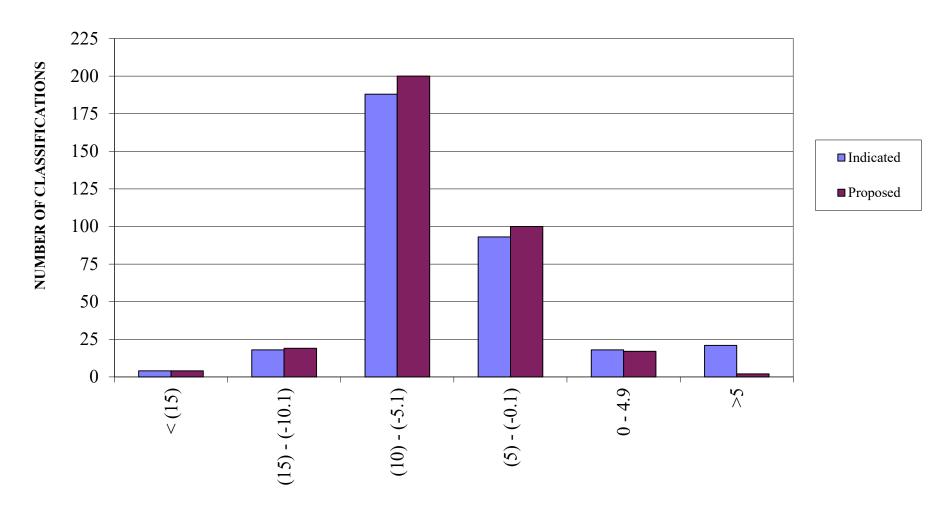
DELAWARE COMPENSATION RATING BUREAU, INC.







AVERAGE % CHANGE FOR 12/1/20 PROPOSED RATES