

**U.S. Department of Labor**

Office of Administrative Law Judges  
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**Issue Date: 03 October 2005**

**CASE NO. 2005-SOX-0108**

*In the Matter of:*

**ELIAS ANDREADAKIS,**  
*Complainant,*

**V.**

**MAXIM INTEGRATED PRODUCTS, INC., MAXIM-DALLAS SEMICONDUCTOR, INC., VIJAY ULLAL, and MADHURI ANDREWS,**  
*Respondents*

**ORDER APPROVING SETTLEMENT**

This is a proceeding under the provisions of Section 806 of the Corporate and Criminal Fraud Accountability Act of 2002, Title VIII of the Sarbanes-Oxley Act of 2002 ("Act"), 18 U.S.C. §1514A. The Complainant, Elias Andreadakis, filed a complaint of discrimination with the Department of Labor against respondents, Maxim Integrated Products, Inc., Maxim-Dallas Semiconductor, Inc., Vijay Ullal and Madhuri Andrews. On September 27, 2005, the Complainant submitted a Settlement and Release Agreement, which resolves all issues raised in the Complaint, for review and approval by the undersigned administrative law judge.

My review of the settlement agreement is limited to a determination of whether its terms are fair, adequate and reasonable. The settlement must adequately protect the whistleblower. Furthermore, the settlement must not be contrary to the public interest.

Initially, I note that the parties are represented by counsel. After careful consideration of the settlement agreement, I find that none of the terms or conditions are unacceptable. Moreover, I find the terms of the agreement to be fair and reasonable and adequately protect Mr. Andreadakis. Furthermore, I believe it is in the public interest to approve the agreement as a basis for administrative disposition of this case and I therefore approve the settlement agreement.

Accordingly, this case is **DISMISSED** with prejudice.

**A**

Russell D. Pulver  
Administrative Law Judge