



## CONTACTS

**James K. Pedderson**, Director of Public Relations  
Office: 312-422-5078  
Mobile: 847-567-1463  
[jamespedderson@challengergray.com](mailto:jamespedderson@challengergray.com)

**Colleen Madden**, Media Relations Manager  
Office: 312-422-5074  
[colleenmadden@challengergray.com](mailto:colleenmadden@challengergray.com)

## **FOR RELEASE AT 7:30 A.M. ET, OCTOBER 6, 2016**

### **JOB CUTS INCREASE 38% TO 44,324 IN SEPTEMBER**

**CHICAGO, October 6, 2016** – Monthly job cuts increased to close out the third quarter, as employers announced plans to shed 44,324 workers from the payrolls in September, according to the report released Thursday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

Last month's total was 38 percent higher than August, when announcements fell to 32,188, the second lowest total of the year behind May's 30,157.

While September job cuts were up from the previous month, they were 25 percent lower than the 58,877 planned layoffs announced in September 2015.

Despite the September increase, the third quarter saw an overall decline in the third quarter. Employers announced 121,858 job cuts during the three-month period ending September 30. That was down 8 percent from the second quarter (132,834) and 41 percent lower than the 205,759 job cuts announced in the third quarter of 2015.

So far this year, employers have announced a total of 435,612 planned job cuts, which is 12 percent fewer than the 493,431 job cuts reported through nine months of 2015.

“Heavy job cutting in the energy sector defined the first half of the year. But, each quarter has seen the number of overall job cuts decline, as this sector stabilized and the economy continued to improve,” said John Challenger, chief executive officer of Challenger, Gray & Christmas.

“It is not unusual to see a decreased job-cut activity in the third quarter, as many employers postpone major workforce decisions during the summer months. We could see a resurgence in cuts to close out the year. The fourth quarter is typically when companies make strategic moves to prepare for the coming year.

“This year could be particularly volatile in the fourth quarter, with employers holding off on significant moves until they see election results. It’s not simply who wins the White House, but there are Senate races and countless ballot initiatives on issues like minimum wages that will influence business strategies going forward,” said Challenger.

The September increase was led by the education sector, where job cuts increased by 363 percent to 8,671. The bulk of the job cuts came from the collapse of for-profit college ITT Technical Institute, which led to 8,000 job losses.

The computer industry continued to see heavy job cutting in September, announcing another 4,152 job cuts during the month. That brings the annual job-cut total for the sector to 59,719, which is second only to the energy sector, which has announced 98,733 job cuts, to date.

Meanwhile, the retail sector, which announced 7,296 job cuts in September, ranks third in year-to-date job cuts with 51,939 planned layoffs through three quarters. However, those losses will be more than offset by seasonal hiring that has already seen nearly 230,000 new jobs announced.

“Retailers aren’t the only ones boosting their hiring. Transportation and warehouses are adding workers, as more holiday shopping is completed online. Job seekers can also find opportunities at restaurants, caterers, and entertainment venues,” said Challenger.

“The vast majority of these jobs are temporary in nature. However, many seasonal workers will be able to turn them into full-time positions. For those hoping to work beyond December 31<sup>st</sup>, it is critical to make a positive impression during the holidays.”

###

**CHALLENGER, GRAY & CHRISTMAS, INC.**  
**JOB-CUT ANNOUNCEMENT REPORT**  
**TOP FIVE INDUSTRIES**  
**Year To Date**

	2016	2015
Energy	98,733	72,708
Computer	59,719	58,874
Retail	51,939	59,830
Industrial Goods	27,340	44,057
Financial	18,919	21,070

**MONTH BY MONTH TOTALS**

	2016	2015
January	75,114	53,041
February	61,599	50,579
March	44,207	36,594
April	64,141	61,582
May	30,157	41,034
June	38,536	44,842
July	45,346	105,696
August	32,188	41,186
September	44,324	58,877
October		50,504
November		30,953
December		23,622
<b>TOTAL</b>	<b>435,612</b>	<b>598,510</b>

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**

Texas	97,787
California	63,111
Arkansas	26,244
Illinois	19,070
N. Carolina	18,685

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

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

**JOB CUTS BY INDUSTRY**

	15-Sep	16-Aug	16-Sep	Jan-Sept 2015	Jan-Sept 2016
Aerospace/Defense	2,495	285	554	10,636	9,887
Apparel	175	413	20	1,134	785
Automotive	3,180	1,296	775	11,957	10,932
Chemical	49	30	326	15,872	10,778
Commodities		560	705	503	2,817
Computer	32,500	6,103	4,152	58,874	59,719
Construction	175	160	99	764	1,298
Consumer Products	285	1,347	898	10,849	8,162
Education	523	1,872	8,671	17,180	18,390
Electronics	768	435	720	10,180	7,264
Energy	1,080	2,430	1,367	72,708	98,733
Entertainment/Leisure	1,930	3,037	469	11,536	14,902
Financial	1,025	381	1,212	21,070	18,919
Food	931	1,144	370	16,334	12,815
Government	954	942	7,156	68,871	13,754
Health Care/Products	785	1,992	1,170	19,913	14,344
Industrial Goods	7,185	3,073	1,500	44,057	27,340
Insurance	241	311	40	3,578	2,715
Legal	31			1,203	56
Media	590	224	945	3,690	4,538
Non-Profit	192	145	187	1,932	1,983
Pharmaceutical	51	389	309	6,683	7,310
Real Estate				407	722
Retail	2,467	1,025	7,296	59,830	51,939
Services	555	395	324	6,135	8,518
Telecommunications	98	1,706	4,331	3,825	13,381
Transportation	612	2,223	328	12,821	12,597
Utility		270	400	889	1,014
<b>TOTAL</b>	<b>58,877</b>	<b>32,188</b>	<b>44,324</b>	<b>493,431</b>	<b>435,612</b>

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

**JOB CUTS BY REGION, STATE**

<b>EAST</b>	<b>SEPTEMBER</b>	<b>Y-T-D</b>
New York	381	14,926
New Jersey	860	11,502
Pennsylvania	422	9,854
Dist. of Columbia	7,036	8,093
Connecticut		7,760
Massachusetts	830	5,105
Maine	407	1,929
Maryland	259	1,711
Vermont		578
Rhode Island	70	526
New Hampshire	400	468
Delaware	50	233
<b>TOTAL</b>	<b>10,715</b>	<b>62,685</b>

<b>MIDWEST</b>	<b>SEPTEMBER</b>	<b>Y-T-D</b>
Illinois	1,933	19,070
Indiana	8,179	14,242
Ohio	296	10,529
Minnesota		8,376
Wisconsin	660	7,905
Iowa		7,792
Michigan	25	6,743
Missouri	38	5,688
Kansas		1,823
Nebraska	415	480
<b>TOTAL</b>	<b>11,546</b>	<b>82,648</b>

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

**JOB CUTS BY REGION, STATE**

<b>WEST</b>	<b>SEPTEMBER</b>	<b>Y-T-D</b>
Texas	4,424	97,787
California	903	63,111
Washington	203	8,530
Colorado	178	7,485
Oklahoma	309	5,026
Oregon	940	3,909
Idaho		1,689
New Mexico		1,390
Arizona	263	1,190
Utah		863
Montana	84	809
Nevada		721
Hawaii		700
Alaska		584
Wyoming	15	555
North Dakota	17	350
South Dakota		73
<b>TOTAL</b>	<b>7,336</b>	<b>194,772</b>

<b>SOUTH</b>	<b>SEPTEMBER</b>	<b>Y-T-D</b>
Arkansas	7,300	26,244
N. Carolina	292	18,685
Florida	1,391	10,608
Virginia	327	8,039
Tennessee	965	7,302
Louisiana	3,940	6,116
Mississippi	20	5,306
Georgia		5,022
Kentucky	371	3,211
Alabama	121	2,353
West Virginia		1,371
S. Carolina		1,250
<b>TOTAL</b>	<b>14,727</b>	<b>95,507</b>

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

**JOB CUTS BY REASON**

	<b>SEPTEMBER</b>	<b>YTD</b>
Restructuring	18,229	153,851
Oil Prices	505	89,214
Closing	10,372	77,616
Cost-Cutting	1,213	32,521
Merger/Acquisition	3,601	17,746
Bankruptcy	479	14,263
Demand Downturn	837	11,731
Technological Update	7,140	7,145
Loss of Contract	531	6,885
Outsourcing		5,871
Relocation		3,563
Coal Downturn	517	3,341
Voluntary Severance	248	3,022
Steel Downturn	65	1,951
Competition	587	1,562
Aluminum Prices		1,152
Government Regulation		1,029
Budget Cuts		657
Copper Downturn		454
Labor Dispute		435
Listeria		311
Economic Conditions		245
Legal Trouble		230
No Reason Provided		209
Funding Loss		169
Financial Losses		125
Grain Downturn		121
Fire		100
Weather		88
Flint, MI Water Crisis		5
<b>TOTAL</b>	<b>44,324</b>	<b>435,612</b>

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

**QUARTER BY QUARTER**

	Q1	Q2	Q3	Q4	TOTAL
<b>1989</b>	9,850	10,100	24,085	67,250	<b>111,285</b>
<b>1990</b>	107,052	87,686	49,104	72,205	<b>316,047</b>
<b>1991</b>	110,056	76,622	147,507	221,107	<b>555,292</b>
<b>1992*</b>	110,815	85,486	151,849	151,850	<b>500,000</b>
<b>1993</b>	170,615	84,263	194,486	165,822	<b>615,186</b>
<b>1994</b>	192,572	107,421	117,706	98,370	<b>516,069</b>
<b>1995</b>	97,716	114,583	89,718	137,865	<b>439,882</b>
<b>1996</b>	168,695	101,818	91,784	114,850	<b>477,147</b>
<b>1997</b>	134,257	51,309	95,930	152,854	<b>434,350</b>
<b>1998</b>	139,140	131,303	161,013	246,339	<b>677,795</b>
<b>1999</b>	210,521	173,027	173,181	118,403	<b>675,132</b>
<b>2000</b>	141,853	81,568	168,875	221,664	<b>613,960</b>
<b>2001</b>	406,806	370,556	594,326	585,188	<b>1,956,876</b>
<b>2002</b>	478,905	292,393	269,090	426,435	<b>1,466,823</b>
<b>2003</b>	355,795	274,737	241,548	364,346	<b>1,236,426</b>
<b>2004</b>	262,840	209,895	251,585	315,415	<b>1,039,735</b>
<b>2005</b>	287,134	251,140	245,378	288,402	<b>1,072,054</b>
<b>2006</b>	255,878	180,580	202,771	200,593	<b>839,822</b>
<b>2007</b>	195,986	197,513	194,095	180,670	<b>768,264</b>
<b>2008</b>	200,656	275,292	287,142	460,903	<b>1,223,993</b>
<b>2009</b>	562,510	318,165	240,233	151,122	<b>1,272,030</b>
<b>2010</b>	181,183	116,494	113,595	118,701	<b>529,973</b>
<b>2011</b>	130,749	115,057	233,258	127,018	<b>606,082</b>
<b>2012</b>	143,094	139,997	102,910	137,361	<b>523,362</b>
<b>2013</b>	145,041	113,891	128,452	121,667	<b>509,051</b>
<b>2014</b>	121,341	124,693	117,374	119,763	<b>483,171</b>
<b>2015</b>	140,214	147,458	205,759	105,079	<b>598,510</b>
<b>2016</b>	180,920	132,834	121,858		<b>435,612</b>
<b>AVG</b>	<b>201,507</b>	<b>156,780</b>	<b>179,093</b>	<b>204,620</b>	

\*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.



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

**ANNOUNCED HIRING PLANS  
By Month**

	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>	<b>2011</b>
<b>January</b>	8,362	8,774	6,312	60,585	7,568	29,492
<b>February</b>	7,539	14,574	11,054	92,372	10,720	72,581
<b>March</b>	10,997	6,412	6,860	8,115	12,390	10,869
<b>April</b>	11,557	13,898	11,145	9,322	11,794	59,648
<b>May</b>	24,732	12,598	10,141	9,618	7,722	10,248
<b>June</b>	13,564	11,176	15,530	8,774	12,314	15,498
<b>July</b>	16,051	11,637	16,544	9,728	10,350	10,706
<b>August</b>	9,101	11,778	9,657	7,662	12,079	15,201
<b>September</b>	<b>487,075</b>	492,306	567,705	445,617	425,683	76,551
<b>October</b>		86,107	147,935	87,874	75,065	159,177
<b>November</b>		10,026	11,291	14,177	28,526	63,527
<b>December</b>		11,465	7,332	11,362	16,266	14,074
<b>TOTAL</b>	<b>588,978</b>	<b>690,751</b>	<b>821,506</b>	<b>765,206</b>	<b>630,477</b>	<b>459,971</b>

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

**ANNOUNCED HIRING PLANS**

<b>INDUSTRY</b>	<b>SEPTEMBER</b>	<b>YEAR-TO-DATE</b>
Aerospace/Defense	75	3,225
Apparel		1,000
Automotive	700	12,148
Chemical		490
Commodities		0
Computer	20,400	29,477
Construction		506
Consumer Products		1,338
Education		596
Electronics		1,452
Energy	200	1,913
Entertainment/Leisure	800	1,542
Financial	600	3,476
Food		2,498
Government		693
Health Care/Products		4,594
Industrial Goods		5,778
Insurance		1,561
Legal		91
Media		360
Non-Profit		0
Pharmaceutical		2,728
Real Estate		150
Retail	317,000	267,343
Services		3,638
Telecommunications	300	3,557
Transportation	147,000	150,384
Utility		140
<b>TOTAL</b>	<b>487,075</b>	<b>500,678</b>

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

**ANNOUNCED SEASONAL HIRING PLANS**

	2,012	2,013	2,014	2,015	2,016
Amazon	50,000	70,000	80,000	100,000	
UPS	55,000	55,000	95,000	95,000	95,000
Macy's	80,000	83,000	86,000	85,000	83,000
Kohl's	52,700	53,000	76,970	79,160	69,000
Target	88,000	70,000	70,000	70,000	70,000
Walmart	50,000	55,000	60,000	60,000	
FedEx (Transportation)	20,000	20,000	50,000	55,000	50,000
Toys R Us	45,000	45,000	45,000	40,000	
JC Penney	40,000	35,000	35,000	30,000	40,000
GameStop	17,000	17,000	25,000	28,000	
Nordstrom	N/A	N/A	N/A	11,800	
Sports Authority	N/A	N/A	N/A	3,500	
Best Buy	14,000	N/A	N/A		
Meijer	12,000	9,000	10,000		
Radial					20,000
Party City					35,000
The Bon-Ton Stores					13,000
Gap	N/A	N/A	63,000		
Versant Supply Chain					2,000
Opryland					300
Hickory Farms (Food)	5,225	6,000	N/A		
<b>TOTAL</b>	<b>495,925</b>	<b>518,000</b>	<b>695,970</b>	<b>657,460</b>	<b>477,300</b>