Exhibit 25 As Filed

DELAWARE COMPENSATION RATING BUREAU, INC.

Tax Multiplier

CALCULATION OF TAX MULTIPLIER FOR USE IN RETROSPECTIVE RATING PLANS (O/T U.S.L. & H.W. Act Coverages)

Losses	58.54
Loss Adjustment Expense	11.55
Loss & Loss Adjustment	70.09
Premium Discount	8.86
Acquisition	8.25
General Expenses	3.11
Profit and Contingencies	(0.47)
Taxes	2.36
Uncollectible Premium	1.00
Workers' Compensation Fund	4.50
Administrative Assessment	2.30
	29.91

Expense Provisions for O/T U.S.L. & H.W. Classes

lf

T = Tax multiplier

- E = Expense provision in rates (General, Acquisition, and Profit), less premium discount
- L = Loss provision in rates
- C = Loss conversion factor
- B = Assessments made on premiums

A = Assessments made on losses (adjusted so as not to collect profit and general expense dollars on the extra premium generated by the assessments)

Using average discount (Schedule Y) this yields:

ACQ GEN PROFIT PREM DISC E = 0.0203 = 0.0825 + 0.0311 + (0.0047) - 0.0886

$$A = 0.0388 = 0.0392 \times 1 - 0.0203 - 0.0786$$

1 - 0.0115 - 0.0786

<u>Then</u>

T =
$$\frac{E + L(1 + C + A)}{E + L(1 + C)}$$
 X $\frac{1}{1 - B - S}$

$$T = \underbrace{0.0203 + 0.5854 (1 + 0.1972 + 0.0388)}_{0.0203 + 0.5854 (1 + 0.1972)} \times \underbrace{1}_{1 - 0.0786 - 0.0151} = 1.1381$$