# Robert Half Inc.

**RHI**

NYSE; other; SIC 7363, Services-Help Supply Services; CIK 0000315213

**C**

**middle fifth of 336 graded peers in other**

rank 176 of 336; percentile 52.2; sampling error 2.6 points; lower is stronger

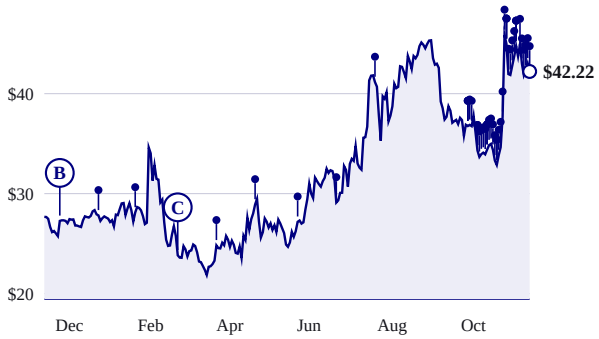
A B C D E

**C, the tortoise**



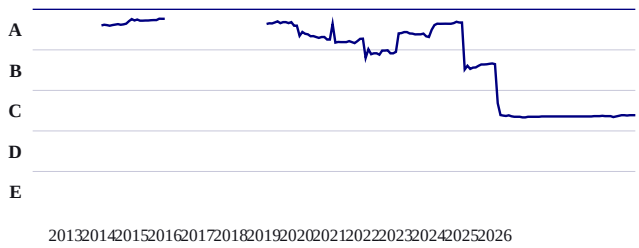
| Scoreboard | |
|---|---|
| **Profitability** | B<br>percentile 31.6 |
| **Solvency** | B/C<br>percentile 37.5 |
| **Growth and financing** | D<br>percentile 75.8 |
| **Reliability** | 0.94 AUC<br>filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025 |
| **Peer failure rate** | 0.52% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | over $2.67B assets<br>total assets $2.9B |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | none triggered; fortress balance sheet<br>not computable: distress |
| **Inputs computable** | 10 of 14 |
| **Graded from** | filings received through Feb 13, 2026<br>272 days before the rescan; latest periodic filing 10-Q received Oct 30, 2026 |
| **Last close** | $42.20<br>2026-11-11; market equity $4.3B; 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 13, 2026*

Robert Half Inc. (the "Company") provides specialized talent solutions and business consulting services through the Robert Half® and Protiviti® company names. The Company's business was originally founded in 1948. Prior to 1986, the Company was primarily a franchisor, under the names Accountemps and Robert Half, with offices providing contract and permanent professionals in the fields of accounting and finance. Beginning in 1986, the Company embarked on a strategy of acquiring the franchised locations. All franchises have since been acquired.

## 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 31.6** | | | | | | |
| Gross profitability | 70.1% | 27.0% | | 5.6 | 287 | 2025-12-31 |
| Return on invested capital | not computable | 10.0% | | | | |

*latest aligned inputs end 2019-12-31; latest annual assets end 2025-12-31*

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 | (6.5%) | (5.8%) | | 44.1 | 504 | 2025-12-31 |
| Gross margin stability, five years | 2.0 pts | 2.2 pts | | 45.1 | 205 | 2025-12-31 |
| **Solvency, sleeve percentile 37.5** | | | | | | |
| Twelve-month failure probability | not computable | 0.04% | | | | |
| *latest liabilities, cash plus short-term investments, book equity, and shares are required* | | | | | | |
| Altman Z double-prime | 2.71 | 2.05 | | 34.2 | 390 | 2025-12-31 |
| Net debt to EBITDA | not computable | 2.51x | | | | |
| *latest aligned inputs end 2019-12-31; latest annual assets end 2025-12-31* | | | | | | |
| Interest coverage | not computable | 2.45x | | | | |
| *one or more required annual facts are missing* | | | | | | |
| Current ratio | 1.53x | 1.33x | | 40.9 | 510 | 2025-12-31 |
| **Growth and financing, sleeve percentile 75.8** | | | | | | |
| Revenue growth, three-year compound | (9.4%) | 5.0% | | 87.9 | 398 | 2025-12-31 |
| Free cash flow growth, three-year compound | (24.6%) | 8.9% | | 85.3 | 219 | 2025-12-31 |
| Reinvestment rate | (202.7%) | 12.2% | | 93.7 | 190 | 2025-12-31 |
| Asset growth, three years | (1.2%) | 4.0% | | 72.0 | 433 | 2025-12-31 |
| Net share issuance, one year | (1.0%) | (0.5%) | | 40.3 | 353 | 2026-01-31 |

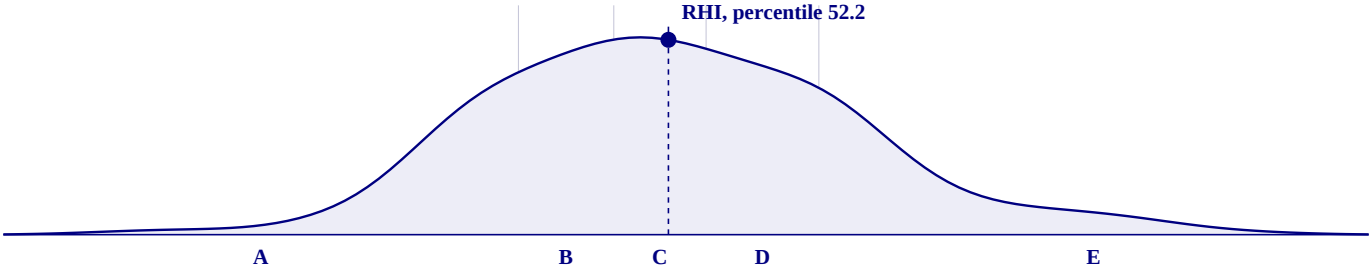
## Warnings

*1 of 7 checks triggered; none of them enters the letter*

| Check | Measured |
|---|---|
| Fortress balance sheet | cash minus debt is 270,021,000 USD; Altman Z is not used |

## Among 336 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 |
|---|---|---|---|---|
| 171 | MGM Resorts International (MGM) | 50.7 | C | |
| 172 | Matson, Inc. (MATX) | 51.0 | C | |
| 173 | Covenant Logistics Group, Inc. (CVLG) | 51.3 | C | |
| 174 | Louisiana-Pacific Corp. (LPX) | 51.6 | C | |
| 175 | Reservoir Media, Inc. (RSVR) | 51.9 | C | |
| 176 | Robert Half Inc. (RHI) | 52.2 | C | fortress balance sheet |
| 177 | Wynn Resorts Ltd. (WYNN) | 52.5 | C | |
| 178 | Rimini Street, Inc. (RMNI) | 52.8 | C | fortress balance sheet |
| 179 | Choice Hotels International Inc. (CHH) | 53.1 | C | |
| 180 | Lyft, Inc. (LYFT) | 53.4 | C | fortress balance sheet |
| 181 | Union Pacific Corp. (UNP) | 53.7 | C | |

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## What the price implies

*at the 2026-11-11 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | 50.4% | (1.0%) | 86 |
| Distance from 52-week high | (8.0%) | (22.0%) | 76 |
| EBIT to enterprise value | 1.9% | 4.2% | 26 |
| Free cash flow yield | 6.2% | 4.1% | 66 |
| Book value to price | 0.28 | 0.34 | 43 |
| Sales to price | 1.24 | 0.68 | 68 |
| Composite equity issuance, five years | (29.9%) | (8.8%) | 15 |
| Relative strength against the sector, log excess return | 0.29 | (0.13) | 86 |

## 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 | fail |
| Current ratio improved | fail |
| No new shares issued | pass |
| Gross margin improved | fail |
| Asset turnover improved | fail |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $321.3M |
| Operating cash flow, four quarters | $245.1M |
| Months of runway | not finite |
| Days since last periodic filing | 13 (10-Q received Oct 30, 2026) |
| Median daily dollar volume, 63 sessions | $69.8M |

## 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 | $2.0B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 2 | assets | us-gaap:Assets | $2.9B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 3 | operating income | us-gaap:OperatingIncomeLoss | $621.8M | 2019-12-31 | 2022-02-14 | 10-K | 22-000018 |
| 4 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $625.5M | 2019-12-31 | 2021-02-12 | 10-K | 21-000025 |
| 5 | income tax | us-gaap:IncomeTaxExpenseBenefit | $171.1M | 2019-12-31 | 2022-02-14 | 10-K | 22-000018 |
| 6 | total debt | us-gaap:LongTermDebt | $457,000 | 2019-12-31 | 2020-02-14 | 10-K | 20-000029 |
| 7 | book equity | us-gaap:StockholdersEquity | $1.1B | 2019-12-31 | 2023-02-10 | 10-K | 23-000016 |
| 8 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $270.5M | 2019-12-31 | 2021-02-12 | 10-K | 21-000025 |
| 9 | total debt | us-gaap:LongTermDebt | $657,000 | 2018-12-31 | 2019-02-15 | 10-K | 19-001488 |
| 10 | book equity | us-gaap:StockholdersEquity | $1.1B | 2018-12-31 | 2022-02-14 | 10-K | 22-000018 |
| 11 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $276.6M | 2018-12-31 | 2020-02-14 | 10-K | 20-000029 |
| 12 | net income | us-gaap:NetIncomeLoss | $133.0M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 13 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $320.0M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 14 | assets | us-gaap:Assets | $2.9B | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 15 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $5.4B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 16 | gross profit | us-gaap:GrossProfit | $2.2B | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 17 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $5.8B | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 18 | gross profit | us-gaap:GrossProfit | $2.6B | 2023-12-31 | 2026-02-13 | 10-K | 26-000006 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 19 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $6.4B | 2023-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 20 | gross profit | us-gaap:GrossProfit | $3.1B | 2022-12-31 | 2025-02-13 | 10-K | 25-000007 |
| 21 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $7.2B | 2022-12-31 | 2025-02-13 | 10-K | 25-000007 |
| 22 | gross profit | us-gaap:GrossProfit | $2.7B | 2021-12-31 | 2024-02-20 | 10-K | 24-000011 |
| 23 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $6.5B | 2021-12-31 | 2024-02-20 | 10-K | 24-000011 |
| 24 | current assets | us-gaap:AssetsCurrent | $2.1B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 25 | current liabilities | us-gaap:LiabilitiesCurrent | $1.4B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 26 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | $0 | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 27 | operating income | us-gaap:OperatingIncomeLoss | $76.5M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 28 | book equity | us-gaap:StockholdersEquity | $1.3B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 29 | liabilities | us-gaap:Liabilities | $1.6B | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 30 | depreciation amortization | us-gaap:Depreciation | $64.3M | 2019-12-31 | 2022-02-14 | 10-K | 22-000018 |
| 31 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $53.2M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 32 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $410.5M | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 33 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $56.3M | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 34 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $636.9M | 2023-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 35 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $45.9M | 2023-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 36 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $683.8M | 2022-12-31 | 2025-02-13 | 10-K | 25-000007 |
| 37 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $61.1M | 2022-12-31 | 2025-02-13 | 10-K | 25-000007 |
| 38 | depreciation amortization | us-gaap:Depreciation | $50.0M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 39 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $194.4M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 40 | income tax | us-gaap:IncomeTaxExpenseBenefit | $61.4M | 2025-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 41 | current assets | us-gaap:AssetsCurrent | $2.1B | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 42 | current liabilities | us-gaap:LiabilitiesCurrent | $1.3B | 2024-12-31 | 2026-02-13 | 10-K | 26-000006 |
| 43 | assets | us-gaap:Assets | $3.0B | 2023-12-31 | 2025-02-13 | 10-K | 25-000007 |
| 44 | assets | us-gaap:Assets | $3.0B | 2022-12-31 | 2024-02-20 | 10-K | 24-000011 |
| 45 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 101,143,596 | 2026-01-31 | 2026-02-13 | 10-K | 26-000006 |
| 46 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 102,199,469 | 2025-01-31 | 2025-02-13 | 10-K | 25-000007 |

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