

March 31, 2020

CIRCULAR LETTER NO. 2362

To All Members and Subscribers of the WCRIBMA:

GENERAL REVISION OF RATES

**EFFECTIVE JULY 1, 2020
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, 2020, applicable to new and renewal policies. This includes:

1. **RATE LEVEL DECREASE OF 6.8%**
The overall average decrease of 6.8% 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 9.9%**
The overall average decrease of 9.9% 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. DISEASE ELEMENTS TABLE

The rates associated with Classes 0059, 0065, 0066 and 0067 will change.

9. NO CHANGES IN THE FOLLOWING:

- A. Expense Constants
- B. Loss Constants
- C. Admiralty Law and Federal Employers’ Liability Act classifications
- D. Merit Rating Program
- E. Massachusetts Construction Classification Premium Adjustment Program (“MCCPAP”)
- F. Premium Discount Tables A and B

Experience ratings and ARAP factors (including replacement of preliminary experience ratings and ARAP factors) effective July 1, 2020 and subsequent will be issued in due course using the new rating values.

MCCPAP Factors effective July 1, 2020 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.

DANIEL R. JUDSON
President

Attachments



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COMMISSIONER OF INSURANCE

Workers' Compensation Rating and Inspection Bureau of Massachusetts
Workers' Compensation Insurance Rate Filings

Docket No. R2019-01

Decision and Order

I. Introduction and Procedural History

On December 20, 2019, the Workers' Compensation Rating and Inspection Bureau of Massachusetts ("WCRIBMA") submitted to the Commissioner of Insurance ("Commissioner") a filing for a general revision of workers' compensation insurance risks and premiums (the "Filing"). The WCRIBMA requests a statewide average rate decrease of 3.8 percent and a July 1, 2020 effective date for the proposed rates. Jean Farrington, Esq. was designated as the presiding officer for this proceeding. On December 23, 2019, a hearing notice was issued scheduling a public comment hearing for 10:00 a.m. on January 23, 2020.

Matthew Mancini, Esq. and Thomas McCall, Esq. represented the State Rating Bureau ("SRB") in the Division of Insurance ("Division") in this matter. On January 2, 2020, Glenn Kaplan, Esq., on behalf of Massachusetts Attorney General Maura Healy ("AG"), filed a notice of intent to appear and participate. On January 6, Melissa Allison, Esq. and Mina Makarious, Esq. filed a notice of appearance as counsel for the WCRIBMA. On January 9, 2020, an order issued scheduling a prehearing conference on January 23, after the public comment hearing.

Representatives of the three parties to this proceeding, the WCRIBMA, the AG, and the SRB, made statements at the public comment hearing. In addition, Daniel Cook, on behalf of

American Risk Management, read a statement. Associated Industries of Massachusetts submitted a written statement for the record.

At the pre-hearing conference, the parties asked to postpone scheduling cross-examination to permit further exploration of a possible stipulation. At a telephone conference on January 31, the parties reported that they were continuing settlement discussions; periodic telephone conferences in February confirmed that settlement discussions were ongoing. On March 13, 2020, the parties submitted a Stipulation that, in brief, agrees to an overall average 6.8 percent decrease in the existing workers' compensation average rates, to be effective for policies written or renewed on or after July 1, 2020, and to be applied subject to the other conditions set forth in the Stipulation.

II. Statutory Framework

Massachusetts General Laws, c. 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 respectively 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 Filing dated December 20, 2019, subject to the conditions that: A) effective for policies written on and after July 1, 2020, the overall average change in the current average workers' compensation rates shall be -6.8 percent; and B) the rating values shown in the Filing shall be computed in a manner consistent with the Filing, but should reflect that overall average rate change in accordance with paragraphs 3 and 4 of the Stipulation. As of the July 1, 2020 effective date, the revised rates, classifications, rating programs, rating plans, rating factors and rating values agreed to pursuant to the Stipulation shall apply to new and renewal policies, including all such policies in the Massachusetts Workers' Compensation Assigned Risk Pool.

Paragraph 3 states that the rating values in Sections IX, X, XI and XII of the Filing shall be computed in a manner consistent with the Filing but shall reflect a -6.8 percent overall average rate change as a result of substituting an underwriting profit provision of -0.756 percent for the underwriting profit provision of +1.75 percent shown in Section VII-A, Exhibit 1, of the Filing.¹ The rating values for the F-classes in Section VIII of the Filing shall be computed in a manner consistent with the Filing, but shall reflect a -9.9 percent overall average rate change as a result of substituting the same -0.756 underwriting profit provision for the underwriting profit provision shown in Section VIII-A of the Filing.

Paragraph 4 provides that the classification pricing methodology proposed in Section IX of the Filing shall be approved for setting the rates effective on and after July 1, 2020, provided that the target industry group rate changes and maximum and minimum changes in average rates for individual rating classifications shall be as shown in Exhibit I attached to the Stipulation.

Exhibit II 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 State Special Rating Values and Expense Ratios applicable to Retrospective Rating Plans.

¹ Sections IX through XII address, respectively, Classification, Experience Rating, Miscellaneous Rating Values and Retrospective Rating. Section VII addresses Underwriting Profits.


IV. Conclusion

I 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, I approve the Stipulation, and herein ORDER that the classifications, rating methods and rates set out in the WCRIBMA’s December 20, 2019 Filing, as revised according to the terms of the Stipulation, shall apply to new and renewal policies issued on and after July 1, 2020.

ENTERED this 24th day of March, 2020.

/s/ Jean F. Farrington
Jean F. Farrington
Presiding Officer

AFFIRMED this 27th day of March, 2020.


Gary D. Anderson
Commissioner of Insurance

**COMMONWEALTH OF MASSACHUSETTS
DIVISION OF INSURANCE**

RE: THE WORKERS' COMPENSATION)
RATING AND INSPECTION BUREAU OF)
MASSACHUSETTS – WORKERS')
COMPENSATION INSURANCE RATE FILING)

R2019-01

**STIPULATION WITH RESPECT TO RATES,
CLASSIFICATIONS AND RATING PLANS FOR 2020**

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, 2020, 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, 2020:

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 20, 2019 (the "WCRIBMA Filing"), subject to the condition that the overall average change in the existing workers' compensation average rates, to be effective on and after July 1, 2020, shall be -6.8%, and subject to the other conditions set forth in this stipulation.

2. To implement the -6.8% 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 -6.8% overall average rate change in accordance with paragraphs 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 -6.8% overall average rate change as a result of substituting an underwriting profit of -0.756% for the underwriting profit provision shown in Section VII-A, Exhibit 1; (2) the rating values for F-Classes in Sections VIII of the WCRIBMA Filing shall be computed in a manner consistent with the WCRIBMA Filing, but shall reflect a -9.9% overall average rate change as a result of substituting the underwriting profit from (1) above.

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, 2020; provided, however, that the target industry group rate changes and maximum and minimum change in average rates for individual rating classifications shall be as displayed in Exhibit I 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, 2020, 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, 2020 are attached as Exhibit II 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

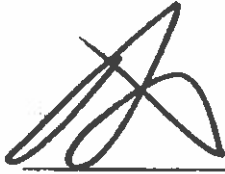
on the issue of the implementation of this Stipulation. The WCRIBMA, AG and SRB each acknowledge that this Stipulation does not imply approval or disapproval by any party of any particular ratemaking methodology or projection and each party otherwise reserves the right to contest in future hearings all 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 March 30, 2020. If the Commissioner does not approve this Stipulation in its entirety on or before March 30, 2020, 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.



3/17/20

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March 17, 2020

Exhibit I

Calculation of Industry Group Rate Change and Limits

	Industry Group				
	Manufacturing	Construction	Office & Clerical	Goods & Services	Miscellaneous
(1) Industry Group Differential	1.010	0.989	0.981	1.006	1.022
(2) Experience and Benefit Level Change - Overall	-6.8%	-6.8%	-6.8%	-6.8%	-6.8%
(3) Target Rate Change = (1) x [1.000 + (2)] - 1.000	-5.9%	-7.8%	-8.6%	-6.2%	-4.8%
(4) Maximum Rate Change = (3) + (6)	10.6%	9.7%	8.9%	10.8%	10.7%
(5) Minimum Rate Change = (3) - (6)	-22.4%	-25.3%	-26.1%	-23.2%	-20.3%
(6) Swing %	16.5%	17.5%	17.5%	17.0%	15.5%

Exhibit II

**MASSACHUSETTS WORKERS COMPENSATION
AND EMPLOYERS LIABILITY INSURANCE MANUAL**

RATES

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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	2.05	251.	20.	1924	1.98	228.	--	2501	1.72	219.	--	3082D	4.33	311.	--
0008	2.26	258.	20.	1925	5.13	339.	--	2503	1.04	195.	--	3085D	3.91	296.	--
0016	3.10	288.	20.	2003	3.20	271.	--	2570	4.06	301.	--	3110	7.02	496.	--
0034	2.72	274.	20.	2014	3.32	275.	--	2576	1.82	223.	--	3111	1.63	216.	--
0035	1.64	236.	20.	2021	2.08	232.	--	2585	2.42	244.	--	3113	1.38	207.	--
0036	2.72	274.	20.	2039	3.16	270.	--	2586	1.68	218.	--	3114	2.67	252.	--
0042	3.14	289.	20.	2041	2.13	234.	--	2587	2.49	266.	20.	3118	1.44	209.	--
0046	1.87	244.	20.	2070	3.13	269.	--	2623	4.27	308.	--	3119	0.66	182.	--
0050	3.63	336.	50.	2081	2.38	242.	--	2651	1.34	206.	--	3120	1.11	198.	--
0059D	0.23	.	.	2089	2.35	241.	--	2660	1.85	224.	--	3122	2.01	229.	--
0065D	0.10	.	.	2095	2.61	250.	--	2683	1.83	223.	--	3127	1.05	196.	--
0066D	0.08	.	.	2101	2.35	241.	--	2688	1.63	216.	--	3131	1.23	202.	--
0067D	0.08	.	.	2105	(a)	(a)	(a)	2702	10.97	500.	20.	3132	2.23	237.	--
0079	2.37	262.	20.	2111	1.90	228.	--	2710	5.32	345.	--	3145	1.42	209.	--
0083	3.07	286.	20.	2114	2.35	241.	--	2731	2.63	251.	--	3146	1.94	227.	--
0106	8.71	500.	20.	2115	4.50	317.	--	2747	4.82	328.	--	3169	2.37	242.	--
0113	2.72	274.	20.	2121	1.24	202.	--	2790	1.45	210.	--	3179	1.00	194.	--
0170	2.72	274.	20.	2130	1.27	203.	--	2802	3.20	271.	--	3180	1.96	228.	--
0771b	0.62	.	.	2131	2.53	248.	--	2835	1.30	205.	--	3188	2.03	230.	--
0908	71.00	135.	--	2143	1.92	226.	--	2836	1.80	222.	--	3200	1.77	221.	--
0909	162.00	226.	--	2150	3.39	278.	--	2841	3.30	275.	--	3220	2.60	250.	--
0912	323.00	387.	--	2156	3.77	291.	--	2883	2.87	259.	--	3223	(a)	(a)	(a)
0913	141.00	205.	--	2157	3.47	280.	--	2923	1.41	208.	--	3255	1.71	219.	--
0917	2.23	257.	20.	2172	1.53	213.	--	2942	1.49	211.	--	3257	1.94	227.	--
0918	0.42	194.	20.	2211	5.20	341.	--	3018	2.21	236.	--	3270	2.03	230.	--
1430	4.80	327.	--	2220	1.96	228.	--	3022	3.04	265.	--	3300	2.91	261.	--
1438	2.93	262.	--	2260	4.71	324.	--	3027	3.71	289.	--	3305	(a)	(a)	(a)
1463	9.62	500.	--	2288	3.02	265.	--	3028	2.49	246.	--	3315	2.49	246.	--
1624D	3.29	294.	20.	2305	2.93	262.	--	3030	5.20	341.	--	3336	2.65	252.	--
1655	2.60	270.	20.	2362	1.42	209.	--	3040	4.08	302.	--	3365	4.43	455.	50.
1701	1.98	228.	--	2380	1.85	224.	--	3041	2.61	250.	--	3372	1.77	221.	--
1710D	3.29	294.	20.	2402	1.95	227.	--	3042	4.12	303.	--	3373	3.17	270.	--
1747	2.56	249.	--	2413	2.89	260.	--	3066	2.00	229.	--	3381	1.77	221.	--
1748	2.69	253.	--	2416	2.17	235.	--	3076	1.81	222.	--	3383	1.43	209.	--
1853	1.17	200.	--	2417	1.98	228.	--	3081D	4.33	311.	--	3385	0.59	180.	--

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

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CLASS CODE	MIN RATE	LOSS PREM	LOSS CONST	CLASS CODE	MIN RATE	LOSS PREM	LOSS CONST	CLASS CODE	MIN RATE	LOSS PREM	LOSS CONST	CLASS CODE	MIN RATE	LOSS PREM	LOSS CONST
3400	2.37	242.	--	4150	0.84	181.	--	4771c	4.14	326.	--	5507	5.20	482.	50.
3507	2.34	241.	--	4239	1.81	222.	--	4777	2.27	238.	--	5508D	3.75	340.	50.
3515	2.45	245.	--	4243	2.51	247.	--	4825	0.41	173.	--	5509	4.15	354.	50.
3558	0.69	183.	--	4244	2.20	236.	--	4828	0.82	188.	--	5538	3.89	345.	50.
3571	0.63	181.	--	4250	1.51	212.	--	4829	0.82	188.	--	5545	37.71	500.	50.
3574	1.43	209.	--	4251	1.78	221.	--	4902	1.49	211.	--	5547	10.00	500.	50.
3612	1.22	202.	--	4273	2.61	250.	--	4923	0.54	178.	--	5606	1.22	252.	50.
3620	3.33	276.	--	4279	1.85	224.	--	5020	4.06	351.	50.	5610	4.19	356.	50.
3629	1.43	209.	--	4283	1.50	212.	--	5022	8.93	500.	50.	5645	6.35	500.	50.
3632	1.43	209.	--	4299	1.54	213.	--	5037	15.33	500.	50.	5701	18.63	500.	50.
3634	1.21	201.	--	4304	3.87	294.	--	5040	19.85	500.	50.	5703	10.77	500.	50.
3635	2.55	248.	--	4307	1.34	206.	--	5057	20.97	500.	50.	5705	9.47	500.	50.
3638	1.43	209.	--	4308	1.42	209.	--	5059	18.13	500.	50.	6003	7.82	500.	50.
3642	0.96	193.	--	4351	0.78	186.	--	5102	6.12	500.	50.	6005	3.75	340.	50.
3643	1.31	205.	--	4352	1.12	198.	--	5146	6.50	500.	50.	6204	4.79	468.	50.
3647	1.84	223.	--	4360	0.54	178.	--	5160	2.27	288.	50.	6217	3.96	348.	50.
3648	1.04	195.	--	4361	0.62	201.	20.	5183	2.82	308.	50.	6229	3.56	334.	50.
3681	0.59	180.	--	4362	0.45	195.	20.	5188	3.65	337.	50.	6233	2.13	284.	50.
3685	0.56	179.	--	4410	2.57	249.	--	5190	2.05	281.	50.	6251D	4.13	354.	50.
3724	4.60	461.	50.	4432	0.63	181.	--	5191	0.70	204.	20.	6252D	6.12	500.	50.
3726	6.22	500.	50.	4439	3.64	286.	--	5192	2.33	261.	20.	6306	6.71	500.	50.
3807	2.37	242.	--	4452	2.31	240.	--	5213	10.42	500.	50.	6319	2.81	307.	50.
3808	2.80	257.	--	4459	2.36	242.	--	5215	3.76	341.	50.	6325	2.56	299.	50.
3821	4.43	334.	20.	4470	1.77	221.	--	5221	6.12	500.	50.	6400	4.42	455.	50.
3826	3.60	285.	--	4484	1.74	220.	--	5222	9.21	500.	50.	6504	2.35	241.	--
3830	1.43	209.	--	4493	1.65	217.	--	5223	3.65	337.	50.	6702M	(a)	.	--
3841	1.21	201.	--	4511	0.24	187.	20.	5348	3.85	344.	50.	6703M	(a)	.	--
4000	4.55	338.	20.	4512	0.08	182.	20.	5402	5.48	492.	50.	6704M	(a)	.	--
4021	3.10	268.	--	4557	1.47	210.	--	5403	7.77	500.	50.	6801F	6.81	488.	--
4024	2.85	259.	--	4558	1.30	205.	--	5437	3.84	343.	50.	6811	5.63	467.	20.
4034	4.79	327.	--	4583	2.27	238.	--	5443	3.29	324.	50.	6824F	10.30	500.	--
4036	1.76	221.	--	4611	0.66	182.	--	5445	5.60	496.	50.	6826F	5.74	451.	--
4038	2.62	251.	--	4635	4.24	307.	--	5462	5.19	482.	50.	6834	2.20	256.	20.
4053	1.94	227.	--	4653	1.49	211.	--	5472	7.50	500.	50.	6836	3.23	292.	20.
4062	1.58	214.	--	4665	7.56	500.	--	5473	9.31	500.	50.	6843F	10.05	500.	--
4112	0.35	171.	--	4692	0.44	174.	--	5474	3.71	339.	50.	6854	8.31	500.	20.
4113	1.94	227.	--	4693	0.73	185.	--	5478	3.63	336.	50.	6872F	14.08	500.	--
4114	2.18	235.	--	4720	1.50	212.	--	5479	5.12	479.	50.	6874F	15.39	500.	--
4130	2.56	249.	--	4740	0.83	188.	--	5480	4.38	453.	50.	6882	11.64	500.	20.
4133	1.25	203.	--	4741	1.84	223.	--	5506	4.33	452.	50.	6884	12.72	500.	20.

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

**MASSACHUSETTS WORKERS COMPENSATION
AND EMPLOYERS LIABILITY INSURANCE MANUAL**

RATES

Original Printing

Effective July 1, 2020

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
7016M	1.88	.	--	7502	1.64	236.	20.	8232	5.10	358.	20.	8829	1.92	246.	20.
7024M	2.35	.	--	7515	2.50	267.	20.	8233	5.01	354.	20.	8831	0.89	210.	20.
7038M	3.55	.	--	7520	2.64	271.	20.	8235	3.56	304.	20.	8832	0.25	188.	20.
7046M	5.06	.	--	7538	5.83	500.	50.	8263	3.99	319.	20.	8833	1.01	214.	20.
7047M	2.95	.	--	7539	1.10	218.	20.	8264	4.30	330.	20.	8835	1.63	236.	20.
7050M	5.57	.	--	7580	2.88	280.	20.	8265	5.01	354.	20.	8837	(a)	(a)	(a)
7090M	4.44	.	--	7590	3.83	313.	20.	8279	3.54	303.	20.	8868	0.64	201.	20.
7098M	5.95	.	--	7600	3.18	290.	20.	8291	3.43	299.	20.	8901	0.06	181.	20.
7099M	7.46	.	--	7601	5.25	484.	50.	8292	3.16	290.	20.	9014	2.01	249.	20.
7133	(a)	(a)	(a)	7610	0.26	188.	20.	8293	7.14	500.	20.	9015	2.70	274.	20.
7151M	8.26	.	--	7704	2.65	272.	20.	8350	5.83	474.	20.	9016	1.60	235.	20.
7152M	12.95	.	--	7720	1.29	224.	20.	8380	2.33	261.	20.	9019	2.82	278.	20.
7153M	10.33	.	--	7855	3.26	323.	50.	8381	1.61	235.	20.	9033	2.23	257.	20.
7219	7.58	500.	20.	8001	1.47	230.	20.	8385	2.76	276.	20.	9040	2.56	269.	20.
7230	8.46	500.	20.	8002	1.48	231.	20.	8392	1.33	226.	20.	9044	1.20	221.	20.
7231	9.31	500.	20.	8006	1.08	217.	20.	8393	1.20	221.	20.	9052	1.33	226.	20.
7309F	10.52	500.	--	8008	0.65	202.	20.	8500	5.01	354.	20.	9058	1.26	223.	20.
7313F	12.75	500.	--	8010	1.49	231.	20.	8601	0.19	186.	20.	9060	0.90	211.	20.
7317F	16.69	500.	--	8013	0.31	190.	20.	8709F	4.93	332.	--	9061	0.85	209.	20.
7327F	23.78	500.	--	8017	0.84	208.	20.	8710	2.81	277.	20.	9062	0.85	209.	20.
7333M	7.53	.	--	8018	3.16	290.	20.	8719	2.81	277.	20.	9063	0.53	198.	20.
7335M	8.85	.	--	8021	3.01	284.	20.	8720	0.71	204.	20.	9077F	5.45	350.	--
7337M	11.10	.	--	8031	1.55	233.	20.	8721	0.24	187.	20.	9079	0.92	211.	20.
7350F	19.75	500.	--	8032	1.08	217.	20.	8726F	4.25	308.	--	9089	0.73	205.	20.
7360	3.49	301.	20.	8033	1.35	226.	20.	8734M	0.44	.	--	9093	1.02	215.	20.
7370	3.44	299.	20.	8034	2.62	271.	20.	8737M	0.35	.	--	9101	3.12	288.	20.
7380	5.32	456.	20.	8039	1.13	219.	20.	8738M	0.55	.	--	9102	2.02	250.	20.
7382	3.26	293.	20.	8044	2.53	268.	20.	8742	0.10	183.	20.	9154	1.29	224.	20.
7394M	9.68	.	--	8046	1.79	242.	20.	8745	4.88	350.	20.	9156	1.55	233.	20.
7395M	12.37	.	--	8048	2.31	260.	20.	8747	0.68	203.	20.	9178	12.34	500.	20.
7398M	15.51	.	--	8058	2.00	249.	20.	8748	0.59	200.	20.	9179	31.19	500.	20.
7403	3.64	306.	20.	8103	2.21	256.	20.	8800	0.90	211.	20.	9180	4.01	319.	20.
7405d	0.80	216.	20.	8105	6.04	481.	20.	8803	0.04	180.	20.	9182	2.85	279.	20.
7420	6.97	500.	20.	8106	4.98	353.	20.	8805M	0.18	.	--	9186	4.01	319.	20.
7421	1.09	217.	20.	8107	2.46	265.	20.	8810	0.06	181.	20.	9220	2.86	279.	20.
7422	1.09	217.	20.	8111	2.52	267.	20.	8814M	0.14	.	--	9402	3.61	305.	20.
7425	2.18	255.	20.	8203	5.49	462.	20.	8815M	0.23	.	--	9403	8.78	500.	20.
7431e	0.82	217.	20.	8204	4.92	351.	20.	8820	0.07	181.	20.	9410	2.86	279.	20.
7445f	0.27	.	.	8215	3.18	290.	20.	8824	1.63	236.	20.	9501	1.82	223.	--
7453g	0.27	.	.	8227	4.26	358.	50.	8826	1.29	224.	20.	9505	1.82	223.	--

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

MISCELLANEOUS VALUES

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

Employee operated vehicles	\$111,700.00‡
Leased or rented vehicles.....	\$74,400.00‡

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	\$52,100.00‡
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Payroll Limitations:

For Executive Officers - in accordance with Rule IX-A-3-a and b

Minimum individual payroll for an executive officer per week.....	\$230.00‡
Maximum individual payroll for an executive officer per week.....	\$1,140.00‡

For Spouses of Individuals, Co-Partners or Corporate Officers - in accordance with Rule IX-A-4

Minimum individual payroll for of a spouse per week.....	\$230.00‡
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For Elected or Appointed Officers of a City or Town- in accordance with Rule IX-A-5

Minimum individual payroll for an elected or appointed officer per week.....	\$230.00‡
Maximum individual payroll for an elected or appointed officer per week.....	\$1,140.00‡

Applicable with the footnote instructions detailing the maximum average weekly wage per employee for the following three classification codes:

Code 9186 - Amusement Device Operator, Carnival Or Circus Traveling - All Employees & Drivers.....	\$340.00‡
Code 9179 - Athletic Sports Or Park: Contact Sports.....	\$340.00‡
Code 9178 - Athletic Sports Or Park: Non-Contact Sports	\$340.00‡

Terrorism Insurance Program—Certified Loss: 0.03

BENEFITS DEDUCTIBLE COVERAGE PROGRAM

<u>Medical and Indemnity Deductible Amount</u>	<u>Premium Reduction Percentage</u>
\$ 500	1.8%
\$1,000	3.0%
\$2,000	4.6%
\$2,500	5.2%
\$5,000	7.8%

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	5.1%
\$75,001 to \$100,000	\$2,500	\$10,000	5.0%
\$100,001 to \$125,000	\$2,500	\$10,000	4.9%
\$125,001 to \$150,000	\$2,500	\$10,000	4.8%
\$150,001 to \$200,000	\$2,500	\$10,000	4.6%
over \$200,000	\$2,500	5% of Basis for the Aggregate Limit	4.3%

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.

‡Effective October 1, 2019

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.

		Type A Discount	Type B Discount
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-b "U.S. Longshore and Harbor Workers' Compensation Act" of the MA Manual..... 21.0% (Multiply an eligible Non-F classification rate by a factor of 1.21)

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.

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	1.04	.15	2115	2.14	.14	3041	1.32	.15	3634	0.63	.15	4439	1.73	.15
0008	1.15	.16	2121	0.63	.15	3042	2.09	.15	3635	1.29	.16	4452	1.17	.15
0016	1.47	.16	2130	0.65	.15	3066	1.01	.15	3638	0.74	.15	4459	1.20	.15
0034	1.38	.16	2131	1.28	.15	3076	0.94	.15	3642	0.48	.15	4470	0.90	.15
0035	0.85	.16	2143	1.00	.15	3081D	2.06	.16	3643	0.67	.15	4484	0.88	.16
0036	1.38	.16	2150	1.72	.15	3082D	2.06	.16	3647	0.93	.15	4493	0.83	.15
0042	1.59	.16	2156	1.91	.15	3085D	1.86	.15	3648	0.54	.16	4511	0.12	.15
0046	0.95	.17	2157	1.78	.14	3110	3.56	.15	3681	0.30	.15	4512	0.04	.15
0050	1.84	.15	2172	0.78	.14	3111	0.82	.15	3685	0.29	.15	4557	0.76	.15
0059D			2211	2.47	.15	3113	0.70	.15	3724	1.93	.15	4558	0.66	.16
0065D			2220	0.99	.15	3114	1.35	.15	3728	2.35	.14	4583	0.99	.15
0066D			2260	2.24	.15	3118	0.75	.14	3807	1.23	.16	4611	0.34	.15
0067D			2288	1.58	.15	3119	0.36	.16	3808	1.42	.15	4635	1.86	.16
0079	1.13	.17	2305	1.49	.15	3120	0.61	.15	3821	2.24	.16	4653	0.77	.15
0083	1.55	.15	2362	0.72	.17	3122	1.04	.16	3826	1.83	.16	4665	3.59	.15
0106	3.78	.16	2380	0.94	.15	3127	0.53	.15	3830	0.72	.15	4692	0.23	.15
0113	1.38	.16	2402	0.93	.15	3131	0.62	.16	3841	0.61	.15	4693	0.37	.16
0170	1.38	.16	2413	1.47	.15	3132	1.13	.16	4000	1.97	.15	4720	0.76	.15
0771			2416	1.10	.15	3145	0.72	.15	4021	1.47	.15	4740	0.39	.15
0908	35.76	.15	2417	1.00	.14	3146	0.98	.16	4024	1.35	.15	4741	0.93	.14
0909	83.70	.18	2501	0.87	.15	3169	1.20	.16	4034	2.27	.15	4771	1.86	.14
0912	167.40	.18	2503	0.54	.14	3179	0.52	.15	4036	0.84	.15	4777	0.89	.15
0913	71.52	.15	2570	2.10	.14	3180	1.01	.15	4038	1.44	.13	4825	0.19	.15
0917	1.16	.15	2576	0.94	.16	3188	1.05	.15	4053	0.98	.15	4828	0.42	.15
0918	0.21	.14	2585	1.25	.15	3200	0.90	.15	4062	0.80	.15	4829	0.36	.15
1430	2.28	.15	2586	0.85	.16	3220	1.31	.15	4112	0.18	.15	4902	0.77	.16
1438	1.27	.15	2587	1.29	.14	3223	(a)	(a)	4113	0.98	.15	4923	0.28	.15
1463	4.17	.17	2623	2.16	.15	3255	0.94	.15	4114	1.10	.14	5020	1.86	.14
1624D	1.43	.15	2651	0.70	.15	3257	0.98	.15	4130	1.30	.15	5022	3.75	.14
1655	1.24	.15	2660	0.96	.15	3270	1.03	.15	4133	0.65	.15	5037	5.79	.14
1701	0.94	.15	2683	0.95	.16	3300	1.47	.16	4150	0.35	.14	5040	7.50	.14
1710D	1.56	.15	2688	0.85	.16	3305	(a)	(a)	4239	0.86	.15	5057	7.92	.16
1747	1.21	.15	2702	4.28	.15	3315	1.29	.15	4243	1.27	.15	5059	6.84	.15
1748	1.28	.17	2710	2.31	.16	3336	1.26	.14	4244	1.11	.14	5102	2.57	.14
1853	0.59	.13	2731	1.25	.16	3365	2.04	.15	4250	0.76	.15	5146	2.98	.15
1924	1.02	.15	2747	2.65	.15	3372	0.90	.15	4251	0.90	.14	5160	0.95	.15
1925	2.60	.23	2790	0.75	.15	3373	1.61	.14	4273	1.32	.15	5183	1.29	.15
2003	1.62	.15	2802	1.62	.15	3381	0.89	.15	4279	0.94	.15	5188	1.68	.14
2014	1.58	.15	2835	0.71	.16	3383	0.74	.16	4283	0.76	.15	5190	0.94	.15
2021	1.05	.15	2838	0.99	.15	3385	0.31	.15	4299	0.80	.15	5191	0.35	.15
2039	1.64	.15	2841	1.71	.16	3400	1.20	.18	4304	1.96	.15	5192	1.18	.15
2041	1.10	.15	2883	1.46	.15	3507	1.18	.15	4307	0.73	.18	5213	4.37	.14
2070	1.59	.15	2923	0.73	.15	3515	1.24	.15	4308	0.73	.12	5215	1.84	.14
2081	1.21	.16	2942	0.82	.16	3558	0.35	.17	4351	0.39	.15	5221	2.81	.14
2089	1.19	.14	3018	1.05	.15	3571	0.33	.15	4352	0.58	.14	5222	3.86	.14
2095	1.32	.14	3022	1.58	.15	3574	0.74	.15	4360	0.28	.15	5223	1.68	.15
2101	1.22	.14	3027	1.76	.16	3612	0.62	.16	4361	0.32	.17	5348	1.77	.14
2105	(a)	(a)	3028	1.26	.15	3620	1.58	.16	4362	0.23	.15	5402	2.75	.15
2111	0.98	.15	3030	2.47	.15	3629	0.74	.15	4410	1.30	.16	5403	3.26	.14
2114	1.22	.14	3040	1.94	.14	3632	0.72	.15	4432	0.35	.16	5437	1.77	.15

(e) Expected Loss Rates and Discount Ratios for each individual risk must be obtained by Home Office from the MA Bureau.
 D Supplement Disease Loading.

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Effective July 1, 2020

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
5443	1.61	.15	7016M	1.12	.79	7704	1.15	.16	8719	1.10	.15	9179	16.16	.18
5445	2.35	.14	7024M	1.40	.79	7720	0.61	.15	8720	0.34	.15	9180	1.90	.18
5462	2.38	.14	7038M	2.12	.76	7855	1.50	.14	8721	0.12	.16	9182	1.44	.17
5472	2.83	.14	7046M	3.02	.58	8001	0.76	.16	8726F	1.85	.18	9186	1.74	.18
5473	3.51	.15	7047M	1.76	.69	8002	0.75	.17	8734M	0.21	.54	9220	1.45	.15
5474	1.56	.15	7050M	3.32	.67	8006	0.55	.16	8737M	0.17	.54	9402	1.72	.15
5478	1.67	.14	7090M	2.65	.76	8008	0.34	.16	8738M	0.26	.53	9403	3.81	.15
5479	2.51	.14	7098M	3.55	.58	8010	0.77	.16	8742	0.05	.16	9410	1.45	.16
5480	1.84	.14	7099M	4.45	.51	8013	0.16	.16	8745	2.47	.17	9501	0.92	.15
5506	1.64	.14	7133	(a)	(a)	8017	0.44	.16	8747	0.35	.14	9505	0.92	.15
5507	2.18	.14	7151M	3.96	.52	8018	1.64	.15	8748	0.30	.15	9519	1.20	.15
5508D	1.72	.15	7152M	6.22	.52	8021	1.53	.15	8800	0.50	.15	9521	1.26	.15
5509	1.74	.15	7153M	4.98	.52	8031	0.78	.16	8803	0.02	.16	9522	0.72	.15
5538	1.79	.15	7219	3.29	.15	8032	0.56	.16	8805M	0.09	.60	9533	5.27	.15
5545	14.24	.16	7230	4.29	.14	8033	0.69	.15	8810	0.03	.16	9534	2.09	.14
5547	3.78	.16	7231	4.72	.15	8034	1.33	.15	8814M	0.07	.60	9549	1.84	.14
5606	0.51	.15	7309F	3.83	.16	8039	0.59	.17	8815M	0.11	.59	9552	3.17	.16
5610	2.05	.14	7313F	4.64	.13	8044	1.28	.15	8820	0.03	.15	9586	0.15	.15
5645	2.67	.15	7317F	6.08	.16	8046	0.91	.16	8824	0.82	.16	9620	0.34	.16
5701	7.04	.16	7327F	8.68	.16	8048	1.20	.15	8826	0.67	.15			
5703	4.95	.14	7333M	4.51	.70	8058	1.01	.17	8829	0.97	.15			
5705	4.35	.15	7335M	5.30	.70	8103	1.12	.15	8831	0.45	.18			
6003	3.59	.14	7337M	6.65	.61	8105	3.13	.14	8832	0.13	.15			
6005	1.72	.15	7350F	7.90	.14	8106	2.37	.16	8833	0.51	.15			
6204	2.01	.14	7360	1.66	.15	8107	1.17	.16	8835	0.83	.14			
6217	1.66	.15	7370	1.74	.16	8111	1.27	.16	8837	(a)	(a)			
6229	1.49	.15	7380	2.70	.15	8203	2.78	.15	8868	0.33	.16			
6233	0.89	.14	7382	1.65	.15	8204	2.34	.17	8901	0.03	.16			
6251D	1.73	.13	7394M	5.80	.84	8215	1.51	.16	9014	0.98	.15			
6252D	2.31	.14	7395M	7.41	.84	8227	1.61	.15	9015	1.37	.15			
6306	2.82	.14	7398M	9.29	.74	8232	2.42	.15	9016	0.81	.16			
6319	1.18	.14	7403	1.73	.16	8233	2.38	.16	9019	1.34	.14			
6325	1.07	.15	7405	0.51	.15	8235	1.80	.15	9033	1.13	.15			
6400	2.16	.15	7420	2.72	.15	8263	2.02	.16	9040	1.33	.16			
6504	1.22	.14	7421	0.47	.14	8264	2.04	.15	9044	0.62	.15			
6702M	(a)	(a)	7422	0.43	.14	8265	2.17	.16	9052	0.69	.15			
6703M	(a)	(a)	7425	0.85	.14	8279	1.54	.16	9058	0.69	.15			
6704M	(a)	(a)	7431	0.43	.14	8291	1.74	.15	9060	0.46	.17			
6801F	2.96	.15	7445	.	.	8292	1.60	.15	9061	0.47	.16			
6811	2.57	.15	7453	.	.	8293	3.39	.15	9062	0.47	.16			
6824F	4.12	.17	7502	0.78	.15	8350	2.53	.15	9063	0.27	.17			
6826F	2.50	.16	7515	0.98	.19	8380	1.18	.15	9077F	2.51	.20			
6834	1.11	.16	7520	1.34	.15	8381	0.82	.16	9079	0.50	.16			
6836	1.53	.16	7538	2.20	.15	8385	1.31	.15	9089	0.38	.16			
6843F	3.66	.16	7539	0.48	.16	8392	0.67	.16	9093	0.53	.17			
6854	3.18	.16	7580	1.37	.15	8393	0.61	.15	9101	1.62	.16			
6872F	5.13	.16	7590	1.94	.16	8500	2.38	.16	9102	1.02	.16			
6874F	5.60	.15	7600	1.51	.14	8601	0.10	.15	9154	0.66	.16			
6882	4.45	.16	7601	2.20	.15	8709F	1.80	.16	9158	0.78	.17			
6884	4.86	.15	7610	0.13	.14	8710	1.33	.15	9178	6.79	.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).
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Effective July 1, 2020

TABLE OF WEIGHTING VALUES

Expected Losses	Weighting Values	Expected Losses	Weighting Values	Expected Losses	Weighting Values
0 - 2,513	0.04	710,921 - 767,041	0.24	2,930,567 - 3,168,376	0.44
2,514 - 10,158	0.05	767,042 - 826,145	0.25	3,168,377 - 3,433,581	0.45
10,159 - 17,967	0.06	826,146 - 888,479	0.26	3,433,582 - 3,731,206	0.46
17,968 - 73,730	0.07	888,480 - 954,322	0.27	3,731,207 - 4,067,586	0.47
73,731 - 107,328	0.08	954,323 - 1,023,982	0.28	4,067,587 - 4,450,819	0.48
107,329 - 139,368	0.09	1,023,983 - 1,097,803	0.29	4,450,820 - 4,891,427	0.49
139,369 - 171,481	0.10	1,097,804 - 1,176,173	0.30	4,891,428 - 5,403,342	0.50
171,482 - 204,224	0.11	1,176,174 - 1,259,530	0.31	5,403,343 - 6,005,399	0.51
204,225 - 237,884	0.12	1,259,531 - 1,348,367	0.32	6,005,400 - 6,723,708	0.52
237,885 - 272,651	0.13	1,348,368 - 1,443,245	0.33	6,723,709 - 7,595,543	0.53
272,652 - 308,672	0.14	1,443,246 - 1,544,805	0.34	7,595,544 - 8,676,014	0.54
308,673 - 346,077	0.15	1,544,806 - 1,653,780	0.35	8,676,015 - 10,050,198	0.55
346,078 - 384,992	0.16	1,653,781 - 1,771,016	0.36	10,050,199 - 11,856,701	0.56
384,993 - 425,539	0.17	1,771,017 - 1,897,490	0.37	11,856,702 - 14,337,622	0.57
425,540 - 467,848	0.18	1,897,491 - 2,034,341	0.38	14,337,623 - 17,957,315	0.58
467,849 - 512,054	0.19	2,034,342 - 2,182,903	0.39	17,957,316 - 23,733,409	0.59
512,055 - 558,300	0.20	2,182,904 - 2,344,747	0.40	23,733,410 - 34,410,411	0.60
558,301 - 606,744	0.21	2,344,748 - 2,521,740	0.41	34,410,412 - 60,821,914	0.61
606,745 - 657,556	0.22	2,521,741 - 2,716,115	0.42	60,821,915 - 235,137,722	0.62
657,557 - 710,920	0.23	2,716,116 - 2,930,566	0.43	235,137,723 - 999,999,999	0.63

- (a) State Per Claim Accident Limitation \$300,000
- (b) State Multiple Claim Accident Limitation \$600,000
- (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 15.2%
- (g) Cap on Modifications = $1 + (0.00005) [(Expected Losses) + (2) (Expected Losses) / (12)]$

Effective July 1, 2020

TABLE OF BALLAST VALUES

Expected Losses	Ballast Values	Expected Losses	Ballast Values	Expected Losses	Ballast Values
0 - 61,204	30,000	1,726,453 - 1,776,411	205,000	3,475,724 - 3,525,713	380,000
61,205 - 98,560	35,000	1,776,412 - 1,826,373	210,000	3,525,714 - 3,575,703	385,000
98,561 - 141,779	40,000	1,826,374 - 1,876,337	215,000	3,575,704 - 3,625,693	390,000
141,780 - 187,841	45,000	1,876,338 - 1,926,302	220,000	3,625,694 - 3,675,684	395,000
187,842 - 235,338	50,000	1,926,303 - 1,976,269	225,000	3,675,685 - 3,725,674	400,000
235,339 - 283,629	55,000	1,976,270 - 2,026,238	230,000	3,725,675 - 3,775,665	405,000
283,630 - 332,394	60,000	2,026,239 - 2,076,208	235,000	3,775,666 - 3,825,657	410,000
332,395 - 381,463	65,000	2,076,209 - 2,126,180	240,000	3,825,658 - 3,875,648	415,000
381,464 - 430,738	70,000	2,126,181 - 2,176,153	245,000	3,875,649 - 3,925,640	420,000
430,739 - 480,158	75,000	2,176,154 - 2,226,127	250,000	3,925,641 - 3,975,632	425,000
480,159 - 529,683	80,000	2,226,128 - 2,276,103	255,000	3,975,633 - 4,025,624	430,000
529,684 - 579,287	85,000	2,276,104 - 2,326,079	260,000	4,025,625 - 4,075,617	435,000
579,288 - 628,953	90,000	2,326,080 - 2,376,056	265,000	4,075,618 - 4,125,609	440,000
628,954 - 678,667	95,000	2,376,057 - 2,426,035	270,000	4,125,610 - 4,175,602	445,000
678,668 - 728,420	100,000	2,426,036 - 2,476,014	275,000	4,175,603 - 4,225,595	450,000
728,421 - 778,203	105,000	2,476,015 - 2,525,994	280,000	4,225,596 - 4,275,588	455,000
778,204 - 828,012	110,000	2,525,995 - 2,575,975	285,000	4,275,589 - 4,325,581	460,000
828,013 - 877,843	115,000	2,575,976 - 2,625,956	290,000	4,325,582 - 4,375,574	465,000
877,844 - 927,692	120,000	2,625,957 - 2,675,938	295,000	4,375,575 - 4,425,568	470,000
927,693 - 977,555	125,000	2,675,939 - 2,725,921	300,000	4,425,569 - 4,475,562	475,000
977,556 - 1,027,432	130,000	2,725,922 - 2,775,905	305,000	4,475,563 - 4,525,555	480,000
1,027,433 - 1,077,321	135,000	2,775,906 - 2,825,889	310,000	4,525,556 - 4,575,549	485,000
1,077,322 - 1,127,219	140,000	2,825,890 - 2,875,873	315,000	4,575,550 - 4,625,543	490,000
1,127,220 - 1,177,125	145,000	2,875,874 - 2,925,858	320,000	4,625,544 - 4,675,538	495,000
1,177,126 - 1,227,039	150,000	2,925,859 - 2,975,844	325,000	4,675,539 - 4,725,532	500,000
1,227,040 - 1,276,960	155,000	2,975,845 - 3,025,830	330,000	4,725,533 - 4,775,526	505,000
1,276,961 - 1,326,887	160,000	3,025,831 - 3,075,817	335,000	4,775,527 - 4,825,521	510,000
1,326,888 - 1,376,819	165,000	3,075,818 - 3,125,804	340,000	4,825,522 - 4,875,515	515,000
1,376,820 - 1,426,755	170,000	3,125,805 - 3,175,791	345,000	4,875,516 - 4,925,510	520,000
1,426,756 - 1,476,696	175,000	3,175,792 - 3,225,779	350,000	4,925,511 - 4,975,505	525,000
1,476,697 - 1,526,641	180,000	3,225,780 - 3,275,767	355,000		
1,526,642 - 1,576,589	185,000	3,275,768 - 3,325,755	360,000		
1,576,590 - 1,626,541	190,000	3,325,756 - 3,375,744	365,000		
1,626,542 - 1,676,495	195,000	3,375,745 - 3,425,733	370,000		
1,676,496 - 1,726,452	200,000	3,425,734 - 3,475,723	375,000		

For Expected Losses (E) greater than \$4,975,505, the Ballast Value can be calculated using the following formula (rounded to the nearest 1):

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

G = 12

RETROSPECTIVE RATING PLAN MANUAL
STATE SPECIAL RATING VALUES

MASSACHUSETTS
RR1
Original Printing

Effective July 1, 2020

- | <p>1. <u>Hazard Group Differentials</u></p> <table border="1"> <thead> <tr> <th>A</th> <th>B</th> <th>C</th> <th>D</th> <th>E</th> <th>F</th> <th>G</th> </tr> </thead> <tbody> <tr> <td>1.96</td> <td>1.59</td> <td>1.37</td> <td>1.16</td> <td>0.97</td> <td>0.75</td> <td>0.60</td> </tr> </tbody> </table>
<p>3. <u>Expected Loss Ratio</u>
0.639</p> <p><u>Expected Loss and Allocated Loss Adjustment Expense Ratio (ALAE Option)</u>
0.694</p>
<p>5. <u>Table of Expense Ratios Excluding Taxes and Including Profit and Contingencies</u></p> <table border="0"> <tr> <td><u>Type A Company</u>
Massachusetts
Effective July 1, 2020</td> <td><u>Type B Company</u>
Massachusetts
Effective July 1, 2020</td> </tr> </table>
<p><u>Table of Expense Ratios Excluding Allocated Loss Adjustment Expense and Taxes and Including Profit and Contingencies</u></p> <table border="0"> <tr> <td><u>Type A Company</u>
Massachusetts
Effective July 1, 2020</td> <td><u>Type B Company</u>
Massachusetts
Effective July 1, 2020</td> </tr> </table> | A | B | C | D | E | F | G | 1.96 | 1.59 | 1.37 | 1.16 | 0.97 | 0.75 | 0.60 | <u>Type A Company</u>
Massachusetts
Effective July 1, 2020 | <u>Type B Company</u>
Massachusetts
Effective July 1, 2020 | <u>Type A Company</u>
Massachusetts
Effective July 1, 2020 | <u>Type B Company</u>
Massachusetts
Effective July 1, 2020 | <p>2. <u>Tax Multipliers</u></p> <p>a. State (non-F Classes) 1.024*</p> <p>b. Federal Classes, or non-F classes where rate is increased by the USL&HW Act Percentage 1.068*</p> <p>* Includes 0.24% residual market subsidy provision and -0.54% insolvency fund assessment provision</p>
<p>4. <u>Loss Conversion Factor</u>
1.187</p> <p><u>Loss Conversion Factor for Allocated Loss Adjustment Expense Option (ALAE Option)</u>
1.094</p>
<p>6. <u>2013—Table of Expected Loss Ranges</u>
April 1, 2014</p> |
|--|---|------|------|------|------|------|---|------|------|------|------|------|------|------|---|---|---|---|---|
| A | B | C | D | E | F | G | | | | | | | | | | | | | |
| 1.96 | 1.59 | 1.37 | 1.16 | 0.97 | 0.75 | 0.60 | | | | | | | | | | | | | |
| <u>Type A Company</u>
Massachusetts
Effective July 1, 2020 | <u>Type B Company</u>
Massachusetts
Effective July 1, 2020 | | | | | | | | | | | | | | | | | | |
| <u>Type A Company</u>
Massachusetts
Effective July 1, 2020 | <u>Type B Company</u>
Massachusetts
Effective July 1, 2020 | | | | | | | | | | | | | | | | | | |

7a.

Excess Loss Factors
(Applicable to New and Renewal Policies)

Per Accident Limitation	Hazard Groups						
	A	B	C	D	E	F	G
\$25,000	0.407	0.432	0.457	0.478	0.498	0.527	0.559
30,000	0.389	0.415	0.440	0.463	0.484	0.515	0.550
35,000	0.373	0.400	0.426	0.450	0.471	0.503	0.541
40,000	0.358	0.386	0.412	0.436	0.460	0.492	0.533
50,000	0.332	0.361	0.389	0.417	0.439	0.473	0.518
75,000	0.282	0.311	0.341	0.374	0.397	0.431	0.486
100,000	0.245	0.273	0.304	0.339	0.363	0.397	0.458
125,000	0.215	0.242	0.273	0.310	0.333	0.366	0.433
150,000	0.192	0.216	0.246	0.284	0.307	0.339	0.410
175,000	0.172	0.194	0.224	0.262	0.283	0.315	0.390
200,000	0.155	0.175	0.204	0.242	0.263	0.293	0.370
250,000	0.129	0.146	0.172	0.209	0.228	0.256	0.336
300,000	0.109	0.124	0.148	0.183	0.200	0.226	0.307
500,000	0.065	0.074	0.091	0.118	0.129	0.148	0.222
1,000,000	0.030	0.034	0.043	0.058	0.065	0.075	0.124
2,000,000	0.013	0.015	0.020	0.027	0.030	0.035	0.062
3,000,000	0.008	0.009	0.012	0.017	0.019	0.022	0.040
4,000,000	0.006	0.006	0.008	0.012	0.013	0.016	0.029
5,000,000	0.004	0.005	0.006	0.009	0.010	0.012	0.022

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	0.450	0.478	0.503	0.525	0.547	0.578	0.611
30,000	0.431	0.459	0.486	0.510	0.532	0.565	0.601
35,000	0.414	0.443	0.471	0.496	0.519	0.553	0.592
40,000	0.399	0.428	0.457	0.484	0.507	0.541	0.584
50,000	0.371	0.402	0.432	0.461	0.485	0.521	0.569
75,000	0.318	0.349	0.381	0.416	0.441	0.478	0.536
100,000	0.277	0.309	0.342	0.379	0.405	0.442	0.507
125,000	0.246	0.275	0.309	0.348	0.374	0.410	0.481
150,000	0.220	0.247	0.280	0.321	0.346	0.382	0.457
175,000	0.198	0.223	0.256	0.297	0.321	0.356	0.435
200,000	0.180	0.203	0.235	0.276	0.299	0.332	0.415
250,000	0.150	0.170	0.200	0.240	0.261	0.292	0.379
300,000	0.128	0.145	0.172	0.211	0.231	0.259	0.347
500,000	0.077	0.087	0.107	0.138	0.152	0.173	0.256
1,000,000	0.036	0.041	0.051	0.069	0.077	0.089	0.146
2,000,000	0.016	0.018	0.023	0.032	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 2020*

Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio
0	10,057	0.338	18,002	18,373	0.298	94,872	106,209	0.258
10,058	10,172	0.337	18,374	18,761	0.297	106,210	120,626	0.257
10,173	10,289	0.336	18,762	19,166	0.296	120,627	139,571	0.256
10,290	10,410	0.335	19,167	19,588	0.295	139,572	165,575	0.255
10,411	10,533	0.334	19,589	20,030	0.294	165,576	200,589	0.254
10,534	10,660	0.333	20,031	20,492	0.293	200,590	208,661	0.253
10,661	10,789	0.332	20,493	20,975	0.292	208,662	217,409	0.252
10,790	10,922	0.331	20,976	21,483	0.291	217,410	226,923	0.251
10,923	11,058	0.330	21,484	22,015	0.290	226,924	237,308	0.250
11,059	11,197	0.329	22,016	22,574	0.289	237,309	248,689	0.249
11,198	11,340	0.328	22,575	23,162	0.288	248,690	261,216	0.248
11,341	11,486	0.327	23,163	23,782	0.287	261,217	275,073	0.247
11,487	11,637	0.326	23,783	24,436	0.286	275,074	290,481	0.246
11,638	11,791	0.325	24,437	25,127	0.285	290,482	307,719	0.245
11,792	11,950	0.324	25,128	25,858	0.284	307,720	327,132	0.244
11,951	12,113	0.323	25,859	26,633	0.283	327,133	349,158	0.243
12,114	12,280	0.322	26,634	27,456	0.282	349,159	374,365	0.242
12,281	12,452	0.321	27,457	28,331	0.281	374,366	403,495	0.241
12,453	12,629	0.320	28,332	29,264	0.280	403,496	437,541	0.240
12,630	12,811	0.319	29,265	30,261	0.279	437,542	477,862	0.239
12,812	12,999	0.318	30,262	31,327	0.278	477,863	526,368	0.238
13,000	13,191	0.317	31,328	32,472	0.277	526,369	585,834	0.237
13,192	13,390	0.316	32,473	33,704	0.276	585,835	660,448	0.236
13,391	13,595	0.315	33,705	35,032	0.275	660,449	756,842	0.235
13,596	13,806	0.314	35,033	36,470	0.274	756,843	886,182	0.234
13,807	14,024	0.313	36,471	38,031	0.273	886,183	1,068,841	0.233
14,025	14,249	0.312	38,032	39,731	0.272	1,068,842	1,346,349	0.232
14,250	14,481	0.311	39,732	41,590	0.271	1,346,350	1,765,480	0.231
14,482	14,721	0.310	41,591	43,633	0.270	1,765,481	1,917,451	0.230
14,722	14,969	0.309	43,634	45,885	0.269	1,917,452	2,098,050	0.229
14,970	15,226	0.308	45,886	48,384	0.268	2,098,051	2,316,206	0.228
15,227	15,491	0.307	48,385	51,170	0.267	2,316,207	2,584,995	0.227
15,492	15,766	0.306	51,171	54,296	0.266	2,584,996	2,924,359	0.226
15,767	16,051	0.305	54,297	57,829	0.265	2,924,360	3,366,293	0.225
16,052	16,346	0.304	57,830	61,854	0.264	3,366,294	3,965,577	0.224
16,347	16,652	0.303	61,855	66,482	0.263	3,965,578	4,824,450	0.223
16,653	16,970	0.302	66,483	71,857	0.262	4,824,451	6,158,207	0.222
16,971	17,300	0.301	71,858	78,179	0.261	6,158,208	8,511,194	0.221
17,301	17,644	0.300	78,180	85,720	0.260	8,511,195	13,774,155	0.220
17,645	18,001	0.299	85,721	94,871	0.259	13,774,156	OVER	0.219

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 2020*

Standard Premium			Expense Ratio	Standard Premium			Expense Ratio	Standard Premium			Expense Ratio
0	-	10,101	0.338	19,683	-	20,492	0.313	231,275	-	249,097	0.286
10,102	-	10,311	0.337	20,493	-	21,371	0.312	249,098	-	269,896	0.287
10,312	-	10,528	0.336	21,372	-	22,329	0.311	269,897	-	294,484	0.286
10,529	-	10,756	0.335	22,330	-	23,377	0.310	294,485	-	324,002	0.285
10,757	-	10,993	0.334	23,378	-	24,529	0.309	324,003	-	380,096	0.284
10,994	-	11,241	0.333	24,530	-	25,799	0.308	380,097	-	405,240	0.283
11,242	-	11,501	0.332	25,800	-	27,209	0.307	405,241	-	463,326	0.282
11,502	-	11,773	0.331	27,210	-	28,781	0.306	463,327	-	540,850	0.281
11,774	-	12,058	0.330	28,782	-	30,546	0.305	540,851	-	649,529	0.280
12,059	-	12,357	0.329	30,547	-	32,542	0.304	649,530	-	812,868	0.279
12,358	-	12,671	0.328	32,543	-	34,817	0.303	812,869	-	1,085,958	0.278
12,672	-	13,002	0.327	34,818	-	37,434	0.302	1,085,959	-	1,635,375	0.277
13,003	-	13,351	0.326	37,435	-	40,476	0.301	1,635,376	-	1,891,818	0.276
13,352	-	13,719	0.325	40,477	-	44,057	0.300	1,891,819	-	2,086,006	0.275
13,720	-	14,107	0.324	44,058	-	48,332	0.299	2,086,007	-	2,324,620	0.274
14,108	-	14,518	0.323	48,333	-	53,526	0.298	2,324,621	-	2,624,874	0.273
14,519	-	14,954	0.322	53,527	-	59,972	0.297	2,624,875	-	3,014,195	0.272
14,955	-	15,417	0.321	59,973	-	68,182	0.296	3,014,196	-	3,539,116	0.271
15,418	-	15,910	0.320	68,183	-	78,996	0.295	3,539,117	-	4,285,420	0.270
15,911	-	16,435	0.319	78,997	-	93,888	0.294	4,285,421	-	5,430,585	0.269
16,436	-	16,995	0.318	93,889	-	115,699	0.293	5,430,586	-	7,410,969	0.268
16,996	-	17,596	0.317	115,700	-	150,709	0.292	7,410,970	-	11,664,798	0.267
17,597	-	18,240	0.316	150,710	-	202,323	0.291	11,664,799	-	OVER	0.266
18,241	-	18,934	0.315	202,324	-	215,832	0.290				
18,935	-	19,682	0.314	215,833	-	231,274	0.289				

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 2020

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,057	0.283	18,002 - 18,373	0.243	94,872 - 106,209	0.203
10,058 - 10,172	0.282	18,374 - 18,761	0.242	106,210 - 120,626	0.202
10,173 - 10,289	0.281	18,762 - 19,166	0.241	120,627 - 139,571	0.201
10,290 - 10,410	0.280	19,167 - 19,588	0.240	139,572 - 165,575	0.200
10,411 - 10,533	0.279	19,589 - 20,030	0.239	165,576 - 200,589	0.199
10,534 - 10,660	0.278	20,031 - 20,492	0.238	200,590 - 208,661	0.198
10,661 - 10,789	0.277	20,493 - 20,975	0.237	208,662 - 217,409	0.197
10,790 - 10,922	0.276	20,976 - 21,483	0.236	217,410 - 226,923	0.196
10,923 - 11,058	0.275	21,484 - 22,015	0.235	226,924 - 237,308	0.195
11,059 - 11,197	0.274	22,016 - 22,574	0.234	237,309 - 248,689	0.194
11,198 - 11,340	0.273	22,575 - 23,162	0.233	248,690 - 261,216	0.193
11,341 - 11,486	0.272	23,163 - 23,782	0.232	261,217 - 275,073	0.192
11,487 - 11,637	0.271	23,783 - 24,436	0.231	275,074 - 290,481	0.191
11,638 - 11,791	0.270	24,437 - 25,127	0.230	290,482 - 307,719	0.190
11,792 - 11,950	0.269	25,128 - 25,858	0.229	307,720 - 327,132	0.189
11,951 - 12,113	0.268	25,859 - 26,633	0.228	327,133 - 349,158	0.188
12,114 - 12,280	0.267	26,634 - 27,456	0.227	349,159 - 374,365	0.187
12,281 - 12,452	0.266	27,457 - 28,331	0.226	374,366 - 403,495	0.186
12,453 - 12,629	0.265	28,332 - 29,264	0.225	403,496 - 437,541	0.185
12,630 - 12,811	0.264	29,265 - 30,261	0.224	437,542 - 477,862	0.184
12,812 - 12,999	0.263	30,262 - 31,327	0.223	477,863 - 526,368	0.183
13,000 - 13,191	0.262	31,328 - 32,472	0.222	526,369 - 585,834	0.182
13,192 - 13,390	0.261	32,473 - 33,704	0.221	585,835 - 660,448	0.181
13,391 - 13,595	0.260	33,705 - 35,032	0.220	660,449 - 756,842	0.180
13,596 - 13,806	0.259	35,033 - 36,470	0.219	756,843 - 886,182	0.179
13,807 - 14,024	0.258	36,471 - 38,031	0.218	886,183 - 1,068,841	0.178
14,025 - 14,249	0.257	38,032 - 39,731	0.217	1,068,842 - 1,346,349	0.177
14,250 - 14,481	0.256	39,732 - 41,590	0.216	1,346,350 - 1,765,480	0.176
14,482 - 14,721	0.255	41,591 - 43,633	0.215	1,765,481 - 1,917,451	0.175
14,722 - 14,969	0.254	43,634 - 45,885	0.214	1,917,452 - 2,098,050	0.174
14,970 - 15,226	0.253	45,886 - 48,384	0.213	2,098,051 - 2,316,206	0.173
15,227 - 15,491	0.252	48,385 - 51,170	0.212	2,316,207 - 2,584,995	0.172
15,492 - 15,766	0.251	51,171 - 54,296	0.211	2,584,996 - 2,924,359	0.171
15,767 - 16,051	0.250	54,297 - 57,829	0.210	2,924,360 - 3,366,293	0.170
16,052 - 16,346	0.249	57,830 - 61,854	0.209	3,366,294 - 3,965,577	0.169
16,347 - 16,652	0.248	61,855 - 66,482	0.208	3,965,578 - 4,824,450	0.168
16,653 - 16,970	0.247	66,483 - 71,857	0.207	4,824,451 - 6,158,207	0.167
16,971 - 17,300	0.246	71,858 - 78,179	0.206	6,158,208 - 8,511,194	0.166
17,301 - 17,644	0.245	78,180 - 85,720	0.205	8,511,195 - 13,774,155	0.165
17,645 - 18,001	0.244	85,721 - 94,871	0.204	13,774,156 - OVER	0.164

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 ALLOCATED LOSS ADJUSTMENT EXPENSE AND TAXES AND INCLUDING PROFIT AND CONTINGENCIES - TYPE B COMPANY - MASSACHUSETTS
Effective 01 July 2020

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,101	0.283	19,683 - 20,492	0.258	231,275 - 249,097	0.233
10,102 - 10,311	0.282	20,493 - 21,371	0.257	249,098 - 269,896	0.232
10,312 - 10,528	0.281	21,372 - 22,329	0.256	269,897 - 294,484	0.231
10,529 - 10,756	0.280	22,330 - 23,377	0.255	294,485 - 324,002	0.230
10,757 - 10,993	0.279	23,378 - 24,529	0.254	324,003 - 360,096	0.229
10,994 - 11,241	0.278	24,530 - 25,799	0.253	360,097 - 405,240	0.228
11,242 - 11,501	0.277	25,800 - 27,209	0.252	405,241 - 463,326	0.227
11,502 - 11,773	0.276	27,210 - 28,781	0.251	463,327 - 540,850	0.226
11,774 - 12,058	0.275	28,782 - 30,546	0.250	540,851 - 649,529	0.225
12,059 - 12,357	0.274	30,547 - 32,542	0.249	649,530 - 812,868	0.224
12,358 - 12,671	0.273	32,543 - 34,817	0.248	812,869 - 1,085,958	0.223
12,672 - 13,002	0.272	34,818 - 37,434	0.247	1,085,959 - 1,635,375	0.222
13,003 - 13,351	0.271	37,435 - 40,476	0.246	1,635,376 - 1,891,818	0.221
13,352 - 13,719	0.270	40,477 - 44,057	0.245	1,891,819 - 2,086,006	0.220
13,720 - 14,107	0.269	44,058 - 48,332	0.244	2,086,007 - 2,324,620	0.219
14,108 - 14,518	0.268	48,333 - 53,526	0.243	2,324,621 - 2,624,874	0.218
14,519 - 14,954	0.267	53,527 - 59,972	0.242	2,624,875 - 3,014,195	0.217
14,955 - 15,417	0.266	59,973 - 68,182	0.241	3,014,196 - 3,539,116	0.216
15,418 - 15,910	0.265	68,183 - 78,996	0.240	3,539,117 - 4,285,420	0.215
15,911 - 16,435	0.264	78,997 - 93,888	0.239	4,285,421 - 5,430,585	0.214
16,436 - 16,995	0.263	93,889 - 115,699	0.238	5,430,586 - 7,410,969	0.213
16,996 - 17,596	0.262	115,700 - 150,709	0.237	7,410,970 - 11,664,798	0.212
17,597 - 18,240	0.261	150,710 - 202,323	0.236	11,664,799 - OVER	0.211
18,241 - 18,934	0.260	202,324 - 215,832	0.235		
18,935 - 19,682	0.259	215,833 - 231,274	0.234		

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%