

June 1, 2023

At Microsoft, we are committed to attracting exceptional talent for our job opportunities. We believe in finding talent from diverse sources, including our nation's universities, the skilled American workforce, and outstanding candidates from around the world. While we do sponsor visas for some of our employees, the vast majority of our U.S. workforce is composed of U.S. workers.

We place great importance on upholding the integrity of the H-1B program. When we sponsor employees for H-1B visas, we strictly adhere to all legal and regulatory requirements, including those that protect U.S. workers and ensure that employees on H-1B visas are compensated the same as their American counterparts. Furthermore, we sponsor our H-1B employees for lawful permanent residence, enabling our nation to benefit from the valuable contributions of these highly skilled professionals to our economy and communities.

Our workforce decisions are based on business need, without consideration of an employee's immigration status, national origin, or citizenship, unless a law, regulation, government contract, or executive order requires limitations based on citizenship status. When difficult business decisions result in workforce reductions, H-1B visa holders are also among those who are impacted. Put simply, we do not displace U.S. workers with H-1B workers.