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CONTACTS

Colleen Madden, Director of Public Relations

Office: 312-422-5074

Mobile: 314-807-1568

colleenmadden@challengergray.com

FOR IMMEDIATE RELEASE

Highest Number of Monthly CEO Changes on Record **154 CEOs OUT IN AUGUST; MORE WOMEN AT THE HELM**

CHICAGO, September 12, 2018 – Turnover among CEOs of U.S.-based companies soared in August, as 154 chief executive officers left their posts during the month. This is the month with the highest number of CEO changes on record, according to a report released Wednesday by global outplacement consultancy and executive coaching firm Challenger, Gray & Christmas, Inc.

August's departures are 64 percent higher than the 94 CEOs who left their posts in July, and 60 percent higher than the 96 departing CEOs who left their posts in the same month last year. The next highest month for CEO departures occurred in September 2006 when 152 CEO changes were tracked.

So far this year, 879 CEO changes have been recorded, 15 percent more than the 765 CEO departures recorded last year.

Twenty chief executives left for new employment in other companies last month, 24 percent of all CEOs who have left for that reason this year. This may signal that the tight labor market and demand for high-level talent are drawing CEOs to better opportunities.

"Companies are battling for talent in the current environment. Those that have taken the tax cuts and expanded operations are finding themselves in need of people to run these organizations. Others are reaping the benefits of strong consumer spending," said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

"Meanwhile, some companies are dealing with uncertainty in the markets, disruptions in technology, or fallout from impending tariffs. Regardless of the reason, boards need strong talent with specific skillsets and are looking to make these changes now," he added.

Through August, 249 CEOs have retired from their companies, suggesting they are not moving to leadership positions in other companies. Another 250 stepped down from their roles, typically into a C-level or board member position.

Thirteen CEOs were terminated from their positions, typically due to no confidence from the boards, while ten left amid scandal.

The Government/Non-Profit sector leads all industries in departures this year with 170, 25 of which occurred in August. Computer companies have announced 99 CEO departures through the first eight months of the year.

Companies in the Financial sector announced 86 CEO changes so far this year, 16 of which occurred in August. Health Care/Products firms have announced 85 CEO exits in 2018. Hospitals, which are counted separately from Health Care/Products firms, have announced 81 CEO departures this year.

PepsiCo's Indra Nooyi announced her departure last month after 12 years at the helm. She will be replaced by President Ramon Laguarta. So far this year, 152 women have left the CEO role. Of the 716 announced replacements, 161 are women, or 22 percent according to Challenger tracking. Through August last year, 18 percent of replacement CEOs were women, 119 women out of a total of 656 recorded replacement CEOs.

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CHALLENGER CEO REPORT
CEO DEPARTURES
By Month

	2018	2017	2016	2015	2014	2013	2012	2011
January	132	128	131	110	131	113	123	96
February	113	72	87	94	112	110	104	92
March	96	101	101	95	123	86	94	99
April	109	91	108	97	94	94	90	103
May	91	80	100	90	98	104	99	103
June	90	95	97	102	103	94	99	113
July	94	102	92	128	105	128	83	104
August	154	96	109	107	119	113	104	104
September		101	119	104	124	107	95	108
October		105	99	94	122	104	108	91
November		94	106	86	103	94	112	82
December		95	99	114	107	99	103	83
TOTAL	879	1,160	1,248	1,221	1,341	1,246	1,214	1,178

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CHALLENGER CEO REPORT

By Industry

	17-Aug	18-Jul	18-Aug	Year to Date 2017	Year to Date 2018
Aerospace/Defense	1		2	6	6
Apparel				0	1
Automotive			3	5	10
Chemical		1	2	4	5
Commodities				10	1
Computer	9	13	8	62	99
Construction			1	6	11
Consumer Products	5	2	5	19	25
Electronics		3	4	7	13
Energy	4	1	5	27	18
Entertainment/Leisure	4	6	8	38	43
Financial	9	11	16	72	86
Food		1	6	23	27
Government/Non-Profit	18	27	25	117	170
Health Care/Products	7	7	12	61	85
Hospitals	6	6	24	75	81
Industrial Goods	5		4	26	19
Insurance	2		1	14	7
Legal				2	1
Media			3	11	15
Pharmaceutical	3	3	8	32	25
Real Estate		1	3	7	11
Retail	2	2	2	32	25
Services	18	6	6	81	67
Telecommunications	2	1	1	7	6
Transportation		1	5	17	13
Utility	1	2		4	9
TOTAL	96	94	154	765	879

CHALLENGER CEO REPORT
By State

EAST	AUGUST	YTD
New York	10	46
Pennsylvania	12	46
Massachusetts	8	36
Maryland	5	19
Dist. of Columbia	1	12
New Jersey	3	11
Connecticut	1	9
Vermont	1	4
Maine		3
Rhode Island		2
New Hampshire		1
Delaware		1
TOTAL	41	190

MIDWEST	AUGUST	YTD
Illinois	7	39
Missouri	2	29
Michigan	7	28
Ohio	3	27
Minnesota	4	23
Wisconsin	3	14
Iowa	2	12
Kansas	3	12
Indiana	1	10
Nebraska	1	4
TOTAL	33	198

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CHALLENGER CEO REPORT

By State

WEST	AUGUST	YTD
California	16	100
Texas	13	83
Colorado	5	31
Washington	5	24
Arizona	2	14
Oregon	1	13
Utah	2	9
Oklahoma		6
Nevada	1	4
Hawaii		4
Idaho		4
South Dakota	1	2
Wyoming		1
Alaska		1
New Mexico		0
North Dakota		0
Montana		0
TOTAL	46	296

SOUTH	AUGUST	YTD
Florida	8	49
Virginia	7	33
Georgia	7	27
Tennessee	5	25
N. Carolina	4	21
Alabama	2	13
Louisiana		8
Kentucky	1	7
S. Carolina		6
Mississippi		4
Arkansas		1
West Virginia		1
TOTAL	34	195

CEO DEPARTURES

By Reason

	Aug-18	YTD
Stepped Down	33	250
Retirement	32	249
Resigned	44	131
New Position in Another Company	20	84
Interim Period Ended	12	54
No Reason Given		48
Terminated	3	13
Pursuing Other Opportunities		11
Scandal		10
Acquisition/Merger	3	8
Another Position Within Company	3	7
Health		4
Contract Expired		3
Deceased		2
Bankruptcy	2	2
Legal Trouble	1	2
Financial Trouble	1	1

CEO DEPARTURES

Average Age, Tenure

	Age		Tenure	
	2018	2017	2018	2017
January	60.3	60.4	17.2	11.5
February	64.0	59.5	14.5	12.5
March	62.5	65	13.4	12.1
April	63.6	67.8	10.4	14.8
May	60.4	66	9.5	11.7
June	65.3	63.3	10	12.9
July	63.0	64.5	10.1	10
August		63		13.5
September		58.8		13
October		66.5		14.5
November		60		16.4
December		67		16.3