

2024



Annual Report

Shaping
the future of
workers compensation



Explore More

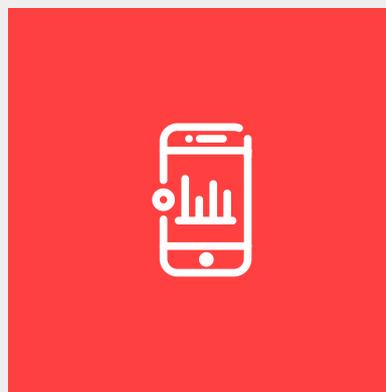


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President's Message

It has been an extraordinary time at the PCRB — a season of growth, transformation, and renewed purpose. Over the past year, we've continued shifting our organizational mindset from focusing solely on procedures and protocols to delivering meaningful, forward-looking insights for our members and stakeholders. We're not just managing data — we're unlocking its power to inform, guide, and lead.

This year's annual report, presented once again in our refreshed and modern format, aligns perfectly with our second annual Workers Compensation Symposium, a celebration of progress, impact, and momentum across our industry's landscape.

In 2024, we embraced our revitalized strategic vision with bold intention. We've pushed forward on initiatives that reflect our commitment to innovation and service — from the development of our new Business Intelligence and Data Analytics platform to the successful rollout of the revised Experience Rating Plan in Pennsylvania. These projects — and the people behind them — demonstrate that PCRB is not only responding to industry needs but anticipating them.

We remain grounded in our strategic priorities:
Focusing on our members. Modernizing and improving data. Developing exceptional talent. Enabling transformative technology. Expanding outreach and research.

And we've made tangible strides this year:

Organizational

- Aligned projects with our strategic roadmap through enhanced prioritization
- Welcomed new leaders and strengthened succession planning
- Expanded internal audit and advisory partnerships
- Automated key processes and modernized accounting workflows
- Rolled out new employee recognition and performance management programs while improving operational excellence across the board



William Taylor

President / CEO

President’s Message

Products & Innovation

- Advanced Field Operation File Assignment systems and achieved timely, streamlined test audits
- Transitioned to 5 industry groups from 3 for PA classifications
- Published impactful research briefs and filed revised Experience Rating Plans
- Redefined our experience modification timeliness to ensure our performance metrics remain rigorous while aiming to issue modifications 150 days before the policy effective date.
- Pioneered the development of WorkComp 360, our Business Intelligence & Analytics platform



Communications & Engagement

- Elevated our outreach through new branding strategies and a growing digital presence
- Built engagement through Town Halls, newsletters, and regular employee outreach
- Strengthening our internal and external communications infrastructure

Technology & Data Infrastructure

- Enhanced the Optimus system and launched major IT initiatives (DevOps, Wi-Fi, Entra ID)
- Upgraded to a new enterprise HR platform on ADP
- Began the reengineering of our flagship website — setting the foundation for the future

None of these achievements would be possible without the dedication, energy, and ingenuity of our team. Their resilience, creativity, and relentless pursuit of excellence are the true drivers behind our success. I am immensely proud and deeply grateful for everything they’ve accomplished this year.

To our members, partners, and stakeholders — thank you. Your engagement, feedback, and support fuel our momentum. We are proud to serve as your trusted resource for workers’ compensation data, research, and insight across Pennsylvania and Delaware.

As you review this report, I invite you to reflect on how far we’ve come — and how much more we’re ready to accomplish. We stand committed to the principles that define us: Trusted. Essential. Objective.

And as I prepare for my own transition from PCRB in early 2026, I do so with immense pride. The culture we’ve built, the progress we’ve made, and the promise of what’s to come — all give me confidence that the best days for this organization still lie ahead.

With deep appreciation and optimism,

William Taylor

10 Years of Distinguished Service as President/CEO

Curious, Strategic Leadership Yielding Technology & Cultural Transformation

Core Functions

At the Pennsylvania Compensation Rating Bureau, 2024 was a year defined by momentum — momentum built on trust, powered by data, and driven by a bold vision for the future of workers’ compensation. Across every corner of our organization, teams came together with a shared purpose: to elevate our services, advance our analytics, and deliver ever-greater value to our members, their insureds, regulators, and the workers of Pennsylvania.

Setting the Pace in Actuarial Advancement

This past year saw remarkable progress in PCRB’s actuarial capabilities. At the heart of it all was WorkComp360, our new business intelligence and analytics platform, which is poised to launch following successful beta testing. Designed to deliver timely, intuitive insights to stakeholders, WorkComp360 represents a major step forward in how we understand and share data.

Our collaboration with Carnegie Mellon University helped inform the platform’s evolution, ensuring a strong foundation for future development. In another significant move, the PCRB expanded Pennsylvania’s industry groupings from three to five — effective April 1, 2025 — to better align with market realities and improve classification accuracy.

Actuarial staff also filed updates to the Executive Officer Maximum Multiplier and released compelling research, including a focused study titled Impact of Excessive Heat on Workplace Injuries and a deep dive into Classification Code 953–Office & Clerical. To support our growing analytic capabilities, we proudly welcomed our first in-house data scientist — a move that will further expand our modeling and research initiatives in 2025 and beyond.

Informing, Educating, and Engaging

The Communications and Marketing team played a central role in 2024, ensuring that our messages, materials, and stories reached the right audiences in the right way. This year, we retired our legacy email system and introduced a modern HTML email platform that allows for better targeting, automation, and tracking.

2024 FILINGS

Number	Subject
341	Manual Housekeeping Revisions to Section 2 of the Basic Manual Effective: 04/01/24 Approved
342	PA Construction Classification Premium Adjustment Program Revisions to Qualifying Wages, Table of Hourly Wages, and Premium Credits Effective: 10/01/24 Approved: 04/03/24
343	Manual Housekeeping Revisions to Section 2 of the Basic Manual Effective: 04/01/25 Approved: 08/16/24
344	Proposed Revisions to Designated Auditable Payrolls and Concurrent Sections 1 and 2 Manual Adjustments Effective: 04/01/25 Approved: 12/3/24
C-383	April 1, 2024 Loss Cost Filing Effective: 04/01/24 Approved
C-384	April 1, 2025 Loss Cost Filing Effective: 04/01/25 Approved: 02/07/25
C-385	“F” Classification Filing Effective: 04/01/25 Approved: 02/07/25

We also launched our internal newsletter, Premium Blend — a dynamic digital magazine that shares PCRB highlights, employee stories, and key updates with staff, board members, and retirees. Regular Town Halls further strengthened our culture of transparency, offering timely updates on strategy and priorities.

New videos, educational webinars, and updated materials added depth and clarity to our communications, all designed with a fresh visual identity and a more narrative-driven approach. Whether you’re in a member company or part of our internal team, the goal was the same — make PCRB’s work more visible, more understandable, and more connected.

Core Functions

Data That Delivers

Data is the lifeblood of everything we do, and 2024 was a banner year for PCRB’s data collection programs. The Financial Data Manager (FDM) was used successfully during the 2023 Data Calls reporting cycle, helping members proactively resolve edit issues and avoid unnecessary penalties — which totaled \$904,376 across the year. Also noteworthy is that Accident Year financial data calls were collected for the first time in 2024.

On the unit statistical side, we saw continued improvement in data quality. Incentive charges for 2024 dropped to \$240,575, less than half of the 2023 total. While delays in reporting remain an area of focus, tools like the Unit Data Manager (UDM) have significantly improved the accuracy and handling of submissions.

We also continued expanding our Indemnity Data Call, processing more than 150,000 quarterly and 486,000 transactional records in 2023 alone. This dataset, launched in 2020, is already proving valuable in understanding cost drivers and policy impacts in greater detail.

Meanwhile, our Medical Data Call program hit new milestones. Since its inception in 2010, we’ve processed over 78 million medical records, representing more than \$10.2 billion in medical benefits. In 2024, we published Prescription Drug Trends in Pennsylvania Workers’ Compensation: 2012–2022, offering much-needed insight into a rapidly changing healthcare environment.

Updates to the program, including new reporting requirements like National Provider Identifier (NPI) numbers and ZIP+4 fields, are expected to further strengthen legislative research and policy analysis efforts.

Raising the Bar on Experience Modifications

In 2024, PCRB revised its internal benchmark for issuing experience modifications — shifting from a 60-day turnaround goal to a more robust 90-day promulgation performance measure. Even with this change, our teams are pushing toward an ambitious target: to deliver modifications 150 days prior to the policy effective date. It’s a clear sign of our commitment to maintaining high standards while continuously improving member service.

\$904,736

FDIP Program Assessments

\$240,575

Unit Statistical Plan Fines

Financial Data Manager (FDM) Accelerates Data Quality

Newer Data Set for Indemnity Data Call Provides Increased Detail



78M
 medical records
 processed from
 2010-2024



Core Functions

The PCRB processed 150,898 quarterly records and 486,343 transactional records during 2023. Ongoing initiatives include creating reports, data validation tools and indemnity data analysis.

Medical Data Call – The PCRB’s expertise in the collection of Medical Data Call information continued in 2024. This important and continually developing expertise and capability are intended to benefit the industry by providing increased detail pertaining to the medical treatment of workers’ compensation injuries using a standard protocol across jurisdictions. From the inception of this call in July 2010 through the most recently reported data available from 2024, the PCRB processed approximately 78 million records accounting for over \$10.2 billion in paid medical benefits.

In 2024, PCRB published a new report titled Prescription Drug Trends in Pennsylvania Workers’ Compensation: 2012-2022, which presented critical insights into the evolving landscape of prescription drug usage and costs within the state’s workers’ compensation system.

Ongoing initiatives include the preparation of various quarterly and annual trend reports, review of comparative data from WCRI CompScope™ Benchmarks reports, and data analytics to support Pennsylvania Workers Compensation Advisory Council (WCAC) as well as special interest medical topics.

The reporting requirements changed for the Medical Data Call starting with 4th quarter 2024 data reporting. The changes included revising reporting requirements identifying the National Provider Identification (NPI) Number as the required provider identification number as well as requiring that the provider’s ZIP+4 postal code be reported in a new field. PCRB anticipates that these updates will better support legislative pricing and research.

Test Audit Program – The four-quarter difference ratio adjusted for carriers opting out of the program was 12.5% for 2024, compared to 13.3% for 2023, 10.9% for 2022, 12.0% for 2021, and 13.0% for 2020. The difference ratios have remained steady in recent years and reflect carrier attention to premium audits and overall data quality. The five-year results noted are consistent and below the prevailing program standard of 20 percent.

WORKERS COMPENSATION RESEARCH INSTITUTE (WCRI) BENCHMARKING STUDIES

This past year marked the 23rd Edition of the Pennsylvania WCRI CompScope™ and Medical Benchmark reports. With the release of these reports, the PCRB continues its participation on the bi-annual WCRI Advisory Council for Pennsylvania. The PCRB, via our members, provides the funding for this series of multi-state benchmarking studies conducted by the Workers Compensation Research Institute.

Keeping Pace with Legislative and Judicial Change

The policy environment in PA also shifted significantly in 2024, with a series of legislative and judicial actions that are reshaping the state’s workers compensation system.

One of the most consequential developments came from the Commonwealth Court’s ruling in **Federated Insurance Co. v. Summit Pharmacy**. The court struck down the use of the “Red Book” as a pricing benchmark for prescription drugs, citing regulatory overreach and pricing inaccuracies. As a result, more than 6,300 medical fee

disputes are currently on hold, pending further guidance. The Pennsylvania Supreme Court has agreed to hear the case, though a final resolution may take time.

Two key bills were signed into law in October:

- **SB1232** mandates direct deposit for workers’ compensation payments, increasing efficiency and reducing administrative delays.

- **SB365** expands coverage to include Post-Traumatic Stress Injuries (PTSI) for first responders, provided a licensed mental health professional makes the diagnosis. While PCRB was not called upon to provide cost estimates, we were

asked to determine if this has impact and taking steps to improve tracking and data collection related to PTSI going forward.

Looking ahead, the 2025–2026 legislative session may revisit several impactful proposals, including:

- **HB1748**, which would require registration of labor brokers to address worker misclassification concerns.
- **SB580**, a proposed statewide family and medical leave insurance program.

Six other workcomp-related bills were introduced in 2024 but failed to advance. PCRB remains vigilant in monitoring and analyzing these developments to ensure members are informed and prepared.

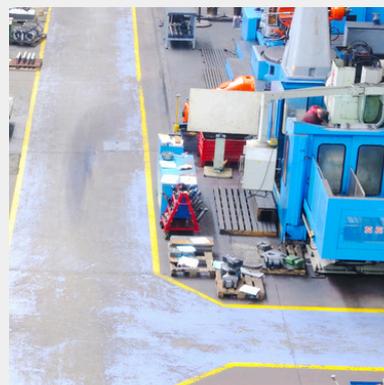
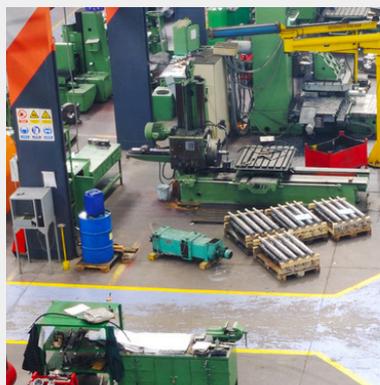
STRATEGIC PRIORITIES



Data Modernization & Quality



Focus on Members



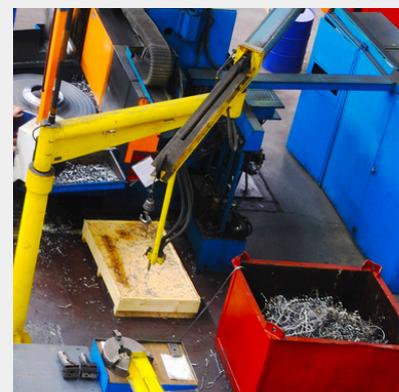
Develop Talent



Expanded Research & Outreach



Enable Technology



Committee Activities

Strong governance remains a cornerstone of the PCRB’s effectiveness and integrity. In 2024, our Governing Board and Committees played a vital role in steering the organization’s strategy, ensuring transparency, and strengthening our operational and financial practices.

GOVERNING BOARD

Strategic Stewardship

At the center of our leadership structure is the Governing Board, which holds general charge and management of PCRB’s affairs. The Board ensures alignment with our mission, oversees high-level organizational strategy, and appoints standing and ad hoc committees as needed to support its work.

In 2024, the Board met five times to review priorities, advance strategic initiatives, and monitor progress. A Budget Subcommittee, composed of Governing Board members, also convened five virtual meetings throughout the year to provide focused oversight of our financial planning and expenditures.

BOARD MEMBER	TERM EXPIRES
American Home Assurance Company	2026
Brickstreet Mutual Insurance Company	2025
Department of Labor & Industry	Permanent
Donegal Mutual Insurance Company	2027
Eastern Alliance Insurance Company (Vice Chair)	2025
Liberty Mutual Insurance Company	2025
MEMIC Indemnity Company	2027
National Federation of Independent Business	2026
Pennsylvania Chamber of Business & Industry	2027
PMA Insurance Company (Vice Chair)	2027
State Workers’ Insurance Fund	Permanent
Travelers Indemnity Company (Chair)	2026

AUDIT SUBCOMMITTEE

Ensuring Accountability

A key extension of the Governing Board’s financial oversight responsibilities is the Audit Subcommittee, which provides independent guidance and scrutiny over the quality, transparency, and accuracy of PCRB’s financial operations. This Subcommittee is tasked with monitoring internal accounting controls, financial reporting systems, and the annual external audit process.

BOARD MEMBER	TERM EXPIRES
Liberty Mutual Insurance Company	2025
State Workers’ Insurance Fund	Permanent
Technology Insurance Company	2026

In 2024, the Audit Subcommittee maintained active oversight of PCRB’s internal audit activities, partnering with an external audit firm to evaluate risks and processes, assess controls, and recommend improvements. Their role has become increasingly important as we continue to refine our financial practices and improve organizational resilience. The Subcommittee also led efforts to review the independence, performance, and service quality of our external auditors — reinforcing our commitment to good governance and fiscal responsibility.

Committee Activities

CLASSIFICATION & RATING COMMITTEE

Technical Oversight

The Classification & Rating Committee serves as a technical body dedicated to reviewing and evaluating underwriting rules, rating procedures, and classification practices in accordance with the PCRB Manual. This Committee is also responsible for hearing appeals from parties aggrieved by PCRB classification decisions.

In 2024, the Committee met once, offering input and oversight on key staff recommendations tied to loss cost filings and rule revisions. Its work continues to ensure fairness, transparency, and clarity in the classification process for all stakeholders.

BOARD MEMBER	TERM EXPIRES
American Home Assurance Company	2026
Amtrust Insurance Company	2026
Duncan Financial Group	2026
Federal Insurance Company	2027
Nationwide Insurance Company	2026
Pennsylvania Automotive Association	2026
Pennsylvania Food Merchants Association	2027
PA National Mutual Casualty Insurance Company	2027
Pennsylvania News Media Association	2025
Travelers Property & Casualty Company	2025
Zenith Insurance Company	2025

ACTUARIAL COMMITTEE

Supporting Sound Methodology

The Actuarial Committee supports the PCRB’s actuarial staff by reviewing data models, advising on filing components, and recommending methods to maintain accuracy and stability in loss cost levels. Its members bring critical insight into actuarial science and statistical trends that impact workers compensation insurance in Pennsylvania.

This year, the Committee convened twice to review analytical components

BOARD MEMBER	TERM EXPIRES
American Home Assurance Company	2025
Donegal Mutual Insurance Company	2027
Hartford Accident & Indemnity Company	2026
Liberty Mutual Insurance Company	2025
PMA Insurance Company	2026
Selective insurance Company	2027
Technology Insurance Company	2026
Travelers Property and Casualty Company	2027
Workpartners/UPMC Insurance Company	2025

of key filings and provide technical support to enhance our modeling and forecasting capabilities.

Committee Activities

NOMINATING COMMITTEE

Building the Future of Governance

Ahead of each Annual Meeting, the Nominating Committee is responsible for recommending candidates to serve on the Governing Board and its Committees. Drawing from nominations submitted by PCRB members and eligible organizations, this Committee ensures a strong pipeline of leadership that reflects the diversity and expertise of the industry we serve.

In 2024, the Nominating Committee met virtually to review candidates and

BOARD MEMBER	TERM EXPIRES
Eastern Alliance Insurance Company	2027
Liberty Mutual Insurance Company	2026
PMA Insurance Company	2025
Travelers Property & Casualty Company	2026

finalize its recommendations for the 2025 term. The resulting slate reflects the ongoing strength of our governance structure and commitment to continuity and representation.

As the PCRB continues to evolve, we remain deeply grateful for the dedication and guidance of our Board members and Committee volunteers. Their oversight and vision ensure that we stay aligned with our strategic priorities and remain accountable to the members and markets we serve.

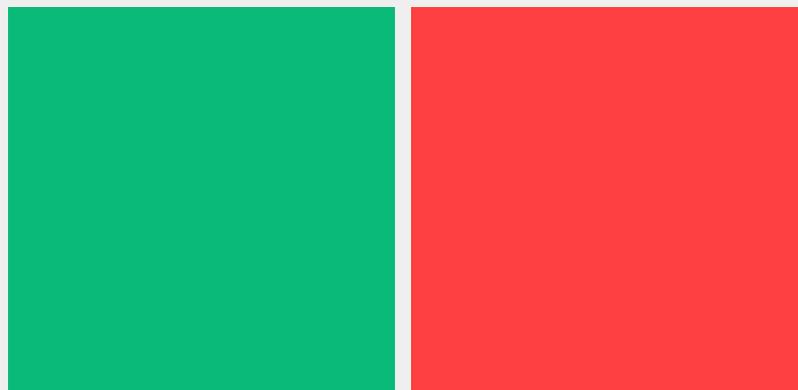
AUDIT COMMITTEE

Enabling Fair and Thorough Test Audits

The Audit Committee is responsible for monitoring, updating and supervising the PCRB’s Test Audit Program. This Committee establishes the test audit guidelines, reviews carrier performance and hears appeals. The committee did not participate in any meetings during 2024.

As the PCRB continues to evolve, we remain deeply grateful for the dedication and guidance of our Board members and Committee volunteers. Their oversight and vision ensure that we stay aligned with our strategic priorities and remain accountable to the members and markets we serve.

BOARD MEMBER	TERM EXPIRES
Ace America Insurance Company	2025
American Home Assurance Company	2027
Eastern Alliance Insurance Company	2025
Liberty Mutual Insurance Company	2026
Nationwide Insurance Company	2027
Travelers Property & Casualty	2027



Operational Reports

CLASSIFICATION

The classification function monitors and authorizes classifications for employers to make certain that the loss costs applied reflect the exposure(s) present in each business enterprise. The unit is also responsible for continuously updating the classification system, responding to requests for analysis of classifications from employers, trade associations and the industry and reviewing individual case reports for proper classification. In 2024 the Classification Department responded to 4,637 outside inquiries.

4,637
Outside
Inquiries

FIELD SURVEY PROGRAM

In order to assure that operations of employers are properly classified the PCRB devotes a significant portion of its resources to on-site surveys of employer facilities. A PCRB field representative will visit the employer’s place of business, interview the employer or another appropriate representative and observe the operations being conducted. A written report is prepared for review by a PCRB classification analyst, after which the insurer will be notified of the PCRB classification assignment and, if required, directed to correct erroneous assignments. During 2024 the PCRB issued 364 surveys.

364
Surveys

TEST AUDIT PROGRAM

The purpose of the PCRB’s Test Audit Program (which includes Delaware) is to monitor insurer audit performance and promote high standards for the conduct of premium audits. In conducting a test audit the PCRB premium auditor will examine the employer’s payroll records and other books of account to determine the proper payroll totals and correct allocation of

	2024	2023	2022	2021	2020
Test Audits Completed	2,156	2,020	2,362	1,847	2,496
Test Audits with Differences	291	290	268	236	350
% of Test Audits with Differences	13.5	14.4	11.3	12.8	14.0

payrolls and losses to the appropriate classification(s). A physical survey is conducted in parallel with the test audit.

A comparison of test audit results conducted for the last five years is shown above

7

PCRB team members passed their Workers Compensation Professional (WCP) exam in 2024 and traveled with leadership to Charleston, S.C., to receive their WCP designation.



Operational Reports

POLICY EXAMINATION (POLICY REPORTING)

An important activity of policy reporting is the capture of policy coverage data. As the records repository for proof-of-insurance, this area maintains records of all insured Pennsylvania employers through an alphabetical index system. This function provides information for claims adjudication and enforcement of statutory coverage requirements to the Bureau of Workers Compensation of the Department of Labor & Industry.

Each year the policy reporting area typically processes over 900,000 transactions consisting of policies, endorsements, and cancellation and reinstatement notices. This function is necessary to monitor employer compliance with coverage requirements, assure insurance company compliance with Pennsylvania Insurance Department regulations and statutory requirements, and to facilitate data collection. As part of the review process, carrier representatives send inquiries to PCRB members when probable errors in the reported information are detected. During 2024, policy reporting examined 1,048,740 documents for proper application of experience modifications, merit rating adjustments, carrier rating values, employer classifications, duplicate coverage, and proper use of approved forms. The policy reporting area continues its commitment to the accurate and timely collection of data.

EXPERIENCE RATING (RATING RULES)

Experience rating is an important element of the workers compensation pricing mechanism and adjusts the manual premium for eligible employers to reflect their previous loss experience. The basic objectives of experience rating are to distribute the cost of workers compensation equitably among the employers assigned to an industry classification and to provide a direct financial incentive for employers to reduce work-related accidents and control the costs of accidents that do occur.

The Experience Rating & Pricing Programs area is responsible for the timely issuance of experience rating modifications and providing an explanation of experience rating rules while the Underwriting & Coverage Compliance area is responsible for investigating and administering changes in ownership, and entity status, and determining which entities may contribute data to a risk's rating. Staff within these areas have full knowledge of the Pennsylvania Experience Rating Plan. Both areas maintain a qualified staff of individuals providing professional assistance with experience rating rules and procedures.

Timely issuance of experience ratings remains a PCRB objective. Overall departmental production in all areas increases yearly.

1.05M
Documents
Processed

Operational Reports

MERIT RATING PROGRAM

The Merit Rating Program was implemented on August 23, 1996. This plan grants premium discounts or assesses premium surcharges to most employers who do not qualify under the uniform Experience Rating Plan, based on the number of lost-time claims they have incurred.

PENNSYLVANIA CONSTRUCTION CLASSIFICATION PREMIUM ADJUSTMENT PROGRAM

The Pennsylvania Construction Classification Premium Adjustment Program (PCCPAP) was implemented on January 1, 1991.

During the course of 2024, 1,087 applications were processed by the PCRB. Approximately 35% of the credits applied for in 2024 fell within the 21 to 30 percent range.

PENNSYLVANIA CERTIFIED SAFETY COMMITTEE CREDIT PROGRAM

The Workers' Compensation Act provides for a five percent Certified Safety Committee discount for employers that establish a safety committee in their workplace for the purpose of hazard detection and accident prevention.

During 2024, 5,296 employers received renewal certification and 532 were granted new certification.

UNIT STATISTICAL REPORTING

The unit statistical reporting system is the central mechanism used to collect policy experience for use in ratemaking and calculation of experience modifications and merit rating adjustments for individual employers. The PCRB utilizes the most sophisticated data processing techniques along with a complement of statistical technicians to review the data for accuracy and completeness. Data reporters use Unit Statistical Data Report Manager (UDM) is a web application for the entry, edit, submission and management of unit statistical information. UDM performs edits in real time and has improved data submission quality and timeliness since its launch in 2018.

The PCRB applies comprehensive controls over the submission of required unit statistical reports using an automated data quality system. This includes monitoring unit data for accuracy, advising carriers of units and individual case reports not received and issuing criticism letters when warranted. The quality control section continues to monitor all serious claims. Questionable injury codes and indemnity and medical amounts reported on individual case reports are analyzed. Also, classification codes are compared to occupations to check the accuracy of classification assignments.

Data quality review programs are continually being updated and expanded to make the processing of unit statistical report information more efficient. These programs have consistently produced an accurate and sophisticated individual risk data base, allowing the PCRB to adopt significant and unique improvements in data collection and analytical techniques for ratemaking.

During 2024, the PCRB processed 175,976 unit statistical reports electronically.

176K

Unit Statistical Reports Processed



Operational Reports

175
Years of Combined Experience Among 5 Retirees in 2024

PERSONNEL

The PCRB operated in 2024 with a staff of 100 full-time employees. Five employees transferred into a position providing them with new responsibilities within the PCRB. This level of staff was adequate to handle all responsibilities and provide quality service to the membership as well as the industry.

The following five employees retired from the PCRB in 2024:

- Joe Lombo, Manager, Classification, with 38 years of PCRB service
- Jane Doyle, Coverage IT- Jr. Developer, with 37 years of PCRB service
- Candace Dorman, Receptionist and Mailroom Support, with 35 years of PCRB service

- Dana Tyree, Senior Underwriting Compliance Analyst, with 33 years of PCRB service
- Ivette Caraballo, Manager, Financial Data Reporting, with nearly 32 years of PCRB service

Fourteen employees were recognized for the following quinquennial anniversaries.

- 5 years of service 5 employees
- 10 years of service 3 employees
- 15 years of service 1 employee
- 25 years of service 2 employees
- 30 years of service 1 employee
- 45 years of service 2 employees

575

Total Members

Membership

NEW MEMBERS (3)

- Midvale Indemnity Company
- Grange Indemnity Company
- Omaha National Insurance Company





Exhibits

Financial

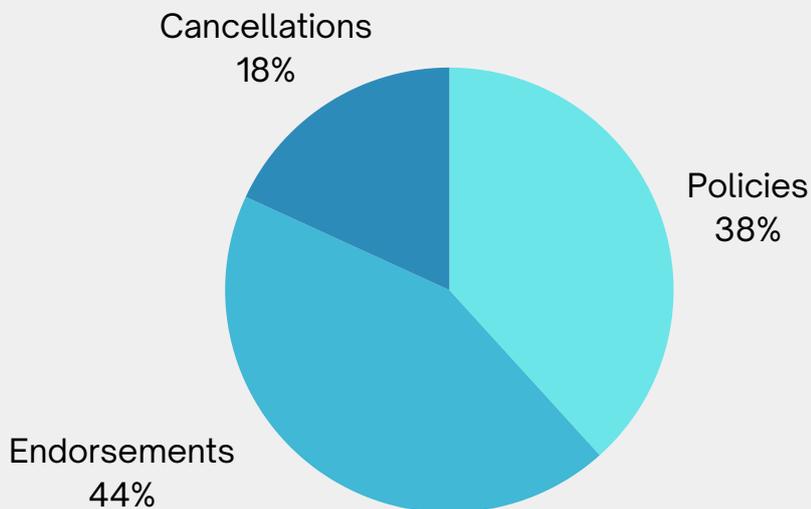
EXPENDITURES	2024	2023
Salaries	\$10,883,500	\$9,965,820
Group Insurance	1,972,297	1,643,105
Pensions and Savings Plan	968,698	1,334,547
Data Processing	1,885,384	1,856,686
Rent and Electric	594,052	739,473
Payroll Taxes	730,966	724,298
Benchmarking Study Reference	195,000	195,000
Travel	302,504	258,972
Consulting	202,288	230,383
Document Processing, Postage and Telephone	34,157	27,889
Depreciation	728,529	713,840
Insurance and Bonds	76,094	104,371
Equipment and Furnishings	95,702	78,206
Employee Overhead and Education	218,748	147,579
Legal	55,086	123,803
Accounting	85,778	73,781
Office Expense	73,548	74,819
Supplies	14,730	26,352
Provision in Allowance for Credit Losses	5,608	76,507
Total Expenditures	\$19,122,669	18,395,431
Allocation of Expenditures to DCRB	(4,000,657)	(3,505,185)
	\$15,122,012	\$14,890,246

Total Policies, Endorsements, and Cancellations/Reinstatements

January 1, 2024 to December 31, 2024

**** Month of Process (1)	One-Year			Three-Year	
	Policies * (2)	Endorsements** (3)	Cancellations*** (4)	Fixed Rate (5)	Annual Anniversary (6)
Total	401,733	456,954	190,053	2	47
January	32,812	35,327	19,609	1	3
February	28,663	45,569	14,927	0	5
March	34,240	38,156	16,749	0	0
April	33,614	35,181	15,719	0	5
May	39,520	45,015	16,969	0	2
June	33,828	33,199	13,740	0	2
July	32,293	46,308	21,523	1	4
August	30,850	40,833	15,135	0	2
September	27,955	36,567	13,850	0	1
October	32,868	35,942	15,130	0	4
November	29,949	32,033	12,699	0	9
December	45,141	32,824	14,003	0	10

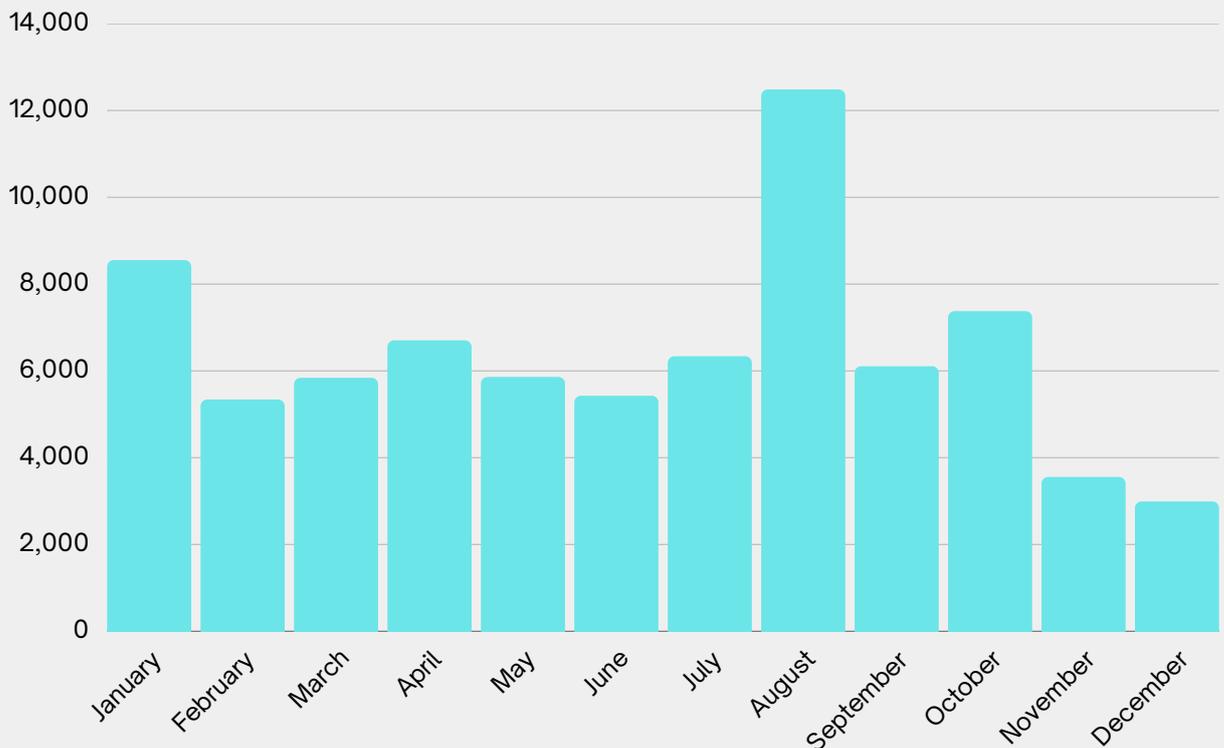
- * Policy documents received, including not taken, duplicate coverage, replacements, etc.
- ** Separately filed endorsements
- *** Includes reinstatements
- **** Total of one-year and fixed rate/annual 3-year policies



Experience Ratings

January 1, 2024 to December 31, 2024

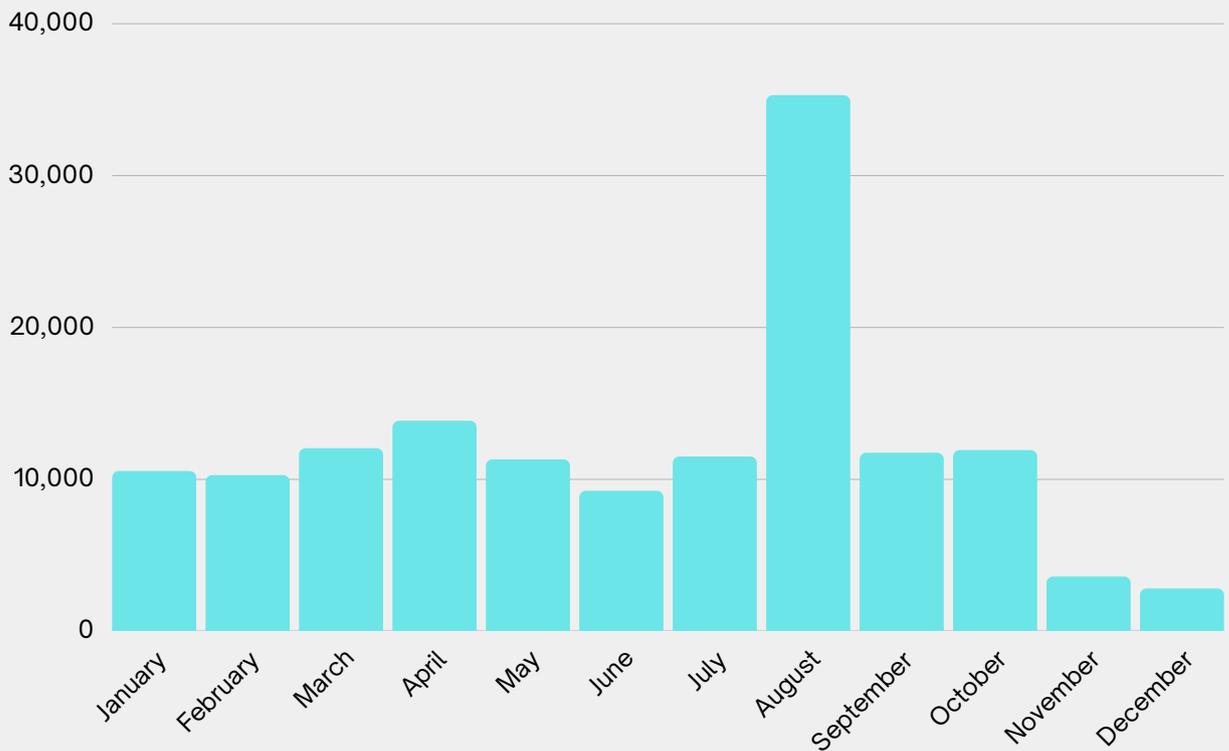
Effective Month	Total Ratings	Percentage
January	8,553	11.18%
February	5,340	6.98%
March	5,841	7.64%
April	6,703	8.76%
May	5,860	7.66%
June	5,426	7.09%
July	6,337	8.29%
August	12,486	16.32%
September	6,106	7.98%
October	7,377	9.65%
November	3,555	4.65%
December	2,900	3.79%
TOTALS	76,484	100.00%



Merit Ratings

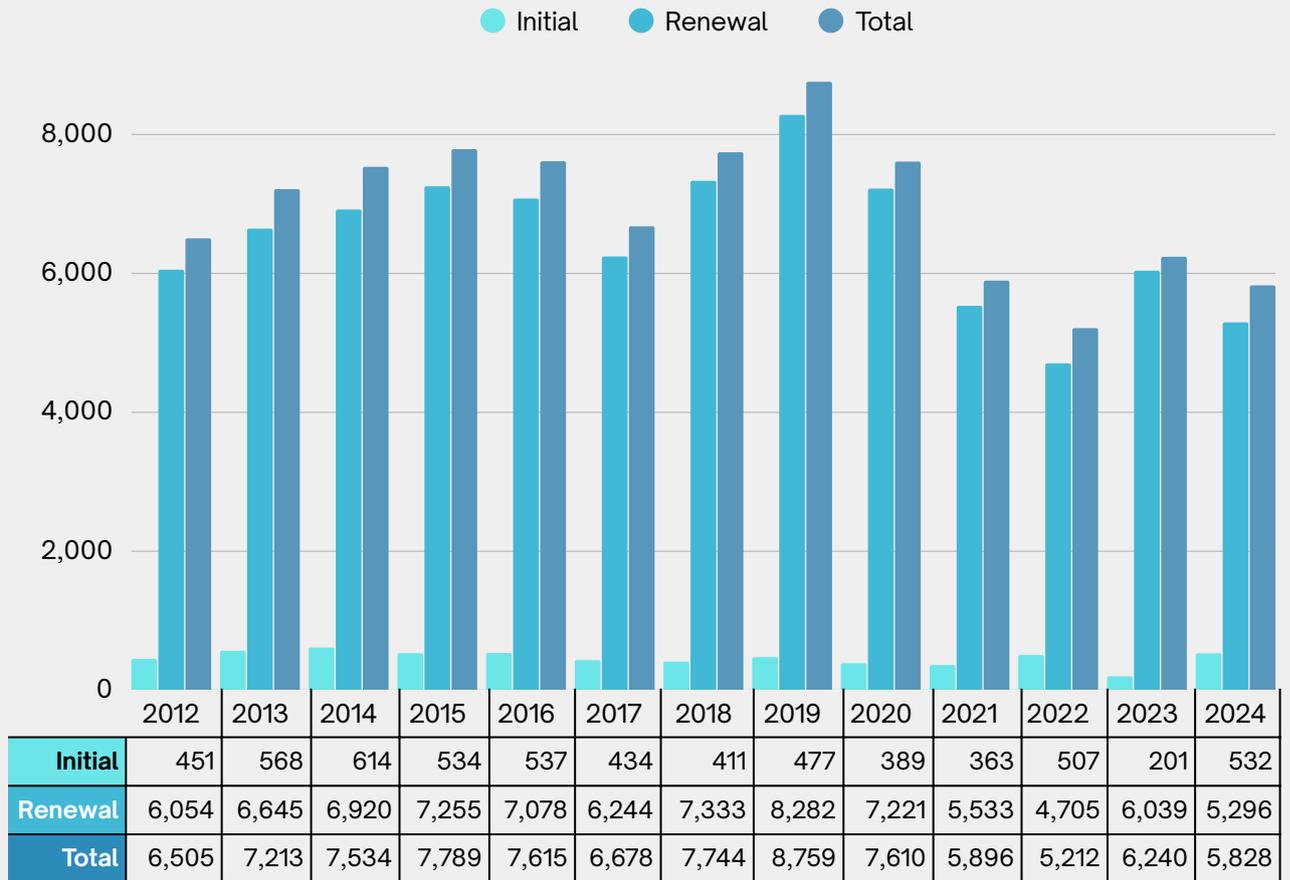
January 1, 2024 to December 31, 2024

Effective Month	Total Ratings	Percentage
January	10,549	7.32%
February	10,279	7.13%
March	12,052	8.36%
April	13,856	9.61%
May	11,319	7.85%
June	9,249	6.41%
July	11,505	7.98%
August	35,295	24.48%
September	11,751	8.15%
October	11,928	8.27%
November	3,603	2.50%
December	2,817	1.95%
TOTALS	144,203	100.00%

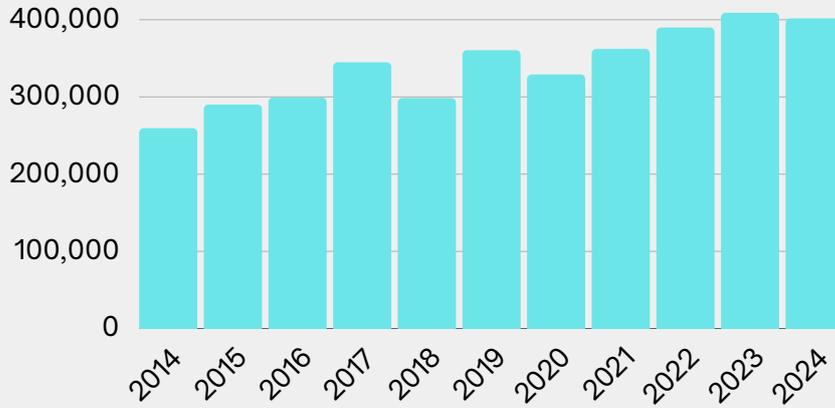


Certified Safety Committee Credit Program

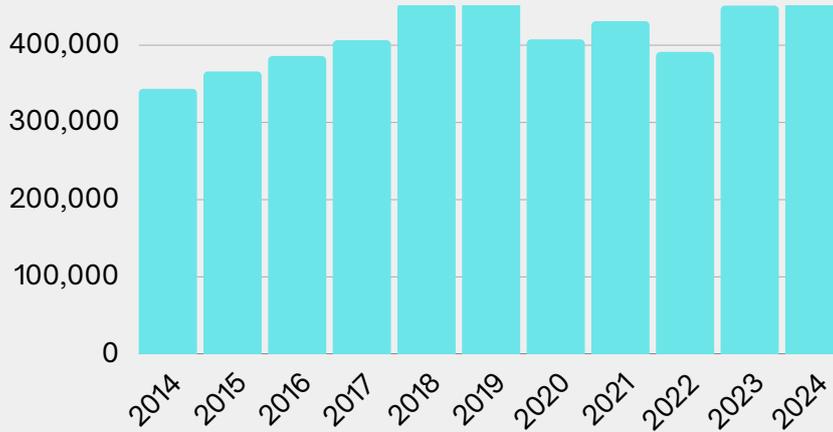
Number of Employers Receiving Credits By Year



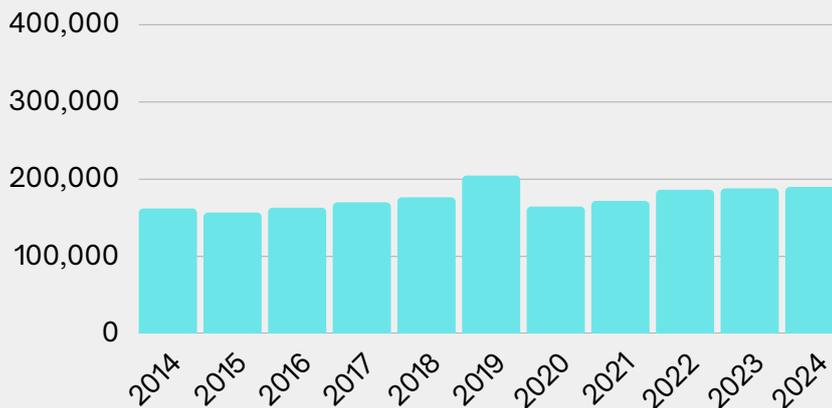
Policies Processed



Endorsements Processed



Cancellations/Reinstatements Processed



USR Submissions by Policy Year & Type of Report

Type of Report	Total Reports	2014	2015	2016	2017	2018	2019	2020	2021	2022	2023
First	162,555	38	68	123	282	437	852	2,047	4,863	20,784	133,059
Second	7,962	33	51	77	184	289	511	721	878	5,218	
Third	1,942	25	48	77	171	341	558	569	153		
Fourth	1,246	36	46	86	160	290	133				
Fifth	756	35	52	64	149	115					
Sixth	446	45	73	89	119						
Seventh	303	43	52	74							
Eighth	205	44	87								
Ninth	137	52	85								
Tenth	77	77									
Total	175,627	428	562	656	1,240	1,814	2,495	3,477	5,894	26,002	133,059



TRUSTED | ESSENTIAL | OBJECTIVE

Founded in 1915, the **Pennsylvania Compensation Rating Bureau (PCRB)** is a nonprofit data collection organization serving as a trusted, essential, and objective resource that supports a healthy workers' compensation system for Pennsylvania. PCRB provides data-driven products and services that anticipate and respond to marketplace conditions and identify emerging trends, including accurate and valuable statistical and actuarially- based information, marketplace knowledge, and rating plans. PCRB also conducts innovative research, provides educational services, and engages in outreach that delivers knowledge to empower actionable decisions.



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