

# Retro Advisory Committee Meeting

December 17, 2020

Jessica Nau, Retro Program Manager



Washington State Department of  
**Labor & Industries**

## RAC 'virtual meeting' guidelines and expectations

- List your full name in 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.

*This is still a new process for everyone, and we ask for your patience and understanding as we work through any technical issues that might occur. Thank you.*

# Welcome and Introductions

Jessica Nau,

*Retro Program Manager*



# RAC Committee members

- **Brian Bishop**, Association of Washington Cities
- **Lauren Gubbe**, Associated General Contractors
- **Teran Haase**, Washington Hospitality Association
- **Tim Lundin**, Archbright
- **Maria McClain**, Washington Retail Association
- **Luis Sanchez**, Grant County PUD No. 2
- **Tom Walrath, Jr**, T.E. Walrath Trucking, Inc

# Agenda

Topics and presenters for the day

<input type="checkbox"/> Welcome & Introductions	Jessica Nau
<input type="checkbox"/> Safety Topic	Leslie Qunell
<input type="checkbox"/> Insurance Services Updates	Vickie Kennedy & Mike Ratko
<input type="checkbox"/> COVID Trends	Bill Vasek
<input type="checkbox"/> RAC Workgroups	Workgroup Leads
<input type="checkbox"/> Operational Updates	Jessica Nau

# Safety Topic

Leslie Qunell,

*Financial Incentive*

*Coordinator*

# Safety Tip

## Winter Health and Safety

### Consider:

- Wearing gloves, hats and scarves
- Push snow instead of throwing it
- Wear appropriate shoes and take care when walking on icy paths
- Stay dry, and layer up

## WINTER HEALTH SAFETY



Frostbite injures the skin and other tissues. Nearly 10,000 people in the U.S. are affected each year. The nose, cheeks, lips, ears, hands and feet are most vulnerable. If skin is red, numb, hard or pale, seek medical attention to prevent infection and damage.



Shoveling snow can cause several health concerns, from muscle strains to heart attack. To remove snow safely, use an ergonomic shovel, warm up, keep up with the snow as it falls, push the snow instead of throwing it, take breaks, keep hydrated, and use legs if you must lift.



Falls contribute to 40% of brain injuries— more than any other factor. Navigate icy sidewalks and parking lots by keeping arms free, wearing proper shoes and walking like a penguin with feet turned outward.



Wet clothing makes you feel even colder. If possible, change clothes if they get wet to prevent a loss of body heat. Also dress in layers, wear a hat, a scarf to cover your mouth, mittens, and outer wear with a wind-resistant material.

Source: Centers for Disease Control and Prevention  
Copyright © 2015, Righttime Inc.



# Insurance Services Updates

Vickie Kennedy,

*Assistant Director  
for Insurance Services*

Mike Ratko,

*Deputy Assistant Director  
for Insurance Services*





# State Fund COVID-19 Claims Data

Data as of 12/11/2020

- COVID-19 claims
  - 3,782 State Fund claims
- Status:
  - 361 claims allowed and still open
  - 2,577 allowed and closed
  - 381 claims rejected
  - 463 claims pending

# COVID-19 Claims Data Trends

Data as of 12/14/2020

- Approximately 63% of COVID-19 claims are lost-time.\*
- COVID-19 claims spiked in the 2<sup>nd</sup> quarter when 23% of lost-time claims received were COVID-19. This dropped to 15% in the 3<sup>rd</sup> quarter. For the 4<sup>th</sup> quarter the share is currently back to 23%.\*
- Claims filed by industry: 57% Healthcare; 10% First Responders; 33% All other

\* Accepted state fund claims

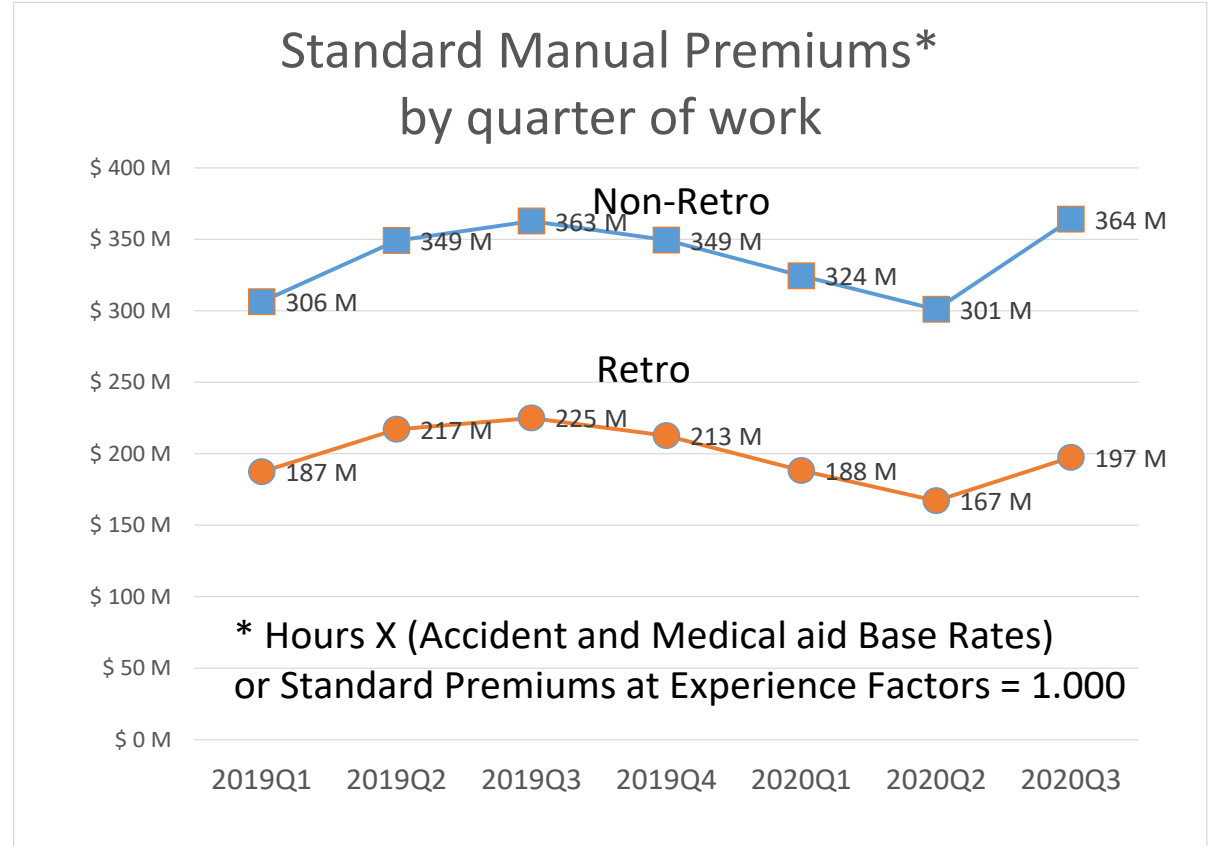
# Retro Recent Trends

Bill Vasek

FCAS, Chief Actuary

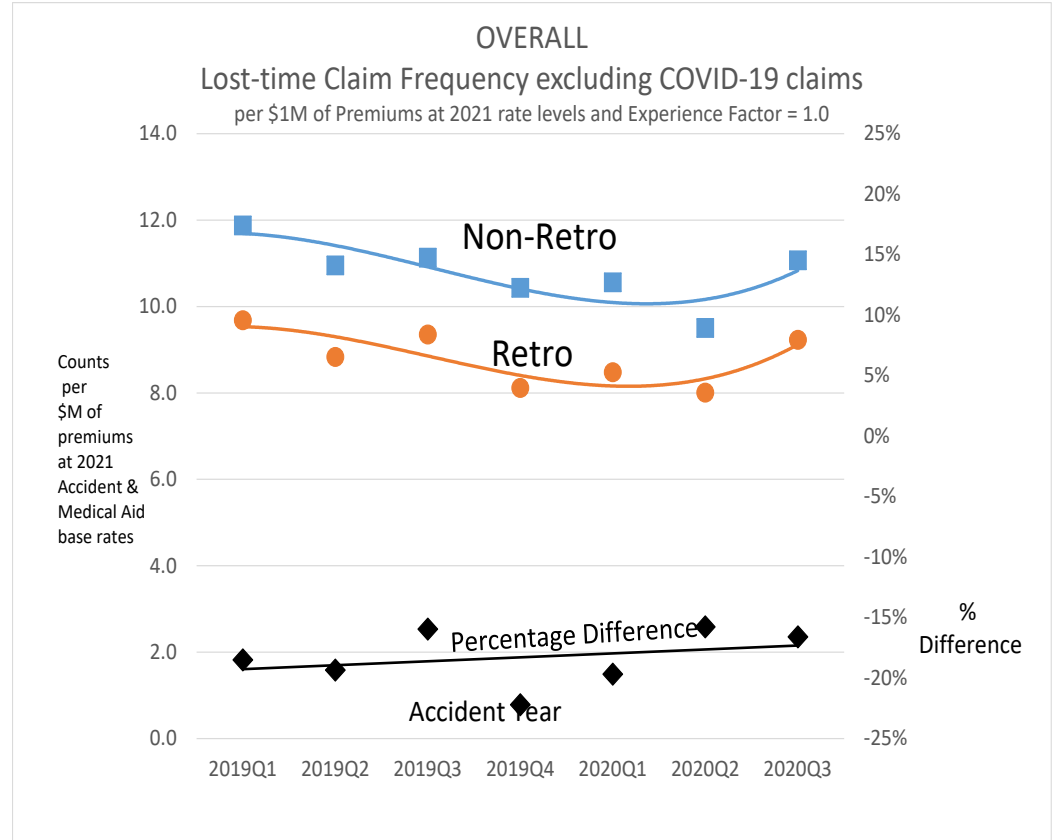
# Standard Manual Premiums by quarter of work

- Retro Standard Premiums have decreased recently



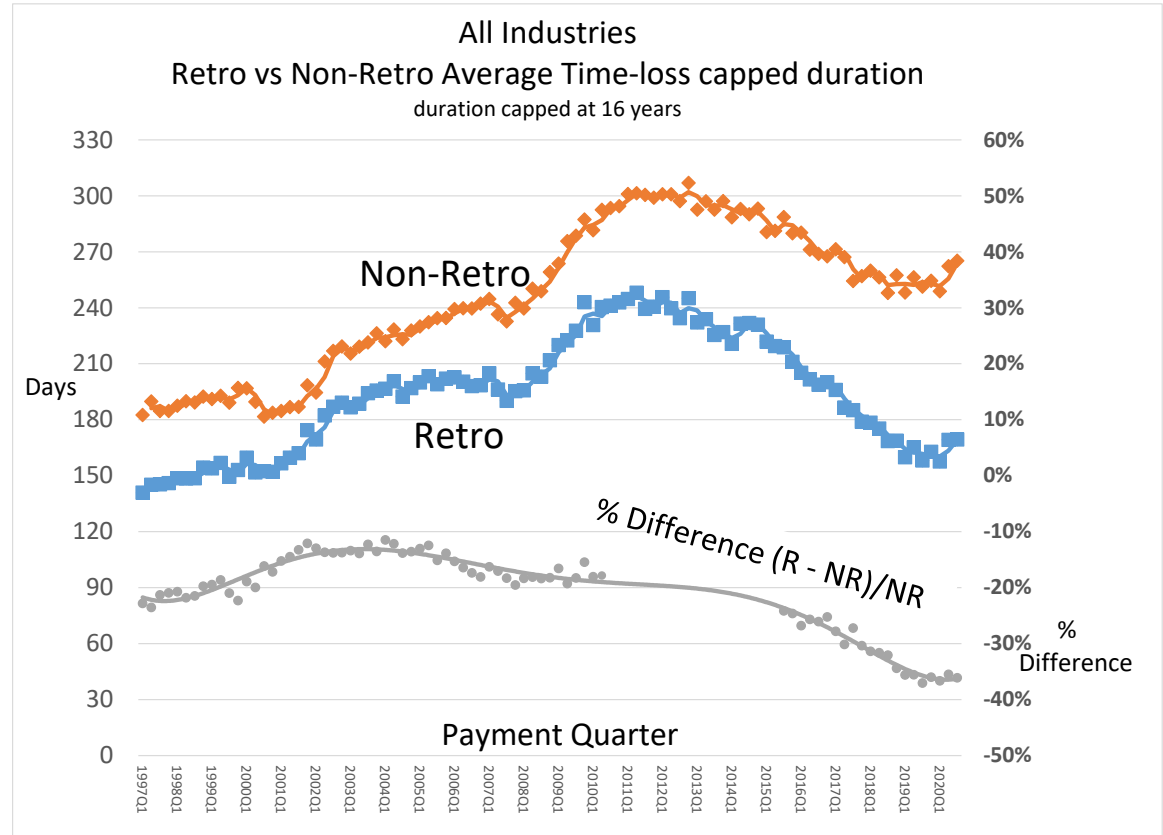
# Overall Lost-Time Claim Frequency Excluding COVID-19 Claims

- Lost-time Claim Frequency, excluding COVID-19 Claims



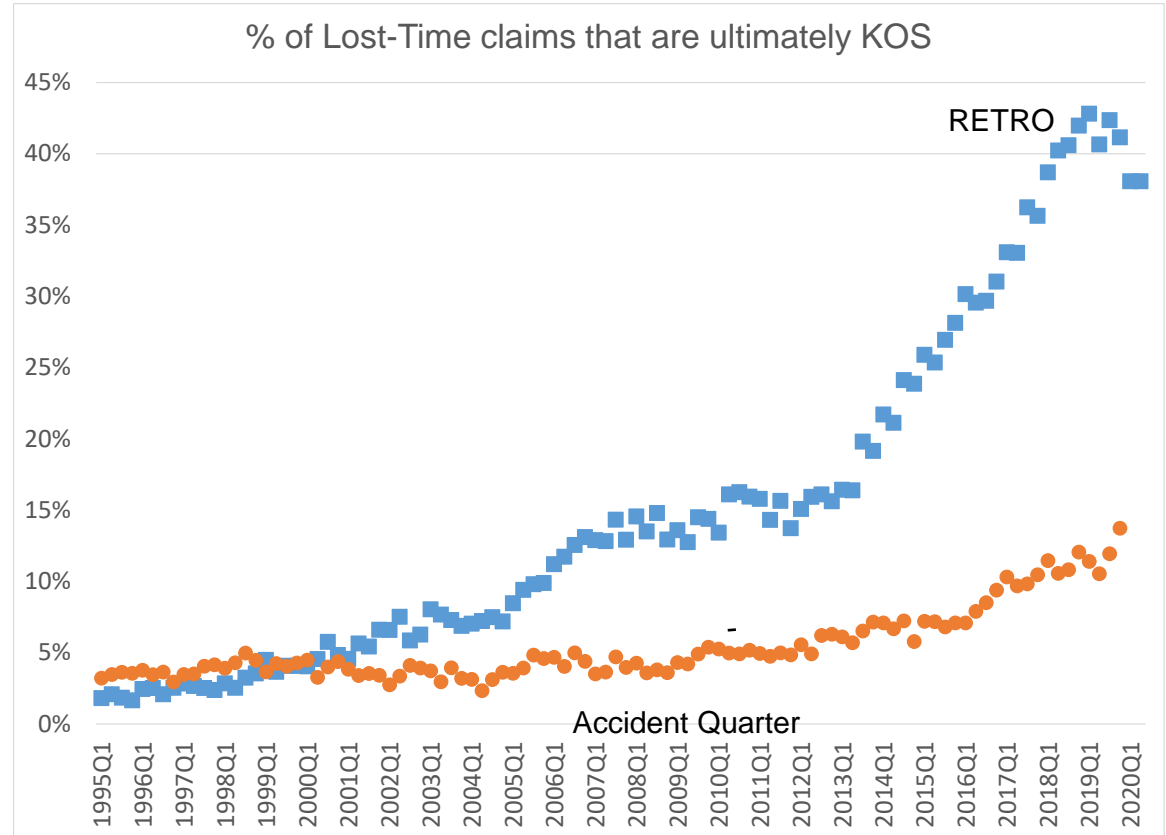
# All Industries: Retro vs Non-Retro Average Time-Loss

- Recently Time-loss Duration has increased sharply.
- However, the difference between Retro & non-Retro has maintained



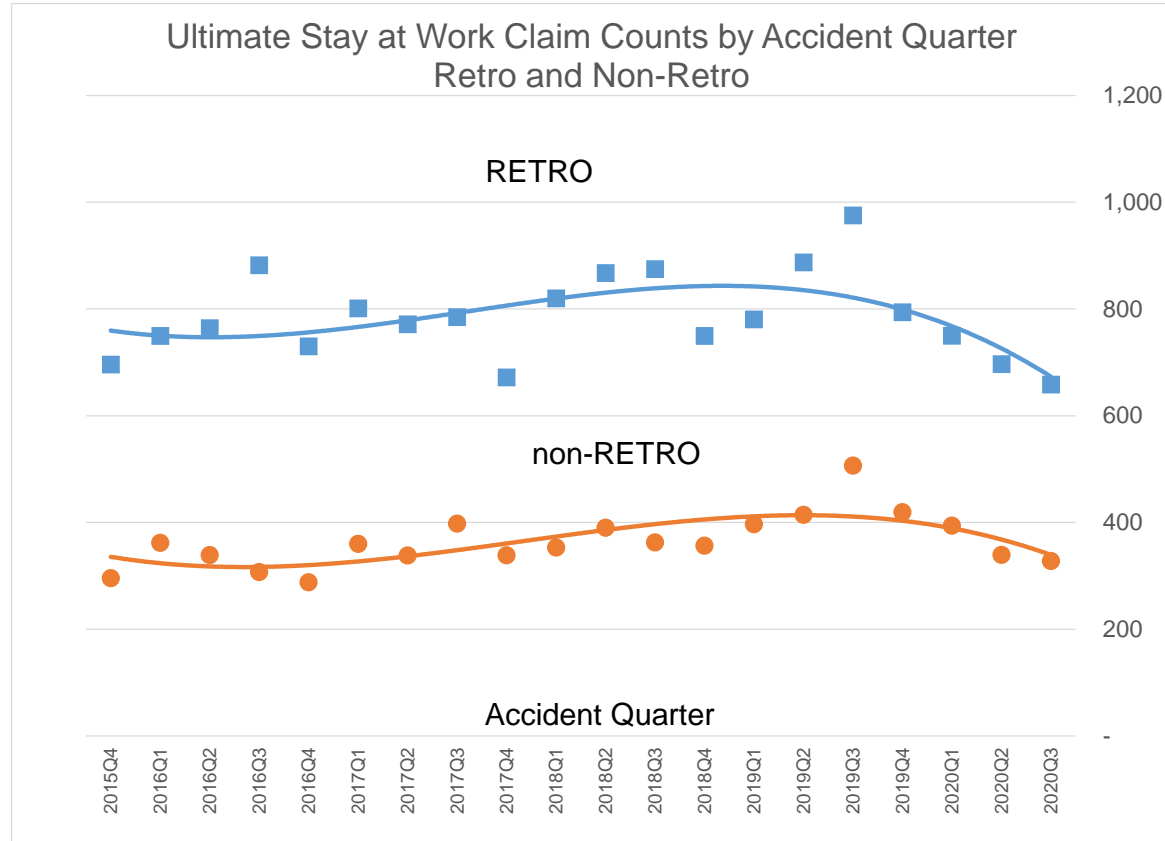
# Percent of Lost-Time Claims that are Ultimately KOS

- Recently KOS claims as % of Lost-time claims have decreased for Retro



# Ultimate Stay at Work Claim Counts by Accident Quarter

- Recently Stay at Work claims have decreased for Retro & non-Retro





BREAK ...

# RAC Workgroups

Teran Haase,

*Washington Hospitality  
Association*

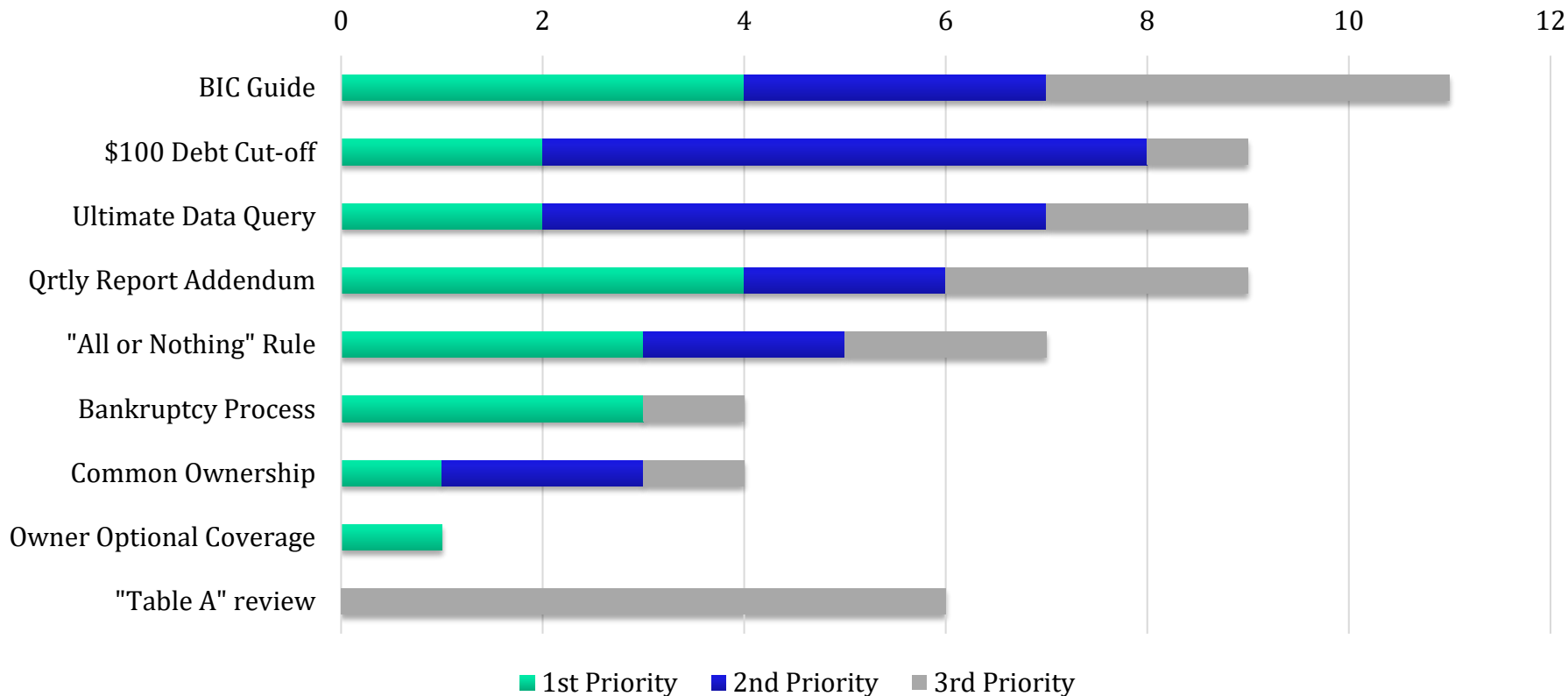
Brian Bishop,

*Association of Washington Cities*

Tim Lundin,

*Archbright*

## Distribution within Top 3 Priorities



# RAC Workgroups

## Update

### Current Status:

- Identified and Created Workgroups
  - Account Balance Workgroup
  - Business and Industry Category Guide Workgroup
  - RAC Data Workgroup

### Next Steps:

- Report outs on progress from workgroups

# Account Balance Workgroup

<b>Teran Haase</b> – WHA, RAC lead	<b>Alicia Milani</b> – Retro lead
<b>Julie Osterberg</b> - ERNwest	<b>Rose Gundersen</b> – WA Retail Assn.
<b>Greg Kabacy</b> – Aspire Consulting	<b>Mary DenBoer</b> – Refresh LLC
<b>Cindy Kropp</b> – PITB	<b>Ida Haynes</b> – L&I Employer Services
<b>Sheri Call</b> – WA Trucking Assn.	<b>Susan Rusch-Barnett</b> – L&I Collections
<b>Jason Anderson</b> – PABCO Roofing	

# Account Balance Workgroup

Teran Haase- Washington Hospitality Assn

## Goal:

Our goal is to evaluate the policy and bring forward ideas to executive management at the department so that participants can enjoy the benefits of the Retro program without interruption.

# Account Balance Workgroup

Teran Haase- Washington Hospitality Assn

Status:

- Two preliminary meetings conducted with the RAC and LNI lead.
- First workgroup meeting occurred November 5<sup>th</sup>.
- Draft problem statement and goal reviewed. Both finalized with workgroup participants.
- AAG information discussed and the potential of updating current policy instead of rule change.
- Account in good standing definition reviewed as well as current WACs.

# Account Balance Workgroup

Teran Haase- Washington Hospitality Assn

## Status:

- Department system limitations discussed. The department will not be making programming changes as a result of this workgroup. Business Transformation project already in queue.
- Second meeting discussed, will be scheduled by RAC lead. Workgroup to provide policy input prior to next meeting.
- Second meeting held December 3<sup>rd</sup>.
- Collections discussed their policies for accounts with balances.
- Executive team draft sent to Retro Lead; Retro Lead to color in presentation so context is clear for discussion with Program Manager December 11<sup>th</sup>.



# Account Balance Workgroup

Teran Haase- Washington Hospitality Assn

## Next Steps:

- As a result of discussion with program manager, in the process of scoping data pull to better determine/verify the benefits of the selected threshold.
- After finalized, policy change to be presented to LNI executive team for consideration.
- Workgroup to be updated by Retro lead. If another meeting is warranted, will be scheduled after the holidays.

# RAC Data Workgroup

<b>Tim Lundin– Archbright, RAC Lead</b>	<b>Mike Williams – Retro lead</b>
<b>Lauren Gubbe – Associated General Contractors, RAC Co-Lead</b>	<b>Kevin Neubauer – Approach Management Services</b>
<b>Rick Gastelum – WA State Farm Bureau</b>	<b>Tyler Greathouse – L&amp;I Research and Data Services</b>
<b>John Meier – ERNwest</b>	<b>Brian Willner – L&amp;I IT</b>

# RAC Data Workgroup

Tim Lundin- Archbright

Goal:

To make the department data more consumable for it's customers.

# RAC Data Workgroup

Tim Lundin- Archbright

## Status:

- Had first meeting and decided to focus on a few key issues.
  - Monthly development factor downloads.
  - Information requests data.
  - The API.

## Next Steps:

- Develop next steps for the API and Information requests data.
  - This includes open discussions with the actuaries on monthly development factor downloads.

# Business & Industry Category Guide Workgroup

<b>Brian Bishop</b> – Assn. of WA Cities, RAC lead	<b>Rachelle Bohler</b> – Retro lead
<b>Maria McClain</b> – WA Retail Assn.	<b>Shannon Elliott</b> – Archbright
<b>Kris Johnson</b> – Building Industry Assn. of WA	<b>Curran Bower</b> – ERNwest
<b>Dan Beaty</b> - Vigilant	

# Business & Industry Category Guide Workgroup

Brian Bishop- Association of Washington Cities

## Goal:

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

# Business & Industry Category Guide Workgroup

Brian Bishop- Association of Washington Cities

## Status:

- In the process of collecting the last two published Business and Industry Category Guides, risk class and exception data from the department.

## Next Steps:

- The work group will have it's first meeting in early January.

# RAC Workgroups

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

Workgroup	Lead
Account Balance Workgroup	Teran Haase, Teranh@wahospitality.org
RAC Data Workgroup	Tim Lundin, tlundin@archbright.com
Business and Industry Category Guide Index Workgroup	Brian Bishop, Brianb@awcnet.org
Or send your interest to the Retro Inbox at Retro@lni.wa.gov	

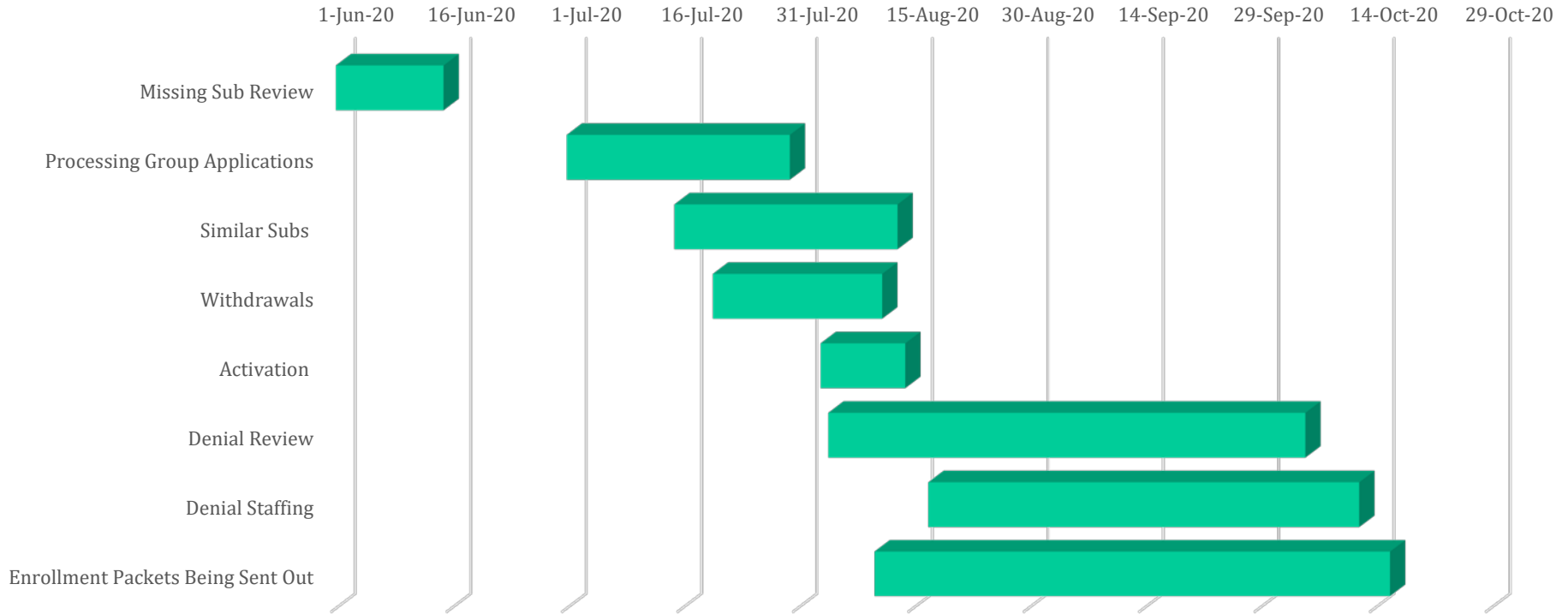


# Operational Updates

Jessica Nau,

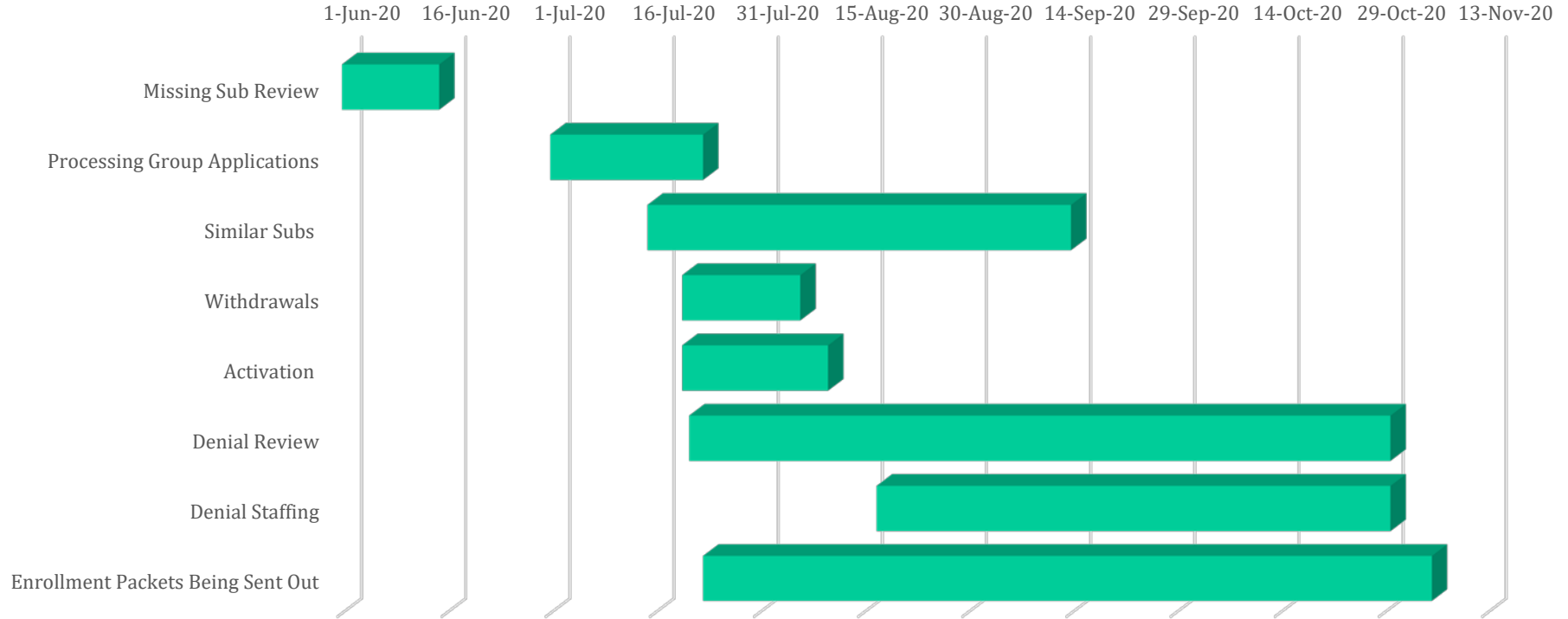
*Retro Program Manager*

# July Enrollment Forecast



# July Enrollment

## Actual

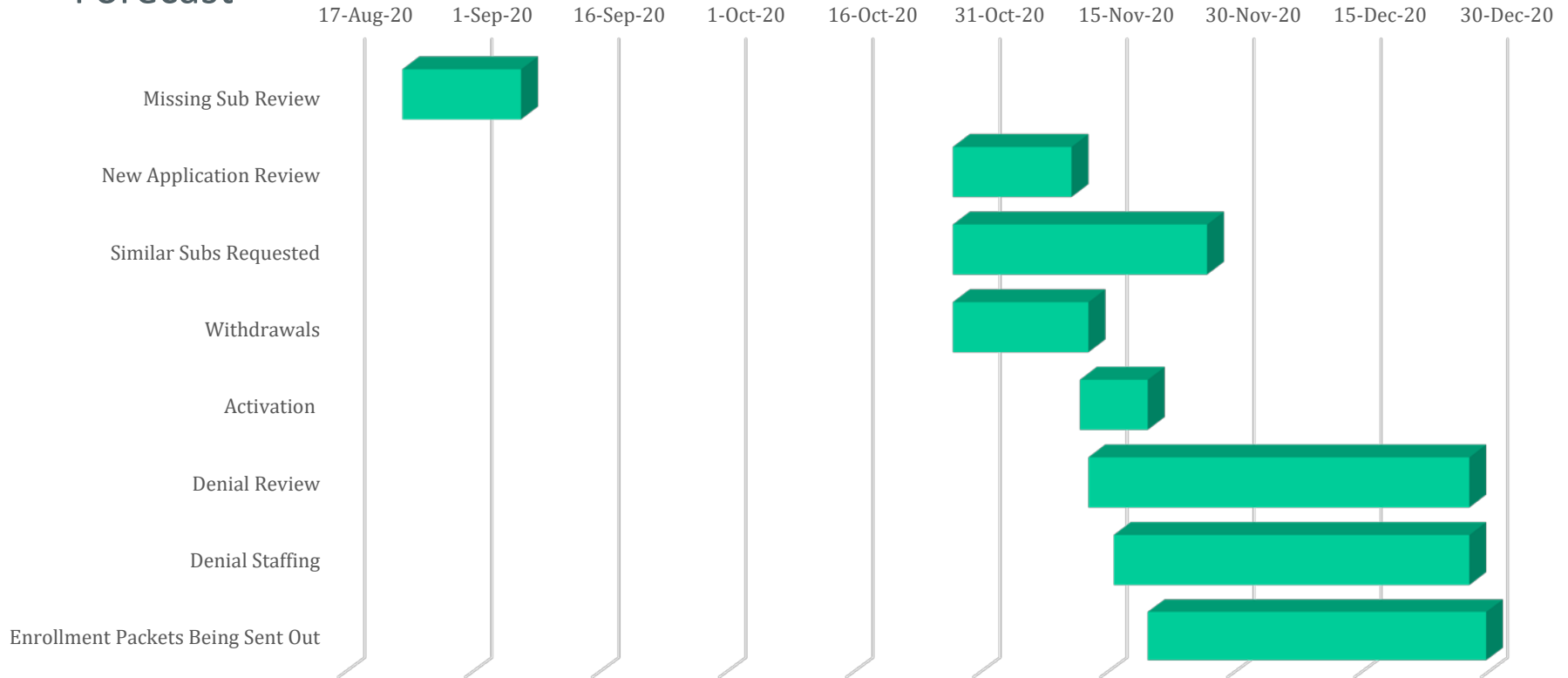


# Retro Demographics

- 41 trade associations (groups)
  - 12,030 member accounts and \$634M in standard premium.
- 140 individually enrolled employers
  - \$23M in standard premium.
- Historically, 40% of state fund premiums are from employers enrolled in Retro (\$865 million of \$2.25 billion.)
  - Currently, Retro premium for the last four quarter is \$657 million.

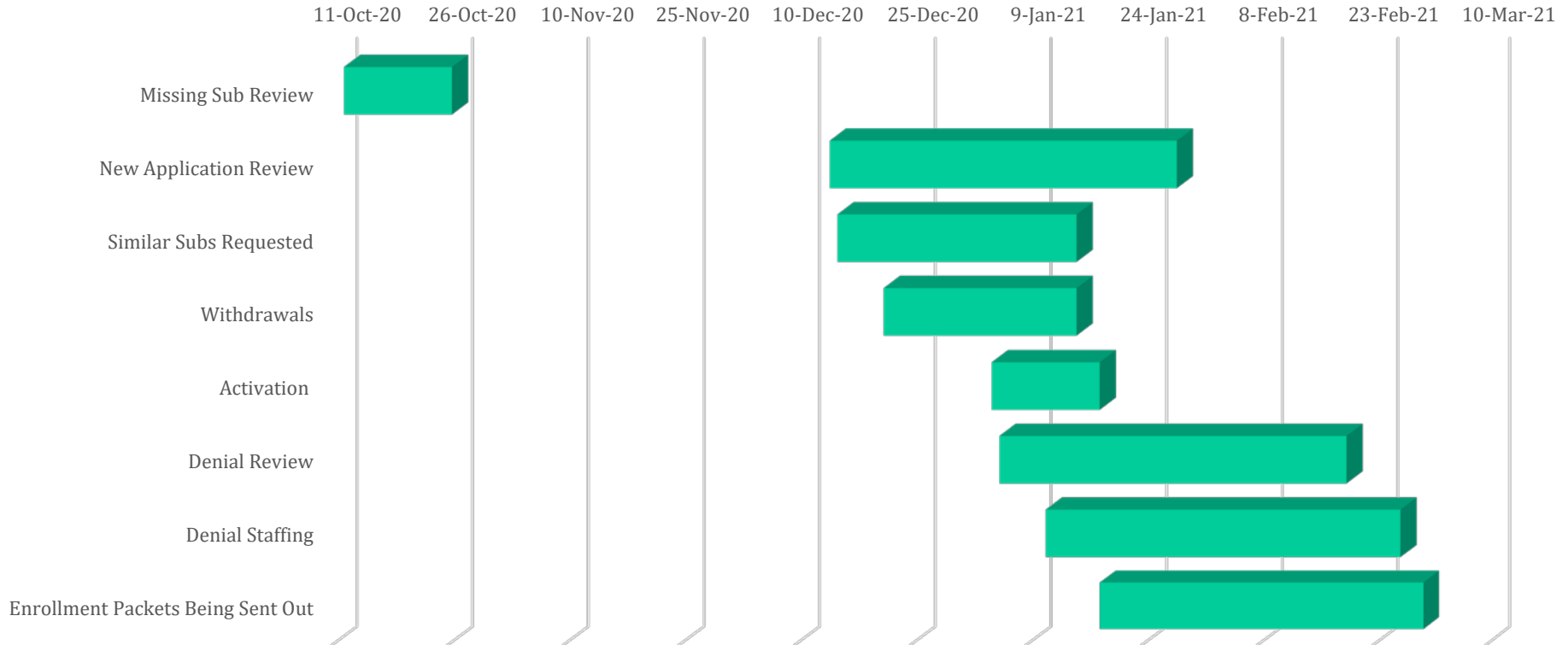
# October Enrollment

## Forecast



# January Enrollment

## Forecast

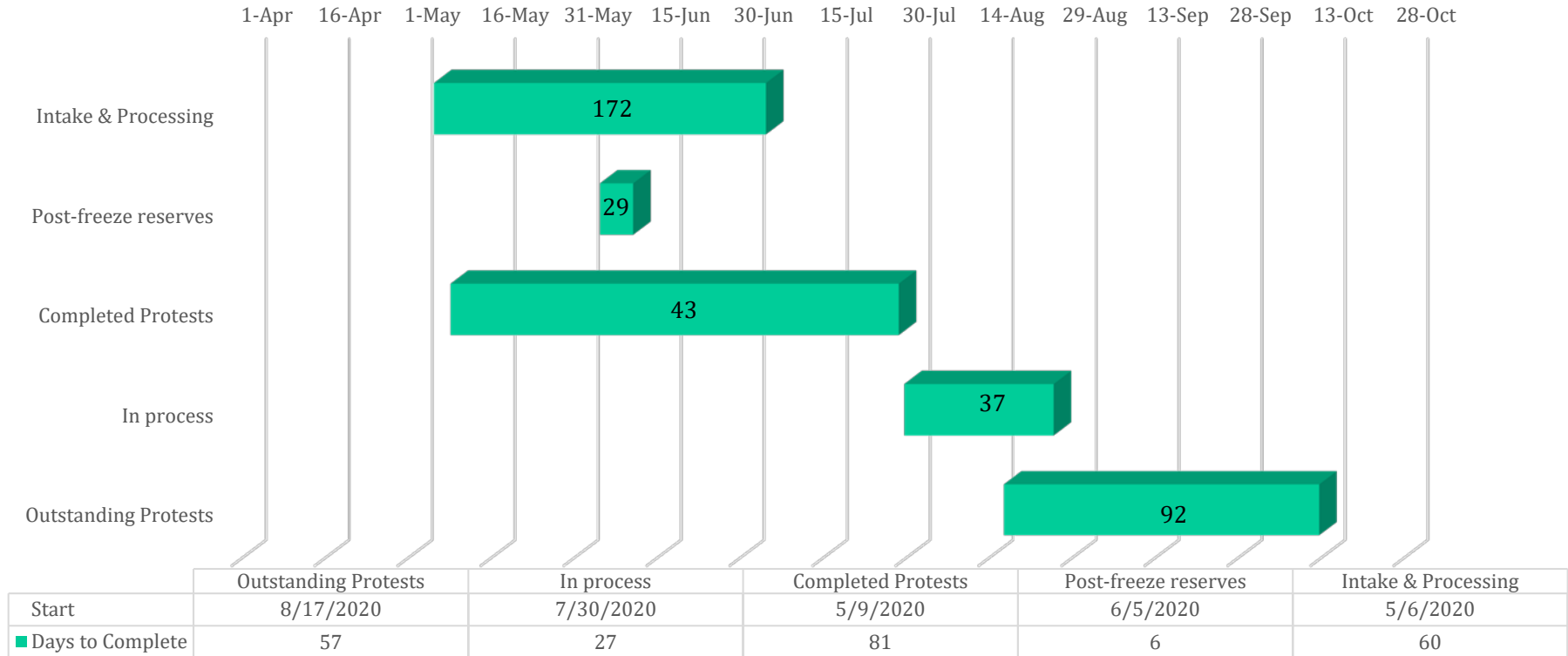


# Enrollment Outside of Enrollment

Month	# Known	# Completed	# Outstanding	% Completed Timely
January	3	3	0	100%
February	0	0	0	
March	0	0	0	
April	1	1	0	0%
May	3	3	0	0%
June	11	8	3	0%
July	10	4	6	0%
August	40	40	0	28%
September	8	8	0	100%
October	18	18	0	100%
November	28	27	1	97%
December	5	3	2	100%
<b>TOTAL</b>	<b>127</b>	<b>115</b>	<b>12</b>	

# July Adjustment Protest

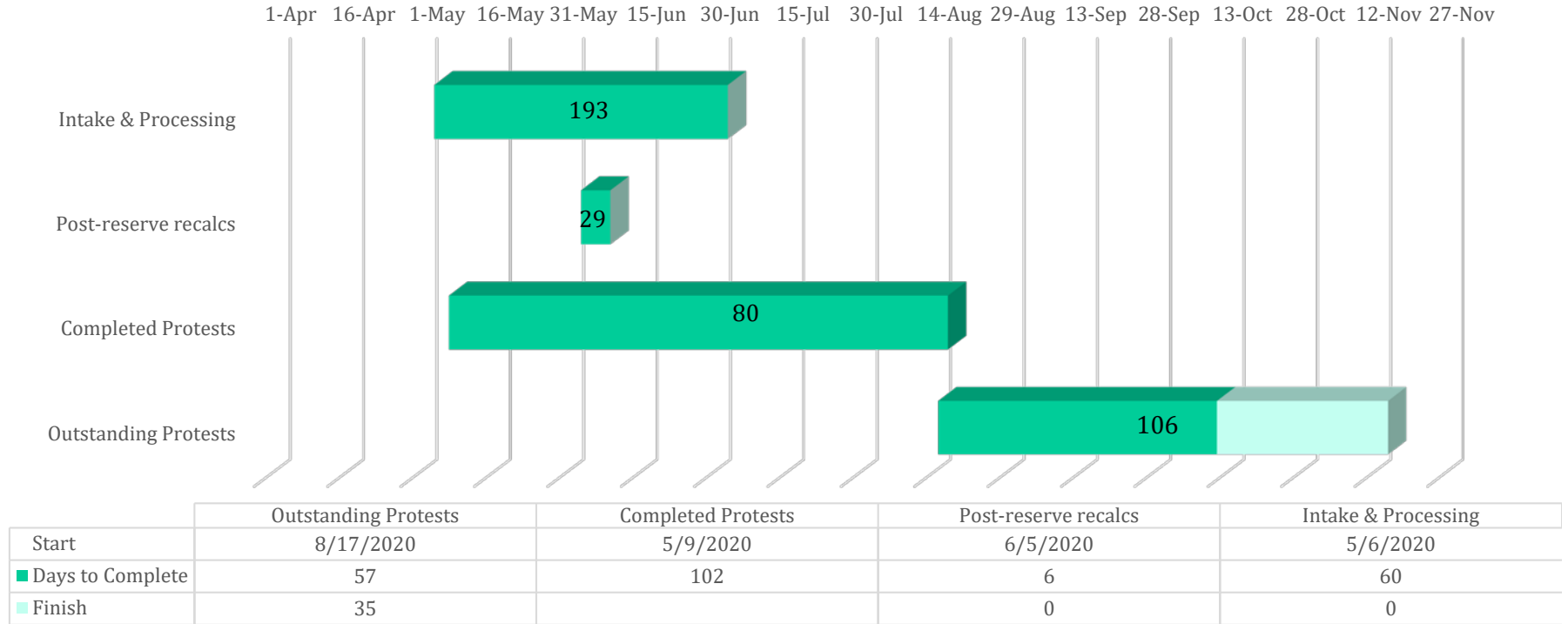
## Forecast





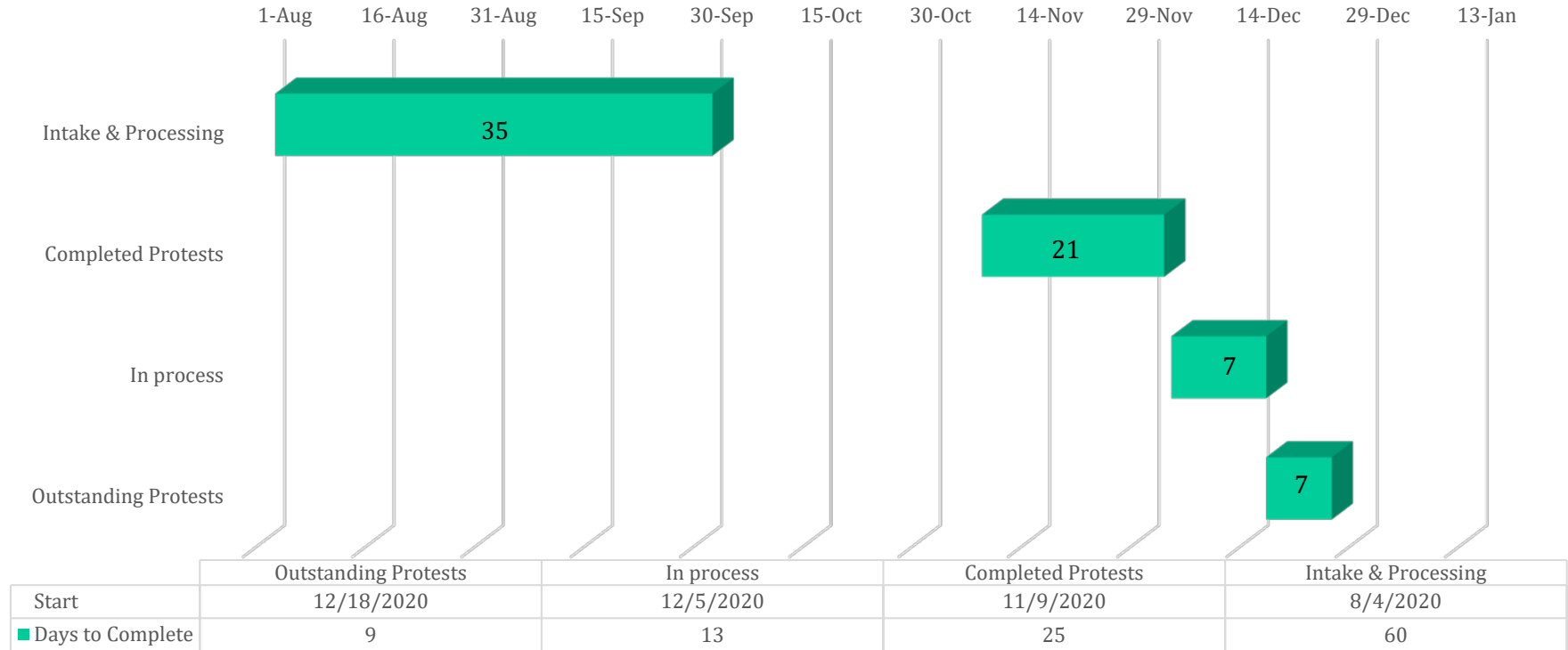
# July Adjustment Protest

Actual



# October Adjustment Protest

## Forecast



# January Adjustment Protest

## Forecast

- Last day to submit protests is January 4th.
- Received 44 claims protest so far.
- Estimated completion date 4/4/2021.

# COVID-19 Claim Cost Updates

- COVID-19 claims will not impact experience rating or Retro.
  - COVID-19 claims will be assigned zero percent liability.
- Zero percent liability has been assigned for:
  - Claims that have a EA or EK allowance order, and;
  - COVID-related pension claims.
- Costs will still appear on claims that are in 'undetermined' status.

# COVID-19 Claim Costs: Next Steps

- The December Monthly and Quarterly reports will run with the new programming.
  - These reports will be used for additional testing.
  - If your reports contain accepted COVID claims with costs, please contact Mike Williams.
- Goal: Fully test and implement programming ahead of the 01/01/2021 freeze date for April coverage year adjustments.
  - Accepted COVID claims with costs in an adjustment report can be protested and will be reviewed by Retro staff.

# Thank you!

Jessica Nau, Retro Program Manager

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

[Retro@Lni.wa.gov](mailto:Retro@Lni.wa.gov)

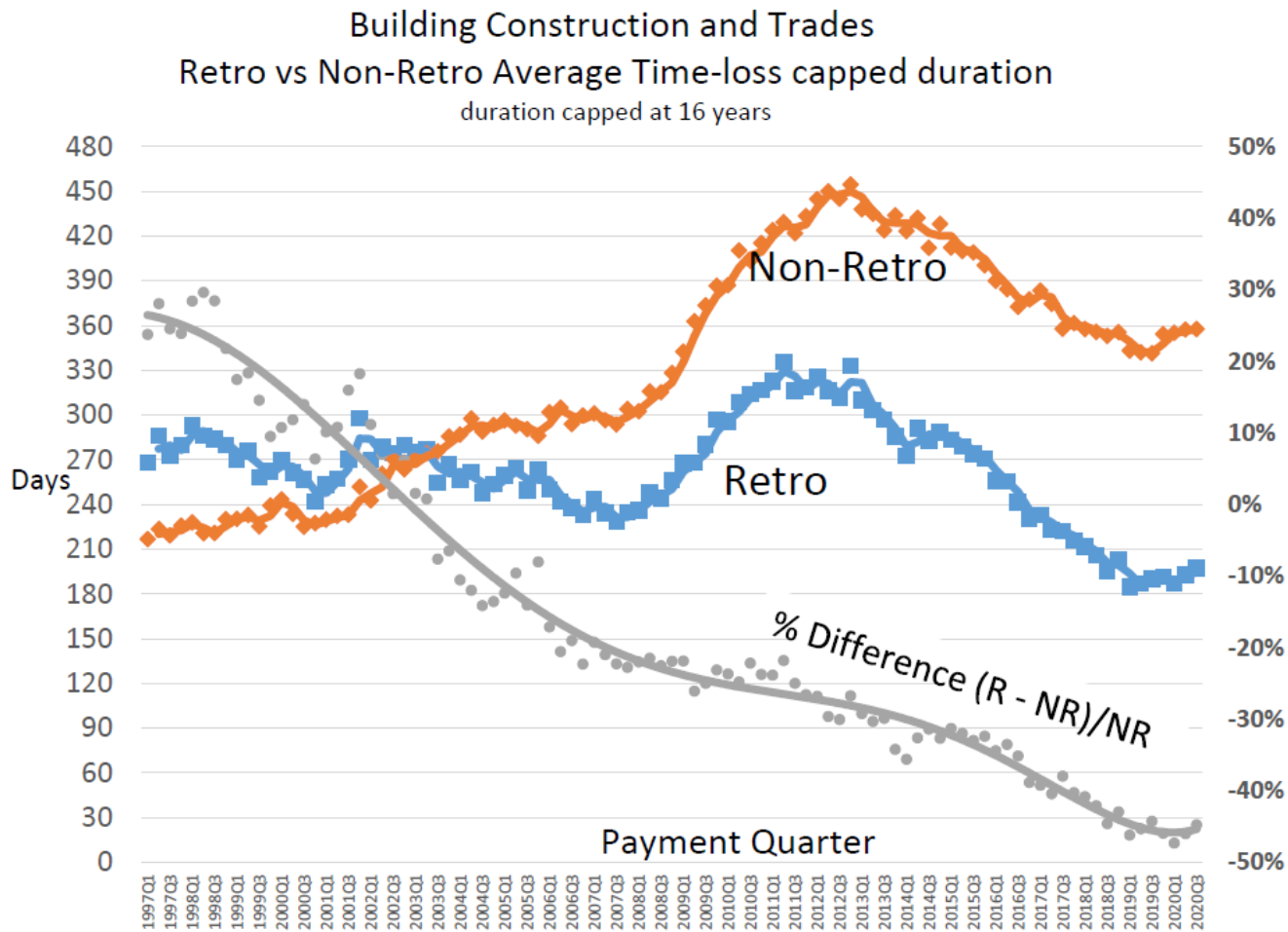
# Appendix

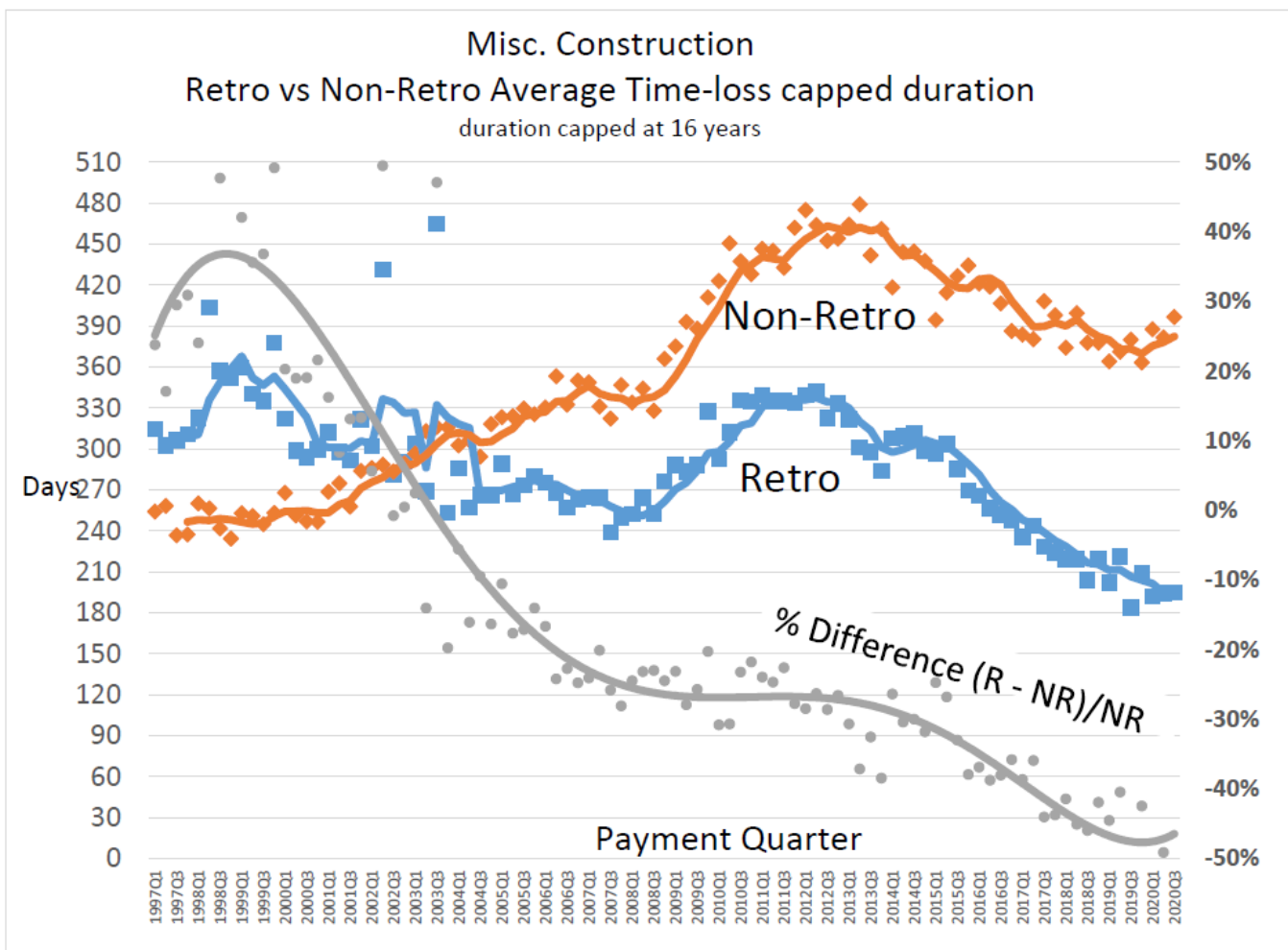
# Retro vs Non-Retro Average Time-Loss Capped Duration

Bill Vasek,

*FCAS, Chief Actuary*



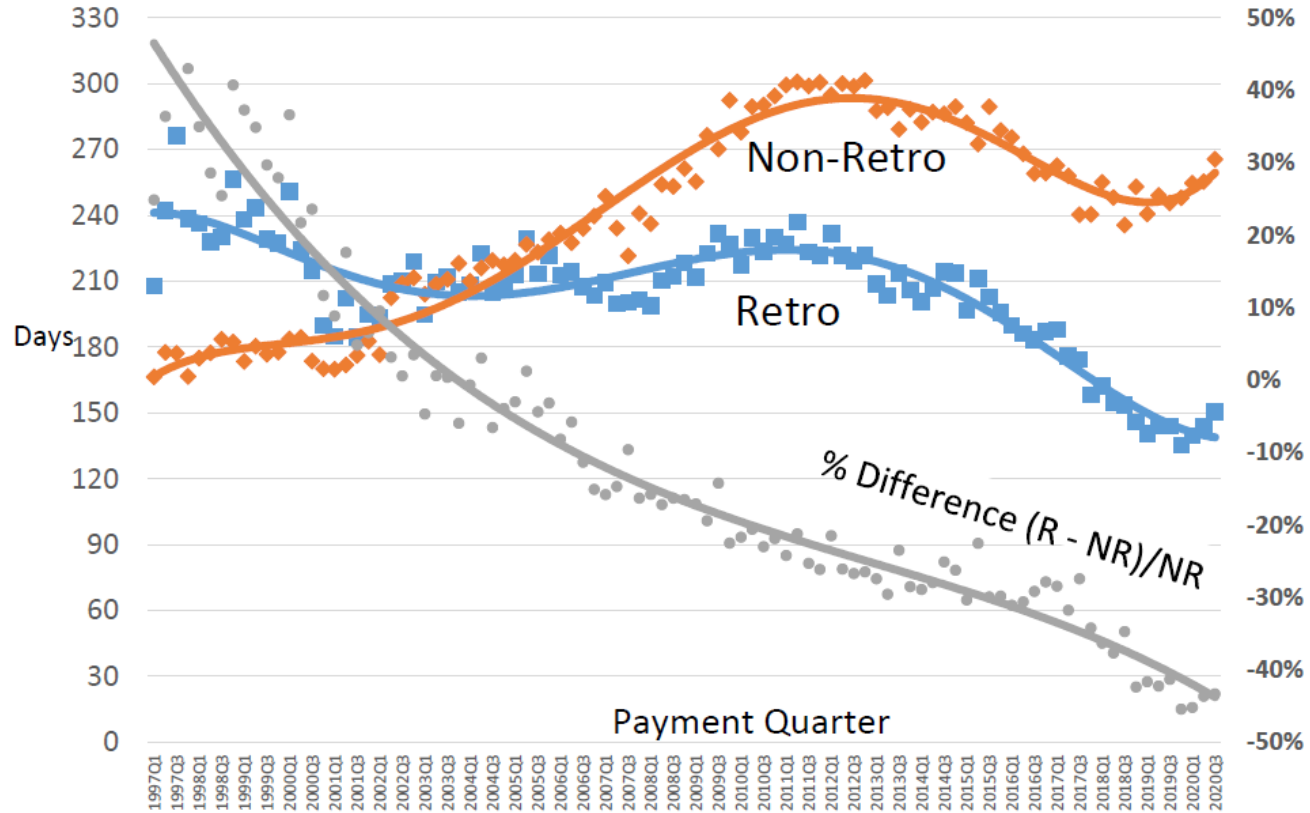




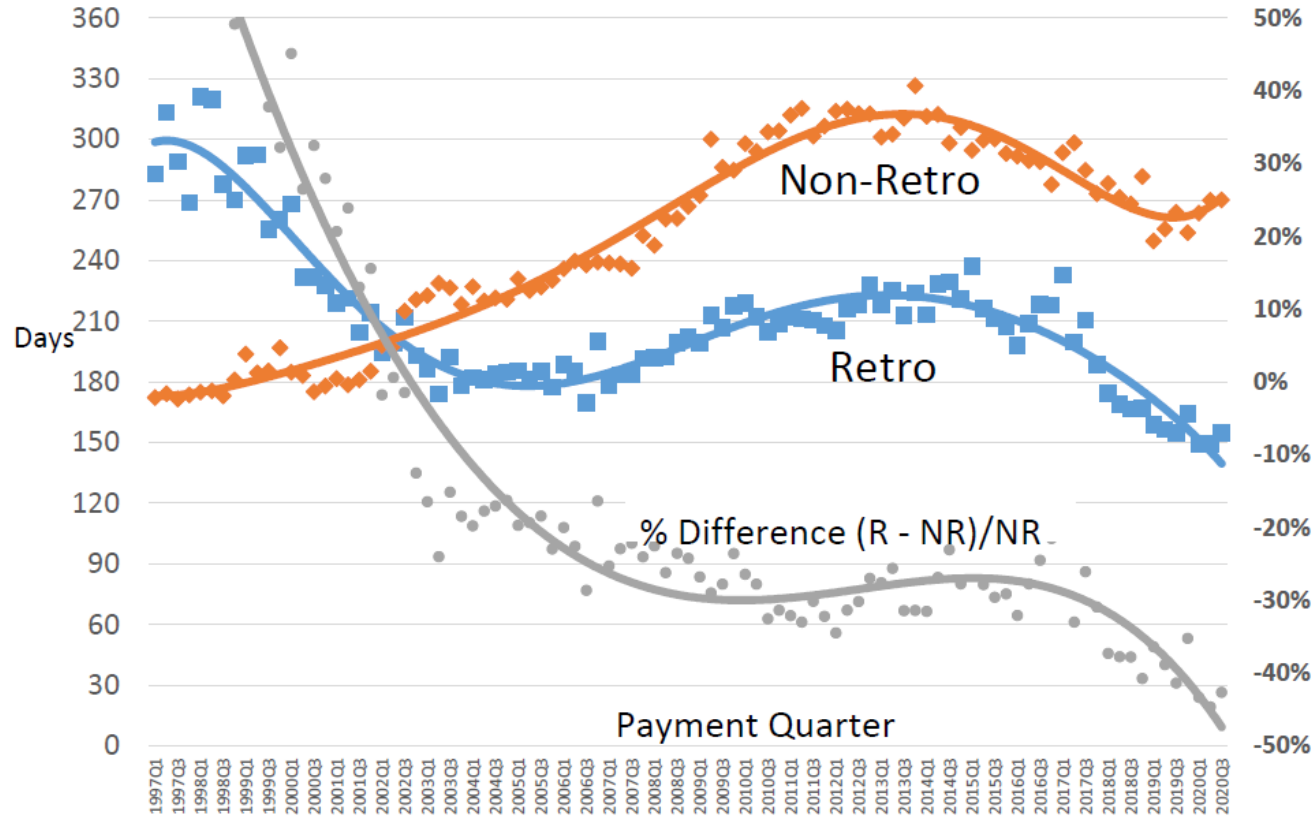
## Miscellaneous Services

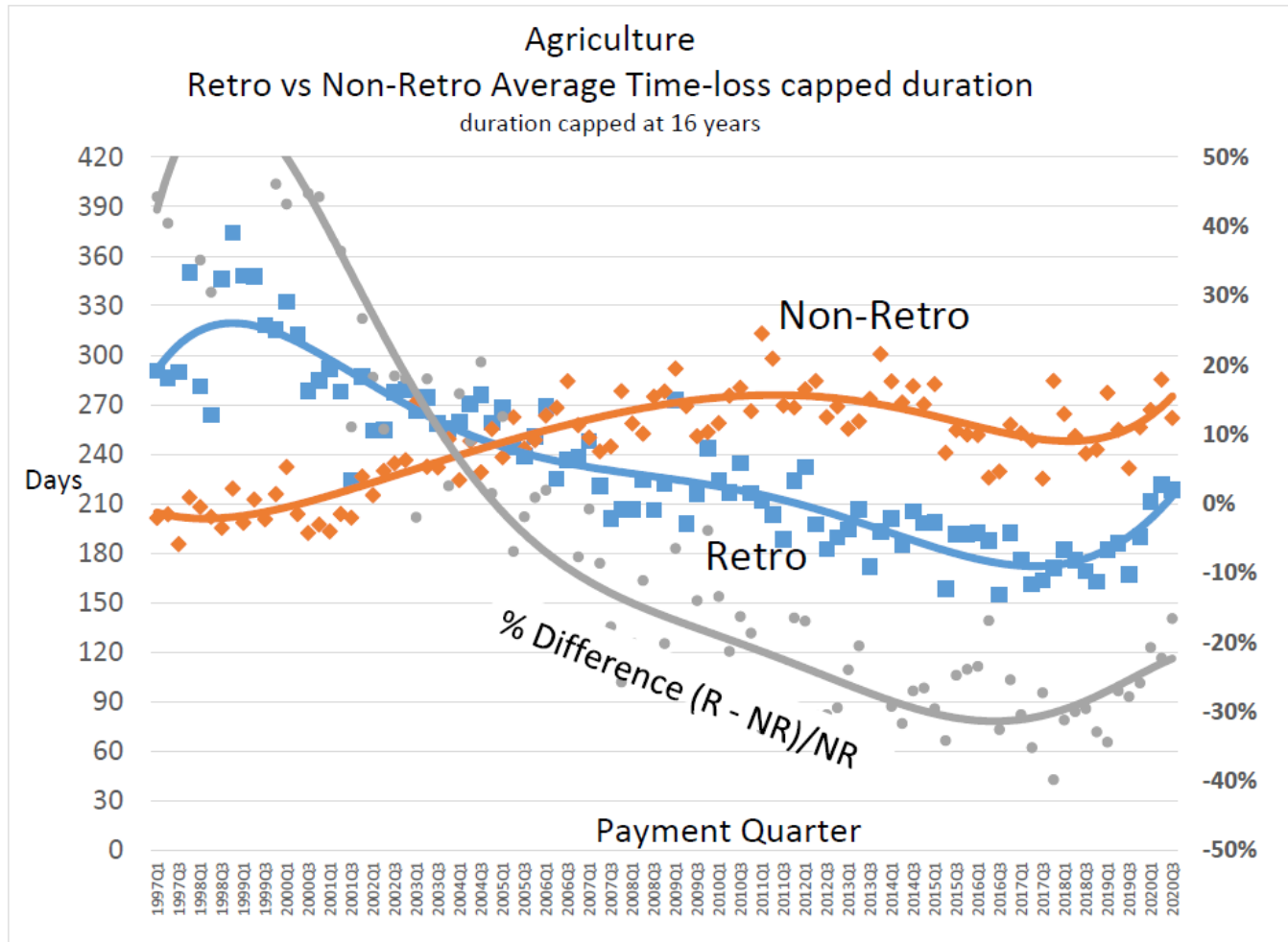
### Retro vs Non-Retro Average Time-loss capped duration

duration capped at 16 years

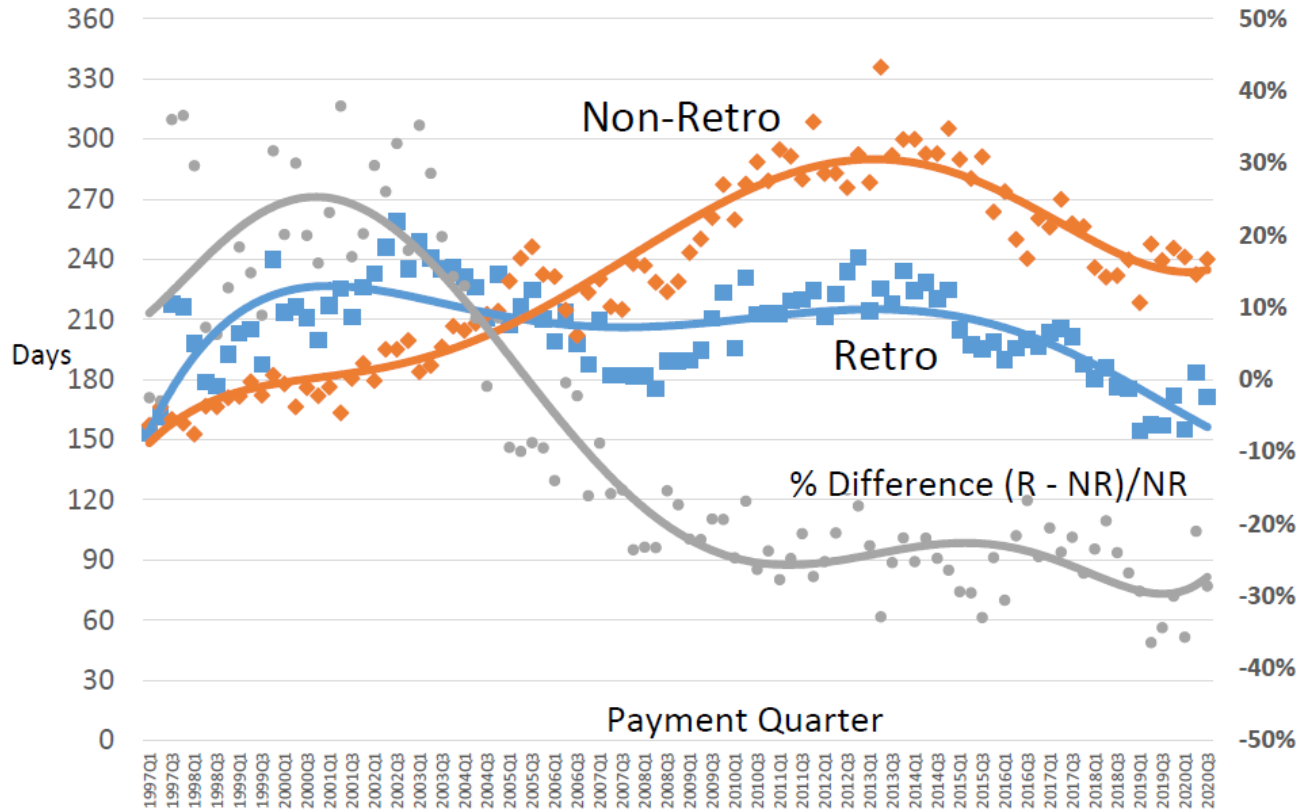


# Transportation and Warehousing Retro vs Non-Retro Average Time-loss capped duration duration capped at 16 years





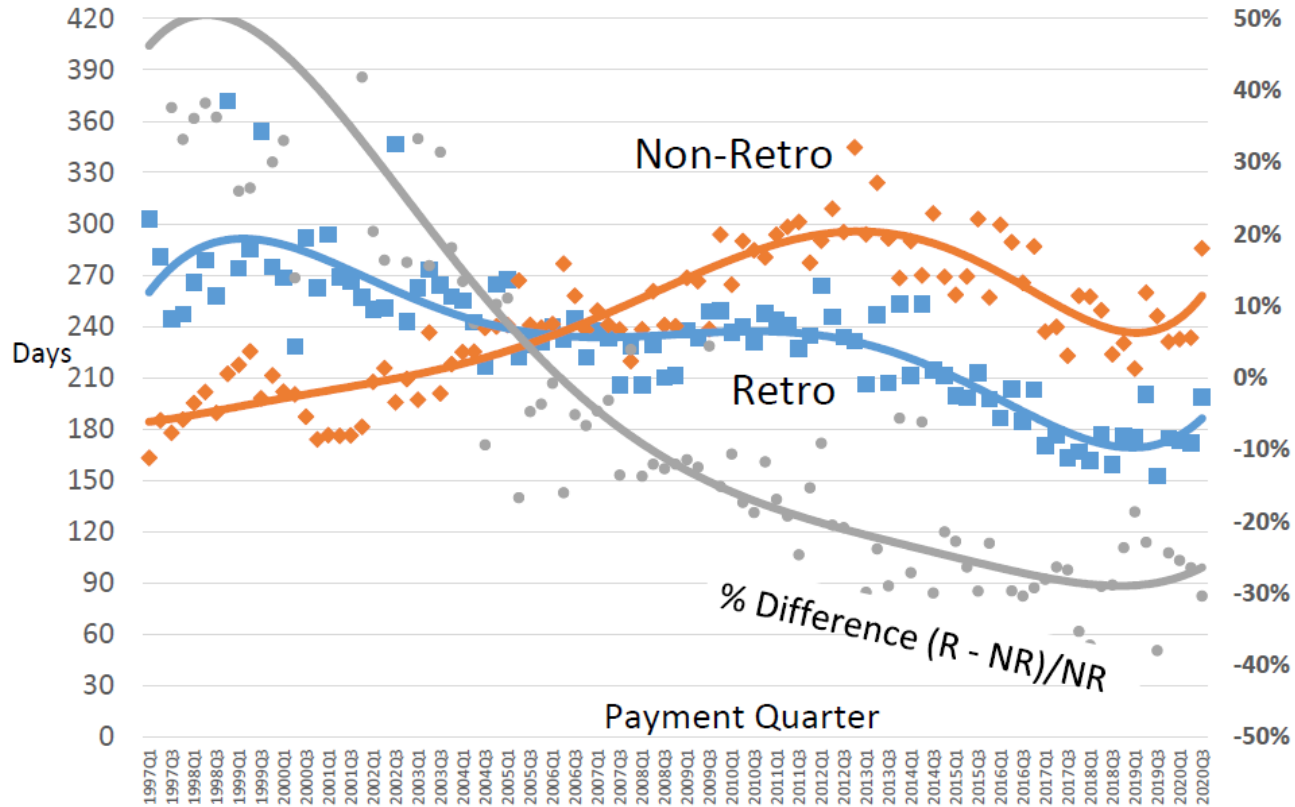
# Metal and Machinery Manufacturing Retro vs Non-Retro Average Time-loss capped duration duration capped at 16 years

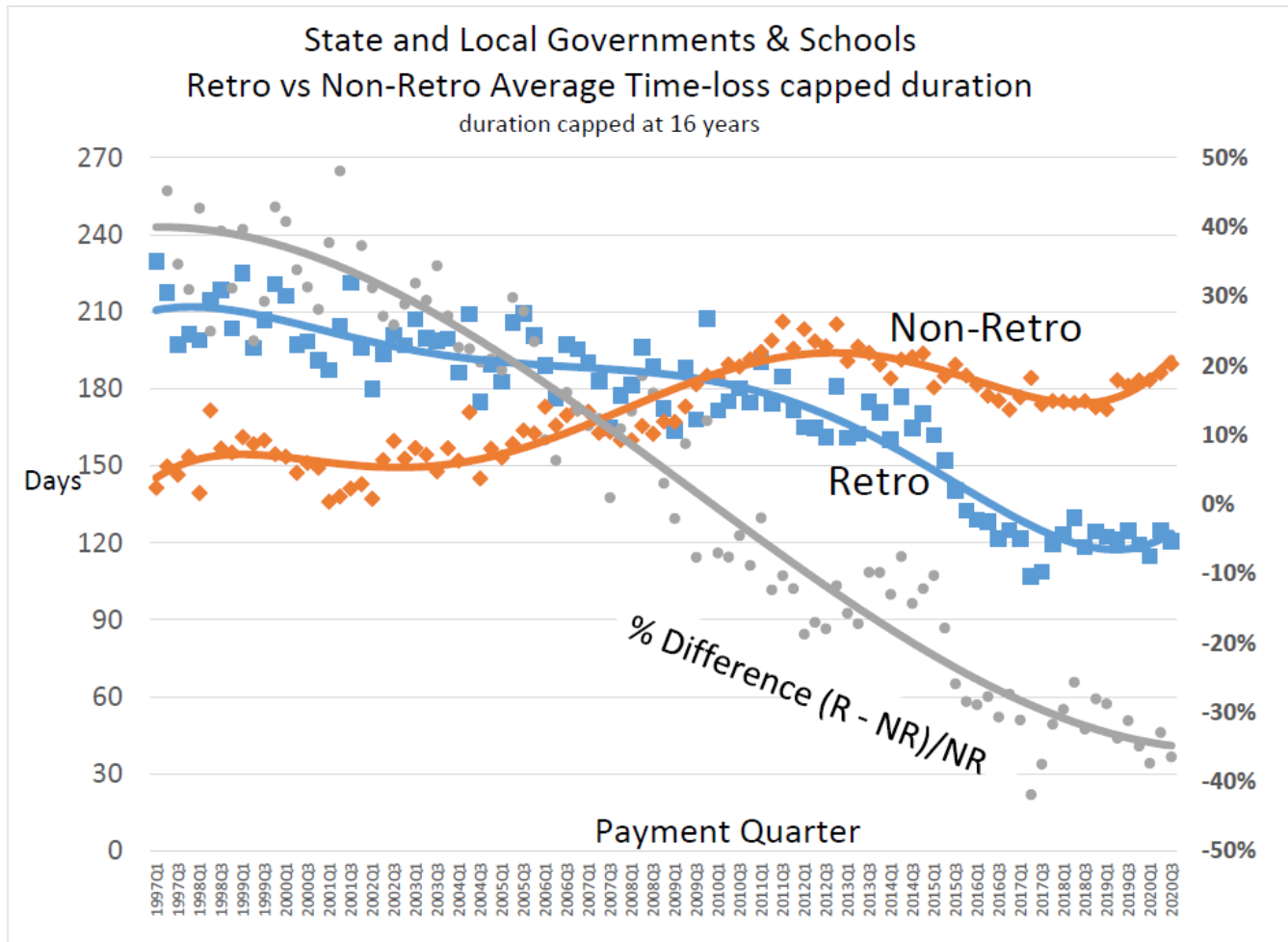


# Food Processing and Manufacturing

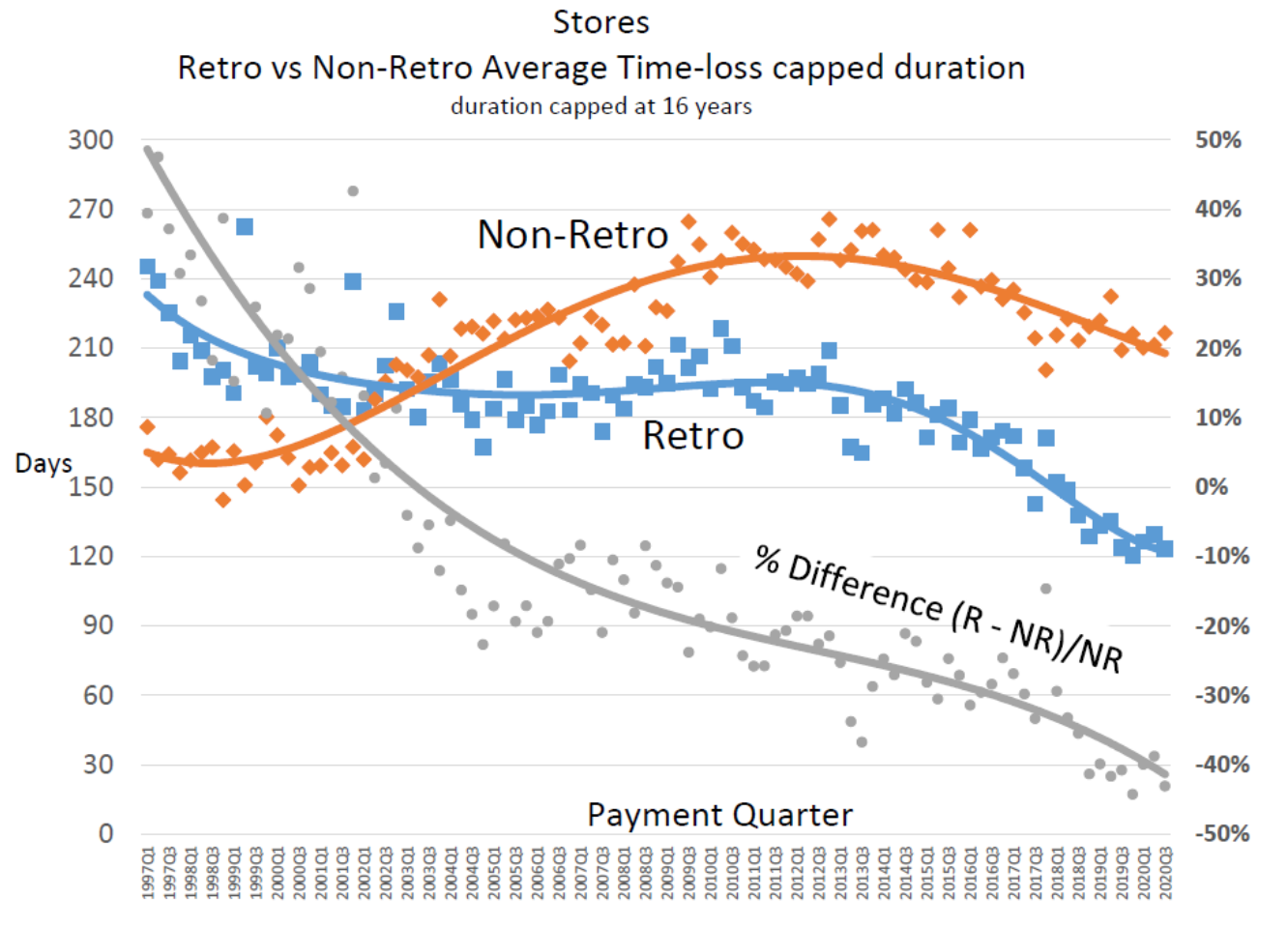
## Retro vs Non-Retro Average Time-loss capped duration

duration capped at 16 years









# Lost-Time Claim Frequency Excluding COVID-19 Claims

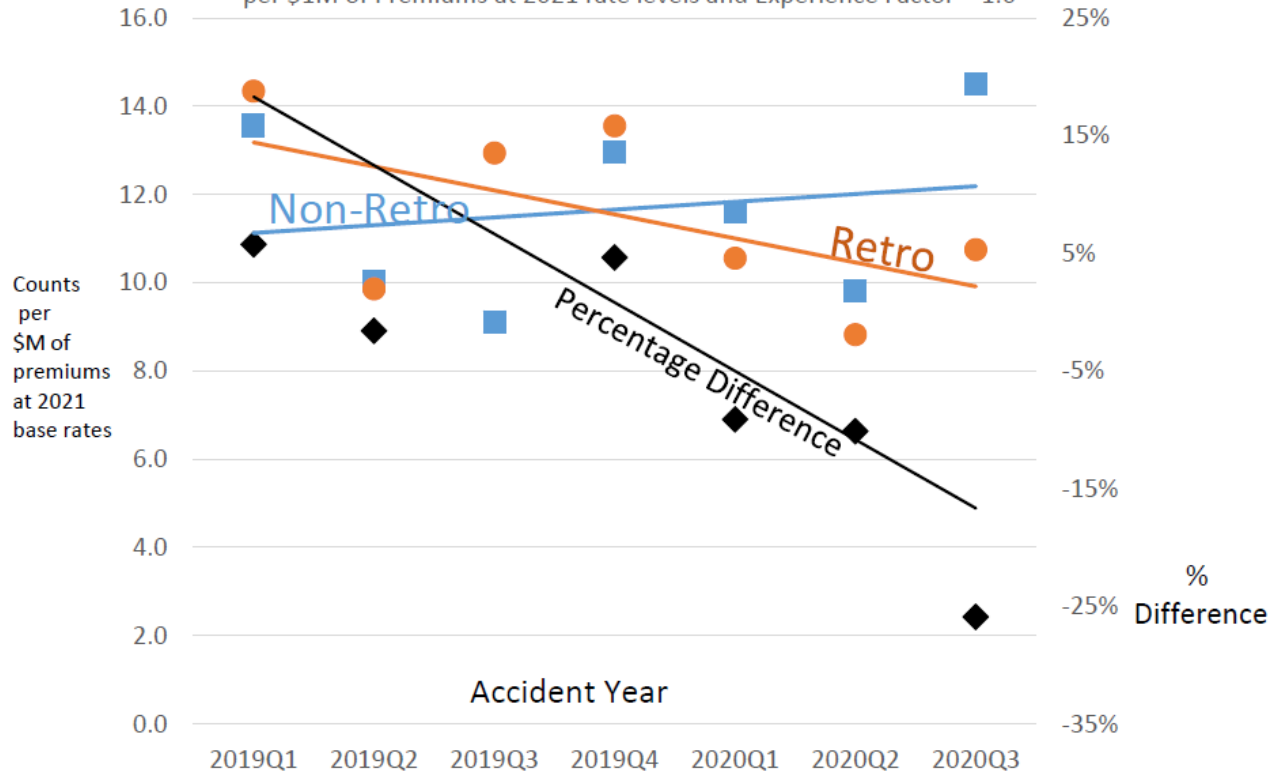
Bill Vasek,

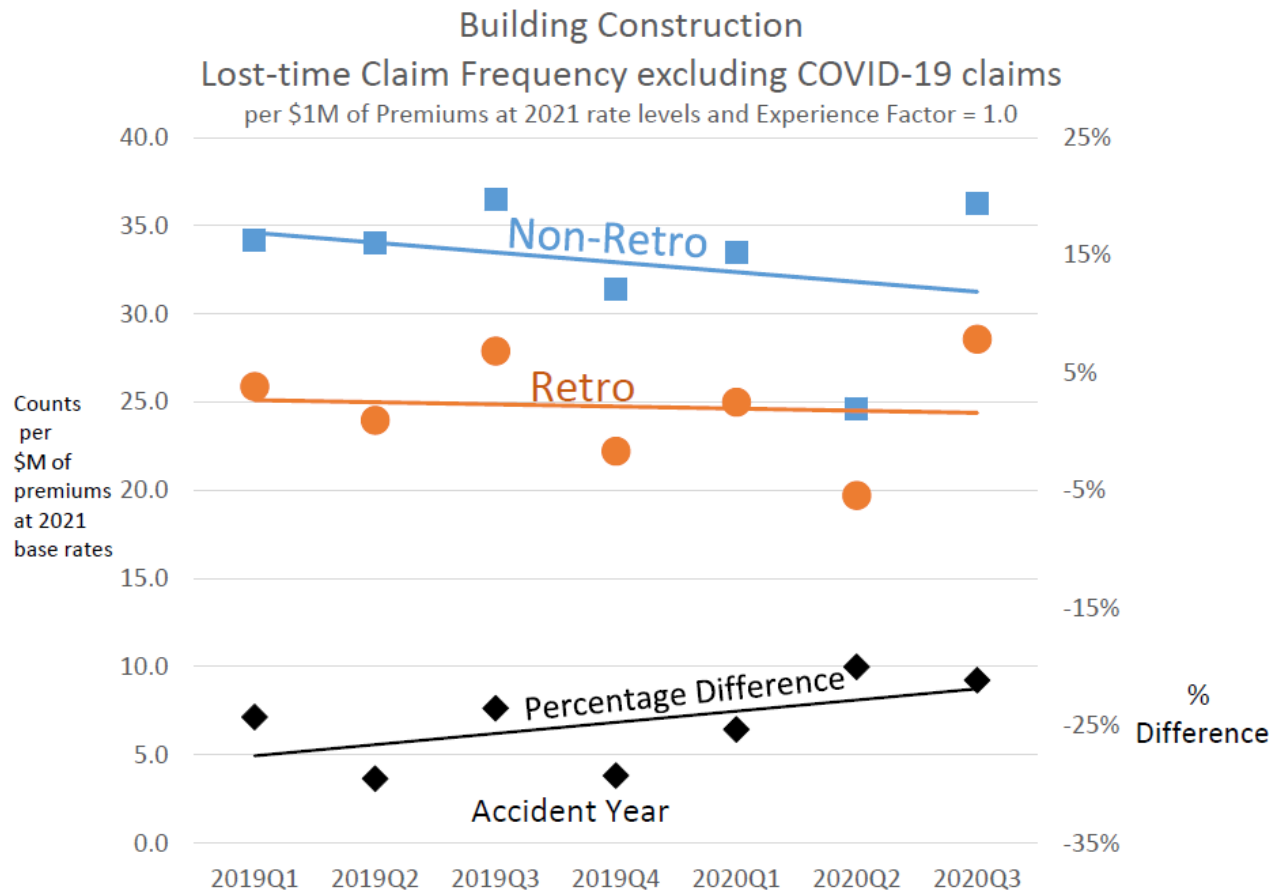
*FCAS, Chief Actuary*

## Agriculture

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0

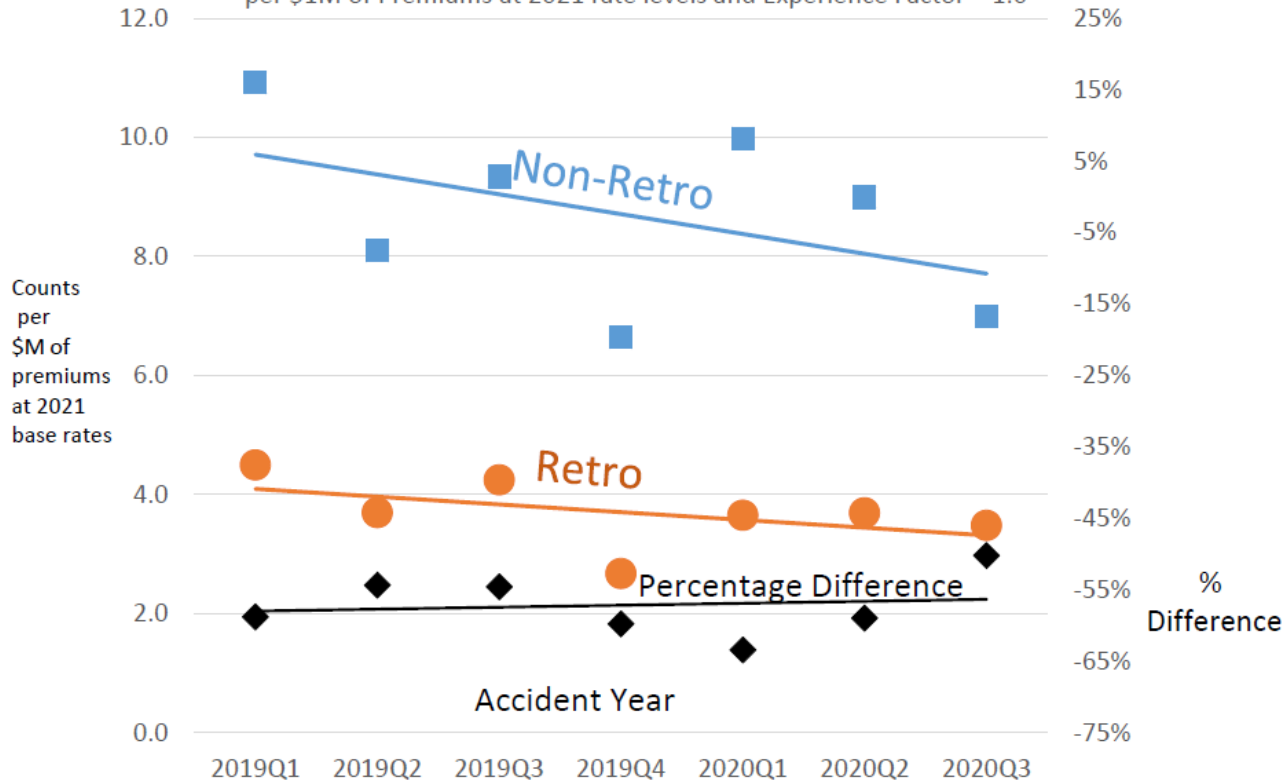


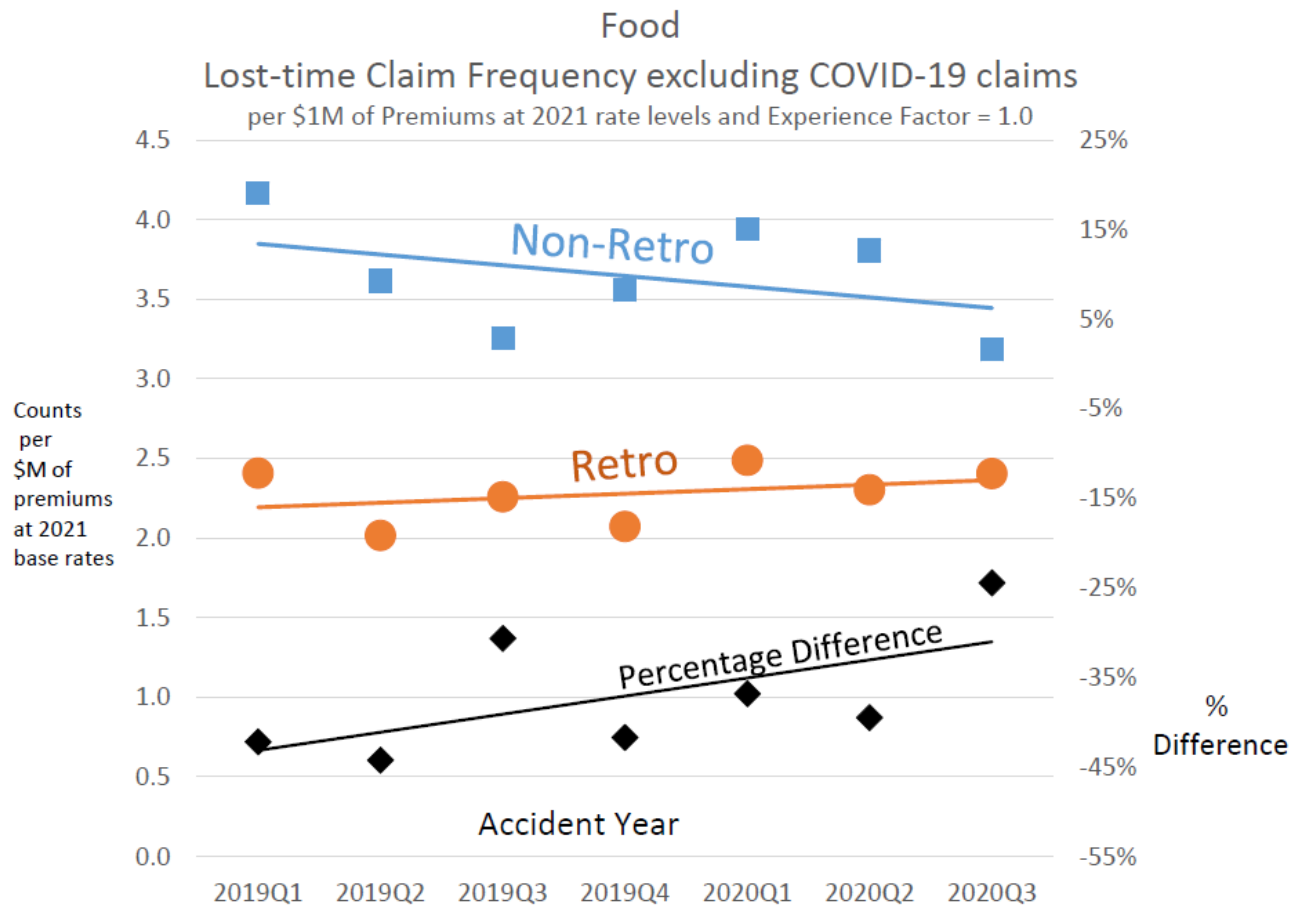


## Dealers and Wholesalers

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0

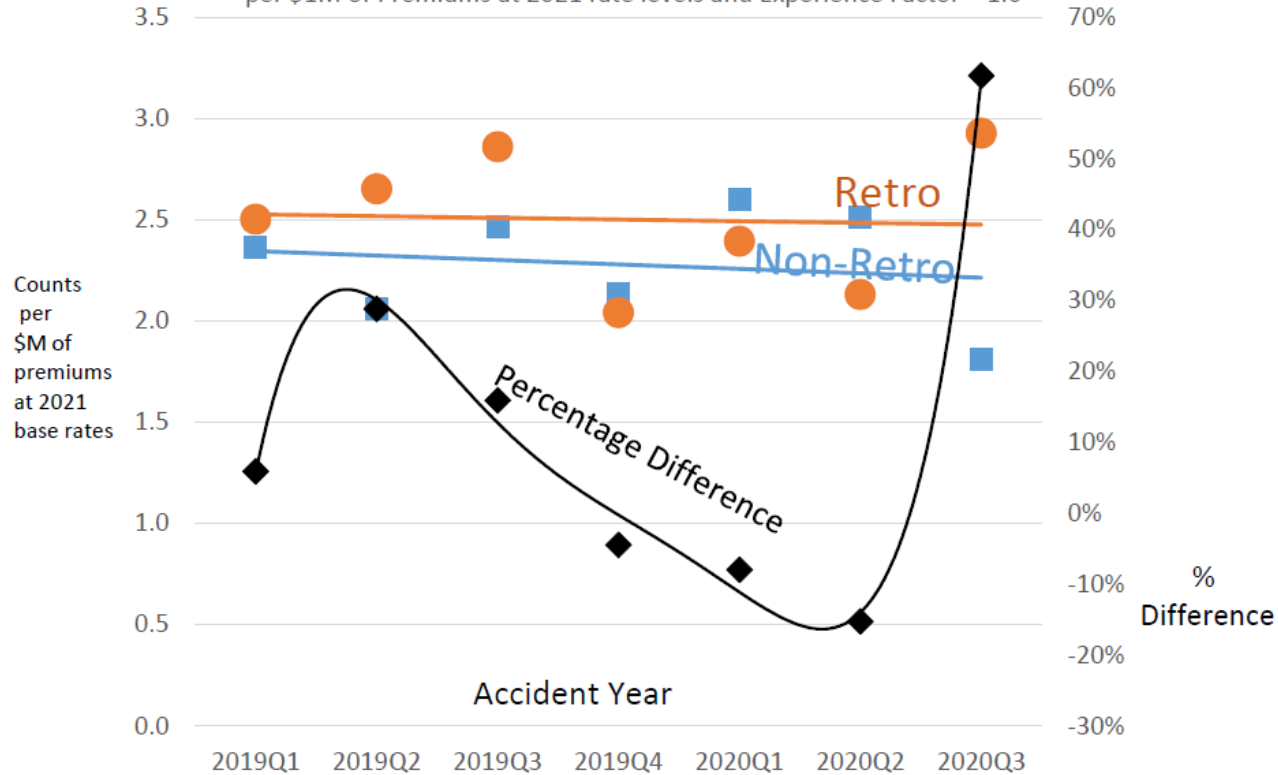


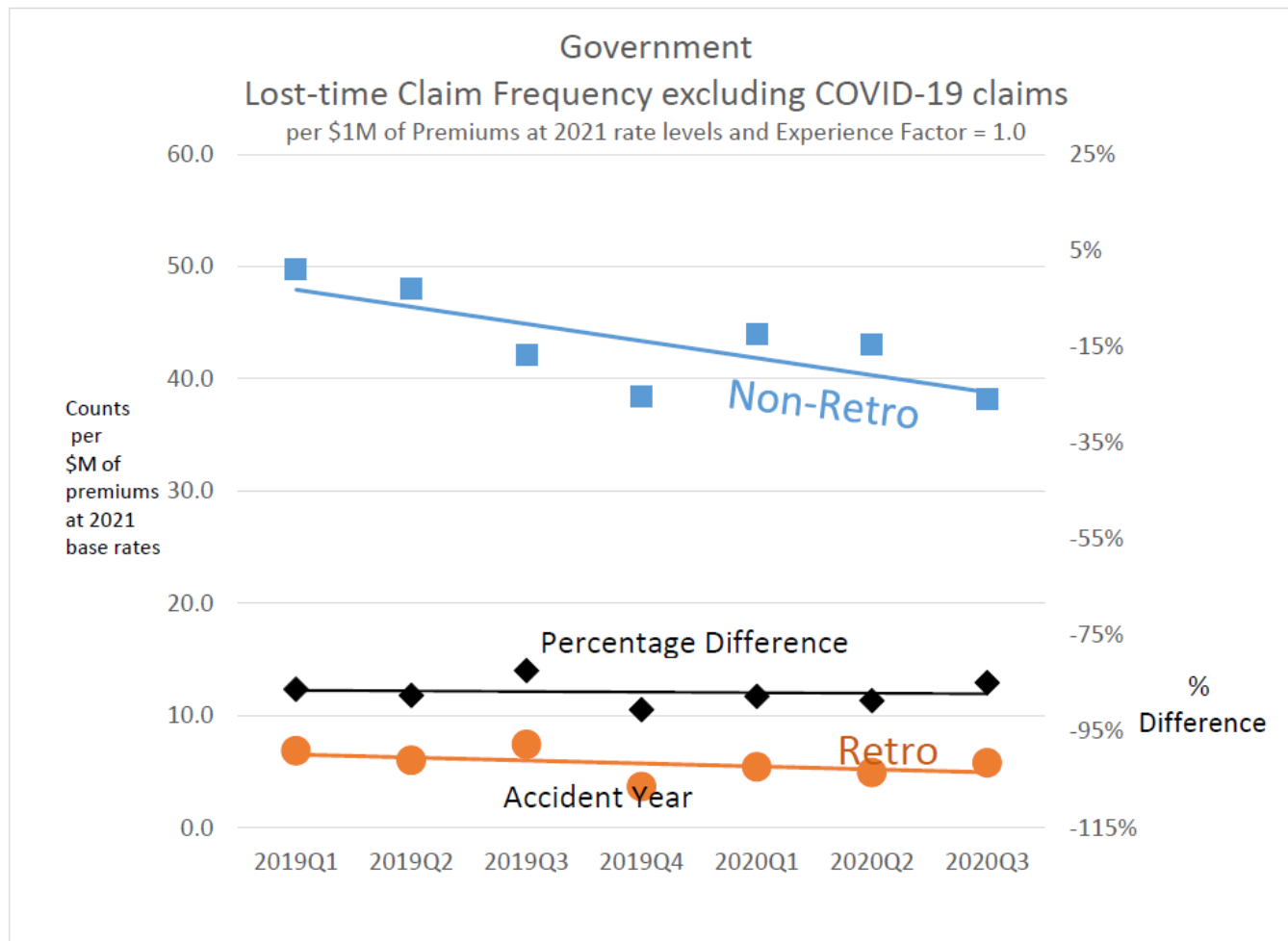


## Forest Products

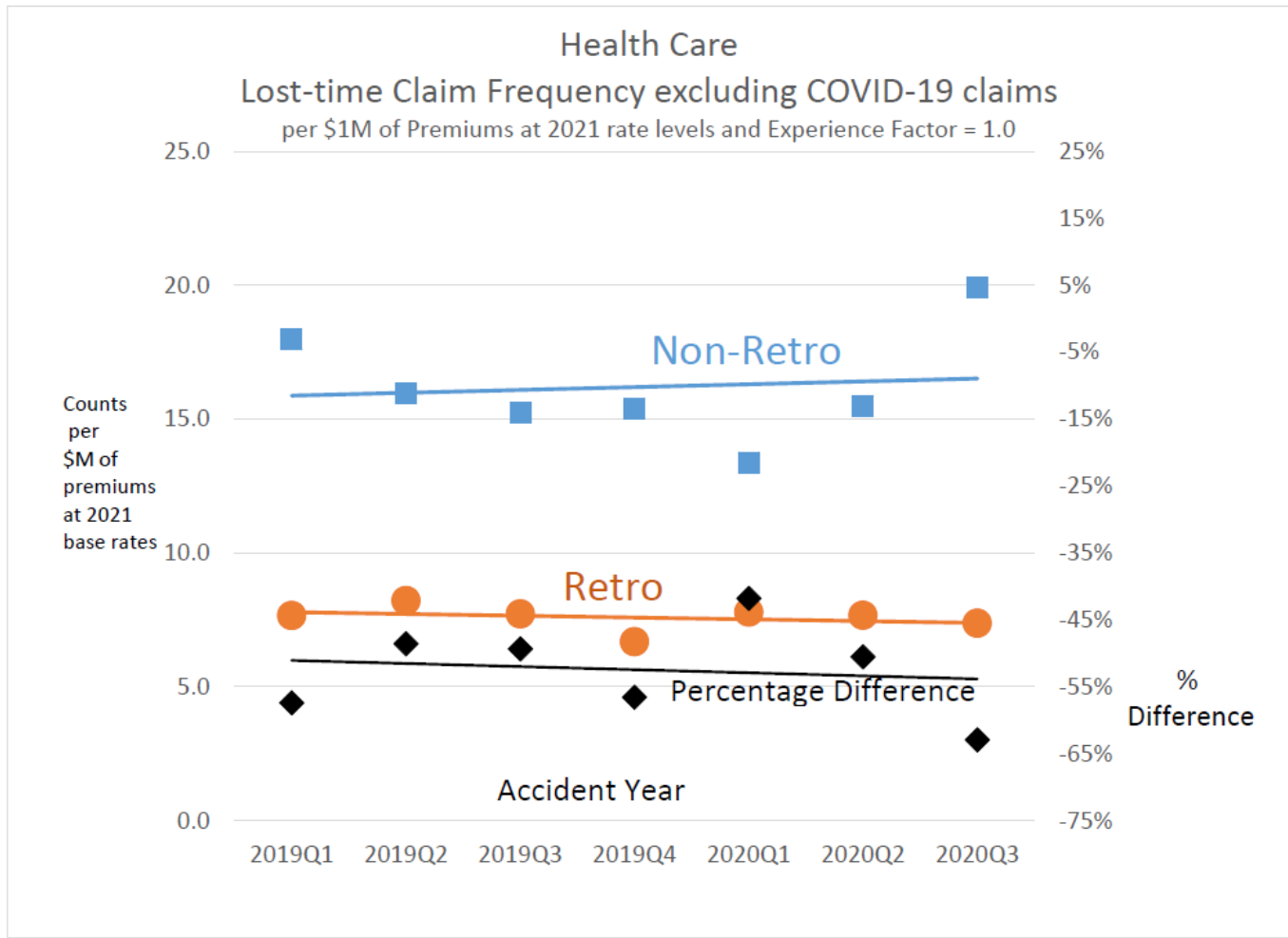
### Lost-time Claim Frequency excluding COVID-19 claims

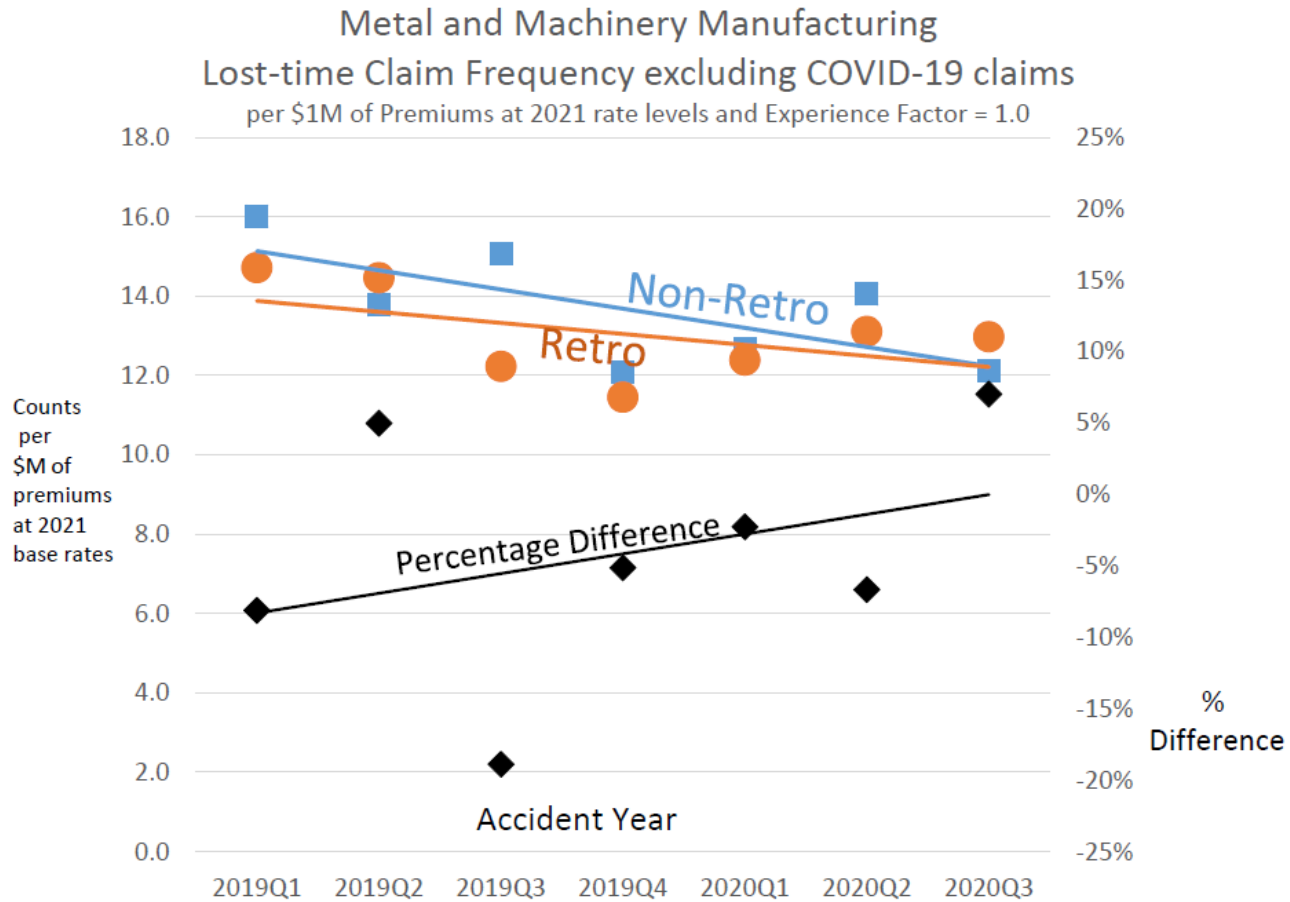
per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0







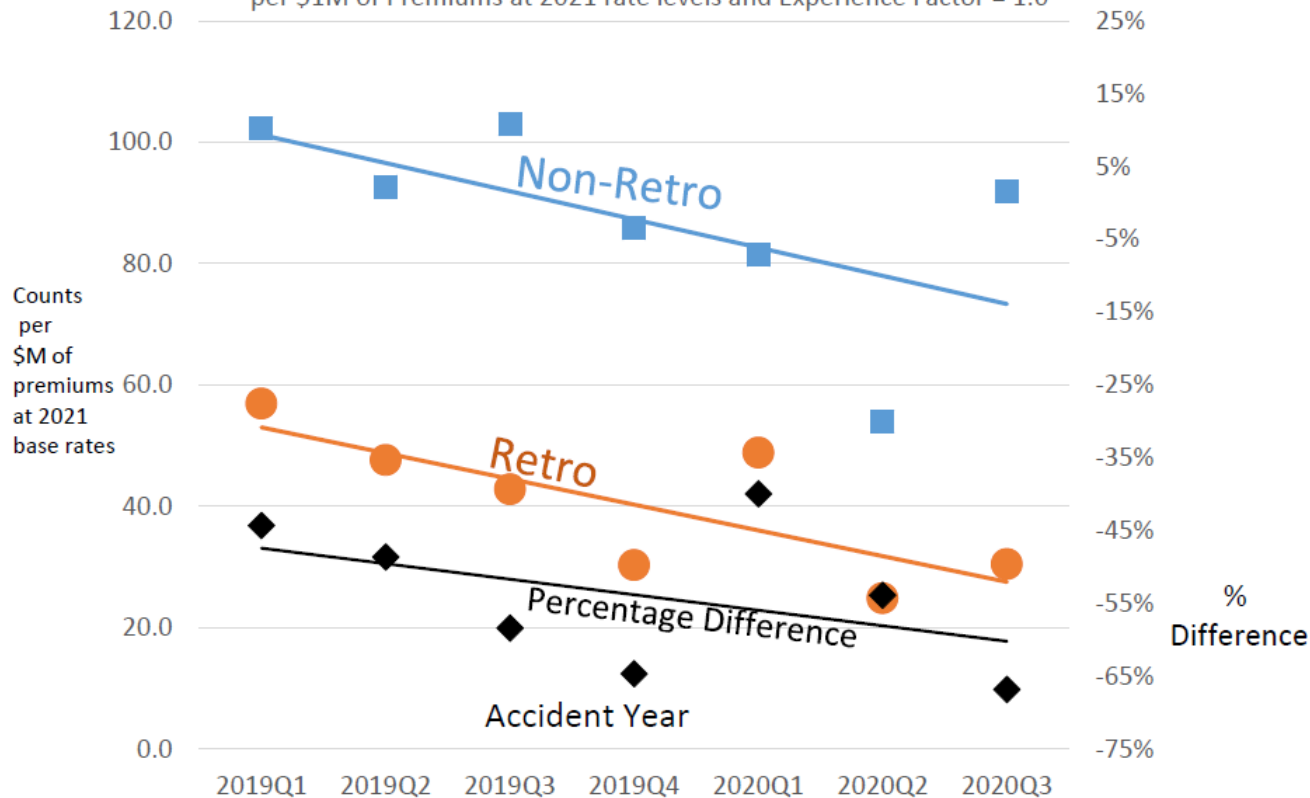


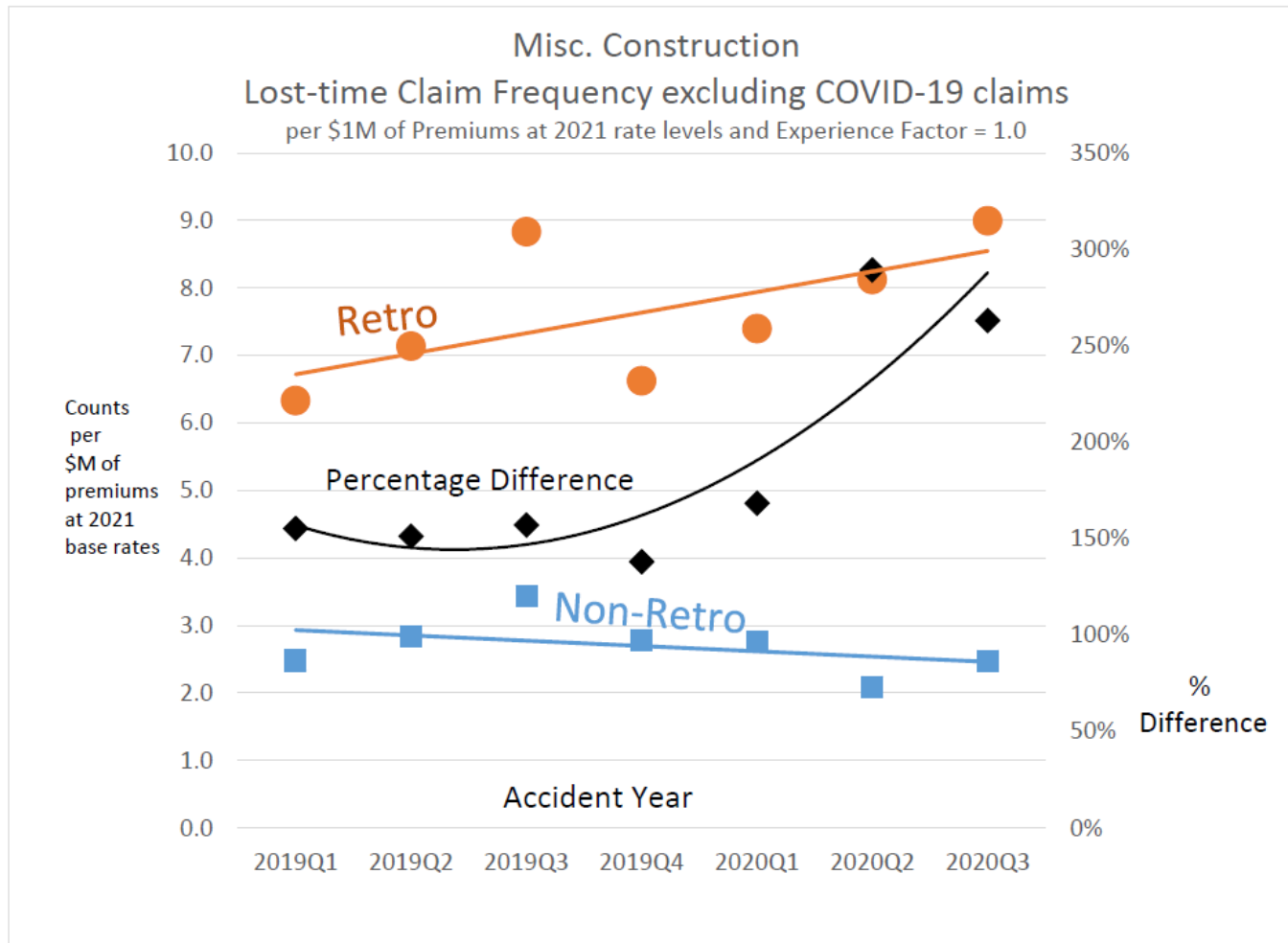


## Misc. Professional & Clerical

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0

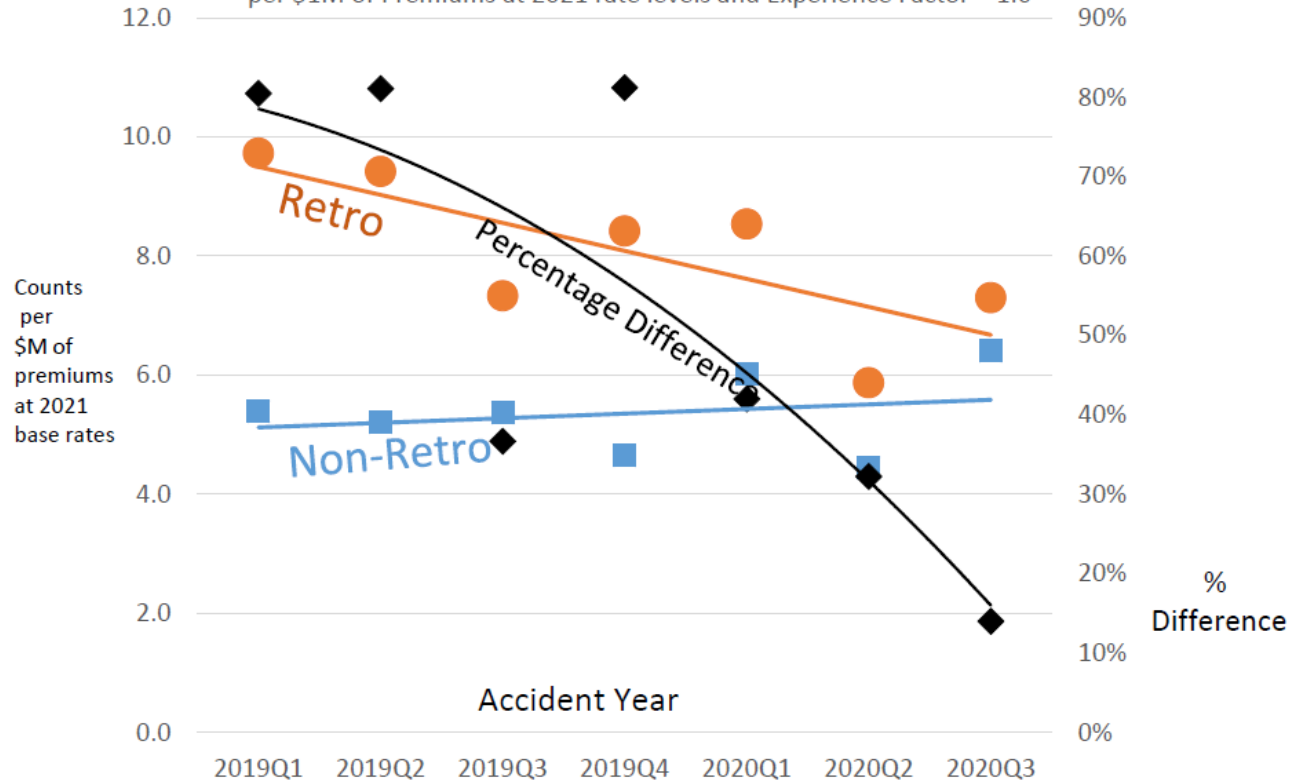


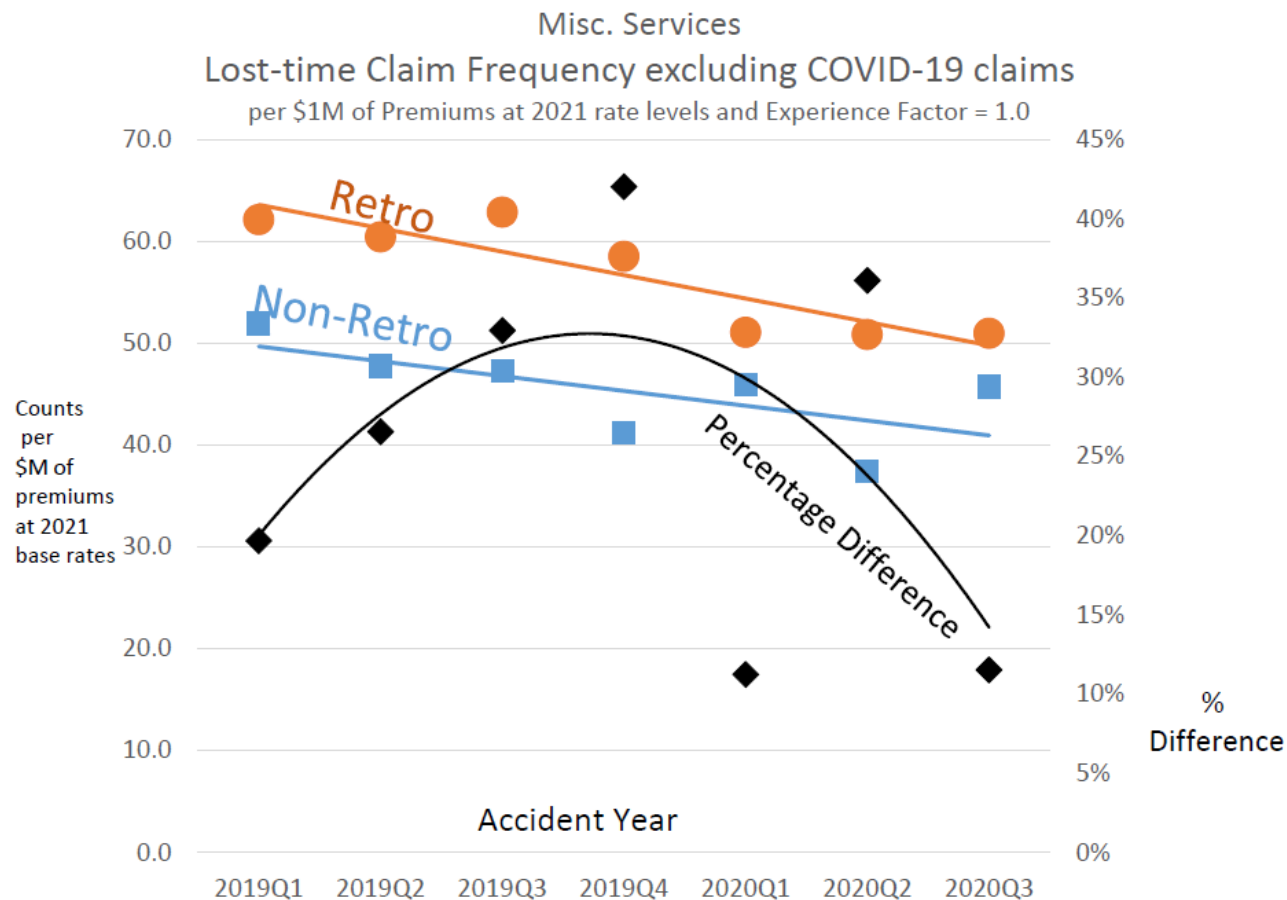


## Misc. Manufacturing

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0

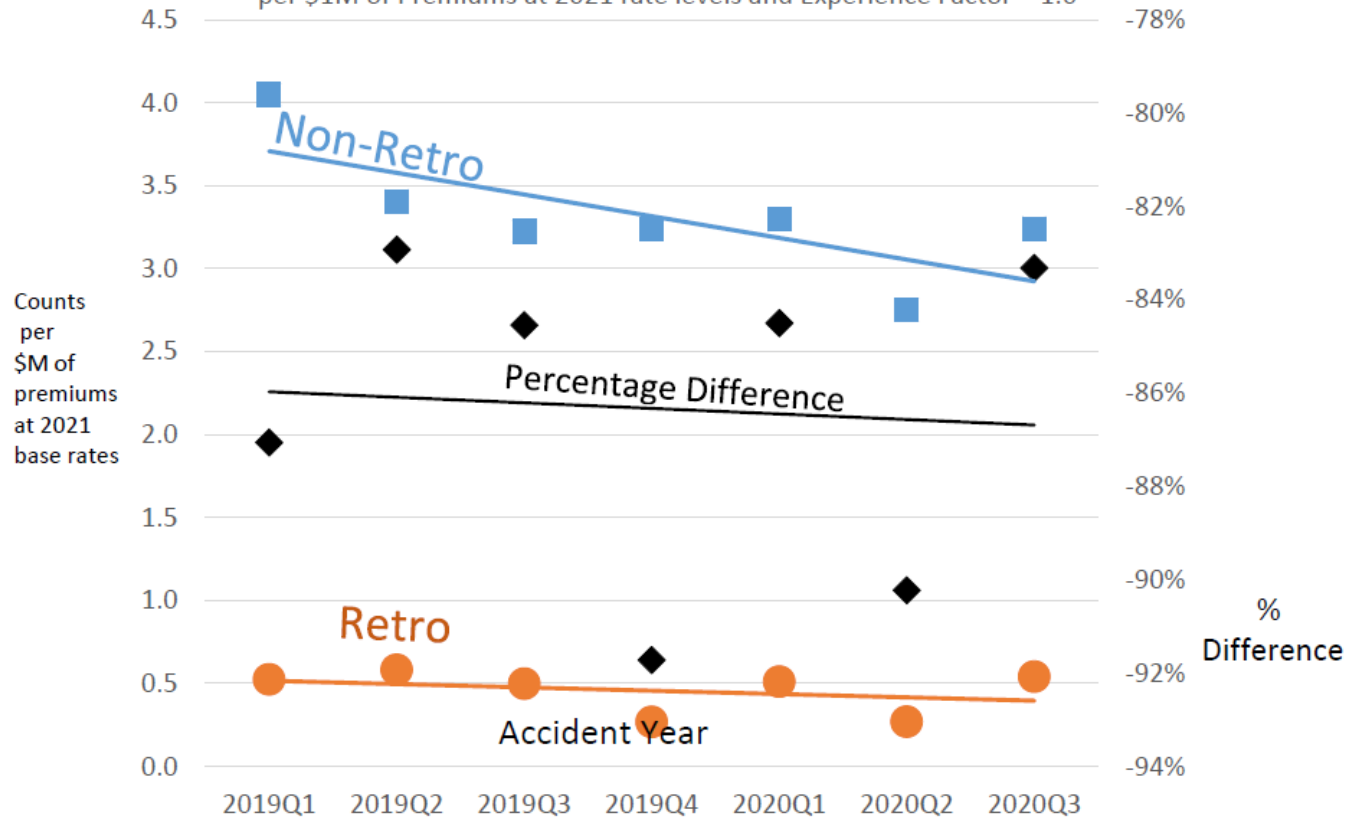


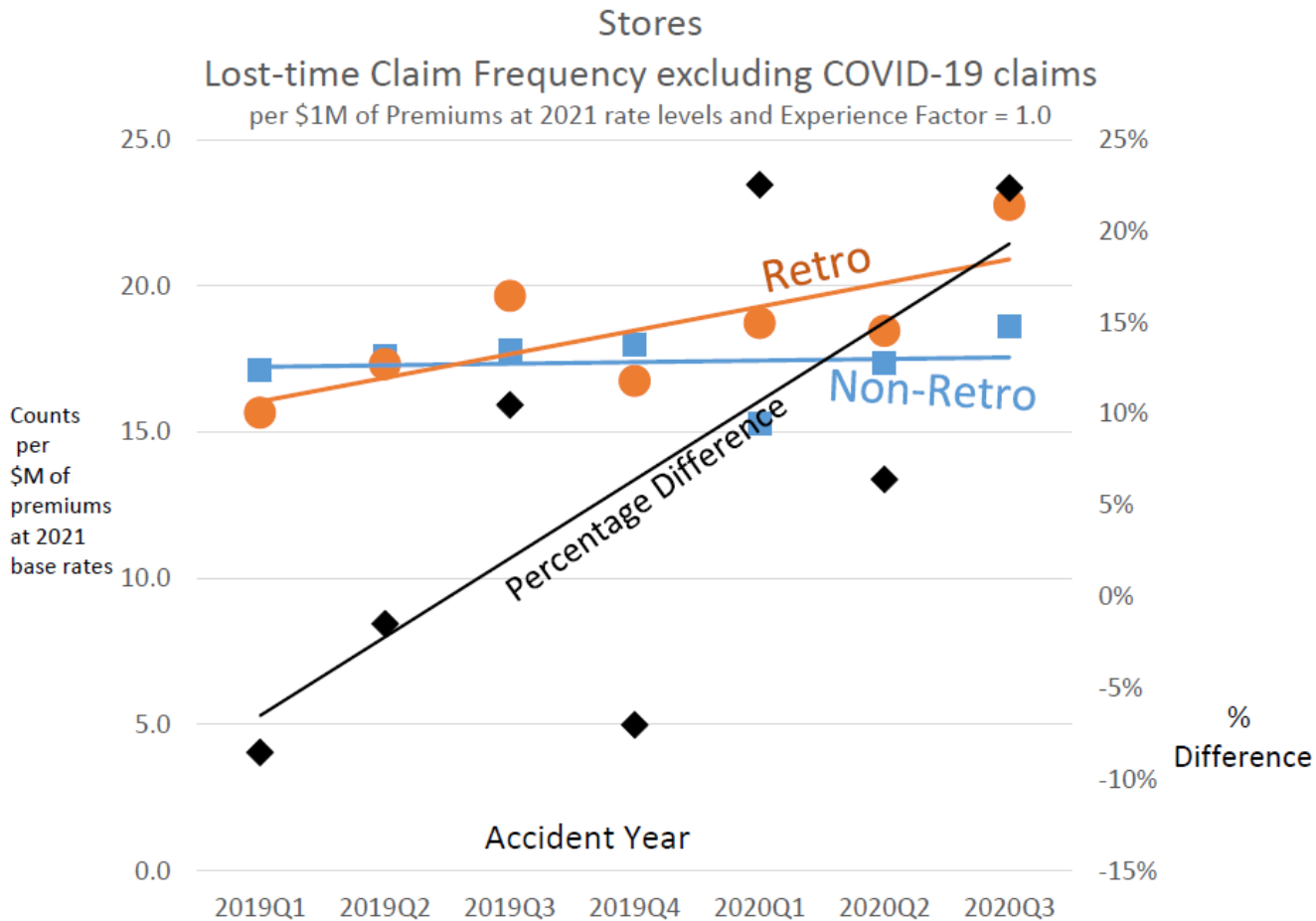


## Schools

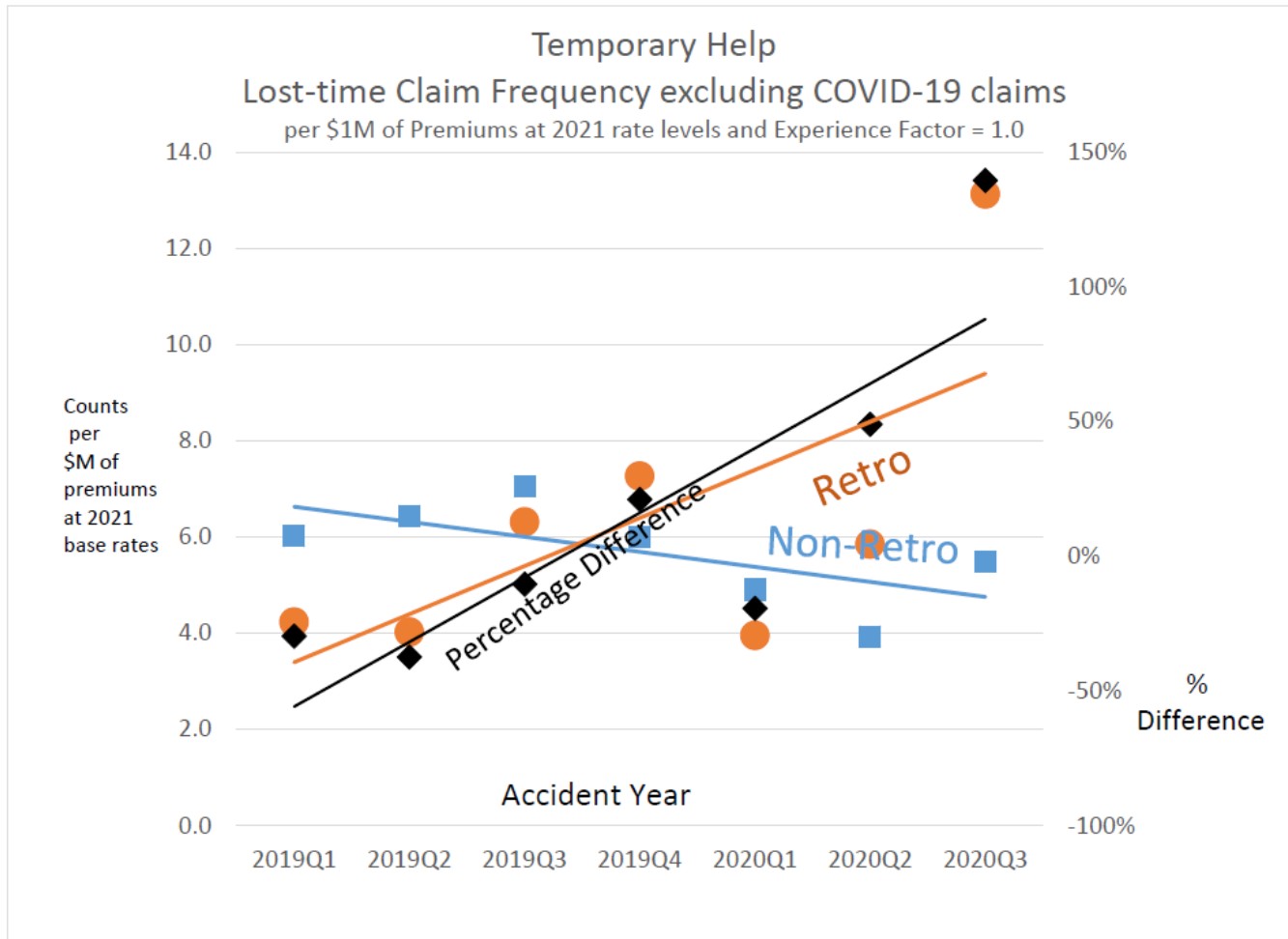
### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0





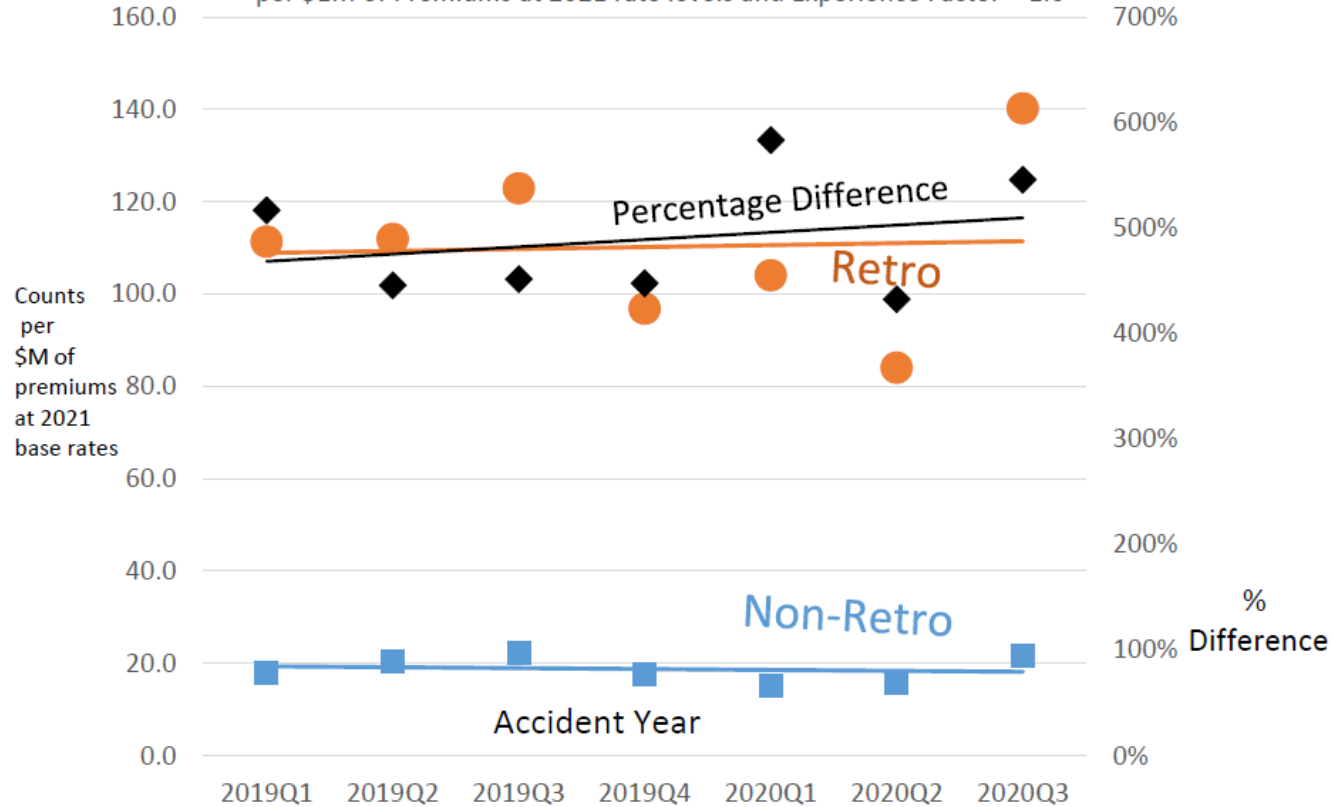


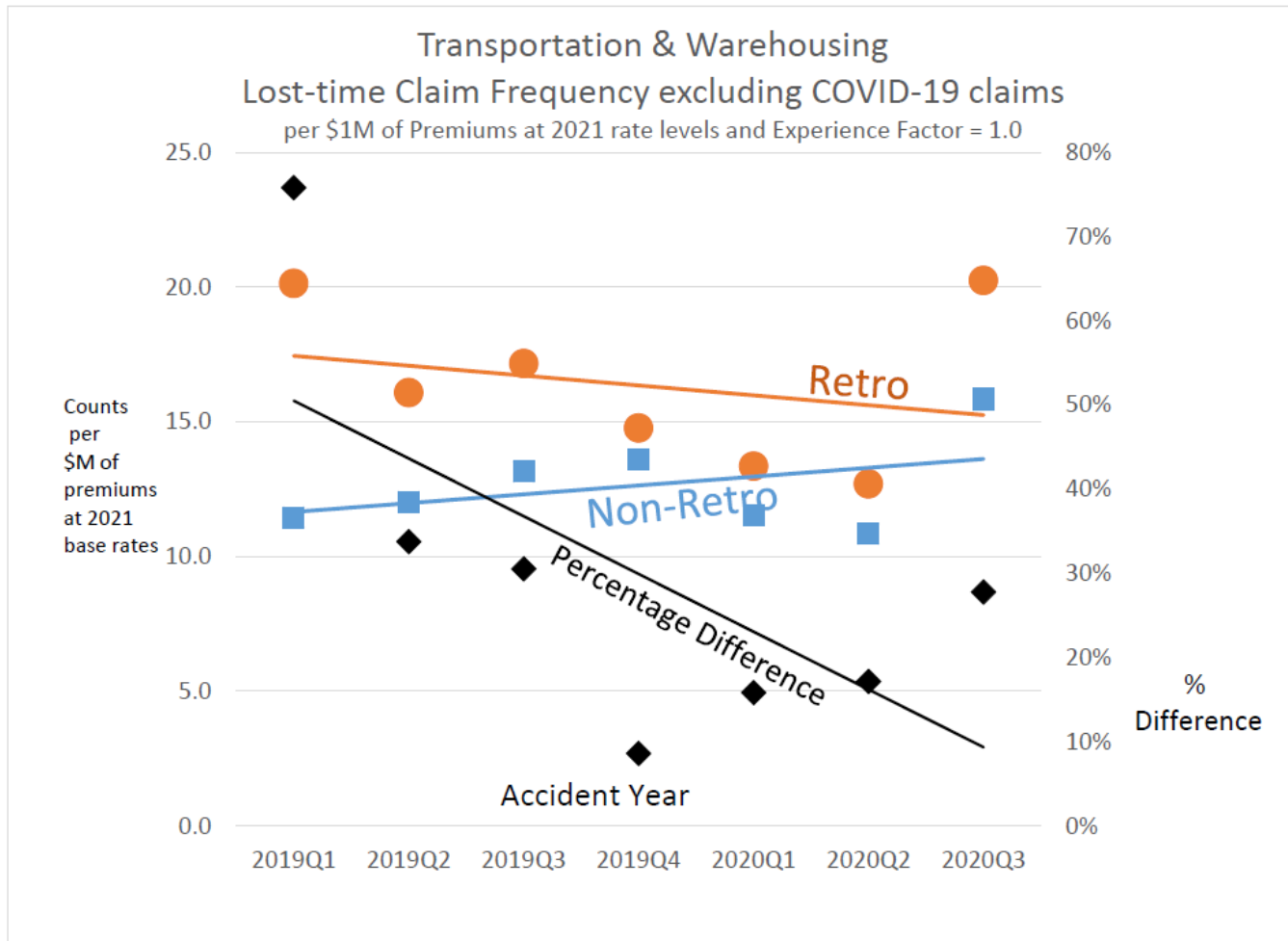


## Trades

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0

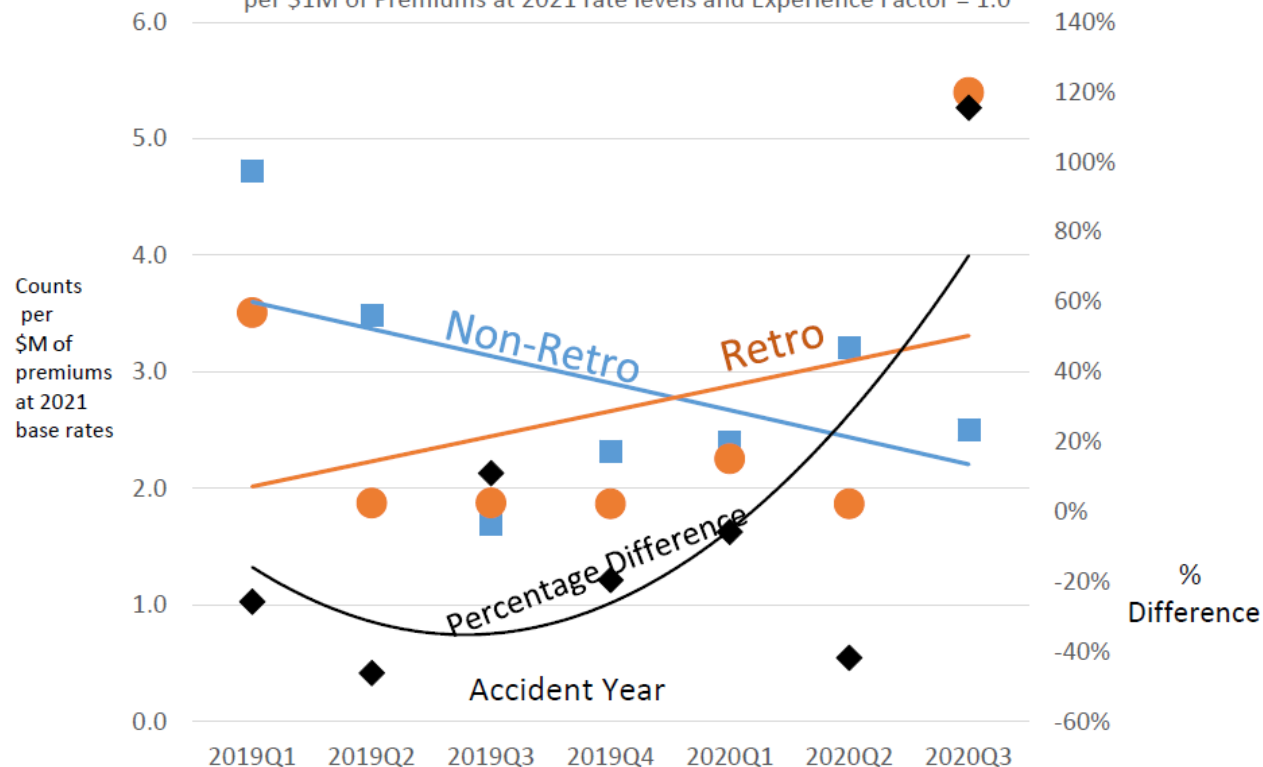




## Utilities & Communication

### Lost-time Claim Frequency excluding COVID-19 claims

per \$1M of Premiums at 2021 rate levels and Experience Factor = 1.0



# Loss Development Factors

## Before and After Early Case Reserving

Bill Vasek,

*FCAS, Chief Actuary*

# Loss Development Factor (LDF)

How we calculate it

Basically it's the ratio between:

- Total actuarial discounted cost of claims
- Divided by total case incurred cost of claims

Example:

- \$300 Million = total actuarial discounted cost of claims
- \$150 Million = total case incurred cost of claims
- Then  $LDF = 2.000 = 300M/150M$

# Loss Development Factor (LDF)

How would Early Case Reserving (ECR) affect LDF's?

Example:

- \$300 Million = total actuarial discounted cost of claims
- \$150 Million = total case incurred cost of claims after ECR
- \$100 Million = total case incurred cost of claims before ECR

Then:

- $LDF = 2.000 = 300M/150M$  after ECR
  - $LDF = 3.000 = 300M/100M$  before ECR
- 
- Keep in mind that early case reserving affects case reserves at the early ages, usually before 1<sup>st</sup> adjustment

# Loss Development Factor (LDF)

How has Early Case Reserving (ECR) affected LDF's?

Before:

- Notice the capped LDF's

Pure discounted LDFs as of October 2017							
Enrollment		PPD		Timeloss			
Date	AGE (month)	AF	MAF	AF	MAF		
1/1/2016	21	3.36	1.76	4.09	1.63	First Adjustment	
4/1/2016	18	4.12	1.99	4.50	1.85		
7/1/2016	15	4.50	2.31	4.50	2.15		
10/1/2016	12	4.50	2.62	4.50	2.43		
1/1/2017	9	4.50	3.16	4.50	2.94		
4/1/2017	6	4.50	3.40	4.50	3.16		

After:

- Notice the smaller LDF's

Pure discounted LDFs as of October 2017							
Enrollment		PPD		Timeloss			
Date	AGE (month)	AF	MAF	AF	MAF		
1/1/2019	21	3.23	1.60	3.66	1.55	First Adjustment	
4/1/2019	18	3.12	1.72	3.53	1.66		
7/1/2019	15	3.26	1.87	3.69	1.81		
10/1/2019	12	3.25	2.03	3.67	1.96		
1/1/2020	9	3.11	2.24	3.52	2.17		
4/1/2020	6	4.12	2.73	4.50	2.64		



# Stay at Work

Roseann Collins & Tuyen

Manikhoth

*Education & Outreach*

*Specialists*

# Stay at Work

## Building Stronger Partnerships

Did you know that L&I's Stay at Work Program, now in its ninth year, recently hit a huge milestone by reimbursing over \$100 million to Washington state employers? We want to thank you for your part in this great achievement. This is a big accomplishment and a wonderful benefit for employers. We want to make sure that all of your members participate in the program by offering more opportunities for you and your members to learn about L&I's Return to Work incentive programs.

# Stay at Work

## Building Stronger Partnerships

- We want to partner with your association to discuss the following ideas:
- General webinars for your staff and/or your members (examples of these are Stay at Work, Preferred Worker, Return to Work Incentives, and a tutorial on How to Apply for Stay at Work).
- Customized webinars tailored to a specific association member (using the member's claim data to illustrate potential financial benefits).
- A training session at an annual or quarterly training event.

# Stay at Work

## Building Stronger Partnerships

- A virtual meeting to “Introduce the Stay at Work Team” in a Q&A format.
- A 10-minute tutorial on “How to Complete an Application.”
- A discussion regarding the “February 2020 Court of Appeals Decision.”
- Linking our website with yours, as well as offering the following downloadable resources:
  - A “Quick Reference Card” regarding both the Stay at Work and Preferred Worker Programs.
  - A list of common application mistakes.
  - A list of tools and equipment ideas.

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## Building Stronger Partnership

We have already heard from some Retro Groups and are currently working with them. If you haven't reached out yet, we would love to hear from you.

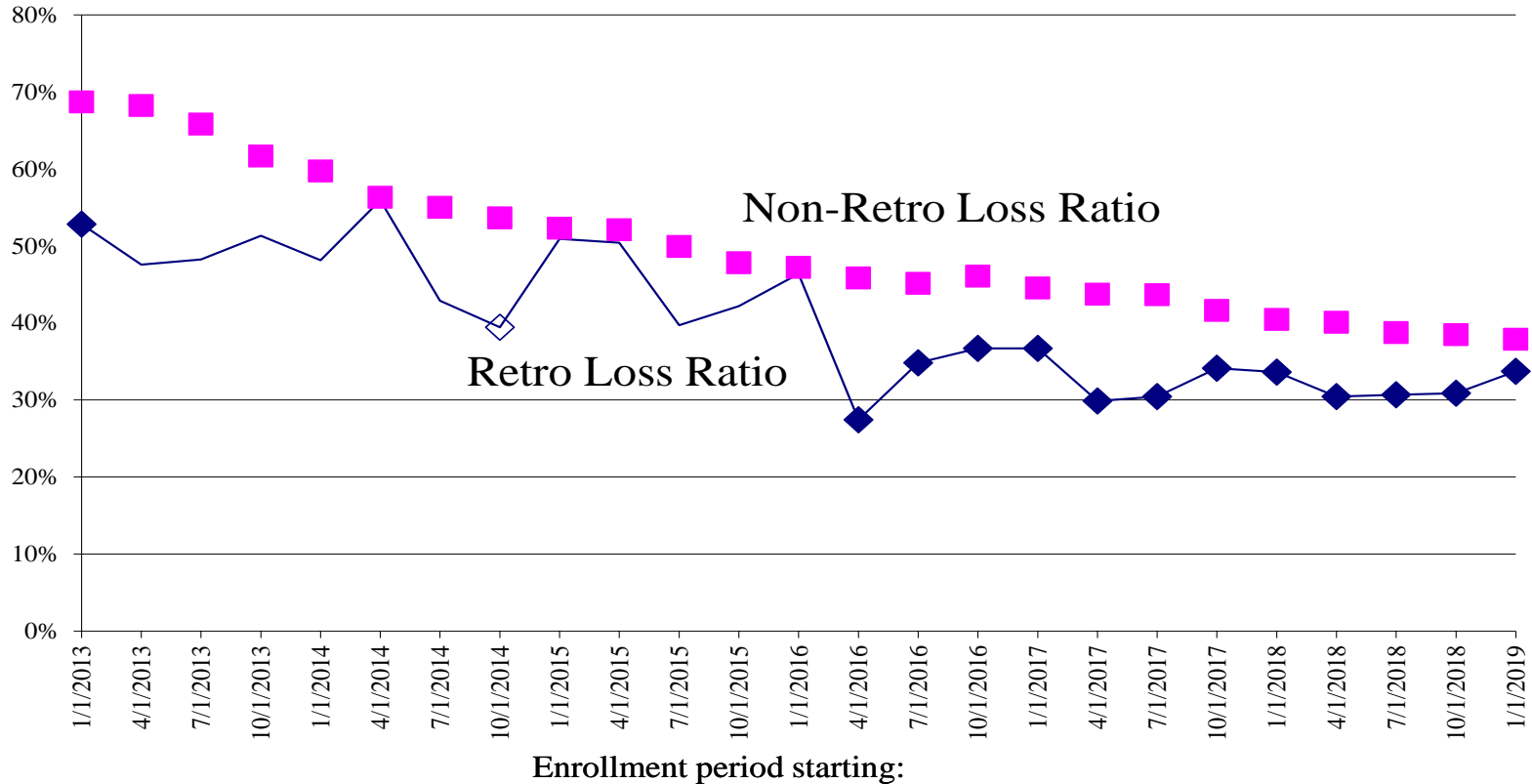
Please email us at [StayatWork@Lni.wa.gov](mailto:StayatWork@Lni.wa.gov)

## **Retrospective Rating:**

Performance Adjusted Refunds for  
January Enrollments as of October 2020

**Nichole Runnels, Actuarial Analyst**

# Equalizing the Loss Ratios



# 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
- $PAR = \text{Targeted sum of net retrospective refunds less additional assessments per enrollment period}$



# Calculate the % Loss Ratio Difference

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

Quarter 4: Enrollment beginning 1/1/19:		
	Retro	Non-retro
Losses Case Incurred	48,310,520	518,634,637
Standard Premium	143,284,395	1,369,782,199
Loss Ratio	33.72%	37.86%
Percentage Difference	10.95%	

$$=100\% - 33.72\% \div 37.86\%$$

	Retro Enrollment	Standard Premium	Loss Ratio Percentage Difference
Quarter 1	4/1/2018	6,882,113	24.06%
Quarter 2	7/1/2018	575,592,656	20.79%
Quarter 3	10/1/2018	55,939,471	19.70%
Quarter 4	1/1/2019	143,284,395	10.95%
Total		781,698,635	18.94%

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>4/1/2018</b>	6,882,107
<b>Quarter 2</b>	<b>7/1/2018</b>	574,617,895
<b>Quarter 3</b>	<b>10/1/2018</b>	55,892,868
<b>Quarter 4</b>	<b>1/1/2019</b>	142,979,292
<b>Total</b>		780,372,162
<b>X</b>		<b>X</b>
<b>Performance adjusted refund %</b>		19.45%
<b>=</b>		<b>=</b>
<b>Performance Adjusted Refund</b>		<b>\$151,819,512</b>

**Performance adjusted refund %** = Interest factor 1.0274 X 18.94% weighted 4 quarter average

# Calculating the January 2019 PAF

## Hit the PAR target for January 2019 enrollment

				Difference from Target
<b>Target Refund:</b>		151,819,512		
If We Tried Q4 PAF =	1.0000	Then the Refund Would Have Been	\$237,940,701	-\$86,121,189
<b>This refund would be too large. We need to use a larger PAF.</b>				
<b>Selected Quarter 4 PAF=</b>		1.1845		
	<b>Retro Enrollment</b>	<b>Current PAF</b>	<b>Current Refund</b>	
<b>Quarter 1</b>	<b>4/1/2018</b>	1.1845	1,756,855	
<b>Quarter 2</b>	<b>7/1/2018</b>	1.1845	127,026,390	
<b>Quarter 3</b>	<b>10/1/2018</b>	1.1845	6,351,223	
<b>Quarter 4</b>	<b>1/1/2019</b>	1.1845	16,698,748	
<b>Using this PAF we obtain</b>			151,833,216	-\$13,704
If We Tried Q4 PAF =	1.1846	Then the Refund Would Have Been	\$151,787,099	\$32,413
If We Tried Q4 PAF =	1.1844	Then the Refund Would Have Been	\$151,879,326	-\$59,814

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:**  
**1/1/2019**  
**First Evaluation**

Report Date: 10/22/2020

PAF: 1.1845

Association Name	After ELRF & PAF		Standard Loss Ratio	Plan	Group	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	Retrospective Premium Indicated	Cumulative Refund/ (Assessment)	Ratio Refunded (Assessed)
	Standard Premium	Developed Losses											after PAF			
Archbright - WRPS	3,181,224	1,739,606	55%	L	3	70	\$550K	1.100	0.35	0.0567	136,793	1,896,171	107,496	2,140,460	1,040,764	33%
Association of Washington Business - Manufacturing	9,361,012	3,987,410	43%	L	5	72	\$550K	1.000	0.00	0.0398	402,524	4,346,277	173,090	4,921,891	4,439,121	47%
Association of Washington Cities	18,424,587	11,855,955	64%	L	4	73	\$275K	0.900	0.00	0.1188	792,257	12,922,992	1,535,497	15,250,746	3,173,841	17%
PITB Elite - Distillation, Chemicals, Food	12,502,826	13,729,907	110%	L	2	73	\$500K	0.900	0.00	0.0363	537,622	12,265,272	444,849	13,247,743	(744,917)	(6%)
PITB Services Inc. - Manufacturing, Processing	6,186,242	4,231,155	68%	L	6	71	\$500K	0.900	0.00	0.1123	266,008	4,611,959	518,140	5,396,107	790,135	13%
SMART Advantage	10,131,929	5,505,212	54%	L	4	72	\$550K	0.970	0.00	0.0449	435,673	6,000,682	269,425	6,705,780	3,426,149	34%
Washington Hospitality Association	51,212,325	45,270,781	88%	L	2	74	\$550K	1.008	0.00	0.0076	2,202,130	49,345,151	377,096	51,924,377	(712,052)	(1%)
Washington State Auto Dealers Association	23,178,303	16,418,211	71%	L	6	73	\$800K	1.044	0.00	0.0163	996,667	17,895,850	292,329	19,184,846	3,993,457	17%
Washington State McDonald's Operators Association	3,712,726	2,293,472	62%	L	1	70	\$500K	1.113	0.00	0.0362	159,647	2,499,884	90,431	2,749,962	962,764	26%
Washington Trucking Associations	1,966,913	1,884,403	96%	L	8	67	\$500K	0.734	0.00	0.4391	84,577	1,573,648	691,063	2,349,288	(382,375)	(19%)
<b>Subtotal - Associations</b>	<b>139,858,087</b>	<b>106,916,112</b>	<b>76%</b>								<b>6,013,898</b>	<b>113,357,886</b>	<b>4,499,416</b>	<b>123,871,200</b>	<b>15,986,887</b>	<b>11%</b>
<b>Subtotal - 11 Firms with Refunds</b>	<b>1,731,491</b>	<b>257,994</b>	<b>15%</b>								<b>74,453</b>	<b>403,353</b>	<b>262,267</b>	<b>740,073</b>	<b>991,418</b>	<b>57%</b>
<b>Subtotal - 5 Firms with Assessments</b>	<b>1,389,714</b>	<b>1,948,435</b>	<b>140%</b>								<b>59,757</b>	<b>1,005,240</b>	<b>604,365</b>	<b>1,669,362</b>	<b>(279,648)</b>	<b>(20%)</b>
<b>Subtotal - 16 Individual Firms</b>	<b>3,121,205</b>	<b>2,206,429</b>	<b>71%</b>								<b>134,210</b>	<b>1,408,593</b>	<b>866,632</b>	<b>2,409,435</b>	<b>711,770</b>	<b>23%</b>
Average Firm Size	195,075															
<b>Total Enrollment</b>	<b>142,979,292</b>	<b>109,122,541</b>	<b>76%</b>								<b>6,148,108</b>	<b>114,766,479</b>	<b>5,366,048</b>	<b>126,280,635</b>	<b>16,698,657</b>	<b>12%</b>

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

**Enrollment Period Beginning:**

**1/1/2018**

**Second Evaluation**

Report Date: 10/22/2020

PAF: 1.0058

Association Name	Standard Premium	After ELRF & PAF Developed Losses	Standard Loss Ratio	Plan	Hazard Group	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)
Archbright - WRPS	2,917,132	1,173,595	40%	L	3	69	\$800K	1.100	0.50	0.0526	125,437	1,589,837	83,676	1,798,950	1,118,182	38%
Association of Washington Business - Manufacturing	12,459,591	4,930,492	40%	L	5	72	\$550K	0.987	0.00	0.0441	535,762	5,374,236	237,090	6,147,088	6,312,503	51%
Association of Washington Cities	18,944,454	13,853,991	73%	L	4	73	\$275K	0.900	0.00	0.1188	814,612	15,100,850	1,794,268	17,709,730	1,234,724	7%
PITB Elite - Distillation, Chemicals, Food	11,823,767	10,163,481	86%	L	3	72	\$550K	0.900	0.05	0.0639	508,422	11,078,194	708,373	12,294,989	(471,222)	(4%)
PITB Services Inc. - Manufacturing, Processing	16,920,087	11,741,794	69%	L	4	73	\$550K	0.900	0.05	0.0445	727,564	12,798,555	569,485	14,095,604	2,824,483	17%
SMART Advantage	11,301,885	5,981,814	53%	L	4	72	\$550K	0.920	0.00	0.0620	485,981	6,520,177	404,544	7,410,702	3,891,183	34%
Washington Hospitality Association	55,494,906	37,369,100	67%	L	2	74	\$550K	1.008	0.00	0.0076	2,386,281	40,732,319	311,276	43,429,876	12,065,030	22%
Washington State Auto Dealers Association	24,843,340	17,378,163	70%	L	6	73	\$800K	1.044	0.00	0.0163	1,068,264	18,942,198	309,421	20,319,883	4,523,457	18%
Washington State McDonald's Operators Association	4,093,564	2,145,935	52%	L	1	70	\$500K	1.113	0.00	0.0362	176,023	2,339,069	84,613	2,599,705	1,493,859	36%
Washington Trucking Associations	2,308,488	606,378	26%	L	8	68	\$500K	0.734	0.00	0.4139	99,265	660,952	273,570	1,033,787	1,274,701	55%
<b>Subtotal - Associations</b>	<b>161,107,214</b>	<b>105,344,743</b>	<b>65%</b>								<b>6,927,611</b>	<b>115,136,387</b>	<b>4,776,316</b>	<b>126,840,314</b>	<b>34,266,900</b>	<b>21%</b>
<b>Subtotal - 16 Firms with Refunds</b>	<b>5,025,931</b>	<b>2,005,906</b>	<b>40%</b>								<b>216,116</b>	<b>2,297,801</b>	<b>649,053</b>	<b>3,162,970</b>	<b>1,862,961</b>	<b>37%</b>
<b>Subtotal - 4 Firms with Assessments</b>	<b>881,878</b>	<b>1,588,809</b>	<b>180%</b>								<b>37,921</b>	<b>647,171</b>	<b>441,547</b>	<b>1,126,639</b>	<b>(244,761)</b>	<b>(28%)</b>
<b>Subtotal - 20 Individual Firms</b>	<b>5,907,809</b>	<b>3,594,715</b>	<b>61%</b>								<b>254,037</b>	<b>2,944,972</b>	<b>1,090,600</b>	<b>4,289,609</b>	<b>1,618,200</b>	<b>27%</b>
Average Firm Size	295,390															
<b>Total Enrollment</b>	<b>167,015,023</b>	<b>108,939,458</b>	<b>65%</b>								<b>7,181,648</b>	<b>118,081,359</b>	<b>5,866,916</b>	<b>131,129,923</b>	<b>35,885,100</b>	<b>21%</b>

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

**Enrollment Period Beginning:**  
**1/1/2017**  
**Third Evaluation**

Report Date: 10/22/2020

PAF: 1.0517

Association Name	Standard Premium	After ELRF & PAF		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)
		Developed Losses														
Association of Washington Business - Manufacturing	14,081,772	8,556,752	61%	L	5	73	\$500K	1.250	0.60	0.0240	675,925	9,155,725	219,380	10,051,030	4,030,742	29%
Association of Washington Cities	18,406,706	11,271,395	61%	L	4	73	\$120K	1.000	0.60	0.2602	883,522	12,060,393	3,138,585	16,082,500	2,324,206	13%
PITB Elite - Distillation, Chemicals, Food	11,412,070	9,110,736	80%	L	3	72	\$500K	1.275	0.45	0.0358	547,779	9,748,488	349,386	10,645,653	766,417	7%
PITB Services Inc. - Manufacturing, Processing	18,807,589	15,325,173	81%	L	4	73	\$500K	1.275	0.45	0.0392	902,764	16,397,935	642,422	17,943,121	864,468	5%
SMART Advantage	13,932,635	8,488,416	61%	L	4	73	\$500K	1.300	0.45	0.0354	668,766	9,082,605	321,624	10,072,995	3,859,640	28%
Washington Hospitality Association	56,655,161	40,033,152	71%	L	2	74	\$500K	1.211	0.41	0.0434	2,719,448	42,835,473	1,859,959	47,414,880	9,240,281	16%
Washington State Auto Dealers Association	24,233,072	16,979,940	70%	L	6	73	\$1 MILLION	1.600	0.45	0.0012	1,163,187	18,168,536	21,820	19,353,543	4,879,529	20%
Washington State McDonald's Operators Association	3,764,610	2,968,656	79%	L	1	70	\$1 MILLION	1.600	0.00	0.0103	180,701	3,176,462	32,733	3,389,896	374,714	10%
Subtotal - Associations	161,293,615	112,734,220	70%								7,742,092	120,625,617	6,585,909	134,953,618	26,339,997	16%
Subtotal - 18 Firms with Refunds	4,174,999	1,658,599	40%								200,400	1,940,358	500,509	2,641,267	1,533,732	37%
Subtotal - 9 Firms with Assessments	2,208,611	4,067,856	184%								106,013	1,726,679	865,686	2,698,378	(489,767)	(22%)
Subtotal - 27 Individual Firms	6,383,610	5,726,455	90%								306,413	3,667,037	1,366,195	5,339,645	1,043,965	16%
Average Firm Size	236,430															
Total Enrollment	167,677,225	118,460,675	71%								8,048,505	124,292,654	7,952,104	140,293,263	27,383,962	16%



## Building Stronger Partnerships

Did you know that L&I's Stay at Work Program, now in its ninth year, recently hit a huge milestone by reimbursing over \$100 million to Washington state employers? We want to thank you for your part in this great achievement. This is a big accomplishment and a wonderful benefit for employers. We want to make sure that all of your members participate in the program by offering more opportunities for you and your members to learn about L&I's Return to Work incentive programs.

We want to partner with your association to discuss the following ideas:

- General webinars for your staff and/or your members (examples of these are Stay at Work, Preferred Worker, Return to Work Incentives, and a tutorial on How to Apply for Stay at Work).
- Customized webinars tailored to a specific association member (using the member's claim data to illustrate potential financial benefits).
- A training session at an annual or quarterly training event.
- A virtual meeting to "Introduce the Stay at Work Team" in a Q&A format.
- A 10-minute tutorial on "How to Complete an Application."
- A discussion regarding the "February 2020 Court of Appeals Decision."
- Linking our website with yours, as well as offering the following downloadable resources:
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