

Factors leading to high indicated rate

Indicated 2010 Overall Rate Change*
as of June 30, 2009

	BEFORE**						AFTER**	
	2Q 2008 Indication 2009 Change	Adopted Average 2009 Change	Rate Level not Taken	Ongoing Hourly Benefit Inflation	Other* Factors	Indicated Average 2010 Change	Retro Change**	2010 Rate Change Indication 2Q 2009
Accident	1.8%	1.8%	0.0%	2.5%	20.3%	23.3%	-4.4%	18.9%
Medical Aid	12.3%	3.2%	8.8%	5.5%	5.8%	21.5%	0.0%	21.5%
Supp. Pension	7.0%	7.0%	0.0%	4.0%	11.5%	16.0%	0.0%	16.0%
Overall	6.4%	3.1%	3.2%	3.8%	13.5%	21.6%	-2.1%	19.4%

Other* Factors

Accident

Unexpected Increases to:

- 8.3% Timeloss Duration
- 6.1% Higher TPD Pension probability at fixed ages
- 4.7% Lower Investment yield
- Change to Retro rule for occ. disease**

Medical Aid

Unexpected Changes to:

- 3.4% Medical Growth
- 6.3% Timeloss Duration
- 2.0% FY '10 Fee Schedule
- 0.8% Lower Investment yield

Supplemental Pension

10% Declining projected work hours '09 & '10