

FILED

JUN - 7 2004

DISCIPLINARY COMMISSION OF THE
SUPREME COURT OF ARIZONA

BY *[Signature]*

**BEFORE THE DISCIPLINARY COMMISSION
OF THE SUPREME COURT OF ARIZONA**

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IN THE MATTER OF A MEMBER)
OF THE STATE BAR OF ARIZONA,)
)
RAY HAYES,)
Bar No. 016943)
)
)
RESPONDENT.)
_____)

No. 02-1732

**DISCIPLINARY COMMISSION
REPORT**

This matter came before the Disciplinary Commission of the Supreme Court of Arizona on May 8, 2004, pursuant to Rule 58(e), Ariz. R. S. Ct., for consideration of the Hearing Officer's Report, filed March 3, 2004, recommending acceptance of the Tender of Admissions and Agreement for Discipline by Consent (Agreement) and Joint Memorandum in Support of Agreement for Discipline by Consent (Joint Memorandum) providing for censure and costs of these proceedings, pursuant to Rule 56, Ariz. R. S. Ct..

Decision

The Commission's standard of review is set forth in Rule 58(b), which states that the Commission reviews questions of law *de novo*. In reviewing findings of fact made by a hearing officer, the Commission applies a clearly erroneous standard.

Therefore, having found no findings of fact clearly erroneous, the eight¹ members of the Commission recommend adopting and incorporating by reference the Hearing Officer's

¹ Commissioner Gutierrez did not participate in these proceedings.

findings of fact, conclusions of law, and recommendation for censure.

1 RESPECTFULLY SUBMITTED this 7th day of June 2004.

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5 Craig B. Mehrens, Chair
6 Disciplinary Commission

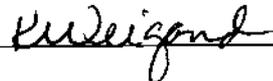
7 Original filed with the Disciplinary Clerk
8 this 7th day of June 2004.

9 Copy of the foregoing mailed
10 this 7th day of June 2004, to:

11 Fredrick K. Steiner, Jr.
12 Hearing Officer 8T
13 2915 E. Sherran Lane
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24 by: 

25 /mps
26