# Alight, Inc. Delaware

**ALIT**

NYSE; other; SIC 7389, Services-Business Services, NEC; CIK 0001809104

**D**

**fourth fifth of 334 graded peers in other**

rank 241 of 334; percentile 72.1; sampling error 2.7 points; lower is stronger

A B C D E

**D, the sloth**



## Scoreboard

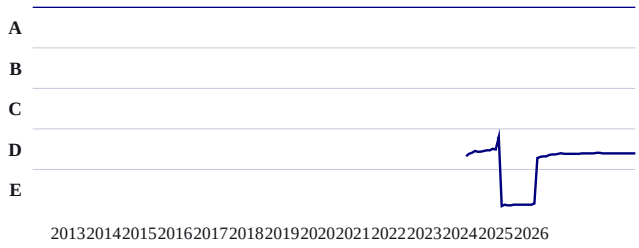
| | |
|---|---|
| **Profitability** | B<br>percentile 35.4 |
| **Solvency** | D<br>percentile 66.7 |
| **Growth and financing** | D<br>percentile 66.0 |
| **Reliability** | 0.94 AUC<br>filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025 |
| **Peer failure rate** | 0.52% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | over $2.67B assets<br>total assets $4.6B |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | none triggered<br>not computable: dilution, distress |
| **Inputs computable** | 7 of 14 |
| **Graded from** | filings received through Feb 24, 2026<br>244 days before the rescan; latest periodic filing 10-Q received Aug 4, 2026 |
| **Last close** | $9.57<br>2026-10-23; market equity $213.8M; 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 24, 2026*

Throughout this section, references to "we," "us," and "our" refer to Alight and its consolidated subsidiaries as the context so requires. Alight is a technology-enabled services company delivering human capital management solutions to many of the world's largest and most complex organizations. This includes the implementation and administration of employee benefits (e.g., health, wealth and leaves) solutions. Alight's numerous solutions and services are utilized year-round by employees and their family members in support of their overall health, wealth and wellbeing goals.

## The fourteen inputs

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

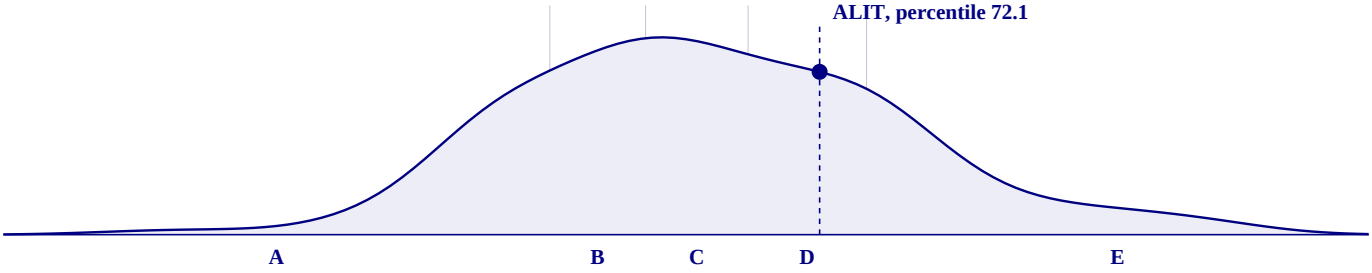
| Input | Value | Peer median | Percentile, 0 to 100 | Pct | Peers | Period end |
|---|---|---|---|---|---|---|
| **Profitability, sleeve percentile 35.4** | | | | | | |
| Gross profitability | 16.7% | 27.1% | | 68.1 | 286 | 2025-12-31 |
| Return on invested capital | not computable | 10.0% | | | | |
| *pretax income must exceed the validity floor and imply a 0%-100% tax rate* | | | | | | |

Not investment advice. Informational and educational only. Data from SEC EDGAR, may contain errors, is not warranted. The grade ranks reported financial condition and is not a return forecast.

| | | | | | | |
|---|---|---|---|---|---|---|
| Accruals ratio | (54.2%) | (5.8%) | | 2.8 | 502 | 2025-12-31 |
| Gross margin stability, five years | not computable | 2.2 pts | | | | |
| *five annual gross margins are required; found 4* | | | | | | |
| **Solvency, sleeve percentile 66.7** | | | | | | |
| Twelve-month failure probability | not computable | 0.04% | | | | |
| *liabilities and a nearby cover-page share count are required at 2026-06-30* | | | | | | |
| Altman Z double-prime | (6.53) | 2.05 | | 85.4 | 384 | 2025-12-31 |
| Net debt to EBITDA | not computable | 2.52x | | | | |
| *EBITDA must exceed $100,000* | | | | | | |
| Interest coverage | not computable | 2.18x | | | | |
| *latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31* | | | | | | |
| Current ratio | 1.31x | 1.33x | | 48.1 | 504 | 2025-12-31 |
| **Growth and financing, sleeve percentile 66.0** | | | | | | |
| Revenue growth, three-year compound | 0.8% | 5.1% | | 65.1 | 399 | 2025-12-31 |
| Free cash flow growth, three-year compound | 17.3% | 8.9% | | 35.8 | 219 | 2025-12-31 |
| Reinvestment rate | not computable | 11.9% | | | | |
| *pretax income must exceed the validity floor and imply a 0%-100% tax rate* | | | | | | |
| Asset growth, three years | (25.9%) | 4.1% | | 97.0 | 435 | 2025-12-31 |
| Net share issuance, one year | not computable | (0.5%) | | | | |
| *two annual share counts are required; found 0* | | | | | | |

## 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 |
|---|---|---|---|---|
| 236 | GEO Group Inc. (GEO) | 70.6 | D | |
| 237 | Payoneer Global Inc. (PAYO) | 70.9 | D | |
| 238 | DLH Holdings Corp. (DLHC) | 71.2 | D | |
| 239 | Travel & Leisure Co. (TNL) | 71.5 | D | |
| 240 | CuriosityStream Inc. (CURI) | 71.8 | D | |
| 241 | Alight, Inc. Delaware (ALIT) | 72.1 | D | |
| 242 | Royal Caribbean Cruises Ltd. (RCL) | 72.4 | D | |
| 243 | Monarch Casino & Resort Inc. (MCRI) | 72.7 | D | |
| 244 | Priority Technology Holdings, Inc. (PRTH) | 73.0 | D | |
| 245 | Genco Shipping & Trading Ltd. (GNK) | 73.3 | D | |
| 246 | Warner Music Group Corp. (WMG) | 73.6 | D | |

## What the price implies

*at the 2026-10-23 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | (77.7%) | 2.0% | 3 |
| Distance from 52-week high | (84.7%) | (25.2%) | 4 |
| EBIT to enterprise value | (154.9%) | 4.3% | 0 |

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| | | | |
|---|---|---|---|
| Free cash flow yield | 116.8% | 4.1% | 100 |
| Book value to price | 4.78 | 0.34 | 99 |
| Sales to price | 10.57 | 0.72 | 97 |
| Composite equity issuance, five years | not computable | (8.8%) | |
| Relative strength against the sector, log excess return | (1.65) | (0.13) | 3 |

## Diagnostics

*shown on every report; none enters the grade*

| Measure | Value |
|---|---|
| **Piotroski F-score None of 9, period end 2025-12-31** | |
| Return on assets above zero | fail |
| Operating cash flow above zero | pass |
| Return on assets improved | fail |
| Operating cash flow exceeds net income | pass |
| Long-term leverage fell | fail |
| Current ratio improved | fail |
| No new shares issued | fail |
| Gross margin improved | fail |
| Asset turnover improved | pass |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $215.0M |
| Operating cash flow, four quarters | $353.0M |
| Months of runway | not finite |
| Days since last periodic filing | 83 (10-Q received Aug 4, 2026) |
| Median daily dollar volume, 63 sessions | $5.5M |

## 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 | $765.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 2 | assets | us-gaap:Assets | $4.6B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 3 | operating income | us-gaap:OperatingIncomeLoss | -$3.1B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 4 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | -$3.1B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 5 | income tax | us-gaap:IncomeTaxExpenseBenefit | $16.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 6 | total debt | us-gaap:LongTermDebt | $2.0B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 7 | book equity | us-gaap:StockholdersEquity | $1.0B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 8 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $273.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 9 | total debt | us-gaap:LongTermDebt | $2.0B | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 10 | book equity | us-gaap:StockholdersEquity | $4.3B | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 11 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $343.0M | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 12 | net income | us-gaap:NetIncomeLoss | -$3.1B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 13 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $360.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 14 | assets | us-gaap:Assets | $8.2B | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 15 | current assets | us-gaap:AssetsCurrent | $1.1B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 16 | current liabilities | us-gaap:LiabilitiesCurrent | $874.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 17 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | -$3.8B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 18 | liabilities | us-gaap:Liabilities | $3.5B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 19 | depreciation amortization | us-gaap:Depreciation | $126.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 20 | operating income | us-gaap:OperatingIncomeLoss | -$81.0M | 2023-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 21 | interest expense | us-gaap:InterestExpense | $131.0M | 2023-12-31 | 2024-02-29 | 10-K | 24-022978 |
| 22 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $2.3B | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 23 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $2.3B | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 24 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $2.4B | 2023-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 25 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $2.2B | 2022-12-31 | 2025-02-27 | 10-K | 25-000062 |

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| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 26 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $110.0M | 2025-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 27 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $252.0M | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 28 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $121.0M | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 29 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $386.0M | 2023-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 30 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $140.0M | 2023-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 31 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $286.0M | 2022-12-31 | 2025-02-27 | 10-K | 25-000062 |
| 32 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $131.0M | 2022-12-31 | 2025-02-27 | 10-K | 25-000062 |
| 33 | current assets | us-gaap:AssetsCurrent | $1.3B | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 34 | current liabilities | us-gaap:LiabilitiesCurrent | $892.0M | 2024-12-31 | 2026-02-24 | 10-K | 26-011108 |
| 35 | assets | us-gaap:Assets | $10.8B | 2023-12-31 | 2025-02-27 | 10-K | 25-000062 |
| 36 | assets | us-gaap:Assets | $11.2B | 2022-12-31 | 2024-02-29 | 10-K | 24-022978 |

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