Exhibit 14
As Filed

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

The DCCPAP 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 2011 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 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 2011 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: The Standard Premium attributable to policies which did not qualify for DCCPAP credit in 2011. 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. This is computed as (Column (6) + Column (8)) / (Column (7) + Column (9)).

Column (11) - Average DCCPAP Credit: For qualifying policies, the average credit given in 2011. For example, an average credit of 0.1538 indicates that the average qualifying risk in Code 601 received a 15.38 percent reduction in standard premium by operation of the DCCPAP plan's tabular credit. This is computed as (1.00 – (Column (7) / Column (6))).

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 130 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 7.07 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 the derivation of the minimum eligibility wage for 6/1/15 based on changes in the statewide average weekly wage (SAWW). Those changes are expressed relative to the January 1, 1998 Table. Note that the calculations assume an **effective date of June 1, 2015** for the proposed table. **Please note that the proposed (effective 6/1/15) minimum eligibility wage has decreased from $19.35 to $18.75. Staff is therefore proposing a decrease to the wage table.**

Page 14.4 shows the current and proposed Wage Tables.

DCCPAP Manual Rate Surcharges   100% Credibility =   130   Policies
For Policy Effective Dates 01/01/11 Through 12/31/11   Partial Credibility =   # of Policies / 130

	# of	# of			***DCCPAP Policies***		**Non-DCCPAP Policies**			Average			
	Policies	Policies	Payroll	Payroll	Premium	Premium	Premium	Premium	Indicated	DCCPAP	Class	Formula	Final
Class	(Total)	(DCCPAP)	(Total)	(DCCPAP)	Pre-DCCPAP	Post-DCCPAP	Pre-DCCPAP	Post-DCCPAP	Surcharge	Credit	"Z"	Surcharge	Surcharge
(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)	(13)	(14)
601	42	15	17,435,975	8,993,529	1,009,939	854,595	441,252	441,252	1.1199	0.1538	0.32	1.0862	1.0871
602	20	13	6,006,548	3,736,193	236,862	200,953	90,361	90,361	1.1233	0.1516	0.15	1.0783	1.0792
603	30	16	7,033,837	4,229,126	405,784	340,145	192,325	192,325	1.1233	0.1618	0.23	1.0825	1.0834
605	6	0	313,000	0	0	0	19,220	19,220	1.0000	N/A	0.05	1.0668	1.0703
607	29	4	1,488,192	472,867	34,219	30,494	68,944	68,944	1.0375	0.1089	0.22	1.0631	1.0640
608	221	66	38,368,389	24,057,836	1,189,554	1,015,699	631,453	631,453	1.1055	0.1462	1.00	1.1055	1.1064
609	176	42	40,047,421	18,960,931	927,936	823,327	818,565	818,565	1.0637	0.1127	1.00	1.0637	1.0646
611	10	1	593,149	130,784	12,012	9,009	37,727	37,727	1.0643	0.2500	0.08	1.0698	1.0707
615	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0703	1.0703
617	28	16	8,631,428	7,944,819	512,591	440,110	35,979	35,979	1.1522	0.1414	0.22	1.0883	1.0892
625	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0703	1.0703
643	9	3	2,081,737	1,856,677	159,444	131,140	20,508	20,508	1.1866	0.1775	0.07	1.0784	1.0793
645	98	21	11,931,451	6,429,613	352,179	277,615	255,799	255,799	1.1398	0.2117	0.75	1.1224	1.1233
646	50	3	5,449,470	664,652	30,214	23,810	214,909	214,909	1.0268	0.2120	0.38	1.0538	1.0547
647	25	5	3,861,713	200,795	12,954	11,151	214,177	214,177	1.0080	0.1392	0.19	1.0585	1.0594
648	139	16	11,640,821	4,060,363	185,676	160,586	320,203	320,203	1.0522	0.1351	1.00	1.0522	1.0531
649	32	19	5,542,317	3,732,547	134,536	105,680	66,612	66,612	1.1675	0.2145	0.25	1.0946	1.0955
651	222	53	27,947,401	13,673,903	651,023	540,023	729,729	729,729	1.0874	0.1705	1.00	1.0874	1.0883
652	442	34	31,848,013	4,279,425	334,068	288,916	2,057,709	2,057,709	1.0192	0.1352	1.00	1.0192	1.0201
653	170	37	19,542,833	8,179,455	593,209	485,091	691,485	691,485	1.0919	0.1823	1.00	1.0919	1.0928
654	82	18	14,005,525	4,306,888	275,362	217,903	447,213	447,213	1.0864	0.2087	0.63	1.0804	1.0813
655	43	11	9,058,688	3,104,223	462,846	379,471	733,037	733,037	1.0749	0.1801	0.33	1.0718	1.0727
656	19	0	6,920,005	0	0	0	459,416	459,416	1.0000	N/A	0.15	1.0598	1.0703
657	8	0	738,359	0	0	0	54,829	54,829	1.0000	N/A	0.06	1.0661	1.0703
658	55	13	4,362,017	1,922,200	122,238	107,535	151,686	151,686	1.0567	0.1203	0.42	1.0646	1.0655
659	55	6	6,000,053	1,248,290	151,757	126,568	574,619	574,619	1.0359	0.1660	0.42	1.0559	1.0568
661	315	58	90,719,370	31,607,408	694,509	549,765	1,472,317	1,472,317	1.0716	0.2084	1.00	1.0716	1.0725
663	275	63	80,076,668	23,677,497	848,624	696,421	2,152,542	2,152,542	1.0534	0.1794	1.00	1.0534	1.0543
664	221	60	68,011,005	37,796,846	1,397,056	1,126,317	1,216,178	1,216,178	1.1156	0.1938	1.00	1.1156	1.1165
665	124	15	11,412,367	3,902,044	278,055	234,216	551,715	551,715	1.0558	0.1577	0.95	1.0565	1.0574
666	35	5	2,586,832	657,019	39,225	34,578	105,004	105,004	1.0333	0.1185	0.27	1.0603	1.0612
667	16	2	2,165,747	982,706	26,372	20,833	20,082	20,082	1.1354	0.2100	0.12	1.0781	1.0790
668	41	6	3,654,255	555,318	23,940	19,110	132,334	132,334	1.0319	0.2018	0.32	1.0580	1.0589
669	6	3	476,687	450,523	30,523	24,670	1,555	1,555	1.2232	0.1918	0.05	1.0779	1.0788
674	12	0	1,027,917	0	0	0	41,455	41,455	1.0000	N/A	0.09	1.0640	1.0703
675	184	12	48,123,085	3,365,334	134,712	108,808	1,447,843	1,447,843	1.0166	0.1923	1.00	1.0166	1.0175
676	42	8	6,387,488	2,251,331	106,160	92,422	177,209	177,209	1.0510	0.1294	0.32	1.0641	1.0650
677	14	0	22,890,310	0	0	0	861,524	861,524	1.0000	N/A	0.11	1.0626	1.0703
Total	3,296	644	618,380,073	227,431,142	11,373,579	9,476,961	17,507,515	17,507,515	1.0703	0.1668		1.0694	1.0707

Note: For each Class,
  Indicated Surcharge = (Total Premium Pre-DCCPAP) / (Total Premium Post-DCCPAP)   Test Correction Factor =   1.00084
  Basis of Credibility: 1 / ((# DCCPAP Policies)/(# Total Policies)) * 25 = 130 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.
2014 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
601	1.0814	1.0871	0.5%
602	1.0697	1.0792	0.9%
603	1.0827	1.0834	0.1%
605	1.0618	1.0703	0.8%
607	1.0533	1.0640	1.0%
608	1.0870	1.1064	1.8%
609	1.0605	1.0646	0.4%
611	1.0725	1.0707	-0.2%
615	1.0618	1.0703	0.8%
617	1.0780	1.0892	1.0%
625	1.0618	1.0703	0.8%
643	1.0694	1.0793	0.9%
645	1.1052	1.1233	1.6%
646	1.0499	1.0547	0.5%
647	1.0516	1.0594	0.7%
648	1.0352	1.0531	1.7%
649	1.0818	1.0955	1.3%
651	1.0924	1.0883	-0.4%
652	1.0311	1.0201	-1.1%
653	1.1003	1.0928	-0.7%
654	1.0521	1.0813	2.8%
655	1.0774	1.0727	-0.4%
656	1.0618	1.0703	0.8%
657	1.0618	1.0703	0.8%
658	1.0633	1.0655	0.2%
659	1.0579	1.0568	-0.1%
661	1.0789	1.0725	-0.6%
663	1.0352	1.0543	1.8%
664	1.0936	1.1165	2.1%
665	1.0432	1.0574	1.4%
666	1.0536	1.0612	0.7%
667	1.0633	1.0790	1.5%
668	1.0531	1.0589	0.6%
669	1.0760	1.0788	0.3%
674	1.0618	1.0703	0.8%
675	1.0159	1.0175	0.2%
676	1.0541	1.0650	1.0%
677	1.0618	1.0703	0.8%
Total	1.0618	1.0707	0.8%

DELAWARE COMPENSATION RATING BUREAU, INC.

DERIVATION OF PROPOSED REVISION TO DCCPAP WAGE TABLE

Test for "Premium Reversals"

Minimum Wage (1)	Maximum Wage (2)	Average Wage (3)	DCCPAP Credit (4)	Effective Wage (3)x(1.0-(4)) (5)	Ratio (5)/Prior (5) (6)
$0.00	$18.74 (a)				
$18.75	$19.15	18.950	0.05	18.0025	
$19.16	$19.60	19.380	0.06	18.2172	1.01193
$19.61	$20.05	19.830	0.07	18.4419	1.01233
$20.06	$20.50	20.280	0.08	18.6576	1.01170
$20.51	$21.00	20.755	0.09	18.8871	1.01230
$21.01	$21.50	21.255	0.10	19.1295	1.01284
$21.51	$22.00	21.755	0.11	19.3620	1.01215
$22.01	$22.55	22.280	0.12	19.6064	1.01263
$22.56	$23.10	22.830	0.13	19.8621	1.01304
$23.11	$23.65	23.380	0.14	20.1068	1.01232
$23.66	$24.20	23.930	0.15	20.3405	1.01162
$24.21	$24.80	24.505	0.16	20.5842	1.01198
$24.81	$25.40	25.105	0.17	20.8372	1.01229
$25.41	$26.05	25.730	0.18	21.0986	1.01255
$26.06	$26.70	26.380	0.19	21.3678	1.01276
$26.71	$27.40	27.055	0.20	21.6440	1.01293
$27.41	$28.10	27.755	0.21	21.9265	1.01305
$28.11	$28.80	28.455	0.22	22.1949	1.01224
$28.81	$29.55	29.180	0.23	22.4686	1.01233
$29.56	$30.30	29.930	0.24	22.7468	1.01238
$30.31			0.25		

(a) 1/1/98 entry point multiplied by change in Statewide Average Weekly Wage from 1/1/97 to 6/30/14 (estimated).

(1) SAWW based on 1/1/97 - 12/31/97		616.67
(2) SAWW based on 7/1/13 - 6/30/14		1,006.28 (estimated)
(3) Change (2) / (1)		1.6318
(4) 1/1/98 Minimum Eligibility Wage		11.50
(5) 6/1/15 Minimum Eligibility Wage (3) x (4)		18.75 (rounded to .05)

Note: Premium Reversals Would Occur if Effective Wage for any Given Average Wage
is LOWER than Effective Wage for any Lower Average Wage(s)

14.3

DELAWARE COMPENSATION RATING BUREAU, INC.

COMPARISON OF CURRENT AND PROPOSED WAGE TABLES

DCCPAP Credit	Current Table Effective 6/1/14		Change from Lower Level	Proposed Table Effective 6/1/15		Change from Lower Level
0%	19.34	or less		18.74	or less	
5%	19.35	19.75	0.41	18.75	19.15	0.41
6%	19.76	20.25	0.50	19.16	19.60	0.45
7%	20.26	20.75	0.50	19.61	20.05	0.45
8%	20.76	21.25	0.50	20.06	20.50	0.45
9%	21.26	21.75	0.50	20.51	21.00	0.50
10%	21.76	22.30	0.55	21.01	21.50	0.50
11%	22.31	22.85	0.55	21.51	22.00	0.50
12%	22.86	23.40	0.55	22.01	22.55	0.55
13%	23.41	24.00	0.60	22.56	23.10	0.55
14%	24.01	24.60	0.60	23.11	23.65	0.55
15%	24.61	25.20	0.60	23.66	24.20	0.55
16%	25.21	25.85	0.65	24.21	24.80	0.60
17%	25.86	26.50	0.65	24.81	25.40	0.60
18%	26.51	27.20	0.70	25.41	26.05	0.65
19%	27.21	27.90	0.70	26.06	26.70	0.65
20%	27.91	28.65	0.75	26.71	27.40	0.70
21%	28.66	29.40	0.75	27.41	28.10	0.70
22%	29.41	30.15	0.75	28.11	28.80	0.70
23%	30.16	30.95	0.80	28.81	29.55	0.75
24%	30.96	31.75	0.80	29.56	30.30	0.75
25%	Over 31.75			Over 30.30		