

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-surge 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 2015-2019 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 2015-2019 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 (2022 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 2022 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, 2022 temporary staffing rate is calculated (column (14)) by multiplying the proposed December 1, 2022 direct employment rate by the total proposed temporary staffing pure premium divided by the total December 1, 2022 direct employment pure premium. If a class's total proposed temporary staffing pure premium and December 1, 2022 direct employment pure premium are each zero, then the associated sub-industry group's temporary staffing and direct employment pure premiums are used to calculate an appropriate factor.

The total proposed temporary staffing pure premium is the sum of the Serious, Non-Serious and Medical Only temporary staffing pure premiums. The three temporary staffing pure premiums are calculated by multiplying the December 1, 2022 Serious, Non-Serious and Medical Only direct employment pure premiums by the associated credibility-weighted differentials (calculated in Exhibit 3) of temporary staffing pure premium to direct employment pure premium. The proposed temporary staffing rates by class (column (16)) are determined by applying primary and secondary capping to the indicated temporary staffing rates in column (14).

Exhibit 5 is a summary of the temporary staffing rates by class. The pre-surge temporary staffing rates approved effective December 1, 2021, the pre-surge rates proposed effective December 1, 2022, and the proposed rate change, are shown. Also shown are the proposed post-surge 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 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)	Proposed Temporary Staffing Code	Policy Years 2015-2019 Payroll (\$000)
2059	54	2463	9	2012	1,252	2819	117	2011	31	2005	2,353
2101	1,334	2464	40	2601	614	2887	368	2013	55	2009	0
2104	9,822	2465	34	2603	132	2890	94	2709	1	2015	1
2105	199	2467	0	2605	14	2891	1,410	2801	989	2055	751
2106	266	2471	113	2607	40	2903	148	2806	1,282	2716	19
2107	1,985	2472	3,407	2608	927	2905	131	2809	3,426	2718	297
2108	1,157	2473	1,291	2609	1,087	2936	1,141	2813	14,222	2721	38
2109	461	2474	1,067	2611	22	2940	332	2814	504	2751	64
2110	33	2475	174	2615	0	2948	169	2815	1,869	2752	66
2111	12	2476	129	2617	259	2951	16,367	2816	167	2753	393
2112	2,132	2477	71	2625	78	2953	669,451	2818	4,942	2755	560
2113	63	2483	70	2643	75	2955	13,030	2820	21	2757	783
2114	12	2485	102	2645	338	2956	55,454	2821	2,763	2759	326
2115	0	2486	1	2646	99	2957	49,190	2825	91	2803	0
2119	223	2487	429	2647	198	2958	2,900	2855	11,890	2804	5,118
2130	0	2488	3,233	2648	255	2961	22,260	2857	1,026	2805	287
2132	1,264	2489	343	2649	121	2962	12,752	2858	566	2807	995
2134	65	2501	101	2651	5,007	2963	1,106	2859	230	2808	11,983
2135	0	2502	0	2652	714	2965	37,219	2860	381	2811	14,555
2136	45	2506	293	2653	381	2984	5,256	2862	659	2812	734
2139	143	2507	0	2654	357	2988	21,044	2865	56,186	2817	1,353
2141	224	2509	0	2655	175			2880	625	2828	193
2142	42	2511	979	2656	181	Total		2882	85	2904	15
2161	63	2512	0	2657	15	Sub-IG 3	909,939	2884	296	2939	1
2163	1,807	2513	0	2658	104			2885	122	2954	796
2165	156	2535	3	2659	129			2886	73	2967	230
2166	60	2536	51	2660	656			2888	71	2969	281
2201	0	2551	18,571	2661	8,102			2896	110	2970	0
2204	25	2553	2,942	2662	113			2897	2,865	2991	18
2205	18	2555	8,608	2663	1,870			2898	730	2992	597
2221	3,429	2563	4,199	2664	1,704			2899	97	2995	8,535
2222	5,453	2571	3,277	2665	304			2907	718	9428	854
2225	1,277	2573	226	2666	59			2910	6		
2227	4,765	2581	12,561	2667	47			2911	2,913	Total	
2255	541	2673	51	2668	80			2914	232	Sub-IG 5	52,196
2257	5	2744	30	2669	9			2915	47		
2259	4,110	2924	30,323	2670	114			2916	1,100		
2261	1	6771	0	2674	33			2917	2,148	Grand	
2263	81	6777	6	2675	1,308			2918	64	Total	1,315,227
2265	0			2676	104			2919	51		
2281	2,688	Total		2677	382			2920	304		
2282	243	Sub-IG 1	155,328	2679	5			2921	122		
2285	467			2681	12			2922	557		
2301	0			2802	831			2923	6,662		
2305	1,401							2925	722		
2306	6			Total				2926	925		
2309	0			Sub-IG 2	28,307			2927	1,188		
2311	724							2928	8,188		
2319	20							2932	112		
2323	4							2933	51		
2327	74							2934	334		
2402	211							2935	50		
2403	52							2941	1,736		
2404	0							2944	659		
2406	0							2945	265		
2407	413							2952	1,036		
2411	1,452							2959	2,476		
2413	1,622							2960	9,815		
2415	198							2964	221		
2416	516							2966	98		
2421	0							2968	170		
2425	0							2971	2,800		
2427	0							2973	993		
2429	0							2974	2,219		
2431	0							2975	5,026		
2433	34							2976	1,026		
2435	0							2977	931		
2441	68							2978	73		
2445	420							2979	1,238		
2446	424							2980	4,476		
2447	0							2981	807		
2449	26							2983	41		
2451	181							2986	289		
2454	3,268							2997	166		
2456	2,477							2999	27		
2457	319										
2458	72							Total			
2459	228							Sub-IG 4	169,457		
2461	3,659										

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Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2059	54	0.0003	-	0.684	0.090	-	0.000	0.000	059	1,384	3.001	3.780	0.001	0.001	0.001	0.000
2101	1,334	0.0086	0.341	0.771	0.184	0.003	0.007	0.002	101	46,533	0.246	0.202	0.048	0.002	0.002	0.000
2104	9,822	0.0632	-	0.060	0.001	-	0.004	0.000	104	225,837	0.205	0.326	0.035	0.013	0.021	0.002
2105	199	0.0013	0.341	0.771	0.184	0.000	0.001	0.000	105	6,937	0.133	2.470	0.181	0.000	0.003	0.000
2106	266	0.0017	0.341	0.771	0.184	0.001	0.001	0.000	106	9,269	-	0.064	0.158	-	0.000	0.000
2107	1,985	0.0128	-	-	0.000	-	-	0.000	107	12,564	0.995	1.386	0.186	0.013	0.018	0.002
2108	1,157	0.0074	0.341	0.771	0.184	0.003	0.006	0.001	108	40,378	0.629	0.663	0.173	0.005	0.005	0.001
2109	461	0.0030	0.341	0.771	0.184	0.001	0.002	0.001	109	16,091	-	0.867	0.139	-	0.003	0.000
2110	33	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	110	1,161	-	-	0.001	-	-	0.000
2111	12	0.0001	0.341	0.771	0.184	0.000	0.000	0.000	111	425	-	-	0.001	-	-	0.000
2112	2,132	0.0137	0.341	0.771	0.184	0.005	0.011	0.003	112	74,386	1.599	2.176	0.265	0.022	0.030	0.004
2113	63	0.0004	0.341	0.771	0.184	0.000	0.000	0.000	113	2,210	-	-	0.077	-	-	0.000
2114	12	0.0001	0.341	0.771	0.184	0.000	0.000	0.000	114	434	-	-	0.001	-	-	0.000
2115	-	-	0.341	0.771	0.184	-	-	-	115	-	-	-	-	-	-	-
2119	223	0.0014	0.341	0.771	0.184	0.000	0.001	0.000	119	7,791	13.033	4.608	0.116	0.019	0.007	0.000
2130	-	-	0.341	0.771	0.184	-	-	-	130	-	-	-	-	-	-	-
2132	1,264	0.0081	0.341	0.771	0.184	0.003	0.006	0.001	132	44,110	0.558	-	0.000	0.005	-	0.000
2134	65	0.0004	0.341	0.771	0.184	0.000	0.000	0.000	134	2,252	-	-	0.022	-	-	0.000
2135	-	-	0.341	0.771	0.184	-	-	-	135	-	-	-	-	-	-	-
2136	45	0.0003	0.341	0.771	0.184	0.000	0.000	0.000	136	1,553	-	-	0.001	-	-	0.000
2139	143	0.0009	0.341	0.771	0.184	0.000	0.001	0.000	139	4,979	0.546	10.888	0.262	0.001	0.010	0.000
2141	224	0.0014	0.553	0.894	0.114	0.001	0.001	0.000	141	67,103	1.753	0.075	0.206	0.003	0.000	0.000
2142	42	0.0003	0.553	0.894	0.114	0.000	0.000	0.000	142	12,488	-	2.654	0.102	-	0.001	0.000
2161	63	0.0004	-	-	0.001	-	-	0.000	161	4,273	-	-	0.067	-	-	0.000
2163	1,807	0.0116	0.341	0.771	0.184	0.004	0.009	0.002	163	63,060	-	0.175	0.074	-	0.002	0.001
2165	156	0.0010	0.341	0.771	0.184	0.000	0.001	0.000	165	5,453	0.373	0.091	0.187	0.000	0.000	0.000
2166	60	0.0004	0.341	0.771	0.184	0.000	0.000	0.000	166	2,094	-	-	0.247	-	-	0.000
2201	-	-	0.341	0.771	0.184	-	-	-	201	-	-	-	-	-	-	-
2204	25	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	204	859	-	-	0.001	-	-	0.000
2205	18	0.0001	0.341	0.771	0.184	0.000	0.000	0.000	205	644	-	-	0.001	-	-	0.000
2221	3,429	0.0221	-	1.488	0.169	-	0.033	0.004	221	38,002	0.312	1.055	0.097	0.007	0.023	0.002
2222	5,453	0.0351	0.117	4.373	0.447	0.004	0.154	0.016	222	230,365	0.375	0.884	0.106	0.013	0.031	0.004
2225	1,277	0.0082	0.341	0.771	0.184	0.003	0.006	0.002	225	44,552	1.024	1.250	0.074	0.008	0.010	0.001
2227	4,765	0.0307	0.341	0.771	0.184	0.010	0.024	0.006	227	166,236	-	0.106	0.043	-	0.003	0.001
2255	541	0.0035	0.341	0.771	0.184	0.001	0.003	0.001	255	18,863	2.124	0.898	0.055	0.007	0.003	0.000
2257	5	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	257	179	-	-	0.002	-	-	0.000
2259	4,110	0.0265	0.341	0.771	0.184	0.009	0.020	0.005	259	143,412	1.650	0.147	0.044	0.044	0.004	0.001
2261	1	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	261	47	-	-	0.000	-	-	0.000
2263	81	0.0005	0.341	0.771	0.184	0.000	0.000	0.000	263	2,823	0.130	5.228	0.001	0.000	0.003	0.000
2265	-	-	0.341	0.771	0.184	-	-	-	265	-	-	-	-	-	-	-
2281	2,688	0.0173	-	-	0.053	-	-	0.001	281	24,082	-	0.457	0.032	-	0.008	0.001
2282	243	0.0016	0.341	0.771	0.184	0.001	0.001	0.000	282	8,484	-	0.013	0.213	-	0.000	0.000
2285	467	0.0030	0.341	0.771	0.184	0.001	0.002	0.001	285	16,309	-	0.634	0.119	-	0.002	0.000
2301	-	-	0.341	0.771	0.184	-	-	-	301	-	-	-	-	-	-	-
2305	1,401	0.0090	0.341	0.771	0.184	0.003	0.007	0.002	305	48,887	2.932	1.331	0.247	0.026	0.012	0.002
2306	6	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	306	221	-	-	0.078	-	-	0.000
2309	-	-	0.341	0.771	0.184	-	-	-	309	-	-	-	-	-	-	-
2311	724	0.0047	0.341	0.771	0.184	0.002	0.004	0.001	311	25,261	-	0.171	0.232	-	0.001	0.001
2319	20	0.0001	0.341	0.771	0.184	0.000	0.000	0.000	319	698	-	-	0.002	-	-	0.000
2323	4	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	323	157	-	-	0.000	-	-	0.000
2327	74	0.0005	0.341	0.771	0.184	0.000	0.000	0.000	327	2,570	-	-	0.445	-	-	0.000
2402	211	0.0014	0.341	0.771	0.184	0.000	0.001	0.000	402	7,378	-	1.038	0.143	-	0.001	0.000
2403	52	0.0003	-	-	0.000	-	-	0.000	403	39	-	-	0.001	-	-	0.000
2404	-	-	0.341	0.771	0.184	-	-	-	404	-	-	-	-	-	-	-
2406	-	-	0.341	0.771	0.184	-	-	-	406	-	-	-	-	-	-	-
2407	413	0.0027	0.341	0.771	0.184	0.001	0.002	0.000	407	14,418	-	-	0.251	-	-	0.001
2411	1,452	0.0093	0.341	0.771	0.184	0.003	0.007	0.002	411	50,665	0.585	2.015	0.290	0.005	0.019	0.003
2413	1,622	0.0104	0.341	0.771	0.184	0.004	0.008	0.002	413	56,583	2.023	0.755	0.088	0.021	0.008	0.001

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Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2415	198	0.0013	0.341	0.771	0.184	0.000	0.001	0.000	415	6,923	-	0.370	0.005	-	0.000	0.000
2416	516	0.0033	0.341	0.771	0.184	0.001	0.003	0.001	416	18,014	0.028	1.272	0.062	0.000	0.004	0.000
2421	-	-	0.341	0.771	0.184	-	-	-	421	-	-	-	-	-	-	-
2425	-	-	0.341	0.771	0.184	-	-	-	425	-	-	-	-	-	-	-
2427	-	-	0.341	0.771	0.184	-	-	-	427	-	-	-	-	-	-	-
2429	-	-	0.341	0.771	0.184	-	-	-	429	-	-	-	-	-	-	-
2431	-	-	0.341	0.771	0.184	-	-	-	431	-	-	-	-	-	-	-
2433	34	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	433	1,169	3.099	3.936	0.173	0.001	0.001	0.000
2435	-	-	0.341	0.771	0.184	-	-	-	435	-	-	-	-	-	-	-
2441	68	0.0004	0.341	0.771	0.184	0.000	0.000	0.000	441	2,361	-	-	0.227	-	-	0.000
2445	420	0.0027	0.341	0.771	0.184	0.001	0.002	0.000	445	14,643	0.068	5.110	0.142	0.000	0.014	0.000
2446	424	0.0027	0.341	0.771	0.184	0.001	0.002	0.001	446	14,806	0.091	0.207	0.032	0.000	0.001	0.000
2447	-	-	0.341	0.771	0.184	-	-	-	447	-	-	-	-	-	-	-
2449	26	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	449	917	-	-	0.000	-	-	0.000
2451	181	0.0012	-	-	0.001	-	-	0.000	451	5,378	-	0.018	0.044	-	0.000	0.000
2454	3,268	0.0210	0.341	0.771	0.184	0.007	0.016	0.004	454	114,018	1.580	0.690	0.206	0.033	0.015	0.004
2456	2,477	0.0159	0.341	0.771	0.184	0.005	0.012	0.003	456	86,418	0.380	0.287	0.105	0.006	0.005	0.002
2457	319	0.0021	0.341	0.771	0.184	0.001	0.002	0.000	457	11,113	-	-	0.018	-	-	0.000
2458	72	0.0005	0.341	0.771	0.184	0.000	0.000	0.000	458	2,519	-	-	0.018	-	-	0.000
2459	228	0.0015	0.341	0.771	0.184	0.001	0.001	0.000	459	7,949	0.081	0.484	0.049	0.000	0.001	0.000
2461	3,659	0.0236	0.341	0.771	0.184	0.008	0.018	0.004	461	127,652	0.303	0.393	0.157	0.007	0.009	0.004
2463	9	0.0001	0.341	0.771	0.184	0.000	0.000	0.000	463	329	-	-	0.000	-	-	0.000
2464	40	0.0003	0.341	0.771	0.184	0.000	0.000	0.000	464	1,400	-	-	0.484	-	-	0.000
2465	34	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	465	1,202	-	-	0.001	-	-	0.000
2467	-	-	0.341	0.771	0.184	-	-	-	467	-	-	-	-	-	-	-
2471	113	0.0007	0.341	0.771	0.184	0.000	0.001	0.000	471	3,953	-	0.015	0.002	-	0.000	0.000
2472	3,407	0.0219	-	-	0.000	-	-	0.000	472	7,423	-	-	0.000	-	-	0.000
2473	1,291	0.0083	0.341	0.771	0.184	0.003	0.006	0.002	473	45,036	3.790	0.909	0.107	0.032	0.008	0.001
2474	1,067	0.0069	0.341	0.771	0.184	0.002	0.005	0.001	474	37,241	-	0.021	0.006	-	0.000	0.000
2475	174	0.0011	-	-	0.001	-	-	0.000	475	132,284	-	0.272	0.035	-	0.000	0.000
2476	129	0.0008	0.341	0.771	0.184	0.000	0.001	0.000	476	4,514	-	-	0.049	-	-	0.000
2477	71	0.0005	0.341	0.771	0.184	0.000	0.000	0.000	477	2,472	-	-	0.155	-	-	0.000
2483	70	0.0005	0.341	0.771	0.184	0.000	0.000	0.000	483	2,448	-	-	0.000	-	-	0.000
2485	102	0.0007	0.341	0.771	0.184	0.000	0.001	0.000	485	3,559	-	-	0.000	-	-	0.000
2486	1	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	486	45	-	-	0.000	-	-	0.000
2487	429	0.0028	0.341	0.771	0.184	0.001	0.002	0.001	487	14,968	-	0.124	0.000	-	0.000	0.000
2488	3,233	0.0208	0.341	0.771	0.184	0.007	0.016	0.004	488	112,788	1.594	0.321	0.049	0.033	0.007	0.001
2489	343	0.0022	0.341	0.771	0.184	0.001	0.002	0.000	489	11,977	-	0.808	0.007	-	0.002	0.000
2501	101	0.0007	0.341	0.771	0.184	0.000	0.001	0.000	501	3,534	-	0.916	0.005	-	0.001	0.000
2502	-	-	0.341	0.771	0.184	-	-	-	502	-	-	-	-	-	-	-
2506	293	0.0019	0.341	0.771	0.184	0.001	0.001	0.000	506	10,214	9.272	2.039	1.137	0.017	0.004	0.002
2507	-	-	0.341	0.771	0.184	-	-	-	507	13	-	-	0.000	-	-	-
2509	-	-	0.341	0.771	0.184	-	-	-	509	-	-	-	-	-	-	-
2511	979	0.0063	0.341	0.771	0.184	0.002	0.005	0.001	511	34,152	1.806	1.348	0.184	0.011	0.008	0.001
2512	-	-	0.341	0.771	0.184	-	-	-	512	-	-	-	-	-	-	-
2513	-	-	0.341	0.771	0.184	-	-	-	513	-	-	-	-	-	-	-
2535	3	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	535	104	-	-	0.001	-	-	0.000
2536	51	0.0003	0.341	0.771	0.184	0.000	0.000	0.000	536	1,786	-	-	0.541	-	-	0.000
2551	18,571	0.1196	0.341	0.771	0.184	0.041	0.092	0.022	551	647,914	-	0.114	0.020	-	0.014	0.002
2553	2,942	0.0189	0.341	0.771	0.184	0.006	0.015	0.003	553	102,658	-	-	0.001	-	-	0.000
2555	8,608	0.0554	0.341	0.771	0.184	0.019	0.043	0.010	555	300,319	1.139	0.400	0.066	0.063	0.022	0.004
2563	4,199	0.0270	-	-	0.004	-	-	0.000	563	84,347	-	0.305	0.043	-	0.008	0.001
2571	3,277	0.0211	0.341	0.771	0.184	0.007	0.016	0.004	571	114,331	0.539	0.112	0.031	0.011	0.002	0.001
2573	226	0.0015	0.341	0.771	0.184	0.000	0.001	0.000	573	7,886	-	0.748	0.139	-	0.001	0.000
2581	12,561	0.0809	0.341	0.771	0.184	0.028	0.062	0.015	581	438,258	0.904	0.155	0.017	0.073	0.013	0.001
2673	51	0.0003	2.572	1.739	0.128	0.001	0.001	0.000	673	14,498	-	0.261	0.052	-	0.000	0.000
2744	30	0.0002	0.341	0.771	0.184	0.000	0.000	0.000	744	1,062	0.402	6.215	0.000	0.000	0.001	0.000
2924	30,323	0.1952	-	0.684	0.090	-	0.134	0.018	924	776,123	1.236	1.361	0.095	0.241	0.266	0.018

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
6771	-	-	0.341	0.771	0.184	-	-	-	4771	-	-	-	-	-	-	-
6777	6	0.0000	0.341	0.771	0.184	0.000	0.000	0.000	4777	212	-	-	0.001	-	-	0.000
TOTAL Sub-IG 1	155,328	1.0000				0.210	0.788	0.149		4,887,429				0.745	0.636	0.076
Sub-Industry Group 1 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.282	1.240	1.968								
2012	1,252	0.0442	0.553	0.894	0.114	0.024	0.040	0.005	012	374,354	1.751	0.968	0.092	0.077	0.043	0.004
2601	614	0.0217	2.572	1.739	0.128	0.056	0.038	0.003	601	175,482	1.778	1.371	0.124	0.039	0.030	0.003
2603	132	0.0047	2.572	1.739	0.128	0.012	0.008	0.001	603	37,714	10.181	0.374	0.098	0.047	0.002	0.000
2605	14	0.0005	2.572	1.739	0.128	0.001	0.001	0.000	605	3,955	-	-	0.129	-	-	0.000
2607	40	0.0014	2.572	1.739	0.128	0.004	0.002	0.000	607	11,541	-	0.357	0.018	-	0.001	0.000
2608	927	0.0327	2.572	1.739	0.128	0.084	0.057	0.004	608	264,667	1.376	0.570	0.067	0.045	0.019	0.002
2609	1,087	0.0384	-	0.314	0.016	-	0.012	0.001	609	435,456	1.795	0.689	0.090	0.069	0.026	0.003
2611	22	0.0008	2.572	1.739	0.128	0.002	0.001	0.000	611	6,365	-	1.466	0.031	-	0.001	0.000
2615	-	-	2.572	1.739	0.128	-	-	-	615	-	-	-	-	-	-	-
2617	259	0.0091	2.572	1.739	0.128	0.024	0.016	0.001	617	74,039	1.873	0.862	0.045	0.017	0.008	0.000
2625	78	0.0028	2.572	1.739	0.128	0.007	0.005	0.000	625	22,255	2.750	0.694	0.080	0.008	0.002	0.000
2643	75	0.0026	2.572	1.739	0.128	0.007	0.005	0.000	643	21,451	-	1.371	0.012	-	0.004	0.000
2645	338	0.0119	2.572	1.739	0.128	0.031	0.021	0.002	645	96,664	1.402	0.829	0.108	0.017	0.010	0.001
2646	99	0.0035	2.572	1.739	0.128	0.009	0.006	0.000	646	28,285	0.963	0.357	0.096	0.003	0.001	0.000
2647	198	0.0070	2.572	1.739	0.128	0.018	0.012	0.001	647	56,644	3.958	2.596	0.247	0.028	0.018	0.002
2648	255	0.0090	2.572	1.739	0.128	0.023	0.016	0.001	648	72,813	2.530	1.854	0.093	0.023	0.017	0.001
2649	121	0.0043	2.572	1.739	0.128	0.011	0.007	0.001	649	34,585	3.763	1.347	0.100	0.016	0.006	0.000
2651	5,007	0.1769	16.103	1.219	0.029	2.848	0.216	0.005	651	184,796	2.245	1.030	0.093	0.397	0.182	0.017
2652	714	0.0252	2.572	1.739	0.128	0.065	0.044	0.003	652	204,036	5.203	2.377	0.137	0.131	0.060	0.003
2653	381	0.0135	2.572	1.739	0.128	0.035	0.023	0.002	653	108,872	2.905	1.078	0.029	0.039	0.015	0.000
2654	357	0.0126	2.572	1.739	0.128	0.032	0.022	0.002	654	102,035	1.256	1.267	0.078	0.016	0.016	0.001
2655	175	0.0062	2.572	1.739	0.128	0.016	0.011	0.001	655	49,911	1.705	0.326	0.043	0.011	0.002	0.000
2656	181	0.0064	2.572	1.739	0.128	0.016	0.011	0.001	656	51,703	-	-	0.017	-	-	0.000
2657	15	0.0005	2.572	1.739	0.128	0.001	0.001	0.000	657	4,380	-	-	0.013	-	-	0.000
2658	104	0.0037	2.572	1.739	0.128	0.009	0.006	0.000	658	29,810	6.108	1.148	0.073	0.022	0.004	0.000
2659	129	0.0046	2.572	1.739	0.128	0.012	0.008	0.001	659	36,961	11.122	4.480	0.091	0.051	0.020	0.000
2660	656	0.0232	2.572	1.739	0.128	0.060	0.040	0.003	660	187,354	1.622	0.172	0.028	0.038	0.004	0.001
2661	8,102	0.2862	5.328	1.843	0.009	1.525	0.528	0.003	661	556,875	0.979	0.414	0.084	0.280	0.118	0.024
2662	113	0.0040	0.553	0.894	0.114	0.002	0.004	0.000	662	33,691	-	0.363	0.047	-	0.001	0.000
2663	1,870	0.0661	2.572	1.739	0.128	0.170	0.115	0.008	663	534,053	1.192	0.685	0.076	0.079	0.045	0.005
2664	1,704	0.0602	2.572	1.739	0.128	0.155	0.105	0.008	664	486,570	1.031	0.678	0.086	0.062	0.041	0.005
2665	304	0.0107	2.572	1.739	0.128	0.028	0.019	0.001	665	86,713	1.067	0.828	0.133	0.011	0.009	0.001
2666	59	0.0021	2.572	1.739	0.128	0.005	0.004	0.000	666	16,838	-	-	0.044	-	-	0.000
2667	47	0.0017	2.572	1.739	0.128	0.004	0.003	0.000	667	13,425	-	-	0.022	-	-	0.000
2668	80	0.0028	2.572	1.739	0.128	0.007	0.005	0.000	668	22,883	3.315	0.952	0.061	0.009	0.003	0.000
2669	9	0.0003	2.572	1.739	0.128	0.001	0.001	0.000	669	2,607	20.509	0.108	0.000	0.007	0.000	0.000
2670	114	0.0040	2.572	1.739	0.128	0.010	0.007	0.001	670	32,454	1.765	0.473	0.046	0.007	0.002	0.000
2674	33	0.0012	2.572	1.739	0.128	0.003	0.002	0.000	674	9,428	-	0.244	0.377	-	0.000	0.000
2675	1,308	0.0462	2.572	1.739	0.128	0.119	0.080	0.006	675	373,503	0.683	0.566	0.061	0.032	0.026	0.003
2676	104	0.0037	2.572	1.739	0.128	0.009	0.006	0.000	676	29,829	3.822	2.602	0.059	0.014	0.010	0.000
2677	382	0.0135	2.572	1.739	0.128	0.035	0.023	0.002	677	109,147	1.375	0.236	0.010	0.019	0.003	0.000
2679	5	0.0002	2.572	1.739	0.128	0.000	0.000	0.000	679	1,532	-	-	0.151	-	-	0.000
2681	12	0.0004	2.572	1.739	0.128	0.001	0.001	0.000	681	3,372	-	-	0.192	-	-	0.000
2802	831	0.0294	-	0.684	0.090	-	0.020	0.003	802	21,277	1.076	0.358	0.054	0.032	0.010	0.002
TOTAL Sub-IG 2	28,307	1.0000				5.483	1.550	0.070		5,010,325				1.645	0.759	0.083
Sub-Industry Group 2 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						3.333	2.043	0.846								

DELAWARE COMPENSATION RATING BUREAU, INC.

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Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Payroll Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2819	117	0.0001	0.033	0.289	0.001	0.000	0.000	0.000	819	37,458	0.740	0.299	0.017	0.000	0.000	0.000
2887	368	0.0004	0.553	0.894	0.114	0.000	0.000	0.000	887	110,134	-	-	0.187	-	-	0.000
2890	94	0.0001	0.553	0.894	0.114	0.000	0.000	0.000	890	28,230	-	-	0.014	-	-	0.000
2891	1,410	0.0015	0.553	0.894	0.114	0.001	0.001	0.000	891	421,624	0.240	0.640	0.086	0.000	0.001	0.000
2903	148	0.0002	0.033	0.289	0.001	0.000	0.000	0.000	903	47,262	-	-	0.003	-	-	0.000
2905	131	0.0001	0.033	0.289	0.001	0.000	0.000	0.000	905	41,665	-	0.119	0.043	-	0.000	0.000
2936	1,141	0.0013	0.553	0.894	0.114	0.001	0.001	0.000	936	341,157	0.207	0.186	0.004	0.000	0.000	0.000
2940	332	0.0004	1.324	0.570	0.041	0.000	0.000	0.000	940	33,164	-	0.449	0.029	-	0.000	0.000
2948	169	0.0002	0.553	0.894	0.114	0.000	0.000	0.000	948	50,559	0.391	0.348	0.099	0.000	0.000	0.000
2951	16,367	0.0180	0.033	0.289	0.001	0.001	0.005	0.000	951	5,219,851	0.183	0.080	0.015	0.003	0.001	0.000
2953	669,451	0.7357	0.049	0.124	0.008	0.036	0.091	0.006	953	26,615,493	0.026	0.033	0.008	0.019	0.024	0.006
2955	13,030	0.0143	0.033	0.289	0.001	0.000	0.004	0.000	955	4,155,509	0.006	0.027	0.008	0.000	0.000	0.000
2956	55,454	0.0609	0.049	0.124	0.008	0.003	0.008	0.000	956	2,204,703	0.073	0.025	0.004	0.004	0.002	0.000
2957	49,190	0.0541	1.324	0.570	0.041	0.072	0.031	0.002	957	4,911,731	0.212	0.161	0.027	0.011	0.009	0.001
2958	2,900	0.0032	1.324	0.570	0.041	0.004	0.002	0.000	958	289,549	0.896	0.584	0.164	0.003	0.002	0.001
2961	22,260	0.0245	1.324	0.570	0.041	0.032	0.014	0.001	961	2,222,674	0.255	0.126	0.017	0.006	0.003	0.000
2962	12,752	0.0140	0.049	0.124	0.008	0.001	0.002	0.000	962	506,977	-	0.004	0.002	-	0.000	0.000
2963	1,106	0.0012	0.553	0.894	0.114	0.001	0.001	0.000	963	330,520	0.246	0.255	0.033	0.000	0.000	0.000
2965	37,219	0.0409	0.800	2.447	0.027	0.033	0.100	0.001	965	1,451,196	0.087	0.118	0.045	0.004	0.005	0.002
2984	5,256	0.0058	0.553	0.894	0.114	0.003	0.005	0.001	984	1,571,127	0.030	0.023	0.008	0.000	0.000	0.000
2988	21,044	0.0231	0.553	0.894	0.114	0.013	0.021	0.003	988	6,291,014	0.024	0.035	0.008	0.001	0.001	0.000
TOTAL Sub-IG 3	909,939	1.0000				0.201	0.287	0.015		56,881,597				0.053	0.049	0.012
Sub-Industry Group 3 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						3.815	5.843	1.260								
2011	31	0.0002	0.553	0.894	0.114	0.000	0.000	0.000	0011	9,410	6.981	0.435	0.068	0.001	0.000	0.000
2013	55	0.0003	0.553	0.894	0.114	0.000	0.000	0.000	0013	16,507	-	0.265	0.115	-	0.000	0.000
2709	1	0.0000	0.033	0.289	0.001	0.000	0.000	0.000	709	280	-	-	0.000	-	-	0.000
2801	989	0.0058	-	0.684	0.090	-	0.004	0.001	801	25,310	8.619	2.666	0.195	0.050	0.016	0.001
2806	1,282	0.0076	-	0.684	0.090	-	0.005	0.001	806	32,820	7.074	1.180	0.116	0.054	0.009	0.001
2809	3,426	0.0202	-	0.684	0.090	-	0.014	0.002	809	87,686	1.817	0.997	0.123	0.037	0.020	0.002
2813	14,222	0.0839	1.661	5.726	0.355	0.139	0.481	0.030	813	129,464	2.055	1.319	0.122	0.172	0.111	0.010
2814	504	0.0030	0.553	0.894	0.114	0.002	0.003	0.000	814	150,734	0.773	0.666	0.091	0.002	0.002	0.000
2815	1,869	0.0110	0.553	0.894	0.114	0.006	0.010	0.001	815	558,691	1.157	0.674	0.073	0.013	0.007	0.001
2816	167	0.0010	0.553	0.894	0.114	0.001	0.001	0.000	816	50,041	0.776	0.272	0.022	0.001	0.000	0.000
2818	4,942	0.0292	0.553	0.894	0.114	0.016	0.026	0.003	818	1,477,521	0.450	0.428	0.064	0.013	0.012	0.002
2820	21	0.0001	0.553	0.894	0.114	0.000	0.000	0.000	820	6,168	-	-	0.000	-	-	0.000
2821	2,763	0.0163	-	0.684	0.090	-	0.011	0.001	821	70,723	5.058	3.792	0.138	0.082	0.062	0.002
2825	91	0.0005	0.553	0.894	0.114	0.000	0.000	0.000	825	27,275	3.586	1.078	0.111	0.002	0.001	0.000
2855	11,890	0.0702	-	0.684	0.090	-	0.048	0.006	855	304,336	2.932	0.958	0.142	0.206	0.067	0.010
2857	1,026	0.0061	-	0.684	0.090	-	0.004	0.001	857	26,250	4.391	2.063	0.191	0.027	0.012	0.001
2858	566	0.0033	-	0.684	0.090	-	0.002	0.000	858	14,475	6.074	2.592	0.418	0.020	0.009	0.001
2859	230	0.0014	-	0.684	0.090	-	0.001	0.000	859	5,879	-	-	0.103	-	-	0.000
2860	381	0.0022	-	0.684	0.090	-	0.002	0.000	860	9,761	-	0.249	0.065	-	0.001	0.000
2862	659	0.0039	-	0.684	0.090	-	0.003	0.000	862	16,874	5.125	2.891	0.044	0.020	0.011	0.000
2865	56,186	0.3316	-	0.684	0.090	-	0.227	0.030	865	1,438,090	0.668	0.481	0.139	0.221	0.159	0.046
2880	625	0.0037	0.553	0.894	0.114	0.002	0.003	0.000	880	186,901	1.686	1.090	0.100	0.006	0.004	0.000
2882	85	0.0005	0.553	0.894	0.114	0.000	0.000	0.000	882	25,370	3.028	2.181	0.256	0.002	0.001	0.000
2884	296	0.0017	0.553	0.894	0.114	0.001	0.002	0.000	884	88,391	0.078	0.261	0.017	0.000	0.000	0.000
2885	122	0.0007	7.578	0.443	0.203	0.005	0.000	0.000	885	56,531	2.414	3.885	0.090	0.002	0.003	0.000
2886	73	0.0004	7.578	0.443	0.203	0.003	0.000	0.000	886	33,806	0.534	1.333	0.273	0.000	0.001	0.000
2888	71	0.0004	0.553	0.894	0.114	0.000	0.000	0.000	888	21,197	3.952	1.654	0.114	0.002	0.001	0.000
2896	110	0.0006	0.553	0.894	0.114	0.000	0.001	0.000	896	32,937	-	0.165	0.040	-	0.000	0.000

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2897	2,865	0.0169	0.553	0.894	0.114	0.009	0.015	0.002	897	856,559	0.390	0.493	0.075	0.007	0.008	0.001
2898	730	0.0043	0.553	0.894	0.114	0.002	0.004	0.000	898	218,084	1.466	0.536	0.122	0.006	0.002	0.001
2899	97	0.0006	0.553	0.894	0.114	0.000	0.001	0.000	899	29,080	0.440	0.721	0.056	0.000	0.000	0.000
2907	718	0.0042	-	0.684	0.090	-	0.003	0.000	907	18,383	-	2.108	0.081	-	0.009	0.000
2910	6	0.0000	7.578	0.443	0.203	0.000	0.000	0.000	910	2,590	-	-	0.119	-	-	0.000
2911	2,913	0.0172	-	0.684	0.090	-	0.012	0.002	911	74,559	-	1.005	0.072	-	0.017	0.001
2914	232	0.0014	-	-	0.000	-	-	0.000	914	210,650	0.496	1.139	0.069	0.001	0.002	0.000
2915	47	0.0003	7.578	0.443	0.203	0.002	0.000	0.000	915	21,646	0.094	1.384	0.096	0.000	0.000	0.000
2916	1,100	0.0065	7.578	0.443	0.203	0.049	0.003	0.001	916	509,003	0.613	0.481	0.073	0.004	0.003	0.000
2917	2,148	0.0127	7.578	0.443	0.203	0.096	0.006	0.003	917	993,752	1.457	0.835	0.096	0.018	0.011	0.001
2918	64	0.0004	7.578	0.443	0.203	0.003	0.000	0.000	918	29,808	-	0.223	0.058	-	0.000	0.000
2919	51	0.0003	7.578	0.443	0.203	0.002	0.000	0.000	919	23,718	0.448	1.525	0.185	0.000	0.000	0.000
2920	304	0.0018	7.578	0.443	0.203	0.014	0.001	0.000	920	140,663	0.036	0.192	0.021	0.000	0.000	0.000
2921	122	0.0007	-	26.066	4.293	-	0.019	0.003	921	21,047	1.905	1.844	0.799	0.001	0.001	0.001
2922	557	0.0033	7.578	0.443	0.203	0.025	0.001	0.001	922	257,588	0.952	0.783	0.083	0.003	0.003	0.000
2923	6,662	0.0393	0.866	3.218	0.296	0.034	0.127	0.012	923	4,652	0.099	1.760	0.000	0.004	0.069	0.000
2925	722	0.0043	7.578	0.443	0.203	0.032	0.002	0.001	925	334,146	1.605	1.104	0.138	0.007	0.005	0.001
2926	925	0.0055	-	-	0.021	-	-	0.000	926	111,609	1.038	0.377	0.110	0.006	0.002	0.001
2927	1,188	0.0070	7.578	0.443	0.203	0.053	0.003	0.001	927	549,583	0.073	0.151	0.045	0.001	0.001	0.000
2928	8,188	0.0483	1.537	1.899	0.097	0.074	0.092	0.005	928	1,395,281	0.442	0.724	0.108	0.021	0.035	0.005
2932	112	0.0007	7.578	0.443	0.203	0.005	0.000	0.000	932	51,719	0.798	0.083	0.046	0.001	0.000	0.000
2933	51	0.0003	7.578	0.443	0.203	0.002	0.000	0.000	933	23,533	-	0.501	0.031	-	0.000	0.000
2934	334	0.0020	7.578	0.443	0.203	0.015	0.001	0.000	934	154,308	2.388	1.352	0.227	0.005	0.003	0.000
2935	50	0.0003	7.578	0.443	0.203	0.002	0.000	0.000	935	23,240	1.177	0.875	0.055	0.000	0.000	0.000
2941	1,736	0.0102	0.553	0.894	0.114	0.006	0.009	0.001	941	518,967	1.020	1.620	0.146	0.010	0.017	0.001
2944	659	0.0039	0.553	0.894	0.114	0.002	0.003	0.000	944	197,124	0.142	-	0.089	0.001	-	0.000
2945	265	0.0016	0.553	0.894	0.114	0.001	0.001	0.000	945	79,262	0.694	1.014	0.163	0.001	0.002	0.000
2952	1,036	0.0061	0.553	0.894	0.114	0.003	0.005	0.001	952	309,678	0.102	0.131	0.046	0.001	0.001	0.000
2959	2,476	0.0146	1.324	0.570	0.041	0.019	0.008	0.001	959	247,276	0.857	0.435	0.214	0.013	0.006	0.003
2960	9,815	0.0579	1.324	0.570	0.041	0.077	0.033	0.002	960	980,084	0.840	0.948	0.127	0.049	0.055	0.007
2964	221	0.0013	0.553	0.894	0.114	0.001	0.001	0.000	964	65,929	0.902	0.652	0.179	0.001	0.001	0.000
2966	98	0.0006	0.553	0.894	0.114	0.000	0.001	0.000	966	29,394	0.698	0.056	0.055	0.000	0.000	0.000
2968	170	0.0010	0.553	0.894	0.114	0.001	0.001	0.000	968	50,801	1.428	0.190	0.129	0.001	0.000	0.000
2971	2,800	0.0165	0.553	0.894	0.114	0.009	0.015	0.002	971	837,145	0.778	0.891	0.094	0.013	0.015	0.002
2973	993	0.0059	0.553	0.894	0.114	0.003	0.005	0.001	973	296,860	0.200	0.606	0.082	0.001	0.004	0.000
2974	2,219	0.0131	1.324	0.570	0.041	0.017	0.007	0.001	974	221,556	0.632	0.730	0.087	0.008	0.010	0.001
2975	5,026	0.0297	0.553	0.894	0.114	0.016	0.027	0.003	975	1,502,371	0.305	0.536	0.088	0.009	0.016	0.003
2976	1,026	0.0061	0.553	0.894	0.114	0.003	0.005	0.001	976	306,818	1.133	0.462	0.129	0.007	0.003	0.001
2977	931	0.0055	0.553	0.894	0.114	0.003	0.005	0.001	977	278,216	-	0.087	0.009	-	0.000	0.000
2978	73	0.0004	0.553	0.894	0.114	0.000	0.000	0.000	978	21,802	-	1.300	0.113	-	0.001	0.000
2979	1,238	0.0073	1.324	0.570	0.041	0.010	0.004	0.000	979	123,626	0.508	1.338	0.179	0.004	0.010	0.001
2980	4,476	0.0264	-	0.684	0.090	-	0.018	0.002	980	114,552	0.638	0.500	0.164	0.017	0.013	0.004
2981	807	0.0048	0.553	0.894	0.114	0.003	0.004	0.001	981	241,210	0.328	0.584	0.093	0.002	0.003	0.000
2983	41	0.0002	0.553	0.894	0.114	0.000	0.000	0.000	983	12,289	12.507	5.364	0.427	0.003	0.001	0.000
2986	289	0.0017	0.553	0.894	0.114	0.001	0.002	0.000	986	86,373	1.611	0.464	0.040	0.003	0.001	0.000
2997	166	0.0010	0.553	0.894	0.114	0.001	0.001	0.000	997	49,497	-	0.180	0.154	-	0.000	0.000
2999	27	0.0002	0.553	0.894	0.114	0.000	0.000	0.000	999	8,181	2.275	4.460	0.121	0.000	0.001	0.000
TOTAL Sub-IG 4			169,457	1.0000		0.775	1.295	0.127		17,537,640				1.161	0.840	0.120
Sub-Industry Group 4 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.667	1.542	1.064								
2005	2,353	0.0451	-	0.684	0.090	-	0.031	0.004	005	60,215	9.130	2.636	0.154	0.412	0.119	0.007
2009	-	-	-	0.684	0.090	-	-	-	009	4	-	-	0.000	-	-	-
2015	1	0.0000	-	0.684	0.090	-	0.000	0.000	015	38	-	-	0.001	-	-	0.000
2055	751	0.0144	-	0.684	0.090	-	0.010	0.001	055	19,229	-	2.409	0.109	-	0.035	0.002

DELAWARE COMPENSATION RATING BUREAU, INC.

(1)	(2)	(3)	(4)	(5)	(6)	(7)= (4)*(3)	(8)= (5)*(3)	(9)= (6)*(3)	(10)	(11)	(12)	(13)	(14)	(15)= (12)*(3)	(16)= (13)*(3)	(17)= (14)*(3)
Temporary Staffing Code	Policy Years 2015-2019 Temporary Staffing Payroll (\$000)	Temporary Staffing Weights	Actual Indicated Pure Premium			Weighted Indicated Pure Premium			Direct Employment Code	Policy Years 2015-2019 Direct Employment Payroll (\$000)	Actual Indicated Pure Premium			Weighted Indicated Pure Premium		
			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only			Serious	Non-Ser	Med Only	Serious	Non-Ser	Med Only
2716	19	0.0004	0.553	0.894	0.114	0.000	0.000	0.000	716	5,743	0.603	1.027	0.004	0.000	0.000	0.000
2718	297	0.0057	0.341	0.771	0.184	0.002	0.004	0.001	718	10,355	0.781	2.494	0.078	0.004	0.014	0.000
2721	38	0.0007	-	0.684	0.090	-	0.000	0.000	721	983	-	-	0.002	-	-	0.000
2751	64	0.0012	0.553	0.894	0.114	0.001	0.001	0.000	751	19,240	0.003	0.808	0.076	0.000	0.001	0.000
2752	66	0.0013	0.553	0.894	0.114	0.001	0.001	0.000	752	19,777	-	-	0.018	-	-	0.000
2753	393	0.0075	0.553	0.894	0.114	0.004	0.007	0.001	753	117,474	1.174	0.773	0.048	0.009	0.006	0.000
2755	560	0.0107	0.553	0.894	0.114	0.006	0.010	0.001	755	167,500	-	0.050	0.027	-	0.001	0.000
2757	783	0.0150	0.553	0.894	0.114	0.008	0.013	0.002	757	233,930	0.687	0.608	0.031	0.010	0.009	0.000
2759	326	0.0062	0.553	0.894	0.114	0.003	0.006	0.001	759	97,544	2.465	1.411	0.123	0.015	0.009	0.001
2803	-	-	-	0.684	0.090	-	-	-	803	-	-	-	-	-	-	-
2804	5,118	0.0981	-	0.684	0.090	-	0.067	0.009	804	130,986	2.196	1.748	0.111	0.215	0.171	0.011
2805	287	0.0055	-	0.684	0.090	-	0.004	0.000	805	7,358	7.736	3.235	0.165	0.043	0.018	0.001
2807	995	0.0191	-	0.684	0.090	-	0.013	0.002	807	25,465	11.765	5.412	0.471	0.224	0.103	0.009
2808	11,983	0.2296	-	0.684	0.090	-	0.157	0.021	808	306,714	2.017	1.901	0.099	0.463	0.436	0.023
2811	14,555	0.2789	-	0.684	0.090	-	0.191	0.025	811	372,543	6.898	1.786	0.064	1.923	0.498	0.018
2812	734	0.0141	-	0.684	0.090	-	0.010	0.001	812	18,789	4.370	0.766	0.013	0.061	0.011	0.000
2817	1,353	0.0259	-	0.684	0.090	-	0.018	0.002	817	34,633	4.642	2.212	0.132	0.120	0.057	0.003
2828	193	0.0037	-	0.684	0.090	-	0.003	0.000	828	4,952	-	2.430	0.053	-	0.009	0.000
2904	15	0.0003	0.033	0.289	0.001	0.000	0.000	0.000	904	4,738	-	-	0.018	-	-	0.000
2939	1	0.0000	0.553	0.894	0.114	0.000	0.000	0.000	939	340	-	-	2.368	-	-	0.000
2954	796	0.0153	0.553	0.894	0.114	0.008	0.014	0.002	954	238,049	0.281	0.532	0.053	0.004	0.008	0.001
2967	230	0.0044	0.553	0.894	0.114	0.002	0.004	0.001	967	68,881	0.158	0.544	0.083	0.001	0.002	0.000
2969	281	0.0054	0.553	0.894	0.114	0.003	0.005	0.001	969	84,044	0.865	0.556	0.172	0.005	0.003	0.001
2970	-	-	0.553	0.894	0.114	-	-	-	970	-	-	-	-	-	-	-
2991	18	0.0003	0.553	0.894	0.114	0.000	0.000	0.000	991	5,377	6.040	3.348	2.659	0.002	0.001	0.001
2992	597	0.0114	-	0.684	0.090	-	0.008	0.001	992	15,288	-	-	0.460	-	-	0.005
2995	8,535	0.1635	-	0.684	0.090	-	0.112	0.015	995	218,462	2.687	1.441	0.051	0.439	0.236	0.008
9428	854	0.0164	0.553	0.894	0.114	0.009	0.015	0.002	7428	255,251	0.706	0.420	0.060	0.012	0.007	0.001
TOTAL Sub-IG 5			52,196	1.0000		0.048	0.702	0.093		2,543,902				3.964	1.754	0.094
Sub-Industry Group 5 - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.012	0.400	0.989								
GRAND TOTAL	1,315,227					0.3838	0.5196	0.0492		86,860,893				0.4668	0.3032	0.0378
Grand Total - Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium						0.822	1.714	1.300								

DELAWARE COMPENSATION RATING BUREAU, INC.

Total			
Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$13,152,270 (in 00's)			
0.10	0.34	0.40	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
0.822	1.714	1.300	
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	1.538	2.623	1.673
Sub-IG 2	1.577	2.694	1.653
Sub-IG 3	2.379	3.766	1.635
Sub-IG 4	1.489	2.462	1.498
Sub-IG 5	1.485	2.512	1.467
Total	2.112	3.390	1.616
D) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
1.983	2.820	1.489	

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

Sub-Industry Group 1			
Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$1,553,280 (in 00's)			
0.02	0.08	0.10	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
0.282	1.240	1.968	
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
0.18	0.60	0.97	
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
1.684	2.625	1.676	
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
1.895	2.577	1.705**	

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

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

Sub-Industry Group 2			
Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$283,070 (in 00's)			
0.01	0.03	0.03	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
3.333	2.043	0.846	
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
0.07	0.25	0.40	
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
2.519	2.912	1.764	
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
2.034	2.820	1.580	

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

Sub-Industry Group 3

Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$9,099,390 (in 00's)			
0.08	0.26	0.32	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
3.815	5.843	1.260	
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
0.41	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			
3.635	3.766	1.635	
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
2.807	4.306**	1.515**	

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

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

Sub-Industry Group 4

Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$1,694,570 (in 00's)			
0.02	0.09	0.10	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
0.667	1.542	1.064	
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
0.20	0.67	1.00	
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
1.419	2.384	1.498	
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
1.844	2.413	1.455**	

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

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

Sub-Industry Group 5

Serious	Non-Serious	Medical Only	
A) DE Credibility Based on Payroll of \$521,960 (in 00's)			
0.01	0.04	0.05	
B) DE Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
0.012	0.400	0.989	
C.) PA Credibility from PCRB Filing No. C-380, Exhibit 31 effective April 1, 2022			
0.05	0.18	0.29	
D) PA Indicated Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium from PCRB Filing No. C-380, Exhibit 31			
1.094	2.018	1.193	
E) DE Credibility-Weighted Ratio of Temporary Staffing Pure Premium to Direct Employment Pure Premium			
1.919	2.579	1.378	

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

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1	
	Direct Employment Code	Policy Years 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium				12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium				12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on Proposed 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Percentage Change	
			Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total								
2	059	54	2.019	1.056	0.177	3.251	4.86	937	2059	3.825	2.721	0.301	6.847	10.24	9.02	9.29	*	31	2,796	2,880	3.0%
1	101	1,334	1.436	0.421	0.081	1.938	2.90	544	2101	2.722	1.085	0.138	3.945	5.90	7.51	5.90		909	68,266	53,631	-21.4%
1	104	9,822	1.285	0.556	0.081	1.922	2.90	185	2104	2.435	1.432	0.139	4.006	6.04	4.92	5.17	*	9,687	476,600	500,818	5.1%
1	105	199	1.418	0.953	0.064	2.435	3.67	544	2105	2.687	2.457	0.109	5.253	7.92	9.60	8.66	*	135	12,960	11,691	-9.8%
1	106	266	2.283	1.262	0.123	3.668	5.43	544	2106	4.326	3.253	0.210	7.789	11.53	9.60	10.08	*	165	15,840	16,632	5.0%
1	107	1,985	0.947	0.710	0.067	1.724	2.54	187	2107	1.794	1.829	0.114	3.737	5.51	4.17	4.38	*	1,146	47,788	50,195	5.0%
1	108	1,157	0.940	0.734	0.090	1.765	2.52	544	2108	1.781	1.892	0.154	3.827	5.47	7.32	5.47		780	57,096	42,666	-25.3%
1	109	461	1.504	0.953	0.102	2.559	3.75	544	2109	2.850	2.457	0.174	5.481	8.03	9.60	8.66	*	286	27,456	24,768	-9.8%
1	110	33	0.835	0.889	0.124	1.848	2.74	544	2110	1.582	2.291	0.212	4.085	6.06	7.83	6.06		18	1,409	1,091	-22.6%
1	111	12	1.512	2.555	0.157	4.225	6.11	544	2111	2.865	6.585	0.268	9.718	14.06	9.60	10.08	*	7	672	706	5.0%
1	112	2,132	3.592	2.336	0.258	6.186	9.35	544	2112	6.807	6.021	0.440	13.268	20.05	9.60	10.08	*	1,338	128,448	134,870	5.0%
1	113	63	0.680	0.519	0.105	1.304	1.91	544	2113	1.289	1.336	0.179	2.804	4.11	5.35	4.11		45	2,408	1,850	-23.2%
1	114	12	1.907	1.817	0.178	3.901	5.76	544	2114	3.613	4.682	0.303	8.598	12.69	9.60	10.08	*	8	768	806	5.0%
1	115	-	0.000	0.000	0.000	0.000	2.31	544	2115	0.000	0.000	0.000	0.000	4.94	6.27	4.94		-	0	0	-21.2%
1	119	223	1.247	0.830	0.173	2.251	3.32	544	2119	2.364	2.140	0.295	4.799	7.08	8.94	7.43	*	186	16,628	13,820	-16.9%
1	130	-	0.000	0.000	0.000	0.000	4.74	544	2130	0.000	0.000	0.000	0.000	10.13	9.60	10.08	*	-	0	0	5.0%
1	132	1,264	0.691	0.370	0.068	1.128	1.94	544	2132	1.309	0.953	0.115	2.377	4.09	4.94	4.09		644	31,814	26,340	-17.2%
1	134	65	1.214	0.614	0.180	2.008	2.93	544	2134	2.301	1.582	0.308	4.191	6.11	7.94	6.11		26	2,064	1,589	-23.0%
1	135	-	0.000	0.000	0.000	0.000	2.33	544	2135	0.000	0.000	0.000	0.000	4.98	6.51	4.98		-	0	0	-23.5%
1	136	45	0.872	0.760	0.151	1.784	2.62	544	2136	1.653	1.960	0.258	3.871	5.69	7.39	5.69		23	1,700	1,309	-23.0%
1	139	143	1.292	1.366	0.136	2.794	3.98	544	2139	2.448	3.521	0.232	6.201	8.83	9.60	8.83		85	8,160	7,506	-8.0%
1	141	224	1.666	1.176	0.148	2.990	4.52	947	2141	3.157	3.031	0.252	6.440	9.73	6.10	6.41	*	160	9,760	10,256	5.1%
1	142	42	0.736	0.688	0.065	1.489	2.15	947	2142	1.394	1.773	0.111	3.278	4.73	6.07	5.45	*	27	1,639	1,472	-10.2%
1	161	63	0.672	0.607	0.057	1.336	2.06	191	2161	1.273	1.564	0.097	2.934	4.53	3.19	3.35	*	63	2,010	2,111	5.0%
1	163	1,807	0.951	1.221	0.151	2.324	3.51	544	2163	1.802	3.148	0.258	5.208	7.87	9.60	8.66	*	1,093	104,928	94,654	-9.8%
1	165	156	1.858	1.686	0.201	3.745	5.58	544	2165	3.520	4.346	0.342	8.208	12.23	9.60	10.08	*	85	8,160	8,568	5.0%
1	166	60	0.861	0.949	0.151	1.961	2.92	544	2166	1.631	2.447	0.258	4.336	6.46	8.31	6.46		39	3,241	2,519	-22.3%
1	201	-	0.000	0.000	0.000	0.000	3.75	544	2201	0.000	0.000	0.000	0.000	8.02	9.60	8.66	*	-	0	0	-9.8%
1	204	25	0.716	0.986	0.167	1.870	2.82	544	2204	1.358	2.541	0.285	4.184	6.31	8.05	6.31		14	1,127	883	-21.6%
1	205	18	1.037	0.694	0.123	1.854	2.71	544	2205	1.965	1.788	0.209	3.962	5.79	7.54	5.79		11	829	637	-23.2%
1	221	3,429	0.690	0.630	0.059	1.379	2.04	275	2221	1.307	1.624	0.100	3.031	4.49	3.34	3.34	*	1,470	49,098	51,597	5.1%
1	222	5,453	1.458	0.640	0.100	2.198	3.32	276	2222	2.764	1.649	0.170	4.583	6.92	5.37	5.64	*	3,192	171,410	180,029	5.0%
1	225	1,277	1.245	0.390	0.063	1.697	2.46	544	2225	2.359	1.005	0.107	3.471	5.03	6.36	5.03		807	51,325	40,592	-20.9%
1	227	4,765	0.961	0.156	0.038	1.156	1.75	544	2227	1.822	0.402	0.065	2.289	3.47	4.94	3.47		1,955	96,577	67,839	-29.8%
1	255	541	0.896	0.600	0.079	1.574	2.18	544	2255	1.697	1.546	0.134	3.377	4.68	6.36	4.68		323	20,543	15,116	-26.4%
1	257	5	0.922	0.559	0.103	1.584	2.34	544	2257	1.747	1.440	0.176	3.363	4.97	6.39	4.97		5	320	249	-22.2%
1	259	4,110	1.031	0.367	0.084	1.482	2.24	544	2259	1.954	0.945	0.144	3.043	4.60	5.76	4.60		2,352	135,475	108,192	-20.1%
1	261	1	1.266	0.510	0.073	1.848	2.78	544	2261	2.398	1.314	0.124	3.836	5.77	7.24	5.77		-	0	0	-20.3%
1	263	81	0.783	0.427	0.102	1.312	1.83	544	2263	1.484	1.101	0.174	2.759	3.85	5.00	3.85		60	3,000	2,310	-23.0%
1	265	-	0.000	0.000	0.000	0.000	2.32	544	2265	0.000	0.000	0.000	0.000	4.96	6.47	4.96		-	0	0	-23.3%
1	281	2,688	0.915	0.512	0.066	1.492	2.29	297	2281	1.733	1.318	0.112	3.163	4.86	3.64	3.82	*	1,338	48,703	51,112	4.9%
1	282	243	1.915	1.298	0.190	3.403	4.94	544	2282	3.630	3.344	0.324	7.298	10.59	9.60	10.08	*	139	13,344	14,011	5.0%
1	285	467	0.791	0.484	0.052	1.327	1.89	544	2285	1.498	1.248	0.089	2.835	4.04	5.40	4.04		261	14,094	10,544	-25.2%
1	301	-	0.000	0.000	0.000	0.000	5.31	544	2301	0.000	0.000	0.000	0.000	11.35	9.60	10.08	*	-	0	0	5.0%
1	305	1,401	1.331	1.279	0.142	2.752	4.02	544	2305	2.522	3.295	0.243	6.060	8.85	9.60	8.85		866	83,136	76,641	-7.8%
1	306	6	0.983	1.170	0.153	2.306	3.38	544	2306	1.863	3.014	0.262	5.139	7.53	9.60	8.66	*	2	192	173	-9.8%
1	309	-	0.000	0.000	0.000	0.000	2.64	544	2309	0.000	0.000	0.000	0.000	5.64	7.21	5.64		-	0	0	-21.8%
1	311	724	1.038	0.704	0.078	1.821	2.78	544	2311	1.967	1.815	0.134	3.916	5.98	7.53	5.98		412	31,024	24,638	-20.6%
1	319	20	0.962	1.376	0.286	2.624	3.96	544	2319	1.823	3.545	0.488	5.856	8.84	9.60	8.84		14	1,344	1,238	-7.9%
1	323	4	1.106	1.032	0.099	2.236	3.22	544	2323	2.096	2.659	0.168	4.923	7.09	9.42	8.32	*	2	188	166	-11.7%
1	327	74	0.531	1.001	0.169	1.701	2.47	544	2327	1.005	2.579	0.289	3.873	5.62	7.52	5.62		40	3,008	2,248	-25.3%
1	402	211	1.372	0.895	0.099	2.366	3.37	544	2402	2.599	2.307	0.168	5.074	7.23	9.60	8.66	*	133	12,768	11,518	-9.8%
1	403	52	0.882	0.721	0.126	1.730	2.52	491	2403	1.671	1.858	0.216	3.745	5.46	4.27	4.48	*	1	43	45	4.9%
1	404	-	0.000	0.000	0.000	0.000	2.64	544	2404	0.000	0.000	0.000	0.000	5.64	7.37	5.64		-	0	0	-23.5%
1	406	-	0.000	0.000	0.000	0.000	2.96	544	2406	0.000	0.000	0.000	0.000	6.33	8.53	6.33		-	0	0	-25.8%
1	407	413	1.026	0.933	0.126	2.085	3.09	544	2407	1.944	2.404	0.215	4.563	6.76	8.81	7.20	*	-	0	0	-18.3%
1	411	1,452	1.960	1.027	0.095	3.082	4.45	544	2411	3.714	2.647	0.162	6.523	9.42	9.60	9.42		928	89,088	87,418	-1.9%
1	413	1,622	2.442	0.945	0.111	3.498	5.02	544	2413	4.628	2.435	0.190	7.253	10.41							

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 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium				12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium				Indicated 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Percentage Change	
			Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total								
1	458	72	0.630	0.417	0.027	1.073	1.54	544	2458	1.193	1.074	0.046	2.313	3.32	4.94	3.32	41	2,025	1,361	-32.8%	
1	459	228	0.283	0.234	0.036	0.552	0.79	544	2459	0.535	0.602	0.061	1.198	1.71	4.94	2.72	*	129	6,373	3,509	-44.9%
1	461	3,659	1.349	0.719	0.115	2.182	3.30	544	2461	2.557	1.852	0.196	4.605	6.96	8.92	7.40	*	2,173	193,832	160,802	-17.0%
1	463	9	0.687	0.871	0.129	1.687	2.43	544	2463	1.302	2.244	0.220	3.766	5.43	7.23	5.43	1	72	54	-24.9%	
1	464	40	1.138	0.542	0.109	1.789	2.66	544	2464	2.157	1.397	0.185	3.739	5.56	7.08	5.56	33	2,336	1,835	-21.5%	
1	465	34	1.238	0.661	0.121	2.021	2.96	544	2465	2.347	1.704	0.207	4.258	6.24	8.07	6.24	34	2,744	2,122	-22.7%	
1	467	-	0.000	0.000	0.000	0.000	3.49	544	2467	0.000	0.000	0.000	0.000	7.46	9.60	8.66	*	-	0	0	-9.8%
1	471	113	0.453	0.233	0.054	0.741	1.12	544	2471	0.858	0.602	0.093	1.553	2.35	4.94	2.72	*	69	3,409	1,877	-44.9%
1	472	3,407	0.356	0.208	0.047	0.612	0.85	497	2472	0.675	0.537	0.080	1.292	1.80	1.61	1.69	*	2,211	35,597	37,366	5.0%
1	473	1,291	0.884	0.518	0.076	1.478	2.06	544	2473	1.675	1.336	0.129	3.140	4.38	5.78	4.38	823	47,569	36,047	-24.2%	
1	474	1,067	0.783	0.364	0.056	1.203	1.83	544	2474	1.483	0.939	0.095	2.517	3.83	4.94	3.83	788	38,927	30,180	-22.5%	
1	475	174	1.200	0.293	0.071	1.565	2.37	499	2475	2.275	0.755	0.121	3.151	4.77	3.94	4.14	*	155	6,107	6,417	5.1%
1	476	129	0.473	0.240	0.045	0.757	1.14	544	2476	0.897	0.617	0.076	1.590	2.39	4.94	2.72	*	76	3,754	2,067	-44.9%
1	477	71	0.644	0.443	0.062	1.150	1.66	544	2477	1.220	1.143	0.106	2.469	3.57	4.94	3.59	*	40	1,976	1,436	-27.3%
1	483	70	0.427	0.446	0.070	0.943	1.38	544	2483	0.810	1.148	0.120	2.078	3.04	4.94	3.04	41	2,025	1,246	-38.5%	
1	485	102	0.465	0.217	0.037	0.719	1.06	544	2485	0.882	0.558	0.064	1.504	2.22	4.94	2.72	*	67	3,310	1,822	-44.9%
1	486	1	0.476	0.317	0.069	0.862	1.28	544	2486	0.903	0.816	0.118	1.837	2.73	4.94	2.73	1	49	27	-44.7%	
1	487	429	0.433	0.183	0.029	0.645	0.94	544	2487	0.820	0.472	0.049	1.341	1.96	4.94	2.72	*	249	12,301	6,773	-44.9%
1	488	3,233	0.374	0.177	0.048	0.600	0.91	544	2488	0.709	0.457	0.082	1.248	1.89	4.94	2.72	*	1,952	96,429	53,094	-44.9%
1	489	343	0.449	0.280	0.025	0.754	1.07	544	2489	0.850	0.721	0.043	1.614	2.29	4.94	2.72	*	184	9,090	5,005	-44.9%
1	501	101	1.390	0.957	0.087	2.434	3.66	544	2501	2.634	2.466	0.149	5.249	7.89	9.60	8.66	*	87	8,352	7,534	-9.8%
1	502	-	0.000	0.000	0.000	0.000	3.08	544	2502	0.000	0.000	0.000	0.000	6.58	8.57	6.58	-	0	0	-23.2%	
1	506	293	0.535	0.555	0.109	1.199	1.76	544	2506	1.013	1.430	0.186	2.629	3.86	4.94	3.86	167	8,250	6,446	-21.9%	
1	507	-	0.824	0.430	0.071	1.326	1.90	544	2507	1.562	1.107	0.122	2.791	4.00	5.29	4.00	-	0	0	-24.4%	
1	509	-	0.000	0.000	0.000	0.000	4.96	544	2509	0.000	0.000	0.000	0.000	10.60	9.60	10.08	*	-	0	0	5.0%
1	511	979	2.325	1.145	0.146	3.616	5.41	544	2511	4.406	2.950	0.249	7.605	11.38	9.60	10.08	*	664	63,744	66,931	5.0%
1	512	-	0.000	0.000	0.000	0.000	3.79	544	2512	0.000	0.000	0.000	0.000	8.10	9.60	8.66	*	-	0	0	-9.8%
1	513	-	0.000	0.000	0.000	0.000	2.98	544	2513	0.000	0.000	0.000	0.000	6.37	8.05	6.37	-	0	0	-20.9%	
1	535	3	0.792	0.793	0.129	1.714	2.53	544	2535	1.500	2.043	0.220	3.763	5.56	7.21	5.56	3	216	167	-22.9%	
1	536	51	1.530	1.670	0.222	3.422	4.99	544	2536	2.899	4.304	0.378	7.581	11.06	9.60	10.08	*	25	2,400	2,520	5.0%
1	551	18,571	0.428	0.184	0.036	0.648	0.98	544	2551	0.811	0.475	0.061	1.347	2.04	4.94	2.72	*	13,173	650,746	358,306	-44.9%
1	553	2,942	1.849	0.332	0.038	2.218	3.35	544	2553	3.503	0.854	0.064	4.421	6.68	8.50	6.68	1,888	160,480	126,118	-21.4%	
1	555	8,608	0.320	0.320	0.075	0.715	1.08	544	2555	0.607	0.825	0.127	1.559	2.36	4.94	2.72	*	5,230	258,362	142,256	-44.9%
1	563	4,199	0.658	0.156	0.037	0.851	1.29	587	2563	1.247	0.402	0.064	1.713	2.60	2.08	2.18	*	2,445	50,856	53,301	4.8%
1	571	3,277	0.933	0.510	0.087	1.530	2.31	544	2571	1.769	1.313	0.148	3.230	4.88	6.33	4.88	2,019	127,803	98,527	-22.9%	
1	573	226	1.544	0.709	0.118	2.371	3.47	544	2573	2.926	1.828	0.201	4.955	7.25	9.37	8.22	*	156	14,617	12,823	-12.3%
1	581	12,561	0.597	0.200	0.030	0.827	1.25	544	2581	1.130	0.515	0.051	1.696	2.56	5.22	2.87	*	7,837	409,091	224,921	-45.0%
2	673	51	2.167	1.192	0.110	3.469	5.20	682	2673	4.107	3.072	0.187	7.366	11.04	14.02	11.02	*	24	3,365	2,645	-21.4%
1	744	30	0.099	0.127	0.055	0.280	0.41	544	2744	0.187	0.327	0.093	0.607	0.89	4.94	2.72	*	29	1,433	789	-44.9%
3	924	30,323	1.022	1.125	0.102	2.250	2.84	937	2924	1.936	2.900	0.175	5.011	6.33	7.90	6.33	13,728	1,084,512	868,982	-19.9%	
1	4771	-	0.000	0.000	0.000	0.000	3.09	544	6771	0.000	0.000	0.000	0.000	6.61	8.38	6.61	-	0	0	-21.1%	
3	4777	6	3.112	1.560	0.155	4.827	6.32	544	6777	5.897	4.021	0.264	10.182	13.33	9.60	9.98	*	4	384	399	4.0%
Sub-Industry Group 1		155,328				1.6782							3.5874				94,038	5,715,641	4,618,087	-19.2%	
Total Sub-IG 1: (12/1/2022 Temp Staffing P.P.) / (12/1/2022 Direct Employment P.P.) =													2.138								
3	012	1,252	1.319	1.039	0.091	2.448	3.09	947	2012	2.682	2.929	0.144	5.755	7.26	6.10	6.34	*	891	54,351	56,489	3.9%
2	601	614	3.115	1.238	0.134	4.487	6.43	682	2601	6.337	3.490	0.212	10.039	14.38	18.39	16.18	*	286	52,595	46,275	-12.0%
2	603	132	2.871	0.741	0.057	3.669	5.17	682	2												

DELAWARE COMPENSATION RATING BUREAU, INC.

	(1)	(2)	(3)	(4)	(5)	(6)= (3)+(4)+(5)	(7)	(8)	(9)	(10)	(11)	(12)	(13)= (10)+(11)+(12)	(14)= (7) * [(13)/(6)]	(15)	(16)= (14)/(15)-1 including Primary and Secondary Capping	(17)	(18)= (15)*(17)	(19)= (16)*(17)	(20)= (16)/(15)-1	
	Direct Employment Code	Policy Years 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium				12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium				Indicated 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Percentage Change	
			Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total								
2	666	59	2.831	1.240	0.136	4.207	6.27	682	2666	5.758	3.496	0.215	9.469	14.11	18.19	15.79	*	29	5,275	4,579	-13.2%
2	667	47	0.754	0.382	0.025	1.161	1.75	682	2667	1.534	1.077	0.039	2.650	4.00	9.72	5.15	*	22	2,138	1,133	-47.0%
2	668	80	2.639	1.769	0.106	4.515	6.77	682	2668	5.368	4.989	0.168	10.525	15.78	18.39	16.18	*	39	7,172	6,310	-12.0%
2	669	9	2.961	1.015	0.075	4.052	6.14	682	2669	6.023	2.864	0.118	9.005	13.65	17.02	13.65	*	4	681	546	-19.8%
2	670	114	1.928	1.539	0.083	3.550	5.37	682	2670	3.922	4.339	0.131	8.392	12.70	16.26	12.70	*	58	9,431	7,366	-21.9%
2	674	33	1.629	1.257	0.167	3.053	4.56	682	2674	3.314	3.546	0.264	7.124	10.64	13.66	10.64	*	17	2,322	1,809	-22.1%
2	675	1,308	1.331	0.549	0.066	1.946	2.79	682	2675	2.708	1.548	0.104	4.360	6.25	9.72	6.25	*	655	63,666	40,938	-35.7%
2	676	104	1.821	1.025	0.070	2.916	4.27	682	2676	3.704	2.892	0.110	6.706	9.82	12.43	9.82	*	49	6,091	4,812	-21.0%
2	677	382	1.231	0.328	0.030	1.590	2.28	682	2677	2.504	0.926	0.048	3.478	4.99	9.72	5.15	*	155	15,066	7,983	-47.0%
2	679	5	3.528	1.262	0.143	4.933	7.27	682	2679	7.177	3.559	0.226	10.962	16.15	18.39	16.18	*	2	368	324	-12.0%
2	681	12	1.939	1.480	0.153	3.572	5.37	682	2681	3.944	4.173	0.242	8.359	12.57	16.06	12.57	*	6	964	754	-21.7%
3	802	831	2.110	0.815	0.033	2.959	3.49	937	2802	4.292	2.299	0.052	6.643	7.84	8.77	7.84	*	403	35,343	31,595	-10.6%
Sub-Industry Group 2		28,307				2,3910							5,4293					14,437	1,096,527	930,928	-15.1%
Total Sub-IG 2: (12/1/2022 Temp Staffing P.P.) / (12/1/2022 Direct Employment P.P.) =													2.271								
3	819	117	0.465	0.233	0.031	0.729	0.85	949	2819	1.306	1.005	0.047	2.358	2.75	0.57	0.59	*	67	382	395	3.5%
3	887	368	0.315	0.203	0.071	0.590	0.75	947	2887	0.885	0.874	0.108	1.867	2.37	3.14	2.37	*	246	7,724	5,830	-24.5%
3	890	94	0.098	0.177	0.021	0.296	0.37	947	2890	0.275	0.761	0.032	1.068	1.33	3.14	1.70	*	63	1,978	1,071	-45.9%
3	891	1,410	0.298	0.523	0.064	0.885	1.12	947	2891	0.836	2.254	0.096	3.186	4.03	4.64	4.03	*	948	43,987	38,204	-13.1%
3	903	148	0.108	0.036	0.005	0.149	0.18	949	2903	0.303	0.157	0.007	0.467	0.56	0.57	0.56	*	94	536	526	-1.8%
3	905	131	0.032	0.021	0.007	0.061	0.07	949	2905	0.091	0.091	0.011	0.193	0.22	0.29	0.22	*	86	249	189	-24.1%
3	936	1,141	0.141	0.075	0.006	0.221	0.28	947	2936	0.395	0.322	0.009	0.726	0.92	3.14	1.70	*	785	24,649	13,345	-45.9%
3	940	332	1.205	1.246	0.152	2.603	3.03	946	2940	3.384	5.364	0.230	8.978	10.45	3.52	3.66	*	244	8,589	8,930	4.0%
3	948	169	0.450	0.586	0.077	1.113	1.37	947	2948	1.263	2.525	0.117	3.905	4.81	5.94	5.08	*	114	6,772	5,791	-14.5%
3	951	16,367	0.173	0.082	0.015	0.270	0.34	949	2951	0.487	0.352	0.023	0.862	1.08	0.57	0.59	*	10,466	59,656	61,749	3.5%
3	953	669,451	0.031	0.032	0.008	0.071	0.09	889	2953	0.086	0.139	0.012	0.237	0.30	0.17	0.18	*	417,830	710,311	752,094	5.9%
3	955	13,030	0.038	0.025	0.007	0.071	0.09	949	2955	0.108	0.108	0.011	0.227	0.29	0.37	0.29	*	8,385	31,025	24,317	-21.6%
3	956	55,454	0.051	0.021	0.004	0.075	0.10	889	2956	0.142	0.090	0.006	0.238	0.32	0.17	0.18	*	33,703	57,295	60,665	5.9%
3	957	49,190	0.190	0.156	0.026	0.372	0.47	946	2957	0.533	0.672	0.040	1.245	1.57	1.87	1.57	*	30,609	572,388	480,561	-16.0%
3	958	2,900	0.486	0.447	0.101	1.034	1.31	946	2958	1.365	1.925	0.153	3.443	4.36	3.52	3.66	*	1,932	68,006	70,711	4.0%
3	961	22,260	0.246	0.138	0.017	0.401	0.51	946	2961	0.691	0.595	0.026	1.312	1.67	2.12	2.12	*	13,998	296,758	233,677	-21.2%
3	962	12,752	0.035	0.011	0.022	0.067	0.08	889	2962	0.097	0.046	0.033	0.176	0.21	0.17	0.18	*	7,564	12,859	13,615	5.9%
3	963	1,106	0.127	0.136	0.030	0.293	0.37	947	2963	0.356	0.587	0.046	0.989	1.25	3.14	1.70	*	737	23,142	12,529	-45.9%
3	965	37,219	0.086	0.117	0.042	0.246	0.31	895	2965	0.242	0.504	0.064	0.810	1.02	0.52	0.54	*	24,598	127,910	132,829	3.8%
3	984	5,256	0.046	0.038	0.009	0.094	0.12	947	2984	0.131	0.164	0.014	0.309	0.39	3.14	1.70	*	3,442	108,079	58,514	-45.9%
3	988	21,044	0.037	0.034	0.008	0.079	0.10	947	2988	0.105	0.146	0.012	0.263	0.33	3.14	1.70	*	14,147	444,216	240,499	-45.9%
Sub-Industry Group 3		909,939				0,1130							0,3738					570,058	2,606,511	2,216,131	-15.0%
Total Sub-IG 3: (12/1/2022 Temp Staffing P.P.) / (12/1/2022 Direct Employment P.P.) =													3.309								
3	0011	31	0.848	0.734	0.166	1.748	2.09	947	2011	1.563	1.771	0.241	3.575	4.27	5.74	4.72	*	24	1,378	1,133	-17.8%
3	0013	55	1.085	0.893	0.080	2.059	2.47	947	2013	2.001	2.156	0.117	4.274	5.13	6.10	5.38	*	36	2,196	1,937	-11.8%
2	709	1	0.613	0.438	0.074	1.125	1.67	949	2709	1.130	1.057	0.108	2.295	3.41	0.58	0.60	*	1	6	6	3.4%
3	801	989	2.183	2.499	0.148	4.830	5.82	937	2801	4.026	6.031	0.215	10.272	12.38	9.02	9.38	*	415	37,433	38,927	4.0%
3	806	1,282	2.795	3.066	0.240	6.102	7.47	937	2806	5.155	7.398	0.350	12.903	15.80	8.77	9.12	*	658	57,707	60,010	4.0%
3	809	3,426	1.417	1.094	0.126	2.638	3.31	937	2809	2.614	2.640	0.184	5.438	6.82	8.73	7.67	*	1,441	125,799	110,525	-12.1%
3	813	14,222	1.500	1.149	0.117	2.765	3.49	867	2813	2.766	2.772	0.170	5.708	7.20	5.68	5.91	*	9,237	524,662	545,907	4.0%
3	814	504	1.290	0.618	0.084	1.992	2.52	947	2814	2.379	1.491	0.123	3.993	5.05	6.10	5.38	*	339	20,679	18,238	-11.8%
3	815	1,869	0.991	0.664	0.073	1.727	2.18	947	2815	1.827	1.602	0.106	3.535	4.46	5.65	4.56	*	1,298	73,337	59,189	-19.3%
3	816	167	0.819	0.555	0.039	1.412	1.74	947	2816	1.510	1.338	0.057	2.905	3.58	4.70	3.58	*	113	5,311	4,045	-23.8%
3	818																				

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 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium				12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium				Indicated 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Percentage Change	
			Serious	Non-Serious	Medical Only	Total				Serious	Non-Serious	Medical Only	Total								
3	919	51	0.445	0.674	0.050	1.169	1.39	929	2919	0.821	1.626	0.073	2.520	3.00	4.00	3.30	*	32	1,280	1,056	-17.5%
3	920	304	0.198	0.133	0.015	0.347	0.44	929	2920	0.366	0.322	0.023	0.711	0.90	2.18	1.18	*	183	3,989	2,159	-45.9%
3	921	122	1.567	1.352	0.203	3.122	3.74	871	2921	2.889	3.263	0.295	6.447	7.72	6.72	6.99	*	104	6,989	7,270	4.0%
3	922	557	0.776	0.699	0.067	1.542	1.95	929	2922	1.431	1.688	0.097	3.216	4.07	4.23	4.07	*	329	13,917	13,390	-3.8%
3	923	6,662	0.932	0.525	0.057	1.513	1.83	879	2923	1.718	1.266	0.083	3.067	3.71	3.23	3.36	*	3,471	112,113	116,626	4.0%
3	925	722	0.708	0.845	0.099	1.651	2.09	929	2925	1.305	2.038	0.144	3.487	4.41	4.23	4.40	*	450	19,035	19,800	4.0%
3	926	925	0.913	0.682	0.071	1.666	2.11	881	2926	1.684	1.644	0.104	3.432	4.35	3.52	3.66	*	611	21,507	22,363	4.0%
3	927	1,188	0.262	0.281	0.046	0.589	0.74	929	2927	0.482	0.679	0.067	1.228	1.54	2.18	1.54	*	721	15,718	11,103	-29.4%
3	928	8,188	0.688	0.761	0.110	1.559	1.97	883	2928	1.269	1.836	0.160	3.265	4.13	3.36	3.49	*	5,538	186,077	193,276	3.9%
3	932	112	0.203	0.204	0.036	0.443	0.58	929	2932	0.373	0.492	0.053	0.918	1.20	2.18	1.20	*	61	1,330	732	-45.0%
3	933	51	1.424	0.738	0.070	2.232	2.68	929	2933	2.625	1.781	0.102	4.508	5.41	4.23	4.40	*	32	1,354	1,408	4.0%
3	934	334	0.918	0.939	0.132	1.990	2.51	929	2934	1.693	2.266	0.192	4.151	5.24	4.23	4.40	*	211	8,925	9,284	4.0%
3	935	50	0.382	0.364	0.048	0.794	0.97	929	2935	0.704	0.879	0.070	1.653	2.02	2.59	2.02	*	30	777	606	-22.0%
3	941	1,736	0.812	1.332	0.127	2.270	2.87	947	2941	1.496	3.213	0.185	4.894	6.19	6.10	6.19	*	1,215	74,115	75,209	1.5%
3	944	659	0.753	0.566	0.094	1.413	1.78	947	2944	1.389	1.366	0.136	2.891	3.64	4.94	3.64	*	464	22,922	16,890	-26.3%
3	945	265	0.725	0.896	0.103	1.724	2.18	947	2945	1.337	2.163	0.150	3.650	4.62	5.86	4.94	*	179	10,489	8,843	-15.7%
3	952	1,036	0.191	0.124	0.031	0.346	0.44	947	2952	0.352	0.300	0.045	0.697	0.89	3.14	1.70	*	642	20,159	10,914	-45.9%
3	959	2,476	0.365	0.375	0.164	0.904	1.14	946	2959	0.674	0.906	0.238	1.818	2.29	2.84	2.29	*	1,548	43,963	35,449	-19.4%
3	960	9,815	1.065	0.905	0.118	2.089	2.64	946	2960	1.965	2.184	0.172	4.321	5.46	3.52	3.66	*	6,232	219,366	228,091	4.0%
3	964	221	0.563	0.985	0.160	1.708	2.16	947	2964	1.039	2.376	0.233	3.648	4.61	5.96	5.12	*	143	8,523	7,322	-14.1%
2	966	98	0.868	0.718	0.074	1.659	2.40	947	2966	1.600	1.732	0.108	3.440	4.98	6.10	5.38	*	66	4,026	3,551	-11.8%
3	968	170	0.476	0.266	0.056	0.798	1.00	947	2968	0.878	0.642	0.082	1.602	2.01	3.14	2.01	*	122	3,831	2,452	-36.0%
3	971	2,800	0.907	0.859	0.088	1.854	2.34	947	2971	1.672	2.073	0.129	3.874	4.89	6.10	5.38	*	1,955	119,255	105,179	-11.8%
3	973	993	0.734	0.848	0.074	1.656	2.09	947	2973	1.354	2.046	0.108	3.508	4.43	5.86	4.94	*	672	39,379	33,197	-15.7%
3	974	2,219	0.781	0.860	0.096	1.737	2.19	946	2974	1.439	2.076	0.140	3.655	4.61	3.52	3.66	*	1,477	51,990	54,058	4.0%
3	975	5,026	0.346	0.513	0.086	0.945	1.19	947	2975	0.639	1.237	0.125	2.001	2.52	3.23	2.52	*	3,397	109,723	85,604	-22.0%
3	976	1,026	0.309	0.661	0.091	1.061	1.34	947	2976	0.569	1.595	0.133	2.297	2.90	3.74	2.90	*	698	26,105	20,242	-22.5%
3	977	931	0.142	0.108	0.013	0.263	0.33	947	2977	0.261	0.262	0.019	0.542	0.68	3.14	1.70	*	626	19,656	10,642	-45.9%
3	978	73	0.937	0.585	0.106	1.628	2.07	947	2978	1.727	1.412	0.154	3.293	4.19	5.26	4.19	*	52	2,735	2,179	-20.3%
3	979	1,238	1.033	1.097	0.110	2.240	2.83	946	2979	1.905	2.647	0.160	4.712	5.95	3.52	3.66	*	810	28,512	29,646	4.0%
3	980	4,476	0.837	0.996	0.128	1.960	2.48	937	2980	1.543	2.403	0.186	4.132	5.23	6.82	5.23	*	1,974	134,627	103,240	-23.3%
3	981	807	0.631	0.619	0.085	1.335	1.69	947	2981	1.164	1.493	0.124	2.781	3.52	4.52	3.52	*	502	22,690	17,670	-22.1%
3	983	41	2.256	1.713	0.167	4.136	5.00	947	2983	4.159	4.133	0.243	8.535	10.32	6.10	6.34	*	27	1,647	1,712	3.9%
3	986	289	0.540	0.535	0.046	1.120	1.42	947	2986	0.995	1.290	0.067	2.352	2.98	3.74	2.98	*	193	7,218	5,751	-20.3%
3	997	166	0.305	0.167	0.026	0.498	0.61	947	2997	0.562	1.404	0.038	1.004	1.23	3.14	1.70	*	111	3,485	1,887	-45.9%
3	999	27	1.480	1.198	0.136	2.814	3.55	947	2999	2.729	2.890	0.198	5.817	7.34	6.10	6.34	*	17	1,037	1,078	3.9%
Sub-Industry Group 4		169,457				1.8789							3.8629				93,639	4,647,544	4,110,907	-11.5%	
Total Sub-IG 4: (12/1/2022 Temp Staffing P.P.) / (12/1/2022 Direct Employment P.P.) =													2.056								
3	005	2,353	5.638	2.120	0.186	7.943	9.42	937	2005	10.819	5.466	0.256	16.541	19.62	8.77	9.12	*	1,134	99,452	103,421	4.0%
3	009	-	10.099	2.753	0.083	12.935	15.76	937	2009	19.380	7.100	0.115	26.595	32.40	8.77	9.12	*	-	0	0	4.0%
3	015	1	5.332	1.454	0.041	6.827	8.42	937	2015	10.233	3.750	0.056	14.039	17.31	8.77	9.12	*	-	0	0	4.0%
2	055	751	1.791	0.772	0.050	2.613	3.83	937	2055	3.437	1.990	0.069	5.496	8.06	9.02	8.06	*	308	27,782	24,825	-10.6%
2	716	19	0.623	0.993	0.103	1.719	2.58	947	2716	1.195	2.562	0.142	3.899	5.85	6.28	5.85	*	14	879	819	-6.8%
2	718	297	1.065	0.602	0.072	1.739	2.55	544	2718	2.044	1.553	0.099	3.696	5.42	6.88	5.42	*	180	12,384	9,756	-21.2%
1	721	38	2.162	3.324	0.318	5.803	8.48	937	2721	4.148	8.572	0.438	13.158	19.23	8.77	9.21	*	18	1,579	1,658	5.0%
1	751	64	0.514	0.290	0.059	0.864	1.19	947	2751	0.987	0.748	0.082	1.817	2.50	3.42	2.50	*	44	1,505	1,100	-26.9%
1	752	66	0.279	0.236																	

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 2015-2019 Temp Staffing Payroll (\$000)	12/1/2022 Direct Employment Pure Premium			Total	12/1/2022 Pre-Surcharge Direct Employment Manual Rate	12/1/2020 Temp Staffing Code	12/1/2022 Temp Staffing Code	12/1/2022 Temp Staffing Pure Premium			Total	Indicated 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	12/1/2021 Pre-Surcharge Temp Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temp Staffing Manual Rate	Policy Years 2017-2019 Temp Staffing Payroll (\$000)	Premium Based on 12/1/2021 Temp Staffing Manual Rates	Premium Based on 12/1/2022 Temp Staffing Manual Rates	Proposed 12/1/2022 Temp Staffing Manual Rates Change
		Serious	Non-Serious	Medical Only					Serious	Non-Serious	Medical Only								
Total	1,315,227				0.7265							1.6307	2.245			797,552	16,144,601	13,958,074	-13.5%

	Minimum Swing	Maximum Swing
IND GRP 1	0.55	1.05
IND GRP 2	0.53	1.03
IND GRP 3	0.54	1.04

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	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
185	104	2104	4.92	5.17	5.1%	5.28
187	107	2107	4.17	4.38	5.0%	4.47
191	161	2161	3.19	3.35	5.0%	3.42
275	221	2221	3.34	3.51	5.1%	3.58
276	222	2222	5.37	5.64	5.0%	5.76
297	281	2281	3.64	3.82	4.9%	3.90
491	403	2403	4.27	4.48	4.9%	4.57
495	451	2451	5.21	5.47	5.0%	5.58
497	472	2472	1.61	1.69	5.0%	1.72
499	475	2475	3.94	4.14	5.1%	4.22
544	101	2101	7.51	5.90	-21.4%	6.02
544	105	2105	9.60	8.66	-9.8%	8.84
544	106	2106	9.60	10.08	5.0%	10.29
544	108	2108	7.32	5.47	-25.3%	5.58
544	109	2109	9.60	8.66	-9.8%	8.84
544	110	2110	7.83	6.06	-22.6%	6.18
544	111	2111	9.60	10.08	5.0%	10.29
544	112	2112	9.60	10.08	5.0%	10.29
544	113	2113	5.35	4.11	-23.2%	4.19
544	114	2114	9.60	10.08	5.0%	10.29
544	115	2115	6.27	4.94	-21.2%	5.04
544	119	2119	8.94	7.43	-16.9%	7.58
544	130	2130	9.60	10.08	5.0%	10.29
544	132	2132	4.94	4.09	-17.2%	4.17
544	134	2134	7.94	6.11	-23.0%	6.24
544	135	2135	6.51	4.98	-23.5%	5.08
544	136	2136	7.39	5.69	-23.0%	5.81
544	139	2139	9.60	8.83	-8.0%	9.01
544	163	2163	9.60	8.66	-9.8%	8.84
544	165	2165	9.60	10.08	5.0%	10.29
544	166	2166	8.31	6.46	-22.3%	6.59
544	201	2201	9.60	8.66	-9.8%	8.84
544	204	2204	8.05	6.31	-21.6%	6.44
544	205	2205	7.54	5.79	-23.2%	5.91
544	225	2225	6.36	5.03	-20.9%	5.13
544	227	2227	4.94	3.47	-29.8%	3.54
544	255	2255	6.36	4.68	-26.4%	4.78
544	257	2257	6.39	4.97	-22.2%	5.07
544	259	2259	5.76	4.60	-20.1%	4.69
544	261	2261	7.24	5.77	-20.3%	5.89
544	263	2263	5.00	3.85	-23.0%	3.93
544	265	2265	6.47	4.96	-23.3%	5.06
544	282	2282	9.60	10.08	5.0%	10.29
544	285	2285	5.40	4.04	-25.2%	4.12
544	301	2301	9.60	10.08	5.0%	10.29
544	305	2305	9.60	8.85	-7.8%	9.03
544	306	2306	9.60	8.66	-9.8%	8.84
544	309	2309	7.21	5.64	-21.8%	5.76
544	311	2311	7.53	5.98	-20.6%	6.10
544	319	2319	9.60	8.84	-7.9%	9.02
544	323	2323	9.42	8.32	-11.7%	8.49
544	327	2327	7.52	5.62	-25.3%	5.74
544	402	2402	9.60	8.66	-9.8%	8.84
544	404	2404	7.37	5.64	-23.5%	5.76
544	406	2406	8.53	6.33	-25.8%	6.46
544	407	2407	8.81	7.20	-18.3%	7.35
544	411	2411	9.60	9.42	-1.9%	9.61
544	413	2413	9.60	10.08	5.0%	10.29
544	415	2415	8.07	6.38	-20.9%	6.51
544	416	2416	5.23	4.12	-21.2%	4.20
544	421	2421	9.60	10.08	5.0%	10.29
544	425	2425	9.60	10.08	5.0%	10.29
544	427	2427	9.60	9.02	-6.0%	9.20
544	429	2429	9.60	8.66	-9.8%	8.84
544	431	2431	9.60	10.08	5.0%	10.29
544	433	2433	8.65	6.83	-21.0%	6.97
544	435	2435	9.43	8.34	-11.6%	8.51
544	441	2441	4.94	2.72	-44.9%	2.78

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	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
544	445	2445	5.71	4.35	-23.8%	4.44
544	446	2446	4.94	2.72	-44.9%	2.78
544	447	2447	9.60	8.66	-9.8%	8.84
544	449	2449	5.59	4.33	-22.5%	4.42
544	454	2454	9.60	10.08	5.0%	10.29
544	456	2456	9.60	9.06	-5.6%	9.25
544	457	2457	8.01	6.20	-22.6%	6.33
544	458	2458	4.94	3.32	-32.8%	3.39
544	459	2459	4.94	2.72	-44.9%	2.78
544	461	2461	8.92	7.40	-17.0%	7.55
544	463	2463	7.23	5.43	-24.9%	5.54
544	464	2464	7.08	5.56	-21.5%	5.67
544	465	2465	8.07	6.24	-22.7%	6.37
544	467	2467	9.60	8.66	-9.8%	8.84
544	471	2471	4.94	2.72	-44.9%	2.78
544	473	2473	5.78	4.38	-24.2%	4.47
544	474	2474	4.94	3.83	-22.5%	3.91
544	476	2476	4.94	2.72	-44.9%	2.78
544	477	2477	4.94	3.59	-27.3%	3.66
544	483	2483	4.94	3.04	-38.5%	3.10
544	485	2485	4.94	2.72	-44.9%	2.78
544	486	2486	4.94	2.73	-44.7%	2.79
544	487	2487	4.94	2.72	-44.9%	2.78
544	488	2488	4.94	2.72	-44.9%	2.78
544	489	2489	4.94	2.72	-44.9%	2.78
544	501	2501	9.60	8.66	-9.8%	8.84
544	502	2502	8.57	6.58	-23.2%	6.71
544	506	2506	4.94	3.86	-21.9%	3.94
544	507	2507	5.29	4.00	-24.4%	4.08
544	509	2509	9.60	10.08	5.0%	10.29
544	511	2511	9.60	10.08	5.0%	10.29
544	512	2512	9.60	8.66	-9.8%	8.84
544	513	2513	8.05	6.37	-20.9%	6.50
544	535	2535	7.21	5.56	-22.9%	5.67
544	536	2536	9.60	10.08	5.0%	10.29
544	551	2551	4.94	2.72	-44.9%	2.78
544	553	2553	8.50	6.68	-21.4%	6.82
544	555	2555	4.94	2.72	-44.9%	2.78
544	571	2571	6.33	4.88	-22.9%	4.98
544	573	2573	9.37	8.22	-12.3%	8.39
544	581	2581	5.22	2.87	-45.0%	2.93
544	718	2718	6.88	5.42	-21.2%	5.53
544	744	2744	4.94	2.72	-44.9%	2.78
544	4771	6771	8.38	6.61	-21.1%	6.75
544	4777	6777	9.60	9.98	4.0%	10.18
587	563	2563	2.08	2.18	4.8%	2.22
682	601	2601	18.39	16.18	-12.0%	17.41
682	603	2603	14.88	11.30	-24.1%	12.16
682	605	2605	18.39	16.18	-12.0%	17.41
682	607	2607	9.72	5.86	-39.7%	6.31
682	608	2608	10.08	7.49	-25.7%	8.06
682	611	2611	18.39	18.46	0.4%	19.87
682	615	2615	18.39	18.94	3.0%	20.38
682	617	2617	9.72	6.65	-31.6%	7.16
682	625	2625	12.62	9.55	-24.3%	10.28
682	643	2643	18.39	18.94	3.0%	20.38
682	645	2645	13.70	10.26	-25.1%	11.04
682	646	2646	13.47	10.22	-24.1%	11.00
682	647	2647	18.39	16.18	-12.0%	17.41
682	648	2648	11.59	8.93	-23.0%	9.61
682	649	2649	10.36	8.19	-20.9%	8.81
682	652	2652	18.39	16.42	-10.7%	17.67
682	653	2653	15.29	11.56	-24.4%	12.44
682	654	2654	10.81	8.26	-23.6%	8.89
682	655	2655	18.39	18.94	3.0%	20.38
682	656	2656	13.53	10.08	-25.5%	10.85
682	657	2657	18.39	16.26	-11.6%	17.50
682	658	2658	18.39	17.24	-6.3%	18.55

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	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
682	659	2659	18.39	18.94	3.0%	20.38
682	660	2660	9.72	5.15	-47.0%	5.54
682	663	2663	9.72	6.32	-35.0%	6.80
682	664	2664	9.72	6.81	-29.9%	7.33
682	665	2665	15.48	11.67	-24.6%	12.56
682	666	2666	18.19	15.79	-13.2%	16.99
682	667	2667	9.72	5.15	-47.0%	5.54
682	668	2668	18.39	16.18	-12.0%	17.41
682	669	2669	17.02	13.65	-19.8%	14.69
682	670	2670	16.26	12.70	-21.9%	13.67
682	673	2673	14.02	11.02	-21.4%	11.86
682	674	2674	13.66	10.64	-22.1%	11.45
682	675	2675	9.72	6.25	-35.7%	6.73
682	676	2676	12.43	9.82	-21.0%	10.57
682	677	2677	9.72	5.15	-47.0%	5.54
682	679	2679	18.39	16.18	-12.0%	17.41
682	681	2681	16.06	12.57	-21.7%	13.53
691	609	2609	5.68	5.85	3.0%	6.49
693	651	2651	6.72	6.92	3.0%	7.43
695	661	2661	3.63	3.74	3.0%	4.07
867	813	2813	5.68	5.91	4.0%	6.03
871	921	2921	6.72	6.99	4.0%	7.13
877	914	2914	3.18	3.31	4.1%	3.38
879	923	2923	3.23	3.36	4.0%	3.43
881	926	2926	3.52	3.66	4.0%	3.74
883	928	2928	3.36	3.49	3.9%	3.56
889	953	2953	0.17	0.18	5.9%	0.18
889	956	2956	0.17	0.18	5.9%	0.18
889	962	2962	0.17	0.18	5.9%	0.18
895	965	2965	0.52	0.54	3.8%	0.55
929	885	2885	4.23	4.40	4.0%	4.49
929	886	2886	4.12	3.52	-14.6%	3.59
929	910	2910	4.23	4.40	4.0%	4.49
929	915	2915	4.23	3.73	-11.8%	3.81
929	916	2916	3.87	3.07	-20.7%	3.13
929	917	2917	4.23	4.40	4.0%	4.49
929	918	2918	4.23	3.73	-11.8%	3.81
929	919	2919	4.00	3.30	-17.5%	3.37
929	920	2920	2.18	1.18	-45.9%	1.20
929	922	2922	4.23	4.07	-3.8%	4.15
929	925	2925	4.23	4.40	4.0%	4.49
929	927	2927	2.18	1.54	-29.4%	1.57
929	932	2932	2.18	1.20	-45.0%	1.22
929	933	2933	4.23	4.40	4.0%	4.49
929	934	2934	4.23	4.40	4.0%	4.49
929	935	2935	2.59	2.02	-22.0%	2.06
937	005	2005	8.77	9.12	4.0%	9.31
937	009	2009	8.77	9.12	4.0%	9.31
937	015	2015	8.77	9.12	4.0%	9.31
937	055	2055	9.02	8.06	-10.6%	8.23
937	059	2059	9.02	9.29	3.0%	9.48
937	721	2721	8.77	9.21	5.0%	9.40
937	801	2801	9.02	9.38	4.0%	9.57
937	802	2802	8.77	7.84	-10.6%	8.00
937	803	2803	8.77	9.12	4.0%	9.31
937	804	2804	7.26	5.87	-19.1%	5.99
937	805	2805	8.77	8.99	2.5%	9.17
937	806	2806	8.77	9.12	4.0%	9.31
937	807	2807	8.77	8.85	0.9%	9.03
937	808	2808	8.77	9.12	4.0%	9.31
937	809	2809	8.73	7.67	-12.1%	7.83
937	811	2811	8.77	9.12	4.0%	9.31
937	812	2812	8.77	9.12	4.0%	9.31
937	817	2817	8.77	9.12	4.0%	9.31
937	821	2821	8.77	9.12	4.0%	9.31
937	828	2828	8.77	9.12	4.0%	9.31
937	855	2855	8.77	8.03	-8.4%	8.19
937	857	2857	8.77	7.75	-11.6%	7.91

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	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
937	858	2858	8.77	9.12	4.0%	9.31
937	859	2859	8.77	9.12	4.0%	9.31
937	860	2860	8.77	9.12	4.0%	9.31
937	862	2862	8.77	9.12	4.0%	9.31
937	865	2865	4.73	3.55	-24.9%	3.62
937	907	2907	8.56	7.35	-14.1%	7.50
937	911	2911	7.01	5.53	-21.1%	5.64
937	924	2924	7.90	6.33	-19.9%	6.46
937	980	2980	6.82	5.23	-23.3%	5.34
937	992	2992	8.77	7.75	-11.6%	7.91
937	995	2995	8.77	9.12	4.0%	9.31
946	940	2940	3.52	3.66	4.0%	3.74
946	957	2957	1.87	1.57	-16.0%	1.60
946	958	2958	3.52	3.66	4.0%	3.74
946	959	2959	2.84	2.29	-19.4%	2.34
946	960	2960	3.52	3.66	4.0%	3.74
946	961	2961	2.12	1.67	-21.2%	1.70
946	974	2974	3.52	3.66	4.0%	3.74
946	979	2979	3.52	3.66	4.0%	3.74
947	011	2011	5.74	4.72	-17.8%	4.82
947	012	2012	6.10	6.34	3.9%	6.47
947	013	2013	6.10	5.38	-11.8%	5.49
947	141	2141	6.10	6.41	5.1%	6.54
947	142	2142	6.07	5.45	-10.2%	5.56
947	662	2662	6.28	6.47	3.0%	6.96
947	716	2716	6.28	5.85	-6.8%	5.97
947	751	2751	3.42	2.50	-26.9%	2.55
947	752	2752	3.14	1.73	-44.9%	1.77
947	753	2753	6.10	6.41	5.1%	6.54
947	755	2755	4.20	3.22	-23.3%	3.29
947	757	2757	5.51	4.42	-19.8%	4.51
947	759	2759	6.10	6.41	5.1%	6.54
947	814	2814	6.10	5.38	-11.8%	5.49
947	815	2815	5.65	4.56	-19.3%	4.65
947	816	2816	4.70	3.58	-23.8%	3.65
947	818	2818	3.14	2.42	-22.9%	2.47
947	820	2820	5.47	4.42	-19.2%	4.51
947	825	2825	6.10	6.34	3.9%	6.47
947	880	2880	6.10	6.34	3.9%	6.47
947	882	2882	6.10	6.34	3.9%	6.47
947	884	2884	3.14	1.70	-45.9%	1.73
947	887	2887	3.14	2.37	-24.5%	2.42
947	888	2888	6.10	6.34	3.9%	6.47
947	890	2890	3.14	1.70	-45.9%	1.73
947	891	2891	4.64	4.03	-13.1%	4.11
947	896	2896	3.14	2.23	-29.0%	2.28
947	897	2897	3.41	2.61	-23.5%	2.66
947	898	2898	6.10	6.13	0.5%	6.26
947	899	2899	3.14	1.95	-37.9%	1.99
947	936	2936	3.14	1.70	-45.9%	1.73
947	939	2939	6.10	6.34	3.9%	6.47
947	941	2941	6.10	6.19	1.5%	6.32
947	944	2944	4.94	3.64	-26.3%	3.71
947	945	2945	5.86	4.94	-15.7%	5.04
947	948	2948	5.94	5.08	-14.5%	5.18
947	952	2952	3.14	1.70	-45.9%	1.73
947	954	2954	5.61	4.49	-20.0%	4.58
947	963	2963	3.14	1.70	-45.9%	1.73
947	964	2964	5.96	5.12	-14.1%	5.22
947	966	2966	6.10	5.38	-11.8%	5.49
947	967	2967	3.14	1.70	-45.9%	1.73
947	968	2968	3.14	2.01	-36.0%	2.05
947	969	2969	6.10	5.96	-2.3%	6.08
947	970	2970	6.10	6.34	3.9%	6.47
947	971	2971	6.10	5.38	-11.8%	5.49
947	973	2973	5.86	4.94	-15.7%	5.04
947	975	2975	3.23	2.52	-22.0%	2.57
947	976	2976	3.74	2.90	-22.5%	2.96

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	12/1/2022 Temporary Staffing Code	12/1/2021 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Pre-Surcharge Temporary Staffing Manual Rate	Proposed 12/1/2022 Percentage Change	Proposed 12/1/2022 Post-Surcharge Temporary Staffing Manual Rate
947	977	2977	3.14	1.70	-45.9%	1.73
947	978	2978	5.26	4.19	-20.3%	4.28
947	981	2981	4.52	3.52	-22.1%	3.59
947	983	2983	6.10	6.34	3.9%	6.47
947	984	2984	3.14	1.70	-45.9%	1.73
947	986	2986	3.74	2.98	-20.3%	3.04
947	988	2988	3.14	1.70	-45.9%	1.73
947	991	2991	6.10	6.34	3.9%	6.47
947	997	2997	3.14	1.70	-45.9%	1.73
947	999	2999	6.10	6.34	3.9%	6.47
947	7428	9428	3.89	3.03	-22.1%	3.09
949	709	2709	0.58	0.60	3.4%	0.61
949	819	2819	0.57	0.59	3.5%	0.60
949	903	2903	0.57	0.56	-1.8%	0.57
949	904	2904	0.57	0.59	3.5%	0.60
949	905	2905	0.29	0.22	-24.1%	0.22
949	951	2951	0.57	0.59	3.5%	0.60
949	955	2955	0.37	0.29	-21.6%	0.30