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United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Doug McMillon  
President and CEO, Walmart Inc.  
702 SW 8th Street  
Bentonville, Arkansas 72716

Dear Mr. McMillon,

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 by Walmart and other corporate giants. A few months ago, Walmart cited "technological changes" in announcing that it would terminate 1,500 employees, including members of its tech team.

At the same time Walmart has been laying off thousands of American employees, it has been filing H-1B visa petitions for thousands of foreign workers. In fiscal year 2025, Walmart applied for and received approval to hire 2,390 H-1B employees, making it the ninth-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 Walmart cannot find qualified American 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 Walmart hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?
2. Does Walmart make a good faith effort to fill open positions with Americans before filing H-1B petitions? Explain in detail.

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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%).

3. Does Walmart hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has Walmart 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 Walmart were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does Walmart 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 Walmart, how many of those workers are employed and paid directly by Walmart?

Sincerely,



Sen. Charles E. Grassley  
Chairman  
Senate Judiciary Committee



Sen. Richard J. Durbin  
Ranking Member  
Senate Judiciary Committee