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FOR IMMEDIATE RELEASE

YEAR ENDS WITH 129 CEO DEPARTURES; HIGHEST QUARTERLY TOTAL ON RECORD

CHICAGO, January 9, 2019 – A total of 129 Chief Executive Officers left their posts in the final month of 2018, capping the highest quarterly total for CEO changes since Challenger began tracking in 2002, according to a report released Wednesday by global outplacement consultancy and executive coaching firm Challenger, Gray & Christmas, Inc.

Last month’s total is 35.8 percent higher than the 95 CEOs who left their posts in December 2017. It is 12.2 percent lower than the 147 CEO changes recorded the previous month.

Challenger tracked 1,452 CEO changes in 2018, 25.2 percent higher than the 1,160 CEOs who left their posts in 2017. It is just shy of the highest annual total on record in 2008, when 1,484 CEOs left their posts.

The final quarter of 2018 saw 425 CEO changes, the highest quarterly total on record. It was 7 percent higher than the previous quarter, when 396 CEO changes were tracked, and 44.6 percent higher than the 294 CEOs who left their posts in the final quarter of 2017.

Quarter	2018	2017	2016	2015	2014	2013
Q1	341	301	319	299	366	309
Q2	290	266	305	289	295	292
Q3	396	299	320	339	348	348
Q4	425	294	304	294	332	297
TOTAL	1,452	1,160	1,248	1,221	1,341	1,246

“There’s a lot of uncertainty as we begin 2019. While the job market is strong, with low unemployment and strong hiring numbers, the stock market is in near-constant flux; trade concerns loom in many industries, including manufacturing and technology; and the regulatory environment may change with a new Congress,” said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

“Boards are anticipating a changing environment and putting leadership in place who are capable of succeeding in it,” he added.

Boards are also strictly enforcing company policies regarding relationship and/or ethics issues. Eight CEOs left amid sexual misconduct allegations and another four left due to allegations of professional misconduct.

The majority of CEOs (403) retired this year, about 27 percent of all CEO changes. This is on par with 2017, when 320 of 1,160 CEOs retired. Another 283 CEOs resigned from their positions, while 355 stepped down into other roles within the company, usually as a Board Chair or other C-Level executive.

Twenty-three CEOs were terminated by their Boards, while 14 left amid scandal this year. Another 136 found new positions in other companies.

The Government/Non-Profit sector leads all industries in CEO turnover this year, with 276 departures, followed by the Financial sector, which announced 154 CEO changes. Companies in the Technology sector, referred to as “Computer,” had the third-highest number of CEO changes this year, with 152. Companies in this sector include software and web developers as well as companies that make hardware for personal computers.

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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	148	101	119	104	124	107	95	108
October	149	105	99	94	122	104	108	91
November	147	94	106	86	103	94	112	82
December	129	95	99	114	107	99	103	83
TOTAL	1,452	1,160	1,248	1,221	1,341	1,246	1,214	1,178

CHIEF EXECUTIVE DEPARTURES
By Company Type

	Public	Private/Gov't/Non-Profit
2018	259	1,193
2017	229	931
2016	230	1,018
2015	254	967
2014	278	1,064
2013	249	997
2012	266	948
2011	296	882
2010	278	956
2009	316	911
2008	483	1,001
2007*	245	392

*July-December

CHALLENGER CEO REPORT

By Industry

	17-Dec	18-Nov	18-Dec	Year to Date 2017	Year to Date 2018
Aerospace/Defense		4	1	8	12
Apparel		2	1	0	4
Automotive		2	2	5	24
Chemical		1	1	5	8
Commodities		1		12	5
Computer	8	14	14	97	152
Construction		1	2	7	19
Consumer Products	3	3	3	30	39
Electronics	3	4	2	14	25
Energy	2	5	2	35	30
Entertainment/Leisure	7	3	6	60	55
Financial	12	17	19	119	154
Food	1	2	6	31	40
Government/Non-Profit	18	33	18	191	276
Health Care/Products	11	10	12	105	131
Hospitals	5	9	15	107	139
Industrial Goods		8	3	34	42
Insurance	1	2	2	26	16
Legal				2	3
Media		4	2	17	25
Pharmaceutical	7	5	5	47	48
Real Estate	4	1	1	14	27
Retail	1	3	2	41	35
Services	6	7	1	110	85
Telecommunications	3		1	12	10
Transportation	3	4	5	25	27
Utility		2	3	6	21
TOTAL	95	147	129	1,160	1,452

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CHALLENGER CEO REPORT

By State

EAST	DECEMBER	2018	2017
Connecticut	1	14	14
Delaware		1	2
Dist. of Columbia		22	14
Maine		7	6
Maryland	4	36	15
Massachusetts	5	58	53
New Hampshire	1	5	3
New Jersey	3	22	19
New York	6	87	68
Pennsylvania	5	70	58
Puerto Rico		0	1
Rhode Island		3	2
Vermont	2	10	3
	27	335	258

MIDWEST	DECEMBER	2018	2017
Illinois	4	60	60
Indiana	4	22	14
Iowa	1	20	15
Kansas		13	4
Michigan	3	42	25
Minnesota	13	45	37
Missouri	1	40	26
Nebraska	1	6	7
Ohio	6	46	42
Wisconsin	3	24	22
TOTAL	36	318	252

CHALLENGER CEO REPORT

By State

WEST	DECEMBER	2018	2017
Alaska	3	7	1
Arizona	2	28	25
California	13	155	139
Colorado	1	45	44
Hawaii	1	6	5
Idaho		5	6
Montana		1	1
Nevada		10	7
New Mexico		3	5
North Dakota	1	1	3
Oklahoma		8	2
Oregon	2	19	16
South Dakota		5	4
Texas	11	134	105
Utah		13	7
Washington	2	35	21
Wyoming		2	2
TOTAL	36	477	393

SOUTH	DECEMBER	2018	2017
Alabama		18	17
Arkansas		4	5
Florida	8	79	61
Georgia	2	40	32
Kentucky	1	12	9
Louisiana	6	22	10
Mississippi		6	3
N. Carolina	2	36	30
S. Carolina	1	9	10
Tennessee	3	45	34
Virginia	7	50	41
West Virginia		1	5
TOTAL	30	322	257

CEO DEPARTURES

By Reason

	18-Dec	YTD
Retirement	45	403
Stepped Down	18	355
Resigned	28	283
New Position in Another Company	7	136
Interim Period Ended	9	88
No Reason Given		48
Terminated	2	23
Acquisition/Merger	4	20
Another Position Within Company	5	18
Pursuing Other Opportunities		12
Scandal	4	14
Allegations of Sexual Misconduct		8
Legal Trouble		7
Health		7
Financial Trouble	3	10
Contract Expired		6
Deceased		4
Bankruptcy		3
Allegations of Professional Misconduct	2	4
Media Investigation	1	1
Activist Investor	1	1
Family		1

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	61.4	63	9.5	13.5
September	60.4	58.8	10.2	13
October	60.6	66.5	9.1	14.5
November	60.1	60	9.6	16.4
December	56.5	67	10.8	16.3