

Alight, Inc. Delaware (ALIT)

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

Alight, Inc. Delaware ALIT; other	
Grade	D A B C D E fourth fifth of 336 graded peers percentile 71.6; sampling error 2.6 points; lower is stronger
Rank	241 of 336
Profitability	B percentile 35.7
Solvency	D percentile 66.6
Growth and financing	D percentile 65.9
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 active not computable: dilution, distress
Inputs computable	7 of 14
Graded from	filings received through Feb 24, 2026 227 days before the rescans; latest periodic filing 10-Q received Aug 4, 2026
Last close	\$9.78 2026-10-08; market equity \$218.5M
Price used in grade	None



D, the sloth

fourth fifth of its sector; letters are fifths of the 336 graded peers

Share price, twelve months to the rescans

split-adjusted close; the letter is fixed at the rescans that set it



Rescans on file: D from Mar 21, 2024, E from Mar 21, 2025, D from Mar 21, 2026

Letter at every rescans

Jan 21, 2012 to Oct 9, 2026; sector percentile, 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.

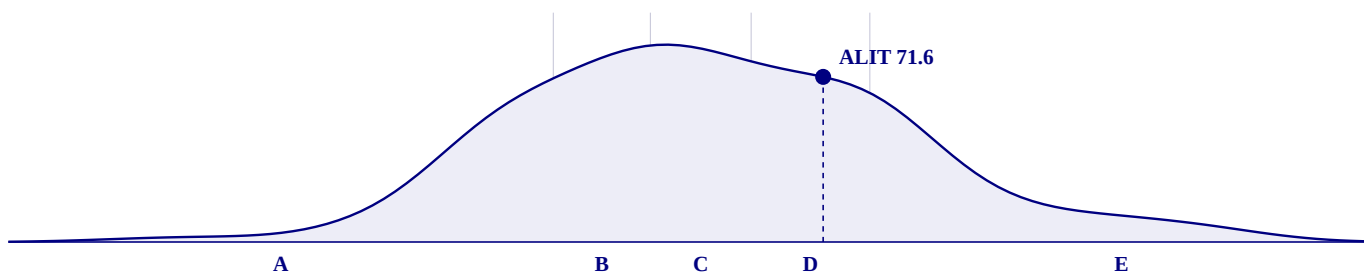
The fourteen inputs

lower percentile is stronger; equal-weighted sleeves

Input	Percentile, 0 to 100	Value	Peer median	Percentile	Peers	Period end
Profitability, sleeve percentile 35.7						
Gross profitability		16.7%	27.1%	68.4	289	2025-12-31
Return on invested capital		not computable	10.0%			pretax income must exceed the validity floor and imply a 0%-100% tax rate
Accruals ratio		(54.2%)	(5.9%)	3.0	506	2025-12-31
Gross margin stability, five years		not computable	2.2 pts			five annual gross margins are required; found 4
Solvency, sleeve percentile 66.6						
Twelve-month failure probability		not computable	0.04%			liabilities and a nearby cover-page share count are required at 2026-06-30
Altman Z double-prime		(6.53)	2.05	85.2	386	2025-12-31
Net debt to EBITDA		not computable	2.52x			EBITDA must exceed \$100,000
Interest coverage		not computable	2.18x			latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31
Current ratio		1.31x	1.32x	47.9	506	2025-12-31
Growth and financing, sleeve percentile 65.9						
Revenue growth, three-year compound		0.8%	5.1%	65.2	403	2025-12-31
Free cash flow growth, three-year compound		17.3%	8.7%	35.6	220	2025-12-31
Reinvestment rate		not computable	11.9%			pretax income must exceed the validity floor and imply a 0%-100% tax rate
Asset growth, three years		(25.9%)	4.1%	97.0	438	2025-12-31
Net share issuance, one year		not computable	(0.4%)			two annual share counts are required; found 0

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
236	Hub Group, Inc. (HUBG)	70.1	D	late filer
237	DLH Holdings Corp. (DLHC)	70.4	D	
238	Payoneer Global Inc. (PAYO)	70.7	D	
239	CuriosityStream Inc. (CURI)	71.0	D	
240	Travel & Leisure Co. (TNL)	71.3	D	
241	Alight, Inc. Delaware (ALIT) <	71.6	D	
242	Royal Caribbean Cruises Ltd. (RCL)	71.9	D	
243	Monarch Casino & Resort Inc. (MCRI)	72.2	D	
244	Priority Technology Holdings, Inc. (PRTH)	72.5	D	
245	Genco Shipping & Trading Ltd. (GNK)	72.8	D	
246	Warner Music Group Corp. (WMG)	73.1	D	

What the price implies

at the 2026-10-08 close; none enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	(77.7%)	2.0%	4
Distance from 52-week high	(84.7%)	(26.8%)	4
EBIT to enterprise value	(154.6%)	4.4%	0
Free cash flow yield	114.7%	4.1%	99
Book value to price	4.70	0.34	99
Sales to price	10.37	0.70	97
Composite equity issuance, five years	not computable	(8.8%)	
Relative strength against the sector, log excess return	(1.65)	(0.13)	4

Diagnostics

not in 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	\$215.0M
Operating cash flow, four quarters	\$353.0M
Months of runway	not finite
Days since last periodic filing	66 (10-Q received Aug 4, 2026)
Median daily dollar volume, 63 sessions	\$6.3M

Sources

each row links to the 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	0001628280-26-011108
2	assets	us-gaap:Assets	\$4.6B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
3	operating income	us-gaap:OperatingIncomeLoss	-\$3.1B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
4	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsIncludableInNetIncomeLoss	\$16.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
5	income tax	us-gaap:IncomeTaxExpenseBenefit	\$16.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
6	total debt	us-gaap:LongTermDebt	\$2.0B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
7	book equity	us-gaap:StockholdersEquity	\$1.0B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
8	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$273.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
9	total debt	us-gaap:LongTermDebt	\$2.0B	2024-12-31	2026-02-24	10-K	0001628280-26-011108
10	book equity	us-gaap:StockholdersEquity	\$4.3B	2024-12-31	2026-02-24	10-K	0001628280-26-011108
11	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$343.0M	2024-12-31	2026-02-24	10-K	0001628280-26-011108
12	net income	us-gaap:NetIncomeLoss	-\$3.1B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
13	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$360.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
14	assets	us-gaap:Assets	\$8.2B	2024-12-31	2026-02-24	10-K	0001628280-26-011108
15	current assets	us-gaap:AssetsCurrent	\$1.1B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
16	current liabilities	us-gaap:LiabilitiesCurrent	\$874.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
17	retained earnings	us-gaap:RetainedEarningsAccumulatedDeficit	-\$3.8B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
18	liabilities	us-gaap:Liabilities	\$3.5B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
19	depreciation amortization	us-gaap:Depreciation	\$126.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
20	operating income	us-gaap:OperatingIncomeLoss	-\$81.0M	2023-12-31	2026-02-24	10-K	0001628280-26-011108
21	interest expense	us-gaap:InterestExpense	\$131.0M	2023-12-31	2024-02-29	10-K	0000950170-24-022978
22	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$2.3B	2025-12-31	2026-02-24	10-K	0001628280-26-011108
23	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$2.3B	2024-12-31	2026-02-24	10-K	0001628280-26-011108
24	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$2.4B	2023-12-31	2026-02-24	10-K	0001628280-26-011108
25	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$2.2B	2022-12-31	2025-02-27	10-K	0001809104-25-000062
26	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$110.0M	2025-12-31	2026-02-24	10-K	0001628280-26-011108
27	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$252.0M	2024-12-31	2026-02-24	10-K	0001628280-26-011108
28	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$121.0M	2024-12-31	2026-02-24	10-K	0001628280-26-011108
29	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$386.0M	2023-12-31	2026-02-24	10-K	0001628280-26-011108
30	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$140.0M	2023-12-31	2026-02-24	10-K	0001628280-26-011108
31	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$286.0M	2022-12-31	2025-02-27	10-K	0001809104-25-000062
32	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$131.0M	2022-12-31	2025-02-27	10-K	0001809104-25-000062
33	current assets	us-gaap:AssetsCurrent	\$1.3B	2024-12-31	2026-02-24	10-K	0001628280-26-011108
34	current liabilities	us-gaap:LiabilitiesCurrent	\$892.0M	2024-12-31	2026-02-24	10-K	0001628280-26-011108
35	assets	us-gaap:Assets	\$10.8B	2023-12-31	2025-02-27	10-K	0001809104-25-000062
36	assets	us-gaap:Assets	\$11.2B	2022-12-31	2024-02-29	10-K	0000950170-24-022978