Exhibit 14
As Filed

PENNSYLVANIA COMPENSATION RATING BUREAU
PENNSYLVANIA CONSTRUCTION CLASSIFICATION
PREMIUM ADJUSTMENT PROGRAM ("PCCPAP")

The PCCPAP is used in Pennsylvania as a means of addressing construction employers' concerns regarding the effects of wage differentials on workers compensation premium. The program establishes a set of tabular premium credits given to employers engaged in the construction trades and who have paid wages in excess of minimum qualifying levels.

The PCCPAP is intended to be a means of redistributing a portion of workers compensation insurance premiums between lower-wage and higher-wage employers. On balance, the program is intended to be revenue neutral.

The PCRB has assembled 2019 policy year experience data that provides historical measures of the extent to which employers in each eligible classification have qualified for PCCPAP credits, and the magnitude of credits granted under this program. The attached exhibit presents the staff analysis of this experience, and derives a proposed revised set of PCCPAP loadings to maintain the intended balance within the affected classifications. A brief description of Page 14.1 follows:

Column (1) - Class: The numeric designation of each classification eligible for PCCPAP credit.

Column (2) - # of Policies (Total): The number of policies reported in each class, whether or not those policies applied for or received PCCPAP credit.

Column (3) - # of Policies (PCCPAP): The number of policies qualified for PCCPAP credit for the 2019 policy term.

Column (4) - Payroll (Total): The payroll attributable to the policies reported in column (2).

Column (5) - Payroll (PCCPAP): The payroll attributable to policies reported in column (3).

Column (6) - PCCPAP Policy Premium, Pre-PCCPAP: The Standard Premium which would have applied to qualifying PCCPAP policies ABSENT both the tabular PCCPAP credit and the adjustment to that tabular credit to offset any redundancy resulting from the calculation of experience modifications. The current PCCPAP load on Manual Rates is omitted from this calculation.

Column (7) - PCCPAP Policy Premium, Post-PCCPAP: The Standard Premium attributable to qualifying PCCPAP policies, reflecting BOTH the tabular PCCPAP credits and the adjustment to that tabular credit to offset any redundancy resulting from the calculation of experience modifications. The current PCCPAP load on Manual Rates is omitted from this calculation.

Columns (8) and (9) - Non-PCCPAP Policy Premium: The Standard Premium attributable to policies that did not qualify for PCCPAP credit in 2019. The current PCCPAP load on Manual Rates is omitted from this calculation.

Column (10) - Indicated Surcharge: The ratio of Pre-PCCPAP premiums for both qualifying and non-qualifying policies to Post-PCCPAP premiums for those same policies. Computed as (Column (6) + Column (8)) / (Column (7) + Column (9)).

Column (11) - Average PCCPAP Credit: For qualifying policies, the average credit given in 2019. For example, an average credit of 0.102 indicates that the average qualifying risk in Code 601 received a 10.2 percent reduction in standard premium by operation of the PCCPAP plan's tabular credit and experience rating plan adjustment. This is computed as (1.00 - (Column (7) / Column (6))).

Column (12) - Class "Z": This is the credibility assigned each classification's indicated PCCPAP surcharge. The partial credibility formula is the square root of (the number of policies divided by 360, the standard for full credibility). Staff perceives the use of total policies to be more appropriate where large portions of a class have not historically qualified for PCCPAP credit.

Column (13) - Formula Surcharge: The credibility-weighted classification loadings for PCCPAP credits. The calculation uses the following values:

Column (10) x Column (12) + (1.00 - (Column (12)) x Average Column (10)

Column (14) - TCF: The test correction factor necessary to balance credibility-weighted surcharges across all classifications to the overall indicated surcharge of 2.13 percent.

Column (15) - Final Surcharge: The product of the TCF (Column (14)) and the formula surcharges (Column (13)) by classification.

Page 14.2 and 14.3 shows a comparison of current and proposed PCCPAP surcharges by class and overall.

PCCPAP Surcharges

100% Credibility = 360 Policies

'For Policy Effective Dates 01/01/19 Through 12/31/19

Partial Credibility = √ # of Policies / 360

| | # of Policies (Total) | # of Policies PCCPAP | Payroll (Total) | Payroll (PCCPAP) | ***PCCPAP Policies*** Premium Pre-PCCPAP | Premium Post-PCCPAP | **Non-PCCPAP Policies** Premium Pre-PCCPAP | Premium Post-PCCPAP | Indicated Surcharge | Average PCCPAP Credit | Class "Z" | Formula Surcharge | TCF | Final Surcharge |
Class (1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)	(15)
601	447	62	472,964,230	34,995,957	1,350,279	1,212,816	17,191,003	17,191,003	1.0075	0.1018	1.00	1.0075	0.9998	1.0073
603	262	53	107,120,396	25,745,833	1,096,073	935,224	2,858,354	2,858,354	1.0424	0.1468	0.85	1.0392	0.9998	1.0390
605	43	4	20,313,980	553,121	23,327	20,130	892,495	892,495	1.0035	0.1371	0.35	1.0151	0.9998	1.0149
606	39	0	90,695,063	0	0	0	2,347,184	2,347,184	1.0000	0.0000	0.33	1.0143	0.9998	1.0141
607	430	27	523,311,973	21,696,345	298,844	252,575	8,364,070	8,364,070	1.0054	0.1548	1.00	1.0054	0.9998	1.0052
608	2,519	213	568,426,736	102,385,790	4,061,138	3,462,015	19,160,872	19,160,872	1.0265	0.1475	1.00	1.0265	0.9998	1.0263
609	2,612	183	1,278,223,808	120,888,962	2,981,944	2,578,374	28,327,049	28,327,049	1.0131	0.1353	1.00	1.0131	0.9998	1.0129
611	26	6	7,133,325	1,346,062	73,216	65,047	305,919	305,919	1.0220	0.1116	0.27	1.0215	0.9998	1.0213
615	2	1	7,050,379	359,234	17,548	13,337	464,175	464,175	1.0088	0.2400	0.07	1.0204	0.9998	1.0202
617	333	54	344,179,597	47,439,847	950,460	835,131	5,284,801	5,284,801	1.0188	0.1213	0.96	1.0189	0.9998	1.0187
645	784	131	292,961,679	105,395,832	4,419,164	3,748,292	7,919,165	7,919,165	1.0575	0.1518	1.00	1.0575	0.9998	1.0573
646	408	33	106,981,222	17,390,538	539,595	462,634	3,207,433	3,207,433	1.0210	0.1426	1.00	1.0210	0.9998	1.0208
647	276	9	57,412,638	3,704,828	166,201	128,757	2,686,157	2,686,157	1.0133	0.2253	0.88	1.0143	0.9998	1.0141
648	1,226	38	146,799,979	15,098,294	581,809	491,229	5,801,041	5,801,041	1.0144	0.1557	1.00	1.0144	0.9998	1.0142
649	258	84	93,296,423	50,872,120	1,236,640	1,058,277	1,197,843	1,197,843	1.0791	0.1442	0.85	1.0704	0.9998	1.0702
651	2,692	231	871,140,822	138,095,037	5,142,372	4,373,797	28,423,490	28,423,490	1.0234	0.1495	1.00	1.0234	0.9998	1.0232
652	6,173	24	548,658,437	5,118,575	294,876	263,184	35,073,164	35,073,164	1.0009	0.1075	1.00	1.0009	0.9998	1.0007
653	1,809	125	306,560,215	72,866,820	3,293,995	2,877,548	10,976,104	10,976,104	1.0301	0.1264	1.00	1.0301	0.9998	1.0299
654	582	104	256,896,879	42,714,585	2,001,318	1,696,160	9,497,790	9,497,790	1.0273	0.1525	1.00	1.0273	0.9998	1.0271
655	449	52	233,079,406	11,945,652	763,919	630,753	13,120,937	13,120,937	1.0097	0.1743	1.00	1.0097	0.9998	1.0095
656	141	5	304,938,966	8,377,072	317,930	263,531	8,493,577	8,493,577	1.0062	0.1711	0.63	1.0118	0.9998	1.0116
657	55	0	18,585,101	0	0	0	1,022,656	1,022,656	1.0000	0.0000	0.39	1.0130	0.9998	1.0128
658	465	73	75,693,924	13,268,177	701,834	566,914	3,601,387	3,601,387	1.0324	0.1922	1.00	1.0324	0.9998	1.0322
659	897	46	180,857,310	20,338,081	1,720,821	1,525,176	15,080,913	15,080,913	1.0118	0.1137	1.00	1.0118	0.9998	1.0116
660	1,147	120	431,911,264	78,428,912	1,280,776	1,029,079	5,907,640	5,907,640	1.0363	0.1965	1.00	1.0363	0.9998	1.0361
661	3,107	259	1,427,059,903	346,152,180	6,514,146	5,325,580	21,285,388	21,285,388	1.0447	0.1825	1.00	1.0447	0.9998	1.0445
662	287	2	75,948,826	256,905	9,156	8,048	2,942,729	2,942,729	1.0004	0.1210	0.89	1.0027	0.9998	1.0025
663	3,441	274	1,358,849,275	194,852,912	4,680,331	3,924,994	26,874,798	26,874,798	1.0245	0.1614	1.00	1.0245	0.9998	1.0243
664	2,575	199	1,061,576,351	264,291,581	6,027,064	5,104,396	19,247,405	19,247,405	1.0379	0.1531	1.00	1.0379	0.9998	1.0377
665	1,649	57	199,266,725	27,576,481	1,264,128	1,084,238	8,854,377	8,854,377	1.0181	0.1423	1.00	1.0181	0.9998	1.0179
666	300	58	80,988,183	33,038,649	1,485,264	1,255,530	2,252,111	2,252,111	1.0655	0.1547	0.91	1.0615	0.9998	1.0613
667	174	7	22,018,530	1,624,226	17,237	14,762	262,122	262,122	1.0089	0.1436	0.70	1.0126	0.9998	1.0124
668	497	33	68,385,236	15,651,361	621,537	525,551	2,769,784	2,769,784	1.0291	0.1544	1.00	1.0291	0.9998	1.0289
669	121	18	10,267,539	3,571,451	146,148	122,064	297,639	297,639	1.0574	0.1648	0.58	1.0422	0.9998	1.0420
670	706	46	72,180,613	14,540,606	539,938	432,442	2,307,847	2,307,847	1.0392	0.1991	1.00	1.0392	0.9998	1.0390
673	202	4	41,827,767	732,288	34,092	31,798	1,596,639	1,596,639	1.0014	0.0673	0.75	1.0064	0.9998	1.0062
674	211	4	29,696,346	4,125,083	196,569	167,704	854,880	854,880	1.0282	0.1468	0.77	1.0266	0.9998	1.0264
675	1,924	74	1,371,122,108	68,274,552	1,393,100	1,150,315	27,991,767	27,991,767	1.0083	0.1743	1.00	1.0083	0.9998	1.0081
676	331	30	60,013,243	10,734,060	340,487	296,149	1,543,762	1,543,762	1.0241	0.1302	0.96	1.0240	0.9998	1.0238
677	82	9	107,383,770	6,876,933	126,349	102,512	1,579,551	1,579,551	1.0142	0.1887	0.48	1.0179	0.9998	1.0177
679	23	0	12,043,076	0	0	0	655,346	655,346	1.0000	0.0000	0.25	1.0160	0.9998	1.0158
681	81	1	8,245,974	10,761	496	451	325,664	325,664	1.0001	0.0907	0.47	1.0113	0.9998	1.0111
2609 *	14	0	1,064,020	0	0	0	42,672	42,672	1.0000	0.0000	0.20	1.0170	0.9998	1.0168
2651 **	34	0	2,968,055	0	0	0	277,032	277,032	1.0000	0.0000	0.31	1.0147	0.9998	1.0145
2661 ***	76	0	21,029,796	0	0	0	642,492	642,492	1.0000	0.0000	0.46	1.0115	0.9998	1.0113
Total	39,910	2,753	13,377,129,088	1,931,335,703	56,710,121	48,036,514	359,809,224	359,809,224	1.0213	0.1529		1.0215	0.9998	1.0213

Note:
For each Class:
  Indicated Surcharge = (Total Premium Pre-PCCPAP) / (Total Premium Post-PCCPAP)
  Basis of Credibility: 1 / ((# PCCPAP Policies) / (# Total Policies)) * 25 = 360 Policies for Full Credibility
  Formula Surcharge = (Indicated Surcharge) * (Credibility for that Class) + (1 - Credibility) * (Average Indicated Surcharge)
  Test Correction Factor = (Total Indicated Surcharge) / ((Total Weighted Formula Surcharge) / (Total Premium Post-PCCPAP))

* Formerly Class 691
** Formerly Class 693
*** Formerly Class 695

Comparison of PCCPAP Surcharges by Class

Class (1)	Current PCCPAP Surcharge (2)	Proposed PCCPAP Surcharge (3)	Percentage Change (4)=(3)/(2)-1.0
601	1.0079	1.0073	-0.06%
603	1.0324	1.0390	0.64%
605	1.0172	1.0149	-0.23%
606	1.0153	1.0141	-0.12%
607	1.0052	1.0052	0.00%
608	1.0223	1.0263	0.39%
609	1.0135	1.0129	-0.06%
611	1.0277	1.0213	-0.62%
615	1.0368	1.0202	-1.60%
617	1.0224	1.0187	-0.36%
645	1.0456	1.0573	1.12%
646	1.0289	1.0208	-0.79%
647	1.0095	1.0141	0.46%
648	1.0158	1.0142	-0.16%
649	1.0567	1.0702	1.28%
651	1.0218	1.0232	0.14%
652	1.0008	1.0007	-0.01%
653	1.0280	1.0299	0.18%
654	1.0347	1.0271	-0.73%
655	1.0222	1.0095	-1.24%
656	1.0155	1.0116	-0.38%
657	1.0130	1.0128	-0.02%
658	1.0384	1.0322	-0.60%
659	1.0128	1.0116	-0.12%
660	1.0324	1.0361	0.36%
661	1.0563	1.0445	-1.12%
662	1.0023	1.0025	0.02%
663	1.0294	1.0243	-0.50%
664	1.0422	1.0377	-0.43%
665	1.0195	1.0179	-0.16%
666	1.0514	1.0613	0.94%
667	1.0190	1.0124	-0.65%
668	1.0385	1.0289	-0.92%
669	1.0391	1.0420	0.28%
670	1.0427	1.0390	-0.35%
673	1.0090	1.0062	-0.28%
674	1.0153	1.0264	1.09%
675	1.0094	1.0081	-0.13%
676	1.0299	1.0238	-0.59%
677	1.0200	1.0177	-0.23%
679	1.0164	1.0158	-0.06%
681	1.0112	1.0111	-0.01%
2601	1.0225	1.0213	-0.12%
2603	1.0225	1.0213	-0.12%
2605	1.0225	1.0213	-0.12%

Comparison of PCCPAP Surcharges by Class

Class (1)	Current PCCPAP Surcharge (2)	Proposed PCCPAP Surcharge (3)	Percentage Change (4)=(3)/(2)-1.0
2606	1.0225	1.0213	-0.12%
2607	1.0225	1.0213	-0.12%
2608	1.0225	1.0213	-0.12%
2609 *	1.0166	1.0168	0.02%
2611	1.0225	1.0213	-0.12%
2615	1.0225	1.0213	-0.12%
2617	1.0225	1.0213	-0.12%
2645	1.0225	1.0213	-0.12%
2646	1.0225	1.0213	-0.12%
2647	1.0225	1.0213	-0.12%
2648	1.0225	1.0213	-0.12%
2649	1.0225	1.0213	-0.12%
2651 **	1.0153	1.0145	-0.08%
2652	1.0225	1.0213	-0.12%
2653	1.0225	1.0213	-0.12%
2654	1.0225	1.0213	-0.12%
2655	1.0225	1.0213	-0.12%
2656	1.0225	1.0213	-0.12%
2657	1.0225	1.0213	-0.12%
2658	1.0225	1.0213	-0.12%
2659	1.0225	1.0213	-0.12%
2660	1.0225	1.0213	-0.12%
2661 ***	1.0117	1.0113	-0.04%
2662	1.0225	1.0213	-0.12%
2663	1.0225	1.0213	-0.12%
2664	1.0225	1.0213	-0.12%
2665	1.0225	1.0213	-0.12%
2666	1.0225	1.0213	-0.12%
2667	1.0225	1.0213	-0.12%
2668	1.0225	1.0213	-0.12%
2669	1.0225	1.0213	-0.12%
2670	1.0225	1.0213	-0.12%
2673	1.0225	1.0213	-0.12%
2674	1.0225	1.0213	-0.12%
2675	1.0225	1.0213	-0.12%
2676	1.0225	1.0213	-0.12%
2677	1.0225	1.0213	-0.12%
2679	1.0225	1.0213	-0.12%
2681	1.0225	1.0213	-0.12%
Total	1.0225	1.0213	-0.1%

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