



CONTACTS

James K. Pedderson, Director of Public Relations

Office: 312-422-5078

Mobile: 847-567-1463

jamespedderson@challengergray.com

Colleen Madden, Media Relations Manager

Office: 312-422-5074

colleenmadden@challengergray.com

FOR IMMEDIATE RELEASE

CEO CHANGES JUMP TO 106 IN PENULTIMATE MONTH OF 2016

CHICAGO, December 7, 2016 – Turnover among the nation’s chief executives rose in November, as 106 CEO departures were announced during the month, according to a report released Wednesday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

The November total was 7 percent higher than the 99 departures recorded in October, and 23 percent higher than November 2015, when 86 CEO changes were tracked. Last month marks the eighth time this year that CEO changes were higher than the corresponding month a year ago.

Challenger has tracked 1,149 CEO changes so far this year, 3.8 percent more than the 1,107 departures announced through 11 months in 2015.

“It is too soon to say whether this rise in CEO departures is in any way related to the recent election results. Certainly, companies will be reviewing and may very well alter business strategies based on the new administration but, at the moment, it is difficult to say how a Trump White House will impact business,” said John A. Challenger, chief executive officer of Challenger, Gray & Christmas.

November CEO departures were led by government/non-profit entities which announced 17 CEO departures last month. Government/non-profit institutions are leading all industries in CEO changes so far this year with 195. This industry has announced 21 percent more CEO changes in 2016 than through the same period last year when 161 were recorded.

Computer companies announced the second highest number of CEOs last month with 15. Companies in this industry have announced 120 chief executive changes this year, 21 percent more than the 99 announced through November last year. Financial firms have announced the second highest number of CEO departures this year with 144, 13 in November.

California leads the country in announced CEO departures in 2016 with 108, including 10 last month, followed by Texas with 105. Both New York and Florida have recorded 74 CEO changes this year. Companies in Illinois have announced 55 changes this year, including 7 in November.

Retirement was the most oft-cited reason for departure so far this year as 312 chief executives used this reason, 20 in November. Another 253 resigned, while 246 stepped into other positions, usually at the C-level or as board chair. Forty-three CEOs were ousted, while 124 found new positions in other companies.

###

CHALLENGER CEO REPORT

CEO DEPARTURES

By Month

	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
January	131	110	131	113	123	96	89
February	87	94	112	110	104	92	132
March	101	95	123	86	94	99	119
April	108	97	94	94	90	103	101
May	100	90	98	104	99	103	125
June	97	102	103	94	99	113	107
July	92	128	105	128	83	104	88
August	109	107	119	113	104	104	95
September	119	104	124	107	95	108	111
October	99	94	122	104	108	91	81
November	106	86	103	94	112	82	79
December		114	107	99	103	83	107
TOTAL	1,149	1,221	1,341	1,246	1,214	1,178	1,234

CHALLENGER CEO REPORT

CEO DEPARTURES

By Industry

	15-Nov	16-Oct	16-Nov	Jan-Oct 2015	Jan-Nov 2016
Aerospace/Defense			2	8	13
Apparel	1	1	1	12	8
Automotive	4	2		22	16
Chemical	1	2	2	12	8
Commodities		2		1	3
Computer	7	14	15	99	120
Construction	1	1	3	10	12
Consumer Products	1	5		33	33
Electronics	3		1	12	12
Energy	4		3	36	32
Entertainment/Leisure	6	4	4	63	66
Financial	6	13	13	119	144
Food	5	1	5	31	21
Government/Non-Profit	11	23	17	161	195
Health Care/Products	10	4	5	84	82
Hospitals	7	15	13	126	139
Industrial Goods	3	2	3	37	28
Insurance			2	21	15
Legal				5	3
Media			1	23	27
Pharmaceutical	2	2		39	31
Real Estate			5	25	25
Retail	2		3	32	34
Services	6	4	3	39	39
Telecommunications	2	1		13	9
Transportation	3	1	2	33	17
Utility	1	2	3	11	17
TOTAL	86	99	106	1,107	1,149

CHALLENGER CEO REPORT

CEO DEPARTURES

By State

EAST	NOVEMBER	Y-T-D
New York	7	74
Pennsylvania	1	53
Massachusetts	2	37
Dist. of Columbia	3	24
Maryland		21
Connecticut		11
New Jersey		11
Vermont	3	9
Maine		7
New Hampshire		6
Delaware		5
Rhode Island	1	4
TOTAL	17	262

MIDWEST	NOVEMBER	Y-T-D
Illinois	7	55
Ohio	5	51
Minnesota	2	37
Missouri	4	30
Michigan	2	29
Wisconsin	1	19
Indiana	2	19
Iowa	2	15
Kansas	1	12
Nebraska	1	7
TOTAL	27	274

CHALLENGER CEO REPORT

CEO DEPARTURES

By State

WEST	NOVEMBER	Y-T-D
California	10	108
Texas	11	105
Colorado	3	40
Arizona	3	26
Washington	2	25
Oregon		18
New Mexico		8
Oklahoma	1	8
Nevada	1	6
Idaho	3	6
Wyoming		5
Utah		5
South Dakota		3
Alaska		2
Hawaii		1
North Dakota		1
Montana		0
TOTAL	34	367

SOUTH	NOVEMBER	Y-T-D
Florida	13	74
Tennessee	1	40
N. Carolina		34
Georgia	3	27
Virginia	4	26
S. Carolina	2	16
Kentucky	2	12
Alabama	1	7
Louisiana		5
Mississippi	1	2
Arkansas	1	2
West Virginia		1
TOTAL	28	246

CEO DEPARTURES

By Reason

	Nov-16	YTD
Retirement	20	312
Resigned	28	253
Step Down	28	246
New position in another company	17	124
Interim Period Ended	4	83
Ousted	4	43
Acquisition/Merger		17
Another position within company	2	17
Pursuing other opportunities		9
Died		7
Financial Losses	2	7
Health		6
Scandal		6
Bankruptcy		5
Restructuring		3
Contract Expired	1	3
Personal Reasons		2
Replaced		2
New Focus		2
Leave of Absence		1
Legal Trouble		1

CEO DEPARTURES

Average Age, Tenure

	Age		Tenure	
	2016	2015	2016	2015
January	63.4	64	9.9	14.8
February	61.0	63.9	7.9	10
March	60.5	61.7	9.9	11.4
April	65.2	57.5	10.8	9.1
May	65.0	61.1	12.6	8.2
June	59.6	62.4	9.5	8.6
July	55.1	63.8	8.1	8.3
August	60.8	61.7	10.5	9.7
September	60.8	61.2	11.3	8.4
October	59.7	62.5	11.5	10.1
November	62.0	62.6	8.3	7.5
December		65.0		10.5