

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 8-K

CURRENT REPORT

Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934
Date of Report (Date of earliest event reported): August 7, 2024

ZipRecruiter, Inc.
(Exact name of registrant as specified in its charter)

Delaware
(State or other jurisdiction
of incorporation)

001-40406
(Commission
File Number)

27-2976158
(IRS Employer
Identification No.)

604 Arizona Avenue, Santa Monica,
(Address of principal Executive offices)

California

90401
(Zip Code)

(877) 252-1062
(Registrant's telephone number, including area code)

Not Applicable
(Former name or former address, if changed since last report)

Check the appropriate box below if the Form 8-K filing is intended to simultaneously satisfy the filing obligation of the registrant under any of the following provisions (see General Instructions A.2. below):

- ☐ Written communications pursuant to Rule 425 under the Securities Act (17 CFR 230.425)
- ☐ Soliciting material pursuant to Rule 14a-12 under the Exchange Act (17 CFR 240.14a-12)
- ☐ Pre-commencement communications pursuant to Rule 14d-2(b) under the Exchange Act (17 CFR 240.14d-2(b))
- ☐ Pre-commencement communications pursuant to Rule 13e-4(c) under the Exchange Act (17 CFR 240.13e-4(c))

Securities registered pursuant to Section 12(b) of the Act:

Title of each class	Trading Symbol(s)	Name of each exchange on which registered
Class A common stock, \$0.00001 par value per share	ZIP	New York Stock Exchange

Indicate by check mark whether the registrant is an emerging growth company as defined in Rule 405 of the Securities Act of 1933 (§230.405 of this chapter) or Rule 12b-2 of the Securities Exchange Act of 1934 (§240.12b-2 of this chapter).

Emerging growth company ☐

If an emerging growth company, indicate by check mark if the registrant has elected not to use the extended transition period for complying with any new or revised financial accounting standards provided pursuant to Section 13(a) of the Exchange Act. ☐

Item 2.02 Results of Operations and Financial Condition.

On August 7, 2024, ZipRecruiter, Inc. ("ZipRecruiter" or the "Company") held a conference call regarding its financial results for the quarter ended June 30, 2024 and financial outlook (the "Earnings Call"). ZipRecruiter also issued a press release announcing its financial results for the quarter ended June 30, 2024 and financial outlook (the "Press Release") and a letter to shareholders announcing its financial results for the quarter ended June 30, 2024 and financial outlook (the "Shareholder Letter"). Copies of the Press Release and the Shareholder Letter are furnished as Exhibits 99.1 and 99.2, respectively, to this Current Report on Form 8-K.

The information furnished with this Item 2.02, including Exhibits 99.1 and 99.2, shall not be deemed "filed" for purposes of Section 18 of the Securities Exchange Act of 1934, as amended (the "Exchange Act"), or otherwise subject to the liabilities of that section, nor shall it be deemed incorporated by reference into any other filing under the Securities Act of 1933, as amended (the "Securities Act"), or the Exchange Act, except as expressly set forth by specific reference in such a filing.

ZipRecruiter is making reference to non-GAAP financial information in both the Shareholder Letter and the Earnings Call. A reconciliation of GAAP to non-GAAP results is provided in the Shareholder Letter, which is attached as Exhibit 99.2 to this Current Report on Form 8-K.

Item 7.01 Regulation FD Disclosure.

ZipRecruiter announces material information to its investors using filings with the Securities and Exchange Commission, the Company's Investor Relations page on its website at www.ziprecruiter.com, press releases, public conference calls, public webcasts, its X (formerly known as Twitter) feed (@ZipRecruiter), its Facebook page, and its LinkedIn page. Therefore, ZipRecruiter encourages investors, the media and others interested in the Company to review the information it makes public in these channels, as such information could be deemed to be material information.

Also on August 7, 2024, the Company issued a press release announcing the acquisition of Poplar Technologies Limited (d/b/a Breakroom). A copy of the press release is attached as Exhibit 99.3 to this Current Report on Form 8-K.

The information furnished with this Item 7.01, including Exhibit 99.3, is furnished and shall not be deemed "filed" for purposes of Section 18 of the Exchange Act, or otherwise subject to liabilities under that section, and shall not be deemed to be incorporated by reference into the filings of the registrant under the Securities Act or the Exchange Act, except as shall be expressly set forth by specific reference in such a filing.

Item 9.01 Financial Statements and Exhibits.

(d) Exhibits

Exhibit	Description
99.1	Press Release, dated August 7, 2024.
99.2	Shareholder Letter, dated August 7, 2024.
99.3	Press Release, dated August 7, 2024.
104	The cover page from this Current Report on Form 8-K, formatted in Inline XBRL.

SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

ZIPRECRUITER, INC.

Date: August 7, 2024

By: /s/ Timothy Yarbrough
Timothy Yarbrough
Executive Vice President, Chief Financial Officer



ZipRecruiter Announces Second Quarter 2024 Results

Quarterly revenue of \$123.7 million

Quarterly net income of \$7.0 million, or net income margin of 6%

Quarterly Adjusted EBITDA of \$27.8 million, or Adjusted EBITDA margin of 23%

SANTA MONICA, Calif. (August 7, 2024) – ZipRecruiter® (NYSE: ZIP) a leading online employment marketplace, today announced financial results for the quarter ended June 30, 2024. ZipRecruiter's complete second quarter results, financial guidance, and management commentary can be found by accessing ZipRecruiter's shareholder letter on the quarterly results page of the Investor Relations website at investors.ziprecruiter.com.

"ZipRecruiter's flexible financial model has allowed us to maintain a robust balance sheet during this prolonged labor market downturn. We're continuing to invest in product and technology initiatives, which we believe will bear significant fruit in years to come," said Ian Siegel, CEO of ZipRecruiter. "The current business is incredibly exciting, as we continue to win job seeker traffic and are energized by our product innovations. We have strong conviction that ZipRecruiter will further disrupt the recruitment industry in the coming years, fundamentally changing how employers and job seekers interact."

Conference Call Details

ZipRecruiter will host a conference call today, August 7, at 2:00 p.m. Pacific Time to discuss its financial results. A live webcast of the call can be accessed from ZipRecruiter's Investor Relations website at investors.ziprecruiter.com. An archived version will be available on the website two hours after the completion of the call. Investors and analysts can participate in the conference call by dialing +1 (888) 440-4199, or +1 (646) 960-0818 for callers outside the United States and use the Conference ID 9351892. To listen to the telephonic replay, available until Wednesday, August 14, 2024, please dial +1 (800) 770-2030 or +1 (647) 362-9199 for callers outside the United States and use the Conference ID 9351892.

Forward-Looking Statements

This release contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this press release that do not relate to matters of historical fact should be considered forward-looking statements, including statements regarding returns on investment and disrupting the recruitment industry, and other statements that reflect ZipRecruiter's current expectations and projections with respect to, among other things, its financial condition, results of operations, plans, objectives, future performance, and business. These statements may be preceded by, followed by or include the words "aim," "anticipate," "believe," "estimate," "expect," "forecast," "intend," "likely," "outlook," "plan," "potential," "project," "projection," "seek," "can," "could," "may," "should," "would," "will," the negatives thereof and other words and terms of similar meaning. Such forward-looking statements are subject to various risks and uncertainties. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements, including our ability to attract and retain employers and job seekers; our ability to compete with well-established competitors and new entrants; our ability to achieve and/or maintain profitability; our ability to maintain, protect and enhance our brand and intellectual property; our dependence on macroeconomic factors; our ability to maintain and improve the quality of our platform; our dependence on the interoperability of our platform with mobile operating systems that we do not control; our ability to successfully implement our business plan during a global economic downturn that may impact the demand for our services or have a material adverse impact on our and our business partners' financial condition and results of operations; our ability and the ability of third parties to protect our users' personal or other data from a security breach and to comply with laws and regulations relating to consumer data privacy and data protection; our ability to detect errors, defects or disruptions in our platform; our ability to comply with the terms of underlying licenses of open source software components on our platform; our ability to expand into markets outside the United States; our ability to achieve desired operating margins; our compliance with a wide variety of U.S. and international laws and regulations; our reliance on Amazon Web Services; our ability to mitigate payment and fraud risks; our dependence on our senior management and our ability to attract and retain new talent; and the other important factors discussed under the caption "Risk Factors" in our Quarterly Report on Form 10-Q for the three months ended June 30, 2024 that we will file with the U.S. Securities and Exchange Commission. There is no assurance that any

forward-looking statements will materialize. You are cautioned not to place undue reliance on forward-looking statements, which reflect expectations only as of this date. ZipRecruiter does not undertake any obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise.

Non-GAAP Financial Measures

This release includes certain non-GAAP financial measures, including Adjusted EBITDA and Adjusted EBITDA margin.

We define Adjusted EBITDA as our net income (loss) before interest expense, other income (expense), net, income tax expense (benefit) and depreciation and amortization, adjusted to eliminate stock-based compensation expense. Adjusted EBITDA margin represents Adjusted EBITDA as a percentage of revenue for the same period.

Management and our board of directors use these non-GAAP financial measures as supplemental measures of our performance because they assist us in comparing our operating performance on a consistent basis, as they remove the impact of some items not directly resulting from our core operations. We also use these non-GAAP financial measures for planning purposes, including the preparation of our internal annual operating budget and financial projections, to evaluate the performance and effectiveness of our strategic initiatives and to evaluate our capacity for capital expenditures to expand our business.

Adjusted EBITDA and Adjusted EBITDA margin should not be considered in isolation, as an alternative to, or superior to net income (loss), revenue, cash flows or other measures derived in accordance with GAAP. These non-GAAP measures are frequently used by analysts, investors and other interested parties to evaluate companies in our industry. Management believes that the presentation of non-GAAP financial measures is an appropriate measure of operating performance because they eliminate the impact of some expenses that do not relate directly to the performance of our underlying business.

These non-GAAP financial measures should not be construed as an inference that our future results will be unaffected by unusual or other items. Additionally, Adjusted EBITDA and Adjusted EBITDA margin are not intended to be a measure of free cash

flow for management’s discretionary use, as they do not reflect our tax payments and certain other cash costs that may recur in the future, including, among other things, cash requirements for costs to replace assets being depreciated and amortized. Management compensates for these limitations by relying on our GAAP results in addition to using Adjusted EBITDA and Adjusted EBITDA margin as supplemental measures of our performance. Our measures of Adjusted EBITDA and Adjusted EBITDA margin used herein are not necessarily comparable to similarly titled captions of other companies due to different methods of calculation.

RECONCILIATION OF GAAP NET INCOME TO ADJUSTED EBITDA (UNAUDITED)

(in thousands, except Adjusted EBITDA margin data)

	Quarter Ended June 30, 2024
GAAP net income	\$ 7,014
Stock-based compensation	15,589
Depreciation and amortization	2,837
Interest expense	7,361
Other (income) expense, net	(5,599)
Income tax expense	647
Adjusted EBITDA	\$ 27,849
Adjusted EBITDA margin	23%

About ZipRecruiter

ZipRecruiter® (NYSE:ZIP) is a leading online employment marketplace that actively connects people to their next great opportunity. ZipRecruiter's powerful matching technology improves the job search experience for job seekers and helps businesses of all sizes find and hire the right candidates quickly. ZipRecruiter has been the #1 rated job search app on iOS & Android for the past seven years¹ and is rated the #1 employment job site by G2.² For more information, visit www.ziprecruiter.com.

Contacts

Investors:

Drew Haroldson

The Blueshirt Group, for ZipRecruiter

ir@ziprecruiter.com

Corporate Communications:

Claire Walsh

Press Relations

press@ziprecruiter.com

¹ Based on job seeker app ratings, during the period of January 2017 to January 2024 from AppFollow for ZipRecruiter, CareerBuilder, Glassdoor, Indeed, LinkedIn, and Monster.

² Based on G2 satisfaction ratings as of December 18, 2023.



SHAREHOLDER LETTER

Q2 2024



ZipRecruiter's AI Career Advisor Phil

SUPPORTS JOB SEEKERS

throughout their job search



“

ZipRecruiter helped me discover a brand new career that I love.”

”

Scott Wiruth, Electrical Engineer



ZipRecruiter®

TITAN ROBOTICS

With a background in electrical engineering and a 20-year Navy career, Scott Wiruth was looking to transition into a profession in robotics. However, like others in his situation, he faced the challenge of not knowing where to start in his search. Scott recalled, “It was difficult to understand how all of my training translated into a civilian position.” Scott found the help and guidance he sought through ZipRecruiter’s job seeker experience.

Many of today’s job seekers need assistance translating their skills into new career opportunities. That’s why ZipRecruiter created their AI Career Advisor, Phil. Phil learns what job seekers are looking for and refines their search to deliver better results faster. Phil engages candidates with targeted questions and prompts to learn more about their skills, experience, and the opportunities they’re looking for.

ZipRecruiter provided Scott with the support he needed and made his entire experience

feel more personalized. Scott explained, “ZipRecruiter would constantly give me job recommendations — and adjust them, based on my feedback.”

ZipRecruiter introduced Scott to an electrical engineer role at Titan Robotics. He applied, got an interview, and was hired. “Now, I build robots for a living,” he gushes. “I get really excited watching these robots move for the first time. It’s a feeling of elation!”

Scott praised ZipRecruiter’s job seeker experience for understanding exactly what he was looking for and helping him land the first role in his new career. “Being an outsider in the robotics industry, I never thought I’d be working with robots.”

“ ZipRecruiter’s more personal approach helped me find that connection and get my foot in the door. ”



Results may vary.

To Our Shareholders

ZipRecruiter's mission is simple: to actively connect people to their next great opportunity.

Since day one, we have been focused on eliminating friction in the job search process. While we are proud of the substantial progress we have made, many pain points still exist for both sides of the marketplace. We believe ZipRecruiter's brand, proprietary data, and technology uniquely position us to further disrupt the industry over the long term and accelerate the shift from offline to online recruitment. Despite the short-term challenges of navigating the post-COVID macroeconomic cycle, we believe that the advancements we are making toward transforming how the job search process works position us to thrive through many macroeconomic cycles to come.

In Q2'24, revenue of \$123.7 million was down 27% year-over-year. Net income in Q2'24 was \$7.0 million while Adjusted EBITDA was \$27.8 million, equating to a net income margin of 6% and an Adjusted EBITDA margin of 23%. Both revenue and Adjusted EBITDA in Q2'24 came in above the high end of guidance.

As we look toward the second half of 2024, we continue to navigate challenging labor market conditions. Per the Bureau of Labor Statistics:

- Seasonally adjusted hires have declined every month on a year-over-year basis since August 2022¹.
- The quits rate has fallen over 9% below the average rate in 2019².

Despite the decline in hiring demand, our disciplined investment strategy allows us to build on our product momentum and technology leadership.

In Q2'24, these investments contributed to another quarter of job seeker growth. Per SimilarWeb, **total ZipRecruiter web traffic in the U.S. grew by 22% year-over-year, which is at least 12 percentage points more than any of our largest competitors.**³ Ongoing investments in product brand awareness paired with a number of product improvements contributed to a **30% year-over-year increase in organic job seeker traffic**. Over time, we believe growing job seeker traffic will lead to meaningful revenue dollar shifts from both offline and online competitors.

¹ U.S. Bureau of Labor Statistics, Total nonfarm hires, as of June 2024

² U.S. Bureau of Labor Statistics, Total nonfarm quits, as of June 2024 and 2019

³ Similarweb Market Intelligence Platform. Fastest growing online employment marketplace defined by number of total US visits. Results shown are from April 2024 - June 2024 compared to April 2023 - June 2023 for individual domains of ZipRecruiter.com, Glassdoor.com, CareerBuilder.com, LinkedIn.com, and Indeed.com and not for parent companies, subsidiary sites, partner sites or subchannels.



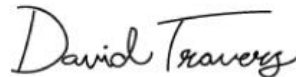
In Q2 we began the rollout of ZipIntro. ZipIntro enables the acceleration of face-to-face connections, delivering exceptional results so far, **with over 90% of job seekers saying they are likely to use ZipIntro again⁴ and employers receiving over 3x more quality applications per job⁵ utilizing ZipIntro.** You should anticipate continued product launches that accelerate interaction and deepen engagement between employers and job seekers.

In July we acquired Breakroom, a UK-based employer review site focused on frontline workers. In the coming months, we anticipate launching Breakroom in the U.S. where approximately 70% of the workforce is concentrated in frontline roles⁶. Breakroom collects data from frontline workers to provide community-powered ratings for companies, which helps job seekers apply for the right jobs for their individual needs.

The underlying momentum in the long-term indicators of our business – attracting more job seekers to our marketplace faster than any of our major competitors and increasing the level of engagement from those job seekers – gives us deep conviction in our ability to capitalize on the immense hiring market opportunity in the U.S. Our innovation is enabled by our flexible financial model and robust balance sheet, which give us the ability to continue to build our brand and enhance our user experience throughout economic cycles. As we continue to navigate this current post-COVID macroeconomic cycle, we are confident that our disciplined investment strategy will put us in a strong position to take advantage of the inevitable recovery in the labor market to come.



Ian Siegel
Chief Executive Officer



David Travers
President



Tim Yarbrough
Chief Financial Officer

⁴ ZipRecruiter internal data, Sept 1, 2023 - June 30, 2024

⁵ ZipRecruiter Internal data, Aug 1, 2023 - March 15, 2024

⁶ McKinsey analysis based on Bureau of Labor Statistics, 2019 data

<https://www.mckinsey.com/featured-insights/diversity-and-inclusion/race-in-the-workplace-the-frontline-experience>



Second Quarter 2024 Key Results

Q2'24	
Revenue	\$123.7 million (27)% y/y
Quarterly Paid Employers ⁷	70.5K (31)% y/y
Revenue per Paid Employer ⁷	\$1,755 5% y/y
Gross Margin	90%
Net Income	\$7.0 million
Net Income Margin	6%
Adjusted EBITDA ⁷	\$27.8 million
Adjusted EBITDA Margin ⁷	23%

Financial Outlook

Q3'24	
Revenue	\$109 - \$115 million
Adjusted EBITDA ⁷	\$7 - \$13 million
Adjusted EBITDA margin	6% - 11%

⁷ See "Key Operating Metrics and Non-GAAP Financial Measures" below for additional information regarding key operating metrics and non-GAAP measures used in this shareholder letter and a reconciliation of GAAP net income (loss) to Adjusted EBITDA.



Growth Strategies and Recent Progress

We believe we are still in the early stages of using smart matching technology to transform how employers and job seekers come together. We are leaning into product and technology investments to capture this massive opportunity, and are making continued progress improving outcomes for employers and job seekers.

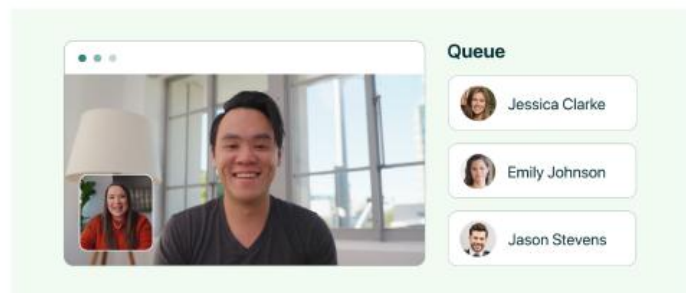
Growth Strategy #1: Increase the number of employers and the Revenue per Paid Employer in our marketplace

We had 70.5k Quarterly Paid Employers in Q2'24, a decrease of 31% year-over-year and decrease of 2% sequentially. The year-over-year decrease in Quarterly Paid Employers is primarily reflective of reduced demand from SMBs. The slight decline quarter-over-quarter reflects the continued uncertainty and volatility of the labor market.

Revenue per Paid Employer was \$1,755 in Q2'24, an increase of 5% year-over-year and an increase of 3% quarter-over-quarter. The Revenue per Paid Employer increases year-over-year and quarter-over-quarter are primarily due to a slight mix shift from smaller customers – that tend to prefer flat-rate pricing – to larger customers - who tend to prefer buying job applicants on a performance basis. Performance-based revenue represented 22% of revenue in Q2'24, compared to 20% in Q2'23, and 21% of revenue in Q1'24.

As shared earlier in the letter, we believe that ZipRecruiter is at the forefront of a shift in online recruitment, characterized by a focus on interactive candidate experiences, increased communication, and reduced

time-to-hire. Our initial rollout of ZipIntro is an early example of a product that epitomizes this shift. ZipIntro enables job seekers to connect with employers face-to-face by inviting top candidates to RSVP for a video interview with employers at a specific time. After the employer reviews candidate RSVPs, they are connected for a video interview. Employers are having a great experience with ZipIntro, **as employers that use ZipIntro for a job receive over 3x more quality applications for that job**. Job seekers are loving ZipIntro, too, as **over 90% of job seekers who connect with an employer say they are likely to use ZipIntro again**. Our goal is to invest in product initiatives like ZipIntro to facilitate more one-on-one interactions between employers and job seekers earlier in



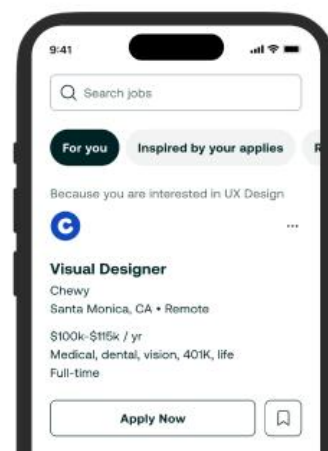
the job search process, creating more value for both sides of our marketplace. Similar to when we previously released innovations like Invite to Apply & Phil to our marketplace, we are confident ongoing innovations like ZipIntro will continue to increase employers' willingness to pay for our services.

Growth Strategy #2: Increase the number of job seekers in our marketplace

We are intently focused on creating a superior job seeker product experience in order to grow job seeker traffic. We firmly believe that over time, market share shifts in job seeker activity will be followed by market share shifts in employer revenue dollars. In Q2'24, our momentum with both total and organic job seeker traffic continued. According to SimilarWeb, **total ZipRecruiter web traffic in the U.S. grew by 22% year-over-year from Q2'23 to Q2'24, which is at least 12 percentage points more than any of our largest competitors⁸**. This was **driven by year-over-year organic job seeker traffic growth of 30%**. We believe this success is a testament to not only our enduring brand awareness, but also the strength of our offering and continued product improvements.

Subsequent to quarter-end, ZipRecruiter closed on an acquisition of Breakroom, a UK-based employer review site focused on frontline workers in industries like retail and hospitality. Breakroom collects data from workers on pay, hours, flexibility, work conditions, culture, and more to provide community-powered ratings for companies. These ratings give an authentic and transparent view of what it's like to work for different employers, which, in turn, helps job seekers apply for the right jobs for their individual needs. In line with our mission to actively connect job seekers with their next great opportunity, we plan to launch Breakroom in the United States to empower workers with the job insights they need to apply with confidence.

In Q2'24, we made several improvements to the job search experience. For example, we improved our job navigation experience on the home page of our iOS and Android apps by adding job group buttons. These buttons allow job seekers to immediately browse jobs by categories such as remote jobs, jobs recommended based on their most recent application, jobs requiring no prior experience, and others. **This resulted in a**



⁸ Similarweb Market Intelligence Platform. Fastest growing online employment marketplace defined by number of total US visits. Results shown are from Apr 2024 - June 2024 compared to Apr 2023 - June 2023 for individual domains of ZipRecruiter.com, Glassdoor.com, CareerBuilder.com, LinkedIn.com, and Indeed.com and not for parent companies, subsidiary sites, partner sites or subchannels.



10% increase in home screen engagement. Additionally, we revamped our search experience, allowing job seekers to more easily see both key job highlights and the full job description directly from the search results page, making it easier than ever to see the most important information about a job opening without clicking out to a new page. **This enhancement increased job seeker engagement with job postings by over 30% while simultaneously improving the quality of applications** by giving job seekers more information – and therefore more certainty – about jobs before they apply.

Growth Strategy #3: Make our matching technology smarter over time

We bring job seekers and employers together using machine learning and AI, leveraging observed behavior across billions of interactions to power and train our proprietary matching algorithms. This technology gets demonstrably smarter over time, improving outcomes for both employers and job seekers.

In Q2'24, we made several improvements to our matching algorithms. For example, our redesigned Matching Job Index enables ZipRecruiter to more efficiently serve recommendations to job seekers, improving their engagement with ZipRecruiter's marketplace. Our team also made improvements to how we make recommendations to job seekers with relatively light activity, increasing engagement by up to 6% and affording us the opportunity to better understand what the job seeker is interested in and qualified for. We believe that continued investments in creating the best matching technology for employers and job seekers compound over time, and will enable us to achieve our mission of actively connecting people to their next great opportunity.



Investing in our People

We recently made a key promotion within our executive team. Monika Shah was promoted from SVP, Marketing and Partnerships to EVP, Chief Marketing Officer. Monika joined ZipRecruiter in September 2017 and has played a central role in building all aspects of ZipRecruiter's marketing function. Monika has helped us achieve 80% aided brand awareness⁹ among both job seekers and employers and has developed and fine-tuned the ROI-driven, flexible marketing engine that has contributed to ZipRecruiter's success. We are excited to welcome Monika into her new role on the executive team, and to continue building a team and culture to help achieve our goal of actively connecting people to their next great opportunity.



Monika Shah
EVP, Chief Marketing Officer

ZipRecruiter has once again been Certified™ by Great Place To Work®. This recognition is based entirely on what employees report about their workplace experience and exemplifies the supportive and collaborative environment at ZipRecruiter. We are honored to once again earn this recognition demonstrating our continued commitment to our employees.



⁹ Based on our ZipRecruiter Brand Awareness Survey, 2024, an internal company-designed survey of 625 participants, which included (1) certain persons who had been involved in hiring processes and had used, or intend to use, online job posting websites within the preceding two years in connection with such hiring processes, (2) decision makers at hiring sites or systems, or influencers in the process of hiring candidates and (3) business owners, human resource managers, and non-human resources managers for U.S. based companies with up to 500 employees. The survey responses were used to measure brand health dimensions for us within the U.S. employer market and to explore how we benchmark against our competition. We designed the Brand Awareness Survey in accordance with what we believe are best practices for conducting a survey. Nevertheless, while we believe this survey is reliable, it involves a number of assumptions and limitations, and no independent sources have verified such survey.



Q2'24 Financial Discussion

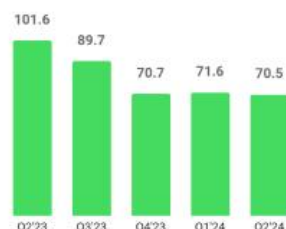
Revenue (\$ in millions)



Revenue

Revenue for Q2'24 was \$123.7 million, down 27% year-over-year and up 1% quarter-over-quarter. While the decrease year-over-year is primarily due to continued softness in hiring demand, revenue increased sequentially with higher performance-based revenue quarter-over-quarter.

Quarterly Paid Employers (000s)



Quarterly Paid Employers

We had 70,458 Quarterly Paid Employers in Q2'24, down 31% year-over-year and down 2% sequentially. The decrease year-over-year is primarily due to reduced demand from SMBs. The slight decline quarter-over-quarter is reflective of continued uncertainty in the hiring market.

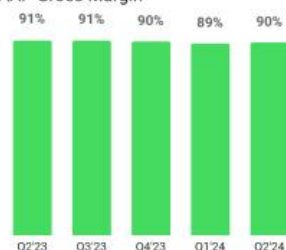
Revenue per Paid Employer



Revenue per Paid Employer

Revenue per Paid Employer for Q2'24 was \$1,755, up 5% year-over-year and up 3% sequentially. The increases year-over-year and quarter-over-quarter are primarily due to the slight mix shift from subscription revenue to performance revenue, where performance-based revenue represented 22% of revenue in Q2'24, compared to 20% in Q2'23, and 21% of revenue in Q1'24.

GAAP Gross Margin



Gross Profit and Margin

Gross profit for Q2'24 was \$110.7 million, down 28% year-over-year and up 2% sequentially. The decrease year-over-year continues to be driven by revenue declines, while the increase quarter-over-quarter was driven by the increase in revenue sequentially. Gross margin for Q2'24 increased to 90% versus the prior quarter.



Operating Expenses

Total operating expenses for Q2'24 were \$101.3 million, compared to \$132.2 million in Q2'23 and \$109.8 million in Q1'24. The decrease in total operating expenses year-over-year was primarily driven by lower personnel-related expenses, as well as lower sales and marketing expenses, as we continue to moderate our marketing investments in response to employer demand. Total operating expenses were down quarter-over-quarter primarily due to lower personnel-related expenses, as well as lower stock-based compensation.

GAAP S&M Expense
% of Revenue



Sales and Marketing (S&M) expenses were \$51.5 million in Q2'24, or 42% of revenue, compared to \$72.2 million, or 42% of revenue, in Q2'23, and \$54.7 million, or 45% of revenue, in Q1'24. The decreases in S&M expenses year-over-year and quarter-over-quarter were primarily due to lower personnel-related expenses.

GAAP R&D Expense
% of Revenue



Research and Development (R&D) expenses were \$33.3 million in Q2'24, or 27% of revenue, compared to \$38.6 million, or 23% of revenue, in Q2'23, and \$36.1 million, or 30% of revenue, in Q1'24. R&D spend decreased year-over-year and quarter-over-quarter, primarily due to lower personnel-related expenses.

GAAP G&A Expense
% of Revenue



General and Administrative (G&A) expenses were \$16.5 million in Q2'24, or 13% of revenue, compared to \$21.4 million, or 13% of revenue, in Q2'23, and \$19.1 million, or 16% of revenue, in Q1'24. The decreases in general and administrative expenses year-over-year and quarter-over-quarter were driven by lower personnel-related expenses and lower stock-based compensation in the current quarter.



Net Income (Loss) and Adjusted EBITDA

Adjusted EBITDA Margin



Net income in Q2'24 was \$7.0 million, compared to net income of \$14.4 million in Q2'23 and net loss of (\$6.5) million in Q1'24.

Adjusted EBITDA was \$27.8 million, equating to an Adjusted EBITDA margin of 23%, in Q2'24, compared to \$43.3 million, with a margin of 25%, in Q2'23, and \$20.8 million, with a margin of 17%, in Q1'24. Net income and Adjusted EBITDA decreases year-over-year were driven by revenue declines, while the sequential increases were driven by higher revenue and lower operating expenses.

Fully Diluted Shares

As of June 30, 2024, ZipRecruiter had a fully diluted capitalization of 111 million shares of Class A common stock and Class B common stock. This fully diluted capitalization share count includes (a) the shares of Class A common stock and Class B common stock outstanding and (b) all shares of Class A common stock and Class B common stock reserved for issuance to settle outstanding stock options and restricted stock units, but does not include shares of Class A common stock and Class B common stock reserved for future issuance of award grants under ZipRecruiter's equity compensation plans.

As of June 30, 2024, the remaining amount available to repurchase under our \$550 million share repurchase program was \$48.4 million.

Cash, Cash Equivalents & Marketable Securities (\$ in millions)



Cash, Cash Equivalents and Marketable Securities

Cash, cash equivalents and marketable securities totaled \$523.3 million as of June 30, 2024, compared to \$497.2 million as of June 30, 2023, and \$513.0 million as of March 31, 2024. The increases in cash, cash equivalents and marketable securities year-over-year and quarter-over-quarter were primarily due to cash flow from operations, partially offset by repurchases of Class A common stock under our share repurchase program over the respective periods. In Q2'24, we purchased 0.9 million shares totaling \$8.6 million.



Financial Outlook

Quarterly Guidance

We saw signs that we were potentially approaching a trough for much of Q2, but trends in the last few weeks of June through July make us more cautious in our expectations for Q3. This is reflected in our Q3'24 revenue guidance of \$112 million at the midpoint, which represents a 28% decline year-over-year, and a 9% decline quarter-over-quarter. Our Adjusted EBITDA guidance for Q3'24 is \$10 million at the midpoint, or a 9% Adjusted EBITDA margin. On a sequential basis, this implies an increase to operating expenses as we continue to bring on top talent, as well as invest marketing dollars that drive a strong long-term ROI.

We believe it remains prudent to continue long-term product, technology and marketing investments in our marketplace. Our operating plans continue to call for low-to-mid teens Adjusted EBITDA margins in 2024. We are constantly assessing the state of the labor market, letting data lead our decision making. We are poised to increase investment as opportunities arise, and alternatively are always prepared to show further cost discipline if conditions deteriorate.



Forward-Looking Statements

This shareholder letter contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this shareholder letter that do not relate to matters of historical fact should be considered forward-looking statements, including, without limitation, statements regarding our market opportunity, market share and expected hiring activity; statements under the section titled “Financial Outlook”; statements regarding our expected financial performance and operational performance for the third quarter of 2024; statements regarding our expected future revenue growth, Adjusted EBITDA profitability, return on investment, capital allocation strategy and key strategies; statements regarding our anticipated continued product launches; statements regarding our beliefs regarding our position to disrupt the industry and the early stages of transforming how employers and job seekers come together; statements regarding our plan to launch Breakroom in the United States, as well as statements that include the words “expect,” “intend,” “plan,” “believe,” “project,” “forecast,” “estimate,” “may,” “should,” “anticipate” and similar statements of a future or forward-looking nature. These forward-looking statements are based on management’s current expectations. These statements are neither promises nor guarantees, but involve known and unknown risks, uncertainties and other important factors that may cause actual results, performance or achievements to be materially different from any future results, performance or achievements expressed or implied by the forward-looking statements, including, but not limited to: our ability to attract and retain employers and job seekers; our ability to compete with well-established competitors and new entrants; our ability to achieve and/or maintain profitability; our ability to maintain, protect and enhance our brand and intellectual property; our dependence on macroeconomic factors; our ability to maintain and improve the quality of our platform; our dependence on the interoperability of our platform with mobile operating systems that we do not control; our ability to successfully implement our business plan during a global economic downturn that may impact the demand for our services or have a material adverse impact on our and our business partners’ financial condition and results of operations; our ability and the ability of third parties to protect our users’ personal or other data from a security breach and to comply with laws and regulations relating to consumer data privacy and data protection; our ability to detect errors, defects or disruptions in our platform; our ability to comply with the terms of underlying licenses of open source software components on our platform; our ability to expand into markets outside the United States; our ability to achieve desired operating margins; our compliance with a wide variety of U.S. and international laws and regulations; our reliance on Amazon Web Services; our ability to mitigate payment and fraud risks; our dependence on our senior management and our ability to attract and retain new talent; and the other important risk factors more fully discussed and described in documents we have filed with the Securities and Exchange Commission (“SEC”), including our Quarterly Report on Form 10-Q for the three months ended March 31, 2024 that we filed with the SEC and our Quarterly Report on Form 10-Q for the three months ended June 30, 2024 that we will file with the SEC. In addition, we operate in a very competitive and rapidly changing environment. New risks emerge from time to time. It is not possible for our management to predict all risks, nor can we assess the impact of all factors on our business or the extent to which any factor, or combination of factors, may cause actual results to differ materially from those contained in any forward-looking statements that we may make. In light of these risks, uncertainties and assumptions, the forward-looking events and circumstances discussed in this release are inherently uncertain and may not occur, and actual results could differ materially and adversely from those anticipated or implied in the forward-looking statements. Accordingly, you should not rely upon forward-looking statements as predictions of future events. In addition, the forward-looking statements made in this shareholder letter relate only to events or information as of the date on which the statements are made in this letter. Except as required by law, we undertake no obligation to update or revise publicly any forward-looking statements, whether as a result of new information, future events or otherwise, after the date on which the statements are made or to reflect the occurrence of unanticipated events.



Conference Call Details

We will host a conference call to discuss our financial results on Wednesday, August 7, 2024, at 2:00 p.m. Pacific Time. A live webcast of the call can be accessed from ZipRecruiter's Investor Relations website. An archived version will be available on the website two hours after the call.

Investors and analysts can participate in the conference call by dialing [+1 \(888\) 440-4199](#), or [+1 \(646\) 960-0818](#) for callers outside the United States, and using the conference ID 9351892. A telephonic replay of the conference call will be available until Wednesday, August 14, 2024. To listen to the replay please dial [+1 \(800\) 770-2030](#) or [+1 \(647\) 362-9199](#) for callers outside the United States and use the Conference ID 9351892.



CONDENSED CONSOLIDATED BALANCE SHEETS (UNAUDITED)

(in thousands)

	June 30, 2024	December 31, 2023
Assets		
Current assets		
Cash and cash equivalents	\$ 271,688	\$ 283,043
Marketable securities	251,651	237,074
Accounts receivable	27,829	27,247
Prepaid expenses and other assets	12,683	9,853
Deferred commissions, current portion	4,796	5,071
Total current assets	568,647	562,288
Property and equipment, net	5,336	6,213
Operating lease right-of-use assets	8,015	8,744
Internal-use software, net	19,484	18,609
Deferred commissions, net of current portion	3,565	4,114
Goodwill	1,724	1,724
Deferred tax assets, net	57,909	57,050
Other assets	593	758
Total assets	\$ 665,273	\$ 659,500
Liabilities and Stockholders' Equity		
Current liabilities		
Accounts payable	\$ 7,549	\$ 11,839
Accrued expenses	38,074	41,741
Accrued interest	12,837	12,837
Deferred revenue	12,471	12,860
Operating lease liabilities, current portion	4,699	4,429
Other current liabilities	141	1,164
Total current liabilities	75,771	84,870
Operating lease liabilities, net of current portion	7,047	8,721
Long-term borrowings	543,106	542,577
Other long-term liabilities	14,918	14,967
Total liabilities	640,842	651,135
Stockholders' equity		
Preferred stock	—	—
Class A common stock	1	1
Class B common stock	—	—
Class B treasury stock	(644)	(644)
Additional paid-in capital	30,147	14,526
Accumulated deficit	(5,022)	(5,531)
Accumulated other comprehensive income (loss)	(51)	13
Total stockholders' equity	24,431	8,365
Total liabilities and stockholders' equity	\$ 665,273	\$ 659,500



CONDENSED CONSOLIDATED STATEMENTS OF OPERATIONS (UNAUDITED)

(in thousands, except per share amounts)

	Three Months Ended June 30,		Six Months Ended June 30,	
	2024	2023	2024	2023
Revenue	\$ 123,658	\$ 170,421	\$ 245,897	\$ 354,170
Cost of revenue	12,943	15,676	26,264	36,298
Gross profit	110,715	154,745	219,633	317,872
Operating expenses:				
Sales and marketing	51,464	72,171	106,157	160,523
Research and development	33,310	38,617	69,386	76,911
General and administrative	16,518	21,433	35,573	46,954
Total operating expenses	101,292	132,221	211,116	284,388
Income from operations	9,423	22,524	8,517	33,484
Other income (expense):				
Interest expense	(7,361)	(7,346)	(14,717)	(14,687)
Other income (expense), net	5,599	5,014	10,478	10,036
Total other income (expense), net	(1,762)	(2,332)	(4,239)	(4,651)
Income before income taxes	7,661	20,192	4,278	28,833
Income tax expense	647	5,812	3,769	9,442
Net income	\$ 7,014	\$ 14,380	\$ 509	\$ 19,391
Net income per share:				
Basic	\$ 0.07	\$ 0.14	\$ 0.01	\$ 0.19
Diluted	\$ 0.07	\$ 0.14	\$ 0.00	\$ 0.18
Weighted average shares used in computing net income per share:				
Basic	99,171	100,212	99,066	102,225
Diluted	103,045	105,419	103,208	107,690



CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (UNAUDITED)

(in thousands)

	Three Months Ended June 30,		Six Months Ended June 30,	
	2024	2023	2024	2023
Cash flows from operating activities				
Net income	\$ 7,014	\$ 14,380	\$ 509	\$ 19,391
Adjustments to reconcile net income to net cash provided by operating activities:				
Stock-based compensation expense	15,589	17,639	34,165	39,210
Depreciation and amortization	2,837	3,109	5,947	5,840
Provision for bad debts	143	376	(415)	1,288
Deferred income taxes	12,827	(3,693)	(859)	(8,300)
Non-cash lease expense	975	1,071	1,961	2,102
Amortization and accretion of marketable securities	(2,692)	(2,780)	(5,256)	(5,800)
Other	600	513	1,712	826
Change in operating assets and liabilities:				
Accounts receivable	(1,717)	2,987	(167)	10,234
Prepaid expenses and other current assets	(4,768)	(225)	(2,790)	2,204
Deferred commissions, net	522	160	824	230
Other assets	280	7	482	113
Accounts payable	(2,310)	(3,451)	(4,324)	(8,470)
Accrued expenses and other liabilities	(12,455)	(334)	(4,842)	(14,233)
Accrued interest	6,902	6,747	—	(155)
Deferred revenue	(550)	(1,818)	(398)	(1,913)
Operating lease liabilities	(1,333)	(1,605)	(2,652)	(3,114)
Net cash provided by operating activities	21,864	33,083	23,897	39,453
Cash flows from investing activities				
Purchases of property and equipment	(157)	(38)	(283)	(452)
Capitalized internal-use software costs	(2,380)	(2,150)	(5,250)	(5,218)
Purchases of marketable securities	(155,105)	(84,646)	(297,822)	(201,768)
Paydowns, maturities, and redemptions of marketable securities	136,542	133,394	287,994	292,017
Net cash provided by (used in) investing activities	(21,100)	46,560	(15,361)	84,579
Cash flows from financing activities				
Repurchase of common stock	(8,635)	(52,144)	(15,008)	(110,884)
Proceeds from exercise of stock options	345	1,223	616	3,010
Payments of tax withholdings on net settlement of equity awards	(3,286)	(4,585)	(8,081)	(9,096)
Proceeds from issuance of stock under employee stock purchase plan	—	—	2,582	4,221
Net cash used in financing activities	(11,576)	(55,506)	(19,891)	(112,749)
Net increase (decrease) in cash and cash equivalents	(10,812)	24,137	(11,355)	11,283
Cash and cash equivalents				
Beginning of period	282,500	214,526	283,043	227,380
End of period	\$ 271,688	\$ 238,663	\$ 271,688	\$ 238,663



RECONCILIATION OF GAAP NET INCOME TO ADJUSTED EBITDA (UNAUDITED)

(in thousands, except Adjusted EBITDA margin data)

	Three Months Ended June 30,		Six Months Ended June 30,	
	2024	2023	2024	2023
GAAP net income	\$ 7,014	\$ 14,380	\$ 509	\$ 19,391
Stock-based compensation	15,589	17,639	34,165	39,210
Depreciation and amortization	2,837	3,109	5,947	5,840
Interest expense	7,361	7,346	14,717	14,687
Other (income) expense, net	(5,599)	(5,014)	(10,478)	(10,036)
Income tax expense	647	5,812	3,769	9,442
Adjusted EBITDA	\$ 27,849	\$ 43,272	\$ 48,629	\$ 78,534
Adjusted EBITDA margin	23 %	25 %	20 %	22 %

RECONCILIATION OF GAAP TO NON-GAAP COST OF REVENUE (UNAUDITED)

(in thousands)

	Three Months Ended June 30,		Six Months Ended June 30,	
	2024	2023	2024	2023
GAAP cost of revenue	\$ 12,943	\$ 15,676	\$ 26,264	\$ 36,298
Less:				
Stock-based compensation	161	97	334	324
Depreciation and amortization	1,081	1,059	2,154	1,937
Non-GAAP cost of revenue	\$ 11,701	\$ 14,520	\$ 23,776	\$ 34,037

RECONCILIATION OF GAAP TO NON-GAAP OPERATING EXPENSES (UNAUDITED)

(in thousands)

	Three Months Ended June 30,		Six Months Ended June 30,	
	2024	2023	2024	2023
GAAP sales and marketing expense	\$ 51,464	\$ 72,171	\$ 106,157	\$ 160,523
Less:				
Stock-based compensation	2,595	2,881	5,427	6,499
Depreciation and amortization	263	375	538	755
Non-GAAP sales and marketing expense	\$ 48,606	\$ 68,915	\$ 100,192	\$ 153,269
GAAP research and development expense	\$ 33,310	\$ 38,617	\$ 69,386	\$ 76,911
Less:				
Stock-based compensation	8,447	7,978	17,907	17,765
Depreciation and amortization	1,370	1,475	2,978	2,727
Non-GAAP research and development expense	\$ 23,493	\$ 29,164	\$ 48,501	\$ 56,419
GAAP general and administrative expense	\$ 16,518	\$ 21,433	\$ 35,573	\$ 46,954
Less:				
Stock-based compensation	4,386	6,683	10,497	14,622
Depreciation and amortization	123	200	277	421
Non-GAAP general and administrative expense	\$ 12,009	\$ 14,550	\$ 24,799	\$ 31,911



FULLY DILUTED SHARES (UNAUDITED)

(in thousands)

	June 30, 2024
Class A common shares outstanding	76,544
Class B common shares outstanding	22,634
Options outstanding	4,816
RSUs outstanding	7,371
Total fully diluted shares	111,365



Key Operating Metrics and Non-GAAP Financial Measures

This shareholder letter includes certain key operating metrics, including Quarterly Paid Employers and Revenue per Paid Employer, and non-GAAP financial measures, including Non-GAAP cost of revenue, Non-GAAP operating expenses, Adjusted EBITDA and Adjusted EBITDA margin.

We define Paid Employers as any employer(s) (or entities acting on behalf of an employer) on a paying subscription plan or performance marketing campaign for at least one day. Paid Employer(s) excludes employers from our Job Distribution Partners or other indirect channels, employers who are not actively searching for candidates, but otherwise have access to previously posted jobs, and employers on free trial. Job Distribution Partners are defined as third-party sites who have a relationship with us and advertise jobs from our marketplace. Quarterly Paid Employers means, with respect to any fiscal quarter, the count of Paid Employers during such fiscal quarter. Revenue per Paid Employer is the total company revenue in a particular period divided by the count of Quarterly Paid Employers in the same period.

We define Non-GAAP cost of revenue as our cost of revenue before stock-based compensation expense, and depreciation and amortization.

We define Non-GAAP operating expenses as our operating expenses before stock-based compensation expense, and depreciation and amortization.

We define Adjusted EBITDA as our net income (loss) before interest expense, other (income) expense, net, income tax expense (benefit) and depreciation and amortization, adjusted to eliminate stock-based compensation expense. Adjusted EBITDA margin represents Adjusted EBITDA as a percentage of revenue for the same period.

Management and our board of directors use these key operating metrics and non-GAAP financial measures as supplemental measures of our performance because they assist us in comparing our operating performance on a consistent basis, as they remove the impact of some items not directly resulting from our core operations. We also use these key operating metrics and non-GAAP financial measures for planning purposes, including the preparation of our internal annual operating budget and financial projections, to evaluate the performance and effectiveness of our strategic initiatives and to evaluate our capacity for capital expenditures to expand our business.

Non-GAAP cost of revenue, Non-GAAP operating expenses, Adjusted EBITDA and Adjusted EBITDA margin should not be considered in isolation, as an alternative to, or superior to net income (loss), revenue, cash flows or other measures derived in accordance with GAAP. These non-GAAP measures are frequently used by analysts, investors and other interested parties to evaluate companies in our industry. Management believes that the presentation of non-GAAP financial measures is an appropriate measure of operating performance because they eliminate the impact of some expenses that do not relate directly to the performance of our underlying business.

These non-GAAP financial measures should not be construed as an inference that our future results will be unaffected by unusual or other items. Additionally, Adjusted EBITDA and Adjusted EBITDA margin are not intended to be a measure of free cash flow for management's discretionary use, as they do not reflect our tax payments and certain other cash costs that may recur in the future, including, among other things, cash requirements for costs to replace assets being depreciated and amortized including our capitalized internal use software. Management compensates for these limitations by relying on our GAAP results in addition to using Adjusted EBITDA and Adjusted EBITDA margin as supplemental measures of our performance. Our measures of Adjusted EBITDA and Adjusted EBITDA margin used herein are not necessarily comparable to similarly titled captions of other companies due to different methods of calculation.

We are not able to provide a reconciliation of Adjusted EBITDA and Adjusted EBITDA margin for Q3'24 to net income (loss) and net income (loss) margin, the comparable GAAP measures, respectively, because certain items that are excluded from non-GAAP financial measures cannot be reasonably predicted or are not in our control. In particular, we are unable to forecast the timing or magnitude of stock-based compensation or amortization of internal-use software, as applicable, without unreasonable efforts, and these items could significantly impact, either individually or in the aggregate, GAAP measures in the future. See the tables above regarding reconciliations of these non-GAAP financial measures to the most directly comparable GAAP measures.





ZipRecruiter Acquires People-Powered Job Comparison Site Breakroom

ZipRecruiter to bring the innovative employer review platform to the United States, empowering job seekers with authentic and comparable insights

SANTA MONICA, Calif. (August 7, 2024) – [ZipRecruiter®](#), a leading online employment marketplace, today announced that it has acquired [Breakroom](#), a UK-based employer review platform focused on frontline industries such as retail and hospitality. In line with its mission to actively connect job seekers with their next great opportunity, ZipRecruiter plans to launch Breakroom in the United States to empower workers with the job insights they need to apply with confidence. Breakroom will continue to operate as an independent brand.

Breakroom collects data from frontline workers on pay, hours, flexibility, work conditions, culture, and more to provide community-powered ratings for jobs. These ratings give an authentic and transparent view of what it's like to work for different employers, which, in turn, helps job seekers apply for the right jobs for their individual needs.

"While traditional employer review sites have predominantly become places where workers go to voice their job dissatisfaction, Breakroom collects insights about what the day-to-day is like working for different companies," said Ian Siegel, Founder & CEO of ZipRecruiter. "Breakroom's ratings give job seekers a clear picture of what it's really like to work for an employer, setting better expectations than a traditional job description. We know that when job seekers better understand the roles they're applying for, it leads to better outcomes for both sides of our marketplace."

Since its launch in 2020, Breakroom has built a platform that resonates with the rising digitally native workforce in an authentic way and features hundreds of thousands of reviews. These reviews also allow Breakroom to provide employers with highly actionable insights, including recommendations for how to improve their ratings, jobs, and ultimately, retention. Breakroom also supports employers in their efforts to create good jobs by providing employer branding and insights, recruitment marketing tools, and quality candidate sourcing.

"ZipRecruiter and Breakroom share a common mission to connect the right job seekers to the right employers. We believe everyone deserves a good job, and that all jobs have the potential to be good ones when both job seekers and employers are armed with objective and actionable information. We're looking forward to teaming with ZipRecruiter to scale our platform so we can bring this powerful tool—and ultimately great employment matches—to even more job seekers and employers," said Anna Maybank, Founder & CEO, Breakroom.

For more information, visit www.breakroom.cc.

Forward-Looking Statements

This release contains forward-looking statements within the meaning of the Private Securities Litigation Reform Act of 1995. All statements contained in this press release that do not relate to matters of historical fact should be considered forward-looking statements, including statements regarding Breakroom's independent operation and ZipRecruiter's plans to launch it in the United States. These statements may be preceded by, followed by or include the words "aim," "anticipate," "believe," "estimate," "expect," "forecast," "intend," "likely," "outlook," "plan," "potential," "project," "projection," "seek," "can," "could," "may," "should," "would," "will," the negatives thereof and other words and terms of similar meaning. Such forward-looking statements are subject to various risks and uncertainties. Accordingly, there are or will be important factors that could cause actual outcomes or results to differ materially from those indicated in these statements, including our ability to attract and retain employers and job seekers; our ability to compete with well-established competitors and new entrants; our ability to achieve and/or maintain profitability; our ability to maintain, protect and enhance our brand and intellectual property; our dependence on macroeconomic factors; our ability to maintain and improve the quality of our platform; our dependence on the interoperability of our platform with mobile operating systems that we do not control; our ability to successfully implement our business plan during a global economic downturn that may impact the demand for our services or have a material adverse impact on our and our business partners' financial condition and results of operations; our ability and the ability of third parties to protect our users' personal or other data from a security breach and to comply with laws and regulations relating to consumer data privacy and data protection; our ability to detect errors, defects or disruptions in our platform; our ability to comply with the terms of underlying licenses of open source software components on our platform; our ability to expand into markets outside the United States; our ability to achieve desired operating margins; our compliance with a wide variety of U.S. and international laws and regulations; our reliance on Amazon Web Services; our ability to mitigate payment and fraud risks; our dependence on our senior management and our ability to attract and retain new talent; and the other important factors discussed under the caption "Risk Factors" in our Quarterly Report on Form 10-Q for the three months ended June 30, 2024 that we will file with the U.S. Securities and Exchange Commission. There is no assurance that any forward-looking statements will materialize. You are cautioned not to place undue reliance on forward-looking statements, which reflect expectations only as of this date. ZipRecruiter does not undertake any obligation to publicly update or review any forward-looking statement, whether as a result of new information, future developments, or otherwise.

About ZipRecruiter

ZipRecruiter® (NYSE:ZIP) is a leading online employment marketplace that actively connects people to their next great opportunity. ZipRecruiter's powerful matching technology improves the job search experience for job seekers and helps businesses of all sizes find and hire the right candidates quickly. ZipRecruiter has been the #1 rated job search app on iOS & Android for the past seven years¹ and is rated the #1 employment job site by G2.² For more information, visit www.ziprecruiter.com.

¹ Based on job seeker app ratings, during the period of January 2017 to January 2024 from AppFollow for ZipRecruiter, CareerBuilder, Glassdoor, Indeed, LinkedIn, and Monster.

² Based on G2 satisfaction ratings as of December 18, 2023.

About Breakroom

Breakroom is an employer review and job marketplace platform. Featuring reviews for thousands of UK employers, Breakroom's proprietary data on pay, hours, flexibility and culture are sourced straight from job seekers to help candidates learn about and apply to the right roles and employers. With a focus on frontline workers, employers can use their enhanced profiles to showcase what it's really like to work for the company and attract more engaged candidates. For more information, visit www.breakroom.cc.

Contact

ZipRecruiter

Claire Walsh, Press Relations

press@ziprecruiter.com