

**JAMES ALAN CRARY
HEARING OFFICER/REFEREE**

EXPERIENCE

ADMINISTRATIVE LAW JUDGE

Mr. Crary has served as an Administrative Law Judge for 11 years for the California Unemployment Insurance Appeals Board (CUIAB). In this capacity, Mr. Crary holds hearings and renders decisions on unemployment and state disability insurance appeals as well as related tax appeals. Issues include alcohol and substance abuse problems, medical and family leave issues, absenteeism, insubordination, gender bias and discrimination, employee discipline, health and safety, personnel policies, and union bargaining agreements in a wide variety of employment contexts.

HEARING OFFICER/REFEREE

During his more than 10 years as a Hearing Officer/Referee for the Board of Retirement of various counties in California, James Alan Crary has handled an impressive array of cases under the County Employees Retirement Law of 1937, covering an extensive range of occupations and medical issues, including matters where multiple county agencies litigated before the Board of Retirement. On appeal, Mr. Crary's proposed decisions have received favorable review in both the Superior Court and the District Court of Appeals.

WORKERS' COMPENSATION JUDGE

As a Workers' Compensation Judge for two years for the Workers' Compensation Appeals Board (WCAB), Mr. Crary handled thousands of claims involving cause of injury, death, permanent disability, vocational rehabilitation and related compensation issues.

LEGAL SERVICES

As a Program Director, Mr. Crary organized and managed a 16-attorney legal services program serving 24 counties in western Kentucky. He was responsible for the overall direction of a four-office program, including budget and hiring and training of staff.

Mr. Crary also managed a rural legal services program office in Delano, California.

ATTORNEY, PRIVATE PRACTICE

As an attorney engaged in the general practice of law in Cincinnati, Ohio, Mr. Crary worked on a variety of civil and criminal litigation cases and served as lead counsel in approximately 15 jury trials.

LABOR RELATIONS SPECIALIST

As a Labor Relations Specialist at two manufacturing facilities in Toledo, Ohio, Mr. Crary's responsibilities included collective bargaining, grievance administration and federal mediation with the United Auto Workers Union.

EDUCATION

J.D., University of Kentucky College of Law, 1968
B.S., Xavier University, Cincinnati, Ohio, 1965

PROFESSIONAL AFFILIATIONS

California State Bar Association, 1977 (73936)
Kentucky State Bar Association, 1979
Ohio State Bar Association, 1970

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(ADDENDUM)

OTHER APPOINTMENTS AS NEUTRAL OR ARBITRATOR

FORUM

TYPE OF DUTIES

Orange County Board of Supervisors,
appointed November 9, 1995

Hearing officer, appeals from denial or revocation
of licenses and permits

City of Santa Monica,
appointed January 12, 1999

Hearing officer, appeals of employee disciplinary
proceedings as delegated by the Personnel Board
pursuant to the Municipal Code

Office of Independent Administrator
for Kaiser Permanente Mandatory
Dispute Resolution System,
appointed March 11, 1999

Arbitration hearings pursuant to the rules for
Kaiser Permanente member arbitrations

NASD Regulation,
appointed April 8, 1999

Neutral arbitrator of disputes involving the
securities industry