Insperity, Inc.(NSP)

$88.72 (As of 11/12/20)

Price Target (6-12 Months): **$94.00**

Long Term: 6-12 Months	**Zacks Recommendation:** (Since: 04/02/20) Prior Recommendation: Underperform	**Neutral**
Short Term: 1-3 Months	**Zacks Rank:** (1-5)	**2-Buy**
	Zacks Style Scores:	VGM:D
	Value: C | Growth: D | Momentum: F	

Summary

Insperity remains well poised to benefit from the booming professional employer organization industry. It is an integrated human resources and business solutions provider. The company's consistency in rewarding shareholders through dividend payments and share repurchases boost investors' confidence and positively impacts earnings per share. The company has enough cash to meet his debt burden. Partly due to these tailwinds, the company's shares have gained in the past year. On the flip side, the company continues to grapple with rising operating expenses due to heavy investment in growth, technology, product and service offerings. The company's earnings are highly seasonal in nature due to changing trends in medical claims costs and payroll taxes. Operation in a highly fragmented and competitive PEO industry remains a concern.

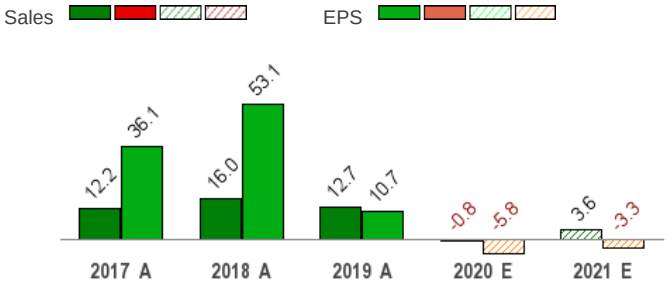
Price, Consensus & Surprise

Source: Zacks Investment Research

Data Overview

52-Week High-Low	**$95.78 - $22.59**
20-Day Average Volume (Shares)	**331,492**
Market Cap	**$3.4 B**
Year-To-Date Price Change	**3.1%**
Beta	**1.59**
Dividend / Dividend Yield	**$1.60 / 1.8%**
Industry	**Staffing Firms**
Zacks Industry Rank	**Top 22% (54 out of 248)**
Last EPS Surprise	**97.8%**
Last Sales Surprise	**3.0%**
EPS F1 Estimate 4-Week Change	**5.5%**
Expected Report Date	**02/09/2021**
Earnings ESP	**33.8%**
P/E TTM	**18.8**
P/E F1	**22.7**
PEG F1	**1.5**
P/S TTM	**0.8**

Sales and EPS Growth Rates (Y/Y %)



Sales Estimates (millions of $)

	Q1	Q2	Q3	Q4	Annual*
2021	1,190 E	1,051 E	1,076 E	1,117 E	4,433 E
2020	1,229 A	993 A	1,008 A	1,048 E	4,279 E
2019	1,153 A	1,043 A	1,043 A	1,075 A	4,315 A

EPS Estimates

	Q1	Q2	Q3	Q4	Annual*
2021	$1.43 E	$0.82 E	$0.75 E	$0.69 E	$3.78 E
2020	$1.70 A	$1.54 A	$0.91 A	$0.22 E	$3.91 E
2019	$1.98 A	$0.83 A	$0.75 A	$0.57 A	$4.15 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 11/12/2020. The reports text is as of 11/13/2020.

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

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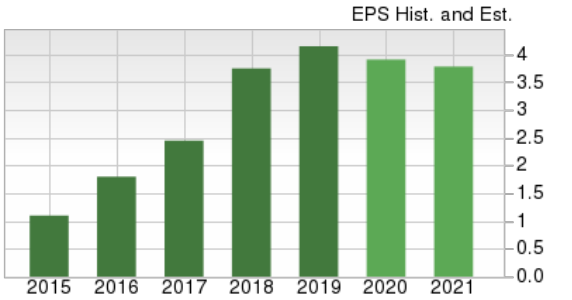
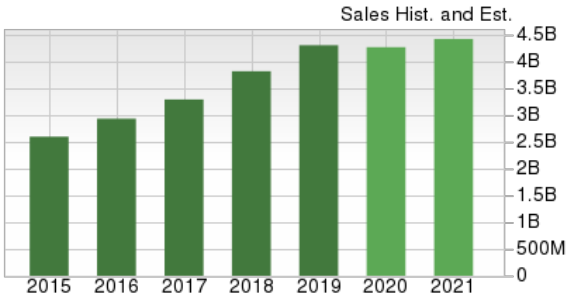
Overview

Insperity, Inc. provides an array of human resources ("HR") and business solutions designed to help improve business performance. Since its formation in 1986, the company has evolved from being solely a professional employer organization ("PEO") to a comprehensive business performance solutions provider.





The company offers its most comprehensive HR services offerings through its Workforce Optimization ® and Workforce Synchronization solutions (together, "PEO HR Outsourcing solutions"). Insperity's PEO HR Outsourcing solutions encompasses a broad range of human resources functions, including payroll and employment administration, employee benefits, workers' compensation, government compliance, performance management, and training and development services, along with the company's cloud-based human capital management platform, Insperity Premier solution. Workforce Optimization solution is Insperity's most comprehensive HR outsourcing solution and is its primary offering. Workforce Synchronization solution, which is generally offered only to middle market client segment, is a lower cost offering with a typically longer commitment that includes the same compliance and administrative services as the Workforce Optimization solution and allows those clients to select, for an additional fee, from the strategic HR products and organizational development services that are included with our Workforce Optimization solution.

Additionally, the company offers Workforce Acceleration, a comprehensive human capital management and payroll service solution. The company also provides multiple other business performance solutions which includes time and attendance, performance management, organizational planning, recruiting services, employment screening, expense management services, retirement services and insurance services, most of which are offered as a cloud-based software solution. These other products and services are offered separately or along with the company's PEO HR Outsourcing solutions or its Workforce Acceleration solution.

With $4.31 billion revenues in 2019, Insperity operates in 73 offices throughout the United States. It serves more than 100,000 businesses with over 2 million employees through its business performance solutions.

Source: Zacks Investment Research

Reasons To Buy:

Insperity remains well poised to benefit from the professional employer organization industry.

- Insperity looks strong on the back of a booming **professional employer organization** ("PEO") industry. It is an integrated human resources and business solutions provider. The company offers a comprehensive suite of HR services solutions through PEO services known as Workforce Optimization and Workforce Synchronization solutions. With the help of these solutions, Insperity serves small and medium-sized businesses in selected markets throughout the United States. In 2018, Insperity's PEO solutions revenues increased 16% year over year. Apart from PEO services, Insperity is also focusing on its Workforce Administration solution that provides human capital management and payroll services solution. By implementing Workforce Administration as the prime element of its next five-year plan, the company plans to offer the same as the most-integrated traditional employment solution in the market. Insperity has ample growth opportunities arising from Workforce Administration and Workforce Optimization.

- We are also impressed with Insperity's consistent efforts to **reward its shareholders**. During 2019, Insperity repurchased 2.1 million shares for $203 million and paid dividends totaling $48.6 million. In 2018, the company repurchased almost 1,198,000 shares for $113.3 million and paid dividends totaling $33.4 million. In 2017 and 2016, the company paid dividends of $65.8 million (inclusive of a special cash dividend of $41.7 million paid in fourth-quarter 2017) and $20.6 million, respectively. The company repurchased shares worth $38.7 million in 2017 and $31.7 million in 2016. Such moves indicate Insperity's commitment to create value for shareholders and underline its confidence in business. They might have positively impacted the share price that has gained 22.8% over the past year.

- Insperity's **top-line growth** is directly proportional to the rise in average number of worksite employees paid per month. In 2019, total revenues of $4.31 billion increased 12.7% year over year on the back of 13% increase in average number of worksite employees (WSEEs) paid per month. Average number of worksite employees paid per month was 235,547 at the end of 2019. In 2018, revenues of $3.83 billion rose 16% year over year, driven by a 14.5% increase in average number of worksite employees paid per month. Average number of worksite employees paid per month was 209,123 in 2018. Worksite employee growth is being driven by strength across sales, higher client retention and rise in net hiring of worksite employees by the company's client base.

Reasons To Sell:

- Insperity's total debt at the end of third-quarter 2020 was $369 million, flat sequentially. The total debt to total capital ratio of 0.90 was higher than the previous quarter's 0.89. Higher debt to capitalization ratio indicates that the proportion of debt to finance the company's assets is increasing. Further, the company's cash and cash equivalent balance of $452 million at the end of the quarter was above this debt level, underscoring that the company **does not have enough cash to meet this debt burden**. The company has no short-term debt to clear off.

> Insperity's operation in a highly fragmented and competitive PEO industry remians a concern.

- Insperity is seeing **increase in expenses** as it continues to invest in growth, technology and product and service offerings. During 2019, adjusted operating expenses of $546.30 million increased 10.7% year over year. The same rose 12% year over year in 2018, 14.5% in 2017 and 6.9% in 2016. Hence, the bottom line is likely to remain under pressure going forward. This may weigh on its share price which has declined 25.9% over the past year.

- Insperity's earnings are **highly seasonal in nature** due to changing trends in medical claims costs and payroll taxes. Medical claims costs tend to rise throughout the year, with the highest costs incurred in the fourth quarter. Such high costs negatively impact Insperity's fourth-quarter earnings. With most of the worksite employees' medical plan deductibles being met by the fourth quarter, the company's liability increases with respect to those claims. Payroll taxes and associated billings are evaluated on the basis of an employee's annual taxable wage base. The annual payroll tax wages are usually met in the first two quarters of every year depending on the employee's compensation levels. Additionally, the company has to bear other expenses in the form of health-insurance coverages and workers' compensation costs.

Last Earnings Report

Insperity (NSP) Beats on Q3 Earnings and Revenues

Quarter Ending	09/2020
Report Date	Nov 02, 2020
Sales Surprise	2.99%
EPS Surprise	97.83%
Quarterly EPS	0.91
Annual EPS (TTM)	4.72

Insperityreported better-than-expected third-quarter 2020 results.

Adjusted earnings of 51 cents per share beat the consensus mark by 70% but decreased 19.1% year over year. Revenues of $1007.8 million also surpassed the consensus estimate by 3% but decreased 3.4% year over year. The downfall was due to the FICA deferral program instituted as part of the CARES Act.

The average number of worksite employees paid per month of 231,750 inched up 1.7% sequentially, driven by worksite employees hired or returning to work outpacing layoffs, client retention for both Q2 and Q3 remaining at our historical level of 99% and addition of WSEEs from solid new client sales throughout the pandemic.

Operating Results

Gross profit of $185 million increased 8% from the year-ago quarter. Results were driven by higher than expected paid WSEEs and pricing, combined with significant favorable results in benefits and workers' compensation costs. Gross margin of 18.4% improved from 16.3% in the year-ago quarter. Gross profit per worksite employee per month increased 12.7% year over year to $266.

Adjusted EBITDA was up 12.5% year over year to $57.5 million. Adjusted EBITDA margin of 5.7% improved from 4.9% in the year-ago quarter. Adjusted EBITDA per worksite employee per month increased 16.9% to $83. Operating expenses increased 15.1% year over year to $156.3 million. Operating expenses per worksite employee per month increased 19.7% to $225. Operating income decreased 17.2% year over year to $28.7 million. Operating income per worksite employee per month fell 14.6% to $41.

Balance Sheet & Cash Flow

Insperity exited third-quarter 2020 with adjusted cash, cash equivalents and marketable securities of $212.7 million compared with $268.97 million at the end of the prior quarter. Long-term debt amounted to $369.40 million, flat sequentially.

During the September end quarter, the company repurchased 458,000 of its shares for $91.2 million and paid out $15.4 million in cash dividends. Capital expenditures totaled $29.8 million.

Q4 Guidance

For fourth-quarter 2020, Insperity projects adjusted earnings in the range of 20-38 cents per share. The current Zacks Consensus Estimate of 22 cents lies within the guided range. Adjusted EBITDA is anticipated between $20.5 million and $30 million. Average WSEEs is expected in the range of 236,500-238,000.

2020 Guidance

For 2020, the company projects adjusted earnings in the band of $4.35-4.53 compared with the prior guidance of $3.67-4.04 per share. The updated guidance range lies above the current Zacks Consensus Estimate of $3.91. Adjusted EBITDA is anticipated in the range of$271-$281 million compared with the prior-guided range of $235-$255 million. Average WSEEs are expected in the range of 233,500-234,000 compared with the prior guidance of 228,500-233,200.

Recent News

On **Sep 01, 2020**, Insperity announced that it has been honored with a Gold Stevie Award in the fifth annual Stevie Awards for Great Employers. The company was honored as Employer of the Year in Business & Professional Services.

Valuation

Insperity shares are up 2.1% in the year-to-date period and 22.8% over the trailing 12-month period. Stocks in the Zacks sub-industry as well as the Zacks Business Services sector are down 8.7% in the year-to-date period. Over the past year, the Zacks sub-industry and the sector are down 1.3% and 7.9%, respectively.

The S&P 500 index is up 10.1% in the year-to-date period and 14.7% in the past year.

The stock is currently trading at trailing 12-month EV/EBITDA of 13.54X, which compares to 6.25X for the Zacks sub-industry, 16.65X for the Zacks sector and 15.64X for the S&P 500 index.

Over the past five years, the stock has traded as high as 26.46X and as low as 4.01X, with a 5-year median of 12.87X. Our Neutral recommendation indicates that the stock will perform in-line with the market. Our $94.00 price target reflects 24.87X forward 12-month earnings.

The table below shows summary valuation data for NSP

Valuation Multiples - NSP

		Stock	Sub-Industry	Sector	S&P 500
EV/EBITDA TTM	Current	13.54	6.25	16.65	15.64
	5-Year High	26.46	9.76	16.9	15.8
	5-Year Low	4.01	3.32	8.51	9.52
	5-Year Median	12.87	7.34	10.85	13.1
P/E F 12M	Current	23.46	7.03	29.9	22.28
	5-Year High	35.3	17.07	30.78	23.47
	5-Year Low	7.59	8.42	18.68	15.27
	5-Year Median	21.84	14.25	21.16	17.72
P/S F12M	Current	0.78	0.38	5.24	4.15
	5-Year High	1.29	0.55	5.24	4.3
	5-Year Low	0.22	0.24	3.05	3.17
	5-Year Median	0.61	0.44	3.61	3.67

As of 11/12/2020 *Source: Zacks Investment Research*

Industry Analysis **Zacks Industry Rank:** Top 22% (54 out of 248)

Source: Zacks Investment Research

Top Peers

Company (Ticker)	Rec	Rank
Cross Country Healthcare, Inc. **(CCRN)**	Outperform	2
Kforce, Inc. **(KFRC)**	Outperform	2
ManpowerGroup Inc. **(MAN)**	Outperform	2
TrueBlue, Inc. **(TBI)**	Outperform	3
BG Staffing Inc **(BGSF)**	Neutral	3
Kelly Services, Inc. **(KELYA)**	Neutral	2
KornFerry International **(KFY)**	Neutral	3
Robert Half International Inc. **(RHI)**	Neutral	3

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

Industry Comparison Industry: Staffing Firms

	NSP	X Industry	S&P 500	KELYA	MAN	RHI
Zacks Recommendation (Long Term)	Neutral	-	-	Neutral	Outperform	Neutral
Zacks Rank (Short Term)	2	-	-	2	2	3
VGM Score	D	-	-	A	A	B
Market Cap	3.40 B	487.86 M	24.08 B	792.22 M	4.90 B	7.01 B
# of Analysts	3	2.5	14	3	7	8
Dividend Yield	1.80%	0.00%	1.54%	0.00%	2.56%	2.21%
Value Score	C	-	-	B	B	B
Cash/Price	0.14	0.18	0.07	0.35	0.37	0.10
EV/EBITDA	14.72	6.68	14.16	3.19	6.06	9.24
PEG F1	1.53	1.62	2.70	1.54	17.63	5.24
P/B	83.73	1.90	3.46	0.68	1.90	5.90
P/CF	19.79	8.46	13.42	5.65	9.54	13.63
P/E F1	22.94	23.38	21.54	15.43	26.27	24.06
P/S TTM	0.79	0.43	2.75	0.17	0.27	1.31
Earnings Yield	4.41%	3.99%	4.48%	6.50%	3.80%	4.16%
Debt/Equity	9.09	0.28	0.70	0.00	0.41	0.00
Cash Flow ($/share)	4.48	2.17	6.92	3.57	8.93	4.51
Growth Score	D	-	-	B	B	B
Historical EPS Growth (3-5 Years)	35.96%	7.09%	9.77%	7.09%	1.84%	7.80%
Projected EPS Growth (F1/F0)	-5.78%	-41.01%	0.37%	-39.50%	-56.47%	-34.45%
Current Cash Flow Growth	9.10%	2.65%	5.23%	20.28%	-21.23%	3.72%
Historical Cash Flow Growth (3-5 Years)	27.33%	12.54%	8.33%	21.37%	0.59%	8.05%
Current Ratio	1.25	1.75	1.38	1.80	1.48	1.76
Debt/Capital	90.09%	23.29%	42.01%	0.00%	28.89%	0.01%
Net Margin	3.58%	0.60%	10.40%	-1.70%	0.47%	6.08%
Return on Equity	717.51%	9.71%	15.07%	5.70%	9.72%	28.09%
Sales/Assets	2.89	1.98	0.50	1.95	2.06	2.24
Projected Sales Growth (F1/F0)	-0.83%	-11.12%	0.23%	-17.70%	-15.96%	-16.75%
Momentum Score	F	-	-	D	D	C
Daily Price Change	-2.57%	-2.00%	-1.50%	-2.66%	0.12%	-2.35%
1-Week Price Change	13.52%	2.20%	5.72%	4.32%	9.59%	2.07%
4-Week Price Change	18.33%	8.28%	3.14%	8.97%	16.79%	8.28%
12-Week Price Change	26.94%	9.07%	7.32%	8.80%	12.86%	9.59%
52-Week Price Change	23.96%	-4.39%	4.15%	-4.39%	-8.56%	6.38%
20-Day Average Volume (Shares)	331,492	124,285	2,164,670	155,795	741,518	1,284,869
EPS F1 Estimate 1-Week Change	0.00%	0.00%	0.00%	8.59%	0.00%	0.00%
EPS F1 Estimate 4-Week Change	5.45%	4.76%	2.00%	8.59%	22.24%	4.07%
EPS F1 Estimate 12-Week Change	5.45%	10.23%	3.94%	8.59%	22.24%	4.07%
EPS Q1 Estimate Monthly Change	-32.76%	0.00%	0.68%	-37.50%	13.75%	5.76%

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	F
VGM Score	D

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.

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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 mediumterm 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 mostrecent 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.