

ManpowerGroup Inc. (MAN)

NYSE; other; SIC 7363, Services-Help Supply Services; CIK 0000871763

ManpowerGroup Inc. MAN; other	
Grade	C/D A B C D E on the C/D boundary of 336 graded peers percentile 57.6; sampling error 2.6 points; lower is stronger
Rank	194 of 336
Profitability	C percentile 44.4
Solvency	C percentile 45.1
Growth and financing	C/D percentile 62.1
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 \$9.2B
Standard universe	inside revenue above \$1M and assets above \$10M
Warnings	none active not computable: distress
Inputs computable	9 of 14
Graded from	filings received through Feb 23, 2026 228 days before the rescans; latest periodic filing 10-Q received Aug 7, 2026
Last close	\$54.38 2026-10-08; market equity \$2.5B
Price used in grade	None



C/D, the tortoise

on the C/D boundary of its sector; letters are fifths of the 336 graded peers

Share price, twelve months to the rescans

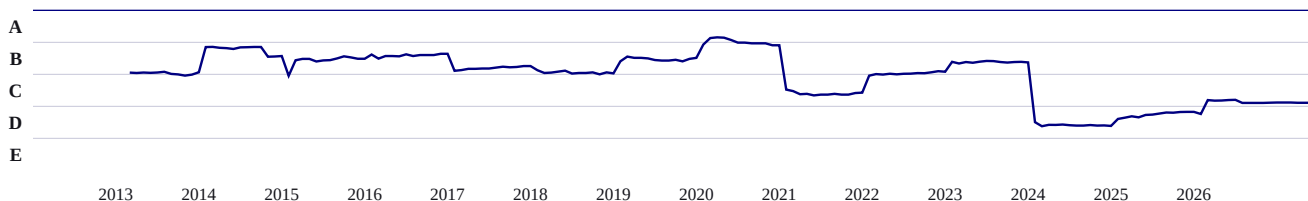
split-adjusted close; the letter is fixed at the rescans that set it



Rescans on file: B from Feb 21, 2023, D from Feb 21, 2024, C from Mar 21, 2026, C/D from Aug 7, 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 23, 2026

ManpowerGroup Inc. is a global leader in innovative workforce solutions. Through our network of approximately 2,100 offices in more than 70 countries and territories, we put millions of people to work each year with our global, multinational and local clients across all major industry segments. Our strong and distinct brands provide specialized solutions that drive organizations forward, accelerate individual success and help build more sustainable communities. We power the future of work.

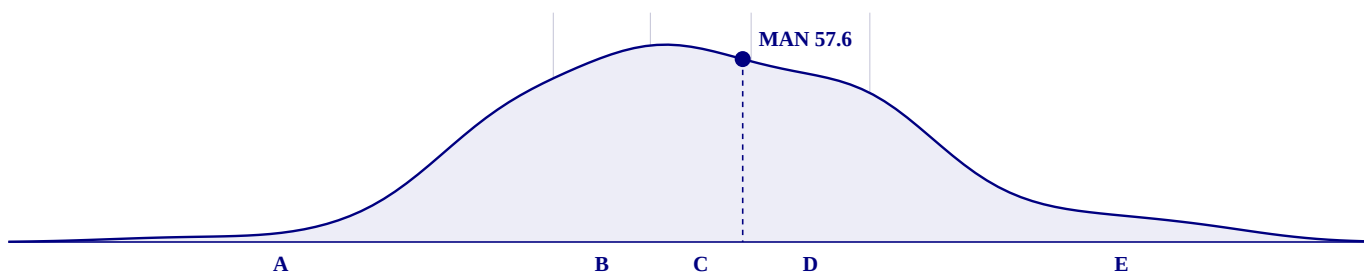
The fourteen inputs

lower percentile is stronger; equal-weighted sleeves

Input	Percentile, 0 to 100	Value	Peer median	Percentile	Peers	Period end
Profitability, sleeve percentile 44.4						
Gross profitability		32.7%	27.1%	39.6	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		1.0%	(5.9%)	85.3	506	2025-12-31
Gross margin stability, five years		0.6 pts	2.2 pts	8.4	204	2025-12-31
Solvency, sleeve percentile 45.1						
Twelve-month failure probability		not computable	0.04%			liabilities and a nearby cover-page share count are required at 2026-06-30 one or more required annual facts are missing
Altman Z double-prime		not computable	2.05			
Net debt to EBITDA		0.77x	2.52x	23.0	184	2025-12-31
Interest coverage		1.57x	2.18x	52.9	88	2025-12-31
Current ratio		1.11x	1.32x	59.6	506	2025-12-31
Growth and financing, sleeve percentile 62.1						
Revenue growth, three-year compound		(3.2%)	5.1%	77.1	403	2025-12-31
Free cash flow growth, three-year compound		not computable	8.7%			current FCF must be positive and base FCF must exceed \$100,000
Reinvestment rate		not computable	11.9%			pretax income must exceed the validity floor and imply a 0%-100% tax rate
Asset growth, three years		0.1%	4.1%	66.4	438	2025-12-31
Net share issuance, one year		(0.6%)	(0.4%)	42.8	356	2026-02-19

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
189	International Seaways, Inc. (INSW)	56.1	C	
190	Delta AIR Lines, Inc. (DAL)	56.4	C	
191	Vivakor, Inc. (VIVK)	56.7	C	short runway, late filer
192	Ameresco, Inc. (AMRC)	57.0	C	
193	Republic Services, Inc. (RSG)	57.3	C	
194	ManpowerGroup Inc. (MAN) <	57.6	C/D	
195	GEE Group Inc. (JOB)	57.9	C/D	
196	Concrete Pumping Holdings, Inc. (BBCP)	58.2	C/D	
197	Compass Minerals International Inc. (CMP)	58.5	C/D	
198	Heritage Global Inc. (HGBL)	58.8	C/D	fortress balance sheet
199	Xponential Fitness, Inc. (XPOF)	59.1	C/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	74.3%	2.0%	92
Distance from 52-week high	(13.6%)	(26.8%)	72
EBIT to enterprise value	5.1%	4.4%	60
Free cash flow yield	(6.4%)	4.1%	14
Book value to price	0.83	0.34	81
Sales to price	7.10	0.70	95
Composite equity issuance, five years	(37.4%)	(8.8%)	8
Relative strength against the sector, log excess return	0.41	(0.13)	92

Diagnostics

not in the grade

Measure	Value
Piotroski F-score 2 of 9, period end 2025-12-31	
Return on assets above zero	fail
Operating cash flow above zero	fail
Return on assets improved	fail
Operating cash flow exceeds net income	fail
Long-term leverage fell	fail
Current ratio improved	fail
No new shares issued	pass
Gross margin improved	fail
Asset turnover improved	pass
Cash, filings, liquidity	
Cash and equivalents	\$180.6M
Operating cash flow, four quarters	\$109.7M
Months of runway	not finite
Days since last periodic filing	63 (10-Q received Aug 7, 2026)

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	\$3.0B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
2	assets	us-gaap:Assets	\$9.2B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
3	operating income	us-gaap:OperatingIncomeLoss	\$150.1M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
4	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraord	\$134.1M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
5	income tax	us-gaap:IncomeTaxExpenseBenefit	\$106.7M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
6	total debt	us-gaap:LongTermDebtAndCapitalLeaseObligations	\$1.1B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
7	book equity	us-gaap:StockholdersEquity	\$2.1B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
8	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$871.0M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
9	total debt	us-gaap:LongTermDebtAndCapitalLeaseObligations	\$929.4M	2024-12-31	2026-02-23	10-K	0001193125-26-064113
10	book equity	us-gaap:StockholdersEquity	\$2.1B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
11	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$509.4M	2024-12-31	2026-02-23	10-K	0001193125-26-064113
12	net income	us-gaap:ProfitLoss	-\$13.3M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
13	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	-\$104.1M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
14	assets	us-gaap:Assets	\$8.2B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
15	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$18.0B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
16	gross profit	us-gaap:GrossProfit	\$3.1B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
17	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$17.9B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
18	gross profit	us-gaap:GrossProfit	\$3.4B	2023-12-31	2026-02-23	10-K	0001193125-26-064113
19	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$18.9B	2023-12-31	2026-02-23	10-K	0001193125-26-064113
20	gross profit	us-gaap:GrossProfit	\$3.6B	2022-12-31	2025-02-19	10-K	0000950170-25-023186
21	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$19.8B	2022-12-31	2025-02-19	10-K	0000950170-25-023186
22	gross profit	us-gaap:GrossProfit	\$3.4B	2021-12-31	2024-02-16	10-K	0000950170-24-016399
23	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$20.7B	2021-12-31	2024-02-16	10-K	0000950170-24-016399
24	depreciation amortization	us-gaap:DepreciationDepletionAndAmortization	\$86.0M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
25	interest expense	us-gaap:InterestExpense	-\$95.4M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
26	current assets	us-gaap:AssetsCurrent	\$5.8B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
27	current liabilities	us-gaap:LiabilitiesCurrent	\$5.2B	2025-12-31	2026-02-23	10-K	0001193125-26-064113
28	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	\$57.3M	2025-12-31	2026-02-23	10-K	0001193125-26-064113
29	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$309.2M	2024-12-31	2026-02-23	10-K	0001193125-26-064113
30	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	\$51.1M	2024-12-31	2026-02-23	10-K	0001193125-26-064113
31	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$348.2M	2023-12-31	2026-02-23	10-K	0001193125-26-064113
32	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	\$78.2M	2023-12-31	2026-02-23	10-K	0001193125-26-064113
33	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$423.3M	2022-12-31	2025-02-19	10-K	0000950170-25-023186
34	capital expenditure	us-gaap:PaymentsToAcquireProductiveAssets	\$75.6M	2022-12-31	2025-02-19	10-K	0000950170-25-023186
35	current assets	us-gaap:AssetsCurrent	\$5.0B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
36	current liabilities	us-gaap:LiabilitiesCurrent	\$4.4B	2024-12-31	2026-02-23	10-K	0001193125-26-064113
37	assets	us-gaap:Assets	\$8.8B	2023-12-31	2026-02-23	10-K	0001193125-26-064113
38	assets	us-gaap:Assets	\$9.1B	2022-12-31	2025-02-19	10-K	0000950170-25-023186
39	shares outstanding	dei:EntityCommonStockSharesOutstanding	46,419,646	2026-02-19	2026-02-23	10-K	0001193125-26-064113
40	shares outstanding	dei:EntityCommonStockSharesOutstanding	46,692,203	2025-02-17	2025-02-19	10-K	0000950170-25-023186