Robert Half Inc.

RHI

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

C

middle fifth of 316 graded peers in other

rank 168 of 316; percentile 53.0; sampling error 2.7 points; lower is stronger

A B C D E

C, the tortoise



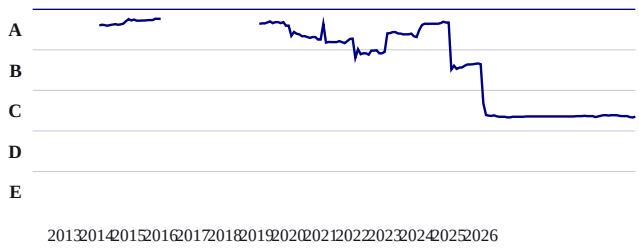
Scoreboard	
Profitability	B percentile 32.2
Solvency	B/C percentile 38.6
Growth and financing	D percentile 76.2
Reliability	0.94 AUC filers with over $2.67B assets; 95% interval 0.88 to 0.97; 61 events, 2020 to 2025
Peer failure rate	0.52% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	over $2.67B assets total assets $2.9B
Standard universe	inside revenue above $1M and assets above $10M
Warnings	none triggered; fortress balance sheet not computable: distress
Inputs computable	10 of 13
Graded from	filings received through Feb 13, 2026 279 days before the rescan; latest periodic filing 10-Q received Oct 30, 2026
Last close	$40.88 2026-11-18; market equity $4.2B; 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 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 32.2						
Gross profitability	70.1%	26.8%		5.7	266	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

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Accruals ratio	(6.5%)	(5.8%)	44.9	458	2025-12-31
Gross margin stability, five years	2.0 pts	2.1 pts	46.2	196	2025-12-31
Solvency, sleeve percentile 38.6					
Altman Z double-prime	2.71	2.06	35.9	358	2025-12-31
Net debt to EBITDA	not computable	2.36x			
latest aligned inputs end 2019-12-31; latest annual assets end 2025-12-31					
Interest coverage	not computable	2.93x			
one or more required annual facts are missing					
Current ratio	1.53x	1.32x	41.3	463	2025-12-31
Growth and financing, sleeve percentile 76.2					
Revenue growth, three-year compound	(9.4%)	5.0%	87.5	377	2025-12-31
Free cash flow growth, three-year compound	(24.6%)	8.9%	86.3	213	2025-12-31
Reinvestment rate	(202.7%)	13.3%	93.5	187	2025-12-31
Asset growth, three years	(1.2%)	4.0%	73.1	402	2025-12-31
Net share issuance, one year	(1.0%)	(0.6%)	40.6	353	2026-01-31

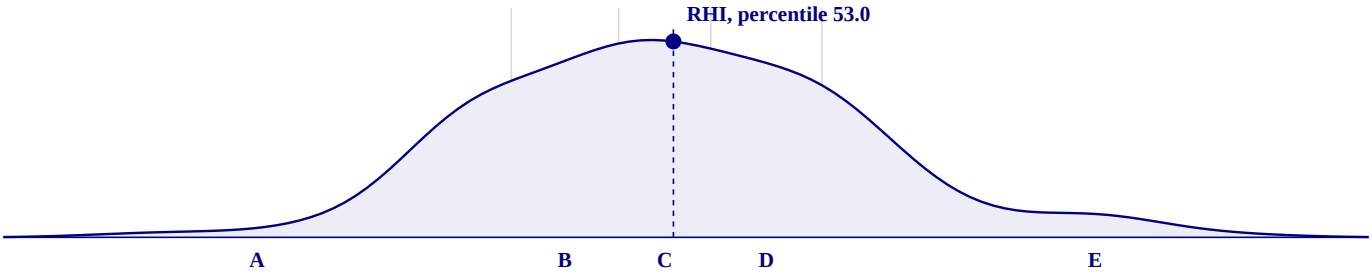
Warnings

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 316 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
163	Uber Technologies, Inc. (UBER)	51.4	C	
164	Covenant Logistics Group, Inc. (CVLG)	51.7	C	
165	Reservoir Media, Inc. (RSVR)	52.1	C	
166	Matson, Inc. (MATX)	52.4	C	
167	MGM Resorts International (MGM)	52.7	C	
168	Robert Half Inc. (RHI)	53.0	C	fortress balance sheet
169	Wynn Resorts Ltd. (WYNN)	53.3	C	
170	Rimini Street, Inc. (RMNI)	53.7	C	fortress balance sheet
171	Choice Hotels International Inc. (CHH)	54.0	C	
172	Union Pacific Corp. (UNP)	54.3	C	
173	Arlo Technologies, Inc. (ARLO)	54.6	C	

What the price implies

at the 2026-11-18 close; none of these enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	52.4%	0.06%	86
Distance from 52-week high	(10.9%)	(23.9%)	73
EBIT to enterprise value	2.0%	4.5%	26

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Free cash flow yield	6.4%	4.0%	67
Book value to price	0.29	0.37	42
Sales to price	1.29	0.69	67
Composite equity issuance, five years	(31.2%)	(9.4%)	15
Relative strength against the sector, log excess return	0.30	(0.12)	86
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	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	20 (10-Q received Oct 30, 2026)
Median daily dollar volume, 63 sessions	$67.0M

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
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

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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