



CIRCULAR LETTER 3261—JULY 8, 2024

PROCEEDINGS OF THE WISCONSIN RATING COMMITTEE

TO: MEMBERS OF THE BUREAU

The State of Wisconsin, Office of the Commissioner of Insurance has approved an overall decrease in rate level of 10.50%. Attached is a copy of the revised rates and rating values effective October 1, 2024, applicable to new and renewal business only. In addition to the premium level adjustment, the following changes were approved.

NOTE: The rates are effective for new and renewal policies effective 10-1-24 and later. The new Rate Download will be available on our website within 48 hours following the release date of this circular. Notice to Carriers will be sent on policies not charging the correct rates.

- no change in the maximum minimum premium of \$900;
- no change in the minimum premium multiplier of 180;
- no change in the expense constant of \$220;
- no change in the premium threshold for experience rating eligibility of \$7,500;
- increase in split point from \$18,500 to \$20,500;
- decrease in per claim accident limitation from \$268,500 to \$160,000;
- overall decrease in premium level of 8.50% in "F" classifications;
- increase in the annual remuneration used to calculate premiums for sole proprietors, partners, and LLC members from \$64,844 to \$67,392;
- increase in the value of lodging received by employees as part of their pay from \$ 173.21 to \$180.02 per week or from \$24.74 to \$25.72 per day; the value of meals increased from \$155.99 to \$162.12 per week or from \$7.43 to \$7.72 per meal;
- increase in the maximum remuneration for executive officers from \$1,871 to \$1,944 per week (\$97,292 to \$101,088 annually);
- increase in the minimum remuneration for executive officers from \$374 to \$389 per week \$19,448 to \$20,228 annually);
- decrease in the Retrospective Rating Tax Multiplier from 1.060 to 1.058 for "F" classes;
- increase in the Retrospective Rating Tax Multiplier from 1.037 to 1.038 for state classes;
- decrease in the USLH&W percentage from 55% to 53%;
- no change in the rate option of \$0.00, \$0.01, or \$0.02 per \$100 of payroll for terrorism coverage (TRIA); assigned risk policies are charged \$0.02 per \$100 of payroll;
- no change in the rate option of \$0.00 or \$0.01 per \$100 of payroll for catastrophe (other than Certified Acts of Terrorism); assigned risk policies are charged \$0.01 per \$100 of payroll.

Donna Knepper
Sr. Director of Education and Compliance

EXHIBIT 1
INDUSTRIAL CLASSIFICATION SUMMARY
WISCONSIN

Effective Date

October 1, 2024

Industrial Classifications

Overall Proposed Change in Premium Level
 - New and Renewal Policies

-10.50%

A. By Component

Premium
Level Change

Experience, Trend & Benefits

-10.36%

Change in Production & General Expenses

-0.14%

Change in Loss Based Expenses

-0.01%

Overall Premium Level Change

-10.50%

Offset for Change in Expense Constant

+0.00%

Overall Rate Level Change

-10.50%

B. Rate Level Change By Industry Group

Rate
Level Change

Manufacturing

-9.34%

Contracting

-14.17%

Office & Clerical

-9.07%

Goods & Services

-10.41%

Miscellaneous

-9.61%

Overall

-10.50%

EXHIBIT 2
"F" CLASSIFICATION SUMMARY
WISCONSIN

Effective Date

October 1, 2024

"F" Classifications

Overall Proposed Change in Premium Level
- New and Renewal Policies

-8.50%

A. By Component

Premium
Level Change

Experience, Trend & Benefit

-7.90%

Change in Production & General Expenses

-0.14%

Change in Loss Based Expenses

-0.50%

Overall

-8.50%

EXHIBIT 3
MISCELLANEOUS CHANGES SUMMARY
WISCONSIN

Effective Date

October 1, 2024

Summary of Miscellaneous Changes

	<u>Current</u>	<u>Proposed</u>
Expense Constant	\$220	\$220
Minimum Premium Multiplier	180	180
Maximum Minimum Premium	\$900	\$900
Tax Multipliers:		
State	1.037	1.038
Federal	1.060	1.058
USL&HW %		
Difference in Benefits	49.8%	49.6%
<u>Difference in Loss Based Expenses</u>	<u>3.1%</u>	<u>2.5%</u>
Combined USL&HW %	55.0%	53.0%

EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

Page S1

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
0005	3.28	810	1.39	0.42	2143X	2.72	710	1.18	0.43	3066X	2.39	650	1.01	0.42
0006X	3.27	809	1.38	0.42	2157	2.55	679	1.08	0.42	3076X	2.15	607	0.91	0.42
0008X	4.42	900	1.87	0.42	2174	3.30	814	1.36	0.42	3081	4.17	900	1.72	0.41
0016	5.72	900	2.23	0.38	2220	3.17	791	1.30	0.41	3082	7.08	900	2.80	0.38
0034	4.61	900	1.92	0.41	2288	5.45	900	2.29	0.42	3085	3.67	881	1.53	0.41
0035	2.53	675	1.05	0.41	2302	2.33	639	0.96	0.41	3110	6.69	900	2.76	0.41
0042X	6.13	900	2.49	0.41	2305	4.28	900	1.67	0.38	3111	2.34	641	0.99	0.42
0050	5.07	900	1.99	0.38	2361	0.74	353	0.30	0.41	3113	1.39	470	0.58	0.41
0079X	2.13	603	0.88	0.41	2362	1.92	566	0.81	0.42	3114	4.41	900	1.83	0.41
0106	6.69	900	2.49	0.34	2380X	2.72	710	1.14	0.42	3118	1.08	414	0.47	0.43
0108X	3.95	900	1.64	0.41	2388	2.33	639	1.01	0.43	3119	1.24	443	0.54	0.48
0113	4.20	900	1.76	0.42	2402	4.06	900	1.58	0.38	3122	2.72	710	1.18	0.43
0170	2.32	638	0.99	0.42	2413	1.96	573	0.80	0.41	3126	4.41	900	1.80	0.41
0251	2.73	711	1.11	0.41	2417	1.81	546	0.76	0.42	3131	2.41	654	1.00	0.41
0771N	0.81	--	--	--	2501	2.34	641	0.99	0.42	3132	1.94	569	0.82	0.42
0908P	89.00	309	36.53	0.41	2503	1.86	555	0.79	0.42	3145	1.96	573	0.81	0.41
0913P	279.00	499	115.15	0.41	2570	3.88	900	1.63	0.42	3146X	2.81	726	1.17	0.41
0917	4.35	900	1.88	0.43	2585	3.59	866	1.49	0.41	3169	1.75	535	0.74	0.42
1164	1.40	472	0.48	0.33	2586	2.21	618	0.94	0.42	3179	1.49	488	0.63	0.42
1165	2.02	584	0.68	0.33	2587	2.35	643	0.99	0.42	3180	1.55	499	0.66	0.42
1320	1.62	512	0.59	0.34	2600	3.54	857	1.51	0.42	3188	3.04	767	1.26	0.41
1430	2.65	697	1.01	0.38	2623	5.90	900	2.33	0.38	3220	1.46	483	0.60	0.41
1438	9.07	900	3.56	0.38	2651	3.64	875	1.53	0.42	3224X	4.95	900	2.15	0.43
1452	1.08	414	0.42	0.38	2660	3.59	866	1.56	0.43	3227X	4.77	900	2.02	0.42
1463	8.97	900	3.06	0.33	2688	1.52	494	0.64	0.42	3241	0.57	323	0.24	0.42
1624	2.67	701	0.99	0.34	2702X	72.77	900	24.95	0.33	3255	1.65	517	0.71	0.43
1642X	2.54	677	0.99	0.38	2709X	5.45	900	2.02	0.34	3257	2.39	650	1.01	0.42
1654X	3.45	841	1.36	0.38	2710X	9.39	900	3.69	0.38	3270	2.84	731	1.19	0.42
1699	1.39	470	0.55	0.38	2714	3.07	773	1.30	0.42	3300	6.34	900	2.75	0.43
1701	2.68	702	0.99	0.34	2731	3.46	843	1.46	0.42	3303	2.29	632	0.96	0.42
1710X	4.15	900	1.62	0.38	2735	4.40	900	1.84	0.42	3307	3.85	900	1.58	0.41
1741X	0.42	296	0.14	0.33	2759	5.71	900	2.42	0.42	3315	2.72	710	1.15	0.42
1747	0.73	351	0.28	0.38	2790	2.68	702	1.17	0.43	3334	2.46	663	0.99	0.41
1748	2.25	625	0.88	0.38	2797	5.41	900	2.34	0.43	3336	2.60	688	1.08	0.41
1803X	4.91	900	1.92	0.38	2799	6.49	900	2.61	0.41	3365	3.94	900	1.43	0.34
1924	3.85	900	1.62	0.42	2802X	3.77	899	1.57	0.41	3372	2.59	686	1.07	0.41
1925	3.86	900	1.60	0.41	2835	2.60	688	1.12	0.43	3373	2.94	749	1.23	0.42
2002	4.35	900	1.83	0.42	2836	3.23	801	1.40	0.43	3383	1.26	447	0.53	0.42
2003	3.28	810	1.36	0.41	2841X	4.69	900	1.99	0.42	3385	1.08	414	0.46	0.42
2014	5.61	900	2.20	0.38	2881	4.62	900	2.00	0.43	3400X	2.68	702	1.13	0.42
2016	1.83	549	0.77	0.42	2883	2.49	668	1.05	0.42	3507	3.12	782	1.29	0.41
2021	2.88	738	1.19	0.41	2915	3.85	900	1.50	0.38	3515	2.94	749	1.22	0.41
2039	2.38	648	1.00	0.42	2916	5.43	900	2.13	0.38	3548	0.86	375	0.36	0.42
2041	1.89	560	0.80	0.42	2923	2.60	688	1.13	0.43	3559	1.92	566	0.79	0.41
2065	2.46	663	1.01	0.41	2960	2.83	729	1.17	0.41	3574	1.89	560	0.80	0.42
2070	2.96	753	1.23	0.41	3004	3.86	900	1.44	0.34	3581	0.61	330	0.26	0.42
2081	7.37	900	3.20	0.43	3018	2.88	738	1.07	0.34	3612	1.91	564	0.79	0.41
2089	2.96	753	1.26	0.42	3022	7.06	900	2.94	0.42	3620	1.99	578	0.78	0.38
2095	3.25	805	1.35	0.41	3027	6.42	900	2.56	0.38	3629	1.55	499	0.65	0.41
2105	4.48	900	1.93	0.43	3028	3.85	900	1.52	0.38	3632X	2.67	701	1.11	0.41
2110X	1.73	531	0.74	0.42	3030	4.38	900	1.72	0.38	3634	1.75	535	0.72	0.41
2111X	2.23	621	0.94	0.42	3040	4.11	900	1.70	0.41	3635	2.18	612	0.90	0.41
2112	3.20	796	1.35	0.42	3041	2.67	701	1.11	0.41	3638	1.26	447	0.53	0.42
2121	2.33	639	0.99	0.43	3042	2.04	587	0.85	0.41	3642	2.07	593	0.87	0.42
2131	0.97	395	0.41	0.42	3064	3.33	819	1.38	0.41	3643	2.15	607	0.84	0.38

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EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

Page S2

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
3647	8.40	900	3.42	0.41	4431	2.20	616	0.95	0.43	5403X	5.90	900	2.16	0.34
3648X	1.18	432	0.51	0.43	4432	1.10	418	0.47	0.43	5437	7.26	900	2.65	0.34
3681	1.03	405	0.44	0.42	4452X	2.78	720	1.16	0.41	5443	3.15	787	1.28	0.41
3685	0.71	348	0.30	0.42	4459	2.17	611	0.85	0.38	5445	5.11	900	1.72	0.33
3719	1.74	533	0.57	0.33	4470	1.37	467	0.57	0.41	5462	6.79	900	2.61	0.38
3724X	3.68	882	1.24	0.33	4484	2.04	587	0.86	0.42	5474	5.24	900	1.76	0.33
3726	5.41	900	1.79	0.33	4493	4.09	900	1.65	0.41	5478X	6.66	900	2.41	0.34
3803	1.08	414	0.45	0.42	4511	0.64	335	0.26	0.41	5479X	7.15	900	2.76	0.38
3807	2.13	603	0.90	0.42	4557	1.36	465	0.53	0.38	5480	5.13	900	1.85	0.34
3808	1.45	481	0.60	0.41	4558	1.68	522	0.70	0.41	5491	1.99	578	0.72	0.34
3821X	8.06	900	3.16	0.38	4568	1.33	459	0.52	0.38	5507X	4.50	900	1.64	0.34
3822	11.23	900	4.69	0.42	4583X	2.52	674	0.94	0.34	5535X	5.94	900	2.01	0.33
3824X	2.96	753	1.25	0.42	4611	1.21	438	0.51	0.42	5537	3.44	839	1.32	0.38
3826	1.00	400	0.41	0.41	4635	3.73	891	1.38	0.34	5551	14.69	900	4.96	0.33
3827X	1.66	519	0.70	0.42	4653	1.12	422	0.47	0.42	5606	1.19	434	0.40	0.33
3830a	a	a	a	a	4665	6.24	900	2.44	0.38	5610	6.52	900	2.53	0.38
3851	0.79	362	0.33	0.42	4683	1.23	441	0.50	0.41	5645X	9.55	900	3.22	0.33
3865	0.82	368	0.36	0.43	4686	1.83	549	0.72	0.38	5703	17.23	900	6.52	0.38
3881	5.72	900	2.35	0.41	4692	0.66	339	0.28	0.42	5705a	a	a	a	a
4000	2.98	756	1.10	0.34	4693	1.21	438	0.51	0.42	5951X	2.47	665	1.04	0.42
4021	2.67	701	1.08	0.41	4703	0.65	337	0.26	0.41	6002aX	a	a	a	a
4024	5.06	900	1.98	0.38	4720	2.04	587	0.85	0.41	6003	3.64	875	1.30	0.34
4034X	7.14	900	2.81	0.38	4740	2.17	611	0.74	0.33	6005	4.11	900	1.55	0.38
4036	3.04	767	1.19	0.38	4741	1.08	414	0.45	0.41	6045	4.52	900	1.70	0.38
4038	5.62	900	2.39	0.43	4751	12.38	900	4.88	0.38	6204	9.00	900	3.26	0.34
4054X	2.51	672	1.09	0.43	4771N	6.35	900	2.34	0.34	6206	2.52	674	0.83	0.33
4062	1.41	474	0.58	0.41	4777X	2.72	710	1.01	0.34	6213	1.88	558	0.62	0.33
4101	1.52	494	0.63	0.41	4825	0.89	380	0.35	0.38	6216	2.62	692	0.86	0.33
4110	0.73	351	0.31	0.42	4828C	1.54	497	0.57	0.34	6217X	3.89	900	1.31	0.33
4111	4.20	900	1.80	0.42	4829C	1.54	497	0.57	0.34	6229	6.01	900	2.31	0.38
4114	3.96	900	1.63	0.41	4902	1.78	540	0.75	0.42	6233	5.52	900	1.82	0.33
4130X	2.12	602	0.89	0.42	4923	2.63	693	1.09	0.41	6235X	3.45	841	1.16	0.33
4131	2.20	616	0.91	0.42	5020	3.45	841	1.25	0.34	6237	1.40	472	0.50	0.34
4133	0.57	323	0.24	0.43	5022X	7.46	900	2.50	0.33	6251	5.52	900	1.98	0.34
4149	0.65	337	0.28	0.43	5037	9.44	900	3.12	0.33	6252	4.08	900	1.35	0.33
4206	5.56	900	2.33	0.42	5040	9.33	900	3.14	0.33	6306	5.32	900	1.92	0.34
4207	1.78	540	0.66	0.34	5057	4.48	900	1.50	0.33	6319X	1.71	528	0.58	0.33
4239	2.46	663	0.91	0.34	5059	12.46	900	4.21	0.33	6325	3.78	900	1.28	0.33
4240	2.02	584	0.87	0.43	5086X	7.93	900	2.90	0.34	6400	6.14	900	2.37	0.38
4243	2.54	677	1.05	0.41	5102X	6.72	900	2.44	0.34	6504	2.08	594	0.88	0.42
4244	1.62	512	0.63	0.38	5146	5.27	900	2.03	0.38	6702M	14.75	900	5.65	0.38
4250X	1.83	549	0.75	0.41	5160	2.35	643	0.79	0.33	6703M	25.07	900	9.60	0.38
4251	0.97	395	0.41	0.42	5183X	2.41	654	0.88	0.34	6704M*	16.39	900	6.27	0.38
4263X	4.43	900	1.82	0.41	5184X	3.65	877	1.23	0.33	6801F	3.05	769	1.19	0.38
4273	1.47	485	0.61	0.41	5188	1.94	569	0.71	0.34	6811	2.00	580	0.76	0.38
4279X	2.36	645	0.93	0.38	5190	2.12	602	0.77	0.34	6824F	5.85	900	2.32	0.38
4283	2.00	580	0.85	0.42	5191	0.92	386	0.36	0.38	6826F	6.53	900	2.53	0.38
4299	2.00	580	0.83	0.41	5192	2.62	692	1.09	0.41	6834	3.83	900	1.61	0.42
4304X	5.54	900	2.30	0.41	5213X	4.52	900	1.52	0.33	6836	4.28	900	1.77	0.41
4307	1.23	441	0.53	0.43	5215	6.13	900	2.35	0.38	6843F	7.02	900	2.43	0.33
4351	1.45	481	0.62	0.42	5221	4.45	900	1.62	0.34	6845F	17.77	900	6.05	0.33
4352X	0.97	395	0.41	0.42	5222X	6.86	900	2.30	0.33	6854	4.60	900	1.65	0.34
4361	0.67	341	0.28	0.42	5223X	4.15	900	1.60	0.38	6872F	4.59	900	1.55	0.33
4410	2.59	686	1.09	0.42	5348	7.68	900	2.94	0.38	6874F	3.97	900	1.35	0.33
4420	7.11	900	2.60	0.34	5402	7.13	900	2.96	0.42	6884	2.60	688	0.92	0.34

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EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

Page S3

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
7016M	6.37	900	2.13	0.33	7709X	--	757	15.60	0.34	8601	0.48	306	0.18	0.34
7024M	7.07	900	2.37	0.33	7710X	2.87	737	1.07	0.34	8602	2.40	652	0.94	0.38
7038M	3.12	782	1.07	0.33	7720	2.32	638	0.92	0.38	8606	1.88	558	0.69	0.34
7047M	10.81	900	3.63	0.33	7855	2.96	753	1.14	0.38	8709F	1.71	528	0.59	0.33
7050M	5.30	900	1.82	0.33	8001	1.63	513	0.69	0.42	8719	1.12	422	0.41	0.34
7090M	3.47	845	1.19	0.33	8002	2.23	621	0.95	0.42	8720	0.78	360	0.29	0.34
7133	2.37	647	0.87	0.34	8006X	2.23	621	0.97	0.43	8721	0.22	260	0.09	0.38
7151M	3.85	900	1.39	0.34	8008	1.17	431	0.51	0.43	8723	0.08	234	0.03	0.41
7152M	6.54	900	2.36	0.34	8010X	1.94	569	0.82	0.42	8726F	7.53	900	2.98	0.38
7153M	4.28	900	1.55	0.34	8013	0.27	269	0.11	0.41	8734M	0.41	294	0.16	0.38
7219X	6.00	900	2.21	0.34	8015	0.70	346	0.29	0.41	8737M	0.37	287	0.14	0.38
7222	4.52	900	1.62	0.34	8017X	1.46	483	0.64	0.43	8738M	0.63	333	0.24	0.38
7225X	7.35	900	2.85	0.38	8018X	3.09	776	1.31	0.42	8742	0.29	272	0.11	0.38
7230	9.01	900	3.73	0.41	8021	1.82	548	0.77	0.42	8745	4.11	900	1.68	0.41
7231	8.48	900	3.49	0.41	8031	2.03	585	0.86	0.42	8748	0.48	306	0.18	0.34
7232	4.32	900	1.57	0.34	8032	1.35	463	0.57	0.42	8755	0.08	234	0.03	0.38
7309FX	11.85	900	4.03	0.33	8033	1.80	544	0.78	0.43	8800	1.16	429	0.49	0.42
7313FX	10.73	900	3.66	0.33	8037	1.38	468	0.59	0.48	8803	0.05	229	0.02	0.38
7317FX	7.66	900	2.65	0.33	8039	1.83	549	0.80	0.43	8805M	0.23	261	0.09	0.42
7327F	50.32	900	17.19	0.33	8044X	2.96	753	1.25	0.42	8810	0.16	249	0.07	0.42
7333M	1.13	423	0.37	0.33	8045	0.44	299	0.19	0.42	8814M	0.21	258	0.08	0.42
7335M	1.25	445	0.41	0.33	8046	2.62	692	1.11	0.42	8815M	0.35	283	0.14	0.42
7337M	1.91	564	0.63	0.33	8047	0.80	364	0.33	0.42	8820	0.13	243	0.05	0.38
7350F	4.24	900	1.62	0.34	8058	2.88	738	1.23	0.42	8824	2.16	609	0.93	0.48
7360X	2.78	720	1.09	0.38	8072	0.38	288	0.17	0.43	8825	1.70	526	0.73	0.48
7370X	5.10	900	2.17	0.42	8102	1.36	465	0.58	0.42	8826	2.23	621	0.97	0.43
7380X	4.78	900	1.87	0.38	8103	1.46	483	0.60	0.41	8829	1.58	504	0.69	0.43
7382	4.92	900	2.04	0.41	8106X	3.92	900	1.54	0.38	8831	1.27	449	0.55	0.48
7390	4.47	900	1.89	0.42	8107	2.81	726	1.05	0.34	8832	0.25	265	0.11	0.42
7394M	3.19	794	1.05	0.33	8111X	2.68	702	1.11	0.41	8833	0.70	346	0.30	0.42
7395M	3.54	857	1.17	0.33	8116	2.31	636	0.96	0.41	8835	0.96	393	0.41	0.42
7398M	5.42	900	1.79	0.33	8203	4.44	900	1.83	0.41	8842	2.13	603	0.92	0.48
7402	0.13	243	0.05	0.42	8204	3.51	852	1.45	0.41	8855	0.14	245	0.06	0.42
7403	4.84	900	2.03	0.42	8209	2.72	710	1.15	0.42	8856	0.43	297	0.18	0.42
7405N	1.31	526	0.55	0.42	8215	3.92	900	1.54	0.38	8857	0.54	317	0.23	0.42
7420X	13.42	900	4.39	0.33	8227	2.78	720	1.01	0.34	8868X	0.38	288	0.17	0.43
7421	1.10	418	0.42	0.38	8232X	3.43	837	1.35	0.38	8869	0.86	375	0.37	0.43
7422	2.76	717	1.01	0.34	8233	2.09	596	0.79	0.38	8871	0.06	231	0.03	0.42
7425aX	a	a	a	a	8235	4.29	900	1.77	0.41	8901	0.17	251	0.07	0.38
7431N	0.40	332	0.14	0.34	8263	5.98	900	2.48	0.41	9012	1.13	423	0.44	0.38
7445N	0.39	--	--	--	8264X	3.56	861	1.39	0.38	9014X	2.77	719	1.17	0.42
7453N	0.22	--	--	--	8265	5.22	900	1.94	0.34	9015	3.14	785	1.30	0.41
7502	1.56	501	0.61	0.38	8279X	4.30	900	1.60	0.34	9016X	2.44	659	1.04	0.42
7515	0.79	362	0.27	0.33	8288	6.20	900	2.58	0.41	9019	0.81	366	0.31	0.38
7520	2.83	729	1.16	0.41	8291	2.84	731	1.17	0.41	9033	1.32	458	0.54	0.41
7538	2.44	659	0.82	0.33	8292	4.93	900	2.07	0.42	9040	3.22	800	1.40	0.43
7539	1.24	443	0.46	0.34	8293	8.08	900	3.38	0.42	9044X	1.18	432	0.51	0.43
7540	2.64	695	0.91	0.33	8304	5.59	900	2.07	0.34	9052X	1.51	492	0.66	0.43
7580	1.83	549	0.71	0.38	8350X	5.84	900	2.15	0.34	9058	1.64	515	0.71	0.48
7590	3.02	764	1.18	0.38	8380X	2.69	704	1.11	0.41	9060	1.23	441	0.54	0.43
7600	4.92	900	1.92	0.38	8381X	1.24	443	0.51	0.41	9061	0.89	380	0.38	0.43
7605	2.68	702	0.98	0.34	8385X	3.15	787	1.30	0.41	9063	0.95	391	0.41	0.43
7610	0.33	279	0.13	0.38	8392	1.77	539	0.77	0.43	9077F	3.93	900	1.66	0.42
7704X	3.07	773	1.15	0.34	8393X	2.09	596	0.82	0.38	9082	1.26	447	0.54	0.48
7705	4.46	900	1.85	0.41	8500X	5.34	900	2.10	0.38	9083	1.17	431	0.51	0.48

Refer to the Footnotes Page for additional information on class codes ending in C, F, L, M, N, P, X, or # or for rates labeled a.

Note: D-ratios reflect a \$20,500 split point.

EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

Page S4

CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO	CLASS CODE	RATE	MIN PREM	ELR	D RATIO
9084	1.52	494	0.66	0.43										
9089	0.61	330	0.26	0.43										
9093	1.55	499	0.68	0.43										
9101	3.65	877	1.59	0.43										
9102	2.18	612	0.91	0.41										
9154	1.76	537	0.74	0.42										
9156	3.57	863	1.54	0.43										
9170X	15.89	900	5.84	0.34										
9178X	7.48	900	3.24	0.48										
9179X	1.28	450	0.56	0.48										
9180X	7.96	900	3.31	0.41										
9182	2.00	580	0.85	0.42										
9186X	10.49	900	3.91	0.34										
9220L	5.89	900	2.45	0.41										
9402L	4.03	900	1.49	0.34										
9403L	7.65	900	2.82	0.34										
9410L	1.61	510	0.67	0.42										
9412X	2.53	675	1.07	0.42										
9413X	2.50	670	1.06	0.42										
9414X	3.57	863	1.51	0.42										
9428X*	--	--	--	--										
9447X*	--	--	--	--										
9501	2.28	630	0.90	0.38										
9505	4.19	900	1.73	0.41										
9519X	3.70	886	1.44	0.38										
9521X	5.92	900	2.31	0.38										
9522	1.99	578	0.86	0.43										
9529a	a	a	a	a										
9534X	3.25	805	1.08	0.33										
9554	5.99	900	2.20	0.34										
9586	0.44	299	0.19	0.43										
9600	3.23	801	1.37	0.42										
9620	1.29	452	0.51	0.38										
9894X	0.52	314	0.21	0.41										

Refer to the Footnotes Page for additional information on class codes ending in C, F, L, M, N, P, X, or # or for rates labeled a.
 Note: D-ratios reflect a \$20,500 split point.

EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

FOOTNOTES

- a Rate for each individual risk must be obtained by Home Office from Rating Organization having jurisdiction.
- C Classification is a chemical code.
- F Rate provides for coverage under the United States Longshore and Harbor Workers' Compensation Act and its extensions. Rate contains a provision for federal assessment.
- L Not applicable where Code Nos. 9412-13-14 Municipal Operations are indicated, for reference to which see exception page.
- M Rate provides for coverage under Admiralty Law and Federal Employers' Liability Act (FELA).
A provision for the USL & HW assessment is included for those classifications under Program II USL Act.
The following classes are grouped by category for ratemaking purposes:

Category	Program I	Program II State	Program II USL & HW
Railroad Construction	6702	6704	6703
Vessels - NOC	7016	7024	7047
Boat Livery - Under 15 ton	7038	7090	7050
Railroad Operations	7151	7153	7152
Dredging - All Types	7333	7335	7337
Diving, Salvage, Wrecking - Marine	7394	7395	7398
Railroad Sales, Collectors or Messenger	8737	8734	8738
Railroad Clerical Office - NOC	8814	8805	8815

Rates are derived based on Program II State and then adjusted to Program I by a factor of 0.900 and Program II USL & HW by a factor of 1.530.

- N This code is part of a ratable / non-ratable group shown below. The statistical non-ratable code and corresponding rate are applied in addition to the basic classification when determining premium.

<u>Class Code</u>	<u>Non-Ratable Element Code</u>
4771	0771
7405	7445
7431	7453

- P Classification is computed on a per capita basis.
- X Refer to special classification phraseology in these pages which is applicable in this state.
- # This class code has been discontinued.
- * Class codes with special footnotes:
- 9428 Work Study Coverage - In accordance with the instructions for this code, the rate is \$350 for secondary schools
- 9447 Work Study Coverage - In accordance with the instructions for this code, the rate is \$1,000 for post-secondary schools
- 6703 Loss cost and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate x 1.936 and ELR x 1.696.
- 6704 Loss cost and rating values only appropriate for laying or relaying of tracks or maintenance of way - no work on elevated railroads. Otherwise, assign appropriate construction or erection class rate and ELR each x 1.35.

EXHIBIT 4

WISCONSIN

WORKERS' COMPENSATION AND EMPLOYERS LIABILITY

Effective October 1, 2024

MISCELLANEOUS VALUES

Basis of premium applicable in accordance with the footnote instructions for Code 7370 -- "Taxicab Co.":

Employee operated vehicle	\$91,898.00
Leased or rented vehicle	\$61,265.00

Expense Constant applicable in accordance with Basic Manual Rule VI-E-2 \$220.00

In accordance with state special Basic Manual Rule V-B-2, the value of lodging received by employees as a part of their pay shall be \$180.02 per week or \$25.72 per day. The value of meals received by employees as a part of their pay shall be \$162.12 per week or \$7.72 per meal.

Maximum Remuneration applicable in accordance with Basic Manual Rule V-G-1 -- "Executive Officers"	\$101,088.00	Annually
	\$1,944.00	Weekly

Minimum Remuneration applicable in accordance with Basic Manual Rule V-G-1 -- "Executive Officers"	\$20,228.00	Annually
	\$389.00	Weekly

Premium Determination for Partners and Sole Proprietors in accordance with Basic Manual Rule IX-B-2 \$67,392.00

Companies have the option of charging \$0.00, \$0.01 or \$0.02 per \$100 of payroll for terrorism coverage (TRIA). Assigned risk policies are charged \$0.02 per \$100 of payroll.

Companies have the option of charging \$0.00 or \$0.01 per \$100 of payroll for catastrophe (other than Certified Acts of Terrorism). Assigned risk policies are charged \$0.01 per \$100 of payroll.

Premium Discount Percentages (See Basic Manual Rule VII-E). The following premium discounts are applicable to Standard Premiums:

			Type A	Type B
First	\$10,000	.....	-	0.0%
Next	\$190,000	.....	a	9.1%
Next	\$1,550,000	.....	b	11.3%
Over	\$1,750,000	.....	c	12.3%

United States Longshore and Harbor Workers' Compensation Coverage Percentage applicable only in connection with Rule XII-D-3 "U.S. Longshore and Harbor Workers' Compensation Act" of the Basic Manual.

Difference in Benefits	49.6%
<u>Difference in Loss Based Expenses</u>	<u>2.5%</u>
Combined USL&HW%	53.0%

(Multiply a Non-'F' classification rate by a factor of 1.530. This factor adjusts for differences in state and federal benefits and loss based expenses. The factor to adjust for differences in benefits only is 1.496. The factor to adjust for differences in loss based expenses only is 1.025).

Experience Rating Eligibility

A risk is eligible for intrastate experience rating when the payrolls or other exposures developed in the last year or last two years of the experience period produced a premium of at least \$15,000. If more than two years, an average annual premium of at least \$7,500 is required. Page A-1 of the Experience Rating Plan Manual should be referenced for the latest approved eligibility amounts by state.

EXHIBIT 4

WISCONSIN

SPECIAL CLASSES

Effective October 1, 2024

Civil Defense Workers' and Volunteer Rescue Squads - including members serving as auxiliary police officers at emergencies 7710

Actual remuneration shall be taken, but in no event less than \$1,560.00 per individual per annum in computing premium.

Firefighters & Drivers - Non Volunteer 7704

Fire Department - Volunteer 7709

SCHEDULE OF ANNUAL PREMIUMS

<u>Population of Area Served *</u>			<u>Annual Premium</u>
0	-	300	\$ 757
301	-	500	853
501	-	700	943
701	-	1,000	1,041
1,001	-	1,500	1,222
1,501	-	2,000	1,416
2,001	-	2,500	1,616
2,501	-	3,000	1,813
3,001	-	3,500	2,011
3,501	-	4,000	2,209
4,001	-	4,500	2,407
4,501	-	5,000	2,601
5,001	-	6,000	2,948
6,001	-	7,000	3,345
7,001	-	8,000	3,742
8,001	-	9,000	4,136
9,001	-	10,000	4,530
10,001	-	15,000	6,095
15,001	-	20,000	8,076
20,001	-	25,000	10,054

For each additional 5,000 population (or portion thereof) add: \$1,979

Minimum Premium: \$757

* Population of area served is based on the latest available census data, and includes not only the population of the city, town, township, etc. where the department is located, but also the population of any area serviced under a fire protection contract or similar agreement.

The premiums on the fire department shall be charged in addition to the premium charged for all other operations insured under the policy.

EXHIBIT 4

WISCONSIN

**EXPERIENCE RATING PLAN MANUAL
PART FIVE**

Effective October 1, 2024

**TABLE OF WEIGHTING VALUES
APPLICABLE TO ALL POLICIES**

Expected Losses		Weighting Values	Expected Losses		Weighting Values		
0	-	1,979	0.14	873,361	-	917,383	0.44
1,980	-	5,576	0.15	917,384	-	963,490	0.45
5,577	-	9,259	0.16	963,491	-	1,011,833	0.46
9,260	-	13,031	0.17	1,011,834	-	1,062,582	0.47
13,032	-	14,348	0.18	1,062,583	-	1,115,920	0.48
14,349	-	16,227	0.17	1,115,921	-	1,172,050	0.49
16,228	-	18,795	0.16	1,172,051	-	1,231,200	0.50
18,796	-	22,659	0.15	1,231,201	-	1,293,620	0.51
22,660	-	30,011	0.14	1,293,621	-	1,359,590	0.52
30,012	-	68,966	0.13	1,359,591	-	1,429,421	0.53
68,967	-	92,675	0.14	1,429,422	-	1,503,464	0.54
92,676	-	113,381	0.15	1,503,465	-	1,582,111	0.55
113,382	-	133,297	0.16	1,582,112	-	1,665,808	0.56
133,298	-	153,055	0.17	1,665,809	-	1,755,056	0.57
153,056	-	172,941	0.18	1,755,057	-	1,850,427	0.58
172,942	-	193,121	0.19	1,850,428	-	1,952,576	0.59
193,122	-	213,703	0.20	1,952,577	-	2,062,250	0.60
213,704	-	234,771	0.21	2,062,251	-	2,180,314	0.61
234,772	-	256,391	0.22	2,180,315	-	2,307,770	0.62
256,392	-	278,622	0.23	2,307,771	-	2,445,785	0.63
278,623	-	300,544	0.24	2,445,786	-	2,595,729	0.64
300,545	-	322,087	0.25	2,595,730	-	2,759,218	0.65
322,088	-	344,309	0.26	2,759,219	-	2,938,175	0.66
344,310	-	367,246	0.27	2,938,176	-	3,134,906	0.67
367,247	-	390,939	0.28	3,134,907	-	3,352,196	0.68
390,940	-	415,428	0.29	3,352,197	-	3,593,448	0.69
415,429	-	440,758	0.30	3,593,449	-	3,862,856	0.70
440,759	-	466,976	0.31	3,862,857	-	4,165,655	0.71
466,977	-	494,133	0.32	4,165,656	-	4,508,465	0.72
494,134	-	522,280	0.33	4,508,466	-	4,899,778	0.73
522,281	-	551,476	0.34	4,899,779	-	5,350,672	0.74
551,477	-	581,782	0.35	5,350,673	-	5,875,876	0.75
581,783	-	613,265	0.36	5,875,877	-	6,495,413	0.76
613,266	-	645,994	0.37	6,495,414	-	7,237,204	0.77
645,995	-	680,048	0.38	7,237,205	-	8,141,401	0.78
680,049	-	715,510	0.39	8,141,402	-	9,267,895	0.79
715,511	-	752,470	0.40	9,267,896	-	10,710,158	0.80
752,471	-	791,026	0.41	10,710,159	-	12,622,602	0.81
791,027	-	831,284	0.42	12,622,603	-	15,279,928	0.82
831,285	-	873,360	0.43	15,279,929	-	AND OVER	0.83

(a) Actual Primary Loss Split Point	\$20,500
(b) State Per Claim Accident Limitation	\$160,000
(c) State Multiple Claim Accident Limitation	\$320,000
(d) USL&HW Per Claim Accident Limitation	\$308,500
(e) USL&HW Multiple Claim Accident Limitation	\$617,000
(f) Employers Liability Accident Limitation	\$60,000
(g) USL&HW Act -- Expected Loss Factor -- Non-F Classes	50%

Cap on Modifications = 1.10 + 0.0004 x (Expected Losses) / (9.15)

EXHIBIT 4

WISCONSIN

EXPERIENCE RATING PLAN MANUAL

PART FIVE

Effective October 1, 2024

TABLE OF BALLAST VALUES

APPLICABLE TO ALL POLICIES

Expected Losses	Ballast Values	Expected Losses	Ballast Values	Expected Losses	Ballast Values
0	331,428	3,557,632	228,476	6,885,591	414,861
331,429	424,841	3,652,707	233,801	6,980,680	420,186
424,842	518,848	3,747,784	239,126	7,075,770	425,512
518,849	613,184	3,842,860	244,451	7,170,859	430,837
613,185	707,719	3,937,939	249,777	7,265,949	436,162
707,720	802,385	4,033,019	255,102	7,361,039	441,487
802,386	897,140	4,128,099	260,427	7,456,129	446,813
897,141	991,960	4,223,179	265,753	7,551,220	452,138
991,961	1,086,827	4,318,259	271,078	7,646,310	457,463
1,086,828	1,181,731	4,413,342	276,403	7,741,400	462,789
1,181,732	1,276,663	4,508,424	281,729	7,836,491	468,114
1,276,664	1,371,617	4,603,507	287,054	7,931,582	473,439
1,371,618	1,466,589	4,698,590	292,379	8,026,672	478,765
1,466,590	1,561,576	4,793,674	297,704	8,121,763	484,090
1,561,577	1,656,576	4,888,758	303,030	8,216,854	489,415
1,656,577	1,751,586	4,983,842	308,355	8,311,945	494,740
1,751,587	1,846,604	5,078,927	313,680	8,407,036	500,066
1,846,605	1,941,630	5,174,012	319,006	8,502,127	505,391
1,941,631	2,036,662	5,269,098	324,331	8,597,219	510,716
2,036,663	2,131,700	5,364,184	329,656	8,692,310	516,042
2,131,701	2,226,743	5,459,270	334,982	8,787,401	521,367
2,226,744	2,321,790	5,554,356	340,307	8,882,493	526,692
2,321,791	2,416,840	5,649,443	345,632	8,977,584	532,018
2,416,841	2,511,894	5,744,530	350,957	9,072,676	537,343
2,511,895	2,606,951	5,839,617	356,283	9,167,768	542,668
2,606,952	2,702,011	5,934,705	361,608	9,262,859	547,993
2,702,012	2,797,073	6,029,792	366,933	9,357,951	553,319
2,797,074	2,892,137	6,124,880	372,259	9,453,043	558,644
2,892,138	2,987,203	6,219,969	377,584	9,548,135	563,969
2,987,204	3,082,270	6,315,057	382,909	9,643,227	569,295
3,082,271	3,177,340	6,410,145	388,234	9,738,319	574,620
3,177,341	3,272,411	6,505,234	393,560	9,833,411	579,945
3,272,412	3,367,483	6,600,323	398,885	9,928,503	585,271
3,367,484	3,462,556	6,695,412	404,210	10,023,595	590,596
3,462,557	3,557,631	6,790,501	409,536	10,118,687	595,921

For Expected Losses greater than 10,213,779, the Ballast Value can be calculated using the following formula (rounded to the nearest 1):

$$\text{Ballast} = (0.056) \times (\text{Expected Losses}) + (2,876.4) \times (\text{Expected Losses}) \times (9.15) / [(\text{Expected Losses}) + (600) \times (9.15)]$$

$$\text{Cap on Modifications} = 1.10 + 0.0004 \times (\text{Expected Losses}) / (9.15)$$

EXHIBIT 4

WISCONSIN

RETROSPECTIVE RATING VALUES CALCULATION OF STATE AND FEDERAL TAX MULTIPLIERS

Effective October 1, 2024

A.	State loss assessments		
	Workers' Compensation Administration Assessment		0.0192
B.	State premium taxes and assessments		
	(1) Premium Tax	0.020	
	(2) <u>Miscellaneous Tax</u>	<u>0.003</u>	
	(3) Total; (1) + (2)		0.023
C.	Residual Market Subsidy		0.000
D.	Total of Taxes and Residual Market Subsidy = (B) + (C)		0.023
E.	Target Cost Ratio (excludes subsidy)		0.730
F.	Loss Adjustment expense		1.173
G.	Permissible Loss Ratio = (E) / [(F) + (A)]		0.612
H.	State Tax Multiplier = [0.2 + (G) x (1 + (A))] / [(0.2 + (G)) x (1 - (D))]		1.038
I.	Federal Assessment		1.045
J.	State Weight		0.002
K.	Federal Weight		0.998
L.	Weighted Federal Assessment = (J) x [1 + (A)] + (K) x (I)		1.045
M.	Federal Permissible Loss Ratio = (E) / [(F) + (L) - 1]		0.599
N.	Federal Tax Multiplier = [0.2 + (M) x (L)] / [(0.2 + (M)) x (1 - (D))]		1.058