Exhibit 14
As Filed

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

The DCCPAP program has been used in Delaware since 1990 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, as described herein, is consistent with that used to develop the factors which are a part of the current loss costs.

The DCRB has assembled 2000 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 revised 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 2000 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, Pre DCCPAP: The Standard Premium attributable to policies which did not qualify for DCCPAP credit in 2000. 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. Computed as (Column (6) + Column (8)) / (Column (7) + Column (9)).

Column (11) - Average DCCPAP Credit: For qualifying policies, the average credit given in 2000. For example, an average credit of 0.1823 indicates that the average qualifying risk in Code 601 received an 18.23 percent reduction in standard premium by operation of the DCCPAP plan's tabular credit.

Column (12) - Class "Z": This is the credibility assigned each classification's indicated DCCPAP surcharge. The credibility formula is a linear function of total classification policies, with 110 policies or more receiving 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)

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 6.83 percent. The calculation for the TCF is

(Total Indicated Surcharge) / ((Total Weighted Formula Surcharge)/(Total Premium Post-DCCPAP))

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

Page 14.2 shows a comparison of the current to the proposed surcharges by classification.

Page 14.3 presents proposed changes in the Wage Table based on changes in the statewide average weekly wage. Those changes are expressed relative to the January 1, 1998 Table.

Page 14.4 shows a comparison of the current and proposed Wage Tables.

DCCPAP Manual Rate Surcharges
For Policy Effective Dates 01/01/00 Thru 12/31/00

100% Credibility =   110   Policies
Partial Credibility =   # of Policies / 110

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	35	20	14,538,853	9,154,215	889,968	727,685	342,404	342,404	1.1517	0.1823	0.32	1.0950	1.0978
602	24	8	8,249,603	5,288,554	264,445	227,093	195,013	195,013	1.0885	0.1412	0.22	1.0727	1.0755
603	25	14	4,329,189	2,832,782	235,953	204,141	136,947	136,947	1.0933	0.1348	0.23	1.0741	1.0769
605	5	0	206,774	0	0	0	18,659	18,659	1.0000	N/A	0.05	1.0649	1.0677
607	21	2	958,568	21,706	1,983	1,839	86,996	86,996	1.0016	0.0726	0.19	1.0556	1.0583
608	223	70	41,256,000	22,893,713	1,060,700	922,179	908,307	908,307	1.0757	0.1306	1.00	1.0757	1.0785
609	188	57	37,758,299	22,987,170	1,265,229	1,090,607	820,898	820,898	1.0914	0.1380	1.00	1.0914	1.0942
611	9	3	867,663	317,050	34,047	27,931	58,647	58,647	1.0706	0.1796	0.08	1.0685	1.0713
615	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0683	1.0683
617	48	21	9,088,440	5,283,976	320,606	273,319	187,104	187,104	1.1027	0.1475	0.44	1.0834	1.0862
625	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0683	1.0683
643	11	7	1,422,355	1,197,575	123,547	108,683	25,661	25,661	1.1106	0.1203	0.10	1.0725	1.0753
645	116	17	19,687,478	9,073,291	597,481	500,327	613,139	613,139	1.0873	0.1626	1.00	1.0873	1.0901
646	34	6	3,822,452	1,497,462	70,534	56,586	122,105	122,105	1.0781	0.1977	0.31	1.0713	1.0741
647	21	2	2,630,537	223,263	19,114	15,264	152,228	152,228	1.0230	0.2014	0.19	1.0597	1.0625
648	139	26	14,109,822	3,933,966	200,665	178,327	498,933	498,933	1.0330	0.1113	1.00	1.0330	1.0357
649	20	10	5,651,610	3,477,964	127,878	107,447	72,129	72,129	1.1138	0.1598	0.18	1.0765	1.0793
651	353	70	38,374,661	16,422,876	965,051	837,394	1,446,833	1,446,833	1.0559	0.1323	1.00	1.0559	1.0586
652	463	64	31,456,866	9,287,302	851,699	788,503	2,083,338	2,083,338	1.0220	0.0742	1.00	1.0220	1.0247
653	210	42	25,508,241	9,875,244	802,473	701,015	1,014,053	1,014,053	1.0592	0.1264	1.00	1.0592	1.0620
654	88	36	15,295,579	9,197,848	553,539	448,009	426,141	426,141	1.1207	0.1906	0.80	1.1102	1.1131
655	45	21	6,465,057	4,007,620	519,429	455,250	237,478	237,478	1.0926	0.1236	0.41	1.0783	1.0811
656	11	3	2,802,487	465,353	37,572	34,814	180,865	180,865	1.0128	0.0734	0.10	1.0628	1.0656
657	4	1	100,058	8,650	240	196	11,473	11,473	1.0038	0.1833	0.04	1.0657	1.0685
658	44	12	4,296,777	2,760,459	191,632	169,008	127,024	127,024	1.0764	0.1181	0.40	1.0715	1.0743
659	69	19	5,710,866	2,850,781	438,397	393,588	433,158	433,158	1.0542	0.1022	0.63	1.0594	1.0622
661	274	61	66,595,092	31,898,798	940,106	790,156	1,107,514	1,107,514	1.0790	0.1595	1.00	1.0790	1.0818
663	295	69	107,890,507	35,878,489	1,420,101	1,207,100	2,979,334	2,979,334	1.0509	0.1500	1.00	1.0509	1.0536
664	223	58	55,252,493	30,300,873	868,785	721,252	731,241	731,241	1.1016	0.1698	1.00	1.1016	1.1045
665	140	23	10,537,720	5,370,964	380,270	345,818	445,742	445,742	1.0435	0.0906	1.00	1.0435	1.0462
666	25	3	2,281,685	443,173	30,990	27,192	131,977	131,977	1.0239	0.1226	0.23	1.0581	1.0609
667	27	9	2,137,386	1,586,891	29,447	27,363	13,103	13,103	1.0515	0.0708	0.25	1.0641	1.0669
668	27	4	2,363,153	772,989	48,667	37,781	91,008	91,008	1.0845	0.2237	0.25	1.0724	1.0752
669	13	10	2,125,919	2,013,976	120,282	94,146	8,676	8,676	1.2542	0.2173	0.12	1.0906	1.0934
674	17	1	1,053,741	266,373	13,433	12,492	48,478	48,478	1.0154	0.0701	0.15	1.0604	1.0632
675	150	21	36,691,766	13,824,087	457,248	381,813	991,772	991,772	1.0549	0.1650	1.00	1.0549	1.0576
676	48	11	6,758,484	3,706,954	217,793	177,701	188,920	188,920	1.1094	0.1841	0.44	1.0864	1.0892
677	6	0	7,876,329	0	0	0	375,334	375,334	1.0000	N/A	0.05	1.0649	1.0677
Total	3,451	801	596,152,510	269,122,387	14,099,304	12,092,019	17,312,632	17,312,632	1.0683	0.1424		1.0655	1.0682

Note: For each Class,
 Indicated Surcharge = (Total Premium Pre-DCCPAP) / (Total Premium Post-DCCPAP)   Test Correction Factor =   1.0026
 Basis of Credibility: 1 / ((# DCCPAP Policies)/(# Total Policies)) * 25 = 110 Policies for Full Credibility
 Formula Surcharge = (Indicated Surcharge) * (Credibility for that Class) + (1- Credibility) * (Average Indicated Surcharge)
 Final Surcharge = Formula Surcharge * Test Correction Factor

DELAWARE COMPENSATION RATING BUREAU, INC.
2003 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
601	1.0916	1.0978	0.6%
602	1.0624	1.0755	1.2%
603	1.0634	1.0769	1.3%
605	1.0633	1.0677	0.4%
607	1.0562	1.0583	0.2%
608	1.0832	1.0785	-0.4%
609	1.0848	1.0942	0.9%
611	1.0717	1.0713	0.0%
615	1.0647	1.0683	0.3%
617	1.0781	1.0862	0.8%
625	1.0647	1.0683	0.3%
643	1.0658	1.0753	0.9%
645	1.0920	1.0901	-0.2%
646	1.0616	1.0741	1.2%
647	1.0566	1.0625	0.6%
648	1.0359	1.0357	0.0%
649	1.0789	1.0793	0.0%
651	1.0586	1.0586	0.0%
652	1.0225	1.0247	0.2%
653	1.0587	1.0620	0.3%
654	1.0835	1.1131	2.7%
655	1.0731	1.0811	0.7%
656	1.0646	1.0656	0.1%
657	1.0620	1.0685	0.6%
658	1.0497	1.0743	2.3%
659	1.0522	1.0622	1.0%
661	1.0924	1.0818	-1.0%
663	1.0628	1.0536	-0.9%
664	1.0911	1.1045	1.2%
665	1.0307	1.0462	1.5%
666	1.0666	1.0609	-0.5%
667	1.0717	1.0669	-0.4%
668	1.0655	1.0752	0.9%
669	1.0681	1.0934	2.4%
674	1.0601	1.0632	0.3%
675	1.0478	1.0576	0.9%
676	1.0854	1.0892	0.4%
677	1.0588	1.0677	0.8%
Total	1.0648	1.0682	0.3%

DELAWARE COMPENSATION RATING BUREAU, INC.

DERIVATION OF PROPOSED REVISION TO DCCPAP WAGE TABLE

DCCPAP Credit	1/1/98 Table		Change from Lower Level	Indicated Table a		Rounded b		Change from Lower Level	Selected Table c		Change from Lower Level
0%	11.49	or less		14.74	or less	14.74	or less		**14.74 or less**		
5%	11.50	13.25	1.76	14.75	17.00	14.75	17.00	2.26	**14.75**	**17.00**	**2.26**
6%	13.26	13.50	0.25	17.01	17.32	17.01	17.25	0.25	**17.01**	**17.25**	**0.25**
7%	13.51	13.75	0.25	17.33	17.64	17.26	17.75	0.50	**17.26**	**17.50**	**0.25**
8%	13.76	14.00	0.25	17.65	17.96	17.76	18.00	0.25	**17.51**	**17.75**	**0.25**
9%	14.01	14.25	0.25	17.97	18.28	18.01	18.25	0.25	**17.76**	**18.00**	**0.25**
10%	14.26	14.50	0.25	18.29	18.60	18.26	18.50	0.25	**18.01**	**18.25**	**0.25**
11%	14.51	14.75	0.25	18.61	18.92	18.51	19.00	0.50	**18.26**	**18.50**	**0.25**
12%	14.76	15.00	0.25	18.93	19.24	19.01	19.25	0.25	**18.51**	**18.75**	**0.25**
13%	15.01	15.25	0.25	19.25	19.56	19.26	19.50	0.25	**18.76**	**19.00**	**0.25**
14%	15.26	15.50	0.25	19.57	19.88	19.51	20.00	0.50	**19.01**	**19.25**	**0.25**
15%	15.51	15.75	0.25	19.89	20.21	20.01	20.25	0.25	**19.26**	**19.75**	**0.50**
16%	15.76	16.00	0.25	20.22	20.53	20.26	20.50	0.25	**19.76**	**20.25**	**0.50**
17%	16.01	16.50	0.50	20.54	21.17	20.51	21.25	0.75	**20.26**	**20.75**	**0.50**
18%	16.51	17.00	0.50	21.18	21.81	21.26	21.75	0.50	**20.76**	**21.25**	**0.50**
19%	17.01	17.50	0.50	21.82	22.45	21.76	22.50	0.75	**21.26**	**22.00**	**0.75**
20%	17.51	18.00	0.50	22.46	23.09	22.51	23.00	0.50	**22.01**	**22.75**	**0.75**
21%	18.01	18.50	0.50	23.10	23.73	23.01	23.75	0.75	**22.76**	**23.50**	**0.75**
22%	18.51	19.00	0.50	23.74	24.38	23.76	24.50	0.75	**23.51**	**24.25**	**0.75**
23%	19.01	19.50	0.50	24.39	25.02	24.51	25.00	0.50	**24.26**	**25.00**	**0.75**
24%	19.51	20.25	0.75	25.03	25.98	25.01	26.00	1.00	**25.01**	**26.00**	**1.00**
25%	Over 20.25			Over 25.98		Over 26.00			**Over 26.00**		

a 1/1/98 limits multiplied by change in Statewide Average Weekly Wage from 1/1/97 to 12/31/03 (estimated.)

      (1) SAWW based on 1/97-12/97   616.67 (actual)
      (2) SAWW based on 1/03-12/03   791.15 (estimated)
      (3) Change (2) / (1)   1.2829

b Indicated limits rounded to nearest $0.25.

☐ Indicates incremental change greater than similar values for higher wage brackets.

c Selection retains $0.25 beginning increments; smooths changes in higher wage brackets.

DELAWARE COMPENSATION RATING BUREAU, INC.

COMPARISON OF CURRENT AND PROPOSED WAGE TABLES

DCCPAP Credit	Current Table Effective 1/1/03		Change from Lower Level	Proposed Table Effective 1/1/04		Change from Lower Level
0%	14.49	or less		14.74	or less	
5%	14.50	16.75	2.26	14.75	17.00	2.26
6%	16.76	17.00	0.25	17.01	17.25	0.25
7%	17.01	17.25	0.25	17.26	17.50	0.25
8%	17.26	17.50	0.25	17.51	17.75	0.25
9%	17.51	17.75	0.25	17.76	18.00	0.25
10%	17.76	18.00	0.25	18.01	18.25	0.25
11%	18.01	18.25	0.25	18.26	18.50	0.25
12%	18.26	18.50	0.25	18.51	18.75	0.25
13%	18.51	18.75	0.25	18.76	19.00	0.25
14%	18.76	19.00	0.25	19.01	19.25	0.25
15%	19.01	19.25	0.25	19.26	19.75	0.50
16%	19.26	19.75	0.50	19.76	20.25	0.50
17%	19.76	20.25	0.50	20.26	20.75	0.50
18%	20.26	20.75	0.50	20.76	21.25	0.50
19%	20.76	21.25	0.50	21.26	22.00	0.75
20%	21.26	22.00	0.75	22.01	22.75	0.75
21%	22.01	22.75	0.75	22.76	23.50	0.75
22%	22.76	23.50	0.75	23.51	24.25	0.75
23%	23.51	24.25	0.75	24.26	25.00	0.75
24%	24.26	25.25	1.00	25.01	26.00	1.00
25%	Over 25.25			Over 26.00		