



December 29, 2021

D&R Industrial Services, LLC
PO Box 1436
Wiggins, MS 39577

RE: D&R Industrial Services, LLC
Experience Modification Rating

To Whom it May Concern:

The National Council on Compensation Insurance, Inc. (NCCI) has formulated the below Experience Modification Factors (historical detail):

Effective: 12/31/21 ... 0.73
Effective: 12/31/20 ... 0.76
Effective: 12/31/19 ... 0.79
Effective: 12/31/18 ... 0.89

If you have any questions or require additional information, please feel free to reach out to me.

Best regards,

A handwritten signature in black ink that reads "Rowland B. Stalter".

Rowland B. Stalter
Senior Vice President
HUB International Gulf South Ltd