



Professional Employer Organization Arrangements

Pennsylvania - as of January 1, 2013

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> </ul> Use of a Master policy is subject to prior approval by the Pennsylvania Compensation Rating Bureau requiring the issuing carrier's compliance with policy and data reporting procedures as required by Act 102 of 2012.	<b>Master</b> PEO Policy <ul style="list-style-type: none"> <li>No specific endorsement</li> </ul> Client Policy for Direct Hire Employees or Covered Employees of another PEO <ul style="list-style-type: none"> <li>WC 00 03 22 A</li> </ul>	<b>Master</b> PEO experience rating modification applies. PEO modification recalculated when a client enters into an employee leasing arrangement for all or substantially all of their employees, client experience is transferable to the PEO for future ratings of the PEO.	<b>Master</b> The experience of the client shall remain with the PEO for all future ratings, provided the leasing agreement remains in effect for a period of two years or more. <b>Policy of Former Client</b> If a client terminates the contract within two years (24 months), the earned experience of the client prior to entering into the leasing arrangement shall be removed from the PEO experience and used in future ratings of the client.	<b>Master</b> Insurer must report separate statistical data to the PCRB for each client insured by the Master Policy in a format complying with all requirements of the approved Statistical Plan.	N/A	PCRB Circular No. 1611
		<b>MCP</b> <ul style="list-style-type: none"> <li>Code 3</li> <li>Code 5</li> <li>Code 6</li> </ul>	<b>MCP</b> PEO Policy <ul style="list-style-type: none"> <li>WC 37 03 11</li> <li>WC 00 03 21 A</li> </ul> Client Policy for Direct Hire Employees or Covered Employees from Another PEO <ul style="list-style-type: none"> <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> <b>Client Direct Purchase</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>WC 00 03 20 B</li> </ul>	<b>Client Direct Purchase</b> Client experience rating modification applies				

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

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.

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