# RCM Technologies, Inc.

**RCMT**

Nasdaq; other; SIC 7363, Services-Help Supply Services; CIK 0000700841

**A/B**

**on the A/B boundary of 336 graded peers in other**

rank 63 of 336; percentile 18.5; sampling error 2.6 points; lower is stronger

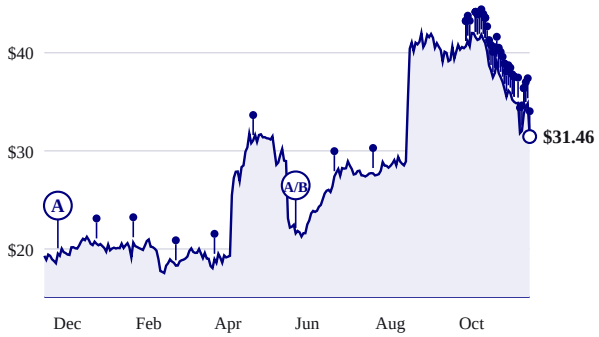



**A/B, the bull**



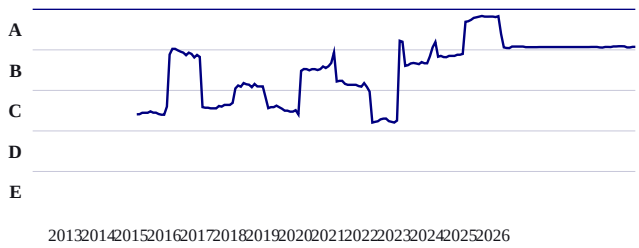
| Scoreboard | |
|---|---|
| **Profitability** | B<br>percentile 36.9 |
| **Solvency** | B<br>percentile 25.2 |
| **Growth and financing** | C<br>percentile 49.9 |
| **Reliability** | 0.87 AUC<br>filers with $120M to $591M assets; 95% interval 0.83 to 0.90; 206 events, 2020 to 2025 |
| **Peer failure rate** | 1.03% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | $120M to $591M assets<br>total assets $134.4M |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | late filer<br>not computable: dilution, distress, fortress balance sheet |
| **Inputs computable** | 9 of 14 |
| **Graded from** | filings received through May 4, 2026<br>193 days before the rescan; latest periodic filing 10-Q received Nov 12, 2026 |
| **Last close** | $31.65<br>2026-11-12; market equity $225.7M; 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 Apr 3, 2026*

RCM Technologies, Inc. is a premier provider of business and technology solutions designed to enhance and maximize its customers' operational performance. The Company provides these services through the deployment of specialty healthcare, engineering, life sciences, information technology services, data management and solutions. For over 50 years, the Company has developed and assembled an extensive portfolio of capabilities, service offerings, and delivery options with world-class technical talent in key end markets and high-growth industries. This combination, paired with RCM's efficient pricing structure and global reach, offers clients a compelling value proposition.

## 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 36.9** | | | | | | |
| Gross profitability | 65.4% | 27.0% | | 9.8 | 287 | 2026-01-03 |
| Return on invested capital | not computable | 10.0% | | | | |

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| | | | | | |
|---|---|---|---|---|---|
| *one or more required annual facts are missing* | | | | | |
| Accruals ratio | (2.0%) | (5.8%) | 75.8 | 505 | 2026-01-03 |
| Gross margin stability, five years | 1.2 pts | 2.2 pts | 25.0 | 205 | 2026-01-03 |
| **Solvency, sleeve percentile 25.2** | | | | | |
| 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 | 4.30 | 2.05 | 19.5 | 390 | 2026-01-03 |
| Net debt to EBITDA | not computable | 2.51x | | | |
| *one or more required annual facts are missing* | | | | | |
| Interest coverage | not computable | 2.45x | | | |
| *one or more required annual facts are missing* | | | | | |
| Current ratio | 1.85x | 1.33x | 30.8 | 510 | 2026-01-03 |
| **Growth and financing, sleeve percentile 49.9** | | | | | |
| Revenue growth, three-year compound | 3.9% | 5.0% | 52.1 | 398 | 2026-01-03 |
| Free cash flow growth, three-year compound | (14.1%) | 8.9% | 76.1 | 219 | 2026-01-03 |
| Reinvestment rate | 12.2% | 12.2% | 50.3 | 190 | 2026-01-03 |
| Asset growth, three years | 15.2% | 4.0% | 21.0 | 434 | 2026-01-03 |
| Net share issuance, one year | not computable | (0.5%) | | | |
| *prior share count is 25 days earlier* | | | | | |

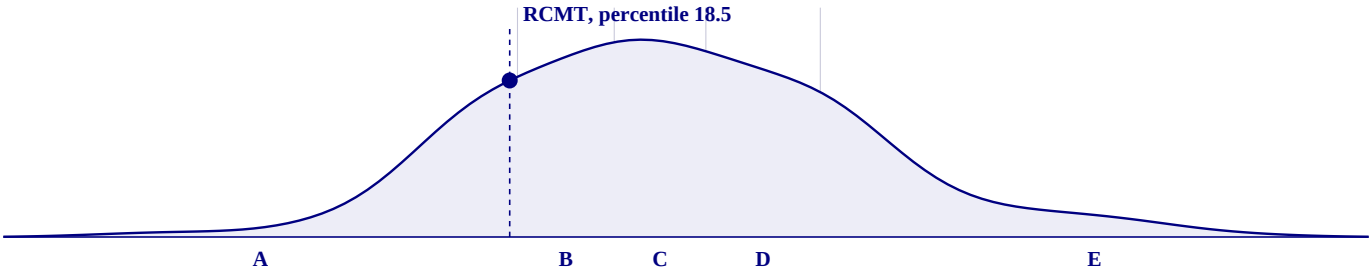
## Warnings

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

| Check | Measured |
|---|---|
| Late filer | found 1 NT 10-K/Q filings in the last eight quarters |

## 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 |
|---|---|---|---|---|
| 58 | Canterbury Park Holding Corp. (CPHC) | 17.0 | A | |
| 59 | LAS Vegas Sands Corp. (LVS) | 17.3 | A | |
| 60 | Msci Inc. (MSCI) | 17.6 | A/B | |
| 61 | Primoris Services Corp. (PRIM) | 17.9 | A/B | fortress balance sheet |
| 62 | Construction Partners, Inc. (ROAD) | 18.2 | A/B | |
| 63 | RCM Technologies, Inc. (RCMT) | 18.5 | A/B | late filer |
| 64 | UFP Industries Inc. (UFPI) | 18.8 | A/B | fortress balance sheet |
| 65 | Paychex Inc. (PAYX) | 19.1 | A/B | |
| 66 | Argan Inc. (AGX) | 19.4 | A/B | |
| 67 | Hunt J B Transport Services Inc. (JBHT) | 19.7 | A/B | |
| 68 | Akamai Technologies Inc. (AKAM) | 20.0 | A/B | |

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## What the price implies

*at the 2026-11-12 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | 76.1% | (1.0%) | 93 |
| Distance from 52-week high | (25.1%) | (23.2%) | 46 |
| EBIT to enterprise value | not computable | 4.3% | |
| Free cash flow yield | 7.7% | 4.1% | 74 |
| Book value to price | 0.24 | 0.35 | 36 |
| Sales to price | 1.42 | 0.69 | 72 |
| Composite equity issuance, five years | (47.7%) | (8.8%) | 5 |
| Relative strength against the sector, log excess return | 0.45 | (0.13) | 93 |

## Diagnostics

*shown on every report; none enters the grade*

| Measure | Value |
|---|---|
| **Piotroski F-score None of 9, period end 2026-01-03** | |
| 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 | fail |
| Current ratio improved | pass |
| No new shares issued | fail |
| Gross margin improved | fail |
| Asset turnover improved | pass |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $1.9M |
| Operating cash flow, four quarters | $21.3M |
| Months of runway | not finite |
| Days since last periodic filing | 1 (10-Q received Nov 12, 2026) |
| Median daily dollar volume, 63 sessions | $2.4M |

## 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 | $87.9M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 2 | assets | us-gaap:Assets | $134.4M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 3 | net income | us-gaap:NetIncomeLoss | $16.3M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 4 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $19.0M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 5 | assets | us-gaap:Assets | $132.1M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 6 | revenue | us-gaap:RevenueFromContractWithCustomerIncludingAs... | $319.4M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 7 | gross profit | us-gaap:GrossProfit | $79.8M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 8 | revenue | us-gaap:RevenueFromContractWithCustomerIncludingAs... | $278.4M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 9 | gross profit | us-gaap:GrossProfit | $76.7M | 2023-12-30 | 2025-03-31 | 10-K/A | 25-010202 |
| 10 | revenue | us-gaap:RevenueFromContractWithCustomerIncludingAs... | $263.2M | 2023-12-30 | 2025-03-31 | 10-K/A | 25-010202 |
| 11 | gross profit | us-gaap:GrossProfit | $82.9M | 2022-12-31 | 2024-03-14 | 10-K | 24-007884 |
| 12 | revenue | us-gaap:RevenueFromContractWithCustomerIncludingAs... | $284.7M | 2022-12-31 | 2024-03-14 | 10-K | 24-007884 |
| 13 | gross profit | us-gaap:GrossProfit | $53.1M | 2022-01-01 | 2024-03-14 | 10-K | 24-007884 |
| 14 | revenue | us-gaap:RevenueFromContractWithCustomerIncludingAs... | $203.9M | 2022-01-01 | 2024-03-14 | 10-K | 24-007884 |
| 15 | current assets | us-gaap:AssetsCurrent | $99.9M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 16 | current liabilities | us-gaap:LiabilitiesCurrent | $53.9M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 17 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | $10.4M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 18 | operating income | us-gaap:OperatingIncomeLoss | $25.1M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 19 | book equity | us-gaap:StockholdersEquity | $46.0M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 20 | liabilities | us-gaap:Liabilities | $88.4M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 21 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $1.6M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 22 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $6.2M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 23 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $2.6M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 24 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $12.5M | 2023-12-30 | 2025-03-31 | 10-K/A | 25-010202 |
| 25 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $2.9M | 2023-12-30 | 2025-03-31 | 10-K/A | 25-010202 |
| 26 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $28.3M | 2022-12-31 | 2024-03-14 | 10-K | 24-007884 |
| 27 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $889,000 | 2022-12-31 | 2024-03-14 | 10-K | 24-007884 |
| 28 | depreciation amortization | us-gaap:DepreciationDepletionAndAmortization | $1.9M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 29 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $22.1M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 30 | income tax | us-gaap:IncomeTaxExpenseBenefit | $5.7M | 2026-01-03 | 2026-04-03 | 10-K | 26-011236 |
| 31 | current assets | us-gaap:AssetsCurrent | $97.0M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 32 | current liabilities | us-gaap:LiabilitiesCurrent | $53.6M | 2024-12-28 | 2026-04-03 | 10-K | 26-011236 |
| 33 | assets | us-gaap:Assets | $120.5M | 2023-12-30 | 2025-03-31 | 10-K/A | 25-010202 |
| 34 | assets | us-gaap:Assets | $88.0M | 2022-12-31 | 2024-03-14 | 10-K | 24-007884 |
| 35 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 7,087,613 | 2026-04-27 | 2026-05-04 | 10-K/A | 26-014678 |
| 36 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 7,024,377 | 2026-04-02 | 2026-04-03 | 10-K | 26-011236 |

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