Summary of Instacart Settlement Agreement

Summary of the settlement agreement between the U.S. Department of Justice's Civil Rights Division, the U.S. Equal Employment Opportunity Commission, and Maplebear, Inc. d/b/a Instacart to resolve allegations of citizenship status and national origin discrimination during permanent labor certification (PERM) recruitment:

- **$4,000,000 Settlement Fund:** Instacart will establish a settlement fund, totaling $4,000,000, to compensate applicants to PERM positions, as well as deterred applicants affected by the discriminatory practices, from December 2023 to February 2026.
- **Settlement Fund Process:** Instacart will obtain a claims administrator to ensure that eligible claimants are contacted and have an opportunity to receive compensation.
- **$1,000,000 in Civil Penalties:** Instacart will pay $1,000,000 in civil penalties to the United States.
- **Change PERM Process:** Instacart will change its PERM process by posting PERM positions on its public website and allow U.S. workers to submit electronic applications, so they have a fair opportunity to apply.
- **Revise PERM Policies:** Instacart will revise its PERM-related policies to ensure compliance with anti-discrimination protections.
- **Train Personnel:** Instacart will train its personnel annually on compliance with the citizenship status and national origin discrimination provisions of the Immigration and Nationality Act and Title VII of the Civil Rights Act of 1964.
- **Monitoring Measures:** Instacart will appoint a monitor to oversee its PERM program and will provide reports on its compliance with the settlement agreement.