



Issue Date: 29 October 2008

OALJ CASE NO.: 2008-SOX-00037

In the Matter of:

J. EDWARD HAMMOND,
Complainant,

v.

**CITRIX SYSTEMS, INC. and
CITRIX ONLINE L.L.C.,**
Respondents.

**DECISION AND ORDER APPROVING SETTLEMENT AGREEMENT AND
DISMISSING COMPLAINT WITH PREJUDICE**

This case was assigned to me on April 22, 2008. It was filed under the Corporate and Criminal Fraud and Accountability Act, Title VIII of the Sarbanes-Oxley Act of 2002, 18 U.S.C. § 1514A, *et seq.* and the implementing regulations at 29 C.F.R. Part 1980 (SOX), by Complainant against Respondents.

On October 28, 2008, the parties filed a fully executed Settlement Agreement and Release (“Agreement”), including amended page 7 signed by all authorized parties, which fully resolves OALJ Case No. 2008-SOX-00037 and asks for dismissal of this case. The Agreement is fully executed in counterparts by all parties and their counsel effective on October 22, 2008.

I find that the Agreement is fair and reasonable on its face and to effectuate the purposes and policies of SOX. The parties are represented by counsel and have been advised concerning the Agreement by the same. I further find that Complainant is deemed to have waived any further proceedings before the U.S. Department of Labor regarding the matters which are the subject of the Agreement. Finally, I further find that this Order shall have the same force and effect as one made after a full hearing on the merits.

Accordingly, **IT IS HEREBY ORDERED** that the Settlement Agreement and Release is **APPROVED** and the SOX complaint which composes OALJ Case No. 2008-SOX-00037, be **DISMISSED** with prejudice with each party to bear its own costs, expenses, and attorney fees.

A

GERALD M. ETCHINGHAM
Administrative Law Judge

San Francisco, California