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<b>State Bar Court of California</b> <b>Hearing Department</b> <b>Los Angeles</b> <b>ACTUAL SUSPENSION</b>		
<p>Counsel For The State Bar</p> <p>BRANDON K. TADY DEPUTY TRIAL COUNSEL STATE BAR OF CALIFORNIA 1149 SOUTH HILL STREET LOS ANGELES, CALIFORNIA 90015</p> <p>Bar # 83045</p>	<p>Case Number(s): 07-O-13641</p>	<p>For Court use only</p> <p style="text-align: center; font-size: 2em; font-weight: bold;">FILED</p> <p style="text-align: center; font-weight: bold;">MAR 21 2011</p> <p style="text-align: center;">STATE BAR COURT CLERK'S OFFICE LOS ANGELES</p>
<p>In Pro Per Respondent</p> <p>GLENN W. CHAROS 220 WEST GRAND AVENUE ESCONDIDO, CALIFORNIA 92025</p> <p>Bar # 115506</p>	<p>Submitted to: <b>Settlement Judge</b></p> <p>STIPULATION RE FACTS, CONCLUSIONS OF LAW AND DISPOSITION AND ORDER APPROVING</p> <p><b>ACTUAL SUSPENSION</b></p> <p><input type="checkbox"/> PREVIOUS STIPULATION REJECTED</p>	
<p>In the Matter of: GLENN W. CHAROS</p> <p>Bar # 115506</p> <p>A Member of the State Bar of California (Respondent)</p>		

**Note: All information required by this form and any additional information which cannot be provided in the space provided, must be set forth in an attachment to this stipulation under specific headings, e.g., "Facts," "Dismissals," "Conclusions of Law," "Supporting Authority," etc.**

**A. Parties' Acknowledgments:**

- (1) Respondent is a member of the State Bar of California, admitted December 3, 1984.
- (2) The parties agree to be bound by the factual stipulations contained herein even if conclusions of law or disposition are rejected or changed by the Supreme Court.
- (3) All investigations or proceedings listed by case number in the caption of this stipulation are entirely resolved by this stipulation and are deemed consolidated. Dismissed charge(s)/count(s) are listed under "Dismissals." The stipulation consists of 14 pages, not including the order.
- (4) A statement of acts or omissions acknowledged by Respondent as cause or causes for discipline is included under "Facts."



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- (5) Conclusions of law, drawn from and specifically referring to the facts are also included under "Conclusions of Law".
- (6) The parties must include supporting authority for the recommended level of discipline under the heading "Supporting Authority."
- (7) No more than 30 days prior to the filing of this stipulation, Respondent has been advised in writing of any pending investigation/proceeding not resolved by this stipulation, except for criminal investigations.
- (8) Payment of Disciplinary Costs—Respondent acknowledges the provisions of Bus. & Prof. Code §§6086.10 & 6140.7. (Check one option only):
- Until costs are paid in full, Respondent will remain actually suspended from the practice of law unless relief is obtained per rule 5.130, Rules of Procedure.
  - Costs are to be paid in equal amounts prior to February 1 for the following membership years: three (3) billing cycles following the effective date of the Supreme Court Order on this matter. (Hardship, special circumstances or other good cause per rule 5.132, Rules of Procedure.) If Respondent fails to pay any installment as described above, or as may be modified by the State Bar Court, the remaining balance is due and payable immediately.
  - Costs are waived in part as set forth in a separate attachment entitled "Partial Waiver of Costs".
  - Costs are entirely waived.

**B. Aggravating Circumstances [for definition, see Standards for Attorney Sanctions for Professional Misconduct, standard 1.2(b)]. Facts supporting aggravating circumstances are required.**

- (1)  **Prior record of discipline** [see standard 1.2(f)]
- (a)  State Bar Court case # of prior case 00-O-12620, et. al.
  - (b)  Date prior discipline effective May 23, 2003
  - (c)  Rules of Professional Conduct/ State Bar Act violations: B&P Code, section 6068 (m), RPC, rule 3-110 (a).
  - (d)  Degree of prior discipline 15 months stayed suspension, three (3) years probation with conditions.
  - (e)  If Respondent has two or more incidents of prior discipline, use space provided below.

State Bar Court case number 08-O-11075-RAH. Dates of misconduct: November, 2003, January 15, 2004-October, 22, 2006. Date prior discipline became effective: July 25, 2010. Rules of Professional Conduct/State Bar Act violations: B&P Code, section 6068 (k). Degree of prior discipline: 90 days actual suspension, two (2) years stayed suspension, two (2) years probation with conditions. The present misconduct occurred during the same time period as the misconduct in State bar Court case number 08-O-11705-RAH.

State Bar Court case numbers 05-C-01366 and 05-C-02589 (consolidated). Date of misconduct in case number 05-C-02589: February 4, 1999. Date of misconduct in case number 05-C-01366: January 21, 2005. Date discipline was effective: August 22, 2010. Rules of Professional Conduct/State Bar Act violations: B&P Code, sections 6101 and 6102. Degree of discipline: 90 days actual suspension, two (2) years stayed suspension, three (3) years

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probation with conditions to run concurrently with the discipline ordered in State Bar Court case number 08-O-11075-RAH.

- (2)  **Dishonesty:** Respondent's misconduct was surrounded by or followed by bad faith, dishonesty, concealment, overreaching or other violations of the State Bar Act or Rules of Professional Conduct.
- (3)  **Trust Violation:** Trust funds or property were involved and Respondent refused or was unable to account to the client or person who was the object of the misconduct for improper conduct toward said funds or property.
- (4)  **Harm:** Respondent's misconduct harmed significantly a client, the public or the administration of justice. Respondent's inadvertent failure to timely pay the medical bill from Temecula Valley Emergency ("Temecula Valley")/California Recovery Bureau ("CRB") caused Christopher Smith ("Smith") to pay interest and penalties in the amount of \$226.91.
- (5)  **Indifference:** Respondent demonstrated indifference toward rectification of or atonement for the consequences of his or her misconduct.
- (6)  **Lack of Cooperation:** Respondent displayed a lack of candor and cooperation to victims of his/her misconduct or to the State Bar during disciplinary investigation or proceedings.
- (7)  **Multiple/Pattern of Misconduct:** Respondent's current misconduct evidences multiple acts of wrongdoing or demonstrates a pattern of misconduct. Respondent held himself out as entitled to practice law and practiced law when he was actually suspended and not entitled to practice. Respondent also failed to provide Smith with an accounting of the monies for the settlement of Smith's bodily injury claim.
- (8)  **No aggravating circumstances** are involved.

**Additional aggravating circumstances:**

**C. Mitigating Circumstances [see standard 1.2(e)]. Facts supporting mitigating circumstances are required.**

- (1)  **No Prior Discipline:** Respondent has no prior record of discipline over many years of practice coupled with present misconduct which is not deemed serious.
- (2)  **No Harm:** Respondent did not harm the client or person who was the object of the misconduct.
- (3)  **Candor/Cooperation:** Respondent displayed spontaneous candor and cooperation with the victims of his/her misconduct and to the State Bar during disciplinary investigation and proceedings. Respondent cooperated with the State Bar in this proceeding by offering to stipulate to facts and to the admissibility of documents at trial.
- (4)  **Remorse:** Respondent promptly took objective steps spontaneously demonstrating remorse and recognition of the wrongdoing, which steps were designed to timely atone for any consequences of his/her misconduct. Smith received treatment for his injuries from Temecula Valley. In 2004, Respondent attempted to pay Temecula Valley's/CRB's bill for Mr. Smith by sending a check for less than the full amount of the principal bill. In 2007, when Respondent was notified by Temecula Valley/CRB

(Effective January 1, 2011)

Actual Suspension

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that its bill had not been paid, Respondent attempted to pay the bill by sending a check for the full principal amount using his own funds. Respondent sent this check to Temecula Valley/CRB before he was notified of these disciplinary proceedings.

- (5)  **Restitution:** Respondent paid \$ \_\_\_\_\_ on \_\_\_\_\_ in restitution to \_\_\_\_\_ without the threat or force of disciplinary, civil or criminal proceedings.
- (6)  **Delay:** These disciplinary proceedings were excessively delayed. The delay is not attributable to Respondent and the delay prejudiced him/her.
- (7)  **Good Faith:** Respondent acted in good faith.
- (8)  **Emotional/Physical Difficulties:** At the time of the stipulated act or acts of professional misconduct Respondent suffered extreme emotional difficulties or physical disabilities which expert testimony would establish was directly responsible for the misconduct. The difficulties or disabilities were not the product of any illegal conduct by the member, such as illegal drug or substance abuse, and Respondent no longer suffers from such difficulties or disabilities.
- (9)  **Severe Financial Stress:** At the time of the misconduct, Respondent suffered from severe financial stress which resulted from circumstances not reasonably foreseeable or which were beyond his/her control and which were directly responsible for the misconduct.
- (10)  **Family Problems:** At the time of the misconduct, Respondent suffered extreme difficulties in his/her personal life which were other than emotional or physical in nature.
- (11)  **Good Character:** Respondent's good character is attested to by a wide range of references in the legal and general communities who are aware of the full extent of his/her misconduct. In this proceeding, Respondent identified and was prepared to call good character witnesses who had previously testified on his behalf in State Bar Court case number 08-O-11075.
- (12)  **Rehabilitation:** Considerable time has passed since the acts of professional misconduct occurred followed by convincing proof of subsequent rehabilitation.
- (13)  **No mitigating circumstances** are involved.

**Additional mitigating circumstances:**

#### **D. Discipline:**

- (1)  **Stayed Suspension:**
- (a)  Respondent must be suspended from the practice of law for a period of two (2) years.
- i.  and until Respondent shows proof satisfactory to the State Bar Court of rehabilitation and present fitness to practice and present learning and ability in the law pursuant to standard 1.4(c)(ii) Standards for Attorney Sanctions for Professional Misconduct.
- ii.  and until Respondent pays restitution as set forth in the Financial Conditions form attached to this stipulation.
- iii.  and until Respondent does the following:
- (b)  The above-referenced suspension is stayed.

(Effective January 1, 2011)

Actual Suspension

(2)  **Probation:**

Respondent must be placed on probation for a period of two (2) years, which will commence upon the effective date of the Supreme Court order in this matter. (See rule 9.18, California Rules of Court)

(3)  **Actual Suspension:**

(a)  Respondent must be actually suspended from the practice of law in the State of California for a period of Six (6) months.

i.  and until Respondent shows proof satisfactory to the State Bar Court of rehabilitation and present fitness to practice and present learning and ability in the law pursuant to standard 1.4(c)(ii), Standards for Attorney Sanctions for Professional Misconduct

ii.  and until Respondent pays restitution as set forth in the Financial Conditions form attached to this stipulation.

iii.  and until Respondent does the following:

**E. Additional Conditions of Probation:**

(1)  If Respondent is actually suspended for two years or more, he/she must remain actually suspended until he/she proves to the State Bar Court his/her rehabilitation, fitness to practice, and learning and ability in the general law, pursuant to standard 1.4(c)(ii), Standards for Attorney Sanctions for Professional Misconduct.

(2)  During the probation period, Respondent must comply with the provisions of the State Bar Act and Rules of Professional Conduct.

(3)  Within ten (10) days of any change, Respondent must report to the Membership Records Office of the State Bar and to the Office of Probation of the State Bar of California ("Office of Probation"), all changes of information, including current office address and telephone number, or other address for State Bar purposes, as prescribed by section 6002.1 of the Business and Professions Code.

(4)  Within thirty (30) days from the effective date of discipline, Respondent must contact the Office of Probation and schedule a meeting with Respondent's assigned probation deputy to discuss these terms and conditions of probation. Upon the direction of the Office of Probation, Respondent must meet with the probation deputy either in-person or by telephone. During the period of probation, Respondent must promptly meet with the probation deputy as directed and upon request.

(5)  Respondent must submit written quarterly reports to the Office of Probation on each January 10, April 10, July 10, and October 10 of the period of probation. Under penalty of perjury, Respondent must state whether Respondent has complied with the State Bar Act, the Rules of Professional Conduct, and all conditions of probation during the preceding calendar quarter. Respondent must also state whether there are any proceedings pending against him or her in the State Bar Court and if so, the case number and current status of that proceeding. If the first report would cover less than 30 days, that report must be submitted on the next quarter date, and cover the extended period.

In addition to all quarterly reports, a final report, containing the same information, is due no earlier than twenty (20) days before the last day of the period of probation and no later than the last day of probation.

(6)  Respondent must be assigned a probation monitor. Respondent must promptly review the terms and conditions of probation with the probation monitor to establish a manner and schedule of compliance. During the period of probation, Respondent must furnish to the monitor such reports as may be requested, in addition to the quarterly reports required to be submitted to the Office of Probation. Respondent must cooperate fully with the probation monitor.

- (7)  Subject to assertion of applicable privileges, Respondent must answer fully, promptly and truthfully any inquiries of the Office of Probation and any probation monitor assigned under these conditions which are directed to Respondent personally or in writing relating to whether Respondent is complying or has complied with the probation conditions.
- (8)  Within one (1) year of the effective date of the discipline herein, Respondent must provide to the Office of Probation satisfactory proof of attendance at a session of the Ethics School, and passage of the test given at the end of that session.
- No Ethics School recommended. Reason: .
- (9)  Respondent must comply with all conditions of probation imposed in the underlying criminal matter and must so declare under penalty of perjury in conjunction with any quarterly report to be filed with the Office of Probation.
- (10)  The following conditions are attached hereto and incorporated:
- |   |   |
|---|---|
| <input type="checkbox"/> Substance Abuse Conditions | <input type="checkbox"/> Law Office Management Conditions |
| <input type="checkbox"/> Medical Conditions         | <input checked="" type="checkbox"/> Financial Conditions  |

**F. Other Conditions Negotiated by the Parties:**

- (1)  **Multistate Professional Responsibility Examination:** Respondent must provide proof of passage of the Multistate Professional Responsibility Examination ("MPRE"), administered by the National Conference of Bar Examiners, to the Office of Probation during the period of actual suspension or within one year, whichever period is longer. **Failure to pass the MPRE results in actual suspension without further hearing until passage. But see rule 9.10(b), California Rules of Court, and rule 5.162(A) & (E), Rules of Procedure.**
- No MPRE recommended. Reason:
- (2)  **Rule 9.20, California Rules of Court:** Respondent must comply with the requirements of rule 9.20, California Rules of Court, and perform the acts specified in subdivisions (a) and (c) of that rule within 30 and 40 calendar days, respectively, after the effective date of the Supreme Court's Order in this matter.
- (3)  **Conditional Rule 9.20, California Rules of Court:** If Respondent remains actually suspended for 90 days or more, he/she must comply with the requirements of rule 9.20, California Rules of Court, and perform the acts specified in subdivisions (a) and (c) of that rule within 120 and 130 calendar days, respectively, after the effective date of the Supreme Court's Order in this matter.
- (4)  **Credit for Interim Suspension [conviction referral cases only]:** Respondent will be credited for the period of his/her interim suspension toward the stipulated period of actual suspension. Date of commencement of interim suspension:
- (5)  **Other Conditions:** See attached Financial Condition for the requirement that Respondent must attend the State Bar's Client Trust Account School ("CTA School").

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In the Matter of: Glenn W. Charos	Case Number(s): 07-O-13541
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### Financial Conditions

#### a. Restitution

- Respondent must pay restitution (including the principal amount, plus interest of 10% per annum) to the payee(s) listed below. If the Client Security Fund ("CSF") has reimbursed one or more of the payee(s) for all or any portion of the principal amount(s) listed below, Respondent must also pay restitution to CSF in the amount(s) paid, plus applicable interest and costs.

Payee	Principal Amount	Interest Accrues From
Christopher Smith	\$226.91	n/a (no interest shall accrue on the \$226.91)

- Respondent must pay above-referenced restitution and provide satisfactory proof of payment to the Office of Probation not later than six (6) months after the effective date of the State Bar discipline in this matter. Respondent may, but is not required to, pay the \$226.91 to Mr. Smith prior to the effective date of the State Bar discipline in this matter. If Respondent pays the \$226.91 before the effective date of the discipline in this matter, then he will receive credit for complying with this financial condition.

#### b. Installment Restitution Payments

- Respondent must pay the above-referenced restitution on the payment schedule set forth below. Respondent must provide satisfactory proof of payment to the Office of Probation with each quarterly probation report, or as otherwise directed by the Office of Probation. No later than 30 days prior to the expiration of the period of probation (or period of reprobation), Respondent must make any necessary final payment(s) in order to complete the payment of restitution, including interest, in full.

Payee/CSF (as applicable)	Minimum Payment Amount	Payment Frequency

- If Respondent fails to pay any installment as described above, or as may be modified by the State Bar Court, the remaining balance is due and payable immediately.

#### c. Client Funds Certificate

1. If Respondent possesses client funds at any time during the period covered by a required quarterly report, Respondent must file with each required report a certificate from Respondent and/or a certified public accountant or other financial professional approved by the Office of Probation, certifying that:
- Respondent has maintained a bank account in a bank authorized to do business in the State of California, at a branch located within the State of California, and that such account is designated as a "Trust Account" or "Clients' Funds Account";

b. Respondent has kept and maintained the following:

- i. A written ledger for each client on whose behalf funds are held that sets forth:
  1. the name of such client;
  2. the date, amount and source of all funds received on behalf of such client;
  3. the date, amount, payee and purpose of each disbursement made on behalf of such client; and,
  4. the current balance for such client.
- ii. a written journal for each client trust fund account that sets forth:
  1. the name of such account;
  2. the date, amount and client affected by each debit and credit; and,
  3. the current balance in such account.
- iii. all bank statements and cancelled checks for each client trust account; and,
- iv. each monthly reconciliation (balancing) of (i), (ii), and (iii), above, and if there are any differences between the monthly total balances reflected in (i), (ii), and (iii), above, the reasons for the differences.

c. Respondent has maintained a written journal of securities or other properties held for clients that specifies:

- i. each item of security and property held;
- ii. the person on whose behalf the security or property is held;
- iii. the date of receipt of the security or property;
- iv. the date of distribution of the security or property; and,
- v. the person to whom the security or property was distributed.

2. If Respondent does not possess any client funds, property or securities during the entire period covered by a report, Respondent must so state under penalty of perjury in the report filed with the Office of Probation for that reporting period. In this circumstance, Respondent need not file the accountant's certificate described above.
3. The requirements of this condition are in addition to those set forth in rule 4-100, Rules of Professional Conduct.

**d. Client Trust Accounting School**

- Within one (1) year of the effective date of the discipline herein, Respondent must supply to the Office of Probation satisfactory proof of attendance at a session of the Ethics School Client Trust Accounting School, within the same period of time, and passage of the test given at the end of that session.



5. On September 15, 2004, during the time that he was a suspended, Respondent sent a letter on his law office letterhead to Allstate offering to accept \$18,500 to settle Smith's claim. Respondent wrote that he represented Smith as Smith's attorney. In his letter dated September 15, 2004, Respondent held himself out as being entitled to practice law when he was, in fact, a suspended and not entitled to practice.

6. Respondent also stated in his letter dated September 15, 2004 that he had sent Allstate a letter dated September 7, 2004 on behalf of Smith seeking to settle Smith's claim and he had received a response from Allstate with its counter offer in the amount of \$17,652. In his letter dated September 7, 2010, Respondent held himself out as being entitled to practice law when he was, in fact, suspended and not entitled to practice.

7. On or about September 21, 2004, Respondent settled Smith's case and thereafter received a settlement check from Allstate payable to Smith and Respondent in the amount of \$17,752. On October 29, 2004, Respondent deposited the settlement funds received on behalf of Smith in the sum of \$17,752 in a client trust account with Bank of America, account no. \*\*\*\*.\*6577<sup>1</sup> ("Respondent's CTA").

8. After tendering payment to Smith's known medical providers, Respondent gave Smith a check for \$6600 as Smith's share of the settlement. Smith asked Respondent for an accounting as part of the settlement. Respondent did not provide Smith with an accounting of the balance of the \$17,752.

#### **CONCLUSIONS OF LAW:**

1. By holding himself out as counsel for Smith to Allstate and making a settlement offer on behalf of Smith as well as by holding himself out as counsel for Smith to the CRB when he was suspended from the practice of law, Respondent held himself out as entitled to practice law and practiced law in violation of Business and Professions Code ("B&P Code"), sections 6125, 6126, and 6068 (a) and thereby failed to comply with the laws of the State of California.

2. By not accounting to Smith how he intended to disburse and did, in fact, disburse Smith's settlement funds from Respondent's CTA, Respondent failed to render appropriate accounts to a client regarding all funds coming into Respondent's possession in violation of California Rules of Professional Conduct ("RPC"), rule 4-100 (B) (3).

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<sup>1</sup> The complete account number has been omitted due to privacy concerns.

**DISMISSALS.**

The parties respectfully request the Court to dismiss the following alleged violations in the interest of justice:

<u>Case No.</u>	<u>Count</u>	<u>Alleged Violation</u>
07-O-13641	Two	RPC, rule 4-100 (B) (4) Failure to Pay Client Funds Promptly
07-O-13641	Four	RPC, rule 4-100 (A) Failure To Maintain Client Funds In Trust Account
07-O-13641	Five	B&P Code, section 6106 Misappropriation

**WAIVER OF VARIANCE BETWEEN NOTICE OF DISCIPLINARY CHARGES AND STIPULATED FACTS AND CULPABILITY**

The parties waive any variance between the Notice of Disciplinary Charges filed on May 11, 2010 and the facts contained in this Stipulation. Additionally, the parties waive the issuance of an amended Notice of Disciplinary Charges. The parties further waive the right to a formal hearing on any charge not included in the Notice of Disciplinary Charges.

**PENDING PROCEEDINGS.**

The disclosure date referred to, on page 2, paragraph A (7), was March 1, 2011.

**COSTS OF DISCIPLINARY PROCEEDINGS.**

Respondent acknowledges that the Office of the Chief Trial Counsel has informed Respondent that as of February 16, 2011, the prosecution costs in this matter are \$5324.02. Respondent further acknowledges that should this stipulation be rejected or should relief from the stipulation be granted, the costs in this matter may increase due to the cost of further proceedings.

**AGGRAVATING CIRCUMSTANCES.**

See Section B of the attached Form Stipulation.

**MITIGATING CIRCUMSTANCES.**

See Section B of the attached Form Stipulation.

**STATE BAR ETHICS SCHOOL.**

Respondent may, but is not required to, attend the State Bar Ethics School before the effective date of the State Bar discipline in this proceeding. If Respondent satisfactorily completes the State Bar Ethics School before the effective date of this State Bar discipline, then Respondent shall receive credit for complying with this condition of his discipline. Respondent also may receive Minimum Continuing Legal Education credit upon satisfactory completion of the State Bar's Ethics School.

**OTHER CONDITIONS NEGOTIATED BY THE PARTIES.**

See the Financial Conditions attached to this Stipulation.

**MULTISTATE PROFESSIONAL RESPONSIBILITY EXAMINATION.**

See Section F (1) of the Form Stipulation. Respondent may, but is not required to, take the MPRE before the effective date of this State Bar discipline. If Respondent takes and passes the MPRE before the effective date of this State Bar discipline, then Respondent shall receive credit for complying with this condition of his discipline.

**FINANCIAL CONDITIONS, RESTITUTION.**

See Financial Conditions attached to this Stipulation.

**AUTHORITIES SUPPORTING DISCIPLINE.**

Standard 1.3 provides that the purposes of the sanctions for attorney misconduct are protection of the public, the courts, and the legal profession, maintenance of high professional standards by attorneys, and preserving public confidence in the legal profession.

Standard 1.6 (a) provides that where two or more acts of professional misconduct are found or acknowledged in a single disciplinary proceeding, and different sanctions are prescribed by the Standards for said acts, then the sanction imposed shall be the more or most severe of the different applicable sanctions.

Standard 1.7 provides that if a member is found culpable of professional misconduct in any proceeding in which discipline may be imposed and the member has a record of one prior imposition of discipline as defined by Standard 1.2 (f), the degree of discipline imposed in the current proceeding shall be greater than that imposed in the prior proceeding, unless the prior discipline was so remote in time to the current proceeding and the offense for which it was imposed is so minimal in severity that imposing greater discipline in the current proceeding would be manifestly unjust.

Standard 2.6 provides that a violation of B&P Code, sections 6125, 6126 and 6068 (a) shall result in disbarment or suspension given the gravity of the offense or the harm, in any, to the victim, with due regard to the purposes of imposing discipline set forth in Standard 1.3.

Standard 2.10 provides that a violation of RPC, rule 4-100 (B) (3) shall result in reproof or suspension according to the gravity of the offense or the harm, if any, to the victim, with due regard to the purposes of imposing discipline set forth in Standard 1.3.

The present misconduct occurred within the same time period as Respondent's second State Bar discipline in State Bar Court case number 08-O-11705-RAH. That disciplinary proceeding arose out of Respondent's failure to comply with conditions of probation from November, 2003 through October, 2006. Respondent's failures to comply with the conditions of probation included failing to attend the State Bar's Ethics School and filing late Quarterly Reports. In the present proceeding, The parties applied the Review Department's reasoning *In the Matter of Sklar* (Review Dept. 1993) 2 Cal. State Bar Ct. Rptr. 602, 619) to analyze the appropriate level of discipline. Applying *In the Matter of Sklar*, the discipline that would have been appropriate if all of the charged misconduct occurring during the same time period had been considered together is nine (9) months actual suspension. Further, the reasoning *In the Matter of Sklar* supports the conclusion that Respondent's discipline in case number 08-O-11705-RAH has diminished aggravating force.



(Do not write above this line.)

In the Matter of: GLENN W. CHAROS	Case Number(s): 07-O-13641
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**ACTUAL SUSPENSION ORDER**

Finding the stipulation to be fair to the parties and that it adequately protects the public, IT IS ORDERED that the requested dismissal of counts/charges, if any, is GRANTED without prejudice, and:

- The stipulated facts and disposition are APPROVED and the DISCIPLINE RECOMMENDED to the Supreme Court.
- The stipulated facts and disposition are APPROVED AS MODIFIED as set forth below, and the DISCIPLINE IS RECOMMENDED to the Supreme Court.
- All Hearing dates are vacated.

The parties are bound by the stipulation as approved unless: 1) a motion to withdraw or modify the stipulation, filed within 15 days after service of this order, is granted; or 2) this court modifies or further modifies the approved stipulation. (See rule 5.58(E) & (F), Rules of Procedure.) **The effective date of this disposition is the effective date of the Supreme Court order herein, normally 30 days after file date. (See rule 9.18(a), California Rules of Court.)**

3/18/11  
Date

  
Judge of the State Bar Court

**DONALD F. MILES**

## CERTIFICATE OF SERVICE

[Rules Proc. of State Bar; Rule 5.27(B); Code Civ. Proc., § 1013a(4)]

I am a Case Administrator of the State Bar Court of California. I am over the age of eighteen and not a party to the within proceeding. Pursuant to standard court practice, in the City and County of Los Angeles, on March 21, 2011, I deposited a true copy of the following document(s):

STIPULATION RE FACTS, CONCLUSIONS OF LAW AND DISPOSITION AND ORDER APPROVING

in a sealed envelope for collection and mailing on that date as follows:

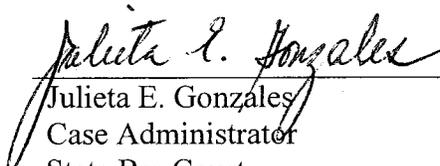
- by first-class mail, with postage thereon fully prepaid, through the United States Postal Service at Los Angeles, California, addressed as follows:

GLENN WILLIAM CHAROS ESQ  
LAW OFFICE OF GLENN W CHAROS  
220 W GRAND AVE  
ESCONDIDO, CA 92025

- by interoffice mail through a facility regularly maintained by the State Bar of California addressed as follows:

Brandon K. Tady, Enforcement, Los Angeles

I hereby certify that the foregoing is true and correct. Executed in Los Angeles, California, on March 21, 2011.

  
\_\_\_\_\_  
Julieta E. Gonzales  
Case Administrator  
State Bar Court