

Ziprecruiter, Inc. (ZIP)

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

Ziprecruiter, Inc. ZIP; business equipment	
Grade	B A B C D E second fifth of 497 graded peers percentile 35.9; sampling error 2.2 points; lower is stronger
Rank	179 of 497
Profitability	A/B percentile 20.9
Solvency	A/B percentile 22.2
Growth and financing	E percentile 90.4
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 active not computable: dilution, distress, fortress balance sheet
Inputs computable	8 of 14
Graded from	filings received through Feb 25, 2026 226 days before the rescans; latest periodic filing 10-Q received Aug 5, 2026
Last close	\$3.99 2026-10-08; market equity \$284.8M
Price used in grade	None



B, the elk

second fifth of its sector; letters are fifths of the 497 graded peers

Share price, twelve months to the rescans

split-adjusted close; the letter is fixed at the rescans that set it



Rescans on file: A/B from Mar 21, 2025, B from Mar 21, 2026

Letter at every rescanscan

Jan 21, 2012 to Oct 9, 2026; sector percentile, 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.

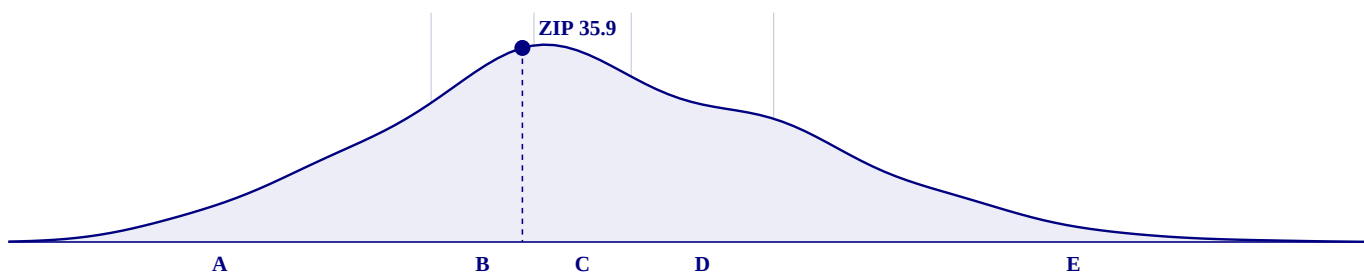
The fourteen inputs

lower percentile is stronger; equal-weighted sleeves

Input	Percentile, 0 to 100	Value	Peer median	Percentile	Peers	Period end
Profitability, sleeve percentile 20.9						
Gross profitability		70.3%	28.5%	6.1	558	2025-12-31
Return on invested capital		not computable	10.9%			one or more required annual facts are missing
Accruals ratio		(7.1%)	(7.4%)	53.7	621	2025-12-31
Gross margin stability, five years		0.5 pts	2.4 pts	2.8	429	2025-12-31
Solvency, sleeve percentile 22.2						
Twelve-month failure probability		not computable	0.05%			liabilities and a nearby cover-page share count are required at 2026-06-30
Altman Z double-prime		3.56	2.18	31.9	566	2025-12-31
Net debt to EBITDA		not computable	1.11x			one or more required annual facts are missing latest aligned inputs end 2023-12-31; latest annual assets end 2025-12-31
Interest coverage		not computable	3.77x			
Current ratio		6.33x	2.02x	12.5	666	2025-12-31
Growth and financing, sleeve percentile 90.4						
Revenue growth, three-year compound		(20.8%)	6.4%	93.5	538	2025-12-31
Free cash flow growth, three-year compound		(57.2%)	17.2%	99.3	268	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%	78.5	563	2025-12-31
Net share issuance, one year		not computable	0.5%			two annual share counts are required; found 1

Among 497 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
174	Verisign Inc/Ca (VRSN)	34.9	B	fortress balance sheet
175	Kewaunee Scientific Corp. (KEQU)	35.1	B	
176	Fabrinet (FN)	35.3	B	fortress balance sheet
177	Apple Inc. (AAPL)	35.5	B	
178	Match Group, Inc. (MTCH)	35.7	B	
179	Ziprecruiter, Inc. (ZIP) <	35.9	B	
180	Impinj Inc. (PI)	36.1	B	
181	indie Semiconductor, Inc. (INDI)	36.3	B	
182	Legalzoom.Com, Inc. (LZ)	36.5	B	
183	Tyler Technologies Inc. (TYL)	36.7	B	fortress balance sheet
184	Roblox Corp. (RBLX)	36.9	B	fortress balance sheet

What the price implies

at the 2026-10-08 close; none enters the grade

Measure	Value	Peer median	Percentile
Twelve-month price change, skipping the latest month	0.9%	2.2%	49
Distance from 52-week high	(27.5%)	(30.0%)	53
EBIT to enterprise value	not computable	1.5%	
Free cash flow yield	3.5%	2.7%	58
Book value to price	(0.12)	0.23	4
Sales to price	1.58	0.30	85
Composite equity issuance, five years	not computable	3.9%	
Relative strength against the sector, log excess return	(0.27)	(0.26)	49

Diagnostics

not in 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	\$129.7M
Operating cash flow, four quarters	\$22.2M

Months of runway	not finite
Days since last periodic filing	65 (10-Q received Aug 5, 2026)
Median daily dollar volume, 63 sessions	\$2.9M

Sources

each row links to the 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	0001617553-26-000016
2	assets	us-gaap:Assets	\$569.7M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
3	net income	us-gaap:NetIncomeLoss	-\$33.0M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
4	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$11.0M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
5	assets	us-gaap:Assets	\$664.1M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
6	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$449.0M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
7	gross profit	us-gaap:GrossProfit	\$423.9M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
8	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$474.0M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
9	gross profit	us-gaap:GrossProfit	\$581.4M	2023-12-31	2026-02-25	10-K	0001617553-26-000016
10	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$645.7M	2023-12-31	2026-02-25	10-K	0001617553-26-000016
11	gross profit	us-gaap:GrossProfit	\$818.4M	2022-12-31	2025-02-25	10-K	0001617553-25-000011
12	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$904.6M	2022-12-31	2025-02-25	10-K	0001617553-25-000011
13	gross profit	us-gaap:GrossProfit	\$661.5M	2021-12-31	2024-02-28	10-K	0001617553-24-000011
14	revenue	us-gaap:RevenueFromContractWithCustomerExcludingAssessedTax	\$741.1M	2021-12-31	2024-02-28	10-K	0001617553-24-000011
15	current assets	us-gaap:AssetsCurrent	\$448.9M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
16	current liabilities	us-gaap:LiabilitiesCurrent	\$70.9M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
17	retained earnings	us-gaap:RetainedEarningsAccumulatedDeficit	-\$76.6M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
18	operating income	us-gaap:OperatingIncomeLoss	-\$19.4M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
19	book equity	us-gaap:StockholdersEquity	-\$77.2M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
20	liabilities	us-gaap:Liabilities	\$646.9M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
21	operating income	us-gaap:OperatingIncomeLoss	\$79.4M	2023-12-31	2026-02-25	10-K	0001617553-26-000016
22	interest expense	us-gaap:InterestExpense	\$29.4M	2023-12-31	2024-02-28	10-K	0001617553-24-000011
23	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$1.1M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
24	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$45.7M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
25	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$922,000	2024-12-31	2026-02-25	10-K	0001617553-26-000016
26	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$103.2M	2023-12-31	2026-02-25	10-K	0001617553-26-000016
27	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$918,000	2023-12-31	2026-02-25	10-K	0001617553-26-000016
28	operating cash flow	us-gaap:NetCashProvidedByUsedInOperatingActivities	\$128.8M	2022-12-31	2025-02-25	10-K	0001617553-25-000011
29	capital expenditure	us-gaap:PaymentsToAcquirePropertyPlantAndEquipment	\$2.7M	2022-12-31	2025-02-25	10-K	0001617553-25-000011
30	depreciation amortization	us-gaap:DepreciationDepletionAndAmortization	\$12.5M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
31	pretax income	us-gaap:IncomeLossFromContinuingOperationsBeforeIncomeTaxesExtraord	\$30.6M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
32	income tax	us-gaap:IncomeTaxExpenseBenefit	\$2.4M	2025-12-31	2026-02-25	10-K	0001617553-26-000016
33	current assets	us-gaap:AssetsCurrent	\$543.7M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
34	current liabilities	us-gaap:LiabilitiesCurrent	\$81.6M	2024-12-31	2026-02-25	10-K	0001617553-26-000016
35	assets	us-gaap:Assets	\$659.5M	2023-12-31	2025-02-25	10-K	0001617553-25-000011
36	assets	us-gaap:Assets	\$714.6M	2022-12-31	2024-02-28	10-K	0001617553-24-000011
37	shares outstanding	us-gaap:CommonStockSharesOutstanding	71,372,000	2025-12-31	2026-02-25	10-K	0001617553-26-000016