



CHALLENGER REPORT

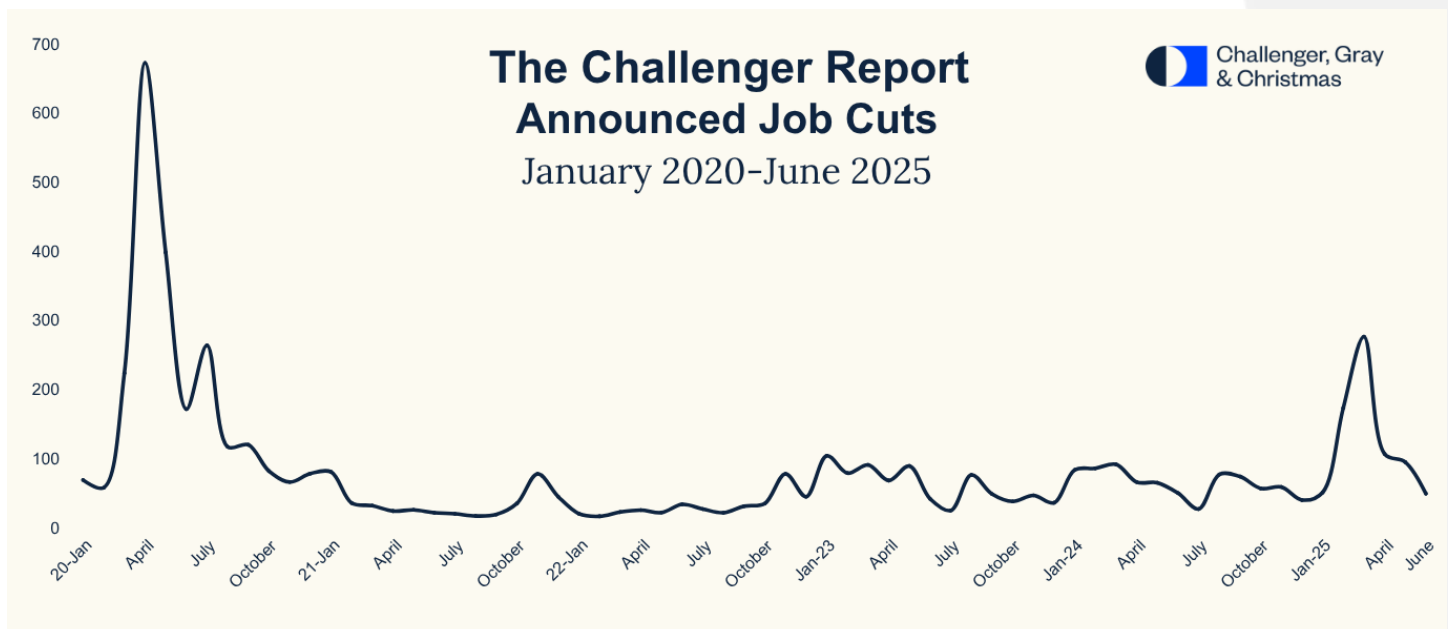
June 2025

FOR RELEASE AT 7:30 A.M. ET, WEDNESDAY JULY 2, 2025

SUMMER LULL IN JUNE AS COMPANIES ANNOUNCE VIRTALLY THE SAME NUMBER OF CUTS AS LAST YEAR; HIGHEST Q2, YTD CUTS SINCE 2020

CHICAGO, July 2, 2025 – U.S.-based employers announced 47,999 job cuts in June, down 49% from May's 93,816. It is down 2% from 48,786 announced in the same month last year, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas.

The second quarter saw 247,256 job cuts, the highest Q2 total since 1,238,364 cuts announced in 2020. It is up 39% from the 177,391 cuts announced during the second quarter last year. It is down 50% from the 497,052 cuts announced in Q1.



“The bulk of companies cited economic conditions last month. We saw some DOGE activity and have tracked over 2,000 jobs directly attributed to tariffs this year, but for the most part it was a quiet June,” said Andrew Challenger, Senior Vice President and labor expert for Challenger, Gray & Christmas.

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

So far this year, companies have announced 744,308 job cuts, the highest YTD since 2020 when 1,585,047 were announced. Outside of 2020, it is the highest YTD since 896,675 cuts were announced in the first six months of 2009.

WHICH INDUSTRIES ARE CUTTING THE MOST IN 2025?

Government

In June, the Government cut 3,801 jobs, up 46% from 2,600 in May. For the year, this sector has cut 288,628 jobs in 2025, primarily in the Federal Government, and many of which are in legal limbo.

Retail

Retail is the sector that has cut the most private-sector jobs this year with 79,865, up 255% from 22,467 job cuts announced in the first half of 2024.

“Retailers are one of the hardest hit business sectors by tariffs, inflation, and uncertainty. If consumer spending continues to fall, it could mean more job losses in this industry,” said Challenger.

Technology

Technology has cut 76,214 job cuts this year, up 27% from the 59,854 cuts announced through the same period last year.

“The disruptions in this industry, both from the advancement of AI and the current uncertainties around visas, has cost thousands of jobs this year,” said Challenger.

Non-Profits

Non-profits are being hit hard by losses in federal government funding, rising costs, and ongoing economic uncertainty. So far in 2025, these organizations have announced 16,930 job cuts, a 407% increase from the 3,342 cuts announced during the same period in 2024. The surge is largely fueled by budget reductions at the federal level, which are impacting both direct service providers and affiliated support organizations.

Media & News Cuts

The Media industry has announced 4,752 cuts so far in 2025, down 46% from the 8,750 cuts announced in the first five months of last year.

News, which Challenger tracks as a subset of Media and includes broadcast, digital, and print, has announced 1,139 job cuts so far this year, down 52% from the 2,397 cuts announced during the same period last year.

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

WHY ARE COMPANIES CUTTING IN 2025?

“DOGE Impact” remains the leading reason for job cut announcements in 2025, cited in 286,679 planned layoffs so far this year. This includes direct reductions to the Federal workforce and its contractors. An additional 11,751 cuts have been attributed to *DOGE Downstream Impact*, such as the loss of funding to private Non-Profits and affiliated organizations.

Market and Economic Conditions are the second-most cited reason for workforce reductions, responsible for 154,126 cuts year to date. This marks a significant increase in economic-driven cuts as companies respond to uncertainty and shifting demand.

Closings of stores, units, or plants led to 107,142 layoffs so far this year, while **Restructuring** efforts have resulted in 64,487 job cuts. **Bankruptcies** accounted for another 35,641 layoffs.

Technological Updates, including changes related to automation and AI implementation, have led to 20,000 job cuts in 2025. Of these, 75 were explicitly attributed to Artificial Intelligence, though many companies categorize related changes more broadly.

Other notable drivers of cuts include **Cost-Cutting** (17,245), **Contract Losses** (8,893), and **Financial Losses** (4,909). A total of 18,781 cuts were announced without a specified reason.

WHERE ARE JOB CUTS OCCURRING THIS YEAR?

Challenger tracks job cuts by company headquarters location, unless an announcement specifies the geographic location of the layoffs.

So far in 2025, the East region has experienced the largest year-over-year increase in job cuts, surging 222% from 130,768 to 421,330. This dramatic rise is largely due to significant reductions at Federal agencies headquartered in Washington, D.C. The city has 289,586 cuts attributed to it, though many Federal cuts occurred in other cities. Other notable increases include New Jersey, which jumped from 5,403 to 23,138 cuts (a 328% increase), and New York, which rose 42% from 51,696 to 73,405. Meanwhile, some states saw sharp declines: Connecticut dropped from 7,986 to 1,440 (an 82% decrease), Vermont declined 54%, and Massachusetts fell 32%.

The Midwest region saw a slight overall increase in job cuts, rising 4.1% from 76,159 in 2024 to 79,292 in 2025. However, trends varied significantly by state. Ohio reported a 105% increase, rising from 18,206 to 37,380, and Nebraska surged more than sixfold from 689 to 4,398. On the other hand, Michigan fell 38%, Wisconsin dropped 71%, and Illinois declined by 37%.

In the West region, job cuts remained essentially flat, with a slight decline of 0.7%, dropping from 172,498 in 2024 to 171,241 in 2025. California led the region with 100,084 cuts this year, up 41% from 70,847 last year. Arizona also saw a 40% increase. However, several states experienced sharp drops, including Nevada and Oregon, each down 81%, and Texas, which declined 35%. Washington remained relatively steady with a slight decrease.

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

The South region reported a 31% increase in job cuts, rising from 55,220 in 2024 to 72,445 in 2025. Georgia posted one of the largest increases, with cuts jumping from 15,861 to 26,656 (up 68%). Florida nearly doubled its total, and Alabama saw a large jump from 2,699 to 6,530. Meanwhile, Tennessee, North Carolina, and South Carolina all saw declines compared to 2024.

HIRING PLANS IN 2025

Through June 2025, U.S. employers have announced 82,932 planned hires, a 19% increase over the 69,920 announced at this point in 2024. While this represents growth, hiring activity remains historically low, particularly when compared to the surge in hiring during the post-pandemic recovery years.

“Hiring announcements are up from last year, which is encouraging. Employers are hiring more cautiously in 2025, likely in response to economic uncertainty and continued cost pressures,” said Challenger.

Year-to-Date Hiring Comparisons:

- **2025:** 82,932
- **2024:** 69,920
- **2023:** 115,462
- **2022:** 715,583
- **2021:** 551,789
- **2020:** 1,336,115
-

The highest monthly hiring announcement in 2025 occurred in February, with 34,580 hires. Since then, numbers have declined, with just 3,191 hires announced in June, the lowest of the year so far. The monthly average for 2025 is currently 13,822, compared to 64,163 in 2024 and 123,530 in 2022.

“Hiring announcements in 2025 suggest a cautious but stabilizing labor market. While companies are clearly adding workers at a higher rate than in 2024, the restraint shown relative to previous years indicates continued uncertainty around costs, automation, and the broader economic outlook. Without a strong economic driver, hiring may remain measured through the rest of the year,” said Challenger.

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

Table 1: EXECUTIVE SUMMARY

TOP FIVE INDUSTRIES

Year To Date

	2025	2024
Government	288,628	36,995
Retail	79,865	22,467
Technology	76,214	59,854
Services	48,736	27,846
Warehousing	34,242	14,273

MONTH BY MONTH TOTALS

	2025	2024
January	49,795	82,307
February	172,017	84,638
March	275,240	90,309
April	105,441	64,789
May	93,816	63,816
June	47,999	48,786
July		25,885
August		75,891
September		72,821
October		55,597
November		57,727
December		38,792
TOTAL	744,308	761,358

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

	YTD 2025	YTD 2024
Dist. of Columbia	289,586	34,220
California	100,084	70,847
New York	73,405	51,696
Ohio	37,380	18,206
Texas	30,533	47,121

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

	24-Jun	25-May	25-Jun	YTD 2024	YTD 2025
Aerospace/Defense	826	325	237	9,048	1,623
Apparel	6	233	312	5,584	1,721
Automotive	2,336	1,964	809	23,664	11,908
Chemical	149	333		1,195	2,196
Construction	4,613	505	216	8,461	2,076
Consumer Products	5,311	3,233	9,500	21,039	31,423
Education	3,742	2,870	1,545	23,988	11,658
Electronics	1,434	196	251	2,442	6,194
Energy	212	2,275	1,294	5,756	6,893
Entertainment/Leisure	1,714	2,683	1,437	19,313	12,604
Financial	1,475	3,795	4,164	31,533	25,798
FinTech	190		89	4,638	1,232
Food	1,593	729	2,838	17,014	10,093
Government	670	2,600	3,801	36,995	288,628
Health Care/Products	2,166	6,514	4,068	23,467	30,076
Industrial Goods	546	1,004	62	14,471	5,629
Insurance	331	276	334	1,724	2,956
Legal		292	111	102	403
Media	340	502	645	8,750	4,752
Mining	117	140	768	615	2,301
Non-Profit	491	8,565	2,912	3,342	16,930
Pharmaceutical	1,111	225	499	7,120	1,962
Real Estate	393	5	36	4,087	1,364
Retail	2,191	11,483	4,063	22,467	79,865
Services	3,076	22,492	4,463	27,846	48,736
Technology	4,647	10,598	1,498	59,854	76,214
Telecommunications	2,057	4,129	630	4,377	14,894
Transportation	1,979	1,677	1,063	22,606	8,419
Utility	91	266	76	8,874	1,518
Warehousing	4,979	3,907	278	14,273	34,242
TOTAL	48,786	93,816	47,999	434,645	744,308

Source: Challenger, Gray & Christmas, Inc.

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

Table 3: JOB CUTS BY REGION, STATE

EAST	Jun-25	YTD 2025	YTD 2024
Connecticut	225	1,440	7,986
Delaware		209	50
Dist. of Columbia	3,863	289,586	34,220
Maine	114	4,711	459
Maryland	373	6,864	6,043
Massachusetts	137	7,206	10,549
New Hampshire		35	237
New Jersey	899	23,138	5,403
New York	8,378	73,405	51,696
Pennsylvania	2,363	13,633	10,464
Rhode Island	395	939	3,304
Vermont	60	164	357
TOTAL	16,807	421,330	130,768

MIDWEST	Jun-25	YTD 2025	YTD 2024
Illinois	588	8,242	13,122
Indiana	88	1,019	3,257
Iowa	924	5,114	4,182
Kansas		2,700	1,384
Michigan	702	10,328	16,539
Minnesota	300	4,833	6,278
Missouri	174	3,120	5,135
Nebraska	24	4,398	689
Ohio	9,709	37,380	18,206
Wisconsin	367	2,158	7,367
TOTAL	12,876	79,292	76,159

WEST	Jun-25	YTD 2025	YTD 2024
Alaska		1,602	70
Arizona	1,230	11,450	8,206
California	6,498	100,084	70,847
Colorado		3,067	4,355
Hawaii		431	1,401
Idaho		258	527
Montana		244	292
Nevada	325	1,715	8,913
New Mexico		203	705
North Dakota		0	5
Oklahoma	657	1,561	473
Oregon	889	2,008	7,739
South Dakota		373	600
Texas	2,483	30,533	47,121
Utah	639	920	1,778
Washington	1,268	16,764	17,594
Wyoming		28	1,872
TOTAL	13,989	171,241	172,498

SOUTH	Jun-25	YTD 2025	YTD 2024
Alabama	73	6,530	2,699
Arkansas	180	520	1,300
Florida	602	15,314	8,214
Georgia	302	26,656	15,861
Kentucky	32	2,487	2,068
Louisiana	1,014	1,159	1,214
Mississippi		660	567
North Carolina	178	4,338	5,910
South Carolina	263	2,112	3,757
Tennessee	729	7,205	8,196
Virginia	130	4,475	4,454
West Virginia	824	989	980
TOTAL	4,327	72,445	55,220

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

Table 4: JOB CUTS BY REASON

	Jun-25	YTD 2025
DOGE Actions	2,635	286,679
Market/Economic Conditions	22,869	154,126
Closing	12,703	107,142
Restructuring	2,472	64,487
Bankruptcy	140	35,641
Technological Update (possibly AI)		20,000
No Reason Provided		18,781
Cost-Cutting	3,694	17,245
DOGE Downstream Impact	1,292	11,751
Contract Loss	40	8,893
Financial Loss	85	4,909
Demand Downturn	532	4,893
Acquisition/Merger	766	2,655
Tariffs	210	2,307
Relocation (Domestic)		1,054
Voluntary Severance/Buyouts	450	1,000
Consolidation		987
Natural Disaster		726
COVID Recovery		705
Government Regulations		140
Outsourcing Operations to Another US Company		76
Artificial Intelligence	75	75
COVID-19	36	36
TOTAL	47,999	744,308

Source: Challenger, Gray & Christmas, Inc.

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

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	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	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	52,560	56,749	321,970
2022	55,696	77,515	76,284	154,329	363,824
2023	270,416	187,793	146,305	117,163	721,677
2024	257,254	177,391	174,597	152,116	761,358
2025	497,052	247,256			744,308
AVG	207,756	181,307	175,300	185,083	

Source: Challenger, Gray & Christmas, Inc.

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

Table 6: ANNOUNCED HIRING PLANS

By Month

	2025	2024	2023	2022	2021	2020	2019	2018	2017
January	6,089	5,376	32,764	77,630	72,063	23,229	74,040	41,890	136,501
February	34,580	10,317	28,830	215,127	146,403	88,202	15,279	139,925	25,765
March	13,198	21,102	9,044	105,224	97,767	824,610	96,368	14,525	127,006
April	16,191	9,802	23,310	88,622	76,345	285,639	258,302	13,842	61,537
May	9,683	4,236	7,885	126,083	49,118	38,981	8,663	9,889	77,447
June	3,191	19,087	13,629	102,897	110,093	75,454	11,946	13,504	40,095
July		3,676	12,774	25,506	18,281	246,507	22,316	9,823	88,142
August		6,101	7,744	41,985	94,004	160,411	24,937	17,274	14,530
September		403,893	590,353	380,014	939,790	929,860	459,689	595,997	422,726
October		266,743	35,202	237,380	52,042	255,198	190,835	130,338	37,387
November		11,621	15,566	30,203	6,527	185,504	19,063	15,422	61,300
December		7,999	3,022	51,693	89,984	77,267	26,313	15,999	8,218
TOTAL	82,932	769,953	780,123	1,482,364	1,752,417	3,190,862	1,207,751	1,018,428	1,100,654
YTD		69,920	115,462	715,583	551,789	1,336,115	464,598	233,575	468,351
Monthly Average	13,822	64,163	65,010	123,530	146,035	265,905	100,646	84,869	91,721

Source: Challenger, Gray & Christmas, Inc.

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

Table 7: ANNOUNCED HIRING PLANS

INDUSTRY	25-Jun	YTD 2025	YTD 2024
Aerospace/Defense	260	3,036	5,871
Apparel		198	310
Automotive	50	5,786	4,122
Chemical		40	452
Construction	700	865	3,804
Consumer Products		2,515	2,808
Education		0	670
Electronics		610	679
Energy		1,070	11,327
Entertainment/Leisure		28,000	1,400
Financial		75	65
FinTech		2,130	53
Food	100	292	3,079
Government		7,056	1,652
Health Care/Products	207	4,197	3,205
Industrial Goods	1,374	4,266	5,320
Insurance	500	12,500	0
Legal		0	0
Media		0	175
Mining		900	221
Non-Profit		0	60
Pharmaceutical		400	2,124
Real Estate		0	1,500
Retail		0	1,510
Services		298	766
Technology		5,510	13,163
Telecommunications		1,100	324
Transportation		305	2,446
Utility		1,493	985
Warehousing		290	1,829
TOTAL	3,191	82,932	69,920

Source: Challenger, Gray & Christmas, Inc.