

**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, JANUARY 6, 2022****U.S. EMPLOYERS ANNOUNCED FEWEST JOB CUTS ON RECORD IN  
2021; 19,052 CUTS IN DECEMBER**

**CHICAGO, January 6, 2022** – Job cuts announced by U.S.-based employers rose 28.1% in December to 19,052 from the 14,875 announced in November. It is 75.3% lower than the 77,030 announced in December 2020, according to a report released Thursday from global outplacement and business and executive coaching firm Challenger, Gray & Christmas, Inc.

In the final quarter of 2021, U.S. companies announced 56,749 job cuts, up 7.4% from the 52,560 announced in the third quarter, and down 74.5% from the 222,249 cuts announced in the same quarter of 2020.

In 2021, employers announced plans to cut 321,970 jobs from their payrolls, down 86% from the 2,304,755 jobs eliminated in 2020. It is the lowest annual total on record, since Challenger began tracking in 1993.

“Quits hit a new record in November with 4.5 million. Workers are leaving jobs in droves, particularly in-person jobs in Entertainment/Leisure, Health Care, and Transportation, according to the Department of Labor. This trend is likely to continue as we contend with the largest surge in COVID cases we’ve yet seen, spurred by Omicron,” said Andrew Challenger, Senior Vice President of Challenger, Gray & Christmas, Inc.

“The sheer number of COVID cases will impact the labor market, regardless of how severe illnesses are. Working parents are dealing with massive interruptions in schooling, requiring them to revert to managing virtual classes or take over child care themselves. Meanwhile, those with COVID safety concerns will continue to shun in-person roles.

“The main difference between now and prior COVID waves is that much of the financial support from the government – expanded unemployment benefits, pandemic pay, sick leave, child credits, student loan payment suspension, eviction moratoriums – is gone, which may push workers who were leaving the workforce for child care, COVID concerns, or burnout back into the labor market before they would have with that assistance intact,” he continued.

Two industries announced more job cuts in 2021 than in 2020: Pharmaceutical and Chemicals. Companies in the Pharmaceutical industry announced 8,116 job cuts in 2021, a 280% increase over the 2,131 announced in 2020. Chemical companies shed 881 jobs in 2021, up 165% from the 332 cuts recorded in 2020.

“Pharmaceutical and Chemical companies were tasked with creating COVID treatments and testing in 2020. Those that failed or saw demand fall as vaccines became available and cases fell at various points in the past year shed jobs,” said Challenger.

Meanwhile, the Federal Occupational Health and Safety Administration (OSHA) rule that will require companies with at least 100 employees to ensure workers are either vaccinated or tested regularly is headed to the Supreme Court with oral arguments to begin January 7<sup>th</sup>.

Vaccine refusal has accounted for 7,634 job cuts so far this year, primarily in hospitals, 407 of which occurred last month. The deadline for compliance with the OSHA rule was January 4<sup>th</sup>.

“January may see more cuts due to workers’ refusal to get vaccinated, since many companies imposed deadlines for this month,” said Challenger.

Companies in the Health Care/Products sector announced the most job cuts in December with 4,550, for a total of 31,997 for the year, down 49.7% from the 63,576 cuts recorded in 2020.

Aerospace/Defense companies have announced the most cuts this year with 34,627, 59.8% lower than the 86,125 announced through 2020.

According to Challenger tracking, Newsrooms cut 1,511 jobs in 2021 out of the 3,961 Media cuts the firm tracked last year. That’s compared to the 16,060 News cuts recorded in 2020.

Company closings caused the most cuts in 2021 with 69,648, followed by restructuring, which was cited for 58,712 cuts so far this year. Market conditions were cited for 54,160. COVID-19 has been cited as the reason for 8,904 cuts this year, compared to 1,109,656 cuts attributed to COVID-19 in 2020.

###

# CHALLENGER, GRAY & CHRISTMAS, INC.

## JOB CUT ANNOUNCEMENT REPORT

Table 1: EXECUTIVE SUMMARY

### Year To Date

	2021	2020
Aerospace/Defense	34,627	86,125
Health Care/Products	31,997	63,576
Services	28,650	159,234
Telecommunications	25,543	33,136
Energy	21,537	53,704

### MONTH BY MONTH TOTALS

	2021	2020
January	79,552	67,735
February	34,531	56,660
March	30,603	222,288
April	22,913	671,129
May	24,586	397,016
June	20,476	170,219
July	18,942	262,649
August	15,723	115,762
September	17,895	118,804
October	22,822	80,666
November	14,875	64,797
December	19,052	77,030
<b>TOTAL</b>	<b>321,970</b>	<b>2,304,755</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	2021	2020
California	50,239	406,401
Texas	42,949	176,741
Washington	40,596	94,584
Illinois	16,302	67,059
New York	16,113	280,498

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**

	20-Dec	21-Nov	21-Dec	YTD 2020	YTD 2021	Percent Change
Aerospace/Defense	311	336	84	86,125	34,627	-59.8%
Apparel	64		238	28,575	1,188	-95.8%
Automotive	791	272	192	87,191	10,469	-88.0%
Chemical			272	332	881	165.4%
Construction	213	65	418	10,470	3,900	-62.8%
Consumer Products	3,326		890	38,888	6,013	-84.5%
Education	203	1,359	575	41,866	11,059	-73.6%
Electronics		31	79	9,978	2,356	-76.4%
Energy	5,048	1,282		53,704	21,537	-59.9%
Entertainment/Leisure	8,426	555	1,141	866,046	16,420	-98.1%
Financial	10	285	2,216	13,677	10,784	-21.2%
FinTech		29		2,282	592	-74.1%
Food	939	153	430	32,212	10,531	-67.3%
Government	10,975	150	14	78,323	7,042	-91.0%
Health Care/Products	986	1,817	4,550	63,576	31,997	-49.7%
Industrial Goods	431	361	771	79,653	15,974	-79.9%
Insurance	53	204	274	7,878	5,965	-24.3%
Legal			147	1,133	213	-81.2%
Media	500	168	350	30,711	3,961	-87.1%
Mining	338	160		10,901	384	-96.5%
Non-Profit	392	226	278	52,210	1,890	-96.4%
Pharmaceutical	452	205	1,342	2,131	8,116	280.1%
Real Estate	1	1,677		20,896	2,762	-86.8%
Retail	2,579	234	239	184,886	17,792	-90.4%
Services	2,572	1,835	1,654	159,234	28,650	-82.0%
Technology	5,253	1,980	214	83,079	12,975	-84.4%
Telecommunications	3,105		62	33,136	25,543	-22.9%
Transportation	29,430	696	400	199,559	10,940	-94.5%
Utility	193	407		1,866	1,009	-45.9%
Warehousing	439	388	2,222	24,237	16,400	-32.3%
<b>TOTAL</b>	<b>77,030</b>	<b>14,875</b>	<b>19,052</b>	<b>2,304,755</b>	<b>321,970</b>	<b>-86.0%</b>

**CHALLENGER, GRAY & CHRISTMAS, INC.**  
**JOB CUT ANNOUNCEMENT REPORT**  
**Table 3: JOB CUTS BY REGION, STATE**

<b>EAST</b>	<b>Dec-21</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
Connecticut	750	3,130	11,733
Delaware		250	4,800
Dist. of Columbia		264	24,546
Maine		777	2,749
Maryland	334	2,895	39,456
Massachusetts	1,437	8,742	76,853
New Hampshire		429	262
New Jersey		5,635	48,583
New York	1,541	16,113	280,498
Pennsylvania	1,527	11,493	89,075
Rhode Island		564	3,599
Vermont		500	910
<b>TOTAL</b>	<b>5,589</b>	<b>50,792</b>	<b>583,064</b>

<b>MIDWEST</b>	<b>Dec-21</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
Illinois	624	16,302	67,059
Indiana	731	3,166	28,607
Iowa		4,431	6,734
Kansas		654	17,945
Michigan		4,102	49,918
Minnesota	1	8,383	75,001
Missouri		13,439	35,500
Nebraska		215	2,381
Ohio	263	4,188	95,252
Wisconsin	149	3,799	28,118
<b>TOTAL</b>	<b>1,768</b>	<b>58,679</b>	<b>406,515</b>

**CHALLENGER, GRAY & CHRISTMAS, INC.**  
**JOB CUT ANNOUNCEMENT REPORT**  
**Table 3 (cont'd): JOB CUTS BY REGION, STATE**

<b>WEST</b>	<b>Dec-21</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
Alaska		541	2,547
Arizona		3,944	21,229
California	5,125	50,239	406,401
Colorado	114	3,543	42,970
Hawaii		1,903	6,500
Idaho		1,143	2,067
Montana		0	394
Nevada		303	67,403
New Mexico	56	931	4,593
North Dakota		333	583
Oklahoma		2,367	8,189
Oregon		6,779	27,840
South Dakota		420	529
Texas	2,169	42,949	176,741
Utah		725	1,400
Washington		40,596	94,584
Wyoming		185	2,032
<b>TOTAL</b>	<b>7,464</b>	<b>156,901</b>	<b>866,002</b>

<b>SOUTH</b>	<b>Dec-21</b>	<b>YTD 2021</b>	<b>YTD 2020</b>
Alabama	250	1,775	7,392
Arkansas		22	2,837
Florida	1,855	14,961	212,998
Georgia	558	11,476	42,436
Kentucky		1,406	28,873
Louisiana		2,037	18,854
Mississippi		1,642	4,735
North Carolina	189	4,446	39,172
South Carolina	596	3,093	14,828
Tennessee	519	8,639	52,675
Virginia	189	4,364	16,247
West Virginia	75	1,737	8,127
<b>TOTAL</b>	<b>4,231</b>	<b>55,598</b>	<b>449,174</b>

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

**Table 4: JOB CUTS BY REASON**

	<b>Dec-21</b>	<b>YTD</b>
Closing	7,049	69,648
Restructuring	1,847	58,712
Market Conditions	3,766	54,160
Demand Downturn		48,619
Cost-Cutting	2,053	14,446
Acquisition/Merger	2,050	14,416
No Reason Provided		13,622
Contract Loss	463	9,676
COVID-19		8,904
Vaccine Refusal	407	7,634
Semiconductor Shortage		3,870
Bankruptcy		3,219
Voluntary Severance/Buyouts	365	2,619
Relocation (International)		2,189
Outsourcing Operations to Another US Company	1,052	1,822
Climate Change Concern		1,700
Technological Update		1,640
Relocation (Domestic)		1,277
COVID-19 Recovery		1,154
Hurricane Ida		963
Financial Loss		453
Consolidation		410
Legal Trouble		190
Government Regulation		185
Supply Chain Issues		181
Natural Disaster		90
Wild Fires		62
Sexual Misconduct Allegations		40
Police Protests		35
Professional Misconduct Allegations		25
Allegedly Due to Unionizing Attempts		9
<b>TOTAL</b>	<b>19,052</b>	<b>321,970</b>

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

**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	



**CHALLENGER, GRAY & CHRISTMAS, INC.**  
**JOB CUT ANNOUNCEMENT REPORT**  
**Table 6: ANNOUNCED HIRING PLANS**

**By Month**

	<b>2021</b>	<b>2020</b>	<b>2019</b>	<b>2018</b>	<b>2017</b>	<b>2016</b>	<b>2015</b>
<b>January</b>	<b>72,063</b>	23,229	74,040	41,890	136,501	8,362	8,774
<b>February</b>	<b>146,403</b>	88,202	15,279	139,925	25,765	7,539	14,574
<b>March</b>	<b>97,767</b>	824,610	96,368	14,525	127,006	10,997	6,412
<b>April</b>	<b>76,345</b>	285,639	258,302	13,842	61,537	11,557	13,898
<b>May</b>	<b>49,118</b>	38,981	8,663	9,889	77,447	24,732	12,598
<b>June</b>	<b>110,093</b>	75,454	11,946	13,504	40,095	13,564	11,176
<b>July</b>	<b>18,281</b>	246,507	22,316	9,823	88,142	16,051	11,637
<b>August</b>	<b>94,004</b>	160,411	24,937	17,274	14,530	9,101	11,778
<b>September</b>	<b>939,790</b>	929,860	459,689	595,997	422,726	487,075	492,306
<b>October</b>	<b>52,042</b>	255,198	190,835	130,338	37,387	135,532	86,107
<b>November</b>	<b>6,527</b>	185,504	19,063	15,422	61,300	108,994	10,026
<b>December</b>	<b>89,984</b>	77,267	26,313	15,999	8,218	35,198	11,465
<b>TOTAL</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>	<b>690,751</b>

In February, Lowe's announced they would hire 50,000 workers for spring and summer.  
In May, 7-Eleven announced they would hire 40,000 workers for the summer months.  
In June, PwC announced they would hire 100,000 over the next five years.  
In August, Walmart, Michaels Stores, and USPS announced seasonal holiday hiring plans.  
Through November, companies announced 940,300 hiring plans specifically for the holiday season.

Copyright 2022 Challenger, Gray & Christmas, Inc.

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

**Table 7: ANNOUNCED HIRING PLANS**

INDUSTRY	21-Dec	YTD 2021	YTD 2020
Aerospace/Defense	1,480	17,227	16,753
Apparel	116	116	4,085
Automotive	3,218	23,939	26,726
Chemical		546	755
Construction	10,286	17,336	34,180
Consumer Products	3,850	17,666	15,930
Education	867	4,532	32,569
Electronics	350	3,904	3,104
Energy	211	4,109	7,135
Entertainment/Leisure	5,390	62,752	453,625
Financial	557	22,918	29,958
FinTech	500	4,280	190
Food	1,555	6,755	26,277
Government	14,950	122,194	157,577
Health Care/Products	3,714	36,908	108,844
Industrial Goods	1,752	20,703	8,621
Insurance		2,070	10,374
Legal		30	924
Media	150	1,227	1,615
Mining		850	14
Non-Profit	567	825	15,772
Pharmaceutical	325	2,172	4,900
Real Estate	542	3,136	18,790
Retail	5,225	882,601	1,182,776
Services	5,761	120,956	85,117
Technology	3,349	90,687	60,911
Telecommunications	534	3,434	5,718
Transportation	24,025	250,798	738,217
Utility		14,818	1,512
Warehousing	710	12,928	137,893
<b>TOTAL</b>	<b>89,984</b>	<b>1,752,417</b>	<b>3,190,862</b>