

**CONTACT****Colleen Madden Blumenfeld**

Office: 312-422-5074

Mobile: 314-807-1568

[colleenmadden@challengergray.com](mailto:colleenmadden@challengergray.com)**FOR RELEASE AT 7:30 A.M. ET, THURSDAY, FEBRUARY 3, 2022****CUTS REMAIN FLAT IN JANUARY WITH 19,064; 5,757 DUE TO VACCINE  
REFUSAL**

**CHICAGO, February 3, 2022** – U.S.-based employers announced virtually the same number of job cuts in January as in December with 19,064, up .063% from the 19,052 announced one month prior. It is 76% lower than the 79,552 cuts announced in the same month in 2021, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

Of cuts announced in January, 5,757 cuts were due to companies shedding workers who refused to get vaccinated against COVID-19. That brings the total number of cuts due to vaccine refusal to 13,391 since June 2021, when Challenger first recorded job cuts for this reason.

“Many employers who implemented vaccine policies last year gave workers until early January to comply. Job cuts remain low, and companies are still hard-pressed to fill open positions. This is a lot of people to cut, particularly in Health Care, where workers are increasingly leaving while those who remain battle intensifying burnout,” said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

Indeed, of the cuts due to vaccine refusal last month, 4,934 were from Health Care providers.

**Job Cuts Announced Due to Vaccine Refusal**

<b>Industry</b>	<b>2022</b>	<b>2021</b>
Health Care/Products	4,934	6,717
Education	573	5
Insurance	250	0
Government	0	305
Transportation	0	595
Technology	0	12
<b>Total</b>	<b>5,757</b>	<b>7,634</b>

Source: Challenger, Gray &amp; Christmas, Inc. ©

In fact, Health Care announced the most job cuts in January with 5,053, followed by Warehousing with 3,051. The Services sector announced 1,786 cuts last month, while Entertainment/Leisure firms cut 1,691. Consumer Products manufacturers announced 1,432 job cuts last month.

“While the country undergoes this COVID wave spurred by Omicron, employers are attempting to keep their workers, and in fact, hire more,” said Challenger.

In January, companies announced plans to hire 77,630 workers, the highest January total since 2017, when 136,501 hiring plans were recorded.

While vaccine refusal accounted for the most job cuts last month, another 4,442 occurred because of store, plant, or unit closings. Companies reported market conditions caused another 3,932. A plant fire that destroyed a Rocky Mount, North Carolina QVC warehouse in [December claimed 1,953 jobs in January](#).

“Omicron likely slowed the numbers of jobs added in January. Though the Supreme Court decision on the OSHA rule potentially removed a hurdle to hiring, the amount of work companies, particularly Human Resources and Talent Acquisition departments, are undergoing to create and implement their own policies; attract, retain, and onboard workers; comply with the patchwork of COVID guidelines; and grapple with illnesses, will slow hiring processes,” said Challenger.

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

**Table 1: EXECUTIVE SUMMARY**

**TOP FIVE INDUSTRIES**

**Year To Date**

	<b>2022</b>	<b>2021</b>
<b>Health Care/Products</b>	5,053	3,124
<b>Warehousing</b>	3,051	6,601
<b>Services</b>	1,786	3,722
<b>Entertainment/Leisure</b>	1,691	6,399
<b>Consumer Products</b>	1,432	412

**MONTH BY MONTH TOTALS**

	<b>2022</b>	<b>2021</b>
<b>January</b>	19,064	79,552
<b>February</b>		34,531
<b>March</b>		30,603
<b>April</b>		22,913
<b>May</b>		24,586
<b>June</b>		20,476
<b>July</b>		18,942
<b>August</b>		15,723
<b>September</b>		17,895
<b>October</b>		22,822
<b>November</b>		14,875
<b>December</b>		19,052
<b>TOTAL</b>	<b>19,064</b>	<b>321,970</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>YTD 2022</b>	<b>YTD 2021</b>
<b>Maryland</b>	3,455	953
<b>North Carolina</b>	2,020	484
<b>California</b>	1,908	9,212
<b>Kentucky</b>	1,293	142
<b>Washington</b>	1,080	29,277

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

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**Table 2: JOB CUTS BY INDUSTRY**

	21-Jan	21-Dec	22-Jan
Aerospace/Defense	29,100	84	
Apparel	97	238	311
Automotive	597	192	
Chemical	35	272	
Construction	121	418	
Consumer Products	412	890	1,432
Education	612	575	674
Electronics	336	79	176
Energy	1,936		52
Entertainment/Leisure	6,399	1,141	1,691
Financial	2,030	2,216	696
FinTech	408		
Food	610	430	596
Government	19	14	673
Health Care/Products	3,124	4,550	5,053
Industrial Goods	232	771	382
Insurance	125	274	870
Legal		147	
Media	724	350	
Mining	175		
Non-Profit	359	278	
Pharmaceutical		1,342	174
Real Estate	31		242
Retail	1,359	239	391
Services	3,722	1,654	1,786
Technology	1,084	214	72
Telecommunications	19,002	62	137
Transportation	302	400	101
Utility			504
Warehousing	6,601	2,222	3,051
<b>TOTAL</b>	<b>79,552</b>	<b>19,052</b>	<b>19,064</b>

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**Table 3: JOB CUTS BY REGION, STATE**

<b>EAST</b>	<b>Jan-22</b>	<b>Jan-21</b>
Connecticut	120	0
Delaware	0	0
Dist. of Columbia	0	0
Maine	0	0
Maryland	3,455	953
Massachusetts	0	1,525
New Hampshire	0	0
New Jersey	0	150
New York	724	576
Pennsylvania	711	338
Rhode Island	0	0
Vermont	0	50
<b>TOTAL</b>	<b>5,010</b>	<b>3,592</b>

<b>MIDWEST</b>	<b>Jan-22</b>	<b>Jan-21</b>
Illinois	590	773
Indiana	54	423
Iowa	214	35
Kansas	290	0
Michigan	212	3
Minnesota	700	361
Missouri	0	306
Nebraska	0	0
Ohio	1,024	817
Wisconsin	696	209
<b>TOTAL</b>	<b>3,780</b>	<b>2,927</b>

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## JOB CUT ANNOUNCEMENT REPORT

Table 3 (cont'd): JOB CUTS BY REGION, STATE

WEST	Jan-22	Jan-21
Alaska	0	0
Arizona	152	1,100
California	1,908	9,212
Colorado	314	50
Hawaii	0	457
Idaho	0	380
Montana	0	0
Nevada	0	159
New Mexico	0	0
North Dakota	0	283
Oklahoma	0	0
Oregon	465	564
South Dakota	0	0
Texas	0	20,779
Utah	0	0
Washington	1,080	29,277
Wyoming	0	15
<b>TOTAL</b>	<b>3,919</b>	<b>62,276</b>

SOUTH	Jan-22	Jan-21
Alabama	75	0
Arkansas	0	22
Florida	908	2,008
Georgia	153	815
Kentucky	1,293	142
Louisiana	68	0
Mississippi	0	135
North Carolina	2,020	484
South Carolina	442	494
Tennessee	1,000	6,482
Virginia	321	175
West Virginia	75	0
<b>TOTAL</b>	<b>6,355</b>	<b>10,757</b>

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**Table 4: JOB CUTS BY REASON**

	<b>Jan-22</b>
Vaccine Refusal	5,757
Closing	4,442
Market Conditions	3,932
Plant Fire	1,953
Restructuring	864
Cost-Cutting	673
Demand Downturn	394
COVID-19	330
Natural Disaster	250
Acquisition/Merger	242
Bankruptcy	180
Contract Loss	46
Consolidation	1
<b>TOTAL</b>	<b>19,064</b>

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**Table 5: QUARTER BY QUARTER**

	Q1	Q2	Q3	Q4	TOTAL
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	1,120,908
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
AVG	199,714	182,376	179,201	190,258	



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**Table 6: ANNOUNCED HIRING PLANS**

**By Month**

	<b>2022</b>	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>
<b>January</b>	<b>77,630</b>	72,063	23,229	74,040	41,890	136,501	8,362
<b>February</b>		146,403	88,202	15,279	139,925	25,765	7,539
<b>March</b>		97,767	824,610	96,368	14,525	127,006	10,997
<b>April</b>		76,345	285,639	258,302	13,842	61,537	11,557
<b>May</b>		49,118	38,981	8,663	9,889	77,447	24,732
<b>June</b>		110,093	75,454	11,946	13,504	40,095	13,564
<b>July</b>		18,281	246,507	22,316	9,823	88,142	16,051
<b>August</b>		94,004	160,411	24,937	17,274	14,530	9,101
<b>September</b>		939,790	929,860	459,689	595,997	422,726	487,075
<b>October</b>		52,042	255,198	190,835	130,338	37,387	135,532
<b>November</b>		6,527	185,504	19,063	15,422	61,300	108,994
<b>December</b>		89,984	77,267	26,313	15,999	8,218	35,198
<b>TOTAL</b>	<b>77,630</b>	<b>1,752,417</b>	<b>3,190,862</b>	<b>1,207,751</b>	<b>1,018,428</b>	<b>1,100,654</b>	<b>868,702</b>

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**Table 7: ANNOUNCED HIRING PLANS**

<b>INDUSTRY</b>	<b>22-Jan</b>	<b>YTD 2021</b>
Aerospace/Defense	311	3,300
Apparel	537	
Automotive	5,978	2,857
Chemical		
Construction	926	1,301
Consumer Products	3,738	2,995
Education	1,072	594
Electronics	2,900	150
Energy	150	1,083
Entertainment/Leisure	4,254	1,893
Financial	1,822	6,940
FinTech	500	
Food	1,540	1,002
Government	9,113	5,682
Health Care/Products	10,166	14,596
Industrial Goods	2,009	2,732
Insurance	710	
Legal	20	30
Media	200	45
Mining	20	
Non-Profit	1,955	258
Pharmaceutical	1,000	90
Real Estate	1,410	1,500
Retail	5,901	2,489
Services	2,073	2,921
Technology	16,818	1,713
Telecommunications	32	
Transportation	647	3,600
Utility	20	13,887
Warehousing	1,808	405
<b>TOTAL</b>	<b>77,630</b>	<b>72,063</b>