Iowa

Advisory Rates,
Assigned Risk Rates,
and Rating Values Filing

Proposed Effective January 1, 2026

Dan Nelson, MCM, WCP
State Relations Executive
Regulatory Division

(P) 561-893-3784 (F) 561-893-5472
Email: Dan_Nelson@ncci.com

August 19, 2025

Honorable Doug Ommen
Insurance Commissioner
Iowa Department of Insurance and Financial Services
Iowa Insurance Division
1963 Bell Avenue
Des Moines, IA 50315

Re: Iowa Advisory Rates, Assigned Risk Rates, and Rating Values Filing
Proposed Effective January 1, 2026

Dear Commissioner Ommen:

In accordance with the applicable statutes and regulations of the state of Iowa, we are filing for your consideration and approval of prospective rates and rating values for the Iowa voluntary and assigned risk markets to become effective January 1, 2026 for new and renewal policies.

This filing proposes an overall average change of –2.5% to the voluntary rate level and the assigned risk rate level. The advisory prospective rates of the voluntary market are used as a basis for the rates in the assigned risk market.

This filing also proposes extending rates and Expected Loss Rates (ELRs) to three decimal places for all classification codes and statistical codes. This proposed change enables NCCI to recommend more precise and responsive changes by individual classification. The proposed change is expected to be premium neutral on an overall basis for the voluntary and assigned risk markets.

This filing is made exclusively on behalf of the companies that have given valid consideration for the express purpose of fulfilling regulatory rate filing requirements and other private use of this information.

In the enclosed appendix is a list of companies which, as of the time this filing is submitted, are eligible to reference this information. The inclusion of a company on this list merely indicates that the company, or the group to which it belongs, is affiliated with NCCI in this state, or has licensed this information as a nonaffiliate, and is not intended to indicate whether the company is currently writing business or is even licensed to write business in this state.

As always, if you should have any questions or need additional information, please do not hesitate to contact Dan Benzshawel at (561) 893-3093 or me at (561) 893-3784.

Sincerely,

Dan Nelson, MCM, WCP
State Relations Executive

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Workers Compensation Rate Filing – January 1, 2026

Actuarial Certification

I, Dan Benzshawel, am an Executive Director and Actuary for the National Council on Compensation Insurance, Inc. I am a Fellow of the Casualty Actuarial Society and a member of the American Academy of Actuaries, and I meet the Qualification Standards of the American Academy of Actuaries to provide the actuarial report contained herein.

The information contained in this report has been prepared under my direction in accordance with applicable Actuarial Standards of Practice as promulgated by the Actuarial Standards Board. The Actuarial Standards Board is vested by the U.S.-based actuarial organizations with the responsibility for promulgating Actuarial Standards of Practice for actuaries providing professional services in the United States. Each of these organizations requires its members, through its Code of Professional Conduct, to observe the Actuarial Standards of Practice when practicing in the United States.

Dan Benzshawel, FCAS, MAAA
Executive Director and Actuary
Actuarial and Economic Services

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Workers Compensation Rate Filing – January 1, 2026

Disclosures

Purpose of the Report

The purpose of this report is to provide the proposed voluntary and assigned risk rates for workers compensation policies in Iowa, proposed to be effective January 1, 2026.

The intended users of this report are:

- The Iowa Insurance Division
- Affiliated carriers, for their reference in determining workers compensation rates

Scope

The prospective advisory rates for the voluntary market are intended to cover the indemnity and medical benefits provided under the system, the expenses associated with providing these benefits (loss-based expenses), and any other costs associated with providing workers compensation insurance (such as commissions, taxes, etc.).

Each insurance company offering workers compensation insurance in Iowa may:

a) adopt the advisory rates which include provisions for expenses based on NCCI's compilation of industry expense data, or
b) deviate from the advisory rates.

Employers unable to secure coverage in the voluntary market can apply for such coverage in the assigned risk market. The proposed assigned risk rates are intended to cover the indemnity and medical benefits provided under the system, the expenses associated with providing these benefits (loss-based expenses), and any other costs associated with providing workers compensation insurance (such as commissions, taxes, etc.).

NCCI utilizes widely accepted general ratemaking methodologies in the calculation of voluntary and assigned risk rates, including (i) experience base determination, (ii) chain ladder development method, (iii) trending procedure, (iv) expense calculation, and (v) application of indemnity and medical benefit changes. These ratemaking methodologies are unchanged from the prior filing and continue to remain appropriate for use in this filing.

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Workers Compensation Rate Filing – January 1, 2026

Disclosures

Data Sources

Key Dates

Financial Data Valuation Date	December 31, 2024
Financial Call Data Cutoff Date	June 10, 2025
Unit Statistical Plan Data Cutoff Date	June 24, 2025
Filing Preparation Date	July 15, 2025

The overall average advisory rate level change is based on a review of Financial Call Data, which is an aggregation of workers compensation data annually reported to NCCI. In this filing, Financial Call Data submissions received after the Financial Call Data Cutoff Date were not considered for inclusion in the analysis.

Advisory rate level changes at the classification code level are based on Unit Statistical Plan Data, which is the audited exposure, premium, and loss information reported to NCCI on a policy level. In this filing, Unit Statistical Plan Data submissions received after the Unit Statistical Plan Data Cutoff Date were not considered for inclusion in the analysis.

In some areas, NCCI's analysis also relies on other data sources, which are reviewed for reasonableness and are referenced in the filing where applicable. Events that have occurred after the Filing Preparation Date that may have a material impact on workers compensation costs in this jurisdiction have not been considered in the analysis.

Data Exclusions

NCCI maintains several data reporting initiatives and programs to assist carriers to report data and to ensure that the data that is reported to NCCI is complete, accurate, and reported in a timely fashion. Occasionally, a carrier's data submission is not available for use in an NCCI filing either because the data was not reported prior to the filing, had quality issues, or NCCI determined that the data that was reported should not be included in the filing based on NCCI's actuarial judgment.

In this year's filing, data for all carriers writing at least one-tenth of one percent of the Iowa workers compensation written premium volume have been included in the experience period on which this filing is based.

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NCCI categorizes catastrophic events as those that incur aggregate workers compensation losses in excess of $50 million per occurrence. Terrorism, industrial accidents, natural disasters, pandemics, and other perils all have the potential to be catastrophic in terms of the costs they impose on the workers compensation system. NCCI's standard ratemaking methodology excludes losses related to catastrophes from the calculation of rates since these events are not considered to be predictive of future experience. Future catastrophic experience is contemplated through terrorism and catastrophe provisions. In line with previous filings, NCCI continues to exclude COVID-19 claims with accident dates between December 1, 2019 through June 30, 2023 from Financial Call Data and Unit Statistical Plan Data for use in ratemaking.

Other exclusions are made for the purposes of analysis, but do not have a material impact on the proposed changes in this filing.

Risks and Uncertainty

This filing includes assumptions and projections concerning the future. As with any prospective analysis, there exists estimation uncertainty in these assumptions and projections. Areas of this analysis subject to estimation uncertainty that could have a material impact on the final results include the following:

- Projection of future loss development
- Selection of loss ratio trends
- Unanticipated changes to wage or medical inflation
- Potential impact of changes to laws and/or regulations
- Unforeseen changes in future economic conditions, including any unexpected changes to the labor market

In addition, any future changes to workers compensation law or regulations that apply retroactively to policies or benefit claims on policies in the proposed effective period may have a significant impact on the adequacy of the rates proposed in this filing.

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Part 1 Filing Overview

- Executive Summary
- Overview of Methodology
- Summary of Selections
- Additional Proposed Changes

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Workers Compensation Rate Filing – January 1, 2026

Executive Summary

Based on its review of the most recently available data, NCCI has proposed the following overall average workers compensation voluntary rate and assigned risk rate level changes in Iowa to become effective January 1, 2026.

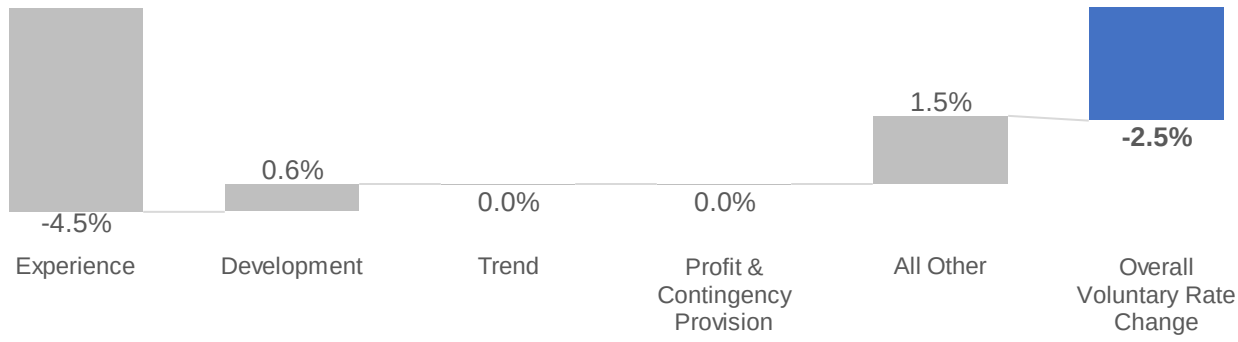
Summary of Overall Indications

Proposed Change in Overall Voluntary Rate Level	**– 2.5%**
Proposed Change in Overall Assigned Risk Rate Level	**– 2.5%**

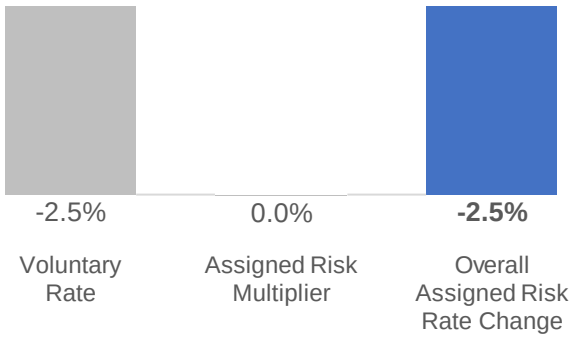
Breakdown of the Change in Key Components

Below are the changes in the key components underlying the overall voluntary rate and assigned risk rate level indications. The impact of these components are combined multiplicatively to produce the overall change. The overall change varies by classification code, each of which belongs to one of five Industry Groups.

Voluntary Rate



Assigned Risk Rate



The key components shown above are described in detail on the following page(s).

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Executive Summary

Key Component Overview

Experience and Development

- The filing is based on financial premium and loss experience for Policy Years 2022 and 2023 evaluated as of December 31, 2024. The experience period evaluated as of December 31, 2024 shows continued improvement when compared to the data evaluated as of December 31, 2023. Refer to Exhibit I for the considerations underlying the Experience Period and Loss Base selections.
    - A combination of both paid and paid plus case data was selected to best reflect the conditions likely to prevail in the proposed effective period.
    - Both Policy Years 2022 and 2023 demonstrate favorable experience. The use of the two most recently available full policy years appropriately balances stability and responsiveness. This methodology is consistent with prior filings in Iowa.
- Similar to previous Iowa filings, the reported loss amounts are projected to an ultimate basis using a 3-year average for paid losses and a 5-year average for paid plus case losses. The most recent valuation of development factors shows no clear deviation from historical values. Refer to Appendix A-II for considerations underlying the Development selection.

Trend

- Generally, the selected annual loss ratio trends in this year's filing are more heavily based on the observed mid- to long-term patterns. Refer to Appendix A-III for considerations underlying the Trend selection.
    - The selected annual indemnity loss ratio trend is –4.5% and the selected medical loss ratio trend is –3.5%. This represents no change to currently approved trend factors. These selections consider several aspects, including recent inflationary changes as well as impacts from House File 518.
    - After adjusting to a common wage level, Iowa's lost-time claim frequency continues to exhibit a long-term pattern of decline.
    - After adjusting to a common wage level, long-term indemnity average cost per case figures demonstrate a slightly declining trend, while long-term medical costs per case figures remain flat.

Executive Summary

Other Items of Note

- The primary driver of the proposed change is improved experience. The change in development has a minor impact on the overall voluntary rate level change, driven by modest increases to indemnity development patterns.
- There are no benefit changes proposed in this filing.
- This filing proposes an increase in the profit and continency provision from –1.0% to –0.5%, which reflects the investment returns expected in the prospective interest rate environment.
- The remaining components attributable to the voluntary rate level change include an increase to both production and loss adjustment expenses.
- Additional proposed methodology changes in this filing include the decimal extension of rates and Expected Loss Rates (ELRs) to three decimal places. Please refer to the Additional Proposed Changes section for additional information.

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Workers Compensation Rate Filing – January 1, 2026

Overview of Methodology

The following methodologies and assumptions used in this filing may not be applicable to or relevant for another purpose, including but not limited to NCCI filings in other jurisdictions.

Aggregate Ratemaking

NCCI's approach to determining the proposed overall average advisory rate level change utilizes widely accepted ratemaking methodologies. The approach employed in this filing includes the following steps:

- The reported historical premium totals are projected to an ultimate basis and adjusted to the current pure premium level
- The excess loss portion of individual large claims are removed from reported aggregate losses, based on an Iowa-specific large loss threshold
- The reported historical limited indemnity and medical loss totals are projected to an ultimate basis and adjusted to the current benefit level
- Ratios of losses to pure premium are projected to the cost levels expected in the rate effective period
- Ultimate, trended, limited losses are adjusted to an unlimited basis via a non-catastrophe excess ratio (with excess ratios at limits beyond $50 million set equal to zero)
- Proposed benefit level and expense changes are applied to the projected cost ratios

The indicated average advisory rate level change is calculated for the years in the filing's experience period. If the final projected cost ratios are greater (less) than 1.000, then an increase (decrease) in the average rate level is indicated.

Class Ratemaking

Once the proposed overall average advisory rate level change has been determined, NCCI separately determines rates per $100 of payroll for each workers compensation job classification (class); the advisory rates and year-over-year changes vary by class. Three sets of pure premiums are combined as part of each class code's advisory rate calculation based on the volume of available data for that job classification. The three sets of pure premiums are:

- State-specific payroll and loss experience ("indicated")
- Currently-approved pure premium adjusted to the proposed level ("present on rate level")
- Countrywide experience adjusted to state conditions ("national")

Overview of Methodology

Assigned Risk Rates

The proposed assigned risk rates are then determined for each job classification as the product of the classification's advisory voluntary rate and an assigned risk multiplier. The multiplier incorporates changes to the assigned risk differential and the proposed uncollectible premium provision.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Summary of Selections

The following is a summary of selections underlying the voluntary rates and assigned risk rates proposed to be effective January 1, 2026, along with the selections underlying the currently approved filing effective January 1, 2025.

Voluntary Market Advisory Rates	**Currently Approved January 1, 2025**	**Proposed Effective January 1, 2026**
Experience Period	Policy Years 2021 and 2022	Policy Years 2022 and 2023
Premium Development	3-yr avg	3-yr avg
Loss Experience Base	Avg Paid and P+C	Avg Paid and P+C
Loss Development - Paid	3-yr avg	3-yr avg
Loss Development - Paid+Case	5-yr avg	5-yr avg
Tail Factor – Indemnity	1.010	1.010
Tail Factor – Medical	1.030	1.030
Trend Factor – Indemnity Loss Ratio	0.955	0.955
Trend Factor – Medical Loss Ratio	0.965	0.965
Base Threshold for Limiting Losses	$6,676,416	$6,540,212
Excess Ratio	3.4%	3.5%
Loss-based Expense Provision	18.5%	19.0%
Production and General Expenses	24.6%	24.8%
Premium Taxes and Assessments	2.7%	2.7%
Profit and Contingencies Provision	-1.0%	-0.5%
Classification Swing Limits (applied by Industry Group)	+/-25%	+/-25%

Assigned Risk Rates	**Currently Approved January 1, 2025**	**Proposed Effective January 1, 2026**
Assigned Risk Differential	1.200	1.200
Uncollectible Premium Provision (UPP)	1.5%	1.5%

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Workers Compensation Rate Filing – January 1, 2026

Additional Proposed Changes

Decimal Extension of Rates and Expected Loss Rates

This filing proposes extending the decimal precision of rates and Expected Loss Rates (ELRs) from two to three decimal places. This change allows for more precise adjustments. This will be particularly beneficial for classification codes with lower rates. The primary goal is to minimize rounding constraints that may affect certain class codes.

For example, under the previous two-decimal system, the smallest possible adjustment for a rate of 0.04 was 0.01, resulting in a 25% change. By extending to three decimals, more granular adjustments are possible, such as a change of 0.001, which represents a 2.5% adjustment in this example.

The methodology for determining rates and ELRs is unchanged. To remain consistent with the current methodology, intermediate values, such as indemnity and medical pure premiums, have been extended by one decimal place, from three to four. This ensures consistency with current ratemaking procedures where certain intermediate calculations retain an additional decimal place compared to the final rates and ELRs.

Additionally, certain miscellaneous values, provisions, and charges provided in the Footnotes and Advisory Miscellaneous Values pages will be extended to three decimal places to support calculations. Factors that are applied to rates, ELRs or premium, such as experience modifications, D-ratios, and United States Longshore and Harbor Workers Coverage factors, are not changing due to this initiative. These factors are generally of a higher magnitude, making an adjustment to extend the decimal precision of these values unnecessary at this time.

This change is premium-neutral on both a statewide and industry group basis.

Part 2 Proposed Values

- Proposed Voluntary Market Advisory Rates for Inclusion in the Basic Manual
- Proposed Assigned Risk Rates for Inclusion in the Residual Market Manual
- Proposed Values for Inclusion in the Experience Rating Plan Manual
- Proposed Values for Inclusion in the Retrospective Rating Plan Manual

Please note the following in connection with this filing:

- The proposed rates and expected loss rates (ELRs) are calculated to three decimal places.

Workers Compensation Rate Filing – January 1, 2026

Proposed Voluntary Market Advisory Rates for Inclusion in the Basic Manual

The following pages include proposed:

- Voluntary market advisory rates and minimum premiums by class code, along with associated footnotes

- Miscellaneous values, such as:

    - Catastrophe and Terrorism provisions
    - Expense Constant and Minimum Premium parameters
    - Maximum and minimum weekly payroll applicable for select class codes
    - Premium determination for Partners and Sole Proprietors
    - United States Longshore and Harbor Workers' Compensation Coverage Percentage

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
0005	2.561	442	2081	2.981	488	2835	2.578	444	3373	4.468	651	4207	2.498	435
0008	2.047	385	2089	3.155	507	2836	2.478	433	3383	1.349	308	4239	2.354	419
0016	3.461	500	2095	2.647	451	2841	2.910	480	3385	0.866	255	4240	2.128	394
0034	3.210	513	2105	3.608	557	2881	2.391	423	3400	1.763	354	4243	1.811	359
0035	1.733	351	2110	2.783	466	2883	2.816	470	3507	2.847	473	4244	2.386	422
0036	3.065	497	2111	2.307	414	2915	2.679	455	3515	1.655	342	4250	1.898	369
0037	2.983	488	2112	3.328	526	2916	3.221	514	3548	1.176	289	4251	2.460	431
0042	3.821	580	2114	1.935	373	2923	1.786	356	3559	2.591	445	4263	3.477	542
0050	4.723	680	2121	1.515	327	2960	4.833	692	3574	0.794	247	4273	2.049	385
0059	–	–	2130	1.625	339	3004	1.257	298	3581	1.053	276	4279	2.161	398
0065	–	–	2131	1.503	325	3018	3.021	492	3612	1.567	332	4283	2.054	386
0066	–	–	2143	1.999	380	3022	3.899	589	3620	2.166	398	4299	1.496	325
0067	–	–	2157	3.031	493	3027	1.953	375	3629	1.690	346	4304	3.798	578
0079	2.037	384	2172	1.615	338	3028	2.581	444	3632	2.280	411	4307	1.465	321
0083	3.711	500	2174	2.824	471	3030	4.562	662	3634	1.314	305	4351	0.870	256
0106	5.515	767	2211	6.516	877	3040	4.072	608	3635	1.617	338	4352	1.126	284
0113	2.956	485	2220	2.290	412	3041	3.143	506	3638	1.609	337	4361	0.851	254
0170	2.504	435	2286	–	–	3042	3.509	546	3642	1.558	331	4410	2.490	434
0251	2.873	476	2288	3.973	597	3064	2.991	489	3643	1.703	347	4420	4.074	608
0401	8.005	A	2302	1.728	350	3076	2.569	443	3647	2.731	460	4431	1.012	271
0771N	0.310	–	2305	2.230	405	3081	4.725	680	3648	0.890	258	4432	1.253	298
0908P	131.000	291	2361	1.870	366	3082	4.783	686	3681	0.504	215	4452	2.138	395
0913P	379.000	539	2362	2.118	393	3085	4.152	617	3685	0.972	267	4459	2.282	411
0917	2.498	435	2380	1.784	356	3110	4.863	695	3719	1.027	273	4470	2.422	426
1005	3.996	600	2388	1.356	309	3111	2.847	473	3724	3.501	545	4484	2.834	472
1016	11.780	1000	2402	1.959	375	3113	1.554	331	3726	3.340	527	4493	1.772	355
1164	2.734	461	2413	1.650	342	3114	2.055	386	3803	2.525	438	4511	0.477	212
1165	2.579	444	2416	2.073	388	3118	1.448	319	3807	1.943	374	4557	2.305	414
1320	1.323	306	2417	1.063	277	3119	0.704	237	3808	2.877	476	4558	1.725	350
1322	6.466	871	2501	1.787	357	3122	1.640	340	3821	3.990	599	4568	2.178	400
1430	3.317	525	2503	0.863	255	3126	2.166	398	3822	3.507	546	4581	0.805	249
1438	3.158	507	2570	2.941	484	3131	1.341	308	3824	3.315	525	4583	2.740	461
1452	1.865	365	2585	3.155	507	3132	1.916	371	3826	0.676	234	4611	1.103	281
1463	7.593	995	2586	4.864	695	3145	1.741	352	3827	1.961	376	4635	2.264	409
1472	2.846	473	2587	2.052	386	3146	2.057	386	3830	1.058	276	4653	2.700	457
1624	2.937	483	2589	1.973	377	3169	2.206	403	3851	2.611	447	4665	6.207	843
1642	3.654	562	2600	3.413	535	3179	2.085	389	3865	2.712	458	4683	3.515	547
1654	3.582	554	2623	4.750	683	3180	1.789	357	3881	3.330	526	4686	2.254	408
1699	2.521	437	2651	1.672	344	3188	1.853	364	4000	4.025	603	4692	0.574	223
1701	2.492	434	2660	1.698	347	3220	1.361	310	4021	4.233	626	4693	1.035	274
1710	2.919	481	2670	–	–	3224	2.765	464	4024	3.656	562	4703	1.219	294
1747	2.307	414	2683	–	–	3227	2.634	450	4034	5.048	715	4717	1.511	326
1748	4.122	613	2688	1.855	364	3240	–	–	4036	2.025	383	4720	1.906	370
1803	4.466	651	2701	11.967	1000	3241	2.979	488	4038	1.895	368	4740	0.982	268
1924	2.447	429	2702	12.912	1000	3255	2.169	399	4062	1.893	368	4741	3.480	543
1925	3.021	492	2709	6.046	825	3257	2.335	417	4101	2.773	465	4751	2.480	433
2002	2.875	476	2710	6.683	895	3270	1.802	358	4109	0.402	204	4771N	1.758	387
2003	4.593	665	2714	3.826	581	3300	3.313	524	4110	0.618	228	4777	3.533	549
2014	4.140	615	2731	3.609	557	3303	2.660	453	4111	1.901	369	4825	0.858	254
2016	2.517	437	2735	5.374	751	3307	2.098	391	4114	2.108	392	4828	1.820	360
2021	2.733	461	2759	4.772	685	3315	3.103	501	4130	2.680	455	4829	0.868	255
2039	2.583	444	2790	1.650	342	3334	2.020	382	4131	5.083	719	4902	1.935	373
2041	2.771	465	2797	2.715	459	3336	2.207	403	4133	2.647	451	4923	1.166	288
2065	1.890	368	2799	4.948	704	3365	3.498	545	4149	0.759	243	5020	3.544	550
2070	4.220	624	2802	3.361	530	3372	2.961	486	4206	2.368	420	5022	4.954	705

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Refer to the Classification codes section of the ***Basic Manual*** for any state-specific classification phraseology.

* Refer to the Footnotes Page for additional information on this class code.

Effective January 1, 2026

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
5037	6.395	863	6236	3.907	590	7380	3.941	594	8106	4.488	654	8826	1.597	336
5040	5.881	807	6237	1.245	297	7382	4.460	651	8107	2.234	406	8831	1.023	273
5057	2.585	444	6251	5.060	717	7390	3.261	519	8111	2.083	389	8832	0.266	189
5059	9.197	1000	6252	2.421	426	7394M	6.940	923	8116	1.883	367	8833	0.602	226
5102	5.527	768	6306	3.633	560	7395M	7.711	1000	8203	6.724	900	8835	1.561	332
5146	3.180	510	6319	2.534	439	7398M	9.446	1000	8204	3.365	530	8842	1.773	355
5160	2.707	458	6325	3.002	490	7402	0.197	182	8209	3.189	511	8855	0.097	171
5183	2.132	395	6400	3.317	525	7403	2.576	443	8215	3.016	492	8856	0.435	208
5188	2.877	476	6503	1.887	368	7405N	0.769	290	8227	3.043	495	8864	1.128	284
5190	1.729	350	6504	2.500	435	7420	4.549	660	8232	3.650	562	8868	0.457	210
5191	0.896	259	6702M*	2.859	474	7421	0.559	221	8233	2.656	452	8869	0.915	261
5192	2.813	469	6703M*	3.892	588	7422	1.331	306	8235	3.617	558	8871	0.037	164
5213	5.173	729	6704M*	3.177	509	7425	1.715	349	8263	5.761	794	8901	0.124	174
5215	4.198	622	6801F	4.095	610	7431N	0.809	297	8264	4.127	614	9012	0.987	269
5221	3.166	508	6811	4.085	609	7445N	0.414	–	8265	4.864	695	9014	1.958	375
5222	7.407	975	6824F	4.427	647	7453N	0.436	–	8279	5.785	796	9015	2.283	411
5223	3.532	549	6826F	2.269	410	7502	1.626	339	8288	5.222	734	9016	2.220	404
5348	2.776	465	6834	1.970	377	7515	0.652	232	8291	3.020	492	9019	2.431	427
5402	4.632	670	6836	2.184	400	7520	2.077	388	8292	2.718	459	9033	1.555	331
5403	4.382	642	6843F	4.975	707	7538	2.061	387	8293	4.813	689	9040	2.619	448
5437	3.503	545	6845F	4.865	695	7539	1.512	326	8304	5.061	717	9044	1.098	281
5443	2.737	461	6854	4.297	633	7540	2.006	381	8350	4.524	658	9052	1.298	303
5445	3.578	554	6872F	5.467	761	7580	1.795	357	8380	2.125	394	9058	1.116	283
5462	4.010	601	6874F	5.805	799	7590	3.748	572	8381	1.402	314	9060	1.202	292
5472	5.813	799	6882	5.651	782	7600	2.666	453	8385	2.026	383	9061	0.921	261
5473	5.701	787	6884	4.333	637	7605	1.724	350	8392	1.818	360	9062	0.973	267
5474	4.451	650	7016M	4.051	606	7610	0.619	228	8393	1.322	305	9063	0.663	233
5478	2.576	443	7024M	4.501	655	7705	4.085	609	8500	4.189	621	9077F	4.095	610
5479	4.370	641	7038M	4.268	629	7710	21.419	1000	8601	0.268	189	9082	0.911	260
5480	4.886	697	7046M	9.092	1000	7711	54.496	1000	8602	1.788	357	9083	0.960	266
5491	1.837	362	7047M	5.514	767	7720	2.086	389	8603	0.088	170	9084	0.972	267
5506	4.762	684	7050M	5.809	799	7855	2.353	419	8606	1.170	289	9088a	a	a
5507	3.120	503	7090M	4.742	682	8001	1.954	375	8709F	1.778	356	9089	0.893	258
5535	4.998	710	7098M	10.102	1000	8002	1.782	356	8719	1.325	306	9093	1.205	293
5537	3.281	521	7099M	12.375	1000	8006	1.718	349	8720	0.704	237	9101	3.644	561
5551	10.139	1000	7133	2.677	454	8008	0.933	263	8721	0.252	188	9102	2.101	391
5606	0.911	260	7151M	3.253	518	8010	1.555	331	8723	0.083	169	9154	1.342	308
5610	3.102	501	7152M	4.428	647	8013	0.229	185	8725	2.040	384	9156	2.322	415
5645	6.873	916	7153M	3.614	558	8015	0.701	237	8726F	0.880	257	9170	8.411	1000
5703	8.887	1000	7219	5.899	809	8017	1.163	288	8734M	0.370	201	9178	4.682	675
5705	9.456	1000	7222	5.486	763	8018	2.626	449	8737M	0.333	197	9179	10.992	1000
5951	0.575	223	7225	6.705	898	8021	1.900	369	8738M	0.453	210	9180	4.043	605
6003	3.483	543	7230	5.673	784	8031	1.378	312	8742	0.274	190	9182	2.052	386
6005	2.724	460	7231	5.982	818	8032	1.504	325	8745	3.402	534	9186	6.919	921
6018	2.318	415	7232	7.100	941	8033	1.066	277	8748	0.447	209	9220	3.700	567
6045	4.370	641	7309F	5.467	761	8037	1.709	348	8755	0.329	196	9402	3.198	512
6204	5.386	752	7313F	2.408	425	8039	1.576	333	8799	0.665	233	9403	6.152	837
6206	2.155	397	7317F	3.686	565	8044	1.934	373	8800	2.010	381	9410	1.692	346
6213	1.545	330	7327F	7.125	944	8045	0.600	226	8803	0.038	164	9501	3.414	536
6214	1.203	292	7333M	4.380	642	8046	2.288	412	8805M	0.188	181	9505	2.490	434
6216	3.586	554	7335M	4.867	695	8047	0.704	237	8810	0.139	175	9516	2.003	380
6217	3.392	533	7337M	5.962	816	8058	2.049	385	8814M	0.169	179	9519	3.058	496
6229	3.182	510	7350F	4.693	676	8072	0.540	219	8815M	0.230	185	9521	2.612	447
6233	1.539	329	7360	3.630	559	8102	1.339	307	8820	0.106	172	9522	2.725	460
6235	3.942	594	7370	4.120	613	8103	2.076	388	8824	1.480	323	9534	3.102	501

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Refer to the Classification codes section of the ***Basic Manual*** for any state-specific classification phraseology.

* Refer to the Footnotes Page for additional information on this class code.

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
9554	5.552	771												
9586	0.378	202												
9600	1.875	366												
9620	1.131	284												

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Refer to the Classification codes section of the ***Basic Manual*** for any state-specific classification phraseology.

* Refer to the Footnotes Page for additional information on this class code.

FOOTNOTES

a Rate for each individual risk must be obtained from NCCI Customer Service or the Rating Organization having jurisdiction.

A Minimum Premium $100 per ginning location for policy minimum premium computation.

F Rate provides for coverage under the United States Longshore and Harbor Workers Compensation Act and its extensions. Rate includes a provision for USL&HW Assessment.

M Risks are subject to Admiralty Law or Federal Employers Liability Act (FELA). However, the published rate is for risks that voluntarily purchase standard workers compensation and employers liability coverage. A provision for the USL&HW Assessment is included for those classifications under Program II USL Act.

N This code is part of a ratable / non-ratable group shown below. The statistical non-ratable code and corresponding rate are applied in addition to the basic classification when determining premium.

Class Code	Non-Ratable Element Code
4771	0771
7405	7445
7431	7453

P Classification is computed on a per capita basis.

*** Class Codes with Specific Footnotes**

6702 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection code rate and elr each x 1.215.

6703 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate x 1.654 and elr x 1.604.

6704 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate and elr each x 1.35.

MISCELLANEOUS VALUES

Basis of premium applicable in accordance with the ***Basic Manual*** notes for Code 7370 -- "Taxicab Co.":
Employee operated vehicle..... $91,600
Leased or rented vehicle..... $61,100

Catastrophe (other than Certified Acts of Terrorism) - (Voluntary) 0.010

Expense Constant applicable in accordance with the ***Basic Manual*** rule..... $160

Maximum Minimum Premium..... $1,000
Note: Maximum Minimum Premium varies for farming and agricultural class codes

Maximum Weekly Payroll applicable in accordance with the ***Basic Manual*** notes for Code 9178 -- "Athletic Sports or Park: Noncontact Sports," and Code 9179 -- "Athletic Sports or Park: Contact Sports" $4,700

Maximum Weekly Payroll for executive officers including members of limited liability companies and partners or sole proprietors in accordance with the ***Basic Manual*** rules, Rule for premium determination of executive officers, Rule for premium determination of members of LLCs, and Rule for premium determination for partners or sole proprietors $4,700

Minimum Premium Multiplier..... 110

Minimum Weekly Payroll for executive officers including members of limited liability companies and partners or sole proprietors in accordance with the ***Basic Manual*** rules, Rule for premium determination of executive officers, Rule for premium determination of members of LLCs, and Rule for premium determination for partners or sole proprietors $600

Premium Discount Percentages - (See the ***Basic Manual*** rule, Premium discount.) The following premium discounts are applicable to Standard Premiums:

		Type A	Type B
First	$10,000	-	-
Next	190,000	9.1%	5.1%
Next	1,550,000	11.3%	6.5%
Over	1,750,000	12.3%	7.5%

Terrorism (Voluntary) 0.010

United States Longshore and Harbor Workers' Compensation Coverage Percentage
applicable only in connection with the ***Basic Manual*** rule, Federal coverages..... 30%

(Multiply a Non-F classification rate by a factor of 1.30 to adjust for differences in benefits and loss-based expenses. This factor is the product of the adjustment for differences in benefits (1.25) and the adjustment for differences in loss-based expenses (1.038).)

Experience Rating Eligibility

A risk qualifies for experience rating on an intrastate basis when it meets the premium eligibility requirements for the state in which it operates. The eligibility amount varies by rating effective date. The ***Experience Rating Plan Manual*** should be referenced for the latest approved eligibility amounts by state and by effective date.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Proposed Assigned Risk Rates for Inclusion in the Residual Market Manual

The following pages include proposed:

- Assigned risk rates and minimum premiums by class code, along with associated footnotes
- Miscellaneous values, such as:
    - Catastrophe and Terrorism provisions
    - Expense Constant and Minimum Premium parameters
    - Maximum and minimum weekly payroll applicable for select class codes
    - Premium determination for Partners and Sole Proprietors
    - United States Longshore and Harbor Workers' Compensation Coverage Percentage

Effective January 1, 2026

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
0005	3.119	503	2081	3.631	559	2835	3.140	505	3373	5.442	759	4207	3.043	495
0008	2.493	434	2089	3.843	583	2836	3.018	492	3383	1.643	341	4239	2.867	475
0016	4.215	500	2095	3.224	515	2841	3.544	550	3385	1.055	276	4240	2.592	445
0034	3.910	590	2105	4.395	643	2881	2.912	480	3400	2.147	396	4243	2.206	403
0035	2.111	392	2110	3.390	533	2883	3.430	537	3507	3.468	541	4244	2.906	480
0036	3.733	500	2111	2.810	469	2915	3.263	519	3515	2.016	382	4250	2.312	414
0037	3.633	500	2112	4.054	606	2916	3.923	592	3548	1.432	318	4251	2.996	490
0042	4.654	650	2114	2.357	419	2923	2.175	399	3559	3.156	507	4263	4.235	626
0050	5.753	793	2121	1.845	363	2960	5.887	808	3574	0.967	266	4273	2.496	435
0059	–	–	2130	1.979	378	3004	1.531	328	3581	1.283	301	4279	2.632	450
0065	–	–	2131	1.831	361	3018	3.680	565	3612	1.909	370	4283	2.502	435
0066	–	–	2143	2.435	428	3022	4.749	682	3620	2.638	450	4299	1.822	360
0067	–	–	2157	3.692	566	3027	2.379	422	3629	2.058	386	4304	4.626	669
0079	2.481	433	2172	1.967	376	3028	3.144	506	3632	2.777	465	4307	1.784	356
0083	4.520	500	2174	3.440	538	3030	5.557	771	3634	1.600	336	4351	1.060	277
0106	6.717	899	2211	7.936	1000	3040	4.960	706	3635	1.970	377	4352	1.371	311
0113	3.600	556	2220	2.789	467	3041	3.828	581	3638	1.960	376	4361	1.037	274
0170	3.050	496	2286	–	–	3042	4.274	630	3642	1.898	369	4410	3.033	494
0251	3.499	545	2288	4.839	692	3064	3.643	561	3643	2.074	388	4420	4.962	706
0401	9.750	A	2302	2.105	392	3076	3.129	504	3647	3.326	526	4431	1.233	296
0771N	0.378	–	2305	2.716	459	3081	5.755	793	3648	1.084	279	4432	1.526	328
0908P	160.000	320	2361	2.278	411	3082	5.826	801	3681	0.614	228	4452	2.604	446
0913P	462.000	622	2362	2.580	444	3085	5.057	716	3685	1.184	290	4459	2.779	466
0917	3.043	495	2380	2.173	399	3110	5.923	812	3719	1.251	298	4470	2.950	485
1005	4.867	695	2388	1.652	342	3111	3.468	541	3724	4.264	629	4484	3.452	540
1016	14.348	1000	2402	2.386	422	3113	1.893	368	3726	4.068	607	4493	2.158	397
1164	3.330	526	2413	2.010	381	3114	2.503	435	3803	3.075	498	4511	0.581	224
1165	3.141	506	2416	2.525	438	3118	1.764	354	3807	2.367	420	4557	2.807	469
1320	1.611	337	2417	1.295	302	3119	0.857	254	3808	3.504	545	4558	2.101	391
1322	7.876	1000	2501	2.177	399	3122	1.998	380	3821	4.860	695	4568	2.653	452
1430	4.040	604	2503	1.051	276	3126	2.638	450	3822	4.272	630	4581	0.980	268
1438	3.846	583	2570	3.582	554	3131	1.633	340	3824	4.038	604	4583	3.337	527
1452	2.272	410	2585	3.843	583	3132	2.334	417	3826	0.823	251	4611	1.343	308
1463	9.248	1000	2586	5.924	812	3145	2.121	393	3827	2.388	423	4635	2.758	463
1472	3.466	541	2587	2.499	435	3146	2.505	436	3830	1.289	302	4653	3.289	522
1624	3.577	553	2589	2.403	424	3169	2.687	456	3851	3.180	510	4665	7.560	992
1642	4.451	650	2600	4.157	617	3179	2.540	439	3865	3.303	523	4683	4.281	631
1654	4.363	640	2623	5.786	796	3180	2.179	400	3881	4.056	606	4686	2.745	462
1699	3.071	498	2651	2.036	384	3188	2.257	408	4000	4.902	699	4692	0.699	237
1701	3.035	494	2660	2.068	387	3220	1.658	342	4021	5.156	727	4693	1.261	299
1710	3.555	551	2670	–	–	3224	3.368	530	4024	4.453	650	4703	1.485	323
1747	2.810	469	2683	–	–	3227	3.208	513	4034	6.148	836	4717	1.840	362
1748	5.021	712	2688	2.259	408	3240	–	–	4036	2.466	431	4720	2.322	415
1803	5.440	758	2701	14.576	1000	3241	3.628	559	4038	2.308	414	4740	1.196	292
1924	2.980	488	2702	15.727	1000	3255	2.642	451	4062	2.306	414	4741	4.239	626
1925	3.680	565	2709	7.364	970	3257	2.844	473	4101	3.378	532	4751	3.021	492
2002	3.502	545	2710	8.140	1000	3270	2.195	401	4109	0.490	214	4771N	2.141	437
2003	5.594	775	2714	4.660	673	3300	4.035	604	4110	0.753	243	4777	4.303	633
2014	5.043	715	2731	4.396	644	3303	3.240	516	4111	2.315	415	4825	1.045	275
2016	3.066	497	2735	6.546	880	3307	2.555	441	4114	2.568	442	4828	2.217	404
2021	3.329	526	2759	5.812	799	3315	3.779	576	4130	3.264	519	4829	1.057	276
2039	3.146	506	2790	2.010	381	3334	2.460	431	4131	6.191	841	4902	2.357	419
2041	3.375	531	2797	3.307	524	3336	2.688	456	4133	3.224	515	4923	1.420	316
2065	2.302	413	2799	6.027	823	3365	4.261	629	4149	0.924	262	5020	4.317	635
2070	5.140	725	2802	4.094	610	3372	3.606	557	4206	2.884	477	5022	6.034	824

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Effective January 1, 2026

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
5037	7.789	1000	6236	4.759	683	7380	4.800	688	8106	5.466	761	8826	1.945	374
5040	7.163	948	6237	1.516	327	7382	5.432	758	8107	2.721	459	8831	1.246	297
5057	3.149	506	6251	6.163	838	7390	3.972	597	8111	2.537	439	8832	0.324	196
5059	11.202	1000	6252	2.949	484	7394M	8.453	1000	8116	2.293	412	8833	0.733	241
5102	6.732	901	6306	4.425	647	7395M	9.392	1000	8203	8.190	1000	8835	1.901	369
5146	3.873	586	6319	3.086	499	7398M	11.505	1000	8204	4.099	611	8842	2.160	398
5160	3.297	523	6325	3.656	562	7402	0.240	186	8209	3.884	587	8855	0.118	173
5183	2.597	446	6400	4.040	604	7403	3.138	505	8215	3.673	564	8856	0.530	218
5188	3.504	545	6503	2.298	413	7405N	0.937	319	8227	3.706	568	8864	1.374	311
5190	2.106	392	6504	3.045	495	7420	5.541	770	8232	4.446	649	8868	0.557	221
5191	1.091	280	6702M*	3.482	543	7421	0.681	235	8233	3.235	516	8869	1.114	283
5192	3.426	537	6703M*	4.740	681	7422	1.621	338	8235	4.406	645	8871	0.045	165
5213	6.301	853	6704M*	3.870	586	7425	2.089	390	8263	7.017	932	8901	0.151	177
5215	5.113	722	6801F	4.988	709	7431N	0.985	327	8264	5.027	713	9012	1.202	292
5221	3.856	584	6811	4.976	707	7445N	0.504	–	8265	5.924	812	9014	2.385	422
5222	9.022	1000	6824F	5.392	753	7453N	0.531	–	8279	7.046	935	9015	2.781	466
5223	4.302	633	6826F	2.764	464	7502	1.980	378	8288	6.360	860	9016	2.704	457
5348	3.381	532	6834	2.399	424	7515	0.794	247	8291	3.678	565	9019	2.961	486
5402	5.642	781	6836	2.660	453	7520	2.530	438	8292	3.311	524	9033	1.894	368
5403	5.337	747	6843F	6.060	827	7538	2.510	436	8293	5.862	805	9040	3.190	511
5437	4.267	629	6845F	5.926	812	7539	1.842	363	8304	6.164	838	9044	1.337	307
5443	3.334	527	6854	5.234	736	7540	2.443	429	8350	5.510	766	9052	1.581	334
5445	4.358	639	6872F	6.659	892	7580	2.186	400	8380	2.588	445	9058	1.359	309
5462	4.884	697	6874F	7.070	938	7590	4.565	662	8381	1.708	348	9060	1.464	321
5472	7.080	939	6882	6.883	917	7600	3.247	517	8385	2.468	431	9061	1.122	283
5473	6.944	924	6884	5.278	741	7605	2.100	391	8392	2.214	404	9062	1.185	290
5474	5.421	756	7016M	4.934	703	7610	0.754	243	8393	1.610	337	9063	0.808	249
5478	3.138	505	7024M	5.482	763	7705	4.976	707	8500	5.102	721	9077F	4.988	709
5479	5.323	746	7038M	5.198	732	7710	26.088	1000	8601	0.326	196	9082	1.110	282
5480	5.951	815	7046M	11.074	1000	7711	66.376	1000	8602	2.178	400	9083	1.169	289
5491	2.237	406	7047M	6.716	899	7720	2.541	440	8603	0.107	172	9084	1.184	290
5506	5.800	798	7050M	7.075	938	7855	2.866	475	8606	1.425	317	9088a	a	a
5507	3.800	578	7090M	5.776	795	8001	2.380	422	8709F	2.166	398	9089	1.088	280
5535	6.088	830	7098M	12.304	1000	8002	2.170	399	8719	1.614	338	9093	1.468	321
5537	3.996	600	7099M	15.073	1000	8006	2.093	390	8720	0.857	254	9101	4.438	648
5551	12.349	1000	7133	3.261	519	8008	1.136	285	8721	0.307	194	9102	2.559	441
5606	1.110	282	7151M	3.962	596	8010	1.894	368	8723	0.101	171	9154	1.635	340
5610	3.778	576	7152M	5.393	753	8013	0.279	191	8725	2.485	433	9156	2.828	471
5645	8.371	1000	7153M	4.402	644	8015	0.854	254	8726F	1.072	278	9170	10.245	1000
5703	10.824	1000	7219	7.185	950	8017	1.417	316	8734M	0.451	210	9178	5.703	787
5705	11.517	1000	7222	6.682	895	8018	3.198	512	8737M	0.406	205	9179	13.388	1000
5951	0.700	237	7225	8.167	1000	8021	2.314	415	8738M	0.552	221	9180	4.924	702
6003	4.242	627	7230	6.910	920	8031	1.678	345	8742	0.334	197	9182	2.499	435
6005	3.318	525	7231	7.286	961	8032	1.832	362	8745	4.144	616	9186	8.427	1000
6018	2.823	471	7232	8.648	1000	8033	1.298	303	8748	0.544	220	9220	4.507	656
6045	5.323	746	7309F	6.659	892	8037	2.082	389	8755	0.401	204	9402	3.895	588
6204	6.560	882	7313F	2.933	483	8039	1.920	371	8799	0.810	249	9403	7.493	984
6206	2.625	449	7317F	4.490	654	8044	2.356	419	8800	2.448	429	9410	2.061	387
6213	1.882	367	7327F	8.678	1000	8045	0.731	240	8803	0.046	165	9501	4.158	617
6214	1.465	321	7333M	5.335	747	8046	2.787	467	8805M	0.229	185	9505	3.033	494
6216	4.368	640	7335M	5.928	812	8047	0.857	254	8810	0.169	179	9516	2.440	428
6217	4.131	614	7337M	7.262	959	8058	2.496	435	8814M	0.206	183	9519	3.725	570
6229	3.876	586	7350F	5.716	789	8072	0.658	232	8815M	0.280	191	9521	3.181	510
6233	1.875	366	7360	4.421	646	8102	1.631	339	8820	0.129	174	9522	3.319	525
6235	4.801	688	7370	5.018	712	8103	2.529	438	8824	1.803	358	9534	3.778	576

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Refer to the Classification codes section of the ***Basic Manual*** for any state-specific classification phraseology.

* Refer to the Footnotes Page for additional information on this class code.

Effective January 1, 2026

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM	CLASS CODE	RATE	MIN PREM
9554	6.762	904												
9586	0.460	211												
9600	2.284	411												
9620	1.378	312												

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Refer to the Classification codes section of the ***Basic Manual*** for any state-specific classification phraseology.

* Refer to the Footnotes Page for additional information on this class code.

FOOTNOTES

a Rate for each individual risk must be obtained from NCCI Customer Service or the Rating Organization having jurisdiction.

A Minimum Premium $100 per ginning location for policy minimum premium computation.

F Rate provides for coverage under the United States Longshore and Harbor Workers Compensation Act and its extensions. Rate includes a provision for USL&HW Assessment.

M Risks are subject to Admiralty Law or Federal Employers Liability Act (FELA). However, the published rate is for risks that voluntarily purchase standard workers compensation and employers liability coverage. A provision for the USL&HW Assessment is included for those classifications under Program II USL Act. For the residual market, coverage under the Federal Employers' Liability Act (FELA) for employees of interstate railroads is not available for codes 6702, 6703, 6704, 7151, 7152, 7153, 8734, 8737, 8738, 8805, 8814, and 8815.

N This code is part of a ratable / non-ratable group shown below. The statistical non-ratable code and corresponding rate are applied in addition to the basic classification when determining premium.

Class Code	Non-Ratable Element Code
4771	0771
7405	7445
7431	7453

P Classification is computed on a per capita basis.

*** Class Codes with Specific Footnotes**

6702 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection code rate and elr each x 1.215.

6703 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate x 1.654 and elr x 1.604.

6704 Rate and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate and elr each x 1.35.

Effective January 1, 2026
APPLICABLE TO ASSIGNED RISK POLICIES ONLY

MISCELLANEOUS VALUES

Basis of premium applicable in accordance with the ***Basic Manual*** notes for Code 7370 -- "Taxicab Co.":
Employee operated vehicle..... $91,600
Leased or rented vehicle..... $61,100

Catastrophe (other than Certified Acts of Terrorism) - (Assigned Risk)..... 0.010

Expense Constant applicable in accordance with the ***Basic Manual*** rule..... $160

Maximum Minimum Premium..... $1,000
Note: Maximum Minimum Premium varies for farming and agricultural class codes

Maximum Weekly Payroll applicable in accordance with the ***Basic Manual*** notes for Code 9178 -- "Athletic Sports or Park: Noncontact Sports," and Code 9179 -- "Athletic Sports or Park: Contact Sports" $4,700

Maximum Weekly Payroll for executive officers including members of limited liability companies and partners or sole proprietors in accordance with the ***Basic Manual*** rules, Rule for premium determination of executive officers, Rule for premium determination of members of LLCs, and Rule for premium determination for partners or sole proprietors $4,700

Minimum Premium Multiplier..... 110

Minimum Weekly Payroll for executive officers including members of limited liability companies and partners or sole proprietors in accordance with the ***Basic Manual*** rules, Rule for premium determination of executive officers, Rule for premium determination of members of LLCs, and Rule for premium determination for partners or sole proprietors $600

Terrorism - (Assigned Risk)..... 0.010

United States Longshore and Harbor Workers' Compensation Coverage Percentage
applicable only in connection with the ***Basic Manual*** rule, Federal coverages..... 30%

(Multiply a Non-F classification rate by a factor of 1.30 to adjust for differences in benefits and loss-based expenses. This factor is the product of the adjustment for differences in benefits (1.25) and the adjustment for differences in loss-based expenses (1.038).)

Experience Rating Eligibility

A risk qualifies for experience rating on an intrastate basis when it meets the premium eligibility requirements for the state in which it operates. The eligibility amount varies by rating effective date. The ***Experience Rating Plan Manual*** should be referenced for the latest approved eligibility amounts by state and by effective date.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Proposed Values for Inclusion in the Experience Rating Plan Manual

The following pages include proposed values for inclusion in the Experience Rating Plan Manual:

- Description of Expected Loss Rates and D-ratios
- Description of the Weighting and Ballast values
- Expected Loss Rates and D-ratios by class code
- Table of Weighting Values
- Table of Ballast Values
- Experience Rating Premium Eligibility Amounts

Proposed Rating Values

Description of Expected Loss Rates and D-ratios

An expected loss rate for a classification is used to estimate the expected losses per $100 of payroll during the experience rating period for risks within that classification. These expected losses are then compared with the actual losses of a risk during the experience rating period to determine the experience modification (mod).

The actual losses reflect the loss data during the experience rating period. Expected losses and actual losses must be at the same level to enable an appropriate comparison for purposes of the experience mod calculation. As such, the proposed rates are adjusted to reflect the average loss levels of the experience rating period. This is accomplished through the application of ELR factors to the proposed underlying pure premiums. These ELR factors, calculated by hazard group (HG), remove the effects of the following: loss development, expected losses in excess of the State Accident Limit, a portion of medical-only losses, benefit changes, trend, loss-based expenses, experience, and assigned risk programs.

In experience rating, losses are divided into primary and excess portions. For each claim, losses below the split point are primary losses, while losses above the split point are excess losses. The D-ratio represents the estimated ratio of expected primary losses to expected total losses for a classification. The split point is based on the average claim costs in the state, promoting an equitable determination of primary and excess losses. To reflect changes in claim costs and preserve alignment with other experience rating parameters, the split point is reviewed annually and may be adjusted to maintain an average D-ratio of approximately 40%, the average D-ratio utilized when the credibility parameters underlying the weight and ballast values were last recalibrated. Utilizing a consistent average D-ratio promotes similar experience rating plan performance across states with varying cost levels.

The D-ratio is used to determine the expected excess losses to be used in the experience mod calculation. D-ratios are calculated by hazard group and are based on the latest three years of Unit Statistical Data trended to the midpoint of the proposed experience rating period. A comparison of the resulting D-ratios across hazard groups is done to ensure that they monotonically decrease from hazard group A to hazard group G. If they do not, an adjustment is made by averaging the D-ratios over adjacent hazard groups. The final D-ratio for each classification is the hazard group D-ratio.

An adjustment to the ELR factors is necessary so that the resulting ELRs produce an expected intrastate experience rating off-balance that equals the targeted intrastate experience rating off-balance used in the calculation of the overall rate level change for the state. Preliminary ELR factors are calculated by class code utilizing the appropriate hazard group factors and underlying pure premiums. Intrastate experience rating modifications for the most recent year of rating effective dates available at the time of the production of the filing are calculated based on the preliminary ELRs and D-ratios, and the losses underlying the mod calculations are adjusted for trend and to the appropriate benefit level of the data that will be used for experience ratings in the proposed effective period. The trend is applied separately by frequency and severity using selected values that are appropriate for the time period covered. It should be noted that the loss ratio trends used in other parts of the filing may not match the ELR trends due to possible differences between the experience rating trend periods and the ratemaking trend periods. An average of these intrastate experience modifications is calculated, and an iterative process follows where the ELR factors are adjusted up or down, class ELRs are recalculated, and experience rating modifications are restated until the target average intrastate experience mod is achieved.

Proposed Rating Values

The final ELR for each classification is calculated as follows:

ELR = {(HG indemnity ELR factor) x (indemnity pure premium) + (HG medical ELR factor) x (medical pure premium)} x Manual/Standard Ratio

Description of the Weighting and Ballast Values

The weighting value (W) and ballast value (B) influence the degree to which an employer's actual losses impact the experience rating modification for employers of various sizes - generally described as excess loss credibility - and are governed by the formulas in Item E-1409.

One element of these formulas is the G-value, which represents the state average claim severity in thousands of dollars and reflects the state accident limitation and the reduction of medical only losses. The state accident limit is used to curtail the impact of large claims on the experience modification and is based on a state-level 95th percentile of lost-time claims so that the limitation is expected to impact the largest 5% of lost-time claims.

The values for W and B are such that larger employers receive higher excess loss credibility in their experience modification calculation than smaller employers.

The ballast value is a stabilizing value designed to control the effect of actual loss experience on the experience rating modification. It is added to both the numerator and denominator in the experience modification calculation and increases as expected losses increase.

The weighting value for various levels of expected losses is provided in the Table of Weighting Values.

The ballast value for various levels of expected losses is provided in the Table of Ballast Values.

Effective January 1, 2026

TABLE OF EXPECTED LOSS RATES AND DISCOUNT RATIOS
APPLICABLE TO ALL POLICIES

CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO
0005	1.399	0.46	2081	1.750	0.47	2835	1.513	0.47	3373	2.440	0.46	4207	1.046	0.38
0008	1.118	0.46	2089	1.723	0.46	2836	1.454	0.47	3383	0.737	0.46	4239	0.985	0.38
0016	1.594	0.41	2095	1.377	0.45	2841	1.590	0.46	3385	0.473	0.46	4240	1.249	0.47
0034	1.671	0.45	2105	2.116	0.47	2881	1.402	0.47	3400	0.962	0.46	4243	0.942	0.45
0035	0.902	0.45	2110	1.520	0.46	2883	1.538	0.46	3507	1.482	0.45	4244	1.098	0.41
0036	1.673	0.46	2111	1.259	0.46	2915	1.232	0.41	3515	0.861	0.45	4250	0.988	0.45
0037	1.373	0.41	2112	1.818	0.46	2916	1.483	0.41	3548	0.642	0.46	4251	1.343	0.46
0042	1.989	0.45	2114	1.135	0.47	2923	1.048	0.47	3559	1.348	0.45	4263	1.810	0.45
0050	2.174	0.41	2121	0.889	0.47	2960	2.512	0.45	3574	0.433	0.46	4273	1.066	0.45
0059	–	–	2130	0.846	0.45	3004	0.526	0.38	3581	0.575	0.46	4279	0.994	0.41
0065	–	–	2131	0.821	0.46	3018	1.266	0.38	3612	0.816	0.45	4283	1.120	0.46
0066	–	–	2143	1.173	0.47	3022	2.130	0.46	3620	0.996	0.41	4299	0.779	0.45
0067	–	–	2157	1.653	0.46	3027	0.898	0.41	3629	0.880	0.45	4304	1.977	0.45
0079	1.060	0.45	2172	0.743	0.41	3028	1.187	0.41	3632	1.187	0.45	4307	0.860	0.47
0083	1.932	0.45	2174	1.543	0.46	3030	2.099	0.41	3634	0.684	0.45	4351	0.475	0.46
0106	2.309	0.38	2211	2.998	0.41	3040	2.120	0.45	3635	0.842	0.45	4352	0.615	0.46
0113	1.614	0.46	2220	1.192	0.45	3041	1.635	0.45	3638	0.879	0.46	4361	0.465	0.46
0170	1.366	0.46	2286	1.192	0.45	3042	1.826	0.45	3642	0.850	0.46	4410	1.360	0.46
0251	1.495	0.45	2288	2.170	0.46	3064	1.557	0.45	3643	0.784	0.41	4420	1.705	0.38
0401	3.354	0.38	2302	0.900	0.45	3076	1.403	0.46	3647	1.421	0.45	4431	0.594	0.47
0771	–	–	2305	1.026	0.41	3081	2.459	0.45	3648	0.522	0.47	4432	0.735	0.47
0908	67.967	0.45	2361	0.974	0.45	3082	2.202	0.41	3681	0.275	0.46	4452	1.113	0.45
0913	197.419	0.45	2362	1.157	0.46	3085	2.160	0.45	3685	0.531	0.46	4459	1.050	0.41
0917	1.465	0.47	2380	0.974	0.46	3110	2.532	0.45	3719	0.391	0.36	4470	1.261	0.45
1005	1.522	0.36	2388	0.796	0.47	3111	1.556	0.46	3724	1.336	0.36	4484	1.548	0.46
1016	4.488	0.36	2402	0.902	0.41	3113	0.809	0.45	3726	1.273	0.36	4493	0.923	0.45
1164	1.043	0.36	2413	0.859	0.45	3114	1.070	0.45	3803	1.379	0.46	4511	0.248	0.45
1165	0.983	0.36	2416	1.132	0.46	3118	0.850	0.47	3807	1.060	0.46	4557	1.060	0.41
1320	0.554	0.38	2417	0.581	0.46	3119	0.435	0.52	3808	1.496	0.45	4558	0.897	0.45
1322	2.466	0.36	2501	0.976	0.46	3122	0.962	0.47	3821	1.836	0.41	4568	1.001	0.41
1430	1.526	0.41	2503	0.471	0.46	3126	1.127	0.45	3822	1.916	0.46	4581	0.337	0.38
1438	1.453	0.41	2570	1.605	0.46	3131	0.698	0.45	3824	1.811	0.46	4583	1.147	0.38
1452	0.857	0.41	2585	1.642	0.45	3132	1.047	0.46	3826	0.352	0.45	4611	0.602	0.46
1463	2.896	0.36	2586	2.658	0.46	3145	0.906	0.45	3827	1.070	0.46	4635	0.948	0.38
1472	1.309	0.41	2587	1.119	0.46	3146	1.071	0.45	3830	0.551	0.45	4653	1.474	0.46
1624	1.230	0.38	2589	1.027	0.45	3169	1.204	0.46	3851	1.427	0.46	4665	2.856	0.41
1642	1.682	0.41	2600	1.862	0.46	3179	1.139	0.46	3865	1.590	0.47	4683	1.829	0.45
1654	1.648	0.41	2623	2.185	0.41	3180	0.977	0.46	3881	1.733	0.45	4686	1.037	0.41
1699	1.160	0.41	2651	0.913	0.46	3188	0.965	0.45	4000	1.685	0.38	4692	0.313	0.46
1701	1.043	0.38	2660	0.996	0.47	3220	0.708	0.45	4021	2.204	0.45	4693	0.565	0.46
1710	1.343	0.41	2670	1.013	0.46	3224	1.620	0.47	4024	1.683	0.41	4703	0.634	0.45
1747	1.061	0.41	2683	0.976	0.46	3227	1.438	0.46	4034	2.323	0.41	4717	0.886	0.47
1748	1.898	0.41	2688	1.013	0.46	3240	1.275	0.46	4036	0.932	0.41	4720	0.992	0.45
1803	2.055	0.41	2701	5.003	0.38	3241	1.627	0.46	4038	1.111	0.47	4740	0.374	0.36
1924	1.336	0.46	2702	4.924	0.36	3255	1.272	0.47	4062	0.985	0.45	4741	1.809	0.45
1925	1.572	0.45	2709	2.531	0.38	3257	1.275	0.46	4101	1.443	0.45	4751	1.142	0.41
2002	1.570	0.46	2710	3.077	0.41	3270	0.984	0.46	4109	0.219	0.46	4771	0.736	0.38
2003	2.389	0.45	2714	2.090	0.46	3300	1.945	0.47	4110	0.337	0.46	4777	1.480	0.38
2014	1.905	0.41	2731	1.971	0.46	3303	1.453	0.46	4111	1.037	0.46	4825	0.395	0.41
2016	1.372	0.46	2735	2.937	0.46	3307	1.092	0.45	4114	1.097	0.45	4828	0.762	0.38
2021	1.422	0.45	2759	2.606	0.46	3315	1.694	0.46	4130	1.463	0.46	4829	0.363	0.38
2039	1.410	0.46	2790	0.968	0.47	3334	1.050	0.45	4131	2.775	0.46	4902	1.057	0.46
2041	1.513	0.46	2797	1.593	0.47	3336	1.149	0.45	4133	1.554	0.47	4923	0.607	0.45
2065	0.984	0.45	2799	2.573	0.45	3365	1.465	0.38	4149	0.445	0.47	5020	1.483	0.38
2070	2.194	0.45	2802	1.749	0.45	3372	1.541	0.45	4206	1.293	0.46	5022	1.889	0.36

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Effective January 1, 2026

TABLE OF EXPECTED LOSS RATES AND DISCOUNT RATIOS
APPLICABLE TO ALL POLICIES

CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO
5037	2.438	0.36	6236	1.796	0.41	7380	1.812	0.41	8106	2.066	0.41	8826	0.937	0.47
5040	2.243	0.36	6237	0.521	0.38	7382	2.321	0.45	8107	0.936	0.38	8831	0.633	0.52
5057	0.986	0.36	6251	2.116	0.38	7390	1.780	0.46	8111	1.085	0.45	8832	0.145	0.46
5059	3.509	0.36	6252	0.923	0.36	7394	2.654	0.36	8116	0.980	0.45	8833	0.329	0.46
5102	2.315	0.38	6306	1.521	0.38	7395	2.949	0.36	8203	3.499	0.45	8835	0.852	0.46
5146	1.463	0.41	6319	0.967	0.36	7398	3.503	0.36	8204	1.752	0.45	8842	1.096	0.52
5160	1.032	0.36	6325	1.145	0.36	7402	0.108	0.46	8209	1.741	0.46	8855	0.053	0.46
5183	0.893	0.38	6400	1.526	0.41	7403	1.406	0.46	8215	1.388	0.41	8856	0.237	0.46
5188	1.204	0.38	6503	1.030	0.46	7405	0.419	0.46	8227	1.275	0.38	8864	0.662	0.47
5190	0.724	0.38	6504	1.364	0.46	7420	1.731	0.36	8232	1.679	0.41	8868	0.268	0.47
5191	0.412	0.41	6702	1.315	0.41	7421	0.257	0.41	8233	1.220	0.41	8869	0.537	0.47
5192	1.464	0.45	6703	1.737	0.41	7422	0.556	0.38	8235	1.882	0.45	8871	0.020	0.46
5213	1.974	0.36	6704	1.461	0.41	7425	0.717	0.38	8263	2.998	0.45	8901	0.057	0.41
5215	1.930	0.41	6801F	1.671	0.37	7431	0.338	0.38	8264	1.899	0.41	9012	0.454	0.41
5221	1.326	0.38	6811	1.881	0.41	7445	–	–	8265	2.037	0.38	9014	1.069	0.46
5222	2.824	0.36	6824F	1.806	0.37	7453	–	–	8279	2.424	0.38	9015	1.188	0.45
5223	1.625	0.41	6826F	0.926	0.37	7502	0.748	0.41	8288	2.720	0.45	9016	1.213	0.46
5348	1.277	0.41	6834	1.075	0.46	7515	0.249	0.36	8291	1.572	0.45	9019	1.119	0.41
5402	2.529	0.46	6836	1.137	0.45	7520	1.081	0.45	8292	1.484	0.46	9033	0.809	0.45
5403	1.835	0.38	6843F	1.787	0.32	7538	0.786	0.36	8293	2.627	0.46	9040	1.537	0.47
5437	1.467	0.38	6845F	1.747	0.32	7539	0.633	0.38	8304	2.120	0.38	9044	0.644	0.47
5443	1.424	0.45	6854	1.799	0.38	7540	0.766	0.36	8350	1.894	0.38	9052	0.761	0.47
5445	1.365	0.36	6872F	1.964	0.32	7580	0.826	0.41	8380	1.106	0.45	9058	0.690	0.52
5462	1.844	0.41	6874F	2.085	0.32	7590	1.724	0.41	8381	0.730	0.45	9060	0.705	0.47
5472	2.218	0.36	6882	2.366	0.38	7600	1.226	0.41	8385	1.054	0.45	9061	0.540	0.47
5473	2.174	0.36	6884	1.811	0.38	7605	0.722	0.38	8392	1.067	0.47	9062	0.571	0.47
5474	1.698	0.36	7016	1.544	0.36	7610	0.285	0.41	8393	0.608	0.41	9063	0.389	0.47
5478	1.078	0.38	7024	1.715	0.36	7705	2.124	0.45	8500	1.928	0.41	9077F	1.875	0.43
5479	2.011	0.41	7038	1.632	0.36	7710	8.966	0.38	8601	0.112	0.38	9082	0.564	0.52
5480	2.045	0.38	7046	3.467	0.36	7711	22.815	0.38	8602	0.823	0.41	9083	0.593	0.52
5491	0.769	0.38	7047	2.037	0.36	7720	0.960	0.41	8603	0.048	0.46	9084	0.570	0.47
5506	1.994	0.38	7050	2.153	0.36	7855	1.083	0.41	8606	0.490	0.38	9088	a	a
5507	1.306	0.38	7090	1.812	0.36	8001	1.067	0.46	8709F	0.639	0.32	9089	0.525	0.47
5535	1.908	0.36	7098	3.852	0.36	8002	0.974	0.46	8719	0.555	0.38	9093	0.707	0.47
5537	1.509	0.41	7099	4.576	0.36	8006	1.008	0.47	8720	0.295	0.38	9101	2.139	0.47
5551	3.869	0.36	7133	1.122	0.38	8008	0.547	0.47	8721	0.116	0.41	9102	1.094	0.45
5606	0.348	0.36	7151	1.363	0.38	8010	0.850	0.46	8723	0.043	0.45	9154	0.733	0.46
5610	1.427	0.41	7152	1.800	0.38	8013	0.119	0.45	8725	0.939	0.41	9156	1.362	0.47
5645	2.623	0.36	7153	1.515	0.38	8015	0.365	0.45	8726F	0.359	0.37	9170	3.522	0.38
5703	4.090	0.41	7219	2.468	0.38	8017	0.682	0.47	8734	0.171	0.41	9178	2.899	0.52
5705	4.351	0.41	7222	2.295	0.38	8018	1.434	0.46	8737	0.153	0.41	9179	6.798	0.52
5951	0.314	0.46	7225	3.082	0.41	8021	1.037	0.46	8738	0.202	0.41	9180	2.107	0.45
6003	1.458	0.38	7230	2.950	0.45	8031	0.752	0.46	8742	0.126	0.41	9182	1.122	0.46
6005	1.253	0.41	7231	3.110	0.45	8032	0.821	0.46	8745	1.770	0.45	9186	2.902	0.38
6018	1.065	0.41	7232	2.970	0.38	8033	0.626	0.47	8748	0.187	0.38	9220	1.925	0.45
6045	2.009	0.41	7309F	1.964	0.32	8037	1.057	0.52	8755	0.151	0.41	9402	1.339	0.38
6204	2.255	0.38	7313F	0.865	0.32	8039	0.925	0.47	8799	0.363	0.46	9403	2.575	0.38
6206	0.821	0.36	7317F	1.324	0.32	8044	1.056	0.46	8800	1.097	0.46	9410	0.924	0.46
6213	0.589	0.36	7327F	2.559	0.32	8045	0.328	0.46	8803	0.017	0.41	9501	1.572	0.41
6214	0.504	0.38	7333	1.667	0.36	8046	1.250	0.46	8805	0.103	0.46	9505	1.297	0.45
6216	1.367	0.36	7335	1.853	0.36	8047	0.384	0.46	8810	0.076	0.46	9516	1.042	0.45
6217	1.294	0.36	7337	2.201	0.36	8058	1.119	0.46	8814	0.092	0.46	9519	1.406	0.41
6229	1.464	0.41	7350F	1.802	0.34	8072	0.317	0.47	8815	0.122	0.46	9521	1.202	0.41
6233	0.587	0.36	7360	1.670	0.41	8102	0.731	0.46	8820	0.049	0.41	9522	1.598	0.47
6235	1.503	0.36	7370	2.248	0.46	8103	1.080	0.45	8824	0.914	0.52	9534	1.183	0.36

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Effective January 1, 2026

TABLE OF EXPECTED LOSS RATES AND DISCOUNT RATIOS
APPLICABLE TO ALL POLICIES

CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO	CLASS CODE	ELR	D RATIO
9554	2.325	0.38												
9586	0.221	0.47												
9600	1.024	0.46												
9620	0.521	0.41												

REFER TO UPDATE PAGE FOR ALL SUBSEQUENT REVISIONS TO ALL CLASS CODES

Effective January 1, 2026

TABLE OF WEIGHTING VALUES
APPLICABLE TO ALL POLICIES

Expected Losses			Weighting Values	Expected Losses			Weighting Values
0	--	2,390	0.14	1,347,641	--	1,415,427	0.49
2,391	--	6,734	0.15	1,415,428	--	1,486,859	0.50
6,735	--	11,182	0.16	1,486,860	--	1,562,241	0.51
11,183	--	15,738	0.17	1,562,242	--	1,641,909	0.52
15,739	--	17,328	0.18	1,641,910	--	1,726,241	0.53
17,329	--	19,597	0.17	1,726,242	--	1,815,659	0.54
19,598	--	22,698	0.16	1,815,660	--	1,910,637	0.55
22,699	--	27,364	0.15	1,910,638	--	2,011,713	0.56
27,365	--	36,243	0.14	2,011,714	--	2,119,494	0.57
36,244	--	83,286	0.13	2,119,495	--	2,234,669	0.58
83,287	--	111,919	0.14	2,234,670	--	2,358,028	0.59
111,920	--	136,924	0.15	2,358,029	--	2,490,477	0.60
136,925	--	160,977	0.16	2,490,478	--	2,633,057	0.61
160,978	--	184,837	0.17	2,633,058	--	2,786,979	0.62
184,838	--	208,853	0.18	2,786,980	--	2,953,653	0.63
208,854	--	233,223	0.19	2,953,654	--	3,134,733	0.64
233,224	--	258,079	0.20	3,134,734	--	3,332,171	0.65
258,080	--	283,522	0.21	3,332,172	--	3,548,289	0.66
283,523	--	309,631	0.22	3,548,290	--	3,785,870	0.67
309,632	--	336,478	0.23	3,785,871	--	4,048,281	0.68
336,479	--	362,952	0.24	4,048,282	--	4,339,628	0.69
362,953	--	388,969	0.25	4,339,629	--	4,664,979	0.70
388,970	--	415,805	0.26	4,664,980	--	5,030,655	0.71
415,806	--	443,505	0.27	5,030,656	--	5,444,650	0.72
443,506	--	472,117	0.28	5,444,651	--	5,917,219	0.73
472,118	--	501,692	0.29	5,917,220	--	6,461,741	0.74
501,693	--	532,282	0.30	6,461,742	--	7,096,004	0.75
532,283	--	563,945	0.31	7,096,005	--	7,844,187	0.76
563,946	--	596,740	0.32	7,844,188	--	8,740,012	0.77
596,741	--	630,732	0.33	8,740,013	--	9,831,965	0.78
630,733	--	665,990	0.34	9,831,966	--	11,192,376	0.79
665,991	--	702,590	0.35	11,192,377	--	12,934,126	0.80
702,591	--	740,610	0.36	12,934,127	--	15,243,689	0.81
740,611	--	780,136	0.37	15,243,690	--	18,452,809	0.82
780,137	--	821,260	0.38	18,452,810	--	23,214,151	0.83
821,261	--	864,086	0.39	23,214,152	--	31,013,160	0.84
864,087	--	908,721	0.40	31,013,161	--	46,118,517	0.85
908,722	--	955,283	0.41	46,118,518	--	87,844,622	0.86
955,284	--	1,003,900	0.42	87,844,623	--	748,400,753	0.87
1,003,901	--	1,054,714	0.43	748,400,754	--	AND OVER	0.88
1,054,715	--	1,107,878	0.44				
1,107,879	--	1,163,558	0.45				
1,163,559	--	1,221,941	0.46				
1,221,942	--	1,283,228	0.47				
1,283,229	--	1,347,640	0.48				

(a) G	11.05
(b) State Per Claim Accident Limitation	$180,500
(c) State Multiple Claim Accident Limitation	$361,000
(d) USL&HW Per Claim Accident Limitation	$298,500
(e) USL&HW Multiple Claim Accident Limitation	$597,000
(f) Employers Liability Accident Limitation	$55,000
(g) Primary/Excess Loss Split Point	$27,500
(h) USL&HW Act—Expected Loss Factor—Non-F Classes	1.25

(Multiply a Non-F classification ELR by the USL&HW Act—Expected Loss Factor of 1.25.)

Effective January 1, 2026

TABLE OF BALLAST VALUES
APPLICABLE TO ALL POLICIES

Expected Losses	Ballast Values	Expected Losses	Ballast Values	Expected Losses	Ballast Values
0 -- 398,717	50,830	3,744,901 -- 3,843,535	244,205	7,197,546 -- 7,296,198	437,580
398,718 -- 495,587	56,355	3,843,536 -- 3,942,172	249,730	7,296,199 -- 7,394,852	443,105
495,588 -- 593,030	61,880	3,942,173 -- 4,040,809	255,255	7,394,853 -- 7,493,506	448,630
593,031 -- 690,811	67,405	4,040,810 -- 4,139,448	260,780	7,493,507 -- 7,592,160	454,155
690,812 -- 788,807	72,930	4,139,449 -- 4,238,087	266,305	7,592,161 -- 7,690,815	459,680
788,808 -- 886,948	78,455	4,238,088 -- 4,336,728	271,830	7,690,816 -- 7,789,469	465,205
886,949 -- 985,191	83,980	4,336,729 -- 4,435,370	277,355	7,789,470 -- 7,888,124	470,730
985,192 -- 1,083,510	89,505	4,435,371 -- 4,534,012	282,880	7,888,125 -- 7,986,779	476,255
1,083,511 -- 1,181,885	95,030	4,534,013 -- 4,632,655	288,405	7,986,780 -- 8,085,434	481,780
1,181,886 -- 1,280,304	100,555	4,632,656 -- 4,731,299	293,930	8,085,435 -- 8,184,089	487,305
1,280,305 -- 1,378,756	106,080	4,731,300 -- 4,829,943	299,455	8,184,090 -- 8,282,744	492,830
1,378,757 -- 1,477,237	111,605	4,829,944 -- 4,928,588	304,980	8,282,745 -- 8,381,400	498,355
1,477,238 -- 1,575,740	117,130	4,928,589 -- 5,027,234	310,505	8,381,401 -- 8,480,055	503,880
1,575,741 -- 1,674,261	122,655	5,027,235 -- 5,125,881	316,030	8,480,056 -- 8,578,711	509,405
1,674,262 -- 1,772,798	128,180	5,125,882 -- 5,224,527	321,555	8,578,712 -- 8,677,366	514,930
1,772,799 -- 1,871,348	133,705	5,224,528 -- 5,323,175	327,080	8,677,367 -- 8,776,022	520,455
1,871,349 -- 1,969,908	139,230	5,323,176 -- 5,421,823	332,605	8,776,023 -- 8,874,678	525,980
1,969,909 -- 2,068,479	144,755	5,421,824 -- 5,520,471	338,130	8,874,679 -- 8,973,334	531,505
2,068,480 -- 2,167,057	150,280	5,520,472 -- 5,619,120	343,655	8,973,335 -- 9,071,990	537,030
2,167,058 -- 2,265,643	155,805	5,619,121 -- 5,717,769	349,180	9,071,991 -- 9,170,647	542,555
2,265,644 -- 2,364,235	161,330	5,717,770 -- 5,816,419	354,705	9,170,648 -- 9,269,303	548,080
2,364,236 -- 2,462,832	166,855	5,816,420 -- 5,915,069	360,230	9,269,304 -- 9,367,959	553,605
2,462,833 -- 2,561,434	172,380	5,915,070 -- 6,013,719	365,755	9,367,960 -- 9,466,616	559,130
2,561,435 -- 2,660,041	177,905	6,013,720 -- 6,112,369	371,280	9,466,617 -- 9,565,273	564,655
2,660,042 -- 2,758,651	183,430	6,112,370 -- 6,211,020	376,805	9,565,274 -- 9,663,929	570,180
2,758,652 -- 2,857,265	188,955	6,211,021 -- 6,309,672	382,330	9,663,930 -- 9,761,570	575,705
2,857,266 -- 2,955,882	194,480	6,309,673 -- 6,408,323	387,855		
2,955,883 -- 3,054,502	200,005	6,408,324 -- 6,506,975	393,380		
3,054,503 -- 3,153,124	205,530	6,506,976 -- 6,605,627	398,905		
3,153,125 -- 3,251,749	211,055	6,605,628 -- 6,704,280	404,430		
3,251,750 -- 3,350,375	216,580	6,704,281 -- 6,802,932	409,955		
3,350,376 -- 3,449,004	222,105	6,802,933 -- 6,901,585	415,480		
3,449,005 -- 3,547,635	227,630	6,901,586 -- 7,000,238	421,005		
3,547,636 -- 3,646,267	233,155	7,000,239 -- 7,098,891	426,530		
3,646,268 -- 3,744,900	238,680	7,098,892 -- 7,197,545	432,055		

For Expected Losses greater than $9,761,570, the Ballast Value can be calculated using the following formula (rounded to the nearest 1):

Ballast = (0.056)(Expected Losses) + 2876.4(Expected Losses)(11.05) / (Expected Losses + (600)(11.05))

G = 11.05

IOWA—UPDATE TO EXPERIENCE RATING SUBJECT PREMIUM ELIGIBILITY AMOUNTS

Experience Rating Plan Manual

Subject premium eligibility amounts

Rule ID: ER-ELIT-SEE7E
Effective Date: July 1, 2025

A risk's rating effective date determines the applicable minimum subject premium eligibility amount to qualify for experience rating based on (a) subject premium from the most recent 24 months of the experience period, or (b) average annual subject premium if using more than 24 months of experience in the experience period.

Subject premium eligibility amounts table for Iowa

Rating effective date	Minimum subject premium eligibility amount based on subject premium from the most recent 24 months of the experience period ($)	Minimum subject premium eligibility amount based on average annual subject premium if using more than 24 months of experience in the experience period ($)
07/01/2026 and after	11,000	5,500
07/01/2025 to 06/30/2026	10,500	5,250
07/01/2024 to 06/30/2025	10,000	5,000

Note: This exhibit revises the Iowa experience rating subject premium eligibility amounts shown in the Subject premium eligibility amounts table for Iowa in NCCI's ***Experience Rating Plan Manual*** for Iowa. The subject premium eligibility amounts are applicable to all policies.

Workers Compensation Rate Filing – January 1, 2026

Proposed Values for Inclusion in the Retrospective Rating Plan Manual

The following pages include proposed values for inclusion in the Retrospective Rating Plan Manual, such as:

- Average Cost per Case
- Excess Loss Factors
- Expected Loss Ratios
- Retrospective Development Factors
- Tables of Expense Ratios
- Tax Multipliers

1. Average Cost per Case by Hazard Group

A	B	C	D	E	F	G
8,658	10,722	16,343	19,272	28,483	44,189	50,130

Average Cost per Case including ALAE by Hazard Group

A	B	C	D	E	F	G
9,527	11,785	17,940	21,138	31,169	48,302	54,778

2. Tax Multipliers

a. State (non-F Classes) 1.028
b. Federal Classes, or non-F classes where rate is increased by the USL&HW Act Percentage 1.051

3. Countrywide Expected Loss Ratio
0.598

Countrywide Expected Loss and Allocated Expense Ratio
0.664

4. Table of Expense Ratios
Type A: 2025-01
Type B: 2025-01

5. Excess Loss Factors
(Applicable to New and Renewal Policies)

Per Accident Limitation	Hazard Groups A	B	C	D	E	F	G
$10,000	0.438	0.465	0.492	0.508	0.531	0.549	0.557
$15,000	0.405	0.435	0.464	0.483	0.509	0.530	0.540
$20,000	0.379	0.410	0.441	0.461	0.491	0.513	0.526
$25,000	0.358	0.389	0.421	0.442	0.474	0.499	0.513
$30,000	0.339	0.371	0.404	0.425	0.459	0.485	0.501
$35,000	0.323	0.355	0.389	0.410	0.446	0.473	0.490
$40,000	0.308	0.340	0.375	0.397	0.434	0.461	0.480
$50,000	0.283	0.316	0.350	0.373	0.412	0.441	0.461
$75,000	0.239	0.270	0.304	0.327	0.369	0.399	0.423
$100,000	0.208	0.237	0.272	0.293	0.337	0.368	0.393
$125,000	0.185	0.213	0.247	0.268	0.312	0.343	0.368
$150,000	0.167	0.194	0.227	0.247	0.291	0.322	0.348
$175,000	0.152	0.178	0.211	0.230	0.274	0.305	0.331
$200,000	0.140	0.165	0.197	0.216	0.260	0.290	0.315
$225,000	0.130	0.154	0.185	0.203	0.247	0.277	0.302
$250,000	0.121	0.145	0.175	0.192	0.236	0.265	0.290
$275,000	0.114	0.136	0.166	0.183	0.226	0.255	0.280
$300,000	0.107	0.129	0.158	0.174	0.217	0.245	0.270
$325,000	0.101	0.122	0.151	0.167	0.209	0.237	0.261
$350,000	0.096	0.116	0.144	0.160	0.202	0.229	0.253
$375,000	0.091	0.111	0.139	0.153	0.195	0.222	0.246
$400,000	0.087	0.106	0.133	0.148	0.189	0.215	0.239
$425,000	0.083	0.102	0.128	0.142	0.183	0.209	0.232
$450,000	0.079	0.098	0.124	0.138	0.178	0.204	0.226
$475,000	0.076	0.094	0.120	0.133	0.173	0.198	0.220
$500,000	0.073	0.091	0.116	0.129	0.169	0.193	0.215
$600,000	0.063	0.080	0.103	0.115	0.153	0.176	0.197
$700,000	0.056	0.071	0.093	0.104	0.140	0.163	0.182
$800,000	0.050	0.064	0.085	0.095	0.130	0.151	0.169
$900,000	0.045	0.059	0.079	0.088	0.122	0.142	0.159
$1,000,000	0.042	0.054	0.073	0.082	0.115	0.134	0.150
$2,000,000	0.023	0.031	0.045	0.050	0.075	0.089	0.099
$3,000,000	0.016	0.022	0.033	0.037	0.057	0.068	0.076
$4,000,000	0.012	0.018	0.027	0.030	0.047	0.056	0.062
$5,000,000	0.010	0.014	0.022	0.025	0.039	0.048	0.053
$6,000,000	0.008	0.012	0.019	0.021	0.034	0.041	0.046
$7,000,000	0.007	0.010	0.016	0.018	0.030	0.036	0.041
$8,000,000	0.006	0.009	0.014	0.016	0.026	0.032	0.036
$9,000,000	0.005	0.008	0.012	0.014	0.023	0.029	0.032
$10,000,000	0.004	0.007	0.011	0.012	0.021	0.026	0.029

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

Per Accident Limitation	Hazard Groups A	B	C	D	E	F	G
$10,000	0.488	0.517	0.545	0.562	0.586	0.605	0.613
$15,000	0.453	0.484	0.515	0.535	0.563	0.585	0.596
$20,000	0.425	0.458	0.491	0.512	0.543	0.567	0.580
$25,000	0.402	0.436	0.470	0.492	0.526	0.552	0.567
$30,000	0.382	0.417	0.452	0.475	0.510	0.538	0.554
$35,000	0.365	0.399	0.435	0.459	0.496	0.525	0.543
$40,000	0.349	0.384	0.420	0.444	0.483	0.512	0.532
$50,000	0.322	0.357	0.394	0.419	0.460	0.491	0.512
$75,000	0.274	0.307	0.345	0.369	0.414	0.446	0.471
$100,000	0.240	0.272	0.310	0.333	0.379	0.413	0.439
$125,000	0.215	0.246	0.282	0.305	0.352	0.386	0.413
$150,000	0.195	0.225	0.261	0.283	0.330	0.363	0.391
$175,000	0.179	0.208	0.243	0.264	0.311	0.344	0.372
$200,000	0.166	0.193	0.228	0.248	0.295	0.328	0.356
$225,000	0.154	0.181	0.215	0.234	0.281	0.314	0.341
$250,000	0.144	0.170	0.203	0.222	0.269	0.301	0.328
$275,000	0.136	0.161	0.193	0.212	0.258	0.289	0.317
$300,000	0.128	0.152	0.184	0.202	0.248	0.279	0.306
$325,000	0.122	0.145	0.176	0.194	0.240	0.270	0.296
$350,000	0.115	0.138	0.169	0.186	0.231	0.261	0.287
$375,000	0.110	0.132	0.163	0.179	0.224	0.253	0.279
$400,000	0.105	0.127	0.157	0.173	0.217	0.246	0.272
$425,000	0.101	0.122	0.151	0.167	0.211	0.239	0.265
$450,000	0.097	0.117	0.146	0.161	0.205	0.233	0.258
$475,000	0.093	0.113	0.141	0.156	0.200	0.227	0.252
$500,000	0.089	0.109	0.137	0.151	0.194	0.222	0.246
$600,000	0.078	0.096	0.122	0.135	0.177	0.203	0.225
$700,000	0.069	0.086	0.111	0.123	0.163	0.187	0.209
$800,000	0.062	0.078	0.101	0.113	0.151	0.175	0.195
$900,000	0.056	0.071	0.094	0.104	0.142	0.164	0.183
$1,000,000	0.052	0.066	0.087	0.097	0.133	0.155	0.173
$2,000,000	0.029	0.038	0.053	0.059	0.087	0.103	0.115
$3,000,000	0.020	0.027	0.039	0.044	0.067	0.079	0.088
$4,000,000	0.015	0.021	0.031	0.035	0.054	0.065	0.072
$5,000,000	0.012	0.017	0.026	0.029	0.046	0.055	0.061
$6,000,000	0.010	0.014	0.022	0.025	0.039	0.047	0.053
$7,000,000	0.008	0.012	0.019	0.021	0.034	0.042	0.047
$8,000,000	0.007	0.010	0.016	0.019	0.030	0.037	0.042
$9,000,000	0.006	0.009	0.014	0.016	0.027	0.033	0.038
$10,000,000	0.005	0.008	0.013	0.015	0.024	0.030	0.034

6. **Retrospective Development Factors**

With Loss Limit			Without Loss Limit			
1st Adj.	2nd Adj.	3rd Adj.	1st Adj.	2nd Adj.	3rd Adj.	4th & Subsequent Adjustment
0.03	0.02	0.01	0.11	0.06	0.04	0.00

Table of Expense Ratios - Excluding Taxes and Including Profit and Contingencies

Type A: 2025-01

WC Premium Range From		To	Expense Ratio
0	-	10,055	0.366
10,056	-	10,167	0.365
10,168	-	10,282	0.364
10,283	-	10,399	0.363
10,400	-	10,520	0.362
10,521	-	10,643	0.361
10,644	-	10,769	0.360
10,770	-	10,898	0.359
10,899	-	11,030	0.358
11,031	-	11,165	0.357
11,166	-	11,304	0.356
11,305	-	11,446	0.355
11,447	-	11,592	0.354
11,593	-	11,741	0.353
11,742	-	11,895	0.352
11,896	-	12,052	0.351
12,053	-	12,214	0.350
12,215	-	12,380	0.349
12,381	-	12,551	0.349
12,552	-	12,727	0.348
12,728	-	12,907	0.347
12,908	-	13,093	0.346
13,094	-	13,284	0.345
13,285	-	13,481	0.344
13,482	-	13,684	0.343
13,685	-	13,893	0.342
13,894	-	14,108	0.341
14,109	-	14,330	0.340
14,331	-	14,559	0.339
14,560	-	14,796	0.338
14,797	-	15,041	0.337
15,042	-	15,294	0.336
15,295	-	15,555	0.335
15,556	-	15,826	0.334
15,827	-	16,106	0.333
16,107	-	16,396	0.332
16,397	-	16,697	0.331
16,698	-	17,009	0.330
17,010	-	17,333	0.329
17,334	-	17,669	0.328
17,670	-	18,019	0.327
18,020	-	18,383	0.326
18,384	-	18,762	0.325
18,763	-	19,157	0.324
19,158	-	19,569	0.323
19,570	-	19,999	0.323
20,000	-	20,449	0.322
20,450	-	20,919	0.321
20,920	-	21,411	0.320
21,412	-	21,927	0.319

WC Premium Range From		To	Expense Ratio
21,928	-	22,469	0.318
22,470	-	23,037	0.317
23,038	-	23,636	0.316
23,637	-	24,266	0.315
24,267	-	24,931	0.314
24,932	-	25,633	0.313
25,634	-	26,376	0.312
26,377	-	27,164	0.311
27,165	-	27,999	0.310
28,000	-	28,888	0.309
28,889	-	29,836	0.308
29,837	-	30,847	0.307
30,848	-	31,929	0.306
31,930	-	33,090	0.305
33,091	-	34,339	0.304
34,340	-	35,686	0.303
35,687	-	37,142	0.302
37,143	-	38,723	0.301
38,724	-	40,444	0.300
40,445	-	42,325	0.299
42,326	-	44,390	0.298
44,391	-	46,666	0.297
46,667	-	49,189	0.296
49,190	-	51,999	0.296
52,000	-	55,151	0.295
55,152	-	58,709	0.294
58,710	-	62,758	0.293
62,759	-	67,407	0.292
67,408	-	72,799	0.291
72,800	-	79,130	0.290
79,131	-	86,666	0.289
86,667	-	95,789	0.288
95,790	-	107,058	0.287
107,059	-	121,333	0.286
121,334	-	139,999	0.285
140,000	-	165,454	0.284
165,455	-	200,377	0.283
200,378	-	208,235	0.282
208,236	-	216,734	0.281
216,735	-	225,957	0.280
225,958	-	235,999	0.279
236,000	-	246,976	0.278
246,977	-	259,024	0.277
259,025	-	272,307	0.276
272,308	-	287,027	0.275
287,028	-	303,428	0.274
303,429	-	321,818	0.273
321,819	-	342,580	0.272
342,581	-	366,206	0.271
366,207	-	393,333	0.270

WC Premium Range From		To	Expense Ratio
393,334	-	424,799	0.270
424,800	-	461,739	0.269
461,740	-	505,714	0.268
505,715	-	558,947	0.267
558,948	-	624,705	0.266
624,706	-	707,999	0.265
708,000	-	816,923	0.264
816,924	-	965,454	0.263
965,455	-	1,179,999	0.262
1,180,000	-	1,517,142	0.261
1,517,143	-	1,824,799	0.260
1,824,800	-	1,983,478	0.259
1,983,479	-	2,172,380	0.258
2,172,381	-	2,401,052	0.257
2,401,053	-	2,683,529	0.256
2,683,530	-	3,041,333	0.255
3,041,334	-	3,509,230	0.254
3,509,231	-	4,147,272	0.253
4,147,273	-	5,068,888	0.252
5,068,889	-	6,517,142	0.251
6,517,143	-	9,123,999	0.250
9,124,000	-	15,206,666	0.249
15,206,667	-	45,619,999	0.248
45,620,000	-	And Above	0.247

First	-	10,000	0.0%
Next	-	190,000	9.1%
Next	-	1,550,000	11.3%
Over	-	1,750,000	12.3%

Expected Loss Ratio:	0.598
Tax Multiplier:	1.038

Table of Expense Ratios - Excluding Taxes and Including Profit and Contingencies

Type B: 2025-01

WC Premium Range From		To	Expense Ratio
0	-	10,099	0.366
10,100	-	10,303	0.365
10,304	-	10,515	0.364
10,516	-	10,736	0.363
10,737	-	10,967	0.362
10,968	-	11,208	0.361
11,209	-	11,460	0.360
11,461	-	11,724	0.359
11,725	-	11,999	0.358
12,000	-	12,289	0.357
12,290	-	12,592	0.356
12,593	-	12,911	0.355
12,912	-	13,246	0.354
13,247	-	13,599	0.353
13,600	-	13,972	0.352
13,973	-	14,366	0.351
14,367	-	14,782	0.350
14,783	-	15,223	0.349
15,224	-	15,692	0.349
15,693	-	16,190	0.348
16,191	-	16,721	0.347
16,722	-	17,288	0.346
17,289	-	17,894	0.345
17,895	-	18,545	0.344
18,546	-	19,245	0.343

WC Premium Range From		To	Expense Ratio
19,246	-	19,999	0.342
20,000	-	20,816	0.341
20,817	-	21,702	0.340
21,703	-	22,666	0.339
22,667	-	23,720	0.338
23,721	-	24,878	0.337
24,879	-	26,153	0.336
26,154	-	27,567	0.335
27,568	-	29,142	0.334
29,143	-	30,909	0.333
30,910	-	32,903	0.332
32,904	-	35,172	0.331
35,173	-	37,777	0.330
37,778	-	40,799	0.329
40,800	-	44,347	0.328
44,348	-	48,571	0.327
48,572	-	53,684	0.326
53,685	-	59,999	0.325
60,000	-	67,999	0.324
68,000	-	78,461	0.323
78,462	-	92,727	0.323
92,728	-	113,333	0.322
113,334	-	145,714	0.321
145,715	-	200,606	0.320
200,607	-	213,548	0.319

WC Premium Range From		To	Expense Ratio
213,549	-	228,275	0.318
228,276	-	245,185	0.317
245,186	-	264,799	0.316
264,800	-	287,826	0.315
287,827	-	315,238	0.314
315,239	-	348,421	0.313
348,422	-	389,411	0.312
389,412	-	441,333	0.311
441,334	-	509,230	0.310
509,231	-	601,818	0.309
601,819	-	735,555	0.308
735,556	-	945,714	0.307
945,715	-	1,323,999	0.306
1,324,000	-	1,809,565	0.305
1,809,566	-	1,981,904	0.304
1,981,905	-	2,190,526	0.303
2,190,527	-	2,448,235	0.302
2,448,236	-	2,774,666	0.301
2,774,667	-	3,201,538	0.300
3,201,539	-	3,783,636	0.299
3,783,637	-	4,624,444	0.298
4,624,445	-	5,945,714	0.297
5,945,715	-	8,323,999	0.296
8,324,000	-	13,873,333	0.296
13,873,334	-	41,619,999	0.295
41,620,000	-	And Above	0.294

First	-	10,000	0.0%
Next	-	190,000	5.1%
Next	-	1,550,000	6.5%
Over	-	1,750,000	7.5%

Expected Loss Ratio:	0.598
Tax Multiplier:	1.038

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

Type A: 2025-01

WC Premium Range From		To	Expense Ratio
0	-	10,055	0.300
10,056	-	10,167	0.299
10,168	-	10,282	0.298
10,283	-	10,399	0.297
10,400	-	10,520	0.296
10,521	-	10,643	0.295
10,644	-	10,769	0.294
10,770	-	10,898	0.293
10,899	-	11,030	0.292
11,031	-	11,165	0.291
11,166	-	11,304	0.290
11,305	-	11,446	0.289
11,447	-	11,592	0.288
11,593	-	11,741	0.287
11,742	-	11,895	0.286
11,896	-	12,052	0.285
12,053	-	12,214	0.284
12,215	-	12,380	0.283
12,381	-	12,551	0.282
12,552	-	12,727	0.281
12,728	-	12,907	0.280
12,908	-	13,093	0.279
13,094	-	13,284	0.278
13,285	-	13,481	0.277
13,482	-	13,684	0.276
13,685	-	13,893	0.275
13,894	-	14,108	0.274
14,109	-	14,330	0.274
14,331	-	14,559	0.273
14,560	-	14,796	0.272
14,797	-	15,041	0.271
15,042	-	15,294	0.270
15,295	-	15,555	0.269
15,556	-	15,826	0.268
15,827	-	16,106	0.267
16,107	-	16,396	0.266
16,397	-	16,697	0.265
16,698	-	17,009	0.264
17,010	-	17,333	0.263
17,334	-	17,669	0.262
17,670	-	18,019	0.261
18,020	-	18,383	0.260
18,384	-	18,762	0.259
18,763	-	19,157	0.258
19,158	-	19,569	0.257
19,570	-	19,999	0.256
20,000	-	20,449	0.255
20,450	-	20,919	0.254
20,920	-	21,411	0.253
21,412	-	21,927	0.252

WC Premium Range From		To	Expense Ratio
21,928	-	22,469	0.251
22,470	-	23,037	0.250
23,038	-	23,636	0.249
23,637	-	24,266	0.248
24,267	-	24,931	0.248
24,932	-	25,633	0.247
25,634	-	26,376	0.246
26,377	-	27,164	0.245
27,165	-	27,999	0.244
28,000	-	28,888	0.243
28,889	-	29,836	0.242
29,837	-	30,847	0.241
30,848	-	31,929	0.240
31,930	-	33,090	0.239
33,091	-	34,339	0.238
34,340	-	35,686	0.237
35,687	-	37,142	0.236
37,143	-	38,723	0.235
38,724	-	40,444	0.234
40,445	-	42,325	0.233
42,326	-	44,390	0.232
44,391	-	46,666	0.231
46,667	-	49,189	0.230
49,190	-	51,999	0.229
52,000	-	55,151	0.228
55,152	-	58,709	0.227
58,710	-	62,758	0.226
62,759	-	67,407	0.225
67,408	-	72,799	0.224
72,800	-	79,130	0.223
79,131	-	86,666	0.222
86,667	-	95,789	0.221
95,790	-	107,058	0.221
107,059	-	121,333	0.220
121,334	-	139,999	0.219
140,000	-	165,454	0.218
165,455	-	200,377	0.217
200,378	-	208,235	0.216
208,236	-	216,734	0.215
216,735	-	225,957	0.214
225,958	-	235,999	0.213
236,000	-	246,976	0.212
246,977	-	259,024	0.211
259,025	-	272,307	0.210
272,308	-	287,027	0.209
287,028	-	303,428	0.208
303,429	-	321,818	0.207
321,819	-	342,580	0.206
342,581	-	366,206	0.205
366,207	-	393,333	0.204

WC Premium Range From		To	Expense Ratio
393,334	-	424,799	0.203
424,800	-	461,739	0.202
461,740	-	505,714	0.201
505,715	-	558,947	0.200
558,948	-	624,705	0.199
624,706	-	707,999	0.198
708,000	-	816,923	0.197
816,924	-	965,454	0.196
965,455	-	1,179,999	0.195
1,180,000	-	1,517,142	0.195
1,517,143	-	1,824,799	0.194
1,824,800	-	1,983,478	0.193
1,983,479	-	2,172,380	0.192
2,172,381	-	2,401,052	0.191
2,401,053	-	2,683,529	0.190
2,683,530	-	3,041,333	0.189
3,041,334	-	3,509,230	0.188
3,509,231	-	4,147,272	0.187
4,147,273	-	5,068,888	0.186
5,068,889	-	6,517,142	0.185
6,517,143	-	9,123,999	0.184
9,124,000	-	15,206,666	0.183
15,206,667	-	45,619,999	0.182
45,620,000	-	And Above	0.181

First	-	10,000	0.0%
Next	-	190,000	9.1%
Next	-	1,550,000	11.3%
Over	-	1,750,000	12.3%

Expected Loss and ALAE Ratio:	0.664
Tax Multiplier:	1.038

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

Type B: 2025-01

WC Premium Range From		To	Expense Ratio
0	-	10,099	0.300
10,100	-	10,303	0.299
10,304	-	10,515	0.298
10,516	-	10,736	0.297
10,737	-	10,967	0.296
10,968	-	11,208	0.295
11,209	-	11,460	0.294
11,461	-	11,724	0.293
11,725	-	11,999	0.292
12,000	-	12,289	0.291
12,290	-	12,592	0.290
12,593	-	12,911	0.289
12,912	-	13,246	0.288
13,247	-	13,599	0.287
13,600	-	13,972	0.286
13,973	-	14,366	0.285
14,367	-	14,782	0.284
14,783	-	15,223	0.283
15,224	-	15,692	0.282
15,693	-	16,190	0.281
16,191	-	16,721	0.280
16,722	-	17,288	0.279
17,289	-	17,894	0.278
17,895	-	18,545	0.277
18,546	-	19,245	0.276

WC Premium Range From		To	Expense Ratio
19,246	-	19,999	0.275
20,000	-	20,816	0.274
20,817	-	21,702	0.274
21,703	-	22,666	0.273
22,667	-	23,720	0.272
23,721	-	24,878	0.271
24,879	-	26,153	0.270
26,154	-	27,567	0.269
27,568	-	29,142	0.268
29,143	-	30,909	0.267
30,910	-	32,903	0.266
32,904	-	35,172	0.265
35,173	-	37,777	0.264
37,778	-	40,799	0.263
40,800	-	44,347	0.262
44,348	-	48,571	0.261
48,572	-	53,684	0.260
53,685	-	59,999	0.259
60,000	-	67,999	0.258
68,000	-	78,461	0.257
78,462	-	92,727	0.256
92,728	-	113,333	0.255
113,334	-	145,714	0.254
145,715	-	200,606	0.253
200,607	-	213,548	0.252

WC Premium Range From		To	Expense Ratio
213,549	-	228,275	0.251
228,276	-	245,185	0.250
245,186	-	264,799	0.249
264,800	-	287,826	0.248
287,827	-	315,238	0.248
315,239	-	348,421	0.247
348,422	-	389,411	0.246
389,412	-	441,333	0.245
441,334	-	509,230	0.244
509,231	-	601,818	0.243
601,819	-	735,555	0.242
735,556	-	945,714	0.241
945,715	-	1,323,999	0.240
1,324,000	-	1,809,565	0.239
1,809,566	-	1,981,904	0.238
1,981,905	-	2,190,526	0.237
2,190,527	-	2,448,235	0.236
2,448,236	-	2,774,666	0.235
2,774,667	-	3,201,538	0.234
3,201,539	-	3,783,636	0.233
3,783,637	-	4,624,444	0.232
4,624,445	-	5,945,714	0.231
5,945,715	-	8,323,999	0.230
8,324,000	-	13,873,333	0.229
13,873,334	-	41,619,999	0.228
41,620,000	-	And Above	0.227

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

Expected Loss and ALAE Ratio:	0.664
Tax Multiplier:	1.038

Part 3 Supporting Exhibits

- Exhibit I: Determination of the Indicated Advisory Rate Level Change
- Exhibit II: Workers Compensation Expense Program
- Appendix A: Factors Underlying the Proposed Rate Level Change
- Appendix B: Calculations Underlying the Advisory Rate Change by Classification
- Appendix C: Memoranda for Laws and Assessments
- Appendix D: Determination of Assigned Risk Rates

Iowa

Workers Compensation Rate Filing – January 1, 2026

Exhibit I – Determination of Indicated Advisory Rate Level Change

NCCI analyzed the emerging experience of Iowa workers compensation policies in recent years. The primary focus of our analysis was on premiums and losses from the proposed experience period, as shown in the exhibits on the next few pages.

Determination of the Loss Base

In analyzing losses for the purpose of Aggregate Ratemaking, NCCI reviews both "paid" and "paid plus case" loss data, which are (i) the benefit amounts already paid by insurers on reported claims and (ii) the benefit amounts already paid by insurers on reported claims plus the amounts set aside to cover future payments on those claims.

During this year's analysis, which included an assessment of the predictiveness of the experience period years, a combination of both paid and paid plus case data was selected to best reflect the conditions likely to prevail in the proposed effective period. This methodology makes the most use of the available financial data information and is consistent with prior filings made in Iowa.

Determination of the Experience Period

This year's analysis included a review of various experience periods and an assessment of possible pandemic claim-related impacts. The most recent five policy year and calendar-accident year projected loss ratios are shown below. Policy year data is given greater consideration by NCCI because policy year data reflects the best match between exposure and losses.

Policy Year	Loss Ratio	Calendar-Accident Year	Loss Ratio
2019	1.023	2020	0.937
2020	1.017	2021	1.041
2021	0.947	2022	0.913
2022	0.971	2023	0.968
2023	0.950	2024	0.928

Note the following regarding the projected loss ratios:

- *Based on NCCI's Financial Call data reported through 12/31/2024, on-leveled, developed to an ultimate report, and trended to the prospective period. Projected loss ratios do not include the change in expenses and standard earned premium at Designated Statistical Reporting (DSR) level is adjusted to a pure premium level.*
- *The Calendar-Accident Year analysis was not conducted separately; the displayed loss ratios are trended using the policy year loss ratio selections underlying this filing.*
- *Calendar-Accident Year 2020–2023 loss ratios include a premium audit adjustment due to changes in audit activity.*

The policy year loss ratios, projected to the prospective level, are generally consistent and favorable in this time period. Policy Years 2022 and 2023 exhibit a decrease to the current rate level based on the most recent data, aligning with Calendar-Accident Years 2023 and 2024. This experience, which

tends to fluctuate more on the calendar-accident year side, is in part influenced by a pattern of improving experience, Iowa's strong labor market, and changes in large loss volume.

Projected loss ratios in Policy Years 2022–2023 and Calendar-Accident Years 2023–2024 indicate continued improvement in Iowa's loss experience. A long-term decline in lost-time claim frequency, driven by improved workplace safety and greater use of automation, has supported these projections and is expected to continue to put downward pressure on the rate level.

A limitation in analyzing projected loss ratios is that the selected trends are primarily relevant to the experience period rather than to historical loss ratios. The prospective trends account for the past divergence between wage growth and changes in medical benefits, a relationship not expected to persist. In particular, Policy Years 2019 and 2020 are trended using the same factors as the experience period, which may be inappropriate given the impact of short-term improvements on experience. Medical loss ratios declined significantly in 2021, and the selected trend factors reflect a forward-looking estimate rather than the historical improvement observed to date.

In Iowa, the COVID-19 pandemic had only a minor, short-term impact. However, certain lasting effects, such as the shift to remote work and reduced business travel, have increased workplace safety and likely contributed to the improved loss ratio experience.

The economic environment in Iowa has remained positive, with the unemployment rate remaining around 3% which is expected to continue into the filing effective period (Source: Moody's Analytics). Employment in Iowa is expected to grow at a modest rate. The business sector mix is expected to remain stable in the prospective period, with industry composition comparable to the policy years analyzed, supporting the use of historical experience as a reliable predictor of future experience. Furthermore, a strong level of employment suggests fewer return-to-work challenges verses what might be expected in a relatively weak labor market. Additionally, wage-driven premium growth is expected to outpace the impact of medical inflation on system medical costs.

Exhibit I – Determination of Indicated Advisory Rate Level Change

An analysis was conducted to evaluate the influence of shifting volumes of large losses on the loss experience of the most recent years.

Call 31 Claims with Paid+Case Losses over 500K

Policy Year	Claim Counts	Limited Paid+Case	Accident Year	Claim Counts	Limited Paid+Case
2019	42	62M	2020	32	38M
2020	39	57M	2021	36	51M
2021	46	46M	2022	31	25M
2022	41	48M	2023	35	52M
2023	38	59M	2024	29	45M

Based on NCCI's Financial Call data reported through 12/31/2024, Call 31 claims valued at first report

Policy Years 2019 and 2020 show higher levels of initial large loss activity at first report, which has contributed to the relatively worse experience in those projected loss ratios. Similarly, the loss ratio for Calendar-Accident Year 2021 indicates a higher projected loss ratio, partly due to the volume of large loss claims. In contrast, while Policy Year 2023 has also experienced an elevated level of large losses, its projected loss ratio remains favorable. The same observation can be seen for Calendar-Accident Year 2023, which exhibits a higher large loss volume but the projected loss ratio is favorable and aligns with the average of the proposed Policy Year experience period. For Iowa specifically, Calendar-Accident Year results show greater year-to-year volatility in large loss volumes, whereas Policy Year results have remained at a relatively stable level.

In this filing, the data for the two most recently available full policy years, 2022 and 2023, was selected as the most appropriate experience period on which to base this year's filing. This selection provides a balance between stability and responsiveness and best reflects the conditions likely to prevail in the proposed effective period. This method is consistent with prior filings in Iowa.

Exhibit I – Determination of Indicated Advisory Rate Level Change

Determination of the Indicated Change

NCCI uses the following general methodology to determine the indicated change based on experience, trend, and benefits for each of the policy years in the experience period:

1. Standard earned premium at Designated Statistical Reporting (DSR) level is developed to ultimate, on-leveled to the current approved advisory rate level, and adjusted to a pure premium level.
2. Reported indemnity and medical losses are limited by a large loss threshold, developed to ultimate using limited development factors, and on-leveled to a common benefit level to yield adjusted limited losses.
3. Limited indemnity and medical cost ratios excluding trend and benefits changes are calculated as adjusted losses (step 2) divided by premium available for benefit costs (step 1).
4. Trend factors are applied to the indemnity and medical cost ratios to reflect expected differences between the historical experience years and the effective period of the proposed filing.
5. Limited losses are adjusted to an unlimited basis via a non-catastrophe excess ratio (with excess ratios at limits beyond $50 million set equal to zero).
6. A factor is applied to reflect the impact of proposed indemnity and medical benefit changes.
7. The projected unlimited indemnity and medical cost ratios including benefit changes are added to yield the indicated change based on experience, trend, and benefits.

The indicated change based on experience, trend, and benefits for this filing is calculated as the average of the indicated changes for each of the individual policy years in the experience period. Lastly, the impact of the change in loss-based expenses, change in production and general expenses, change in premium taxes and assessments, and change in the profit and contingency provision is applied to determine the indicated overall average advisory rate level change.

The detailed calculations can be found on the following pages.

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EXHIBIT I

Determination of Indicated Rate Level Change

Section A - Policy Year 2023 Experience

Premium:

(1)	Standard Earned Premium Developed to Ultimate (Appendix A-II)	$659,897,093
(2)	Premium On-level Factor (Appendix A-I)	0.507
(3)	Pure Premium Available for Benefit Costs = (1) x (2)	$334,567,826

Indemnity Benefit Cost:

(4)	Limited Indemnity Losses Developed to Ultimate (Appendix A-II)	$154,608,056
(5)	Indemnity Loss On-level Factor (Appendix A-I)	1.000
(6)	Adjusted Limited Indemnity Losses = (4) x (5)	$154,608,056
(7)	Adjusted Limited Indemnity Cost Ratio excluding Trend and Benefits = (6) / (3)	0.462
(8)	Factor to Reflect Indemnity Trend (Appendix A-III)	0.871
(9)	Projected Limited Indemnity Cost Ratio = (7) x (8)	0.402
(10)	Factor to Adjust Indemnity Cost Ratio to an Unlimited Basis (Appendix A-II)	1.036
(11)	Projected Indemnity Cost Ratio = (9) x (10)	0.416
(12)	Factor to Reflect Proposed Changes in Indemnity Benefits (Appendix C)	1.000
(13)	Projected Indemnity Cost Ratio including Benefit Changes = (11) x (12)	0.416

Medical Benefit Cost:

(14)	Limited Medical Losses Developed to Ultimate (Appendix A-II)	$191,844,163
(15)	Medical Loss On-level Factor (Appendix A-I)	1.000
(16)	Adjusted Limited Medical Losses = (14) x (15)	$191,844,163
(17)	Adjusted Limited Medical Cost Ratio excluding Trend and Benefits = (16) / (3)	0.573
(18)	Factor to Reflect Medical Trend (Appendix A-III)	0.899
(19)	Projected Limited Medical Cost Ratio = (17) x (18)	0.515
(20)	Factor to Adjust Medical Cost Ratio to an Unlimited Basis (Appendix A-II)	1.036
(21)	Projected Medical Cost Ratio = (19) x (20)	0.534
(22)	Factor to Reflect Proposed Changes in Medical Benefits (Appendix C)	1.000
(23)	Projected Medical Cost Ratio including Benefit Changes = (21) x (22)	0.534

Total Benefit Cost:

(24)	Indicated Change Based on Experience, Trend and Benefits = (13) + (23)	0.950

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EXHIBIT I

Determination of Indicated Rate Level Change

Section B - Policy Year 2022 Experience

Premium:

(1)	Standard Earned Premium Developed to Ultimate (Appendix A-II)	$686,028,706
(2)	Premium On-level Factor (Appendix A-I)	0.463
(3)	Pure Premium Available for Benefit Costs = (1) x (2)	$317,631,291

Indemnity Benefit Cost:

(4)	Limited Indemnity Losses Developed to Ultimate (Appendix A-II)	$151,016,566
(5)	Indemnity Loss On-level Factor (Appendix A-I)	1.000
(6)	Adjusted Limited Indemnity Losses = (4) x (5)	$151,016,566
(7)	Adjusted Limited Indemnity Cost Ratio excluding Trend and Benefits = (6) / (3)	0.475
(8)	Factor to Reflect Indemnity Trend (Appendix A-III)	0.832
(9)	Projected Limited Indemnity Cost Ratio = (7) x (8)	0.395
(10)	Factor to Adjust Indemnity Cost Ratio to an Unlimited Basis (Appendix A-II)	1.036
(11)	Projected Indemnity Cost Ratio = (9) x (10)	0.409
(12)	Factor to Reflect Proposed Changes in Indemnity Benefits (Appendix C)	1.000
(13)	Projected Indemnity Cost Ratio including Benefit Changes = (11) x (12)	0.409

Medical Benefit Cost:

(14)	Limited Medical Losses Developed to Ultimate (Appendix A-II)	$198,423,258
(15)	Medical Loss On-level Factor (Appendix A-I)	1.000
(16)	Adjusted Limited Medical Losses = (14) x (15)	$198,423,258
(17)	Adjusted Limited Medical Cost Ratio excluding Trend and Benefits = (16) / (3)	0.625
(18)	Factor to Reflect Medical Trend (Appendix A-III)	0.867
(19)	Projected Limited Medical Cost Ratio = (17) x (18)	0.542
(20)	Factor to Adjust Medical Cost Ratio to an Unlimited Basis (Appendix A-II)	1.036
(21)	Projected Medical Cost Ratio = (19) x (20)	0.562
(22)	Factor to Reflect Proposed Changes in Medical Benefits (Appendix C)	1.000
(23)	Projected Medical Cost Ratio including Benefit Changes = (21) x (22)	0.562

Total Benefit Cost:

(24)	Indicated Change Based on Experience, Trend and Benefits = (13) + (23)	0.971

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EXHIBIT I

Determination of Indicated Rate Level Change

Section C - Indicated Change Based on Experience, Trend, and Benefits

(1) Policy Year 2023 Indicated Change Based on Experience, Trend, and Benefits	0.950
(2) Policy Year 2022 Indicated Change Based on Experience, Trend, and Benefits	0.971
(3) Indicated Change Based on Experience, Trend, and Benefits* = [(1) + (2)] / 2	0.961

* The weight applied to each loss ratio in the experience period does not vary by year.

Section D - Application of the Offset Due to the Change in Assigned Risk Pricing Programs

(1) Indicated Rate Level Change	0.961
(2) Effect of the Offset Due to the Change in Assigned Risk Pricing Programs	1.000
(3) Indicated Change Modified to Reflect the Offset Due to the Change in A/R Pricing Programs = (1) x (2)	0.961

Section E - Application of the Change in Production and General Expenses

(1) Indicated Rate Level Change	0.961
(2) Effect of the Change in Production and General Expenses (Exhibit II)	1.003
(3) Indicated Change Modified to Reflect the Change in Production and General Expenses = (1) x (2)	0.964

Section F - Application of the Change in Taxes

(1) Indicated Rate Level Change	0.964
(2) Effect of the Change in Taxes (Exhibit II)	1.000
(3) Indicated Change Modified to Reflect the Change in Taxes = (1) x (2)	0.964

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EXHIBIT I

Determination of Indicated Rate Level Change

Section G - Application of the Change in the Profit and Contingency Provision

(1) Indicated Rate Level Change	0.964
(2) Effect of the Change in the Profit and Contingency Provision (Exhibit II)	1.007
(3) Indicated Change Modified to Reflect the Change in the Profit and Contingency Provision = (1) x (2)	0.971

Section H - Application of the Change in Loss-based Expenses

(1) Indicated Rate Level Change	0.971
(2) Effect of the Change in Loss-based Expenses (Exhibit II)	1.004
(3) Indicated Change Modified to Reflect the Change in Loss-based Expenses = (1) x (2)	0.975

Section I - Distribution of Overall Rate Level Change to Industry Groups

Industry Group Differentials (Appendix A-IV):

Manufacturing	1.009
Contracting	0.979
Office & Clerical	1.014
Goods & Services	0.998
Miscellaneous	1.004

Applying these industry group differentials to the final overall rate level change produces the changes in rate level proposed for each group as shown:

Industry Group	(1) Final Overall Rate Level Change	(2) Industry Group Differential	(3) = (1) x (2) Final Rate Level Change by Industry Group	
Manufacturing	0.975	1.009	0.984	(-1.6%)
Contracting	0.975	0.979	0.955	(-4.5%)
Office & Clerical	0.975	1.014	0.989	(-1.1%)
Goods & Services	0.975	0.998	0.973	(-2.7%)
Miscellaneous	0.975	1.004	0.979	(-2.1%)
Overall	0.975	1.000	0.975	(-2.5%)

Iowa

Workers Compensation Rate Filing – January 1, 2026

Exhibit II – Workers Compensation Expense Program

The proposed rates include several expense-related provisions as described below. The expense provisions described below are assumed to be the same for both the voluntary and assigned risk market.

Production and General Expenses: Production costs include commissions, costs of preparing the policy, verifying the correct application of rates and rating plans, billing and collecting premium and the costs of maintaining company branch offices. General expenses are commonly classified into four categories: general administration, audit, boards and bureaus, and inspection expenses.

The Production and General Expense provisions are reviewed on an annual basis using countrywide NAIC data. Countrywide data is reviewed because insurance carriers cannot easily attribute portions of their Production and General expenses to any specific state. The analysis of the Production and General expenses involves creating expense to premium ratios. Since the premium comes from a non-NCCI data source, adjustments are made to the premium to convert the premium to a Designated Statistical Reporting (DSR) level. In addition, the fixed expenses are removed from the numerator and denominator of the ratio to arrive at a purely variable expense ratio. After a review of the underlying data and changes in expense to premium ratios over time, a selection is made for the Production and General expenses considering the balance of stability and responsiveness.

Premium Taxes and Assessments: The proposed rates have a provision for taxes, licenses, and fees (other than Federal Income Tax) including a Premium Tax provision, a miscellaneous tax provision, a provision for the Second Injury Fund, and a provision for the Insurance Guaranty Association. Where published by the state, the published value is selected. When no value is published by the state, historical values are reviewed, and a selection is made.

Profit and Contingency Provision: Insurers should have an opportunity to earn a fair rate of return on the capital supporting all of their workers compensation business. Therefore, voluntary rate filings should contemplate the inclusion of a fair and reasonable profit and contingency (P&C) provision.

The proposed P&C provision in this year's filing was selected based on the results of NCCI's Internal Rate of Return (IRR) model, which estimates the time series of expected future cash flows including premium, losses, expenses, investment income and taxes, for a representative insurer underwriting workers compensation coverage. In determining the P&C provision, NCCI reviews three P&C estimates as indicated by the IRR model —Static-Avg, Static-Spot, and Dynamic. The dynamic estimate incorporates projections of future interest rate levels, while both static estimates hold interest rates fixed over time with varying degrees of responsiveness. The static-spot estimate utilizes the latest observed US Treasury Rate, while the static-avg estimate utilizes longer-term averages for various inputs of the IRR model to emphasize the stability of the results from year-to-year. In this year's filing, NCCI has updated the input for the Equity Market Risk Premium in the static-spot and dynamic estimates from a 30-year average to an all-year average to promote stability in this value.

Please refer to the Derivation of the Indicated Profit and Contingency Provision section of Exhibit II for additional information.

The P&C selection is based on a review of all three of these estimates, while also considering stability in this filing component. This filing proposes an increase to the P&C provision from –1.0% to –0.5%, which reflects the investment returns expected in the prospective interest rate environment.

Loss-based Expense Provision: The only component of the loss-based expense provision included in the proposed rates is the provision for loss adjustment expenses (LAE).

LAE is included in the rates by using a ratio of loss adjustment expense dollars to loss dollars (called the LAE provision). These expenses are directly associated with the handling of workers compensation claims. The LAE provision is comprised of two components: Adjusting and Other Expenses (AOE) and Defense and Cost Containment Expenses (DCCE).

Given the nature of AOE, it cannot be allocated to a specific claim, and hence cannot be accurately attributed to specific states. Therefore, the state-specific AOE ratio reflects the latest selected countrywide provision. The countrywide provision was calculated using data obtained from the NCCI Call for Loss Adjustment Expense. The accident year developed AOE ratios are calculated on a countrywide basis using private carrier-only data.

NCCI used the following general methodology to determine the proposed DCCE provision based on Iowa-specific paid DCCE and losses reported on the NCCI Call for Policy Year Data:

- Ratios of reported paid DCCE-to-paid losses by policy year are developed to a 19th report using DCCE ratio development factors.
- A 19th-to-ultimate tail factor is applied to reflect expected development beyond a 19th report.
- The proposed DCCE provision is selected based on the ultimate projected DCCE ratios by policy year.

Expense Constant: Insurer expenses as a proportion of premium vary by size of risk. As risk size increases, marginal expenses tend to diminish. An expense constant helps address fixed expense differences by size of risk. The expense constant together with the expense provision included in the manual rate provide the necessary funding for insurer expenses.

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EXHIBIT II

Section A - Comparison of Proposed and Current Expense Provisions

Overhead expense provisions are itemized below. These figures are expressed as percentages of standard premium (excluding expense constant) and are indicative of the expenses of the first $10,000 of policy premium. Taken together these allowances represent that portion of the standard premium dollar necessary to operate the benefit system. The complementary portion corresponds to the portion of the premium dollar available to finance benefits, loss adjustment expenses and loss-based assessments, if applicable. It is referred to as the "target cost ratio".

		Expense Provisions Underlying Current Rates	Expense Provisions Underlying Proposed Rates
(1)	Expense Constant	$160	$160
(2)	Production Expense	18.5%	18.5%
(3)	General Expense	6.1%	6.3%
(4)	Taxes, Licenses and Fees (other than Federal Income Tax)		
	Premium Tax	0.9%	0.9%
	Miscellaneous	0.3%	0.3%
	Second Injury Fund	1.5%	1.5%
	Insurance Guaranty Association	0.0%	0.0%
	Total	**2.7%**	**2.7%**
(5)	Profit and Contingency Provision	-1.0%	-0.5%
(6)	Total Overhead Provisions (2)+(3)+(4)+(5)	26.3%	27.0%
(7)	Target Cost Ratio [100% - (6)]	73.7%	73.0%
(8)	Loss Adjustment Expense	18.5%	19.0%
(9)	Loss-based Assessment	0.0%	0.0%
(10)	Permissible Loss Ratio (7) / [1+(8)+(9)]	62.2%	61.3%

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EXHIBIT II

Section B - Calculation of Change in Expense Provisions

		A Current Expenses	B Col. A with Proposed Prod & Gen Exp	C Col. B with Proposed Taxes	D Col. C with Proposed Profit and Contingency
(1)	Production Expense	18.5%	18.5%	18.5%	18.5%
(2)	General Expense	6.1%	6.3%	6.3%	6.3%
(3)	Taxes	2.7%	2.7%	2.7%	2.7%
(4)	Profit and Contingency Provision	-1.0%	-1.0%	-1.0%	-0.5%
(5)	Total Provisions (1)+(2)+(3)+(4)	26.3%	26.5%	26.5%	27.0%
(6)	TCR (100%-(5))	73.7%	73.5%	73.5%	73.0%
(7)	Loss Based Expenses	18.5%	19.0%	19.0%	19.0%
(8)	Change in Production and General Expense (6A) / (6B)			1.003	+0.3%
(9)	Change in Taxes and Assessments (6B) / (6C)			1.000	0.0%
(10)	Change in Profit and Contingency Provision (6C) / (6D)			1.007	+0.7%
(11)	Change in Loss Based Expenses [1.0 + (7B)] / [1.0 + (7A)]			1.004	+0.4%

Section C - Countrywide Expense Program

NCCI annually reviews expense provisions underlying workers compensation rates. This review procedure is based on countrywide expense data. Since a significant portion of workers compensation insurance is interstate business, it is not practical to allocate expenses (especially general, other acquisition, and adjusting and other loss adjustment expenses) to particular states.

The NCCI expense program is designed to ensure equity among employers through a percentage provision in manual rates, a schedule of premium discounts for risks with standard premium in excess of $10,000, and the application of an expense constant.

The majority of expenses incurred in workers compensation vary directly by layer of premium and are accordingly termed variable expenses. An equitable apportionment of variable expense is achieved through the application of premium discounts. As the premium for a policy increases, some expenses incurred in handling the insurance coverage become proportionately less in terms of premium. A fair expense program must, therefore, provide that the larger premium policies be charged a lower percentage of premium for these expenses than the smaller policies.

Other expenses such as issuing, recording and auditing are common to all policies regardless of size. These common expenses are called fixed expenses and are addressed by incorporating an expense constant in the program.

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EXHIBIT II

Section D - Derivation of General Expense Provisions

The data below (amounts in thousands) illustrates that the combination of a 6.3% general expense provision in the manual rates, a $160 expense constant, and the premium discount schedule generates general expense premium dollars that are consistent with historical actual general expenses as reported in the Insurance Expense Exhibit. All figures below obtained from the Insurance Expense Exhibit (IEE) include data for stock and mutual companies.

		2022	2023	2024
(1)	Direct Earned Premium *(NAIC Insurance Expense Exhibit Data)*	49,079,544	50,927,960	50,758,098
	(1a) Effect of Premium Discounts	0.931	0.931	0.931
	(1b) Effect of Schedule Rating	0.960	0.964	0.969
	(1c) Effect of Carrier Deviations	1.086	1.089	1.109
	(1d) Effect of Deductibles	0.738	0.748	0.754
	(1e) Expense Constant Offset	0.989	0.989	0.989
(2)	Gross Adjusted Premium *(STD Premium @ NCCI Level Excl. Expense Constant)* {(1) / [(1a) x (1b) x (1c) x (1d)]} x (1e)	67,762,545	68,896,376	66,546,510
(3)	Direct General Expenses Incurred *(NAIC Insurance Expense Exhibit Data)*	3,599,629	3,715,417	3,967,606
	(3a) Proportion of Expense Constant Attributable to General Expenses	0.406	0.406	0.406
(4)	General Expenses Incurred *(Excluding Expense Constant Revenue)* (3) - (2) x [1-(1e)]/(1e) x (3a)	3,293,636	3,404,304	3,667,104
(5)	Ratio of General Expense to Premium *(Excluding Expense Constant Revenue)* (4)/(2)	4.9%	4.9%	5.5%
(6)	General Expense Gradations *(General Expenses in Average Premium Discount)*	1.2%	1.2%	1.2%
(7)	General Expense Provision (5)+(6)	6.1%	6.1%	6.7%
(8)	Selected General Expense Provision			**6.3%**

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EXHIBIT II

Section E - Derivation of Production Expense Provisions

The data below (amounts in thousands) illustrates that the combination of a 18.5% production expense provision in the manual rates, a $160 expense constant, and the premium discount schedule generates production expense premium dollars that are consistent with historical actual production expenses as reported for combined stock and mutual companies' voluntary business. All figures below obtained from the Insurance Expense Exhibit (IEE) include data for stock and mutual companies.

		2022	2023	2024
(1)	Direct Written Premium *(NAIC Insurance Expense Exhibit Data)*	49,871,770	51,240,473	50,777,672
	(1a) Effect of Premium Discounts	0.931	0.931	0.931
	(1b) Effect of Schedule Rating	0.960	0.967	0.971
	(1c) Effect of Carrier Deviations	1.085	1.092	1.120
	(1d) Effect of Deductibles	0.741	0.754	0.754
	(1e) Expense Constant Offset	0.989	0.988	0.988
(2)	Pool Written Premium *(Summary of NCCI Managed Pools - Combined Stock and Mutual Company Data)*	921,787	831,752	800,895
(3)	Adjusted Direct Written Premium *(STD Premium Excl. Pool Written Premium)* [(1)-(2)] / (1a) x (1e)	51,999,499	53,494,969	53,036,580
(4)	Gross Direct Written Premium *(STD Premium @ NCCI Level Incl. Pool Written Premium)* {(1) / [(1a) x (1b) x (1c) x (1d)]} x (1e)	68,640,781	68,296,734	65,716,050
(5)	Direct Commission & Brokerage Incurred *(NAIC Insurance Expense Exhibit Data)*	4,675,886	4,851,822	4,781,094
(6)	Pool Producer Fees *(Summary of NCCI Managed Pools - Combined Stock and Mutual Company Data)*	31,610	27,270	25,248
(7)	Direct Other Acquisition Expenses Incurred *(NAIC Insurance Expense Exhibit Data)*	2,401,715	2,459,816	2,567,003
	(7a) Proportion of Expense Constant Attributable to Production Expenses	0.531	0.531	0.531
(8)	Other Acquisition Expenses Incurred *(Excluding Expense Constant Revenue)* (7) - (4) x [1-(1e)]/(1e) x (7a)	1,996,325	2,019,344	2,143,174
(9)	Ratio of Other Acq. Expenses to Premium *(Excluding Expense Constant Revenue)* (8)/(4)	2.9%	3.0%	3.3%
(10)	Direct Commission & Brokerage Provision [(5)-(6)]/(3)	8.9%	9.0%	9.0%
(11)	Production Expense Gradations *(Production Expenses in Average Premium Discount)*	6.6%	6.5%	6.5%
(12)	Production Expense Provision (9)+(10)+(11)	18.4%	18.5%	18.8%
(13)	Selected Production Expense Provision			**18.5%**

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EXHIBIT II

Workers Compensation Loss Adjustment Expense Provision

Section F (a) - Determination of Loss Adjustment Expense Provision

In this filing, NCCI proposes a 19.0% loss adjustment expense allowance as a percentage of losses.
The DCCE provision is based on Iowa-specific data reported to NCCI on the Policy Year Call for Experience.
The AOE provision is based on countrywide data reported to NCCI on the Call for Loss Adjustment Expense.

	Developed		Developed		
Policy Year	DCCE Ratio	Accident Year	AOE Ratio		
2019	8.3%	2020	10.4%		
2020	8.0%	2021	10.1%		
2021	8.9%	2022	9.8%		
2022	9.4%	2023	9.7%		
2023	9.4%	2024	9.9%		
Countrywide selected:			9.8%		
Iowa selected:	9.2%	+	9.8%	=	**19.0%**

Section F (b) - Defense and Cost Containment Expense (DCCE) Ratio

(1)	(2)	(3)	(4) = (2) x (3)
Policy Year	Reported Ratio of Paid DCCE to Paid Losses	Age-to-Ultimate Development Factor	Ultimate DCCE Ratio
2019	8.4%	0.985	8.3%
2020	8.0%	0.997	8.0%
2021	8.7%	1.027	8.9%
2022	8.5%	1.105	9.4%
2023	7.4%	1.267	9.4%
		Iowa selected:	9.2%

Section F (c) - Proposed Change in the Iowa Loss Adjustment Expense (LAE) Provision

	(5) Current	(6) Proposed
Iowa LAE Provision	18.5%	19.0%
Proposed Change in LAE Provision = [1.000 + (6)] / [1.000 + (5)] - 1		1.004 (+0.4%)

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EXHIBIT II

Section G - Derivation of the Indicated Profit and Contingency Provision

Overview

According to actuarial principles, insurance rates should provide for the cost of capital through an underwriting profit and contingency (P&C) provision, after accounting for investment and other income. NCCI considered Actuarial Standard of Practice #30 *Treatment of Profit and Contingency Provisions and the Cost of Capital in Property/Casualty Insurance Ratemaking* in choosing to employ an Internal Rate of Return (IRR) model to estimate a P&C provision. The cost of capital and investment income assumptions used in the model are estimated using market-based financial methods for investors of securities with a similar risk profile to workers compensation insurance companies. Note that the assumptions used in this IRR model, including the cost of capital and investment income assumptions, may or may not be applicable to any individual insurance company in this state.

The IRR model is based on the principle that the internal rate of return from an investment opportunity equals the investor's cost of capital if the sum of all cash flows from that investment, discounted at the cost of capital, equals zero. In the case of workers compensation insurance, cash flows to the capital providers are comprised of insurance cash flows, investment income, and commitment and release of capital in support of the insurance transaction.

- The insurance cash flows are estimated based on premiums earned less payments for losses and expenses, as included in this rate filing, after recognizing the impact of federal income taxes.
- Investment income on reserves and surplus depends on an after-tax return on investment (RoI), which is estimated using a combination of current financial market data and forecasts.
- The cost of capital used is a weighted average cost of capital (WACC), expressed as a percentage of capital, which takes into account both debt and equity components of a representative insurer's capital structure.

IRR Model Inputs and Results

The model estimates the P&C provision necessary in order for the proposed rates to cover the cost of capital. The P&C provision is estimated using three different assumptions regarding the return on investment and cost of capital:

- The "Static" estimate(s) of the P&C provision assume that the RoI and the WACC do not change over time. The 'Static-Avg' estimate assumes a longer-term average compared to the 'Static-Spot' estimate for certain financial inputs impacting the WACC and RoI. The Static-Spot estimate assumes the current US treasury rate, while the Static-Average assumes a rolling 5-year average. The RoI and the WACC for both static estimates are derived using data through the first quarter of 2025.
- The "Dynamic" estimate uses similar assumptions as the Static-Spot, but assumes that the RoI and WACC vary over time. Dynamic estimates are derived using data through the first quarter of 2025, with forecasts from May of that year. The starting point for the Dynamic estimate is January 1, 2026.

The following table summarizes the inputs and results of the model under each scenario.

TABLE 1: IRR MODEL INPUTS AND RESULTS

Inputs:				
(1)	Expenses and Taxes as a Percentage of Net Premium at NCCI Level			22.30%
(2)	Reserve-to-Surplus Ratio			1.92
(3)	Cash Flow Patterns			See Table 2
		Static - Avg	Static - Spot	Dynamic*
(4)	Return on Investments	3.35%	4.62%	3.99% - 4.27%
(5)	Weighted Average Cost of Capital	9.02%	10.57%	9.99% - 10.29%
Results				
		Static - Avg	Static - Spot	Dynamic
(6)	**Indicated Profit and Contingency Provision**	**0.82%**	**-1.27%**	**-0.26%**
(7)	Loss and Loss Adjustment Expense Provision = [100% - (6) - (1)]	76.88%	78.97%	77.96%

Table Notes:

It is assumed that no policyholders dividends are paid and that there are no rate departures (deviations or schedule rating).

(1) Expense provisions and taxes derived from the filing.

(2) Calculated from Best's 2024 Aggregates & Averages, for Commercial Casualty Composite, as the weighted average of Loss, LAE, and Unearned Premium Reserves to Policyholder Surplus, for years 2019 - 2023.

* See table 3 for details by time period.

TABLE 2: CASH FLOW PATTERNS (CUMULATIVE)

Time	(1) Policy-Year Collected Premium	(2) Earned Premium	(3) Written Premium	(4) Expenses and Taxes	(5) Paid Losses and LAE
0.00	-	-	-	-	-
0.25	12.96%	3.68%	29.40%	12.75%	0.89%
0.50	30.02%	14.16%	54.50%	28.99%	3.44%
0.75	53.22%	30.99%	80.10%	50.73%	7.53%
1.00	76.45%	53.50%	100.00%	72.26%	13.00%
1.25	89.64%	74.83%		84.03%	22.48%
1.50	97.20%	89.34%		90.77%	31.95%
1.75	100.00%	97.51%		100.00%	41.43%
2.00		100.00%			50.90%
2.25					55.55%
2.50					60.20%
2.75					64.85%
3.00					69.50%
3.25					72.25%
3.50					75.00%
3.75					77.75%
4.00					80.50%
4.25					82.00%
4.50					83.50%
4.75					85.00%
5.00					86.50%
6.00					89.10%
7.00					90.70%
8.00					91.80%
9.00					92.40%
10.00					92.80%
11.00					93.40%
12.00					93.70%
13.00					93.90%
14.00					94.20%
15.00					94.80%
16.00					94.90%
17.00					95.30%
18.00					95.40%
19.00					95.70%
20.00					95.90%
21.00					96.30%
22.00					96.40%
23.00					96.60%
24.00					96.80%
25.00					97.00%
26.00					97.10%
27.00					97.30%
28.00					97.50%
29.00					97.70%
30.00					97.90%
31.00					97.90%
32.00					98.47%
33.00					99.01%
34.00					99.52%
35.00					100.00%

TABLE 3: DYNAMIC ESTIMATE INPUTS

Time	(1) Return on Investments	(2) Weighted Average Cost of Capital
0.00	-	-
0.25	4.27%	10.23%
0.50	4.26%	10.26%
0.75	4.21%	10.27%
1.00	4.21%	10.29%
1.25	4.21%	10.29%
1.50	4.21%	10.29%
1.75	4.21%	10.29%
2.00	4.21%	10.29%
2.25	4.21%	10.29%
2.50	4.21%	10.29%
2.75	4.17%	10.28%
3.00	4.17%	10.27%
3.25	4.17%	10.26%
3.50	4.16%	10.24%
3.75	4.16%	10.22%
4.00	4.15%	10.19%
4.25	4.14%	10.17%
4.50	4.13%	10.14%
4.75	4.13%	10.13%
5.00	4.12%	10.12%
6.00	4.07%	10.08%
7.00	4.06%	10.02%
8.00	4.03%	9.99%
9.00	4.00%	9.99%
10.00	4.00%	10.00%
11.00	4.00%	10.01%
12.00	4.01%	10.01%
13.00	4.01%	10.01%
14.00	4.01%	10.00%
15.00	4.01%	10.00%
16.00	4.01%	10.01%
17.00	4.01%	10.02%
18.00	4.01%	10.02%
19.00	4.01%	10.02%
20.00	4.01%	10.01%
21.00	4.00%	10.01%
22.00	4.00%	10.01%
23.00	4.00%	10.00%
24.00	3.99%	10.00%
25.00	3.99%	10.00%
26.00	3.99%	10.00%
27.00	3.99%	10.00%
28.00	3.99%	10.00%
29.00	3.99%	10.00%
30.00	3.99%	10.00%
31.00	3.99%	10.00%
32.00	3.99%	10.00%
33.00	3.99%	10.00%
34.00	3.99%	10.00%
35.00	3.99%	10.00%

Table 2 Notes:

Table 2 shows cumulative cash flows. For ease of reading no additional numbers are shown after a column reaches 100% cumulative cash flow.

(1) Derived from estimates of premium distribution and payment terms by size of policy.

(2) Based on written premium pattern assuming uniform writings within quarters and standard quarterly earning pattern.

(3) Based on this jurisdiction's premium writings by quarter.

(4) Expenses assumed paid as premium is collected; timing of taxes based on NCCI's Tax and Assessment Directory.

(5) Derived from loss development data underlying this rate filing. Payouts for the first 31 years are based upon the ratio of paid losses to incurred losses from the most recent 31 policy years for which data is available. For the following years, loss payouts are assumed to trail off geometrically, with an adjustment so that the payout will be complete at 35 years.

Calculation Details

The tables in the following pages show the detailed calculations of the IRR model.

List of Tables

Static-Average (Static-Avg) Estimate

Table 4: Derivation of Insurance Cash Flows

Table 5: Derivation of Cash Flows to the Capital Providers

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Table 6: Derivation of Insurance Cash Flows

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Table 8: Derivation of Insurance Cash Flows

Table 9: Derivation of Cash Flows to the Capital Providers

Appendices

Appendix A: Calculation of Weighted Average Cost of Capital and Return on Investments

Table A.1: Calculation of Weighted Average Cost of Capital
Table A.2: Calculation of Return on Investments

Appendix B: Federal Income Tax Incurred from Insurance Operations

Table B.1: Federal Income Tax Calculation (Static-Avg Estimate)
Table B.2: Federal Income Tax Calculation (Static-Spot Estimate)
Table B.3: Federal Income Tax Calculation (Dynamic Estimate)

Appendix C: Reserve-to-Surplus Ratio

Note: Although values are displayed to 4 decimal places in the following tables, the calculations themselves are carried to the full precision of the computer.

Calculation Details - Static-Avg Estimate

TABLE 4: DERIVATION OF INSURANCE CASH FLOW (STATIC-AVG ESTIMATE)

Time	(1) Collected Premium Factor	(2) Expense and Taxes Factor	(3) Paid Losses and LAE Factor	(4) Federal Income Tax Factor	(5) Insurance Cash flow Factor
0.00	-	-	-	-	-
0.25	0.1296	0.0284	0.0069	0.0061	0.0882
0.50	0.3002	0.0646	0.0265	0.0122	0.1969
0.75	0.5322	0.1131	0.0579	0.0184	0.3428
1.00	0.7645	0.1611	0.0999	0.0245	0.4790
1.25	0.8964	0.1874	0.1728	0.0213	0.5150
1.50	0.9720	0.2024	0.2456	0.0181	0.5059
1.75	1.0000	0.2230	0.3185	0.0149	0.4436
2.00	1.0000	0.2230	0.3913	0.0117	0.3740
2.25	1.0000	0.2230	0.4271	0.0109	0.3390
2.50	1.0000	0.2230	0.4628	0.0101	0.3041
2.75	1.0000	0.2230	0.4986	0.0093	0.2691
3.00	1.0000	0.2230	0.5343	0.0085	0.2341
3.25	1.0000	0.2230	0.5554	0.0080	0.2136
3.50	1.0000	0.2230	0.5766	0.0074	0.1930
3.75	1.0000	0.2230	0.5977	0.0068	0.1724
4.00	1.0000	0.2230	0.6189	0.0063	0.1519
4.25	1.0000	0.2230	0.6304	0.0059	0.1407
4.50	1.0000	0.2230	0.6419	0.0056	0.1295
4.75	1.0000	0.2230	0.6535	0.0052	0.1183
5.00	1.0000	0.2230	0.6650	0.0049	0.1071
6.00	1.0000	0.2230	0.6850	0.0043	0.0877
7.00	1.0000	0.2230	0.6973	0.0039	0.0758
8.00	1.0000	0.2230	0.7057	0.0035	0.0677
9.00	1.0000	0.2230	0.7104	0.0032	0.0634
10.00	1.0000	0.2230	0.7134	0.0030	0.0606
11.00	1.0000	0.2230	0.7180	0.0028	0.0562
12.00	1.0000	0.2230	0.7204	0.0026	0.0541
13.00	1.0000	0.2230	0.7219	0.0024	0.0527
14.00	1.0000	0.2230	0.7242	0.0022	0.0506
15.00	1.0000	0.2230	0.7288	0.0021	0.0461
16.00	1.0000	0.2230	0.7296	0.0019	0.0455
17.00	1.0000	0.2230	0.7327	0.0018	0.0425
18.00	1.0000	0.2230	0.7334	0.0018	0.0417
19.00	1.0000	0.2230	0.7357	0.0018	0.0394
20.00	1.0000	0.2230	0.7373	0.0018	0.0379
21.00	1.0000	0.2230	0.7403	0.0018	0.0348
22.00	1.0000	0.2230	0.7411	0.0018	0.0341
23.00	1.0000	0.2230	0.7426	0.0018	0.0325
24.00	1.0000	0.2230	0.7442	0.0018	0.0310
25.00	1.0000	0.2230	0.7457	0.0018	0.0295
26.00	1.0000	0.2230	0.7465	0.0018	0.0287
27.00	1.0000	0.2230	0.7480	0.0018	0.0272
28.00	1.0000	0.2230	0.7496	0.0018	0.0256
29.00	1.0000	0.2230	0.7511	0.0018	0.0241
30.00	1.0000	0.2230	0.7526	0.0018	0.0226
31.00	1.0000	0.2230	0.7526	0.0018	0.0226
32.00	1.0000	0.2230	0.7570	0.0018	0.0182
33.00	1.0000	0.2230	0.7612	0.0017	0.0141
34.00	1.0000	0.2230	0.7651	0.0017	0.0102
35.00	1.0000	0.2230	0.7688	0.0017	0.0065

Column Notes:

(1) is Collected Premium by time period, expressed as a factor, = Table 2 col (1)

(2) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)

(3) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Static-Avg) x Table 2 col (5)

(4) per the Tax Cuts and Jobs Act of 2017, federal income taxes are computed as the tax rate (21%) times the adjusted underwriting income calculated per IRS rules. See Appendix B for details.

(5) is the Total Insurance Cash Flow by time period, expressed as a factor, = (1) - [(2) + (3) + (4)]

Calculation Details - Static-Avg Estimate (continued)

TABLE 5: DERIVATION OF CASH FLOWS TO THE CAPITAL PROVIDERS (STATIC-AVG ESTIMATE)

Time	(1) Unearned Premium, Unpaid Loss and Unpaid LAE Reserve Factor	(2) Factor for Surplus Allocated to Reserves	(3) Total Invested Funds Factor	(4) Income from Invested Funds Factor	(5) Capital Provider Equity Factor	(6) Capital Provider Cash Flow Factor	(7) Discounted Capital Provider Cash Flow Factor
0.00	-	-	-	-	-	-	-
0.25	0.2786	0.1451	0.2594	0.0011	(0.1701)	(0.1701)	(0.1683)
0.50	0.4858	0.2530	0.4940	0.0042	(0.2930)	(0.1229)	(0.1189)
0.75	0.6715	0.3497	0.7524	0.0093	(0.4002)	(0.1072)	(0.1016)
1.00	0.7764	0.4044	0.9452	0.0164	(0.4499)	(0.0497)	(0.0461)
1.25	0.6542	0.3407	0.8913	0.0240	(0.3524)	0.0975	0.0884
1.50	0.5478	0.2853	0.8051	0.0310	(0.2683)	0.0841	0.0747
1.75	0.4561	0.2375	0.6936	0.0372	(0.2128)	0.0555	0.0482
2.00	0.3775	0.1966	0.5741	0.0424	(0.1576)	0.0551	0.0469
2.25	0.3417	0.1780	0.5197	0.0470	(0.1337)	0.0239	0.0199
2.50	0.3060	0.1594	0.4653	0.0510	(0.1102)	0.0235	0.0191
2.75	0.2702	0.1407	0.4110	0.0547	(0.0872)	0.0230	0.0184
3.00	0.2345	0.1221	0.3566	0.0578	(0.0646)	0.0226	0.0176
3.25	0.2133	0.1111	0.3245	0.0607	(0.0502)	0.0144	0.0110
3.50	0.1922	0.1001	0.2923	0.0632	(0.0361)	0.0141	0.0106
3.75	0.1711	0.0891	0.2601	0.0655	(0.0222)	0.0139	0.0101
4.00	0.1499	0.0781	0.2280	0.0675	(0.0086)	0.0136	0.0097
4.25	0.1384	0.0721	0.2105	0.0693	(0.0004)	0.0082	0.0057
4.50	0.1269	0.0661	0.1929	0.0710	0.0076	0.0080	0.0055
4.75	0.1153	0.0601	0.1754	0.0725	0.0154	0.0079	0.0053
5.00	0.1038	0.0541	0.1578	0.0739	0.0232	0.0077	0.0051
6.00	0.0838	0.0436	0.1274	0.0787	0.0389	0.0158	0.0098
7.00	0.0715	0.0372	0.1087	0.0827	0.0497	0.0107	0.0061
8.00	0.0630	0.0328	0.0959	0.0861	0.0579	0.0082	0.0043
9.00	0.0584	0.0304	0.0889	0.0892	0.0637	0.0058	0.0028
10.00	0.0554	0.0288	0.0842	0.0921	0.0685	0.0047	0.0021
11.00	0.0507	0.0264	0.0772	0.0948	0.0738	0.0053	0.0022
12.00	0.0484	0.0252	0.0737	0.0973	0.0777	0.0039	0.0015
13.00	0.0469	0.0244	0.0713	0.0997	0.0811	0.0034	0.0012
14.00	0.0446	0.0232	0.0678	0.1021	0.0848	0.0037	0.0012
15.00	0.0400	0.0208	0.0608	0.1042	0.0896	0.0047	0.0014
16.00	0.0392	0.0204	0.0596	0.1062	0.0921	0.0026	0.0007
17.00	0.0361	0.0188	0.0550	0.1082	0.0957	0.0036	0.0009
18.00	0.0354	0.0184	0.0538	0.1100	0.0979	0.0022	0.0005
19.00	0.0331	0.0172	0.0503	0.1117	0.1009	0.0030	0.0006
20.00	0.0315	0.0164	0.0479	0.1134	0.1033	0.0025	0.0005
21.00	0.0284	0.0148	0.0433	0.1149	0.1065	0.0031	0.0005
22.00	0.0277	0.0144	0.0421	0.1163	0.1083	0.0018	0.0003
23.00	0.0261	0.0136	0.0398	0.1177	0.1105	0.0022	0.0003
24.00	0.0246	0.0128	0.0374	0.1190	0.1126	0.0021	0.0003
25.00	0.0231	0.0120	0.0351	0.1202	0.1146	0.0020	0.0002
26.00	0.0223	0.0116	0.0339	0.1214	0.1162	0.0016	0.0002
27.00	0.0208	0.0108	0.0316	0.1225	0.1181	0.0019	0.0002
28.00	0.0192	0.0100	0.0292	0.1235	0.1199	0.0018	0.0002
29.00	0.0177	0.0092	0.0269	0.1244	0.1216	0.0017	0.0001
30.00	0.0161	0.0084	0.0246	0.1253	0.1233	0.0017	0.0001
31.00	0.0161	0.0084	0.0246	0.1261	0.1241	0.0008	0.0001
32.00	0.0118	0.0061	0.0179	0.1268	0.1272	0.0030	0.0002
33.00	0.0076	0.0040	0.0116	0.1273	0.1298	0.0027	0.0002
34.00	0.0037	0.0019	0.0056	0.1276	0.1322	0.0023	0.0001
35.00	-	-	-	0.1277	0.1342	0.0020	0.0001

Column Notes:

(1) is Unearned Premium Reserve (equal to Written Premium minus Earned Premium, per the cashflow pattern) plus Unpaid Loss and LAE Reserve (equal to Incurred minus Paid Losses and LAE) by time period, expressed as a factor,
= [Table 2 col (3) - Table 2 col (2)] + Table 1 row (7, Static-Avg) x [Table 2 col (2) - Table 2 col (5)]

(2) is the Surplus derived from Reserves per the Reserve-to-Surplus Ratio by time period, expressed as a factor, = (1) / Table 1 row (2)

(3) is Reserves plus Surplus minus Agent Balances by time period, expressed as a factor, = (1) + (2) - Agent Balances. Agent Balances exist when Written Premium exceeds Collected Premium, = [Table 2 col (3) - Table 2 col (1)].

(4) is derived by applying the Return on Investments [Table 1 row (4, Static-Avg)] to the average Invested Funds (4) from the previous and current time periods, plus previous Income from Invested Funds, by time period expressed as a factor.

(5) is Insurance Cash Flow plus Income from Invested Funds minus Total Invested Funds by time period, expressed as a factor,
= Table 4 col (5) + (4) - (3)

(6) is the difference between Capital Provider Equity (5) at the current and previous time periods, expressed as a factor

(7) is the Capital Provider Cash Flow (6) discounted by the Weighted Average Cost of Capital [Table 1 row (5, Static-Avg)], expressed as a factor

Calculation Details - Static-Spot Estimate

TABLE 6: DERIVATION OF INSURANCE CASH FLOW (STATIC-SPOT ESTIMATE)

Time	(1) Collected Premium Factor	(2) Expense and Taxes Factor	(3) Paid Losses and LAE Factor	(4) Federal Income Tax Factor	(5) Insurance Cash flow Factor
0.00	-	-	-	-	-
0.25	0.1296	0.0284	0.0071	0.0056	0.0885
0.50	0.3002	0.0646	0.0272	0.0112	0.1971
0.75	0.5322	0.1131	0.0595	0.0168	0.3428
1.00	0.7645	0.1611	0.1027	0.0225	0.4782
1.25	0.8964	0.1874	0.1775	0.0187	0.5128
1.50	0.9720	0.2024	0.2523	0.0150	0.5022
1.75	1.0000	0.2230	0.3271	0.0113	0.4386
2.00	1.0000	0.2230	0.4020	0.0076	0.3675
2.25	1.0000	0.2230	0.4387	0.0068	0.3316
2.50	1.0000	0.2230	0.4754	0.0059	0.2956
2.75	1.0000	0.2230	0.5121	0.0051	0.2597
3.00	1.0000	0.2230	0.5489	0.0043	0.2238
3.25	1.0000	0.2230	0.5706	0.0038	0.2027
3.50	1.0000	0.2230	0.5923	0.0032	0.1816
3.75	1.0000	0.2230	0.6140	0.0026	0.1604
4.00	1.0000	0.2230	0.6357	0.0020	0.1393
4.25	1.0000	0.2230	0.6476	0.0016	0.1278
4.50	1.0000	0.2230	0.6594	0.0013	0.1163
4.75	1.0000	0.2230	0.6713	0.0009	0.1048
5.00	1.0000	0.2230	0.6831	0.0006	0.0933
6.00	1.0000	0.2230	0.7036	(0.0000)	0.0734
7.00	1.0000	0.2230	0.7163	(0.0004)	0.0611
8.00	1.0000	0.2230	0.7250	(0.0008)	0.0529
9.00	1.0000	0.2230	0.7297	(0.0011)	0.0484
10.00	1.0000	0.2230	0.7329	(0.0014)	0.0455
11.00	1.0000	0.2230	0.7376	(0.0016)	0.0410
12.00	1.0000	0.2230	0.7400	(0.0018)	0.0388
13.00	1.0000	0.2230	0.7415	(0.0020)	0.0374
14.00	1.0000	0.2230	0.7439	(0.0021)	0.0352
15.00	1.0000	0.2230	0.7486	(0.0023)	0.0307
16.00	1.0000	0.2230	0.7494	(0.0025)	0.0300
17.00	1.0000	0.2230	0.7526	(0.0025)	0.0269
18.00	1.0000	0.2230	0.7534	(0.0026)	0.0262
19.00	1.0000	0.2230	0.7558	(0.0026)	0.0238
20.00	1.0000	0.2230	0.7573	(0.0026)	0.0222
21.00	1.0000	0.2230	0.7605	(0.0026)	0.0191
22.00	1.0000	0.2230	0.7613	(0.0026)	0.0183
23.00	1.0000	0.2230	0.7629	(0.0026)	0.0167
24.00	1.0000	0.2230	0.7644	(0.0026)	0.0151
25.00	1.0000	0.2230	0.7660	(0.0026)	0.0136
26.00	1.0000	0.2230	0.7668	(0.0026)	0.0128
27.00	1.0000	0.2230	0.7684	(0.0026)	0.0112
28.00	1.0000	0.2230	0.7700	(0.0026)	0.0096
29.00	1.0000	0.2230	0.7716	(0.0026)	0.0081
30.00	1.0000	0.2230	0.7731	(0.0026)	0.0065
31.00	1.0000	0.2230	0.7731	(0.0026)	0.0065
32.00	1.0000	0.2230	0.7776	(0.0026)	0.0020
33.00	1.0000	0.2230	0.7819	(0.0026)	(0.0023)
34.00	1.0000	0.2230	0.7859	(0.0027)	(0.0063)
35.00	1.0000	0.2230	0.7897	(0.0027)	(0.0100)

Column Notes:

(1) is Collected Premium by time period, expressed as a factor, = Table 2 col (1)

(2) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)

(3) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Static-Spot) x Table 2 col (5)

(4) per the Tax Cuts and Jobs Act of 2017, federal income taxes are computed as the tax rate (21%) times the adjusted underwriting income calculated per IRS rules. See Appendix B for details.

(5) is the Total Insurance Cash Flow by time period, expressed as a factor, = (1) - [(2) + (3) + (4)]

Calculation Details - Static-Spot Estimate (continued)

TABLE 7: DERIVATION OF CASH FLOWS TO THE CAPITAL PROVIDERS (STATIC-SPOT ESTIMATE)

Time	(1) Unearned Premium, Unpaid Loss and Unpaid LAE Reserve Factor	(2) Factor for Surplus Allocated to Reserves	(3) Total Invested Funds Factor	(4) Income from Invested Funds Factor	(5) Capital Provider Equity Factor	(6) Capital Provider Cash Flow Factor	(7) Discounted Capital Provider Cash Flow Factor
0.00	-	-	-	-	-	-	-
0.25	0.2792	0.1454	0.2602	0.0015	(0.1703)	(0.1703)	(0.1682)
0.50	0.4880	0.2542	0.4974	0.0058	(0.2945)	(0.1242)	(0.1196)
0.75	0.6764	0.3523	0.7599	0.0129	(0.4042)	(0.1097)	(0.1030)
1.00	0.7848	0.4088	0.9581	0.0227	(0.4572)	(0.0530)	(0.0486)
1.25	0.6652	0.3464	0.9080	0.0332	(0.3620)	0.0952	0.0851
1.50	0.5598	0.2916	0.8234	0.0431	(0.2781)	0.0839	0.0731
1.75	0.4678	0.2436	0.7115	0.0518	(0.2211)	0.0570	0.0484
2.00	0.3877	0.2020	0.5897	0.0591	(0.1631)	0.0580	0.0481
2.25	0.3510	0.1828	0.5339	0.0655	(0.1368)	0.0263	0.0212
2.50	0.3143	0.1637	0.4780	0.0713	(0.1111)	0.0257	0.0202
2.75	0.2776	0.1446	0.4222	0.0764	(0.0861)	0.0250	0.0192
3.00	0.2409	0.1254	0.3663	0.0808	(0.0617)	0.0244	0.0183
3.25	0.2191	0.1141	0.3333	0.0848	(0.0458)	0.0159	0.0116
3.50	0.1974	0.1028	0.3003	0.0884	(0.0303)	0.0155	0.0110
3.75	0.1757	0.0915	0.2672	0.0916	(0.0152)	0.0151	0.0105
4.00	0.1540	0.0802	0.2342	0.0945	(0.0004)	0.0147	0.0100
4.25	0.1421	0.0740	0.2162	0.0970	0.0086	0.0091	0.0060
4.50	0.1303	0.0679	0.1982	0.0994	0.0175	0.0089	0.0057
4.75	0.1185	0.0617	0.1802	0.1015	0.0262	0.0087	0.0054
5.00	0.1066	0.0555	0.1621	0.1035	0.0346	0.0085	0.0052
6.00	0.0861	0.0448	0.1309	0.1102	0.0527	0.0181	0.0104
7.00	0.0734	0.0383	0.1117	0.1158	0.0652	0.0126	0.0065
8.00	0.0648	0.0337	0.0985	0.1207	0.0750	0.0098	0.0046
9.00	0.0600	0.0313	0.0913	0.1251	0.0822	0.0072	0.0031
10.00	0.0569	0.0296	0.0865	0.1292	0.0882	0.0060	0.0023
11.00	0.0521	0.0271	0.0793	0.1330	0.0947	0.0065	0.0023
12.00	0.0498	0.0259	0.0757	0.1366	0.0997	0.0050	0.0016
13.00	0.0482	0.0251	0.0733	0.1400	0.1042	0.0044	0.0013
14.00	0.0458	0.0239	0.0697	0.1433	0.1089	0.0047	0.0012
15.00	0.0411	0.0214	0.0625	0.1463	0.1146	0.0057	0.0013
16.00	0.0403	0.0210	0.0613	0.1492	0.1180	0.0034	0.0007
17.00	0.0371	0.0193	0.0564	0.1519	0.1224	0.0044	0.0008
18.00	0.0363	0.0189	0.0552	0.1545	0.1254	0.0030	0.0005
19.00	0.0340	0.0177	0.0516	0.1570	0.1291	0.0037	0.0006
20.00	0.0324	0.0169	0.0492	0.1593	0.1323	0.0032	0.0004
21.00	0.0292	0.0152	0.0444	0.1614	0.1361	0.0038	0.0005
22.00	0.0284	0.0148	0.0432	0.1635	0.1385	0.0024	0.0003
23.00	0.0269	0.0140	0.0408	0.1654	0.1413	0.0028	0.0003
24.00	0.0253	0.0132	0.0384	0.1672	0.1440	0.0027	0.0003
25.00	0.0237	0.0123	0.0360	0.1690	0.1465	0.0025	0.0002
26.00	0.0229	0.0119	0.0348	0.1706	0.1485	0.0020	0.0002
27.00	0.0213	0.0111	0.0324	0.1721	0.1509	0.0024	0.0002
28.00	0.0197	0.0103	0.0300	0.1736	0.1532	0.0023	0.0001
29.00	0.0182	0.0095	0.0276	0.1749	0.1554	0.0022	0.0001
30.00	0.0166	0.0086	0.0252	0.1761	0.1574	0.0020	0.0001
31.00	0.0166	0.0086	0.0252	0.1773	0.1586	0.0012	0.0001
32.00	0.0121	0.0063	0.0184	0.1783	0.1619	0.0034	0.0001
33.00	0.0078	0.0041	0.0119	0.1790	0.1649	0.0029	0.0001
34.00	0.0038	0.0020	0.0058	0.1794	0.1674	0.0025	0.0001
35.00	-	-	-	0.1796	0.1695	0.0021	0.0001

Column Notes:

(1) is Unearned Premium Reserve (equal to Written Premium minus Earned Premium, per the cashflow pattern) plus Unpaid Loss and LAE Reserve (equal to Incurred minus Paid Losses and LAE) by time period, expressed as a factor,
= [Table 2 col (3) - Table 2 col (2)] + Table 1 row (7, Static-Spot) x [Table 2 col (2) - Table 2 col (5)]

(2) is the Surplus derived from Reserves per the Reserve-to-Surplus Ratio by time period, expressed as a factor, = (1) / Table 1 row (2)

(3) is Reserves plus Surplus minus Agent Balances by time period, expressed as a factor, = (1) + (2) - Agent Balances. Agent Balances exist when Written Premium exceeds Collected Premium, = [Table 2 col (3) - Table 2 col (1)].

(4) is derived by applying the Return on Investments [Table 1 row (4, Static-Spot)] to the average Invested Funds (4) from the previous and current time periods, plus previous Income from Invested Funds, by time period expressed as a factor.

(5) is Insurance Cash Flow plus Income from Invested Funds minus Total Invested Funds by time period, expressed as a factor,
= Table 6 col (5) + (4) - (3)

(6) is the difference between Capital Provider Equity (5) at the current and previous time periods, expressed as a factor

(7) is the Capital Provider Cash Flow (6) discounted by the Weighted Average Cost of Capital [Table 1 row (5, Static-Spot)], expressed as a factor

Calculation Details - Dynamic Estimate

TABLE 8: DERIVATION OF INSURANCE CASH FLOW (DYNAMIC ESTIMATE)

Time	(1) Collected Premium Factor	(2) Expense and Taxes Factor	(3) Paid Losses and LAE Factor	(4) Federal Income Tax Factor	(5) Insurance Cash flow Factor
0.00	-	-	-	-	-
0.25	0.1296	0.0284	0.0070	0.0059	0.0883
0.50	0.3002	0.0646	0.0268	0.0117	0.1970
0.75	0.5322	0.1131	0.0587	0.0176	0.3428
1.00	0.7645	0.1611	0.1013	0.0234	0.4786
1.25	0.8964	0.1874	0.1752	0.0200	0.5138
1.50	0.9720	0.2024	0.2491	0.0165	0.5040
1.75	1.0000	0.2230	0.3229	0.0130	0.4410
2.00	1.0000	0.2230	0.3968	0.0096	0.3706
2.25	1.0000	0.2230	0.4331	0.0088	0.3352
2.50	1.0000	0.2230	0.4693	0.0080	0.2997
2.75	1.0000	0.2230	0.5056	0.0072	0.2643
3.00	1.0000	0.2230	0.5418	0.0064	0.2288
3.25	1.0000	0.2230	0.5632	0.0058	0.2080
3.50	1.0000	0.2230	0.5847	0.0052	0.1871
3.75	1.0000	0.2230	0.6061	0.0046	0.1662
4.00	1.0000	0.2230	0.6276	0.0041	0.1454
4.25	1.0000	0.2230	0.6392	0.0037	0.1340
4.50	1.0000	0.2230	0.6509	0.0034	0.1227
4.75	1.0000	0.2230	0.6626	0.0030	0.1113
5.00	1.0000	0.2230	0.6743	0.0027	0.1000
6.00	1.0000	0.2230	0.6946	0.0021	0.0803
7.00	1.0000	0.2230	0.7071	0.0017	0.0682
8.00	1.0000	0.2230	0.7156	0.0013	0.0601
9.00	1.0000	0.2230	0.7203	0.0010	0.0557
10.00	1.0000	0.2230	0.7234	0.0007	0.0528
11.00	1.0000	0.2230	0.7281	0.0005	0.0484
12.00	1.0000	0.2230	0.7305	0.0003	0.0462
13.00	1.0000	0.2230	0.7320	0.0001	0.0448
14.00	1.0000	0.2230	0.7344	(0.0000)	0.0427
15.00	1.0000	0.2230	0.7390	(0.0002)	0.0382
16.00	1.0000	0.2230	0.7398	(0.0003)	0.0375
17.00	1.0000	0.2230	0.7429	(0.0004)	0.0345
18.00	1.0000	0.2230	0.7437	(0.0004)	0.0337
19.00	1.0000	0.2230	0.7461	(0.0004)	0.0314
20.00	1.0000	0.2230	0.7476	(0.0004)	0.0298
21.00	1.0000	0.2230	0.7507	(0.0004)	0.0267
22.00	1.0000	0.2230	0.7515	(0.0004)	0.0259
23.00	1.0000	0.2230	0.7531	(0.0005)	0.0244
24.00	1.0000	0.2230	0.7546	(0.0005)	0.0228
25.00	1.0000	0.2230	0.7562	(0.0005)	0.0213
26.00	1.0000	0.2230	0.7570	(0.0005)	0.0205
27.00	1.0000	0.2230	0.7585	(0.0005)	0.0189
28.00	1.0000	0.2230	0.7601	(0.0005)	0.0174
29.00	1.0000	0.2230	0.7616	(0.0005)	0.0158
30.00	1.0000	0.2230	0.7632	(0.0005)	0.0143
31.00	1.0000	0.2230	0.7632	(0.0005)	0.0143
32.00	1.0000	0.2230	0.7677	(0.0005)	0.0098
33.00	1.0000	0.2230	0.7719	(0.0005)	0.0057
34.00	1.0000	0.2230	0.7758	(0.0005)	0.0017
35.00	1.0000	0.2230	0.7796	(0.0005)	(0.0020)

Column Notes:

(1) is Collected Premium by time period, expressed as a factor, = Table 2 col (1)

(2) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)

(3) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Dynamic) x Table 2 col (5)

(4) per the Tax Cuts and Jobs Act of 2017, federal income taxes are computed as the tax rate (21%) times the adjusted underwriting income calculated per IRS rules. See Appendix B for details.

(5) is the Total Insurance Cash Flow by time period, expressed as a factor, = (1) - [(2) + (3) + (4)]

Calculation Details - Dynamic Estimate (continued)

TABLE 9: DERIVATION OF CASH FLOWS TO THE CAPITAL PROVIDERS (DYNAMIC ESTIMATE)

Time	(1) Unearned Premium, Unpaid Loss and Unpaid LAE Reserve Factor	(2) Factor for Surplus Allocated to Reserves	(3) Total Invested Funds Factor	(4) Income from Invested Funds Factor	(5) Capital Provider Equity Factor	(6) Capital Provider Cash Flow Factor	(7) Cumulative Discount Factor	(8) Discounted Capital Provider Cash Flow Factor
0.00	-	-	-	-	-	-	-	-
0.25	0.2789	0.1453	0.2598	0.0014	(0.1701)	(0.1701)	0.9879	(0.1681)
0.50	0.4870	0.2536	0.4958	0.0053	(0.2934)	(0.1233)	0.9641	(0.1189)
0.75	0.6740	0.3510	0.7562	0.0118	(0.4016)	(0.1082)	0.9408	(0.1018)
1.00	0.7807	0.4066	0.9519	0.0207	(0.4526)	(0.0510)	0.9180	(0.0468)
1.25	0.6599	0.3437	0.8999	0.0303	(0.3558)	0.0968	0.8958	0.0867
1.50	0.5540	0.2885	0.8145	0.0391	(0.2714)	0.0844	0.8742	0.0738
1.75	0.4621	0.2407	0.7028	0.0470	(0.2148)	0.0566	0.8530	0.0483
2.00	0.3828	0.1994	0.5821	0.0537	(0.1578)	0.0569	0.8324	0.0474
2.25	0.3465	0.1805	0.5270	0.0594	(0.1324)	0.0254	0.8122	0.0206
2.50	0.3103	0.1616	0.4719	0.0646	(0.1076)	0.0248	0.7926	0.0197
2.75	0.2740	0.1427	0.4167	0.0691	(0.0833)	0.0242	0.7734	0.0187
3.00	0.2378	0.1238	0.3616	0.0731	(0.0597)	0.0237	0.7548	0.0179
3.25	0.2163	0.1127	0.3290	0.0767	(0.0444)	0.0153	0.7366	0.0113
3.50	0.1949	0.1015	0.2964	0.0799	(0.0294)	0.0150	0.7188	0.0107
3.75	0.1735	0.0903	0.2638	0.0827	(0.0148)	0.0146	0.7016	0.0103
4.00	0.1520	0.0792	0.2312	0.0853	(0.0005)	0.0143	0.6847	0.0098
4.25	0.1403	0.0731	0.2134	0.0875	0.0082	0.0087	0.6684	0.0058
4.50	0.1286	0.0670	0.1956	0.0896	0.0167	0.0085	0.6524	0.0056
4.75	0.1169	0.0609	0.1778	0.0915	0.0250	0.0083	0.6369	0.0053
5.00	0.1052	0.0548	0.1601	0.0932	0.0332	0.0082	0.6217	0.0051
6.00	0.0850	0.0443	0.1292	0.0991	0.0502	0.0170	0.5855	0.0100
7.00	0.0725	0.0378	0.1103	0.1040	0.0619	0.0117	0.5322	0.0062
8.00	0.0639	0.0333	0.0972	0.1081	0.0710	0.0091	0.4838	0.0044
9.00	0.0592	0.0309	0.0901	0.1119	0.0775	0.0065	0.4399	0.0029
10.00	0.0561	0.0292	0.0854	0.1154	0.0829	0.0054	0.3999	0.0021
11.00	0.0515	0.0268	0.0782	0.1187	0.0888	0.0059	0.3635	0.0022
12.00	0.0491	0.0256	0.0747	0.1217	0.0933	0.0045	0.3304	0.0015
13.00	0.0476	0.0248	0.0723	0.1247	0.0972	0.0039	0.3003	0.0012
14.00	0.0452	0.0235	0.0688	0.1275	0.1014	0.0042	0.2730	0.0012
15.00	0.0405	0.0211	0.0617	0.1301	0.1066	0.0052	0.2482	0.0013
16.00	0.0398	0.0207	0.0605	0.1326	0.1096	0.0030	0.2256	0.0007
17.00	0.0366	0.0191	0.0557	0.1349	0.1137	0.0040	0.2051	0.0008
18.00	0.0359	0.0187	0.0545	0.1371	0.1163	0.0026	0.1864	0.0005
19.00	0.0335	0.0175	0.0510	0.1392	0.1196	0.0033	0.1694	0.0006
20.00	0.0320	0.0166	0.0486	0.1412	0.1224	0.0028	0.1540	0.0004
21.00	0.0288	0.0150	0.0439	0.1431	0.1259	0.0035	0.1400	0.0005
22.00	0.0281	0.0146	0.0427	0.1448	0.1281	0.0021	0.1273	0.0003
23.00	0.0265	0.0138	0.0403	0.1465	0.1305	0.0025	0.1157	0.0003
24.00	0.0249	0.0130	0.0379	0.1480	0.1329	0.0024	0.1052	0.0003
25.00	0.0234	0.0122	0.0356	0.1495	0.1352	0.0023	0.0956	0.0002
26.00	0.0226	0.0118	0.0344	0.1509	0.1370	0.0018	0.0869	0.0002
27.00	0.0210	0.0110	0.0320	0.1522	0.1392	0.0021	0.0790	0.0002
28.00	0.0195	0.0102	0.0296	0.1535	0.1412	0.0020	0.0719	0.0001
29.00	0.0179	0.0093	0.0273	0.1546	0.1432	0.0020	0.0653	0.0001
30.00	0.0164	0.0085	0.0249	0.1556	0.1450	0.0019	0.0594	0.0001
31.00	0.0164	0.0085	0.0249	0.1566	0.1460	0.0010	0.0540	0.0001
32.00	0.0119	0.0062	0.0181	0.1575	0.1492	0.0032	0.0491	0.0002
33.00	0.0077	0.0040	0.0117	0.1581	0.1520	0.0028	0.0446	0.0001
34.00	0.0037	0.0020	0.0057	0.1584	0.1544	0.0024	0.0406	0.0001
35.00	-	-	-	0.1585	0.1565	0.0021	0.0369	0.0001

Column Notes:

(1) is Unearned Premium Reserve (equal to Written Premium minus Earned Premium, per the cashflow pattern) plus Unpaid Loss and LAE Reserve (equal to Incurred minus Paid Losses and LAE) by time period, expressed as a factor,
= [Table 2 col (3) - Table 2 col (2)] + Table 1 row (7, Dynamic) x [Table 2 col (2) - Table 2 col (5)]

(2) is the Surplus derived from Reserves per the Reserve-to-Surplus Ratio by time period, expressed as a factor, = (1) / Table 1 row (2)

(3) is Reserves plus Surplus minus Agent Balances by time period, expressed as a factor, = (1) + (2) - Agent Balances. Agent Balances exist when Written Premium exceeds Collected Premium, = [Table 2 col (3) - Table 2 col (1)].

(4) is derived by applying the Return on Investments [Table 3 col (1)] to the average Invested Funds (4) from the previous and current time periods, plus previous Income from Invested Funds, by time period expressed as a factor.

(5) is Insurance Cash Flow plus Income from Invested Funds minus Total Invested Funds by time period, expressed as a factor,
= Table 8 col (5) + (4) - (3)

(6) is the difference between Capital Provider Equity (5) at the current and previous time periods, expressed as a factor

(7) is derived from the respective Weighted Average Cost of Capital [Table 3 col (2)] for each time period, expressed as a factor

(8) is the Capital Provider Cash Flow (6) discounted by the Cumulative Discount Factor (7), expressed as a factor

APPENDIX A: CALCULATION OF WEIGHTED AVERAGE COST OF CAPITAL AND RETURN ON INVESTMENTS

The calculation of the Weighted Average Cost of Capital (WACC) is shown in Table A.1, and the calculation of the Return on Investments (RoI) is shown in Table A.2. The calculation for the Static estimates are shown for each. Calculations of the WACC and RoI under the Dynamic estimate for time periods 1, 2, and 5 are also provided for illustrative purposes. Note that the IRR model under the Dynamic estimate includes estimates of the WACC and RoI on a quarterly basis for the first five years and annually thereafter.

TABLE A.1: CALCULATION OF WEIGHTED AVERAGE COST OF CAPITAL

	Static		Dynamic - IRR Model Time (yrs)		
	Avg	**Spot**	**1.00**	**2.00**	**5.00**
(1) 5 year US T-note Yield	2.67%	4.25%	3.95%	3.96%	3.77%
(2) US Equity Market Risk Premium	8.02%	8.02%	8.02%	8.02%	8.02%
(3) Beta for Property/Casualty (P/C) Insurers	0.88	0.88	0.88	0.88	0.88
(4) Equity Cost of Capital for P/C Insurers	9.72%	11.31%	11.00%	11.01%	10.83%
(5) Share of Equity Capital for P/C Insurers	89%	89%	89%	89%	89%
(6) Debt Cost of Capital for P/C Insurers	3.33%	4.60%	4.46%	4.49%	4.34%
(7) Weighted Average Cost of Capital (WACC)	9.02%	10.57%	10.29%	10.29%	10.12%

Row Notes:

(1) The Static-Avg estimate utilizes a rolling 5-year average, while the Static-Spot estimate utilizes the current US treasury yield. Forward estimates of US Treasury yields are from Moody's forecasts and apply only to the Dynamic estimate of the WACC. Time periods provided are illustrative; the full model includes estimates on a quarterly basis for the first five years and annually thereafter.

(3) & (5) P/C beta and share of equity capital are estimated from historical data for a collection of insurers with publicly traded equity and debt.

(4) = (1) + (2) x (3)

(6) P/C debt cost of capital is the sum of the 10-year US T-note yield plus the historical corporate spread, net of income tax.

(7) = (4) x (5) + (6) x [1 - (5)]

APPENDIX A: CALCULATION OF WEIGHTED AVERAGE COST OF CAPITAL AND RETURN ON INVESTMENTS (CONTINUED)

TABLE A.2 CALCULATION OF RETURN ON INVESTMENTS

(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)
Security Description	Investment Portfolio	Yield Curve, Maturity and Spread	Roll-over Period	Income Tax Rate	Post-tax Return				
Bonds, of which	73.3%				Static		Dynamic - IRR Model Time (yrs)		
Government Direct Obligations	8.4%				Avg	Spot	1.00	2.00	5.00
< 1yr	2.5%	6 mo US T-bill	0.50 yrs	21.00%	2.28%	3.42%	2.45%	2.39%	2.23%
1 – 5 yrs	3.8%	2.5 yr US T-note	2.50 yrs	21.00%	2.10%	3.29%	2.96%	2.96%	2.84%
5 – 10 yrs	1.5%	7.5 yr US T-note	7.50 yrs	21.00%	2.20%	3.45%	3.19%	3.19%	3.19%
10 – 20 yrs	0.3%	15 yr US T-note	15.00 yrs	21.00%	2.40%	3.64%	3.42%	3.42%	3.42%
> 20 yrs	0.3%	20 yr US T-note	20.00 yrs	21.00%	2.55%	3.76%	3.59%	3.59%	3.59%
Collateralized Securities	7.7%								
< 1yr	0.9%	6 mo US T-bill + 50 basis points	0.50 yrs	21.00%	2.67%	3.81%	2.84%	2.79%	2.62%
1 – 5 yrs	2.6%	2.5 yr US T-note + 50 basis points	2.50 yrs	21.00%	2.49%	3.68%	3.35%	3.35%	3.24%
5 – 10 yrs	2.0%	7.5 yr US T-note + 50 basis points	7.50 yrs	21.00%	2.59%	3.85%	3.58%	3.58%	3.58%
10 – 20 yrs	1.5%	15 yr US T-note + 50 basis points	15.00 yrs	21.00%	2.79%	4.03%	3.82%	3.82%	3.82%
> 20 yrs	0.6%	20 yr US T-note + 50 basis points	20.00 yrs	21.00%	2.94%	4.15%	3.98%	3.98%	3.98%
Tax-exempt Bonds	15.3%								
< 1yr	1.1%	6 mo US T-bill + Tax-exempt spread	0.50 yrs	5.25%	2.71%	4.07%	2.91%	2.84%	2.65%
1 – 5 yrs	4.0%	2.5 yr US T-note + Tax-exempt spread	2.50 yrs	5.25%	2.56%	3.99%	3.59%	3.59%	3.45%
5 – 10 yrs	3.6%	7.5 yr US T-note + Tax-exempt spread	7.50 yrs	5.25%	2.71%	4.21%	3.90%	3.90%	3.90%
10 – 20 yrs	5.3%	15 yr US T-note + Tax-exempt spread	15.00 yrs	5.25%	3.09%	4.57%	4.31%	4.31%	4.31%
> 20 yrs	1.4%	20 yr US T-note + Tax-exempt spread	20.00 yrs	5.25%	3.39%	4.82%	4.61%	4.61%	4.61%
Industrial and Hybrid Securities (unaffiliated)	41.8%								
< 1yr	3.8%	6 mo US T-bill + Corp spread	0.50 yrs	21.00%	2.75%	3.89%	2.92%	2.87%	2.70%
1 – 5 yrs	18.8%	2.5 yr US T-note + Corp spread	2.50 yrs	21.00%	2.80%	3.99%	3.66%	3.66%	3.54%
5 – 10 yrs	14.4%	7.5 yr US T-note + Corp spread	7.50 yrs	21.00%	3.22%	4.47%	4.21%	4.21%	4.21%
10 – 20 yrs	2.8%	15 yr US T-note + Corp spread	15.00 yrs	21.00%	3.54%	4.77%	4.55%	4.55%	4.55%
> 20 yrs	2.0%	20 yr US T-note + Corp spread	20.00 yrs	21.00%	3.70%	4.90%	4.72%	4.72%	4.72%
Industrial and Hybrid Securities (affiliated)	0.1%								
< 1yr	0.0%	6 mo US T-bill + Corp spread	0.50 yrs	5.25%	3.30%	4.67%	3.51%	3.44%	3.24%
1 – 5 yrs	0.0%	2.5 yr US T-note + Corp spread	2.50 yrs	5.25%	3.35%	4.78%	4.39%	4.39%	4.25%
5 – 10 yrs	0.0%	7.5 yr US T-note + Corp spread	7.50 yrs	5.25%	3.86%	5.36%	5.05%	5.05%	5.05%
10 – 20 yrs	0.0%	15 yr US T-note + Corp spread	15.00 yrs	5.25%	4.24%	5.72%	5.46%	5.46%	5.46%
> 20 yrs	0.0%	20 yr US T-note + Corp spread	20.00 yrs	5.25%	4.43%	5.88%	5.66%	5.66%	5.66%
Stocks, of which	11.3%								
Preferred Stock	0.5%	5 year US T-note + 401 basis points	0.25 yrs	13.13%	5.80%	7.18%	6.91%	6.92%	6.76%
Common Stock	10.8%	5 year US T-note + 802 basis points	0.25 yrs	18.51%	8.71%	10.00%	9.75%	9.76%	9.61%
Mortgage Loans	2.6%								
Real Estate	0.5%								
Cash & Short-Term Investment	5.2%	3 month US T-bill	0.25 yrs	21.00%	2.23%	3.47%	2.33%	2.28%	2.11%
All Other Assets*	7.2%								
				Post-Tax Return on Invested Funds, pre-Expense:	3.54%	4.81%	4.41%	4.40%	4.31%
				Investment Expense**:	-0.19%	-0.19%	-0.19%	-0.19%	-0.19%
				Post-Tax Return on Invested Funds:	**3.35%**	**4.62%**	**4.21%**	**4.21%**	**4.12%**

Table Notes:

(1) Government Direct Obligations include US Government Issuer Obligations and Non-US Government Issuer Obligations.
Collateralized Securities include Mortgage Backed, Loan Backed, or Structured Securities.
Tax-exempt Bonds include Issuer Obligations of US States, Territories, and Possessions, US Political Subdivisions of States, Territories, and Possessions, and US Special Revenue and Special Assessment Obligations.
Industrial and Hybrid Securities (unaffiliated) include Industrial and Miscellaneous and Hybrid Securities.
Industrial and Hybrid Securities (affiliated) include Parents, Subsidiaries, and Affiliates.

(2) Bond and total portfolio distributions are 3-year averages for 2021-2023, calculated from annual editions of Best's Aggregates & Averages (Property-Casualty), Assets for Commercial Casualty Composite, page number varies by edition, Column 3, Net Admitted Assets.
For each year 2021-2023, the maturity distribution pertains to all bonds owned as of December 31 at book/adjusted carrying value for Commercial Casualty Composite, Schedule D, Part 1A, Section 2.

(3) Spread to US treasury yields are either constant or varying by maturity (tax-exempt or corporate) as applicable.
The tax-exempt spread is a term structure of average historical spreads in forward rates at different maturities between US municipal bonds and US Treasuries.
Data on historical yields to US municipal bonds are from Bloomberg.
The corporate spread is a term structure of average historical spreads in forward rates at different maturities between US corporate bonds and US Treasuries.
Historical data on yields to US corporate bonds are from the US Department of Treasury.

(4) Applies only to the Dynamic estimate of the return on invested funds.
The roll-over period is the time interval at which the estimated yield is updated for the given security in the investment portfolio.
For bonds, the roll-over period is the bond's term to maturity. Forward yields for common and preferred stocks are updated quarterly.

(5) It is assumed that investment returns, except dividends and tax exempt municipal bond income, are taxed at 21%.
It is assumed that 50% of dividends received are tax exempt. In accordance with the "pro-ration" provision, it is assumed that 25% of otherwise exempt municipal bond income and dividends are taxed at 21%. For common stock, the portion of income attributable to capital appreciation is assumed to equal 68.3% while the income portion is 31.7%. The percentages are obtained from the SBBI Summary Statistics of Annual Returns: large cap stocks, arithmetic mean.

(6)-(7) Static estimates of US Treasury yields are constant maturity yields from the first quarter of 2025.

(8)-(10) Applies only to the dynamic estimate of the return on invested funds. Forward estimates of US Treasury yields at various maturities are from Moody's.

* Yields to mortgage loans, real estate, and all other assets are not directly estimated, but are assumed to equal the weighted average portfolio yield net of these categories.

** Investment expense calculated from Annual Statement data for the Commercial Casualty Composite by dividing Total Investment Expense by Cash and Invested Assets.
Total investment expense for 2023 is from the Annual Statement, Exhibit of Net Investment Income.
Average cash and invested assets for 2022 and 2023 are from Best's Aggregates and Averages (Property-Casualty), Assets for Commercial Casualty Composite.

APPENDIX B: FEDERAL INCOME TAX INCURRED FROM INSURANCE OPERATIONS

Federal taxes on underwriting income, based on the Tax Cuts and Jobs Act of 2017, are calculated in the following tables on an annual basis. Columns (1) through (4) are the same under both Static and the Dynamic Estimates; the paid losses and LAE factors (col (5)) vary by Estimate. Note that investment taxes are accounted for in Appendix A. Annual tax is prorated when quarterly amounts are required.

TABLE B.1: FEDERAL INCOME TAX CALCULATION (STATIC-AVG ESTIMATE)

Time	(1) Written Premium Factor	(2) Unearned Premium Factor	(3) Expense and Taxes Factor	(4) Discount Factor	(5) Paid Losses and LAE Factor	(6) AY1 Paid Losses and LAE Factor	(7) AY2 Paid Losses and LAE Factor	(8) Discounted AY1 Unpaid Losses & LAE Factor	(9) Discounted AY2 Unpaid Losses & LAE Factor	(10) Federal Income Tax Factor
0.00	-	-	-	-	-	-	-	-	-	-
1.00	1.0000	0.4650	0.1611	0.8803	0.0999	0.0999	-	0.2504	-	0.0245
2.00	1.0000	-	0.2230	0.8643	0.3913	0.2435	0.1478	0.1218	0.2083	0.0117
3.00	1.0000	-	0.2230	0.8580	0.5343	0.2790	0.2553	0.0904	0.1115	0.0085
4.00	1.0000	-	0.2230	0.8528	0.6189	0.3247	0.2942	0.0509	0.0774	0.0063
5.00	1.0000	-	0.2230	0.8559	0.6650	0.3364	0.3286	0.0411	0.0476	0.0049
6.00	1.0000	-	0.2230	0.8493	0.6850	0.3455	0.3395	0.0330	0.0385	0.0043
7.00	1.0000	-	0.2230	0.8556	0.6973	0.3502	0.3471	0.0293	0.0317	0.0039
8.00	1.0000	-	0.2230	0.8715	0.7057	0.3542	0.3515	0.0263	0.0281	0.0035
9.00	1.0000	-	0.2230	0.8868	0.7104	0.3557	0.3547	0.0255	0.0259	0.0032
10.00	1.0000	-	0.2230	0.8967	0.7134	0.3572	0.3562	0.0243	0.0250	0.0030
11.00	1.0000	-	0.2230	0.9104	0.7180	0.3599	0.3581	0.0223	0.0235	0.0028
12.00	1.0000	-	0.2230	0.9244	0.7204	0.3603	0.3600	0.0223	0.0222	0.0026
13.00	1.0000	-	0.2230	0.9388	0.7219	0.3613	0.3606	0.0217	0.0220	0.0024
14.00	1.0000	-	0.2230	0.9534	0.7242	0.3625	0.3617	0.0209	0.0213	0.0022
15.00	1.0000	-	0.2230	0.9682	0.7288	0.3654	0.3635	0.0184	0.0200	0.0021
16.00	1.0000	-	0.2230	0.9832	0.7296	0.3645	0.3651	0.0196	0.0187	0.0019
17.00	1.0000	-	0.2230	0.9843	0.7327	0.3672	0.3654	0.0169	0.0187	0.0018
18.00	1.0000	-	0.2230	0.9843	0.7334	0.3664	0.3670	0.0177	0.0171	0.0018
19.00	1.0000	-	0.2230	0.9843	0.7357	0.3686	0.3672	0.0156	0.0170	0.0018
20.00	1.0000	-	0.2230	0.9843	0.7373	0.3687	0.3686	0.0155	0.0155	0.0018
21.00	1.0000	-	0.2230	0.9843	0.7403	0.3709	0.3694	0.0133	0.0147	0.0018
22.00	1.0000	-	0.2230	0.9843	0.7411	0.3704	0.3707	0.0138	0.0134	0.0018
23.00	1.0000	-	0.2230	0.9843	0.7426	0.3718	0.3708	0.0124	0.0133	0.0018
24.00	1.0000	-	0.2230	0.9843	0.7442	0.3722	0.3719	0.0120	0.0123	0.0018
25.00	1.0000	-	0.2230	0.9843	0.7457	0.3732	0.3726	0.0110	0.0117	0.0018
26.00	1.0000	-	0.2230	0.9843	0.7465	0.3733	0.3732	0.0109	0.0110	0.0018
27.00	1.0000	-	0.2230	0.9843	0.7480	0.3744	0.3736	0.0099	0.0106	0.0018
28.00	1.0000	-	0.2230	0.9843	0.7496	0.3750	0.3746	0.0093	0.0097	0.0018
29.00	1.0000	-	0.2230	0.9843	0.7511	0.3758	0.3753	0.0084	0.0090	0.0018
30.00	1.0000	-	0.2230	0.9843	0.7526	0.3766	0.3761	0.0077	0.0082	0.0018
31.00	1.0000	-	0.2230	0.9843	0.7526	0.3762	0.3764	0.0081	0.0078	0.0018
32.00	1.0000	-	0.2230	0.9843	0.7570	0.3797	0.3774	0.0046	0.0069	0.0018
33.00	1.0000	-	0.2230	0.9843	0.7612	0.3810	0.3801	0.0033	0.0042	0.0017
34.00	1.0000	-	0.2230	0.9843	0.7651	0.3833	0.3818	0.0011	0.0026	0.0017
35.00	1.0000	-	0.2230	0.9843	0.7688	0.3844	0.3844	-	-	0.0017

Column Notes:

(1) is Written Premium by time period, expressed as a factor, = Table 2 col (3)
(2) is Written Premium minus Earned Premium by time period, expressed as a factor, = Table 2 col (3) - Table 2 col (2)
(3) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)
(4) is from Internal Revenue Bulletin, 2025-11, Rev. Proc. 2025-15, dated March 10, 2025
(5) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Static-Avg) x Table 2 col (5)
(6) and (7) split the payments between the accident year coincident with the policy year ("AY1"), and the following accident year ("AY2"). Assuming that the payout pattern is linear between integer times, and that the average accident date for AY2 is two-thirds of a year later than the average accident date for AY1 , columns (6) and (7) are determined by solving these two equations simultaneously:
  Col (6) + Col (7) = Col (5)
  Col (7) = (2/3) * Col (6, previous row) + (1/3) * Col (6)
  with Col (6, Time 1) = Col (5, Time 1) and Col (6, Time 35) = Col (7, Time 35)
(8) is the discounted difference between AY1 Losses and LAE that will ultimately be paid, and the amount already paid,
  = [col (6, Time 35) - (6)] x (4)
(9) is the discounted difference between AY2 Losses and LAE that will ultimately be paid, and the amount already paid,
  = [col (7, Time 35) - (7)] x col (4, previous row)
(10) Per IRS rules, federal income tax equals the tax rate (21%) times the adjusted underwriting income
  = 21% * { (1) - 0.8 * (2) - [(3) + (5) + (8) + (9)]}

APPENDIX B: FEDERAL INCOME TAX INCURRED FROM INSURANCE OPERATIONS (CONTINUED)

TABLE B.2: FEDERAL INCOME TAX CALCULATION (STATIC-SPOT ESTIMATE)

Time	(1) Written Premium Factor	(2) Unearned Premium Factor	(3) Expense and Taxes Factor	(4) Discount Factor	(5) Paid Losses and LAE Factor	(6) AY1 Paid Losses and LAE Factor	(7) AY2 Paid Losses and LAE Factor	(8) Discounted AY1 Unpaid Losses & LAE Factor	(9) Discounted AY2 Unpaid Losses & LAE Factor	(10) Federal Income Tax Factor
0.00	-	-	-	-	-	-	-	-	-	-
1.00	1.0000	0.4650	0.1611	0.8803	0.1027	0.1027	-	0.2572	-	0.0225
2.00	1.0000	-	0.2230	0.8643	0.4020	0.2501	0.1518	0.1251	0.2139	0.0076
3.00	1.0000	-	0.2230	0.8580	0.5489	0.2866	0.2623	0.0929	0.1146	0.0043
4.00	1.0000	-	0.2230	0.8528	0.6357	0.3335	0.3022	0.0523	0.0795	0.0020
5.00	1.0000	-	0.2230	0.8559	0.6831	0.3456	0.3375	0.0422	0.0489	0.0006
6.00	1.0000	-	0.2230	0.8493	0.7036	0.3549	0.3487	0.0339	0.0395	(0.0000)
7.00	1.0000	-	0.2230	0.8556	0.7163	0.3597	0.3565	0.0301	0.0325	(0.0004)
8.00	1.0000	-	0.2230	0.8715	0.7250	0.3639	0.3611	0.0270	0.0289	(0.0008)
9.00	1.0000	-	0.2230	0.8868	0.7297	0.3653	0.3643	0.0262	0.0266	(0.0011)
10.00	1.0000	-	0.2230	0.8967	0.7329	0.3670	0.3659	0.0250	0.0257	(0.0014)
11.00	1.0000	-	0.2230	0.9104	0.7376	0.3697	0.3679	0.0229	0.0242	(0.0016)
12.00	1.0000	-	0.2230	0.9244	0.7400	0.3701	0.3698	0.0229	0.0228	(0.0018)
13.00	1.0000	-	0.2230	0.9388	0.7415	0.3711	0.3704	0.0223	0.0226	(0.0020)
14.00	1.0000	-	0.2230	0.9534	0.7439	0.3724	0.3715	0.0214	0.0219	(0.0021)
15.00	1.0000	-	0.2230	0.9682	0.7486	0.3753	0.3734	0.0189	0.0205	(0.0023)
16.00	1.0000	-	0.2230	0.9832	0.7494	0.3744	0.3750	0.0201	0.0192	(0.0025)
17.00	1.0000	-	0.2230	0.9843	0.7526	0.3772	0.3754	0.0173	0.0192	(0.0025)
18.00	1.0000	-	0.2230	0.9843	0.7534	0.3764	0.3770	0.0181	0.0176	(0.0026)
19.00	1.0000	-	0.2230	0.9843	0.7558	0.3786	0.3772	0.0160	0.0174	(0.0026)
20.00	1.0000	-	0.2230	0.9843	0.7573	0.3787	0.3786	0.0159	0.0160	(0.0026)
21.00	1.0000	-	0.2230	0.9843	0.7605	0.3810	0.3795	0.0136	0.0151	(0.0026)
22.00	1.0000	-	0.2230	0.9843	0.7613	0.3805	0.3808	0.0142	0.0138	(0.0026)
23.00	1.0000	-	0.2230	0.9843	0.7629	0.3819	0.3809	0.0127	0.0137	(0.0026)
24.00	1.0000	-	0.2230	0.9843	0.7644	0.3824	0.3821	0.0123	0.0126	(0.0026)
25.00	1.0000	-	0.2230	0.9843	0.7660	0.3833	0.3827	0.0113	0.0120	(0.0026)
26.00	1.0000	-	0.2230	0.9843	0.7668	0.3834	0.3834	0.0112	0.0113	(0.0026)
27.00	1.0000	-	0.2230	0.9843	0.7684	0.3846	0.3838	0.0101	0.0109	(0.0026)
28.00	1.0000	-	0.2230	0.9843	0.7700	0.3852	0.3848	0.0095	0.0099	(0.0026)
29.00	1.0000	-	0.2230	0.9843	0.7716	0.3861	0.3855	0.0087	0.0092	(0.0026)
30.00	1.0000	-	0.2230	0.9843	0.7731	0.3868	0.3863	0.0079	0.0084	(0.0026)
31.00	1.0000	-	0.2230	0.9843	0.7731	0.3864	0.3867	0.0083	0.0080	(0.0026)
32.00	1.0000	-	0.2230	0.9843	0.7776	0.3900	0.3876	0.0048	0.0071	(0.0026)
33.00	1.0000	-	0.2230	0.9843	0.7819	0.3914	0.3905	0.0034	0.0043	(0.0026)
34.00	1.0000	-	0.2230	0.9843	0.7859	0.3937	0.3922	0.0011	0.0026	(0.0027)
35.00	1.0000	-	0.2230	0.9843	0.7897	0.3949	0.3949	-	-	(0.0027)

Column Notes:

(1) is Written Premium by time period, expressed as a factor, = Table 2 col (3)

(2) is Written Premium minus Earned Premium by time period, expressed as a factor, = Table 2 col (3) - Table 2 col (2)

(3) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)

(4) is from Internal Revenue Bulletin, 2025-11, Rev. Proc. 2025-15, dated March 10, 2025

(5) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Static-Spot) x Table 2 col (5)

(6) and (7) split the payments between the accident year coincident with the policy year ("AY1"), and the following accident year ("AY2"). Assuming that the payout pattern is linear between integer times, and that the average accident date for AY2 is two-thirds of a year later than the average accident date for AY1 , columns (6) and (7) are determined by solving these two equations simultaneously:

Col (6) + Col (7) = Col (5)

Col (7) = (2/3) * Col (6, previous row) + (1/3) * Col (6)

with Col (6, Time 1) = Col (5, Time 1) and Col (6, Time 35) = Col (7, Time 35)

(8) is the discounted difference between AY1 Losses and LAE that will ultimately be paid, and the amount already paid, = [col (6, Time 35) - (6)] x (4)

(9) is the discounted difference between AY2 Losses and LAE that will ultimately be paid, and the amount already paid, = [col (7, Time 35) - (7)] x col (4, previous row)

(10) Per IRS rules, federal income tax equals the tax rate (21%) times the adjusted underwriting income = 21% * { (1) - 0.8 * (2) - [(3) + (5) + (8) + (9)]}

APPENDIX B: FEDERAL INCOME TAX INCURRED FROM INSURANCE OPERATIONS (CONTINUED)

TABLE B.3: FEDERAL INCOME TAX CALCULATION (DYNAMIC ESTIMATE)

Time	(1) Written Premium Factor	(2) Unearned Premium Factor	(3) Expense and Taxes Factor	(4) Discount Factor	(5) Paid Losses and LAE Factor	(6) AY1 Paid Losses and LAE Factor	(7) AY2 Paid Losses and LAE Factor	(8) Discounted AY1 Unpaid Losses & LAE Factor	(9) Discounted AY2 Unpaid Losses & LAE Factor	(10) Federal Income Tax Factor
0.00	-	-	-	-	-	-	-	-	-	-
1.00	1.0000	0.4650	0.1611	0.8803	0.1013	0.1013	-	0.2539	-	0.0234
2.00	1.0000	-	0.2230	0.8643	0.3968	0.2469	0.1499	0.1235	0.2112	0.0096
3.00	1.0000	-	0.2230	0.8580	0.5418	0.2829	0.2589	0.0917	0.1131	0.0064
4.00	1.0000	-	0.2230	0.8528	0.6276	0.3292	0.2983	0.0516	0.0785	0.0041
5.00	1.0000	-	0.2230	0.8559	0.6743	0.3411	0.3332	0.0416	0.0483	0.0027
6.00	1.0000	-	0.2230	0.8493	0.6946	0.3504	0.3442	0.0335	0.0390	0.0021
7.00	1.0000	-	0.2230	0.8556	0.7071	0.3551	0.3520	0.0297	0.0321	0.0017
8.00	1.0000	-	0.2230	0.8715	0.7156	0.3592	0.3565	0.0267	0.0285	0.0013
9.00	1.0000	-	0.2230	0.8868	0.7203	0.3607	0.3597	0.0258	0.0262	0.0010
10.00	1.0000	-	0.2230	0.8967	0.7234	0.3623	0.3612	0.0247	0.0254	0.0007
11.00	1.0000	-	0.2230	0.9104	0.7281	0.3650	0.3632	0.0226	0.0239	0.0005
12.00	1.0000	-	0.2230	0.9244	0.7305	0.3654	0.3651	0.0226	0.0225	0.0003
13.00	1.0000	-	0.2230	0.9388	0.7320	0.3663	0.3657	0.0220	0.0223	0.0001
14.00	1.0000	-	0.2230	0.9534	0.7344	0.3676	0.3668	0.0211	0.0216	(0.0000)
15.00	1.0000	-	0.2230	0.9682	0.7390	0.3705	0.3686	0.0187	0.0202	(0.0002)
16.00	1.0000	-	0.2230	0.9832	0.7398	0.3696	0.3702	0.0198	0.0190	(0.0003)
17.00	1.0000	-	0.2230	0.9843	0.7429	0.3724	0.3705	0.0171	0.0189	(0.0004)
18.00	1.0000	-	0.2230	0.9843	0.7437	0.3716	0.3721	0.0179	0.0174	(0.0004)
19.00	1.0000	-	0.2230	0.9843	0.7461	0.3737	0.3723	0.0158	0.0172	(0.0004)
20.00	1.0000	-	0.2230	0.9843	0.7476	0.3738	0.3738	0.0157	0.0158	(0.0004)
21.00	1.0000	-	0.2230	0.9843	0.7507	0.3761	0.3746	0.0134	0.0149	(0.0004)
22.00	1.0000	-	0.2230	0.9843	0.7515	0.3756	0.3759	0.0140	0.0136	(0.0004)
23.00	1.0000	-	0.2230	0.9843	0.7531	0.3770	0.3760	0.0126	0.0135	(0.0005)
24.00	1.0000	-	0.2230	0.9843	0.7546	0.3775	0.3772	0.0121	0.0124	(0.0005)
25.00	1.0000	-	0.2230	0.9843	0.7562	0.3784	0.3778	0.0112	0.0118	(0.0005)
26.00	1.0000	-	0.2230	0.9843	0.7570	0.3785	0.3784	0.0111	0.0112	(0.0005)
27.00	1.0000	-	0.2230	0.9843	0.7585	0.3796	0.3789	0.0100	0.0107	(0.0005)
28.00	1.0000	-	0.2230	0.9843	0.7601	0.3802	0.3798	0.0094	0.0098	(0.0005)
29.00	1.0000	-	0.2230	0.9843	0.7616	0.3811	0.3805	0.0085	0.0091	(0.0005)
30.00	1.0000	-	0.2230	0.9843	0.7632	0.3818	0.3814	0.0078	0.0083	(0.0005)
31.00	1.0000	-	0.2230	0.9843	0.7632	0.3815	0.3817	0.0082	0.0079	(0.0005)
32.00	1.0000	-	0.2230	0.9843	0.7677	0.3850	0.3827	0.0047	0.0070	(0.0005)
33.00	1.0000	-	0.2230	0.9843	0.7719	0.3864	0.3855	0.0033	0.0043	(0.0005)
34.00	1.0000	-	0.2230	0.9843	0.7758	0.3887	0.3872	0.0011	0.0026	(0.0005)
35.00	1.0000	-	0.2230	0.9843	0.7796	0.3898	0.3898	-	-	(0.0005)

Column Notes:

(1) is Written Premium by time period, expressed as a factor, = Table 2 col (3)

(2) is Written Premium minus Earned Premium by time period, expressed as a factor, = Table 2 col (3) - Table 2 col (2)

(3) is Expenses and Taxes by time period, expressed as a factor, = Table 1 row (1) x Table 2 col (4)

(4) is from Internal Revenue Bulletin, 2025-11, Rev. Proc. 2025-15, dated March 10, 2025

(5) is Paid Losses and LAE by time period, expressed as a factor, = Table 1 row (7, Dynamic) x Table 2 col (5)

(6) and (7) split the payments between the accident year coincident with the policy year ("AY1"), and the following accident year ("AY2"). Assuming that the payout pattern is linear between integer times, and that the average accident date for AY2 is two-thirds of a year later than the average accident date for AY1 , columns (6) and (7) are determined by solving these two equations simultaneously:

Col (6) + Col (7) = Col (5)

Col (7) = (2/3) * Col (6, previous row) + (1/3) * Col (6)

with Col (6, Time 1) = Col (5, Time 1) and Col (6, Time 35) = Col (7, Time 35)

(8) is the discounted difference between AY1 Losses and LAE that will ultimately be paid, and the amount already paid,
= [col (6, Time 35) - (6)] x (4)

(9) is the discounted difference between AY2 Losses and LAE that will ultimately be paid, and the amount already paid,
= [col (7, Time 35) - (7)] x col (4, previous row)

(10) Per IRS rules, federal income tax equals the tax rate (21%) times the adjusted underwriting income
= 21% * { (1) - 0.8 * (2) - [(3) + (5) + (8) + (9)]}

APPENDIX C: RESERVE-TO-SURPLUS RATIO

in 000's

Year End	(1) Unpaid Losses	(2) Unpaid Loss Adjustment Expense	(3) Unearned Premium	(4) Policyholder Surplus	(5) Ratio excl. Unearned Premium {(1)+(2)} /(4)	(6) Ratio incl. Unearned Premium {(1)+(2) +(3)}/(4)
2023	256,372,016	54,377,852	105,513,788	210,558,344	1.48	1.98
2022	244,078,630	51,321,882	96,322,738	200,124,833	1.48	1.96
2021	228,459,570	48,775,145	98,954,979	199,495,575	1.39	1.89
2020	213,654,262	47,148,359	91,285,583	184,607,060	1.41	1.91
2019	201,634,477	45,253,873	88,025,958	177,424,154	1.39	1.89
2019 - 2023	1,144,198,955	246,877,111	480,103,046	972,209,966	1.43	1.92

Selected Ratio including Unearned Premium: 1.92

Source: Columns (1) - (4) for the latest year are taken from Liabilities, Surplus and Other Funds in Best's 2024 Aggregates & Averages, for Commercial Casualty Composite.

Section H - Table of Premium Discounts

Division of Standard Premium		Type A Discounts	Type B Discounts
First	$10,000	---	---
Next	$190,000	9.1%	5.1%
Next	$1,550,000	11.3%	6.5%
Over	$1,750,000	12.3%	7.5%

Application of the appropriate discount schedule to the standard premium produces a dollar discount that is subtracted from the standard premium.

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EXHIBIT II

Section I - Average Expense Provisions

Reproduced below are the gradated expense provisions by policy size.

Gradation of Standard Premium

Division of Premium		Expense Gradations Production*	General	Discounts
First	$10,000	18.5%	6.3%	---
Next	$190,000	11.0%	5.3%	9.1%
Next	$1,550,000	9.5%	4.7%	11.3%
Over	$1,750,000	9.5%	3.8%	12.3%
Proposed Average:		12.0%	5.1%	
Proposed Average Expense Gradation: *(Expense for 1st $10,000 - Avg Expense)*		6.5%	1.2%	

Average Premium Discount:
[Avg Exp Grad] / [1-Taxes-P&C] = [6.5%+1.2%] / [1-2.7% - -0.5%] = 7.9%

Composition of Standard Premium:

Benefit & Loss Adj. Cost	Production (18.5%)	General (6.3%)	Profit (-0.5%)	Taxes (2.7%)	
73.0%	12.0%	5.1%	-0.5%	2.5%	-- Premium After Discounts (92.1%) -- Standard Premium Excluding Expense Constant (100.0%)
	6.5%	1.2%	0.0%	0.2%	-- Discount (7.9%)
	0.7%	0.5%	0.0%	0.0%	-- Premium from $160 expense constant. (1.2% = 1/0.988 - 1)^

Notes

** The production expense gradations shown are based on Type A gradations.*
^ The 0.988 offset is for the $160 expense constant.

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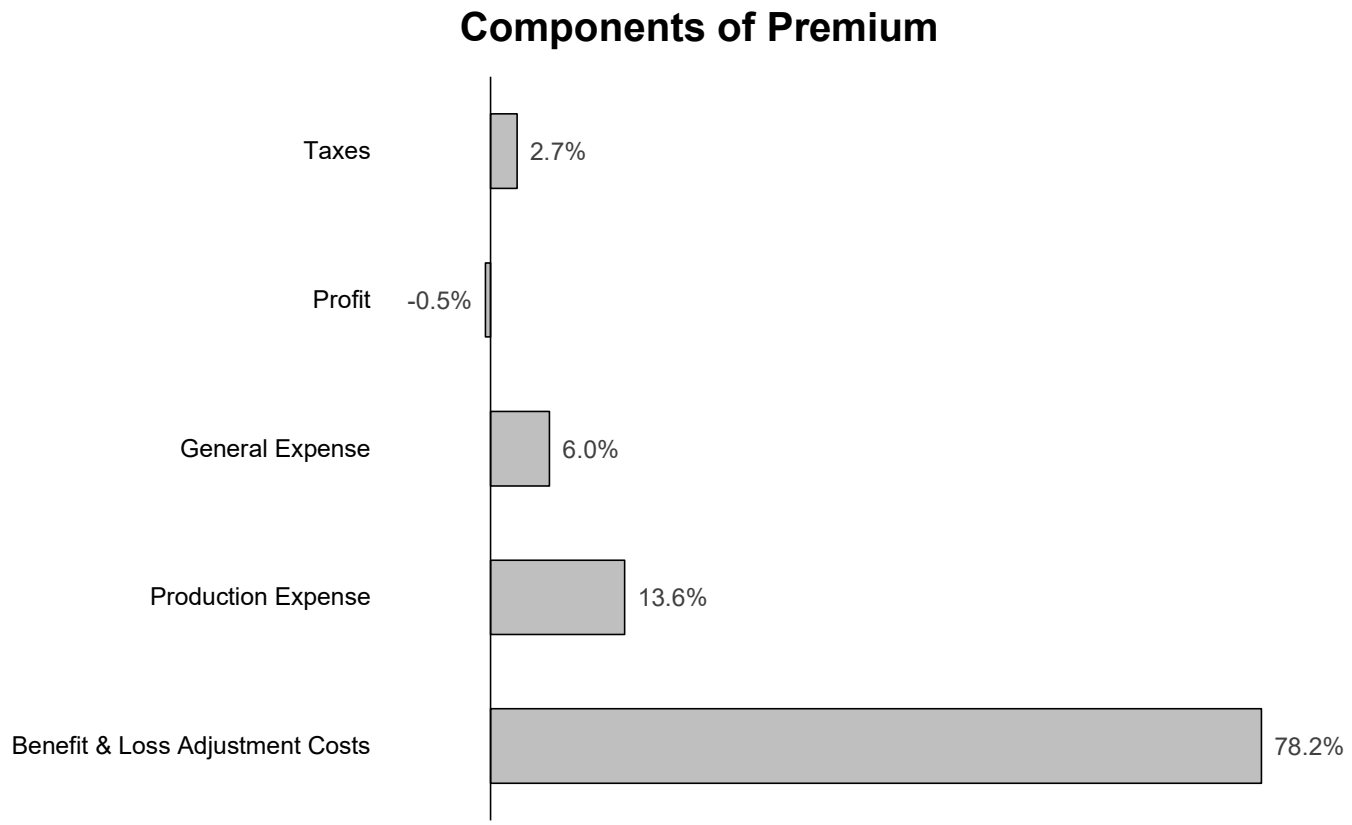
EXHIBIT II

Section J - Iowa Expense Provisions as a Percentage of Net Premium at NCCI Level

The exhibit below illustrates the allocation of the final premium dollar after the application of premium discounts and expense constants based on Iowa expense provisions.



Notes

Benefit & Loss Adjustment Costs	78.2%	=	(73.0%) / 93.3%
Production Expense	13.6%	=	(12.0% + 0.7%) / 93.3%
General Expense	6.0%	=	(5.1% + 0.5%) / 93.3%
Profit	-0.5%	=	(-0.5% + 0.0%) / 93.3%
Taxes	2.7%	=	(2.5% + 0.0%) / 93.3%
Total	**100.0%**		

Appendix A – Factors Underlying the Proposed Rate Level Change

Appendix A-I Determination of Policy Year On-level Factors

NCCI uses premium and loss on-level factors to adjust historical policy year experience to current rate and benefit levels, respectively.

Premium on-level factors capture the difference between the average premium level for the year being on-leveled and the present premium level. The average premium level for the year being on-leveled is calculated using a weighted average based on a monthly premium distribution derived from Iowa's Unit Statistical Plan data. Differences in premium level changes specific to the market are addressed through distinct voluntary and assigned risk on-level factors. These factors are weighted together, using selected market shares as weights, to arrive at the final statewide on-level factor. The following adjustments are applied as part of the premium on-level factor calculation:

- Adjustment for Expense Constant Removal: This factor removes premium collected via the charged expense constant.
- Adjustment for Expense Removal: This factor is applied to remove expenses from the reported assigned risk and voluntary DSR level premium totals—serving to make the separate market premiums more comparable.
- Experience Rating Off-Balance Adjustment Factor: This factor reflects the relative difference between the average experience rating modification for the historical year being on-leveled and the average experience rating modification expected during the proposed filing effective period. Additional details on this adjustment factor are provided in the sub-section below.
- Current Premium Index (Assigned Risk-To-Voluntary): This factor reflects the cumulative impact of the current assigned risk standard premium programs.
- Factor to Reflect the Impact of Net Premium and Assigned Risk Pricing Programs: This factor, in conjunction with the Current Premium Index, adjusts premium to a selected assigned risk market share volume by incorporating the current assigned risk premium programs at the selected level. Based on a review of historical assigned risk market shares in Iowa, a market share of 3% was selected in this filing.

  The selection of 3% in this filing recognizes that a baseline level of assigned risk market business is anticipated to exist. The selection considers the observed history across a 20-year period while considering several factors including Iowa's industry mix, economic factors, and the assigned risk mechanisms in effect.

  Selecting a market share removes possible policy year-to-year distortions that may result due to changes in the volume of business written in the voluntary or assigned risk market. By maintaining a consistent A/R market share over an extended period, a stable

benchmark rate level independent of fluctuations in the assigned risk market's size is achieved.

Loss on-level factors are adjustment factors that reflect the cumulative impact of all benefit level changes that have occurred during and after the individual year of data being on-leveled.

Note: For NCCI ratemaking purposes, proposed benefit level changes that (i) do not impact the experience period of the filing and (ii) have not yet been approved are included in Exhibit I, rather than in the loss on-level calculation.

Experience Rating Off-Balance Adjustment Factor

The term “off-balance” refers to the average experience rating modification factor (E-mod) across all employers for a given time period. Historical off-balance values are calculated as a weighted average—using expected losses as weights—of the following:

- E-mods for intrastate rated employers
- E-mods for interstate rated employers
- A unity factor for all non-rated employers

NCCI reviews changes in each state’s average off-balance annually. The historical data review combined with the experience rating parameters included in the latest approved filing provide all necessary information to adjust historical premiums to reflect any changes in the off-balance values over time. Specifically, the premiums in the financial data experience period are adjusted to the off-balance expected in the proposed filing period. This adjustment can be seen in the premium on-level adjustment factors provided in Appendix A-I.

The key components used to estimate the off-balance for the proposed filing include:

- A targeted average E-mod of 0.960 for intrastate rated employers is used to estimate the off-balance. A targeted average intrastate E-mod slightly below unity is desirable because employers who qualify for experience rating typically have better loss experience, on average, than non-rated employers. The impact of NCCI’s off-balance adjustment is premium-neutral on a statewide basis while promoting rate adequacy for non-rated employers.
- An average interstate E-mod is used to estimate the off-balance. The average interstate E-mod is estimated based on experience rating data for interstate rated employers compiled within the most recent twelve months. Unlike intrastate rated employers, interstate employers have exposure in multiple states, where each state’s data and underlying experience rating parameters are used to determine the employer’s interstate E-mod. Because E-mods for interstate employers are influenced by experience rating

values for multiple states, NCCI's standard approach is to assume that the average interstate E-mod during the proposed filing period is best approximated by the average interstate E-mod observed over the most recent twelve months of E-mod data available at the time of the analysis.

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APPENDIX A-I

Determination of Policy Year On-level Factors

Section A - Factor Adjusting 2023 Policy Year Assigned Risk Premium to Present Assigned Risk Level

	Date	(1) Rate Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)	(6) Adj. For Expense Constant Removal @	(7) Adj. For Expense Removal	(8) UPP Adj. to Gross Premium Factor	(9) Premium Adjustment Factor (5)x(6)x(7)x(8)
NR	01/01/23	Base	1.000	1.000	1.000	0.796	0.975	0.622	0.985	0.476
NR	01/01/24	0.880	0.880							
NR	01/01/25	0.904	0.796							
					1.000					

Section B - Factor Adjusting 2023 Policy Year Voluntary Premium to Present Voluntary Level

	Date	(1) Rate Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)	(6) Adj. For Expense Constant Removal @	(7) Adj. For Expense Removal	(8) UPP Adj. to Gross Premium Factor	(9) Premium Adjustment Factor (5)x(6)x(7)x(8)
NR	01/01/23	Base	1.000	1.000	1.000	0.817	0.987	0.622	1.000	0.501
NR	01/01/24	0.880	0.880							
NR	01/01/25	0.928	0.817							
					1.000					

Section C - Factor Adjusting 2023 Policy Year Assigned Risk Premium and Voluntary Premium to Present Statewide Level

(1)	Assigned Risk Market Share PY 2023	0.034
(2)	Voluntary Market Share PY 2023	0.966
(3)	Assigned Risk Standard Premium Adjustment Factor (See Sec. A)	0.476
(4)	Voluntary Standard Premium Adjustment Factor (See Sec. B)	0.501
(5)	Premium Adjustment Factor = [(1)x(3)]/1.278+(2)x(4) #	0.497
(6)	Experience Rating Off-balance Adjustment Factor*	1.007
(7)	Factor to Reflect the Impact of Net Premium and Assigned Risk Pricing Programs	0.986
(8)	Final Premium Adjustment Factor = [(5)x(6)]/(7)	0.507

NR New and renewal business.
@ Eliminates premium derived from expense constants.
# Current premium index (assigned risk-to-voluntary) = 1.278
* = 1.007 = 0.948 / 0.941 = (Targeted Off-balance) / (Off-balance for Policy Year 2023)

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APPENDIX A-I

Determination of Policy Year On-level Factors

Section D - Factor Adjusting 2023 Policy Year Indemnity Losses to Present Benefit Level

Date	(1) Benefit Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)
01/01/19	Base	1.000	1.000	1.000	1.000
				1.000	

Section E - Factor Adjusting 2023 Policy Year Medical Losses to Present Benefit Level

Date	(1) Benefit Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)
01/01/19	Base	1.000	1.000	1.000	1.000
				1.000	

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APPENDIX A-I

Determination of Policy Year On-level Factors

Section F - Factor Adjusting 2022 Policy Year Assigned Risk Premium to Present Assigned Risk Level

	Date	(1) Rate Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)	(6) Adj. For Expense Constant Removal @	(7) Adj. For Expense Removal	(8) UPP Adj. to Gross Premium Factor	(9) Premium Adjustment Factor (5)x(6)x(7)x(8)
NR	01/01/22	Base	1.000	1.000	1.000	0.731	0.975	0.622	0.985	0.436
NR	01/01/23	0.919	0.919							
NR	01/01/24	0.880	0.809							
NR	01/01/25	0.904	0.731							
					1.000					

Section G - Factor Adjusting 2022 Policy Year Voluntary Premium to Present Voluntary Level

	Date	(1) Rate Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)	(6) Adj. For Expense Constant Removal @	(7) Adj. For Expense Removal	(8) UPP Adj. to Gross Premium Factor	(9) Premium Adjustment Factor (5)x(6)x(7)x(8)
NR	01/01/22	Base	1.000	1.000	1.000	0.751	0.987	0.622	1.000	0.461
NR	01/01/23	0.919	0.919							
NR	01/01/24	0.880	0.809							
NR	01/01/25	0.928	0.751							
					1.000					

Section H - Factor Adjusting 2022 Policy Year Assigned Risk Premium and Voluntary Premium to Present Statewide Level

(1)	Assigned Risk Market Share PY 2022	0.033
(2)	Voluntary Market Share PY 2022	0.967
(3)	Assigned Risk Standard Premium Adjustment Factor (See Sec. F)	0.436
(4)	Voluntary Standard Premium Adjustment Factor (See Sec. G)	0.461
(5)	Premium Adjustment Factor = [(1)x(3)]/1.278+(2)x(4) #	0.457
(6)	Experience Rating Off-balance Adjustment Factor*	1.000
(7)	Factor to Reflect the Impact of Net Premium and Assigned Risk Pricing Programs	0.987
(8)	Final Premium Adjustment Factor = [(5)x(6)]/(7)	0.463

NR New and renewal business.
@ Eliminates premium derived from expense constants.
# Current premium index (assigned risk-to-voluntary) = 1.278
* = 1.000 = 0.948 / 0.948 = (Targeted Off-balance) / (Off-balance for Policy Year 2022)

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APPENDIX A-I

Determination of Policy Year On-level Factors

Section I - Factor Adjusting 2022 Policy Year Indemnity Losses to Present Benefit Level

Date	(1) Benefit Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)
01/01/19	Base	1.000	1.000	1.000	1.000
				1.000	

Section J - Factor Adjusting 2022 Policy Year Medical Losses to Present Benefit Level

Date	(1) Benefit Level Change	(2) Cumulative Index	(3) Weight	(4) Product (2)x(3)	(5) Adj. Factor Present Index/ Sum Column (4)
01/01/19	Base	1.000	1.000	1.000	1.000
				1.000	

Appendix A – Factors Underlying the Proposed Rate Level Change

Appendix A-II Determination of Premium and Losses Developed to an Ultimate Report

Development factors are used to project premium and limited losses to an ultimate report. In general, the ultimate development factors are based on a chain-ladder approach that utilizes average link ratios for several maturities and the application of a tail factor, as shown on the following pages.

Limited Large Loss Methodology

In order to limit volatility on the rate indications due to the impact of extraordinary large losses, a limited large loss methodology is used in Iowa. A base threshold for the large loss limitation is determined by the volume of premium in the state as well as the number of years used in the experience period. It is calculated as one percent of the total volume of premium from the state's experience period underlying the currently approved filing. The base threshold is detrended by policy year to reflect the inflationary impact on claim costs due to wage inflation. The wage index used as a basis for these calculations is the Iowa average weekly wages from the Quarterly Census of Employment and Wages (QCEW). Detrended thresholds are used in the experience period, trend period, and loss development period. Indemnity and medical losses are limited at the detrended large loss threshold corresponding to their Policy Year.

After developing limited indemnity and medical losses to an ultimate report, a statewide, non-catastrophe excess ratio at the base threshold is used to adjust the limited losses to an unlimited basis. The excess ratios are non-catastrophe because excess ratios at limits beyond $50 million are set equal to zero. The excess ratio is derived from Iowa's Retrospective Rating Plan Parameters.

Premium Development

Premium at an ultimate report is estimated by incorporating a review of historical patterns of premium development over time–primarily due to payroll audits. For premium development, link ratios are used from 1st report through 5th report. It is assumed that no further development occurs after the 5th report.

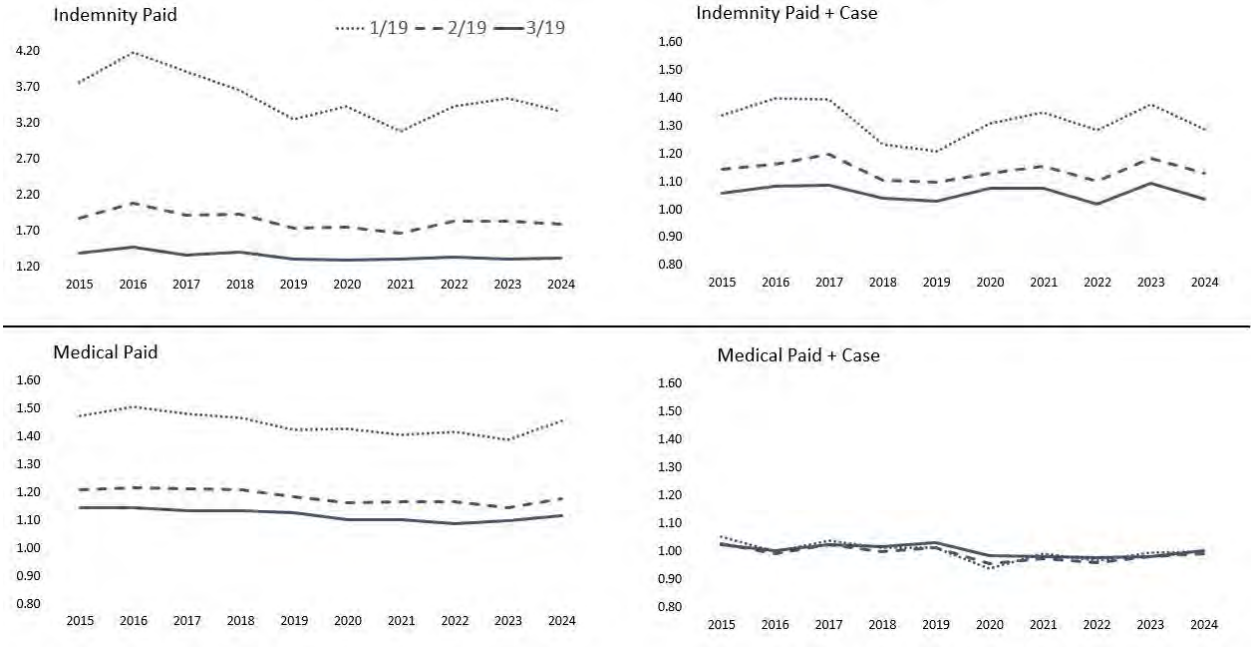
In this filing, a three-year average of historical premium development factors was selected to strike a balance between responsiveness to recently observed changes and maintaining stability in the selected development factors from one filing to the next.

Loss Development

Loss development factors are needed since total paid losses and case reserve estimates on a given claim change over time until the claim is finally closed. For indemnity and medical loss

development, link ratios calculated from limited losses are used from 1st report through the 19th report. For indemnity and medical loss development past the 19th report, a 19th-to-ultimate "tail" factor is used to reflect all future expected loss emergence. The loss development factors are calculated based on how paid losses and case reserve estimates change over time for claims in older years.

The graphs below display the age-to-19th cumulative loss development factors over the last ten valuations.



The specific development link ratio selections underlying this filing are shown below:

- A three-year average of historical paid loss development factors through a 19th report
- A five-year average of historical paid plus case loss development factors through a 19th report

The graphs provided above illustrate that the most recent valuation of development factors remain generally consistent with those observed in historical periods. This consistency applies to both indemnity and medical paid development, as well as indemnity and medical paid plus case development. While there has been some fluctuation in indemnity development, this year's filing demonstrates marginal increases in both indemnity paid and indemnity paid plus case development. Medical paid plus case development has converged around unity in recent valuations, while medical paid development has exhibited a slightly declining trend over the long

term. At the 1st/2nd maturity, medical paid development increased from the prior filing but remains consistent with historical factors. Therefore, across all loss types, the selected development averages remain unchanged in comparison to last year's filing.

The development factor selections were made to strike a balance between stability and responsiveness to the data. A shorter-term average was selected for paid losses to capture more recent changes in paid development patterns over time, while a longer-term average was selected for paid plus case losses to limit the amount of volatility from year to year.

19th-to-Ultimate Tail Factor

Tail factors are calculated separately for indemnity and medical unlimited losses by comparing the changes in the volume of policy year losses that occur on policy years reported after a nineteenth report to the volume of policy year losses at the nineteenth report. To adjust for these differences in the volume of losses between policy years, a growth adjustment factor is applied. The tail factors are brought from an unlimited basis to a limited basis through the application of a tail adjustment factor, which is based on countrywide data and the state specific large loss threshold.

The 19th-to-ultimate tail factor in Iowa is calculated on a paid plus case basis. Both the indemnity and medical tail factors utilize all available experience for the years prior to the tail attachment point and are calculated for the most recent ten available policy years. Loss development paid plus case tail factors from a nineteenth report to ultimate were judgmentally selected in this filing based on a review of the ten most recently available factors. As a result of that review, the indemnity paid plus case tail selection was maintained at the currently approved factor of 1.010, and the medical paid plus case tail selection was maintained at the currently approved factor of 1.030. These selections are in line with historical tail factors and representative of development conditions likely to prevail in the filing effective period.

Paid plus case data is used in the calculation of 19th-to-ultimate loss development factors since it is most reflective of the expected ultimate losses. Since this filing utilizes both paid and paid plus case data, the selected paid plus case loss development tail factors are converted to a paid basis using paid-to-paid plus case ratios.

Both the indemnity and medical paid-to-paid plus case conversion ratios were selected based on a review of historical conversion ratios.

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section A - Premium and Loss Summary Valued as of 12/31/2024

Policy Year 2023

(1)	Standard Earned Premium	$652,717,204
(2)	Factor to Develop Premium to Ultimate	1.011
(3)	Standard Earned Premium Developed to Ultimate = (1)x(2)	$659,897,093
(4)	Limited Indemnity Paid Losses	$44,198,221
(5)	Limited Indemnity Paid Development Factor to Ultimate	3.512
(6)	Limited Indemnity Paid Losses Developed to Ultimate = (4)x(5)	$155,224,152
(7)	Limited Indemnity Paid+Case Losses	$116,045,184
(8)	Limited Indemnity Paid+Case Development Factor to Ultimate	1.327
(9)	Limited Indemnity Paid+Case Losses Developed to Ultimate = (7)x(8)	$153,991,959
(10)	Policy Year 2023 Limited Indemnity Losses Developed to Ultimate = [(6)+(9)]/2	$154,608,056
(11)	Limited Medical Paid Losses	$132,526,447
(12)	Limited Medical Paid Development Factor to Ultimate	1.479
(13)	Limited Medical Paid Losses Developed to Ultimate = (11)x(12)	$196,006,615
(14)	Limited Medical Paid+Case Losses	$189,004,744
(15)	Limited Medical Paid+Case Development Factor to Ultimate	0.993
(16)	Limited Medical Paid+Case Losses Developed to Ultimate = (14)x(15)	$187,681,711
(17)	Policy Year 2023 Limited Medical Losses Developed to Ultimate = [(13)+(16)]/2	$191,844,163

Policy Year 2022

(1)	Standard Earned Premium	$686,715,421
(2)	Factor to Develop Premium to Ultimate	0.999
(3)	Standard Earned Premium Developed to Ultimate = (1)x(2)	$686,028,706
(4)	Limited Indemnity Paid Losses	$82,727,005
(5)	Limited Indemnity Paid Development Factor to Ultimate	1.858
(6)	Limited Indemnity Paid Losses Developed to Ultimate = (4)x(5)	$153,706,775
(7)	Limited Indemnity Paid+Case Losses	$129,542,669
(8)	Limited Indemnity Paid+Case Development Factor to Ultimate	1.145
(9)	Limited Indemnity Paid+Case Losses Developed to Ultimate = (7)x(8)	$148,326,356
(10)	Policy Year 2022 Limited Indemnity Losses Developed to Ultimate = [(6)+(9)]/2	$151,016,566
(11)	Limited Medical Paid Losses	$166,560,706
(12)	Limited Medical Paid Development Factor to Ultimate	1.210
(13)	Limited Medical Paid Losses Developed to Ultimate = (11)x(12)	$201,538,454
(14)	Limited Medical Paid+Case Losses	$197,880,508
(15)	Limited Medical Paid+Case Development Factor to Ultimate	0.987
(16)	Limited Medical Paid+Case Losses Developed to Ultimate = (14)x(15)	$195,308,061
(17)	Policy Year 2022 Limited Medical Losses Developed to Ultimate = [(13)+(16)]/2	$198,423,258

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section B - Premium Development Factors

Policy Year	1st/2nd	Policy Year	2nd/3rd	Policy Year	3rd/4th	Policy Year	4th/5th
2020	1.008	2019	1.000	2018	1.000	2017	1.000
2021	1.016	2020	0.999	2019	1.000	2018	1.000
2022	1.013	2021	0.999	2020	1.000	2019	1.000
Average	1.012	Average	0.999	Average	1.000	Average	1.000

Summary of Premium Development Factors

1st/5th	2nd/5th	3rd/5th	4th/5th
1.011	0.999	1.000	1.000

Determination of Premium and Losses Developed to an Ultimate Report

Section C - Limited Indemnity Paid Loss Development Factors

Policy Year	1st/2nd	Policy Year	2nd/3rd	Policy Year	3rd/4th	Policy Year	4th/5th
2020	1.868	2019	1.368	2018	1.165	2017	1.060
2021	1.938	2020	1.396	2019	1.146	2018	1.052
2022	1.864	2021	1.359	2020	1.144	2019	1.051
Average	1.890	Average	1.374	Average	1.152	Average	1.054

Policy Year	5th/6th	Policy Year	6th/7th	Policy Year	7th/8th	Policy Year	8th/9th
2016	1.026	2015	1.019	2014	1.013	2013	1.004
2017	1.024	2016	1.012	2015	1.008	2014	1.008
2018	1.036	2017	1.018	2016	1.010	2015	1.007
Average	1.029	Average	1.016	Average	1.010	Average	1.006

Policy Year	9th/10th	Policy Year	10th/11th	Policy Year	11th/12th	Policy Year	12th/13th
2012	1.005	2011	1.003	2010	1.002	2009	1.001
2013	1.006	2012	1.010	2011	1.002	2010	1.002
2014	1.007	2013	1.002	2012	1.006	2011	1.002
Average	1.006	Average	1.005	Average	1.003	Average	1.002

Policy Year	13th/14th	Policy Year	14th/15th	Policy Year	15th/16th	Policy Year	16th/17th
2008	1.002	2007	1.002	2006	1.004	2005	1.002
2009	1.003	2008	1.002	2007	1.002	2006	1.004
2010	1.002	2009	1.001	2008	1.002	2007	1.002
Average	1.002	Average	1.002	Average	1.003	Average	1.003

Policy Year	17th/18th	Policy Year	18th/19th
2004	1.001	2003	1.001
2005	1.002	2004	1.001
2006	1.004	2005	1.002
Average	1.002	Average	1.001

Section D - Limited Medical Paid Loss Development Factors

Policy Year	1st/2nd	Policy Year	2nd/3rd	Policy Year	3rd/4th	Policy Year	4th/5th
2020	1.215	2019	1.072	2018	1.015	2017	1.013
2021	1.214	2020	1.041	2019	1.027	2018	1.014
2022	1.237	2021	1.053	2020	1.037	2019	1.018
Average	1.222	Average	1.055	Average	1.026	Average	1.015

Policy Year	5th/6th	Policy Year	6th/7th	Policy Year	7th/8th	Policy Year	8th/9th
2016	1.009	2015	1.007	2014	1.004	2013	1.004
2017	1.009	2016	1.011	2015	1.003	2014	1.005
2018	1.011	2017	1.008	2016	1.006	2015	1.006
Average	1.010	Average	1.009	Average	1.004	Average	1.005

Policy Year	9th/10th	Policy Year	10th/11th	Policy Year	11th/12th	Policy Year	12th/13th
2012	1.006	2011	1.003	2010	1.004	2009	1.003
2013	1.004	2012	1.005	2011	1.002	2010	1.004
2014	1.005	2013	1.004	2012	1.002	2011	1.001
Average	1.005	Average	1.004	Average	1.003	Average	1.003

Policy Year	13th/14th	Policy Year	14th/15th	Policy Year	15th/16th	Policy Year	16th/17th
2008	1.002	2007	1.001	2006	1.004	2005	1.005
2009	1.003	2008	1.002	2007	1.001	2006	1.001
2010	1.002	2009	1.003	2008	1.003	2007	1.001
Average	1.002	Average	1.002	Average	1.003	Average	1.002

Policy Year	17th/18th	Policy Year	18th/19th
2004	1.002	2003	1.003
2005	1.004	2004	1.001
2006	1.004	2005	1.001
Average	1.003	Average	1.002

Determination of Premium and Losses Developed to an Ultimate Report

Section E - Limited Indemnity Paid + Case Loss Development Factors

Policy Year	1st/2nd	Policy Year	2nd/3rd	Policy Year	3rd/4th	Policy Year	4th/5th
2018	1.157	2017	1.052	2016	1.033	2015	1.013
2019	1.166	2018	1.073	2017	1.033	2016	1.017
2020	1.167	2019	1.079	2018	1.025	2017	0.998
2021	1.165	2020	1.083	2019	1.054	2018	1.010
2022	1.142	2021	1.090	2020	1.024	2019	1.007
Average	1.159	Average	1.075	Average	1.034	Average	1.009

Policy Year	5th/6th	Policy Year	6th/7th	Policy Year	7th/8th	Policy Year	8th/9th
2014	1.000	2013	1.002	2012	1.002	2011	1.000
2015	1.005	2014	1.003	2013	1.011	2012	0.997
2016	1.000	2015	0.999	2014	1.004	2013	0.994
2017	1.007	2016	1.004	2015	1.003	2014	0.997
2018	1.004	2017	0.999	2016	1.003	2015	0.998
Average	1.003	Average	1.001	Average	1.005	Average	0.997

Policy Year	9th/10th	Policy Year	10th/11th	Policy Year	11th/12th	Policy Year	12th/13th
2010	1.001	2009	1.003	2008	1.005	2007	1.000
2011	1.000	2010	1.004	2009	1.001	2008	1.002
2012	1.002	2011	1.000	2010	0.999	2009	1.000
2013	1.001	2012	1.005	2011	1.004	2010	1.000
2014	1.002	2013	1.001	2012	1.001	2011	1.001
Average	1.001	Average	1.003	Average	1.002	Average	1.001

Policy Year	13th/14th	Policy Year	14th/15th	Policy Year	15th/16th	Policy Year	16th/17th
2006	1.014	2005	1.001	2004	0.997	2003	1.001
2007	1.001	2006	0.999	2005	1.001	2004	1.000
2008	0.998	2007	1.000	2006	1.000	2005	1.000
2009	0.999	2008	1.001	2007	1.002	2006	1.001
2010	1.002	2009	1.000	2008	1.000	2007	0.998
Average	1.003	Average	1.000	Average	1.000	Average	1.000

Policy Year	17th/18th	Policy Year	18th/19th
2002	1.000	2001	1.001
2003	1.000	2002	1.001
2004	1.001	2003	1.000
2005	1.002	2004	1.000
2006	1.000	2005	0.995
Average	1.001	Average	0.999

Section F - Limited Medical Paid + Case Loss Development Factors

Policy Year	1st/2nd	Policy Year	2nd/3rd	Policy Year	3rd/4th	Policy Year	4th/5th
2018	0.983	2017	0.970	2016	0.984	2015	1.003
2019	1.017	2018	0.994	2017	0.981	2016	0.997
2020	1.009	2019	0.982	2018	0.986	2017	0.996
2021	1.015	2020	0.999	2019	0.990	2018	0.994
2022	1.008	2021	0.991	2020	0.989	2019	1.014
Average	1.006	Average	0.987	Average	0.986	Average	1.001

Policy Year	5th/6th	Policy Year	6th/7th	Policy Year	7th/8th	Policy Year	8th/9th
2014	1.005	2013	0.999	2012	1.004	2011	1.002
2015	1.000	2014	1.007	2013	1.001	2012	1.004
2016	0.999	2015	0.995	2014	0.995	2013	0.994
2017	0.988	2016	1.002	2015	0.996	2014	1.003
2018	1.000	2017	1.001	2016	1.000	2015	1.003
Average	0.998	Average	1.001	Average	0.999	Average	1.001

Policy Year	9th/10th	Policy Year	10th/11th	Policy Year	11th/12th	Policy Year	12th/13th
2010	0.997	2009	0.996	2008	0.994	2007	1.000
2011	0.997	2010	0.997	2009	0.990	2008	1.006
2012	1.012	2011	0.999	2010	0.995	2009	0.999
2013	1.001	2012	1.000	2011	1.001	2010	0.999
2014	1.002	2013	0.999	2012	1.001	2011	0.998
Average	1.002	Average	0.998	Average	0.996	Average	1.000

Policy Year	13th/14th	Policy Year	14th/15th	Policy Year	15th/16th	Policy Year	16th/17th
2006	1.002	2005	0.999	2004	1.004	2003	0.993
2007	0.999	2006	0.998	2005	0.998	2004	0.999
2008	0.998	2007	1.005	2006	1.001	2005	1.002
2009	0.998	2008	0.998	2007	1.002	2006	1.002
2010	0.991	2009	1.001	2008	1.003	2007	1.000
Average	0.998	Average	1.000	Average	1.002	Average	0.999

Policy Year	17th/18th	Policy Year	18th/19th
2002	1.002	2001	1.001
2003	1.001	2002	1.005
2004	1.000	2003	1.000
2005	1.001	2004	1.006
2006	1.000	2005	0.999
Average	1.001	Average	1.002

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section G - Determination of Policy Year Loss Development Factors (19th-to-Ultimate Report)

Indemnity Paid+Case Data for Matching Companies

(1) Policy Year	(2) Losses for Policy Year 19th Report	(3) Losses for Policy Year 20th Report	(4) Losses for All Prior Policy Years Previous	(5) Losses for All Prior Policy Years Current	(6) Factor to Adjust Losses for Prior Policy Years	(7) Indicated 19th-to-Ult Development for Policy Year
1995	85,221,368	85,310,286	1,568,473,892	1,569,599,936	1.100	1.013
1996	95,346,516	95,386,308	1,654,509,644	1,655,835,393	0.995	1.014
1997	92,843,300	92,888,304	1,748,307,509	1,749,276,465	1.035	1.011
1998	102,372,363	102,538,741	1,842,164,769	1,842,881,714	0.934	1.009
1999	105,122,707	105,137,626	1,911,291,201	1,911,609,430	0.892	1.004
2000	110,603,320	110,534,374	2,016,747,056	2,017,835,597	0.836	1.011
2001	114,357,204	114,476,792	2,128,086,225	2,128,825,128	0.806	1.009
2002	114,006,843	114,186,961	2,243,301,920	2,243,806,551	0.828	1.007
2003	118,914,289	118,946,913	2,360,624,086	2,360,763,116	0.783	1.002
2004	137,707,553	137,806,051	2,479,710,029	2,478,386,336	0.705	0.987

Selected Indemnity 19th-to-Ultimate Loss Development Factor 1.010

Medical Paid+Case Data for Matching Companies

(8) Policy Year	(9) Losses for Policy Year 19th Report	(10) Losses for Policy Year 20th Report	(11) Losses for All Prior Policy Years Previous	(12) Losses for All Prior Policy Years Current	(13) Factor to Adjust Losses for Prior Policy Years	(14) Indicated 19th-to-Ult Development for Policy Year
1995	84,860,040	84,924,354	1,155,011,907	1,157,821,436	0.899	1.038
1996	107,031,423	107,131,340	1,242,481,684	1,249,363,852	0.752	1.086
1997	91,737,394	91,544,484	1,353,980,947	1,347,106,215	0.938	0.918
1998	92,403,946	92,596,429	1,438,650,699	1,441,337,176	0.962	1.032
1999	100,831,692	100,541,259	1,499,121,113	1,496,394,765	0.888	0.967
2000	109,409,124	109,018,981	1,596,936,024	1,595,300,991	0.830	0.978
2001	104,010,073	103,948,788	1,703,795,061	1,709,063,179	0.885	1.057
2002	119,154,292	119,144,434	1,813,011,967	1,822,808,632	0.784	1.105
2003	122,228,245	122,521,263	1,944,876,936	1,951,448,577	0.774	1.072
2004	157,592,224	156,637,025	2,073,969,840	2,069,277,064	0.621	0.946

Selected Medical 19th-to-Ultimate Loss Development Factor 1.030

(7) = 1 + [(3) - (2) + ((5) - (4)) / (6)] / (2)
(14) = 1 + [(10) - (9) + ((12) - (11)) / (13)] / (9)
Columns (4) and (11) are valued as of the date at which the given policy year is at a 19th report.
Columns (5) and (12) are valued as of the date at which the given policy year is at a 20th report.

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section H - Derivation of Policy Year Limited 19th-to-Ultimate Loss Development Factors

Policy Year	Indemnity Paid-to-Paid + Case Ratio 19th Report	Medical Paid-to-Paid + Case Ratio 19th Report
2001	0.989	0.985
2002	0.989	0.970
2003	0.987	0.975
2004	0.986	0.953
2005	0.984	0.974
Selected	0.985	0.975

Indemnity Tail

(1) Paid+Case 19th-to-Ultimate Loss Development Factor (Section G)	1.010
(2) Factor to Adjust 19th-to-Ultimate Development Factor to a Limited Basis	0.547
(3) Limited Paid+Case 19th-to-Ultimate Loss Development Factor = [(1) - 1] x (2) + 1	1.005
(4) Limited Paid-to-Paid+Case Ratio	0.985
(5) Limited Paid 19th-to-Ultimate Loss Development Factor = (3) / (4)	1.020

Medical Tail

(1) Paid+Case 19th-to-Ultimate Loss Development Factor (Section G)	1.030
(2) Factor to Adjust 19th-to-Ultimate Development Factor to a Limited Basis	0.547
(3) Limited Paid+Case 19th-to-Ultimate Loss Development Factor = [(1) - 1] x (2) + 1	1.016
(4) Limited Paid-to-Paid+Case Ratio	0.975
(5) Limited Paid 19th-to-Ultimate Loss Development Factor = (3) / (4)	1.042

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section I - Summary of Limited Paid Loss Development Factors

	(1)	(2)
	Indemnity Paid Loss Development	
Report	to Next Report	to Ultimate
1st	1.890	3.512
2nd	1.374	1.858
3rd	1.152	1.352
4th	1.054	1.174
5th	1.029	1.114
6th	1.016	1.083
7th	1.010	1.066
8th	1.006	1.055
9th	1.006	1.049
10th	1.005	1.043
11th	1.003	1.038
12th	1.002	1.035
13th	1.002	1.033
14th	1.002	1.031
15th	1.003	1.029
16th	1.003	1.026
17th	1.002	1.023
18th	1.001	1.021
19th		1.020

	(3)	(4)
	Medical Paid Loss Development	
Report	to Next Report	to Ultimate
1st	1.222	1.479
2nd	1.055	1.210
3rd	1.026	1.147
4th	1.015	1.118
5th	1.010	1.101
6th	1.009	1.090
7th	1.004	1.080
8th	1.005	1.076
9th	1.005	1.071
10th	1.004	1.066
11th	1.003	1.062
12th	1.003	1.059
13th	1.002	1.056
14th	1.002	1.054
15th	1.003	1.052
16th	1.002	1.049
17th	1.003	1.047
18th	1.002	1.044
19th		1.042

(2) = Cumulative upward product of column (1).
(4) = Cumulative upward product of column (3).

APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section J - Summary of Limited Paid+Case Loss Development Factors

	(1)	(2)		(3)	(4)
	Indemnity Paid+Case Loss Development			Medical Paid+Case Loss Development	
Report	to Next Report	to Ultimate	Report	to Next Report	to Ultimate
1st	1.159	1.327	1st	1.006	0.993
2nd	1.075	1.145	2nd	0.987	0.987
3rd	1.034	1.065	3rd	0.986	1.000
4th	1.009	1.030	4th	1.001	1.014
5th	1.003	1.021	5th	0.998	1.013
6th	1.001	1.018	6th	1.001	1.015
7th	1.005	1.017	7th	0.999	1.014
8th	0.997	1.012	8th	1.001	1.015
9th	1.001	1.015	9th	1.002	1.014
10th	1.003	1.014	10th	0.998	1.012
11th	1.002	1.011	11th	0.996	1.014
12th	1.001	1.009	12th	1.000	1.018
13th	1.003	1.008	13th	0.998	1.018
14th	1.000	1.005	14th	1.000	1.020
15th	1.000	1.005	15th	1.002	1.020
16th	1.000	1.005	16th	0.999	1.018
17th	1.001	1.005	17th	1.001	1.019
18th	0.999	1.004	18th	1.002	1.018
19th		1.005	19th		1.016

(2) = Cumulative upward product of column (1).
(4) = Cumulative upward product of column (3).

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APPENDIX A-II

Determination of Premium and Losses Developed to an Ultimate Report

Section K - Factor to Adjust Limited Losses to an Unlimited Basis

(1) Threshold at the Midpoint of the Rate Effective Period*	6,540,212
(2) Statewide Excess Ratio for (1)	0.035
(3) Market Share for Carriers Missing from Large Loss and Catastrophe Call	0.000
(4) Factor to Adjust Limited Losses to an Unlimited Basis = 1.0 / {1.0 - [(2) x (1.0 - (3))]}	1.036

Section L - Policy Year Large Loss Limits

Experience Year	Policy Year Detrended Limit
2023	5,881,727
2022	5,684,166
2021	5,384,580
2020	5,090,505
2019	4,823,393
2018	4,635,157
2017	4,497,895
2016	4,369,117
2015	4,273,876
2014	4,151,274
2013	4,005,418
2012	3,906,256
2011	3,806,490
2010	3,694,766
2009	3,584,510
2008	3,540,641
2007	3,478,816
2006	3,357,086
2005	3,231,603
2004	3,125,663
2003	3,002,832
2002	2,884,635
2001	2,798,681

* November 26, 2026 is the midpoint of the effective period for which the revised rates are being proposed.

Appendix A – Factors Underlying the Proposed Rate Level Change

Appendix A-III Trend Factors

The proposed voluntary and assigned risk rates are intended for use with policies with effective dates in the proposed effective period. However, the data underlying this filing is based on the years in the experience period. Thus, it is necessary to use trend factors that forecast how much future Iowa workers compensation experience will differ from historical experience.

Trend factors measure anticipated changes in the amount of indemnity and medical benefits as compared with anticipated changes in the amount of workers' wages. For example, if benefit costs are expected to grow faster than wages, then a trend factor greater than zero is indicated. Conversely, if wages are expected to grow faster than benefit costs, then a trend factor less than zero is indicated.

Overview of Methodology

NCCI separately analyzes a measure of the number of workplace injuries (claim frequency) and the average indemnity and medical costs of each of these injuries (claim severity). Adjustments are made to the premium, losses, and claim counts underlying the trend analysis. Premium is adjusted to the current rate level excluding expense-related premium, developed to ultimate, and adjusted for changes in the level of workers' wages over time using the United States Bureau of Labor Statistics Quarterly Census of Employment and Wages for Iowa. Similarly, losses are developed to ultimate and adjusted to the current benefit level and a common wage level. Indemnity lost-time claims are developed to ultimate and used in the frequency and severity calculations. Medical-only claim counts are excluded from the trend analysis, but the losses associated with medical-only claims are included. The claim severities and loss ratios in the trend analysis are based on an average of paid and paid plus case losses.

While claim frequency and severity are reviewed separately, NCCI selects annual indemnity and medical loss ratio trend factors in Iowa. Loss ratios do not require an adjustment to a common wage level since the wage adjustments to frequency and severity figures cancel out. Loss ratios are relied upon as they are less impacted by shifts in the industry mix since these impacts to frequency and severity tend to offset one another. In order to estimate the average annual percentage changes in the loss ratios, exponential curves are fit to the historical data points. Considerations in the trend factor selections include a review of loss ratio patterns observed over an extended period of time, along with other pertinent considerations including, but not limited to, changes in system benefits and administration, economic environment, credibility of state data, experience period, and prior trend approach and selection.

The trend lengths displayed on the following exhibits are calculated by comparing the average accident date, or midpoint, for the effective period of the proposed rates to each average accident date of the policy years in the experience period. The average accident dates are

based on an Iowa distribution of policy writings by month and assume a uniform probability of loss over the coverage period.

Considerations Underlying Trend Selections in this Filing

The trend factors selected in this filing are meant to recognize the impact the changes in benefits and inflation will have on loss ratios between the midpoints of the experience period years on which the filing is based and the midpoint of the proposed rate effective period. Trends using the most recent 15 policy years are typically reviewed to allow one to evaluate changes over an extended period of time, including both economic and non-economic factors, and to mitigate short-term anomalous year-to-year changes.

The indicated exponential indemnity and medical loss ratio trend fits for which the trend selections in this filing are based are displayed on the following pages. The loss ratio trend selections in this year's filing were influenced by considerations related to:

- House File 518
- COVID-19 pandemic-related impacts

The indemnity and medical loss ratios have demonstrated a long-term trend of improved loss experience, which is expected to continue, driven by reduced claim frequency and safer workplaces. The effects of House File 518 and COVID-19 were assessed, as these factors may represent some one-time changes that might not continue the downward pressure on loss experience at the same rate in the future.

The trend selections primarily rely on mid- to long-term exponential fits, both on an adjusted and unadjusted basis. These selected fits effectively balance responsiveness with stability. The analysis did not suggest the need to revise the current annual indemnity or medical loss ratio trends.

Indemnity Loss Ratio Selection

Similar to previous filings, the trend selections explicitly incorporate considerations for the aspects of House File 518 (effective July 2017) that have emerged in experience but are not fully reflected in the loss on-level factors. A notable decrease in the Policy Year 2016[1] indemnity loss ratio and a corresponding increase in Policy Year 2017 aligns with the enactment of House File 518, or a net decrease of 14% from 2015 to 2017.

[1] Policy Year 2016 experience was influenced by House File 518 provisions as the last policy underlying this year was effective from December 31, 2016, to December 31, 2017.

Appendix A – Factors Underlying the Proposed Rate Level Change

House File 518 included unquantified impacts, such as:

- 90-day notice and statute of limitations defenses
- Use of *AMA Guides* for permanent impairment
- Determination of reduction in earning capacity for unscheduled permanent partial disability awards
- Changes to employer liability for successive disabilities

Due to these factors, the year-over-year indemnity loss ratio changes for 2016 and 2017 were given less weight in analyzing loss ratio trends. To evaluate the long-term exponential fits, a hypothetical scenario was used in this year's trend analysis:

- Scenario A: Shows the unadjusted indemnity loss ratios.
- Scenario B: Replaces the 2016 and 2017 year-over-year changes with judgmentally adjusted values of -7.9% and -1.7%, respectively, reflecting Iowa's actual lost-time claim frequency changes for those years. Restates 2018 and subsequent loss ratios using the observed, unadjusted changes in indemnity loss ratios.

Scenario A: Unadjusted indemnity loss ratios

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Loss ratio	0.836	0.834	0.732	0.719	0.752	0.695	0.654	0.534	0.561	0.552	0.540	0.504	0.478	0.475	0.462
% Change		-0.2%	-12.2%	-1.8%	4.6%	-7.6%	-5.9%	-18.3%	5.1%	-1.6%	-2.2%	-6.7%	-5.2%	-0.6%	-2.7%

Scenario B: Adjusted indemnity loss ratios after replacing the 2015-to-2016 and 2016-to-2017 loss ratio changes with the actual changes in lost-time claim frequency.

	2009	2010	2011	2012	2013	2014	2015	2016~	2017~	2018*	2019*	2020*	2021*	2022*	2023*
Loss ratio	0.836	0.834	0.732	0.719	0.752	0.695	0.654	0.602	0.592	0.583	0.570	0.532	0.504	0.501	0.487
% Change		-0.2%	-12.2%	-1.8%	4.6%	-7.6%	-5.9%	-8.0%	-1.7%	-1.5%	-2.2%	-6.7%	-5.3%	-0.6%	-2.8%

~ The 2016 and 2017 loss ratios were reduced by the actual decline in lost-time claim frequency

* Adjusted

The favorable indemnity loss ratio changes across the most recent 15 policy years is expected to continue. Some of the observed improvement may reflect one-time changes from the COVID-19 pandemic, such as the rapid shift to remote work and reduced business travel. While these new patterns are expected to persist, the shift from pre- to post-pandemic levels represents a one-time adjustment. Using longer-term fits helps mitigate the influence of short-term fluctuations.

In Iowa wage growth accelerated between 2019 and 2022, increasing by around 6% on average annually during 2020–2022. As wages increase, both premiums and the amounts payable for

indemnity benefits increase. While wage inflation could have some indirect impact on loss ratios to the extent that either the maximum weekly indemnity benefit lags behind wage growth, or the wage growth among injured workers differs from the state's overall workforce, the recent inflationary impacts are not expected to significantly distort the relationship between lost-time benefits and premium. Consequently, the indemnity loss ratio declines of more than 5% per year in 2020 and 2021 were not adjusted and were evaluated using the standard exponential trend fit smoothing.

Considering the factors outlined above, the selected annual indemnity loss ratio trends are primarily based on mid- to long-term exponential trend fits. Long-term patterns indicate improving loss ratios over the past 15 years. The unadjusted fit ranges from -4.5% to -2.8%, while the House File 518 adjusted fit ranges from -4.1% to -3.3%. The current annual **indemnity loss ratio selection of –4.5% has been maintained**, as it is well-supported by the loss ratio trend analyses with no compelling reason for revision. This selection is also higher than the changes observed during the 2020 and 2021 pandemic period.

Medical Loss Ratio Selection

Additional consideration was given to the accelerated wage growth in Iowa during and after the COVID-19 pandemic and its relationship to medical benefits. Because historical patterns of wage growth and medical inflation differ from future expectations, NCCI also analyzed medical loss ratio changes adjusted to reflect prospective estimates.

Historically, Iowa wages grew annually between 1.0% and 3.5% through 2019, based on the US Bureau of Labor Statistics (BLS) Quarterly Census of Employment and Wages (QCEW). From 2020 to 2022, growth accelerated to about 6% per year before moderating to 3.5% in 2024. Forecasts from Moody's Analytics indicate wage growth will remain moderate at around 3.5% in 2025 and beyond, consistent with the most recent 2024 data.

Although the 3.5% anticipated annual wage growth is still strong relative to the historical pre-COVID rate of growth, the most recent data and forecasts suggest that the unusually high wage growth observed in 2020–2022 is unlikely to continue. Since payroll serves as the exposure base for determining workers compensation premiums, rising wages lead to higher premiums, which in turn exert downward pressure on medical loss ratios over time. The extent of this effect depends on the pace of wage growth. Therefore, it is important to consider how future wage growth expectations, which differ from historical rates, may influence prospective estimates of medical loss ratio trends.

Appendix A – Factors Underlying the Proposed Rate Level Change

Another factor influencing the historical medical loss ratio changes is the rate of medical inflation. Workers compensation medical costs in Iowa are influenced by the general cost of medical services, which typically rise over time. Annual medical inflation rates, as measured by the countrywide Chain-Weighted Personal Healthcare (PHC) index[2], have fluctuated, decreasing from around 3% in 2008, 2009, and 2010 to less than 1% in 2015, and then gradually increasing to approximately 3.0% in 2024. The PHC index is projected to see annual increases of around 3% from the selected experience period through the prospective rate effective period (Centers for Medicare & Medicaid Services).

Given that historical patterns of wage growth and medical inflation differ from future expectations, NCCI also analyzed medical loss ratio changes adjusted to reflect prospective estimates for wage growth and medical inflation, in addition to the unadjusted medical loss ratio analysis. Specifically, for 2019 and beyond, the historically observed annual changes in medical loss ratios were restated to align with projected estimates of annual wage growth (3.5%) and medical inflation (3.0%), rather than relying on the actual historical values as measured by the QCEW and PHC.

Displayed below are the unadjusted policy year medical loss ratios, the associated year-over-year changes, and the adjusted policy year medical loss ratios which reflect these adjustments.

Scenario A: Unadjusted medical loss ratios

	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
Loss ratio	1.046	1.020	0.909	0.939	0.928	0.866	0.847	0.736	0.802	0.784	0.765	0.740	0.638	0.625	0.573
% Change		-2.5%	-10.9%	3.3%	-1.2%	-6.7%	-2.2%	-13.1%	9.0%	-2.2%	-2.4%	-3.3%	-13.8%	-2.0%	-8.3%

[2] The PHC Chain-Weighted Price Index, produced by the Centers for Medicare & Medicaid Services, is a proxy for medical care price inflation that responds to changes in the blend of different medical services over time. Medical inflation in Iowa may be higher than measured by the index, as Iowa does not have medical fee schedules for medical services.

Appendix A – Factors Underlying the Proposed Rate Level Change

Scenario B: Adjusted medical loss ratio changes for 2019 and subsequent to reflect the prospective expectations of wage growth and medical inflation:

% Change	2019	2020	2021	2022	2023
PY PHC Index	1.7%	2.0%	2.2%	2.5%	2.8%
PY QCEW AWW[+]	4.0%	5.5%	5.7%	5.6%	3.5%
Adjusted Med L/R*	-0.7%	-0.4%	-11.3%	0.4%	-8.1%
Adjusted Loss Ratio^	0.779	0.776	0.688	0.691	0.635

[+] Calendar-Accident Years 2020 and 2021 QCEW AWW values have been adjusted for industry cross sector mix changes as a result of COVID-19-related shifts in employment.

* = (1+ Unadjusted Med L/R % Change) x [(1 + QCEW AWW % Change) / (1 + 3.5%)] x [(1 + 3%) / (1 + PHC Index % Change)] -1, where 3.5% and 3% are the prospective wage and medical inflation expectations, respectively.

^ 2008 - 2018 loss ratios are unadjusted. For 2019 and subsequent, Adjusted Loss Ratio = (Adjusted Med L/R % Change) x (prior year's Adjusted Loss Ratio).

The medical loss ratio for Policy Year 2021 decreased by 13.8% on an unadjusted basis and 11.3% on an adjusted basis. This pronounced decline may be influenced by one-time shifts driven by pandemic-related factors beyond inflationary impacts, such as the rapid increase in remote work. Consequently, the favorable change in the medical loss ratio from Policy Year 2020 to 2021 may not be a reliable indicator of future trends. Therefore, short-term exponential fits were assigned less weight in the analysis.

An adjustment for House File 518 was reviewed in the medical loss ratio analysis but was found to be immaterial. The more significant-than-usual decline in the Policy Year 2016 medical loss ratio is partially offset by the increase in Policy Year 2017.

The selected annual medical loss ratio trends take the above considerations into account and are primarily based on mid- to long-term exponential trend fits. Overall, long-term patterns indicate improving loss ratios. The unadjusted fit ranges from -7.2% to -3.7%, while the inflation-adjusted fit ranges from -5.1% to -2.6%. The annual **medical loss ratio selection of –3.5% has been maintained**, as is supported by both unadjusted and adjusted loss ratio trend analyses.

Appendix A – Factors Underlying the Proposed Rate Level Change

Frequency and Severity Values

The following pages also display the underlying frequency and severity components. Note that while frequency and severity trends were reviewed, they were not selected. These figures reflect the current rate level and a common wage level, derived from an average of paid and paid plus case losses. Lost-time claim frequency has shown a long-term decline, though the decrease has moderated in more recent policy years. Long-term average indemnity costs per case exhibit a slight declining trend, while long-term medical costs per case remain flat. Overall, the trends in claim frequency and severity suggest an improving workers compensation experience in Iowa.

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APPENDIX A-III

Policy Year Trend Factors

Section A - Calculation of Annual Loss Ratio Trend Factors

	Indemnity	Medical
(1) Selected Annual Loss Ratio Trends:	**–4.5%**	**–3.5%**

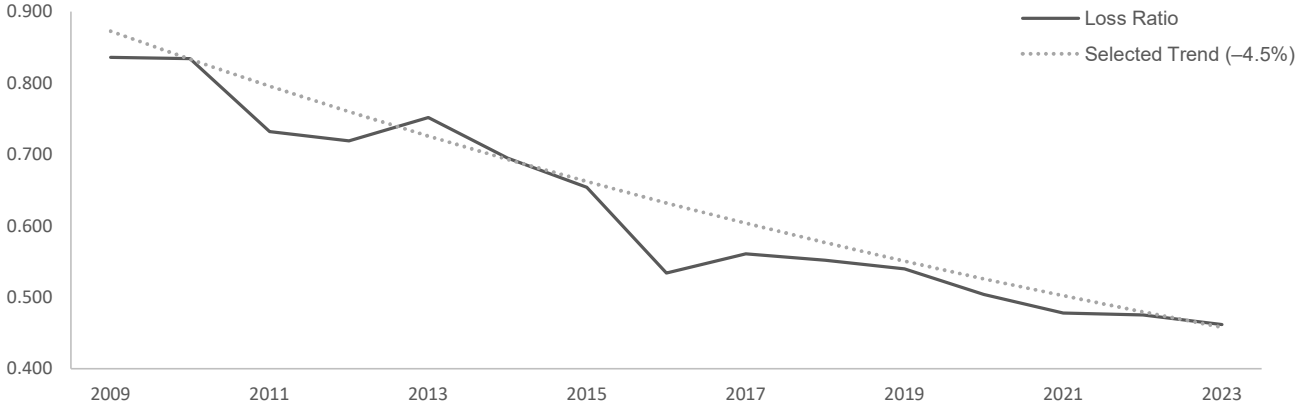
(2) Length of Trend Period from Midpoint of Policy Year to Midpoint of Effective Period:

	PY 2023	PY 2022
Trend Length:	2.998	3.998

(3) Trend Factors Applied to Experience Year Loss Ratios = [1 + (1)] ^ (2)

	PY 2023	PY 2022
Indemnity:	0.871	0.832
Medical:	0.899	0.867

Section B - Indemnity Loss Ratio Trend Data



Policy Year	Indemnity Loss Ratio^	Annual Percent Change
2009	0.836	-
2010	0.834	-0.2%
2011	0.732	-12.2%
2012	0.719	-1.8%
2013	0.752	4.6%
2014	0.695	-7.6%
2015	0.654	-5.9%
2016	0.534	-18.3%
2017	0.561	5.1%
2018	0.552	-1.6%
2019	0.540	-2.2%
2020	0.504	-6.7%
2021	0.478	-5.2%
2022	0.475	-0.6%
2023	0.462	-2.7%

# of Years in Fit	Exponential Fits	Alternate Exponential Fits*
15	-4.4%	-3.9%
14	-4.4%	-3.9%
13	-4.3%	-3.8%
12	-4.4%	-3.9%
11	-4.5%	-4.1%
10	-4.0%	-3.7%
9	-3.5%	-3.5%
8	-2.8%	-3.3%
7	-3.5%	-3.5%
6	-3.7%	-3.8%
5	-3.6%	-3.7%

^Based on an average of paid and paid+case losses
*Exponential Fits from Scenario B (as described in preceding pages)

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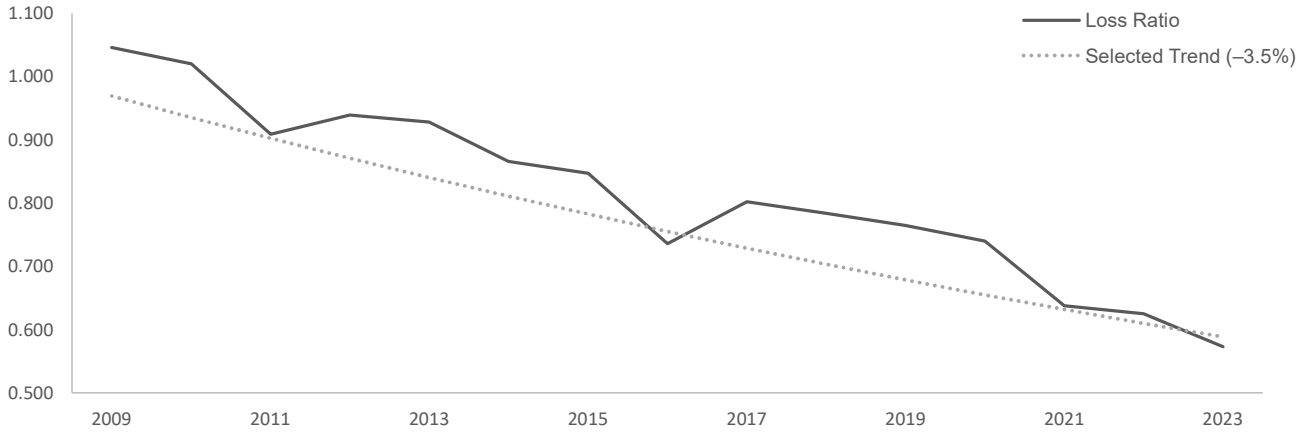
APPENDIX A-III

Policy Year Trend Factors

Section C - Medical Loss Ratio Trend Data



Policy Year	Medical Loss Ratio^	Annual Percent Change
2009	1.046	-
2010	1.020	-2.5%
2011	0.909	-10.9%
2012	0.939	3.3%
2013	0.928	-1.2%
2014	0.866	-6.7%
2015	0.847	-2.2%
2016	0.736	-13.1%
2017	0.802	9.0%
2018	0.784	-2.2%
2019	0.765	-2.4%
2020	0.740	-3.3%
2021	0.638	-13.8%
2022	0.625	-2.0%
2023	0.573	-8.3%

# of Years in Fit	Exponential Fits	Alternate Exponential Fits*
15	-3.8%	-3.1%
14	-3.8%	-3.0%
13	-3.7%	-2.9%
12	-4.0%	-3.0%
11	-4.1%	-3.0%
10	-4.1%	-2.8%
9	-4.2%	-2.7%
8	-4.3%	-2.6%
7	-5.7%	-3.8%
6	-6.4%	-4.3%
5	-7.2%	-5.1%

^Based on an average of paid and paid+case losses
*Exponential Fits from Scenario B (as described in preceding pages)

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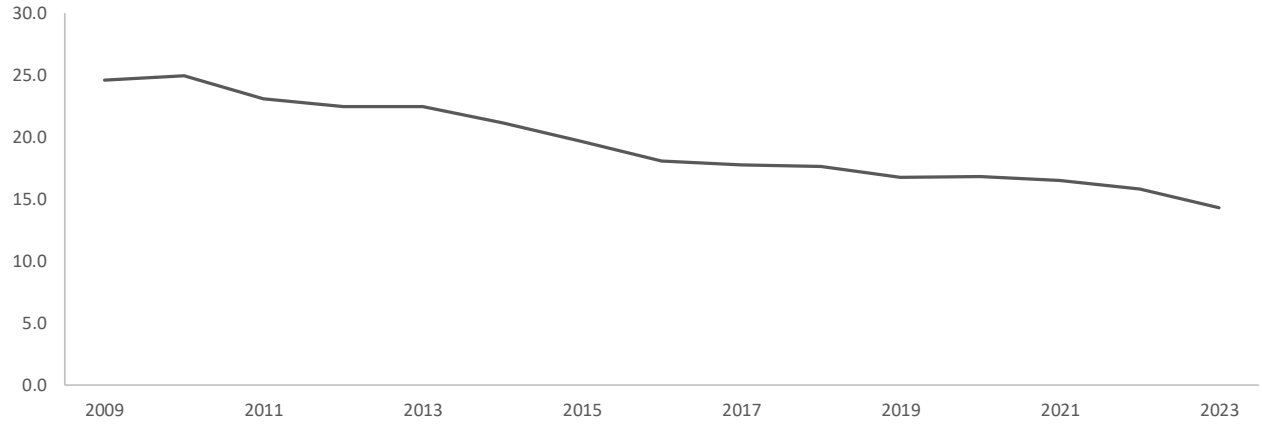
APPENDIX A-III

Policy Year Trend Factors

Section D - Frequency Trend Data



Policy Year	Claim Frequency^	Annual Percent Change
2009	24.569	-
2010	24.940	1.5%
2011	23.071	-7.5%
2012	22.452	-2.7%
2013	22.475	0.1%
2014	21.159	-5.9%
2015	19.616	-7.3%
2016	18.066	-7.9%
2017	17.765	-1.7%
2018	17.606	-0.9%
2019	16.761	-4.8%
2020	16.802	0.2%
2021	16.510	-1.7%
2022	15.830	-4.1%
2023	14.299	-9.7%

# of Years in Fit	Exponential Fits
15	-3.7%
14	-3.8%
13	-3.7%
12	-3.7%
11	-3.7%
10	-3.4%
9	-3.0%
8	-2.8%
7	-3.1%
6	-3.5%
5	-3.7%

^Per million of on-leveled, wage-adjusted premium

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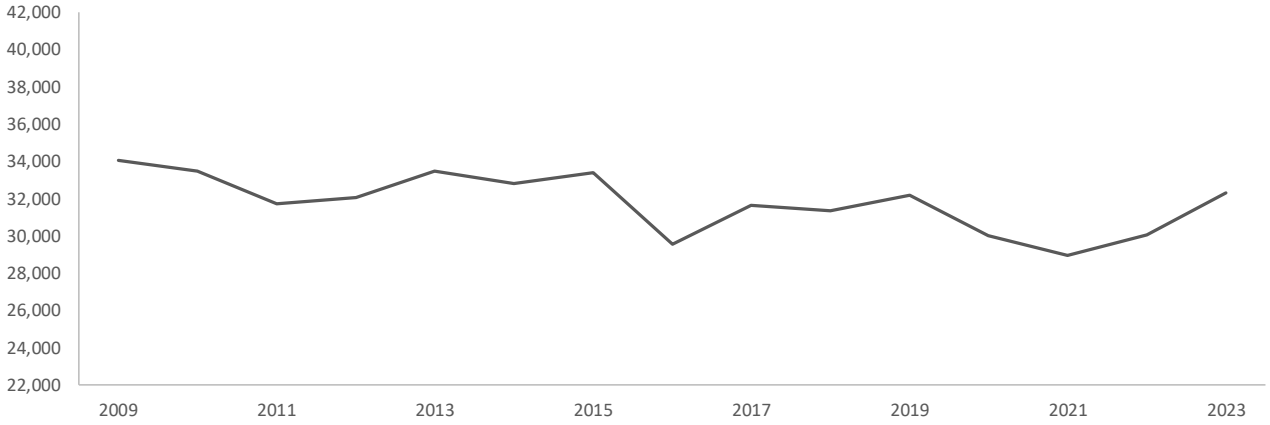
APPENDIX A-III

Policy Year Trend Factors

Section E - Indemnity Severity Trend Data



Policy Year	Indemnity Severity^	Annual Percent Change
2009	34,050	-
2010	33,456	-1.7%
2011	31,711	-5.2%
2012	32,065	1.1%
2013	33,453	4.3%
2014	32,796	-2.0%
2015	33,380	1.8%
2016	29,567	-11.4%
2017	31,618	6.9%
2018	31,341	-0.9%
2019	32,191	2.7%
2020	30,004	-6.8%
2021	28,949	-3.5%
2022	30,047	3.8%
2023	32,318	7.6%

# of Years in Fit	Exponential Fits
15	-0.7%
14	-0.6%
13	-0.6%
12	-0.7%
11	-0.8%
10	-0.7%
9	-0.5%
8	0.1%
7	-0.4%
6	-0.3%
5	0.1%

^Adjusted to a common wage level, based on an average of paid and paid+case losses

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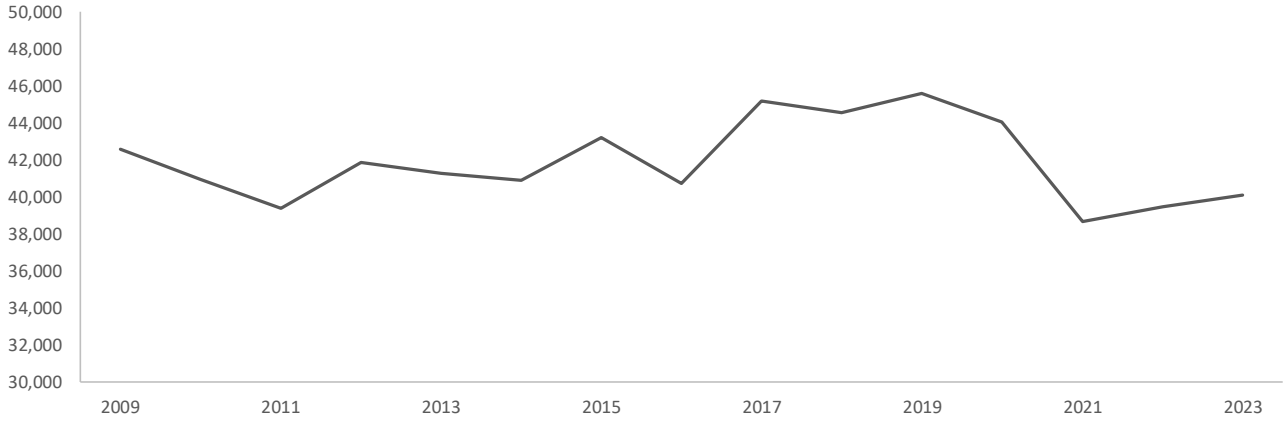
APPENDIX A-III

Policy Year Trend Factors

Section F - Medical Severity Trend Data



Policy Year	Medical Severity^	Annual Percent Change
2009	42,585	-
2010	40,916	-3.9%
2011	39,368	-3.8%
2012	41,861	6.3%
2013	41,281	-1.4%
2014	40,884	-1.0%
2015	43,200	5.7%
2016	40,743	-5.7%
2017	45,193	10.9%
2018	44,542	-1.4%
2019	45,587	2.3%
2020	44,060	-3.3%
2021	38,666	-12.2%
2022	39,479	2.1%
2023	40,101	1.6%

# of Years in Fit	Exponential Fits
15	0.0%
14	0.1%
13	0.0%
12	-0.3%
11	-0.4%
10	-0.7%
9	-1.2%
8	-1.5%
7	-2.7%
6	-3.1%
5	-3.6%

^Adjusted to a common wage level, based on an average of paid and paid+case losses

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APPENDIX A-IV

Derivation of Industry Group Differentials

Industry group differentials are used to more equitably distribute the overall rate level change based on the individual experience of each industry group. The payroll, losses and claim counts used in the calculations below are from NCCI's Workers Compensation Statistical Plan (WCSP) data.

I. Expected Losses

The current expected losses (columns (1) and (2)) are the payroll extended by the pure premiums underlying the latest approved rates. The proposed expected losses (3) are the current expected losses adjusted to the proposed level. These adjustments include the proposed experience, trend, benefit and, if applicable, loss-based expense changes as well as any miscellaneous premium adjustments.

Industry Group	(1) Latest Year Current Expected Losses Prior to Adjustment for Change in Off-Balance	(2) Five Year Current Expected Losses Prior to Adjustment for Change in Off-Balance	(3) Five Year Proposed Expected Losses Prior to Adjustment for Change in Off-Balance	(4) Current Ratio of Manual to Standard Premium	(5) Proposed Ratio of Manual to Standard Premium
Manufacturing	144,171,522	589,497,848	568,865,423	1.198	1.207
Contracting	105,678,408	463,903,222	447,666,609	1.129	1.122
Office & Clerical	56,029,828	252,093,369	243,270,101	1.134	1.142
Goods & Services	191,727,152	837,993,533	808,663,760	1.097	1.098
Miscellaneous	97,968,030	434,204,376	419,007,223	1.122	1.118
Statewide	595,574,939	2,577,692,348	2,487,473,116		

Industry Group	(6) Latest Year Current Expected Losses Adjusted for Change in Off-Balance (1)x(4)/(5)	(7) Five Year Current Expected Losses Adjusted for Change in Off-Balance (2)x(4)/(5)	(8) Five Year Proposed Expected Losses Adjusted for Change in Off-Balance (3)x(4)/(5)	(9) Current/ Proposed (7)/(8)	(10) Adjustment to Proposed for Current Relativity (9)IG/(9)SW
Manufacturing	143,096,506	585,102,255	564,623,676	1.036	1.000
Contracting	106,337,720	466,797,449	450,459,538	1.036	1.000
Office & Clerical	55,637,324	250,327,391	241,565,932	1.036	1.000
Goods & Services	191,552,537	837,230,333	807,927,272	1.036	1.000
Miscellaneous	98,318,542	435,757,880	420,506,354	1.036	1.000
Statewide	594,942,629	2,575,215,308	2,485,082,772	1.036	1.000

II. Industry Group Differentials

To calculate the converted indicated balanced losses (11) the reported losses are limited to $500,000 for a single claim occurrence and $1,500,000 for each multiple claim occurrence. After the application of limited development, trend and benefit factors, the limited losses are brought to an unlimited level through the application of the expected excess provision. The expected excess loss provisions are non-catastrophe and the excess ratios at a loss limit of $50 million are set equal to zero. The proposed experience change, applicable loss-based expenses and any miscellaneous premium adjustments are applied to calculate the indicated losses. These indicated losses are then balanced to the expected losses using the factors shown in Appendix B-I, Section A-3.

Industry Group	(11) Converted Indicated Balanced Losses	(12) Indicated/ Expected Ratio (11)/[(8)x(10)]	(13) Indicated Differential (12)IG/(12)SW	(14) Lost-Time Claim Counts
Manufacturing	570,161,288	1.010	1.010	10,966
Contracting	436,774,863	0.970	0.970	5,488
Office & Clerical	247,540,073	1.025	1.025	4,206
Goods & Services	807,295,099	0.999	0.999	18,615
Miscellaneous	423,393,346	1.007	1.007	6,409
Statewide	2,485,164,669	1.000		

Industry Group	(15) Full Credibility Standard for Lost-Time Claim Counts	(16) Credibility Minimum of 1.000 and ((14)/(15))^0.5	(17) Credibility Weighted Indicated/Expected Ratio [(16)IGx(12)IG] + [1-(16)IG]x(12)SW*	(18) Final Industry Group Differential (17)IG/(17)SW
Manufacturing	12,000	0.96	1.010	1.009
Contracting	12,000	0.68	0.980	0.979
Office & Clerical	12,000	0.59	1.015	1.014
Goods & Services	12,000	1.00	0.999	0.998
Miscellaneous	12,000	0.73	1.005	1.004
Statewide			1.001	1.000

*Statewide ratio (column 17) = Σ_{IG}[(6)x(17)] ÷ Σ_{IG}(6)

APPENDIX A-IV

III. Description of Industry Group Differentials

Column (2) reflects the indemnity and medical combined expected losses calculated as five years of payroll (in hundreds) extended separately by indemnity and medical pure premiums underlying the latest approved rates. Column (3) adjusts the current expected losses to the proposed level by applying the components of the proposed rate level change. These components are applied separately for indemnity and medical, where possible. These adjustments are reflected in Appendix B-I, Section B.

Column (4) shows the current manual premium to standard premium ratios that were calculated using the latest five years of WCSP data used in the currently approved Iowa filing. Column (5) shows the proposed manual premium to standard premium ratios calculated using the latest five years of manual premium and experience modification factors reported in the WCSP data used in the proposed Iowa filing. “Proposed” ratio refers to the fact that these ratios are based on the latest available WCSP data in the proposed filing, and they are used to adjust the proposed industry group differentials to reflect the latest available impact of experience rating by industry group. The differences between columns (4) and (5) relate to the different periods of data being used, which are rolling 5-year periods.

Columns (6), (7), and (8) are based on columns (1), (2), and (3), respectively, and include an adjustment for the change in the average experience rating off-balance by Industry Group (IG). The adjustment for the change in the average experience rating off-balance by IG is reflected by multiplying columns (1), (2), and (3) by the ratio of column (4) to column (5). The ratio of column (4) to column (5) adjusts the current and proposed expected losses (and therefore the IG differentials) to reflect the latest available impact of experience rating by industry group.

The expected losses in column (6) are used as the IG weights when determining the statewide average Credibility Weighted Indicated-to-Expected Ratio in column (17).

The expected losses in columns (7) and (8) are used to determine the relative IG changes from the prior filing to the proposed filing in column (9). Since the indicated IG relativities in column (9) reflect a statewide average that differs from 1.000, the calculation in column (10) ensures that the indicated changes by IG balance to the overall proposed statewide rate level change.

Column (13) normalizes the indicated to expected ratios determined in column (12) to determine differentials before credibility weighting. The credibilities are calculated for each industry group using actual lost-time cases (column (14)) and the full credibility standard. The full credibility standard (column (15)) is determined based on an analysis of five successive years of five industry group differential fluctuations across 36 states. In column (16), the credibility is 1.00 when lost-time claims exceed 12,000. The final differentials reflected in column (18) are the normalized credibility weighted industry group differentials calculated in column (17).

Workers Compensation Rate Filing – January 1, 2026

Appendix B – Calculations Underlying the Advisory Rate Change by Classification

NCCI separately determines rates for each workers compensation classification. The proposed change from the current rate will vary depending on the classification. The following are the general steps utilized to determine the industrial classification rates:

1. Calculate industry group differentials, which are used to more equitably distribute the proposed overall average advisory rate level change based on the individual experience of each industry group
2. For each classification, determine the indicated pure premiums based on the most recently-available five policy periods of Iowa payroll and loss experience
3. Indicated pure premiums are credibility-weighted with present on rate level pure premiums and national pure premiums to generate derived by formula pure premiums
4. Final adjustments include the application of a test correction factor, the ratio of manual-to-standard premium, swing limits, and where applicable, an expense allowance and any additional loads

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APPENDIX B-I

Distribution of Rate Level Change to Occupational Classification

After determining the required changes in the overall rate level for the state and by industry group, the next step in the ratemaking procedure is to distribute these changes among the various occupational classifications. In order to do this, the pure premiums by classification must be adjusted, by policy period, industry group, or on an overall basis, to incorporate the changes proposed in the filing. There are three sets of pure premiums for each classification: indicated, present on rate level, and national pure premiums.

Section A – Calculation of Indicated Pure Premiums

The indicated pure premiums are calculated from the payroll and loss data reported, by class code and policy period, in the Workers Compensation Statistical Plan (WCSP) for the latest available five policy periods. Various adjustments are made to these pure premiums to put them at the level proposed in this filing (Sections A-1 to A-3).

Section A-1 – Calculation of Primary Conversion Factors

1. Limited Loss Development Factors*

The following factors are applied to develop the losses from first through fifth report to an ultimate basis.

Policy Period	Indemnity		Medical	
	Likely-to-Develop	Not-Likely-to-Develop	Likely-to-Develop	Not-Likely-to-Develop
3/18-2/19	1.043	1.014	1.044	1.004
3/19-2/20	1.064	1.026	1.053	1.003
3/20-2/21	1.117	1.060	1.040	1.001
3/21-2/22	1.293	1.161	1.038	1.000
3/22-2/23	1.787	1.324	1.081	1.010

*The likely/not-likely development factors reflect a 60% likely / 40% not-likely distribution of the total tail development.

2. Factors to Adjust to the Proposed Trend Level

The proposed trend factors are applied to adjust the losses to the proposed level.

Policy Period	Indemnity	Medical
3/18-2/19	0.698	0.757
3/19-2/20	0.731	0.785
3/20-2/21	0.765	0.813
3/21-2/22	0.801	0.843
3/22-2/23	0.839	0.873

3. Factors to Adjust to the Proposed Benefit Level

The following factors are applied to adjust the losses to the proposed benefit level.

Policy Period	Fatal	Permanent Total (P.T.)	Permanent Partial (P.P.)	Temporary Total (T.T.)	Medical
3/18-2/19	1.002	1.002	1.002	1.002	1.000
3/19-2/20	1.000	1.000	1.000	1.000	1.000
3/20-2/21	1.000	1.000	1.000	1.000	1.000
3/21-2/22	1.000	1.000	1.000	1.000	1.000
3/22-2/23	1.000	1.000	1.000	1.000	1.000

4. Primary Conversion Factors: Indicated Pure Premiums

The factors above, contained within Section A-1, are combined multiplicatively, resulting in the following factors for the Likely-to-Develop (L) and Not-Likely-to-Develop (NL) groupings.

Policy Period	Fatal (L)	Fatal (NL)	P.T.*	P.P. (L)	P.P. (NL)	T.T. (L)	T.T. (NL)	Medical (L)	Medical (NL)
3/18-2/19	0.729	0.709	0.729	0.729	0.709	0.729	0.709	0.790	0.760
3/19-2/20	0.778	0.750	0.778	0.778	0.750	0.778	0.750	0.827	0.787
3/20-2/21	0.855	0.811	0.855	0.855	0.811	0.855	0.811	0.846	0.814
3/21-2/22	1.036	0.930	1.036	1.036	0.930	1.036	0.930	0.875	0.843
3/22-2/23	1.499	1.111	1.499	1.499	1.111	1.499	1.111	0.944	0.882

* Permanent total losses are always assigned to the Likely-to-Develop grouping.

Section A-2 – Expected Excess Provision and Redistribution

After the application of the primary conversion factors, the limited losses are brought to an expected unlimited level through the application of excess loss factors by hazard group. The expected excess loss provisions are non-catastrophe and the excess ratios at a loss limit of $50 million are set equal to zero. These factors are shown below.

Hazard Group	A	B	C	D	E	F	G
(1) Excess Ratios	0.113	0.141	0.182	0.203	0.269	0.310	0.345
(2) Excess Factors 1/(1-(1))	1.127	1.164	1.222	1.255	1.368	1.449	1.527

As the excess loss factors are on a combined (indemnity and medical) basis, a portion (40%) of the indemnity expected excess losses are redistributed to medical in order to more accurately allocate expected excess losses. Since a portion of the expected excess losses are redistributed in an additive manner, the expected excess factors shown above cannot be combined multiplicatively with either the primary or secondary loss conversion factors.

Section A-3 – Calculation of Secondary Conversion Factors

1. Factors to Adjust for Proposed Industry Group Differentials

The following factors are applied to adjust the indicated industry group differentials for the effects of credibility weighting the industry group differentials and weighting the differentials by the latest year expected losses.

	Manufacturing	Contracting	Office and Clerical	Goods and Services	Miscellaneous
(1) Indicated Differentials*	1.010	0.970	1.025	0.999	1.007
(2) Final Differentials**	1.009	0.979	1.014	0.998	1.004
(3) Adjustment (2)/(1)	0.999	1.009	0.989	0.999	0.997

*See Appendix A-IV, column (13).
**See Appendix A-IV, column (18).

2. Factors to Balance Indicated to Expected Losses

The expected losses are calculated as the pure premium underlying the current rates, adjusted to the proposed level and adjusted for the Experience Rating Plan off-balance. The indicated losses are balanced to the expected losses by applying the following factors.

Policy Period	(1) Adjustment of Indicated Losses to Pure Premium at Proposed Level	(2) Current Ratio of Manual to Standard Premium	(3) Proposed Ratio of Manual to Standard Premium	(4) Off-balance Adjustment (2)/(3)	(5) Balancing Indicated to Expected Losses (1)x(4)
3/18-2/19	0.779	1.133	1.133	1.000	0.779
3/19-2/20	0.824	1.133	1.133	1.000	0.824
3/20-2/21	0.815	1.133	1.128	1.004	0.818
3/21-2/22	0.864	1.134	1.149	0.987	0.853
3/22-2/23	0.846	1.135	1.130	1.004	0.849

3. Adjustment for Experience Change

A factor of 0.961 is applied to adjust for the experience change in the proposed rate level.

4. Factor to Reflect the Proposed Loss-Based Expense Provisions

A factor of 1.190 is applied to include the proposed loss-based expense provisions.

5. Secondary Conversion Factors: Indicated Pure Premiums

The factors above, contained within section A-3, are combined multiplicatively, resulting in the following factors:

Policy Period	Manufacturing	Contracting	Office and Clerical	Goods and Services	Miscellaneous
3/18-2/19	0.890	0.899	0.881	0.890	0.888
3/19-2/20	0.941	0.951	0.932	0.941	0.939
3/20-2/21	0.935	0.944	0.925	0.935	0.933
3/21-2/22	0.975	0.984	0.965	0.975	0.973
3/22-2/23	0.970	0.980	0.960	0.970	0.968

Section B – Calculation of Present on Rate Level Pure Premiums

The present on rate level pure premiums are the pure premiums underlying the current rates, adjusted to the proposed level. The data sources for the above-captioned pure premiums are the partial pure premiums underlying the current rates.

1. Adjustment for Experience Change

A factor of 0.961 is applied to adjust for the experience change in the proposed rate level.

2. Factors to Adjust to the Proposed Trend Level

The pure premiums underlying the current rates contain the current trend. The change in trend factors, 1.000 and 1.000, for indemnity and medical, respectively, are applied to adjust to the proposed trend level.

3. Factors to Adjust to the Proposed Benefit Level

The following factors are applied to adjust the pure premiums underlying the current rates to the proposed benefit level.

	Indemnity	Medical
Benefit Adjustment	1.000	1.000

4. Factors to Include the Proposed Loss-Based Expense Provisions

The pure premiums underlying the current rates include the current loss-based expense provisions and must be adjusted to the proposed level.

	(a) Current		(b) Proposed	
	Indemnity	Medical	Indemnity	Medical
(1) Loss Adjustment Expense	1.185	1.185	1.190	1.190
(2) Loss-based Assessment	1.000	1.000	1.000	1.000
(3) = (1) + (2) – 1.000	1.185	1.185	1.190	1.190
(4) Overall Change (3b)/(3a)			1.004	1.004

5. Adjustment to Obtain Expected Losses

The pure premiums underlying the current rates reflect the current Experience Rating Plan off-balance. The change in off-balance must be applied.

Industry Group	(1) Current Ratio of Manual to Standard Premium	(2) Proposed Ratio of Manual to Standard Premium	(3) Off-balance Adjustment (1)/(2)
Manufacturing	1.198	1.207	0.993
Contracting	1.129	1.122	1.006
Office & Clerical	1.134	1.142	0.993
Goods & Services	1.097	1.098	0.999
Miscellaneous	1.122	1.118	1.004

6. Factors to Adjust for Proposed Industry Group Differentials

The pure premiums underlying the current rates are adjusted by the proposed industry group differentials.

Industry Group	(1) Final Differential*	(2) Adjustment to Proposed for Current Relativities**	(3) Adjusted Differential (1)x(2)
Manufacturing	1.009	1.000	1.009
Contracting	0.979	1.000	0.979
Office & Clerical	1.014	1.000	1.014
Goods & Services	0.998	1.000	0.998
Miscellaneous	1.004	1.000	1.004

*See Appendix A-IV, column (18).
**See Appendix A-IV, column (10).

7. Combined Conversion Factors

The factors above, contained within Section B, are combined multiplicatively, resulting in the following factors.

Industry Group	Indemnity	Medical
Manufacturing	0.967	0.967
Contracting	0.950	0.950
Office & Clerical	0.972	0.972
Goods & Services	0.962	0.962
Miscellaneous	0.973	0.973

Section C – Calculation of National Pure Premiums

Finally, there are the national pure premiums, which reflect the countrywide experience for each classification adjusted to state conditions. These pure premiums reflect the countrywide experience for each classification as indicated by the latest available individual classification experience for all states for which the National Council on Compensation Insurance compiles workers compensation data.

Countrywide data is adjusted to Iowa conditions in four steps. First, statewide indicated pure premiums are determined for Iowa. Second, using Iowa payrolls as weights, corresponding statewide-average pure premiums are computed for each remaining state. Third, the ratios of Iowa statewide pure premiums to those for other states are used as adjustment factors to convert losses for other states to a basis that is consistent with the Iowa indicated pure premiums. The quotient of the countrywide total of such adjusted losses divided by the total countrywide payroll for the classification is the initial pure premium indicated by national relativity. Finally, national pure premiums are balanced to the level of the state indicated pure premiums to ensure unbiased derived by formula pure premiums. Indemnity and medical pure premiums are computed separately.

Section D – Calculation of Derived by Formula Pure Premiums

The indicated, present on rate level and national pure premiums are credibility weighted, and the resulting derived by formula pure premiums are used to determine the final class rates.

As for the preceding pure premiums, separate computations are performed for each partial pure premium: indemnity and medical. Each partial formula pure premium is derived by the weighting of the indicated, present on rate level and national partial pure premiums. The weight assigned to the policy year indicated pure premium varies in one-percent intervals from zero percent to one hundred percent, depending upon the volume of expected losses (i.e. the product of the underlying pure premiums and the payroll in hundreds). To achieve full state credibility, a classification must have expected losses of at least: $36,334,080 for indemnity and $26,484,510 for medical.

The partial credibilities formula is:

$$z = [\text{ (expected losses) / (full credibility standard) }]^{0.5}$$

For the national pure premiums, credibility is determined from the number of lost-time claims. Full credibility standards are: 2,300 lost-time claims for indemnity and 2,000 lost-time claims for medical.

Partial credibilities are assigned using a credibility formula similar to that used for indicated pure premiums but based on the number of national cases. In no case is the national credibility permitted to exceed 50% of the complement of the state credibility.

National Credibility equals the smaller of:

$$[\text{ (national cases)/(full credibility standard) }]^{0.5} \text{ and } [\text{ (1 – state credibility)/2 }]$$

The residual credibility (100% minus the sum of the state and national credibilities) is assigned to the present on rate level pure premium.

For example, if the state credibility is 40%, the national pure premium is assigned a maximum credibility of 30% ((100-40) / 2). The remainder is assigned to the present on rate level pure premium.

The total pure premium shown on the attached Appendix B-III is obtained by adding the indemnity and medical partial pure premiums obtained above and rounding the sum to three decimal places.

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APPENDIX B-II

Adjustments to Obtain Rates

The following items are combined with the derived by formula pure premium to obtain the proposed rate:

1. Test Correction Factor

The payrolls are now extended by the rates presently in effect and by the indicated rates to determine if the required change in manual premium level as calculated in Exhibit I has been achieved. Since at first this calculation may not yield the required results, an iterative process is initiated which continuously tests the proposed rates including tentative test correction factors until the required change in manual premium level is obtained. The test correction factor is applied to the derived by formula pure premiums.

The factors referred to above are set out as follows:

	Test Correction Factor
Manufacturing	0.9885
Contracting	1.0043
Office & Clerical	1.0008
Goods & Services	0.9955
Miscellaneous	0.9999

2. Ratios of Manual to Standard Premiums

The ratios of manual to standard premiums by industry group have also been excluded from the classification experience, and it is necessary to apply these factors to the derived by formula pure premiums.

	Ratio of Manual to Standard Premiums
Manufacturing	1.207
Contracting	1.122
Office & Clerical	1.142
Goods & Services	1.098
Miscellaneous	1.118

3. Expense Allowance

The expense allowance is introduced into the rate by dividing the product of the proposed pure premium and the appropriate factors above by the proposed target cost ratio of 0.730 (see Exhibit II-A for derivation of this factor). This operation produces the proposed rate prior to the addition of a disease loading, if any.

4. Swing Limits

As a further step, a test is made to make certain that the proposed rates fall within the following departures from the present rates:

Manufacturing	from 23% above to 27% below
Contracting	from 21% above to 29% below
Office & Clerical	from 24% above to 26% below
Goods & Services	from 22% above to 28% below
Miscellaneous	from 23% above to 27% below

These limits have been calculated in accordance with the following formula:

Max. Deviation = Effect of the final change in rate level by industry group plus or minus 25% rounded to the nearest 1%.

The product of the swing limits and the present rate sets bounds for the proposed rate. If the calculated rate falls outside of the bounds, the closest bound is chosen as the proposed rate. When a code is limited, the underlying pure premiums are adjusted to reflect the limited rate. The classifications which have been so limited are shown below. Note that classifications that are subject to special handling may fall outside of the swing limits.

An illustrative example showing the calculation of a proposed manual class rate is attached as Appendix B-III. This example demonstrates the manner in which the partial pure premiums are combined to produce a total pure premium, and shows the steps in the calculation at which the rounding takes place. The rates for other classifications are calculated in the same manner.

* A code listed below with an asterisk indicates the code's swing limit was adjusted by 0.001 before being applied; this is only performed when the upper and lower bounds calculated by the swing limit are equal.

List of Classifications Limited by the Upper Swing	List of Classifications Limited by the Lower Swing
2960 3022 4283	7710 8871

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APPENDIX B-III

Derivation of Proposed Rate - Code 8810

As previously explained in Appendix B-I, the indicated pure premiums are developed by adjusting the limited losses by a set of conversion factors. The converted losses are then summarized into indemnity and medical and then divided by payroll (in hundreds). The derivation of the indicated pure premium for the above-captioned classification follows:

LIMITED LOSSES (Workers Compensation Statistical Plan)

Policy Period	Fatal Likely	Fatal Not-Likely	Permanent Total	Permanent Partial Likely	Permanent Partial Not-Likely	Temporary Total Likely	Temporary Total Not-Likely	Medical Likely	Medical Not-Likely
03/01/18 - 02/28/19	0	0	0	1,210,073	3,763,358	669,865	862,819	2,561,081	7,599,519
03/01/19 - 02/29/20	0	497,330	0	1,077,812	1,413,714	552,223	1,366,847	1,453,020	5,878,816
03/01/20 - 02/28/21	0	0	0	1,609,114	1,792,985	322,991	554,253	1,587,220	4,454,976
03/01/21 - 02/28/22	0	200,000	0	1,113,839	1,771,982	358,172	936,296	1,101,781	6,005,571
03/01/22 - 02/28/23	0	0	0	195,197	845,115	328,441	962,685	827,154	4,633,649

PRIMARY CONVERSION FACTORS (Appendix B-I, Section A-1)

Policy Period	Fatal Likely	Fatal Not-Likely	Permanent Total	Permanent Partial Likely	Permanent Partial Not-Likely	Temporary Total Likely	Temporary Total Not-Likely	Medical Likely	Medical Not-Likely
03/01/18 - 02/28/19	0.729	0.709	0.729	0.729	0.709	0.729	0.709	0.790	0.760
03/01/19 - 02/29/20	0.778	0.750	0.778	0.778	0.750	0.778	0.750	0.827	0.787
03/01/20 - 02/28/21	0.855	0.811	0.855	0.855	0.811	0.855	0.811	0.846	0.814
03/01/21 - 02/28/22	1.036	0.930	1.036	1.036	0.930	1.036	0.930	0.875	0.843
03/01/22 - 02/28/23	1.499	1.111	1.499	1.499	1.111	1.499	1.111	0.944	0.882

EXPECTED EXCESS PROVISION AND REDISTRIBUTION (Appendix B-I, Section A-2)

After the application of the primary conversion factors, the limited losses are brought to an expected unlimited level through the application of a hazard group-specific excess loss factor. The factor is shown below:

	HAZARD GROUP: C
Excess Factor	1.222

As the excess loss factor is on a combined (indemnity and medical) basis, the following portion of the indemnity expected excess losses are redistributed to medical in order to more accurately allocate expected excess losses:

Redistribution %	40%

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APPENDIX B-III

Derivation of Proposed Rate - Code 8810

EXPECTED UNLIMITED LOSSES (Limited Losses x Primary Conversion Factors, then adjusted for the Excess Provision and Redistribution)

Policy Period	Fatal Likely	Fatal Not-Likely	Permanent Total	Permanent Partial Likely	Permanent Partial Not-Likely	Temporary Total Likely	Temporary Total Not-Likely	Medical Likely	Medical Not-Likely
03/01/18 - 02/28/19	0	0	0	999,906	3,024,419	553,523	693,404	2,595,385	7,352,585
03/01/19 - 02/29/20	0	422,792	0	950,480	1,201,830	486,983	1,161,987	1,581,871	5,874,817
03/01/20 - 02/28/21	0	0	0	1,559,455	1,648,230	313,023	509,506	1,788,569	4,602,608
03/01/21 - 02/28/22	0	210,830	0	1,307,983	1,867,937	420,602	986,998	1,314,277	6,429,827
03/01/22 - 02/28/23	0	0	0	331,661	1,064,266	558,058	1,212,323	1,024,421	5,174,932

SECONDARY CONVERSION FACTORS (Appendix B-I, Section A-3)

Policy Period	INDUSTRY GROUP: Office and Clerical
03/01/18 - 02/28/19	0.881
03/01/19 - 02/29/20	0.932
03/01/20 - 02/28/21	0.925
03/01/21 - 02/28/22	0.965
03/01/22 - 02/28/23	0.960

PAYROLL, FINAL CONVERTED LOSSES (Expected Unlimited Losses x Secondary Conversion Factors)

Policy Period	Payroll	Indemnity Likely	Indemnity Not-Likely	Medical Likely	Medical Not-Likely	Total Indemnity	Total Medical	Total
03/01/18 - 02/28/19	10,715,705,548	1,368,571	3,275,402	2,286,534	6,477,627	4,643,973	8,764,161	13,408,134
03/01/19 - 02/29/20	12,212,087,976	1,339,716	2,597,120	1,474,304	5,475,329	3,936,836	6,949,633	10,886,469
03/01/20 - 02/28/21	11,611,982,608	1,732,042	1,995,906	1,654,426	4,257,412	3,727,948	5,911,838	9,639,786
03/01/21 - 02/28/22	12,843,154,086	1,668,085	2,958,463	1,268,277	6,204,783	4,626,548	7,473,060	12,099,608
03/01/22 - 02/28/23	13,970,122,619	854,130	2,185,525	983,444	4,967,935	3,039,655	5,951,379	8,991,034
Total	61,353,052,837	6,962,544	13,012,416	7,666,985	27,383,086	19,974,960	35,050,071	55,025,031
		INDICATED PURE PREMIUM				**0.0326**	**0.0571**	**0.090**

The pure premiums shown were calculated using unrounded losses, while the converted losses have been rounded for display purposes.

The present on rate level pure premiums are developed by adjusting the pure premiums underlying the current rate by the conversion factors calculated in Appendix B-I. The derivation of the present on rate level pure premiums for the above-captioned classification follows:

	Indemnity	Medical	Total
Pure Premiums Underlying Current Rate	0.035	0.065	0.10
Conversion Factors (App. B-I, Section B)	0.972	0.972	xxx
PURE PREMIUMS PRESENT ON RATE LEVEL (Underlying Pure Premiums) x (Conversion Factor)	0.0340	0.0632	0.097

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APPENDIX B-III

Derivation of Proposed Rate - Code 8810
Industry Group - Office and Clerical, Hazard Group - C

The rate for the above-captioned classification is derived as follows:

		Indemnity	Medical	Total
1.	Indicated Pure Premium	0.0326	0.0571	0.090
2.	Pure Premium Indicated by National Relativity	0.0276	0.0477	0.075
3.	Pure Premium Present on Rate Level	0.0340	0.0632	0.097
4.	State Credibilities	76%	100%	xxx
5.	National Credibilities	12%	0%	xxx
6.	Residual Credibilities = 100% - (4) - (5)	12%	0%	xxx
7.	Derived by Formula Pure Premiums = (1) x (4) + (2) x (5) + (3) x (6)	0.0322	0.0571	0.089
8.	Test Correction Factor	1.0008	1.0008	xxx
9.	Underlying Pure Premiums = (7) x (8) *	0.0319	0.0571	0.089
10.	Ratio of Manual to Standard Premium			1.142
11.	Target Cost Ratio			0.730
12.	Rate = (9) x (10) / (11)			0.139
13.	Rate Within Swing Limits			0.139
	Current Rate x Swing Limits a) Lower bound = 0.15 x 0.740 = 0.111 b) Upper bound = 0.15 x 1.240 = 0.186			
14.	Pure Premiums Underlying Proposed Rate* = ((14TOT) / (9TOT)) x (9) ; (14TOT) = (13) x (11) / (10)	0.0319	0.0571	0.089
15.	Miscellaneous Loadings			0.000
16.	Final Loaded Rate			0.139

* Indemnity pure premium is adjusted for the rounded total pure premium:
Indemnity Pure Premium = Total Pure Premium - Medical Pure Premium

WCSP data is used to determine the F-Classification (F-Class) rates. The latest year of WCSP payroll is extended by both the current and proposed rates. Based on $1,260,072 of payroll, the overall rate level change in Iowa is -10.2%.

I. Overview of Methodology

- Ten years of F-Class losses* across all states for which the National Council on Compensation Insurance compiles workers compensation ratemaking data are converted and adjusted to a countrywide level and used with ten years of F-Class countrywide payroll to determine the F-class countrywide pure premiums at both an overall and individual classification level.
- F-class code countrywide relativities are then calculated by comparing the F-class countrywide pure premiums by class to the overall countrywide F-class pure premium. The relativity values are reflected in the table in Section II.
- A single state primary base pure premium is calculated by applying a countrywide to state relativity factor to bring the F-class overall countrywide pure premium to the Iowa proposed level.
- A final base rate is calculated by bringing the primary base pure premium to the proposed Iowa trend and benefit levels, and applying any applicable expenses and/or offsets.
- Final F-Class rates are calculated by applying the countrywide relativity by class code to the final base rate and applying swing limits.

*Losses are limited to $500,000 for a single claim occurrence and $1,500,000 for each multiple claim occurrence. Texas data is included for policies effective 1/1/2013 and subsequent.

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APPENDIX B-IV

II. The F-class code countrywide relativities:

Class Code	Countrywide Relativity**
6006	1.427
6801*	1.000
6824	1.081
6825	0.365
6826	0.554
6828*	1.000
6829*	1.000
6843	1.215
6845	1.188
6872	1.335
6873*	1.000
6874	1.342
7309	1.335
7313	0.588
7317	0.900
7327*	1.000
7350	1.146
8709	0.365
8726	0.215
9077*	1.000

*Relativities for class codes with a limited amount of data are set to 1.000.
**The relativities have been locked into the values from the prior filing.

III. Swing Limits

The proposed rates are limited to the swing limits based on 25% above and 25% below the current rates.

Classifications Limited by the Upper Swing	Classifications Limited by the Lower Swing
NONE	6874 7327 8709

APPENDIX B-IV

Derivation of State Base Rate

	Indemnity	Medical	Total
1. Overall Countrywide Pure Premium			2.303
2. State Act Pure Premium Relativity Factor			1.484
3. Countrywide State Act Weight			25%
4. **Primary Base Pure Premium** =[(1) x (2) x (3)] + [(1) x (1 - (3))]			**2.582**
5. Countrywide Weights	52%	48%	100%
6. Trend Factors	0.958	0.968	xx
7. Weighted Benefits	1.000	1.000	xx
8. Weighted Loss-Based Expenses	1.243	1.190	xx
9. **Secondary Base Pure Premium*** = (4tot) x (5) x (6) x (7) x (8)	1.5984	1.4276	**3.026**
10. Additional Offsets			0.988
11. Expense Allowance			0.730
12. **Final Base Rate** = (9) x (10) / (11)			**4.095**

* Indemnity pure premium is adjusted for the rounded total pure premium:
Indemnity Pure Premium = Total Pure Premium - Medical Pure Premium

APPENDIX B-IV

Derivation of Proposed Rate - Code 6872

Industry Group - F-Class, Hazard Group - G

The rate for the above-captioned classification is derived as follows:

1. Iowa's Final Base Rate	4.095
2. Countrywide Class Code 6872 Relativity (Section II)	1.335
3. Rate = (1) x (2)	5.467
4. Rate Within Swing Limits	5.467
Current Rate x Swing Limits a) Lower bound = 6.09 x 0.75 = 4.568 b) Upper bound = 6.09 x 1.25 = 7.612	
5. Miscellaneous Loadings	0.000
6. Final Loaded Rate	5.467

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APPENDIX B-IV

U.S. Longshore and Harbor Workers' Compensation Act Assessment

The F-class and Program II, Option II maritime class voluntary rates
and assigned risk rates include the following provision for the federal assessment:

1.)	Assessment Rate on Indemnity Losses *	7.1%
2.)	Assessment Rate on Total Losses #	4.5%

* Calculated using data provided by the U.S. Department of Labor

\# Calculated using U.S. Department of Labor data and on-leveled and developed USL&HW losses - statistical plan data

Appendix B-V

Calculation of Coal Mine Traumatic

Coal mine experience is reflected in the following class codes:

- Surface Coal Mine – Class Code 1005
- Underground Coal Mine – Class Code 1016

The traumatic rate for Surface Coal Mine Class Code 1005 is calculated based on WCSP data as explained in Appendices B-I through B-III. Class Code 1005 is in the Miscellaneous industry group.

The traumatic rate for Underground Coal Mine Class Code 1016 is calculated using WCSP data. Pure premiums are calculated and adjusted for trend, benefits, and any applicable offsets or expense provisions. Swing limits for Class Code 1016 are applied around the currently approved rate.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Appendix C – Memoranda for Laws and Assessments

The purpose of this appendix is to provide details on changes affecting workers compensation benefit costs that are not yet reflected in the on-level factors shown in Appendix A-I. Such changes may result from annual updates in medical reimbursement levels or other changes that directly affect worker compensation benefit levels. In addition, changes to the administration of the workers compensation system, including benefit levels, may result from specific regulatory, legislative, or judicial action. The overall effect of benefit changes displayed within this appendix is calculated as of the benefit effective date, which may differ from the overall impact on the filing as shown in the Executive Summary.

In this year's filing, there have been no newly enacted benefit changes in Iowa.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Appendix D – Determination of Assigned Risk Rates

Overall Proposed Change to Assigned Risk Rate Level

NCCI applies an assigned risk multiplier to convert the advisory voluntary rates to assigned risk rates. This factor accounts for differences in the components included in the assigned risk rates versus the advisory rates. The key components of the assigned risk multiplier are the assigned risk rate differential and the uncollectible premium provision (UPP). Thus, the assigned risk multiplier formula is as follows:

$$Assigned\ Risk\ Multiplier = Assigned\ Risk\ Rate\ Differential \times UPP$$

The proposed changes to assigned risk rates, as well as the detailed calculations, can be found on the following pages.

Assigned Risk Rate Differential

The assigned risk rate differential reflects the fact that the collective experience for employers in the assigned risk market is typically worse than that of employers in the voluntary market. To derive the indicated differential, loss ratios are calculated for both the (i) assigned risk market and (ii) voluntary market by individual year as follows:

$$\frac{(total\ onleveled\ losses)}{(total\ onleveled, developed\ standard\ premium\ at\ the\ voluntary\ level\ )}$$

For each individual policy year, the assigned risk loss ratio is divided by the voluntary loss ratio to produce loss ratio relativities. These loss ratio relativities are reviewed for fifteen individual years so that changes in the actual differentials can be observed over a long period of time. When selecting the assigned risk rate differential, the impact of additional premium that is already expected to be generated due to other assigned risk programs (e.g., removal of premium discounts, Assigned Risk Adjustment Program) is also reflected in the calculation. In addition, the expected difference between the voluntary and assigned risk expenses was accounted for during the selection of the assign risk rate differential.

Based on this year's analysis, NCCI is proposing no change to the currently approved assigned risk differential, net of the uncollectible premium provision. NCCI believes there are several reasons that it is appropriate to maintain the current differential:

- The assigned risk differential can vary quite substantially from one year to the next. For example, the individual assigned risk differentials for the latest fifteen years range from 0.720 to 1.732. A longer-term average provides stability when dealing with such a wide range of indications from year to year.

- The differential should be sufficiently high so that an insured would not find an offer of residual market coverage to be more attractive than an offer for voluntary coverage.
- It is important to the health of the workers compensation system to have an adequate rate level in the residual market, allowing that market to be as self-funding as possible. The current differential is appropriate, consistent with long-term trends, and continues to support residual market depopulation.

The data underlying this calculation is shown in Appendix D – Derivation of Assigned Risk Differential.

Uncollectible Premium Provision

The purpose of the uncollectible premium provision is to make available sufficient funds in the rate structure to offset the policy premium ultimately determined to be uncollectible. A review of fifteen years of historical ultimate gross-to-collected premium ratios in Iowa's assigned risk market supports no change to the proposed uncollectible premium provision factor, based on various long-term averages.

The data underlying this provision is shown in Appendix D – Calculation of Ultimate Uncollectible Premium Provision (UPP) Factor.

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APPENDIX D

Determination of Assigned Risk Rates

Section A - Derivation of the Assigned Risk Multiplier

This filing proposes a -2.5% overall average change to the current assigned risk rate level. For all classifications, an assigned risk multiplier is applied to the voluntary rates proposed effective January 1, 2026 in order to convert to assigned risk rates.

(1)	Current Assigned Risk Multiplier	1.218
(2)	Proposed Assigned Risk Rate Differential (See Section B)	1.200
(3)	Proposed Uncollectible Premium Provision Factor (See Section C)	1.015
(4)	Indicated Assigned Risk Multiplier = (2) x (3)	1.218
(5)	Indicated Change in the Assigned Risk Multiplier = [(4) / (1)] - 1.0	0.0%
(6)	Proposed Voluntary Rate Level Change (Exhibit I)	-2.5%
(7)	Indicated Assigned Risk Rate Level Change = {[1.0 + (5)] x [1.0 + (6)]} - 1.0	**-2.5%**

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APPENDIX D

Determination of Assigned Risk Rates

Section B - Derivation of Assigned Risk Differential
Experience Valued as of 12/31/2024

Policy Year	(1) Standard Pure Premium Assigned Risk	(2) Standard Pure Premium Voluntary	(3) Unlimited Undeveloped Paid+Case Losses Assigned Risk	(4) Unlimited Undeveloped Paid+Case Losses Voluntary
2009	5,970,333	187,213,801	17,205,236	360,527,367
2010	5,222,467	198,675,408	18,112,845	347,942,083
2011	5,850,226	210,558,245	14,578,996	325,431,041
2012	7,594,919	210,805,817	23,727,345	329,384,430
2013	10,058,872	214,987,868	19,826,781	349,805,703
2014	9,884,348	218,894,295	21,280,324	335,718,835
2015	9,740,450	225,843,770	19,762,425	336,324,388
2016	8,219,989	234,670,541	10,316,306	304,164,567
2017	7,198,992	244,072,623	12,111,912	334,670,937
2018	7,108,683	248,423,831	8,855,623	340,336,479
2019	7,408,514	255,353,239	9,694,067	346,788,292
2020	7,641,493	259,905,602	13,316,486	323,155,011
2021	8,091,961	276,068,290	11,227,631	316,629,950
2022	7,783,186	305,673,519	11,517,313	315,905,864
2023	8,152,320	319,862,417	16,098,373	288,951,555

Policy Year	(5) = (3) / (1) Pure Premium Ratio Assigned Risk	(6) = (4) / (2) Pure Premium Ratio Voluntary	(7) = (5) / (6) Assigned Risk to Voluntary Relativity	(8) = (7) / Impact of AR Programs^ Indicated Assigned Risk Differential
2009	2.882	1.926	1.496	1.184
2010	3.468	1.751	1.981	1.568
2011	2.492	1.546	1.612	1.276
2012	3.124	1.563	1.999	1.583
2013	1.971	1.627	1.211	0.959
2014	2.153	1.534	1.404	1.112
2015	2.029	1.489	1.363	1.079
2016	1.255	1.296	0.968	0.766
2017	1.682	1.371	1.227	0.971
2018	1.246	1.370	0.909	0.720
2019	1.309	1.358	0.964	0.763
2020	1.743	1.243	1.402	1.110
2021	1.388	1.147	1.210	0.958
2022	1.480	1.033	1.433	1.135
2023	1.975	0.903	2.187	1.732

Current Assigned Risk Differential	1.200	
Proposed Assigned Risk Differential	**1.200**	
Proposed Change in Assigned Risk Differential	1.000	0.0%

^Assigned Risk Programs in Addition to the Differential

(a) Removal of Premium Discounts	1.186
(b) ARAP	1.065
Total impact of programs = (a) x (b)	1.263

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APPENDIX D

Determination of Assigned Risk Rates

Section C - Calculation of Ultimate Uncollectible Premium Provision (UPP) Factor

Policy Year	(1) Estimated Ultimate Gross Premium ($000)	(2) Estimated Ultimate Collected Premium ($000)	(3) = (1) / (2) Gross Premium / Collected Premium
2009	22,457	22,298	1.007
2010	20,175	19,989	1.009
2011	24,932	24,586	1.014
2012	33,704	33,394	1.009
2013	46,857	46,565	1.006
2014	40,536	40,351	1.005
2015	37,701	37,239	1.012
2016	32,877	31,776	1.035
2017	26,221	25,669	1.022
2018	22,822	22,567	1.011
2019	21,375	21,182	1.009
2020	20,855	20,755	1.005
2021	22,459	21,897	1.026
2022	19,515	18,901	1.032
2023	17,440	17,245	1.011
		5-Yr Avg	1.017
		10-Yr Avg	1.017
		10-Yr x H/L	1.016
		15-Yr Avg	1.014
		15-Yr x H/L	1.013
		Current UPP	1.015
		Selected UPP	1.015
		Impact of Change in UPP Factor	1.000

Part 4 Additional Information

- Definitions
- NCCI Affiliate List
- Key Contacts

Iowa

Workers Compensation Rate Filing – January 1, 2026

Definitions

Accident Year (AY): A loss accounting definition in which experience is summarized by the calendar year in which an accident occurred.

Calendar Year (CY):
1. The 12-month period beginning January 1 and ending December 31.
2. Method of accounting for all financial transactions occurring during a specific year.

Case Reserves: Reserves that an insurance company establishes for specific (known) claims.

DSR Level Premium: The standard earned premium that would result if business were written at NCCI state-approved rates instead of at the company rates. It is the common benchmark level at which carriers report premium on the Financial Calls.

Frequency: The number of lost-time claims per million dollars of on-leveled, wage-adjusted premium.

Incurred Claim Count: The total of all claims reported, whether open or closed, as of a given valuation date. An indemnity claim is associated with a payment or case reserve for an indemnity loss (i.e., lost work time-related benefits) and excludes claims closed without an indemnity payment.

Lost-time Claims: Claims where an injured employee has received wage replacement benefits due to a compensable workplace injury.

Limited Losses: Losses that result after the application of NCCI's large loss procedure—in which individual large claims are limited to jurisdiction and year-specific large loss thresholds.

On-Level Factor: Applied to historical premiums and losses to adjust the historical experience to reflect approved rate level changes as well as statutory benefit level changes implemented since that time.

Paid+Case Losses: The sum of paid losses and case reserves. Also known as “case incurred losses.”

Paid Losses: Losses that an insurance company has paid as a result of claim activity.

Policy Year:
- The one-year period beginning with the effective date or anniversary of a policy.
- A premium and loss accounting definition in which experience is summarized for all policies with effective dates in a given calendar year period.

Severity: The average cost per case (claim) calculated as ultimate losses divided by ultimate lost-time claim counts.

Iowa

Workers Compensation Rate Filing – January 1, 2026

Definitions

Ultimate Development Factor: For an aggregation of data, an estimate of the development that will occur between the data's current valuation date and the time when all claims are closed.

Unlimited Losses: Losses that have not been limited to jurisdiction and year-specific large loss thresholds as part of NCCI's large loss procedure.

Valuation Date: The date that premiums and losses are evaluated for reporting purposes. Premiums and losses may change over time from initial estimates to final values. Therefore, interim snapshots have associated valuation dates.

Wage Level Adjustment Factor: The ratio of the average workers' wages during the most recent time period to the average workers' wages during a historical time period.

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Workers Compensation Rate Filing – January 1, 2026

NCCI Affiliate List

A M C O INSURANCE COMPANY
ACADIA INSURANCE COMPANY
ACCIDENT FUND GENERAL INS CO
ACCIDENT FUND INS CO OF AMERICA
ACCIDENT FUND NATIONAL INS CO
ACCREDITED SURETY & CASUALTY COMPANY INC
ACE AMERICAN INSURANCE COMPANY
ACE FIRE UNDERWRITERS INSURANCE COMPANY
ACE PROPERTY & CASUALTY INSURANCE COMPANY
ACIG INS CO
ACUITY A MUTUAL INS COMPANY
ADDISON INSURANCE COMPANY
AIG ASSURANCE COMPANY
AIG PROPERTY CASUALTY COMPANY
AIU INSURANCE CO
AK NATIONAL INS CO
ALLIED EASTERN IND CO
ALLIED INSURANCE COMPANY OF AMERICA
ALLIED PROPERTY AND CASUALTY INS CO
ALLMERICA FINANCIAL ALLIANCE INS CO
ALLMERICA FINANCIAL BENEFIT INS CO
AMERICAN ALTERNATIVE INSURANCE CORPORATION
AMERICAN AUTOMOBILE INSURANCE CO
AMERICAN BUSINESS AND MERCANTILE INS MUTUAL INC
AMERICAN CASUALTY COMPANY OF READING P A
AMERICAN COMPENSATION INS CO
AMERICAN ECONOMY INS CO
AMERICAN FAMILY HOME INS CO
AMERICAN FAMILY INS CO
AMERICAN FAMILY MUTUAL INSURANCE COMPANY, S.I.
AMERICAN FIRE AND CASUALTY CO
AMERICAN GUARANTEE AND LIABILITY INS CO
AMERICAN HOME ASSUR CO-NATIONAL UNION FIRE OF PIT
AMERICAN INTERSTATE INS CO
AMERICAN INTERSTATE INS CO OF TX
AMERICAN LIBERTY INSURANCE CO
AMERICAN MODERN HOME INS CO
AMERICAN NATIONAL PROPERTY AND CASUALTY CO
AMERICAN SELECT INS CO
AMERICAN STATES INS CO A SAFECO COMPANY
AMERICAN ZURICH INS CO
AMERISURE INS CO
AMERISURE MUTUAL INS CO
AMERISURE PARTNERS INS CO
AMFED ADVANTAGE INSURANCE COMPANY
AMFED CASUALTY INS CO
AMFED NATIONAL INSURANCE COMPANY
AMGUARD INS CO
AMTRUST INSURANCE CO
ARCH INDEMNITY INSURANCE COMPANY
ARCH INSURANCE COMPANY
ARCH PROPERTY CASUALTY INS CO
ARGONAUT INS CO
ARGONAUT MIDWEST INS CO
ARTISAN AND TRUCKERS CASUALTY COMPANY
ASCOT INSURANCE COMPANY
ASSOCIATION CASUALTY INS CO
ATLANTIC SPECIALTY INS CO
ATLANTIC STATES INS CO
AUSTIN MUTUAL INSURANCE COMPANY
AUTO OWNERS INS CO
BADGER MUTUAL INS CO
BANKERS STANDARD INS CO
BEARING MIDWEST CASUALTY COMPANY
BENCHMARK INSURANCE COMPANY
BERKLEY CASUALTY COMPANY
BERKLEY INSURANCE COMPANY
BERKLEY NATIONAL INSURANCE COMPANY
BERKLEY REGIONAL INS CO
BERKSHIRE HATHAWAY DIRECT INSURANCE COMPANY
BERKSHIRE HATHAWAY HOMESTATE INS CO
BITCO GENERAL INSURANCE CORPORATION
BITCO NATIONAL INSURANCE COMPANY
BRICKSTREET MUTUAL INS CO
BROTHERHOOD MUTUAL INS CO
CALIFORNIA INSURANCE COMPANY
CAROLINA CASUALTY INS CO
CELINA MUTUAL INS CO
CHARTER OAK FIRE INS CO
CHEROKEE INS CO
CHIRON INSURANCE COMPANY
CHUBB INDEMNITY INS CO
CHUBB NATIONAL INS CO
CHURCH MUTUAL INS CO, S.I.
CIMARRON INSURANCE COMPANY INC
CINCINNATI CASUALTY COMPANY
CINCINNATI INDEMNITY COMPANY
CINCINNATI INSURANCE COMPANY
CITIZENS INS CO OF AMERICA
CLEAR SPRING AMERICAN INSURANCE COMPANY
CLEAR SPRING CASUALTY INSURANCE COMPANY
CLEAR SPRING NATIONAL INSURANCE COMPANY
CLEAR SPRING PROPERTY AND CASUALTY COMPANY
CLERMONT INS CO
COLONIAL AMERICAN CASUALTY & SURETY CO
COLONIAL SURETY COMPANY
COLUMBIA MUTUAL INSURANCE CO
COLUMBIA NATIONAL INS CO
COMMERCE AND INDUSTRY INS CO
CONSOLIDATED INS CO
CONTINENTAL CASUALTY CO
CONTINENTAL INDEMNITY CO
CONTINENTAL INS CO
CONTINENTAL WESTERN INSURANCE COMPANY
COREPOINTE INSURANCE COMPANY
COUNTRY MUTUAL INSURANCE CO
CRESTBROOK INS CO
CRUM AND FORSTER INDEMNITY CO
DAKOTA TRUCK UNDERWRITERS
DEPOSITORS INS CO
DIAMOND INS CO
DONEGAL MUTUAL INS CO
EASTERN ADVANTAGE ASSURANCE COMPANY
EASTERN ALLIANCE INSURANCE COMPANY
EASTGUARD INS CO
EMC PROPERTY & CASUALTY COMPANY
EMCASCO INS CO
EMPLOYERS ASSURANCE COMPANY
EMPLOYERS COMPENSATION INS CO
EMPLOYERS INS CO OF WAUSAU

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Workers Compensation Rate Filing – January 1, 2026

NCCI Affiliate List

EMPLOYERS INSURANCE COMPANY OF NEVADA
EMPLOYERS MUTUAL CASUALTY CO
EMPLOYERS PREFERRED INS CO
ENDURANCE AMERICAN INS CO
ENDURANCE ASSURANCE CORPORATION
EVEREST DENALI INSURANCE COMPANY
EVEREST NATIONAL INS CO
EVEREST PREMIER INSURANCE COMPANY
EVEREST REINSURANCE CO DIRECT
EXECUTIVE RISK INDEMNITY INC
EXPLORER INS CO
FALLS LAKE NATIONAL INSURANCE CO
FARM BUREAU PROPERTY & CASUALTY INS CO
FARMERS AUTOMOBILE INS ASSN
FARMERS INSURANCE EXCHANGE
FARMINGTON CASUALTY COMPANY
FEDERAL INSURANCE COMPANY
FEDERATED MUTUAL INS CO
FEDERATED RESERVE INSURANCE CO
FEDERATED RURAL ELECTRIC INS EXCHANGE
FEDERATED SERVICE INS CO
FIDELITY & DEPOSIT COMPANY OF MARYLAND
FIDELITY & GUARANTY INS UNDERWRITERS
FIDELITY & GUARANTY INSURANCE CO
FIRE INS EXCHANGE
FIREMANS FUND INSURANCE CO
FIREMENS INS CO OF WASHINGTON DC
FIRST DAKOTA INDEMNITY CO
FIRST LIBERTY INS CORP
FIRST NATIONAL INS CO OF AMERICA
FIRSTCOMP INSURANCE CO
FLORISTS MUTUAL INSURANCE CO
FOREMOST INS CO GRAND RAPIDS MICHIGAN
FOREMOST PROPERTY & CAS INS
FOREMOST SIGNATURE INS CO
FRANK WINSTON CRUM INSURANCE CO
FREEDOM SPECIALTY INSURANCE COMPANY
GENERAL CASUALTY COMPANY OF WISCONSIN
GENERAL CASUALTY INSURANCE COMPANY
GENERAL INS CO OF AMERICA
GENESIS INS CO
GLATFELTER INSURANCE COMPANY
GRANGE INDEMNITY INSURANCE COMPANY
GRANGE INSURANCE COMPANY
GRANITE STATE INSURANCE COMPANY
GRAPHIC ARTS MUTUAL INS CO
GRAY INSURANCE COMPANY
GREAT AMERICAN ALLIANCE INS CO
GREAT AMERICAN ASSURANCE COMPANY
GREAT AMERICAN INS CO OF NY
GREAT AMERICAN INSURANCE COMPANY
GREAT AMERICAN SPIRIT INS CO
GREAT DIVIDE INSURANCE COMPANY
GREAT MIDWEST INS CO
GREAT NORTHERN INS CO
GREAT WEST CASUALTY COMPANY
GREATER NY MUTUAL INS CO
GREENWICH INS CO
GRINNELL MUTUAL REINSURANCE CO SI
GRINNELL SELECT INS CO
GUIDEONE ELITE INS CO
GUIDEONE INSURANCE COMPANY
GUIDEONE SPECIALTY INSURANCE COMPANY
HANOVER AMERICAN INS CO
HANOVER INS CO
HARLEYSVILLE INSURANCE COMPANY
HARLEYSVILLE PREFERRED INSURANCE CO
HARLEYSVILLE WORCESTER INSURANCE CO
HARTFORD ACCIDENT AND INDEMNITY CO
HARTFORD CASUALTY INS CO
HARTFORD FIRE INSURANCE CO
HARTFORD INS CO OF IL
HARTFORD INS CO OF MIDWEST
HARTFORD INS CO OF THE SOUTHEAST
HARTFORD UNDERWRITERS INS CO
HASTINGS INSURANCE COMPANY
HAWKEYE-SECURITY INS CO
HDI GLOBAL INSURANCE COMPANY
HORIZON MIDWEST CASUALTY COMPANY
IA AMERICAN INS CO
IA LONG TERM CARE RISK MGMT ASSN
IA MUTUAL INS CO
IL EMCASCO INS CO
ILLINOIS CASUALTY COMPANY
ILLINOIS INSURANCE COMPANY
ILLINOIS NATIONAL INSURANCE COMPANY
IMPERIUM INSURANCE COMPANY
IMT INS CO
INCLINE CASUALTY COMPANY
INDEMNITY INS CO OF N AMERICA
INDIANA INSURANCE COMPANY
INS CO OF NORTH AMERICA
INS CO OF THE STATE PA
INS CO OF THE WEST
INTEGRITY INSURANCE COMPANY
INTEGRITY PROPERTY & CASUALTY INS CO
INTEGRITY SELECT INSURANCE COMPANY
INTREPID CASUALTY COMPANY
INTREPID INSURANCE COMPANY
KEY RISK INS CO
LAFAYETTE INS CO
LIBERTY INS CORP
LIBERTY INSURANCE UNDERWRITERS INC
LIBERTY MUTUAL FIRE INS CO
LIBERTY MUTUAL INS CO
LM INS CORP
MA BAY INS CO
MAG MUTUAL INS CO
MANUFACTURERS ALLIANCE INS CO
MARKEL AMERICAN INSURANCE CO
MARKEL INSURANCE CO
MEM MUTUAL INSURANCE COMPANY
MEM PROTECT INSURANCE COMPANY
MEM SECURE INSURANCE COMPANY
MEM SHIELD INSURANCE COMPANY
MEMIC CASUALTY COMPANY
MEMIC INDEMNITY CO
MERIDIAN SECURITY INSURANCE COMPANY
MID CENTURY INS CO
MIDDLESEX INS CO

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NCCI Affiliate List

MIDVALE INDEMNITY COMPANY
MIDWEST EMPLOYERS CASUALTY CO
MIDWEST FAMILY ADVANTAGE INSURANCE CO
MIDWEST FAMILY MUTUAL INS CO
MIDWEST INS CO
MIDWESTERN INDEMNITY CO
MILBANK INSURANCE COMPANY
MILFORD CASUALTY INSURANCE CO
MITSUI SUMITOMO INS CO OF AMERICA
MITSUI SUMITOMO INS USA INC
MOTORISTS COMMERCIAL MUTUAL INSURANCE COMPANY
NATIONAL AMERICAN INS CO
NATIONAL CASUALTY CO
NATIONAL FIRE INS CO OF HARTFORD
NATIONAL INTERSTATE INS CO
NATIONAL LIABILITY & FIRE INSURANCE CO
NATIONAL SPECIALTY INS CO
NATIONAL SURETY CORP
NATIONAL UNION FIRE INS CO OF PITTSBURGH PA
NATIONWIDE AGRIBUSINESS INS CO
NATIONWIDE ASSURANCE CO
NATIONWIDE GENERAL INSURANCE CO
NATIONWIDE INS CO OF AMERICA
NATIONWIDE MUTUAL INS CO
NATIONWIDE PROPERTY AND CASUALTY INS CO
NETHERLANDS INSURANCE COMPANY
NEW HAMPSHIRE INSURANCE COMPANY
NEW YORK MARINE AND GENERAL INSURANCE CO
NHRMA MUTUAL INSURANCE COMPANY
NORGUARD INS CO
NORTH POINTE INS CO
NORTH RIVER INS CO
NORTHSTONE INSURANCE COMPANY
NOVA CASUALTY COMPANY
OAK RIVER INSURANCE COMPANY
OBI AMERICA INSURANCE COMPANY
OBI NATIONAL INSURANCE COMPANY
OH CASUALTY INS CO
OH FARMERS INS CO
OHIO SECURITY INS CO
OLD GUARD INSURANCE COMPANY
OLD REPUBLIC GENERAL INSURANCE CORPORATION
OLD REPUBLIC INS CO
OMAHA NATIONAL INS CO
OWNERS INSURANCE COMPANY
PA MANUFACTURERS ASSN INS CO
PA MANUFACTURERS INDEMNITY CO
PACIFIC EMPLOYERS INS CO
PACIFIC INDEMNITY CO
PACIFIC INS CO LTD
PARK NATIONAL INS COMPANY
PARTNERS MUTUAL INS CO
PATRONS MUTUAL INS CO OF CT
PEERLESS INDEMNITY INS CO
PEERLESS INSURANCE COMPANY
PEKIN INS CO
PEKIN SELECT INS CO
PENINSULA INDEMNITY CO
PENINSULA INS CO
PENN MILLERS INS CO
PENNSYLVANIA INSURANCE COMPANY
PETROLEUM CASUALTY CO
PHARMACISTS MUTUAL INS CO
PHOENIX INS CO
PIE CASUALTY INS CO
PIE INSURANCE COMPANY
PINNACLE NATIONAL INSURANCE COMPANY
PINNACLEPOINT INSURANCE COMPANY
PIONEER SPECIALTY INSURANCE COMPANY
PLAZA INSURANCE CO
PRAETORIAN INSURANCE COMPANY
PREFERRED EMPLOYERS INS CO
PREFERRED PROFESSIONAL INSURANCE COMPANY
PRESCIENT NATIONAL INSURANCE COMPANY
PREVISOR INSURANCE COMPANY
PROPERTY AND CASUALTY INS CO OF HARTFORD
PROSELECT INSURANCE COMPANY
PROTECTIVE INS CO
QBE INSURANCE CORPORATION
REDWOOD FIRE & CASUALTY INS CO
REGENT INSURANCE COMPANY
REPUBLIC FIRE AND CASUALTY INS CO
REPUBLIC INDEMNITY COMPANY OF AMERICA
RIVERPORT INSURANCE COMPANY
RIVERSTONE INTERNATIONAL INSURANCE, INC.
RLI INSURANCE COMPANY
ROCHDALE INSURANCE COMPANY
ROCKWOOD CASUALTY INS CO
RURAL TRUST INSURANCE COMPANY
SAFECO INS CO OF AMERICA
SAFETY FIRST INS CO
SAFETY NATIONAL CASUALTY CORP
SAGAMORE INSURANCE CO
SAMSUNG FIRE AND MARINE INS CO LTD USB
SCOTTSDALE INDEMNITY CO
SECURA INSURANCE COMPANY
SECURA SUPREME INS CO
SECURITY NATIONAL INS CO
SELECTIVE INS CO OF SC
SELECTIVE INS CO OF THE SOUTHEAST
SELECTIVE INSURANCE COMPANY OF AMERICA
SELECTIVE WAY INS CO
SENTINEL INS CO
SENTRY CASUALTY CO
SENTRY INS CO
SENTRY SELECT INSURANCE COMPANY
SEQUOIA INSURANCE CO
SERVICE AMERICAN INDEMNITY COMPANY
SERVICE LLOYDS INSURANCE CO, A STOCK COMPANY
SFM MUTUAL INS CO
SFM SAFE INSURANCE COMPANY
SFM SELECT INSURANCE COMPANY
SILVER OAK CASUALTY INC
SIRIUSPOINT AMERICA INSURANCE COMPANY
SOCIETY INSURANCE A MUTUAL COMPANY
SOMPO AMERICA FIRE & MARINE INSURANCE COMPANY
SOMPO AMERICA INSURANCE COMPANY
SOUTHERN INS CO
ST PAUL FIRE AND MARINE INS CO
ST PAUL GUARDIAN INS CO

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NCCI Affiliate List

ST PAUL PROTECTIVE INS CO
STANDARD FIRE INSURANCE COMPANY
STAR INS CO
STARNET INSURANCE COMPANY
STARR INDEMNITY AND LIABILITY CO
STARR SPECIALTY INSURANCE COMPANY
STARSTONE NATIONAL INSURANCE COMPANY
STATE AUTO PROPERTY AND CASUALTY INS CO
STATE AUTOMOBILE MUTUAL INS CO
STATE FARM FIRE AND CASUALTY CO
STATE NATIONAL INSURANCE COMPANY
STONETRUST COMMERCIAL INS CO
STONETRUST PREMIER CASUALTY INSURANCE CO
STONINGTON INS CO
SUMMITPOINT INSURANCE COMPANY
SUNZ INSURANCE COMPANY
SUTTON NATIONAL INSURANCE COMPANY
SWISS RE CORPORATE SOLUTIONS AMERICA INS CORP
SWISS RE CORPORATE SOLUTIONS ELITE INS CORP
SWISS RE CORPORATE SOLUTIONS PREMIER INS CORP
T H E INSURANCE COMPANY
TECHNOLOGY INSURANCE CO
THE TRAVELERS CASUALTY COMPANY
TNUS INSURANCE CO
TOKIO MARINE AMERICA INSURANCE CO
TRANS PACIFIC INS CO
TRANSGUARD INS CO OF AMERICA INC
TRANSPORTATION INS CO
TRAVCO PERSONAL INSURANCE COMPANY
TRAVELERS CASUALTY AND SURETY CO
TRAVELERS CASUALTY CO OF CONNECTICUT
TRAVELERS CASUALTY INS CO OF AMERICA
TRAVELERS COMMERCIAL CASUALTY CO
TRAVELERS INDEMNITY CO
TRAVELERS INDEMNITY CO OF AMERICA
TRAVELERS INDEMNITY CO OF CT
TRAVELERS INSURANCE CO
TRAVELERS PROPERTY CASUALTY CO OF AMERICA
TRI STATE INSURANCE COMPANY OF MINNESOTA
TRIANGLE INSURANCE COMPANY INC
TRIUMPHE CASUALTY COMPANY
TRUCK INSURANCE EXCHANGE
TRUMBULL INS CO
TRUSTGARD INSURANCE COMPANY
TWIN CITY FIRE INS CO
UNION INS CO OF PROVIDENCE
UNION INSURANCE COMPANY
UNITED FIRE AND CASUALTY CO
UNITED STATES FIDELITY AND GUARANTY CO
UNITED STATES FIRE INSURANCE COMPANY
UNITED WI INS CO
UTICA MUTUAL INS CO
VALLEY FORGE INS CO
VANLINER INS CO
VANTAPRO SPECIALTY INS CO
VICTORIA FIRE & CASUALTY COMPANY
VIGILANT INS CO
WADENA INSURANCE COMPANY
WAUSAU BUSINESS INSURANCE COMPANY
WAUSAU UNDERWRITERS INSURANCE COMPANY
WAYPOINT MUTUAL
WCF NATIONAL INSURANCE COMPANY
WCF SELECT INSURANCE COMPANY
WELLFLEET INSURANCE COMPANY
WELLFLEET NEW YORK INSURANCE COMPANY
WESCO INSURANCE COMPANY
WEST AMERICAN INS CO
WEST BEND INSURANCE COMPANY
WEST RIVER INSURANCE COMPANY
WESTCHESTER FIRE INSURANCE COMPANY
WESTERN AGRICULTURAL INS CO
WESTERN NATIONAL ASSURANCE CO
WESTERN NATIONAL MUTUAL INS CO
WESTFIELD CHAMPION INSURANCE COMPANY
WESTFIELD INS CO
WESTFIELD NATIONAL INS CO
WESTFIELD PREMIER INSURANCE COMPANY
WESTFIELD SUPERIOR INSURANCE COMPANY
WESTFIELD TOUCHSTONE INSURANCE COMPANY
WESTPORT INSURANCE CORPORATION
WILLIAMSBURG NATIONAL INS CO
WORK FIRST CASUALTY CO
XL INS CO OF NY INC
XL INSURANCE AMERICA INC
XL SPECIALTY INS CO
ZENITH INS CO
ZNAT INS CO
ZURICH AMERICAN INS CO
ZURICH AMERICAN INS CO OF IL

Iowa

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Key Contacts

Dan Nelson, MCM, WCP
State Relations Executive
Regulatory Division
National Council on Compensation Insurance, Inc. (NCCI)
901 Peninsula Corporate Circle
Boca Raton, FL 33487-1362
Phone: (561) 893-3784

Dan Benzshawel, FCAS, MAAA
Executive Director and Actuary
Actuarial and Economic Services Division
National Council on Compensation Insurance, Inc. (NCCI)
901 Peninsula Corporate Circle
Boca Raton, FL 33487-1362
Phone (561) 893-3093

All NCCI employees can be contacted via e-mail using the following format:

First Name_Last Name@NCCI.com