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## FOR IMMEDIATE RELEASE

### CEO EXITS MATCH LAST YEAR THROUGH JULY

**CHICAGO, August 10, 2016** – The pace of chief executive officer departures continue to slow in July as 92 CEOs left their posts. That was down 5 percent from 97 in June and 28 percent lower than the 128 who left their posts in July of last year, according to a report released Wednesday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

For the year, 716 CEOs have left their posts, exactly the number who left through July last year.

July CEO departures were led by hospitals, which announced 14 CEO changes last month. Hospitals have announced 88 CEO changes through July, second only to the government/non-profit sector, which has announced 116 CEO changes this year, 11 of which occurred in July.

Other health care products companies, including medical technology and equipment manufacturers, announced the third most changes in July with 10. Computer, entertainment/leisure, and financial companies each announced 8 CEO changes last month.

Major announcements came from Eli Lilly & Co. whose longtime CEO John Lechleiter announced he would retire at the end of this year after an 8 year tenure. Another longtime leader John Lundgren announced his retirement after 12 years at the helm of Stanley Black & Decker. In a planned succession, COO James Loree will replace Lundgren.

Pennsylvania led the country in announced CEO departures in July with 10 bringing the year-to-date total to 34. California companies have announced the most CEO departures this year with 72, 7 of which occurred in July. Texas follows in yearly CEO departures with 70.

Retirement was the most oft-cited reason for departure so far this year as 204 chief executives used this reason, 32 in July. Another 155 stepped down into other positions, usually at the C-level or as board chair. Seventy-seven found new positions in other companies, while 29 were ousted this year.

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## CHALLENGER CEO REPORT

### CEO DEPARTURES

By Month

	<u>2016</u>	<u>2015</u>	<u>2014</u>	<u>2013</u>	<u>2012</u>	<u>2011</u>	<u>2010</u>
January	131	110	131	113	123	96	89
February	87	94	112	110	104	92	132
March	101	95	123	86	94	99	119
April	108	97	94	94	90	103	101
May	100	90	98	104	99	103	125
June	97	102	103	94	99	113	107
July	92	128	105	128	83	104	88
August		107	119	113	104	104	95
September		104	124	107	95	108	111
October		94	122	104	108	91	81
November		86	103	94	112	82	79
December		114	107	99	103	83	107
<b>TOTAL</b>	<b>716</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>

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## CHALLENGER CEO REPORT

### CEO DEPARTURES

By Industry

	15-Jul	16-Jun	16-Jul	Jan-Jul 2015	Jan-Jul 2016
Aerospace/Defense		3	1	5	8
Apparel	3	2	1	9	5
Automotive	3		1	13	12
Chemical	2		1	8	4
Commodities				1	1
Computer	9	11	8	59	68
Construction	1			8	6
Consumer Products	5	1	5	23	23
Electronics	1	1		6	7
Energy	5	6	3	24	25
Entertainment/Leisure	8	2	8	36	43
Financial	23	9	8	86	87
Food	1		1	22	10
Government/Non-Profit	11	15	11	98	116
Health Care/Products	11	11	10	51	54
Hospitals	18	13	14	81	88
Industrial Goods	6	2	4	22	18
Insurance	4	3		14	11
Legal		1		5	2
Media	1	4	2	15	18
Pharmaceutical	3	3	4	28	24
Real Estate	3	1	4	22	16
Retail	7	4		22	19
Services		1	4	22	24
Telecommunications	2	1		9	5
Transportation	1	2	2	20	12
Utility				7	10
<b>TOTAL</b>	<b>128</b>	<b>101</b>	<b>92</b>	<b>716</b>	<b>716</b>

## CHALLENGER CEO REPORT

### CEO DEPARTURES

By State

<b>EAST</b>	<b>JULY</b>	<b>Y-T-D</b>
New York	7	41
Pennsylvania	10	38
Massachusetts	2	22
Maryland	4	16
Dist. of Columbia	1	14
New Jersey	1	10
Connecticut	1	9
Vermont		5
Maine	1	5
New Hampshire		4
Delaware	1	4
Rhode Island		3
<b>TOTAL</b>	<b>28</b>	<b>171</b>

<b>MIDWEST</b>	<b>JULY</b>	<b>Y-T-D</b>
Ohio	5	34
Illinois	3	32
Minnesota	4	27
Michigan	3	20
Missouri	2	19
Wisconsin	3	13
Indiana	1	13
Iowa	2	10
Kansas	4	9
Nebraska	1	5
<b>TOTAL</b>	<b>28</b>	<b>182</b>

# CHALLENGER CEO REPORT

## CEO DEPARTURES

### By State

WEST	JULY	Y-T-D
California	7	72
Texas	5	70
Colorado	3	22
Oregon		14
Washington	3	14
Arizona	1	12
Oklahoma		5
Wyoming		5
Nevada		3
Utah	2	3
New Mexico	1	3
Idaho		2
South Dakota		2
Hawaii		1
North Dakota		1
Alaska		0
Montana		0
<b>TOTAL</b>	<b>22</b>	<b>229</b>

SOUTH	JULY	Y-T-D
Florida	5	33
N. Carolina	3	25
Tennessee	2	21
Georgia	1	17
Virginia		15
S. Carolina		9
Louisiana		5
Kentucky		4
Alabama	2	4
Mississippi	1	1
West Virginia		0
Arkansas		0
<b>TOTAL</b>	<b>14</b>	<b>134</b>

## CHALLENGER CEO REPORT

### CEO DEPARTURES

By Reason

	Jul-16	YTD
Retirement	32	205
Step Down	18	155
Resigned	14	136
New position in another company	9	77
Interim Period Ended	8	60
Ousted	4	29
Acquisition/Merger	1	10
Another position within company	2	8
Pursuing other opportunities		7
Health	2	6
Bankruptcy	1	5
Died	1	4
Financial Losses		3
Personal Reasons		2
Scandal		2
Restructuring		2
Leave of Absence		1
Replaced		1
New Focus		1
Contract Expired		1
Legal Trouble		1

### CEO DEPARTURES

Average Age, Tenure

	Age		Tenure	
	2016	2015	2016	2015
<b>January</b>	63.4	64	9.9	14.8
<b>February</b>	61.0	63.9	7.9	10
<b>March</b>	60.5	61.7	9.9	11.4
<b>April</b>	65.2	57.5	10.8	9.1
<b>May</b>	65.0	61.1	12.6	8.2
<b>June</b>	59.6	62.4	9.5	8.6
<b>July</b>	55.1	63.8	8.1	8.3
<b>August</b>	55.8	61.7	10.7	9.7
<b>September</b>		61.2		8.4
<b>October</b>		62.5		10.1
<b>November</b>		62.6		7.5
<b>December</b>		65.0		10.5