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**FOR IMMEDIATE RELEASE**

**CEO TURNOVER DOWN 20% OVER RECORD-SETTING 2019;  
WOMEN’S GAINS HIGHEST ON RECORD**

**CHICAGO, January 13, 2020** – CEO turnover fell in December, as 96 CEOs left their posts during the month, 12.7% lower than the 110 chief executives who left their positions in November, according to a report released Wednesday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

December’s total is 40% lower than the 160 chief executives who left their posts in the same month in 2019. December 2019 was the second-highest monthly total on record after October 2019, when 172 CEOs left their posts.

“The Recession created by the pandemic and uncertainty surrounding some of the policies of the current administration kept many companies from making major leadership changes in 2020. This is directly counter to how CEO movement has occurred during Recessions and economic downturns in the past,” said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

During the 2008 Great Recession, Challenger tracked 1,484 CEO exits, as companies closed or underwent massive restructurings amid the financial crisis, the most on record at the time. That record held until last year, when the labor market was strong and business outlooks were mostly positive.

“Indeed, 2019 was marked by low unemployment and a tight labor market. The ongoing trade war was taking a toll on manufacturing industries and a downturn was expected after a decade of growth, but nothing like what we saw in 2020,” he added.

Fourth quarter exits totaled 298, down 15.6% from the 353 third quarter exits, and 37.9% from the 480 recorded in the fourth quarter of 2019.

Quarter	2020	2019	2018	2017	2016	2015	2014
Q1	441	416	341	301	319	299	366
Q2	222	310	290	266	305	289	295
Q3	353	434	396	299	320	339	348
Q4	298	480	425	294	304	294	332
<b>TOTAL</b>	<b>1,314</b>	<b>1,640</b>	<b>1,452</b>	<b>1,160</b>	<b>1,248</b>	<b>1,221</b>	<b>1,341</b>

2020 CEO turnover was led by the Government/Non-Profit sector with 237 exits, down 30% from the 339 tracked in the industry in 2019. These companies include government agencies, tourism and transportation authorities, Chambers of Commerce, education companies, charities, and foundations.

The Technology sector followed with 143, down 34% from the 216 announced in 2019. Health Care/Products manufacturers announced 130 CEO exits, the third highest in 2020. This is up 21% from the 107 CEO changes recorded in this sector in 2019. The Services sector announced 106 CEO exits, up 26% from the 84 CEOs announced in the same time in 2019.

Like in 2019, companies again went outside the organization for new leadership more often than promoting from within. Last year, Challenger tracked 636 external CEO replacements and 528 internal replacements. Prior to 2019, the last year when companies more often replaced CEOs with external hires occurred in 2013.

Women made slight gains in the CEO role in 2020. In fact, the highest percentage on record of new CEOs who are women was in 2020, according to Challenger tracking. Last year, 22.6% of new CEOs were women, up from 21.7% in 2019 and the previous high of 22.5% in 2018.

#### Replacements by Gender, YTD 2020

Replacement	CEOs (Interim)
Women Replacing Women	78 (6)
Men Replacing Women	100 (5)
Women Replacing Men	188 (10)
Men Replacing Men	806 (46)
<b>Total</b>	<b>1,172</b>
<b>Percentage of New CEOs who are Women</b>	<b>22.69%</b>

Source: Challenger, Gray & Christmas, Inc. ©

The majority of CEOs (352) stepped down from their roles in 2020, usually into the Board Chair or some other C-level role. Another 295 retired, while 138 saw their interim periods end.

Three CEOs left due to allegations of professional misconduct, down from 15 companies that disclosed this reason in 2019. One CEO left due to allegations of sexual misconduct in 2020, compared to three in 2019. Four CEOs left amid allegations of racism in the organization or committed by the individual in 2020.

“Companies in 2018 and 2019 were sensitive to the demand for accountability due to the #MeToo movement. In 2020, we saw a cultural demand for the same accountability around systemic and structural racism,” said Challenger.

“It’s important for organizations to continue holding themselves accountable in order to achieve equity in hiring, which will ultimately lead to a more representative workforce, creating more adaptable companies with myriad perspectives, and a stronger bottom line,” he added.

**CHALLENGER CEO REPORT**  
**CEO DEPARTURES**  
**By Month**

Month	2020	2019	2018	2017	2016	2015	2014	2013	2012	2011	2010	2009	2008
Jan	219	157	132	128	131	110	131	113	123	96	89	113	134
Feb	128	124	113	72	87	94	112	110	104	92	132	82	114
March	94	135	96	101	101	95	123	86	94	99	119	114	123
April	48	97	109	91	108	97	94	94	90	103	101	78	112
May	83	114	91	80	100	90	98	104	99	103	125	115	115
June	91	99	90	95	97	102	103	94	99	113	107	105	126
July	125	124	94	102	92	128	105	128	83	104	88	126	124
Aug	109	159	154	96	109	107	119	113	104	104	95	101	144
Sept	119	151	148	101	119	104	124	107	95	108	111	105	140
Oct	92	172	149	105	99	94	122	104	108	91	81	89	125
Nov	110	148	147	94	106	86	103	94	112	82	79	94	104
Dec	96	160	129	95	99	114	107	99	103	83	107	105	123
<b>TOTAL</b>	<b>1,314</b>	<b>1,640</b>	<b>1,452</b>	<b>1,160</b>	<b>1,248</b>	<b>1,221</b>	<b>1,341</b>	<b>1,246</b>	<b>1,214</b>	<b>1,178</b>	<b>1,234</b>	<b>1,227</b>	<b>1,484</b>

<b>Company Type, YTD 2020</b>	
<b>Private/Government/Non-Profit</b>	<b>840</b>
<b>Public</b>	<b>176</b>

Month	CEO Departures from Fortune-Ranked Companies
19-Jun	4
19-Jul	8
19-Aug	10
19-Sep	8
19-Oct	5
19-Nov	14
19-Dec	10
20-Jan	6
20-Feb	4
20-Mar	6
20-Apr	1
20-May	3
20-Jun	3
20-Jul	8
20-Aug	8
20-Sept	4
20-Oct	5
20-Nov	13
20-Dec	3

**Annual CEO Turnover by Company Type**

Year	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
CEO Turnover at Public Companies	278	296	266	249	278	254	230	230	262	311

## CHALLENGER CEO REPORT

### By Industry

	19-Dec	20-Nov	20-Dec	Year to Date 2019	Year to Date 2020
Aerospace/Defense	1	1		11	13
Apparel	2	2		14	12
Automotive		1	1	12	15
Cannabis	1	1		11	12
Chemical	2			4	5
Commodities				6	0
Construction		2		17	14
Consumer Products	4	6	4	30	33
Electronics		1		4	9
Energy	6	2	1	59	34
Entertainment/Leisure	12	2	6	75	78
Financial	17	11	8	129	80
FinTech			1	11	16
Food	6	3	3	70	37
Government/Non-Profit	29	14	21	339	237
Health Care/Products	6	17	7	107	130
Hospitals	16	7	4	121	101
Industrial Goods	4	1	1	57	30
Insurance	4	5	4	20	27
Legal				5	7
Media	4	1	4	28	30
Pharmaceutical	2		3	61	21
Real Estate	1	2	4	31	26
Retail	8	4	1	63	28
Services	9	7	11	84	106
Technology	16	10	7	216	143
Telecommunications	1	3	3	7	16
Transportation	4	5	2	31	35
Utility	5	2		17	19
<b>TOTAL</b>	<b>160</b>	<b>110</b>	<b>96</b>	<b>1,640</b>	<b>1,314</b>

**CHALLENGER CEO REPORT**  
**By State**

<b>EAST</b>	<b>DECEMBER</b>	<b>YTD 2020</b>	<b>YTD 2019</b>
Connecticut	3	16	35
Delaware		4	2
Dist. of Columbia	1	9	34
Maine		3	2
Maryland	3	10	31
Massachusetts	5	57	61
New Hampshire		4	3
New Jersey	2	29	29
New York	5	90	101
Pennsylvania	4	42	55
Rhode Island		3	2
Vermont		3	5
	<b>23</b>	<b>270</b>	<b>360</b>

<b>MIDWEST</b>	<b>DECEMBER</b>	<b>YTD 2020</b>	<b>YTD 2019</b>
Illinois	4	49	81
Indiana		12	27
Iowa	2	15	9
Kansas		17	11
Michigan	3	27	33
Minnesota	4	32	38
Missouri	1	30	39
Nebraska		3	8
Ohio	2	46	68
Wisconsin	1	25	25
<b>TOTAL</b>	<b>17</b>	<b>256</b>	<b>339</b>

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**CHALLENGER CEO REPORT****By State**

<b>WEST</b>	<b>DECEMBER</b>	<b>YTD 2020</b>	<b>YTD 2019</b>
Alaska		1	3
Arizona		25	44
California	12	186	219
Colorado	2	37	44
Hawaii		7	15
Idaho	1	8	9
Montana	1	2	4
Nevada	1	11	11
New Mexico	1	17	9
North Dakota		2	3
Oklahoma		7	11
Oregon		17	26
South Dakota		5	6
Texas	10	115	134
Utah		5	7
Washington	2	28	43
Wyoming		2	3
<b>TOTAL</b>	<b>30</b>	<b>475</b>	<b>591</b>

<b>SOUTH</b>	<b>DECEMBER</b>	<b>YTD 2020</b>	<b>YTD 2019</b>
Alabama	1	17	17
Arkansas		4	6
Florida	4	90	98
Georgia	6	40	30
Kentucky	1	22	26
Louisiana		7	14
Mississippi	1	2	4
N. Carolina	1	30	34
S. Carolina	1	17	10
Tennessee	4	37	52
Virginia	7	44	54
West Virginia		3	5
<b>TOTAL</b>	<b>26</b>	<b>313</b>	<b>350</b>

**CHALLENGER CEO REPORT****By Reason**

<b>Reason</b>	<b>DECEMBER</b>	<b>YTD</b>
Stepped Down	28	352
Retired	20	295
No Reason Given	12	163
Interim Period Over	10	138
New Opportunity	11	109
Resigned	7	107
Acquisition/Merger	2	27
Deceased	1	18
Personal Reasons		17
Scandal		17
New Position within Company	3	17
Bankruptcy	2	10
Leadership Restructuring		8
Terminated		8
Contract Expired		7
Differences with Board		5
Economic Conditions		5
Allegations of Racism/Issues Surrounding Race		4
Allegations of Professional Misconduct		3
Relocation		2
Financial Losses		1
Allegations of Sexual Misconduct		1



**Average Age, Tenure**

	Age		Tenure	
	2020	2019	2020	2019
January	55.7	60.7	10.6	11.6
February	53.3	57.1	10.3	11.4
March	53.0	57.6	10.0	11.2
April	53.4	60	6.8	8.8
May	56.1	61.4	11.4	11.1
June	54.7	61.6	12.0	8.7
July	58.0	59.2	11.6	9
August	52.0	68.5	8.7	10.6
September	55.1	58.9	10.5	8.8
October	57.0	53.3	12.2	10.7
November	60.3	53.2	11.6	9.4
December	55.0	57.2	9.9	11.5

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Challenger CEO Report  
CEO Replacements

Replacement Type	YTD
External Replacement	636
Internal Replacement	528

Annual Internal vs. External Replacement CEOs

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
External Replacements	469	469	431	513	524	478	493	462	564	784
Internal Replacements	458	479	529	480	539	560	557	515	630	620

Replacements by Gender, YTD 2020

Replacement	CEOs (Interim)
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Total	1,172
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Annual

	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
Women Replacing Women	39	24	42	45	54	50	64	69	89	119
Men Replacing Women	58	67	72	78	89	91	99	88	120	131
Women Replacing Men	77	95	94	117	107	109	130	119	182	189
Men Replacing Men	760	761	753	755	812	788	757	741	814	983
Grand Total	934	947	961	995	1,062	1,038	1,050	1,017	1,205	1,422
Percentage of Women Replacement CEOs	12.4%	12.6%	14.2%	16.3%	15.2%	15.3%	18.5%	18.5%	22.5%	21.7%