



September 24, 2021

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

Re: 2021 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>
11/15/2021	.72
11/15/2020	.71
11/15/2019	.69

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,

Shannon Sparrow
Account Specialist

CC: The Marmon Group LLC