

**BEFORE THE PRESIDING DISCIPLINARY
JUDGE**

IN THE MATTER OF A MEMBER OF
THE STATE BAR OF ARIZONA,

**PAUL RODRIGO SAUCEDA,
Bar No. 022995**

Respondent.

PDJ 2015-9082

FINAL JUDGMENT AND ORDER

[State Bar File Nos. 13-1126-N and
Screening Files SB No. 15-1717, SB
No. 15-1839, SB No. 15-1885 and 15-
1150]

FILED OCTOBER 13, 2015

The Presiding Disciplinary Judge of the Supreme Court of Arizona, having reviewed the Agreement for Discipline by Consent filed on October 6, 2015, pursuant to Rule 57(a), Ariz. R. Sup. Ct., hereby accepts the parties' proposed agreement. Accordingly:

IT IS HEREBY ORDERED Respondent, **Paul Rodrigo Saucedo**, is hereby suspended for eighteen (18) months, concurrent with the suspension imposed in SB Nos. 15-1717, 15-1839, 15-1885 and 15-1150. A period of suspension of more than six months will require proof of rehabilitation and compliance with other requirements prior to being reinstated to the practice of law in Arizona for his conduct in violation of the Arizona Rules of Professional Conduct, as outlined in the consent documents, effective 30 days from the date of this Order.

IT IS FURTHER ORDERED upon reinstatement, Mr. Saucedo shall be placed on probation for a period of two (2) years, concurrent with the probation imposed in SB Nos. 15-1717, 15-1839, 15-1885 and 15-1150.

IT IS FURTHER ORDERED Mr. Saucedo shall participate in the State Bar Law Office Management Assistance Program (LOMAP) as a term of probation. Mr. Saucedo shall contact the State Bar Compliance Monitor at (602) 340-7258, within ten (10) days from the date of reinstatement. Mr. Saucedo shall submit to a LOMAP examination of his office procedures. Mr. Saucedo shall sign terms and conditions of participation, including reporting requirements, which shall be incorporated herein. The probation period will begin at the time this Mr. Saucedo is reinstated and will conclude two (2) years from that date. Mr. Saucedo shall be responsible for any costs associated with LOMAP.

IT IS FURTHER ORDERED Mr. Saucedo shall participate in the State Bar Member Assistance Program (MAP) as a term of probation. Mr. Saucedo shall contact the State Bar Compliance Monitor at (602) 340-7258, within ten (10) days from the date of reinstatement. Mr. Saucedo shall submit to a MAP assessment. Mr. Saucedo shall sign terms and conditions of participation, including reporting requirements, which shall be incorporated herein. Mr. Saucedo shall be responsible for any costs associated with MAP.

IT IS FURTHER ORDERED Mr. Saucedo shall be subject to any additional terms imposed by the Presiding Disciplinary Judge as a result of reinstatement hearings held.

NON-COMPLIANCE LANGUAGE

In the event that Respondent fails to comply with any of the foregoing probation terms, and information thereof, is received by the State Bar of Arizona, Bar Counsel shall file a notice of noncompliance with the Presiding Disciplinary Judge, pursuant to Rule 60(a)(5), Ariz. R. Sup. Ct. The Presiding Disciplinary Judge may conduct a

hearing within 30 days to determine whether a term of probation has been breached and, if so, to recommend an appropriate sanction. If there is an allegation that Respondent failed to comply with any of the foregoing terms, the burden of proof shall be on the State Bar of Arizona to prove noncompliance by a preponderance of the evidence.

IT IS FURTHER ORDERED pursuant to Rule 72 Ariz. R. Sup. Ct., Mr. Saucedo shall immediately comply with the requirements relating to notification of clients and others.

IT IS FURTHER ORDERED Mr. Saucedo shall pay the costs and expenses of the State Bar of Arizona in the amount of \$1,200.00, within thirty (30) days from the date of this Order. There are no costs or expenses incurred by the disciplinary clerk and/or Presiding Disciplinary Judge's Office in connection with these disciplinary proceedings.

DATED this 13th day of October, 2015.

William J. O'Neil

William J. O'Neil, Presiding Disciplinary Judge

Copies of the foregoing mailed/emailed
this 13th day of October, 2015.

Karen Clark
Adams & Clark, PC
520 E. Portland Street
Phoenix, Arizona 85004-1843
Email: karen@adamsclark.com
Respondent's Counsel

Craig D. Henley
Senior Bar Counsel
Meredith Vivona
Conflicts Bar Counsel
State Bar of Arizona
4201 N. 24th Street, Suite 100
Phoenix, Arizona 85016-6266
Email: LRO@staff.azbar.org

Lawyer Regulation Records Manager
State Bar of Arizona
4201 N 24th Street, Suite 100
Phoenix, Arizona 85016-6266

by: [MSmith](#)

**BEFORE THE PRESIDING DISCIPLINARY
JUDGE**

IN THE MATTER OF A MEMBER OF
THE STATE BAR OF ARIZONA,

**PAUL RODRIGO SAUCEDA,
Bar No. 022995**

Respondent.

PDJ 2015-9082

**DECISION ACCEPTING CONSENT
FOR DISCIPLINE**

[State Bar No. 13-1126-N]

Contemporaneously with Nos. 15-
1150, 15-1717, 15-1839, and 15-
1885

FILED OCTOBER 13, 2015

The State Bar filed a Notice of Non-Compliance with Terms of Probation on August 25, 2015. A hearing was scheduled for September 17, 2015. Prior to the hearing, the parties filed notice of an agreement for discipline by consent. A motion to withdraw was filed by counsel for Mr. Saucedo on October 2, 2015. Thereafter, on October 6, 2015, the parties and their respective counsel filed their Agreement for Discipline by Consent (Agreement), which also incorporated by reference four pending screening matters in which no formal complaint has been filed. As the Agreement is dated after the motion to withdraw, it is presumed the motion is moot or withdrawn.

Rule 57(a)(2) requires admissions be tendered solely "...in exchange for the stated form of discipline...." Under that rule, the right to an adjudicatory hearing is waived only if the "...conditional admission and proposed form of discipline is approved...." If the agreement is not accepted those conditional

admissions are automatically withdrawn and shall not be used against the parties in any subsequent proceeding.

By consent agreement in PDJ-2014-9079, Mr. Saucedo was suspended for sixty (60) days and placed on probation for (2) two years on September 22, 2014. The proposed Agreement in the instant matter conditionally admits to non-compliance with multiple terms of probation in the prior matter, PDJ-2014-9079, including Term I, (D), by using alcohol, other drugs, or any other mood-altering substances. The parties stipulate to an eighteen (18) month suspension, concurrent with an eighteen (18) month suspension in SB File Nos. 15-1150, 15-1717, 15-1839, and 15-1885¹ for violating Rule 54(e), *Violation of a Condition of Probation or Diversion*. If reinstated, Mr. Saucedo shall be placed on two (2) years of probation.

Now Therefore,

IT IS ORDERED incorporating by this reference the Agreement and any supporting documents. The agreed upon sanction is a eighteen (18) month suspension effective 30 days from the date of this Order, two (2) years of probation (LOMAP and MAP) upon reinstatement, and costs of the disciplinary proceedings totaling \$1,200.00, within thirty (30) days from the date of this Order. These costs shall bear interest at the statutory rate.

IT IS FURTHER ORDERED the Agreement is accepted. Costs as submitted are approved for \$1,200.00, and shall be paid within thirty (30) days of the final order. Now therefore, a final judgment and order is signed

¹ The State Bar is represented by conflicts counsel, Meredith Vivona in SB No. 15-1150.

this date.

DATED this 13th day of October, 2015.

William J. O'Neil

William J. O'Neil, Presiding Disciplinary Judge

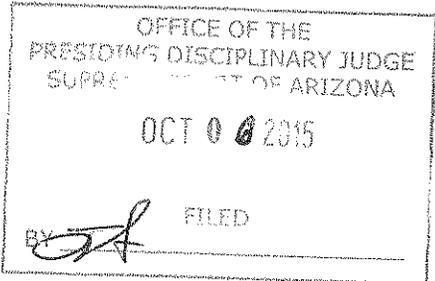
Copies of the foregoing mailed/emailed
this 13th day of October, 2015, to:

Craig D. Henley
Senior Bar Counsel
Meredith Vivona
Conflicts Counsel
State Bar of Arizona
4201 N. 24th Street, Suite 100
Phoenix, Arizona 85016-6266
Email: LRO@staff.azbar.org

Karen Clark
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Email: karen@adamsclark.com
Respondent's Counsel

Lawyer Regulation Records Manager
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by: MSmith



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Respondent's Counsel

**BEFORE THE PRESIDING DISCIPLINARY
JUDGE**

IN THE MATTER OF A MEMBER OF THE
STATE BAR OF ARIZONA,

PAUL RODRIGO SAUCEDA,
Bar No. 022995

Respondent.

PDJ 2015-9082

**AGREEMENT FOR DISCIPLINE BY
CONSENT**

State Bar File Nos. 13-1126-N

Contemporaneously with
[Screening Files SB Nos. 15-1150,
15-1717, 15-1839, and 15-1885]

The State Bar of Arizona, through undersigned Bar Counsel, and Respondent, Paul Rodrigo Saucedo, who is represented in this matter by counsel, Karen Clark, hereby submit their Agreement for Discipline by Consent, pursuant to Rule 57(a), Ariz. R. Sup. Ct.

This Agreement for Discipline by Consent incorporates by reference the contemporaneously filed Agreement for Discipline by Consent for four pending screening matters in which no formal complaint has been filed (SB No. 15-1150, SB No. 15-1717, SB No. 15-1839, and SB 15-1885).

Respondent voluntarily waives the right to an adjudicatory hearing, unless otherwise ordered, and waives all motions, defenses, objections or requests which have been made or raised, or could be asserted thereafter, if the conditional admission and proposed form of discipline is approved.

Pursuant to Rule 53(b)(3), Ariz. R. Sup. Ct., notice is unnecessary as the State Bar is the named Complainant.

Respondent conditionally admits that his conduct, as set forth below, violated the following ethical rules:

1. Non-Compliance with Probation imposed in PDJ 2014-9079:
 - a. Probation Term I, (C) & (G) by failing to complete a structured relapse prevention program in a group setting, participate weekly in continuing care treatment, individual therapy, MAP mentor, AA/NA meetings and/or random substance testing;
 - b. Probation Term I, (D) by using alcohol, other drugs, or any other mood-altering substances;
 - c. Probation Term I, (E) by failing to participate in random biological fluid testing;
 - d. Probation Term I, (F) by failing to participate in Alcoholics Anonymous or an alternative abstinence-based program approved by the Compliance Monitor;
 - e. Probation Term I, (I) by failing to obtain a mentor through the voluntary MAP program; and
 - f. Probation Term I, (L) by failing to attend evaluation appointments with the Compliance Monitor.

Upon acceptance of the contemporaneously filed agreements, Respondent agrees to accept imposition of the following discipline: Eighteen Month Suspension, concurrent with an Eighteen Month Suspension in SB Nos. 15-1150, 15-1717, 15-

1839, and 15-1885¹. A period of suspension of more than six months will require proof of rehabilitation and compliance with other requirements prior to being reinstated to the practice of law in Arizona. Respondent also agrees to pay the costs and expenses of this disciplinary proceeding, within 30 days from the date of this order, and if costs are not paid within the 30 days, interest will begin to accrue at the legal rate.² The State Bar's Statement of Costs and Expenses is attached hereto as Exhibit A.

FACTS

GENERAL ALLEGATIONS

1. Respondent was licensed to practice law in Arizona on November 1, 2004.

COUNT ONE (File No. 13-1126-N/State Bar)

2. On September 2, 2014, the parties filed an Agreement for Discipline by Consent (hereinafter referred to as the "Agreement") in PDJ-2014-9079 (State Bar File No. 13-1126). The Agreement included facts sufficient to establish violations of Rule 42, Ariz.R.Sup.Ct., ER 8.4(b) [Commission of a Criminal Act] and 8.4(d) [Conduct which was Prejudicial to the Administration of Justice].

3. On September 22, 2014, the Presiding Disciplinary Judge (hereinafter referred to as "PDJ") accepted the Agreement and filed a Final J&O placing Respondent on probation for a period of two (2) years. *See Exhibit B – A true and accurate copy of the Final J&O.*

¹ The State Bar is represented by conflicts counsel Meredith Vivona in SB No. 15-1150.

² Respondent understands that the costs and expenses of the disciplinary proceeding include the costs and expenses of the State Bar of Arizona, the Disciplinary Clerk, the Probable Cause Committee, the Presiding Disciplinary Judge and the Supreme Court of Arizona.

4. The Order also required Respondent to abstain from alcohol and/or drug use and contact the State Bar's Member Assistance Program (MAP) Compliance Monitor to develop and comply with any terms of Probation along with attending weekly Alcoholics Anonymous meetings and submit to monthly alcohol testing. *Id.*

5. On April 7, 2015, MAP Compliance Monitor Yvette Penar (hereinafter referred to as "CM") performed an assessment and prepared the Terms of Probation. Both Respondent and his counsel of record at the time signed the Terms of Probation on May 17, 2015. *See Exhibit C – A true and accurate copy of Terms of Probation.*

6. On May 22, 2015, CM called Respondent and requested that Respondent make himself a telephonic appointment during the week of May 25, 2015.

7. When Respondent failed to contact CM, CM called Respondent again on July 10, 2015, and requested a return phone call.

8. As of the date of this filing, CM has not received a return phone call from Respondent.

9. The *Terms of Probation* include, but are not limited to, the following:

a. "Respondent shall not engage in any conduct that would violate the Rules of Professional Conduct or other rules of the Supreme Court of Arizona." Probation Term I, (B).

b. "The terms of Probation includes the following: Complete structured relapse prevention program in a group setting, participate weekly in continuing care treatment, individual therapy, MAP mentor, AA/NA meetings and random substance testing." Probation Term I, (C).

- c. "Respondent shall not use alcohol, other drugs, or any other mood-altering substances, except for prescription from a treating health care professional. Any prescription must be fully disclosed to the Compliance Monitor." Probation Term I, (D).
- d. "Respondent shall participate in random biological fluid testing and shall be responsible for payment of all charges for testing." Probation Term I, (E).
- e. "Respondent shall participate in Alcoholics Anonymous or an alternative abstinence-based program approved by the Compliance Monitor. Respondent shall attend one meeting a week for the duration of the terms and shall provide a signature of the person in charge of the meeting to document such attendance." Probation Term I, (F).
- f. "Respondent shall within thirty (30) days of executing the terms of Probation, complete a structured relapse prevention program in a group setting (ex: Tempe Valley Hope)." Probation Term I, (G).
- g. "Respondent shall obtain a mentor through the voluntary MAP program." Probation Term I, (I).
- h. "Respondent shall attend evaluation appointments with the Compliance Monitor. Such appointments will be scheduled by the Compliance Monitor throughout the terms of Probation by the Compliance Monitor. Respondent's first meeting with the Compliance Monitor shall be scheduled within thirty (30) days of Respondent signing the terms of Probation." Probation Term I, (L).

10. The Terms and Conditions of Probation states that “[f]ailure to fully comply with sections I or II above constitutes a violation of the terms of Probation.” The Terms and Conditions further states, “[t]he final determination as to whether these terms of Probation have been violated shall be made pursuant to the Rules of the Supreme Court.” Probation Term III.

11. Respondent failed to comply with the above listed terms of Probation.

CONDITIONAL ADMISSIONS

Respondent’s admissions are being tendered in exchange for the form of discipline stated below and are submitted freely and voluntarily and not as a result of coercion or intimidation.

Respondent conditionally admits that his conduct violated the following ethical rules:

1. Non-Compliance with Probation, PDJ 2015-9082:
 - a. Probation Term I, (C) & (G) by failing to complete a structured relapse prevention program in a group setting, participate weekly in continuing care treatment, individual therapy, MAP mentor, AA/NA meetings and/or random substance testing;
 - b. Probation Term I, (D) by using alcohol, other drugs, or any other mood-altering substances;
 - c. Probation Term I, (E) by failing to participate in random biological fluid testing;
 - d. Probation Term I, (F) by failing to participate in Alcoholics Anonymous or an alternative abstinence-based program approved by the Compliance Monitor;
 - e. Probation Term I, (I) by failing to obtain a mentor through the voluntary MAP program; and
 - f. Probation Term I, (L) by failing to attend evaluation appointments with the Compliance Monitor.

CONDITIONAL DISMISSALS

The State Bar has not agreed to dismiss any counts or allegations.

RESTITUTION

Restitution is not an issue in this matter.

SANCTION

Respondent and the State Bar of Arizona agree that based on the facts and circumstances of this matter, as set forth above, the following sanctions are appropriate: Eighteen Month Suspension with Two Years of Probation, if reinstated.

If Respondent violates any of the terms of this agreement, further discipline proceedings may be brought.

LEGAL GROUNDS IN SUPPORT OF SANCTION

In determining an appropriate sanction, the parties consulted the American Bar Association's *Standards for Imposing Lawyer Sanctions (Standards)* pursuant to Rule 57(a)(2)(E). The *Standards* are designed to promote consistency in the imposition of sanctions by identifying relevant factors that courts should consider and then applying those factors to situations where lawyers have engaged in various types of misconduct. *Standards* 1.3, Commentary. The *Standards* provide guidance with respect to an appropriate sanction in this matter. *In re Peasley*, 208 Ariz. 27, 33, 35, 90 P.3d 764, 770 (2004); *In re Rivkind*, 162 Ariz. 154, 157, 791 P.2d 1037, 1040 (1990).

In determining an appropriate sanction consideration is given to the duty violated, the lawyer's mental state, the actual or potential injury caused by the misconduct and the existence of aggravating and mitigating factors. *Peasley*, 208 Ariz. at 35, 90 P.3d at 772; *Standard* 3.0.

The parties agree that *Standard 8.2* is the appropriate *Standards* given the facts and circumstances:

Standard 8.2

Suspension is generally appropriate when a lawyer has been disciplined for the same or similar misconduct and engages in further similar acts of misconduct that cause injury or potential injury to a client, the public, the legal system, or the profession.

The duty violated

As described above, Respondent's conduct violated his duty to the profession and the legal system.

The lawyer's mental state

For purposes of this agreement the parties agree that Respondent knowingly failed to comply with the probation terms imposed in PDJ 2014-9079. The parties further agree that Respondent's conduct was in violation of the Rules of Professional Conduct.

The extent of the actual or potential injury

For purposes of this agreement, the parties agree that there was actual harm to the profession and the legal system.

Aggravating and mitigating circumstances

The presumptive sanction in this matter is suspension. The parties conditionally agree that there no applicable aggravating and mitigating factors in this matter.

Discussion

The parties have conditionally agreed that, upon application of the aggravating and mitigating factors to the facts of this case, the presumptive sanction is appropriate.

The parties have conditionally agreed that a greater or lesser sanction would not be appropriate under the facts and circumstances of this matter. This agreement was based on the following:

All of Respondent's violations stem from an ongoing addiction to alcohol. Respondent has recently completed an in-patient rehabilitation program and the proposed sanction will allow Respondent to establish a sustained period of sobriety.

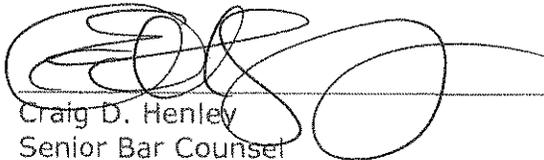
Based on the *Standards* and in light of the facts and circumstances of this matter, the parties conditionally agree that the sanction set forth above is within the range of appropriate sanction and will serve the purposes of lawyer discipline.

CONCLUSION

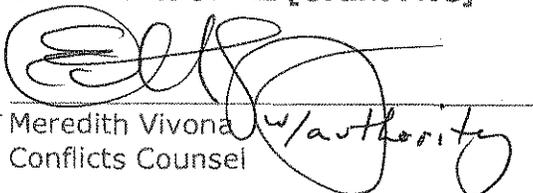
The object of lawyer discipline is not to punish the lawyer, but to protect the public, the profession and the administration of justice. *Peasley, supra* at ¶ 64, 90 P.3d at 778. Recognizing that determination of the appropriate sanction is the prerogative of the Presiding Disciplinary Judge, the State Bar and Respondent believe that the objectives of discipline will be met by the imposition of the proposed sanction of Eighteen Months Suspension with Two Years of Probation, if reinstated. A period of suspension of more than six months will require proof of rehabilitation and compliance with other requirements prior to being reinstated to the practice of law in Arizona and the imposition of costs and expenses. A proposed form order is attached hereto as Exhibit D.

DATED this 6th day of October 2015.

STATE BAR OF AZ [Counts One - Four]


Craig D. Henley
Senior Bar Counsel

STATE BAR OF AZ [Count Five]

for 
Meredith Vivona *w/authority*
Conflicts Counsel

This agreement, with conditional admissions, is submitted freely and voluntarily and not under coercion or intimidation. I acknowledge my duty under the Rules of the Supreme Court with respect to discipline and reinstatement. I understand these duties may include notification of clients, return of property and other rules pertaining to suspension.

DATED this 5 day of October, 2015.

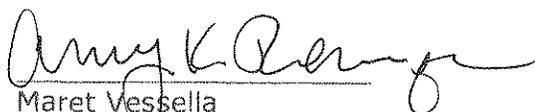

Paul Rodrigo Saucedo
Respondent

DATED this 5th day of October, 2015.

Adams & Clark PC


Karen Clark
Counsel for Respondent

Approved as to form and content


Maret Vessella
Chief Bar Counsel

Original filed with the Disciplinary Clerk of
the Office of the Presiding Disciplinary Judge
of the Supreme Court of Arizona
this 6th day of October 2015.

Copies of the foregoing mailed/emailed
this 6th day of October 2015, to:

Karen Clark
Adams & Clark, PC
520 E. Portland Street
Phoenix, Arizona 85004-1843
karen@adamsclark.com
Respondent's Counsel

Copy of the foregoing emailed
this 6th day of October, 2015, to:

William J. O'Neil
Presiding Disciplinary Judge
Supreme Court of Arizona
Email: officepdj@courts.az.gov

Copy of the foregoing hand-delivered
this 6th day of October, 2015, to:

Lawyer Regulation Records Manager
State Bar of Arizona
4201 N. 24th Street, Suite 100
Phoenix, Arizona 85016-6266

by: Jules Stone
CDH/ts

EXHIBIT A

Statement of Costs and Expenses

In the Matter of a Member of the State Bar of Arizona,
Paul Rodrigo Saucedo, Bar No. 022995, Respondent

File No(s). 13-1126-N, 15-1150, 15-1717, 15-1839,
and 15-1885

Administrative Expenses

The Supreme Court of Arizona has adopted a schedule of administrative expenses to be assessed in lawyer discipline. If the number of charges/complainants exceeds five, the assessment for the general administrative expenses shall increase by 20% for each additional charge/complainant where a violation is admitted or proven.

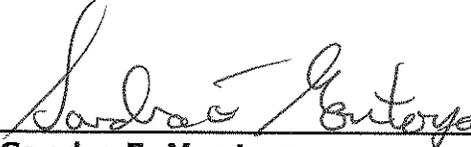
Factors considered in the administrative expense are time expended by staff bar counsel, paralegal, secretaries, typists, file clerks and messenger; and normal postage charges, telephone costs, office supplies and all similar factors generally attributed to office overhead. As a matter of course, administrative costs will increase based on the length of time it takes a matter to proceed through the adjudication process.

**General Administrative Expenses
for above-numbered proceedings** **\$1,200.00**

Additional costs incurred by the State Bar of Arizona in the processing of this disciplinary matter, and not included in administrative expenses, are itemized below.

Staff Investigator/Miscellaneous Charges

Total for staff investigator charges	\$ 0.00
TOTAL COSTS AND EXPENSES INCURRED	\$ 1,200.00



Sandra E. Montoya
Lawyer Regulation Records Manager

10-6-15

Date

EXHIBIT B

IN THE
SUPREME COURT OF THE STATE OF ARIZONA
BEFORE THE OFFICE OF THE PRESIDING DISCIPLINARY JUDGE
1501 W. WASHINGTON, SUITE 102, PHOENIX, AZ 85007-3231

**IN THE MATTER OF A MEMBER OF
THE STATE BAR OF ARIZONA,**

**PAUL RODRIGO SAUCEDA,
Bar No. 022995**

Respondent.

PDJ-2014-9079

FINAL JUDGMENT AND ORDER

[State Bar No. 13-1126]

FILED SEPTEMBER 22, 2014

The Presiding Disciplinary Judge of the Supreme Court of Arizona, having reviewed the Agreement for Discipline by Consent filed on September 2, 2014, pursuant to Rule 57(a), Ariz. R. Sup. Ct., hereby accepts the parties' proposed agreement. Accordingly:

IT IS HEREBY ORDERED that Respondent, **Paul Rodrigo Saucedo**, is hereby suspended for a period of sixty (60) days for his conduct in violation of the Arizona Rules of Professional Conduct, as outlined in the consent documents, effective thirty (30) days from the date of this order.

IT IS FURTHER ORDERED that upon reinstatement, Respondent shall be placed on probation for a period of two (2) years.

IT IS FURTHER ORDERED that as a term of that probation, Respondent shall abstain from alcohol and/or drug use and contact the State Bar's Member Assistance Program (MAP) Compliance Monitor at 602-340-7258 within thirty (30) days of the date of the reinstatement.

During Respondent's participation in MAP, Respondent shall continue his counseling sessions with Dr. Debra Gion or other doctor(s) approved by the MAP Compliance Monitor and follow all recommended treatment. Respondent shall also continue attending weekly Alcoholics Anonymous meetings and submit to monthly alcohol testing at his own expense.

The MAP Compliance Monitor shall develop "Terms and Conditions of Probation", and those terms shall be incorporated herein by reference. The probation period will be effective the date of the reinstatement order and will conclude two (2) years from that date. Respondent shall be responsible for any costs associated with MAP.

IT IS FURTHER ORDERED that Respondent shall be subject to any additional terms imposed by the Presiding Disciplinary Judge as a result of reinstatement hearings held.

IT IS FURTHER ORDERED that pursuant to Rule 72 Ariz. R. Sup. Ct., Respondent shall immediately comply with the requirements relating to notification of clients and others.

IT IS FURTHER ORDERED that Respondent pay the costs and expenses of the State Bar of Arizona in the amount of \$1,205.00. There are no costs or expenses incurred by the disciplinary clerk and/or Presiding Disciplinary Judge's Office in connection with these disciplinary proceedings.

DATED this 22nd day of September, 2014.

William J. O'Neil

**William J. O'Neil, Presiding Disciplinary
Judge**

Copies of the foregoing mailed/emailed
this 22nd day of September, 2014.

Karen Clark
Adams & Clark PC
520 E Portland St
Phoenix, AZ 85004-1843
Email: karen@adamsclark.com
Respondent's Counsel

Craig D. Henley
Senior Bar Counsel
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Lawyer Regulation Records Manager
State Bar of Arizona
4201 N 24th Street, Suite 100
Phoenix, Arizona 85016-6266

by: MSmith

EXHIBIT C

TERMS OF PROBATION

Name: Paul Rodrigo Saucedo
Bar No: 022995
File No: 13-1126-R

Respondent is a member of the State Bar of Arizona. Respondent voluntarily enters into these terms of Probation. Respondent agrees to comply with all of the terms listed below.

BACKGROUND

Respondent's was reinstated in State Bar File No. 13-1126-R pursuant to Rule 65, Ariz.R.Sup.Ct. An order was entered on January 7, 2015.

TERMS

I. Terms of Participation

The period of Probation is for two years from the date the order was signed.

The terms of Probation shall be kept confidential among Bar Counsel, the Compliance Monitor, any other necessary State Bar staff members, all treating health care professionals, Respondent, and respondent's counsel, if applicable.

Respondent shall cooperate fully with Bar Counsel, the Compliance Monitor, and all other individuals involved in Respondent's treatment plan.

Respondent shall fulfill the following minimum requirements:

- A. Respondent shall immediately advise the Compliance Monitor and the State Bar Resource Center, in writing, of any change in Respondent's address of record, telephone number, email address, or employment status.
- B. Respondent shall not engage in any conduct that would violate the Rules of Professional Conduct or other rules of the Supreme Court of Arizona.
- C. The terms of Probation includes the following: Complete structured relapse prevention program in a group setting, participate weekly in continuing care treatment, individual therapy, MAP mentor, AA/NA meetings and random substance testing.

D. Respondent shall not use alcohol, other drugs, or any other mood altering substances, except for prescriptions from a treating health care professional. Any prescription must be fully disclosed to the Compliance Monitor.

1. All medications, except plain aspirin, acetaminophen or ibuprofen, must be prescribed by a treating health care professional. Any over-the-counter medications other than those listed above must be specifically approved in advance by the treating health care professional. All medications must be documented in Respondent's medical records and medication log (see below).
2. If a controlled substance is prescribed, dispensed or administered to Respondent, the Compliance Monitor must be notified in advance or, in the case of an emergency, within forty-eight (48) hours of such medication use.
3. Respondent shall maintain a medication log of all medications taken and shall make the log available to the Compliance Monitor upon request. The log shall contain, at a minimum, the name and dosage of medication used, date taken or administered, name of prescribing or administering health care professional, and the reason the medication was given.
4. Respondent shall not ingest the following substances:
 - a. Alcohol or foodstuffs or beverages or toiletries containing alcohol, including Nyquil or Purell type products;
 - b. Foodstuffs containing poppy seeds;
 - c. Foodstuffs containing hemp products;
 - d. Herbal or health preparations containing derivatives of controlled substances.
5. Respondent is fully responsible for any and all ingested materials and their contents.

E. Respondent shall participate in random biological fluid testing and shall be responsible for payment of all charges for testing. Such charges will include, but not necessarily be limited to, payment to the collection lab, as well as reimbursement of fees billed to the State Bar by any physician designated by the Compliance Monitor for medical review of the biological fluid screenings.

1. Respondent will be required to follow the testing procedures, including scheduling and frequency of testing, at whichever testing facility Respondent is approved to use. The Compliance Monitor and/or Bar Counsel must approve all testing facilities. A collection site list and the relevant telephone numbers shall be provided to Respondent.
2. Respondent shall provide a specimen at an approved collection site prior to the close of business the day on the day Respondent is selected to test. If Respondent is unable to provide a specimen prior to the close of business on the testing day, an explanation shall be faxed by Respondent to the Compliance Monitor no later than 5:00 p.m. of the day of the missed test. Respondent shall within twenty-four (24) hours of missing a test, complete a make-up test. If Respondent misses more than two (2) tests per year, Respondent will be in violation of the terms of Probation. Failure to test on the required day or failure to complete a make-up test within twenty-four (24) hours, will be considered a missed test. A diluted or abnormal specimen will also be considered a missed test.
3. If Respondent moves from Arizona, fulfilling the testing requirements is solely the responsibility of Respondent, including but not limited to finding a collection site that must be approved by the Compliance Monitor and/or Bar Counsel.

4. Respondent shall notify the Compliance Monitor in advance of any travel plans and may be asked to test during the travel or immediately upon return.
 5. Additional biological fluid specimens (including hair testing) may be requested by Bar Counsel or the Compliance Monitor at any time.
 6. Respondent shall cooperate with collection personnel at all times and shall provide any waivers/releases requested by the State Bar.
- F. ~~Respondent shall participate in Alcoholics Anonymous or an alternative abstinence-based program approved by the Compliance Monitor. Respondent shall attend one meeting a week for the duration of the terms and shall provide a signature of the person in charge of the meeting to document such attendance. Respondent's sponsor may sign if the sponsor is in attendance.~~
- G. ~~Respondent shall, within thirty (30) days of executing the terms of Probation, complete a structured relapse prevention program in a group setting (ex. Tempe Valley Hope). After completing the relapse prevention program, Respondent should participate in weekly continuing care treatment group setting for at least one year (ex. Post Treatment Supervision at Greenberg & Sucher or Tempe Valley Hope).~~
- H. ~~Respondent shall make and attend appointments with qualified provider for ongoing mental health care. Provider should have expertise in assessment and treatment of both behavioral health and substance use disorders twice (2) a month for six months and then once (1) a month for six months.~~
- I. ~~Respondent shall obtain a mentor through the voluntary MAP program. Respondent should review the mentor program information and obtain contact information by visiting:~~
<http://www.azbar.org/professionaldevelopment/map>

- J. If medications are prescribed by any treating health care professional, Respondent shall continue on the medications as prescribed.
- K. If, during the terms of Probation, Respondent changes treating health care professionals, Respondent shall immediately notify the Compliance Monitor in writing of such proposed change and shall within seven (7) days provide the name of a proposed successor treating health care professional of substantially similar credentials. The Compliance Monitor and/or Bar Counsel shall have sole discretion over the approval of such substitution of treating health care professional. If a successor treating health care professional is not designated and approved within fourteen (14) days, the Compliance Monitor may make a referral or return the matter to Bar Counsel. Respondent shall be responsible for all costs associated with any interim treatment.
- L. Respondent shall attend evaluation appointments with the Compliance Monitor. Such appointments will be scheduled by the Compliance Monitor throughout the terms of Probation by the Compliance Monitor. Respondent's first meeting with the Compliance Monitor shall be scheduled within thirty (30) days of Respondent signing the terms of Probation.
- M. An exit interview shall be held within 30 days before the date the Probation is set to expire. Respondent will not be considered to have successfully completed Probation until this requirement has been met.
- N. If Respondent resides outside of Arizona, fulfilling all requirements listed above shall be the sole responsibility of the Respondent. Any changes need the approval of Bar Counsel and/or the Compliance Monitor.

II. Costs

- A. Respondent is solely responsible for any and all expenses, costs, and fees incurred in carrying out the provisions of the terms of Probation.

- B. Respondent must pay in full for State Bar services within ninety (90) days of the date of billing, unless the State Bar and Respondent have entered into an alternate written payment plan agreement. Failure to pay shall constitute a violation of these terms of Probation.

III. Violation

- A. Failure to fully comply with sections I or II above constitutes a violation of the terms of Probation. All violations shall be reported to Bar Counsel in the Lawyer Regulation Office.
- B. The final determination as to whether these terms of Probation have been violated shall be made pursuant to the Rules of the Arizona Supreme Court.

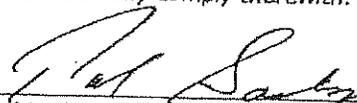
IV. Modification of these Terms of Probation, Required Consultations, Assessment, and Evaluations

Respondent agrees that the terms of Probation may be modified only if Bar Counsel, the Compliance Monitor, and Respondent agree to a written modification. The length of participation in Probation may be extended, if appropriate, by the Supreme Court of Arizona, or any designee thereof.

V. Incorporation of Document

The terms of Probation have been referenced in the order entered by the Attorney Discipline Probable Cause Committee, the presiding disciplinary judge, a hearing panel, or the Arizona Supreme Court.

I have received a copy of the above terms of Probation and further understand that I must fully comply therewith.


Paul Rodrigo Saucedo

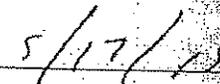

Date

EXHIBIT D

**BEFORE THE PRESIDING DISCIPLINARY
JUDGE**

IN THE MATTER OF A MEMBER OF
THE STATE BAR OF ARIZONA,

PAUL RODRIGO SAUCEDA,
Bar No. 022995,

Respondent.

PDJ 2015-9082

FINAL JUDGMENT AND ORDER

State Bar File Nos. 13-1126-N and
[Screening Files SB No. 15-1717, SB
No. 15-1839, SB No. 15-1885 and
15-1150]

The undersigned Presiding Disciplinary Judge of the Supreme Court of Arizona, having reviewed the Agreement for Discipline by Consent filed on _____, pursuant to Rule 57(a), Ariz. R. Sup. Ct., hereby accepts the parties' proposed agreement. Accordingly:

IT IS HEREBY ORDERED that Respondent, **Paul Rodrigo Saucedo**, is hereby suspended for Eighteen Months, concurrent with the suspension imposed in SB Nos. 15-1717, 15-1839, 15-1885 and 15-1150. A period of suspension of more than six months will require proof of rehabilitation and compliance with other requirements prior to being reinstated to the practice of law in Arizona for his conduct in violation of the Arizona Rules of Professional Conduct, as outlined in the consent documents, effective 30 days from the date of this order or _____.

IT IS FURTHER ORDERED that Respondent shall pay restitution as set forth in the Agreement for Discipline by Consent.

IT IS FURTHER ORDERED that, upon reinstatement, Respondent shall be placed on probation for a period of two years, concurrent with the probation imposed in SB Nos. 15-1717, 15-1839, 15-1885 and 15-1150.

IT IS FURTHER ORDERED that, Respondent shall participate in the State Bar Law Office Management Assistance Program (LOMAP) as a term of probation. Respondent shall contact the State Bar Compliance Monitor at (602) 340-7258, within 10 days from the date of reinstatement. Respondent shall submit to a LOMAP examination of their office procedures. Respondent shall sign terms and conditions of participation, including reporting requirements, which shall be incorporated herein. The probation period will begin at the time this Respondent is reinstated and will conclude two years from that date. Respondent will be responsible for any costs associated with LOMAP.

IT IS FURTHER ORDERED that, Respondent shall participate in the State Bar Member Assistance Program (MAP) as a term of probation. Respondent shall contact the State Bar Compliance Monitor at (602) 340-7258, within 10 days from the date of reinstatement. Respondent shall submit to a MAP examination. Respondent shall sign terms and conditions of participation, including reporting requirements, which shall be incorporated herein. Respondent will be responsible for any costs associated with MAP.

IT IS FURTHER ORDERED that Respondent shall be subject to any additional terms imposed by the Presiding Disciplinary Judge as a result of reinstatement hearings held.

NON-COMPLIANCE LANGUAGE

In the event that Respondent fails to comply with any of the foregoing probation terms, and information thereof, is received by the State Bar of Arizona, Bar Counsel shall file a notice of noncompliance with the Presiding Disciplinary Judge, pursuant to Rule 60(a)(5), Ariz. R. Sup. Ct. The Presiding Disciplinary Judge may conduct a hearing within 30 days to determine whether a term of probation has been breached and, if so, to recommend an appropriate sanction. If there is an allegation that Respondent failed to comply with any of the foregoing terms, the burden of proof shall be on the State Bar of Arizona to prove noncompliance by a preponderance of the evidence.

IT IS FURTHER ORDERED that, pursuant to Rule 72 Ariz. R. Sup. Ct., Respondent shall immediately comply with the requirements relating to notification of clients and others.

IT IS FURTHER ORDERED that Respondent pay the costs and expenses of the State Bar of Arizona in the amount of \$ _____, within 30 days from the date of service of this Order.

IT IS FURTHER ORDERED that Respondent shall pay the costs and expenses incurred by the disciplinary clerk and/or Presiding Disciplinary Judge's Office in connection with these disciplinary proceedings in the amount of _____, within 30 days from the date of service of this Order.

DATED this _____ day of October, 2015.

William J. O'Neil, Presiding Disciplinary Judge

Original filed with the Disciplinary Clerk of
the Office of the Presiding Disciplinary Judge
of the Supreme Court of Arizona
this _____ day of October, 2015.

Copies of the foregoing mailed/mailed
this _____ day of October, 2015.

Karen Clark
Adams & Clark, PC
520 E. Portland Street
Phoenix, Arizona 85004-1843
Email: karen@adamsclark.com
Respondent's Counsel

Copy of the foregoing emailed/hand-delivered
this _____ day of October, 2015, to:

Craig D. Henley
Senior Bar Counsel
Meredith Vivona
Conflicts Bar Counsel
State Bar of Arizona
4201 N. 24th Street, Suite 100
Phoenix, Arizona 85016-6266
Email: LRO@staff.azbar.org

Copy of the foregoing hand-delivered
this _____ day of October, 2015 to:

Lawyer Regulation Records Manager
State Bar of Arizona
4201 N 24th Street, Suite 100
Phoenix, Arizona 85016-6266

by: _____