



Iowa

Rates and Rating Values Filing For Voluntary and Assigned Risk Markets

Proposed Effective January 1, 2016





**National Council on
Compensation
Insurance**

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August 13, 2015

Honorable Nick Gerhart
Insurance Commissioner
Iowa Insurance Division
601 Locust St., 4th Floor
Des Moines, IA 50309-3738

**RE: Workers Compensation Rates and Rating Values—Iowa Voluntary Market and
Assigned Risk Market - Effective January 1, 2016**

Dear Commissioner Gerhart:

In accordance with the applicable statutes and regulations of the state of Iowa, we are filing for your consideration and approval advisory prospective rates and rating values for the Iowa voluntary and assigned risk markets to be effective January 1, 2016 for new and renewal policies.

This filing proposes an overall average increase of 2.7% in voluntary rates and in assigned risk rates. With a proposed reduction in the expense constant from \$260 to \$160 and a proposed increase in the maximum minimum premium from \$800 to \$900, the overall average premium increase is 2.2%. The advisory prospective rates for the voluntary market are used as a basis for rates in the assigned risk market.

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.

The following are of special note as a result of item filings approved in Iowa:

1. As a result of Item B-1397, effective January 1, 2008, data for new Class Codes 7710 and 7711 was previously combined with historical data for discontinued Class Code 7704 to determine a single rate for Class Codes 7710 and 7711. Since there is minimal historical data remaining for Class Code 7704 in the experience period used for ratemaking, the data for Class Codes 7710 and 7711 is no longer being combined. However, a single combined rate is still calculated for Class Codes 7710 and 7711 via a payroll weighted average of the separately indicated rates for these two Class Codes.
2. As a result of Item E-1402, the split point for experience rating was changed from \$15,000 to \$16,000. This will be the final year of the split point transition period in Iowa. In each subsequent rate filing, the split point will be indexed by the countrywide severity change.
3. As a result of Item R-1411, the retrospective rating plan parameters were updated.

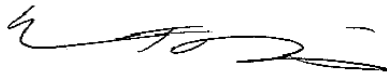
In the enclosed appendix is a list of companies, sorted by group, which as of the time this filing is submitted, are eligible to reference this information. The inclusion of a company on this list merely indicates that the company, or the group to which it belongs, is affiliated with NCCI in this state, or has licensed this information as a non-affiliate, 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 me at (850) 322-4047 or Tony DiDonato at (561) 893-3116.

Respectfully submitted,

NATIONAL COUNCIL ON COMPENSATION INSURANCE, INC.

Filing Prepared by:



Chris Bailey
State Relations Executive
Regulatory Services Division



Tony DiDonato
Director and Senior Actuary
Actuarial and Economic Services



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Actuarial Certification

I, Tony DiDonato, am a Director and Senior 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.

A handwritten signature in cursive script that reads "Anthony DiDonato".

Tony DiDonato
Director and Senior Actuary
Actuarial and Economic Services



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Background and Filing Procedure

The workers compensation benefit system is designed to cover medical costs associated with workplace injuries, as well as provide wage replacement (indemnity) benefits to injured workers for lost work time.

The National Council on Compensation Insurance, Inc. (NCCI) collects an extensive amount of information regarding the workers compensation system in Iowa, and submits proposed voluntary market advisory prospective rates and assigned risk rates for review and approval by the Iowa Commissioner of Insurance.

These advisory prospective rates are intended to cover the indemnity and medical benefits provided under the system, as well as the expenses associated with providing these benefits (loss adjustment expenses). They also contemplate other costs associated with providing workers compensation insurance (such as commissions, taxes, etc.).

In this filing, NCCI is proposing that the Commissioner of Insurance approve an overall average increase of 2.7% to the current voluntary advisory rates and the current assigned risk rates (both in effect since January 1, 2015), and that the new values will become effective on January 1, 2016. This document will explain why these changes are indicated.

NCCI separately determines voluntary advisory rates and assigned risk rates for each workers compensation classification. In this filing, the actual change from the current rate is different depending on the classification.



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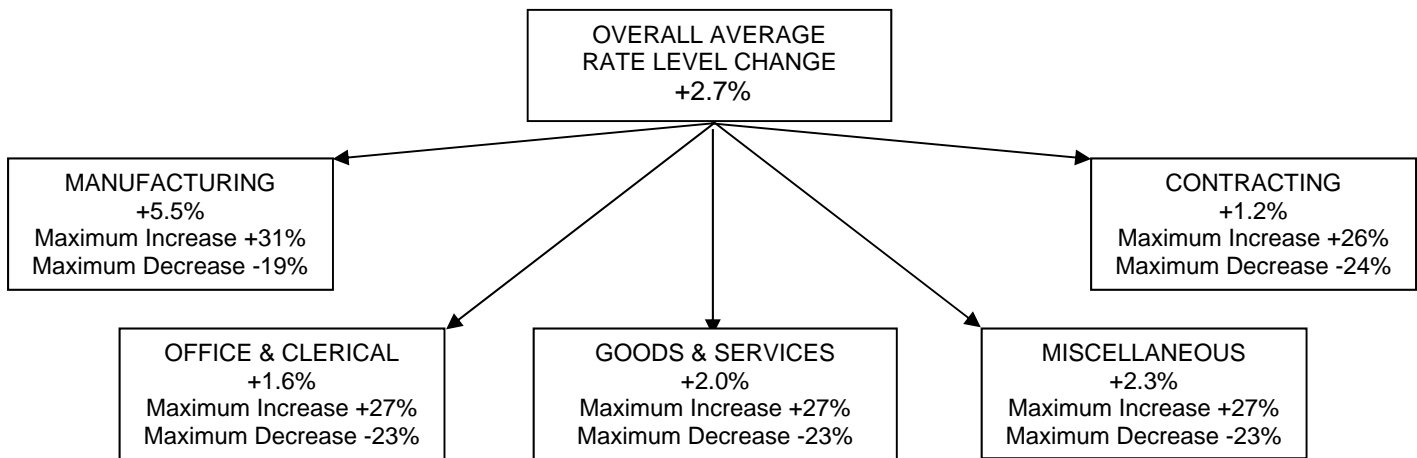
Proposed Overall Average Change in Voluntary Advisory Rate Level

<u>Key Components</u>	<u>Percentage Change</u>
Experience and Trend	+ 0.8%
Benefits	0.0%
Offset for the Change in Minimum Premium Parameters	- 0.1%
Production and General Expenses	+ 0.3%
Premium Taxes and Assessments	0.0%
Profit and Contingencies Provision	+ 1.4%
Loss-based Expenses	- 0.3%
Offset for the Change in Expense Constant	+ 0.6%

Overall Rate Level Change Requested + 2.7%
Overall Premium Level Change Requested + 2.2%

The premium level change includes a proposed expense constant decrease from \$260 to \$160 as well as a proposed maximum minimum premium increase from \$800 to \$900. Offsets for these changes are applied to the rate level change to ensure revenue neutrality across the state.

The change in the voluntary advisory rates varies depending on the classification. Each classification belongs to one of five industry groups. The average rate change proposed for each of these five groups is displayed below, as well as the largest increase and largest decrease possible for a classification in each of those groups.





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Proposed Overall Average Change in Assigned Risk Rate Level

<u>Key Components</u>	<u>Percentage Change</u>
Voluntary Rate Level Change	+ 2.7%
Change in Assigned Risk Rate Differential	0.0%
<hr/>	
Overall Rate Level Change Requested	+ 2.7%



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Key Components

In determining the overall average rate level change, the following key components are reviewed:

Experience

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 policy years 2012 and 2013, evaluated as of December 31, 2014 (a policy year captures the premiums and losses from the block of policies that had effective dates during a given year). The most recently available full policy year is 2013 since the last policy had an effective date of December 31, 2013 and did not expire until December 31, 2014. During this year's analysis, after reviewing various possible experience periods, the use of the two most recently available full policy years of data was selected as most appropriate in terms of providing balance between stability and responsiveness. Also, the use of the two most recently-available policy years is consistent with filings made in the past several years by NCCI in Iowa.

It should be noted that NCCI adjusts (via premium and loss on-level factors) the historical policy year experience to reflect approved rate level changes as well as statutory benefit level changes implemented since that time period. NCCI's standard methodology is to utilize statewide (combined voluntary and assigned risk) market data after it has been adjusted to the current voluntary rate level in the calculation of the overall average rate level change.

Different aggregations of limited loss experience were analyzed in preparation of this filing. These were (i) paid losses (benefit amounts already paid by insurers on reported claims) and (ii) the sum of paid losses plus case reserves (paid losses and the amounts set aside to cover future payments on those claims). For use in this filing, NCCI utilized loss development factors based on each of these two loss aggregations; paid losses and paid losses plus case reserves. This is consistent with filings made in the past several years by NCCI in Iowa. Loss development factors are needed since paid losses and case reserve estimates on a given claim change over time until the claim is finally closed. The loss development factors are based on how paid losses and case reserve estimates changed over time for claims from older years. In this filing, NCCI is relying on an average change in estimate over the last three years for paid losses and an average change in estimate over the last five years for paid losses plus case reserves.



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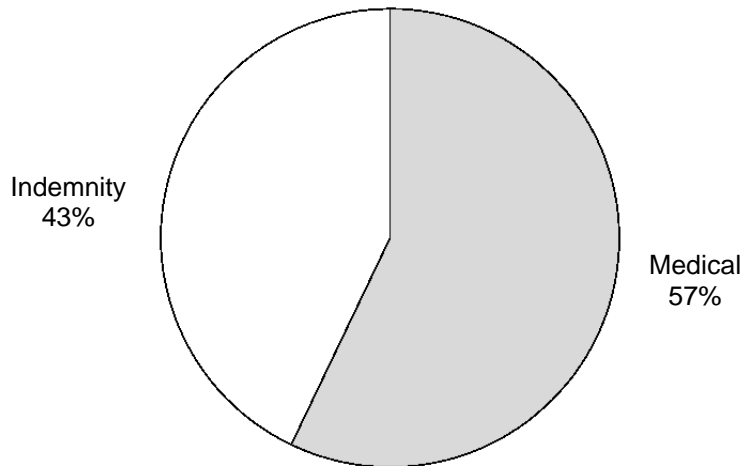
Key Components (Continued)

Trend

As noted previously, the filing relies primarily on the experience from policy years 2012 and 2013. However, the proposed advisory rates are intended for use with policies with effective dates starting on January 1, 2016. It is necessary to use trend factors that forecast how much the future Iowa workers compensation experience will differ from the past. These 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.

In order to appreciate the impact of the various filing components on overall system costs, it is helpful to consider the separate indemnity and medical segments of Iowa benefit costs.

Distribution of Iowa Benefit Costs



As can be seen, 57% of Iowa's total benefit costs are medical. This percentage is similar to most other states.

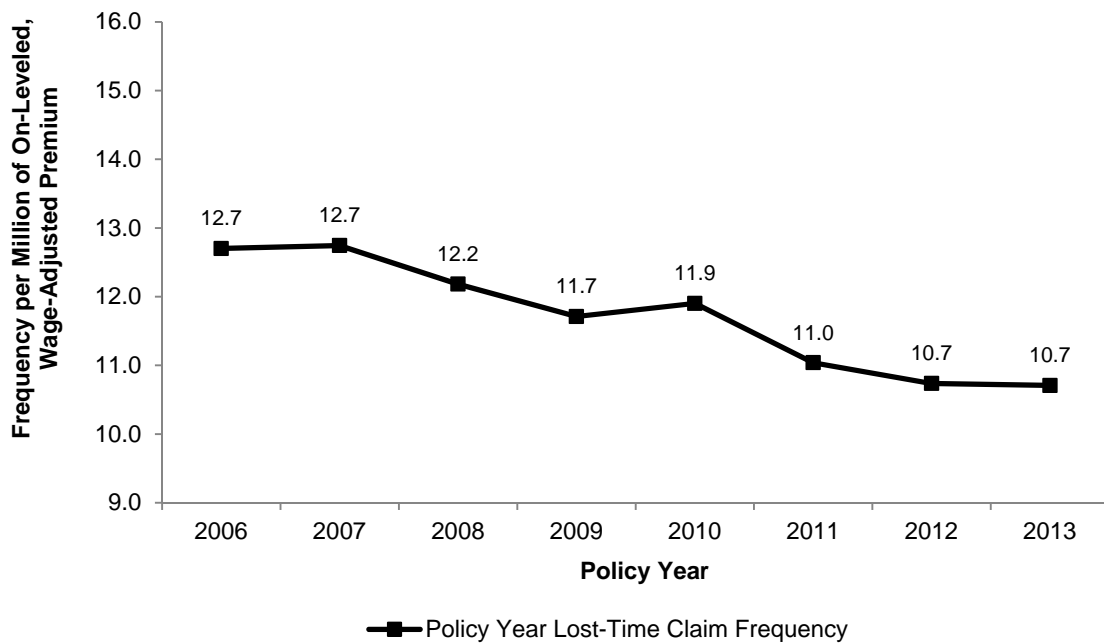


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Let us begin by analyzing a measure of the number of workplace injuries (claim frequency) and the average cost of each of these injuries (claim severity). The chart below summarizes the recent history of Iowa lost-time claims (i.e., those claims where a worker missed work time due to a workplace injury). The data in the chart reflect premiums at today's rate and wage levels.

Iowa Claim Frequency



As this chart illustrates, Iowa's claim frequency has followed a generally declining pattern over the past seven years with a slight uptick in policy year 2010 and a flattening in policy year 2013.

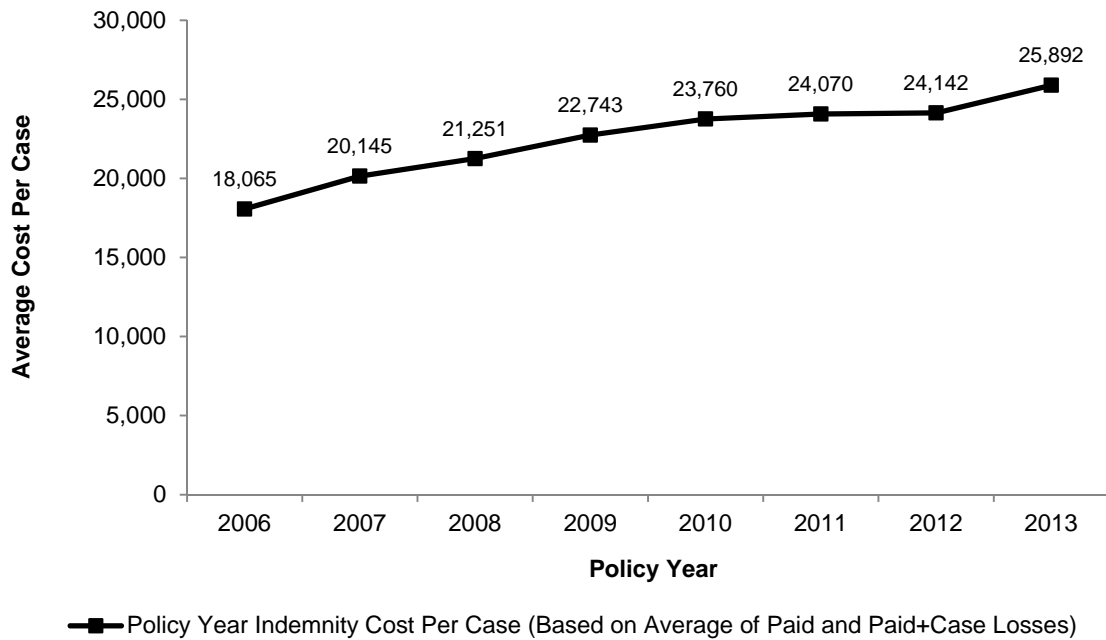


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Let us look at the indemnity side of benefits. The chart below shows Iowa's historical average indemnity cost per case figures for the most recent eight years. The data in the chart reflect losses at today's statutory benefit levels.

Iowa Indemnity Cost Per Case



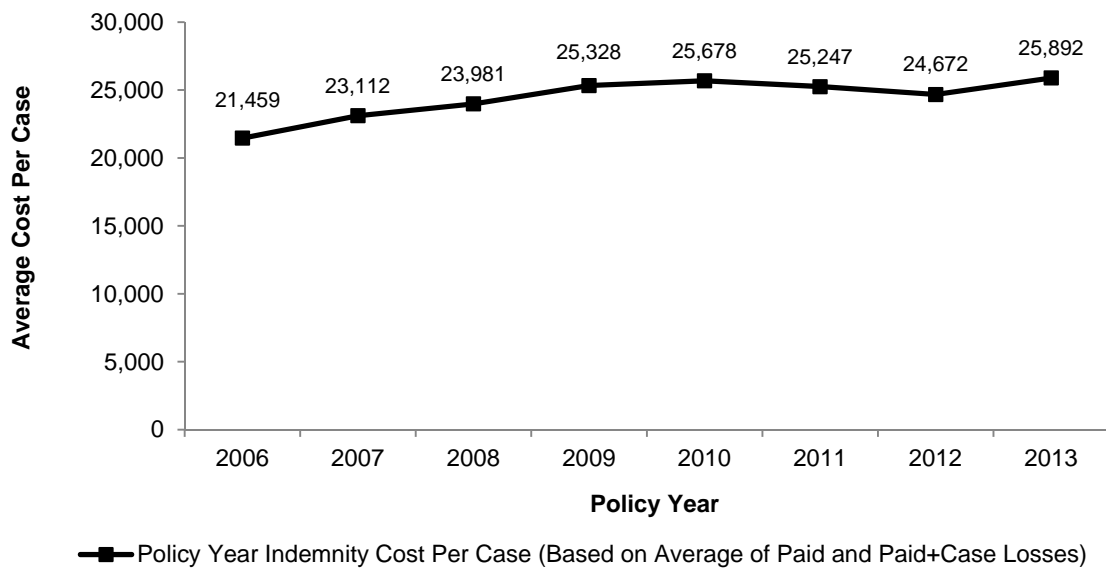


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After removing the impact of the growth in workers' wages that occurred over this time period, the average indemnity cost per case in excess of wage growth is shown in the following chart.

Iowa Indemnity Cost Per Case Adjusted to Current Wage Level



As this chart illustrates, even after adjusting for wage growth over time, the average indemnity cost per case is significantly higher now than in policy year 2006.

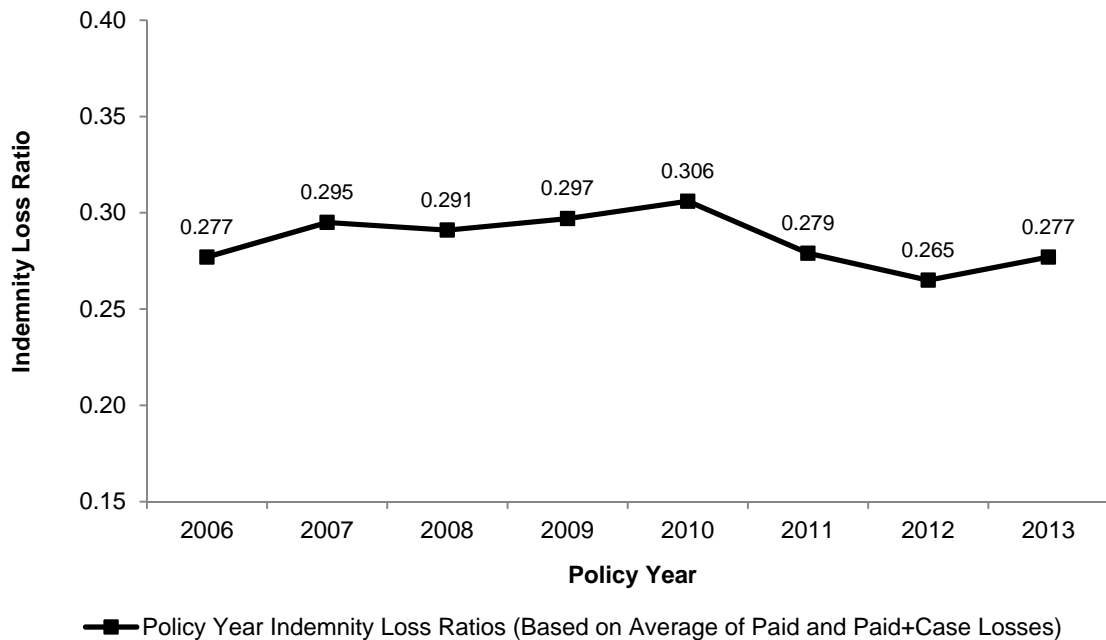


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The indemnity loss ratios below result after combining the observed changes in Iowa's average claim frequency with the corresponding changes in Iowa's average indemnity cost per case. An indemnity loss ratio represents the proportion of premium dollars that are necessary to cover indemnity (wage replacement) benefits on behalf of injured workers. The data in the chart reflect premiums at today's advisory rates and losses at today's statutory benefit levels.

Iowa Indemnity Loss Ratio History



Indemnity loss ratios have been fairly flat over the entire time period shown here and are slightly down compared to the high point in 2010. In this filing we are proposing to decrease the current indemnity trend factor from 0.0% to -0.5% per year. This means that we are projecting the indemnity loss ratio for policies written in 2016 to be slightly lower than the average indemnity loss ratio during policy years 2012 and 2013, which is the experience base used in this filing.

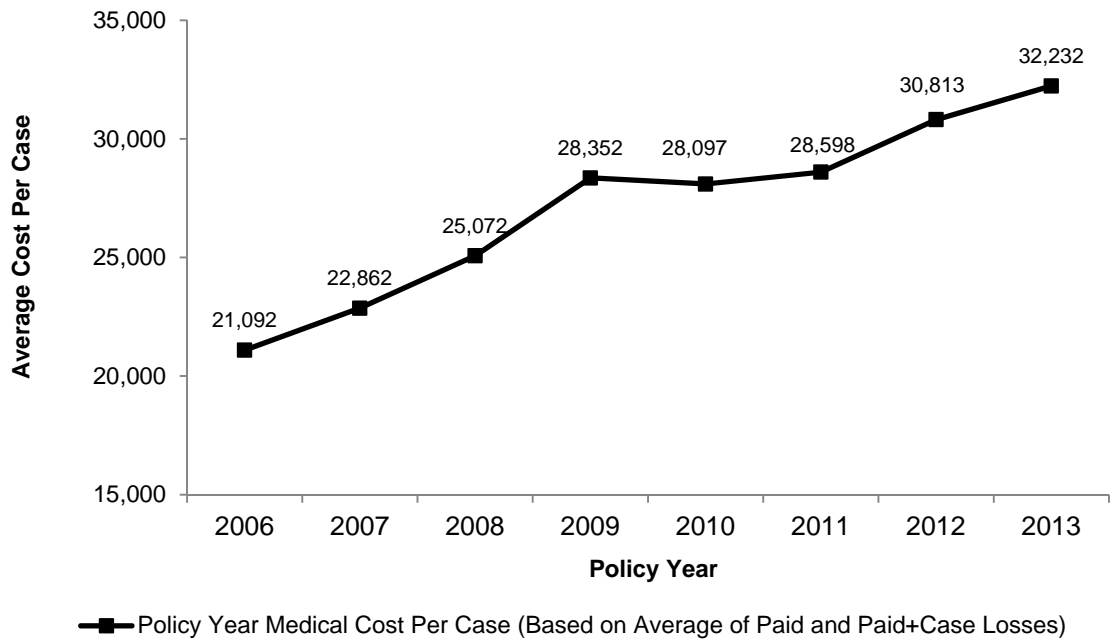


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Iowa's average medical cost over time (claim severity) is tracked in the following chart. The data in the chart reflect losses at today's statutory benefit levels.

Iowa Medical Cost Per Case



This chart shows that Iowa's average medical severity has increased significantly since policy year 2006.

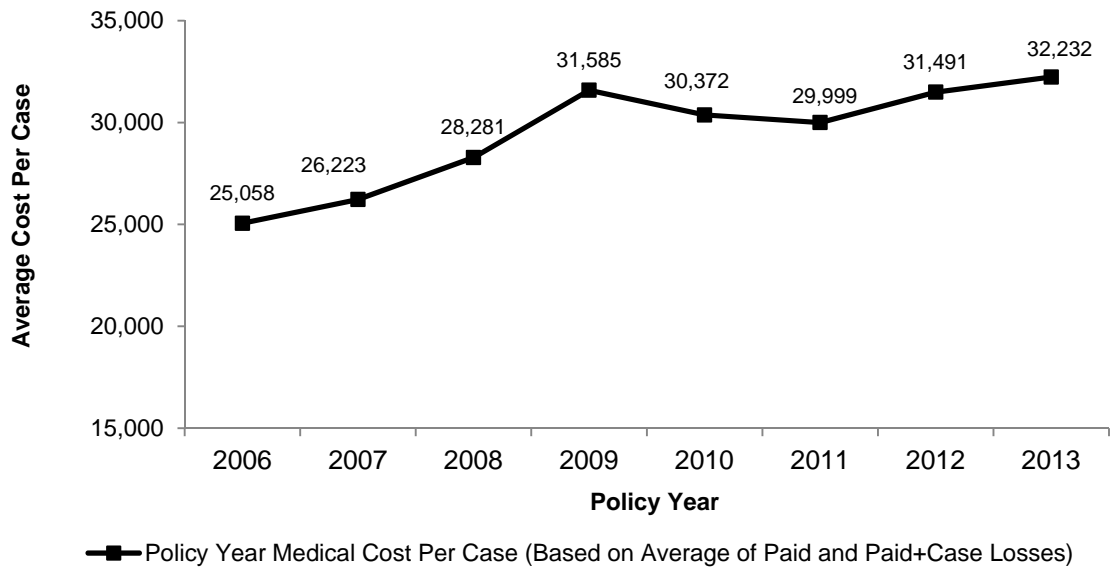


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After removing the impact of the growth in workers' wages that occurred over this time period, the average medical cost per case in excess of wage growth is shown in the following chart.

Iowa Medical Cost Per Case Adjusted to Current Wage Level



Even after adjusting for changes in wages, average medical costs in Iowa still show significant increases over time. Considering the fact that 57% of the state's benefits are medical, claims cost changes in this area can notably impact the workers compensation system.

(Note: Unlike indemnity benefits, the level of workers compensation medical benefits is not directly based on average weekly wages. Even so, it is still instructive to review the changes in medical average cost per case in excess of wage growth—as this allows one to combine the change in the wage-adjusted medical average cost per case by the similarly-adjusted change in claim frequency in order to approximate the change over time in the overall medical loss ratios.)

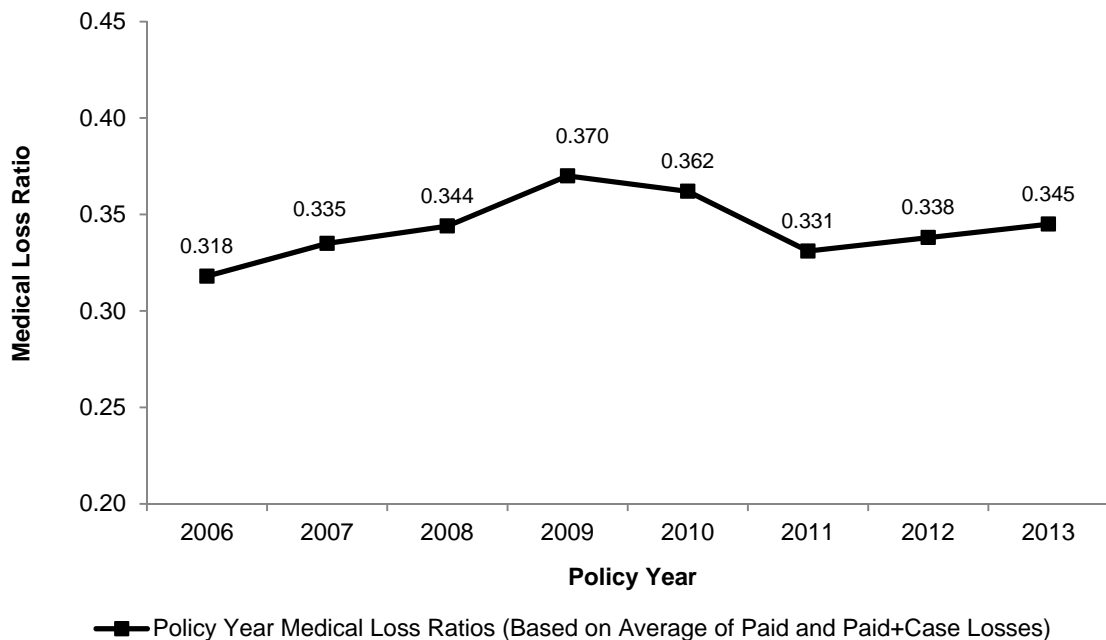


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The medical loss ratios below result after combining the observed changes in Iowa's average claim frequency with the corresponding changes in the average medical cost per case. A medical loss ratio represents the proportion of premium dollars that are necessary to cover medical benefits on behalf of injured workers. The data in the chart reflect premiums at today's advisory rates and losses at today's statutory benefit levels.

Iowa Medical Loss Ratio History



Based on our analysis of changes in medical costs and medical loss ratios over extended periods of time, we are proposing to decrease the current medical trend factor from +2.0% to +1.5% per year. This means that we are projecting the medical loss ratio for policies written in 2016 to deteriorate by 1.5% per year from the average medical loss ratio during policy years 2012 and 2013, which is the experience base used in this filing.



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Key Components (Continued)

Experience and Trend Summary

After adjusting the policy year 2012 and 2013 experience base for trend, we are projecting a 0.8% increase is necessary to bring premiums in line with total indemnity and medical losses at today's statutory benefit levels.

Benefits

Workers injured in Iowa receive wage replacement (indemnity) benefits at a rate of 80% of their pre-injury weekly wage. These benefits are subject to a weekly minimum and maximum. Each July 1, the minimum and maximum weekly benefits are updated based on Iowa's most recent state average weekly wage. The latest increase in Iowa's state average weekly wage is estimated to increase the total indemnity costs by 0.1% and overall system costs by 0.0%.



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Key Components (Continued)

Expenses

Production and General Expenses & Offset for the Change in Expense Constant

The proposed rates include a provision for production and general expenses. Premium to fund these expenses is also collected through the application of an expense constant. The latest data from the Insurance Expense Exhibit (which is reported annually by insurers to state insurance departments) is used to derive the Iowa expense provisions.

This filing proposes an increase in the production expense provision from 17.5% to 17.8%, an increase in the general expense provision from 5.2% to 5.5%, and a reduction in the expense constant from \$260 to \$160. The change in the expense constant is the result of a recent study.

A 0.3% increase results from the use of the updated expense data and reflects changes in these expenses over time. An additional 0.6% increase in rates is needed to implement the reduction in the expense constant in a revenue neutral manner.

Premium Taxes and Assessments

The current provision in the rates for taxes and assessments is 2.2% of premium. In this filing, NCCI is proposing no change to the currently approved provision.

Loss-based Expenses

The proposed advisory rates include a provision for loss adjustment expenses (LAE).

LAE is included in the advisory rates by using a ratio of loss adjustment expense dollars to loss dollars (called the LAE provision). After examining LAE indications based on both Iowa-specific data and countrywide data, NCCI is proposing to reduce the currently approved overall LAE provision from 15.4% to 15.1% of losses. Loss adjustment expenses in Iowa are notably lower than the countrywide average. The overall rate change due to the proposed LAE provision is a decrease of 0.3%.



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Key Components (Continued)

Profit and Contingencies Provision

By law, Iowa's rates must be determined such that Iowa's workers compensation insurers can be expected to earn a return that is adequate, fair, and not excessive. Analysis and determination of a profit and contingencies provision is necessary to ensure this premise is maintained.

This filing proposes an increase in the currently approved 2.5% profit and contingencies provision to 3.5% based upon the results from NCCI's latest internal rate of return model. The overall rate change due to the proposed profit and contingencies provision is an increase of 1.4%.

Minimum Premium Program Parameters

This filing proposes an increase in the maximum minimum premium from \$800 to \$900 for the majority of classes. Exceptions to this are the Farming classifications, which will remain at \$450, and the Agriculture classifications, which will remain at \$600. In order to implement this in a revenue neutral fashion, the proposed rates have been reduced by 0.1% to reflect the additional 0.1% premium which will be generated by this change.



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Assigned Risk Market

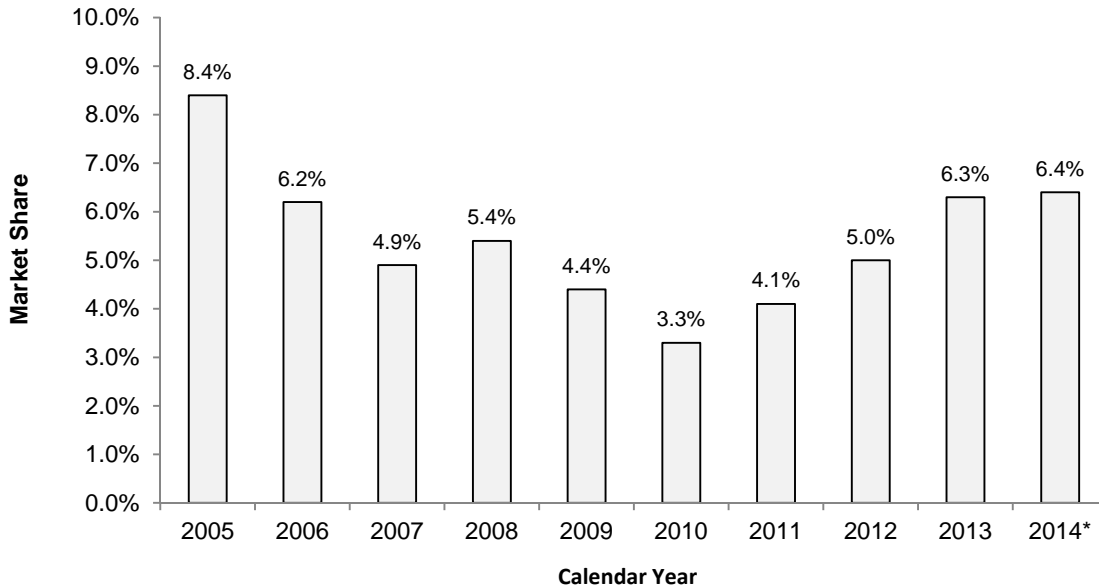
As previously mentioned, an overall average increase of 2.7% to the current assigned risk rate level is also being proposed effective January 1, 2016.

A number of assigned risk programs have been instituted in Iowa. These programs help to assure that the assigned risk market is self-funding. This means that the premium collected in the assigned risk market should pay for losses generated by employers in that market. These programs also encourage employers in the assigned risk market to seek coverage in the voluntary market. They are listed below:

Assigned Risk Program	Effective Date
Removal of Assigned Risk Premium Discounts	04/16/1987
Take-out Credit Program	01/01/1992
Assigned Risk Adjustment Program (ARAP)	07/01/1992
Assigned Risk Differential (Increased to 1.30)	01/01/2014

The following chart provides the history of assigned risk market shares in Iowa, which have increased since 2010.

Iowa Assigned Risk Market Shares



*Preliminary, Source: NCCI Residual Market Management Summary



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Conclusion

This filing document provides a high-level explanation of the proposed increase in Iowa's current voluntary advisory prospective rate level and current assigned risk rate level by an average of 2.7%.

Here are some of the key observations:

- Claim frequency flattened out in policy year 2013
- Despite slightly reducing our going-forward projections for medical costs, a rate increase is still needed based on the most recent medical loss ratios
- NCCI is proposing a slightly higher profit and contingencies provision based upon the results from our latest internal rate of return model

The following pages contain additional exhibits that may be of interest, including the proposed voluntary advisory rates, assigned risk rates, and rating values by classification.

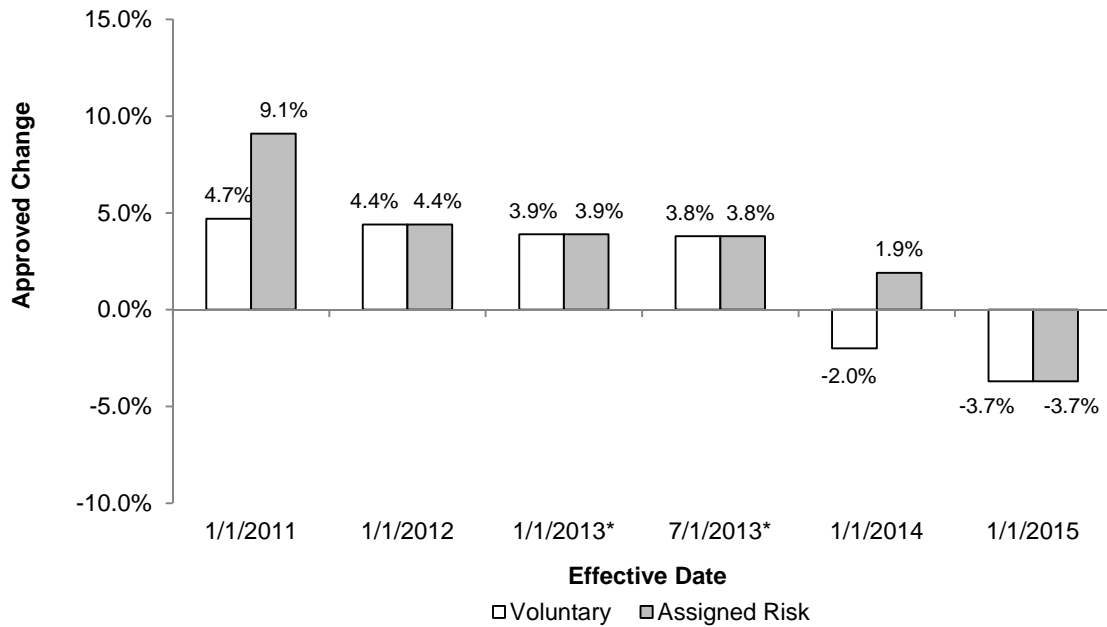


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EXHIBIT I

Iowa Historical Voluntary and Assigned Risk Rate Level Changes



* Amended filing with an overall rate level increase of 3.9% for new and renewal policies with a rating effective date of 1/1/13 and a subsequent overall workers compensation rate level increase of 3.8% for new and renewal policies with a rating effective date of 7/1/13.

The chart above shows the average approved voluntary advisory rate and assigned risk rate level changes in Iowa for the last several years.

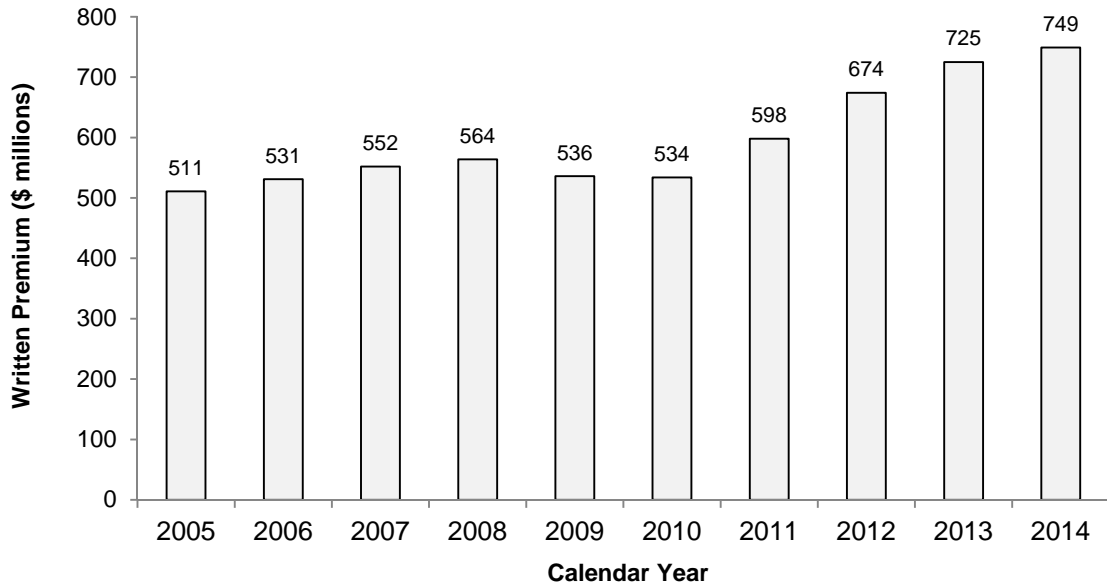


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EXHIBIT II

Iowa Written Premium



Source: NAIC Annual Statement Data

This exhibit illustrates Iowa calendar year written premium totals for the latest ten years.

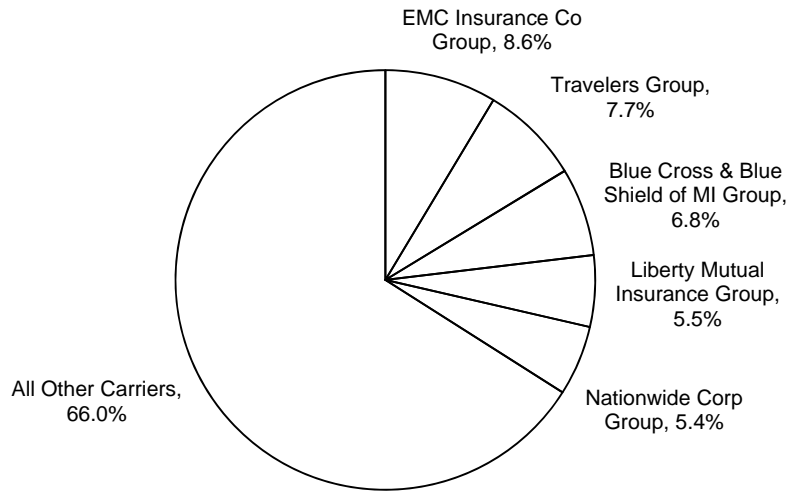


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EXHIBIT III

Iowa Largest Workers Compensation Writers
Calendar Year 2014



Source: NAIC Annual Statement Data

The five largest insurance company groups providing workers compensation insurance in Iowa in 2014 are shown in this chart.

WORKERS COMPENSATION AND EMPLOYERS LIABILITY

Exhibit IV

Effective January 1, 2016

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
0005	5.72	600	2.72	0.33	2014	9.31	900	3.96	0.27	2709	16.26	900	6.93	0.27
0008	3.84	582	1.73	0.30	2016	4.91	700	2.45	0.34	2710	12.03	900	4.75	0.24
0016	8.40	450	3.56	0.26	2021	3.44	538	1.56	0.30	2714	7.58	900	3.73	0.34
0034	8.13	600	3.89	0.33	2039	6.19	841	3.05	0.34	2731	4.91	700	2.08	0.26
0035	4.65	600	2.29	0.34	2041	7.00	900	3.44	0.34	2735	7.59	900	3.72	0.34
0036	4.91	450	2.34	0.33	2065	4.16	618	2.00	0.33	2759	8.71	900	4.29	0.34
0037	6.05	450	2.72	0.30	2070	8.34	900	4.01	0.33	2790	2.60	446	1.27	0.34
0042	11.51	600	5.20	0.30	2081	5.86	805	2.79	0.33	2797	8.38	900	4.02	0.33
0050	10.19	900	4.89	0.33	2089	5.77	795	2.77	0.33	2799	6.99	900	3.19	0.30
0059D	0.61	-	0.11	0.23	2095	4.73	680	2.27	0.33	2802	7.17	900	3.23	0.30
0065D	0.15	-	0.03	0.26	2105	5.80	798	2.85	0.34	2812	-	-	2.12	0.33
0066D	0.15	-	0.03	0.27	2110	3.86	585	1.89	0.34	2835	4.41	645	2.30	0.44
0067D	0.15	-	0.03	0.26	2111	3.64	560	1.80	0.34	2836	3.64	560	1.88	0.44
0079	5.07	600	2.14	0.26	2112	5.27	740	2.58	0.34	2841	6.35	859	3.11	0.34
0083	8.89	450	4.24	0.33	2114	4.13	614	2.04	0.34	2881	5.05	716	2.62	0.44
0106	12.09	900	4.78	0.24	2121	2.25	408	1.08	0.33	2883	4.42	646	2.12	0.33
0113	6.06	827	2.91	0.33	2130	2.80	468	1.35	0.33	2913	5.66	783	2.93	0.44
0170	4.59	665	2.20	0.33	2131	4.01	601	1.92	0.33	2915	4.68	675	2.13	0.30
0251	4.68	675	2.24	0.33	2143	3.37	531	1.65	0.34	2916	6.45	870	2.55	0.24
0400	10.20	900	4.63	0.30	2157	6.06	827	2.92	0.33	2923	3.34	527	1.64	0.34
0401	15.31	A	6.05	0.24	2172	3.25	518	1.48	0.31	2942	4.12	613	2.15	0.44
0771N	0.94	-	-	-	2174	5.40	754	2.66	0.34	2960	6.83	900	3.27	0.33
0908P	232.00	392	111.59	0.33	2211	13.89	900	5.90	0.26	3004	3.28	521	1.40	0.27
0913P	587.00	747	281.15	0.33	2220	3.48	543	1.67	0.33	3018	4.36	640	1.85	0.26
0917	6.63	889	3.26	0.34	2286	2.63	449	1.29	0.34	3022	6.26	849	3.09	0.34
1005	7.75	900	2.85	0.24	2288	7.01	900	3.45	0.34	3027	7.15	900	3.04	0.26
1016X	17.18	900	6.31	0.24	2300	3.41	535	1.78	0.44	3028	3.70	567	1.77	0.33
1164D	6.82	900	2.45	0.23	2302	3.18	510	1.52	0.33	3030	7.12	900	3.02	0.26
1165D	5.08	719	1.99	0.25	2305	3.48	543	1.57	0.30	3040	8.53	900	3.61	0.26
1320	2.73	460	1.08	0.25	2361	3.44	538	1.65	0.33	3041	7.93	900	3.79	0.33
1322	10.99	900	4.38	0.25	2362	2.66	453	1.27	0.33	3042	6.40	864	2.90	0.30
1430	8.50	900	3.61	0.26	2380	3.75	573	1.79	0.33	3064	7.67	900	3.66	0.33
1438	7.17	900	2.84	0.25	2386	3.09	500	1.53	0.34	3069	-	-	2.35	0.33
1452	3.18	510	1.36	0.27	2388	2.71	458	1.33	0.34	3076	4.90	699	2.35	0.33
1463	30.05	900	11.90	0.24	2402	3.83	581	1.62	0.26	3081D	9.28	900	3.86	0.26
1472	7.26	900	2.86	0.24	2413	4.36	640	2.09	0.33	3082D	5.99	819	2.51	0.26
1624D	6.31	854	2.47	0.24	2416	3.35	529	1.60	0.33	3085D	9.97	900	4.19	0.27
1642	4.23	625	1.79	0.26	2417	2.40	424	1.15	0.33	3110	11.93	900	5.70	0.33
1654	8.95	900	3.81	0.27	2501	4.75	683	2.26	0.33	3111	3.66	563	1.75	0.33
1655	5.04	714	2.16	0.27	2503	1.76	354	0.87	0.34	3113	3.31	524	1.58	0.33
1699	6.02	822	2.55	0.26	2534	3.14	505	1.53	0.34	3114	5.53	768	2.65	0.33
1701	5.19	731	2.22	0.27	2570	6.03	823	2.96	0.34	3118	2.74	461	1.35	0.34
1710D	6.64	890	2.81	0.27	2585	6.03	823	2.96	0.34	3119	1.76	354	0.92	0.44
1741D	8.84	900	2.82	0.23	2586	4.36	640	2.09	0.33	3122	2.25	408	1.10	0.34
1747	4.00	600	1.71	0.27	2587	3.78	576	1.87	0.34	3126	6.52	877	3.11	0.33
1748	7.70	900	3.25	0.26	2589	4.01	601	1.92	0.33	3131	2.89	478	1.38	0.33
1803D	11.44	900	4.36	0.24	2600	4.64	670	2.29	0.34	3132	4.24	626	2.02	0.33
1852D	4.82	690	1.55	0.23	2623	10.63	900	4.79	0.30	3145	2.79	467	1.33	0.33
1853	3.63	559	1.66	0.30	2651	2.89	478	1.42	0.34	3146	4.49	654	2.15	0.33
1860	3.14	505	1.55	0.34	2660	3.55	551	1.74	0.34	3169	4.42	646	2.11	0.33
1924	3.20	512	1.57	0.34	2670	2.85	474	1.48	0.44	3175D	6.17	839	2.90	0.33
1925	6.80	900	3.05	0.30	2683	2.91	480	1.42	0.34	3179	4.23	625	2.08	0.34
2001	-	-	3.71	0.33	2688	6.28	851	3.07	0.34	3180	4.09	610	2.00	0.34
2002	3.20	512	1.57	0.34	2701	21.33	900	9.04	0.26	3188	2.54	439	1.25	0.34
2003	7.70	900	3.71	0.33	2702	24.22	900	8.84	0.23	3220	2.54	439	1.22	0.33

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

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CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
3223	6.08	829	3.14	0.44	4021	9.14	900	3.89	0.27	4568	3.35	529	1.42	0.26
3224	5.97	817	2.96	0.34	4024D	6.13	834	2.59	0.26	4581	1.62	338	0.64	0.24
3227	6.32	855	3.09	0.34	4034	11.96	900	5.08	0.26	4583	5.30	743	2.10	0.24
3240	3.80	578	1.86	0.34	4036	3.77	575	1.60	0.27	4611	2.37	421	1.16	0.34
3241	4.84	692	2.31	0.33	4038	5.21	733	2.72	0.44	4635	5.39	753	1.97	0.23
3255	3.00	490	1.56	0.44	4053	2.99	489	1.43	0.33	4653	2.94	483	1.44	0.34
3257	4.06	607	1.94	0.33	4061	5.56	772	2.74	0.34	4665	11.15	900	4.75	0.27
3270	3.83	581	1.83	0.33	4062	2.69	456	1.29	0.33	4670	14.76	900	6.22	0.26
3300	6.55	881	3.12	0.33	4101	4.12	613	1.86	0.30	4683	7.79	900	3.73	0.33
3303	5.73	790	2.81	0.34	4109	1.22	294	0.60	0.34	4686	3.72	569	1.58	0.26
3307	4.33	636	2.08	0.33	4110	1.41	315	0.68	0.33	4692	0.89	258	0.44	0.34
3315	6.84	900	3.37	0.34	4111	2.97	487	1.47	0.34	4693	2.82	470	1.35	0.33
3334	5.28	741	2.55	0.33	4112	-	-	0.68	0.33	4703	5.45	760	2.62	0.33
3336	5.42	756	2.30	0.26	4113	2.54	439	1.23	0.33	4717	2.85	474	1.48	0.44
3365	10.47	900	4.45	0.26	4114	3.89	588	1.86	0.33	4720	4.47	652	2.14	0.33
3372	5.30	743	2.39	0.30	4130	4.62	668	2.21	0.33	4740	2.60	446	1.11	0.27
3373	7.65	900	3.67	0.33	4131	6.08	829	2.98	0.34	4741	3.29	522	1.58	0.33
3383	1.91	370	0.94	0.34	4133	3.98	598	1.94	0.34	4751	6.69	896	2.80	0.26
3385	1.29	302	0.63	0.34	4149	1.15	287	0.59	0.44	4771N	5.34	851	1.95	0.23
3400	4.01	601	1.82	0.30	4150	-	-	0.59	0.44	4777	6.17	839	2.25	0.23
3507	7.15	900	3.42	0.33	4206	4.96	706	2.37	0.33	4825	4.76	684	2.02	0.26
3515	3.48	543	1.66	0.33	4207	4.13	614	1.75	0.26	4828	2.71	458	1.23	0.30
3548	2.43	427	1.17	0.33	4239	4.04	604	1.73	0.27	4829	1.82	360	0.72	0.24
3559	6.28	851	2.98	0.33	4240	4.04	604	1.98	0.34	4902	4.96	706	2.43	0.34
3574	2.07	388	1.02	0.34	4243	3.49	544	1.67	0.33	4923	1.65	342	0.79	0.33
3581	1.99	379	0.98	0.34	4244	3.97	597	1.89	0.33	5020	7.47	900	3.18	0.27
3612	3.63	559	1.64	0.30	4250	3.80	578	1.82	0.33	5022	11.62	900	4.61	0.25
3620	6.23	845	2.64	0.26	4251	4.24	626	2.03	0.33	5037	51.69	900	18.87	0.23
3629	3.84	582	1.88	0.34	4263	3.75	573	1.79	0.33	5040	31.71	900	11.61	0.23
3632	5.83	801	2.63	0.30	4273	3.11	502	1.49	0.33	5057	11.58	900	4.22	0.23
3634	2.86	475	1.41	0.34	4279	3.11	502	1.49	0.33	5059	27.48	900	10.01	0.23
3635	4.73	680	2.26	0.33	4282	3.20	512	1.59	0.34	5069	31.17	900	11.52	0.24
3638	3.09	500	1.52	0.34	4283	3.25	518	1.55	0.33	5102	6.85	900	2.72	0.25
3642	2.86	475	1.36	0.33	4299	3.35	529	1.65	0.34	5146	6.82	900	2.90	0.26
3643	3.28	521	1.57	0.33	4304	7.62	900	3.43	0.30	5160	5.83	801	2.34	0.25
3647	4.62	668	2.10	0.30	4307	3.17	509	1.65	0.44	5183	5.65	782	2.41	0.27
3648	2.34	417	1.15	0.34	4351	1.61	337	0.77	0.33	5188	4.77	685	2.03	0.27
3681	1.94	373	0.95	0.34	4352	2.34	417	1.15	0.34	5190	3.79	577	1.61	0.27
3685	2.40	424	1.18	0.34	4360	1.50	325	0.74	0.34	5191	1.45	320	0.70	0.33
3719	1.86	365	0.68	0.23	4361	1.41	315	0.69	0.34	5192	4.57	663	2.18	0.33
3724	7.31	900	2.89	0.24	4362	-	-	0.74	0.34	5213	12.04	900	4.81	0.25
3726	6.02	822	2.21	0.24	4410	4.01	601	1.92	0.33	5215	10.07	900	4.58	0.30
3803	6.77	900	3.25	0.33	4420	7.79	900	3.12	0.25	5221	8.42	900	3.58	0.27
3807	4.52	657	2.22	0.34	4431	2.51	436	1.30	0.44	5222	17.40	900	6.91	0.25
3808	4.30	633	1.95	0.30	4432	2.33	416	1.21	0.44	5223	9.34	900	3.99	0.27
3821	9.10	900	4.12	0.30	4439	3.23	515	1.46	0.30	5348	9.67	900	4.14	0.27
3822	7.01	900	3.16	0.30	4452	5.68	785	2.71	0.33	5402	6.05	826	2.97	0.34
3824	8.08	900	3.65	0.30	4459	4.36	640	2.10	0.33	5403	16.32	900	6.45	0.24
3826	1.27	300	0.61	0.33	4470	4.10	611	1.96	0.33	5437	9.62	900	4.12	0.27
3827	3.40	534	1.54	0.30	4484	4.55	661	2.17	0.33	5443	5.76	794	2.76	0.33
3830	1.90	369	0.86	0.30	4493	4.50	655	2.15	0.33	5445	8.59	900	3.42	0.25
3851	5.53	768	2.73	0.34	4511	0.94	263	0.42	0.30	5462	12.96	900	5.51	0.26
3865	2.42	426	1.25	0.44	4557	3.57	553	1.75	0.34	5472	6.47	872	2.37	0.24
3881	9.17	900	4.38	0.33	4558	3.35	529	1.60	0.33	5473	10.88	900	3.97	0.23
4000	14.69	900	5.80	0.24	4561	-	-	1.46	0.30	5474	8.16	900	3.24	0.25

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5478	7.02	900	2.99	0.27	6874F	25.80	900	6.66	0.20	7590	4.91	700	2.22	0.30
5479	10.45	900	4.74	0.30	6882	6.63	889	2.44	0.24	7600	4.92	701	2.09	0.26
5480	21.48	900	8.50	0.24	6884	11.72	900	4.34	0.24	7601	-	-	2.09	0.26
5491	3.02	492	1.20	0.25	7016M	10.42	900	3.84	0.24	7605	2.57	443	1.09	0.26
5506	9.27	900	3.39	0.23	7024M	11.58	900	4.27	0.24	7610	0.80	248	0.36	0.30
5507	4.37	641	1.74	0.25	7038M	6.34	857	2.30	0.23	7611	-	-	2.09	0.26
5508D	21.34	900	9.08	0.27	7046M	17.03	900	6.24	0.24	7612	-	-	2.09	0.26
5535	8.54	900	3.62	0.26	7047M	21.49	900	7.49	0.24	7613	-	-	2.09	0.26
5537	7.10	900	3.01	0.26	7050M	13.07	900	4.48	0.23	7705	8.03	900	3.64	0.30
5551	28.36	900	10.29	0.23	7090M	7.04	900	2.55	0.23	7710	49.90	900	19.71	0.24
5606	2.42	426	0.96	0.24	7098M	18.92	900	6.93	0.24	7711	49.90	900	19.71	0.24
5610	11.13	900	5.30	0.33	7099M	35.12	900	12.16	0.24	7720	4.59	665	1.95	0.26
5645	13.21	900	5.22	0.24	7133	4.95	705	1.97	0.25	7855	9.59	900	4.10	0.27
5651	-	-	5.22	0.24	7151M	6.01	821	2.40	0.25	8001	2.55	441	1.25	0.34
5703	15.78	900	6.71	0.27	7152M	12.40	900	4.67	0.25	8002	2.78	466	1.33	0.33
5705	18.25	900	7.73	0.26	7153M	6.68	895	2.66	0.25	8006	3.72	569	1.78	0.33
5951	1.79	357	0.87	0.34	7222	8.62	900	3.68	0.27	8008	1.83	361	0.89	0.34
6003	9.48	900	4.05	0.27	7228	11.10	900	4.74	0.27	8010	2.41	425	1.18	0.34
6005	6.43	867	2.74	0.27	7229	10.98	900	4.37	0.25	8013	0.44	208	0.21	0.33
6017	16.45	900	6.79	0.25	7230	11.72	900	5.31	0.30	8015	1.23	295	0.59	0.33
6018	3.94	593	1.70	0.27	7231	12.97	900	5.87	0.30	8017	2.23	405	1.09	0.34
6045	4.57	663	1.96	0.27	7232	11.07	900	4.42	0.25	8018	3.62	558	1.78	0.34
6204	13.32	900	5.30	0.25	7309F	20.16	900	5.22	0.20	8021	3.52	547	1.68	0.33
6206	5.57	773	2.04	0.23	7313F	3.75	573	0.97	0.20	8031	3.08	499	1.47	0.33
6213	3.59	555	1.43	0.25	7317F	12.13	900	3.12	0.20	8032	2.75	463	1.35	0.34
6214	4.62	668	1.69	0.23	7327F	29.70	900	7.73	0.20	8033	1.81	359	0.86	0.33
6216	9.51	900	3.49	0.24	7333M	18.70	900	6.99	0.24	8037	2.23	405	1.09	0.34
6217	7.94	900	3.14	0.24	7335M	20.78	900	7.77	0.24	8039	1.88	367	0.92	0.34
6229	6.73	900	2.65	0.24	7337M	38.57	900	13.64	0.24	8044	3.75	573	1.70	0.30
6233	3.71	568	1.48	0.25	7350F	14.44	900	3.98	0.23	8045	0.61	227	0.30	0.34
6235	10.38	900	3.80	0.24	7360	7.56	900	3.22	0.27	8046	3.71	568	1.77	0.33
6236	16.95	900	7.21	0.27	7370	6.72	899	3.21	0.33	8047	1.43	317	0.70	0.34
6237	2.68	455	1.14	0.27	7380	6.30	853	2.85	0.30	8058	3.95	595	1.88	0.33
6251D	9.46	900	3.78	0.25	7382	5.71	788	2.72	0.33	8072	0.98	268	0.48	0.34
6252D	5.59	775	2.02	0.23	7390	6.53	878	3.13	0.33	8102	2.50	435	1.23	0.34
6260D	8.41	900	3.08	0.24	7394M	5.79	797	2.12	0.24	8103	3.60	556	1.62	0.30
6306	6.70	897	2.67	0.25	7395M	6.43	867	2.36	0.24	8105	3.58	554	1.76	0.34
6319	4.53	658	1.80	0.25	7398M	11.93	900	4.14	0.24	8106	7.19	900	3.05	0.26
6325	8.79	900	3.49	0.25	7402	0.34	197	0.16	0.33	8107	4.88	697	2.07	0.26
6400	8.67	900	3.93	0.30	7403	5.27	740	2.23	0.26	8111	3.32	525	1.59	0.33
6503	2.11	392	1.04	0.34	7405N	1.40	397	0.60	0.27	8116	3.54	549	1.69	0.33
6504	3.26	519	1.61	0.34	7420	9.39	900	3.48	0.24	8203	9.46	900	4.53	0.33
6702M*	11.65	900	4.98	0.27	7421	1.48	323	0.59	0.24	8204	5.44	758	2.30	0.26
6703M*	24.03	900	9.71	0.27	7422	2.42	426	0.89	0.24	8209	11.33	900	5.44	0.33
6704M*	12.95	900	5.53	0.27	7425	4.94	703	1.82	0.24	8215	4.39	643	1.87	0.26
6801F	6.41	865	1.86	0.25	7431N	1.13	351	0.42	0.24	8227	7.04	900	2.58	0.24
6811	8.18	900	3.49	0.27	7445N	0.75	-	-	-	8232	8.13	900	3.45	0.26
6824F	11.72	900	3.27	0.22	7453N	0.61	-	-	-	8233	3.75	573	1.61	0.27
6826F	12.97	900	3.63	0.25	7502	3.97	597	1.68	0.26	8235	5.21	733	2.50	0.33
6834	10.98	900	4.94	0.30	7515	1.48	323	0.54	0.23	8263	10.34	900	4.63	0.30
6836	7.56	900	3.21	0.26	7520	5.38	752	2.58	0.33	8264	8.83	900	3.73	0.26
6843F	22.30	900	5.82	0.20	7538	6.87	900	2.52	0.24	8265	9.49	900	3.74	0.24
6845F	11.54	900	2.97	0.20	7539	4.29	632	1.70	0.25	8279	9.53	900	3.76	0.24
6854	5.71	788	2.08	0.23	7540	5.47	762	1.98	0.23	8288	10.66	900	4.47	0.26
6872F	11.21	900	2.90	0.20	7580	3.13	504	1.33	0.26	8291	6.58	884	2.97	0.30

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CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
8292	4.98	708	2.39	0.33	9016	4.72	679	2.24	0.33					
8293	14.82	900	6.31	0.27	9019	2.93	482	1.24	0.26					
8304	6.79	900	2.88	0.26	9033	3.37	531	1.60	0.33					
8350	7.88	900	3.12	0.25	9040	4.87	696	2.38	0.34					
8380	3.99	599	1.81	0.30	9044	2.15	397	1.06	0.34					
8381	3.62	558	1.64	0.30	9052	3.40	534	1.67	0.34					
8385	3.00	490	1.27	0.26	9058	2.40	424	1.24	0.44					
8392	2.78	466	1.33	0.33	9059	-	-	0.73	0.34					
8393	2.90	479	1.39	0.33	9060	1.84	362	0.90	0.34					
8500	6.33	856	2.68	0.26	9061	2.01	381	1.04	0.44					
8601	0.77	245	0.35	0.30	9062	1.68	345	0.87	0.44					
8602	1.88	367	0.85	0.30	9063	1.43	317	0.70	0.34					
8603	0.14	175	0.06	0.33	9077F	5.16	728	1.63	0.32					
8606	3.91	590	1.55	0.25	9082	1.84	362	0.95	0.44					
8709F	7.62	900	1.97	0.20	9083	1.85	364	0.96	0.44					
8719	6.44	868	2.33	0.23	9084	2.34	417	1.11	0.33					
8720	2.75	463	1.16	0.26	9088a	a	a	a	a					
8721	0.47	212	0.20	0.26	9089	1.95	375	0.95	0.34					
8723	0.27	190	0.13	0.33	9093	2.40	424	1.17	0.34					
8725	3.21	513	1.36	0.26	9101	7.68	900	3.77	0.34					
8726F	4.33	636	1.26	0.24	9102	5.63	779	2.68	0.33					
8734M	0.80	248	0.34	0.26	9154	1.98	378	0.94	0.33					
8737M	0.72	239	0.31	0.26	9156	2.86	475	1.29	0.30					
8738M	1.48	323	0.59	0.26	9170	12.54	900	4.56	0.23					
8742	0.59	225	0.25	0.26	9178	5.54	769	2.85	0.44					
8745	6.85	900	3.09	0.30	9179	23.99	900	11.68	0.34					
8748	0.93	262	0.42	0.30	9180	7.31	900	3.07	0.26					
8755	0.71	238	0.30	0.26	9182	3.20	512	1.52	0.33					
8799	0.74	241	0.35	0.33	9186	13.86	900	5.45	0.24					
8800	2.50	435	1.30	0.44	9220	6.59	885	2.98	0.30					
8803	0.12	173	0.05	0.26	9402	5.78	796	2.46	0.27					
8805M	0.42	206	0.20	0.33	9403	9.47	900	3.75	0.24					
8810	0.31	194	0.15	0.33	9410	3.30	523	1.58	0.33					
8814M	0.38	202	0.18	0.33	9501	5.66	783	2.56	0.30					
8815M	0.78	246	0.36	0.33	9505	5.96	816	2.69	0.30					
8820	0.30	193	0.13	0.30	9516	11.14	900	4.73	0.26					
8824	4.12	613	2.02	0.34	9519	5.56	772	2.36	0.26					
8825	2.21	403	1.15	0.44	9521	6.38	862	2.71	0.26					
8826	4.37	641	2.08	0.33	9522	6.05	826	2.90	0.33					
8829	4.09	610	1.96	0.33	9534	7.08	900	2.83	0.25					
8831	1.94	373	0.92	0.33	9554	15.32	900	6.10	0.25					
8832	0.46	211	0.22	0.33	9586	0.88	257	0.46	0.44					
8833	1.29	302	0.62	0.33	9600	4.13	614	2.03	0.34					
8835	3.34	527	1.60	0.33	9620	1.48	323	0.67	0.30					
8842	3.00	490	1.42	0.33										
8855	0.27	190	0.13	0.33										
8856	0.38	202	0.18	0.33										
8864	2.38	422	1.13	0.33										
8868	0.56	222	0.28	0.34										
8869	1.50	325	0.73	0.34										
8871	0.16	178	0.08	0.34										
8901	0.53	218	0.24	0.30										
9012	2.83	471	1.28	0.30										
9014	5.36	750	2.56	0.33										
9015	5.44	758	2.59	0.33										

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

Effective January 1, 2016

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.
- D Rate for classification already includes the specific disease loading shown in the table below. See **Basic Manual** Rule 3-A-7.

Disease			Disease			Disease		
Code No.	Loading	Symbol	Code No.	Loading	Symbol	Code No.	Loading	Symbol
0059D	0.61	S	1710D	0.09	S	3175D	0.09	S
0065D	0.15	S	1741D	1.11	S	4024D	0.04	S
0066D	0.15	S	1803D	0.45	S	5508D	0.13	S
0067D	0.15	S	1852D	0.56	Asb	6251D	0.07	S
1164D	0.12	S	3081D	0.16	S	6252D	0.05	S
1165D	0.07	S	3082D	0.07	S	6260D	0.08	S
1624D	0.07	S	3085D	0.16	S			

Asb=Asbestos, S=Silica

- 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.
- X Refer to special classification phraseology in these pages which is applicable in this state.

*** 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 2.506 and elr x 2.369.
- 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, 2016

MISCELLANEOUS VALUES

Basis of premium applicable in accordance with **Basic Manual** footnote instructions for Code 7370 -- "Taxicab Co.":

Employee operated vehicle.....	\$63,500
Leased or rented vehicle.....	\$42,300

Catastrophe (other than Certified Acts of Terrorism) - (Voluntary) 0.01

Expense Constant applicable in accordance with **Basic Manual** Rule 3-A-11..... \$160

Maximum Weekly Payroll applicable in accordance with **Basic Manual** Rule 2-E -- "Executive Officers" including members of limited liability companies, Rule 2-E-3 for Partners and Sole Proprietors, and **Basic Manual** footnote instructions for Code 9178 -- "Athletic Sports or Park: Non-Contact Sports", and Code 9179 -- "Athletic Sports or Park: Contact Sports" \$3,300

Minimum Weekly Payroll applicable in accordance with **Basic Manual** Rule 2-E -- "Executive Officers" and members of limited liability companies and Rule 2-E-3 for Partners and Sole Proprietors \$400

Premium Discount Percentages - (See Basic Manual Rule 3-A-19-a.) 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) 0.02

United States Longshore and Harbor Workers' Compensation Coverage Percentage applicable only in connection with **Basic Manual** Rule 3-A-4..... 101%

(Multiply a Non-F classification rate by a factor of 2.01 to adjust for differences in benefits and loss-based expenses. This factor is the product of the adjustment for differences in benefits (1.89) and the adjustment for differences in loss-based expenses (1.061).)

Experience Rating Eligibility

A risk is eligible for intrastate experience rating when the payrolls or other exposures developed in the last year or last two years of the experience period produced a premium of at least \$7,500. If more than two years, an average annual premium of at least \$3,750 is required. The **Experience Rating Plan Manual** should be referenced for the latest approved eligibility amounts by state.

Effective January 1, 2016
TABLE OF WEIGHTING VALUES
APPLICABLE TO ALL POLICIES
Experience Rating Program - ERA

Expected Losses			Weighting Values	Expected Losses			Weighting Values
0	--	2,219	0.04	1,251,744	--	1,320,789	0.44
2,220	--	8,973	0.05	1,320,790	--	1,393,832	0.45
8,974	--	15,871	0.06	1,393,833	--	1,471,231	0.46
15,872	--	22,918	0.07	1,471,232	--	1,553,388	0.47
22,919	--	30,120	0.08	1,553,389	--	1,640,757	0.48
30,121	--	50,378	0.09	1,640,758	--	1,733,851	0.49
50,379	--	74,990	0.10	1,733,852	--	1,833,251	0.50
74,991	--	96,882	0.11	1,833,252	--	1,939,623	0.51
96,883	--	118,197	0.12	1,939,624	--	2,053,727	0.52
118,198	--	139,516	0.13	2,053,728	--	2,176,439	0.53
139,517	--	161,097	0.14	2,176,440	--	2,308,771	0.54
161,098	--	183,087	0.15	2,308,772	--	2,451,902	0.55
183,088	--	205,585	0.16	2,451,903	--	2,607,211	0.56
205,586	--	228,665	0.17	2,607,212	--	2,776,321	0.57
228,666	--	252,390	0.18	2,776,322	--	2,961,159	0.58
252,391	--	276,817	0.19	2,961,160	--	3,164,026	0.59
276,818	--	301,997	0.20	3,164,027	--	3,387,697	0.60
301,998	--	327,983	0.21	3,387,698	--	3,635,544	0.61
327,984	--	354,827	0.22	3,635,545	--	3,911,713	0.62
354,828	--	382,582	0.23	3,911,714	--	4,221,354	0.63
382,583	--	411,304	0.24	4,221,355	--	4,570,945	0.64
411,305	--	441,052	0.25	4,570,946	--	4,968,751	0.65
441,053	--	471,886	0.26	4,968,752	--	5,425,489	0.66
471,887	--	503,872	0.27	5,425,490	--	5,955,300	0.67
503,873	--	537,082	0.28	5,955,301	--	6,577,248	0.68
537,083	--	571,588	0.29	6,577,249	--	7,317,658	0.69
571,589	--	607,474	0.30	7,317,659	--	8,213,940	0.70
607,475	--	644,825	0.31	8,213,941	--	9,321,107	0.71
644,826	--	683,736	0.32	9,321,108	--	10,723,513	0.72
683,737	--	724,308	0.33	10,723,514	--	12,557,423	0.73
724,309	--	766,654	0.34	12,557,424	--	15,058,203	0.74
766,655	--	810,892	0.35	15,058,204	--	18,670,434	0.75
810,893	--	857,155	0.36	18,670,435	--	24,346,787	0.76
857,156	--	905,587	0.37	24,346,788	--	34,564,210	0.77
905,588	--	956,345	0.38	34,564,211	--	58,404,845	0.78
956,346	--	1,009,602	0.39	58,404,846	--	177,607,962	0.79
1,009,603	--	1,065,549	0.40	177,607,963	AND OVER	0.80	
1,065,550	--	1,124,395	0.41				
1,124,396	--	1,186,374	0.42				
1,186,375	--	1,251,743	0.43				

(a) G	10.60
(b) State Per Claim Accident Limitation	\$264,500
(c) State Multiple Claim Accident Limitation	\$529,000
(d) USL&HW Per Claim Accident Limitation	\$469,500
(e) USL&HW Multiple Claim Accident Limitation	\$939,000
(f) Employers Liability Accident Limitation	\$55,000
(g) Primary/Excess Loss Split Point	\$16,000
(h) USL&HW Act -- Expected Loss Factor -- Non-F Classes	1.89
<i>(Multiply a Non-F classification ELR by the USL&HW Act - Expected Loss Factor of 1.89.)</i>	

Effective January 1, 2016
TABLE OF BALLAST VALUES
APPLICABLE TO ALL POLICIES
Experience Rating Plan - ERA

Expected Losses	Ballast Values	Expected Losses	Ballast Values	Expected Losses	Ballast Values
0 -- 57,015	26,500	1,829,571 -- 1,882,540	212,000	3,684,033 -- 3,737,025	397,500
57,016 -- 98,129	31,800	1,882,541 -- 1,935,512	217,300	3,737,026 -- 3,790,017	402,800
98,130 -- 145,369	37,100	1,935,513 -- 1,988,485	222,600	3,790,018 -- 3,843,010	408,100
145,370 -- 195,204	42,400	1,988,486 -- 2,041,459	227,900	3,843,011 -- 3,896,003	413,400
195,205 -- 246,251	47,700	2,041,460 -- 2,094,435	233,200	3,896,004 -- 3,948,996	418,700
246,252 -- 297,939	53,000	2,094,436 -- 2,147,412	238,500	3,948,997 -- 4,001,990	424,000
297,940 -- 350,001	58,300	2,147,413 -- 2,200,390	243,800	4,001,991 -- 4,054,984	429,300
350,002 -- 402,299	63,600	2,200,391 -- 2,253,369	249,100	4,054,985 -- 4,107,977	434,600
402,300 -- 454,754	68,900	2,253,370 -- 2,306,349	254,400	4,107,978 -- 4,160,971	439,900
454,755 -- 507,319	74,200	2,306,350 -- 2,359,330	259,700	4,160,972 -- 4,213,965	445,200
507,320 -- 559,965	79,500	2,359,331 -- 2,412,312	265,000	4,213,966 -- 4,266,960	450,500
559,966 -- 612,670	84,800	2,412,313 -- 2,465,295	270,300	4,266,961 -- 4,319,954	455,800
612,671 -- 665,422	90,100	2,465,296 -- 2,518,278	275,600	4,319,955 -- 4,372,948	461,100
665,423 -- 718,209	95,400	2,518,279 -- 2,571,262	280,900	4,372,949 -- 4,425,943	466,400
718,210 -- 771,025	100,700	2,571,263 -- 2,624,247	286,200	4,425,944 -- 4,478,938	471,700
771,026 -- 823,865	106,000	2,624,248 -- 2,677,232	291,500	4,478,939 -- 4,531,933	477,000
823,866 -- 876,723	111,300	2,677,233 -- 2,730,218	296,800	4,531,934 -- 4,584,928	482,300
876,724 -- 929,598	116,600	2,730,219 -- 2,783,204	302,100	4,584,929 -- 4,637,923	487,600
929,599 -- 982,486	121,900	2,783,205 -- 2,836,191	307,400	4,637,924 -- 4,690,918	492,900
982,487 -- 1,035,385	127,200	2,836,192 -- 2,889,178	312,700	4,690,919 -- 4,743,913	498,200
1,035,386 -- 1,088,294	132,500	2,889,179 -- 2,942,166	318,000	4,743,914 -- 4,796,909	503,500
1,088,295 -- 1,141,211	137,800	2,942,167 -- 2,995,154	323,300	4,796,910 -- 4,849,904	508,800
1,141,212 -- 1,194,136	143,100	2,995,155 -- 3,048,143	328,600	4,849,905 -- 4,902,900	514,100
1,194,137 -- 1,247,067	148,400	3,048,144 -- 3,101,132	333,900	4,902,901 -- 4,955,896	519,400
1,247,068 -- 1,300,003	153,700	3,101,133 -- 3,154,121	339,200	4,955,897 -- 5,008,891	524,700
1,300,004 -- 1,352,945	159,000	3,154,122 -- 3,207,111	344,500	5,008,892 -- 5,061,500	530,000
1,352,946 -- 1,405,891	164,300	3,207,112 -- 3,260,101	349,800		
1,405,892 -- 1,458,841	169,600	3,260,102 -- 3,313,092	355,100		
1,458,842 -- 1,511,794	174,900	3,313,093 -- 3,366,082	360,400		
1,511,795 -- 1,564,750	180,200	3,366,083 -- 3,419,073	365,700		
1,564,751 -- 1,617,709	185,500	3,419,074 -- 3,472,065	371,000		
1,617,710 -- 1,670,671	190,800	3,472,066 -- 3,525,056	376,300		
1,670,672 -- 1,723,635	196,100	3,525,057 -- 3,578,048	381,600		
1,723,636 -- 1,776,602	201,400	3,578,049 -- 3,631,040	386,900		
1,776,603 -- 1,829,570	206,700	3,631,041 -- 3,684,032	392,200		

For Expected Losses greater than \$5,061,500, the Ballast Value can be calculated using the following formula (rounded to the nearest 1):

$$\text{Ballast} = (0.10)(\text{Expected Losses}) + 2500(\text{Expected Losses})(10.60) / (\text{Expected Losses} + (700)(10.60))$$

G = 10.60

**RETROSPECTIVE RATING PLAN MANUAL
STATE SPECIAL RATING VALUES**

**IOWA
RR 1
Exhibit IV**

Effective January 1, 2016

1. Hazard Group Differentials

A	B	C	D	E	F	G
1.25	1.00	0.93	0.78	0.66	0.55	0.47

2. Tax Multipliers

- a. State (non-F Classes) 1.022
- b. Federal Classes, or non-F classes where rate is increased by the USL&HW Act Percentage 1.063

3. Expected Loss Ratio
0.585

Expected Loss and Allocated Expense Ratio
0.660

4. Table of Expense Ratios
Type A: 2015-01
Type B: 2015-01

5. 2013 Table of Expected Loss Ranges
Effective January 1, 2013

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

Per Accident Limitation	Hazard Groups						
	A	B	C	D	E	F	G
\$10,000	0.459	0.491	0.501	0.525	0.540	0.557	0.561
\$15,000	0.427	0.463	0.473	0.501	0.518	0.538	0.544
\$20,000	0.402	0.439	0.451	0.480	0.499	0.521	0.530
\$25,000	0.380	0.419	0.431	0.462	0.483	0.506	0.516
\$30,000	0.362	0.401	0.414	0.445	0.468	0.492	0.504
\$35,000	0.345	0.385	0.398	0.431	0.454	0.480	0.493
\$40,000	0.330	0.371	0.384	0.417	0.441	0.468	0.482
\$50,000	0.305	0.346	0.360	0.393	0.419	0.447	0.463
\$75,000	0.258	0.298	0.313	0.347	0.374	0.404	0.424
\$100,000	0.225	0.264	0.279	0.312	0.340	0.371	0.393
\$125,000	0.200	0.238	0.253	0.285	0.313	0.344	0.368
\$150,000	0.181	0.217	0.232	0.263	0.291	0.322	0.347
\$175,000	0.166	0.200	0.214	0.245	0.273	0.303	0.329
\$200,000	0.153	0.186	0.200	0.229	0.257	0.286	0.314
\$225,000	0.142	0.173	0.188	0.216	0.243	0.272	0.300
\$250,000	0.132	0.163	0.177	0.204	0.231	0.259	0.288
\$275,000	0.124	0.154	0.167	0.194	0.221	0.248	0.277
\$300,000	0.117	0.146	0.159	0.185	0.211	0.238	0.267
\$325,000	0.111	0.138	0.152	0.177	0.202	0.229	0.257
\$350,000	0.105	0.132	0.145	0.169	0.195	0.220	0.249
\$375,000	0.100	0.126	0.139	0.162	0.187	0.213	0.241
\$400,000	0.095	0.121	0.133	0.156	0.181	0.205	0.234
\$425,000	0.091	0.116	0.128	0.151	0.175	0.199	0.228
\$450,000	0.087	0.111	0.123	0.145	0.169	0.193	0.221
\$475,000	0.084	0.107	0.119	0.140	0.164	0.187	0.216
\$500,000	0.080	0.103	0.115	0.136	0.159	0.182	0.210
\$600,000	0.069	0.090	0.102	0.121	0.142	0.163	0.192
\$700,000	0.061	0.080	0.091	0.108	0.129	0.149	0.176
\$800,000	0.054	0.072	0.082	0.099	0.119	0.137	0.164
\$900,000	0.049	0.066	0.075	0.090	0.110	0.127	0.153
\$1,000,000	0.044	0.060	0.069	0.084	0.102	0.118	0.144
\$2,000,000	0.022	0.032	0.038	0.047	0.060	0.071	0.092
\$3,000,000	0.014	0.021	0.026	0.032	0.042	0.051	0.068
\$4,000,000	0.010	0.015	0.019	0.024	0.032	0.039	0.054
\$5,000,000	0.007	0.012	0.015	0.019	0.026	0.031	0.044
\$6,000,000	0.006	0.009	0.012	0.015	0.021	0.026	0.038
\$7,000,000	0.005	0.008	0.010	0.012	0.018	0.022	0.032
\$8,000,000	0.004	0.006	0.008	0.010	0.015	0.019	0.028
\$9,000,000	0.003	0.005	0.007	0.009	0.013	0.016	0.025
\$10,000,000	0.003	0.004	0.006	0.008	0.011	0.014	0.022

Effective January 1, 2016

**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	0.503	0.537	0.547	0.572	0.587	0.605	0.609
\$15,000	0.470	0.507	0.519	0.547	0.565	0.586	0.592
\$20,000	0.444	0.483	0.495	0.525	0.546	0.568	0.577
\$25,000	0.421	0.462	0.474	0.506	0.528	0.553	0.563
\$30,000	0.401	0.443	0.456	0.489	0.513	0.539	0.550
\$35,000	0.384	0.426	0.440	0.474	0.498	0.525	0.538
\$40,000	0.368	0.411	0.425	0.460	0.485	0.513	0.527
\$50,000	0.342	0.385	0.400	0.435	0.462	0.491	0.507
\$75,000	0.292	0.334	0.350	0.386	0.414	0.446	0.466
\$100,000	0.257	0.298	0.314	0.349	0.379	0.411	0.434
\$125,000	0.230	0.270	0.286	0.320	0.350	0.383	0.407
\$150,000	0.209	0.248	0.263	0.297	0.327	0.359	0.385
\$175,000	0.192	0.229	0.245	0.277	0.307	0.339	0.366
\$200,000	0.178	0.214	0.229	0.261	0.290	0.321	0.349
\$225,000	0.166	0.201	0.216	0.246	0.275	0.306	0.335
\$250,000	0.156	0.189	0.204	0.234	0.262	0.292	0.321
\$275,000	0.147	0.179	0.194	0.223	0.251	0.280	0.310
\$300,000	0.139	0.170	0.185	0.213	0.240	0.269	0.299
\$325,000	0.132	0.162	0.176	0.204	0.231	0.259	0.289
\$350,000	0.126	0.155	0.169	0.195	0.222	0.250	0.280
\$375,000	0.120	0.149	0.162	0.188	0.215	0.242	0.272
\$400,000	0.115	0.143	0.156	0.181	0.207	0.234	0.264
\$425,000	0.110	0.137	0.150	0.175	0.201	0.227	0.257
\$450,000	0.105	0.132	0.145	0.169	0.195	0.220	0.250
\$475,000	0.101	0.128	0.140	0.164	0.189	0.214	0.244
\$500,000	0.098	0.123	0.136	0.159	0.184	0.208	0.238
\$600,000	0.085	0.109	0.121	0.142	0.165	0.188	0.217
\$700,000	0.075	0.097	0.108	0.128	0.151	0.172	0.201
\$800,000	0.067	0.088	0.099	0.117	0.138	0.159	0.187
\$900,000	0.061	0.080	0.091	0.108	0.128	0.147	0.175
\$1,000,000	0.056	0.074	0.084	0.100	0.120	0.138	0.165
\$2,000,000	0.029	0.040	0.047	0.057	0.072	0.084	0.106
\$3,000,000	0.018	0.027	0.032	0.039	0.051	0.060	0.079
\$4,000,000	0.013	0.020	0.024	0.029	0.039	0.047	0.063
\$5,000,000	0.010	0.015	0.018	0.023	0.031	0.038	0.052
\$6,000,000	0.008	0.012	0.015	0.019	0.026	0.031	0.044
\$7,000,000	0.006	0.010	0.012	0.016	0.022	0.026	0.038
\$8,000,000	0.005	0.008	0.010	0.013	0.018	0.023	0.033
\$9,000,000	0.004	0.007	0.009	0.011	0.016	0.020	0.029
\$10,000,000	0.004	0.006	0.008	0.010	0.014	0.017	0.026

7.

Retrospective Development Factors

With Loss Limit			Without Loss Limit			4th & Subsequent Adjustment
1st Adj.	2nd Adj.	3rd Adj.	1st Adj.	2nd Adj.	3rd Adj.	
0.04	0.03	0.03	0.18	0.13	0.13	0.00



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

Type A: 2015-01

WC Premium Range From To	Expense Ratio	WC Premium Range From To	Expense Ratio	WC Premium Range From To	Expense Ratio
0 - 10,055	0.376	21,928 - 22,469	0.328	393,334 - 424,799	0.280
10,056 - 10,167	0.375	22,470 - 23,037	0.327	424,800 - 461,739	0.279
10,168 - 10,282	0.374	23,038 - 23,636	0.326	461,740 - 505,714	0.278
10,283 - 10,399	0.373	23,637 - 24,266	0.325	505,715 - 558,947	0.277
10,400 - 10,520	0.372	24,267 - 24,931	0.324	558,948 - 624,705	0.276
10,521 - 10,643	0.371	24,932 - 25,633	0.323	624,706 - 707,999	0.275
10,644 - 10,769	0.370	25,634 - 26,376	0.322	708,000 - 816,923	0.274
10,770 - 10,898	0.369	26,377 - 27,164	0.321	816,924 - 965,454	0.273
10,899 - 11,030	0.368	27,165 - 27,999	0.320	965,455 - 1,179,999	0.272
11,031 - 11,165	0.367	28,000 - 28,888	0.319	1,180,000 - 1,517,142	0.271
11,166 - 11,304	0.366	28,889 - 29,836	0.318	1,517,143 - 1,824,799	0.270
11,305 - 11,446	0.365	29,837 - 30,847	0.317	1,824,800 - 1,983,478	0.269
11,447 - 11,592	0.364	30,848 - 31,929	0.316	1,983,479 - 2,172,380	0.268
11,593 - 11,741	0.363	31,930 - 33,090	0.315	2,172,381 - 2,401,052	0.267
11,742 - 11,895	0.362	33,091 - 34,339	0.314	2,401,053 - 2,683,529	0.266
11,896 - 12,052	0.361	34,340 - 35,686	0.313	2,683,530 - 3,041,333	0.265
12,053 - 12,214	0.360	35,687 - 37,142	0.312	3,041,334 - 3,509,230	0.264
12,215 - 12,380	0.359	37,143 - 38,723	0.311	3,509,231 - 4,147,272	0.263
12,381 - 12,551	0.359	38,724 - 40,444	0.311	4,147,273 - 5,068,888	0.263
12,552 - 12,727	0.358	40,445 - 42,325	0.310	5,068,889 - 6,517,142	0.262
12,728 - 12,907	0.357	42,326 - 44,390	0.309	6,517,143 - 9,123,999	0.261
12,908 - 13,093	0.356	44,391 - 46,666	0.308	9,124,000 - 15,206,666	0.260
13,094 - 13,284	0.355	46,667 - 49,189	0.307	15,206,667 - 45,619,999	0.259
13,285 - 13,481	0.354	49,190 - 51,999	0.306	45,620,000 - And Above	0.258
13,482 - 13,684	0.353	52,000 - 55,151	0.305		
13,685 - 13,893	0.352	55,152 - 58,709	0.304		
13,894 - 14,108	0.351	58,710 - 62,758	0.303		
14,109 - 14,330	0.350	62,759 - 67,407	0.302		
14,331 - 14,559	0.349	67,408 - 72,799	0.301		
14,560 - 14,796	0.348	72,800 - 79,130	0.300		
14,797 - 15,041	0.347	79,131 - 86,666	0.299		
15,042 - 15,294	0.346	86,667 - 95,789	0.298		
15,295 - 15,555	0.345	95,790 - 107,058	0.297		
15,556 - 15,826	0.344	107,059 - 121,333	0.296		
15,827 - 16,106	0.343	121,334 - 139,999	0.295		
16,107 - 16,396	0.342	140,000 - 165,454	0.294		
16,397 - 16,697	0.341	165,455 - 200,377	0.293		
16,698 - 17,009	0.340	200,378 - 208,235	0.292		
17,010 - 17,333	0.339	208,236 - 216,734	0.291		
17,334 - 17,669	0.338	216,735 - 225,957	0.290		
17,670 - 18,019	0.337	225,958 - 235,999	0.289		
18,020 - 18,383	0.336	236,000 - 246,976	0.288		
18,384 - 18,762	0.335	246,977 - 259,024	0.287		
18,763 - 19,157	0.335	259,025 - 272,307	0.287		
19,158 - 19,569	0.334	272,308 - 287,027	0.286		
19,570 - 19,999	0.333	287,028 - 303,428	0.285		
20,000 - 20,449	0.332	303,429 - 321,818	0.284	First - 10,000	0.0%
20,450 - 20,919	0.331	321,819 - 342,580	0.283	Next - 190,000	9.1%
20,920 - 21,411	0.330	342,581 - 366,206	0.282	Next - 1,550,000	11.3%
21,412 - 21,927	0.329	366,207 - 393,333	0.281	Over - 1,750,000	12.3%
				Expected Loss Ratio:	0.585
				Tax Multiplier:	1.041



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

Type B: 2015-01

WC Premium Range		Expense Ratio
From	To	
0	10,099	0.376
10,100	10,303	0.375
10,304	10,515	0.374
10,516	10,736	0.373
10,737	10,967	0.372
10,968	11,208	0.371
11,209	11,460	0.370
11,461	11,724	0.369
11,725	11,999	0.368
12,000	12,289	0.367
12,290	12,592	0.366
12,593	12,911	0.365
12,912	13,246	0.364
13,247	13,599	0.363
13,600	13,972	0.362
13,973	14,366	0.361
14,367	14,782	0.360
14,783	15,223	0.359
15,224	15,692	0.359
15,693	16,190	0.358
16,191	16,721	0.357
16,722	17,288	0.356
17,289	17,894	0.355
17,895	18,545	0.354
18,546	19,245	0.353

WC Premium Range		Expense Ratio
From	To	
19,246	19,999	0.352
20,000	20,816	0.351
20,817	21,702	0.350
21,703	22,666	0.349
22,667	23,720	0.348
23,721	24,878	0.347
24,879	26,153	0.346
26,154	27,567	0.345
27,568	29,142	0.344
29,143	30,909	0.343
30,910	32,903	0.342
32,904	35,172	0.341
35,173	37,777	0.340
37,778	40,799	0.339
40,800	44,347	0.338
44,348	48,571	0.337
48,572	53,684	0.336
53,685	59,999	0.335
60,000	67,999	0.335
68,000	78,461	0.334
78,462	92,727	0.333
92,728	113,333	0.332
113,334	145,714	0.331
145,715	200,606	0.330
200,607	213,548	0.329

WC Premium Range		Expense Ratio
From	To	
213,549	228,275	0.328
228,276	245,185	0.327
245,186	264,799	0.326
264,800	287,826	0.325
287,827	315,238	0.324
315,239	348,421	0.323
348,422	389,411	0.322
389,412	441,333	0.321
441,334	509,230	0.320
509,231	601,818	0.319
601,819	735,555	0.318
735,556	945,714	0.317
945,715	1,323,999	0.316
1,324,000	1,809,565	0.315
1,809,566	1,981,904	0.314
1,981,905	2,190,526	0.313
2,190,527	2,448,235	0.312
2,448,236	2,774,666	0.311
2,774,667	3,201,538	0.311
3,201,539	3,783,636	0.310
3,783,637	4,624,444	0.309
4,624,445	5,945,714	0.308
5,945,715	8,323,999	0.307
8,324,000	13,873,333	0.306
13,873,334	41,619,999	0.305
41,620,000	And Above	0.304
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:		0.585
Tax Multiplier:		1.041



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

Type A: 2015-01

WC Premium Range From To	Expense Ratio	WC Premium Range From To	Expense Ratio	WC Premium Range From To	Expense Ratio
0 - 10,055	0.300	21,928 - 22,469	0.252	393,334 - 424,799	0.204
10,056 - 10,167	0.299	22,470 - 23,037	0.251	424,800 - 461,739	0.203
10,168 - 10,282	0.298	23,038 - 23,636	0.250	461,740 - 505,714	0.202
10,283 - 10,399	0.297	23,637 - 24,266	0.249	505,715 - 558,947	0.201
10,400 - 10,520	0.296	24,267 - 24,931	0.248	558,948 - 624,705	0.200
10,521 - 10,643	0.295	24,932 - 25,633	0.247	624,706 - 707,999	0.199
10,644 - 10,769	0.294	25,634 - 26,376	0.246	708,000 - 816,923	0.198
10,770 - 10,898	0.293	26,377 - 27,164	0.245	816,924 - 965,454	0.197
10,899 - 11,030	0.292	27,165 - 27,999	0.244	965,455 - 1,179,999	0.196
11,031 - 11,165	0.291	28,000 - 28,888	0.243	1,180,000 - 1,517,142	0.195
11,166 - 11,304	0.290	28,889 - 29,836	0.242	1,517,143 - 1,824,799	0.194
11,305 - 11,446	0.289	29,837 - 30,847	0.241	1,824,800 - 1,983,478	0.193
11,447 - 11,592	0.288	30,848 - 31,929	0.240	1,983,479 - 2,172,380	0.192
11,593 - 11,741	0.287	31,930 - 33,090	0.239	2,172,381 - 2,401,052	0.191
11,742 - 11,895	0.286	33,091 - 34,339	0.238	2,401,053 - 2,683,529	0.190
11,896 - 12,052	0.285	34,340 - 35,686	0.237	2,683,530 - 3,041,333	0.189
12,053 - 12,214	0.284	35,687 - 37,142	0.236	3,041,334 - 3,509,230	0.188
12,215 - 12,380	0.284	37,143 - 38,723	0.235	3,509,231 - 4,147,272	0.187
12,381 - 12,551	0.283	38,724 - 40,444	0.235	4,147,273 - 5,068,888	0.187
12,552 - 12,727	0.282	40,445 - 42,325	0.234	5,068,889 - 6,517,142	0.186
12,728 - 12,907	0.281	42,326 - 44,390	0.233	6,517,143 - 9,123,999	0.185
12,908 - 13,093	0.280	44,391 - 46,666	0.232	9,124,000 - 15,206,666	0.184
13,094 - 13,284	0.279	46,667 - 49,189	0.231	15,206,667 - 45,619,999	0.183
13,285 - 13,481	0.278	49,190 - 51,999	0.230	45,620,000 - And Above	0.182
13,482 - 13,684	0.277	52,000 - 55,151	0.229		
13,685 - 13,893	0.276	55,152 - 58,709	0.228		
13,894 - 14,108	0.275	58,710 - 62,758	0.227		
14,109 - 14,330	0.274	62,759 - 67,407	0.226		
14,331 - 14,559	0.273	67,408 - 72,799	0.225		
14,560 - 14,796	0.272	72,800 - 79,130	0.224		
14,797 - 15,041	0.271	79,131 - 86,666	0.223		
15,042 - 15,294	0.270	86,667 - 95,789	0.222		
15,295 - 15,555	0.269	95,790 - 107,058	0.221		
15,556 - 15,826	0.268	107,059 - 121,333	0.220		
15,827 - 16,106	0.267	121,334 - 139,999	0.219		
16,107 - 16,396	0.266	140,000 - 165,454	0.218		
16,397 - 16,697	0.265	165,455 - 200,377	0.217		
16,698 - 17,009	0.264	200,378 - 208,235	0.216		
17,010 - 17,333	0.263	208,236 - 216,734	0.215		
17,334 - 17,669	0.262	216,735 - 225,957	0.214		
17,670 - 18,019	0.261	225,958 - 235,999	0.213		
18,020 - 18,383	0.260	236,000 - 246,976	0.212		
18,384 - 18,762	0.260	246,977 - 259,024	0.211		
18,763 - 19,157	0.259	259,025 - 272,307	0.211		
19,158 - 19,569	0.258	272,308 - 287,027	0.210		
19,570 - 19,999	0.257	287,028 - 303,428	0.209		
20,000 - 20,449	0.256	303,429 - 321,818	0.208	First - 10,000	0.0%
20,450 - 20,919	0.255	321,819 - 342,580	0.207	Next - 190,000	9.1%
20,920 - 21,411	0.254	342,581 - 366,206	0.206	Next - 1,550,000	11.3%
21,412 - 21,927	0.253	366,207 - 393,333	0.205	Over - 1,750,000	12.3%
				Expected Loss and ALAE Ratio:	0.660
				Tax Multiplier:	1.041



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

Type B: 2015-01

WC Premium Range		Expense Ratio
From	To	
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	0.284
15,224	15,692	0.283
15,693	16,190	0.282
16,191	16,721	0.281
16,722	17,288	0.280
17,289	17,894	0.279
17,895	18,545	0.278
18,546	19,245	0.277

WC Premium Range		Expense Ratio
From	To	
19,246	19,999	0.276
20,000	20,816	0.275
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	0.260
60,000	67,999	0.259
68,000	78,461	0.258
78,462	92,727	0.257
92,728	113,333	0.256
113,334	145,714	0.255
145,715	200,606	0.254
200,607	213,548	0.253

WC Premium Range		Expense Ratio
From	To	
213,549	228,275	0.252
228,276	245,185	0.251
245,186	264,799	0.250
264,800	287,826	0.249
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	0.235
3,201,539	3,783,636	0.234
3,783,637	4,624,444	0.233
4,624,445	5,945,714	0.232
5,945,715	8,323,999	0.231
8,324,000	13,873,333	0.230
13,873,334	41,619,999	0.229
41,620,000	And Above	0.228
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:		0.660
Tax Multiplier:		1.041

WORKERS COMPENSATION AND EMPLOYERS LIABILITY

Exhibit V

IOWA

Page S1

Effective January 1, 2016

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
0005	7.44	600	2.72	0.33	2014	12.10	900	3.96	0.27	2709	21.14	900	6.93	0.27
0008	4.99	600	1.73	0.30	2016	6.38	862	2.45	0.34	2710	15.64	900	4.75	0.24
0016	10.92	450	3.56	0.26	2021	4.47	652	1.56	0.30	2714	9.85	900	3.73	0.34
0034	10.57	600	3.89	0.33	2039	8.05	900	3.05	0.34	2731	6.38	862	2.08	0.26
0035	6.05	600	2.29	0.34	2041	9.10	900	3.44	0.34	2735	9.87	900	3.72	0.34
0036	6.38	450	2.34	0.33	2065	5.41	755	2.00	0.33	2759	11.32	900	4.29	0.34
0037	7.87	450	2.72	0.30	2070	10.84	900	4.01	0.33	2790	3.38	532	1.27	0.34
0042	14.96	600	5.20	0.30	2081	7.62	900	2.79	0.33	2797	10.89	900	4.02	0.33
0050	13.25	900	4.89	0.33	2089	7.50	900	2.77	0.33	2799	9.09	900	3.19	0.30
0059D	0.79	-	0.11	0.23	2095	6.15	837	2.27	0.33	2802	9.32	900	3.23	0.30
0065D	0.20	-	0.03	0.26	2105	7.54	900	2.85	0.34	2812	-	-	2.12	0.33
0066D	0.20	-	0.03	0.27	2110	5.02	712	1.89	0.34	2835	5.73	790	2.30	0.44
0067D	0.20	-	0.03	0.26	2111	4.73	680	1.80	0.34	2836	4.73	680	1.88	0.44
0079	6.59	600	2.14	0.26	2112	6.85	900	2.58	0.34	2841	8.26	900	3.11	0.34
0083	11.56	450	4.24	0.33	2114	5.37	751	2.04	0.34	2881	6.57	883	2.62	0.44
0106	15.72	900	4.78	0.24	2121	2.93	482	1.08	0.33	2883	5.75	793	2.12	0.33
0113	7.88	900	2.91	0.33	2130	3.64	560	1.35	0.33	2913	7.36	900	2.93	0.44
0170	5.97	817	2.20	0.33	2131	5.21	733	1.92	0.33	2915	6.08	829	2.13	0.30
0251	6.08	829	2.24	0.33	2143	4.38	642	1.65	0.34	2916	8.39	900	2.55	0.24
0400	13.26	900	4.63	0.30	2157	7.88	900	2.92	0.33	2923	4.34	637	1.64	0.34
0401	19.90	A	6.05	0.24	2172	4.23	625	1.48	0.31	2942	5.36	750	2.15	0.44
0771N	1.22	-	-	-	2174	7.02	900	2.66	0.34	2960	8.88	900	3.27	0.33
0908P	302.00	462	111.59	0.33	2211	18.06	900	5.90	0.26	3004	4.26	629	1.40	0.27
0913P	763.00	900	281.15	0.33	2220	4.52	657	1.67	0.33	3018	5.67	784	1.85	0.26
0917	8.62	900	3.26	0.34	2286	3.42	536	1.29	0.34	3022	8.14	900	3.09	0.34
1005	10.08	900	2.85	0.24	2288	9.11	900	3.45	0.34	3027	9.30	900	3.04	0.26
1016X	22.33	900	6.31	0.24	2300	4.43	647	1.78	0.44	3028	4.81	689	1.77	0.33
1164D	8.87	900	2.45	0.23	2302	4.13	614	1.52	0.33	3030	9.26	900	3.02	0.26
1165D	6.60	886	1.99	0.25	2305	4.52	657	1.57	0.30	3040	11.09	900	3.61	0.26
1320	3.55	551	1.08	0.25	2361	4.47	652	1.65	0.33	3041	10.31	900	3.79	0.33
1322	14.29	900	4.38	0.25	2362	3.46	541	1.27	0.33	3042	8.32	900	2.90	0.30
1430	11.05	900	3.61	0.26	2380	4.88	697	1.79	0.33	3064	9.97	900	3.66	0.33
1438	9.32	900	2.84	0.25	2386	4.02	602	1.53	0.34	3069	-	-	2.35	0.33
1452	4.13	614	1.36	0.27	2388	3.52	547	1.33	0.34	3076	6.37	861	2.35	0.33
1463	39.07	900	11.90	0.24	2402	4.98	708	1.62	0.26	3081D	12.07	900	3.86	0.26
1472	9.44	900	2.86	0.24	2413	5.67	784	2.09	0.33	3082D	7.79	900	2.51	0.26
1624D	8.20	900	2.47	0.24	2416	4.36	640	1.60	0.33	3085D	12.96	900	4.19	0.27
1642	5.50	765	1.79	0.26	2417	3.12	503	1.15	0.33	3110	15.51	900	5.70	0.33
1654	11.64	900	3.81	0.27	2501	6.18	840	2.26	0.33	3111	4.76	684	1.75	0.33
1655	6.55	881	2.16	0.27	2503	2.29	412	0.87	0.34	3113	4.30	633	1.58	0.33
1699	7.83	900	2.55	0.26	2534	4.08	609	1.53	0.34	3114	7.19	900	2.65	0.33
1701	6.75	900	2.22	0.27	2570	7.84	900	2.96	0.34	3118	3.56	552	1.35	0.34
1710D	8.64	900	2.81	0.27	2585	7.84	900	2.96	0.34	3119	2.29	412	0.92	0.44
1741D	11.49	900	2.82	0.23	2586	5.67	784	2.09	0.33	3122	2.93	482	1.10	0.34
1747	5.20	732	1.71	0.27	2587	4.91	700	1.87	0.34	3126	8.48	900	3.11	0.33
1748	10.01	900	3.25	0.26	2589	5.21	733	1.92	0.33	3131	3.76	574	1.38	0.33
1803D	14.88	900	4.36	0.24	2600	6.03	823	2.29	0.34	3132	5.51	766	2.02	0.33
1852D	6.27	850	1.55	0.23	2623	13.82	900	4.79	0.30	3145	3.63	559	1.33	0.33
1853	4.72	679	1.66	0.30	2651	3.76	574	1.42	0.34	3146	5.84	802	2.15	0.33
1860	4.08	609	1.55	0.34	2660	4.62	668	1.74	0.34	3169	5.75	793	2.11	0.33
1924	4.16	618	1.57	0.34	2670	3.71	568	1.48	0.44	3175D	8.02	900	2.90	0.33
1925	8.84	900	3.05	0.30	2683	3.78	576	1.42	0.34	3179	5.50	765	2.08	0.34
2001	-	-	3.71	0.33	2688	8.16	900	3.07	0.34	3180	5.32	745	2.00	0.34
2002	4.16	618	1.57	0.34	2701	27.73	900	9.04	0.26	3188	3.30	523	1.25	0.34
2003	10.01	900	3.71	0.33	2702	31.49	900	8.84	0.23	3220	3.30	523	1.22	0.33

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

WORKERS COMPENSATION AND EMPLOYERS LIABILITY

Exhibit V

Effective January 1, 2016

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
3223	7.90	900	3.14	0.44	4021	11.88	900	3.89	0.27	4568	4.36	640	1.42	0.26
3224	7.76	900	2.96	0.34	4024D	7.97	900	2.59	0.26	4581	2.11	392	0.64	0.24
3227	8.22	900	3.09	0.34	4034	15.55	900	5.08	0.26	4583	6.89	900	2.10	0.24
3240	4.94	703	1.86	0.34	4036	4.90	699	1.60	0.27	4611	3.08	499	1.16	0.34
3241	6.29	852	2.31	0.33	4038	6.77	900	2.72	0.44	4635	7.01	900	1.97	0.23
3255	3.90	589	1.56	0.44	4053	3.89	588	1.43	0.33	4653	3.82	580	1.44	0.34
3257	5.28	741	1.94	0.33	4061	7.23	900	2.74	0.34	4665	14.50	900	4.75	0.27
3270	4.98	708	1.83	0.33	4062	3.50	545	1.29	0.33	4670	19.19	900	6.22	0.26
3300	8.52	900	3.12	0.33	4101	5.36	750	1.86	0.30	4683	10.13	900	3.73	0.33
3303	7.45	900	2.81	0.34	4109	1.59	335	0.60	0.34	4686	4.84	692	1.58	0.26
3307	5.63	779	2.08	0.33	4110	1.83	361	0.68	0.33	4692	1.16	288	0.44	0.34
3315	8.89	900	3.37	0.34	4111	3.86	585	1.47	0.34	4693	3.67	564	1.35	0.33
3334	6.86	900	2.55	0.33	4112	-	-	0.68	0.33	4703	7.09	900	2.62	0.33
3336	7.05	900	2.30	0.26	4113	3.30	523	1.23	0.33	4717	3.71	568	1.48	0.44
3365	13.61	900	4.45	0.26	4114	5.06	717	1.86	0.33	4720	5.81	799	2.14	0.33
3372	6.89	900	2.39	0.30	4130	6.01	821	2.21	0.33	4740	3.38	532	1.11	0.27
3373	9.95	900	3.67	0.33	4131	7.90	900	2.98	0.34	4741	4.28	631	1.58	0.33
3383	2.48	433	0.94	0.34	4133	5.17	729	1.94	0.34	4751	8.70	900	2.80	0.26
3385	1.68	345	0.63	0.34	4149	1.50	325	0.59	0.44	4771N	6.94	900	1.95	0.23
3400	5.21	733	1.82	0.30	4150	-	-	0.59	0.44	4777	8.02	900	2.25	0.23
3507	9.30	900	3.42	0.33	4206	6.45	870	2.37	0.33	4825	6.19	841	2.02	0.26
3515	4.52	657	1.66	0.33	4207	5.37	751	1.75	0.26	4828	3.52	547	1.23	0.30
3548	3.16	508	1.17	0.33	4239	5.25	738	1.73	0.27	4829	2.37	421	0.72	0.24
3559	8.16	900	2.98	0.33	4240	5.25	738	1.98	0.34	4902	6.45	870	2.43	0.34
3574	2.69	456	1.02	0.34	4243	4.54	659	1.67	0.33	4923	2.15	397	0.79	0.33
3581	2.59	445	0.98	0.34	4244	5.16	728	1.89	0.33	5020	9.71	900	3.18	0.27
3612	4.72	679	1.64	0.30	4250	4.94	703	1.82	0.33	5022	15.11	900	4.61	0.25
3620	8.10	900	2.64	0.26	4251	5.51	766	2.03	0.33	5037	67.20	900	18.87	0.23
3629	4.99	709	1.88	0.34	4263	4.88	697	1.79	0.33	5040	41.22	900	11.61	0.23
3632	7.58	900	2.63	0.30	4273	4.04	604	1.49	0.33	5057	15.05	900	4.22	0.23
3634	3.72	569	1.41	0.34	4279	4.04	604	1.49	0.33	5059	35.72	900	10.01	0.23
3635	6.15	837	2.26	0.33	4282	4.16	618	1.59	0.34	5069	40.52	900	11.52	0.24
3638	4.02	602	1.52	0.34	4283	4.23	625	1.55	0.33	5102	8.91	900	2.72	0.25
3642	3.72	569	1.36	0.33	4299	4.36	640	1.65	0.34	5146	8.87	900	2.90	0.26
3643	4.26	629	1.57	0.33	4304	9.91	900	3.43	0.30	5160	7.58	900	2.34	0.25
3647	6.01	821	2.10	0.30	4307	4.12	613	1.65	0.44	5183	7.35	900	2.41	0.27
3648	3.04	494	1.15	0.34	4351	2.09	390	0.77	0.33	5188	6.20	842	2.03	0.27
3681	2.52	437	0.95	0.34	4352	3.04	494	1.15	0.34	5190	4.93	702	1.61	0.27
3685	3.12	503	1.18	0.34	4360	1.95	375	0.74	0.34	5191	1.89	368	0.70	0.33
3719	2.42	426	0.68	0.23	4361	1.83	361	0.69	0.34	5192	5.94	813	2.18	0.33
3724	9.50	900	2.89	0.24	4362	-	-	0.74	0.34	5213	15.65	900	4.81	0.25
3726	7.83	900	2.21	0.24	4410	5.21	733	1.92	0.33	5215	13.09	900	4.58	0.30
3803	8.80	900	3.25	0.33	4420	10.13	900	3.12	0.25	5221	10.95	900	3.58	0.27
3807	5.88	807	2.22	0.34	4431	3.26	519	1.30	0.44	5222	22.62	900	6.91	0.25
3808	5.59	775	1.95	0.30	4432	3.03	493	1.21	0.44	5223	12.14	900	3.99	0.27
3821	11.83	900	4.12	0.30	4439	4.20	622	1.46	0.30	5348	12.57	900	4.14	0.27
3822	9.11	900	3.16	0.30	4452	7.38	900	2.71	0.33	5402	7.87	900	2.97	0.34
3824	10.50	900	3.65	0.30	4459	5.67	784	2.10	0.33	5403	21.22	900	6.45	0.24
3826	1.65	342	0.61	0.33	4470	5.33	746	1.96	0.33	5437	12.51	900	4.12	0.27
3827	4.42	646	1.54	0.30	4484	5.92	811	2.17	0.33	5443	7.49	900	2.76	0.33
3830	2.47	432	0.86	0.30	4493	5.85	804	2.15	0.33	5445	11.17	900	3.42	0.25
3851	7.19	900	2.73	0.34	4511	1.22	294	0.42	0.30	5462	16.85	900	5.51	0.26
3865	3.15	507	1.25	0.44	4557	4.64	670	1.75	0.34	5472	8.41	900	2.37	0.24
3881	11.92	900	4.38	0.33	4558	4.36	640	1.60	0.33	5473	14.14	900	3.97	0.23
4000	19.10	900	5.80	0.24	4561	-	-	1.46	0.30	5474	10.61	900	3.24	0.25

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

WORKERS COMPENSATION AND EMPLOYERS LIABILITY

Exhibit V

Effective January 1, 2016

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
5478	9.13	900	2.99	0.27	6874F	33.54	900	6.66	0.20	7590	6.38	862	2.22	0.30
5479	13.59	900	4.74	0.30	6882	8.62	900	2.44	0.24	7600	6.40	864	2.09	0.26
5480	27.92	900	8.50	0.24	6884	15.24	900	4.34	0.24	7601	-	-	2.09	0.26
5491	3.93	592	1.20	0.25	7016M	13.55	900	3.84	0.24	7605	3.34	527	1.09	0.26
5506	12.05	900	3.39	0.23	7024M	15.05	900	4.27	0.24	7610	1.04	274	0.36	0.30
5507	5.68	785	1.74	0.25	7038M	8.24	900	2.30	0.23	7611	-	-	2.09	0.26
5508D	27.74	900	9.08	0.27	7046M	22.14	900	6.24	0.24	7612	-	-	2.09	0.26
5535	11.10	900	3.62	0.26	7047M	27.94	900	7.49	0.24	7613	-	-	2.09	0.26
5537	9.23	900	3.01	0.26	7050M	16.99	900	4.48	0.23	7705	10.44	900	3.64	0.30
5551	36.87	900	10.29	0.23	7090M	9.15	900	2.55	0.23	7710	64.87	900	19.71	0.24
5606	3.15	507	0.96	0.24	7098M	24.60	900	6.93	0.24	7711	64.87	900	19.71	0.24
5610	14.47	900	5.30	0.33	7099M	45.66	900	12.16	0.24	7720	5.97	817	1.95	0.26
5645	17.17	900	5.22	0.24	7133	6.44	868	1.97	0.25	7855	12.47	900	4.10	0.27
5651	-	-	5.22	0.24	7151M	7.81	900	2.40	0.25	8001	3.32	525	1.25	0.34
5703	20.51	900	6.71	0.27	7152M	16.12	900	4.67	0.25	8002	3.61	557	1.33	0.33
5705	23.73	900	7.73	0.26	7153M	8.68	900	2.66	0.25	8006	4.84	692	1.78	0.33
5951	2.33	416	0.87	0.34	7222	11.21	900	3.68	0.27	8008	2.38	422	0.89	0.34
6003	12.32	900	4.05	0.27	7228	14.43	900	4.74	0.27	8010	3.13	504	1.18	0.34
6005	8.36	900	2.74	0.27	7229	14.27	900	4.37	0.25	8013	0.57	223	0.21	0.33
6017	21.39	900	6.79	0.25	7230	15.24	900	5.31	0.30	8015	1.60	336	0.59	0.33
6018	5.12	723	1.70	0.27	7231	16.86	900	5.87	0.30	8017	2.90	479	1.09	0.34
6045	5.94	813	1.96	0.27	7232	14.39	900	4.42	0.25	8018	4.71	678	1.78	0.34
6204	17.32	900	5.30	0.25	7309F	26.21	900	5.22	0.20	8021	4.58	664	1.68	0.33
6206	7.24	900	2.04	0.23	7313F	4.88	697	0.97	0.20	8031	4.00	600	1.47	0.33
6213	4.67	674	1.43	0.25	7317F	15.77	900	3.12	0.20	8032	3.58	554	1.35	0.34
6214	6.01	821	1.69	0.23	7327F	38.61	900	7.73	0.20	8033	2.35	419	0.86	0.33
6216	12.36	900	3.49	0.24	7333M	24.31	900	6.99	0.24	8037	2.90	479	1.09	0.34
6217	10.32	900	3.14	0.24	7335M	27.01	900	7.77	0.24	8039	2.44	428	0.92	0.34
6229	8.75	900	2.65	0.24	7337M	50.14	900	13.64	0.24	8044	4.88	697	1.70	0.30
6233	4.82	690	1.48	0.25	7350F	18.77	900	3.98	0.23	8045	0.79	247	0.30	0.34
6235	13.49	900	3.80	0.24	7360	9.83	900	3.22	0.27	8046	4.82	690	1.77	0.33
6236	22.04	900	7.21	0.27	7370	8.74	900	3.21	0.33	8047	1.86	365	0.70	0.34
6237	3.48	543	1.14	0.27	7380	8.19	900	2.85	0.30	8058	5.14	725	1.88	0.33
6251D	12.30	900	3.78	0.25	7382	7.42	900	2.72	0.33	8072	1.27	300	0.48	0.34
6252D	7.27	900	2.02	0.23	7390	8.49	900	3.13	0.33	8102	3.25	518	1.23	0.34
6260D	10.93	900	3.08	0.24	7394M	7.53	900	2.12	0.24	8103	4.68	675	1.62	0.30
6306	8.71	900	2.67	0.25	7395M	8.36	900	2.36	0.24	8105	4.65	672	1.76	0.34
6319	5.89	808	1.80	0.25	7398M	15.51	900	4.14	0.24	8106	9.35	900	3.05	0.26
6325	11.43	900	3.49	0.25	7402	0.44	208	0.16	0.33	8107	6.34	857	2.07	0.26
6400	11.27	900	3.93	0.30	7403	6.85	900	2.23	0.26	8111	4.32	635	1.59	0.33
6503	2.74	461	1.04	0.34	7405N	1.82	468	0.60	0.27	8116	4.60	666	1.69	0.33
6504	4.24	626	1.61	0.34	7420	12.21	900	3.48	0.24	8203	12.30	900	4.53	0.33
6702M*	15.15	900	4.98	0.27	7421	1.92	371	0.59	0.24	8204	7.07	900	2.30	0.26
6703M*	31.24	900	9.71	0.27	7422	3.15	507	0.89	0.24	8209	14.73	900	5.44	0.33
6704M*	16.84	900	5.53	0.27	7425	6.42	866	1.82	0.24	8215	5.71	788	1.87	0.26
6801F	8.33	900	1.86	0.25	7431N	1.47	409	0.42	0.24	8227	9.15	900	2.58	0.24
6811	10.63	900	3.49	0.27	7445N	0.98	-	-	-	8232	10.57	900	3.45	0.26
6824F	15.24	900	3.27	0.22	7453N	0.79	-	-	-	8233	4.88	697	1.61	0.27
6826F	16.86	900	3.63	0.25	7502	5.16	728	1.68	0.26	8235	6.77	900	2.50	0.33
6834	14.27	900	4.94	0.30	7515	1.92	371	0.54	0.23	8263	13.44	900	4.63	0.30
6836	9.83	900	3.21	0.26	7520	6.99	900	2.58	0.33	8264	11.48	900	3.73	0.26
6843F	28.99	900	5.82	0.20	7538	8.93	900	2.52	0.24	8265	12.34	900	3.74	0.24
6845F	15.00	900	2.97	0.20	7539	5.58	774	1.70	0.25	8279	12.39	900	3.76	0.24
6854	7.42	900	2.08	0.23	7540	7.11	900	1.98	0.23	8288	13.86	900	4.47	0.26
6872F	14.57	900	2.90	0.20	7580	4.07	608	1.33	0.26	8291	8.55	900	2.97	0.30

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

WORKERS COMPENSATION AND EMPLOYERS LIABILITY

Exhibit V

IOWA

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Effective January 1, 2016

APPLICABLE TO ASSIGNED RISK POLICIES ONLY

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
8292	6.47	872	2.39	0.33	9016	6.14	835	2.24	0.33					
8293	19.27	900	6.31	0.27	9019	3.81	579	1.24	0.26					
8304	8.83	900	2.88	0.26	9033	4.38	642	1.60	0.33					
8350	10.24	900	3.12	0.25	9040	6.33	856	2.38	0.34					
8380	5.19	731	1.81	0.30	9044	2.80	468	1.06	0.34					
8381	4.71	678	1.64	0.30	9052	4.42	646	1.67	0.34					
8385	3.90	589	1.27	0.26	9058	3.12	503	1.24	0.44					
8392	3.61	557	1.33	0.33	9059	-	-	0.73	0.34					
8393	3.77	575	1.39	0.33	9060	2.39	423	0.90	0.34					
8500	8.23	900	2.68	0.26	9061	2.61	447	1.04	0.44					
8601	1.00	270	0.35	0.30	9062	2.18	400	0.87	0.44					
8602	2.44	428	0.85	0.30	9063	1.86	365	0.70	0.34					
8603	0.18	180	0.06	0.33	9077F	6.71	898	1.63	0.32					
8606	5.08	719	1.55	0.25	9082	2.39	423	0.95	0.44					
8709F	9.91	900	1.97	0.20	9083	2.41	425	0.96	0.44					
8719	8.37	900	2.33	0.23	9084	3.04	494	1.11	0.33					
8720	3.58	554	1.16	0.26	9088a	a	a	a	a					
8721	0.61	227	0.20	0.26	9089	2.54	439	0.95	0.34					
8723	0.35	199	0.13	0.33	9093	3.12	503	1.17	0.34					
8725	4.17	619	1.36	0.26	9101	9.98	900	3.77	0.34					
8726F	5.63	779	1.26	0.24	9102	7.32	900	2.68	0.33					
8734M	1.04	274	0.34	0.26	9154	2.57	443	0.94	0.33					
8737M	0.94	263	0.31	0.26	9156	3.72	569	1.29	0.30					
8738M	1.92	371	0.59	0.26	9170	16.30	900	4.56	0.23					
8742	0.77	245	0.25	0.26	9178	7.20	900	2.85	0.44					
8745	8.91	900	3.09	0.30	9179	31.19	900	11.68	0.34					
8748	1.21	293	0.42	0.30	9180	9.50	900	3.07	0.26					
8755	0.92	261	0.30	0.26	9182	4.16	618	1.52	0.33					
8799	0.96	266	0.35	0.33	9186	18.02	900	5.45	0.24					
8800	3.25	518	1.30	0.44	9220	8.57	900	2.98	0.30					
8803	0.16	178	0.05	0.26	9402	7.51	900	2.46	0.27					
8805M	0.55	221	0.20	0.33	9403	12.31	900	3.75	0.24					
8810	0.40	204	0.15	0.33	9410	4.29	632	1.58	0.33					
8814M	0.49	214	0.18	0.33	9501	7.36	900	2.56	0.30					
8815M	1.01	271	0.36	0.33	9505	7.75	900	2.69	0.30					
8820	0.39	203	0.13	0.30	9516	14.48	900	4.73	0.26					
8824	5.36	750	2.02	0.34	9519	7.23	900	2.36	0.26					
8825	2.87	476	1.15	0.44	9521	8.29	900	2.71	0.26					
8826	5.68	785	2.08	0.33	9522	7.87	900	2.90	0.33					
8829	5.32	745	1.96	0.33	9534	9.20	900	2.83	0.25					
8831	2.52	437	0.92	0.33	9554	19.92	900	6.10	0.25					
8832	0.60	226	0.22	0.33	9586	1.14	285	0.46	0.44					
8833	1.68	345	0.62	0.33	9600	5.37	751	2.03	0.34					
8835	4.34	637	1.60	0.33	9620	1.92	371	0.67	0.30					
8842	3.90	589	1.42	0.33										
8855	0.35	199	0.13	0.33										
8856	0.49	214	0.18	0.33										
8864	3.09	500	1.13	0.33										
8868	0.73	240	0.28	0.34										
8869	1.95	375	0.73	0.34										
8871	0.21	183	0.08	0.34										
8901	0.69	236	0.24	0.30										
9012	3.68	565	1.28	0.30										
9014	6.97	900	2.56	0.33										
9015	7.07	900	2.59	0.33										

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

Effective January 1, 2016
APPLICABLE TO ASSIGNED RISK POLICIES ONLY

FOOTNOTES

- a Rate for each individual risk must be obtained by NCCI Customer Service or the Rating Organization having jurisdiction.
- A Minimum Premium \$100 per ginning location for policy minimum premium computation.
- D Rate for classification already includes the specific disease loading shown in the table below. See **Basic Manual** Rule 3-A-7.

Disease			Disease			Disease		
Code No.	Loading	Symbol	Code No.	Loading	Symbol	Code No.	Loading	Symbol
0059D	0.79	S	1710D	0.12	S	3175D	0.12	S
0065D	0.20	S	1741D	1.44	S	4024D	0.05	S
0066D	0.20	S	1803D	0.59	S	5508D	0.17	S
0067D	0.20	S	1852D	0.73	Asb	6251D	0.09	S
1164D	0.16	S	3081D	0.21	S	6252D	0.07	S
1165D	0.09	S	3082D	0.09	S	6260D	0.10	S
1624D	0.09	S	3085D	0.21	S			

Asb=Asbestos, S=Silica

- 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.
- X Refer to special classification phraseology in these pages which is applicable in this state.

*** 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 2.506 and elr x 2.369.
- 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, 2016
APPLICABLE TO ASSIGNED RISK POLICIES ONLY

MISCELLANEOUS VALUES

Basis of premium applicable in accordance with <i>Basic Manual</i> footnote instructions for Code 7370 -- "Taxicab Co.":	
Employee operated vehicle.....	\$63,500
Leased or rented vehicle.....	\$42,300
Catastrophe (other than Certified Acts of Terrorism) - (Assigned Risk).....	0.01
Expense Constant applicable in accordance with <i>Basic Manual</i> Rule 3-A-11.....	\$160
Maximum Weekly Payroll applicable in accordance with <i>Basic Manual</i> Rule 2-E -- "Executive Officers" including members of limited liability companies, Rule 2-E-3 for Partners and Sole Proprietors, and <i>Basic Manual</i> footnote instructions for Code 9178 -- "Athletic Sports or Park: Non-Contact Sports", and Code 9179 -- "Athletic Sports or Park: Contact Sports"	
	\$3,300
Minimum Weekly Payroll applicable in accordance with <i>Basic Manual</i> Rule 2-E -- "Executive Officers" and members of limited liability companies and Rule 2-E-3 for Partners and Sole Proprietors	
	\$400
Terrorism - (Assigned Risk).....	0.02
United States Longshore and Harbor Workers' Compensation Coverage Percentage applicable only in connection with <i>Basic Manual</i> Rule 3-A-4.....	
	101%

(Multiply a Non-F classification rate by a factor of 2.01 to adjust for differences in benefits and loss-based expenses. This factor is the product of the adjustment for differences in benefits 1.89 and the adjustment for differences in loss-based expenses (1.061).)

Experience Rating Eligibility

A risk is eligible for intrastate experience rating when the payrolls or other exposures developed in the last year or last two years of the experience period produced a premium of at least \$7,500. If more than two years, an average annual premium of at least \$3,750 is required. The *Experience Rating Plan Manual* should be referenced for the latest approved eligibility amounts by state.



IOWA

WORKERS COMPENSATION FILING – JANUARY 1, 2016

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

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WORKERS COMPENSATION FILING - JANUARY 1, 2016



AFFILIATES LIST FOR IOWA

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
 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
 ADVANTAGE WC INSURANCE CO
 AIG ASSURANCE COMPANY
 AIG PROPERTY CASUALTY COMPANY
 AIU INSURANCE CO (NATIONAL UNION FIRE OF PITTS PA)
 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 CO
 AMERICAN FIRE AND CASUALTY CO
 AMERICAN GUARANTEE AND LIABILITY INS CO
 AMERICAN HOME ASSUR CO-NATIONAL UNION FIRE OF PIT
 AMERICAN INS CO
 AMERICAN INTERSTATE INS CO
 AMERICAN MINING INS 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
 AMGUARD INS CO
 AMTRUST INSURANCE CO OF KS INC
 ARCH INSURANCE COMPANY
 ARGONAUT GREAT CENTRAL INS CO
 ARGONAUT INS CO
 ARGONAUT MIDWEST INS CO
 ASSOCIATED INDEMNITY CORP
 ATLANTIC SPECIALTY INS CO (ONEBEACON)
 ATLANTIC STATES INS CO
 AUSTIN MUTUAL INSURANCE COMPANY
 AUTO OWNERS INS CO
 BADGER MUTUAL INS CO
 BANKERS STANDARD FIRE AND MARINE CO
 BANKERS STANDARD INS CO
 BEARING MIDWEST CAUSALTY COMPANY
 BENCHMARK 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
 CAPITOL INDEMNITY CORP
 CAROLINA CASUALTY INS CO
 CHARTER OAK FIRE INS CO
 CHEROKEE INS CO
 CHUBB INDEMNITY INS CO
 CHUBB NATIONAL INS CO
 CHURCH MUTUAL INS CO
 CINCINNATI CASUALTY COMPANY
 CINCINNATI INDEMNITY COMPANY
 CINCINNATI INS CO
 CITIZENS INS CO OF AMERICA
 CLERMONT INS CO
 COLONIAL AMERICAN CASUALTY & SURETY CO
 COLUMBIA MUTUAL INSURANCE CO
 COLUMBIA NATIONAL INS CO
 COMMERCE AND INDUSTRY INS CO
 COMPANION PROPERTY AND CASUALTY INS CO
 CONSOLIDATED INS CO
 CONTINENTAL CASUALTY CO
 CONTINENTAL INDEMNITY CO
 CONTINENTAL INS CO
 CONTINENTAL WESTERN INSURANCE COMPANY
 CRUM AND FORSTER INDEMNITY CO
 DAKOTA TRUCK UNDERWRITERS
 DEERFIELD INS CO
 DEPOSITORS INS CO
 DIAMOND INS CO
 DISCOVER PROPERTY & CASUALTY INS CO
 DONEGAL MUTUAL INS CO
 EASTERN ADVANTAGE ASSURANCE COMPANY
 EASTERN ALLIANCE INSURANCE COMPANY
 EASTGUARD INS CO
 ELECTRIC INS CO
 EMC PROPERTY & CASUALTY COMPANY
 EMCASCO INS CO
 EMPLOYERS ASSURANCE COMPANY
 EMPLOYERS INS CO OF WAUSAU
 EMPLOYERS MUTUAL CASUALTY CO
 EMPLOYERS PREFERRED INS CO
 EVEREST NATIONAL INS CO
 EVEREST REINSURANCE CO DIRECT
 EXECUTIVE RISK INDEMNITY INC
 EXPLORER INS CO
 FALLS LAKE NATIONAL INSURANCE CO
 FARM BUREAU PROPERTY CASUALTY INS CO
 FARMERS INSURANCE EXCHANGE
 FARMINGTON CASUALTY COMPANY
 FARMLAND MUTUAL INSURANCE COMPANY
 FEDERAL INSURANCE COMPANY
 FEDERATED MUTUAL INS CO
 FEDERATED RURAL ELECTRIC INS EXCHANGE
 FEDERATED SERVICE INS CO
 FIDELITY & DEPOSIT COMPANY OF MARYLAND
 FIDELITY & GUARANTY INS UNDERWRITERS
 FIDELITY & GUARANTY INSURANCE CO
 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
 GENERAL CASUALTY COMPANY OF WISCONSIN
 GENERAL CASUALTY INSURANCE COMPANY
 GENERAL INS CO OF AMERICA
 GENESIS INS CO
 GRANITE STATE INSURANCE COMPANY
 GRAPHIC ARTS MUTUAL INS CO
 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
 GRINNELL SELECT INS CO

WORKERS COMPENSATION FILING - JANUARY 1, 2016



GUIDEONE ELITE INS CO
 GUIDEONE MUTUAL INS CO
 HAMILTON MUTUAL INS CO
 HANOVER AMERICAN INS CO
 HANOVER INS CO
 HARLEYSVILLE INSURANCE COMPANY
 HARLEYSVILLE LAKE STATES 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 MUTUAL INS CO
 HAWKEYE-SECURITY INS CO
 HDI GERLING AMERICA INSURANCE 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
 INDEMNITY INS CO OF N AMERICA (INA INS) (CT GEN)
 INDIANA INSURANCE COMPANY
 INS CO OF NORTH AMERICA
 INS CO OF THE STATE PA
 INS CO OF THE WEST
 INTEGRITY MUTUAL INS CO
 INTEGRITY PROPERTY & CASUALTY INS CO
 LAFAYETTE INS CO
 LE MARS 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
 MANUFACTURERS ALLIANCE INS CO
 MARKEL AMERICAN INSURANCE CO
 MARKEL INSURANCE CO
 MEMIC INDEMNITY CO
 MERIDIAN SECURITY INSURANCE COMPANY
 MHA INSURANCE COMPANY
 MID CENTURY INS CO
 MIDDLESEX INS CO
 MIDWEST BUILDERS CASUALTY MUTUAL COMPANY
 MIDWEST EMPLOYERS CASUALTY CO
 MIDWEST FAMILY MUTUAL INS CO
 MIDWEST INS CO
 MIDWESTERN INDEMNITY CO
 MILBANK INSURANCE COMPANY
 MILWAUKEE CASUALTY INSURANCE CO (AMTRUST GROUP)
 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 SURETY CORP
 NATIONAL UNION FIRE INS CO OF PITTSBURG PA
 NATIONWIDE AGRIBUSINESS INS CO
 NATIONWIDE MUTUAL FIRE INS CO
 NATIONWIDE MUTUAL INS CO
 NETHERLANDS INSURANCE COMPANY
 NEW HAMPSHIRE INSURANCE COMPANY
 NEW YORK MARINE AND GENERAL INSURANCE CO
 NORGUARD INS CO
 NORTH AMERICAN ELITE INSURANCE CO
 NORTH AMERICAN SPECIALTY INS CO
 NORTH POINTE INS CO
 NORTH RIVER INS CO
 NORTHSTONE INSURANCE COMPANY
 NOVA CASUALTY COMPANY
 OAK RIVER INSURANCE COMPANY
 OBI NATIONAL INSURANCE COMPANY
 OH CASUALTY INS CO
 OH FARMERS INS CO
 OHIO SECURITY INS CO
 OLD REPUBLIC GENERAL INSURANCE CORPORATION
 OLD REPUBLIC 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
 PARTNERS MUTUAL INS CO
 PATRONS MUTUAL INS CO OF CT
 PEERLESS INDEMNITY INS CO
 PEERLESS INSURANCE COMPANY
 PEKIN INS CO
 PENN MILLERS INS CO
 PENNSYLVANIA INSURANCE COMPANY
 PETROLEUM CASUALTY CO
 PHARMACISTS MUTUAL INS CO
 PHOENIX INS CO
 PINNACLEPOINT INSURANCE COMPANY
 PIONEER SPECIALTY INSURANCE COMPANY
 PLAZA INSURANCE CO
 PRAETORIAN INSURANCE COMPANY
 PREFERRED PROFESSIONAL INSURANCE COMPANY
 PREVISOR INSURANCE COMPANY
 PROPERTY AND CASUALTY INS CO OF HARTFORD
 PROTECTIVE INS CO
 QBE INSURANCE CORPORATION
 REDWOOD FIRE & CASUALTY INS CO
 REGENT INSURANCE COMPANY
 REPUBLIC INDEMNITY COMPANY OF AMERICA
 RIVERPORT INSURANCE COMPANY
 RLI INSURANCE COMPANY
 ROCKWOOD CASUALTY INS CO
 SAFECO INS CO OF AMERICA
 SAFETY FIRST INS CO
 SAFETY NATIONAL CASUALTY CORP
 SAGAMORE INSURANCE CO
 SAMSUNG FIRE AND MARINE INS CO LTD USB
 SECURA INSURANCE A MUTUAL CO
 SECURA SUPREME INS CO
 SECURITY NATIONAL INS CO (AMTRUST GROUP)
 SELECTIVE INS CO OF SC
 SELECTIVE INS CO OF THE SOUTHEAST
 SELECTIVE INSURANCE COMPANY OF AMERICA
 SELECTIVE WAY INS CO
 SENECA INSURANCE CO
 SENTINEL INS CO
 SENTRY CASUALTY CO
 SENTRY INSURANCE A MUTUAL CO
 SENTRY SELECT INSURANCE COMPANY
 SEQUOIA INSURANCE CO
 SFM MUTUAL INS CO
 SFM SELECT INSURANCE COMPANY
 SOCIETY INSURANCE A MUTUAL COMPANY
 SOMPO JAPAN INSURANCE CO OF AMERICA
 SOUTHERN INS CO
 ST PAUL FIRE AND MARINE INS CO
 ST PAUL GUARDIAN INS CO
 ST PAUL MERCURY INS CO
 ST PAUL PROTECTIVE INS CO
 STANDARD FIRE INSURANCE COMPANY
 STAR INS CO



STARNET INSURANCE COMPANY
 STARR INDEMNITY AND LIABILITY CO
 STATE AUTO PROPERTY AND CASUALTY INS CO
 STATE AUTOMOBILE MUTUAL INS CO
 STATE FARM FIRE AND CASUALTY CO
 STATE NATIONAL INSURANCE COMPANY
 STONINGTON INS CO
 SUMMITPOINT INSURANCE COMPANY
 T H E INSURANCE COMPANY
 TECHNOLOGY INSURANCE CO
 THE TRAVELERS CASUALTY COMPANY
 TNUS INSURANCE CO
 TOKIO MARINE AMERICA INSURANCE CO
 TORUS NATIONAL INSURANCE COMPANY
 TRANS PACIFIC INS CO
 TRANSGUARD INS CO OF AMERICA INC
 TRANSPORTATION INS CO
 TRAVELERS CASUALTY AND SURETY CO
 TRAVELERS CASUALTY INS CO OF AMERICA
 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
 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 WI INS CO
 US FIRE INS CO
 UTICA MUTUAL INS CO
 VALLEY FORGE INS CO
 VANLINER INS CO
 VIGILANT INS CO
 WADENA INSURANCE COMPANY
 WAUSAU UNDERWRITERS INSURANCE COMPANY
 WESCO INSURANCE COMPANY (AMTRUST GROUP)
 WEST AMERICAN INS CO
 WEST BEND MUTUAL INS CO
 WESTCHESTER FIRE INSURANCE COMPANY
 WESTERN AGRICULTURAL INS CO
 WESTERN NATIONAL ASSURANCE CO
 WESTERN NATIONAL MUTUAL INS CO
 WESTFIELD INS CO
 WESTFIELD NATIONAL INS CO
 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