



November 3, 2023

Joyce Steel Erection, LLC
31 FRJ Drive
Longview, Texas 75602

Re: 2023 Worker Compensation Experience Modification Factor

Please use this letter as confirmation that the interstate workers' compensation modification factors applying to your company are:

<u>Effective Date</u>	<u>Exp. Mod. Factor</u>
11/15/2023	.78
11/15/2022	.78
11/15/2021	.71

It should be noted that these factors are based on the insured interstate workers' compensation experience of Marmon Holdings, Inc. The rules and regulations of the National Council on Compensation Insurance have been followed regarding the consolidation.

Sincerely,

Kimberly Schlag

Kimberly Schlag
Client Manager

WTW

Willis Towers Watson Midwest, Inc. | 233 S. Wacker Drive, Suite 1800 | Chicago, IL 60606
O +1 312-288-7803
kimberly.schlag@wtwco.com
wtwco.com