

State: Vermont **Filing Company:** TVHP
TOI/Sub-TOI: ML02 - Multi-Line - Other/ML02.0000 - Multi-Line - Other
Product Name: TVHP Group Merit Rating Program Filing
Project Name/Number: /

Filing at a Glance

Company: TVHP
Product Name: TVHP Group Merit Rating Program Filing
State: Vermont
TOI: ML02 - Multi-Line - Other
Sub-TOI: ML02.0000 - Multi-Line - Other
Filing Type: Trend / Admin Charge
Date Submitted: 02/08/2013
SERFF Tr Num: BCVT-128888672
SERFF Status: Assigned
State Tr Num: 64785
State Status: Pending Department Review
Co Tr Num:

Implementation: On Approval
Date Requested:
Author(s): Vince Mace, Pam Young, Seth Abbene, Jude Daye, Martine Brisson-Lemieux
Reviewer(s): Sean Londergan (primary)
Disposition Date:
Disposition Status:
Implementation Date:

State Filing Description:

State: Vermont **Filing Company:** TVHP
TOI/Sub-TOI: ML02 - Multi-Line - Other/ML02.0000 - Multi-Line - Other
Product Name: TVHP Group Merit Rating Program Filing
Project Name/Number: /

General Information

Project Name: Status of Filing in Domicile:
Project Number: Date Approved in Domicile:
Requested Filing Mode: Domicile Status Comments:
Explanation for Combination/Other: Market Type: Group
Submission Type: New Submission Group Market Size: Large
Group Market Type: Employer Overall Rate Impact:
Filing Status Changed: 02/12/2013
State Status Changed: 02/12/2013 Deemer Date:
Created By: Jude Daye Submitted By: Pam Young
Corresponding Filing Tracking Number:

Filing Description:
February 7, 2013

Phil Keller
Director of Insurance Rates and Forms
Department of Financial Regulation
89 Main Street
Montpelier, VT 05620-3101

Subject: The Vermont Health Plan (NAIC # 000095696)
Group Merit Rating Program Filing

Dear Phil,

We are submitting for your review and approval a revised Group Merit Rating Program Filing. With this revision, we are seeking to unify the rating methodologies of TVHP and BCBS. As such, this filing is substantially similar to the approved BCBS Group Merit Rating Program Filing (SERFF # BCVT-128267446), with only minor changes to account for the differences between the two companies. We have adjusted the calculation of projected claims to account for the fact that some TVHP claims are the responsibility of a PHO.

We are including an explanation of how we derive the manual rate from the approved Benefit Relative Value filing and tables of the demographic and industry factors that we will be applying to it. We would also like to note that we will be using the "uncapped" trend factor and the pooling charge factors from our most recent filings (SERFF # BCVT-128694637 and BCVT-128829841, respectively) when approved.

Please do not hesitate to contact me if there is anything we can do to facilitate your review. Thank you for your consideration.

Sincerely,

Kevin Goddard

cc: Tammy Tomczyk / Oliver Wyman Sean Londergan / DFR
Ruth Greene / BCBSVT Vince Mace / BCBSVT
Kimberly Peake / BCBSVT

State: Vermont **Filing Company:** TVHP
TOI/Sub-TOI: ML02 - Multi-Line - Other/ML02.0000 - Multi-Line - Other
Product Name: TVHP Group Merit Rating Program Filing
Project Name/Number: /

Company and Contact

Filing Contact Information

Jude Daye, Executive Assistant dayej@bcbsvt.com
 445 Industrial Lane 802-371-3244 [Phone]
 Montpelier, VT 05601

Filing Company Information

TVHP	CoCode: 95696	State of Domicile: Vermont
PO BOX 186	Group Code:	Company Type: HMO
Montpelier, VT 05601	Group Name:	State ID Number:
(802) 371-3450 ext. [Phone]	FEIN Number: 03-0354356	

Filing Fees

Fee Required? Yes
 Fee Amount: \$50.00
 Retaliatory? No
 Fee Explanation:
 Per Company: Yes

Company	Amount	Date Processed	Transaction #
TVHP	\$50.00	02/08/2013	67346556

SERFF Tracking #:

BCVT-128888672

State Tracking #:

64785

Company Tracking #:

State: Vermont
TOI/Sub-TOI: ML02 - Multi-Line - Other/ML02.0000 - Multi-Line - Other
Product Name: TVHP Group Merit Rating Program Filing
Project Name/Number: /

Filing Company: TVHP

Supporting Document Schedules

		Item Status:	Status Date:
Satisfied - Item:	Actuarial Memorandum		
Comments:			
Attachment(s):			
TVHP Group Merit Rating Program Narrative.pdf			

		Item Status:	Status Date:
Satisfied - Item:	Filing Compliance Certification		
Comments:			
Attachment(s):			
Rate Filing Certification.pdf			

		Item Status:	Status Date:
Satisfied - Item:	Health Administrative Forms		
Comments:			
Attachment(s):			
F106 TVHP Group Merit Rating Program Filing.pdf			

		Item Status:	Status Date:
Bypassed - Item:	Health Filing Data		
Bypass Reason:	Our variability data is filed with our outline of coverage filings.		

		Item Status:	Status Date:
Bypassed - Item:	Third Party Filing Authorization		
Bypass Reason:	BCBSVT does not use a Third Party to submit filings.		

		Item Status:	Status Date:
Satisfied - Item:	Filing Attachments		
Comments:			

SERFF Tracking #:

BCVT-128888672

State Tracking #:

64785

Company Tracking #:

State: Vermont **Filing Company:** TVHP
TOI/Sub-TOI: ML02 - Multi-Line - Other/ML02.0000 - Multi-Line - Other
Product Name: TVHP Group Merit Rating Program Filing
Project Name/Number: /

Attachment(s):

TVHP Filing Attachments.pdf

The Vermont Health Plan Group Merit Rating Program

I. Purpose

The Group Merit Rating Program specifies the policies and practices used by The Vermont Health Plan (TVHP) for issuing renewal rates to eligible group businesses.

II. Definitions

A. **Eligibles** - Employees of the group who can be offered health insurance and work thirty or more hours a week.

B. **Experience Period** - The duration of time from which group data is accumulated for renewal rating purposes.

C. **Group** - A collection of subscribers covered by certificates and recognized by the Plan as one entity for rating purposes.

D. **Merit** - A type of group; one with at least 51 eligibles.

E. **Rates** - The monthly premiums charged by the Plan for a particular group, time period, type of coverage, and type of membership

F. **Rating Period** - The duration of time (typically twelve months) for which group renewal rates are calculated and intended to remain constant. Rates would change in conjunction with a benefit change.

G. **Standard Plan** - A conceptual benefit design that has a BRV equal to 1.00.

III. General Provisions

A. Effective Date

The Group Merit Rating Program described herein will apply beginning with rates communicated 10 business days after the date of its approval, and continuing until 10 business days after the date of approval of the next TVHP Group Merit Rating Program. The term “communicated,” for this purpose, means a written proposal delivered to a large group account.

B. Premium Accounts

The Group Merit Rating Program is applicable to groups that fund health coverage by paying premiums to TVHP. Such premium arrangements may include fully insured, retrospective and contingent funding methods.

The Vermont Health Plan Group Merit Rating Program

C. Lines of Business

Upon implementation, the Group Merit Rating Program will apply to all TVHP comprehensive medical coverages. We may include additional lines of business under this Program as appropriate during the future. Any additional lines of business incorporated within the Program will be administered consistent with the policies and practices herein.

IV. Eligibility for Group Merit Rating Program

A. Recognized Group

This Program applies only to accounts, contracting for coverage with TVHP, that meet the definition of group herein.

B. Group Size

This Program applies to groups that have maintained at least 51 eligibles on 50 percent of its working days during the preceding calendar quarter. Furthermore, we will apply the Group Merit Rating Program to renewal rate calculations for groups for which strong evidence indicates a rating period average of at least 51 eligibles, so long as relevant experience is available.

C. Mergers/Separations

Mergers with other groups or by separation of units within the group itself may affect the eligibility of a group for the Group Merit Rating Program. We determine whether the merger/separation activity dictates recognition of different groups for rating purposes. In general, we require that such activity be supported by bona fide changes in common ownership status or in joint administrative status in order to redefine a group.

V. Data

A. Group Specific

Under the Group Merit Rating Program, experience period claims normally are twelve consecutive incurred months and fourteen consecutive paid months beginning eighteen months prior to the effective date. However, we may choose to alter the length and/or timing of the experience period based on market and/or business needs.

B. Corporate Factors

Several corporate factors contribute to the development of group-specific renewal rates. These factors include: 1) completion factors, 2) Book of Business Standard Plan Expected Single Claim Rate, 3) trend factors, 4)

The Vermont Health Plan Group Merit Rating Program

retention factors such as administrative fees and contribution to reserve, 5) pooling charges and 6) capitated charges. Where applicable, we file these factors with the Vermont Department of Financial Regulation and use the most recently approved factors in the rating.

VI. Rating Mechanism

A. Experience Period Claims PMPM

TVHP experience contains both claims that are TVHP's responsibility (non-MET claims) and claims that are the responsibility of a PHO (MET claims). We first calculate the split between the two, and we call these percents the Non-MET Percent and MET Percent, respectively.

We split experience period claims into amounts above the pooling point (based on the size of the case during the experience period) and amounts below the pooling point. We refer to claims below the pooling point as Capped Claims.

We apply completion factors developed from the monthly financial reporting process to Capped Claims to produce Completed Capped Claims. We add a pooling charge (calculated as a factor¹ times the sum of the Completed Capped Claims) to the Completed Capped Claims to produce large claim adjusted experience period claims. We then multiply these claims by an adjustment factor to reflect structural changes in the benefit plan from the experience period to the rating period. (This is to adjust for such things as mandated benefit changes, contractual provision changes, etc., that, in the judgment of the underwriter, are necessary to make the experience appropriate for the estimation of the expected claims in the rating period.)

We divide the result by the number of member months during the experience period to produce Adjusted Experience Period Claims per member per month (PMPM).

B. Average Experience Period Seasonal Adjusted Benefit Relativity Factor

We determine an Average Experience Period Seasonal Adjusted Benefit Relativity Factor as follows:

¹ Pooling charge factors are from the TVHP Provision for Large Claims Filing for 2013, SERFF # BCVT-128829841.

The Vermont Health Plan Group Merit Rating Program

1. We determine a benefit relativity factor for each benefit plan and contract tier type (single, 2-person, family, etc.).
2. Based on the seasonal patterns observed as part of the reserving process for each calendar month (January, February, ..., December), we determine seasonal factors for CDHPs and for non-CDHPs and normalize them so that they total to 12.
3. For each benefit plan, contract tier type and month, we calculate a seasonal benefit relativity factor. We then apply these factors to the number of contracts for each benefit plan, contract tier type and month in the experience period. We total the results and divide the resultant sum by the number of member months in the experience period. This produces the Average Experience Period Seasonal Adjusted Benefit Relativity Factor.

C. Experience-Based Expected Standard Plan Single Claims Rate

We divide the Adjusted Experience Period Claims PMPM by the Average Experience Period Seasonal Adjusted Benefit Relativity Factor to produce the Experience Period Standard Benefit Single Claims Rate. We then multiply this by a trend factor to adjust from the experience period to the rating period. The result is the Experience-Based Expected Standard Plan Claims Single Claims Rate.

D. Book of Business Standard Plan Expected Single Claims Rate

We derive the standard rate from the approved TVHP Benefit Relativity Factor Filing's base plan PMPM. We trend this PMPM forward to the effective date of the rating with the Benefit Paid Estimated Uncapped Combined trend from the most recently approved TVHP trend filing. We then adjust this trended PMPM for the specifics of the case. We calculate a weighted average age/gender factor for the group based on the current membership.² We also identify the appropriate industry load or credit based on the group's SIC.³ We then multiply the trended standard rate by these two factors to determine the case specific Book of Business Standard Plan Expected Single Claims Rate.

E. Credibility Factor (CF)

The calculation is as follows:

² The age/gender adjustment factors are included as Attachment B.

³ The industry factors are included as Attachment C.

The Vermont Health Plan Group Merit Rating Program

Let $NC = \{\text{average number of non-carveout subscribers in the experience period}\} + \{0.5 * \text{average number of carveout subscribers during the experience period}\}$.

Let $CF = cf_1 * cf_2$ where:

$$cf_1 = \begin{cases} (NC/500)^{0.75} & \text{for } NC < 500 \\ 1 & \text{for } NC \geq 500 \end{cases}$$

$$cf_2 = \min \{(\text{number of months in experience period}/12)^2, 1\}$$

F. Projected Standard Plan Single Claims Rate

We calculate this as (CF) times (Experience-Based Expected Standard Plan Single Claims Rate) plus (1-CF) times (Book of Business Standard Plan Expected Single Claims Rate).

G. Projected Standard Plan MET Capitation Single Rate

Using the actual and projected changes to the contracted MET's, we produce an expected MET capitation for the Standard Plan for the rating period. This is adjusted for the current demographics of the group. We call this the Projected Standard Plan MET Capitation Single Rate.

H. MET Adjusted Projected Standard Plan Single Claims Rate

We calculate this as (Non-MET Percent) times (Projected Standard Plan Single Claims Rate) plus (MET Percent) times (Projected Standard Plan MET Capitation Single Rate).

I. Projected Claims by Plan, Tier Type

For each plan and contract tier type anticipated in the rating period, we calculate projected claims as the (MET Adjusted Projected Standard Plan Single Claims Rate) times (the BRV for the plan and contract tier).

J. Required premium by Plan, Tier Type

The average number of members per contract tier during the experience period is the basis for the projected members per tier in the rating period. The underwriter will adjust this if, in their opinion, the result is not

The Vermont Health Plan Group Merit Rating Program

representative of the expected values in the rating period.⁴ The calculation for the total required premium by (plan, tier) is as follows:

1. Projected Claims by (plan, tier), plus
2. {(Projected PMPM capitation for the plan) + (Expected net reinsurance PMPM for the plan) - (Projected Rx rebate for the plan)} times (the expected number of members per contract in the tier), plus
3. (PMPM administration charge factors⁵) times (the expected number of members per contract in the tier), times
4. $1 / (1 - \text{contribution to reserve factor} - \text{percent of premium administration charge factors}^6)$.

K. Underwriting Judgment Adjustments

If, in the underwriter's professional judgment, the specific properties of the case being rated are such that the standard formula would not produce appropriate rates for the rating period, the underwriter will make such modifications as needed to produce appropriate rates. The underwriter will document in the case file the reason(s) for the adjustment(s) and the method of determining the appropriate adjustment(s).

L. Management Discretionary Adjustments

For marketing or other reasons, management may decide to modify the rates on a specific case or block of cases. The underwriter will document in the case file the adjustment(s) made, along with a description of the nature of the adjustment(s).

VII. Attachments

A. Sample Calculation

Attachment A illustrates the calculation of the renewal rate changes in a manner consistent with the mechanism described in Section VI herein.

⁴ E.g., the number of contracts in a particular tier may be small (or even 0). In such instances, the underwriter should use appropriate values based on total block of business or other appropriate source.

⁵ These factors include the filed administrative charge plus any charges for broker commissions or additional administrative services that may be applicable.

⁶ Where applicable. This factor may include broker commissions and/or charges for additional administrative services that were not already included in the previous step.

The Vermont Health Plan Group Merit Rating Program

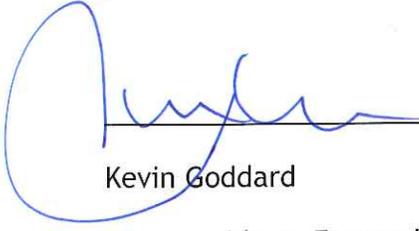
B. Age/Gender Adjustments

Attachment B contains a table of age/gender adjustment factors, normalized for our book of business, that we will apply to Book of Business Standard Plan Expected Single Claims Rate, as described herein.

C. Industry Adjustments

Attachment C contains a table of industry adjustment factors by SIC, normalized for our book of business, that we will apply to Book of Business Standard Plan Expected Single Claims Rate, as described herein.

I HEREBY CERTIFY that I have reviewed the applicable filing requirements for this filing, and, to the best of my knowledge, the filing complies with all applicable statutory and regulatory provisions for the state of Vermont.



Kevin Goddard

Vice President, External Affairs

2/7/13

Date

Health Filing Form F106 (7/98)
Required Information for All Filings & the Fee

NAIC#: 95696
Company Name: The Vermont Health Plan
Address: PO Box 186
City, State, Zip: Montpelier, VT 05601
Phone: 371-3450 Contact Person: Alison Partridge

Filing Contents: TVHP Group Merit Rating Program Filing

- 1) New: Change:
If a Change: Latest Approval Date: _____ Vermont Filing #: _____
2) Rates: Forms: Rates & Forms:
3) Policy: Contract: Amendment: Endorsement:
Handbook: Rider: Certificate: Other: Outline
4) Individual: Small Group (1-50): Large Group (51+): All Groups:

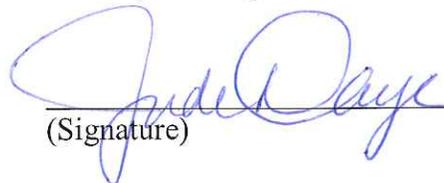
Type of Filing:

- | | | |
|---|---|---|
| Accident Only: <input type="checkbox"/> | Dental: <input type="checkbox"/> | Miscellaneous: <input type="checkbox"/> |
| AD&D: <input type="checkbox"/> | Disability: <input type="checkbox"/> | Nursing Home Only: <input type="checkbox"/> |
| Advertising: <input type="checkbox"/> | Home Health Only: <input type="checkbox"/> | Organ Transplant: <input type="checkbox"/> |
| Blanket: <input type="checkbox"/> | Hospital Indemnity: <input type="checkbox"/> | Prescription Drug: <input type="checkbox"/> |
| Cancer Expense: <input type="checkbox"/> | Limited Benefit: <input type="checkbox"/> | Student/Athlete: <input type="checkbox"/> |
| Comprehensive/
Major Medical: <input type="checkbox"/> | Long Term Care: <input type="checkbox"/> | Stop Loss/Excess Risk: <input type="checkbox"/> |
| | Qualified: <input type="checkbox"/> | Travel: <input type="checkbox"/> |
| Conversion: <input type="checkbox"/> | Non-Qualified: <input type="checkbox"/> | Vision: <input type="checkbox"/> |
| Critical Illness: <input type="checkbox"/> | Medicare Supplement: <input type="checkbox"/> | Other: <u>Health</u> |

Mandatory - Filing Fee Information:

1. State of Domicile: Vermont
2. Amount of Fee: \$50.00
3. Is the Fee you are sending based on your state of domicile's retaliatory fee? Yes No
4. Explain how each part of the Fee was determined, showing all calculation (use separate sheet if necessary). Vermont filing fee

5. Fee calculated by: Jude Daye
(Printed Name)


(Signature)

The Vermont Health Plan
Group Merit Rating Mechanism
Calculation Example

Projected Standard Plans Single Claims Rate:

Experience Period Paid Claims	\$1,000,000	a
Experience Period Claims amount above \$60,000 pooling limit	\$150,000	b
Capped Claims	\$850,000	c =a-b
Completion Factor	1.011	d
Completed Capped Claims	\$859,350	e =c*d
Pooling Charge Factor	0.166	f
Pooling Charge	\$142,652	g =e*f
Experience adjustment factor	1.000	h
Adjusted Experience Period Claims	\$1,002,002	i =(e+g)*h
Experience Period Member Months	5,000	j
Adjusted Experience Period Claims PMPM	\$200.40	k =i/j
Average Experience Period Seasonal Adjusted Benefit Relativity Factor	0.809	l
Experience Period Standard Benefit Single Claims Rate	\$247.71	m =k/l
Trend 7.8% per annum for 18 months	1.119	n
Experience-Based Expected Standard Plan Single Claims Rate	\$277.25	o =m*n
Book of Business Standard Plan Expected Single Claims Rate	\$506.33	p
Credibility factor	55%	q
Projected Standard Plan Single Claims Rate	\$380.34	r =(o*q)+(p*(1-q))
Non-MET Percent	78%	s
Projected Standard Plan MET Capitation Single Rate	\$390.00	t
MET Percent	22%	u =1-s
MET Adjusted Projected Standard Plan Single Claims Rate	\$382.46	v =r*s+u*v

Needed Premium Rates (PMPM):

	<u>PMPM</u>	<u>Single</u>	<u>2-Person</u>	<u>Family</u>	
Members per contract		1	2	3.938	
BRV:	<i>Plan A</i>	0.9293	1.5705	2.2861	A1
	<i>Plan B</i>	1.0117	2.0234	2.7316	B1
Projected Claims:	<i>Plan A</i>	\$355.42	\$600.67	\$874.34	A2 =A1*v
	<i>Plan B</i>	\$386.94	\$773.88	\$1,044.73	B2 =B1*v
Projected Capitation:	<i>Plan A</i>	\$8.79	\$9.59	\$19.17	A3
	<i>Plan B</i>	\$9.16	\$10.19	\$20.37	B3
Net Cost of Reinsurance:	<i>Plan A</i>	\$6.71	\$6.82	\$13.65	A4
	<i>Plan B</i>	\$6.71	\$6.82	\$13.65	B4
Projected Rx Rebate:	<i>Plan A</i>	\$1.53	\$1.53	\$3.06	A5
	<i>Plan B</i>	\$4.67	\$4.67	\$9.34	B5
Administrative Charge		\$45.00	\$53.17	\$106.34	C
Commission (% premium)		4.00%			D
Contribution to Reserve		2.00%			E
Required Premium:	<i>Plan A</i>	\$450.50	\$783.79	\$1,208.83	F1 =(A2+A3+A4-A5+C)/(1-D-E)
	<i>Plan B</i>	\$481.33	\$962.66	\$1,366.30	F2 =(B2+B3+B4-B5+C)/(1-D-E)

	<u>Employee Age</u>	<u>Age/Gender Factor</u>
Male (Employees & Spouses)	To 25	0.344
	25 - 29	0.389
	30 - 34	0.459
	35 - 39	0.560
	40 - 44	0.694
	45 - 49	0.899
	50 - 54	1.192
	55 - 59	1.575
	60 - 64	2.029
	65+	2.753
Female (Employees & Spouses)	To 25	0.710
	25 - 29	0.890
	30 - 34	0.984
	35 - 39	0.955
	40 - 44	0.974
	45 - 49	1.103
	50 - 54	1.324
	55 - 59	1.564
	60 - 64	1.877
	65+	2.476
Child	<u>Child Age</u>	
	0 - 1	1.250
	2 - 6	0.280
	7 - 18	0.312

4 Digit SIC Code	Industry Description	Normalized Factor
912	Finfish	1.162
913	Shellfish	1.162
919	Miscellaneous Marine Products	1.162
921	Fish Hatcheries and Preserves	1.162
971	Hunting and Trapping, and Game Propagation	1.162
1011	Iron Ores	1.201
1012	Iron Ores	1.211
1013	Iron Ores	1.211
1014	Iron Ores	1.211
1015	Iron Ores	1.211
1016	Iron Ores	1.211
1017	Iron Ores	1.211
1018	Iron Ores	1.211
1019	Iron Ores	1.211
1020	Iron Ores	1.211
1021	Copper Ores	1.201
1022	Copper Ores	1.211
1023	Copper Ores	1.211
1024	Copper Ores	1.211
1025	Copper Ores	1.211
1026	Copper Ores	1.211
1027	Copper Ores	1.211
1028	Copper Ores	1.211
1029	Copper Ores	1.211
1030	Copper Ores	1.211
1031	Lead and Zinc Ores	1.201
1032	Lead and Zinc Ores	1.211
1033	Lead and Zinc Ores	1.211
1034	Lead and Zinc Ores	1.211
1035	Lead and Zinc Ores	1.211
1036	Lead and Zinc Ores	1.211
1037	Lead and Zinc Ores	1.211
1038	Lead and Zinc Ores	1.211
1039	Lead and Zinc Ores	1.211
1040	Lead and Zinc Ores	1.211
1041	Gold Ores	1.201
1042	Gold Ores	1.211
1043	Gold Ores	1.211
1044	Silver Ores	1.201
1045	Silver Ores	1.211
1046	Silver Ores	1.211
1047	Silver Ores	1.211
1048	Silver Ores	1.211
1049	Silver Ores	1.211
1050	Silver Ores	1.211
1051	Silver Ores	1.211
1052	Silver Ores	1.211
1053	Silver Ores	1.211
1054	Silver Ores	1.211
1055	Silver Ores	1.211
1056	Silver Ores	1.211
1057	Silver Ores	1.211
1058	Silver Ores	1.211
1059	Silver Ores	1.211
1060	Silver Ores	1.211
1061	Ferrous Alloy Ores, Except Vanadium	1.201
1062	Ferrous Alloy Ores, Except Vanadium	1.211
1063	Ferrous Alloy Ores, Except Vanadium	1.211
1064	Ferrous Alloy Ores, Except Vanadium	1.211
1065	Ferrous Alloy Ores, Except Vanadium	1.211
1066	Ferrous Alloy Ores, Except Vanadium	1.211

1067 Ferroalloy Ores, Except Vanadium	1.211
1068 Ferroalloy Ores, Except Vanadium	1.211
1069 Ferroalloy Ores, Except Vanadium	1.211
1070 Ferroalloy Ores, Except Vanadium	1.211
1071 Ferroalloy Ores, Except Vanadium	1.211
1072 Ferroalloy Ores, Except Vanadium	1.211
1073 Ferroalloy Ores, Except Vanadium	1.211
1074 Ferroalloy Ores, Except Vanadium	1.211
1075 Ferroalloy Ores, Except Vanadium	1.211
1076 Ferroalloy Ores, Except Vanadium	1.211
1077 Ferroalloy Ores, Except Vanadium	1.211
1078 Ferroalloy Ores, Except Vanadium	1.211
1079 Ferroalloy Ores, Except Vanadium	1.211
1080 Ferroalloy Ores, Except Vanadium	1.211
1081 Metal Mining Services	1.201
1082 Metal Mining Services	1.211
1083 Metal Mining Services	1.211
1084 Metal Mining Services	1.211
1085 Metal Mining Services	1.211
1086 Metal Mining Services	1.211
1087 Metal Mining Services	1.211
1088 Metal Mining Services	1.211
1089 Metal Mining Services	1.211
1090 Metal Mining Services	1.211
1091 Metal Mining Services	1.211
1092 Metal Mining Services	1.211
1093 Metal Mining Services	1.211
1094 Uranium-Radium-Vanadium Ores	1.201
1095 Uranium-Radium-Vanadium Ores	1.211
1096 Uranium-Radium-Vanadium Ores	1.211
1097 Uranium-Radium-Vanadium Ores	1.211
1098 Uranium-Radium-Vanadium Ores	1.211
1099 Miscellaneous Metal Ores, NEC	1.201
1100 Miscellaneous Metal Ores, NEC	1.211
1101 Miscellaneous Metal Ores, NEC	1.211
1102 Miscellaneous Metal Ores, NEC	1.211
1103 Miscellaneous Metal Ores, NEC	1.211
1104 Miscellaneous Metal Ores, NEC	1.211
1105 Miscellaneous Metal Ores, NEC	1.211
1106 Miscellaneous Metal Ores, NEC	1.211
1107 Miscellaneous Metal Ores, NEC	1.211
1108 Miscellaneous Metal Ores, NEC	1.211
1109 Miscellaneous Metal Ores, NEC	1.211
1110 Miscellaneous Metal Ores, NEC	1.211
1111 Miscellaneous Metal Ores, NEC	1.211
1112 Miscellaneous Metal Ores, NEC	1.211
1113 Miscellaneous Metal Ores, NEC	1.211
1114 Miscellaneous Metal Ores, NEC	1.211
1115 Miscellaneous Metal Ores, NEC	1.211
1116 Miscellaneous Metal Ores, NEC	1.211
1117 Miscellaneous Metal Ores, NEC	1.211
1118 Miscellaneous Metal Ores, NEC	1.211
1119 Miscellaneous Metal Ores, NEC	1.211
1120 Miscellaneous Metal Ores, NEC	1.211
1121 Miscellaneous Metal Ores, NEC	1.211
1122 Miscellaneous Metal Ores, NEC	1.211
1123 Miscellaneous Metal Ores, NEC	1.211
1124 Miscellaneous Metal Ores, NEC	1.211
1125 Miscellaneous Metal Ores, NEC	1.211
1126 Miscellaneous Metal Ores, NEC	1.211
1127 Miscellaneous Metal Ores, NEC	1.211
1128 Miscellaneous Metal Ores, NEC	1.211
1129 Miscellaneous Metal Ores, NEC	1.211
1130 Miscellaneous Metal Ores, NEC	1.211

1195 Miscellaneous Metal Ores, NEC	1.211
1196 Miscellaneous Metal Ores, NEC	1.211
1197 Miscellaneous Metal Ores, NEC	1.211
1198 Miscellaneous Metal Ores, NEC	1.211
1199 Miscellaneous Metal Ores, NEC	1.211
1200 Miscellaneous Metal Ores, NEC	1.211
1201 Miscellaneous Metal Ores, NEC	1.211
1202 Miscellaneous Metal Ores, NEC	1.211
1203 Miscellaneous Metal Ores, NEC	1.211
1204 Miscellaneous Metal Ores, NEC	1.211
1205 Miscellaneous Metal Ores, NEC	1.211
1206 Miscellaneous Metal Ores, NEC	1.211
1207 Miscellaneous Metal Ores, NEC	1.211
1208 Miscellaneous Metal Ores, NEC	1.211
1209 Miscellaneous Metal Ores, NEC	1.211
1210 Miscellaneous Metal Ores, NEC	1.211
1211 Miscellaneous Metal Ores, NEC	1.211
1212 Miscellaneous Metal Ores, NEC	1.211
1213 Miscellaneous Metal Ores, NEC	1.211
1214 Miscellaneous Metal Ores, NEC	1.211
1215 Miscellaneous Metal Ores, NEC	1.211
1216 Miscellaneous Metal Ores, NEC	1.211
1217 Miscellaneous Metal Ores, NEC	1.211
1218 Miscellaneous Metal Ores, NEC	1.211
1219 Miscellaneous Metal Ores, NEC	1.211
1220 Miscellaneous Metal Ores, NEC	1.211
1221 Bituminous Coal and Lignite Surface Mining	1.181
1222 Bituminous Coal Underground Mining	1.181
1223 Bituminous Coal Underground Mining	1.181
1224 Bituminous Coal Underground Mining	1.181
1225 Bituminous Coal Underground Mining	1.181
1226 Bituminous Coal Underground Mining	1.181
1227 Bituminous Coal Underground Mining	1.181
1228 Bituminous Coal Underground Mining	1.181
1229 Bituminous Coal Underground Mining	1.181
1230 Bituminous Coal Underground Mining	1.181
1231 Anthracite Mining	1.181
1232 Anthracite Mining	1.181
1233 Anthracite Mining	1.181
1234 Anthracite Mining	1.181
1235 Anthracite Mining	1.181
1236 Anthracite Mining	1.181
1237 Anthracite Mining	1.181
1238 Anthracite Mining	1.181
1239 Anthracite Mining	1.181
1240 Anthracite Mining	1.181
1241 Coal Mining Services	1.181
1411 Dimension Stone	1.162
1412 Dimension Stone	1.143
1413 Dimension Stone	1.143
1414 Dimension Stone	1.143
1415 Dimension Stone	1.143
1416 Dimension Stone	1.143
1417 Dimension Stone	1.143
1418 Dimension Stone	1.143
1419 Dimension Stone	1.143
1420 Dimension Stone	1.143
1421 Dimension Stone	1.143
1422 Crushed and Broken Limestone	1.162
1423 Crushed and Broken Granite	1.162
1424 Crushed and Broken Granite	1.143
1425 Crushed and Broken Granite	1.143
1426 Crushed and Broken Granite	1.143
1427 Crushed and Broken Granite	1.143

1428 Crushed and Broken Granite	1.143
1429 Crushed and Broken Stone, NEC	1.162
1430 Crushed and Broken Stone, NEC	1.143
1431 Crushed and Broken Stone, NEC	1.143
1432 Crushed and Broken Stone, NEC	1.143
1433 Crushed and Broken Stone, NEC	1.143
1434 Crushed and Broken Stone, NEC	1.143
1435 Crushed and Broken Stone, NEC	1.143
1436 Crushed and Broken Stone, NEC	1.143
1437 Crushed and Broken Stone, NEC	1.143
1438 Crushed and Broken Stone, NEC	1.143
1439 Crushed and Broken Stone, NEC	1.143
1440 Crushed and Broken Stone, NEC	1.143
1441 Crushed and Broken Stone, NEC	1.143
1442 Construction Sand and Gravel	1.162
1443 Construction Sand and Gravel	1.143
1444 Construction Sand and Gravel	1.143
1445 Construction Sand and Gravel	1.143
1446 Industrial Sand	1.162
1447 Industrial Sand	1.143
1448 Industrial Sand	1.143
1449 Industrial Sand	1.143
1450 Industrial Sand	1.143
1451 Industrial Sand	1.143
1452 Industrial Sand	1.143
1453 Industrial Sand	1.143
1454 Industrial Sand	1.143
1455 Kaolin and Ball Clay	1.162
1456 Kaolin and Ball Clay	1.143
1457 Kaolin and Ball Clay	1.143
1458 Kaolin and Ball Clay	1.143
1459 Clay, Ceramic, and Refractory Minerals, NEC	1.162
1460 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1461 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1462 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1463 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1464 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1465 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1466 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1467 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1468 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1469 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1470 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1471 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1472 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1473 Clay, Ceramic, and Refractory Minerals, NEC	1.143
1474 Potash, Soda, and Borate Minerals	1.162
1475 Phosphate Rock	1.162
1476 Phosphate Rock	1.143
1477 Phosphate Rock	1.143
1478 Phosphate Rock	1.143
1479 Chemical and Fertilizer Mineral Mining, NEC	1.162
1480 Chemical and Fertilizer Mineral Mining, NEC	1.143
1481 Nonmetallic Minerals Services Except Fuels	1.162
1482 Nonmetallic Minerals Services Except Fuels	1.143
1483 Nonmetallic Minerals Services Except Fuels	1.143
1484 Nonmetallic Minerals Services Except Fuels	1.143
1485 Nonmetallic Minerals Services Except Fuels	1.143
1486 Nonmetallic Minerals Services Except Fuels	1.143
1487 Nonmetallic Minerals Services Except Fuels	1.143
1488 Nonmetallic Minerals Services Except Fuels	1.143
1489 Nonmetallic Minerals Services Except Fuels	1.143
1490 Nonmetallic Minerals Services Except Fuels	1.143
1491 Nonmetallic Minerals Services Except Fuels	1.143

1492 Nonmetallic Minerals Services Except Fuels	1.143
1493 Nonmetallic Minerals Services Except Fuels	1.143
1494 Nonmetallic Minerals Services Except Fuels	1.143
1495 Nonmetallic Minerals Services Except Fuels	1.143
1496 Nonmetallic Minerals Services Except Fuels	1.143
1497 Nonmetallic Minerals Services Except Fuels	1.143
1498 Nonmetallic Minerals Services Except Fuels	1.143
1499 Miscellaneous Nonmetallic Minerals, Except Fuels	1.162
2331 Women's, Misses', and Juniors' Blouses and Shirts	0.897
2892 Explosives	1.132
3111 Leather Tanning and Finishing	1.132
3292 Asbestos Products	1.162
3612 Power, Distribution, and Specialty Transformers	0.916
3613 Switchgear and Switchboard Apparatus	0.916
3621 Motors and Generators	0.916
3622 Motors and Generators	0.916
3623 Motors and Generators	0.916
3624 Carbon and Graphite Products	0.916
3625 Relays and Industrial Controls	0.916
3626 Relays and Industrial Controls	0.916
3627 Relays and Industrial Controls	0.916
3628 Relays and Industrial Controls	0.916
3629 Electrical Industrial Apparatus, NEC	0.916
3630 Electrical Industrial Apparatus, NEC	0.916
3631 Household Cooking Equipment	0.916
3632 Household Refrigerators and Home and Farm Freezers	0.916
3633 Household Laundry Equipment	0.916
3634 Electric Housewares and Fans	0.916
3635 Household Vacuum Cleaners	0.916
3636 Household Vacuum Cleaners	0.916
3637 Household Vacuum Cleaners	0.916
3638 Household Vacuum Cleaners	0.916
3639 Household Appliances, NEC	0.916
3640 Household Appliances, NEC	0.916
3641 Electric Lamp Bulbs and Tubes	0.916
3642 Electric Lamp Bulbs and Tubes	0.916
3643 Current-Carrying Wiring Devices	0.916
3644 Noncurrent-Carrying Wiring Devices	0.916
3645 Residential Electric Lighting Fixtures	0.916
3646 Commercial, Industrial, and Institutional Electric Lighting Fixtures	0.916
3647 Vehicular Lighting Equipment	0.916
3648 Lighting Equipment, NEC	0.916
3651 Household Audio and Video Equipment	0.916
3652 Phonograph Records and Prerecorded Audio Tapes and Disks	0.916
3822 Automatic Controls for Regulating Residential and Commercial Environments and Appliances	0.906
3823 Industrial Instruments for Measurement, Display, and Control of Process Variables; and Related Products	0.897
3841 Physicians & Surgeons Equipment & Supplies Manufacturers	0.906
3842 Orthopedic, Prosthetic, and Surgical Appliances and Supplies	0.906
3843 Dental Equipment and Supplies	0.906
3844 X-Ray Apparatus and Tubes and Related Irradiation Apparatus	0.906
3845 Electromedical and Electrotherapeutic Apparatus	0.906
3851 Ophthalmic Goods	0.906
3861 Photographic Equipment and Supplies	0.906
3873 Watches, Clocks, Clockwork Operated Devices and Parts	0.906
4111 Local and Suburban Transit	1.113
4112 Local and Suburban Transit	1.103
4113 Local and Suburban Transit	1.103
4114 Local and Suburban Transit	1.103
4115 Local and Suburban Transit	1.103
4116 Local and Suburban Transit	1.103
4117 Local and Suburban Transit	1.103
4118 Local and Suburban Transit	1.103
4119 Local Passenger Transportation, NEC	1.113
4121 Taxicabs	1.132

4131 Intercity and Rural Bus Transportation	1.113
4141 Local Bus Charter Service	1.103
4142 Bus Charter Service, Except Local	1.113
4151 School Buses	1.113
4231 Terminal and Joint Terminal Maintenance Facilities for Motor Freight Transportation	1.123
5812 Eating and Drinking Places	1.132
5813 Drinking Places (Alcoholic Beverages)	1.132
5921 Liquor Stores	1.172
5963 Direct Selling Establishments	1.123
6011 Federal Reserve Banks	0.897
6012 Federal Reserve Banks	0.897
6013 Federal Reserve Banks	0.897
6014 Federal Reserve Banks	0.897
6015 Federal Reserve Banks	0.897
6016 Federal Reserve Banks	0.897
6017 Federal Reserve Banks	0.897
6018 Federal Reserve Banks	0.897
6019 Central Reserve Depository Institutions, NEC	0.897
6020 Central Reserve Depository Institutions, NEC	0.897
6021 National Commercial Banks	0.897
6022 State Commercial Banks	0.897
6023 State Commercial Banks	0.897
6024 State Commercial Banks	0.897
6025 State Commercial Banks	0.897
6026 State Commercial Banks	0.897
6027 State Commercial Banks	0.897
6028 State Commercial Banks	0.897
6029 Commercial Banks, NEC	0.897
6030 Commercial Banks, NEC	0.897
6031 Commercial Banks, NEC	0.897
6032 Commercial Banks, NEC	0.897
6033 Commercial Banks, NEC	0.897
6034 Commercial Banks, NEC	0.897
6035 Savings Institutions, Federally Chartered	0.897
6036 Savings institutions, Not Federally Chartered	0.897
6037 Savings institutions, Not Federally Chartered	0.897
6038 Savings institutions, Not Federally Chartered	0.897
6039 Savings institutions, Not Federally Chartered	0.897
6040 Savings institutions, Not Federally Chartered	0.897
6041 Savings institutions, Not Federally Chartered	0.897
6042 Savings institutions, Not Federally Chartered	0.897
6043 Savings institutions, Not Federally Chartered	0.897
6044 Savings institutions, Not Federally Chartered	0.897
6045 Savings institutions, Not Federally Chartered	0.897
6046 Savings institutions, Not Federally Chartered	0.897
6047 Savings institutions, Not Federally Chartered	0.897
6048 Savings institutions, Not Federally Chartered	0.897
6049 Savings institutions, Not Federally Chartered	0.897
6050 Savings institutions, Not Federally Chartered	0.897
6051 Savings institutions, Not Federally Chartered	0.897
6052 Savings institutions, Not Federally Chartered	0.897
6053 Savings institutions, Not Federally Chartered	0.897
6054 Savings institutions, Not Federally Chartered	0.897
6055 Savings institutions, Not Federally Chartered	0.897
6056 Savings institutions, Not Federally Chartered	0.897
6057 Savings institutions, Not Federally Chartered	0.897
6058 Savings institutions, Not Federally Chartered	0.897
6059 Savings institutions, Not Federally Chartered	0.897
6060 Savings institutions, Not Federally Chartered	0.897
6061 Credit Unions, Federally Chartered	0.897
6062 Credit Unions, Not Federally Chartered	0.897
6063 Credit Unions, Not Federally Chartered	0.897
6064 Credit Unions, Not Federally Chartered	0.897
6065 Credit Unions, Not Federally Chartered	0.897

6066 Credit Unions, Not Federally Chartered	0.897
6067 Credit Unions, Not Federally Chartered	0.897
6068 Credit Unions, Not Federally Chartered	0.897
6069 Credit Unions, Not Federally Chartered	0.897
6070 Credit Unions, Not Federally Chartered	0.897
6071 Credit Unions, Not Federally Chartered	0.897
6072 Credit Unions, Not Federally Chartered	0.897
6073 Credit Unions, Not Federally Chartered	0.897
6074 Credit Unions, Not Federally Chartered	0.897
6075 Credit Unions, Not Federally Chartered	0.897
6076 Credit Unions, Not Federally Chartered	0.897
6077 Credit Unions, Not Federally Chartered	0.897
6078 Credit Unions, Not Federally Chartered	0.897
6079 Credit Unions, Not Federally Chartered	0.897
6080 Credit Unions, Not Federally Chartered	0.897
6081 Branches and Agencies of Foreign Banks	0.897
6082 Foreign Trade and International Banking Institutions	0.897
6083 Foreign Trade and International Banking Institutions	0.897
6084 Foreign Trade and International Banking Institutions	0.897
6085 Foreign Trade and International Banking Institutions	0.897
6086 Foreign Trade and International Banking Institutions	0.897
6087 Foreign Trade and International Banking Institutions	0.897
6088 Foreign Trade and International Banking Institutions	0.897
6089 Foreign Trade and International Banking Institutions	0.897
6090 Foreign Trade and International Banking Institutions	0.897
6091 Nondeposit Trust Facilities	0.897
6092 Nondeposit Trust Facilities	0.897
6093 Nondeposit Trust Facilities	0.897
6094 Nondeposit Trust Facilities	0.897
6095 Nondeposit Trust Facilities	0.897
6096 Nondeposit Trust Facilities	0.897
6097 Nondeposit Trust Facilities	0.897
6098 Nondeposit Trust Facilities	0.897
6099 Functions Related to Deposit Banking, NEC	0.897
6100 Functions Related to Deposit Banking, NEC	0.906
6101 Functions Related to Deposit Banking, NEC	0.906
6102 Functions Related to Deposit Banking, NEC	0.906
6103 Functions Related to Deposit Banking, NEC	0.906
6104 Functions Related to Deposit Banking, NEC	0.906
6105 Functions Related to Deposit Banking, NEC	0.906
6106 Functions Related to Deposit Banking, NEC	0.906
6107 Functions Related to Deposit Banking, NEC	0.906
6108 Functions Related to Deposit Banking, NEC	0.906
6109 Functions Related to Deposit Banking, NEC	0.906
6110 Functions Related to Deposit Banking, NEC	0.906
6111 Federal and Federally-Sponsored Credit Agencies	0.906
6112 Federal and Federally-Sponsored Credit Agencies	0.906
6113 Federal and Federally-Sponsored Credit Agencies	0.906
6114 Federal and Federally-Sponsored Credit Agencies	0.906
6115 Federal and Federally-Sponsored Credit Agencies	0.906
6116 Federal and Federally-Sponsored Credit Agencies	0.906
6117 Federal and Federally-Sponsored Credit Agencies	0.906
6118 Federal and Federally-Sponsored Credit Agencies	0.906
6119 Federal and Federally-Sponsored Credit Agencies	0.906
6120 Federal and Federally-Sponsored Credit Agencies	0.906
6121 Federal and Federally-Sponsored Credit Agencies	0.906
6122 Federal and Federally-Sponsored Credit Agencies	0.906
6123 Federal and Federally-Sponsored Credit Agencies	0.906
6124 Federal and Federally-Sponsored Credit Agencies	0.906
6125 Federal and Federally-Sponsored Credit Agencies	0.906
6126 Federal and Federally-Sponsored Credit Agencies	0.906
6127 Federal and Federally-Sponsored Credit Agencies	0.906
6128 Federal and Federally-Sponsored Credit Agencies	0.906
6129 Federal and Federally-Sponsored Credit Agencies	0.906

Industry Adjustments

Attachment C

6130 Federal and Federally-Sponsored Credit Agencies	0.906
6131 Federal and Federally-Sponsored Credit Agencies	0.906
6132 Federal and Federally-Sponsored Credit Agencies	0.906
6133 Federal and Federally-Sponsored Credit Agencies	0.906
6134 Federal and Federally-Sponsored Credit Agencies	0.906
6135 Federal and Federally-Sponsored Credit Agencies	0.906
6136 Federal and Federally-Sponsored Credit Agencies	0.906
6137 Federal and Federally-Sponsored Credit Agencies	0.906
6138 Federal and Federally-Sponsored Credit Agencies	0.906
6139 Federal and Federally-Sponsored Credit Agencies	0.906
6140 Federal and Federally-Sponsored Credit Agencies	0.906
6141 Personal Credit Institutions	0.906
6142 Personal Credit Institutions	0.906
6143 Personal Credit Institutions	0.906
6144 Personal Credit Institutions	0.906
6145 Personal Credit Institutions	0.906
6146 Personal Credit Institutions	0.906
6147 Personal Credit Institutions	0.906
6148 Personal Credit Institutions	0.906
6149 Personal Credit Institutions	0.906
6150 Personal Credit Institutions	0.906
6151 Personal Credit Institutions	0.906
6152 Personal Credit Institutions	0.906
6153 Short-Term Business Credit Institutions, Except Agricultural	0.897
6154 Short-Term Business Credit Institutions, Except Agricultural	0.906
6155 Short-Term Business Credit Institutions, Except Agricultural	0.906
6156 Short-Term Business Credit Institutions, Except Agricultural	0.906
6157 Short-Term Business Credit Institutions, Except Agricultural	0.906
6158 Short-Term Business Credit Institutions, Except Agricultural	0.906
6159 Miscellaneous Business Credit Institutions	0.906
6160 Miscellaneous Business Credit Institutions	0.906
6161 Miscellaneous Business Credit Institutions	0.906
6162 Mortgage Bankers and Loan Correspondents	0.906
6163 Loan Brokers	0.906
7911 Dance Studios, Schools, and Halls	1.172
8051 Skilled Nursing Care Facilities	1.162
8059 Nursing and Personal Care Facilities, Not Elsewhere Classified	1.162
8062 General Medical and Surgical Hospitals	1.162
8063 Psychiatric Hospitals	1.162
8064 Psychiatric Hospitals	1.162
8065 Psychiatric Hospitals	1.162
8066 Psychiatric Hospitals	1.162
8067 Psychiatric Hospitals	1.162
8068 Psychiatric Hospitals	1.162
8082 Home Health Care Services	1.162
8092 Kidney Dialysis Centers	1.162
8093 Specialty Outpatient Facilities, Not Elsewhere Classified	1.162
8069 Specialty Hospitals, Except Psychiatric	1.162
8322 Individual and Family Social Services	1.123
Municipalities	1.123
9221 Police Protection	1.123
9223 Correctional Institutions	1.123
9224 Fire Protection	1.123
9711 National Security	1.103
Var. All Other	0.985