



**Issue Date: 01 June 2011**

Case No.: 2011-SOX-00007

In the Matter of

**PAMELA HEATON**  
Complainant

v.

**HUMANA, INC.**  
Respondent

**FINAL ORDER APPROVING SETTLEMENT**

This proceeding arises from the appeal of the dismissal of a complaint filed by Pamela Heaton against Humana, Inc. alleging violation of § 806 of the Sarbanes-Oxley Act of 2002, 18 U.S.C. 1514A (“SOX”). The parties have submitted a *General Release of Claims and Settlement Agreement* (the “Agreement”) that became effective on May 27, 2011, and resolves the SOX action.

Having reviewed the parties’ Agreement with regard to the complaint and appeal under SOX, I make the following findings:

1. The Agreement appears to be fair and reasonable on its face and to effectuate the purposes and policies of SOX.
2. Although the parties’ settlement agreement contains provisions that relate to action by Complainant and Respondent under other statutes, I have no authority to approve such provisions and the instant order makes no determination regarding the propriety of these provisions.
3. The parties have waived any further proceedings before the U.S. Department of Labor regarding the matters which are the subject of their agreement.
4. The instant order shall have the same force and effect as one made after a hearing on the merits.

Based on the foregoing, and in accordance with the parties' Agreement, it is ORDERED that:

1. The Agreement is APPROVED.
2. The complaint and appeal in this matter are DISMISSED with prejudice.
4. The hearing scheduled for July 15, 2011 in Phoenix, Arizona is hereby CANCELLED.

SO ORDERED.

**A**

**THERESA C. TIMLIN**  
Administrative Law Judge

Cherry Hill, New Jersey