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	54.43
Loss Adjustment Expense	14.23
Loss & Loss Adjustment	68.66
Premium Discount Acquisition General Expenses Profit and Contingencies Taxes Uncollectible Premium Workers' Compensation Fund Administrative Assessment	8.59 7.49 2.84 2.60 2.32 2.30 2.00 3.20 31.34

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	F	PREM DISC
E =	0.0434	=	0.0749	+	0.0284	+	0.0260	-	0.0859

 $A = 0.0564 = 0.0588 \times \underline{1 - 0.0434 - 0.0662} \\ 1 - 0.0058 - 0.0662$

<u>Then</u>

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

$$T = \underbrace{0.0434 + 0.5443 (1 + 0.2614 + 0.0564)}_{0.0434 + 0.5443 (1 + 0.2614)} x \underbrace{1}_{1 - 0.0662 - 0.0121} = 1.1306$$