# Ziprecruiter, Inc.

**ZIP**

NYSE; business equipment; SIC 7370, Services-Computer Programming, Data Processing, Etc.; CIK 0001617553

**B**

**second fifth of 495 graded peers in business equipment**

rank 177 of 495; percentile 35.6; sampling error 2.2 points; lower is stronger

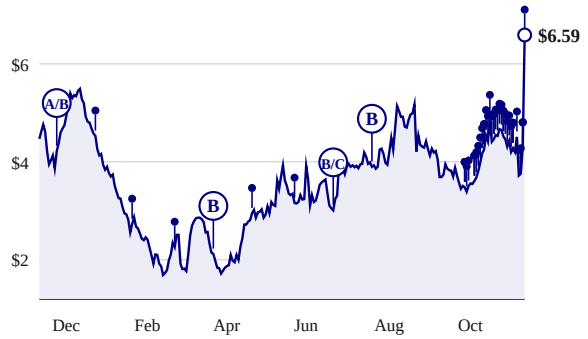
A B C D E

**B, the elk**



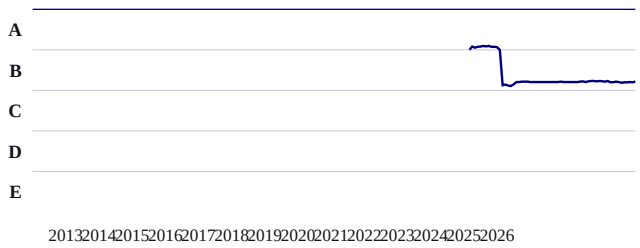
| Scoreboard | |
|---|---|
| **Profitability** | A/B<br>percentile 20.6 |
| **Solvency** | A/B<br>percentile 22.1 |
| **Growth and financing** | E<br>percentile 90.8 |
| **Reliability** | 0.87 AUC<br>filers with $120M to $591M assets; 95% interval 0.83 to 0.90; 206 events, 2020 to 2025 |
| **Peer failure 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 $569.7M |
| **Standard universe** | inside<br>revenue above $1M and assets above $10M |
| **Warnings** | none triggered<br>not computable: dilution, distress, fortress balance sheet |
| **Inputs computable** | 8 of 14 |
| **Graded from** | filings received through Feb 25, 2026<br>259 days before the rescan; latest periodic filing 10-Q received Nov 9, 2026 |
| **Last close** | $6.57<br>2026-11-10; market equity $468.9M; 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 25, 2026*

ZipRecruiter is committed to transforming the hiring experience. Rather than leaving job seekers to search in isolation or employers to sift through endless noise, ZipRecruiter replaces manual navigation and complex sourcing with intelligent, streamlined connections between job seekers and employers. Our AI-powered marketplace acts as a dedicated matchmaker. We empower both sides of the marketplace with sophisticated tools that curate the best opportunities for job seekers. We surface the most qualified and interested candidates for employers. Our use of AI technology to drive real conversations between job seekers and employers is one of the reasons we are the #1 rated job site in the U.S.

## The fourteen inputs

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

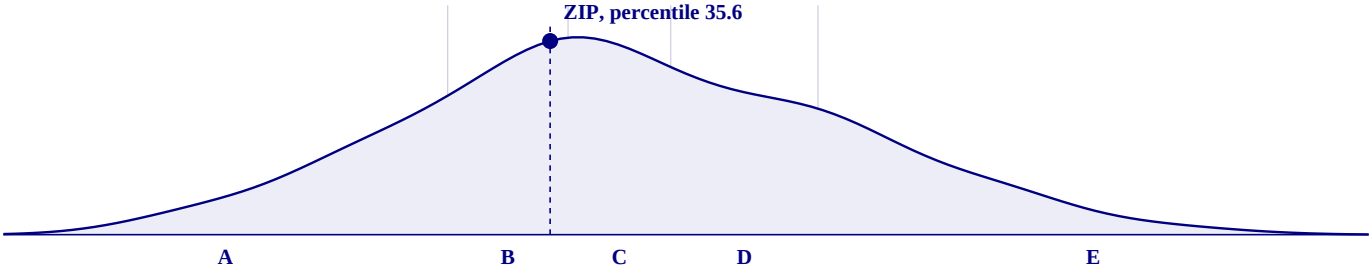
| Input | Value | Peer median | Percentile, 0 to 100 | Pct | Peers | Period end |
|---|---|---|---|---|---|---|
| **Profitability, sleeve percentile 20.6** | | | | | | |
| Gross profitability | 70.3% | 28.7% | | 6.2 | 552 | 2025-12-31 |
| Return on invested capital | not computable | 11.4% | | | | |

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.

| | | | | | | |
|---|---|---|---|---|---|---|
| *one or more required annual facts are missing* | | | | | | |
| Accruals ratio | (7.1%) | (7.3%) | | 52.9 | 615 | 2025-12-31 |
| Gross margin stability, five years | 0.5 pts | 2.3 pts | | 2.8 | 423 | 2025-12-31 |
| **Solvency, sleeve percentile 22.1** | | | | | | |
| Twelve-month failure probability | not computable | 0.05% | | | | |
| *liabilities and a nearby cover-page share count are required at 2026-09-30* | | | | | | |
| Altman Z double-prime | 3.56 | 2.21 | | 31.7 | 562 | 2025-12-31 |
| Net debt to EBITDA | not computable | 1.08x | | | | |
| *one or more required annual facts are missing* | | | | | | |
| Interest coverage | not computable | 3.77x | | | | |
| *latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31* | | | | | | |
| Current ratio | 6.33x | 2.01x | | 12.4 | 660 | 2025-12-31 |
| **Growth and financing, sleeve percentile 90.8** | | | | | | |
| Revenue growth, three-year compound | (20.8%) | 6.5% | | 94.0 | 532 | 2025-12-31 |
| Free cash flow growth, three-year compound | (57.2%) | 18.0% | | 99.2 | 265 | 2025-12-31 |
| Reinvestment rate | not computable | 15.1% | | | | |
| *pretax income must exceed the validity floor and imply a 0%-100% tax rate* | | | | | | |
| Asset growth, three years | (7.3%) | 5.2% | | 79.1 | 557 | 2025-12-31 |
| Net share issuance, one year | not computable | 0.5% | | | | |
| *two annual share counts are required; found 1* | | | | | | |

## Among 495 peers

*business equipment; 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 |
|---|---|---|---|---|
| 172 | Celestica Inc. (CLS) | 34.6 | B | |
| 173 | Twilio Inc. (TWLO) | 34.8 | B | |
| 174 | Extreme Networks Inc. (EXTR) | 35.0 | B | fortress balance sheet |
| 175 | Intapp, Inc. (INTA) | 35.2 | B | |
| 176 | Paylocity Holding Corp. (PCTY) | 35.4 | B | fortress balance sheet |
| 177 | Ziprecruiter, Inc. (ZIP) | 35.6 | B | |
| 178 | Texas Instruments Inc. (TXN) | 35.8 | B | |
| 179 | Egain Corp. (EGAN) | 36.0 | B | |
| 180 | Kewaunee Scientific Corp. (KEQU) | 36.2 | B | |
| 181 | Impinj Inc. (PI) | 36.4 | B | |
| 182 | Roblox Corp. (RBLX) | 36.6 | B | fortress balance sheet |

## What the price implies

*at the 2026-11-10 close; none of these enters the grade*

| Measure | Value | Peer median | Percentile |
|---|---|---|---|
| Twelve-month price change, skipping the latest month | (24.5%) | (2.0%) | 31 |
| Distance from 52-week high | 0.0% | (34.4%) | 97 |
| EBIT to enterprise value | not computable | 1.7% | |

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| | | | |
|---|---|---|---|
| Free cash flow yield | 2.1% | 2.9% | 41 |
| Book value to price | (0.06) | 0.28 | 5 |
| Sales to price | 0.95 | 0.32 | 75 |
| Composite equity issuance, five years | not computable | 4.3% | |
| Relative strength against the sector, log excess return | (0.55) | (0.29) | 31 |

## Diagnostics

*shown on every report; none enters the grade*

| Measure | Value |
|---|---|
| **Piotroski F-score None 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 | fail |
| Gross margin improved | fail |
| Asset turnover improved | fail |
| **Cash, filings, liquidity** | |
| Cash and equivalents | $174.7M |
| Operating cash flow, four quarters | $35.0M |
| Months of runway | not finite |
| Days since last periodic filing | 2 (10-Q received Nov 9, 2026) |
| Median daily dollar volume, 63 sessions | $2.9M |

## 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 | gross profit | us-gaap:GrossProfit | $400.7M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 2 | assets | us-gaap:Assets | $569.7M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 3 | net income | us-gaap:NetIncomeLoss | -$33.0M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 4 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $11.0M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 5 | assets | us-gaap:Assets | $664.1M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 6 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $449.0M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 7 | gross profit | us-gaap:GrossProfit | $423.9M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 8 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $474.0M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 9 | gross profit | us-gaap:GrossProfit | $581.4M | 2023-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 10 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $645.7M | 2023-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 11 | gross profit | us-gaap:GrossProfit | $818.4M | 2022-12-31 | 2025-02-25 | 10-K | 25-000011 |
| 12 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $904.6M | 2022-12-31 | 2025-02-25 | 10-K | 25-000011 |
| 13 | gross profit | us-gaap:GrossProfit | $661.5M | 2021-12-31 | 2024-02-28 | 10-K | 24-000011 |
| 14 | revenue | us-gaap:RevenueFromContractWithCustomerExcludingA... | $741.1M | 2021-12-31 | 2024-02-28 | 10-K | 24-000011 |
| 15 | current assets | us-gaap:AssetsCurrent | $448.9M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 16 | current liabilities | us-gaap:LiabilitiesCurrent | $70.9M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 17 | retained earnings | us-gaap:RetainedEarningsAccumulatedDeficit | -$76.6M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 18 | operating income | us-gaap:OperatingIncomeLoss | -$19.4M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 19 | book equity | us-gaap:StockholdersEquity | -$77.2M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 20 | liabilities | us-gaap:Liabilities | $646.9M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 21 | operating income | us-gaap:OperatingIncomeLoss | $79.4M | 2023-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 22 | interest expense | us-gaap:InterestExpense | $29.4M | 2023-12-31 | 2024-02-28 | 10-K | 24-000011 |
| 23 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $1.1M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 24 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $45.7M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 25 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $922,000 | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |

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| | | | | | | | |
|---|---|---|---|---|---|---|---|
| 26 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $103.2M | 2023-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 27 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $918,000 | 2023-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 28 | operating cash flow | us-gaap:NetCashProvidedByUsedInOperatingActivities | $128.8M | 2022-12-31 | 2025-02-25 | 10-K | 25-000011 |
| 29 | capital expenditure | us-gaap:PaymentsToAcquirePropertyPlantAndEquipment | $2.7M | 2022-12-31 | 2025-02-25 | 10-K | 25-000011 |
| 30 | depreciation amortization | us-gaap:DepreciationDepletionAndAmortization | $12.5M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 31 | pretax income | us-gaap:IncomeLossFromContinuingOperationsBeforeInc... | -$30.6M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 32 | income tax | us-gaap:IncomeTaxExpenseBenefit | $2.4M | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 33 | current assets | us-gaap:AssetsCurrent | $543.7M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 34 | current liabilities | us-gaap:LiabilitiesCurrent | $81.6M | 2024-12-31 | 2026-02-25 | 10-K | 26-000016 |
| 35 | assets | us-gaap:Assets | $659.5M | 2023-12-31 | 2025-02-25 | 10-K | 25-000011 |
| 36 | assets | us-gaap:Assets | $714.6M | 2022-12-31 | 2024-02-28 | 10-K | 24-000011 |
| 37 | shares outstanding | us-gaap:CommonStockSharesOutstanding | 71,372,000 | 2025-12-31 | 2026-02-25 | 10-K | 26-000016 |

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