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United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Ravi Kumar S

Chief Executive Officer, Cognizant Technology Solutions Corp.

300 Frank W Burr Blvd Suite 36, 6th Floor

Teaneck, NJ 07666

Dear Mr. Kumar,

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. Last year, a federal jury concluded that Cognizant intentionally engaged in race-based discrimination by favoring South-Asian H-1B workers over American employees. The jury also found that Cognizant's conduct warranted punitive damages. Cognizant is doing itself no favors by continuing to replace Americans with H-1B workers on the heels of this verdict.

In fact, you have been filing H-1B visa petitions for thousands of foreign workers. In fiscal year 2025, you received approval to hire 2,493 H-1B employees, making Cognizant the seventh-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 Cognizant 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 Cognizant hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?
2. Does Cognizant 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. Does Cognizant hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has Cognizant 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 Cognizant were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does Cognizant 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 Cognizant, how many of those workers are directly employed and paid by Cognizant?
9. Of the H-1B approvals Cognizant received in 2025, how many workers have been outsourced to other companies and how many employees' salaries are being paid by a firm other than Cognizant?

Sincerely,



Sen. Charles E. Grassley
Chairman
Senate Judiciary Committee



Sen. Richard J. Durbin
Ranking Member
Senate Judiciary Committee