

# Retro Advisory Committee Quarterly Meeting

5/18/2023

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	<b>Welcome</b> <ul style="list-style-type: none"><li>• Call to order, introductions, approval of minutes</li><li>• Safety Message</li></ul>	Jessica Nau Anthony Felice
9:45 – 10:00	<b>Legislative Updates</b>	Brenda Heilman
10:00 – 10:10	<b>Secure Application Programming Interface (API)</b>	Matt Carrithers
10:10 – 10:30	<b>Insurance Table Study</b>	Leslie Qunell
10:30 – 10:40	<b>Break</b>	
10:40 – 11:00	<b>COVID-19 Claims</b>	Jessica Nau / Joshua Ligosky
11:00 – 11:15	<b>RAC Workgroup Updates</b>	Workgroup Leads
11:15 – 11:45	<b>Retro Updates</b>	Jessica Nau / Tyler Langford
11:45 – 12:00	<b>Closing Comments &amp; Adjourn</b>	Jessica Nau

# Safety Topic

Seven Common Causes of Accidents with Mitigations: Reduce Unsafe Actions, Reduce Injury Claims

**Anthony Felice**  
*L&I Internal Safety and Health*

# Seven Common Causes of Accidents

Consider this statistic: 80 out of every 100 accidents are the fault of the person involved in the incident. Unsafe actions cause four times more accidents and injuries than unsafe conditions. Equipment almost never fails, and usually if it does, it could have been avoided.

Accidents occur for many reasons. Management may contribute through improper new hire orientation or inadequate training in tasks and equipment. Supervisor accountability for safety processes can also be a factor.

When an accident occurs, most people look for someone or something to blame because that's easier than examining the *root causes*. Consider the underlying accident causes below. Have your workers ever been guilty of any of these?

## **Taking Shortcuts**

Every day workers make decisions they hope will make the job faster and more efficient. But do these time savers ever risk your own safety compliance? Shortcuts that reduce safety on the job or at home are not shortcuts, but an increased chance for injury and a claim.

## **Mitigations:**

Hold a pre-work safety meeting to emphasize the idea that shortcuts can be unsafe.

Make sure sufficient time is allotted to the job so shortcuts are unnecessary.



## Ignoring Safety Procedures

Intentionally failing to observe safety procedures can endanger you and your co-workers. You're being paid to follow the company safety policies, not to make your own rules. Being casual about safety can lead to a casualty.

Taking shortcuts and intentionally ignoring safety rules are similar acts. However, taking a shortcut might be considered a safety misdemeanor, while intentionally ignoring safety rules would be a felony for sure! Overreaching a little bit on the ladder is not the same as intentionally grinding next to explosive tanks.

## Mitigation:

Utilize safety programs and policies that have proportional discipline when it comes to employees who intentionally ignore safety policies.





## **Being Overconfident**

Confidence is a good thing. Overconfidence is too much of a good thing. “It’ll never happen to me” is an attitude that can quickly lead to improper procedures, tools or methods on the job, and any of these can lead to injury and increased claims.



## **Mitigation:**

Be on the look out for signs that an employee shows signs of being influenced by the “overconfidence effect”. Notice if that person puts more stock in their own ability over safety rules. If so, help that person understand that following the rules does not make them less of a worker. In fact, it makes them an example for others to follow!

## Poor Housekeeping

When clients, managers or safety professionals walk through your work site, housekeeping is an indicator of everyone's attitude about quality, production, and safety. Poor housekeeping creates hazards, while a well-maintained area sets a standard for others to follow.



## Mitigations:

Lead by example. If supervisors and management keep a clean and organized work area, others tend to follow.

Also, conduct regular inspections to spot and correct this issue.



## Failure to Pre-Plan the Work

Being hasty in starting a task or not thinking through the process can put your employees in harm's way.

### Mitigation:

Create a work flow that makes “Pre-Planning” a required step for certain types of tasks or projects where experience has shown there is a risk of accident or injury.

Provide accessible and efficient ways to accomplish the pre-planning step.



## **Mental Distractions:**

Having a bad day at home and worrying about it at work is a hazardous combination. When employees drop their mental guard, the focus drifts away from safe work procedures. Workers can also be distracted when a friend stops by to chat during work. Minor distractions, can cause major accidents!

## **Mitigations:**

Train supervisors to be aware when workers are not as focused as normal.

Encourage workers to take a day off to sort issues out, rather than be distracted by them at work.



## **Starting a Task with Incomplete Instructions:**

To do the job safely and right the first time, you need complete information. Have you ever been sent to do a job with only partial or confusing instructions?

### **Mitigation:**

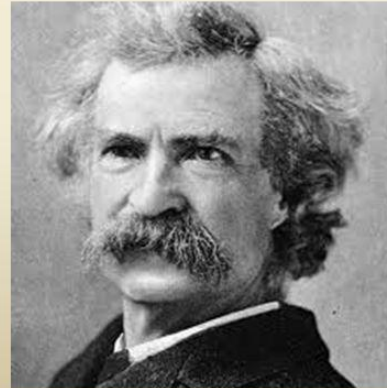
Constantly remind employees, that the only “stupid” question, is the one you don’t ask! Empower them to ask questions.



## Safety

- It is better to be careful a hundred times than be killed once.

» Mark Twain



# 2022 Work-Related Deaths

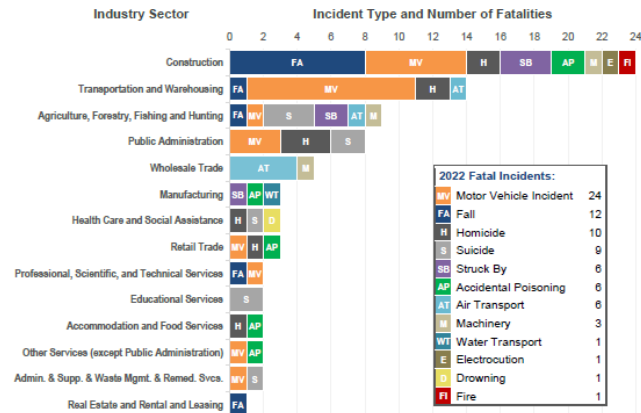
Knowing the numbers  
can help focus prevention  
activities.



## SHARP Stats 2022 Work-Related Deaths

### Washington State Work-Related Fatalities, 2022

Washington Fatality Assessment and Control Evaluation program (WA FACE)<sup>1</sup>



**2022 Fatal Incidents:**

MV	Motor Vehicle Incident	24
FA	Fall	12
H	Homicide	10
S	Suicide	9
SB	Struck By	6
AP	Accidental Poisoning	6
AT	Air Transport	6
M	Machinery	3
WT	Water Transport	1
E	Electrocution	1
D	Drowning	1
FI	Fire	1

- 80 workers died on the job, the highest number since 2010.<sup>2,3</sup>
- 24 construction workers died; the highest number since WA FACE began counting in 1996.
- Eight of the 24 construction workers died due to falls.
- Motor vehicle incidents (24) caused the most worker deaths, followed by falls (12).
- Twice as many workers died of homicide (10) and three times as many died of suicide (9), compared with 2021.

#### Fatalities in Previous Years

Year	Annual Total
2018	77
2019	64
2020	74
2021	61
2022	80

1. WA FACE collects information on occupational fatalities in WA State. It receives funding from the National Institute for Occupational Safety and Health (NIOSH).

2. Data are preliminary and are current as of February 10, 2023. Changes to fatality information may occur due to late reports or updates.

3. Numbers reflect date of fatal incident.

SHARP publication: 76-35-2023





# Questions? Suggestions? Examples?





# Legislative Updates

**Brenda Heilman**  
*Deputy Assistant  
Director for Insurance  
Services*

# Bills That Passed

- **SHB 1068:** Concerning injured workers' rights during compelled medical examinations. **Effective July 23, 2023**
- **HB 1197:** Defining attending provider and clarifying other provider functions for workers' compensation claims, and adding psychologists as attending providers for mental health only claims. **Effective July 1, 2025**
- **2SSB 5454:** Concerning industrial insurance coverage for posttraumatic stress disorders affecting registered nurses. **Effective January 1, 2024**

# Bills that Passed

- **SHB 1521:** Concerning the duties of industrial insurance self-insured employers and third-party administrators.
- **2SHB 1039:** Concerning physical therapists performing intramuscular needling.
- **SSB 5189:** Establishing behavioral health support specialists.
- **ESSB 5217:** “Ergo” bill.

# Secure Application Programming Interface (API)

**Matt Carrithers**  
Product Manager

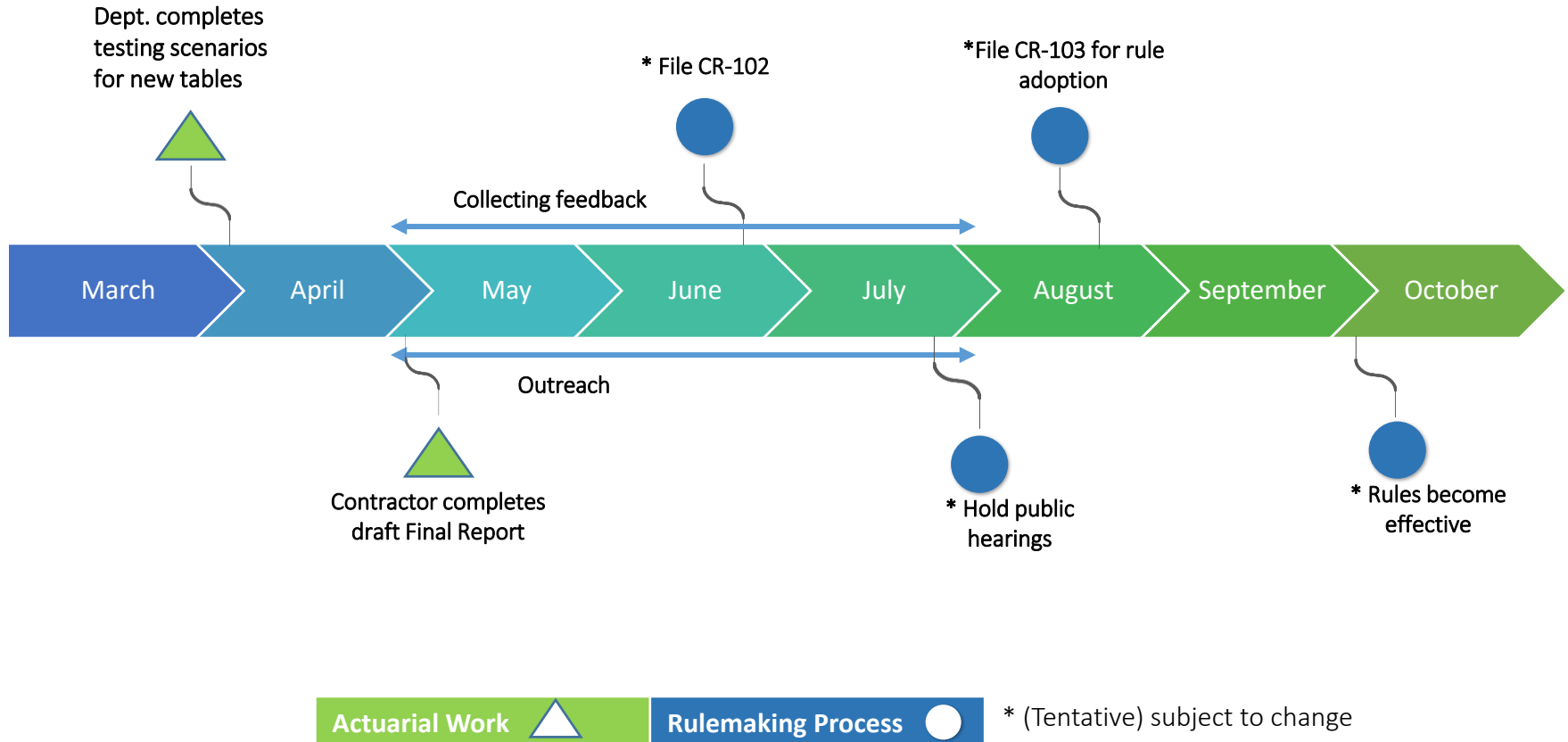
# Secure API Beta Release

- Beta release is underway.
- Beta participants crucial to our success – THANK YOU!
  - Helping L&I to stabilize the product by testing & reporting issues.
- About to shift gears in Beta to performance/load testing.
- Target Completion of Beta: 6/30/23.

# Insurance Table Study

**Leslie Qunell**  
Financial Incentive  
Coordinator

# Tentative Timeline



# Public Hearing

July 25, 2023 @ 10:00 a.m. PDT

Comments can be submitted in the following ways:

- In person at the Zoom meeting:
  - Link will be provided along with instructions for participation via GovDelivery ahead of the meeting.
- By email:
  - Send an email with “Testimony” in the subject line and your testimony in the body of the email to [Leslie.Qunell@lni.wa.gov](mailto:Leslie.Qunell@lni.wa.gov).
- By fax:
  - Testimony must be 10 pages or less and can be faxed to 360.902.4258.
- By mail:
  - Testimony must be 10 pages or less and can be mailed to “Attn: Leslie Qunell PO Box 44180, Olympia, WA 98504.”



# Deadline

- All testimony must be received by 5 p.m. PDT on July 25, 2023.
- The proposed tables can be found on the Retro website.
- The FICs are still working their way through consultations.
- Please send questions and comments to [Retro@Ini.wa.gov](mailto:Retro@Ini.wa.gov) or [Leslie.Qunell@Ini.wa.gov](mailto:Leslie.Qunell@Ini.wa.gov).

**BREAK**

# COVID-19 Updates

**Jessica Nau**  
Program Manager for  
Retrospective Rating

# Current Status of COVID-19 Claims

- All losses for allowed COVID-19 claims are currently not included in the determination of a business's experience modification factor, or in retro adjustment calculations.
- A business will not lose their claim-free discount as a result of an allowed COVID-19 claim.

# Upcoming Changes to Experience Rating

- Losses for allowed COVID-19 claims with a date of injury or exposure on or after **July 1, 2023** will be included in the determination of a business's experience factor and a business could lose their claim free discount.
- The first year an allowed COVID-19 claim will impact a business's experience rating is **2026**.

## EXPERIENCE RATING INFORMATION

<b>Claims in a Fiscal Year</b> listed below impact the three (3) indicated Rating (calendar) Years.  <b>Date of Injury in Fiscal Year:</b> (ending 6/30) ↓	<b>Experience Factors</b> for any of the Rating (calendar) Years listed below are impacted by claims with a Date-of-Injury <u>within</u> and worker hours (or other “employee units”) reported <u>for</u> the three (3) indicated Fiscal Years.						
	<b>Rating Year</b> (Calendar Year 1/1 - 12/31)						
	2021	2022	2023	2024	2025	2026	2027
7/1/2017-6/30/18 (also impacts CY 2020)							
7/1/2018 – 06/30/2019							
7/1/2019 – 06/30/2020							
7/1/2020 – 06/30/2021							
7/1/2021 – 06/30/2022							
7/1/2022 – 06/30/2023							
7/1/2023 – 06/30/2024							

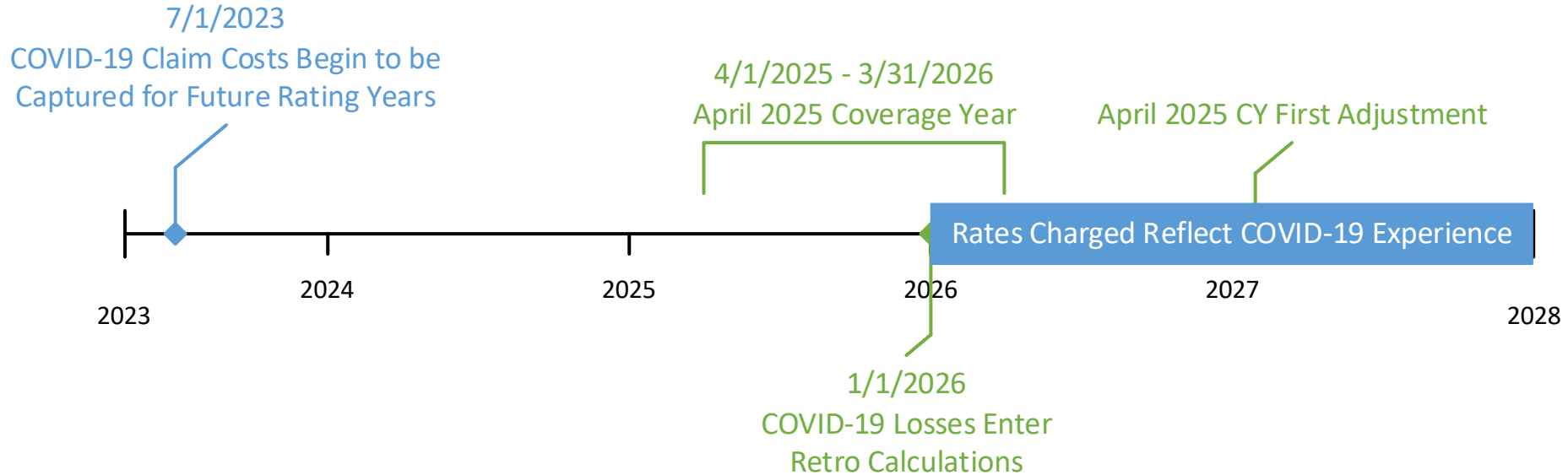
**Using the Grid:** To find out when your experience factor is going to be impacted by a given claim, determine which Fiscal Year the claim's Date-of-Injury falls within and read *across* to the 3 indicated Rating Years. To find out which claims are going to impact your experience factor for a given Rating Year, read *down* from that Rating Year to the 3 indicated Fiscal Years. Only claims with an injury date within the 3-year “experience period” will count.

**Valuation Date:** Every June 1, loss data is measured for experience rating the upcoming Rating (calendar) Year. The Experience Period is the 3 Fiscal years ending 18 months prior to the Rating Year. If a claim is closed prior to the Valuation Date, only paid costs for the claim are “captured”. If a claim is still open on the Valuation Date, its valuation may include “reserves”, which estimate the lifetime cost of a claim.

# Upcoming Changes to Retro Calculations

- Losses for allowed COVID-19 claims with a date of injury or exposure on or after **January 1, 2026** will be included in retro adjustment calculations.
  - This ensures that losses and standard premiums are appropriately compared when calculating refunds, since standard premiums will not be impacted by COVID-19 claims until January 1, 2026.
- This will first impact enrollments beginning with the **April 2025 coverage year**.

# Upcoming Changes to Retro Calculations





# COVID-19 Trends

**Joshua Ligosky**  
Actuary

## Three COVID-19 Ratios to Non-COVID-19

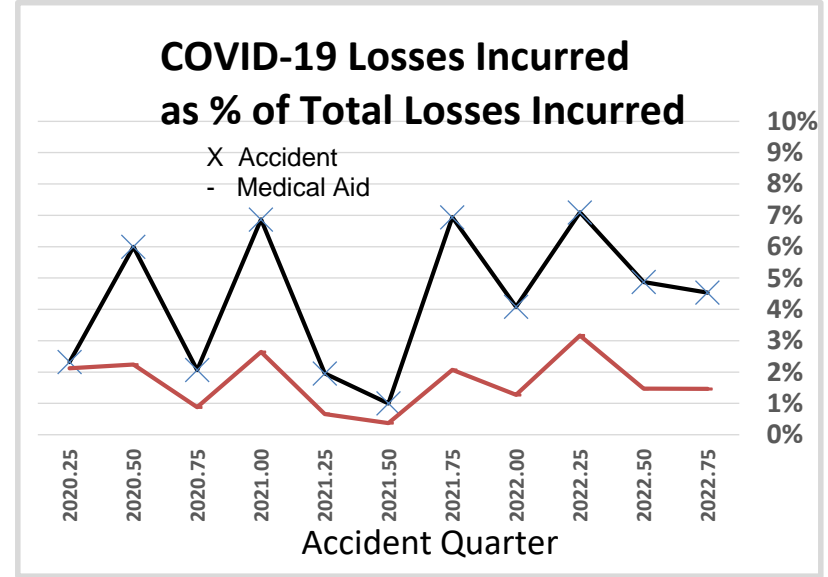
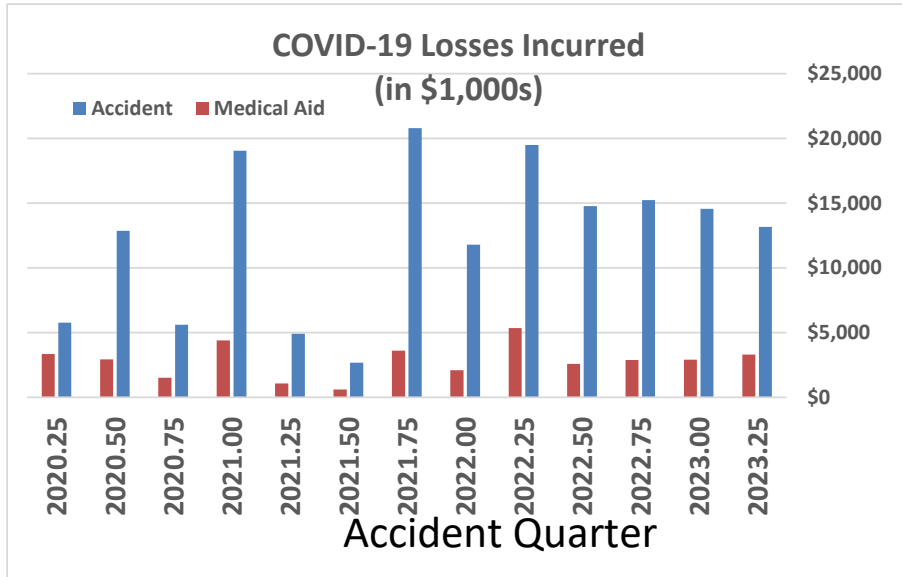
Fatality counts emerged 38 / 139 = **27%**

TPD Pension counts emerged                      11 / 150                      = **7%**

Lost-time counts at ultimate      11,786 / 68,370      = **17%**

For the Pandemic period 1/1/20 to 3/31/23 as of 3/31/2023

# Ultimate Cost of State Fund COVID-19 claims



Average costs close to \$14,000 for FAY '22 & '21

Total costs about 4% of accident and 2% of medical aid costs

# Estimated COVID-19 Lost-Time Claim Counts

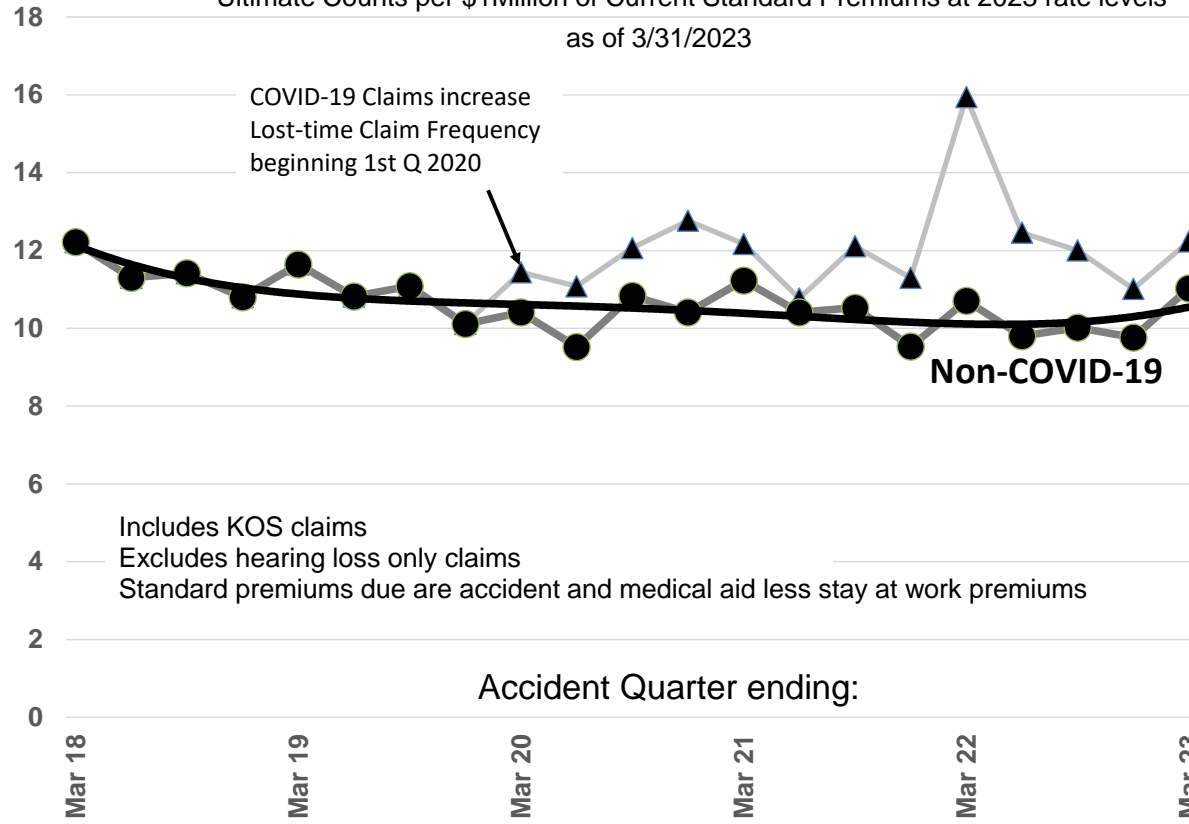
Accident Quarter ending:	Ultimate Lost-time	Ult Lost- time non- COVID	Ult Lost- time COVID-19	COVID-19 as % of non- COVID counts	Non-COVID- 19 Lost-time Frequency	Annual ized % Change
3/31/23	5,958	5,370	589	11.0%	11.0	3.0%
12/31/22	5,883	5,217	666	12.8%	9.8	2.5%
9/30/22	6,999	5,840	1,159	19.8%	10.0	-4.9%
6/30/22	6,704	5,273	1,430	27.1%	9.8	-5.9%
3/31/22	7,558	5,074	2,484	49.0%	10.7	-4.7%
12/31/21	6,064	5,116	948	18.5%	9.5	-8.4%
9/30/21	6,575	5,718	857	15.0%	10.5	-2.8%
6/30/21	5,632	5,446	186	3.4%	10.4	9.3%
3/31/21	5,574	5,143	431	8.4%	11.2	7.9%
12/31/20	6,613	5,391	1,222	22.7%	10.4	2.9%
9/30/20	6,200	5,567	632	11.4%	10.8	-2.2%
6/30/20	4,853	4,170	683	16.4%	9.5	-12.0%
3/31/20	5,543	5,043	500	9.9%	10.4	-10.6%
		68,370	11,786	17.2%		



Actuarial Services  
as of 3/31/2023

## Lost-time Claim Frequency

Ultimate Counts per \$1 Million of Current Standard Premiums at 2023 rate levels  
as of 3/31/2023

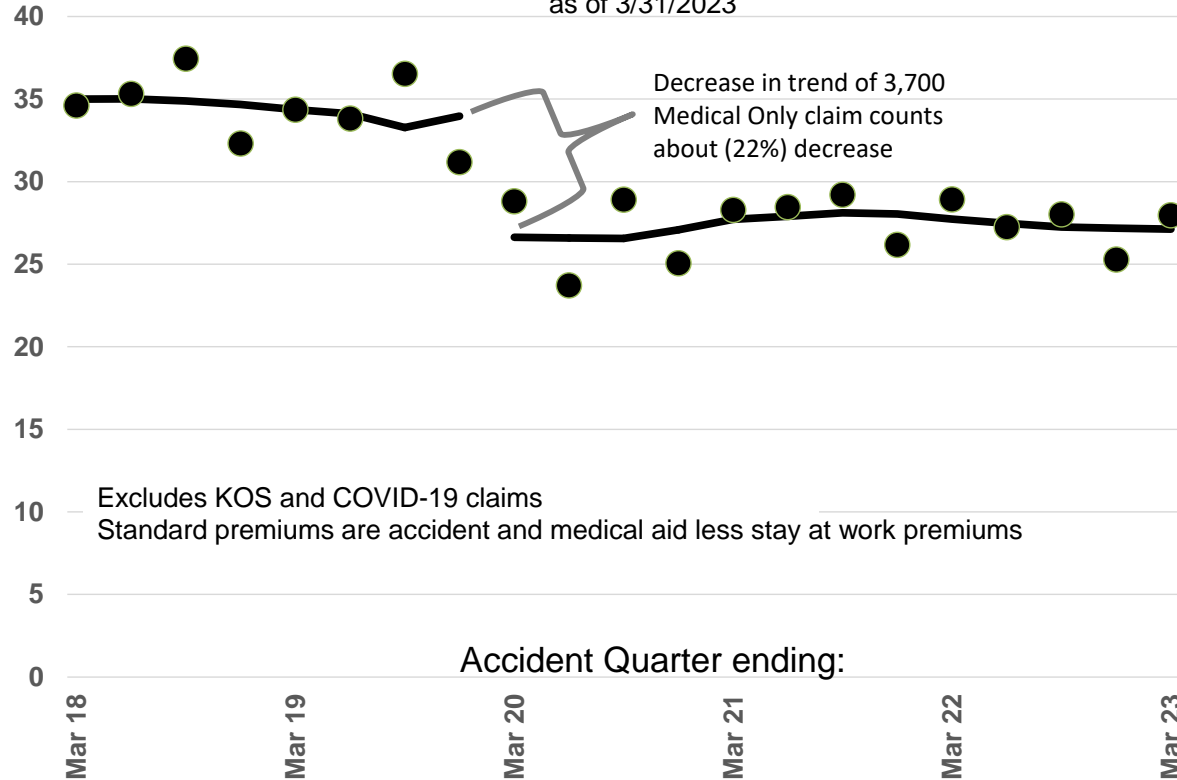


Actuarial Services as of 3/31/2023

Non-COVID-19  
Lost-time claim  
frequency  
trend looks  
normal

## non-COVID-19 Medical Only Claim Frequency

Ultimate Counts per \$1 Million of Current Standard Premiums at 2023 rate levels  
as of 3/31/2023

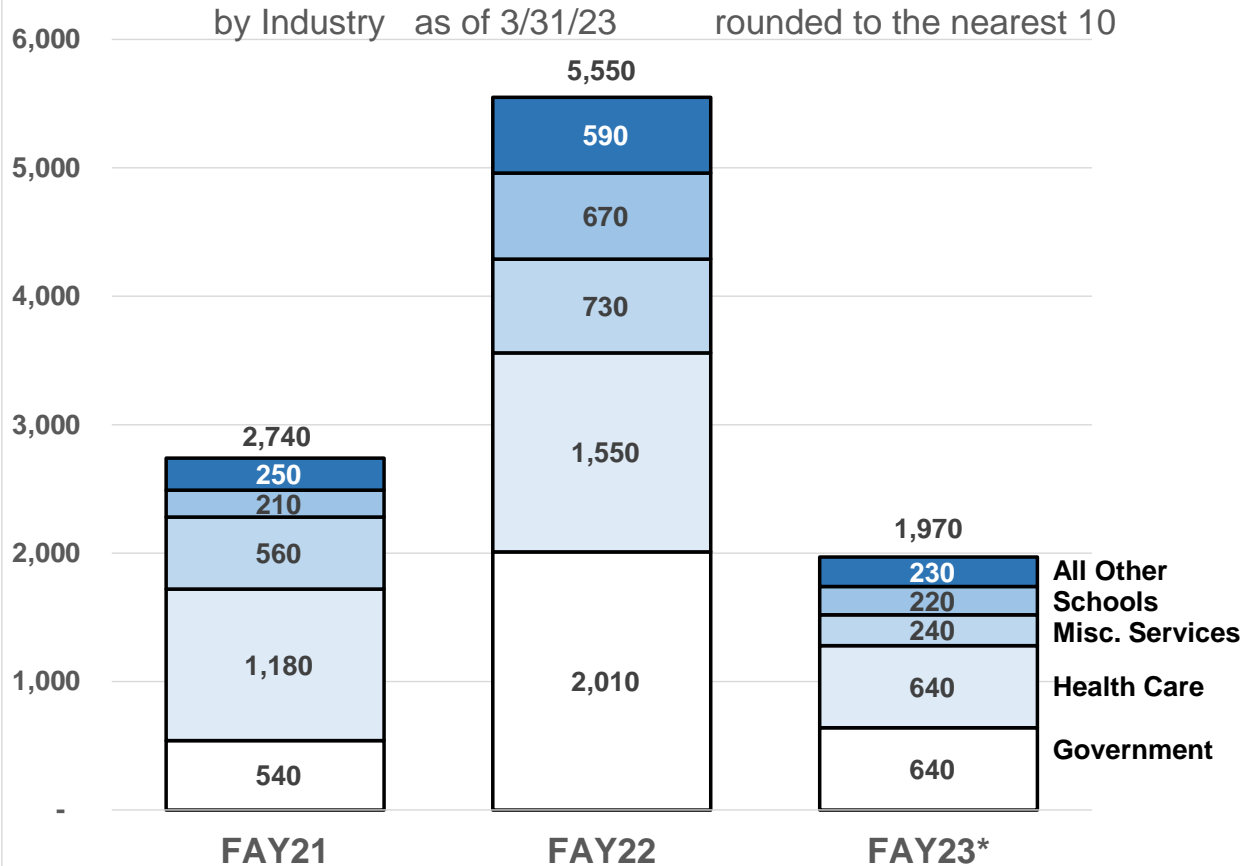


Actuarial Services as of 3/31/2023

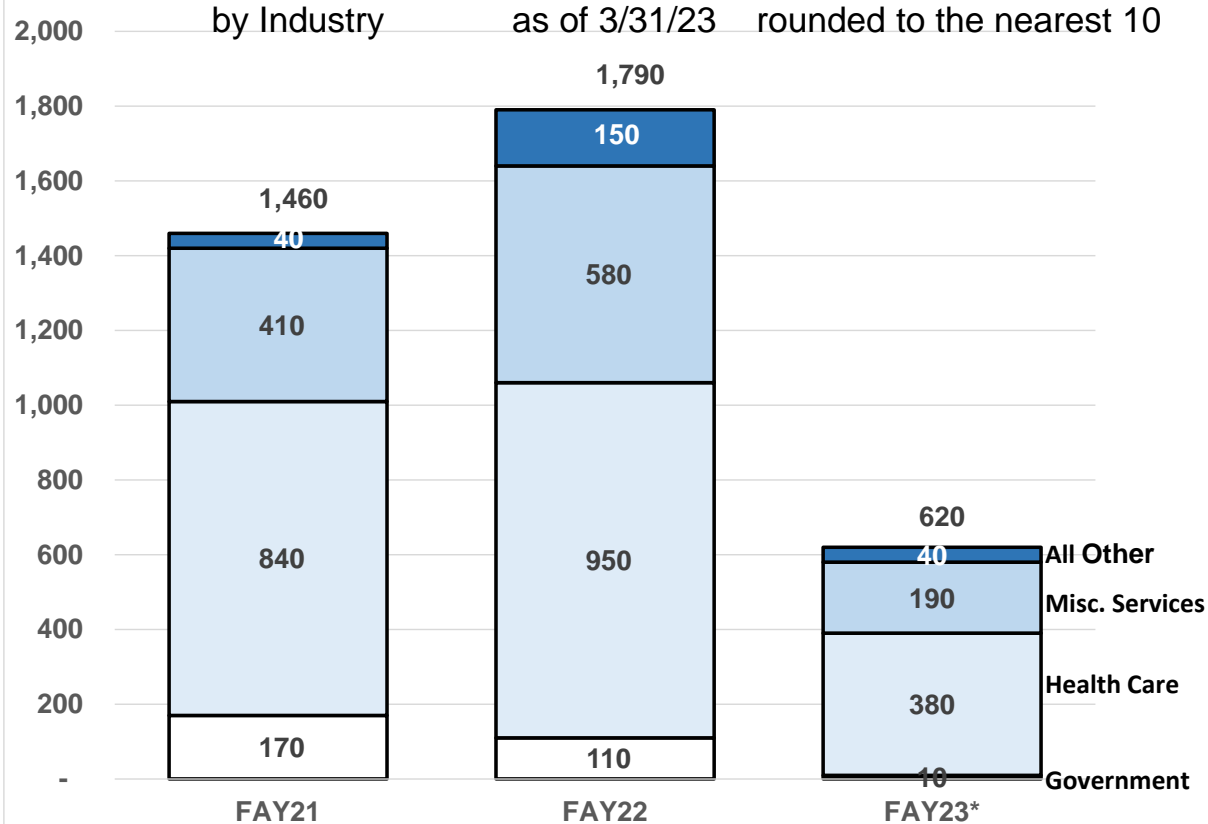
Large decrease of  
(3,700) counts or  
(22%) frequency  
started 2.75 years  
ago

Actuaries in  
OH, CA, OR,  
MT, and ID  
confirm similar  
trends for 2020

# Reported State Fund Covid-19 Claim Counts



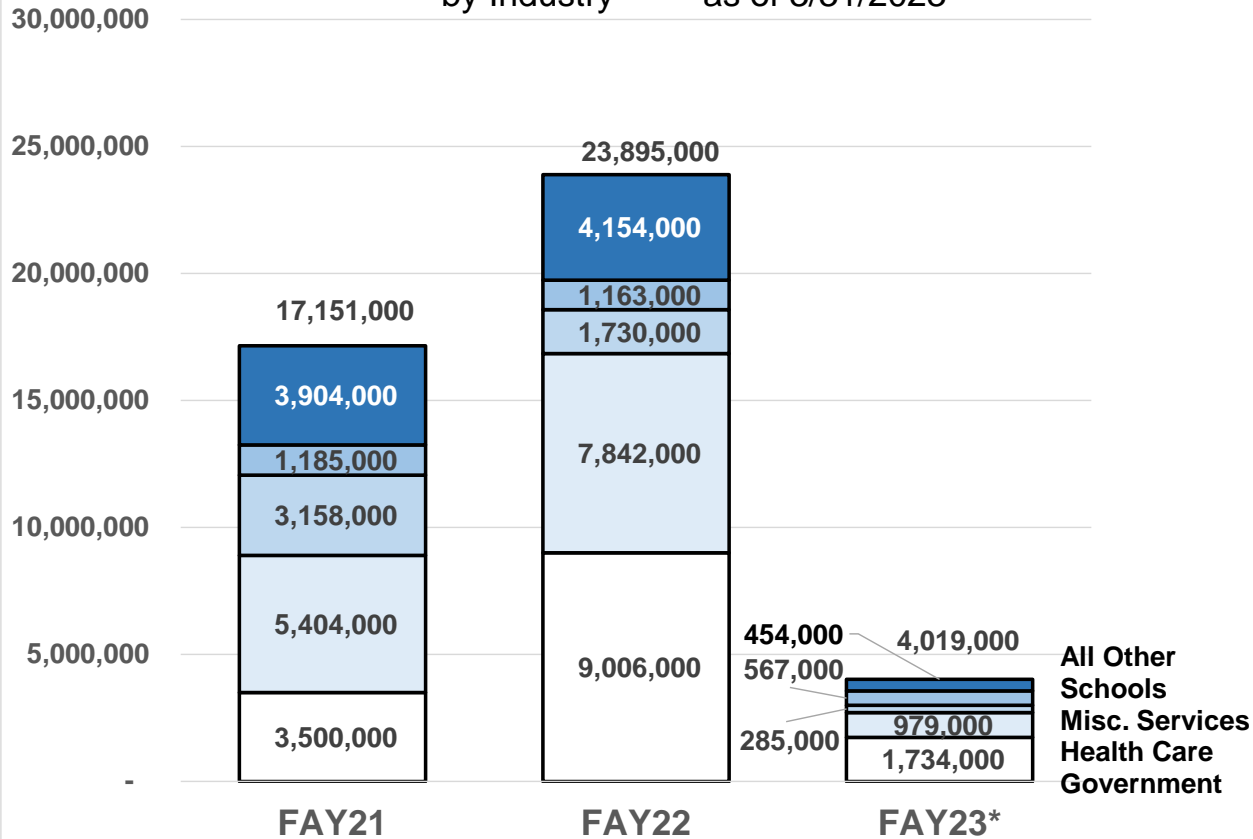
# Reported Retro COVID-19 Claim Counts



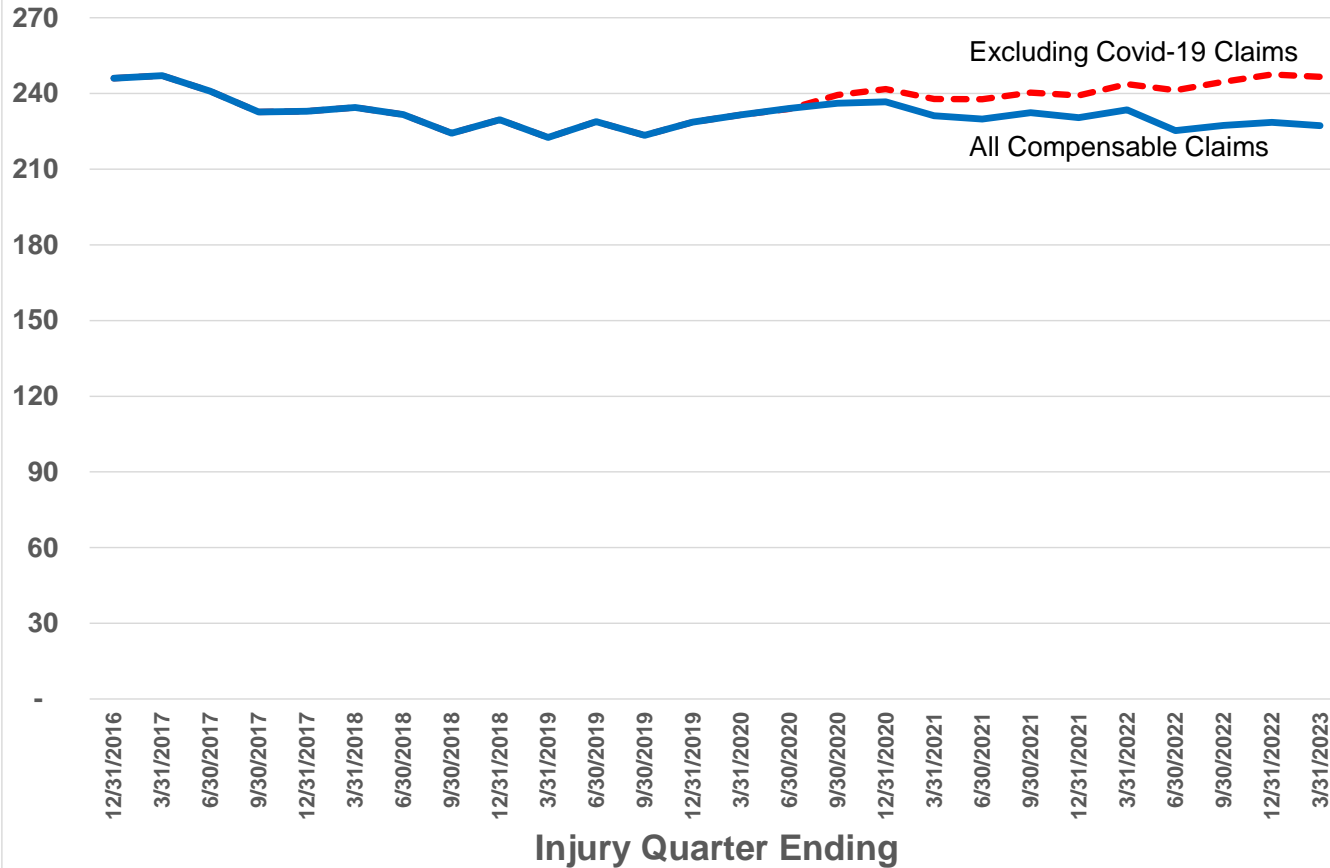
Note that the 9/30/22 version of this slide had an incorrect values that understated the retro Covid-19 counts.



# Reported State Fund COVID-19 Case Incurred Loss by Industry as of 3/31/2023



## Average Timeloss Duration (days)



Actuarial Services  
As of 3/31/23

# RAC Workgroup Updates

**Tim Lundin**  
*Archbright*

**Maria McClain**  
*Association of  
Washington Business*

# RAC Rule Workgroup

<b>Tim Lundin</b> – Archbright, RAC Lead	<b>Mike Williams</b> – L&I Retro Program, Lead
<b>Lauren Gubbe</b> – Associated General Contractors, RAC Co-Lead	<b>Brian Ducey</b> – SMART Association
<b>Kris Johnson</b> – 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.

# Update

- Memo with rule language recommendation delivered to Mike Ratko for review.
- No decision has been made yet, pending additional research by Retro staff into common ownership policies in other states.

# Business & Industry Category Guide Workgroup

<b>Maria McClain</b> – Association of WA Business, RAC Lead	<b>Rachelle Bohler</b> – L&I Retro Program, Lead
<b>Kris Johnson</b> – Building Industry Association of WA	<b>Shannon Elliott</b> – Archbright
<b>Dan Beaty</b> – Vigilant	<b>Curran Bower</b> – Employer Resources NW
<b>Richard Clyne</b> – 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 <a href="mailto:tlundin@archbright.com">tlundin@archbright.com</a>
Business & Industry Category Guide	Maria McClain <a href="mailto:Mariam@forterra-inc.com">Mariam@forterra-inc.com</a>
Or send your interest to the Retro Inbox: <a href="mailto:retro@lni.wa.gov">retro@lni.wa.gov</a>	

# 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

- The SFT to MFT migration has been completed, so you should be receiving all reports in MFT.
- Please reach out to your FIC or the Retro inbox ([retro@lni.wa.gov](mailto:retro@lni.wa.gov)) if this is not the case or if you are having trouble logging in.

# Re-Reserve Requests

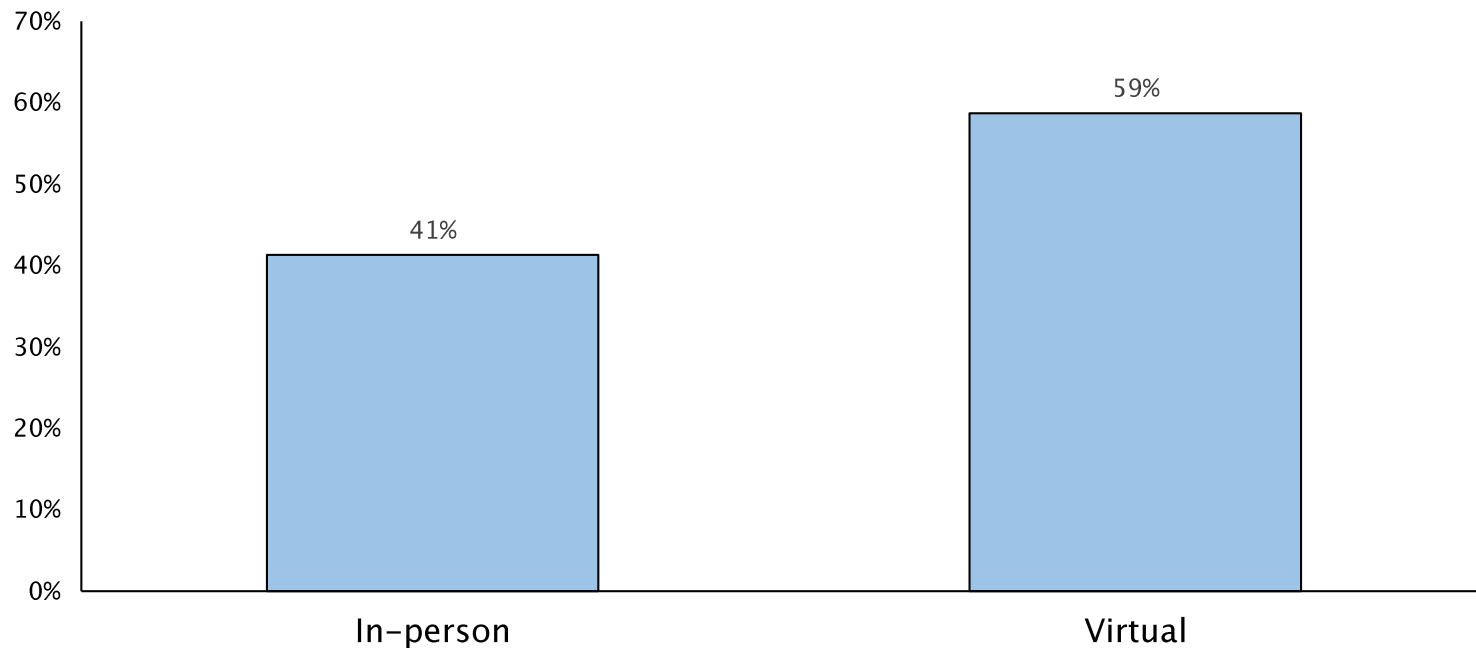
- Case Reserve staff complete manual case reserves on claims identified by the actuaries.
- Claims are reserved equally, regardless of participation in Retro.
- Some things to remember:
  - Re-reserve requests received within two weeks prior to a freeze date will be processed after the freeze date.
  - Phone requests not encouraged. Fax your request to 360-704-1970.
  - Do not ask for a re-reserve if one has already been requested in the last 60 days; if the claim is closed; or if a reopening application is in file, but no decision has been made.

# Hybrid RAC Meetings Follow-Up

- Majority (~60%) of those polled at the February meeting indicated they would attend hybrid meetings virtually.
- RAC members have decided to continue fully virtual meetings for the remainder of 2023.
- We will re-assess as we approach 2024.

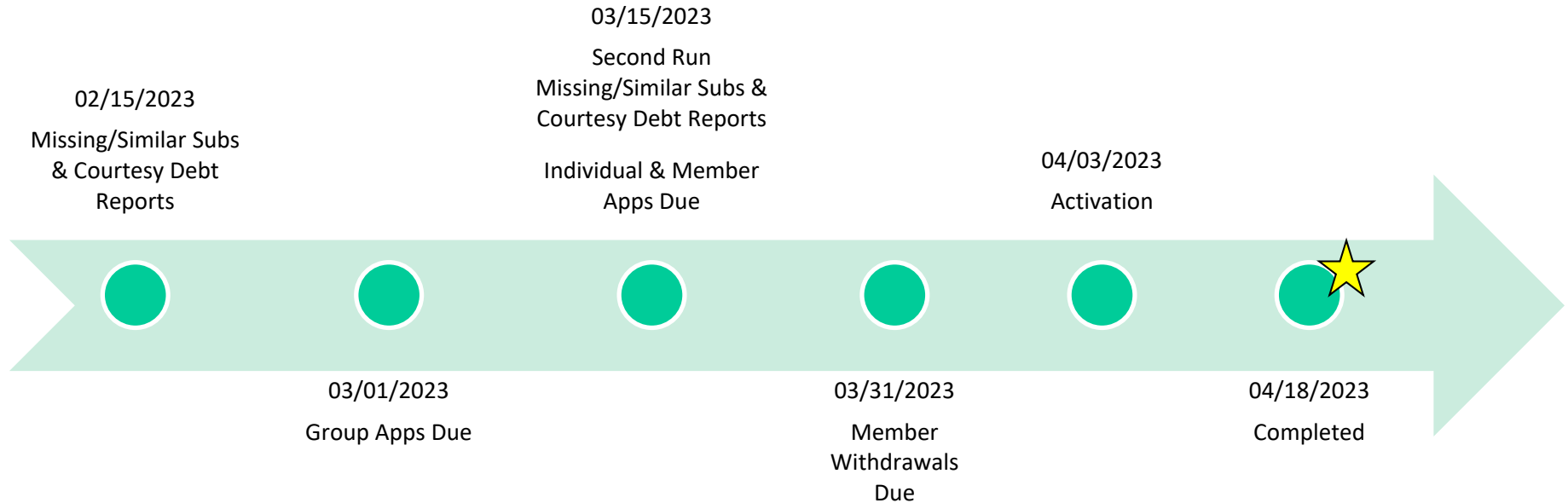
# 2/23/2023 RAC Poll

*If Retro were to hold hybrid RAC meetings, how would you attend the majority of the time?*



**Note:** Responses from L&I employees who also took the poll have been removed. With those results included the split would be: 37% in-person, 63% virtual.

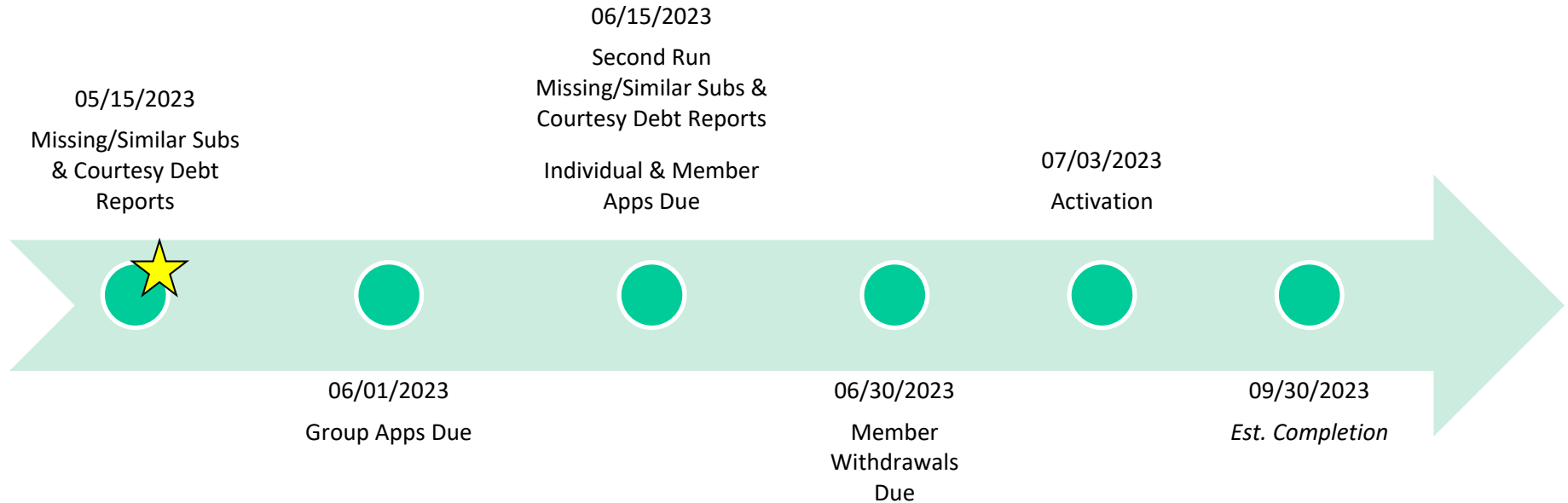
# April 2023 CY Enrollment





# July 2023 CY Enrollment

## *Estimate*



# Enrollment Outside of Enrollment

	<b>Applications Received</b>	<b>Completed timely*</b>
<b>Apr. 2023</b>	11	11
<b>Mar. 2023</b>	15	15
<b>Feb. 2023</b>	25	25
<b>Jan. 2023</b>	11	11
<b>Dec. 2022</b>	22	22
<b>Nov. 2022</b>	22	22

\*Within 30 days.

# April CY Adjustment Protests

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	6
<i>Granted</i>	4 (67%)
<i>Denied</i>	1 (17%)
<i>Pended</i>	1 (17%)
Claims not yet reviewed	–
<b>Total claims protested</b>	<b>6</b>
<b>Total refunded to-date</b>	<b>\$ 9,454</b>

# July CY Adjustment Protests

*As of 5/9/2023*

Adjustment orders ran	4/28/2023
Last day to submit protests	6/27/2023
Last day for timely dept. action	8/26/2023
Claims reviewed	7
Granted	4 (57%)
Denied	1 (14%)
Pended	2 (28%)
Claims not yet reviewed	20
<b>Total claims protested</b>	<b>27</b>
<b>Total refunded to-date</b>	<b>\$ 522,617</b>

# Thank you!

Jessica Nau, Retro Program Manager

[Jessica.Nau@Ini.wa.gov](mailto:Jessica.Nau@Ini.wa.gov)

[Retro@Ini.wa.gov](mailto:Retro@Ini.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 July  
Enrollments as of April 2023

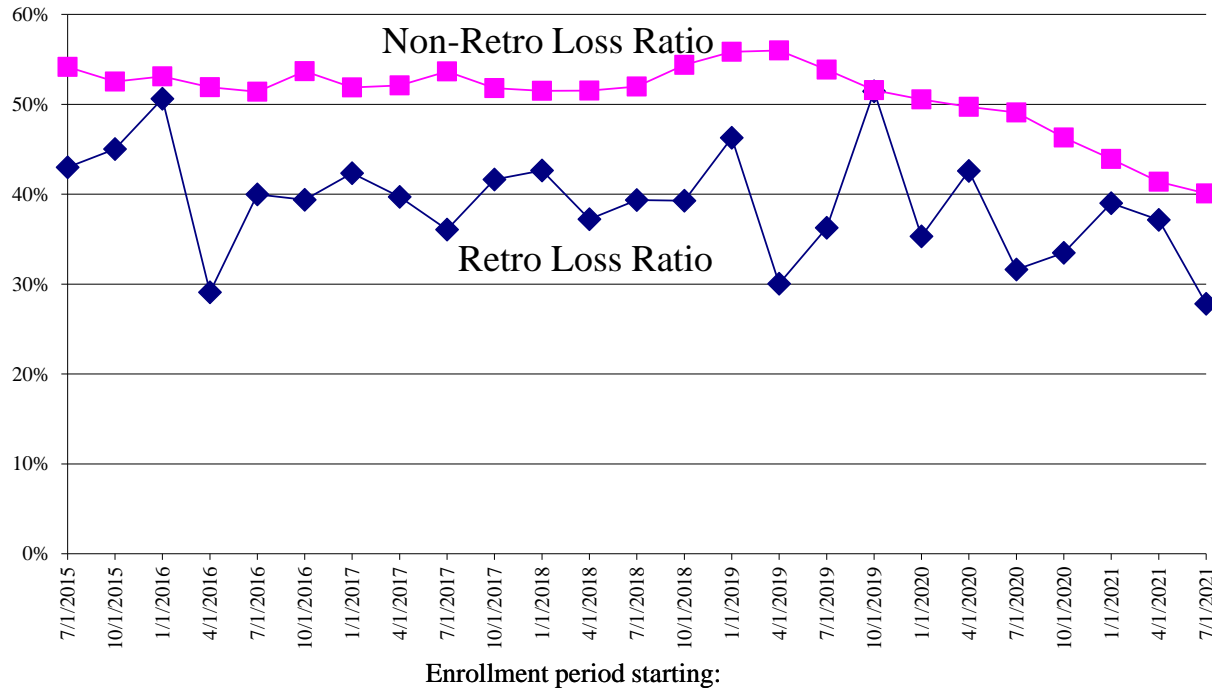
**Nichole Runnels**  
*Actuarial Analyst for  
Financial Management*



# 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 July enrollment. Example:

Quarter 4: Enrollment beginning 7/1/21:		
	Retro	Non-retro
Losses Case Incurred	129,338,561	548,669,530
Standard Premium	465,065,251	1,368,844,363
Loss Ratio	27.81%	40.08%
Percentage Difference	30.62%	

$$= 100\% - 27.281\% \div 40.08\%$$

	Retro Enrollment	Standard Premium	Loss Ratio Percentage Difference
Quarter 1	10/1/2020	46,370,842	27.70%
Quarter 2	1/1/2021	115,963,086	11.18%
Quarter 3	4/1/2021	9,258,296	10.24%
Quarter 4	7/1/2021	465,065,251	30.62%
Total		636,657,475	26.57%

4 Quarter Weighted Average

## Performance Adjusted Refund

Target Refund% X 4 Quarter Standard Premiums

	<b>Retro Enrollment</b>	<b>Standard Premium</b>
<b>Quarter 1</b>	<b>10/1/2020</b>	46,366,800
<b>Quarter 2</b>	<b>1/1/2021</b>	115,866,720
<b>Quarter 3</b>	<b>4/1/2021</b>	9,252,528
<b>Quarter 4</b>	<b>7/1/2021</b>	464,710,044
<b>Total</b>		636,196,092
<b>X</b>		X
<b>Target Refund %</b>		27.39%
<b>=</b>		—
<b>Target Refund</b>		\$174,225,662

# Calculating the July 2021 PAF

Hit the PAR target for July 2021 enrollment

			Difference from Target
<b>Target Refund:</b>			174,225,662
If We Tried Q4 PAF =	1.0000	Then the Refund Would Have Been	\$223,385,738
<b>This refund would be too large. We need to use a larger PAF.</b>			-\$49,160,076
<b>Quarter 4 PAF=</b>			1.1408
	<b>Retro Enrollment</b>	<b>Current PAF</b>	<b>Current Refund</b>
<b>Quarter 1</b>	<b>10/1/2020</b>	1.1408	11,154,147
<b>Quarter 2</b>	<b>1/1/2021</b>	1.1408	14,537,865
<b>Quarter 3</b>	<b>4/1/2021</b>	1.1408	144,420
<b>Quarter 4</b>	<b>7/1/2021</b>	1.1408	148,383,230
<b>Using this PAF we obtain</b>			174,219,662
			\$6,000
If We Tried Q4 PAF =	1.1409	Then the Refund Would Have Been	\$174,185,290
			\$40,372
If We Tried Q4 PAF =	1.1407	Then the Refund Would Have Been	\$174,254,045
			-\$28,383

Refunds are calculated per enrollment period using the PAF shown above for estimation purposes only.

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

**Enrollment Period Beginning:  
7/1/2021  
First Evaluation**

Report Date: 4/20/2023

PAF: 1.1408

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	Net Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
<b>Subtotal - 18 Firms with Refunds</b>	<b>4,063,721</b>	<b>833,918</b>	<b>21%</b>							<b>174,742</b>	<b>984,655</b>	<b>649,976</b>	<b>1,809,373</b>	<b>2,254,348</b>	<b>55%</b>
<b>Subtotal - 16 Firms with Assessments</b>	<b>4,521,729</b>	<b>5,829,470</b>	<b>129%</b>							<b>194,435</b>	<b>3,468,532</b>	<b>2,600,998</b>	<b>6,263,965</b>	<b>(1,742,236)</b>	<b>(39%)</b>
<b>Subtotal - 34 Individual Firms</b>	<b>8,585,450</b>	<b>6,663,388</b>	<b>78%</b>							<b>369,177</b>	<b>4,453,187</b>	<b>3,250,974</b>	<b>8,073,338</b>	<b>512,112</b>	<b>6%</b>
Average Firm Size	252,513														
Archbright	33,467,526	18,846,825	56%	L	5	74 \$550K	0.9800	0.00	0.0234	1,439,104	20,543,039	480,173	22,462,316	11,005,210	33%
Associated Builders & Contractors of Western Washington	26,094,789	12,036,349	46%	L	8	73 \$550K	1.0040	0.00	0.0613	1,122,076	13,119,620	804,128	15,045,824	11,048,965	42%
Associated General Contractors	61,493,337	29,029,239	47%	L	8	74 \$550K	0.9500	0.00	0.0602	2,644,213	31,641,872	1,903,702	36,189,787	25,303,550	41%
Building Industry Association of Washington	67,956,572	30,491,108	45%	L	8	74 \$800K	1.0000	0.00	0.0248	2,922,133	33,235,309	824,236	36,981,678	30,974,894	46%
Greater Vancouver Chamber of Commerce - Manufacturing	2,297,746	1,851,532	81%	L	5	68 \$500K	0.7210	0.00	0.3658	98,803	1,805,776	660,609	2,565,188	(267,442)	(12%)
LeadingAge Washington	5,663,796	3,980,893	70%	L	2	71 \$500K	0.9500	0.00	0.0601	243,543	4,339,174	260,576	4,843,293	820,503	14%
Life Science Washington	3,257,954	983,903	30%	L	4	70 \$380K	0.9590	0.00	0.1401	140,092	1,072,454	150,300	1,362,846	1,895,108	58%
Master Builders Association - GRIP	47,662,383	24,635,840	52%	L	8	74 \$1MILLION	1.0000	0.00	0.0184	2,049,482	26,853,066	495,009	29,397,557	18,264,826	38%
NW District Council of the Assemblies of God Inc.	796,551	361,880	45%	L	2	62 \$250K	0.7390	0.00	0.4250	34,252	394,449	167,633	596,334	200,217	25%
PITB - Transportation, Warehouse, Facilities	22,055,702	8,701,378	39%	L	7	73 \$800K	1.0000	0.00	0.0244	948,395	9,484,502	231,232	10,664,129	11,391,573	52%
SMART 'A' Team	34,195,583	19,153,523	56%	L	8	74 \$550K	1.0000	0.00	0.0569	1,470,410	20,877,340	1,187,065	23,534,815	10,660,768	31%
SMART Dream Team	25,047,851	10,950,419	44%	L	8	73 \$800K	1.0000	0.00	0.0330	1,077,058	11,935,957	393,302	13,406,317	11,641,534	46%
Southwest Washington Contractors Association	1,400,318	847,211	61%	L	8	66 \$275K	0.5840	0.00	0.7667	60,214	891,386	683,445	1,635,045	(234,727)	(17%)
State of Washington (DES)	2,364,225	1,671,367	71%	L	3	69 \$500K	0.9300	0.30	0.1402	101,662	1,821,790	255,366	2,178,818	185,407	8%
Tn City Construction Council	3,916,609	4,037,975	103%	L	7	70 \$550K	1.0000	0.00	0.1326	168,414	4,268,104	566,216	5,003,734	(1,087,125)	(28%)
Vigilant	27,065,373	18,952,537	70%	L	5	73 \$380K	1.0000	0.00	0.0625	1,163,811	20,658,265	1,290,584	23,112,660	3,952,713	15%
Washington Association of Sewer & Water Districts	1,007,275	523,348	52%	L	5	64 \$500K	0.7500	0.00	0.4106	43,313	570,449	234,247	848,009	159,266	16%
Washington Food Industry Association	19,547,079	12,598,807	64%	L	3	73 \$500K	1.1145	0.00	0.0142	840,524	13,732,700	194,386	14,767,610	4,779,469	24%
Washington Health Care Association - WHCA	17,741,482	13,872,658	78%	L	2	73 \$500K	1.0020	0.00	0.0136	762,884	15,121,198	205,936	16,090,018	1,651,464	9%
Washington Manufacturers Council	12,045,360	4,395,420	36%	L	5	73 \$500K	1.0000	0.00	0.0318	517,950	4,791,008	152,253	5,461,211	6,584,149	55%
Washington Retail Association	9,903,588	8,296,465	84%	L	3	72 \$550K	1.0000	0.00	0.0305	425,854	9,043,147	275,843	9,744,844	158,744	2%
Washington Retail Association - Automotive	6,218,899	4,639,164	75%	L	6	72 \$550K	1.0000	0.00	0.0478	267,413	5,056,689	241,604	5,565,706	653,193	11%
Washington State Farm Bureau	24,924,596	23,006,244	92%	L	4	73 \$550K	0.9800	0.00	0.0258	1,071,758	25,076,806	647,207	26,795,771	(1,871,175)	(8%)
<b>Subtotal - Associations</b>	<b>456,124,594</b>	<b>253,864,085</b>	<b>56%</b>							<b>19,613,358</b>	<b>276,335,100</b>	<b>12,305,052</b>	<b>308,253,510</b>	<b>147,871,084</b>	<b>32%</b>
<b>Total Enrollment</b>	<b>464,710,044</b>	<b>260,527,473</b>	<b>56%</b>							<b>19,982,535</b>	<b>280,788,287</b>	<b>15,556,026</b>	<b>316,326,848</b>	<b>148,383,196</b>	<b>32%</b>

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

**Enrollment Period Beginning:  
7/1/2020  
Second Evaluation**

Report Date: 4/20/2023

PAF: 1.1034

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	Net Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
<b>Subtotal - 33 Firms with Refunds</b>	<b>8,122,665</b>	<b>1,559,230</b>	<b>19%</b>							<b>349,277</b>	<b>2,117,980</b>	<b>1,267,639</b>	<b>3,734,896</b>	<b>4,387,769</b>	<b>54%</b>
<b>Subtotal - 6 Firms with Assessments</b>	<b>1,689,421</b>	<b>1,105,881</b>	<b>65%</b>							<b>72,645</b>	<b>1,002,468</b>	<b>1,254,324</b>	<b>2,329,437</b>	<b>(640,016)</b>	<b>(38%)</b>
<b>Subtotal - 39 Individual Firms</b>	<b>9,812,086</b>	<b>2,665,111</b>	<b>27%</b>							<b>421,922</b>	<b>3,120,448</b>	<b>2,521,963</b>	<b>6,064,333</b>	<b>3,747,753</b>	<b>38%</b>
Average Firm Size	251,592														
Archbright	34,450,946	22,788,359	66%	L	5	74 \$550K	0.9800	0.00	0.0234	1,481,391	24,839,311	580,594	26,901,296	7,549,650	22%
Associated Builders & Contractors of Western Washington	26,037,009	13,441,272	52%	L	8	73 \$550K	1.0040	0.00	0.0613	1,119,591	14,650,986	897,988	16,668,565	9,368,444	36%
Associated General Contractors	63,913,399	28,116,768	44%	L	8	74 \$550K	0.9500	0.00	0.0602	2,748,276	30,647,277	1,843,863	35,239,416	28,673,983	45%
Building Industry Association of Washington	70,005,806	31,634,358	45%	L	8	74 \$800K	1.0000	0.00	0.0248	3,010,250	34,481,450	855,140	38,346,840	31,658,966	45%
Greater Vancouver Chamber of Commerce - Manufacturing	2,342,827	1,204,732	51%	L	5	68 \$500K	0.7210	0.00	0.3658	100,742	1,313,158	480,394	1,894,294	448,533	19%
LeadingAge Washington	6,060,886	2,561,457	42%	L	2	71 \$500K	0.9500	0.00	0.0601	260,618	2,791,988	167,664	3,220,270	2,840,616	47%
Life Science Washington	2,930,903	1,017,024	35%	L	4	69 \$380K	0.9590	0.00	0.1549	126,029	1,108,556	171,722	1,406,307	1,524,596	52%
Master Builders Association - GRIP	48,914,305	27,934,391	57%	L	8	74 \$1MILLION	1.0000	0.00	0.0184	2,103,315	30,448,485	561,287	33,113,087	15,801,218	32%
NW District Council of the Assemblies of God Inc.	762,321	709,700	93%	L	2	61 \$250K	0.7750	0.00	0.4001	32,780	643,971	257,633	934,384	(172,063)	(23%)
PITB - Transportation, Warehouse, Facilities	21,165,938	11,204,351	53%	L	7	73 \$800K	1.0000	0.00	0.0244	910,135	12,212,743	297,747	13,420,625	7,745,313	37%
SMART A' Team	38,010,511	20,682,877	54%	L	8	74 \$550K	1.0000	0.00	0.0569	1,634,452	22,544,336	1,281,848	25,460,636	12,549,875	33%
SMART Dream Team	25,914,016	10,600,790	41%	L	8	73 \$1MILLION	1.0000	0.00	0.0275	1,114,303	11,554,861	318,198	12,987,362	12,926,654	50%
Southwest Washington Contractors Association	1,609,476	666,056	41%	L	8	66 \$275K	0.5500	0.00	0.8448	69,207	726,001	613,360	1,408,568	200,908	12%
Tn City Construction Council	4,729,057	879,340	19%	L	8	71 \$550K	1.0000	0.00	0.0987	203,349	958,481	94,564	1,256,394	3,472,663	73%
Vigilant	25,123,269	15,484,631	62%	L	5	73 \$380K	1.0000	0.00	0.0625	1,080,301	16,878,248	1,054,435	19,012,984	6,110,285	24%
Washington Association of Sewer & Water Districts	1,080,505	95,697	9%	L	5	64 \$500K	0.7500	0.00	0.4106	46,462	104,310	42,833	193,605	886,900	82%
Washington Food Industry Association	18,239,628	11,372,633	62%	L	3	73 \$550K	1.1145	0.00	0.0142	784,304	12,396,171	175,468	13,355,943	4,883,685	27%
Washington Health Care Association - WHCA	20,207,062	13,819,999	68%	L	2	73 \$500K	1.0960	0.00	0.0105	868,904	15,063,799	158,742	16,091,445	4,115,617	20%
Washington Manufacturers Council	12,012,006	4,368,979	36%	L	5	73 \$500K	1.0000	0.00	0.0318	516,516	4,762,186	151,338	5,430,040	6,581,966	55%
Washington Retail Association	10,129,289	9,225,362	91%	L	3	72 \$550K	1.0400	0.00	0.0256	435,559	10,056,645	257,414	10,748,618	(619,329)	(6%)
Washington Retail Association - Automotive	6,220,100	3,686,780	59%	L	6	71 \$550K	1.0100	0.00	0.0650	267,464	4,018,590	261,333	4,547,387	1,672,713	27%
Washington State Farm Bureau	30,101,187	22,975,099	76%	L	4	74 \$550K	0.9800	0.00	0.0190	1,294,351	25,042,858	476,190	26,813,399	3,287,788	11%
<b>Subtotal - Associations</b>	<b>469,960,446</b>	<b>254,470,655</b>	<b>54%</b>							<b>20,208,299</b>	<b>277,243,411</b>	<b>10,999,755</b>	<b>308,451,465</b>	<b>161,508,981</b>	<b>34%</b>
<b>Total Enrollment</b>	<b>479,772,532</b>	<b>257,135,766</b>	<b>54%</b>							<b>20,630,221</b>	<b>280,363,859</b>	<b>13,521,718</b>	<b>314,515,798</b>	<b>165,256,734</b>	<b>34%</b>

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

**Enrollment Period Beginning:  
7/1/2019**

**Third Evaluation**

Report Date: 4/20/2023

PAF: 1.0756

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	Net Insurance Charge after PAF	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
<b>Subtotal - 29 Firms with Refunds</b>	<b>10,491,634</b>	<b>2,951,294</b>	<b>28%</b>							<b>451,141</b>	<b>3,485,807</b>	<b>2,065,520</b>	<b>6,002,468</b>	<b>4,489,166</b>	<b>43%</b>
<b>Subtotal - 14 Firms with Assessments</b>	<b>7,157,896</b>	<b>14,800,485</b>	<b>207%</b>							<b>307,789</b>	<b>6,267,948</b>	<b>2,032,478</b>	<b>8,608,215</b>	<b>(1,450,319)</b>	<b>(20%)</b>
<b>Subtotal - 43 Individual Firms</b>	<b>17,649,530</b>	<b>17,751,779</b>	<b>101%</b>							<b>758,930</b>	<b>9,753,755</b>	<b>4,097,998</b>	<b>14,610,683</b>	<b>3,038,847</b>	<b>17%</b>
Average Firm Size	410,454														
Archbright	41,858,117	30,194,430	72% L	5	74	\$550K	0.9800	0.00	0.0234	1,799,899	32,911,929	769,283	35,481,111	6,377,006	15%
Associated Builders & Contractors of Western Washington	25,783,333	13,460,821	52% L	8	73	\$550K	1.0040	0.00	0.0613	1,108,683	14,672,295	899,294	16,680,272	9,103,061	35%
Associated General Contractors	65,846,351	32,937,211	50% L	8	74	\$550K	0.9500	0.00	0.0602	2,831,393	35,901,560	2,159,981	40,892,934	24,953,417	38%
Building Industry Association of Washington	70,534,535	35,473,961	50% L	8	74	\$800K	1.0000	0.00	0.0248	3,032,985	38,666,617	958,932	42,658,534	27,876,001	40%
Greater Vancouver Chamber of Commerce - Manufacturing	2,335,350	504,474	22% L	5	68	\$500K	0.7210	0.00	0.3658	100,420	549,877	201,162	851,459	1,483,891	64%
LeadingAge Washington	6,924,956	5,082,178	73% L	2	72	\$500K	0.9500	0.00	0.0416	297,773	5,539,574	230,214	6,067,561	857,395	12%
Life Science Washington	2,895,494	863,339	30% L	4	69	\$380K	0.9590	0.00	0.1549	124,506	941,040	145,773	1,211,319	1,684,175	58%
Master Builders Association - GRIP	47,170,157	24,193,160	51% L	8	74	\$1MILLION	1.0000	0.00	0.0184	2,028,317	26,370,544	486,115	28,884,976	18,285,181	39%
NW District Council of the Assemblies of God Inc.	868,737	469,005	54% L	2	62	\$250K	0.7750	0.00	0.3841	37,356	511,215	196,349	744,920	123,817	14%
PTTB - Transportation, Warehouse, Facilities	24,317,521	11,855,414	49% L	7	73	\$800K	1.0000	0.00	0.0244	1,045,653	12,922,401	315,048	14,283,102	10,034,419	41%
SMART 'A' Team	40,422,792	18,606,825	46% L	8	74	\$1MILLION	1.0000	0.00	0.0184	1,738,180	20,281,439	373,868	22,393,487	18,029,305	45%
SMART Dream Team	28,230,213	9,599,541	34% L	8	73	\$1MILLION	1.0000	0.00	0.0275	1,213,899	10,463,500	288,144	11,965,543	16,264,670	58%
Southwest Washington Contractors Association	1,632,425	347,880	21% L	8	66	\$275K	0.5550	0.00	0.8329	70,194	379,189	315,838	765,221	867,204	53%
State of Washington (DES)	2,280,311	696,260	31% L	3	68	\$500K	0.9280	0.30	0.1556	98,053	758,923	118,116	975,092	1,305,219	57%
Tri City Construction Council	5,142,527	2,883,755	56% L	7	71	\$550K	1.0000	0.00	0.0789	221,129	3,143,293	247,896	3,612,318	1,530,209	30%
Vigilant	22,963,215	13,350,507	58% L	5	73	\$380K	1.0000	0.00	0.0625	987,418	14,552,053	909,110	16,448,581	6,514,634	28%
Washington Association of Sewer & Water Districts	1,144,658	380,029	33% L	5	64	\$275K	0.4820	0.00	0.9874	49,220	414,232	408,999	872,451	272,207	24%
Washington Food Industry Association	18,111,808	11,434,863	63% L	3	73	\$500K	1.1145	0.00	0.0142	778,808	12,464,001	176,428	13,419,237	4,692,571	26%
Washington Health Care Association - WHCA	22,902,670	14,904,954	65% L	2	73	\$500K	1.0960	0.00	0.0105	984,815	16,246,400	171,205	17,402,420	5,500,250	24%
Washington Manufacturers Council	7,929,182	4,352,324	55% L	5	72	\$500K	1.0000	0.00	0.0448	340,955	4,744,033	212,642	5,297,630	2,631,552	33%
Washington Retail Association	10,500,002	5,823,808	55% L	3	72	\$550K	1.0600	0.00	0.0232	451,500	6,347,951	147,044	6,946,495	3,563,507	34%
Washington Retail Association - Automotive	6,238,413	6,932,028	111% L	6	71	\$550K	1.0100	0.00	0.0650	268,252	6,867,869	446,624	7,582,745	(1,344,332)	(22%)
Washington State Farm Bureau	32,944,177	26,502,762	80% L	4	74	\$550K	0.9800	0.00	0.0190	1,416,600	28,888,011	549,306	30,853,917	10,090,260	6%
WMC - Platinum	5,488,909	1,708,430	31% L	4	71	\$500K	1.0000	0.00	0.0561	236,023	1,862,189	104,428	2,202,640	3,286,269	60%
<b>Subtotal - Associations</b>	<b>494,465,853</b>	<b>272,557,959</b>	<b>55%</b>							<b>21,262,031</b>	<b>296,400,135</b>	<b>10,831,799</b>	<b>328,493,965</b>	<b>165,971,888</b>	<b>34%</b>
<b>Total Enrollment</b>	<b>512,115,383</b>	<b>290,309,738</b>	<b>57%</b>							<b>22,020,961</b>	<b>306,153,890</b>	<b>14,929,797</b>	<b>343,104,648</b>	<b>169,010,735</b>	<b>33%</b>