

Exhibit 28
Second Amendment

PENNSYLVANIA COMPENSATION RATING BUREAU

Loss Costs and Expected Loss Factors

**LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2019 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
005	8.02	5.98	7.77	8.65	F
007	3.44	2.56	3.33	3.71	C
009	13.20	9.85	12.80	14.25	G
015	6.60	4.92	6.40	7.12	E
025	2.74	1.81	2.30	2.49	G
028	1.73	1.15	1.46	1.58	F
050	2.57	1.71	2.16	2.35	F
051	2.56	1.70	2.15	2.34	F
055	3.03	2.01	2.55	2.76	F
059	3.82	2.53	3.21	3.48	E
101	2.06	1.45	1.89	2.09	E
103	0.88	0.62	0.81	0.89	C
104	2.43	1.72	2.23	2.47	B
105	2.55	1.81	2.35	2.59	D
106	3.89	2.75	3.58	3.95	C
107	1.77	1.25	1.63	1.80	B
108	1.80	1.28	1.66	1.83	C
109	2.72	1.92	2.50	2.75	C
110	1.95	1.38	1.79	1.97	B
111	4.86	3.44	4.47	4.93	C
112	5.83	4.12	5.35	5.91	C
113	1.40	0.99	1.28	1.42	C
114	4.04	2.86	3.72	4.10	E
115	1.68	1.19	1.55	1.71	D
119	2.24	1.58	2.06	2.27	C
130	3.45	2.44	3.17	3.49	E
132	1.98	1.40	1.82	2.00	C
134	2.16	1.53	1.98	2.19	C
135	1.69	1.20	1.55	1.72	C
136	1.97	1.39	1.81	1.99	C
139	2.88	2.03	2.64	2.92	C
141	3.05	2.16	2.80	3.09	B
142	1.58	1.12	1.45	1.60	C
161	1.36	0.96	1.25	1.38	C
163	2.66	1.88	2.44	2.69	C
165	4.17	2.94	3.83	4.22	B
166	2.10	1.48	1.93	2.13	C
185	3.91	2.77	3.59	3.97	B
187	2.83	2.00	2.60	2.87	B
189	2.24	1.58	2.06	2.27	C
191	2.24	1.58	2.06	2.27	C
201	2.71	1.91	2.49	2.74	D
204	2.00	1.41	1.83	2.02	B
205	1.97	1.39	1.81	1.99	B
221	1.38	0.97	1.27	1.40	C

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
222	1.66	1.18	1.53	1.69	C
225	1.80	1.28	1.66	1.83	C
227	2.12	1.50	1.95	2.15	C
255	1.72	1.22	1.58	1.75	E
257	1.71	1.21	1.57	1.74	C
261	1.94	1.37	1.78	1.96	C
263	1.35	0.95	1.24	1.37	C
265	1.67	1.18	1.54	1.70	C
275	2.21	1.56	2.03	2.24	C
276	2.70	1.91	2.48	2.73	C
281	1.58	1.12	1.45	1.60	B
282	3.58	2.53	3.29	3.63	D
285	1.36	0.96	1.25	1.38	B
291	2.56	1.81	2.36	2.60	E
297	2.57	1.82	2.37	2.61	B
301	3.91	2.77	3.59	3.97	F
305	2.82	1.99	2.59	2.86	D
306	2.39	1.69	2.20	2.43	B
311	1.95	1.38	1.79	1.97	C
319	2.78	1.96	2.55	2.82	A
323	2.40	1.70	2.21	2.44	C
327	1.76	1.25	1.62	1.79	C
402	2.43	1.72	2.23	2.47	E
403	1.88	1.33	1.73	1.91	C
404	1.87	1.33	1.72	1.90	E
406	2.11	1.49	1.94	2.14	E
407	2.11	1.49	1.94	2.14	C
411	3.17	2.24	2.91	3.22	E
413	3.32	2.35	3.05	3.37	E
415	2.16	1.53	1.98	2.19	E
416	1.25	0.88	1.15	1.26	C
421	4.53	3.20	4.16	4.59	E
425	4.88	3.45	4.49	4.95	E
427	2.78	1.96	2.55	2.82	E
429	2.46	1.74	2.26	2.50	D
431	3.46	2.44	3.18	3.50	C
433	2.25	1.59	2.07	2.28	C
435	2.40	1.70	2.21	2.44	C
441	0.76	0.54	0.70	0.77	C
445	1.39 a	0.98	1.28	1.41	C
446	0.80	0.57	0.74	0.81	B
447	2.74 b	1.93	2.51	2.77	E
449	1.45	1.02	1.33	1.47	D
451	2.21	1.56	2.03	2.24	D
454	1.90	1.34	1.74	1.92	C

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

a OD: \$0.05 Supplemental is not subject to experience rating. Code as 0067.

b OD: \$0.04 Supplemental is not subject to experience rating. Code as 0066.

**LOSS COSTS AND EXPECTED LOSS FACTORS
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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
456	2.11	1.49	1.94	2.14	D
457	2.10	1.48	1.93	2.13	C
458	1.12	0.80	1.03	1.14	B
459	0.56	0.39	0.51	0.57	C
461	1.62	1.15	1.49	1.64	D
463	1.83	1.30	1.69	1.86	D
465	2.14	1.51	1.96	2.17	D
467	2.59	1.83	2.38	2.63	B
471	0.77	0.54	0.71	0.78	B
472	0.67	0.47	0.61	0.68	B
473	1.73	1.23	1.59	1.76	B
474	1.35	0.95	1.24	1.37	C
475	1.22	0.86	1.12	1.23	D
476	0.77	0.54	0.71	0.78	C
477	1.22	0.86	1.12	1.23	C
483	1.02	0.72	0.94	1.04	B
485	0.74	0.52	0.68	0.75	B
486	0.82	0.58	0.75	0.83	C
487	0.68	0.48	0.62	0.69	C
488	0.52	0.37	0.47	0.52	B
489	0.76	0.54	0.70	0.77	B
491	2.98	2.11	2.74	3.02	C
493	2.23	1.58	2.05	2.26	C
495	3.59	2.54	3.30	3.64	D
497	1.06	0.75	0.98	1.08	B
499	1.98	1.40	1.82	2.00	D
501	2.70	1.91	2.48	2.73	E
502	2.24	1.58	2.06	2.27	A
506	1.20	0.85	1.10	1.21	C
507	1.43	1.01	1.31	1.45	F
509	3.58	2.53	3.29	3.63	G
511	3.74	2.64	3.44	3.79	E
512	2.73	1.93	2.50	2.76	E
513	2.06 c	1.45	1.89	2.09	B
514	2.93	2.07	2.69	2.97	E
520	0.21	0.16	0.21	0.23	C
521	0.56	0.42	0.54	0.60	B
522	0.92	0.69	0.89	1.00	C
523	1.58	1.18	1.53	1.71	C
524	2.35	1.75	2.28	2.54	B
525	4.06	2.87	3.73	4.12	D
526	5.86	4.37	5.68	6.32	E
527	9.25	6.13	7.77	8.43	E
528	13.20	9.34	12.13	13.39	E
529	22.13	14.67	18.60	20.16	G

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

c OD: \$0.10 Supplemental is not subject to experience rating. Code as 0176.

**LOSS COSTS AND EXPECTED LOSS FACTORS
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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
535	1.79	1.27	1.65	1.82	C
536	3.73	2.64	3.43	3.78	C
551	0.83	0.59	0.76	0.84	F
553	0.84	0.59	0.77	0.85	G
555	0.28	0.20	0.26	0.29	B
563	0.90	0.64	0.83	0.91	C
571	1.57	1.11	1.44	1.59	C
573	2.51	1.78	2.31	2.55	F
581	0.99	0.70	0.91	1.01	E
587	1.46	1.03	1.34	1.48	C
601	4.66	3.06	3.87	4.20	G
603	4.32	2.73	3.47	3.76	F
605	5.21	3.37	4.27	4.63	E
606	3.45	2.24	2.84	3.07	G
607	1.89	1.24	1.58	1.71	F
608	4.60	2.96	3.76	4.07	F
609	2.81	1.83	2.32	2.52	F
611	6.77	4.37	5.54	6.00	E
615	6.41	4.14	5.25	5.69	G
0152	0.69				G
617	2.11	1.38	1.75	1.89	F
645	5.11	3.20	4.06	4.40	F
646	3.80	2.42	3.07	3.33	E
647	5.25	3.45	4.37	4.74	D
648	4.69	3.05	3.87	4.19	E
649	3.07	1.91	2.43	2.63	E
651	4.47	2.88	3.65	3.96	F
652	6.73	4.45	5.65	6.12	F
653	5.25	3.38	4.28	4.64	F
654	5.57	3.53	4.48	4.86	F
655	7.80	5.02	6.37	6.91	G
656	3.81	2.48	3.15	3.42	G
657	6.03	3.91	4.96	5.37	F
658	6.52	4.15	5.26	5.71	F
659	11.36	7.43	9.43	10.22	G
660	1.81	1.16	1.47	1.60	E
661	2.29	1.42	1.80	1.95	E
662	4.08	2.69	3.41	3.70	E
663	2.69	1.73	2.20	2.38	E
664	2.64	1.67	2.12	2.30	E
665	5.76	3.73	4.73	5.13	F
666	5.29	3.34	4.23	4.59	E
667	1.36	0.87	1.11	1.20	F
668	5.68	3.64	4.62	5.00	E
669	4.83	3.05	3.87	4.19	F

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

d OD: \$0.74 Supplemental applies when coverage for Federal black lung is provided. It is not subject to experience rating. Code as 0164.

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		A-1	A-2	A-3	
670	4.47	2.79	3.53	3.83	E
673	4.10	2.69	3.41	3.69	F
674	3.62	2.36	3.00	3.25	E
675	2.37	1.55	1.97	2.13	F
676	3.46	2.22	2.82	3.06	E
677	2.16	1.40	1.78	1.93	G
679	5.89	3.81	4.84	5.24	F
681	4.29	2.79	3.53	3.83	F
691	4.17	2.70	3.42	3.71	F
693	6.60	4.28	5.42	5.88	F
695	3.25	2.11	2.67	2.90	E
709	1.29	0.85	1.08	1.17	G
716	2.03	1.34	1.70	1.85	E
718	1.99	1.32	1.67	1.81	E
721	6.13	4.34	5.63	6.22	F
744	0.24	0.17	0.22	0.25	D
751	0.82	0.58	0.75	0.83	E
752	0.61	0.43	0.56	0.62	G
753	2.06	1.45	1.89	2.09	C
755	0.94	0.67	0.87	0.96	F
757	0.99	0.70	0.91	1.01	E
759	4.13	2.92	3.80	4.19	E
801	5.04	3.76	4.88	5.44	E
802	2.98	2.22	2.89	3.22	E
803	8.84	6.59	8.57	9.54	E
804	2.38	1.78	2.31	2.57	E
805	3.41	2.54	3.30	3.68	E
806	6.46	4.81	6.26	6.97	E
807	3.46	2.58	3.35	3.73	E
808	2.76	2.06	2.67	2.98	E
809	3.85	2.87	3.73	4.16	F
810	2.70	2.01	2.61	2.91	F
0162	0.74				E
811	4.77	3.56	4.63	5.15	E
812	4.66	3.48	4.52	5.03	F
813	3.06	2.28	2.97	3.30	D
814	1.51	1.13	1.46	1.63	C
815	2.15	1.60	2.08	2.32	D
816	1.55	1.16	1.50	1.67	D
817	3.71	2.77	3.60	4.00	E
818	0.91	0.68	0.88	0.98	D
819	0.84	0.63	0.82	0.91	D
820	1.61	1.20	1.56	1.74	D
821	3.89	2.90	3.77	4.20	C
825	2.61	1.95	2.53	2.82	C

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

0162 Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

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		A-1	A-2	A-3	
828	4.19	3.12	4.06	4.52	E
855	2.78	2.07	2.69	3.00	E
857	2.87	2.14	2.78	3.10	E
858	3.96	2.95	3.84	4.28	F
859	4.29	3.20	4.16	4.63	E
860	4.30	3.20	4.17	4.64	E
862	4.28	3.19	4.15	4.62	E
865	2.95	2.20	2.86	3.18	C
867	4.97	3.70	4.81	5.36	D
871	4.49	3.35	4.35	4.85	D
877	1.91	1.42	1.85	2.06	B
879	2.44	1.82	2.37	2.64	B
880	3.43	2.55	3.32	3.70	C
881	2.91	2.17	2.82	3.14	B
882	3.71	2.77	3.60	4.00	B
883	2.22	1.65	2.15	2.40	B
884	0.72	0.54	0.70	0.78	B
885	1.76	1.31	1.71	1.90	C
886	1.25	0.93	1.21	1.35	B
887	0.46	0.34	0.44	0.49	C
888	3.07	2.29	2.98	3.31	C
889	0.18	0.14	0.18	0.20	B
890	0.31	0.23	0.30	0.34	C
891	0.73	0.54	0.71	0.79	B
892	0.50	0.37	0.48	0.54	B
893	0.50	0.37	0.48	0.54	B
894	1.28	0.95	1.24	1.38	B
895	0.63	0.47	0.61	0.68	B
896	0.88	0.66	0.85	0.95	A
897	1.04	0.78	1.01	1.13	A
898	1.41	1.05	1.37	1.52	C
899	0.83	0.62	0.81	0.90	C
903	0.15	0.11	0.15	0.16	E
904	0.89	0.66	0.86	0.96	E
905	0.05	0.04	0.05	0.05	D
907	2.77	2.06	2.68	2.99	B
910	3.11	2.32	3.02	3.36	C
911	3.97	2.96	3.85	4.29	B
914	1.14	0.85	1.10	1.23	B
915	1.33	0.99	1.29	1.43	C
916	0.97	0.73	0.94	1.05	B
917	1.41	1.05	1.37	1.52	C
918	1.30	0.97	1.26	1.40	C
919	1.18	0.88	1.14	1.27	B
920	0.26	0.20	0.26	0.28	C

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

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		A-1	A-2	A-3	
921	3.21	2.40	3.11	3.47	D
922	2.21	1.65	2.14	2.38	D
923	1.53	1.14	1.48	1.65	B
924	2.34	1.75	2.27	2.53	B
925	1.11	0.83	1.08	1.20	B
926	1.81	1.35	1.76	1.96	B
927	0.63	0.47	0.61	0.68	B
928	1.33	0.99	1.29	1.43	B
932	0.58	0.43	0.56	0.62	C
933	2.27	1.69	2.20	2.45	C
934	2.06	1.53	1.99	2.22	C
935	0.78	0.58	0.76	0.84	C
936	0.39	0.29	0.37	0.42	D
939	3.30	2.46	3.20	3.57	F
940	2.98	2.22	2.89	3.22	C
941	1.64	1.22	1.59	1.77	C
942	1.93	1.44	1.87	2.08	C
943	2.14	1.59	2.07	2.31	C
944	1.09	0.82	1.06	1.18	B
945	1.63	1.22	1.58	1.76	A
946	2.18	1.62	2.11	2.35	C
948	1.30	0.97	1.26	1.40	A
949	0.23	0.17	0.23	0.25	C
951	0.20	0.15	0.20	0.22	E
952	0.47	0.35	0.45	0.50	C
953	0.08	0.06	0.08	0.09	C
954	1.41	1.05	1.37	1.52	E
955	0.17	0.13	0.17	0.19	D
956	0.07	0.05	0.07	0.08	D
957	0.27	0.20	0.27	0.30	C
958	0.76	0.57	0.74	0.82	C
959	0.99	0.74	0.96	1.07	C
960	1.66	1.24	1.61	1.79	C
961	0.65	0.48	0.63	0.70	C
962	0.03	0.02	0.03	0.03	F
963	0.28	0.21	0.28	0.31	B
964	1.24	0.92	1.20	1.33	B
965	0.37	0.28	0.36	0.40	B
966	2.10	1.56	2.03	2.26	E
967	0.71	0.53	0.69	0.77	D
968	0.76	0.57	0.74	0.82	B
969	1.46	1.09	1.41	1.58	C
970	3.77	2.81	3.65	4.07	B
971	2.50	1.87	2.43	2.70	C
972	0.92	0.69	0.89	1.00	C

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

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CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
973	1.98	1.47	1.92	2.13	B
974	1.34	1.00	1.30	1.44	C
975	0.96	0.72	0.93	1.04	A
976	0.78	0.58	0.76	0.84	B
977	0.33	0.25	0.32	0.36	A
978	1.68	1.25	1.63	1.82	C
979	2.11	1.57	2.04	2.28	C
980	3.49	2.60	3.38	3.76	E
981	1.06	0.79	1.03	1.15	A
982	2.35 e				E
983	4.23	3.15	4.10	4.56	C
984	0.10	0.08	0.10	0.11	C
985	2.52	1.88	2.45	2.72	E
986	0.90	0.67	0.87	0.97	C
987	0.45	0.33	0.43	0.48	C
988	0.13	0.10	0.13	0.14	C
991	2.70	2.01	2.61	2.91	A
992	3.85	2.87	3.73	4.16	E
993	507.34 f	378.27	491.83	547.60	D
994	g	h	h	h	G
995	3.68	2.74	3.57	3.97	F
996	507.34 i	378.27	491.83	547.60	G
997	0.48	0.36	0.46	0.51	D
999	2.83	2.11	2.74	3.05	D
0006	2.78	2.07	2.69	3.00	D
0008	2.61	1.95	2.53	2.82	D
0011	1.80	1.34	1.75	1.95	B
012	3.48	2.59	3.37	3.75	D
0013	2.13	1.59	2.06	2.30	C
0016	1.66	1.24	1.61	1.79	C
0034	2.44	1.82	2.37	2.64	C
0036	2.07	1.54	2.00	2.23	C
0083	2.32	1.73	2.25	2.50	C
0170	1.34	1.00	1.30	1.44	C
4771	2.28	1.61	2.10	2.31	G
0771	0.57				G
4777	3.69	2.75	3.58	3.98	E
7405	1.07	0.80	1.04	1.16	E
7445	0.23				G

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

e Per person per week. A partial workweek is to be counted as a full workweek.

Not subject to Experience or Retrospective Rating.

f Per ambulance corps.

g See appropriate page of Section 2.

h Apply the following percentages (A-1 = 74.82%, A-2 = 97.28%, A-3 = 108.31%) to annual loss cost from the appropriate page of Section 2.

i Per hazardous materials response team.

**LOSS COSTS AND EXPECTED LOSS FACTORS
FOR PENNSYLVANIA WORKERS COMPENSATION INSURANCE
Proposed Effective Date: April 1, 2019 on New and Renewal Business**

CODE NO	LOSS COST	EXPERIENCE RATING PLAN EXPECTED LOSS FACTORS TABLE *			HAZARD GROUP A - G
		A-1	A-2	A-3	
7413	0.31	0.23	0.30	0.34	G
7453	0.07				G
7421	0.39	0.29	0.37	0.42	F
7424	0.91	0.68	0.88	0.98	G
7428	2.31	1.72	2.24	2.49	E
9740	k 0.02				
9741	k 0.01				
Per Capita					
0901	18.28	13.63	17.72	19.73	B
0902	0.69	0.51	0.67	0.74	A
0908	122.40	91.26	118.66	132.11	C
0909	41.73	31.12	40.46	45.04	B
0912	285.28	212.71	276.56	307.92	B
0913	257.96	192.34	250.08	278.43	C
A Rated					
9985	A	A	A	A	
0133	A	A	A	A	

* Table A-1 applies to the most current policy year, Table A-2 to the first prior policy year, and Table A-3 to the second prior policy year.

Associated classes - both codes must be applied. The second code is not subject to experience rating and applies to the full payroll of the associated class.

k Not subject to experience rating.

**PENNSYLVANIA
VOLUNTEER FIREMEN**

CODE 994

SCHEDULE OF ANNUAL LOSS COSTS

Proposed Effective Date: April 1, 2019

Population	Annual Loss Cost	Population	Annual Loss Cost
Up to 300	1,383	6,501 to 7,000	5,782
301 to 500	1,698	7,001 to 7,500	5,992
501 to 700	1,977	7,501 to 8,000	6,201
701 to 1,000	2,285	8,001 to 8,500	6,405
1,001 to 1,500	2,687	8,501 to 9,000	6,604
1,501 to 2,000	3,121	9,001 to 9,500	6,794
2,001 to 2,500	3,490	9,501 to 10,000	6,983
2,501 to 3,000	3,820	10,001 to 15,000	8,014
3,001 to 3,500	4,109	15,001 to 20,000	9,798
3,501 to 4,000	4,382	20,001 to 25,000	11,552
4,001 to 4,500	4,636	25,001 to 30,000	13,286
4,501 to 5,000	4,880	30,001 to 35,000	14,991
5,001 to 5,500	5,116	35,001 to 40,000	16,674
5,501 to 6,000	5,341	40,001 to 45,000	18,329
6,001 to 6,500	5,565	45,001 to 50,000	19,956
		For each additional 5,000 population.....	1,633