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LOWEST YTD ON RECORD; SEASONAL HOLIDAY HIRING
ANNOUNCEMENTS HAVE BEGUN**

CHICAGO, September 2, 2021 – U.S.-based employers announced 15,723 job cuts in August, down 17% from the 18,942 cuts announced in July. Last month's total is the lowest since in June 1997, when 15,091 job cuts were announced, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

August's total is 86% lower than last August, when 115,762 cuts were announced.

So far this year, employers have announced plans to cut 247,326 jobs from their payrolls, down 87% from the 1,963,458 jobs eliminated through the same period last year. It is the lowest January-August total on record. The second lowest occurred in 1997, when 260,798 cuts were tracked through August.

"Companies are much more concerned about their talent getting poached than with finding ways to cut staff. They are in full retention mode," said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

August cuts were led by companies in the Health Care/Products sector, which announced 2,259 cuts. This industry includes hospitals and other health care facilities, as well as health care products manufacturers. Hospitals have struggled with costs since the beginning of the pandemic as revenue-generating elective procedures get cancelled. Others are closing down skilled nursing units due to a shortage of talent.

"The ongoing downturn in supply of labor may very well speed up the adoption of robotics for many companies. While care-related positions are not likely to be replaced, any process that is

repeatable, routine, and programmable could be automated, and would help alleviate the shortage of talent,” said Challenger.

The Automotive sector announced the second-most cuts in August with 1,665, still plagued by a semiconductor shortages causing plant shutdowns and stoppages. The industry is also dealing with pivots to electric or autonomous vehicles. The Energy sector followed with 1,641 cuts, similarly impacted by shift to renewable, but also the stiff competition and high costs associated with renewable is causing these companies to scale back or shutter.

Market conditions were cited for the most cuts this year with 48,103, followed by store, unit, or plant closings, which accounted for 47,142. A downturn in demand caused 45,146 cuts this year, while “restructuring” was cited for 43,407.

Job cuts due to an acquisition or merger are up 75% this year compared to last year. So far in 2021, 11,981 job cuts were announced for this reason, compared to 6,848 through the same period last year. It is up 37% from the 8,755 cuts announced for this reason in all of 2020.

Companies cited bankruptcy for 2,278 cuts in 2021.

While job cuts are at record lows, hiring announcements have picked up. In August, employers announced plans to hire 94,004 workers, 80,000 of whom are seasonal for the holidays. In August, Walmart announced plans to hire 20,000 supply chain positions, Michaels Stores announced plans to hire 20,000, up from 16,000 in 2020, and the United States Postal Service announced it would hire 40,000 new workers for the holidays.

Largest Hiring Announcements by Traditional Retailers

2012-2020

Year Announced	Company	Hires
2019	Target	133,000
2020	Target	130,000
2018	Target	120,000
2017	Target	100,000
2019	Kohl's	90,000
2018	Kohl's	90,000
2012	Target	88,000
2017	Macy's	87,000
2014	Macy's	86,000
2015	Macy's	85,000
2013, 2016	Macy's	83,000
2012, 2018	Macy's	80,000
2015	Kohl's	79,160
2016	Target	77,500
2014	Kohl's	76,970

Challenger continues to follow losses in the News industry, which is tracked as a subset of Media cuts. Through August, Newsrooms have announced 1,027 job cuts, with 18 occurring last month. News cuts are down 93% from the 14,626 announced through August last year.

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

**Table 1: EXECUTIVE SUMMARY
TOP FIVE INDUSTRIES
Year To Date**

	2021	2020
Aerospace/Defense	33,303	55,896
Telecommunications	25,085	29,706
Services	20,826	133,245
Energy	18,458	35,128
Health Care/Products	16,263	52,471

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	15,723	115,762
September		118,804
October		80,666
November		64,797
December		77,030
TOTAL	247,326	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
Texas	39,180	150,842
Washington	38,555	83,730
California	32,332	355,661
Illinois	12,990	49,252
Missouri	12,290	32,996

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-Aug	21-Jul	21-Aug	YTD 2020	YTD 2021
Aerospace/Defense	765	68	305	55,896	33,303
Apparel	556	173	128	26,529	856
Automotive	1,664	863	1,665	85,517	8,639
Chemical			195	284	308
Construction	22	801	400	9,062	2,754
Consumer Products	5,527	448	711	31,508	5,018
Education	2,787	422	5	30,921	8,984
Electronics	5,579		123	9,398	2,246
Energy	1,395	526	1,641	35,128	18,458
Entertainment/Leisure	17,271	1,015	563	799,051	13,522
Financial	45	1,231	78	9,100	8,003
FinTech				2,172	563
Food	568	556	1,062	21,881	8,953
Government	14,249	213		61,398	4,494
Health Care/Products	574	1,384	2,259	52,471	16,263
Industrial Goods	2,789	2,037	1,207	75,177	8,122
Insurance				2,970	5,232
Legal			66	984	66
Media	4,429		31	26,259	3,348
Mining	102	49		10,180	224
Non-Profit	2,866	193		50,091	990
Pharmaceutical	43	2,249	823	1,239	5,610
Real Estate	199		31	14,512	665
Retail	5,291	1,282	398	168,403	15,729
Services	11,504	1,941	908	133,245	20,826
Technology	7,419	1,488	1,456	64,819	8,479
Telecommunications	250	59	202	29,706	25,085
Transportation	26,545	485	1,136	131,571	8,688
Utility		67	97	1,651	518
Warehousing	3,323	1,392	233	22,335	11,380
TOTAL	115,762	18,942	15,723	1,963,458	247,326

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Table 3: JOB CUTS BY REGION, STATE

EAST	Aug-21	YTD 2021	YTD 2020
Connecticut		2,106	9,223
Delaware		100	4,678
Dist. of Columbia		264	20,201
Maine	86	753	2,423
Maryland	137	2,282	35,328
Massachusetts	24	5,983	42,041
New Hampshire		29	256
New Jersey	515	4,782	39,458
New York	881	10,536	215,251
Pennsylvania	550	6,185	72,353
Rhode Island		564	3,119
Vermont		500	822
TOTAL	2,193	34,084	445,153

MIDWEST	Aug-21	YTD 2021	YTD 2020
Illinois	1,068	12,990	49,252
Indiana	196	1,864	26,082
Iowa	152	2,250	5,874
Kansas		654	14,449
Michigan	1,148	3,809	44,976
Minnesota	410	8,006	69,896
Missouri	124	12,290	32,996
Nebraska	101	174	2,163
Ohio	127	2,431	90,357
Wisconsin	262	2,129	26,942
TOTAL	3,588	46,597	362,987

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

WEST	Aug-21	YTD 2021	YTD 2020
Alaska		378	1,844
Arizona	1,141	3,231	19,933
California	3,300	32,332	355,661
Colorado	436	3,094	37,060
Hawaii		1,618	3,232
Idaho	86	1,120	1,838
Montana		0	370
Nevada		303	65,437
New Mexico		746	4,402
North Dakota		333	583
Oklahoma	168	2,367	7,979
Oregon	496	2,465	24,974
South Dakota		420	524
Texas	1,237	39,180	150,842
Utah		613	1,190
Washington	56	38,555	83,730
Wyoming		91	1,295
TOTAL	6,920	126,846	760,894

SOUTH	Aug-21	YTD 2021	YTD 2020
Alabama		1,025	5,099
Arkansas		22	2,081
Florida	1,183	9,850	183,532
Georgia	633	7,860	35,113
Kentucky		899	27,124
Louisiana		439	14,972
Mississippi		1,638	3,629
North Carolina	299	3,135	36,303
South Carolina	120	2,014	12,779
Tennessee	572	7,886	50,676
Virginia	215	3,420	15,766
West Virginia		1,611	7,350
TOTAL	3,022	39,799	394,424

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Table 4: JOB CUTS BY REASON

	Aug-21	YTD
Market Conditions	56	48,103
Closing	7,453	47,142
Demand Downturn	1,113	45,146
Restructuring	2,543	43,407
Acquisition/Merger	1,729	11,981
No Reason Provided	448	10,259
Cost-Cutting	18	9,204
COVID-19		7,950
Contract Loss	1,168	7,358
Semiconductor Shortage		2,941
Bankruptcy		2,278
Relocation (International)		2,189
Voluntary Severance/Buyouts	1,066	2,089
Climate Change Concern		1,700
Technological Update		1,200
COVID-19 Recovery		1,154
Relocation (Domestic)		828
Outsourcing Operations to Another US Company		770
Financial Loss		443
Consolidation		410
Semiconductor Shortage	49	209
Legal Trouble	80	190
Vaccine Refusal		157
Natural Disaster		90
Wild Fires		62
Sexual Misconduct Allegations		40
Police Protests		35
Allegedly Due to Unionizing Attempts		9
TOTAL	15,723	247,344

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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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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	94,004	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	664,074	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.

In August, Walmart, Michaels Stores, and USPS announced seasonal holiday hiring plans.

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Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	21-Aug	YTD 2021	YTD 2020
Aerospace/Defense	429	15,355	11,766
Apparel		0	2,000
Automotive		9,405	12,391
Chemical		546	190
Construction	200	6,335	32,838
Consumer Products	200	12,197	4,236
Education		3,665	23,153
Electronics		2,829	1,466
Energy	75	3,858	4,142
Entertainment/Leisure		57,362	151,464
Financial	4,500	20,861	8,297
FinTech		1,135	90
Food	741	5,200	13,918
Government	41,014	107,244	35,116
Health Care/Products	310	31,004	74,518
Industrial Goods	790	17,124	5,145
Insurance	700	2,070	2,351
Legal		30	24
Media	152	1,077	1,576
Mining		850	0
Non-Profit		258	1,572
Pharmaceutical	200	1,847	1,344
Real Estate		1,594	12,253
Retail	41,111	159,776	609,516
Services	330	114,770	39,094
Technology	1,450	28,999	18,345
Telecommunications		2,859	4,230
Transportation	1,802	28,823	567,300
Utility		14,818	953
Warehousing		12,183	103,745
TOTAL	94,004	664,074	1,743,033

HOLIDAY SEASONAL HIRING ANNOUNCEMENTS

Company	2012	2013	2014	2015	2016	2017	2018	2019	2020	2021
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000	130,000	
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	200,000	100,000	
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	95,000	100,000	
Shipt									100,000	
FedEx	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000	70,000	
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000	25,000	
Dollar Tree								25,000	25,000	
Radial					20,000	23,000	20,000	12,581	25,000	
Kroger						14,000	10,000		20,000	
Walmart	50,000	55,000	60,000	60,000					20,000	20,000
Party City					35,000			25,000	20,000	
Lowe's									20,000	
Michaels Stores						15,000	15,000	15,000	16,000	20,000
Cherry Hill Programs									11,000	
1-800-FLOWERS.COM Inc.						8,000	8,000	8,000	10,000	
Gap			63,000				65,000	30,000	10,000	
Hy-Vee									10,000	
Dick's Sporting Goods									9,000	
DHL Supply Chain									7,000	
Bass Pro Shop								7,000	7,000	
L Brands					4,000		4,000		4,000	
Kings Dominion									4,000	
Office Depot									3,000	
Sheetz									3,000	
Omaha Steaks									3,000	
Williams-Sonoma						2,000			2,500	
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000	1,700	
Fresh Market									1,500	
Giant Eagle									1,300	
Meijer	12,000	9,000	10,000						200	
Legoland Florida									150	
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				
McDonald's						3,179				
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		
GameStop	17,000	17,000	25,000	28,000						
Sports Authority				3,500						
Best Buy	14,000									
Versant Supply Chain					2,000					
XPO Logistics						6,000	8,000			
Hickory Farms (Food)	5,225	6,000								
Alter'd State								1,200		
USPS										40,000
Total	528,925	518,000	695,970	657,460	620,700	614,129	714,000	813,781	759,350	80,000

Source: Challenger, Gray & Christmas, Inc. tracking holiday seasonal hiring announcements made by US-based companies.