



100% EM Cap Private Employer

Cap placed on the Experience Modifier which is the percentage applied to the state base rate to determine premium paid in order to prevent more than a 100% increase from one year to the next.

PROGRAM OVERVIEW

Qualified employers will be eligible to participate in a program that places a 100% cap on the amount an individual employer's experience modifier (EM) can increase from year-to-year. Under this program, an employer's EM cannot increase more than 100% from one year to another. The EM is the percentage applied to the state base rates to determine the premium that is paid to the Ohio Bureau of Workers' Compensation (BWC).

Examples:

Base Premium	Experience Modifier (EM) 7/1/19	Premium 7/1/19	Individual EM 7/1/20	Individual Premium 7/1/20	EM Capped 7/1/20	EM Capped Premium 7/1/20	Total Savings 7/1/20
\$75,000 Employer 1	0.47 (53% premium discount)	\$37,500	1.03	\$80,500	0.94	\$73,700	\$6,800
\$75,000 Employer 2	0.54 (46% premium discount)	\$42,850	1.17	\$91,500	1.08	\$84,500	\$7,000

ELIGIBILITY REQUIREMENTS

- Current on all payments due to BWC.
- Current on all prospective billing true-up filings and payments.
- No cumulative lapses in coverage in excess of 40 days within the 12 months prior to March 1st preceding the policy year.
- In the first policy year, complete a one-half day industry-specific safety program prescribed by BWC's division of Safety & Hygiene no later than the last business day of March of the year in which EM Cap first applies.
- In subsequent years, complete an online training class prescribed by the BWC's division of Safety & Hygiene no later than the last business day of March of each policy year the EM Cap is applied.

Eligibility is determined prior to the beginning of the policy year thus any adjustments will not remove the EM cap or allow an employer to be eligible for the cap. BWC will apply the cap automatically; no application is required.





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EXCLUSIONS

It is important to note that the EM cap does not apply to an employer whose EM is calculated with more than one policy's experience unless there is:

- A debtor in possession policy combination as a result of bankruptcy proceedings which is a change in policy number without any change in exposure; the baseline EM of the successor will be the predecessor's prior rating year published EM.
- A succeeding employer policy that is base rated as of the effective date of the transfer that wholly or partially succeeds only one other policy; this exception acknowledges the change in exposure and the baseline EM of the successor will be the predecessor's prior rating year published EM.

ENROLLMENT

BWC will automatically apply the 100% EM Cap to any employer that meets the eligibility requirements. If an employer does not wish to have the EM Cap applied, written notification must be provided to BWC.

COMPATIBILITY WITH OTHER BWC PROGRAMS

While participating in the 100% EM Cap Program, employers can participate in the following programs:

- \$15k Medical Only
- Go Green
- Industry Specific Safety Program
- Lapse Free
- Safety Council
- Transitional Work Bonus Program