Exhibit 14
As Filed

PENNSYLVANIA COMPENSATION RATING BUREAU
PENNSYLVANIA CONSTRUCTION CLASSIFICATION
PREMIUM ADJUSTMENT PROGRAM ("PCCPAP")

The PCCPAP is used in Pennsylvania as a means of addressing construction employers' concerns regarding the effects of wage differentials on workers compensation premium. The program establishes a set of tabular premium credits given to employers engaged in the construction trades and who have paid wages in excess of minimum qualifying levels.

The PCCPAP is intended to be a means of redistributing a portion of workers compensation insurance premiums between lower-wage and higher-wage employers. On balance, the program is intended to be revenue neutral.

The PCRB has assembled 2023 policy year experience data that provides historical measures of the extent to which employers in each eligible classification have qualified for PCCPAP credits, and the magnitude of credits granted under this program. The attached exhibit presents the staff analysis of this experience, and derives a proposed revised set of PCCPAP loadings to maintain the intended balance within the affected classifications. A brief description of Page 1 follows:

Column (1) - Class: The numeric designation of each classification eligible for PCCPAP credit.

Column (2) - # of Policies (Total): The number of policies reported in each class, whether or not those policies applied for or received PCCPAP credit.

Column (3) - # of Policies (PCCPAP): The number of policies qualified for PCCPAP credit for the 2023 policy term.

Column (4) - Payroll (Total): The payroll attributable to the policies reported in column (2).

Column (5) - Payroll (PCCPAP): The payroll attributable to policies reported in column (3).

Column (6) - PCCPAP Policy Premium, Pre-PCCPAP: The Standard Premium which would have applied to qualifying PCCPAP policies ABSENT both the tabular PCCPAP credit and the adjustment to that tabular credit to offset any redundancy resulting from the calculation of experience modifications. The current PCCPAP load on Manual Rates is omitted from this calculation.

Column (7) - PCCPAP Policy Premium, Post-PCCPAP: The Standard Premium attributable to qualifying PCCPAP policies, reflecting BOTH the tabular PCCPAP credits and the adjustment to that tabular credit to offset any redundancy resulting from the calculation of experience modifications. The current PCCPAP load on Manual Rates is omitted from this calculation.

Columns (8) and (9) - Non-PCCPAP Policy Premium: The Standard Premium attributable to policies that did not qualify for PCCPAP credit in 2023. The current PCCPAP load on Manual Rates is omitted from this calculation.

Column (10) - Indicated Surcharge: The ratio of Pre-PCCPAP premiums for both qualifying and non-qualifying policies to Post-PCCPAP premiums for those same policies. Computed as (Column (6) + Column (8)) / (Column (7) + Column (9)).

PENNSYLVANIA CONSTRUCTION CLASSIFICATION
PREMIUM ADJUSTMENT PROGRAM ("PCCPAP")
(Continued)

Column (11) - Average PCCPAP Credit: For qualifying policies, the average credit given in 2023. For example, an average credit of 0.1037 indicates that the average qualifying risk in Code 601 received a 10.37 percent reduction in standard premium by operation of the PCCPAP plan's tabular credit and experience rating plan adjustment. This is computed as (1.00 - (Column (7) / Column (6))).

Column (12) - Class "Z": This is the credibility assigned each classification's indicated PCCPAP surcharge. The partial credibility formula is the square root of (the number of policies divided by 525, the standard for full credibility). Staff perceives the use of total policies to be more appropriate where large portions of a class have not historically qualified for PCCPAP credit.

Column (13) - Formula Surcharge: The credibility-weighted classification loadings for PCCPAP credits. The calculation uses the following values:

Column (10) x Column (12) + (1.00 - Column (12)) x Average Column (10)
where Average Column (10) = Associated Direct Employment class Column (13) for Temporary Staffing (26XX) classes

Column (14) - TCF: The test correction factor necessary to balance credibility-weighted surcharges across all classifications to the overall indicated surcharge of 1.48 percent.

Column (15) - Final Surcharge: The product of the TCF (Column (14)) and the formula surcharges (Column (13)) by classification.

Page 2 through 4 shows a comparison of current and proposed PCCPAP surcharges by class and overall.

100% Credibility = 525 Policies

Partial Credibility = $\sqrt{\text{\# of Policies / 525}}$

Class	# of Policies (Total)	# of Policies (PCCPAP)	Payroll (Total)	Payroll (PCCPAP)	***PCCPAP Policies*** Premium Pre-PCCPAP	***PCCPAP Policies*** Premium Post-PCCPAP	**Non-PCCPAP Policies** Premium Pre-PCCPAP	**Non-PCCPAP Policies** Premium Post-PCCPAP	Indicated Surcharge	Average PCCPAP Credit	Class "Z"	Formula Surcharge	TCF	Final Surcharge
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
601	437	37	587,901,403	22,569,869	700,233	627,610	15,008,519	15,008,519	1.0046	0.1037	0.91	1.0055	0.9997	1.0052
603	246	31	158,344,034	16,742,577	463,587	387,205	4,377,557	4,377,557	1.0160	0.1648	0.68	1.0156	0.9997	1.0153
605	39	0	23,532,707	0	0	0	934,117	934,117	1.0000	0.0000	0.27	1.0108	0.9997	1.0148
606	25	0	98,923,953	0	0	0	1,986,085	1,986,085	1.0000	0.0000	0.22	1.0115	0.9997	1.0148
607	347	14	488,932,723	21,942,649	278,730	227,956	6,511,566	6,511,566	1.0075	0.1822	0.81	1.0089	0.9997	1.0086
608	2,472	135	718,886,827	73,239,234	2,310,378	2,032,067	20,300,845	20,300,845	1.0125	0.1205	1.00	1.0125	0.9997	1.0122
609	2,597	110	1,350,100,250	90,875,848	1,871,231	1,640,899	24,351,217	24,351,217	1.0089	0.1231	1.00	1.0089	0.9997	1.0086
611	26	4	6,005,738	1,166,755	54,453	45,034	248,148	248,148	1.0321	0.1730	0.22	1.0186	0.9997	1.0183
615	2	1	4,517,877	3,509,862	169,030	165,649	58,263	58,263	1.0151	0.0200	0.06	1.0148	0.9997	1.0145
617	324	32	401,095,703	34,551,304	556,885	483,376	6,189,436	6,189,436	1.0110	0.1320	0.79	1.0118	0.9997	1.0115
645	786	89	291,765,912	62,989,526	1,792,782	1,550,199	6,789,795	6,789,795	1.0291	0.1353	1.00	1.0291	0.9997	1.0288
646	353	21	118,087,295	12,914,448	351,896	309,014	3,112,264	3,112,264	1.0125	0.1219	0.82	1.0129	0.9997	1.0126
647	281	7	79,188,231	2,121,712	75,499	62,623	3,362,704	3,362,704	1.0038	0.1705	0.73	1.0068	0.9997	1.0065
648	1,663	36	210,694,192	14,798,856	474,618	416,650	7,331,600	7,331,600	1.0075	0.1221	1.00	1.0075	0.9997	1.0072
649	214	46	83,614,996	25,840,764	653,886	584,630	1,528,101	1,528,101	1.0328	0.1059	0.64	1.0263	0.9997	1.0260
651	2,673	186	1,405,083,568	140,091,230	3,990,700	3,496,265	37,195,954	37,195,954	1.0122	0.1239	1.00	1.0122	0.9997	1.0119
652	6,581	13	766,976,926	4,196,545	197,808	174,748	37,019,173	37,019,173	1.0006	0.1166	1.00	1.0006	0.9997	1.0003
653	1,779	75	382,516,820	45,195,090	1,723,115	1,489,370	12,883,664	12,883,664	1.0163	0.1357	1.00	1.0163	0.9997	1.0160
654	566	73	288,847,761	43,950,406	1,663,553	1,423,470	9,009,034	9,009,034	1.0230	0.1443	1.00	1.0230	0.9997	1.0227
655	527	31	187,087,099	14,536,780	672,323	539,185	8,276,904	8,276,904	1.0151	0.1980	1.00	1.0151	0.9997	1.0148
656	147	6	420,095,417	19,660,806	448,490	328,506	8,805,009	8,805,009	1.0131	0.2675	0.53	1.0139	0.9997	1.0136
657	65	0	17,021,661	0	0	0	735,437	735,437	1.0000	0.0000	0.35	1.0096	0.9997	1.0148
658	371	51	82,370,507	15,053,887	713,885	613,352	3,064,670	3,064,670	1.0273	0.1408	0.84	1.0253	0.9997	1.0250
659	990	38	218,454,660	20,748,197	1,473,953	1,309,531	14,870,368	14,870,368	1.0102	0.1116	1.00	1.0102	0.9997	1.0099
660	1,116	80	531,455,232	69,155,124	953,529	781,582	7,028,377	7,028,377	1.0220	0.1803	1.00	1.0220	0.9997	1.0217
661	3,343	218	1,566,103,213	388,878,017	5,393,859	4,573,059	17,384,957	17,384,957	1.0374	0.1522	1.00	1.0374	0.9997	1.0371
662	295	1	96,019,179	165,983	5,586	5,195	3,609,529	3,609,529	1.0001	0.0700	0.75	1.0038	0.9997	1.0035
663	3,439	228	1,322,711,323	214,887,175	3,838,421	3,135,712	22,225,386	22,225,386	1.0277	0.1831	1.00	1.0277	0.9997	1.0274
664	2,691	152	1,440,966,740	260,340,019	4,544,123	3,792,854	22,968,933	22,968,933	1.0281	0.1653	1.00	1.0281	0.9997	1.0278
665	1,772	63	250,724,777	24,081,505	930,648	833,304	9,333,054	9,333,054	1.0096	0.1046	1.00	1.0096	0.9997	1.0093
666	297	52	84,006,087	30,836,401	1,211,233	1,070,731	2,112,027	2,112,027	1.0441	0.1160	0.75	1.0368	0.9997	1.0365
667	155	7	21,903,286	3,597,666	43,018	40,160	227,237	227,237	1.0107	0.0664	0.54	1.0126	0.9997	1.0123
668	527	20	78,184,542	10,083,795	422,317	371,732	3,121,426	3,121,426	1.0145	0.1198	1.00	1.0145	0.9997	1.0142
669	94	5	13,427,049	1,887,066	67,176	58,763	521,193	521,193	1.0145	0.1252	0.42	1.0147	0.9997	1.0144
670	702	25	79,810,182	13,775,211	476,208	401,480	2,357,998	2,357,998	1.0271	0.1569	1.00	1.0271	0.9997	1.0268
673	198	2	37,743,270	246,590	10,647	8,822	1,298,879	1,298,879	1.0014	0.1714	0.61	1.0066	0.9997	1.0063
674	228	2	47,110,979	4,559,104	223,770	207,035	1,384,017	1,384,017	1.0105	0.0748	0.66	1.0120	0.9997	1.0117
675	2,049	51	1,512,400,061	69,116,768	1,055,316	893,225	23,116,010	23,116,010	1.0068	0.1536	1.00	1.0068	0.9997	1.0065
676	342	16	61,404,412	9,498,255	250,368	208,548	1,569,313	1,569,313	1.0235	0.1670	0.81	1.0218	0.9997	1.0215
677	59	5	43,596,200	6,571,721	96,193	81,226	566,147	566,147	1.0231	0.1556	0.34	1.0176	0.9997	1.0173
679	31	1	13,401,689	587,008	25,257	18,185	553,458	553,458	1.0124	0.2800	0.24	1.0142	0.9997	1.0139
681	94	0	12,629,728	0	0	0	471,065	471,065	1.0000	0.0000	0.42	1.0086	0.9997	1.0148
2601	6	0	822,032	0	0	0	54,672	54,672	1.0000	0.0000	0.11	1.0049	0.9997	1.0046
2605	1	0	178,647	0	0	0	16,952	16,952	1.0000	0.0000	0.04	1.0104	0.9997	1.0148
2606	3	0	1,964,122	0	0	0	61,207	61,207	1.0000	0.0000	0.08	1.0106	0.9997	1.0148
2607	7	0	6,737,955	0	0	0	196,848	196,848	1.0000	0.0000	0.12	1.0078	0.9997	1.0075
2608	7	0	841,579	0	0	0	59,788	59,788	1.0000	0.0000	0.12	1.0110	0.9997	1.0107
2609	15	0	7,073,998	0	0	0	319,501	319,501	1.0000	0.0000	0.17	1.0074	0.9997	1.0071
2617	7	0	191,791	0	0	0	7,970	7,970	1.0000	0.0000	0.12	1.0104	0.9997	1.0101
2645	5	0	156,666	0	0	0	10,469	10,469	1.0000	0.0000	0.10	1.0262	0.9997	1.0259
2646	13	0	391,516	0	0	0	24,410	24,410	1.0000	0.0000	0.16	1.0108	0.9997	1.0105
2647	6	0	65,304	0	0	0	6,286	6,286	1.0000	0.0000	0.11	1.0061	0.9997	1.0058
2648	8	0	882,877	0	0	0	77,775	77,775	1.0000	0.0000	0.12	1.0066	0.9997	1.0063
2651	28	0	4,965,262	0	0	0	364,107	364,107	1.0000	0.0000	0.23	1.0094	0.9997	1.0091
2652	18	0	2,514,703	0	0	0	286,700	286,700	1.0000	0.0000	0.19	1.0005	0.9997	1.0002
2653	10	0	1,396,858	0	0	0	120,043	120,043	1.0000	0.0000	0.14	1.0140	0.9997	1.0137
2654	6	0	1,294,091	0	0	0	106,266	106,266	1.0000	0.0000	0.11	1.0205	0.9997	1.0202
2655	13	0	920,350	0	0	0	98,277	98,277	1.0000	0.0000	0.16	1.0127	0.9997	1.0124
2656	3	0	346,597	0	0	0	19,964	19,964	1.0000	0.0000	0.08	1.0128	0.9997	1.0125
2657	1	0	23,432	0	0	0	2,452	2,452	1.0000	0.0000	0.04	1.0092	0.9997	1.0148
2659	4	0	870,131	0	0	0	168,615	168,615	1.0000	0.0000	0.09	1.0093	0.9997	1.0090
2660	11	0	645,413	0	0	0	18,209	18,209	1.0000	0.0000	0.14	1.0189	0.9997	1.0186
2661	53	0	15,268,394	0	0	0	514,227	514,227	1.0000	0.0000	0.32	1.0254	0.9997	1.0251
2662	3	0	156,675	0	0	0	14,486	14,486	1.0000	0.0000	0.08	1.0035	0.9997	1.0032
2663	22	0	1,686,815	0	0	0	72,817	72,817	1.0000	0.0000	0.20	1.0222	0.9997	1.0219
2664	20	0	1,710,830	0	0	0	88,101	88,101	1.0000	0.0000	0.20	1.0225	0.9997	1.0222
2665	8	0	116,458	0	0	0	10,650	10,650	1.0000	0.0000	0.12	1.0084	0.9997	1.0081
2666	2	0	71,262	0	0	0	6,942	6,942	1.0000	0.0000	0.06	1.0346	0.9997	1.0343
2668	4	0	13,415	0	0	0	1,236	1,236	1.0000	0.0000	0.09	1.0132	0.9997	1.0129
2670	5	0	69,129	0	0	0	5,267	5,267	1.0000	0.0000	0.10	1.0244	0.9997	1.0241
2673	3	0	13,166	0	0	0	944	944	1.0000	0.0000	0.08	1.0061	0.9997	1.0058
2674	1	0	172	0	0	0	15	15	1.0000	0.0000	0.04	1.0115	0.9997	1.0112
2675	51	0	9,084,142	0	0	0	312,351	312,351	1.0000	0.0000	0.31	1.0047	0.9997	1.0044
2676	9	0	1,476,029	0	0	0	120,583	120,583	1.0000	0.0000	0.13	1.0190	0.9997	1.0187
2677	7	0	1,149,153	0	0	0	29,884	29,884	1.0000	0.0000	0.12	1.0155	0.9997	1.0152
2679	2	0	9,924	0	0	0	1,033	1,033	1.0000	0.0000	0.06	1.0133	0.9997	1.0130
2681	3	0	70,387	0	0	0	6,267	6,267	1.0000	0.0000	0.08	1.0079	0.9997	1.0148
Total	41,168	1,964	15,651,195,927	1,794,963,753	40,184,704	34,388,952	356,334,174	356,334,174	1.0148	0.1442		1.0151	0.9997	1.0148

Note:
For each Class:
Indicated Surcharge = (Total Premium Pre-PCCPAP) / (Total Premium Post-PCCPAP)
Basis of Credibility: 1 / ((# PCCPAP Policies) / (# Total Policies)) * 25 = 525 Policies for Full Credibility
Formula Surcharge = (Indicated Surcharge) * (Credibility for that Class) + (1 - Credibility) * (Average Indicated Surcharge)
where (Average Indicated Surcharge) = (Associated Direct Employment class Formula Surcharge) for the Temporary Staffing (26XX) classes
Test Correction Factor = (Total Indicated Surcharge) / (Total Formula Surcharge)
Final Surcharge = Formula Surcharge * Test Correction Factor

Comparison of PCCPAP Surcharges by Class

Class (1)	Current PCCPAP Surcharge (2)	Proposed PCCPAP Surcharge (3)	Percentage Change (4)=(3)/(2)-1.0
601	1.0052	1.0052	0.00%
603	1.0263	1.0153	-1.07%
605	1.0167	1.0148	-0.19%
606	1.0167	1.0148	-0.19%
607	1.0088	1.0086	-0.02%
608	1.0181	1.0122	-0.58%
609	1.0110	1.0086	-0.24%
611	1.0209	1.0183	-0.25%
615	1.0215	1.0145	-0.69%
617	1.0125	1.0115	-0.10%
645	1.0330	1.0288	-0.41%
646	1.0138	1.0126	-0.12%
647	1.0117	1.0065	-0.51%
648	1.0100	1.0072	-0.28%
649	1.0380	1.0260	-1.16%
651	1.0191	1.0119	-0.71%
652	1.0001	1.0003	0.02%
653	1.0215	1.0160	-0.54%
654	1.0265	1.0227	-0.37%
655	1.0130	1.0148	0.18%
656	1.0098	1.0136	0.38%
657	1.0110	1.0148	0.38%
658	1.0249	1.0250	0.01%
659	1.0105	1.0099	-0.06%
660	1.0258	1.0217	-0.40%
661	1.0363	1.0371	0.08%
662	1.0038	1.0035	-0.03%
663	1.0247	1.0274	0.26%
664	1.0311	1.0278	-0.32%
665	1.0113	1.0093	-0.20%
666	1.0414	1.0365	-0.47%
667	1.0127	1.0123	-0.04%
668	1.0155	1.0142	-0.13%
669	1.0161	1.0144	-0.17%
670	1.0208	1.0268	0.59%
673	1.0070	1.0063	-0.07%
674	1.0135	1.0117	-0.18%

Comparison of PCCPAP Surcharges by Class

Class (1)	Current PCCPAP Surcharge (2)	Proposed PCCPAP Surcharge (3)	Percentage Change (4)=(3)/(2)-1.0
675	1.0059	1.0065	0.06%
676	1.0230	1.0215	-0.15%
677	1.0189	1.0173	-0.16%
679	1.0150	1.0139	-0.11%
681	1.0167	1.0148	-0.19%
2601	1.0167	1.0148	-0.19%
2603	1.0167	1.0148	-0.19%
2605	1.0167	1.0148	-0.19%
2606	1.0167	1.0148	-0.19%
2607	1.0167	1.0148	-0.19%
2608	1.0167	1.0148	-0.19%
2609	1.0092	1.0071	-0.21%
2611	1.0167	1.0148	-0.19%
2615	1.0167	1.0148	-0.19%
2617	1.0167	1.0148	-0.19%
2645	1.0167	1.0148	-0.19%
2646	1.0167	1.0148	-0.19%
2647	1.0167	1.0148	-0.19%
2648	1.0167	1.0148	-0.19%
2649	1.0167	1.0148	-0.19%
2651	1.0143	1.0091	-0.51%
2652	1.0167	1.0148	-0.19%
2653	1.0167	1.0148	-0.19%
2654	1.0167	1.0148	-0.19%
2655	1.0167	1.0148	-0.19%
2656	1.0167	1.0148	-0.19%
2657	1.0167	1.0148	-0.19%
2658	1.0167	1.0148	-0.19%
2659	1.0167	1.0148	-0.19%
2660	1.0167	1.0148	-0.19%
2661	1.0246	1.0251	0.05%
2662	1.0167	1.0148	-0.19%
2663	1.0167	1.0148	-0.19%
2664	1.0167	1.0148	-0.19%
2665	1.0167	1.0148	-0.19%
2666	1.0167	1.0148	-0.19%
2667	1.0167	1.0148	-0.19%

Comparison of PCCPAP Surcharges by Class

Class (1)	Current PCCPAP Surcharge (2)	Proposed PCCPAP Surcharge (3)	Percentage Change (4)=(3)/(2)-1.0
2668	1.0167	1.0148	-0.19%
2669	1.0167	1.0148	-0.19%
2670	1.0167	1.0148	-0.19%
2673	1.0167	1.0148	-0.19%
2674	1.0167	1.0148	-0.19%
2675	1.0167	1.0148	-0.19%
2676	1.0167	1.0148	-0.19%
2677	1.0167	1.0148	-0.19%
2679	1.0167	1.0148	-0.19%
2681	1.0167	1.0148	-0.19%
Total	1.0168	1.0148	-0.20%