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November 12, 2024

Mr. Bernard Rosauer
Wisconsin Compensation Rating Bureau
20700 Swenson Drive - Suite 100
Waukesha, WI 53186

Re: Impact on Benefits Due to Potential Change in Legislation

Dear Bernie:

The Wisconsin Compensation Rating Bureau (WCRB) requested that Milliman quantify the impact of the proposed amendments to the minimum permanent partial disability (PPD) ratings in s. DWD 80.32 of the Wisconsin Administrative Code. The Worker's Compensation Division (WCD) worked with a medical advisory committee comprised of the physicians on the Health Care Provider Advisory Committee to review and revise the minimum PPD ratings as provided for by s. 102.44 (4m), Wis. Stats.

Exhibit 1 summarizes the proposed changes to the minimum PPD ratings as compiled by the Wisconsin Department of Workforce Development (DWD).

The WCRB requested that Milliman quantify the overall potential impact from changes to the minimum PPD ratings on both indemnity losses and worker's compensation insurance premium in Wisconsin.

This letter estimates the impact and explains the assumptions used in calculating the impact.

Summary

The impact on Wisconsin worker's compensation costs will primarily depend on:

- Number of claims impacted by the change in the minimum PPD rating;
- PPD rating change (i.e., number of weeks impacted) which varies by body part and severity of injury;
- Weekly indemnity benefits received by the injured worker, which is the lower of the injured worker's temporary total disability rate (TTD) and maximum weekly PPD rate in effect at the time of the injury;
- Increases to indemnity benefits driven by injured workers deciding to pursue loss of earnings capacity benefits; and
- Other potential costs to the system (e.g., increases in medical expenses, medical record reviews, litigation / dispute resolution costs).

"Other potential costs to the system" are not considered in this analysis as we deem these items to be inestimable with the data currently available. While not included, these items could have a material impact on worker's compensation losses and premium.

More details on our approach, assumptions, and other considerations can be found in the sections following this summary.

Exhibit 2 and the following table summarizes our estimate of the impact on indemnity losses and overall premium due to the proposed increases in the minimum PPD ratings. We note that we have not projected the additional costs to the worker's compensation system associated with increases in medical losses, litigation / dispute resolution, or other insurance-related expenses. We have displayed the table below including and excluding the potential impact from increased loss of earning capacity benefits.

**Wisconsin
 Worker's Compensation**

| | Estimated Impact Excluding Loss of Earning Capacity | Estimated Impact Including Loss of Earning Capacity |
|---|--|--|
| 1) Estimated Increase in Indemnity Losses (\$M) | \$35.6 | \$45.0 |
| 2) Total Indemnity Losses prior to Increase (\$M) | \$420.0 | \$420.0 |
| 3) % Increase on Indemnity Losses (1) / (2) | 8.5% | 10.7% |
| 4) Total Standard Premium prior to Increase (\$M) | \$2,000.0 | \$2,000.0 |
| 5) % Increase on Standard Premium (1) / (4) | 1.8% | 2.2% |
| 6) Total Net Premium prior to Increase (\$M) | \$1,836.1 | \$1,836.1 |
| 7) % Increase on Net Premium (1) / (6) | 1.9% | 2.5% |
| 8) % Increase on Net Premium if (1) is 25% lower | 1.5% | 1.8% |
| 9) % Increase on Net Premium if (1) is 25% higher | 2.4% | 3.1% |

Based on the proposed changes to minimum PPD rating, we estimate indemnity losses to increase between 8.5% and 10.7%, which translates to an increase in net premium between \$35,600,000 and \$45,000,000 representing a 1.9% to 2.5% increase in net premium.

As discussed below, the number of claimants impacted by a change in the minimum PPD rating as well as the change in PPD rating is uncertain. If, in the aggregate, the estimated increase in indemnity losses is 25% lower or 25% higher, then **the impact on net premium ranges from \$26,700,000 to \$56,250,000 representing a 1.5% to 3.1% increase in net premium.**

Analysis

It is our understanding that proposed changes to the minimum PPD ratings in s. DWD 80.32 would not apply retroactively. In other words, any adopted changes will be applied for injuries occurring on or after the effective date of the proposal. Since the proposal has no effective date at this stage, we have assumed an effective date of January 1, 2025, for illustrative purposes. We have only quantified the potential impact for new policies being written and have not quantified the impact on in-force policies for claims that could occur on or after the effective date.

In order to quantify the impact both as a percentage and dollar amount of worker's compensation cost, it is important to understand the magnitude of the worker's compensation exposures in Wisconsin. The following table displays the estimated worker's compensation cost, segmented by cost component, for

policy year 2025 before reflecting proposed minimum PPD rating changes. As shown in the table below, approximately 34% of the loss payments are from indemnity payments (i.e., wage loss) and 66% relate to medical losses.

**Wisconsin
Worker's Compensation Costs**

| | Estimated Components of Policy Year 2025 Net Premium (Millions) | % of Premium | % of Total Losses |
|--|--|-------------------------|------------------------------|
| 1) Indemnity Losses | \$420.0 | 21.0% | 33.9% |
| 2) Medical Losses | 820.0 | 41.0 | 66.1 |
| 3) Total Losses (1)+(2) | 1,240.0 | 62.0 | 100.0% |
| 4) Loss Adjusting Expenses (LAE) | 214.5 | 10.7 | NA |
| 5) Other Expenses | 545.5 | 27.3 | NA |
| 6) Total Standard Premium * (3)+(4)+(5) | \$2,000.0 | 100.0 % | NA |

*Prior to premium discounts associated with expense program

As shown on Exhibit 1, the proposed changes to the minimum for PPD ratings impact claims primarily involving the back/spine, knees, hips, shoulders, ankles, wrists, and elbows, as well as injuries impacting multiple body parts.

Exhibit 3 and the following table display the estimated claims for policy year 2025. These estimates were based on Unit Statistical Report (USR) data. We have related the claims with impacted body parts to all PPD claims and to total claims.

**Wisconsin
Worker's Compensation Claims**

| Category | Estimated Policy Year 2025 Claims | Potential impacted PPD Claims % |
|---|--|--|
| 1) PPD claims with impacted body parts * | 5,445 | NA |
| 2) PPD claims with multiple body parts injured | 810 | NA |
| 3) Potential PPD claims impacted (1) + (2) | 6,255 | NA |
| 4) Total PPD claims | 9,000 | 70% ¹⁾ |
| 5) Total Claims (excluding medical only claims) | 18,000 | 35% ²⁾ |

*Based on body part (back/spine, knees, hips, shoulders, ankles, wrists, and elbows)

¹⁾ 70% = 6,255 / 9,000

²⁾ 35% = 6,255 / 18,000

As displayed above, half of all claims with indemnity are PPD claims. Approximately 70% of the PPD claims have injuries to body parts that could be impacted by the proposed change in PPD ratings. This translates to approximately 35% of all claims could be impacted by the proposed changes in PPD ratings.

The following table displays the estimated indemnity losses associated with the impacted body parts and relates these losses to other worker’s compensation loss and premium amounts.

**Wisconsin
 Worker’s Compensation**

| | Estimated for Policy Year 2025 (Millions) | Indemnity losses on potential impacted PPD claims % |
|--|--|--|
| 1) Indemnity PPD losses for impacted body parts * | \$223.6 | NA |
| 2) Indemnity PPD losses for claims with multiple body parts | 42.6 | NA |
| 3) Indemnity Losses on potential impacted PPD claims (1) + (2) | 266.2 | NA |
| 4) Total Indemnity PPD Losses | 350.2 | 76% ¹⁾ |
| 5) Total Indemnity Losses | 420.0 | 63% ²⁾ |
| 6) Total Losses (Medical and Indemnity) | 1,240.0 | 21% ³⁾ |
| 7) Total Premium | 2,000.0 | 13% ⁴⁾ |

*Based on body part (back/spine, knees, hips, shoulders, ankles, wrists, and elbows)

¹⁾ 76% = 266 / 350

²⁾ 63% = 266 / 420

³⁾ 21% = 266 / 1,240

⁴⁾ 13% = 266 / 2,000

As displayed above, the indemnity losses for claims with body parts impacted by the proposed change in PPD ratings reflect 76% of total PPD losses (as some PPD claims are not impacted by the proposed changes), 63% of all indemnity losses (as 83% of indemnity losses are associated with PPD claims), 21% of both medical and indemnity losses, and 13% of premium.

We note that not all PPD claims with back/spine, knees, hips, shoulders, ankles, wrists, elbows, or multiple body parts would be impacted by changes to the minimum PPD ratings.

Permanent partial worker’s compensation claims can be characterized as scheduled or unscheduled injuries. Scheduled injuries typically involve injuries to the hand, arms, feet, and/or legs. Once maximum medical improvement is reached, a physician determines the PPD rating, and the injured worker receives compensation based on the PPD rating. Unscheduled injuries involve injuries to the head, neck, and back. Unscheduled injuries can be more difficult to assess and evaluate as they can involve soft tissue areas and pain measurement can be subjective.

In addition to compensation based on the PPD rating, injured workers with unscheduled injuries can also receive compensation for loss of earning capacity. Determining the loss of earning capacity is difficult and can involve litigation and dispute resolutions. Establishing a minimum PPD rating for certain body parts (e.g. spine disc herniation) where a minimum PPD rating did not previously exist could lead to additional

claims for loss of earning capacity. This would increase indemnity payments, as well as costs related to litigation and dispute resolution. For example, an injured worker who currently receives a 0% PPD rating for a spine disc herniation may not pursue loss of earning capacity benefits. However, under the proposed plan, that same injured worker would receive a 2% minimum PPD rating and in turn may consider pursuing the additional loss of earning capacity benefit given the established PPD rating.

General Assumptions

Exhibits 4 through 7 display the estimated number of claims and the impact on indemnity benefits by body part.

Based on data provided by DWD, we assumed that the average weekly PPD award would be 98% of the maximum award, effectively assuming that most (but not all) claimants receive the maximum amount.

The estimated number of claims were selected based on:

- The current distribution of loss of use PPD ratings (supplied by DWD),
- USR data containing body part and nature of injury (supplied by the WCRB),
- Medical call data (collected by the WCRB), and
- Professional judgment.

The potential percentage increase of PPD ratings was based on a review of the DWD summary, as displayed on Exhibit 1. Note that for some body parts, we group various claims together since claim details were not available to separately estimate the number of claims impacted by the various changes.

We estimated the impact on indemnity losses associated with increased number of claims seeking loss of earning capacity benefits by reviewing the medical and indemnity losses for back, spine, and neck related claims. Based on medical losses, we separated the claims into:

- 1) claims likely to have received a surgery, and
- 2) claims not likely to have received a surgery.

We compared the average indemnity payments between these claim groupings. We estimated that the indemnity benefits period for claims that were likely to have had surgery was 50 weeks longer than those who were not likely to have had surgery, after adjusting for the average current PPD rating for back surgical claims. We assumed that this difference in potential loss of earning capacity benefits is equivalent to a 5% increase in PPD rating. Results for individual claims would differ from the 5% assumption utilized. We applied the additional 5% PPD rating to the estimated number of claims that did not have a previous PPD rating. The estimated increase in loss of earning capacity benefits is \$9.4 million (Exhibit 4).

There is considerable uncertainties involved in quantifying the impact of changes to PPD ratings:

- The number of claims impacted is uncertain;
- Summarized data is available by body part; however, additional detailed injury classifications by body part and loss of use is not readily available.
- Current PPD rating percentages by claim are available, but it is uncertain if the ratings on those current claims would be impacted by the proposed minimum PPD rating changes. Specifically,
 - Proposed changes may be codifying ratings that physicians are already implementing, leading to no impact.
 - Increasing the minimums on certain types of injuries might influence how physicians rate other more severe claims, which could increase the PPD ratings for those claims.
- Number of additional claims that may qualify for loss of earning capacity benefits after receiving a minimum PPD rating under the proposed system. The impact on loss of earning capacity benefits would vary by claimant based on the imposed restrictions and occupation, adding more uncertainty to this quantification.

Additional Considerations

In the above analysis, we did not estimate the impact to certain body parts, such as toes, kidney, spleen, and loss of smell. We believe the overall impact in changes to the minimum PPD rating on these body parts would be immaterial.

In the above analysis, we have estimated increases only in indemnity costs associated with changes to minimum PPD ratings. It is likely that medical costs would also increase as additional medical services are needed to evaluate these injuries. For example, medical professionals would need to evaluate, measure and document loss of internal and external rotation for shoulder injuries. We have also not estimated any increases in insurance carrier expenses or changes in litigation trends associated with changes in PPD ratings.

We estimated the increased cost associated with the Wisconsin insurance market. Our analysis does not reflect an increase in cost to the self-insured market.

As noted above, it is our understanding that any changes to the minimum PPD ratings in s. DWD 80.32 would not be retroactive. If this proposed change were applied retroactively, premium paid by insureds and collected by insurance carriers would be deficient as it did not consider these changes to minimum PPD ratings. We have not quantified the impact on in-force policies for claims that occur on or after the effective date.

Medical professionals will provide care to injured workers regardless of the injury date, regardless of whether the proposed changes are meant to be retroactive or prospective. This could lead to PPD rating changes for injured workers with injury dates prior to the effective date of this proposal. We have not quantified the impact on open and reopened claims. Insurance carriers could challenge the PPD rating on claims with injury dates prior to the effective date but this would likely lead to an increase in defense costs. We have not quantified the impact for claims occurring prior to the proposed effective date nor increases in insurance carriers' expenses.

Data and Data Limitations

In estimating the impact to the worker's compensation indemnity losses and overall premium due to the proposed changes in minimum PPD ratings, we utilized four main sources of data:

- Financial Call Data;
- Unit Stat Data;
- Medical Call Data; and
- Data from DWD.

Financial Call Data was available as of December 31, 2023. The Financial Call Data is not available by injury type or body part.

The Unit Stat Data is available by policy year and injury type for the last 10 policy years. Data is provided by body part injured, but not the severity of the injury or whether minimum PPD ratings would be applicable.

The DWD provided a five-year history of the number of claims by body part that are receiving PPD ratings and the number of claims receiving various loss of use ratings. It is uncertain if the claim is receiving the minimum amount that would be impacted by the proposed change in minimum ratings.

Public Disclosure of Results

In the event that the WCRB wishes to disclose the results of Milliman's work publicly, the following conditions shall apply:

WCRB may distribute or submit for publication the final, non-draft version of reports which, by mutual written agreement, are intended for general public distribution. WCRB shall not edit, modify, summarize, abstract or otherwise change the content of any final report and any distribution must include the entire report.

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Other Considerations

The intended purpose of this letter is to assist the WCRB in estimating the impact of proposed minimum PPD rating changes.

Lori Julga and Drew Groth are Fellows of the Casualty Actuarial Society and Members of the American Academy of Actuaries (AAA) and meet the Qualification Standards of the AAA to render the actuarial opinion contained herein.

In performing this analysis, we relied on data and other information provided by WCRB. We have not audited or verified this data and other information. Our analysis is also based on our understanding of the proposed changes based on conversations with the WCRB. If the underlying data, information or our interpretation of the proposed changes is inaccurate or incomplete, the results of our analysis may likewise be inaccurate or incomplete. In that event, the results of our analysis may not be suitable for the intended purpose.

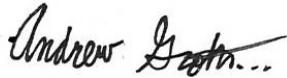
We performed a limited review of the data used directly in our analysis for reasonableness and consistency and have not found material defects in the data. If there are material defects in the data, it is possible that they would be uncovered by a detailed, systematic review and comparison of the data to search for data values that are questionable or for relationships that are materially inconsistent. Such a review was beyond the scope of our assignment.

Differences between our projections and actual amounts depend on the extent to which future experience conforms to the assumptions made for this analysis. It is certain that actual experience will not conform exactly to the assumptions to be used in this analysis. Actual amounts will differ from projected amounts to the extent that actual experience is better or worse than expected.

Sincerely,



Lori E. Julga, FCAS, MAAA
Principal and Consulting Actuary



Andrew B. Groth, FCAS, MAAA
Consulting Actuary

LEJ/ABG/all

Summary of Proposed Changes to PPD Ratings

| Body Part | Current Rating | # of weeks | Proposed Rating | # of weeks ² | Difference | Notes |
|--------------------------------|----------------|------------|-----------------|-------------------------|------------|---|
| Hip - Joint Resurfacing | 35% | 175 | 30% | 150 | (25.0) | resurfacing currenting considered same as partial replacement |
| Hip - Labral Repair | N/A | 0 | 5% | 25 | 25.0 | no current minimum for this procedure |
| Knee - Ankylosis | 40% | 170 | 50% | 212.5 | 42.5 | Ankylosis in optimum position at 10 degrees |
| Knee - Loss of Flexion | N/A | 0 | 25% | 106.25 | 106.3 | 90 - degree loss of flexion (severe limitation) |
| Knee - Loss of Flexion | N/A | 0 | 10% | 42.5 | 42.5 | 45 - degree loss of flexion (moderate limitation) |
| Knee - Loss of Flexion | N/A | 0 | 5% | 21.25 | 21.3 | 30 - degree loss of flexion (mild limitation) |
| Knee - Loss of Extension | N/A | 0 | 30% | 127.5 | 127.5 | 30 - degree loss of extension (severe limitation) |
| Knee - Loss of Extension | N/A | 0 | 15% | 63.75 | 63.8 | 20 - degree loss of extension (moderate limitation) |
| Knee - Loss of Extension | N/A | 0 | 5% | 21.25 | 21.3 | 10 - degree loss of extension (mild limitation) |
| Knee - Total Prosthesis | 50% | 212.5 | 40% | 170 | (42.5) | With advanced technology there are now better outcomes |
| Knee - Partial Prosthesis | 45% | 191.25 | 35% | 148.75 | (42.5) | With advanced technology there are now better outcomes |
| Knee - Joint Resurfacing | 45% | 191.25 | 30% | 127.5 | (63.8) | Resurfacing is less invasive procedure than a partial prosthesis |
| Knee - Patellar Excision | N/A | 0 | 20% | 85 | 85.0 | Patella is a key component for knee extension |
| Knee - Patellar Dislocation | N/A | 0 | 10% | 42.5 | 42.5 | The minimum rating is for surgical repair of patellar dislocation |
| Knee - Meniscectomy | 5% | 21.25 | 8% | 34 | 12.8 | Increase rating for removal of 50% or more of meniscus |
| Knee - Meniscectomy | 5% | 21.25 | 5% | 21.25 | - | Maintain 5% rating for removal of up to 50% of meniscus |
| Knee - Meniscectomy | 5% | 21.25 | 3% | 12.75 | (8.5) | Decrease rating to 3% for repair/debridement of meniscus |
| Knee - Posterior C. Ligament | N/A | 0 | 10% | 42.5 | 42.5 | Establish rating for posterior cruciate ligament reconstruction |
| Knee - Anterior C. Ligament | 10% | 42.5 | 5% | 21.25 | (21.3) | Decrease rating for debridement of ACL |
| Knee - Tibial Osteotomy | N/A | 0 | 10% | 42.5 | 42.5 | |
| Ankle - Total Ankylosis | 40% | 100 | 50% | 125 | 25.0 | Total loss of motion of ankle in optimum position |
| Ankle - Total Ankylosis | 30% | 75 | 35% | 87.5 | 12.5 | Total ankylosis with loss of dorsi & plantar flexion |
| Ankle - Total Prosthesis | N/A | 0 | 40% | 100 | 100.0 | |
| Ankle - Partial Prosthesis | N/A | 0 | 35% | 87.5 | 87.5 | |
| Ankle - Joint Resurfacing | N/A | 0 | 30% | 75 | 75.0 | |
| Toes - Ankylosis -Mid. Joint | N/A | 0 | 15% | | | 15% rating for ankylosis of lesser toes at middle joint |
| Toes - Ankylosis - Dist. Joint | N/A | 0 | 10% | | | 10% rating for ankylosis of lesser toes at distal joint |

Summary of Proposed Changes to PPD Ratings

| Body Part | Current Rating | # of weeks | Proposed Rating | # of weeks2 | Difference | Notes |
|---------------------------------|----------------|------------|-----------------|-------------|------------|---|
| Shoulder - Partial Prosthesis | 50% | 250 | 45% | 225 | (25.0) | |
| Shoulder - Joint Resurfacing | 50% | 250 | 40% | 200 | (50.0) | |
| Shoulder - 45 Degree Elev. | 30% | 150 | 40% | 200 | 50.0 | Limitation of elevation in flexion & abduction 45 degrees |
| Shoulder - 135 Degree Elev. | 5% | 25 | 10% | 50 | 25.0 | Limitation of elevation in flrxion & abduction to 135 degrees |
| Shoulder - External Rotation | N/A | 0 | 9% | 45 | 45.0 | Severe loss of external rotation limited to 10 degrees |
| Shoulder - External Rotation | N/A | 0 | 6% | 30 | 30.0 | Moderate loss of external rotation limited to 20 degrees |
| Shoulder - External Rotation | N/A | 0 | 3% | 15 | 15.0 | Mild loss of external rotation limited to 45 degrees |
| Shoulder - Internal Rotation | N/A | 0 | 6% | 30 | 30.0 | Severe loss of internal rotation limited to 10 degrees |
| Shoulder - Internal Rotation | N/A | 0 | 4% | 20 | 20.0 | Moderate loss of internal rotation limited to 20 degrees |
| Shoulder - Internal Rotation | N/A | 0 | 2% | 10 | 10.0 | Mild loss of internal rotation limited to 45 degrees |
| Shoulder - Rotator Cuff | N/A | 0 | 10% | 50 | 50.0 | Rotator cuff reconstruction |
| Shoulder - Rotator Cuff | N/A | 0 | 5% | 25 | 25.0 | Rotator cuff debridement |
| Shoulder - Labral Repair | N/A | 0 | 5% | 25 | 25.0 | Anterior, posterior & superior labral repair |
| Shoulder - Distal Clavicle | N/A | 0 | 3% | 15 | 15.0 | Complete distal clavicle excision |
| Shoulder - Biceps Tendon | N/A | 0 | 3% | 15 | 15.0 | Repair of the proximal biceps tendon |
| Elbow - Total Prosthesis | N/A | 0 | 40% | 180 | 180.0 | |
| Elbow - Partial Prosthesis | N/A | 0 | 20% | 90 | 90.0 | |
| Elbow - Distal Biceps Tendon | N/A | 0 | 5% | 22.5 | 22.5 | Repair of distal biceps tendon |
| Elbow - Flex. & Ext. Tendons | N/A | 0 | 5% | 22.5 | 22.5 | Repair of tendonitis or tear of flexor or extensor tendons |
| Elbow - Loss of Flexion | N/A | 0 | 30% | 135 | 135.0 | Severe loss of flexion limited to 30 degrees |
| Elbow - Loss of Flexion | N/A | 0 | 20% | 90 | 90.0 | Moderate loss of flexion limited to 70 degrees |
| Elbow - Loss of Flexion | N/A | 0 | 5% | 22.5 | 22.5 | Mild loss of flexion limited to 110 degrees |
| Elbow - Loss of Extension | N/A | 0 | 30% | 135 | 135.0 | Severe Loss of extension limited to 30 degrees |
| Elbow - Loss of Extension | N/A | 0 | 20% | 90 | 90.0 | Moderate loss of extension limited to 70 degrees |
| Elbow - Loss of extension | N/A | 0 | 5% | 22.5 | 22.5 | Mild loss of extension limited to 110 degrees |
| Elbow - Loss of Pronation | N/A | 0 | 10% | 45 | 45.0 | Moderate loss of pronation limited to 30 degrees |
| Elbow - Loss of Pronation | N/A | 0 | 3% | 13.5 | 13.5 | Mild loss of pronation limited to 60 degrees |
| Elbow - Loss of Supination | N/A | 0 | 7% | 31.5 | 31.5 | Moderate loss of supination |
| Elbow - Loss of Supination | N/A | 0 | 2% | 9 | 9.0 | Mild loss of supination |
| Elbow - Rotational Ankylosis | 20% | 90 | 25% | 112.5 | 22.5 | Rotational ankylosis in neutral position |
| Wrist - Total Prosthesis | N/A | 0 | 40% | 160 | 160.0 | |
| Wrist - Partial Prosthesis | N/A | 0 | 35% | 140 | 140.0 | |
| Wrist - Total Loss of Extension | 12.50% | 50 | 15% | 60 | 10.0 | |
| Wrist - Total Loss of Flexion | 7.50% | 30 | 12% | 48 | 18.0 | |
| Loss of Nerve Function-Digits | 50% | | 55% | | | Complete loss of sensation to any digit |
| Loss of Sensation-Palmar | 35% | | 40% | | | Loss of sensation to palmar surface of any digit |
| Loss of Sensation- Digital | N/A | 0 | 20% | | | Loss of sensation from damage to digital nerve |
| Ulnar Nerve Paralysis-Sensory | 50% @ wrist | 200 | 50% @ elbow | 225 | 25.0 | Includes motor & sensory involvement above mid forearm |

Summary of Proposed Changes to PPD Ratings

| Body Part | Current Rating | # of weeks | Proposed Rating | # of weeks2 | Difference | Notes |
|------------------------------|--------------------|--------------|--------------------|-------------|----------------|--|
| Ulnar Nerve-Motor | N/A | 0 | 45% @ elbow | 202.5 | 202.5 | Motor involvement of ulnar nerve above mid forearm |
| Ulnar Nerve - Sensory | N/A | 0 | 15% @ elbow | 67.5 | 67.5 | Sensory loss of ulnar nerve above mid forearm |
| Ulnar Nerve-Sensory & Motor | 45% - 50% @wrist | 180-200 | 40% @ wrist | 160.00 | (20.00-40.00) | Motor & sensory involvement of ulnar nerve below mid forearm |
| Ulnar Nerve- Motor | 35% - 45% @wrist | 140-180 | 35% @ wrist | 140 | (0-40) | Motor involvement of ulnar nerve below mid forearm |
| Ulnar Nerve - Sensory | 25% @ wrist | 100 | 15% @ wrist | 60 | (40.0) | Total ulnar nerve sensory loss to a hand |
| Ulnar Nerve-Sensory | 5%-10% @ wrist | 20-40 | Combine with above | 0 | (20.00-40.00) | Sensory involvement only below mid forearm |
| Median Nerve-Motor/Sensory | 55%-65% @ wrist | 220-260 | 65% @ elbow | 292.5 | 32.50-72.50 | Motor & sensory involvement above mid forearm |
| Median Nerve-Motor | N/A | 0 | 45% @ elbow | 202.5 | 202.5 | Motor involvement above mid forearm |
| Median Nerve-Sensory | N/A | 0 | 40% @ elbow | 180 | 180.0 | Sensory involvement above mid forearm |
| Thenar Paralysis-Sensory | 40%-50% @ wrist | 160-200 | 50% @ wrist | 200 | 0-40.00 | Thenar paralysis with sensory loss |
| Median Nerve-Motor | N/A | 0 | 25% @ wrist | 100 | 100.0 | Motor involvement below mid forearm |
| Median Nerve-Sensory | 65%-75% @ wrist | 260-300 | 45% @ wrist | 180 | (80.00-120.00) | Median sensory involvement only below mid forearm |
| Radial Nerve Paralysis | 45%-50% @ shoulder | 225-250 | 45% @ shoulder | 225 | (0-25.00) | Motor & sensory involvement including triceps |
| Radial Nerve-Motor | N/A | 0 | 40% @ shoulder | 200 | 200.0 | Motor involvement only including triceps |
| Radial Nerve-Sensory | N/A | 0 | 5% @ shoulder | 25 | 25.0 | Sensory involvement only including upper arm |
| Radial Nerve-Sensory & Motor | N/A | 0 | 40% @ elbow | 180 | 180.0 | Motor & sensory involvement below elbow |
| Radial Nerve Paralysis | 45%-50% @ wrist | 180-200 | 35% @ elbow | 157.5 | (22.50-42.50) | Paralysis with complete loss of extension to wrist & fingers |
| Radial Nerve-Sensory | N/A | 0 | 5% @ elbow | 22.5 | 22.5 | Sensory involvement only below elbow |
| Axillary Nerve-Motor/Sensory | N/A | 0 | 35% @ shoulder | 170 | 170.0 | Complete loss of motor & sensory involvement |
| Axillary Nerve- Motor | N/A | 0 | 33% @ shoulder | 165 | 165.0 | Complete loss of motor involvement |
| Axillary Nerve-Sensory | N/A | 0 | 2% @ shoulder | 10 | 10.0 | Complete loss of sensory involvement |
| Musculocutaneous Nerve | N/A | 0 | 30% @ shoulder | 150 | 150.0 | Complete loss of motor & sensory involvement |
| Musculocutaneous Nerve | N/A | 0 | 25% @ shoulder | 125 | 125.0 | Complete loss of motor involvement |
| Musculocutaneous Nerve | N/A | 0 | 5% @ shoulder | 25 | 25.0 | Complete loss of sensory involvement |
| Peroneal Nerve | 25%-30% @ knee | 106.25-127.5 | 40% @ ankle | 100 | (6.25-27.50) | Complete loss of peroneal nerve causing a foot drop |
| Peroneal Nerve-Motor | N/A | 0 | 35% @ ankle | 87.5 | 87.5 | Motor involvement only causing a foot drop |
| Peroneal Nerve- Sensory | N/A | 0 | 10% @ ankle | 25 | 25.0 | Sensory involvement only |
| Tibial Nerve | N/A | 0 | 45% @ ankle | 112.5 | 112.5 | Complete loss of tibial nerve function |
| Tibial Nerve-Motor | N/A | 0 | 30% @ ankle | 75 | 75.0 | Motor involvement only that causes plantarflexion weakness |
| Tibial Nerve- Sensory | N/A | 0 | 15% @ ankle | 37.5 | 37.5 | Sensory involvement only |
| Plantar Nerve-Sensory | N/A | 0 | 12% @ ankle | 30 | 30.0 | Sensory involvement only |

Summary of Proposed Changes to PPD Ratings

| Body Part | Current Rating | # of weeks | Proposed Rating | # of weeks ² | Difference | Notes |
|------------------------------|-------------------|------------|-------------------|-------------------------|------------|---|
| Carpal Tunnel Release | N/A | 0 | 2% @ wrist | 8 | 8.0 | |
| Cubital Tunnel Release | N/A | 0 | 2% @ elbow | 9 | 9.0 | |
| Ulnar Nerve Transposition | N/A | 0 | 5% @ elbow | 22.5 | 22.5 | |
| Spine Fusion Per Level | 5% BAW | 50 | 7% BAW | 70 | 20.0 | |
| Spine Decompression/Fusion | 10% BAW | 100 | 12% BAW | 120 | 20.0 | |
| Spine Artificial Disc | 7.5% BAW | 75 | 10% BAW | 100 | 25.0 | |
| Spine Disc Herniation | N/A | 0 | 2% BAW | 20 | 20.0 | |
| Spine-Spinal Cord Stimulator | N/A | 0 | 2% BAW | 20 | 20.0 | Rating for implantation of permanent spinal cord stimulator |
| Intrathecal Pain Pump | N/A | 0 | 2% BAW | 20 | 20.0 | Rating for implantation of intrathecal pain pump |
| Spine Sacroiliac Fusion | N/A | 0 | 7% BAW | 70 | 70.0 | |
| Spine Coccyx Fracture | N/A | 0 | 5% BAW | 50 | 50.0 | |
| Pelvic Fracture | N/A | 0 | 10% BAW | 100 | 100.0 | |
| Symphysis Pubis Separation | N/A | 0 | 10% BAW | 100 | 100.0 | |
| Thumb Ankylosis of Prox. | 20% @ prox. joint | 24 | 25% @ prox. Joint | 30 | 6.0 | Ankylosis of thumb at proximal joint with full extension |
| Finger Ankylosis of Mid. | 75% @ mid. Joint | | 70% @ mid. Joint | | | Ankylosis of finger at middle joint at mid-position |
| Finger/Thumb Prosthesis | N/A | 0 | 40% @ prox. Joint | | | Minimum rating of 40% for finger or thumb prosthesis |
| Loss of One (1) Kidney | 5% BAW | 50 | 10% BAW | 100 | 50.0 | |
| Loss of Remaining Kidney | N/A | 0 | 20% BAW | 200 | 200.0 | The minimum rating is for loss of an only remaining kidney |
| Loss of Smell | 2.5% BAW | 25 | 5% BAW | 50 | 25.0 | |
| Loss of Spleen | N/A | 0 | 5% BAW | 50 | 50.0 | |

Wisconsin Worker's Compensation
 Estimated \$ Impact on Increasing Minimum PPD Ratings
 For Policies Effective January 1, 2025

| | (A) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
|---|--|--|---|--|--|------------------------------------|--|--|----------------------|----------------|-------|--------------------|-------------|--|------------------|-------------|------|---------------------------|--|--|----------------------|----------------|-------|---------------------|-------------|--|-------------------|-------------|------|------------------|--|--|-----------------------|----------------|------|---------------------|-------------|--|-------------------|---------------|------|----------|-------------|--|-----------------------|-------------|--|------------------------------|----------------------|-------------|------------------------------------|---------------|--|-------------------------------|----------------------|-------------|
| Impact on change in minimum PPD Ratings for: | | (B) Impact Including Loss of Earning Capacity | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (1) Spine/Neck/Back | \$ 5,618,752 | \$ 15,062,032 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (2) Shoulders | 23,565,276 | 23,565,276 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (3) Hips/Knees/Ankles | 4,477,617 | 4,477,617 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (4) Wrists/ Elbows | 1,893,056 | 1,893,056 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (5) Total | 35,554,700 | 44,997,980 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| <table border="0" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 50%; border-bottom: 1px solid black;">Losses, Expenses and Premium Prior to Proposed Changes</th> <th style="width: 25%; border-bottom: 1px solid black; text-align: center;">Impact as a % of Component (A5)/(A)</th> <th style="width: 25%; border-bottom: 1px solid black; text-align: center;">Impact as a % of Component (B5)/(A)</th> </tr> </thead> <tbody> <tr> <td colspan="3" style="padding-left: 20px;">PPD Losses for Impacted Body Parts</td> </tr> <tr> <td>(6) Indemnity Losses</td> <td style="text-align: right;">\$ 266,152,000</td> <td style="text-align: right;">13.4%</td> </tr> <tr> <td>(7) Medical Losses</td> <td style="text-align: right;">377,994,000</td> <td></td> </tr> <tr> <td>(8) Total Losses</td> <td style="text-align: right; border-top: 1px solid black;">644,146,000</td> <td style="text-align: right;">5.5%</td> </tr> <tr> <td colspan="3" style="padding-left: 20px;">PPD Losses for All Claims</td> </tr> <tr> <td>(9) Indemnity Losses</td> <td style="text-align: right;">\$ 350,200,000</td> <td style="text-align: right;">10.2%</td> </tr> <tr> <td>(10) Medical Losses</td> <td style="text-align: right;">517,800,000</td> <td></td> </tr> <tr> <td>(11) Total Losses</td> <td style="text-align: right; border-top: 1px solid black;">868,000,000</td> <td style="text-align: right;">4.1%</td> </tr> <tr> <td colspan="3" style="padding-left: 20px;">Total All Claims</td> </tr> <tr> <td>(12) Indemnity Losses</td> <td style="text-align: right;">\$ 420,000,000</td> <td style="text-align: right;">8.5%</td> </tr> <tr> <td>(13) Medical Losses</td> <td style="text-align: right;">820,000,000</td> <td></td> </tr> <tr> <td>(14) Total Losses</td> <td style="text-align: right; border-top: 1px solid black;">1,240,000,000</td> <td style="text-align: right;">2.9%</td> </tr> <tr> <td>(15) LAE</td> <td style="text-align: right;">214,520,000</td> <td></td> </tr> <tr> <td>(16) Other Expenses *</td> <td style="text-align: right;">545,480,000</td> <td></td> </tr> <tr> <td>(17) Standard Premium</td> <td style="text-align: right; border-top: 1px solid black;">2,000,000,000</td> <td style="text-align: right;">1.8%</td> </tr> <tr> <td>(18) Premium Discount for Expenses</td> <td style="text-align: right;">(163,865,546)</td> <td></td> </tr> <tr> <td>(19) Total Net Premium</td> <td style="text-align: right; border-top: 1px solid black;">1,836,134,454</td> <td style="text-align: right;">1.9%</td> </tr> </tbody> </table> | | | Losses, Expenses and Premium Prior to Proposed Changes | Impact as a % of Component (A5)/(A) | Impact as a % of Component (B5)/(A) | PPD Losses for Impacted Body Parts | | | (6) Indemnity Losses | \$ 266,152,000 | 13.4% | (7) Medical Losses | 377,994,000 | | (8) Total Losses | 644,146,000 | 5.5% | PPD Losses for All Claims | | | (9) Indemnity Losses | \$ 350,200,000 | 10.2% | (10) Medical Losses | 517,800,000 | | (11) Total Losses | 868,000,000 | 4.1% | Total All Claims | | | (12) Indemnity Losses | \$ 420,000,000 | 8.5% | (13) Medical Losses | 820,000,000 | | (14) Total Losses | 1,240,000,000 | 2.9% | (15) LAE | 214,520,000 | | (16) Other Expenses * | 545,480,000 | | (17) Standard Premium | 2,000,000,000 | 1.8% | (18) Premium Discount for Expenses | (163,865,546) | | (19) Total Net Premium | 1,836,134,454 | 1.9% |
| Losses, Expenses and Premium Prior to Proposed Changes | Impact as a % of Component (A5)/(A) | Impact as a % of Component (B5)/(A) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PPD Losses for Impacted Body Parts | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (6) Indemnity Losses | \$ 266,152,000 | 13.4% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (7) Medical Losses | 377,994,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (8) Total Losses | 644,146,000 | 5.5% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| PPD Losses for All Claims | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (9) Indemnity Losses | \$ 350,200,000 | 10.2% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (10) Medical Losses | 517,800,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (11) Total Losses | 868,000,000 | 4.1% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| Total All Claims | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (12) Indemnity Losses | \$ 420,000,000 | 8.5% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (13) Medical Losses | 820,000,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (14) Total Losses | 1,240,000,000 | 2.9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (15) LAE | 214,520,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (16) Other Expenses * | 545,480,000 | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (17) Standard Premium | 2,000,000,000 | 1.8% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (18) Premium Discount for Expenses | (163,865,546) | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |
| (19) Total Net Premium | 1,836,134,454 | 1.9% | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | | |

* Production and General Expenses and Taxes, Licenses and Fees

Wisconsin Worker's Compensation
 Estimate Claim Impact on Increasing Minimum PPD Ratings
 For Policies Effective January 1, 2025

| | | % of Total Claims (A) | % of PPD Claims (B) |
|--|--------------|--------------------------|------------------------|
| A Total Indemnity Claims (Excludes medical only claims) | 18,000 | | |
| B PPD Claims (USR Data) | 9,000 | 50.0% | |
| C <u>Body Parts Impacted (USR Data)</u> | | | |
| Spine/Neck/Back | 1,170 | 6.5% | 13.0% |
| Multiple Body Parts | 810 | 4.5% | 9.0% |
| Shoulders | 1,620 | 9.0% | 18.0% |
| Hips/Knees/Ankles | 1,710 | 9.5% | 19.0% |
| Wrists/ Elbows | 945 | 5.3% | 10.5% |
| Total | 6,255 | 34.8% | 69.5% |

Wisconsin Worker's Compensation
 Estimate Impact on Increasing Minimum PPD Ratings
 Body Parts: Spine / Neck / Back

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | |
|---------------------------------------|-------------------------------------|---------------------|---------------|------------------|-----------------------|--------------|------------------|--------------|---|--|
| | | | | 3 x 4 | | | 2 x 5 x 6 x 7 | | | |
| Body Part With Current Ratings | Estimated Number of claims impacted | Assumed % Increased | Maximum Weeks | Additional Weeks | Maximum Weekly Amount | % of Maximum | \$ Impact | Claim Source | Comments | |
| Spine - 5% Minimum | 76 | 2.0% | 1,000 | 20 | 438 | 0.98 | 652,445 | DWD | Spine Fusion Per Level | |
| Spine - 10% Minimum | 33 | 2.0% | 1,000 | 20 | 438 | 0.98 | 283,298 | DWD | Spine Decompression/Fusion | |
| Spine - with More than 10% | 33 | 2.0% | 1,000 | 20 | 438 | 0.98 | 283,298 | DWD | Increases due to minimum allowance for each surgical procedure increasing | |
| Spine Disc Herniation | 400 ^{1), 2)} | 2.0% | 1,000 | 20 | 438 | 0.98 | 3,433,920 | Medical Call | Directly related to mechanism of trauma and treated conservatively | |
| Spine-Spinal Cord Stimulator | 10 ¹⁾ | 2.0% | 1,000 | 20 | 438 | 0.98 | 85,848 | Medical Call | Rating for implantation of permanent spinal cord stimulator | |
| Intrathecal Pain Pump | 5 ¹⁾ | 2.0% | 1,000 | 20 | 438 | 0.98 | 42,924 | Medical Call | Rating for implantation of intrathecal pain pump | |
| Spine Sacroiliac Fusion | 10 ¹⁾ | 7.0% | 1,000 | 70 | 438 | 0.98 | 300,468 | Medical Call | | |
| Spine Coccyx Fracture | 5 ¹⁾ | 5.0% | 1,000 | 50 | 438 | 0.98 | 107,310 | USR | To such a degree to cause permanent disability | |
| Pelvic Fracture | 10 ¹⁾ | 10.0% | 1,000 | 100 | 438 | 0.98 | 429,240 | USR | To such a degree to cause permanent disability | |
| Symphysis Pubis Separation | Included Above | 10.0% | | | | | | | To such a degree to cause permanent disability | |
| Total Spine/Neck/Back Impact | 582 | | | | | | 5,618,752 | | | |
| Increase for Loss of Earning Capacity | 440³⁾ | 5.0% | 1,000 | 50 | 438 | 0.98 | 9,443,280 | | | |

¹⁾ Situations with previously no minimum PPD rating

²⁾ Approximately 1,640 claims or 83% of back related claims have an MRI and did not have a major procedure.

Approximately 400 claims or 24% of those claims had a back/spine epidural or injection. We assumed all claims with an injection without a major procedure would receive a minimum PPD rating.

³⁾ Assume claims without a current minimum PPD rating could pursue a loss of earning capacity claim.

Wisconsin Worker's Compensation
 Estimate Impact on Increasing Minimum PPD Ratings
 Body Parts: Wrists / Elbows

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | |
|--------------------------------|-------------------------------------|---------------------|---------------|------------------|-----------------------|--------------|------------------|--------------|---|
| | | | | 3 x 4 | | | 2 x 5 x 6 x 7 | | |
| Body Part With Current Ratings | Estimated Number of claims impacted | Assumed % Increased | Maximum Weeks | Additional Weeks | Maximum Weekly Amount | % of Maximum | \$ Impact | Claim Source | Comments |
| Wrists - 7.5% | 5 | 4.5% | 400 | 18 | 438 | 0.98 | 38,632 | DWD | |
| Wrists - 12.5% | 1 | 2.5% | 400 | 10 | 438 | 0.98 | 4,292 | DWD | |
| Wrist - Prosthetics | 1 | 40.0% | 400 | 160 | 438 | 0.98 | 68,678 | USR | |
| Wrist - Carpal Tunnel | 100 | 2.0% | 400 | 8 | 438 | 0.98 | 343,392 | USR | |
| Elbow - Claims under 5% Rating | 149 ¹⁾ | 5.0% | 450 | 22.5 | 438 | 0.98 | 1,438,061 | DWD | Detailed loss of movement by claimant not available, assume increase to mild loss of flexibility, as more severe limitations may have had a previous rating |
| Total Wrists / Elbows | 256 | | | | | | 1,893,056 | | |

¹⁾ Assumption: Reflect DWD claims with PPT rating below 5% with adjustment for claims with limited medical expenditure. From USR data, 10% of the claims had medical losses under \$5,000. We assumed 10% of DWD PPD claims would have no impairment.

Wisconsin Worker's Compensation
 Estimate Impact on Increasing Minimum PPD Ratings
 Body Parts: Shoulders

| 1 | 2 | 3 | 4 | 5 3 x 4 | 6 | 7 | 8 2 x 5 x 6 x 7 | | | | |
|---|-------------------------------------|---------------------|---------------|------------------|-----------------------|--------------|--------------------|--------------|---|--|--|
| Body Part With Current Ratings | Estimated Number of claims impacted | Assumed % Increased | Maximum Weeks | Additional Weeks | Maximum Weekly Amount | % of Maximum | \$ Impact | Claim Source | Estimated % of claims with loss of motion | Comments | |
| Claims with certain procedures | | | | | | | | | | | |
| Shoulder - Rotator Cuff | 225 | 10.0% | 500 | 50 | 438 | 0.98 | 4,828,950 | Medical Call | 20% | Rotator cuff reconstruction | |
| Shoulder - Rotator Cuff | 885 | 5.0% | 500 | 25 | 438 | 0.98 | 9,496,935 | Medical Call | 15% | Rotator cuff debridement | |
| Shoulder - Labral Repair | 45 | 5.0% | 500 | 25 | 438 | 0.98 | 482,895 | Medical Call | 10% | | |
| Shoulder - Distal Clavicle | 590 | 3.0% | 500 | 15 | 438 | 0.98 | 3,798,774 | Medical Call | 5% | | |
| Shoulder - Biceps Tendon | 545 | 3.0% | 500 | 15 | 438 | 0.98 | 3,509,037 | Medical Call | 2% | | |
| Adjusted for duplicate claims | (685) ¹⁾ | | | | | | | | | | |
| Claims impacted | 1,605 | | | | | | | | | | |
| Additional Adjustments | | | | | | | | | | | |
| Shoulder - for loss of motion / flexibility | 225 ²⁾ | 3.0% | 500 | 15 | 438 | 0.98 | 1,448,685 | | | Detailed loss of movement by claimant not available, assume increase to mild loss of flexibility, as more severe limitations may have had a rating | |
| Shoulder - at 5% | 525 | 5.0% | 500 | 25 | 438 | 0.98 | 5,633,775 | DWD | | Shoulder - 135 Degree Elev. | |
| Shoulder - at 50% | 36 | -5.0% | 500 | -25 | 438 | 0.98 | (386,316) | DWD | | Shoulder - Partial Prosthesis | |
| Total Shoulders | | | | | | | 23,565,276 | | | | |

¹⁾ Shoulder claims can have more than one procedure with stacking of the PPD ratings. Therefore the number of claims impacted is more than the number of injured workers.

²⁾ Estimated number of claims based on assumed percentage of claims impacted by loss of motion.

Wisconsin Worker's Compensation
 Estimate Impact on Increasing Minimum PPD Ratings
 Body Parts: Hips/Knees/Ankles

| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | | | | |
|--------------------------------|-------------------------------------|---------------------|---------------|------------------|-----------------------|--------------|------------------|--------------|---|---|--|
| | | | | 3 x 4 | | | 2 x 5 x 6 x 7 | | | | |
| Body Part With Current Ratings | Estimated Number of claims impacted | Assumed % Increased | Maximum Weeks | Additional Weeks | Maximum Weekly Amount | % of Maximum | \$ Impact | Claim Source | Estimated % of claims with loss of motion | Comments | |
| Hip at 35% | 5 | -5.0% | 500 | -25 | 438 | 0.98 | (53,655) | DWD | | | |
| Hip - Labral Repair | 5 | 5.0% | 500 | 25 | 438 | 0.98 | 53,655 | Medical Call | | | |
| Knee at 5% | 696 | 3.0% | 425 | 12.75 | 438 | 0.98 | 3,809,076 | DWD | 15% | Increase varies by Meniscectomy - minimum increase applies | |
| Knee resurfacing at 45% | 3 | -15.0% | 425 | -63.75 | 438 | 0.98 | (82,092) | DWD | 15% | | |
| Knee at 50% | 14 | -10.0% | 425 | -42.5 | 438 | 0.98 | (255,398) | DWD | 15% | | |
| Ankle at 30% and 40% | 9 | 5.0% | 250 | 12.5 | 438 | 0.98 | 48,290 | DWD | | | |
| Subset Hips/Knees/Ankles | 627 * | | | | | | 3,519,875 | | | | |
| Knee for loss of motion | 105 ¹⁾ | 5.0% | 425 | 21.25 | 438 | 0.98 | 957,742 | | | Detailed loss of extension by claimant not available, assume increase to mild loss of flexibility, as more severe limitations may have had a rating | |
| Total Hips/Knees/Ankles | | | | | | | 4,477,617 | | | | |

¹⁾ Estimated number of claims based on assumed percentage of claims impacted by loss of motion.
 * Prior to loss of motion