

Landstar System, Inc. (LSTR)

\$144.26 (Stock Price as of 12/17/2025)

Price Target (6-12 Months): **\$161.00**

Long Term: 6-12 Months

Zacks Recommendation:

Neutral

(Since: 12/08/25)

Prior Recommendation: Underperform

Short Term: 1-3 Months

Zacks Rank: (1-5)

3-Hold

Zacks Style Scores:

VGM: B

Value: C

Growth: B

Momentum: B

Summary

Landstar's efforts to develop its heavy haul services are commendable and should boost profitability. Cross-border transportation with Mexico also offers significant growth opportunities. A solid balance sheet allows the company to continue paying dividends and buying back shares, reflecting its pro-shareholder stance. On the flip side, Landstar is being hurt by reduced demand for freight services and increased truck capacity. Due to the demand weakness, shipment volumes and rates are low. Driver shortage continues to remain another major concern. Considering all these factors, we advise investors to wait for a better entry point and not buy LSTR now. For those who already own the stock, it will be prudent to stay invested. Our thesis is supported by our Neutral recommendation on the shares.

Data Overview

52 Week High-Low	\$180.93 - \$119.32
20 Day Average Volume (sh)	410,671
Market Cap	\$5.0 B
YTD Price Change	-16.1%
Beta	0.85
Dividend / Div Yld	\$1.60 / 1.1%
Industry	Transportation - Truck
Zacks Industry Rank	Bottom 22% (188 out of 243)

Last EPS Surprise	-1.6%
Last Sales Surprise	0.5%
EPS F1 Est- 4 week change	0.0%
Expected Report Date	02/04/2026
Earnings ESP	-2.4%

P/E TTM	31.5
P/E F1	36.6
PEG F1	40.7
P/S TTM	1.0

Price, Consensus & Surprise⁽¹⁾



Sales and EPS Growth Rates (Y/Y %)⁽²⁾



Sales Estimates (millions of \$)⁽²⁾

	Q1	Q2	Q3	Q4	Annual*
2026	1,175 E	1,256 E	1,252 E	1,243 E	4,926 E
2025	1,153 A	1,211 A	1,209 A	1,201 E	4,770 E
2024	1,171 A	1,225 A	1,214 A	1,209 A	4,819 A

EPS Estimates⁽²⁾

	Q1	Q2	Q3	Q4	Annual*
2026	1.07 E	1.30 E	1.40 E	1.84 E	5.61 E
2025	0.85 A	1.20 A	1.22 A	1.33 E	3.94 E
2024	1.32 A	1.48 A	1.41 A	1.31 A	5.51 A

*Quarterly figures may not add up to annual.

(1) The data in the charts and tables, except the estimates, is as of 12/17/2025.

(2) The report's text, the analyst-provided estimates, and the price target are as of 12/09/2025.

Overview

Landstar System is an asset-light provider of integrated transportation management solutions, incorporated in 1991. Based in Jacksonville, FL, the company provides services throughout the United States, Canada, Mexico as well as other countries in North America. The company delivers safe, specialized transportation services to a broad range of customers by connecting them with over 101,000 third-party capacity owner partners. Its business model is such that a large part of its operating costs is directly proportional to revenues.

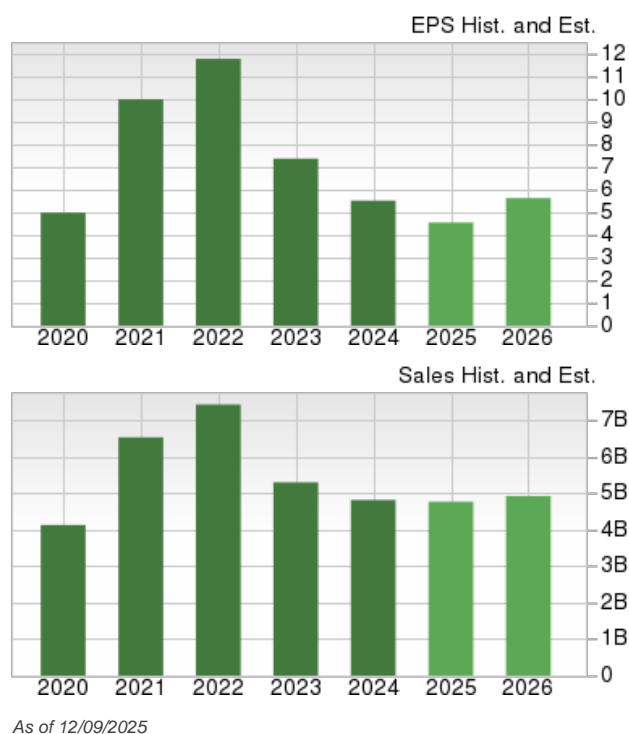
Landstar operates through a network of over 1,200 independent commission sales agents, which work towards locating freight, making the same available to Landstar's capacity (truck) providers and coordinating the freight transportation between customers and truck providers. Landstar operates primarily through two segments: the Transportation Logistics segment and the Insurance segment.

Landstar System provides integrated transportation management solutions such as truckload and less-than-truckload transportation, rail intermodal, air cargo, ocean cargo, expedited ground and air delivery of time-critical freight, heavy-haul/specialized etc.

The Transportation Logistics segment offers services across a wide array of industries including automotive products, building products, metals, chemicals, foodstuffs, heavy machinery, retail, electronics and military equipment. The unit also provides services to other third-party logistics and less-than-truckload service providers in the transportation sector. This segment is further divided into three sub-groups, namely Truck Services, Rail Intermodal Services and Air and Ocean Services.

In 2024, LSTR recorded revenues of \$4.82 billion, down 9.1% year over year. The Truck Transportation, Rail Intermodal and Ocean and Air Cargo Carriers units contributed 90%, 2% and 6%, respectively, to the top line. The balance came from other sources like reinsurance premium revenue generated by the insurance segment and intra-Mexico transportation services revenue generated by Landstar Metro.

The company's fiscal year coincides with the calendar year.



Reasons To Buy:

▲ Landstar's efforts to develop its **heavy haul services** in addition to the **cross-border transportation with Mexico** are commendable. Cross-border transportation offers significant growth opportunities to LSTR as companies are increasingly sourcing products from Mexico because it moves production lines close to the United States, not only saving production costs but also making the supply chain more secure. Development of the company's heavy haul services should also boost profitability. Heavy haul business refers to the transportation of loads which are larger and heavier than the prepared roadways and bridges can bear, and they need specialized equipment and expert drivers. By bolstering its heavy haul capabilities, LSTR will be able to deliver goods between different sectors (mining, construction and manufacturing) that need transportation of large machinery and equipment.

Landstar's efforts to develop its heavy haul services and cross-border transportation with Mexico and reward shareholders are commendable.

▲ Landstar's **strong balance sheet** increases financial flexibility. The company ended third-quarter 2025 with cash and cash equivalents (and short-term investments) of \$434 million, much higher than the current debt level of \$77 million. This implies that the company has sufficient cash to meet its current debt obligations.

▲ A strong balance sheet enables the company to **reward shareholders with dividends and share repurchases**. As a reflection of its shareholder-friendly stance, in 2022, 2023 and 2024, LSTR paid dividends of \$115.6 million, \$117.1 million and \$120.5 million, respectively. During the first quarter of 2025, Landstar paid \$83.3 million to shareholders in the form of cash dividends. Dividend-paying stocks like LSTR are generally safe bets for creating wealth, as these payouts act as a hedge against economic uncertainty, which characterizes current times. Landstar is also active on the buyback front. LSTR repurchased shares worth \$285.9 million in 2022, \$53.9 million in 2023 and \$82.1 million in 2024. During the third quarter of 2025, Landstar purchased 308,709 shares for \$40.6 million. LSTR is currently authorized to purchase up to an additional 1,552,813 shares under its longstanding share purchase program. Buybacks not only reduce the total outstanding share count, thereby increasing earnings per share, but also signal management's belief in the intrinsic value of the stock.

Reasons To Sell:

- ▼ LSTR is being hurt by **reduced demand for freight services** and increased truck capacity. Due to the demand weakness, shipment volumes and rates are low. The top line has been suffering mainly due to the below-par performance of its key segment, namely, truck transportation. Revenues are likely to be weak going forward as well.
- ▼ The truck industry, of which Landstar is an integral part, has been persistently battling **driver shortage** for several years. As old drivers are retiring, trucking companies are finding it difficult to find new drivers to take their place since the low-esteem job mostly does not appeal to the younger generation. According to an estimate given by Bob Costello, chief economist and senior vice president for the American Trucking Association, the United States will face a crunch of 160,000 drivers by 2030. The projection does not bode well for Landstar.
- ▼ The **still-high inflation** reading continues to hurt consumer sentiment and growth expectations. With labor and material costs showing no signs of letting off, the ability to pass these increases through to the consumer will determine the profitability of trucking companies like LSTR.

Weak freight market conditions and high inflation represent major headwinds for Landstar System.

Last Earnings Report

Landstar Q3 Earnings Miss Estimates

Landstar's third-quarter 2025 earnings per share of \$1.22 missed the Zacks Consensus Estimate of \$1.24 and fell 13.5% year over year. Revenues of \$1.21 billion marginally surpassed the Zacks Consensus Estimate of \$1.20 billion but declined 0.4% year over year.

Operating income fell 58.3% from the prior-year quarter's figure to \$26.32 million. Total costs and expenses (on a reported basis) rose 2.4% to \$1.18 billion.

FY Quarter Ending **12/31/2024**

Earnings Reporting Date	Oct 28, 2025
Sales Surprise	0.49%
EPS Surprise	-1.61%
Quarterly EPS	1.22
Annual EPS (TTM)	4.58

LSTR's Q3 Segmental Details

Total revenues in the truck transportation segment — contributing to 90.4% of the top line — amounted to \$1.08 billion, down 0.1% from the year-ago quarter's figure. The reported figure was below our expectations of \$1.09 billion.

Rail intermodal revenues of \$23.66 million rose 12.8% from the figure recorded in second-quarter 2024. The reported figure was above our expectations of \$20.8 million.

Revenues in the ocean and air-cargo carrier segments fell 5.3% year over year to \$72.27 million. The reported figure was below our expectations of \$77.8 million.

Other revenues decreased 22.9% to \$19.57 million. The reported figure was below our expectations of \$20.6 million.

Liquidity, Dividends & Buyback

At the end of third-quarter 2025, Landstar had cash and cash equivalents of \$375.19 million compared with \$359.23 million recorded at the prior-quarter end. Additionally, long-term debt (excluding current maturities) totaled \$47.70 million at the end of the third quarter compared with \$54.67 million at the prior-quarter end.

During the third quarter of 2025, Landstar purchased 308,709 shares for \$40.6 million. LSTR is currently authorized to purchase up to an additional 1,552,813 shares under its longstanding share purchase program.

Landstar's board of directors also announced a quarterly cash dividend of 40 cents per share payable on Dec. 9, 2025, to stockholders of record as of the close of business on Nov. 18, 2025.

Valuation

Landstar System's shares are down 15.8% year to date. Shares of the company declined 23.1% over the trailing 12-month period. Stocks in the Zacks sub-industry and the Zacks Transportation sector are down 8.7% and 0.1% year to date, respectively. Over the past year, the Zacks sub-industry and the Zacks Transportation sector has decreased 19.6% and 6.7%, respectively.

The S&P 500 index is 18.5% year to date and 15% in a year.

The stock is currently trading at 23.37X forward 12-month price-to-earnings, which compares to 25.64X for the Zacks sub-industry, 15.78X for the Zacks sector and 22.12X for the S&P 500 Index.

Over the past five years, the stock has traded as high as 30.83X and as low as 12.91X, with a 5-year median of 21.88X. Our Neutral recommendation indicates that the stock will perform in-line with the market. Our \$161.00 price target reflects 26.04X forward 12-month earnings.

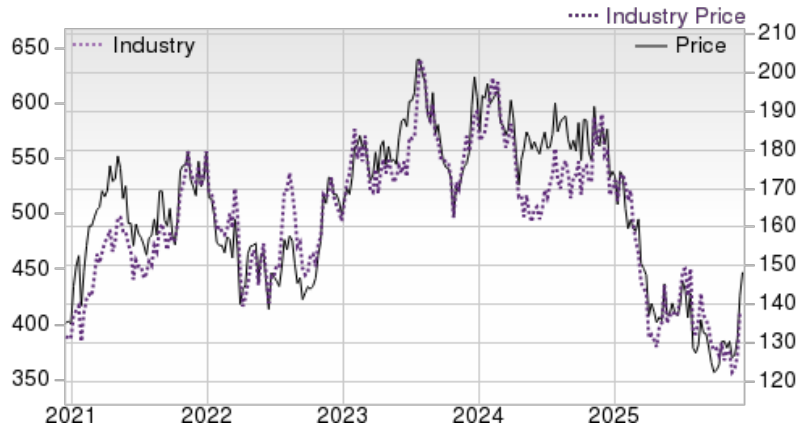
The table below shows summary valuation data for LSTR

Valuation Multiples - LSTR					
		Stock	Sub-Industry	Sector	S&P 500
P/E F12M	Current	23.37	25.64	15.78	22.12
	5-Year High	30.83	31.93	34.56	24.02
	5-Year Low	12.91	13.8	12.05	15.6
	5-Year Median	21.88	22.41	15.78	20.34
EV/EBITDA TTM	Current	15.71	11.8	8.46	14.93
	5-Year High	19.65	16.3	24.59	22.65
	5-Year Low	7.74	7.83	8.25	14.6
	5-Year Median	14.81	12.4	11.26	18.38
P/S F12M	Current	0.9	1.79	1.33	4.37
	5-Year High	1.46	2.55	2.66	5.54
	5-Year Low	0.74	1.4	1.33	3.84
	5-Year Median	1.11	1.88	1.75	4.9

As of 12/08/2025

Source: Zacks Investment Research

Industry Analysis⁽¹⁾ Zacks Industry Rank: Bottom 22% (188 out of 243)



Top Peers⁽¹⁾

Company (Ticker)	Rec	Rank
J.B. Hunt Transport ... (JBHT)	Neutral	3
Knight-Swift Transpo... (KNX)	Neutral	3
Marten Transport, Lt... (MRTN)	Neutral	4
Old Dominion Freight... (ODFL)	Neutral	3
Saia, Inc. (SAIA)	Neutral	3
Werner Enterprises, ... (WERN)	Neutral	3
XPO, Inc. (XPO)	Neutral	3
ArcBest Corporation (ARCB)	Underperform	5

Industry Comparison⁽¹⁾ Industry: Transportation - Truck

	LSTR	X Industry	S&P 500	KNX	ODFL	XPO
Zacks Recommendation (Long Term)	Neutral	-	-	Neutral	Neutral	Neutral
Zacks Rank (Short Term)	3	-	-	3	3	3
VGM Score	B	-	-	D	C	C
Market Cap	4.95 B	1.81 B	38.58 B	8.55 B	32.56 B	17.03 B
# of Analysts	4	6.5	22	8	9	9
Dividend Yield	1.11%	0.72%	1.42%	1.37%	0.72%	0.00%
Value Score	C	-	-	B	F	D
Cash/Price	0.09	0.03	0.04	0.03	0.00	0.02
EV/EBITDA	14.94	9.43	14.55	9.43	17.13	16.80
PEG Ratio	40.68	7.70	2.20	1.04	7.70	2.89
Price/Book (P/B)	5.57	2.42	3.33	1.20	7.68	9.37
Price/Cash Flow (P/CF)	20.16	6.76	15.10	8.84	21.72	17.78
P/E (F1)	36.61	33.82	19.71	39.37	32.39	39.82
Price/Sales (P/S)	1.04	1.04	3.09	1.14	5.84	2.11
Earnings Yield	3.15%	2.69%	5.06%	2.54%	3.09%	2.51%
Debt/Equity	0.05	0.25	0.57	0.31	0.02	1.77
Cash Flow (\$/share)	7.15	6.56	8.99	5.96	7.17	8.16
Growth Score	B	-	-	D	B	A
Hist. EPS Growth (3-5 yrs)	-11.91%	-2.84%	8.16%	-29.76%	10.36%	-2.84%
Proj. EPS Growth (F1/F0)	-28.49%	-23.26%	8.57%	26.42%	-12.23%	-4.96%
Curr. Cash Flow Growth	-21.66%	-6.99%	6.75%	-4.83%	-2.13%	22.11%
Hist. Cash Flow Growth (3-5 yrs)	-1.48%	4.86%	7.43%	2.91%	11.98%	0.32%
Current Ratio	2.01	1.20	1.18	1.33	1.20	1.02
Debt/Capital	5.09%	20.17%	38.01%	23.93%	1.50%	63.94%
Net Margin	2.87%	2.41%	12.78%	1.90%	18.97%	4.13%
Return on Equity	17.24%	8.24%	17.00%	2.98%	24.92%	26.14%
Sales/Assets	2.78	1.00	0.53	0.59	1.01	1.01
Proj. Sales Growth (F1/F0)	-1.00%	-0.34%	5.79%	1.40%	-5.70%	0.30%
Momentum Score	B	-	-	F	B	F
Daily Price Chg	-0.21%	-1.41%	-0.24%	-1.48%	-0.77%	-2.06%
1 Week Price Chg	4.27%	4.41%	-0.59%	3.74%	2.80%	4.30%
4 Week Price Chg	16.93%	23.51%	2.76%	26.19%	22.13%	14.50%
12 Week Price Chg	17.43%	10.96%	2.15%	34.44%	10.40%	11.52%
52 Week Price Chg	-17.47%	-18.13%	12.39%	0.34%	-18.79%	-1.62%
20 Day Average Volume	410,671	527,474	2,743,646	3,252,105	2,515,367	1,460,566
(F1) EPS Est 1 week change	0.00%	0.00%	0.00%	0.00%	0.04%	-0.34%
(F1) EPS Est 4 week change	0.00%	0.00%	0.00%	0.00%	-0.07%	-1.10%
(F1) EPS Est 12 week change	-3.17%	-9.01%	0.69%	-11.13%	-1.17%	-0.45%
(Q1) EPS Est Mthly Chg	0.11%	-0.02%	0.00%	-0.03%	-1.36%	-4.83%

Analyst Earnings Model⁽²⁾

Landstar System, Inc. (LSTR)

In \$MM, except per share data

	2022A	2023A	2024A	2025E				2026E				2027E		
	FY	FY	FY	1QA	2QA	3QA	4QE	FY	1QE	2QE	3QE	4QE	FY	FY
FY Ends December 31st	Dec-22	Dec-23	Dec-24	29-Mar-25	28-Jun-25	27-Sep-25	27-Dec-25	Dec-25	28-Mar-26	27-Jun-26	26-Sep-26	26-Dec-26	Dec-26	Dec-27
Income Statement														
Revenue	\$7,436.6	\$5,303.3	\$4,819.2	\$1,152.5	\$1,211.4	\$1,205.4	\$1,201.0	\$4,770.3	\$1,175.4	\$1,255.8	\$1,251.8	\$1,243.0	\$4,926.1	\$5,317.3
Investment Income	\$3.2	\$10.1	\$14.8	\$3.6	\$3.7	\$3.3	\$3.6	\$14.3	\$3.5	\$3.7	\$3.7	\$3.7	\$14.6	\$15.7
Purchased Transportation	\$5,804.0	\$4,068.3	\$3,745.2	\$897.9	\$941.4	\$936.5	\$917.3	\$3,693.1	\$904.2	\$966.7	\$963.8	\$931.2	\$3,765.9	\$4,031.9
Commissions To Agents	\$614.9	\$462.7	\$392.8	\$93.3	\$99.5	\$98.7	\$97.6	\$389.2	\$95.9	\$102.6	\$102.2	\$101.4	\$402.0	\$433.9
Variable Costs of Revenue	\$6,418.9	\$4,530.9	\$4,138.0	\$991.2	\$1,040.9	\$1,035.2	\$1,015.0	\$4,082.2	\$1,000.1	\$1,069.3	\$1,066.0	\$1,032.6	\$4,168.0	\$4,465.9
Trailing Equipment Depreciation	\$36.7	\$31.3	\$28.0	\$7.0	\$6.9	\$7.0	\$7.0	\$27.9	\$6.9	\$7.3	\$7.3	\$7.2	\$28.7	\$31.0
Information Technology Costs	\$19.8	\$25.5	\$22.7	\$3.7	\$3.9	\$3.3	\$3.9	\$14.8	\$3.7	\$3.9	\$3.8	\$3.9	\$15.2	\$16.5
Insurance Related Costs	\$127.6	\$116.1	\$115.8	\$40.5	\$30.8	\$33.3	\$34.1	\$138.7	\$34.3	\$34.7	\$35.3	\$35.2	\$139.5	\$150.2
Other Operating Costs	\$45.2	\$54.2	\$58.8	\$11.8	\$19.6	\$15.6	\$15.5	\$62.4	\$15.3	\$17.3	\$10.2	\$14.9	\$57.7	\$60.3
Other Costs of Revenue	\$229.3	\$227.1	\$225.2	\$63.0	\$61.2	\$59.2	\$60.5	\$243.9	\$60.1	\$63.2	\$56.6	\$61.2	\$241.1	\$257.9
Total Costs of Revenue	\$6,648.2	\$4,758.0	\$4,363.2	\$1,054.2	\$1,102.1	\$1,094.3	\$1,075.5	\$4,326.1	\$1,060.2	\$1,132.5	\$1,122.6	\$1,093.8	\$4,409.1	\$4,723.8
Gross Profit	\$788.4	\$545.3	\$456.0	\$98.3	\$109.3	\$111.1	\$125.5	\$444.2	\$115.2	\$123.4	\$129.2	\$149.2	\$517.0	\$593.5
Insurance and Claims	\$125.8	\$114.2	\$113.9	\$39.9	\$30.4	\$33.0	\$36.0	\$139.3	\$36.8	\$35.7	\$36.6	\$37.0	\$146.1	\$156.9
Selling, General and Administrative	\$221.3	\$211.8	\$217.7	\$61.6	\$55.7	\$57.0	\$57.7	\$232.0	\$57.2	\$53.4	\$52.1	\$56.2	\$219.0	\$246.5
Depreciation and Amortization	\$57.5	\$58.2	\$56.7	\$12.2	\$12.1	\$11.5	\$12.2	\$48.1	\$11.9	\$12.5	\$12.4	\$12.5	\$49.3	\$53.2
Impairment of Intangible and Other Assets	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$30.1	\$7.5	\$37.6	\$9.2	\$12.3	\$15.3	\$11.2	\$47.9	\$53.1
Commission Program Termination Costs	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Total Costs And Expenses	\$6,868.6	\$4,969.3	\$4,585.1	\$1,116.7	\$1,158.8	\$1,182.4	\$1,143.9	\$4,601.8	\$1,130.5	\$1,200.5	\$1,192.6	\$1,164.3	\$4,687.9	\$5,035.7
EBITDA	\$628.5	\$402.3	\$305.6	\$51.6	\$68.4	\$37.8	\$73.0	\$230.9	\$60.4	\$71.6	\$75.3	\$94.8	\$302.1	\$350.4
Operating Income	\$571.1	\$344.1	\$248.9	\$39.4	\$56.3	\$26.3	\$60.7	\$182.8	\$48.5	\$59.1	\$62.8	\$82.4	\$252.8	\$297.2
Interest and Debt (Income) Expense	\$3.6	(\$3.9)	(\$5.4)	(\$0.2)	\$0.7	\$0.2	(\$0.1)	\$0.7	\$0.2	\$0.3	\$0.2	\$0.1	\$0.7	\$0.7
Pre-Tax Income	\$567.5	\$348.1	\$254.3	\$39.6	\$55.6	\$26.1	\$60.8	\$182.1	\$48.3	\$58.8	\$62.7	\$82.2	\$252.0	\$296.5
Income Tax	\$136.5	\$83.7	\$58.4	\$9.8	\$13.7	\$6.7	\$14.9	\$45.1	\$11.8	\$14.4	\$15.4	\$20.1	\$61.7	\$72.6
Tax Rate	24.1%	24.0%	23.0%	24.7%	24.6%	25.8%	24.5%	24.8%	24.5%	24.5%	24.5%	24.5%	24.5%	24.5%
Net Income	\$430.9	\$264.4	\$195.9	\$29.8	\$41.9	\$19.4	\$45.9	\$137.0	\$36.5	\$44.4	\$47.3	\$62.1	\$190.3	\$223.9
Diluted Shares Outstanding	36.6	35.9	35.5	35.2	34.9	34.6	34.4	34.8	34.2	34.1	33.9	33.7	34.0	33.3
Diluted EPS	\$11.76	\$7.36	\$5.51	\$0.85	\$1.20	\$0.56	\$1.33	\$3.94	\$1.07	\$1.30	\$1.40	\$1.84	\$5.61	\$6.73
Dividend per Share	\$3.10	\$3.26	\$1.38	\$0.36	\$0.40	\$0.40	\$0.40	\$1.56	\$0.40	\$0.40	\$0.40	\$0.40	\$1.60	\$1.60

Zacks Stock Rating System

We offer two rating systems that take into account investors' holding horizons: Zacks Rank and Zacks Recommendation. Each provides valuable insights into the future profitability of the stock and can be used separately or in combination with each other depending on your investment style.

Zacks Recommendation

The Zacks Recommendation aims to predict performance over the next 6 to 12 months. The foundation for the quantitatively determined Zacks Recommendation is trends in the company's estimate revisions and earnings outlook. The Zacks Recommendation is broken down into 3 Levels; Outperform, Neutral and Underperform. Unlike many Wall Street firms, we have an excellent balance between the number of Outperform and Neutral recommendations. Our team of 70 analysts are fully versed in the benefits of earnings estimate revisions and how that is harnessed through the Zacks quantitative rating system. But we have given our analysts the ability to override the Zacks Recommendation for the 1200 stocks that they follow. The reason for the analyst over-rides is that there are often factors such as valuation, industry conditions and management effectiveness that a trained investment professional can spot better than a quantitative model.

Zacks Rank

The Zacks Rank is our short-term rating system that is most effective over the one- to three-month holding horizon. The underlying driver for the quantitatively-determined Zacks Rank is the same as the Zacks Recommendation, and reflects trends in earnings estimate revisions.

Zacks Style Scores

The Zacks Style Score is as a complementary indicator to the Zacks rating system, giving investors a way to focus on the highest rated stocks that best fit their own stock picking preferences.

Academic research has proven that stocks with the best Value, Growth and Momentum characteristics outperform the market. The Zacks Style Scores rate stocks on each of these individual styles and assigns a rating of A, B, C, D and F. We also produce the VGM Score (V for Value, G for Growth and M for Momentum), which combines the weighted average of the individual Style Scores into one score. This is perfectly suited for those who want their stocks to have the best scores across the board.

Value Score	C
Growth Score	B
Momentum Score	B
VGM Score	B

As an investor, you want to buy stocks with the highest probability of success. That means buying stocks with a Zacks Recommendation of Outperform, which also has a Style Score of an A or a B.

Disclosures

This report contains independent commentary to be used for informational purposes only. The analysts contributing to this report do not hold any shares of this stock. The analysts contributing to this report do not serve on the board of the company that issued this stock. The EPS and revenue forecasts are the Zacks Consensus estimates, unless otherwise indicated in the report's first-page footnote. Additionally, the analysts contributing to this report certify that the views expressed herein accurately reflect the analysts' personal views as to the subject securities and issuers. ZIR certifies that no part of the analysts' compensation was, is, or will be, directly or indirectly, related to the specific recommendation or views expressed by the analyst in the report.

Additional information on the securities mentioned in this report is available upon request. This report is based on data obtained from sources we believe to be reliable, but is not guaranteed as to accuracy and does not purport to be complete. Any opinions expressed herein are subject to change.

ZIR is not an investment advisor and the report should not be construed as advice designed to meet the particular investment needs of any investor. Prior to making any investment decision, you are advised to consult with your broker, investment advisor, or other appropriate tax or financial professional to determine the suitability of any investment. This report and others like it are published regularly and not in response to episodic market activity or events affecting the securities industry.

This report is not to be construed as an offer or the solicitation of an offer to buy or sell the securities herein mentioned. ZIR or its officers, employees or customers may have a position long or short in the securities mentioned and buy or sell the securities from time to time. ZIR is not a broker-dealer. ZIR may enter into arms-length agreements with broker-dealers to provide this research to their clients. Zacks and its staff are not involved in investment banking activities for the stock issuer covered in this report.

ZIR uses the following rating system for the securities it covers. **Outperform-** ZIR expects that the subject company will outperform the broader U.S. equities markets over the next six to twelve months. **Neutral-** ZIR expects that the company will perform in line with the broader U.S. equities markets over the next six to twelve months. **Underperform-** ZIR expects the company will underperform the broader U.S. equities markets over the next six to twelve months.

No part of this report can be reprinted, republished or transmitted electronically without the prior written authorization of ZIR.