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**YOY JOB CUTS FALL TO LOWEST ON RECORD;
18,942 ANNOUNCED IN JULY**

CHICAGO, August 5, 2021 – As companies increasingly report difficulty finding and keeping talent and the Delta variant spurs a rise in COVID cases, U.S.-based employers announced 18,942 job cuts in July, down 93% from the 262,649 cuts announced in the same month last year. Last month's total is the lowest since in June 2000, when 17,241 job cuts were announced, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

July's total is 7.5% lower than June, when 20,476 cuts were recorded.

So far this year, employers have announced plans to cut 231,603 jobs from their payrolls, down 87.5% from the 1,847,696 jobs eliminated through the same period last year. It is the lowest January-July total on record. The second lowest occurred in 1997, when 233,915 cuts were tracked.

"In a healthy economy, there's a good amount of churn. Right now, things appear to be stalling," said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

"There are over 9.2 million job openings and 9.5 million unemployed. The positions and workers are not connecting," he added.

July cuts were led by the Pharmaceutical sector, which announced 2,249 cuts, primarily due to diminishing demand for COVID tests and related materials. Industrial Goods manufacturers announced the second highest with 2,037. These companies are still plagued by supply chain issues from the beginning of COVID lockdowns. The Services sector announced 1,941 cuts in July.

“Even though these sectors announced the most cuts last month, it is still a relatively low number. Companies in all of these industries are generally looking for workers,” said Challenger.

Companies in Aerospace/Defense have announced the most cuts this year with 32,998, down 40% from the 55,131 cuts announced in the sector through this point last year. Telecommunications follows with 24,883 cuts, down 15% from the 29,456 announced during the same period last year.

COVID is still contributing to job cuts, though at a far slower pace. Last month, 153 cuts were attributed to COVID-19 for a total of 7,950. Last month’s total is 97% lower than the 4,620 cuts announced for this reason in January. So far this year, 1,154 cuts have been attributed to a downturn in demand for products directly related to COVID.

“It remains to be seen what the Delta variant may do to job cuts, if anything. At this point, companies are trying to attract and retain talent, not let them go,” said Challenger.

The majority of cuts (5,411) last month were attributed to plant, unit, or store closings, while 4,589 were from a demand downturn.

Challenger continues to follow losses in the News industry, which is tracked as a subset of Media cuts. Through July, Newsrooms have announced 1,009 job cuts, with 0 occurring in July. Challenger did not track any announced job cuts from Media companies in July.

News cuts are down 93% from the 14,472 announced through July last year. In fact, last month, NBC News announced it would add 200 new jobs in its digital operations.

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JOB CUT ANNOUNCEMENT REPORT**

Table 1: EXECUTIVE SUMMARY

TOP FIVE INDUSTRIES

Year To Date

	2021	2020
Aerospace/Defense	32,998	55,131
Telecommunications	24,883	29,456
Services	19,918	121,741
Energy	16,817	33,733
Retail	15,331	163,112

MONTH BY MONTH TOTALS

	2021	2020
January	79,552	67,735
February	34,531	56,660
March	30,603	222,288
April	22,913	671,129
May	24,586	397,016
June	20,476	170,219
July	18,942	262,649
August		115,762
September		118,804
October		80,666
November		64,797
December		77,030
TOTAL	231,603	2,304,755

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	2021	2020
Washington	38,499	77,265
Texas	37,943	149,647
California	29,032	325,829
Missouri	12,166	30,575
Illinois	11,922	49,062

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

	20-Jul	21-Jun	21-Jul	YTD 2020	YTD 2021
Aerospace/Defense	1,847	151	68	55,131	32,998
Apparel	10,839		173	25,973	728
Automotive	9,037	1,062	863	83,853	6,974
Chemical				284	113
Construction	595	812	801	9,040	2,354
Consumer Products	1,537	1,791	448	25,981	4,307
Education	5,391	870	422	28,134	8,979
Electronics		169		3,819	2,123
Energy	8,881	7,408	526	33,733	16,817
Entertainment/Leisure	109,940	96	1,015	781,780	12,959
Financial	1,334	1,735	1,231	9,055	7,925
FinTech	373	7		2,172	563
Food	6,299	614	556	21,313	7,891
Government	2,034	9	213	47,149	4,494
Health Care/Products	4,755	964	1,384	51,897	14,004
Industrial Goods	5,146	821	2,037	72,388	6,915
Insurance				2,970	5,232
Legal	69			984	0
Media	3,619	46		21,830	3,317
Mining	1,629		49	10,078	224
Non-Profit	2,132	186	193	47,225	990
Pharmaceutical	80	216	2,249	1,196	4,787
Real Estate	4,649			14,313	634
Retail	6,517	455	1,282	163,112	15,331
Services	7,299	1,369	1,941	121,741	19,918
Technology	2,259	681	1,488	57,400	7,023
Telecommunications	356		59	29,456	24,883
Transportation	65,093	656	485	105,026	7,552
Utility			67	1,651	421
Warehousing	939	358	1,392	19,012	11,147
TOTAL	262,649	20,476	18,942	1,847,696	231,603

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Table 3: JOB CUTS BY REGION, STATE

EAST	Jul-21	YTD 2021	YTD 2020
Connecticut	1,013	2,106	8,398
Delaware		100	4,678
Dist. of Columbia		264	6,841
Maine	490	667	2,359
Maryland	232	2,145	34,821
Massachusetts	250	5,959	33,943
New Hampshire		29	235
New Jersey	92	4,267	37,518
New York	1,206	9,655	204,823
Pennsylvania	411	5,635	69,575
Rhode Island	94	564	1,601
Vermont		500	822
TOTAL	3,788	31,891	405,614

MIDWEST	Jul-21	YTD 2021	YTD 2020
Illinois	1,036	11,922	49,062
Indiana		1,668	25,954
Iowa	461	2,098	5,687
Kansas	232	654	13,874
Michigan	560	2,661	43,603
Minnesota	105	7,596	67,796
Missouri	793	12,166	30,575
Nebraska		73	2,144
Ohio	168	2,304	85,751
Wisconsin	94	1,867	26,146
TOTAL	3,449	43,009	350,592

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

WEST	Jul-21	YTD 2021	YTD 2020
Alaska	378	378	1,844
Arizona		2,090	18,753
California	1,298	29,032	325,829
Colorado	313	2,658	37,026
Hawaii	120	1,618	2,808
Idaho		1,034	1,762
Montana		0	370
Nevada		303	64,661
New Mexico	172	746	4,268
North Dakota		333	583
Oklahoma		2,199	7,979
Oregon	579	1,969	24,344
South Dakota	300	420	524
Texas	1,700	37,943	149,647
Utah	613	613	1,190
Washington	335	38,499	77,265
Wyoming	75	91	1,295
TOTAL	5,883	119,926	720,148

SOUTH	Jul-21	YTD 2021	YTD 2020
Alabama	474	1,025	4,815
Arkansas		22	2,081
Florida	1,114	8,667	176,588
Georgia	451	7,227	32,971
Kentucky	251	899	27,095
Louisiana	108	439	11,519
Mississippi	415	1,638	3,629
North Carolina	409	2,836	30,419
South Carolina	375	1,894	11,599
Tennessee	246	7,314	49,306
Virginia	368	3,205	13,970
West Virginia	1,611	1,611	7,350
TOTAL	5,822	36,777	371,342

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Table 4: JOB CUTS BY REASON

	Jul-21	YTD
Market Conditions		48,047
Demand Downturn	4,589	44,033
Restructuring	2,713	40,864
Closing	5,411	39,689
Acquisition/Merger	827	10,252
No Reason Provided	2,198	9,811
Cost-Cutting	138	9,186
COVID-19	153	7,950
Contract Loss	1,887	6,190
Semiconductor Shortage	640	2,941
Bankruptcy		2,278
Relocation (International)		2,189
Climate Change Concern		1,700
Technological Update		1,200
COVID-19 Recovery	371	1,154
Voluntary Severance/Buyouts		1,023
Relocation (Domestic)	15	828
Outsourcing Operations to Another US Company		770
Financial Loss		443
Consolidation		410
Semiconductor Shortage		160
Vaccine Refusal		157
Legal Trouble		110
Natural Disaster		90
Wild Fires		62
Sexual Misconduct Allegations		40
Police Protests		35
Allegedly Due to Unionizing Attempts		9
TOTAL	18,942	231,621

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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	222,493	2,304,755
2021	144,686	67,975			212,661
AVG	199,714	182,376	183,158	194,564	

**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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JOB CUT ANNOUNCEMENT REPORT**Table 6: ANNOUNCED HIRING PLANS**

By Month	2021	2020	2019	2018	2017	2016	2015	2014
January	72,063	23,229	74,040	41,890	136,501	8,362	8,774	6,312
February	146,403	88,202	15,279	139,925	25,765	7,539	14,574	11,054
March	97,767	824,610	96,368	14,525	127,006	10,997	6,412	6,860
April	76,345	285,639	258,302	13,842	61,537	11,557	13,898	11,145
May	49,118	38,981	8,663	9,889	77,447	24,732	12,598	10,141
June	110,093	75,454	11,946	13,504	40,095	13,564	11,176	15,530
July	18,281	246,507	22,316	9,823	88,142	16,051	11,637	16,544
August		160,411	24,937	17,274	14,530	9,101	11,778	9,657
September		929,860	459,689	595,997	422,726	487,075	492,306	567,705
October		255,198	190,835	130,338	37387	135,532	86,107	147,935
November		185,504	19,063	15,422	61,300	108,994	10,026	11,291
December		77,267	26,313	15,999	8,218	35,198	11,465	7,332
TOTAL	570,070	3,190,862	1,207,751	1,018,428	1,100,654	868,702	690,751	821,506

In February, Lowe's announced they would hire 50,000 workers for spring and summer.

In May, 7-Eleven announced they would hire 40,000 workers for the summer months.

In June, PwC announced they would hire 100,000 over the next five years.

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Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	21-Jul	YTD 2021	YTD 2020
Aerospace/Defense	4,630	14,926	8,701
Apparel		0	2,000
Automotive	700	9,405	3,999
Chemical		546	190
Construction		6,135	1,786
Consumer Products	300	11,997	1,856
Education		3,665	17,321
Electronics	100	2,829	316
Energy		3,783	4,142
Entertainment/Leisure	400	57,362	105,889
Financial	200	16,361	2,179
FinTech		1,135	90
Food	1,000	4,459	9,633
Government		66,230	32,076
Health Care/Products	100	30,694	69,376
Industrial Goods	966	16,334	4,468
Insurance	70	1,370	1,251
Legal		30	0
Media	200	925	1,526
Mining		850	0
Non-Profit		258	1,462
Pharmaceutical	300	1,647	1,344
Real Estate		1,594	203
Retail		118,665	592,718
Services	300	114,440	34,496
Technology	1,852	27,549	12,589
Telecommunications	100	2,859	3,730
Transportation	7,063	27,021	567,050
Utility		14,818	286
Warehousing		12,183	101,945
TOTAL	18,281	570,070	1,582,622