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 2013 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 2013 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 2013. 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 2013. For example, an average credit of 0.1869 indicates that the average qualifying risk in Code 601 received an 18.69 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 140 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 6.95 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 6/1/17 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, 2017** for the proposed table. **Please note that the proposed (effective 6/1/17) minimum eligibility wage has increased from $19.15 to $19.75. 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 01/01/13 Through 12/31/13

100% Credibility = 140 Policies
Partial Credibility = # of Policies / 140

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	38	18	20,240,766	8,406,187	709,996	577,272	713,387	713,387	1.1028	0.1869	0.27	1.0785	1.0776
602	21	14	10,395,312	5,920,811	431,543	337,629	210,705	210,705	1.1713	0.2176	0.15	1.0848	1.0839
603	30	17	4,592,864	3,009,161	286,380	238,820	126,405	126,405	1.1302	0.1661	0.21	1.0822	1.0813
605	5	1	365,125	273,587	19,753	17,777	6,609	6,609	1.0810	0.1000	0.04	1.0700	1.0691
607	26	3	1,428,364	334,057	31,111	30,268	86,824	86,824	1.0072	0.0271	0.19	1.0577	1.0568
608	194	52	40,085,835	19,740,810	1,051,586	881,484	1,078,059	1,078,059	1.0868	0.1618	1.00	1.0868	1.0859
609	157	42	43,315,721	19,629,436	929,610	800,018	1,106,098	1,106,098	1.0680	0.1394	1.00	1.0680	1.0671
611	7	2	540,999	94,133	8,525	7,568	39,928	39,928	1.0201	0.1123	0.05	1.0670	1.0661
615	0	0	0	0	0	0	0	0	1.0000	N/A	0.00	1.0695	1.0695
617	27	15	8,699,440	7,479,900	474,351	433,875	70,207	70,207	1.0803	0.0853	0.19	1.0716	1.0707
625	15	3	4,941,723	166,589	9,118	6,941	327,580	327,580	1.0065	0.2388	0.11	1.0626	1.0617
643	12	2	2,625,422	544,215	65,523	57,960	235,576	235,576	1.0258	0.1154	0.09	1.0656	1.0647
645	101	17	15,528,580	7,743,061	463,149	382,301	464,588	464,588	1.0955	0.1746	0.72	1.0882	1.0873
646	47	4	5,447,502	894,919	45,837	34,680	272,564	272,564	1.0363	0.2434	0.34	1.0582	1.0573
647	28	2	5,470,709	49,751	3,297	2,627	426,089	426,089	1.0016	0.2032	0.20	1.0559	1.0550
648	142	12	11,689,560	1,452,757	73,889	62,656	499,601	499,601	1.0200	0.1520	1.00	1.0200	1.0191
649	29	14	5,886,488	4,198,980	151,538	118,280	61,116	61,116	1.1854	0.2195	0.21	1.0938	1.0929
651	227	44	32,786,432	13,534,235	778,904	670,531	1,156,220	1,156,220	1.0593	0.1391	1.00	1.0593	1.0584
652	433	35	31,946,628	6,799,647	596,981	522,992	2,118,113	2,118,113	1.0280	0.1239	1.00	1.0280	1.0271
653	161	24	19,298,293	5,843,556	456,286	378,856	907,159	907,159	1.0602	0.1697	1.00	1.0602	1.0593
654	64	20	15,768,183	6,324,964	452,739	356,123	583,937	583,937	1.1028	0.2134	0.46	1.0848	1.0839
655	48	10	7,535,876	3,162,940	406,751	338,324	666,891	666,891	1.0681	0.1682	0.34	1.0690	1.0681
656	20	0	6,327,466	0	0	0	359,124	359,124	1.0000	N/A	0.14	1.0598	1.0695
657	5	0	221,153	0	0	0	18,878	18,878	1.0000	N/A	0.04	1.0667	1.0695
658	48	11	5,540,554	2,657,157	199,634	182,438	228,708	228,708	1.0418	0.0861	0.34	1.0601	1.0592
659	61	7	6,352,482	1,129,471	168,026	146,470	876,342	876,342	1.0211	0.1283	0.44	1.0482	1.0473
661	306	51	90,813,321	41,734,288	999,879	803,614	1,279,369	1,279,369	1.0942	0.1963	1.00	1.0942	1.0933
663	277	47	90,955,921	32,366,685	1,511,421	1,206,062	2,458,307	2,458,307	1.0833	0.2020	1.00	1.0833	1.0824
664	230	67	78,013,245	49,510,524	2,635,199	2,192,040	1,215,110	1,215,110	1.1301	0.1682	1.00	1.1301	1.1292
665	128	12	13,421,720	3,062,687	246,124	199,818	838,476	838,476	1.0446	0.1881	0.91	1.0468	1.0459
666	28	3	2,568,610	588,428	40,243	35,609	120,033	120,033	1.0298	0.1152	0.20	1.0616	1.0607
667	16	1	2,134,936	872,153	21,956	17,784	21,481	21,481	1.1063	0.1900	0.11	1.0735	1.0726
668	46	3	3,752,893	859,848	41,116	30,838	168,430	168,430	1.0516	0.2500	0.33	1.0636	1.0627
669	4	2	600,020	479,267	30,177	26,869	8,283	8,283	1.0941	0.1096	0.03	1.0702	1.0693
674	13	0	1,085,608	0	0	0	55,513	55,513	1.0000	N/A	0.09	1.0632	1.0695
675	189	10	50,263,514	1,982,631	82,032	71,883	1,893,013	1,893,013	1.0052	0.1237	1.00	1.0052	1.0044
676	32	6	5,242,389	1,431,847	86,591	75,973	215,544	215,544	1.0364	0.1226	0.23	1.0619	1.0610
677	16	1	14,946,023	83,173	3,198	2,398	402,219	402,219	1.0020	0.2502	0.11	1.0621	1.0612
Total	3,231	572	660,829,677	252,361,855	13,512,463	11,248,778	21,316,486	21,316,486	1.0695	0.1675		1.0704	1.0697

Note: For each Class,
 Indicated Surcharge = (Total Premium Pre-DCCPAP) / (Total Premium Post-DCCPAP)
 Basis of Credibility: 1 / ((# DCCPAP Policies)/(# Total Policies)) * 25 = 140 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 = 0.99916

14.1

DELAWARE COMPENSATION RATING BUREAU, INC.
2016 RESIDUAL MARKET AND LOSS COST FILING
DELAWARE CONSTRUCTION CLASS PREMIUM ADJUSTMENT PROGRAM
SURCHARGES BY CLASS CODE

Class	Current Surcharge	Proposed Surcharge	Percentage Change
601	1.0910	1.0776	-1.2%
602	1.0905	1.0839	-0.6%
603	1.0938	1.0813	-1.1%
605	1.0773	1.0691	-0.8%
607	1.0647	1.0568	-0.7%
608	1.1239	1.0859	-3.4%
609	1.0651	1.0671	0.2%
611	1.0773	1.0661	-1.0%
615	1.0773	1.0695	-0.7%
617	1.0860	1.0707	-1.4%
625	1.0711	1.0617	-0.9%
643	1.0718	1.0647	-0.7%
645	1.1550	1.0873	-5.9%
646	1.0599	1.0573	-0.2%
647	1.0633	1.0550	-0.8%
648	1.0341	1.0191	-1.5%
649	1.1022	1.0929	-0.8%
651	1.0853	1.0584	-2.5%
652	1.0352	1.0271	-0.8%
653	1.0745	1.0593	-1.4%
654	1.0685	1.0839	1.4%
655	1.0790	1.0681	-1.0%
656	1.0773	1.0695	-0.7%
657	1.0729	1.0695	-0.3%
658	1.0702	1.0592	-1.0%
659	1.0593	1.0473	-1.1%
661	1.1048	1.0933	-1.0%
663	1.0564	1.0824	2.5%
664	1.1268	1.1292	0.2%
665	1.0540	1.0459	-0.8%
666	1.0669	1.0607	-0.6%
667	1.0826	1.0726	-0.9%
668	1.0651	1.0627	-0.2%
669	1.0764	1.0693	-0.7%
674	1.0773	1.0695	-0.7%
675	1.0129	1.0044	-0.8%
676	1.0689	1.0610	-0.7%
677	1.0701	1.0612	-0.8%
Total	1.0774	1.0697	-0.7%

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	$19.74	(a)			
$19.75	$20.15	19.950	0.05	18.9525	
$20.16	$20.60	20.380	0.06	19.1572	1.01080
$20.61	$21.05	20.830	0.07	19.3719	1.01121
$21.06	$21.50	21.280	0.08	19.5776	1.01062
$21.51	$22.00	21.755	0.09	19.7971	1.01121
$22.01	$22.50	22.255	0.10	20.0295	1.01174
$22.51	$23.00	22.755	0.11	20.2520	1.01111
$23.01	$23.55	23.280	0.12	20.4864	1.01158
$23.56	$24.10	23.830	0.13	20.7321	1.01199
$24.11	$24.65	24.380	0.14	20.9668	1.01132
$24.66	$25.25	24.955	0.15	21.2118	1.01168
$25.26	$25.85	25.555	0.16	21.4662	1.01200
$25.86	$26.45	26.155	0.17	21.7087	1.01129
$26.46	$27.10	26.780	0.18	21.9596	1.01156
$27.11	$27.75	27.430	0.19	22.2183	1.01178
$27.76	$28.40	28.080	0.20	22.4640	1.01106
$28.41	$29.10	28.755	0.21	22.7165	1.01124
$29.11	$29.80	29.455	0.22	22.9749	1.01138
$29.81	$30.50	30.155	0.23	23.2194	1.01064
$30.51	$31.25	30.880	0.24	23.4688	1.01074
$31.26			0.25		

(a) 1/1/98 entry point multiplied by change in Statewide Average Weekly Wage (estimated).

(1) SAWW based on 1/1/97 - 12/31/97	616.67	
(2) SAWW based on 6/1/16 - 5/31/17	1,060.40	(estimated)
(3) Change (2) / (1)	1.7196	
(4) 1/1/98 Minimum Eligibility Wage	11.50	
(5) 6/1/17 Minimum Eligibility Wage (3) x (4)	19.75	(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)

DELAWARE COMPENSATION RATING BUREAU, INC.

COMPARISON OF CURRENT AND PROPOSED WAGE TABLES

DCCPAP Credit	Current Table Effective 6/1/16		Change from Lower Level	Proposed Table Effective 6/1/17		Change from Lower Level
0%	19.14	or less		19.74	or less	
5%	19.15	19.55	0.41	19.75	20.15	0.41
6%	19.56	20.00	0.45	20.16	20.60	0.45
7%	20.01	20.45	0.45	20.61	21.05	0.45
8%	20.46	20.90	0.45	21.06	21.50	0.45
9%	20.91	21.40	0.50	21.51	22.00	0.50
10%	21.41	21.90	0.50	22.01	22.50	0.50
11%	21.91	22.40	0.50	22.51	23.00	0.50
12%	22.41	22.90	0.50	23.01	23.55	0.55
13%	22.91	23.45	0.55	23.56	24.10	0.55
14%	23.46	24.00	0.55	24.11	24.65	0.55
15%	24.01	24.60	0.60	24.66	25.25	0.60
16%	24.61	25.20	0.60	25.26	25.85	0.60
17%	25.21	25.80	0.60	25.86	26.45	0.60
18%	25.81	26.40	0.60	26.46	27.10	0.65
19%	26.41	27.05	0.65	27.11	27.75	0.65
20%	27.06	27.70	0.65	27.76	28.40	0.65
21%	27.71	28.40	0.70	28.41	29.10	0.70
22%	28.41	29.10	0.70	29.11	29.80	0.70
23%	29.11	29.85	0.75	29.81	30.50	0.70
24%	29.86	30.60	0.75	30.51	31.25	0.75
25%	Over 30.60			Over 31.25		