

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT (the "Agreement"), the terms of which are set forth in part II below, is made and entered into by and between Compunnel Software Group Inc., ("Respondent") and the United States Department of Justice, Civil Rights Division, Immigrant and Employee Rights Section ("IER") (together, "the parties").

I. BACKGROUND

WHEREAS, on April 27, 2023, IER accepted as complete a charge filed pursuant to 8 U.S.C. § 1324b(b)(1) by [REDACTED] ("Charging Party") against Respondent, DJ No. 197-48-789, alleging citizenship status discrimination in violation of the anti-discrimination provision of the Immigration and Nationality Act, 8 U.S.C. § 1324b (the "Act").

WHEREAS, on May 9, 2023, IER notified Respondent that it had initiated an investigation of the Charging Party's charge to determine whether Respondent engaged in a pattern or practice of recruiting or hiring discrimination based on citizenship in violation of the Act.

WHEREAS, IER determined that there is reasonable cause to believe that Respondent engaged in citizenship status discrimination in hiring and recruiting or referral for a fee, in violation of 8 U.S.C. § 1324b(a)(1)(B), when: (a) Respondent sent a recruiting email to the Charging Party, a U.S. citizen, indicating that it wanted "only" certain temporary employment-based visa holders for the advertised position, (b) Respondent refused to consider the Charging Party for the advertised position or any other position, and (c) at least ten other recruiters for Respondent indicated in more than 53 other job advertisements or postings, that certain employment positions for which Respondent was seeking applicants were restricted based on citizenship status, thereby excluding protected U.S. workers, including U.S. citizens, without legal justification.

WHEREAS, it is expressly understood and agreed that this Agreement is entered into and represents the compromise of disputed claims, and that the acceptance of this Agreement and settlement of the claims shall not be construed as an admission of liability on the part of Respondent. It is Respondent's position that it will continue to comply with all applicable U.S. government regulations, including but not limited to complying with 8 U.S.C. § 1324b.

WHEREAS, the parties wish to resolve the investigation without further delay or expense and hereby acknowledge that they are voluntarily entering into this Agreement.

NOW, THEREFORE, in consideration of the mutual promises contained below, and to fully and finally resolve the investigation as of the date of the latest signature below, the parties agree as follows:

II. TERMS OF SETTLEMENT

1. This Agreement becomes effective as of the date of the latest signature on the dually signed Agreement, which date is referenced herein as the "Effective Date." The "term of this Agreement" shall be two years following the Effective Date.
2. Respondent shall pay civil penalties to the United States Treasury in the total amount of \$255,420, in eight installments of \$31,927.50, and back pay to the Charging Party in the Amount of \$58,000.
3. Respondent shall provide IER with the name, title, email address, business address, and telephone number of the individual responsible for effectuating payment of the civil penalties described in paragraph 2 by no later than the Effective Date. Respondent shall pay the first installment of \$31,927.50 described in paragraph 2 via the FedWire electronic fund transfer system within 10 business days of receiving fund transfer instructions from IER. The subsequent seven payments of \$31,927.50 will be made by the same method on or before the following dates: July 1, 2026, October 1, 2026, January 1, 2027, April 1, 2027, July 1, 2027, October 1, 2027, and January 1, 2028. On the day of each payment, Respondent shall send confirmation via email to IER@usdoj.gov. The email confirming payment shall have Respondent's name and the investigation number, DJ # 197-48-789, in the subject line.
4. Respondent shall pay the Charging Party \$58,000 in lost wages and benefits, less any withholdings required by law. Respondent shall deduct any taxes and other required withholdings from the amount due to the Charging Party. Within 30 calendar days of the later of the Effective Date or the Respondent's receipt of a Form W-4 properly completed by the Charging Party, Respondent shall make the payment to the Charging Party by check. On the day of payment, Respondent shall confirm via email to IER@usdoj.gov that payment was made and attach an image of the check. The email confirming payment shall have Respondent's name and the investigation number, DJ No. 197-48-789, in the subject line.
5. Within 45 calendar days after remitting the Charging Party's W-2 form for calendar year 2026 to the Social Security Administration under IRS regulations, and pursuant to the provisions of IRS Publication 957, Respondent shall file a special report to the Social Security Administration allocating the payment made to the Charging Party in paragraph 4 to the appropriate periods in 2023. On the day Respondent submits the documentation, Respondent shall confirm via email to IER@usdoj.gov that such documentation was submitted and provide a copy of such documentation. The email confirmation shall have Respondent's name and the investigation number, DJ No. 197-48-789, in the subject line.
6. In accordance with 8 U.S.C. § 1324b(a)(1)(B), Respondent shall not discriminate against applicants or employees based on citizenship status absent a legal justification, including during the recruitment, referral, hiring, firing, and employment eligibility verification and reverification processes.

7. Respondent shall not intimidate, threaten, coerce, or retaliate against any person based on his or her participation in the investigation, or his or her exercise of any right or privilege secured by 8 U.S.C. § 1324b.
8. Respondent shall not disclose any information or documentation related to the IER Charge, or the investigation, to any employer or prospective employer of the Charging Party, or of any other job candidates.
9. Respondent, directly or through its agents, shall not discriminate on the basis of citizenship status in violation of 8 U.S.C. § 1324b, including by not incorporating or implementing unlawful discriminatory restrictions or preferences in its job postings, advertisements, recruitment activities, or consideration of applicants for referral or hiring.
10. Respondent shall post an English and Spanish version of the IER “If You Have The Right to Work” poster (the “IER Poster”), in color and measuring no smaller than 8.5” x 11”, an image of which is available at <https://www.justice.gov/crt/worker-information#poster>, in all places where notices to employees and job applicants are normally posted. Respondent shall also post an electronic image of the poster, in a readable or expandable size, using the link above, on any website, intranet landing page, or similar portal where applicants or newly hired employees complete steps in Respondent’s hiring and onboarding processes. Respondent has already complied with the IER Poster requirements described herein. The poster shall remain posted, physically and electronically, during the term of this Agreement. This provision does not affect or supersede other legal obligations Respondent may have to maintain such a posting beyond that period.
11. Respondent shall review Respondent’s existing employment policies, and revise such policies, or develop and propose new policies, to prohibit any activity relating to job advertisements, recruiting, referrals, and hiring that discriminates in violation of 8 U.S.C. § 1324b. Any such revised or new employment policies shall:
 - a. Prohibit unlawful discrimination on the basis of citizenship status or national origin in the recruiting, referral, hiring, and firing processes.
 - b. Include, as lawful and appropriate, citizenship status and national origin as prohibited bases of discrimination. Any similar Equal Employment Opportunity statements Respondent includes in printed or electronic materials available to the public or employees shall also include these prohibited bases of discrimination.
 - c. Refer applicants and employees who complain, formally or informally, of discrimination in the recruiting, referral, hiring, firing, or Form I-9 employment eligibility verification and reverification processes to IER by directing individuals to the IER Poster and IER’s worker hotline and website, and advise individuals of the right to file a charge of discrimination with IER.

- d. Prohibit any reprisal action against an employee for having opposed any employment practice made unlawful by 8 U.S.C. § 1324b, or for filing any charge, or otherwise participating in a lawful manner in any investigation, proceeding, or hearing under 8 U.S.C. § 1324b.

Respondent has already complied with IER's requirement to revise its employment policies to prohibit any activity that discriminates in violation of 8 U.S.C. § 1324b.

During the term of this Agreement, Respondent shall provide any other revisions to employment policies relating to nondiscrimination on the basis of citizenship, immigration status, or national origin to IER for review at least 30 days prior to the proposed effective date of such new or revised policies.

12. During the term of this Agreement, if any client or prospective client of Respondent expresses a preference for, or requests that Respondent impose, a citizenship status requirement that may exclude or discourage protected workers from employment opportunities, Respondent shall not impose such a requirement unless it obtains sufficient information from the client to demonstrate the requirement's legality under 8 U.S.C. § 1324b(a)(2)(C). Depending on the type of lawful restriction, to comply with this provision, Respondent must obtain written communication from the client that either: 1) cites the specific law, regulation, or executive order that mandates a citizenship or immigration status requirement, or 2) provides the name of the government agency with which the client has a contract, an identifying name or number for the contract, and a direct quote and page number from the government contract regarding the citizenship status requirement. Respondent shall review the information and confirm that the law, regulation, executive order, or government contract does contain the citizenship status requirement its client described. Respondent shall retain all proof throughout the term of the Agreement and shall provide it to IER on a quarterly basis.
13. Within 60 days of the Effective Date, Respondent shall ensure that each of its employees, agents, or contractors who plays any role in recruiting, referral, hiring, or employment eligibility verification processes, including those who assist or engage in drafting, reviewing, disseminating, or posting job advertisements, receives training to avoid the types of discrimination in hiring or recruiting or referral for a fee prohibited under 8 U.S.C. § 1324b.
 - (a) The training required under this paragraph shall consist of the following: (1) viewing IER's On-demand Employer Training video, which is publicly available at <https://www.justice.gov/crt/webinars>; (2) reviewing IER's Employer Fact Sheet titled "Information for Employers About Citizenship Status Discrimination," which is publicly available at <https://www.justice.gov/crt/media/961626/dl?inline>; and (3) reviewing all information presented on IER's webpage addressing "Best Practices for Recruiting and Hiring Workers," which is publicly available at <https://www.justice.gov/crt/best-practices-recruiting-and-hiring-workers>.

- (b) All employees will be paid their normal rate of pay, and the training will occur during their normally scheduled workdays and work hours. Respondent shall bear all of its costs associated with the training.
 - (c) Respondent shall compile attendance records listing the individuals who completed the training described in this paragraph, including their full name, job title, and the date(s) of the training, and shall send the records via email to Erik Lang within 10 days of each individual satisfying the requirements in this paragraph. The subject line of the email transmitting those attendance records shall include Respondent's name and the investigation number referenced above.
 - (d) During the term of this Agreement, any employees who are hired into the roles described above, or who assume the duties associated with these roles after the 60-day period referenced above, shall complete the training set forth in this paragraph within 10 days of starting in that capacity.
- 14. During the term of this Agreement, IER reserves the right to make such reasonable inquiries of Respondent as IER, in its discretion, believes necessary or appropriate to assess Respondent's compliance with this Agreement, including but not limited to requiring written reports from Respondent concerning its compliance.
- 15. Nothing in this Agreement limits IER's right to inspect Respondent's Forms I-9 within three business days pursuant to 8 C.F.R. § 274a.2(b)(2)ii.
- 16. If IER has reason to believe that Respondent is in violation of any provision of this Agreement, IER may, in its sole discretion, notify Respondent of the purported violation rather than initiate a new investigation or seek to judicially enforce the Agreement. If IER has exercised its discretion to notify Respondent of the purported violation, Respondent shall have 30 days from the date IER notifies it of the purported violation to cure the violation to IER's satisfaction.
- 17. This Agreement does not affect the right of any individual to file a charge under 8 U.S.C. § 1324b alleging an unfair immigration-related employment practice against Respondent, IER's authority to investigate such charge or file a complaint on behalf of any such individual, or IER's authority to conduct an independent investigation of Respondent's employment practices occurring after the Effective Date or outside of the scope of the investigation.
- 18. This Agreement resolves any and all differences between the parties relating to the IER investigation, DJ No. 197-48-789, through the Effective Date. Accordingly, IER shall not seek from Respondent any other civil penalty or payments for or related to the alleged violations of section 1234b(a)(1)(B) or any other allegations encompassed by this IER investigation through the Effective Date.

III. ADDITIONAL TERMS

19. This Agreement is governed by the laws of the United States. This Agreement shall be deemed to have been drafted by both parties and shall not be construed against any one party in the event of a subsequent dispute concerning the terms of the Agreement. The parties agree that the paragraphs set forth in Part II of this Agreement (entitled "Terms of Settlement") are material terms (without prejudice to any party maintaining that other terms of the settlement are also material terms).
20. The parties agree that, as of the Effective Date, litigation concerning the violations of 8 U.S.C. § 1324b that IER has reasonable cause to believe Respondent committed is not reasonably foreseeable. To the extent that any party previously implemented a litigation hold to preserve documents, electronically stored information, or things related to this matter, the party is no longer required to maintain such a litigation hold. Nothing in this paragraph relieves either party of any other obligations imposed by this Agreement.
21. The United States District Court for the District of New Jersey shall be the preferred venue for enforcement of any claims over which that court has subject matter jurisdiction. Otherwise, a party must bring any claim or counterclaim to enforce the agreement in a court of competent jurisdiction. This provision does not constitute a waiver of sovereign immunity or any other defense the United States might have against a claim for enforcement or counterclaims asserted against it.
22. Should any provision of this Agreement be declared or determined by any court to be illegal or invalid, the validity of the remaining parts, terms, or provisions of this Agreement shall not be affected, and the provision at issue shall be deemed not to be a part of this Agreement. The parties agree that they will not, individually or in combination with another, seek to have any court declare or determine that any provision of this Agreement is invalid.
23. The parties agree to bear their own costs, attorneys' fees, and other expenses incurred in relation to IER's investigation.
24. This Agreement sets forth the entire agreement between the parties and fully supersedes any and all prior agreements or understandings between the parties pertaining to the subject matter herein.

25. This Agreement may be executed in multiple counterparts, each of which together shall be considered an original but all of which shall constitute one agreement. The parties agree to be bound by electronically transmitted signatures.

Compunnel Software Group Inc.

By:


Rakesh Shah
President

Dated: 3/27/2026

Immigrant and Employee Rights Section

By:


Varda Hussain
Acting Deputy Special Counsel

Dated: 04/06/2026

Jennifer Slagle Peck
Acting Special Litigation Counsel

Erik Lang
Orly May
Trial Attorneys