



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



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## **2019 OUT LIKE A LAMB; 32,843 JOB CUTS IN DECEMBER, LOWEST SINCE JULY 2018. YEAR-OVER-YEAR UP 10%, TO 592,556**

**CHICAGO, January 2, 2020** – Job cuts announced by U.S.-based employers fell for the second consecutive month, to 32,843, the lowest monthly total since 27,122 cuts were announced in July 2018, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

Last month's total is 26.3% lower than the 44,569 cuts announced in November and 25.2% lower than the 43,884 announced in the same month last year.

Employers announced plans to cut 592,556 jobs from their payrolls in 2019, 10% higher than the 538,695 cuts announced in 2018. It is the highest annual total since 2015, when 598,510 cuts were announced. 2019 was the fourth-highest year for job cut announcements this decade.

Year	Annual Total
2009	1,288,030
2011	606,082
2015	598,510
<b>2019</b>	<b>592,556</b>
2018	538,659
2010	529,973
2016	526,915
2012	523,362
2013	509,051
2014	483,171
2017	418,770

Source: Challenger, Gray & Christmas, Inc. © “Confidence was high heading into the last month of the year. With some resolutions occurring in the trade war and strong consumer spending in the fourth quarter, companies appear to be taking a wait-and-see approach as we head into 2020,” said Andrew Challenger, Vice President of Challenger, Gray & Christmas, Inc.

Of the 592,556 cuts announced last year, 127,687 were in the fourth quarter, the lowest quarterly total since 120,879 cuts were announced in Q3 2018. It is 4.6% lower than the prior quarter’s total of 133,882 and 26% lower than the same quarter in 2018, when 172,601 cuts were announced. It is the lowest fourth-quarter total since 2017, when 97,292 cuts were announced.

Retail led all sectors in 2019 with 77,475 job cuts, 21% lower than the 98,563 cuts announced in 2018. 48,753 of those cuts were due to bankruptcies. Industrial Goods manufacturers followed with 70,894 cuts, 156% higher than the 27,644 announced in 2018. It was the highest total for this sector since 2009, when 125,423 cuts were announced.

The Automotive industry also saw its highest number of job cut announcements since 2009, when 174,192 cuts were tracked. Companies in this sector cut 50,776 jobs in 2019, up 66% from the 30,587 announced last year.

Technology companies announced 64,166 job cuts in 2019, up 351% from the 14,230 announced the previous year.

“The sectors with the highest number of cuts this year were all dealing with trade concerns, emerging technologies, and shifts in consumer behavior. We tracked a lot of hiring activity in these industries as well as cuts,” said Challenger.

In fact, Retailers announced 886,515 hiring plans this year, 789,781 of which were seasonal. Automakers and suppliers announced over 28,000 new jobs, while Technology companies announced over 21,000, according to Challenger tracking.

Companies cited restructuring for most job cuts: 137,968, while another 130,728 were due to company or unit closings. Trade difficulties were cited as the reason for 11,688 job cuts, while tariffs accounted for 5,881.

Bankruptcy was another leading cause of job cuts. In 2019, 62,136 announced cuts were due to bankruptcy, or 10.5% of all cuts, primarily from Retailers. That is the highest total for that reason since 2005, when 74,238 cuts were due to bankruptcies. Bankruptcy accounted for 6.9% of all cuts that year.

**Announced Job Cuts Attributed to Bankruptcy**

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	<b>Full Year</b>	<b>Annual Total</b>	<b>% of Total Job Cuts</b>
2019	62,136	592,556	10.49%
2018	36,016	538,659	6.20%
2017	4,970	418,770	1.02%
2016	19,125	526,915	2.71%
2015	16,653	598,510	2.45%
2014	8,293	483,171	1.28%
2013	5,043	509,051	0.79%
2012	39,722	523,362	3.88%
2011	11,688	606,082	1.48%
2010	10,172	529,973	1.30%
2009	50,911	1,288,030	3.91%
2008	62,101	1,223,993	1.84%
2007	7,012	768,264	0.79%
2006	19,397	839,822	2.31%
2005	74,238	1,072,054	6.92%

Source: Challenger, Gray & Christmas, Inc. ©

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*Note: Challenger has updated the names of two industries to better describe the companies that are tracked therein. "Computer" will now be labeled "Technology" and "Commodities" will now be called "Mining."*

*Challenger is also breaking out Financial Tech firms, which will be referred to as "FinTech." These changes are represented in Table 2 (Job Cuts by Industry) and Table 7 (Announced Hiring Plans).*

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

**Table 1: EXECUTIVE SUMMARY**

**TOP FIVE INDUSTRIES**

**Year To Date**

	<b>2019</b>	<b>2018</b>
<b>Retail</b>	77,475	98,563
<b>Industrial Goods</b>	70,894	27,644
<b>Technology</b>	64,166	14,230
<b>Automotive</b>	50,776	30,587
<b>Health Care/Products</b>	45,061	44,108

**MONTH-BY-MONTH TOTALS**

	<b>2019</b>	<b>2018</b>
<b>January</b>	52,988	44,653
<b>February</b>	76,835	35,369
<b>March</b>	60,587	60,357
<b>April</b>	40,023	36,081
<b>May</b>	58,577	31,517
<b>June</b>	41,977	37,202
<b>July</b>	38,845	27,122
<b>August</b>	53,480	38,472
<b>September</b>	41,557	55,285
<b>October</b>	50,275	75,644
<b>November</b>	44,569	53,073
<b>December</b>	32,843	43,884
<b>TOTAL</b>	<b>592,556</b>	<b>538,659</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**

<b>California</b>	<b>100,506</b>
<b>New York</b>	<b>61,575</b>
<b>Massachusetts</b>	<b>37,133</b>
<b>Texas</b>	<b>33,224</b>
<b>Illinois</b>	<b>32,695</b>

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

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

**Table 2: JOB CUTS BY INDUSTRY**

	18-Dec	19-Nov	19-Dec	YTD 2018	YTD 2019	YoY Percent Change
Aerospace/Defense	3,271	839	1,378	9,393	8,944	-4.8%
Apparel		223	340	1,365	2,386	↑74.8%
Automotive	2,058	4,493	3,258	30,587	50,776	↑66.0%
Chemical	151	87	55	2,831	1,209	-57.3%
Construction		261	915	2,267	4,886	↑115.4%
Consumer Products	949	1,528	1,109	31,682	17,782	-43.9%
Education	603	750	240	10,132	15,866	↑56.6%
Electronics	241	169	275	12,543	2,239	-82.1%
Energy	717	1,461	2,979	8,681	28,218	↑225.1%
Entertainment/Leisure	1,591	2,081	574	14,366	14,963	↑4.2%
Financial	848	1,110	2,949	42,199	25,148	-40.4%
FinTech		195	35		1,731	
Food	2,409	1,962	769	17,036	23,903	↑40.3%
Government	1,157	920	442	4,778	13,806	↑188.9%
Health Care/Products	4,665	6,247	1,618	44,108	45,061	↑2.2%
Industrial Goods	2,684	4,636	2,753	27,644	70,894	↑156.5%
Insurance		205	4	6,801	3,139	-53.8%
Legal				428	0	-100.0%
Media	3,599	553	450	15,474	10,201	-34.1%
Mining	60	692	1,614	584	8,135	↑1,293%
Non-Profit	193	157	32	2,401	3,179	↑32.1%
Pharmaceutical	5,135	588	1,051	15,753	12,270	↑22.1%
Real Estate	110	302	88	558	2,436	↑336.6
Retail	2,059	3,201	2,789	98,563	77,475	-21.4%
Services	6,352	3,004	1,219	36,915	25,753	-30.2%
Technology	1,008	7,292	719	14,230	64,166	↑350.9%
Telecommunications	50	75	120	59,568	15,103	-74.6%
Transportation	3,463	1,104	4,115	22,598	30,560	↑35.2%
Utility	84	231	573	2,559	2,367	-7.5%
Warehousing	427	203	380	2,615	9,960	↑280.9%
<b>TOTAL</b>	<b>43,884</b>	<b>44,569</b>	<b>32,843</b>	<b>538,659</b>	<b>592,556</b>	<b>↑10%</b>

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## JOB CUT ANNOUNCEMENT REPORT

Table 3: JOB CUTS BY REGION, STATE

EAST	December	YTD 2019	YTD 2018	
Connecticut	45	2,959	4,758	
Delaware		605	247	
Dist. of Columbia	10	2,224	3,005	
Maine		2,165	447	
Maryland	1,100	5,018	4,529	
Massachusetts	797	37,133	9,605	
New Hampshire		75	343	
New Jersey	310	19,875	42,642	
New York	3,445	61,575	82,210	
Pennsylvania	608	23,463	16,648	
Rhode Island		61	1,356	YoY Percentage Change
Vermont		416	332	Eastern U.S.
<b>TOTAL</b>	<b>6,315</b>	<b>155,569</b>	<b>166,122</b>	<b>-6.4%</b>

  

MIDWEST	December	YTD 2019	YTD 2018	
Illinois	2,362	32,695	17,924	
Indiana	4,025	12,160	5,963	
Iowa	532	4,072	7,817	
Kansas	875	2,429	2,105	
Michigan	2,368	31,481	23,611	
Minnesota	324	9,475	9,217	
Missouri	448	4,454	8,732	
Nebraska	65	3,411	3,516	
Ohio	114	15,978	26,360	YoY Percentage Change
Wisconsin	59	8,271	19,310	Midwestern U.S.
<b>TOTAL</b>	<b>11,172</b>	<b>124,426</b>	<b>124,555</b>	<b>-0.1%</b>

**CHALLENGER, GRAY & CHRISTMAS, INC.**  
**JOB CUT ANNOUNCEMENT REPORT**  
**Table 3 (cont'd): JOB CUTS BY REGION, STATE**

WEST	December	YTD 2019	YTD 2018	
Alaska	1,660	5,437	1,278	
Arizona	368	6,726	3,732	
California	3,496	100,506	97,163	
Colorado	687	9,343	5,502	
Hawaii	325	1,013	117	
Idaho		1,827	1,361	
Montana	34	352	50	
Nevada		2,669	210	
New Mexico	59	2,448	1,573	
North Dakota		150	726	
Oklahoma	800	1,897	1,888	
Oregon	47	4,142	1,799	
South Dakota		976	1,415	
Texas	609	33,224	27,500	
Utah		884	2,106	
Washington	715	11,655	5,153	YoY Percentage Change
Wyoming		1,961	362	Western U.S.
<b>TOTAL</b>	<b>8,800</b>	<b>185,210</b>	<b>151,935</b>	<b>↑21.9%</b>

SOUTH	December	YTD 2019	YTD 2018	
Alabama	790	2,940	3,847	
Arkansas		1,378	1,978	
Florida	2,081	18,954	20,760	
Georgia	50	14,499	12,553	
Kentucky	1,350	9,370	5,582	
Louisiana	494	5,853	4,151	
Mississippi		2,701	3,082	
North Carolina		14,280	17,873	
South Carolina	397	11,000	6,560	
Tennessee	483	17,855	5,481	
Virginia	856	25,804	12,106	YTD Percentage Change
West Virginia	55	2,717	2,074	Southern U.S.
<b>TOTAL</b>	<b>6,556</b>	<b>127,351</b>	<b>96,047</b>	<b>↑32.6%</b>

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

**Table 4: JOB CUTS BY REASON**

	December	YTD
Restructuring	5,567	137,968
Closing	7,712	130,748
No Reason Provided	1,685	71,122
Bankruptcy	5,523	62,136
Cost-Cutting	1,406	55,325
Contract Loss	766	24,632
Voluntary Severance/Buyouts	2,040	18,144
Demand Downturn	2,810	18,082
Acquisition/Merger	1,398	15,681
Trade Difficulties	697	11,688
Relocation (Domestic)	557	8,178
Market Conditions	61	6,630
Tariffs	1,805	5,881
Government Regulation	431	5,354
Financial Losses		3,138
Labor Dispute		2,576
Fires		2,455
Coal Downturn	140	1,852
Relocation (International)	40	1,760
Natural Gas Downturn		1,415
Technological Update		1,289
Outsourcing Operations to Another U.S. Company	110	1,101
Consolidation		797
Legal Trouble		622
Hurricane Michael		600
ICE Inquiry		540
Steel Downturn	95	500
Reduced Medicaid/Medicare Payouts		434
Competition		420
Fired		303
Listeria		200
Low Interest Rates		200
Hurricane Florence		115
Reorganization		113
Environmental Regulations		100
Lack of Cannabis Regulation		100
New Focus		89
Climate Legislation		60
Contract Dispute		50
Privatization		40
Price Downturn		40
Flood		25
Vaping Legislation		24
Dispute with Government over FSA		23
Hurricane Matthew		6
<b>TOTAL</b>	<b>32,843</b>	<b>592,556</b>



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

**Table 5: 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>1,120,908</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	91,303	<b>526,915</b>
<b>2017</b>	126,201	100,799	94,478	97,292	<b>418,770</b>
<b>2018</b>	140,379	104,800	120,879	172,601	<b>538,659</b>
<b>2019</b>	190,410	140,577	133,882	127,687	<b>592,556</b>
<b>AVG</b>	<b>196,748</b>	<b>152,002</b>	<b>173,027</b>	<b>193,633</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**

**Table 6: ANNOUNCED HIRING PLANS**

**By Month**

	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>
<b>January</b>	<b>74,040</b>	41,890	136,501	8,362	8,774	6,312	60,585
<b>February</b>	<b>15,279</b>	139,925	25,765	7,539	14,574	11,054	92,372
<b>March</b>	<b>96,368</b>	14,525	127,006	10,997	6,412	6,860	8,115
<b>April</b>	<b>258,302</b>	13,842	61,537	11,557	13,898	11,145	9,322
<b>May</b>	<b>8,663</b>	9,889	77,447	24,732	12,598	10,141	9,618
<b>June</b>	<b>11,946</b>	13,504	40,095	13,564	11,176	15,530	8,774
<b>July</b>	<b>22,316</b>	9,823	88,142	16,051	11,637	16,544	9,728
<b>August</b>	<b>24,937</b>	17,274	14,530	9,101	11,778	9,657	7,662
<b>September</b>	<b>459,689</b>	595,997	422,726	487,075	492,306	567,705	445,617
<b>October</b>	<b>190,835</b>	130,338	37,387	135,532	86,107	147,935	87,874
<b>November</b>	<b>19,063</b>	15,422	61,300	108,994	10,026	11,291	14,177
<b>December</b>	<b>26,313</b>	15,999	8,218	35,198	11,465	7,332	11,362
<b>TOTAL</b>	<b>1,207,751</b>	<b>1,018,428</b>	<b>1,100,654</b>	<b>868,702</b>	<b>690,751</b>	<b>821,506</b>	<b>765,206</b>

**NOTES:**

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

In April, McDonald's announced 250,000 hires.

For Seasonal Hiring Announcements, see Table 8.

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

**Table 7: ANNOUNCED HIRING PLANS**

INDUSTRY	December	YTD
Aerospace/Defense	13,000	31,435
Apparel	50	1,345
Automotive	4,293	28,412
Chemical		10
Construction		5,800
Consumer Products	227	2,227
Education		286
Electronics		1,147
Energy		337
Entertainment/Leisure		3,126
Financial	700	2,720
FinTech		4,410
Food		2,486
Government		5,000
Health Care/Products	100	9,840
Industrial Goods	3,720	8,590
Insurance		4,260
Legal		0
Media		624
Mining		490
Non-Profit		0
Pharmaceutical		4,288
Real Estate		0
Retail		886,515
Services	550	6,076
Technology	750	21,865
Telecommunications	70	1,995
Transportation	2,353	167,103
Utility		250
Warehousing	500	7,114
<b>TOTAL</b>	<b>26,313</b>	<b>1,207,751</b>

**CHALLENGER, GRAY & CHRISTMAS, INC.**  
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**Table 8: ANNOUNCED SEASONAL HIRING PLANS**

<b>Company</b>	<b>2012</b>	<b>2013</b>	<b>2014</b>	<b>2015</b>	<b>2016</b>	<b>2017</b>	<b>2018</b>	<b>2019</b>
Amazon	50,000	70,000	80,000	100,000	120,000	120,000	100,000	200,000
Target	88,000	70,000	70,000	70,000	77,500	100,000	120,000	133,000
UPS	55,000	55,000	95,000	95,000	95,000	95,000	100,000	95,000
Macy's	80,000	83,000	86,000	85,000	83,000	87,000	80,000	80,000
FedEx (Transportation)	20,000	20,000	50,000	55,000	50,000	50,000	55,000	55,000
JCPenney	40,000	35,000	35,000	30,000	40,000	40,000	39,000	37,000
Michaels						15,000	15,000	15,000
Kroger						14,000	10,000	
Kroger (GA & SC Stores)								1,000
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
McDonald's						3,179		
Williams-Sonoma						2,000		
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				
GameStop	17,000	17,000	25,000	28,000				
Sports Authority				3,500				
Best Buy	14,000							
Meijer	12,000	9,000	10,000					
Radial					20,000	23,000	20,000	12,581
Party City					35,000			25,000
Gap			63,000				65,000	30,000
Versant Supply Chain					2,000			
L Brands					4,000		4,000	
XPO Logistics						6,000	8,000	
Hickory Farms (Food)	5,225	6,000						
Altar'd State								1,200
Bass Pro Shops								7,000
<b>Total</b>	<b>528,925</b>	<b>518,000</b>	<b>695,970</b>	<b>657,460</b>	<b>620,700</b>	<b>614,129</b>	<b>714,000</b>	<b>789,781</b>