

SOLID PERFORMANCE



2009 ANNUAL REPORT



CORPORATE OFFICE, CLEVELAND, OHIO

6050 Oak Tree Boulevard, South, Suite 500 | Cleveland, OH 44131 | 216.447.9000 | www.cbiz.com

Mission Statement

Our mission is to help our clients prosper by providing them with a wide array of professional business and individual services, products, and solutions to help them better manage their finances and employees. We endeavor to provide superior client service and build long-term client relationships.

Our unwavering commitment to our clients is equaled by our commitment to our associates and our focus on improving shareholder value. We will maintain a professional culture that is supportive and motivating, fosters and rewards high performance, and creates meaningful career opportunities.

Corporate Profile

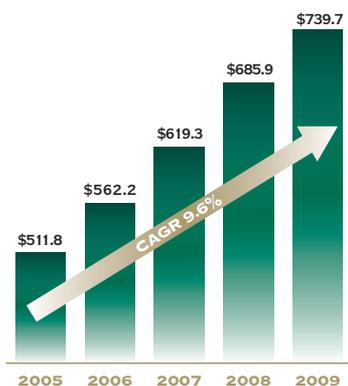
As a trusted advisor to more than 90,000 businesses and individuals across America, CBIZ provides our clients with solutions that help them improve their operations and profitability. From our many service platforms – in areas ranging from accounting and employee benefits to medical practice management – we strive to ensure that our clients receive the most effective professional solutions.

With over 5,700 associates in 150 offices across the country, CBIZ's resources and services are uniquely suited to support the growth and success of our clients.

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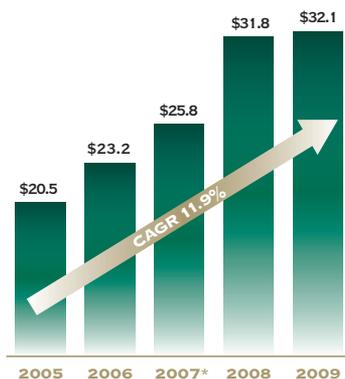
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FINANCIAL HIGHLIGHTS



TOTAL COMPANY REVENUE

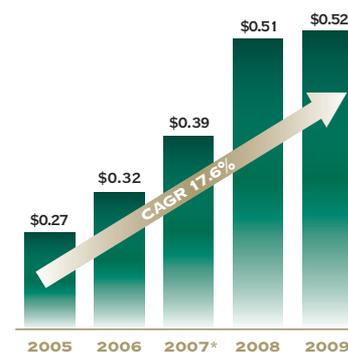
(in millions)



NET EARNINGS

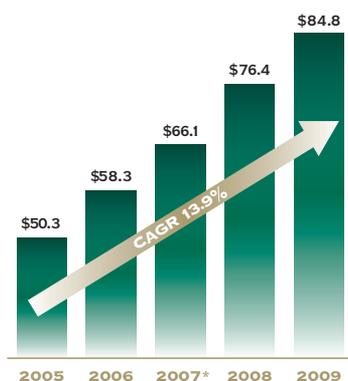
from continuing operations

(in millions)



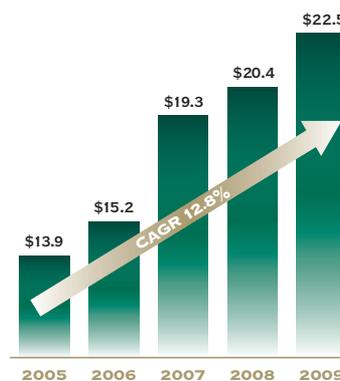
DILUTED EARNINGS PER SHARE

from continuing operations



EBITDA

(in millions)



CROSS-SERVING REVENUE

estimated first year annualized (in millions)

* 2007 results exclude a non-recurring \$4.6 million or \$0.07 per share benefit from the sale of a long-term investment.

This annual report to shareholders contains forward-looking statements, which by their nature involve risks and uncertainties. CBIZ's Annual Report on Form 10-K, which is filed with the Securities and Exchange Commission, contains a detailed description of certain factors that may cause actual results to differ from results contemplated from such statements.

Dear Fellow Shareholders,

**I AM PLEASED TO REPORT THAT IN 2009
CBIZ ACHIEVED ANOTHER YEAR OF GROWTH
DESPITE A VERY CHALLENGING ECONOMIC ENVIRONMENT.**

We reported, from continuing operations, our *eighth consecutive year of growth* in *revenue, earnings, earnings per share* and *cash earnings per share*.

Revenue grew by nearly 8% while earnings per share grew by 2%. Cash earnings per share from continuing operations, a non-GAAP measure that illustrates the impact of major non-cash charges to earnings, improved nearly 14% over 2008. EBITDA for the year increased by 11% over 2008 to more than \$84 million.

As a result of the depth and strength of our client relationships and the excellent client service provided by our more than 5,700 associates, we continued to maintain our very high client retention rates as we provided valuable advice and support to our more than 90,000 clients.

Careful management of our assets and expenses and our strong cash-generating capabilities resulted in a strong balance sheet and a very stable financial condition during a year of economic uncertainty for many other businesses.

Cross-Serving Revenues at All-Time High

Revenue from cross-serving

increased 10% in 2009 to \$22.5 million, the highest in CBIZ history. A cross-serve is a referral from one CBIZ employee to another that results in incremental revenue from the addition of a new product or service to a new or existing client. More associates were involved in producing a larger number of cross-serve transactions during the year than ever before.

Contributing factors included the revitalization of our “Model City” program which is designed to spur business referrals, and the launch of “CBIZ Payz,” a cross-serving incentive plan through which a CBIZ associate can earn, where permitted, direct payment for a new cross-serve. Cross-serving provides an incremental revenue source for CBIZ and continues to help enhance and strengthen our client relationships by providing additional services and solutions to clients.

Cost Containment Measures

Prudent management of expenses and the curtailment of discretionary spending enabled us to improve profitability in 2009 and to maintain a strong balance sheet. As a Company, we continually assess our various business activities in light of marketplace demand, the competitive environment,

capital and resources needed for growth, and our ability to deliver services profitably. After careful consideration, we made the decision to rationalize our technology business and discontinue providing the products and services offered by CBIZ Technologies and CBIZ Network Solutions. We will, however, retain and continue to invest in and support the IT staffing business for Edward Jones, our largest IT client.

Acquisitions Fuel Revenue Growth

CBIZ made two acquisitions in 2009 with the purchase of MeyersDining Insurance in Boulder, Colorado, and EAO Consultants, an employee benefits firm in Manasquan, New Jersey. Both companies strengthen our position in important markets.

Two additional acquisitions were negotiated in 2009 and made effective January 1, 2010: the non-attest business of Goldstein Lewin & Company, one of the largest South Florida accounting and financial services providers, and National Benefit Alliance, an employee benefits provider in Midvale, Utah.

The acquisitions our Company has made over the past several

years have performed very well, especially the two financial services firms we acquired at the end of 2008, Tofias in New England and Mahoney Cohen in New York City.

CBIZ Women's Advantage

CBIZ Women's Advantage (CWA) continues to expand its programs both internally, by adding a business development networking program, and externally, as it engages clients and prospects in its mission of "Helping Women Succeed in Business." As CWA expands as a nationwide organization, it is developing a strong commitment to the overall CBIZ business model by building internal cross-serving groups of female business developers, as well as creating external networking opportunities for clients and prospects. Finally, through its continued commitment to community outreach, all of CBIZ was proud of CBIZ Women's Advantage when it was nationally recognized as the recipient of the Dress For Success organization's Women to Women Award.

Community Outreach

Community involvement and support has long been a characteristic of local CBIZ business units. Recognizing that 2009 was a difficult year for so many in our communities, the employees of CBIZ joined together to show that they truly care by actively participating in our *first nationwide community service project* – our Food Drive. We far exceeded our expectations by collecting over 400,000 pounds of food for the needy in our various

communities across the nation. The creativity, passion, and generosity that was demonstrated during this drive were unlike anything we have seen at CBIZ, and is truly commendable.

The Vision for 2010

Our financial position remains strong and we are well-positioned for future growth. Assuming the economic challenges encountered this past year will persist for the near term, we anticipate moderate growth of 3% to 5% in revenue in 2010 and a 4% to 7% increase in earnings per share from continuing operations, excluding an anticipated integration charge related to the South Florida acquisition. We expect our cash flow to remain strong, and expect EBITDA of approximately \$90 million. We have also set aggressive goals for cross-serving in 2010. CBIZ's unique value to our

clients is that we bring them resources and ideas which many of our competitors cannot. Now, more than ever, our focus is on providing clients with innovative ideas, custom solutions, and ongoing support that will help them prosper as our economy improves.

In closing, 2009 will be remembered as a challenging year in which CBIZ managed to stay the course and continue its steady growth. My sincere thanks to CBIZ associates for their dedication and efforts, to our Board of Directors for their excellent advice and guidance, and to our shareholders for their continued support.

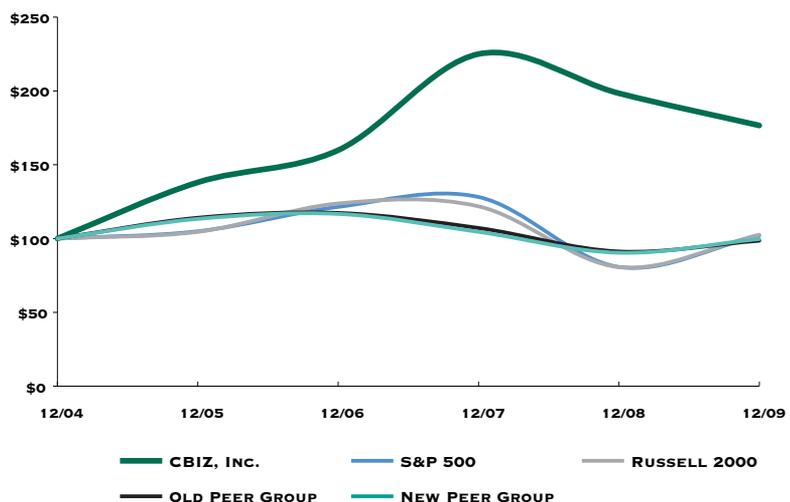
Sincerely,



Steven L. Gerard
Chairman and Chief Executive Officer
March 22, 2010

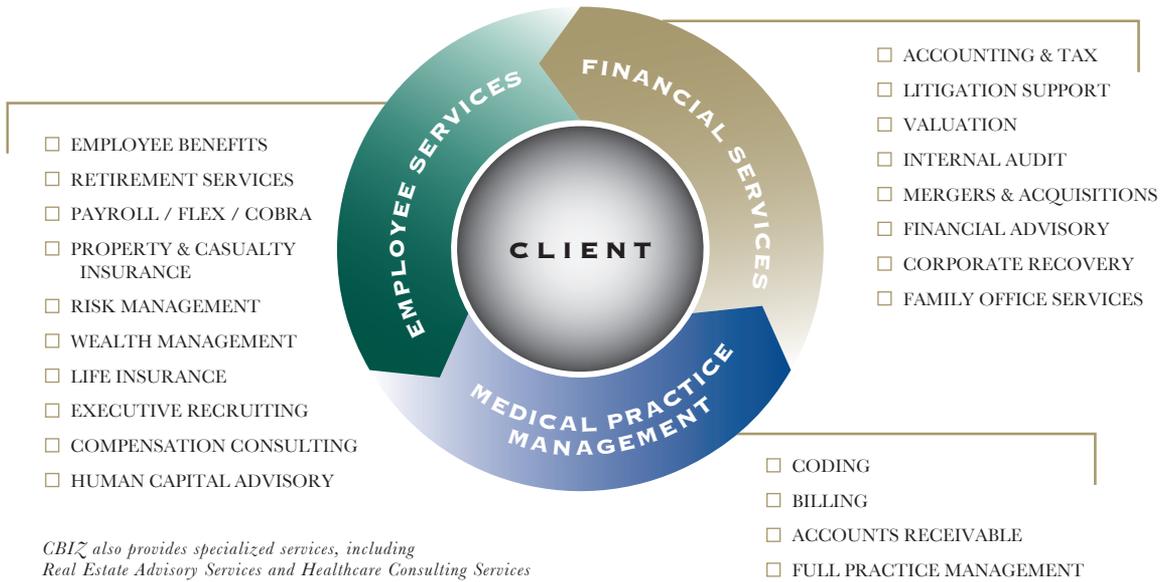
COMPARISON OF 5-YEAR CUMULATIVE TOTAL RETURN*

Among CBIZ, Inc., The S&P 500 Index, The Russell 2000 Index, An Old Peer Group And A New Peer Group



* \$100 invested on 12/31/04 in stock or index, including reinvestment of dividends. Fiscal year ending December 31.

SERVICES / LOCATIONS



CBIZ IS A PROFESSIONAL SERVICES COMPANY PROVIDING A COMPREHENSIVE RANGE OF BUSINESS SERVICES, PRODUCTS, AND SOLUTIONS THAT HELP OUR CLIENTS GROW AND SUCCEED BY BETTER MANAGING THEIR FINANCES AND EMPLOYEES.



BOARD OF DIRECTORS / KEY PERSONNEL



STEVEN L. GERARD
*Chairman and
Chief Executive Officer*



JEROME P. GRISKO, JR.
*President and
Chief Operating Officer*



WARE H. GROVE
*Senior Vice President and
Chief Financial Officer*

BOARD OF DIRECTORS

STEVEN L. GERARD
*Chairman and Chief Executive Officer,
CBIZ, Inc.*

RICK L. BURDICK
*Senior Partner, Akin Gump Strauss
Hauer & Feld LLP*

MICHAEL H. DEGROOTE
President, Westbury International Corporation

JOSEPH S. DIMARTINO
Chairman, The Dreyfus Family of Funds

RICHARD C. ROCHON
*Chairman and Chief Executive Officer,
Royal Palm Capital Partners*

TODD J. SLOTKIN
Portfolio Manager, Irving Place Capital

DONALD V. WEIR
*Vice President of Private Equity,
Sanders Morris Harris Group, Inc.*

BENAREE PRATT WILEY
Principal, The Wiley Group

KEY PERSONNEL

STEVEN L. GERARD
*Chairman and
Chief Executive Officer*

JEROME P. GRISKO, JR.
*President and
Chief Operating Officer*

WARE H. GROVE
*Senior Vice President and
Chief Financial Officer*

MICHAEL W. GLEESPEN
*Corporate Secretary and
General Counsel*

GEORGE A. DUFOUR
*Senior Vice President and
Chief Technology Officer*

MARK M. WAXMAN
*Senior Vice President and
Chief Marketing Officer*

MICHAEL P. KOUZELOS
*Senior Vice President,
Strategic Initiatives*

TERESA E. BUR
*Senior Vice President,
Human Resources*

ROBERT A. O'BYRNE
*President,
Employee Services*

DAVID J. SIBITS
*President,
Financial Services*

G. DARRELL HULSEY
*President, Medical
Management Professionals*

BRIAN D. GREGORY
*Vice President,
Internal Audit*

KEVIN P. NUSSBAUM
*Vice President,
New Business Development*

SUNNY CLAGGETT
*Vice President,
Talent Management*

BRUCE J. KOWALSKI
Vice President, Corporate Tax

KELLY J. MAREK
Corporate Treasurer

ROBERT A. BOSAK
Corporate Controller

SHAREHOLDER INFORMATION

Legal Counsel

AKIN GUMP STRAUSS HAUER & FELD LLP

Robert S. Strauss Building | 1333 New Hampshire Avenue, NW | Washington, DC 20036

Stock Transfer Agent and Registrar

Shareholders requiring a change of name, address, or ownership of stock, as well as information about shareholder records or lost or stolen certificates should contact:

COMPUTERSHARE INVESTOR SERVICES, LLC

250 Royall Street | Canton, MA 02021 | 888.726.8085 | www.computershare.com

Annual Meeting

The annual Meeting of Shareholders will be held on Thursday, May 13, 2010, at 11:00 a.m. at Park Center Plaza I | 6100 Oak Tree Blvd., South, LL | Independence, OH 44131

Independent Public Accountants

KPMG LLP

One Cleveland Center | 1375 East Ninth Street, Suite 2600 | Cleveland, OH 44114

Security Markets

Shares of CBIZ, Inc. are listed on the New York Stock Exchange under the ticker symbol "CBZ."

Shareholders' Information

Copies of the Annual Report on Form 10-K for the year ended December 31, 2009 as filed with the Securities and Exchange Commission are available without charge to stockholders upon request to:

INVESTOR RELATIONS

CBIZ, Inc. | 6050 Oak Tree Blvd., South, Suite 500 | Cleveland, OH 44131 | 216.447.9000

Electronic Version

www.cbiz.com



OUR BUSINESS IS GROWING YOURS