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Congress of the United States
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COMMITTEE ON
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INFRASTRUCTURE

SUBCOMMITTEE ON AVIATION
SUBCOMMITTEE ON RAILROADS,
PIPELINES, AND HAZARDOUS MATERIALS

COMMITTEE ON
SCIENCE, SPACE, AND
TECHNOLOGY

SUBCOMMITTEE ON
SPACE AND AERONAUTICS,
RANKING MEMBER

SUBCOMMITTEE ON ENERGY

December 11, 2025

Dear Employer:

I am writing to inquire about your company's recent layoff announcements that occurred between August and November, as well as any significant layoff actions your company has undertaken in 2025.

Many Americans are concerned about the impacts of Artificial Intelligence (AI) on their lives, communities, and employment opportunities. While AI holds the promise of unlocking tremendous efficiencies and improving quality of life for many, I am concerned that, without appropriate safeguards and greater transparency, this technology could pose significant risks to the economic well-being of our communities by displacing American jobs.

As part of this inquiry, I respectfully request that you provide responses to the following questions no later than December 31, 2025.

Total Layoffs:

1. What is the total number of workers laid off at your company this year?
 - a. Provide a comprehensive breakdown of the layoffs announced or occurred across all departments at your company.
 - b. Which specific geographic regions within your company have experienced layoffs in 2025, and what factors contributed to these decisions?
2. How many workers were laid off in October specifically?
 - a. How many workers were laid off over the past four months (August, September, October, November)?

Demographic Impact:

3. Has your company released or will it release data detailing how different demographic groups were affected by the recent layoffs?
 - a. Can you provide the distribution of laid-off workers by:
 - i. Age
 - ii. Race
 - iii. Gender
 - iv. Employment title and tenure with the company

AI-Integration:

4. What criteria does your company use to decide where and how AI is integrated into operational processes and workforce restructuring?
5. Does your company provide or require employees to participate in reskilling or retraining programs focused on AI, and how does it measure the effectiveness and participation rates of these programs?
6. In the past 12 months, how many employees has your company laid off as a direct result of implementing AI technologies?
 - a. What specific criteria or decision-making processes does your company use to identify which roles or functions are susceptible to replacement or disruption by AI?
 - b. In the past 12 months, what specific roles or functions have seen the greatest change?
 - c. Of the Full Time Equivalent (FTE) positions eliminated due to AI integration, what percentage were rehired (into any position or the same role) within one year?
 - i. What were the associated costs incurred by your company as a result of terminating and subsequently rehiring these individuals?
7. In the past 12 months, has your company claimed any tax deductions or financial benefits in connection with employee terminations resulting from the adoption of AI technologies?
 - a. During the same period, has your company received any performance-based hiring incentives, tax credits, or grants contingent on creating or retaining local jobs in the geographical region where layoffs occurred?

Layoffs Factors & Employee Notification:

8. How were employees notified that their employment would be terminated? Please describe specific processes used to inform employees about their termination.
9. What were the factors that influenced the decision to conduct layoffs this quarter?
 - a. Were these layoff plans in place before the previous BLS Commissioner was removed?
 - b. Did the status of the BLS, along with the absence of a jobs report and timely data, impact these decisions?
10. What specific criteria or metrics were applied to determine which departments or roles would be affected?
11. Are there any plans for additional layoffs in 2026?

12. What strategies or initiatives is the company implementing to minimize the likelihood of future layoffs?

Reporting:

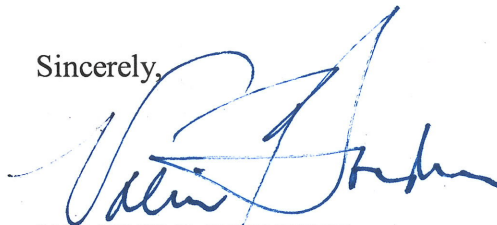
13. Are there current gaps in the employment reporting process that AI integration has highlighted?
- If so, what specific challenges have you observed in employment reporting with the increased use of artificial intelligence?
 - How can the employment reporting process or reporting standards be improved or updated to accommodate the growing integration of artificial intelligence in company workflows?
14. Which accountability measures are in place to address errors, malfunctions, or ethical breaches resulting from AI deployment, and how are these communicated to stakeholders?
15. In what ways could AI itself be leveraged to improve the efficiency and accuracy of employment reporting?

Workforce Development Efforts & Reskilling and Training Needs:

16. What measures is your company taking to ensure long-term workforce resilience in the face of rapid AI advancements?
17. What level of investment has your company allocated to reskilling or upskilling employees whose jobs have been affected by AI adoption, and how is the effectiveness of these initiatives evaluated?
18. Preparing the American workforce for the integration of AI across sectors is going to require efforts beyond just reskilling and retraining programs. What comprehensive strategies, initiatives, or partnerships, beyond reskilling and retraining programs, is your company implementing to help prepare the American workforce for AI integration across various sectors?
- What recommendations does your company have for public policies Congress should consider to better prepare American workers for the widespread integration of AI across industries?

Thank you in advance for responding to these questions by December 31, 2025. I look forward to working with you to strengthen the national AI workforce, protect American jobs, and ensure that AI's benefits reach all workers.

Sincerely,



VALERIE P. FOUSHEE

Member of Congress