

STATE OF NORTH CAROLINA  
COUNTY OF WAKE

8150  
BEFORE THE  
GRIEVANCE COMMITTEE  
OF THE  
NORTH CAROLINA STATE BAR  
94G1351 (II)

IN THE MATTER OF

CONRAD A. AIRALL  
ATTORNEY AT LAW

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REPRIMAND

On July 20, 1995, the Grievance Committee of the North Carolina State Bar met and considered the grievance filed against you by Joyce K. Davis-Wrenn.

Pursuant to 27 N.C. Admin. Code Chapter 1, Subchapter B, Rule .0113(a) of the Rules and Regulations of the North Carolina State Bar, the Grievance Committee conducted a preliminary hearing. After considering the information available to it, including your response to the letter of notice, the Grievance Committee found probable cause. Probable cause is defined in the rules as "reasonable cause to believe that a member of the North Carolina State Bar is guilty of misconduct justifying disciplinary action."

The rules provide that after a finding of probable cause, the Grievance Committee may determine that the filing of a complaint and a hearing before the Disciplinary Hearing Commission are not required and the Grievance Committee may issue various levels of discipline depending upon the misconduct, the actual or potential injury caused, and any aggravating or mitigating factors. The Grievance Committee may issue an admonition, reprimand, or censure to the respondent attorney.

A reprimand is a written form of discipline more serious than an admonition issued in cases in which an attorney has violated one or more provisions of the Rules of Professional Conduct and has caused harm or potential harm to a client, the administration of justice, the profession, or a member of the public, but the misconduct does not require a censure.

The Grievance Committee was of the opinion that a censure is not required in this case and issues this reprimand to you. As chairman of the Grievance Committee of the North Carolina State Bar, it is now my duty to issue this reprimand and I am certain that you will understand fully the spirit in which this duty is performed.

Ms. Joyce Kaye Davis-Wrenn hired you to represent her on our about May 19, 1993 concerning her dismissal as an employee from the U.S. Postal Service. On or about December 20, 1993, the Equal Employment Opportunity Commission (EEOC) notified you by certified mail that it had reached a decision adverse to Ms. Davis-Wrenn on her employment discrimination matter. You did not notify your client of this adverse decision until July, 1994. Ms. Davis-Wrenn's time to appeal the EEOC's adverse decision had

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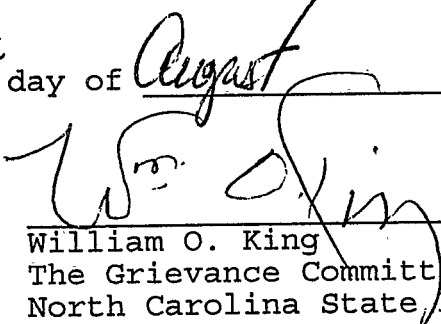
expired by the time she received notification of the decision. The EEOC has denied Ms. Davis-Wrenn's request for reconsideration.

Your failure to timely notify Ms. Davis-Wrenn of the EEOC's adverse decision resulted in prejudice to her because she was unable to appeal the decision.

You are hereby reprimanded by the North Carolina State Bar due to your professional misconduct. The Grievance Committee trusts that you will heed this reprimand, that it will be remembered by you, that it will be beneficial to you, and that you will never again allow yourself to depart from adherence to the high ethical standards of the legal profession.

In accordance with the policy adopted October 15, 1981 by the Council of the North Carolina State Bar regarding the taxing of the administrative and investigative costs to any attorney issued a reprimand by the Grievance Committee, the costs of this action in the amount of \$50.00 are hereby taxed to you.

Done and ordered, this 28<sup>th</sup> day of August, 1995.

  
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William O. King  
The Grievance Committee  
North Carolina State Bar

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