

Robert Half Inc. (RHI)

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

Robert Half Inc. RHI; other	
Grade	C A B C D E middle fifth of 336 graded peers percentile 52.8; sampling error 2.6 points; lower is stronger
Rank	178 of 336
Profitability	B percentile 31.9
Solvency	B percentile 37.2
Growth and financing	D percentile 75.7
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 active; fortress balance sheet not computable: distress
Inputs computable	10 of 14
Graded from	filings received through Feb 13, 2026 238 days before the rescans; latest periodic filing 10-Q received Aug 4, 2026
Last close	\$34.09 2026-10-08; market equity \$3.5B
Price used in grade	None



C, the tortoise

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

Share price, twelve months to the rescans

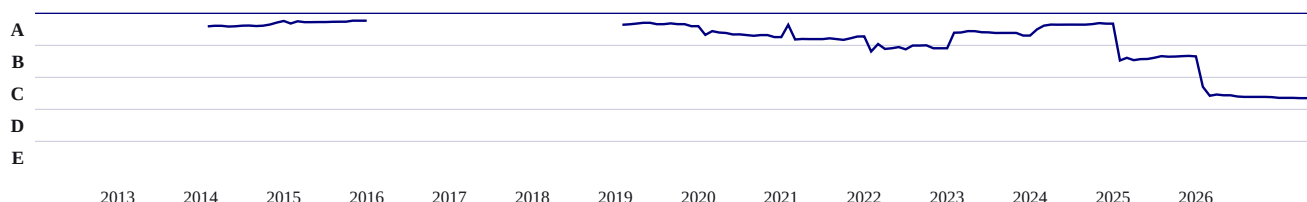
split-adjusted close; the letter is fixed at the rescans that set it



Rescans on file: A/B from Mar 21, 2022, A from Feb 21, 2023, B from Feb 21, 2025, C 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 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 fourteen inputs

lower percentile is stronger; equal-weighted sleeves

Input	Percentile, 0 to 100	Value	Peer median	Percentile	Peers	Period end
Profitability, sleeve percentile 31.9						
Gross profitability		70.1%	27.1%	5.6	289	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
Accruals ratio		(6.5%)	(5.9%)	44.8	506	2025-12-31
Gross margin stability, five years		2.0 pts	2.2 pts	45.3	204	2025-12-31
Solvency, sleeve percentile 37.2						
Twelve-month failure probability		not computable	0.04%			latest liabilities, cash plus short-term investments, book equity, and shares are required
Altman Z double-prime		2.71	2.05	33.8	386	2025-12-31
Net debt to EBITDA		not computable	2.52x			latest aligned inputs end 2019-12-31; latest annual assets end 2025-12-31
Interest coverage		not computable	2.18x			one or more required annual facts are missing
Current ratio		1.53x	1.32x	40.6	506	2025-12-31
Growth and financing, sleeve percentile 75.7						
Revenue growth, three-year compound		(9.4%)	5.1%	88.3	403	2025-12-31
Free cash flow growth, three-year compound		(24.6%)	8.7%	84.5	220	2025-12-31
Reinvestment rate		(202.7%)	11.9%	93.7	190	2025-12-31
Asset growth, three years		(1.2%)	4.1%	71.9	438	2025-12-31
Net share issuance, one year		(1.0%)	(0.4%)	40.0	356	2026-01-31

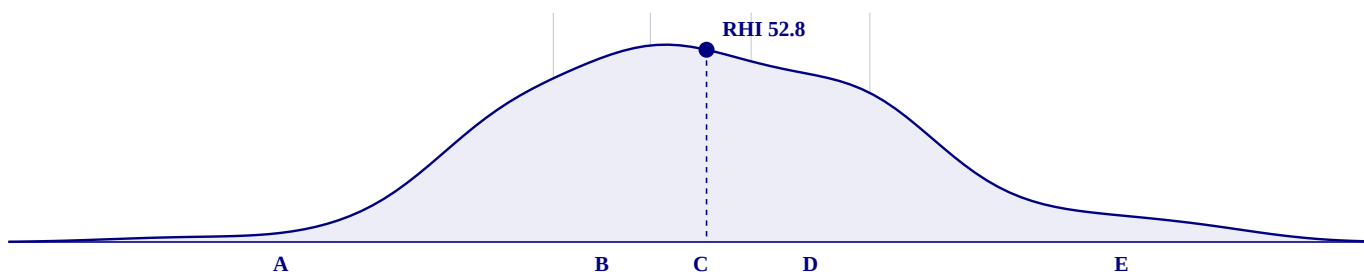
Warnings

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 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
173	MGM Resorts International (MGM)	51.3	C	
174	Louisiana-Pacific Corp. (LPX)	51.6	C	
175	Wynn Resorts Ltd. (WYNN)	51.9	C	
176	Matson, Inc. (MATX)	52.2	C	
177	Reservoir Media, Inc. (RSVR)	52.5	C	
178	Robert Half Inc. (RHI) <	52.8	C	fortress balance sheet
179	Choice Hotels International Inc. (CHH)	53.1	C	
180	Rimini Street, Inc. (RMNI)	53.4	C	fortress balance sheet
181	Union Pacific Corp. (UNP)	53.7	C	
182	Lyft, Inc. (LYFT)	54.0	C	fortress balance sheet
183	Hilton Worldwide Holdings Inc. (HLT)	54.3	C	

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	43.0%	2.0%	79
Distance from 52-week high	(24.8%)	(26.8%)	53
EBIT to enterprise value	2.4%	4.4%	27
Free cash flow yield	7.6%	4.1%	74
Book value to price	0.35	0.34	51
Sales to price	1.54	0.70	73
Composite equity issuance, five years	(29.9%)	(8.8%)	15
Relative strength against the sector, log excess return	0.21	(0.13)	79

Diagnostics

not in 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	\$324.7M
Operating cash flow, four quarters	\$256.3M
Months of runway	not finite

Days since last periodic filing

66 (10-Q received Aug 4, 2026)

Median daily dollar volume, 63 sessions

\$79.9M

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	\$2.0B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
2	assets	us-gaap:Assets	\$2.9B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
3	operating income	us-gaap:OperatingIncomeLoss	\$621.8M	2019-12-31	2022-02-14	10-K	0000315213-22-000018
4	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesMinorityInterestAndLossFromEquityMethodInvestments	\$625.5M	2019-12-31	2022-02-14	10-K	0000315213-21-000025
5	income tax	us-gaap:IncomeTaxExpenseBenefit	\$171.1M	2019-12-31	2022-02-14	10-K	0000315213-22-000018
6	total debt	us-gaap:LongTermDebt	\$457,000	2019-12-31	2020-02-14	10-K	0000315213-20-000029
7	book equity	us-gaap:StockholdersEquity	\$1.1B	2019-12-31	2023-02-10	10-K	0000315213-23-000016
8	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$270.5M	2019-12-31	2021-02-12	10-K	0000315213-21-000025
9	total debt	us-gaap:LongTermDebt	\$657,000	2018-12-31	2019-02-15	10-K	0001628280-19-001488
10	book equity	us-gaap:StockholdersEquity	\$1.1B	2018-12-31	2022-02-14	10-K	0000315213-22-000018
11	cash	us-gaap:CashAndCashEquivalentsAtCarryingValue	\$276.6M	2018-12-31	2020-02-14	10-K	0000315213-20-000029
12	net income	us-gaap:NetIncomeLoss	\$133.0M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
13	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$320.0M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
14	assets	us-gaap:Assets	\$2.9B	2024-12-31	2026-02-13	10-K	0000315213-26-000006
15	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$5.4B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
16	gross profit	us-gaap:GrossProfit	\$2.2B	2024-12-31	2026-02-13	10-K	0000315213-26-000006
17	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$5.8B	2024-12-31	2026-02-13	10-K	0000315213-26-000006
18	gross profit	us-gaap:GrossProfit	\$2.6B	2023-12-31	2026-02-13	10-K	0000315213-26-000006
19	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$6.4B	2023-12-31	2026-02-13	10-K	0000315213-26-000006
20	gross profit	us-gaap:GrossProfit	\$3.1B	2022-12-31	2025-02-13	10-K	0000315213-25-000007
21	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$7.2B	2022-12-31	2025-02-13	10-K	0000315213-25-000007
22	gross profit	us-gaap:GrossProfit	\$2.7B	2021-12-31	2024-02-20	10-K	0000315213-24-000011
23	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$6.5B	2021-12-31	2024-02-20	10-K	0000315213-24-000011
24	current assets	us-gaap:AssetsCurrent	\$2.1B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
25	current liabilities	us-gaap:LiabilitiesCurrent	\$1.4B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
26	retained earnings	us-gaap:RetainedEarningsAccumulatedDeficit	\$0	2025-12-31	2026-02-13	10-K	0000315213-26-000006
27	operating income	us-gaap:OperatingIncomeLoss	\$76.5M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
28	book equity	us-gaap:StockholdersEquity	\$1.3B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
29	liabilities	us-gaap:Liabilities	\$1.6B	2025-12-31	2026-02-13	10-K	0000315213-26-000006
30	depreciation amortization	us-gaap:Depreciation	\$64.3M	2019-12-31	2022-02-14	10-K	0000315213-22-000018
31	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$53.2M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
32	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$410.5M	2024-12-31	2026-02-13	10-K	0000315213-26-000006
33	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$56.3M	2024-12-31	2026-02-13	10-K	0000315213-26-000006
34	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$636.9M	2023-12-31	2026-02-13	10-K	0000315213-26-000006
35	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$45.9M	2023-12-31	2026-02-13	10-K	0000315213-26-000006
36	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$683.8M	2022-12-31	2025-02-13	10-K	0000315213-25-000007
37	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$61.1M	2022-12-31	2025-02-13	10-K	0000315213-25-000007
38	depreciation amortization	us-gaap:Depreciation	\$50.0M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
39	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraordinaryItemsDeductibleItemsAndLossFromEquityMethodInvestments	\$625.5M	2019-12-31	2022-02-14	10-K	0000315213-26-000006
40	income tax	us-gaap:IncomeTaxExpenseBenefit	\$61.4M	2025-12-31	2026-02-13	10-K	0000315213-26-000006
41	current assets	us-gaap:AssetsCurrent	\$2.1B	2024-12-31	2026-02-13	10-K	0000315213-26-000006
42	current liabilities	us-gaap:LiabilitiesCurrent	\$1.3B	2024-12-31	2026-02-13	10-K	0000315213-26-000006
43	assets	us-gaap:Assets	\$3.0B	2023-12-31	2025-02-13	10-K	0000315213-25-000007
44	assets	us-gaap:Assets	\$3.0B	2022-12-31	2024-02-20	10-K	0000315213-24-000011
45	shares outstanding	dei:EntityCommonStockSharesOutstanding	101,143,596	2026-01-31	2026-02-13	10-K	0000315213-26-000006
46	shares outstanding	dei:EntityCommonStockSharesOutstanding	102,199,469	2025-01-31	2025-02-13	10-K	0000315213-25-000007