



Professional Employer Organization Arrangements

Virginia - as of February 15, 2023

| 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"> Master Client Direct Purchase | Master <ul style="list-style-type: none"> Code 2 Code 6 | Master PEO Policy <ul style="list-style-type: none"> WC 45 03 01 Client Policy (Non-leased Workers) <ul style="list-style-type: none"> WC 45 03 04 | Master PEO experience rating modification applies | Master All experience accruing during the PEO's master policies and used to calculate an experience rating modification factor for a former client company must also remain in the PEO's experience rating modification factor. Such experience must continue to be used in the future experience rating modification(s) of the PEO until its rating period no longer includes the experience of the former client. Policy of Former Client 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. | Master Normal unit statistical reporting Split Data of Former Client: Submit data for a maximum of six years for all first reports, subsequent reports and corrections in the experience period per NCCI's <i>Experience Rating (ER) Split Data Reporting Guide</i> | N/A | Item 04-VA-00 (Circular VA-00-08) |
| | | Client Direct Purchase <ul style="list-style-type: none"> Code 7 | Client Direct Purchase Client Policy <ul style="list-style-type: none"> WC 45 03 03 PEO Policy (Non-leased Workers) <ul style="list-style-type: none"> WC 45 03 02 | Client Direct Purchase Client experience rating modification applies | Client Direct Purchase Normal unit statistical reporting | | | |
| Residual Market** | Client Direct Purchase | Client Direct Purchase <ul style="list-style-type: none"> Code 7 | Client Direct Purchase Client Policy <ul style="list-style-type: none"> WC 45 03 03 PEO Policy (Non-leased Workers) <ul style="list-style-type: none"> WC 45 03 02 | Client Direct Purchase Client experience rating modification applies | | Client Direct Purchase Normal unit statistical reporting | | Circular VA-98-06 (Clients are not permitted to be covered on the PEO's policy) |

* 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.

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