

LINDSEY O. GRAHAM, SOUTH CAROLINA
JOHN CORNYN, TEXAS
MICHAEL S. LEE, UTAH
TED CRUZ, TEXAS
JOSH HAWLEY, MISSOURI
THOM TILLIS, NORTH CAROLINA
JOHN KENNEDY, LOUISIANA
MARSHA BLACKBURN, TENNESSEE
ERIC SCHMITT, MISSOURI
KATIE BOYD BRITT, ALABAMA
ASHLEY MOODY, FLORIDA

RICHARD J. DURBIN, ILLINOIS
SHELDON WHITEHOUSE, RHODE ISLAND
AMY KLOBUCHAR, MINNESOTA
CHRISTOPHER A. COONS, DELAWARE
RICHARD BLUMENTHAL, CONNECTICUT
MAZIE HIRONO, HAWAII
CORY A. BOOKER, NEW JERSEY
ALEX PADILLA, CALIFORNIA
PETER WELCH, VERMONT
ADAM B. SCHIFF, CALIFORNIA

United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Tim Cook
Chief Executive Officer, Apple Inc.
One Apple Park Way
Cupertino, CA 95014

Dear Mr. Cook,

We are concerned about some troubling employment trends in the tech industry. Earlier this year, the *Wall Street Journal* reported that the tech sector's unemployment rate was "well above" the overall jobless rate.¹ The Federal Reserve also found that recent American graduates with STEM majors now face higher unemployment rates than the general population.²

In evaluating the high unemployment rate for American tech workers, we cannot ignore the massive, ongoing layoffs ordered by you and your peers in Big Tech C-suites over the past few years. *Bloomberg* reported that Apple "made at least four rounds of reductions in 2024" and "laid off hundreds of workers."³

At the same time you have been laying off American employees, you have been filing H-1B visa petitions for thousands of foreign workers. In fiscal year 2025, you applied for and received approval to hire 4,202 H-1B employees, making Apple the fifth-largest employer of newly approved H-1B beneficiaries in the nation. With all of the homegrown American talent relegated to the sidelines, we find it hard to believe that Apple cannot find qualified American tech workers to fill these positions.

We would like to give you an opportunity to explain yourself. Please provide answers to the following questions, with accompanying data where appropriate, by October 10, 2025:

1. Why is Apple hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?
2. Does Apple make a good faith effort to fill open positions with Americans before filing H-1B petitions? Explain in detail.

¹ Belle Lin, *IT Unemployment Rises to 5.7% as AI Hits Tech Jobs*, WALL ST. J. (Feb. 7, 2025), <https://www.wsj.com/articles/it-unemployment-rises-to-5-7-as-ai-hits-tech-jobs-7726bb1b>.

² Federal Reserve Bank of New York, *Labor Market Outcomes of College Graduates by Major*, <https://www.newyorkfed.org/research/college-labor-market#--:explore=outcomes-by-major> (showing unemployment rates for recent graduates with STEM majors like computer science (6.1%) and computer engineering (7.5%) that are well above the general unemployment rate of 4.3%).

³ Mark Gurman, *Apple Cuts Jobs in Online Services Group as Priorities Shift*, BLOOMBERG (Aug. 28, 2025), <https://www.bloomberg.com/news/articles/2024-08-28/apple-cuts-about-100-services-jobs-as-part-of-priority-shift>.

3. Does Apple hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has Apple displaced any American employees with H-1B employees?
5. Are your company's H-1B hires provided the same salary and benefits as your American workers with the same qualifications? Please provide specific details.
6. How many H-1B workers at Apple were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does Apple outsource any hiring to contractors or staffing firms that place H-1B workers within your organization?
8. Of the H-1B workers currently working at Apple, how many of those workers are directly employed and paid by Apple?

Sincerely,



Sen. Charles E. Grassley

Chairman

Senate Judiciary Committee



Sen. Richard J. Durbin

Ranking Member

Senate Judiciary Committee