

**Exhibit 25
Approved**

PENNSYLVANIA COMPENSATION RATING BUREAU

Small Deductible Loss Elimination Ratios

The attached pages show the derivation of loss elimination ratios applicable to small deductible coverages at the \$1,000, \$5,000 and \$10,000 levels.

The method used is very similar to that employed in the calculation of excess loss factors and also relies solely on Pennsylvania experience. Within each hazard group, excess ratios by type of injury are weighted together to derive average excess ratios as shown on Page 2.

Page 1 shows the proposed loss elimination ratios which are the complement of the excess loss factors from Page 3 and compares the proposed loss elimination ratios with the current loss elimination ratios.

PENNSYLVANIA
 SMALL DEDUCTIBLE PROGRAM
 PROPOSED EFFECTIVE DATE: 4/1/24

Deductible Level	Proposed Loss Elimination Ratios							Current Loss Elimination Ratios							Percentage Change								
	Hazard Group							Hazard Group							Hazard Group								
	A	B	C	D	E	F	G		A	B	C	D	E	F	G		A	B	C	D	E	F	G
\$ 1,000	9.5%	7.7%	6.0%	5.4%	4.3%	3.4%	3.0%		9.1%	7.4%	5.9%	5.1%	4.2%	3.3%	3.1%		4.4%	4.1%	1.7%	5.9%	2.4%	3.0%	-4.3%
\$ 5,000	21.6%	17.9%	14.5%	12.9%	10.7%	8.3%	7.4%		22.1%	18.3%	14.9%	13.0%	10.9%	8.5%	8.1%		-2.3%	-2.2%	-2.7%	-0.8%	-1.8%	-2.4%	-8.4%
\$ 10,000	30.0%	25.2%	20.9%	18.6%	15.8%	12.5%	11.0%		30.5%	25.6%	21.4%	18.7%	16.1%	12.8%	12.2%		-1.6%	-1.6%	-2.3%	-0.5%	-1.9%	-2.3%	-9.5%

SMALL DEDUCTIBLE CREDIT FACTORS
PENNSYLVANIA Effective:4/1/24
Excess Loss Factors Calculation

LOSS LIMIT	DEATH				PT				PP				TT				MO				AVE. EX. RAT.
	RATIO TO AVE.	INJ. WGT.	EXCESS RATIO	EXCESS RATIO X INJ. WT.	RATIO TO AVE.	INJ. WGT.	EXCESS RATIO	EXCESS RATIO X INJ. WT.	RATIO TO AVE.	INJ. WGT.	EXCESS RATIO	EXCESS RATIO X INJ. WT.	RATIO TO AVE.	INJ. WGT.	EXCESS RATIO	EXCESS RATIO X INJ. WT.	RATIO TO AVE	INJ. WGT.	EXCESS RATIO	EXCESS RATIO X INJ. WT.	
Hazard Group A																					
\$1,000	0.00	0.010	0.9978	0.0100	0.00	0.009	0.9998	0.0090	0.01	0.422	0.9907	0.4181	0.04	0.389	0.9611	0.3739	0.170	0.6016	0.1023	0.9133	
\$5,000	0.01		0.9910	0.0099	0.00		0.9989	0.0090	0.05		0.9551	0.4030	0.20		0.8291	0.3225		0.2682	0.0456	0.7900	
\$10,000	0.02		0.9826	0.0098	0.00		0.9977	0.0090	0.09		0.9136	0.3856	0.40		0.7059	0.2746		0.1561	0.0265	0.7055	
Hazard Group B																					
\$1,000	0.00	0.011	0.9979	0.0110	0.00	0.014	0.9998	0.0140	0.01	0.503	0.9921	0.4990	0.04	0.337	0.9631	0.3246	0.135	0.6173	0.0833	0.9319	
\$5,000	0.01		0.9915	0.0109	0.00		0.9990	0.0140	0.04		0.9613	0.4835	0.19		0.8368	0.2820		0.2822	0.0381	0.8285	
\$10,000	0.02		0.9836	0.0108	0.00		0.9981	0.0140	0.08		0.9251	0.4653	0.37		0.7174	0.2418		0.1666	0.0225	0.7544	
Hazard Group C																					
\$1,000	0.00	0.012	0.9980	0.0120	0.00	0.019	0.9998	0.0190	0.01	0.562	0.9932	0.5582	0.04	0.306	0.9651	0.2953	0.101	0.6331	0.0639	0.9484	
\$5,000	0.01		0.9920	0.0119	0.00		0.9992	0.0190	0.03		0.9666	0.5432	0.18		0.8442	0.2583		0.2966	0.0300	0.8624	
\$10,000	0.02		0.9846	0.0118	0.00		0.9984	0.0190	0.07		0.9351	0.5255	0.35		0.7287	0.2230		0.1776	0.0179	0.7972	
Hazard Group D																					
\$1,000	0.00	0.015	0.9981	0.0150	0.00	0.029	0.9999	0.0290	0.01	0.598	0.9942	0.5945	0.03	0.264	0.9669	0.2553	0.094	0.6491	0.0610	0.9548	
\$5,000	0.01		0.9925	0.0149	0.00		0.9993	0.0290	0.03		0.9712	0.5808	0.17		0.8514	0.2248		0.3112	0.0293	0.8788	
\$10,000	0.02		0.9856	0.0148	0.00		0.9986	0.0290	0.06		0.9439	0.5645	0.34		0.7396	0.1953		0.1890	0.0178	0.8214	
Hazard Group E																					
\$1,000	0.00	0.018	0.9982	0.0180	0.00	0.034	0.9999	0.0340	0.01	0.613	0.9950	0.6099	0.03	0.267	0.9687	0.2586	0.068	0.6654	0.0452	0.9657	
\$5,000	0.01		0.9930	0.0179	0.00		0.9994	0.0340	0.03		0.9752	0.5978	0.16		0.8582	0.2291		0.3262	0.0222	0.9010	
\$10,000	0.02		0.9866	0.0178	0.00		0.9989	0.0340	0.05		0.9515	0.5833	0.32		0.7502	0.2003		0.2008	0.0137	0.8491	
Hazard Group F																					
\$1,000	0.00	0.049	0.9983	0.0489	0.00	0.059	0.9999	0.0590	0.00	0.627	0.9957	0.6243	0.03	0.217	0.9703	0.2106	0.048	0.6823	0.0327	0.9755	
\$5,000	0.01		0.9935	0.0487	0.00		0.9995	0.0590	0.02		0.9787	0.6137	0.15		0.8648	0.1877		0.3413	0.0164	0.9255	
\$10,000	0.01		0.9876	0.0484	0.00		0.9991	0.0589	0.04		0.9582	0.6008	0.30		0.7605	0.1650		0.2129	0.0102	0.8833	
Hazard Group G																					
\$1,000	0.00	0.032	0.9984	0.0319	0.00	0.084	0.9999	0.0840	0.00	0.644	0.9963	0.6416	0.03	0.197	0.9719	0.1915	0.043	0.6999	0.0301	0.9791	
\$5,000	0.01		0.9940	0.0318	0.00		0.9996	0.0840	0.02		0.9817	0.6322	0.14		0.8712	0.1716		0.3567	0.0153	0.9349	
\$10,000	0.01		0.9886	0.0316	0.00		0.9992	0.0839	0.04		0.9640	0.6208	0.28		0.7705	0.1518		0.2255	0.0097	0.8978	

Pennsylvania
Loss Elimination Ratio Study

Loss Limitation (1)	Pennsylvania Hazard Group Per - Claim Factors							ELF adjusted for LBA's							ELF adjusted for LBA's & Risk Load						
								LBA Factor = 0.9854													
	HG A (2)	HG B (3)	HG C (4)	HG D (5)	HG E (6)	HG F (7)	HG G (8)	HG A (6)	HG B (7)	HG C (8)	HG D (9)	HG E (10)	HG F (11)	HG G (12)	HG A (13)	HG B (14)	HG C (15)	HG D (16)	HG E (17)	HG F (18)	HG G (19)
	(2)*LBA	(3)*LBA	(4)*LBA	(5)*LBA	(6)*LBA	(7)*LBA	(8)*LBA								Columns (2)-(5) + 0.005 (Max Adj = 1/2 ELF)						
\$1,000	0.9133	0.9319	0.9484	0.9548	0.9657	0.9755	0.9791	0.9000	0.9183	0.9346	0.9409	0.9516	0.9613	0.9648	0.905	0.923	0.940	0.946	0.957	0.966	0.970
\$5,000	0.7900	0.8285	0.8624	0.8788	0.9010	0.9255	0.9349	0.7785	0.8164	0.8498	0.8660	0.8878	0.9120	0.9213	0.784	0.821	0.855	0.871	0.893	0.917	0.926
\$10,000	0.7055	0.7544	0.7972	0.8214	0.8491	0.8833	0.8978	0.6952	0.7434	0.7856	0.8094	0.8367	0.8704	0.8847	0.700	0.748	0.791	0.814	0.842	0.875	0.890