



Grow Ohio Group Rating Discount

New employers entering the state of Ohio have the opportunity to select a premium discount option to be applied to their annual workers' compensation premium.

PROGRAM OVERVIEW

In order to help spur job creation in the state of Ohio, the Bureau of Workers' Compensation (BWC) created the Grow Ohio Discount Program which offers new employers a premium discount.

In the past, new employers* had to wait until the next policy year to apply for Group Rating. Grow Ohio gives an employer the option to apply immediately and upon acceptance, receive a premium discount possibly up to 53%, which is the current maximum allowable discount by BWC. In order to participate in Group Rating, a sponsoring organization must be selected and any fees for participation would be separate from premium payment due to BWC. ** A new employer is defined as a new business entity or an out-of-state business that creates one or more jobs in Ohio on or after July 1, 2011.*

The following are **not** eligible for the program: professional employer organizations, self-insured employers and employers transferring experience due to a merger or acquisition.

GROUP EXPERIENCE RATING PROGRAM

- Group-experience-rating permits employers with better-than-average claim histories to join together through a sponsoring organization. This results in the Ohio Bureau of Workers' Compensation (BWC) rating each employer in the group as one. By participating in group rating, employers potentially may enjoy much lower premium rates than they could attain on their own.
- An employer's workers' compensation coverage is still through BWC; however, BWC does not form the groups. BWC designed group-experience rating as an incentive program to promote and reward employers who maintain safe working conditions. The employer with a better-than-average safety record and little if any claims costs pays at a lower base premium rate(s). The group-experience rating discount is similar to a good-driver discount you may receive on your auto insurance premium based on your driving experience.
- Third-party administrators (TPA) representing sponsoring organizations such as chambers of commerce or trade associations solicit and review an employer's experience, payroll and claim costs. The TPA, representing the sponsoring organization, submits a list of employers who are members of each group to BWC by the required application deadline. **Group-experience rating is an annual program and employers must re-enroll each year prior to the application deadline.**
- To continue to be eligible for group, the employer must be current (no more than 45 days past due) on any and all undisputed premiums, administrative costs, assessments, fines and monies due to any BWC administered fund and cannot have cumulative lapses in workers' compensation coverage in excess of 40 days within the 12 months preceding the group-experience rating application deadline date. Employer must also be current on all prospective billing true-up filings and payment.

GROW OHIO COMPATIBILITY WITH OTHER BWC PROGRAMS

While participating in the Grow Ohio program, employers **can** participate in the following programs:

- \$15k Medical Only
- Small Deductible
- Destination Excellence (Drug Free Safety Program, Industry Specific Safety program, Lapse Free, Transitional Work Bonus, Go Green, Safety Council)



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FREQUENTLY ASKED QUESTIONS

How does BWC establish premium rates?

BWC assigns manual classifications to the business based on the types of work performed. BWC bases initial assignments of classifications on the information supplied on the application for coverage. Having the correct classification(s) is important because BWC bases premiums on these classifications.

BWC calculates rates annually for each July 1 through June 30 rating year. For employers with newly established coverage, BWC will assign the state average base rate for each manual classification and apply the Grow Ohio discount if applicable.

If an existing business was purchased, BWC may transfer the previous employer's loss experience to the new employer's policy. If this happens or as the employer establishes its own history, the new policy does not qualify for Grow Ohio, and BWC will apply either a penalty or credit factor to an employer's premium, based on the loss experience.

How does my organization report payroll & pay premium?

By May of each year, BWC will mail premium notices for the upcoming July-June policy year based on estimated payroll. In June of each year, BWC will mail prospective billing invoices, with payment due based on an installment plan pre-selected (monthly, bi-monthly, quarterly, bi-annually or annually). BWC must receive each installment payment by the due date. If not received timely, coverage will lapse and BWC will charge appropriate penalties. If an employee is injured during a lapse in coverage, the employer is responsible for any claims costs.

By August 15 of each year, employers will be required to report actual payroll for the preceding July through June ("true up" process) and pay any additional premium due, or receive a credit if estimated payroll was initially overstated. Employers that fail to "true up" timely will become ineligible for BWC discount and rebate programs.

To guarantee BWC receives payroll reports and premium payments on time, submit them online at bwc.ohio.gov. Establish an online account by clicking the Create e-account link on the bwc.ohio.gov home page.

What is the difference between a TPA and a MCO?

Third Party Administrators (TPA) are retained by employers to help navigate the BWC system. Managed Care Organizations (MCO) medically manage employees' workers' compensation claims. All new employers must select an MCO within 30 days. If an employer does not choose an MCO, BWC may automatically assign one.

What should be done when a workplace injury occurs?

- Have procedures in place and personnel trained for emergency responses and accident analysis.
- Distribute MCO identification cards to every employee prior to an injury.
- Inform employees what to do if injuries occur and where to report claims.
- Assist employees in reporting claims as soon as possible; claims may be reported using bwc.ohio.gov to automatically receive a claim number or report the claim to the MCO using BWC's First Report of an Injury, Occupational Disease or Death (FROI) form.
- Have the injured worker seek medical attention immediately and if possible, ask him/her to tell the treating physician it is a workers' compensation claim.

Why choose CompManagement?

CompManagement is a leader in delivering workers' compensation claims management and cost containment strategies for nearly 30,000 local businesses through the expertise of our colleagues in five offices and service locations across the state of Ohio. CompManagement is one of the largest group administrators in the state managing programs since the inception of Ohio group rating in 1991 and currently administering over 160 private and public group programs. With our approach to administering alternative rating/discount programs and the use of our best practices in cost containment strategies, our clients annually save over \$120 million in premium paid. In addition to the Grow Ohio incentive program and other alternative rating programs, CompManagement offers services in workers' compensation claims administration, risk control services, unemployment compensation and web-enabled data management.