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## United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Mark Zuckerberg  
Chief Executive Officer, Meta Platforms Inc.  
1 Hacker Way  
Menlo Park, CA 94025

Dear Mr. Zuckerberg,

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.<sup>1</sup> The Federal Reserve also found that recent American graduates with STEM majors now face higher unemployment rates than the general population.<sup>2</sup>

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. Between 2022 and 2023, you laid off nearly a quarter of your workforce in what was callously described as a "year of efficiency." Earlier this year, you announced plans to lay off another five percent of Meta employees. After laying off 3,600 employees at the beginning of the year, you exceeded your five percent target by continuing to terminate hundreds of additional workers as the year has progressed.

At the same time you have been laying off thousands of 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 5,123 H-1B employees, making Meta the fourth-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 Meta 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 Meta hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?

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<sup>1</sup> 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>.

<sup>2</sup> 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%).

2. Does Meta make a good faith effort to fill open positions with Americans before filing H-1B petitions? Explain in detail.
3. Does Meta hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has Meta 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 Meta were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does Meta 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 Meta, how many of those workers are employed and paid directly by Meta?

After your appearance at a January 2024 Senate Judiciary Committee hearing, Chairman Grassley sent you a series of similar questions for the record about Meta's layoffs and H-1B hiring practices. Your responses to those questions were evasive and inadequate. We expect to be provided more responsive answers this time.

Sincerely,



Sen. Charles E. Grassley

Chairman

Senate Judiciary Committee



Sen. Richard J. Durbin

Ranking Member

Senate Judiciary Committee