

**PENNSYLVANIA COMPENSATION RATING BUREAU**

April 1, 2025 F-CLASS RATE FILING

**OTHER SUPPORTING F-CLASSIFICATION EXHIBITS**

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**Pennsylvania F-Class Rate Revision**  
**Proposed Effective December 1, 2025**

**Calculation of Composite Pure Premium Multiplier**

<b>Item</b>	<b>Total</b>
(1) Pure Premium Test Correction Factor	1.0013
(2) Off-Balance Factor (Collectible Prem Ratio)	1.0458
(3) Expense Provision ( = 1 / 0.7505 )	1.3324
(4) Rate Test Correction Factor	0.9973
(5) Composite Pure Premium Multiplier (1)*(2)*(3)*(4)	1.3915

## CALCULATION OF PER CLAIM AND CATASTROPHE LIMITATIONS

All Death, Permanent Total and Major Disability claims in the Pennsylvania experience for Manual Years 2017 through 2021 were translated using composite multipliers, yielding an average claim value of \$9,124. A value of \$559,507 was selected based on a review of Pennsylvania State Act coverage experience as reported in the proposed 4/1/25 Loss Cost Filing. Using twice the value as unity and using the indicated Hazard Group Relativities produced the following results:

Hazard Group (1)	Hazard Group Relativities * (2)	Per Claim Limit [ (2) * \$ 559,507 ]* 2 (3)	Per Accident Limit (3) * 2 (4)
A	0.80	896,693	1,793,386
B	0.85	953,712	1,907,424
C	0.91	1,014,357	2,028,714
D	0.96	1,078,858	2,157,716
E	1.03	1,147,460	2,294,920
F	1.09	1,220,425	2,440,850
G	1.16	1,298,029	2,596,058

@ From the proposed PA State Act Coverage Loss Cost filing of 4/1/25.

## CREDIBILITY

The classification relativity criteria for 100 percent credibility for the various categories of loss are as follows:

Serious: 175 \* Average Cost of Serious Case (including Medical)  
 Non-Serious: 500 \* Average Cost of Non-Serious Case (including Medical)  
 Medical: 10 Percent of the Non-Serious

The following calculations are based on the figures in Table V, Section B.

	No. Cases	INDEMNITY AMOUNT	MEDICAL AMOUNT	TOTAL AMOUNT	AVERAGE COST (4) / (1)
	(1)	(2)	(3)	(4)	(5)
Death	1	19,122	15,690	34,812	34,812
Permanent Total	0	0	0	0	0
Major	11	50,567	24,113	74,680	6,789
<b>Total Serious</b>	<b>12</b>	<b>69,689</b>	<b>39,803</b>	<b>109,492</b>	<b>9,124</b>
Minor	16	16,953	5,709	22,662	1,416
Temporary	141	50,268	25,615	75,883	538
<b>Total Non-Serious</b>	<b>157</b>	<b>67,221</b>	<b>31,324</b>	<b>98,545</b>	<b>628</b>

Accordingly, the criteria for 100 percent credibility will be: Selected @

Serious: 175 *	9,124	1,596,700	97,913,725
Non-Serious: 500 *	628	314,000	22,359,500
Medical: .10 *	314,000	31,400	2,235,950

@ From the proposed PA State Act Coverage Loss Cost filing of 4/1/25.

## EXPECTED LOSS CREDIBILITY TABLE

Serious, Non-Serious and Medical

Credibility (1)	Serious (2)	Non-Serious (3)	Medical (4)
1.00	97,180,328	22,192,022	2,219,202
0.99	95,719,057	21,858,328	2,185,833
0.98	94,265,185	21,526,323	2,152,632
0.97	92,818,748	21,196,015	2,119,602
0.96	91,379,785	20,867,415	2,086,742
0.95	89,948,335	20,540,530	2,054,053
0.94	88,524,439	20,215,370	2,021,537
0.93	87,108,135	19,891,944	1,989,194
0.92	85,699,465	19,570,262	1,957,026
0.91	84,298,471	19,250,332	1,925,033
0.90	82,905,194	18,932,164	1,893,216
0.89	81,519,679	18,615,769	1,861,577
0.88	80,141,968	18,301,156	1,830,116
0.87	78,772,107	17,988,336	1,798,834
0.86	77,410,140	17,677,318	1,767,732
0.85	76,056,113	17,368,114	1,736,811
0.84	74,710,073	17,060,733	1,706,073
0.83	73,372,069	16,755,187	1,675,519
0.82	72,042,148	16,451,488	1,645,149
0.81	70,720,360	16,149,645	1,614,965
0.80	69,406,755	15,849,672	1,584,967
0.79	68,101,385	15,551,578	1,555,158
0.78	66,804,302	15,255,377	1,525,538
0.77	65,515,559	14,961,081	1,496,108
0.76	64,235,211	14,668,702	1,466,870
0.75	62,963,313	14,378,252	1,437,825
0.74	61,699,922	14,089,745	1,408,975
0.73	60,445,094	13,803,194	1,380,319
0.72	59,198,890	13,518,612	1,351,861
0.71	57,961,369	13,236,012	1,323,601
0.70	56,732,593	12,955,410	1,295,541
0.69	55,512,624	12,676,819	1,267,682
0.68	54,301,526	12,400,254	1,240,025
0.67	53,099,366	12,125,729	1,212,573
0.66	51,906,209	11,853,261	1,185,326
0.65	50,722,124	11,582,864	1,158,286
0.64	49,547,182	11,314,555	1,131,456
0.63	48,381,454	11,048,350	1,104,835
0.62	47,225,013	10,784,267	1,078,427
0.61	46,077,935	10,522,321	1,052,232
0.60	44,940,297	10,262,531	1,026,253
0.59	43,812,178	10,004,914	1,000,491
0.58	42,693,658	9,749,490	974,949
0.57	41,584,822	9,496,277	949,628
0.56	40,485,754	9,245,295	924,530
0.55	39,396,542	8,996,563	899,656
0.54	38,317,276	8,750,103	875,010
0.53	37,248,048	8,505,935	850,594
0.52	36,188,954	8,264,081	826,408
0.51	35,140,092	8,024,564	802,456
0.50	34,101,563	7,787,406	778,741
0.49	33,073,469	7,552,631	755,263
0.48	32,055,920	7,320,265	732,027
0.47	31,049,024	7,090,331	709,033
0.46	30,052,896	6,862,856	686,286
0.45	29,067,653	6,637,866	663,787
0.44	28,093,418	6,415,391	641,539

**EXPECTED LOSS CREDIBILITY TABLE**

Serious, Non-Serious and Medical

Credibility (1)	Serious (2)	Non-Serious (3)	Medical (4)
0.43	27,130,316	6,195,458	619,546
0.42	26,178,477	5,978,096	597,810
0.41	25,238,036	5,763,338	576,334
0.40	24,309,134	5,551,215	555,122
0.39	23,391,914	5,341,759	534,176
0.38	22,486,529	5,135,006	513,501
0.37	21,593,135	4,930,992	493,099
0.36	20,711,895	4,729,752	472,975
0.35	19,842,980	4,531,327	453,133
0.34	18,986,566	4,335,757	433,576
0.33	18,142,838	4,143,084	414,308
0.32	17,311,992	3,953,353	395,335
0.31	16,494,229	3,766,609	376,661
0.30	15,689,763	3,582,902	358,290
0.29	14,898,816	3,402,282	340,228
0.28	14,121,625	3,224,803	322,480
0.27	13,358,437	3,050,522	305,052
0.26	12,609,515	2,879,499	287,950
0.25	11,875,134	2,711,797	271,180
0.24	11,155,590	2,547,482	254,748
0.23	10,451,195	2,386,627	238,663
0.22	9,762,282	2,229,307	222,931
0.21	9,089,207	2,075,604	207,560
0.20	8,432,353	1,925,606	192,561
0.19	7,792,129	1,779,405	177,941
0.18	7,168,981	1,637,103	163,710
0.17	6,563,390	1,498,811	149,881
0.16	5,975,880	1,364,648	136,465
0.15	5,407,027	1,234,745	123,475
0.14	4,857,463	1,109,247	110,925
0.13	4,327,892	988,314	98,831
0.12	3,819,098	872,127	87,213
0.11	3,331,969	760,886	76,089
0.10	2,867,515	654,824	65,482
0.09	2,426,903	554,206	55,421
0.08	2,011,500	459,345	45,935
0.07	1,622,941	370,614	37,061
0.06	1,263,229	288,470	28,847
0.05	934,897	213,493	21,349
0.04	641,291	146,445	14,645
0.03	387,146	88,409	8,841
0.02	179,936	41,090	4,109
0.01	34,632	7,909	791
0.00	0	0	0

## Classification Credibility Table

### Payroll Conversion Factors

Convert the Expected Loss Credibility Table to a Payroll Basis

A)	<hr/> Five Year Payroll (00's) <hr/>		
	12,454,398,418		
B)	<hr/> Five Year Expected Losses * <hr/>		
	Serious	Non-Serious	Medical Only
	2,799,836,661	4,153,018,407	642,819,669
C) =A/B	<hr/> Ratio Payroll to Expected Loss <hr/>		
	Serious	Non-Serious	Medical Only
	4.4483	2.9989	19.3746

\* Expected losses associated with payroll based classifications only

## PAYROLL CREDIBILITY TABLE

Serious, Non-Serious and Medical

Credibilit (1)	Serious (2)	Non-Serious (3)	Medical (4)
1.00	459,594,925	70,357,587	45,507,400
0.99	452,684,136	69,299,643	44,823,129
0.98	445,808,339	68,247,054	44,142,302
0.97	438,967,705	67,199,846	43,464,983
0.96	432,162,417	66,158,053	42,791,149
0.95	425,392,661	65,121,696	42,120,822
0.94	418,658,629	64,090,809	41,454,042
0.93	411,960,503	63,065,419	40,790,810
0.92	405,298,480	62,045,559	40,131,167
0.91	398,672,759	61,031,253	39,475,112
0.90	392,083,534	60,022,533	38,822,666
0.89	385,531,018	59,019,434	38,173,870
0.88	379,015,409	58,021,985	37,528,725
0.87	372,536,926	57,030,220	36,887,250
0.86	366,095,775	56,044,169	36,249,466
0.85	359,692,175	55,063,869	35,615,394
0.84	353,326,348	54,089,348	34,985,074
0.83	346,998,526	53,120,645	34,358,528
0.82	340,708,931	52,157,798	33,735,754
0.81	334,457,799	51,200,835	33,116,795
0.80	328,245,366	50,249,800	32,501,650
0.79	322,071,880	49,304,723	31,890,381
0.78	315,937,585	48,365,647	31,282,987
0.77	309,842,733	47,432,611	30,679,490
0.76	303,787,583	46,505,653	30,079,930
0.75	297,772,396	45,584,810	29,484,327
0.74	291,797,441	44,670,128	28,892,723
0.73	285,862,983	43,761,646	28,305,097
0.72	279,969,310	42,859,407	27,721,532
0.71	274,116,702	41,963,452	27,142,027
0.70	268,305,452	41,073,832	26,566,623
0.69	262,535,853	40,190,587	25,995,341
0.68	256,808,207	39,313,765	25,428,201
0.67	251,122,832	38,443,411	24,865,264
0.66	245,480,034	37,579,579	24,306,532
0.65	239,880,141	36,722,312	23,752,044
0.64	234,323,488	35,871,665	23,201,863
0.63	228,810,410	35,027,689	22,655,967
0.62	223,341,254	34,190,440	22,114,440
0.61	217,916,378	33,359,966	21,577,280
0.60	212,536,147	32,536,328	21,044,549
0.59	207,200,933	31,719,579	20,516,269
0.58	201,911,117	30,909,783	19,992,499
0.57	196,667,099	30,106,997	19,473,262
0.56	191,469,276	29,311,283	18,958,597
0.55	186,318,066	28,522,703	18,448,526
0.54	181,213,893	27,741,327	17,943,130
0.53	176,157,193	26,967,216	17,442,451
0.52	171,148,420	26,200,442	16,946,488
0.51	166,188,037	25,441,078	16,455,323
0.50	161,276,522	24,689,192	15,969,019
0.49	156,414,357	23,944,861	15,487,574
0.48	151,602,062	23,208,168	15,011,092
0.47	146,840,149	22,479,185	14,539,573
0.46	142,129,161	21,757,999	14,073,118
0.45	137,469,651	21,044,690	13,611,749



**PAYROLL CREDIBILITY TABLE**

Serious, Non-Serious and Medical

Credibilit (1)	Serious (2)	Non-Serious (3)	Medical (4)
0.44	132,862,202	20,339,356	13,155,527
0.43	128,307,403	19,642,080	12,704,534
0.42	123,805,871	18,952,956	12,258,811
0.41	119,358,244	18,272,087	11,818,420
0.40	114,965,187	17,599,572	11,383,443
0.39	110,627,379	16,935,513	10,953,920
0.38	106,345,542	16,280,023	10,529,954
0.37	102,120,413	15,633,217	10,111,587
0.36	97,952,765	14,995,206	9,698,920
0.35	93,843,405	14,366,119	9,292,036
0.34	89,793,167	13,746,084	8,890,996
0.33	85,802,924	13,135,234	8,495,883
0.32	81,873,604	12,533,710	8,106,819
0.31	78,006,157	11,941,657	7,723,886
0.30	74,201,596	11,359,233	7,347,166
0.29	70,460,971	10,786,595	6,976,783
0.28	66,785,401	10,223,915	6,612,839
0.27	63,176,056	9,671,375	6,255,457
0.26	59,634,179	9,129,164	5,904,760
0.25	56,161,071	8,597,481	5,560,871
0.24	52,758,132	8,076,537	5,223,913
0.23	49,426,837	7,566,562	4,894,071
0.22	46,168,760	7,067,795	4,571,468
0.21	42,985,587	6,580,495	4,256,267
0.20	39,879,127	6,104,941	3,948,694
0.19	36,851,316	5,641,426	3,648,894
0.18	33,904,262	5,190,271	3,357,070
0.17	31,040,240	4,751,830	3,073,490
0.16	28,261,729	4,326,480	2,798,379
0.15	25,571,453	3,914,636	2,532,003
0.14	22,972,400	3,516,757	2,274,650
0.13	20,467,900	3,133,351	2,026,648
0.12	18,061,660	2,764,991	1,788,407
0.11	15,757,881	2,412,313	1,560,296
0.10	13,561,339	2,076,054	1,342,787
0.09	11,477,552	1,757,055	1,136,474
0.08	9,512,987	1,456,307	941,952
0.07	7,675,375	1,174,995	759,980
0.06	5,974,189	914,565	591,542
0.05	4,421,408	676,858	437,787
0.04	3,032,858	464,289	300,313
0.03	1,830,930	280,292	181,295
0.02	850,971	130,272	84,260
0.01	163,785	25,075	16,220
0.00	0	0	0

**TABLE V**  
**Total Experience All Industries - Policy Years 2017 - 2021**

PY (1)	Payroll (in 1,000's) (2)	All Losses (3)	Death		Permanent Total		Major Perm Partial		Minor Perm Partial		Temporary Total		Medical	Pure Premium (15)
			No. (4)	Amounts (in 100's) (5)	No. (6)	Amounts (in 100's) (7)	No. (8)	Amounts (in 100's) (9)	No. (10)	Amounts (in 100's) (11)	No. (12)	Amounts (in 100's) (13)	Amounts (in 100's) (14)	
<b>A. LOSS EXPERIENCE AS REPORTED</b>														
2017	80,635	3,372,572	0	0	0	0	6	15,130	6	2,560	23	4,311	11,724	4.183
2018	63,952	945,573	0	0	0	0	0	0	3	2,780	25	3,415	3,262	1.479
2019	58,490	1,318,553	0	0	0	0	1	2,986	3	1,837	29	4,518	3,845	2.254
2020	57,538	2,986,984	1	9,299	0	0	2	3,350	2	472	27	5,733	11,016	5.191
2021	78,045	1,630,871	0	0	0	0	2	4,565	2	1,236	37	6,280	4,227	2.090
Total	338,660	10,254,553	1	9,299	0	0	11	26,032	16	8,884	141	24,257	34,074	3.028
<b>B. REPORTED PAYROLLS, TRANSLATED LOSSES &amp; PURE PREMIUMS (EXCLUDING IBNR AND FREQUENCY TREND)</b>														
2017	80,635	5,837,694	0	0	0	0	6	26,024	6	4,404	23	7,414	20,534	7.240
2018	63,952	1,682,742	0	0	0	0	0	0	3	4,900	25	6,020	5,907	2.631
2019	58,490	2,492,819	0	0	0	0	1	5,515	3	3,392	29	8,345	7,677	4.262
2020	57,538	6,500,264	1	19,122	0	0	2	6,888	2	971	27	11,790	26,232	11.297
2021	78,045	4,462,156	0	0	0	0	2	12,140	2	3,286	37	16,700	12,496	5.717
Total	338,660	20,975,675	1	19,122	0	0	11	50,567	16	16,953	141	50,268	72,846	6.194
Pure Premium		6.194		0.565		0.000		1.493		0.501		1.484	2.151	
<b>C. REPORTED PAYROLLS, TRANSLATED LOSSES &amp; PURE PREMIUMS (INCLUDING IBNR AND FREQUENCY TREND)</b>														
2017	80,635	5,837,694	0	0	0	0	6	26,024	6	4,404	23	7,414	20,534	7.240
2018	63,952	1,682,742	0	0	0	0	0	0	3	4,900	25	6,020	5,907	2.631
2019	58,490	2,492,819	0	0	0	0	1	5,515	3	3,392	29	8,345	7,677	4.262
2020	57,538	6,500,264	1	19,122	0	0	2	6,888	2	971	27	11,790	26,232	11.297
2021	78,045	4,462,156	0	0	0	0	2	12,140	2	3,286	37	16,700	12,496	5.717
Total	338,660	20,975,675	1	19,122	0	0	11	50,567	16	16,953	141	50,268	72,846	6.194
Pure Premium		6.194		0.565		0.000		1.493		0.501		1.484	2.151	

**TABLE V**  
**Total Medical Experience All Industries - Policy Years 2017 - 2021**

PY (1)	Payroll (in 1,000's) (2)	All Losses (3)	<u>Death</u>		<u>Permanent Total</u>		<u>Major Perm Partial</u>		<u>Minor Perm Partial</u>		<u>Temporary Total</u>		<u>Medical Only</u>	Pure Premium (15)
			No. (4)	Amounts (in 100's) (5)	No. (6)	Amounts (in 100's) (7)	No. (8)	Amounts (in 100's) (9)	No. (10)	Amounts (in 100's) (11)	No. (12)	Amounts (in 100's) (13)	Amounts (in 100's) (14)	
<b>A. LOSS EXPERIENCE AS REPORTED</b>														
2017	80,635	1,172,422	0	0	0	0	6	8,239	6	1,152	23	1,902	431	1.454
2018	63,952	326,156	0	0	0	0	0	0	3	669	25	2,340	253	0.510
2019	58,490	384,485	0	0	0	0	1	1,155	3	313	29	2,174	203	0.657
2020	57,538	1,101,574	1	6,540	0	0	2	756	2	583	27	2,981	156	1.915
2021	78,045	422,735	0	0	0	0	2	1,682	2	120	37	1,985	440	0.542
Total	338,660	3,407,372	1	6,540	0	0	11	11,832	16	2,837	141	11,382	1,483	1.006
<b>B. REPORTED PAYROLLS, TRANSLATED LOSSES &amp; PURE PREMIUMS (EXCLUDING IBNR AND FREQUENCY TREND)</b>														
2017	80,635	2,053,436	0	0	0	0	6	14,616	6	2,044	23	3,375	500	2.547
2018	63,952	590,710	0	0	0	0	0	0	3	1,247	25	4,366	294	0.924
2019	58,490	767,672	0	0	0	0	1	2,360	3	640	29	4,442	235	1.312
2020	57,538	2,623,184	1	15,690	0	0	2	1,812	2	1,398	27	7,151	181	4.559
2021	78,045	1,249,627	0	0	0	0	2	5,325	2	380	37	6,281	511	1.601
Total	338,660	7,284,628	1	15,690	0	0	11	24,113	16	5,709	141	25,615	1,720	2.151
Pure Premium		2.151		0.463		0.000		0.712		0.169		0.756	0.051	
<b>C. REPORTED PAYROLLS, TRANSLATED LOSSES &amp; PURE PREMIUMS (INCLUDING IBNR AND FREQUENCY TREND)</b>														
2017	80,635	2,053,436	0	0	0	0	6	14,616	6	2,044	23	3,375	500	2.547
2018	63,952	590,710	0	0	0	0	0	0	3	1,247	25	4,366	294	0.924
2019	58,490	767,672	0	0	0	0	1	2,360	3	640	29	4,442	235	1.312
2020	57,538	2,623,184	1	15,690	0	0	2	1,812	2	1,398	27	7,151	181	4.559
2021	78,045	1,249,627	0	0	0	0	2	5,325	2	380	37	6,281	511	1.601
Total	338,660	7,284,628	1	15,690	0	0	11	24,113	16	5,709	141	25,615	1,720	2.151
Pure Premium		2.151		0.463		0.000		0.712		0.169		0.756	0.051	

**PENNSYLVANIA COMPENSATION RATING BUREAU, INC.**  
**APRIL 1, 2025 F-CLASS RATE FILING**  
**RATE SELECTIONS**

<u>Code</u>	<u>Selection</u>	<u>Basis for Rate Selection</u>
6824F	10.63	Based on Filing Exhibit 10, Derivation of F-Class Rates
6826F	8.91	Based on Filing Exhibit 10, Derivation of F-Class Rates
6843F	13.10	Based on Filing Exhibit 10, Derivation of F-Class Rates
6872F	23.44	Based on Filing Exhibit 10, Derivation of F-Class Rates
7309F	36.29	Based on Filing Exhibit 10, Derivation of F-Class Rates
7313F	8.47	Based on Filing Exhibit 10, Derivation of F-Class Rates
7317F	21.26	Based on Filing Exhibit 10, Derivation of F-Class Rates
7327F	22.82	Based on Filing Exhibit 10, Derivation of F-Class Rates
7366F	11.91	Based on Filing Exhibit 10, Derivation of F-Class Rates
8709F	6.46	Based on Filing Exhibit 10, Derivation of F-Class Rates
8726F	3.19	Based on Filing Exhibit 10, Derivation of F-Class Rates

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	31	0	0.000	0	0	0	0	0	0	0	
2018	40	0	0.000	0	0	0	0	0	0	0	
2019	52	21,766	41.858	0	0	0	0	1	1	1	
2020	96	0	0.000	0	0	0	0	0	0	0	
2021	28	0	0.000	0	0	0	0	0	0	0	
TOTAL	247	21,766	8.812	0	0	0	0	1	1	1	

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	1,349	0	0	0	0	20,417	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	1,349	0	0	0	0	20,417	0

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	2,491	0	0	0	0	41,716	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	2,491	0	0	0	0	41,716	0

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	0	44,207	0	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	0	44,207	0	
EXPECTED LOSSES	15,755	3,145	182	
CREDIBILITY	0.00	0.00	0.00	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.000	17.898	0.000	17.898
INDICATED (POST-TEST)	0.000	12.852	0.000	12.852
PRESENT ON RATE LEVEL	6.054	1.209	0.070	7.333
DERIVED BY FORMULA	6.054	1.209	0.070	7.333
UNDERLYING PRESENT RATE	6.378	1.273	0.074	7.725
PROPOSED	6.054	1.209	0.070	7.333

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	10.204
IND. RATE				10.20		
MAN. RATE	9.93	10.98	11.06	+ 10.20		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	52	0	0.000	0	0	0	0	0	0	0	0
2018	40	78,566	196.415	0	0	0	0	0	0	1	1
2019	35	141,490	404.257	0	0	0	0	0	0	1	1
2020	24	0	0.000	0	0	0	0	0	0	0	0
2021	32	0	0.000	0	0	0	0	0	0	0	0
TOTAL	183	220,056	120.249	0	0	0	0	0	0	2	2

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	16,693	0	0	0	0	61,873	0
2019	0	0	0	0	107,829	0	0	0	0	33,661	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	124,522	0	0	0	0	95,534	0

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	29,430	0	0	0	0	115,449	0
2019	0	0	0	0	199,149	0	0	0	0	68,776	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	228,579	0	0	0	0	184,225	0

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	0	412,804	0	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	0	412,804	0	
EXPECTED LOSSES	10,225	2,110	114	
CREDIBILITY	0.00	0.00	0.00	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.000	225.576	0.000	225.576
INDICATED (POST-TEST)	0.000	161.986	0.000	161.986
PRESENT ON RATE LEVEL	5.304	1.095	0.059	6.458
DERIVED BY FORMULA	5.304	1.095	0.059	6.458
UNDERLYING PRESENT RATE	5.588	1.153	0.062	6.803
PROPOSED	5.304	1.095	0.059	6.458

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	8.986
IND. RATE				8.99		
MAN. RATE	10.39	10.38	9.74	+ 8.99		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	19,849	0	0.000	0	0	0	0	0	0	0	
2018	123	0	0.000	0	0	0	0	0	0	0	
2019	96	0	0.000	0	0	0	0	0	0	0	
2020	78	0	0.000	0	0	0	0	0	0	0	
2021	185	0	0.000	0	0	0	0	0	0	0	
TOTAL	20,331	0	0.000	0	0	0	0	0	0	0	

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	0	0	0	0	0	0	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	1,078,734	0	59,607	0	0	630,581	0	32,040	5,581
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	0	0	0	0	0	0	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	1,078,734	0	59,607	0	0	630,581	0	32,040	5,581

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	1,709,315	91,647	5,581	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	1,709,315	91,647	5,581	
EXPECTED LOSSES	1,533,307	359,485	20,110	
CREDIBILITY	0.01	0.02	0.03	

PURE PREMIUMS

INDICATED (PRE-TEST)	8.407	0.451	0.027	8.886
INDICATED (POST-TEST)	38.733	0.324	0.059	39.116
PRESENT ON RATE LEVEL	7.159	1.678	0.094	8.931
DERIVED BY FORMULA	7.474	1.651	0.093	9.218
UNDERLYING PRESENT RATE	7.542	1.768	0.099	9.409
PROPOSED	7.474	1.651	0.093	9.218

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	12.827
IND. RATE				12.83		
MAN. RATE	13.17	13.64	13.47	+ 12.83		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	271	0	0.000	0	0	0	0	0	0	0	0
2018	83	0	0.000	0	0	0	0	0	0	0	0
2019	132	0	0.000	0	0	0	0	0	0	0	0
2020	105	0	0.000	0	0	0	0	0	0	0	0
2021	75	0	0.000	0	0	0	0	0	0	0	0
TOTAL	666	0	0.000	0	0	0	0	0	0	0	0

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	0	0	0	0	0	0	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	0	0	0	0	0	0	0

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	5,064	0	0	0	0	24,011	0
2018	0	0	0	0	0	0	0	0	0	0	0
2019	0	0	0	0	0	0	0	0	0	0	0
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	0	5,064	0	0	0	0	24,011	0

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	0	29,075	0	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	0	29,075	0	
EXPECTED LOSSES	102,761	18,181	1,220	
CREDIBILITY	0.00	0.00	0.00	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.000	4.366	0.000	4.366
INDICATED (POST-TEST)	0.000	3.135	0.000	3.135
PRESENT ON RATE LEVEL	14.646	2.591	0.174	17.411
DERIVED BY FORMULA	14.646	2.591	0.174	17.411
UNDERLYING PRESENT RATE	15.430	2.730	0.183	18.343
PROPOSED	14.646	2.591	0.174	17.411

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	24.227
IND. RATE				24.23		
MAN. RATE	30.02	28.78	26.26	+ 24.23		

+ PROPOSED



POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES					
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL
2017	8,549	0	0.000	0	0	0	0	0	0
2018	8,019	27,673	0.345	0	0	0	0	2	2
2019	8,679	181,830	2.095	0	0	0	2	6	8
2020	8,320	23,689	0.285	0	0	0	0	1	1
2021	10,306	518,212	5.028	0	0	1	1	5	7
TOTAL	43,873	751,404	1.713	0	0	1	3	14	18

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	22,907	0	0	0	0	4,400	366
2019	0	0	0	80,264	44,743	0	0	0	15,943	40,207	673
2020	0	0	0	0	16,933	0	0	0	0	4,034	2,722
2021	0	0	284,336	16,111	60,049	0	0	134,201	0	16,441	7,074
TOTAL	0	0	284,336	96,375	144,632	0	0	134,201	15,943	65,082	10,835

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	94,590	197,076	0	0	0	132,326	56,097	14,175
2018	0	0	0	0	40,385	0	0	0	0	8,210	425
2019	0	0	0	148,240	82,636	0	0	0	32,575	82,151	781
2020	0	0	0	0	34,821	0	0	0	0	9,677	3,158
2021	0	0	756,078	42,841	159,676	0	0	424,719	0	52,032	8,206
TOTAL	0	0	756,078	285,670	514,594	0	0	424,719	164,901	208,168	26,744

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	1,180,797	1,173,333	26,744	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	1,180,797	1,173,333	26,744	
EXPECTED LOSSES	10,665,885	1,996,929	94,821	
CREDIBILITY	0.01	0.03	0.05	

PURE PREMIUMS

INDICATED (PRE-TEST)	2.691	2.674	0.061	5.427
INDICATED (POST-TEST)	12.399	1.920	0.132	14.451
PRESENT ON RATE LEVEL	23.076	4.320	0.205	27.601
DERIVED BY FORMULA	22.969	4.248	0.201	27.419
UNDERLYING PRESENT RATE	24.311	4.552	0.216	29.079
PROPOSED	22.969	4.248	0.201	27.419

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	38.153
IND. RATE				38.15		
MAN. RATE	51.11	46.82	41.63	+ 38.15		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES					
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL
2017	14,535	0	0.000	0	0	0	0	0	0
2018	12,228	79,371	0.649	0	0	0	1	2	3
2019	8,897	48,375	0.544	0	0	0	0	2	2
2020	3,851	4,422	0.115	0	0	0	0	1	1
2021	8,635	38,368	0.444	0	0	0	0	3	3
TOTAL	48,146	170,536	0.354	0	0	0	1	8	9

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	35,568	6,261	0	0	0	0	28,115	9,427
2019	0	0	0	0	9,079	0	0	0	0	37,499	1,797
2020	0	0	0	0	2,067	0	0	0	0	1,651	704
2021	0	0	0	0	35,473	0	0	0	0	1,426	1,469
TOTAL	0	0	0	35,568	52,880	0	0	0	0	68,691	13,397

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	62,706	11,038	0	0	0	0	52,460	10,935
2019	0	0	0	0	16,768	0	0	0	0	76,618	2,085
2020	0	0	0	0	4,251	0	0	0	0	3,961	817
2021	0	0	0	0	94,326	0	0	0	0	4,513	1,704
TOTAL	0	0	0	62,706	126,383	0	0	0	0	137,551	15,541

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	0	326,641	15,541	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	0	326,641	15,541	
EXPECTED LOSSES	2,635,704	494,806	47,524	
CREDIBILITY	0.01	0.04	0.05	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.000	0.678	0.032	0.711
INDICATED (POST-TEST)	0.000	0.487	0.070	0.557
PRESENT ON RATE LEVEL	5.196	0.976	0.094	6.266
DERIVED BY FORMULA	5.144	0.956	0.092	6.193
UNDERLYING PRESENT RATE	5.474	1.028	0.099	6.601
PROPOSED	5.144	0.956	0.092	6.193

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	8.617
IND. RATE				8.62		
MAN. RATE	10.75	10.28	9.45	+ 8.62		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES						
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL	
2017	1,694	0	0.000	0	0	0	0	0	0	0
2018	1,749	2,529	0.145	0	0	0	0	1	0	1
2019	2,093	532	0.025	0	0	0	0	0	0	0
2020	1,778	0	0.000	0	0	0	0	0	0	0
2021	2,205	235	0.011	0	0	0	0	0	0	0
TOTAL	9,519	3,296	0.035	0	0	0	0	1	0	1

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	0	0	0	0	0	0	0	0
2018	0	0	0	0	1,416	0	0	0	0	645	468
2019	0	0	0	0	0	0	0	0	0	0	532
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	235
TOTAL	0	0	0	0	1,416	0	0	0	0	645	1,235

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	0	41,087	19,560	0	0	0	29,211	39,777	4,171
2018	0	0	0	0	2,496	0	0	0	0	1,204	543
2019	0	0	0	0	0	0	0	0	0	0	617
2020	0	0	0	0	0	0	0	0	0	0	0
2021	0	0	0	0	0	0	0	0	0	0	273
TOTAL	0	0	0	41,087	22,056	0	0	0	29,211	40,980	5,604

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	0	133,334	5,604	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	0	133,334	5,604	
EXPECTED LOSSES	1,309,057	264,419	12,315	
CREDIBILITY	0.00	0.01	0.02	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.000	1.401	0.059	1.460
INDICATED (POST-TEST)	0.000	1.006	0.127	1.133
PRESENT ON RATE LEVEL	13.053	2.637	0.123	15.813
DERIVED BY FORMULA	13.053	2.620	0.123	15.797
UNDERLYING PRESENT RATE	13.752	2.778	0.129	16.659
PROPOSED	13.053	2.620	0.123	15.797

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	21.981
IND. RATE				21.98		
MAN. RATE	27.20	26.12	23.85	+ 21.98		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	9,757	635,440	6.513	0	0	1	2	6	9		
2018	9,255	204,226	2.207	0	0	0	0	10	10		
2019	10,253	337,637	3.293	0	0	0	1	7	8		
2020	10,242	326,429	3.187	0	0	0	0	8	8		
2021	13,029	422,829	3.245	0	0	0	1	13	14		
TOTAL	52,536	1,926,561	3.667	0	0	1	4	44	49		

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	166,166	147,716	184,408	0	0	32,217	16,457	77,923	10,553
2018	0	0	0	0	135,056	0	0	0	0	64,560	4,610
2019	0	0	0	103,403	171,609	0	0	0	15,379	44,737	2,509
2020	0	0	0	0	243,158	0	0	0	0	80,240	3,031
2021	0	0	0	107,458	214,752	0	0	0	12,000	70,823	17,796
TOTAL	0	0	166,166	358,577	948,983	0	0	32,217	43,836	338,283	38,499

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	285,806	254,072	317,182	0	0	57,153	29,195	138,235	12,241
2018	0	0	0	0	238,104	0	0	0	0	120,463	5,348
2019	0	0	0	190,975	316,945	0	0	0	31,422	91,407	2,910
2020	0	0	0	0	500,030	0	0	0	0	192,488	3,516
2021	0	0	0	285,742	571,047	0	0	0	37,978	224,141	20,643
TOTAL	0	0	285,806	730,788	1,943,307	0	0	57,153	98,595	766,733	44,659

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	342,958	3,539,423	44,659	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	342,958	3,539,423	44,659	
EXPECTED LOSSES	6,752,799	1,997,630	78,724	
CREDIBILITY	0.01	0.04	0.05	

PURE PREMIUMS

INDICATED (PRE-TEST)	0.653	6.737	0.085	7.475
INDICATED (POST-TEST)	3.007	4.838	0.183	8.029
PRESENT ON RATE LEVEL	12.201	3.609	0.142	15.952
DERIVED BY FORMULA	12.109	3.658	0.144	15.911
UNDERLYING PRESENT RATE	12.854	3.802	0.150	16.806
PROPOSED	12.109	3.658	0.144	15.911

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	22.141
IND. RATE				22.14		
MAN. RATE	21.91	24.06	24.06	+ 22.14		

+ PROPOSED

POLICY YEAR	PAYROLL IN THOUS	TOTAL REPT. LOSSES	PURE PREM. REPORTED	NUMBER OF CASES							
				DEATH	P. T.	MAJOR	MINOR	TEMP	ALL		
2017	21,519	662,101	3.077	0	0	2	2	4	8		
2018	26,433	490,909	1.857	0	0	0	2	7	9		
2019	23,060	586,623	2.544	0	0	1	0	12	13		
2020	25,527	1,684,154	6.598	1	0	2	2	16	21		
2021	31,691	532,412	1.680	0	0	1	0	13	14		
TOTAL	128,230	3,956,199	3.085	1	0	6	6	52	65		

REPORTED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	392,526	29,439	63,108	0	0	133,412	7,717	26,664	9,235
2018	0	0	0	242,387	133,108	0	0	0	66,854	38,779	9,781
2019	0	0	298,594	0	117,198	0	0	115,514	0	40,871	14,446
2020	0	0	334,966	47,208	297,188	654,043	0	75,550	58,273	210,922	6,004
2021	0	0	172,208	0	229,393	0	0	34,041	0	80,897	15,873
TOTAL	0	0	1,198,294	319,034	839,995	654,043	0	358,517	132,844	398,133	55,339

TRANSLATED LOSSES

POLICY YEAR	INDEMNITY					MEDICAL					
	DEATH	P. T.	MAJOR	MINOR	TEMP	DEATH	P. T.	MAJOR	MINOR	TEMP	MED. ONLY
2017	0	0	675,145	50,635	108,546	0	0	236,673	13,690	47,302	10,713
2018	0	0	0	427,328	234,669	0	0	0	124,743	72,358	11,346
2019	0	0	551,473	0	216,453	0	0	236,018	0	83,508	16,757
2020	(1,199,196)	0	688,824	97,079	611,137	585,042	0	181,237	139,791	505,981	6,965
2021	0	0	457,918	0	609,979	0	0	107,733	0	256,023	18,413
TOTAL	(1,199,196)	0	2,373,360	575,042	1,780,784	585,042	0	761,661	278,224	965,171	64,193

	SERIOUS	NON-SERIOUS	MED. ONLY	TOTAL
TOTAL TRANSLATED LOSSES	2,520,867	3,599,221	64,193	
IBNR + FREQUENCY ADJUSTMENT	0	0	0	
TOTAL LOSSES	2,520,867	3,599,221	64,193	
EXPECTED LOSSES	8,983,861	1,981,614	114,167	
CREDIBILITY	0.02	0.07	0.10	

PURE PREMIUMS

INDICATED (PRE-TEST)	1.966	2.807	0.050	4.823
INDICATED (POST-TEST)	9.057	2.016	0.108	11.180
PRESENT ON RATE LEVEL	6.650	1.467	0.085	8.202
DERIVED BY FORMULA	6.698	1.505	0.087	8.290
UNDERLYING PRESENT RATE	7.006	1.545	0.089	8.640
PROPOSED	6.698	1.505	0.087	8.290

YEAR	4-1-18	4-1-21	4-1-23	4-1-25	IND. RATE	11.536
IND. RATE				11.54		
MAN. RATE	10.87	12.18	12.37	+ 11.54		

+ PROPOSED