

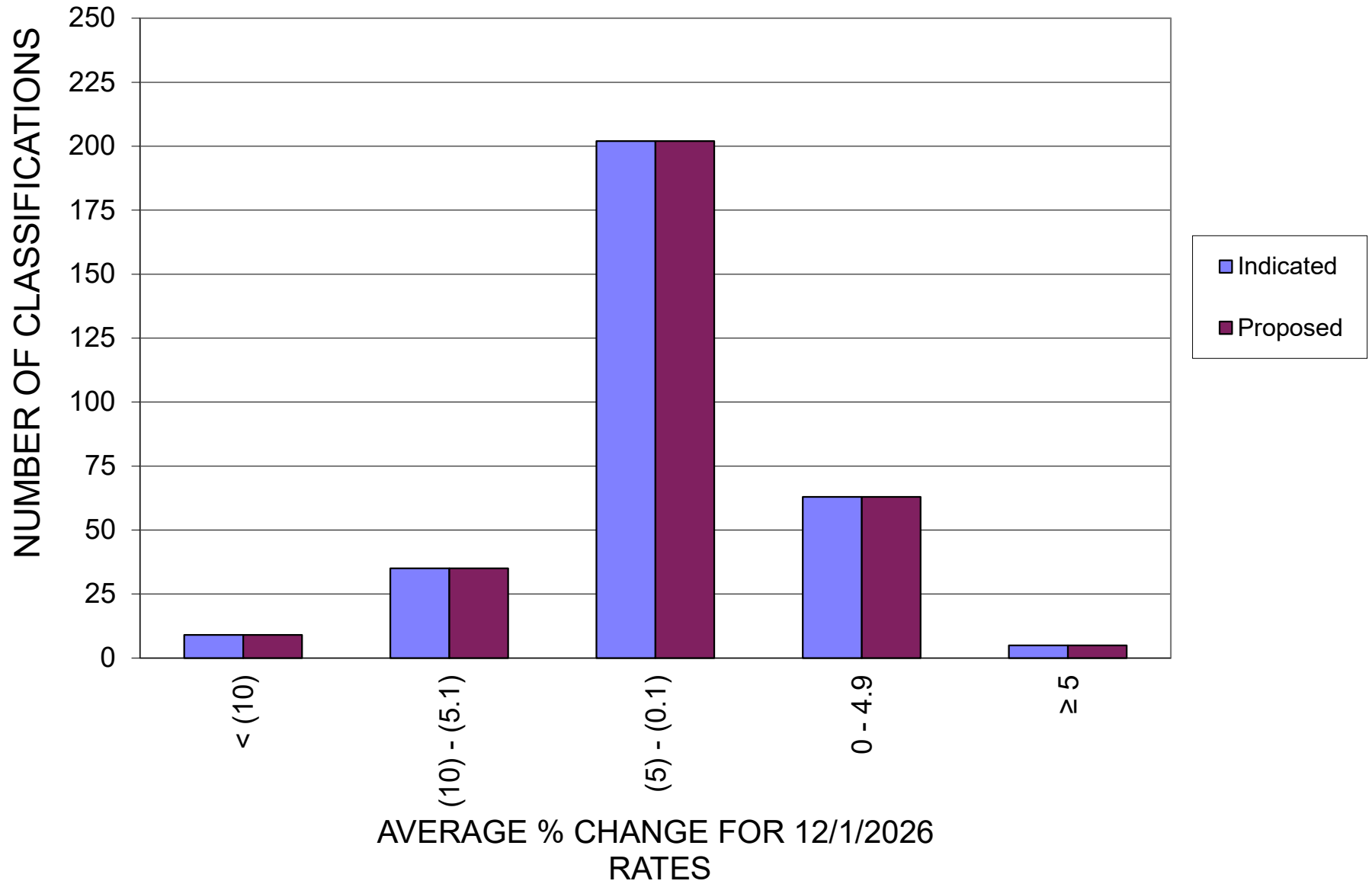
DELAWARE COMPENSATION RATING BUREAU, INC.

Distribution of Residual Market Rate Changes and
Classifications with Proposed Capped Changes

These percentage changes are based on pre-surcharge rates.

This exhibit includes percent changes for both the direct employment classes and the temporary staffing classes.

DISTRIBUTION OF DELAWARE RESIDUAL MARKET RATE CHANGES



DISTRIBUTION OF DELAWARE TEMPORARY STAFFING RATE CHANGES

