



Challenger, Gray & Christmas, Inc.
The original outplacement company



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IN PENULTIMATE MONTH OF THE YEAR, JOB CUTS FALL 11%; YTD UP 13%

CHICAGO, December 5, 2019 – Job cuts announced by U.S.-based employers fell to 44,569 in November, 11.3% lower than the 50,275 cuts announced in October, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

Last month's total is 16% lower than the 53,073 cuts announced in the same month last year.

Employers have announced plans to cut 559,713 jobs from their payrolls, 13.1% higher than the 494,775 cuts announced through November last year. It is the highest January-November total since 2015, when 574,888 cuts were announced. Job cuts announced in 2019 have already surpassed the full-year total in 2018, when 538,659 cuts were announced.

"Employers did not make large-scale job cut plans in November. While concerns of a downturn may linger, consumer confidence is strong and companies are holding on to their employees in a tight labor market," said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

November cuts were led by the Technology sector, which announced 7,292 cuts last month. So far this year, Technology companies have announced plans to cut 63,447 jobs from their payrolls, the third-highest total for any industry through November. The Technology sector's total is 380% higher than the 13,222 cuts announced in this industry in the same period last year.

“The Tech sector is undergoing major changes due to an evolving landscape. New technologies are changing the way people work and often make workplaces more efficient. In addition to potential staffing changes, there may be differences within the leadership and board ranks regarding exactly which path a company will take. In fact, we have tracked the highest number of chief executive officer changes in the Tech sector on record this year,” said Challenger.

Indeed, 181 chief executives have left their posts in the Technology sector through October this year, the latest month for which we have data. That is 46% higher than the 124 Tech CEOs who left their posts through October 2018, and 19.1% higher than the 152 Tech CEOs who left their posts during the whole of 2018. The next-highest year for Tech CEO turnover occurred in 2006, when 163 CEOs left Technology companies.*

Health Care companies, including hospitals and medical products manufacturers, announced the second-highest total in November, with 6,247, the highest monthly total for the sector since January 2018, when 6,531 cuts were announced. Hospitals and other patient care facilities, such as nursing homes and psychiatric facilities, cited lower Medicare and Medicaid reimbursements, declining revenue, and the changing care landscape.

Retail continues to lead all sectors in 2019 with 74,686 cuts, 3,201 of which occurred in November. Industrial Goods manufacturers follow with 68,141, 173% higher than the 24,960 announced through November last year. It is the highest January-October total for the sector since 2009, when 107,895 cuts were announced.

Automotive companies have announced 47,518 job cuts this year, 66.6% higher than the 28,529 announced through the same point last year. Challenger tracked 14,000 job cuts announced by General Motors in the Automotive sector one year ago in November. It is the highest total in the first 11 months of the year since 2009, when 165,281 cuts were recorded.

Meanwhile, hiring plans by U.S.-based employers are at a record high. Through October, companies have announced 1,181,438 hiring plans, 564,781 of which are for the holiday season (Table 8).

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Note: Challenger has updated the names of two industries to better describe the companies that are tracked therein. “Computer” will now be labeled “Technology” and “Commodities” will now be called “Mining.”

Challenger is also breaking out Financial Tech firms, which will be referred to as “FinTech.” These changes are represented in Table 2 (Job Cuts by Industry) and Table 7 (Announced Hiring Plans).

**Our report on November CEO turnover will be released Wednesday, December 11th at 7:00 a.m. ET.*

**CHALLENGER, GRAY & CHRISTMAS, INC.
JOB CUT ANNOUNCEMENT REPORT**

Table 1: EXECUTIVE SUMMARY

TOP FIVE INDUSTRIES

Year To Date

	2019	2018
Retail	74,686	96,504
Industrial Goods	68,141	24,960
Technology	63,447	13,222
Automotive	47,518	28,529
Health Care/Products	43,443	39,443

MONTH-BY-MONTH TOTALS

	2019	2018
January	52,988	44,653
February	76,835	35,369
March	60,587	60,357
April	40,023	36,081
May	58,577	31,517
June	41,977	37,202
July	38,845	27,122
August	53,480	38,472
September	41,557	55,285
October	50,275	75,644
November	44,569	53,073
December		43,884
TOTAL	559,713	538,659

Some reductions are identified by employers as workers who will take early retirement offers or other special considerations to leave the company.

LAYOFF LOCATION

Year To Date

California	97,010
New York	58,130
Massachusetts	36,336
Texas	32,615
Illinois	30,333

Listings are identified by the location of the layoff or corporate headquarters as stated in announcement.

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Table 2: JOB CUTS BY INDUSTRY

	18-Nov	19-Oct	19-Nov	YTD 2018	YTD 2019	YoY Percentage Change
Aerospace/Defense	407	774	839	6,122	7,566	↑23.6%
Apparel	259	217	223	1,365	2,046	↑49.9%
Automotive	14,040	1,965	4,493	28,529	47,518	↑66.6%
Chemical	1,791	104	87	2,680	1,154	-56.9%
Construction	476	385	261	2,267	3,971	↑48.2%
Consumer Products	1,527	1,373	1,528	30,733	16,673	-45.7%
Education	395	248	750	9,529	15,626	↑64%
Electronics	238		169	12,302	1,964	-84.0%
Energy	1,242	1,011	1,461	7,964	25,239	↑216.9%
Entertainment/Leisure	2,865	1,447	2,081	12,775	14,389	↑12.6%
Financial	315	1,672	1,110	41,351	22,199	-46.3%
FinTech			195	0	1,696	
Food	3,264	1,136	1,962	14,627	23,134	↑58.2%
Government	1,119	77	920	3,621	13,364	↑269.1%
Health Care/Products	4,300	5,400	6,247	39,443	43,443	↑10.1%
Industrial Goods	2,514	2,562	4,636	24,960	68,141	↑173%
Insurance	1,668	50	205	6,801	3,135	-53.9%
Legal	304			428	0	-100.0%
Media	589	720	553	11,875	9,751	-17.9%
Mining		1,317	692	524	6,521	↑1,144.4%
Non-Profit	209	237	157	2,208	3,147	↑42.5%
Pharmaceutical	483	2,243	588	10,618	11,219	↑5.7%
Real Estate	91		302	448	2,348	↑424.1
Retail	3,769	6,127	3,201	96,504	74,686	-22.6%
Services	3,716	1,761	3,004	30,563	24,534	-19.7%
Technology	3,588	15,898	7,292	13,222	63,447	↑379.9%
Telecommunications		177	75	59,518	14,983	-74.8%
Transportation	2,433	1,307	1,104	19,135	26,445	↑38.2%
Utility	166	400	231	2,475	1,794	-27.5%
Warehousing	1,305	1,667	203	2,188	9,580	↑337.8%
TOTAL	53,073	50,275	44,569	494,775	559,713	↑13.1%

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JOB CUT ANNOUNCEMENT REPORT
Table 3: JOB CUTS BY REGION, STATE

EAST	November	YTD 2019	YTD 2018	
Connecticut	169	2,914	4,644	
Delaware	80	605	247	
Dist. of Columbia	60	2,214	407	
Maine	62	2,165	297	
Maryland	214	3,918	4,238	
Massachusetts	493	36,336	9,471	
New Hampshire	10	75	330	
New Jersey	8,874	19,565	42,138	
New York	2,555	58,130	74,512	
Pennsylvania	1,144	22,855	15,903	
Rhode Island		61	1,156	YoY Percentage Change
Vermont	78	416	332	Eastern U.S.
TOTAL	13,739	149,254	153,675	-2.9%

MIDWEST	November	YTD 2019	YTD 2018	
Illinois	1,845	30,333	16,188	
Indiana	2,624	8,135	5,761	
Iowa	27	3,540	7,792	
Kansas	99	1,554	1,955	
Michigan	1,013	29,113	22,424	
Minnesota	1,828	9,151	8,763	
Missouri	319	4,006	8,142	
Nebraska	84	3,346	3,270	
Ohio	1,180	15,864	24,556	YoY Percentage Change
Wisconsin	1,115	8,212	18,647	Midwestern U.S.
TOTAL	10,134	113,254	117,498	-3.6%

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Table 3 (cont'd): JOB CUTS BY REGION, STATE

WEST	November	YTD 2019	YTD 2018	
Alaska		3,777	1,238	
Arizona	748	6,358	3,722	
California	4,982	97,010	91,622	
Colorado	962	8,656	4,671	
Hawaii		688	117	
Idaho		1,827	1,256	
Montana		318	50	
Nevada	100	2,669	210	
New Mexico	85	2,389	1,543	
North Dakota		150	436	
Oklahoma	46	1,097	1,863	
Oregon	1,218	4,095	1,745	
South Dakota	74	976	1,348	
Texas	2,223	32,615	26,278	
Utah		884	2,106	
Washington	1,200	10,940	4,964	YoY Percentage Change
Wyoming		1,961	362	Western U.S.
TOTAL	11,638	176,410	143,531	↑22.9%

SOUTH	November	YTD 2019	YTD 2018	
Alabama	234	2,150	3,847	
Arkansas		1,378	1,205	
Florida	1,369	16,873	18,386	
Georgia	2,074	14,449	10,736	
Kentucky	1,118	8,020	4,964	
Louisiana	81	5,359	3,943	
Mississippi	15	2,701	2,394	
North Carolina	583	14,280	12,837	
South Carolina	320	10,603	5,477	
Tennessee	852	17,372	4,851	
Virginia	2,377	24,948	9,357	YTD Percentage Change
West Virginia	35	2,662	2,074	Southern U.S.
TOTAL	9,058	120,795	80,071	↑50.9%

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Table 4: JOB CUTS BY REASON

	November	YTD
Restructuring	10,962	132,401
Closing	12,067	123,036
No Reason Provided	7,150	69,437
Bankruptcy	2,247	56,613
Cost-Cutting	5,231	53,919
Contract Loss	1,571	23,866
Voluntary Severance/Buyouts	300	16,104
Demand Downturn	1,484	15,272
Acquisition/Merger	243	14,283
Trade Difficulties	484	10,991
Relocation (Domestic)	1,097	7,621
Market Conditions	278	6,569
Government Regulation	4	4,923
Tariffs	250	4,076
Financial Losses	25	3,138
Labor Dispute		2,576
Fires		2,455
Relocation (International)	67	1,720
Coal Downturn	425	1,712
Natural Gas Downturn	450	1,415
Technological Update		1,289
Outsourcing Operations to Another U.S. Company	77	991
Consolidation		797
Legal Trouble		622
Hurricane Michael		600
ICE Inquiry		540
Reduced Medicaid/Medicare Payouts		434
Competition	48	420
Steel Downturn		405
Fired		303
Listeria		200
Low Interest Rates		200
Hurricane Florence		115
Reorganization		113
Environmental Regulations		100
Lack of Cannabis Regulation	100	100
New Focus		89
Climate Legislation		60
Contract Dispute		50
Privatization		40
Price Downturn		40
Flood		25
Vaping Legislation	9	24
Dispute with Government over FSA		23
Hurricane Matthew		6
TOTAL	44,569	559,713

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Table 5: QUARTER BY QUARTER

	Q1	Q2	Q3	Q4	TOTAL
1989	9,850	10,100	24,085	67,250	111,285
1990	107,052	87,686	49,104	72,205	316,047
1991	110,056	76,622	147,507	221,107	555,292
1992*	110,815	85,486	151,849	151,850	500,000
1993	170,615	84,263	194,486	165,822	615,186
1994	192,572	107,421	117,706	98,370	516,069
1995	97,716	114,583	89,718	137,865	439,882
1996	168,695	101,818	91,784	114,850	477,147
1997	134,257	51,309	95,930	152,854	434,350
1998	139,140	131,303	161,013	246,339	677,795
1999	210,521	173,027	173,181	118,403	675,132
2000	141,853	81,568	168,875	221,664	613,960
2001	406,806	370,556	594,326	585,188	1,956,876
2002	478,905	292,393	269,090	426,435	1,466,823
2003	355,795	274,737	241,548	364,346	1,236,426
2004	262,840	209,895	251,585	315,415	1,039,735
2005	287,134	251,140	245,378	288,402	1,072,054
2006	255,878	180,580	202,771	200,593	839,822
2007	195,986	197,513	194,095	180,670	768,264
2008	200,656	275,292	287,142	460,903	1,223,993
2009	562,510	318,165	240,233	151,122	1,120,908
2010	181,183	116,494	113,595	118,701	529,973
2011	130,749	115,057	233,258	127,018	606,082
2012	143,094	139,997	102,910	137,361	523,362
2013	145,041	113,891	128,452	121,667	509,051
2014	121,341	124,693	117,374	119,763	483,171
2015	140,214	147,458	205,759	105,079	598,510
2016	180,920	132,834	121,858	91,303	526,915
2017	126,201	100,799	94,478	97,292	418,770
2018	140,379	104,800	120,879	172,601	538,659
2019	190,410	140,577	133,882		464,869
AVG	196,748	152,002	173,027	195,907	

**Estimate based on half-year total. Challenger began tracking job cut data in 1993. Before that, it was tabulated by an independent newsletter no longer published.*

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Table 6: ANNOUNCED HIRING PLANS

By Month

	2019	2018	2017	2016	2015	2014
January	74,040	41,890	136,501	8,362	8,774	6,312
February	15,279	139,925	25,765	7,539	14,574	11,054
March	96,368	14,525	127,006	10,997	6,412	6,860
April	258,302	13,842	61,537	11,557	13,898	11,145
May	8,663	9,889	77,447	24,732	12,598	10,141
June	11,946	13,504	40,095	13,564	11,176	15,530
July	22,316	9,823	88,142	16,051	11,637	16,544
August	24,937	17,274	14,530	9,101	11,778	9,657
September	459,689	595,997	422,726	487,075	492,306	567,705
October	190,835	130,338	37387	135,532	86,107	147,935
November	19,063	15,422	61,300	108,994	10,026	11,291
December		15,999	8,218	35,198	11,465	7,332
TOTAL	1,181,438	1,018,428	1,100,654	868,702	690,751	821,506

NOTES:

In March, The Home Depot announced 80,000 hires.

In April, McDonald's announced 250,000 hires.

For Seasonal Hiring Announcements, see Table 8.

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Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	November	YEAR TO DATE
Aerospace/Defense	13,083	18,435
Apparel		1,295
Automotive	1,251	24,119
Chemical		10
Construction		5,800
Consumer Products		2,000
Education		286
Electronics		1,147
Energy	66	337
Entertainment/Leisure	186	3,126
Financial		2,020
FinTech	55	4,410
Food	200	2,486
Government		5,000
Health Care/Products	215	9,740
Industrial Goods	150	4,870
Insurance		4,260
Legal		0
Media	2	624
Mining		490
Non-Profit		0
Pharmaceutical	350	4,288
Real Estate		0
Retail	625	886,515
Services	150	5,526
Technology	1,100	21,115
Telecommunications		1,925
Transportation	1,430	164,750
Utility		250
Warehousing	200	6,614
TOTAL	19,063	1,181,438

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Table 8: ANNOUNCED SEASONAL HIRING PLANS

Company	2012	2013	2014	2015	2016	2017	2018	2019
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	95,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000
FedEx (Transportation)	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000
JC Penney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000
Michaels						15,000	15,000	15,000
Kroger						14,000	10,000	
Kroger (GA & SC Stores)								1,000
Nordstrom				11,800	11,400	13,650		
Toys"R"Us	45,000	45,000	45,000	40,000		12,500		
Burlington Stores						12,000		
The Bon-Ton Stores					13,500	10,000		
1-800-FLOWERS.COM Inc.						8,000	8,000	8,000
McDonald's						3,179		
Williams-Sonoma						2,000		
Fanatics						2,000		
Plow & Hearth						400		
Opryland					300	400		
Kohl's	52,700	53,000	76,970	79,160	69,000		90,000	90,000
Walmart	50,000	55,000	60,000	60,000				
GameStop	17,000	17,000	25,000	28,000				
Sports Authority				3,500				
Best Buy	14,000							
Meijer	12,000	9,000	10,000					
Radial					20,000	23,000	20,000	12,581
Party City					35,000			25,000
Gap			63,000				65,000	5,000
Versant Supply Chain					2,000			
L Brands					4,000		4,000	
XPO Logistics						6,000	8,000	
Hickory Farms (Food)	5,225	6,000						
Altar'd State								1,200
Bass Pro Shops								7,000
Total	528,925	518,000	695,970	657,460	620,700	614,129	714,000	564,781

*Announcements tracked for 2019 so far.