# Trinet Group, Inc.

**TNET**

NYSE; other; SIC 7389, Services-Business Services, NEC; CIK 0000937098

**E**

**weakest fifth of 335 graded peers in other**

rank 295 of 335; percentile 88.0; sampling error 2.6 points; lower is stronger

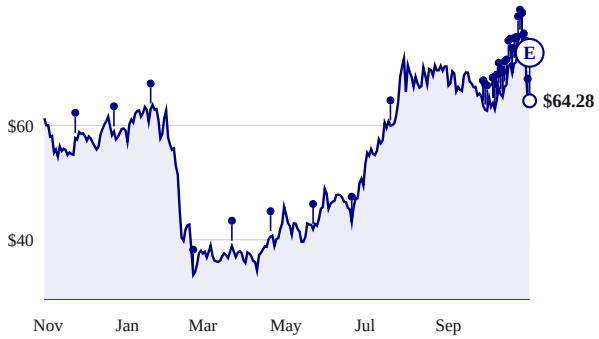
A B C D E

**E, the bear**



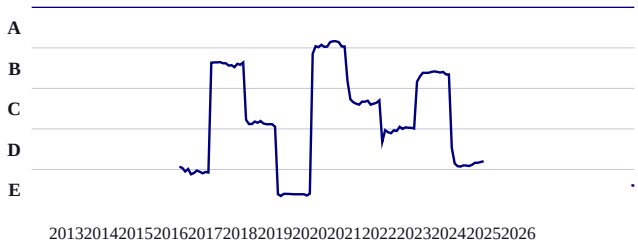
| Scoreboard | |
|---|---|
| **Profitability** | D<br>percentile 65.1 |
| **Solvency** | D<br>percentile 64.3 |
| **Growth and financing** | C<br>percentile 54.2 |
| **Reliability** | 0.94 AUC<br>filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025 |
| **Peer failure rate** | 0.52% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | over $2.67B assets<br>total assets $3.8B |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | none triggered |
| **Inputs computable** | 7 of 14 |
| **Graded from** | filings received through Feb 12, 2026<br>261 days before the rescan; latest periodic filing 10-Q received Oct 29, 2026 |
| **Last close** | $64.17<br>2026-10-30; market equity $2.9B; 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 12, 2026*

, above for more details. Our competitors, regardless of industry, may have greater marketing and financial resources than we have, and may be better positioned than we are in certain markets. Increased competition in our industry could result in price reductions or loss of market share, any of which could harm our business. We expect that we will continue to experience competitive pricing pressure and competition from new technologies and HCM service models, any one of which could have a material adverse effect on our business. We may not be able to keep pace with changes in technology, including as a result of AI, or provide timely enhancements to our solutions and support.

## The fourteen inputs

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

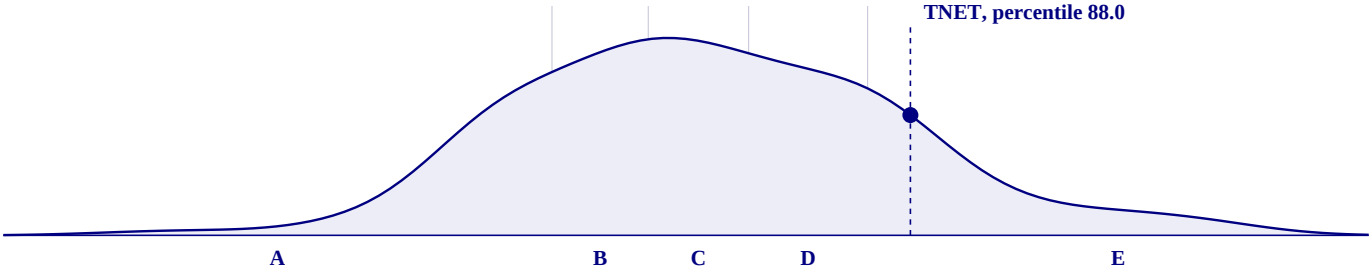
| Input | Value | Peer median | Percentile, 0 to 100 | Pct | Peers | Period end |
|---|---|---|---|---|---|---|
| **Profitability, sleeve percentile 65.1** | | | | | | |
| Gross profitability | not computable | 27.0% | | | | |
| *one or more required annual facts are missing* | | | | | | |

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.

| | | | | | |
|---|---|---|---|---|---|
| Return on invested capital | not computable | 10.0% | | | |
| *latest aligned inputs end 2016-12-31; latest annual assets end 2025-12-31* | | | | | |
| Accruals ratio | (3.7%) | (5.8%) | 65.1 | 500 | 2025-12-31 |
| Gross margin stability, five years | not computable | 2.2 pts | | | |
| *five annual gross margins are required; found 0* | | | | | |
| **Solvency, sleeve percentile 64.3** | | | | | |
| Twelve-month failure probability | 0.06% | 0.04% | 68.2 | 45 | 2026-09-30 |
| Altman Z double-prime | not computable | 2.06 | | | |
| *latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31* | | | | | |
| Net debt to EBITDA | not computable | 2.52x | | | |
| *latest aligned inputs end 2016-12-31; latest annual assets end 2025-12-31* | | | | | |
| Interest coverage | not computable | 2.45x | | | |
| *latest aligned inputs end 2022-12-31; latest annual assets end 2025-12-31* | | | | | |
| Current ratio | 1.09x | 1.33x | 60.5 | 505 | 2025-12-31 |
| **Growth and financing, sleeve percentile 54.2** | | | | | |
| Revenue growth, three-year compound | 0.8% | 5.1% | 65.2 | 397 | 2025-12-31 |
| Free cash flow growth, three-year compound | (19.0%) | 8.9% | 82.1 | 219 | 2025-12-31 |
| Reinvestment rate | not computable | 11.9% | | | |
| *latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31* | | | | | |
| Asset growth, three years | 3.3% | 4.1% | 53.1 | 434 | 2025-12-31 |
| Net share issuance, one year | (4.5%) | (0.5%) | 16.2 | 352 | 2026-02-05 |

## Among 335 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 |
|---|---|---|---|---|
| 290 | Xenia Hotels & Resorts, Inc. (XHR) | 86.5 | E | |
| 291 | GXO Logistics, Inc. (GXO) | 86.8 | E | |
| 292 | Monro, Inc. (MNRO) | 87.1 | E | |
| 293 | Enbridge Inc. (ENB) | 87.4 | E | |
| 294 | Comscore, Inc. (SCOR) | 87.7 | E | dilution |
| 295 | Trinet Group, Inc. (TNET) | 88.0 | E | |
| 296 | Plains ALL American Pipeline L.P. (PAA) | 88.3 | E | |
| 297 | Fidelity National Information Services, Inc. (FIS) | 88.6 | E | |
| 298 | AMN Healthcare Services Inc. (AMN) | 88.9 | E | |
| 299 | Thryv Holdings, Inc. (THRY) | 89.2 | E | |
| 300 | Harte Hanks Inc. (HHS) | 89.5 | E | fortress balance sheet |

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## What the price implies

*at the 2026-10-30 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | 7.5% | 2.0% | 55 |
| Distance from 52-week high | (15.2%) | (23.9%) | 61 |
| EBIT to enterprise value | 15.6% | 4.3% | 96 |
| Free cash flow yield | 7.9% | 4.1% | 76 |
| Book value to price | 0.05 | 0.34 | 12 |
| Sales to price | 1.70 | 0.70 | 76 |
| Composite equity issuance, five years | (40.5%) | (8.8%) | 6 |
| Relative strength against the sector, log excess return | (0.07) | (0.13) | 55 |

## 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 | pass |
| Operating cash flow above zero | pass |
| Return on assets improved | fail |
| Operating cash flow exceeds net income | pass |
| Long-term leverage fell | pass |
| Current ratio improved | pass |
| No new shares issued | pass |
| Gross margin improved | fail |
| Asset turnover improved | fail |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $328.0M |
| Operating cash flow, four quarters | $378.0M |
| Months of runway | not finite |
| Days since last periodic filing | 2 (10-Q received Oct 29, 2026) |
| Median daily dollar volume, 63 sessions | $21.3M |

## 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 | operating income | us-gaap:OperatingIncomeLoss | $124.0M | 2016-12-31 | 2019-02-14 | 10-K | 19-000030 |
| 2 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $104.0M | 2016-12-31 | 2019-02-14 | 10-K | 19-000030 |
| 3 | income tax | us-gaap:IncomeTaxExpenseBenefit | $43.0M | 2016-12-31 | 2019-02-14 | 10-K | 19-000030 |
| 4 | total debt | us-gaap:LongTermDebtAndCapitalLeaseObligations | $422.5M | 2016-12-31 | 2017-02-28 | 10-K | 17-000062 |
| 5 | book equity | us-gaap:StockholdersEquity | $35.0M | 2016-12-31 | 2020-02-13 | 10-K | 20-000067 |
| 6 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $184.0M | 2016-12-31 | 2018-02-27 | 10-K | 18-000055 |
| 7 | total debt | us-gaap:LongTermDebtAndCapitalLeaseObligations | $461.0M | 2015-12-31 | 2017-02-28 | 10-K | 17-000062 |
| 8 | book equity | us-gaap:StockholdersEquity | $8.0M | 2015-12-31 | 2019-02-14 | 10-K | 19-000030 |
| 9 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $166.0M | 2015-12-31 | 2018-02-27 | 10-K | 18-000055 |
| 10 | net income | us-gaap:NetIncomeLoss | $155.0M | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 11 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $303.0M | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 12 | assets | us-gaap:Assets | $3.8B | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 13 | assets | us-gaap:Assets | $4.1B | 2024-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 14 | current assets | us-gaap:AssetsCurrent | $2.6B | 2023-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 15 | current liabilities | us-gaap:LiabilitiesCurrent | $2.5B | 2023-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 16 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | -$896.0M | 2023-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 17 | operating income | us-gaap:OperatingIncomeLoss | $469.0M | 2023-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 18 | book equity | us-gaap:StockholdersEquity | $78.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 19 | assets | us-gaap:Assets | $3.7B | 2023-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 20 | liabilities | us-gaap:Liabilities | $3.6B | 2023-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 21 | depreciation amortization | us-gaap:Depreciation | $19.0M | 2016-12-31 | 2019-02-14 | 10-K | 19-000030 |
| 22 | operating income | us-gaap:OperatingIncomeLoss | $499.0M | 2022-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 23 | interest expense | us-gaap:InterestAndDebtExpense | $39.0M | 2022-12-31 | 2023-02-15 | 10-K | 23-000028 |
| 24 | current assets | us-gaap:AssetsCurrent | $2.9B | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 25 | current liabilities | us-gaap:LiabilitiesCurrent | $2.6B | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 26 | revenue | us-gaap:Revenues | $5.0B | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 27 | revenue | us-gaap:Revenues | $5.1B | 2024-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 28 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $4.9B | 2023-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 29 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $4.9B | 2022-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 30 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $69.0M | 2025-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 31 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $279.0M | 2024-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 32 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $78.0M | 2024-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 33 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $539.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 34 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $75.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 35 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $497.0M | 2022-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 36 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $56.0M | 2022-12-31 | 2025-02-13 | 10-K | 25-000016 |
| 37 | depreciation amortization | us-gaap:Depreciation | $9.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 38 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $501.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 39 | income tax | us-gaap:IncomeTaxExpenseBenefit | $126.0M | 2023-12-31 | 2026-02-12 | 10-K | 26-000010 |
| 40 | current assets | us-gaap:AssetsCurrent | $2.3B | 2022-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 41 | current liabilities | us-gaap:LiabilitiesCurrent | $2.0B | 2022-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 42 | assets | us-gaap:Assets | $3.4B | 2022-12-31 | 2024-02-15 | 10-K | 24-000025 |
| 43 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 47,299,186 | 2026-02-05 | 2026-02-12 | 10-K | 26-000010 |
| 44 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 49,527,551 | 2025-02-06 | 2025-02-13 | 10-K | 25-000016 |

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