-	-	0.000	-	-	0.000							
2485	125	0.0007	1.486	2.213	0.083	0.001	0.002	0.000	485	4,620	-	-	0.000	-	-	0.000							
2486	1	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	486	46	-	-	0.000	-	-	0.000							
2487	434	0.0025	1.486	2.213	0.083	0.004	0.005	0.000	487	15,989	-	-	0.000	-	-	0.000							
2488	3,401	0.0192	1.486	2.213	0.083	0.029	0.043	0.002	488	125,299	-	0.309	0.040	-	0.006	0.001							
2489	266	0.0015	1.486	2.213	0.083	0.002	0.003	0.000	489	9,813	-	-	0.006	-	-	0.000							
2501	139	0.0008	1.486	2.213	0.083	0.001	0.002	0.000	501	5,117	-	0.896	0.003	-	0.001	0.000							
2502	-	-	1.486	2.213	0.083	-	-	-	502	-	-	-	-	-	-	-							
2506	485	0.0027	1.486	2.213	0.083	0.004	0.006	0.000	506	17,869	-	1.082	0.073	-	0.003	0.000							
2507	-	-	1.486	2.213	0.083	-	-	-	507	-	-	-	-	-	-	-							
2509	-	-	1.486	2.213	0.083	-	-	-	509	-	-	-	-	-	-	-							
2511	1,114	0.0063	1.486	2.213	0.083	0.009	0.014	0.001	511	41,052	-	1.993	0.096	-	0.013	0.001							
2512	-	-	1.486	2.213	0.083	-	-	-	512	-	-	-	-	-	-	-							
2513	-	-	1.486	2.213	0.083	-	-	-	513	-	-	-	-	-	-	-							
2535	3	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	535	104	-	-	0.000	-	-	0.000							
2536	42	0.0002	1.486	2.213	0.083	0.000	0.001	0.000	536	1,565	-	-	0.523	-	-	0.000							
2551	24,239	0.1370	1.486	2.213	0.083	0.204	0.303	0.011	551	888,374	-	0.116	0.012	-	0.016	0.002							
2553	3,262	0.0184	1.486	2.213	0.083	0.027	0.041	0.002	553	120,180	-	0.299	0.002	-	0.006	0.000							
2555	9,549	0.0540	1.486	2.213	0.083	0.080	0.119	0.004	555	324,748	0.720	0.214	0.045	0.039	0.012	0.002							
2563	3,562	0.0201	-	-	0.016	-	-	0.000	563	78,819	-	0.180	0.018	-	0.004	0.000							
2571	3,348	0.0189	1.486	2.213	0.083	0.028	0.042	0.002	571	123,340	-	0.032	0.027	-	0.001	0.001							
2573	545	0.0031	1.486	2.213	0.083	0.005	0.007	0.000	573	20,071	2.388	0.510	0.004	0.007	0.002	0.000							
2581	11,968	0.0676	1.486	2.213	0.083	0.101	0.150	0.006	581	440,949	1.206	0.137	0.006	0.082	0.009	0.000							
2673	41	0.0002	0.006	-	0.034	0.000	-	0.000	673	15,646	-	0.270	0.024	-	0.000	0.000							
2744	28	0.0002	1.486	2.213	0.083	0.000	0.000	0.000	744	1,018	-	8.378	0.000	-	0.001	0.000							
2924	26,164	0.1479	0.454	0.713	0.039	0.067	0.105	0.006	924	1,027,680	0.922	1.358	0.065	0.136	0.201	0.010							

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)			(4) Actual Indicated Pure Premium Serious	(5) Actual Pure Premium Non-Ser Med Only	(6) Actual Pure Premium Med Only	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)			(13) Actual Indicated Pure Premium Serious	(14) Actual Pure Premium Non-Ser Med Only	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)						
	Temporary Staffing Code	Temporary Staffing Payroll (\$000)	Temporary Staffing Weights								(11) Direct Employment Payroll (\$000)								(12) Actual Indicated Pure Premium			(13) Actual Pure Premium		
											Serious	Non-Ser	Med Only						Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
6771	6	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	4771	235	-	-	0.000	-	-	0.000								
6777	5	0.0000	1.486	2.213	0.083	0.000	0.000	0.000	4777	174	-	-	0.001	-	-	0.000								
TOTAL Sub-IG 1	176,927	1.0000					0.921	1.719	0.069	5,636,768					0.432	0.601	0.050							
Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							2.131	2.863	1.366															
2012	1,828	0.0696	0.323	1.025	0.045	0.022	0.071	0.003	012	453,124	1.130	1.065	0.082	0.079	0.074	0.006								
2601	545	0.0208	0.006	-	0.034	0.000	-	0.001	601	206,713	0.348	1.357	0.072	0.007	0.028	0.002								
2603	137	0.0052	0.006	-	0.034	0.000	-	0.000	603	52,056	-	0.460	0.036	-	0.002	0.000								
2605	13	0.0005	0.006	-	0.034	0.000	-	0.000	605	4,985	-	-	0.004	-	-	0.000								
2607	76	0.0029	0.006	-	0.034	0.000	-	0.000	607	28,792	-	0.461	0.010	-	0.001	0.000								
2608	775	0.0295	0.006	-	0.034	0.000	-	0.001	608	293,920	0.646	0.687	0.036	0.019	0.020	0.001								
2609	839	0.0319	-	0.602	0.001	-	0.019	0.000	609	488,275	0.407	0.874	0.038	0.013	0.028	0.001								
2611	18	0.0007	0.006	-	0.034	0.000	-	0.000	611	6,791	-	-	0.022	-	-	0.000								
2615	-	-	0.006	-	0.034	-	-	-	615	-	-	-	-	-	-	-								
2617	217	0.0083	0.006	-	0.034	0.000	-	0.000	617	82,365	0.550	0.825	0.019	0.005	0.007	0.000								
2625	74	0.0028	0.006	-	0.034	0.000	-	0.000	625	28,034	0.103	0.458	0.014	0.000	0.001	0.000								
2643	52	0.0020	0.006	-	0.034	0.000	-	0.000	643	19,697	-	0.737	0.032	-	0.001	0.000								
2645	267	0.0102	0.006	-	0.034	0.000	-	0.000	645	101,330	1.101	0.690	0.054	0.011	0.007	0.001								
2646	85	0.0032	0.006	-	0.034	0.000	-	0.000	646	32,074	0.318	1.283	0.102	0.001	0.004	0.000								
2647	183	0.0070	0.006	-	0.034	0.000	-	0.000	647	69,380	1.176	1.514	0.118	0.008	0.011	0.001								
2648	212	0.0081	0.006	-	0.034	0.000	-	0.000	648	80,273	2.781	1.522	0.033	0.022	0.012	0.000								
2649	98	0.0037	0.006	-	0.034	0.000	-	0.000	649	37,114	1.326	1.096	0.011	0.005	0.004	0.000								
2651	1,724	0.0656	0.570	17.835	0.121	0.037	1.171	0.008	651	212,540	1.531	1.366	0.077	0.100	0.090	0.005								
2652	603	0.0230	0.006	-	0.034	0.000	-	0.001	652	228,766	0.733	2.290	0.119	0.017	0.053	0.003								
2653	310	0.0118	0.006	-	0.034	0.000	-	0.000	653	117,378	4.604	0.721	0.020	0.054	0.009	0.000								
2654	278	0.0106	0.006	-	0.034	0.000	-	0.000	654	105,502	2.415	0.934	0.047	0.026	0.010	0.000								
2655	155	0.0059	0.006	-	0.034	0.000	-	0.000	655	58,600	-	0.920	0.166	-	0.005	0.001								
2656	149	0.0057	0.006	-	0.034	0.000	-	0.000	656	56,599	-	-	0.003	-	-	0.000								
2657	7	0.0003	0.006	-	0.034	0.000	-	0.000	657	2,561	-	-	0.000	-	-	0.000								
2658	77	0.0029	0.006	-	0.034	0.000	-	0.000	658	29,372	-	0.756	0.199	-	0.002	0.001								
2659	118	0.0045	0.006	-	0.034	0.000	-	0.000	659	44,881	-	5.750	0.015	-	0.026	0.000								
2660	543	0.0207	0.006	-	0.034	0.000	-	0.001	660	206,035	0.624	0.171	0.023	0.013	0.004	0.000								
2661	11,078	0.4218	8.393	1.572	0.106	3.540	0.663	0.045	661	614,159	-	0.510	0.060	-	0.215	0.025								
2662	158	0.0060	0.323	1.025	0.045	0.002	0.006	0.000	662	39,241	-	0.098	0.100	-	0.001	0.001								
2663	1,564	0.0596	0.006	-	0.034	0.000	-	0.002	663	593,188	0.905	0.716	0.041	0.054	0.043	0.002								
2664	1,438	0.0548	0.006	-	0.034	0.000	-	0.002	664	545,148	0.417	0.464	0.077	0.023	0.025	0.004								
2665	261	0.0099	0.006	-	0.034	0.000	-	0.000	665	99,121	-	1.374	0.095	-	0.014	0.001								
2666	46	0.0018	0.006	-	0.034	0.000	-	0.000	666	17,426	-	0.172	0.026	-	0.000	0.000								
2667	40	0.0015	0.006	-	0.034	0.000	-	0.000	667	15,320	-	-	0.015	-	-	0.000								
2668	62	0.0024	0.006	-	0.034	0.000	-	0.000	668	23,326	5.010	1.874	0.040	0.012	0.004	0.000								
2669	6	0.0002	0.006	-	0.034	0.000	-	0.000	669	2,412	9.295	-	0.000	0.002	-	0.000								
2670	104	0.0040	0.006	-	0.034	0.000	-	0.000	670	39,475	-	0.039	0.039	-	0.000	0.000								
2674	36	0.0014	0.006	-	0.034	0.000	-	0.000	674	13,654	-	0.084	0.059	-	0.000	0.000								
2675	1,153	0.0439	0.006	-	0.034	0.000	-	0.001	675	437,345	0.245	0.485	0.042	0.011	0.021	0.002								
2676	95	0.0036	0.006	-	0.034	0.000	-	0.000	676	35,896	3.702	1.974	0.041	0.013	0.007	0.000								
2677	256	0.0097	0.006	-	0.034	0.000	-	0.000	677	97,065	0.988	0.023	0.007	0.010	0.000	0.000								
2679	3	0.0001	0.006	-	0.034	0.000	-	0.000	679	1,237	-	2.569	0.017	-	0.000	0.000								
2681	11	0.0004	0.006	-	0.034	0.000	-	0.000	681	4,124	-	-	0.109	-	-	0.000								
2802	568	0.0216	0.454	0.713	0.039	0.010	0.015	0.001	802	22,315	0.676	0.079	0.027	0.015	0.002	0.001								
TOTAL Sub-IG 2	26,262	1.0000				3.614	1.946	0.070	5,647,609					0.520	0.732	0.059								
Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium							6.953	2.657	1.182															

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)		(3) Temporary Staffing Weights	(4) (5) (6) Actual Indicated Pure Premium			(7)= (8)= (9)= (4)*(3) (5)*(3) (6)*(3)			(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)		(12) (13) (14) Actual Indicated Pure Premium			(15)= (16)= (17)= (12)*(3) (13)*(3) (14)*(3)		
	Serious	Non-Ser		Med	Only	Serious	Non-Ser	Med	Only		Serious	Non-Ser	Med	Only	Serious	Non-Ser	Med	Only
2819	148	0.0001	-	0.370	0.005	-	0.000	0.000	819	40,995	-	0.647	0.028	-	0.000	0.000		
2887	453	0.0004	0.323	1.025	0.045	0.000	0.000	0.000	887	112,344	-	0.039	0.108	-	0.000	0.000		
2890	119	0.0001	0.323	1.025	0.045	0.000	0.000	0.000	890	29,389	-	0.217	0.010	-	0.000	0.000		
2891	1,906	0.0018	0.323	1.025	0.045	0.001	0.002	0.000	891	472,638	-	0.535	0.050	-	0.001	0.000		
2903	190	0.0002	-	0.370	0.005	-	0.000	0.000	903	52,751	0.880	0.139	0.004	0.000	0.000	0.000		
2905	196	0.0002	-	0.370	0.005	-	0.000	0.000	905	54,278	-	0.054	0.005	-	0.000	0.000		
2936	1,585	0.0015	0.323	1.025	0.045	0.000	0.001	0.000	936	393,070	-	-	0.002	-	-	0.000		
2940	730	0.0007	0.218	0.563	0.020	0.000	0.000	0.000	940	43,336	-	0.865	0.030	-	0.001	0.000		
2948	207	0.0002	0.323	1.025	0.045	0.000	0.000	0.000	948	51,427	0.149	0.925	0.058	0.000	0.000	0.000		
2951	21,090	0.0194	-	0.370	0.005	-	0.007	0.000	951	5,854,585	0.104	0.107	0.009	0.002	0.002	0.000		
2953	714,950	0.6577	0.025	0.126	0.010	0.017	0.083	0.007	953	30,745,482	0.011	0.034	0.005	0.007	0.023	0.003		
2955	15,074	0.0139	-	0.370	0.005	-	0.005	0.000	955	4,184,507	0.017	0.028	0.005	0.000	0.000	0.000		
2956	57,348	0.0528	0.025	0.126	0.010	0.001	0.007	0.001	956	2,469,627	0.030	0.018	0.002	0.002	0.001	0.000		
2957	89,500	0.0823	0.218	0.563	0.020	0.018	0.046	0.002	957	5,308,153	0.116	0.144	0.021	0.010	0.012	0.002		
2958	5,949	0.0055	0.218	0.563	0.020	0.001	0.003	0.000	958	353,187	0.411	1.001	0.127	0.002	0.005	0.001		
2961	83,001	0.0764	0.218	0.563	0.020	0.017	0.043	0.002	961	2,472,587	0.097	0.180	0.017	0.007	0.014	0.001		
2962	12,677	0.0117	0.025	0.126	0.010	0.000	0.001	0.000	962	545,931	-	0.007	0.001	-	0.000	0.000		
2963	1,377	0.0013	0.323	1.025	0.045	0.000	0.001	0.000	963	341,390	0.040	0.206	0.038	0.000	0.000	0.000		
2965	45,066	0.0415	1.629	1.063	0.028	0.068	0.044	0.001	965	1,518,750	0.072	0.154	0.035	0.003	0.006	0.001		
2984	6,657	0.0061	0.323	1.025	0.045	0.002	0.006	0.000	984	1,650,630	0.031	0.050	0.005	0.000	0.000	0.000		
2988	28,870	0.0266	0.323	1.025	0.045	0.009	0.027	0.001	988	7,158,266	0.015	0.035	0.005	0.000	0.001	0.000		
TOTAL Sub-IG 3	1,087,093	1.0000				0.134	0.279	0.014		63,853,323				0.034	0.067	0.009		
Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium																		
						3.970	4.164	1.470										
2011	62	0.0003	0.323	1.025	0.045	0.000	0.000	0.000	0011	15,386	2.853	0.139	0.014	0.001	0.000	0.000		
2013	76	0.0004	0.323	1.025	0.045	0.000	0.000	0.000	0013	18,958	-	1.303	0.069	-	0.001	0.000		
2709	1	0.0000	-	0.370	0.005	-	0.000	0.000	709	306	5.799	10.598	0.000	0.000	0.000	0.000		
2801	623	0.0035	0.454	0.713	0.039	0.002	0.002	0.000	801	24,493	4.581	5.457	0.210	0.016	0.019	0.001		
2806	959	0.0053	0.454	0.713	0.039	0.002	0.004	0.000	806	37,720	3.346	2.645	0.194	0.018	0.014	0.001		
2809	2,337	0.0130	0.454	0.713	0.039	0.006	0.009	0.001	809	91,878	1.883	1.314	0.195	0.025	0.017	0.003		
2813	17,632	0.0983	1.308	7.129	0.268	0.129	0.701	0.026	813	149,428	1.335	1.251	0.092	0.131	0.123	0.009		
2814	661	0.0037	0.323	1.025	0.045	0.001	0.004	0.000	814	163,793	0.079	0.706	0.059	0.000	0.003	0.000		
2815	2,555	0.0142	0.323	1.025	0.045	0.005	0.015	0.001	815	633,402	0.954	0.642	0.050	0.014	0.009	0.001		
2816	220	0.0012	0.323	1.025	0.045	0.000	0.001	0.000	816	54,610	0.922	1.106	0.042	0.001	0.001	0.000		
2818	6,467	0.0361	0.323	1.025	0.045	0.012	0.037	0.002	818	1,581,300	0.243	0.496	0.043	0.009	0.018	0.002		
2820	26	0.0001	0.323	1.025	0.045	0.000	0.000	0.000	820	6,363	-	-	0.000	-	-	0.000		
2821	1,911	0.0107	0.454	0.713	0.039	0.005	0.008	0.000	821	75,133	1.970	2.605	0.122	0.021	0.028	0.001		
2825	102	0.0006	0.323	1.025	0.045	0.000	0.001	0.000	825	25,195	-	1.511	0.063	-	0.001	0.000		
2855	8,787	0.0490	0.454	0.713	0.039	0.022	0.035	0.002	855	343,701	0.933	1.173	0.091	0.046	0.057	0.004		
2857	906	0.0051	0.454	0.713	0.039	0.002	0.004	0.000	857	35,620	6.754	2.937	0.225	0.034	0.015	0.001		
2858	430	0.0024	0.454	0.713	0.039	0.001	0.002	0.000	858	16,921	-	1.031	0.275	-	0.002	0.001		
2859	197	0.0011	0.454	0.713	0.039	0.000	0.001	0.000	859	7,743	-	-	0.094	-	-	0.000		
2860	254	0.0014	0.454	0.713	0.039	0.001	0.001	0.000	860	9,993	-	0.435	0.315	-	0.001	0.000		
2862	407	0.0023	0.454	0.713	0.039	0.001	0.002	0.000	862	16,006	2.515	1.794	0.050	0.006	0.004	0.000		
2865	40,321	0.2248	0.454	0.713	0.039	0.102	0.160	0.009	865	1,585,220	0.013	0.437	0.072	0.003	0.098	0.016		
2880	829	0.0046	0.323	1.025	0.045	0.001	0.005	0.000	880	205,474	0.334	1.239	0.116	0.002	0.006	0.001		
2882	103	0.0006	0.323	1.025	0.045	0.000	0.001	0.000	882	25,630	-	2.290	0.192	-	0.001	0.000		
2884	392	0.0022	0.323	1.025	0.045	0.001	0.002	0.000	884	97,311	-	0.224	0.010	-	0.000	0.000		
2885	201	0.0011	0.331	0.421	0.115	0.000	0.000	0.000	885	77,536	0.945	1.666	0.069	0.001	0.002	0.000		
2886	93	0.0005	0.331	0.421	0.115	0.000	0.000	0.000	886	35,703	0.147	0.483	0.173	0.000	0.000	0.000		
2888	93	0.0005	0.323	1.025	0.045	0.000	0.001	0.000	888	23,123	3.223	2.194	0.036	0.002	0.001	0.000		
2896	129	0.0007	0.323	1.025	0.045	0.000	0.001	0.000	896	31,921	-	0.297	0.021	-	0.000	0.000		

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 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 2017-2021 Direct Employment Payroll (\$000)		(12)	(13) Actual Indicated Pure Premium			(14) Weighted Indicated Pure Premium		
	(6) Serious	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(11) Serious	(12) Non-Ser	(13) Med Only	(14) Serious	(15)= (12)*(3)		(16)= (13)*(3)	(17)= (14)*(3)	(18) Serious	(19) Non-Ser	(20) Med Only	(21) Serious	(22)= (19)*(3)	(23)= (20)*(3)	
																			(11) Non-Ser
2897	3,936	0.0219	0.323	1.025	0.045	0.007	0.022	0.001	897	975,806	0.135	0.555	0.049	0.003	0.012	0.001			
2898	859	0.0048	0.323	1.025	0.045	0.002	0.005	0.000	898	213,045	0.276	0.593	0.079	0.001	0.003	0.000			
2899	145	0.0008	0.323	1.025	0.045	0.000	0.001	0.000	899	35,998	-	0.637	0.091	-	0.001	0.000			
2907	456	0.0025	0.454	0.713	0.039	0.001	0.002	0.000	907	17,934	3.761	4.286	0.131	0.010	0.011	0.000			
2910	7	0.0000	0.331	0.421	0.115	0.000	0.000	0.000	910	2,674	1.243	2.551	0.163	0.000	0.000	0.000			
2911	2,289	0.0128	0.454	0.713	0.039	0.006	0.009	0.000	911	89,973	0.512	0.542	0.019	0.007	0.007	0.000			
2914	172	0.0010	-	-	0.002	-	-	0.000	914	207,305	0.400	1.143	0.050	0.000	0.001	0.000			
2915	74	0.0004	0.331	0.421	0.115	0.000	0.000	0.000	915	28,520	-	0.675	0.055	-	0.000	0.000			
2916	1,335	0.0074	0.331	0.421	0.115	0.002	0.003	0.001	916	514,904	0.192	0.830	0.054	0.001	0.006	0.000			
2917	2,837	0.0158	0.331	0.421	0.115	0.005	0.007	0.002	917	1,094,446	0.699	1.011	0.074	0.011	0.016	0.001			
2918	87	0.0005	0.331	0.421	0.115	0.000	0.000	0.000	918	33,474	0.681	0.149	0.040	0.000	0.000	0.000			
2919	61	0.0003	0.331	0.421	0.115	0.000	0.000	0.000	919	23,348	-	0.800	0.067	-	0.000	0.000			
2920	367	0.0020	0.331	0.421	0.115	0.001	0.001	0.000	920	141,464	-	0.298	0.012	-	0.001	0.000			
2921	120	0.0007	-	-	3.078	-	-	0.002	921	24,820	-	1.596	0.123	-	0.001	0.000			
2922	715	0.0040	0.331	0.421	0.115	0.001	0.002	0.000	922	275,819	0.520	0.863	0.076	0.002	0.003	0.000			
2923	10,717	0.0597	0.193	1.923	0.072	0.012	0.115	0.004	923	4,041	-	2.900	0.000	-	0.173	0.000			
2925	938	0.0052	0.331	0.421	0.115	0.002	0.002	0.001	925	361,966	0.688	1.239	0.081	0.004	0.006	0.000			
2926	1,398	0.0078	-	-	0.027	-	-	0.000	926	128,832	0.100	0.607	0.049	0.001	0.005	0.000			
2927	1,560	0.0087	0.331	0.421	0.115	0.003	0.004	0.001	927	601,764	0.052	0.244	0.059	0.000	0.002	0.001			
2928	10,443	0.0582	3.029	1.542	0.049	0.176	0.090	0.003	928	1,459,232	0.348	0.966	0.081	0.020	0.056	0.005			
2932	115	0.0006	0.331	0.421	0.115	0.000	0.000	0.000	932	44,509	2.515	0.218	0.014	0.002	0.000	0.000			
2933	57	0.0003	0.331	0.421	0.115	0.000	0.000	0.000	933	22,161	0.300	0.289	0.025	0.000	0.000	0.000			
2934	436	0.0024	0.331	0.421	0.115	0.001	0.001	0.000	934	168,391	0.769	1.297	0.128	0.002	0.003	0.000			
2935	70	0.0004	0.331	0.421	0.115	0.000	0.000	0.000	935	26,815	0.734	0.372	0.049	0.000	0.000	0.000			
2941	2,546	0.0142	0.323	1.025	0.045	0.005	0.015	0.001	941	631,231	0.251	1.678	0.070	0.004	0.024	0.001			
2944	927	0.0052	0.323	1.025	0.045	0.002	0.005	0.000	944	229,924	-	0.228	0.061	-	0.001	0.000			
2945	265	0.0015	0.323	1.025	0.045	0.000	0.002	0.000	945	65,788	1.669	1.000	0.099	0.002	0.001	0.000			
2952	1,209	0.0067	0.323	1.025	0.045	0.002	0.007	0.000	952	263,271	0.107	0.309	0.013	0.001	0.002	0.000			
2959	4,850	0.0270	0.218	0.563	0.020	0.006	0.015	0.001	959	287,955	0.679	0.616	0.146	0.018	0.017	0.004			
2960	16,920	0.0943	0.218	0.563	0.020	0.021	0.053	0.002	960	978,277	0.388	0.891	0.084	0.037	0.084	0.008			
2964	246	0.0014	0.323	1.025	0.045	0.000	0.001	0.000	964	60,903	-	1.363	0.150	-	0.002	0.000			
2966	125	0.0007	0.323	1.025	0.045	0.000	0.001	0.000	966	31,102	0.226	0.100	0.041	0.000	0.000	0.000			
2968	231	0.0013	0.323	1.025	0.045	0.000	0.001	0.000	968	57,236	0.194	0.312	0.095	0.000	0.000	0.000			
2971	3,845	0.0214	0.323	1.025	0.045	0.007	0.022	0.001	971	952,693	0.309	1.124	0.064	0.007	0.024	0.001			
2973	1,287	0.0072	0.323	1.025	0.045	0.002	0.007	0.000	973	299,674	-	0.592	0.068	-	0.004	0.000			
2974	4,590	0.0256	0.218	0.563	0.020	0.006	0.014	0.001	974	272,534	0.316	0.679	0.096	0.008	0.017	0.002			
2975	6,429	0.0358	0.323	1.025	0.045	0.012	0.037	0.002	975	1,584,181	0.068	0.472	0.064	0.002	0.017	0.002			
2976	1,295	0.0072	0.323	1.025	0.045	0.002	0.007	0.000	976	319,700	0.427	0.476	0.080	0.003	0.003	0.001			
2977	1,186	0.0066	0.323	1.025	0.045	0.002	0.007	0.000	977	293,942	-	0.179	0.008	-	0.001	0.000			
2978	90	0.0005	0.323	1.025	0.045	0.000	0.001	0.000	978	22,436	-	0.495	0.214	-	0.000	0.000			
2979	2,623	0.0146	0.218	0.563	0.020	0.003	0.008	0.000	979	155,739	0.557	1.710	0.168	0.008	0.025	0.002			
2980	3,094	0.0172	0.454	0.713	0.039	0.008	0.012	0.001	980	121,653	0.350	0.705	0.128	0.006	0.012	0.002			
2981	943	0.0053	0.323	1.025	0.045	0.002	0.005	0.000	981	233,897	0.229	0.556	0.049	0.001	0.003	0.000			
2983	52	0.0003	0.323	1.025	0.045	0.000	0.000	0.000	983	12,850	3.155	8.799	0.120	0.001	0.003	0.000			
2986	392	0.0022	0.323	1.025	0.045	0.001	0.002	0.000	986	97,131	-	0.186	0.048	-	0.000	0.000			
2997	220	0.0012	0.323	1.025	0.045	0.000	0.001	0.000	997	54,585	1.248	0.666	0.135	0.002	0.001	0.000			
2999	33	0.0002	0.323	1.025	0.045	0.000	0.000	0.000	999	8,181	-	4.212	0.015	-	0.001	0.000			
TOTAL Sub-IG 4	179,366	1.0000				0.596	1.485	0.068		18,921,991				0.493	0.975	0.078			
Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.209	1.523	0.867											
2005	1,895	0.0453	0.454	0.713	0.039	0.021	0.032	0.002	005	74,482	4.359	2.301	0.118	0.197	0.104	0.005			
2009	-	-	0.454	0.713	0.039	-	-	-	009	2	-	-	0.000	-	-	-			
2015	8	0.0002	0.454	0.713	0.039	0.000	0.000	0.000	015	324	-	-	0.000	-	-	0.000			
2055	507	0.0121	0.454	0.713	0.039	0.006	0.009	0.000	055	19,939	-	0.588	0.024	-	0.007	0.000			

DELAWARE COMPENSATION RATING BUREAU, INC.

(1) Temporary Staffing Code	(2) Policy Years 2017-2021 Temporary Staffing Payroll (\$000)			(3) Temporary Staffing Weights	(4) Actual Indicated Pure Premium			(5) Weighted Indicated Pure Premium			(10) Direct Employment Code	(11) Policy Years 2017-2021 Direct Employment Payroll (\$000)			(12) Actual Indicated Pure Premium			(13) Weighted Indicated Pure Premium		
	Indicated Pure Premium	Non-Ser	Med Only		Indicated Pure Premium	Non-Ser	Med Only	Indicated Pure Premium	Non-Ser	Med Only		Indicated Pure Premium	Non-Ser	Med Only	Indicated Pure Premium	Non-Ser	Med Only			
2716	31	0.0007	0.323	1.025	0.045	0.000	0.001	0.000	716	7,766	-	1.830	0.029	-	0.001	0.000				
2718	355	0.0085	1.486	2.213	0.083	0.013	0.019	0.001	718	13,081	-	0.741	0.038	-	0.006	0.000				
2721	23	0.0005	0.454	0.713	0.039	0.000	0.000	0.000	721	910	-	-	0.001	-	-	0.000				
2751	95	0.0023	0.323	1.025	0.045	0.001	0.002	0.000	751	23,433	0.395	1.268	0.046	0.001	0.003	0.000				
2752	84	0.0020	0.323	1.025	0.045	0.001	0.002	0.000	752	20,808	0.345	0.737	0.013	0.001	0.001	0.000				
2753	438	0.0105	0.323	1.025	0.045	0.003	0.011	0.000	753	108,619	-	0.150	0.026	-	0.002	0.000				
2755	665	0.0159	0.323	1.025	0.045	0.005	0.016	0.001	755	164,881	-	0.186	0.017	-	0.003	0.000				
2757	863	0.0206	0.323	1.025	0.045	0.007	0.021	0.001	757	213,985	-	0.646	0.038	-	0.013	0.001				
2759	455	0.0109	0.323	1.025	0.045	0.004	0.011	0.000	759	112,815	1.952	1.979	0.094	0.021	0.022	0.001				
2803	-	-	0.454	0.713	0.039	-	-	-	803	-	-	-	-	-	-	-				
2804	3,541	0.0846	0.454	0.713	0.039	0.038	0.060	0.003	804	139,231	0.658	1.374	0.115	0.056	0.116	0.010				
2805	301	0.0072	0.454	0.713	0.039	0.003	0.005	0.000	805	11,850	5.389	4.443	0.097	0.039	0.032	0.001				
2807	676	0.0162	0.454	0.713	0.039	0.007	0.012	0.001	807	26,587	12.505	5.023	0.337	0.202	0.081	0.005				
2808	10,024	0.2396	0.454	0.713	0.039	0.109	0.171	0.009	808	394,080	1.657	3.031	0.066	0.397	0.726	0.016				
2811	11,002	0.2629	0.454	0.713	0.039	0.120	0.188	0.010	811	432,546	3.548	1.934	0.050	0.933	0.509	0.013				
2812	712	0.0170	0.454	0.713	0.039	0.008	0.012	0.001	812	27,976	0.848	1.474	0.023	0.014	0.025	0.000				
2817	668	0.0160	0.454	0.713	0.039	0.007	0.011	0.001	817	26,278	-	2.919	0.014	-	0.047	0.000				
2828	150	0.0036	0.454	0.713	0.039	0.002	0.003	0.000	828	5,914	-	1.950	0.017	-	0.007	0.000				
2904	24	0.0006	-	0.370	0.005	-	0.000	0.000	904	6,663	-	-	0.000	-	-	0.000				
2939	2	0.0000	0.323	1.025	0.045	0.000	0.000	0.000	939	413	-	-	0.453	-	-	0.000				
2954	917	0.0219	0.323	1.025	0.045	0.007	0.022	0.001	954	227,247	-	0.886	0.034	-	0.019	0.001				
2967	269	0.0064	0.323	1.025	0.045	0.002	0.007	0.000	967	66,736	0.536	0.547	0.065	0.003	0.004	0.000				
2969	344	0.0082	0.323	1.025	0.045	0.003	0.008	0.000	969	85,188	0.104	0.609	0.091	0.001	0.005	0.001				
2970	-	-	0.323	1.025	0.045	-	-	-	970	11	-	-	0.031	-	-	-				
2991	26	0.0006	0.323	1.025	0.045	0.000	0.001	0.000	991	6,348	-	2.981	3.098	-	0.002	0.002				
2992	485	0.0116	0.454	0.713	0.039	0.005	0.008	0.000	992	19,077	1.909	0.487	0.286	0.022	0.006	0.003				
2995	6,346	0.1517	0.454	0.713	0.039	0.069	0.108	0.006	995	249,500	1.231	1.756	0.070	0.187	0.266	0.011				
9428	937	0.0224	0.323	1.025	0.045	0.007	0.023	0.001	7428	232,346	-	0.400	0.042	-	0.009	0.001				
TOTAL Sub-IG 5	41,843	1.0000				0.447	0.764	0.040		2,719,036				2.074	2.016	0.073				
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.215	0.379	0.548												
GRAND TOTAL	1,511,491					0.3501	0.6330	0.0282		96,778,727				0.1998	0.3027	0.0249				
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						1.752	2.091	1.133												

DELAWARE COMPENSATION RATING BUREAU, INC.

Total			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$15,114,910 (in 00's)			
	0.09	0.33	0.38
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.752	2.091	1.133
C) Wtd Avg of PA Credibility-Weighted Ratios of Temp Staffing PP to Direct Employment PP by Sub-IG using DE weights			
Sub-IG 1	1.117	2.519	1.577
Sub-IG 2	1.207	2.619	1.594
Sub-IG 3	1.997	4.185	1.645
Sub-IG 4	1.169	2.274	1.371
Sub-IG 5	1.144	2.398	1.455
Total	1.758	3.687	1.598
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.758	3.160	1.422

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

Sub-Industry Group 1			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,769,270 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.131	2.863	1.366
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.16	0.53	0.78
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.817	2.526	1.597
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.615	2.800	1.553

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

Sub-Industry Group 2			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$262,620 (in 00's)			
	0.01	0.02	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	6.953	2.657	1.182
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.07	0.22	0.33
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.640	3.000	1.776
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.802	3.115	1.532

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

Sub-Industry Group 3			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$10,870,930 (in 00's)			
	0.08	0.27	0.30
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	3.970	4.164	1.470
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.38	1.00	1.00
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	3.339	4.185	1.645
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	2.536	4.179**	1.593**

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

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

Sub-Industry Group 4			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$1,793,660 (in 00's)			
	0.02	0.08	0.09
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.209	1.523	0.867
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.19	0.64	0.95
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	1.148	2.141	1.364
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.631	2.377	1.319**

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

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

Sub-Industry Group 5			
	Serious	Non-Serious	Medical Only
A) DE Credibility Based on Payroll of \$418,430 (in 00's)			
	0.01	0.03	0.03
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	0.215	0.379	0.548
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
	0.05	0.16	0.24
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
	0.569	1.803	1.297
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
	1.683	2.859	1.366

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

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
		Policy Years 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Serious	Direct Employment Non-Serious	Pure Premium Medical Only	Total	12/1/2024 Pre-Surcharge Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Serious	12/1/2024 Non-Serious	12/1/2024 Staffing Manual Rate	12/1/2024 Pure Premium Medical Only	Total	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rate	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rate	Proposed 12/1/2024 Percentage Change
2	059	53	1.789	0.935	0.157	2.881	4.14	937	2059	2.888	2.619	0.243	5.750	8.26	8.58	8.26	33	2,831	2,726	-3.7%
1	101	1,377	1.185	0.347	0.067	1.598	2.40	544	2101	1.914	0.970	0.103	2.987	4.49	4.84	4.49	754	36,494	33,855	-7.2%
1	104	29,375	1.017	0.470	0.065	1.553	2.31	185	2104	1.643	1.317	0.102	3.062	4.55	4.93	4.55	24,353	1,200,603	1,108,062	-7.7%
1	105	811	1.188	0.836	0.054	2.077	3.14	544	2105	1.918	2.340	0.083	4.341	6.56	7.11	6.56	449	31,924	29,454	-7.7%
1	106	274	1.851	1.003	0.099	2.953	4.29	544	2106	2.989	2.810	0.153	5.952	8.65	9.37	8.65	168	15,742	14,532	-7.7%
1	107	2,263	0.737	0.651	0.057	1.445	2.02	187	2107	1.191	1.823	0.088	3.102	4.34	4.57	4.34	1,479	67,590	64,189	-5.0%
1	108	1,237	0.703	0.561	0.076	1.339	1.91	544	2108	1.135	1.570	0.117	2.822	4.02	4.38	4.02	743	32,543	29,869	-8.2%
1	109	483	1.181	0.786	0.079	2.045	2.94	544	2109	1.907	2.200	0.122	4.229	6.08	7.11	6.08	297	21,117	18,058	-14.5%
1	110	36	0.678	0.722	0.101	1.501	2.17	544	2110	1.095	2.021	0.157	3.273	4.73	5.02	5.02	26	1,305	1,230	-5.8%
1	111	11	1.151	1.946	0.120	3.217	4.49	544	2111	1.859	5.448	0.186	7.493	10.46	11.29	10.46	7	790	732	-7.4%
1	112	2,127	3.072	2.016	0.226	5.314	7.89	544	2112	4.962	5.644	0.350	10.956	16.27	11.29	13.32	1,244	140,448	165,701	18.0%
1	113	66	0.551	0.420	0.086	1.058	1.59	544	2113	0.890	1.177	0.134	2.201	3.31	3.42	3.31	48	1,642	1,589	-3.2%
1	114	18	1.535	1.463	0.143	3.141	4.56	544	2114	2.479	4.096	0.222	6.797	9.87	10.45	9.87	14	1,463	1,382	-5.6%
1	115	5	0.561	0.562	0.150	1.273	1.85	544	2115	0.905	1.573	0.233	2.711	3.94	4.18	3.94	0	0	0	-5.7%
1	119	412	1.028	0.780	0.146	1.954	2.85	544	2119	1.661	2.183	0.226	4.070	5.94	6.05	6.05	303	18,332	17,998	-1.8%
1	130	-	0.000	0.000	0.000	0.000	3.68	544	2130	0.000	0.000	0.000	0.000	7.58	8.22	7.58	-	0	0	-7.8%
1	132	1,358	0.704	0.359	0.065	1.128	1.73	544	2132	1.136	1.006	0.102	2.244	3.44	3.59	3.44	941	33,782	32,370	-4.2%
1	134	24	0.953	0.481	0.143	1.577	2.26	544	2134	1.538	1.348	0.222	3.108	4.45	4.90	4.45	-	0	0	-9.2%
1	135	-	0.000	0.000	0.000	0.000	1.80	544	2135	0.000	0.000	0.000	0.000	3.71	4.03	3.71	-	0	0	-7.9%
1	136	42	0.687	0.599	0.119	1.406	1.99	544	2136	1.110	1.678	0.185	2.973	4.21	4.59	4.21	27	1,239	1,137	-8.3%
1	139	119	0.943	1.119	0.099	2.160	3.14	544	2139	1.522	3.132	0.154	4.808	6.99	7.36	6.99	61	4,490	4,264	-5.0%
1	141	343	1.362	0.956	0.128	2.446	3.63	947	2141	2.200	2.678	0.199	5.077	7.53	7.18	7.53	229	16,442	17,244	4.9%
1	142	45	0.594	0.542	0.053	1.189	1.77	947	2142	0.959	1.518	0.083	2.560	3.81	4.45	3.81	25	1,113	953	-14.4%
1	161	240	0.579	0.513	0.049	1.141	1.68	191	2161	0.935	1.437	0.077	2.449	3.60	3.75	3.60	195	7,313	7,020	-4.0%
1	163	2,063	0.805	0.979	0.123	1.907	2.83	544	2163	1.301	2.741	0.191	4.233	6.28	7.11	6.28	1,398	99,398	87,794	-11.7%
1	165	127	1.518	1.364	0.165	3.046	4.48	544	2165	2.451	3.818	0.256	6.525	9.60	10.08	9.60	72	7,258	6,912	-4.8%
1	166	57	0.699	0.771	0.125	1.596	2.31	544	2166	1.129	2.160	0.194	3.483	5.04	5.34	5.04	33	1,762	1,663	-5.6%
1	201	-	0.000	0.000	0.000	0.000	2.97	544	2201	0.000	0.000	0.000	0.000	6.12	7.11	6.12	-	0	0	-13.9%
1	204	19	0.609	0.838	0.142	1.589	2.36	544	2204	0.983	2.347	0.221	3.551	5.27	5.41	5.27	10	541	527	-2.6%
1	205	21	0.819	0.547	0.097	1.463	2.11	544	2205	1.322	1.533	0.151	3.006	4.34	4.68	4.34	11	515	477	-7.3%
1	221	1,813	0.562	0.553	0.050	1.165	1.68	275	2221	0.907	1.548	0.077	2.532	3.65	3.79	3.65	641	24,294	23,397	-3.7%
1	222	5,730	1.149	0.624	0.088	1.862	2.76	276	2222	1.856	1.747	0.137	3.740	5.54	5.82	5.54	3,908	227,446	216,503	-4.8%
1	225	1,544	0.952	0.401	0.051	1.404	1.98	544	2225	1.538	1.123	0.079	2.740	3.86	4.10	3.86	1,049	43,009	40,491	-5.9%
1	227	2,200	0.785	0.147	0.033	0.965	1.43	544	2227	1.268	0.412	0.051	1.731	2.56	2.81	2.56	493	13,853	12,621	-8.9%
1	255	460	0.651	0.453	0.055	1.159	1.59	544	2255	1.051	1.269	0.086	2.406	3.30	3.66	3.30	266	9,736	8,778	-9.8%
1	257	17	0.756	0.458	0.085	1.298	1.93	544	2257	1.220	1.282	0.131	2.633	3.91	4.12	3.91	17	700	665	-5.1%
1	259	3,702	0.861	0.275	0.065	1.200	1.78	544	2259	1.390	0.769	0.100	2.259	3.35	3.71	3.35	2,106	78,133	70,551	-9.7%
1	261	138	1.058	0.443	0.061	1.563	2.27	544	2261	1.709	1.241	0.095	3.045	4.42	4.96	4.42	-	0	0	-10.9%
1	263	64	0.552	0.371	0.071	0.994	1.44	544	2263	0.892	1.038	0.110	2.040	2.96	3.18	2.96	26	827	770	-6.9%
1	265	-	0.542	0.608	0.117	1.267	1.86	544	2265	0.875	1.702	0.181	2.758	4.05	4.23	4.05	-	0	0	-4.3%
1	281	2,020	0.771	0.439	0.054	1.264	1.86	297	2281	1.246	1.228	0.084	2.558	3.76	4.04	3.76	1,096	44,278	41,210	-6.9%
1	282	454	1.515	1.025	0.152	2.691	3.95	544	2282	2.446	2.870	0.236	5.552	8.15	8.65	8.15	360	31,140	29,340	-5.8%
1	285	412	0.597	0.372	0.041	1.010	1.46	544	2285	0.964	1.042	0.064	2.070	2.99	3.24	2.99	236	7,646	7,056	-7.7%
1	301	-	0.000	0.000	0.000	0.000	4.20	544	2301	0.000	0.000	0.000	0.000	8.66	9.27	8.66	-	0	0	-6.6%
1	305	1,540	1.043	0.992	0.118	2.154	3.18	544	2305	1.685	2.778	0.184	4.647	6.86	7.27	6.86	983	71,464	67,434	-5.6%
1	306	3	0.786	0.935	0.123	1.843	2.65	544	2306	1.269	2.617	0.190	4.076	5.86	7.11	5.86	1	71	59	-17.6%
1	309	-	0.000	0.000	0.000	0.000	2.14	544	2309	0.000	0.000	0.000	0.000	4.41	4.68	4.41	-	0	0	-5.8%
1	311	674	0.873	0.594	0.074	1.541	2.29	544	2311	1.410	1.663	0.115	3.188	4.74	5.00	4.74	404	20,200	19,150	-5.2%
1	319	27	0.813	1.162	0.242	2.216	3.31	544	2319	1.312	3.254	0.375	4.941	7.38	7.53	7.38	17	1,280	1,255	-2.0%
1	323	1	0.874	0.815	0.078	1.767	2.62	544	2323	1.411	2.283	0.121	3.815	5.66	6.68	5.66	1	67	57	-15.3%
1	327	56	0.412	0.785	0.133	1.330	1.91	544	2327	0.666	2.199	0.206	3.071	4.41	4.64	4.41	25	1,160	1,103	-5.0%
1	402	232	1.031	0.705	0.075	1.812	2.50	544	2402	1.665	1.975	0.117	3.757	5.18	7.11	5.18	152	10,807	7,874	-27.1%
1	403	1	0.694	0.568	0.100	1.362	1.94	491	2403	1.121	1.590	0.155	2.866	4.08	4.44	4.08	-	0	0	-8.1%
1	404	-	0.000	0.000	0.000	0.000	2.22	544	2404	0.000	0.000	0.000	0.000	4.58	4.74	4.58	-	0	0	-3.4%
1	406	-	0.000	0.000	0.000	0.000	2.27	544	2406	0.000	0.000	0.000	0.000	4.68	5.06	4.68	-	0	0	-7.5%
1	407	675	0.825	0.731	0.099	1.655	2.41	544	2407	1.332	2.046	0.154	3.532	5.14	5.53	5.14	470	25,991	24,158	-7.1%
1	411	1,524	1.472	0.898	0.089	2.460	3.43	544	2411	2.378	2.515	0.138	5.031	7.01	7.58	7.01	947	71,783	66,385	-7.5%
1	413	1,339	1.843	0.745	0.084	2.672	3.81	544	2413	2.976	2.086	0.131	5.193	7.40	8.22	7.40	713	58,609	52,762	-10.0%
1	415	183	1.171	0.467	0.078	1.716	2.55	544	2415	1.891	1.307	0.122	3.320	4.93	5.26	4.93	106	5,576	5,226	-6.3%
1	416	522	0.584	0.452	0.024	1.060														

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+12	(14)= (7)	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Serious	12/1/2024 Non-Serious	12/1/2024 Direct Employment Pure Premium Medical Only	12/1/2024 Pure Premium Total	12/1/2024 Pre-Surcharge Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Serious	12/1/2024 Non-Serious	12/1/2024 Direct Employment Pure Premium Medical Only	12/1/2024 Pure Premium Total	12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rate	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rate	Proposed 12/1/2024 Percentage Change
1	458	63	0.477	0.319	0.020	0.817	544	2458	0.771	0.894	0.032	1.697	2.37	2.64	2.37	36	950	853	-10.2%
1	459	214	0.211	0.182	0.027	0.420	544	2459	0.341	0.509	0.042	0.892	1.27	1.69	1.27	130	2,197	1,651	-24.9%
1	461	3,324	1.093	0.623	0.099	1.815	544	2461	1.765	1.745	0.154	3.664	5.45	5.75	5.45	1,988	114,310	108,346	-5.2%
1	463	1	0.521	0.660	0.098	1.279	544	2463	0.841	1.849	0.152	2.842	4.04	4.34	4.04	-	0	0	-6.9%
1	464	47	0.935	0.445	0.089	1.469	544	2464	1.510	1.247	0.139	2.896	4.26	4.56	4.26	39	1,778	1,661	-6.6%
1	465	47	0.982	0.524	0.096	1.602	544	2465	1.586	1.468	0.149	3.203	4.60	5.03	4.60	25	1,258	1,150	-8.5%
1	467	-	0.000	0.000	0.000	0.000	544	2467	0.000	0.000	0.000	0.000	5.42	7.11	5.42	-	0	0	-23.8%
1	471	97	0.377	0.191	0.045	0.613	544	2471	0.609	0.534	0.070	1.213	1.76	1.92	1.76	51	979	898	-8.3%
1	472	3,845	0.252	0.144	0.033	0.429	544	2472	0.407	0.404	0.051	0.862	1.17	1.36	1.17	2,181	29,662	25,518	-14.0%
1	473	1,432	0.656	0.408	0.056	1.119	544	2473	1.059	1.141	0.087	2.287	3.37	3.55	3.37	892	31,666	30,060	-5.1%
1	474	1,669	0.666	0.301	0.046	1.013	544	2474	1.076	0.841	0.071	1.988	3.02	3.19	3.02	1,264	40,322	38,173	-5.3%
1	475	539	0.967	0.299	0.057	1.324	499	2475	1.562	0.838	0.089	2.489	3.70	3.94	3.70	508	20,015	18,796	-6.1%
1	476	129	0.401	0.199	0.038	0.638	544	2476	0.647	0.557	0.059	1.263	1.88	2.00	1.88	81	1,620	1,523	-6.0%
1	477	62	0.501	0.349	0.050	0.899	544	2477	0.809	0.976	0.078	1.863	2.67	2.90	2.67	35	1,015	935	-7.9%
1	483	72	0.334	0.352	0.054	0.740	544	2483	0.540	0.986	0.084	1.610	2.31	2.47	2.31	43	1,062	993	-6.5%
1	485	125	0.378	0.172	0.030	0.581	544	2485	0.611	0.483	0.046	1.140	1.67	1.81	1.67	86	1,557	1,436	-7.7%
1	486	1	0.402	0.267	0.058	0.728	544	2486	0.650	0.749	0.091	1.490	2.23	2.32	2.23	-	0	0	-3.9%
1	487	434	0.357	0.149	0.023	0.528	544	2487	0.576	0.417	0.036	1.029	1.56	1.69	1.56	281	4,749	4,384	-7.7%
1	488	3,401	0.315	0.170	0.041	0.526	544	2488	0.508	0.476	0.064	1.048	1.56	1.69	1.56	2,105	35,575	32,838	-7.7%
1	489	266	0.334	0.215	0.019	0.568	544	2489	0.539	0.602	0.029	1.170	1.69	1.83	1.69	137	2,507	2,315	-7.7%
1	501	139	1.160	0.802	0.071	2.033	544	2501	1.873	2.244	0.111	4.228	6.20	7.11	6.20	83	5,901	5,146	-12.8%
1	502	-	0.000	0.000	0.000	0.000	544	2502	0.000	0.000	0.000	0.000	4.97	5.37	4.97	-	0	0	-7.4%
1	506	485	0.433	0.482	0.087	1.002	544	2506	0.699	1.350	0.136	2.185	3.20	3.29	3.20	319	10,495	10,208	-2.7%
1	507	-	0.000	0.000	0.000	0.000	544	2507	0.000	0.000	0.000	0.000	2.97	3.25	2.97	-	0	0	-8.6%
1	509	-	0.000	0.000	0.000	0.000	544	2509	0.000	0.000	0.000	0.000	8.64	8.64	8.00	-	0	0	-7.4%
1	511	1,114	1.875	0.998	0.122	2.995	544	2511	3.027	2.796	0.190	6.013	8.81	9.40	8.81	697	65,518	61,406	-6.3%
1	512	-	0.000	0.000	0.000	0.000	544	2512	0.000	0.000	0.000	0.000	6.16	7.11	6.16	-	0	0	-13.4%
1	513	-	0.000	0.000	0.000	0.000	544	2513	0.000	0.000	0.000	0.000	5.09	5.39	5.09	-	0	0	-5.6%
1	535	3	0.635	0.636	0.104	1.374	544	2535	1.025	1.780	0.161	2.966	4.23	4.56	4.23	-	0	0	-7.2%
1	536	42	1.209	1.320	0.175	2.704	544	2536	1.952	3.696	0.272	5.920	8.58	9.07	8.58	26	2,358	2,231	-5.4%
1	551	24,239	0.315	0.147	0.024	0.486	544	2551	0.509	0.412	0.037	0.958	1.42	1.69	1.42	16,516	279,120	234,527	-16.0%
1	553	3,262	1.501	0.272	0.027	1.801	544	2553	2.425	0.763	0.043	3.231	4.79	5.31	4.79	2,067	109,758	99,009	-9.8%
1	555	9,549	0.306	0.271	0.060	0.636	544	2555	0.494	0.758	0.092	1.344	1.99	2.06	1.99	6,116	125,990	121,708	-3.4%
1	563	3,562	0.539	0.147	0.033	0.718	587	2563	0.870	0.411	0.051	1.332	1.98	2.14	1.98	1,681	35,973	33,284	-7.5%
1	571	3,348	0.756	0.390	0.067	1.213	544	2571	1.221	1.091	0.104	2.416	3.59	3.94	3.59	2,063	81,282	74,062	-8.9%
1	573	545	1.240	0.561	0.092	1.893	544	2573	2.003	1.570	0.143	3.716	5.32	6.55	5.32	345	22,598	18,354	-18.8%
1	581	11,968	0.557	0.166	0.020	0.743	544	2581	0.900	0.464	0.030	1.394	2.07	2.16	2.07	6,799	146,858	140,739	-4.2%
2	673	41	1.924	1.032	0.095	3.051	682	2673	3.108	2.888	0.148	6.144	8.86	11.02	8.86	23	2,535	2,038	-19.6%
1	744	28	0.078	0.100	0.043	0.222	544	2744	0.126	0.281	0.067	0.474	0.71	1.69	1.15	5	85	58	-32.0%
3	924	26,164	0.847	1.154	0.076	2.077	937	2924	1.367	3.231	0.119	4.717	5.61	5.47	5.61	16,441	899,323	922,340	2.6%
3	4771	6	1.163	0.510	0.038	1.710	544	6771	1.878	1.427	0.058	3.363	4.96	5.31	4.96	6	319	298	-6.6%
3	4777	5	2.712	1.360	0.135	4.206	544	6777	4.379	3.807	0.210	8.396	10.38	10.87	8.396	2	217	208	-4.5%
Sub-Industry Group 1		176,927				1,4144			2,9151				115,617	4,999,582	4,742,265	-5.1%			
Total Sub-IG 1: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =													2.061						
3	012	1,828	1.078	0.923	0.082	2.083	947	2012	1.943	2.874	0.126	4.943	5.88	6.11	5.88	1,232	75,275	72,442	-3.8%
2	601	545	2.405	1.085	0.106	3.596	682	2601	4.334	3.380	0.162	7.876	10.89	13.11	10.89	336	44,050	36,590	-16.9%
2	603	137	2.290	0.591	0.046	2.927	682	2603	4.126	1.842	0.071	6.039	8.48	9.28	8.48	84	7,795	7,123	-8.6%
2	605	13	2.270	1.404	0.105	3.779	682	2605	4.090	4.372	0.162	8.624	12.39	13.11	12.39	7	918	867	-5.5%
2	607	76	0.918	0.482	0.025	1.424	682	2607	1.654	1.500	0.038	3.192	4.46	4.81	4.46	55	2,635	2,453	-6.9%
2	608	775	1.177	0.647	0.043	1.866	682	2608	2.120	2.015	0.065	4.200	5.81	6.24	5.81	433	27,019	25,157	-6.9%
2	609	839	1.220	0.957	0.064	1.940	682	2609	2.188	2.047	0.098	4.343	6.00	6.39	6.00	556	35,528	33,360	-6.1%
2	611	18	3.599	1.176	0.081	4.855	682	2611	6.485	3.662	0.124	10.271	14.64	15.60	14.64	10	1,560	1,464	-6.2%
2	615	-	0.000	0.000	0.000	0.000	682	2615	0.000	0.000	0.000	0.000	17.40	17.66	17.40	-	0	0	-1.5%
2	617	217	1.000	0.528	0.043	1.680	682	2617	1.999	1.645	0.065	3.709	5.12	5.38	5.12	122	6,747	6,246	-7.4%
2	625	74	1.570	0.746	0.076	2.392	682	2625	2.828	2.324	0.117	5.270	7.32	7.95	7.32	43	3,419	3,173	-7.2%
2	643	52	3.840	1.503	0.163	5.506	682	2643	6.910	4.892	0.250	11.851	16.92	18.02	16.				

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)=(3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)=(10)+(11)+(12)	(14)=(7)*[(13)/(6)]	(15)	(16)=(14)/(15)-1 <i>including Primary and Secondary Capping</i>	(17)	(18)=(15)*(17)	(19)=(16)*(17)	(20)=(16)/(15)-1		
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium				Total	12/1/2024 Pre-Surcharge Employment Manual Rate		12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium				Total	Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rate	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rate	Proposed 12/1/2024 Percentage Change
		Serious	Non-Serious	Medical	Pure		Employment	Manual Rate			Serious	Non-Serious	Medical	Pure		Manual Rate	Manual Rate	Manual Rate	Temp Staffing	Temp Staffing	Temp Staffing	
2	666	46	2,446	1,053	0.116	3,615	5.09	682	2666	4,408	3,280	0.177	7,865	11.08	12.61	11.08	22	2,774	2,438	-12.1%		
2	667	40	0,680	0,331	0.022	1,033	1.50	682	2667	1,226	1,031	0.034	2,291	3.33	3.45	3.33	24	828	799	-3.5%		
2	668	62	2,376	1,568	0.091	4,035	5.70	682	2668	4,282	4,884	0.139	9,305	13.14	13.65	13.14	32	4,368	4,205	-3.7%		
2	669	6	2,720	0,934	0.067	3,721	5.50	682	2669	4,901	2,908	0.103	7,912	11.70	11.96	11.70	3	359	351	-2.2%		
2	670	104	1,700	1,318	0.073	3,090	4.44	682	2670	3,063	4,104	0.111	7,278	10.46	10.95	10.46	63	6,899	6,590	-4.5%		
2	674	36	1,455	1,103	0.150	2,709	3.94	682	2674	2,623	3,437	0.229	6,289	9.15	9.33	9.15	23	2,146	2,105	-1.9%		
2	675	1,153	1,017	0,481	0.052	1,550	2.14	682	2675	1,833	1,497	0.080	3,410	4.71	5.16	4.71	637	32,869	30,003	-8.7%		
2	676	95	1,606	0,964	0.059	2,629	3.73	682	2676	2,895	3,002	0.090	5,987	8.49	8.66	8.49	57	4,936	4,839	-2.0%		
2	677	256	0,998	0,268	0.023	1,288	1.78	682	2677	1,798	0,833	0.035	2,666	3.68	4.11	3.68	121	4,973	4,453	-10.5%		
2	679	3	3,047	1,090	0.123	4,261	6.07	682	2679	5,492	3,396	0.189	9,077	12.93	13.70	12.93	2	274	259	-5.6%		
2	681	11	1,715	1,283	0.136	3,134	4.44	682	2681	3,091	3,997	0.208	7,296	10.34	10.82	10.34	6	649	620	-4.4%		
3	802	568	1,526	0,577	0.025	2,128	2.45	937	2802	2,749	1,796	0.039	4,584	5.28	6.05	5.28	280	16,940	14,784	-12.7%		
	Sub-Industry Group 2	26,262				1,8189							4,0831				16,210	937,715	880,377	-6.1%		
Total Sub-IG 2: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =													2,245									
3	819	148	0,323	0,191	0.022	0,536	0.60	949	2819	0,820	0,798	0.035	1,653	1.85	0.65	0.77	94	611	724	18.5%		
3	887	453	0,249	0,150	0.070	0,469	0.56	947	2817	0,630	0,626	0.112	1,368	1.63	2.02	1.63	274	5,535	4,466	-19.3%		
3	890	119	0,076	0,140	0.016	0,232	0.27	947	2820	0,192	0,584	0.026	0,802	0.93	1.13	0.93	73	825	679	-17.7%		
3	891	1,906	0,216	0,454	0.053	0,723	0.86	947	2819	0,548	1,896	0.085	2,529	3.01	3.55	3.01	1,169	41,500	35,187	-14.7%		
3	903	190	0,095	0,030	0.005	0,122	0.12	949	2903	0,219	0,127	0.008	0,354	0.35	0.45	0.35	122	549	427	-22.2%		
3	905	196	0,028	0,018	0.005	0,046	0.06	949	2905	0,058	0,075	0.009	0,142	0.18	0.20	0.18	133	266	239	-10.9%		
3	936	1,585	0,107	0,086	0.004	0,177	0.21	947	2936	0,272	0,278	0.006	0,556	0.66	0.72	0.66	1,012	10,525	7,286	-30.8%		
3	940	730	0,827	0,871	0.100	1,798	1.99	946	2940	2,098	3,642	0.159	5,899	6.53	4.06	4.83	574	23,304	27,724	19.0%		
3	948	207	0,344	0,474	0.059	0,877	1.00	947	2948	0,872	1,979	0.094	2,945	3.36	4.10	3.36	128	5,248	4,301	-18.0%		
3	951	21,090	0,120	0,112	0.011	0,243	0.29	949	2951	0,305	0,470	0.017	0,792	0.94	0.65	0.77	13,536	87,984	104,227	18.5%		
3	953	714,950	0,014	0,038	0.006	0,057	0.07	889	2953	0,035	0,158	0.009	0,202	0.25	0.20	0.24	435,571	871,142	1,045,370	20.0%		
3	955	15,074	0,022	0,027	0.005	0,055	0.07	949	2955	0,057	0,115	0.008	0,180	0.23	0.24	0.23	9,384	22,522	21,583	-4.2%		
3	956	57,348	0,053	0,019	0.003	0,075	0.09	889	2956	0,134	0,080	0.004	0,218	0.26	0.20	0.24	34,548	69,096	82,915	20.0%		
3	957	89,500	0,134	0,153	0.023	0,310	0.37	946	2957	0,340	0,641	0.036	1,017	1.21	1.39	1.21	68,793	956,223	832,395	-12.9%		
3	958	5,949	0,403	0,504	0.099	1,006	1.20	946	2958	1,022	2,107	0.157	3,286	3.92	4.06	3.92	4,931	200,199	193,295	-3.4%		
3	961	83,001	0,168	0,161	0.017	0,346	0.41	946	2961	0,427	0,674	0.026	1,127	1.34	1.58	1.34	74,255	1,173,229	995,017	-15.2%		
3	962	12,677	0,024	0,008	0.011	0,043	0.05	889	2962	0,060	0,034	0.018	0,112	0.13	0.17	0.14	7,383	12,551	10,336	-17.5%		
3	963	1,377	0,096	0,141	0.029	0,265	0.33	947	2963	0,243	0,589	0.045	0,877	1.06	1.18	1.06	848	10,006	8,989	-10.2%		
3	965	45,066	0,068	0,131	0.038	0,236	0.28	895	2965	0,172	0,546	0.060	0,778	0.92	0.60	0.71	28,243	169,458	200,525	18.3%		
3	984	6,657	0,039	0,044	0.007	0,089	0.11	947	2984	0,098	0,182	0.012	0,292	0.36	1.04	0.72	4,123	42,879	29,686	-30.8%		
3	988	28,870	0,022	0,035	0.005	0,062	0.07	947	2988	0,056	0,144	0.008	0,208	0.24	1.04	0.72	19,337	201,105	199,226	-0.8%		
	Sub-Industry Group 3	1,087,093				0,1205							0,4027				704,531	3,904,757	3,744,597	-4.1%		
Total Sub-IG 3: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =													3,341									
3	0011	62	0,641	0,545	0.121	1,307	1.52	947	2011	1,046	1,295	0.160	2,501	2.91	3.49	2.91	45	1,571	1,310	-16.6%		
3	0013	76	0,795	0,675	0.061	1,530	1.76	947	2013	1,297	1,603	0.080	2,980	3.43	4.31	3.43	52	2,241	1,784	-20.4%		
2	709	1	0,538	0,384	0.065	0,987	1.42	949	2709	0,877	0,913	0.086	1,876	2.70	0.67	0.79	0	0	0	17.9%		
3	801	623	1,706	1,993	0.118	3,817	4.33	937	2801	2,782	4,738	0.156	7,676	8.71	9.72	8.71	343	33,340	29,875	-10.4%		
3	806	959	2,212	2,386	0.187	4,784	5.56	937	2806	3,608	5,670	0.247	9,525	11.07	10.12	11.07	482	48,778	53,357	9.4%		
3	809	2,337	1,169	0,912	0.109	2,190	2.62	937	2809	1,907	2,167	0.143	4,217	5.05	6.11	5.05	1,351	82,546	68,226	-17.3%		
3	813	17,632	1,218	0,989	0.097	2,304	2.74	867	2813	1,966	2,350	0.128	4,464	5.31	5.78	5.31	11,710	676,838	621,801	-8.1%		
3	814	661	1,024	0,530	0.069	1,623	1.93	947	2814	1,670	1,259	0.091	3,020	3.59	4.31	3.59	431	18,576	15,473	-16.7%		
3	815	2,555	0,819	0,586	0.058	1,463	1.74	947	2815	1,336	1,392	0.077	2,805	3.34	3.59	3.34	3,59	59,486	55,344	-7.0%		
3	816	220	0,642	0,463	0.031	1,136	1.28	947	2816	1,047	1,100	0.040	2,187	2.47	2.78	2.47	137	3,809	3,384	-11.2%		
3	818	6,467	0,343	0,453	0.050	0,846	1.01	947	2818	0,559	1,077	0.066	1,702	2.03	2.10	2.03	4,147	87,087	84,184	-3.3%		
3	820	26	0,624	0,725	0.057	1,407	1.76	947	2820	1,018	1,724	0.076	2,818	3.53	3.71	3.53	11	408	388	-4.9%		
3	821	1,911	1,825	1,682	0.115	3,622	4.19	937	2821	2,976	3,998	0.152	7,126	8.24	9.21	8.24	1,045	96,245	86,108	-10.5%		
3	825	102	1,072	0,926	0.063	2,061	2.47	947	2825	1,749	2,200	0.083	4,032	4.83	5.30	4.83	57	3,021	2,753	-8.9%		
3	855	8,787	1,633	0,872	0.101	2,607	3.11	937	2855	2,663	2,074	0.134	4,871	5.81	6.43	5.81	5,027	323,236	292,069	-9.6%		
3	857	906	1,387	0,798	0.117	2,302	2.55	937	2857	2,263	1,896	0.154	4,313	4.78	6.22	4.78	544	33,837	26,003	-23.2%		
3	858	430	1,787	1,104	0.123																	

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+12	(14)= (7)	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1																		
																				Policy Years 2017-2021	Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			Pre-Surcharge Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium			Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Percentage Change
																				Direct Employment Code	Temp Staffing Payroll (\$000)	Serious	Non-Serious	Medical Only	Total			Serious	Non-Serious	Medical Only	Total						
3	919	61	0.325	0.531	0.040	0.897	1.09	929	2919	0.530	1.263	0.053	1.846	2.24	2.45	2.24	38	931	851	-8.6%																	
3	920	367	0.155	0.129	0.013	0.296	0.35	929	2920	0.252	0.306	0.017	0.575	0.68	0.72	0.68	242	1,742	1,646	-5.6%																	
3	921	120	1.166	1.057	0.161	2.384	2.80	871	2921	1.901	2.512	0.213	4.626	5.43	6.09	5.43	16	974	869	-10.8%																	
3	922	715	0.618	0.639	0.060	1.317	1.57	929	2922	1.008	1.519	0.080	2.607	3.11	3.30	3.11	488	16,104	15,177	-5.8%																	
3	923	10,717	0.710	0.451	0.043	1.204	1.42	879	2923	1.158	1.072	0.056	2.286	2.70	2.94	2.70	9,003	264,688	243,081	-8.2%																	
3	925	938	0.609	0.821	0.088	1.518	1.81	929	2925	0.993	1.952	0.116	3.061	3.65	3.75	3.65	658	24,675	24,017	-2.7%																	
3	926	1,398	0.727	0.559	0.061	1.347	1.61	881	2926	1.186	1.330	0.080	2.596	3.10	3.43	3.10	991	33,991	30,721	-9.6%																	
3	927	1,560	0.187	0.222	0.044	0.454	0.54	929	2927	0.306	0.528	0.058	0.892	1.06	1.17	1.06	1,079	12,624	11,437	-9.4%																	
3	928	10,443	0.506	0.829	0.093	1.428	1.70	883	2928	0.826	1.970	0.122	2.918	3.47	3.50	3.47	7,793	272,755	270,417	-0.9%																	
3	932	115	0.210	0.178	0.031	0.419	0.47	929	2932	0.343	0.424	0.041	0.808	0.91	1.00	0.91	72	720	655	-9.0%																	
3	933	57	1.051	0.554	0.051	1.656	1.92	929	2933	1.713	1.318	0.068	3.099	3.59	4.14	3.62	35	1,449	1,267	-12.6%																	
3	934	436	0.754	0.869	0.115	1.737	2.07	929	2934	1.230	2.065	0.151	3.446	4.11	4.37	4.11	301	13,154	12,371	-5.9%																	
3	935	70	0.304	0.304	0.038	0.646	0.78	929	2935	0.496	0.723	0.050	1.269	1.53	1.65	1.53	51	842	780	-7.3%																	
3	941	2,546	0.608	1.276	0.095	1.980	2.36	947	2941	0.992	3.034	0.126	4.152	4.95	5.06	4.95	1,724	87,234	85,338	-2.2%																	
3	944	927	0.573	0.416	0.076	1.065	1.27	947	2944	0.935	0.988	0.100	2.023	2.41	2.77	2.41	612	16,952	14,749	-13.0%																	
3	945	265	0.598	0.770	0.089	1.458	1.63	947	2945	0.976	1.830	0.118	2.924	3.27	3.76	3.27	134	5,038	4,382	-13.0%																	
3	952	1,209	0.150	0.138	0.024	0.312	0.37	947	2952	0.244	0.328	0.032	0.604	0.72	1.04	0.72	810	8,424	5,832	-30.8%																	
3	959	4,850	0.317	0.366	0.141	0.824	0.98	946	2959	0.517	0.871	0.186	1.574	1.87	1.93	1.87	3,933	75,907	73,547	-3.1%																	
3	960	16,920	0.771	0.825	0.096	1.692	2.02	946	2960	1.257	1.961	0.127	3.345	3.99	4.06	3.99	12,138	492,803	484,306	-1.7%																	
3	964	246	0.388	0.739	0.118	1.245	1.29	947	2964	0.633	1.756	0.155	2.544	2.64	3.98	2.83	145	5,771	4,104	-28.9%																	
2	966	125	0.709	0.570	0.060	1.339	1.82	947	2966	1.157	1.355	0.079	2,591	3.52	4.31	3.52	78	3,362	2,746	-18.3%																	
3	968	231	0.399	0.225	0.052	0.677	0.82	947	2968	0.651	0.535	0.069	1,255	1.52	1.67	1.52	143	2,388	2,174	-9.0%																	
3	971	3,845	0.683	0.894	0.074	1.651	1.97	947	2971	1.114	2.126	0.098	3,338	3.98	4.31	3.98	2,485	107,104	98,903	-7.7%																	
3	973	1,287	0.553	0.684	0.066	1,303	1.55	947	2973	0.903	1.625	0.087	2,615	3.11	3.76	3.11	800	30,080	24,880	-17.3%																	
3	974	4,590	0.613	0.718	0.082	1,414	1.68	946	2974	1.000	1.707	0.109	2,816	3.35	3.69	3.35	6,635	134,132	121,773	-9.2%																	
3	975	6,429	0.236	0.462	0.070	0.769	0.92	947	2975	0.386	1.099	0.093	1,578	1.89	2.04	1.89	3,978	81,151	75,184	-7.4%																	
3	976	1,295	0.268	0.520	0.081	0.869	1.04	947	2976	0.437	1.236	0.107	1,780	2.13	2.31	2.13	784	18,110	16,699	-7.8%																	
3	977	1,186	0.102	0.104	0.010	0.215	0.26	947	2977	0.166	0.246	0.013	0.425	0.51	1.04	0.72	734	7,634	5,285	-30.8%																	
3	978	90	0.773	0.503	0.096	1,372	1.69	947	2978	1.260	1.197	0.127	2,584	3.18	3.43	3.18	52	1,784	1,654	-7.3%																	
3	979	2,623	0.825	1.008	0.104	1,937	2.31	946	2979	1.346	2.395	0.138	3,879	4.63	4.06	4.63	2,119	86,031	98,110	14.0%																	
3	980	3,094	0.664	0.797	0.110	1,572	1.87	937	2980	1.084	1.895	0.145	3,124	3.72	4.11	3.72	1,729	17,062	64,319	-9.5%																	
3	981	943	0.494	0.520	0.070	1,084	1.29	947	2981	0.806	1.237	0.092	2,135	2.54	2.80	2.54	586	16,408	14,884	-9.3%																	
3	983	52	1.701	1.432	0.134	3,267	3.79	947	2983	2.774	3.404	0.177	6,355	7.37	7.04	7.37	32	2,253	2,358	4.7%																	
3	986	392	0.444	0.414	0.038	0.896	1.07	947	2986	0.724	0.983	0.050	1,757	2.10	2.36	2.10	256	6,042	5,376	-11.0%																	
3	997	220	0.248	0.163	0.030	0.440	0.47	947	2997	0.404	0.386	0.039	0,829	0.89	1.04	0.89	140	1,456	1,246	-14.4%																	
3	999	33	1.231	1.067	0.112	2,411	2.91	947	2999	2.009	2.537	0.148	4,694	5.66	6.07	5.66	20	2,124	1,132	-6.8%																	
Sub-Industry Group 4		179,366				1,4969							2,9325					116,841	4,384,651	4,053,884	-7.5%																
Total Sub-IG 4: (12/1/2024 Temp Staffing P.P.) / (12/1/2024 Direct Employment P.P.) =													1.959																								
3	005	1,895	4.335	1.731	0.139	6.205	7.03	937	2005	7.295	4.948	0.190	12,433	14.09	10.12	12.04	1,131	114,457	136,172	19.0%																	
3	009	-	7.787	2.123	0.064	9.974	11.64	937	2009	13,105	6.068	0.088	19,261	22.48	10.12	12.04	-	0	0	19.0%																	
3	015	8	4.258	1.161	0.033	5.452	6.25	937	2015	7,166	3.320	0.045	10,531	12.07	10.12	12.04	-	0	0	19.0%																	
2	055	507	1.471	0.697	0.043	2,211	3.15	937	2055	2,476	1.993	0.058	4,527	6.45	6.91	6.45	284	19,624	18,318	-6.7%																	
2	716	31	0.555	0.905	0.091	1,551	2.23	947	2716	0.934	2,589	0.124	3,647	5.24	5.25	5.24	21	1,103	1,100	-0.2%																	
2	718	355	0.919	0.504	0.061	1,514	2.20	544	2718	1,547	1,525	0.083	3,155	4.59	4.74	4.59	217	10,286	9,960	-3.2%																	
1	721	23	1.715	2.837	0.252	4,804	6.62	937	2721	2,886	7,539	0.344	10,769	15.49	10.32	12.18	11	1,135	1,340	18.0%																	
1	751	95	0.357	0.240	0.042	0.639	0.85	947	2751	0.600	0.686	0.058	1,344	1.79	2.01	1.79	64	1,286	1,146	-10.9%																	
1	752	84	0.205	0.183	0.020	0.407	0.54	947	2752	0.345	0.523	0.027	0.895	1.19	1.34	1.19	50	670	595	-11.2%																	
1	753	438	1.172	0.615	0.087	1,874	2.78	947	2753	1.972	1.760	0.119	3,851	5.71	6.32	5.71	251	15,863	14,332	-9.7%																	
1	755	665	0.601	0.212	0.028	0.841	1.25	947	2755	1.011	0.607	0.038	1,656	2.46	2.71	2.46	428	11,599	10,529	-9.2%																	
1	757	863	0.590	0.496	0.028	1,115	1.66	947	2757	0.993	1,419	0.038	2,450	3.65	3.80	3.65	483	18,354	17,630	-3.9%																	
1	759	455	1.553	1.199	0.106	2,867	4.26	947	2759	2,631	3,427	0.144	6,202	9.21	7.18	8.47	309	22,186	26,172	18.0%																	
3	803	0	0.000	0.000	0.000	0.000	8.56	937	2803	0.000	0.000	0.000	0.000	18.13	10.12	12.04	-	0	0	19.0%																	
3	804	3,541	0.665	1.019	0.088	1,772	2.11	937	2804	1,120	2,913	0.120	4,153	4.94	5.44	4.94	1,848	94,288	91,291	-3.1%																	
3	805	301	1.489	1.118	0.115	2,722	3.20	937	2805	2,506	3,197	0.156	5,859	6.89	7.41	6.89	214	15,922	14,745	-7.4%																	
3	807	676	1.293	1.318	0.093	2,705	2.93	937	2807	2,175	3,769	0.128	6,073	6.58	7.15	6.58	383	27,385	25,201	-8.0%																	
3	808	10,024	1.768	1.480	0.072	3,320	3.96	937	2808	2,976	4,233	0.098	7,306	8.71	8.35	8.71	6,240	521,000	543,504	4.3%																	
3	811	11,002	2.886	1.428	0.050	4,365	5.20	937	2811	4,474	4,083	0.069	9,010	10.73	10.12	10.73	6,407	648,388	687,471	6.0%																	
3	812	712	2.658	1.070	0.055	3,784	4.61	937	2812	4,858	4,063	0.076	7,610	9.27	10.06	9.27	406	40,844	37,636	-7.9%																	
3	817	668	1.594	1.707	0.044	3,345	3.84	937	28																												

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1	
Direct Employment Code	Policy Years 2017-2021 Temp Staffing Payroll (\$000)	12/1/2024 Direct Employment Pure Premium			12/1/2024 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2024 Temp Staffing Code	12/1/2024 Temp Staffing Pure Premium			Indicated 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	12/1/2023 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2019-2021 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2023 Temp Staffing Manual Rates	Premium Based on 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates	Proposed 12/1/2024 Temp Staffing Manual Rates
Total	1,511,491				0.5530						1.2436			977,695	16,223,297	15,455,220			-4.7%	
											2.249									

	Minimum Swing	Maximum Swing
IND GRP 1	0.68	1.18
IND GRP 2	0.68	1.18
IND GRP 3	0.69	1.19

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

* Indicates capping occurred in Column (16)

DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.93	4.55	-7.7%	4.60
187	107	2107	4.57	4.34	-5.0%	4.38
191	161	2161	3.75	3.60	-4.0%	3.64
275	221	2221	3.79	3.65	-3.7%	3.69
276	222	2222	5.82	5.54	-4.8%	5.60
297	281	2281	4.04	3.76	-6.9%	3.80
491	403	2403	4.44	4.08	-8.1%	4.12
495	451	2451	5.72	5.37	-6.1%	5.42
497	472	2472	1.36	1.17	-14.0%	1.18
499	475	2475	3.94	3.70	-6.1%	3.74
544	101	2101	4.84	4.49	-7.2%	4.54
544	105	2105	7.11	6.56	-7.7%	6.63
544	106	2106	9.37	8.65	-7.7%	8.74
544	108	2108	4.38	4.02	-8.2%	4.06
544	109	2109	7.11	6.08	-14.5%	6.14
544	110	2110	5.02	4.73	-5.8%	4.78
544	111	2111	11.29	10.46	-7.4%	10.57
544	112	2112	11.29	13.32	18.0%	13.46
544	113	2113	3.42	3.31	-3.2%	3.34
544	114	2114	10.45	9.87	-5.6%	9.97
544	115	2115	4.18	3.94	-5.7%	3.98
544	119	2119	6.05	5.94	-1.8%	6.00
544	130	2130	8.22	7.58	-7.8%	7.66
544	132	2132	3.59	3.44	-4.2%	3.48
544	134	2134	4.90	4.45	-9.2%	4.50
544	135	2135	4.03	3.71	-7.9%	3.75
544	136	2136	4.59	4.21	-8.3%	4.25
544	139	2139	7.36	6.99	-5.0%	7.06
544	163	2163	7.11	6.28	-11.7%	6.34
544	165	2165	10.08	9.60	-4.8%	9.70
544	166	2166	5.34	5.04	-5.6%	5.09
544	201	2201	7.11	6.12	-13.9%	6.18
544	204	2204	5.41	5.27	-2.6%	5.32
544	205	2205	4.68	4.34	-7.3%	4.38
544	225	2225	4.10	3.86	-5.9%	3.90
544	227	2227	2.81	2.56	-8.9%	2.59
544	255	2255	3.66	3.30	-9.8%	3.33
544	257	2257	4.12	3.91	-5.1%	3.95
544	259	2259	3.71	3.35	-9.7%	3.38
544	261	2261	4.96	4.42	-10.9%	4.47
544	263	2263	3.18	2.96	-6.9%	2.99
544	265	2265	4.23	4.05	-4.3%	4.09
544	282	2282	8.65	8.15	-5.8%	8.23
544	285	2285	3.24	2.99	-7.7%	3.02
544	301	2301	9.27	8.66	-6.6%	8.75
544	305	2305	7.27	6.86	-5.6%	6.93
544	306	2306	7.11	5.86	-17.6%	5.92
544	309	2309	4.68	4.41	-5.8%	4.46
544	311	2311	5.00	4.74	-5.2%	4.79
544	319	2319	7.53	7.38	-2.0%	7.46
544	323	2323	6.68	5.66	-15.3%	5.72
544	327	2327	4.64	4.41	-5.0%	4.46
544	402	2402	7.11	5.18	-27.1%	5.23
544	404	2404	4.74	4.58	-3.4%	4.63
544	406	2406	5.06	4.68	-7.5%	4.73
544	407	2407	5.53	5.14	-7.1%	5.19
544	411	2411	7.58	7.01	-7.5%	7.08
544	413	2413	8.22	7.40	-10.0%	7.48
544	415	2415	5.26	4.93	-6.3%	4.98
544	416	2416	3.43	3.24	-5.5%	3.27
544	421	2421	11.25	10.53	-6.4%	10.64
544	425	2425	11.29	10.84	-4.0%	10.95
544	427	2427	7.83	7.69	-1.8%	7.77
544	429	2429	7.11	5.18	-27.1%	5.23
544	431	2431	8.40	7.85	-6.5%	7.93
544	433	2433	5.62	5.26	-6.4%	5.31
544	435	2435	6.70	5.42	-19.1%	5.48
544	441	2441	1.82	1.71	-6.0%	1.73

DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	3.58	3.48	-2.8%	3.52
544	446	2446	2.11	1.99	-5.7%	2.01
544	447	2447	7.11	5.67	-20.3%	5.73
544	449	2449	3.51	3.25	-7.4%	3.28
544	454	2454	9.25	8.64	-6.6%	8.73
544	456	2456	7.47	7.04	-5.8%	7.11
544	457	2457	4.96	4.48	-9.7%	4.53
544	458	2458	2.64	2.37	-10.2%	2.39
544	459	2459	1.69	1.27	-24.9%	1.28
544	461	2461	5.75	5.45	-5.2%	5.51
544	463	2463	4.34	4.04	-6.9%	4.08
544	464	2464	4.56	4.26	-6.6%	4.30
544	465	2465	5.03	4.60	-8.5%	4.65
544	467	2467	7.11	5.42	-23.8%	5.48
544	471	2471	1.92	1.76	-8.3%	1.78
544	473	2473	3.55	3.37	-5.1%	3.40
544	474	2474	3.19	3.02	-5.3%	3.05
544	476	2476	2.00	1.88	-6.0%	1.90
544	477	2477	2.90	2.67	-7.9%	2.70
544	483	2483	2.47	2.31	-6.5%	2.33
544	485	2485	1.81	1.67	-7.7%	1.69
544	486	2486	2.32	2.23	-3.9%	2.25
544	487	2487	1.69	1.56	-7.7%	1.58
544	488	2488	1.69	1.56	-7.7%	1.58
544	489	2489	1.83	1.69	-7.7%	1.71
544	501	2501	7.11	6.20	-12.8%	6.26
544	502	2502	5.37	4.97	-7.4%	5.02
544	506	2506	3.29	3.20	-2.7%	3.23
544	507	2507	3.25	2.97	-8.6%	3.00
544	509	2509	8.64	8.00	-7.4%	8.08
544	511	2511	9.40	8.81	-6.3%	8.90
544	512	2512	7.11	6.16	-13.4%	6.22
544	513	2513	5.39	5.09	-5.6%	5.14
544	535	2535	4.56	4.23	-7.2%	4.27
544	536	2536	9.07	8.58	-5.4%	8.67
544	551	2551	1.69	1.42	-16.0%	1.43
544	553	2553	5.31	4.79	-9.8%	4.84
544	555	2555	2.06	1.99	-3.4%	2.01
544	571	2571	3.94	3.59	-8.9%	3.63
544	573	2573	6.55	5.32	-18.8%	5.37
544	581	2581	2.16	2.07	-4.2%	2.09
544	718	2718	4.74	4.59	-3.2%	4.64
544	744	2744	1.69	1.15	-32.0%	1.16
544	4771	6771	5.31	4.96	-6.6%	5.01
544	4777	6777	10.87	10.38	-4.5%	10.49
587	563	2563	2.14	1.98	-7.5%	2.00
682	601	2601	13.11	10.89	-16.9%	11.49
682	603	2603	9.28	8.48	-8.6%	8.95
682	605	2605	13.11	12.39	-5.5%	13.07
682	607	2607	4.79	4.46	-6.9%	4.70
682	608	2608	6.24	5.81	-6.9%	6.13
682	611	2611	15.60	14.64	-6.2%	15.44
682	615	2615	17.66	17.40	-1.5%	18.36
682	617	2617	5.53	5.12	-7.4%	5.40
682	625	2625	7.95	7.38	-7.2%	7.79
682	643	2643	18.02	16.82	-6.7%	17.74
682	645	2645	8.47	7.80	-7.9%	8.23
682	646	2646	8.62	8.19	-5.0%	8.64
682	647	2647	13.11	12.22	-6.8%	12.89
682	648	2648	7.63	7.34	-3.8%	7.74
682	649	2649	7.08	6.82	-3.7%	7.19
682	652	2652	13.93	13.13	-5.7%	13.85
682	653	2653	9.83	9.18	-6.6%	9.68
682	654	2654	7.01	6.60	-5.8%	6.96
682	655	2655	15.45	13.69	-11.4%	14.44
682	656	2656	7.98	6.91	-13.4%	7.29
682	657	2657	13.65	12.72	-6.8%	13.42
682	658	2658	14.46	13.52	-6.5%	14.26

DELAWARE COMPENSATION RATING BUREAU, INC.

(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)
12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	21.02	24.33	15.7%	25.67
682	660	2660	3.14	2.64	-15.9%	2.78
682	663	2663	5.37	5.17	-3.7%	5.45
682	664	2664	5.57	5.06	-9.2%	5.34
682	665	2665	9.54	8.79	-7.9%	9.27
682	666	2666	12.61	11.08	-12.1%	11.69
682	667	2667	3.45	3.33	-3.5%	3.51
682	668	2668	13.65	13.14	-3.7%	13.86
682	669	2669	11.96	11.70	-2.2%	12.34
682	670	2670	10.95	10.46	-4.5%	11.03
682	673	2673	11.02	8.86	-19.6%	9.35
682	674	2674	9.33	9.15	-1.9%	9.65
682	675	2675	5.16	4.71	-8.7%	4.97
682	676	2676	8.66	8.49	-2.0%	8.96
682	677	2677	4.11	3.68	-10.5%	3.88
682	679	2679	13.70	12.93	-5.6%	13.64
682	681	2681	10.82	10.34	-4.4%	10.91
691	609	2609	6.39	6.00	-6.1%	6.45
693	651	2651	7.68	7.56	-1.6%	7.91
695	661	2661	4.00	3.75	-6.3%	3.94
867	813	2813	5.78	5.31	-8.1%	5.36
871	921	2921	6.09	5.43	-10.8%	5.49
877	914	2914	3.44	3.26	-5.2%	3.29
879	923	2923	2.94	2.70	-8.2%	2.73
881	926	2926	3.43	3.10	-9.6%	3.13
883	928	2928	3.50	3.47	-0.9%	3.51
889	953	2953	0.20	0.24	20.0%	0.24
889	956	2956	0.20	0.24	20.0%	0.24
889	962	2962	0.17	0.14	-17.6%	0.14
895	965	2965	0.60	0.71	18.3%	0.72
929	885	2885	3.77	3.60	-4.5%	3.64
929	886	2886	2.72	2.26	-16.9%	2.28
929	910	2910	4.88	4.84	-0.8%	4.89
929	915	2915	2.98	2.33	-21.8%	2.35
929	916	2916	2.43	2.39	-1.6%	2.41
929	917	2917	4.21	4.09	-2.9%	4.13
929	918	2918	2.98	2.20	-26.2%	2.22
929	919	2919	2.45	2.24	-8.6%	2.26
929	920	2920	0.72	0.68	-5.6%	0.69
929	922	2922	3.30	3.11	-5.8%	3.14
929	925	2925	3.75	3.65	-2.7%	3.69
929	927	2927	1.17	1.06	-9.4%	1.07
929	932	2932	1.00	0.91	-9.0%	0.92
929	933	2933	4.14	3.62	-12.6%	3.66
929	934	2934	4.37	4.11	-5.9%	4.15
929	935	2935	1.65	1.53	-7.3%	1.55
937	005	2005	10.12	12.04	19.0%	12.16
937	009	2009	10.12	12.04	19.0%	12.16
937	015	2015	10.12	12.04	19.0%	12.16
937	055	2055	6.91	6.45	-6.7%	6.52
937	059	2059	8.58	8.26	-3.7%	8.34
937	721	2721	10.32	12.18	18.0%	12.30
937	801	2801	9.72	8.71	-10.4%	8.80
937	802	2802	6.05	5.28	-12.7%	5.33
937	803	2803	10.12	12.04	19.0%	12.16
937	804	2804	5.10	4.94	-3.1%	4.99
937	805	2805	7.44	6.89	-7.4%	6.96
937	806	2806	10.12	11.07	9.4%	11.18
937	807	2807	7.15	6.58	-8.0%	6.65
937	808	2808	8.35	8.71	4.3%	8.80
937	809	2809	6.11	5.05	-17.3%	5.10
937	811	2811	10.12	10.73	6.0%	10.84
937	812	2812	10.06	9.27	-7.9%	9.36
937	817	2817	9.69	8.75	-9.7%	8.84
937	821	2821	9.21	8.24	-10.5%	8.32
937	828	2828	9.71	8.97	-7.6%	9.06
937	855	2855	6.43	5.81	-9.6%	5.87
937	857	2857	6.22	4.78	-23.2%	4.83

DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	7.55	6.68	-11.5%	6.75
937	859	2859	7.79	6.78	-13.0%	6.85
937	860	2860	7.62	6.59	-13.5%	6.66
937	862	2862	8.65	7.87	-9.0%	7.95
937	865	2865	2.83	2.42	-14.5%	2.44
937	907	2907	5.71	4.92	-13.8%	4.97
937	911	2911	4.31	3.85	-10.7%	3.89
937	924	2924	5.47	5.61	2.6%	5.67
937	980	2980	4.11	3.72	-9.5%	3.76
937	992	2992	6.22	5.75	-7.6%	5.81
937	995	2995	9.11	8.36	-8.2%	8.45
946	940	2940	4.06	4.83	19.0%	4.88
946	957	2957	1.39	1.21	-12.9%	1.22
946	958	2958	4.06	3.92	-3.4%	3.96
946	959	2959	1.93	1.87	-3.1%	1.89
946	960	2960	4.06	3.99	-1.7%	4.03
946	961	2961	1.58	1.34	-15.2%	1.35
946	974	2974	3.69	3.35	-9.2%	3.38
946	979	2979	4.06	4.63	14.0%	4.68
947	011	2011	3.49	2.91	-16.6%	2.94
947	012	2012	6.11	5.88	-3.8%	5.94
947	013	2013	4.31	3.43	-20.4%	3.47
947	141	2141	7.18	7.53	4.9%	7.61
947	142	2142	4.45	3.81	-14.4%	3.85
947	662	2662	7.18	8.47	18.0%	8.94
947	716	2716	5.25	5.24	-0.2%	5.29
947	751	2751	2.01	1.79	-10.9%	1.81
947	752	2752	1.34	1.19	-11.2%	1.20
947	753	2753	6.32	5.71	-9.7%	5.77
947	755	2755	2.71	2.46	-9.2%	2.49
947	757	2757	3.80	3.65	-3.9%	3.69
947	759	2759	7.18	8.47	18.0%	8.56
947	814	2814	4.31	3.59	-16.7%	3.63
947	815	2815	3.59	3.34	-7.0%	3.37
947	816	2816	2.78	2.47	-11.2%	2.50
947	818	2818	2.10	2.03	-3.3%	2.05
947	820	2820	3.71	3.53	-4.9%	3.57
947	825	2825	5.30	4.83	-8.9%	4.88
947	880	2880	7.04	6.85	-2.7%	6.92
947	882	2882	7.04	6.73	-4.4%	6.80
947	884	2884	1.04	0.91	-12.5%	0.92
947	887	2887	2.02	1.63	-19.3%	1.65
947	888	2888	6.06	5.59	-7.8%	5.65
947	890	2890	1.13	0.93	-17.7%	0.94
947	891	2891	3.55	3.01	-15.2%	3.04
947	896	2896	1.74	1.55	-10.9%	1.57
947	897	2897	2.10	2.01	-4.3%	2.03
947	898	2898	4.79	4.25	-11.3%	4.29
947	899	2899	1.56	1.44	-7.7%	1.45
947	936	2936	1.04	0.72	-30.8%	0.73
947	939	2939	7.04	7.15	1.6%	7.22
947	941	2941	5.06	4.95	-2.2%	5.00
947	944	2944	2.77	2.41	-13.0%	2.43
947	945	2945	3.76	3.27	-13.0%	3.30
947	948	2948	4.10	3.36	-18.0%	3.39
947	952	2952	1.04	0.72	-30.8%	0.73
947	954	2954	3.54	3.30	-6.8%	3.33
947	963	2963	1.18	1.06	-10.2%	1.07
947	964	2964	3.98	2.83	-28.9%	2.86
947	966	2966	4.31	3.52	-18.3%	3.56
947	967	2967	1.52	1.55	2.0%	1.57
947	968	2968	1.67	1.52	-9.0%	1.54
947	969	2969	4.93	4.52	-8.3%	4.57
947	970	2970	7.04	8.38	19.0%	8.47
947	971	2971	4.31	3.98	-7.7%	4.02
947	973	2973	3.76	3.11	-17.3%	3.14
947	975	2975	2.04	1.89	-7.4%	1.91
947	976	2976	2.31	2.13	-7.8%	2.15

DELAWARE COMPENSATION RATING BUREAU, INC.

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12/1/2020 Temporary Staffing Code	Direct Employment Code	12/1/2024 Temporary Staffing Code	12/1/2023 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2024 Percentage Change	Proposed 12/1/2024 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	1.04	0.72	-30.8%	0.73
947	978	2978	3.43	3.18	-7.3%	3.21
947	981	2981	2.80	2.54	-9.3%	2.57
947	983	2983	7.04	7.37	4.7%	7.45
947	984	2984	1.04	0.72	-30.8%	0.73
947	986	2986	2.36	2.10	-11.0%	2.12
947	988	2988	1.04	0.72	-30.8%	0.73
947	991	2991	6.40	5.93	-7.3%	5.99
947	997	2997	1.04	0.89	-14.4%	0.90
947	999	2999	6.07	5.66	-6.8%	5.72
947	7428	9428	2.50	2.30	-8.0%	2.32
949	709	2709	0.67	0.79	17.9%	0.80
949	819	2819	0.65	0.77	18.5%	0.78
949	903	2903	0.45	0.35	-22.2%	0.35
949	904	2904	0.65	0.77	18.5%	0.78
949	905	2905	0.20	0.18	-10.0%	0.18
949	951	2951	0.65	0.77	18.5%	0.78
949	955	2955	0.24	0.23	-4.2%	0.23