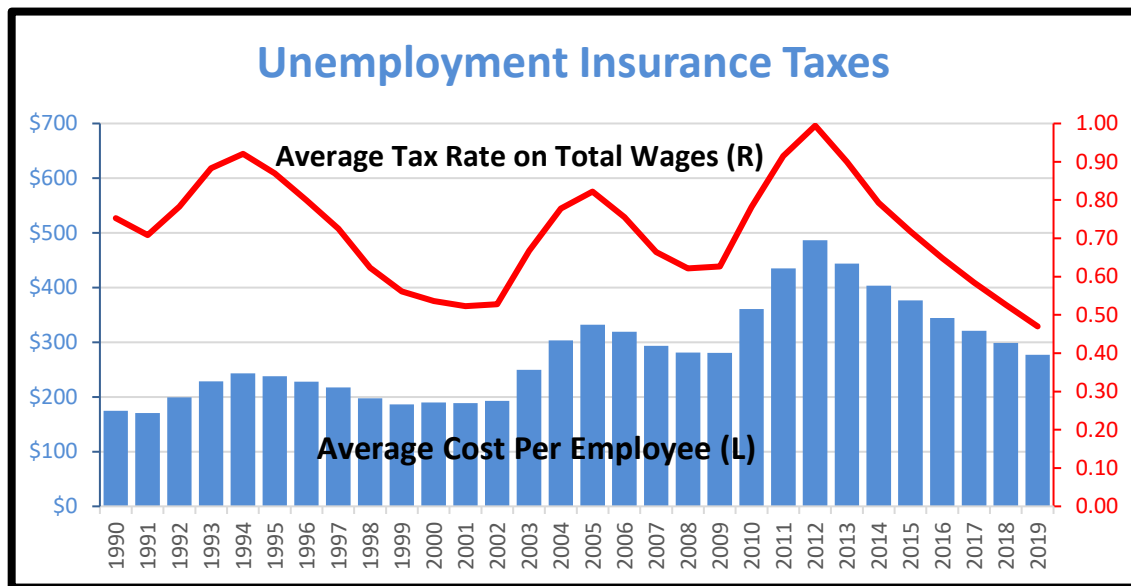


## STATE UNEMPLOYMENT INSURANCE

# TAX MEASURES REPORT 2019



**U.S. Department of Labor  
Office of Unemployment Insurance  
Division of Fiscal and Actuarial Services**

**March 2020**

**View this report online at:**  
[https://oui.doleta.gov/unemploy/sig\\_measure.asp](https://oui.doleta.gov/unemploy/sig_measure.asp)

# TAX MEASURES REPORT

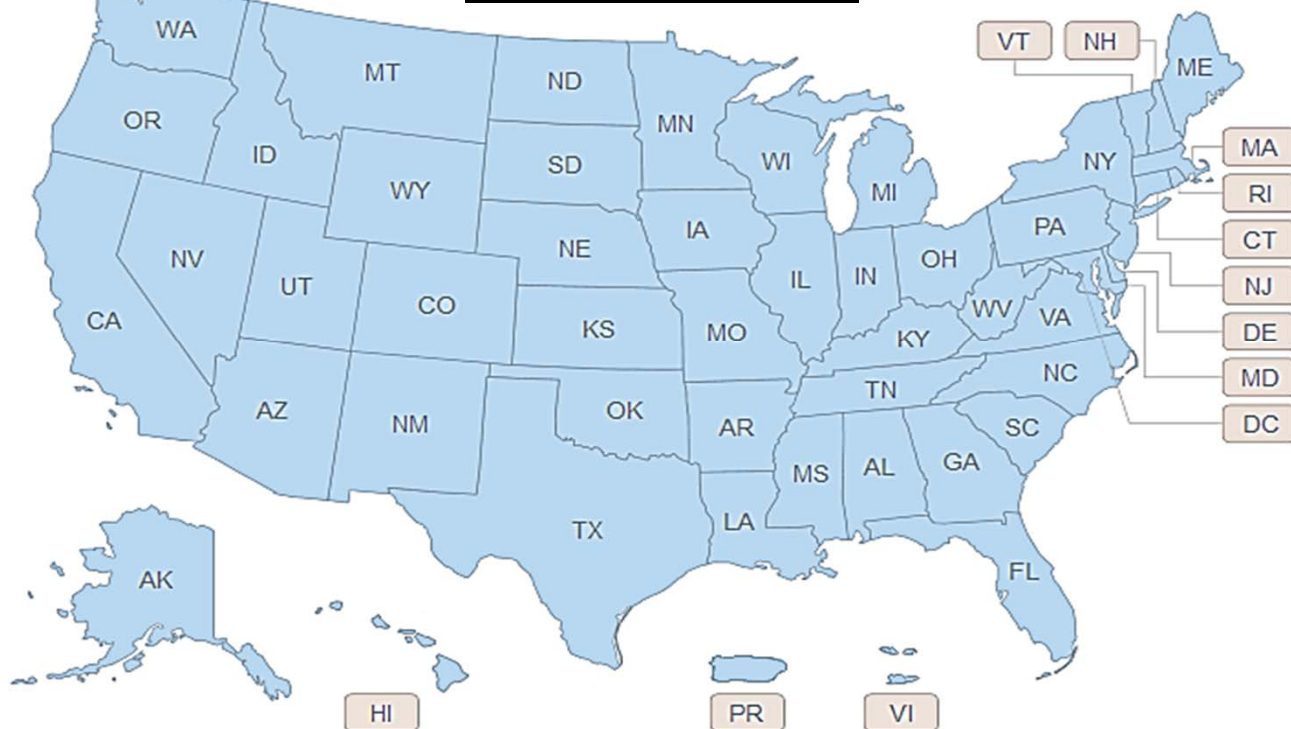
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## Individual State Pages: Significant Tax Measures Report

**CLICK ON DESIRED STATE:**

**UNITED STATES**



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

## **State UI Tax Measures Report**

# **2019 Highlights**

The measures in this report describe the 2019 tax rate year amounts for each state. Forty-six states and three jurisdictions have employer tax rates that were assigned beginning in January 1, 2019 and went to December 31, 2019. Four states have employer tax rates assigned from July 1, 2018 to June 30, 2019. For this period:

- **On average UI taxable employers paid \$277 per employee in UI taxes, which was equivalent to \$0.47 per every hundred dollars paid in wages. This represents a 4% decrease from 2018, when employers paid an average of \$291 per employee.**
- **Seventy-six percent of taxable employers paid a total UI tax bill at or below \$0.50 per hundred dollars of wages paid, (fifteen states had a minimum tax rate of 0% assigned to employers). On the higher end, 1 percent of taxable employers paid a UI tax bill that was over \$2.00 per hundred dollars paid in wages.**
- **Five percent of the total benefits paid were made to claimants that were laid off from firms that went out of business.**
- **Eight percent of total 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 Tax Measures Report

The publication of this yearly report 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.

The following description is provided to assist users in effectively evaluating a state's UI tax structure. The individual state metrics in this report are divided into four sections: the first eight variables provide the primary **State Tax Structure Features**, the next five items cover the state's **Tax Levels**, followed by five variables on the **Benefits Assigned to Individual Employer Experience Rating** measures, and concluding with items on the **Distribution of Wages, Benefits, and Contributions**.

### State Tax Structure Features

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 state's solvency level to begin the year.

Each state has the legal authority to set the type of <sup>1)</sup>**experience rating method** to apply in the formulation of employers' tax rates. The majority of states, thirty-one, use the Reserve Ratio experience rating methodology, the only method which gives credit to employers for the amount of contributions they have made. Nineteen states use the Benefit Ratio method, which exclusively uses the benefits assigned to individual employers in the rate formulation. Two states use the Benefit Wage Ratio method, which is based on assigning the prior wages earned of claimants to employers for rate assignment. One state employs the Payroll Decline method, which is based on measuring the difference in payroll decreases by quarter to measure experience and assign tax rates.

In addition to the type of experience rating method, states differ in the <sup>2)</sup>**type of employer ranking** employed in the assignment of tax rates; eleven states assign UI tax rates by using a relative ranking of all employers, sometimes 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. A pre-determined proportion of employers taxable wages are assigned to each tax rate interval within the state's tax schedule. The remaining states all use fixed intervals of their experience rating measure to place employers in tax rate groups.

Of the states that assign a claimant's benefits back to an employer to be used in their experience rating formulation (three states do not assign benefits back to individual employers at all) all use one of three <sup>3)</sup>**types of assignment methods**. For claimants with multiple recent employers, thirteen states assign benefits to 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, assign benefits to employers in proportion to the base period wages earned. Five states assign benefits to base period employers in an inverse chronological order from which they occurred, generally up to a specified percentage of base period wages.

The <sup>4</sup>**taxable wage base** is the maximum amount of an employee's yearly total wages that can be taxed for Unemployment Insurance purposes in the state. The <sup>5</sup>**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 <sup>7</sup>**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 <sup>7</sup>**maximum rate** is the rate on taxable wages that is assigned to the employers laying off the most employees. The <sup>6</sup>**new employer rate** applies to firms that have only been in existence from one to three years and the specifics of each state rate can be found in the appendix. For all states this is a flat rate applied to all new employers.

### **Contribution Levels**

Every state varies the level of its yearly 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 <sup>9</sup>**contribution per covered employee** translates the average tax rate into a dollar figure to give a nominal view of this rate. Likewise, the <sup>9</sup>**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 <sup>10</sup>**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. 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. For the <sup>11</sup>**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 low solvency, states may reasonably have values above one, and during periods of low unemployment and high 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.

In an attempt to measure the adequacy of a state's level of taxation it is necessary to arrive at a standard level of taxation which can be used as a level of comparison. In this report a <sup>12)</sup>**comparison is made between the state's average tax rate for the year against the Minimum Adequate Level of Financing (AFR)**. The minimum adequate level of financing is calculated as the tax rate equal to the amount needed to cover the state's total benefit payments (average level of last six years) plus a solvency amount (difference between the state's current trust fund level (including loans) and the recommended minimum adequate level (a trust fund level equivalent to a 1.0 Average High Cost Multiple, which was recommended by the Advisory Council on Unemployment Insurance (1996)) divided by five (for the increment over the next five years)). The <sup>13)</sup>**percentage difference between the state's average tax rate and the Minimum 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 six years of benefits for its construction.

### **Benefits Assigned to Individual Employer's Experience Rating**

Of the <sup>14)</sup>**total benefits paid**, all but three states assign a portion of these benefits paid to a so called "responsible" employer in order to formulate an experience rate and assign an individual tax rate. The <sup>15)</sup>**total amount of benefits paid that are assigned 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. Also, because of the various methods of assigning the so called socialized benefits back to employers, it is not necessarily true that a state with a relatively higher level of total benefits assigned to individual employers has a greater degree of experience rating.

The benefits assigned to individual employers are important for comparing yearly fluctuations in each category and comparing against estimated overall contribution levels. The level of <sup>16)</sup>**Benefits assigned to inactive employers** shows the amount of benefits that have been assigned to employers that are no longer in business or considered active employers. A large proportion of inactive benefits may indicate more turbulent economic conditions or a changing pattern of employment composition. <sup>17)</sup>**Reimbursable benefits** reflect the portion of benefits paid to claimants

from federal, state and local governments, and non-profit organizations, (these benefits are not included in the amount of total benefits paid value which is just from taxable employers).

All states limit the liability of the worst rated employers (those laying off the most employees) by putting a cap on how high the maximum tax rate may go. Due to this cap there will be a difference between the <sup>18)</sup>**amount the maximum tax rate employers are assigned in benefits in the prior year and the estimated amount these employers pay in contributions during the current year**. The difference between these two values is often referred to as “ineffective benefit charges”, this amount is shown both as a nominal amount and as a percentage of the total benefits paid in the year. A higher percentage may indicate a serious financing issue that is attributable to a low level of the state’s maximum tax rate.

### **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 <sup>19)</sup>**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.

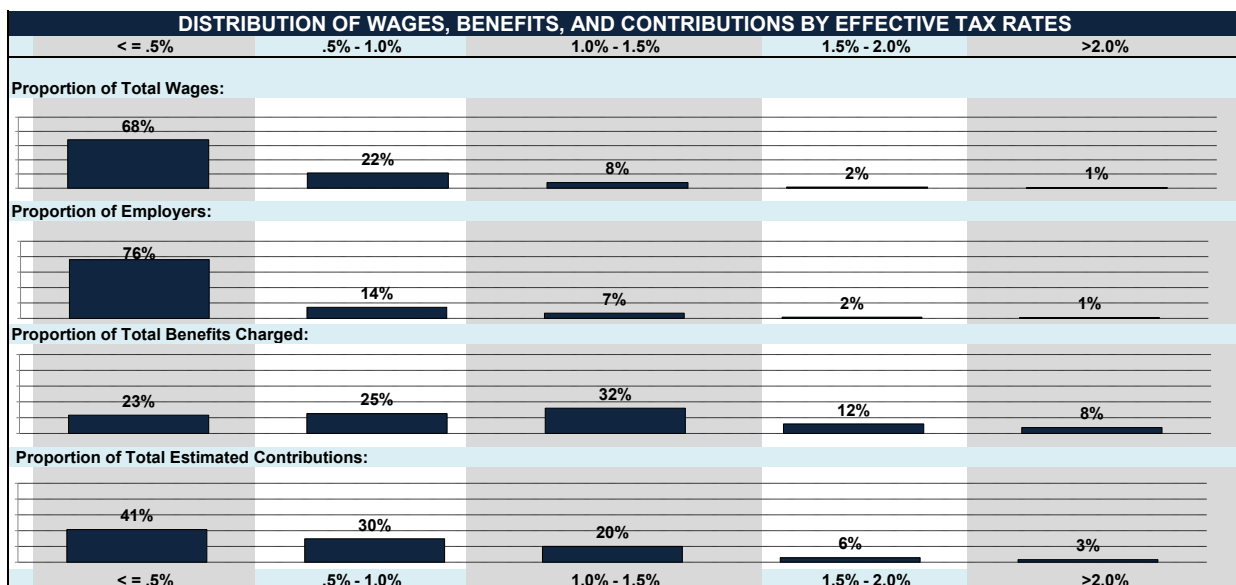
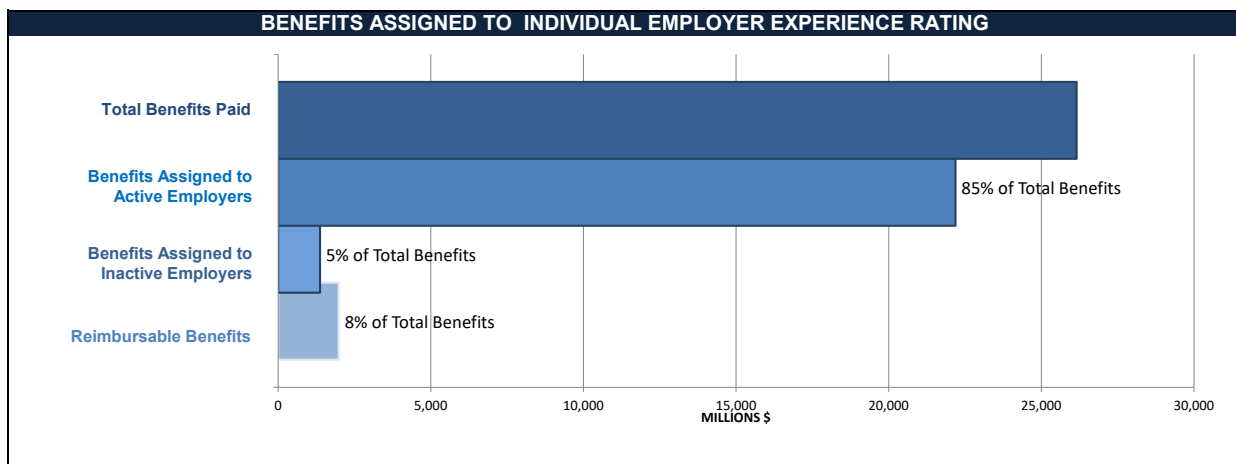
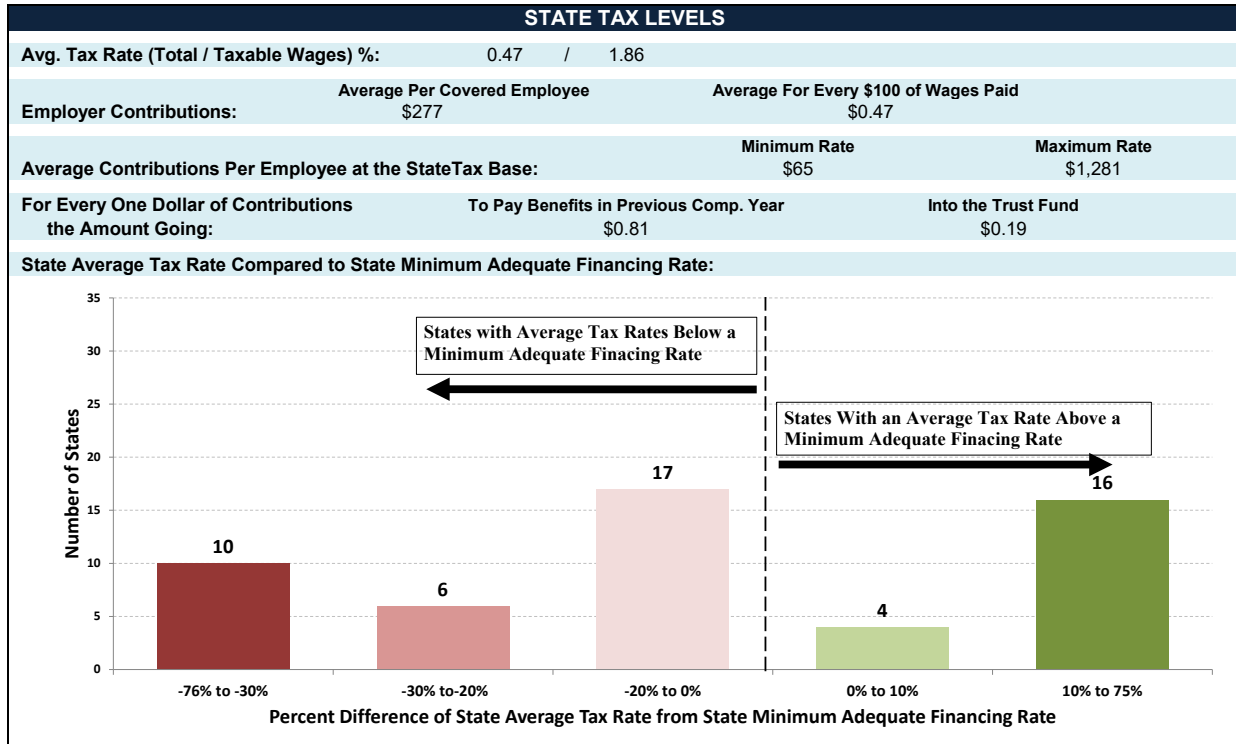
The <sup>20)</sup>**proportion of accounts** at each rate interval indicates the number of employers taxed at each interval. A larger share of wages than accounts in any one interval means a greater share of larger and/or higher-wage employers located at that interval, while a smaller share of wages than accounts in any one interval means a greater share of smaller and/or lower-wage employers located there.

Comparing the <sup>21)</sup>**distribution of benefits charged** to the <sup>22)</sup>**distribution of contributions** provides 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.



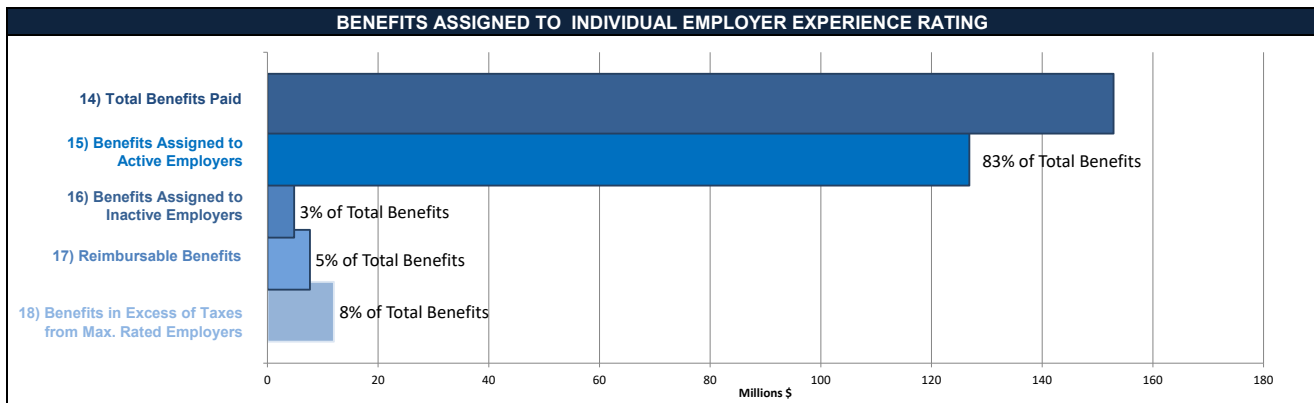
# UNITED STATES 2019



# ALABAMA 2019

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) %:	0.26 / 1.24	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.65 / 6.80	8) Average High Cost Multiple (1/1/2019):	0.95

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$117	Average For Every \$100 of Wages Paid \$0.26	
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 \$0.85	Into the Trust Fund \$0.15	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<p>Current Avg. Tax Rate: 1.24%</p> <p>Minimum Adequate Financing Rate: 1.48%</p>			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: -16%			



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:	91%	6%	3%	1%	0%
20) Proportion of Employers:	90%	4%	5%	1%	0%
21) Proportion of Total Benefits Charged:	49%	16%	23%	11%	1%
22) Proportion of Total Estimated Contributions:	65%	14%	15%	7%	0%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	> 2.0%

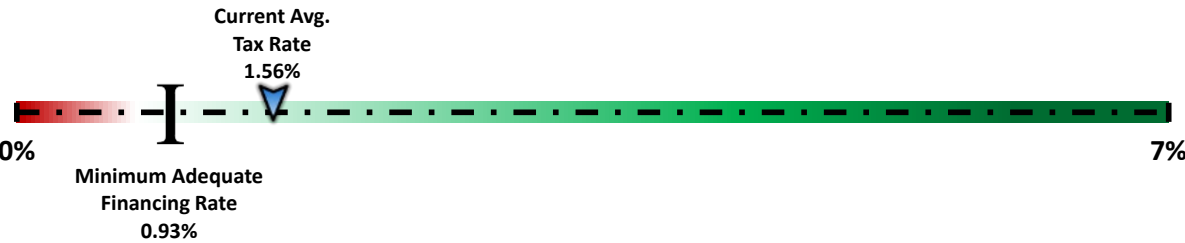
<sup>1</sup> See "New Employer Tax Rate" table for more information

# ALASKA 2019

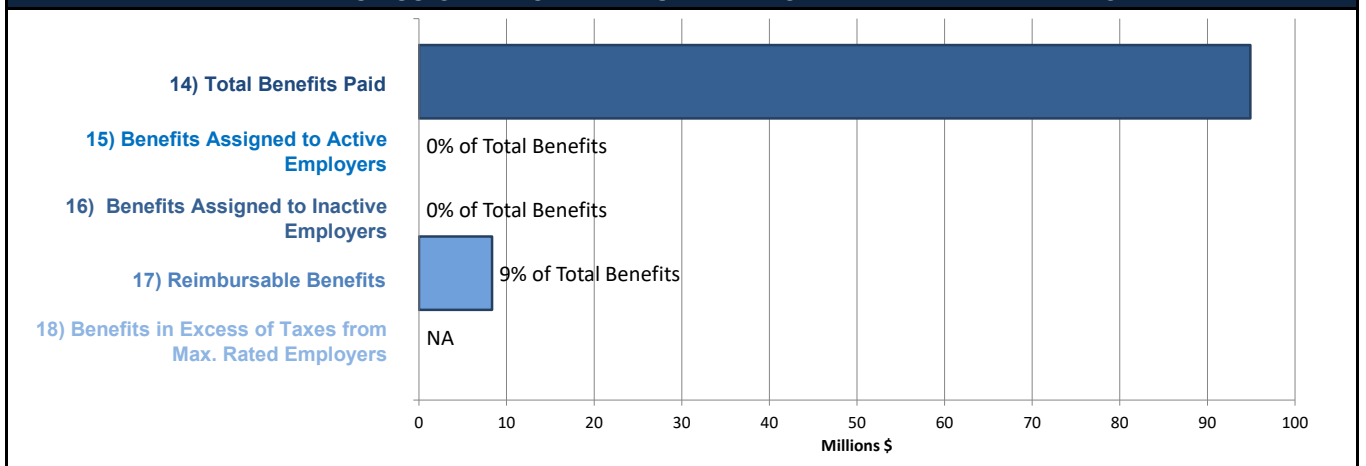
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Payroll Decline	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	None	4) Taxable Wage Base (\$):	39,900
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.96 / 1.56	6) New Employer Tax Rate (%) <sup>1</sup> :	1.3
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 5.90	8) Average High Cost Multiple (1/1/2019):	1.65

## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$531	Average For Every \$100 of Wages Paid \$0.96
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$599	Maximum Rate \$2,354
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Yr \$0.75	Into the Trust Fund \$0.25
12) Average Tax Rate Compared to Min. Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.56%</p> <p>Minimum Adequate Financing Rate 0.93%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		67%

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



<sup>1</sup> See "New Employer Tax Rate" table for more information  
NA - Not Available

# ARIZONA 2019

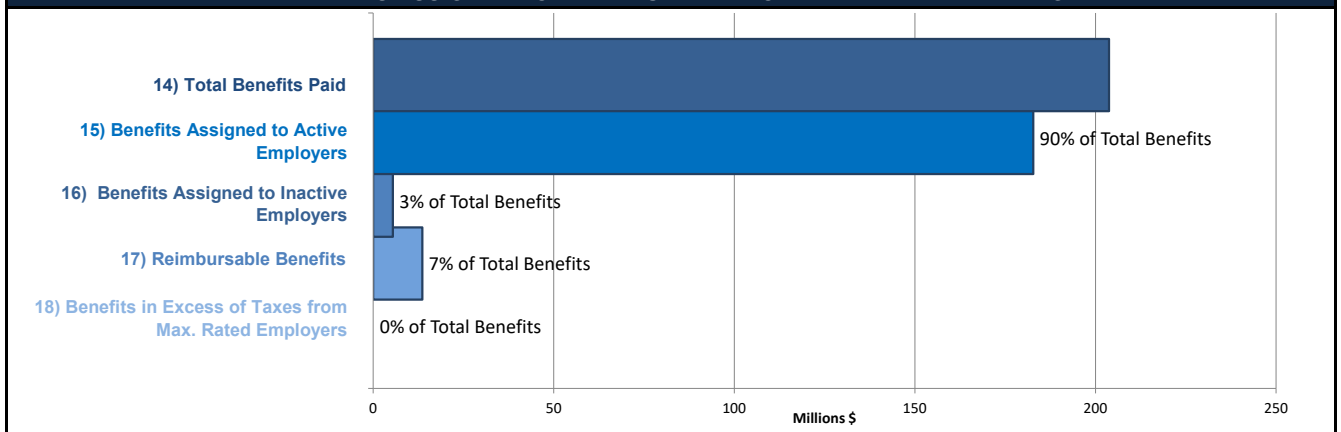
## STATE TAX FEATURES

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) %:	0.29 / 1.66	6) New Employer Tax Rate (%) <sup>1</sup> :	2.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.04 / 11.80	8) Average High Cost Multiple (1/1/2019):	0.78

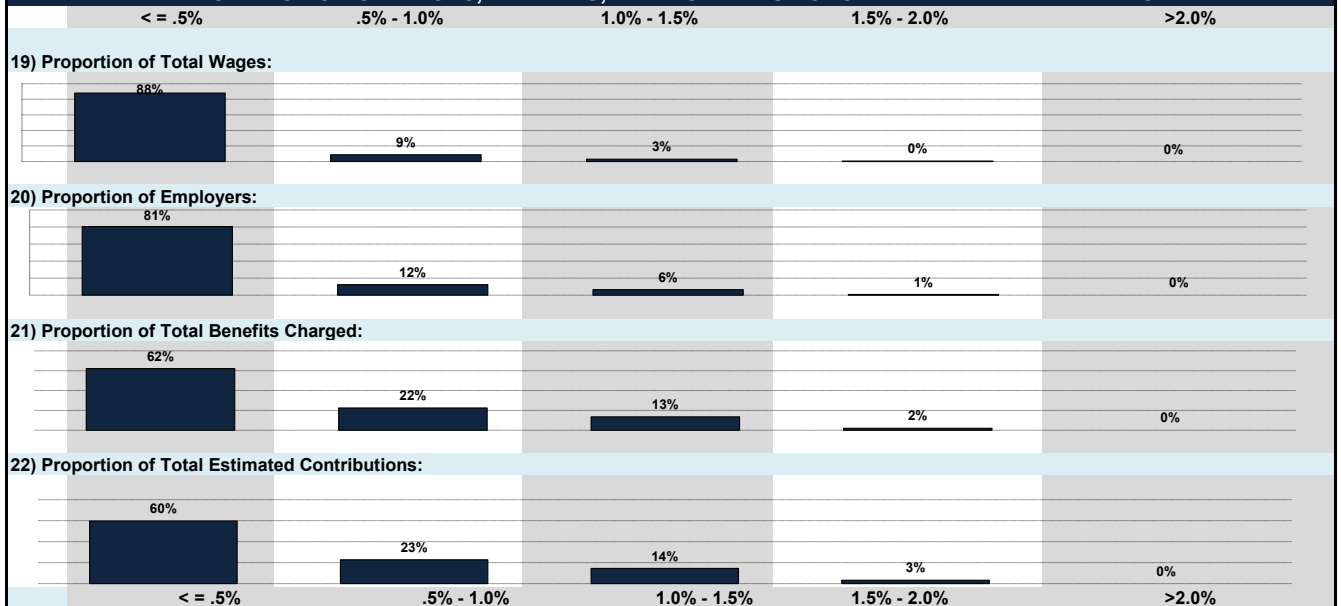
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$148	Average For Every \$100 of Wages Paid \$0.29
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$3	Maximum Rate \$826
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.59	Into the Trust Fund \$0.41
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate: 1.66%</p> <p>Minimum Adequate Financing Rate: 1.66%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 0%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



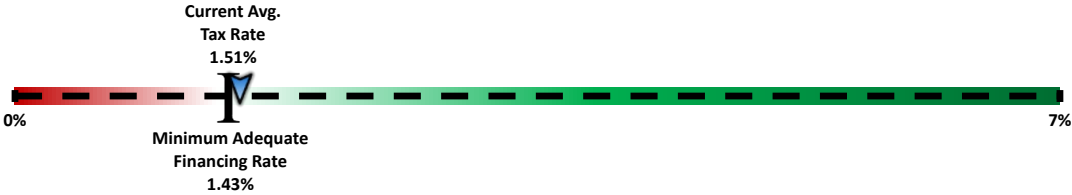
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

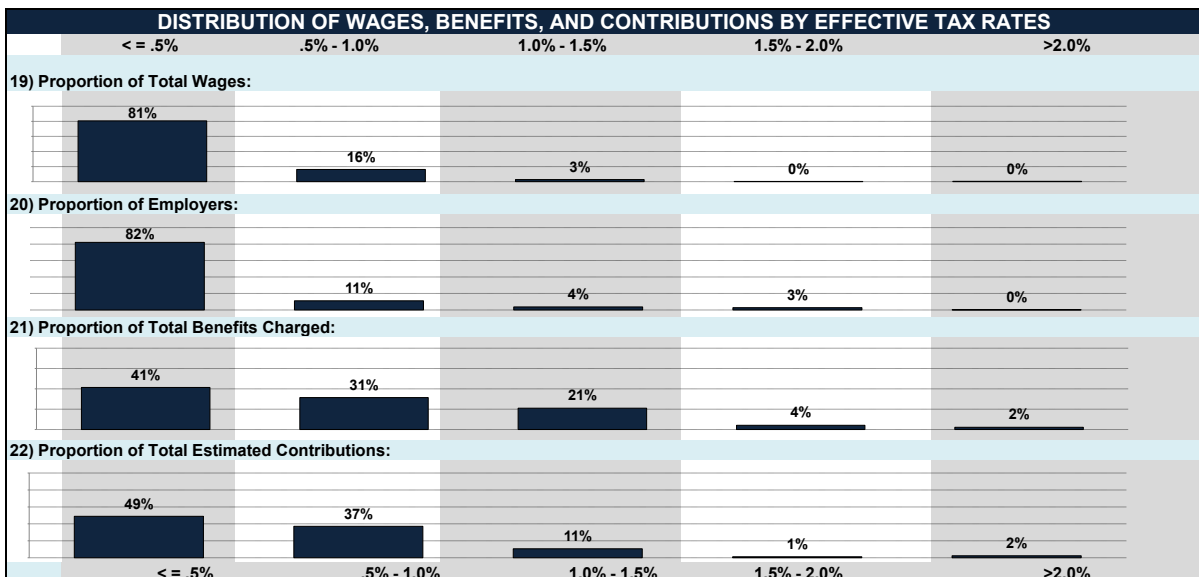
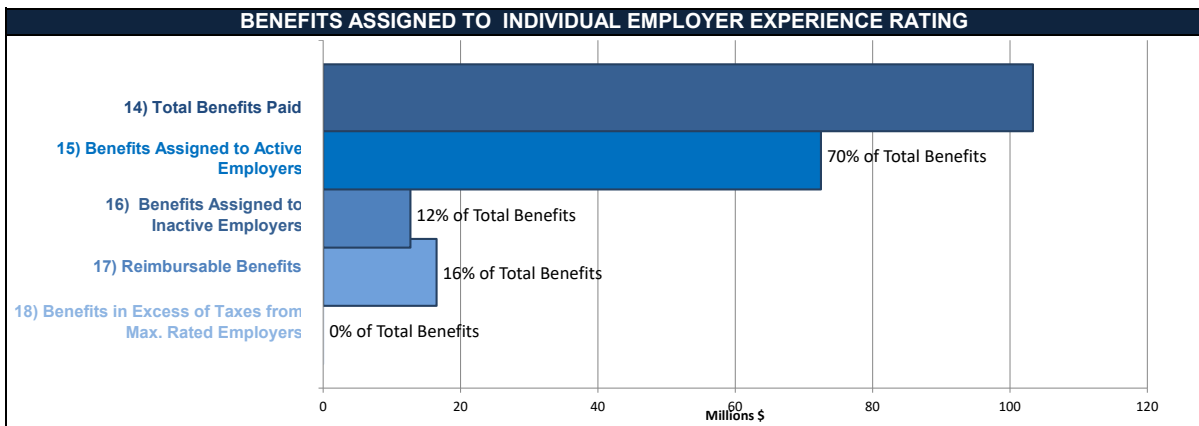


<sup>1</sup> See "New Employer Tax Rate" table for more information

# ARKANSAS 2019

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 (\$):	10,000		
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.40 / 1.51	6) New Employer Tax Rate (%) <sup>1</sup> :	2.9		
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 6.00	8) Average High Cost Multiple (1/1/2019):	1.20		

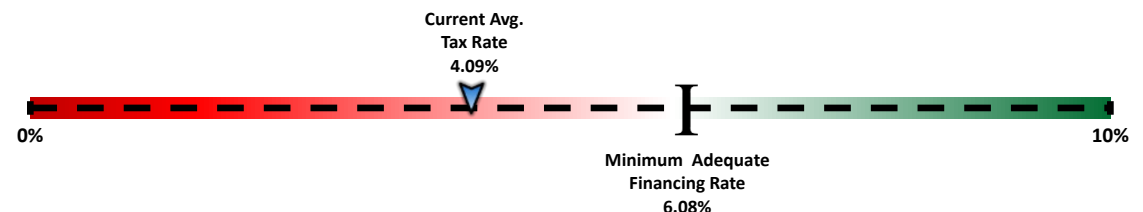
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$182	Average For Every \$100 of Wages Paid \$0.40
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$10	Maximum Rate \$600
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.59	Into the Trust Fund \$0.41
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate: 1.51%</p> <p>Minimum Adequate Financing Rate: 1.43%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 6%		

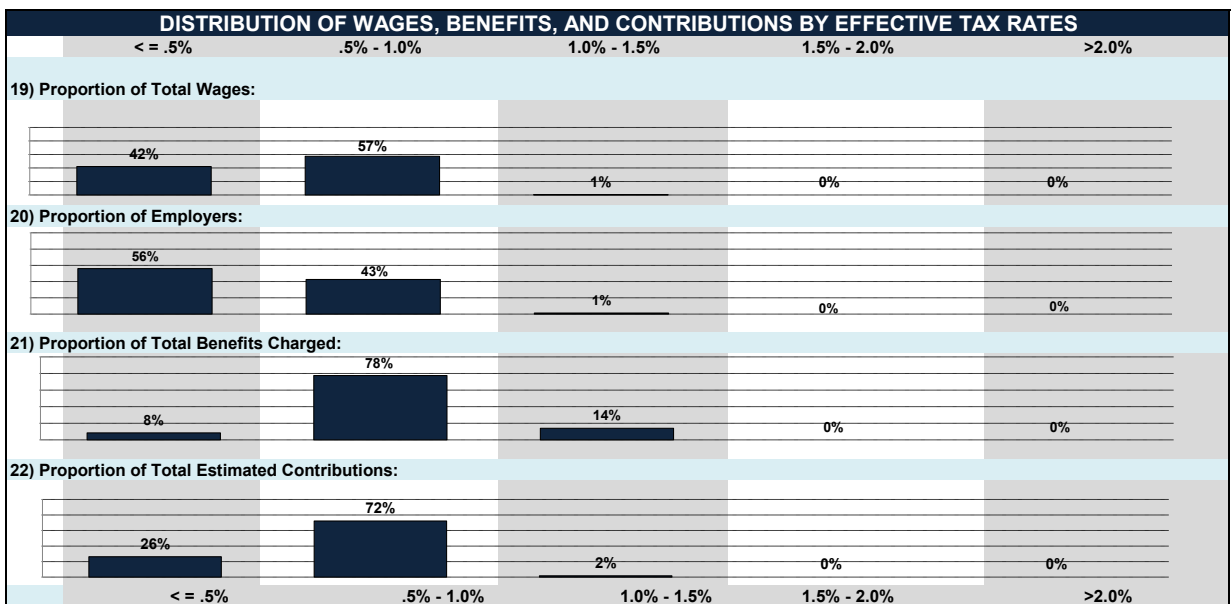
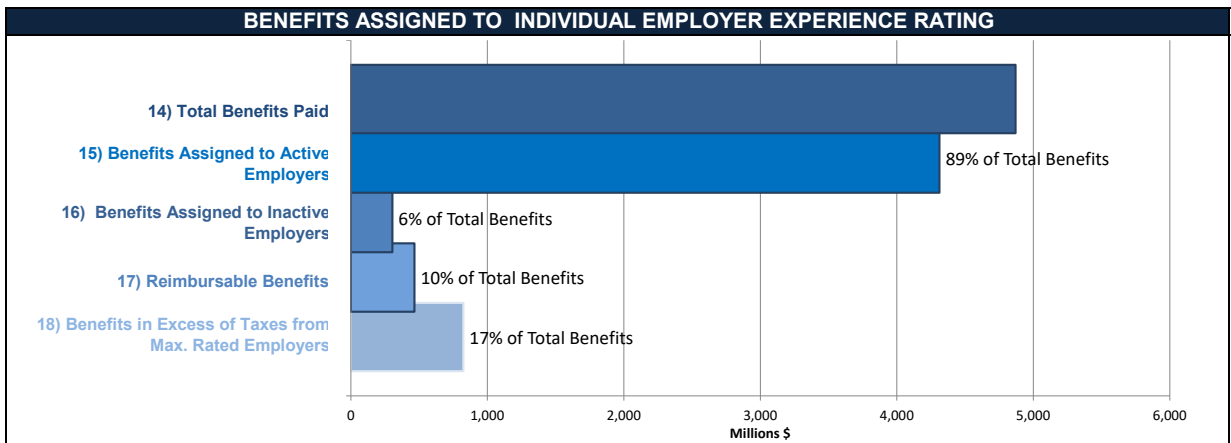


<sup>1</sup> See "New Employer Tax Rate" table for more information

# CALIFORNIA 2019

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) %:	0.54 / 4.09	6) New Employer Tax Rate (%) <sup>1</sup> :	3.4		
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 6.20	8) Average High Cost Multiple (1/1/2019):	0.15		


STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$413	Average For Every \$100 of Wages Paid \$0.54	
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 \$0.83	Into the Trust Fund \$0.17	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
 <p>Current Avg. Tax Rate 4.09%</p> <p>Minimum Adequate Financing Rate 6.08%</p>			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-33%</b>			

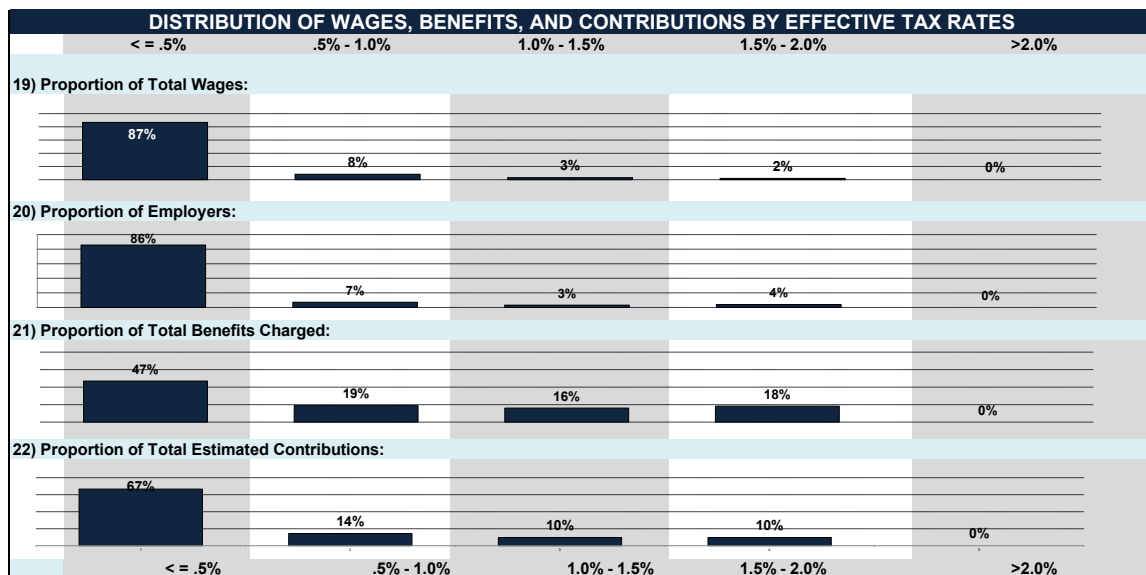
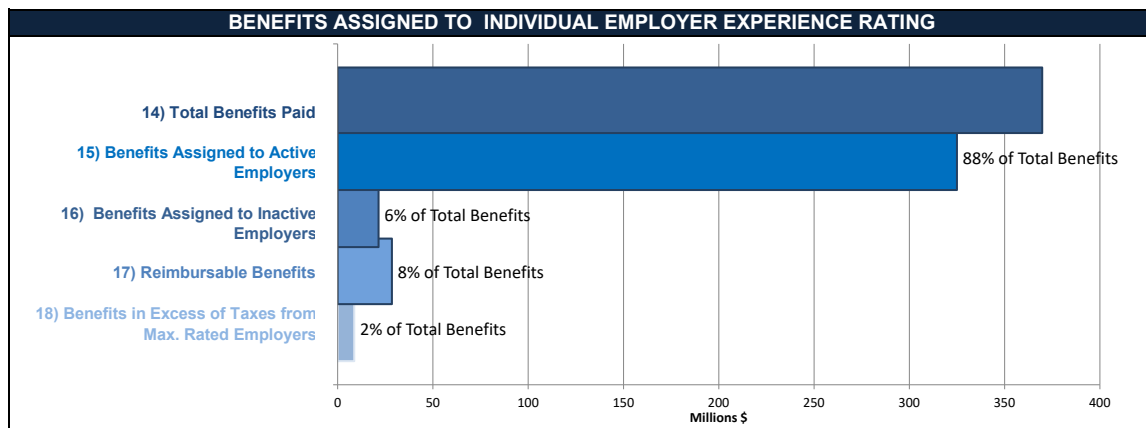


<sup>1</sup> See "New Employer Tax Rate" table for more information

# COLORADO 2019

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 (\$):	13,100
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.40	/	1.52	6) New Employer Tax Rate (%) <sup>1</sup> :	1.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.62	/	8.15	8) Average High Cost Multiple (1/1/2019):	0.70

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$238	Average For Every \$100 of Wages Paid \$0.40
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$81	Maximum Rate \$1,068
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>Current Avg. Tax Rate 1.52%</p> <p>Minimum Adequate Financing Rate 1.85%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: -18%		

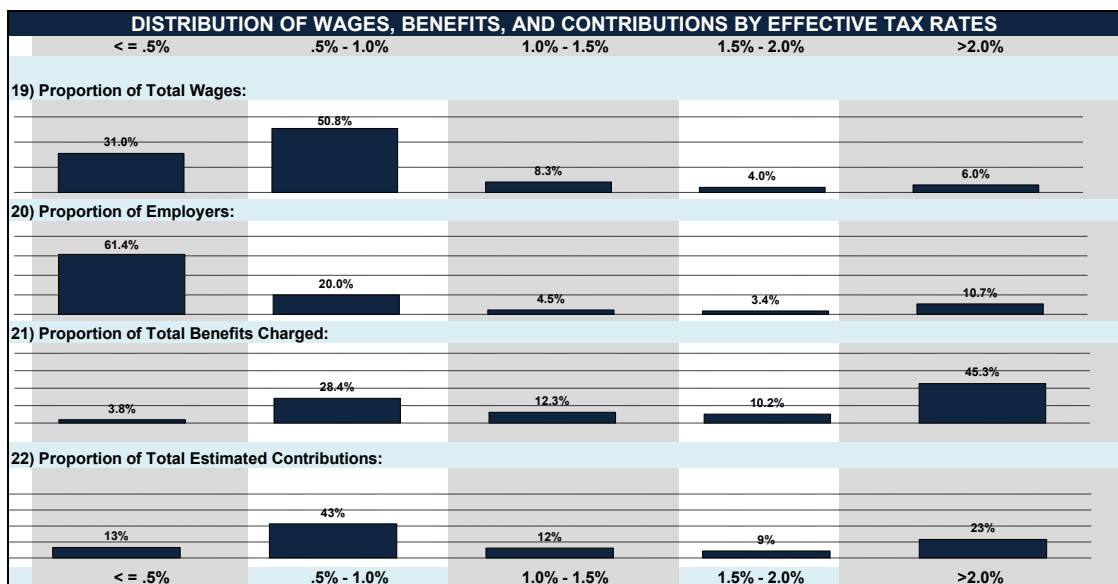
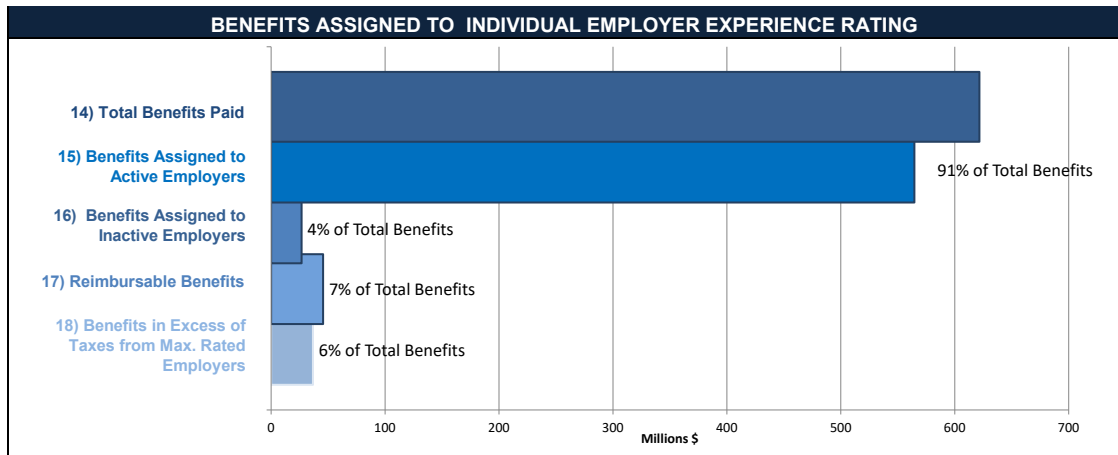


<sup>1</sup> See "New Employer Tax Rate" table for more information

# CONNECTICUT 2019

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) %:	0.77	/	3.32	6) New Employer Tax Rate (%) <sup>1</sup> :	3.4
7) Statutory Tax Rate (Minimum / Maximum)%:	0.50	/	5.40	8) Average High Cost Multiple (1/1/2019):	0.42

STATE TAX LEVELS			
9) Employer Contributions:		Average Per Covered Employee \$563	Average For Every \$100 of Wages Paid \$0.77
10) Contributions Per Employee at the Tax Base:		Minimum Rate \$75	Maximum Rate \$810
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.86	Into the Trust Fund \$0.14	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<div><div><div>0%</div><div>Current Avg. Tax Rate 3.32%</div><div>Minimum Adequate Financing Rate 3.94%</div><div>7%</div></div></div>			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:			-16%



<sup>1</sup> See "New Employer Tax Rate Table" for more information




# DELAWARE 2019

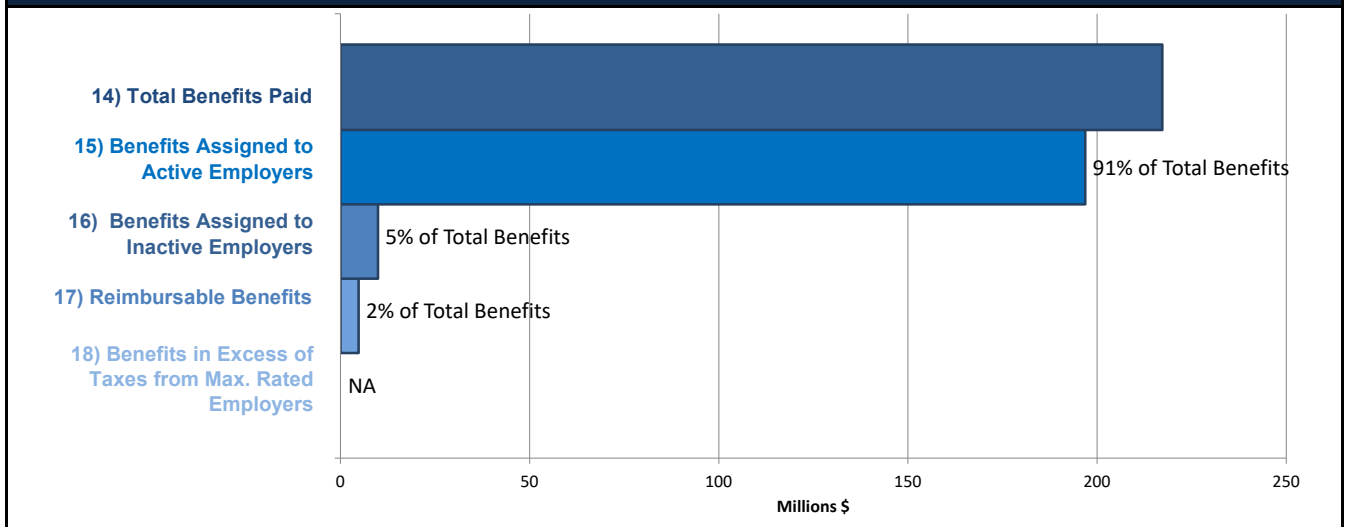
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Benefit Wage	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	None	4) Taxable Wage Base (\$):	16,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.39 / 1.29	6) New Employer Tax Rate (%) <sup>1</sup> :	1.60
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 8.00	8) Average High Cost Multiple (1/1/2019):	0.67

## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$224	Average For Every \$100 of Wages Paid \$0.39
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$17	Maximum Rate \$1,320
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$2.77	Into the Trust Fund -\$1.77
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate 1.29%</p>  <p>Minimum Adequate Financing Rate 1.66%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-22%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING




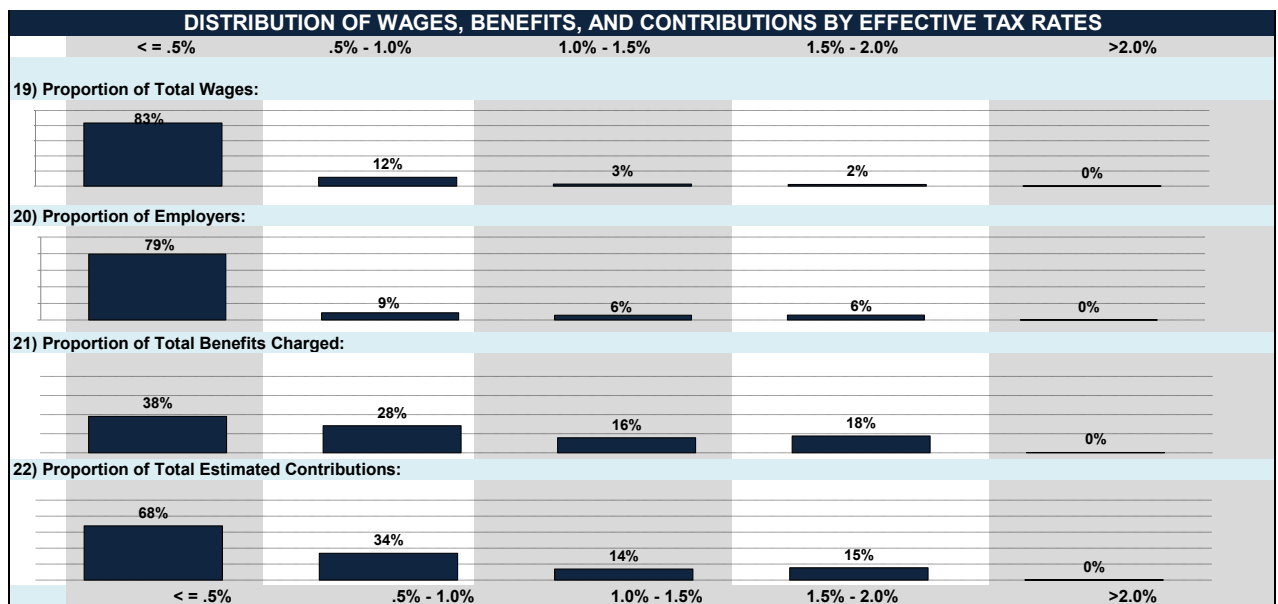
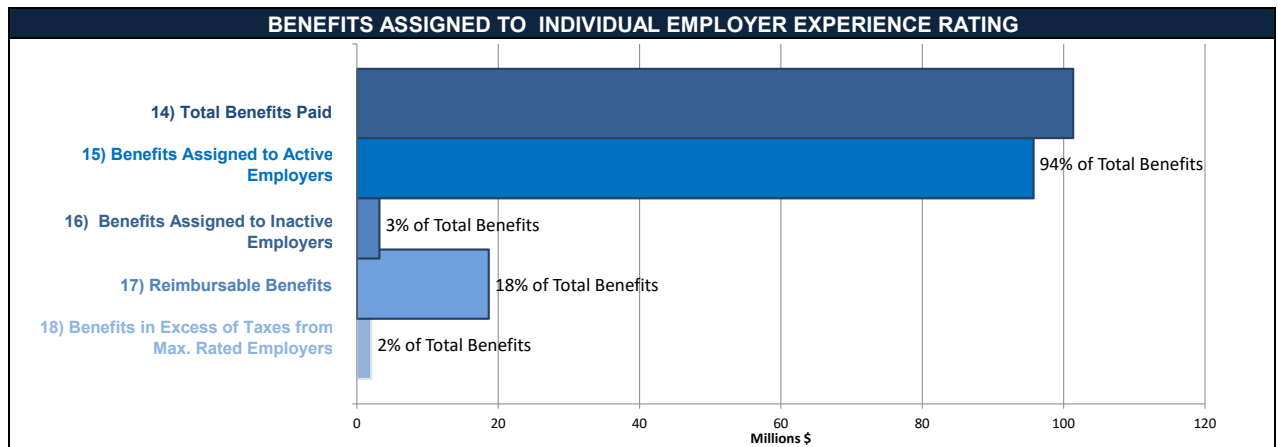
<sup>1</sup> See "New Employer Tax Rate Table" for more information

NA Not Available

# DISTRICT OF COLUMBIA 2019

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) %:		0.31	/	2.41	6) New Employer Tax Rate (%) <sup>1</sup> :		2.7
7) Statutory Tax Rate (Minimum / Maximum)%:		1.60	/	7.00	8) Average High Cost Multiple (1/1/2019):		1.13

STATE TAX LEVELS			
9) Employer Contributions:		Average Per Covered Employee \$239	Average For Every \$100 of Wages Paid \$0.31
10) Contributions Per Employee at the Tax Base:		Minimum Rate \$144	Maximum Rate \$630
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:			
<div><div><div>0%</div><div>Current Avg. Tax Rate 2.41%</div><div>Minimum Adequate Financing Rate 2.34%</div><div>7%</div></div></div>			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:			3%

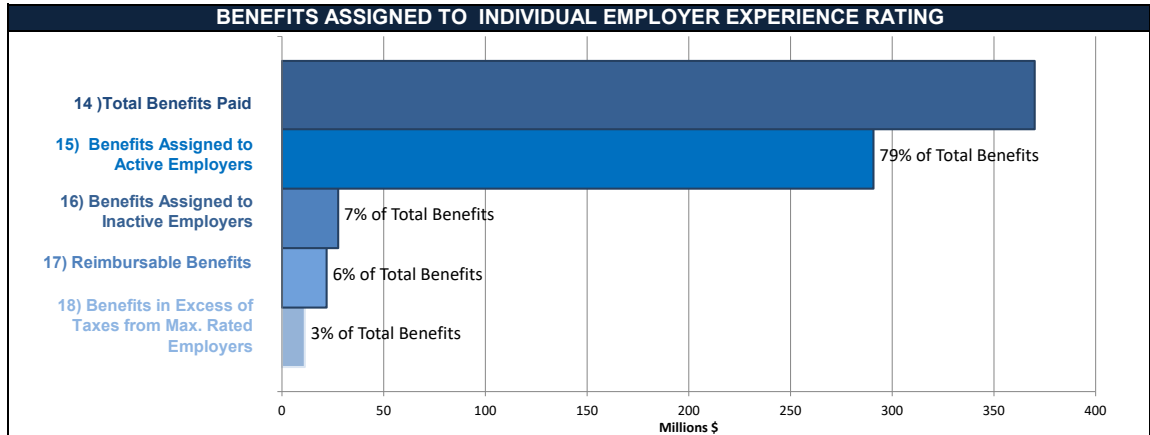


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# FLORIDA 2019

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 (\$):	7,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.12 / 0.65	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.08	

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee	Average For Every \$100 of Wages Paid	
	\$50	\$0.12	
10) Contributions Per Employee at the Tax Base:	Minimum Rate	Maximum Rate	
	\$7	\$378	
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year	Into the Trust Fund	
	\$1.01	-\$0.01	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<div><div><div>Current Avg. Tax Rate, 0.65%</div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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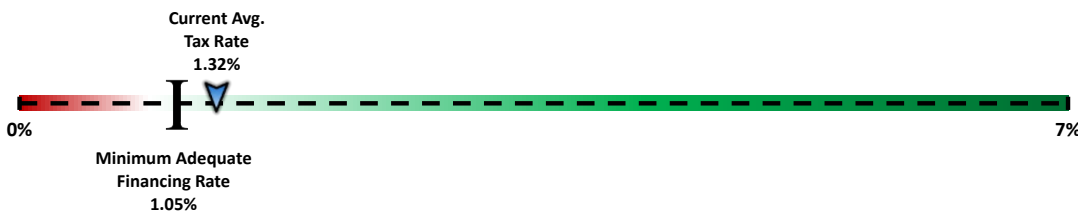


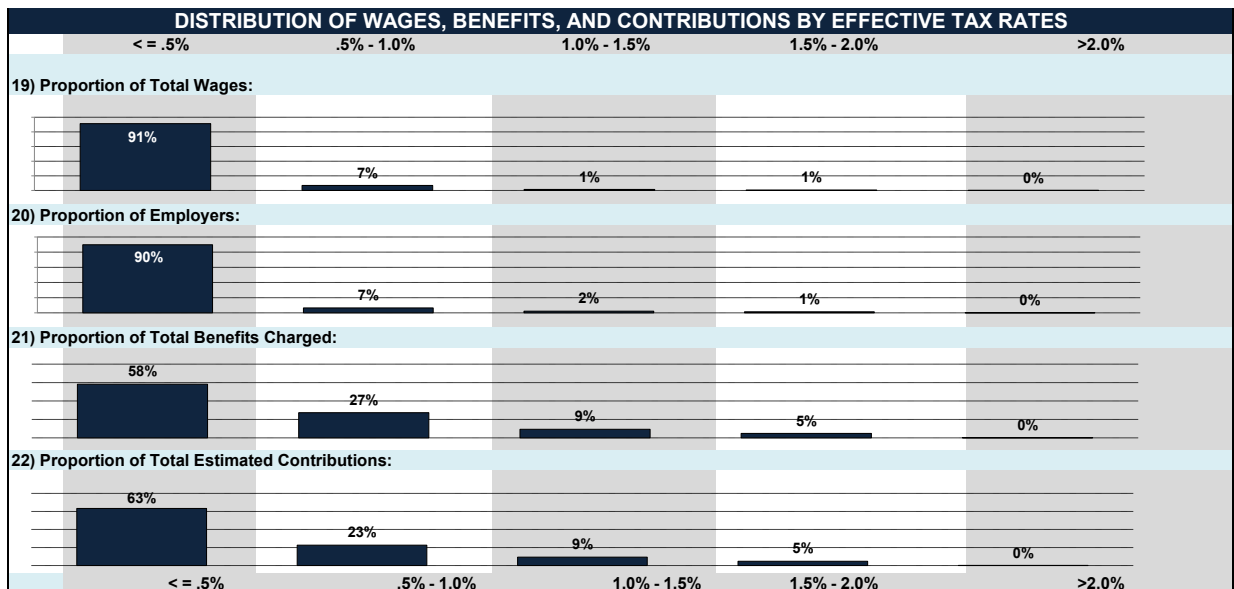
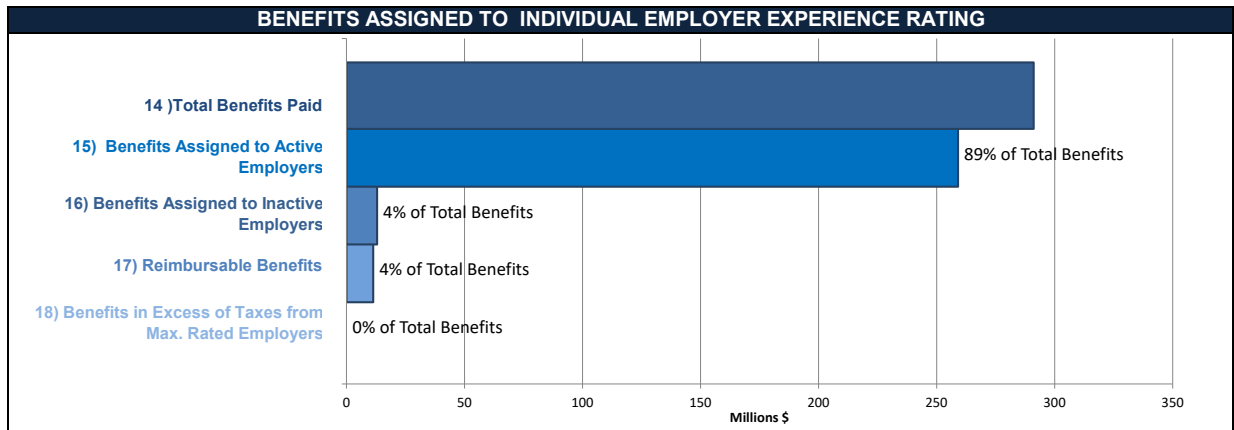
DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES					
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	>2.0%
19) Proportion of Total Wages:	93.9%	0.5%	0.2%	0.0%	0.0%
20) Proportion of Employers:	93.2%	1.1%	0.8%	0.0%	0.0%
21) Proportion of Total Benefits Charged:	86.8%	7.6%	4.9%	0.7%	0.0%
22) Proportion of Total Estimated Contributions:	90%	6%	3%	1%	0%
	< = .5%	.5% - 1.0%	1.0% - 1.5%	1.5% - 2.0%	>2.0%

<sup>1</sup> See "New Employer Tax Rate Table" for more information

# GEORGIA 2019

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) %:	0.28 / 1.32	6) New Employer Tax Rate (%) <sup>1</sup> :	2.6	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.03 / 8.10	8) Average High Cost Multiple (1/1/2019):	1.13	

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$168	Average For Every \$100 of Wages Paid \$0.28
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$2	Maximum Rate \$770
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.47	Into the Trust Fund \$0.53
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate: 1.32%</p> <p>Minimum Adequate Financing Rate: 1.05%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 26%		



<sup>1</sup> See "New Employer Tax Rate Table" for more information

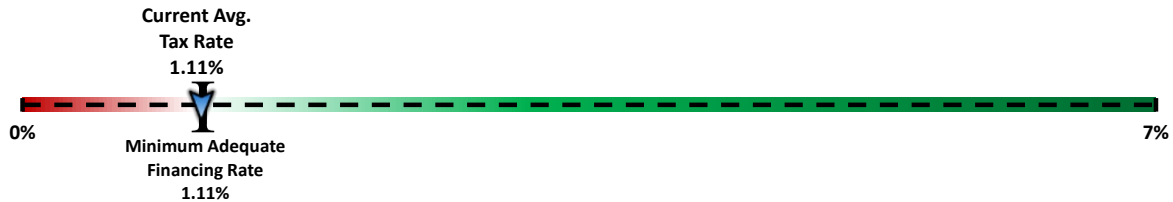
# HAWAII 2019

## 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 (\$):	46,800
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.77 / 1.11	6) New Employer Tax Rate (%) <sup>1</sup> :	2.4
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.60	8) Average High Cost Multiple (1/1/2019):	1.23

## STATE TAX LEVELS

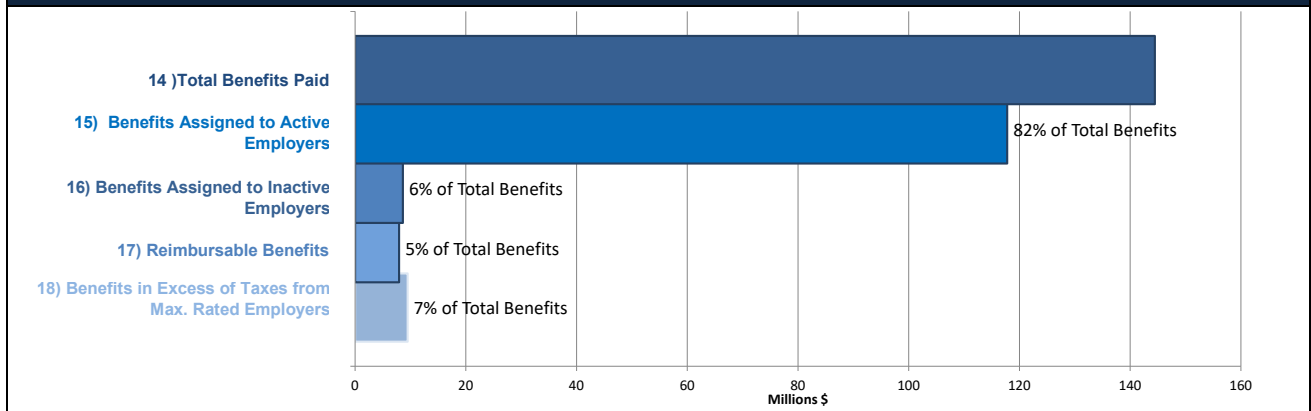
	Average Per Covered Employee	Average For Every \$100 of Wages Paid
9) Employer Contributions:	\$384	\$0.77
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,621
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.77	Into the Trust Fund \$0.23
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		



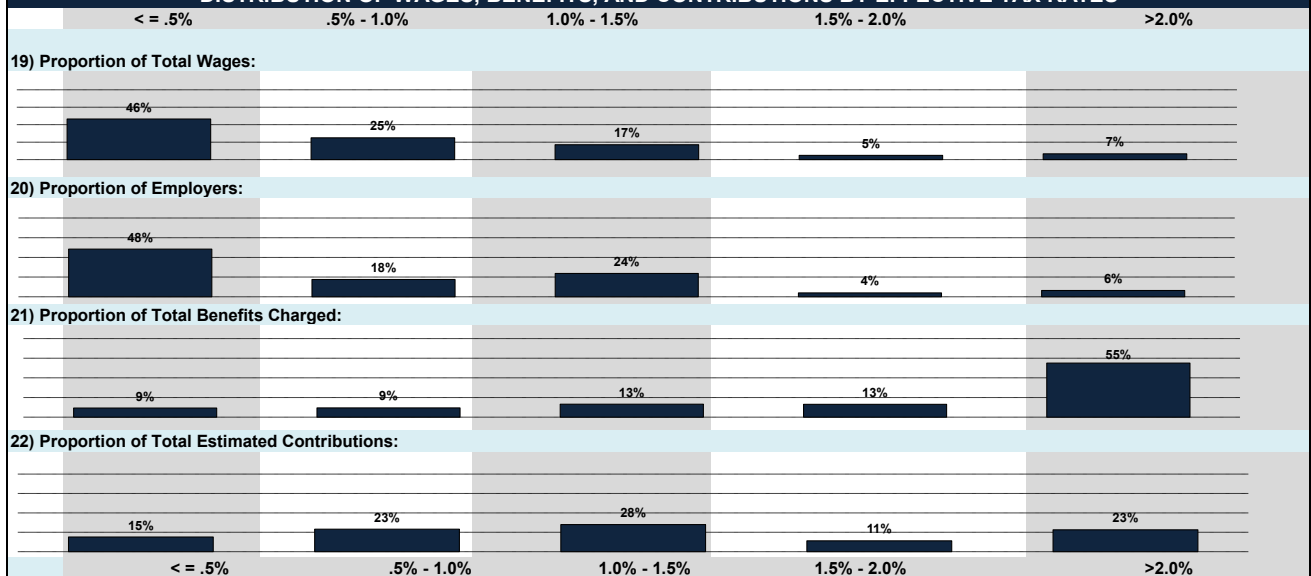
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:

-1%

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



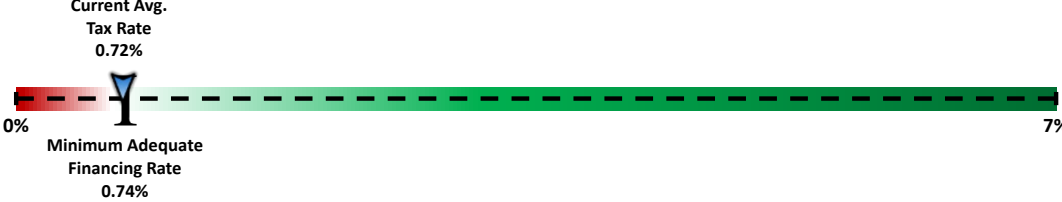
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

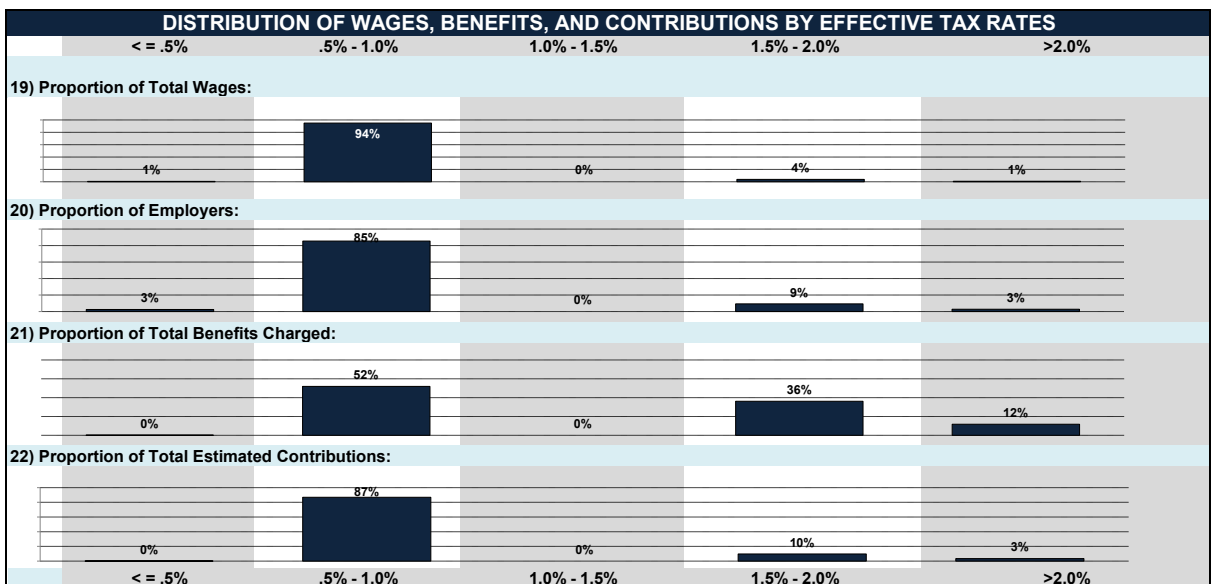
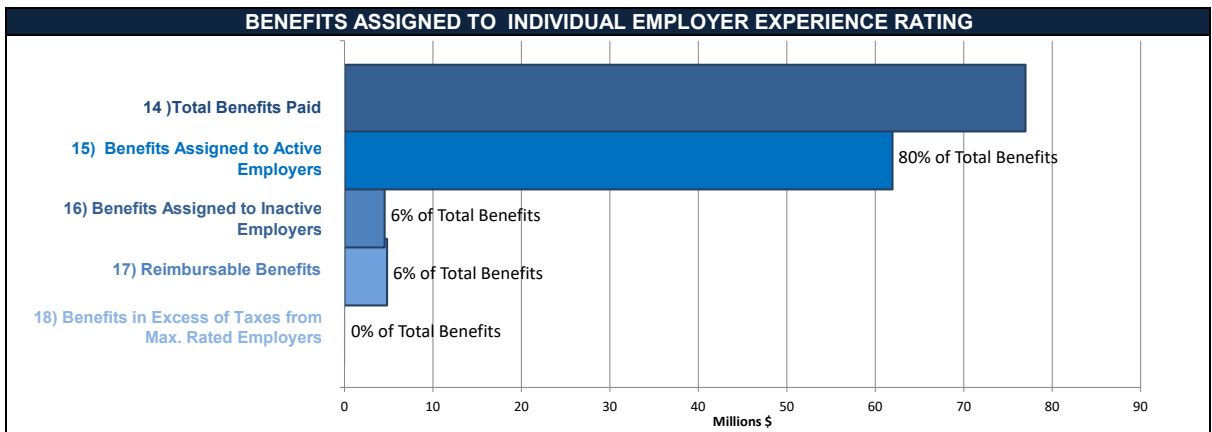


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# IDAHO 2019

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 (\$):	40,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.49 / 0.72	6) New Employer Tax Rate (%) <sup>1</sup> :	1.0	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.26 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.49	

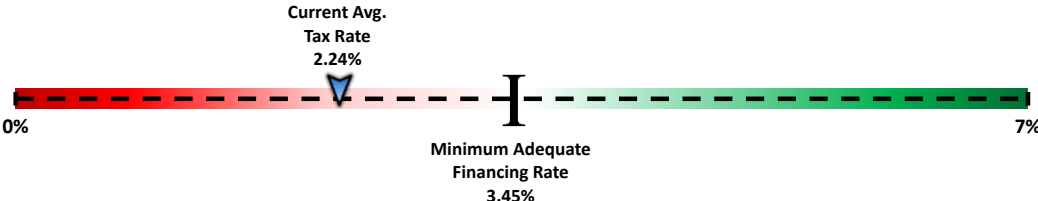
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$317	Average For Every \$100 of Wages Paid \$0.49
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$104	Maximum Rate \$2,160
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.42	Into the Trust Fund \$0.58
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate 0.72%</p>  <p>0% Minimum Adequate Financing Rate 0.74% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: -2%		

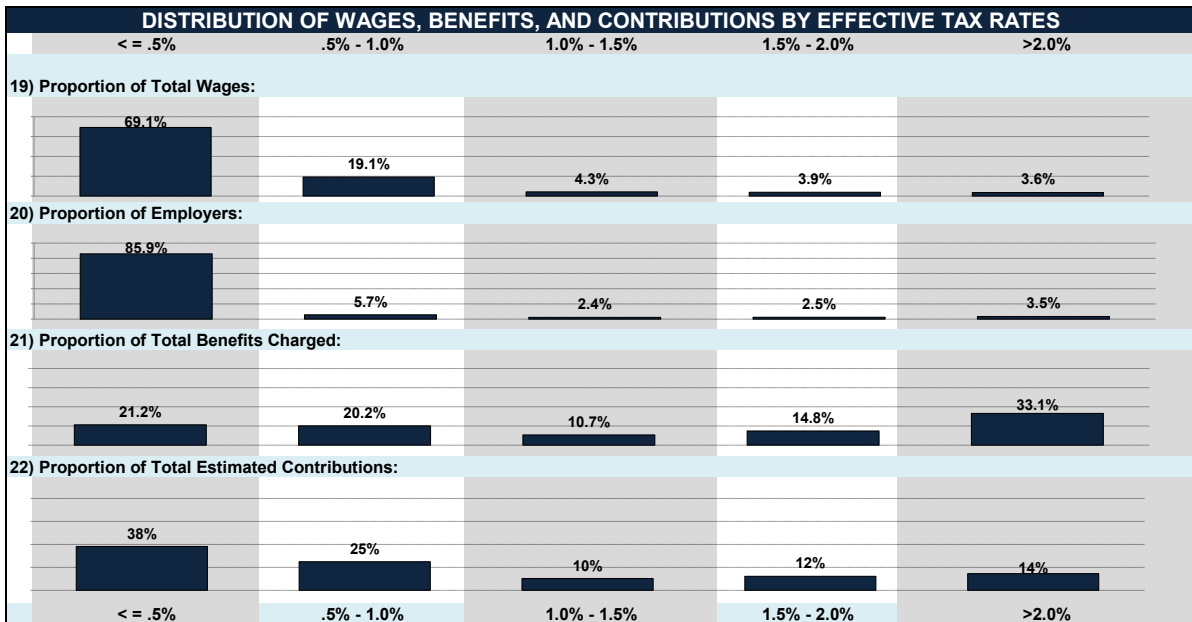
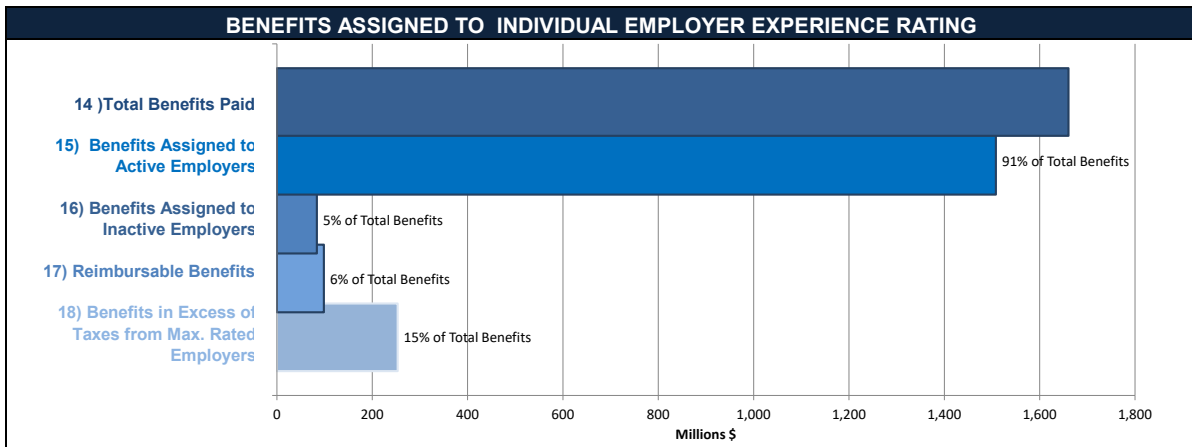


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# ILLINOIS 2019

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) %:		0.52	/	2.24	6) New Employer Tax Rate (%) <sup>1</sup> :		3.2
7) Statutory Tax Rate (Minimum / Maximum)%:		0.48	/	6.88	8) Average High Cost Multiple (1/1/2019):		0.43

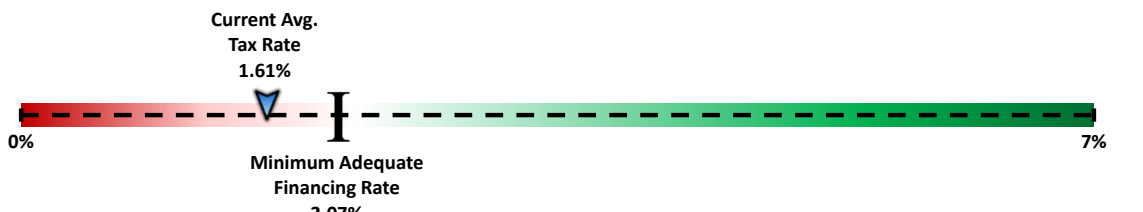
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$335	Average For Every \$100 of Wages Paid \$0.52
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$62	Maximum Rate \$891
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.04	Into the Trust Fund -\$0.04
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 2.24%</p> <p>Minimum Adequate Financing Rate 3.45%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-35%</b>		

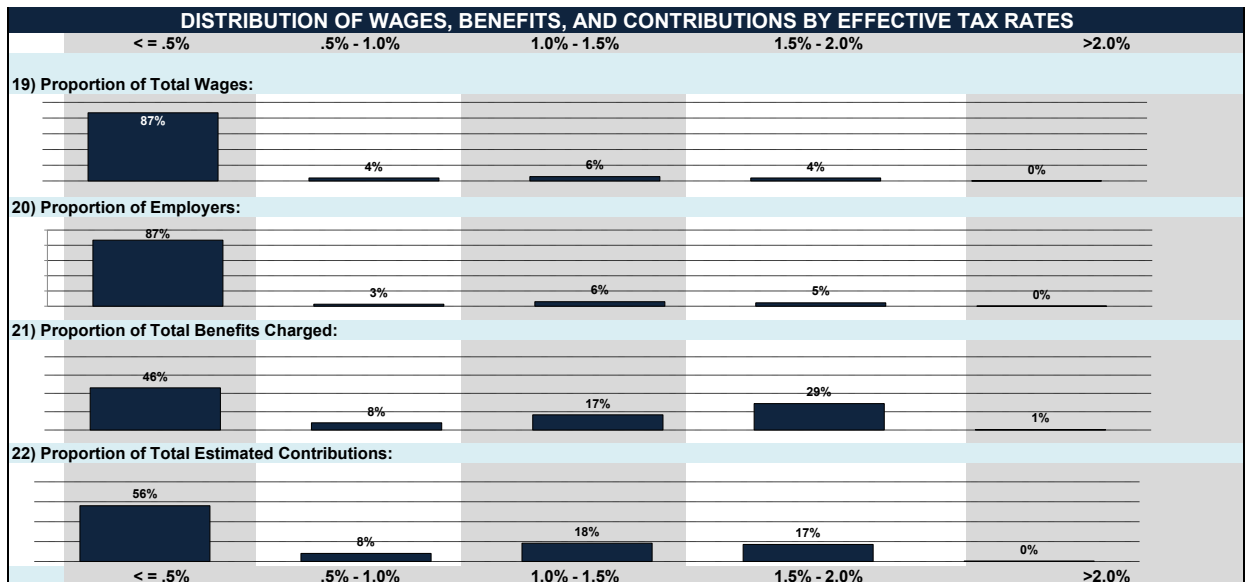
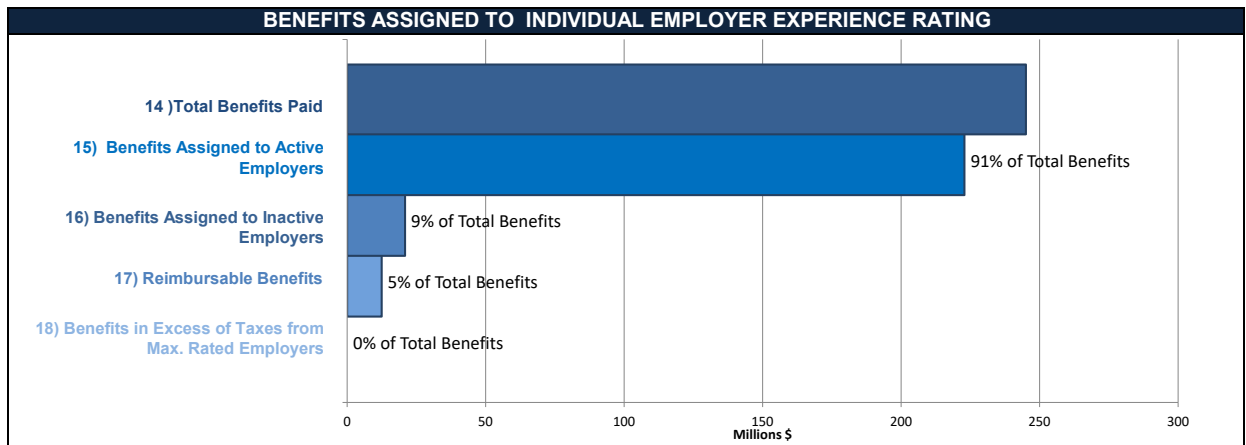


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# INDIANA 2019

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) %:	0.38 / 1.61	6) New Employer Tax Rate (%) <sup>1</sup> :	2.5	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.50 / 7.40	8) Average High Cost Multiple (1/1/2019):	0.38	

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$188	Average For Every \$100 of Wages Paid \$0.38
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$48	Maximum Rate \$703
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
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.61%</p> <p>Minimum Adequate Financing Rate 2.07%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-22%</b>		

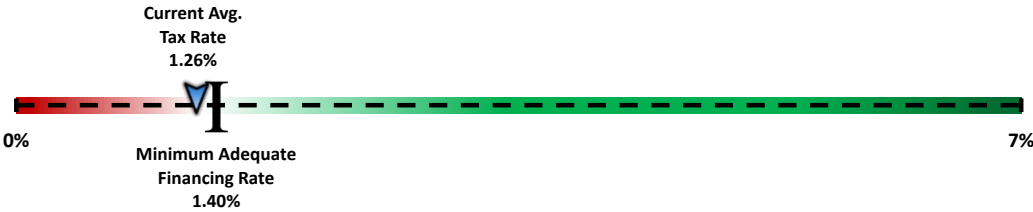


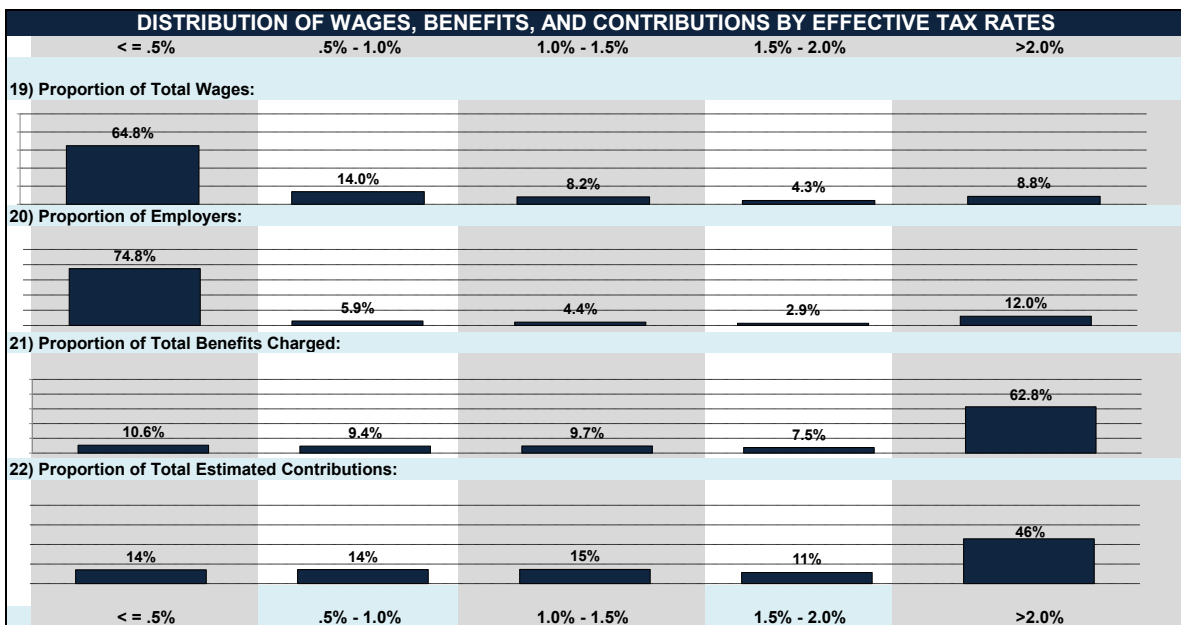
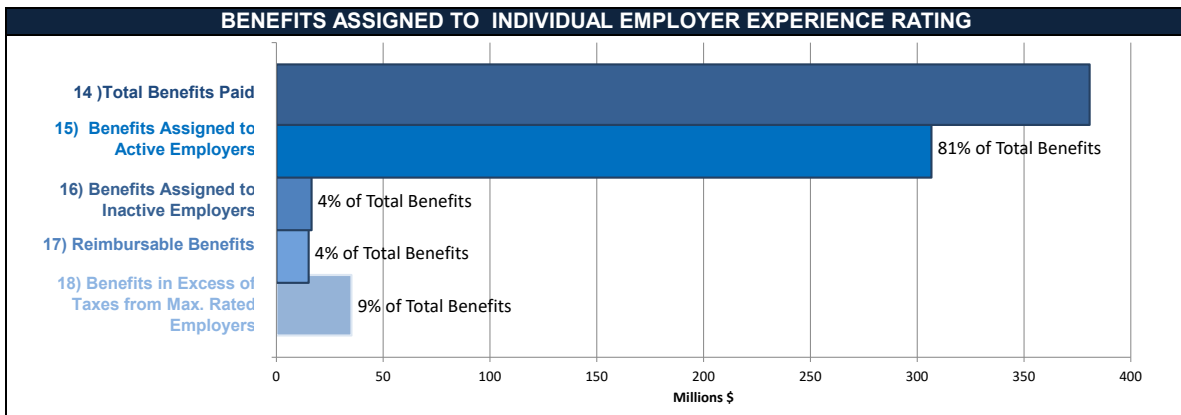
<sup>1</sup> See "New Employer Tax Rate Table" for more information



# IOWA 2019

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 (\$):	30,600	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.68	/	1.26	6) New Employer Tax Rate (%) <sup>1</sup> :	1.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	7.50	8) Average High Cost Multiple (1/1/2019):	1.43

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$321	Average For Every \$100 of Wages Paid \$0.68
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,295
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.99	Into the Trust Fund \$0.01
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.26%</p> <p>Minimum Adequate Financing Rate 1.40%</p> <p>Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-10%</b></p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-10%</b>		



<sup>1</sup> See "New Employer Tax Rate Table" for more information

# KANSAS 2019

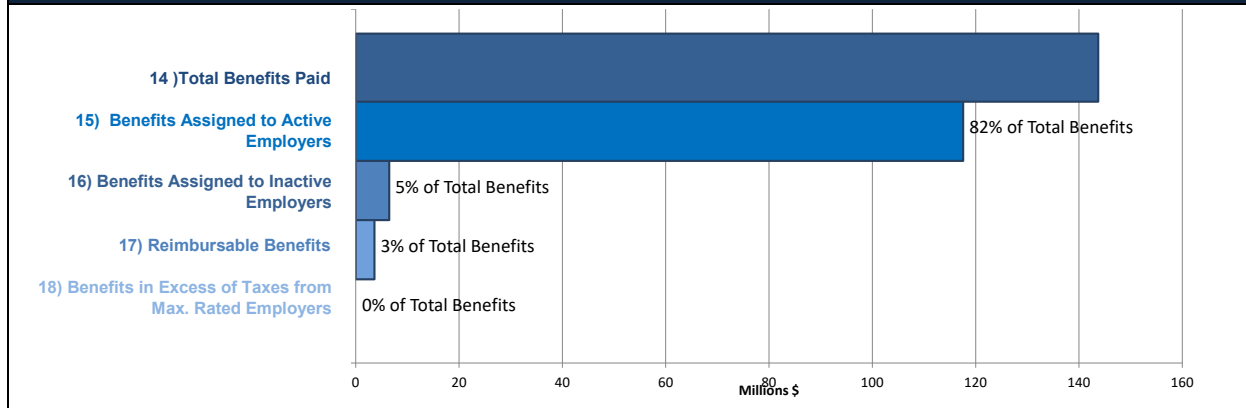
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.45 / 1.16	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 7.10	8) Average High Cost Multiple (1/1/2019):	1.31

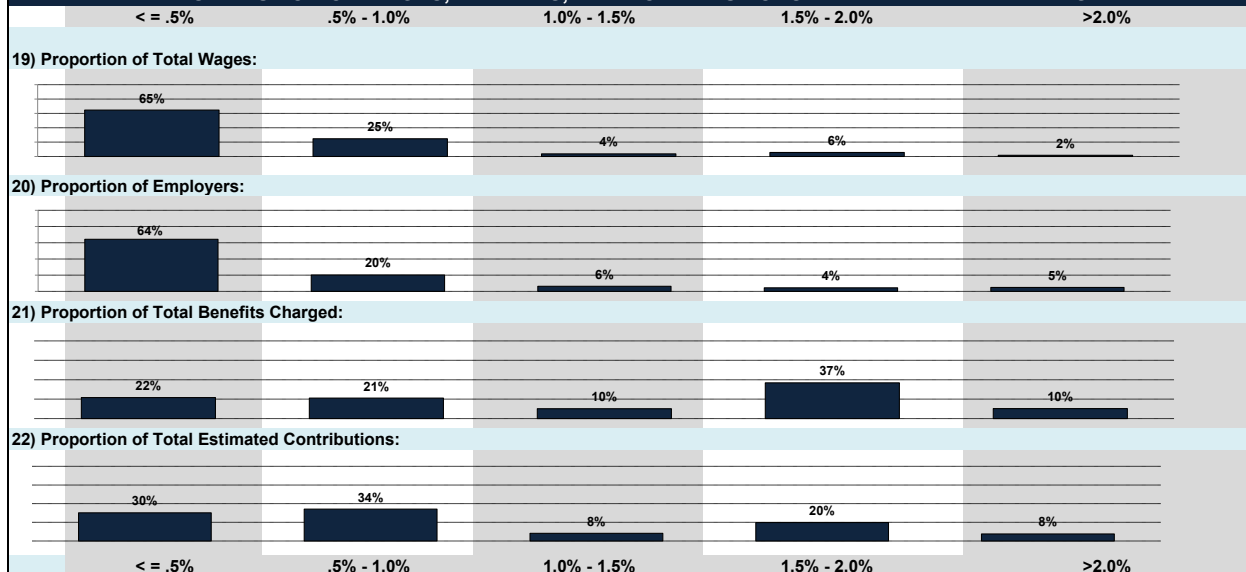
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$200	Average For Every \$100 of Wages Paid \$0.45
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$994
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.58	Into the Trust Fund \$0.42
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate 1.16%</p> <p>0% Minimum Adequate Financing Rate 0.90% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		
28%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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

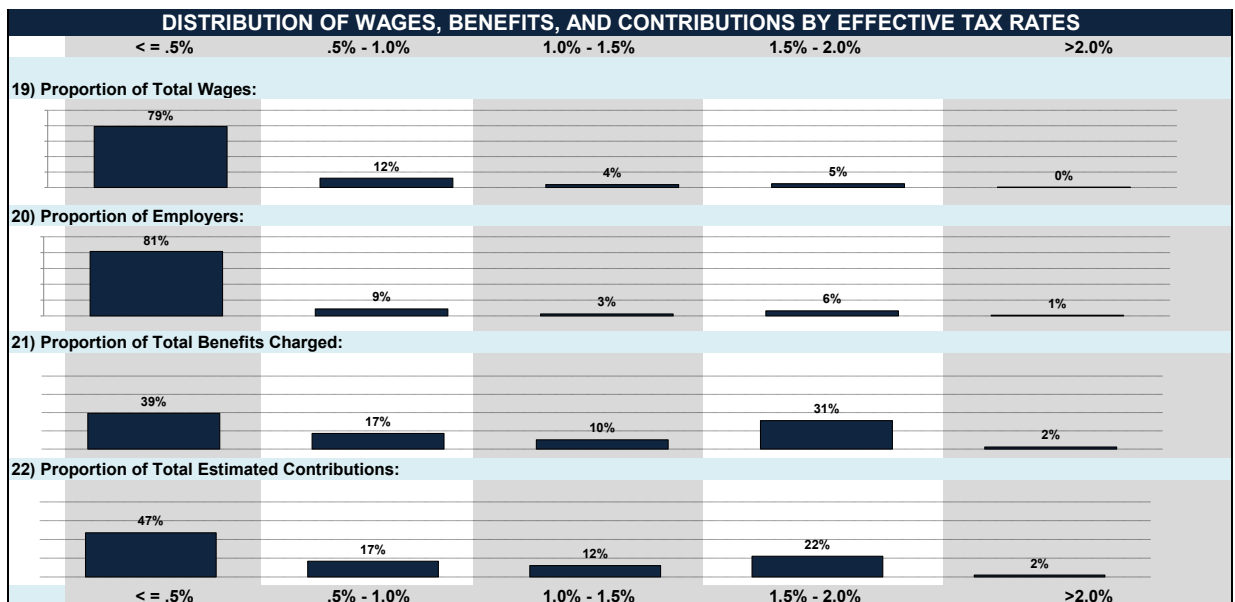
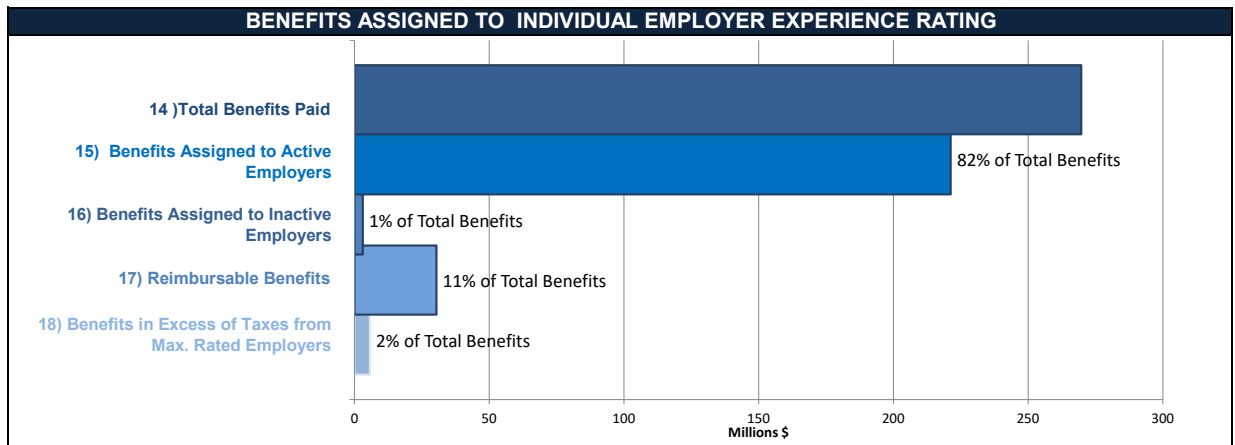


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# KENTUCKY 2019

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 (\$):	10,500	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.46 / 1.76	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 9.00	8) Average High Cost Multiple (1/1/2019):	0.52	

STATE TAX LEVELS			
9) Employer Contributions:		Average Per Covered Employee \$186	Average For Every \$100 of Wages Paid \$0.46
10) Contributions Per Employee at the Tax Base:		Minimum Rate \$32	Maximum Rate \$945
11) For Every One Dollar of Contributions the Amount Going:		To Pay Benefits in Previous Comp. Year \$0.97	Into the Trust Fund \$0.03
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<div><div><div>Current Avg. Tax Rate 1.76%</div><div><div><div>0%</div><div>Minimum Adequate Financing Rate 2.56%</div><div>7%</div></div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div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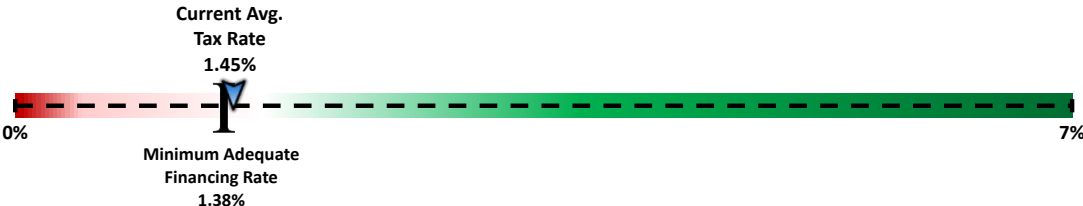
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# LOUISIANA 2019

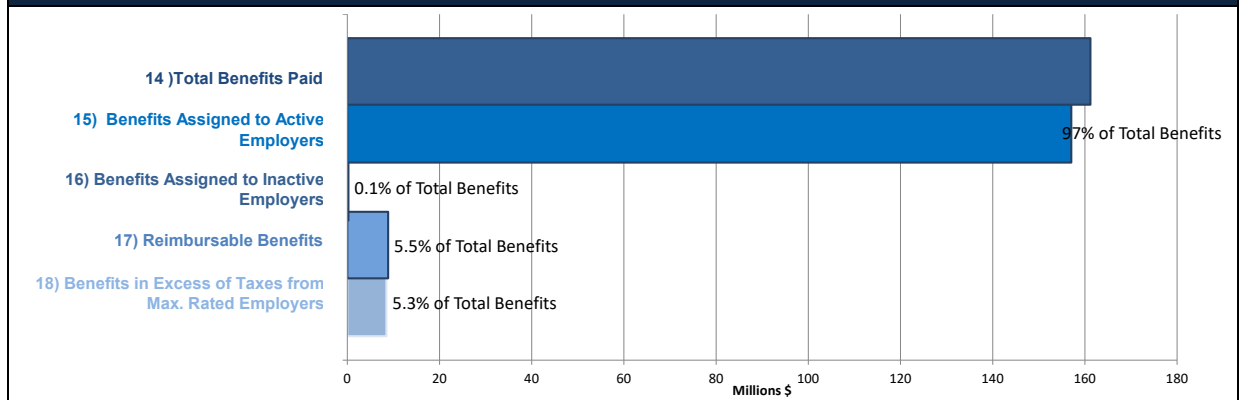
## STATE TAX FEATURES

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) %:	0.29 / 1.45	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.09 / 6.00	8) Average High Cost Multiple (1/1/2019):	1.28

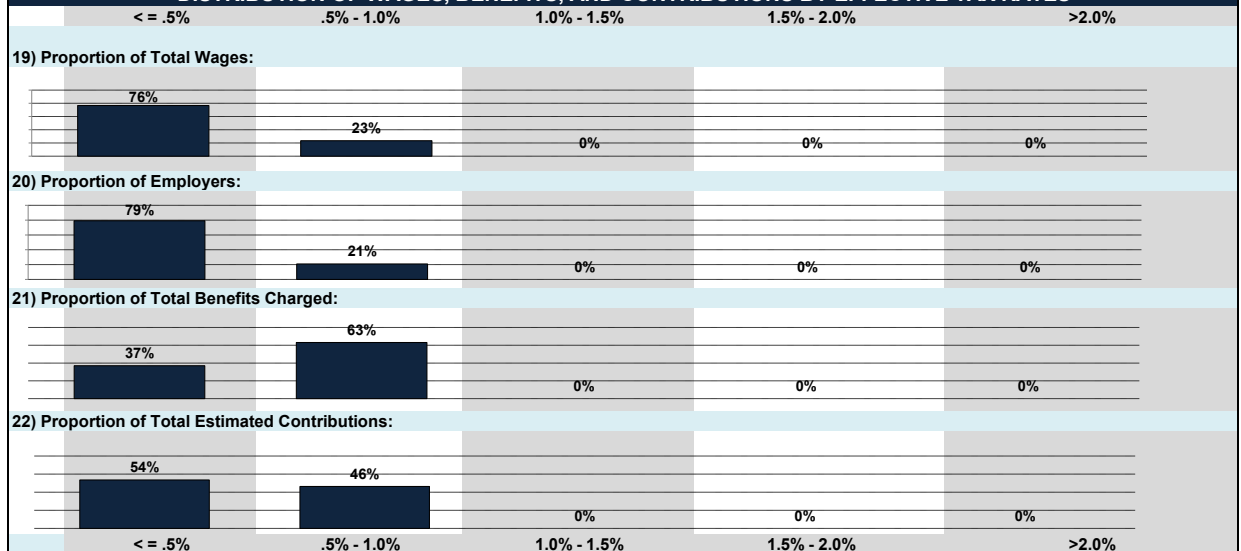
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$133	Average For Every \$100 of Wages Paid \$0.29
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$7	Maximum Rate \$462
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>Current Avg. Tax Rate 1.45%</p> <p>Minimum Adequate Financing Rate 1.38%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		
5%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



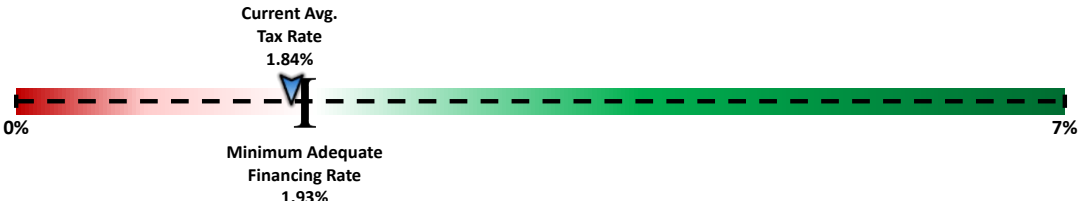
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

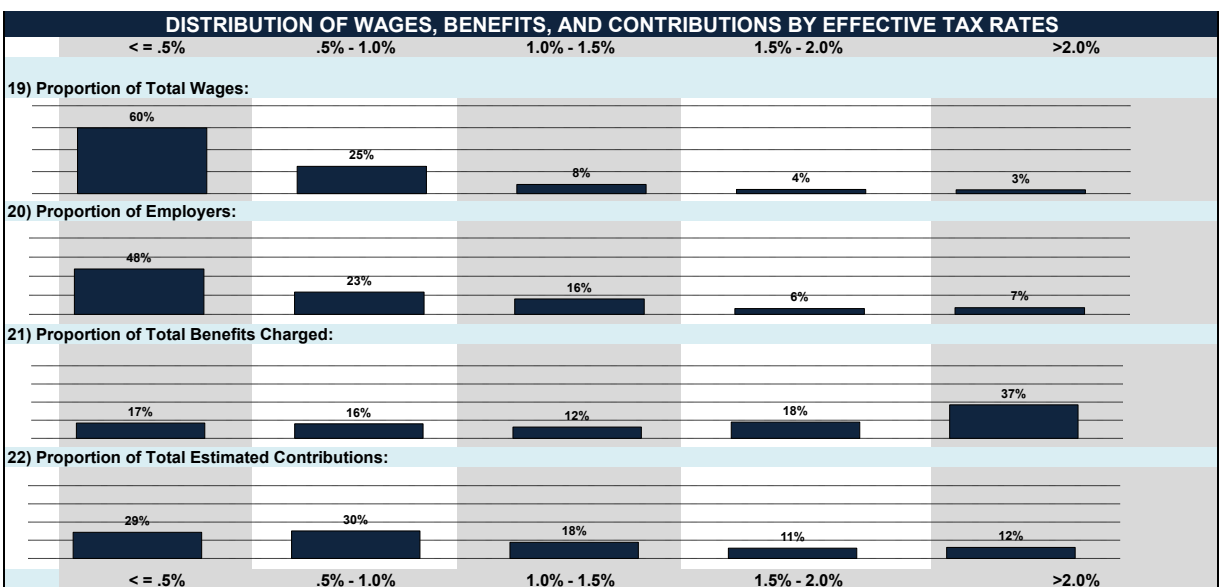
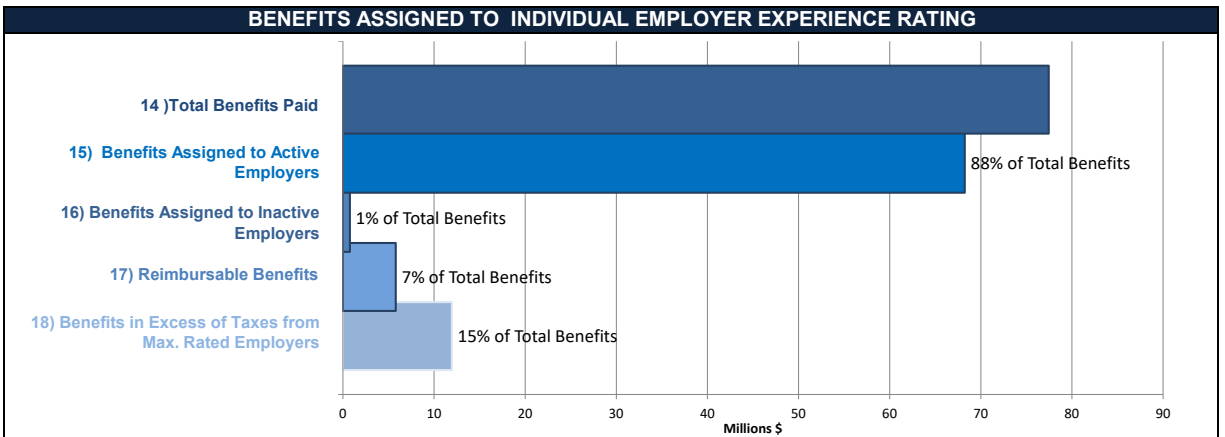


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MAINE 2019

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) %:	0.56 / 1.84	6) New Employer Tax Rate (%) <sup>1</sup> :	1.8		
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.25		

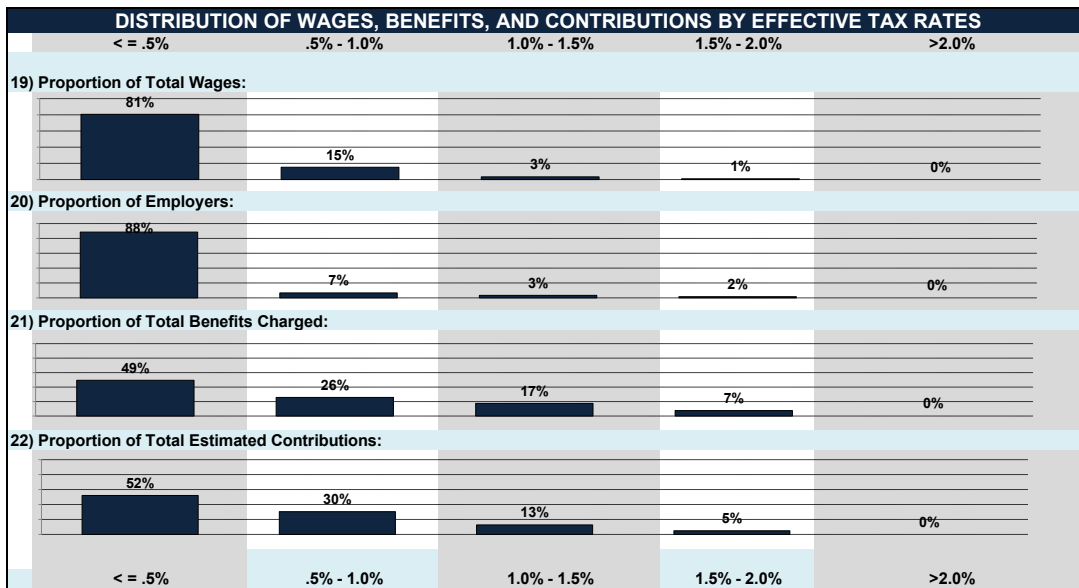
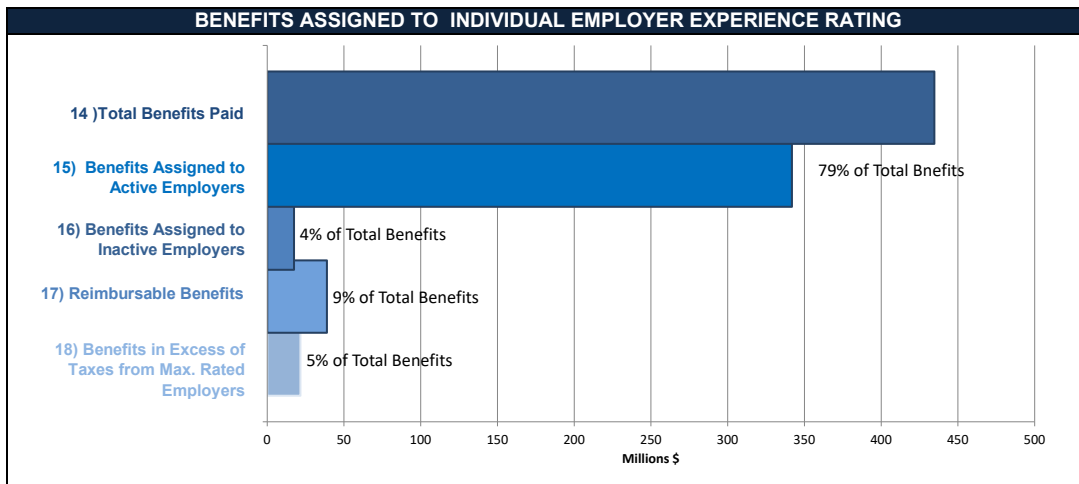
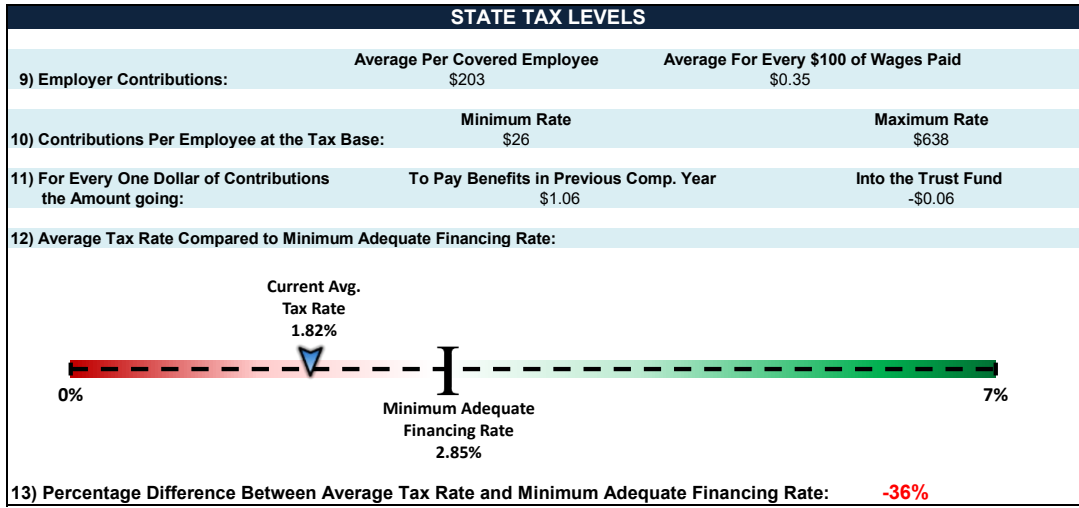
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$254	Average For Every \$100 of Wages Paid \$0.56
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$648
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.68	Into the Trust Fund \$0.32
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.84%</p> <p>Minimum Adequate Financing Rate 1.93%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-5%</b>		



<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MARYLAND 2019

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) %:		0.35	/	1.82	6) New Employer Tax Rate (%) <sup>1</sup> :		2.6
7) Statutory Tax Rate (Minimum / Maximum)%:		0.30	/	7.50	8) Average High Cost Multiple (1/1/2019):		0.85

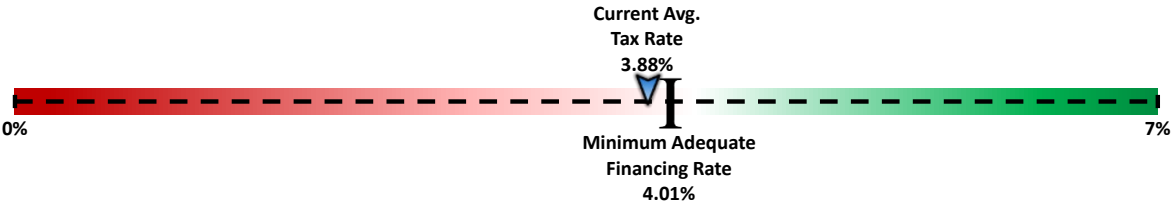


# MASSACHUSETTS 2019

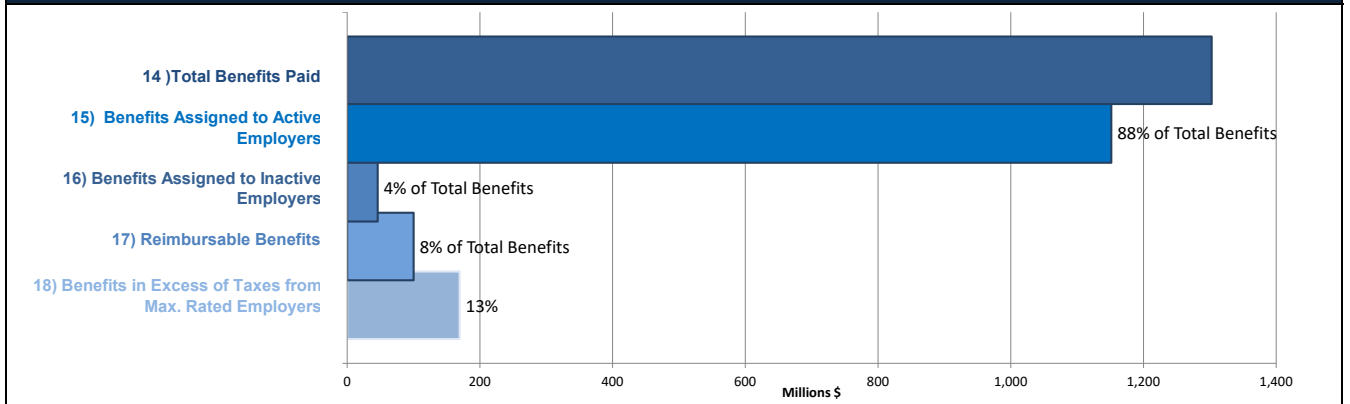
## STATE TAX FEATURES

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 (\$):	15,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.86 / 3.88	6) New Employer Tax Rate (%) <sup>1</sup> :	2.4
7) Statutory Tax Rate (Minimum / Maximum)%:	0.94 / 14.37	8) Average High Cost Multiple (1/1/2019):	0.31

## STATE TAX LEVELS

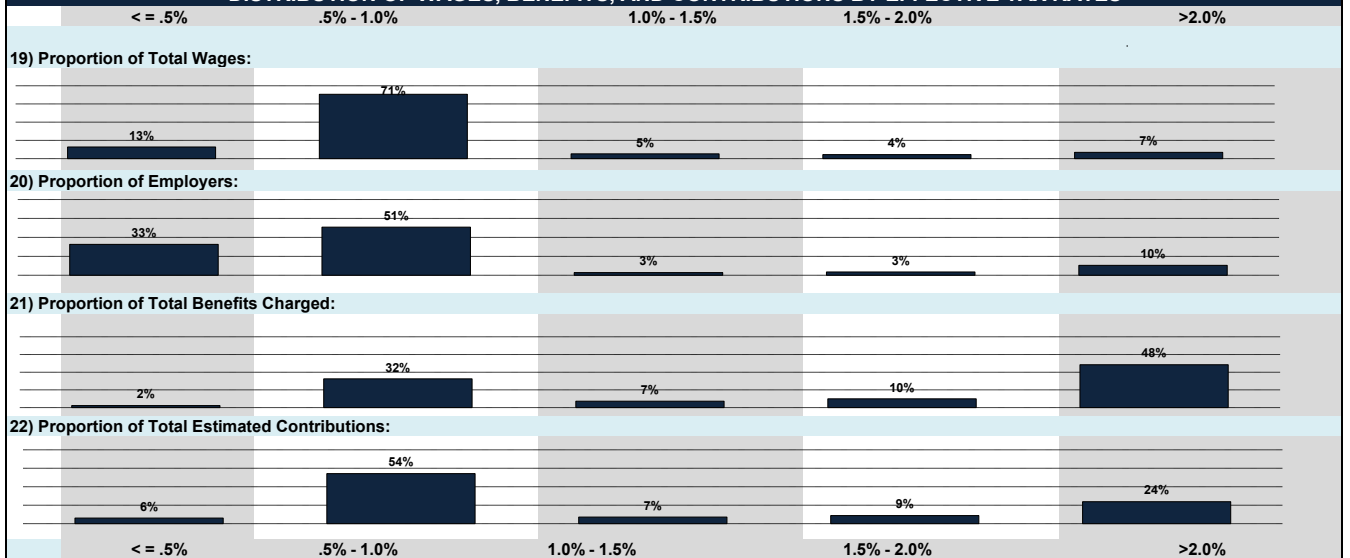
9) Employer Contributions:	Average Per Covered Employee \$631	Average For Every \$100 of Wages Paid \$0.86
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$141	Maximum Rate \$2,156
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.73	Into the Trust Fund \$0.27
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate: 3.88%</p> <p>Minimum Adequate Financing Rate: 4.01%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: -3%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



<sup>1</sup> See "New Employer Tax Rate Table" for more information  
NA - Not Available

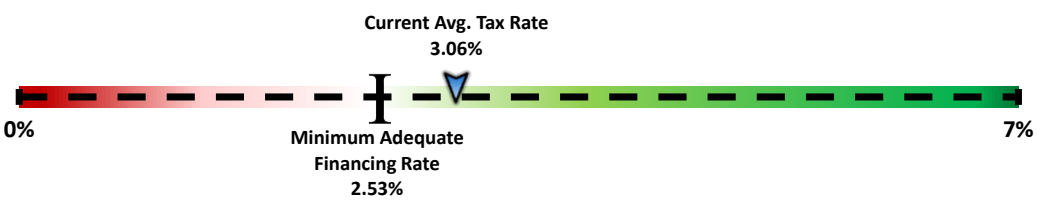
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

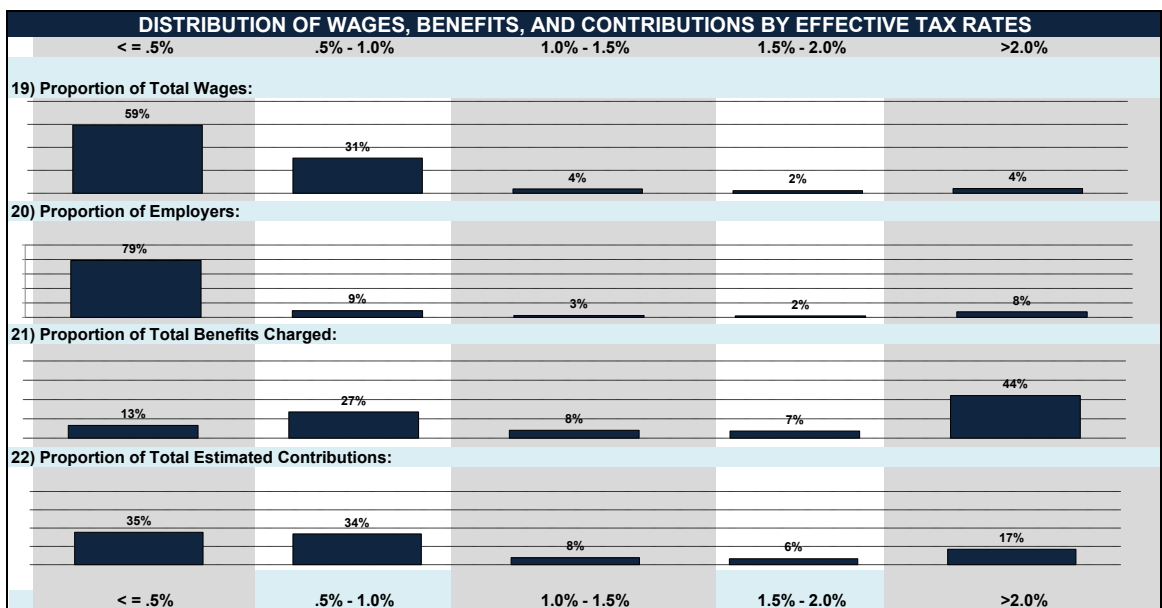
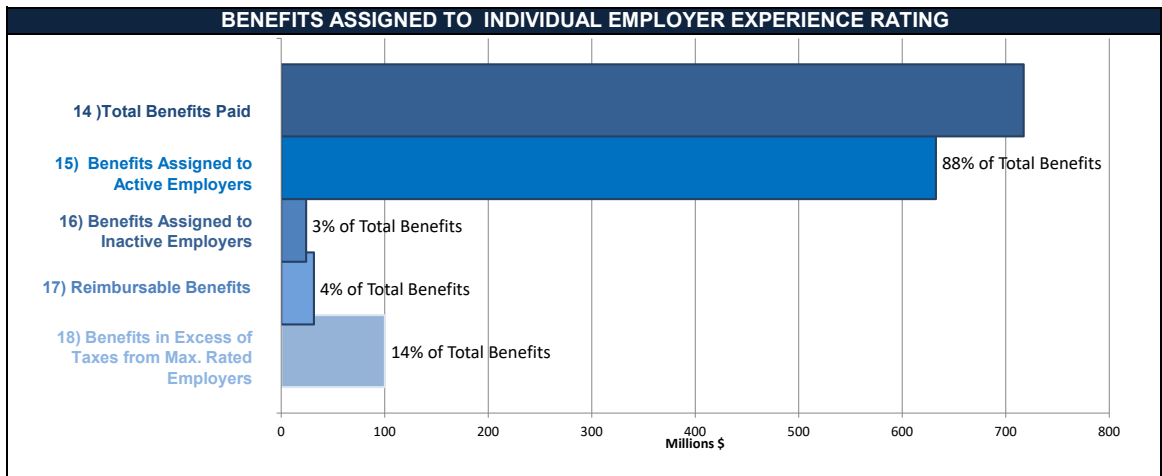


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MICHIGAN 2019

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 (\$):	9,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.62	/	3.06	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	6.30	8) Average High Cost Multiple (1/1/2019):	1.05

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$342	Average For Every \$100 of Wages Paid \$0.62	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$567	
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.60	Into the Trust Fund \$0.40	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	 <p>Current Avg. Tax Rate 3.06%</p> <p>Minimum Adequate Financing Rate 2.53%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:	21%		

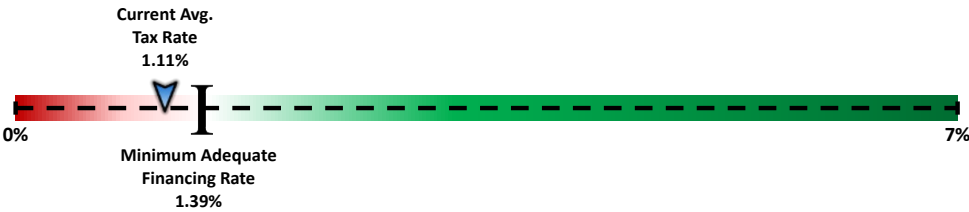


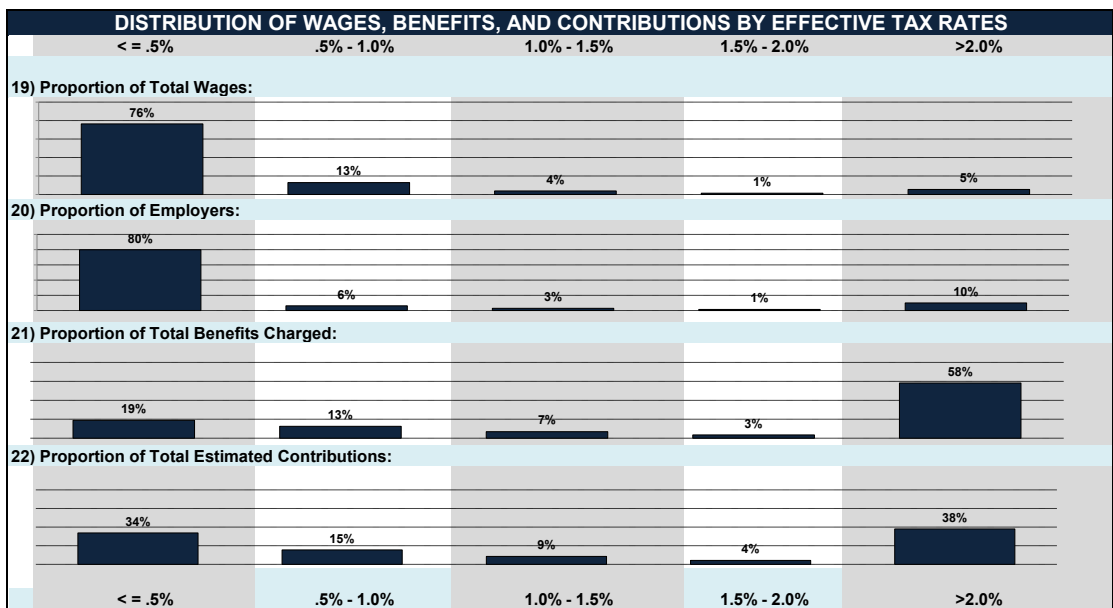
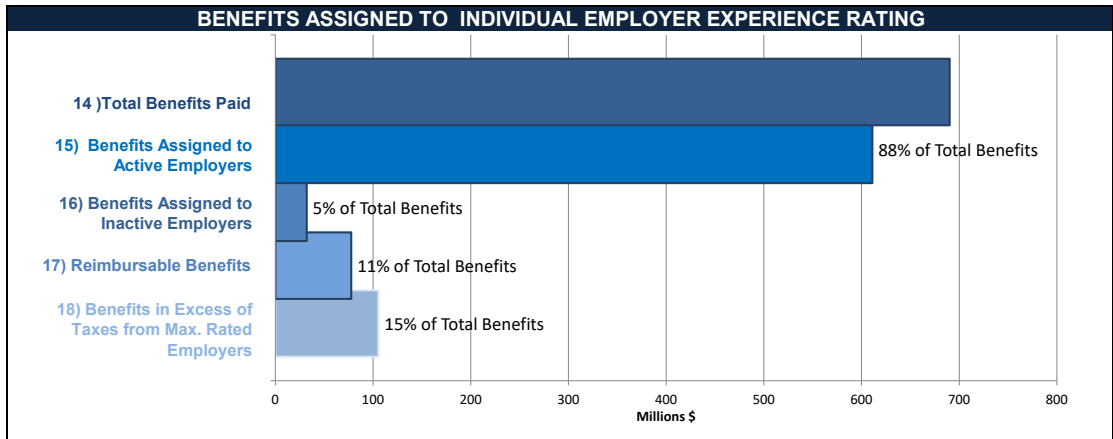
<sup>1</sup> See "New Employer Tax Rate Table" for more information



# MINNESOTA 2019

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 (\$):	34,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:		0.54	/	1.11	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:		0.10	/	9.00	8) Average High Cost Multiple (1/1/2019):	0.94

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$327	Average For Every \$100 of Wages Paid \$0.54
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$34	Maximum Rate \$3,060
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>Current Avg. Tax Rate 1.11%</p> <p>Minimum Adequate Financing Rate 1.39%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-20%</b>		

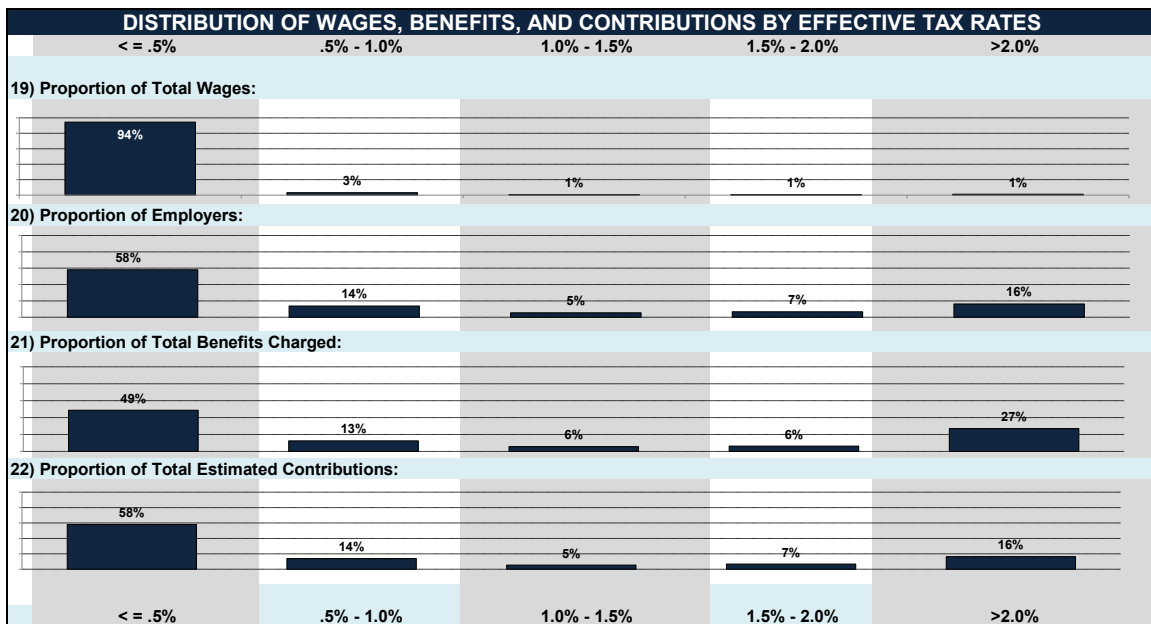
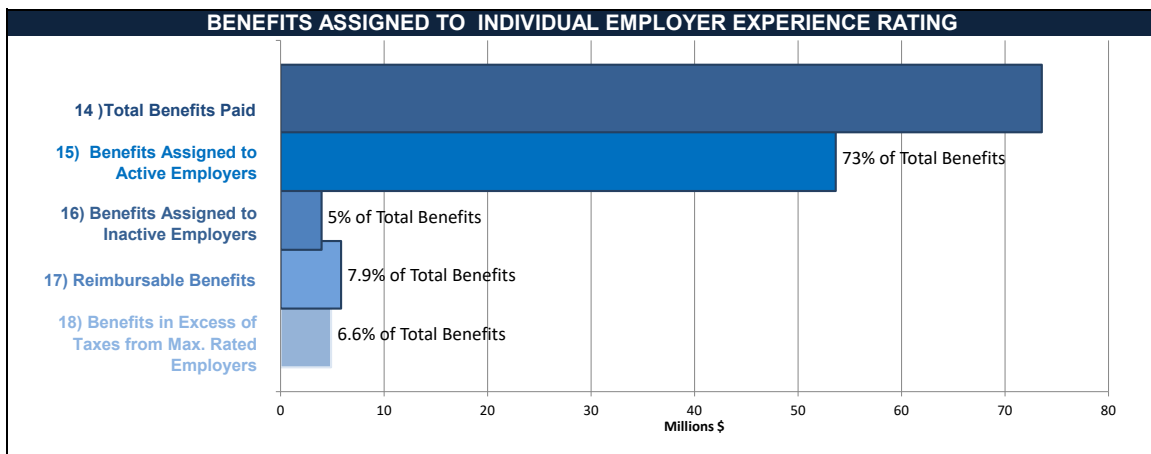


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MISSISSIPPI 2019

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) %:	0.19	/	0.50	6) New Employer Tax Rate (%) <sup>1</sup> :	1.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	5.40	8) Average High Cost Multiple (1/1/2019):	1.91

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$69	Average For Every \$100 of Wages Paid \$0.19	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$756	
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.20	Into the Trust Fund -\$0.20	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
<div><div><div>Current Avg. Tax Rate 0.50%</div><div>0% Minimum Adequate Financing Rate 0.41%</div></div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MISSOURI 2019

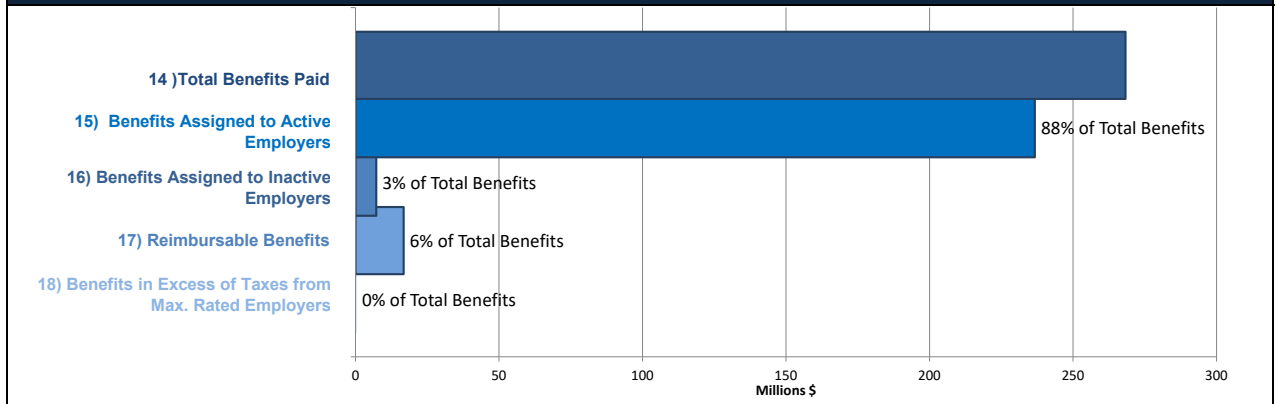
## STATE TAX FEATURES

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) %:	0.30 / 1.13	6) New Employer Tax Rate (%) <sup>1</sup> :	2.4
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.40	8) Average High Cost Multiple (1/1/2019):	0.78

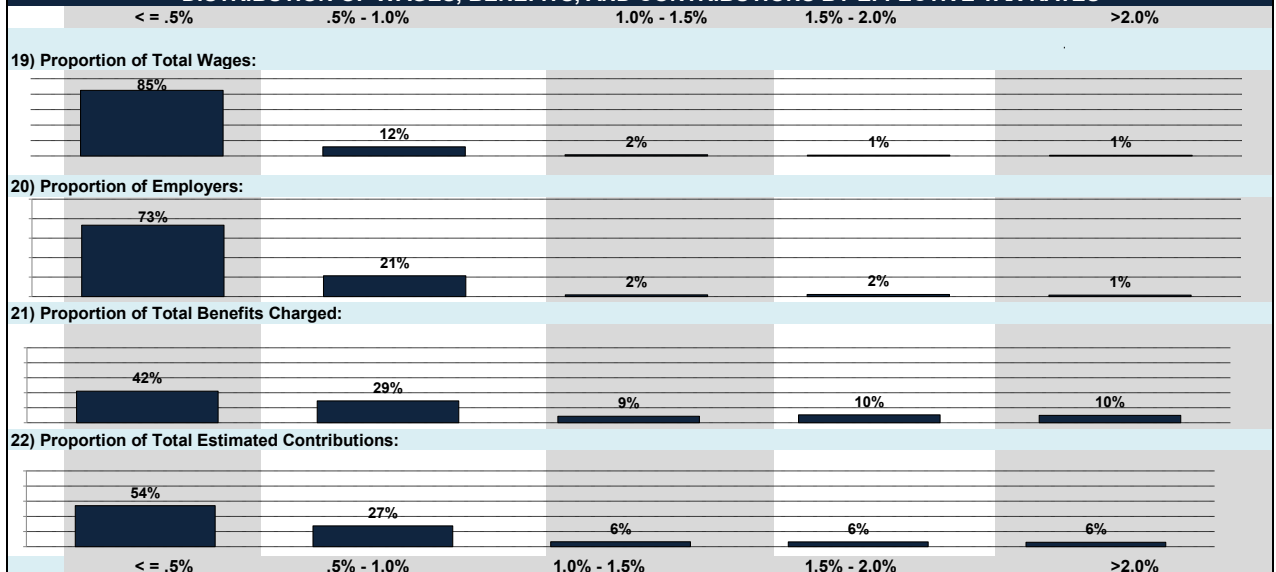
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$151	Average For Every \$100 of Wages Paid \$0.30
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$648
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 1.13%</p> <p>Minimum Adequate Financing Rate 1.30%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-13%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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



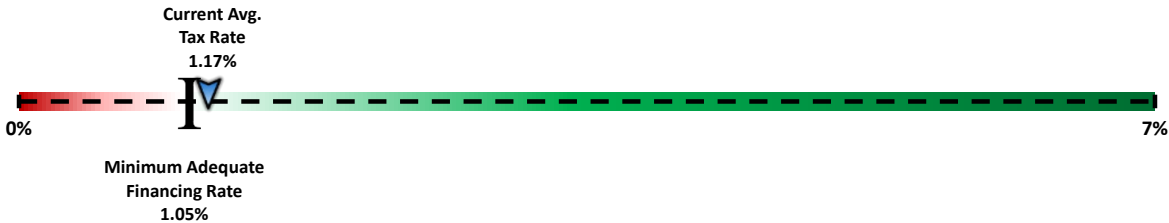
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# MONTANA 2019

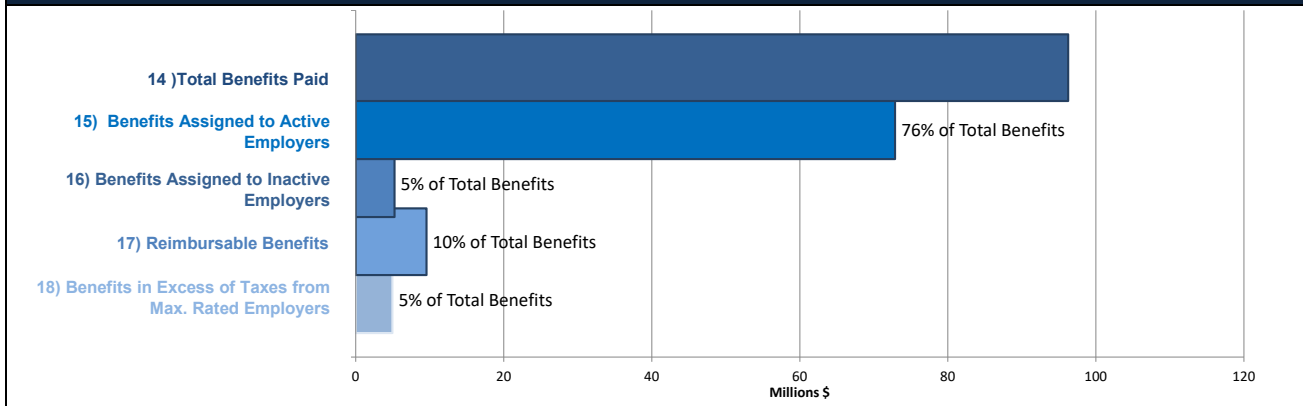
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	33,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.78 / 1.17	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 6.12	8) Average High Cost Multiple (1/1/2019):	1.49

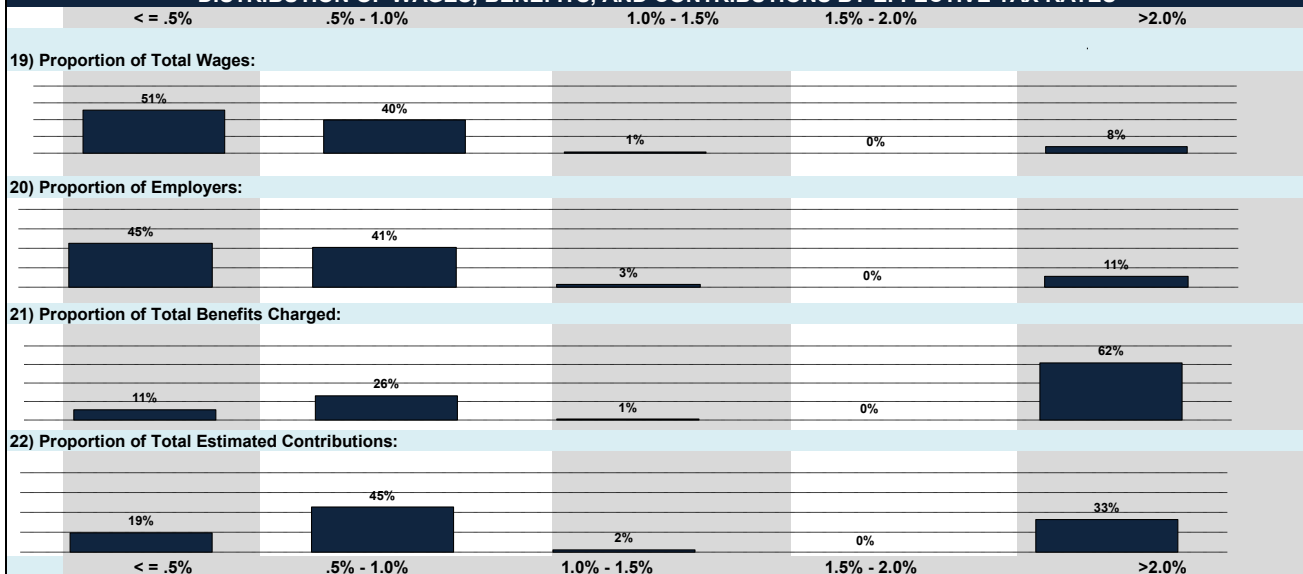
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$263	Average For Every \$100 of Wages Paid \$0.78
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,020
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>Current Avg. Tax Rate 1.17%</p> <p>Minimum Adequate Financing Rate 1.05%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 11%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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

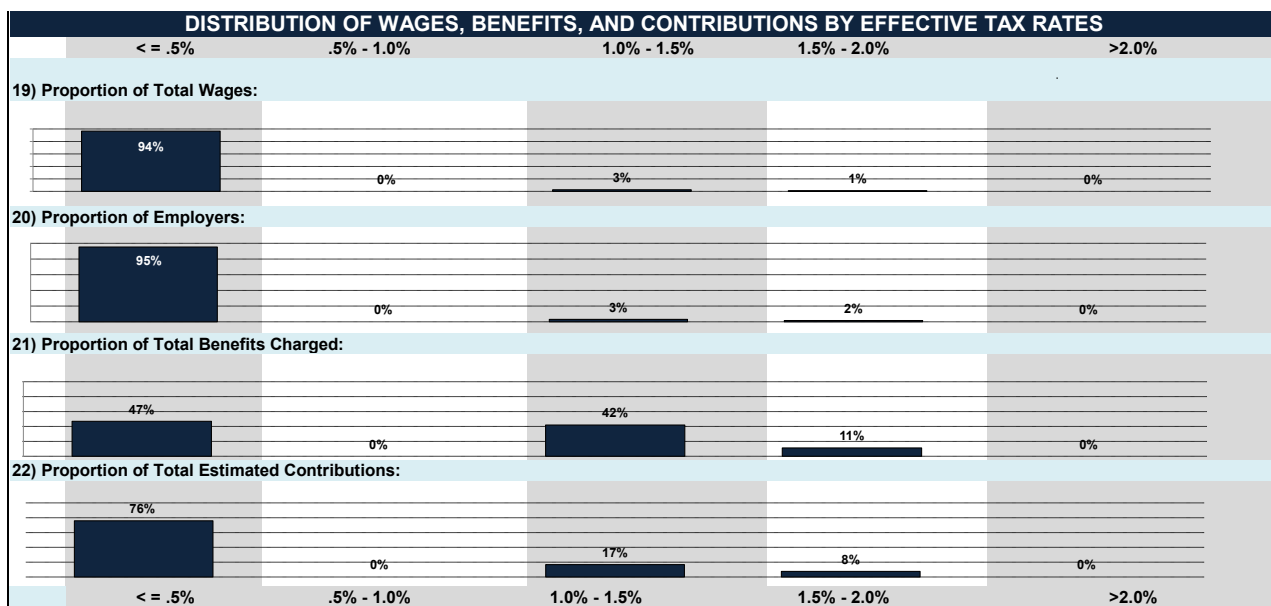
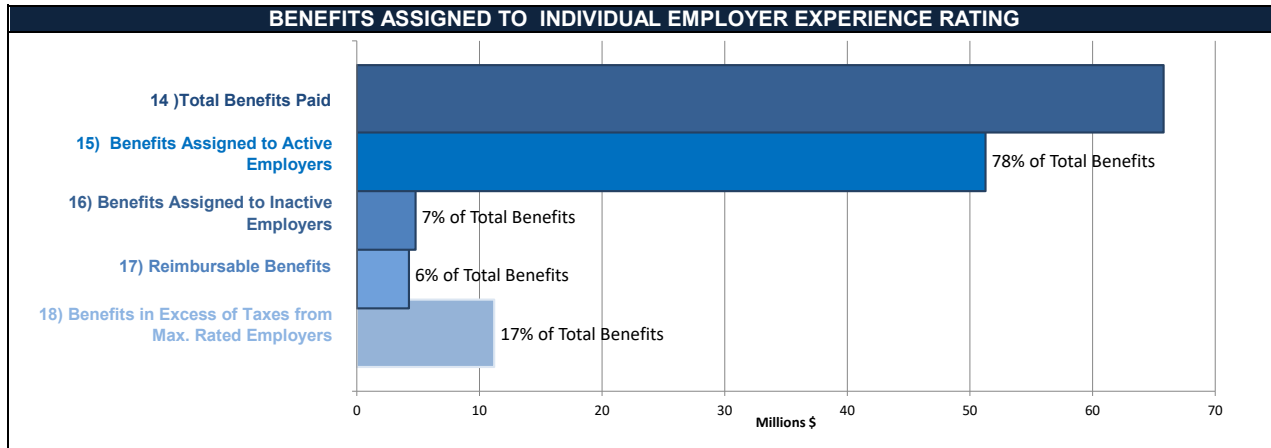


1 See "New Employer Tax Rate Table" for more information

# NEBRASKA 2019

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) %:	0.20 / 0.87	6) New Employer Tax Rate (%) <sup>1</sup> :	1.3	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.75	

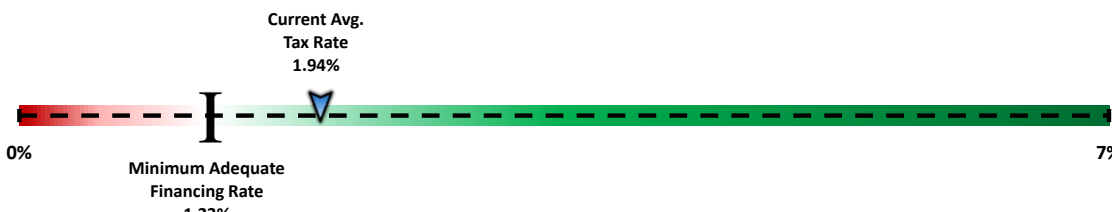
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$88	Average For Every \$100 of Wages Paid \$0.20
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$486
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.99	Into the Trust Fund \$0.01
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<p>Current Avg. Tax Rate 0.87%</p> <p>0% Minimum Adequate Financing Rate 0.54% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 60%		

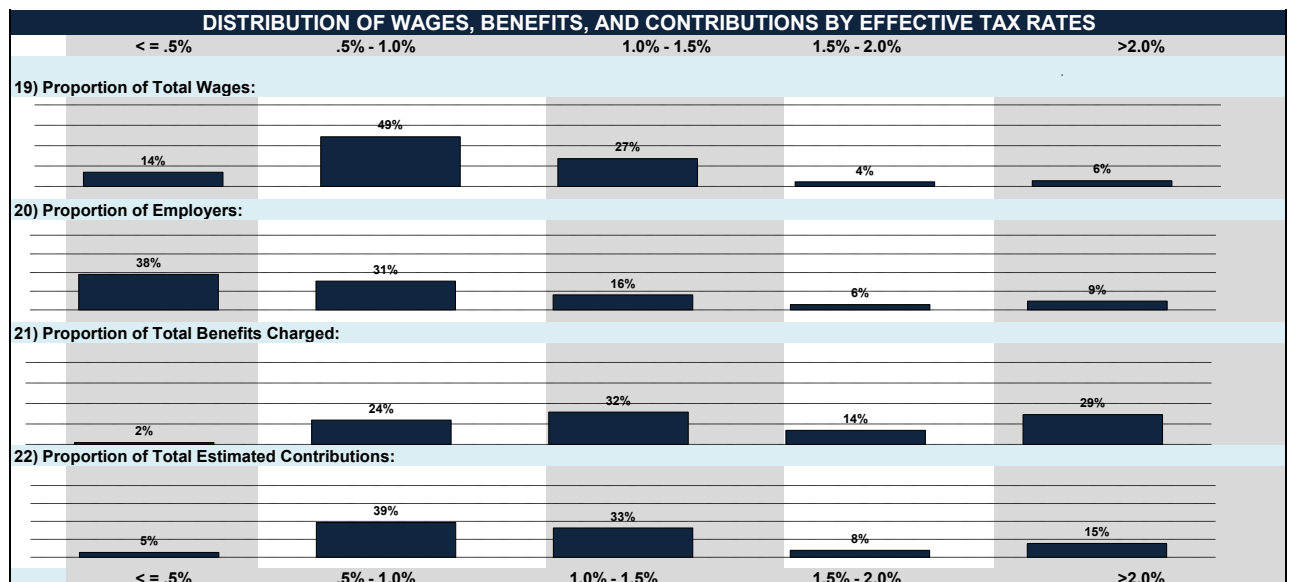
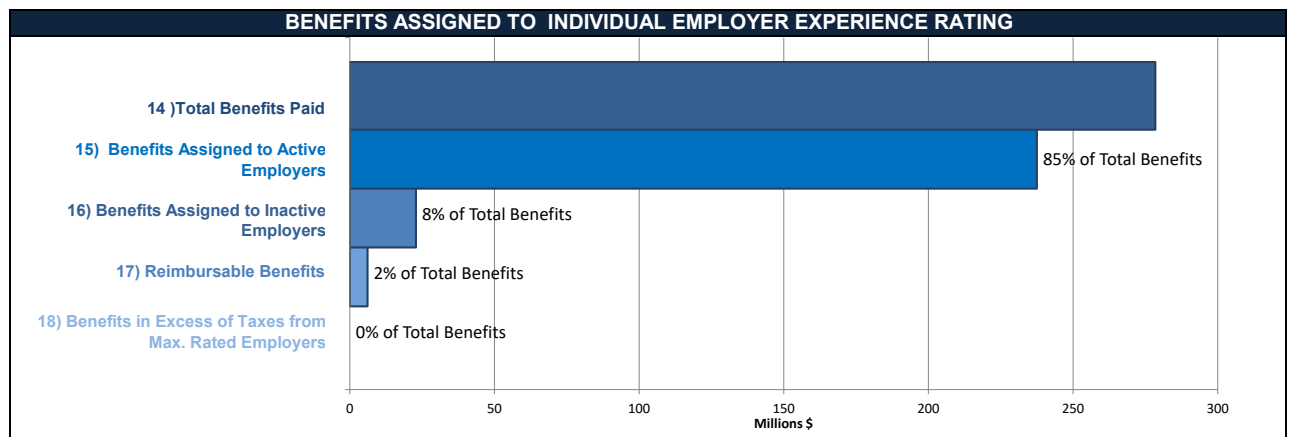


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NEVADA 2019

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 (\$):	31,200	
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.10 / 1.94	6) New Employer Tax Rate (%) <sup>1</sup> :	3.0	
7) Statutory Tax Rate (Minimum / Maximum)%:	0.25 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.23	

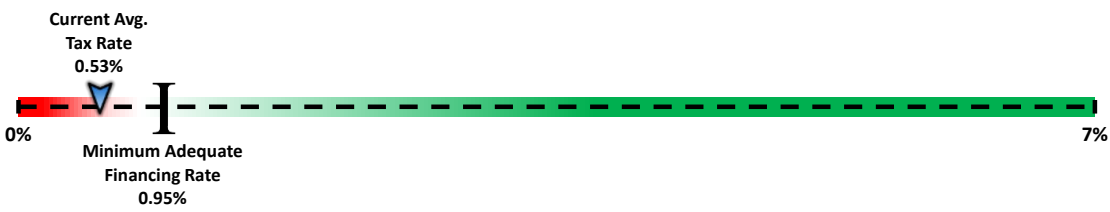
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$516	Average For Every \$100 of Wages Paid \$1.10
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$78	Maximum Rate \$1,685
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.45	Into the Trust Fund \$0.55
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.94%</p> <p>Minimum Adequate Financing Rate 1.23%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>58%</b>		

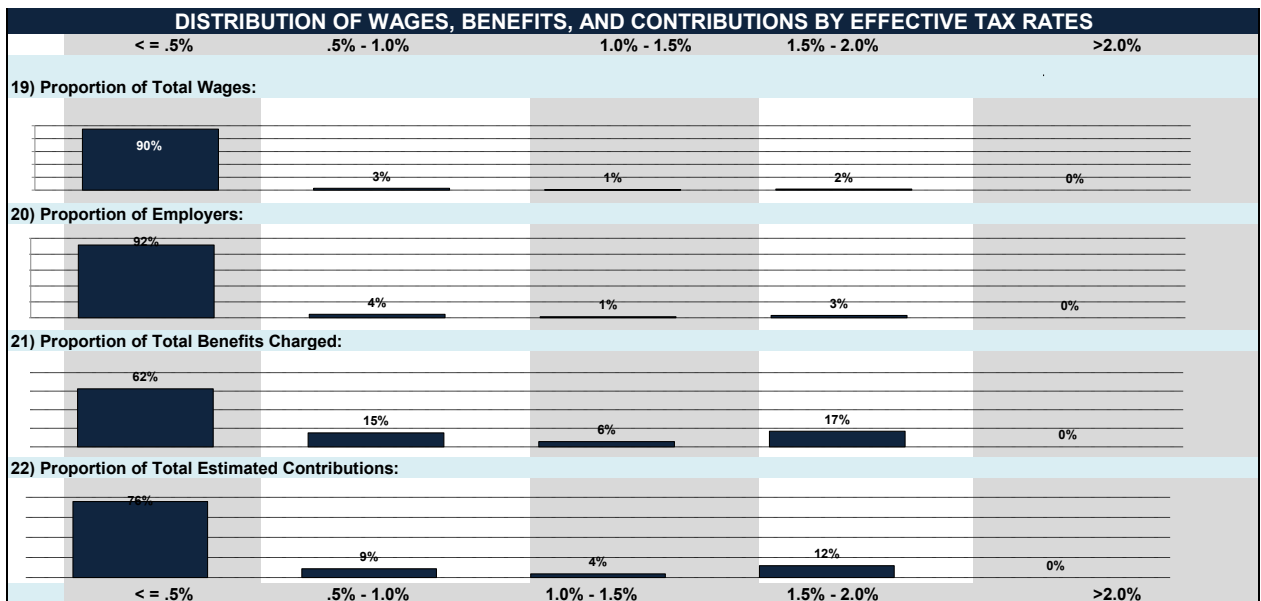
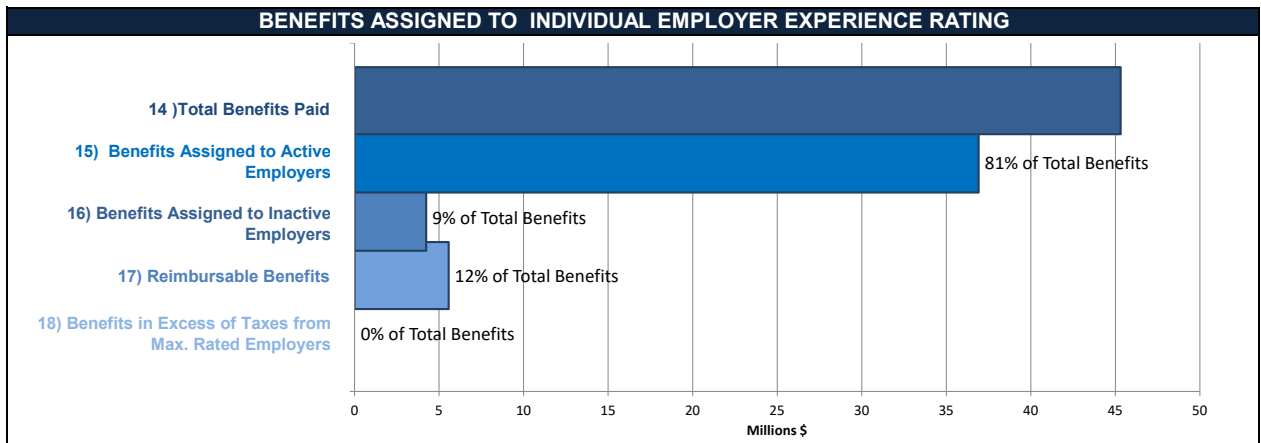


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NEW HAMPSHIRE 2019

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) %:	0.14	/	0.53	6) New Employer Tax Rate (%) <sup>1</sup> :	1.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10	/	7.50	8) Average High Cost Multiple (1/1/2019):	1.06

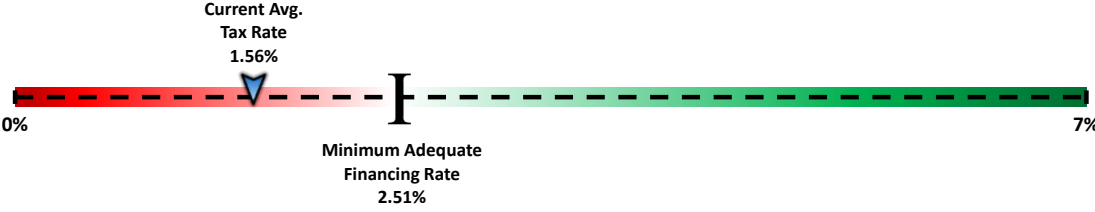
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$136	Average For Every \$100 of Wages Paid \$0.14
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$14	Maximum Rate \$1,050
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous 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 0.53%</p> <p>Minimum Adequate Financing Rate 0.95%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-44%</b>		

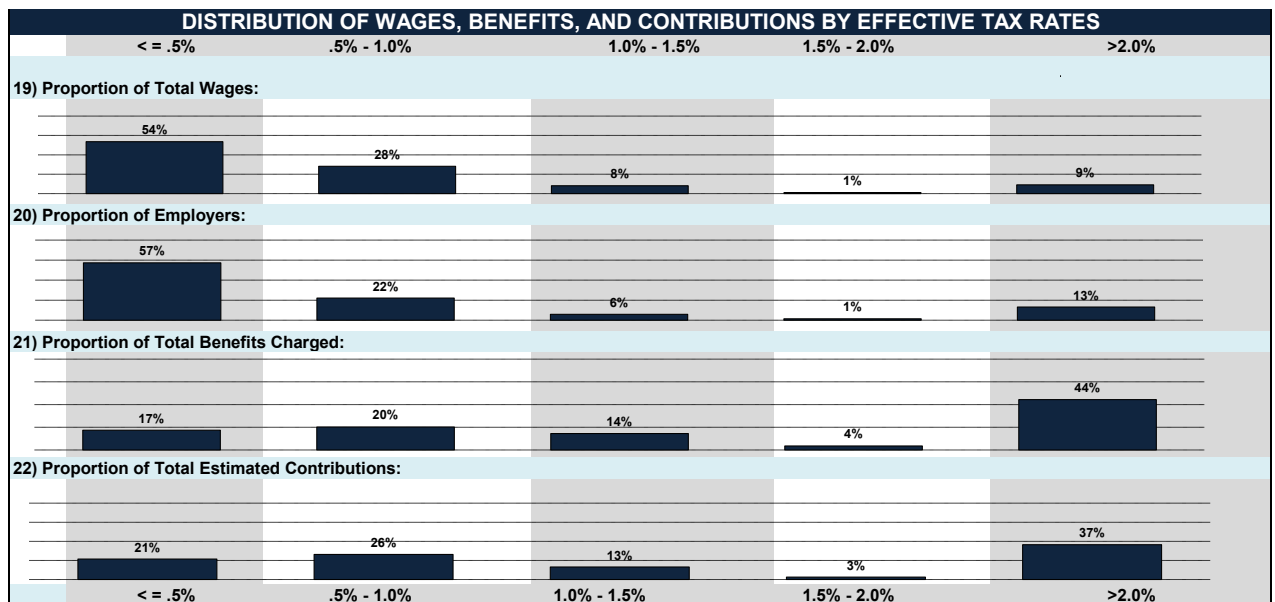
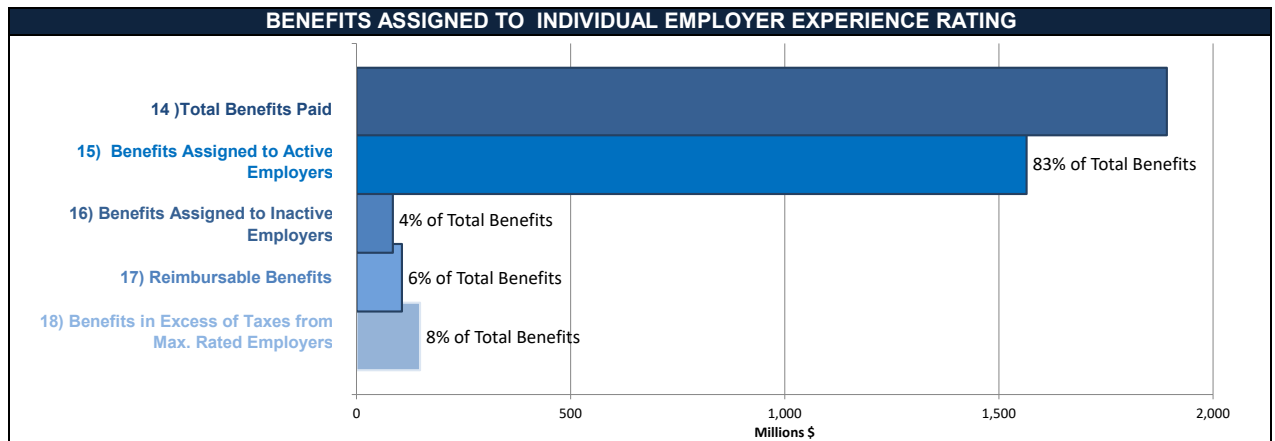


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NEW JERSEY 2019

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 (\$):	34,400	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.69	/	1.56	6) New Employer Tax Rate (%) <sup>1</sup> :	2.8
7) Statutory Tax Rate (Minimum / Maximum)%:	0.40	/	5.40	8) Average High Cost Multiple (1/1/2019):	0.65

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$587	Average For Every \$100 of Wages Paid \$0.69
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$138	Maximum Rate \$1,858
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 1.56%</p> <p>Minimum Adequate Financing Rate 2.51%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		
-38%		

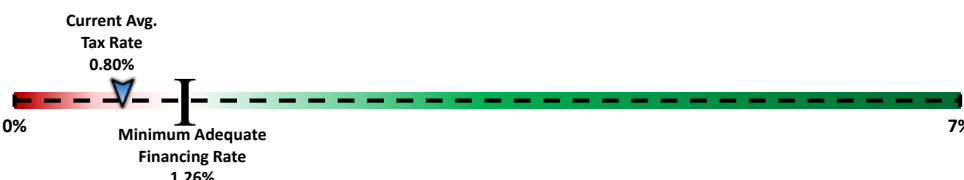


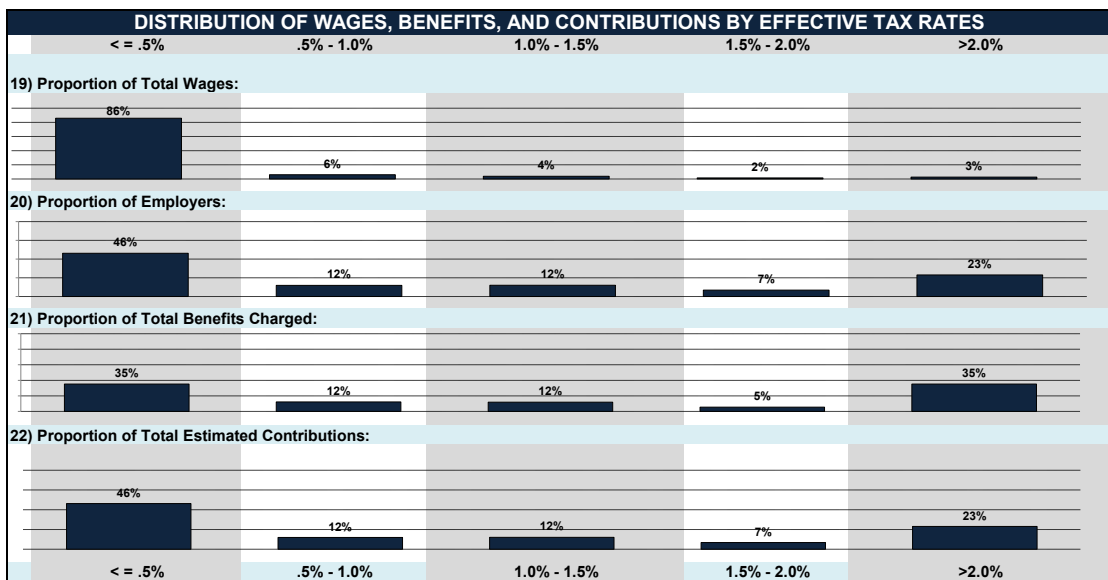
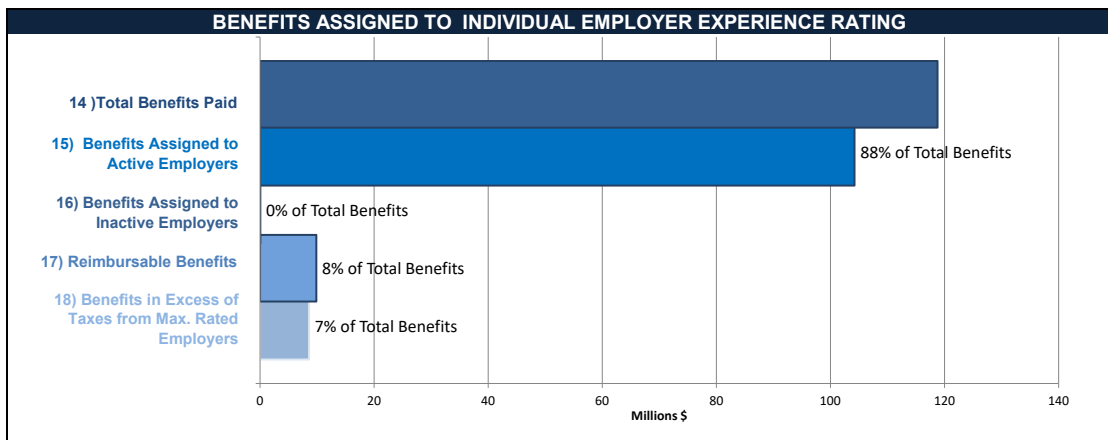
<sup>1</sup> See "New Employer Tax Rate Table" for more information



# NEW MEXICO 2019

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 (\$):	24,800	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.42	/	0.80	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.33	/	5.40	8) Average High Cost Multiple (1/1/2019):	1.16

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$164	Average For Every \$100 of Wages Paid \$0.42
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$82	Maximum Rate \$1,339
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.13	Into the Trust Fund -\$0.13
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 0.80%</p> <p>Minimum Adequate Financing Rate 1.26%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-36%</b>		



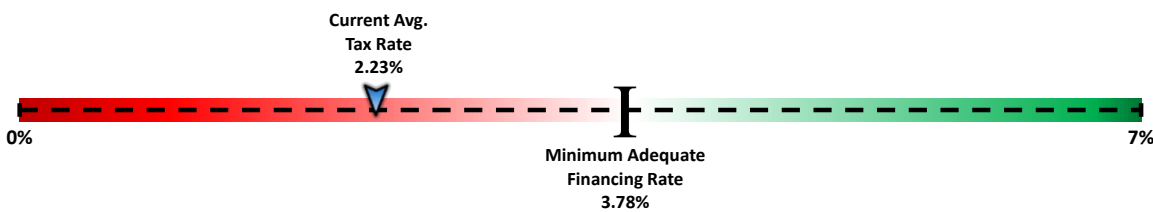
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NEW YORK 2019

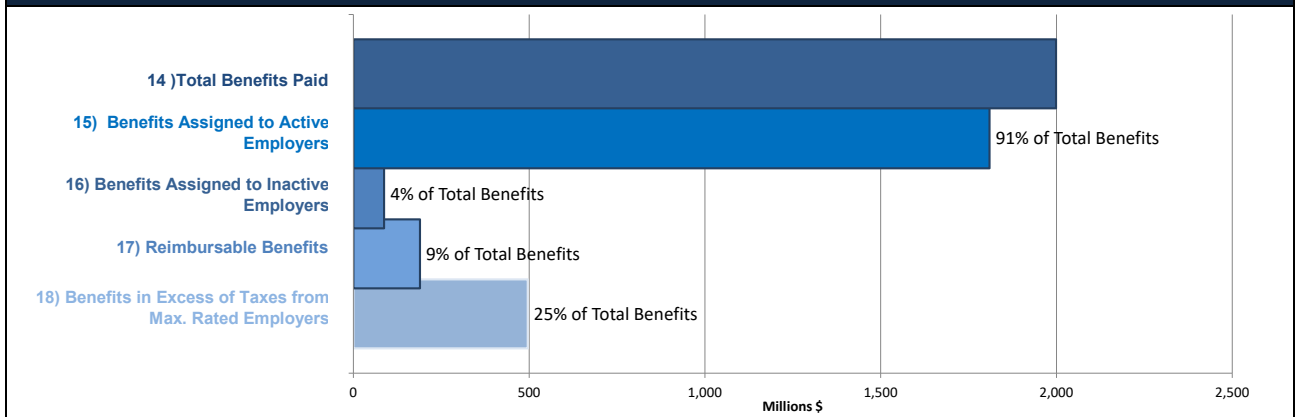
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	11,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.40 / 2.23	6) New Employer Tax Rate (%) <sup>1</sup> :	2.9
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30 / 7.30	8) Average High Cost Multiple (1/1/2019):	0.34

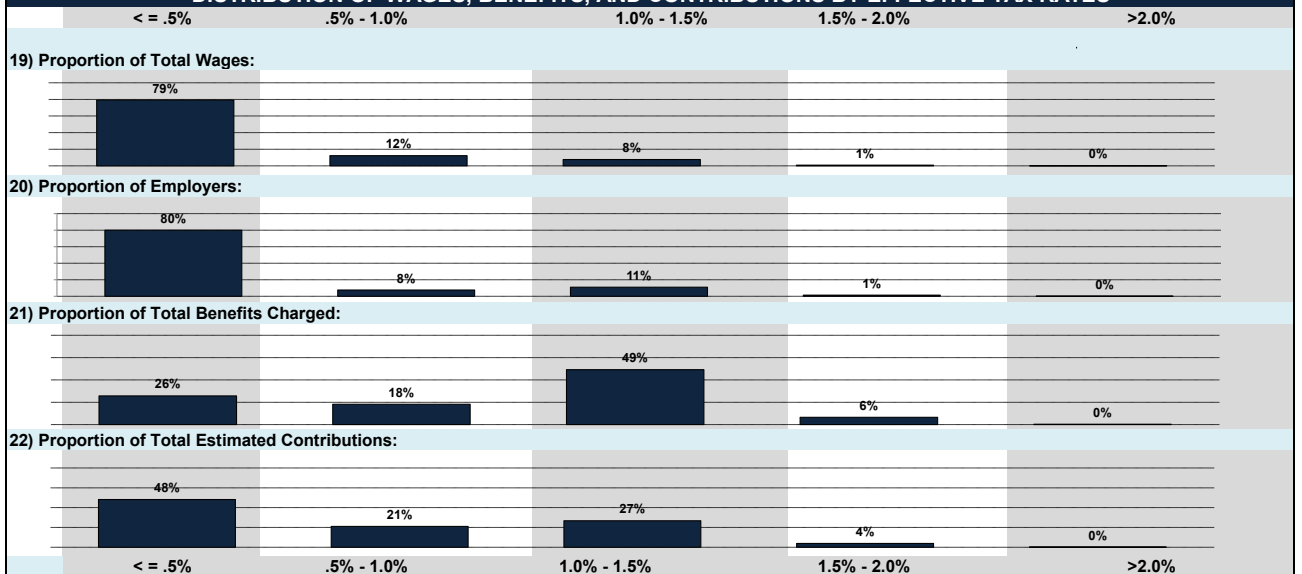
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$313	Average For Every \$100 of Wages Paid \$0.40
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$34	Maximum Rate \$832
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.93	Into the Trust Fund \$0.07
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 2.23%</p> <p>Minimum Adequate Financing Rate 3.78%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-41%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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




<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NORTH CAROLINA 2019

## 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 (\$):	24,300
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.26 / 0.61	6) New Employer Tax Rate (%) <sup>1</sup> :	1.0
7) Statutory Tax Rate (Minimum / Maximum)%:	0.06 / 5.76	8) Average High Cost Multiple (1/1/2019):	1.29

## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$143	Average For Every \$100 of Wages Paid \$0.26
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$15	Maximum Rate \$1,400
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.35	Into the Trust Fund \$0.65
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 0.61%</p> <p>Minimum Adequate Financing Rate 0.53%</p> <p>0% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:	15%	

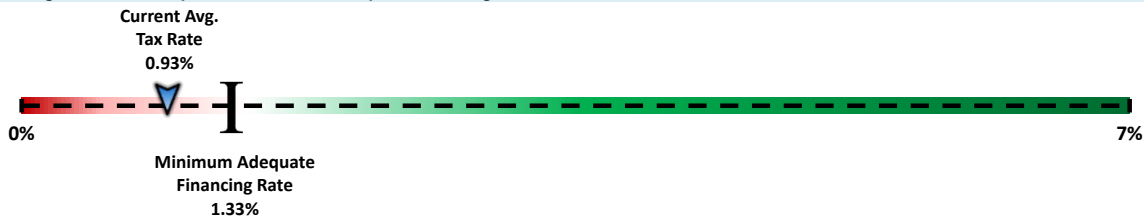
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# NORTH DAKOTA 2019

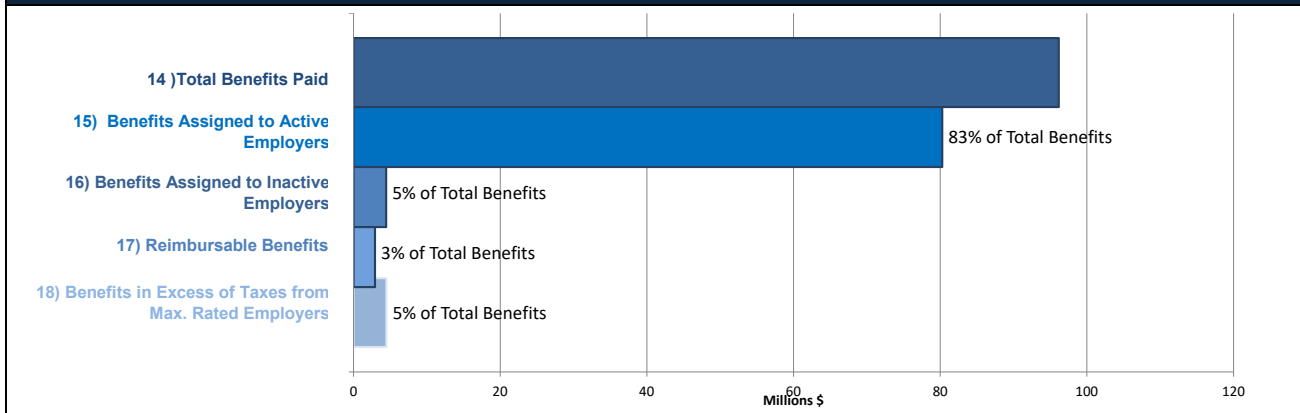
## STATE TAX FEATURES

1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Array
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	36,400
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.54 / 0.93	6) New Employer Tax Rate (%) <sup>1</sup> :	1.2
7) Statutory Tax Rate (Minimum / Maximum)%:	0.15 / 9.75	8) Average High Cost Multiple (1/1/2019):	1.08

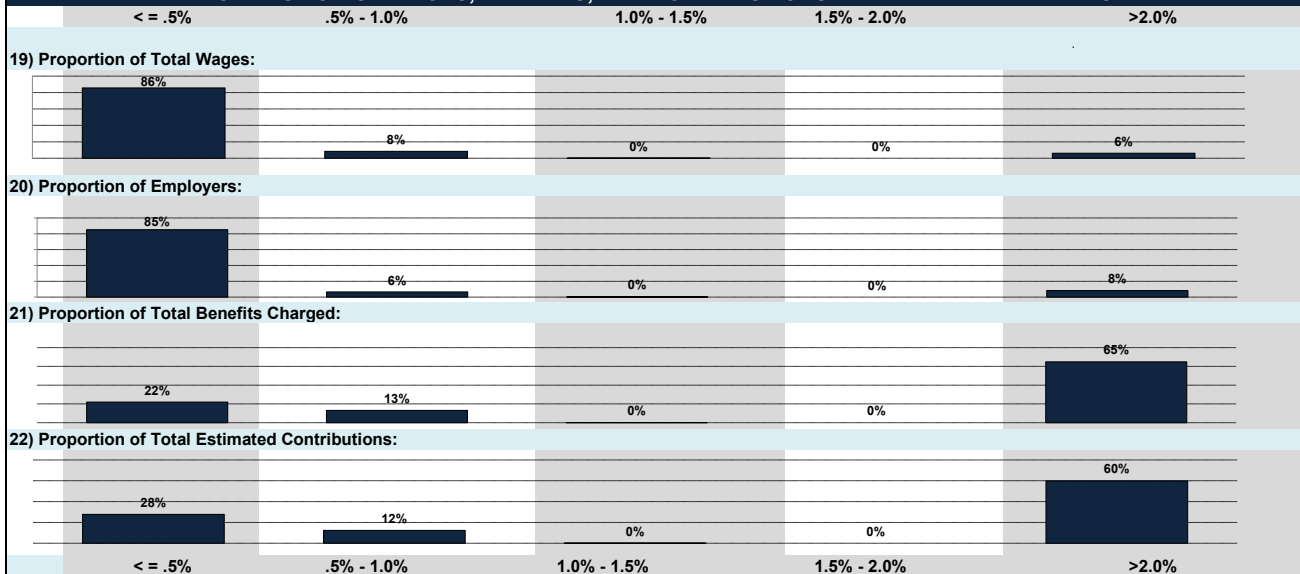
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$280	Average For Every \$100 of Wages Paid \$0.54
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$55	Maximum Rate \$3,549
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$1.17	Into the Trust Fund -\$0.17
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 0.93%</p> <p>Minimum Adequate Financing Rate 1.33%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-30%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



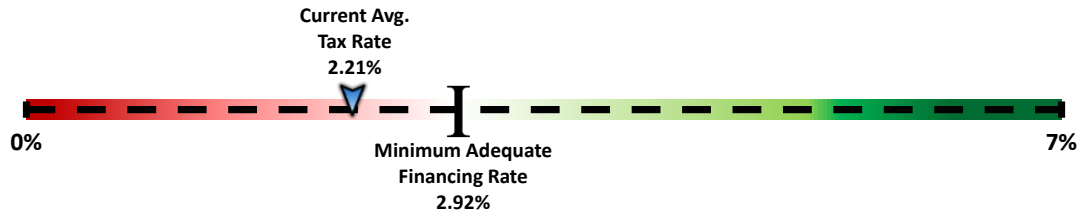
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

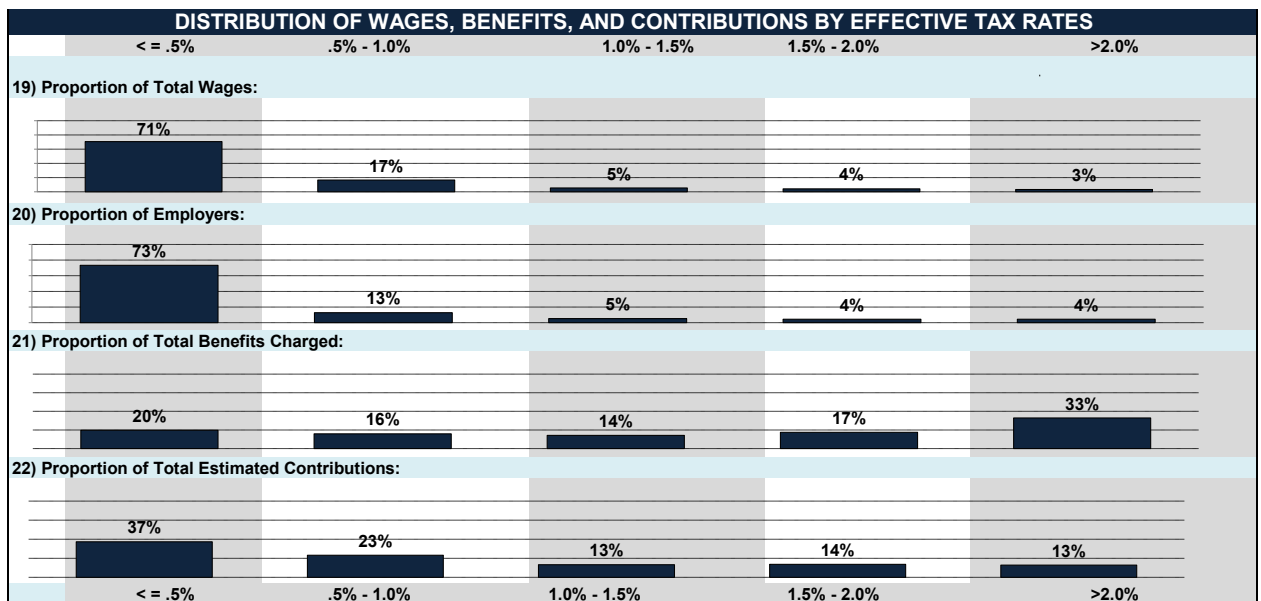
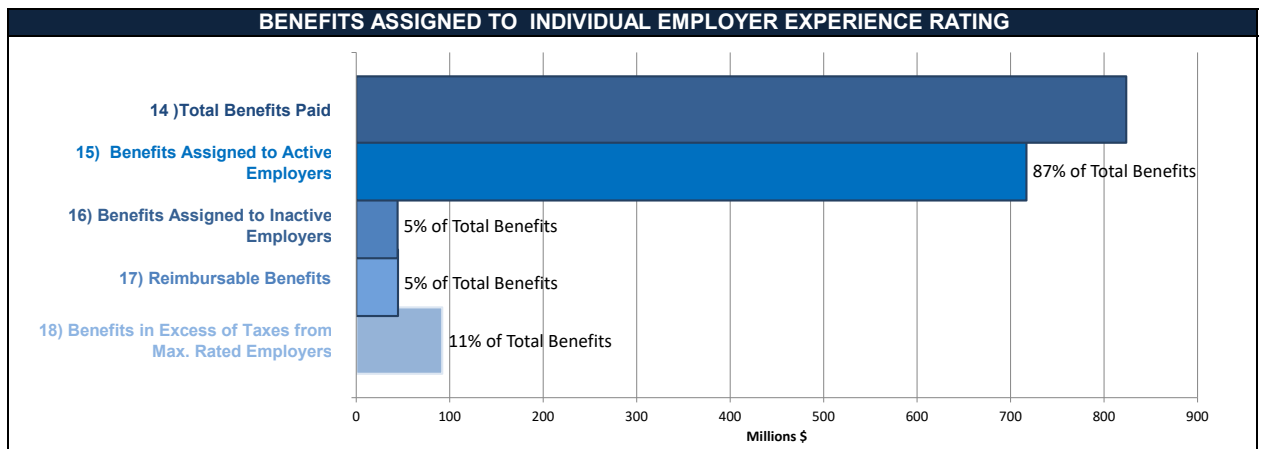


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# OHIO 2019

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) %:	0.48	/	2.21	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.30	/	9.20	8) Average High Cost Multiple (1/1/2019):	0.33

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$260	Average For Every \$100 of Wages Paid \$0.48
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$29	Maximum Rate \$874
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 2.21%</p> <p>Minimum Adequate Financing Rate 2.92%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-24%</b>		



<sup>1</sup> See "New Employer Tax Rate Table" for more information

# OKLAHOMA 2019

## 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 (\$):	18,100
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.36 / 0.94	6) New Employer Tax Rate (%) <sup>1</sup> :	1.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.10 / 5.50	8) Average High Cost Multiple (1/1/2019):	1.72

## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$175	Average For Every \$100 of Wages Paid \$0.36
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$18	Maximum Rate \$996
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

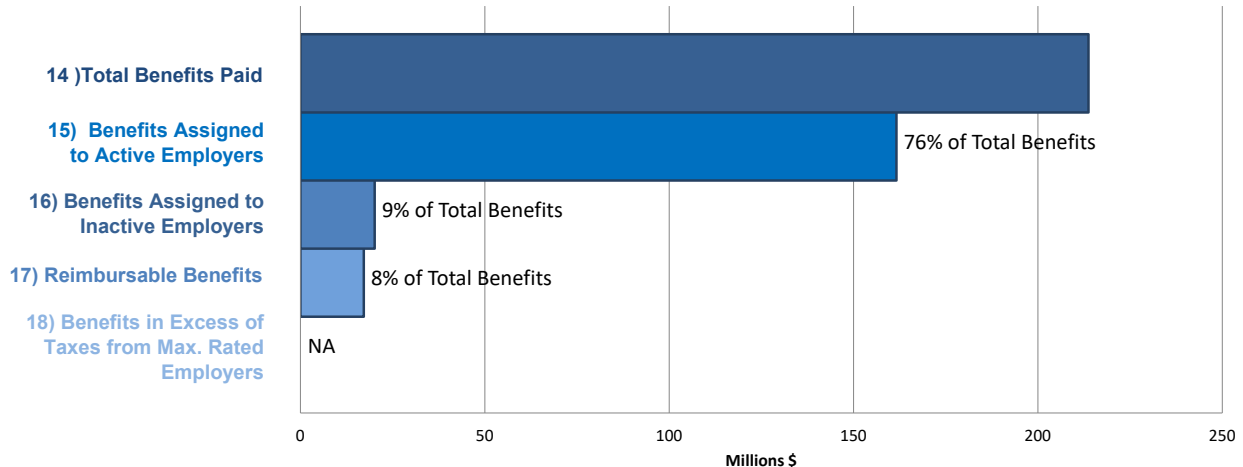
### 12) Average Tax Rate Compared to Min. Adequate Financing Rate:



### 13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:

67%

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



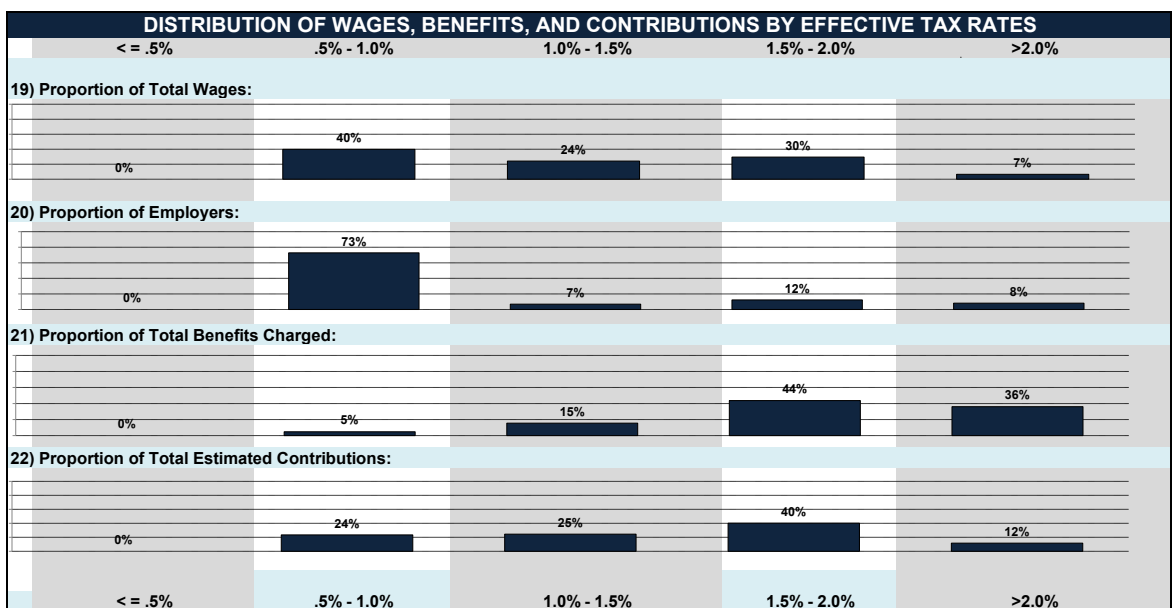
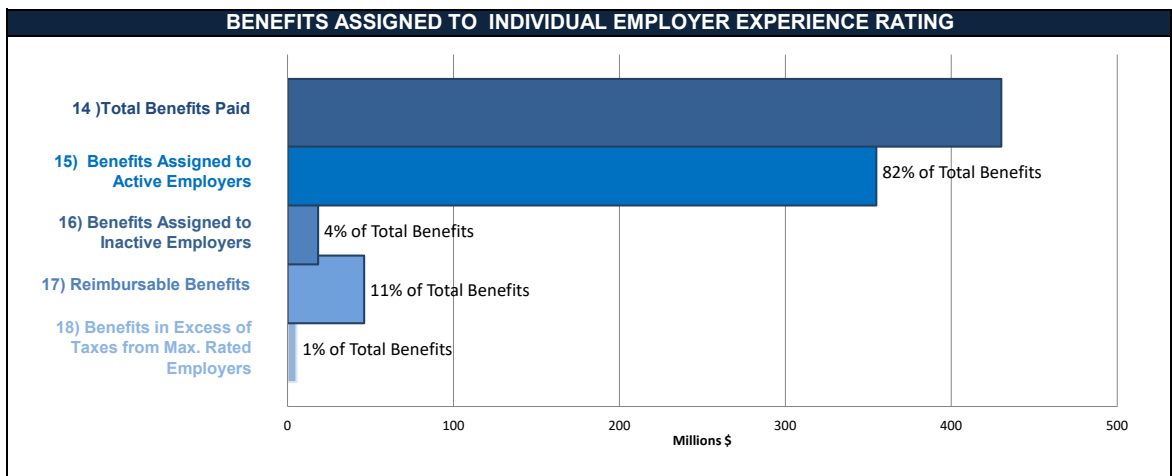
<sup>1</sup> See "New Employer Tax Rate Table" for more information

NA- Not Available

# OREGON 2019

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 (\$): 40,600	
5) Avg. Tax Rate (Total / Taxable Wages) %:		1.17	/	1.94	6) New Employer Tax Rate (%) <sup>1</sup> : 2.4
7) Statutory Tax Rate (Minimum / Maximum)%:		0.90	/	5.40	8) Average High Cost Multiple (1/1/2019): 2.34

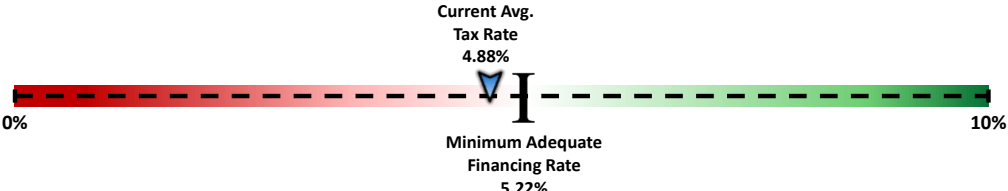
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$610	Average For Every \$100 of Wages Paid \$1.17
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$365	Maximum Rate \$2,192
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.47	Into the Trust Fund \$0.53
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<div><div><div>Current Avg. Tax Rate 1.94%</div><div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></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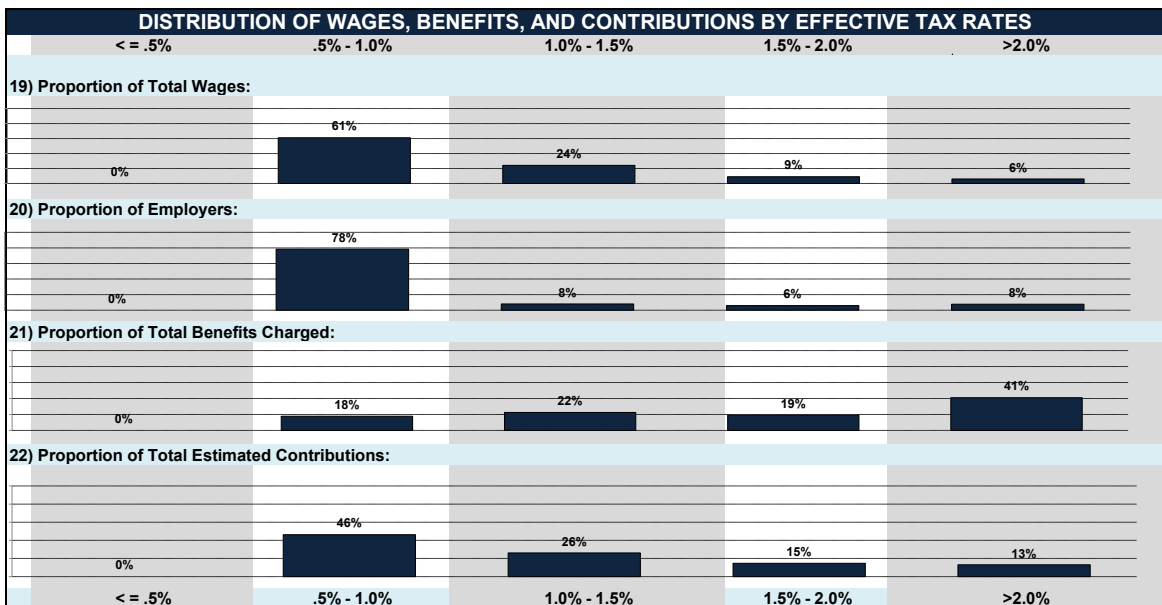
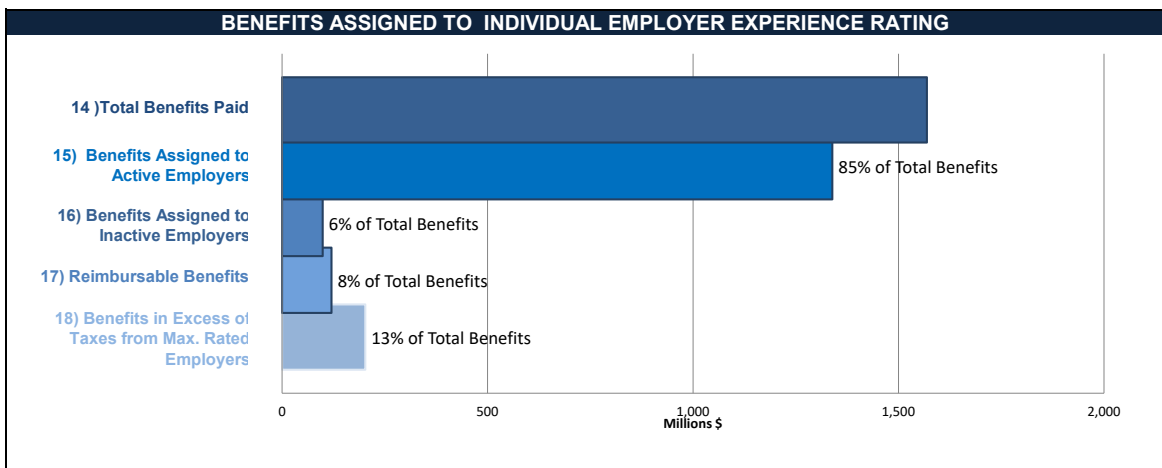


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# PENNSYLVANIA 2019

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 (\$):	10,000	
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.01	/	4.88	6) New Employer Tax Rate (%) <sup>1</sup> :	3.7
7) Statutory Tax Rate (Minimum / Maximum)%:	2.39	/	11.03	8) Average High Cost Multiple (1/1/2019):	0.55

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$593	Average For Every \$100 of Wages Paid \$1.01	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$239	Maximum Rate \$1,103	
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.59	Into the Trust Fund \$0.41	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	 <p>Current Avg. Tax Rate 4.88%</p> <p>Minimum Adequate Financing Rate 5.22%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:	-7%		

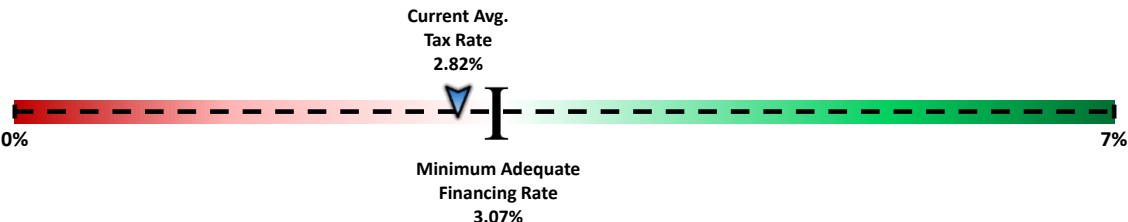


<sup>1</sup> See "New Employer Tax Rate Table" for more information



# PUERTO RICO 2019

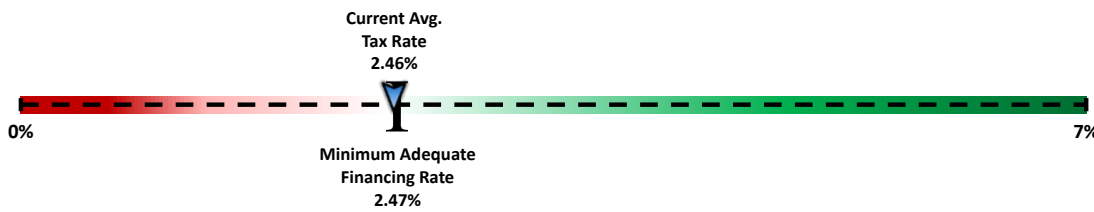
STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Most Recent	4) Taxable Wage Base (\$):	7,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.80 / 2.82	6) New Employer Tax Rate (%) <sup>1</sup> :	2.9
7) Statutory Tax Rate (Minimum / Maximum)%:	1.40 / 5.40	8) Average High Cost Multiple (1/1/2019):	1.32

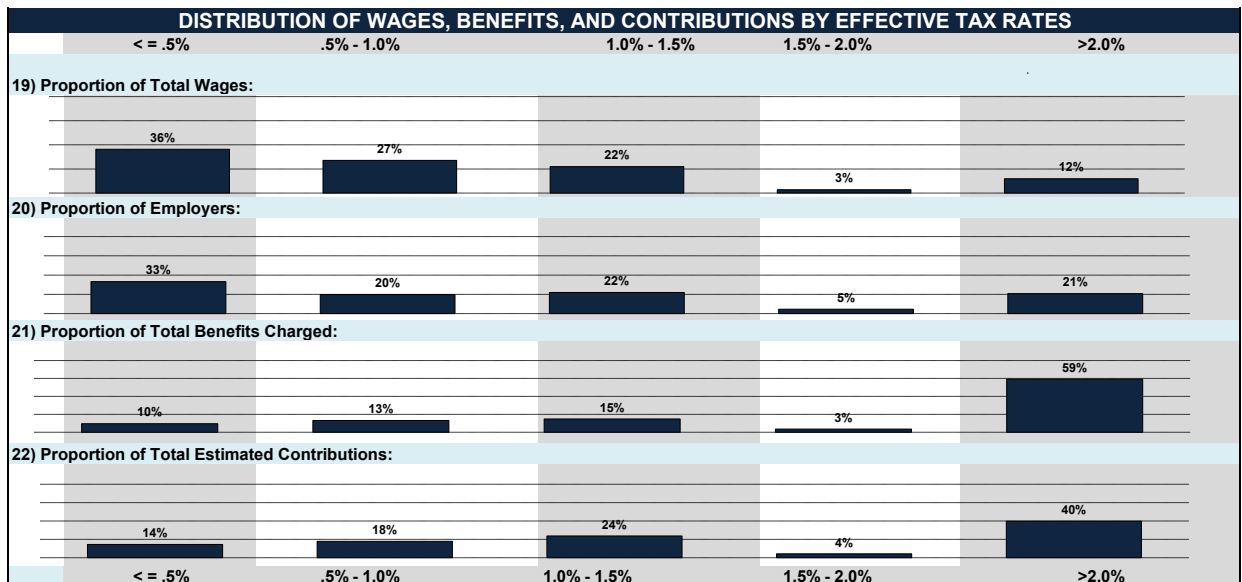
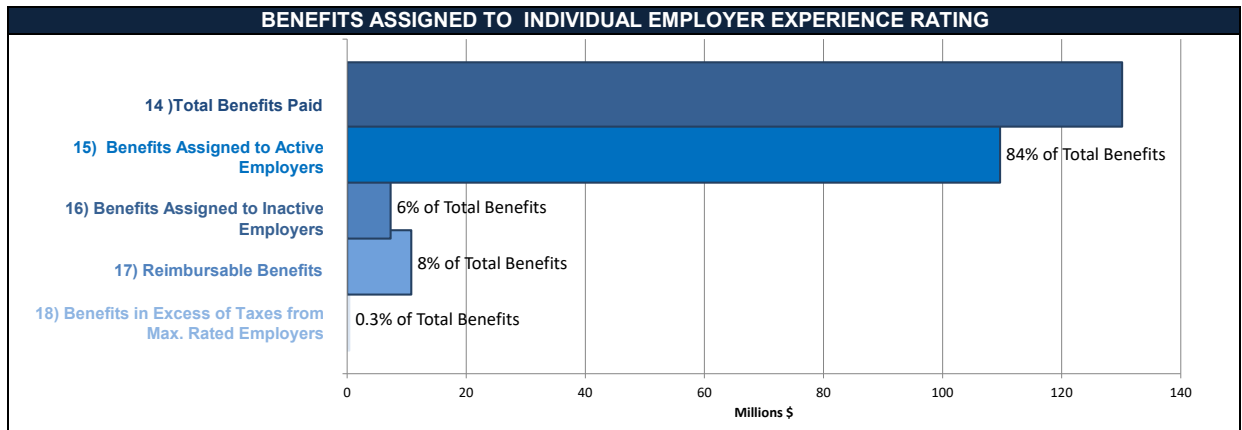
STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$215	Average For Every \$100 of Wages Paid \$0.80	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$98	Maximum Rate \$378	
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.71	Into the Trust Fund \$0.29	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:	 <p>Current Avg. Tax Rate 2.82%</p> <p>Minimum Adequate Financing Rate 3.07%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:	-8%		

<sup>1</sup> See "New Employer Tax Rate Table" for more information

# RHODE ISLAND 2019

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 (\$):	25,100	
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.06 / 2.46	6) New Employer Tax Rate (%) <sup>1</sup> :	1.2	
7) Statutory Tax Rate (Minimum / Maximum)%:	1.10 / 9.70	8) Average High Cost Multiple (1/1/2019):	0.79	

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$548	Average For Every \$100 of Wages Paid \$1.06
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$276	Maximum Rate \$2,435
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>Current Avg. Tax Rate: 2.46%</p> <p>Minimum Adequate Financing Rate: 2.47%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: -1%		



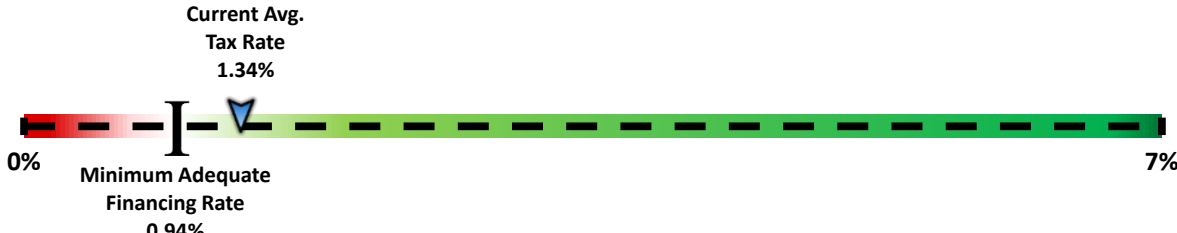
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# SOUTH CAROLINA 2019

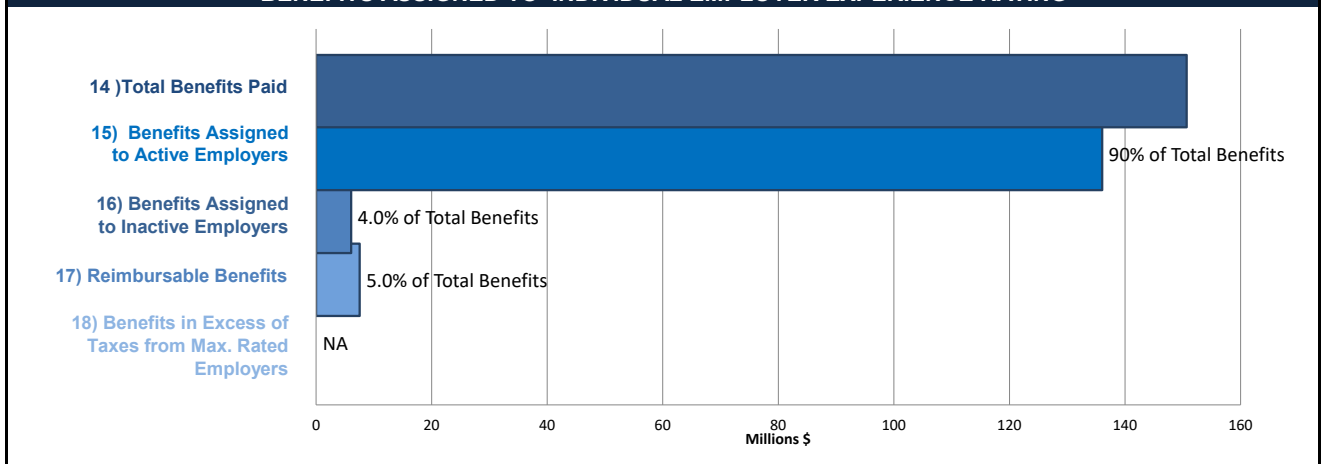
## STATE TAX FEATURES

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 (\$):	14,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.45 / 1.34	6) New Employer Tax Rate (%) <sup>1</sup> :	0.8
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 5.40	8) Average High Cost Multiple (1/1/2019):	0.95

## STATE TAX LEVELS

9) Estimated Employer Contributions:	Average Per Covered Employee \$202	Average For Every \$100 of Wages Paid \$0.45
10) Estimated Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$756
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.43	Into the Trust Fund \$0.57
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 1.34%</p> <p>Minimum Adequate Financing Rate 0.94%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 42%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



<sup>1</sup> See "New Employer Tax Rate Table" for more information

# SOUTH DAKOTA 2019

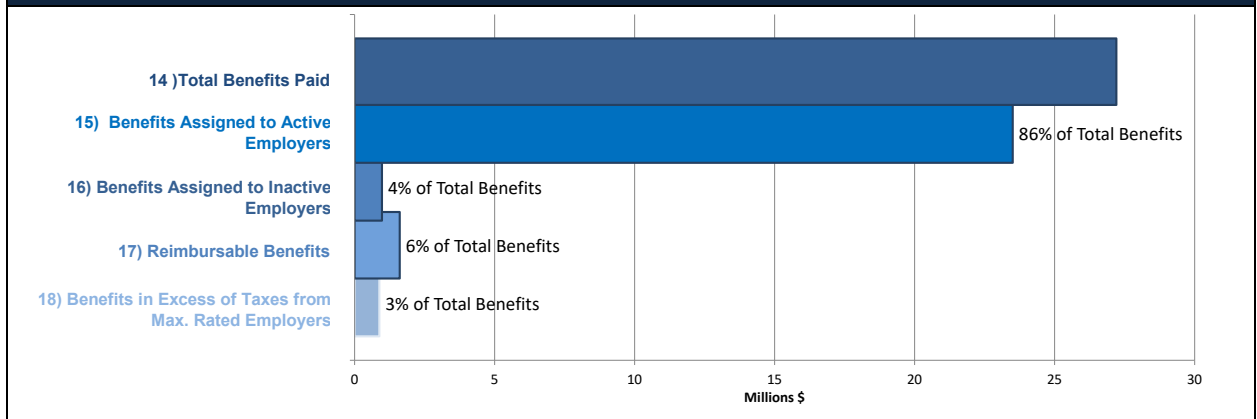
## STATE TAX FEATURES

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 (\$):	15,000
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.21 / 0.59	6) New Employer Tax Rate (%) <sup>1</sup> :	1.2
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 9.35	8) Average High Cost Multiple (1/1/2019):	1.78

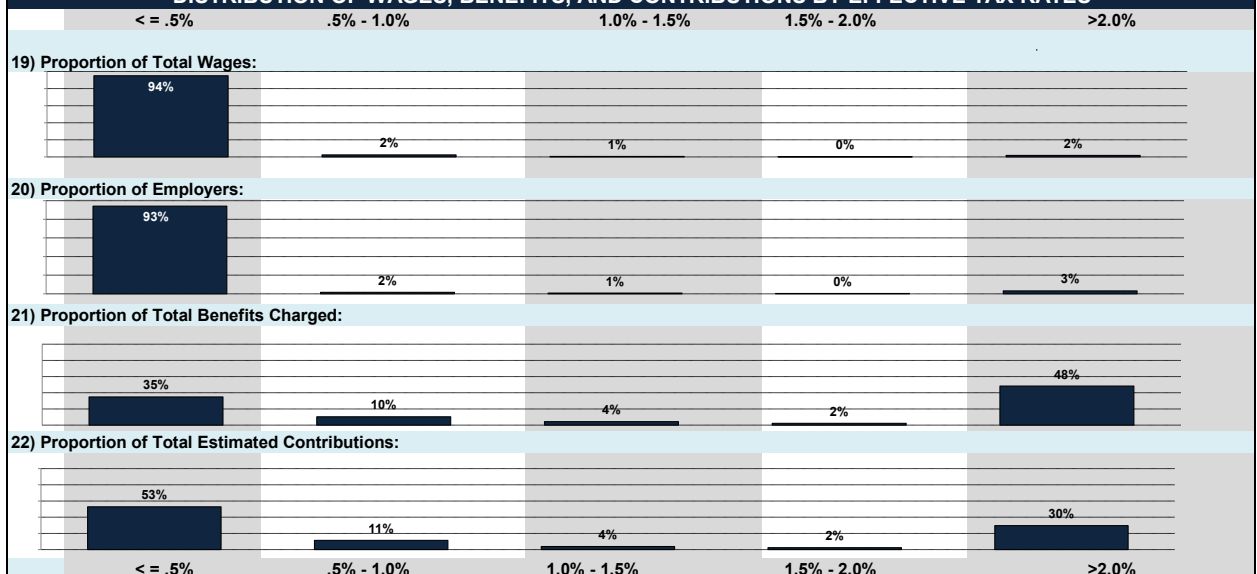
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$83	Average For Every \$100 of Wages Paid \$0.21
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$1,403
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 0.59%</p> <p>0% Minimum Adequate Financing Rate 0.30% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 97%		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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



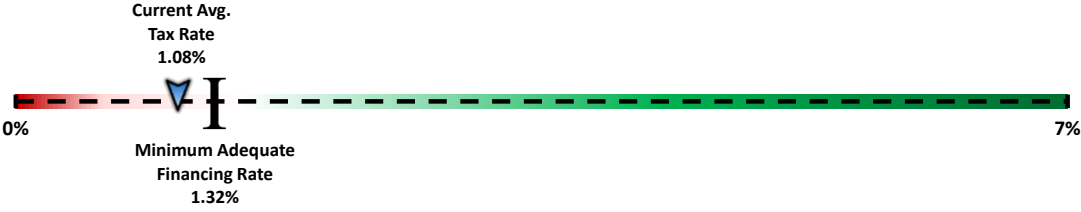
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# TENNESSEE 2019

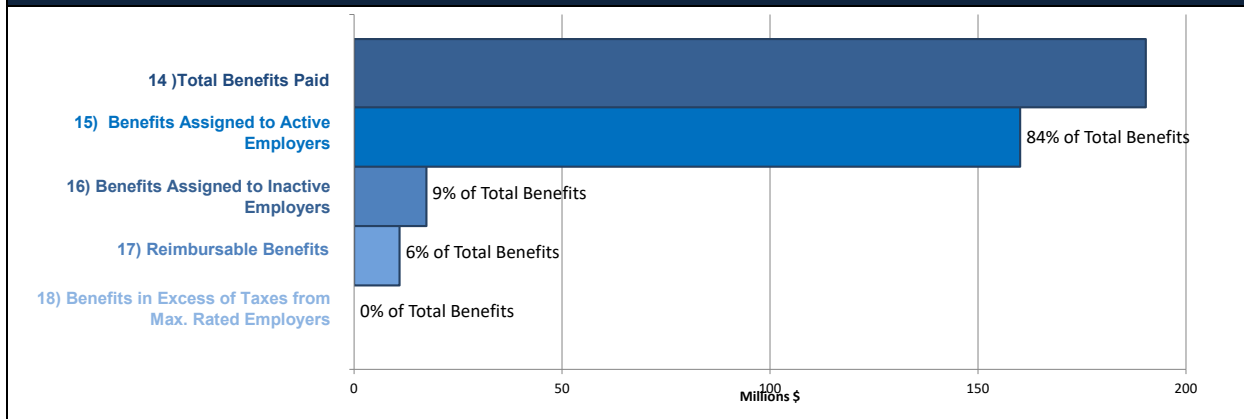
## STATE TAX FEATURES

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) %:	0.19 / 1.08	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.01 / 10.00	8) Average High Cost Multiple (1/1/2019):	0.94

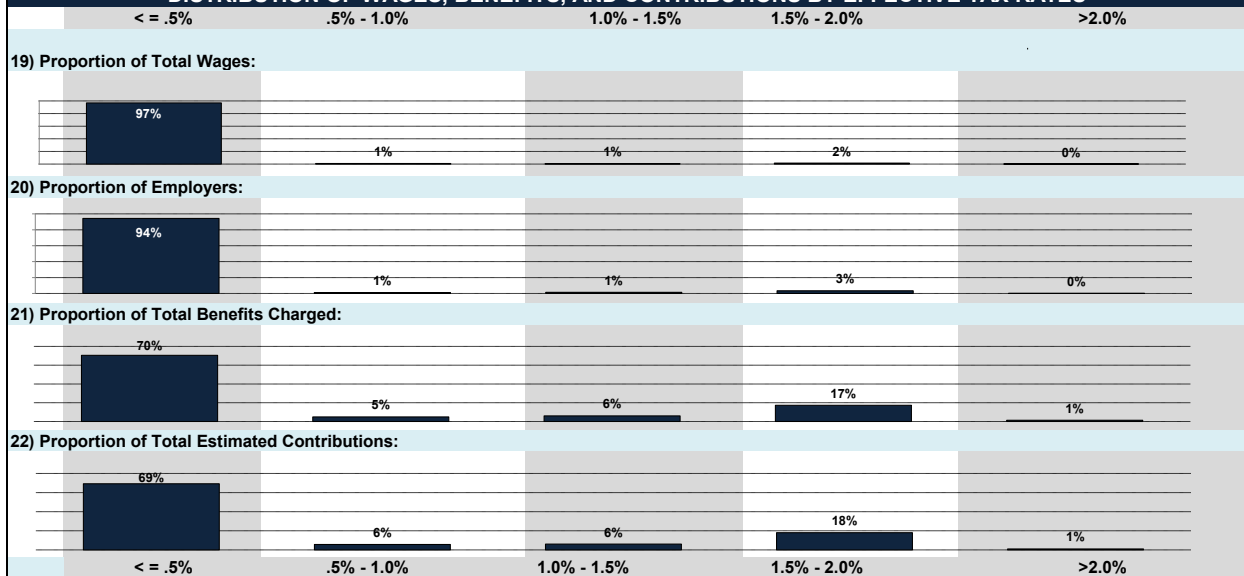
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$86	Average For Every \$100 of Wages Paid \$0.19
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$1	Maximum Rate \$700
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 1.08%</p> <p>Minimum Adequate Financing Rate 1.32%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-18%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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

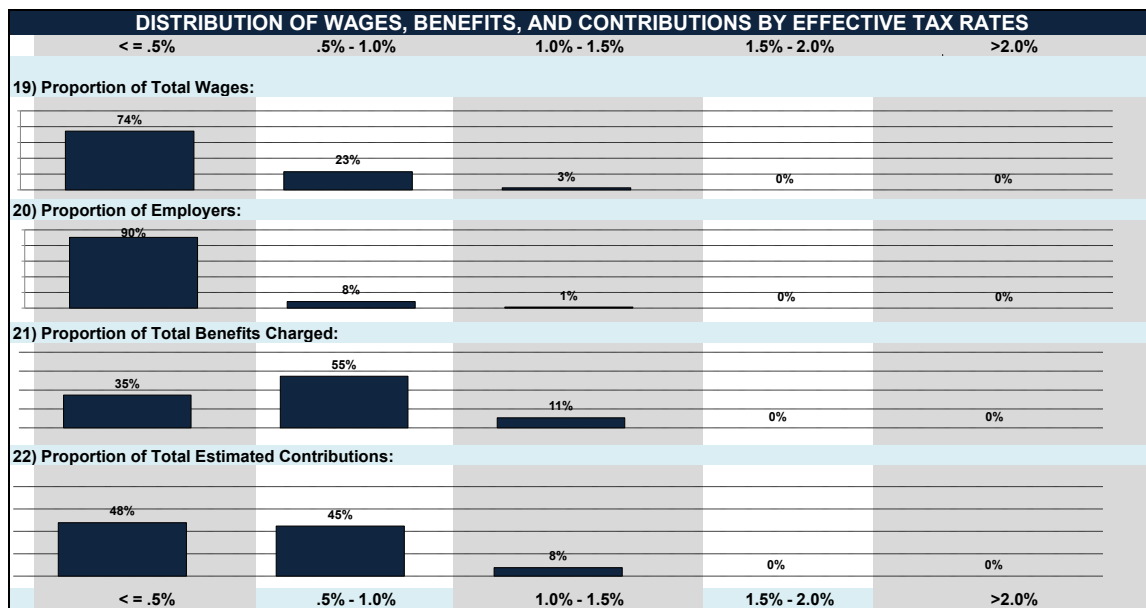
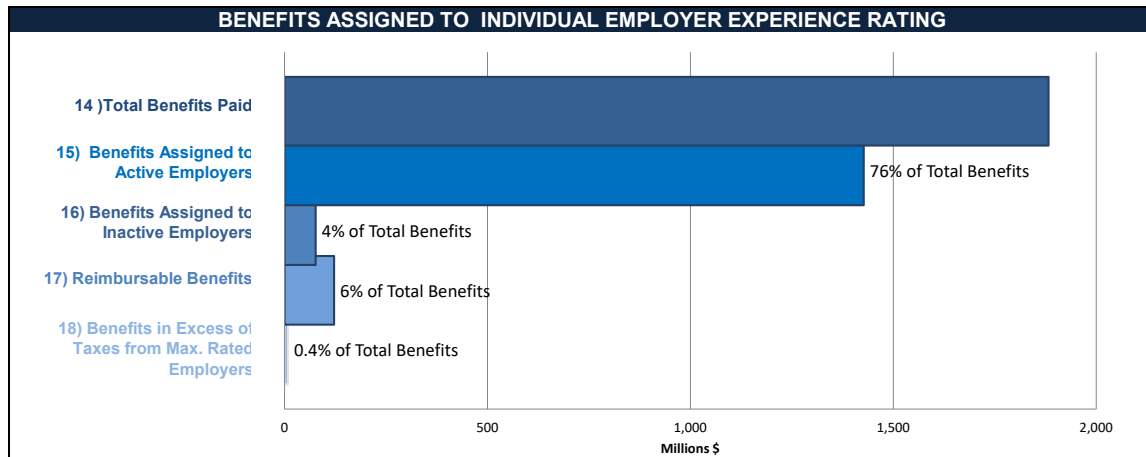


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# TEXAS 2019

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) %:	0.37	/	2.00	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	6.00	8) Average High Cost Multiple (1/1/2019):	0.31

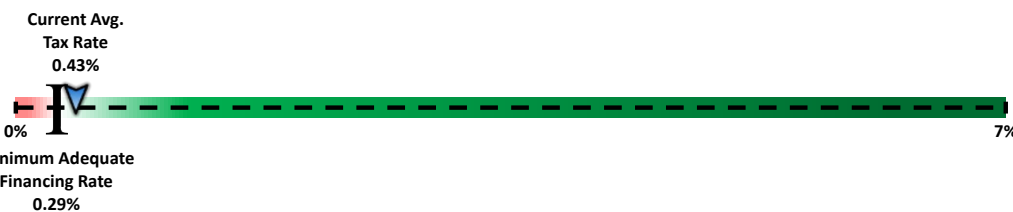
STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$220	Average For Every \$100 of Wages Paid \$0.37	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$540	
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.85	Into the Trust Fund \$0.15	
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:	-28%		

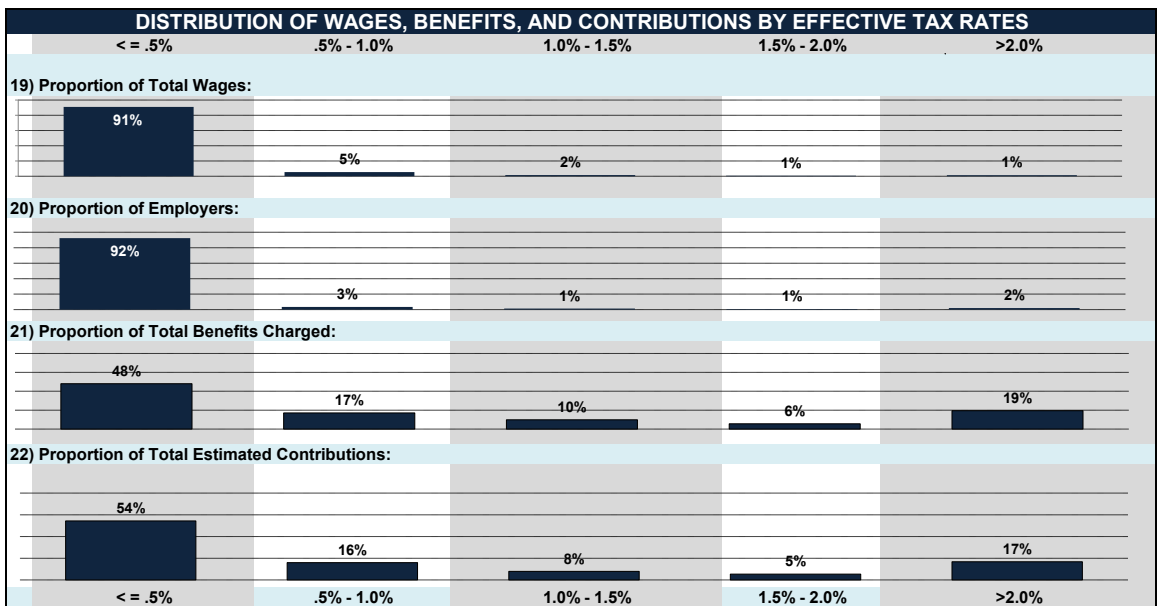
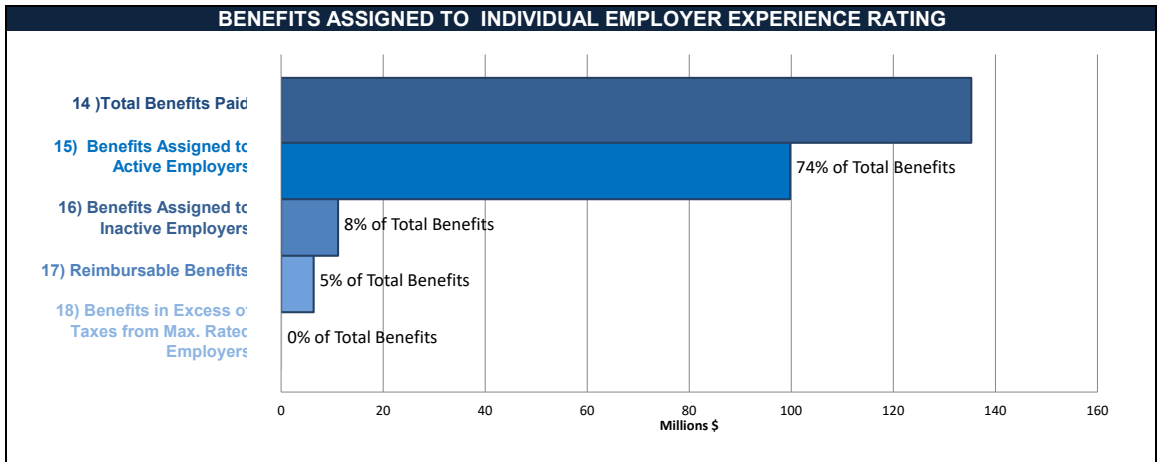


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# UTAH 2019

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 (\$):	35,300	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.24	/	0.43	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	7.00	8) Average High Cost Multiple (1/1/2019):	1.73

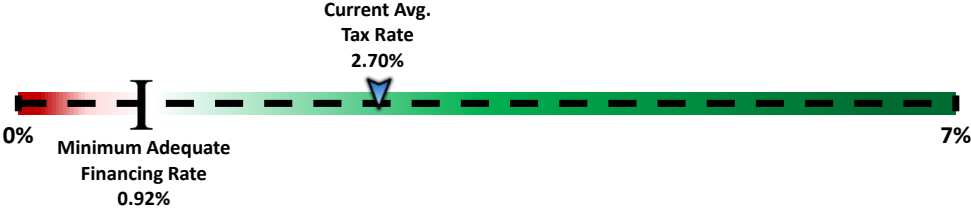
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$113	Average For Every \$100 of Wages Paid \$0.24
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,471
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$1.01	Into the Trust Fund -\$0.01
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 0.43%</p> <p>Minimum Adequate Financing Rate 0.29%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		
46%		

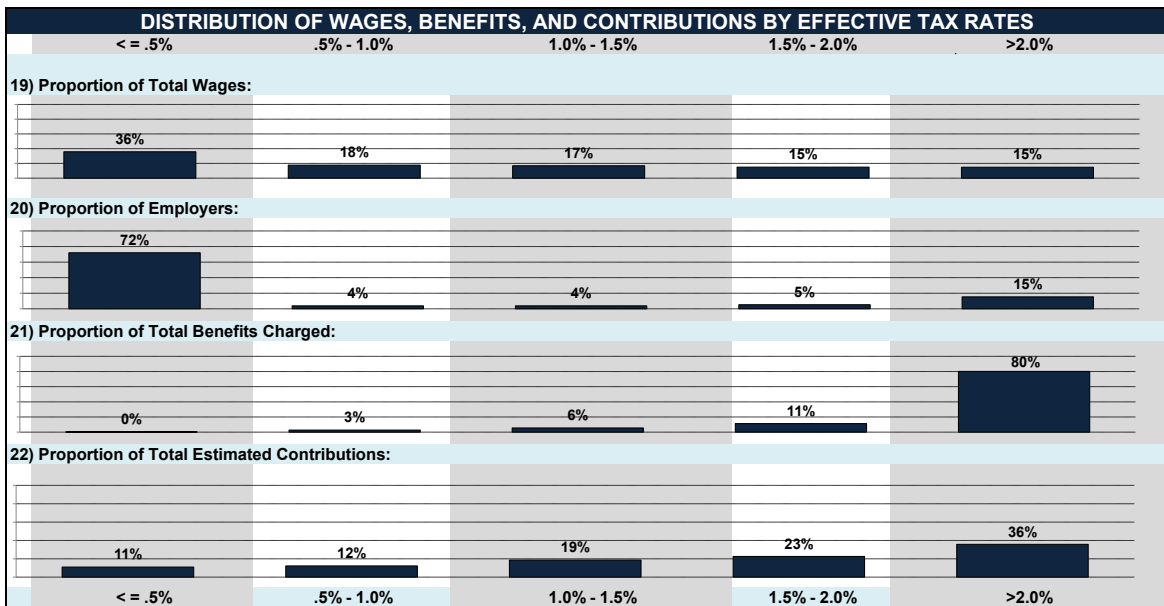
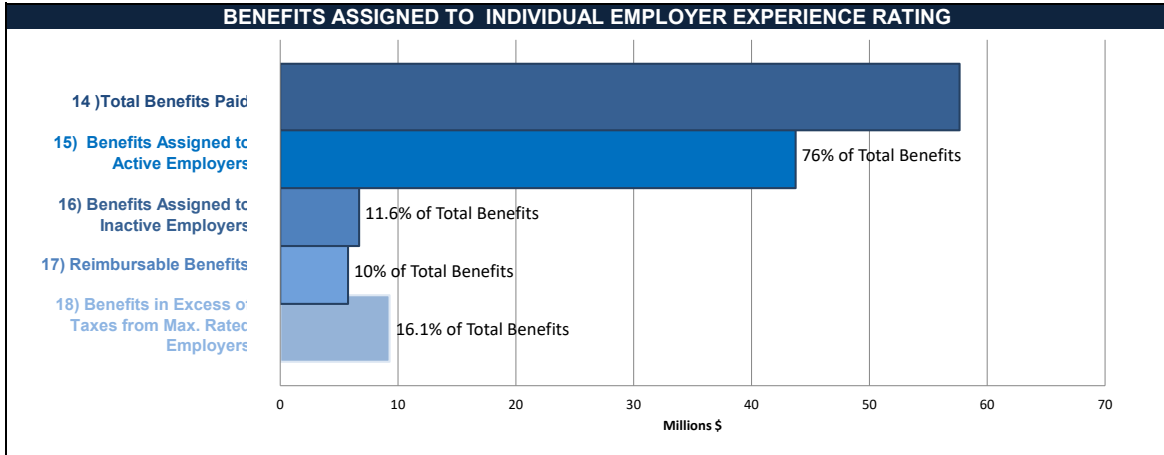


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# VERMONT 2019

STATE TAX FEATURES					
1) Type of Experience Rating Method:		Benefit Ratio		2) Type of Employer Ranking:	
3) Type of Charging Method:		Proportionally		4) Taxable Wage Base (\$):	
5) Avg. Tax Rate (Total / Taxable Wages) %:		0.95	/	2.70	6) New Employer Tax Rate (%)¹:
7) Statutory Tax Rate (Minimum / Maximum)%:		0.80	/	6.50	8) Average High Cost Multiple (1/1/2019):
					15,600
					1.0
					2.37

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$513	Average For Every \$100 of Wages Paid \$0.95
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$125	Maximum Rate \$1,014
11) For Every One Dollar of Contributions the Amount going:	To Pay Benefits in Previous Comp. Year \$0.52	Into the Trust Fund \$0.48
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
 <p>Current Avg. Tax Rate 2.70%</p> <p>0% Minimum Adequate Financing Rate 0.92%</p> <p>7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate:		193%



<sup>1</sup> See "New Employer Tax Rate Table" for more information




# VIRGINIA 2019

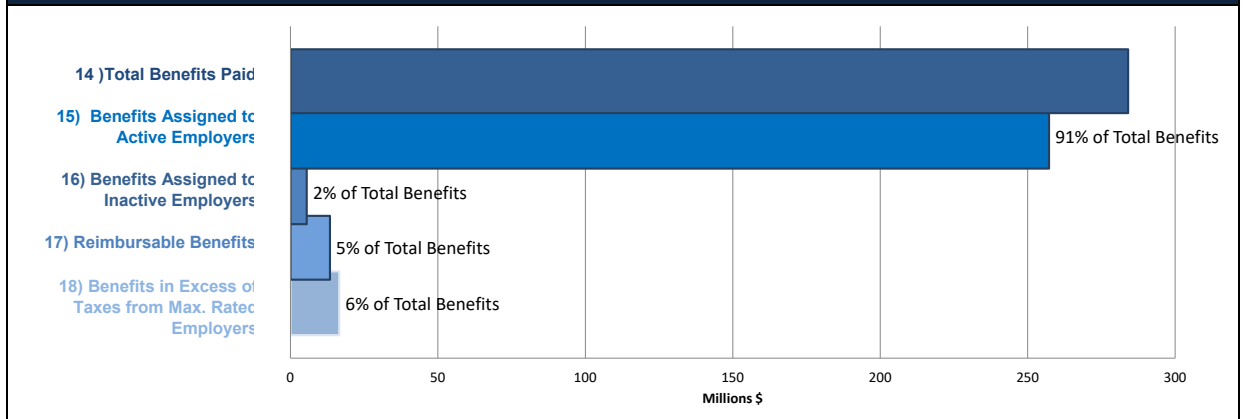
## STATE TAX FEATURES

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) %:	0.19 / 1.16	6) New Employer Tax Rate (%) <sup>1</sup> :	2.0
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 6.00	8) Average High Cost Multiple (1/1/2019):	1.03

## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$114	Average For Every \$100 of Wages Paid \$0.19
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$120	Maximum Rate \$480
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>Current Avg. Tax Rate 1.16%</p> <p>Minimum Adequate Financing Rate 1.41%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-18%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



## 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:	93%	6%	1%	0%	0%
20) Proportion of Employers:	93%	3%	3%	0%	0%
21) Proportion of Total Benefits Charged:	57%	22%	18%	2%	1%
22) Proportion of Total Estimated Contributions:	66%	23%	9%	1%	1%

<sup>1</sup> See "New Employer Tax Rate Table" for more information

# VIRGIN ISLANDS 2019

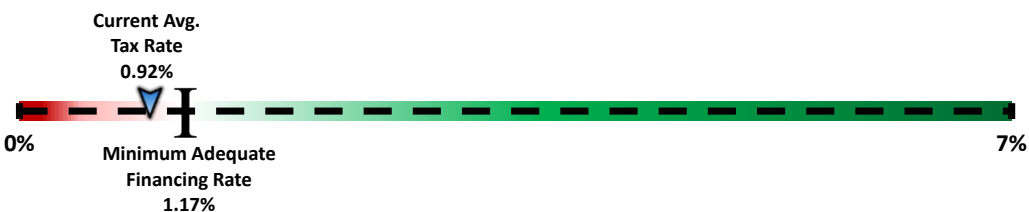
STATE TAX FEATURES			
1) Type of Experience Rating Method:	Reserve Ratio	2) Type of Employer Ranking:	Fixed
3) Type of Charging Method:	Proportionally	4) Taxable Wage Base (\$):	26,500
5) Avg. Tax Rate (Total / Taxable Wages) %:	1.37 / 2.39	6) New Employer Tax Rate (%) <sup>1</sup> :	2.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.11 / 6.21	8) Average High Cost Multiple (1/1/2019):	0.00

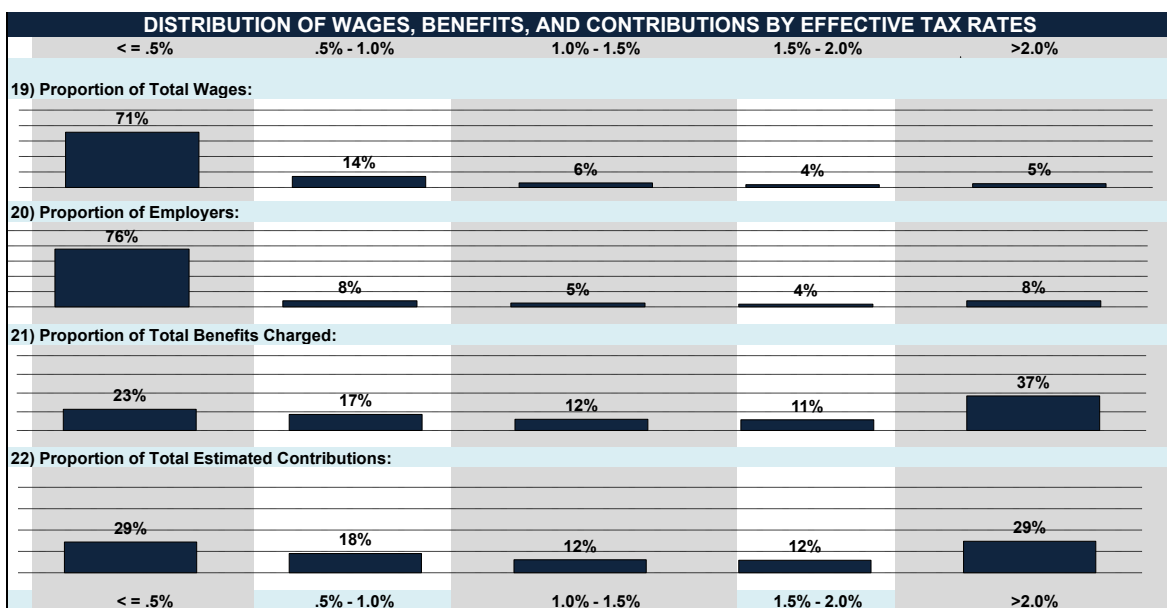
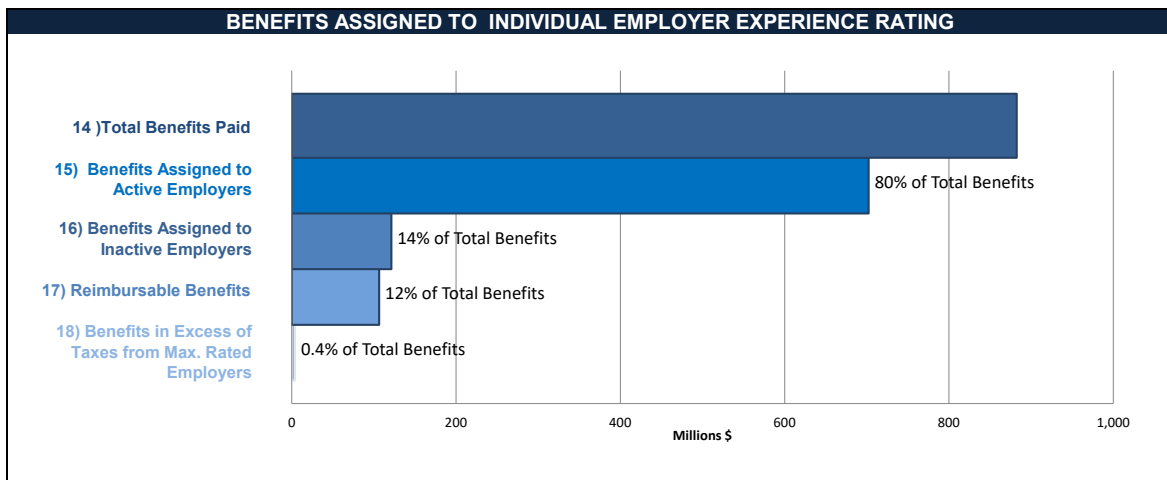
STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$637	Average For Every \$100 of Wages Paid \$1.37
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$29	Maximum Rate \$1,646
11) For Every One Dollar of Contributions the Amount Going:	To Pay Benefits in Previous Comp. Year \$0.39	Into the Trust Fund \$0.61
12) Average Tax Rate Compared to Minimum Adequate Financing Rate:		
<div><div><div>Current Avg. Tax Rate 2.39%</div><div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><div></div><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<sup>1</sup> See "New Employer Tax Rate Table" for more information

# WASHINGTON 2019

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 (\$):	52,700	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.50	/	0.92	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	5.40	8) Average High Cost Multiple (1/1/2019):	1.22

STATE TAX LEVELS		
9) Employer Contributions:	Average Per Covered Employee \$383	Average For Every \$100 of Wages Paid \$0.50
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,846
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:		
 <p>Current Avg. Tax Rate: 0.92%</p> <p>Minimum Adequate Financing Rate: 1.17%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-21%</b>		



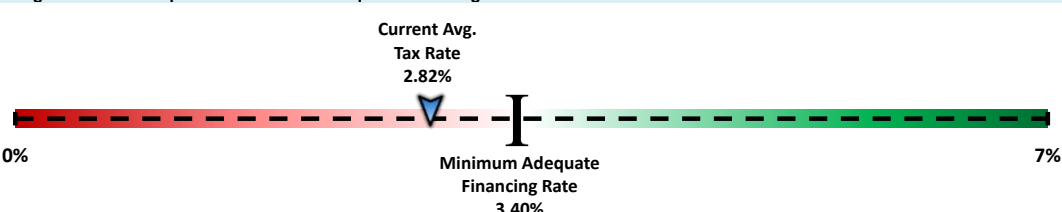
<sup>1</sup> See "New Employer Tax Rate Table" for more information

# WEST VIRGINIA 2019

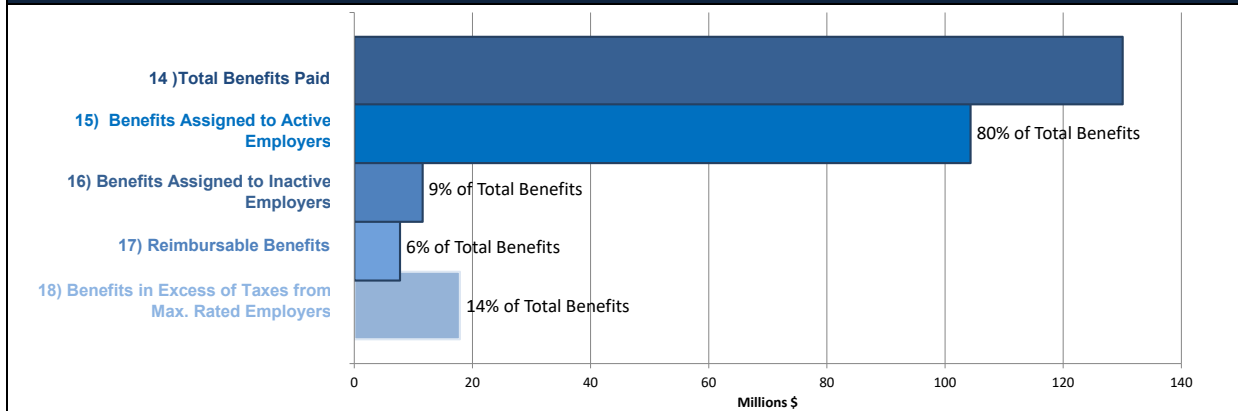
## STATE TAX FEATURES

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) %:	0.85 / 2.82	6) New Employer Tax Rate (%) <sup>1</sup> :	2.7
7) Statutory Tax Rate (Minimum / Maximum)%:	1.50 / 7.50	8) Average High Cost Multiple (1/1/2019):	0.47

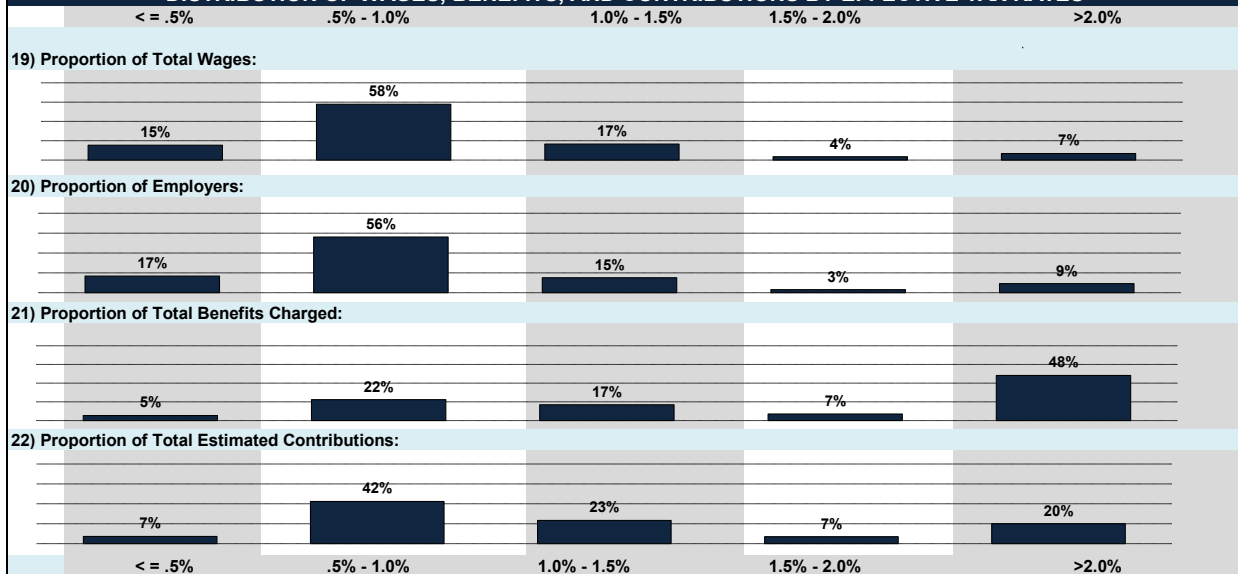
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$377	Average For Every \$100 of Wages Paid \$0.85
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$180	Maximum Rate \$900
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>Current Avg. Tax Rate 2.82%</p> <p>Minimum Adequate Financing Rate 3.40%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-17%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



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



<sup>1</sup> See "New Employer Tax Rate Table" for more information

# WISCONSIN 2019

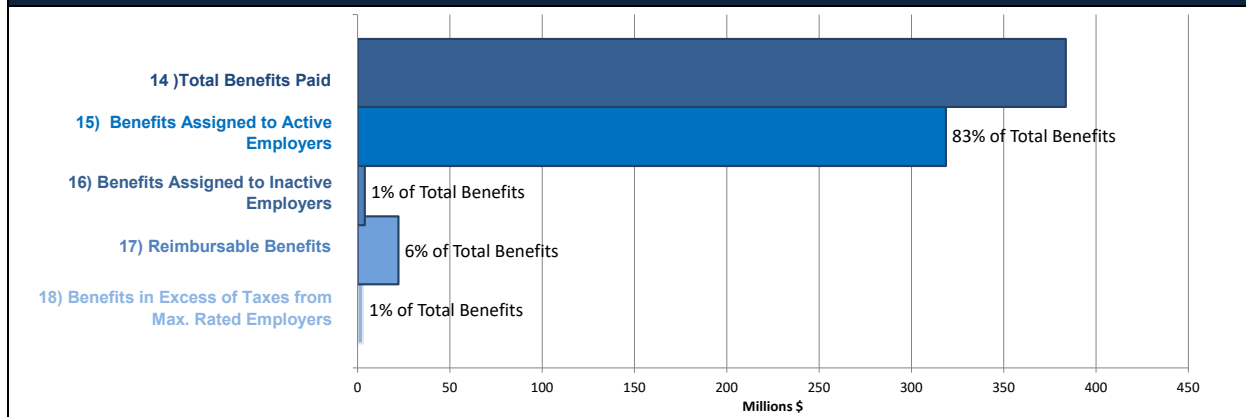
## STATE TAX FEATURES

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) %:	0.49 / 1.62	6) New Employer Tax Rate (%) <sup>1</sup> :	2.5
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00 / 10.70	8) Average High Cost Multiple (1/1/2019):	0.89

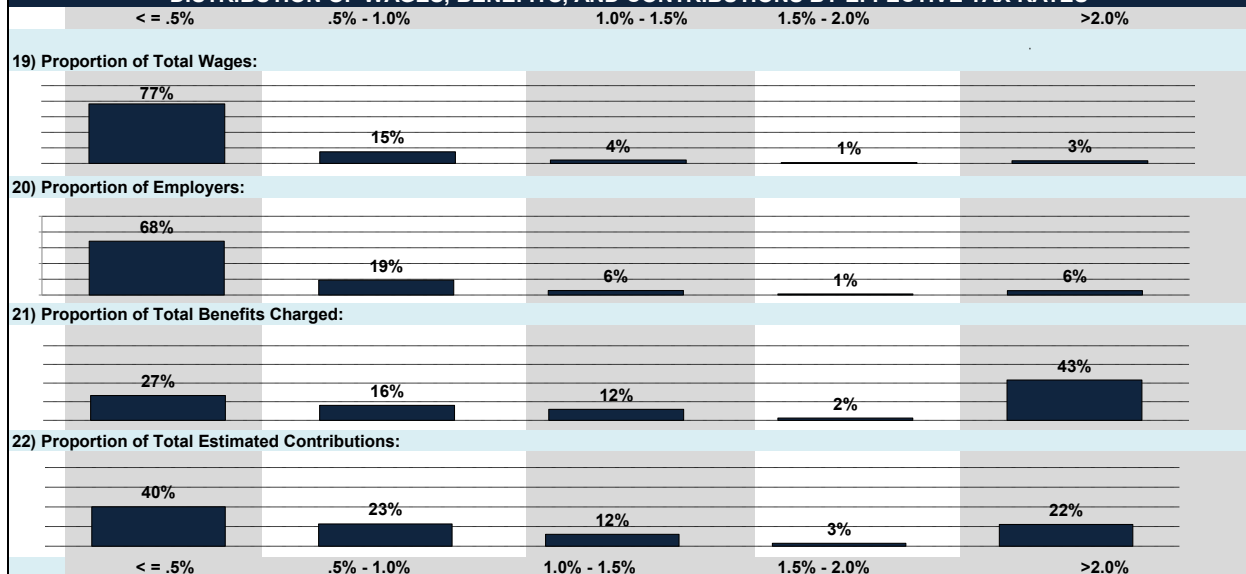
## STATE TAX LEVELS

9) Employer Contributions:	Average Per Covered Employee \$239	Average For Every \$100 of Wages Paid \$0.49
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$1,498
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>Current Avg. Tax Rate 1.62%</p> <p>Minimum Adequate Financing Rate 1.84%</p> <p>0% 7%</p>		
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: <b>-12%</b>		

## BENEFITS ASSIGNED TO INDIVIDUAL EMPLOYER EXPERIENCE RATING



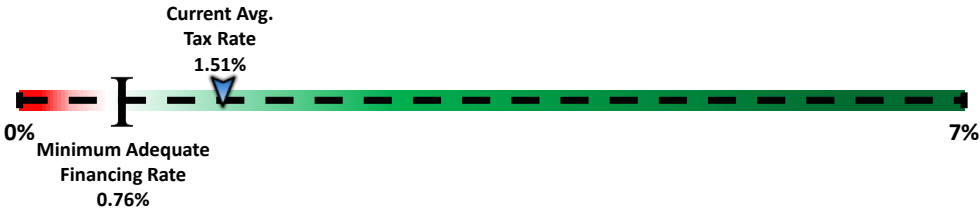
## DISTRIBUTION OF WAGES, BENEFITS, AND CONTRIBUTIONS BY EFFECTIVE TAX RATES

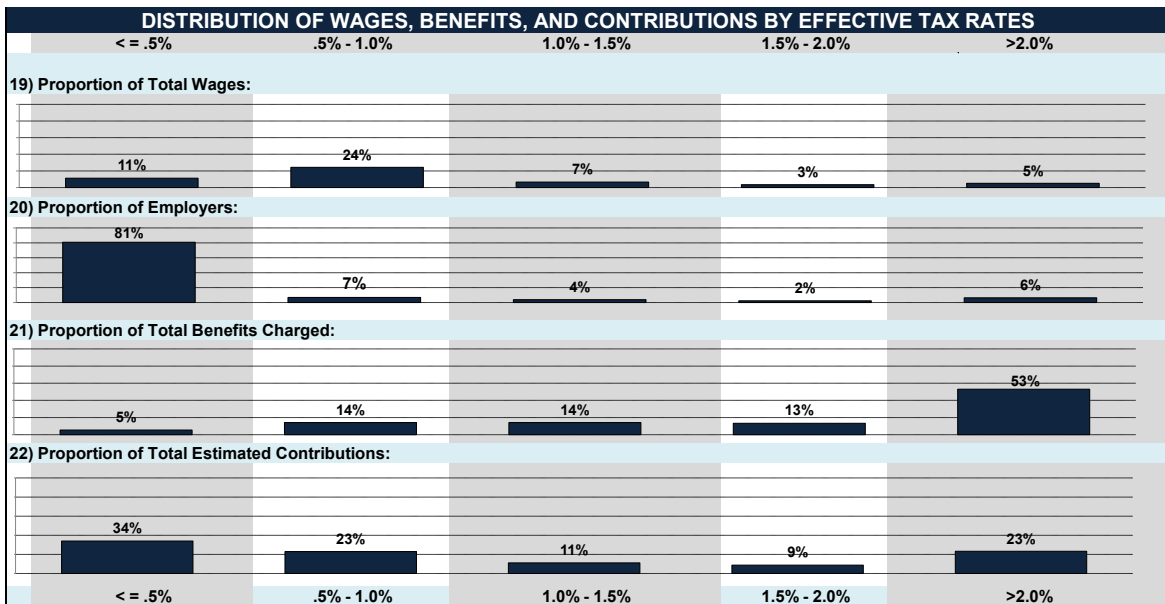
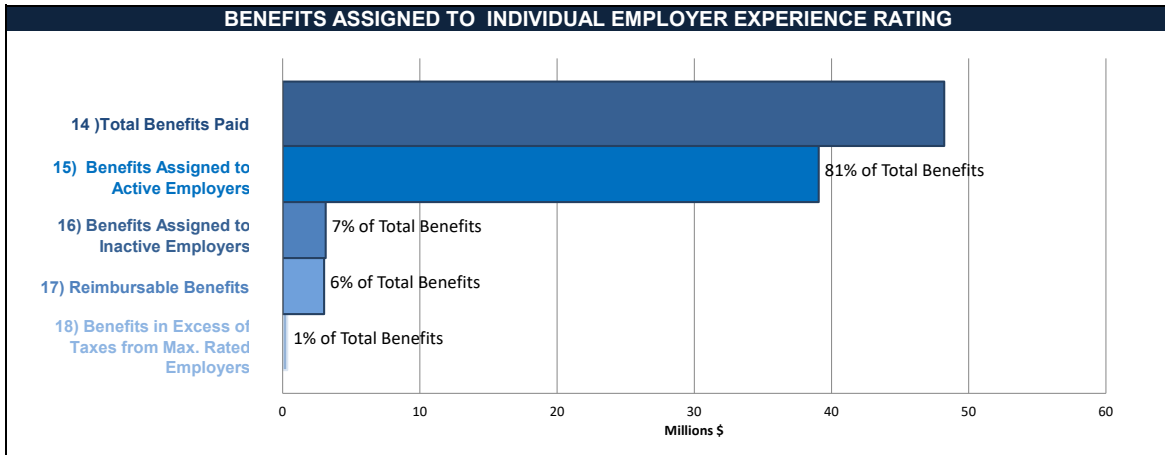


<sup>1</sup> See "New Employer Tax Rate Table" for more information

# WYOMING 2019

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 (\$):	25,400	
5) Avg. Tax Rate (Total / Taxable Wages) %:	0.74	/	1.51	6) New Employer Tax Rate (%) <sup>1</sup> :	IndAvg
7) Statutory Tax Rate (Minimum / Maximum)%:	0.00	/	8.50	8) Average High Cost Multiple (1/1/2019):	2.24

STATE TAX LEVELS			
9) Employer Contributions:	Average Per Covered Employee \$331	Average For Every \$100 of Wages Paid \$0.74	
10) Contributions Per Employee at the Tax Base:	Minimum Rate \$0	Maximum Rate \$2,159	
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 Minimum Adequate Financing Rate:			
 <p>Current Avg. Tax Rate: 1.51%</p> <p>Minimum Adequate Financing Rate: 0.76%</p>			
13) Percentage Difference Between Average Tax Rate and Minimum Adequate Financing Rate: 99%			



<sup>1</sup> See "New Employer Tax Rate Table" for more information

Chart 1

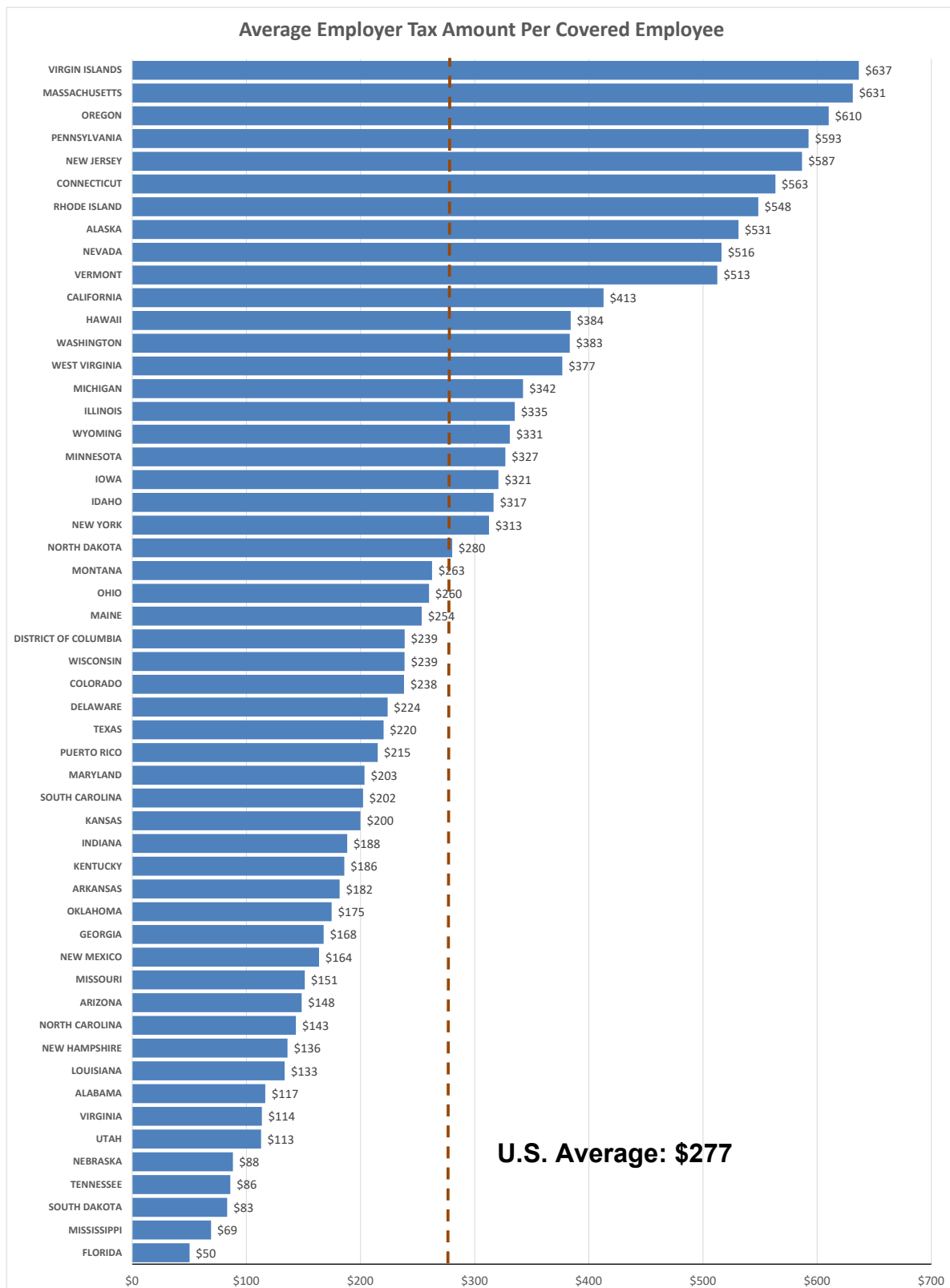


Chart 2

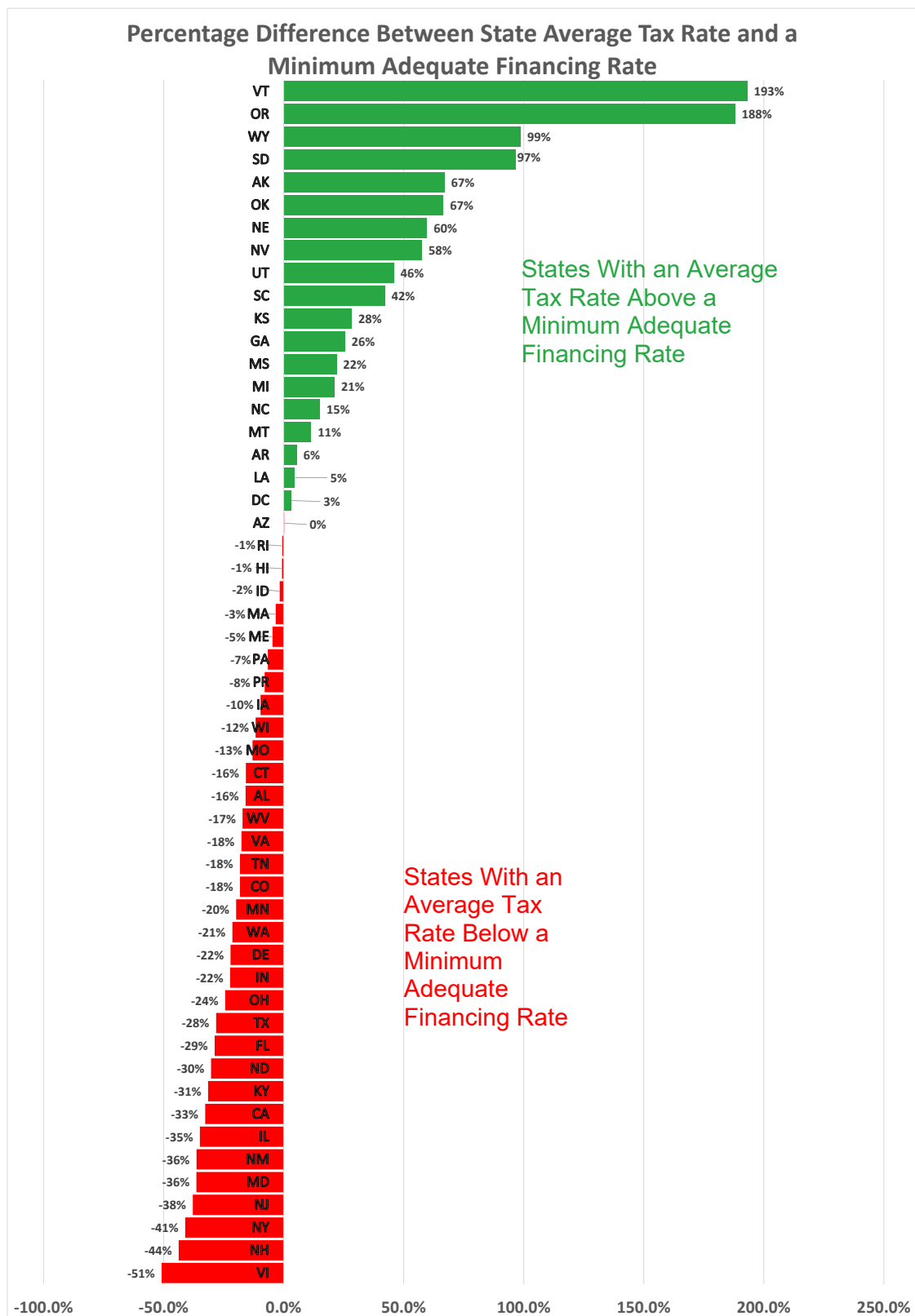
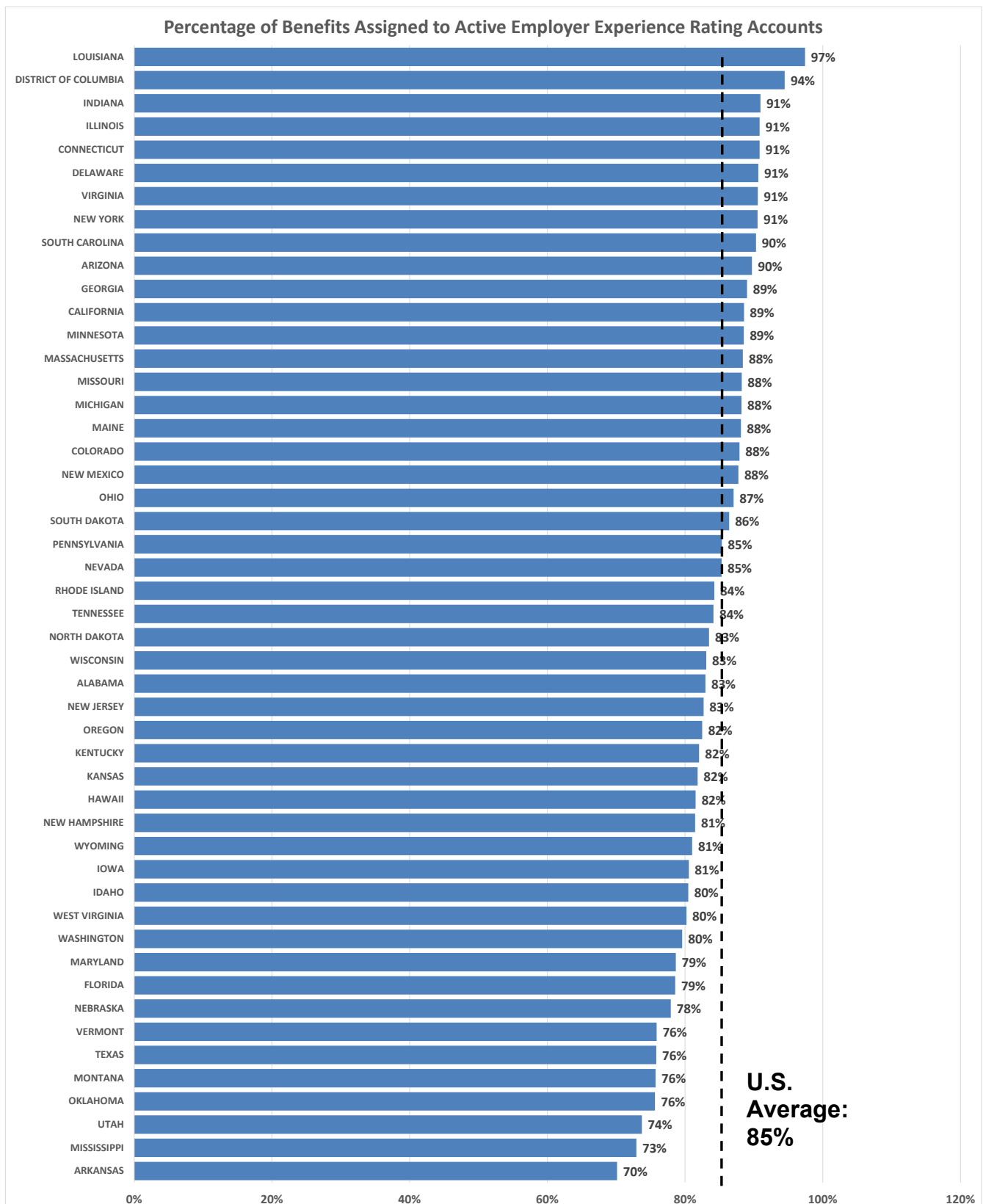




Chart 3



STATE	RATE	TAX RATE DESCRIPTION
ALABAMA	2.70%	
ALASKA	1.32%	Average industry rate, or average for all employers if undetermined industry
ARIZONA	2.00%	
ARKANSAS	2.90%	
CALIFORNIA	3.40%	
COLORADO	1.70%	Greater of 1.7%, actual rate if higher. Construction industry pays average industry rate
CONNECTICUT	3.60%	Higher of 1% or state's 5-year benefit cost rate
DELAWARE	1.60%	Construction employers pay an avg industry rate
DISTRICT OF COLUMBIA	2.70%	5.25% construction employers, 4.65% manufacturing, & 4.75% mining
FLORIDA	2.70%	
GEORGIA	2.64%	
HAWAII	2.40%	1.7%-5.2% based on schedule in effect
IDAHO	1.00%	1% - 3.36% based on fund balance calculation
ILLINOIS	3.23%	Industry average rate up to 5.4%
INDIANA	2.50%	1.60% new governmental employers IA
IOWA	1.00%	8.0% new construction employers and 1.0% new non-construction employers
KANSAS	2.70%	6.0% construction employers
KENTUCKY	2.70%	Foreign & domestic construction firms receive maximum rate
LOUISIANA	InAvg%	Industry average
MAINE	1.86%	Predetermined yield if higher
MARYLAND	2.60%	Foreign contractors assigned average industry rate
MASSACHUSETTS	2.13%	New construction employers pay industry average
MICHIGAN	2.70%	Construction employers receive industry rate
MINNESOTA	1.64%	Higher of 1% or state's 4-year benefit cost rate
MISSISSIPPI	1.00%	1% - 1.2% depending on years of liability
MISSOURI	2.51%	3.51% or InAvg; 1.3% for non-profits
MONTANA	InAvg%	Greater of 3.51% or InAvg; new construction employers pay 4.92%
NEBRASKA	1.25%	lesser of 2.5% or average combined tax rate; construction 2.6%
NEVADA	2.95%	
NEW HAMPSHIRE	1.70%	
NEW JERSEY	2.80%	
NEW MEXICO	InAvg%	New contributing employers will have a rate that is the greater of their industry average UI contribution rate or 1.0%.
NEW YORK	3.30%	Highest rate assigned to employers with positive account balances or 3.3%, whichever is less.
NORTH CAROLINA	1.00%	
NORTH DAKOTA	1.70%	Higher of 90% of the positive employer max rate or 1.0%; 5.4% for construction
OHIO	2.70%	Average rate for all employers if higher
OKLAHOMA	1.50%	Higher of 1% or the average contribution rate paid by all employers
OREGON	2.40%	
PENNSYLVANIA	3.50%	10.19% new construction employers
PUERTO RICO	3.20%	2.7% - 3.4% based upon the rate schedule in effect
RHODE ISLAND	1.50%	1% up to 4.2%
SOUTH CAROLINA	1.03%	Rate applicable to rate class 12
SOUTH DAKOTA	1.20%	1.2 % for first year, 1.0% for second if positive balance
TENNESSEE	2.70%	Construction 7.0%; sect 33 mfg. 5.5%; mining 5.0%
TEXAS	2.70%	Construction employers receive 6.0%
UTAH	InAvg%	Greater of 2.7% or industry average
VERMONT	1.00%	Industry average or rate for rate class eleven, whichever is lower
VIRGIN ISLANDS	2.00%	
VIRGINIA	2.50%	
WASHINGTON	InAvg%	Greater of predetermined yield or 1.0%
WEST VIRGINIA	2.70%	Construction and foreign entities pay 7.5%
WISCONSIN	3.05%	General employers 3.05% - 3.25%; construction 4.4% - 4.55%
WYOMING	InAvg%	InAvg, but not less than 1.0%

# Tax Measures of State Unemployment Insurance Tax Systems

## Data Definitions

Following are the definitions used for all of the items reported. 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.

<u>State Tax Measure</u>	<u>Description</u>
1) Type of Experience Rating Method:	Method used to measure employers' experience with unemployment. There are currently four methods: <a href="#">Reserve Ratio</a> , <a href="#">Benefit Ratio</a> , <a href="#">Benefit Wage Ratio</a> , and <a href="#">Payroll Decline</a> .
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 yearly total wages that is taxable.
5) Statutory Tax Rates (Minimum and Maximum):	Minimum statutory rate is the lowest tax 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, which is the average of the three highest calendar year benefit cost rates in the last twenty years- or a period including three recessions, if longer. The Benefit Cost Rate is the ratio of the total benefits paid in the state over the calendar year divided by the total wages paid in the state over the same time period.

**State Tax Levels**

**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, (item 7), divided by 100.

**10) Contributions per Employee at  
the Taxable Wage Base (Minimum/  
Maximum):**

The state taxable wage base, (item 4), multiplied by the specific statutory tax rate: Minimum: the taxable wage base times the minimum tax rate, (item 5), in effect for the year. Maximum: the taxable wage base times the maximum tax rate, (item 5), 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).

<b>12) Minimum Adequate Financing Rate:</b>	<p>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 six calendar year ratios, (not including recession years), 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.</p> <p>For states above a 1.5 AHCM, a negative solvency amount (subtracted from benefit costs) is included. This amount is equal to the amount the trust fund exceeds the thrust fund balance needed to have a 1.5 AHCM, divided by taxable wages.</p>
<b>13) The Average Tax Rate Compared to The Min. Adequate Financing Rate:</b>	<p>The percentage difference between the Average Tax Rate on Taxable Wages, (item 7), and the Adequate Financing Rate (item 12).</p>

#### **Benefit Assigned to Individual Employer Experience Rating**

<b>14) Total Benefits Paid</b>	<p>The sum of Unemployment Insurance benefits paid to individuals under a state program for all weeks compensated including partial payments for the previous twelve months ending on the state's computation date in the report year (ETA-204 report).</p>
<b>15) Benefits Charged to Active Taxable Employers:</b>	<p>The portion of total benefits paid that is assigned to active individual employer experience rating accounts (ETA-204 report).</p>
<b>16) Benefits Charged to Inactive Accounts:</b>	<p>Benefits assigned to employers that are no longer active (ETA-204 report).</p>
<b>17) Total Reimbursable Benefits Paid:</b>	<p>Benefits paid to all claimants from reimbursable employers (public sector and nonprofit organizations).</p>

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

The amount by which the benefits assigned to employers assigned the maximum tax rate in the state tax schedule the prior year exceed the projected contributions for that same group of employers in the current year. This amount is also shown as a percentage of total benefits paid (item 14) in the previous year.

#### **Distribution of Wages, Benefits, and Contributions**

**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).

**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).

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

Proportion of total benefits assigned to individual employers aggregated within intervals of effective tax rates (total contributions divided by total wages).

**22) Proportion of Estimated Contributions Effective Tax Rate:**

Proportion of total contributions aggregated within intervals of effective tax rates (total contributions divided by total wages).