

Insperity, Inc. (NSP)

NYSE; other; SIC 7363, Services-Help Supply Services; CIK 0001000753

Inspirity, Inc. NSP; other	
Grade	D  fourth fifth of 336 graded peers percentile 74.0; sampling error 2.6 points; lower is stronger
Rank	249 of 336
Profitability	C  percentile 50.4
Solvency	D  percentile 63.6
Growth and financing	C/D  percentile 57.5
Reliability	0.91 AUC filers with \$591M to \$2.67B assets; 95% interval 0.88 to 0.94; 160 events, 2020 to 2025
Peer failure rate	1.01% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	\$591M to \$2.67B assets total assets \$2.2B
Standard universe	inside revenue above \$1M and assets above \$10M
Warnings	none active not computable: distress, fortress balance sheet
Inputs computable	8 of 14
Graded from	filings received through Feb 11, 2026 240 days before the rescans; latest periodic filing 10-Q received Jul 30, 2026
Last close	\$49.76 2026-10-08; market equity \$1.9B
Price used in grade	None



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

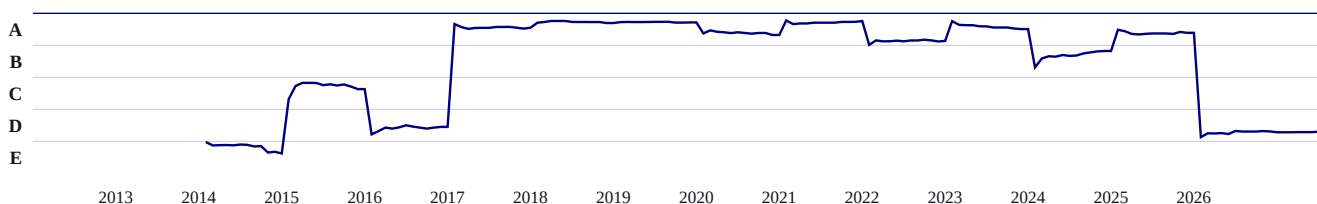
Share price, twelve months to the rescans
split-adjusted close; the letter is fixed at the rescans that set it



Rescans on file: B from Feb 21, 2024, A from Feb 21, 2025, D/E from Feb 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 11, 2026

We provide an array of human resources ("HR") and business solutions designed to help improve business performance. Since our formation in 1986, we have evolved from being solely a professional employer organization ("PEO"), an industry we pioneered, to our current position as a comprehensive business performance solutions provider. Our long-term strategy is to provide the best small and medium-sized businesses in the United States with our specialized human resources service offerings and to leverage our buying

power and expertise to provide additional valuable services to clients.

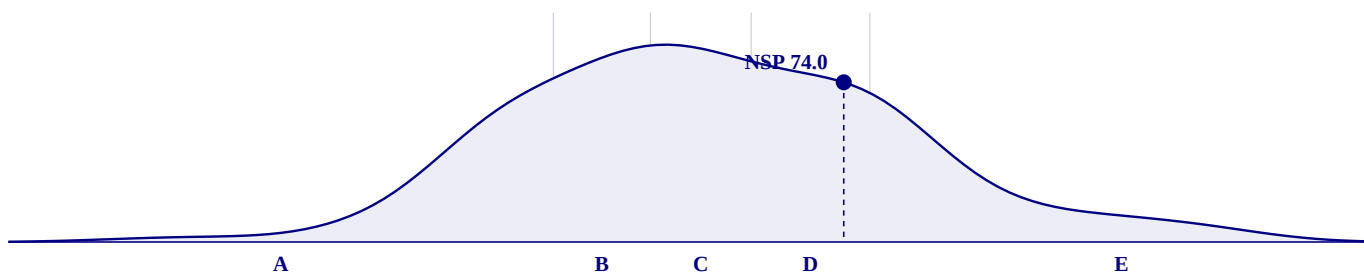
The fourteen inputs

lower percentile is stronger; equal-weighted sleeves

Input	Percentile, 0 to 100	Value	Peer median	Percentile	Peers	Period end
Profitability, sleeve percentile 50.4						
Gross profitability		40.9%	27.1%	26.4	289	2025-12-31
Return on invested capital		not computable	10.0%			one or more required annual facts are missing
Accruals ratio		11.3%	(5.9%)	95.2	506	2025-12-31
Gross margin stability, five years		1.3 pts	2.2 pts	29.6	204	2025-12-31
Solvency, sleeve percentile 63.6						
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		not computable	2.05			one or more required annual facts are missing
Net debt to EBITDA		not computable	2.52x			one or more required annual facts are missing
Interest coverage		(0.42x)	2.18x	65.5	88	2025-12-31
Current ratio		1.06x	1.32x	61.8	506	2025-12-31
Growth and financing, sleeve percentile 57.5						
Revenue growth, three-year compound		4.7%	5.1%	48.8	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		2.6%	4.1%	57.2	438	2025-12-31
Net share issuance, one year		1.3%	(0.4%)	66.5	356	2026-02-03

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
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	
247	PayPal Holdings, Inc. (PYPL)	73.4	D	
248	Groupon, Inc. (GRPN)	73.7	D	
249	Insperity, Inc. (NSP) <	74.0	D	
250	Wyndham Hotels & Resorts, Inc. (WH)	74.3	D	
251	AIR T Inc. (AIRT)	74.8	D	
252	AIR T Inc. (AIRTP)	74.8	D	
253	Heartland Express Inc. (HTLD)	75.2	D	
254	WillScot Holdings Corp. (WSC)	75.5	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	14.1%	2.0%	59
Distance from 52-week high	(7.9%)	(26.8%)	84
EBIT to enterprise value	not computable	4.4%	
Free cash flow yield	(16.3%)	4.1%	10
Book value to price	0.03	0.34	11
Sales to price	3.59	0.70	89
Composite equity issuance, five years	(19.0%)	(8.8%)	32
Relative strength against the sector, log excess return	(0.01)	(0.13)	59

Diagnostics

not in the grade

Measure	Value
Piotroski F-score 1 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	pass
Current ratio improved	fail
No new shares issued	fail
Gross margin improved	fail
Asset turnover improved	fail
Cash, filings, liquidity	
Cash and equivalents	\$619.0M
Operating cash flow, four quarters	\$225.0M
Months of runway	not finite
Days since last periodic filing	71 (10-Q received Jul 30, 2026)
Median daily dollar volume, 63 sessions	\$22.0M

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	\$900.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
2	assets	us-gaap:Assets	\$2.2B	2025-12-31	2026-02-11	10-K	0001000753-26-000011
3	net income	us-gaap:NetIncomeLoss	-\$7.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
4	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	-\$278.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
5	assets	us-gaap:Assets	\$2.6B	2024-12-31	2026-02-11	10-K	0001000753-26-000011
6	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$6.8B	2025-12-31	2026-02-11	10-K	0001000753-26-000011
7	gross profit	us-gaap:GrossProfit	\$1.1B	2024-12-31	2026-02-11	10-K	0001000753-26-000011
8	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$6.6B	2024-12-31	2026-02-11	10-K	0001000753-26-000011
9	gross profit	us-gaap:GrossProfit	\$1.0B	2023-12-31	2026-02-11	10-K	0001000753-26-000011
10	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$6.5B	2023-12-31	2026-02-11	10-K	0001000753-26-000011
11	gross profit	us-gaap:GrossProfit	\$1.0B	2022-12-31	2025-02-11	10-K	0001000753-25-000008
12	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$5.9B	2022-12-31	2025-02-11	10-K	0001000753-25-000008
13	gross profit	us-gaap:GrossProfit	\$820.1M	2021-12-31	2024-02-09	10-K	0001000753-24-000012
14	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$5.0B	2021-12-31	2024-02-09	10-K	0001000753-24-000012
15	operating income	us-gaap:OperatingIncomeLoss	-\$10.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
16	interest expense	us-gaap:InterestExpense	\$24.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
17	current assets	us-gaap:AssetsCurrent	\$1.7B	2025-12-31	2026-02-11	10-K	0001000753-26-000011
18	current liabilities	us-gaap:LiabilitiesCurrent	\$1.6B	2025-12-31	2026-02-11	10-K	0001000753-26-000011
19	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$31.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
20	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$520.0M	2024-12-31	2026-02-11	10-K	0001000753-26-000011
21	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$38.0M	2024-12-31	2026-02-11	10-K	0001000753-26-000011
22	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$198.0M	2023-12-31	2026-02-11	10-K	0001000753-26-000011
23	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$40.0M	2023-12-31	2026-02-11	10-K	0001000753-26-000011
24	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$347.0M	2022-12-31	2025-02-11	10-K	0001000753-25-000008
25	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$30.0M	2022-12-31	2025-02-11	10-K	0001000753-25-000008
26	depreciation amortization	us-gaap:DepreciationDepletionAndAmortization	\$45.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
27	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraord	\$4.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
28	income tax	us-gaap:IncomeTaxExpenseBenefit	\$3.0M	2025-12-31	2026-02-11	10-K	0001000753-26-000011
29	current assets	us-gaap:AssetsCurrent	\$2.1B	2024-12-31	2026-02-11	10-K	0001000753-26-000011
30	current liabilities	us-gaap:LiabilitiesCurrent	\$1.9B	2024-12-31	2026-02-11	10-K	0001000753-26-000011
31	assets	us-gaap:Assets	\$2.1B	2023-12-31	2025-02-11	10-K	0001000753-25-000008
32	assets	us-gaap:Assets	\$2.0B	2022-12-31	2024-02-09	10-K	0001000753-24-000012
33	shares outstanding	dei:EntityCommonStockSharesOutstanding	37,728,423	2026-02-03	2026-02-11	10-K	0001000753-26-000011
34	shares outstanding	dei:EntityCommonStockSharesOutstanding	37,230,174	2025-02-03	2025-02-11	10-K	0001000753-25-000008