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FOR IMMEDIATE RELEASE

COUNTRY GETS NEW LEADER, 99 COMPANIES DO IN OCTOBER

CHICAGO, November 9, 2016 – Turnover among the nation’s chief executive fell in October as 99 planned CEO departures were reported, down 17 percent from the 119 in September, according to a report released Wednesday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

The October total was up 5 percent from the same month a year ago when 94 were recorded.

Challenger has now tracked 1,043 CEO changes so far this year, 2.2 percent more than the 1,021 departures announced through October 2015.

“We didn’t see a lot of volatility in October, possibly due to companies waiting on election results. We saw the Dow fall on news of a surprise election of Donald Trump, and his policies could have far-reaching effects on trade and commerce,” said John A. Challenger, chief executive officer of global outplacement firm Challenger, Gray & Christmas, Inc.

“It remains to be seen if companies will take action at the executive level as a consequence of the election.”

October CEO departures were led by government/non-profit entities which announced 23 CEO departures last month. Government/non-profit institutions are leading all industries in CEO changes so far this year with 178. This industry has announced 18.7 percent more CEO changes in 2016 than through the same period last year when 150 were recorded.

Financial firms have announced the second highest number of CEO departures this year with 131, 13 in October. The tumultuous departure of Wells Fargo’s CEO John Stumpf is included in those numbers, after an investigation uncovered the systematic opening of fraudulent accounts at the bank.

California leads the country in announced CEO departures in 2016 with 98, followed by Texas with 94. New York has recorded 67 CEO changes this year, 7 of which occurred in October. Florida recorded the fourth highest number of CEO changes this year with 61.

Retirement was the most oft-cited reason for departure so far this year as 292 chief executives used this reason, 31 in October. Another 225 resigned, while 218 stepped into other positions, usually at the C-level or as board chair. Thirty-nine CEOs were ousted, another 6 left amid scandal, while 107 found new positions in other companies.

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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		86	103	94	112	82	79
December		114	107	99	103	83	107
TOTAL	1,043	1,221	1,341	1,246	1,214	1,178	1,234

CHALLENGER CEO REPORT

CEO DEPARTURES

By Industry

	15-Oct	16-Sep	16-Oct	Jan-Oct 2015	Jan-Oct 2016
Aerospace/Defense	1	2		8	11
Apparel	1	1	1	11	7
Automotive	3	1	2	18	16
Chemical	2		2	11	6
Commodities			2	1	3
Computer	12	12	14	92	105
Construction		2	1	9	9
Consumer Products	2	3	5	32	33
Electronics		2		9	11
Energy	4	1		32	29
Entertainment/Leisure	6	5	4	57	62
Financial	5	13	13	113	131
Food			1	26	16
Government/Non-Profit	18	21	23	150	178
Health Care/Products	5	14	4	74	77
Hospitals	13	13	15	119	126
Industrial Goods	5		2	34	25
Insurance	1	1		21	13
Legal		1		5	3
Media	1	7		23	26
Pharmaceutical	4	2	2	37	31
Real Estate		2		25	20
Retail	4	7		30	31
Services	2	5	4	33	36
Telecommunications	1	1	1	11	9
Transportation	3	1	1	30	15
Utility	1	2	2	10	14
TOTAL	94	119	99	1,021	1,043

CHALLENGER CEO REPORT

CEO DEPARTURES

By State

EAST	OCTOBER	Y-T-D
New York	7	67
Pennsylvania	5	52
Massachusetts	5	35
Dist. of Columbia	3	21
Maryland	4	21
Connecticut		11
New Jersey	1	11
Maine		7
Vermont	1	6
New Hampshire	2	6
Delaware		5
Rhode Island		3
TOTAL	28	245

MIDWEST	OCTOBER	Y-T-D
Illinois	7	48
Ohio	4	46
Minnesota	2	35
Michigan	3	27
Missouri	2	26
Wisconsin	2	18
Indiana	2	17
Iowa		13
Kansas	1	11
Nebraska	1	6
TOTAL	24	247

CHALLENGER CEO REPORT

CEO DEPARTURES

By State

WEST	OCTOBER	Y-T-D
California	8	98
Texas	4	94
Colorado	5	37
Washington	2	23
Arizona	4	23
Oregon	2	18
New Mexico	1	8
Oklahoma		7
Wyoming		5
Nevada		5
Utah		5
South Dakota		3
Idaho	1	3
Alaska		2
Hawaii		1
North Dakota		1
Montana		0
TOTAL	27	333

SOUTH	OCTOBER	Y-T-D
Florida	5	61
Tennessee	2	39
N. Carolina	3	34
Georgia	1	24
Virginia	1	22
S. Carolina	4	14
Kentucky	1	10
Louisiana		5
Alabama	2	6
Mississippi		1
West Virginia		1
Arkansas	1	1
TOTAL	20	218

CEO DEPARTURES

By Reason

	Oct-16	YTD
Retirement	31	292
Resigned	22	225
Step Down	18	218
New position in another company	7	107
Interim Period Ended	7	79
Ousted	3	39
Acquisition/Merger	2	17
Another position within company	3	15
Pursuing other opportunities		9
Health		6
Died	1	7
Bankruptcy		5
Financial Losses	1	5
Scandal	3	6
Restructuring		3
Personal Reasons		2
Replaced		2
New Focus		2
Leave of Absence		1
Contract Expired	1	2
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	55.8	61.7	10.7	9.7
September	60.8	61.2	10.3	8.4
October	59.4	62.5	11.3	10.1
November	59.7	62.6	11.5	7.5
December		65.0		10.5