



April 20, 2016

CIRCULAR LETTER NO. 2279

To All Members and Subscribers of the WCRIBMA:

GENERAL REVISION OF RATES

**EFFECTIVE JULY 1, 2016
APPLICABLE TO NEW AND RENEWAL BUSINESS**

The Commissioner of Insurance has approved a Stipulation for the general revision of workers' compensation rates, effective 12:01 A.M., July 1, 2016, applicable to new and renewal policies. This includes:

1. **RATE LEVEL INCREASE OF 1.5%**
The overall average increase of 1.5% in the existing workers' compensation average rates will vary by class.
2. **EXPERIENCE RATING PLAN CHANGES**
The Experience Rating Plan Expected Loss Rates, D-Ratios, Weight and Ballast Tables, State Per Claim Accident Limitation and the State Multiple Claim Accident Limitation will be revised.
3. **RETROSPECTIVE RATE PLAN CHANGES**
State Special Rating Values for retrospective rating will be changing, including excess loss factors and hazard group differentials. The various tables of retrospective expense ratios will be revised.
4. **F – CLASSES - OVERALL RATE LEVEL DECREASE OF 9.1%**
The overall average decrease of 9.1% in the existing workers' compensation F- Class average rates will vary by class.
5. **USL&HW ACT COVERAGE PERCENTAGE APPLICABLE TO NON-F CLASSIFICATIONS**
The percentage applicable in connection with Rule XII-D-3-b "U.S. Longshore and Harbor Workers' Compensation Act" will be revised.

6. USL&HW ACT EXPECTED LOSS FACTOR APPLICABLE TO NON-F CLASSIFICATIONS

The factor used to modify the expected loss rate for a state class whose rate was modified in accordance with Rule XII-D-3-b "U.S. Longshore and Harbor Workers' Compensation Act" will be revised.

7. SMALL DEDUCTIBLE CREDITS

The premium credits applicable to the election of small deductibles under either the Massachusetts Benefits Deductible Program or the Massachusetts Benefits Claim and Aggregate Deductible Program will be revised.

8. PAYROLL CAPS

Executive Officer Minimum and Maximum Individual Payroll Limitations, Class 9186 Maximum Individual Payroll Limitations, Class 9178 and 9179 Minimum and Maximum Individual Payroll limitations will be revised with the Statewide Average Weekly Wage (SAWW) effective October 1, 2016 and annually thereafter. The limitations will change to reflect the observed % change in the SAWW over the previous year's SAWW.

9. NO CHANGES IN THE FOLLOWING:

- A. Supplementary Disease Loads (classes 0059, 0065, 0066 and 0067)
- B. Expense Constants
- C. Loss Constants
- D. Admiralty Law and Federal Employers' Liability Act classifications
- E. Merit Rating Program
- F. Massachusetts Construction Classification Premium Adjustment Program ("MCCPAP")
- G. Premium Discount Tables A and B

Experience ratings and ARAP factors (including replacement of preliminary experience ratings and ARAP factors) effective July 1, 2016 and subsequent will be issued in due course using the new rating values.

MCCPAP Factors effective July 1, 2016 and subsequent will be revised in due course using the revised experience rating offset.

When the new rates and experience ratings are received and incorporated into policy issuance, carriers should no longer attach Massachusetts Pending Premium Change Endorsement WC 20 04 01 to policies. Revised Massachusetts manual rate pages will be available on our website at www.wcribma.org. The new rates and rating values will also be available in electronic form (Microsoft Excel and text files) on our website. Attached is a copy of the Commissioner's Decision and Order and the Stipulation.

Paul Meagher, Esq.
President

Attachments



CHARLES D. BAKER
GOVERNOR

KARYN E. POLITO
LIEUTENANT GOVERNOR

COMMONWEALTH OF MASSACHUSETTS
Office of Consumer Affairs and Business Regulation
DIVISION OF INSURANCE

1000 Washington Street • Suite 810 • Boston, MA 02118-6200
(617) 521-7794 • FAX (617) 521-7475
<http://www.mass.gov/doi>

JAY ASH
SECRETARY OF HOUSING AND
ECONOMIC DEVELOPMENT

JOHN C. CHAPMAN
UNDERSECRETARY

DANIEL R. JUDSON
COMMISSIONER OF INSURANCE

**Filing of the Workers' Compensation Rating and Inspection Bureau
For a General Revision of Workers' Compensation Rates
Docket No. R2015-02**

Decision and Order

I. Introduction and Procedural History

On December 23, 2015, the Workers' Compensation Rating and Inspection Bureau of Massachusetts ("WCRIB"), on behalf of its members, submitted a filing for a worker's compensation general rate revision to be effective July 1, 2016 ("the WCRIB Filing"). The WCRIB Filing sought a 6.4 percent statewide average increase. The Commissioner of Insurance ("Commissioner") designated Jean F. Farrington, Esq. and Stephen M. Sumner, Esq. as presiding officers on this matter. A hearing notice, issued on January 6, 2016, scheduled a public comment hearing for January 29, 2016. On January 10, 2016, an order issued scheduling a prehearing conference for January 29, following the public comment hearing. On January 14, 2016, the Attorney General ("AG") filed a notice of intent to appear and participate.

Representatives of the WCRIB, the AG, the State Rating Bureau in the Division of Insurance ("SRB"), the Massachusetts Association of Insurance Agents, the Building Trades Employers Association and the Liberty Mutual Insurance Company spoke at the public comment hearing. A cross-examination schedule was established at the prehearing conference. The five WCRIB witnesses testified over three days between February 22 and March 7. On March 28, the parties agreed that the SRB and the AG would submit advisory filings on March 28; cross-examination of their witnesses was tentatively scheduled for April 13 through 15. On March 24, the parties asked to continue the date for submission of advisory filings to April 1; that date was subsequently extended to April 8.

On April 7, the parties advised the presiding officers that a stipulation would be submitted shortly, and, at the parties' request, the schedule for advisory filings and cross-examination was suspended indefinitely. On April 19, the parties submitted a Stipulation that, in brief, agrees to an overall average increase in the existing workers' compensation average rates of +1.5 percent, to be applied in accordance with other provisions of the Stipulation, and to be effective for policies written or renewed on or after July 1, 2016.

II. Statutory Framework

Massachusetts General Laws, Chapter 152, §53A ("§53A") sets out the statutory requirements for obtaining approval of rates for Massachusetts workers' compensation insurance. Subsection (1) requires any insurance company writing workers' compensation insurance in the Commonwealth to file its risk classifications and premiums with the Commissioner, either directly or through a rating organization authorized to act on its behalf. The Commissioner thereafter conducts a hearing to determine whether the classifications and rates are not excessive, inadequate or unfairly discriminatory for the risks to which they effectively apply, and fall within a range of reasonableness.

In addition to these general requirements, §53A (12) specifically states that the Commissioner shall not approve classifications or rates that provide for any of the following: 1) dividends, unabsorbed premium deposits, savings or other payments allowed or returned by the insurer to policyholders, members, subscribers or stockholders; 2) expenses that exceed the filing insurer's expense needs; and 3) commission allowances that are not demonstrated to be reasonable and to reflect the actual cost to the agent or broker of services they provide.

The Commissioner, pursuant to §53A (13), also must make a finding, on the basis of information in the rate filing, that insurers employ acceptable cost control programs and techniques. In light of the Stipulation, we do not reach that issue in this decision.

III. The Stipulation

The Stipulation states that no party will object to or appeal from an order approving the WCRIB's general rate filing dated December 23, 2015, subject to the conditions that: A) effective for policies written on and after July 1, 2016, the overall average increase in the current average workers' compensation rates shall be +1.5 percent; and B) the increases shall be computed according to the terms in paragraphs 3 and 4 of the Stipulation. Paragraph 3 states that an underwriting profits provision of zero percent shall be substituted for the underwriting profit provision proposed in Section VII-A, Exhibit 1 of the WCRIB Filing, and that the selected average

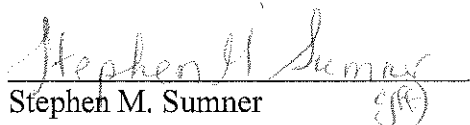
commission rate, excluding expense constants, as shown in Section VI-G, Exhibit 3, Line 7 of the WCRIB Filing shall be 6.27 percent rather than the 7.9 percent displayed in the WCRIB Filing. The factors used to convert average rates to manual rates shall be those set out in Exhibit I to the Stipulation.

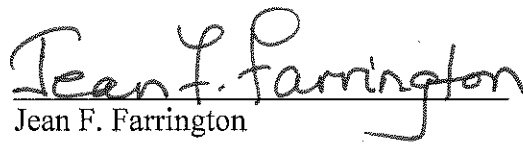
Paragraph 4 provides that the classification pricing methodology proposed in Section IX of the WCRIB Filing shall be approved for setting the rates effective on and after July 1, 2016, with the proviso that the maximum and minimum changes in average rates for individual rating classifications shall be as shown in Exhibit II to the Stipulation. These stipulated "swing limits" are within a narrower range than those contemplated by the WCRIB Filing.

Exhibit III to the Stipulation consists of revised pages to the Massachusetts Workers' Compensation and Employer Liability Insurance Manual that display the revised rate for each classification, Miscellaneous Values utilized in calculating premiums, Tables of Expected Loss Rates and Discount Ratios, of Weighting Values and of Ballast Values, and Tables of Special Rating Values and Expense Ratios applicable to Retrospective Rating Plans.

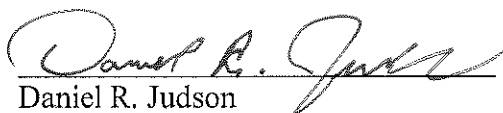
We find that the Stipulation submitted by the Parties will provide for classifications or rates that are "not excessive, inadequate, or unfairly discriminatory for the risks to which they respectively apply, and fall within a range of reasonableness." Therefore, we approve the Stipulation, and herein ORDER that the classifications, rating methods and rates set out in the WCRIB's December 23, 2015 Filing, as revised according to the terms of the Stipulation, shall apply to new and renewal policies issued on and after July 1, 2016.

ENTERED this 20th day of April 2016.

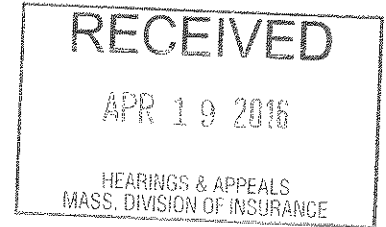

Stephen M. Sumner
Presiding Officer


Jean F. Farrington
Presiding Officer

AFFIRMED this 20th day of April 2016:


Daniel R. Judson
Commissioner of Insurance

**COMMONWEALTH OF MASSACHUSETTS
DIVISION OF INSURANCE**



_____)	
RE: WORKERS' COMPENSATION RATING)	
AND INSPECTION BUREAU OF)	
MASSACHUSETTS WORKERS')	R2015-02
COMPENSATION INSURANCE RATE)	
FILING)	
_____)	

**STIPULATION WITH RESPECT TO RATES,
CLASSIFICATIONS AND RATING PLANS FOR 2016**

In order to avoid further hearings, delay and uncertainty for insureds and insurers, and to permit orderly implementation of workers' compensation insurance rates effective on and after July 1, 2016, but without in any way admitting or agreeing to any position taken by any other party, the Workers' Compensation Rating and Inspection Bureau of Massachusetts ("WCRIBMA"), the Office of the Attorney General ("AG") and the State Rating Bureau ("SRB") stipulate as follows, with respect only to the filing by the WCRIBMA for a revision of rates to be effective on and after July 1, 2016:

1. No party will object to or appeal from an approval by the Commissioner of Insurance ("Commissioner") of the WCRIBMA's general rate filing dated December 23, 2015 (the "WCRIBMA Filing"), subject to the condition that the overall average increase in the existing workers' compensation average rates, to be effective on and after July 1, 2016, shall be +1.5%, and subject to the other conditions set forth in this stipulation.

2. To implement the +1.5% overall change stipulated in ¶ 1 above, the rating values shown in the WCRIBMA Filing shall be computed in a manner consistent with the WCRIBMA Filing except that they should reflect a +1.5% overall average rate change, and in accordance with ¶s 3 and 4 below.

3. The rating values in Sections IX, X, XI, and XII of the WCRIBMA Filing shall be computed in a manner consistent with the WCRIBMA Filing, but shall reflect: (1) a 1.5 percent overall average rate change as a result of substituting an underwriting profit of zero percent for the underwriting profit provision shown in Section VII-A, Exhibit 1 and the selection of an average commission ratio, excluding expense constants, of 6.27% in Section VI-G, Exhibit 3, Line (7 - Selected Average Commission Ratio, Excluding Expense Constants); and (2) the factors used to convert average rates to manual rates shall be as displayed in Exhibit I attached to this stipulation.

4. The classification pricing methodology proposed by the WCRIBMA in Section IX of the WCRIBMA Filing shall be approved for use in setting the rates to be effective on and after July 1, 2016; provided, however, that the maximum and minimum change in average rates for individual rating classifications shall be as displayed in Exhibit II attached to this Stipulation.

5. The revised rates, classifications, rating programs, rating plans, rating factors and rating values agreed to pursuant to this Stipulation shall apply to new and renewal policies effective on and after July 1, 2016, including all such policies in the Massachusetts Workers' Compensation Assigned Risk Pool.

6. Revised manual pages reflecting this Stipulation applicable to new and renewal policies effective on and after July 1, 2016 are attached as Exhibit III to this Stipulation.

7. The WCRIBMA, AG and SRB agree that this Stipulation will have no precedential value and will not be relevant in future hearings on any line of insurance and that they will not attempt to introduce it (or the decision adopting it) as evidence or to rely on it (or the decision adopting it) for any purpose in future hearings, provided that the Stipulation may be considered in any future hearing with respect to the implementation of this Stipulation, but only

on the issue of the implementation of this Stipulation. The WCRIBMA, AG and SRB each acknowledge that this Stipulation does not imply approval or disapproval by any party of any particular ratemaking methodology or projection and each party otherwise reserves the right to contest in future hearings all aspects of rate-setting resolved for present purposes only by this Stipulation.


8. Each party enters into this Stipulation upon the condition that it is approved by the Commissioner, in its entirety, on the record of this hearing no later than April 29, 2016. If the Commissioner does not approve this Stipulation in its entirety on or before April 29, 2016, this Stipulation shall be null and void and shall not be relied upon by any party, or by the Commissioner, for any purpose whatsoever.

9. If any person not a party to this Stipulation successfully challenges the Commissioner's approval of this Stipulation and the Commissioner's approval is suspended, set aside or otherwise rendered ineffective, this Stipulation shall be null and void and shall not be relied upon by any party, or by the Commissioner, for any purpose.

10. This Stipulation shall be governed by and construed in accordance with the laws of the Commonwealth of Massachusetts.

11. The Parties may execute this Stipulation in counterparts, each of which shall be deemed an original and all of which shall constitute one original.

Scott P. Lewis
Melissa C. Allison
Mina S. Makarious
ANDERSON & KREIGER LLP
One Canal Park, Suite 200
Cambridge, MA 02141
(617) 621-6500
For the WCRIBMA



Thomas F. McCall, Jr.
Cara Matern
STATE RATING BUREAU
Division of Insurance
1000 Washington Street, Suite 810
Boston, MA 02118-6200
(617) 521-7375
For the SRB

Glenn Kaplan
Assistant Attorney General
Commonwealth of Massachusetts
ATTORNEY GENERAL'S OFFICE
One Ashburton Place
Boston, MA 02108
(617) 727-2200
For the AG

April 19, 2016

APPROVED:


Daniel R. Judson
Commissioner of Insurance
Division of Insurance

April __, 2016

11. The Parties may execute this Stipulation in counterparts, each of which shall be deemed an original and all of which shall constitute one original.

Scott P. Lewis
Melissa C. Allison
Mina S. Makarious
ANDERSON & KREIGER LLP
One Canal Park, Suite 200
Cambridge, MA 02141
(617) 621-6500
For the WCRIBMA

Thomas F. McCall, Jr.
Cara Matern
STATE RATING BUREAU
Division of Insurance
1000 Washington Street, Suite 810
Boston, MA 02118-6200
(617) 521-7375
For the SRB



Glenn Kaplan
Assistant Attorney General
Commonwealth of Massachusetts
ATTORNEY GENERAL'S OFFICE
One Ashburton Place
Boston, MA 02108
(617) 727-2200
For the AG

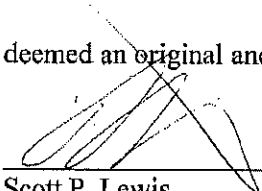
April 19, 2016

APPROVED:

Daniel R. Judson
Commissioner of Insurance
Division of Insurance

April __, 2016

11. The Parties may execute this Stipulation in counterparts, each of which shall be deemed an original and all of which shall constitute one original.



Scott P. Lewis
Melissa C. Allison
Mina S. Makarious
ANDERSON & KREIGER LLP
One Canal Park, Suite 200
Cambridge, MA 02141
(617) 621-6500
For the WCRIBMA

Thomas F. McCall, Jr.
Cara Matern
STATE RATING BUREAU
Division of Insurance
1000 Washington Street, Suite 810
Boston, MA 02118-6200
(617) 521-7375
For the SRB

Glenn Kaplan
Assistant Attorney General
Commonwealth of Massachusetts
ATTORNEY GENERAL'S OFFICE
One Ashburton Place
Boston, MA 02108
(617) 727-2200
For the AG

April 5, 2016

APPROVED:

Daniel R. Judson
Commissioner of Insurance
Division of Insurance

April __, 2016

Exhibit I

Calculation of Proposed Manual Rates

The proposed manual rates in Section IX - A, Exhibit I are derived from the proposed average capped rates in Section IX - J, Exhibit I as follows:

Proposed Manual Rate = [Proposed Average Rate / (Factor 1 x Factor 2 x Factor 3)] x [1.000 / (1.000 - Factor 4)]

(1)	Factor 1 =	0.997	The offset for Merit Rating and Average Experience Modification
(2)	Factor 2 =	1.052	The offset for ARAP
(3)	Factor 3 =	0.958	For eligible classes, the offset for the Construction Classification Premium Adjustment Program
(4)	Factor 4 =	-0.0023	The loading from the filing of recoupment of amounts paid to the Insolvency Fund

Exhibit II

Changes in average rates by class code will be limited in accordance with the following table.

Change in Average Rate	Manufacturing Classes	Construction Classes	Office & Clerical Classes	Goods & Services Classes	Miscellaneous Classes
Maximum	15.4%	15.8%	17.9%	16.8%	16.6%
Minimum	-14.6%	-14.2%	-12.1%	-13.2%	-13.4%

Exhibit III

MASSACHUSETTS WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE MANUAL

RATES

Original Printing

Effective July 1, 2016

Page RA-1

RATES

LEGEND

(a) Rate for each individual risk must be obtained by Home Office from the MA Bureau.

D Supplement Disease Loading. Refer to Section IV of the Manual Supplement - - Treatment of Disease Coverage.

F Rate provides for coverage under the United States Longshore and Harbor Workers' Compensation Act.

M Risks are subject to Admiralty Law or Federal Employers Liability Act (FELA).

CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST
0005	2.44	264.	20.	1748	3.19	271.	--	2288	2.69	253.	--	2923	1.54	213.	--
0008	2.41	263.	20.	1852	5.80	453.	--	2302	2.78	256.	--	2942	1.76	221.	--
0016	4.32	330.	20.	1853	1.58	214.	--	2305	2.51	247.	--	3018	3.41	278.	--
0034	4.31	330.	20.	1860	1.96	228.	--	2362	1.76	221.	--	3022	3.46	280.	--
0035	2.29	259.	20.	1924	1.95	227.	--	2380	2.41	243.	--	3027	4.68	323.	--
0036	4.31	330.	20.	1925	4.38	312.	--	2402	2.27	238.	--	3028	3.21	271.	--
0037	2.41	263.	20.	2001	3.42	279.	--	2413	3.53	283.	--	3030	6.16	466.	--
0042	4.09	322.	20.	2002	2.77	256.	--	2416	2.53	248.	--	3040	5.98	459.	--
0046	2.21	256.	20.	2003	3.42	279.	--	2417	3.57	284.	--	3041	4.74	325.	--
0050	6.25	500.	50.	2014	3.48	281.	--	2501	2.03	230.	--	3042	5.83	454.	--
0059D	0.28	.	.	2021	2.78	256.	--	2503	1.10	198.	--	3064	2.84	258.	--
0065D	0.12	.	.	2039	2.81	257.	--	2534	2.03	230.	--	3066	2.84	258.	--
0066D	0.10	.	.	2041	2.57	249.	--	2570	4.94	332.	--	3076	2.30	240.	--
0067D	0.10	.	.	2070	4.07	301.	--	2576	2.40	243.	--	3081D	6.11	464.	--
0079	3.01	284.	20.	2081	3.93	297.	--	2578	2.40	243.	--	3082D	6.11	464.	--
0083	4.38	332.	20.	2089	2.52	247.	--	2585	3.23	272.	--	3085D	4.40	313.	--
0106	13.63	500.	20.	2095	3.45	280.	--	2586	1.64	216.	--	3110	8.21	500.	--
0113	4.31	330.	20.	2101	2.52	247.	--	2587	3.16	290.	20.	3111	2.14	234.	--
0170	4.31	330.	20.	2105	(a)	(a)	(a)	2623	4.35	311.	--	3113	1.63	216.	--
0251	3.16	290.	20.	2111	2.16	235.	--	2640	1.82	223.	--	3114	2.69	253.	--
0771b	1.12	.	.	2114	2.52	247.	--	2651	1.82	223.	--	3118	1.63	216.	--
0908	86.00	150.	--	2115	3.84	293.	--	2660	1.73	220.	--	3119	0.82	188.	--
0909	159.00	223.	--	2121	1.60	215.	--	2683	1.65	217.	--	3120	1.47	210.	--
0912	317.00	381.	--	2130	2.00	229.	--	2688	2.39	243.	--	3122	1.94	227.	--
0913	171.00	235.	--	2131	2.34	241.	--	2702	15.55	500.	20.	3127	0.90	191.	--
0917	3.25	293.	20.	2143	2.29	239.	--	2710	6.89	491.	--	3131	1.59	215.	--
0918	0.58	199.	20.	2150	5.05	336.	--	2731	3.48	281.	--	3132	3.37	277.	--
1430	8.71	500.	--	2156	5.86	455.	--	2741	6.06	462.	--	3145	1.56	214.	--
1438	3.22	272.	--	2157	4.25	308.	--	2747	5.74	451.	--	3146	1.76	221.	--
1463	8.98	500.	--	2172	2.08	232.	--	2790	1.71	219.	--	3169	3.21	271.	--
1624D	4.64	341.	20.	2174	3.37	277.	--	2802	4.42	314.	--	3179	1.26	203.	--
1655	4.72	344.	20.	2211	6.35	472.	--	2835	1.89	225.	--	3180	2.64	251.	--
1701	3.60	285.	--	2220	2.78	256.	--	2836	2.38	242.	--	3188	2.54	248.	--
1710D	4.64	341.	20.	2260	6.76	487.	--	2841	3.71	289.	--	3200	2.36	242.	--
1747	3.01	264.	--	2286	2.78	256.	--	2883	3.09	267.	--	3220	2.53	248.	--

b Non-Ratable Code and Rate to be used with class code 4771.

Exhibit III

MASSACHUSETTS WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE MANUAL

RATES

Original Printing

Effective July 1, 2016

Page RA-2

RATES

CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST
3223	(a)	(a)	(a)	3808	2.92	261.	--	4410	3.43	279.	--	5160	3.37	327.	50.
3227	3.21	271.	--	3821	4.02	320.	20.	4417	4.34	311.	--	5183	3.45	330.	50.
3241	1.95	227.	--	3826	3.08	267.	--	4432	1.03	195.	--	5188	4.94	473.	50.
3255	2.57	249.	--	3830	1.65	217.	--	4439	3.11	268.	--	5190	2.61	300.	50.
3257	2.58	249.	--	3841	1.36	207.	--	4452	3.36	277.	--	5191	0.92	211.	20.
3270	2.04	230.	--	4000	4.29	329.	20.	4459	2.73	255.	--	5192	3.14	289.	20.
3300	5.28	344.	--	4021	3.87	294.	--	4470	2.17	235.	--	5213	15.46	500.	50.
3305	(a)	(a)	(a)	4024	2.92	261.	--	4484	2.09	232.	--	5215	5.65	498.	50.
3315	3.33	276.	--	4034	5.93	458.	--	4493	2.51	247.	--	5221	6.77	500.	50.
3336	3.62	286.	--	4036	2.25	238.	--	4511	0.28	189.	20.	5222	10.40	500.	50.
3365	7.75	500.	50.	4038	2.45	245.	--	4512	0.12	183.	20.	5223	4.30	451.	50.
3372	2.38	242.	--	4053	1.78	221.	--	4557	1.88	225.	--	5348	5.12	479.	50.
3373	3.54	283.	--	4061	2.25	238.	--	4558	1.35	206.	--	5402	9.21	500.	50.
3381	2.55	248.	--	4062	2.25	238.	--	4561	3.11	268.	--	5403	11.00	500.	50.
3383	1.40	208.	--	4112	0.64	181.	--	4583	3.35	276.	--	5437	5.52	493.	50.
3385	0.76	186.	--	4113	1.78	221.	--	4611	1.20	201.	--	5443	4.22	357.	50.
3400	3.21	271.	--	4114	2.10	233.	--	4635	3.83	293.	--	5445	6.90	500.	50.
3507	2.77	256.	--	4130	3.79	292.	--	4653	2.37	242.	--	5462	7.70	500.	50.
3515	2.59	250.	--	4133	1.71	219.	--	4665	6.46	476.	--	5472	9.27	500.	50.
3548	1.65	217.	--	4150	0.76	186.	--	4692	0.62	181.	--	5473	10.25	500.	50.
3558	0.79	187.	--	4239	2.56	249.	--	4693	0.92	191.	--	5474	5.66	498.	50.
3559	1.65	217.	--	4243	3.53	283.	--	4720	1.85	224.	--	5478	5.59	496.	50.
3571	0.93	192.	--	4244	2.88	260.	--	4740	1.15	199.	--	5479	8.90	500.	50.
3574	1.65	217.	--	4250	2.17	235.	--	4741	2.52	247.	--	5480	4.64	462.	50.
3612	1.89	225.	--	4251	1.99	229.	--	4771c	7.52	500.	--	5506	6.85	500.	50.
3620	5.36	347.	--	4273	2.33	241.	--	4777	3.35	276.	--	5507	7.64	500.	50.
3629	1.65	217.	--	4279	2.75	255.	--	4825	0.68	183.	--	5508D	6.52	500.	50.
3632	1.65	217.	--	4282	0.75	185.	--	4828	0.96	193.	--	5509	3.71	339.	50.
3634	1.61	215.	--	4283	2.23	237.	--	4829	0.96	193.	--	5538	4.58	460.	50.
3635	2.90	261.	--	4299	1.87	224.	--	4902	1.76	221.	--	5545	37.05	500.	50.
3638	1.65	217.	--	4301	5.25	343.	--	4923	0.99	194.	--	5547	13.68	500.	50.
3642	1.07	196.	--	4304	3.99	299.	--	5020	5.01	475.	50.	5606	1.87	274.	50.
3643	1.59	215.	--	4307	1.64	216.	--	5022	9.70	500.	50.	5610	6.49	500.	50.
3647	2.10	233.	--	4308	1.21	201.	--	5037	22.67	500.	50.	5645	8.11	500.	50.
3648	1.33	206.	--	4350	0.57	179.	--	5040	59.07	500.	50.	5651	8.11	500.	50.
3681	0.82	188.	--	4351	0.82	188.	--	5057	26.45	500.	50.	5701	25.39	500.	50.
3685	0.64	181.	--	4352	1.14	199.	--	5059	26.45	500.	50.	5703	21.41	500.	50.
3724	4.99	475.	50.	4360	0.99	194.	--	5069	26.45	500.	50.	5705	12.07	500.	50.
3726	12.36	500.	50.	4361	0.62	201.	20.	5102	6.12	500.	50.	6003	10.46	500.	50.
3807	3.21	271.	--	4362	0.60	200.	20.	5146	6.38	500.	50.	6005	6.52	500.	50.

c For Non-Ratable portion of Rate, refer to class code 0771.

Exhibit III

MASSACHUSETTS WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE MANUAL

RATES

Original Printing

Effective July 1, 2016

Page RA-3

RATES

CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST
6204	7.78	500.	50.	7230	7.96	500.	20.	8002	1.76	241.	20.	8381	1.94	247.	20.
6217	4.53	459.	50.	7231	8.08	500.	20.	8006	1.43	229.	20.	8385	2.66	272.	20.
6229	4.56	460.	50.	7309F	21.11	500.	--	8008	0.80	207.	20.	8392	1.58	234.	20.
6233	4.23	357.	50.	7313F	15.29	500.	--	8010	1.42	229.	20.	8393	2.19	256.	20.
6251D	6.35	500.	50.	7317F	14.61	500.	--	8013	0.41	193.	20.	8500	6.82	500.	20.
6252D	9.36	500.	50.	7327F	33.44	500.	--	8017	1.07	216.	20.	8601	0.27	188.	20.
6306	9.10	500.	50.	7333M	7.53	.	--	8018	3.01	284.	20.	8709F	5.16	340.	--
6319	4.48	457.	50.	7335M	8.85	.	--	8021	2.96	283.	20.	8710	2.78	276.	20.
6325	4.79	468.	50.	7337M	11.10	.	--	8031	2.12	253.	20.	8719	2.78	276.	20.
6400	6.00	500.	50.	7350F	17.29	500.	--	8032	1.54	233.	20.	8720	0.90	211.	20.
6504	2.52	247.	--	7360	5.59	466.	20.	8033	1.93	247.	20.	8721	0.21	186.	20.
6702M	(a)	.	--	7370	4.05	321.	20.	8034	3.23	292.	20.	8726F	5.83	454.	--
6703M	(a)	.	--	7380	6.08	483.	20.	8039	1.26	223.	20.	8734M	0.44	.	--
6704M	(a)	.	--	7382	3.72	309.	20.	8044	3.96	318.	20.	8737M	0.35	.	--
6801F	8.98	500.	--	7394M	9.68	.	--	8046	2.05	251.	20.	8738M	0.55	.	--
6811	7.29	500.	20.	7395M	12.37	.	--	8048	2.70	274.	20.	8742	0.16	185.	20.
6824F	10.26	500.	--	7398M	15.51	.	--	8050	1.46	230.	20.	8745	4.19	326.	20.
6826F	9.84	500.	--	7403	5.25	454.	20.	8058	2.44	264.	20.	8747	0.95	212.	20.
6834	2.48	266.	20.	7405d	1.13	232.	20.	8103	2.69	273.	20.	8748	0.58	199.	20.
6836	3.11	288.	20.	7420	7.48	500.	20.	8105	5.19	452.	20.	8800	0.97	213.	20.
6843F	14.29	500.	--	7421	1.78	241.	20.	8106	6.27	489.	20.	8803	0.04	180.	20.
6854	11.61	500.	20.	7422	1.78	241.	20.	8107	3.09	287.	20.	8805M	0.18	.	--
6872F	21.87	500.	--	7425	3.05	286.	20.	8111	2.64	271.	20.	8810	0.07	181.	20.
6874F	19.47	500.	--	7431e	1.34	241.	20.	8116	3.09	287.	20.	8814M	0.14	.	--
6882	17.77	500.	20.	7445f	0.37	.	.	8203	6.38	493.	20.	8815M	0.23	.	--
6884	15.82	500.	20.	7453g	0.44	.	.	8204	4.23	327.	20.	8820	0.09	182.	20.
7016M	1.88	.	--	7502	2.97	283.	20.	8215	3.75	310.	20.	8824	1.80	242.	20.
7024M	2.35	.	--	7515	2.17	255.	20.	8227	4.70	465.	50.	8826	1.80	242.	20.
7038M	3.55	.	--	7520	3.16	290.	20.	8232	5.53	464.	20.	8829	2.07	251.	20.
7046M	5.06	.	--	7538	6.00	500.	50.	8233	6.82	500.	20.	8831	0.97	213.	20.
7047M	2.95	.	--	7539	1.28	224.	20.	8235	4.32	330.	20.	8832	0.28	189.	20.
7050M	5.57	.	--	7580	3.15	289.	20.	8263	5.41	459.	20.	8833	1.32	225.	20.
7090M	4.44	.	--	7590	4.91	351.	20.	8264	5.75	471.	20.	8835	2.03	250.	20.
7098M	5.95	.	--	7600	3.97	318.	20.	8265	6.82	500.	20.	8837	(a)	(a)	(a)
7099M	7.46	.	--	7601	5.38	488.	50.	8279	5.53	464.	20.	8868	0.79	207.	20.
7133	(a)	(a)	(a)	7610	0.23	187.	20.	8291	4.15	324.	20.	8901	0.07	181.	20.
7151M	8.26	.	--	7704	2.30	260.	20.	8292	2.99	284.	20.	9014	3.01	284.	20.
7152M	12.95	.	--	7720	1.71	239.	20.	8293	9.44	500.	20.	9015	3.17	290.	20.
7153M	10.33	.	--	7855	5.18	481.	50.	8350	5.70	470.	20.	9016	2.01	249.	20.
7219	9.77	500.	20.	8001	1.85	244.	20.	8380	3.08	287.	20.	9019	2.81	277.	20.

For Non-Ratable portion of Rate, refer to:

d 7445

e 7453

Non-Ratable Code and Rate to be used with:

f 7405

g 7431

Exhibit III

MASSACHUSETTS WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE MANUAL

RATES

Original Printing

Effective July 1, 2016

Page RA-4

RATES

CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST	CLASS CODE	RATE	MIN PREM	LOSS CONST
9033	3.62	306.	20.												
9040	3.04	285.	20.												
9044	1.62	236.	20.												
9052	1.80	242.	20.												
9058	1.50	232.	20.												
9060	0.96	213.	20.												
9061	0.93	212.	20.												
9062	0.93	212.	20.												
9063	0.79	207.	20.												
9077F	4.77	326.	--												
9079	1.09	217.	20.												
9089	1.07	216.	20.												
9093	1.22	222.	20.												
9101	2.90	281.	20.												
9102	2.66	272.	20.												
9154	1.53	233.	20.												
9156	1.41	228.	20.												
9178	13.73	500.	20.												
9179	27.08	500.	20.												
9180	4.10	323.	20.												
9182	3.44	299.	20.												
9186	4.10	323.	20.												
9220	3.17	290.	20.												
9402	4.80	347.	20.												
9403	9.80	500.	20.												
9410	2.48	266.	20.												
9501	2.37	242.	--												
9505	2.37	242.	--												
9519	3.22	292.	20.												
9521	3.40	278.	--												
9522	1.81	222.	--												
9533	16.77	500.	50.												
9534	6.70	500.	50.												
9545	4.09	352.	50.												
9549	4.73	466.	50.												
9552	6.94	500.	50.												
9553	6.94	500.	50.												
9586	0.37	192.	20.												
9620	0.73	205.	20.												

Exhibit III

MASSACHUSETTS WORKERS COMPENSATION AND EMPLOYERS LIABILITY INSURANCE MANUAL

RATES

Original Printing

Effective July 1, 2016

Page RA-5

MISCELLANEOUS VALUES

Basis of Premium applicable in accordance with the footnote instructions for Code 7370 - "Taxicab Co.":

Employee operated vehicles	\$98,000.00†
Leased or rented vehicles.....	\$65,300.00†

Basis of Premium for Sole Proprietors and Partners of Legal Partnerships, Members of Limited

Liability Companies or Partners of Limited Liability Partnerships in accordance with Rule IX-B-3-a	\$45,700.00†
--	--------------

Minimum individual payroll for an executive officer per week.....\$200.00

Maximum individual payroll for an executive officer per week.....\$1,000.00

Terrorism Insurance Program—Certified Loss:0.03

BENEFITS DEDUCTIBLE COVERAGE PROGRAM

<u>Medical and Indemnity Deductible Amount</u>	<u>Premium Reduction Percentage</u>
\$ 500	1.9%
\$1,000	3.1%
\$2,000	4.7%
\$2,500	5.4%
\$5,000	7.9%

BENEFITS CLAIM AND AGGREGATE DEDUCTIBLE PROGRAM

<u>Basis for the Aggregate Limit</u>	<u>Claim Deductible Amount</u>	<u>Aggregate Deductible Amount</u>	<u>Premium Reduction Percentage</u>
0 to \$75,000	\$2,500	\$10,000	5.3%
\$75,001 to \$100,000	\$2,500	\$10,000	5.2%
\$100,001 to \$125,000	\$2,500	\$10,000	5.1%
\$125,001 to \$150,000	\$2,500	\$10,000	5.0%
\$150,001 to \$200,000	\$2,500	\$10,000	4.8%
over \$200,000	\$2,500	5% of Basis for the Aggregate Limit	4.5%

Expense Constant applicable in accordance with MA Manual Rule VI-E-2:

Policies which develop earned Standard Premium of less than \$200	\$159.00
Policies which develop earned Standard Premium of at least \$200 and less than \$1,000.....	\$250.00
Policies which develop earned Standard Premium of \$1,000 or more	\$338.00

The expense constant for private residence per capita classifications is \$64, up to a maximum of 4.

Premium Discount Percentages—(See MA Manual Rule VII). The following premium discounts are applicable to Standard Premiums. Note: Premium Discount is not applicable to Assigned Risk policies.

		<u>Type A Discount</u>	<u>Type B Discount</u>
First	\$ 10,000	0.0%	0.0%
Next	190,000	9.1%	5.1%
Next	1,550,000	11.3%	6.5%
Over	1,750,000	12.3%	7.5%

United States Longshore and Harbor Workers' Compensation Coverage Percentage applicable only in connection with Rule XII-D-3 "U.S. Longshore and Harbor Workers' Compensation Act" of the MA Manual..... 23.1% (Multiply a Non-F classification rate by a factor of 1.231)

EXPERIENCE RATING ELIGIBILITY

A risk is eligible for intrastate experience rating when the payrolls or other exposures developed in the last year or last two years of the experience period produced a subject premium of at least \$11,000. If more than two years, an average annual premium of at least \$5,500 is required. The Experience Rating Plan Manual should be referenced for the latest eligibility amounts by state.

Exhibit III

EXPERIENCE RATING PLAN MANUAL

MASSACHUSETTS

Page 1

Effective July 1, 2016

Original Printing

TABLE OF EXPECTED LOSS RATES AND DISCOUNT RATIOS

CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO
0005	1.16	.17	2089	1.20	.17	2802	2.00	.17	3365	2.88	.16	4239	0.99	.17
0008	1.09	.18	2095	1.64	.17	2835	1.00	.17	3372	1.08	.18	4243	1.68	.17
0016	1.68	.18	2101	1.25	.17	2836	1.27	.17	3373	1.68	.17	4244	1.37	.17
0034	2.05	.18	2105	(a)	(a)	2841	1.84	.16	3381	1.21	.17	4250	1.03	.18
0035	1.13	.18	2111	1.07	.17	2883	1.47	.17	3383	0.70	.17	4251	0.95	.16
0036	2.05	.18	2114	1.25	.17	2923	0.76	.17	3385	0.38	.17	4273	1.11	.17
0037	1.09	.18	2115	1.49	.18	2942	0.93	.18	3400	1.46	.18	4279	1.31	.17
0042	1.85	.18	2121	0.76	.18	3018	1.32	.16	3507	1.32	.17	4282	0.37	.17
0046	1.05	.18	2130	0.95	.17	3022	1.72	.17	3515	1.23	.18	4283	1.06	.17
0050	2.97	.16	2131	1.11	.17	3027	1.82	.19	3548	0.78	.17	4299	0.92	.17
0059D	.	.	2143	1.13	.18	3028	1.53	.17	3558	0.37	.19	4301	2.60	.17
0065D	.	.	2150	2.40	.17	3030	2.39	.17	3559	0.78	.17	4304	1.81	.19
0066D	.	.	2156	2.78	.17	3040	2.32	.17	3571	0.46	.17	4307	0.87	.18
0067D	.	.	2157	2.02	.17	3041	2.25	.18	3574	0.82	.17	4308	0.60	.13
0079	1.17	.19	2172	0.94	.15	3042	2.64	.16	3612	0.86	.18	4350	0.27	.16
0083	2.08	.18	2174	1.67	.17	3064	1.35	.18	3620	2.08	.19	4351	0.39	.17
0106	5.31	.19	2211	2.46	.17	3066	1.35	.18	3629	0.82	.17	4352	0.56	.16
0113	2.05	.18	2220	1.32	.18	3076	1.14	.18	3632	0.75	.17	4360	0.49	.17
0170	2.05	.18	2260	2.62	.16	3081D	2.37	.17	3634	0.80	.17	4361	0.31	.18
0251	1.50	.17	2286	1.37	.18	3082D	2.37	.17	3635	1.38	.18	4362	0.29	.17
0771	.	.	2288	1.33	.17	3085D	1.71	.17	3638	0.82	.17	4410	1.63	.17
0908	40.71	.16	2302	1.32	.18	3110	3.90	.18	3642	0.51	.16	4417	2.15	.17
0909	78.51	.20	2305	1.14	.17	3111	1.02	.18	3643	0.75	.17	4432	0.55	.17
0912	157.03	.20	2362	0.84	.18	3113	0.77	.17	3647	0.95	.17	4439	1.21	.17
0913	81.41	.16	2380	1.14	.17	3114	1.28	.18	3648	0.66	.18	4452	1.60	.17
0917	1.61	.18	2402	0.88	.17	3118	0.81	.16	3681	0.40	.17	4459	1.30	.17
0918	0.27	.16	2413	1.68	.18	3119	0.43	.18	3685	0.32	.17	4470	1.03	.17
1430	3.38	.16	2416	1.20	.17	3120	0.78	.16	3724	1.86	.17	4484	0.99	.17
1438	1.26	.17	2417	1.70	.16	3122	0.96	.18	3726	3.91	.15	4493	1.19	.17
1463	3.50	.17	2501	0.96	.17	3127	0.43	.18	3807	1.59	.18	4511	0.13	.18
1624D	1.81	.17	2503	0.54	.17	3131	0.75	.18	3808	1.32	.17	4512	0.06	.18
1655	1.83	.17	2534	1.01	.17	3132	1.60	.18	3821	1.82	.17	4557	0.93	.17
1701	1.40	.16	2570	2.44	.18	3145	0.74	.17	3826	1.46	.18	4558	0.64	.17
1710D	1.80	.17	2576	1.19	.17	3146	0.84	.17	3830	0.75	.17	4561	1.48	.17
1747	1.17	.17	2578	1.14	.17	3169	1.53	.18	3841	0.65	.18	4583	1.31	.16
1748	1.24	.18	2585	1.60	.17	3179	0.62	.17	4000	1.68	.17	4611	0.59	.17
1852	1.91	.15	2586	0.78	.17	3180	1.31	.17	4021	1.50	.18	4635	1.27	.18
1853	0.72	.16	2587	1.57	.18	3188	1.26	.17	4024	1.13	.17	4653	1.17	.17
1860	0.97	.17	2623	1.97	.17	3200	1.12	.17	4034	2.30	.18	4665	2.50	.17
1924	0.97	.17	2640	0.82	.17	3220	1.20	.16	4036	0.87	.16	4692	0.31	.16
1925	1.99	.23	2651	0.90	.17	3223	(a)	(a)	4038	1.30	.17	4693	0.44	.17
2001	1.69	.17	2660	0.86	.18	3227	1.59	.18	4053	0.85	.18	4720	0.88	.18
2002	1.37	.18	2683	0.82	.17	3241	0.93	.17	4061	1.12	.17	4740	0.44	.17
2003	1.63	.17	2688	1.18	.17	3255	1.37	.17	4062	1.07	.17	4741	1.20	.16
2014	1.35	.17	2702	5.13	.17	3257	1.23	.17	4112	0.30	.17	4771	2.85	.13
2021	1.26	.17	2710	2.69	.18	3270	0.97	.18	4113	0.85	.18	4777	1.11	.16
2039	1.39	.17	2731	1.35	.17	3300	2.51	.18	4114	1.00	.17	4825	0.26	.17
2041	1.27	.17	2741	3.23	.17	3305	(a)	(a)	4130	1.80	.17	4828	0.44	.17
2070	1.93	.17	2747	3.06	.17	3315	1.65	.17	4133	0.84	.17	4829	0.38	.17
2081	1.87	.19	2790	0.85	.17	3336	1.41	.16	4150	0.40	.17	4902	0.87	.18

(a) Expected Loss Rates and Discount Ratios for each individual risk must be obtained by Home Office from the MA Bureau.

D Supplement Disease Loading.

Contains copyrighted material of the Workers' Compensation Rating and Inspection Bureau of Massachusetts. © 2016 used with its permission.

Exhibit III

MASSACHUSETTS

EXPERIENCE RATING PLAN MANUAL

Page 2

Original Printing

Effective July 1, 2016

TABLE OF EXPECTED LOSS RATES AND DISCOUNT RATIOS

CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO	CLASS CODE	EXP LOSS RATE	DISC RATIO
4923	0.47	.17	6204	2.91	.16	7360	2.17	.17	8106	2.43	.18	8832	0.13	.17
5020	1.86	.16	6217	1.69	.17	7370	1.92	.18	8107	1.20	.17	8833	0.63	.17
5022	3.62	.16	6229	1.70	.17	7380	2.75	.17	8111	1.26	.17	8835	0.96	.17
5037	7.17	.16	6233	1.58	.15	7382	1.77	.18	8116	1.47	.17	8837	(a)	(a)
5040	18.68	.16	6251D	2.37	.14	7394M	5.80	.84	8203	3.03	.18	8868	0.39	.18
5057	8.36	.16	6252D	2.96	.17	7395M	7.41	.84	8204	1.64	.17	8901	0.03	.18
5059	8.36	.16	6306	3.40	.16	7398M	9.29	.74	8215	1.46	.18	9014	1.37	.17
5069	8.36	.16	6319	1.67	.17	7403	2.04	.18	8227	1.49	.17	9015	1.51	.17
5102	2.29	.16	6325	1.79	.17	7405	0.58	.17	8232	2.14	.18	9016	0.96	.20
5146	2.37	.17	6400	2.60	.17	7420	2.47	.14	8233	2.64	.18	9019	1.09	.15
5160	1.26	.16	6504	1.25	.17	7421	0.69	.15	8235	2.05	.17	9033	1.72	.17
5183	1.28	.16	6702M	(a)	(a)	7422	0.59	.15	8263	2.45	.18	9040	1.51	.17
5188	1.84	.16	6703M	(a)	(a)	7425	1.01	.14	8264	2.23	.17	9044	0.80	.15
5190	0.97	.17	6704M	(a)	(a)	7431	0.59	.15	8265	2.66	.18	9052	0.89	.17
5191	0.44	.17	6801F	3.23	.19	7445			8279	2.16	.19	9058	0.80	.18
5192	1.49	.17	6811	2.75	.19	7453			8291	1.88	.17	9060	0.48	.18
5213	5.78	.16	6824F	3.69	.19	7502	1.15	.17	8292	1.42	.17	9061	0.50	.18
5215	2.45	.17	6826F	3.54	.17	7515	0.72	.20	8293	3.66	.18	9062	0.50	.18
5221	2.52	.17	6834	1.12	.17	7520	1.50	.17	8350	2.22	.17	9063	0.39	.19
5222	3.89	.16	6836	1.20	.18	7538	1.90	.16	8380	1.39	.17	9077F	2.08	.21
5223	1.60	.17	6843F	4.30	.16	7539	0.50	.16	8381	0.88	.19	9079	0.58	.18
5348	1.90	.16	6854	3.66	.16	7580	1.22	.18	8385	1.03	.17	9089	0.53	.18
5402	4.37	.17	6872F	6.58	.18	7590	2.22	.17	8392	0.75	.17	9093	0.60	.19
5403	4.11	.16	6874F	5.86	.17	7600	1.54	.16	8393	1.04	.17	9101	1.44	.18
5437	2.05	.17	6882	5.60	.18	7601	2.01	.17	8500	2.64	.18	9102	1.26	.18
5443	1.92	.17	6884	4.99	.17	7610	0.11	.16	8601	0.12	.18	9154	0.73	.18
5445	2.58	.16	7016M	1.12	.79	7704	0.90	.18	8709F	1.55	.18	9156	0.64	.19
5462	2.86	.16	7024M	1.40	.79	7720	0.66	.17	8710	1.08	.17	9178	7.30	.21
5472	2.93	.16	7038M	2.12	.76	7855	1.92	.16	8719	0.92	.17	9179	13.41	.17
5473	3.24	.17	7046M	3.02	.58	8001	0.92	.18	8720	0.35	.17	9180	1.59	.19
5474	2.11	.17	7047M	1.76	.69	8002	0.84	.18	8721	0.08	.21	9182	1.63	.20
5478	2.08	.16	7050M	3.32	.67	8006	0.68	.18	8726F	2.09	.19	9186	1.60	.19
5479	3.86	.17	7090M	2.65	.76	8008	0.40	.17	8734M	0.21	.54	9220	1.44	.17
5480	1.73	.16	7098M	3.55	.58	8010	0.70	.18	8737M	0.17	.54	9402	1.86	.17
5506	2.17	.17	7099M	4.45	.51	8013	0.20	.18	8738M	0.26	.53	9403	3.82	.17
5507	2.86	.17	7133	(a)	(a)	8017	0.53	.18	8742	0.06	.18	9410	1.18	.19
5508D	2.42	.16	7151M	3.96	.52	8018	1.49	.17	8745	1.90	.18	9501	1.07	.18
5509	1.39	.17	7152M	6.22	.52	8021	1.41	.17	8747	0.47	.17	9505	1.07	.18
5538	1.70	.17	7153M	4.96	.52	8031	1.01	.17	8748	0.26	.18	9519	1.25	.17
5545	11.71	.17	7219	3.81	.16	8032	0.76	.17	8800	0.52	.17	9521	1.32	.17
5547	4.33	.18	7230	3.61	.17	8033	0.92	.18	8803	0.02	.18	9522	0.86	.17
5606	0.70	.17	7231	3.66	.16	8034	1.54	.17	8805M	0.09	.60	9533	6.27	.16
5610	2.95	.16	7309F	6.35	.17	8039	0.62	.18	8810	0.03	.18	9534	2.50	.17
5645	3.03	.17	7313F	4.60	.14	8044	1.79	.19	8814M	0.07	.60	9545	1.59	.17
5651	3.03	.17	7317F	4.39	.16	8046	0.97	.18	8815M	0.11	.59	9549	1.83	.16
5701	8.03	.18	7327F	10.05	.17	8048	1.34	.17	8820	0.04	.17	9552	2.69	.16
5703	7.96	.16	7333M	4.51	.70	8050	0.72	.18	8824	0.89	.17	9553	2.71	.16
5705	4.48	.16	7335M	5.30	.70	8058	1.16	.19	8826	0.89	.17	9586	0.20	.17
6003	3.89	.16	7337M	6.65	.61	8103	1.22	.17	8829	0.98	.17	9620	0.33	.18
6005	2.42	.16	7350F	6.22	.17	8105	2.57	.17	8831	0.46	.20			

(a) Expected Loss Rates and Discount Ratios for each individual risk must be obtained by Home Office from the MA Bureau.

D Supplement Disease Loading.

F Expected Loss Rates and Discount Ratios for risks covered under the United States Longshore and Harbor Workers' Compensation Act.

M Expected Loss Rates and Discount Ratios for risks subject to Admiralty Law or Federal Employers Liability Act (FELA).

Contains copyrighted material of the Workers' Compensation Rating and Inspection Bureau of Massachusetts. © 2016 used with its permission.

Exhibit III

EXPERIENCE RATING PLAN MANUAL
PART FIVE

MASSACHUSETTS
Page 3

Effective July 1, 2016

TABLE OF WEIGHTING VALUES

Expected Losses	Weighting Values	Expected Losses	Weighting Values	Expected Losses	Weighting Values
0 - 1,759	0.04	497,645 - 536,929	0.24	2,051,397 - 2,217,863	0.44
1,760 - 7,111	0.05	536,930 - 578,301	0.25	2,217,864 - 2,403,506	0.45
7,112 - 12,577	0.06	578,302 - 621,935	0.26	2,403,507 - 2,611,844	0.46
12,578 - 51,611	0.07	621,936 - 668,025	0.27	2,611,845 - 2,847,310	0.47
51,612 - 75,129	0.08	668,026 - 716,787	0.28	2,847,311 - 3,115,573	0.48
75,130 - 97,557	0.09	716,788 - 768,462	0.29	3,115,574 - 3,423,999	0.49
97,558 - 120,036	0.10	768,463 - 823,321	0.30	3,424,000 - 3,782,339	0.50
120,037 - 142,957	0.11	823,322 - 881,671	0.31	3,782,340 - 4,203,779	0.51
142,958 - 166,519	0.12	881,672 - 943,856	0.32	4,203,780 - 4,706,596	0.52
166,520 - 190,855	0.13	943,857 - 1,010,271	0.33	4,706,597 - 5,316,880	0.53
190,856 - 216,070	0.14	1,010,272 - 1,081,363	0.34	5,316,881 - 6,073,210	0.54
216,071 - 242,254	0.15	1,081,364 - 1,157,646	0.35	6,073,211 - 7,035,138	0.55
242,255 - 269,494	0.16	1,157,647 - 1,239,711	0.36	7,035,139 - 8,299,690	0.56
269,495 - 297,877	0.17	1,239,712 - 1,328,243	0.37	8,299,691 - 10,036,335	0.57
297,878 - 327,494	0.18	1,328,244 - 1,424,039	0.38	10,036,336 - 12,570,121	0.58
327,495 - 358,437	0.19	1,424,040 - 1,528,032	0.39	12,570,122 - 16,613,386	0.59
358,438 - 390,810	0.20	1,528,033 - 1,641,323	0.40	16,613,387 - 24,087,288	0.60
390,811 - 424,721	0.21	1,641,324 - 1,765,218	0.41	24,087,289 - 42,575,339	0.61
424,722 - 460,289	0.22	1,765,219 - 1,901,280	0.42	42,575,340 - 164,596,405	0.62
460,290 - 497,644	0.23	1,901,281 - 2,051,396	0.43	164,596,406 - 999,999,999	0.63

- (a) State Per Claim Accident Limitation \$210,000
 (b) State Multiple Claim Accident Limitation \$420,000
 (c) U.S. Longshore and Harbor Workers' Act Per Claim Accident Limitation \$130,000
 (d) U.S. Longshore and Harbor Workers' Act Multiple Claim Accident Limitation \$260,000
 (e) Employers Liability Accident Limitation \$55,000
 (f) USL&HW Act—Expected Loss Factor—Non-F Classes 17.5%
 (g) Cap on Modifications = $1 + (0.00005) [(Expected Losses) + (2) (Expected Losses) / (8.4)]$

Exhibit III

Effective July 1, 2016

TABLE OF BALLAST VALUES

Expected Losses	Ballast Values	Expected Losses	Ballast Values	Expected Losses	Ballast Values
0 - 45,182	21,000	1,449,849 - 1,491,824	168,000	2,919,423 - 2,961,416	315,000
45,183 - 77,762	25,200	1,491,825 - 1,533,801	172,200	2,961,417 - 3,003,410	319,200
77,763 - 115,198	29,400	1,533,802 - 1,575,780	176,400	3,003,411 - 3,045,404	323,400
115,199 - 154,690	33,600	1,575,781 - 1,617,760	180,600	3,045,405 - 3,087,399	327,600
154,691 - 195,142	37,800	1,617,761 - 1,659,741	184,800	3,087,400 - 3,129,393	331,800
195,143 - 236,102	42,000	1,659,742 - 1,701,723	189,000	3,129,394 - 3,171,388	336,000
236,103 - 277,359	46,200	1,701,724 - 1,743,705	193,200	3,171,389 - 3,213,383	340,200
277,360 - 318,803	50,400	1,743,706 - 1,785,689	197,400	3,213,384 - 3,255,378	344,400
318,804 - 360,371	54,600	1,785,690 - 1,827,673	201,600	3,255,379 - 3,297,373	348,600
360,372 - 402,027	58,800	1,827,674 - 1,869,658	205,800	3,297,374 - 3,339,369	352,800
402,028 - 443,746	63,000	1,869,659 - 1,911,643	210,000	3,339,370 - 3,381,364	357,000
443,747 - 485,512	67,200	1,911,644 - 1,953,630	214,200	3,381,365 - 3,423,360	361,200
485,513 - 527,315	71,400	1,953,631 - 1,995,616	218,400	3,423,361 - 3,465,355	365,400
527,316 - 569,147	75,600	1,995,617 - 2,037,604	222,600	3,465,356 - 3,507,351	369,600
569,148 - 611,001	79,800	2,037,605 - 2,079,592	226,800	3,507,352 - 3,549,347	373,800
611,002 - 652,874	84,000	2,079,593 - 2,121,580	231,000	3,549,348 - 3,591,343	378,000
652,875 - 694,762	88,200	2,121,581 - 2,163,569	235,200	3,591,344 - 3,633,339	382,200
694,763 - 736,662	92,400	2,163,570 - 2,205,558	239,400	3,633,340 - 3,675,335	386,400
736,663 - 778,574	96,600	2,205,559 - 2,247,547	243,600	3,675,336 - 3,717,331	390,600
778,575 - 820,494	100,800	2,247,548 - 2,289,537	247,800	3,717,332 - 3,759,327	394,800
820,495 - 862,422	105,000	2,289,538 - 2,331,528	252,000	3,759,328 - 3,801,324	399,000
862,423 - 904,356	109,200	2,331,529 - 2,373,518	256,200	3,801,325 - 3,843,320	403,200
904,357 - 946,296	113,400	2,373,519 - 2,415,509	260,400	3,843,321 - 3,885,317	407,400
946,297 - 988,242	117,600	2,415,510 - 2,457,501	264,600	3,885,318 - 3,927,313	411,600
988,243 - 1,030,191	121,800	2,457,502 - 2,499,492	268,800	3,927,314 - 3,969,310	415,800
1,030,192 - 1,072,145	126,000	2,499,493 - 2,541,484	273,000	3,969,311 - 4,011,307	420,000
1,072,146 - 1,114,102	130,200	2,541,485 - 2,583,476	277,200		
1,114,103 - 1,156,062	134,400	2,583,477 - 2,625,469	281,400		
1,156,063 - 1,198,025	138,600	2,625,470 - 2,667,461	285,600		
1,198,026 - 1,239,991	142,800	2,667,462 - 2,709,454	289,800		
1,239,992 - 1,281,958	147,000	2,709,455 - 2,751,447	294,000		
1,281,959 - 1,323,928	151,200	2,751,448 - 2,793,441	298,200		
1,323,929 - 1,365,900	155,400	2,793,442 - 2,835,434	302,400		
1,365,901 - 1,407,873	159,600	2,835,435 - 2,877,428	306,600		
1,407,874 - 1,449,848	163,800	2,877,429 - 2,919,422	310,800		

For Expected Losses (E) greater than \$4,011,307, the Ballast Value can be calculated using the following formula (rounded to the nearest 1):

$$B = (0.1E + 2,500GE / (E + 700G))$$

G = 8.4

Exhibit III

RETROSPECTIVE RATING PLAN MANUAL STATE SPECIAL RATING VALUES

MASSACHUSETTS
RR1
Original Printing

Effective July 1, 2016

1. Hazard Group Differentials

A	B	C	D	E	F	G
1.87	1.49	1.32	1.10	0.90	0.73	0.59

2. Tax Multipliers

a. State (non-F Classes)	1.032*
b. Federal Classes, or non-F classes	1.076*

where rate is increased by the
USL&HW Act Percentage

* Includes 0.69% residual market subsidy provision
and -0.23% insolvency fund assessment provision

3. Expected Loss Ratio

0.637

Expected Loss and Allocated
Loss Adjustment Expense
Ratio (ALAE Option)

0.702

4. Loss Conversion Factor

1.200

Loss Conversion Factor
for Allocated Loss Adjustment
Expense Option (ALAE Option)

1.089

5. Table of Expense Ratios Excluding Taxes and Including Profit and Contingencies

Type A Company

Massachusetts

Effective July 1, 2016

Type B Company

Massachusetts

Effective July 1, 2016

Table of Expense Ratios Excluding Allocated

Loss Adjustment Expense and Taxes

and Including Profit and Contingencies

Type A Company

Massachusetts

Effective July 1, 2016

Type B Company

Massachusetts

Effective July 1, 2016

6. 2013—Table of Expected Loss Ranges

April 1, 2014

7a.

Excess Loss Factors

(Applicable to New and Renewal Policies)

Per Accident Limitation	Hazard Groups						
	A	B	C	D	E	F	G
\$25,000	0.403	0.429	0.453	0.474	0.494	0.524	0.556
30,000	0.385	0.412	0.437	0.460	0.480	0.511	0.546
35,000	0.369	0.396	0.422	0.447	0.468	0.499	0.538
40,000	0.354	0.382	0.409	0.435	0.456	0.488	0.530
50,000	0.329	0.357	0.385	0.413	0.435	0.469	0.515
75,000	0.278	0.307	0.337	0.370	0.393	0.427	0.482
100,000	0.241	0.269	0.300	0.335	0.358	0.392	0.454
125,000	0.212	0.238	0.269	0.305	0.329	0.362	0.429
150,000	0.188	0.212	0.242	0.280	0.302	0.335	0.406
175,000	0.169	0.190	0.220	0.258	0.279	0.310	0.385
200,000	0.152	0.172	0.200	0.238	0.258	0.288	0.366
250,000	0.126	0.142	0.169	0.206	0.223	0.251	0.331
300,000	0.107	0.121	0.145	0.180	0.195	0.221	0.302
500,000	0.063	0.072	0.088	0.115	0.126	0.145	0.217
1,000,000	0.029	0.033	0.042	0.057	0.063	0.073	0.121
2,000,000	0.013	0.015	0.019	0.026	0.029	0.034	0.061
3,000,000	0.008	0.009	0.012	0.016	0.018	0.021	0.039
4,000,000	0.005	0.006	0.008	0.011	0.013	0.015	0.028
5,000,000	0.004	0.005	0.006	0.009	0.010	0.011	0.021

Exhibit III

MASSACHUSETTS
RR2
Original Printing

RETROSPECTIVE RATING PLAN MANUAL
STATE SPECIAL RATING VALUES

Effective July 1, 2016

7b.

ALAE Option Excess Loss and Allocated Loss Adjustment Expense Factors (Applicable to New and Renewal Policies)

Per Accident Limitation	Hazard Groups						
	A	B	C	D	E	F	G
\$25,000	0.455	0.482	0.508	0.531	0.553	0.584	0.618
30,000	0.435	0.464	0.491	0.515	0.538	0.571	0.608
35,000	0.418	0.447	0.475	0.501	0.524	0.559	0.599
40,000	0.402	0.432	0.461	0.489	0.512	0.547	0.590
50,000	0.375	0.406	0.436	0.466	0.490	0.526	0.575
75,000	0.320	0.352	0.385	0.420	0.445	0.483	0.541
100,000	0.279	0.311	0.345	0.383	0.408	0.446	0.512
125,000	0.247	0.277	0.311	0.351	0.377	0.414	0.485
150,000	0.221	0.249	0.283	0.324	0.349	0.385	0.461
175,000	0.200	0.225	0.258	0.300	0.324	0.359	0.440
200,000	0.181	0.204	0.236	0.279	0.301	0.335	0.419
250,000	0.152	0.171	0.201	0.242	0.263	0.294	0.382
300,000	0.129	0.146	0.173	0.213	0.232	0.261	0.350
500,000	0.077	0.088	0.107	0.139	0.152	0.174	0.257
1,000,000	0.036	0.041	0.051	0.070	0.076	0.089	0.146
2,000,000	0.016	0.018	0.023	0.033	0.036	0.042	0.074
3,000,000	0.010	0.011	0.014	0.020	0.022	0.026	0.048
4,000,000	0.007	0.008	0.010	0.014	0.016	0.019	0.035
5,000,000	0.005	0.006	0.008	0.011	0.012	0.014	0.027

8. Retrospective Development Factors

With Loss Limit				Without Loss Limit			
1st	2nd	3rd	4th & Subsequent	1st	2nd	3rd	4th & Subsequent
<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>	<u>Adj.</u>
0.11	0.07	0.05	0.00	0.14	0.09	0.06	0.00

9. State Special Classifications by Hazard Group

All Massachusetts Hazard Group assignments can be found in Appendix G of the 2008 Edition of the Massachusetts Workers' Compensation & Employers Liability Insurance Manual.

TABLE OF EXPENSE RATIOS—EXCLUDING TAXES AND INCLUDING PROFIT AND CONTINGENCIES - TYPE A COMPANY - MASSACHUSETTS *Effective 01 July 2016*

Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio
0	10,067	0.332	18,115	18,494	0.292	101,609	114,841	0.252
10,058	10,173	0.331	18,495	18,891	0.291	114,842	132,037	0.251
10,174	10,292	0.330	18,892	19,304	0.290	132,038	155,290	0.250
10,293	10,413	0.329	19,305	19,736	0.289	155,291	188,484	0.249
10,414	10,538	0.328	19,737	20,188	0.288	188,485	205,846	0.248
10,539	10,665	0.327	20,189	20,661	0.287	205,847	214,424	0.247
10,666	10,796	0.326	20,662	21,157	0.286	214,425	223,749	0.246
10,797	10,930	0.325	21,158	21,677	0.285	223,750	233,921	0.245
10,931	11,067	0.324	21,678	22,223	0.284	233,922	245,062	0.244
11,068	11,207	0.323	22,224	22,798	0.283	245,063	257,317	0.243
11,208	11,352	0.322	22,799	23,403	0.282	257,318	270,863	0.242
11,353	11,500	0.321	23,404	24,041	0.281	270,864	285,914	0.241
11,501	11,652	0.320	24,042	24,715	0.280	285,915	302,737	0.240
11,653	11,808	0.319	24,716	25,428	0.279	302,738	321,662	0.239
11,809	11,968	0.318	25,429	26,183	0.278	321,663	343,112	0.238
11,969	12,133	0.317	26,184	26,984	0.277	343,113	367,627	0.237
12,134	12,302	0.316	26,985	27,836	0.276	367,628	395,914	0.236
12,303	12,476	0.315	27,837	28,743	0.275	395,915	428,918	0.235
12,477	12,655	0.314	28,744	29,711	0.274	428,919	467,924	0.234
12,656	12,839	0.313	29,712	30,747	0.273	467,925	514,734	0.233
12,840	13,029	0.312	30,748	31,858	0.272	514,735	571,952	0.232
13,030	13,224	0.311	31,859	33,052	0.271	571,953	643,480	0.231
13,225	13,426	0.310	33,053	34,340	0.270	643,481	735,457	0.230
13,427	13,633	0.309	34,341	35,731	0.269	735,458	858,112	0.229
13,634	13,847	0.308	35,732	37,240	0.268	858,113	1,029,868	0.228
13,848	14,068	0.307	37,241	38,882	0.267	1,029,869	1,287,585	0.227
14,069	14,296	0.306	38,883	40,676	0.266	1,287,586	1,717,335	0.226
14,297	14,532	0.305	40,677	42,643	0.265	1,717,336	1,891,376	0.225
14,533	14,776	0.304	42,644	44,810	0.264	1,891,377	2,068,371	0.224
14,777	15,027	0.303	44,811	47,209	0.263	2,068,372	2,281,913	0.223
15,028	15,288	0.302	47,210	49,879	0.262	2,281,914	2,544,623	0.222
15,289	15,558	0.301	49,880	52,870	0.261	2,544,624	2,875,693	0.221
15,559	15,837	0.300	52,871	56,242	0.260	2,875,694	3,305,797	0.220
15,838	16,127	0.299	56,243	60,074	0.259	3,305,798	3,887,185	0.219
16,128	16,427	0.298	60,075	64,466	0.258	3,887,186	4,716,708	0.218
16,428	16,739	0.297	64,467	69,551	0.257	4,716,709	5,996,320	0.217
16,740	17,063	0.296	69,552	75,506	0.256	5,996,321	8,228,716	0.216
17,064	17,400	0.295	75,507	82,577	0.255	8,228,717	13,109,195	0.215
17,401	17,750	0.294	82,578	91,109	0.254	13,109,196	32,217,514	0.214
17,751	18,114	0.293	91,110	101,608	0.253	32,217,515	OVER	0.213

Note: Above table based on the following discounts:

Standard Premium	Discount
First	10,000 0.0%
Next	190,000 9.1%
Next	1,550,000 11.3%
Over	1,750,000 12.3%

TABLE OF EXPENSE RATIOS—EXCLUDING TAXES AND INCLUDING PROFIT AND CONTINGENCIES - TYPE B COMPANY - MASSACHUSETTS *Effective 01 July 2016*

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,102	0.332	19,833 - 20,661	0.307	237,857 - 256,908	0.282
10,103 - 10,313	0.331	20,662 - 21,563	0.306	256,909 - 279,278	0.281
10,314 - 10,533	0.330	21,564 - 22,546	0.305	279,279 - 305,915	0.280
10,534 - 10,762	0.329	22,547 - 23,624	0.304	305,916 - 338,169	0.279
10,763 - 11,002	0.328	23,625 - 24,810	0.303	338,170 - 378,026	0.278
11,003 - 11,252	0.327	24,811 - 26,122	0.302	378,027 - 428,534	0.277
11,253 - 11,514	0.326	26,123 - 27,579	0.301	428,535 - 494,620	0.276
11,515 - 11,789	0.325	27,580 - 29,210	0.300	494,621 - 584,806	0.275
11,790 - 12,077	0.324	29,211 - 31,045	0.299	584,807 - 715,212	0.274
12,078 - 12,380	0.323	31,046 - 33,125	0.298	715,213 - 920,467	0.273
12,381 - 12,698	0.322	33,126 - 35,505	0.297	920,468 - 1,290,952	0.272
12,699 - 13,033	0.321	35,506 - 38,254	0.296	1,290,953 - 1,804,544	0.271
13,034 - 13,386	0.320	38,255 - 41,463	0.295	1,804,545 - 1,981,905	0.270
13,387 - 13,758	0.319	41,464 - 45,261	0.294	1,981,906 - 2,197,930	0.269
13,759 - 14,153	0.318	45,262 - 49,824	0.293	2,197,931 - 2,466,809	0.268
14,154 - 14,570	0.317	49,825 - 55,411	0.292	2,466,810 - 2,810,643	0.267
14,571 - 15,012	0.316	55,412 - 62,408	0.291	2,810,644 - 3,265,851	0.266
15,013 - 15,483	0.315	62,409 - 71,429	0.290	3,265,852 - 3,897,004	0.265
15,484 - 15,983	0.314	71,430 - 83,497	0.289	3,897,005 - 4,830,548	0.264
15,984 - 16,518	0.313	83,498 - 100,473	0.288	4,830,549 - 6,352,259	0.263
16,519 - 17,089	0.312	100,474 - 126,113	0.287	6,352,260 - 9,273,619	0.262
17,090 - 17,701	0.311	126,114 - 169,323	0.286	9,273,620 - 17,169,967	0.261
17,702 - 18,359	0.310	169,324 - 207,134	0.285	17,169,968 - OVER	0.260
18,360 - 19,067	0.309	207,135 - 221,434	0.284		
19,068 - 19,832	0.308	221,435 - 237,856	0.283		

Note: Above table based on the following discounts:

Standard Premium	Discount
First 10,000	0.0%
Next 190,000	5.1%
Next 1,550,000	6.5%
Over 1,750,000	7.5%

**TABLE OF EXPENSE RATIOS—EXCLUDING ALLOCATED LOSS ADJUSTMENT EXPENSE AND
TAXES AND INCLUDING PROFIT AND CONTINGENCIES - TYPE A COMPANY - MASSACHUSETTS**
Effective 01 July 2016

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,057	0.267	18,115 - 18,494	0.227	101,609 - 114,841	0.187
10,058 - 10,173	0.266	18,495 - 18,891	0.226	114,842 - 132,037	0.186
10,174 - 10,292	0.265	18,892 - 19,304	0.225	132,038 - 155,290	0.185
10,293 - 10,413	0.264	19,305 - 19,736	0.224	155,291 - 188,484	0.184
10,414 - 10,538	0.263	19,737 - 20,188	0.223	188,485 - 205,846	0.183
10,539 - 10,665	0.262	20,189 - 20,661	0.222	205,847 - 214,424	0.182
10,666 - 10,796	0.261	20,662 - 21,157	0.221	214,425 - 223,749	0.181
10,797 - 10,930	0.260	21,158 - 21,677	0.220	223,750 - 233,921	0.180
10,931 - 11,067	0.259	21,678 - 22,223	0.219	233,922 - 245,062	0.179
11,068 - 11,207	0.258	22,224 - 22,798	0.218	245,063 - 257,317	0.178
11,208 - 11,352	0.257	22,799 - 23,403	0.217	257,318 - 270,863	0.177
11,353 - 11,500	0.256	23,404 - 24,041	0.216	270,864 - 285,914	0.176
11,501 - 11,652	0.255	24,042 - 24,715	0.215	285,915 - 302,737	0.175
11,653 - 11,808	0.254	24,716 - 25,428	0.214	302,738 - 321,662	0.174
11,809 - 11,968	0.253	25,429 - 26,183	0.213	321,663 - 343,112	0.173
11,969 - 12,133	0.252	26,184 - 26,984	0.212	343,113 - 367,627	0.172
12,134 - 12,302	0.251	26,985 - 27,836	0.211	367,628 - 395,914	0.171
12,303 - 12,476	0.250	27,837 - 28,743	0.210	395,915 - 428,918	0.170
12,477 - 12,655	0.249	28,744 - 29,711	0.209	428,919 - 467,924	0.169
12,656 - 12,839	0.248	29,712 - 30,747	0.208	467,925 - 514,734	0.168
12,840 - 13,029	0.247	30,748 - 31,858	0.207	514,735 - 571,952	0.167
13,030 - 13,224	0.246	31,859 - 33,052	0.206	571,953 - 643,480	0.166
13,225 - 13,426	0.245	33,053 - 34,340	0.205	643,481 - 735,457	0.165
13,427 - 13,633	0.244	34,341 - 35,731	0.204	735,458 - 858,112	0.164
13,634 - 13,847	0.243	35,732 - 37,240	0.203	858,113 - 1,029,868	0.163
13,848 - 14,068	0.242	37,241 - 38,882	0.202	1,029,869 - 1,287,585	0.162
14,069 - 14,296	0.241	38,883 - 40,676	0.201	1,287,586 - 1,717,335	0.161
14,297 - 14,532	0.240	40,677 - 42,643	0.200	1,717,336 - 1,891,376	0.160
14,533 - 14,776	0.239	42,644 - 44,810	0.199	1,891,377 - 2,068,371	0.159
14,777 - 15,027	0.238	44,811 - 47,209	0.198	2,068,372 - 2,281,913	0.158
15,028 - 15,288	0.237	47,210 - 49,879	0.197	2,281,914 - 2,544,623	0.157
15,289 - 15,558	0.236	49,880 - 52,870	0.196	2,544,624 - 2,875,693	0.156
15,559 - 15,837	0.235	52,871 - 56,242	0.195	2,875,694 - 3,305,797	0.155
15,838 - 16,127	0.234	56,243 - 60,074	0.194	3,305,798 - 3,887,185	0.154
16,128 - 16,427	0.233	60,075 - 64,466	0.193	3,887,186 - 4,716,708	0.153
16,428 - 16,739	0.232	64,467 - 69,551	0.192	4,716,709 - 5,996,320	0.152
16,740 - 17,063	0.231	69,552 - 75,506	0.191	5,996,321 - 8,228,716	0.151
17,064 - 17,400	0.230	75,507 - 82,577	0.190	8,228,717 - 13,109,195	0.150
17,401 - 17,750	0.229	82,578 - 91,109	0.189	13,109,196 - 32,217,514	0.149
17,751 - 18,114	0.228	91,110 - 101,608	0.188	32,217,515 - OVER	0.148

Note: Above table based on the following discounts:

Standard Premium	Discount
First 10,000	0.0%
Next 190,000	9.1%
Next 1,550,000	11.3%
Over 1,750,000	12.3%

Exhibit III

MASSACHUSETTS

Page 8

Retrospective Rating Plan Manual - 2009 Edition

TABLE OF EXPENSE RATIOS—EXCLUDING ALLOCATED LOSS ADJUSTMENT EXPENSE AND TAXES AND INCLUDING PROFIT AND CONTINGENCIES - TYPE B COMPANY - MASSACHUSETTS

Effective 01 July 2016

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,102	0.267	19,833 - 20,661	0.242	237,857 - 256,908	0.217
10,103 - 10,313	0.266	20,662 - 21,563	0.241	256,909 - 279,278	0.216
10,314 - 10,533	0.265	21,564 - 22,546	0.240	279,279 - 305,915	0.215
10,534 - 10,762	0.264	22,547 - 23,624	0.239	305,916 - 338,169	0.214
10,763 - 11,002	0.263	23,625 - 24,810	0.238	338,170 - 378,026	0.213
11,003 - 11,252	0.262	24,811 - 26,122	0.237	378,027 - 428,534	0.212
11,253 - 11,514	0.261	26,123 - 27,579	0.236	428,535 - 494,620	0.211
11,515 - 11,789	0.260	27,580 - 29,210	0.235	494,621 - 584,806	0.210
11,790 - 12,077	0.259	29,211 - 31,045	0.234	584,807 - 715,212	0.209
12,078 - 12,380	0.258	31,046 - 33,125	0.233	715,213 - 920,467	0.208
12,381 - 12,698	0.257	33,126 - 35,505	0.232	920,468 - 1,290,952	0.207
12,699 - 13,033	0.256	35,506 - 38,254	0.231	1,290,953 - 1,804,544	0.206
13,034 - 13,386	0.255	38,255 - 41,463	0.230	1,804,545 - 1,981,905	0.205
13,387 - 13,758	0.254	41,464 - 45,261	0.229	1,981,906 - 2,197,930	0.204
13,759 - 14,153	0.253	45,262 - 49,824	0.228	2,197,931 - 2,466,809	0.203
14,154 - 14,570	0.252	49,825 - 55,411	0.227	2,466,810 - 2,810,643	0.202
14,571 - 15,012	0.251	55,412 - 62,408	0.226	2,810,644 - 3,265,851	0.201
15,013 - 15,483	0.250	62,409 - 71,429	0.225	3,265,852 - 3,897,004	0.200
15,484 - 15,983	0.249	71,430 - 83,497	0.224	3,897,005 - 4,830,548	0.199
15,984 - 16,518	0.248	83,498 - 100,473	0.223	4,830,549 - 6,352,259	0.198
16,519 - 17,089	0.247	100,474 - 126,113	0.222	6,352,260 - 9,273,619	0.197
17,090 - 17,701	0.246	126,114 - 169,323	0.221	9,273,620 - 17,169,967	0.196
17,702 - 18,359	0.245	169,324 - 207,134	0.220	17,169,968 - OVER	0.195
18,360 - 19,067	0.244	207,135 - 221,434	0.219		
19,068 - 19,832	0.243	221,435 - 237,856	0.218		

Note: Above table based on the following discounts:

Standard Premium	Discount
First 10,000	0.0%
Next 190,000	5.1%
Next 1,550,000	6.5%
Over 1,750,000	7.5%