CBIZ, Inc. Form 10-Q August 09, 2012 Table of Contents

UNITED STATES SECURITIES AND EXCHANGE COMMISSION

WASHINGTON, D.C. 20549

FORM 10-Q

X QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the quarterly period ended June 30, 2012

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15(d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from______to____

Commission File Number 1-32961

CBIZ, INC.

(Exact name of registrant as specified in its charter)

Delaware (State or other jurisdiction of 22-2769024 (I.R.S. Employer

incorporation or organization)

Identification No.)

6050 Oak Tree Boulevard, South, Suite 500,

Cleveland, Ohio 44131 (Address of principal executive offices) (Zip Code) (Registrant s telephone number, including area code) 216-447-9000

(Former name, former address and former fiscal year, if changed since last report)

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days. Yes x No "

Indicate by check mark whether the registrant has submitted electronically and posted on its corporate Web site, if any, every Interactive Data File required to be submitted and posted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit and post such files). Yes x No "

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer or a smaller reporting company. See definition of large accelerated filer, accelerated filer and smaller reporting company in Rule 12b-2 of the Exchange Act:

Large accelerated filer "

Accelerated filer

X

Non-accelerated filer " (Do not check if a smaller reporting company)

Smaller reporting company

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes "No x

Indicate the number of shares outstanding of each of the issuer s classes of common stock, as of the latest practicable date:

Class of Common Stock

Outstanding at July 31, 2012

Common Stock, par value \$0.01 per share

49,872,432

CBIZ, INC. AND SUBSIDIARIES

TABLE OF CONTENTS

| PART I. | FINANC | IAL INFORMATION: | Page |
|----------|-----------|---|-------|
| | Item 1. | Financial Statements (Unaudited) | |
| | | Consolidated Balance Sheets June 30, 2012 and December 31, 2011 | 3 |
| | | Consolidated Statements of Comprehensive Income Three and Six Months Ended June 30, 2012 and 2011 | 4 |
| | | Consolidated Statements of Cash Flows Six Months Ended June 30, 2012 and 2011 | 5 |
| | | Notes to the Consolidated Financial Statements | 6-22 |
| | Item 2. | Management s Discussion and Analysis of Financial Condition and Results of Operations | 23-43 |
| | Item 3. | Quantitative and Qualitative Disclosures about Market Risk | 43 |
| | Item 4. | Controls and Procedures | 43-44 |
| PART II. | OTHER I | NFORMATION: | |
| | Item 1. | Legal Proceedings | 45-46 |
| | Item 1A. | Risk Factors | 46 |
| | Item 2. | Unregistered Sales of Equity Securities and Use of Proceeds | 46-47 |
| | Item 3. | <u>Defaults Upon Senior Securities</u> | 47 |
| | Item 4. | Mine Safety Disclosures | 47 |
| | Item 5. | Other Information | 47 |
| | Item 6. | <u>Exhibits</u> | 48 |
| | Signature | | 49 |

PART I FINANCIAL INFORMATION

Item 1. Financial Statements

CBIZ, INC. AND SUBSIDIARIES

CONSOLIDATED BALANCE SHEETS (Unaudited)

(In thousands)

| Current assets Same and cash equivalents Same and ca | | JUNE 30, 2012 | DECI | EMBER 31, 2011 |
|--|--|------------------|------|-------------------|
| Cash and cash equivalents 3,069 1,613 Restricted cash 21,70 19,338 Accounts receivable, net 164,083 137,073 Income taxes refundable 3,898 Deferred income taxes current 9,652 8,056 Other current assets 10,723 11,438 Assets of discontinued operations 505 559 Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,346 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,63 458,400 Goodwill and other intangible assets, net 37,405 33,805 Assets of deferred compensation plan 37,405 33,805 Other assets \$82,338 \$812,335 Total assets \$82,238 \$81,357 Accounts payable \$4,670 \$3,456 Accounts payable current 6,623 Accounts payable current 1,222 13,986 | ASSETS | | | |
| Restricted cash 21,770 19,838 Accounts receivable, net 164,083 137,073 Income taxes refundable 9,652 8,056 Other current assets 10,723 11,438 Assets of discontinued operations 505 559 Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,460 Other assets 5,468 6,301 Other assets 5,468 6,301 Total assets \$82,838 \$812,357 Total assets \$82,838 \$812,357 Current liabilities \$46,709 \$4,960 Income taxes payable current 6,623 \$4,960 Accrued personnel costs 30,795 33,658 Notes payable current 116,711 33,799 Liabilities before client fund obligations 116,711 | | | | |
| Accounts receivable. net Income taxes refundable 164,083 137,073 Income taxes refundable 9,652 8,056 Other current assets 10,723 11,438 Assets of discontinued operations 209,802 182,755 Current assets before funds held for clients 290,802 182,755 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 208,54 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets \$822,838 \$812,357 LABILITIES Current liabilities \$46,709 \$46,709 Accounts payable 466,23 34,960 Income taxes payable current 6,623 19,960 Other current liabilities 31,177 33,575 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 | Cash and cash equivalents | \$ 3,069 | \$ | 1,613 |
| Income taxes refundable 3,898 Deferred income taxes 9,652 8,056 Other current assets 10,723 11,438 Assets of discontinued operations 505 559 Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,885 Other assets \$82,838 \$812,385 Other assets \$46,709 \$4,600 Total assets \$46,709 \$34,960 Liabilities \$6,23 \$3,995 Accounts payable \$6,23 \$3,995 Income taxes payable current \$6,23 \$3,995 Accrued personnel costs 30,795 33,658 Other current liabilities \$1,167,11 16,32 Current liabilities before client fund obligations \$3,620 | Restricted cash | 21,770 | | - , |
| Deferred income taxes current 9,652 (0.15) 8,056 (0.15) Other current taxes (1.15) 10,723 (1.14) 11,733 (1.14) Assets of discontinued operations 209,802 (1.82,475) Current assets before funds held for clients 209,802 (1.82,475) Funds held for clients 293,648 (1.98,584) Total current assets 293,648 (2.93,292) Property and equipment, net 20,884 (2.80,203) Goodwill and other intangible assets, net 465,463 (3.83,450) Assets of deferred compensation plan 37,405 (3.83,585) Other assets \$822,838 (8.12,357) Total assets LIABILITIES Current liabilities Accounts payable current (6,623 (2.82,10)) Accrued personnel costs 30,795 (3.35,58) Notes payable current (1.20,10) 11,171 (3.15) Other current liabilities 31,177 (3.57) Liabilities of discontinued operations 116,711 (1.63,82) Current liabilities before client fund obligations 116,711 (1.63,82) Client fund obligations 116,711 (1.63,82) Client fund obligations 120,033 (1.93,80) <td>Accounts receivable, net</td> <td>164,083</td> <td></td> <td>137,073</td> | Accounts receivable, net | 164,083 | | 137,073 |
| Other current assets 10,723 11,438 Assets of discontinued operations 505 559 Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets \$22,838 \$12,357 Total assets \$822,838 \$12,357 Current liabilities 46,709 \$34,960 Income taxes payable current 6,623 46,709 \$34,960 Income taxes payable current 6,623 46,709 \$34,960 Other current liabilities 30,795 33,585 Other current liabilities 31,177 33,579 Liabilities before client fund obligations 116,711 116,382 Client fund obligations 116,711 116,382 Client fund obligations 20,331 < | Income taxes refundable | | | 3,898 |
| Assets of discontinued operations 505 559 Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities Accounts payable 467,09 34,960 Income taxes payable 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 200,331 226,182 Convertible notes, n | Deferred income taxes current | 9,652 | | 8,056 |
| Current assets before funds held for clients 209,802 182,475 Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: 822,838 \$ 812,357 Accounts payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 </td <td>Other current assets</td> <td>10,723</td> <td></td> <td>11,438</td> | Other current assets | 10,723 | | 11,438 |
| Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 14,667 4,441 Income taxes payable non-current 1,869 1,893 | Assets of discontinued operations | 505 | | 559 |
| Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 14,667 4,441 Income taxes payable non-current 1,869 1,893 | | | | |
| Funds held for clients 83,846 109,854 Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 14,667 4,441 Income taxes payable non-current 1,869 1,893 | Current assets before funds held for clients | 209 802 | | 182.475 |
| Total current assets 293,648 292,329 Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 488,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable \$ 46,709 \$ 34,960 Income taxes payable current 6,623 46,709 \$ 34,960 Accrued personnel costs 30,795 33,658 30,795 33,658 Notes payable current 1,222 13,986 1,222 13,986 Other current liabilities 31,177 33,579 1,368 199 Current liabilities before client fund obligations 116,711 116,382 116,382 Client fund obligations 83,620 109,800 109,800 Total current liabilities 200,331 226,182 200,031 226,182 Convertible notes, net 121,073 119,778 36,000 144,000 145,000 | | | | - , |
| Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 488,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable \$46,709 \$34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 33,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | 05,0.0 | | 10,00. |
| Property and equipment, net 20,854 21,802 Goodwill and other intangible assets, net 465,463 488,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable \$46,709 \$34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 33,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Total aureant accets | 202 649 | | 202 220 |
| Goodwill and other intangible assets, net 465,463 458,340 Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 LIABILITIES Current liabilities: Accounts payable 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Total current assets | 293,048 | | 292,329 |
| Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 Total assets \$822,838 \$12,357 Current liabilities: Accounts payable \$46,709 \$34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Property and equipment, net | 20,854 | | 21,802 |
| Assets of deferred compensation plan 37,405 33,585 Other assets 5,468 6,301 Total assets \$822,838 \$12,357 Current liabilities: Accounts payable \$46,709 \$34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | 465,463 | | 458,340 |
| Other assets 5,468 6,301 Total assets \$822,838 \$812,357 Current liabilities: Accounts payable \$46,709 \$34,960 Income taxes payable \$46,709 \$34,960 Income taxes payable \$46,709 \$34,960 Income taxes payable \$30,795 \$33,658 Notes payable \$1,222 \$13,986 Other current liabilities \$116,711 \$16,382 Current liabilities of discontinued operations \$116,711 \$116,382 Current liabilities before client fund obligations \$3,620 \$109,800 Total current liabilities \$200,331 \$226,182 Convertible notes, net \$121,073 \$119,778 Bank debt \$149,200 \$145,000 Income taxes payable non-current \$4,667 \$4,441 Deferred income taxes non-current, net \$1,829 \$1,893 | | 37,405 | | |
| Total assets \$822,838 \$812,357 | | 5,468 | | 6,301 |
| LIABILITIES Current liabilities: Accounts payable \$ 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | , | | , |
| Current liabilities: 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Total assets | \$ 822,838 | \$ | 812,357 |
| Current liabilities: 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Accounts payable \$ 46,709 \$ 34,960 Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Income taxes payable current 6,623 Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Accrued personnel costs 30,795 33,658 Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | \$ | 34,960 |
| Notes payable current 1,222 13,986 Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | , | | |
| Other current liabilities 31,177 33,579 Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | , |
| Liabilities of discontinued operations 185 199 Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | • • | , | | |
| Current liabilities before client fund obligations 116,711 116,382 Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net Bank debt 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Liabilities of discontinued operations | 185 | | 199 |
| Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net Bank debt 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Client fund obligations 83,620 109,800 Total current liabilities 200,331 226,182 Convertible notes, net Bank debt 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Current liabilities before client fund obligations | 116,711 | | 116,382 |
| Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | 83,620 | | 109,800 |
| Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | | | | |
| Convertible notes, net 121,073 119,778 Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Total current liabilities | 200 331 | | 226 182 |
| Bank debt 149,200 145,000 Income taxes payable non-current 4,667 4,441 Deferred income taxes non-current, net 1,829 1,893 | Total current mountes | 200,551 | | 220,102 |
| Income taxes payable Deferred income taxesnon-current non-current, net4,667 1,8294,441 1,893 | · | , | | , |
| Deferred income taxes non-current, net 1,829 1,893 | Bank debt | 149,200 | | 145,000 |
| | Income taxes payable non-current | , | | , |
| Deferred compensation plan obligations 37 405 33 585 | Deferred income taxes non-current, net | | | 1,893 |
| Defended compensation plan congutions | Deferred compensation plan obligations | 37,405 | | 33,585 |
| Other non-current liabilities 24,945 21,320 | Other non-current liabilities | 24,945 | | 21,320 |

Edgar Filing: CBIZ, Inc. - Form 10-Q

| Total liabilities | 539,450 | 552,199 |
|---|------------|---------------|
| STOCKHOLDERS EQUITY | | |
| Common stock | 1 117 | 1 111 |
| | 1,117 | 1,111 |
| Additional paid-in capital | 554,254 | 551,205 |
| Retained earnings | 98,618 | 73,985 |
| Treasury stock | (369,818) | (365,364) |
| Accumulated other comprehensive loss | (783) | (779) |
| Total stockholders equity | 283,388 | 260,158 |
| Total liabilities and stockholders equity | \$ 822,838 | \$ 812,357 |

See the accompanying notes to the consolidated financial statements

CBIZ, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF COMPREHENSIVE INCOME (Unaudited)

(In thousands, except per share data)

| | TH | THREE MONTHS ENDED JUNE 30, | | S | JUNI | THS ENDED NE 30, | | |
|---|----|--------------------------------|----|---------|------|---------------------|----|---------|
| | _ | 2012 | | 2011 | _ | 2012 | | 2011 |
| Revenue | \$ | 188,606 | \$ | 183,464 | | 409,433 | | 393,533 |
| Operating expenses | | 166,691 | | 160,395 | | 346,696 | | 330,122 |
| Gross margin | | 21,915 | | 23,069 | | 62,737 | | 63,411 |
| Corporate general and administrative expenses | | 7,638 | | 6,744 | | 18,182 | | 16,304 |
| Operating income | | 14,277 | | 16,325 | | 44,555 | | 47,107 |
| Other income (expense): | | | | | | | | |
| Interest expense | | (4,146) | | (4,407) | | (8,268) | | (9,322) |
| Gain on sale of operations, net | | 50 | | 2 | | 2,639 | | 2,745 |
| Other (expense) income, net | | (840) | | 27 | | 2,598 | | 3,108 |
| Total other expense, net | | (4,936) | | (4,378) | | (3,031) | | (3,469) |
| Income from continuing operations before income tax expense | | 9,341 | | 11,947 | | 41,524 | | 43,638 |
| Income tax expense | | 3,512 | | 5,095 | | 16,928 | | 18,682 |
| Income from continuing operations after income tax expense | | 5,829 | | 6,852 | | 24,596 | | 24,956 |
| Gain (loss) from discontinued operations, net of tax | | 1 | | (331) | | (3) | | (570) |
| Gain on disposal of discontinued operations, net of tax | | 18 | | 30 | | 40 | | 70 |
| Net income | \$ | 5,848 | \$ | 6,551 | \$ | 24,633 | \$ | 24,456 |
| Earnings (loss) per share: | | | | | | | | |
| Basic: | | | | | | | | |
| Continuing operations | \$ | 0.12 | \$ | 0.14 | \$ | 0.50 | \$ | 0.50 |
| Discontinued operations | | | | (0.01) | | | | (0.01) |
| Net income | \$ | 0.12 | \$ | 0.13 | \$ | 0.50 | \$ | 0.49 |
| Diluted: | | | | | | | | |
| Continuing operations | \$ | 0.12 | \$ | 0.14 | \$ | 0.50 | \$ | 0.50 |
| Discontinued operations | | | | (0.01) | · | | · | (0.01) |
| Net income | \$ | 0.12 | \$ | 0.13 | \$ | 0.50 | \$ | 0.49 |
| Basic weighted average shares outstanding | | 49,040 | | 49,615 | | 49,074 | | 49,469 |
| Diluted weighted average shares outstanding | | 49,244 | | 49,958 | | 49,391 | | 49,880 |

Comprehensive Income:

Edgar Filing: CBIZ, Inc. - Form 10-Q

| Net income | 5,848 | 6,551 | 24,633 | 24,456 |
|---|-------------|-------------|-----------|-----------|
| Other comprehensive (loss) income, net of tax | (84) | (59) | (4) | 341 |
| Comprehensive income | \$ 5,764 | \$ 6,492 | \$ 24,629 | \$ 24,797 |

See the accompanying notes to the consolidated financial statements

CBIZ, INC. AND SUBSIDIARIES

CONSOLIDATED STATEMENTS OF CASH FLOWS (Unaudited)

(In thousands)

| | SIX MONTHS ENDE JUNE 30, | | |
|---|-----------------------------|-------------|--|
| | 2012 | 2011 | |
| Cash flows from operating activities: | | | |
| Net income | \$ 24,633 | \$ 24,456 | |
| Adjustments to reconcile net income to net cash provided by operating activities: | (0.7) | ~ 00 | |
| (Gain) loss from discontinued operations, net of tax | (37) | 500 | |
| Gain on sale of operations, net | (2,639) | (2,745 | |
| Depreciation and amortization expense | 10,534 | 9,995 | |
| Amortization of discount on notes and deferred financing costs | 1,789 | 2,814 | |
| Bad debt expense, net of recoveries | 2,321 | 2,155 | |
| Adjustment to contingent earnout liability | (7) | (1,069 | |
| Deferred income taxes | (1,685) | (4,060 | |
| Employee stock awards | 2,869 | 2,914 | |
| Excess tax benefits from share based payment arrangements | | (171 | |
| Changes in assets and liabilities, net of acquisitions and divestitures: | (4.525) | 2.0 | |
| Restricted cash | (1,626) | 260 | |
| Accounts receivable, net | (28,827) | (19,751 | |
| Other assets | 890 | 1,370 | |
| Accounts payable | 11,420 | (2,040 | |
| Income taxes payable/refundable | 9,792 | 11,220 | |
| Accrued personnel costs and other liabilities | (3,864) | (2,365) | |
| Net cash provided by continuing operations | 25,563 | 23,483 | |
| Operating cash flows used in discontinued operations | 36 | (599 | |
| Net cash provided by operating activities | 25,599 | 22,884 | |
| Cash flows from investing activities: | | | |
| Business acquisitions and contingent consideration, net of cash acquired | (21,119) | (10,866 | |
| Purchases of client fund investments | (4,042) | (15,114 | |
| Proceeds from the sales and maturities of client fund investments | 3,301 | 9,196 | |
| Proceeds from sales of divested and discontinued operations | 1,215 | 694 | |
| Net decrease (increase) in funds held for clients | 27,321 | (12,656 | |
| Additions to property and equipment, net | (2,068) | (941 | |
| Other | 10 | 14 | |
| Net cash provided by (used in) investing activities | 4,618 | (29,673 | |
| Cash flows from financing activities: | | | |
| Proceeds from bank debt | 293,650 | 277,750 | |
| Payment of bank debt | (289,450) | (247,650 | |
| Repurchase of convertible notes | | (39,250 | |
| Payment for acquisition of treasury stock | (4,454) | (648 | |
| Net (decrease) increase in client funds obligations | (26,526) | 16,174 | |
| Proceeds from exercise of stock options | | 768 | |
| Payment of contingent consideration of acquisitions | (1,832) | (330 | |
| Excess tax benefit from exercise of stock awards | | 171 | |

Edgar Filing: CBIZ, Inc. - Form 10-Q

| Debt issuance costs | | (560) |
|--|----------|--------|
| Other | (149) | (149) |
| | | |
| Net cash (used in) provided by financing activities | (28,761) | 6,276 |
| | | |
| Net increase (decrease) in cash and cash equivalents | 1,456 | (513) |
| Cash and cash equivalents at beginning of year | 1,613 | 724 |
| | | |
| Cash and cash equivalents at end of period | \$ 3,069 | \$ 211 |

See the accompanying notes to the consolidated financial statements

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

1. Summary of Significant Accounting Policies

The accompanying unaudited consolidated financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP) for interim financial information and with the instructions to Form 10-Q and Rule 10-01 of Regulation S-X of the U.S. Securities and Exchange Commission (SEC). Accordingly, they do not include all of the information and notes required by GAAP for annual financial statements.

In the opinion of management, the accompanying unaudited consolidated financial statements include all adjustments (consisting solely of normal recurring adjustments) considered necessary to present fairly the financial position of CBIZ, Inc. and its consolidated subsidiaries (CBIZ or the Company) as of June 30, 2012 and December 31, 2011, the consolidated results of their operations for the three and six months ended June 30, 2012 and 2011, and the cash flows for the six months ended June 30, 2012 and 2011. Due to seasonality, potential changes in economic conditions, interest rate fluctuations and other factors, the results of operations for such interim periods are not necessarily indicative of the results for the full year. For further information, refer to the consolidated financial statements and notes thereto included in CBIZ s Annual Report on Form 10-K for the year ended December 31, 2011.

Principles of Consolidation

The accompanying consolidated financial statements reflect the operations of CBIZ, Inc. and all of its wholly-owned subsidiaries. All intercompany accounts and transactions have been eliminated in consolidation. The accompanying consolidated financial statements do not reflect the operations or accounts of variable interest entities as the impact is not material to the financial condition, results of operations or cash flows of CBIZ. See CBIZ s Annual Report on Form 10-K for the year ended December 31, 2011 for further discussion.

Use of Estimates

The preparation of consolidated financial statements in conformity with GAAP requires management to make estimates and assumptions that affect: the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported amounts of revenue and expenses. Management s estimates and assumptions include, but are not limited to, estimates of collectability of accounts receivable and unbilled revenue, the realizability of goodwill and other intangible assets, the fair value of certain assets, the valuation of stock options in determining compensation expense, estimates of accrued liabilities (such as incentive compensation, self-funded health insurance accruals, legal reserves, income tax uncertainties, future contingent purchase price obligations, and consolidation and integration reserves), the provision for income taxes, the realizability of deferred tax assets, and other factors. Management s estimates and assumptions are derived from and are continually evaluated based upon available information, judgment and experience. Actual results could differ from those estimates.

Reclassifications

Certain amounts in the 2011 consolidated financial statements and disclosures have been reclassified to conform to the current year presentation.

Revenue Recognition and Valuation of Unbilled Revenues

Revenue is recognized only when all of the following are present: persuasive evidence of an arrangement exists, delivery has occurred or services have been rendered, the fee to the client is fixed or determinable, and collectability is reasonably assured.

CBIZ offers a vast array of products and business services to its clients. Those services are delivered through four practice groups. A description of revenue recognition policies is included in the Annual Report on Form 10-K for the year ended December 31, 2011.

6

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

New Accounting Pronouncements

In June 2011, the Financial Accounting Standards Board (FASB) issued Accounting Standards Update (ASU) No. 2011-05 (ASU 2011-05) Comprehensive Income (Topic 220): Presentation of Comprehensive Income, which states that comprehensive income should be presented in either one or two consecutive financial statements. Companies have the option to either present other comprehensive income on the same statement as net income, or as a separate statement that immediately follows the statement of net income. ASU 2011-05 was effective for the first reporting period after December 15, 2011, and was applied retrospectively. CBIZ adopted the provisions of ASU 2011-05 for the first quarter of 2012.

In May 2011, the FASB issued ASU No. 2011-04 (ASU 2011-04) Fair Value Measurement (Topic 820) Amendments to Achieve Common Fair Value Measurement and Disclosure Requirements in U.S. GAAP and International Financial Reporting Standards. ASU 2011-04 provides a consistent definition of fair value to ensure that the fair value measurement and disclosure requirements are similar between GAAP and International Financial Reporting Standards. ASU 2011-04 does not extend the use of fair value, but rather provides additional disclosure guidance about the application of fair value in those areas where fair value is already required or permitted, especially for Level 3 fair value measurements. ASU 2011-04 was effective for the first reporting period after December 15, 2011 and is to be applied prospectively. CBIZ adopted the provisions of ASU 2011-04 for the first quarter of 2012 and has provided additional disclosure in its discussion of fair value, especially for the Company s level 3 fair value disclosures.

2. Accounts Receivable, Net

Accounts receivable balances at June 30, 2012 and December 31, 2011 were as follows (in thousands):

| | June 30, 2012 | De | cember 31, 2011 |
|---------------------------------|------------------|----|--------------------|
| Trade accounts receivable | \$ 128,340 | \$ | 113,143 |
| Unbilled revenue | 46,226 | | 33,150 |
| Total accounts receivable | 174,566 | | 146,293 |
| Allowance for doubtful accounts | (10,483) | | (9,220) |
| Accounts receivable, net | \$ 164,083 | \$ | 137,073 |

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

3. Goodwill and Other Intangible Assets, Net

The components of goodwill and other intangible assets, net at June 30, 2012 and December 31, 2011 were as follows (in thousands):

| | June 30, 2012 | December 31, 2011 |
|---|------------------|----------------------|
| Goodwill | \$ 384,523 | \$ 377,281 |
| Intangible assets: | | |
| Client lists | 135,309 | 128,537 |
| Other intangible assets | 8,388 | 9,826 |
| | | |
| Total intangible assets | 143,697 | 138,363 |
| | · | |
| Total goodwill and intangibles assets | 528,220 | 515,644 |
| Accumulated amortization: | | |
| Client lists | (57,513) | (50,969) |
| Other intangible assets | (5,244) | (6,335) |
| | | |
| Total accumulated amortization | (62,757) | (57,304) |
| | (= ,, = , , | (,, |
| Goodwill and other intangible assets, net | \$ 465,463 | \$ 458,340 |

4. Depreciation and Amortization

Depreciation and amortization expense for property and equipment and intangible assets for the three and six months ended June 30, 2012 and 2011 was as follows (in thousands):

| | | | onths Ended une 30, | |
|---|----------|----------|------------------------|----------|
| | 2012 | 2011 | 2012 | 2011 |
| Operating expenses | \$ 5,219 | \$ 4,877 | \$ 10,366 | \$ 9,815 |
| Corporate general and administrative expenses | 87 | 88 | 168 | 180 |
| Total depreciation and amortization expense | \$ 5,306 | \$ 4,965 | \$ 10,534 | \$ 9,995 |

5. Borrowing Arrangements

CBIZ had two primary debt arrangements at June 30, 2012 that provided the Company with the capital necessary to meet its working capital needs as well as the flexibility to continue with its strategic initiatives, including business acquisitions and share repurchases: the 2010 Convertible Senior Subordinated Notes (2010 Notes) totaling \$130 million and a \$275 million unsecured credit facility. In addition to the discussion below, refer to the Annual Report on Form 10-K for the year ended December 31, 2011 for additional details of CBIZ s borrowing arrangements.

2010 Convertible Senior Subordinated Notes

On September 27, 2010, CBIZ issued \$130.0 million of 2010 Notes to qualified institutional buyers. The 2010 Notes are direct, unsecured, senior subordinated obligations of CBIZ. The 2010 Notes bear interest at a rate of 4.875% per annum, payable in cash semi-annually in arrears on April 1 and October 1. The 2010 Notes mature on October 1, 2015 unless earlier redeemed, repurchased or converted.

8

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

CBIZ separately accounts for the debt and equity components of the 2010 Notes. The carrying amount of the debt and equity components at June 30, 2012 and December 31, 2011 were as follows (in thousands):

| | June 30, 2012 | De | cember 31, 2011 |
|--|------------------|----|--------------------|
| Principal amount of notes | \$ 130,000 | \$ | 130,000 |
| Unamortized discount | (9,677) | | (10,972) |
| Net carrying amount | \$ 120,323 | \$ | 119,028 |
| Additional paid-in-capital, net of tax | \$ 8,555 | \$ | 8,555 |

The discount is being amortized at an annual effective rate of 7.5% over the term of the 2010 Notes, which is five years from the date of issuance. At June 30, 2012, the unamortized discount had a remaining amortization period of approximately 39 months.

2006 Convertible Senior Subordinated Notes

At June 30, 2012, CBIZ still has \$750,000 outstanding of its 3.125% Convertible Senior Subordinated Notes that were issued in 2006 (2006 Notes). These 2006 Notes are direct, unsecured, senior subordinated obligations of CBIZ. The 2006 Notes bear interest at a rate of 3.125% per annum, payable in cash semi-annually in arrears on each June 1 and December 1. The 2006 Notes mature on June 1, 2026 unless earlier redeemed, repurchased or converted.

CBIZ separately accounts for the debt and equity components of the 2006 Notes. The carrying amount of the debt and equity components at June 30, 2012 and December 31, 2011 were as follow (in thousands):

| | June 30, Decembe 2012 2011 | | , |
|--|-------------------------------|----|--------|
| Principal amount of notes | \$ 750 | \$ | 750 |
| Unamortized discount | | | |
| Net carrying amount | \$ 750 | \$ | 750 |
| Additional paid-in-capital, net of tax | \$ 11,425 | \$ | 11,425 |

During the three and six months ended June 30, 2012 and 2011, CBIZ recognized interest expense on the 2010 Notes and 2006 Notes as follows (in thousands):

| | | Three Months Ended June 30, | | Six Months Ended June 30, | |
|-----------------------------|----------|--------------------------------|---------|------------------------------|--|
| | 2012 | 2011 | 2012 | 2011 | |
| Contractual coupon interest | \$ 1,591 | \$ 1,795 | \$3,181 | \$ 3,692 | |
| Amortization of discount | 659 | 912 | 1,295 | 1,953 | |

Edgar Filing: CBIZ, Inc. - Form 10-Q

| Amortization of deferred financing costs | 180 | 217 | 360 | 449 |
|--|----------|----------|----------|----------|
| | | | | |
| Total interest expense | \$ 2,430 | \$ 2,924 | \$ 4,836 | \$ 6,094 |

9

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

Bank Debt

CBIZ maintains a \$275 million unsecured credit facility (credit facility) with Bank of America as agent for a group of seven participating banks. The balance outstanding under the credit facility was \$149.2 million and \$145.0 million at June 30, 2012 and December 31, 2011, respectively. Rates for the six months ended June 30, 2012 and 2011 were as follows:

| | Six Months 1 | Six Months Ended June 30, | | |
|--------------------------|---------------|---------------------------|--|--|
| | 2012 | 2011 | | |
| Weighted average rates | 3.22% | 3.52% | | |
| | | | | |
| Range of effective rates | 2.69% - 3.91% | 2.66% - 5.75% | | |

CBIZ had approximately \$8.8 million of available funds under the credit facility at June 30, 2012. The credit facility provides CBIZ operating flexibility and funding to support seasonal working capital needs and other strategic initiatives such as acquisitions and share repurchases. The maturity date of the credit facility is June 2015. CBIZ believes it is in compliance with its debt covenants at June 30, 2012.

6. Commitments and Contingencies

Letters of Credit and Guarantees

CBIZ provides letters of credit to landlords (lessors) of its leased premises in lieu of cash security deposits which totaled \$2.5 million as of June 30, 2012 and December 31, 2011. In addition, CBIZ provides license bonds to various state agencies to meet certain licensing requirements. The amount of license bonds outstanding at June 30, 2012 and December 31, 2011 was \$2.8 million and \$1.6 million, respectively.

CBIZ acted as guarantor on various letters of credit for a CPA firm with which it has an affiliation, which totaled \$5.2 million as of June 30, 2012 and December 31, 2011. CBIZ has recognized a liability for the fair value of the obligations undertaken in issuing these guarantees, which is recorded as other current liabilities in the accompanying consolidated balance sheets. Management does not expect any material changes to result from these instruments as performance under the guarantees is not expected to be required.

Legal Proceedings

In May, June, July, August and September of 2010, CBIZ, Inc. and its subsidiary, CBIZ MHM, LLC (fka CBIZ Accounting, Tax & Advisory Services, LLC) (the CBIZ Parties), were named as defendants in lawsuits filed in the United States District Court for the District of Arizona (Robert Facciola, et al v. Greenberg Traurig LLP, et al.) and in the Superior Court for Maricopa County Arizona (Victims Recovery, LLC v. Greenberg Traurig LLP, et al.; Roger Ashkenazi, et al v. Greenberg Traurig LLP, et al.; Mary Marsh, et al v. Greenberg Traurig LLP, et al.; and ML Liquidating Trust v. Mayer Hoffman McCann PC, et al.), respectively. The Maricopa County cases were removed to the United States District Court or Bankruptcy Court and all have since been remanded to the Superior Court for Maricopa County. Additionally, in November 2009, CBIZ MHM, LLC was named as a defendant in the United States District Court for the District of Arizona (Jeffery C. Stone v. Greenberg Traurig LLP, et al.). The Stone case has been voluntarily dismissed by the plaintiff in that matter.

These matters arise out of the bankruptcy proceedings related to Mortgages Ltd., a mortgage lender to developers in the Phoenix, Arizona area. Various other professional firms not related to the Company are also defendants in these lawsuits. The motion phase of these proceedings has commenced.

10

CBIZ, INC. AND SUBSIDIARIES

NOTES TO THE CONSOLIDATED FINANCIAL STATEMENTS (Unaudited) (Continued)

The plaintiffs, except for those in the Stone and ML Liquidating Trust cases, are all alleged to have directly or indirectly invested in real estate mortgages through Mortgages Ltd. The Victims Recovery, Ashkenazi and Marsh plaintiffs seek monetary damages equivalent to the amounts of their investments. The plaintiff in the ML Liquidating Trust matter asserts errors and omissions and breach of contract claims, and is seeking monetary damages. The plaintiffs in these suits also seek pre- and post-judgment interest, punitive damages and attorneys fees.

Mortgages Ltd. had been audited by Mayer Hoffman McCann PC (Mayer Hoffman), a CPA firm which has an administrative services agreement with CBIZ. The claims against the CBIZ Parties seek to impose auditor-type liabilities upon the CBIZ Parties for audits it did not conduct. Specific claims include securities fraud, common law fraud, negligent misrepresentation, Arizona Investment Management Act violations, control-person liability, aiding and abetting and conspiracy. CBIZ is not a CPA firm, does not provide audits, and did not audit any of the entities at issue in these lawsuits.

In June 2011 the Facciola court, in which the plaintiffs were seeking to certify a class of all Mortgages Ltd. investors, granted the motions to dismiss filed by the CBIZ Parties and Mayer Hoffman. After that dismissal order, the plaintiffs moved the court to amend their complaint in an attempt to state a claim against the CBIZ Parties and Mayer Hoffman. In November 2011, the Facciola court denied the plaintiffs request to amend the complaint as to the CBIZ Parties and Mayer Hoffman. The Facciola case is now proceeding only against the remaining defendants.

The CBIZ Parties deny all allegations of wrongdoing made against them in these actions and are vigorously defending the proceed