



SETTLEMENT AGREEMENT

This Settlement Agreement ("Agreement") is between the Oklahoma Ethics Commission ("Commission") and Heath Hayes ("Respondent"), both individually referred to as a "Party" and collectively the "Parties."

NOW, THEREFORE, the Parties agree as follows:

- 1) The Commission has jurisdiction over the Respondent and the subject matter of this agreement.
- 2) Respondent voluntarily enters into this agreement with the Commission and has sought independent legal counsel of his choice.
- 3) Respondent is a former State of Oklahoma employee and former Deputy Commissioner of the Department of Mental Health.
- 4) At its meeting on September 13, 2024, the Ethics Commission determined there was reasonable cause to believe that a violation of one or more provisions under the Conflicts of Interest - Ethics Rule 4 may have occurred and authorized an investigation in this matter.
- 5) After investigation, it was determined that Respondent had not violated the provisions of Ethics Rule 4, Conflict of Interest.
- 6) The parties acknowledge Ethics Rule 5, Lobbyist Registration and Reporting, apply to the issues reviewed by the Commission in this case.
- 7) This Agreement addresses all claims made by the Commission against Respondent in the Notice of Allegations, Case No. 2024-32, dated October 9, 2025, and any revisions and/or amendments to said Notice.
- 8) The parties agree that this Agreement shall not be taken or construed to be an admission of liability, or violation of Rule 6.13 by Respondent.
- 9) The Parties mutually desire to resolve and settle this matter. To settle the allegations set forth by the Commission in the notice(s) of allegations and related discussions regarding Case No. 2024-32 issued as of the date of this agreement, the Parties agree as follows:
 - a. Within thirty (30) days of the Commission's approval of this Agreement, Respondent shall
 - i. pay a total of Twenty-Five Hundred Dollars (\$2,500.00) as a civil penalty, by certified check to the State of Oklahoma general revenue fund for violating the Ethics Rule 5, Lobbyist Registration and Reporting; and
 - ii. Provide proof of said payment to the Commission.
- 10) This Agreement shall become effective on the date the Commission approves this Agreement at an official meeting and all Parties have executed this Agreement ("Effective Date").

11) This Agreement constitutes the entire agreement between the Parties. No other statement, promise or agreement, either written or oral, made by any Party or by agents of any Party, that is not contained within this written agreement, shall be enforceable.

12) Upon completion of the terms of this Agreement, Respondent in Ethics Commission Case No. 2024-32 will be fully and finally released from liability under the Ethics Rules for the matters identified in the Notice of Allegations and this Agreement.

13) This Agreement is limited to the facts of this case. This settlement agreement shall not have binding precedential effect for any other matter currently pending before any other law enforcement agency or that may come before the Commission at a future date.

FOR THE COMMISSION:

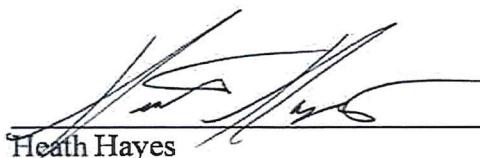


Lee Anne Bruce Boone, Executive Director

1-15-2026

Date

RESPONDENT:



Heath Hayes

1-13-26

Date

ATTORNEY FOR RESPONDENT:



Scott Adams, OBA No. 13003

1-13-26

Date