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United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Jason Girzadas
Chief Executive Officer, Deloitte US
30 Rockefeller Plaza, 41st Floor
New York, NY 10112

Dear Mr. Girzadas,

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 C-suites over the past few years. During that time, Deloitte has laid off over a thousand employees.

At the same time you have been laying off Americans, 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 2,353 H-1B employees, making Deloitte the tenth-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 Deloitte cannot find qualified American workers to fill these positions.

Last fall, a study published in the *Journal of Business Ethics* concluded that, based on leaked payroll data, Deloitte pays H-1B visa holders approximately 10% less than its U.S. citizen employees.³ We are deeply concerned that, if these findings are accurate, Deloitte may be exploiting the H-1B program to undercut Americans' wages.

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 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 Thomas Bourveau et al., *H-1B Visas and Wages in Accounting: Evidence from Big 4 Payroll and the Ethics of H-1B Visas*, 199 J. BUS. ETHICS 309 (2025).

1. Why is Deloitte hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?
2. Does Deloitte make a good faith effort to fill open positions with Americans before filing H-1B petitions? Explain in detail.
3. Does Deloitte hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has Deloitte 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 Deloitte were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does Deloitte 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 Deloitte, how many of those workers are employed and paid directly by Deloitte?

Sincerely,



Sen. Charles E. Grassley

Chairman

Senate Judiciary Committee



Sen. Richard J. Durbin

Ranking Member

Senate Judiciary Committee