

United States Senate

WASHINGTON, DC 20510

May 14, 2007

Mr. Nanden M. Nilekani
Chief Executive Officer
Infosys Technologies Limited
6607 Kaiser Drive
Fremont, California 94555

Dear Mr. Nilekani:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?

How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?

What is the average age of the H-1B visa holders that your company currently employs?

What is the average number of years of experience of your employed H-1B visa holders?

Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What is the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 4,908 visas your company received in 2006, how many of those workers are currently employed and paid by Infosys Technologies Limited?
- Of the 4,908 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Infosys Technologies Limited?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

United States Senate

WASHINGTON, DC 20510

May 14, 2007

Dr. A. L. Rao
Chief Executive Officer
Wipro Limited
1300 Crittenden Lane, 2nd Floor
Mountainview, California 94043

Dear Dr. Rao:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?

How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

- Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?

- What is the average age of the H-1B visa holders that your company currently employs?
- What is the average number of years of experience of your employed H-1B visa holders?
- Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 4,002 visas your company received in 2006, how many of those workers are currently employed and paid by Wipro Limited?
- Of the 4,002 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Wipro Limited?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

United States Senate

WASHINGTON, DC 20510

May 14, 2007

Mr. S. Ramadorai
Chief Executive Officer
Tata Consultancy Services Limited
1700 North Drive, Suite 1500
Arlington, Virginia 22209

Dear Mr. Ramadorai:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?

- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?
- Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?
- How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?
 - What is the average age of the H-1B visa holders that your company currently employs?
 - What is the average number of years of experience of your employed H-1B visa holders?
 - Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 3,046 visas your company received in 2006, how many of those workers are currently employed and paid by Tata?
- Of the 3,046 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Tata?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,

Charles E. Grassley
 Charles E. Grassley
 United States Senator

Richard J. Durbin
 Richard J. Durbin
 United States Senator

United States Senate

WASHINGTON, DC 20510

May 14, 2007

Mr. B. Rama Raju
Chief Executive Officer
Satyam Computer Services Limited
Floor I, Mayfair Centre, S P Road
Secunderabad - 500 003
Andhra Pradesh, India

Dear Mr. Raju:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?

- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?
Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?
How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?
- What is the average age of the H-1B visa holders that your company currently employs?
- What is the average number of years of experience of your employed H-1B visa holders?
- Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 2,880 visas your company received in 2006, how many of those workers are currently employed and paid by Satyam Computer Services, Ltd.?
- Of the 2,880 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Satyam Computer Services, Ltd.?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

May 14, 2007

Mr. Narendra K. Patni
Chairman and CEO
Patni Computer Systems
Akruti Softech Park
MIDC Cross Road No. 21, Andher
Mumbai, India 400 093

Dear Mr. Patni:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers. First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates. Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such layoffs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?

How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?
 Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?
 How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?
 What is the average age of the H-1B visa holders that your company currently employs? What is the average number of years of experience of your employed H-1B visa holders? Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

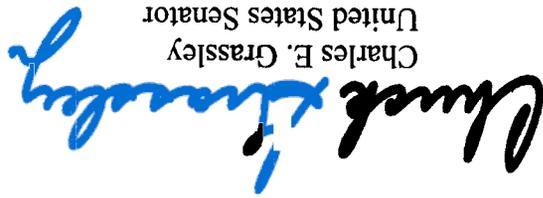
- Of the 1,391 visas your company received in 2006, how many of those workers are currently employed and paid by Parni Computer Systems, Inc?
- Of the 1,391 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Parni Computer Systems, Inc?

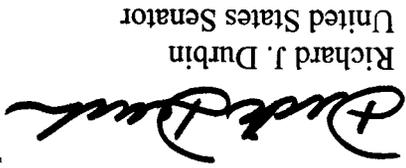
LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any layoffs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


 Charles E. Grassley
 United States Senator


 Richard J. Durbin
 United States Senator

May 14, 2007

Mr. Vijay Kumar Magapu
Chief Executive
Larsen & Toubro Infotech Limited
L&T House, Ballard Estate
Mumbai 400 001, India

Dear Mr. Magapu:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups, such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such layoffs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?
- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?

What is the average age of the H-1B visa holders that your company currently employs?

What is the average number of years of experience of your employed H-1B visa holders?

Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 947 visas your company received in 2006, how many of those workers are currently employed and paid by Larsen & Toubro Infotech, Ltd?
- Of the 947 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Larsen & Toubro Infotech, Ltd?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

United States Senate

WASHINGTON, DC 20510

May 14, 2007

Mr. Rajesh Hukku
Chairman and Managing Director
I-Flex Solutions, Inc.
Unit 10-11, SDF I, SEEPZ,
Andheri (East),
Mumbai - 400 096, India

Dear Mr. Hukku:

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?
- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

- How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?
- What is the average age of the H-1B visa holders that your company currently employs?
- What is the average number of years of experience of your employed H-1B visa holders?
- Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 817 visas your company received in 2006, how many of those workers are currently employed and paid by I-Flex Solutions, Inc.?
- Of the 817 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than I-Flex Solutions, Inc.?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

May 14, 2007

Mr. Vineet Nayyar
Managing Director and Chief Executive Officer
Tech Mahindra Americas, Inc.
384 Inverness Parkway, Suite 205
Englewood, Colorado 80112

Dear Mr. Nayyar

As members of the Senate Judiciary Committee Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

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Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?
- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?

What is the average age of the H-1B visa holders that your company currently employs?

What is the average number of years of experience of your employed H-1B visa holders?

Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 770 visas your company received in 2006, how many of those workers are currently employed and paid by Tech Mahindra Americas, Inc.?
- Of the 770 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Tech Mahindra Americas, Inc.?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator

May 14, 2007

Jairath Rao, CEO
Mphasias Corporation
139/1 Aditya Complex, Hosur Raod, Koramangala
Bangalore, Karnataka 560095
India

Dear Mr. Rao:

As members of the Senate Judiciary Subcommittee on Immigration, Border Security and Refugees, we have a responsibility to oversee and evaluate our country's visa policies. We have been concerned about reported fraud and abuse of the H-1B and L visa programs, and their impact on American workers. We are also concerned that the program is not being used as Congress intended.

While some Members of Congress have focused on increasing the annual cap of the H-1B program, we believe it is important to understand how H-1B visas are being used by companies in the United States. We have received helpful data from the U.S. Citizenship and Immigration Service with regard to H-1B visa approvals in 2006 for the top 200 participating companies. Your company was one of the top companies on the list. Therefore, we are requesting your cooperation in providing additional statistics and information on your use of H-1B visa workers.

First, some groups such as the Programmers Guild, have analyzed the wages paid to H-1B visa holders. They have found that the average annual salary of foreign workers is significantly lower than that of new U.S. graduates.

Second, a number of consulting firms reportedly recruit foreign workers and then outsource the individuals to other job sites or companies. Many of the top 20 companies that used H-1B visas in 2006 are firms, such as yours, that specialize in offshore outsourcing.

Third, a number of firms have allegedly laid off American workers while continuing to employ H-1B visa holders. The American people are concerned about such lay offs at a time when the demand for visa issuances and the recruitment of foreign workers appear to be increasing.

Because of these concerns, we seek your cooperation in answering the following questions:

NUMBERS

- How many United States citizens do you employ in the United States?
- Is your company an H-1B dependent employer?
- How many visa petitions did you submit to the Citizenship and Immigration Service for Fiscal Year 2007?

Of the total number of petitions requested, how many have been approved for Fiscal Year 2007, if known?

How many H-1B visa holders is your company currently employing? What percentage of your total workforce are H-1B visa holders?

What is the average age of the H-1B visa holders that your company currently employs?

What is the average number of years of experience of your employed H-1B visa holders?

Please describe your efforts to recruit Americans for the positions for which you employ H-1B workers.

WAGES

- What is the average wage of your company's H-1B visa holders? What is the median wage? What are the highest and the lowest salaries for those H-1B visa holders currently employed by your company?
- What is the average wage of your company's workers who are United States citizens in the same occupations?

OUTSOURCING

- Of the 751 visas your company received in 2006, how many of those workers are currently employed and paid by Mphasis Corporation?
- Of the 751 visas your company received in 2006, how many were outsourced to other companies and how many employees' salaries were paid for by a firm other than Mphasis Corporation?

LAY OFFS

- Has your company experienced any layoffs in the United States in the past year? Any lay offs in 2005? If so, how many people lost their jobs?
- If your company has laid off workers in the United States, what job positions were part of that lay off?
- If your company has laid off workers in the United States, how many of those workers were H-1B visa holders?
- If your company has laid off workers in the United States, did any H-1B visa holders replace those dislocated workers, or take over any of the laid off employee's job responsibilities?

We appreciate your cooperation, and respectfully request that you respond to our questions no later than May 29, 2007.

Sincerely,


Charles E. Grassley
United States Senator


Richard J. Durbin
United States Senator