



Professional Employer Organization Arrangements

Iowa - as of January 1, 2019								
Market Type	Policy Model	Policy Type Code	Endorsements*	Experience Rating Modification Application - While in a PEO Arrangement	Experience Rating Modification Application - Upon Termination of a PEO Arrangement	Data Reporting	Assigned Risk Supplemental Forms	NCCI Filing(s) and Circulars
Voluntary Market	<ul style="list-style-type: none"> <li>Master</li> <li>MCP</li> <li>Client Direct Purchase</li> </ul>	<b>Master</b> <ul style="list-style-type: none"> <li>Code 2</li> <li>Code 6</li> </ul> or <ul style="list-style-type: none"> <li>Code 3</li> <li>Code 8</li> <li>Code 6</li> </ul>	<b>Master</b> PEO Policy <ul style="list-style-type: none"> <li>No specific endorsement</li> </ul> Client Policy <ul style="list-style-type: none"> <li>WC 00 03 22</li> </ul>	<b>Master</b> PEO experience rating modification applies	<b>Master</b> Experience rating modification will be recalculated to exclude the former client's data as reported per NCCI's <b>Experience Rating (ER) Split Data Reporting Guide</b> .  <b>Policy of Former Client</b> Experience rating modification calculated with the former client's data, and any other Unit Report data during the experience period. If the former client's data cannot be reported, then the PEO's experience rating modification applies for up to three years.	<b>Master</b> Normal unit statistical reporting  <b>Split Data of Former Client:</b> Submit data for each policy period in the experience period per NCCI's <b>Experience Rating (ER) Split Data Reporting Guide</b>	N/A	Item B-1276 (Circular NCCI-92-94)
		<b>MCP</b> <ul style="list-style-type: none"> <li>Code 3</li> <li>Code 4</li> <li>Code 6</li> </ul>	<b>MCP</b> PEO Policy <ul style="list-style-type: none"> <li>WC 00 03 21</li> </ul> Client Policy <ul style="list-style-type: none"> <li>WC 00 03 20 A</li> <li>WC 00 03 23</li> <li>WC 00 03 22</li> </ul>	<b>MCP</b> <ul style="list-style-type: none"> <li>PEO Policy—PEO experience rating modification applies</li> <li>Client Policy—Client experience rating modification applies</li> </ul>	<b>MCP (PEO and Client Policies)</b> <b>Client Policy for Non-Leased Workers</b> Normal unit statistical reporting			
		<b>Client Direct Purchase</b> <ul style="list-style-type: none"> <li>Code 7</li> </ul>	<b>Client Direct Purchase</b> <ul style="list-style-type: none"> <li>No specific endorsement</li> </ul>	<b>Client Direct Purchase</b> Client experience rating modification applies	<b>Client Direct Purchase</b> Normal unit statistical reporting			
Residual Market**	MCP	<b>MCP</b> <ul style="list-style-type: none"> <li>Code 3</li> <li>Code 4</li> <li>Code 6</li> </ul>	<b>MCP</b> PEO Policy <ul style="list-style-type: none"> <li>WC 00 03 21 A</li> </ul> Client Policy <ul style="list-style-type: none"> <li>WC 00 03 20 B</li> <li>WC 00 03 23 A</li> <li>WC 00 03 22 A</li> </ul>	<b>MCP</b> <ul style="list-style-type: none"> <li>PEO Policy—PEO experience rating modification applies</li> <li>Client Policy—Client experience rating modification applies</li> </ul>	<b>MCP (PEO and Client Policies)</b> <b>Client Policy for Non-Leased Workers</b> Normal unit statistical reporting	<ul style="list-style-type: none"> <li>WCIP Professional Employer Organization (PEO) Supplemental Application</li> <li>WCIP Professional Employer Organization (PEO) Client Supplemental Application</li> </ul>	RM-W-8027 (Circular Plan-2005-10)	

\* Applicable Endorsements must be reported on Policy Record Type 7

\*\* State where NCCI is the Plan Administrator

This Comparison is provided as a reference only. All information is subject to change and dependent on notification from the state. In the event that there is a conflict between the applicable state statute and/or regulation and this chart, the applicable state statute and/or regulation will control. Please refer to the state's website for additional information.

**Disclaimer:**

This guide is comprised of materials and information which are proprietary to NCCI and are protected by United States and international copyright and other intellectual property laws.

This guide is provided solely as a reference tool to be used for the limited purpose of providing information regarding policy, reporting, and rating requirements for professional employer organizations and employee leasing arrangements in various states. The information in this guide shall not be construed or interpreted as providing of legal or any other advice. Use of this guide for any purpose other than as set forth herein is strictly prohibited.

The guide is furnished "As Is" and includes information available at the time of publication only. NCCI makes no representations or warranties of any kind relating to this guide, and expressly disclaims any and all express, statutory, or implied warranties including the implied warranty of merchantability and fitness for a particular purpose. Additionally, you assume responsibility for the use of, and for any and all results, conclusions, analyses, or decisions developed, derived or obtained as a result of this guide and NCCI does not endorse, approve, or otherwise acquiesce in your actions, results, analyses, or decisions, nor shall NCCI have any liability thereto.