

**COMMONWEALTH OF MASSACHUSETTS**  
**OFFICE OF CONSUMER AFFAIRS AND BUSINESS REGULATION**  
**DIVISION OF INSURANCE**

***REPORT OF EXAMINATION OF THE***  
**MASSACHUSETTS MANUFACTURING SELF-INSURANCE**  
**GROUP, INC.**

**Braintree, Massachusetts**

**As of December 31, 2015**

**EMPLOYER ID NUMBER 04-3109480**

# MASSACHUSETTS MANUFACTURING SELF-INSURANCE GROUP, INC.

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**COMMONWEALTH OF MASSACHUSETTS**  
**Office of Consumer Affairs and Business Regulation**  
**DIVISION OF INSURANCE**

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AND BUSINESS REGULATION

**GARY D. ANDERSON**  
ACTING COMMISSIONER OF INSURANCE

May 1, 2017

The Honorable Gary D. Anderson  
Acting Commissioner of Insurance  
Commonwealth of Massachusetts  
Division of Insurance  
1000 Washington Street, Suite 810  
Boston, MA 02118-6200

Honorable Commissioner:

Pursuant to your instructions and in accordance with Massachusetts General Laws, Chapter 152, Section 25I, an examination has been made of the financial condition and affairs of

**MASSACHUSETTS MANUFACTURING SELF-INSURANCE GROUP, INC.**

at its home office located at 35 Braintree Hill Office Park, Suite 206, Braintree, Massachusetts 02184.  
The following report thereon is respectfully submitted.

### **SCOPE OF EXAMINATION**

Massachusetts Manufacturing Self-Insurance Group, Inc. ("Group") was last examined by the Massachusetts Division of Insurance ("Division") as of December 31, 2012. The current examination was conducted by the Division and covers the three-year period from January 1, 2013 through December 31, 2015, and any material transactions and/or events occurring subsequent to the examination date and noted during the course of this examination.

The current examination was conducted in accordance with standards and procedures established by the National Association of Insurance Commissioners ("NAIC") Financial Condition (E) Committee and prescribed by the current NAIC *Financial Condition Examiners Handbook*, the examination standards of the Division and with Massachusetts General Laws. The Handbook requires that we plan and perform the examination to evaluate the financial condition and identify prospective risks of the Group by obtaining information about the Group, including corporate governance, identifying and assessing inherent risks within the Group, and evaluating system controls and procedures used to mitigate those risks. An examination also includes assessing the principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation, management's compliance with Statutory Accounting Principles and annual statement instructions, when applicable to domestic state regulations. All accounts and activities of the Group were considered in accordance with a modified risk-focused examination process.

In addition to a review of the financial condition of the Group, the examination included a review of the Group's business policies and practices, corporate records, reinsurance treaties, fidelity bond and other insurance, business continuity plan, treatment of policyholders and other pertinent matters to provide reasonable assurance that the Group was in compliance with applicable laws, rules and regulations. In planning and conducting the examination, consideration was given to the concepts of materiality and risk and examination efforts were directed accordingly.

Kahn, Litwin, Renza & Co., Ltd., an independent certified public accounting firm, audits the Group annually. The firm expressed unqualified opinions on the Group's financial statements for the calendar years 2013 through 2015. A review and use of the certified public accountants' work papers was made to the extent deemed appropriate and effective.

### **SUMMARY OF SIGNIFICANT FINDINGS OF FACT**

There have not been any significant findings noted during the current examination and there were no significant findings noted during the previous examination.

## **GROUP HISTORY**

### **General**

Massachusetts Manufacturing Self-Insurance Group, Inc. was organized within the Commonwealth of Massachusetts on December 28, 1990, pursuant to and in accordance with Massachusetts General Law, Chapter 180, to establish a not-for-profit association of employers to constitute a workers' compensation self-insurance group. Consistent with Massachusetts General Law, Chapter 152; Section 25E through 25U, the Group was created to make available a self-insured workers' compensation program for a group of small manufacturing companies operating within the Commonwealth of Massachusetts.

The Group, by a written administrative services agreement, engaged Cove Risk Services, LLC ("Cove Risk") a workers' compensation administrator, to perform and manage the day-to-day activities of the Group.

### **Dividends**

The Group annually accrues dividends from a fund year's operating activities during that fund year and makes a dividend distribution to the members in accordance with the formula guidelines provided for by 211CMR 67.08. The following amounts were recorded as dividends during the period covered by this examination:

2015	\$881,843
2014	288,849
2013	9,211

## **MANAGEMENT AND CONTROL**

### **Board of Trustees Minutes**

The minutes of meetings of the Board of Trustees for the period under examination were read and they indicated that all meetings were held in accordance with the Company's bylaws and laws of the Commonwealth of Massachusetts. Activities of the Committees were ratified at meetings of the Board of Trustees.

## Massachusetts Manufacturing Self-Insurance Group, Inc.

### Articles of Organization and Bylaws

The articles of organization and bylaws of the Group as filed with and approved by the Commonwealth's Secretary of State's office were read and reviewed. As stated, the purpose of the organization is to make available a self-insured workers' compensation program for small manufacturing companies in the Commonwealth.

### Board of Trustees

According to the bylaws, the Group's business shall be managed by a Board of Trustees which may exercise all of the powers of the Group, except as otherwise provided by the articles of incorporation, by law, or the bylaws. The Board of Trustees shall consist of not fewer than five and no more than fifteen individuals elected by the members. The Group's Board of Trustees consisted of the following individuals:

<u>Name of Trustee</u>	<u>Title</u>
Susan Dacey	President
Cindie McCue	Vice President
Jonathan Backner	Treasurer
Reno Nolli	Secretary
Deborah Zildjian	Trustee
James Dowd	Trustee
Robert Killion	Trustee

### Officers

Officers of the Group as of December 31, 2015 were as follows:

<u>Name of Officers</u>	<u>Title</u>
Susan Dacey	President
Cindi McCue	Vice President
Jonathan Backner	Treasurer
Reno Nolli	Secretary

### **TERRITORY AND PLAN OF OPERATION**

As of December 31, 2015, the Group was found to be duly organized under the laws of the Commonwealth of Massachusetts, as a self-insurance group authorized under Massachusetts General Law Chapter 152, Section 25E through 25U and 211 CMR 67.00, to provide coverage for workers' compensation and employers' liability in Massachusetts.

### **REINSURANCE**

To minimize exposure to loss, the Group has entered into specific and aggregate loss reinsurance agreements for its workers' compensation coverage. The coverage under these agreements is subject to specific retention limits as defined by the contracts and specifically as required by Massachusetts General Law, Chapter 152, Section 60 and 211 CMR 67.21. The Group remains primarily liable for its obligations under its reinsurance contracts, in the event that the reinsurer becomes unable to meet its obligations under the agreements.

Massachusetts Manufacturing Self-Insurance Group, Inc.

**FINANCIAL STATEMENTS**

The following financial exhibits are based on the statutory financial statements prepared by management and filed by the Group with the Division and present the financial condition of the Group for the period ending December 31, 2015. The financial statements are the responsibility of the Group's management.

Statement of Assets, Liabilities, Surplus and Other Funds as of December 31, 2015

Statement of Income for the Year Ended December 31, 2015



Massachusetts Manufacturing Self-Insurance Group, Inc.

**Statement of Assets, Liabilities, Surplus and Other Funds  
as of December 31, 2015**

	Per Annual Statement
Assets	
Bonds	\$5,660,485
Cash, cash equivalents, and short-term investments	880,349
Subtotals, cash and invested assets	<u>6,540,834</u>
Investment income due and accrued	47,361
Premiums:	
Uncollected premiums and agents' balances in the course of collection	2,665
Reinsurance:	
Amounts recoverable from reinsurers	24,911
Total Assets	<u><u>\$6,615,771</u></u>
Liabilities	
Losses	\$3,016,490
Loss adjustment expenses	392,600
Other expenses	225,109
Taxes, licenses and fees	105,615
Advance premium	737,190
Dividends declared and unpaid:	
Policyholders	2,038,767
Total Liabilities	<u><u>6,515,771</u></u>
Gross paid in and contributed surplus	<u>100,000</u>
Surplus as regards policyholders	<u>100,000</u>
Total liabilities and policyholder surplus	<u><u>\$6,615,771</u></u>

Massachusetts Manufacturing Self-Insurance Group, Inc.

**Statement of Income**  
**December 31, 2015**

	<u>Per Annual Statement</u>
<b>Underwriting Income</b>	
Premiums earned	\$3,687,850
<b>Deductions</b>	
Losses incurred	1,769,072
Loss adjustment expenses incurred	267,609
Other underwriting expenses incurred	931,034
Total underwriting deductions	<u>2,967,715</u>
Net underwriting gain (loss)	<u>720,135</u>
<b>Investment Income</b>	
Net investment income earned	157,296
Net realized capital gain (losses)	4,412
Net investment gain (loss)	<u>161,708</u>
Net income before dividends to policyholders	881,843
Dividends to policyholders	<u>881,843</u>
Net Income	<u><u>\$0</u></u>

**ANALYSIS OF CHANGES IN FINANCIAL STATEMENTS RESULTING FROM THE EXAMINATION**

There have been no changes to the amounts reported in the Financial Statements.

**COMMENTS ON FINANCIAL STATEMENT ITEMS**

The Company's Actuarial Opinion is prepared by Milliman, Inc. Milliman's report concluded that the Company's carried reserves make a reasonable provision for all unpaid loss obligations as of December 31, 2015. Milliman's range of reserve estimates is shown in the table below:

**COMPARISON OF INDICATED NET RESERVES  
TO CARRIED RESERVES AS OF DECEMBER 31, 2015**

	Low Point of Range	Point Estimate	High Point of Range
Milliman's Total Net Loss & Loss Adjustment Expense Reserves	\$3.448m	\$3.805m	\$3.983m
Total Company Carried Net Loss & LAE Reserves	3.805m	3.805m	3.805m
Difference	0.357m	0	(0.178m)

After calculating its net loss and loss adjustment expense reserves, the Group applies a non-tabular discount to their reserves utilizing the discount rate promulgated by the Internal Revenue Service. At December 31, 2015, the non-tabular discount was \$394,918.

**SUBSEQUENT EVENTS**

Subsequent to December 31, 2015, there were no material items that came to our attention for inclusion in the report of examination.

**SUMMARY OF RECOMMENDATIONS**

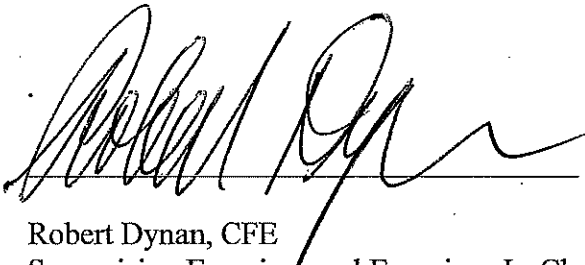
There are no recommendations being made as part of this examination report.

**SIGNATURE PAGE**

Acknowledgement is made of the cooperation and courtesies extended by the officers and employees of the Group during the examination.

The assistance rendered by the following examiner participating on this examination is acknowledged.

Steven Tsimitsos, CFE, Financial Examiner II

A handwritten signature in black ink, appearing to read 'Robert Dynan', is written over a horizontal line.

Robert Dynan, CFE  
Supervising Examiner and Examiner-In-Charge  
Commonwealth of Massachusetts  
Division of Insurance