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United States Senate

COMMITTEE ON THE JUDICIARY

WASHINGTON, DC 20510-6275

September 24, 2025

Mr. Krithi Krithivasan
Chief Executive Officer, Tata Consultancy Services (TCS)
101 Park Avenue, 26th Floor
New York, NY 10178

Dear Mr. Krithivasan,

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. TCS recently announced plans to lay off over 12,000 employees worldwide, including American staff. For example, TCS laid off nearly five dozen employees in its Jacksonville office alone last month.

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, TCS received approval to hire 5,505 H-1B employees, making TCS the second-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 TCS cannot find qualified American tech workers to fill these positions.

TCS is already under investigation by the Equal Employment Opportunity Commission for allegedly firing older American workers in favor of newly hired South-Asian H-1B employees. TCS is doing itself no favors by replacing Americans with H-1Bs while this investigation is ongoing.

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%).

1. Why is TCS hiring foreign tech workers when hundreds of thousands of American tech workers have been laid off over the past few years?
2. Does TCS make a good faith effort to fill open positions with Americans before filing H-1B petitions? Explain in detail.
3. Does TCS hide H-1B recruitment ads by listing them separately from general hiring ads?
4. Has TCS 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 TCS were recruited and hired at level one wages? How many of those workers are still working at level one wages?
7. Does TCS 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 TCS, how many of those workers are directly employed and paid by TCS?
9. Of the H-1B petitions TCS received approval for in 2025, how many workers were outsourced to other companies and how many employees' salaries were paid by a firm other than TCS?

Sincerely,



Sen. Charles E. Grassley
Chairman
Senate Judiciary Committee



Sen. Richard J. Durbin
Ranking Member
Senate Judiciary Committee