

Aon plc (AON)

\$232.84 (As of 06/17/21)

Price Target (6-12 Months): **\$244.00**

Long Term: 6-12 Months

Zacks Recommendation:

Neutral

(Since: 01/01/19)

Prior Recommendation: Outperform

Short Term: 1-3 Months

Zacks Rank: (1-5)

3-Hold

Zacks Style Scores:

VGM:C

Value: C

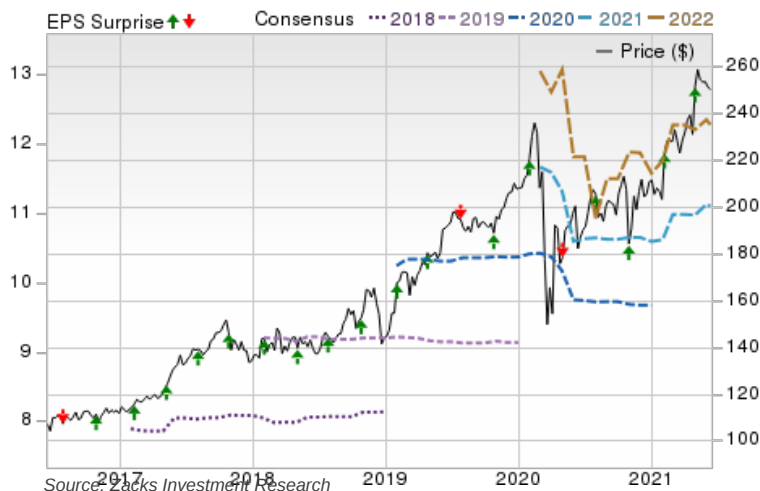
Growth: D

Momentum: A

Summary

Aon's top line has been growing over the past few years on buyouts and collaborations, which have enhanced its capabilities. Its position in the evolving commercial insurance market for small and medium-sized businesses also impresses. The company has been divesting its non-core operations to streamline its business and focus on more profitable operations to generate a higher return on equity. It has taken up restructuring initiatives to reduce the workforce and rationalize technology. This has generated substantial cost savings for the company and provided an impetus to its margins. Shares of Aon have underperformed its industry in a year. Nevertheless, it has resumed its share buyback plan. However, its rising long-term debts compared with a lower cash balance raise concerns about the solvency level. Its exposure to forex volatility bothers.

Price, Consensus & Surprise



Data Overview

52-Week High-Low **\$260.97 - \$179.52**

20-Day Average Volume (Shares) **1,840,500**

Market Cap **\$52.5 B**

Year-To-Date Price Change **10.2%**

Beta **0.85**

Dividend / Dividend Yield **\$2.04 / 0.9%**

Industry **Insurance - Brokerage**

Zacks Industry Rank **Bottom 29% (178 out of 252)**

Last EPS Surprise **5.9%**

Last Sales Surprise **5.3%**

EPS F1 Estimate 4-Week Change **-0.3%**

Expected Report Date **07/30/2021**

Earnings ESP **-5.6%**

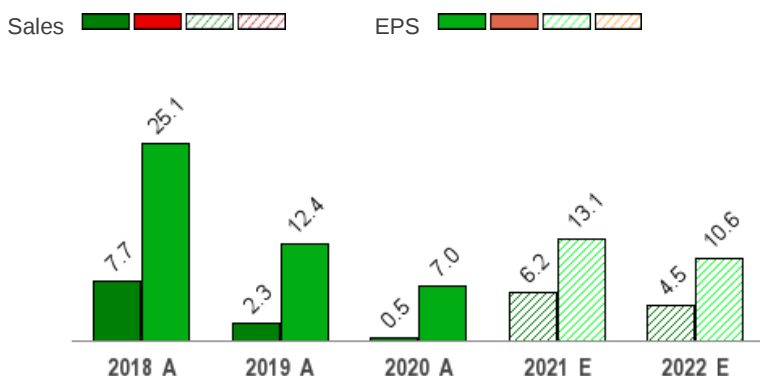
P/E TTM **22.4**

P/E F1 **21.0**

PEG F1 **NA**

P/S TTM **4.6**

Sales and EPS Growth Rates (Y/Y %)



Sales Estimates (millions of \$)

	Q1	Q2	Q3	Q4	Annual*
2022	3,529 E	2,613 E	2,508 E	3,160 E	12,272 E
2021	3,525 A	2,599 E	2,498 E	3,106 E	11,749 E
2020	3,219 A	2,497 A	2,385 A	2,965 A	11,066 A

EPS Estimates

	Q1	Q2	Q3	Q4	Annual*
2022	\$4.67 E	\$2.01 E	\$1.83 E	\$3.81 E	\$12.27 E
2021	\$4.28 A	\$1.88 E	\$1.67 E	\$3.30 E	\$11.09 E
2020	\$3.68 A	\$1.96 A	\$1.53 A	\$2.62 A	\$9.81 A

*Quarterly figures may not add up to annual.

The data in the charts and tables, including the Zacks Consensus EPS and sales estimates, is as of 06/17/2021. The report's text and the

analyst-provided price target are as of 06/18/2021.

Overview

Headquartered in London, Aon plc is a British multinational corporation that offers risk management services, insurance and reinsurance brokerage, human resource consulting and outsourcing services worldwide. The company operates in more than 120 countries. As an insurance broker, Aon utilizes its resources to develop individual as well as group insurance programs. It offers its services globally across personal lines, mid-market companies and multinational companies.

In October 2010, Aon Corporation – a wholly-owned subsidiary of Aon plc – acquired Hewitt Associates, an American company providing human capital and management consulting services. Hewitt merged with the consulting services business of Aon to form Aon Hewitt.

Up to 2016, Aon reported through two segments – Risk Solutions & HR Solutions. In 2017, the company divested its HR business to Blackstone.

Now the company reports through five revenue lines, namely, Commercial Risk Solutions, Reinsurance Solutions, Retirement Solutions, Health Solutions and Data & Analytic Services.

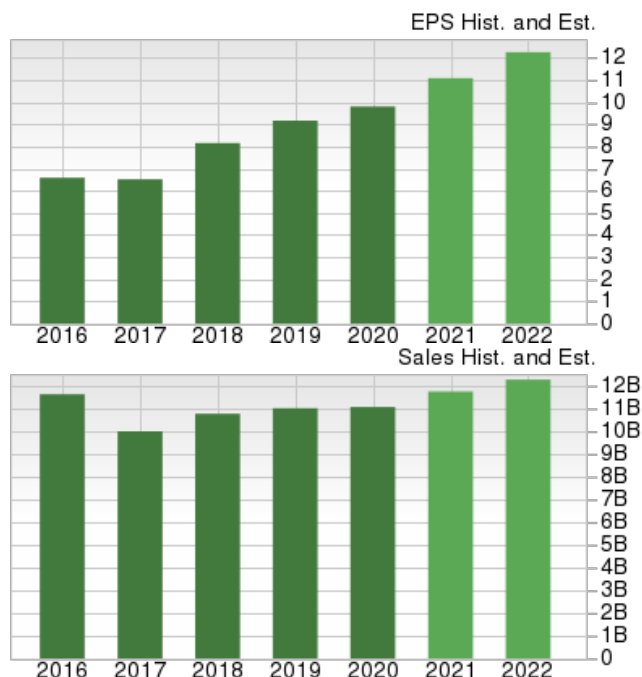
Commercial Risk Solutions (42.4% of 2020 revenues) — This segment consists of retail brokerage, cyber solutions, global risk consulting and captives.

Reinsurance Solutions (16.4%) — This business unit consists of treaty and facultative reinsurance and capital markets.

Retirement Solutions (15.6%) — This deal with core retirement, investment consulting and talent, rewards and performance.

Health Solutions (15%) — It deals with health and benefits brokerage and health care exchanges.

Data & Analytic Services (10.6%) – This segment includes Affinity, Aon InPoint, and ReView.



Reasons To Buy:

▲ **Price Performance:** In a year's time, shares of the company have underperformed its industry. However, the company's strong fundamentals, such as steady bottom line and growth initiatives are expected to help the stock bounce back going forward.

▲ **Strong Bottom Line:** The company has witnessed a steady bottom-line improvement over the last many years on the back of its strategic cost-curbing measures. In the first quarter, the bottom line climbed 16% year over year. We expect the company's bottom line to continue performing well in the near term, aided by its core fundamentals, such as a strong capital position and strategic initiatives.

▲ **Acquisitions and Partnerships:** Acquisitions and partnerships form one of the main growth strategies at Aon and the company has sealed a number of acquisitions over the past three years. Its acquisitions are mainly aimed at expansion of its health and benefits business, flood insurance solutions, and risk and insurance solutions operations. Strategic collaborations also boost Aon's capacity and makes it one of the largest insurance brokers. In 2017 and 2018, it completed a total of 17 and eight acquisitions, respectively, to enhance its capabilities. In 2019 and 2020, it acquired businesses for a total valuation of \$38 million and \$368 million, respectively. The company is on course to close its Willis Towers Watson buyout in the first half of 2021. These transactions and alliances are likely to accelerate long-term growth for Aon.

▲ **Divestitures:** The company has been divesting non-core operations to streamline its business. During 2010–2015, it divested a total of 27 businesses in the Risk Solutions segment and seven businesses in the HR Solutions segment that generated substantial pre-tax gain. In addition, the company divested a business each from its Risk and HR Solutions segments in 2016 and its benefits administration and HR BPO platform to Blackstone in 2017. The company continued with strategic divestitures in 2019 as well. The sale of businesses has streamlined the company's operations, allowing it to focus on more profitable operations, generating higher return on equity.

▲ **Cost-Curbing Initiatives:** The company's restructuring efforts to reduce workforce and rationalize technology aided it to deliver \$529 million of annualized savings in 2019. In 2020, the company's operating expenses declined 6% year over year. Aon is committed to \$800 million of expected cost synergies. In the fourth quarter of the current year, the company expects around \$200 million lower costs. However, the same was offset by approximately \$135 million higher expense in the second quarter as well as \$65 million more expense in the third quarter.

▲ **Capital Deployment:** The company resumed its share buyback plan in the third quarter of 2020, which is attractive to investors. Aon will continue to repurchase shares while maintaining higher-than-normal levels with cash for the near future. In November 2020, its board of directors authorized a new share buyback program of \$5 billion. In the first quarter, it bought back shares worth \$50 million.

▲ **Solid ROE:** The company's trailing 12-month return on equity (ROE) reflects its growth potential. Its current ROE of 62.9% compares favorably with the industry's ROE of 27.2%. The company's positive ROE reflects its efficiency in utilizing its shareholders' funds.

The company is poised for long term growth on the back of its core business strengthening initiatives, inorganic growth initiatives, strong bottom line and cost savings from its restructuring programs.

Reasons To Sell:

▼ **Weak Capital Position:** Aon has been issuing debts occasionally to repay outstanding debts. Long-term debt has been continuously increasing since 2014 due to an increase in commercial paper outstanding. Interest expenses have been persistently rising since 2014 (except 2018). Moreover, its total debt is 62.5% of total capital, higher than the industry's average of 47.6%. As of Mar 31, 2021, it had cash and cash equivalents of \$822 million, much lower than its long-term debt of \$7.2 billion. Although the company doesn't have to pay a major portion of term debt in the upcoming year, we are concerned about its solvency level.

High debts and foreign currency fluctuations remain headwinds.

▼ **Exposure to Forex Volatility:** As a global corporation, Aon is exposed to foreign currency fluctuations and has been facing an unfavorable impact of forex volatility on its earnings per share since 2012. In 2020, forex had an unfavorable impact of 4 cents per share. Although in the first quarter of 2021, forex had an favorable impact of 18 cents owing to a weaker dollar than a euro, Aon's exposure to forex woes bothers us. Aon's business in more than 100 countries makes its financial results sensitive to foreign exchange rate fluctuations, which might distort true period-to-period comparisons of changes in revenues or pretax income.

▼ **Overvalued:** Also, Aon's valuation looks expensive at the current level. Looking at the company's trailing 12-month price-to-book (P/B) ratio, investors may not want to pay any further premium. It currently has a trailing 12-month P/B ratio of 12.1 that compares unfavorably with the industry average of 6.2.

Last Earnings Report

Aon's Q1 Earnings Surpass Estimates, Increase Y/Y

Aon reported first-quarter 2021 operating earnings of \$4.28 per share, which outpaced the Zacks Consensus Estimate by 5.9%. Moreover, the bottom line climbed 16% year over year.

The company's results benefited from higher revenues and solid contributions from its Reinsurance Solutions, Retirement Solutions Health Solutions and Commercial Risk Solutions segments.

Further, total revenues improved 10% year over year to \$3.5 billion, which comprised organic revenue growth of 6%. This upside can primarily be attributed to improved performances at Reinsurance Solutions, Retirement Solutions Health Solutions and Commercial Risk Solutions. Moreover, the top line outpaced the consensus mark by 5.3%.

Operating margin expanded 320 basis points (bps) to 35.3% while operating margin, adjusted for certain items, expanded 170 bps to 37.4%. Total operating expenses in the first quarter rose 4% year over year to \$2.3 billion due to unfavourable impact from forex translation, hike in organic growth expenses, increasin transaction costs related to the buyout of Willis Towers Watson, etc.

Organic Revenue Catalysts

Commercial Risk Solutions: Organic revenues improved 9% year over year on the back of growth in every major geography, robust retention and management of the renewal book portfolio resulting in double-digit growth in the United States, Asia and Latin America. Results in the United States also reflect robust new business generation along with growth in core P & C, growth in more discretionary parts of business, etc. Notably, the segment reported a year-over-year rise of 12% in total revenues to \$1.2 billion.

Reinsurance Solutions: Organic revenues improved 6% year over year, courtesy of growth across treaty stemming from higher facultative payments and consistent net new business generation. Moreover, total revenues for the segment improved 9% year over year to \$922 million.
Retirement Solutions: Organic revenues rose 5% year over year. The results were attributed to growth in every major business along with strong growth in Human Capital. Rise in core Retirement business also contributed to the upside. Results were positively impact by a rebound from 2020 and better utilization rates. Further, total revenues at the segment rose 9% year over year.

Health Solutions: Organic revenues grew 4% year over year. The upside came on the back of growth in core health and benefits brokerage. Further, revenues from this segment advanced 7% year over year to \$536 million.
Data & Analytic Services: Organic revenues fell 2% year over year due to reduction in travel and events practice, globally. Revenues increased 6% year over year to \$351 million.

Financial Position

The company exited the first quarter with cash and cash equivalents of \$822 million, which declined 7% from the level at 2020 end. As of Mar 31, 2021, Aon had total assets worth \$32.1 billion, up 0.2% from the level on Dec 31, 2020.

Cash flow from operations surged 66% year over year to \$561 million.
As of Mar 31, 2021, long-term debt stands at \$7.3 billion, which dipped 0.2% from the level at 2020 end.

Share Repurchase Update

The company bought back 0.2 million Class A Ordinary shares for around \$50 million in the quarter under review. As of Mar 31, 2021, Aon has shares worth \$5.2 billion remaining under its share buyback plan.

Quarter Ending	03/2021
Report Date	Apr 30, 2021
Sales Surprise	5.31%
EPS Surprise	5.94%
Quarterly EPS	4.28
Annual EPS (TTM)	10.39

Recent News

Aon Takes Initiatives for Pending Willis Towers Buyout - Jun 6, 2021

Aon entered into an agreement to divest its U.S. retirement business to Aquiline and its Aon Retiree Health Exchange to Alight for a valuation of \$1.4 billion.

Notably, Aquiline will buy this unit with around 1000 colleagues and the deal includes U.S. core retirement consulting, U.S. pension administration and the U.S.-based portion of Aon's international retirement consulting business along with many solutions and tools.

Aon to Sell Business to Speed Up Willis Towers Buyout – May 17, 2021

Aon entered into an agreement to divest its pensions consulting, pension insurance broking, pensions administration and investment consulting business in Germany. The businesses will be purchased by Lane Clark & Peacock LLP (LCP), which is a leading, independent, owner-managed pensions, investment and insurance consultancy in the UK and Ireland.

Valuation

Aon's shares are up 10.2% and 22% in the year to date period and over the trailing 12-month period, respectively. Stocks in the Zacks sub-industry and the Zacks Finance sector are up 14% and 19.2% over the year to date period, respectively. Over the past year, the Zacks sub-industry and sector are up 27% and 44.2%, respectively.

The S&P 500 index is up 13% over the year to date period and 37.7% in the past year.

The stock is currently trading at 20.01x forward 12-month earnings, which compares to 21.41x for the Zacks sub-industry, 16.77x for the Zacks sector and 21.7x for the S&P 500 index.

Over the past five years, the stock has traded as high as 22.85x and as low as 13.6x, with a 5-year median of 18.24x. Our Neutral recommendation indicates that the stock will perform in-line with the market. Our \$244 price target reflects 20.98x forward 12-month earnings.

The table below shows summary valuation data for AON

Valuation Multiples - AON					
		Stock	Sub-Industry	Sector	S&P 500
P/E F12M	Current	20.01	21.41	16.77	21.7
	5-Year High	22.85	22.24	17.12	23.83
	5-Year Low	13.6	15.59	11.57	15.31
	5-Year Median	18.24	17.9	14.83	18.05
P/S F12M	Current	4.38	3.62	8.56	4.7
	5-Year High	4.96	3.72	8.56	4.74
	5-Year Low	2.21	2.14	5.07	3.21
	5-Year Median	3.52	2.64	6.21	3.71
P/B TTM	Current	12.05	6.23	3.36	7.03
	5-Year High	15.97	6.85	3.42	7.08
	5-Year Low	5.09	3.64	1.76	3.83
	5-Year Median	8.69	4.9	2.63	5.02

As of 06/17/2021 Source: Zacks Investment Research

Industry Analysis Zacks Industry Rank: Bottom 29% (178 out of 252)



Top Peers

Company (Ticker)	Rec	Rank
Robert Half International Inc. (RHI)	Outperform	2
Arthur J. Gallagher & Co. (AJG)	Neutral	3
AMERISAFE, Inc. (AMSF)	Neutral	3
Brown & Brown, Inc. (BRO)	Neutral	2
Employers Holdings Inc (EIG)	Neutral	2
Marsh & McLennan Companies, Inc. (MMC)	Neutral	2
Willis Towers Watson Public Limited Company (WLTW)	Neutral	3
eHealth, Inc. (EHTH)	Underperform	5

The positions listed should not be deemed a recommendation to buy, hold or sell.

Industry Comparison Industry: Insurance - Brokerage				Industry Peers		
	AON	X Industry	S&P 500	AJG	MMC	WLTW
Zacks Recommendation (Long Term)	Neutral	-	-	Neutral	Neutral	Neutral
Zacks Rank (Short Term)	3	-	-	3	2	3
VGM Score	C	-	-	D	F	C
Market Cap	52.54 B	1.22 B	29.66 B	28.75 B	69.59 B	29.95 B
# of Analysts	7	6	12	7	8	8
Dividend Yield	0.88%	0.79%	1.35%	1.38%	1.36%	1.22%
Value Score	C	-	-	C	F	C
Cash/Price	0.02	0.11	0.05	0.11	0.02	0.06
EV/EBITDA	18.31	18.31	16.95	18.26	19.44	13.87
PEG F1	NA	3.13	2.09	3.59	2.66	NA
P/B	12.05	2.59	4.06	4.03	7.25	2.59
P/CF	19.72	20.44	17.27	18.06	21.15	13.05
P/E F1	21.00	21.46	20.99	27.75	24.31	18.36
P/S TTM	4.62	3.30	3.39	3.94	3.94	3.16
Earnings Yield	4.76%	4.66%	4.65%	3.60%	4.11%	5.44%
Debt/Equity	1.67	0.35	0.66	0.64	1.07	0.40
Cash Flow (\$/share)	11.81	2.15	6.83	7.72	6.47	17.79
Growth Score	D	-	-	D	F	D
Historical EPS Growth (3-5 Years)	11.66%	12.39%	9.44%	12.56%	10.58%	12.52%
Projected EPS Growth (F1/F0)	13.08%	14.82%	21.49%	6.45%	13.26%	8.07%
Current Cash Flow Growth	-2.60%	-11.26%	0.99%	27.08%	8.32%	6.35%
Historical Cash Flow Growth (3-5 Years)	5.24%	10.99%	7.28%	14.11%	9.78%	30.24%
Current Ratio	2.78	2.13	1.39	1.10	1.23	2.27
Debt/Capital	62.48%	26.09%	41.51%	39.17%	51.63%	28.58%
Net Margin	18.55%	11.70%	11.95%	11.70%	12.72%	15.03%
Return on Equity	62.86%	14.34%	16.48%	15.89%	30.29%	14.34%
Sales/Assets	0.36	0.35	0.51	0.32	0.54	0.25
Projected Sales Growth (F1/F0)	6.17%	5.91%	9.41%	11.87%	7.13%	5.65%
Momentum Score	A	-	-	D	C	A
Daily Price Change	-4.61%	-0.15%	-0.04%	-1.69%	-2.05%	-2.09%
1-Week Price Change	-0.36%	-0.36%	-0.41%	-0.18%	-0.54%	-0.86%
4-Week Price Change	-8.56%	-3.78%	1.51%	-4.94%	0.83%	-12.14%
12-Week Price Change	3.47%	3.47%	7.99%	11.56%	15.31%	3.43%
52-Week Price Change	21.91%	21.91%	35.52%	40.57%	26.21%	18.39%
20-Day Average Volume (Shares)	1,840,500	158,594	1,771,802	1,248,502	1,509,959	1,191,409
EPS F1 Estimate 1-Week Change	-0.26%	0.00%	0.00%	0.00%	0.00%	0.00%
EPS F1 Estimate 4-Week Change	-0.26%	0.00%	0.03%	-0.31%	0.00%	0.42%

Past performance is no guarantee of future results. Please see important disclosures and definitions at the end of this report.

EPS F1 Estimate 12-Week Change	1.07%	:	1.83%	3.37%	:	2.72%	5.95%	2.60%
EPS Q1 Estimate Monthly Change	2.02%	:	0.00%	0.00%	:	0.00%	0.00%	0.94%

Source: Zacks Investment Research

Zacks Stock Rating System

We offer two rating systems that take into account investors' holding horizons: Zacks Rank and Zacks Recommendation. Each provides valuable insights into the future profitability of the stock and can be used separately or in combination with each other depending on your investment style.

Zacks Recommendation

The Zacks Recommendation aims to predict performance over the next 6 to 12 months. The foundation for the quantitatively determined Zacks Recommendation is trends in the company's estimate revisions and earnings outlook. The Zacks Recommendation is broken down into 3 Levels; Outperform, Neutral and Underperform. Unlike many Wall Street firms, we maintain a balance between the number of Outperform and Neutral recommendations. Our team of 70 analysts are fully versed in the benefits of earnings estimate revisions and how that is harnessed through the Zacks quantitative rating system. But we have given our analysts the ability to override the Zacks Recommendation for the 1200 stocks that they follow. The reason for the analyst over-rides is that there are often factors such as valuation, industry conditions and management effectiveness that a trained investment professional can spot better than a quantitative model.

Zacks Rank

The Zacks Rank is our short-term rating system that is most effective over the one- to three-month holding horizon. The underlying driver for the quantitatively-determined Zacks Rank is the same as the Zacks Recommendation, and reflects trends in earnings estimate revisions.

Zacks Style Scores

The Zacks Style Score is as a complementary indicator to the Zacks rating system, giving investors a way to focus on the highest rated stocks that best fit their own stock picking preferences.

Academic research has proven that stocks with the best Value, Growth and Momentum characteristics outperform the market. The Zacks Style Scores rate stocks on each of these individual styles and assigns a rating of A, B, C, D and F. We also produce the VGM Score (V for Value, G for Growth and M for Momentum), which combines the weighted average of the individual Style Scores into one score. This is perfectly suited for those who want their stocks to have the best scores across the board.

Value Score	C
Growth Score	D
Momentum Score	A
VGM Score	C

As an investor, you want to buy stocks with the highest probability of success. That means buying stocks with a Zacks Recommendation of Outperform, which also has a Style Score of an A or a B.

Disclosures

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Returns quoted represent past performance which is no guarantee of future results. Investment returns and principal value will fluctuate so that when shares are redeemed, they may be worth more or less than their original cost. Current performance may be higher or lower than the performance shown.

Investing involves risk; principal loss is possible. There is no guarantee that companies that can issue dividends will declare, continue to pay or increase dividends.

Glossary of Terms and Definitions

52-Week High-Low: The range of the highest and lowest prices at which a stock has traded during the past year. This range is determined based on the stock's daily closing price which may differ from the intra-day high or low. Many investors use it as a technical indicator to determine a stock's current value and future price movement. The idea here is that if price breaks out from the 52-week range, in either direction, the momentum may continue in the same direction.

20-Day Average Volume (Shares): The average number of shares of a company traded in a day over the last 20 days. It is a direct indication of a security's overall liquidity. The higher the average daily trading volume, the easier it is to enter or exit the stock at a desired price with more buyers and sellers being available.

Daily Price Change: This is the percentage difference between a trading day's closing price and the prior trading day's closing price. This item is updated at 9 p.m. EST each day.

1-Week Price Change: This is the percentage change in a stock's closing price over the last 5 trading days. This change reflects the collective buying and selling sentiment over the 1-week period.

A strong weekly price increase for the stock, especially when accompanied by increased volume, is an indication of it gaining momentum.

4-Week Price Change: This is the percentage change in a stock's closing price over the last 20 trading days or past 4 weeks. This is a medium-term price change metric and an indication of the stock gaining momentum.

12-Week Price Change: This is the percentage change of a stock's closing price over the last 60 trading days or past 12 weeks. Similar to 4-week price change, this is a medium-term price change metric. It shows whether a stock has been enjoying strong investor demand, or if it has been in consolidation, or distress over this period.

52-Week Price Change: This is the percentage change in a stock's closing price over the last 260 trading days or past 52 weeks. This long-term price change metric is a good reference point for investors. Some investors seek stocks with the best percentage price change over the last 52 weeks, expecting the momentum to continue.

Market Cap: The number of outstanding common shares of a company times its latest price per share. This figure represents a company's size, which indicates various characteristics, including price stability and risk, in which investors could be interested.

Year-To-Date Price Change: Change in a stock's daily closing price in the period of time beginning the first day of the current calendar year through to the previous trading day.

of Analysts: Number of EPS estimates used in calculating the current-quarter consensus. These estimates come from the brokerage analysts tracking this stock. However, the number of such analysts tracking this stock may not match the number of estimates, as all brokerage analysts may not come up with an estimate or provide it to us.

Beta: A measure of risk commonly used to compare the volatility of a stock to the overall market. The S&P 500 Index is the base for calculating beta and carries a value of 1. A stock with beta below 1 is less risky than the market as a whole. And a stock with beta above 1 is riskier.

Dividend: The portion of earnings a company is expected to distribute to its common shareholders in the next 12 months for each share they own. Dividends are usually paid quarterly. Dividend payments reflect positively on a company and help maintain investors' trust. Investors typically find dividend-paying stocks appealing because the dividend adds to any market price appreciation to result in higher return on investment (ROI). Moreover, a steady or increasing dividend payment provides investors a cushion in a down market.

Dividend Yield: The ratio of a company's annual dividend to its share price. The annual dividend used in the ratio is calculated based on the most recent dividend paid by the company. Dividend yield is an estimate of the dividend-only return from a stock in the next 12 months. Since dividend itself doesn't change frequently, dividend yield usually changes with a stock's price movement. As a result, often an unusually high dividend yield is a result of weak stock price.

S&P 500 Index: The Standard & Poor's 500 (S&P 500) Index is an unmanaged group of securities considered to be representative of the stock market in general. It is a market-capitalization-weighted index of stocks of the 500 largest U.S. companies. Each stock's weight in the index is

proportionate to its market value.

Industry: One of the 250+ groups that Zacks classifies all stocks into based on the nature of business. These groups are termed as expanded (aka "X") industries and map to their respective (economic) sectors; Zacks has 16 sectors.

Zacks Industry Rank: The Zacks Industry Rank is determined by calculating the average Zacks Rank for all stocks in the industry and then assigning an ordinal rank to it. For example, an industry with an average Zacks Rank of 1.6 is better than an industry with an average Zacks Rank of 2.3. So, the industry with the better average Zacks Rank would get a better Zacks Industry Rank. If an industry has the best average Zacks Rank, it would be considered the top industry (1 out of 250+), which would place it at the top 1% of Zacks-ranked industries. Studies have shown that roughly half of a stock's price movement can be attributed to the industry group it belongs to. In fact, the top 50% of Zacks-ranked industries outperforms the bottom 50% by a factor of more than 2 to 1.

Last EPS Surprise: The percentage deviation of a company's last reported earnings per share from the Zacks Consensus Estimate. Companies with a positive earnings surprise are more likely to surprise again in the future (or miss again if they recently missed).

Last Sales Surprise: The percentage deviation of a company's last reported sales from the Zacks Consensus Estimate.

Expected Report Date: This is an estimated date of a company's next earnings release. The information originated or gathered by Zacks Investment Research from its information providers or publicly available sources is the basis of this estimate.

Earnings ESP: The Zacks Earnings ESP compares the Most Accurate Estimate to the Zacks Consensus Estimate for the yet-to-be reported quarter. The Most Accurate Estimate is the most recent version of the Zacks Consensus EPS Estimate. The idea here is that analysts revising their estimates closer to an earnings release have the latest information, which could potentially be more accurate than what they and others contributing to the consensus had predicted earlier. Thus, a positive or negative Earnings ESP reading theoretically indicates the likely deviation of the actual earnings from the consensus estimate. However, the model's predictive power is significant for positive ESP readings only. A positive Earnings ESP is a strong predictor of an earnings beat, particularly when combined with a Zacks Rank #1 (Strong Buy), #2 (Buy) or #3 (Hold). Our research shows that stocks with this combination produce a positive surprise nearly 70% of the time.

Periods:

TTM: Trailing 12 months. Using TTM figures is an effective way of analyzing the most-recent financial data in an annualized format that helps neutralize the effects of seasonality and other quarter-to-quarter variation.

F1: Current fiscal year. This period is used to analyze the estimates for the ongoing full fiscal year.

F2: Next fiscal year. This period is used to analyze the estimates for the next full fiscal year.

F12M: Forward 12 months. Using F12M figures is an effective way of analyzing the near-term (the following four unreported quarters) estimates in an annualized manner. Instead of typically representing estimates for the full fiscal year, which may not represent the nitty-gritty of each quarter, F12M figures suggest an all-inclusive annualized estimate for the following four quarters. The annualization helps neutralize the potential effects of seasonality and other quarter-to-quarter variations.

P/E Ratio: The price-to-earnings ratio measures a company's current market price per share relative to its earnings per share (EPS). Usually, the trailing-12-month (TTM) EPS, current-fiscal-year (F1) EPS estimate, or forward-12-month (F12M) EPS estimate is used as the denominator. In essence, this ratio shows what the market is willing to pay today for each dollar of EPS. In other words, this ratio gives a sense of what the relative value of the company is at the already reported level of earnings or at a future level of earnings.

It is one of the most widely-used multiples for determining the value of a company and helps comparing its valuation with that of a competitor, the industry group or a benchmark.

PEG Ratio: The price/earnings to growth ratio is a stock's P/E ratio using current fiscal year (F1) EPS estimate divided by its expected EPS growth rate over the coming 3 to 5 years. This ratio essentially determines a stock's value by factoring in the company's expected earnings growth and is thus believed to provide a more complete picture than just the P/E ratio, particularly for faster-growing companies.

P/S Ratio: The price-to-sales ratio is calculated as a company's current price per share divided by trailing 12 months (TTM) sales or revenues per share. This ratio shows what the market is willing to pay today for each dollar of TTM sales per share. The P/S ratio is at times the only valuation metric when the company has yet to become profitable.

Cash/Price Ratio: The cash-to-price ratio or Cash Yield is calculated as cash and marketable securities per share divided by the company's current share price. Like the earnings yield, which shows the anticipated yield (or return) on a stock from earnings for each dollar invested, the cash yield does the same, with cash being the source of return instead of earnings. For example, a cash/price ratio of 0.08 suggests a return of 8% or 8 cents for every \$1 investment.

EV/EBITDA Ratio: The EV/EBITDA ratio, also known as Enterprise Multiple, is calculated as a company's enterprise value (market capitalization + value of total long-term debt + book value of preferred shares - cash and marketable securities) divided by EBITDA (earnings before interest, taxes, depreciation and amortization). Usually, trailing-12-month (TTM) or forward-12-month (F12M) EBITDA is used as the denominator.

EV/Sales Ratio: The enterprise value-to-sales ratio is calculated as a company's enterprise value (market capitalization + value of total long-term debt + book value of preferred shares - cash and marketable securities) divided by annual sales. It is an expansion of the P/S valuation, which uses market value instead of enterprise value. The EV/Sales ratio is perceived as more accurate than P/S, in part, because the market capitalization does not take a company's debt into account when valuing it.

EV/CF Ratio: The enterprise value-to-cash flow ratio is calculated as a company's enterprise value (market capitalization + value of total long-

term debt + book value of preferred shares - cash and marketable securities) divided by the trailing-12-month (TTM) operating cash flow. It's a measure of how long it would take to buy the entire business if you were able to use all the company's operating cash flow.

The EV/CF ratio is perceived as more accurate than the P/CF ratio, in part, because the market price does not take a company's debt into account when valuing it.

EV/FCF Ratio: The enterprise value-to-free cash flow metric compares a company's enterprise value to its trailing-12-month (TTM) free cash flow (FCF). This metric is very similar to the EV/CF ratio, but is considered a more exact measure owing to the fact that it uses free cash flow, which subtracts capital expenditures (CAPEX) from a company's total operating cash flow, thereby reflecting the actual cash flow available for funding growth activities and payments to shareholders.

P/EBITDA Ratio: The P/EBITDA ratio is calculated as a company's per share market value divided by EBITDA (earnings before interest, taxes, depreciation, and amortization). This metric is very similar to the EV/EBITDA ratio, but is considered a little less exact measure as it uses market price, which does not take a company's debt into account. However, since EBITDA is often considered a proxy for cash income, the metric is used as a measure of what the market is willing to pay today for each dollar of the company's cash profitability in the trailing 12 months (TTM) or forward 12 months (F12M).

P/B Ratio: The price-to-book ratio is calculated as a company's current price per share divided by its book value (total assets – liabilities – preferred stocks) per share. In short, the book value is how much a company is worth. In other words, it reflects the total value of a company's assets that its common shareholders would receive if it were to be liquidated. So, the P/B ratio indicates whether you're paying higher or lower than what would remain if the company went bankrupt immediately. Investors typically use this metric to determine how a company's stock price stacks up to its intrinsic value.

P/TB Ratio: The price-to-tangible-book value ratio is calculated as a the per share market value of a company divided by the value of its tangible assets (total assets – liabilities – preferred stocks – intangible assets) per share. Tangible book value is the same thing as book value except it excludes the value of intangible assets to get a step closer to the baseline value of the company.

P/CF Ratio: The price-to-cash flow ratio measures a company's per share market price relative to its trailing-12-month (TTM) operating cash flow per share. This metric is used to determine whether a company is undervalued or overvalued relative to another stock, industry or sector. And like the P/E ratio, a lower number is typically considered better from the value perspective.

One of the reasons why P/CF ratio is often preferred over P/E ratio is the fact that operating cash flow adds back non-cash expenses such as depreciation and amortization to net income. This feature helps valuing stocks that have positive cash flow but are not profitable because of large noncash charges.

P/FCF Ratio: The price-to-free cash flow ratio is an extension of P/CF ratio, which uses trailing-12-month (TTM) free cash flow per share instead of operating cash flow per share. This metric is considered a more exact measure than P/CF ratio, as free cash flow subtracts capital expenditures (CAPEX) from a company's total operating cash flow, thereby reflecting the actual cash flow available for funding activities that generate additional revenues.

Earnings Yield: The earnings yield is calculated as current fiscal year (F1) EPS estimate divided by the company's current share price. The ratio, which is the inverse of the P/E ratio, measures the anticipated yield (or return) from earnings for each dollar invested in a stock today.

For example, earnings yield for a stock, which is trading at \$35 and expected to earn \$3 per share in the current fiscal year (F1), would be 0.0857 ($3/35 = 0.0857$) or 8.57%. In other words, for \$1 invested in the stock today, the yield from earnings is anticipated to be 8.57 cents.

Investors most commonly compare the earnings yield of a stock to that of a broad market index (such as the S&P 500) and prevailing interest rates, such as the current 10-year Treasury yield. Since bonds and stocks compete for investors' dollars, stock investors typically demand a higher yield for the extra risk they assume compared to investors of U.S. Treasury-backed securities that offer virtually risk-free returns. This additional return is referred to as the risk premium.

Debt/Equity Ratio: The debt-to-equity ratio is calculated as a company's total liabilities divided by its shareholder equity. This metric is used to gauge a company's financial leverage. In other words, it is a measure of the degree to which a company is financing its operations through debt versus its own funds. The higher the ratio, the higher the risk for shareholders.

However, this ratio is difficult to compare across industry groups where ideal amounts of debt vary. Some businesses are more capital intensive than others and typically require higher debt to finance their operations. So, a company's debt-to-equity ratio should be compared with other companies in the same industry.

Cash Flow (\$/share): Cash flow per share is calculated as operating cash flow (after-tax earnings + depreciation + other non-cash charges) divided by common shares outstanding. It is used by many investors as a measure of a company's financial strength. Since cash flow per share takes into consideration a company's ability to generate cash by adding back non-cash expenses, it is regarded by some as a more accurate measure of a company's financial situation than earnings per share, which could be artificially deflated.

Current Ratio: The current ratio or liquidity ratio is a company's current assets divided by its current liabilities. It measures a company's ability to pay short-term obligations. A current ratio that is in line with the industry average or slightly higher is generally considered acceptable. A current ratio that is lower than the industry average would indicate a higher risk of distress or default. A higher number is usually better. However, a very high current ratio compared to the industry average could be an indication of inefficient use of assets by management.

Debt/Capital Ratio: Debt-to-capital ratio is a company's total debt (interest-bearing debt + both short- and long-term liabilities) divided its total capital (interest-bearing debt + shareholders' equity). It is a measure of a company's financial leverage. All else being equal, the higher the debt-to-capital ratio, the riskier the stock.

However, this ratio can vary widely from industry to industry, the ideal amount of required debt being different. Some businesses are more capital

intensive than others and typically require higher debt to finance their operations. So, a company's debt-to-capital ratio should be compared with the same for its industry.

Net Margin: Net margin is calculated as net income divided by sales. It shows how much of each dollar in sales generated by a company translates into profit. For example, if a company's net margin is 15%, its net income is 15 cents for every \$1 of sales it makes.

A change in margin can reflect either a change in business conditions, or a company's cost controls, or both. If a company's expenses are growing faster than sales, its net margin will decline. However, different net margin rates are considered good for different industries, so it's better to compare net margin rates of companies in the same industry group.

Return on Equity: Return on equity (ROE) is calculated as trailing-12-month net income divided by trailing-12-month average shareholder equity (including reinvested earnings). This metric is considered a measure of how effectively management is using a company's assets to generate profits. For example, if a company's ROE is 10%, it creates 10 cents profits for every \$1 shareholder equity, which is basically the company's assets minus debt. A company's ROE deemed good or bad depends on what's normal for its peers or industry group.

Sales/Assets Ratio: The sales-to-assets ratio or asset utilization ratio or asset turnover ratio is calculated as a company's annual sales divided by average assets (average of assets at the beginning of the year and at the year's end). This metric helps investors understand how effectively a company is using its assets to generate sales. For example, a sales-to-assets ratio of 2.5 indicates that the company generated \$2.50 in sales for every \$1 of assets on its books.

The higher the sales-to-assets ratio, the better the company is performing. However, similar to many other ratios, the asset turnover ratio tends to be higher for companies in certain industries/sectors than in others. So, a company's sales-to-assets ratio should be compared with the same for its industry/sector.

Historical EPS Growth (3-5 Years): This is the average annual (trailing-12-month) EPS growth rate over the last 3-5 years. This metric helps investors see how a company's EPS has grown from a long-term perspective.

Note: There are many factors that can influence short-term numbers — a recession will reduce this number, while a recovery will inflate it. The longterm perspective helps smooth out short-term events.

Projected EPS Growth (F1/F0): This is the estimated EPS growth rate for the current financial year. It is calculated as the consensus estimate for the current fiscal year (F1) divided by the reported EPS for the last completed fiscal year (F0).

Current Cash Flow Growth: It measures the latest year-over-year change in operating cash flow. Cash flow growth tells an investor how quickly a company is generating inflows of cash from operations. A positive change in the cash flow is desired and shows that more 'cash' is coming in than going out.

Historical Cash Flow Growth (3-5 Years): This is the annualized change in cash flow over the last 3-5 years. The change in a longer period helps put the current reading into proper perspective. By looking at the rate, rather than the actual dollar value, the comparison across the industry and peers becomes easier.

Projected Sales Growth (F1/F0): This metric looks at the estimated sales growth for the current year. It is calculated as sales estimate for the current fiscal year (F1) divided by the reported sales for the last completed fiscal year (F0).

Like EPS growth, a higher rate is better for sales growth. A look at a company's projected sales growth instantly tells you what the outlook is for their products and services. However, different sales growth rates are considered good for different industries, so it's better to compare sales growth rates of companies in the same industry group.

EPS F1 Estimate 1-Week Change: The percentage change in the Zacks Consensus EPS estimate for the current fiscal year over the past week. The change in a company's consensus EPS estimate (or earnings estimate revision) has proven to be strongly correlated with the near-term price movement of its shares. It is an integral part of the Zacks Rank.

If a stock's consensus EPS estimate is \$1.10 now versus \$1.00 a week ago, that will be reflected as a 10% upward revision. If, on the other hand, it went from \$1.00 to 90 cents, that would be a 10% downward revision.

EPS F1 Estimate 4-Week Change: The percentage change in the Zacks Consensus EPS estimate for the current fiscal year over the past four weeks.

A stock's earnings estimate revision in a 1-week period is important. But it's more meaningful to look at the longer-term revision. And, of course, the 4-week change helps put the 1-week change into proper perspective.

EPS F1 Estimate 12-Week Change: The percentage change in the Zacks Consensus EPS estimate for the current fiscal year over the past 12 weeks.

This metric essentially shows how the consensus EPS estimate has changed over a period longer than 1 week or 4 weeks.

EPS Q1 Estimate Monthly Change: The percentage change in the Zacks Consensus EPS estimate for the current fiscal quarter over the past four weeks.

While the revision in consensus EPS estimate for the current fiscal year is strongly correlated with the near-term price movement of its shares, the estimate revision for the current fiscal quarter is an important metric as well, especially over the short term, and particularly as a stock approaches its earnings date. If a stock's Q1 EPS estimate decreases ahead of its earnings release, it's usually a negative sign, whereas an increase is a positive sign.