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Innovative Care Systems and Crawford & Company Join Forces

***New Alliance Guides Employees through Leave Policies
While Reducing Employers' Absence Costs***

TORRANCE, CA and Atlanta, GA...February 18, 2009...Innovative Care Systems (ICS), a third-party administrator of leave of absence and group disability claims, today announced that it has engaged Crawford & Company to round out its offering of claims and medical management services for workers' compensation, short-term disability, long-term disability and leave of absence programs.

ICS helps employees navigate complex FMLA and employer leave policies, guiding them through all aspects of their health and benefits while they are away from work. Combined with Crawford's breadth of experience in case management, ICS and Crawford will help organizations eliminate unnecessary costs and administrative delays that result when disability benefits and absence management are not coordinated.

"Absence costs are expected to continue to rise over the next year, placing additional burdens on overstretched human resource and benefits departments," said Debby Kweller, Chief Executive Officer, ICS. "ICS and Crawford have formed this relationship to improve management of disability benefits and employee absences, which will reduce the excessive costs that often result when an employee takes a leave of absence."

As part of the agreement, Crawford will provide clinical review support for ICS' concierge absence management services, giving ICS access to Crawford's worldwide clinical and vocational network and productivity tools including e-Triage and Crawford Works. ICS will provide Crawford with its full set of leave management services.

"The synergy created through our joint offering provides human resources departments with the tools to handle the increasing complexity of leave programs," said Terry Turon, vice president of business development, Crawford Absence & Care Management. "These services also support the improvement of individual and corporate health at a time of increased pressure to create sustainable value."

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Ultimately, the new alliance will improve employee productivity, help employees take full advantage of their health care benefits, address difficult leave issues, and return absent employees to work as quickly as possible, a benefit to both employees and employers.

"When an employee must take a leave, he or she may not understand the treatment plan, what the health plan offers or how to maneuver through the health care process," added Kweiler. "The employee may consult the internet, a friend or even self-refer. The addition of Crawford's clinical expertise will support the employee through the process of both *health* and *care*."

About Crawford

Based in Atlanta, Georgia, Crawford & Company (www.crawfordandcompany.com) is the world's largest independent provider of claims management and related solutions to the risk management and insurance industry as well as self-insured entities, with a global network of more than 700 locations in 63 countries. Major service lines include property and casualty claims management; warranty inspections; integrated claims and medical management for workers' compensation; legal settlement administration, including class action and bankruptcy claims administration; and risk management information services. The Company's shares are traded on the NYSE under the symbols CRDA and CRDB.

About ICS

Innovative Care Systems (ICS) is a third party administrator of all aspects of leaves of absence and group disability claims. We offer complete solutions to improve productivity, control costs and reduce the administrative burden for employers. We understand the importance of looking at both employee health and productivity to improve business results. Please visit our website at www.innovativecaresystems.com

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