Ziprecruiter, Inc.

ZIP

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

B

second fifth of 469 graded peers in business equipment

rank 170 of 469; percentile 36.1; sampling error 2.3 points; lower is stronger

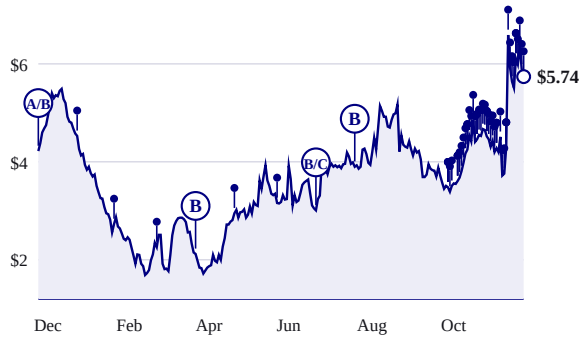
A B C D E

B, the elk



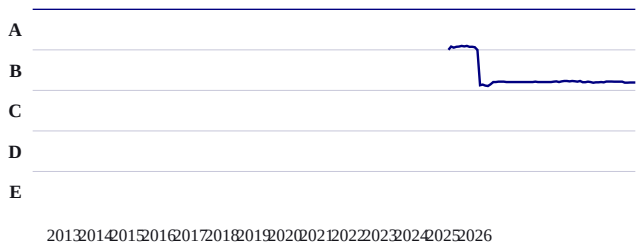
Scoreboard	
Profitability	A/B percentile 20.8
Solvency	A/B percentile 22.0
Growth and financing	E percentile 90.9
Reliability	0.87 AUC filers with $120M to $591M assets; 95% interval 0.83 to 0.90; 206 events, 2020 to 2025
Peer failure rate	1.03% a year Item 1.03 bankruptcies, same asset band, 2012 to 2025
Size band	$120M to $591M assets total assets $569.7M
Standard universe	inside revenue above $1M and assets above $10M
Warnings	none triggered not computable: dilution, distress, fortress balance sheet
Inputs computable	8 of 13
Graded from	filings received through Feb 25, 2026 270 days before the rescan; latest periodic filing 10-Q received Nov 9, 2026
Last close	$5.74 2026-11-20; market equity $409.7M; 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 thirteen 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 20.8						
Gross profitability	70.3%	29.4%		6.8	513	2025-12-31
Return on invested capital	not computable	11.2%				

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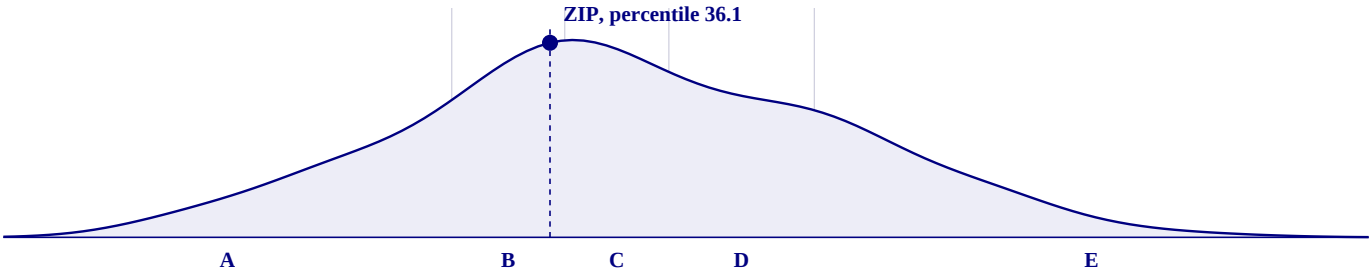
one or more required annual facts are missing						
Accruals ratio	(7.1%)	(7.4%)		52.9	566	2025-12-31
Gross margin stability, five years	0.5 pts	2.3 pts		2.7	406	2025-12-31
Solvency, sleeve percentile 22.0						
Altman Z double-prime	3.56	2.18		31.8	517	2025-12-31
Net debt to EBITDA	not computable	1.11x				
one or more required annual facts are missing						
Interest coverage	not computable	4.90x				
latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31						
Current ratio	6.33x	1.98x		12.2	600	2025-12-31
Growth and financing, sleeve percentile 90.9						
Revenue growth, three-year compound	(20.8%)	6.6%		94.2	503	2025-12-31
Free cash flow growth, three-year compound	(57.2%)	17.4%		99.2	253	2025-12-31
Reinvestment rate	not computable	14.3%				
pretax income must exceed the validity floor and imply a 0%-100% tax rate						
Asset growth, three years	(7.3%)	5.0%		79.3	519	2025-12-31
Net share issuance, one year	not computable	0.5%				
two annual share counts are required; found 1						

Among 469 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
165	Twilio Inc. (TWLO)	35.0	B	
166	Paylocity Holding Corp. (PCTY)	35.3	B	fortress balance sheet
167	Ondas Inc. (ONDS)	35.5	B	dilution, fortress balance sheet
168	Verisign Inc/Ca (VRSN)	35.7	B	fortress balance sheet
169	Tyler Technologies Inc. (TYL)	35.9	B	fortress balance sheet
170	Ziprecruiter, Inc. (ZIP)	36.1	B	
171	Kulicke & Soffa Industries Inc. (KLIC)	36.3	B	
172	Intapp, Inc. (INTA)	36.5	B	
173	Extreme Networks Inc. (EXTR)	36.8	B	fortress balance sheet
174	Match Group, Inc. (MTCH)	37.0	B	
175	Roblox Corp. (RBLX)	37.2	B	fortress balance sheet

What the price implies

at the 2026-11-20 close; none of these enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	(24.5%)	(2.2%)	31
Distance from 52-week high	(12.9%)	(41.7%)	86
EBIT to enterprise value	not computable	2.0%	
Free cash flow yield	2.4%	3.1%	41
Book value to price	(0.07)	0.31	5

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Sales to price	1.10	0.35	74
Composite equity issuance, five years	not computable	4.3%	
Relative strength against the sector, log excess return	(0.55)	(0.29)	31
Twelve-month failure probability, CHS model	not computable	0.05%	

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	13 (10-Q received Nov 9, 2026)
Median daily dollar volume, 63 sessions	$3.1M

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
26	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	$103.2M	2023-12-31	2026-02-25	10-K	26-000016

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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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