TRANSACTIONS OF SOCITY OF ACTUARIES 1967 REPORTS

III. GROUP SUPPLEMENTARY MAJOR MEDICAL EXPENSE BENEFITS INSURANCE

THIS is the first annual report on the study of the morbidity experience of Group Supplementary Major Medical Expense insurance. The report adds another year of experience to the data contained in the Pettengill-Mahder paper "Expected Claim Costs for Supplementary Major Medical Expense Benefits" (TSA, Vol. XX).

Rules similar to those applicable to the group hospital, surgical, and comprehensive medical studies were used to select the groups whose experience would be included in the report. Plans supplementary to Blue Cross and/or Blue Shield or any other plan of basic benefits not underwritten by the company contributing to the Group Supplementary Major Medical Expense Benefits study are excluded, as are groups whose characteristics might distort the results, such as those groups which the contributing companies individually classify as substandard and those with eligibility limited to only high-salaried employees.

The tables in this report show the experience for all exposure size groups combined or for nonjumbo groups only. Nonjumbo groups are those with less than 5,000 insured employees. These size groups are shown in order to minimize the effect that jumbo groups might have upon the ratios of actual to tabular claims in any of the groupings shown. This report contains experience for policy years ending in 1962, 1963, 1964, 1965, and 1966. The central period of exposure for each policy year is approximately January 1 of that year. Actual claims are shown to the nearest \$1,000.

Ratios of Actual to Tabular Claims

The results are presented in the form of ratios of actual to tabular claims. The basis for the tabular claims is the 1965 Supplementary Major Medical Tabular set forth in the Pettengill-Mahder paper. The 1965 Supplementary Tabular makes adjustments for many factors which influence the cost of Supplementary Major Medical Expense Benefits, but no adjustment was made for the income distribution of the employee group. This report contains experience tabulated for cases grouped according to major claim cost elements, such as age, area, sex, amount of base plan, and so forth. No tables were included in this report for some of the other factors for which the 1965 Supplementary Tabular provided adjustments, since experience grouped according to these factors did not

vary significantly from that presented in the Pettengill-Mahder paper. Also, tables showing distributions of employees by age and income and dependent distributions are not shown in this report since the results are essentially the same as those shown in the paper.

The Committee wishes to point out that the tabular claim basis was developed using only a limited amount of data under Group Supplementary Major Medical Expense plans and that the tabulars are still experimental in nature. Because of the large number of variables affecting the claim level under these plans, actual claims often differ considerably from the tabular claims calculated for a group, particularly for groups of small or modest size. In light of the foregoing, caution should be used when interpreting the data contained in this report and in any comparison between Supplementary Major Medical and Comprehensive Medical experience because the respective tabulars generally contain different adjustments for the same cost factor. Also, the tabulars are different in nature; the supplementary tabular is with respect to costs after basic benefits and a deductible while the comprehensive tabular relates to first dollar costs or to costs after an initial deductible, without payment of basic benefits

Contributing Companies

The same companies that contributed to the Comprehensive study in Section II also contributed to the Supplementary Major Medical study. The results are the composite experience of variations in company practices and in underlying administrative and claim procedures, as well as variations in experience among groups.

Analysis of Experience

Table 1 shows combined 1964-66 experience for "all cause" and "each illness" plans for all size groups combined; Table 2 contains ratios of actual to tabular by year of experience for nonjumbo groups only. The remaining tables are based upon the 1964-66 combined experience of "all cause" and "each illness" plans covering only nonjumbo groups.

The employee and dependent experience in Table 1 seems to indicate that the tabular adjustments produce fairly consistent results between "all cause" and "each illness" plans.

Table 2 summarizes the changes in the ratio of actual to tabular claims from year to year. The results in Table 2 are extremely sensitive to the annual rate of change in medical charge levels and the rate at which base plan benefits are changed to reflect these increasing charges. The actual to tabular ratios in Table 2 are indicative of the annual increase in claim

cost which applies with respect to the particular mix of supplementary major medical expense benefits contributed to this study. The tabular has been designed to minimize any changes in ratios of actual to tabular if the level of base plan benefits is regularly increased to reflect increased charge levels. For plans with no changes in base plan benefits during the period of years in the study, the ratios of actual to tabular should increase substantially because of increased charges for medical services. The ratios in Table 2 are a composite of plans with and without a change in the level of base plan benefits but do not include the experience of plans for which a significant change in the level of base plan benefits occurred during the policy year concerned, since such experience is not contributed to the study.

The ratios of actual to tabular generally increase from year to year, but the "each illness" total disability not required experience appears to

TABLE 1
SUPPLEMENTARY MAJOR MEDICAL
ALL SIZE GROUPS
EXPERIENCE BY PLAN
COMBINED 1964-66 POLICY YEARS' EXPERIENCE

РІап	No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular†
		Emplo	yee	
All-Cause plans	4,680	835,419	13,028	100%
Total disability not required	2,471	300,338	4,118	96
Total disability required	1,967	147,010	1,938	100
Total, all plans	9,118	1,282,767	19,084	99%
		Depend	lent	·
All-Cause plans	4,573	578,632	14,161	100%
Total disability not required	2,414	213,004	4,358	97
Total disability required	1,934	98,313	1,736	95
Total, all plans	8,921	889,949	20,256	98%

^{*} For dependents, exposure of employees insured with respect to their dependents.

[†] Tabular adjustment in Step IV.

208

per cent female of all employees, since the per cent female of only those employees with dependent coverage is unknown.

Table 5 summarizes the experience by average salary factor for that portion of the experience for which a salary distribution was provided. As noted in the Pettengill-Mahder paper, the 1965 Supplementary Tabu-

TABLE 3
SUPPLEMENTARY MAJOR MEDICAL
NONJUMBO GROUPS
EXPERIENCE BY AVERAGE AGE FACTOR
COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Average Age Factor	No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular†					
	Employee								
30-69%	651 687 955 1,159 1,173 1,092 949 821 580 344 694	64,934 84,020 126,714 164,646 203,220 173,189 141,544 103,050 62,418 33,544 48,714	634 988 1,662 2,408 2,836 2,530 2,282 1,766 1,216 631 1,080	114% 104 101 109 94 99 95 101 93 92					
	1	Depend	lent	1					
30-69%. 70-79. 80-89. 90-99. 100-109. 110-119. 120-129. 130-139. 140-149. 150-159. All ages.	635 676 944 1,137 1,151 1,071 928 799 560 332 675	42,997 57,905 86,893 114,361 140,455 120,632 102,064 73,513 41,138 24,019 30,778	837 1,220 1,935 2,668 3,073 2,665 2,308 1,859 962 550 772	111% 103 102 107 95 99 95 100 91 84 85					

^{*} For dependents, exposure of employees insured with respect to their dependents. † Tabular age adjustment in Step V.

indicate a decreasing ratio of actual to tabular. The cause of this apparent inconsistency is not known.

Table 3 shows the experience by average age factor. The ratios of actual to tabular claims by age factor generally exhibit reasonably consistent results, but the actual to tabular ratios for the young age groups are somewhat higher than those for the older age groups.

Table 4 shows experience by female per cent only. The ratios of actual to tabular claims show reasonably consistent results for female percent groupings with significant experience, although the ratios tend to decrease somewhat as the female per cent increases. There is a notable tendency for employee ratios to increase and decrease in succeeding female per cent groupings, and there would appear to be no logical reason for this tendency.

The spouse portion of the dependent tabular varies according to the

TABLE 2
SUPPLEMENTARY MAJOR MEDICAL
NONJUMBO GROUPS
EXPERIENCE BY PLAN AND BY YEAR
1962-66 POLICY YEARS' EXPERIENCE

Plan	RATIO OF ACTUAL TO 1965 TABULAR FOR POLICY YEAR ENDING IN:*					
	1962	1963	1964	1965	1966	
	-		Employee	·		
All-Cause plans	81%	89%	91%	99%	109 ^c	
Total disability not required Total disability required	73 79	87 97	100 92	98 97	96 112	
Total, all plans	79%	89%	93%	98%	107%	
			Dependent			
All-Cause plans Each-Illness plans:	79%	86%	91%	96%	112%	
Total disability not required Total disability required	71 70	84 85	99 75	98 98	93 114	
Total, all plans	76%	86%	91%	97%	108%	

^{*} Tabular adjustment in Step IV.

TABLE 4

SUPPLEMENTARY MAJOR MEDICAL

NONJUMBO GROUPS

EXPERIENCE BY FEMALE PER CENT COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Female Per Cent	No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular†
		Emplo	yee	
<11%	3,648 1,981 1,198 758 529 426 310 160 68 27	460,872 256,426 180,283 92,710 80,172 64,819 37,556 21,794 7,125 4,236	6,563 3,590 2,909 1,467 1,409 1,021 617 311 107 39	100% 97 105 99 107 93 98 76 84 78‡
<31% female ≥31% female	6,827 2,278	897,581 308,412	13,062 4,971	100% 98
Total	9,105	1,205,993	18,033	99%
		Depend	lent	
<11%	3,569 1,945 1,163 743 521 417 304 153 67 26	355,202 191,546 123,950 57,807 43,834 30,686 17,577 9,629 2,623 1,901	7,890 4,311 2,950 1,327 1,031 754 333 192 44 17	98% 100 101 97 98 104 85 81 65‡
Total	8,908	834,755	18,849	98%

^{*} For dependents, exposure of employees insured with respect to their dependents.

[†] Tabular adjustment in Steps V and X.

Less than \$50,000 of tabular claims.

lar does not provide for a salary adjustment, although an average salary factor was determined for each group with a salary distribution. The increasing ratios of actual to tabular as the average earnings of the employees increase may be indicative of the effect of income on claim costs.

TABLE 5
SUPPLEMENTARY MAJOR MEDICAL
NONJUMBO GROUPS
EXPERIENCE BY AVERAGE SALARY FACTOR
COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Average Salary Factor	No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular†				
	Employee							
90-997 100-109 110-119 120-129 130 or more Unknown	3,172 3,035 936 315 153 1,494 9,105	435,113 471,963 99,621 34,796 12,059 152,441 1,205,993	5,663 7,143 1,884 703 296 2,344 18,033	86% 100 128 128 165 104				
		Depend	lent					
90–99%. 100–109 110–119 120–129 130 or more. Unknown	3,069 2,996 920 311 149 1,463	276, 260 343, 388 73, 526 26, 869 8, 332 106, 380	5,393 7,852 2,068 775 329 2,432	87% 98 122 121 174 99				
Total	8,908	834,755	18,849	98%				

^{*} For dependents, exposure of employees insured with respect to their dependents.

Table 6 contains the combined employee and dependent experience by metropolitan area, state, and region. The 1965 Supplementary Tabular area factors are also shown in the table to facilitate comparisons with actual experience. In assigning metropolitan area codes to the data submitted, contributing companies used state and region codes in those instances where it was not known whether 75 per cent of the covered employees were in a given metropolitan area. Hence, the experience shown

[†] No tabular adjustment.

TABLE 6

SUPPLEMENTARY MAJOR MEDICAL NONJUMBO GROUPS

EXPERIENCE BY REGION, STATE, AND METROPOLITAN AREA EMPLOYEE AND DEPENDENT COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Region,* State,† or Metropolitan Area	No. Expe- rience Units‡	Years of Exposure:	Actual Claims (000)	Ratio of Actual to 1965 Tabular	1965 Tabular Area Factor
Total, all locations	9,105	1,205,993	36,883	99%	
New England States: Connecticut	46	14,880	438	93%	104%
walk	30	5,029	199	112	112
tolNew Haven-Waterbury	55 32	8,463 3,837	290 141	106 99	104 116
Total	163	32,209	1,068	100%	
Maine	36	4,946	90	53%	92%
Massachusetts Boston Springfield-Holyoke	91 134 47	13,567 12,874 6,887	383 456 158	95% 97 86	104% 116 104
Total	272	33,328	997	94%	
New Hampshire	32	5,069	94	82%	92%
Rhode Island Providence				\$2.45	108% 108
Vermont	35	4,346	96	99%	92%
Region	15	2,036	46	60%	104%
Region total	556	81,998	2,398	93%	
Middle Atlantic States: Delaware	. ,			§	96%
District of Columbia	72	7,970	226	109%	108%
New Jersey	78	8,127	269	100%	108%
New York Albany-Schenectady-Troy Buffalo New York–Northeastern New	198 27 44	16,190 1,545 6,352	516 39 153	103% 110 93	100% 108 100
Jersey	350 17 39	46,260 1,130 2,944	1,771 19 114	97 51∥ 106	116 108 108
Total	675	74,421	2,612	98%	

^{*} Excludes groups coded for a specific state or metropolitan area.

[†] Excludes groups coded for a specific metropolitan area.

[!] Employee only.

Less than \$50,000 of tabular claims and less than ten experience units.

Less than \$50,000 of tabular claims.

TABLE 6-Continued**

Region,* State,† or	No. Expe-	Years of	Actual Claims	Ratio of Actual	1965 Tabular
Metropolitan Area	rience Units‡	Exposure ‡	(000)	to 1965 Tabular	Area Factor
Pennsylvania Allentown-Bethlehem-East-	317	41,750	1,118	106%	88%
on Philadelphia	112	9,118	309	127	92 96
Pittsburgh	82	12,453	313	78	100
Wilkes-Barre-Hazelton				§	92
Total	521	64,000	1,754	100%	
Region	16	2,290	102	156%	104%
Region total	1,367	156,978	4,966	100%	
North Central States:					
Illinois	313	38,621	894	93%	92%
Chicago	485	44,265	1,599	106	112
Total	798	82,886	2,493	101%	
Indiana	177	36,928	895	98%	84%
Indianapolis	80	15,941	465	103	100
Total	257	52,869	1,360	100%	
Kentucky	30	2,868	62	95%	84%
Louisville	13	830	15	54	92
Total	43	3,698	77	83%	
Michigan	271	31,141	612	89%	92%
Detroit	151	18,225	560	108	112
Total	422	49,366	1,172	97%	
Ohio	189	32,886	686	94%	88%
Akron	18	1,615	37	86	100
Cincinnati	31	2,759	79	102	100
Cleveland	27	3,014	55	61	112
Columbus	11	1,746	30	81	92
Dayton	20 32	8,329 3,806	113	67	100
Toledo	19	2,492	55	89	92
Total	347	56,647	1,177	90%	
West Virginia	86	9,796	218	100%	80%
Wheeling (W.Va.)-Steuben- ville (Ohio)				8	84
Total	94	10,307	236	103%	
Wisconsin	169	25,136	589	103%	88%
Milwaukee	131	21,150	447	87	100
Total	300	46,286	1,036	96%	
Region	46	18,396	663	101%	104%
	2,307	320,455	8,214	98%	1

^{**} See notes to Table 6 on p. 211.

Region,* State,† or Metropolitan Area	No. Expe- rience Units‡	Years of Exposure;	Actual Claims (000)	Ratio of Actual to 1965 Tabular	1965 Tabular Area Factor
Plains States:	112	9,525	180	86%	84%
Kansas	131	15,676	538	106%	96%
Minnesota Minneapolis-St. Paul	82 92	12,810 8,589	292 257	86% 94	92% 104
Total	174	21,399	549	90%	
Missouri. Kansas City St. Louis	48 60 76	4,283 8,897 3,985	77 316 146	58% 106 109	88% 100 100
Total	184	17,165	539	96%	
NebraskaOmaha	30 45	2,728 2,937	64 100	97% 119	80% 96
Total	75	5,665	164	109%	
North Dakota	19	1,398	50	157%	88%
South Dakota	34	2,240	48	89%	84%
Region	14	10,294	356	94%	92%
Region total	743	83,362	2,424	97%	
Mountain States: Colorado Denver	24 25	1,516 1,800	37 40	105% 95	88% 100
Total	49	3,316	77	100%	
Idaho	29	1,389	46	95%	96%
Montana	38	2,808	109	105%	96%
Nevada	40	1,998	53	65%	112%
Utah	63	4,600	109	91%	92%
Wyoming	17	1,788	46	95%	88%
Region				§	96%
Region total	238	15,998	442	92%	
Pacific States: California. Los Angeles. San Diego. San Francisco-Oakland	349 513 54 79	33,782 47,378 3,505 7,769	1,563 2,190 184 292	109% 102 107 81	128% 140 136 140
Total	995	92,434	4,229	103%	
OregonPortland	25 11	2,611 533	53 20	87% 114	100% 108
Total	36	3,144	73	93%	

TABLE 6-Continued**

Region,* State,† or Metropolitan Area	No. Expe- rience Units‡	Years of Exposure ‡	Actual Claims (000)	Ratio of Actual to 1965 Tabular	1965 Tabular Area Factor
Washington	31 20	2,278 2,763	77 61	101% 68	112% 120
Total	51	5,041	138	83%	
Region	20	11,476	354	84%	120%
Region total	1,102	112,095	4,794	100%	
Gulf States: Arizona	95	12,544	499	118%	116%
Arkansas	69	5,809	142	93%	84%
Louisiana New Orleans	187 59	14,526 3,100	492 96	96% 89	92% 100
Total	246	17,626	588	95%	
New Mexico	43	2,599	104	118%	100%
Oklahoma	134	10,745	427	117%	96%
Texas. Dallas. Fort Worth. Houston. San Antonio.	206 76 37 126 20	30,493 9,113 4,250 12,587 1,459	1,073 330 164 467 75	95% 104 97 106 136	96% 108 100 100 100
Total	465	57,902	2,109	100%	
Region	23	3,194	131	107%	100%
Region total	1,075	110,419	4,000	103%	
Southeastern States: Alabama Birmingham Total.	48 13 61	6,743 1,011 7,754	151 28 179	94% 116 97%	84% 92
Florida Miami Tampa	204 121 37	24,013 9,458 2,661	757 464 72	97% 112 83	100% 120 104
Total	362	36,132	1,293	101%	
GeorgiaAtlanta	86 72	10,928 7,424	215 238	92% 113	80% 92
Total	158	18,352	453	102%	
Maryland Baltimore	40 88	4,021 10,300	99 297	90% 100	96% 104
Total	128	14,321	396	97%	
Mississippi	92	8,657	207	97%	84%

^{**} See notes to Table 6 on p. 211.

TABLE 6-Continued

Region,* State,† or Metropolitan Area	No. Expe- rience Units‡	Years of Exposure;	Actual Claims (000)	Ratio of Actual to 1965 Tabular	1965 Tabular Area Factor
North Carolina	140	20,631	411	94%	72%
South Carolina	42	4,795	116	76%	72%
Tennessee Knoxville Memphis	74 10 23	15,201 1,510 1,734	607 63 74	142% 105 123	92% 96 100
Total	107	18,445	744	136%	,
Virginia Norfolk-Portsmouth	164 57	26,949 3,050	661 95	99% 123	84% 92
Total	221	29,999	756	102%	
Region	46	13,801	430	96%	84%
Region total	1,357	172,887	4,985	102%	,
Hawaii	10	2,872	76	102%	104%
Alaska			,	§	136%
Total, states and regions	8,763	1,057,894	32,335	99%	
All other#	342	148,099	4,548	96%	100%

#Less than 75 per cent of employees in one region, state, or metropolitan area.

for states and regions may include a few cases where a substantial portion of the employees is actually located in one of the metropolitan areas shown in the table. The actual to tabular ratios indicated in this table are influenced by such things as the tabular area assigned, variations in the type and level of basic benefits provided, and variations in utilization of benefits. A 1 per cent change in the tabular area factor will produce approximately a 2 per cent change in the A/T ratio.

The ratios of actual to tabular claims indicate that the tabular area factors appear to be satisfactory for most areas with a substantial volume of experience. Caution should be used in interpreting the results by area since experience under this coverage can fluctuate widely from year to year and from case to case regardless of the size of the case.

Table 7 shows experience for plans classified according to the type of restriction applicable to treatment of mental and nervous disorders. The actual to tabular claims ratios are reasonably consistent for the various benefit provisions with substantial experience, although the code 1 ratio is above average while the dependent code 4 shows an above-average actual to tabular ratio.

Table 8 presents experience by amount of maximum benefit provided by the plan, including plans with an automatic yearly restoration feature. The 1965 Supplementary Tabular uses a \$5,000 lifetime maximum benefit as a base, and all adjustments are related to this base. The tabular includes a substantial adjustment for plans with \$10,000 lifetime maximum benefits, and it would appear that the higher claim experience for lifetime maximums of \$10,000 is caused by factors other than the difference in the maximum benefit. The 1965 Supplementary Tabular also adjusts for

TABLE 7 SUPPLEMENTARY MAJOR MEDICAL NONTUMBO GROUPS EXPERIENCE BY MENTAL AND NERVOUS RESTRICTION COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Code*	No. Experience Units	Employee Years of Exposure†	Actual Claims (000)	Ratio of Actual to 1965 Tabular‡					
	Employee								
1	2,049 5,688 522 846 9,105	297,039 805,418 29,932 73,604 1,205,993	4,686 11,713 481 1,153 18,033	102% 99 96 96 96					
		Depend	lent						
1	1,994 5,608 520 786	208,951 562,796 21,055 41,953	4,920 12,268 548 1,113	100% 97 95 107					

* Mental and Nervous Restriction Code:

Covered for full plan benefits whether or not confined in a hospital.
 Covered for full plan benefits while confined in a hospital and reduced or limited benefits while not confined in a hospital,

^{3.} Covered for full plan benefits while confined in a hospital and no benefits while not confined in a hospital.

^{4.} Covered for reduced or limited benefits whether or not confined in a hospital. † For dependents, exposure of employees insured with respect to their dependents.

[!] Tabular adjustment in Step XIV.

TABLE 8

SUPPLEMENTARY MAJOR MEDICAL NONJUMBO GROUPS

EXPERIENCE BY MAXIMUM BENEFIT COMBINED 1964-66 POLICY YEARS' EXPERIENCE

Maximum Benefit	No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular t
		Emplo	yee	
Lifetime maximum: \$2,500-\$4,999 \$5,000 \$5,001-\$9,999 \$10,000 \$10,001-\$19,999 \$20,000 or more.	114 1,938 116 2,660 121 12	11,005 297,900 34,110 467,566 40,095 15,901	187 4,280 487 7,474 697 230	119% 96 97 103 89 90
Total	4,961	866,577	13,355	99%
No lifetime maximum, Each- Illness maximum: \$5,000. \$10,000. All other Total	1,560 2,422 162 4,144 9,105	91,684 215,094 32,638 339,416 1,205,993	1,259 2,929 490 4,678 18,033	96% 100 105 100% 99%
	<u></u>	Depend	lent	
Lifetime maximum: \$2,500-\$4,999 \$5,000 \$5,001-\$9,999 \$10,000 \$10,001-19,999 \$20,000 or more.	112 1,873 110 2,623 120 12	7,412 204,045 24,387 328,225 24,747 14,037	228 4,401 500 8,110 664 301	140% 92 92 92 102 97 90
Total	4,850	602,853	14,204	98%
No lifetime maximum, Each- Illness maximum: \$5,000 \$10,000 All other	1,511 2,389 158	62,620 146,029 23,253	1,117 2,968 560	87% 103 112
Total	4,058	231,902	4,645	100%
Total	8,908	834,755	18,849	98%

^{*} For dependents, exposure of employees insured with respect to their dependents.

[†] Tabular adjustment in Step XI.

plans which have an automatic yearly restoration provision. These plans have a small volume of experience, but an examination of the raw data indicates results which appear to be consistent with plans that do not contain such a provision.

Table 9 summarizes experience by the level of underlying base plan benefits. This level is measured by the per cent total reduction, which is obtained by dividing total base plan credits by the tabular cost before reduction for base plan benefits.

TABLE 9
SUPPLEMENTARY MAJOR MEDICAL
NONJUMBO GROUPS
EXPERIENCE BY LEVEL OF BASE PLAN BENEFITS
COMBINED 1964-66 POLICY YEARS' EXPERIENCE

No. Experience Units	Employee Years of Exposure*	Actual Claims (000)	Ratio of Actual to 1965 Tabular +
Employee			
63 549 1,404 2,474 2,625 1,818 172	20,780 93,052 181,492 310,025 330,686 247,950 22,008	480 1,795 3,263 4,872 4,446 2,899 278	84% 92 94 100 100 109 153
Dependent			
82 563 1,377 2,473 2,544 1,724 145	10,822 68,401 124,457 220,988 238,972 158,889 12,226	418 1,999 3,529 5,121 4,877 2,745 160	89% 89 96 97 102 108 111
	63 549 1,404 2,474 2,625 1,818 172 9,105	Experience Units Years of Exposure* Columb	Experience Units

^{*} For dependents, exposure of employees insured with respect to their dependents.

[†] Tabular adjustment in Step III.