

August 8, 2025

DCRB CIRCULAR NO. 1060

To All Members of the DCRB:

**Re: RESIDUAL MARKET RATE AND VOLUNTARY MARKET LOSS COST FILING
PROPOSED EFFECTIVE DECEMBER 1, 2025
DCRB FILING NO. 2501**

The DCRB submitted a filing of revisions to Delaware's residual market rates, voluntary market loss costs, and related rating values with a proposed policy effective date of December 1, 2025 and selected portions effective June 1, 2026.

The DCRB's analysis supports an overall proposed decrease in collectible rate level of -5.71% for the Residual Market – Delaware Insurance Plan (DIP), and a proposed overall decrease in collectible loss costs of -8.32% for the voluntary market.

Consistent with previous filings, the underlying losses are adjusted to a post-legislative basis, recognizing the full extent of the savings specified in House Bill 373 of 2014.

The filing also includes considerations related to the COVID-19 pandemic, such as the treatment of COVID-19 claims and COVID-19 economic-related adjustments.

This filing also includes revisions to the Designated Auditable Payroll language, along with updated manual pages in Section 1 of the Basic Manual. Given that the Annual Filing already contains both rate and rule revisions, interdependencies between them, and a common effective date, these items were again combined, as was done last year.

Included in this filing is an update to the Delaware class system. It has been updated to improve class credibility weighting by having more homogeneous groups of classes and to better align with other jurisdictions by moving from 3 industry groups to 5 industry groups. The two additional industry groups are *Office & Clerical* and *Goods & Services*.

In addition to residual market rates, voluntary market loss costs, and Auditable Payroll rule changes, DCRB Filing No. 2501 proposes revisions to the following programs &/or rating values:

- Residual market minimum premiums
- Excess loss factors

- Excess loss premium factors (residual market)
- Small deductible program
- Workplace Safety Program
- Experience Rating Plan
- Merit Rating Plan
- DIP Surcharge Program
- DCCPAP qualifying wage table (**proposed effective June 1, 2026**)
- Miscellaneous Manual revisions

Once the Delaware Department of Insurance has adjudicated the filing, each licensed Delaware carrier will be required to make a filing for a loss cost multiplier, rates, and/or other related rating values with the Department. This requirement applies even if a carrier intends to remain unchanged and retain its current pricing values and programs. Accordingly, in order to preserve the desired and necessary flexibility in pricing Delaware workers compensation policies, it is strongly recommended that all policies issued with effective dates on and after December 1, 2025, be qualified as carrying tentative rates, using the Pending Rate Change Endorsement, WC 00 04 04, for this purpose. Any policies issued at current rates or on a “to-be-determined” basis must be endorsed with new carrier rates if the approved rating values are changed as a result of this filing or subsequent carrier filing(s).

Filing Package

The complete filing package for DCRB Filing No. 2501 is available on the DCRB website under the “Filings” section and members and other interested parties are encouraged to use the website to access all parts of the filing package for informational purposes.

Attached for reference are two tables of current and proposed December 1, 2025 rates and loss costs with proposed percentage changes by classification. Note that the first table provides rate and loss cost information for Direct Employment classifications, and the second table shows the same information for the Temporary Staffing classifications.

Questions concerning this filing should be directed to Brent Otto, Vice President of Actuarial Services and Chief Actuary, at botto@dcrb.com or Jesse Marass, Director of Actuarial Services, at jmarass@dcrb.com.

Respectfully,

Amy Quinn
President

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Attachment

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0005	7.10	6.47	-8.9%	5.63	4.98	-11.5%
0006	2.79	2.65	-5.0%	2.21	2.05	-7.2%
0007	3.52	3.32	-5.7%	2.79	2.56	-8.2%
0008	2.35	2.25	-4.3%	1.86	1.74	-6.5%
0009	11.76	10.45	-11.1%	9.31	8.05	-13.5%
0011	1.54	1.39	-9.7%	1.21	1.07	-11.6%
0012	2.51	2.36	-6.0%	1.98	1.82	-8.1%
0013	1.78	1.60	-10.1%	1.40	1.24	-11.4%
0015	6.31	5.35	-15.2%	5.00	4.12	-17.6%
0016	1.52	1.41	-7.2%	1.20	1.09	-9.2%
0034	2.01	1.95	-3.0%	1.60	1.50	-6.3%
0036	1.83	1.70	-7.1%	1.44	1.30	-9.7%
0055	3.18	2.94	-7.5%	2.52	2.26	-10.3%
0059	4.18	4.21	0.7%	3.31	3.24	-2.1%
0083	2.17	2.02	-6.9%	1.72	1.55	-9.9%
0101	2.42	2.27	-6.2%	1.92	1.75	-8.9%
0104	2.33	2.14	-8.2%	1.85	1.64	-11.4%
0105	3.17	3.04	-4.1%	2.52	2.34	-7.1%
0106	4.33	4.02	-7.2%	3.43	3.10	-9.6%
0107	2.04	1.90	-6.9%	1.62	1.46	-9.9%
0108	1.93	1.76	-8.8%	1.53	1.35	-11.8%
0109	2.97	2.78	-6.4%	2.35	2.15	-8.5%
0110	2.19	2.02	-7.8%	1.74	1.55	-10.9%
0111	4.54	4.03	-11.2%	3.59	3.10	-13.6%
0112	7.97	7.56	-5.1%	6.31	5.82	-7.8%
0113	1.61	1.53	-5.0%	1.27	1.18	-7.1%
0114	4.61	4.24	-8.0%	3.65	3.27	-10.4%
0115	1.87	1.75	-6.4%	1.47	1.34	-8.8%
0119	2.88	2.75	-4.5%	2.28	2.12	-7.0%
0130	3.72	3.41	-8.3%	2.94	2.62	-10.9%
0132	1.75	1.64	-6.3%	1.38	1.27	-8.0%
0134	2.28	2.13	-6.6%	1.81	1.64	-9.4%
0135	1.82	1.66	-8.8%	1.44	1.28	-11.1%
0136	2.01	1.82	-9.5%	1.60	1.40	-12.5%
0139	3.17	2.92	-7.9%	2.52	2.25	-10.7%
0141	3.67	3.43	-6.5%	2.90	2.64	-9.0%

DELAWARE COMPENSATION RATING BUREAU, INC.

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Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0142	1.79	1.63	-8.9%	1.41	1.26	-10.6%
0161	1.70	1.56	-8.2%	1.34	1.20	-10.4%
0163	2.86	2.60	-9.1%	2.26	2.01	-11.1%
0165	4.53	4.20	-7.3%	3.59	3.24	-9.7%
0166	2.33	2.15	-7.7%	1.85	1.65	-10.8%
0175	0.64	0.55	-14.1%	0.51	0.42	-17.6%
0176	0.26	0.23	-11.5%	0.21	0.18	-14.3%
0201	3.00	2.76	-8.0%	2.37	2.13	-10.1%
0204	2.38	2.24	-5.9%	1.89	1.73	-8.5%
0205	2.13	1.95	-8.5%	1.69	1.50	-11.2%
0221	1.70	1.59	-6.5%	1.34	1.23	-8.2%
0222	2.79	2.61	-6.5%	2.21	2.02	-8.6%
0225	2.00	1.91	-4.5%	1.59	1.47	-7.5%
0227	1.44	1.70	18.1%	1.14	1.30	14.0%
0255	1.61	1.44	-10.6%	1.27	1.11	-12.6%
0257	1.95	1.85	-5.1%	1.55	1.42	-8.4%
0259	1.80	1.64	-8.9%	1.42	1.27	-10.6%
0261	2.29	2.17	-5.2%	1.82	1.67	-8.2%
0263	1.45	1.34	-7.6%	1.15	1.03	-10.4%
0265	1.88	1.75	-6.9%	1.49	1.34	-10.1%
0281	1.88	1.74	-7.4%	1.49	1.34	-10.1%
0282	3.99	3.76	-5.8%	3.16	2.90	-8.2%
0285	1.47	1.34	-8.8%	1.17	1.03	-12.0%
0301	4.24	3.96	-6.6%	3.36	3.05	-9.2%
0305	3.21	2.97	-7.5%	2.55	2.29	-10.2%
0306	2.68	2.44	-9.0%	2.12	1.88	-11.3%
0309	2.16	2.02	-6.5%	1.71	1.55	-9.4%
0311	2.31	2.18	-5.6%	1.83	1.67	-8.7%
0319	3.34	3.14	-6.0%	2.65	2.42	-8.7%
0323	2.65	2.47	-6.8%	2.09	1.91	-8.6%
0327	1.93	1.80	-6.7%	1.53	1.38	-9.8%
0402	2.53	2.27	-10.3%	2.00	1.75	-12.5%
0403	1.96	1.78	-9.2%	1.56	1.37	-12.2%
0404	2.24	2.14	-4.5%	1.78	1.64	-7.9%
0406	2.29	2.15	-6.1%	1.82	1.65	-9.3%
0407	2.43	2.22	-8.6%	1.93	1.72	-10.9%

DELAWARE COMPENSATION RATING BUREAU, INC.

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Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0411	3.47	3.17	-8.6%	2.75	2.44	-11.3%
0413	3.85	3.53	-8.3%	3.05	2.72	-10.8%
0415	2.58	2.41	-6.6%	2.04	1.86	-8.8%
0416	1.55	1.43	-7.7%	1.22	1.10	-9.8%
0421	5.16	4.76	-7.8%	4.09	3.67	-10.3%
0425	5.31	4.87	-8.3%	4.20	3.75	-10.7%
0427	3.77	3.64	-3.4%	2.98	2.80	-6.0%
0429	2.53	2.26	-10.7%	2.00	1.75	-12.5%
0431	3.85	3.58	-7.0%	3.05	2.76	-9.5%
0433	2.59	2.39	-7.7%	2.05	1.85	-9.8%
0435	2.66	2.47	-7.1%	2.10	1.91	-9.0%
0441	0.83	0.77	-7.2%	0.66	0.60	-9.1%
0445	1.61	1.49	-7.5%	1.27	1.15	-9.4%
0446	0.98	0.93	-5.1%	0.78	0.72	-7.7%
0447	2.78	2.53	-9.0%	2.20	1.95	-11.4%
0449	1.61	1.47	-8.7%	1.27	1.14	-10.2%
0451	2.65	2.46	-7.2%	2.09	1.90	-9.1%
0454	4.29	3.97	-7.5%	3.39	3.06	-9.7%
0456	3.38	3.14	-7.1%	2.68	2.42	-9.7%
0457	2.32	2.13	-8.2%	1.84	1.64	-10.9%
0458	1.15	1.02	-11.3%	0.91	0.79	-13.2%
0459	0.61	0.57	-6.6%	0.48	0.43	-10.4%
0461	2.73	2.56	-6.2%	2.16	1.98	-8.3%
0463	1.84	1.66	-9.8%	1.45	1.28	-11.7%
0464	2.18	2.04	-6.4%	1.73	1.57	-9.2%
0465	2.32	2.13	-8.2%	1.84	1.64	-10.9%
0467	2.66	2.39	-10.2%	2.10	1.85	-11.9%
0471	0.90	0.82	-8.9%	0.71	0.63	-11.3%
0472	0.59	0.50	-15.3%	0.46	0.39	-15.2%
0473	1.67	1.57	-6.0%	1.32	1.21	-8.3%
0474	1.56	1.50	-3.8%	1.23	1.16	-5.7%
0475	1.99	1.88	-5.5%	1.58	1.44	-8.9%
0476	0.96	0.91	-5.2%	0.76	0.70	-7.9%
0477	1.30	1.19	-8.5%	1.03	0.92	-10.7%
0483	1.07	0.98	-8.4%	0.85	0.76	-10.6%
0485	0.86	0.80	-7.0%	0.68	0.62	-8.8%

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Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0486	1.10	1.04	-5.5%	0.87	0.80	-8.0%
0487	0.81	0.77	-4.9%	0.64	0.60	-6.3%
0488	0.79	0.73	-7.6%	0.63	0.55	-12.7%
0489	0.83	0.76	-8.4%	0.66	0.59	-10.6%
0501	3.01	2.83	-6.0%	2.38	2.18	-8.4%
0502	2.43	2.23	-8.2%	1.93	1.72	-10.9%
0506	1.49	1.38	-7.4%	1.17	1.07	-8.5%
0507	1.45	1.32	-9.0%	1.15	1.02	-11.3%
0509	3.92	3.60	-8.2%	3.10	2.77	-10.6%
0511	4.43	4.12	-7.0%	3.52	3.17	-9.9%
0512	3.02	2.79	-7.6%	2.39	2.15	-10.0%
0513	2.50	2.32	-7.2%	1.98	1.79	-9.6%
0535	1.98	1.80	-9.1%	1.57	1.38	-12.1%
0536	3.96	3.68	-7.1%	3.13	2.84	-9.3%
0551	0.73	0.63	-13.7%	0.58	0.48	-17.2%
0553	2.70	2.49	-7.8%	2.13	1.92	-9.9%
0555	0.95	0.91	-4.2%	0.75	0.70	-6.7%
0563	1.08	1.05	-2.8%	0.86	0.81	-5.8%
0571	1.82	1.65	-9.3%	1.44	1.27	-11.8%
0573	2.74	2.51	-8.4%	2.17	1.94	-10.6%
0581	1.11	1.02	-8.1%	0.88	0.79	-10.2%
0601	5.34	4.81	-9.9%	4.23	3.71	-12.3%
0603	4.36	4.09	-6.2%	3.45	3.16	-8.4%
0605	5.73	5.46	-4.7%	4.54	4.21	-7.3%
0607	2.07	1.93	-6.8%	1.65	1.48	-10.3%
0608	2.81	2.59	-7.8%	2.22	2.00	-9.9%
0609	2.90	2.65	-8.6%	2.30	2.05	-10.9%
0611	7.24	6.92	-4.4%	5.73	5.33	-7.0%
0615	8.18	7.40	-9.5%	6.48	5.71	-11.9%
0617	2.48	2.31	-6.9%	1.97	1.78	-9.6%
0625	3.52	3.27	-7.1%	2.78	2.52	-9.4%
0643	8.20	7.73	-5.7%	6.49	5.96	-8.2%
0645	3.74	3.41	-8.8%	2.97	2.63	-11.4%
0646	3.82	3.64	-4.7%	3.02	2.81	-7.0%
0647	5.41	5.11	-5.5%	4.28	3.94	-7.9%
0648	3.29	3.09	-6.1%	2.60	2.38	-8.5%

DELAWARE COMPENSATION RATING BUREAU, INC.

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Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0649	3.27	3.14	-4.0%	2.58	2.42	-6.2%
0651	3.48	3.24	-6.9%	2.75	2.49	-9.5%
0652	5.74	5.43	-5.4%	4.54	4.19	-7.7%
0653	4.39	4.13	-5.9%	3.48	3.18	-8.6%
0654	3.29	3.12	-5.2%	2.60	2.40	-7.7%
0655	7.15	6.56	-8.3%	5.66	5.05	-10.8%
0656	3.62	3.19	-11.9%	2.87	2.45	-14.6%
0657	6.30	5.95	-5.6%	4.99	4.58	-8.2%
0658	6.62	6.17	-6.8%	5.24	4.75	-9.4%
0659	11.01	10.23	-7.1%	8.71	7.88	-9.5%
0660	1.27	1.17	-7.9%	1.00	0.90	-10.0%
0661	1.79	1.66	-7.3%	1.41	1.28	-9.2%
0662	4.86	4.69	-3.5%	3.84	3.62	-5.7%
0663	2.40	2.23	-7.1%	1.91	1.72	-9.9%
0664	2.37	2.15	-9.3%	1.88	1.65	-12.2%
0665	4.20	3.94	-6.2%	3.33	3.03	-9.0%
0666	5.36	4.98	-7.1%	4.24	3.83	-9.7%
0667	1.61	1.56	-3.1%	1.28	1.20	-6.3%
0668	6.01	5.70	-5.2%	4.75	4.39	-7.6%
0669	5.84	5.70	-2.4%	4.62	4.39	-5.0%
0670	4.59	4.26	-7.2%	3.64	3.29	-9.6%
0673	4.59	4.36	-5.0%	3.63	3.37	-7.2%
0674	4.16	4.03	-3.1%	3.29	3.10	-5.8%
0675	2.22	2.06	-7.2%	1.75	1.58	-9.7%
0676	3.96	3.80	-4.0%	3.14	2.93	-6.7%
0677	1.88	1.70	-9.6%	1.49	1.31	-12.1%
0679	6.40	6.08	-5.0%	5.07	4.69	-7.5%
0681	4.68	4.33	-7.5%	3.71	3.34	-10.0%
0709	1.43	1.39	-2.8%	1.13	1.07	-5.3%
0716	2.25	2.13	-5.3%	1.79	1.64	-8.4%
0718	2.22	2.10	-5.4%	1.76	1.61	-8.5%
0721	6.69	5.77	-13.8%	5.29	4.45	-15.9%
0744	0.33	0.30	-9.1%	0.26	0.23	-11.5%
0751	0.86	0.72	-16.3%	0.68	0.55	-19.1%
0752	0.55	0.46	-16.4%	0.43	0.35	-18.6%
0753	2.81	2.58	-8.2%	2.22	1.99	-10.4%

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Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0755	1.26	1.16	-7.9%	1.00	0.90	-10.0%
0757	1.68	1.56	-7.1%	1.32	1.20	-9.1%
0759	4.30	4.07	-5.3%	3.40	3.14	-7.6%
0771	0.67	0.60	-2.9%	0.53	0.45	-15.1%
0801	4.37	3.99	-8.7%	3.47	3.07	-11.5%
0802	2.48	2.24	-9.7%	1.96	1.73	-11.7%
0803	8.65	7.38	-14.7%	6.85	5.68	-17.1%
0804	2.13	2.01	-5.6%	1.69	1.54	-8.9%
0805	3.23	2.93	-9.3%	2.56	2.25	-12.1%
0806	5.62	5.13	-8.7%	4.44	3.94	-11.3%
0807	2.96	2.74	-7.4%	2.34	2.12	-9.4%
0808	4.00	4.02	0.5%	3.17	3.10	-2.2%
0809	2.65	2.52	-4.9%	2.09	1.95	-6.7%
0811	5.25	4.93	-6.1%	4.16	3.80	-8.7%
0812	4.66	4.32	-7.3%	3.69	3.33	-9.8%
0813	2.77	2.59	-6.5%	2.19	2.00	-8.7%
0814	1.95	1.84	-5.6%	1.55	1.41	-9.0%
0815	1.76	1.67	-5.1%	1.39	1.29	-7.2%
0816	1.29	1.19	-7.8%	1.02	0.92	-9.8%
0817	3.88	3.50	-9.8%	3.07	2.69	-12.4%
0818	1.02	0.96	-5.9%	0.81	0.74	-8.6%
0819	0.61	0.55	-9.8%	0.48	0.42	-12.5%
0820	1.78	1.73	-2.8%	1.40	1.33	-5.0%
0821	4.23	3.91	-7.6%	3.35	3.02	-9.9%
0822	0.07	0.06	-14.3%	0.06	0.05	-16.7%
0825	2.50	2.34	-6.4%	1.98	1.81	-8.6%
0828	4.05	3.66	-9.6%	3.20	2.83	-11.6%
0855	3.14	2.95	-6.1%	2.49	2.27	-8.8%
0857	2.58	2.40	-7.0%	2.04	1.85	-9.3%
0858	3.57	3.26	-8.7%	2.82	2.51	-11.0%
0859	3.78	3.42	-9.5%	2.99	2.63	-12.0%
0860	3.67	3.31	-9.8%	2.90	2.55	-12.1%
0862	4.05	3.80	-6.2%	3.20	2.94	-8.1%
0865	1.25	1.07	-14.4%	0.99	0.83	-16.2%
0880	3.55	3.32	-6.5%	2.81	2.56	-8.9%
0882	3.40	3.13	-7.9%	2.70	2.41	-10.7%

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0884	0.47	0.44	-6.4%	0.37	0.34	-8.1%
0885	1.80	1.73	-3.9%	1.42	1.33	-6.3%
0886	1.17	1.10	-6.0%	0.93	0.85	-8.6%
0887	0.57	0.54	-5.3%	0.44	0.42	-4.5%
0888	2.96	2.81	-5.1%	2.34	2.17	-7.3%
0890	0.27	0.25	-7.4%	0.21	0.19	-9.5%
0891	0.87	0.85	-2.3%	0.69	0.66	-4.3%
0896	0.79	0.72	-8.9%	0.63	0.55	-12.7%
0897	0.98	0.91	-7.1%	0.78	0.70	-10.3%
0898	2.19	2.01	-8.2%	1.74	1.54	-11.5%
0899	0.73	0.69	-5.5%	0.58	0.52	-10.3%
0903	0.12	0.11	-8.3%	0.10	0.08	-20.0%
0904	0.91	0.88	-3.3%	0.72	0.68	-5.6%
0905	0.06	0.05	-16.7%	0.05	0.04	-20.0%
0907	2.59	2.45	-5.4%	2.05	1.89	-7.8%
0908	94.12	84.74	-10.0%	74.51	65.30	-12.4%
0909	40.51	39.14	-3.4%	32.07	30.16	-6.0%
0910	2.60	2.32	-10.8%	2.05	1.79	-12.7%
0911	2.05	1.95	-4.9%	1.63	1.50	-8.0%
0912	300.83	290.08	-3.6%	238.18	223.54	-6.1%
0913	219.12	193.90	-11.5%	173.47	149.42	-13.9%
0914	1.62	1.51	-6.8%	1.28	1.17	-8.6%
0915	1.20	1.11	-7.5%	0.95	0.86	-9.5%
0916	1.19	1.17	-1.7%	0.94	0.90	-4.3%
0917	2.09	2.04	-2.4%	1.66	1.57	-5.4%
0918	1.12	1.02	-8.9%	0.89	0.79	-11.2%
0919	1.10	1.06	-3.6%	0.87	0.82	-5.7%
0920	0.35	0.34	-2.9%	0.28	0.26	-7.1%
0921	2.83	2.61	-7.8%	2.24	2.02	-9.8%
0922	1.59	1.48	-6.9%	1.25	1.14	-8.8%
0923	1.43	1.35	-5.6%	1.13	1.04	-8.0%
0924	2.50	2.53	1.2%	1.98	1.95	-1.5%
0925	1.83	1.76	-3.8%	1.44	1.35	-6.2%
0926	1.63	1.51	-7.4%	1.28	1.17	-8.6%
0927	0.55	0.55	0.0%	0.43	0.42	-2.3%
0928	1.72	1.64	-4.7%	1.36	1.27	-6.6%

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0932	0.47	0.45	-4.3%	0.37	0.35	-5.4%
0933	1.94	1.77	-8.8%	1.54	1.36	-11.7%
0934	2.09	2.07	-1.0%	1.66	1.59	-4.2%
0935	0.79	0.75	-5.1%	0.63	0.58	-7.9%
0936	0.21	0.19	-9.5%	0.17	0.15	-11.8%
0939	3.29	3.01	-8.5%	2.61	2.32	-11.1%
0940	2.01	1.75	-12.9%	1.60	1.34	-16.3%
0941	2.38	2.23	-6.3%	1.89	1.72	-9.0%
0942	1.94	1.87	-3.6%	1.54	1.44	-6.5%
0943	2.81	2.63	-6.4%	2.22	2.03	-8.6%
0944	1.28	1.17	-8.6%	1.02	0.90	-11.8%
0945	1.65	1.51	-8.5%	1.30	1.17	-10.0%
0948	1.01	0.93	-7.9%	0.80	0.72	-10.0%
0951	0.29	0.29	0.0%	0.23	0.22	-4.3%
0952	0.37	0.37	0.0%	0.29	0.29	0.0%
0953	0.07	0.06	-14.3%	0.06	0.05	-16.7%
0954	1.53	1.41	-7.8%	1.21	1.09	-9.9%
0955	0.07	0.07	0.0%	0.06	0.05	-16.7%
0956	0.09	0.09	0.0%	0.07	0.07	0.0%
0957	0.37	0.33	-10.8%	0.29	0.25	-13.8%
0958	1.21	1.32	9.1%	0.96	1.02	6.3%
0959	0.99	0.97	-2.0%	0.79	0.75	-5.1%
0960	2.04	1.89	-7.4%	1.62	1.45	-10.5%
0961	0.41	0.39	-4.9%	0.32	0.30	-6.3%
0962	0.05	0.04	-20.0%	0.04	0.03	-25.0%
0963	0.32	0.31	-3.1%	0.25	0.24	-4.0%
0964	1.30	1.10	-15.4%	1.03	0.85	-17.5%
0965	0.28	0.31	10.7%	0.22	0.24	9.1%
0966	1.84	1.72	-6.5%	1.45	1.32	-9.0%
0967	0.70	0.66	-5.7%	0.56	0.50	-10.7%
0968	0.83	0.78	-6.0%	0.66	0.60	-9.1%
0969	2.11	1.95	-7.6%	1.67	1.50	-10.2%
0970	5.64	4.91	-12.9%	4.47	3.78	-15.4%
0971	1.99	1.85	-7.0%	1.58	1.42	-10.1%
0973	1.57	1.44	-8.3%	1.24	1.11	-10.5%
0974	1.70	1.58	-7.1%	1.34	1.22	-9.0%

DELAWARE COMPENSATION RATING BUREAU, INC.

**DIRECT EMPLOYMENT CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Class	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
0975	0.93	0.87	-6.5%	0.74	0.67	-9.5%
0976	1.05	0.99	-5.7%	0.83	0.77	-7.2%
0977	0.26	0.23	-11.5%	0.21	0.18	-14.3%
0978	1.71	1.63	-4.7%	1.35	1.26	-6.7%
0979	2.33	2.26	-3.0%	1.85	1.75	-5.4%
0980	1.89	1.77	-6.3%	1.50	1.36	-9.3%
0981	1.30	1.25	-3.8%	1.03	0.97	-5.8%
0983	3.83	3.62	-5.5%	3.03	2.79	-7.9%
0984	0.11	0.11	0.0%	0.09	0.08	-11.1%
0985	2.35	2.25	-4.3%	1.86	1.74	-6.5%
0986	1.08	1.00	-7.4%	0.86	0.77	-10.5%
0988	0.07	0.07	0.0%	0.06	0.05	-16.7%
0991	2.91	2.63	-9.6%	2.30	2.03	-11.7%
0992	2.65	2.52	-4.9%	2.09	1.95	-6.7%
0995	4.06	3.85	-5.2%	3.21	2.97	-7.5%
0997	0.47	0.43	-8.5%	0.37	0.33	-10.8%
0999	2.94	2.79	-5.1%	2.32	2.15	-7.3%
4771	2.55	2.38	-6.7%	2.02	1.84	-8.9%
4777	5.25	4.93	-6.1%	4.16	3.80	-8.7%
7405	1.02	0.91	-10.8%	0.81	0.70	-13.6%
7413	0.45	0.42	-6.7%	0.36	0.32	-11.1%
7421	0.55	0.51	-7.3%	0.43	0.39	-9.3%
7424	1.29	1.21	-6.2%	1.02	0.93	-8.8%
7428	1.07	0.98	-8.4%	0.85	0.76	-10.6%
7445	0.34	0.27	-20.6%	0.27	0.21	-22.2%
7453	0.10	0.09	-10.0%	0.08	0.07	-12.5%
9740	0.02	0.02	0.0%	0.01	0.01	0.0%
9741	0.01	0.01	0.0%	0.01	0.01	0.0%
9985	A	A	0.0%	A	A	0.0%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2005	12.16	14.34	17.9%	9.63	11.05	14.7%
2009	12.16	14.70	20.9%	9.63	11.33	17.7%
2011	2.94	2.80	-4.8%	2.32	2.16	-6.9%
2012	5.94	5.92	-0.3%	4.71	4.56	-3.2%
2013	3.47	3.31	-4.6%	2.75	2.55	-7.3%
2015	12.16	11.47	-5.7%	9.63	8.84	-8.2%
2055	6.52	6.56	0.6%	5.16	5.05	-2.1%
2059	8.34	9.35	12.1%	6.61	7.20	8.9%
2101	4.54	4.82	6.2%	3.59	3.71	3.3%
2104	4.60	4.72	2.6%	3.64	3.64	0.0%
2105	6.63	7.03	6.0%	5.24	5.42	3.4%
2106	8.74	9.02	3.2%	6.92	6.95	0.4%
2107	4.38	4.50	2.7%	3.48	3.47	-0.3%
2108	4.06	4.05	-0.2%	3.21	3.12	-2.8%
2109	6.14	6.38	3.9%	4.86	4.91	1.0%
2110	4.78	4.77	-0.2%	3.78	3.68	-2.6%
2111	10.57	10.05	-4.9%	8.36	7.75	-7.3%
2112	13.46	15.86	17.8%	10.66	12.22	14.6%
2113	3.34	3.49	4.5%	2.65	2.69	1.5%
2114	9.97	10.01	0.4%	7.89	7.71	-2.3%
2115	3.98	4.02	1.0%	3.15	3.10	-1.6%
2119	6.00	6.32	5.3%	4.75	4.86	2.3%
2130	7.66	7.62	-0.5%	6.06	5.87	-3.1%
2132	3.48	3.63	4.3%	2.75	2.79	1.5%
2134	4.50	4.65	3.3%	3.56	3.58	0.6%
2135	3.75	3.72	-0.8%	2.97	2.87	-3.4%
2136	4.25	4.19	-1.4%	3.36	3.23	-3.9%
2139	7.06	7.02	-0.6%	5.59	5.41	-3.2%
2141	7.61	7.00	-8.0%	6.02	5.40	-10.3%
2142	3.85	3.37	-12.5%	3.05	2.59	-15.1%
2161	3.64	3.66	0.5%	2.88	2.83	-1.7%
2163	6.34	6.22	-1.9%	5.02	4.79	-4.6%
2165	9.70	9.82	1.2%	7.68	7.57	-1.4%
2166	5.09	5.07	-0.4%	4.03	3.91	-3.0%
2201	6.18	6.17	-0.2%	4.90	4.76	-2.9%
2204	5.32	5.37	0.9%	4.21	4.14	-1.7%
2205	4.38	4.41	0.7%	3.48	3.40	-2.3%
2221	3.69	3.80	3.0%	2.92	2.94	0.7%
2222	5.60	5.87	4.8%	4.43	4.53	2.3%
2225	3.90	4.20	7.7%	3.09	3.24	4.9%
2227	2.59	3.05	17.8%	2.05	2.35	14.6%

DELAWARE COMPENSATION RATING BUREAU, INC.

TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025

Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2255	3.33	3.31	-0.6%	2.64	2.55	-3.4%
2257	3.95	4.15	5.1%	3.13	3.20	2.2%
2259	3.38	3.50	3.6%	2.68	2.69	0.4%
2261	4.47	4.75	6.3%	3.54	3.66	3.4%
2263	2.99	3.04	1.7%	2.36	2.34	-0.8%
2265	4.09	4.11	0.5%	3.24	3.17	-2.2%
2281	3.80	3.90	2.6%	3.01	3.01	0.0%
2282	8.23	8.57	4.1%	6.52	6.60	1.2%
2285	3.02	3.05	1.0%	2.39	2.35	-1.7%
2301	8.75	8.84	1.0%	6.93	6.81	-1.7%
2305	6.93	6.96	0.4%	5.49	5.37	-2.2%
2306	5.92	5.83	-1.5%	4.69	4.49	-4.3%
2309	4.46	4.51	1.1%	3.53	3.47	-1.7%
2311	4.79	4.97	3.8%	3.79	3.83	1.1%
2319	7.46	7.49	0.4%	5.90	5.77	-2.2%
2323	5.72	5.83	1.9%	4.53	4.49	-0.9%
2327	4.46	4.41	-1.1%	3.53	3.40	-3.7%
2402	5.23	5.21	-0.4%	4.14	4.02	-2.9%
2403	4.12	4.09	-0.7%	3.26	3.15	-3.4%
2404	4.63	4.78	3.2%	3.67	3.68	0.3%
2406	4.73	4.80	1.5%	3.75	3.70	-1.3%
2407	5.19	5.17	-0.4%	4.11	3.99	-2.9%
2411	7.08	7.20	1.7%	5.61	5.55	-1.1%
2413	7.48	7.74	3.5%	5.92	5.96	0.7%
2415	4.98	5.25	5.4%	3.94	4.05	2.8%
2416	3.27	3.34	2.1%	2.60	2.57	-1.2%
2421	10.64	10.64	0.0%	8.43	8.20	-2.7%
2425	10.95	10.89	-0.5%	8.67	8.38	-3.3%
2427	7.77	8.14	4.8%	6.15	6.28	2.1%
2429	5.23	5.05	-3.4%	4.14	3.89	-6.0%
2431	7.93	8.00	0.9%	6.27	6.16	-1.8%
2433	5.31	5.44	2.4%	4.20	4.19	-0.2%
2435	5.48	5.52	0.7%	4.33	4.26	-1.6%
2441	1.73	1.76	1.7%	1.36	1.35	-0.7%
2445	3.52	3.55	0.9%	2.79	2.73	-2.2%
2446	2.01	2.11	5.0%	1.60	1.62	1.3%
2447	5.73	5.66	-1.2%	4.54	4.36	-4.0%
2449	3.28	3.33	1.5%	2.60	2.56	-1.5%
2451	5.42	5.58	3.0%	4.29	4.30	0.2%
2454	8.73	8.89	1.8%	6.91	6.85	-0.9%
2456	7.11	7.19	1.1%	5.63	5.54	-1.6%

DELAWARE COMPENSATION RATING BUREAU, INC.

TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
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Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2457	4.53	4.67	3.1%	3.59	3.60	0.3%
2458	2.39	2.34	-2.1%	1.90	1.81	-4.7%
2459	1.28	1.31	2.3%	1.02	1.01	-1.0%
2461	5.51	5.76	4.5%	4.35	4.44	2.1%
2463	4.08	3.99	-2.2%	3.23	3.07	-5.0%
2464	4.30	4.48	4.2%	3.40	3.45	1.5%
2465	4.65	4.73	1.7%	3.68	3.64	-1.1%
2467	5.48	5.35	-2.4%	4.33	4.12	-4.8%
2471	1.78	1.80	1.1%	1.40	1.38	-1.4%
2472	1.18	1.14	-3.4%	0.94	0.88	-6.4%
2473	3.40	3.56	4.7%	2.70	2.74	1.5%
2474	3.05	3.33	9.2%	2.41	2.56	6.2%
2475	3.74	4.06	8.6%	2.96	3.13	5.7%
2476	1.90	2.01	5.8%	1.51	1.54	2.0%
2477	2.70	2.71	0.4%	2.13	2.09	-1.9%
2483	2.33	2.30	-1.3%	1.85	1.78	-3.8%
2485	1.69	1.76	4.1%	1.33	1.35	1.5%
2486	2.25	2.34	4.0%	1.79	1.81	1.1%
2487	1.58	1.67	5.7%	1.25	1.29	3.2%
2488	1.58	1.60	1.3%	1.25	1.24	-0.8%
2489	1.71	1.73	1.2%	1.35	1.33	-1.5%
2501	6.26	6.49	3.7%	4.96	5.00	0.8%
2502	5.02	4.98	-0.8%	3.97	3.84	-3.3%
2506	3.23	3.25	0.6%	2.56	2.50	-2.3%
2507	3.00	2.96	-1.3%	2.37	2.28	-3.8%
2509	8.08	8.05	-0.4%	6.39	6.20	-3.0%
2511	8.90	9.24	3.8%	7.05	7.12	1.0%
2512	6.22	6.25	0.5%	4.93	4.81	-2.4%
2513	5.14	5.19	1.0%	4.07	4.00	-1.7%
2535	4.27	4.21	-1.4%	3.38	3.24	-4.1%
2536	8.67	8.74	0.8%	6.86	6.73	-1.9%
2551	1.43	1.37	-4.2%	1.13	1.06	-6.2%
2553	4.84	5.18	7.0%	3.83	3.99	4.2%
2555	2.01	2.07	3.0%	1.60	1.59	-0.6%
2563	2.00	2.22	11.0%	1.59	1.72	8.2%
2571	3.63	3.66	0.8%	2.87	2.83	-1.4%
2573	5.37	5.57	3.7%	4.25	4.29	0.9%
2581	2.09	2.17	3.8%	1.66	1.67	0.6%
2601	11.49	11.30	-1.7%	9.09	8.71	-4.2%
2603	8.95	9.05	1.1%	7.08	6.97	-1.6%
2605	13.07	13.29	1.7%	10.35	10.24	-1.1%

DELAWARE COMPENSATION RATING BUREAU, INC.

TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025

Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2607	4.70	4.62	-1.7%	3.72	3.56	-4.3%
2608	6.13	6.22	1.5%	4.85	4.79	-1.2%
2609	6.45	6.38	-1.1%	5.11	4.92	-3.7%
2611	15.44	15.88	2.8%	12.23	12.24	0.1%
2615	18.36	17.81	-3.0%	14.54	13.73	-5.6%
2617	5.40	5.44	0.7%	4.27	4.20	-1.6%
2625	7.79	7.77	-0.3%	6.16	5.99	-2.8%
2643	17.74	18.00	1.5%	14.05	13.87	-1.3%
2645	8.23	8.08	-1.8%	6.52	6.22	-4.6%
2646	8.64	8.66	0.2%	6.84	6.67	-2.5%
2647	12.89	12.68	-1.6%	10.20	9.77	-4.2%
2648	7.74	7.51	-3.0%	6.13	5.79	-5.5%
2649	7.19	7.39	2.8%	5.70	5.70	0.0%
2651	7.91	7.83	-1.0%	6.26	6.04	-3.5%
2652	13.85	13.59	-1.9%	10.97	10.47	-4.6%
2653	9.68	9.68	0.0%	7.67	7.46	-2.7%
2654	6.96	7.22	3.7%	5.52	5.56	0.7%
2655	14.44	14.32	-0.8%	11.44	11.04	-3.5%
2656	7.29	7.02	-3.7%	5.77	5.41	-6.2%
2657	13.42	13.72	2.2%	10.62	10.57	-0.5%
2658	14.26	14.23	-0.2%	11.29	10.96	-2.9%
2659	25.67	25.28	-1.5%	20.32	19.48	-4.1%
2660	2.78	2.74	-1.4%	2.20	2.11	-4.1%
2661	3.94	3.93	-0.3%	3.12	3.03	-2.9%
2662	8.94	10.48	17.2%	7.08	8.08	14.1%
2663	5.45	5.36	-1.7%	4.31	4.13	-4.2%
2664	5.34	5.16	-3.4%	4.23	3.98	-5.9%
2665	9.27	9.15	-1.3%	7.34	7.05	-4.0%
2666	11.69	11.63	-0.5%	9.25	8.96	-3.1%
2667	3.51	3.61	2.8%	2.78	2.78	0.0%
2668	13.86	14.08	1.6%	10.97	10.84	-1.2%
2669	12.34	13.13	6.4%	9.77	10.12	3.6%
2670	11.03	10.86	-1.5%	8.73	8.37	-4.1%
2673	9.35	9.29	-0.6%	7.39	7.16	-3.1%
2674	9.65	9.88	2.4%	7.64	7.61	-0.4%
2675	4.97	4.88	-1.8%	3.93	3.76	-4.3%
2676	8.96	9.17	2.3%	7.09	7.07	-0.3%
2677	3.88	3.82	-1.5%	3.07	2.95	-3.9%
2679	13.64	13.99	2.6%	10.80	10.78	-0.2%
2681	10.91	10.73	-1.6%	8.64	8.26	-4.4%
2709	0.80	0.96	20.0%	0.64	0.74	15.6%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
PROPOSED EFFECTIVE DECEMBER 1, 2025**

Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2716	5.29	5.26	-0.6%	4.19	4.05	-3.3%
2718	4.64	4.73	1.9%	3.67	3.64	-0.8%
2721	12.30	14.20	15.4%	9.74	10.94	12.3%
2744	1.16	0.79	-31.9%	0.92	0.61	-33.7%
2751	1.81	1.62	-10.5%	1.43	1.25	-12.6%
2752	1.20	1.09	-9.2%	0.95	0.84	-11.6%
2753	5.77	5.77	0.0%	4.57	4.45	-2.6%
2755	2.49	2.51	0.8%	1.97	1.94	-1.5%
2757	3.69	3.69	0.0%	2.92	2.85	-2.4%
2759	8.56	9.45	10.4%	6.78	7.28	7.4%
2801	8.80	8.31	-5.6%	6.97	6.41	-8.0%
2802	5.33	5.21	-2.3%	4.22	4.02	-4.7%
2803	12.16	14.70	20.9%	9.63	11.33	17.7%
2804	4.99	4.95	-0.8%	3.95	3.81	-3.5%
2805	6.96	6.77	-2.7%	5.51	5.22	-5.3%
2806	11.18	10.63	-4.9%	8.85	8.19	-7.5%
2807	6.65	6.60	-0.8%	5.26	5.09	-3.2%
2808	8.80	9.58	8.9%	6.97	7.39	6.0%
2809	5.10	5.18	1.6%	4.04	3.99	-1.2%
2811	10.84	11.09	2.3%	8.59	8.55	-0.5%
2812	9.36	9.53	1.8%	7.41	7.35	-0.8%
2813	5.36	5.33	-0.6%	4.24	4.11	-3.1%
2814	3.63	3.72	2.5%	2.87	2.87	0.0%
2815	3.37	3.44	2.1%	2.67	2.65	-0.7%
2816	2.50	2.46	-1.6%	1.98	1.90	-4.0%
2817	8.84	8.50	-3.8%	7.00	6.55	-6.4%
2818	2.05	1.98	-3.4%	1.63	1.52	-6.7%
2819	0.78	0.93	19.2%	0.62	0.72	16.1%
2820	3.57	3.58	0.3%	2.82	2.76	-2.1%
2821	8.32	8.11	-2.5%	6.59	6.26	-5.0%
2825	4.88	4.85	-0.6%	3.86	3.74	-3.1%
2828	9.06	8.75	-3.4%	7.17	6.74	-6.0%
2855	5.87	6.01	2.4%	4.65	4.63	-0.4%
2857	4.83	4.88	1.0%	3.82	3.76	-1.6%
2858	6.75	6.66	-1.3%	5.34	5.14	-3.7%
2859	6.85	6.91	0.9%	5.42	5.33	-1.7%
2860	6.66	6.68	0.3%	5.27	5.15	-2.3%
2862	7.95	7.87	-1.0%	6.29	6.06	-3.7%
2865	2.44	2.16	-11.5%	1.94	1.66	-14.4%
2880	6.92	6.86	-0.9%	5.48	5.29	-3.5%
2882	6.80	6.50	-4.4%	5.38	5.00	-7.1%

DELAWARE COMPENSATION RATING BUREAU, INC.

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RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
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Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2884	0.92	0.92	0.0%	0.73	0.71	-2.7%
2885	3.64	3.61	-0.8%	2.88	2.78	-3.5%
2886	2.28	2.24	-1.8%	1.81	1.73	-4.4%
2887	1.65	1.72	4.2%	1.30	1.32	1.5%
2888	5.65	5.77	2.1%	4.48	4.45	-0.7%
2890	0.94	0.92	-2.1%	0.75	0.71	-5.3%
2891	3.04	3.11	2.3%	2.40	2.39	-0.4%
2896	1.57	1.47	-6.4%	1.24	1.14	-8.1%
2897	2.03	1.89	-6.9%	1.61	1.45	-9.9%
2898	4.29	4.13	-3.7%	3.39	3.18	-6.2%
2899	1.45	1.40	-3.4%	1.15	1.08	-6.1%
2903	0.35	0.35	0.0%	0.28	0.27	-3.6%
2904	0.78	0.94	20.5%	0.62	0.73	17.7%
2905	0.18	0.16	-11.1%	0.14	0.12	-14.3%
2907	4.97	5.04	1.4%	3.94	3.88	-1.5%
2910	4.89	4.74	-3.1%	3.87	3.65	-5.7%
2911	3.89	3.99	2.6%	3.08	3.07	-0.3%
2914	3.29	3.16	-4.0%	2.61	2.43	-6.9%
2915	2.35	2.28	-3.0%	1.86	1.76	-5.4%
2916	2.41	2.43	0.8%	1.91	1.88	-1.6%
2917	4.13	4.22	2.2%	3.27	3.25	-0.6%
2918	2.22	2.11	-5.0%	1.76	1.62	-8.0%
2919	2.26	2.22	-1.8%	1.79	1.72	-3.9%
2920	0.69	0.71	2.9%	0.55	0.54	-1.8%
2921	5.49	5.34	-2.7%	4.34	4.12	-5.1%
2922	3.14	3.07	-2.2%	2.49	2.36	-5.2%
2923	2.73	2.77	1.5%	2.16	2.14	-0.9%
2924	5.67	5.29	-6.7%	4.49	4.08	-9.1%
2925	3.69	3.63	-1.6%	2.92	2.79	-4.5%
2926	3.13	3.11	-0.6%	2.48	2.39	-3.6%
2927	1.07	1.13	5.6%	0.85	0.87	2.4%
2928	3.51	3.41	-2.8%	2.78	2.62	-5.8%
2932	0.92	0.92	0.0%	0.73	0.71	-2.7%
2933	3.66	3.61	-1.4%	2.90	2.78	-4.1%
2934	4.15	4.27	2.9%	3.28	3.29	0.3%
2935	1.55	1.53	-1.3%	1.22	1.18	-3.3%
2936	0.73	0.65	-11.0%	0.58	0.49	-15.5%
2939	7.22	7.02	-2.8%	5.72	5.41	-5.4%
2940	4.88	3.59	-26.4%	3.86	2.76	-28.5%
2941	5.00	4.69	-6.2%	3.96	3.61	-8.8%
2944	2.43	2.37	-2.5%	1.93	1.83	-5.2%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
RESIDUAL MARKET RATES AND VOLUNTARY MARKET LOSS COSTS
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Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
2945	3.30	3.13	-5.2%	2.62	2.41	-8.0%
2948	3.39	3.30	-2.7%	2.69	2.54	-5.6%
2951	0.78	0.93	19.2%	0.62	0.72	16.1%
2952	0.73	0.77	5.5%	0.58	0.60	3.4%
2953	0.24	0.21	-12.5%	0.19	0.16	-15.8%
2954	3.33	3.33	0.0%	2.64	2.56	-3.0%
2955	0.23	0.24	4.3%	0.18	0.18	0.0%
2956	0.24	0.29	20.8%	0.19	0.22	15.8%
2957	1.22	1.11	-9.0%	0.97	0.86	-11.3%
2958	3.96	4.46	12.6%	3.13	3.44	9.9%
2959	1.89	1.90	0.5%	1.50	1.46	-2.7%
2960	4.03	3.88	-3.7%	3.19	3.00	-6.0%
2961	1.35	1.36	0.7%	1.07	1.05	-1.9%
2962	0.14	0.11	-21.4%	0.11	0.08	-27.3%
2963	1.07	1.08	0.9%	0.85	0.83	-2.4%
2964	2.86	2.26	-21.0%	2.26	1.75	-22.6%
2965	0.72	0.86	19.4%	0.57	0.67	17.5%
2966	3.56	3.52	-1.1%	2.82	2.71	-3.9%
2967	1.57	1.55	-1.3%	1.24	1.20	-3.2%
2968	1.54	1.55	0.6%	1.21	1.20	-0.8%
2969	4.57	4.50	-1.5%	3.62	3.47	-4.1%
2970	8.47	10.00	18.1%	6.70	7.71	15.1%
2971	4.02	3.84	-4.5%	3.18	2.97	-6.6%
2973	3.14	2.99	-4.8%	2.49	2.30	-7.6%
2974	3.38	3.27	-3.3%	2.68	2.52	-6.0%
2975	1.91	1.79	-6.3%	1.52	1.37	-9.9%
2976	2.15	2.04	-5.1%	1.71	1.57	-8.2%
2977	0.73	0.50	-31.5%	0.58	0.39	-32.8%
2978	3.21	3.30	2.8%	2.55	2.54	-0.4%
2979	4.68	4.68	0.0%	3.71	3.61	-2.7%
2980	3.76	3.62	-3.7%	2.98	2.79	-6.4%
2981	2.57	2.57	0.0%	2.03	1.99	-2.0%
2983	7.45	7.48	0.4%	5.89	5.76	-2.2%
2984	0.73	0.50	-31.5%	0.58	0.39	-32.8%
2986	2.12	2.06	-2.8%	1.68	1.58	-6.0%
2988	0.73	0.50	-31.5%	0.58	0.39	-32.8%
2991	5.99	5.68	-5.2%	4.74	4.38	-7.6%
2992	5.81	5.91	1.7%	4.60	4.56	-0.9%
2995	8.45	8.76	3.7%	6.69	6.75	0.9%
2997	0.90	0.88	-2.2%	0.71	0.68	-4.2%
2999	5.72	5.75	0.5%	4.53	4.43	-2.2%

DELAWARE COMPENSATION RATING BUREAU, INC.

**TEMPORARY STAFFING CLASSES
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Temporary Staffing Code	12/1/24 Residual Market Rate	12/1/25 Residual Market Rate	% Rate Change	12/1/24 Voluntary Market Loss Cost	12/1/25 Voluntary Market Loss Cost	% Loss Cost Change
6771	5.01	5.27	5.2%	3.97	4.06	2.3%
6777	10.49	11.01	5.0%	8.30	8.49	2.3%
9428	2.32	2.26	-2.6%	1.84	1.75	-4.9%