# DHI Group, Inc.

**DHX**

NYSE; other; SIC 7389, Services-Business Services, NEC; CIK 0001393883

**D**

**fourth fifth of 335 graded peers in other**

rank 212 of 335; percentile 63.2; sampling error 2.6 points; lower is stronger

A B C D E

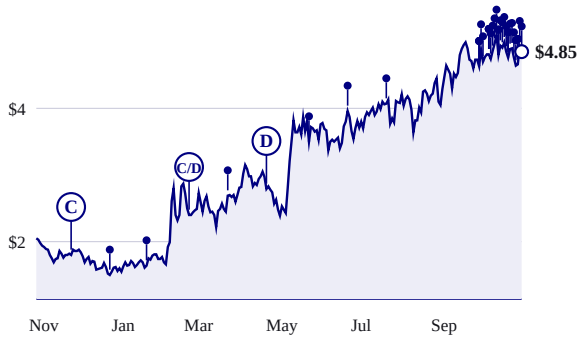
**D, the sloth**



## Scoreboard

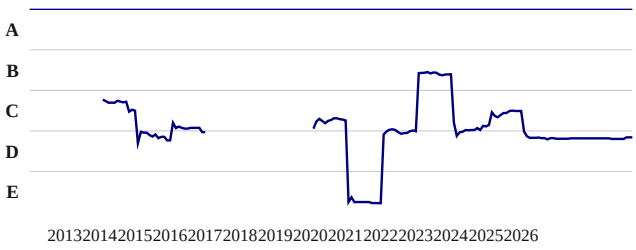
| | |
|---|---|
| **Profitability** | A/B<br>percentile 18.4 |
| **Solvency** | D/E<br>percentile 78.9 |
| **Growth and financing** | C/D<br>percentile 60.8 |
| **Reliability** | 0.87 AUC<br>filers with $120M to $591M assets; 95% interval 0.83 to 0.90; 206 events, 2020 to 2025 |
| **Peer failure rate** | 1.03% a year<br>Item 1.03 bankruptcies, same asset band, 2012 to 2025 |
| **Size band** | $120M to $591M assets<br>total assets $188.2M |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | none triggered<br>not computable: distress |
| **Inputs computable** | 10 of 14 |
| **Graded from** | filings received through Feb 12, 2026<br>259 days before the rescan; latest periodic filing 10-Q received Aug 5, 2026 |
| **Last close** | $4.84<br>2026-10-28; market equity $210.2M; no price enters the letter |

**Share price, twelve months to the rescan**




*Split-adjusted close. Each lollipop is a rescan and carries the letter held then.*

**Letter at every rescan, 2012 to 2026**




*Sector percentile at each rescan, stronger toward the top; facts filed by each date only.*

## Business, in the company's words

*opening of Item 1 of the 10-K received Feb 12, 2026*

This section provides an overview of DHI Group, Inc. ("DHI," the "Company," "we," "us," or "our"). Please see our consolidated financial statements included elsewhere in this report for additional discussion regarding our results of operations for the year ended December 31, 2025. (1) For the year ended December 31, 2025, net loss and diluted loss per share includes the net negative impact of non-cash stock-based compensation, restructuring, impairments, and severance, professional fees and related costs of $32.8 million ($26.7 million net of tax) and discrete tax items of $0.1 million, resulting in a net negative impact of $26.8 million, or $0.59 per diluted share.

## The fourteen inputs

*lower percentile is stronger; sleeves and inputs within a sleeve carry equal weight*

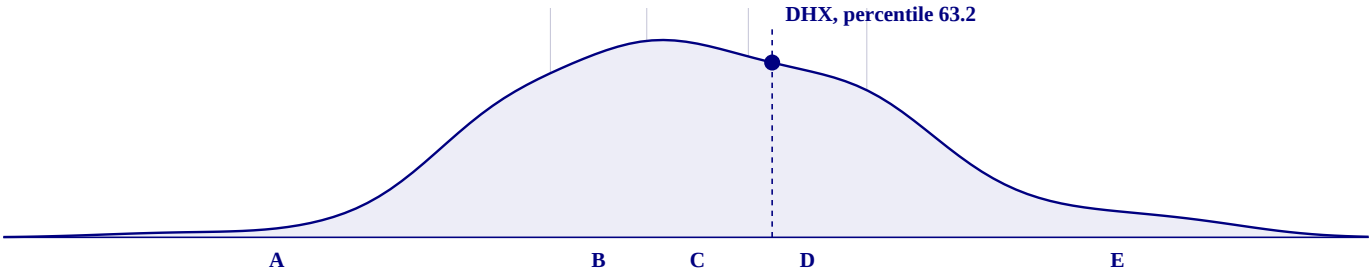
| Input | Value | Peer median | Percentile, 0 to 100 | Pct | Peers | Period end |
|---|---|---|---|---|---|---|
| **Profitability, sleeve percentile 18.4** | | | | | | |
| Gross profitability | 57.5% | 27.0% | | 12.6 | 287 | 2025-12-31 |
| Return on invested capital | not computable | 10.0% | | | | |

Not investment advice. Informational and educational only. Data from SEC EDGAR, may contain errors, is not warranted. The grade ranks reported financial condition and is not a return forecast.

| | | | | | | |
|---|---|---|---|---|---|---|
| *pretax income must exceed the validity floor and imply a 0%-100% tax rate* | | | | | | |
| Accruals ratio | (16.9%) | (5.8%) | 13.7 | 503 | 2025-12-31 | |
| Gross margin stability, five years | 1.3 pts | 2.2 pts | 28.9 | 205 | 2025-12-31 | |
| **Solvency, sleeve percentile 78.9** | | | | | | |
| Twelve-month failure probability | not computable | 0.04% | | | | |
| *latest liabilities, cash plus short-term investments, book equity, and shares are required* | | | | | | |
| Altman Z double-prime | (0.09) | 2.05 | 61.2 | 385 | 2025-12-31 | |
| Net debt to EBITDA | not computable | 2.52x | | | | |
| *latest aligned inputs end 2022-12-31; latest annual assets end 2025-12-31* | | | | | | |
| Interest coverage | (4.63x) | 2.45x | 85.1 | 88 | 2025-12-31 | |
| Current ratio | 0.44x | 1.33x | 90.3 | 507 | 2025-12-31 | |
| **Growth and financing, sleeve percentile 60.8** | | | | | | |
| Revenue growth, three-year compound | (5.1%) | 5.1% | 83.7 | 400 | 2025-12-31 | |
| Free cash flow growth, three-year compound | (8.6%) | 8.8% | 70.5 | 221 | 2025-12-31 | |
| Reinvestment rate | not computable | 11.6% | | | | |
| *NOPAT must exceed $100,000* | | | | | | |
| Asset growth, three years | (6.0%) | 4.2% | 83.5 | 437 | 2025-12-31 | |
| Net share issuance, one year | (8.1%) | (0.5%) | 5.7 | 353 | 2026-02-06 | |

## Among 335 peers

*other; letters are fifths of this list*




*Composite score of every graded peer, smoothed; vertical rules are the letter band edges; stronger to the left.*

| Rank | Company | Percentile | Letter | Warnings |
|---|---|---|---|---|
| 207 | United Parcel Service Inc. (UPS) | 61.7 | C/D | |
| 208 | HF Sinclair Corp. (DINO) | 62.0 | C/D | |
| 209 | Izea Worldwide, Inc. (IZEA) | 62.3 | C/D | fortress balance sheet |
| 210 | TransUnion (TRU) | 62.6 | C/D | |
| 211 | Corpay, Inc. (CPAY) | 62.9 | D | |
| 212 | DHI Group, Inc. (DHX) | 63.2 | D | |
| 213 | Bright Horizons Family Solutions Inc. (BFAM) | 63.5 | D | |
| 214 | Marriott International Inc. (MAR) | 63.8 | D | |
| 215 | Walt Disney Co. (DIS) | 64.1 | D | |
| 216 | Alaska AIR Group, Inc. (ALK) | 64.4 | D | |
| 217 | Expeditors International OF Washington Inc. (EXPD) | 64.7 | D | |

## What the price implies

*at the 2026-10-28 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | 54.3% | 2.0% | 86 |
| Distance from 52-week high | (4.9%) | (26.4%) | 86 |
| EBIT to enterprise value | (4.8%) | 4.3% | 12 |
| Free cash flow yield | 6.5% | 4.2% | 68 |
| Book value to price | 0.45 | 0.34 | 62 |

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| | | | |
|---|---|---|---|
| Sales to price | 0.61 | 0.71 | 45 |
| Composite equity issuance, five years | (18.5%) | (8.9%) | 34 |
| Relative strength against the sector, log excess return | 0.29 | (0.13) | 86 |

## Diagnostics

*shown on every report; none enters the grade*

| Measure | Value |
|---|---|
| **Piotroski F-score 3 of 9, period end 2025-12-31** | |
| Return on assets above zero | fail |
| Operating cash flow above zero | pass |
| Return on assets improved | fail |
| Operating cash flow exceeds net income | pass |
| Long-term leverage fell | fail |
| Current ratio improved | fail |
| No new shares issued | pass |
| Gross margin improved | fail |
| Asset turnover improved | fail |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $3.8M |
| Operating cash flow, four quarters | $26.5M |
| Months of runway | not finite |
| Days since last periodic filing | 85 (10-Q received Aug 5, 2026) |
| Median daily dollar volume, 63 sessions | $1.0M |

## Sources

*every fact behind the inputs; each row links to its filing index on sec.gov*

| # | Concept | XBRL tag | Value | Period end | Received | Form | Accession |
|---|---|---|---|---|---|---|---|
| 1 | revenue | us-gaap:Revenues | $127.8M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 2 | cost of revenue | us-gaap:CostOfGoodsAndServicesSold | $19.6M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 3 | assets | us-gaap:Assets | $188.2M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 4 | operating income | us-gaap:OperatingIncomeLoss | $5.6M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 5 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | $3.6M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 6 | income tax | us-gaap:IncomeTaxExpenseBenefit | -$579,000 | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 7 | total debt | us-gaap:LongTermDebt | $30.0M | 2022-12-31 | 2023-02-10 | 10-K | 23-000062 |
| 8 | book equity | us-gaap:StockholdersEquity | $106.2M | 2022-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 9 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $3.0M | 2022-12-31 | 2024-02-08 | 10-K | 24-000040 |
| 10 | total debt | us-gaap:LongTermDebt | $22.7M | 2021-12-31 | 2023-02-10 | 10-K | 23-000062 |
| 11 | book equity | us-gaap:StockholdersEquity | $116.4M | 2021-12-31 | 2023-02-10 | 10-K | 23-000062 |
| 12 | cash | us-gaap:CashAndCashEquivalentsAtCarryingValue | $1.5M | 2021-12-31 | 2023-02-10 | 10-K | 23-000062 |
| 13 | net income | us-gaap:NetIncomeLoss | -$13.5M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 14 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $21.1M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 15 | assets | us-gaap:Assets | $221.4M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 16 | revenue | us-gaap:Revenues | $141.9M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 17 | cost of revenue | us-gaap:CostOfGoodsAndServicesSold | $20.2M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 18 | revenue | us-gaap:Revenues | $151.9M | 2023-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 19 | cost of revenue | us-gaap:CostOfGoodsAndServicesSold | $19.8M | 2023-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 20 | revenue | us-gaap:Revenues | $149.7M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 21 | cost of revenue | us-gaap:CostOfGoodsAndServicesSold | $17.6M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 22 | revenue | us-gaap:Revenues | $119.9M | 2021-12-31 | 2024-02-08 | 10-K | 24-000040 |
| 23 | cost of revenue | us-gaap:CostOfGoodsAndServicesSold | $15.1M | 2021-12-31 | 2024-02-08 | 10-K | 24-000040 |
| 24 | current assets | us-gaap:AssetsCurrent | $24.5M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 25 | current liabilities | us-gaap:LiabilitiesCurrent | $55.1M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 26 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | $19.0M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 27 | operating income | us-gaap:OperatingIncomeLoss | -$11.4M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 28 | book equity | us-gaap:StockholdersEquity | $94.5M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 29 | liabilities | us-gaap:Liabilities | $93.7M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 30 | depreciation amortization | us-gaap:Depreciation | $17.5M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 31 | interest expense | us-gaap:InterestExpense | $2.5M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 32 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $7.3M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 33 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $21.0M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 34 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $13.9M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 35 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $21.3M | 2023-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 36 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $20.3M | 2023-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 37 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $36.0M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 38 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $18.0M | 2022-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 39 | depreciation amortization | us-gaap:Depreciation | $14.2M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 40 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | -$14.7M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 41 | income tax | us-gaap:IncomeTaxExpenseBenefit | -$1.2M | 2025-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 42 | current assets | us-gaap:AssetsCurrent | $29.7M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 43 | current liabilities | us-gaap:LiabilitiesCurrent | $62.7M | 2024-12-31 | 2026-02-12 | 10-K | 26-000041 |
| 44 | assets | us-gaap:Assets | $225.2M | 2023-12-31 | 2025-02-12 | 10-K | 25-000041 |
| 45 | assets | us-gaap:Assets | $226.7M | 2022-12-31 | 2024-02-08 | 10-K | 24-000040 |
| 46 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 44,970,004 | 2026-02-06 | 2026-02-12 | 10-K | 26-000041 |
| 47 | shares outstanding | dei:EntityCommonStockSharesOutstanding | 48,922,271 | 2025-01-31 | 2025-02-12 | 10-K | 25-000041 |

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