



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

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FOR RELEASE AT 7:30 A.M. ET, DECEMBER 5, 2013

Job Cutting Remains Flat in November **EMPLOYERS PLAN TO SHED 45,314 WORKERS**

CHICAGO, December 5, 2013 – Job cuts were virtually unchanged in November, as U.S.-based employers announced plans to shed 45,314 workers from their payrolls. That marks a decline of just 0.9 percent from the 45,730 planned job cuts announced in October, according to the latest report on monthly job cuts released Wednesday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

November job cuts were 21 percent lower than the same month a year ago, when planned layoffs totaled 57,081; the second highest monthly total in 2012. This marks the second consecutive month that job cuts came in below the year-ago figure. The October total was 4.2 percent lower than October 2012.

To date, employers have announced 478,428 job cuts in 2013, which is 2.5 percent fewer than the 490,806 cuts announced through eleven months of 2012. If employers announce more than 44,934 planned layoffs in December, the 12-month total will surpass the 2012 year-end total of 523,362.

There is a strong possibility that 2013 job cuts will exceed last year's total, considering that job cuts, while averaging 43,493 per month year-to-date, have averaged 45,449 over the last four months. However, December has experienced relatively low job-cut totals since the end of the recession, averaging 37,860 since 2009.

The retail industry saw the heaviest job cutting in November, with 9,998 announced layoffs during the month. While the spike in retail cuts heading into the holiday sales season might be cause for alarm, the majority of the planned cuts were related to the closure of remaining Blockbuster video rental stores, as well as the sell-off and closure of a grocery store chain in Chicago.

“Safeway Inc. plans to close all of its Dominick’s grocery stores in the Chicagoland area, shedding 5,633 workers from its payroll. However, there is a good chance that many of these workers will be re-hired by the several grocery-store operators that have agreed to purchase and take over many of the Dominick’s locations. The key to successfully retaining their positions is to fully embrace the new owner’s way of doing business. There can be no, ‘This-is-the-way-we’ve-always-done-it’ mentality,” said John A. Challenger, chief executive officer of Challenger, Gray & Christmas.

Meanwhile, the potential for job cuts at the nation’s aerospace and defense firms has been on the rise since federal budget cuts and sequestration measures were enacted to rein in budget deficits. In November, the sector announced 4,174 job cuts, the third largest sector-total for the month. The majority of the cuts were the result of job cuts planned by Lockheed Martin, where plant closures are expected to result in 4,000 job losses. The cuts were attributed directly to federal spending cutbacks. It was the largest job-cut of the year attributed to federal spending cuts or sequestration.

To date, aerospace and defense firms have announced 33,850 job cuts and are on pace to turn in the heaviest 12-month job-cut total since 2009, when planned layoffs reached 52,271. The year-to-date total for the sector ranks fifth among all industries for the year.

The financial sector has seen the largest number of job cuts through November, with employers announcing 59,189 layoffs so far this year, including 1,598 in November. The year-to-date total is up 99.6 percent from a year ago, when these employers announced 29,653 job cuts from January through November.

“Many of the recent cuts have been concentrated in the mortgage lending business, as banks shed many of the extra workers added to handle the flood of foreclosures and loan refinancing in the wake of the recession. Recent increases in lending rates and home prices are also lowering demand for new mortgages, thus further reducing the need for additional workers,” noted Challenger.

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

TOP FIVE INDUSTRIES Year To Date

	2013	2012
Financial	59,189	29,653
Health Care/Products	50,492	34,252
Industrial Goods	49,394	24,881
Retail	47,030	32,846
Aerospace/Defense	33,850	18,223

MONTH BY MONTH TOTALS

	2013	2012
January	40,430	53,486
February	55,356	51,728
March	49,255	37,880
April	38,121	40,559
May	36,398	61,887
June	39,372	37,551
July	37,701	36,855
August	50,462	32,239
September	40,289	33,816
October	45,730	47,724
November	45,314	57,081
December		32,556
TOTAL	478,428	523,362

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

New York	78,209
California	52,835
Illinois	42,713
Texas	30,954
Pennsylvania	24,241

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

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JOB-CUT ANNOUNCEMENT REPORT

JOB CUTS BY INDUSTRY

	12-Nov	13-Oct	13-Nov	Jan-Nov 2013	Jan-Nov 2012
Aerospace/Defense	1,456	1,506	4,174	33,850	18,223
Apparel	757	800	121	3,091	2,631
Automotive	1,315	410	421	12,238	23,335
Chemical	474	145	130	2,515	6,959
Commodities	625	417	884	3,372	1,399
Computer	3,313	952	714	29,558	45,060
Construction	70	77		1,647	2,957
Consumer Products	422	150	573	11,538	32,523
Education	1,351	1,811	716	18,643	30,450
Electronics	2,920	1,511	522	8,201	14,791
Energy	3,767	284	1,701	17,061	25,001
Entertainment/Leisure	1,184	807	1,165	13,263	13,305
Financial	1,203	8,717	1,598	59,189	29,653
Food	19,709	1,106	4,160	16,727	36,763
Government	2,420	627	759	11,764	17,578
Health Care/Products	5,803	6,817	2,590	50,492	34,252
Industrial Goods	1,083	1,912	2,732	49,394	24,881
Insurance	239		180	6,464	8,355
Legal		230	45	776	931
Media	938	3,211	2,049	13,499	5,375
Non-Profit	174	252	28	3,421	1,620
Pharmaceutical	1,300	10,585	1,727	21,234	12,886
Real Estate		154	68	709	325
Retail	1,527	538	9,998	47,030	32,846
Services	534	192	1,961	9,698	7,752
Telecommunications	1,543	2,150	374	11,412	20,937
Transportation	2,879	155	5,901	19,313	37,263
Utility	75	214	23	2,329	2,755
TOTAL	57,081	45,730	45,314	478,428	490,806

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JOB-CUT ANNOUNCEMENT REPORT

JOB CUTS BY REGION, STATE

East	November	Y-T-D
New York	7,727	78,209
Pennsylvania	2,735	24,241
New Jersey	298	21,815
Massachusetts	468	12,013
Connecticut	489	10,097
Maryland	4,333	9,379
Dist. of Columbia	345	3,081
Delaware		1,917
Maine	286	1,702
New Hampshire		1,606
Rhode Island		814
Vermont		570
TOTAL	16,681	165,444

Midwest	November	Y-T-D
Illinois	7,606	42,713
Ohio	1,038	18,644
Missouri	330	11,143
Michigan	2,345	10,151
Indiana	110	8,165
Wisconsin	1,268	7,554
Minnesota	302	5,848
Kansas	153	3,263
Iowa	83	835
Nebraska	38	550
TOTAL	13,273	108,866

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

JOB CUTS BY REGION, STATE

West	November	Y-T-D
California	4,779	52,835
Texas	1,675	30,954
Washington	818	10,438
Colorado	550	8,464
Oklahoma		3,988
Oregon	151	3,532
Arizona		2,957
Idaho	281	2,304
Nevada	432	1,436
Hawaii		1,336
South Dakota		1,192
Utah	2	1,043
New Mexico	36	775
Montana	73	394
North Dakota		389
Alaska		258
Wyoming		195
TOTAL	8,797	122,490

South	November	Y-T-D
Florida	2,007	19,326
N. Carolina	1,532	14,997
Virginia	1,215	9,748
Georgia		9,605
Tennessee	129	6,283
S. Carolina	157	4,961
Alabama	212	3,906
Louisiana	416	3,473
Mississippi	184	3,436
Kentucky	345	2,792
Arkansas		1,719
West Virginia	366	1,382
TOTAL	6,563	81,628

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JOB-CUT ANNOUNCEMENT REPORT

	November	YTD
Restructuring	8,329	166,358
Closing	20,508	107,096
Cost-Cutting	4,683	74,251
Demand Downturn	2,259	27,622
Sequestration/Federal Spending Cuts	4,704	19,432
Merger/Acquisition	761	15,629
Economic Conditions	1,277	15,194
Loss of Contract	410	10,807
Voluntary Severance	120	6,034
Falling Sales		5,280
Outsourcing	40	5,132
Bankruptcy	511	4,553
Legal Trouble		4,334
Relocation	1,208	3,947
Health Reform	279	3,525
Competition	225	2,370
Natural Disaster		2,052
Labor Dispute		1,000
Rising Costs		868
Order Cancellation/Reduction		846
Government Regulation		566
Work Stoppage		400
Reorganization/Consolidation		359
Drought		221
Government Drawdown in Iraq		215
Funding Loss		180
Technological Update		149
Firing		8
TOTAL	45,314	478,428

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JOB-CUT ANNOUNCEMENT REPORT**

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	578,510	318,165	240,233	151,122	1,288,030
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		387,384
AVG	208,629	160,183	185,668	220,678	

*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

ANNOUNCED SEASONAL HIRING PLANS

Macy's	83,000
Target	70,000
Amazon	70,000
Walmart	55,000
UPS	55,000
Kohl's	53,000
Toys R Us	45,000
JCPenney	35,000
FedEx	20,000
GameStop	17,000
Meijer	9,000
JoAnn's	3,000
eBay (Louisville, KY)	2,000
Eddie Bauer (Columbus, OH)	1,200
Walt Disney World	1,000
eBay (Eau Claire, WI)	800
Universal Orlando	700
SeaWorld	200
Legoland Florida	165

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

ANNOUNCED HIRING PLANS
MONTHLY TOTALS

	2013	2012	2011
January	60,585	7,568	29,492
February	92,372	10,720	72,581
March	8,115	12,390	10,869
April	9,322	11,794	59,648
May	9,618	7,722	10,248
June	8,774	12,314	15,498
July	9,728	10,350	10,706
August	7,662	12,079	15,201
September	445,617	425,683	76,551
October	87,874	75,065	159,177
November	14,177	28,526	63,527
December		16,266	14,074
TOTAL	753,844	630,477	459,971

In January, Lowe's announced 50,000 seasonal hires.

In February, Home Depot announced 80,000 seasonal hires.

In September, seasonal/holiday hires numbered 440,200

In October, seasonal/holiday hires numbered 80,865

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

ANNOUNCED HIRING PLANS

Industry	November	Year-To-Date
Retail		588,337
Transportation	50	76,397
Computer	10,000	15,826
Automotive		15,597
Health Care/Products		8,114
Industrial Goods	465	7,389
Aerospace/Defense	36	4,781
Financial	400	4,411
Education	80	4,322
Government		4,217
Food		4,197
Telecommunications	590	3,770
Entertainment/Leisure		3,285
Consumer Products	200	2,331
Insurance	1,000	2,322
Construction	100	1,775
Energy	65	1,708
Electronics	716	1,461
Services		1,270
Pharmaceutical	225	1,120
Apparel	250	550
Chemical		360
Media		183
Utility		100
Non-Profit		11
Legal		10
Commodities		0
Real Estate		0
TOTAL	14,177	753,844