Exhibit 14
As Filed

DELAWARE COMPENSATION RATING BUREAU, INC.
DELAWARE CONSTRUCTION CLASSIFICATION
PREMIUM ADJUSTMENT PROGRAM (DCCPAP)

The DCCPAP is used in Delaware as a means of addressing construction employers' concerns regarding the effects of wage differentials on workers compensation premiums. The program establishes a set of tabular premium credits given to employers engaged in the construction trades and who have paid wages in excess of minimum qualifying levels.

The DCCPAP is intended to be a means of redistributing a portion of workers compensation insurance premiums between lower-wage and higher-wage employers. The procedure is consistent with that used to develop the factors which are a part of the current loss costs.

The DCRB has assembled 2020 Policy Year experience data which provides historical measures of the extent to which employers in each eligible classification have qualified for DCCPAP credits, and the magnitude of credits granted under this program. The attached exhibit presents the staff analysis of this experience, and derives a proposed set of DCCPAP loadings to maintain the intended balance within the affected classifications. A brief description of page 14.1 of the attached exhibit follows:

Column (1) - Class: The numeric designation of each classification eligible for DCCPAP credit.

Column (2) - # of Policies (Total): The number of policies reported in each class, whether or not those policies applied for or received DCCPAP credit.

Column (3) - # of Policies (DCCPAP): The number of policies qualified for DCCPAP credit for the 2021 policy term.

Column (4) - Payroll (Total): The payroll attributable to the policies reported in column (2).

Column (5) - Payroll (DCCPAP): The payroll attributable to policies reported in column (3).

Column (6) - DCCPAP Policy Premium, Pre-DCCPAP: The Standard Premium which would have applied to qualifying DCCPAP policies ABSENT the tabular DCCPAP credit for those policies. The current DCCPAP load on Manual Rates is omitted from this calculation.

Column (7) - DCCPAP Policy Premium, Post-DCCPAP: The Standard Premium attributable to qualifying DCCPAP policies, reflecting the tabular DCCPAP. The current DCCPAP load on Manual Rates is omitted from this calculation.

DELAWARE CONSTRUCTION CLASSIFICATION
PREMIUM ADJUSTMENT PROGRAM (DCCPAP)
(continued)

Columns (8) and (9) - Non-DCCPAP Policy Premium: The Standard Premium attributable to policies which did not qualify for DCCPAP credit in 2020. The current DCCPAP load on Manual Rates is omitted from this calculation.

Column (10) - Indicated Surcharge: The ratio of Pre-DCCPAP premiums for both qualifying and non-qualifying policies to Post-DCCPAP premiums for those same policies. This is computed as (Column (6) + Column (8)) / (Column (7) + Column (9)).

Column (11) - Average DCCPAP Credit: For qualifying policies, the average credit given in 2020. For example, an average credit of 0.2017 indicates that the average qualifying risk in Code 601 received a 20.17% reduction in standard premium by operation of the DCCPAP plan's tabular credit. This is computed as (1.00 – (Column (7) / Column (6))).

Column (12) - Class "Z": This is the credibility assigned each classification's indicated DCCPAP surcharge. The partial credibility formula is the square root of (the number of policies divided by 260, the standard for full credibility). Staff perceives the use of total policies to be more appropriate where large portions of a class have not historically qualified for DCCPAP credit.

Column (13) - Formula Surcharge: The credibility-weighted classification loadings for DCCPAP credits. The calculation uses the following values:

Column (10) x Column (12) + (1.00 - Column (12)) x Average Column (10)
where Average Column (10) = Associated Direct Employment class Column (13) for Temporary Staffing (26XX) classes

Bottom of Column (13) - Test Correction Factor (TCF): The test correction factor necessary to balance credibility-weighted surcharges across all classifications to the overall indicated surcharge of 4.47%.

Column (14) - Final Surcharge: The product of the TCF and the formula surcharges (Column (13)) by classification.

Pages 14.2 and 14.3 show a comparison of the current to the proposed surcharges by classification.

Page 14.4 presents the derivation of the minimum eligibility wage for 6/1/23 based on changes in the statewide average weekly wage (SAWW). Those changes are expressed relative to the January 1, 1998 Table. Note that the calculations assume an **effective date of June 1, 2025** for the proposed table. **Please note that the proposed (effective 6/1/24) minimum eligibility wage has increased from $25.45 to $25.55. Staff is therefore proposing an increase to the wage table.**

Page 14.5 shows the current and proposed Wage Tables.

DCCPAP Manual Rate Surcharges

'For Policy Effective Dates 01/01/21 Through 12/31/21

100% Credibility = 260 Policies

Partial Credibility = $\sqrt{(\text{\# of Policies} / 260)}$

Class (1)	# of Policies (Total) (2)	# of Policies (DCCPAP) (3)	Payroll (Total) (4)	Payroll (DCCPAP) (5)	***DCCPAP Policies*** Premium Pre-DCCPAP (6)	Premium Post-DCCPAP (7)	**Non-DCCPAP Policies** Premium Pre-DCCPAP (8)	Premium Post-DCCPAP (9)	Indicated Surcharge (10)	Average DCCPAP Credit (11)	Class "Z" (12)	Formula Surcharge (13)	Final Surcharge (14)
601	51	13	45,455,680	19,472,550	1,212,013	967,544	1,639,037	1,639,037	1.0938	0.2017	0.44	1.0663	1.0650
603	38	11	13,728,345	4,603,974	259,134	213,744	506,041	506,041	1.0631	0.1752	0.38	1.0517	1.0504
605	8	0	1,300,400	0	0	0	88,902	88,902	1.0000	N/A	0.18	1.0367	1.0447
607	27	2	9,716,926	767,250	23,678	21,018	318,243	318,243	1.0078	0.1123	0.32	1.0329	1.0317
608	228	34	66,053,384	24,805,088	1,088,202	893,570	1,427,588	1,427,588	1.0839	0.1789	0.94	1.0815	1.0802
609	188	32	109,529,476	44,201,563	1,584,732	1,284,470	2,508,794	2,508,794	1.0792	0.1895	0.85	1.0740	1.0727
611	8	1	1,059,970	19,780	1,602	1,378	82,026	82,026	1.0027	0.1398	0.18	1.0371	1.0359
615	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0447	1.0447
617	26	7	14,606,874	5,163,015	222,342	175,656	318,814	318,814	1.0944	0.2100	0.32	1.0606	1.0593
625	26	5	7,555,926	1,567,874	77,645	67,024	252,992	252,992	1.0332	0.1368	0.32	1.0410	1.0398
643	15	2	2,944,712	195,716	20,359	15,475	196,300	196,300	1.0231	0.2399	0.24	1.0395	1.0383
645	150	13	17,990,117	4,675,481	260,143	203,320	711,147	711,147	1.0621	0.2184	0.76	1.0579	1.0566
646	56	3	9,368,694	698,007	28,307	22,944	434,888	434,888	1.0117	0.1895	0.46	1.0295	1.0283
647	32	3	16,941,018	222,751	15,281	11,943	1,419,407	1,419,407	1.0023	0.2184	0.35	1.0299	1.0287
648	162	9	19,030,257	1,437,022	71,670	60,493	781,062	781,062	1.0133	0.1560	0.79	1.0199	1.0187
649	35	9	7,534,327	2,650,497	115,550	90,664	170,441	170,441	1.0953	0.2154	0.37	1.0634	1.0621
651	247	31	48,553,894	11,420,858	464,569	373,268	1,671,012	1,671,012	1.0447	0.1965	0.97	1.0447	1.0434
652	530	23	53,230,852	6,445,745	464,655	404,701	3,540,566	3,540,566	1.0152	0.1290	1.00	1.0152	1.0140
653	127	13	23,564,377	5,733,722	423,974	372,967	1,002,569	1,002,569	1.0371	0.1203	0.70	1.0394	1.0382
654	98	12	20,872,063	3,986,028	312,252	236,810	702,460	702,460	1.0803	0.2416	0.61	1.0664	1.0651
655	51	3	12,669,251	1,269,846	132,563	99,754	1,256,640	1,256,640	1.0242	0.2475	0.44	1.0357	1.0345
656	21	0	9,374,699	0	0	0	514,647	514,647	1.0000	N/A	0.28	1.0322	1.0447
657	5	0	659,541	0	0	0	53,858	53,858	1.0000	N/A	0.14	1.0384	1.0447
658	35	4	5,559,073	1,094,308	107,242	89,246	336,151	336,151	1.0423	0.1678	0.37	1.0438	1.0425
659	116	6	11,767,170	1,582,376	205,624	177,466	1,517,539	1,517,539	1.0166	0.1369	0.67	1.0259	1.0247
660	116	8	42,688,440	3,881,923	66,586	54,027	635,870	635,870	1.0182	0.1886	0.67	1.0269	1.0257
661	330	33	136,149,325	32,013,233	835,383	675,244	2,266,735	2,266,735	1.0544	0.1917	1.00	1.0544	1.0531
662	57	2	10,078,760	133,009	8,652	7,664	535,774	535,774	1.0018	0.1142	0.47	1.0245	1.0233
663	314	40	125,055,182	36,457,266	1,039,214	866,331	2,953,426	2,953,426	1.0453	0.1664	1.00	1.0453	1.0440
664	276	42	120,503,051	43,209,593	1,267,380	1,038,683	2,994,203	2,994,203	1.0567	0.1804	1.00	1.0567	1.0554
665	206	9	23,177,267	2,022,391	111,584	94,638	1,222,735	1,222,735	1.0129	0.1519	0.89	1.0164	1.0152
666	29	2	2,979,125	649,001	41,219	33,371	152,349	152,349	1.0423	0.1904	0.33	1.0439	1.0426
667	10	2	3,589,510	2,192,661	41,627	32,976	24,790	24,790	1.1498	0.2078	0.20	1.0657	1.0644
668	51	3	4,009,789	1,062,009	66,601	53,928	219,184	219,184	1.0464	0.1903	0.44	1.0454	1.0441
669	6	3	438,087	358,465	25,949	23,141	4,854	4,854	1.1003	0.1082	0.15	1.0530	1.0517
670	69	2	8,683,337	832,677	44,234	41,125	445,992	445,992	1.0064	0.0703	0.52	1.0248	1.0236
673	19	1	3,463,752	363,083	18,940	17,614	173,787	173,787	1.0069	0.0700	0.27	1.0345	1.0333
674	20	0	4,099,098	0	0	0	204,077	204,077	1.0000	N/A	0.28	1.0322	1.0447
675	225	8	80,220,607	9,164,902	288,465	231,158	1,936,939	1,936,939	1.0264	0.1987	0.93	1.0277	1.0265
676	37	4	7,364,197	2,535,307	132,599	110,229	214,434	214,434	1.0689	0.1687	0.38	1.0539	1.0526
677	9	0	19,902,575	0	0	0	391,574	391,574	1.0000	N/A	0.19	1.0362	1.0447
679	5	0	222,730	0	0	0	17,448	17,448	1.0000	N/A	0.14	1.0384	1.0447
681	14	0	1,071,158	0	0	0	59,929	59,929	1.0000	N/A	0.23	1.0344	1.0447
2609	3	0	188,300	0	0	0	6,413	6,413	1.0000	N/A	0.11	1.0659	1.0646
2651	8	0	361,756	0	0	0	19,328	19,328	1.0000	N/A	0.18	1.0367	1.0355
2661	13	1	4,141,624	29,100	713	549	109,655	109,655	1.0015	0.2300	0.22	1.0428	1.0415
Total	4,097	396	1,127,454,696	276,918,071	11,080,683	9,064,133	36,040,620	36,040,620	1.0447	0.1820		1.0456	1.0447

Note: For each Class,

Indicated Surcharge = (Total Premium Pre-DCCPAP) / (Total Premium Post-DCCPAP)

Basis of Credibility: 1 / ((# DCCPAP Policies)/(# Total Policies)) * 25 = 260 Policies for Full Credibility

Formula Surcharge = (Indicated Surcharge) * (Credibility for that Class) + (1 - Credibility) * (Average Indicated Surcharge)

   where (Average Indicated Surcharge) = (Associated Direct Employment class Formula Surcharge) for the Temporary Staffing (26XX) classes

Final Surcharge = Formula Surcharge * Test Correction Factor

Test Correction Factor = 0.99880

14.1

DELAWARE COMPENSATION RATING BUREAU, INC.
2024 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
601	1.0578	1.0650	0.7%
603	1.0475	1.0504	0.3%
605	1.0481	1.0447	-0.3%
607	1.0268	1.0317	0.5%
608	1.0808	1.0802	-0.1%
609	1.0802	1.0727	-0.7%
611	1.0337	1.0359	0.2%
615	1.0481	1.0447	-0.3%
617	1.0361	1.0593	2.2%
625	1.0371	1.0398	0.3%
643	1.0334	1.0383	0.5%
645	1.0572	1.0566	-0.1%
646	1.0370	1.0283	-0.8%
647	1.0259	1.0287	0.3%
648	1.0320	1.0187	-1.3%
649	1.0620	1.0621	0.0%
651	1.0537	1.0434	-1.0%
652	1.0112	1.0140	0.3%
653	1.0386	1.0382	0.0%
654	1.0958	1.0651	-2.8%
655	1.0252	1.0345	0.9%
656	1.0481	1.0447	-0.3%
657	1.0481	1.0447	-0.3%
658	1.0341	1.0425	0.8%
659	1.0341	1.0247	-0.9%
660	1.0221	1.0257	0.4%
661	1.0636	1.0531	-1.0%
662	1.0481	1.0233	-2.4%
663	1.0459	1.0440	-0.2%
664	1.0832	1.0554	-2.6%
665	1.0215	1.0152	-0.6%
666	1.0411	1.0426	0.1%
667	1.0491	1.0644	1.5%
668	1.0404	1.0441	0.4%
669	1.0466	1.0517	0.5%
670	1.0252	1.0236	-0.2%
673	1.0481	1.0333	-1.4%
674	1.0481	1.0447	-0.3%
675	1.0122	1.0265	1.4%
676	1.0422	1.0526	1.0%
677	1.0481	1.0447	-0.3%
679	1.0481	1.0447	-0.3%
681	1.0481	1.0447	-0.3%
2601	1.0481	1.0447	-0.3%
2603	1.0481	1.0447	-0.3%
2605	1.0481	1.0447	-0.3%

DELAWARE COMPENSATION RATING BUREAU, INC.
2024 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
2607	1.0481	1.0447	-0.3%
2608	1.0481	1.0447	-0.3%
2609	1.0692	1.0646	-0.4%
2611	1.0481	1.0447	-0.3%
2615	1.0481	1.0447	-0.3%
2617	1.0481	1.0447	-0.3%
2625	1.0481	1.0447	-0.3%
2643	1.0481	1.0447	-0.3%
2645	1.0481	1.0447	-0.3%
2646	1.0481	1.0447	-0.3%
2647	1.0481	1.0447	-0.3%
2648	1.0481	1.0447	-0.3%
2649	1.0481	1.0447	-0.3%
2651	1.0427	1.0355	-0.7%
2652	1.0481	1.0447	-0.3%
2653	1.0481	1.0447	-0.3%
2654	1.0481	1.0447	-0.3%
2655	1.0481	1.0447	-0.3%
2656	1.0481	1.0447	-0.3%
2657	1.0481	1.0447	-0.3%
2658	1.0481	1.0447	-0.3%
2659	1.0481	1.0447	-0.3%
2660	1.0481	1.0447	-0.3%
2661	1.0494	1.0415	-0.8%
2662	1.0481	1.0447	-0.3%
2663	1.0481	1.0447	-0.3%
2664	1.0481	1.0447	-0.3%
2665	1.0481	1.0447	-0.3%
2666	1.0481	1.0447	-0.3%
2667	1.0481	1.0447	-0.3%
2668	1.0481	1.0447	-0.3%
2669	1.0481	1.0447	-0.3%
2670	1.0481	1.0447	-0.3%
2673	1.0481	1.0447	-0.3%
2674	1.0481	1.0447	-0.3%
2675	1.0481	1.0447	-0.3%
2676	1.0481	1.0447	-0.3%
2677	1.0481	1.0447	-0.3%
2679	1.0481	1.0447	-0.3%
2681	1.0481	1.0447	-0.3%
Total	1.0481	1.0447	-0.3%

DELAWARE COMPENSATION RATING BUREAU, INC.

DERIVATION OF PROPOSED REVISION TO DCCPAP WAGE TABLE

Test for "Premium Reversals"

Minimum Wage (1)	Maximum Wage (2)	Average Wage (3)	DCCPAP Credit (4)	Effective Wage (3)x(1.0-(4)) (5)	Ratio (5)/Prior (5) (6)
$0.00	$25.54	(a)			
$25.55	$25.99	25.770	0.05	24.4815	
$26.00	$26.49	26.245	0.06	24.6703	1.00771
$26.50	$26.99	26.745	0.07	24.8729	1.00821
$27.00	$27.49	27.245	0.08	25.0654	1.00774
$27.50	$27.99	27.745	0.09	25.2480	1.00728
$28.00	$28.54	28.270	0.10	25.4430	1.00773
$28.55	$29.09	28.820	0.11	25.6498	1.00813
$29.10	$29.64	29.370	0.12	25.8456	1.00763
$29.65	$30.19	29.920	0.13	26.0304	1.00715
$30.20	$30.79	30.495	0.14	26.2257	1.00750
$30.80	$31.39	31.095	0.15	26.4308	1.00782
$31.40	$31.99	31.695	0.16	26.6238	1.00730
$32.00	$32.64	32.320	0.17	26.8256	1.00758
$32.65	$33.29	32.970	0.18	27.0354	1.00782
$33.30	$33.99	33.645	0.19	27.2525	1.00803
$34.00	$34.69	34.345	0.20	27.4760	1.00820
$34.70	$35.39	35.045	0.21	27.6856	1.00763
$35.40	$36.14	35.770	0.22	27.9006	1.00777
$36.15	$36.89	36.520	0.23	28.1204	1.00788
$36.90	$37.64	37.270	0.24	28.3252	1.00728
$37.65			0.25		

(a)   1/1/98 entry point multiplied by change in Statewide Average Weekly Wage (estimated).

(1) SAWW based on 1/1/97 - 12/31/97	616.67	
(2) SAWW based on 6/1/23 - 5/31/24	1,370.17	(estimated)
(3) Change (2) / (1)	2.2219	
(4) 1/1/98 Minimum Eligibility Wage	11.50	
(5) 6/1/24 Minimum Eligibility Wage (3) x (4)	25.55	(rounded to .05)

Note: Premium Reversals Would Occur if Effective Wage for any Given Average Wage is LOWER than Effective Wage for any Lower Average Wage(s)

DELAWARE COMPENSATION RATING BUREAU, INC.

COMPARISON OF CURRENT AND PROPOSED WAGE TABLES

DCCPAP Credit	Current Table Effective 6/1/24		Change from Lower Level	Proposed Table Effective 6/1/25		Change from Lower Level
0%	25.44	or less		25.54	or less	
5%	25.45	25.89	0.45	25.55	25.99	0.45
6%	25.90	26.39	0.50	26.00	26.49	0.50
7%	26.40	26.89	0.50	26.50	26.99	0.50
8%	26.90	27.39	0.50	27.00	27.49	0.50
9%	27.40	27.94	0.55	27.50	27.99	0.50
10%	27.95	28.49	0.55	28.00	28.54	0.55
11%	28.50	29.04	0.55	28.55	29.09	0.55
12%	29.05	29.59	0.55	29.10	29.64	0.55
13%	29.60	30.19	0.60	29.65	30.19	0.55
14%	30.20	30.79	0.60	30.20	30.79	0.60
15%	30.80	31.39	0.60	30.80	31.39	0.60
16%	31.40	32.04	0.65	31.40	31.99	0.60
17%	32.05	32.69	0.65	32.00	32.64	0.65
18%	32.70	33.34	0.65	32.65	33.29	0.65
19%	33.35	34.04	0.70	33.30	33.99	0.70
20%	34.05	34.74	0.70	34.00	34.69	0.70
21%	34.75	35.49	0.75	34.70	35.39	0.70
22%	35.50	36.24	0.75	35.40	36.14	0.75
23%	36.25	36.99	0.75	36.15	36.89	0.75
24%	37.00	37.79	0.80	36.90	37.64	0.75
25%	Over 37.79			Over 37.64		