



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



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JOB CUTS FALL IN OCTOBER TO 80,666, DOWN 32% FROM SEPTEMBER

CHICAGO, November 5, 2020 – October marked the lowest number of layoffs in seven months, as U.S.-based employers announced plans to cut 80,666 jobs from their payrolls, according to a report released Thursday by global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

October's total is 32% lower than the 118,804 cuts announced in September. It is 60% higher than the 50,275 cuts in the same month last year. October's total is the lowest since February, when 56,605 cuts were announced.

So far this year, 2,162,928 job cuts have been announced, 320% higher than the 515,144 cuts announced through October last year. It is the highest annual total on record.

"The bulk of the announcements this year are indeed in industries directly impacted by shutdown orders and consumers' wariness to spend money in such places, like restaurants, hotels, bars, and brick-and-mortar retail. We've now seen tens of thousands of cuts in industries outside Entertainment and Retail, indicating the impact is spreading," said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

"The lower numbers certainly indicate some companies impacted by shutdown orders were able to reopen and stave off cutting jobs. However, as case counts rise and more jurisdictions impose stricter enforcement, and stimulus money dries up with no coming legislation, uncertainty is likely guiding many company decisions on retaining workers," he added.

The majority of cuts continue to come from Entertainment/Leisure companies, which announced 14,876 cuts last month. This is the lowest monthly total since 1,344 cuts were announced in the sector in February. Through October, Entertainment/Leisure companies have announced 845,954 cuts, up 6,773% from the 12,308 announced in the same period last year.

Energy companies followed in October with 11,787 cuts, bringing the year-to-date total to 47,736, more than double the 23,778 cuts announced in the sector last year. It is the highest year-to-date total for the industry since 2016, when 103,147 cuts were announced through October.

Transportation companies announced the third-highest total for the month with 11,475 cuts, as airlines grapple with reduced travel and lower revenue. This sector has announced 159,674 cuts in the first ten months of 2020, a 530% increase from the 25,341 announced in the same period last year.

Retailers have announced 179,520 cuts so far this year, up 151% from the 71,485 cuts announced through October 2019.

Demand downturn was cited as the reason for 25,281 cuts in October, the highest number for any reason. Market conditions followed with 16,529. Cost-Cutting caused 8,483 cuts last month, while Restructuring was cited for 7,945. COVID impacted 7,803 jobs in October, but leads all reasons in 2020, with 1,099,726.

Companies have announced 255,198 hiring plans in October, bringing the year-to-date total to 2,928,091. Of those, 699,900 are seasonal hiring plans for the holidays. Retailers are responsible for the bulk of these plans, with 1,096,678, as demand for grocery stores and online shopping skyrocketed during the pandemic, while Transportation companies like shipping and trucking announced another 737,500 hiring plans.

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

**Table 1: EXECUTIVE SUMMARY
TOP FIVE INDUSTRIES**

Year To Date

	2020	2019
Entertainment/Leisure	845,954	12,308
Retail	179,520	71,485
Transportation	159,674	25,341
Services	151,250	21,530
Automotive	86,169	43,025

MONTH-BY-MONTH TOTALS

	2020	2019
January	67,735	52,988
February	56,660	76,835
March	222,288	60,587
April	671,129	40,023
May	397,016	58,577
June	170,219	41,977
July	262,649	38,845
August	115,762	53,480
September	118,804	41,557
October	80,666	50,275
November		44,569
December		32,843
TOTAL	2,162,928	592,556

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	390,238
New York	238,390
Florida	208,826
Texas	160,508
Washington	93,697

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

	19-Oct	20-Sep	20-Oct	YTD 2019	YTD 2020
Aerospace/Defense	774	18,971	4,994	6,727	79,861
Apparel	217	764	25	1,823	27,318
Automotive	1,965	452	200	43,025	86,169
Chemical	104		48	1,067	332
Construction	385	61	967	3,710	10,090
Consumer Products	1,373	2,073	1,031	15,145	34,612
Education	248	4,104	4,990	14,876	40,015
Electronics		42	171	1,795	9,611
Energy	1,011	821	11,787	23,778	47,736
Entertainment/Leisure	1,447	32,099	14,804	12,308	845,954
Financial	1,672	1,587	2,757	21,089	13,444
FinTech		54		1,501	2,226
Food	1,136	7,547	745	21,172	30,173
Government	77	1,286	3,881	12,444	66,565
Health Care/Products	5,400	2,991	2,643	37,196	58,105
Industrial Goods	2,562	1,237	1,613	63,505	78,027
Insurance	50	296	4,247	2,930	7,513
Legal		40	77	0	1,101
Media	720	983	1,395	9,198	28,637
Mining	1,317	383		5,829	10,563
Non-Profit	237	436	314	2,990	50,841
Pharmaceutical	2,243	356		10,631	1,595
Real Estate		5,982	28	2,046	20,522
Retail	6,127	8,573	2,544	71,485	179,520
Services	1,761	8,534	9,471	21,530	151,250
Technology	15,898	1,488	88	56,155	66,395
Telecommunications	177	202	91	14,908	29,999
Transportation	1,307	16,628	11,475	25,341	159,674
Utility	400	22		1,563	1,673
Warehousing	1,667	792	280	9,377	23,407
TOTAL	50,275	118,804	80,666	515,144	2,162,928

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Table 3: JOB CUTS BY REGION, STATE

EAST	Oct-20	YTD 2020	YTD 2019
Connecticut	983	10,381	2,745
Delaware		4,678	525
Dist. of Columbia	3,054	23,346	2,154
Maine		2,423	2,103
Maryland	744	37,876	3,704
Massachusetts	4,771	65,501	35,843
New Hampshire		262	65
New Jersey	880	45,690	10,691
New York	7,851	238,390	55,575
Pennsylvania	2,603	76,017	21,711
Rhode Island	13	3,599	61
Vermont		822	338
TOTAL	20,899	508,985	135,515

MIDWEST	Oct-20	YTD 2020	YTD 2019
Illinois	9,801	62,226	28,488
Indiana	128	26,904	5,511
Iowa	110	6,475	3,513
Kansas	122	17,945	1,455
Michigan	1,711	46,728	28,100
Minnesota	1,499	71,564	7,323
Missouri	440	33,887	3,687
Nebraska		2,262	3,262
Ohio	1,460	92,656	14,684
Wisconsin	474	27,772	7,097
TOTAL	15,745	388,419	103,120

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

WEST	Oct-20	YTD 2020	YTD 2019
Alaska		2,547	3,777
Arizona	59	20,654	5,610
California	17,950	390,238	92,028
Colorado	1,026	42,108	7,694
Hawaii	780	6,500	688
Idaho	229	2,067	1,827
Montana		370	318
Nevada	1,370	67,101	2,569
New Mexico	91	4,493	2,304
North Dakota		583	150
Oklahoma		8,189	1,051
Oregon	251	26,182	2,877
South Dakota		524	902
Texas	6,444	160,508	30,392
Utah		1,240	884
Washington	7,989	93,697	9,740
Wyoming		1,648	1,961
TOTAL	36,189	828,649	164,772

SOUTH	Oct-20	YTD 2020	YTD 2019
Alabama	1,234	6,642	1,916
Arkansas		2,081	1,378
Florida	2,123	208,826	15,504
Georgia	156	40,919	12,375
Kentucky	82	28,750	6,902
Louisiana	1,209	17,772	5,278
Mississippi	1,106	4,735	2,686
North Carolina	491	38,312	13,697
South Carolina	722	13,568	10,283
Tennessee	685	51,752	16,520
Virginia	25	15,791	22,571
West Virginia		7,727	2,627
TOTAL	7,833	436,875	111,737

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Table 4: JOB CUTS BY REASON

	Oct-20	YTD
COVID-19	7,803	1,099,726
Market Conditions	16,529	412,077
Demand Downturn	25,281	212,368
Closing	7,392	98,157
Cost-Cutting	8,483	83,225
Restructuring	7,945	71,900
No Reason Provided		65,815
Voluntary Severance/Buyouts	5,188	36,912
Oil Price Downturn		22,805
Bankruptcy	127	13,588
Contract Loss	151	10,690
Financial Losses		8,056
Acquisition/Merger	1,113	7,961
Refocus		4,799
Consolidation	377	3,390
737 MAX Halt in Production		3,233
Relocation (Domestic)		2,213
Police Protests	277	1,589
Technological Update		1,327
Outsourcing Operations to Another U.S. Company		755
Steel Downturn		578
Government Regulation		489
Coal Downturn		429
Fires		260
Relocation (International)		260
Legal Trouble		218
Tariffs		108
TOTAL	80,666	2,162,928

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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	127,687	592,556
2020	346,683	1,238,364	497,215		2,082,262
AVG	201,433	185,951	183,158	193,633	

**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

	2020	2019	2018	2017	2016	2015
January	23,229	74,040	41,890	136,501	8,362	8,774
February	88,202	15,279	139,925	25,765	7,539	14,574
March	824,610	96,368	14,525	127,006	10,997	6,412
April	285,639	258,302	13,842	61,537	11,557	13,898
May	38,981	8,663	9,889	77,447	24,732	12,598
June	75,454	11,946	13,504	40,095	13,564	11,176
July	246,507	22,316	9,823	88,142	16,051	11,637
August	160,411	24,937	17,274	14,530	9,101	11,778
September	929,860	459,689	595,997	422,726	487,075	492,306
October	255,198	190,835	130,338	37,387	135,532	86,107
November		19,063	15,422	61,300	108,994	10,026
December		26,313	15,999	8,218	35,198	11,465
TOTAL	2,928,091	1,207,751	1,018,428	1,100,654	868,702	690,751

NOTES:

In January 2020, Dollar General announced it would add 8,000 jobs.

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

In March, COVID-19 caused companies to announce 821,810 hiring plans.

In April, COVID-19 caused companies to announce 280,200 hiring plans.

In May, COVID-19 caused companies to announce 32,000 hiring plans.

In September, 378,200 new jobs were announced due to the holidays (See Table 8).

In September, McDonald's announced it would add 260,000 jobs as it reopens restaurants.

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Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	OCTOBER	YEAR-TO-DATE
Aerospace/Defense	872	14,888
Apparel	70	4,070
Automotive	833	14,377
Chemical	100	410
Construction	472	33,345
Consumer Products	4,671	10,653
Education	235	25,673
Electronics		1,966
Energy	576	5,313
Entertainment/Leisure	7,805	438,812
Financial	7,330	25,037
FinTech		190
Food	1,472	16,207
Government	4,263	120,875
Health Care/Products	3,937	82,869
Industrial Goods	558	6,677
Insurance	2,353	6,404
Legal	900	924
Media		1,586
Mining		0
Non-Profit	306	3,164
Pharmaceutical	125	2,629
Real Estate	956	15,780
Retail	160,275	1,096,678
Services	26,880	79,119
Technology	2,224	40,556
Telecommunications	150	5,555
Transportation	200	737,500
Utility	94	1,078
Warehousing	27,541	135,756
TOTAL	255,198	2,928,091

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Table 8: ANNOUNCED HOLIDAY HIRING PLANS

Company	2012	2013	2014	2015	2016	2017	2018	2019	2020
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	200,000	100,000
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000	130,000
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	95,000	100,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000	25,000
FedEx (Transportation)	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000	70,000
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000	1,700
DHL Supply Chain									7,000
Michaels						15,000	15,000	15,000	16,000
Kroger						14,000	10,000		20,000
Dollar Tree								25,000	25,000
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	10,000
McDonald's						3,179			
Williams-Sonoma						2,000			2,500
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					20,000
GameStop	17,000	17,000	25,000	28,000					
DICK'S Sporting Goods									9,000
Sports Authority				3,500					
Best Buy	14,000								
Meijer	12,000	9,000	10,000						200
Radial					20,000	23,000	20,000	12,581	25,000
Party City					35,000			25,000	20,000
Gap			63,000				65,000	30,000	
Versant Supply Chain					2,000				
L Brands					4,000		4,000		4,000
XPO Logistics						6,000	8,000		
Hickory Farms (Food)	5,225	6,000							
Altar'd State								1,200	
Fresh Market									1,500
Office Depot									3,000
Shipt									100,000
Sheetz									3,000
Bass Pro Shops								7,000	7,000
Total	528,925	518,000	695,970	657,460	620,700	614,129	714,000	813,781	699,900