



ELEVATED EXPERIENCE MODIFICATION (ExMod) RATES

ExMod Rating

If you have an ExMod, as issued through the [Workers' Compensation Insurance Rating Bureau \(WCIRB\)](#), of 125% or greater, then your company will be identified as a **High Hazard Employer**, and may be subject to an occupational safety and health inspection by Cal/OSHA Enforcement. In order to have your company's name removed from the High Hazard programmed inspection list, you will be notified and asked to engage with Cal/OSHA Consultation for assistance. Failure to respond to Consultation will result in a referral to Enforcement for a programmed inspection.

If you have an elevated ExMod, you may either wait to receive the letter from Cal/OSHA or you may proactively contact Consultation and invite them to survey your workplace and review your safety programs. This may sound frightening, but it is better to work with Consultation rather than wait for Enforcement to show up at your workplace.

Consultation or Enforcement: What is the Difference?

Cal/OSHA Consultation aids employers' by reviewing safety programs, recordkeeping, losses and performing workplace inspections. They develop a list of recommendations intended to reduce the frequency and severity of accidents.

For further information on the Cal/OSHA Consultation Services Branch, please visit: www.dir.ca.gov/dosh/consultation.html

Cal/OSHA Enforcement is the department that imposes citations for infractions of regulations and most commonly show up unannounced.

It is important to note, information obtained through the assistance of Consultation will **not** be provided to Enforcement unless you fail to correct any identified occupational safety and health violations.

Please reach out to our office for questions or concerns regarding your ExMod or workplace safety practices.