



August 2015

Significant Measures of State Unemployment Insurance Tax Systems



2014

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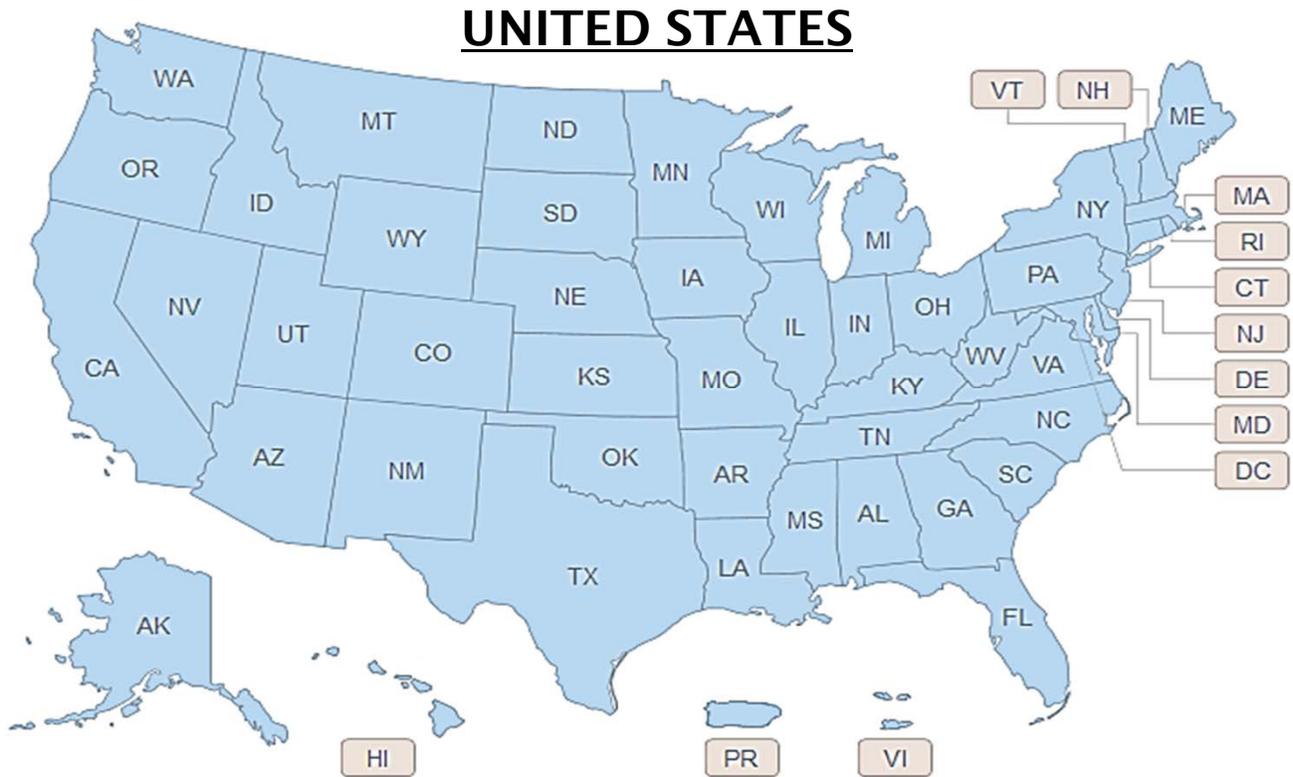
View this report online at:
<http://ows.doleta.gov/unemploy/finance.asp>

Corrections: (08/17/2015)

The minimum or maximum statutory tax rate was corrected in six states (AR, DC, DE, NH, NY, and VA)

Individual State Pages: Significant Tax Measures Report

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Note: Blank cells appearing in any section of this report indicates that information is unavailable.

Significant Measures of State UI Tax Systems Report

2014

Highlights

The measures in this report describe the 2014 tax rate year amounts for each state. For 49 states that would correspond to the employer tax rates assigned beginning in January 1, 2014 to December 31, 2014, for four states it would be the rates assigned from July 1, 2013 to June 30, 2014. For this period:

- **On average UI taxable employers paid \$398 per employee in UI taxes, which was equivalent to \$.79 per every hundred dollars paid in wages.**
- **Forty-seven percent of taxable employers paid less than \$.50 in UI taxes for every hundred dollars of wages paid.**
- **Thirty-seven percent of taxable employers paid the lowest tax rate in state rate schedules, (five states had a 0% tax rate assigned to those employers). Six percent of taxable employers were assigned the highest tax rate.**
- **The average UI tax rate in 44 states was below a calculated Minimum Adequate Financing Rate. On average the state average tax rate was 14% below the state Minimum Adequate Financing Rate.**
- **Five percent of the total benefits paid were made to claimants that were laid off from firms that went out of business.**
- **Seven percent of UI benefits were paid to claimants who were laid off from a non-taxed reimbursable employer (Federal, state, or local government, or non-profit organization).**

Report User Guide

Evaluating State Unemployment Insurance (UI) Tax Systems Using the Significant Tax Measures Report

Introduction

The publication of the yearly report of Significant Measures of State UI Tax Systems provides an opportunity for interested users to evaluate and compare the primary functions of a state's UI tax structure. The wide range of methodologies and application of UI taxes across states creates a growing need to measure the differences and workings of these systems. This report fills that need by offering a series of useful and comparable metrics.

The following description is provided to assist users of this report in interpreting and using the report information to effectively evaluate a state's UI tax structure. The twenty-two variables in this report are divided into four sections. The first eight variables provide the **State Tax Structure Description**, the next six items cover the state's **Contribution Levels**, followed by five variables on **Benefit Charging** measures, and concluding with four items on the **Distribution of Wages, Benefits, and Contributions**.

State Tax Structure Description

Items in this section provide an overview of the applicable laws for each state's UI tax structure, together with the average tax rate in the state and the current solvency level.

Each state has the legal authority to set the type of **experience rating method** to apply in the formulation of employers' tax rates. The majority of states, thirty-two, use the Reserve Ratio experience rating methodology, the only method which gives credit to employers for the amount of contributions they have made. Eighteen states use the Benefit Ratio method, two states use the Benefit Wage Ratio method, and one state employs the Payroll Decline method.

In addition to the type of experience rating method, states differ in the **type of employer ranking** employed in the assignment of tax rates; twelve states assign UI tax rates by using a relative ranking of all employers, called the Array Method. Essentially these states assign tax rates based on how employers compare against each other in terms of their experience with unemployment, however measured. The remaining 41 states all use **fixed intervals** of their experience rating measure (e.g. reserve ratio) to place employers in tax rate groups. The Array Method pre-determines the proportion of taxable wages that will be assigned any specific tax rate which allows states to predetermine the level of contributions they will receive.

Of the states that charge a claimant's benefits back to an employer (three states do not charge benefits at all) all use one of three **types of charging methods** for claimants with multiple recent employers. Thirteen states charge the most recent or principal employer on the theory that this employer has primary responsibility for the unemployment. Based on the belief that unemployment results from general conditions of the labor market more than from a given employer's behavior, the largest number of states,

thirty-four, charge employers in proportion to the base period wages earned. Five states charge base period employers in inverse chronological order, generally up to a specified percentage of base period wages.

The **average tax rate** is calculated by dividing the total contributions of taxable employers by taxable or total wages. It represents the average rate an employer would face in the state. The **statutory minimum rate** is the tax rate on taxable wages that is assigned to those employers with the best experience rate, those laying off the fewest employees, the **maximum rate** is the rate on taxable wages that is assigned to the employers laying off the most employees.

The **new employer rate** applies to firms from one to three years and the specifics of each state rate can be found in the appendix.

Contribution Levels

Every state varies the level of its tax rates based on its UI trust fund balance and the application of experience rated reductions and increases. The average tax rate is one measure of the overall level of contributions. The **contribution per covered employee** translates the average tax rate into a dollar figure to give a nominal view of this rate. Likewise, the **employer contribution for every \$100 of wages paid** shows the portion of wages that employers are paying in UI taxes, with most all states below one dollar. This amount signifies, on average, how much each taxable employer is paying yearly in taxes for each job. States with higher average contribution levels are collecting higher amounts, but they also may be paying higher levels of benefits or may have lower solvency levels, which can also be compared in this report.

Just comparing the minimum and maximum statutory tax rates in effect across states is not a clear indication of the applicable ranges in effect because each state may have a different taxable wage base. The **contributions per employee at the tax base** identifies the amount an employer **assigned the minimum rate** would pay for an employee earning at least the taxable wage base. A few states may have a zero value if the rates in effect for that year have a zero tax rate for the lowest rate applicable. Likewise, **contributions at the maximum rate** provides the amount an employer would pay for each employee earning at least the taxable wage base if they are assigned the maximum tax rate. The lowest amount a maximum-rated employer would pay per year is \$378 (5.4% times \$7,000 wage base) a year. The **average contribution per employee at the tax base provides** the average dollar amount each employer is paying for an employee at the tax base. For comparison between states it must be remembered that a significant number of employees, especially in high wage base states, would not be making the level of the wage base so the tax amount would be less.

States are continually paying UI benefits and receiving UI contributions with the difference between these monies being deposited or withdrawn from the UI trust fund. One way to compare the incoming and outgoing flows is to reduce the yearly totals to per dollar values by computing the ratio of benefits to contributions. This shows what happens to each dollar of contributions. For the **amount going to pay benefits in the previous computation year**, a value greater than one dollar means that benefits were greater than contributions and the difference is being taken **from the UI trust fund**. If the value is less than one, contributions are greater than benefits and the remaining amount is being put **into the UI trust**

fund. During periods of high unemployment and high solvency, states may reasonably have values above one, and during periods of low unemployment and low solvency, states will reasonably be expected to have values below one. Values opposite of these expectations may be a matter of concern and merit further examination.

Also, to capture the solvency impact of the varying tax rate assignment in Experience Rating a comparison is made between the average tax rate of the current state distribution of tax rates against the average tax rate for a **Minimum Adequate level of Financing (AFR)**. The adequate level of financing is calculated as the rate equal to the amount needed to cover benefit payments (average level of last ten years) plus a solvency amount (difference between trust fund (including loans) and Adequate Fund (1.0Average High Cost Multiple).

The **percentage difference from the Adequate Financing Rate** shows how the state's current level of financing compares to the determined adequate level. A large negative number corresponds to a level of financing that is well below adequate.

This measure can be combined with the level of solvency (Average High Cost Multiple) to suggest that a state may have an inadequate level of taxation if they have a large negative difference from the adequate financing rate and a low level of solvency.

It is important to note, if a state has made a recent reduction in benefit payments, either through its benefit formula or potential duration, then the adequate financing rate would not be representative of the new required revenue requirements, since it is relying on the average of the past ten years of benefits for its construction.

Benefit Charging

All but three states charge the benefits paid back to a so called "responsible" employer. The amount states **charge to active employers'** experience rating accounts varies tremendously among states (between 50 and 90 percent of total benefits paid). It is important to note that the amount of benefits attributed to individual employer accounts is not the amount employers will pay in UI taxes, but only the amount used in the formulation of their final tax rates. It is also necessary to look at how closely the assigned tax rates reflect employer experience. Thus, a state with a relatively higher level of benefit charging than another state does not necessarily have a greater degree of experience rating.

The benefit charging levels are important for comparing yearly fluctuations in each category and comparing against estimated overall contribution levels. A growing proportion of **non-charged benefits** may indicate either a significant law change or a greater use of existing non-charging provisions. The level of **Inactive charges** shows the amount of benefits that have been charged to employers that are no longer considered active employers. A large proportion of inactive charges may indicate more turbulent economic conditions or a changing pattern of employment composition.

For any UI insurance scheme that caps the payment amount of the worst rated participants there will be a difference between the **amount these maximum tax rate employers are charged in benefits in the prior**

year and the estimated amount these employers pay in contributions during the current year. The amount of contributions from these employers is shown as a **percentage of their charged benefits**, with a lower percentage corresponding to less re-couplement (but higher “insurance”). The difference between these two values is referred to as ineffective charges the amount is also shown as a **percentage of total benefits paid** to reflect the importance of this level to the entire program. A higher percentage would indicate a more serious issue of funding that would need to be addressed.

Distribution of Wages, Benefits, and Contributions

Using only the average tax rate to measure the tax burden can disguise a good deal of the actual distribution of tax rate assignment. Since for any single variable the data can be grouped in any number of various patterns above and below an average rate, displaying the actual distribution provides a much finer comparison.

The scale used for each variable distribution in this report is the so called effective tax rate or tax rate on total wages. It is derived by dividing total contributions for the year by the total wages. Effective tax rates are comparable across states because they are not affected by differences in the taxable wage base.

A high **proportion of total wages** located under the lowest rates (0 - .5%) indicates employers with a high proportion of wages have very low tax rates. A high proportion of wages at the highest interval of > 2.0% indicates a large proportion of wages for employers assigned higher tax rates.

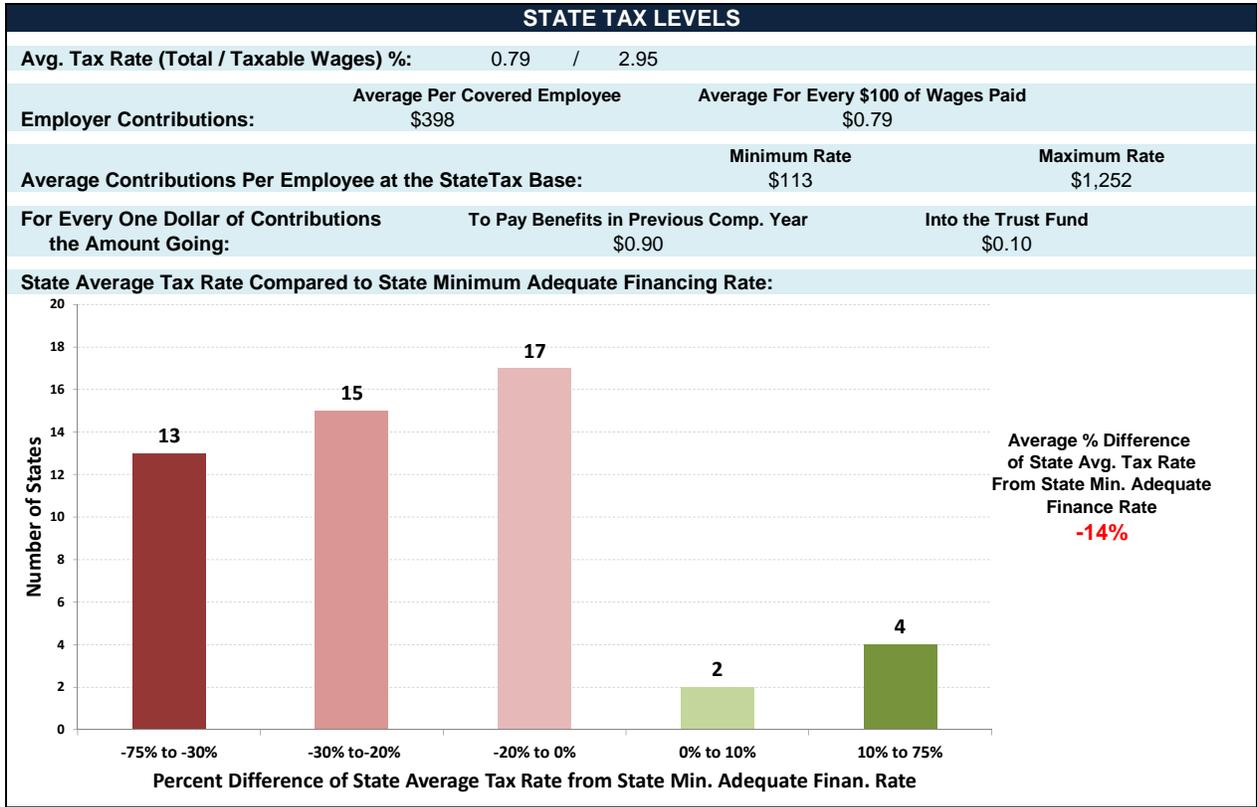
There will be small differences between the **distribution of total wages** and the distribution of taxable wages depending on the level of the tax base. For states with a high taxable wage base the difference between the distributions of taxable and total wages should be relatively small, while the distribution of taxable wages for a low taxable wage base state should reveal the differences between high wage and low wage employers.

The **proportion of accounts** at each rate interval indicates the number of employers taxed at each interval. A larger share of wages than accounts in any one interval means a greater share of larger and/or higher-wage employers located at that interval, while a smaller share of wages than accounts in any one interval means a greater share of smaller and/or lower-wage employers located there.

Comparing the **distribution of benefits charged** to the **distribution of contributions** provides a further insight into the allocation of costs to those employers deemed “responsible.” All states will have a higher proportion of benefits charged in the highest tax categories compared to the proportion of contributions received at this interval, indicating the limited liability of the worst rated employers. Often those states with the largest difference between these distributions at the highest intervals also have a comparably large and opposite difference between the contributions received and benefits charged at the lowest levels in order to adequately fund their programs.

A precise definition of each measure can be found in the Data Definitions section at the end of the report.

UNITED STATES 2014



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
Total Benefits Charged to Active Taxable Employers:	31,830	78%	\$300
Total Benefits Non-Charged:	3,597	9%	\$34
Total Benefits Charged to Inactive Employers:	2,231	5%	\$21
Total Reimbursable Benefits Paid	3,056	7%	
Total:	\$40,714	100%	\$354

% of Total Benefits

Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	11%
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DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
Proportion of Total Wages:	37%	32%	14%	6%	7%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 14% 6%
Proportion of Employers:	47%	24%	10%	5%	10%	
Proportion of Total Benefits Charged:	11%	19%	18%	13%	34%	Minimum Tax Rate Maximum Tax Rate 3.1% 31%
Proportion of Total Estimated Contributions:	17%	29%	19%	11%	21%	Minimum Tax Rate Maximum Tax Rate 6.0% 16%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

ALASKA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Payroll Decline	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	None	4) Taxable Wage Base (\$):	37,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.62 / 2.62	6) New Employer Tax Rate (%):	2.4
7) Statutory Tax Rate (Minimum / Maximum)%:	1.00 / 5.40	8) Average High Cost Multiple (1/1/2014):	1.26

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$860	Average For Every \$100 of Wages Paid \$1.62
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$374	Maximum Rate \$2,020
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Yr \$0.70	Into the Trust Fund \$0.30
12) Average Tax Rate Compared to Min. Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 2.62%</p> <p>Minimum Adequate Financing Rate: 1.96%</p> <p>7% Difference From Min. Adeq. Finan. Rate (33%)</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	0	0%	\$0
15) Benefits Non-Charged:	0	0%	\$0
16) Benefits Charged to Inactive Employers:	0	0%	\$0
17) Total Reimbursable Benefits Paid	0	0%	\$0
Total:	\$0	0%	\$0
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	NA	NA	NA
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.

ALABAMA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	8,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.51 / 2.27	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.65 / 6.80	8) Average High Cost Multiple (1/1/2014):	0.40

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$212	Average For Every \$100 of Wages Paid \$0.51
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$52	Maximum Rate \$544
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.92	Into the Trust Fund \$0.08
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		

Current Avg. Tax Rate: 2.27%

Minimum Adequate Financing Rate: 2.69%

13) % Difference From Min. Adeq. Finan. Rate: -16%

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	239	78%	\$164
15) Benefits Non-Charged:	41	13%	\$28
16) Benefits Charged to Inactive Employers:	10	3%	\$7
17) Total Reimbursable Benefits Paid	16	5%	
Total:	\$306	100%	\$199

	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$30	10%	65%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	69%	17%	8%	5%	1%	Minimum Tax Rate	Maximum Tax Rate
						25%	5%
20) Proportion of Employers:	76%	8%	6%	9%	1%	Minimum Tax Rate	Maximum Tax Rate
						64%	9%
21) Proportion of Total Benefits Charged:	22%	22%	19%	33%	4%	Minimum Tax Rate	Maximum Tax Rate
						1%	36%
22) Proportion of Total Estimated Contributions:	37%	24%	18%	18%	4%	Minimum Tax Rate	Maximum Tax Rate
						9%	17%

ARKANSAS 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	12,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.03 / 3.13	6) New Employer Tax Rate (%):	2.9
7) Statutory Tax Rate (Minimum / Maximum)%:	1.20 / 6.00	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$400	Average For Every \$100 of Wages Paid \$1.03
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$144	Maximum Rate \$720
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.79	Into the Trust Fund \$0.21
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	<p>Current Avg. Tax Rate 3.13%</p> <p>Minimum Adequate Financing Rate 3.48%</p> <p>13) % Difference From Min. Adeq. Finan. Rate -10%</p>	

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	234	76%	\$258
15) Benefits Non-Charged:	59	19%	\$65
16) Benefits Charged to Inactive Employers:	0	0%	\$0
17) Total Reimbursable Benefits Paid	14	5%	
Total:	\$308	100%	\$323

	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	####	77%	39%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Minimum Tax Rate	Maximum Tax Rate
19) Proportion of Total Wages:	34%	38%	20%	6%	3%	14%	3%
20) Proportion of Employers:	69%	12%	10%	4%	5%	49%	3%
21) Proportion of Total Benefits Charged:	6%	20%	26%	22%	27%	3%	29%
22) Proportion of Total Estimated Contributions:	19%	28%	32%	13%	8%	7%	7%

ARIZONA 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed	
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	7,000	
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	0.45 / 2.33	6) New Employer Tax Rate (%):	2.0	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.03 / 7.17	8) Average High Cost Multiple (1/1/2014):	0.03	

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$202	Average For Every \$100 of Wages Paid \$0.45
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$2	Maximum Rate \$502
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.75	Into the Trust Fund \$0.25
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 2.33%</p> <p>Minimum Adequate Financing Rate: 3.61%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -35%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	288	84%	\$143
15) Benefits Non-Charged:	19	5%	\$9
16) Benefits Charged to Inactive Employers:	12	3%	\$6
17) Total Reimbursable Benefits Paid	25	7%	
Total:	\$344	100%	\$158
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	29	9%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 69%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	64%	28%	5%	1%	1%	Minimum Tax Rate: 4%, Maximum Tax Rate: 5%
20) Proportion of Employers:	60%	29%	6%	2%	2%	Minimum Tax Rate: 18%, Maximum Tax Rate: 8%
21) Proportion of Total Benefits Charged:	23%	35%	19%	9%	14%	Minimum Tax Rate: 1%, Maximum Tax Rate: 33%
22) Proportion of Total Estimated Contributions:	34%	42%	15%	5%	3%	Minimum Tax Rate: 0%, Maximum Tax Rate: 16%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

CALIFORNIA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	7,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.77 / 5.02	6) New Employer Tax Rate (%):	3.4
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 6.20	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$444	Average For Every \$100 of Wages Paid \$0.77	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$105	Maximum Rate \$434	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$1.02	Into the Trust Fund -\$0.02	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p>Current Avg. Tax Rate: 5.02%</p> <p>Minimum Adequate Financing Rate: 9.51%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -47%</p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	5,241	79%	\$423
15) Benefits Non-Charged:	284	4%	\$23
16) Benefits Charged to Inactive Employers:	343	5%	\$28
17) Total Reimbursable Benefits Paid	783	12%	
	Total:	100%	\$474
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	Amount (\$ mil.) 1,335	% of Total Benefits 23%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 70%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:					Minimum Tax Rate: 2%	Maximum Tax Rate: 51%
10%	84%	6%	0%	0%		
20) Proportion of Employers:					Minimum Tax Rate: 4%	Maximum Tax Rate: 30%
12%	81%	7%	0%	0%		
21) Proportion of Total Benefits Charged:					Minimum Tax Rate: 8%	Maximum Tax Rate: 86%
2%	74%	24%	0%	0%		
22) Proportion of Total Estimated Contributions:					Minimum Tax Rate: 28%	Maximum Tax Rate: 58%
4%	87%	9%	0%	0%		
<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		

COLORADO 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed	
3) Type of Charging Method:	Inverse Order	4) Taxable Wage Base (\$):	11,700	
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	0.68 / 2.56	6) New Employer Tax Rate (%):	1.7	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.66 / 8.90	8) Average High Cost Multiple (1/1/2014):	0.53	

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$355	Average For Every \$100 of Wages Paid \$0.68
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$77	Maximum Rate \$1,041
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.75	Into the Trust Fund \$0.25
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate: 2.56%</p> <p style="text-align: center;">Minimum Adequate Financing Rate: 2.85%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate: -10%</p>		

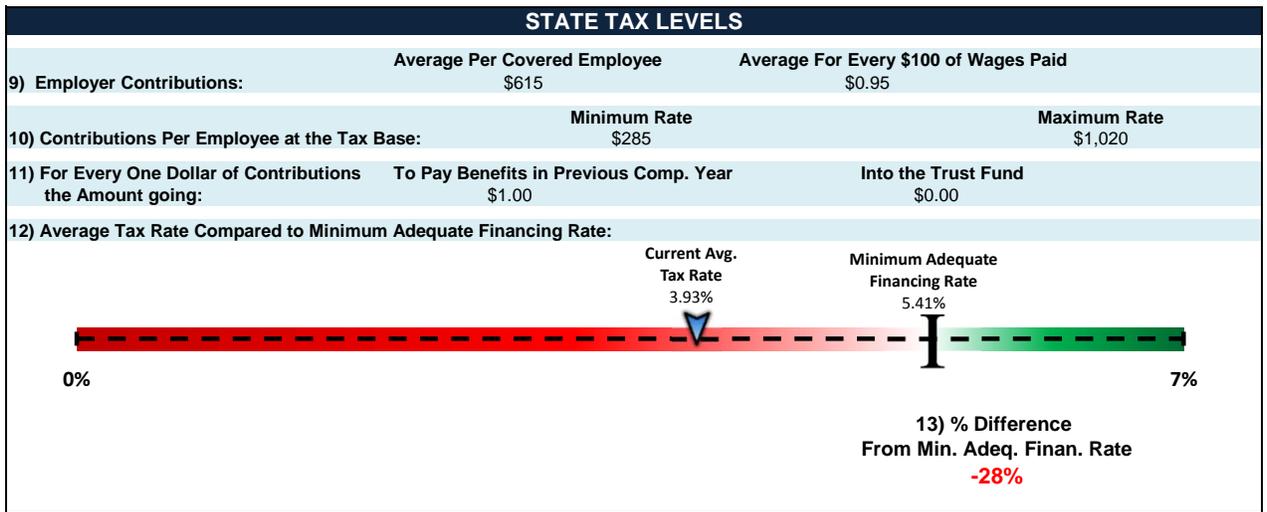
BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	468	82%	\$247
15) Benefits Non-Charged:	31	5%	\$16
16) Benefits Charged to Inactive Employers:	32	6%	\$17
17) Total Reimbursable Benefits Paid	40	7%	
Total:	\$571	100%	\$280
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	25	5%	64%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES															
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%										
19) Proportion of Total Wages:	66%	18%	6%	5%	6%										
20) Proportion of Employers:	73%	11%	3%	4%	9%										
21) Proportion of Total Benefits Charged:	26%	17%	12%	12%	33%										
22) Proportion of Total Estimated Contributions:	37%	18%	11%	12%	22%										
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%										
					<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%;">Minimum Tax Rate</th> <th style="width: 50%;">Maximum Tax Rate</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">2%</td> <td style="text-align: center;">2%</td> </tr> <tr> <td style="text-align: center;">10%</td> <td style="text-align: center;">4%</td> </tr> <tr> <td style="text-align: center;">0%</td> <td style="text-align: center;">14%</td> </tr> <tr> <td style="text-align: center;">1%</td> <td style="text-align: center;">7%</td> </tr> </tbody> </table>	Minimum Tax Rate	Maximum Tax Rate	2%	2%	10%	4%	0%	14%	1%	7%
Minimum Tax Rate	Maximum Tax Rate														
2%	2%														
10%	4%														
0%	14%														
1%	7%														

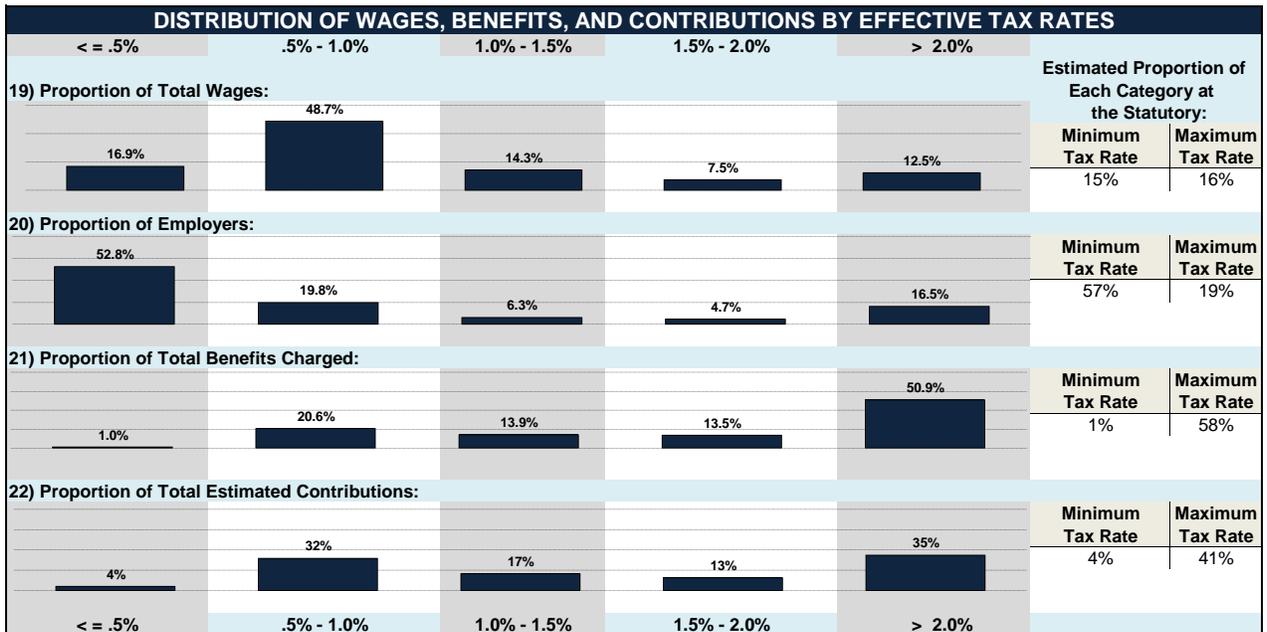
¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

CONNECTICUT 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	15,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.95 / 3.93	6) New Employer Tax Rate (%):	4.5
7) Statutory Tax Rate (Minimum / Maximum)%:	1.90 / 6.80	8) Average High Cost Multiple (1/1/2014):	0.00



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	690	83%	\$555
15) Benefits Non-Charged:	63	7%	\$50
16) Benefits Charged to Inactive Employers:	29	3%	\$23
17) Total Reimbursable Benefits Paid	55	7%	
Total:	\$837	100%	\$629
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$62	8%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 84%



1 Applicable for all employers (except those already assigned the minimum tax rate in a Reserve Ratio Experience Rating State) up to the maximum per employee cost (item 10).

DISTRICT OF COLUMBIA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	9,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.40 / 2.79	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	1.80 / 7.20	8) Average High Cost Multiple (1/1/2014):	0.90

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$318	Average For Every \$100 of Wages Paid \$0.40	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$162	Maximum Rate \$648	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.96	Into the Trust Fund \$0.04	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p style="text-align: center;">Current Avg. Tax Rate 2.79%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 3.18%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate -12%</p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	122	80%	\$298
15) Benefits Non-Charged:	2	1%	\$5
16) Benefits Charged to Inactive Employers:	6	4%	\$14
17) Total Reimbursable Benefits Paid	23	15%	
Total:	\$153	100%	\$317
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	14	11%	57%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	75%	17%	4%	4%	0%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 66% 4%
20) Proportion of Employers:	77%	9%	5%	9%	0%	
21) Proportion of Total Benefits Charged:	28%	27%	16%	29%	0%	Minimum Tax Rate Maximum Tax Rate 22% 29%
22) Proportion of Total Estimated Contributions:	38%	30%	14%	17%	0%	Minimum Tax Rate Maximum Tax Rate 31% 17%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

DELAWARE 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Wage	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	None	4) Taxable Wage Base (\$):	18,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.64 / 2.32	6) New Employer Tax Rate (%):	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 8.20	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$406	Average For Every \$100 of Wages Paid \$0.64
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$56	Maximum Rate \$1,517
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.71	Into the Trust Fund \$0.29
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 2.32%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 3.80%</p> <p style="text-align: right;">13) % Difference From Minimum Adeq. Finan. Rate -42%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	76	70%	\$238
15) Benefits Non-Charged:	16	15%	\$50
16) Benefits Charged to Inactive Employers:	4	4%	\$14
17) Total Reimbursable Benefits Paid	12	11%	\$31
Total:	\$108	100%	\$301
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	NA	NA	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. NA

FLORIDA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	8,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.63 / 2.85	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.59 / 5.40	8) Average High Cost Multiple (1/1/2014):	0.30

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$272	Average For Every \$100 of Wages Paid \$0.63
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$47	Maximum Rate \$432
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.63	Into the Trust Fund \$0.37
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate: 2.85%</p> <p style="text-align: center;">Minimum Adequate Financing Rate: 2.92%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate: -2%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	857	72%	\$139
15) Benefits Non-Charged:	149	12%	\$24
16) Benefits Charged to Inactive Employers:	110	9%	\$18
17) Total Reimbursable Benefits Paid	78	7%	
Total:	\$1,193	100%	\$181
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	-\$102	0%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 123%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	44.6%	33.5%	21.0%	0.9%	0.0%	Minimum Tax Rate	Maximum Tax Rate
						15%	19%
20) Proportion of Employers:	76.6%	8.7%	14.2%	0.4%	0.0%	Minimum Tax Rate	Maximum Tax Rate
						69%	14%
21) Proportion of Total Benefits Charged:	11.1%	32.3%	54.0%	2.7%	0.0%	Minimum Tax Rate	Maximum Tax Rate
						1%	55%
22) Proportion of Total Estimated Contributions:	20%	40%	38%	2%	0%	Minimum Tax Rate	Maximum Tax Rate
						3%	35%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		

GEORGIA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	9,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.54 / 2.34	6) New Employer Tax Rate (%):	2.6
7) Statutory Tax Rate (Minimum / Maximum)%:	0.03 / 5.40	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$256	Average For Every \$100 of Wages Paid \$0.54
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$2	Maximum Rate \$513
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.81	Into the Trust Fund \$0.19
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 2.34%</p> <p>Minimum Adequate Financing Rate: 3.16%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -26%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	607	83%	\$192
15) Benefits Non-Charged:	79	11%	\$25
16) Benefits Charged to Inactive Employers:	8.8	1%	\$3
17) Total Reimbursable Benefits Paid	40	5%	
Total:	\$734	100%	\$220
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	6	1%	97%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	70%	18%	5%	5%	1%	Minimum Tax Rate	Maximum Tax Rate
						11%	6%
20) Proportion of Employers:	75%	10%	7%	7%	1%	Minimum Tax Rate	Maximum Tax Rate
						39%	9%
21) Proportion of Total Benefits Charged:	24%	29%	19%	24%	4%	Minimum Tax Rate	Maximum Tax Rate
						0%	31%
22) Proportion of Total Estimated Contributions:	32%	29%	15%	20%	4%	Minimum Tax Rate	Maximum Tax Rate
						0%	24%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		

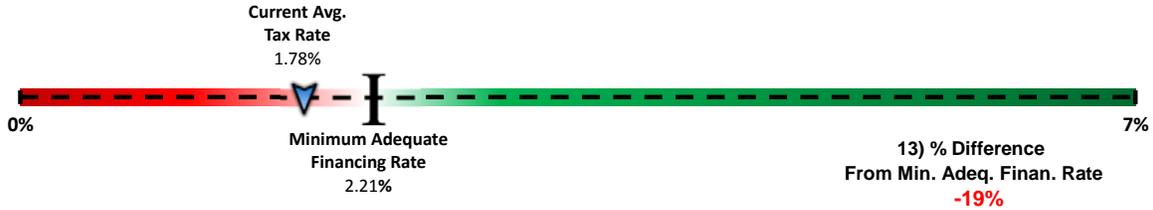
HAWAII 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	40,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.23 / 1.78	6) New Employer Tax Rate (%):	4.6
7) Statutory Tax Rate (Minimum / Maximum)%:	0.60 / 6.00	8) Average High Cost Multiple (1/1/2014):	0.84

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$505	Average For Every \$100 of Wages Paid \$1.23
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$242	Maximum Rate \$2,424
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.84	Into the Trust Fund \$0.16
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		



BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	163	77%	\$360
15) Benefits Non-Charged:	21	10%	\$46
16) Benefits Charged to Inactive Employers:	14	6%	\$30
17) Total Reimbursable Benefits Paid	14	7%	
Total:	\$211	100%	\$436

	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	15	8%	44%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	14%	47%	20%	7%	13%	Minimum Tax Rate	Maximum Tax Rate
						14%	2%
20) Proportion of Employers:	28%	39%	15%	4%	14%	Minimum Tax Rate	Maximum Tax Rate
						28%	2%
21) Proportion of Total Benefits Charged:	2%	11%	12%	11%	65%	Minimum Tax Rate	Maximum Tax Rate
						2%	17%
22) Proportion of Total Estimated Contributions:	5%	31%	22%	11%	32%	Minimum Tax Rate	Maximum Tax Rate
						5%	6%

IOWA 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Benefit Ratio		2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Inverse Order		4) Taxable Wage Base (\$):	26,800
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.87	/	1.62	6) New Employer Tax Rate (%): 1.1
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	8.00	8) Average High Cost Multiple (1/1/2014): 1.25

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee	Average For Every \$100 of Wages Paid	
	\$362	\$0.87	
10) Contributions Per Employee at the Tax Base:		Minimum Rate	Maximum Rate
		\$0	\$2,144
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year	Into the Trust Fund	
	\$0.91	\$0.09	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p>Current Avg. Tax Rate: 1.62%</p> <p>Minimum Adequate Financing Rate: 1.90%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -15%</p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	315	76%	\$271
15) Benefits Non-Charged:	53	13%	\$45
16) Benefits Charged to Inactive Employers:	24	6%	\$21
17) Total Reimbursable Benefits Paid	22	5%	
	Total:	100%	\$337
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
	\$46	12%	61%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	60.0%	15.6%	8.6%	2.8%	13.1%	Minimum Tax Rate: 15% Maximum Tax Rate: 3%
20) Proportion of Employers:	71.4%	7.2%	4.7%	1.6%	15.0%	Minimum Tax Rate: 57% Maximum Tax Rate: 7%
21) Proportion of Total Benefits Charged:	12.9%	11.8%	10.3%	4.1%	60.9%	Minimum Tax Rate: 0.1% Maximum Tax Rate: 38%
22) Proportion of Total Estimated Contributions:	13%	15%	14%	6%	53%	Minimum Tax Rate: 0.1% Maximum Tax Rate: 20%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

IDAHO 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	35,200
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	1.06 / 1.59	6) New Employer Tax Rate (%):	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	0.55 / 5.40	8) Average High Cost Multiple (1/1/2014):	1.25

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$386	Average For Every \$100 of Wages Paid \$1.06
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$192	Maximum Rate \$1,901
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.72	Into the Trust Fund \$0.28
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 1.59%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 1.62%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate -2%</p>		

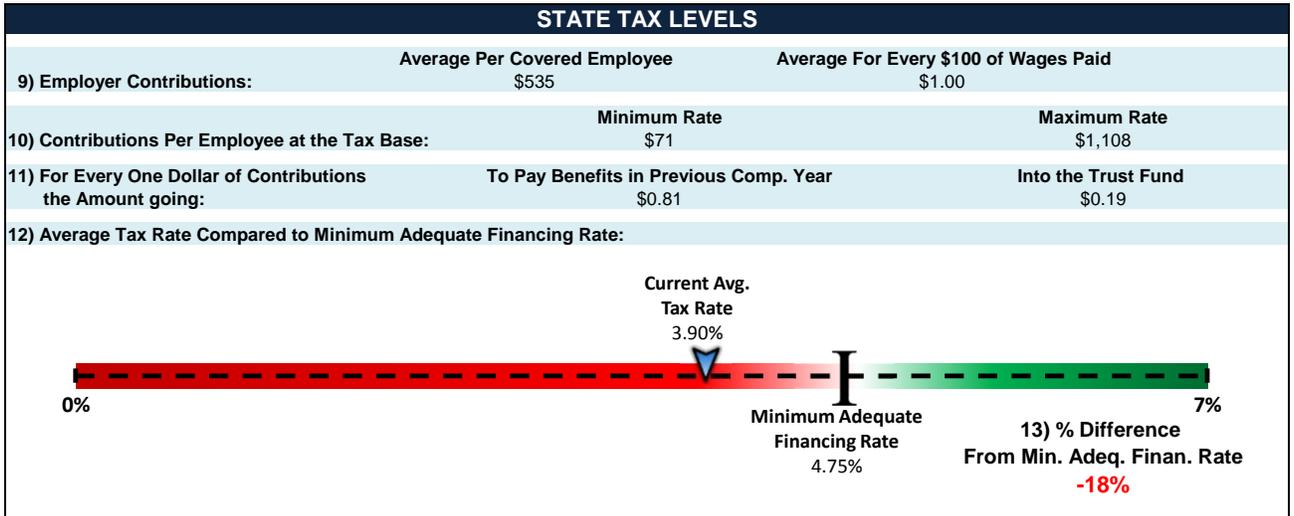
BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	123	80%	\$249
15) Benefits Non-Charged:	19	12%	\$38
16) Benefits Charged to Inactive Employers:	2	1%	\$5
17) Total Reimbursable Benefits Paid	9	6%	\$292
Total:			
	\$153	100%	\$292
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	7	5%	38%
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	23%	52%	19%	0%	6%
20) Proportion of Employers:	23%	34%	19%	0%	24%
21) Proportion of Total Benefits Charged:	6%	18%	29%	1%	46%
22) Proportion of Total Estimated Contributions:	9%	45%	26%	0%	20%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

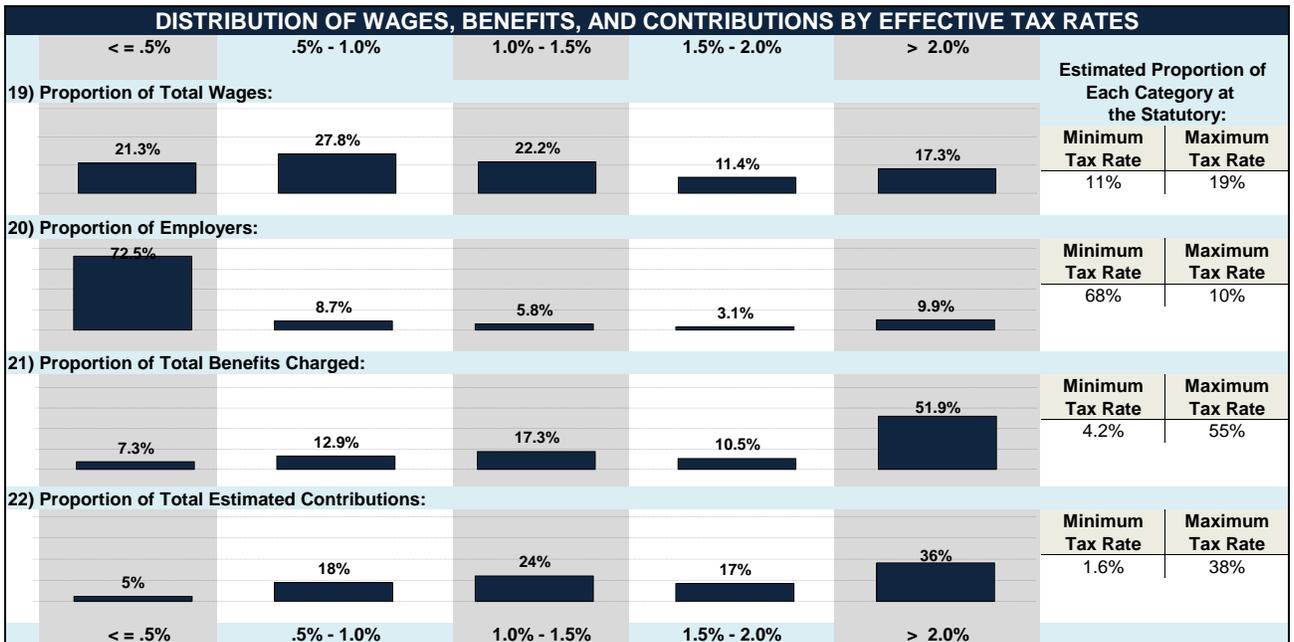
¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

ILLINOIS 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed	
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	12,960	
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	1.00 / 3.90	6) New Employer Tax Rate (%):	4.2	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.55 / 8.55	8) Average High Cost Multiple (1/1/2014):	0.27	



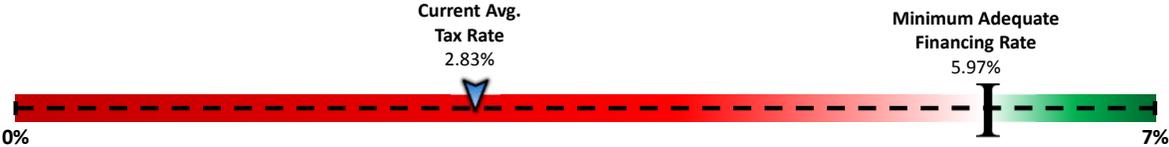
BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	1,862	87%	\$415
15) Benefits Non-Charged:	82	4%	\$18
16) Benefits Charged to Inactive Employers:	63	3%	\$14
17) Total Reimbursable Benefits Paid	123	6%	
Total:	\$2,130	100%	\$447
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	-\$77	0%	109%



¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

INDIANA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	9,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.73 / 2.83	6) New Employer Tax Rate (%):	2.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.52 / 7.62	8) Average High Cost Multiple (1/1/2014):	0.00

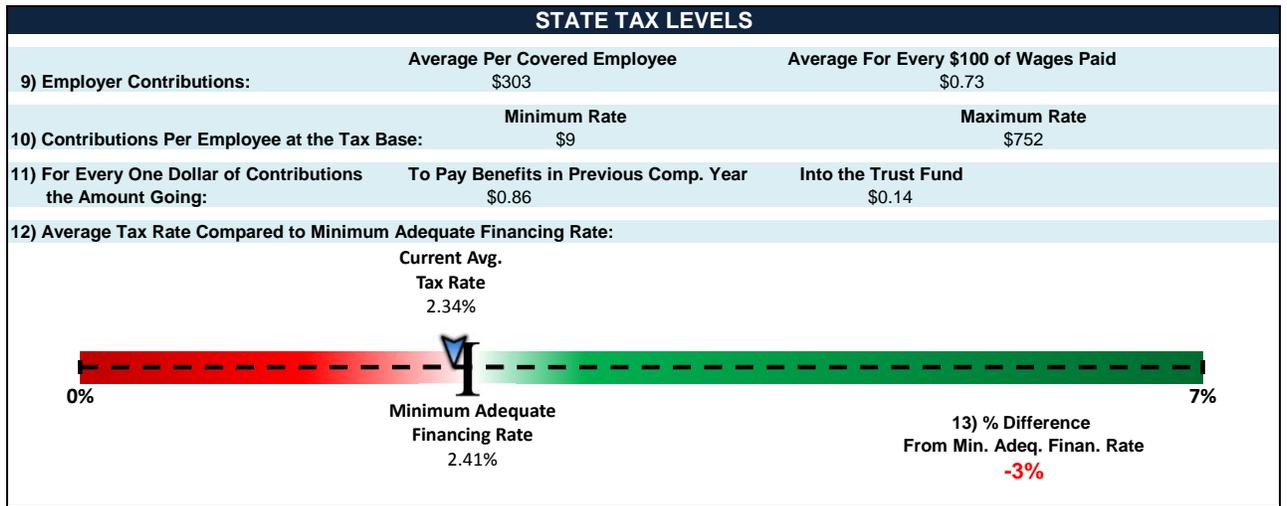
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$303	Average For Every \$100 of Wages Paid \$0.73
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$49	Maximum Rate \$724
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.82	Into the Trust Fund \$0.18
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p style="text-align: center;">Current Avg. Tax Rate: 2.83%</p> <p style="text-align: center;">Minimum Adequate Financing Rate: 5.97%</p> <p style="text-align: center;">13) % Difference From Min. Adeq. Finan. Rate: -53%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	471	76%	\$208
15) Benefits Non-Charged:	75	12%	\$33
16) Benefits Charged to Inactive Employers:	35	6%	\$15
17) Total Reimbursable Benefits Paid	35	6%	
Total:	\$617	100%	\$257
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	51	9%	64%

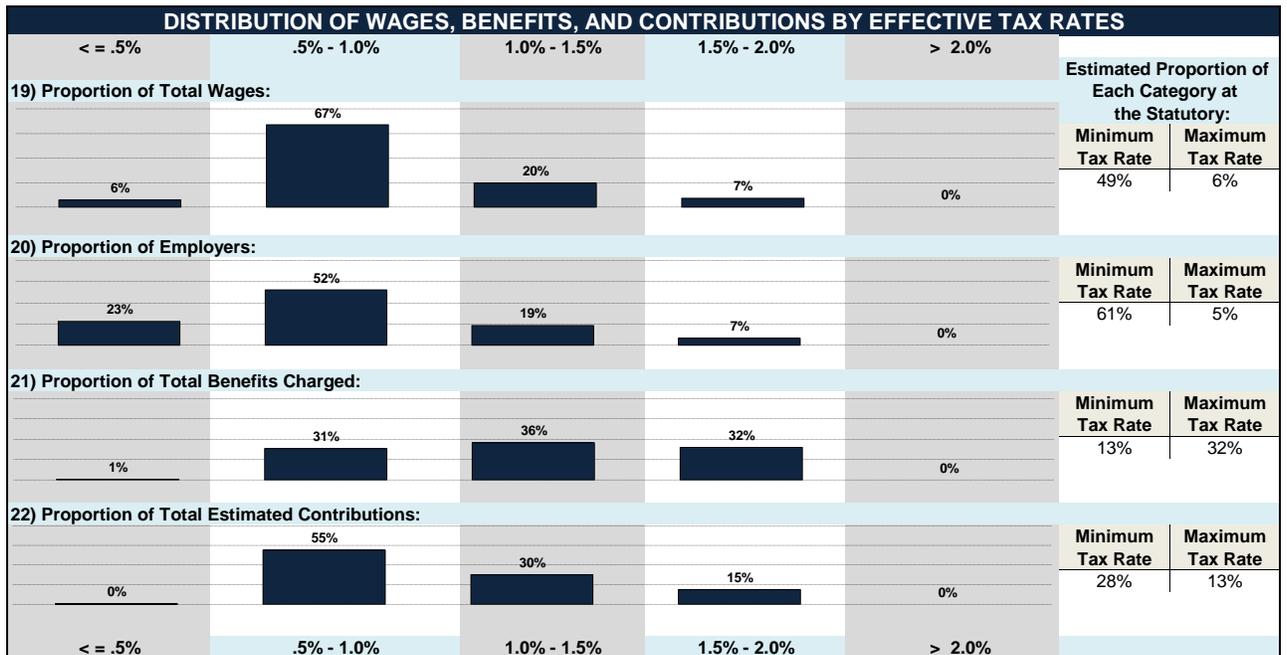
DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	39%	36%	16%	8%	1%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate: 7% Maximum Tax Rate: 6%
20) Proportion of Employers:	62%	15%	13%	9%	1%	
21) Proportion of Total Benefits Charged:	6%	26%	28%	36%	4%	Minimum Tax Rate: 1% Maximum Tax Rate: 34%
22) Proportion of Total Estimated Contributions:	15%	34%	29%	20%	2%	Minimum Tax Rate: 1% Maximum Tax Rate: 15%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

KANSAS 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	8,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.73 / 2.34	6) New Employer Tax Rate (%):	4.0
7) Statutory Tax Rate (Minimum / Maximum) %:	0.11 / 9.40	8) Average High Cost Multiple (1/1/2014):	0.18



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	270	81%	\$225
15) Benefits Non-Charged:	40	12%	\$33
16) Benefits Charged to Inactive Employers:	14	4%	\$12
17) Total Reimbursable Benefits Paid	10	3%	
Total:	\$334	100%	\$270
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	43	13%	48%



KENTUCKY 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	9,600
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.88 / 3.28	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	1.00 / 10.00	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$356	Average For Every \$100 of Wages Paid \$0.88	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$96	Maximum Rate \$960	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.94	Into the Trust Fund \$0.06	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p>Current Avg. Tax Rate: 3.28%</p> <p>Minimum Adequate Financing Rate: 5.57%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -41%</p>			

BENEFIT CHARGING				
		Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:		369	74%	\$268
15) Benefits Non-Charged:		82	16%	\$60
16) Benefits Charged to Inactive Employers:		28	6%	\$20
17) Total Reimbursable Benefits Paid		23	5%	
	Total:	<u>\$502</u>	<u>100%</u>	<u>\$347</u>
		Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:		46	10%	62%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	41%	42%	0%	11%	5%
20) Proportion of Employers:	56%	28%	0%	10%	6%
21) Proportion of Total Benefits Charged:	9%	32%	0%	37%	22%
22) Proportion of Total Estimated Contributions:	17%	42%	0%	27%	14%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

1 Applicable for all employers (except those already assigned the minimum tax rate in a Reserve Ratio Experience Rating State) up to the maximum per employee cost (item 10).

LOUISIANA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	7,700
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.35 / 1.68	6) New Employer Tax Rate (%):	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 6.20	8) Average High Cost Multiple (1/1/2014):	1.26

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$159	Average For Every \$100 of Wages Paid \$0.35
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$8	Maximum Rate \$477
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.95	Into the Trust Fund \$0.05
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.68%</p> <p>Minimum Adequate Financing Rate: 2.29%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -27%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	183	72%	\$122
15) Benefits Non-Charged:	49	19%	\$33
16) Benefits Charged to Inactive Employers:	4	2%	\$3
17) Total Reimbursable Benefits Paid	18	7%	
Total:	\$254	100%	\$157
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	11	4%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 48%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	69%	31%	0%	0%	0%	Minimum Tax Rate: 11% Maximum Tax Rate: 2%
20) Proportion of Employers:	74%	26%	0%	0%	0%	Minimum Tax Rate: 28% Maximum Tax Rate: 2%
21) Proportion of Total Benefits Charged:	27%	73%	0%	0%	0%	Minimum Tax Rate: 1% Maximum Tax Rate: 11%
22) Proportion of Total Estimated Contributions:	46%	54%	0%	0%	0%	Minimum Tax Rate: 0% Maximum Tax Rate: 4%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

MARYLAND 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	8,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.53 / 2.74	6) New Employer Tax Rate (%):	2.6
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 7.50	8) Average High Cost Multiple (1/1/2014):	0.76

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$278	Average For Every \$100 of Wages Paid \$0.53
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$26	Maximum Rate \$638
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.49	Into the Trust Fund -\$0.49
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 2.74%</p> <p>Minimum Adequate Financing Rate: 3.86%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -29%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	543	64%	\$291
15) Benefits Non-Charged:	215	25%	\$115
16) Benefits Charged to Inactive Employers:	30	4%	\$16
17) Total Reimbursable Benefits Paid	58	7%	
Total:	\$846	100%	\$423
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$28	4%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 77%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	65%	24%	9%	2%	0%	Minimum Tax Rate: 24% Maximum Tax Rate: 8%
20) Proportion of Employers:	83%	9%	7%	2%	0%	Minimum Tax Rate: 71% Maximum Tax Rate: 7%
21) Proportion of Total Benefits Charged:	46%	26%	22%	6%	0%	Minimum Tax Rate: 31.1% Maximum Tax Rate: 23%
22) Proportion of Total Estimated Contributions:	34%	36%	24%	5%	0%	Minimum Tax Rate: 4.3% Maximum Tax Rate: 20%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

MAINE 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	12,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.86 / 2.58	6) New Employer Tax Rate (%):	3.1
7) Statutory Tax Rate (Minimum / Maximum)%:	0.73 / 6.80	8) Average High Cost Multiple (1/1/2014):	0.97

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$329	Average For Every \$100 of Wages Paid \$0.86
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$88	Maximum Rate \$816
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$1.12	Into the Trust Fund -\$0.12
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 2.58%</p> <p>Minimum Adequate Financing Rate: 2.95%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -13%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	126	73%	\$292
15) Benefits Non-Charged:	34	20%	\$80
16) Benefits Charged to Inactive Employers:	1	1%	\$2
17) Total Reimbursable Benefits Paid	12	7%	
Total:	\$173	100%	\$374
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	24	15%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 37%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Minimum Tax Rate	Maximum Tax Rate
19) Proportion of Total Wages:	45%	28%	12%	6%	9%	5%	3%
20) Proportion of Employers:	39%	22%	15%	6%	18%	7%	8%
21) Proportion of Total Benefits Charged:	12%	12%	10%	11%	55%	1%	31%
22) Proportion of Total Estimated Contributions:	19%	24%	17%	12%	28%	1%	11%

MASSACHUSETTS 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Inverse Order	4) Taxable Wage Base (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.01 / 3.75	6) New Employer Tax Rate (%):	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	1.26 / 12.27	8) Average High Cost Multiple (1/1/2014):	0.23

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$640	Average For Every \$100 of Wages Paid \$1.01
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$176	Maximum Rate \$1,718
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.88	Into the Trust Fund \$0.12
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<div style="display: flex; justify-content: space-between; align-items: center;"> <div style="text-align: center;"> <p>Current Avg. Tax Rate 3.75%</p> </div> <div style="text-align: center;"> <p>Minimum Adequate Financing Rate 4.75%</p> </div> <div style="text-align: center;"> <p>13) % Difference From Min. Adeq. Finan. Rate -21%</p> </div> </div>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	1,275	79%	\$498
15) Benefits Non-Charged:	148	9%	\$58
16) Benefits Charged to Inactive Employers:	67	4%	\$26
17) Total Reimbursable Benefits Paid	116	7%	\$582
Total:		\$1,607	100%
		Amount (\$ mil.)	% of Total Benefits
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:		228	15%
		Est. Contributions from Max. Rated Employers as a % of their Charged Bens.	
		51%	

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	6%	55%	22%	6%	12%
20) Proportion of Employers:	19%	37%	14%	16%	14%
21) Proportion of Total Benefits Charged:	1%	19%	15%	9%	56%
22) Proportion of Total Estimated Contributions:	2%	36%	23%	9%	31%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

MICHIGAN 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Inverse Order	4) Taxable Wage Base (\$):	9,500
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	0.99 / 4.38	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.06 / 10.30	8) Average High Cost Multiple (1/1/2014):	0.48

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$468	Average For Every \$100 of Wages Paid \$0.99
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$6	Maximum Rate \$979
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.77	Into the Trust Fund \$0.23
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 4.38%</p> <p>Minimum Adequate Financing Rate: 6.53%</p> <p>13% Difference From Min. Adeq. Finan. Rate -33%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	1,093	86%	\$347
15) Benefits Non-Charged:	14	1%	\$4
16) Benefits Charged to Inactive Employers:	72	6%	\$23
17) Total Reimbursable Benefits Paid	86	7%	
Total:	\$1,265	100%	\$375
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$129	11%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 77%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	6%	46%	17%	10%	20%	Minimum Tax Rate	Maximum Tax Rate
						2%	8%
20) Proportion of Employers:	34%	27%	8%	5%	26%	Minimum Tax Rate	Maximum Tax Rate
						17%	18%
21) Proportion of Total Benefits Charged:	2%	11%	8%	11%	69%	Minimum Tax Rate	Maximum Tax Rate
						0.8%	52%
22) Proportion of Total Estimated Contributions:	1%	26%	15%	13%	45%	Minimum Tax Rate	Maximum Tax Rate
						0.3%	23%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		

¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

MINNESOTA 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed	
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	29,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.90 / 1.90	6) New Employer Tax Rate (%):	3.5	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.20 / 9.10	8) Average High Cost Multiple (1/1/2014):	0.78	

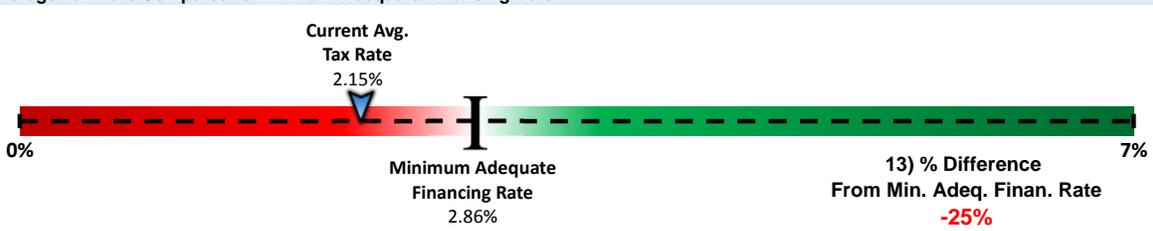
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$460	Average For Every \$100 of Wages Paid \$0.90
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$58	Maximum Rate \$2,639
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.77	Into the Trust Fund \$0.23
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.90%</p> <p>Minimum Adequate Financing Rate: 2.03%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -7%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	663	79%	\$326
15) Benefits Non-Charged:	55	7%	\$27
16) Benefits Charged to Inactive Employers:	28	3%	\$14
17) Total Reimbursable Benefits Paid	93	11%	
Total:	\$839	100%	\$366
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$33	4%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 88%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	13%	44%	20%	6%	17%	Minimum Tax Rate: 11% Maximum Tax Rate: 4%
20) Proportion of Employers:	5%	64%	7%	3%	21%	Minimum Tax Rate: 55% Maximum Tax Rate: 9%
21) Proportion of Total Benefits Charged:	2%	11%	12%	6%	69%	Minimum Tax Rate: 0.5% Maximum Tax Rate: 43%
22) Proportion of Total Estimated Contributions:	4%	21%	18%	8%	48%	Minimum Tax Rate: 4.1% Maximum Tax Rate: 19%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

MISSOURI 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	13,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.66 / 2.15	6) New Employer Tax Rate (%):	3.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 9.75	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$287	Average For Every \$100 of Wages Paid \$0.66	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$1,268	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.81	Into the Trust Fund \$0.19	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
 <p style="text-align: center;"> Current Avg. Tax Rate 2.15% </p> <p style="text-align: center;"> Minimum Adequate Financing Rate 2.86% </p> <p style="text-align: right;"> 13) % Difference From Min. Adeq. Finan. Rate -25% </p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	442	91%	\$217
15) Benefits Non-Charged:	44	9%	\$22
16) Benefits Charged to Inactive Employers:	2	0%	\$1
17) Total Reimbursable Benefits Paid	0	0%	\$0
Total:	\$488	100%	\$240
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	37	7%	70%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	64%	19%	10%	2%	5%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 5% 4%
20) Proportion of Employers:	57%	15%	15%	3%	10%	
21) Proportion of Total Benefits Charged:	20%	16%	19%	8%	37%	Minimum Tax Rate Maximum Tax Rate 1% 28%
22) Proportion of Total Estimated Contributions:	31%	22%	19%	6%	22%	Minimum Tax Rate Maximum Tax Rate 0% 16%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

MISSISSIPPI 2014

STATE TAX FEATURES					
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed		
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	14,000		
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.48 / 1.20	6) New Employer Tax Rate (%):	1.2		
7) Statutory Tax Rate (Minimum / Maximum)%:	0.39 / 5.40	8) Average High Cost Multiple (1/1/2014):	1.61		

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$172	Average For Every \$100 of Wages Paid \$0.48
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$55	Maximum Rate \$756
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.21	Into the Trust Fund -\$0.21
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;"> Current Avg. Tax Rate 1.20% </p> <p style="text-align: center;"> Minimum Adequate Financing Rate 2.11% </p> <p style="text-align: right;"> 13) % Difference From Min. Adeq. Finan. Rate -41% </p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	128	67%	\$152
15) Benefits Non-Charged:	37	20%	\$44
16) Benefits Charged to Inactive Employers:	14	7%	\$17
17) Total Reimbursable Benefits Paid	12	6%	
Total:	\$191	100%	\$214
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$24	13%	50%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES										
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%					
19) Proportion of Total Wages:	70%	16%	7%	3%	4%	Estimated Proportion of Each Category at the Statutory: <table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Minimum Tax Rate</th> <th style="width: 50%;">Maximum Tax Rate</th> </tr> <tr> <td style="text-align: center;">16%</td> <td style="text-align: center;">3%</td> </tr> </table>	Minimum Tax Rate	Maximum Tax Rate	16%	3%
Minimum Tax Rate	Maximum Tax Rate									
16%	3%									
20) Proportion of Employers:	30%	20%	17%	10%	23%	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Minimum Tax Rate</th> <th style="width: 50%;">Maximum Tax Rate</th> </tr> <tr> <td style="text-align: center;">61%</td> <td style="text-align: center;">7%</td> </tr> </table>	Minimum Tax Rate	Maximum Tax Rate	61%	7%
Minimum Tax Rate	Maximum Tax Rate									
61%	7%									
21) Proportion of Total Benefits Charged:	16%	17%	14%	9%	43%	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Minimum Tax Rate</th> <th style="width: 50%;">Maximum Tax Rate</th> </tr> <tr> <td style="text-align: center;">0.0%</td> <td style="text-align: center;">38%</td> </tr> </table>	Minimum Tax Rate	Maximum Tax Rate	0.0%	38%
Minimum Tax Rate	Maximum Tax Rate									
0.0%	38%									
22) Proportion of Total Estimated Contributions:	30%	20%	17%	10%	23%	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <th style="width: 50%;">Minimum Tax Rate</th> <th style="width: 50%;">Maximum Tax Rate</th> </tr> <tr> <td style="text-align: center;">2.4%</td> <td style="text-align: center;">18%</td> </tr> </table>	Minimum Tax Rate	Maximum Tax Rate	2.4%	18%
Minimum Tax Rate	Maximum Tax Rate									
2.4%	18%									
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%					

MONTANA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	29,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.19 / 1.80	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.42 / 6.12	8) Average High Cost Multiple (1/1/2014):	1.10

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$446	Average For Every \$100 of Wages Paid \$1.19
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$122	Maximum Rate \$1,775
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.68	Into the Trust Fund \$0.32
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 1.80%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 1.48%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate 22%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	87	72%	\$244
15) Benefits Non-Charged:	15	13%	\$43
16) Benefits Charged to Inactive Employers:	7	6%	\$20
17) Total Reimbursable Benefits Paid	11	9%	\$307
Total: \$121 100% \$307			
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	3	3%	50%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	12%	41%	29%	7%	10%
20) Proportion of Employers:	25%	24%	29%	7%	15%
21) Proportion of Total Benefits Charged:	1%	7%	17%	12%	63%
22) Proportion of Total Estimated Contributions:	4%	27%	31%	10%	29%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

NORTH CAROLINA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	21,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.02 / 2.20	6) New Employer Tax Rate (%):	1.2
7) Statutory Tax Rate (Minimum / Maximum)%:	0.24 / 6.84	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$488	Average For Every \$100 of Wages Paid \$0.01	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$51	Maximum Rate \$1,464	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.82	Into the Trust Fund \$0.18	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p style="text-align: center;"> Current Avg. Tax Rate 2.20% Minimum Adequate Financing Rate 2.86% 13) % Difference From Min. Adeq. Finan. Rate -23% </p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	902	68%	\$264
15) Benefits Non-Charged:	216	16%	\$63
16) Benefits Charged to Inactive Employers:	205	15%	\$60
17) Total Reimbursable Benefits Paid	6	0%	0
Total:	\$1,330	100%	\$387
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	13	1%	28%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	40%	38%	9%	4%	10%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 4% 0%
20) Proportion of Employers:	48%	29%	6%	3%	14%	
21) Proportion of Total Benefits Charged:	10%	23%	13%	8%	46%	Minimum Tax Rate Maximum Tax Rate 1% 2%
22) Proportion of Total Estimated Contributions:	17%	33%	13%	7%	29%	Minimum Tax Rate Maximum Tax Rate 0% 0%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

NORTH DAKOTA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	33,600
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.67 / 1.16	6) New Employer Tax Rate (%):	1.3
7) Statutory Tax Rate (Minimum / Maximum)%:	0.16 / 9.76	8) Average High Cost Multiple (1/1/2014):	1.08

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$340	Average For Every \$100 of Wages Paid \$0.67
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$54	Maximum Rate \$3,279
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.81	Into the Trust Fund \$0.19
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	79	80%	\$245
15) Benefits Non-Charged:	15	15%	\$47
16) Benefits Charged to Inactive Employers:	3	3%	\$8
17) Total Reimbursable Benefits Paid	2	2%	\$8
Total:	\$99	100%	\$299
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	4	4%	56%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	87%	7%	0%	0%	7%
20) Proportion of Employers:	86%	5%	0%	0%	9%
21) Proportion of Total Benefits Charged:	27%	9%	0%	0%	64%
22) Proportion of Total Estimated Contributions:	28%	10%	0%	0%	62%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

NEBRASKA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Inverse Order	4) Taxable Wage Base (\$):	9,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.37 / 1.44	6) New Employer Tax Rate (%):	2.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.40	8) Average High Cost Multiple (1/1/2014):	1.73

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$145	Average For Every \$100 of Wages Paid \$0.37
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$486
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.98	Into the Trust Fund \$0.02
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	<p>Current Avg. Tax Rate: 1.44%</p> <p>Minimum Adequate Financing Rate: 1.52%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -5%</p>	

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	76	66%	\$106
15) Benefits Non-Charged:	21	19%	\$30
16) Benefits Charged to Inactive Employers:	8	7%	\$11
17) Total Reimbursable Benefits Paid	9	8%	
Total:	\$114	100%	\$147
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	15	14%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 52%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Minimum Tax Rate	Maximum Tax Rate
19) Proportion of Total Wages:	80%	14%	5%	1%	0%	3%	4%
20) Proportion of Employers:	63%	16%	18%	2%	0%	12%	6%
21) Proportion of Total Benefits Charged:	31%	24%	31%	11%	4%	1%	42%
22) Proportion of Total Estimated Contributions:	52%	25%	17%	5%	1%	0%	16%

NEW HAMPSHIRE 2014

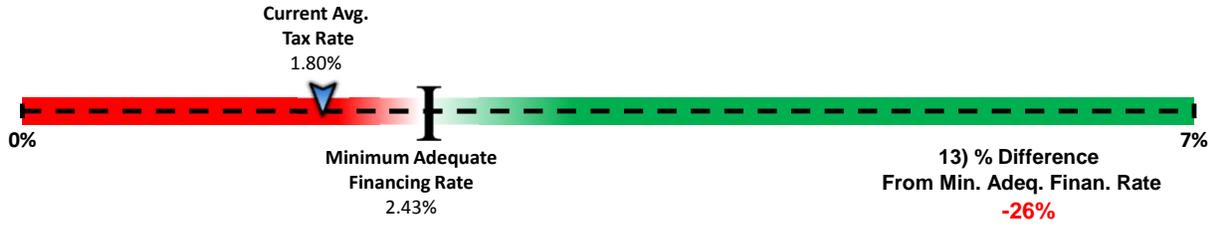
STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.51 / 1.80	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.05 / 7.00	8) Average High Cost Multiple (1/1/2014):	1.02

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$259	Average For Every \$100 of Wages Paid \$0.51
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$7	Maximum Rate \$980
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.83	Into the Trust Fund \$0.17

12) Average Tax Rate Compared to Minimum Adequate Financing Rate:



BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	77	69%	\$163
15) Benefits Non-Charged:	17	15%	\$36
16) Benefits Charged to Inactive Employers:	10	9%	\$21
17) Total Reimbursable Benefits Paid	8	7%	
Total:	\$111	100%	\$219

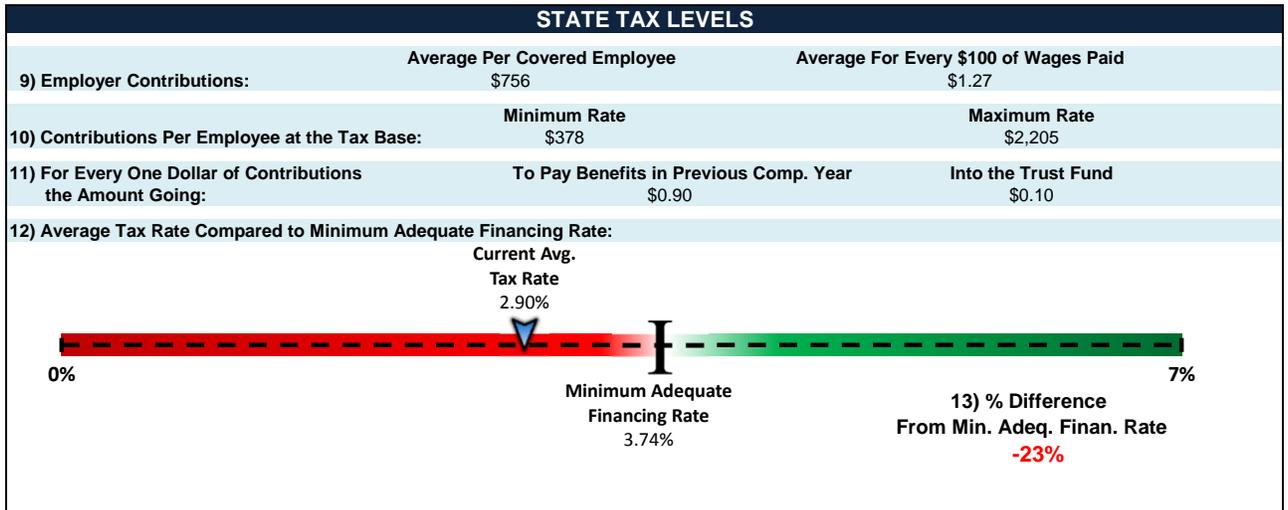
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	-1	-1%	106%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

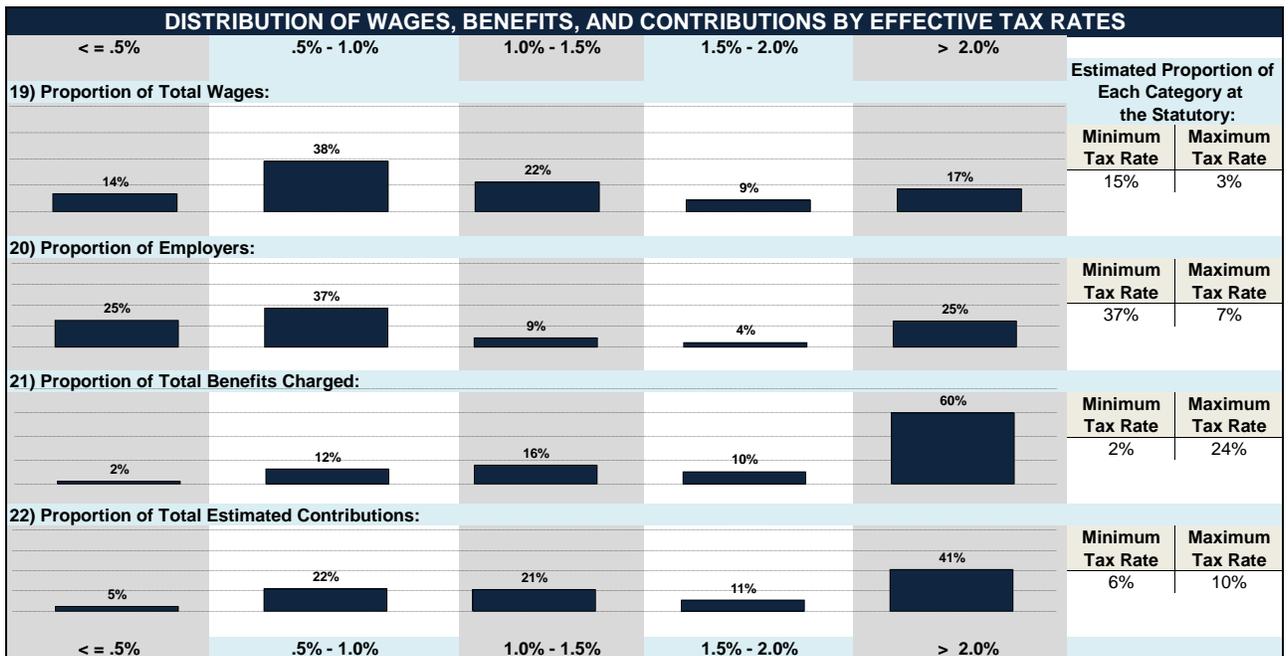
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	2%	59%	25%	6%	8%	Minimum Tax Rate	Maximum Tax Rate
						44%	4%
20) Proportion of Employers:	9%	55%	19%	6%	11%	Minimum Tax Rate	Maximum Tax Rate
						56%	7%
21) Proportion of Total Benefits Charged:	0%	19%	29%	16%	36%	Minimum Tax Rate	Maximum Tax Rate
						11%	22%
22) Proportion of Total Estimated Contributions:	1%	41%	30%	10%	18%	Minimum Tax Rate	Maximum Tax Rate
						28%	10%

NEW JERSEY 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	31,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.27 / 2.90	6) New Employer Tax Rate (%):	3.3
7) Statutory Tax Rate (Minimum / Maximum)%:	1.20 / 7.00	8) Average High Cost Multiple (1/1/2014):	0.00

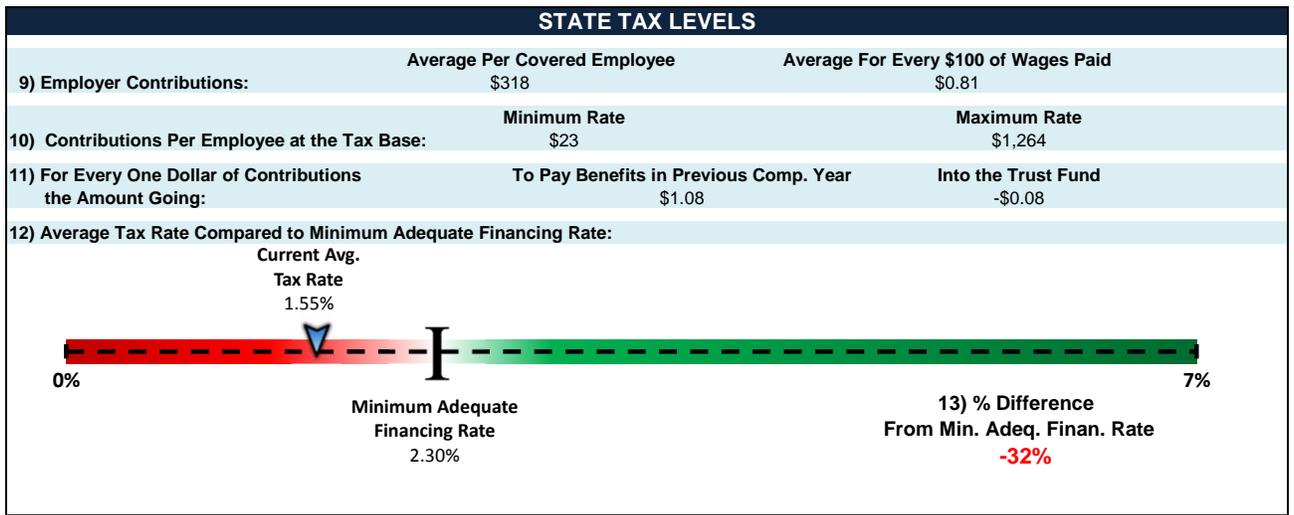


BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	1,789	78%	\$585
15) Benefits Non-Charged:	221	10%	\$72
16) Benefits Charged to Inactive Employers:	132	6%	\$43
17) Total Reimbursable Benefits Paid	146	6%	
Total:	\$2,288	100%	\$700
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	235	46%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 46%

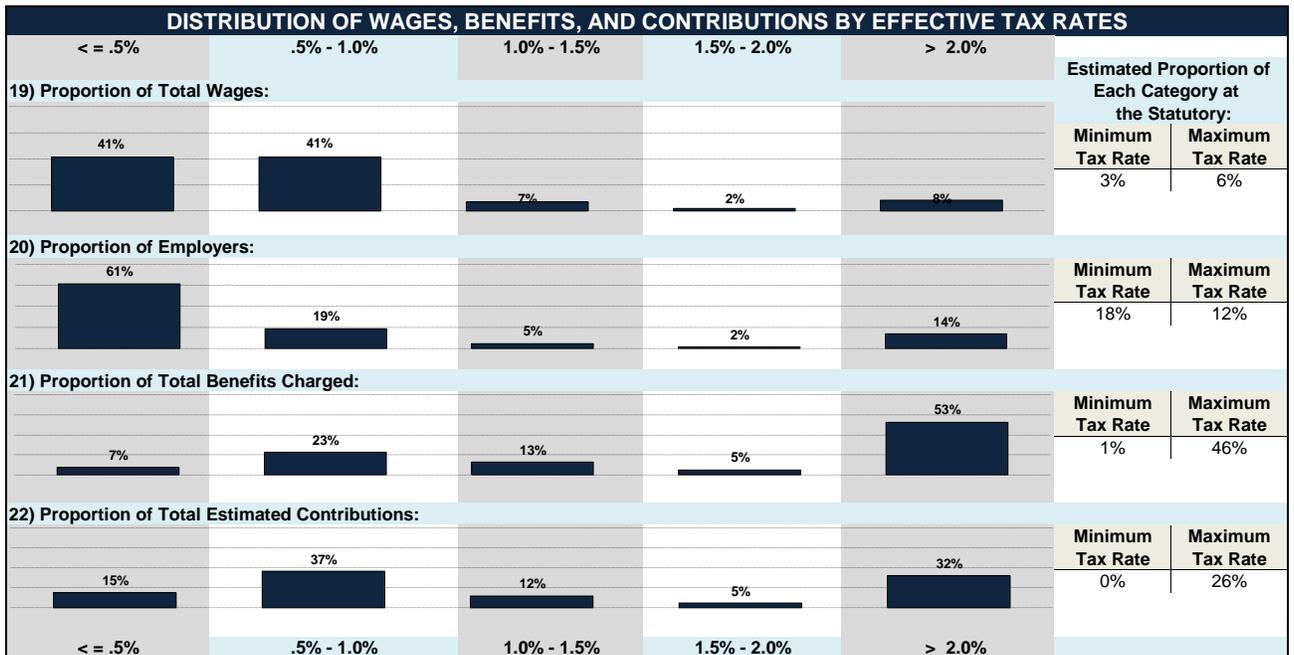


NEW MEXICO 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	23,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.81 / 1.55	6) New Employer Tax Rate (%):	2.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 5.40	8) Average High Cost Multiple (1/1/2014):	0.17



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	178	74%	\$296
15) Benefits Non-Charged:	11	5%	\$18
16) Benefits Charged to Inactive Employers:	22	9%	\$37
17) Total Reimbursable Benefits Paid	31	13%	
Total:	\$242	100%	\$352
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	30	14%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 57%



NEVADA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	27,400
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	1.10 / 1.97	6) New Employer Tax Rate (%):	3.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.25 / 5.40	8) Average High Cost Multiple (1/1/2014):	0.11

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$468	Average For Every \$100 of Wages Paid \$1.10
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$69	Maximum Rate \$1,480
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.90	Into the Trust Fund \$0.10
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	<p>Current Avg. Tax Rate: 1.97%</p> <p>Minimum Adequate Financing Rate: 2.74%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -28%</p>	

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	357	77%	\$357
15) Benefits Non-Charged:	48	10%	\$48
16) Benefits Charged to Inactive Employers:	43	9%	\$43
17) Total Reimbursable Benefits Paid	14	3%	
Total:	\$462	100%	\$447

	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	25	6%	70%

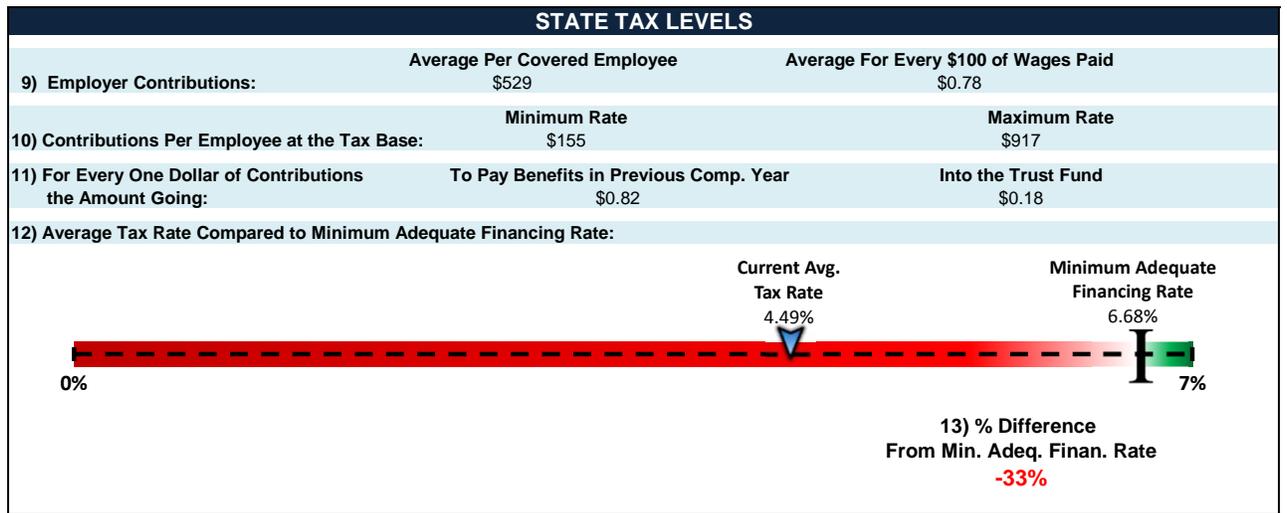
DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Minimum Tax Rate	Maximum Tax Rate
19) Proportion of Total Wages:	19%	40%	26%	6%	10%	4%	5%
20) Proportion of Employers:	48%	16%	13%	6%	17%	26%	10%
21) Proportion of Total Benefits Charged:	3%	19%	28%	11%	39%	0%	24%
22) Proportion of Total Estimated Contributions:	6%	29%	31%	9%	25%	0%	14%

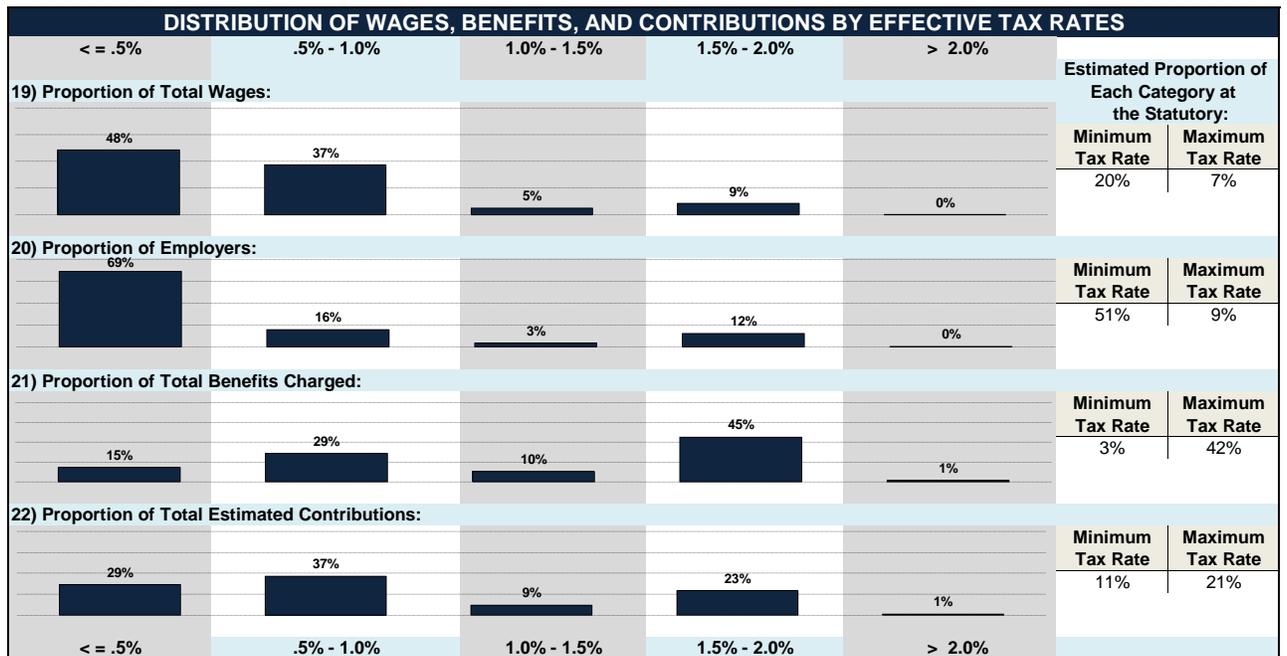
¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

NEW YORK 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	10,300
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.78 / 4.49	6) New Employer Tax Rate (%):	3.4
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 8.90	8) Average High Cost Multiple (1/1/2014):	0.00



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	2,671	84%	\$425
15) Benefits Non-Charged:	82	3%	\$13
16) Benefits Charged to Inactive Employers:	112	4%	\$18
17) Total Reimbursable Benefits Paid	327	10%	
Total:	\$3,193	100%	\$456
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	506	18%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 52%



OHIO 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	9,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.62 / 2.72	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 8.60	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
Average Per Covered Employee		Average For Every \$100 of Wages Paid	
9) Employer Contributions:	\$277	\$0.62	
Minimum Rate		Maximum Rate	
10) Contributions Per Employee at the Tax Base:	\$27	\$774	
To Pay Benefits in Previous Comp. Year		Into the Trust Fund	
11) For Every One Dollar of Contributions the Amount Going:	\$1.01	-\$0.01	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
13) % Difference From Min. Adeq. Finan. Rate <b style="color: red;">-48%			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	982	81%	\$247
15) Benefits Non-Charged:	78	6%	\$20
16) Benefits Charged to Inactive Employers:	88	7%	\$22
17) Total Reimbursable Benefits Paid	68	6%	\$22
Total:		\$1,216	100%
		Amount (\$ mil.)	% of Total Benefits
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:		202	18%
		Est. Contributions from Max. Rated Employers as a % of their Charged Bens.	
		50%	

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	54%	20%	14%	11%	1%
20) Proportion of Employers:	64%	9%	12%	14%	1%
21) Proportion of Total Benefits Charged:	12%	13%	17%	54%	4%
22) Proportion of Total Estimated Contributions:	22%	20%	26%	30%	2%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

OKLAHOMA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Benefit Wage	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	None	4) Taxable Wage Base (\$):	18,700
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.13 / 1.42	6) New Employer Tax Rate (%):	2.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 7.30	8) Average High Cost Multiple (1/1/2014):	1.99

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$259	Average For Every \$100 of Wages Paid \$1.13
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$56	Maximum Rate \$1,365
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.74	Into the Trust Fund \$0.26
12) Average Tax Rate Compared to Min. Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 1.42%</p> <p style="text-align: center;">0% Minimum Adequate Financing Rate 0.78%</p> <p style="text-align: right;">7% % Difference From Min. Adeq. Finan. Rate 83%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	188	69%	\$146
15) Benefits Non-Charged:	44	16%	\$34
16) Benefits Charged to Inactive Employers:	23	8%	\$18
17) Total Reimbursable Benefits Paid	18	7%	\$18
Total:	\$272	100%	\$198
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	NA	NA	NA
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.

OREGON 2014

STATE TAX FEATURES

1) Type of Experience Rating Method: Benefit Ratio	2) Type of Employer Ranking: Array
3) Type of Charging Method: Proportionally	4) Taxable Wage Base (\$): 35,000
5) Avg. Tax Rate (Total / Taxable Wages) %: 2.73 / 2.76	6) New Employer Tax Rate (%): 3.3
7) Statutory Tax Rate (Minimum / Maximum) %: 1.80 / 5.40	8) Average High Cost Multiple (1/1/2014): 1.30

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$737	Average For Every \$100 of Wages Paid \$2.73
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$630	Maximum Rate \$1,890
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.64	Into the Trust Fund \$0.36
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 2.76%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 2.01%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate 37%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	520	74%	\$401
15) Benefits Non-Charged:	88	12%	\$68
16) Benefits Charged to Inactive Employers:	31	4%	\$24
17) Total Reimbursable Benefits Paid	65	9%	
Total:	\$704	100%	\$493
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$17	3%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 26%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:						Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 13% 0%
20) Proportion of Employers:						
21) Proportion of Total Benefits Charged:						Minimum Tax Rate Maximum Tax Rate 0.1% 5%
22) Proportion of Total Estimated Contributions:						Minimum Tax Rate Maximum Tax Rate 7.8% 1%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

PENNSYLVANIA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	8,750
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	1.27 / 6.31	6) New Employer Tax Rate (%):	3.7
7) Statutory Tax Rate (Minimum / Maximum)%:	2.80 / 10.89	8) Average High Cost Multiple (1/1/2014):	0.06

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$626	Average For Every \$100 of Wages Paid \$1.27	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$245	Average Rate \$552	Maximum Rate \$953
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.90	Into the Trust Fund \$0.10	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p>Current Avg. Tax Rate: 6.31%</p> <p>Minimum Adequate Financing Rate: 8.79%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -28%</p>			

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	2,132	79%	\$500
15) Benefits Non-Charged:	189	7%	\$44
16) Benefits Charged to Inactive Employers:	154	6%	\$36
17) Total Reimbursable Benefits Paid	221	8%	
Total:	\$2,696	100%	\$581
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$524	21%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 35%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	0%	43%	28%	19%	10%	Minimum Tax Rate: 11% Maximum Tax Rate: 7%
20) Proportion of Employers:	0%	69%	9%	10%	12%	Minimum Tax Rate: 55% Maximum Tax Rate: 9%
21) Proportion of Total Benefits Charged:	0%	8%	18%	25%	50%	Minimum Tax Rate: 0.0% Maximum Tax Rate: 42%
22) Proportion of Total Estimated Contributions:	0%	28%	28%	27%	17%	Minimum Tax Rate: 6.0% Maximum Tax Rate: 12%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

1 All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

PUERTO RICO 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	7,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.04 / 3.51	6) New Employer Tax Rate (%):	3.3
7) Statutory Tax Rate (Minimum / Maximum)%:	2.40 / 5.40	8) Average High Cost Multiple (1/1/2014):	0.84

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$259	Average For Every \$100 of Wages Paid \$1.04
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$168	Maximum Rate \$378
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$1.21	Into the Trust Fund -\$0.21
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 3.51%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 4.52%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate -22%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	155	70%	\$236
15) Benefits Non-Charged:	0	0%	\$0
16) Benefits Charged to Inactive Employers:	54	24%	\$82
17) Total Reimbursable Benefits Paid	12	5%	
Total:	\$220	100%	\$317
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	17	8%	28%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	3%	57%	24%	9%	7%	Estimated Proportion of Each Category of the Statutory: Minimum Tax Rate: 42% Maximum Tax Rate: 2%
20) Proportion of Employers:	1%	50%	27%	12%	9%	
21) Proportion of Total Benefits Charged:	1%	18%	23%	20%	38%	Minimum Tax Rate: 12% Maximum Tax Rate: 12%
22) Proportion of Total Estimated Contributions:	1%	39%	29%	16%	15%	Minimum Tax Rate: 27% Maximum Tax Rate: 4%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

RHODE ISLAND 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	20,600
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.54 / 3.71	6) New Employer Tax Rate (%):	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	1.69 / 9.79	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$708	Average For Every \$100 of Wages Paid \$1.54	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$348	Maximum Rate \$2,017	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.75	Into the Trust Fund \$0.25	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p style="text-align: center;"> Current Avg. Tax Rate 3.71% </p> <p style="text-align: center;"> Minimum Adequate Financing Rate 5.83% </p> <p style="text-align: center;"> 13) % Difference From Min. Adeq. Finan. Rate -36% </p>			

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	160	78%	\$467
15) Benefits Non-Charged:	18	9%	\$53
16) Benefits Charged to Inactive Employers:	11	6%	\$33
17) Total Reimbursable Benefits Paid	16	8%	\$54
Total:		\$206	100%
		Amount (\$ mil.)	% of Total Benefits
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	15	8%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 70%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:						Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate: 20% Maximum Tax Rate: 5%
20) Proportion of Employers:						Minimum Tax Rate: 30% Maximum Tax Rate: 13%
21) Proportion of Total Benefits Charged:						Minimum Tax Rate: 5% Maximum Tax Rate: 33%
22) Proportion of Total Estimated Contributions:						Minimum Tax Rate: 9% Maximum Tax Rate: 16%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

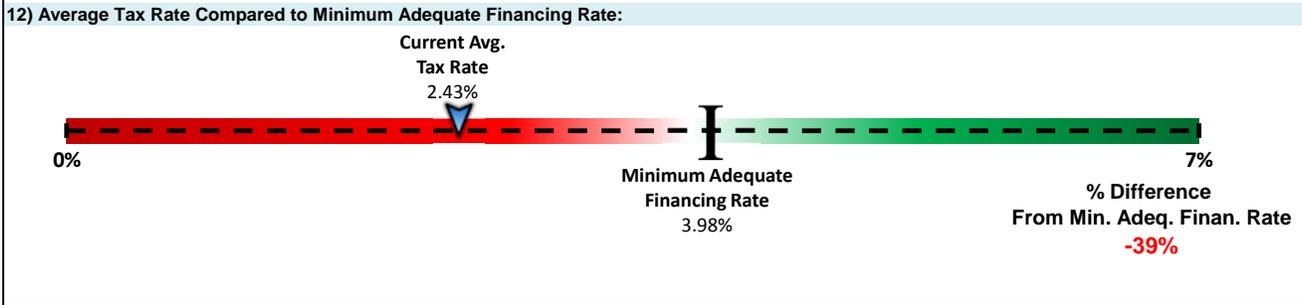
SOUTH CAROLINA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	12000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.78 / 2.43	6) New Employer Tax Rate (%):	2.01
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 7.36	8) Average High Cost Multiple (1/1/2014):	0

STATE TAX LEVELS

9) Estimated Employer Contributions:	Average Per Covered Employee \$307	Average For Every \$100 of Wages Paid \$0.78
10) Estimated Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$883
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.53	Into the Trust Fund \$0.47

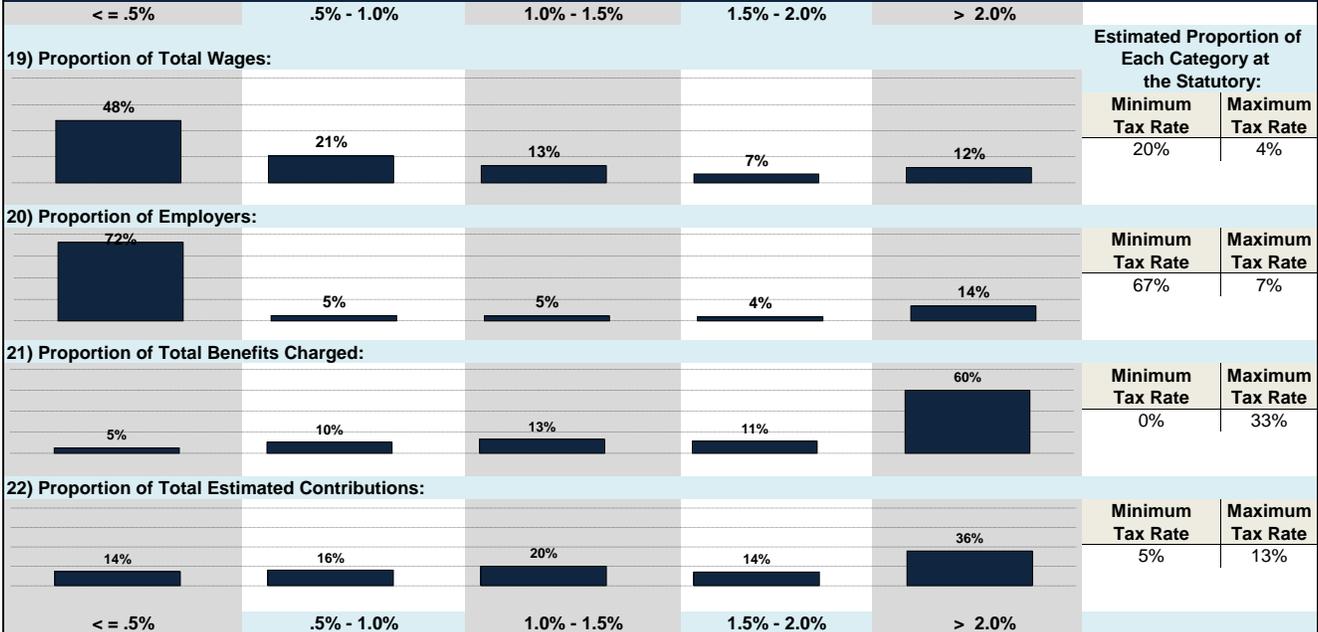


BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	206	79%	\$140
15) Benefits Non-Charged:	34	13%	\$24
16) Benefits Charged to Inactive Employers:	9	3%	\$6
17) Total Reimbursable Benefits Paid	12	5%	
Total:	\$261	100%	\$170

	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Estimated Contributions from those Employers:	7	3%	89%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES



SOUTH DAKOTA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Inverse Order	4) Taxable Wage Base (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.37 / 0.99	6) New Employer Tax Rate (%):	1.2
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 9.50	8) Average High Cost Multiple (1/1/2014):	1.13

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$137	Average For Every \$100 of Wages Paid \$0.37
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$1,330
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.73	Into the Trust Fund \$0.27
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;"> Current Avg. Tax Rate 0.99% Minimum Adequate Financing Rate 1.10% 13) % Difference From Min. Adeq. Finan. Rate -10% </p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	26	79%	\$86
15) Benefits Non-Charged:	4	12%	\$12
16) Benefits Charged to Inactive Employers:	1	4%	\$4
17) Total Reimbursable Benefits Paid	2	5%	\$4
Total:	\$33	100%	\$102
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	2	7%	61%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	82%	4%	1%	1%	2%
20) Proportion of Employers:	86%	3%	1%	1%	5%
21) Proportion of Total Benefits Charged:	39%	11%	4%	6%	40%
22) Proportion of Total Estimated Contributions:	60%	10%	3%	5%	22%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

TENNESSEE 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	9,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.34 / 1.44	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.01 / 10.00	8) Average High Cost Multiple (1/1/2014):	0.79

STATE TAX LEVELS		
	Average Per Covered Employee	Average For Every \$100 of Wages Paid
9) Employer Contributions:	\$148	\$0.34
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$1	Maximum Rate \$900
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$1.18	Into the Trust Fund -\$0.18
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.44%</p> <p>Minimum Adequate Financing Rate: 2.87%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -50%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	308	72%	\$141
15) Benefits Non-Charged:	46	11%	\$21
16) Benefits Charged to Inactive Employers:	45	10%	\$20
17) Total Reimbursable Benefits Paid	28	7%	
Total:	\$427	100%	\$183
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	10	2%	87%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	85%	7%	2%	2%	4%	Estimated Proportion of Each Category at the Statutory:
						Minimum Tax Rate: 4%
						Maximum Tax Rate: 3%
20) Proportion of Employers:	81%	6%	3%	3%	7%	Minimum Tax Rate: 19%
						Maximum Tax Rate: 6%
21) Proportion of Total Benefits Charged:	47%	13%	7%	7%	27%	Minimum Tax Rate: 1%
						Maximum Tax Rate: 21%
22) Proportion of Total Estimated Contributions:	36%	13%	9%	10%	32%	Minimum Tax Rate: 0%
						Maximum Tax Rate: 25%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

TEXAS 2014

STATE TAX FEATURES					
1) Type of Experience Rating Method:	Benefit Ratio		2) Type of Employer Ranking:	Fixed	
3) Type of Charging Method:	Proportionally		4) Taxable Wage Base (\$):	9,000	
5) Avg. Tax Rate (Total / Taxable Wages) % ¹ :	0.52	/	2.58	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.51	/	7.41	8) Average High Cost Multiple (1/1/2014):	0.35

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$277	Average For Every \$100 of Wages Paid \$0.52
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$46	Maximum Rate \$667
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.80	Into the Trust Fund \$0.20
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 2.58%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 2.75%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate -6%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	1,603	72%	\$177
15) Benefits Non-Charged:	367	16%	\$41
16) Benefits Charged to Inactive Employers:	153	7%	\$17
17) Total Reimbursable Benefits Paid	114	5%	
Total:	\$2,237	100%	\$235
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$170	8%	72%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:	62%	23%	11%	4%	0%	Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate Maximum Tax Rate 16% 7%
20) Proportion of Employers:	84%	6%	6%	4%	0%	
21) Proportion of Total Benefits Charged:	20%	25%	30%	26%	0%	Minimum Tax Rate Maximum Tax Rate 0.1% 38%
22) Proportion of Total Estimated Contributions:	34%	29%	25%	11%	0%	Minimum Tax Rate Maximum Tax Rate 4.0% 18%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

¹ All contribution estimates do not include the additional bond tax charged to employers to repay the state bond issue

UTAH 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio		2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally		4) Taxable Wage Base (\$):	30,800
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.72	/	1.25	6) New Employer Tax Rate (%): 2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.40	/	7.40	8) Average High Cost Multiple (1/1/2014): 1.41

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$298	Average For Every \$100 of Wages Paid \$0.72
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$123	Maximum Rate \$2,279
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.65	Into the Trust Fund \$0.35
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.25%</p> <p>Minimum Adequate Financing Rate: 0.79%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: 58%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	149	69%	\$150
15) Benefits Non-Charged:	38	18%	\$38
16) Benefits Charged to Inactive Employers:	17	8%	\$17
17) Total Reimbursable Benefits Paid	10	5%	
Total:	\$215	100%	\$206
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$4	2%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 84%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:	
19) Proportion of Total Wages:	57%	27%	7%	4%	4%	Minimum Tax Rate	Maximum Tax Rate
						21%	1%
20) Proportion of Employers:	77%	9%	4%	3%	7%	Minimum Tax Rate	Maximum Tax Rate
						67%	3%
21) Proportion of Total Benefits Charged:	14%	26%	14%	11%	35%	Minimum Tax Rate	Maximum Tax Rate
						0.5%	19%
22) Proportion of Total Estimated Contributions:	27%	29%	13%	10%	21%	Minimum Tax Rate	Maximum Tax Rate
						6.6%	8%

VIRGINIA 2014

STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	8,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.48 / 2.62	6) New Employer Tax Rate (%):	3.1
7) Statutory Tax Rate (Minimum / Maximum)%:	0.52 / 6.62	8) Average High Cost Multiple (1/1/2014):	0.21

STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$247	Average For Every \$100 of Wages Paid \$0.48
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$42	Maximum Rate \$530
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.76	Into the Trust Fund \$0.24
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 2.62%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 2.57%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate 2%</p>		

BENEFIT CHARGING

	Amount (\$mil.)	% of Total Benefits	Amount Per Employee	
14) Benefits Charged to Active Taxable Employers:	474	84%	\$167	
15) Benefits Non-Charged:	46	8%	\$16	
16) Benefits Charged to Inactive Employers:	23	4%	\$8	
17) Total Reimbursable Benefits Paid	22	4%	\$8	
Total:	\$564	100%	\$191	
				Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$48	9%		78%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		
19) Proportion of Total Wages:	71%	19%	9%	1%	0%	Estimated Proportion of Each Category at the Statutory:	
						15%	11%
20) Proportion of Employers:	83%	7%	9%	0%	0%	Minimum Tax Rate	
21) Proportion of Total Benefits Charged:	28%	28%	42%	2%	0%	Minimum Tax Rate	
22) Proportion of Total Estimated Contributions:	37%	33%	27%	2%	0%	Minimum Tax Rate	
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%		

VIRGIN ISLANDS 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	22,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.53 / 1.56	6) New Employer Tax Rate (%):	2.0
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 6.00	8) Average High Cost Multiple (1/1/2014):	0.00

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$307	Average For Every \$100 of Wages Paid \$0.53
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$338	Maximum Rate \$1,350
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$2.02	Into the Trust Fund -\$1.02
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;"> Current Avg. Tax Rate 1.56% </p> <p style="text-align: center;"> Minimum Adequate Financing Rate 5.71% </p> <p style="text-align: right;"> 13) % Difference From Min. Adeq. Finan. Rate -73% </p>		

BENEFIT CHARGING			
		Amount (\$mil.)	% of Total Benefits
14) Benefits Charged to Active Taxable Employers:		NA	NA
15) Benefits Non-Charged:		NA	NA
16) Benefits Charged to Inactive Employers:		NA	NA
17) Total Reimbursable Benefits Paid		NA	NA
	Total:	NA	NA
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
	NA	NA	NA

VERMONT 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Benefit Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	16,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.54 / 3.97	6) New Employer Tax Rate (%):	1.0
7) Statutory Tax Rate (Minimum / Maximum)%:	1.30 / 8.40	8) Average High Cost Multiple (1/1/2014):	0.50

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$629	Average For Every \$100 of Wages Paid \$1.54
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$208	Maximum Rate \$1,344
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.57	Into the Trust Fund \$0.43
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p style="text-align: center;">Current Avg. Tax Rate 3.97%</p> <p style="text-align: center;">Minimum Adequate Financing Rate 4.53%</p> <p style="text-align: right;">13) % Difference From Min. Adeq. Finan. Rate -12%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	59	69%	\$278
15) Benefits Non-Charged:	15	17%	\$70
16) Benefits Charged to Inactive Employers:	4	5%	\$20
17) Total Reimbursable Benefits Paid	8	9%	
Total:	\$85	100%	\$368
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$13	16%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 45%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	
19) Proportion of Total Wages:					Estimated Proportion of Each Category at the Statutory: Minimum Tax Rate: 21% Maximum Tax Rate: 3%	
20) Proportion of Employers:					Minimum Tax Rate: 56% Maximum Tax Rate: 8%	
21) Proportion of Total Benefits Charged:					Minimum Tax Rate: 0.0% Maximum Tax Rate: 35%	
22) Proportion of Total Estimated Contributions:					Minimum Tax Rate: 6.6% Maximum Tax Rate: 8%	
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

WASHINGTON 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Benefit Ratio		2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally		4) Taxable Wage Base (\$):	41,300
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.96	/	1.69	6) New Employer Tax Rate (%): 2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.17	/	5.84	8) Average High Cost Multiple (1/1/2014): 1.16

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$517	Average For Every \$100 of Wages Paid \$0.96
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$70	Maximum Rate \$2,412
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.85	Into the Trust Fund \$0.15
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.69%</p> <p>Minimum Adequate Financing Rate: 1.93%</p> <p>13) % Difference From Min. Adeq. Finan. Rate: -12%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	879	75%	\$386
15) Benefits Non-Charged:	97	8%	\$43
16) Benefits Charged to Inactive Employers:	75	6%	\$33
17) Total Reimbursable Benefits Paid	118	10%	
Total:	\$1,170	100%	\$461
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$80	8%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 74%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	49%	22%	10%	4%	15%	Minimum Tax Rate: 9% Maximum Tax Rate: 5%
20) Proportion of Employers:	62%	9%	6%	3%	20%	Minimum Tax Rate: 52% Maximum Tax Rate: 10%
21) Proportion of Total Benefits Charged:	8%	14%	11%	6%	61%	Minimum Tax Rate: 0.1% Maximum Tax Rate: 36%
22) Proportion of Total Estimated Contributions:	13%	17%	13%	7%	50%	Minimum Tax Rate: 0.8% Maximum Tax Rate: 21%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

WISCONSIN 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.18 / 3.60	6) New Employer Tax Rate (%):	3.6
7) Statutory Tax Rate (Minimum / Maximum)%:	0.27 / 9.80	8) Average High Cost Multiple (1/1/2014):	0.00

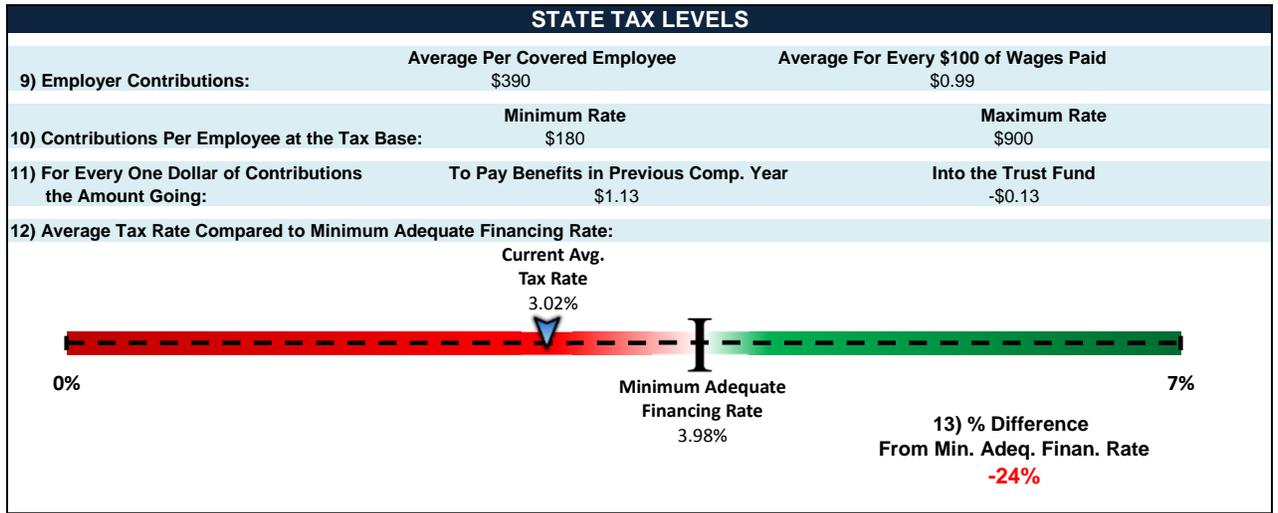
STATE TAX LEVELS		
	Average Per Covered Employee	Average For Every \$100 of Wages Paid
9) Employer Contributions:	\$499	\$1.18
	Minimum Rate	Maximum Rate
10) Contributions Per Employee at the Tax Base:	\$38	\$1,372
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year	Into the Trust Fund
	\$0.76	\$0.24
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
Current Avg. Tax Rate: 3.60% Minimum Adequate Financing Rate: 4.89% 13) % Difference From Min. Adeq. Finan. Rate: -26%		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	664	76%	\$314
15) Benefits Non-Charged:	141	16%	\$67
16) Benefits Charged to Inactive Employers:	17	2%	\$8
17) Total Reimbursable Benefits Paid	56	6%	\$28
Total:	\$878	100%	\$388
	Amount (\$ mil.)	% of Total Benefits	Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	110	13%	55%

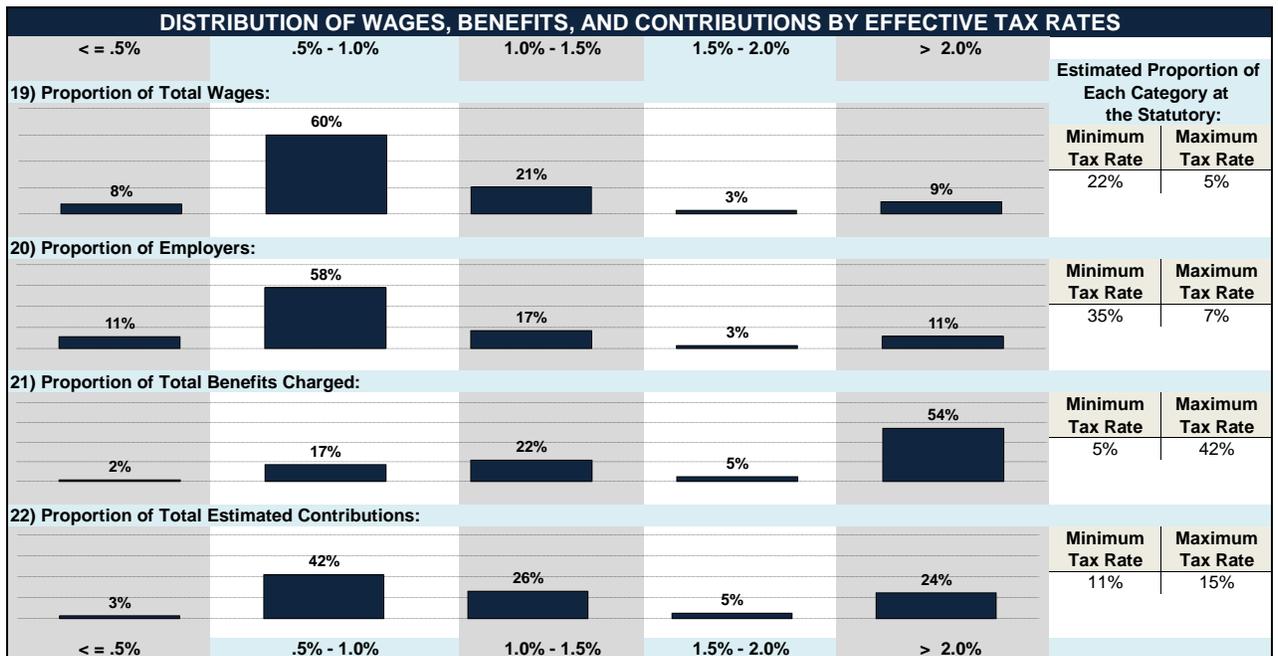
DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%
19) Proportion of Total Wages:	15%	41%	17%	16%	11%
20) Proportion of Employers:	46%	16%	8%	11%	19%
21) Proportion of Total Benefits Charged:	2%	11%	10%	22%	55%
22) Proportion of Total Estimated Contributions:	4%	25%	18%	24%	29%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

WEST VIRGINIA 2014

STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	12,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.99 / 3.02	6) New Employer Tax Rate (%):	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 7.50	8) Average High Cost Multiple (1/1/2014):	0.31



BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	185	77%	\$356
15) Benefits Non-Charged:	22	9%	\$43
16) Benefits Charged to Inactive Employers:	23	10%	\$45
17) Total Reimbursable Benefits Paid	10	4%	
Total:	\$242	100%	\$444
			Est. Contributions from Max. Rated Employers as a % of their Charged Bens.
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	45	19%	37%



WYOMING 2014

STATE TAX FEATURES				
1) Type of Experience Rating Method:	Benefit Ratio		2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally		4) Taxable Wage Base (\$):	24,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.19	/	2.39	6) New Employer Tax Rate (%): 1.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.63	/	10.00	8) Average High Cost Multiple (1/1/2014): 2.10

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$549	Average For Every \$100 of Wages Paid \$1.19
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$154	Maximum Rate \$2,450
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.66	Into the Trust Fund \$0.34
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>0% Minimum Adequate Financing Rate 0.94%</p> <p>Current Avg. Tax Rate 2.39%</p> <p>7%</p> <p>13) % Difference From Min. Adeq. Finan. Rate 157%</p>		

BENEFIT CHARGING			
	Amount (\$mil.)	% of Total Benefits	Amount Per Employee
14) Benefits Charged to Active Taxable Employers:	61	74%	\$290
15) Benefits Non-Charged:	11	14%	\$54
16) Benefits Charged to Inactive Employers:	6	7%	\$28
17) Total Reimbursable Benefits Paid	5	6%	
Total:	\$83	100%	\$371
18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from those Employers:	\$8	10%	Est. Contributions from Max. Rated Employers as a % of their Charged Bens. 35%

DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES						
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	Estimated Proportion of Each Category at the Statutory:
19) Proportion of Total Wages:	0%	34%	15%	6%	11%	Minimum Tax Rate: 1% Maximum Tax Rate: 1%
20) Proportion of Employers:	0%	79%	6%	4%	11%	Minimum Tax Rate: 71% Maximum Tax Rate: 3%
21) Proportion of Total Benefits Charged:	0%	12%	12%	11%	65%	Minimum Tax Rate: 1.4% Maximum Tax Rate: 22%
22) Proportion of Total Estimated Contributions:	0%	41%	17%	9%	33%	Minimum Tax Rate: 18.0% Maximum Tax Rate: 5%
	<= .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%	

Summary of State Contribution Levels

2014

Table 1

STATE	CONTRIBUTIONS PER COVERED EMPLOYEE (\$)	CONTRIBUTIONS PER EMPLOYEE AT THE TAXABLE WAGE BASE	
		AT MINIMUM RATE (\$)	AT MAXIMUM RATE (\$)
ALASKA	860	374	2,020
ALABAMA	212	52	544
ARKANSAS	400	144	720
ARIZONA	202	2	502
CALIFORNIA	444	105	434
COLORADO	355	77	1,041
CONNECTICUT	615	285	1,020
DISTRICT OF COLUMBIA	318	162	648
DELAWARE	406	56	1,517
FLORIDA	272	47	432
GEORGIA	256	2	513
HAWAII	505	242	2,424
IOWA	362	0	2,144
IDAHO	386	192	1,901
ILLINOIS	535	71	1,108
INDIANA	303	49	724
KANSAS	303	9	752
KENTUCKY	356	96	960
LOUISIANA	159	8	477
MASSACHUSETTS	640	176	1,718
MARYLAND	278	26	638
MAINE	329	88	816
MICHIGAN	468	6	979
MINNESOTA	460	58	2,639
MISSOURI	287	0	1,268
MISSISSIPPI	174	119	756
MONTANA	446	122	1,775
NORTH CAROLINA	488	51	1,464
NORTH DAKOTA	340	54	3,279
NEBRASKA	145	0	486
NEW HAMPSHIRE	259	7	980
NEW JERSEY	756	378	2,205
NEW MEXICO	318	23	1,264
NEVADA	468	69	1,480
NEW YORK	529	155	917
OHIO	277	27	774
OKLAHOMA	259	56	1,365
OREGON	737	630	1,890
PENNSYLVANIA	626	245	953
PUERTO RICO	259	168	378
RHODE ISLAND	708	348	2,017
SOUTH CAROLINA	307	0	883
SOUTH DAKOTA	137	0	1,330
TENNESSEE	148	1	900
TEXAS	277	46	667
UTAH	298	123	2,279
VIRGINIA	247	42	530
VIRGIN ISLANDS	307	338	1,350
VERMONT	629	208	1,344
WASHINGTON	517	70	2,412
WISCONSIN	499	38	1,372
WEST VIRGINIA	390	180	900
WYOMING	549	154	2,450
UNITED STATES (Average)	393	113	1,252

Summary of State Contribution Levels

2014

Table 2

STATE	For Every Dollar of Contributions the Amount Going:		Average Tax Rate compared to Minimum Adequate Financing Rate		
	To Pay Benefits	Into the Trust Fund	ATR	AFR	% Difference from AFR
ALASKA	\$0.70	\$0.30	2.62%	1.96%	33%
ALABAMA	\$0.92	\$0.08	2.27%	2.69%	-16%
ARKANSAS	\$0.79	\$0.21	3.13%	3.48%	-10%
ARIZONA	\$0.75	\$0.25	2.33%	3.61%	-35%
CALIFORNIA	\$1.02	(\$0.02)	5.02%	9.51%	-47%
COLORADO	\$0.75	\$0.25	2.56%	2.85%	-10%
CONNECTICUT	\$1.00	(\$0.00)	3.93%	5.41%	-28%
DISTRICT OF COLUMBIA	\$0.96	\$0.04	2.79%	3.18%	-12%
DELAWARE	\$0.71	\$0.29	2.32%	4.00%	-42%
FLORIDA	\$0.63	\$0.37	2.85%	2.92%	-2%
GEORGIA	\$0.81	\$0.19	2.34%	3.16%	-26%
HAWAII	\$0.84	\$0.16	1.78%	2.21%	-19%
IOWA	\$0.91	\$0.09	1.62%	1.90%	-15%
IDAHO	\$0.72	\$0.28	1.59%	1.62%	-2%
ILLINOIS	\$0.81	\$0.19	3.90%	4.75%	-18%
INDIANA	\$0.82	\$0.18	2.83%	5.97%	-53%
KANSAS	\$0.86	\$0.14	2.34%	2.41%	-3%
KENTUCKY	\$0.94	\$0.06	3.28%	5.57%	-41%
LOUISIANA	\$0.95	\$0.05	1.68%	2.29%	-27%
MASSACHUSETTS	\$0.88	\$0.12	3.75%	4.75%	-21%
MARYLAND	\$1.49	(\$0.49)	2.74%	3.86%	-29%
MAINE	\$1.12	(\$0.12)	2.58%	2.95%	-13%
MICHIGAN	\$0.77	\$0.23	4.38%	6.53%	-33%
MINNESOTA	\$0.77	\$0.23	1.90%	2.03%	-7%
MISSOURI	\$0.81	\$0.19	2.15%	2.86%	-25%
MISSISSIPPI	\$2.10	(\$1.10)	2.22%	2.03%	-20%
MONTANA	\$0.68	\$0.32	1.80%	1.48%	22%
NORTH CAROLINA	\$0.82	\$0.18	2.20%	2.86%	-23%
NORTH DAKOTA	\$0.81	\$0.19	1.16%	1.14%	1%
NEBRASKA	\$0.98	\$0.02	1.44%	1.52%	-5%
NEW HAMPSHIRE	\$0.83	\$0.17	1.80%	2.43%	-26%
NEW JERSEY	\$0.90	\$0.10	2.90%	3.74%	-23%
NEW MEXICO	\$1.08	(\$0.08)	1.55%	2.30%	-32%
NEVADA	\$0.90	\$0.10	1.97%	2.73%	-28%
NEW YORK	\$0.82	\$0.18	4.49%	6.68%	-33%
OHIO	\$1.01	(\$0.01)	2.72%	5.20%	-48%
OKLAHOMA	\$0.74	\$0.26	1.42%	0.78%	83%
OREGON	\$0.64	\$0.36	2.76%	2.01%	37%
PENNSYLVANIA	\$0.90	\$0.10	6.31%	8.79%	-28%
PUERTO RICO	\$1.21	(\$0.21)	3.51%	4.52%	-22%
RHODE ISLAND	\$0.75	\$0.25	3.71%	5.83%	-36%
SOUTH CAROLINA	\$0.53	\$0.47	2.43%	3.98%	-39%
SOUTH DAKOTA	\$0.73	\$0.27	0.99%	1.10%	-10%
TENNESSEE	\$1.18	(\$0.18)	1.44%	2.87%	-50%
TEXAS	\$0.80	\$0.20	2.58%	2.75%	-6%
UTAH	\$0.65	\$0.35	1.25%	0.79%	58%
VIRGINIA	\$0.76	\$0.24	2.62%	2.57%	2%
VIRGIN ISLANDS	\$2.02	(\$1.02)	1.56%	5.71%	-73%
VERMONT	\$0.57	\$0.43	3.97%	4.53%	-12%
WASHINGTON	\$0.85	\$0.15	1.69%	1.93%	-12%
WISCONSIN	\$0.76	\$0.24	3.60%	4.89%	-26%
WEST VIRGINIA	\$1.13	(\$0.13)	3.02%	3.98%	-24%
WYOMING	\$0.66	\$0.34	2.39%	0.93%	157%

Summary of State Benefit Charging

2014

STATE	% of Benefits Charged to Taxable Employers (%)	% of Benefits Non-Charged (%)	% of Benefits Charged to Inactive Employers (%)	% of Benefits Charged to Reimbursable Employers (%)	% of Benefits Charged in Excess of Contributions (%)
ALASKA	0%	0%	NA	0%	NA
ALABAMA	78%	13%	3%	5%	NA
ARKANSAS	76%	19%	0%	5%	77%
ARIZONA	84%	5%	3%	7%	9%
CALIFORNIA	79%	4%	5%	12%	23%
COLORADO	82%	5%	6%	7%	5%
CONNECTICUT	83%	7%	3%	7%	8%
DISTRICT OF COLUMBIA	80%	1%	4%	15%	11%
DELAWARE	70%	15%	4%	11%	NA
FLORIDA	72%	12%	9%	7%	0%
GEORGIA	83%	11%	1%	5%	1%
HAWAII	77%	10%	6%	7%	8%
IOWA	76%	13%	6%	5%	12%
IDAHO	80%	12%	1%	6%	5%
ILLINOIS	87%	4%	3%	6%	0%
INDIANA	76%	12%	6%	6%	9%
KANSAS	81%	12%	4%	3%	13%
KENTUCKY	74%	16%	6%	5%	10%
LOUISIANA	72%	19%	2%	7%	4%
MASSACHUSETTS	79%	9%	4%	7%	15%
MARYLAND	64%	25%	4%	7%	4%
MAINE	73%	20%	1%	7%	15%
MICHIGAN	86%	1%	6%	7%	11%
MINNESOTA	79%	7%	3%	11%	4%
MISSOURI	91%	9%	0%	0%	7%
MISSISSIPPI	70%	17%	9%	4%	30%
MONTANA	72%	13%	6%	9%	3%
NORTH CAROLINA	68%	16%	15%	0%	1%
NORTH DAKOTA	80%	15%	3%	2%	4%
NEBRASKA	66%	19%	7%	8%	14%
NEW HAMPSHIRE	69%	15%	9%	7%	-1%
NEW JERSEY	78%	10%	6%	6%	46%
NEW MEXICO	74%	5%	9%	13%	14%
NEVADA	77%	10%	9%	3%	6%
NEW YORK	84%	3%	4%	10%	18%
OHIO	81%	6%	7%	6%	18%
OKLAHOMA	69%	16%	8%	7%	NA
OREGON	74%	12%	4%	9%	3%
PENNSYLVANIA	79%	7%	6%	8%	21%
PUERTO RICO	70%	0%	24%	5%	8%
RHODE ISLAND	78%	9%	6%	8%	8%
SOUTH CAROLINA	79%	13%	3%	5%	3%
SOUTH DAKOTA	79%	12%	4%	5%	7%
TENNESSEE	72%	11%	10%	7%	2%
TEXAS	72%	16%	7%	5%	8%
UTAH	69%	18%	8%	5%	2%
VIRGINIA	84%	8%	4%	4%	9%
VIRGIN ISLANDS	NA	NA	NA	NA	NA
VERMONT	69%	17%	5%	9%	16%
WASHINGTON	75%	NA	6%	10%	8%
WISCONSIN	76%	16%	2%	6%	13%
WEST VIRGINIA	77%	9%	10%	4%	19%
WYOMING	74%	14%	7%	6%	10%
UNITED STATES (Average)	75%	11%	6%	6%	12%

STATE	Proportion of Total wages at Statutory		Proportion of Employers at Statutory		Proportion of Benefits Charged at Statutory		Proportion of Contributions at Statutory	
	Min. (%)	Max. (%)	Min. (%)	Max. (%)	Min. (%)	Max. (%)	Min. (%)	Max. (%)
ALASKA	NA	NA	NA	NA	NA	NA	NA	NA
ALABAMA	25%	5%	64%	9%	1%	36%	9%	17%
ARKANSAS	14%	3%	49%	3%	3%	29%	7%	7%
ARIZONA	4%	5%	18%	8%	1%	33%	0%	16%
CALIFORNIA	2%	51%	4%	30%	8%	86%	28%	58%
COLORADO	2%	2%	10%	4%	0%	14%	1%	7%
CONNECTICUT	15%	16%	57%	19%	1%	58%	4%	41%
DISTRICT OF COLUMBIA	66%	4%	73%	9%	22%	29%	31%	17%
DELAWARE	NA	NA	NA	NA	NA	NA	NA	NA
FLORIDA	15%	19%	69%	14%	1%	55%	3%	35%
GEORGIA	11%	6%	39%	9%	0%	31%	0%	24%
HAWAII	14%	2%	28%	2%	2%	17%	5%	6%
IOWA	15%	3%	57%	7%	0%	38%	0%	20%
IDAHO	12%	1%	16%	5%	3%	10%	4%	3%
ILLINOIS	11%	19%	68%	10%	4%	55%	2%	38%
INDIANA	7%	6%	34%	7%	1%	34%	1%	15%
KANSAS	49%	6%	61%	5%	13%	32%	28%	13%
KENTUCKY	6%	7%	19%	8%	1%	34%	1%	19%
LOUISIANA	11%	2%	28%	2%	1%	11%	0%	4%
MASSACHUSETTS	3%	4%	11%	8%	1%	37%	1%	15%
MARYLAND	24%	8%	71%	7%	31%	23%	4%	20%
MAINE	5%	3%	7%	8%	1%	31%	1%	11%
MICHIGAN	2%	8%	17%	18%	1%	52%	0%	23%
MINNESOTA	11%	4%	55%	9%	0%	43%	4%	19%
MISSOURI	5%	4%	18%	7%	1%	28%	0%	16%
MISSISSIPPI	20%	12%	62%	12%	0%	61%	6%	30%
MONTANA	2%	1%	12%	2%	0%	8%	1%	3%
NORTH CAROLINA	4%	0%	14%	1%	1%	2%	0%	0%
NORTH DAKOTA	49%	1%	74%	1%	14%	13%	9%	7%
NEBRASKA	3%	4%	12%	6%	1%	42%	0%	16%
NEW HAMPSHIRE	44%	4%	56%	7%	11%	22%	28%	10%
NEW JERSEY	15%	3%	37%	7%	2%	24%	6%	10%
NEW MEXICO	3%	6%	18%	12%	1%	46%	0%	26%
NEVADA	4%	5%	26%	10%	0%	24%	0%	14%
NEW YORK	20%	7%	51%	9%	3%	42%	11%	21%
OHIO	10%	6%	29%	8%	1%	42%	1%	19%
OKLAHOMA	NA	NA	NA	NA	NA	NA	NA	NA
OREGON	13%	0%	50%	3%	0%	5%	8%	1%
PENNSYLVANIA	11%	7%	55%	9%	0%	42%	6%	12%
PUERTO RICO	42%	2%	43%	2%	12%	12%	27%	4%
RHODE ISLAND	20%	5%	30%	13%	5%	33%	9%	16%
SOUTH CAROLINA	20%	4%	67%	7%	0%	33%	5%	13%
SOUTH DAKOTA	1%	1%	4%	2%	0%	26%	0%	11%
TENNESSEE	4%	3%	19%	6%	1%	21%	0%	25%
TEXAS	16%	7%	72%	6%	0%	38%	4%	18%
UTAH	21%	1%	67%	3%	1%	19%	7%	8%
VIRGINIA	15%	11%	69%	11%	0%	47%	1%	31%
VIRGIN ISLANDS	NA	NA	NA	NA	NA	NA	NA	NA
VERMONT	21%	3%	56%	8%	0%	35%	7%	8%
WASHINGTON	9%	5%	52%	10%	0%	36%	1%	21%
WISCONSIN	1%	4%	8%	10%	0%	36%	0%	14%
WEST VIRGINIA	22%	5%	35%	7%	5%	42%	11%	15%
WYOMING	1%	1%	71%	3%	1%	22%	18%	5%
UNITED STATES (Average)	15%	6%	40%	8%	3%	32%	6%	16%

STATE	
ALASKA	Average industry rate, or average for all employers if undetermined industry.
ALABAMA	2.7%
ARKANSAS	4%
ARIZONA	2.0%
CALIFORNIA	3.4%
COLORADO	Greater of 1.7%, actual rate if higher. Construction industry pays average industry rate.
CONNECTICUT	3.70
DISTRICT OF COLUMBIA	2.7%, or average rate for all employers if higher.
DELAWARE	Average "Assessment Rate" (2.6%). Construction employers pay an average industry rate.
FLORIDA	2.7%
GEORGIA	2.62
HAWAII	4.00
IOWA	1.9%, new construction employers pay 8.0%.
IDAHO	3.36%
ILLINOIS	3.80, or average industry rate if higher.
INDIANA	2.5%, 1% for government employers.
KANSAS	4.0%, construction employers pay 6.0%
KENTUCKY	2.7%, foreign and domestic construction firms receive maximum rate.
LOUISIANA	Up to 6.2% based on average industry rate.
MASSACHUSETTS	2.83%, new construction employers pay industry average.
MARYLAND	2.6%. Foreign contractors assigned average industry rate.
MAINE	3.02%, or "Predetermined Yield" if higher.
MICHIGAN	2.7%, Construction employers receive industry rate.
MINNESOTA	2.91%
MISSOURI	3.51%, or rate assigned to industry division.
MISSISSIPPI	2.7%
MONTANA	Average Industry Rate.
NORTH CAROLINA	1.2%
NORTH DAKOTA	1.37%
NEBRASKA	2.50%
NEW HAMPSHIRE	3.7%
NEW JERSEY	2.80%
NEW MEXICO	2.0%
NEVADA	2.95%
NEW YORK	Highest rate assigned to employers with positive account balances or 4.10%, whichever is less.
OHIO	2.7%, or average industry rate if higher.
OKLAHOMA	1.0%
OREGON	3.0%
PENNSYLVANIA	3.7030%, new construction employers pay 9.2%.
PUERTO RICO	3.0%
RHODE ISLAND	2.46 or higher of 1.0% or the state's five year benefit cost rate up to 4.2%.
SOUTH CAROLINA	2.87%
SOUTH DAKOTA	1.2% for 1st year; 1.0% for 2nd if positive balance.
TENNESSEE	2.7%, except average industry rate for selected high experience rated industries.
TEXAS	Greater of 2.7% or industry rate.
UTAH	Average Industry Rate up to 9.5%.
VIRGINIA	3.17%
VIRGIN ISLANDS	3.00%
VERMONT	Average industry rate, between 1.0% and 8.4%.
WASHINGTON	115% of the industry average
WISCONSIN	3.6% for larger employers. New construction employers pay 6.6%.
WEST VIRGINIA	2.7%; Construction and foreign entities pay 7.5%.
WYOMING	Average Industry Rate not less than 1.0%.

Special Supplementary Tax Measure

Marginal Tax Cost of Additional Layoffs

One highly requested measure of interest added to this year's report is the impact on an employer's UI tax amount of making additional layoffs. This is an extremely difficult dynamic to capture in any insurance program with so many factors in effect, however the measure calculated here, the **One Year Marginal Tax Cost of Additional Layoffs**, does provide a general quantitative short term measure of the average expected per employee tax impact on an employer's UI tax rate in the following year after making a layoff. In addition it is a valuable insight into the level of tax responsiveness contained in each state's tax structure.

This measure is constructed by using the ratio of the range in per employee tax cost to the differences in slope of each state's tax schedule. Specifically, the difference is taken between the maximum per employee cost at the tax base and the minimum per employee cost (Item 10), divided by the difference between the experience rating percent (either Reserve Ratio or Benefit Ratio) corresponding to the maximum statutory tax rate and the experience rating percent corresponding to the minimum statutory tax rate (basically translating into the number of intervals in the state tax schedule).

The result can be interpreted as the average increase in an employer's per employee tax for incurring benefit charges equivalent to 1% of its taxable payroll. One percent change in taxable payroll is the change from one tax interval to the next in each state tax schedule. In other words, when an employer is charged with benefits that are equivalent to one percent of its taxable payroll it can expect in the next year that its UI per employee tax amount will increase by the calculated amount.

This measure is higher for states that have a wider range of applicable tax rates and a higher taxable wage base - meaning rates will increase more for each layoff by an employer. The maximum per employee tax cost at the wage base is shown in order to provide a limit for the amount that an employer's rate can increase based on the state maximum state tax rate in effect this year. Employers already assigned the maximum tax rate in the state will have zero impact on their UI tax rate of making an additional layoff.

Special Supplemental Tax Measure

One Year Marginal Tax Cost of Additional Layoffs

STATE	Added Tax Cost Per Employee at the Tax Base (\$)⁽¹⁾	Up to the Maximum Rate of Contributions per Employee at the Tax Base (\$)
ALASKA	NA	2,020
ALABAMA	68	544
ARKANSAS	58	720
ARIZONA	19	502
CALIFORNIA	8	434
COLORADO	21	1,041
CONNECTICUT	136	1,020
DISTRICT OF COLUMBIA	27	648
DELAWARE	18	1,517
FLORIDA	71	432
GEORGIA	21	513
HAWAII	128	2,424
IOWA	102	2,144
IDAHO	21	1,901
ILLINOIS	123	1,108
INDIANA	75	724
KANSAS	15	752
KENTUCKY	54	960
LOUISIANA	0.47	477
MASSACHUSETTS	50	1,718
MARYLAND	65	638
MAINE	36	816
MICHIGAN	94	979
MINNESOTA	288	2,639
MISSOURI	47	1,268
MISSISSIPPI	130	756
MONTANA	31	1,775
NORTH CAROLINA	172	1,464
NORTH DAKOTA	164	3,279
NEBRASKA	24	486
NEW HAMPSHIRE	8	980
NEW JERSEY	35	2,205
NEW MEXICO	103	1,264
NEVADA	63	1,480
NEW YORK	23	917
OHIO	22	774
OKLAHOMA	24	1,365
OREGON	56	1,890
PENNSYLVANIA	66	953
PUERTO RICO	5	378
RHODE ISLAND	41	2,017
SOUTH CAROLINA	44	883
SOUTH DAKOTA	155	1,330
TENNESSEE	22	900
TEXAS	75	667
UTAH	270	2,279
VIRGINIA	108	530
VIRGIN ISLANDS	113	1,350
VERMONT	76	1,344
WASHINGTON	411	2,412
WISCONSIN	64	1,372
WEST VIRGINIA	40	900
WYOMING	230	2,450

1. Applicable for all employers except those assigned the maximum tax rate and potentially those employers assigned the minimum tax rate in a Reserve Ratio Experience Rating State.

Significant Measures of State Unemployment Insurance Tax Systems

Data Definitions

Following are the definitions used for all of the items reported on the Significant Measures of State Unemployment Insurance Tax Systems report. The data used for this publication comes from individual state law publications and from the ETA-204 Experience Rating Report submitted yearly by all state agencies.

- 1) Type of Experience Rating Method:** Method used to measure employers' experience with unemployment. There are currently four methods: Reserve Ratio, Benefit Ratio, Benefit Wage Ratio, and Payroll Decline.
- 2) Type of Employer Ranking:** A "Fixed" measure of rating employers' experience has predefined intervals for the assignment of tax rates. An "Array" ranking method ranks all of the employers against each other before assigning tax rates.
- 3) Type of Charging Method:** If a claimant has multiple recent employers, states determine the benefits attributable to a specific employer in three ways: 1) proportionally according to the amount of wages earned from each base period employer, 2) in inverse order based on wages earned, or 3) the most recent employer.
- 4) Taxable Wage Base:** The maximum amount of an employee's total wages that is taxable.
- 5) Statutory Tax Rates (Minimum and Maximum):** Minimum statutory rate is the lowest rate (on taxable wages) assigned in law to any employer for the year of the report. Maximum is the highest tax rate (on taxable wages) assigned to an employer for the year of the report.
- 6) New Employer Tax Rate:** The tax rate assigned to newly established employers who do not have enough experience to qualify for a variable rate (also Ineligible Rate).
- 7) Average Tax Rate (on Total Wages/
Taxable Wages):** The estimated total contributions received by the state divided by the total wages for the year. Average Tax Rate on Taxable Wages is the estimated total contributions received divided by the total taxable wages for the year.

8) Average High Cost Multiple (AHCM): The calendar year reserve ratio (year ending UI Trust Fund balance divided by total wages for the calendar year) divided by the Average High Cost Rate (average of the three highest calendar year benefit cost rates in the last twenty years -- or a period including three recessions, if longer).

Contribution Level

9) Employer Contributions: **Per Covered Employee:** Total amount of contributions for the year divided by the number of covered workers for the same period. **For Every One Dollar of Wages Paid:** The average tax rate on total wages (%) divided by 100.

10) Contributions per Employee at the Taxable Wage Base (Minimum/Maximum) The state taxable wage base multiplied by the specific statutory tax rate: **Minimum:** the taxable wage base times the minimum tax rate in effect for the year. **Maximum:** the taxable wage base times the maximum tax rate in effect that year.

11) For Every One Dollar of Contributions Received the Amount Going: To Pay Benefits in the Previous Computation Year or Into the Trust Fund. The amount going to pay benefits is the total benefits in the previous computation year divided by the total contributions in the report year. The amount going into the trust fund is the previous amount subtracted from \$1.00 (may be negative).

12) Minimum Adequate Financing Rate: The tax rate formulated by taking the average benefit cost rate plus a solvency amount. The average benefit cost rate is equal to the average of the previous ten calendar year ratios of total benefits paid to total taxable wages. The solvency amount is equal to the difference between the state's current Trust Fund Balance, including outstanding advances as of Jan. 1, and the Trust Fund Balance needed to have an AHCM of 1.0, divided by five, divided by taxable wages. (For states above a 1.5 AHCM a negative solvency amount (subtracted from benefit costs) is included equal to the amount

that the trust fund exceeds the trust fund balance needed to have a 1.0 AHCM, divided by 5, divided by taxable wages).

13) The Average Tax Rate Compared to The Min. Adequate Financing Rate:

The percentage difference between the Average Tax Rate on Taxable Wages and the Adequate Financing Rate.

Benefit Charging

14) Benefits Charged to active Taxable Employers:

The portion of total benefits paid that is assigned to individual employer experience rating accounts.

15) Benefits Non-Charged to Employers:

The amount of benefits attributable to taxable employers but not charged to individual employer accounts.

16) Benefits Charged to Inactive Accounts:

Benefits assigned to employers that are no longer active.

17) Total Reimbursable Benefits Paid:

Benefits paid to all claimants from reimbursable employers.

18) Benefits Charged to Employers at the Maximum Tax Rate in Excess of the Contributions from Those Employers:

The amount by which benefit charges exceed projected contributions for employers that are assigned the maximum tax rate in the states tax schedule for the year. This amount is also reported as a percentage of total benefits paid (divided by total benefits).

The Contributions from Maximum rated employers as a Percent of their Charged Benefits:

The amount of contributions from maximum rated employers divided by the total charged benefits from these employers.

Distribution of Wages, Benefits and Contributions, by Effective Tax Rates

19) Proportion of Total Wages by Effective Tax Rate:

Proportion of total wages aggregated within intervals of effective tax rates (total contributions divided by total wages). Also shown are the percent of total wages for

employers assigned the minimum tax rate and the percent of total wages for employers assigned the maximum tax rate.

20) Proportion of Employers by Effective Tax Rate:

Proportion of employer accounts aggregated within intervals of effective tax rates (total contributions divided by total wages). Also shown are the percent of total wages for employers assigned the minimum tax rate and the percent of total wages for employers assigned the maximum tax rate.

21) Proportion of Total Benefits Charged to Employer Accounts by Effective Tax Rate:

Proportion of total benefits charged aggregated within intervals of effective tax rates (total contributions divided by total wages). Also shown are the percent of benefits charged to employers assigned the minimum tax rate and the percent of benefits charged to employers assigned the maximum tax rate.

22) Proportion of Estimated Contributions by Effective Tax Rate:

Proportion of total contributions aggregated within intervals of effective tax rates (total contributions divided by total wages). Also shown are the percent of contributions for employers assigned the minimum tax rate and the percent of contributions for employers assigned the maximum tax rate.