Cbiz, Inc.

CBZ

NYSE; other; SIC 7389, Services-Business Services, NEC; CIK 0000944148

C/D

on the C/D boundary of 334 graded peers in other

rank 205 of 334; percentile 61.3; sampling error 2.7 points; lower is stronger

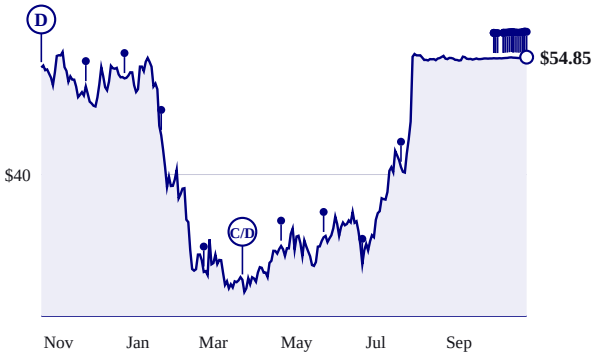
A B C D E

C/D, the tortoise



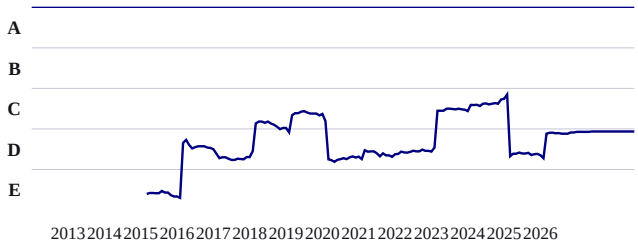
Scoreboard	
Profitability	D percentile 68.2
Solvency	C percentile 46.2
Growth and financing	B/C percentile 40.2
Reliability	0.94 AUC filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025
Peer failure rate	0.52% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	over $2.67B assets total assets $4.4B
Standard universe	inside revenue above $1M and assets above $10M
Warnings	none triggered not computable: distress, fortress balance sheet
Inputs computable	10 of 14
Graded from	filings received through Aug 4, 2026 79 days before the rescan; latest periodic filing 10-Q received Aug 4, 2026
Last close	$54.86 2026-10-21; market equity $3.0B; no price enters the letter

Share price, twelve months to the rescan



Split-adjusted close. Each lollipop is a rescan and carries the letter held then.

Letter at every rescan, 2012 to 2026



Sector percentile at each rescan, stronger toward the top; facts filed by each date only.

Business, in the company's words

opening of Item 1 of the 10-K received Feb 26, 2026

CBIZ, Inc. (NYSE: CBZ) is a leading professional services advisor to middle-market businesses nationwide. With industry knowledge and expertise in accounting, tax, advisory, benefits, insurance, and technology, CBIZ delivers actionable insights to help clients anticipate what is next and discover new ways to accelerate growth. CBIZ has more than 9,500 team members across more than 140 locations in 23 major markets coast to coast.

The fourteen inputs

lower percentile is stronger; sleeves and inputs within a sleeve carry equal weight

Input	Value	Peer median	Percentile, 0 to 100	Pct	Peers	Period end
Profitability, sleeve percentile 68.2						
Gross profitability	8.1%	27.1%		82.8	286	2025-12-31
Return on invested capital	not computable	10.0%				
one or more required annual facts are missing						
Accruals ratio	(1.7%)	(5.8%)		78.0	502	2025-12-31

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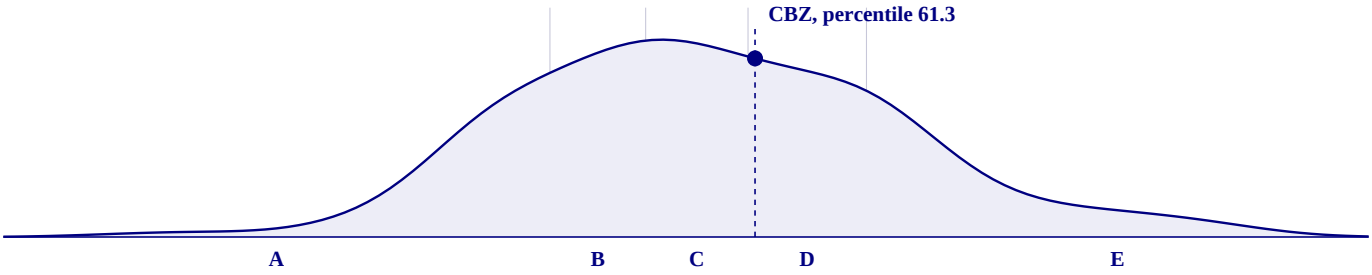
Gross margin stability, five years	1.9 pts	2.2 pts		43.6	205	2025-12-31
Solvency, sleeve percentile 46.2						
Twelve-month failure probability	not computable	0.04%				
liabilities and a nearby cover-page share count are required at 2026-03-31						
Altman Z double-prime	2.05	2.05		39.4	384	2025-12-31
Net debt to EBITDA	not computable	2.52x				
one or more required annual facts are missing						
Interest coverage	not computable	2.18x				
latest aligned inputs end 2015-12-31; latest annual assets end 2025-12-31						
Current ratio	1.22x	1.33x		53.0	503	2025-12-31
Growth and financing, sleeve percentile 40.2						
Revenue growth, three-year compound	25.0%	5.1%		10.3	399	2025-12-31
Free cash flow growth, three-year compound	14.3%	8.9%		41.3	219	2025-12-31
Reinvestment rate	(28.3%)	11.9%		70.4	190	2025-12-31
Asset growth, three years	32.9%	4.1%		6.0	435	2025-12-31
Net share issuance, one year	2.4%	(0.5%)		73.1	354	2026-02-20

Among 334 peers

other; letters are fifths of this list



Composite score of every graded peer, smoothed; vertical rules are the letter band edges; stronger to the left.

Rank	Company	Percentile	Letter	Warnings
200	TrueBlue, Inc. (TBI)	59.8	C/D	short runway, fortress balance sheet
201	Dorian LPG Ltd. (LPG)	60.1	C/D	
202	Caesars Entertainment, Inc. (CZR)	60.4	C/D	
203	Western Union Co. (WU)	60.7	C/D	
204	Waste Connections, Inc. (WCN)	61.0	C/D	
205	Cbiz, Inc. (CBZ)	61.3	C/D	
206	United Parcel Service Inc. (UPS)	61.6	C/D	
207	HF Sinclair Corp. (DINO)	61.9	C/D	
208	Izea Worldwide, Inc. (IZEA)	62.2	C/D	fortress balance sheet
209	TransUnion (TRU)	62.5	C/D	
210	Iqvia Holdings Inc. (IQV)	62.8	D	

What the price implies

at the 2026-10-21 close; none of these enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	2.9%	2.0%	51
Distance from 52-week high	(1.2%)	(25.0%)	94
EBIT to enterprise value	not computable	4.3%	
Free cash flow yield	5.9%	4.0%	64
Book value to price	0.63	0.35	75
Sales to price	0.93	0.72	59
Composite equity issuance, five years	1.4%	(8.8%)	68

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Relative strength against the sector, log excess return	(0.12)	(0.13)	51

Diagnostics

shown on every report; none enters the grade

Measure	Value
Piotroski F-score 7 of 9, period end 2025-12-31	
Return on assets above zero	pass
Operating cash flow above zero	pass
Return on assets improved	pass
Operating cash flow exceeds net income	pass
Long-term leverage fell	pass
Current ratio improved	pass
No new shares issued	fail
Gross margin improved	pass
Asset turnover improved	fail
Cash, filings, liquidity	
Cash and equivalents	$20.9M
Operating cash flow, four quarters	$289.8M
Months of runway	not finite
Days since last periodic filing	79 (10-Q received Aug 4, 2026)
Median daily dollar volume, 63 sessions	$54.5M

Sources

every fact behind the inputs; each row links to its filing index on sec.gov

#	Concept	XBRL tag	Value	Period end	Received	Form	Accession
1	gross profit	us-gaap:GrossProfit	$355.4M	2025-12-31	2026-08-04	10-K/A	26-000094
2	assets	us-gaap:Assets	$4.4B	2025-12-31	2026-08-04	10-K/A	26-000094
3	net income	us-gaap:NetIncomeLoss	$115.4M	2025-12-31	2026-08-04	10-K/A	26-000094
4	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$192.5M	2025-12-31	2026-08-04	10-K/A	26-000094
5	assets	us-gaap:Assets	$4.5B	2024-12-31	2026-08-04	10-K/A	26-000094
6	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$2.8B	2025-12-31	2026-08-04	10-K/A	26-000094
7	gross profit	us-gaap:GrossProfit	$182.5M	2024-12-31	2026-08-04	10-K/A	26-000094
8	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$1.8B	2024-12-31	2026-08-04	10-K/A	26-000094
9	gross profit	us-gaap:GrossProfit	$223.2M	2023-12-31	2026-08-04	10-K/A	26-000094
10	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$1.6B	2023-12-31	2026-08-04	10-K/A	26-000094
11	gross profit	us-gaap:GrossProfit	$223.4M	2022-12-31	2025-02-28	10-K	25-008893
12	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$1.4B	2022-12-31	2025-02-28	10-K	25-008893
13	gross profit	us-gaap:GrossProfit	$159.3M	2021-12-31	2024-02-23	10-K	24-006641
14	revenue	us-gaap:RevenueFromContractWithCustomerExcludingA...	$1.1B	2021-12-31	2024-02-23	10-K	24-006641
15	current assets	us-gaap:AssetsCurrent	$899.2M	2025-12-31	2026-08-04	10-K/A	26-000094
16	current liabilities	us-gaap:LiabilitiesCurrent	$735.6M	2025-12-31	2026-08-04	10-K/A	26-000094
17	retained earnings	us-gaap:RetainedEarningsAccumulatedDeficit	$1.0B	2025-12-31	2026-08-04	10-K/A	26-000094
18	operating income	us-gaap:OperatingIncomeLoss	$234.0M	2025-12-31	2026-08-04	10-K/A	26-000094
19	book equity	us-gaap:StockholdersEquity	$1.8B	2025-12-31	2026-08-04	10-K/A	26-000094
20	liabilities	us-gaap:Liabilities	$2.6B	2025-12-31	2026-08-04	10-K/A	26-000094
21	operating income	us-gaap:OperatingIncomeLoss	$65.5M	2015-12-31	2018-03-01	10-K	18-004128
22	interest expense	us-gaap:InterestExpense	$8.9M	2015-12-31	2016-03-08	10-K	16-496744
23	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	$17.0M	2025-12-31	2026-08-04	10-K/A	26-000094
24	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$123.7M	2024-12-31	2026-08-04	10-K/A	26-000094
25	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	$12.9M	2024-12-31	2026-08-04	10-K/A	26-000094
26	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$153.5M	2023-12-31	2026-08-04	10-K/A	26-000094
27	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	$23.1M	2023-12-31	2026-08-04	10-K/A	26-000094
28	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$126.1M	2022-12-31	2025-02-28	10-K	25-008893
29	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	$8.6M	2022-12-31	2025-02-28	10-K	25-008893
30	depreciation amortization	us-gaap:DepreciationDepletionAndAmortization	$98.3M	2025-12-31	2026-08-04	10-K/A	26-000094

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31	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeInc...	$160.8M	2025-12-31	2026-08-04	10-K/A	26-000094
32	income tax	us-gaap:IncomeTaxExpenseBenefit	$45.4M	2025-12-31	2026-08-04	10-K/A	26-000094
33	current assets	us-gaap:AssetsCurrent	$835.7M	2024-12-31	2026-08-04	10-K/A	26-000094
34	current liabilities	us-gaap:LiabilitiesCurrent	$705.8M	2024-12-31	2026-08-04	10-K/A	26-000094
35	assets	us-gaap:Assets	$2.0B	2023-12-31	2025-02-28	10-K	25-008893
36	assets	us-gaap:Assets	$1.9B	2022-12-31	2024-02-23	10-K	24-006641
37	shares outstanding	dei:EntityCommonStockSharesOutstanding	55,073,267	2026-02-20	2026-08-04	10-K/A	26-000094
38	shares outstanding	dei:EntityCommonStockSharesOutstanding	53,758,439	2025-02-21	2025-02-28	10-K	25-008893

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