

Workers Compensation: State of the Market and Economic Outlook

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Presentation Outline



- **■**U.S. Economic Overview and Outlook
- Labor Market Overview
- Workers Compensation Operating Environment
- Summary of Recent P/C Financial Performance
- Challenges of Low Interest Rate Environment
- Workers Comp Market Conditions
- Q&A

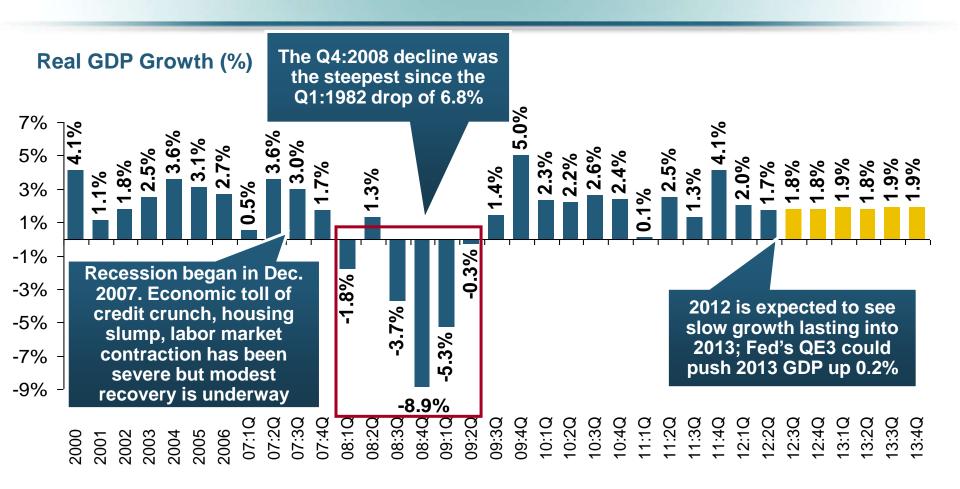


Economic Overview & Outlook

Growth Opportunities for Business and Insurers Are Uneven But Exist Workers Comp Exposure Up America's Manufacturing Renaissance? Construction Activity About to Turn?

US Real GDP Growth*



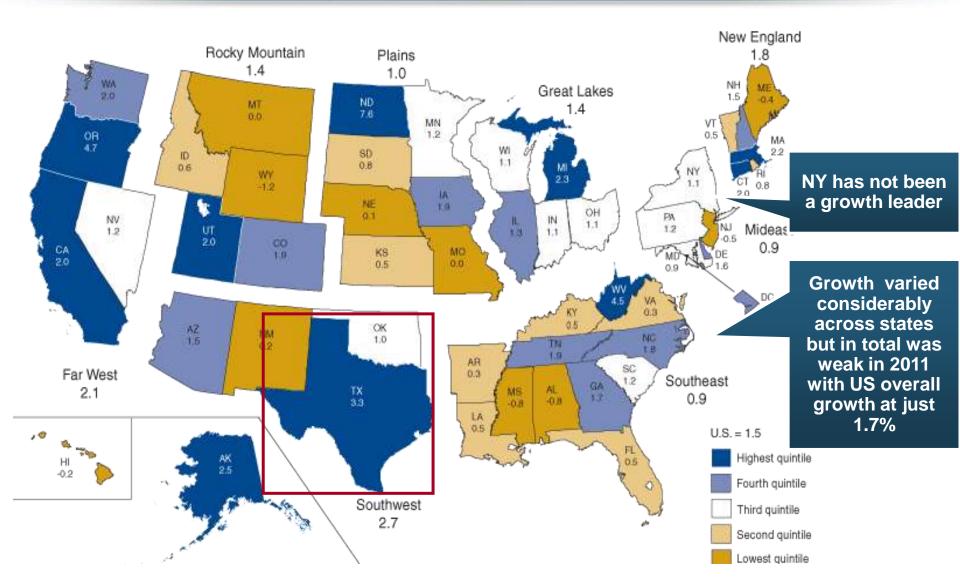


Demand for Insurance Continues To Be Impacted by Sluggish Economic Conditions, but the Benefits of Even Slow Growth Will Compound and Gradually Benefit the Economy Broadly

^{*} Estimates/Forecasts from Blue Chip Economic Indicators.

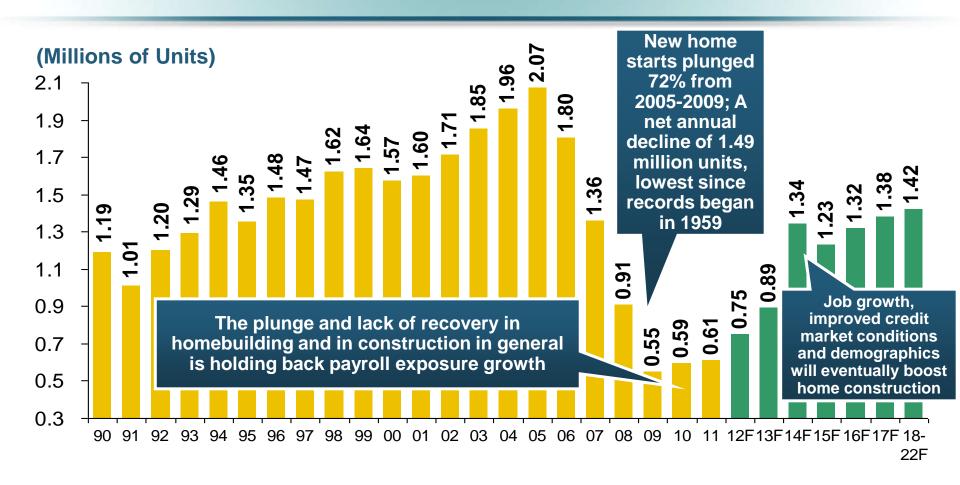
Percent Change in Real GDP by State, 2011





New Private Housing Starts, 1990-2022F

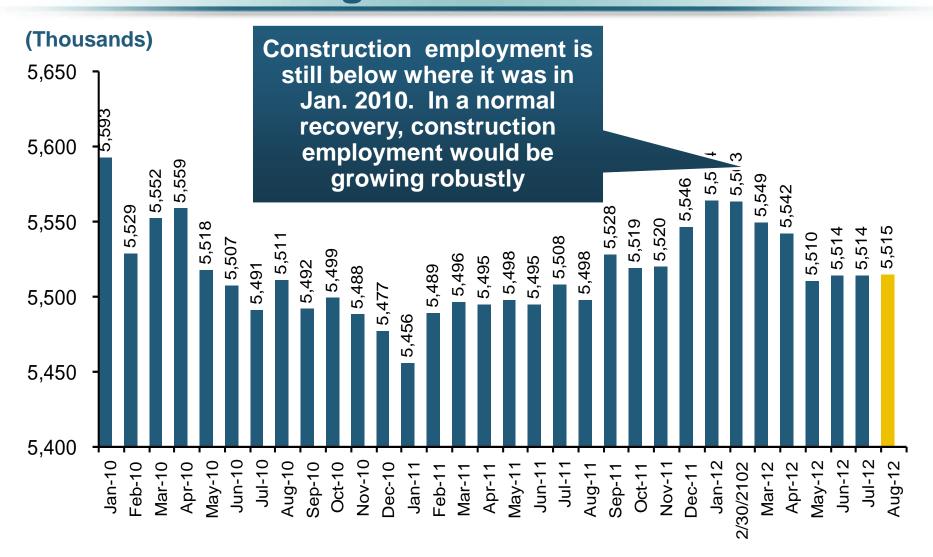




Little Exposure Growth Likely for Homeowners Insurers Until at least 2014.
Also Affects Commercial Insurers with Construction Risk Exposure, Surety

Construction Employment, Jan. 2010—August 2012*

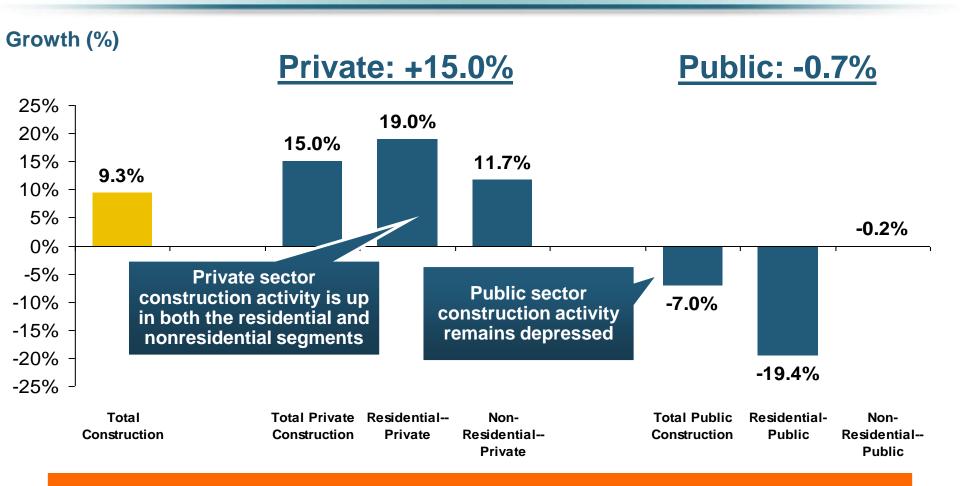




^{*}Seasonally adjusted

Value of Construction Put in Place, June 2012 vs. July 2011*





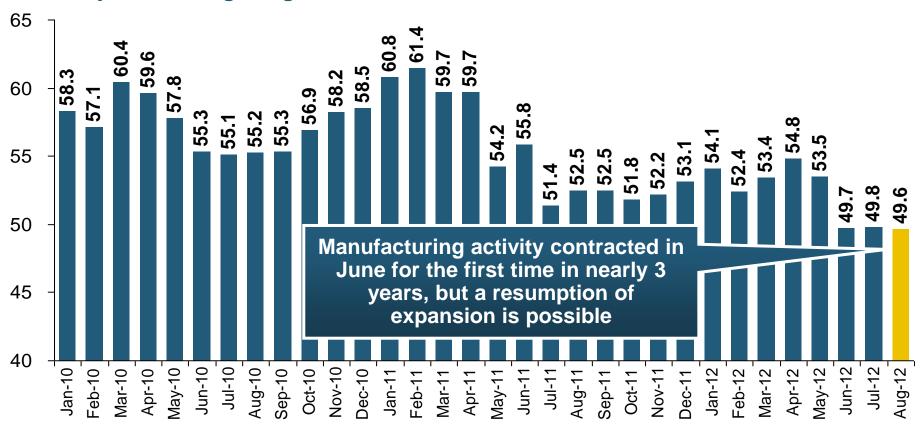
Overall Construction Activity is Up, But Growth Is Entirely in the Private Sector as State/Local Government Budget Woes Continue

^{*}seasonally adjusted Source: U.S. Census Bureau, http://www.census.gov/construction/c30/c30index.html; Insurance Information Institute.

ISM Manufacturing Index (Values > 50 Indicate Expansion)



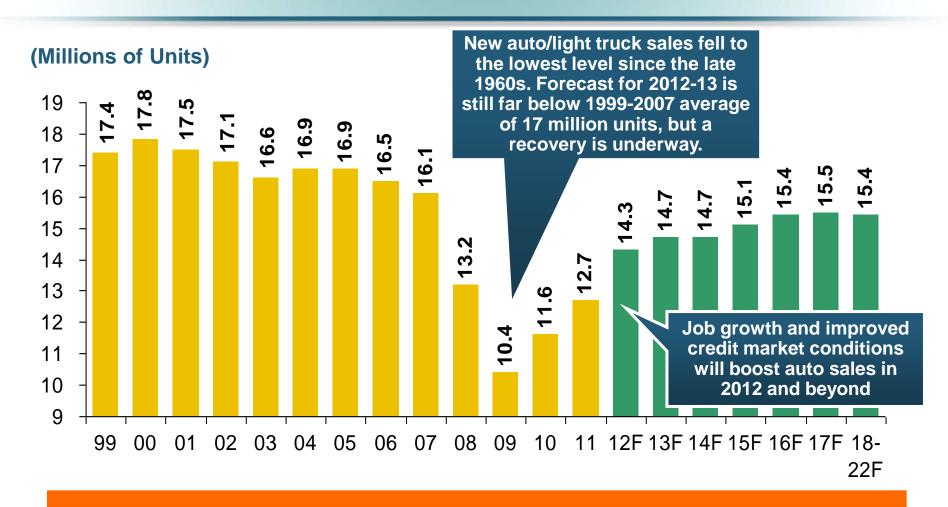
January 2010 through August 2012



The manufacturing sector expanded for 34 consecutive months until June 2012 and added jobs. The question is whether this will continue.

Auto/Light Truck Sales, 1999-2022F

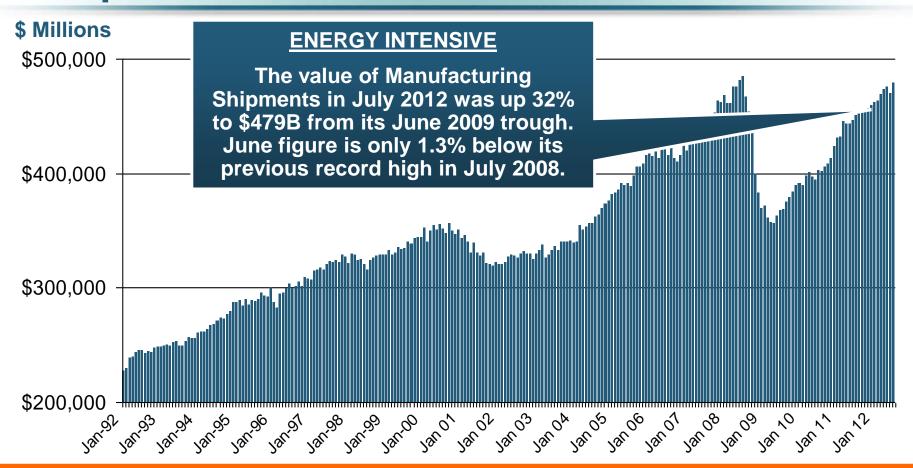




Car/Light Truck Sales Will Continue to Recover from the 2009 Low Point, Bolstering the Auto Insurer Growth and the Manufacturing Sector.

Dollar Value* of Manufacturers' Shipments Monthly, Jan. 1992—July 2012



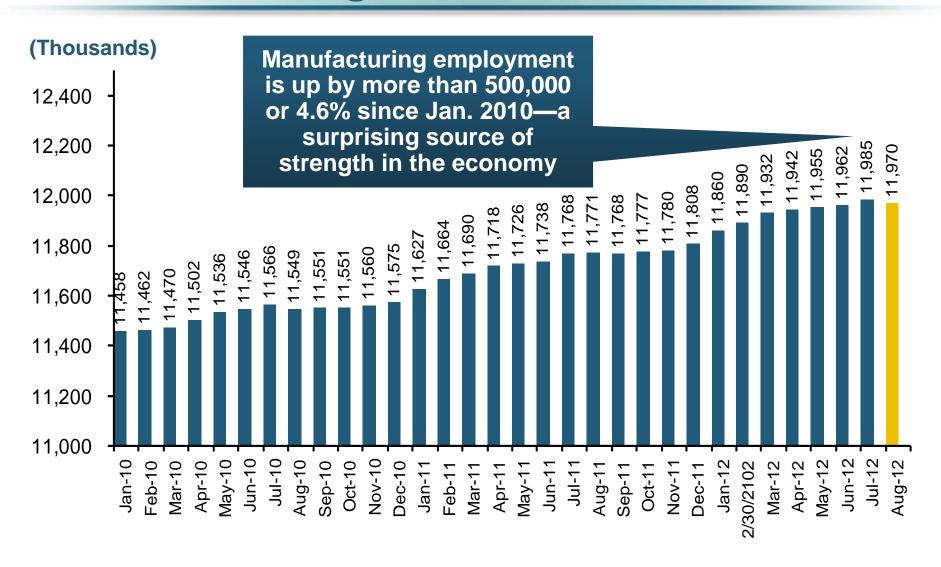


Monthly shipments are nearly back to peak (in July 2008, 8 months into the recession). Trough in May 2009. Growth from trough to July 2012 was 35%. Manufacturing is an energy intensive activity and growth leads to gains in many commercial exposures: WC, Commercial Auto, Marine, Property and Various Liability Coverages

*seasonally adjusted

Manufacturing Employment, Jan. 2010—August 2012*



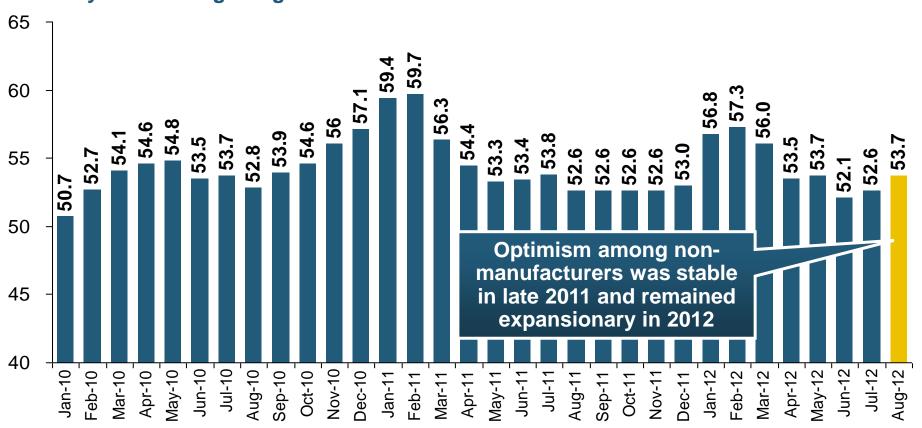


^{*}Seasonally adjusted

ISM Non-Manufacturing Index (Values > 50 Indicate Expansion)



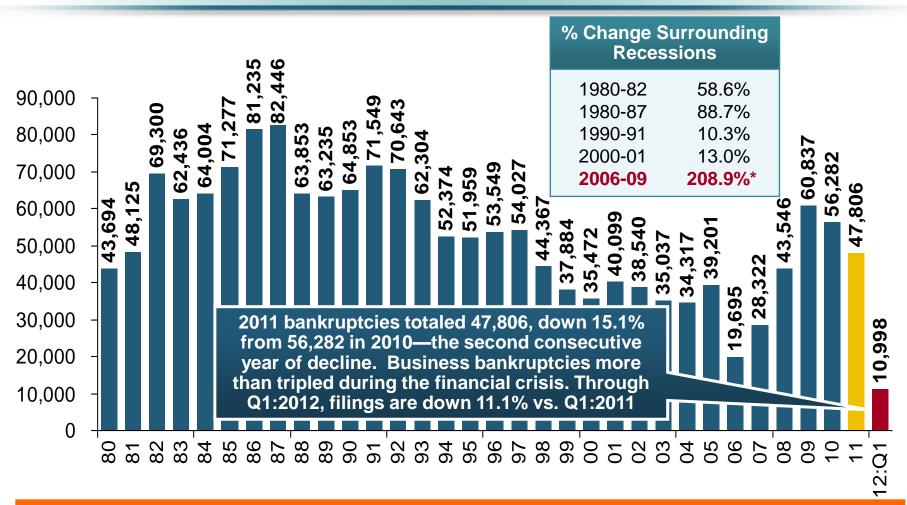
January 2010 through August 2012



Non-manufacturing industries have been expanding and adding jobs. The question is whether this will continue.

Business Bankruptcy Filings, 1980-2012: Q1





Significant Exposure Implications for All Commercial Lines as Business Bankruptcies Begin to Decline

Sources: American Bankruptcy Institute at

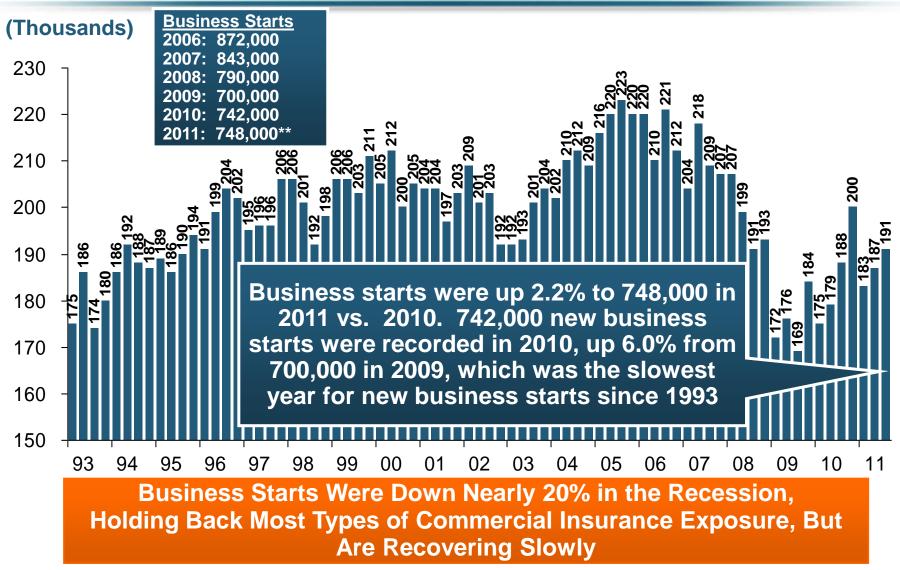
http://www.abiworld.org/AM/AMTemplate.cfm?Section=Home&TEMPLATE=/CM/ContentDisplay.cfm&CONTENTID=61633;

Insurance Information Institute

Private Sector Business Starts, 1993:Q2 – 2011:Q3*



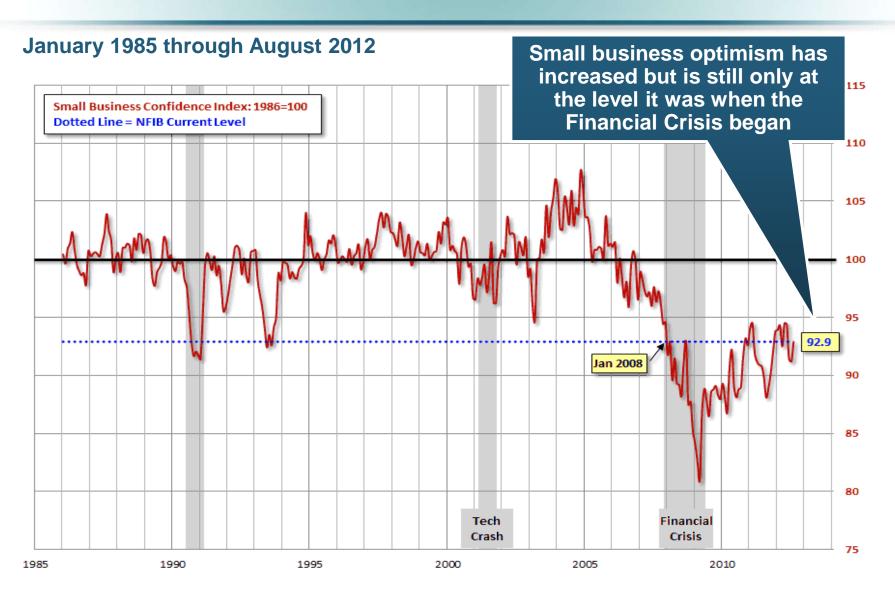
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^{*} Data through Dec. 31, 2011 are the latest available as of Sept. 20, 2012; Seasonally adjusted. **Annualized based on data through Q3:2011. Source: Bureau of Labor Statistics, http://www.bls.gov/news.release/cewbd.t08.htm.

NFIB Small Business Optimism Index





12 Industries for the Next 10 Years: Insurance Solutions Needed



Health Care

Health Sciences

Energy (Traditional)

Alternative Energy

Petrochemical

Agriculture

Natural Resources

Technology (incl. Biotechnology)

Light Manufacturing

Insourced Manufacturing

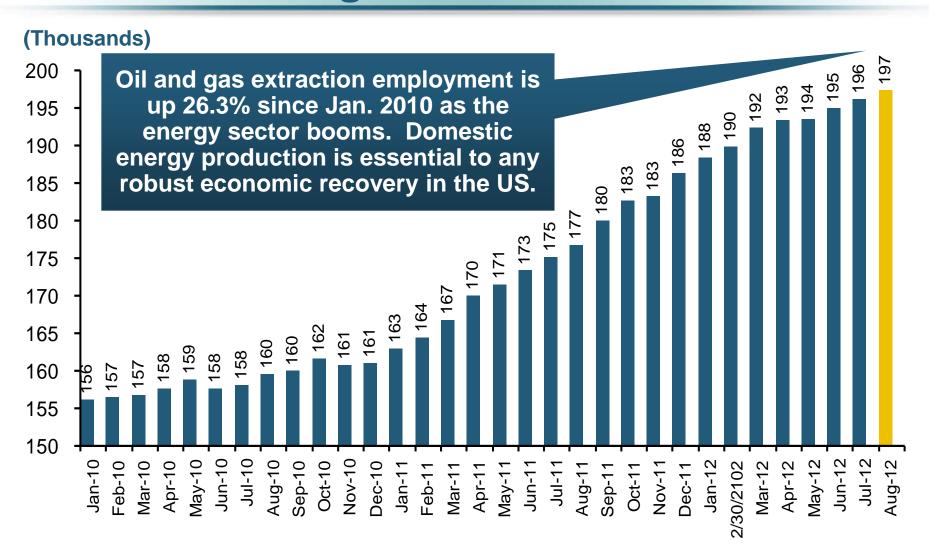
Export-Oriented Industries

Shipping (Rail, Marine, Trucking)

Many
industries are
poised for
growth,
though
insurers'
ability to
capitalize on
these
industries
varies widely

Oil & Gas Extraction Employment, Jan. 2010—August 2012*





^{*}Seasonally adjusted

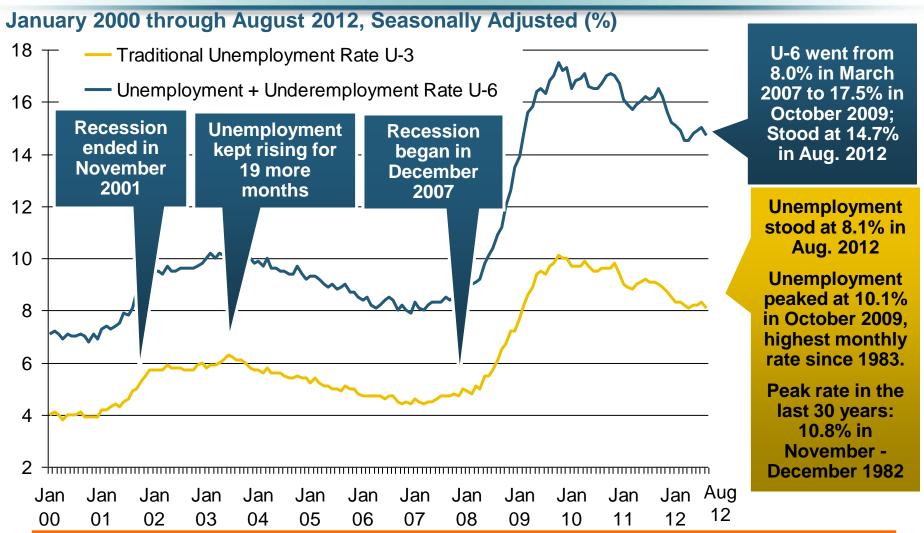


Labor Market Trends

Massive Job Losses Sapped the Economy and Commercial Lines Exposure, But Trend is Improving, Including Workers Comp

Unemployment and Underemployment Rates: Stubbornly High in 2012, But Falling



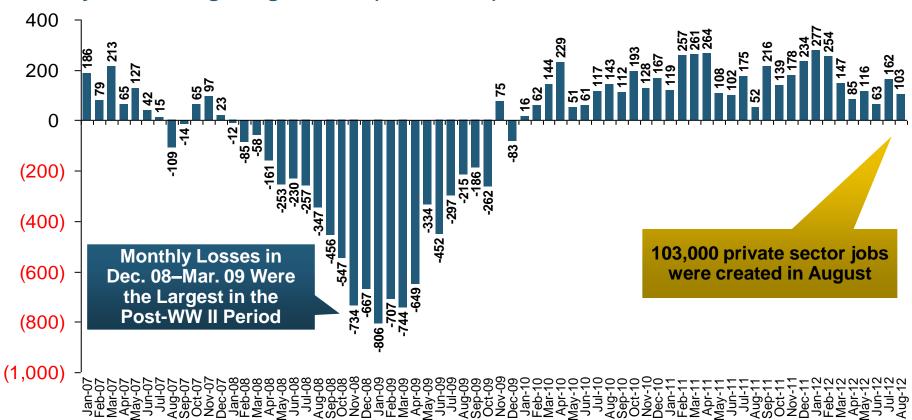


Stubbornly high unemployment and underemployment constrain overall economic growth, but the job market is now clearly improving

Monthly Change in Private Employment





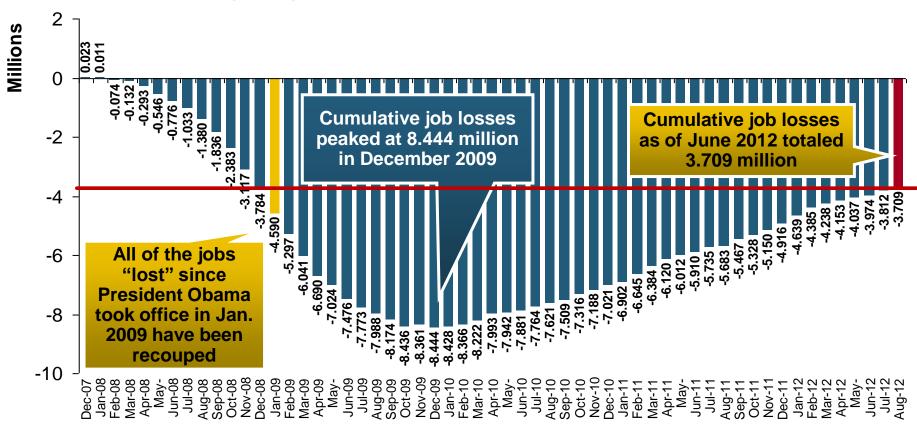


Private Employers Added 4.65 million Jobs Since Jan. 2010 After Having Shed 4.66 Million Jobs in 2009 and 3.81 Million in 2008 (State and Local Governments Have Shed Hundreds of Thousands of Jobs)

Cumulative Change in Private Employment: Dec. 2007—August 2012



December 2007 through August 2012 (Millions)

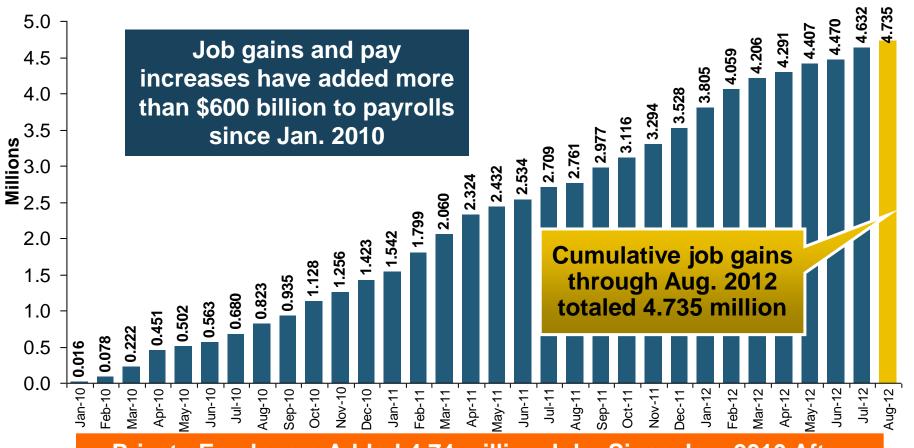


Private Employers Added 4.74 million Jobs Since Jan. 2010 After Having Shed 4.66 Million Jobs in 2009 and 3.81 Million in 2008 (State and Local Governments Have Shed Hundreds of Thousands of Jobs)

Cumulative Change in Private Sector Employment: Jan. 2010—August 2012



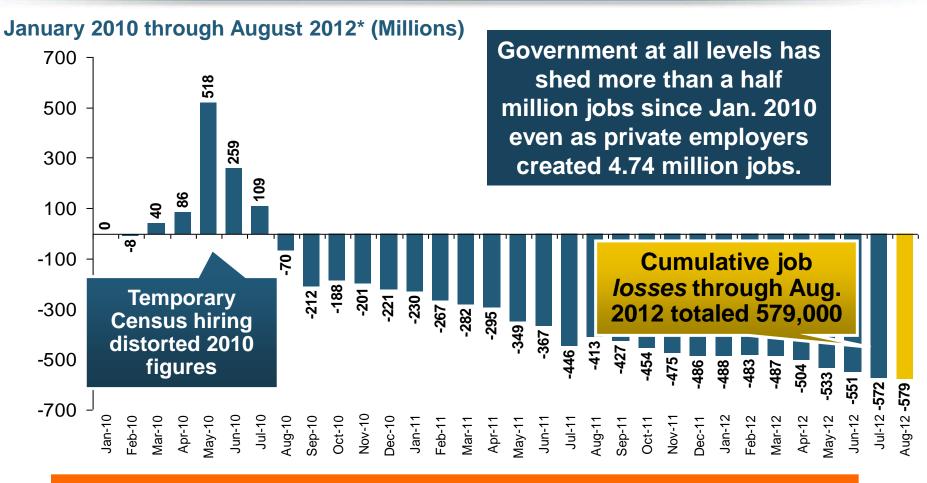
January 2010 through August 2012* (Millions)



Private Employers Added 4.74 million Jobs Since Jan. 2010 After Having Shed 4.66 Million Jobs in 2009 and 3.81 Million in 2008 (State and Local Governments Have Shed Hundreds of Thousands of Jobs)

Cumulative Change in Government Employment: Jan. 2010—August 2012

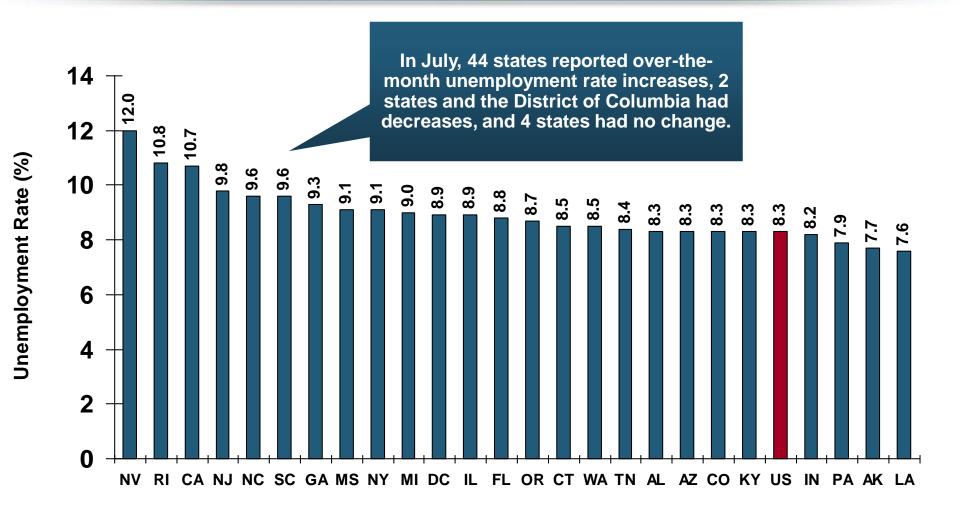




Governments at All Levels are Under Severe Fiscal Strain As Tax Receipts Plunged and Pension Obligations Soared During the Financial Crisis, Causing Them to Reduce Staff

Unemployment Rates by State, July 2012: Highest 25 States*



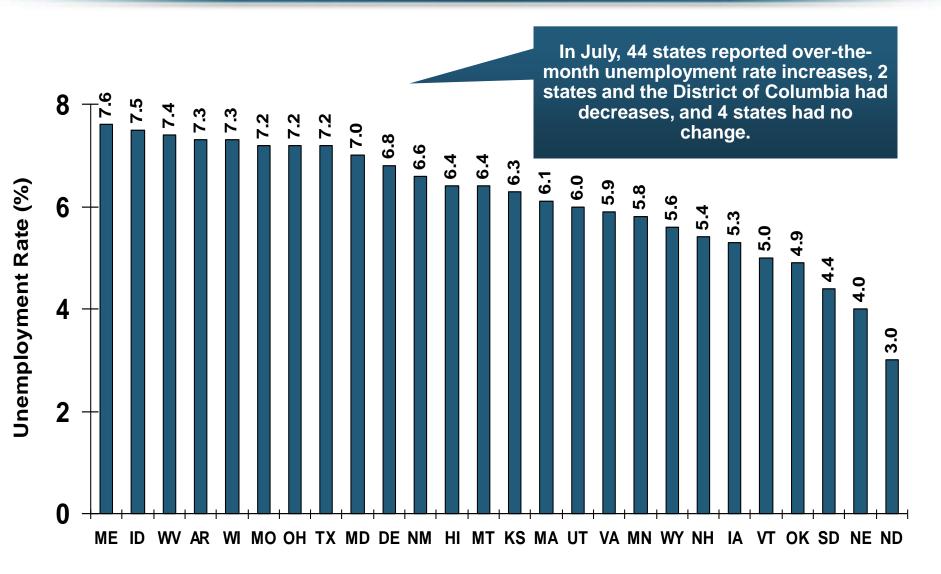


Sources: US Bureau of Labor Statistics; Insurance Information Institute.

^{*}Provisional figures for July 2012, seasonally adjusted.

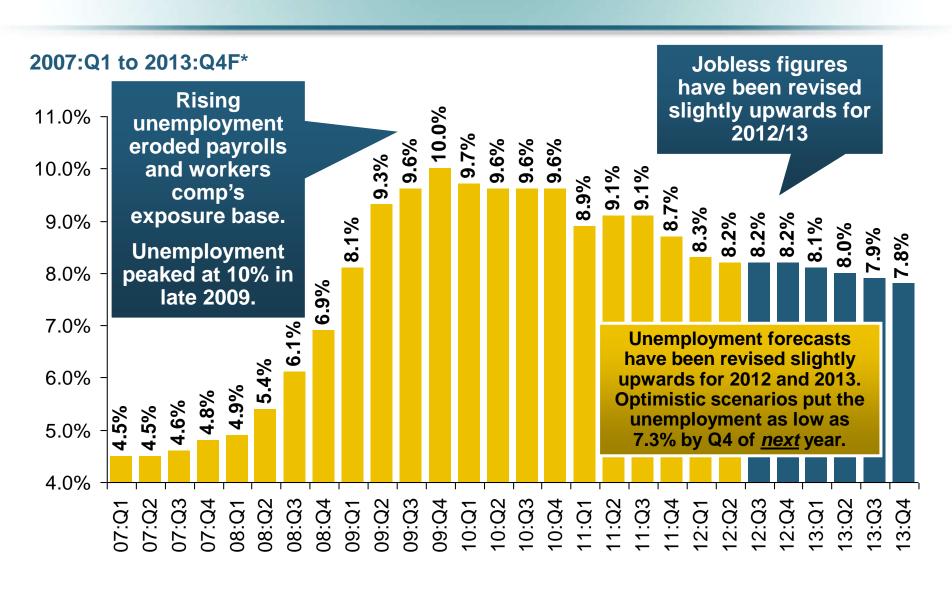
Unemployment Rates by State, July 2012: Lowest 25 States*





US Unemployment Rate Forecast

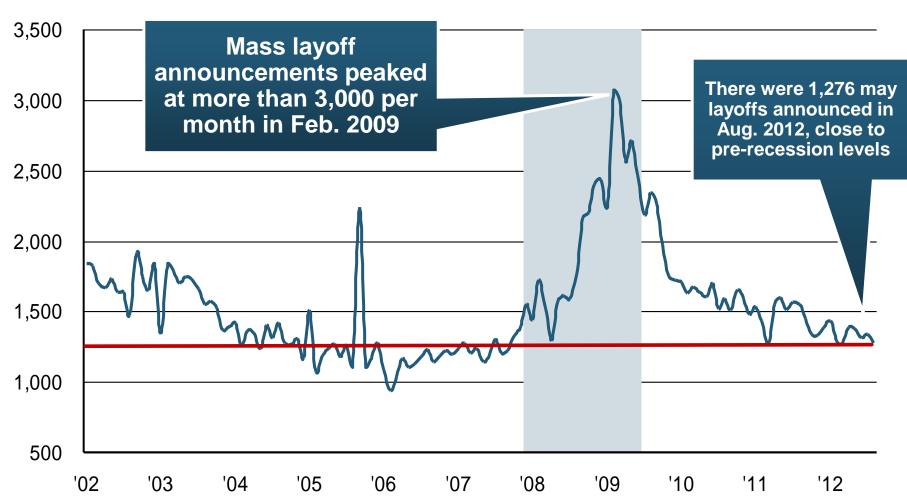




^{* =} actual; = forecasts

Mass Layoff Announcements, Jan. 2002—August 2012*





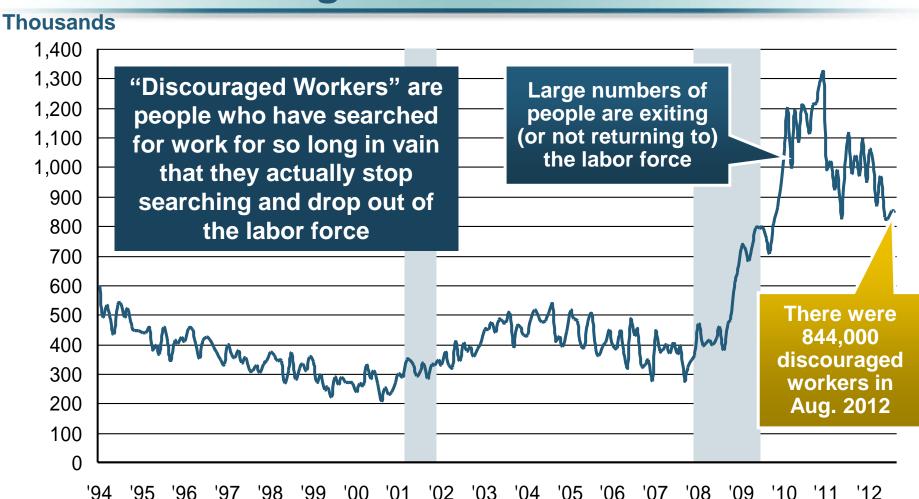
^{*}Seasonally adjusted.

Note: Recessions indicated by gray shaded columns.

Sources: US Bureau of Labor Statistics at http://www.bls.gov/mls/; National Bureau of Economic Research (recession dates); Insurance Information Institute.

Number of "Discouraged Workers," Jan. 2002—August 2012





In recent good times, the number of discouraged workers ranged from 200,000-400,000 (1995-2000) or from 300,000-500,000 (2002-2007).

Notes: Recessions indicated by gray shaded columns. Data are seasonally adjusted.

Sources: Bureau of Labor Statistics http://www.bls.gov/news.release/empsit.a.htm; NBER (recession dates); Ins. Info. Inst.

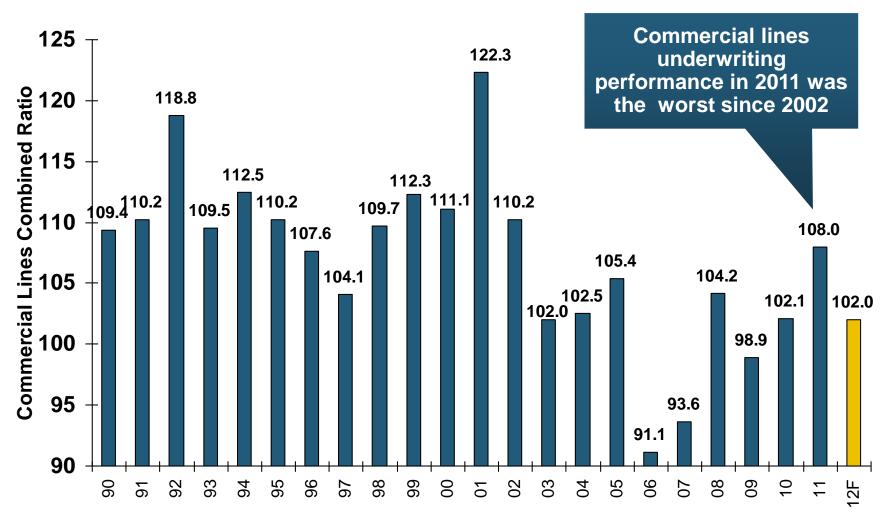


Workers Compensation Operating Environment

The Workers Comp Market Is Growing But Underwriting Challenges Remain Significant

Commercial Lines Combined Ratio, 1990-2012F*



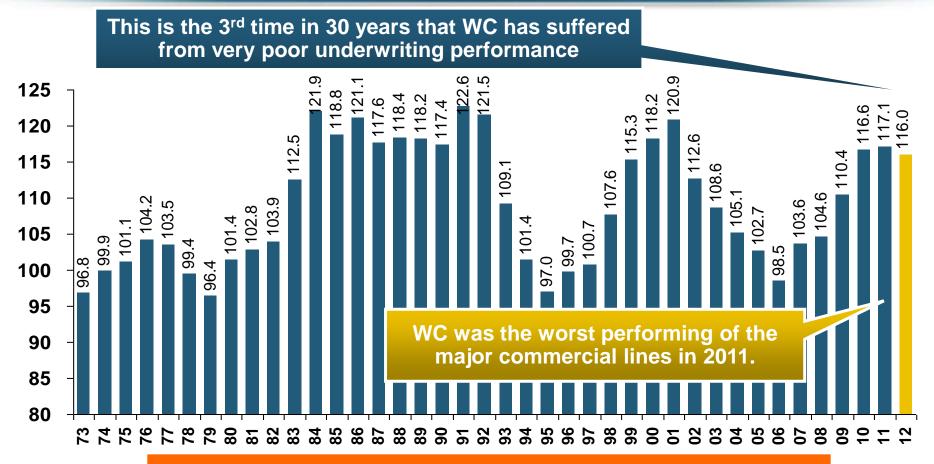


*2007-2012 figures exclude mortgage and financial guaranty segments.

Source: A.M. Best; Insurance Information Institute

Workers Compensation Combined Ratio: 1973–2012P*





Workers Comp Underwriting Results Deteriorated Markedly in Recent Years

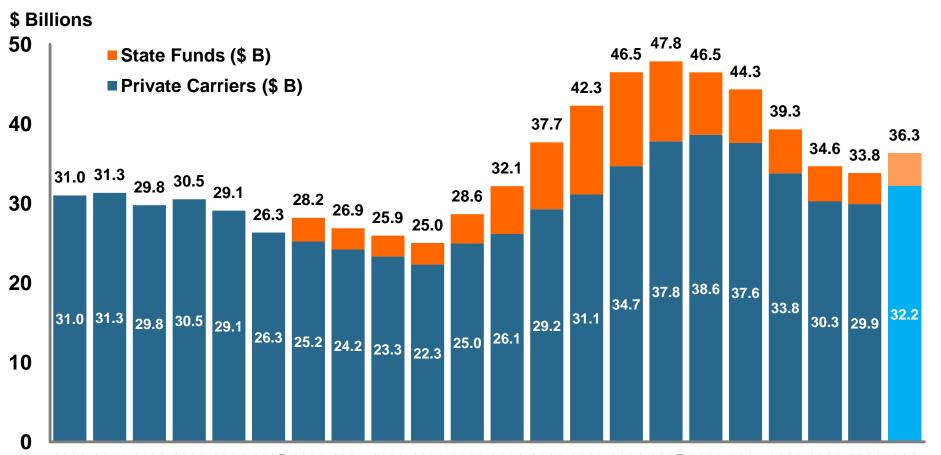
Sources: Insurance Information Institute from A.M. Best (1973-1979; A.M. Best *Aggregates & Averages*, 1980-2011 (annual editions); A.M. Best *Review & Preview* for 2012F..

^{*}Data are on a calendar year basis.

Workers Compensation Premium: First Increase in Years



Net Written Premium



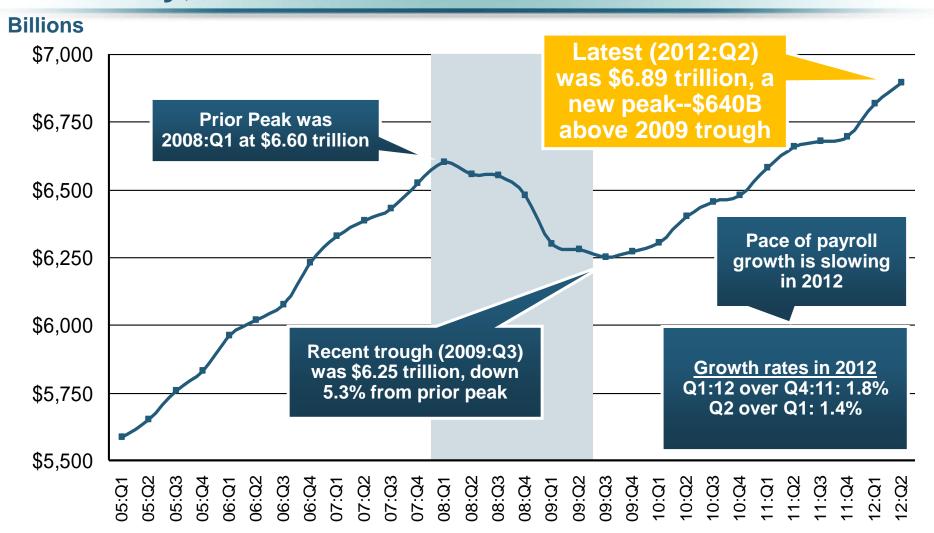
1990 1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 20102011p

p Preliminary

Source: 1990–2010 Private Carriers, *Best's Aggregates & Averages*; 2011p, NCCI 1996–2011p State Funds: AZ, CA, CO, HI, ID, KY, LA, MD, MO, MT, NM, OK, OR, RI, TX, UT Annual Statements State Funds available for 1996 and subsequent

Nonfarm Payroll (Wages and Salaries): Quarterly, 2005–2012:Q2



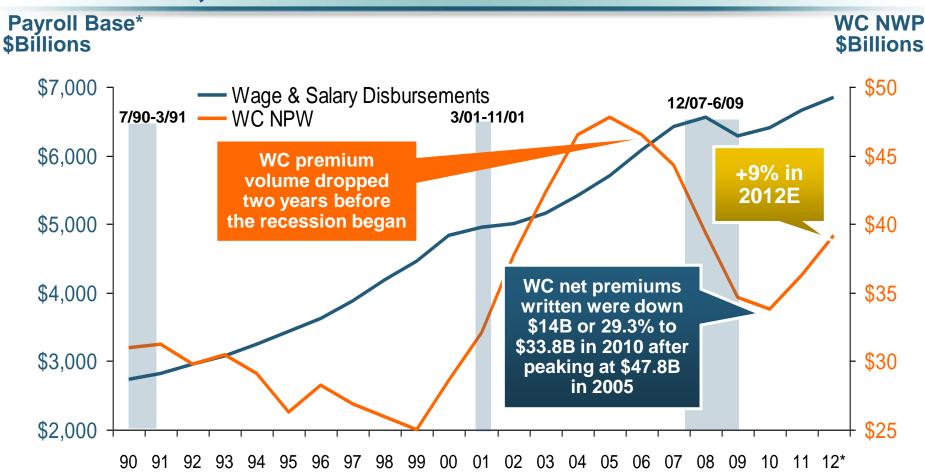


Note: Recession indicated by gray shaded column. Data are seasonally adjusted annual rates.

Sources: http://research.stlouisfed.org/fred2/series/WASCUR; National Bureau of Economic Research (recession dates); Insurance Information Institute.

Payroll vs. Workers Comp Net Written Premiums, 1990-2012E





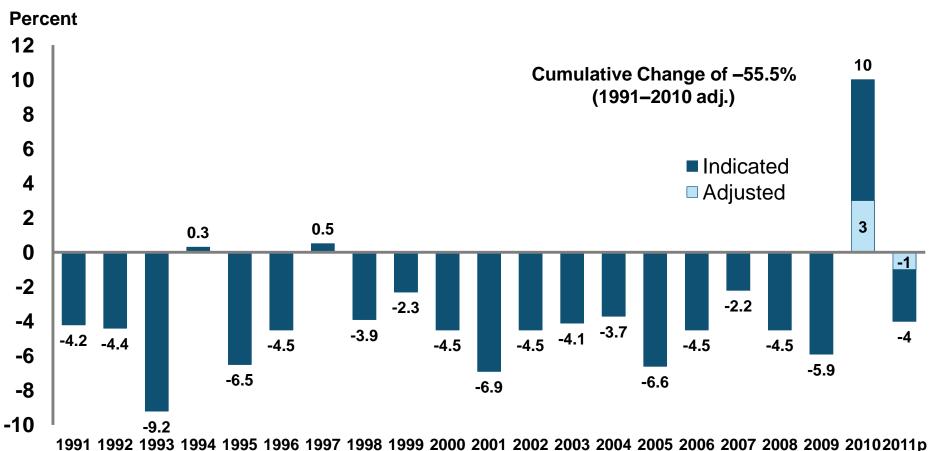
Continued Payroll Growth and Rate Increases Suggest WC NWP Will Grow Again in 2012; +7.9% Growth in 2011 Was the First Gain Since 2005

^{*}Private employment; Shaded areas indicate recessions. Payroll and WC premiums for 2012 is I.I.I. estimate based YTD 2012 actuals. Sources: NBER (recessions); Federal Reserve Bank of St. Louis at http://research.stlouisfed.org/fred2/series/WASCUR; NCCI; I.I.I.

Workers Compensation Lost-Time Claim Frequency Declined in 2011







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Accident Year

2011p: Preliminary based on data valued as of 12/31/2011
1991–2010: Based on data through 12/31/2010, developed to ultimate
Based on the states where NCCI provides ratemaking services, including state funds; excludes high deductible policies
Frequency is the number of lost-time claims per \$1M pure premium at current wage and voluntary loss cost level
Source: NCCI.

Workers Comp Indemnity Claim Costs: Modest Increase in 2011







2010p: Preliminary based on data valued as of 12/31/2011

Accident Year

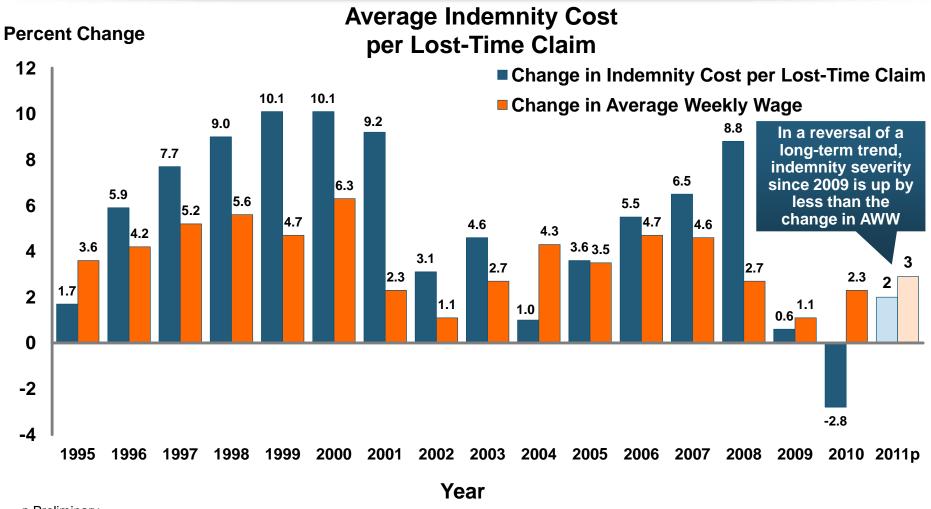
1991–2010: Based on data through 12/31/2010, developed to ultimate

Based on the states where NCCI provides ratemaking services

Excludes high deductible policies

Source: NCCI

Workers Compensation Indemnity Severity: Modest Increase in 2011



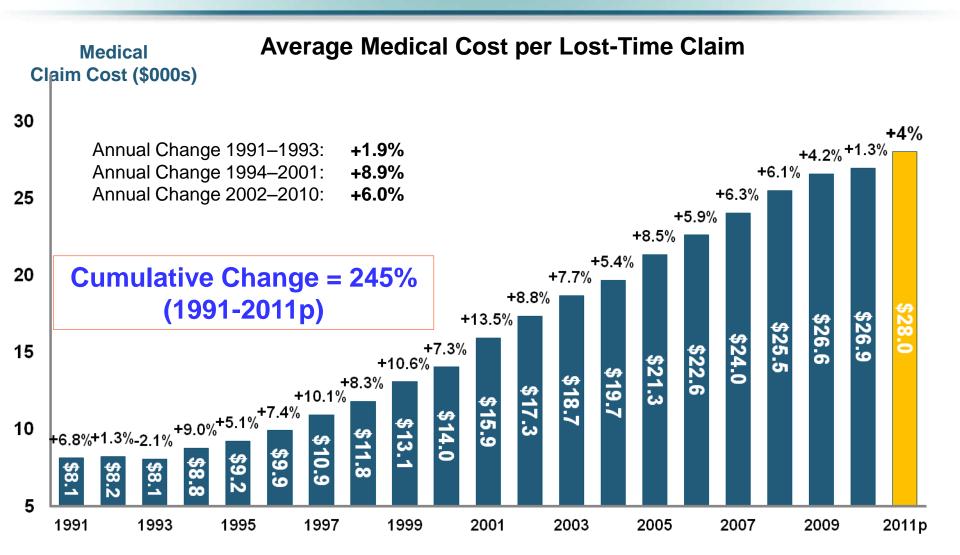
p Preliminary

Based on the states where NCCI provides ratemaking services, including state funds; excludes high deductible policies

Source: Average Weekly Wage 1995–2008: Quarterly Census of Employment and Wages, Economy.com; 2009-2011p, NCCI Accident year indemnity severity—NCCI states, NCCI.

Workers Compensation Medical Severity Moderate Increase in 2011





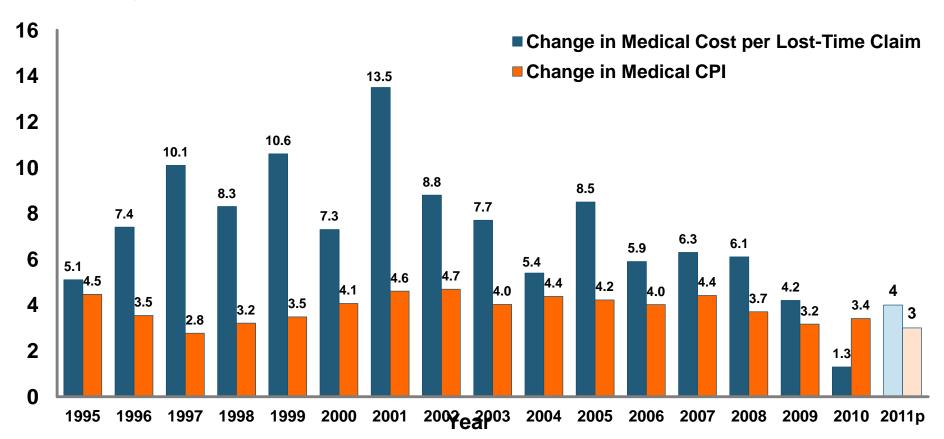
2011p: Preliminary based on data valued as of 12/31/2011 **Accident Year** 1991-2010: Based on data through 12/31/2010, developed to ultimate Based on the states where NCCI provides ratemaking services; Excludes high deductible policies Source: NCCI.

Workers Compensation Medical Severity Moderate Increase in 2011



Average Medical Cost per Lost-Time Claim vs. Medical CPI

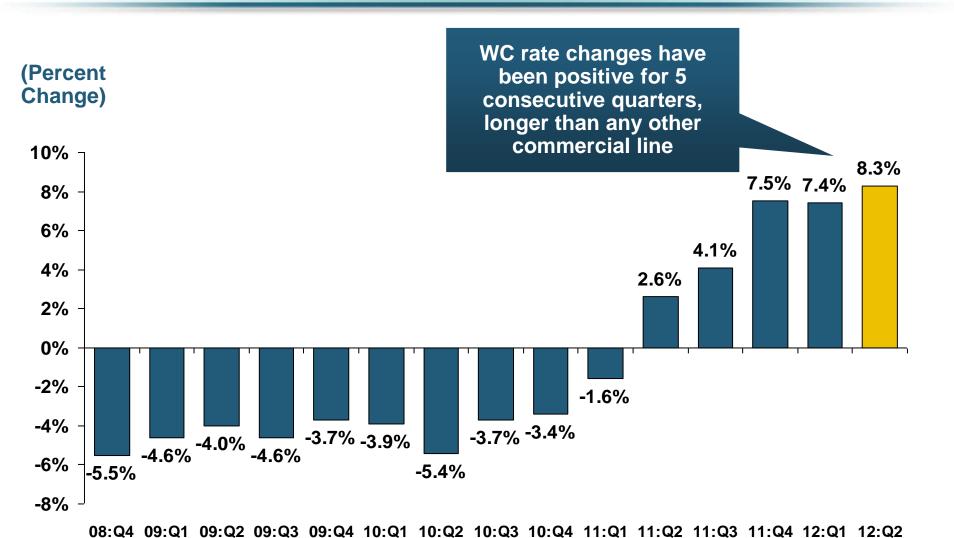
Percent Change



p Preliminary Based on the states where NCCI provides ratemaking services, including state funds; excludes high deductible policies

Workers Comp Rate Changes, 2008:Q4 – 2012:Q2



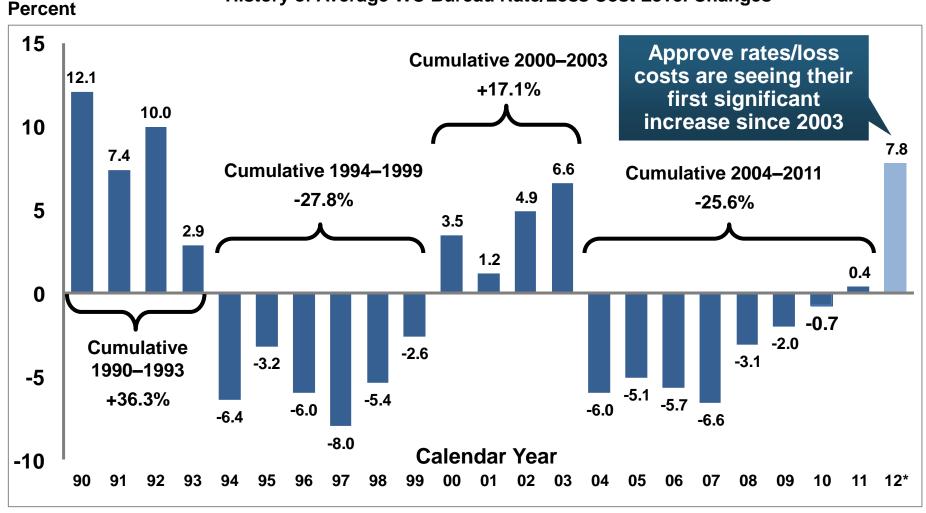


Source: Council of Insurance Agents and Brokers; Information Institute.

Average Approved Bureau Rates/Loss Costs







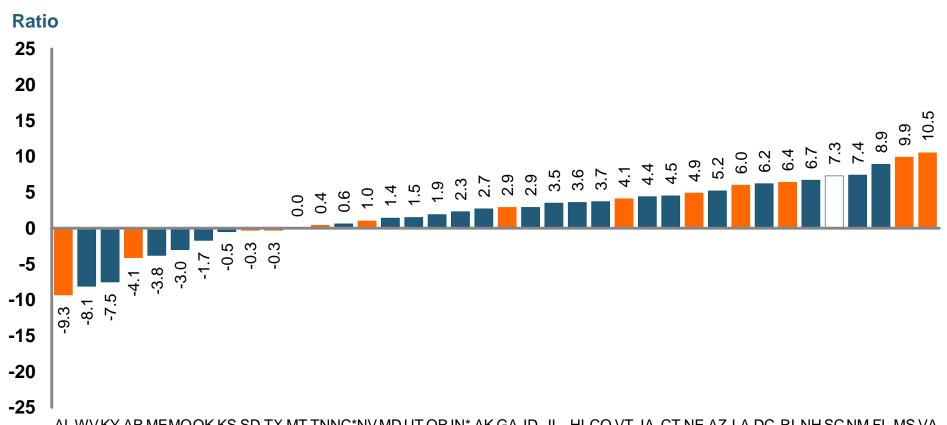
^{*}States approved through 7/31/12.

Note: Countrywide approved changes in advisory rates, loss costs and assigned risk rates as filed by applicable rating organization. Source: NCCI.

Current NCCI Voluntary Market Filed Rate/Loss Cost Changes



(Excludes Law-Only Filings)

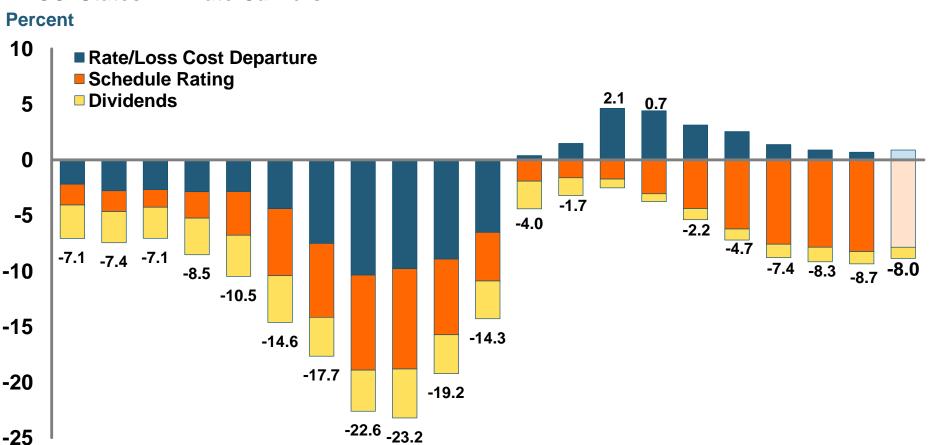


ALWVKY AR MEMOOK KS SD TX MT TNNC*NV MD UT OR IN* AK GA ID IL HI CO VT IA CT NE AZ LA DC RI NH SC NM FL MS VA

Impact of Discounting on Workers Compensation Premium



NCCI States—Private Carriers



1991 1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 2010 2011 p

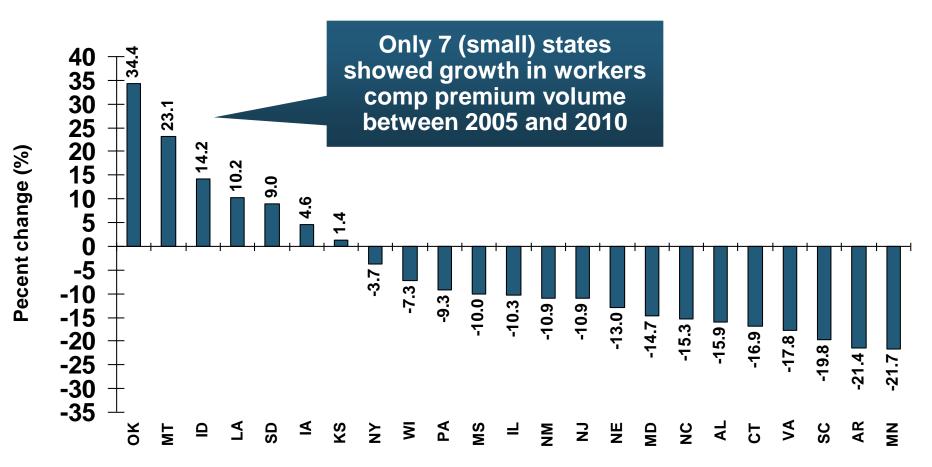
Policy Year

Dividend ratios are based on calendar year statistics NCCI benchmark level does not include an underwriting contingency provision Based on data through 12/31/2011 for the states where NCCI provides ratemaking services Source: NCCI.

Direct Premiums Written: Worker's Comp Percent Change by State, 2005-2010*





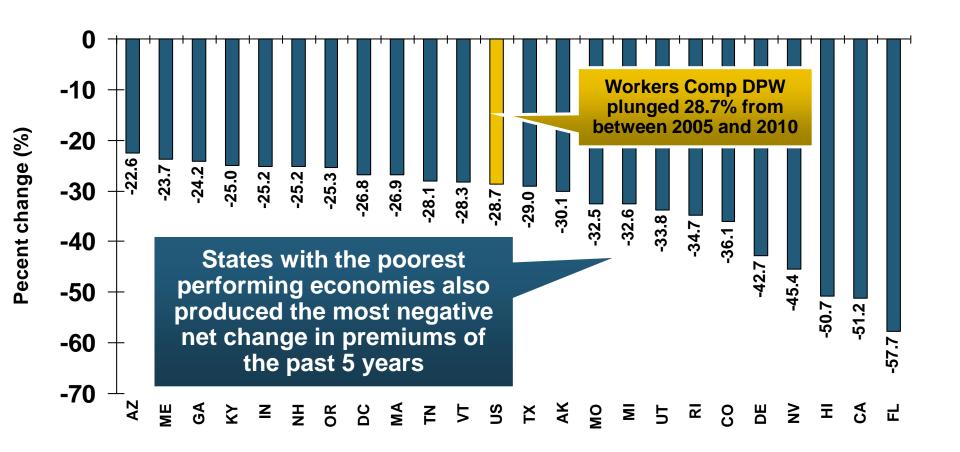


^{*}Excludes monopolistic fund states: ND, OH, WA, WY as well as WV, which transitioned to a competitive structure during this period. Sources: SNL Financial LC.; Insurance Information Institute.

Direct Premiums Written: Worker's Comp Percent Change by State, 2005-2010*



Bottom 25 States

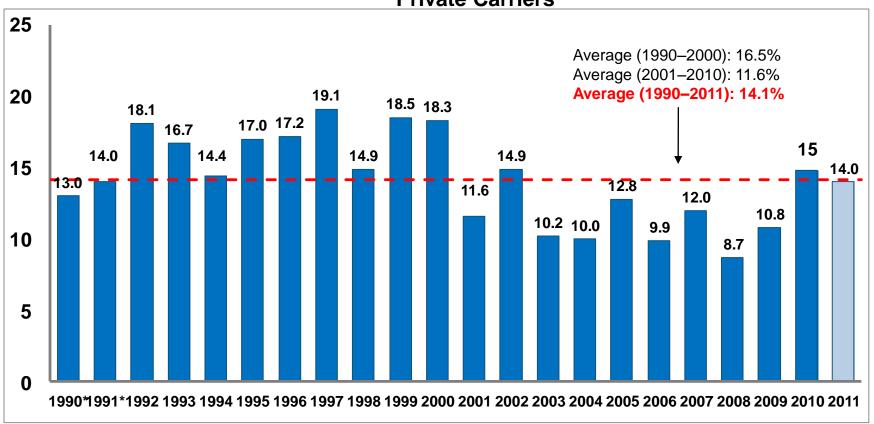


^{*}Excludes monopolistic fund states: ND, OH, WA, WY as well as WV, which transitioned to a competitive structure during this period. Sources: SNL Financial LC.; Insurance Information Institute.

Workers Compensation Investment Returns



Percent Investment Gain on Insurance Transactions-to-Premium Ratio Private Carriers



Calendar Year

p=Preliminary

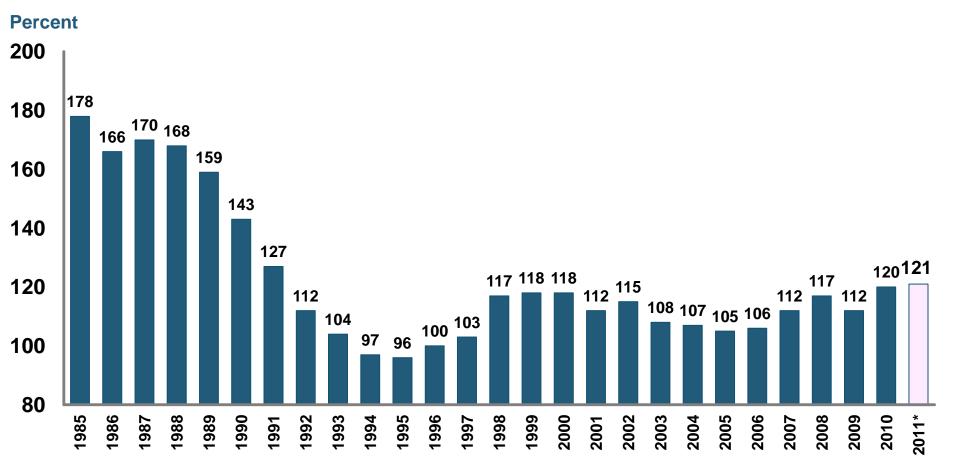
Source: 1990–2009, Annual Statement Data; 2010p, NCCI Investment Gain on Insurance Transactions includes Other Income
•Adjusted to include realized capital gains to be consistent with 1992 and after

Source: NCCI 47

Workers Compensation Residual Market Combined Ratio



NCCI-Serviced Workers Compensation Residual Market Pools as of Dec. 31, 2011



Incomplete policy year projected to ultimate

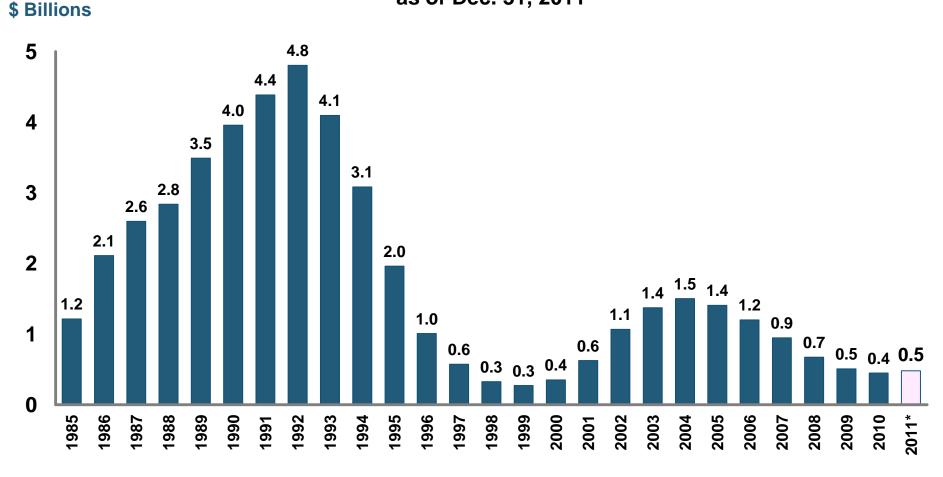
Policy Year

·Source: NCCI.

Workers Compensation Residual Market Premium—First Increase Since 2004



NCCI-Serviced Workers Compensation Residual Market Pools as of Dec. 31, 2011



Incomplete policy year projected to ultimate

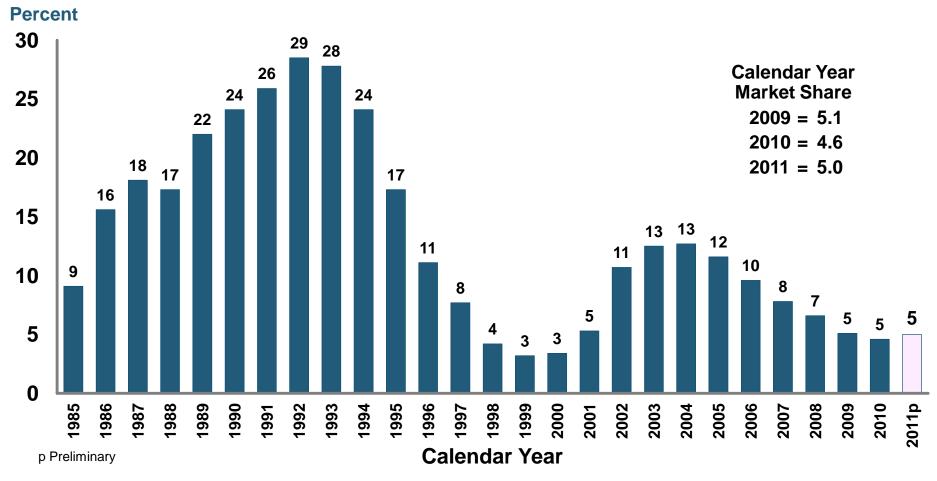
Policy Year

Source: NCCI/

Workers Compensation Residual Market Share Increases



Workers Compensation Insurance Plan States*
Premium as a Percentage of Direct Written Premium



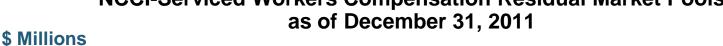
•NCCI Plan states plus DE, IN, MA, MI, NC, NJ

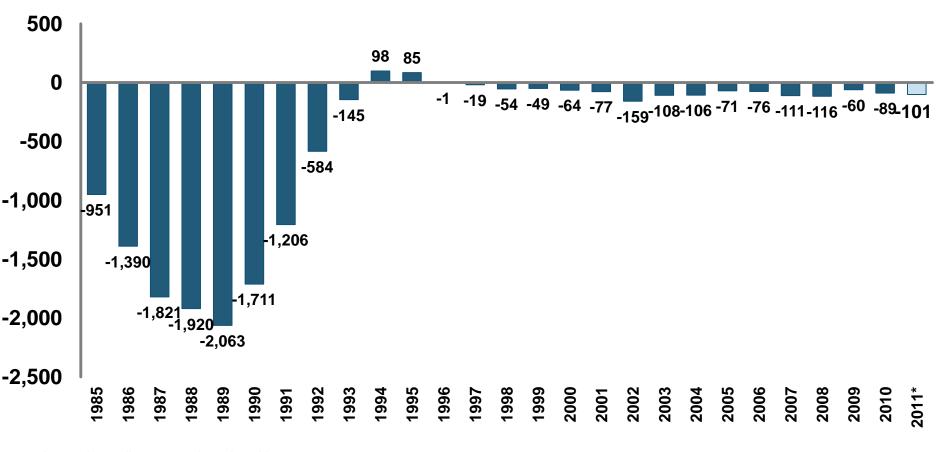
Source: NCCI.

Workers Compensation Residual Market Underwriting Results



NCCI-Serviced Workers Compensation Residual Market Pools as of December 31, 2011

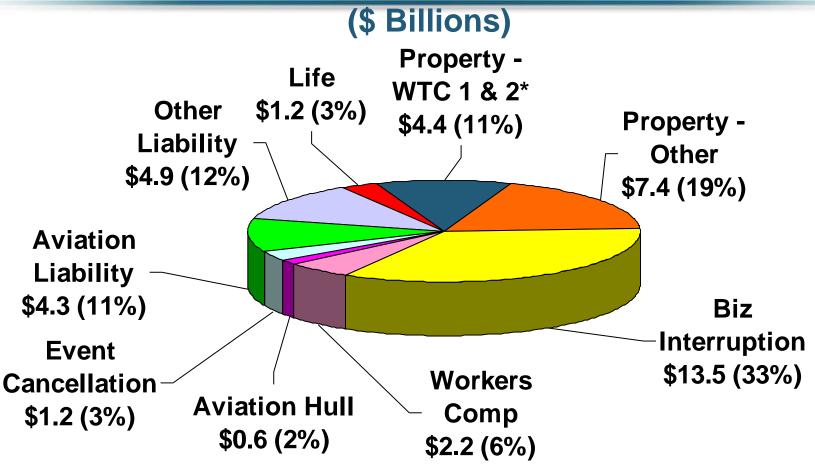




Incomplete policy year projected to ultimate Source: NCCI.

Loss Distribution by Type of Insurance from Sept. 11 Terrorist Attack (\$ 2011)





Total Insured Losses Estimate: \$40.0B**

*Loss total does not include March 2010 New York City settlement of up to \$657.5 million to compensate approximately 10,000 Ground Zero workers or any subsequent settlements.

Source: Insurance Information Institute.

^{**\$32.5} billion in 2001 dollars.

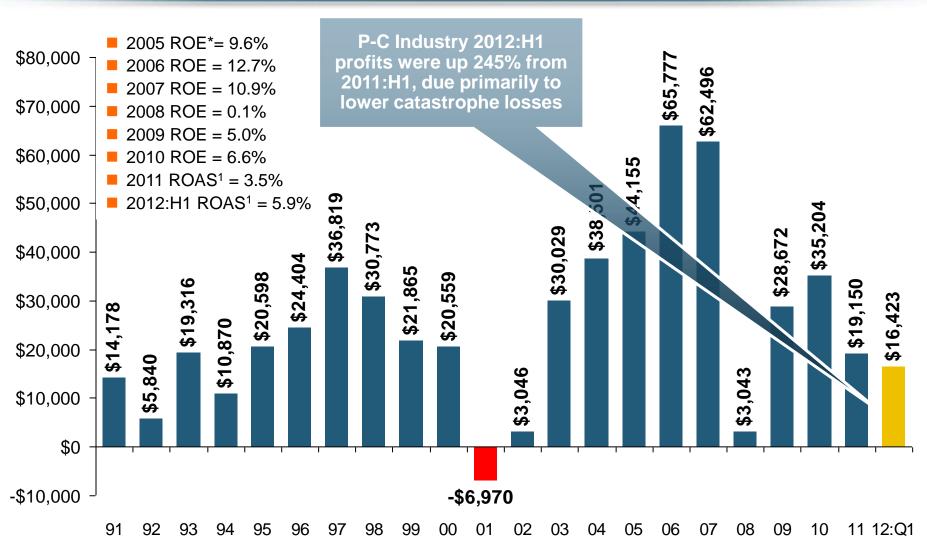


P/C Insurance Industry Financial Overview

Profit Recovery Was Set Back in 2011 by High Catastrophe Loss & Other Factors

P/C Net Income After Taxes 1991–2012:Q2 (\$ Millions)



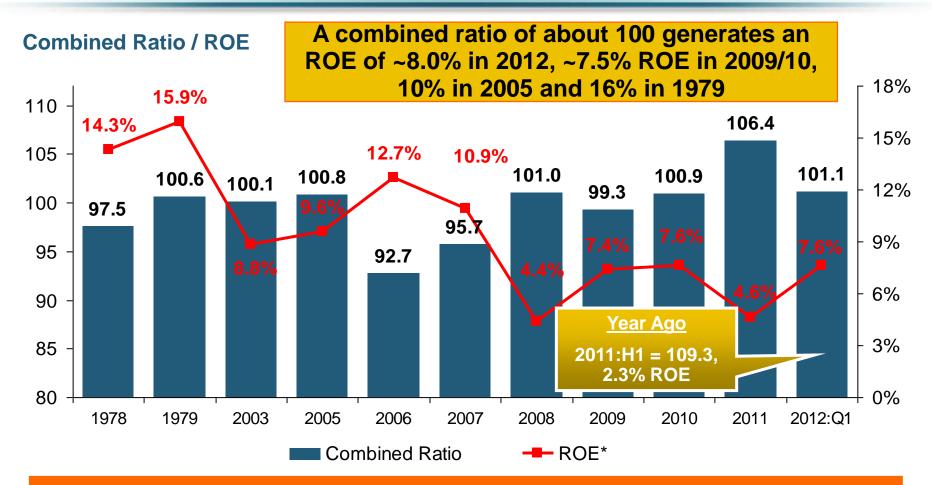


^{*} ROE figures are GAAP; ¹Return on avg. surplus. Excluding Mortgage & Financial Guaranty insurers yields a 7.6% ROAS for 2012:H1, 4.6% ROAS for 2011, 7.6% for 2010 and 7.4% for 2009.

Sources: A.M. Best, ISO, Insurance Information Institute

A 100 Combined Ratio Isn't What It Once Was: Investment Impact on ROEs





Combined Ratios Must Be Lower in Today's Depressed Investment Environment to Generate Risk Appropriate ROEs

^{* 2008 -2012} figures are return on average surplus and exclude mortgage and financial guaranty insurers. 2012:Q1 combined ratio including M&FG insurers is 99.0, ROAS = 7.2%; 2011 combined ratio including M&FG insurers is 108.2, ROAS = 3.5%. Source: Insurance Information Institute from A.M. Best and ISO data.



INVESTMENTS: THE NEW REALITY

Investment Performance is a Key Driver of Profitability

Depressed Yields Will Necessarily Influence Underwriting & Pricing

Insurers Have Not Yet Fully Adapted to a Persistently Low Interest Rate Environment



- No Expectation that Rates Would Be:
 - Pushed to Such Low Levels
 - Pushed Down so Rapidly
 - Held to Such Low Levels for So Long
 - Suppressed via Unprecedented Aggressiveness of the Federal Reserve
 - Use of traditional and unconventional tools (QE)
 - Unconventional 's policies couldn't be anticipated, esp. QE1, 2 (3?)
- Competitive Pressure > Protracted Soft Market
- Ability to Release Prior Reserves Eases Urgency
- Realization of Capital Gains

Property/Casualty Insurance Industry Investment Income: 2000–2012F¹







Investment Income in 2011 Was Surprisingly Strong, Though Investment Income Is Likely to Weaken in 2012 Due to Persistently Low Interest Rates

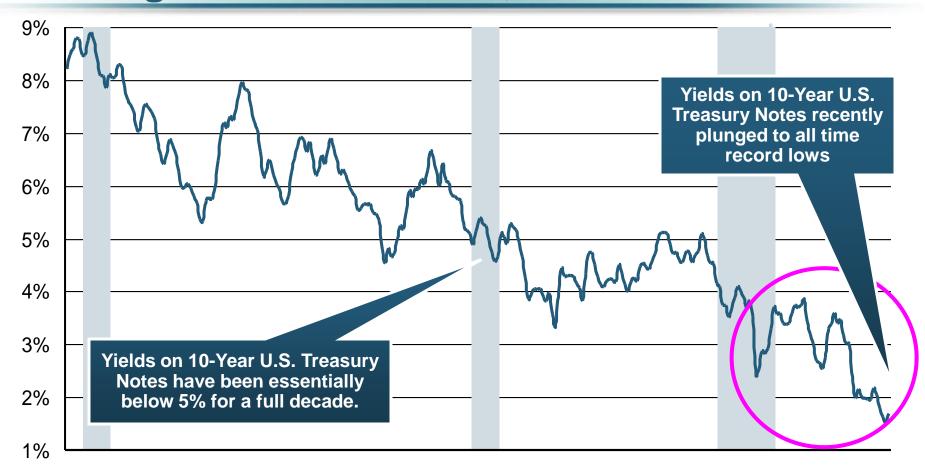
Sources: ISO; Conning Research & Consulting; Insurance Information Institute.

¹ Investment gains consist primarily of interest and stock dividends.

^{*2012}F is based on annualized Q1:2012 actual figure of \$11.656B.

U.S. 10-Year Treasury Note Yields: A Long Downward Trend, 1990–2012*





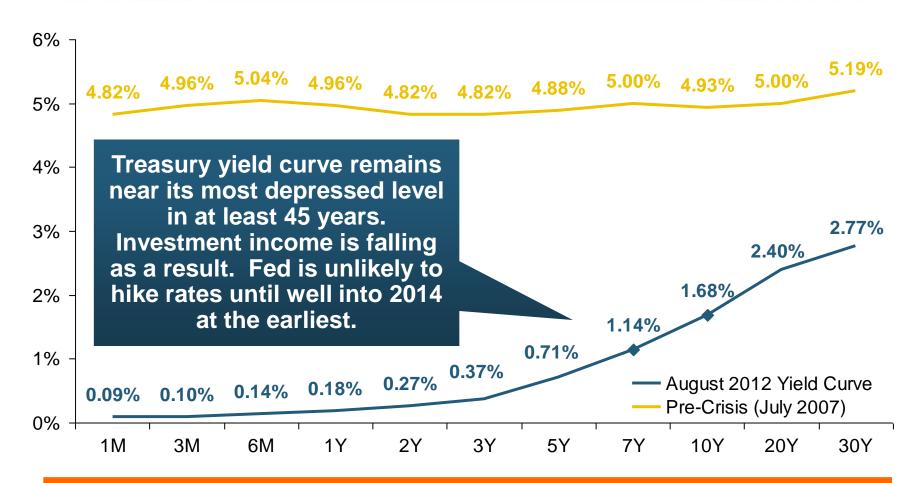
'90 '91 '92 '93 '94 '95 '96 '97 '98 '99 '00 '01 '02 '03 '04 '05 '06 '07 '08 '09 '10 '11 '12

Since roughly 80% of P/C bond/cash investments are in 10-year or shorter durations, most P/C insurer portfolios will have low-yielding bonds for years to come.

^{*}Monthly, through Aug. 2012. Note: Recessions indicated by gray shaded columns.

Treasury Yield Curves: Pre-Crisis (July 2007) vs. August 2012



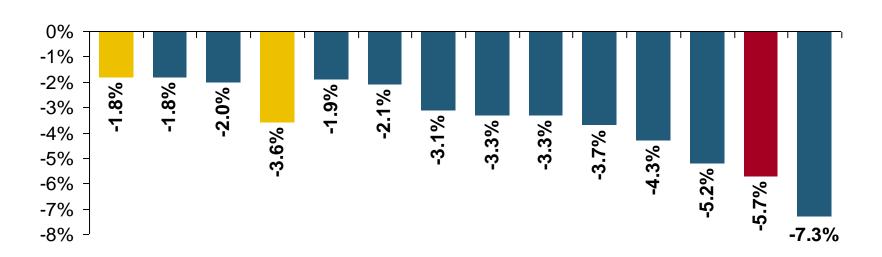


The Fed Is Actively Signaling that it Is Determined to Keep Rates Low Through Mid-2015; This Adds to Pricing Pressure for Insurers.

Reduction in Combined Ratio Necessary to Offset 1% Decline in Investment Yield to Maintain Constant ROE, by Line*







Lower Investment Earnings Place a Greater Burden on Underwriting and Pricing Discipline

Source: A.M. Best; Insurance Information Institute.

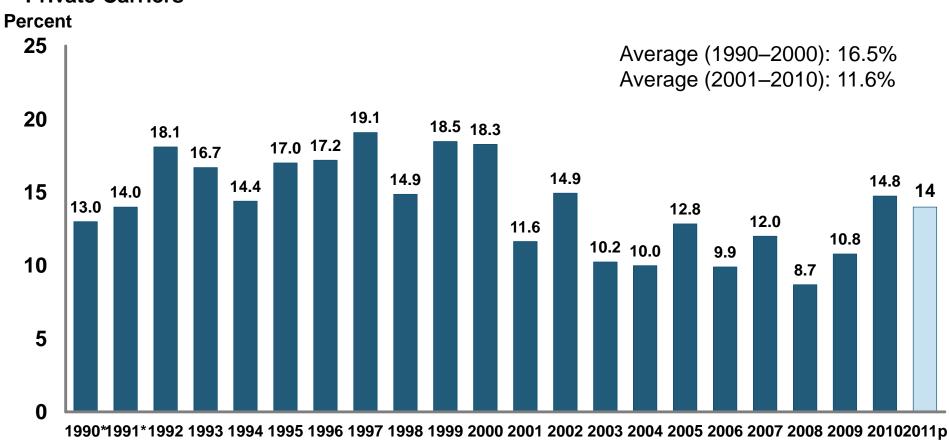
^{*}Based on 2008 Invested Assets and Earned Premiums

^{**}US domestic reinsurance only

Workers Compensation Investment Returns



Investment Gain on Insurance Transactions-to-Premium Ratio Private Carriers



p Preliminary

Calendar Year

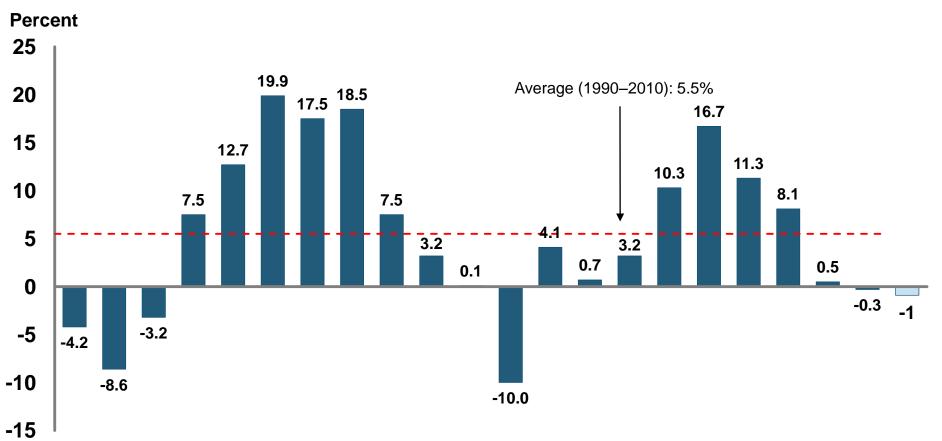
Source: 1990–2010, Annual Statement Data; 2011p, NCCI Investment Gain on Insurance Transactions includes Other Income

^{*} Adjusted to include realized capital gains to be consistent with 1992 and after

Workers Compensation Results Operating Loss Continues



Pre-Tax Operating Gain Ratio—Private Carriers



1990*1991*1992 1993 1994 1995 1996 1997 1998 1999 2000 2001 2002 2003 2004 2005 2006 2007 2008 2009 20102011p

p Preliminary

Calendar Year

Source: 1990–2010, Annual Statement Data; 2011p, NCCI

Operating Gain Equals 1.00 minus (Combined Ratio Less Investment Gain on Insurance Transactions and Other Income)

^{*} Adjusted to include realized capital gains to be consistent with 1992 and after

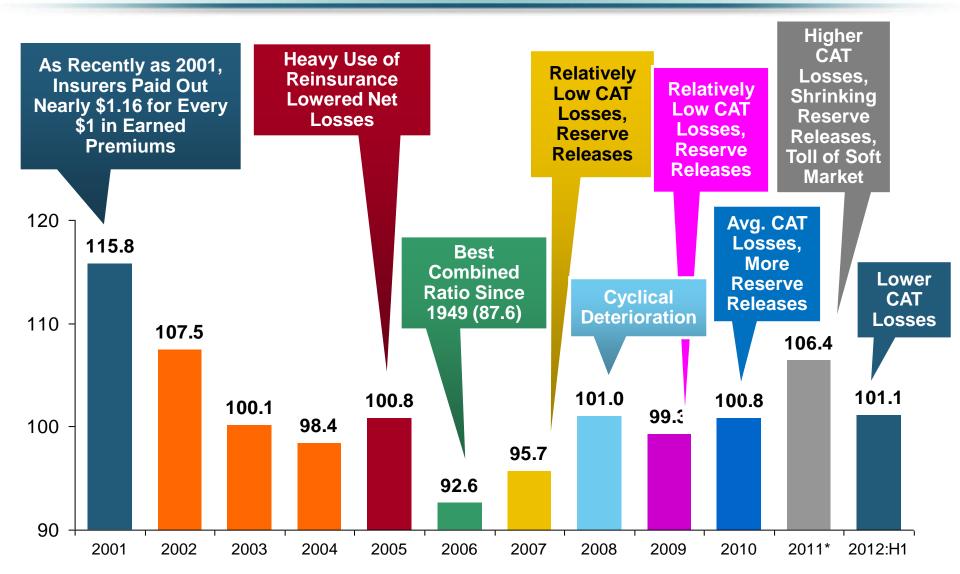


UNDERWRITING

Have Underwriting Losses Been Large Enough for Long Enough to Turn the Market?

P/C Insurance Industry Combined Ratio, 2001–2012:H1*

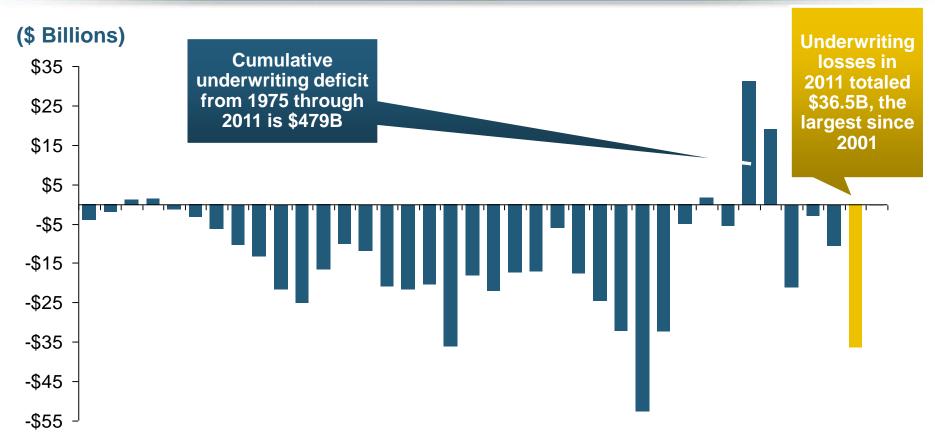




^{*} Excludes Mortgage & Financial Guaranty insurers 2008--2012. Including M&FG, 2008=105.1, 2009=100.7, 2010=102.4, 2011=108.2; 2012:H1=102.2. Sources: A.M. Best, ISO.

Underwriting Gain (Loss) 1975–2012:Q1*





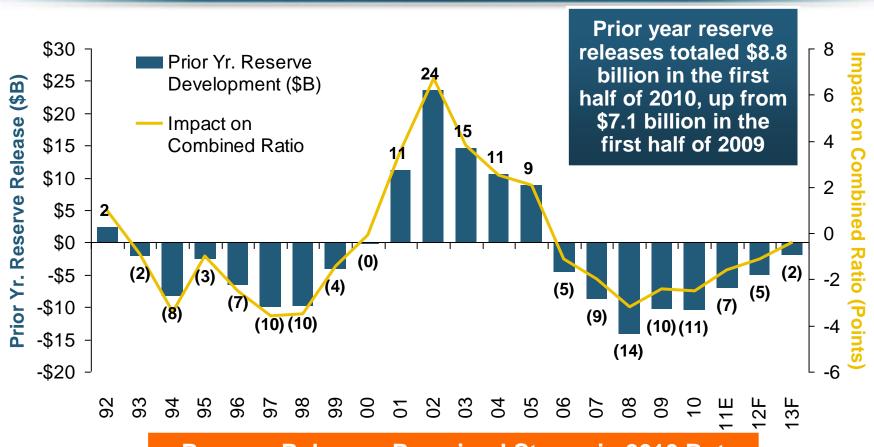
75 76 77 78 79 80 81 82 83 84 85 86 87 88 89 90 91 92 93 94 95 96 97 98 99 00 01 02 03 04 05 06 07 08 09 10 11 11

Large Underwriting Losses Are *NOT* Sustainable in Current Investment Environment

^{*} Includes mortgage and financial guaranty insurers in all years. Sources: A.M. Best, ISO: Insurance Information Institute.

P/C Reserve Development, 1992–2013F





Reserve Releases Remained Strong in 2010 But Tapered Off in 2011. Releases Are Expected to Further Diminish in 2012 and 2103

Note: 2005 reserve development excludes a \$6 billion loss portfolio transfer between American Re and Munich Re. Including this transaction, total prior year adverse development in 2005 was \$7 billion. The data from 2000 and subsequent years excludes development from financial guaranty and mortgage insurance.

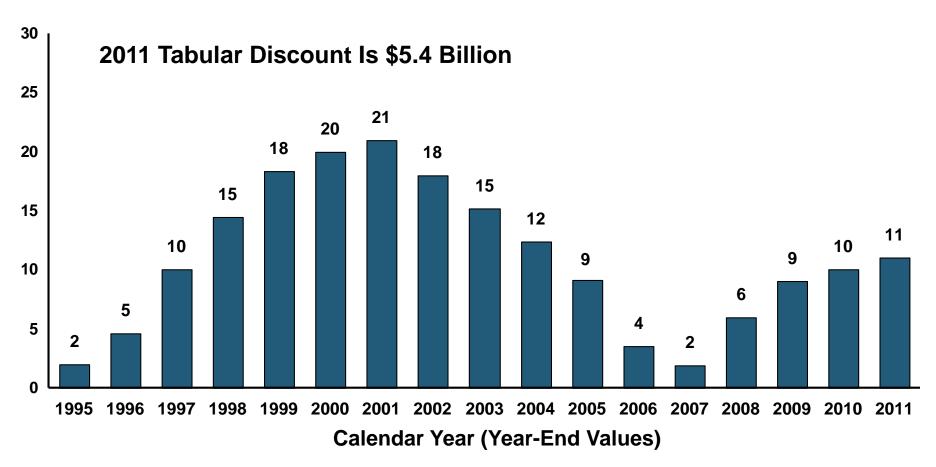
Sources: Barclays Capital; A.M. Best.

Workers Compensation Loss and LAE Reserve Deficiencies, 1995-2011



WC Loss and LAE Reserve Deficiency: Private Carriers

\$ Billions

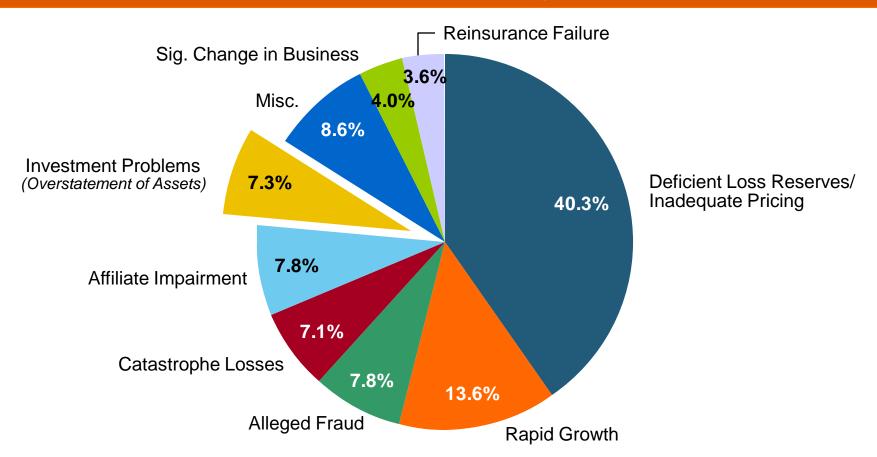


Reasons for US P/C Insurer Impairments, 1969–2010



Historically, Deficient Loss Reserves and Inadequate Pricing Are By Far the Leading Cause of P-C Insurer Impairments.

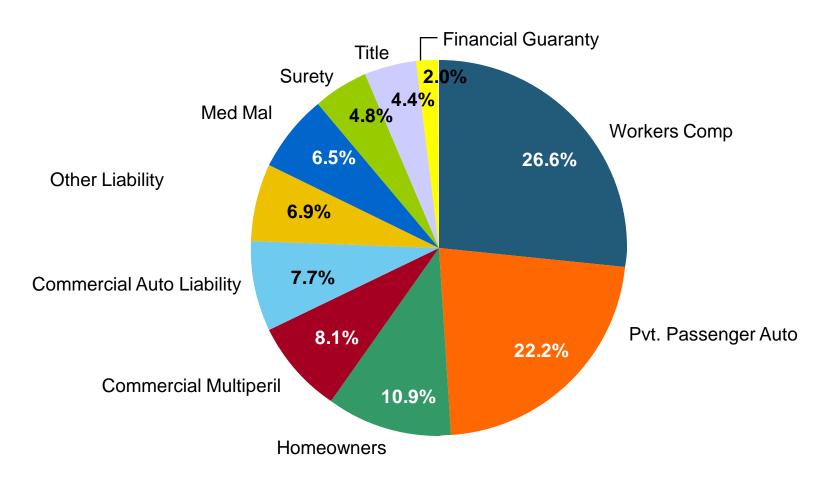
Investment and Catastrophe Losses Play a Much Smaller Role



Top 10 Lines of Business for US P/C Impaired Insurers, 2000–2010



Workers Comp and Pvt. Passenger Auto Account for Nearly Half of the Premium Volume of Impaired Insurers Over the Past Decade



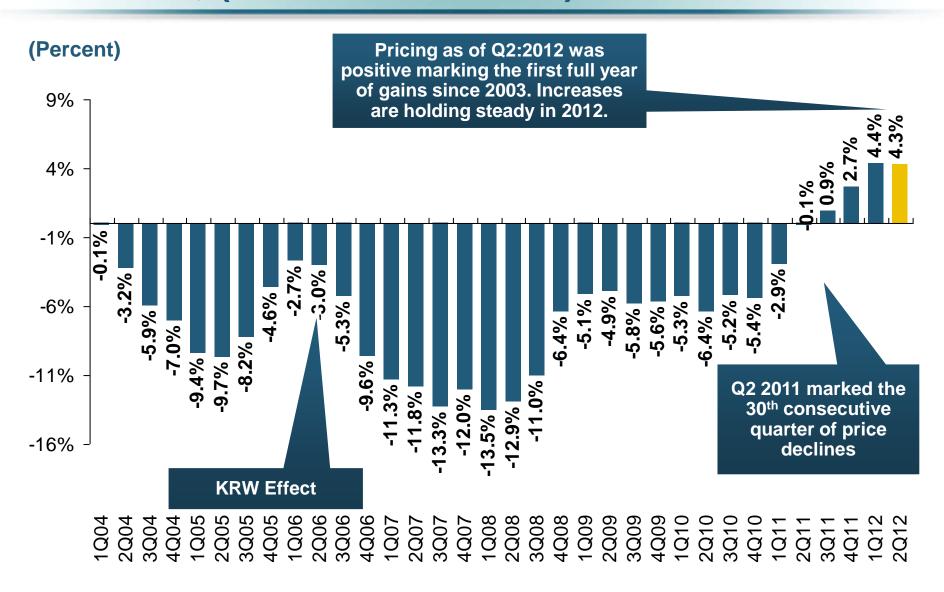


RENEWED PRICING DISCIPLINE

Is There Evidence of a Broad and Sustained Shift in Pricing?

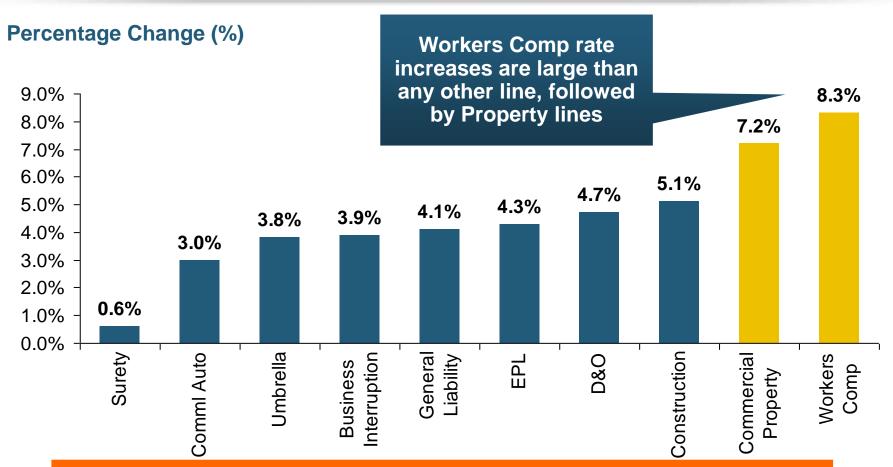
Average Commercial Rate Change, All Lines, (1Q:2004–2Q:2012)





Change in Commercial Rate Renewals, by Line: 2012:Q2

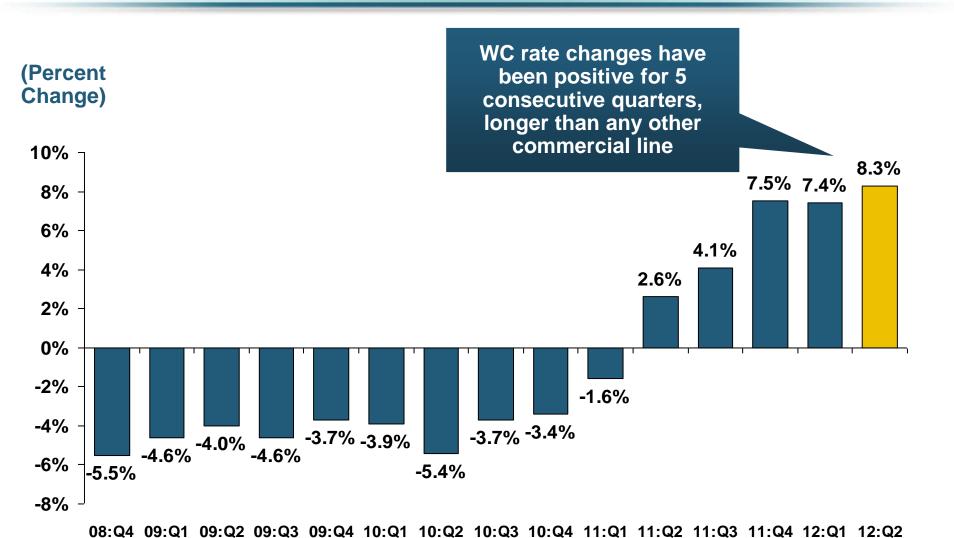




Major Commercial Lines Renewed Uniformly Upward in Q2:2012 for Only the Fourth Time Since 2003; Property Lines & Workers Comp Leading the Way; Cat Losses and Low Interest Rates Provide Momentum Going Forward

Workers Comp Rate Changes, 2008:Q4 – 2012:Q2







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