

Robert Half (RHI)

\$27.66 (Stock Price as of 12/12/2025)

Price Target (6-12 Months): **\$23.00**

Long Term: 6-12 Months | **Zacks Recommendation: Underperform**
(Since: 11/19/25)
Prior Recommendation: Neutral

Short Term: 1-3 Months | **Zacks Rank: (1-5)** | **5-Strong Sell**
Zacks Style Scores: VGM: D
Value: A | Growth: D | Momentum: F

Summary

We have a strong sell rating on Robert Half shares, which declined 62.6% in a year. RHI's staffing business is affected by the weakening of the U.S. labor market. It is witnessing a decline in revenues per employee (RPE), which raises concerns about its efficiency. The highly competitive market makes us skeptical about its ability to balance growth and profitability. Furthermore, a limited proportion of long-term contracts makes top-line forecasting a tough nut to crack. However, RHI's profitability and FCF position are highly appealing to investors. Moreover, for income-seeking investors, RHI's consistent dividends make it a must-have stock, further bolstered by a strong liquidity position that assures financial stability.

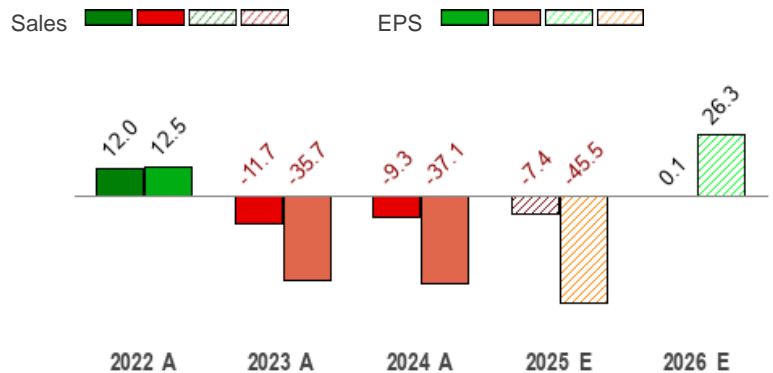
Price, Consensus & Surprise⁽¹⁾



Data Overview

52 Week High-Low	\$78.41 - \$25.22
20 Day Average Volume (sh)	2,038,056
Market Cap	\$2.8 B
YTD Price Change	-60.7%
Beta	0.85
Dividend / Div Yld	\$2.36 / 8.5%
Industry	Staffing Firms
Zacks Industry Rank	Bottom 10% (218 out of 243)

Sales and EPS Growth Rates (Y/Y %)⁽²⁾



Last EPS Surprise	0.0%
Last Sales Surprise	0.0%
EPS F1 Est- 4 week change	-1.9%
Expected Report Date	02/04/2026
Earnings ESP	7.6%

Sales Estimates (millions of \$)⁽²⁾

	Q1	Q2	Q3	Q4	Annual*
2026	1,287 E	1,341 E	1,399 E	1,342 E	5,369 E
2025	1,352 A	1,370 A	1,354 A	1,289 E	5,365 E
2024	1,476 A	1,473 A	1,465 A	1,382 A	5,796 A

EPS Estimates⁽²⁾

	Q1	Q2	Q3	Q4	Annual*
2026	0.22 E	0.39 E	0.45 E	0.61 E	1.68 E
2025	0.17 A	0.41 A	0.43 A	0.32 E	1.33 E
2024	0.61 A	0.66 A	0.64 A	0.53 A	2.44 A

*Quarterly figures may not add up to annual.

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

(2) The report's text, the analyst-provided estimates, and the price target are as of 11/24/2025.

Overview

Founded in 1948, Robert Half is one of the world's largest providers of professional consulting and staffing services. The company's specialized staffing divisions include Accountemps, Robert Half Finance & Accounting and Robert Half Management Resources — for temporary, full-time and senior-level project professionals, respectively, in the fields of accounting and finance; OfficeTeam — for highly skilled administrative support professionals; Robert Half Technology — for project and full-time technology professionals; Robert Half Legal — for project and full-time staffing of lawyers, paralegals and legal support personnel; and The Creative Group — for creative, digital, marketing, advertising and public relations professionals.

Protiviti — a wholly owned subsidiary of Robert Half — is a global consulting firm which offers clients with consulting solutions in finance, technology, operations, data, analytics, governance, risk and internal audit. As of Dec 31, 2024, Protiviti has offices in the U.S. and 13 other foreign countries.

The company has staffing and consulting operations in more than 400 locations across the globe. It has nearly 14,700 full-time employees, including 7,100 engaged in Protiviti's operations.

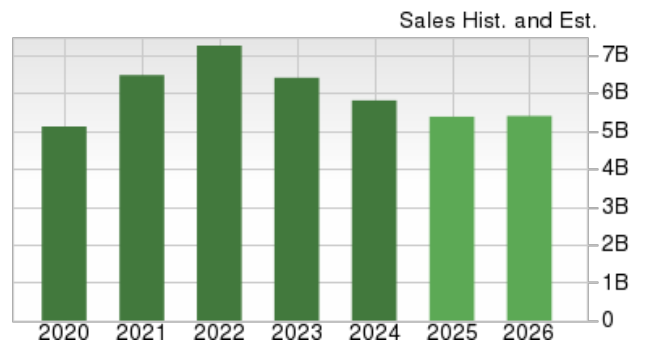
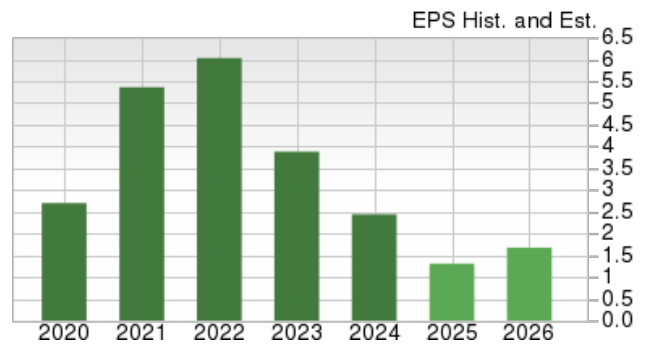
Based on the nature of services, the company has three reportable operating segments:

Temporary and consultant staffing (58% of 2024 revenues): The temporary and consultant segment provides specialized staffing in accounting and finance, administrative and office, information technology, legal, advertising, marketing and web design fields.

Permanent placement staffing (8%): The permanent placement segment provides full-time personnel in the accounting, finance, administrative and office, and information technology fields.

Risk consulting and internal audit services (34%): The risk consulting segment provides business and technology risk consulting and internal audit services.

Revenues from temporary and consultant staffing and permanent placement staffing come under the global staffing division, while the risk consulting and internal audit services are provided under the Protiviti division.



As of 11/24/2025



As of 12/12/2025

Reasons To Sell:

- ▼ Robert Half's business could be affected due to the **weakening of the U.S. labor market**. The U.S. unemployment rate during September was 4.4%, up 10 basis points from August, raising concerns about a loss of momentum in the labor market. Per the Job Openings and Labor Turnover Survey, the U.S. job openings were unchanged at 7.2 million, the lowest since September 2024. This indicates a lower demand for workers, portraying a less favorable environment for staffing agencies like RHI. We expect this softness in labor market to continue hence, we anticipate a 7.4% year over year decline in RHI's top line in 2025.
- ▼ In 2022, Robert Half's RPE barely improved, and then it declined by 4% and 7% in 2023 and 2024, respectively. The overall **decrease in RPE** is due to the fall in RHI's top line, which makes it challenging for the company to maintain a skilled workforce. A reduction in revenues impacts the company's ability to financially support, provide opportunities, and maintain a positive work environment for its workforce. Investors note the falling RPE as a negative indicator of output, reducing profitability potential, and shadowing the company's growth narrative, discouraging long-term investment.
- ▼ The staffing business is fiercely competitive, with multiple firms offering services like those provided by Robert Half on a national, regional, or local basis. This intense competition puts pressure on RHI to continually innovate and differentiate its offerings while maintaining cost efficiency, a challenge exacerbated by the fact that shares have fallen 62.6% in the past year. The need to invest in technology and talent to stay ahead of rivals strains resources, **increasing the difficulty in balancing growth and profitability**.
- ▼ **Long-term contracts do not hold a significant proportion** of Robert Half's staffing services business. Hence, future results cannot be predicted reliably by considering past trends or extrapolating the historical results. Furthermore, the company's clients will enter non-exclusive arrangements with multiple firms that the clients can terminate on short notice and without paying a penalty. The nature of these arrangements makes it difficult to anticipate the future results of the company.

Lowering RPE, fierce competition and a lack of long-term contracts make it hard for RHI to grow in this weak U.S. labor market.

Risks⁽²⁾ (to the Underperform recommendation)

- Robert Half holds a **strong profitability position**. RHI's return on equity (ROE) during the third quarter of 2025 is at 11.8% above the industry average of 9.7. RHI's higher ROE indicates that it has a sustainable competitive edge where it utilizes capital efficiently, leading to higher earnings growth and dividends. A higher ROE is a green flag for investors.
 - Robert Half's **improving free cash flow (FCF)** highlights its operational strength. During the first quarter of 2025, RHI reported that it had utilized \$72 million in FCF, and then it generated \$104 million and \$64 million in FCF during the second and third quarters of 2025, respectively. An improving FCF indicates that the company is effectively managing its working capital, positioning it well to navigate within the current economic climate and return value to shareholders.
 - Robert Half puts consistent efforts into rewarding its shareholders through **consistent dividend payments**. The consistency has persisted despite the fluctuations in RHI's cash position, underscoring its dedication to creating long-term value for investors. In 2022, 2023 and 2024, the company returned \$189.29 million, \$205.91 million and \$220 million in dividends, respectively. Furthermore, RHI repurchased shares worth \$319.9 million, \$254.63 million and \$276 million in 2022, 2023 and 2024, respectively. These moves instill confidence among shareholders and establish the company's commitment to returning value to its shareholders.
 - Robert Half's current ratio (a measure of liquidity) in the third quarter of 2025 was 1.55, which is higher than the industry average of 1.34. Despite a 10% decline from the year-ago quarter due to a decline in cash reserve, a **current ratio of more than 1** implies that the company will be able to pay off short-term debt efficiently.
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Last Earnings Report

Robert Half Q3 Earnings Met Estimates

Robert Half International reported third-quarter fiscal 2026 results, wherein earnings and revenues met the Zacks Consensus Estimate.

Quarterly earnings of 43 cents per share met the consensus mark but declined 32.8% year over year. Revenues of \$1.35 billion came in line with the consensus mark but decreased 7.5% year over year.

FY Quarter Ending 12/31/2024

Earnings Reporting Date	Oct 22, 2025
Sales Surprise	0.00%
EPS Surprise	0.00%
Quarterly EPS	0.43
Annual EPS (TTM)	1.54

RHI's Talent Solutions Revenues Down, Protiviti Up

Talent Solutions' revenues of \$856.35 million decreased 11% year over year on an as-adjusted basis and came in below our estimate of \$914.2 million. U.S. Talent Solutions' revenues were \$649 million, down 11% year over year. Non-U.S. Talent Solutions revenues also declined 12% year over year on an adjusted basis to \$207 million.

Protiviti revenues came in at \$498 million, down 3% year over year on an as-adjusted basis but below our expectation of \$503.1 million. The U.S. Protiviti revenues of \$398 million decreased 6% year over year on an adjusted basis. Non-U.S. Protiviti revenues of \$100 million were up 8% year over year on an as-adjusted basis.

Currency exchange rate movements during the third quarter increased year-over-year total revenues by \$9 million and \$6 million for both Talent Solutions and Protiviti. The quarter had 64.2 billing days compared with 64.1 billing days in the year-ago quarter.

RHI's Margins Contract

The adjusted gross profit in the quarter was \$514.65 million, down 10.9% year over year. The adjusted gross profit margin of 38.9% remained flat on a year-over-year basis.

RHI's Key Balance Sheet and Cash Flow Figures

Robert Half ended the quarter with a cash and cash equivalent balance of \$365.3 million compared with \$570.47 million in the third quarter of 2024. Cash flow provided by operations during the quarter was \$77 million and capital expenditures were \$41.4 million. RHI paid out \$59 million in dividends.

Robert Half's Q4 & 2025 Guidance

For the fourth quarter of 2025, Robert Half expects revenues in the band of \$1.245-\$1.345 billion. EPS is expected between 25 cents and 35 cents.

Moreover, the company anticipates 61.4 billing days compared with 61.6 billing days during the fourth quarter of 2024. Capital expenditures, including capitalized cloud computing costs, are projected to range between \$15 million and \$25 million during the same period.

For 2025, capital expenditures and capitalized cloud computing costs are expected to be \$75 million to \$90 million. The estimated full-year tax rate is projected between 30% and 34%.

Valuation

Robert Half's shares declined 59.8% in the year-to-date period and 62.6% in the trailing 12-month period. In the year-to-date period, stocks in the Zacks sub-industry and Zacks Business Services sector decreased 40.3% and 8.8%, respectively. In the past year, the Zacks sub-industry and the sector declined by 44% and 13.3%, respectively.

The S&P 500 index is up 15% in the year-to-date period and 13.7% in the trailing 12-month period.

The stock is currently trading at a trailing 12-month EV/EBITDA of 12.69X, which compares to 5.17X for the Zacks sub-industry, 10.23X for the Zacks sector and 17.94X for the S&P 500 index.

Over the past five years, the stock has traded as high as 18.63X and as low as 7.13X, with a 5-year median of 12.49X. Our Underperform recommendation indicates that the stock will perform worse than the market. Our \$23.00 price target reflects 13.69X forward 12-month earnings.

The table below shows summary valuation data for RHI

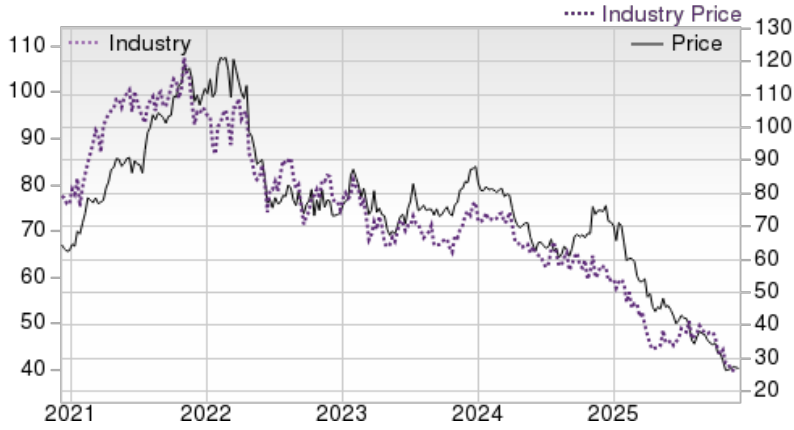
Valuation Multiples - RHI					
		Stock	Sub-Industry	Sector	S&P 500
EV/EBITDA TTM	Current	12.69	5.17	10.23	17.94
	5-Year High	18.63	13.27	16.33	22.58
	5-Year Low	7.13	4.93	9.18	13.97
	5-Year Median	12.49	7.52	11.1	18.07
P/E F12M	Current	16.23	11.92	19.52	22.79
	5-Year High	28.77	18.47	32.38	23.81
	5-Year Low	11.33	9.55	17.11	15.73
	5-Year Median	19.37	14.75	20.82	21.2
P/S F12M	Current	0.51	0.24	3.48	5.17
	5-Year High	1.97	0.57	5.4	5.52
	5-Year Low	0.48	0.24	2.63	3.84
	5-Year Median	1.24	0.45	3.52	5.06

As of 11/21/2025

Source: Zacks Investment Research

Industry Analysis⁽¹⁾ Zacks Industry Rank: Bottom 10% (218 out of 243)

Top Peers ⁽¹⁾



Company (Ticker)	Rec	Rank
HireQuest, Inc. (HQI)	Neutral	2
Kforce, Inc. (KFRC)	Neutral	2
Korn/Ferry Internati... (KFY)	Neutral	4
ManpowerGroup Inc. (MAN)	Neutral	3
Kelly Services, Inc. (KELYA)	Underperform	5
Insperty, Inc. (NSP)	Underperform	5
HAYS (HAYPY)	NA	

Industry Comparison ⁽¹⁾ Industry: Staffing Firms				Industry Peers		
	RHI	X Industry	S&P 500	KELYA	MAN	NSP
Zacks Recommendation (Long Term)	Underperform	-	-	Underperform	Neutral	Underperform
Zacks Rank (Short Term)	5	-	-	5	3	5
VGM Score	D	-	-	A	C	F
Market Cap	2.80 B	320.88 M	39.36 B	320.88 M	1.36 B	1.46 B
# of Analysts	4	2	22	3	4	4
Dividend Yield	8.53%	1.79%	1.39%	3.30%	4.90%	6.21%
Value Score	A	-	-	A	A	D
Cash/Price	0.13	0.12	0.04	0.10	0.21	0.39
EV/EBITDA	5.44	7.46	14.58	4.02	3.96	6.60
PEG Ratio	-1.22	4.17	2.22	0.44	NA	NA
Price/Book (P/B)	2.18	1.51	3.34	0.29	0.68	16.74
Price/Cash Flow (P/CF)	8.38	7.25	15.19	1.53	4.50	10.70
P/E (F1)	20.80	13.54	19.74	5.73	10.21	34.28
Price/Sales (P/S)	0.51	0.26	3.02	0.07	0.08	0.22
Earnings Yield	4.74%	6.90%	5.01%	17.40%	9.81%	2.92%
Debt/Equity	0.00	0.18	0.57	0.11	0.23	4.24
Cash Flow (\$/share)	3.30	2.59	8.99	5.93	6.52	3.61
Growth Score	D	-	-	B	D	F
Hist. EPS Growth (3-5 yrs)	-16.16%	-10.80%	8.13%	12.46%	-8.51%	-19.42%
Proj. EPS Growth (F1/F0)	-45.49%	-20.71%	8.50%	-32.48%	-36.70%	-68.44%
Curr. Cash Flow Growth	-33.17%	-22.14%	6.86%	57.10%	-22.14%	-33.08%
Hist. Cash Flow Growth (3-5 yrs)	-8.23%	6.50%	7.31%	8.22%	-10.28%	-5.52%
Current Ratio	1.55	1.59	1.18	1.59	1.00	1.12
Debt/Capital	0.00%	15.13%	38.15%	9.60%	18.89%	80.92%
Net Margin	2.85%	0.07%	12.78%	-3.58%	-0.12%	0.25%
Return on Equity	11.76%	6.38%	17.00%	5.74%	7.02%	12.53%
Sales/Assets	1.94	1.97	0.53	1.73	2.13	3.08
Proj. Sales Growth (F1/F0)	-7.40%	0.00%	5.75%	-2.20%	0.00%	3.60%
Momentum Score	F	-	-	B	C	B
Daily Price Chg	-0.25%	-0.10%	-1.07%	1.91%	2.87%	1.66%
1 Week Price Chg	-0.89%	-0.11%	-0.43%	-1.62%	-3.03%	-0.65%
4 Week Price Chg	0.66%	0.00%	1.33%	4.13%	1.73%	16.24%
12 Week Price Chg	-21.22%	-21.47%	2.95%	-36.68%	-22.88%	-24.94%
52 Week Price Chg	-63.37%	-42.57%	12.83%	-34.63%	-51.74%	-53.65%
20 Day Average Volume	2,038,056	216,952	2,755,288	583,141	932,583	893,055
(F1) EPS Est 1 week change	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
(F1) EPS Est 4 week change	-1.88%	0.00%	0.00%	0.00%	0.00%	0.00%
(F1) EPS Est 12 week change	-7.53%	-1.38%	0.68%	-26.47%	2.31%	-139.51%
(Q1) EPS Est Mthly Chg	2.59%	0.00%	0.00%	0.00%	0.00%	0.00%

Analyst Earnings Model⁽²⁾

Robert Half Inc. (RHI)

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	31-Mar-25	30-Jun-25	30-Sep-25	31-Dec-25	Dec-25	31-Mar-26	30-Jun-26	30-Sep-26	31-Dec-26	Dec-26	Dec-27
Income Statement														
Total Revenue	\$7,238.1	\$6,392.5	\$5,795.8	\$1,351.9	\$1,369.7	\$1,354.5	\$1,289.0	\$5,365.2	\$1,287.4	\$1,341.4	\$1,398.5	\$1,341.8	\$5,369.0	\$5,775.6
Organic Growth	14.4%	(11.5%)	(9.6%)	(6.2%)	(7.1%)	(8.3%)	(7.1%)	(7.2%)	(3.7%)	(2.0%)	2.4%	3.6%	0.0%	7.7%
Currency Impact	(2.1%)	(0.0%)	(0.1%)	(0.8%)	0.5%	0.6%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%
Billing Days Impact	(0.2%)	(0.1%)	0.4%	(1.4%)	(0.4%)	0.2%	0.3%	(0.3%)	(1.0%)	(0.1%)	0.8%	0.5%	0.1%	(0.1%)
Cost of Revenue, Adjusted	\$4,157.9	\$3,801.3	\$3,529.8	\$856.9	\$847.5	\$839.8	\$797.4	\$3,341.6	\$809.0	\$827.1	\$850.8	\$795.8	\$3,282.7	\$3,417.1
Cost of Revenue, GAAP	\$4,144.1	\$3,817.5	\$3,548.6	\$852.9	\$860.3	\$850.2	\$797.4	\$3,360.8	\$809.0	\$827.1	\$850.8	\$795.8	\$3,282.7	\$3,417.1
Gross Profit, Adjusted	\$3,080.2	\$2,591.3	\$2,266.0	\$495.0	\$522.3	\$514.7	\$491.7	\$2,023.6	\$478.4	\$514.3	\$547.7	\$546.0	\$2,086.3	\$2,358.5
Gross Profit, GAAP	\$3,094.0	\$2,575.0	\$2,247.2	\$499.0	\$509.5	\$504.2	\$491.7	\$2,004.4	\$478.4	\$514.3	\$547.7	\$546.0	\$2,086.3	\$2,358.5
Selling, General and Administrative, Adjusted	\$2,189.6	\$2,035.8	\$1,929.2	\$476.3	\$463.1	\$453.4	\$444.3	\$1,837.1	\$447.8	\$458.9	\$484.4	\$459.0	\$1,850.2	\$2,030.3
Selling, General and Administrative, GAAP	\$2,117.3	\$2,107.5	\$2,004.5	\$460.2	\$507.9	\$490.6	\$444.3	\$1,903.0	\$447.8	\$458.9	\$484.4	\$459.0	\$1,850.2	\$2,030.3
EBITDA	\$1,054.7	\$566.4	\$332.0	\$60.5	\$22.1	\$33.9	\$71.4	\$187.9	\$50.9	\$75.7	\$84.6	\$115.1	\$326.3	\$423.4
Depreciation	\$47.4	\$51.4	\$52.1	\$13.0	\$12.1	\$12.8	\$12.1	\$50.0	\$11.9	\$11.6	\$12.9	\$12.8	\$49.2	\$53.3
Amortization of Cloud Computing Implementation Costs	\$28.9	\$44.7	\$36.0	\$8.3	\$8.0	\$7.0	\$11.4	\$34.7	\$8.0	\$8.2	\$7.9	\$14.8	\$38.8	\$39.7
Amortization of Intangible Assets	\$1.7	\$2.9	\$1.2	\$0.3	\$0.5	\$0.5	\$0.5	\$1.9	\$0.5	\$0.5	\$0.5	\$0.5	\$2.1	\$2.1
Operating Income, Adjusted	\$890.6	\$555.5	\$336.8	\$18.7	\$59.2	\$61.2	\$47.3	\$186.5	\$30.5	\$55.4	\$63.3	\$86.9	\$236.2	\$328.2
Operating Income, GAAP	\$976.8	\$467.5	\$242.7	\$38.9	\$1.5	\$13.6	\$47.3	\$101.4	\$30.5	\$55.4	\$63.3	\$86.9	\$236.2	\$328.2
Investments Loss (Income)	\$86.1	(\$88.0)	(\$94.1)	\$20.2	(\$57.7)	(\$47.6)	\$0.0	(\$85.1)	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0	\$0.0
Interest Expenses (Income), Net	(\$8.0)	(\$24.0)	(\$22.1)	(\$3.6)	(\$2.2)	(\$2.5)	(\$0.6)	(\$8.9)	(\$2.1)	(\$1.9)	(\$1.9)	(\$1.6)	(\$7.5)	(\$7.8)
Pre-Tax Income	\$897.0	\$576.6	\$357.7	\$22.3	\$61.4	\$63.7	\$47.9	\$195.4	\$32.7	\$57.3	\$65.2	\$88.6	\$243.7	\$336.0
Income Tax	\$239.0	\$165.4	\$106.1	\$4.9	\$20.5	\$20.8	\$15.7	\$61.9	\$10.7	\$18.7	\$21.3	\$28.9	\$79.6	\$109.7
Tax Rate	26.6%	28.7%	29.7%	22.1%	33.3%	32.6%	32.6%	31.7%	32.6%	32.6%	32.6%	32.6%	32.6%	32.6%
Net Income	\$657.9	\$411.1	\$251.6	\$17.4	\$41.0	\$42.9	\$32.3	\$133.5	\$22.0	\$38.6	\$43.9	\$59.6	\$164.1	\$226.3
Basic Shares Outstanding	108.2	105.5	102.7	100.7	100.4	99.9	99.3	100.1	98.7	98.2	97.6	97.0	97.9	95.6
Diluted Shares Outstanding	109.2	106.1	103.0	101.0	100.5	100.0	99.5	100.3	98.9	98.3	97.7	97.2	98.0	95.7
Basic EPS	\$6.08	\$3.90	\$2.44	\$0.17	\$0.41	\$0.43	\$0.33	\$1.34	\$0.22	\$0.39	\$0.45	\$0.61	\$1.68	\$2.37
Diluted EPS	\$6.03	\$3.88	\$2.44	\$0.17	\$0.41	\$0.43	\$0.32	\$1.33	\$0.22	\$0.39	\$0.45	\$0.61	\$1.68	\$2.37
Dividend per Share	\$1.72	\$1.92	\$2.12	\$0.59	\$0.59	\$0.59	\$0.59	\$2.36	\$0.63	\$0.63	\$0.63	\$0.63	\$2.52	\$2.72

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	A
Growth Score	D
Momentum Score	F
VGM Score	D

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.

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