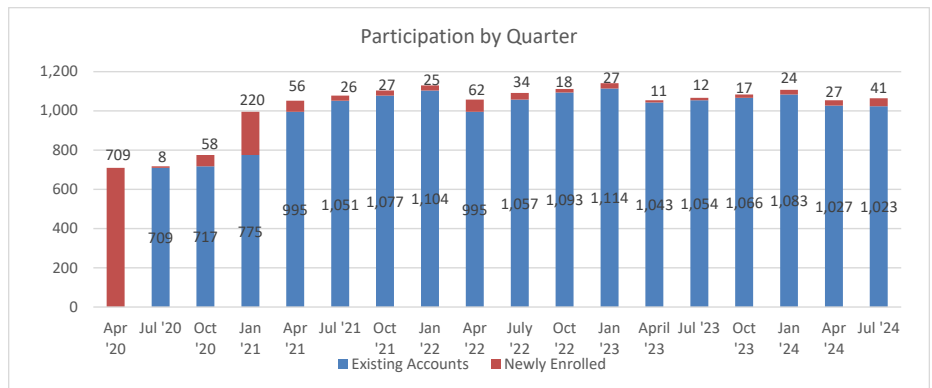


Program Overview & Participation

WSDA Retro is a voluntary program for qualifying WSDA members that provides workers' compensation support through workplace safety education, expert-level claims assistance, and in some cases financial incentives for ensuring a safe workplace and minimizing claim expenses. The program was launched in April of 2020 and services are provided through our third-party administrator, Employer Resources Northwest (ERNwest).

Enrollment for the program runs on an annual basis from April 1 through March 31 of each year. Program participation fluctuates near 1,100 members. Since its inception, WSDA Retro has advocated on behalf of members on more than 950 L&I claims.

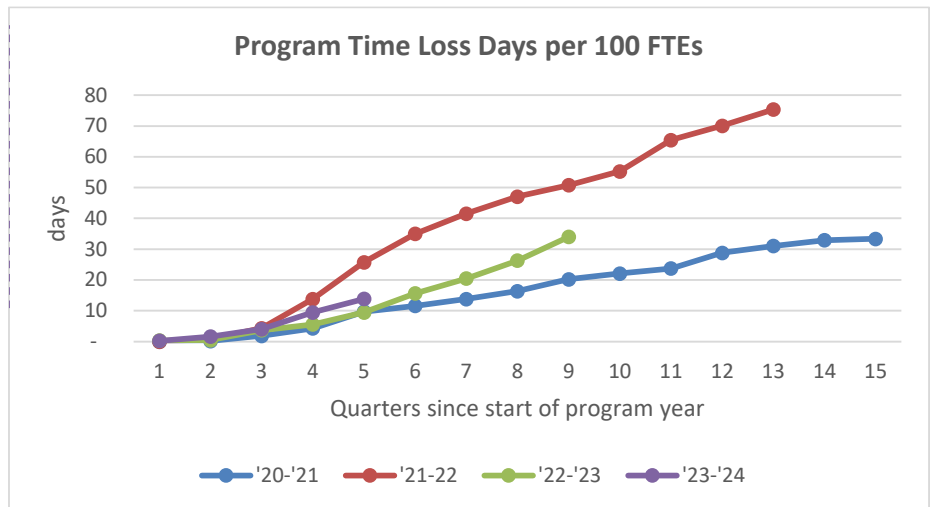
The program is free to qualifying WSDA members and is funded by premium refunds the program can earn if the combined claim expenses for the group of participating members is lower than the combined L&I premium they paid during the year.



Performance

Program performance is heavily influenced by the claim expenses incurred by participating members. One of the largest cost drivers of any L&I claim is "time loss", a benefit paid to workers by L&I if their injury has left them unable to perform their usual work.

Controlling the cost of time loss increases the potential financial incentives that may be available. While the 2020-2021, 2022-2023, and 2023-24 years have experienced what can be considered an acceptable level of time loss, the 2021-2022 year saw unusually high time loss as a result of a few very complex claims. To remain viable, the program needs to avoid a repeat of the time loss seen in 2021-2022.



Time loss can be avoided by providing modified-duty work to injured employees, or even in some circumstances continuing to pay a worker's normal wages while they recover. Both strategies can have enormous cost-savings not only for the retro group but also for the individual practice. While it may seem difficult to provide modified-duty to your employees, ERNwest can provide assistance in identifying acceptable modified work in your practice that help keep your employee connected to the workforce and provides value to your business.

WSDA Retro provides participating members wage reimbursement in these modified-duty cases that, when paired with L&I's Stay at Work program, can **reimburse up to 100% of the wages** for your injured employee while working modified-duty.