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 2012 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 2012 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.

Columns (8) and (9) - Non-DCCPAP Policy Premium: The Standard Premium attributable to policies which did not qualify for DCCPAP credit in 2012. 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 2012. For example, an average credit of 0.1614 indicates that the average qualifying risk in Code 601 received a 16.14 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 7.73 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 6/1/16 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, 2016** for the proposed table. **Please note that the proposed (effective 6/1/16) minimum eligibility wage has increased from $18.75 to $19.15. Staff is therefore proposing an increase to the wage table.**

Page 14.4 shows the current and proposed Wage Tables.

DCCPAP Manual Rate Surcharges

For Policy Effective Dates 01/01/12 Through 12/31/12

100% Credibility = 130 Policies

Partial Credibility = # of Policies / 130

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	40	16	19,802,028	10,125,254	1,066,130	894,028	500,855	500,855	1.1234	0.1614	0.31	1.0916	1.0910
602	22	14	7,797,683	4,769,249	294,733	236,027	134,790	134,790	1.1583	0.1992	0.17	1.0911	1.0905
603	37	18	4,266,968	2,653,916	241,823	197,461	123,430	123,430	1.1382	0.1834	0.28	1.0944	1.0938
605	5	0	342,690	0	0	0	21,893	21,893	1.0000	N/A	0.04	1.0742	1.0773
607	31	5	2,194,441	453,880	38,689	34,385	122,500	122,500	1.0274	0.1112	0.24	1.0653	1.0647
608	207	63	43,513,149	28,400,764	1,322,325	1,094,649	734,165	734,165	1.1245	0.1722	1.00	1.1245	1.1239
609	179	43	43,260,883	19,739,832	870,732	757,201	970,859	970,859	1.0657	0.1304	1.00	1.0657	1.0651
611	7	0	453,407	0	0	0	38,899	38,899	1.0000	N/A	0.05	1.0734	1.0773
615	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0773	1.0773
617	30	17	10,709,023	9,411,251	594,905	525,064	68,054	68,054	1.1178	0.1174	0.23	1.0866	1.0860
625	14	2	2,962,054	276,409	16,183	12,141	141,048	141,048	1.0264	0.2498	0.11	1.0717	1.0711
643	12	2	2,176,373	588,039	51,055	46,494	149,287	149,287	1.0233	0.0893	0.09	1.0724	1.0718
645	105	21	18,177,049	12,960,126	683,826	539,157	292,172	292,172	1.1740	0.2116	0.81	1.1556	1.1550
646	52	5	5,236,891	1,031,631	50,529	41,858	203,740	203,740	1.0353	0.1716	0.40	1.0605	1.0599
647	23	4	4,346,402	191,858	10,587	9,776	253,447	253,447	1.0031	0.0766	0.18	1.0639	1.0633
648	152	14	11,751,668	3,670,050	161,447	143,883	362,092	362,092	1.0347	0.1088	1.00	1.0347	1.0341
649	30	13	5,318,029	4,026,042	140,562	109,970	52,592	52,592	1.1882	0.2176	0.23	1.1028	1.1022
651	210	52	32,175,003	15,132,629	784,385	657,387	821,685	821,685	1.0859	0.1619	1.00	1.0859	1.0853
652	410	40	30,174,990	8,072,675	650,738	570,253	1,674,807	1,674,807	1.0358	0.1237	1.00	1.0358	1.0352
653	149	28	21,920,125	9,615,771	626,259	527,392	789,512	789,512	1.0751	0.1579	1.00	1.0751	1.0745
654	81	20	15,414,679	4,646,462	271,335	217,942	614,378	614,378	1.0641	0.1968	0.62	1.0691	1.0685
655	51	10	8,018,003	3,739,808	477,094	391,318	640,722	640,722	1.0831	0.1798	0.39	1.0796	1.0790
656	22	0	6,845,373	0	0	0	324,032	324,032	1.0000	N/A	0.17	1.0642	1.0773
657	6	1	751,272	2,066	179	141	57,145	57,145	1.0007	0.2123	0.05	1.0735	1.0729
658	60	11	5,385,495	1,989,475	159,375	135,882	236,277	236,277	1.0631	0.1474	0.46	1.0708	1.0702
659	52	9	5,996,508	1,348,759	183,533	156,112	655,647	655,647	1.0338	0.1494	0.40	1.0599	1.0593
661	313	58	88,655,471	41,669,379	938,680	745,414	1,088,649	1,088,649	1.1054	0.2059	1.00	1.1054	1.1048
663	291	60	75,510,931	23,092,920	908,333	746,454	2,094,555	2,094,555	1.0570	0.1782	1.00	1.0570	1.0564
664	222	57	71,589,532	39,884,200	1,636,146	1,307,031	1,276,909	1,276,909	1.1274	0.2012	1.00	1.1274	1.1268
665	129	14	10,689,605	2,994,197	208,928	169,489	555,977	555,977	1.0544	0.1888	0.99	1.0546	1.0540
666	27	3	3,402,343	544,412	33,115	27,505	156,727	156,727	1.0305	0.1694	0.21	1.0675	1.0669
667	16	2	1,723,216	619,603	16,979	13,246	16,261	16,261	1.1265	0.2199	0.12	1.0832	1.0826
668	41	5	4,017,293	965,145	47,510	39,987	142,456	142,456	1.0412	0.1583	0.32	1.0657	1.0651
669	7	2	694,176	381,288	21,421	18,696	19,235	19,235	1.0718	0.1272	0.05	1.0770	1.0764
674	14	0	1,200,037	0	0	0	51,891	51,891	1.0000	N/A	0.11	1.0688	1.0773
675	190	12	48,897,032	3,733,631	142,963	119,300	1,638,736	1,638,736	1.0135	0.1655	1.00	1.0135	1.0129
676	39	8	4,459,618	1,695,309	80,891	69,966	143,327	143,327	1.0512	0.1351	0.30	1.0695	1.0689
677	12	2	12,493,820	226,796	7,396	5,547	445,251	445,251	1.0041	0.2500	0.09	1.0707	1.0701
Total	3,288	631	632,323,260	258,652,826	12,738,786	10,561,156	17,614,002	17,614,002	1.0773	0.1709		1.0779	1.0774

Note: For each Class,

Indicated Surcharge = (Total Premium Pre-DCCPAP) / (Total Premium Post-DCCPAP)

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

Test Correction Factor = 0.99944

DELAWARE COMPENSATION RATING BUREAU, INC.
2015 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
601	1.0871	1.0910	0.4%
602	1.0792	1.0905	1.0%
603	1.0834	1.0938	1.0%
605	1.0703	1.0773	0.7%
607	1.0640	1.0647	0.1%
608	1.1064	1.1239	1.6%
609	1.0646	1.0651	0.0%
611	1.0707	1.0773	0.6%
615	1.0703	1.0773	0.7%
617	1.0892	1.0860	-0.3%
625	1.0703	1.0711	0.1%
643	1.0793	1.0718	-0.7%
645	1.1233	1.1550	2.8%
646	1.0547	1.0599	0.5%
647	1.0594	1.0633	0.4%
648	1.0531	1.0341	-1.8%
649	1.0955	1.1022	0.6%
651	1.0883	1.0853	-0.3%
652	1.0201	1.0352	1.5%
653	1.0928	1.0745	-1.7%
654	1.0813	1.0685	-1.2%
655	1.0727	1.0790	0.6%
656	1.0703	1.0773	0.7%
657	1.0703	1.0729	0.2%
658	1.0655	1.0702	0.4%
659	1.0568	1.0593	0.2%
661	1.0725	1.1048	3.0%
663	1.0543	1.0564	0.2%
664	1.1165	1.1268	0.9%
665	1.0574	1.0540	-0.3%
666	1.0612	1.0669	0.5%
667	1.0790	1.0826	0.3%
668	1.0589	1.0651	0.6%
669	1.0788	1.0764	-0.2%
674	1.0703	1.0773	0.7%
675	1.0175	1.0129	-0.5%
676	1.0650	1.0689	0.4%
677	1.0703	1.0701	0.0%
Total	1.0707	1.0774	0.6%

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	$19.14 (a)				
$19.15	$19.55	19.350	0.05	18.3825	
$19.56	$20.00	19.780	0.06	18.5932	1.01146
$20.01	$20.45	20.230	0.07	18.8139	1.01187
$20.46	$20.90	20.680	0.08	19.0256	1.01125
$20.91	$21.40	21.155	0.09	19.2511	1.01185
$21.41	$21.90	21.655	0.10	19.4895	1.01239
$21.91	$22.40	22.155	0.11	19.7180	1.01172
$22.41	$22.90	22.655	0.12	19.9364	1.01108
$22.91	$23.45	23.180	0.13	20.1666	1.01155
$23.46	$24.00	23.730	0.14	20.4078	1.01196
$24.01	$24.60	24.305	0.15	20.6593	1.01232
$24.61	$25.20	24.905	0.16	20.9202	1.01263
$25.21	$25.80	25.505	0.17	21.1692	1.01190
$25.81	$26.40	26.105	0.18	21.4061	1.01119
$26.41	$27.05	26.730	0.19	21.6513	1.01145
$27.06	$27.70	27.380	0.20	21.9040	1.01167
$27.71	$28.40	28.055	0.21	22.1635	1.01184
$28.41	$29.10	28.755	0.22	22.4289	1.01198
$29.11	$29.85	29.480	0.23	22.6996	1.01207
$29.86	$30.60	30.230	0.24	22.9748	1.01212
$30.61			0.25		

(a) 1/1/98 entry point multiplied by change in Statewide Average Weekly Wage from 1/1/97 to 6/30/15 (estimated).

(1) SAWW based on 1/1/97 - 12/31/97	616.67	
(2) SAWW based on 7/1/14 - 6/30/15	1,026.86	(estimated)
(3) Change (2) / (1)	1.6652	
(4) 1/1/98 Minimum Eligibility Wage	11.50	
(5) 6/1/16 Minimum Eligibility Wage (3) x (4)	19.15	(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)

DELAWARE COMPENSATION RATING BUREAU, INC.

COMPARISON OF CURRENT AND PROPOSED WAGE TABLES

DCCPAP Credit	Current Table Effective 6/1/15		Change from Lower Level	Proposed Table Effective 6/1/16		Change from Lower Level
0%	18.74	or less		19.14	or less	
5%	18.75	19.15	0.41	19.15	19.55	0.41
6%	19.16	19.60	0.45	19.56	20.00	0.45
7%	19.61	20.05	0.45	20.01	20.45	0.45
8%	20.06	20.50	0.45	20.46	20.90	0.45
9%	20.51	21.00	0.50	20.91	21.40	0.50
10%	21.01	21.50	0.50	21.41	21.90	0.50
11%	21.51	22.00	0.50	21.91	22.40	0.50
12%	22.01	22.55	0.55	22.41	22.90	0.50
13%	22.56	23.10	0.55	22.91	23.45	0.55
14%	23.11	23.65	0.55	23.46	24.00	0.55
15%	23.66	24.20	0.55	24.01	24.60	0.60
16%	24.21	24.80	0.60	24.61	25.20	0.60
17%	24.81	25.40	0.60	25.21	25.80	0.60
18%	25.41	26.05	0.65	25.81	26.40	0.60
19%	26.06	26.70	0.65	26.41	27.05	0.65
20%	26.71	27.40	0.70	27.06	27.70	0.65
21%	27.41	28.10	0.70	27.71	28.40	0.70
22%	28.11	28.80	0.70	28.41	29.10	0.70
23%	28.81	29.55	0.75	29.11	29.85	0.75
24%	29.56	30.30	0.75	29.86	30.60	0.75
25%	Over 30.30			Over 30.60		