



**Refreshed August 24, 2021.
Rates and Loss Costs effective
12/1/2021 were updated to
match DCRB Filing No. 2104,
Exhibit 27.**

August 20, 2021

DCRB CIRCULAR NO. 1000

To All Members of the DCRB:

**Re: RESIDUAL MARKET RATE AND VOLUNTARY MARKET LOSS COST FILING
PROPOSED EFFECTIVE DECEMBER 1, 2021
DCRB FILING NO. 2104**

The DCRB submitted a filing of revisions to Delaware's Residual Market Plan, voluntary market loss costs and related rating values with a proposed policy effective date of December 1, 2021 (selected portions effective June 1, 2022).

The DCRB's analysis produces a proposed overall decrease in collectible rate level of -18.37 percent for the Residual Market Plan and a proposed overall decrease in collectible loss costs of -19.40 percent for the voluntary market.

Consistent with previous filings, the underlying losses are adjusted to a post-legislative basis recognizing the full extent of the savings specified in House Bill 373 of 2014.

The filing includes considerations related to the COVID-19 pandemic, such as the treatment of COVID-19 claims and COVID-19 economic-related adjustments.

In addition to residual market rates and voluntary market loss costs, DCRB Filing No. 2104 proposes revisions to the following programs and/or rating values:

- Residual market minimum premiums
- Excess loss factors
- Excess loss premium factors (residual market)
- Small deductible program
- Workplace Safety Program
- Experience Rating Plan
- Merit Rating Plan
- DIP Surcharge Program
- DCCPAP qualifying wage table (**proposed effective June 1, 2022**)
- Retrospective Rating
- State & Hazard Group relativities
- Miscellaneous Manual revisions

Once the filing has been adjudicated by the Delaware Department of Insurance, each licensed Delaware carrier will be required to make a filing for a loss cost multiplier, rates and/or other related rating values with the Department. This requirement will apply even if a carrier intends to retain its current pricing values and programs intact. Accordingly, in order to preserve the desired and necessary flexibility in pricing Delaware workers compensation policies, it is strongly recommended that all policies issued with effective dates on and after December 1, 2021 be qualified as carrying tentative rates, using the Pending Rate Change Endorsement, WC 00 04 04, for this purpose. Any policies issued at current rates or on a “to-be-determined” basis for which approved rating values are changed as a result of this filing and/or any subsequent carrier filing(s) must be endorsed subsequently with the new carrier rates.

Filing Package

The complete filing package for DCRB Filing No. 2104 is available at www.dcrb.com in the “Filings” section of the website.

Members and other interested parties are encouraged to use the website to access any and all parts of the filing package for informational purposes.

Attached for reference are two tables of current and proposed December 1, 2021 rates and loss costs with proposed percentage changes by classification. Note that the first table provides rate and loss cost information for Direct Employment classifications and the second table shows the same information for the Temporary Staffing classifications. The Temporary Staffing table shows the revised classification codes that were approved in DCRB Filing No. 2102 effective December 1, 2021, along with updated rates and loss costs included in this filing.

Questions concerning this filing should be directed to Brent Otto, Vice President of Actuarial Services and Chief Actuary, at botto@dcrb.com or Ken Creighton, Director of Actuarial Services, at kcreighton@dcrb.com.

William V. Taylor
President

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Attachment

Remember to visit our web site at www.dcrb.com for more information about this and other topics.

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
005	17.35	13.07	-24.7%	12.41	9.24	-25.5%
0006	5.48	4.39	-19.9%	3.92	3.10	-20.9%
007	6.88	5.61	-18.5%	4.92	3.96	-19.5%
0008	5.15	4.05	-21.4%	3.69	2.87	-22.2%
009	27.65	21.40	-22.6%	19.79	15.13	-23.5%
0011	3.80	2.90	-23.7%	2.72	2.05	-24.6%
0012	5.04	4.04	-19.8%	3.61	2.86	-20.8%
0013	4.57	3.45	-24.5%	3.27	2.44	-25.4%
015	14.66	11.31	-22.9%	10.49	7.99	-23.8%
0016	3.40	2.64	-22.4%	2.44	1.86	-23.8%
0034	3.69	2.94	-20.3%	2.64	2.08	-21.2%
0036	4.41	3.41	-22.7%	3.16	2.41	-23.7%
055	5.93	5.04	-15.0%	4.24	3.56	-16.0%
059	7.28	6.27	-13.9%	5.22	4.43	-15.1%
0083	5.05	3.88	-23.2%	3.62	2.74	-24.3%
101	4.83	3.80	-21.3%	3.45	2.68	-22.3%
104	4.90	3.86	-21.2%	3.50	2.73	-22.0%
105	5.83	4.69	-19.6%	4.17	3.32	-20.4%
106	8.96	7.13	-20.4%	6.40	5.05	-21.1%
107	4.15	3.32	-20.0%	2.97	2.34	-21.2%
108	4.59	3.43	-25.3%	3.29	2.43	-26.1%
109	6.41	4.99	-22.2%	4.59	3.53	-23.1%
110	4.59	3.58	-22.0%	3.29	2.53	-23.1%
111	10.34	8.19	-20.8%	7.40	5.79	-21.8%
112	15.07	12.02	-20.2%	10.79	8.50	-21.2%
113	3.32	2.53	-23.8%	2.38	1.79	-24.8%
114	9.66	7.56	-21.7%	6.92	5.34	-22.8%
115	3.68	2.99	-18.8%	2.63	2.11	-19.8%
119	5.48	4.30	-21.5%	3.92	3.04	-22.4%
130	8.08	6.30	-22.0%	5.79	4.46	-23.0%
132	2.15	2.23	3.7%	1.54	1.58	2.6%
134	5.02	3.90	-22.3%	3.60	2.75	-23.6%
135	3.99	3.10	-22.3%	2.85	2.19	-23.2%
136	4.38	3.46	-21.0%	3.14	2.45	-22.0%
139	6.59	5.24	-20.5%	4.71	3.71	-21.2%
141	7.42	5.91	-20.4%	5.31	4.18	-21.3%
142	3.57	2.80	-21.6%	2.55	1.99	-22.0%
161	3.18	2.60	-18.2%	2.27	1.84	-18.9%
163	5.89	4.62	-21.6%	4.21	3.26	-22.6%
165	9.14	7.30	-20.1%	6.54	5.16	-21.1%
166	4.77	3.80	-20.3%	3.41	2.68	-21.4%

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
0175	1.31	1.01	-22.9%	0.94	0.72	-23.4%
0176	0.49	0.39	-20.4%	0.35	0.28	-20.0%
201	6.31	4.94	-21.7%	4.52	3.49	-22.8%
204	4.47	3.62	-19.0%	3.20	2.56	-20.0%
205	4.60	3.59	-22.0%	3.29	2.54	-22.8%
221	3.32	2.65	-20.2%	2.38	1.87	-21.4%
222	5.34	4.27	-20.0%	3.82	3.02	-20.9%
225	4.13	3.22	-22.0%	2.95	2.28	-22.7%
227	2.94	2.29	-22.1%	2.10	1.62	-22.9%
255	3.99	3.02	-24.3%	2.85	2.14	-24.9%
257	4.02	3.07	-23.6%	2.87	2.17	-24.4%
259	3.55	2.88	-18.9%	2.54	2.04	-19.7%
261	4.45	3.58	-19.6%	3.19	2.53	-20.7%
263	3.19	2.46	-22.9%	2.28	1.74	-23.7%
265	3.99	3.08	-22.8%	2.85	2.18	-23.5%
281	3.62	2.91	-19.6%	2.59	2.06	-20.5%
282	8.62	6.62	-23.2%	6.17	4.68	-24.1%
285	3.45	2.58	-25.2%	2.47	1.82	-26.3%
301	8.86	6.99	-21.1%	6.34	4.94	-22.1%
305	6.71	5.30	-21.0%	4.81	3.75	-22.0%
306	5.76	4.46	-22.6%	4.12	3.15	-23.5%
309	4.33	3.44	-20.6%	3.10	2.44	-21.3%
311	4.47	3.56	-20.4%	3.20	2.52	-21.3%
319	6.36	5.10	-19.8%	4.55	3.60	-20.9%
323	5.66	4.34	-23.3%	4.05	3.07	-24.2%
327	4.35	3.32	-23.7%	3.11	2.34	-24.8%
402	6.00	4.59	-23.5%	4.29	3.24	-24.5%
403	4.25	3.36	-20.9%	3.04	2.37	-22.0%
404	4.52	3.51	-22.3%	3.24	2.49	-23.1%
406	5.49	4.07	-25.9%	3.93	2.88	-26.7%
407	5.14	4.08	-20.6%	3.68	2.89	-21.5%
411	7.79	5.98	-23.2%	5.57	4.23	-24.1%
413	9.10	6.82	-25.1%	6.51	4.82	-26.0%
415	5.05	4.00	-20.8%	3.62	2.82	-22.1%
416	3.10	2.47	-20.3%	2.22	1.74	-21.6%
421	10.04	8.18	-18.5%	7.18	5.78	-19.5%
425	11.33	8.88	-21.6%	8.10	6.28	-22.5%
427	6.35	5.25	-17.3%	4.55	3.72	-18.2%
429	5.99	4.59	-23.4%	4.29	3.24	-24.5%
431	8.10	6.35	-21.6%	5.80	4.48	-22.8%
433	5.07	4.11	-18.9%	3.63	2.91	-19.8%

DELAWARE COMPENSATION RATING BUREAU, INC.**DIRECT EMPLOYMENT CLASSES
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PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
435	5.83	4.49	-23.0%	4.17	3.17	-24.0%
441	1.83	1.39	-24.0%	1.31	0.98	-25.2%
445	3.62	2.70	-25.4%	2.59	1.91	-26.3%
446	2.02	1.54	-23.8%	1.44	1.08	-25.0%
447	6.61	4.96	-25.0%	4.73	3.51	-25.8%
449	3.39	2.67	-21.2%	2.43	1.89	-22.2%
451	5.18	4.15	-19.9%	3.71	2.93	-21.0%
454	8.63	6.92	-19.8%	6.17	4.89	-20.7%
456	7.05	5.53	-21.6%	5.04	3.91	-22.4%
457	4.99	3.95	-20.8%	3.57	2.79	-21.8%
458	2.72	2.09	-23.2%	1.95	1.47	-24.6%
459	1.39	1.06	-23.7%	0.99	0.76	-23.2%
461	5.45	4.31	-20.9%	3.90	3.05	-21.8%
463	4.23	3.26	-22.9%	3.03	2.31	-23.8%
464	4.38	3.47	-20.8%	3.14	2.46	-21.7%
465	5.01	3.91	-22.0%	3.59	2.76	-23.1%
467	6.14	4.71	-23.3%	4.40	3.33	-24.3%
471	1.76	1.44	-18.2%	1.26	1.02	-19.0%
472	1.60	1.20	-25.0%	1.15	0.85	-26.1%
473	3.63	2.77	-23.7%	2.59	1.97	-23.9%
474	2.97	2.36	-20.5%	2.12	1.67	-21.2%
475	3.92	3.10	-20.9%	2.81	2.19	-22.1%
476	1.90	1.47	-22.6%	1.35	1.04	-23.0%
477	2.91	2.24	-23.0%	2.08	1.59	-23.6%
483	2.33	1.83	-21.5%	1.66	1.30	-21.7%
485	1.81	1.40	-22.7%	1.30	0.99	-23.8%
486	2.13	1.67	-21.6%	1.53	1.18	-22.9%
487	1.60	1.26	-21.3%	1.15	0.89	-22.6%
488	1.27	1.10	-13.4%	0.91	0.78	-14.3%
489	1.90	1.44	-24.2%	1.35	1.02	-24.4%
501	5.87	4.72	-19.6%	4.20	3.34	-20.5%
502	5.23	4.08	-22.0%	3.74	2.89	-22.7%
506	2.83	2.25	-20.5%	2.02	1.60	-20.8%
507	3.36	2.58	-23.2%	2.41	1.82	-24.5%
509	8.42	6.57	-22.0%	6.02	4.65	-22.8%
511	8.79	7.01	-20.3%	6.29	4.95	-21.3%
512	6.55	5.06	-22.7%	4.68	3.57	-23.7%
513	4.87	3.84	-21.1%	3.48	2.71	-22.1%
535	4.18	3.32	-20.6%	2.99	2.34	-21.7%
536	8.48	6.63	-21.8%	6.07	4.69	-22.7%
551	1.79	1.35	-24.6%	1.28	0.95	-25.8%

DELAWARE COMPENSATION RATING BUREAU, INC.**DIRECT EMPLOYMENT CLASSES
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PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
553	5.56	4.42	-20.5%	3.99	3.12	-21.8%
555	1.54	1.31	-14.9%	1.10	0.92	-16.4%
563	2.07	1.66	-19.8%	1.49	1.18	-20.8%
571	3.85	3.05	-20.8%	2.76	2.16	-21.7%
573	5.90	4.61	-21.9%	4.22	3.25	-23.0%
581	1.97	1.61	-18.3%	1.40	1.14	-18.6%
601	11.46	9.34	-18.5%	8.19	6.60	-19.4%
603	8.87	7.42	-16.3%	6.35	5.25	-17.3%
605	10.56	8.89	-15.8%	7.55	6.29	-16.7%
607	5.06	3.74	-26.1%	3.62	2.64	-27.1%
608	5.99	4.91	-18.0%	4.29	3.47	-19.1%
609	5.89	4.94	-16.1%	4.22	3.49	-17.3%
611	13.49	11.33	-16.0%	9.66	8.01	-17.1%
615	13.33	10.70	-19.7%	9.53	7.56	-20.7%
617	5.11	4.28	-16.2%	3.66	3.02	-17.5%
625	7.20	5.92	-17.8%	5.15	4.19	-18.6%
643	15.98	13.31	-16.7%	11.43	9.41	-17.7%
645	7.91	6.32	-20.1%	5.66	4.47	-21.0%
646	7.61	6.25	-17.9%	5.44	4.42	-18.8%
647	10.54	8.78	-16.7%	7.54	6.21	-17.6%
648	6.25	5.21	-16.6%	4.47	3.68	-17.7%
649	5.59	4.88	-12.7%	4.00	3.45	-13.8%
651	6.82	5.56	-18.5%	4.89	3.93	-19.6%
652	11.12	9.42	-15.3%	7.96	6.66	-16.3%
653	8.62	7.07	-18.0%	6.16	5.00	-18.8%
654	6.60	5.35	-18.9%	4.72	3.78	-19.9%
655	16.33	13.00	-20.4%	11.69	9.20	-21.3%
656	8.40	6.77	-19.4%	6.01	4.79	-20.3%
657	12.08	10.17	-15.8%	8.64	7.18	-16.9%
658	12.66	10.60	-16.3%	9.06	7.50	-17.2%
659	23.25	19.16	-17.6%	16.63	13.54	-18.6%
660	2.69	2.21	-17.8%	1.92	1.57	-18.2%
661	3.78	3.11	-17.7%	2.71	2.20	-18.8%
662	8.32	7.28	-12.5%	5.95	5.15	-13.4%
663	4.81	3.98	-17.3%	3.45	2.82	-18.3%
664	5.57	4.45	-20.1%	3.98	3.15	-20.9%
665	9.08	7.36	-18.9%	6.50	5.20	-20.0%
666	10.13	8.55	-15.6%	7.25	6.04	-16.7%
667	2.79	2.38	-14.7%	2.00	1.69	-15.5%
668	10.43	9.16	-12.2%	7.46	6.48	-13.1%
669	9.70	8.33	-14.1%	6.94	5.89	-15.1%

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
670	8.42	7.30	-13.3%	6.03	5.16	-14.4%
673	8.32	7.11	-14.5%	5.95	5.02	-15.6%
674	7.32	6.24	-14.8%	5.24	4.42	-15.6%
675	4.72	3.87	-18.0%	3.38	2.74	-18.9%
676	6.75	5.80	-14.1%	4.82	4.09	-15.1%
677	3.95	3.26	-17.5%	2.83	2.31	-18.4%
679	11.89	10.06	-15.4%	8.50	7.11	-16.4%
681	8.42	7.30	-13.3%	6.03	5.16	-14.4%
709	2.55	2.17	-14.9%	1.82	1.54	-15.4%
716	3.87	3.32	-14.2%	2.77	2.34	-15.5%
718	3.91	3.32	-15.1%	2.80	2.34	-16.4%
721	14.41	11.25	-21.9%	10.31	7.95	-22.9%
744	0.70	0.54	-22.9%	0.50	0.38	-24.0%
751	2.34	1.68	-28.2%	1.67	1.19	-28.7%
752	1.40	1.06	-24.3%	1.00	0.76	-24.0%
753	5.71	4.56	-20.1%	4.09	3.22	-21.3%
755	2.69	2.09	-22.3%	1.93	1.47	-23.8%
757	3.19	2.60	-18.5%	2.28	1.84	-19.3%
759	7.79	6.30	-19.1%	5.57	4.46	-19.9%
0771	1.25	1.00	-20.0%	0.89	0.71	-20.2%
801	10.10	7.88	-22.0%	7.22	5.57	-22.9%
802	6.62	4.92	-25.7%	4.73	3.48	-26.4%
803	18.88	14.87	-21.2%	13.51	10.51	-22.2%
804	4.00	3.28	-18.0%	2.86	2.31	-19.2%
805	7.08	5.57	-21.3%	5.06	3.94	-22.1%
806	12.85	10.10	-21.4%	9.19	7.14	-22.3%
807	7.09	5.45	-23.1%	5.07	3.85	-24.1%
808	7.06	5.69	-19.4%	5.05	4.02	-20.4%
809	5.46	4.35	-20.3%	3.90	3.07	-21.3%
811	9.68	7.95	-17.9%	6.93	5.62	-18.9%
812	9.36	7.53	-19.6%	6.70	5.32	-20.6%
813	5.65	4.53	-19.8%	4.04	3.20	-20.8%
814	4.19	3.30	-21.2%	3.00	2.33	-22.3%
815	3.53	2.85	-19.3%	2.53	2.02	-20.2%
816	3.03	2.36	-22.1%	2.17	1.67	-23.0%
817	11.75	8.16	-30.6%	8.41	5.76	-31.5%
818	1.93	1.54	-20.2%	1.38	1.08	-21.7%
819	1.62	1.20	-25.9%	1.16	0.85	-26.7%
820	3.23	2.64	-18.3%	2.31	1.86	-19.5%
821	8.52	6.88	-19.2%	6.10	4.86	-20.3%
825	5.05	4.11	-18.6%	3.62	2.91	-19.6%

DELAWARE COMPENSATION RATING BUREAU, INC.

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Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
828	9.11	7.11	-22.0%	6.52	5.03	-22.9%
855	6.51	5.19	-20.3%	4.65	3.66	-21.3%
857	6.15	4.69	-23.7%	4.40	3.32	-24.5%
858	8.32	6.44	-22.6%	5.95	4.55	-23.5%
859	8.88	6.92	-22.1%	6.35	4.89	-23.0%
860	9.15	6.96	-23.9%	6.55	4.92	-24.9%
862	8.82	6.93	-21.4%	6.31	4.90	-22.3%
865	3.05	2.38	-22.0%	2.18	1.69	-22.5%
880	7.93	6.22	-21.6%	5.68	4.40	-22.5%
882	7.55	5.95	-21.2%	5.40	4.21	-22.0%
884	1.02	0.80	-21.6%	0.74	0.56	-24.3%
885	4.52	3.32	-26.5%	3.24	2.34	-27.8%
886	2.63	2.04	-22.4%	1.89	1.44	-23.8%
887	1.26	0.99	-21.4%	0.90	0.71	-21.1%
888	6.02	4.89	-18.8%	4.31	3.46	-19.7%
890	0.64	0.50	-21.9%	0.45	0.36	-20.0%
891	1.77	1.43	-19.2%	1.27	1.01	-20.5%
896	1.95	1.47	-24.6%	1.39	1.04	-25.2%
897	2.10	1.63	-22.4%	1.51	1.15	-23.8%
898	4.91	3.92	-20.2%	3.51	2.77	-21.1%
899	1.69	1.29	-23.7%	1.21	0.91	-24.8%
903	0.35	0.25	-28.6%	0.25	0.17	-32.0%
904	1.79	1.44	-19.6%	1.28	1.02	-20.3%
905	0.14	0.09	-35.7%	0.10	0.06	-40.0%
907	5.54	4.36	-21.3%	3.97	3.08	-22.4%
0908	213.08	165.30	-22.4%	152.46	116.86	-23.4%
0909	90.13	69.04	-23.4%	64.49	48.81	-24.3%
910	6.39	4.91	-23.2%	4.57	3.47	-24.1%
911	4.51	3.55	-21.3%	3.23	2.51	-22.3%
0912	536.98	450.55	-16.1%	384.21	318.55	-17.1%
0913	528.96	399.84	-24.4%	378.48	282.69	-25.3%
914	3.17	2.55	-19.6%	2.26	1.80	-20.4%
915	2.90	2.20	-24.1%	2.07	1.56	-24.6%
916	2.39	1.88	-21.3%	1.71	1.33	-22.2%
917	4.07	3.24	-20.4%	2.91	2.29	-21.3%
918	2.80	2.12	-24.3%	2.00	1.49	-25.5%
919	2.51	1.90	-24.3%	1.79	1.35	-24.6%
920	0.74	0.57	-23.0%	0.53	0.41	-22.6%
921	6.68	5.12	-23.4%	4.78	3.62	-24.3%
922	3.16	2.52	-20.3%	2.25	1.78	-20.9%
923	3.22	2.49	-22.7%	2.31	1.76	-23.8%

DELAWARE COMPENSATION RATING BUREAU, INC.**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
924	4.43	3.59	-19.0%	3.17	2.54	-19.9%
925	3.10	2.60	-16.1%	2.22	1.84	-17.1%
926	3.50	2.78	-20.6%	2.51	1.97	-21.5%
927	1.40	1.04	-25.7%	1.00	0.74	-26.0%
928	3.34	2.67	-20.1%	2.39	1.89	-20.9%
932	0.86	0.74	-14.0%	0.61	0.52	-14.8%
933	4.91	3.73	-24.0%	3.51	2.63	-25.1%
934	3.87	3.16	-18.3%	2.77	2.23	-19.5%
935	1.63	1.28	-21.5%	1.17	0.90	-23.1%
936	0.40	0.33	-17.5%	0.29	0.24	-17.2%
939	6.81	5.40	-20.7%	4.88	3.82	-21.7%
940	5.91	4.37	-26.1%	4.23	3.09	-27.0%
941	4.38	3.64	-16.9%	3.14	2.58	-17.8%
942	3.25	2.64	-18.8%	2.33	1.86	-20.2%
943	5.78	4.67	-19.2%	4.14	3.30	-20.3%
944	3.23	2.47	-23.5%	2.31	1.74	-24.7%
945	3.56	2.84	-20.2%	2.54	2.01	-20.9%
948	2.39	1.85	-22.6%	1.71	1.31	-23.4%
951	0.59	0.47	-20.3%	0.42	0.34	-19.0%
952	0.72	0.57	-20.8%	0.51	0.41	-19.6%
953	0.17	0.15	-11.8%	0.12	0.11	-8.3%
954	3.35	2.65	-20.9%	2.40	1.87	-22.1%
955	0.17	0.12	-29.4%	0.12	0.08	-33.3%
956	0.16	0.11	-31.3%	0.11	0.08	-27.3%
957	0.70	0.60	-14.3%	0.50	0.43	-14.0%
958	2.03	1.64	-19.2%	1.45	1.16	-20.0%
959	1.80	1.45	-19.4%	1.29	1.02	-20.9%
960	4.48	3.47	-22.5%	3.21	2.46	-23.4%
961	0.91	0.69	-24.2%	0.66	0.48	-27.3%
962	0.17	0.12	-29.4%	0.12	0.08	-33.3%
963	0.49	0.45	-8.2%	0.35	0.32	-8.6%
964	3.58	2.85	-20.4%	2.56	2.02	-21.1%
965	0.51	0.41	-19.6%	0.37	0.29	-21.6%
966	3.95	3.25	-17.7%	2.83	2.30	-18.7%
967	1.15	0.93	-19.1%	0.82	0.66	-19.5%
968	1.60	1.31	-18.1%	1.15	0.92	-20.0%
969	4.58	3.64	-20.5%	3.28	2.58	-21.3%
970	7.72	7.14	-7.5%	5.52	5.05	-8.5%
971	3.90	3.07	-21.3%	2.80	2.17	-22.5%
973	3.64	2.84	-22.0%	2.60	2.01	-22.7%
974	3.63	2.91	-19.8%	2.59	2.06	-20.5%

DELAWARE COMPENSATION RATING BUREAU, INC.**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

Class	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
975	2.00	1.57	-21.5%	1.43	1.11	-22.4%
976	2.14	1.74	-18.7%	1.54	1.23	-20.1%
977	0.57	0.45	-21.1%	0.41	0.32	-22.0%
978	3.37	2.69	-20.2%	2.41	1.90	-21.2%
979	4.69	3.69	-21.3%	3.36	2.61	-22.3%
980	4.25	3.31	-22.1%	3.04	2.33	-23.4%
981	2.91	2.22	-23.7%	2.08	1.57	-24.5%
983	8.73	6.78	-22.3%	6.25	4.79	-23.4%
984	0.24	0.17	-29.2%	0.16	0.12	-25.0%
985	4.61	3.65	-20.8%	3.30	2.58	-21.8%
986	2.24	1.82	-18.8%	1.61	1.29	-19.9%
988	0.19	0.15	-21.1%	0.14	0.11	-21.4%
991	6.15	4.86	-21.0%	4.40	3.44	-21.8%
992	5.46	4.35	-20.3%	3.90	3.07	-21.3%
995	8.71	6.85	-21.4%	6.23	4.84	-22.3%
997	1.06	0.82	-22.6%	0.76	0.58	-23.7%
999	5.74	4.60	-19.9%	4.11	3.24	-21.2%
4771	5.00	3.99	-20.2%	3.58	2.82	-21.2%
4777	9.68	7.95	-17.9%	6.93	5.62	-18.9%
7405	2.27	1.78	-21.6%	1.63	1.26	-22.7%
7413	1.00	0.79	-21.0%	0.72	0.55	-23.6%
7421	1.21	0.95	-21.5%	0.86	0.68	-20.9%
7424	2.86	2.24	-21.7%	2.05	1.59	-22.4%
7428	2.34	1.84	-21.4%	1.67	1.30	-22.2%
7445	0.76	0.59	-22.4%	0.54	0.42	-22.2%
7453	0.22	0.16	-27.3%	0.15	0.11	-26.7%
9740	0.02	0.02	0.0%	0.01	0.01	0.0%
9741	0.01	0.01	0.0%	0.01	0.01	0.0%
9985	A	A	0.0%	A	A	0.0%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2021**

12/1/20 Temporary Staffing Code	Direct Employment Code	12/1/21 Temporary Staffing Code	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
185	104	2104	4.90	5.09	3.9%	3.50	3.59	2.6%
187	107	2107	4.15	4.31	3.9%	2.97	3.05	2.7%
191	161	2161	3.18	3.30	3.8%	2.27	2.33	2.6%
275	221	2221	3.32	3.45	3.9%	2.38	2.44	2.5%
276	222	2222	5.34	5.55	3.9%	3.82	3.92	2.6%
297	281	2281	3.62	3.76	3.9%	2.59	2.65	2.3%
491	403	2403	4.25	4.42	4.0%	3.04	3.12	2.6%
495	451	2451	5.18	5.38	3.9%	3.71	3.81	2.7%
497	472	2472	1.60	1.66	3.7%	1.15	1.18	2.6%
499	475	2475	3.92	4.07	3.8%	2.81	2.88	2.5%
544	101	2101	9.55	7.76	-18.7%	6.83	5.49	-19.6%
544	105	2105	9.55	9.92	3.9%	6.83	7.01	2.6%
544	106	2106	9.55	9.92	3.9%	6.83	7.01	2.6%
544	108	2108	9.55	7.59	-20.5%	6.83	5.37	-21.4%
544	109	2109	9.55	9.92	3.9%	6.83	7.01	2.6%
544	110	2110	9.55	8.14	-14.8%	6.83	5.75	-15.8%
544	111	2111	9.55	9.92	3.9%	6.83	7.01	2.6%
544	112	2112	9.55	9.92	3.9%	6.83	7.01	2.6%
544	113	2113	9.55	5.55	-41.9%	6.83	3.92	-42.6%
544	114	2114	9.55	9.92	3.9%	6.83	7.01	2.6%
544	115	2115	9.55	6.51	-31.8%	6.83	4.61	-32.5%
544	119	2119	9.55	9.29	-2.7%	6.83	6.57	-3.8%
544	130	2130	9.55	9.92	3.9%	6.83	7.01	2.6%
544	132	2132	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	134	2134	9.55	8.24	-13.7%	6.83	5.82	-14.8%
544	135	2135	9.55	6.76	-29.2%	6.83	4.78	-30.0%
544	136	2136	9.55	7.69	-19.5%	6.83	5.43	-20.5%
544	139	2139	9.55	9.92	3.9%	6.83	7.01	2.6%
544	163	2163	9.55	9.92	3.9%	6.83	7.01	2.6%
544	165	2165	9.55	9.92	3.9%	6.83	7.01	2.6%
544	166	2166	9.55	8.63	-9.6%	6.83	6.10	-10.7%
544	201	2201	9.55	9.92	3.9%	6.83	7.01	2.6%
544	204	2204	9.55	8.37	-12.4%	6.83	5.92	-13.3%
544	205	2205	9.55	7.82	-18.1%	6.83	5.53	-19.0%
544	225	2225	9.55	6.57	-31.2%	6.83	4.65	-31.9%
544	227	2227	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	255	2255	9.55	6.60	-30.9%	6.83	4.67	-31.6%
544	257	2257	9.55	6.62	-30.7%	6.83	4.68	-31.5%
544	259	2259	9.55	5.97	-37.5%	6.83	4.22	-38.2%
544	261	2261	9.55	7.50	-21.5%	6.83	5.30	-22.4%
544	263	2263	9.55	5.18	-45.8%	6.83	3.66	-46.4%
544	265	2265	9.55	6.71	-29.7%	6.83	4.75	-30.5%
544	282	2282	9.55	9.92	3.9%	6.83	7.01	2.6%
544	285	2285	9.55	5.59	-41.5%	6.83	3.95	-42.2%
544	301	2301	9.55	9.92	3.9%	6.83	7.01	2.6%
544	305	2305	9.55	9.92	3.9%	6.83	7.01	2.6%
544	306	2306	9.55	9.92	3.9%	6.83	7.01	2.6%
544	309	2309	9.55	7.49	-21.6%	6.83	5.30	-22.4%
544	311	2311	9.55	7.81	-18.2%	6.83	5.52	-19.2%
544	319	2319	9.55	9.92	3.9%	6.83	7.01	2.6%
544	323	2323	9.55	9.78	2.4%	6.83	6.92	1.3%
544	327	2327	9.55	7.84	-17.9%	6.83	5.55	-18.7%
544	402	2402	9.55	9.92	3.9%	6.83	7.01	2.6%
544	404	2404	9.55	7.65	-19.9%	6.83	5.40	-20.9%
544	406	2406	9.55	8.87	-7.1%	6.83	6.27	-8.2%
544	407	2407	9.55	9.17	-4.0%	6.83	6.48	-5.1%
544	411	2411	9.55	9.92	3.9%	6.83	7.01	2.6%
544	413	2413	9.55	9.92	3.9%	6.83	7.01	2.6%
544	415	2415	9.55	8.36	-12.5%	6.83	5.92	-13.3%
544	416	2416	9.55	5.43	-43.1%	6.83	3.84	-43.8%
544	421	2421	9.55	9.92	3.9%	6.83	7.01	2.6%
544	425	2425	9.55	9.92	3.9%	6.83	7.01	2.6%
544	427	2427	9.55	9.92	3.9%	6.83	7.01	2.6%
544	429	2429	9.55	9.92	3.9%	6.83	7.01	2.6%
544	431	2431	9.55	9.92	3.9%	6.83	7.01	2.6%
544	433	2433	9.55	8.97	-6.1%	6.83	6.34	-7.2%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
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12/1/20 Temporary Staffing Code	Direct Employment Code	12/1/21 Temporary Staffing Code	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
544	435	2435	9.55	9.78	2.4%	6.83	6.92	1.3%
544	441	2441	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	445	2445	9.55	5.92	-38.0%	6.83	4.19	-38.7%
544	446	2446	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	447	2447	9.55	9.92	3.9%	6.83	7.01	2.6%
544	449	2449	9.55	5.79	-39.4%	6.83	4.09	-40.1%
544	454	2454	9.55	9.92	3.9%	6.83	7.01	2.6%
544	456	2456	9.55	9.92	3.9%	6.83	7.01	2.6%
544	457	2457	9.55	8.30	-13.1%	6.83	5.86	-14.2%
544	458	2458	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	459	2459	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	461	2461	9.55	9.24	-3.2%	6.83	6.53	-4.4%
544	463	2463	9.55	7.51	-21.4%	6.83	5.31	-22.3%
544	464	2464	9.55	7.34	-23.1%	6.83	5.19	-24.0%
544	465	2465	9.55	8.35	-12.6%	6.83	5.91	-13.5%
544	467	2467	9.55	9.92	3.9%	6.83	7.01	2.6%
544	471	2471	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	473	2473	9.55	5.99	-37.3%	6.83	4.24	-37.9%
544	474	2474	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	476	2476	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	477	2477	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	483	2483	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	485	2485	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	486	2486	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	487	2487	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	488	2488	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	489	2489	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	501	2501	9.55	9.92	3.9%	6.83	7.01	2.6%
544	502	2502	9.55	8.89	-6.9%	6.83	6.28	-8.1%
544	506	2506	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	507	2507	9.55	5.51	-42.3%	6.83	3.89	-43.0%
544	509	2509	9.55	9.92	3.9%	6.83	7.01	2.6%
544	511	2511	9.55	9.92	3.9%	6.83	7.01	2.6%
544	512	2512	9.55	9.92	3.9%	6.83	7.01	2.6%
544	513	2513	9.55	8.36	-12.5%	6.83	5.92	-13.3%
544	535	2535	9.55	7.47	-21.8%	6.83	5.28	-22.7%
544	536	2536	9.55	9.92	3.9%	6.83	7.01	2.6%
544	551	2551	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	553	2553	9.55	8.79	-8.0%	6.83	6.21	-9.1%
544	555	2555	9.55	5.15	-46.1%	6.83	3.64	-46.7%
544	571	2571	9.55	6.56	-31.3%	6.83	4.64	-32.1%
544	573	2573	9.55	9.73	1.9%	6.83	6.88	0.7%
544	581	2581	9.55	5.43	-43.1%	6.83	3.84	-43.8%
544	718	2718	9.55	7.14	-25.2%	6.83	5.05	-26.1%
544	744	2744	9.55	5.25	-45.0%	6.83	3.72	-45.5%
544	4771	6771	9.55	8.69	-9.0%	6.83	6.14	-10.1%
544	4777	6777	9.55	10.02	4.9%	6.83	7.08	3.7%
587	563	2563	2.07	2.15	3.9%	1.49	1.51	1.3%
682	601	2601	18.71	20.05	7.2%	13.39	14.17	5.8%
682	603	2603	18.71	16.31	-12.8%	13.39	11.54	-13.8%
682	605	2605	18.71	20.05	7.2%	13.39	14.17	5.8%
682	607	2607	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	608	2608	18.71	11.08	-40.8%	13.39	7.83	-41.5%
682	611	2611	18.71	20.05	7.2%	13.39	14.17	5.8%
682	615	2615	18.71	20.05	7.2%	13.39	14.17	5.8%
682	617	2617	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	625	2625	18.71	13.86	-25.9%	13.39	9.80	-26.8%
682	643	2643	18.71	20.05	7.2%	13.39	14.17	5.8%
682	645	2645	18.71	15.03	-19.7%	13.39	10.62	-20.7%
682	646	2646	18.71	14.80	-20.9%	13.39	10.47	-21.8%
682	647	2647	18.71	20.05	7.2%	13.39	14.17	5.8%
682	648	2648	18.71	12.76	-31.8%	13.39	9.02	-32.6%
682	649	2649	18.71	11.39	-39.1%	13.39	8.05	-39.9%
682	652	2652	18.71	20.05	7.2%	13.39	14.17	5.8%
682	653	2653	18.71	16.79	-10.3%	13.39	11.87	-11.4%
682	654	2654	18.71	11.85	-36.7%	13.39	8.38	-37.4%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
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12/1/20 Temporary Staffing Code	Direct Employment Code	12/1/21 Temporary Staffing Code	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
682	655	2655	18.71	20.05	7.2%	13.39	14.17	5.8%
682	656	2656	18.71	14.83	-20.7%	13.39	10.49	-21.7%
682	657	2657	18.71	20.05	7.2%	13.39	14.17	5.8%
682	658	2658	18.71	20.05	7.2%	13.39	14.17	5.8%
682	659	2659	18.71	20.05	7.2%	13.39	14.17	5.8%
682	660	2660	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	663	2663	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	664	2664	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	665	2665	18.71	17.01	-9.1%	13.39	12.02	-10.2%
682	666	2666	18.71	19.97	6.7%	13.39	14.12	5.5%
682	667	2667	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	668	2668	18.71	20.05	7.2%	13.39	14.17	5.8%
682	669	2669	18.71	18.70	-0.1%	13.39	13.22	-1.3%
682	670	2670	18.71	17.86	-4.5%	13.39	12.63	-5.7%
682	673	2673	18.71	15.33	-18.1%	13.39	10.84	-19.0%
682	674	2674	18.71	15.04	-19.6%	13.39	10.63	-20.6%
682	675	2675	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	676	2676	18.71	13.67	-26.9%	13.39	9.66	-27.9%
682	677	2677	18.71	10.69	-42.9%	13.39	7.55	-43.6%
682	679	2679	18.71	20.05	7.2%	13.39	14.17	5.8%
682	681	2681	18.71	17.64	-5.7%	13.39	12.48	-6.8%
691	609	2609	5.78	6.20	7.3%	4.14	4.39	6.0%
693	651	2651	6.84	7.33	7.2%	4.90	5.18	5.7%
695	661	2661	3.69	3.95	7.0%	2.64	2.80	6.1%
867	813	2813	5.65	5.93	5.0%	4.04	4.19	3.7%
871	921	2921	6.68	7.01	4.9%	4.78	4.95	3.6%
877	914	2914	3.17	3.32	4.7%	2.26	2.34	3.5%
879	923	2923	3.22	3.38	5.0%	2.31	2.38	3.0%
881	926	2926	3.50	3.67	4.9%	2.51	2.60	3.6%
883	928	2928	3.34	3.50	4.8%	2.39	2.48	3.8%
889	953	2953	0.17	0.17	0.0%	0.12	0.12	0.0%
889	956	2956	0.17	0.17	0.0%	0.12	0.12	0.0%
889	962	2962	0.17	0.18	5.9%	0.12	0.13	8.3%
895	965	2965	0.51	0.54	5.9%	0.37	0.38	2.7%
929	885	2885	4.21	4.42	5.0%	3.01	3.12	3.7%
929	886	2886	4.21	4.27	1.4%	3.01	3.02	0.3%
929	910	2910	4.21	4.42	5.0%	3.01	3.12	3.7%
929	915	2915	4.21	4.42	5.0%	3.01	3.12	3.7%
929	916	2916	4.21	4.01	-4.8%	3.01	2.84	-5.6%
929	917	2917	4.21	4.42	5.0%	3.01	3.12	3.7%
929	918	2918	4.21	4.42	5.0%	3.01	3.12	3.7%
929	919	2919	4.21	4.18	-0.7%	3.01	2.95	-2.0%
929	920	2920	4.21	2.31	-45.1%	3.01	1.64	-45.5%
929	922	2922	4.21	4.42	5.0%	3.01	3.12	3.7%
929	925	2925	4.21	4.42	5.0%	3.01	3.12	3.7%
929	927	2927	4.21	2.31	-45.1%	3.01	1.64	-45.5%
929	932	2932	4.21	2.31	-45.1%	3.01	1.64	-45.5%
929	933	2933	4.21	4.42	5.0%	3.01	3.12	3.7%
929	934	2934	4.21	4.42	5.0%	3.01	3.12	3.7%
929	935	2935	4.21	2.69	-36.1%	3.01	1.90	-36.9%
937	005	2005	8.72	9.15	4.9%	6.24	6.47	3.7%
937	009	2009	8.72	9.15	4.9%	6.24	6.47	3.7%
937	015	2015	8.72	9.15	4.9%	6.24	6.47	3.7%
937	055	2055	8.72	9.32	6.9%	6.24	6.59	5.6%
937	059	2059	8.72	9.32	6.9%	6.24	6.59	5.6%
937	721	2721	8.72	9.06	3.9%	6.24	6.41	2.7%
937	801	2801	8.72	9.32	6.9%	6.24	6.59	5.6%
937	802	2802	8.72	9.15	4.9%	6.24	6.47	3.7%
937	803	2803	8.72	9.15	4.9%	6.24	6.47	3.7%
937	804	2804	8.72	7.55	-13.4%	6.24	5.34	-14.4%
937	805	2805	8.72	9.15	4.9%	6.24	6.47	3.7%
937	806	2806	8.72	9.15	4.9%	6.24	6.47	3.7%
937	807	2807	8.72	9.15	4.9%	6.24	6.47	3.7%
937	808	2808	8.72	9.15	4.9%	6.24	6.47	3.7%
937	809	2809	8.72	9.06	3.9%	6.24	6.41	2.7%
937	811	2811	8.72	9.15	4.9%	6.24	6.47	3.7%

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12/1/20 Temporary Staffing Code	Direct Employment Code	12/1/21 Temporary Staffing Code	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
937	812	2812	8.72	9.15	4.9%	6.24	6.47	3.7%
937	817	2817	8.72	9.15	4.9%	6.24	6.47	3.7%
937	821	2821	8.72	9.15	4.9%	6.24	6.47	3.7%
937	828	2828	8.72	9.15	4.9%	6.24	6.47	3.7%
937	855	2855	8.72	9.15	4.9%	6.24	6.47	3.7%
937	857	2857	8.72	9.15	4.9%	6.24	6.47	3.7%
937	858	2858	8.72	9.15	4.9%	6.24	6.47	3.7%
937	859	2859	8.72	9.15	4.9%	6.24	6.47	3.7%
937	860	2860	8.72	9.15	4.9%	6.24	6.47	3.7%
937	862	2862	8.72	9.15	4.9%	6.24	6.47	3.7%
937	865	2865	8.72	4.91	-43.7%	6.24	3.47	-44.4%
937	907	2907	8.72	8.92	2.3%	6.24	6.31	1.1%
937	911	2911	8.72	7.28	-16.5%	6.24	5.15	-17.5%
937	924	2924	8.72	8.19	-6.1%	6.24	5.79	-7.2%
937	980	2980	8.72	7.09	-18.7%	6.24	5.02	-19.6%
937	992	2992	8.72	9.15	4.9%	6.24	6.47	3.7%
937	995	2995	8.72	9.15	4.9%	6.24	6.47	3.7%
946	940	2940	3.50	3.67	4.9%	2.51	2.60	3.6%
946	957	2957	3.50	1.94	-44.6%	2.51	1.37	-45.4%
946	958	2958	3.50	3.67	4.9%	2.51	2.60	3.6%
946	959	2959	3.50	2.96	-15.4%	2.51	2.09	-16.7%
946	960	2960	3.50	3.67	4.9%	2.51	2.60	3.6%
946	961	2961	3.50	2.20	-37.1%	2.51	1.56	-37.8%
946	974	2974	3.50	3.67	4.9%	2.51	2.60	3.6%
946	979	2979	3.50	3.67	4.9%	2.51	2.60	3.6%
947	011	2011	6.07	5.99	-1.3%	4.34	4.24	-2.3%
947	012	2012	6.07	6.37	4.9%	4.34	4.50	3.7%
947	013	2013	6.07	6.37	4.9%	4.34	4.50	3.7%
947	141	2141	6.07	6.30	3.8%	4.34	4.46	2.8%
947	142	2142	6.07	6.29	3.6%	4.34	4.45	2.5%
947	662	2662	6.07	6.84	12.7%	4.34	4.84	11.5%
947	716	2716	6.07	6.48	6.8%	4.34	4.59	5.8%
947	751	2751	6.07	3.57	-41.2%	4.34	2.53	-41.7%
947	752	2752	6.07	3.28	-46.0%	4.34	2.31	-46.8%
947	753	2753	6.07	6.30	3.8%	4.34	4.46	2.8%
947	755	2755	6.07	4.39	-27.7%	4.34	3.10	-28.6%
947	757	2757	6.07	5.75	-5.3%	4.34	4.06	-6.5%
947	759	2759	6.07	6.37	4.9%	4.34	4.50	3.7%
947	814	2814	6.07	6.37	4.9%	4.34	4.50	3.7%
947	815	2815	6.07	5.86	-3.5%	4.34	4.15	-4.4%
947	816	2816	6.07	4.90	-19.3%	4.34	3.47	-20.0%
947	818	2818	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	820	2820	6.07	5.69	-6.3%	4.34	4.02	-7.4%
947	825	2825	6.07	6.37	4.9%	4.34	4.50	3.7%
947	880	2880	6.07	6.37	4.9%	4.34	4.50	3.7%
947	882	2882	6.07	6.37	4.9%	4.34	4.50	3.7%
947	884	2884	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	887	2887	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	888	2888	6.07	6.37	4.9%	4.34	4.50	3.7%
947	890	2890	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	891	2891	6.07	4.86	-19.9%	4.34	3.44	-20.7%
947	896	2896	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	897	2897	6.07	3.55	-41.5%	4.34	2.51	-42.2%
947	898	2898	6.07	6.37	4.9%	4.34	4.50	3.7%
947	899	2899	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	936	2936	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	939	2939	6.07	6.37	4.9%	4.34	4.50	3.7%
947	941	2941	6.07	6.37	4.9%	4.34	4.50	3.7%
947	944	2944	6.07	5.12	-15.7%	4.34	3.62	-16.6%
947	945	2945	6.07	6.09	0.3%	4.34	4.31	-0.7%
947	948	2948	6.07	6.19	2.0%	4.34	4.38	0.9%
947	952	2952	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	954	2954	6.07	5.83	-4.0%	4.34	4.12	-5.1%
947	963	2963	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	964	2964	6.07	6.20	2.1%	4.34	4.38	0.9%
947	966	2966	6.07	6.37	4.9%	4.34	4.50	3.7%

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12/1/20 Temporary Staffing Code	Direct Employment Code	12/1/21 Temporary Staffing Code	12/1/20 Residual Market Rate	12/1/21 Residual Market Rate	% Rate Change	12/1/20 Voluntary Market Loss Cost	12/1/21 Voluntary Market Loss Cost	% Loss Cost Change
947	967	2967	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	968	2968	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	969	2969	6.07	6.37	4.9%	4.34	4.50	3.7%
947	970	2970	6.07	6.37	4.9%	4.34	4.50	3.7%
947	971	2971	6.07	6.37	4.9%	4.34	4.50	3.7%
947	973	2973	6.07	6.10	0.5%	4.34	4.31	-0.7%
947	975	2975	6.07	3.37	-44.5%	4.34	2.38	-45.2%
947	976	2976	6.07	3.89	-35.9%	4.34	2.75	-36.6%
947	977	2977	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	978	2978	6.07	5.47	-9.9%	4.34	3.87	-10.8%
947	981	2981	6.07	4.69	-22.7%	4.34	3.32	-23.5%
947	983	2983	6.07	6.37	4.9%	4.34	4.50	3.7%
947	984	2984	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	986	2986	6.07	3.89	-35.9%	4.34	2.75	-36.6%
947	988	2988	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	991	2991	6.07	6.37	4.9%	4.34	4.50	3.7%
947	997	2997	6.07	3.34	-45.0%	4.34	2.35	-45.9%
947	999	2999	6.07	6.37	4.9%	4.34	4.50	3.7%
947	7428	9428	6.07	4.03	-33.6%	4.34	2.86	-34.1%
949	709	2709	0.56	0.60	7.1%	0.40	0.43	7.5%
949	819	2819	0.56	0.59	5.4%	0.40	0.42	5.0%
949	903	2903	0.56	0.59	5.4%	0.40	0.42	5.0%
949	904	2904	0.56	0.59	5.4%	0.40	0.42	5.0%
949	905	2905	0.56	0.31	-44.6%	0.40	0.21	-47.5%
949	951	2951	0.56	0.59	5.4%	0.40	0.42	5.0%
949	955	2955	0.56	0.38	-32.1%	0.40	0.27	-32.5%