Alight, Inc. Delaware

ALIT

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

D

fourth fifth of 315 graded peers in other

rank 228 of 315; percentile 72.3; sampling error 2.7 points; lower is stronger

A B C D E

D, the sloth



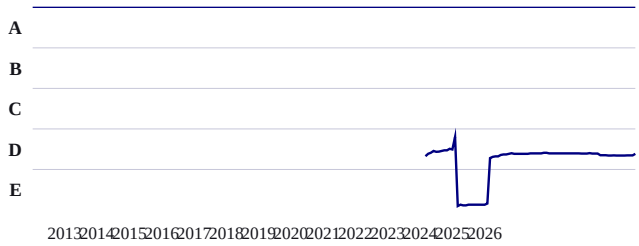
Scoreboard	
Profitability	B percentile 35.9
Solvency	D percentile 67.5
Growth and financing	D percentile 66.0
Reliability	0.94 AUC filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025
Peer failure rate	0.52% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	over $2.67B assets total assets $4.6B
Standard universe	inside revenue above $1M and assets above $10M
Warnings	none triggered not computable: dilution, distress
Inputs computable	7 of 13
Graded from	filings received through Feb 24, 2026 266 days before the rescan; latest periodic filing 10-Q received Nov 3, 2026
Last close	$12.50 2026-11-16; market equity $279.2M; 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 thirteen inputs

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

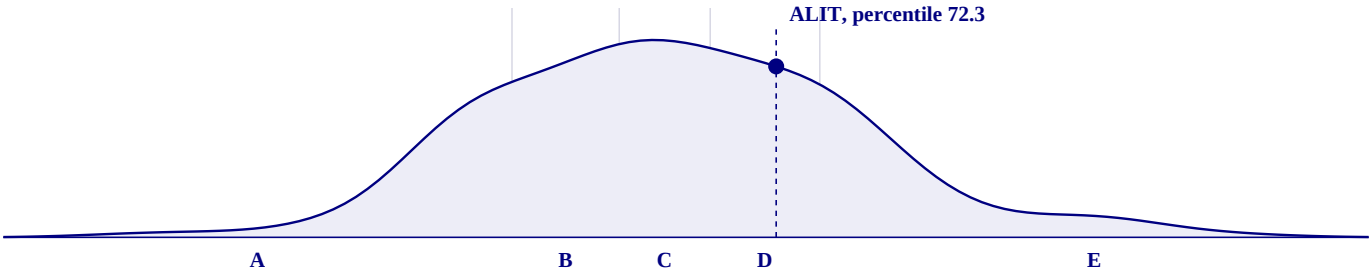
Input	Value	Peer median	Percentile, 0 to 100	Pct	Peers	Period end
Profitability, sleeve percentile 35.9						
Gross profitability	16.7%	26.9%		68.9	265	2025-12-31
Return on invested capital	not computable	10.1%				
pretax income must exceed the validity floor and imply a 0%-100% tax rate						

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Accruals ratio	(54.2%)	(5.8%)	2.8	458	2025-12-31
Gross margin stability, five years	not computable	2.1 pts			
five annual gross margins are required; found 4					
Solvency, sleeve percentile 67.5					
Altman Z double-prime	(6.53)	2.06	86.0	357	2025-12-31
Net debt to EBITDA	not computable	2.37x			
EBITDA must exceed $100,000					
Interest coverage	not computable	2.93x			
latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31					
Current ratio	1.31x	1.32x	49.0	462	2025-12-31
Growth and financing, sleeve percentile 66.0					
Revenue growth, three-year compound	0.8%	5.1%	65.2	377	2025-12-31
Free cash flow growth, three-year compound	17.3%	8.9%	35.8	213	2025-12-31
Reinvestment rate	not computable	12.4%			
pretax income must exceed the validity floor and imply a 0%-100% tax rate					
Asset growth, three years	(25.9%)	4.1%	97.0	402	2025-12-31
Net share issuance, one year	not computable	(0.6%)			
two annual share counts are required; found 0					

Among 315 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
223	Fiserv Inc. (FISV)	70.7	D	
224	Hub Group, Inc. (HUBG)	71.0	D	late filer
225	Norfolk Southern Corp. (NSC)	71.3	D	
226	DLH Holdings Corp. (DLHC)	71.7	D	
227	Payoneer Global Inc. (PAYO)	72.0	D	
228	Alight, Inc. Delaware (ALIT)	72.3	D	
229	GEO Group Inc. (GEO)	72.6	D	
230	Iqvia Holdings Inc. (IQV)	72.9	D	
231	Travel & Leisure Co. (TNL)	73.2	D	
232	Royal Caribbean Cruises Ltd. (RCL)	73.6	D	
233	Monarch Casino & Resort Inc. (MCRI)	73.9	D	

What the price implies

at the 2026-11-16 close; none of these enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	(84.2%)	(0.7%)	3
Distance from 52-week high	(73.6%)	(23.6%)	8
EBIT to enterprise value	(150.2%)	4.4%	2
Free cash flow yield	89.7%	4.2%	99
Book value to price	3.51	0.36	97

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Sales to price	8.11	0.71	94
Composite equity issuance, five years	not computable	(9.4%)	
Relative strength against the sector, log excess return	(1.97)	(0.13)	3
Twelve-month failure probability, CHS model	not computable	0.03%	

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	$212.0M
Operating cash flow, four quarters	$305.0M
Months of runway	not finite
Days since last periodic filing	14 (10-Q received Nov 3, 2026)
Median daily dollar volume, 63 sessions	$5.4M

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	$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
26	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	$110.0M	2025-12-31	2026-02-24	10-K	26-011108

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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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