April 6, 2023

CIRCULAR LETTER NO. 2413

To All Members and Subscribers of the WCRIBMA:

GENERAL REVISION OF RATES

**EFFECTIVE JULY 1, 2023
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, 2023, applicable to new and renewal policies. This includes:

1. RATE LEVEL DECREASE OF 10.2%
   The overall average decrease of 10.2% in the existing workers' compensation average rates will vary by class.

2. EXPERIENCE RATING PLAN CHANGES
   The Experience Rating Plan Expected Loss Rates and D-Ratios 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 15.6%
   The overall average decrease of 15.6% 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 Class 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, 2023 and subsequent will be issued in due course using the new rating values.

MCCPAP Factors effective July 1, 2023 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 JUDSON
President

Attachments
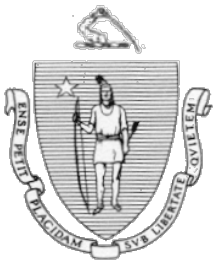
**Filing of the Workers' Compensation Rating and Inspection Bureau
For a General Revision of Workers' Compensation Rates
Docket No. R2022-02**

Decision and Order

I.   Introduction and Procedural History

On December 23, 2022, the Workers' Compensation Rating and Inspection Bureau of Massachusetts ("WCRIBMA"), on behalf of its members, submitted a filing for a workers' compensation general rate revision to be effective July 1, 2023 ("the WCRIBMA Filing" or "Filing"). The Filing sought a 4.00% statewide average decrease. The Commissioner of Insurance ("Commissioner") designated Jean F. Farrington, Esq. and Matthew A. Taylor, Esq. as presiding officers for this matter. A hearing notice, issued on January 11, 2023, scheduled a public comment hearing for February 3, 2023. On January 17, 2023, the Attorney General ("AG") filed a notice of intent to appear and participate. On January 26, 2023, an order issued scheduling a prehearing conference for February 3, to follow the public comment hearing.

Representatives of the WCRIBMA and the State Rating Bureau in the Division of Insurance spoke at the public comment hearing. Jeffrey Kadison, an actuary, made a presentation on behalf of the Massachusetts NAHRO Self-Insurance Group.[1] At the following conference, the Parties requested that scheduling witnesses be delayed until they had an opportunity to discuss a possible stipulation. Accordingly, status conferences were held on

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[1] A representative of Massachusetts NAHRO Self-Insurance Group also submitted written commentary.

February 17 and March 3, 2023. The Parties reported steady progress towards a stipulation and that no evidentiary hearing would be required. On March 17, 2023, the Parties submitted a Stipulation that, in brief, agreed to an overall average decrease in the existing workers' compensation average rates of 10.2%, 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, 2023.

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.

III.   The Stipulation

In summary, the Stipulation states that no party will object to or appeal from an approval by the Commissioner of the WCRIBMA Filing on the condition that the overall average change in the current workers' compensation average rates shall be -10.2% and complies with other conditions set out in the Stipulation. The revised rates, classifications, rating programs, rating

plans, rating factors and rating values shall apply to new and renewal policies effective on and after July 1, 2023.

To implement the stipulated -10.2% overall average rate change, the rating values in the WCRIBMA Filing shall be computed in a manner consistent with the WCRIBMA Filing in accordance with the following provisions in the Stipulation:

1)   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, to achieve the stipulated -10.2% overall average rate change, substitute an underwriting profit of -5.13% for the underwriting profit provision shown in Section VII-A, Exhibit 1 of the WCRIBMA Filing, and 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 -15.6% overall average rate change for those classes as a result of substituting an underwriting profit of -5.13% as shown above.

2)   The classification pricing methodology that the WCRIBMA proposes to use in Section IX of the Filing shall be approved for use in setting the rates to be effective on and after July 1, 2023, provided that the target industry group rate changes and maximum and minimum change in average rates for individual rating classifications shall be those displayed in Exhibit 1 attached to the Stipulation.

The revised rates, classifications, rating programs, rating plans, rating factors and rating values agreed to in the Stipulation shall apply to new and renewal policies effective on and after July 1, 2023, including all such policies in the Massachusetts Workers' Compensation Assigned Risk Pool. Revised manual pages reflecting the Stipulation that will be applicable to new and renewal polices with effective dates on and after July 1, 2023, are attached as Exhibit II to the Stipulation.

The Parties agree that the Stipulation has 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 this Stipulation) as evidence or to rely on either document for any purpose in future hearings, provided that the Stipulation may be considered in any future hearing with respect only to the implementation of this Stipulation.

 Each party further acknowledges that the Stipulation does not imply approval or disapproval by any party of any particular ratemaking methodology or projection and that each

otherwise reserves the right to contest in future hearings all aspects of rate-setting including those addressed in the Stipulation.

IV.   Cost Containment

The WCRIBMA's Cost Containment Filing assembles a series of insurer reports that, it contends, support its position that its member companies, as required by §53A (13), "employ cost control programs and techniques acceptable to the commissioner which have had or are expected to have a substantial impact on fraudulent claim costs, unnecessary health care costs, and any other unreasonable costs and expenses, as well as on the collection of the appropriate premium charges owed to the insurers." Since 1993, the cost containment section of the filing has principally consisted of a survey sent by the WCRIBMA to a representative group of its members; in 2022 the survey was sent to the ten largest National Association of Insurance Commissioners ("NAIC") insurer groups writing workers' compensation insurance in Massachusetts.[2] A copy of each company's survey response is submitted as part of the Filing.

The Filing also includes the FY2021 Annual Report of the Massachusetts Department of Industrial Accidents, the Insurance Fraud Bureau's 2021 Annual Report and two issues of its newsletter, "e-focusFraud."

The cost containment survey requests information on three general areas: Claims, Premiums, and Expenses. Briefly summarized, the Claims section addresses prevention, in the form of loss prevention and engineering programs, information on the company's claims operations, including measures to control hospital and medical bills and to manage rehabilitation and return-to work programs, and asks specifically about programs and techniques to control fraud relating to claim costs and expenses. The Premiums section focuses on the company's programs and techniques to collect premium due, identify premium fraud, and audit policies to ensure that they receive correct premium for the policy term. The Expense section requests information about programs the company employs to control costs associated with a wide range of its business expenses, utilizing as a model for allocating those expenses Part 1 of the Insurance Expense Exhibit that supplements the annual statements that insurers file on forms

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[2] The ten companies are: American International Group (AIG), A.I.M. Mutual Insurance Company, Atlantic Charter Insurance Company, Chubb Insurance Company, Guard Insurance Group, Hartford Insurance Group, Liberty Mutual Insurance Company, PMA Pooled Companies, Travelers Insurance Company, and Zurich Insurance Company.

prescribed by the NAIC.

The statute requires the Commissioner to make findings that insurers employ cost control programs that are "acceptable" and that have or are expected to have a substantial effect on their costs, expenses and premium collections. In light of the Stipulation, we do not reach that issue in this decision.

Three years ago, the global pandemic generated immediate and wide-ranging changes in the way work is conducted and businesses operate, including the delivery of medical services. The long-term effects of the pandemic are unpredictable and challenge efforts to develop prospective rates. Although the principles underlying cost containment are consistent, it is reasonable to expect insurers to adjust their practices as necessary to address technological or other changes that may produce more accurate results. As the post-pandemic environment continues to evolve, it is important to review the content of the cost containment portion of the filing to ensure that it is responsive to changed circumstances that affect the industry's operations and may substantially affect insurer costs.

V.   Future Filing Date

The Stipulation does not propose a filing date for the next general rate revision of workers' compensation rates. Pursuant to M.G.L. c. 152, §53A, such rates must be filed at least every two years and on any additional date that the Commissioner may designate. In the current Filing, as in its 2021 filing, the WCRIBMA developed its projected rates from policy year 2018 and 2019 data, this year weighting that data to give primary weight to PY 2018. It rejected the historical approach, that would have used PY 2020 data, on the ground that data for that year does not represent the economic and workers' compensation environment that will be in place in July 2023 and thereafter. The Covid-19 pandemic unquestionably had immediate and significant effects on virtually all sectors of the economy and on the structure and operations of the labor force. The responses to it included developing work-from-home policies for many employees and creating new ways to ensure that medical care for some injuries could be treated in alternative settings such as telemedicine. Wide-ranging disruptions to longstanding operations could affect data reporting.

As noted by the WCRIBMA, over the course of the three years since the start of the pandemic, economic conditions information relevant to developing workers' compensation rates,

such as the unemployment rate, has continuously improved. The Filing does not, however, address the extent to or the direction in which business operations have changed and evolved over those three years and the effects those changes might have on prospective workers' compensation rates. The WCRIBMA characterizes PY 2020 data, compared to PY 2018 data, as anomalous. We are persuaded that it is unreasonable to base rates to be in effect for more than one year on the premise that data that is now characterized as anomalous will always be so. Data from PY 2019 and thereafter reflect significant changes in the workplace and the economic environment and require reassessment of what have become standard practices in business operations and an analysis of their role in projecting future workers' compensation rates. We therefore direct the WCRIB to submit a filing in December 2023 for rates to take effect on July 1, 2024.

VI.   Classification Pricing

In Section IX of the Filing, the WCRIBMA calculates a separate basic rate for each classification code. In the course of that calculation, it analyzes the credibility of policy year data on payroll, policy premium and losses reported to it for each classification through the Unit Statistical Data Plan. If the Massachusetts reported data is not sufficient to demonstrate credibility, the actuaries rely on countrywide data for that classification. Workers' compensation self-insurance groups ("SIGs"), formed in Massachusetts under M.G.L. c. 152, §§25E through 25W, by agreement report payroll, premium and loss data to the WCRIBMA, but the WCRIBMA does not incorporate those values into the data used to demonstrate the credibility of Massachusetts experience. Massachusetts NAHRO Self-Insurance Group, a Massachusetts SIG pursuant to M.G.L. c. 152, §25G, that claims to write most of the business in classification code 9033, submitted statements and exhibits demonstrating that this approach, assessing credibility only on the basis of reports from employers who receive insurance through the WCRIBMA as augmented by countrywide data to determine credibility, has produced an inadequate manual rate that is far lower than it would be if credibility were based on all Massachusetts data for that code.
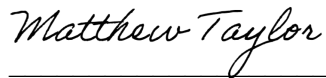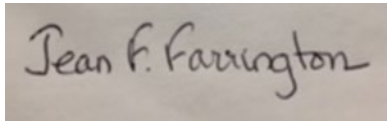
Upon review of the issue, the Commissioner has no objection to the use of SIG data on payroll, premium and loss data, together with that of employers who obtain insurance from a WCRIBMA member, for the purpose of developing a base rate for a particular classification code, especially where a significant portion of the business in a particular classification code is

written by one or more SIGs. The Parties are ordered to address this issue as part of the next filing for a general rate revision.

VII.   Conclusion

We find that the Stipulation submitted by the Parties will provide for classifications or premiums that are "not excessive, inadequate, or unfairly discriminatory for the risks to which they respectively apply and fall within a range of reasonableness." We therefore approve the Stipulation and hereby Order that the classifications and rates set out in the Filing as revised according to the terms of the Stipulation shall apply to new and renewal policies issued on and after July 1, 2023, through June 30, 2024.
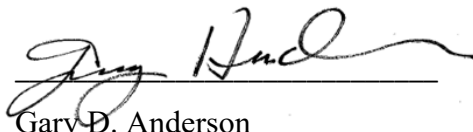
SO ORDERED this 4th day of April 2023.

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Matthew A. Taylor   Jean F. Farrington

Presiding Officer   Presiding Officer

Affirmed this 4th day of April 2023.

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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	)))) R2022-02))

STIPULATION WITH RESPECT TO RATES,
CLASSIFICATIONS AND RATING PLANS FOR 2023

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, 2023, 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, 2023

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, 2022 (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, 2023, shall be -10.2%, and subject to the other conditions set forth in this stipulation.

2. To implement the -10.2% overall change stipulated in Paragraph 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 -10.2% 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 -10.2% overall average rate change as a result of substituting an underwriting profit of -5.13% 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 -15.6% 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, 2023; 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. 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, 2023, including all such policies in the Massachusetts Workers' Compensation Assigned Risk Pool.

5.   Revised manual pages reflecting this Stipulation applicable to new and renewal policies effective on and after July 1, 2023 are attached as Exhibit II to this Stipulation.

6.   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
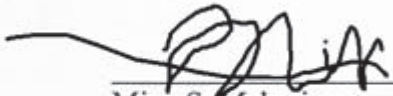
acknowledge that this Stipulation does not imply approval or disapproval by any party of any particular ratemaking methodology or projection and each party otherwise reserves the right to contest in future hearings all aspects of rate-setting resolved for present purposes only by this Stipulation.

7.   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 5, 2023. If the Commissioner does not approve this Stipulation in its entirety on or before April 5, 2023, this Stipulation shall be null and void and shall not be relied upon by any party, or by the Commissioner, for any purpose whatsoever.

8.   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.

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

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

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March 16, 2023

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Exhibit I

Calculation of Industry Group Rate Change and Limits

	Industry Group				
	Manufacturing	Construction	Office & Clerical	Goods & Services	Miscellaneous
(1) Industry Group Differential	1.001	0.980	0.969	0.997	1.083
(2) Experience and Benefit Level Change - Overall	-10.2%	-10.2%	-10.2%	-10.2%	-10.2%
(3) Target Rate Change = (1) x [1.000 + (2)] - 1.000	-10.1%	-12.0%	-13.0%	-10.5%	-2.7%
(4) Maximum Rate Change = (3) + (6)	9.9%	8.0%	7.0%	9.5%	9.8%
(5) Minimum Rate Change = (3) - (6)	-30.1%	-32.0%	-33.0%	-30.5%	-15.2%
(6) Swing %	20.0%	20.0%	20.0%	20.0%	12.5%

Exhibit II

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	2.01	249.	20.	1924	2.09	232.	--	2501	1.72	219.	--	3082D	3.16	270.	--
0008	1.84	243.	20.	1925	4.60	320.	--	2503	0.81	187.	--	3085D	3.22	272.	--
0016	2.65	272.	20.	2003	2.67	252.	--	2570	2.53	248.	--	3110	5.49	351.	--
0034	2.04	250.	20.	2014	2.99	264.	--	2576	1.58	214.	--	3111	1.80	222.	--
0035	1.25	223.	20.	2021	2.23	237.	--	2585	2.33	241.	--	3113	1.33	206.	--
0036	2.04	250.	20.	2039	3.36	277.	--	2586	1.73	220.	--	3114	1.99	229.	--
0042	2.69	273.	20.	2041	1.86	224.	--	2587	1.64	236.	20.	3118	1.05	196.	--
0046	2.22	257.	20.	2070	2.70	254.	--	2623	3.31	275.	--	3119	0.75	185.	--
0050	3.68	338.	50.	2081	2.48	246.	--	2651	1.02	195.	--	3120	0.93	192.	--
0059D	0.20	.	.	2089	2.05	231.	--	2660	1.49	211.	--	3122	1.64	216.	--
0065D	0.09	.	.	2095	2.31	240.	--	2683	1.60	215.	--	3127	1.24	202.	--
0066D	0.07	.	.	2101	2.05	231.	--	2688	1.57	214.	--	3131	1.07	196.	--
0067D	0.07	.	.	2105	(a)	(a)	(a)	2702	12.37	500.	20.	3132	1.59	215.	--
0079	2.08	252.	20.	2111	1.72	219.	--	2710	4.69	323.	--	3145	1.08	197.	--
0083	2.59	270.	20.	2114	2.05	231.	--	2731	2.28	239.	--	3146	1.53	213.	--
0106	7.07	500.	20.	2115	4.45	315.	--	2747	4.20	306.	--	3169	1.71	219.	--
0113	2.04	250.	20.	2121	1.08	197.	--	2790	1.70	219.	--	3179	0.85	189.	--
0170	2.04	250.	20.	2130	1.21	201.	--	2802	2.77	256.	--	3180	1.83	223.	--
0771b	0.39	.	.	2131	2.41	243.	--	2835	1.53	213.	--	3188	1.59	215.	--
0908	72.00	136.	--	2143	1.57	214.	--	2836	1.97	228.	--	3200	1.78	221.	--
0909	177.00	241.	--	2150	2.85	259.	--	2841	2.43	244.	--	3220	1.72	219.	--
0912	354.00	418.	--	2156	2.51	247.	--	2883	2.31	240.	--	3223	(a)	(a)	(a)
0913	143.00	207.	--	2157	3.22	272.	--	2923	0.93	192.	--	3255	1.55	213.	--
0917	1.78	241.	20.	2172	1.32	205.	--	2942	1.20	201.	--	3257	1.91	226.	--
0918	0.33	191.	20.	2211	4.24	307.	--	3018	1.88	225.	--	3270	1.38	207.	--
1430	2.99	264.	--	2220	2.32	240.	--	3022	2.63	251.	--	3300	2.69	253.	--
1438	2.71	254.	--	2260	3.85	294.	--	3027	2.32	240.	--	3305	(a)	(a)	(a)
1463	9.35	500.	--	2288	3.00	264.	--	3028	2.33	241.	--	3315	2.30	240.	--
1624D	3.50	302.	20.	2305	1.88	225.	--	3030	3.90	296.	--	3336	1.83	223.	--
1655	2.19	256.	20.	2362	1.67	217.	--	3040	4.53	318.	--	3365	3.54	333.	50.
1701	2.11	233.	--	2380	1.29	204.	--	3041	2.06	231.	--	3372	1.73	220.	--
1710D	3.50	302.	20.	2402	1.66	217.	--	3042	2.57	249.	--	3373	2.89	260.	--
1747	1.74	220.	--	2413	2.17	235.	--	3066	1.83	223.	--	3381	1.33	206.	--
1748	2.84	258.	--	2416	2.13	234.	--	3076	2.05	231.	--	3383	1.04	195.	--
1853	0.97	193.	--	2417	1.23	202.	--	3081D	3.16	270.	--	3385	0.69	183.	--

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

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
3400	1.71	219.	--	4150	0.56	179.	--	4771c	2.58	263.	--	5507	3.81	342.	50.
3507	2.09	232.	--	4239	2.14	234.	--	4777	2.11	233.	--	5508D	3.82	343.	50.
3515	1.88	225.	--	4243	2.02	230.	--	4825	0.29	169.	--	5509	4.84	469.	50.
3558	0.55	178.	--	4244	2.44	244.	--	4828	0.78	186.	--	5538	3.10	318.	50.
3571	0.47	175.	--	4250	1.78	221.	--	4829	0.78	186.	--	5545	38.36	500.	50.
3574	1.25	203.	--	4251	2.05	231.	--	4902	1.20	201.	--	5547	8.56	500.	50.
3612	1.06	196.	--	4273	2.24	237.	--	4923	0.47	175.	--	5606	0.98	243.	50.
3620	2.46	245.	--	4279	1.95	227.	--	5020	3.58	334.	50.	5610	4.47	456.	50.
3629	1.25	203.	--	4283	1.47	210.	--	5022	7.08	500.	50.	5645	5.37	488.	50.
3632	1.25	203.	--	4299	1.34	206.	--	5037	9.63	500.	50.	5701	12.63	500.	50.
3634	1.36	207.	--	4304	4.21	306.	--	5040	18.14	500.	50.	5703	7.06	500.	50.
3635	1.59	215.	--	4307	1.07	196.	--	5057	14.53	500.	50.	5705	8.25	500.	50.
3638	1.25	203.	--	4308	1.63	216.	--	5059	20.51	500.	50.	6003	4.98	474.	50.
3642	0.95	192.	--	4351	0.74	185.	--	5102	5.15	480.	50.	6005	3.82	343.	50.
3643	1.40	208.	--	4352	0.79	187.	--	5146	5.21	482.	50.	6204	4.69	464.	50.
3647	1.70	219.	--	4360	0.47	175.	--	5160	2.67	302.	50.	6217	3.52	332.	50.
3648	0.81	187.	--	4361	0.43	194.	20.	5183	2.67	302.	50.	6229	3.55	333.	50.
3681	0.45	175.	--	4362	0.36	192.	20.	5188	2.96	313.	50.	6233	1.59	265.	50.
3685	0.38	172.	--	4410	2.14	234.	--	5190	1.84	273.	50.	6251D	3.39	328.	50.
3724	3.41	328.	50.	4432	0.63	181.	--	5191	0.55	198.	20.	6252D	3.64	336.	50.
3726	3.70	339.	50.	4439	4.15	304.	--	5192	2.16	255.	20.	6306	7.47	500.	50.
3807	1.71	219.	--	4452	2.36	242.	--	5213	6.96	500.	50.	6319	2.00	279.	50.
3808	2.46	245.	--	4459	1.97	228.	--	5215	4.11	353.	50.	6325	2.20	286.	50.
3821	3.86	314.	20.	4470	1.42	209.	--	5221	5.36	488.	50.	6400	3.71	339.	50.
3826	2.74	255.	--	4484	1.72	219.	--	5222	6.79	500.	50.	6504	2.05	231.	--
3830	1.25	203.	--	4493	1.61	215.	--	5223	2.91	311.	50.	6702M	(a)	.	--
3841	1.42	209.	--	4511	0.23	187.	20.	5348	3.45	330.	50.	6703M	(a)	.	--
4000	4.71	344.	20.	4512	0.06	181.	20.	5402	4.52	458.	50.	6704M	(a)	.	--
4021	2.40	243.	--	4557	1.50	212.	--	5403	6.74	500.	50.	6801F	4.66	322.	--
4024	2.80	257.	--	4558	1.46	210.	--	5437	2.79	307.	50.	6811	4.02	320.	20.
4034	5.49	351.	--	4583	2.11	233.	--	5443	2.36	292.	50.	6824F	5.90	457.	--
4036	1.39	208.	--	4611	0.62	181.	--	5445	4.71	465.	50.	6826F	3.73	290.	--
4038	1.83	223.	--	4635	3.73	290.	--	5462	4.78	467.	50.	6834	1.88	245.	20.
4053	2.26	238.	--	4653	1.62	216.	--	5472	6.63	500.	50.	6836	2.29	259.	20.
4062	1.70	219.	--	4665	7.93	500.	--	5473	8.62	500.	50.	6843F	11.31	500.	--
4112	0.25	168.	--	4692	0.40	173.	--	5474	3.66	337.	50.	6854	9.75	500.	20.
4113	2.26	238.	--	4693	0.61	180.	--	5478	3.42	329.	50.	6872F	10.48	500.	--
4114	2.55	248.	--	4720	1.38	207.	--	5479	4.23	357.	50.	6874F	13.83	500.	--
4130	3.02	265.	--	4740	0.58	179.	--	5480	3.50	332.	50.	6882	9.03	500.	20.
4133	1.46	210.	--	4741	2.17	235.	--	5506	4.20	356.	50.	6884	11.92	500.	20.

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

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	1.61	235.	20.	8232	3.67	307.	20.	8829	2.03	250.	20.
7024M	2.35	.	--	7515	2.31	260.	20.	8233	4.30	330.	20.	8831	0.75	205.	20.
7038M	3.55	.	--	7520	2.55	268.	20.	8235	3.25	293.	20.	8832	0.21	186.	20.
7046M	5.06	.	--	7538	3.47	330.	50.	8263	3.74	310.	20.	8833	0.90	211.	20.
7047M	2.95	.	--	7539	1.13	219.	20.	8264	3.58	304.	20.	8835	1.31	225.	20.
7050M	5.57	.	--	7580	2.49	266.	20.	8265	4.30	330.	20.	8837	(a)	(a)	(a)
7090M	4.44	.	--	7590	4.57	339.	20.	8279	2.88	280.	20.	8868	0.60	200.	20.
7098M	5.95	.	--	7600	3.55	303.	20.	8291	3.24	292.	20.	8901	0.04	180.	20.
7099M	7.46	.	--	7601	3.20	321.	50.	8292	2.70	274.	20.	9014	1.65	237.	20.
7133	(a)	(a)	(a)	7610	0.30	190.	20.	8293	5.17	451.	20.	9015	2.27	258.	20.
7151M	8.26	.	--	7704	3.16	290.	20.	8350	5.46	461.	20.	9016	1.14	219.	20.
7152M	12.95	.	--	7720	1.28	224.	20.	8380	1.92	246.	20.	9019	2.32	260.	20.
7153M	10.33	.	--	7855	3.15	319.	50.	8381	1.01	214.	20.	9033	2.01	249.	20.
7219	5.93	478.	20.	8001	1.39	228.	20.	8385	2.92	281.	20.	9040	2.26	258.	20.
7230	7.39	500.	20.	8002	1.46	230.	20.	8392	1.20	221.	20.	9044	1.08	217.	20.
7231	9.06	500.	20.	8006	0.80	207.	20.	8393	1.02	215.	20.	9052	1.20	221.	20.
7309F	10.42	500.	--	8008	0.58	199.	20.	8500	4.30	330.	20.	9058	1.18	220.	20.
7313F	14.35	500.	--	8010	1.14	219.	20.	8601	0.16	185.	20.	9060	0.78	206.	20.
7317F	11.96	500.	--	8013	0.26	188.	20.	8709F	4.01	299.	--	9061	0.73	205.	20.
7327F	17.64	500.	--	8017	0.79	207.	20.	8710	1.86	244.	20.	9062	0.73	205.	20.
7333M	7.53	.	--	8018	2.97	283.	20.	8719	1.86	244.	20.	9063	0.46	195.	20.
7335M	8.85	.	--	8021	2.72	274.	20.	8720	0.64	201.	20.	9077F	6.13	465.	--
7337M	11.10	.	--	8031	1.24	222.	20.	8721	0.14	184.	20.	9079	0.73	205.	20.
7350F	14.45	500.	--	8032	1.01	214.	20.	8726F	3.77	291.	--	9089	0.49	196.	20.
7360	3.68	308.	20.	8033	1.13	219.	20.	8734M	0.44	.	--	9093	0.72	204.	20.
7370	3.66	307.	20.	8034	2.18	255.	20.	8737M	0.35	.	--	9101	3.01	284.	20.
7380	5.31	456.	20.	8039	1.26	223.	20.	8738M	0.55	.	--	9102	1.96	248.	20.
7382	2.91	281.	20.	8044	2.12	253.	20.	8742	0.08	182.	20.	9154	1.47	230.	20.
7394M	9.68	.	--	8046	1.93	247.	20.	8745	4.06	321.	20.	9156	1.43	229.	20.
7395M	12.37	.	--	8048	1.85	244.	20.	8747	0.58	199.	20.	9178	9.98	500.	20.
7398M	15.51	.	--	8058	1.85	244.	20.	8748	0.43	194.	20.	9179	36.44	500.	20.
7403	2.58	269.	20.	8103	2.24	257.	20.	8800	0.74	205.	20.	9180	3.36	297.	20.
7405d	0.82	217.	20.	8105	7.18	500.	20.	8803	0.03	180.	20.	9182	2.16	255.	20.
7420	8.32	500.	20.	8106	3.51	302.	20.	8805M	0.18	.	--	9186	3.36	297.	20.
7421	0.85	209.	20.	8107	1.90	246.	20.	8810	0.04	180.	20.	9220	2.86	279.	20.
7422	0.85	209.	20.	8111	2.13	254.	20.	8814M	0.14	.	--	9402	3.33	296.	20.
7425	2.33	261.	20.	8203	3.92	316.	20.	8815M	0.23	.	--	9403	9.38	500.	20.
7431e	0.64	209.	20.	8204	3.71	309.	20.	8820	0.04	180.	20.	9410	2.83	278.	20.
7445f	0.27	.	.	8215	2.32	260.	20.	8824	1.66	237.	20.	9501	1.62	216.	--
7453g	0.21	.	.	8227	4.77	467.	50.	8826	1.22	222.	20.	9505	1.62	216.	--

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

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
9519	1.89	245.	20.												
9521	2.83	258.	--												
9522	1.41	208.	--												
9533	14.73	500.	50.												
9534	4.61	461.	50.												
9549	2.93	312.	50.												
9552	4.32	451.	50.												
9586	0.24	187.	20.												
9620	0.60	200.	20.												

MISCELLANEOUS VALUES

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

Employee operated vehicles .... $137,700.00‡

Leased or rented vehicles... $91,800.00‡

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 .... $64,300.00‡

Payroll Limitations:

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

Minimum individual payroll for an executive officer per week...$280.00‡

Maximum individual payroll for an executive officer per week...$1,410.00‡

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..$280.00‡

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...$280.00‡

Maximum individual payroll for an elected or appointed officer per week......................................$1,410.00‡

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.........$420.00‡

Code 9179 - Athletic Sports Or Park: Contact Sports...$420.00‡

Code 9178 - Athletic Sports Or Park: Non-Contact Sports ....$420.00‡

Terrorism Insurance Program—Certified Loss: 0.03

BENEFITS DEDUCTIBLE COVERAGE PROGRAM

Medical and Indemnity Deductible Amount	Premium Reduction Percentage
$ 500	1.5%
$1,000	2.5%
$2,000	3.8%
$2,500	4.4%
$5,000	6.7%

BENEFITS CLAIM AND AGGREGATE DEDUCTIBLE PROGRAM

Basis for the Aggregate Limit	Claim Deductible Amount	Aggregate Deductible Amount	Premium Reduction Percentage
0 to $75,000	$2,500	$10,000	4.3%
$75,001 to $100,000	$2,500	$10,000	4.2%
$100,001 to $125,000	$2,500	$10,000	4.1%
$125,001 to $150,000	$2,500	$10,000	4.0%
$150,001 to $200,000	$2,500	$10,000	3.8%
over $200,000	$2,500	5% of Basis for the Aggregate Limit	3.5%

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.

‡Effective October 1, 2022

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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 .... 16.0% (Multiply an eligible Non-F classification rate by a factor of 1.160)

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	1.08	.19	2115	2.30	.17	3041	1.10	.17	3634	0.76	.17	4439	2.15	.18
0008	0.96	.18	2121	0.58	.18	3042	1.34	.17	3635	0.85	.19	4452	1.26	.17
0016	1.37	.18	2130	0.65	.17	3066	0.98	.18	3638	0.70	.17	4459	1.06	.17
0034	1.09	.18	2131	1.29	.18	3076	1.14	.17	3642	0.51	.17	4470	0.76	.17
0035	0.70	.17	2143	0.88	.17	3081D	1.63	.17	3643	0.75	.17	4484	0.92	.17
0036	1.09	.18	2150	1.53	.18	3082D	1.63	.17	3647	0.89	.17	4493	0.86	.17
0042	1.40	.18	2156	1.34	.18	3085D	1.66	.18	3648	0.45	.17	4511	0.12	.17
0046	1.19	.19	2157	1.73	.16	3110	2.94	.17	3681	0.25	.17	4512	0.03	.17
0050	1.97	.18	2172	0.69	.17	3111	0.97	.17	3685	0.21	.17	4557	0.84	.16
0059D	.	.	2211	2.19	.17	3113	0.71	.17	3724	1.65	.17	4558	0.78	.18
0065D	.	.	2220	1.24	.18	3114	1.07	.18	3726	1.76	.16	4583	1.06	.17
0066D	.	.	2260	1.99	.17	3118	0.59	.17	3807	0.95	.18	4611	0.35	.17
0067D	.	.	2288	1.68	.17	3119	0.44	.17	3808	1.28	.17	4635	1.84	.19
0079	1.07	.17	2305	0.98	.17	3120	0.54	.16	3821	2.01	.18	4653	0.91	.17
0083	1.38	.18	2362	0.90	.18	3122	0.91	.17	3826	1.47	.18	4665	4.10	.18
0106	3.54	.18	2380	0.69	.18	3127	0.66	.17	3830	0.65	.17	4692	0.22	.17
0113	1.09	.18	2402	0.86	.18	3131	0.57	.18	3841	0.76	.17	4693	0.33	.17
0170	1.09	.18	2413	1.16	.17	3132	0.85	.18	4000	2.36	.17	4720	0.74	.18
0771	.	.	2416	1.14	.18	3145	0.58	.17	4021	1.24	.17	4740	0.30	.17
0908	38.30	.17	2417	0.66	.16	3146	0.82	.17	4024	1.44	.17	4741	1.16	.17
0909	98.78	.19	2501	0.92	.17	3169	0.91	.18	4034	2.83	.18	4771	1.47	.17
0912	197.56	.19	2503	0.45	.17	3179	0.47	.17	4036	0.72	.17	4777	1.04	.17
0913	76.60	.17	2570	1.41	.17	3180	1.02	.17	4038	1.07	.16	4825	0.15	.17
0917	0.99	.17	2576	0.88	.17	3188	0.89	.17	4053	1.21	.16	4828	0.41	.17
0918	0.18	.16	2585	1.30	.17	3200	0.95	.17	4062	0.91	.17	4829	0.39	.17
1430	1.55	.17	2586	0.92	.18	3220	0.92	.17	4112	0.13	.18	4902	0.67	.17
1438	1.36	.17	2587	0.91	.17	3223	(a)	(a)	4113	1.21	.16	4923	0.25	.17
1463	4.68	.19	2623	1.72	.18	3255	0.91	.17	4114	1.36	.17	5020	1.78	.16
1624D	1.75	.17	2651	0.57	.17	3257	1.02	.18	4130	1.62	.17	5022	3.41	.17
1655	1.13	.17	2660	0.83	.17	3270	0.74	.17	4133	0.82	.17	5037	4.58	.17
1701	1.09	.16	2683	0.89	.18	3300	1.44	.18	4150	0.32	.16	5040	8.64	.16
1710D	1.81	.17	2688	0.88	.18	3305	(a)	(a)	4239	1.10	.17	5057	6.92	.18
1747	0.90	.17	2702	6.12	.19	3315	1.29	.17	4243	1.08	.17	5059	9.76	.18
1748	1.47	.18	2710	2.35	.17	3336	0.95	.17	4244	1.31	.18	5102	2.48	.16
1853	0.51	.16	2731	1.18	.18	3365	1.76	.18	4250	0.95	.17	5146	2.59	.16
1924	1.17	.17	2747	2.45	.17	3372	0.90	.17	4251	1.10	.16	5160	1.29	.16
1925	2.39	.22	2790	0.95	.17	3373	1.55	.17	4273	1.20	.17	5183	1.33	.17
2003	1.43	.17	2802	1.44	.18	3381	0.71	.17	4279	1.04	.17	5188	1.47	.16
2014	1.54	.17	2835	0.89	.17	3383	0.58	.17	4283	0.79	.16	5190	0.91	.17
2021	1.16	.17	2836	1.15	.16	3385	0.39	.18	4299	0.75	.17	5191	0.29	.18
2039	1.88	.17	2841	1.36	.18	3400	0.89	.18	4304	2.19	.18	5192	1.16	.17
2041	1.04	.17	2883	1.24	.17	3507	1.12	.17	4307	0.63	.18	5213	3.36	.17
2070	1.45	.16	2923	0.52	.17	3515	1.01	.17	4308	0.91	.14	5215	2.06	.17
2081	1.33	.18	2942	0.70	.17	3558	0.29	.19	4351	0.40	.17	5221	2.67	.17
2089	1.10	.17	3018	0.97	.17	3571	0.26	.17	4352	0.44	.17	5222	3.28	.16
2095	1.23	.17	3022	1.47	.18	3574	0.70	.17	4360	0.26	.17	5223	1.45	.17
2101	1.15	.17	3027	1.20	.18	3612	0.55	.17	4361	0.24	.18	5348	1.72	.16
2105	(a)	(a)	3028	1.25	.17	3620	1.27	.17	4362	0.19	.17	5402	2.43	.16
2111	0.96	.18	3030	2.01	.18	3629	0.70	.17	4410	1.15	.18	5403	3.25	.17
2114	1.15	.17	3040	2.34	.17	3632	0.65	.17	4432	0.37	.17	5437	1.39	.17

(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.

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	1.22	.17	7016M	1.12	.79	7704	1.58	.18	8719	0.92	.17	9179	20.35	.21
5445	2.27	.16	7024M	1.40	.79	7720	0.66	.17	8720	0.33	.17	9180	1.74	.19
5462	2.38	.17	7038M	2.12	.76	7855	1.57	.17	8721	0.07	.17	9182	1.16	.19
5472	3.16	.16	7046M	3.02	.58	8001	0.78	.18	8726F	1.81	.18	9186	1.68	.19
5473	4.11	.17	7047M	1.76	.69	8002	0.78	.19	8734M	0.21	.54	9220	1.49	.17
5474	1.76	.17	7050M	3.32	.67	8006	0.43	.17	8737M	0.17	.54	9402	1.72	.17
5478	1.70	.16	7090M	2.65	.76	8008	0.32	.17	8738M	0.26	.53	9403	4.70	.17
5479	2.12	.17	7098M	3.55	.58	8010	0.64	.18	8742	0.04	.18	9410	1.51	.18
5480	1.69	.16	7099M	4.45	.51	8013	0.14	.19	8745	2.11	.18	9501	0.85	.17
5506	2.00	.17	7133	(a)	(a)	8017	0.44	.17	8747	0.32	.16	9505	0.85	.17
5507	1.84	.17	7151M	3.96	.52	8018	1.66	.17	8748	0.22	.17	9519	0.98	.16
5508D	1.90	.18	7152M	6.22	.52	8021	1.46	.17	8800	0.43	.17	9521	1.46	.17
5509	2.33	.18	7153M	4.96	.52	8031	0.67	.18	8803	0.02	.17	9522	0.75	.16
5538	1.54	.17	7219	2.97	.17	8032	0.57	.17	8805M	0.09	.60	9533	7.10	.16
5545	18.26	.18	7230	3.85	.17	8033	0.60	.18	8810	0.02	.18	9534	2.22	.17
5547	4.08	.18	7231	4.71	.17	8034	1.17	.16	8814M	0.07	.60	9549	1.52	.16
5606	0.47	.17	7309F	4.77	.18	8039	0.71	.18	8815M	0.11	.59	9552	2.23	.17
5610	2.30	.16	7313F	6.57	.16	8044	1.10	.18	8820	0.02	.17	9586	0.14	.17
5645	2.59	.18	7317F	5.47	.17	8046	1.03	.19	8824	0.89	.17	9620	0.31	.18
5701	6.01	.17	7327F	8.07	.17	8048	1.03	.17	8826	0.68	.17			
5703	3.51	.17	7333M	4.51	.70	8058	0.99	.18	8829	1.09	.16			
5705	4.10	.17	7335M	5.30	.70	8103	1.16	.17	8831	0.40	.21			
6003	2.48	.16	7337M	6.65	.61	8105	4.01	.16	8832	0.11	.17			
6005	1.90	.18	7350F	6.69	.16	8106	1.82	.18	8833	0.48	.17			
6204	2.26	.16	7360	1.90	.17	8107	0.98	.17	8835	0.70	.16			
6217	1.70	.17	7370	1.96	.17	8111	1.14	.18	8837	(a)	(a)			
6229	1.71	.17	7380	2.77	.17	8203	2.10	.17	8868	0.33	.18			
6233	0.77	.16	7382	1.56	.17	8204	1.92	.17	8901	0.02	.18			
6251D	1.64	.16	7394M	5.80	.84	8215	1.20	.18	9014	0.85	.17			
6252D	1.73	.17	7395M	7.41	.84	8227	2.27	.18	9015	1.21	.17			
6306	3.60	.16	7398M	9.29	.74	8232	1.90	.17	9016	0.61	.19			
6319	0.96	.17	7403	1.33	.17	8233	2.22	.18	9019	1.20	.17			
6325	1.06	.17	7405	0.56	.17	8235	1.74	.18	9033	1.08	.17			
6400	1.86	.18	7420	4.11	.19	8263	1.94	.17	9040	1.26	.17			
6504	1.15	.17	7421	0.42	.15	8264	1.85	.17	9044	0.60	.17			
6702M	(a)	(a)	7422	0.42	.15	8265	2.15	.18	9052	0.67	.17			
6703M	(a)	(a)	7425	1.15	.17	8279	1.44	.19	9058	0.69	.17			
6704M	(a)	(a)	7431	0.42	.15	8291	1.69	.18	9060	0.44	.18			
6801F	2.24	.17	7445	.	.	8292	1.44	.17	9061	0.43	.17			
6811	2.01	.17	7453	.	.	8293	2.67	.18	9062	0.43	.17			
6824F	2.73	.19	7502	0.83	.16	8350	2.73	.17	9063	0.26	.19			
6826F	1.79	.17	7515	1.14	.20	8380	1.00	.17	9077F	3.05	.21			
6834	0.98	.18	7520	1.37	.17	8381	0.53	.17	9079	0.42	.18			
6836	1.18	.18	7538	1.65	.17	8385	1.51	.17	9089	0.27	.18			
6843F	5.18	.17	7539	0.56	.17	8392	0.64	.18	9093	0.40	.18			
6854	4.66	.17	7580	1.29	.17	8393	0.55	.17	9101	1.68	.17			
6872F	4.80	.19	7590	2.38	.19	8500	2.22	.18	9102	1.05	.18			
6874F	6.33	.17	7600	1.83	.16	8601	0.09	.17	9154	0.79	.18			
6882	4.32	.19	7601	1.54	.17	8709F	1.83	.18	9156	0.75	.18			
6884	5.69	.17	7610	0.16	.16	8710	0.96	.17	9178	5.82	.23			

(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).

EXPERIENCE RATING PLAN MANUAL   **MASSACHUSETTS**
PART FIVE   **Page 3**
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TABLE OF WEIGHTING VALUES

Expected Losses	Weighting Values	Expected Losses	Weighting Values	Expected Losses	Weighting Values
0 - 2,931	0.04	829,408 - 894,882	0.24	3,418,995 - 3,696,438	0.44
2,932 - 11,851	0.05	894,883 - 963,836	0.25	3,696,439 - 4,005,844	0.45
11,852 - 20,962	0.06	963,837 - 1,036,559	0.26	4,005,845 - 4,353,074	0.46
20,963 - 86,018	0.07	1,036,560 - 1,113,376	0.27	4,353,075 - 4,745,517	0.47
86,019 - 125,216	0.08	1,113,377 - 1,194,645	0.28	4,745,518 - 5,192,622	0.48
125,217 - 162,596	0.09	1,194,646 - 1,280,770	0.29	5,192,623 - 5,706,665	0.49
162,597 - 200,061	0.10	1,280,771 - 1,372,202	0.30	5,706,666 - 6,303,899	0.50
200,062 - 238,261	0.11	1,372,203 - 1,469,451	0.31	6,303,900 - 7,006,299	0.51
238,262 - 277,532	0.12	1,469,452 - 1,573,094	0.32	7,006,300 - 7,844,326	0.52
277,533 - 318,093	0.13	1,573,095 - 1,683,786	0.33	7,844,327 - 8,861,466	0.53
318,094 - 360,117	0.14	1,683,787 - 1,802,272	0.34	8,861,467 - 10,122,016	0.54
360,118 - 403,757	0.15	1,802,273 - 1,929,410	0.35	10,122,017 - 11,725,231	0.55
403,758 - 449,157	0.16	1,929,411 - 2,066,185	0.36	11,725,232 - 13,832,817	0.56
449,158 - 496,463	0.17	2,066,186 - 2,213,738	0.37	13,832,818 - 16,727,225	0.57
496,464 - 545,823	0.18	2,213,739 - 2,373,398	0.38	16,727,226 - 20,950,201	0.58
545,824 - 597,396	0.19	2,373,399 - 2,546,720	0.39	20,950,202 - 27,688,977	0.59
597,397 - 651,350	0.20	2,546,721 - 2,735,538	0.40	27,688,978 - 40,145,480	0.60
651,351 - 707,868	0.21	2,735,539 - 2,942,030	0.41	40,145,481 - 70,958,899	0.61
707,869 - 767,148	0.22	2,942,031 - 3,168,801	0.42	70,958,900 - 274,327,342	0.62
767,149 - 829,407	0.23	3,168,802 - 3,418,994	0.43	274,327,343 - 999,999,999	0.63

(a) G 14
(b) State Per Claim Accident Limitation.. $350,000
(c) State Multiple Claim Accident Limitation $700,000
(d) U.S. Longshore and Harbor Workers' Act Per Claim Accident Limitation $130,000
(e) U.S. Longshore and Harbor Workers' Act Multiple Claim Accident Limitation $260,000
(f) Employers Liability Accident Limitation $55,000
(g) Primary/Excess Loss Split Point $7,500
(h) USL&HW Act—Expected Loss Factor—Non-F Classes .... **1.112 †**
(Multiply a Non-F classification ELR by the USL&HW Act – Expected Loss Factor of 1.137)
(i) Cap on Modifications = 1 + (0.00005) [(Expected Losses) + (2) (Expected Losses) / (14)]

† The USL&H Act-Expected Loss Factor-Non-F Classes updated to reflect July 1, 2023 rate revision.

RETROSPECTIVE RATING PLAN MANUAL
STATE SPECIAL RATING VALUES

Effective July 1, 2023

MASSACHUSETTS
RR1
Original Printing

1. **Hazard Group Differentials**

A	B	C	D	E	F	G
1.74	1.48	1.27	1.08	0.89	0.70	0.56

2. **Tax Multipliers**
a. State (non-F Classes)   1.043*
b. Federal Classes, or non-F classes   1.084*
where rate is increased by the
USL&HW Act Percentage
* Includes 1.56% residual market subsidy provision
  and 0% insolvency fund assessment provision

3. **Expected Loss Ratio**
0.652

Expected Loss and Allocated
Loss Adjustment Expense
Ratio (ALAE Option)
0.707

4. **Loss Conversion Factor**
1.183

Loss Conversion Factor
for Allocated Loss Adjustment
Expense Option (ALAE Option)
1.090

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

Type A Company	Type B Company
Massachusetts	Massachusetts
Effective July 1, 2023	Effective July 1, 2023

Table of Expense Ratios Excluding Allocated
Loss Adjustment Expense and Taxes
and Including Profit and Contingencies

Type A Company	Type B Company
Massachusetts	Massachusetts
Effective July 1, 2023	Effective July 1, 2023

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	0.428	0.453	0.477	0.498	0.518	0.547	0.577
30,000	0.411	0.437	0.462	0.484	0.504	0.535	0.568
35,000	0.395	0.422	0.447	0.471	0.492	0.523	0.560
40,000	0.381	0.408	0.435	0.459	0.481	0.513	0.552
50,000	0.355	0.384	0.412	0.439	0.461	0.494	0.538
75,000	0.306	0.335	0.365	0.397	0.420	0.455	0.508
100,000	0.268	0.297	0.328	0.363	0.387	0.422	0.482
125,000	0.238	0.266	0.298	0.335	0.359	0.393	0.458
150,000	0.214	0.240	0.272	0.310	0.333	0.367	0.436
175,000	0.193	0.217	0.249	0.287	0.310	0.343	0.416
200,000	0.176	0.198	0.229	0.267	0.290	0.322	0.397
250,000	0.147	0.167	0.196	0.233	0.254	0.285	0.363
300,000	0.125	0.143	0.170	0.206	0.226	0.254	0.333
500,000	0.076	0.087	0.107	0.136	0.151	0.173	0.246
1,000,000	0.036	0.041	0.052	0.069	0.077	0.090	0.141
2,000,000	0.016	0.019	0.024	0.032	0.037	0.043	0.072
3,000,000	0.010	0.011	0.015	0.020	0.023	0.027	0.047
4,000,000	0.007	0.008	0.010	0.014	0.016	0.019	0.034
5,000,000	0.005	0.006	0.008	0.011	0.012	0.015	0.026

MASSACHUSETTS
RR2
Original Printing

RETROSPECTIVE RATING PLAN MANUAL
STATE SPECIAL RATING VALUES

Effective July 1, 2023

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	0.473	0.500	0.525	0.546	0.568	0.598	0.629
30,000	0.454	0.482	0.509	0.532	0.554	0.586	0.620
35,000	0.437	0.466	0.494	0.518	0.541	0.574	0.612
40,000	0.422	0.452	0.480	0.506	0.529	0.563	0.604
50,000	0.396	0.426	0.456	0.484	0.508	0.544	0.589
75,000	0.343	0.375	0.407	0.440	0.465	0.503	0.558
100,000	0.302	0.334	0.368	0.405	0.430	0.468	0.531
125,000	0.270	0.301	0.335	0.374	0.401	0.438	0.506
150,000	0.244	0.273	0.307	0.348	0.374	0.411	0.484
175,000	0.221	0.249	0.283	0.324	0.350	0.386	0.463
200,000	0.202	0.227	0.262	0.303	0.328	0.363	0.443
250,000	0.170	0.193	0.225	0.267	0.290	0.324	0.407
300,000	0.146	0.166	0.197	0.237	0.258	0.290	0.375
500,000	0.089	0.102	0.126	0.158	0.175	0.200	0.282
1,000,000	0.042	0.049	0.062	0.081	0.091	0.106	0.164
2,000,000	0.019	0.022	0.029	0.039	0.044	0.051	0.085
3,000,000	0.012	0.014	0.018	0.024	0.027	0.033	0.055
4,000,000	0.008	0.010	0.012	0.017	0.019	0.023	0.040
5,000,000	0.006	0.007	0.009	0.013	0.015	0.018	0.031

8. **Retrospective Development Factors**

With Loss Limit				Without Loss Limit			
1st Adj.	2nd Adj.	3rd Adj.	4th & Subsequent Adj.	1st Adj.	2nd Adj.	3rd Adj.	4th & Subsequent Adj.
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 2023*

Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio	Standard Premium From	To	Expense Ratio
0 -	10,058	0.307	18,274 -	18,663	0.267	112,604 -	129,289	0.227
10,059 -	10,175	0.306	18,664 -	19,071	0.266	129,290 -	151,781	0.226
10,176 -	10,295	0.305	19,072 -	19,498	0.265	151,782 -	183,746	0.225
10,296 -	10,418	0.304	19,499 -	19,943	0.264	183,747 -	204,944	0.224
10,419 -	10,544	0.303	19,944 -	20,410	0.263	204,945 -	213,540	0.223
10,545 -	10,673	0.302	20,411 -	20,899	0.262	213,541 -	222,889	0.222
10,674 -	10,805	0.301	20,900 -	21,412	0.261	222,890 -	233,094	0.221
10,806 -	10,940	0.300	21,413 -	21,950	0.260	233,095 -	244,278	0.220
10,941 -	11,079	0.299	21,951 -	22,517	0.259	244,279 -	256,590	0.219
11,080 -	11,222	0.298	22,518 -	23,113	0.258	256,591 -	270,208	0.218
11,223 -	11,368	0.297	23,114 -	23,742	0.257	270,209 -	285,353	0.217
11,369 -	11,518	0.296	23,743 -	24,406	0.256	285,354 -	302,297	0.216
11,519 -	11,672	0.295	24,407 -	25,109	0.255	302,298 -	321,380	0.215
11,673 -	11,831	0.294	25,110 -	25,853	0.254	321,381 -	343,034	0.214
11,832 -	11,993	0.293	25,854 -	26,642	0.253	343,035 -	367,818	0.213
11,994 -	12,160	0.292	26,643 -	27,481	0.252	367,819 -	396,461	0.212
12,161 -	12,332	0.291	27,482 -	28,375	0.251	396,462 -	429,942	0.211
12,333 -	12,509	0.290	28,376 -	29,329	0.250	429,943 -	469,600	0.210
12,510 -	12,691	0.289	29,330 -	30,349	0.249	469,601 -	517,317	0.209
12,692 -	12,878	0.288	30,350 -	31,443	0.248	517,318 -	575,828	0.208
12,879 -	13,071	0.287	31,444 -	32,618	0.247	575,829 -	649,263	0.207
13,072 -	13,270	0.286	32,619 -	33,885	0.246	649,264 -	744,166	0.206
13,271 -	13,475	0.285	33,886 -	35,254	0.245	744,167 -	871,563	0.205
13,476 -	13,686	0.284	35,255 -	36,739	0.244	871,564 -	1,051,589	0.204
13,687 -	13,904	0.283	36,740 -	38,354	0.243	1,051,590 -	1,325,346	0.203
13,905 -	14,130	0.282	38,355 -	40,117	0.242	1,325,347 -	1,759,556	0.202
14,131 -	14,362	0.281	40,118 -	42,051	0.241	1,759,557 -	1,913,510	0.201
14,363 -	14,603	0.280	42,052 -	44,180	0.240	1,913,511 -	2,096,989	0.200
14,604 -	14,851	0.279	44,181 -	46,537	0.239	2,096,990 -	2,319,386	0.199
14,852 -	15,108	0.278	46,538 -	49,159	0.238	2,319,387 -	2,594,552	0.198
15,109 -	15,375	0.277	49,160 -	52,094	0.237	2,594,553 -	2,943,796	0.197
15,376 -	15,650	0.276	52,095 -	55,402	0.236	2,943,797 -	3,401,685	0.196
15,651 -	15,936	0.275	55,403 -	59,158	0.235	3,401,686 -	4,028,256	0.195
15,937 -	16,233	0.274	59,159 -	63,461	0.234	4,028,257 -	4,937,764	0.194
16,234 -	16,540	0.273	63,462 -	68,439	0.233	4,937,765 -	6,377,744	0.193
16,541 -	16,860	0.272	68,440 -	74,264	0.232	6,377,745 -	9,003,355	0.192
16,861 -	17,192	0.271	74,265 -	81,174	0.231	9,003,356 -	15,303,589	0.191
17,193 -	17,538	0.270	81,175 -	89,501	0.230	15,303,590 -	50,972,067	0.190
17,539 -	17,898	0.269	89,502 -	99,731	0.229	50,972,068 -	OVER	0.189
17,899 -	18,273	0.268	99,732 -	112,603	0.228			

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 2023*

Standard Premium			Expense Ratio	Standard Premium			Expense Ratio	Standard Premium			Expense Ratio
0	-	10,103	0.307	20,043	-	20,899	0.282	247,542	-	268,484	0.257
10,104	-	10,316	0.306	20,900	-	21,832	0.281	268,485	-	293,297	0.256
10,317	-	10,539	0.305	21,833	-	22,852	0.280	293,298	-	323,163	0.255
10,540	-	10,771	0.304	22,853	-	23,972	0.279	323,164	-	359,802	0.254
10,772	-	11,014	0.303	23,973	-	25,208	0.278	359,803	-	405,811	0.253
11,015	-	11,267	0.302	25,209	-	26,578	0.277	405,812	-	465,312	0.252
11,268	-	11,533	0.301	26,579	-	28,106	0.276	465,313	-	545,260	0.251
11,534	-	11,812	0.300	28,107	-	29,820	0.275	545,261	-	658,379	0.250
11,813	-	12,104	0.299	29,821	-	31,757	0.274	658,380	-	830,719	0.249
12,105	-	12,411	0.298	31,758	-	33,963	0.273	830,720	-	1,125,276	0.248
12,412	-	12,735	0.297	33,964	-	36,498	0.272	1,125,277	-	1,743,482	0.247
12,736	-	13,075	0.296	36,499	-	39,442	0.271	1,743,483	-	1,917,001	0.246
13,076	-	13,434	0.295	39,443	-	42,902	0.270	1,917,002	-	2,120,764	0.245
13,435	-	13,814	0.294	42,903	-	47,028	0.269	2,120,765	-	2,372,997	0.244
13,815	-	14,215	0.293	47,029	-	52,033	0.268	2,372,998	-	2,693,328	0.243
14,216	-	14,641	0.292	52,034	-	58,229	0.267	2,693,329	-	3,113,638	0.242
14,642	-	15,093	0.291	58,230	-	66,101	0.266	3,113,639	-	3,689,389	0.241
15,094	-	15,574	0.290	66,102	-	76,433	0.265	3,689,390	-	4,526,373	0.240
15,575	-	16,086	0.289	76,434	-	90,594	0.264	4,526,374	-	5,854,551	0.239
16,087	-	16,633	0.288	90,595	-	111,196	0.263	5,854,552	-	8,285,885	0.238
16,634	-	17,219	0.287	111,197	-	143,925	0.262	8,285,886	-	14,170,923	0.237
17,220	-	17,847	0.286	143,926	-	200,600	0.261	14,170,924	-	48,907,168	0.236
17,848	-	18,524	0.285	200,601	-	214,136	0.260	48,907,169	-	OVER	0.235
18,525	-	19,253	0.284	214,137	-	229,630	0.259				
19,254	-	20,042	0.283	229,631	-	247,541	0.258				

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 2023

Standard Premium	Expense Ratio	Standard Premium	Expense Ratio	Standard Premium	Expense Ratio
0 - 10,058	0.252	18,274 - 18,663	0.212	112,604 - 129,289	0.172
10,059 - 10,175	0.251	18,664 - 19,071	0.211	129,290 - 151,781	0.171
10,176 - 10,295	0.250	19,072 - 19,498	0.210	151,782 - 183,746	0.170
10,296 - 10,418	0.249	19,499 - 19,943	0.209	183,747 - 204,944	0.169
10,419 - 10,544	0.248	19,944 - 20,410	0.208	204,945 - 213,540	0.168
10,545 - 10,673	0.247	20,411 - 20,899	0.207	213,541 - 222,889	0.167
10,674 - 10,805	0.246	20,900 - 21,412	0.206	222,890 - 233,094	0.166
10,806 - 10,940	0.245	21,413 - 21,950	0.205	233,095 - 244,278	0.165
10,941 - 11,079	0.244	21,951 - 22,517	0.204	244,279 - 256,590	0.164
11,080 - 11,222	0.243	22,518 - 23,113	0.203	256,591 - 270,208	0.163
11,223 - 11,368	0.242	23,114 - 23,742	0.202	270,209 - 285,353	0.162
11,369 - 11,518	0.241	23,743 - 24,406	0.201	285,354 - 302,297	0.161
11,519 - 11,672	0.240	24,407 - 25,109	0.200	302,298 - 321,380	0.160
11,673 - 11,831	0.239	25,110 - 25,853	0.199	321,381 - 343,034	0.159
11,832 - 11,993	0.238	25,854 - 26,642	0.198	343,035 - 367,818	0.158
11,994 - 12,160	0.237	26,643 - 27,481	0.197	367,819 - 396,461	0.157
12,161 - 12,332	0.236	27,482 - 28,375	0.196	396,462 - 429,942	0.156
12,333 - 12,509	0.235	28,376 - 29,329	0.195	429,943 - 469,600	0.155
12,510 - 12,691	0.234	29,330 - 30,349	0.194	469,601 - 517,317	0.154
12,692 - 12,878	0.233	30,350 - 31,443	0.193	517,318 - 575,828	0.153
12,879 - 13,071	0.232	31,444 - 32,618	0.192	575,829 - 649,263	0.152
13,072 - 13,270	0.231	32,619 - 33,885	0.191	649,264 - 744,166	0.151
13,271 - 13,475	0.230	33,886 - 35,254	0.190	744,167 - 871,563	0.150
13,476 - 13,686	0.229	35,255 - 36,739	0.189	871,564 - 1,051,589	0.149
13,687 - 13,904	0.228	36,740 - 38,354	0.188	1,051,590 - 1,325,346	0.148
13,905 - 14,130	0.227	38,355 - 40,117	0.187	1,325,347 - 1,759,556	0.147
14,131 - 14,362	0.226	40,118 - 42,051	0.186	1,759,557 - 1,913,510	0.146
14,363 - 14,603	0.225	42,052 - 44,180	0.185	1,913,511 - 2,096,989	0.145
14,604 - 14,851	0.224	44,181 - 46,537	0.184	2,096,990 - 2,319,386	0.144
14,852 - 15,108	0.223	46,538 - 49,159	0.183	2,319,387 - 2,594,552	0.143
15,109 - 15,375	0.222	49,160 - 52,094	0.182	2,594,553 - 2,943,796	0.142
15,376 - 15,650	0.221	52,095 - 55,402	0.181	2,943,797 - 3,401,685	0.141
15,651 - 15,936	0.220	55,403 - 59,158	0.180	3,401,686 - 4,028,256	0.140
15,937 - 16,233	0.219	59,159 - 63,461	0.179	4,028,257 - 4,937,764	0.139
16,234 - 16,540	0.218	63,462 - 68,439	0.178	4,937,765 - 6,377,744	0.138
16,541 - 16,860	0.217	68,440 - 74,264	0.177	6,377,745 - 9,003,355	0.137
16,861 - 17,192	0.216	74,265 - 81,174	0.176	9,003,356 - 15,303,589	0.136
17,193 - 17,538	0.215	81,175 - 89,501	0.175	15,303,590 - 50,972,067	0.135
17,539 - 17,898	0.214	89,502 - 99,731	0.174	50,972,068 - OVER	0.134
17,899 - 18,273	0.213	99,732 - 112,603	0.173		

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 2023

Standard Premium		Expense Ratio	Standard Premium		Expense Ratio	Standard Premium		Expense Ratio
0	- 10,103	0.252	20,043	- 20,899	0.227	247,542	- 268,484	0.202
10,104	- 10,316	0.251	20,900	- 21,832	0.226	268,485	- 293,297	0.201
10,317	- 10,539	0.250	21,833	- 22,852	0.225	293,298	- 323,163	0.200
10,540	- 10,771	0.249	22,853	- 23,972	0.224	323,164	- 359,802	0.199
10,772	- 11,014	0.248	23,973	- 25,208	0.223	359,803	- 405,811	0.198
11,015	- 11,267	0.247	25,209	- 26,578	0.222	405,812	- 465,312	0.197
11,268	- 11,533	0.246	26,579	- 28,106	0.221	465,313	- 545,260	0.196
11,534	- 11,812	0.245	28,107	- 29,820	0.220	545,261	- 658,379	0.195
11,813	- 12,104	0.244	29,821	- 31,757	0.219	658,380	- 830,719	0.194
12,105	- 12,411	0.243	31,758	- 33,963	0.218	830,720	- 1,125,276	0.193
12,412	- 12,735	0.242	33,964	- 36,498	0.217	1,125,277	- 1,743,482	0.192
12,736	- 13,075	0.241	36,499	- 39,442	0.216	1,743,483	- 1,917,001	0.191
13,076	- 13,434	0.240	39,443	- 42,902	0.215	1,917,002	- 2,120,764	0.190
13,435	- 13,814	0.239	42,903	- 47,028	0.214	2,120,765	- 2,372,997	0.189
13,815	- 14,215	0.238	47,029	- 52,033	0.213	2,372,998	- 2,693,328	0.188
14,216	- 14,641	0.237	52,034	- 58,229	0.212	2,693,329	- 3,113,638	0.187
14,642	- 15,093	0.236	58,230	- 66,101	0.211	3,113,639	- 3,689,389	0.186
15,094	- 15,574	0.235	66,102	- 76,433	0.210	3,689,390	- 4,526,373	0.185
15,575	- 16,086	0.234	76,434	- 90,594	0.209	4,526,374	- 5,854,551	0.184
16,087	- 16,633	0.233	90,595	- 111,196	0.208	5,854,552	- 8,285,885	0.183
16,634	- 17,219	0.232	111,197	- 143,925	0.207	8,285,886	- 14,170,923	0.182
17,220	- 17,847	0.231	143,926	- 200,600	0.206	14,170,924	- 48,907,168	0.181
17,848	- 18,524	0.230	200,601	- 214,136	0.205	48,907,169	- OVER	0.180
18,525	- 19,253	0.229	214,137	- 229,630	0.204			
19,254	- 20,042	0.228	229,631	- 247,541	0.203			

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%