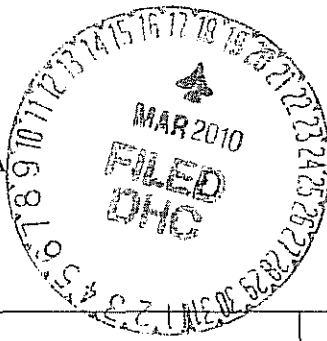


NORTH CAROLINA
WAKE COUNTY



BEFORE THE
DISCIPLINARY HEARING COMMISSION
OF THE
NORTH CAROLINA STATE BAR
09 DHC 11

THE NORTH CAROLINA STATE BAR,

Plaintiff

v.

KAREN ZAMAN, Attorney,

Defendant

CONSENT ORDER
TRANSFERRING
DEFENDANT TO DISABILITY
INACTIVE STATUS

This matter was considered by the hearing panel of the Disciplinary Hearing Commission previously appointed in this case, composed of Tommy W. Jarrett, Chair, and members J. Michael Booe and Michael J. Houser. Jennifer A. Porter represented Plaintiff, the North Carolina State Bar. Alan M. Schneider represented Defendant, Karen Zaman ("Zaman"). Both parties stipulate and agree to the findings of fact and conclusions of law recited in this consent order and to the transfer of Defendant to disability inactive status. Defendant freely and voluntarily waives any and all right to appeal the entry of this consent order transferring her to disability inactive status. Based upon the stipulations of fact and the consent of the parties, the hearing panel hereby finds by clear, cogent, and convincing evidence the following:

FINDINGS OF FACT

1. Plaintiff, the North Carolina State Bar, is a body duly organized under the laws of North Carolina and is the proper party to bring this proceeding under the authority granted it in Chapter 84 of the General Statutes of North Carolina, and the Rules and Regulations of the North Carolina State Bar promulgated thereunder.
2. Zaman was admitted to the North Carolina State Bar in 1979, and is, and was at all times referred to herein, an attorney at law licensed to practice in North Carolina, subject to the laws of the State of North Carolina, the Rules and Regulations of the North Carolina State Bar and the Rules of Professional Conduct.
3. A Consent Order of Discipline in the above captioned matter was filed May 29, 2009. Zaman was found to have violated the Rules of Professional Conduct in a personal injury matter and two medical malpractice matters, including by failing to attend discovery conference hearings in the two medical malpractice matters. Zaman's law license was suspended for two years. The suspension was stayed for three years as long as Zaman complied with the conditions stated in the Order.

4. One condition of the stay of Zaman's suspension was that she have an attorney serve as a law practice monitor, supervising client matters and ensuring Zaman meet deadlines, confer with clients, and attend court dates. Another condition was that Zaman receive treatment for post-traumatic stress disorder and/or any other mental health or behavioral condition that affects her ability to practice law, as diagnosed by a mental health professional.

5. Since the imposition of the stayed suspension and since working with the practice monitor required by the Order of Discipline, problems involving Zaman have continued to occur in court in the two medical malpractice cases identified in the Order of Discipline as well as in a third medical malpractice case.

6. Zaman has been treated at HRC Behavioral Health & Psychiatry, PA since about September 2008. In a letter dated January 15, 2010, Dr. John Nicholls stated his opinion that Zaman suffers from severe anxiety, that she remains symptomatic, and that her anxiety is poorly controlled. He recommended minimization of stressors, including work-related stress, and ongoing psychiatric care. Bohdan Hrynewych, the Licensed Clinical Social Worker at HRC Behavioral Health & Psychiatry PA who has been counseling Zaman, has also expressed opinions concerning Zaman's status. In his letter to the State Bar, Mr. Hrynewych states Zaman's post-traumatic stress disorder has waxed and waned over the period of his treatment of her but became unrelenting in December 2009 when she became solely responsible for three major litigation cases. He states her symptoms have escalated since that time and include extreme anxiety, panic, and hyperarousal ("fight or flight" response) which interfere with her ability to plan, think clearly, adapt, focus, and remember. Mr. Hrynewych states his opinion that Zaman has a mental condition which significantly impairs her professional judgment and performance in practicing law.

7. Zaman presently suffers from a mental disorder that significantly impairs her professional judgment, performance or competence as an attorney.

8. Zaman consents to being transferred to disability inactive status.

Based on the foregoing Findings of Fact, the hearing panel enters the following

CONCLUSIONS OF LAW

1. The Disciplinary Hearing Commission has retained jurisdiction of this matter as stated in the Order of Discipline and pursuant to 27 N.C. Admin. Code Chapter 1, Subchapter B, Section .0114(x).

2. All parties are properly before the Disciplinary Hearing Commission, and the Disciplinary Hearing Commission has jurisdiction over Zaman and the subject matter of this proceeding.

3. Zaman has voluntarily consented to being transferred to disability inactive status with the North Carolina State Bar.

4. Zaman is disabled within the meaning of 27 N.C. Admin. Code Chapter 1, Subchapter B, Section .0103(19), and Zaman should be transferred to disability inactive status pursuant to 27 N.C. Admin. Code Chapter 1, Subchapter B, Section .0118.

ORDER

1. Zaman is hereby transferred to disability inactive status.

2. Zaman shall refrain from practicing law in North Carolina until reinstated to active status pursuant to 27 N.C. Admin. Code Chapter 1, Subchapter B, Section .0125(c).

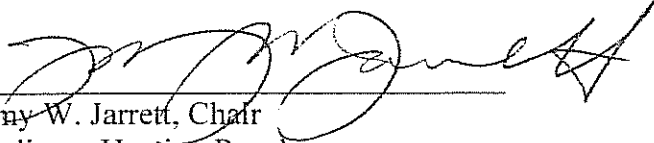
3. The term of the suspension, the term of the stay of the suspension, and the conditions of the stay of the suspension imposed by the Order of Discipline previously entered in this case are abated until such time as Zaman is reinstated to active status. The term of the suspension, the term of the stay of the suspension, and the conditions of the stay will resume upon her reinstatement.

4. Initiation of any proceedings concerning and action upon Zaman's conduct occurring since the filing of the Order of Discipline in this matter are hereby abated and will resume upon her reinstatement.

5. The North Carolina State Bar, pursuant to Rule .0118(f), may continue to investigate allegations of misconduct against Zaman, including the taking of whatever depositions it deems necessary to preserve evidence. No further orders from the Disciplinary Hearing Commission shall be necessary to take such depositions.

6. Zaman is taxed with the costs of this action.

Signed by the Chair with the consent of the other hearing panel members, this 18th day of March, 2010.

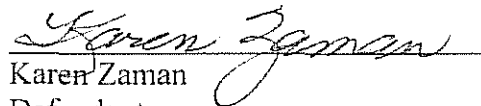

Tommy W. Jarrett, Chair
Disciplinary Hearing Panel

CONSENTED TO BY:
(signatures on next page)

Consent Order Transferring Defendant to Disability Inactive Status in the case of
The North Carolina State Bar v. Karen Zaman
09 DHC 11

CONSENTED TO BY:

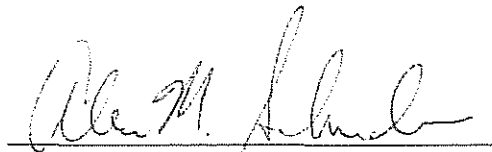
Each of the undersigned hereby acknowledges receipt, review, and consent to the above
referenced three page order:



Karen Zaman
Defendant

3/17/10


Date



Alan M. Schneider
Counsel for Defendant

3/17/10

Date



Jennifer A. Porter
Deputy Counsel
Counsel for Plaintiff

3-17-10

Date