



## CONTACTS

**Colleen Madden**, Director of Public Relations

Office: 312-422-5074

Mobile: 314-807-1568

[colleenmadden@challengergray.com](mailto:colleenmadden@challengergray.com)

**Blake Palder**, Public Relations Associate

Office: 312-422-5156

[blakepalder@challengergray.com](mailto:blakepalder@challengergray.com)

## **FOR RELEASE AT 7:30 A.M. ET, JANUARY 4, 2017**

### **LOWEST JOB CUT TOTAL SINCE 1990**

**CHICAGO, January 4, 2017** – U.S.-based employers announced 32,423 job cuts in the last month of the year, bringing the year-end total to 418,770. That is the lowest annual total since 1990\*, when 316,047 cuts were recorded, according to a report released Thursday by global outplacement consultancy Challenger, Gray & Christmas, Inc.

“The retail pivot that caused thousands of store closures and job cuts was not seen in any other industry this year,” said John Challenger, Chief Executive Officer of Challenger, Gray & Christmas, Inc.

“While companies in the Pharmaceutical, Health Care, Construction, and Food industries did announce more job cuts than last year, it was nothing like the Energy cuts seen in the last two years or the Financial cuts seen during the recession,” added Challenger.

Employers announced 20.5 percent fewer cuts than the previous year, when 526,915 cuts were announced. Last month saw a 7.4 percent decrease from November’s total of 35,038, and a 3.6 percent decrease from the 33,627 cuts announced in the same month last year.

“The tight labor market, coupled with uncertainty surrounding health care and tax legislation, possibly kept employers from making any long-term staffing decisions this year. However, 2018 may see an increase in job cut announcements, as companies realign with consumer demand,” said Challenger.

Retail’s restructuring led to 76,084 job cuts this year, a 28.2 percent increase from 2016, when 59,324 job cuts were announced. The move from brick-and-mortar to online shopping has caused over 7,400 store closures, according to Challenger tracking.

The Health Care sector announced 40,732 job cuts, 118 percent more than last year's annual total for the industry of 18,725. The Services sector announced 36,174 cuts this year, nearly quadrupling the total from last year, which was 9,917.

Meanwhile, announced hiring plans are the highest on record, according to Challenger tracking. Employers announced plans to hire over 1,100,000 new hires, 27 percent more than the 868,702 announced last year.

"While we may see more job cuts in the first quarter of 2018, some companies have announced wage increases and bonuses for employees due to the passing of the tax bill," said Challenger.

AT&T, Comcast NBCUniversal, and Fifth Third Bancorp all announced \$1,000 bonuses to their eligible employees. Meanwhile, Fifth Third Bank and Wells Fargo will increase their minimum wage to \$15/hour. Boeing announced \$300,000,000 in new investments.

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*\*Challenger began tracking job cuts in 1993. Prior years' job cuts were calculated by a newsletter no longer in circulation.*

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**TOP FIVE INDUSTRIES**

Year To Date

	2017	2016
Retail	76,084	59,324
Health Care/Products	40,732	18,725
Services	36,174	9,917
Industrial	34,179	33,435
Food	20,737	16,260

**MONTH-BY-MONTH TOTALS**

	2017	2016
January	45,934	75,114
February	36,957	61,599
March	43,310	44,207
April	36,602	64,141
May	33,092	30,157
June	31,105	38,536
July	28,307	45,346
August	33,825	32,188
September	32,346	44,324
October	29,831	30,740
November	35,038	26,936
December	32,423	33,627
<b>TOTAL</b>	<b>418,770</b>	<b>526,915</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

California	63,301
Texas	38,521
New York	27,481
Ohio	24,742
Massachusetts	23,242

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**JOB CUTS BY INDUSTRY**

	16-Dec	17-Nov	17-Dec	YTD 2016	YTD 2017	Percent Change
Aerospace/Defense	2,286	849	214	14,153	14,825	4.7%
Apparel	200			1,039	0	-100.0%
Automotive	4,705	1,101	129	19,283	17,521	-9.1%
Chemical	1,920	66		13,107	903	-93.1%
Commodities	9	70	339	3,033	941	-69.0%
Computer	633	2,694	749	66,821	19,417	-70.9%
Construction	133	207	163	1,431	8,822	516.5%
Consumer Products	362	3,053	818	10,397	16,803	61.6%
Education	65	829	2,456	19,545	14,721	-24.7%
Electronics	70	88	12	9,078	4,868	-46.4%
Energy	2,673	1,001	787	107,714	16,631	-84.6%
Entertainment/Leisure	1,200	628	339	18,262	11,645	-36.2%
Financial	598	2,179	664	22,015	16,119	-26.8%
Food	2,929	2,210	759	16,260	20,737	27.5%
Government	3,498	962	260	18,653	9,236	-50.5%
Health Care/Products	1,695	7,011	2,587	18,725	40,732	117.5%
Industrial Goods	1,779	2,623	14,193	33,435	34,179	2.2%
Insurance	1,300	397	1,190	4,371	8,970	105.2%
Legal		193		106	588	454.7%
Media	104	449	197	7,792	4,062	-47.9%
Non-Profit	185	122	83	2,210	1,719	-22.2%
Pharmaceutical	959	433	744	9,940	13,998	40.8%
Real Estate			20	722	552	-23.5%
Retail	1,355	2,065	1,419	59,324	76,084	28.3%
Services	333	3,920	3,338	9,917	36,174	264.8%
Telecommunications	1,197	300	832	20,118	14,223	-29.3%
Transportation	3,439	1,249	131	18,420	12,258	-33.5%
Utility		339		1,044	2,042	95.6%
<b>TOTAL</b>	<b>33,627</b>	<b>35,038</b>	<b>32,423</b>	<b>526,915</b>	<b>418,770</b>	

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**JOB CUTS BY REGION, STATE**

<b>EAST</b>	<b>December</b>	<b>YTD</b>
New York	1,993	27,481
Massachusetts	13,562	24,493
Pennsylvania	509	21,462
New Jersey	393	19,260
Dist. of Columbia		4,279
Maryland	20	3,217
Connecticut	84	2,949
Maine	124	2,022
Rhode Island		787
New Hampshire		619
Delaware		402
Vermont	18	390
	<b>16,703</b>	<b>107,361</b>

<b>MIDWEST</b>	<b>December</b>	<b>YTD</b>
Ohio	618	25,360
Indiana	268	23,510
Illinois	1,501	19,222
Michigan	516	13,825
Wisconsin		6,733
Minnesota	472	5,430
Missouri	283	4,944
Kansas	78	3,520
Iowa	180	2,876
Nebraska	201	2,323
<b>TOTAL</b>	<b>4,117</b>	<b>107,743</b>

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**JOB CUTS BY REGION, STATE**

<b>WEST</b>	<b>December</b>	<b>YTD</b>
California	4,521	63,301
Texas	3,113	38,521
Washington	30	10,855
Oregon	388	5,128
Colorado	225	4,127
Arizona		1,931
New Mexico		1,494
Oklahoma	198	1,132
South Dakota	409	1,104
Alaska	247	443
Idaho		429
Utah		390
North Dakota		269
Wyoming		222
Montana		99
Nevada		6
Hawaii		0
<b>TOTAL</b>	<b>9,131</b>	<b>129,451</b>

<b>SOUTH</b>	<b>December</b>	<b>YTD</b>
Florida	356	15,365
N. Carolina	140	13,215
S. Carolina	102	9,881
Georgia	178	7,087
Kentucky	649	6,114
Tennessee	271	5,417
Mississippi		3,298
Virginia	226	3,252
Alabama	264	3,092
Arkansas		2,651
West Virginia		2,543
Louisiana	286	2,300
<b>TOTAL</b>	<b>2,472</b>	<b>74,215</b>

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**JOB CUTS BY REASON**

	<b>December</b>	<b>YTD</b>
Cost-Cutting	13,271	191,295
Closing	4,857	106,216
Restructuring	12,910	64,188
Merger/Acquisition	424	15,229
Loss of Contract	328	11,106
Demand Downturn		10,516
Outsourcing	94	5,830
Voluntary Severance	539	4,970
Bankruptcy		4,829
Hurricane Irma		1,117
Oil Prices		1000
Hurricane Harvey		934
Immigration Raid		800
Relocation		685
Legal Trouble		55
<b>TOTAL</b>	<b>32,423</b>	<b>418,770</b>

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**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	1,272,030
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
<b>AVG</b>	<b>198,910</b>	<b>154,023</b>	<b>176,176</b>	<b>200,423</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.*



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**ANNOUNCED HIRING PLANS  
By Month**

	<b>2017</b>	<b>2016</b>	<b>2015</b>	<b>2014</b>	<b>2013</b>	<b>2012</b>
<b>January</b>	<b>136,501</b>	<b>8,362</b>	<b>8,774</b>	<b>6,312</b>	<b>60,585</b>	<b>7,568</b>
<b>February</b>	<b>25,765</b>	<b>7,539</b>	<b>14,574</b>	<b>11,054</b>	<b>92,372</b>	<b>10,720</b>
<b>March</b>	<b>127,006</b>	<b>10,997</b>	<b>6,412</b>	<b>6,860</b>	<b>8,115</b>	<b>12,390</b>
<b>April</b>	<b>61,537</b>	<b>11,557</b>	<b>13,898</b>	<b>11,145</b>	<b>9,322</b>	<b>11,794</b>
<b>May</b>	<b>77,447</b>	<b>24,732</b>	<b>12,598</b>	<b>10,141</b>	<b>9,618</b>	<b>7,722</b>
<b>June</b>	<b>40,095</b>	<b>13,564</b>	<b>11,176</b>	<b>15,530</b>	<b>8,774</b>	<b>12,314</b>
<b>July</b>	<b>88,142</b>	<b>16,051</b>	<b>11,637</b>	<b>16,544</b>	<b>9,728</b>	<b>10,350</b>
<b>August</b>	<b>14,530</b>	<b>9,101</b>	<b>11,778</b>	<b>9,657</b>	<b>7,662</b>	<b>12,079</b>
<b>September</b>	<b>422,726</b>	<b>487,075</b>	<b>492,306</b>	<b>567,705</b>	<b>445,617</b>	<b>425,683</b>
<b>October</b>	<b>37,387</b>	<b>135,532</b>	<b>86,107</b>	<b>147,935</b>	<b>87,874</b>	<b>75,065</b>
<b>November</b>	<b>61,300</b>	<b>108,994</b>	<b>10,026</b>	<b>11,291</b>	<b>14,177</b>	<b>28,526</b>
<b>December</b>	<b>8,218</b>	<b>35,198</b>	<b>11,465</b>	<b>7,332</b>	<b>11,362</b>	<b>16,266</b>
<b>TOTAL</b>	<b>1,100,654</b>	<b>868,702</b>	<b>690,751</b>	<b>821,506</b>	<b>765,206</b>	<b>630,477</b>

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**ANNOUNCED HIRING PLANS**

<b>INDUSTRY</b>	<b>December</b>	<b>YEAR-TO-DATE</b>
Aerospace/Defense	1,090	10,753
Apparel		492
Automotive	858	14,605
Chemical		588
Commodities		925
Computer	302	128,523
Construction	300	510
Consumer Products	1,060	4,253
Education	85	2,740
Electronics	150	3,066
Energy		1,354
Entertainment/Leisure	130	98,537
Financial	473	5,565
Food	369	4,971
Government		2,480
Health Care/Products	72	6,552
Industrial Goods	231	8,847
Insurance	500	5,730
Legal		0
Media		1,332
Non-Profit		930
Pharmaceutical		6,748
Real Estate		200
Retail	1,045	568,562
Services	1,145	35,449
Telecommunications	400	29,896
Transportation	8	156,846
Utility		200
<b>TOTAL</b>	<b>8,218</b>	<b>1,100,654</b>