

Retro Advisory Committee Quarterly Meeting

February 23, 2023

Jessica Nau, Program Manager
for Retrospective Rating



Washington State Department of
Labor & Industries

RAC ‘Virtual Meeting’ Guidelines & Expectations

- Upon logging into the meeting, list your full name and organization in the participant details.
- To minimize bandwidth issues, we recommend using **audio only** by turning off your camera once Zoom has started.
- Keep your **microphone muted** unless speaking.
- Please hold questions until the Q&A period for each topic/speaker (questions can also be submitted through the chat feature).
- Use the ‘raise hand’ feature when you have a question or comment, and **wait for a moderator** to recognize you before speaking.
- Unmute, lower your hand, state your name, and speak slowly. Using a headset produces the best audio quality.

We ask for your patience and understanding as we work through any technical issues that might occur. Thank you.

RAC Committee Members

- **Lauren Gubbe**, Associated General Contractors
- **Victoria Montrose**, Washington Hospitality Association
- **Tim Lundin**, Archbright
- **Maria McClain**, Association of Washington Business
- **Rose Gundersen**, Washington Retail Association
- **Luis Sanchez**, Grant County Public Utility District No. 2
- **Tom Walrath, Jr.**, T. E. Walrath Trucking, Inc.
- **John Cichosz**, DJ's Electrical
- **Jessica Nau**, Department of Labor & Industries (*Chair*)

Agenda

Time	Topic	Presenter(s)
9:30 – 9:45	Welcome <ul style="list-style-type: none">• Call to order, introductions, approval of minutes• Safety Tip	Jessica Nau Anthony Felice
9:45 – 10:00	Legislative Updates	Brenda Heilman
10:00 – 10:10	Secure Application Programming Interface (API)	Matt Carrithers
10:10 – 11:10	Insurance Table Study	Leslie Qunell / Joshua Ligosky / Rajesh Sahasrabudde
11:10 – 11:15	Break	
11:15 – 11:25	RAC Workgroup Updates	Workgroup Leads
11:25 – 11:45	Retro Updates	Jessica Nau / Tyler Langford
11:45 – 12:00	Closing Comments & Adjourn	Jessica Nau

Safety Tip

Anthony Felice
*L&I Internal Safety and
Health*

Minimize Injury to Control Claims



Report a Close Call / Near Miss to Correct Unsafe Situations Before They Become an Accident or Injury!

Hi Everybody

Reporting a close call / near miss is one of the best ways to spot and correct unsafe situations before they become an incident, accident or even an injury.

That's where you come in. You are not only the eyes and ears of your organization, you also set the example for what positive safety culture looks like. So, if you see something say something.

Let your coworkers know that it's alright to say something. In fact by doing so, you could prevent an accident, or even prevent a fatality.

So stick with me, and in this presentation we will cover the following:

Important Questions

Just what is a close call / near miss anyway?

Should I do something on the spot if someone is in danger?

How do I report it?

Do I risk getting myself or a coworker in trouble?

These are all important questions, so lets get to it and see what we can learn!

Report a Near Miss / Close Call

▪ **What is a Near Miss / Close Call Anyway?**

[OSHA](#) defines a near miss as an incident in which no property was damaged and no personal injury was sustained, but where, given a slight shift in time or position, damage or injury easily could have occurred. Near misses also may be referred to as near accidents, accident precursors, injury-free events and, in the case of moving objects, near collisions.

What are Some Examples of a Near Miss?

▪ Safe Ladder Use



▪ Unsafe Ladder Use



Close Call – Near Miss



Close Call – Near Miss

We all know how to use the stairs safely. Stay to one side, keep our hands free and utilize the hand rail.

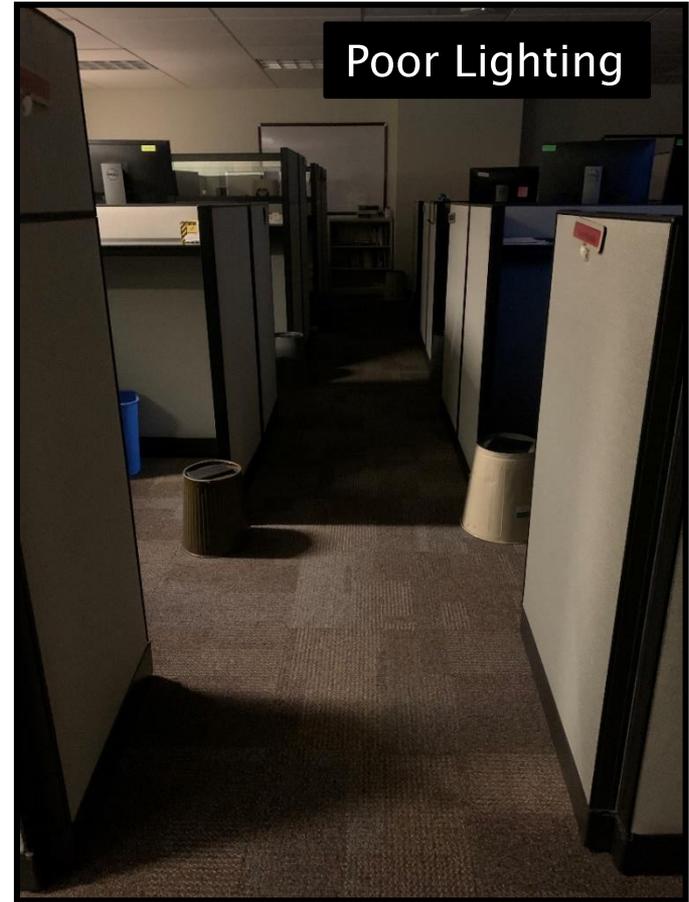
Traveling up or down the stairs with a package while talking on the phone is a near miss.

If you witness this, do the person a favor and report it. Being corrected is better than being injured.



Close Call – Near Miss

Insufficient lighting in a work area could be considered a close call – near miss, just as an exposed electrical wire or sharp edge on a surface would be. They are all an accident waiting to happen!



How Do I Know if the Issue is Worth Reporting?

In many cases, the hazard or unsafe behavior or condition will be so obvious you will not question whether or not is worth reporting. Water on a hallway floor is an obvious safety hazard.



In Other Cases

In other cases, the hazard or unsafe behavior may not be as obvious or clear cut. If you are not a trades person, or have trade experience, some things might appear to be out of the ordinary or dangerous but could be acceptable within the rules of that trade or activity. In those cases, you have to rely on your experience or involve a supervisor who might be able to better understand what you are seeing.

Ultimately, if in doubt, report it. Better to error on the side of caution.



Performing Tasks Outside Your Training or Job Description

There are proper training and certifications that employees need to obtain in order to perform certain jobs. If you choose to go outside of your qualifications, you are putting yourself and the workplace at risk. You are at risk for a job not done correctly, you could be injured, or injure someone else.

It is always important to stay within your work qualifications for optimum safety while on the job.



If I Do Observe a Close Call – Near Miss, How Should I Report it?

- Bring the issue to your supervisor or safety person?
- How do you address a close call/near miss at your organization? Do you have a formalized process employees understand and use?



So, if your near-miss reporting system is failing or underperforming, it is more than likely due to one or more of these issues:

5 Signs to Watch for

5 SIGNS YOUR NEAR-MISS REPORTING SYSTEM IS FAILING

- 1 IT'S PERCEIVED NEGATIVELY**
Employees view it as a check-the-box exercise at best, and a finger-pointing exercise at worst.
- 2 MEANINGFUL REPORTS ARE UNCOMMON**
The bulk of reported near misses are conditions like worn tools or minor events like insect bites.
- 3 IT DOESN'T HELP**
Employees don't see evidence that reporting near misses helps improve safety.
- 4 FEAR OF REPERCUSSIONS**
Employees worry that reporting a significant near miss will result in a reprimand, or worse.
- 5 IT'S A HASSLE**
Reporting a near miss triggers an onslaught of phone calls and emails to the employees who report them, leaving them saying, "It's not worth it!"

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Questions / Comments / Concerns?



Legislative Updates

Brenda Heilman
*Deputy Assistant
Director for Insurance
Services*

Legislative Updates

- **HB 1068 / SB 5212:** Concerning injured workers' rights during compelled medical examinations.
- **HB 1197 / SB 5310:** Defining attending provider and clarifying other provider functions for workers' compensation claims, and adding psychologists as attending providers for mental health only claims.
- **SB 5368:** Expanding access to the workers' compensation stay-at-work program through off-site light duty return to work opportunities.
 - **HB 1137:** Creating equitable access to return to work opportunities in workers' compensation.
- **SB 5454 / HB 1593:** Concerning industrial insurance coverage for posttraumatic stress disorders affecting registered nurses.

Secure Application Programming Interface (API)

Matt Carrithers
Product Manager

Beta Release Underway

- Intent of Secure API – Provide alternative to Bot traffic on CAC.
- Intent of Beta: Stabilize the Secure API before a public release.
 - Participants use the Secure API.
 - Participants ID and report bugs or issues.
 - L&I acknowledges, triages, and fixes bugs or issues.
- Beta duration – TBD.
- Interested in joining the Beta?
 - Contact us at SecureAPI@lni.wa.gov and let us know.
 - Using the Secure API will require some investment.

Looking Ahead: After Beta

- After the Beta concludes, public release.
 - Secure API will be available to other organizations via Data Access Agreement.
- Limited time remaining for Bot traffic on CAC.
 - Bot organizations will be given a timeframe to transition to the Secure API.
 - After timeframe, Bot traffic will be blocked on CAC.
- Employing a Bot and not in the Beta? Join us in the Beta.
 - Contact us at SecureAPI@lni.wa.gov and let us know.
 - Using the Secure API will require some investment.

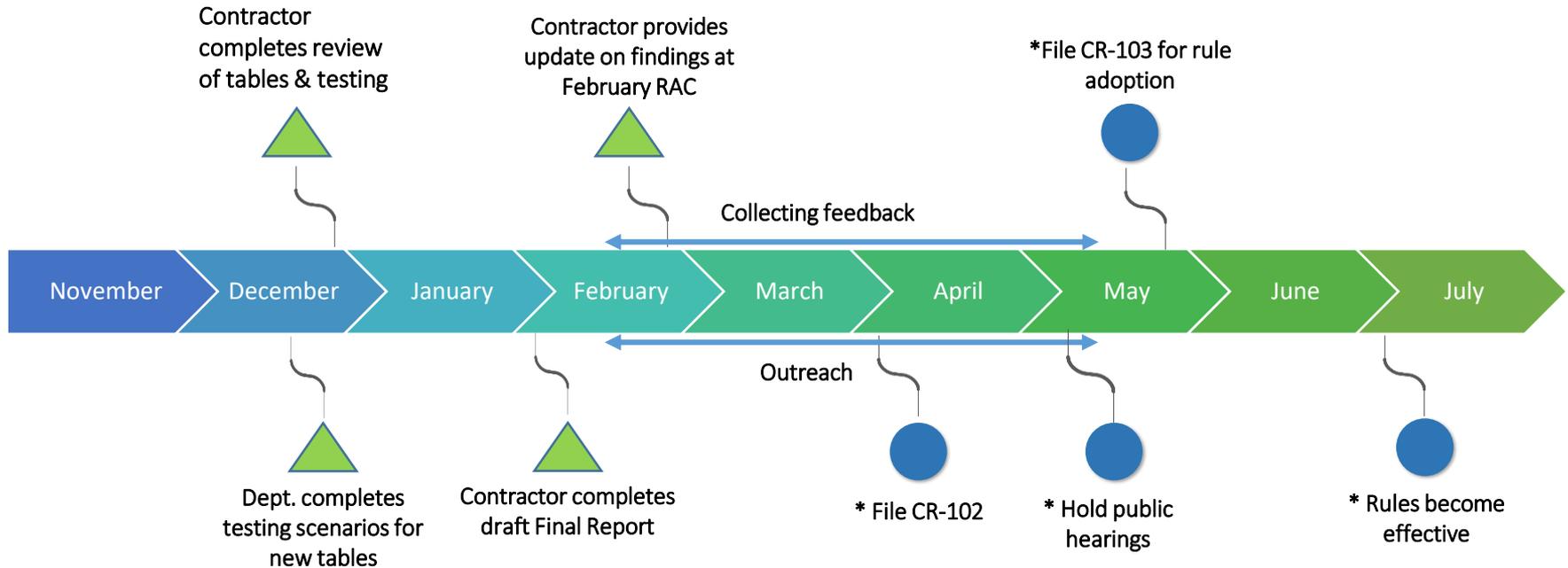
Insurance Table Study

Leslie Qunell
*Financial Incentive
Coordinator*

Joshua Ligosky
Actuary

Rajesh Sahasrabuddhe
*Consulting Actuary,
Oliver Wyman*

Tentative Timeline



Actuarial Work



Rulemaking Process



* (Tentative) subject to change

Background

- The current study is part of our regular process to study and update the retro tables, as required by rule.
- The study is based on 18 years of data (2001–2018), actuarially adjusted to current benefit levels. We are using this much data because:
 - More data can help improve some of the estimates.
 - More data can also provide more stability in the estimates.

Important Points to Remember:

- The new tables and parameters

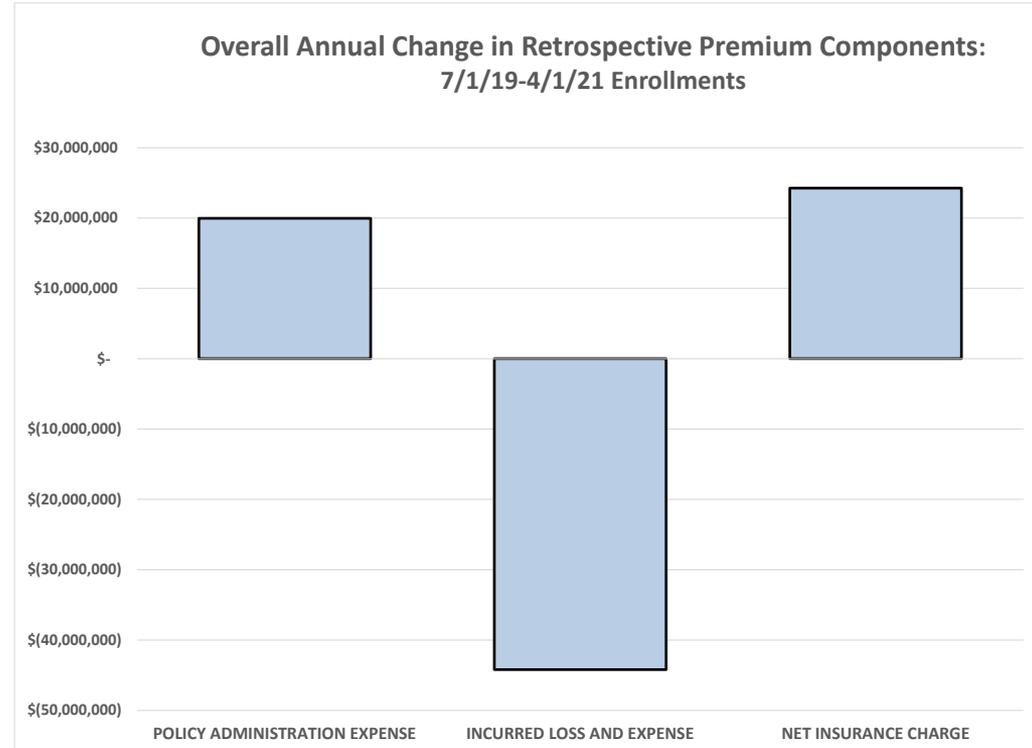
WILL NOT CHANGE THE TOTAL REFUND.

- However the new tables and parameters will change:
 - The Hazard Group assignments,
 - The Expense Factors,
 - The Insurance Charges for different plan choices
- The costs and benefits of different plan choices will change, so participants will likely adjust some of their choices.
- But the total amount refunded at each evaluation will remain the same.

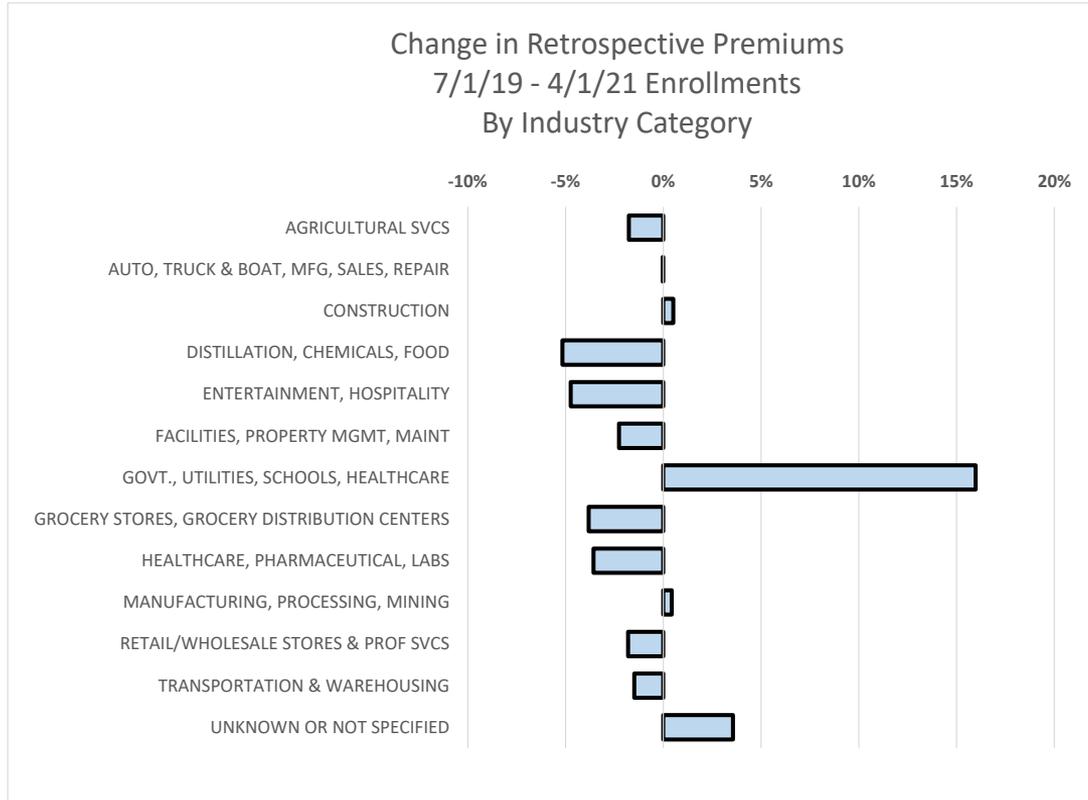
Testing New Tables and Parameters

Based on tests using the 7/1/19 through 4/1/21 enrollments:

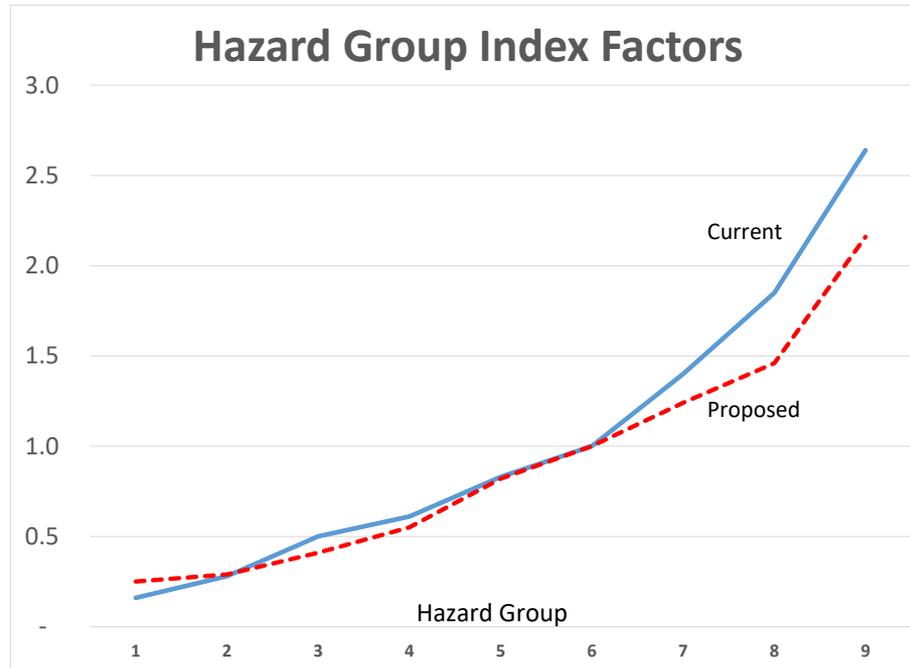
- Keeping all the historical plan choices,
 - Using the proposed tables and parameters,
 - Adjusting the PAFs, so that overall refunds were unchanged.
1. Policy Admin Expenses **increased** from 4.3% to 7.3% of standard premiums, about \$20M per year.
 2. Net Insurance Charges **increased** from 3.6% to 7.3% of standard premiums, or about \$24M per year.
 3. Incurred Loss & Expense charges offset the changes above, **decreasing** from 62.4% to 55.8%, or \$44M per year.



Testing New Tables: By Industry Category



Hazard Group Assignments: Index Factors

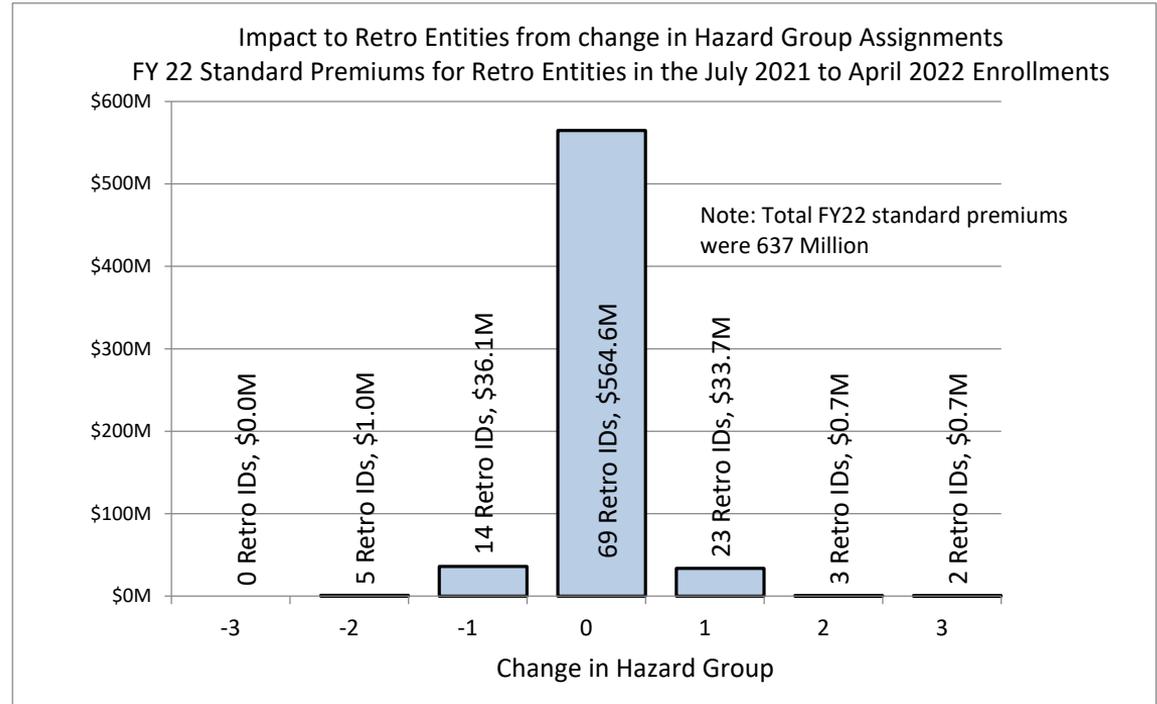


The proposed Index Factors are lower for the high Hazard Groups.

Hazard Group Assignments: Testing

Current and Proposed Hazard Groups were calculated for the 7/1/21 – 4/1/22 enrollments using FY22 premiums.

- The majority of the premiums and retro entities did not change Hazard Group.
- Of those that changed most moved by +/-1 Hazard Group.
- Similar to the last Hazard Group update.



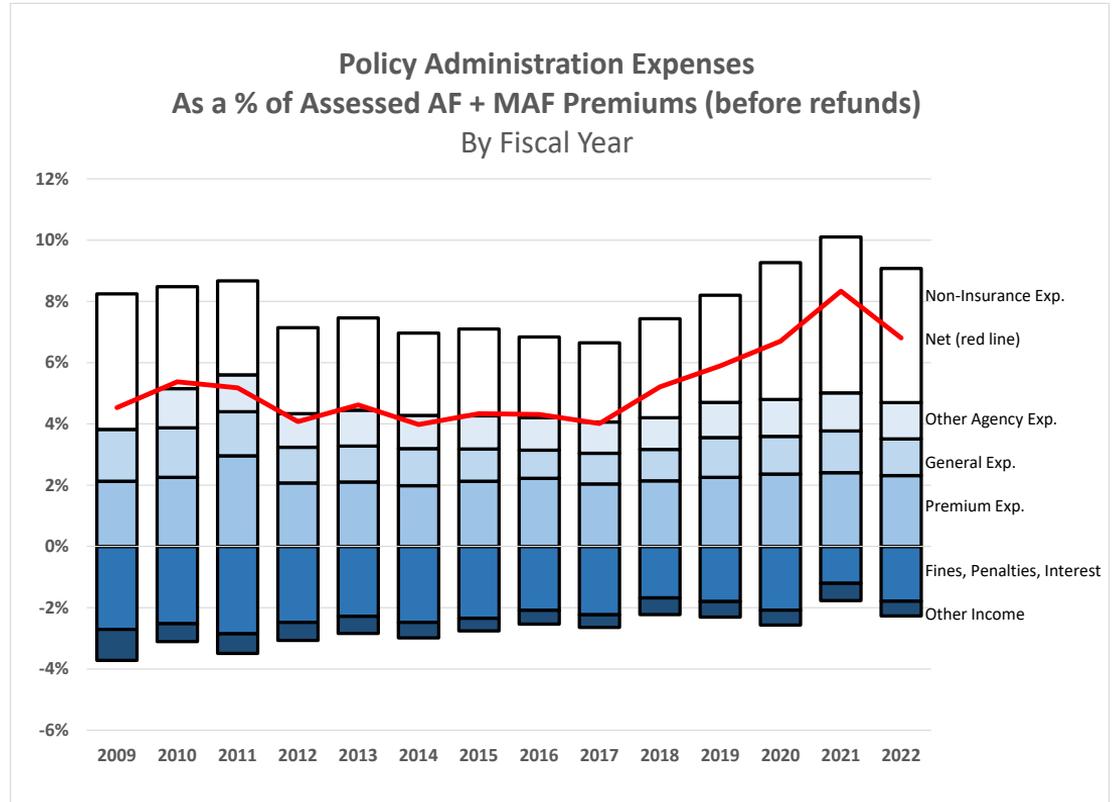
Expense Factors

- The net Policy Administration Expense and Claims Administration Expense ratios have increased since the last study.
- The current standard premium rates already reflect these higher expense ratios.
- So the retrospective premium formula needs updated expense factors to be consistent.

Expense Factors: Policy Administration Expenses

The proposed Policy Administration Expense Ratio is 7.3%, based on FY20–FY22 data.

(The current ratio is 4.3%)

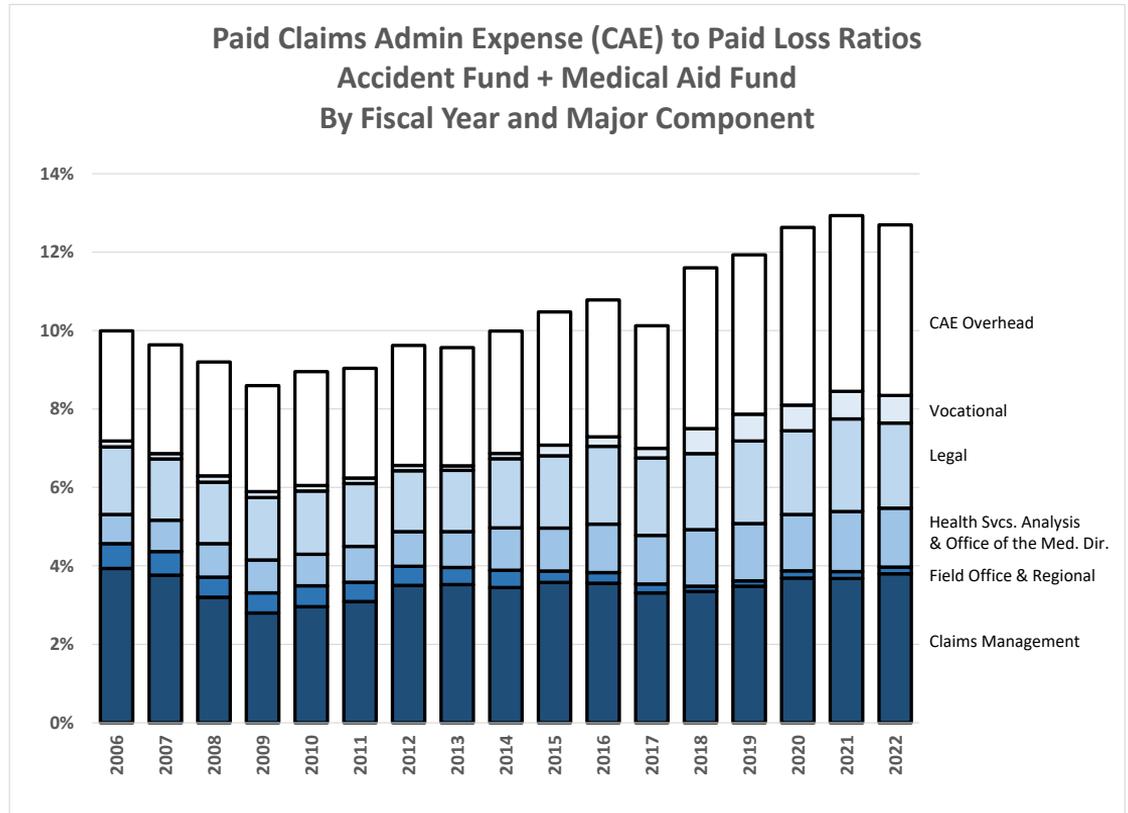


Expense Factors: Claims Administration Expenses

The proposed Claims Administration Expense (CAE) Ratio is 12.5% based on FY20–FY22 data.

(The current ratio is 9.0%)

Note that the industry ratio of CAE to loss is closer to 25%, or twice as large.



Expected Loss Ratio Factors (ELRFs)

We are **not** proposing any changes to the ELRFs at this time.

Accident Fund:

Recent Permissible Loss Ratios have been close to the ELRF in WAC.

Medical Aid Fund:

Recent Permissible Loss Ratios have been higher than the current ELRF in WAC.

However the MAF has a high contingency reserve and less adequate rates. So we anticipate that the Permissible Loss Ratio will drop over time.

	Permissible*	ELRFs in WAC
	Loss Ratios	296-17B-830
	(as of 3Q22)	
Accident Fund	77.2%	76.6%
Medical Aid Fund	92.0%	88.0%

***The Permissible Loss Ratio is the Loss Ratio at which the premium rates would break even**

Insurance Charges

Specific changes in insurance charges depend on:

- Size Group,
- Hazard Group,
- Single Loss Limit,
- Minimum Loss Ratio, and
- Maximum Loss Ratio

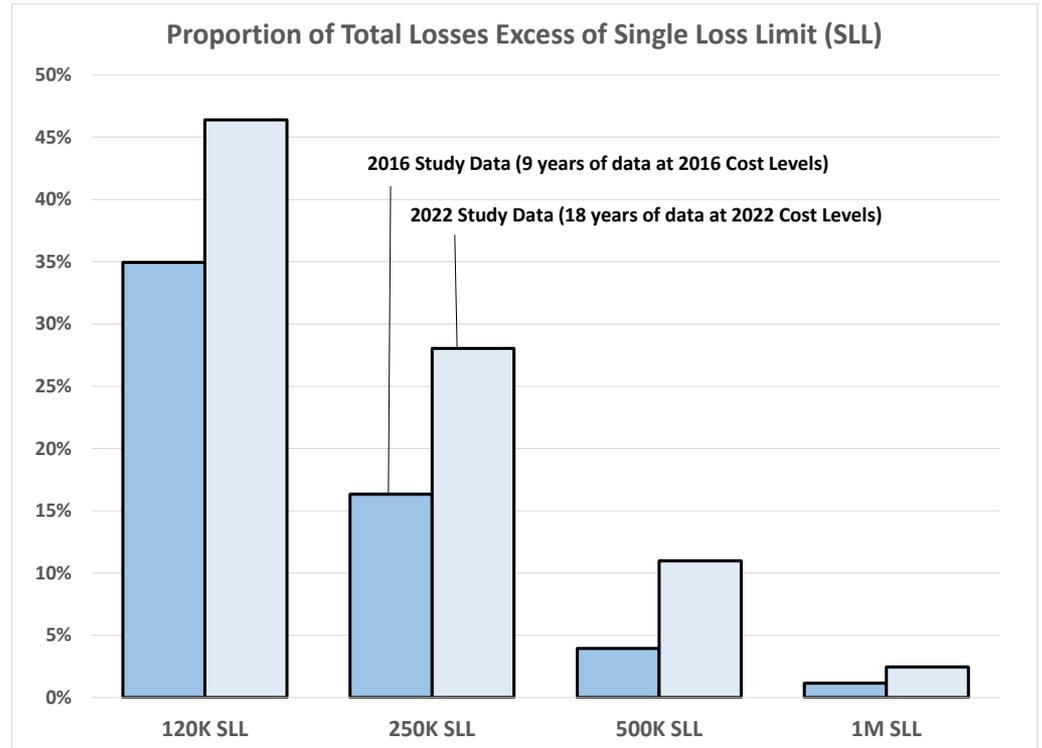
But on average the insurance charges are increasing, assuming historical plan choices are continued.

Insurance Charges: Excess Loss Experience

Some of the increases in insurance charges are due to:

- Inflation: SLLs now exclude more losses.
- Lower Pension Discount Rate: More pension costs are above SLLs.

In the latest study data, each SLL excludes a larger portion of loss.



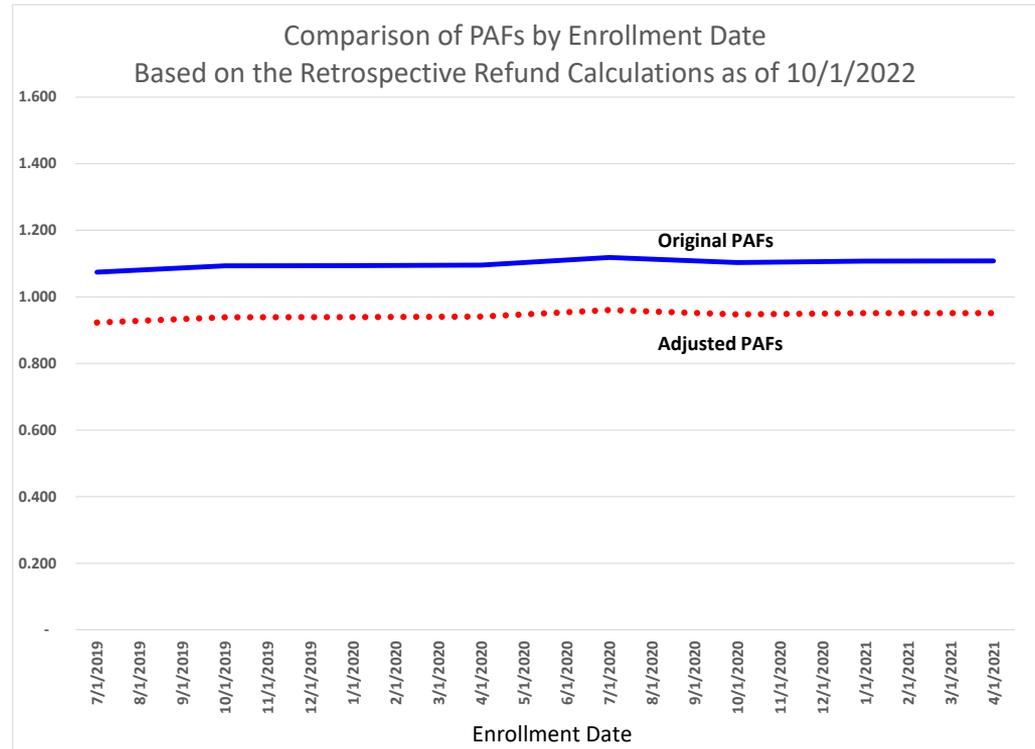
The PAF is expected to be closer to 1.0

- Proposed expense factors are increasing.
- Proposed insurance charges are also generally increasing.

To keep the refunds unchanged, the PAF will need to decrease.

Based on tests using the 7/1/19–4/1/21 enrollments, the historical PAFs would:

- Drop by about 14%.
- Be closer to 1.0—and our goal is to keep the PAF near 1.0.



Testing New Tables and Parameters:

Observations on % change in Retro Premiums

Range of Results:

Plans At Max Loss Ratio:

- Premium based: -4% to 6%
- Loss based: -2% to 24%

Plans At Min Loss Ratio:

- Premium based: 0% to 20%
- Loss based: 3% to 70%

Plans Between Max & Min Loss Ratio:

- Premium based: -6% to 8%
- Smaller Loss based: -13% to 57%
- Larger Loss based: -9% to 15%

Comments:

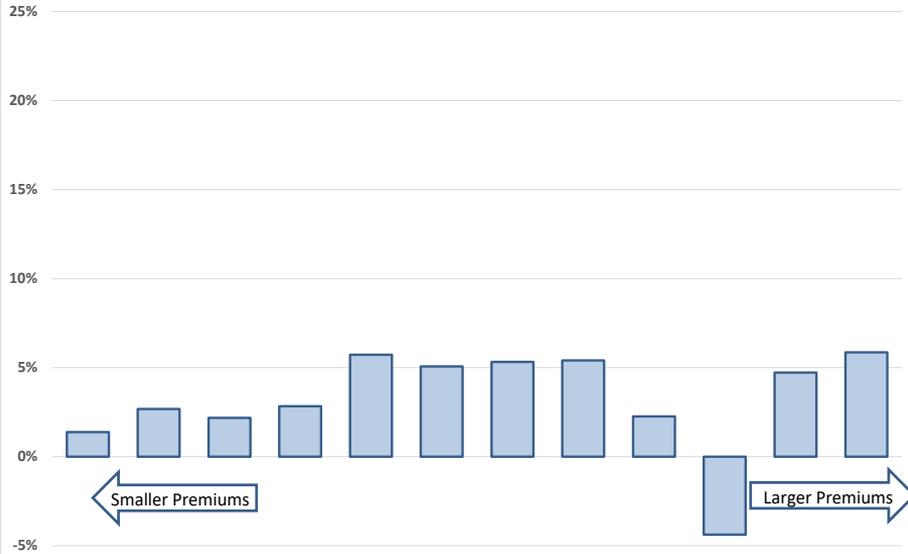
- The 70% increase (4.3% to 7.3%) in Policy Administration Expense can result in a large percentage increase in retrospective premiums for some plans (for example plans at or near minimum loss ratio.)

Testing New Tables: Plans at Maximum

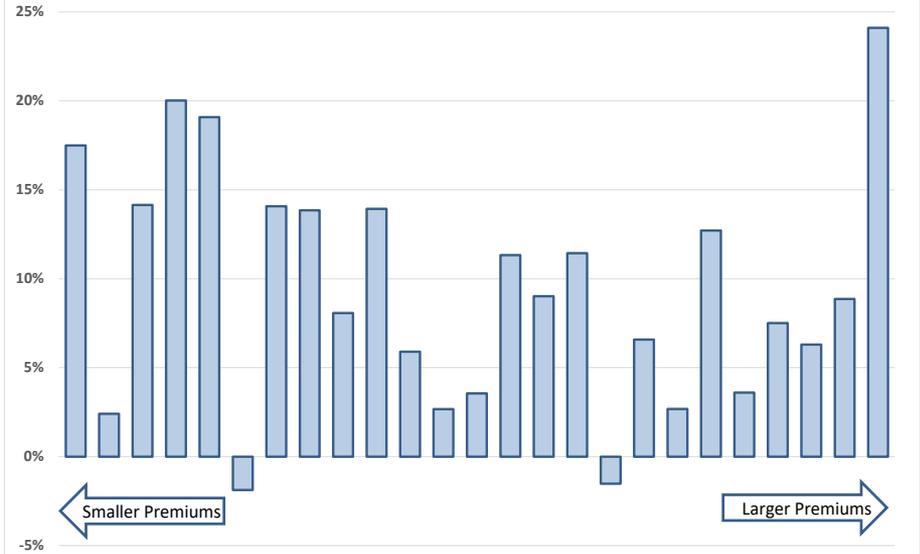
**Premium Based Plans:
Overall Change +4%**

**Loss Based Plans:
Overall Change +15%**

Change In Retrospective Premiums
Premium Based Plans at Maximum
7/1/19-4/1/21 Enrollments



Change In Retrospective Premiums
Loss Based Plans at Maximum
7/1/19-4/1/21 Enrollments

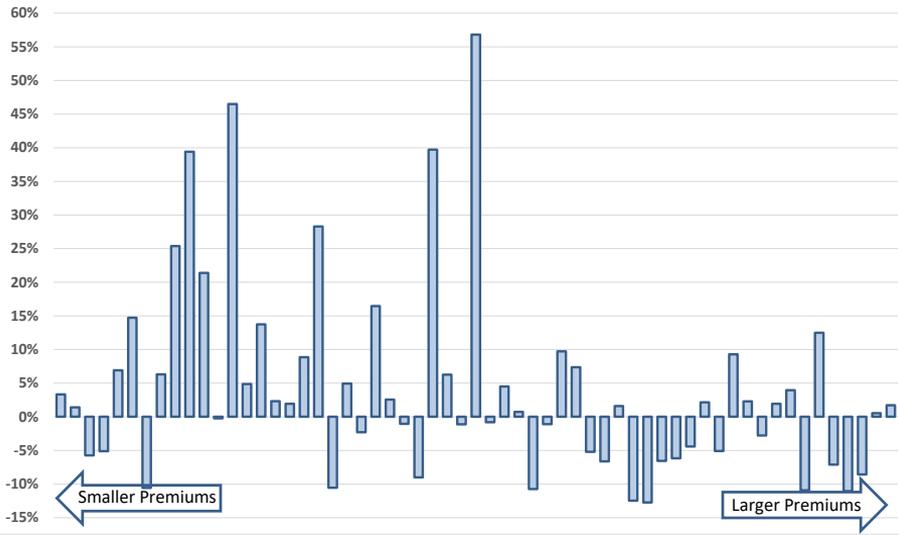


Testing New Tables: Plans between Max & Min

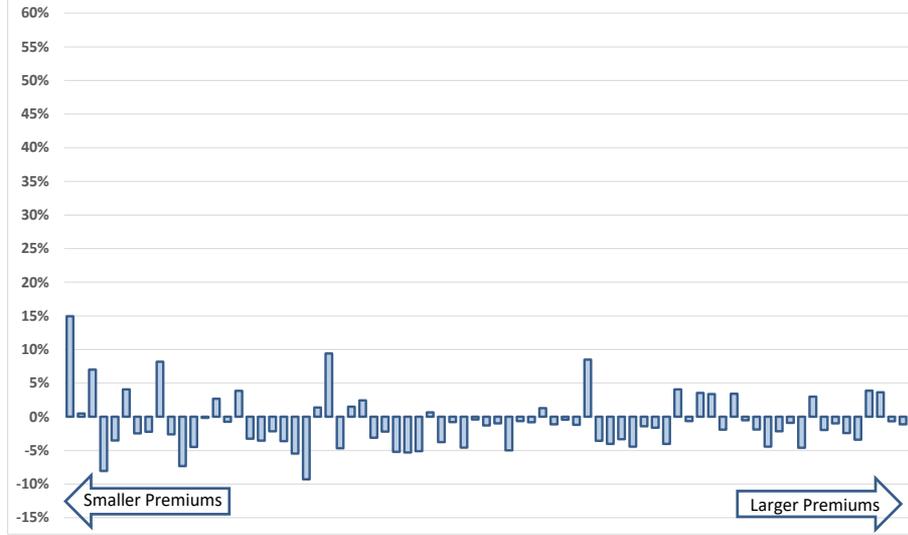
**Smaller Loss Based Plans:
Overall Change -2%**

**Larger Loss Based Plans:
Overall Change -1%**

Change In Retrospective Premiums
Loss Based Plans between Min & Max
Less than \$1 million in Standard Premium
7/1/19-4/1/21 Enrollments

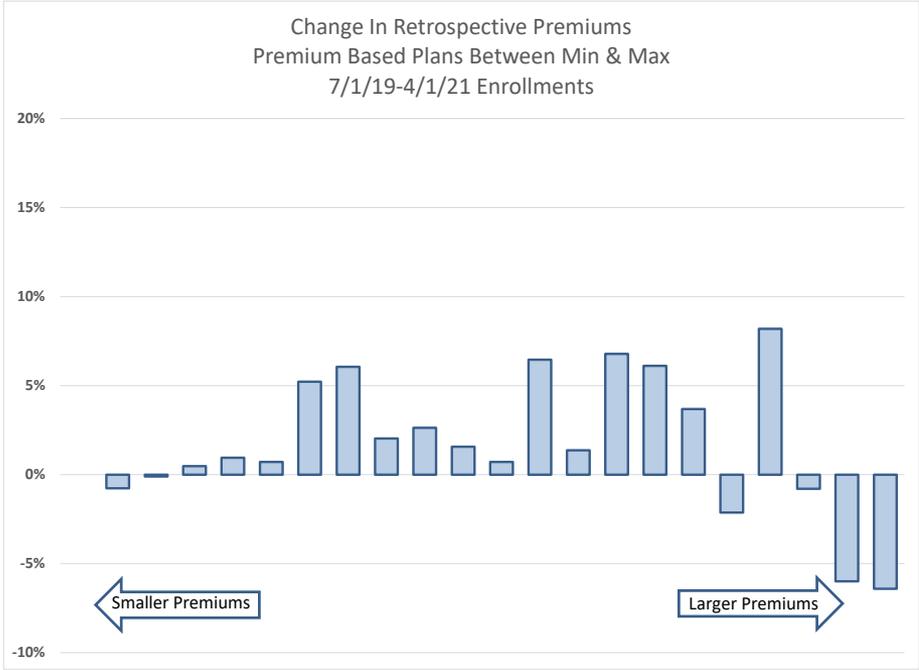


Change In Retrospective Premiums
Loss Based Plans between Min & Max
\$1 million+ in Standard Premium
7/1/19-4/1/21 Enrollments



Testing New Tables: Plans between Max & Min

Premium Based Plans: Overall Change -2%



Questions?

Purpose of Oliver Wyman Review

- The department is not regulated by the Office of the Insurance Commissioner which reviews changes to other insurers' rating plans. So Oliver Wyman provides an outside review of our work.
- They consulted with L&I actuaries during the course of the study.
- They reviewed the study to ensure that the assumptions, calculations, and results are reasonable and consistent with insurance principles.

Scope of Oliver Wyman Review

- A review of the Retrospective Rating Program
- An actuarial review of the development of insurance tables used in the calculation of retrospective rating premiums including:
 - A technical review of the L&I calculations.
 - An actuarial review of the modeling underlying the development of the insurance tables.
- Oliver Wyman Review Team:
 - Douglas (Doug) Barritt
 - Rajesh (Raj) Sahasrabuddhe, FCAS, MAAA

Oliver Wyman Findings and Conclusions

- Our findings for the program before the consideration of the performance adjustment factor are as follows:
 - The program is consistent with retrospective rating principles.
 - The program is consistent with the Statement of Principles Regarding Property and Casualty Insurance Ratemaking promulgated by the Casualty Actuarial Society.
 - The calculation of the expense factors is reasonable and actuarially sound.
 - The data used in the calculation of the insurance tables is appropriate.
 - The calculations underlying the insurance tables are actuarially sound.
 - The assumptions underlying the insurance tables are reasonable and actuarially sound.

Oliver Wyman Findings and Conclusions

- With respect to the performance adjustment factor:
 - The consideration of a performance adjustment factor is consistent with the Washington Administrative Code.

Model Validation

- **Fit for purpose.** The model is conceptually and methodologically sound for each model use.
- **Accuracy of calculations.** The modeling methodology is implemented correctly with accurate inputs and appropriate outputs.
- **Design and data processing.** The modeling environment, tools and design are appropriate for model uses.
- **Model governance and documentation.** Model control standards are implemented and the modeling process and technical functionality are accurately and comprehensively documented.

Model Validation

- **Deficiency.** An adverse finding (e.g., methodology or calculation error) that presents an immediate or continued risk to the company if not corrected for a period of time.
- **Model risk.** An observation noted by the validator of a potentially risk-bearing finding that does not constitute an error, but which does create a risk for the company if not addressed.
- **Improvement recommendation.** An opportunity for improvement identified as carrying little or no risk to the company if not completed.

Model Validation

Model Validation Element	Deficiencies	Model Risks	Model Improvements
Fit for purpose	None	None	None
Accuracy of calculations.	None	None	Model does not include unit testing.
Design and data processing.	None	Use of modeling software that is not “state-of the art” and does not support advanced data visualization.	Model limitations due to the modeling software choice.
Model governance and documentation.	Not Tested	Not Tested	Not Tested

Break

RAC Workgroup Updates

Tim Lundin
Archbright

Maria McClain
*Association of
Washington Business*

RAC Rule Workgroup

Tim Lundin – Archbright, RAC Lead	Mike Williams – L&I Retro Program, Lead
Lauren Gubbe – Associated General Contractors, RAC Co-Lead	Brian Ducey – SMART Association
Kris Johnson – Building Industry Association of WA	

RAC Rule Workgroup

Tim Lundin – Archbright

Goal: To review the current rule language regarding common ownership that requires all similar sub accounts to be enrolled, propose recommended changes to the language and partner with the department to implement changes if needed.

Proposed Rule Language

- **WAC 296-17B-770 – Common Ownership:**
 - “An employer that shares common ownership as defined in WAC 296-17-87301(2), with one or more other accounts may enroll in retrospective rating without enrolling all commonly owned accounts who share the same industry category.”

- **WAC 296-17B-720 – Prohibited Conduct:**
 - “(4) Employers shall not engage in misrepresentation as defined in RCW 51.48.020(1)(a), nor intentionally misrepresent the employer and worker relationship for claims-assignment purposes, either while applying, or participating in, the retrospective rating program.”

Business & Industry Category Guide Workgroup

Maria McClain – Association of WA Business, RAC Lead	Rachelle Bohler – L&I Retro Program, Lead
Kris Johnson – Building Industry Association of WA	Shannon Elliott – Archbright
Dan Beaty – Vigilant	Curran Bower – Employer Resources NW
Richard Clyne – Member at Large	

Business & Industry Category Guide Workgroup

Maria McClain – Association of WA Business

Goal: Review the current and previous category guides and make the necessary improvements and updates based on the Retro community's feedback.

RAC Workgroups

Want to get involved? Please reach out to the workgroup you are most interested in.

Workgroup	Lead
RAC Rulemaking	Tim Lundin tlundin@archbright.com
Business & Industry Category Guide	Maria McClain Mariam@forterra-inc.com
Or send your interest to the Retro Inbox: retro@lni.wa.gov	

Retro Updates

Jessica Nau
*Program Manager for
Retrospective Rating*

Tyler Langford
*Operations Manager
for Retrospective
Rating*

Secure File Transfer (SFT) Replacement

From 12/1/2022 RAC meeting

- WaTech replacing SFT with Managed File Transfer (MFT).
 - MFT will have more modern infrastructure & allow users to set/update passwords without emailing Retro program. No other changes.

- Goal is for Retro to go live with MFT in first week of February.
 - Will avoid disruptions to customers in receiving reports.
 - Will also allow for testing before SFT officially taken offline around April 1.
 - Retro staff will gather email addresses from Retro participants to associate with new MFT folders and provide training materials.

SFT/MFT Updates

- SFT migration to MFT is underway.
- **Reminder:** Please create your user profile for MFT if you have not already done so.
 - Instructions can be found [here](#).

Remote vs. Hybrid RAC Poll

- Want to gauge interest in attending a hybrid RAC meeting.
- Hosting a hybrid meeting comes with additional costs and administrative burden, so will continue with remote meetings if minimal interest/attendance.

POLL

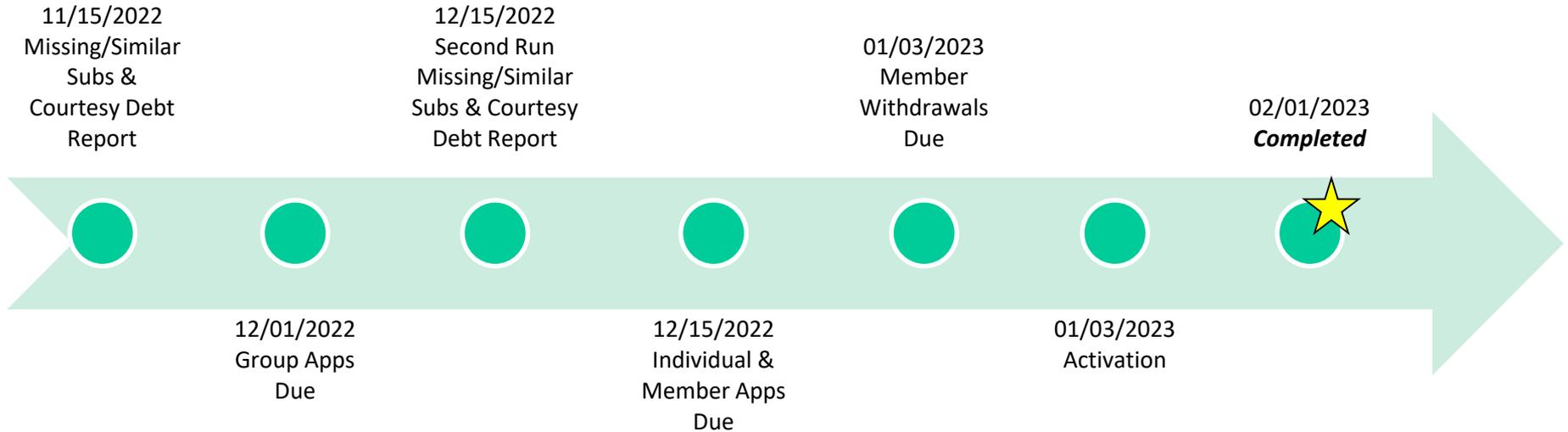
Next steps

- Now that poll is completed, we will review the results and discuss with RAC members.
- Once we have landed on a decision, we will communicate it to the wider RAC community.

Staffing Updates

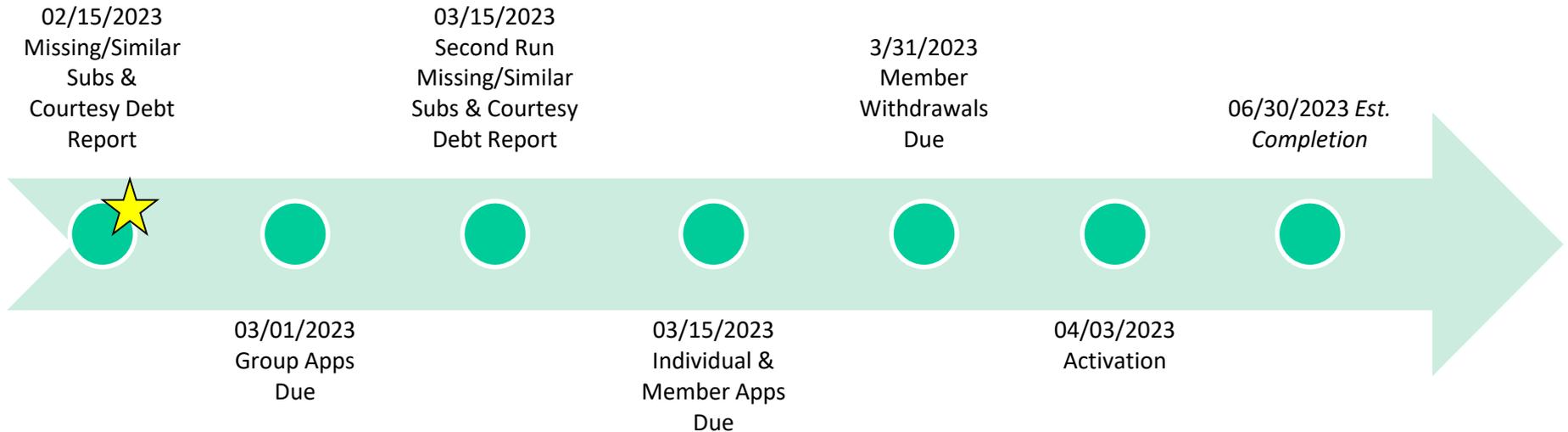
- Hired a new Financial Incentive Coordinator, Sean Phillips, as of 1/23/2023.
- About Sean:
 - Has a background in Claims Administration.
 - Prior to coming back to L&I, Sean helped stand up the Paid Family Medical Leave Program at ESD.
 - Enjoys collecting LEGO sets and figures.

January 2023 CY Enrollment



April 2023 CY Enrollment

Estimate



Enrollment Outside of Enrollment

As of 2/9/2023

	Applications Received	Completed timely*
Jan. 2023	11	11
Dec. 2022	22	22
Nov. 2022	22	22
Oct. 2022	9	9
Sept. 2022	19	19
Aug. 2022	34	34

*Within 30 days.

January CY Adjustment Protests

As of 2/9/2023

Adjustment orders ran	11/2/2022
Last day to submit protests	1/3/2023
Last day for timely dept. action	4/3/2023
Claims reviewed	32
Grant	14 (44%)
Denied	14 (44%)
Pend	4 (12%)
Claims not yet reviewed	-
Total claims protested	32
Total refunded to-date	\$753,573

April CY Adjustment Protests

As of 2/9/2023

Adjustment orders ran	1/31/2023
Last day to submit protests	4/2/2023
Last day for timely dept. action	6/1/2023
Claims reviewed	0
<i>Grant</i>	-
<i>Denied</i>	-
<i>Pend</i>	-
Claims not yet reviewed	5
Total claims protested	5
Total refunded to-date	\$-

Thank you!

Jessica Nau, Retro Program Manager

Jessica.Nau@lni.wa.gov

Retro@lni.wa.gov

Supplemental

2023 RAC Meeting Schedule

- **Q1:** 2/23/2023
- **Q2:** 5/18/2023
- **Q3:** 9/14/2023
- **Q4:** 12/14/2023

All meetings held from 9:30 AM to 12:00 PM.

Retrospective Rating:

Performance Adjusted Refunds for April Enrollments
as of January 2023

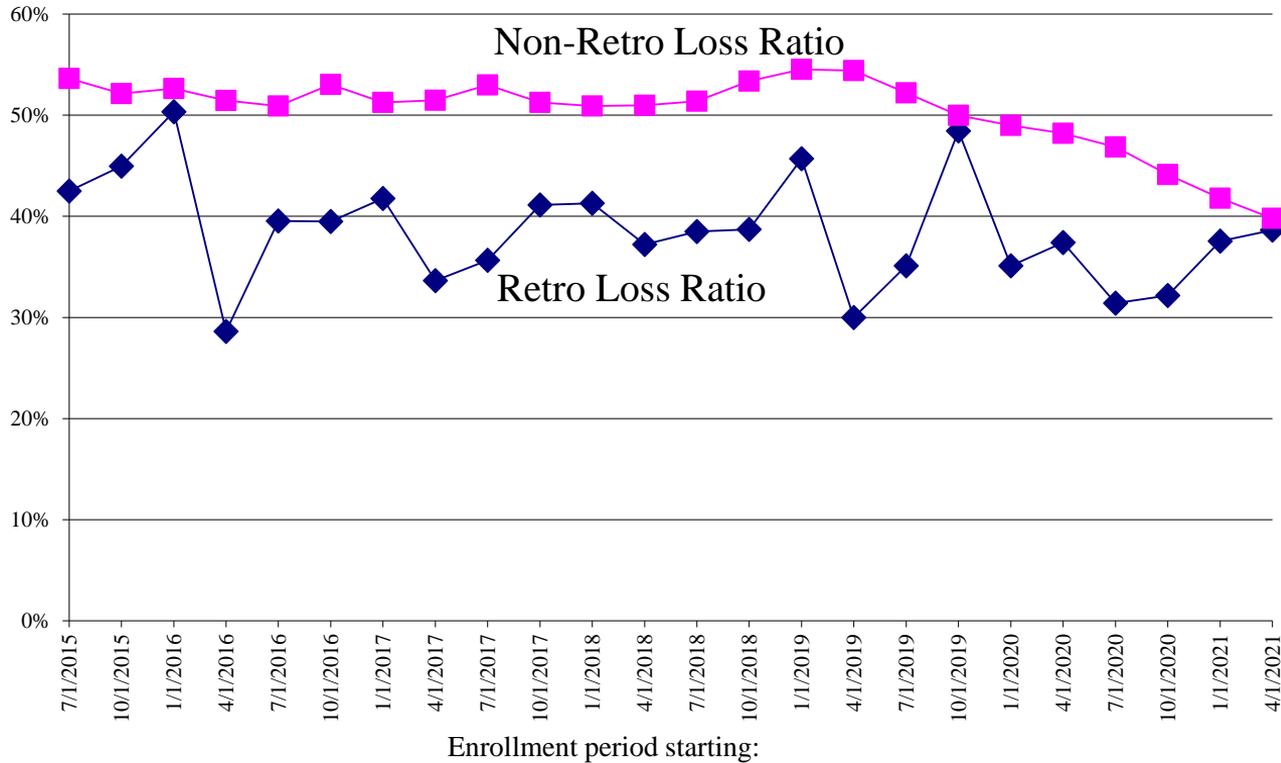
Nichole Runnels

*Actuarial Analyst for
Financial Management*

Retrospective Rating Goal and Performance Adjusted Refund

- GOAL: Retro and non-Retro firms pay proportional share of insurance costs.
 - Goal is met when Retro and non-Retro firms have equal overall ratio of losses to premiums (after refunds).
 - Performance Adjusted Refund (PAR) amounts are designed to meet this goal at the time of each annual adjustment.
 - PAR = **Targeted sum** of net retrospective refunds less additional assessments per enrollment period.

Equalizing the Loss Ratios



Calculate the % Loss Ratio Difference

for each of 4 consecutive enrollment quarters leading up to and including April enrollment. Example:

Quarter 4: Enrollment beginning 4/1/21:		
	Retro	Non-retro
Losses Case Incurred	3,577,300	538,637,862
Standard Premium	9,259,760	1,353,828,756
Loss Ratio	38.63%	39.79%
Percentage Difference	2.90%	

$$=100\% - 38.63\% \div 39.79\%$$

	Retro Enrollment	Standard Premium	Loss Ratio Percentage Difference
Quarter 1	7/1/2020	480,028,557	32.96%
Quarter 2	10/1/2020	46,370,845	27.11%
Quarter 3	1/1/2021	115,821,799	10.10%
Quarter 4	4/1/2021	9,259,760	2.90%
Total		651,480,961	28.05%

4 Quarter Weighted Average

Performance Adjusted Refund

Target Refund% X 4 Quarter Standard Premiums

	Retro Enrollment	Standard Premium
Quarter 1	7/1/2020	479,701,241
Quarter 2	10/1/2020	46,366,803
Quarter 3	1/1/2021	115,805,753
Quarter 4	4/1/2021	9,253,405
Total		651,127,202
X		X
Target refund %		28.80%
=		=
Target refund		\$187,526,120

**Washington State Department of Labor And Industries
Retrospective Rating**

**Enrollment Period Beginning:
4/1/2021
First Evaluation**

Report Date: 1/24/2023 PAF: 1.1036

Association Name	Standard Premium	After ELRF & PAF Developed Losses	Standard Loss Ratio	Hazard Plan	Size Group	Single Loss Limit	Max Loss Ratio	Min Loss Ratio	Net Insurance Charge%	Policy Admin Expense	Incurred Loss & Expense after PAF	Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
Subtotal - 7 Firms with Refunds	459,527	8,464	2%							19,760	33,231	186,357	239,348	220,179	48%
Subtotal - 3 Firms with Assessments	2,904,021	3,068,877	106%							124,872	2,829,737	521,595	3,476,204	(572,183)	(20%)
Subtotal - 10 Individual Firms	3,363,548	3,077,341	91%							144,632	2,862,968	707,952	3,715,552	(352,004)	(10%)
Average Firm Size	336,355														
Washington CannaBusiness Association	2,931,453	1,545,810	53% L		3	69 \$250K	0.9	0.1	0.2082	126,052	1,684,933	350,747	2,161,732	769,721	26%
Washington State Dental Association	2,558,684	2,187,214	85% L		4	69 \$250K	0.754	0	0.3440	110,023	2,102,880	723,420	2,936,323	(377,639)	(15%)
Washington State Pharmacy Association	399,720	134,053	34% L		2	55 \$120K	0.597	0	0.8337	17,188	146,118	121,814	285,120	114,600	29%
Subtotal - Associations	5,889,857	3,867,077	66%							253,263	3,933,931	1,195,981	5,383,175	506,682	9%
Total Enrollment	9,253,405	6,944,418	75%							397,895	6,796,899	1,903,933	9,098,727	154,678	2%

**Washington State Department of Labor And Industries
Retrospective Rating**

**Enrollment Period Beginning:
4/1/2020
Second Evaluation**

Report Date: 1/24/2023 PAF: 1.1042

Association Name	Standard Premium	After ELRF & PAF Developed Losses	Standard Loss Ratio	Hazard Plan	Size Group	Single Loss Limit	Max Loss Ratio	Min Loss Ratio	Net Insurance Charge%	Policy Admin Expense	Incurred Loss & Expense after PAF	Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
Subtotal - 7 Firms with Refunds	3,334,694	1,088,186	33%							143,391	1,288,523	550,152	1,982,066	1,352,628	41%
Subtotal - 4 Firms with Assessments	523,343	639,146	122%							22,504	365,724	348,771	736,999	(213,656)	(41%)
Subtotal - 11 Individual Firms	3,858,037	1,727,332	45%							165,895	1,654,247	898,923	2,719,065	1,138,972	30%
Average Firm Size	350,731														
Washington CannaBusiness Association	2,659,611	1,937,163	73% L	2	69	\$250K	0.9	0.1	0.1857	114,363	2,111,508	392,058	2,617,929	41,682	2%
Washington State Dental Association	1,868,932	887,594	47% L	4	67	\$250K	0.754	0	0.3772	80,364	967,476	364,952	1,412,792	456,140	24%
Washington State Pharmacy Association	357,591	3,946	1% L	2	53	\$120K	0.548	0	1.0123	15,376	4,301	4,354	24,031	333,560	93%
Subtotal - Associations	4,886,134	2,828,703	58%							210,103	3,083,285	761,364	4,054,752	831,382	17%
Total Enrollment	8,744,171	4,556,035	52%							375,998	4,737,532	1,660,287	6,773,817	1,970,354	23%

**Washington State Department of Labor And Industries
Retrospective Rating**

**Enrollment Period Beginning:
4/1/2019
Third Evaluation**

Report Date: 1/24/2023

PAF: 1.1273

Association Name	Standard Premium	After ELRF & PAF Developed Losses	Standard Loss Ratio	Hazard Plan	Size Group	Single Loss Limit	Max Loss Ratio	Min Loss Ratio	Net Insurance Charge%	Policy Admin Expense	Incurred Loss & Expense after PAF	Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
Subtotal - 10 Firms with Refunds	5,620,726	2,865,010	51%							241,691	3,288,757	1,080,224	4,610,672	1,010,054	18%
Subtotal - 2 Firms with Assessments	184,599	176,535	96%							7,938	119,870	130,064	257,872	(73,273)	(40%)
Subtotal - 12 Individual Firms	5,805,325	3,041,545	52%							249,629	3,408,627	1,210,288	4,868,544	936,781	16%
Average Firm Size	483,777														
Washington State Pharmacy Association	391,245	16,833	4% L	2	54	\$160K	0.68	0	0.6846	16,824	18,348	12,561	47,733	343,512	88%
Subtotal - Associations	391,245	16,833	4%							16,824	18,348	12,561	47,733	343,512	88%
Total Enrollment	6,196,570	3,058,378	49%							266,453	3,426,975	1,222,849	4,916,277	1,280,293	21%