Exhibit 25 As Filed

## DELAWARE COMPENSATION RATING BUREAU, INC.

# Tax Multiplier

### CALCULATION OF TAX MULTIPLIER FOR USE IN RETROSPECTIVE RATING PLANS (O/T U.S.L. & H.W. Act Coverages)

Losses	53.26
Loss Adjustment Expense	14.86
Loss & Loss Adjustment	68.12
Premium Discount Acquisition General Expenses Profit and Contingencies Taxes Uncollectible Premium Workers' Compensation Fund Administrative Assessment	8.53 7.09 2.47 3.79 2.31 2.86 2.00 2.83 31.88

### Expense Provisions for O/T U.S.L. & H.W. Classes

#### lf

- T = Tax multiplier
- E = Expense provision in rates (General, Acquisition, and Profit), less premium discount
- L = Loss provision in rates
- C = Loss conversion factor
- B = Assessments made on premiums
- A = Assessments made on losses (adjusted so as not to collect profit and general expense dollars on the extra premium generated by the assessments)

Using average discount (Schedule Y) this yields:

E =	0.0482	=	ACQ 0.0709	+	GEN 0.0247		PROFIT 0.0379	-	PREM DISC 0.0853
A =	0.0506	=	0.0532	x	<u>1 - 0.04</u> 1 - 0.00	-	<u>0.0717</u> 0.0717		

<u>Then</u>

T = 
$$\frac{E + L (1 + C + A)}{E + L (1 + C)}$$
 x  $\frac{1}{1 - B - S}$ 

S = Delaware Insurance Plan Subsidy = 0.0119

$$T = \underbrace{0.0482 + 0.5326 (1 + 0.2790 + 0.0506)}_{0.0482 + 0.5326 (1 + 0.2790)} \times \underbrace{1}_{1 - 0.0717 - 0.0119} = 1.1315$$