

intentional property infringement or the failure to enforce our ownership or use of intellectual property; we may fail to attract, retain and engage users; we may face unfavorable decisions in proceedings related to future tax assessments; we may face significant downturn in various jurisdictions for past or future sales; we may face significant downturn not immediately reflected in our operating results; we may face indebtedness and the potential inability to borrow funds under our Credit Agreement (as defined below); we may face ability to incur additional debt; we may face covenants in our Credit Agreement; we may face the development and use of artificial intelligence; we may face failure to timely and efficiently scale and adapt our existing technology and network infrastructure; we may face capacity constraints, systems failures or breaches of network security; we may face the usefulness of our candidate profiles; we may face decrease in user engagement; we may face Internet search engine methodologies and their impact on our search result rankings; we may face failure to halt the operations of websites that aggregate our data, as well as data from other companies; we may face our reliance on third-party data hosting facilities; we may face compliance with laws and regulations concerning collection, storage and use of professionals' personal and career related information; we may face U.S. regulation of the internet; we may face compliance with changing corporate governance requirements and costs incurred in connection with being a public company; we may face compliance with the continued listing standards of the New York Stock Exchange (the "NYSE"); we may face volatility in our stock price; we may face failure to maintain internal controls over financial reporting; we may face estimates of financial projections may differ from actual results; we may face results of operations fluctuating on a quarterly and annual basis; we may face Section 382 rights plan may have an anti-takeover effect; we may face anti-takeover provisions making changes to management difficult; we may face disruption resulting from unsolicited offers to purchase the company; we may face loss of key executives and technical personnel and our ability to attract and retain key executives, including our CEO; we may face Table of Contents; we may face increases in the unemployment rate, cyclical or downturns in the United States or worldwide economies or the industries we serve, labor shortages, or job shortages; we may face litigation related to infringement or other claims regarding our services or content; we may face our ability to defend ownership of our intellectual property; and we may face global climate change. Summary Risk Factors Our business is subject to a number of risks that may prevent us from achieving our objectives, or may adversely affect our business, financial condition, operations, cash flows, and prospects. These risks are outlined and discussed more fully below and include:

Risks Related to Our Business

We may face our ability to execute our Tech-focused strategy in a competitive business environment that is constantly changing; we may face write-off of all or a part of our goodwill and intangible asset may hurt our operating results; we may face our backlog may not accurately represent future revenue; we may face our ability to successfully compete against existing and future competitors; we may face our ability to adapt our business model to keep pace with changes in the recruiting and career services business; we may face our ability to develop and maintain our brands, attract customers and recruit new qualified users; we may face our ability to increase or maintain the number of customers who purchase recruitment packages; we may face our ability to attract qualified professionals to our websites or grow the number of qualified professionals who use our websites; we may face acquisitions and our ability to successfully integrate acquisitions; we may face misappropriation or misuse of our intellectual property, claims against us for intellectual property infringement or failure to enforce our ownership of our intellectual property; we may face our ability to attract and retain users who create and post original content on our web properties; we may face taxation risks in various jurisdictions and the potential for unfavorable decisions related to tax assessments; we may face taxation risks impacting liability for past sales and ability to make future sales; we may face a significant downturn in our customers' businesses; Risks Related to Our Indebtedness

We may face our indebtedness and our ability to borrow in case of adverse changes within the credit market; we may face the covenants set forth in our Credit Agreement; we may face we may be able to incur more debt, which could increase the risks to our financial condition; Risks Related to Our Technology

We may face the development and use of artificial intelligence; we may face our ability to scale, adapt and maintain our technology and infrastructure; we may face capacity constraints, systems failures or breaches of our network security; we may face the usefulness of our candidate profiles to our customers; we may face any decrease in our user engagement; we may face changes in search engines' methodologies resulting in a decline in our page rankings or user engagement; we may face our ability to halt operations of third-party websites that aggregate our data; we may face our reliance on third-party hosting facilities; Regulatory Risks

We may face our compliance with laws and regulations concerning the collection, storage and use of professional and personal information, including the CPRA (as defined below); we may face U.S. government regulation of the Internet and taxation; Risks Related to Ownership of Our Securities

We may face compliance with the listing standards of the NYSE; we may face the volatility of our stock price; we may face our ability to maintain internal controls over financial reporting; we may face Table of Contents; we may face the estimates and assumptions on which our financial projections are based; we may face the results of our operations fluctuate on a quarterly and annual basis; we may face our Section 382 rights plan may have an anti-takeover effect; we may face anti-takeover provisions making changes to management difficult; and we may face disruption resulting from unsolicited offers to purchase the Company.

General Risk Factors

We may face our ability to attract or retain key executives and personnel; we may face our ability to navigate the cyclical or downturns of the U.S. and worldwide economies; we may face litigation related to infringement or other claims regarding our services or content; we may face our ability to defend ownership of our intellectual property; we may face global climate change. NON-GAAP FINANCIAL MEASURES Information contained herein contains certain non-GAAP financial measures. These measures are not in accordance with, or an alternative for, generally accepted accounting principles in the United States ("GAAP"). Such measures presented herein include Adjusted EBITDA and Adjusted EBITDA Margin (each as defined herein). See Item 7 "Management's Discussion and Analysis of Financial Condition and Results of Operations, Non-GAAP Financial Measures," for definitions of these measures as well as reconciliations to the comparable GAAP measures.

Table of Contents PART IItem 1.A A A Business Introduction and Summary This section provides an overview of DHI Group, Inc. (the "DHI," the "Company," "we," "us," or "our"). Please see our consolidated financial statements included elsewhere in this report for additional discussion regarding our results of operations for the year ended December 31, 2024. (in thousands) FY 2023 Change Revenues \$141,926A \$151,878A (7)% Operating income \$6,325A \$6,288A 1A % Income before income taxes \$2,950A \$3,622A (19)% Net income (1)\$253A \$3,491A (93)% Net income margin 2A % 2A % n.m. Diluted earnings per share (1)\$0.01A \$0.08A (88)% Net cash flows from operating activities \$21,045A \$21,345A (1)% Adjusted EBITDA (2)\$35,313A \$36,254A (3)% Adjusted EBITDA Margin (2)25A % 24A % n.m.(1) For the year ended December 31, 2024, net income and diluted earnings per share includes the net negative impact of non cash stock-based compensation, restructuring, impairment, gain on investment and severance, professional fees and related costs of \$11.2 million (\$8.5 million net of tax), and discrete tax items of \$2.3 million resulting in a net negative impact of \$10.8 million, or \$0.23 per diluted share. For the year ended December 31, 2023, net income and diluted earnings per share includes the net negative impact of non cash stock-based compensation, restructuring, impairment, gain on investment and severance, professional fees and related costs of \$12.2 million (\$9.1 million net of tax), and discrete tax items of \$1.1 million resulting in a net negative impact of \$8.0 million, or \$0.18 per diluted share.(2) For a description of these non-GAAP measures and reasons why management believes they provide useful information to investors, please see Item 7 "Management's Discussion and Analysis of Financial Condition and Results of Operations, Non-GAAP Financial Measures" located elsewhere in this report.

Table of Contents 2024 Highlights Given the lessened demand for hiring tech professionals, we focused our attention on improving our users' experience and on improving our profitability. Additionally, our two brands, ClearanceJobs and Dice, introduced a number of new products to increase engagement and connections between candidates and recruiters. In recognition of DHI's culture of caring for employees, the Company received several employer awards. Financial Performance

DHI's revenue and customer count has tracked the overall demand for tech talent over the past two years. Revenue in 2024 declined by 7% year over year. The number of new tech job postings did influx, however, and grew slowly in the latter part of 2024. With that shift we believe DHI will return to revenue growth over time. ClearanceJobs and Dice revenue renewal rates were 95% and 78%, respectively, while retention rates for the year were solid at 111% for ClearanceJobs and 98% for Dice. Our churn is attributable to smaller customers, rather than larger established firms. A A DHI Group's net income margin decreased from 2% in 2023 to 0% in 2024 while Adjusted EBITDA margin improved from 24% in 2023 to 25% in 2024. In addition, DHI's capitalized development costs, which are included in purchases of fixed assets, declined \$3.9 million in 2024 to \$12.5 million. We are committed to balancing profitability and cash flow with the need to invest in innovation. Recognizing the continued risks inherent in the economy, the Company reduced its debt \$6.0 million during 2024 to \$32 million outstanding under our \$100 million credit facility. This resulted in a leverage ratio of 0.9 times annual adjusted EBITDA. Cash was \$3.7 million at year end. Engaging with tech and security-cleared candidates As part of its "Go to Work" initiative, Dice sold a number of services in a bundled format including the opportunity for clients to post all their jobs without limitation with us. As a result, we increased job volumes for technology professionals, strengthening the value proposition that Dice is the go-to-platform for advancing a tech career. As a recognition of the importance of the increasing use of mobile phones in customers' business lives, we launched Dice Recruiter 1.0, the brand's first mobile app for employers. This iOS app helps recruiters stay connected with top tech talent even when on the go. ClearanceJobs Live brings live streaming video content to the cleared community. This allows recruiters a myriad of new ways to engage passive talent. Dice launched an alpha version of its new website that allows recruiters to purchase individual Dice services short of a subscription without engaging with a sales-person. We believe that this experience with Dice services reinforces the brand's value proposition and will provide new growth for the platform. An empowered and inspired team Company culture is a foundation for employee, organizational and overall success, fostering an environment where people feel valued and motivated. In recognition of DHI's culture of inclusivity, the Company received several employer awards including earning a Great Place to Work® certification for the third year in a row, landing #49 on Newsweek's list of America's Most Loved Workplaces, and earning a Best Company to Work for from U.S. News & World Report. Employees specifically appreciate the CEO, the environment for LGBTQIA+ team members as well as the attention to benefits for Parents and Caregivers. We ended the year with a voluntary employee turnover rate of 5.7%, well below industry averages. (1) For a description of these non-GAAP measures and reasons why management believes they provide useful information to investors, please see Item 7 "Management's Discussion and Analysis of Financial Condition and Results of Operations, Non-GAAP Financial Measures" located elsewhere in this report. (2) Leverage Ratio, as defined in the Company's credit agreement, is computed by dividing debt by Adjusted EBITDA.

Table of Contents Company Profile DHI was incorporated in Delaware on June 28, 2005 and is a leading provider of artificial intelligence-powered software products, online tools and services to deliver career marketplaces to candidates and employers globally. DHI's brands "ClearanceJobs" and "Dice" enable recruiters and hiring managers to efficiently search, match and connect with highly skilled technologists in specialized fields, particularly technology and those with active government security clearances. Our mission is to empower technology professionals and organizations that hire them to compete and win through expert insights and relevant employment connections by delivering three key value propositions:

"Providing the best search and match solution for recruiters and employers through software services; Delivering the most relevant and personalized technology career related content; Aggregating and analyzing workforce intelligence data to deliver specialized insights." The majority of our revenues in 2024 were generated through the sale of recruitment packages, which allow customers to promote jobs on our websites, source candidates through our resume databases and connect with candidates in a two-sided marketplace model. Recruitment packages are typically provided through contractual arrangements with annual, quarterly or monthly payment terms. Our Products and Services We help organizations find the best talent, and we help technology and security cleared professionals find the best jobs to advance their careers. Through our software solutions, our vision is to create indispensable career marketplaces that match the highest quality candidates with the right career opportunities. Our solutions are available individually or bundled in packages, including: Talent profiles. Each of our brands provides access to relevant candidate profiles, resumes, and social and web profiles creating a broader pool of talent for our clients. We help clients quickly find and connect with top talent to make their recruiting efforts more efficient. Job postings. Our job platforms are focused on specific verticals tailored to technology and security-cleared individuals, making it easier for professionals to search for relevant jobs. In turn, the applications received by clients are more likely to be relevant and qualified compared to applications received on generalist sites. Providing professionals with the most relevant job postings benefits both the talent and the recruiting organization. Employer Branding. Each of our brands has a suite of offerings that help clients amplify their brand to reach more professionals. Solutions include display advertising, email, and enhanced job postings or company profiles. Other Services. In connection with our ClearanceJobs and Dice brands, DHI offers other services such as: 1) virtual and live career events; 2) sourcing services, which is a premium service delivering sourced and screened candidates to recruiters and employers; and 3) content and data services that provides tailored content to help professionals manage their careers and provide employers insight into recruiting strategies and trends. Industry and Skill Focused Brands During 2024 we offered our talent acquisition and career development products and tools through the following brands: ServiceYrs. in Operation Specialized Focus Primary Source of Revenues ClearanceJobs 22 Security-cleared professionals Recruitment packages 1 Dice 34 Technology and engineering in the U.S. Recruitment packages 11 Recruitment packages are subscription based products that provide access to our candidate profiles and/or the ability to post jobs. ClearanceJobs ClearanceJobs is the leading online career community dedicated to connecting security-cleared professionals with employers in a secure and private environment to fill the jobs that safeguard our nation. Authorized U.S. government contractors, federal agencies, national laboratories and universities utilize ClearanceJobs to quickly and easily find candidates with specific, active or current security clearance requirements in a range of disciplines. The platform provides opportunities for employers and candidates to engage in real-time through messaging and live video, and for employers to promote differentiators through a multitude of branding products and features. The majority of candidates with resumes on our site have high-level security clearance. ClearanceJobs had approximately 56,000 job postings as of December 31, 2024 and during 2024, ClearanceJobs had, on average, 1.1 million monthly users. Dice has been a go-to destination for technology and engineering talent in the United States for almost 35 years. The job postings available on Dice, from both technology and non-technology companies across many industries, include positions for software engineers, big data professionals, systems administrators, database specialists, project managers, and a variety of other technology and engineering professionals. Dice had approximately 72,000 job postings as of December 31, 2024 and during 2024, Dice had, on average, approximately 2.3 million monthly users. Customers can purchase recruitment packages, job postings or advertisements. Recruitment packages offer our customers the ability to access candidate profiles and post jobs. Candidate Match and Search on Dice is powered by IntelliSearch, a proprietary machine-learning technology that is foundational to many Dice products and services. Approximately 90% of Dice revenue was derived from recruitment packages in 2024. Dice offers tools, advice and support to help U.S. tech professionals registered on the platform find relevant jobs, evaluate companies and connect with recruiters. Within the platform, tech professionals can build profiles, post resumes, search jobs and access career-related content, tech career and hiring news and tools. To help make their job search more efficient, Dice job alerts deliver personalized opportunities to candidates through features like IntelliSearch job recommendations and Dice Match capabilities. Professionals can also learn more about a company's tech culture, tech stack and what it's like to work on the tech team through company profiles, then connect and chat with recruiters and hiring teams to talk directly about fit. Our Industry We primarily operate in the talent discovery and acquisition segment of the broader market for human capital management services through career sites for technology professionals. There is a shortage of skilled professionals worldwide and we believe that the overall demand for talent acquisition and career development products and services has significant long-term growth potential. We also believe that certain industries that employ highly-skilled and highly-paid professionals will experience particularly strong demand for effective recruiting solutions due to the scarcity of such professionals. For example, as of December 2024, the seasonally unadjusted U.S. unemployment rate was 2.0% for computer-related occupations as compared to the overall national average of 4.1%, seasonally adjusted. We believe that there are five major trends that will continue to shape demand for talent acquisition services: Greater competition for professional talent. As more

the common interests, goals and skills of select professional communities. We believe that a focus on professional communities allows organizations to more efficiently identify talent, with more complete data and insights about that talent.8Table of ContentsOur Value PropositionWe are a leading provider of data, insights and employment connections through specialized online professional communities organized around common professional interests and skill sets powered by technology. This specialized approach provides technology professionals with more relevant career related information and opportunities, enhancing their ability to maximize their careers. Through engaging with professionals, we are able to build rich and unique data sets around valuable talent pools. The combination of our focused online professional websites and rich data sets allows organizations to find and hire professional talent more efficiently and effectively, and therefore incentivizes them to source talent through our online professional communities. The benefits our services provide to both professionals and recruiting customers create a robust marketplace.Benefits we provide to ProfessionalsRelevant employment connections. When professionals engage with jobs on our websites and through our mobile apps, they can make valuable connections with organizations who prize their skills and expertise. Professionals can avoid having to â€œsort through the clutterâ€ on generalist career sites and get the most out of their time by using our more focused services. Skills/industry-specific career management tools, information and insights. We provide professionals with targeted and relevant career development tools, content and news. For example, ClearanceJobs and Dice provide professionals with market and salary information and local market trends. In addition, the Salary Predictor allows professionals to evaluate their market value and map out which skills will increase their value. We believe our career development services and tools provide professionals with the insights they need to propel their careers forward, and thus increase the engagement of professionals with our sites.Benefits we provide to our CustomersLarge pools of qualified and hard-to-reach professionals. We seek to improve the efficiency of the recruiting process for our customers by providing efficient access to large pools of highly qualified and hard-to-reach professionals. Because the communities of professionals who visit our websites are highly-skilled and specialized within specific industries, we believe our customers who post jobs receive applications from candidates who are better qualified for the positions, and that they receive fewer irrelevant applications than when using generalist sites. In addition, since our resume data and resume search functions are highly tailored by specialty, we believe that our customers can more efficiently identify talent using our resume databases than by using broader services.Relevant information on prospective candidates. We believe that the specialized nature of our job posting and resume search products makes them inherently more relevant and efficient for recruiting. Using all of these products together gives our customers the most complete view of a prospective candidate, and allows them to not only identify the best talent but also tailor their recruiting approach to each individual.Hyper-targeted candidate outreach and employer branding. We offer recruiters and employers the ability to target hard-to-find professionals with messages in the online forums they frequent. Our social targeting service leverages our social aggregation capabilities to assemble candidate target lists based on specific factors like skill sets, work experience, location, or interests; then executes hyper-targeted employer branding or job search campaigns in online forums where specific potential candidates spend time. Our Strategic GoalsThe Company continues to focus on building upon its legacy as a market leader in technology talent acquisition by delivering best-in-class candidate quality and match capabilities through its career marketplaces. As more employers use the subscription-based offerings to find, attract, engage and hire the highest quality tech professionals, the Company continues to invest in product development and marketing to expand the technologist community and create an ideal onboarding experience for tech talent. The Company continues to evolve to a solution selling business, coupled with its goal of maintaining strong Adjusted EBITDA margins to maximize profitability. Delivering best-in-class candidate quality and match capabilities for technology roles. We believe candidate quality is the essential foundation of success in our industry and we intend to differentiate our business by leading in this respect. We have dramatically improved the quality of our Dice candidates to a level we believe is best-in-class and plan continued vigilance and 9Table of Contentsinnovation to drive continued improvements. We are also building on our unique legacy and intellectual property in the technology jobs space to create match capabilities for both candidates and clients that are reducing the time and effort required in job searching and talent acquisition. Our proprietary and patented machine-learning technology including IntelliSearch, powers many Dice and ClearanceJobs products and is foundational to providing relevant job opportunities for candidates and efficient search and match solutions for clients. Building indispensable Tech-focused career marketplaces. ClearanceJobs has established a unique franchise in the market for cleared professionals, many with tech experience. Built on a unique cohort of candidates and specialized employer and recruiter tools together, ClearanceJobs is a highly interactive two-sided marketplace environment. These attributes provide clear and measurable return on investment for clients and has contributed to ClearanceJobs more than doubling its revenue over the past five years. With over 20 years in the market, we believe ClearanceJobs is an indispensable and valuable business. We continue to transform our Dice brand into a similar career marketplace customized for the needs of its unique candidate and client communities. We officially launched all elements of the career marketplace features for Dice in 2021 and focused 2022 on landing launches and driving adoption with customers while launching new products to create efficiency in the recruiting process. In 2024, Dice leveraged its All Jobs strategy to increase job volume for professionals, released a number of features to expand the marketplace and create higher engagement between employers and tech candidates on the platform.Investing in functional excellence and product innovation. Since joining DHI in 2018, CEO Art Zeile has built a leadership team capable of driving growth and supporting a culture of high performance. The leadership team continually advances their functional areas to drive results in the business, working towards the common goal of launching and landing innovative products in the market. Specifically, in 2024 the Company released a number of products to help employers find tech candidates and to help technologists further their careers. At ClearanceJobs these products include: ClearanceJobs Live Stream video content for the cleared community and ClearanceJobs Pulse newswire, promoting professionals' status updates and in-platform social engagement. At Dice these products include: Dice Recruiter 1.0, the brand's first mobile app for employers, Top Resume integration, providing tech professionals a free resume evaluation when they update their Dice profile, Discover Companies, an experience that enables technologists to easily discover companies that align with their preferences as they consider their next career move, as well as an alpha version of Dice's new webstore. We are investing to further increase the pace of innovation by organizing talent on our technology team, centered around a development model to increase the quality and speed of product delivery. Our marketing team is focused on delivering results at lower cost in terms of driving traffic to Dice, increasing marketing qualified leads, growing visible profiles and applications with less spend and with more to come as we leverage new capabilities in customer relationship management (CRM), product marketing, and digital analytics, among others.Transforming our sales and customer success efforts to drive growth. As early leaders in online talent acquisition, DHIâ€™s brands have a legacy of strong recurring clients and revenue and, as a result, renewals have historically provided the majority of the Companyâ€™s revenues. We believe there is significant opportunity to grow our customer base and expand to new revenue opportunities, particularly with commercial accounts, or clients who recruit for their own needs, with an expanded and better enabled sales force and at ClearanceJobs by growing relationships directly with government agencies. Our customer success team executed new strategies to drive proactive external engagement and report real-time feedback to better include the customer voice to influence our product roadmap. We plan to continue growing our sales team as opportunities arise.Marketing and SalesDHI Groupâ€™s brands are built on providing value to both sides of a thriving career marketplace. Technologists join and engage to find jobs and develop their careers, and customers (staffing firms, recruiting firms and companies hiring professionals in our areas of expertise) use our platforms and support to find the right talent for their open roles. Our consumer marketing focuses on growing the number of professionals who engage with our content, visit our websites and become members, as the more active and interested consumers we have within our platforms, the more attractive our products and services are to our customers. These efforts include digital advertising, search engine marketing, content marketing, email marketing, social media and influencer marketing. We measure success through goals related to brand awareness, consideration and product usage, traffic, new and updated consumer profiles, and applications to job postings. For customers, our marketing and sales teams work in lockstep to develop new customer relationships and maintain high customer satisfaction. Customer marketing efforts range from creating and capturing demand to retention-focused activities. Marketing supports the entire customer journey, from problem and brand/product awareness to affinity and consideration, intent 10Table of Contentsand purchase, and onboarding. Marketing initiatives include advertising, thought leadership, content marketing, media relations, social media, email campaigns and participation in industry events. We measure success through lead volume and quality, lead-to-revenue metrics, brand awareness, consideration and product usage, traffic and content engagement. We sell our products and services primarily through our direct sales force and agency partner channel. Our sales team is organized by brand, market segment, and geography and targets Fortune 1000 companies, large staffing and recruiting firms and other large and mid-size commercial businesses. Our strategy in 2024 focused on continuing to execute against our solution-oriented sales approach. In addition, we continued to focus on customer engagement to drive best-in-class customer satisfaction scores. As of December 31, 2024, we employed 152 sales and support personnel in the United States. We also invest in fraud detection initiatives and maintain teams of account managers and customer support specialists who work to ensure customers get the most from our products and services by providing training and assistance. In addition to technologies we leverage for fraud detection, our customer support departments perform some compliance functions, such as reviewing the websites for false or inaccurate job postings.CustomersWe currently serve a diversified customer base consisting of approximately 7,700 customers in total. No one customer accounted for more than 10% of our revenues in 2024. Our customers include small, mid-sized and large direct employers, staffing companies, recruiting agencies, consulting firms and marketing departments of companies. As of December 31, 2024 notable customers of the ClearanceJobs and Dice businesses included AT&T, Adecco, CACI, Cisco, Capital One, Edward Jones, General Dynamics, Kforce, Microsoft, Northrop Grumman, Bank of America and DISH Network.TechnologyWe use a variety of open source and proprietary technologies to support our services. Our websites provide a multitenancy technology platform with multiple application services developed to perform at scale.Â We primarily utilize Amazon Web Services (AWS) as our cloud infrastructure platform, which enables us to scale our computer network and storage capacity on an as-needed basis.Â Our application services and data connections are continually monitored 24/7 for performance and stability. Our application and infrastructure architecture enable us to ensure global reach, as well as advantages in resiliency and cloud delivery.Â Job seekers and customers can access our websites with any standard web browser, mobile web browsers, and iOS and Android applications. Our websites also utilize AWS disaster recovery, redundancy, and resiliency services, including multi-availability zone, multi-region, redundant storage and networking solutions, and self-healing capabilities.CompetitionThe market for talent acquisition services is highly competitive with multiple online and offline competitors. With the evolution of the online recruiting model, there has been an increasing need to provide ease-of-use and relevance to professionals, as well as an efficient and cost-effective recruitment method for direct employers, recruiters and staffing companies. Additionally, further technological advancements and evolution of social networks increasing the interaction between candidates and potential employers have made it easier for new competitors to emerge, and advertisers have many alternatives available to reach their target audiences. Our ability to maintain our existing customer base and generate new customers depends to a significant degree on the quality of our candidate databases and audiences, the quality of our services, our ability to enhance our websites and the underlying technology of our websites to meet the needs of a rapidly-evolving marketplace, our pricing strategy and ability to introduce value-added products and services, contracting alternatives such as subscription or consumption based models, and our reputation among our candidates and our customers and potential customers, who are increasingly sophisticated and demanding. Our competitors include: Â Â€œsocial and professional networking sites, such as LinkedIn, Facebook, X and Google;Â€œniche or specialist professional networking sites such as GitHub and Stack Overflow;Â€œgeneralist job boards, some of which have substantially greater resources and brand recognition than we do, such as CareerBuilder, Monster, and Seek which, unlike specialized job boards, permit customers to enter into a single contract to find professionals across multiple occupational categories and attempt to fill all of their hiring needs through a single website;Â€œaggregators and distributors of job postings and profiles, including Indeed (owned by Recruit), TalentBin (owned by Monster Worldwide), Entelo, ZipRecruiter, and Google;Â€œcareer-focused community sites such as Glassdoor;11Table of ContentsÂ€œnewspaper and magazine publishers, national and regional advertising agencies, executive search firms and search and selection firms that carry classified advertising, many of whom have developed, begun developing or acquired new media capabilities, such as recruitment websites, or have partnered with generalist job boards;Â€œspecialized services focused specifically on the industries we service, such as Upwork;Â€œnew and emerging competitors with new business models and products;Â€œour customers, who seek to recruit candidates directly by using their own resources, including corporate websites; andÂ€œgeneral business sites and print publications, as well as technology news and information community sites, such as Google News, Digg.com and Reddit.com. The principal elements of competition in our markets include brand awareness and reputation, product functionality, design, price, customer service, market share and marketing. We believe that our unique product offerings position us well in the marketplace. However, a number of companies in the industry have greater financial resources, more comprehensive product lines, broader market presence, longer standing relationships with customers, longer operating histories, stronger brand recognition, and greater marketing resources than we have.Intellectual Property We seek to protect our intellectual property through a combination of service marks, trademarks, copyrights and other methods of restricting disclosure of our proprietary or confidential information. As we continue to develop and improve our technology, patents may become a more significant part of our intellectual property in the foreseeable future. We generally enter into confidentiality agreements with our employees, consultants and vendors. We also seek to control access to and distribution of our technology, documentation and other proprietary information. We generally pursue the registration of the material service marks we own in the United States and internationally, as applicable. We own a number of registered, applied for and/or unregistered trademarks and service marks that we use in connection with our businesses. Our trademarks and registered trademarks in the United States include the stylized designs for CLEARANCEJOBS.COM, DICE, the plain usage of clearancejobs.com, the stylized "Dice" logo and social media "D" logo, as well as DHI. Registrations for both the black and white and colorized ClearanceJobs logo have also been filed, further protecting our intellectual property. Registrations for trademarks may be maintained indefinitely, as long as the trademark owner continues to use and police the trademarks and timely renews registrations with the applicable governmental office. Although we generally pursue the registration of our material service marks and other material intellectual property we own, where applicable, we have trademarks and/or service marks that have not been registered in the United States and/or other jurisdictions. We have not registered the copyrights in the content of our websites and do not intend to register such copyrights.The steps we have taken to protect our copyrights, trademarks, service marks and other intellectual property may not be adequate, and third parties could infringe, misappropriate or misuse our intellectual property. If this were to occur, it could harm our reputation and affect our competitive position. See Item 1A. Â€œRisk FactorsÂ€œ" Misappropriation or misuse of our intellectual property could harm our reputation, affect our competitive position and cost us money.Â€œInvestments DHI has made no significant investments through acquisitions during the past five years. See also Note 7 of the notes to consolidated financial statements.Regulation and LegislationUser PrivacyWe collect, store and use a variety of information about both professionals and customers on our website properties. Within the websites, the information that is collected, stored, and used has been provided by the professionals or customers with the intent of making it publicly available. We do not ask professionals or customers to supply social security numbers. Our business data is separated from website operations by a variety of security layers including network segmentation, physical and logical access controls, firewalls, and many industry-accepted, best-practice information security controls.We post our privacy policies on our websites so that our users can access and understand the terms and conditions applicable to the collection, storage, and use of information collected from users. Our privacy policies also disclose the types of information we gather, how we use it and how a user can correct or change their information. Our privacy policies also explain the 12Table of Contentscircumstances under which we share this information and with whom. Professionals who register for our websites have the option of indicating specific areas of interest in which they are willing to receive offers via email. These offers contain content created either by us or our third-party partners. To protect confidential information and to comply with our obligations to our users, we impose constraints on our customers to whom we provide user data, which are consistent with our commitments to our users. Additionally, when we provide lists to third parties, including to our advertiser customers, it is under contractual terms that are consistent with our obligations to our users and with applicable laws and regulations. See Item 1A. Risk Factors Â€œWe may be liable with respect to the collection, storage, and use of the personal and professional information of the professionals who use our websites and mobile apps and our current practices may not be in compliance with proposed new laws and regulationsÂ€œ and Â€œOur business is subject to U.S. government regulation of the Internet and taxation, which may have a material adverse effect on our business.Â€œ U.S. Government RegulationWe are subject to a number of government regulations that regulate our products and online service offerings, including content, copyright infringement, user privacy, advertising and promotional activities, taxation, access charges, liability for third-party activities, and jurisdiction. In addition, federal, state, and local governmental organizations have enacted and also are considering, and may consider in the future, other legislative and regulatory proposals that would regulate the Internet. Areas of potential regulation include, but are not limited to, libel, electronic contracting, pricing, quality of products and services, and intellectual property ownership.There are a number of U.S. laws and regulations that affect companies conducting business online. Certain laws regulate commercial electronic

messages. Such laws frequently provide a right on the part of the recipient to request the sender to stop sending messages, and establish penalties for the sending of email messages that are not compliant with such laws, including messages that are intended to deceive the recipient as to source or content or that do not provide an electronic method of informing the sender of the recipient's decision not to receive further commercial emails. We are subject to federal, state and local laws and regulations regarding privacy and protection of data. Our privacy policies and terms of use agreements describe our practices concerning the use, storage, transmission and disclosure of user data. Any failure by us to comply with our privacy policies or terms of use agreements, or privacy-related laws and regulations, could result in proceedings against us by governmental authorities or others, which could harm our business. The interpretation of these privacy and data protection laws and various regulators' approach to their enforcement, as well as our products and services, continue to evolve over time. We face the risk that these laws may be interpreted and applied in conflicting ways in different jurisdictions or in a manner that is not consistent with our current data protection practices, or that new and unclear laws will be enacted. There currently are a number of proposals pending before federal, state, and local legislative and regulatory bodies. There are laws as well as a number of legislative proposals in the United States, at both the federal and state level, that impose obligations in areas affecting our business, or may do so in the future. For example, California adopted the California Consumer Privacy Act of 2018, or CCPA, which became effective on January 1, 2020. The CCPA has been characterized as the first privacy statute of its kind to be enacted in the United States as it includes significant penalties for non-compliance, as well as creating the right for consumers to bring a private action in certain circumstances. On November 3, 2020, California enacted the California Privacy Rights Act ("CPRA"). The CPRA, which went into effect on January 1, 2023, expands upon the protections provided by the CCPA, including new limitations on the sale or sharing of consumers' personal information, and the creation of a new state agency to enforce the CPRA's protections. In addition, numerous state legislatures have passed, or are contemplating passing legislation similar in nature to the CPRA. To the extent these laws differ from existing laws, our compliance efforts will be further complicated. Complying with these varying requirements could cause us to incur additional costs and change our business practices. Further, any failure by us to adequately protect our users' privacy and data could result in a loss of confidence in our products and services and, ultimately, in a loss of customers, which could have an adverse effect on our business, and could subject the Company to penalties or liability. Furthermore, favorable laws may change, including, for example, the U.S. Court of Appeals 6th Circuit decision striking down net neutrality regulations. Given uncertainty around these rules, including changing interpretations, amendments or repeal, coupled with potentially significant political and economic power of local network operators, we could experience discriminatory or anti-competitive practices that could impede our growth, cause us to incur additional expense, or otherwise negatively affect our business.

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The application of laws and regulations affecting online business to our products and services is often unclear, and these laws and how various jurisdictions interpret these laws continue to evolve. Compliance with these laws may be expensive and could harm our business. Any failure by the Company to comply with these laws and regulations could result in actions against us by governmental authorities or other entities, which could harm our business, including governmental or court orders that we cease certain activities. See Item 1A. Risk Factors.

Our business is subject to U.S. government regulation of the Internet and taxation, which may have a material adverse effect on our business's capacity constraints, systems failures or breaches of our network security could materially and adversely affect our business. If we fail to manage our technical operations infrastructure, our existing customers may experience services outages, and our new customers may experience delays in the deployment of our solution.

Human Capital Disclosures

As of December 31, 2024, we had approximately 414 employees. Our employees are not represented by any union and are not the subject of a collective bargaining agreement. We believe that we have a good relationship with our employees and experienced strong engagement among team members during the year as evidenced by results from our annual engagement survey and below average turnover rate. We offer flexible work schedules, abbreviated hours on Fridays, flexible paid time off and remote working opportunities for all team members to promote work/life balance. We have made it a priority to support our employees as they work from home, including increased flexibility surrounding personal and family commitments and a quarterly work from home stipend. The Company budgets for professional development training by both functional group and at the individual level each year. Professional development could include attending an online class to learn a new skillset, attending a conference or finding opportunities within the organization to grow skill sets.

Additionally, the Company has a tuition reimbursement program designed to provide employees with financial assistance in continuing their education. Diversity Inclusion and diversity remain key priorities for the Company. The diverse backgrounds, skills and experiences of executive officers, board members, and employees are important to both our values and performance. We believe that a diverse board, management team and workforce that is reflective of our diverse customer base will position us to better understand customers' wants and needs, which we believe drives our ability to deliver superior customer value and successfully innovate. Diverse perspectives amongst our management team and board allows them to evaluate issues through different experiences and perspectives and help guide the Company in a thoughtful way. The Company's internal Diversity, Equity and Inclusion program is based on promoting a culture of inclusivity, and includes Allyship training and Unconscious Bias training, which teaches team members how to better support marginalized groups. Additionally, all team members participated in career development training to create a strategic action plan for their 2024 goals. The Company has employee resource groups led by employees of underrepresented populations to share experiences and have a shared space. The internal policies of the Company encourage attracting diverse candidates, ensuring that all team members are treated fairly and equally, amongst other things. In 2021, the Company introduced inclusive fertility benefits which support all paths to parenthood and in 2022 expanded benefits to cover travel expenses related to women's health.

Information Availability

Our Annual Report on Form 10-K, Quarterly Reports on Form 10-Q, Current Reports on Form 8-K, proxy and information statements and other material information concerning us are available, as soon as reasonably practicable after we electronically file or furnish such information to the Securities and Exchange Commission (the "SEC"), free of charge on the Investors page of our website at www.dhigroupinc.com. Our reports filed with the SEC are also available free of charge by visiting <http://www.sec.gov>.

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Item 1A. Risk Factors

Risks Related to Our Business

We may not be successful in executing our Tech-focused strategy which could have a material adverse effect on our results of operations. We may not be successful in pursuing our Tech-focused strategy, which includes narrowing priorities to initiatives related to connecting technology professionals with employers across all industries. There can be no assurance that the allocation of resources behind our Tech-focused business and sales and marketing efforts will result in the strengthening of our competitive position, the failure of which could have a material adverse effect on our financial condition and results of operations. As a result of our strategic focus on technology professionals and the divesting of our businesses operating in and focused on different professions, we have an increased dependence on the demand for technology-focused professionals and may not have the mitigating benefits of exposure to a portfolio of diverse professions in the event of a downturn in the demand for such technology professionals. For example, in 2024 several large technology companies underwent planned layoffs. If the need for technology professionals decreases, whether because there is reduced demand for technologists by our customers, as a result of macroeconomic conditions affecting their businesses, the aforementioned layoffs, reductions in hiring or otherwise, our ability to sell recruitment packages to our customers may be adversely impacted. A write-off of all or a part of our goodwill and intangible asset would hurt our operating results. We have significant intangible assets and goodwill. As of December 31, 2024, we had \$128.1 million and \$23.8 million of goodwill and acquired intangible assets, respectively, on our balance sheet, which represented approximately 58% and 11%, respectively, of our total assets. We do not amortize goodwill or our indefinite-lived acquired intangible asset, which is the Dice trademarks and brand name, under U.S. GAAP and instead are required to review them at least annually for impairment. The annual impairment test for the Dice trademarks and brand name is performed on October 1 of each year. DHI has experienced impairment charges in the past. In the event an impairment is identified again in the future, a charge to earnings would be recorded. Although it would not affect our cash flow or liquidity position, a write-off in future periods of all or a part of our goodwill or intangible asset would have a material adverse effect on our overall results of operations. See Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations.

Critical Accounting Estimates

Goodwill and Indefinite-Lived Acquired Intangible Assets.

Our backlog may not accurately represent future revenue. Backlog consists of deferred revenue plus customer contractual commitments not invoiced, representing the value of future services to be rendered under committed contracts. Our contracts are subject to delay or default and contracts in the Company's backlog are subject to changes in the scope of services to be provided as well as adjustments to the costs relating to the applicable contracts. Backlog may also be affected by, among other things, external market and economic factors beyond our control. Accordingly, there is no assurance that the entirety of our backlog will be realized. The timing of new contracts and the mix of services can significantly affect backlog. Backlog at any given point in time may not accurately represent the future revenue that may be realized and should not be relied upon as a stand-alone indicator of future revenues. We operate in a highly competitive developing market and we may be unable to compete successfully against existing and future competitors. The market for career services is highly competitive and barriers to entry in the market are relatively low. There are multiple generalist job boards, as well as a number of existing and emerging alternative business models seeking to compete in our target markets. We do not own any patented technology that would expressly preclude or inhibit competitors from entering the recruiting and career development services market. We compete with other companies that direct all or portions of their websites toward certain segments or sub-segments of the industries we serve. We compete with generalist job boards, some of which have substantially greater resources and brand recognition than we do, such as CareerBuilder, Monster.com, Indeed, ZipRecruiter, and Seek, which, unlike specialist job boards, permit customers to enter into a single contract to find professionals across multiple occupational categories and attempt to fill all of their hiring needs through a single website, as well as job boards focused specifically on the industries we service, such as Stack Overflow and Upwork. We also may compete with newspaper and magazine publishers, as well as national and regional advertising agencies, executive search firms and search and selection firms that carry classified advertising, many of whom have developed, begun developing or acquired new media capabilities, such as recruitment websites, or have recently partnered with generalist job boards. We also compete with general business sites and print publications, as well as technology news and information community sites, such as Google News, Digg.com and Reddit.com. In addition, we face competition from aggregators of classified advertising, including TalentBin, Entelo, JobDiv, Daxtra, CEIPAL, and Google. Social and professional networking sites, such as LinkedIn, Facebook, X and Google compete with us in providing professional services. We also compete with new competitors, including career-focused community sites such as Glassdoor and talent relationship management software providers such as Avature and Symphony Talent, and emerging competitors with new business models and products that customers are more willing to trial during periods when talent is scarce. Some of our competitors have longer operating histories, larger client bases, longer relationships with clients, greater brand or name recognition, or significantly greater financial, technical, marketing and public relations resources than we do. As a result, they may be in a position to respond more quickly to new or emerging technologies and changes in customer requirements, and to develop and promote their products and services more effectively than we can. We may not be able to adapt to such technological changes or offer new products on a timely or cost-effective basis or establish or maintain competitive positions. If we are unable to develop and introduce new products and services, or enhancements to existing products and services, in a timely and successful manner, our business, results of operations, financial condition and liquidity could be materially and adversely affected, and the market price of our common stock would likely fall. We must adapt our business model to keep pace with rapid changes in the recruiting and career services business, including rapidly changing technologies and the development of new products and services. Providing online recruiting and career development services is a rapidly evolving business, and we will not be successful if our business model does not keep pace with new trends and developments. The adoption of new recruiting and job seeking techniques, particularly among those who have historically relied on traditional recruiting methods, requires acceptance of a new way of conducting business, exchanging information and applying for jobs. If we are unable to adapt our business model to keep pace with changes in the recruiting business, or if we are unable to continue to demonstrate the value of our online services to our customers, our business, results of operations, financial condition and liquidity could be materially adversely affected. Our success is also dependent on our ability to adapt to rapidly changing technology and to make investments to develop new products and services. Accordingly, to maintain our competitive position and our revenue base, we must continually modernize and improve the features, reliability and functionality of our service offerings and related products in response to our competitors. Future technological advances in the career services industry may result in the availability of new recruiting and career development offerings. Some of our competitors have longer operating histories, larger client bases, longer relationships with clients, greater brand or name recognition, or significantly greater financial, technical, marketing and public relations resources than we do. As a result, they may be in a position to respond more quickly to new or emerging technologies and changes in customer requirements, and to develop and promote their products and services more effectively than we can. We may not be able to adapt to such technological changes or offer new products on a timely or cost-effective basis or establish or maintain competitive positions. If we are unable to develop and introduce new products and services, or enhancements to existing products and services, in a timely and successful manner, our business, results of operations, financial condition and liquidity could be materially and adversely affected, which could result in a decline in the market price of our common stock. Trends that could have a critical impact on our success include: rapidly changing technology in online recruiting, evolving industry standards relating to online recruiting, developments and changes relating to the Internet and mobile devices, evolving government regulations, competing products and services that offer increased functionality, changes in requirements for customers and professionals, and privacy protection concerning data available and transactions conducted over the Internet. If we fail to develop and maintain our reputation and brand recognition our business could be adversely affected. We believe that establishing and maintaining the identity of our brands, ClearanceJobs and Dice, is critical in attracting and maintaining the number of professionals and customers using our services, and that the importance of brand recognition will increase due to the growing number of services similar to ours and relatively low barriers to entry. Promotion and enhancement of our brands will depend largely on our success in continuing to provide high quality recruiting and career development services. If users do not perceive our existing career and recruiting services to be of high quality, or if we introduce new services or enter into new ventures that are not favorably received by users, the uniqueness of our brands could be diminished and accordingly the attractiveness of our websites to professionals and customers could be reduced. We may also find it necessary to increase substantially our financial commitment to creating and maintaining a distinct brand loyalty among users. If we cannot provide high quality career services, fail to protect, promote and maintain our brands or incur excessive expenses to attempt to improve our career services or promote or maintain our brands, our business, results of operations, financial condition and liquidity could be materially adversely affected. Our business is largely based on customers who purchase recruitment packages. Any failure to increase or maintain the number of customers who purchase recruitment packages could adversely impact our revenues. Our customers typically include recruiters, staffing firms, consulting firms and direct hiring companies. Customers can choose to purchase recruitment packages, classified postings, advertisements, or career fair and recruitment event booth rentals. Most of our revenues are generated by the fees we earn from our customers who purchase recruitment packages. Our growth depends on our ability to retain our existing recruitment package customers and to increase the number of customers who purchase recruitment packages, as well as introduce new pricing options. Any of our customers may decide not to continue to use our services in favor of alternate services, lack of need, or because of budgetary constraints or other reasons. We cannot guarantee that we will be successful in continuing to attract new customers or retaining existing customers or that our future sales efforts in general will be effective. If our existing customers choose not to use our services, decrease their use of our services, or change from being recruitment package customers to purchasing individual classified postings, our services, job postings and resumes posted on our websites could be reduced, search activity on our websites could decline, the usefulness of our services to customers could be diminished, and we could experience declining revenues and/or incur significant expenses. ClearanceJobs recruitment package customers at December 31, 2024, 2023, and 2022 were 1,949, 2,055, and 2,064, respectively, while, Dice recruitment package customers at December 31, 2024, 2023, and 2022 were 4,711, 5,492, and 6,311, respectively. If we fail to attract qualified professionals to our websites or grow the number of qualified professionals who use our websites, our revenues could decline. The value of our websites to our customers is dependent on our ability to continuously attract professionals with the experience, education and skill-sets our customers seek. For example, the professionals who post their resumes on Dice.com are generally highly educated, have extensive work experience, and the majority are currently employed. To grow our businesses, we must continue to convince qualified professionals that our services will assist them in finding employment, so that customers will choose to use our services to find employees. If we are unable to increase the number of professionals using our websites, or if the professionals who use our websites are viewed as unattractive by our customers, our customers could seek to list jobs and search for professionals elsewhere, which could cause our revenues to decline. If we are not able to successfully identify or integrate future acquisitions our management's attention could be diverted, and our efforts to integrate future acquisitions could consume significant resources. An important component of our Tech-focused strategy is developing new capabilities that strengthen and expand our position in the U.S. technology talent acquisition market and broaden the

talent solutions through the acquisition of other complementary businesses and technologies. Our further growth may depend in part on our ability to identify additional suitable acquisition opportunities or consummate such acquisitions on terms that are beneficial to us. We may not be able to identify suitable acquisition opportunities or consummate such acquisitions on favorable terms or at all. In addition, the anticipated results or operational benefits of any businesses we acquire may not be realized and we may not be successful in integrating other acquired businesses into our operations. Failure to manage and successfully integrate acquired businesses could harm our business. Even if we are successful in making an acquisition, we may encounter numerous risks, including the following:

- expenses, delays and difficulties in integrating the operations, technologies and products of acquired companies;
- potential disruption of our ongoing operations;
- diversion of management's attention from normal daily operations of our business;
- inability to maintain key business relationships and the reputations of acquired businesses;
- the difficulty of integrating acquired technology and rights into our services and unanticipated expenses related to such integration;
- the impairment of relationships with customers and partners of the acquired companies or our customers and partners as a result of the integration of acquired operations;
- the impairment of relationships with employees of the acquired companies or our employees as a result of integration of new management personnel;
- Table of Contents entry into markets in which we have limited or no prior experience and in which our competitors have stronger market positions;
- dependence on unfamiliar employees, affiliates and partners;
- the amortization of acquired companies' intangible asset;
- insufficient revenues to offset increased expenses associated with the acquisition;
- inability to maintain our internal standards, controls, procedures and policies;
- reduction or replacement of the sales of existing services by sales of products and services from acquired business lines;
- potential loss of key employees of the acquired companies;
- difficulties integrating the personnel and cultures of the acquired companies into our operations;
- the impact of potential liabilities or unknown liabilities of the acquired businesses.

If any of these risks materialize, they could have a material adverse effect on our business, results of operations, financial condition and liquidity. In addition, any acquisition of other businesses or technologies may require us to seek debt or equity financing. Such financing might not be available to us on acceptable terms or at all. Market disruption and volatility, and poor economic conditions in the capital markets and global economy could adversely impact our ability to obtain additional financing on favorable terms or at all. Misappropriation or misuse of our intellectual property could harm our reputation, affect our competitive position and lower our revenue. Our success and ability to compete are dependent in part on the strength of our intellectual property rights, the content included on our websites, the goodwill associated with our patent, trademarks, trade names and service marks, and on our ability to use U.S. and foreign laws (if necessary) to protect them. Our intellectual property includes, among other things, the content included on our websites, our logos, brands, domain names, a patent, the technology that we use to deliver our products and services, the various databases of information that we maintain and make available and the appearance of our websites. We claim common law protection on certain names and marks that we have used in connection with our business activities and the content included on our websites. We also own a number of registered or applied-for trademarks and service marks that we use in connection with our business, including both plain text and stylized CLEARANCEJOBS.COM and DICE as well as stylized DHI, the stylized "D" utilized on Dice social media and both plain and colored ClearanceJobs logs. Although we generally pursue the registration of material service marks and other material intellectual property we own, where applicable, we have copyrights, trademarks and/or service marks that have not been registered in the United States and/or other jurisdictions. We generally enter into confidentiality and work-for-hire agreements with our employees, consultants, and vendors to protect our intellectual property rights. We also seek to control access to and distribution of our technology, documentation and other proprietary information as well as proprietary information licensed from third parties. Policing our intellectual property rights worldwide is a difficult task, and we may not be able to identify infringing users. The steps we have taken to protect our proprietary rights may not be adequate, and third parties could infringe, misappropriate or misuse our intellectual property rights. If this were to occur, it could harm our reputation and affect our competitive position. It could also require us to spend significant time and money in litigation. In addition, the laws of foreign countries do not necessarily protect intellectual property rights to the same extent as the laws of the United States. We have licensed in the past (on a royalty free basis), and may license in the future, various elements of our distinctive trademarks, service marks, trade dress, content and similar proprietary rights to third parties. We may enter into strategic marketing arrangements with certain third parties pursuant to which we license our trademarks, service marks and content to such third parties in order to promote our brands and services and to generate leads for our businesses. While we attempt to ensure that the quality of our brands is maintained by these licensees, we cannot assure you that third-party licensees of our proprietary rights will always take actions to protect the value of our intellectual property and reputation, and if they fail to do so, such failure could adversely affect our business and reputation. If our business fails to attract and retain users, particularly users who create and post original content on our web properties, our financial results will be adversely affected. Our reliance upon user-generated content requires that we develop and maintain tools and services designed to facilitate creation of user-generated content, participation in discussion surrounding such user-generated content, evaluation of user-generated content, and distribution of user-generated content. If our development efforts fail to facilitate such activities on our web properties, the level of user engagement and interaction will not increase and may decline. Even if we succeed in facilitating such activities on our sites, there can be no assurance that such improvements will be deployed in a timely or cost-effective manner. If we fail to increase user engagement and interaction on our web properties, we will not attract and retain a loyal user base or the advertisers who desire to reach them, which will adversely affect our business and our ability to maintain or grow our revenue. We may be impacted by unfavorable decisions in proceedings related to future tax assessments. We operate in a number of jurisdictions and are from time to time subject to audits and reviews by various taxation authorities with respect to income, payroll, sales and use, and other taxes for current and past periods. We may become subject to future tax assessments by various authorities. The determination of our provision for income taxes and current and deferred tax assets and liabilities requires judgment and estimation. There are many transactions and calculations where the ultimate tax determination is uncertain. Although we believe our tax estimates are reasonable, the ultimate tax outcome may differ materially from the tax amounts recorded in our consolidated financial statements. Any amount we might be required to pay in connection with an ongoing audit or review or a future tax assessment may have a material adverse effect on our financial position, cash flows or overall results of operations. Taxation risks could subject us to liability for past sales and cause our future sales to decrease. We do not collect sales or use tax in certain jurisdictions on the services we provide. Our operations, and any future expansion of them, along with other aspects of our evolving business, may result in additional sales or use tax obligations. Currently, the individual states' laws and regulations determine which services performed over the Internet are subject to sales tax. A number of states have adopted initiatives that impose sales tax on certain services delivered electronically. Additionally, many states have implemented laws or regulations requiring out-of-state vendors to collect sales tax, which has increased our tax filing obligations. Also, a state may take the position that certain services we provide are subject to sales tax under existing regulations. The imposition by state and local governments of various taxes upon certain services delivered over the Internet could create administrative burdens for us, put us at a competitive disadvantage if they do not impose similar obligations on all of our online competitors and potentially decrease our future sales. Because we recognize most of our revenue from our contracts over the term of the agreement, a significant downturn in these businesses may not be immediately reflected in our operating results. We primarily recognize revenue from sales of our recruiting contracts over the terms of the agreements, which, on average, is approximately 12 months, meaning a significant portion of the revenue we report in each quarter is generated from agreements entered into during previous quarters. Consequently, a decline in new or renewed agreements in any one quarter may not significantly impact our revenue in that quarter but may, instead, negatively affect our revenue in future quarters. In addition, we may be unable to adjust our fixed costs in response to reduced revenue. Accordingly, the effect of significant declines in the sales of these offerings may not be reflected in our short-term results of operations.

Risks Related to Our Indebtedness

We have indebtedness which could affect our financial condition, and, if adverse changes in the credit markets occur, we may not be able to borrow funds under our revolving credit facility or refinance our indebtedness. As of December 31, 2024, we had \$32.0A million of outstanding indebtedness under our credit agreement dated June 10, 2022 (the "Credit Agreement") and the facility provides capacity for us to borrow an additional \$56.0 million, subject to the terms of the Credit Agreement. If we cannot generate sufficient cash flow from operations to service our debt, we may need to further refinance our debt, dispose of assets or issue equity to obtain necessary funds. We do not know whether we will be able to take any of these actions, if necessary, on a timely basis or on terms satisfactory to us or at all. Our Credit Agreement consists of a revolving facility and matures in June 2027. The funding of the revolving facility is dependent on a number of financial institutions. It is possible that one or more of the lenders will refuse or be unable to satisfy their commitment to lend to us should we need to borrow funds under the revolving credit facility. If borrowings are unavailable to us and we cannot generate sufficient revenues to fund our operations, our business will be adversely affected. In addition, the inability to borrow could hinder growth if we need funds to complete an acquisition. Our indebtedness could limit our ability to: obtain necessary additional financing for working capital, capital expenditures or other purposes in the future; restructure our business; or react to, changes in our business and the industries in which we operate; make future acquisitions or pursue other business opportunities; or react in an extended economic downturn. The terms of our Credit Agreement may restrict our current and future operations, which would adversely affect our ability to respond to changes in our business and to manage our operations. Our Credit Agreement contains, and any future indebtedness of ours would likely contain, a number of restrictive covenants that impose significant operating and financial restrictions on us, including restrictions on our ability to, among other things:

- incur additional debt;
- pay dividends and make other restricted payments;
- repurchase our own shares;
- create liens;
- make investments and acquisitions;
- engage in sales of assets and subsidiary stock;
- enter into sale-leaseback transactions;
- enter into transactions with affiliates;
- transfer all or substantially all of our assets or enter into merger or consolidation transactions;
- make capital expenditures.

Our Credit Agreement also requires us to maintain certain financial ratios. A failure by us to comply with the covenants or financial ratios contained in our Credit Agreement could result in an event of default under our Credit Agreement which could adversely affect our ability to respond to changes in our business and manage our operations. In the event of any default under our Credit Agreement, the lenders under our Credit Agreement will not be required to lend any additional amounts to us. Our lenders also could elect to declare all amounts outstanding to be due and payable and require us to apply all of our available cash to repay these amounts. If the indebtedness under our Credit Agreement were to be accelerated, there can be no assurance that our assets would be sufficient to repay this indebtedness in full. Despite our current level of indebtedness, we may be able to incur substantially more debt, which could increase the risks to our financial condition described above. We may be able to incur substantial additional indebtedness in the future. Although the Credit Agreement contains restrictions on the incurrence of additional indebtedness and entering into certain types of other transactions, these restrictions are subject to a number of qualifications and exceptions, including compliance with various financial conditions. Additional indebtedness incurred in compliance with our existing debt could be substantial. To the extent new debt is added to our current debt levels, the substantial leverage risks described in the immediately preceding risk factors would increase. As of December 31, 2024, we had \$32.0 million in total indebtedness with additional borrowing capacity of \$56.0 million, subject to certain availability limits including our consolidated leverage ratio, which generally limits borrowings to 2.5 times annual Adjusted EBITDA levels, as defined in the Credit Agreement.

Risks Related to Our Technology

Issues in the development and use of artificial intelligence ("AI") may result in reputational harm or liability. We continue to incorporate AI into our offerings when appropriate and beneficial and have a company AI usage policy that details when and how AI can be utilized within our business operations. We maintain a policy governing AI usage that focuses on the balance between data and infrastructure security and protection and utilization of AI to enhance business objectives. We expect these elements of our business to grow. We envision a future in which AI's incorporation into our products helps our customers be more productive in their work. As with many innovations, AI presents risks and challenges that could affect its adoption, and therefore our business. AI algorithms may be flawed. Datasets may be insufficient or contain biased information. Content generated by AI systems may be offensive, illegal, or otherwise harmful. Ineffective or inadequate AI development or deployment practices by the Company or others could result in incidents that impair the acceptance of AI solutions or cause harm to individuals or society. These deficiencies and other failures of AI systems could subject us to competitive harm, regulatory action, legal liability, and brand or reputational harm. Some AI scenarios present ethical issues or may have broad impacts on society. If we enable or offer AI solutions that have unintended consequences or are controversial because of their impact on human rights, privacy, employment, or other social, economic, or political issues, we may experience brand or reputational harm. For example, perceived or actual technical, legal, compliance, privacy, security, ethical or other issues relating to the use of AI may cause public confidence in AI to be undermined, which could slow our customers' adoption of our products and services that use AI. In addition, litigation or government regulation related to the use of AI may also adversely impact our and others' abilities to develop and offer products that use AI, as well as increase the cost and complexity of doing so. Developing, testing and deploying third-party AI systems may also increase the cost profile of our product offerings due to the nature of the computing costs involved in such systems, which could impact our profit margin and adversely affect our business and operating results. Our business may be disrupted if any of the third-party AI services we use become unavailable due to extended outages or interruptions or because they are no longer available on commercially reasonable terms or prices. Further, market demand and acceptance of AI technologies are uncertain, and we may be unsuccessful in our product development efforts. We may not timely and effectively scale and adapt our existing technology and network infrastructure to ensure that our websites are accessible within an acceptable load time. A key element to our continued growth is the ability of our users (whom we define as anyone who visits our website, regardless of whether or not they are a customer), enterprises and professional organizations in all geographies to access our website within acceptable load times. We call this "website performance." We have experienced, and may in the future experience, website disruptions, outages and other performance problems due to a variety of factors, including infrastructure changes, human or software errors, capacity constraints due to an overwhelming number of users accessing our website simultaneously, and denial of service or fraud or security attacks. In some instances, we may not be able to identify the cause or causes of these website performance problems within an acceptable period of time. It may become increasingly difficult to maintain and improve our website performance, especially during peak usage times and as our solutions become more complex and our user traffic increases. If our websites are unavailable when users attempt to access them or do not load as quickly as they expect, users may seek other websites to obtain the information for which they are looking, and may not return to our websites as often in the future, or at all. This would negatively impact our ability to attract customers, enterprises and professional organizations and may decrease engagement on our websites. We expect to continue to make significant investments to maintain and improve website performance and to enable rapid releases of new features and products. To the extent that we do not effectively address capacity constraints, upgrade our systems as needed and continually develop our technology and network architecture to accommodate actual and anticipated changes in technology, our business and operating results may be harmed. Capacity constraints, systems failures or breaches of our network security could materially and adversely affect our business. If we fail to manage our technical operations infrastructure, our existing customers may experience services outages, and our new customers may experience delays in the deployment of our solution. We derive almost all of our revenues from the purchase of recruitment products, packages, services and employment advertising offered on our ClearanceJobs and Dice websites. As a result, our operations depend on our ability to maintain and protect our website services, most of which are housed within AWS. System failures, including network, software or hardware failures, which cause interruption or an increase in response time of our services, could substantially decrease usage of our services and could reduce the attractiveness of our services to both our customers and professionals. An increase in the volume of queries conducted through our services could strain the capacity of the software or hardware we employ. This could lead to slower response times or system failures and prevent users from accessing our websites for extended periods of time, thereby decreasing usage and attractiveness of our services. Our technology operations are dependent in part on our ability to protect our operating systems against, among other events:

- physical damage from acts of God;
- terrorist attacks or other acts of war;
- power loss;
- telecommunications failures;
- network, hardware or software failures;
- physical and electronic break-ins;
- cyber security attacks;
- computer viruses or worms;
- identity theft;
- phishing attempts; and
- similar events.

Although we maintain insurance against fires, floods, cyber-attacks, and general business interruptions, the amount of coverage may not be adequate in any particular case. Furthermore, the occurrence of any of these events could result in interruptions, delays or cessations in service to users of our services, which could materially impair or prohibit our ability to provide our services and significantly impact our business. Additionally, overall Internet usage could decline if any well-publicized compromise of security occurs or if there is a perceived lack of security of personal and corporate information stored within our systems to facilitate hiring and recruitment business processes. "Hacking" involves efforts to gain unauthorized access to information or systems or to cause intentional malfunctions or loss or corruption of data, software, hardware or other computer equipment, and online job boards, in particular, have been targeted by hackers who seek to gain unauthorized access to job seeker and customer data for purposes of implementing "phishing" or other schemes. Despite our

implementation of numerous security measures; including access controls, network security, information security risk management processes, software development security, cryptography, operational security, business continuity and disaster recovery, and physical security, our websites, servers, databases and other systems as well as those of our customers may be vulnerable to computer hackers, physical or electronic break-ins, sabotage, computer viruses, worms, phishing attacks and similar disruptions from unauthorized tampering with our computer systems. Our systems, like the systems of many other websites, have been targeted in the past in cyber-attacks and hacks and will continue to be subject to such attacks. While such targets and hacks have not had material impacts on our results of operations and financial condition in the past, we cannot guarantee that similar attacks will not have such material impacts in the future. Because the techniques used to obtain unauthorized access, disable or degrade service, or sabotage systems change frequently, such techniques often are not recognized until launched against a target and may originate from less regulated and remote areas around the world, we may be unable to proactively address these techniques or to implement adequate preventative measures. We will continue to review and enhance our security measures in an attempt to prevent unauthorized and unlawful intrusions, although in the future it is possible we may not be able to prevent all intrusions, and such intrusions could result in our network security or computer systems being compromised and possibly result in the misappropriation or corruption of proprietary or personal information or cause disruptions in our services. We might be required to expend significant capital and resources to protect against, remediate or alleviate problems caused by such intrusions. We may also not have a timely remedy against a hacker who is able to penetrate our network security. Our networks could also be affected by viruses or malware or other similar disruptive problems, and we could inadvertently transmit these viruses or malware to our users or other third parties. Our hardware and back-up systems could fail causing our services to be interrupted. Our customers may fall prey to successful phishing attacks and inadvertently give unauthorized access to view our candidate profiles. Any of these occurrences, and negative publicity arising from any such occurrences, could harm our business or give rise to a cause of action against us. Our general business interruption insurance policies have limitations with respect to covering interruptions caused by computer viruses or hackers. While we have insurance we have not added specific insurance coverage to protect against these risks. Our activities and the activities of third party contractors involve the storage, use and transmission of proprietary and personal information, including personal information collected from professionals who use our websites. Accordingly, security breaches could expose us to a risk of loss or litigation and possibly liabilities. We cannot assure that contractual provisions attempting to limit our liability in these areas will be successful or enforceable, or that other parties will accept such contractual provisions as part of our agreements. Any security breaches or our inability to provide users with continuous access to our networks could materially impact our ability to provide our services as well as materially impact the confidence of our customers in our services, either of which could have a material adverse effect on our business. The SEC has adopted new rules that require us to provide greater disclosures around cybersecurity risk management, strategy and governance, as well as disclose the occurrence of material cybersecurity incidents. We cannot predict or estimate the amount of additional costs we will incur in order to comply with these rules or the timing of such costs. These rules and regulations may also require us to report a cybersecurity incident before we have been able to fully assess its impact or remediate the underlying issue. Efforts to comply with such reporting requirements could divert management's attention from our incident response and could potentially reveal system vulnerabilities to threat actors. Failure to timely report incidents under these or other similar rules could also result in monetary fines, sanctions, or subject us to other forms of liability. This 22Table of Contentsregulatory environment is increasingly challenging and may present material obligations and risks to our business, including significantly expanded compliance burdens, costs and enforcement risks. If our users or customers do not find our candidate profiles useful, it could adversely impact demand for our products and services and the growth of our business. Our product integrates publicly available data on the Internet to create aggregated profiles of prospective candidates' professional experience and other employment-related data. These profiles are made available to our customers through our TalentSearch product to help them identify prospective technical candidates in a way that reduces their need to search multiple websites, while delivering more relevant candidates and useful employment information to recruiters and employers that use it. Candidates sought out through the socially aggregated profiles may not be interested in the opportunities presented to them by the recruiters and employers who use the product, which could decrease its demand. If Internet search engines' methodologies are modified or our search result page rankings decline for other reasons, our user engagement could decline. We depend in part on various Internet search engines, such as Google, Bing and Yahoo!, to direct a significant amount of traffic to our websites. Our ability to maintain the number of visitors directed to our websites is not entirely within our control. Our competitors' search engine optimization, or SEO, efforts may result in their websites receiving a higher search result page ranking than ours, or Internet search engines could revise their methodologies in an attempt to improve their search results, which could adversely affect the placement of our search result page ranking. If search engine companies modify their search algorithms in ways that are detrimental to our new user growth or in ways that make it harder for our users to use our websites, or if our competitors' SEO efforts are more successful than ours, overall growth in our user base could slow, user engagement could decrease, and we could lose existing users. These modifications may be prompted by search engine companies entering the online professional networking market or aligning with competitors. Our websites have experienced fluctuations in search result rankings in the past, and we anticipate similar fluctuations in the future. Any reduction in the number of users directed to our websites would harm our business and operating results. We may not be able to halt the operations of websites that aggregate our data as well as data from other companies, including social networks, or copycat websites that have misappropriated our data in the past or may misappropriate our data in the future. These activities could harm our brand and our business. From time to time, third parties have misappropriated our data through website scraping, robots or other means and aggregated this data on their websites with data from other companies. In addition, websites have misappropriated data on our network and attempted to imitate our brand or the functionality of our websites. These activities could degrade our brands and harm our business. When we have become aware of such websites, we have employed technological or legal measures in an attempt to halt their operations. However, we may not be able to detect all such websites in a timely manner and, even if we could, technological and legal measures may be insufficient to stop their operations. In some cases, particularly in the case of websites operating outside of the United States, our available remedies may not be adequate to protect us against such websites. Regardless of whether we can successfully enforce our rights against these websites, any measures that we may take could require us to expend significant financial or other resources. We rely on the services of third-party data center hosting facilities. Interruptions or delays in those services could impair the delivery of our service and harm our business. Our ClearanceJobs and Dice website applications utilize cloud computing technology. It is hosted pursuant to service agreements on technology platforms by third-party service providers, primarily through AWS. We do not control the operation of these providers or their facilities, and the facilities are vulnerable to damage, interruption or misconduct. Unanticipated problems at these facilities could result in lengthy interruptions in our services. If the services of one or more of these providers are terminated, disrupted, interrupted or suspended for any reason, we could experience disruption in our ability to provide our services, which may harm our business and reputation. Further, any damage to, or failure of, the cloud services we use could result in interruptions in our services. Interruptions in our service may damage our reputation, reduce our revenue, cause us to issue credits or pay penalties, cause customers to terminate their agreements and adversely affect our renewal rates and our ability to attract new customers. While we believe our application and network architecture and use of multiple availability 23Table of Contentszones and regions within AWS reduce our risk, our business would be harmed if our customers and potential customers believe our services are unreliable. Regulatory Risks We may be liable with respect to the collection, storage, and use of the personal and professional information of the professionals who use our websites and mobile apps and our current practices may not be in compliance with proposed new laws and regulations. Our business depends on our ability to collect, store, use, and disclose personal and professional data from the professionals who use our websites. Our policies concerning the collection, use and disclosure of personally identifiable information are described on our websites. In recent years, class action lawsuits have been filed and the Federal Trade Commission and state agencies have commenced investigations with respect to the collection, use, sale and storage by various Internet companies of users' personal and professional information. While we believe we are in compliance with current law, we cannot ensure that we will not be subject to lawsuits or investigations for violations of law. Moreover, our current practices regarding the collection, storage and use of user information may not be in compliance with currently pending legislative and regulatory proposals by the United States federal government and various state governments intended to limit the collection and use of user information. While we have implemented and intend to implement additional programs designed to enhance the protection of the privacy of our users, these programs may not conform to all or any of these laws or regulations and we may consequently incur civil or criminal liability for failing to conform. As a result, we may be forced to change our current practices relating to the collection, storage and use of user information. Our failure or our perceived failure to comply with laws and regulations could also lead to adverse publicity and a loss of consumer confidence if it were known or perceived that we did not take adequate measures to assure the confidentiality of the personally identifiable information that our users had given to us. This could result in a loss of customers and revenue and materially adversely impact the success of our business. Concern among prospective customers and professionals regarding our use of personal information collected on our websites, such as credit card numbers, email addresses, phone numbers and other personal information, could keep prospective customers from using our career services websites. Internet-wide incidents or incidents with respect to our websites or databases, including misappropriation of our users' personal information, penetration of our network security, or changes in industry standards, regulations or laws could result in regulatory penalties, liability to the persons whose information was compromised, as well as legal expenses, and could deter people from using the Internet or our websites to conduct transactions that involve confidential information, which could have a material adverse impact on our business. We generally comply with industry standards and are subject to the terms of our privacy policies and privacy-related obligations to third parties (including voluntary third-party certification bodies such as TrustArc). We strive to comply with all applicable laws, policies, legal obligations and industry codes of conduct relating to privacy and data protection, to the extent possible. However, it is possible that these obligations may be interpreted and applied in new ways and/or in a manner that is inconsistent from one jurisdiction to another and may conflict with other rules or our practices or that new regulations could be enacted. We continue to see increased regulation of data privacy and security, including the adoption of more stringent subject matter specific state laws and national laws regulating the collection and use of data, as well as security and data breach obligations. For example, California adopted the CCPA, which became effective on January 1, 2020 and was replaced and expanded upon by the CPRA, which was enacted on November 3, 2020 and went into effect on January 1, 2023. The CCPA established a new privacy framework for covered businesses by, among other things, creating an expanded definition of personal information, establishing new data privacy rights for consumers in the State of California and creating a new and potentially severe statutory damages framework for violations of the CCPA and for businesses that fail to implement reasonable security procedures and practices to prevent data breaches. The CPRA expanded on these protections by introducing new limitations on the sale or sharing of consumers' personal information and the creation of a new state agency to enforce the regulations. In addition, numerous state legislatures have passed, or are contemplating passing, legislation similar in nature to the CPRA. To the extent these laws differ from existing laws, our compliance efforts will be further complicated. The uncertainty and changes in the requirements of multiple jurisdictions may increase the cost of compliance, reduce demand for our websites, restrict our ability to offer services in certain locations or subject us to sanctions by state or national data protection regulators, all of which could harm our business, financial condition, and results of operations. Failure to provide adequate privacy protections and maintain compliance with the new data privacy laws, including the CPRA, could have a material adverse effect on our financial condition and results of operations. 24Table of ContentsOur business is subject to U.S. government regulation of the Internet and taxation, which may have a material adverse effect on our business. Congress and various state and local governments have passed legislation that regulates various aspects of the Internet, including content, copyright infringement, user privacy, taxation, access charges, liability for third-party activities and jurisdiction. In addition, federal, state, and local governmental organizations are also considering legislative and regulatory proposals that would regulate the Internet. Areas of potential regulation include libel, pricing, quality of products and services and intellectual property ownership. A number of proposals have been made at the state and local level that would impose taxes on the sale of goods and services through the Internet. Such proposals, if adopted, could substantially impair the growth of commerce over the Internet and could adversely affect our business, future results of operations, financial condition and liquidity. We may be subject to restrictions on our ability to communicate with our customers through email, text messages and phone calls. Several jurisdictions have proposed or adopted privacy related laws that restrict or prohibit unsolicited email or text messages. These laws may impose significant monetary penalties for violations. For example, the CAN-SPAM Act of 2003, or CAN-SPAM, imposes complex and often burdensome requirements in connection with sending commercial email. Among other requirements, CAN-SPAM obligates the sender of commercial emails to provide recipients with the right to "opt-out" of receiving future emails from the sender. In addition, some states have passed laws regulating commercial email practices that are significantly more restrictive and difficult to comply with than CAN-SPAM, some portions of which may not be preempted by CAN-SPAM. If we were found to be in violation of CAN-SPAM or applicable state laws governing email not preempted by CAN-SPAM, we could be required to pay large penalties, which would adversely affect our financial condition, harm our business operations and marketing efforts, injure our reputation and erode candidate and customer trust. The scope of those regulations is unpredictable. Changes in laws or regulations that adversely affect the growth, popularity or use of the Internet, including laws impacting net neutrality, could decrease the demand for our service and increase our cost of doing business. Certain laws intended to prevent network operators from discriminating against the legal traffic that traverse their networks have been implemented in many jurisdictions. In others, the laws may be nascent or non-existent. Furthermore, favorable laws may change. Given uncertainty around these rules, including changing interpretations, amendments or repeal, coupled with potentially significant political and economic power of local network operators, we could experience discriminatory or anti-competitive practices that could impede our growth, cause us to incur additional expense or otherwise negatively affect our business. Due to the global nature of the Internet, it is possible that the governments of other states and foreign countries might attempt to regulate its transmissions or prosecute us for violations of their laws. We might unintentionally violate such laws or such laws may be modified and new laws may be enacted in the future. Any such developments (or developments stemming from enactment or modification of other laws) may significantly harm our business, operating results and financial condition. Risks Related to Ownership of Our Securities If we do not meet the continued listing requirements of the NYSE our common stock may be delisted. Our common stock is listed on the NYSE. The NYSE requires us to continue to meet certain listing standards, including standards related to the trading price of our common stock, as well as our global market capitalization. While we are currently in compliance with the NYSE continued listing requirements, we cannot assure you that we will remain in compliance. If we do not meet the NYSE's continued listing standards, we will be notified by the NYSE and we will be required to take corrective action to meet the continued listing standards; otherwise our common stock will be delisted from the NYSE. A delisting of our common stock on the NYSE would reduce the liquidity and market price of our common stock and the number of investors willing to hold or acquire our common stock, which could negatively impact our ability to access the public capital markets. A delisting would also reduce the value of our equity compensation plans, which could negatively impact our ability to retain key employees. Our stock price has been volatile in the past and may be subject to volatility in the future. The trading price of our common stock has been volatile in the past and could be subject to fluctuations in response to various factors, some of which are beyond our control. Factors such as announcements of variations in our quarterly financial results and fluctuations in revenue could cause the market price of our common stock to fluctuate. Fluctuations in the valuation of companies perceived by investors to be comparable to us or in valuation metrics, such as our price to earnings ratio, could 25Table of Contentsimpact our stock price. Additionally, the stock markets have at times experienced price and volume fluctuations that have affected and might in the future affect the market prices of equity securities of many companies. These fluctuations have, in some cases, been unrelated or disproportionate to the operating performance of these companies. Further, the trading prices of publicly traded shares of companies in our industry have been particularly volatile and may be very volatile in the future. These broad market and industry fluctuations, as well as general economic, political and market conditions such as recessions, interest rate changes, or political unrest, may negatively impact the market price of our common stock. Failure to maintain effective internal control over financial reporting could have a material adverse effect on our business, operating results and stock price. Maintaining effective internal control over financial reporting is necessary for us to produce reliable financial reports and is important in helping to prevent financial fraud. If we are unable to maintain adequate internal controls, our business and operating results could be harmed. We are required to satisfy the requirements of Section 404 of Sarbanes Oxley and the related rules of the SEC, which require, among other things, our management to assess annually the effectiveness of our internal control over financial reporting and our independent registered public accounting firm to issue a report on that assessment. We may be unable to remedy deficiencies before the requisite deadlines for those reports. Any failure to remediate deficiencies identified by management or our independent registered public accounting firm or to implement required new or improved controls or difficulties encountered in their implementation could cause us to fail to meet our reporting obligations or result in material misstatements in

our financial statements. If our management or our independent registered public accounting firm were to conclude in their reports that our internal control over financial reporting was not effective, investors could lose confidence in our reported financial information, and the trading price of our stock could drop significantly. The estimates and assumptions on which our financial projections are based may prove to be inaccurate, which may cause our actual results to materially differ from such projections, which may adversely affect our future profitability, cash flows and stock price. Our financial projections, including any sales or earnings guidance or outlook we may provide from time to time, are dependent on certain estimates and assumptions related to, among other things, the demand for technology professionals, development and launch of innovative new products, market share projections, product pricing, sales, cost savings, accruals for estimated liabilities, and our ability to generate sufficient cash flow to reinvest in our existing business, fund internal growth, repurchase our stock, make acquisitions, invest in joint ventures, and meet debt obligations. Our financial projections are based on historical experience and on various other estimates and assumptions that we believe to be reasonable under the circumstances and at the time they are made, and our actual results may differ materially from our financial projections. Any material variation between our financial projections and our actual results may adversely affect our future profitability, cash flows and stock price. We expect our operating results to fluctuate on a quarterly and annual basis. Our revenue and operating results could vary significantly from quarter-to-quarter and year-to-year and may fail to match our past performance because of a variety of factors, some of which are outside of our control. Any of these events could cause the market price of our common stock to fluctuate. Factors that may contribute to the variability of our operating results include: the size and seasonal variability of our customers' recruiting and marketing budgets; the emergence of new competitors in our market whether by established companies or the entrance of new companies; the cost of investing in our technology infrastructure may be greater than we anticipate; our ability to increase our customer base and customer and professional engagement; disruptions or outages in the availability of our websites, actual or perceived breaches of privacy and compromises of our customers' or professionals' data; changes in our pricing policies or those of our competitors; macroeconomic changes, in particular, deterioration in labor markets, which would adversely impact sales of our hiring solutions, or economic growth that does not lead to job growth; costs associated with data security which is becoming increasingly complex; the timing and costs of expanding our organization and delays or inability in achieving expected productivity; the timing of certain expenditures, including hiring of employees and capital expenditures; our ability to increase sales of our products and solutions to new customers and expand sales of additional products and solutions to our existing customers; the extent to which existing customers renew their agreements with us and the timing and terms of those renewals; and the general industry and macroeconomic conditions. We have adopted a Section 382 rights plan, which may discourage a corporate takeover. On January 28, 2025, our Board of Directors adopted the Section 382 rights plan and declared a dividend distribution of one right for each outstanding share of our common stock to stockholders of record at the close of business on February 7, 2025. Each right entitles its holder, under certain circumstances, to purchase from us one one-thousandth of a share of our Series 1 Participating Preferred Stock at an exercise price of \$17.00 per right, subject to adjustment. The Board adopted the Section 382 rights plan in an effort to protect stockholder value by attempting to safeguard our ability to use certain tax attributes, including our capital loss carryforwards. We may utilize these tax attributes in certain circumstances to offset future taxable income and reduce our income tax liability. Because the Section 382 rights plan could make it more expensive for a person to acquire a controlling interest in us, it could have the effect of delaying or preventing a change in control even if a change in control was in our stockholders' interest. Anti-takeover provisions in our charter documents and under Delaware law could make an acquisition of us, which may be beneficial to our stockholders, more difficult and may prevent attempts by our stockholders to replace or remove our current management. Since their adoption by the Company in 2008 and 2016 respectively, our amended and restated certificate of incorporation and our second amended and restated bylaws contain provisions that could delay or prevent a change in control of our company. These provisions also could make it difficult for stockholders to elect directors who are not nominated by current members of our board of directors or to take other corporate actions, including effecting changes in our management. These provisions: establish a classified board of directors so that not all members of our board are elected at one time; permit only our board of directors to establish the number of directors and fill vacancies on our board; require super-majority voting to amend some provisions in our amended and restated certificate of incorporation and second amended and restated bylaws; eliminate the ability of our stockholders to call special meetings of stockholders; prohibit cumulative voting; and establish advance notice requirements for nominations for election to our board or for proposing matters that can be acted upon by stockholders at annual stockholder meetings. In addition, Section 203 of the Delaware General Corporation Law (DGCL) may discourage, delay or prevent a change in control of our company. Section 203 imposes certain restrictions on mergers, business combinations and other transactions between us and holders of 15% or more of our common stock. Actions of activist shareholders could cause us to incur substantial costs, divert management's attention and resources, and have an adverse effect on our business. Our shareholders may from time-to-time seek to acquire a controlling stake in the Company, engage in proxy solicitations, advance shareholder proposals or otherwise attempt to effect changes. Campaigns by shareholders to effect changes at publicly-traded companies are sometimes led by investors seeking to increase short-term shareholder value through actions such as financial restructuring, increased debt, special dividends, stock repurchases or sales of assets or the entire company. Responding to shareholder activism can be costly and time-consuming, disrupt our operations, and divert the attention of management and our employees from our strategic initiatives. Activist campaigns can create perceived uncertainties as to our future direction, strategy, or leadership and may result in the loss of potential business opportunities, harm our ability to attract new employees, investors, customers, and other partners, and cause our stock price to experience periods of volatility. General Risk Factors If we fail to attract or retain key executives and personnel, there could be a material adverse effect on our business. Our performance is substantially dependent on the performance of senior management and key technical personnel. We have employment agreements, which include non-compete provisions, with all members of senior management and certain key technical personnel. However, we cannot assure that any of these senior managers or others will remain with us or that they will not compete with us in the event they cease to be employees, which could have a material adverse effect on our business, results of operations, financial condition and liquidity. In addition, we have not purchased key person life insurance on any members of our senior management. Our future success also depends upon our continuing ability to identify, attract, hire and retain highly qualified personnel, including skilled technical, management, product and technology, and sales and marketing personnel, all of whom are in high demand and are often subject to competing offers. There has in the past been, and there may in the future be, a shortage of qualified personnel in the career services market. We also compete for qualified personnel with other companies. A loss of a substantial number of qualified employees, or an inability to attract, retain and motivate additional highly skilled employees required for expansion of our business, could have a material adverse effect on our business. In addition, the recent significant decline in our stock price may undermine the use of our equity as a retention tool and may make it more difficult to retain key personnel. We may be adversely affected by cyclical, volatility or an extended downturn in the United States or worldwide economies, in or related to the industries we serve. Our revenues are generated primarily from servicing customers seeking to hire qualified professionals in the technology and security-cleared sectors. Demand for these professionals tends to be tied to economic and business cycles. Increases in the unemployment rate, specifically in the technology industry, cyclical or an extended downturn in the economy could cause our revenues to decline. For example, in 2024, employers reduced or postponed their recruiting efforts, including their recruitment of professionals in the technology industry. As of December 2024, the seasonally unadjusted U.S. unemployment rate was 2.0% for computer-related occupations as compared to the overall national average of 4.1%, seasonally adjusted. The increase in unemployment and decrease in recruitment activity experienced during 2008 and 2009 resulted in decreased demand for our services. During 2009, we experienced a 29% decline in revenues compared to 2008. If an economic environment similar to those experienced during 2008 and 2009 returns, or if the environment we experienced in 2024 continues, our ability to generate revenue may be adversely affected. In addition, the general level of economic activity in the regions and industries in which we operate significantly affects demand for our services. When economic activity slows, many companies hire fewer employees. Therefore, our operating results, business and financial condition could be significantly harmed by an extended economic downturn or future downturns, especially in regions or industries where our operations are heavily concentrated. Further, we may face increased pricing pressures during such periods as customers seek to use lower cost or fee services. Additionally, the labor market and certain of the industries we serve have historically experienced short-term cyclical. For example, if the demand for technology professionals decreases, it may be more difficult to sell recruitment packages to our customers. It is difficult to estimate the total number of passive or active job seekers or available job openings in the United States or abroad during any given period. If there is a labor shortage, qualified professionals may be less likely to seek our services, which could cause our customers to look elsewhere for attractive employees. Such labor shortages would require us to intensify our marketing efforts toward professionals so that professionals who post their resumes on our websites remain relevant to our customers, which would increase our expenses. Furthermore, if there is a shortage of available job openings in a particular region or sector we serve, the number of job postings on our websites could decrease, causing our business to be adversely affected. Any economic downturn or recession in the United States or abroad for an extended period of time could have a material adverse effect on our business, financial condition, results of operations and liquidity. Based on historical trends, improvements in labor markets and the need for our services generally lag behind overall economic improvements. Additionally, there has historically been a lag from the time customers begin to increase purchases of our services and the impact to our revenues due to the recognition of revenue occurring over the length of the contract, which can be several months to a year. Volatility in global financial markets may limit our ability to access capital markets at a time when we would like, or need, to raise capital, which could have an impact on our ability to react to changing economic and business conditions. Accordingly, if the domestic or global economies worsen or volatility occurs, our business, results of operations and financial condition could be materially and adversely affected. We could be subject to infringement and other claims relating to our services or the content on our websites that may result in costly litigation, the payment of damages or the need to revise the way we conduct business. We cannot be certain that our technology, offerings, services or content do not or will not infringe upon the intellectual property or other proprietary rights of third parties, or otherwise violate laws. From time to time we receive notices alleging potential infringement of intellectual property or other proprietary rights of third parties or non-compliance with applicable laws. In 2024, we received notices alleging potential infringement of our marks, copyrights, domain names and other intellectual property rights, or in defending ourselves against claims of infringement or non-compliance that may or may not be without merit, we could face costly litigation and the diversion of our management's attention and resources. Claims against us could result in the need to develop alternative trademarks, content, technology or other intellectual property or enter into costly royalty or licensing agreements, or substantially modify or cease to offer one or more of our services, which could have a material adverse effect on our business, results of operations, financial condition and liquidity. If we were found to have infringed on a third party's intellectual property or other proprietary rights, or failed to comply with applicable laws, among other things, the value of our brands and our business reputation could be impaired, and our business could suffer. If we are unable to enforce or defend our ownership or use of intellectual property, our business, competitive position and operating results could be harmed. The success of our business depends in large part on our intellectual property rights, including existing and future trademarks and copyrights, which are and will continue to be valuable and important assets of our business. Our business could be harmed if we are not able to protect the content of our databases and our other intellectual property. We have taken measures to protect our intellectual property, such as requiring our employees and consultants with access to our proprietary information to execute confidentiality agreements. In the future, we may sue competitors or other parties who we believe to be infringing our intellectual property. We may in the future also find it necessary to assert claims regarding our intellectual property. These measures may not be sufficient or effective to protect our intellectual property. We also rely on laws, including those regarding copyrights and trademarks to protect our intellectual property rights. Current laws, or the enforceability of such laws, specifically in foreign jurisdictions, may not adequately protect our intellectual property or our databases and the data contained in them. In addition, legal standards relating to the validity, enforceability and scope of protection of intellectual property rights in Internet related businesses are uncertain and evolving, and we cannot assure the future viability or value of any of our proprietary rights. Others may develop technologies similar or superior to our technology. A significant impairment of our intellectual property rights could require us to develop alternative intellectual property, incur licensing or other expenses or limit our product and service offerings. Global climate change, including extreme weather conditions, natural disasters, public health issues, or other events outside of our control, as well as related regulations, could negatively impact our operating results and financial condition. The effects of climate change, natural disasters such as earthquakes, hurricanes, tsunamis, or other adverse weather and climate conditions, and public health issues whether occurring in the U.S. or abroad, and the consequences and effects thereof, have in the past and could in the future harm or disrupt our operations or the operations of our customers, or result in economic instability that may negatively impact our operating results and financial condition. We have made a public commitment regarding our sourcing of renewable energy for our facilities regarding greenhouse gas Scope 2 emissions. Although we intend to meet these commitments, we may be required to expend significant resources to do so, which could increase our operational costs. Further, there can be no assurance of the extent to which our commitment will be achieved, or that any future investments we make in furtherance of achieving such target and goal will meet investor expectations or legal standards, if any, regarding sustainability performance. Moreover, we may determine that it is in the best interest of our Company and our stockholders to prioritize other business, social, governance or sustainable investments over the achievement of our current commitments based on economic, technological developments, regulatory and social factors, business strategy or pressure from investors, activist groups or other stakeholders. If we are unable to meet these commitments, then we could incur adverse publicity and reaction from investors, activist groups or other stakeholders, which could adversely impact the perception of us and our products and services by current and potential customers, as well as investors, which could in turn adversely impact our results of operations. The landscape related to ESG regulation, compliance, and reporting is constantly evolving, including expanding in scope and complexity. For example, the SEC has proposed rule changes that would require significantly increased disclosures related to climate change but those rules have been stayed pending judicial review and there is uncertainty regarding any outcome. We may experience significant future increases in the costs associated with regulatory compliance for ESG matters, including fees, licenses, and reporting to meet environmental regulatory requirements, as well as to address other regulations, standards, frameworks, and ratings from various governmental entities and other stakeholders or activist campaigns. Unresolved Staff Comments None. Item 1C. Cybersecurity Cybersecurity is at the foundation of the Company's values and the way it approaches its users, professionals, and customers. We face a number of external threats common to companies in the industries we serve, such as ransomware, denial-of-service, phishing, and social engineering. Our customers, suppliers, and professionals face similar threats, and a cybersecurity incident impacting the Company or any of these entities could materially adversely affect the performance of our businesses, our results of operations, and our cash flows. We maintain cyber event related insurance but we have also instituted an information security structure and process to assess, identify, manage, and, if necessary, report cybersecurity risks. We maintain a cybersecurity incident response process and a tracking system for any incidents in an effort to ensure appropriate actions are taken. Any member of the Company can report a suspected incident and it will be investigated. We have implemented data security standards in our architecture and system design techniques. Reviews and testing of our systems and subsystems are performed at regular intervals and are designed to ensure our capability to respond to cybersecurity incidents or threats. Our cybersecurity framework is based on the National Institute of Standards and Technology Cybersecurity Framework. In accordance with this framework, risks are analyzed for impact and probability to determine severity level, with classifications of critical, high, medium, or low risk. These processes have been integrated into our overall risk management system and processes and are part of our operating procedures, internal controls and information systems. In addition, we engage in an ongoing improvement process to enhance our cybersecurity posture. Third parties also play a role in our cybersecurity. We engage third-party services to assist in the scanning and testing of our web properties and cloud infrastructure. We have a retainer with a cybersecurity response organization to immediately respond and provide professional expertise and assistance if necessary. Our process is designed to provide any required notifications in case of a cyber event, including those to federal, state, and local authorities, as well as to our insurance providers and auditors. We also utilize a supply chain risk management process to assess cybersecurity risks associated with third-party software providers. We perform third-party risk assessments to both identify and mitigate risks from third parties such as vendors, suppliers, and others associated with our use of third-party service providers. Cybersecurity risks are evaluated when determining the selection and oversight of applicable third-party service providers and potential fourth-party risks when handling and/or processing our employee, business or customer data. In addition to new vendor onboarding, we perform risk management during third-party cybersecurity compromise incidents to identify and mitigate risks to us from third-party incidents. The Company maintains a Security Council that regularly meets to review current or potential threats. The Security Council's membership consists of the following: the Company's Chief Executive Officer, Chief Financial Officer, General Counsel, Vice President of Technology Operations, Director of Systems

Engineering, and Head of Internal Audit. We also employ a Security Department responsible for cybersecurity across the organizations. The individuals in this department are vetted for their experience and expertise before joining the team and maintain continued education and training each year using our enhanced learning program. This department's responsibilities include cyber security risk management, security operations, awareness training, incident response, industry awareness and reporting. The team assesses and maintains awareness of global cyber security threats by using several services and notifications from our vendors. The team then considers each of these threats as applied to our environment, process, operations, vendors and clients. The Security Council is led by the Vice President of Technology Operations, and Director of Systems Engineering, each of whom have a depth of knowledge and experience in the cyber security space. Our Board of Directors has ultimate oversight of cybersecurity risk, which it manages as part of our enterprise risk management program, while the Audit Committee is directly responsible for oversight of the Company's cybersecurity and is briefed by the Security Council on a quarterly basis. Members of the Audit Committee receive updates on a quarterly basis from senior management, including leaders from our Information Security, Product Security, Compliance and Legal teams regarding matters of cybersecurity. This includes existing and new cybersecurity risks, status on how management is addressing and/or mitigating those risks, cybersecurity and data privacy incidents (if any) and status on key information security initiatives. Our 30Table of ContentsBoard members also engage in ad hoc conversations with management on cybersecurity-related news events and discuss any updates to our cybersecurity risk management and strategy programs. Although the risks from cybersecurity threats, including as a result of any previous cybersecurity incidents, have not materially affected or are reasonably likely to materially affect the Company, including its business strategy, results of operations, or financial condition, such incidents could have a material adverse effect in the future as cyberattacks continue to increase in frequency and sophistication. See Item 1A. Risk Factors

Capacity constraints, systems failures or breaches of our network security could materially and adversely affect our business. If we fail to manage our technical operations infrastructure, our existing customers may experience services outages, and our new customers may experience delays in the deployment of our solution.

2. A

PropertiesWe do not own any properties. Our corporate headquarters is located at 6465 South Greenwood Plaza, Suite 400, Centennial, Colorado, where we lease approximately 28,000 square feet. We lease approximately 25,000 square feet in West Des Moines, Iowa and 12,000 square feet of office space in New York, New York. All of our properties are leased for our Tech-focused segment, which includes the ClearanceJobs and Dice businesses, and is our only reportable segment. We believe that our facilities are adequate for current and anticipated future use, although we may from time to time lease additional facilities as operations require.

3. A

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Legal ProceedingsFrom time to time we may be involved in disputes or litigation relating to claims arising out of our operations. We are currently not a party to any material unrecorded pending legal proceedings. See also Note 12 of the notes to consolidated financial statements.

4. A

A

Mine Safety DisclosuresNot applicable.

PART III

Item 5. A

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Market for Registrant's Common Equity, Related Stockholder Matters and Issuer Purchases of Equity Securities Market InformationOur common stock is listed on the NYSE under the ticker symbol "DHC". HoldersAs of December 31, 2024, there were 19 stockholders of record of our common stock. A significant number of the outstanding shares of common stock, which are beneficially owned by individuals and entities, are registered in the name of Cede & Co. Cede & Co. is a nominee of The Depository Trust Company, a securities depository for banks and brokerage firms. Dividend PolicyWe have not declared or paid any cash dividends on our stock as a public company. We currently anticipate that all future earnings will be retained by the Company to support our long-term growth strategy. Accordingly, we do not anticipate paying periodic cash dividends on our stock for the foreseeable future. Furthermore, our Credit Agreement restricts the amount of cash dividends that we can pay. The payment of any future dividends will be at the discretion of our board of directors and subject to the Credit Agreement and will depend upon, among other things, future earnings, operations, capital requirements, our general financial condition, 31Table of Contentscompliance with covenants under any then-existing financing agreements, contractual restrictions and general business conditions. Purchases of Equity Securities by the IssuerOur board of directors approved a stock repurchase program that permitted the Company to repurchase our common stock. The following table summarizes the stock repurchase plans approved by the board of directors over the past three fiscal years: February 2023 to February 2024 (1) February 2022 to February 2023 (2) February 2021 to June 2022 (3) Approval Date February 2023 February 2022 February 2021 Authorized Repurchase Amount of Common Stock \$10 million \$15 million \$20 million (1) During February 2024, the stock repurchase program approved in February 2023 expired with a total of 1.4 million shares purchased for \$5.2A million. (2) During February 2023, the stock repurchase program approved in February 2022 expired with a total of 2.6 million shares purchased for \$14.7 million. (3) During the second quarter of 2021, the Company ended its \$8 million stock repurchase program approved in February 2021 and allowed for the purchase of an additional \$12.0 million of our common stock through June 2022, bringing total authorized purchases under the plan to \$20.0 million. During the first quarter of 2022, the Company completed its purchases under the plan, which consisted of approximately 4.4 million shares for \$20.0 million, effectively ending the plan prior to its original expiration date. Under each plan, management has discretion in determining the conditions under which shares may be purchased from time to time. Subsequent to December 31, 2024, the Company's Board of directors announced a new stock repurchase program that permits the repurchase of up to \$5 million of the Company's common stock through February 2026. During the three months ended December 31, 2024, purchases of our common stock pursuant to the Stock Repurchase Plans were as follows: Period (a) Total Number of Shares Purchased (1) (b) Average Price Paid per Share (2) (c) Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs (3) (d) Maximum Dollar Value of Shares that May Yet Be Purchased Under the Plans or Programs October 1 through October 31, 2024 5,464 \$1.82 \$

1.82 \$

November 1 through November 30, 2024 4 \$

1.82 \$

December 1 through December 31, 2024 3,117 \$

1.78 \$

1.78 \$

Total 38,581 \$

1.82 \$

(1) Total number of shares purchased includes shares withheld to satisfy employee income tax obligations upon the vesting of stock awards. (2) Average price paid per share for shares purchased as part of a publicly announced plan or program, as applicable, includes costs associated with the repurchases. (3) On January 21, 2025, the Company announced that its Board of Directors approved a new stock repurchase program that permits the purchase of up to \$5.0 million of the Company's common stock through February 2026. Performance GraphThe following graph shows the total shareholder return of an investment of \$100 in cash on December 31, 2019 through December 31, 2024 (the last trading day of our common stock on the NYSE in 2024) for (i) our common stock, (ii) the Russell 2000 and (iii) the Dow Jones Internet Composite Index, at the closing price on December 31, 2024. All values assume reinvestment of the full amount of all dividends, if any. 32Table of Contents 12/31/2019 12/31/2021 12/31/2022 12/31/2023 12/31/2024 DHC \$100.00 \$73.75 \$207.31 \$175.75 \$86.05 \$58.80 Russell 2000 \$100.00 \$119.96 \$137.74 \$109.59 \$128.14 \$142.93 Dow Jones Internet Composite Index \$100.00 \$153.00 \$163.33 \$89.22 \$135.49 \$177.06 The returns shown on the graph do not necessarily predict future performance. The performance graph is not deemed "filed" with the SEC. Item 6. A

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Reserved A

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None. Item 7. A

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Management's Discussion and Analysis of Financial Condition and Results of OperationsThe following discussion should be read in conjunction with our consolidated financial statements and the related notes included elsewhere in this Annual Report. Certain statements we make under this Item 7 constitute "Forward-Looking Statements" under the Private Securities Litigation Reform Act of 1995, the Securities Act and the Exchange Act. See also "Note Concerning Forward-Looking Statements." You should keep in mind that any forward-looking statement made by us herein, or elsewhere, speaks only as of the date on which it is made. New risks and uncertainties come up from time to time, and it is impossible to predict these events or how they may affect us. We have no obligation to update any forward-looking statements after the date hereof, except as required by applicable federal securities law. OverviewWe are a provider of software products, online tools and services that deliver career marketplaces to candidates and employers in the United States. DHC's brands, ClearanceJobs and Dice, enable recruiters and hiring managers to efficiently search, match and connect with highly skilled technologists in specialized fields, particularly technology and active government security clearance. Professionals find ideal employment opportunities, relevant job advice and personalized data that help manage their technologists' lives. 33Table of ContentsIn online recruitment, we specialize in employment categories in which there has been a long-term scarcity of highly skilled, highly qualified professionals relative to market demand, specifically technologists who work in a variety of industries or have active government security clearances. Our websites serve as online two-sided marketplaces where employers and recruiters source and connect with prospective employees, and where technologists find relevant job opportunities, data and information to further their careers. Our websites offer job postings, news and content, career development and recruiting services tailored to the specific needs of the professional community that each website serves. We have been in the recruiting and career development business for almost 35 years. Based on our operating structure, we have identified one reportable segment, Tech-focused, which includes the ClearanceJobs and Dice businesses and corporate related costs. The ClearanceJobs and Dice businesses and corporate related costs are aggregated into the Tech-focused reportable segment primarily because the Company does not have discrete financial information for those brands or costs. On January 13, 2025, we announced a strategic reorganization, restructuring our operations into two distinct divisions. This reorganization aims to provide dedicated leadership for each brand "ClearanceJobs and Dice" to foster a unified vision and strategy tailored to their respective market dynamics. In connection with the reorganization, we are realigning our reporting structure and will reevaluate our operating segments. Recent Developments Chief Financial Officer Transition and Appointment and Chief Legal Officer Appointment Raime Leeb Muhle resigned from her position as Chief Financial Officer of the Company, effective November 14, 2024. Ms. Leeb Muhle served the Company through December 31, 2024 in order to help support a transition. On November 14, 2024 the Board of Directors of the Company appointed Greg Schippers, the Company's Vice President of Finance and Controller, to also serve as Interim Chief Financial Officer. On January 28, 2025, the Board of Directors removed the interim title and appointed Mr. Schippers Chief Financial Officer. Also on January 28, 2025, Mr. E. Jack Connolly was appointed the Company's Chief Legal Officer. Mr. Connolly previously served as the Company's General Counsel. Restructure During January 2025, the Company announced an organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This includes a reduction of the Company's current workforce by approximately 8% primarily by consolidating team structure and mid-level management within product development. As a result of the restructuring, the positions of Chief Revenue Officer and Chief Marketing Officer were eliminated. Stock Repurchase Plan On January 21, 2025, the Company announced that its Board of Directors approved a new stock repurchase program that permits the purchase of up to \$5.0 million of the Company's common stock through February 2026. The number, price, structure, and timing of the repurchases, if any, will be at our sole discretion and future repurchases will be evaluated by us depending on market conditions, liquidity needs, restrictions under the agreements governing our indebtedness, and other factors. Share repurchases may be made in the open market or in privately negotiated transactions. The repurchase authorization does not obligate us to acquire any particular amount of our common stock. The Board of Directors may suspend, modify, or terminate the repurchase program at any time without prior notice. Section 382 Rights Plan On January 28, 2025, the Company adopted a shareholder rights plan designed to protect stockholder value by preserving the availability of the Company's net capital loss carryforwards (and other tax attributes under the Internal Revenue Code of 1986, as amended (the "Code")) (such plan, the "Section 382 Rights Plan"). The Section 382 Rights Plan aims to preserve the Company's Carryforwards by creating a disincentive for any stockholder to accumulate beneficial ownership of 4.99% or more of the Company's outstanding common stock, or to further accumulate the Company's common stock if the stockholder's beneficial ownership already exceeds 4.99%, in each case without the approval of the Company's Board of Directors. Any stockholder who beneficially owned 4.99% or more of the outstanding shares of the Company's common stock as of market close on January 28, 2025, when the Company first publicly announced adoption of the Section 382 Rights Plan, will not trigger the Section 382 Rights Agreement ("Rights Agreement") so long as that stockholder does not acquire beneficial ownership of any additional shares of common stock at a time when they still beneficially own 4.99% or more of such common 34Table of Contents stock, subject to certain exceptions as set forth in the Rights Agreement. Any such stockholder will not be permitted under the Section 382 Rights Plan to acquire any additional shares without approval of the Board of Directors. The Board of Directors also has the authority to exempt certain stockholders and acquisitions from triggering the Section 382 Rights Plan. In connection with its adoption of the Section 382 Rights Plan, the Board of Directors declared a dividend of one "right" under the Section 382 Rights Plan for each outstanding share of the Company's common stock. The dividend will be made to stockholders of record as of the close of business on February 7, 2025. Any shares of the Company's common stock issued after the record date will be issued together with a right. The rights will initially trade with the Company's common stock and will generally become exercisable only if a person (or any persons acting as a group) acquires 4.99% or more of the Company's outstanding common stock. If the rights become exercisable, all holders of rights (other than any triggering person) will be entitled to acquire additional shares of common stock at a 50% discount. The rights will expire on January 28, 2028, provided that if the Company's stockholders do not ratify the Section 382 Rights Plan at the Company's 2025 Annual Meeting of Stockholders, the rights will expire at 5:00 p.m. eastern time on the day following the certification of the voting results of such meeting. The rights may also expire on an earlier date upon the occurrence of certain events, including a determination by the Board of Directors that the Section 382 Rights Plan is no longer necessary or desirable for the preservation of the Company's Carryforwards or that no Carryforwards may be carried forward. Please see Item 8 "Notes to Consolidated Financial Statements - 13. Equity Transactions (Preferred Stock Purchase Rights)" for more information on the rights. Our Revenues and ExpensesWe derive the majority of our revenues from customers who pay fees, either annually, quarterly or monthly, to post jobs on our websites and to access our searchable databases of resumes. Our fees vary by customer based on the number of individual users of our databases of resumes, the number and type of job postings and profile views purchased and the terms of the packages purchased. Our Company sells recruitment packages that can include access to our databases of resumes and job posting capabilities. We believe the key metrics that are material to an analysis of our businesses are our total number of ClearanceJobs and Dice recruitment package customers and the revenue, on average, that these customers generate. The tables below detail this customer data. Recruitment Package Customers Increase (Decrease) Percent Change Recruitment Package Customers December 31, 2024 December 31, 2023 ClearanceJobs 1,949,055 (106) (5)% Dice 4,711,492 (781) (14)% Average Annual Revenue per Recruitment Package Customer (1) FY 2024 FY 2023 Increase (Decrease) Percent Change ClearanceJobs \$24,308 \$21,164 15% Dice \$16,251 \$15,631 4% (1) Calculated by dividing recruitment package customer revenue by the daily average count of recruitment package customers during each month, adjusted to reflect a thirty day month. The simple average of each month is used to derive the amount for each period and then annualized to reflect 12 months. ClearanceJobs had 1,949 recruitment package customers as of December 31, 2024 compared to 2,055 as of December 31, 2023, a 5% decrease, and average revenue per recruitment package customer increased 15%. The decrease in recruitment package customers was due to lower renewals for ClearanceJobs' smaller customers as uncertainty continued around the timing of federal defense contracting. The increase in average annual revenue per recruitment package customer for ClearanceJobs was due to continued high demand for professionals with government clearance and consistent product releases and enhancements driving activity on the site, along with lower renewals for its smaller customers. Dice had 4,711 recruitment package customers as of December 31, 2024, which was a decrease of 781, or 14%, year over year while average revenue per recruitment package customer for Dice increased 4% for the year ended December 31, 2024. The decrease in recruitment package customers was due to macroeconomic conditions causing customer counts to decline while the average annual revenue per recruitment package customer increased driven by strong retention rates as our larger recurring customers continue to renew with Dice. Deferred revenue, as shown on the consolidated balance sheets, reflects customer billings made in advance of services being rendered. Backlog consists of deferred revenue plus customer contractual commitments not invoiced representing the value of 35Table of Contents future services to be rendered under committed contracts. We believe backlog to be an important measure of our business as it represents our ability to generate future revenue. A summary of our deferred revenue and backlog is as follows: Summary of Deferred Revenue and Backlog: December 31, 2024 December 31, 2023 Increase (Decrease) Percent Change (in thousands, except percentages) Deferred Revenue \$45,456 \$49,971 \$ (4,515) (9)% Contractual commitments not invoiced \$65,813 \$8,126 7,687 13%A Backlog \$111,269 \$108,097 \$3,172 3%A (1) Backlog consists of deferred revenue plus customer contractual commitments not invoiced representing the value of future services to be rendered under committed contracts. Deferred revenue at December 31, 2024 was \$45.5 million, a decrease of \$4.5 million, or 9%, from December 31, 2023. The decrease in deferred revenue was due to macroeconomic conditions continuing to slow hiring of technologists. Backlog at December 31, 2024 was \$111.3 million, an increase of \$3.2 million, or 3%, from December 31, 2023. The increase is primarily due to the Company's continued focus on signing multi-year contracts. To a lesser extent, we also generate revenue from advertising on our various websites or from lead generation and marketing solutions provided to our customers. Advertisements include various forms of rich media and banner advertising, text links, sponsorships, and custom content marketing solutions. Lead generation information utilizes advertising and other methods to deliver leads to a customer. The Company continues to evolve and develop new software products and features to attract and engage qualified professionals and match them with employers. Our ability to grow our revenues will largely depend on our ability to grow our customer bases in the markets in which we operate by acquiring new customers while retaining a high proportion of the customers we currently serve, and to expand the

breadth of services our customers purchase from us. We continue to make investments in our business and infrastructure to help us achieve our long-term growth objectives, such as the innovative products in the table below.

Product Releases	2024	2023	ClearanceJobs Live	ClearanceJobs Pulse	Newfeed	ClearanceJobs Comments	ClearanceJobs Expressed Interest	ClearanceJobs Enhanced Employer Profile	ClearanceJobs Mobile App	ClearanceJobs Live Stream	Dice Recruiter App	Easy Post Integration	Discover Companies	TopResume Integration	Dice Privacy & Trust Center	Dice Premium Enhanced Company Profile	Dice Remote and Company Preferences	Dice Invite to Apply	Dice Matchscore on Jobs	Dice Connections	SMS Notifications	Company Search	Other material factors

that may affect our results of operations include, but are not limited to, our ability to attract qualified professionals that become engaged with our websites and our ability to attract customers with relevant job opportunities. The more qualified professionals that use our websites, the more attractive our websites become to employers and advertisers, which in turn makes them more likely to become our customers, positively impacting our results of operations. If we are unable to continue to attract qualified professionals to engage with our websites, our customers may no longer find our services attractive, which could have a negative impact on our results of operations. Additionally, we need to ensure that our websites remain relevant in order to attract qualified professionals to our websites and to engage them in high-value tasks, such as posting resumes and applying to jobs. The largest components of our expenses are personnel costs and marketing and sales expenditures. Personnel costs consist of salaries, benefits, and incentive compensation for our employees, including commissions for salespeople. Personnel costs are categorized in our statements of operations based on each employee's principal function. Marketing expenditures primarily consist of online advertising, brand promotion and lead generation to employers and job seekers.

Critical Accounting Estimates

This discussion of our financial condition and results of operations is based upon our consolidated financial statements, which have been prepared in accordance with U.S. GAAP. The preparation of these financial statements requires us to make estimates, 36Table of Contentsjudgments and assumptions that affect the reported amount of assets, liabilities, revenues and expenses and related disclosure of contingent assets and liabilities. We evaluate our estimates, including our critical accounting estimates, on an ongoing basis. We based our estimates of the carrying value of certain assets and liabilities on historical experience and on various other assumptions that we believe are reasonable. In many cases, we could reasonably have used different accounting policies and estimates. In some cases, changes in the accounting estimates are reasonably likely to occur from period to period. Our actual results may differ from these estimates under different assumptions or conditions. We believe the following critical accounting estimates affect our more significant judgments used in the preparation of our consolidated financial statements.

Goodwill

We record goodwill when the purchase price paid for an acquisition exceeds the estimated fair value of the net identified tangible and intangible asset acquired. We determine whether the carrying value of recorded goodwill is impaired on an annual basis or more frequently if indicators of potential impairment exist. In testing goodwill for impairment, a qualitative assessment can be performed and if it is determined that the fair value of the reporting unit is more likely than not less than the carrying amount, the impairment review process compares the fair value of the reporting unit in which the goodwill resides to the carrying value of that reporting unit. If the fair value of the reporting unit is less than its carrying amount, an impairment charge is recorded for the amount the carrying value exceeds the fair value. Our annual impairment test for goodwill is performed on October 1 of each year. The annual impairment test for the Tech-focused reporting unit performed as of October 1, 2024 resulted in the fair value of the reporting unit being substantially in excess of the carrying value. Results for the Tech-focused reporting unit for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the reporting unit is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022. The amount of goodwill as of December 31, 2024 allocated to the Tech-focused reporting unit was \$128.1 million. The discount rate applied for the Tech-focused reporting unit in the October 1, 2024 analysis was 15.6%. An increase to the discount rate applied or reductions to future projected operating results could result in future impairment of the Tech-focused reporting unit's goodwill. It is reasonably possible that changes in judgments, assumptions and estimates the Company made in assessing the fair value of goodwill could cause the Company to consider some portion or all of the goodwill of the Tech-focused reporting unit to become impaired. In addition, a future decline in the overall market conditions, political instability, and/or changes in the Company's market share could negatively impact the estimated future cash flows and discount rates used to determine the fair value of the reporting unit and could result in an impairment charge in the foreseeable future. The determination of whether or not goodwill has become impaired is judgmental in nature and requires the use of estimates and key assumptions, particularly assumed discount rates and projections of future operating results, such as forecasted revenues and earnings before interest, taxes, depreciation and amortization margins and capital expenditure requirements. Fair values are determined by using a combination of a discounted cash flow methodology and a market comparable method. The discounted cash flow methodology is based on projections of the amounts and timing of future revenues and cash flows, assumed discount rates and other assumptions as deemed appropriate. We consider factors such as historical performance, anticipated market conditions, operating expense trends and capital expenditure requirements. Additionally, the discounted cash flows analysis takes into consideration cash expenditures for product development, other technological updates and advancements to our websites and investments to improve our candidate databases. The market comparable method indicates the fair value of a business by comparing it to publicly traded companies in similar lines of business or to comparable transactions or assets. Considerations for factors such as size, growth, profitability, risk and return on investment are analyzed and compared to the comparable businesses and adjustments are made. A market value of invested capital of the publicly traded companies is calculated and then applied to the entity's operating results to arrive at an estimate of value. Changes in our strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill.

Indefinite-Lived Acquired Intangible Asset

The indefinite-lived acquired intangible asset includes the Dice trademarks and brand name. The Dice trademark, trade name and domain name is one of the most recognized names of online technology recruiting and career development. Since Dice's inception in 1991, the brand has been recognized as a leader in recruiting and career development services for technology and 37Table of Contentsengineering professionals. Currently, the brand is synonymous with the most specialized online marketplace for industry-specific technologists. The brand has a significant presence in online recruiting and career development services. Considering the recognition and the awareness of the Dice brand in the talent acquisition and staffing services market, Dice's long operating history and the intended use of the Dice brand, the remaining useful life of the Dice trademark, trade name and domain name was determined to be indefinite. We determine whether the carrying value of our recorded indefinite-lived acquired intangible asset is impaired on an annual basis or more frequently if indicators of potential impairment exist. The impairment review process is performed on October 1 of each year and compares the fair value of the indefinite-lived acquired intangible asset to its carrying value. If the carrying value exceeds the fair value, an impairment loss is recorded. The impairment test performed as of October 1, 2024 resulted in the fair value of the Dice trademarks and brand name exceeding the carrying value by 4%. The Company's operating results attributable to the Dice trademarks and brand name for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the Dice trademarks and brand name is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022. The Company's ability to achieve the projections used in the October 1, 2024 analysis may be impacted by, among other things, competition in the technology recruiting market, challenges in developing and introducing new products and product enhancements to the market and the Company's ability to attribute value delivered to customers. If future cash flows that are attributable to the Dice trademarks and brand name are not achieved, the Company could realize an impairment in a future period. In the October 1, 2024 analysis, the Company utilized a relief from royalty rate method to value the Dice trademarks and brand name using a royalty rate of 4.0%, which is based on comparable industry licensing agreements and the profitability attributable to the Dice trademarks and brand name, and a discount rate of 16.6%. The determination of whether or not indefinite-lived acquired intangible asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the indefinite-lived acquired intangible asset. Fair values are determined using a profit allocation methodology which estimates the value of the trademark and brand name by capitalizing the profits saved because the company owns the asset. We consider factors such as historical performance, anticipated market conditions, revenues, operating expense trends and capital expenditure requirements. Changes in our strategy and/or changes in market conditions could significantly impact these judgments and require adjustments to recorded amounts of the intangible asset. If projections are not achieved, the Company could realize an impairment in the foreseeable future.

Income Taxes

We utilize the asset and liability method of accounting for income taxes. Under this method, deferred income taxes are recognized for differences between the financial statement and tax bases of assets and liabilities at enacted statutory tax rates in effect for the years in which the differences are expected to reverse. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be realized. The calculation of our tax liabilities involves dealing with uncertainties in applying tax laws and regulations in numerous jurisdictions. Tax benefits from uncertain tax positions are recognized when it is more likely than not that the positions will be sustained upon examination, including resolutions of any related appeals or litigation processes, based on the technical merits. Because of the complexity of some of these uncertainties, the ultimate resolution could result in a payment that is materially different from our current estimate of the accrual for unrecognized tax benefits.

Table of Contents	Results of Operations	A discussion of our comparison between 2024 and 2023 is presented below.
		A discussion of the changes in our results of operations between the years ended December 31, 2023 and December 31, 2022 has been omitted from this Annual Report on Form 10-K but may be found in Item 7. Management's Discussion and Analysis of Financial Condition and Results of Operations of our Annual Report on Form 10-K for the year ended December 31, 2023, filed with the SEC on February 8, 2024, which is available free of charge on the SEC's website at www.sec.gov and our corporate website (www.dhigroupinc.com). Our historical financial information discussed in this Annual Report has been derived from the Company's financial statements and accounting records for the years ended December 31, 2024 and 2023. Consolidated operating results in dollars and as a percent of revenue follows:
For the year ended December 31, (in thousands)	2024	2023
Revenues	\$141,926	\$151,878
Operating expenses:		
Cost of revenues	\$20,232	\$19,787
Product development	\$18,883	\$17,777
Sales and marketing	\$47,382	\$57,421
General and administrative	\$30,021	\$31,273
Depreciation	\$17,972	\$16,915
Restructuring	\$1,111	\$2,417
Total operating expenses	\$145,590	\$145,590
Operating income	\$6,325	\$6,288
Sales and marketing	33.4%	37.8%
General and administrative	21.2%	20.6%
Depreciation	12.7%	11.1%
Restructuring	0.8%	1.6%
Total operating expenses	95.5%	95.9%
Operating income	4.5%	4.1%

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Comparison of Years Ended	December 31, 2024	and 2023	Revenues	Year Ended	December 31, 2024	Increase (Decrease)	Percent Change	2024	2023	(in thousands, except percentages)				
ClearanceJobs	\$54,143	\$50,348	\$3,795	7.5%	Dice	\$87,783	101,530	(13,747)	(13.5%)	Total revenues	\$141,926	\$151,878	(\$9,952)	(6.6%)

(1) We had previously disclosed that career events were recorded within Dice. Career events have been reclassified between ClearanceJobs and Dice based on the nature of the event for the years ended December 31, 2024 and 2023. We experienced a decrease in revenue of \$10.0 million, or 6.6%. Revenues for ClearanceJobs increased by \$3.8 million, or 7.5%, as compared to the same period of 2023, driven by continued high demand for professionals with government clearance and consistent product releases and enhancements driving activity on the site. Revenue at Dice decreased by \$13.7 million, or 13.5%, compared to the same period of 2023 due to macroeconomic conditions continuing to drive lower renewal rates, lower new business activity and lower activity with Dice's non-annual products.

Cost of Revenues	Year Ended	December 31, 2024	Increase	Percent Change	2024	2023	(in thousands, except percentages)	
Cost of revenues	\$20,232	\$19,787	\$445	2.2%	Percentage of revenues	14.3%	13.0%	Cost of revenues increased by \$0.4 million, or 2.2%, driven by lower capitalized labor of \$0.7 million, which increases operating expenses, and an increase of \$0.5 million in operational costs, primarily related to professional fees and amortization of cloud computing costs. The increases were partially offset by a \$0.8 million decrease in compensation related costs due to lower headcount.
Product Development Expenses <td>Year Ended<td>December 31, 2024</td><td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Increase <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
Product development	\$18,883	\$17,777	\$1,106	6.2%	Percentage of revenues	13.3%	11.7%	Product development expenses increased \$1.1 million, or 6.2%, driven by lower capitalized labor of \$2.4 million, which increases operating expenses. This increase was partially offset by a \$1.3 million decrease in compensation related costs, primarily related to lower headcount.
Sales and Marketing Expenses <td>Year Ended<td>December 31, 2024</td><td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Decrease <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
Sales and marketing	\$47,382	\$57,421	(\$10,039)	(17.5%)	Percentage of revenues	33.4%	37.8%	Sales and marketing expenses decreased \$10.0 million, or 17.5%, from the same period in 2023. The decrease was driven by a \$7.0 million decrease in compensation related costs, including lower commissions and headcount, \$2.0 million in operational costs, including credit card fees, consulting fees, and sales performance incentives, and \$1.1 million in discretionary marketing expenses.
General and Administrative Expenses <td>Year Ended<td>December 31, 2024</td><td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Decrease <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
General and administrative	\$30,021	\$31,273	(\$1,252)	(4.0%)	Percentage of revenues	21.2%	20.6%	General and administrative costs decreased \$1.3 million or 4.0%, from prior year. The decrease was driven by a \$1.9 million decrease in compensation related costs, primarily related to stock-based compensation and lower headcount, and \$0.4 million in software subscriptions. The decrease was partially offset by a \$1.0 million increase in operational costs, primarily professional fees.
Depreciation <td>Year Ended<td>December 31, 2024</td><td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Increase <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
Depreciation	\$17,972	\$16,915	\$1,057	6.2%	Percentage of revenues	12.7%	11.1%	Depreciation expense increased \$1.1 million or 6.2% from the same period in 2023. The increase was driven by the high fixed asset purchases during 2023, which had a full year of depreciation in 2024.
Restructuring <td>Year Ended<td>December 31, 2024</td><td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Decrease <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
Restructuring	\$1,111	\$2,417	(\$1,306)	(54.0%)	Percentage of revenues	0.8%	1.6%	During 2024 and 2023, the Company recorded restructuring charges of \$1.1 million and \$2.4 million, respectively, as part of organizational restructurings intended to streamline its operations, drive business objectives, reduce operating expenses and improve operating margins. The restructurings included a reduction of the Company's then-current workforce by approximately 7% and 10% for years ended December 31, 2024 and 2023, respectively.
Operating Income (Loss) <td>Year Ended<td>December 31, 2024</td><td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Decrease <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)	
Operating income	\$6,325	\$6,288	\$37	0.6%	Percentages of revenues	4.5%	4.1%	Operating income for the year ended December 31, 2024 was \$6.3 million, a margin of 4.5%, compared to operating income of \$6.3 million, a margin of 4.1%, for the same period in 2023. The increase in operating income and higher percentage margin was driven by lower operating expenses, primarily sales and marketing, partially offset by lower revenue in the current year period, as discussed above.

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Income from equity method investment	Year Ended	December 31, 2024	Decrease	Percent Change	2024	2023	(in thousands, except percentages)						
Income from equity method investment	\$225	\$502	(\$277)	(55.2%)	Percentage of revenues	0.2%	0.3%	During the years ended December 31, 2024 and 2023, the Company recorded \$0.2 million and \$0.5 million, respectively, of income related to its proportionate share of eFinancialCareers's ("eFC") net income. The Company records its proportionate share of eFC's net income three months in arrears. See note 7 of the notes to consolidated financial statements for additional information.					
Gain on investments	\$614	\$614	(\$0)	0%	Percentage of revenues	0.4%	0.4%	During the year ended December 31, 2023, the Company recognized a \$0.6 million gain from a partial sale of its 40% common share interest in eFC. See note 7 of the notes to consolidated financial statements for additional information.					
Impairment of investment <td>Year Ended<td>December 31, 2024</td><td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Increase<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Increase <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)						
Impairment of investment	\$400	\$300	\$100	33.3%	Percentage of revenues	0.3%	0.2%	During the years ended December 31, 2024 and 2023, the Company recognized losses of \$0.4 million and \$0.3 million, respectively, related to the impairment of an investment. See note 7 of the notes to consolidated financial statements for additional information.					
Interest Expense and Other <td>Year Ended<td>December 31, 2024</td><td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td></td>	Year Ended <td>December 31, 2024</td> <td>Decrease<td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td></td>	December 31, 2024	Decrease <td>Percent Change<td>2024<td>2023</td><td>(in thousands, except percentages)</td></td></td>	Percent Change <td>2024<td>2023</td><td>(in thousands, except percentages)</td></td>	2024 <td>2023</td> <td>(in thousands, except percentages)</td>	2023	(in thousands, except percentages)						
Interest expense and other	\$3,482	\$282	(\$3,200)	(8.1%)	Percentage of revenues	2.3%	2.3%	Interest expense and other decreased by \$0.3 million, or 8.1%, from the same period in 2023, primarily due to lower debt outstanding on our revolving credit facility during the current period.					
Income Taxes <td>Year Ended<td>December 31, 2024</td><td>2023</td><td>(in thousands, except percentages)</td><td>Income before income taxes</td><td>\$2,950</td><td>\$3,622</td><td>Income tax expense</td><td>\$2,697</td><td>\$1,314</td><td>Effective tax rate</td><td>91.4%</td><td>63.6%</td></td>	Year Ended <td>December 31, 2024</td> <td>2023</td> <td>(in thousands, except percentages)</td> <td>Income before income taxes</td> <td>\$2,950</td> <td>\$3,622</td> <td>Income tax expense</td> <td>\$2,697</td> <td>\$1,314</td> <td>Effective tax rate</td> <td>91.4%</td> <td>63.6%</td>	December 31, 2024	2023	(in thousands, except percentages)	Income before income taxes	\$2,950	\$3,622	Income tax expense	\$2,697	\$1,314	Effective tax rate	91.4%	63.6%

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Reconciliation between the income tax expense at the federal statutory rate and the reported income tax expense is summarized as follows:	Year Ended	December 31, 2024	2023	Federal statutory rate	2024	2023
Loss on sale of investments	\$620	\$760	Loss on sale of investments	\$620	\$760	
Capital loss carryforward	\$113	\$4,680	Stock-based compensation	\$1,982	(\$39)	
State tax expense, net of federal effect	\$419	\$80	Change in accrual for unrecognized tax benefits	\$28	\$263	
Executive compensation	\$308	\$1,214	Research and development tax credits	(\$68)	(\$1,651)	
Income from equity method investment	(47)	(105)	Change in valuation			

allowance(78)18,158Â Other36Â 12Â Income tax expense\$2,697Â \$131Â Our effective income tax rate was 91.4% and 3.6% for the years ended December 31, 2024 and 2023, respectively. The 2024 tax rate differed from the federal statutory rate primarily due to the tax impact of stock-based compensation awards, state taxes, deduction limitations on executive compensation, and tax credits for research and development. The 2023 tax rate differed from the federal statutory rate primarily because of permanent book/tax differences in basis related to the sale of investments, the expiration of a capital loss carryforward, the tax impact of stock-based compensation awards, deduction limitations on executive compensation, tax credits for research and development, and an increase in the valuation allowance for capital loss carryforwards.Earnings per ShareÂ Year Ended December 31,20242023(in thousands, exceptper share amounts)Net income\$253Â \$3,491Â Weighted-average shares outstanding - basic44,648Â 43,571Â Weighted-average shares outstanding - diluted45,090Â 44,496Â Diluted earnings per share\$0.01Â \$0.08Â Diluted earnings per share was \$0.01 and \$0.08 for the years ended December 31, 2024 and 2023, respectively. The lower 2024 earnings per share was driven by higher tax expense, primarily the tax impacts of stock-based compensation. Non-GAAP Financial MeasuresWe have provided certain non-GAAP financial information as additional measures for our operating results. These measures are not in accordance with, or an alternative for, measures in accordance with U.S. GAAP and may be different from similarly titled non-GAAP measures reported by other companies. We believe the presentation of non-GAAP measures, such as Adjusted EBITDA and Adjusted EBITDA margin, provides useful information to management and investors regarding certain financial and business trends relating to our financial condition and results of operations. Adjusted EBITDA and Adjusted EBITDA MarginAdjusted EBITDA and Adjusted EBITDA Margin are non-GAAP metrics used by management to measure operating performance. Management uses Adjusted EBITDA and Adjusted EBITDA Margin as performance measures for internal monitoring and planning, including preparation of annual budgets, analyzing investment decisions and evaluating profitability.43Table of Contentsand performance comparisons between us and our competitors. The Company also uses this measure to calculate amounts of performance based compensation under the senior management incentive bonus program. Adjusted EBITDA represents net income plus (to the extent deducted in calculating such net income) interest expense, income tax expense, depreciation and amortization, and items such as non-cash stock based compensation, losses resulting from certain dispositions outside the ordinary course of business including prior negative operating results of those divested businesses, certain write-offs in connection with indebtedness, impairment charges with respect to long-lived assets, expenses incurred in connection with an equity offering or any other offering of securities by the Company, extraordinary or non-recurring non-cash expenses or losses, losses from equity method investments, transaction costs in connection with the credit agreement, deferred revenues written off in connection with acquisition purchase accounting adjustments, write-off of non-cash stock-based compensation expense, impairment of investment, severance and retention costs related to dispositions and reorganizations of the Company, restructuring charges and losses related to legal claims and fees that are unusual in nature or infrequent, minus (to the extent included in calculating such net income) non-cash income or gains, including income from equity method investments, interest income, business interruption insurance proceeds, and any income or gain resulting from certain dispositions outside the ordinary course of business, including prior operating results of those divested businesses, and gains related to legal claims that are unusual in nature or infrequent. Adjusted EBITDA Margin is computed as Adjusted EBITDA divided by Revenues. We also consider Adjusted EBITDA and Adjusted EBITDA Margin, as defined above, to be important indicators to investors because they provide information related to our ability to provide cash flows to meet future debt service, capital expenditures, and working capital requirements, and to fund future growth. We present Adjusted EBITDA and Adjusted EBITDA Margin as supplemental performance measures because we believe that these measures provide our Board, management and investors with additional information to measure our performance, provide comparisons from period to period by excluding potential differences caused by variations in capital structures (affecting interest expense) and tax positions (such as the impact on periods or companies of changes in effective tax rates or net operating losses), and to estimate our value. We understand that although Adjusted EBITDA and Adjusted EBITDA Margin is frequently used by securities analysts, lenders and others in their evaluation of companies, Adjusted EBITDA and Adjusted EBITDA Margin have limitations as analytical tools, and you should not consider them in isolation, or as a substitute for analysis of our liquidity or results as reported under GAAP. Some limitations are:âAdjusted EBITDA and Adjusted EBITDA Margin do not reflect our cash expenditures, or future requirements for capital expenditures or contractual commitments;âAdjusted EBITDA and Adjusted EBITDA Margin do not reflect changes in, or cash requirements for, our working capital needs;âAdjusted EBITDA and Adjusted EBITDA Margin do not reflect interest expense, or the cash requirements necessary to service interest or principal payments on our debt;âAlthough depreciation and amortization are non-cash charges, the assets being depreciated and amortized often will have to be replaced in the future, and Adjusted EBITDA and Adjusted EBITDA Margin do not reflect any cash requirements for such replacements; andâOther companies in our industry may calculate Adjusted EBITDA and Adjusted EBITDA Margin differently than we do, limiting their usefulness as a comparative measure.To compensate for these limitations, management evaluates our liquidity by considering the economic effect of excluded expense items independently, as well as in connection with its analysis of cash flows from operations and through the use of other financial measures, such as capital expenditure budget variances, investment spending levels and return on capital analysis.Adjusted EBITDA and Adjusted EBITDA Margin are not measurements of our financial performance under GAAP and should not be considered as an alternative to revenue, operating income, net income, net income margin, cash provided by operating activities, or any other performance measures derived in accordance with GAAP as a measure of our profitability or liquidity.A reconciliation of Adjusted EBITDA for the years ended December 31, 2024, 2023 and 2022 follows (in thousands):44Table of ContentsYear Ended December 31,202420232022Reconciliation of Net Income to Adjusted EBITDA:Net income\$253Â \$3,491Â Interest expense3,200Â 3,482Â Income tax expense (benefit)2,697Â 131Â Depreciation17,972Â 16,915Â 17,487Â Non-cash stock based compensation8,063Â 9,467Â 9,519Â Income from equity method investment(225)(502)(1,597)Proceeds from settlement6Â 6Â 2,061Gain on investments6Â 6Â (614)(320)Impairment of investment400Â 300Â 2,300Â Severance, professional fees and related costs1,842Â 1,167Â 445Â Restructuring1,111Â 2,417Â 6Â Adjusted EBITDA\$35,313Â \$36,254Â \$30,950Â Reconciliation of Cash Flows from Operating Activities to Adjusted EBITDA:Net cash flows from operating activities\$21,045Â \$21,345Â \$36,035Â Interest expense3,200Â 3,482Â 1,580Â Amortization of deferred financing costs(145)(145)(146)Income tax expense (benefit)2,697Â 131Â (579)Deferred income taxes845Â 3,301Â 3,800Â Change in accrual for unrecognized tax benefits(28)(263)16Â Change in accounts receivable(105)1,398Â 2,109Â Change in deferred revenue4,515Â 893Â (4,718)Severance, professional fees and related costs1,842Â 1,167Â 445Â Restructuring1,111Â 2,417Â 6Â Changes in working capital (and other)36Â 2,528Â (7,592)Adjusted EBITDA\$35,313Â \$36,254Â \$30,950Â A reconciliation of Adjusted EBITDA Margin for the years ended December 31, 2024, 2023 and 2022 follows (in thousands, except percentages):Year Ended December 31,202420232022Revenues\$141,926Â \$151,878Â \$149,680Â Net income\$253Â \$3,491Â \$4,176Â Net income margin(1)6Â %2Â %3Â %Adjusted EBITDA\$35,313Â \$36,254Â \$30,950Â Adjusted EBITDA Margin(1)25Â %24Â %21Â % (1) Net income (loss) margin and Adjusted EBITDA Margin are calculated by dividing the respective measure by that period's revenues.Liquidity and Capital ResourcesCash Flows45Table of ContentsWe have summarized our cash flows for the years ended December 31, 2024 and 2023 as follows (in thousands):Â Year Ended December 31,20242023Cash from operating activities\$21,045Â \$21,345Â Cash used in investing activities(13,932) (15,311)Cash used in financing activities(7,617)(4,834)We have financed our operations primarily through cash provided by operating activities and borrowings under our revolving credit facility. At December 31, 2024, we had cash and borrowings of \$3.7Â million and \$32.0 million, respectively, compared to \$4.2 million and \$38.0 million, respectively, at December 31, 2023. Liquidity Our principal internal sources of liquidity are cash on hand, as well as the cash flow that we generate from our operations. In addition, we had \$56.0 million in borrowing capacity under our \$100.0 million Credit Agreement at December 31, 2024, subject to certain availability limits including our consolidated leverage ratio, which generally limits borrowings to 2.5 times annual Adjusted EBITDA levels, as defined in the Credit Agreement. We believe that our existing cash and cash equivalents, cash generated from our continuing operations and available borrowings under our Credit Agreement will be sufficient to satisfy our currently anticipated cash requirements through at least the next 12 months and the foreseeable future thereafter. However, it is possible that one or more lenders under the Credit Agreement may refuse or be unable to satisfy their commitment to lend to us, we may violate one or more of our covenants or financial ratios contained in our Credit Agreement or we may need to refinance our debt and be unable to do so. In addition, our liquidity could be negatively affected by a decrease in demand for our products and services and the ability of our customers to pay for current or future services. We may also make acquisitions and may need to raise additional capital through future debt financings or equity offerings to the extent necessary to fund such acquisitions, which we may not be able to do on a timely basis or on terms satisfactory to us or at all.Comparison of Years Ended December 31, 2024 and 2023Operating ActivitiesCash flow from operating activities is driven by earnings and is dependent on the amount and timing of billings and cash collections from our customers. Cash flow from operating activities primarily consists of net income adjusted for certain non-cash items, including depreciation, changes in deferred tax assets and liabilities, stock based compensation, impairments, and the effect of changes in working capital. Net cash flows from operating activities were \$21.0 million and \$21.3 million for the years ended December 31, 2024 and 2023, respectively, a decrease of \$0.3 million. Cash inflow from operations is driven by earnings and is dependent on the amount and timing of payments to vendors and employees and billings to and cash collections from our customers. Cash provided by operating activities during the year ended December 31, 2024 approximated the prior year as decreases in billings and cash collections from customers were offset by reductions to wages and payments to vendors.Investing ActivitiesDuring the year ended December 31, 2024, cash used in investing activities was \$13.9 million compared to \$15.3 million of cash used in investing activities during the year ended December 31, 2023. Cash used in investing activities during the year ended December 31, 2024 is comprised of \$13.9 million of purchases of fixed assets. Cash used in investing activities during the year ended December 31, 2023 is comprised of \$20.3 million of purchases of fixed assets, partially offset by \$5.0 million of cash received from sale of investment. Included in fixed asset purchases for the years ended December 31, 2024 and 2023 was \$13.9 million and \$20.3 million, respectively, of capitalized development costs, which includes capitalized software costs and website development costs.Financing ActivitiesCash used in financing activities during the year ended December 31, 2024 was \$7.6 million primarily due to cash uses of \$1.6 million, net, related to share repurchases and \$6.0 million of net payments on long-term debt. Cash used during the year ended December 31, 2023 was \$4.8 million primarily due to cash uses of \$12.8 million, net, related to share repurchases, partially offset by \$8.0 million of net proceeds on long-term debt.46Table of ContentsFinancings and Capital RequirementsCredit AgreementWe have a \$100 million revolving credit facility, which matures June 2027, with \$32.0 million of outstanding borrowings on the facility at December 31, 2024, leaving \$56.0 million available for future borrowings, subject to certain availability limits including our consolidated leverage ratio, which generally limits borrowings to 2.5 times annual Adjusted EBITDA levels, as defined in the Credit Agreement. Borrowings under the Credit Agreement denominated in U.S. dollars bear interest, payable at least quarterly, at the Company's option, at the Secured Overnight Financing Rate ("SOFR") or a base rate, plus a margin. Borrowings under the credit agreement denominated in pounds sterling, if any, bear interest at the Sterling Overnight Index Average ("SONIA") rate plus a margin. The margin ranges from 2.00% to 2.75% on SOFR and SONIA loans and 1.00% to 1.75% on base rate loans, determined by the Company's most recent consolidated leverage ratio, plus an additional spread of 0.10%. The Company incurs a commitment fee ranging from 0.35% to 0.50% on any unused capacity under the revolving loan facility, determined by the Company's most recent consolidated leverage ratio. Assuming an interest rate of 6.46% (the rate in effect on December 31, 2024) on our current borrowings, interest payments are expected to be \$2.1 million per year in years 2025 through 2026 and \$1.0 million in 2027. The Credit Agreement contains various affirmative and negative covenants and also contains certain financial covenants, including a consolidated leverage ratio and a consolidated interest coverage ratio. As of December 31, 2024, the Company was in compliance with all of the financial covenants under the Credit Agreement. Refer to Note 11 of the notes to consolidated financial statements and Item 7A. "Quantitative and Qualitative Disclosures about Market Risk - Interest Rate Risk."Contractual ObligationsThe Company has operating leases for corporate office space and certain equipment. The leases have terms from one year to ten years, some of which include options to renew the lease, and are included in the lease term when it is reasonably certain that the Company will exercise the option. No leases include options to purchase the leased property. As of December 31, 2024 the value of our lease right-of-use asset was \$6.5 million and the value of our lease liability was \$10.6Â million. See also Note 6 of the notes to consolidated financial statements for further information. We make commitments to purchase advertising from online vendors, which we pay for on a monthly basis. We have no significant long-term obligations to purchase a fixed or minimum amount with these vendors.Other Capital RequirementsAs of December 31, 2024, we recorded approximately \$1.1 million of unrecognized tax benefits as liabilities, and we are uncertain if or when such amounts may be settled. Related to the unrecognized tax benefits considered permanent differences, we have also recorded a liability for potential penalties and interest. Included in the balance of unrecognized tax benefits at December 31, 2024 are \$1.1 million of tax benefits that would affect the effective tax rate if recognized. The Company believes it is reasonably possible that as much as \$0.2 million of its unrecognized tax benefits may be recognized in the next twelve months.During February 2024, the stock repurchase program approved in February 2023 expired with a total of 1.4 million shares purchased for \$5.2Â million. On January 21, 2025 the Company announced that its Board of Directors approved a new stock repurchase program that permits the purchase of up to \$5.0 million of the Company's common stock through February 2025.We anticipate capital expenditures in 2025 to be approximately \$9 million to \$11 million. We intend to use operating cash flows to fund capital expenditures.47Table of ContentsCyclicalityThe labor market and certain of the industries that we serve have historically experienced short-term cyclicality. However, we believe that online career websites and marketplaces continue to provide economic and strategic value to the labor market and industries that we serve. Any slowdown in recruitment activity that occurs could negatively impact our revenues and results of operations. A decrease in the unemployment rate or a labor shortage, including as a result of an increase in job turnover, generally means that employers (including our customers) are seeking to hire more individuals, which would generally lead to more job postings and database licenses and have a positive impact on our revenues and results of operations. Based on historical trends, improvements in labor markets and the need for our services generally lag behind overall economic improvements. Additionally, there has historically been a lag from the time customers begin to increase purchases of our recruitment services and the impact to our revenues due to the recognition of revenue occurring over the length of the contract, typically from one to twelve months.From time to time, we see market slowdowns, which can lead to lower demand for recruiting technologists and financial and security cleared professionals. If recruitment activity slows in the industries in which we operate, our revenues and results of operations could be negatively impacted.48Table of ContentsRecent Accounting PronouncementsFor a discussion of new accounting pronouncements affecting the Company, refer to Note 2 of the notes to consolidated financial statements included in Item 8 of this Annual Report.49Table of ContentsItem 7A.Â 7A.Â 7A.Â Quantitative and Qualitative Disclosures about Market RiskWe have exposure to financial market risks, including changes in foreign currency exchange rates, interest rates, and other relevant market prices.Foreign Exchange RiskOur operations are conducted within the United States and accordingly, are not subject to foreign exchange risk.The Company's investment in eFC, as described in Note 7 of the notes to consolidated financial statements, which is recorded under the equity method of accounting, subjects the Company to foreign exchange risk because the functional currency of eFC is the British Pound Sterling. Accordingly, the Company must translate its share of eFC's net income into United States dollars. The Company's share of eFC's net income is not expected to be significant.Interest Rate RiskWe have interest rate risk primarily related to borrowings under our Credit Agreement. Borrowings under our Credit Agreement denominated in U.S. dollars bear interest, payable at least quarterly, at the Company's option, at the SOFR or a base rate, plus a margin. Borrowings under the credit agreement denominated in pounds sterling, if any, bear interest at the SONIA rate plus a margin. The margin ranges from 2.00% to 2.75% on SOFR and SONIA loans and 1.00% to 1.75% on the base rate, as determined by our most recent consolidated leverage ratio, plus an additional spread of 0.10%. As of December 31, 2024, we had outstanding borrowings of \$32.0 million under our Credit Agreement. A hypothetical increase of 1.0% on these variable rate borrowings would increase our annual interest expense over the next 12 months by approximately \$0.3 million, based on the balances outstanding for these borrowings as of December 31, 2024.50Table of ContentsItem 8.Â 8.Â 8.Â Financial Statements and Supplementary DataÂ 8.Â 8.Â PageDHI Group, Inc.Â Report of Independent Registered Public Accounting FirmÂ 52Consolidated Financial StatementsÂ Consolidated Balance Sheets as of December 31, 2024 and 2023Â 55Consolidated Statements of Operations for the years ended December 31, 2024, 2023 and 2022Â 56Consolidated Statements of Comprehensive Income (Loss) for the years ended December 31, 2024, 2023 and 202257Consolidated Statements of Stockholders' Equity for the years ended December 31, 2024, 2023 and 2022Â 58Consolidated Statements of Cash Flows for the years ended December 31, 2024, 2023 and 2022Â 59Notes to Consolidated Financial StatementsÂ 6051Table of ContentsREPORT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM To the shareholders and the Board of Directors of DHI Group, Inc. Opinions on the Financial Statements and Internal Control over Financial ReportingWe have audited the accompanying consolidated balance sheets of DHI Group, Inc. and subsidiaries (the "Company") as of December 31, 2024 and 2023, the related consolidated statements of operations, comprehensive income (loss), stockholders' equity, and cash flows, for each of the three years in the period ended December 31, 2024,

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months. The separation of the package into two deliverables results in no change in revenue recognition because delivery of the two services occurs over the same time period. Advertising revenue. Advertising revenue is recognized over the period in which the advertisements are displayed on the websites or at the time a promotional e-mail is sent out to the audience. Classified revenue. Classified job posting revenues are derived from the sale of job postings to recruiters and employers. A job posting is the ability to list a job on the website for a specified time period. Revenue from the sale of classified job postings is recognized ratably over the length of the contract or the period of actual usage. Career fair and recruitment event booth rentals. Career fair and recruitment event revenues, both live and virtual, are derived from renting booth space to recruiters and employers. Revenue from these sales are recognized when the career fair or recruitment event is held. Cashâ€Cash consists of demand deposits with financial institutions.60Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSConcentration of Credit Riskâ€Cash potentially subjects the Company to a concentration of credit risk as substantially all of its deposits were held in a single financial institution and were in excess of the Federal Deposit Insurance Corporation (â€FDICâ€) insurance limits as of December 31, 2024 and 2023.The Company performs credit evaluations of its customersâ€ financial condition as needed and does not require collateral on accounts receivable. No single customer represents 10% or more of accounts receivable as of December 31, 2024 and 2023 and no single customer represents 10% or more of revenues for the years ended December 31, 2024, 2023 and 2022.Credit Lossesâ€The Company maintains allowances for estimated credit losses resulting from the inability of its customers to make required payments. The Company's provision for credit losses is included in general and administrative expense. Customer billings included in deferred revenue are not considered at risk for credit losses. If the financial condition of DHIâ€s customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required. Statements of Cash Flowsâ€All bank deposits are considered cash.The supplemental disclosures to the accompanying consolidated statements of cash flows are as follows (in thousands):A 202420232022Supplemental cash flow information:Interest paid\$3,184\$ 3,471\$ 1,480A Taxes paid\$3,530\$ 3,450\$ 2,849A Non-cash investing and financing activities:Capital expenditures on fixed assets included in accounts payable and accrued expenses16\$ 1,009\$ 327A Fixed Assetsâ€Depreciation of equipment, furniture and fixtures, computer software and capitalized website development costs are provided under the straight-line method over estimated useful lives ranging from two to five years. Depreciation of leasehold improvements is provided over the shorter of the term of the related lease or the estimated useful life of the improvement. The cost of additions and improvements is capitalized, and repairs and maintenance costs are charged to operations in the periods incurred.Capitalized Software Costsâ€Capitalized software costs consist of costs to purchase and develop software for internal use. The Company capitalizes incurred software development costs in accordance with the Internal Use Software subtopic of the FASB ASC. Costs incurred during the application-development stage for software bought and further customized by outside vendors for the Companyâ€s use and software developed by a vendor for the Companyâ€s proprietary use have been capitalized. These costs are amortized over the softwareâ€s estimated useful life, which generally approximates two years.Cloud Computing Arrangementsâ€The Company incurs costs to implement cloud computing arrangements that are hosted by third party vendors. Implementation costs associated with cloud computing arrangements are capitalized when incurred during the application-development stage. The capitalized costs are amortized on a straight-line basis over approximately three years, which reflects the estimated useful life or contractual term of the underlying contract. Capitalized amounts related to such arrangements are recorded within other non-current assets in the Consolidated Balance Sheets. Website Development Costsâ€The Company capitalizes certain costs incurred in designing, developing, testing and implementing enhancements to its websites. These costs are amortized over the enhancementâ€s estimated useful life, which generally approximates two years. Costs related to the planning and post implementation phases of website development efforts are expensed as incurred.Capitalized Contract Costsâ€The Company capitalizes certain contract acquisition costs consisting primarily of commissions paid when contracts are signed. For costs incurred to obtain new business sales contracts, the Company capitalizes and expenses these costs over an average customer life, which was approximately three years as of December 31, 2024. For the remaining sales contracts, the Company capitalizes and expenses these costs over a period of one to two years as of December 31, 2024. See Note 4 for additional disclosures.61Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSLeasesâ€We determine if an arrangement is a lease at inception. The Company primarily has operating leases for corporate office space and certain equipment. Operating lease assets represent our right to use an underlying asset for the lease term and lease liabilities represent our obligation to make lease payments arising from the lease. Operating lease assets and liabilities are recognized at the commencement date of the lease based on the present value of lease payments over the lease term. The initial measurement of the lease liability is calculated on the basis of the present value of the remaining lease payments, and the right-of-use asset is measured on the basis of this liability, adjusted by prepaid and accrued rent, lease incentives, and initial direct costs. When readily available, the Company uses the implicit rate in determining the present value of the lease payments. When leases do not provide an implicit rate, the Company uses its incremental borrowing rate based on information available at the commencement of the lease, including the lease term. Because the implicit rate in each lease is not available, the Company used its incremental borrowing rate to determine the present value of lease payments. Leases with an initial term of 12 months or less are not recorded on the balance sheet. Variable components of the lease payments, such as utilities and maintenance, are expensed as incurred and are not included in determining the present value. Operating lease expense is recognized on a straight-line basis over the lease term.Equity Method Investmentsâ€The Company has a non-controlling common share interest in eFinancialCareers (â€eFCâ€) (adjusted to 10% as of the third quarter of 2023) and Rigzone (adjusted to zero percent as of the second quarter of 2022) businesses as the Company does not have the ability to direct the activities of the businesses that most significantly impact their economic performance. The common share interests in eFC and Rigzone, during the periods of ownership, are being accounted for under the equity method of accounting as the Company does have the ability to exercise significant influence over the businesses. The recorded value is adjusted based on the Company's proportionate share of the businesses net income and is recorded three months in arrears. See Note 7 for additional disclosures.Goodwill and Indefinite-Lived Acquired Intangible Assetâ€Goodwill is recorded when the purchase price paid for an acquisition exceeds the estimated fair value of the net identified tangible and intangible asset acquired. The indefinite-lived acquired intangible asset includes the Dice trademarks and brand name. The Company performs a test for impairment of goodwill and indefinite-lived intangible asset annually on October 1, or more frequently if indicators of potential impairment exist, to determine if the carrying value of the recorded asset is impaired. The impairment review process for goodwill compares the fair value of the reporting unit in which goodwill resides to its carrying value. The impairment review process for the indefinite-lived intangible asset compares the fair value of the asset to its carrying value. The determination of whether or not the asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the Companyâ€s reporting units or the intangible asset. Changes in the Companyâ€s strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill or the indefinite-lived intangible asset. See Notes 9 and 10 for additional disclosures. Foreign Currency Translationâ€Translation adjustments relate to the Company's equity method investment in eFC, whose functional currency is not the U.S. dollar. The assets and liabilities are translated into U.S. dollars at current exchange rates. Resulting translation adjustments are reflected as Other Comprehensive Income (Loss). Revenue and expenses are translated at average exchange rates and transaction gains and losses that arise from exchange rate fluctuations on transactions denominated in a currency other than the functional currency are charged to operations as incurred. Advertising Costsâ€The Company expenses advertising costs as they are incurred. Advertising expense for the years ended December 31, 2024, 2023 and 2022 were \$13.6 million, \$14.9 million and \$17.9 million, respectively.Income Taxesâ€The Company recognizes deferred taxes by the asset and liability method. Under this method, deferred income taxes are recognized for differences between the financial statement and tax bases of assets and liabilities at enacted statutory tax rates in effect for the years in which the differences are expected to reverse. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be realized. The primary sources of temporary differences are stock-based compensation, amortization and impairment of intangible assets, depreciation of fixed assets, operating lease assets and liabilities, and capitalized contract costs.Stock-Based Compensationâ€The Company has a plan to grant equity awards to certain employees and directors of the Company and its subsidiaries. In accordance with FASB ASC Topic 718 Compensation-Stock Compensation, the Company accounts for forfeitures when they occur. See Note 15 for additional disclosures.Fair Value of Financial Instrumentsâ€The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, and accounts payable and accrued expenses approximate their fair values. The Companyâ€s long-term debt consists 62Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSFO borrowings under its credit facility. Investments consist of common and preferred share ownership interests in businesses. See Notes 3 and 11 for additional disclosures.Risks and Uncertaintiesâ€The Company is subject to the risks, expenses and uncertainties frequently encountered by companies in the rapidly evolving markets for online products and services. These risks include the failure to develop and extend the Companyâ€s web sites and brands, the rejection of the Companyâ€s services by consumers, vendors and/or advertisers, the inability of the Company to maintain and increase the levels of traffic on its web sites, as well as other risks and uncertainties. In the event that the Company does not successfully execute its business plan, certain assets may not be recoverable.Use of Estimatesâ€The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities as of the date of the financial statements, and reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates. DHIâ€s significant estimates include the useful lives and valuation of fixed assets, intangible asset, goodwill, lease right-of-use assets, income taxes, and the assumptions used to value the Performance-Based Restricted Stock Units (â€PSUsâ€) of the Company.Earnings per Shareâ€The Company follows the Earnings Per Share topic of the FASB ASC in computing earnings per share (â€EPSâ€). Basic EPS is calculated by dividing net income by the weighted average number of shares outstanding. When the effects are dilutive, diluted earnings per share is calculated using the weighted average number of shares outstanding, and the dilutive effect of stock-based compensation awards as determined under the treasury stock method. Certain stock awards were excluded from the computation of diluted earnings per share due to their anti-dilutive effect. See Note 19 for additional disclosures.New Accounting Pronouncementsâ€In June 2016, the FASB issued ASU No. 2016-13, Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments. ASU 2016-13 changes how entities will account for credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The guidance replaces the current â€incurred lossâ€ model with an â€expected lossâ€ model that requires consideration of a broader range of information to estimate expected credit losses over the lifetime of a financial asset. The Company adopted ASU 2016-13 on January 1, 2023, under the modified retrospective method as required by the standard. The Company recorded a cumulative-effect adjustment of \$0.3A million to increase accumulated earnings and reduce the allowance for doubtful accounts as of January 1, 2023. Prior period amounts were not adjusted and will continue to be reported under the accounting standards in effect for the period presented. In November 2023, the FASB issued ASU 2023-07, Segment Reporting - Improvements to Reportable Segment Disclosures. The new accounting standard relates to disclosures about a public entityâ€s reportable segments and provides more detailed information about a reportable segmentâ€s expenses. The new standard is effective for fiscal years beginning after December 15, 2023, and interim periods beginning after December 15, 2024, with retrospective application required. The Company adopted ASU 2023-07 in the fourth quarter of 2024. See Note 18 for additional disclosures.In December 2023, the FASB issued ASU 2023-09, Improvements to Income Tax Disclosures. The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures. In November 2024, the FASB issued ASU No. 2024-03, Income Statementâ€Reporting Comprehensive Incomeâ€Expense Disaggregation Disclosures (Subtopic 220-40) (â€ASU 2024-03â€). ASU 2024-03 will require companies to disaggregate, within the notes to the financial statements, certain expenses presented on the face of the financial statements to enhance transparency and help investors better understand an entity's performance. The amendment will specifically require that an entity disclose the amounts related to purchases of inventory, employee compensation, depreciation and intangible asset amortization. Entities will also be required to provide a qualitative description of the amounts remaining in relevant expense captions that are not separately disaggregated quantitatively, disclose the total amount of selling expenses and, in annual reporting periods, provide a definition of what constitutes selling expenses. The amendments in ASU 2024-03 are effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027, with early adoption permitted. The Company is currently evaluating the impact of the adoption of ASU 2024-03 on the Companyâ€s financial statement disclosures.63Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS3. FAIR VALUE MEASUREMENTS The FASB ASC topic on Fair Value Measurements and Disclosures defines fair value, establishes a framework for measuring fair value and requires certain disclosures for each major asset and liability category measured at fair value on either a recurring or nonrecurring basis. As a basis for considering assumptions, a three-tier fair value hierarchy is used, which prioritizes the inputs used in measuring fair value as follows: A â€Level 1 â€ Quoted prices for identical instruments in active markets.â€Level 2 â€ Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-derived valuations, in which all significant inputs are observable in active markets.â€Level 3 â€ Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions. The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, other assets, accounts payable and accrued expenses and long-term debt approximate their fair values. Investments, non-current that were carried at fair value, prior to the conversion to preferred shares as described in Note 7, used a discounted cash flow technique based on the probability of one or more possible outcomes, based on Level 3 inputs, which inputs and fair value did not change during the 2022 period prior to the conversion. The estimated fair value of long-term debt is based on Level 2 inputs.Certain assets and liabilities are measured at fair value on a non-recurring basis as they are subject to fair value adjustments in certain circumstances, for example, when there is evidence of impairment. Such instruments are not measured at fair value on an ongoing basis. These assets include equity investments, operating lease right-of-use assets, and goodwill and intangible asset which resulted from prior acquisitions. Items valued using such internally generated valuation techniques are classified according to the lowest level input or value driver that is significant to the valuation. Thus, an item may be classified in Level 3 even though there may be some significant inputs that are readily observable.Impairmentâ€The Company performs annual impairment tests for goodwill and the Dice trademarks and brand name as of October 1 of each year or more frequently if indicators of potential impairment exist. See Notes 9 and 10 for additional disclosures. The Company evaluates the carrying value of equity investments at each reporting period as described in Note 7. 4. A A A REVENUE RECOGNITIONThe Company recognizes revenue when control of the promised goods or services are transferred to our customers, either on a ratable basis over the contract period beginning on the date that our service is made available to the customer or as the products and services are used, and at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts. The Company excludes sales tax from the transaction price and therefore, recognizes revenue net of applicable sales taxes. Customer billings delivered in advance of services being rendered are recorded as deferred revenue and recognized over the service period. The Company generates revenue from recruitment packages, advertising, classifieds, and virtual and live career fair and recruitment event booth rentals.Disaggregation of revenueOur brands primarily serve the technology and security cleared professions. The following table provides information about disaggregated revenue by brand (in thousands):For the Year Ended December 31, 202420232022ClearanceJobs\$4,154\$43A \$50,348\$43,746A Dice\$7,783\$ 101,530\$ 105,934\$ 1141,926\$ 151,878\$ 149,680A (1) We had previously disclosed that career events were recorded within Dice. Career events have been reclassified between ClearanceJobs and Dice based on the nature of the event for the years ended December 31, 2024, 2023, and 2022.64Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSContract BalancesThe following table provides information about opening and closing balances of receivables and contract liabilities from contracts with customers as required under Topic 606 (in thousands):As of December 31, 2024As of December 31, 2023As of December 31, 2022Receivables\$22,120\$ 22,225\$ 20,494A Short-term contract liabilities (deferred revenue)\$44,934\$ 49,463\$ 50,121A Long-term contract liabilities (deferred revenue)\$22A 508\$ 743A We receive payments from customers based upon contractual billing schedules; accounts receivable is recorded when customers are invoiced per the contractual billing schedules. As the Company's standard payment terms are less than one year, the Company elected the expedient, where applicable. As a result, the Company did not consider the effects of a significant financing component. Contract liabilities include customer billings delivered in advance of performance under the contract, and associated revenue is realized when services are rendered under the contract. The Company recognized the following revenues as a result of changes in the contract liability balances in the respective periods (in thousands):Year Ended December 31, 2024Year Ended December 31, 2023Year Ended December 31, 2022Revenue recognized in the period from:Amounts included in the contract liability at the beginning of the

period\$49,584\$50,141\$45,311The following table includes estimated deferred revenue expected to be recognized in the future related to performance obligations that are unsatisfied or partially unsatisfied at the end of the reporting period (in thousands):202520262027TotalTech-focused\$44,934\$464\$58\$45,456Credit LossesThe Company is exposed to credit losses through the inability of its customers to make required payments on account receivable. The Company segments accounts receivable based on credit risk characteristics and estimates future losses for each segment based on historical trends and current market conditions, as applicable. Expected losses on accounts receivable are recorded as allowance for doubtful accounts in the consolidated balance sheets and as an expense in the consolidated statements of operations. The portion of accounts receivable that is reflected as deferred revenue in the consolidated balance sheets is not considered at risk for credit losses. If the financial condition of DHI's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required. 5.Â Â Â RESTRUCTURINGIn May 2023, the Company announced an organizational restructuring intended to streamline its operations, drive business objectives, reduce operating expenses and improve operating margins. The restructuring included a reduction of the Company's then-current workforce by approximately 10%. As a result of the restructuring, the Company recognized charges of \$2.4Â million during the year ended December 31, 2023. The charges for the year ended December 31, 2023 consisted of \$1.9Â million of employee severance costs and \$0.5Â million of stock-based compensation related to the acceleration of restricted stock and performance-based restricted stock units. All severance costs related to the May 2023 restructuring were paid during the year ended December 31, 2023. In July 2024, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This included a reduction of the Company's then-current workforce by 65Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSApproximately 7%. As a result of the restructuring, the Company recognized a charge of \$1.1Â million related to employee severance charges during the year ended December 31, 2024. All severance costs related to the July 2024 restructuring were paid during the year ended December 31, 2024.During January 2025, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This includes a reduction of the Company's current workforce by approximately 8%. The Company estimates that it will incur a charge of approximately \$2.2Â million related to employee severance charges during the first quarter of 2025 in connection with the restructuring. All charges are expected to be recognized in the first quarter of 2025 while the related cash payments are expected to be substantially completed by the third quarter of 2025.6. LEASESThe Company has operating leases for corporate office space and certain equipment. The leases have terms from one year to ten years, some of which include options to renew the lease, and are included in the lease term when it is reasonably certain that the Company will exercise the option. Our recorded lease right-of-use asset and lease liability were each reduced \$2.1Â million as of December 31, 2022, which represents a tenant improvement allowance that was consumed in 2023. The components of lease cost were as follows (in thousands):Year Ended December 31, 2024Year Ended December 31, 2023Year Ended December 31, 2022Operating lease cost\$1,648\$1,945\$2,103A Sublease income(50)(399)(475)Total lease cost\$1,598\$1,546\$1,628A (1) Includes short-term and variable lease costs, which are immaterial. (2) Total lease costs is recorded in general and administrative expenses in the consolidated statements of operations.Supplemental cash flow information related to leases was as follows (in thousands):Year Ended December 31, 2024Year Ended December 31, 2023Year Ended December 31, 2022Cash paid for amounts included in measurement of lease liabilities:Operating cash flows from operating leases\$1,664\$2,309\$2,703A Right-of-use assets obtained in exchange for lease obligations:Operating leases\$2,930\$1,542\$66Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSSupplemental balance sheet information related to leases was as follows (in thousands, except lease term and discount rate):December 31, 2024December 31, 2023Operating lease right-of-use assets (as reported)\$6,518\$4,759A Operating lease liabilities - current (as reported)1,625\$2,006A Operating lease liabilities - non-current (as reported)8,995\$6,543A Total operating lease liabilities\$10,620\$8,549A Weighted Average Remaining Lease Terms (in years)\$Â Â Â Â Â Â Â Operating leases7.4 years6.2 yearsWeighted Average Discount Rate\$Â Â Â Â Â Â Â Operating leases5.5%\$4.5%The Company reviews its right-of-use ("ROU") assets for impairment if indicators of impairment exist. The impairment review process compares the fair value of the ROU asset to its carrying value. If the carrying value exceeds the fair value, an impairment loss is recorded. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022. As of December 31, 2024, future operating lease payments were as follows (in thousands):Operating Leases2025\$2,206\$2,262,211\$2,271,331\$2,281,276\$2,291,306A Thereafter\$4,849A Total lease payments13,179A Less: imputed interest(2,559)Total\$10,620A As of December 31, 2024, the Company has no additional operating or finance leases that have not yet commenced. No leases include options to purchase the leased property. Our lease agreements do not contain any material residual value guarantees or material restrictive covenants. We do not have any lease agreements with related parties. 7. INVESTMENTSThe Financial CareersDuring the third quarter of 2023, the Company sold a portion of its ownership in eFinancial Careers ("eFC") reducing its total interest in eFC from 40% to 10%. As a result of the sale, the Company received cash of \$4.9Â million and recognized a \$0.6Â million gain, which included a \$0.2Â million charge related to accumulated foreign currency loss that was previously a reduction to equity. The Company's investment in eFC was recorded at \$1.8Â million and \$1.9Â million as of December 31, 2024 and 2023, respectively.eFC is a financial services careers website, operating websites in multiple markets in four languages mainly across the United Kingdom, Continental Europe, Asia, the Middle East and North America. Professionals from across many sectors of the financial services industry, including asset management, risk management, investment banking, and information technology, 67Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSUse eFC to advance their careers. The Company has evaluated its common share interest in the eFC business and has determined the investment meets the definition and criteria of a variable interest entity ("VIE"). The Company evaluated the VIE and determined that the Company does not have a controlling financial interest in the VIE, as the Company does not have the power to direct the activities of the VIE that most significantly impact the VIE's economic performance. The common share interest is being accounted for under the equity method of accounting as the Company has the ability to exercise significant influence over eFC. The investment was recorded at its fair value on June 30, 2021, the date of transfer, which was \$3.6Â million. The Company's equity in the net assets of eFC as of June 30, 2021 was \$2.2Â million. The difference between the Company's recorded value and its equity in net assets of eFC was reduced during the third quarter of 2023, as described above, as the Company reduced its ownership in eFC. The remaining basis difference at the time of sale was \$0.3Â million and is being amortized against the recorded value of the investment in accordance with ASC 323 Investments - Equity Method and Joint Ventures. Amortization expense during the years ended December 31, 2024, 2023 and 2022 was not significant. The recorded value is further adjusted based on the Company's proportionate share of eFC's net income and is recorded three months in arrears. During the years ended December 31, 2024, 2023 and 2022, the Company recorded \$0.2Â million, \$0.5Â million and \$1.6Â million, respectively, of income related to its proportionate share of eFC's net income, net of currency translation adjustments and amortization of the basis difference.RigzoneRigzone is a website dedicated to delivering online content, data, and career services in the oil and gas industry in North America, Europe, the Middle East, and Asia Pacific. Oil and gas companies, as well as companies that serve the energy industry, use Rigzone to find talent for roles such as petroleum engineers, sales professionals with energy industry expertise and skilled tradesmen. On August 31, 2018, the Company transferred a majority ownership and control of the Rigzone business to Rigzone management, while retaining a 40% common share interest, with zero proceeds received from the transfer. During the second quarter of 2022, the Company sold its 40% interest in Rigzone to Rigzone management for \$0.3Â million. At the time of the sale, the recorded value of the investment was zero. Accordingly, the Company recorded a \$0.3Â million gain on sale, which was included in gain on investments on the consolidated statements of operations.During the fourth quarter of 2022, the Company entered into a legal settlement with a former employee of Rigzone and received \$2.1Â million, net of certain legal costs and subject to other agreements. The settlement is recorded as proceeds from settlement in the consolidated statements of operations for the year ended December 31, 2022.OtherDuring 2021, the Company invested \$3.0Â million through a subordinated convertible promissory note (the "Note") with a values-based career destination company that allows the next generation workforce to search for jobs at companies whose people, perks and values align with their unique professional needs. The investment was recorded as a trading security at fair value and was recorded at \$3.0Â million as of December 31, 2021. In the third quarter of 2022, the Note was converted into preferred shares representing 4.9% of the outstanding equity in the underlying business, on a fully diluted basis. The Company's preferred shares are substantially similar to shares purchased by a third party investor that resulted in such investor becoming the majority owner of the business. Therefore the Company's shares in the business were recorded at fair value based on the price per share realized in the conversion. The value of the Company's investment was \$0.7Â million as of December 31, 2022 and was recorded as an investment in the consolidated balance sheet. Accordingly, the Company recognized an impairment loss during the year ended December 31, 2022 of \$2.3Â million. During the third quarter of 2023, the investment's financial position deteriorated. To meet its financial obligations, the investment issued convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to \$0.4Â million and accordingly, recognized an impairment loss of \$0.3Â million during the third quarter of 2023. During the first quarter of 2024, the investment's financial position further deteriorated. To meet its financial obligations, the investment issued additional convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to zero and accordingly, recognized an impairment loss of \$0.4Â million during the first quarter of 2024. The Company's ownership of the investment, on a fully diluted basis, as of December 31, 2024 is less than 0.10%. 68Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSAt December 31, 2024, the Company held preferred stock representing a 7.3% interest in the fully diluted shares of a tech skills assessment company. The investment is recorded at zero as of December 31, 2024, 2023 and 2022. The Company recorded no gain or loss related to the investment during the years ended December 31, 2024, 2023, and 2022.8.Â Â Â FIXED ASSETS, NETFixed assets, net consist of the following as of December 31, 2024 and 2023 (in thousands):Â 20242023Computer equipment and software\$3,691\$3,921A Furniture and fixtures\$776\$686A Leasehold improvements\$3,992\$3,961A Capitalized development costs\$60,608\$63,931A 69,067\$72,499A Less: Accumulated depreciation and amortization(48,677)(47,227)Fixed assets, net\$20,390\$25,272A During the years ended December 31, 2024, 2023, and 2022, depreciation expense was \$18.0Â million, \$16.9Â million, and \$17.5Â million, respectively. 9.Â Â Â ACQUIRED INTANGIBLE ASSET, NETAs of December 31, 2024 and 2023, the Company had an indefinite-lived acquired intangible asset of \$23.8Â million related to the Dice trademarks and brand name. Considering the recognition of the Dice brand, its long history, awareness in the talent acquisition and staffing services market, and the intended use, the remaining useful life of the Dice trademarks and brand name was determined to be indefinite. We determine whether the carrying value of recorded indefinite-lived acquired intangible asset is impaired on an annual basis or more frequently if indicators of potential impairment exist. The annual impairment test for the Dice trademarks and brand name is performed on October 1 of each year. The impairment review process compares the fair value of the indefinite-lived acquired intangible asset to its carrying value. If the carrying value exceeds the fair value, an impairment loss is recorded.The impairment test performed as of October 1, 2024 resulted in the fair value of the Dice trademarks and brand name exceeding the carrying value by 4%. The Company's operating results attributable to the Dice trademarks and brand name for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the Dice trademarks and brand name is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022. The Company's ability to achieve the projections used in the October 1, 2024 analysis may be impacted by, among other things, competition in the technology recruiting market, challenges in developing and introducing new products and product enhancements to the market and the Company's ability to attribute value delivered to customers. If future cash flows that are attributable to the Dice trademarks and brand name are not achieved, the Company could realize an impairment in a future period. In the October 1, 2024 analysis, the Company utilized a relief from royalty rate method to value the Dice trademarks and brand name using a royalty rate of 4.0%, which is based on comparable industry licensing agreements and the profitability attributable to the Dice trademarks and brand name, and a discount rate of 16.6%.The determination of whether or not the indefinite-lived acquired intangible asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the indefinite-lived acquired intangible asset. Fair values are determined using a profit allocation methodology which estimates the value of the trademark and brand name by capitalizing the profits saved because the company owns the asset. We consider factors such as historical performance, anticipated market conditions, revenues, operating expense trends and capital expenditure requirements. Changes in our strategy and/or changes in market conditions could significantly impact these judgments and require adjustments to recorded amounts of the intangible asset. If projections are not achieved, the Company could realize an impairment in the foreseeable future. 69Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS10.Â Â Â GOODWILLAs of December 31, 2024, the Company has goodwill of \$128.1Â million, which was all allocated to the Tech-focused reporting unit. There were no changes to goodwill during the years ended December 31, 2024, 2023, and 2022.We determine whether the carrying value of recorded goodwill is impaired on an annual basis or more frequently if indicators of potential impairment exist. In testing goodwill for impairment, a qualitative assessment can be performed and if it is determined that the fair value of the reporting unit is more likely than not less than the carrying amount, the impairment review process compares the fair value of the reporting unit in which the goodwill resides to the carrying value of that reporting unit. If the fair value of the reporting unit is less than its carrying amount, an impairment charge is recorded for the amount the carrying value exceeds the fair value. Our annual impairment test for goodwill is performed on October 1 of each year. The annual impairment test for the Tech-focused reporting unit performed as of October 1, 2024 resulted in the fair value of the reporting unit being substantially in excess of the carrying value. Results for the Tech-focused reporting unit for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the reporting unit is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022.The discount rate applied for the Tech-focused reporting unit in the October 1, 2024 analysis was 15.6%. An increase to the discount rate applied or reductions to future projected operating results could result in future impairment of the Tech-focused reporting unit's goodwill. It is reasonably possible that changes in judgments, assumptions and estimates the Company made in assessing the fair value of the Tech-focused reporting unit could cause the Company to consider some portion or all of the goodwill of the Tech-focused reporting unit to become impaired. In addition, a future decline in the overall market conditions, political instability, and/or changes in the Company's market share could negatively impact the estimated future cash flows and discount rates used to determine the fair value of the reporting unit and could result in an impairment charge in the foreseeable future.The determination of whether or not goodwill has become impaired is judgmental in nature and requires the use of estimates and key assumptions, particularly assumed discount rates and projections of future operating results, such as forecasted revenues and earnings before interest, taxes, depreciation and amortization margins and capital expenditure requirements. Fair values are determined by using a combination of a discounted cash flow methodology and a market comparable method. The discounted cash flow methodology is based on projections of the amounts and timing of future revenues and cash flows, assumed discount rates and other assumptions as deemed appropriate. We consider factors such as historical performance, anticipated market conditions, operating expense trends and capital expenditure requirements. Additionally, the discounted cash flows analysis takes into consideration cash expenditures for product development, other technological updates and advancements to our websites and investments to improve our candidate databases. The market comparable method indicates the fair value of a business by comparing it to publicly traded companies in similar lines of business or to comparable transactions or assets. Considerations for factors such as size, growth, profitability, risk and return on investment are analyzed and compared to the comparable businesses and adjustments are made. A market value of invested capital of the publicly traded companies is calculated and then applied to the entity's operating results to arrive at an estimate of value. Changes in our strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill.11.Â Â Â INDEBTEDNESS Credit AgreementIn June 2022, the Company, together with Dice Inc. (a wholly-owned subsidiary of the Company) and its wholly-owned subsidiary, Dice Career Solutions, Inc. (collectively, the "Borrowers"), entered into a Third Amended and Restated Credit Agreement (the "Credit Agreement"), which matures in June 2027. The Credit Agreement provides for a revolving loan facility of \$100Â million, with an expansion option of \$50Â million, bringing the total facility to \$150Â million, as permitted under the terms of the Credit Agreement. Borrowings under the Credit Agreement denominated in U.S. dollars bear interest, payable at least quarterly, at the Company's option, at the Secured Overnight Financing Rate ("SOFR") or a base rate plus a margin. Borrowings under the credit agreement denominated in pounds sterling, if any, bear interest at the Sterling Overnight Index Average ("SONIA") rate plus a margin. The margin ranges from 2.00% to 2.75% on SOFR and SONIA loans and 1.00% to 1.75% on base rate loans, determined by the Company's most recent

consolidated leverage ratio, plus an additional spread of 0.10%. The Company incurs a commitment fee 70Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

anging from 0.35% to 0.50% on any unused capacity under the revolving loan facility, determined by the Company's most recent consolidated leverage ratio. All borrowings as of December 31, 2024 and 2023 were in U.S. dollars. The facility may be prepaid at any time without penalty. The Credit Agreement contains various affirmative and negative covenants and also contains certain financial covenants, including a consolidated leverage ratio and a consolidated interest coverage ratio. Borrowings are allowed under the Credit Agreement to the extent the consolidated leverage ratio is equal to or less than 2.50 to 1.00, subject to the terms of the Credit Agreement. Negative covenants include restrictions on incurring certain liens; making certain payments, such as stock repurchases and dividend payments; making certain investments; making certain acquisitions; making certain dispositions; and incurring additional indebtedness. Restricted payments are allowed under the Credit Agreement to the extent the consolidated leverage ratio, calculated on a pro forma basis, is equal to or less than 2.00 to 1.00, plus an additional \$7.5A million of restricted payments each fiscal year, as described in the Credit Agreement. The Credit Agreement also provides that the payment of obligations may be accelerated upon the occurrence of events of default, including, but not limited to, non-payment, change of control, or insolvency. As of December 31, 2024, the Company was in compliance with all of the financial covenants under the Credit Agreement. The obligations under the Credit Agreement are guaranteed by one of the Company's wholly-owned subsidiaries and secured by substantially all of the assets of the Borrowers and the guarantors. The amounts borrowed as of December 31, 2024 and 2023 are as follows (dollars in thousands):

December 31, 2024	December 31, 2023
Long-term debt	revolving credit facility
\$32,000A	\$38,000A
Available to be borrowed under revolving facility	\$56,000A
Interest rate and margin:	
(3)2.10A %	2.35A %
Actual interest rates	(4)6.46A %
71A %	Commitment Fee
0.35A %	0.40A %

(1) In connection with the Credit Agreement, the Company had deferred financing costs of \$0.7 million and accumulated amortization of \$0.4 million recorded in other assets on the condensed consolidated balance sheets. (2) The amount available to be borrowed is subject to certain limitations, such as a consolidated leverage ratio which generally limits borrowings to 2.5 times annual Adjusted EBITDA, as defined in the Credit Agreement. (3) Computed as the weighted average interest margin on all borrowings, including an additional spread of 0.10%. (4) Computed as the weighted average interest rate on all borrowings. There are no scheduled principal payments until maturity of the Credit Agreement in June 2027. 12.A A A COMMITMENTS AND CONTINGENCIES

LitigationThe Company is subject to various claims from taxing authorities, lawsuits and other complaints arising in the ordinary course of business. The Company records provisions for losses when claims become probable and the amounts are reasonably estimable. Although the outcome of these legal matters cannot be determined, it is the opinion of management that the final resolution of these matters will not have a material adverse effect on the Company's financial condition, operations or liquidity. Tax ContingenciesThe Company operates in a number of tax jurisdictions and is routinely subject to examinations by various tax authorities with respect to both income and indirect taxes. The determination of the Company's provision for taxes requires judgment and 71Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

Estimation. The Company has reserved for potential examination adjustments to our provision for income taxes and accrual of indirect taxes in amounts which the Company believes are reasonable. 13.A A A EQUITY TRANSACTIONS

Stock Repurchase Plans

The Company's Board of Directors ("Board") approved a stock repurchase program that permits the Company to repurchase its common stock. Management has discretion in determining the conditions under which shares may be purchased from time to time. The following table summarizes the stock repurchase plans approved by the Board of Directors:

Feb 2023 to Feb 2024	Feb 2022 to Feb 2023	Feb 2021 to Jun 2022									
3)Approval Date	February 2023	February 2022									
Authorized Repurchase Amount of Common Stocks	\$10 million	\$15 million									
\$20 million	(1) During February 2024, the stock repurchase program approved in February 2023 expired with a total of 1.4 million shares purchased for \$5.2 million. (2) During February 2023, the stock repurchase program approved in February 2022 expired with a total of 2.6 million shares purchased for \$14.7A million. (3) During the second quarter of 2021, the Company amended its \$8.0 million stock repurchase program approved in February 2021 and allowed for the purchase of an additional \$12.0 million of our common stock through June 2022, bringing total authorized purchases under the plan to \$20.0 million. During the first quarter of 2022, the Company completed its purchases under the plan, which consisted of approximately 4.4 million shares for \$20.0A million, effectively ending the plan prior to its original expiration date. As of December 31, 2024 the Company has no stock repurchase programs and all previously approved stock repurchase programs have expired in accordance with their terms. In January 2025, the Company announced that its Board of Directors approved a stock repurchase program pursuant to which the Company may repurchase up to \$5A million of its common stock through February 2026. Purchases of the Company's common stock pursuant to the Stock Repurchase Plans were as follows: Year Ended December 31, 2024	2023	2022								
Shares repurchased	(1)A A A 1,661,278A A 3,287,096A	Average purchase price per share	(2)A A A \$4.17A \$5.66A								
Dollar value of shares repurchased (in thousands)	(3)A A A \$6,928A A \$18,596A	(1) No shares of our common stock were purchased other than through a publicly announced plan or program. (2) Average price paid per share includes costs associated with the repurchases. (3) The value of shares repurchased as of December 31, 2023 and 2022 includes \$33,331 and \$65,990 respectively, of costs associated with the repurchase. There were 19,220 unsettled shares as of December 31, 2022. No shares were unsettled as of December 31, 2024 and 2023.	Stock Repurchases Pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated-Under the 2022 Omnibus Equity Award Plan, as Amended and Restated as further described in Note 15 to the consolidated financial statements, the Company repurchases its common stock withheld for income tax from the vesting of employee restricted stock or ("PSUs"). The Company remits the value, which is based on the closing share price on the vesting date of the common stock withheld to the appropriate tax authority on behalf of the employee and the related shares become treasury stock. 72Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS	Purchases of the Company's common stock pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated were as follows: Year Ended December 31, 2024	2023	2022					
Shares repurchased upon restricted stock/PSU vesting	(in thousands)\$1,874A A \$6,237A A \$5,155A	Section 382 Rights Plan	A On January 28, 2025, the Company adopted a shareholder rights plan designed to protect stockholder value by preserving the availability of the Company's net capital loss carryforwards (Carryforwards) and other tax attributes under the Internal Revenue Code of 1986, as amended (the Code) (such plan, the Section 382 Rights Plan). The Section 382 Rights Plan aims to preserve the Company's Carryforwards by creating a disincentive for any stockholder to accumulate beneficial ownership of 4.99% or more of the Company's outstanding common stock, or to further accumulate the Company's common stock if the stockholder's beneficial ownership already exceeds 4.99% in each case without the approval of the Company's Board of Directors. Convertible Preferred Stock	As of December 31, 2024 the Company had 20 million shares of convertible preferred stock authorized, with a \$0.01 par value. No shares have been issued and outstanding since prior to our initial public offering in 2007. The rights, preferences, privileges and restrictions granted to and imposed on the convertible preferred stock are as set forth below. The Company currently has no preferred stock outstanding. The Company's amended and restated certificate of incorporation permits the terms of any preferred stock to be determined at the time of issuance. Simultaneously with the adoption of the Section 382 Rights Plan, the authorized but unissued convertible preferred stock, par value \$0.01 have been cancelled. Dividend provisionsThe preferred stockholders would be entitled to dividends only when dividends are paid to common shareholders. In the event of a dividend, the holders of the preferred shares would be entitled to share in the dividend on a pro rata basis, as if their shares had been converted into shares of common stock. Conversion rightsAny holder of preferred stock has the right, at its option, to convert the preferred shares into shares of common stock at a ratio of one preferred stock share for one common stock share. The holders of 66A 2/3% of all outstanding preferred stock have the right at any time to require all the outstanding shares of preferred stock to be converted into an equal number of shares of common stock. Voting rights include the right to vote at a special or annual meeting of stockholders on all matters entitled to be voted on by holders of common stock, voting together as a single class with the common stock. There are no redemption rights associated with the preferred stock. Liquidation rightsUpon the occurrence of liquidation, the holders of the preferred shares shall be paid in cash for each share of preferred stock held, out of, but only to the extent of, the assets of the Company legally available for distribution to its stockholders, before any payment or distribution is made to any shareholders of common stock. The liquidation value is \$2.17 per share, subject to adjustments for stock splits, stock dividends, combinations, or other recapitalizations of the preferred stock. Preferred Stock Purchase Rights	Pursuant to the Section 382 Rights Plan, the Company has authorized and declared a dividend distribution of one right ("Right") for each outstanding share of Common Stock to stockholders of record as of the close of business on February 7, 2025 ("Record Date"). Each Right entitles the registered holder to purchase from the Company one one-thousandth of a share of Series 1 Participating Preferred Stock, par value \$0.01 per share (the Series 1 Preferred Stock), of the Company at an exercise price of \$17.00 (the Exercise Price), subject to adjustment. Each share of Series 1 Preferred Stock will not be redeemable; will be entitled to a quarterly dividend equal to the higher of \$1 or 1000 times the dividends paid on each share of Common Stock; will be entitled upon a liquidation, dissolution or winding up of the Company to the higher of \$1 or 1000 times the per share amount distributed to Common Stock in such transaction; will have 1000 times 73Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS	the voting power per share of Common Stock and generally vote together with the Common Stock; and will be entitled to receive in a merger, consolidation or similar transaction of the Company 1000 times the per share consideration payable to Common Stock in such transaction. Dividends	No dividends were declared during the years ended December 31, 2024, 2023 or 2022. Our Credit Agreement limits our ability to declare and pay dividends. See Note 11 for additional disclosures. 14.A A A ACCUMULATED OTHER COMPREHENSIVE LOSS	FASB ASC topic on Comprehensive Income establishes standards for the reporting and display of comprehensive income and its components in a full set of general-purpose financial statements. This statement requires that all items that are required to be recognized as components of comprehensive income be reported in a financial statement with the same prominence as other financial statements. The Company had no amounts reclassified out of accumulated other comprehensive income for the years ended December 31, 2024 and 2022. During the year ended December 31, 2023, the Company had \$0.2A million of currency translation adjustments reclassified to the statements of operations related to selling a portion of its eFC ownership. The foreign currency translation adjustments impact comprehensive income. Accumulated other comprehensive income (loss), net consists of the following components, net of tax (in thousands):	Year Ended December 31, 2024	2023	2022
Foreign currency translation	Balance at beginning of year	(83)\$	(481)\$	(61)\$							
Foreign currency translation adjustment	84A 198A (420)	Cumulative translation adjustments reclassified to the statements of operations	A 200A A A Balance at end of year	1A (\$83)	(481)\$	15.A A A STOCK BASED COMPENSATION	On July 13, 2022, the stockholders of the Company approved the DHI Group, Inc. 2022 Omnibus Equity Award Plan, which had been previously approved by the Company's Board of Directors on May 13, 2022 (the "2022 Omnibus Equity Award Plan"). The 2022 Omnibus Equity Award Plan generally mirrors the terms of the Company's prior omnibus equity award plan, which expired in accordance with its terms on April 20, 2022 (the "2012 Omnibus Equity Award Plan"). On April 26, 2023, the stockholders of the Company approved the DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated, which had been previously approved by the Company's Board of Directors on March 16, 2023 (the "2022 Omnibus Equity Award Plan, as Amended and Restated"). The 2022 Omnibus Equity Award Plan was amended and restated to, among other things, increase the number of shares of common stock authorized for issuance as equity awards under the plan by 2.9A million shares. The Company has previously granted restricted stock and PSUs to certain employees and directors pursuant to the 2012 Omnibus Equity Award Plan and continues to grant restricted stock and PSUs to certain employees and directors pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated. The Company also offers an Employee Stock Purchase Plan. The Company recorded stock based compensation expense of \$8.1A million, \$9.9 million, and \$9.5 million during the years ended December 31, 2024, 2023, and 2022, respectively. At December 31, 2024, there was \$7.2 million of unrecognized compensation expense related to unvested awards, which is expected to be recognized over a weighted-average period of approximately 0.9 years. Restricted Stock	Restricted stock is granted to employees of the Company and its subsidiaries, and to non-employee members of the Company's Board. These shares are part of the compensation plan for services provided by the employees or Board members. The closing price of the Company's stock on the date of grant is used to determine the fair value of the grants. The expense related to the restricted stock grants is recorded over the vesting period as described below. There was no cash flow impact resulting from the grants. The restricted stock vests in various increments on the anniversaries of each grant, subject to the recipient's continued employment or service through each applicable vesting date. Vesting occurs over one year for Board members and over two to four years for employees. 74Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS	A summary of the status of restricted stock awards as of December 31, 2024, 2023, and 2022 and the changes during the periods then ended is presented below: Year Ended December 31, 2024	2023	2022
Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date						
Non-vested at beginning of the period	1,616,962A \$4.52A 2,086,933A \$3.48A 1,593,775A \$2.62A	Granted	(1)960,000A \$2.54A 1,552,715A \$5.28A 1,553,332A \$3.77A	Forfeited	(2)345,858A \$4.22A (603,836)\$5.15A (93,341)\$2.40A						
Vested	(810,439)\$3.94A (1,418,850)\$3.54A (966,833)\$2.64A	Non-vested at end of period	1,420,665A \$3.55A 1,616,962A \$4.52A 2,086,933A \$3.48A	(1) PSUs granted includes 587,587 additional PSUs granted in the first quarter of 2023 related to the bookings achievement for the performance period ended December 31, 2021 and 853,332 additional PSUs granted in the first quarter of 2022 related to the bookings achievement for the performance period ended December 31, 2021. (2) PSUs forfeited includes 230,291 PSUs forfeited in the first quarter of 2024 related to the bookings achievement for the performance period ended December 31, 2023. Employee Stock Purchase Plan	The Company has an Employee Stock Purchase Plan ("ESPP"), which provides eligible employees the opportunity to purchase shares of the Company's common stock through payroll deductions during six-month offering periods. The purchase price per share of common stock is 85% of the lower of the closing stock price on the first or last trading day of each offering period. The offering periods are January 1 to June 30 and July 1 to December 31. The maximum number of shares of common stock available for purchase under the ESPP is 500,000, subject to adjustment as provided under the ESPP. Individual employee purchases are limited to \$25,000 per calendar year, based on the fair market value of the shares on the purchase date. The first offering period commenced January 1, 2022. During the years ended December 31, 2024, 2023, 75Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS	2022, 155,843, 114,002 and 67,905 shares, respectively, were issued under the plan. The annual compensation expense under the plan was less than \$0.1A million during each of the years. 16.A A A INCOME TAXES	Deferred tax assets (liabilities) included in the balance sheet as of December 31, 2024 and 2023 are as follows (in thousands):	A 2024	2023	2022	
Deferred tax assets:	Capital loss carryforward	\$22,824A	\$22,976A	Allowance for doubtful accounts	430A 349A						
Depreciation of fixed assets	2,981A 989A	Provision for accrued expenses and other,	net	861A 893A							
Investments	710A 620A	Stock-based compensation	1,294A 2,505A								
Operating lease liabilities	2,569A 2,102A	Tax credit carryforward	279A 311A								
31,948A 30,745A	Less valuation allowance	(23,774)(23,852)	Deferred tax asset, net of valuation allowance	8,174A 6,933A							
Deferred tax liabilities:	Acquired intangibles	(6,313)(6,355)	Capitalized contract costs	(1,657)(1,578)							
Operating lease assets	(1,573)(1,174)	Deferred tax liability	(9,543)(9,107)	Net deferred tax liability	\$(1,369)\$(2,214)						
The Company had deferred tax assets of \$22.8A million and \$23.0A million, respectively, at December 31, 2024 and 2023 related to capital loss carryforwards and \$0.3A million at December 31, 2024 and 2023 related to tax credit carryforwards. The capital losses expire in 2024 through 2028, and the tax credits expire in 2025 through 2032. The Company has recorded valuation allowances of \$23.8 million and \$23.9A million, respectively, at December 31, 2024 and 2023 in order to measure only the portion of the deferred tax assets which are more likely than not to be realized. Tax expense (benefit) for the years ended December 31, 2024, 2023 and 2022 is as follows (in thousands):	A 2024	2023	2022								
Current income tax expense:	Federal	\$3,213A \$2,631A \$2,478A	State	329A 801A 743A							
Current income tax expense	3,542A 3,432A 3,221A	Deferred income tax									

expense (benefit):Federal(972)(2,648)(3,173)State127Â (653)(627)Deferred income tax expense (benefit)(845)(3,301)(3,800)Income tax expense (benefit)\$2,697Â \$131Â \$(579)Â 76Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSÂ reconciliation between tax expense at the federal statutory rate and the reported income tax expense (benefit) is summarized as follows:Â YearÂ EndedÂ DecemberÂ 31,Â 202420232022Federal statutory rate\$620Â \$760Â \$755Â Loss on sale of investmentsÂ“(Â 22,881)Â“(Â 22,881)Â“(Â 22,881)Â Expiration of capital loss carryforward13Â 4,680Â 4Â“(Â 3)Â Stock-based compensation1,982Â (399)(1,130)State tax expense, net of federal effect419Â 80Â 139Â Change in accrual for unrecognized tax benefits28Â 263Â (16)Executive compensation308Â 1,214Â 266Â Research and development tax credits(684)(1,651)(763)Income from equity method investment(47)(105)(335)Change in valuation allowance(78)18,158Â 555Â Other36Â 12Â 50Income tax expense (benefit)\$2,697Â \$131Â \$(579)Effective tax rate91.4Â %3.6Â %16.1Â %An uncertain tax position represents the Company’s expected treatment of a tax position taken in a filed tax return, or planned to be taken in a tax return not yet filed, that has not been reflected in measuring income tax expense for financial reporting purposes. At December 31, 2024 and 2023, the Company’s accrual for unrecognized tax benefits consists of the following: 20242023Unrecognized tax benefits\$980Â \$979Â Estimated accrued interest and penalties8053Accrual for unrecognized tax benefits, as recorded\$1,060Â \$1,032Â During the years ended December 31, 2024, 2023, and 2022, interest expense (income) and penalties recorded in the consolidated statements of operations were \$0.03Â million, \$0.02Â million, and \$(0.02)Â million, respectively. Following is a reconciliation of the amounts of unrecognized tax benefits, net of tax and excluding interest and penalties, for the years ended December 31, 2024, 2023, and 2022 (in thousands):Â 202420232022Unrecognized tax benefitsÂ“beginning of period\$979Â \$734Â \$730Â Increases in tax positions related to current year204Â 282Â 194Â Increases (decreases) in tax positions related to prior year(33)131Â 4Â“(Â 3)Â Lapse of statute of limitations(170)(168)(190)Unrecognized tax benefitsÂ“end of period\$980Â \$979Â \$734Â The foregoing table indicates unrecognized tax benefits, net of tax and excluding interest and penalties. The balance of gross unrecognized benefits was \$1.0Â million, \$1.0Â million, and \$0.8Â million at December 31, 2024, 2023, and 2022, respectively. If the unrecognized tax benefits at December 31, 2024, 2023, and 2022 were recognized in full, tax benefits of \$1.0Â million, \$1.0Â million, and \$0.8Â million, respectively, would affect the effective tax rate.The Company has filed income tax returns in the U.S. and various states. The Company is generally no longer subject to examinations by U.S. federal tax authorities for tax years prior to 2021, or by U.S. state authorities for tax years prior to 2020. The Company believes it is reasonably possible that as much as \$0.2Â million of its unrecognized tax benefits may be recognized by the end of 2025 as a result of a lapse of the statute of limitations. 77Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTS17.Â 4.Â A.Â EMPLOYEE SAVINGS PLANThe Company has a savings plan (the “Savings Plan”) that qualifies as a deferred salary arrangement under Section 401(k) of the Code. Under the Savings Plan, participating employees may defer a portion of their pretax earnings, up to the Internal Revenue Service annual contribution limit. The Company contributed \$2.2 million, \$2.4 million, and \$2.1 million for the years ended December 31, 2024, 2023 and 2022, respectively, to match employee contributions to the Savings Plan.18.Â A.Â A.Â SEGMENT INFORMATIONThe Company’s CODM is the Company’s Chief Executive Officer, Art Zeile. The CODM uses net income, as reported on our consolidated statements of operations, in evaluating performance of the Tech-focused segment in determining how to allocate resources of the Company as a whole, including investing in our product development, sales and marketing campaigns, employee compensation, and stockholder programs. The Company allocates resources and assesses financial performance on a consolidated basis, as all services pertain to the Company’s Tech-focused strategy. As a result, the Company has a single operating and reportable segment. Tech-focused includes the ClearanceJobs and Dice brands, as well as corporate related costs. All operations are in the United States and the Company does not have revenues and long-lived assets, which includes fixed assets and lease right of use assets, outside of the United States. The accounting policies of the Tech-focused segment are the same as those described in Note 2 of the notes to the consolidated financial statements. The Company has concluded that on the basis of the principles in ASC 280, the expenses below require disclosure under the significant expense principle. The CODM does not review assets in evaluating results of the Tech-focused segment, and therefore, such information is not provided. The following table provides the operating financial results of our Tech-focused segment (in thousands):For the year ended December 31, 202420232022Revenues\$141,926Â \$151,878Â \$149,680Â Less: Adjusted cost of revenues(120,163Â 19,787Â 17,602Â Adjusted product development(11)18,837Â 17,777Â 17,674Â Adjusted sales(127,371Â 36,161Â 35,166Â Adjusted marketing(11)19,825Â 20,984Â 24,197Â Adjusted general and administrative(120,417Â 20,913Â 24,091Â Depreciation17,972Â 16,915Â 17,487Â Restructuring1,111Â 2,417Â 4Â“(Â 3)Â Other segment expenses(1)(2)10,305Â 10,322Â 9,883Â Income from equity method investment(225)(502)(1,597)Interest expense3,200Â 3,482Â 1,580Â Income tax expense (benefit)2,697Â 131Â (579)Net income\$253Â \$3,491Â \$4,176Â (1) Excludes certain severance, professional fees and related costs, and stock based compensation expense. These costs are included in Other segment expenses.(2) Other segment expenses included in net income primarily includes proceeds from settlements, gain on investment, impairment of investment, stock based compensation, and certain severance, professional fees and related costs.19.Â A.Â A.Â EARNINGS PER SHAREBasic earnings per share is computed based on the weighted-average number of shares of common stock outstanding. Diluted earnings per share is computed based on the weighted-average number of shares of common stock outstanding plus common 78Table of ContentsDHI GROUP, INC.NOTES TO CONSOLIDATED FINANCIAL STATEMENTSstock equivalents, where dilutive. The following is a calculation of basic and diluted earnings per share and weighted-average shares outstanding (in thousands, except per share amounts):Â 202420232022Net Income\$253Â \$3,491Â \$4,176Â Weighted-average shares outstandingÂ“basic44,648Â 43,571Â 44,274Â Add shares issuable from stock-based awards442Â 925Â 2,259Â Weighted-average shares outstandingÂ“diluted45,090Â 44,496Â 46,533Â Basic earnings per share\$0.01Â \$0.08Â \$0.09Â Diluted earnings per share\$0.01Â \$0.08Â \$0.09Â Dilutive shares issuable from unvested equity awards442Â 925Â 2,259Â Anti-dilutive shares issuable from unvested equity awards(13,386Â 2,009Â 137Â (1) Represents outstanding stock-based awards that were anti-dilutive and excluded from the calculation of diluted earnings per share.Item 9. Changes in and Disagreements with Accountants on Accounting and Financial DisclosuresNone.Item 9A.Â A.Â A.Â Controls and ProceduresEvaluation of Disclosure Controls and ProceduresOur management, under supervision and with the participation of our Chief Executive Officer (the CEO) and Chief Financial Officer (the CFO), has conducted an evaluation (pursuant to Rule 13a-15(b) of the Exchange Act) of the effectiveness of the Company’s disclosure controls and procedures (as defined in Rules 13a-15(e) under the Exchange Act) as of the end of the fiscal period covered by this report. These disclosure controls and procedures are designed to ensure that information required to be disclosed in the Company’s reports that are filed or submitted under the Exchange Act is recorded, processed, summarized and reported within the time periods specified in the Securities and Exchange Commission’s rules and forms. The Company’s disclosure controls and procedures include, without limitation, controls and procedures designed to ensure that this information is accumulated and communicated to management, including the principal executive and principal financial officers, or persons performing similar functions, as appropriate, to allow timely decisions regarding required disclosure.Based on such evaluations, the CEO and CFO have concluded that these disclosure controls and procedures are effective to provide reasonable assurance that information required to be disclosed in our Exchange Act reports is recorded, processed, summarized and reported within the time periods specified by the SEC, and that such information is accumulated and communicated to management, including the CEO and CFO, as appropriate, to allow timely decisions regarding required disclosure. Management’s Report on Internal Control Over Financial ReportingOur management is responsible for establishing and maintaining adequate internal control over financial reporting (as defined in Rules 13a-15(f) and 15d-15(f) under the Exchange Act).Management conducted an evaluation of the effectiveness of our internal control over financial reporting based on the framework in Internal Control Integrated Framework (2013) issued by the Committee of Sponsoring Organizations of the 79Table of ContentsTreadway Commission. Based on this evaluation, management concluded that the Company’s internal control over financial reporting was effective as of December 31, 2024.Because of its inherent limitations, internal control over financial reporting may not prevent or detect misstatements. Projections of any evaluation of effectiveness to future periods are subject to the risks that controls may become inadequate because of changes in conditions, or that the degree of compliance with the policies or procedures may deteriorate.Deloitte & Touche LLP has audited the Company’s internal control over financial reporting as of December 31, 2024 and has issued a report regarding its assessment included herein.Changes in Internal ControlsNo change in our internal control over financial reporting (as defined in Rules 13a-15(f) under the Exchange Act) occurred during the quarter ended December 31, 2024 that has materially affected, or is reasonably likely to materially affect, our internal control over financial reporting.80Table of ContentsItem 9B.Â A.Â A.Â Other InformationDuring the three months ended December 31, 2024, no director or officer of the Company adopted or terminated a “Rule 10b5-1 trading arrangement” or “non-Rule 10b5-1 trading arrangement,” as each term is defined in Item 408(a) of Regulations S-K.Item 9C. Disclosure Regarding Foreign Jurisdictions that Prevent InspectionsNone.Â A.Â A.Â 81Table of ContentsPART IIIItem 10.Â A.Â A.Â Directors, Executive Officers and Corporate GovernanceThe information called for by this ItemÂ will be set forth in our definitive proxy statement relating to our 2025 Annual Meeting of Stockholders (the “Proxy Statement”) to be filed within 120 days of the Company’s fiscal year end of December 31, 2024 and is incorporated herein by reference. Item 11.Â A.Â A.Â Executive CompensationThe information called for by this Item will be set forth in the Proxy Statement and is incorporated herein by reference. Item 12.Â A.Â A.Â Security Ownership of Certain Beneficial Owners and Management and Related Stockholder MattersThe information called for by this Item will be set forth in the Proxy Statement and is incorporated herein by reference. Item 13.Â A.Â A.Â Certain Relationships and Related Transactions, and Director IndependenceThe information called for by this Item will be set forth in the Proxy Statement and is incorporated herein by reference. Item 14.Â A.Â A.Â Principal Accountant Fees and ServicesOur independent registered public accounting firm is Deloitte & Touche LLP, Denver, Colorado (PCAOB ID No. 34).The information called for by this Item will be set forth in the Proxy Statement and is incorporated herein by reference.82Table of ContentsPART IVItem 15.Â A.Â A.Â Exhibits(a).Financial Statement SchedulesThe consolidated financial statements are listed under Item 8 of this Annual Report.2.Financial Statement Schedules.See (b)Â below.3.Exhibits.3.1Amended and Restated Certificate of Incorporation (incorporated by reference from Exhibit 3.1 to the Company’s Current Report on Form 8-K (File No.Â 001-33584) filed on July 23, 2007).3.2Second Amended and Restated By-laws (incorporated by reference from Exhibit 3.1 to the Company’s Current Report on Form 8-K (File No.Â 001-33584) filed on March 9, 2016).3.3Certificate of Amendment to the Amended and Restated Certificate of Incorporation, effective April 21, 2015 (incorporated by reference from Exhibit 3.1 to Company’s Current Report on Form 8-K (File No. 001-33584) filed on April 21, 2015).3.4Certificate of Designation of Rights, Preferences and Privileges of Series 1 Participating Preferred Stock (incorporated by reference to Exhibit 3.1 the Company’s Current Report on Form 8-K filed on January 28, 2025).4.1Specimen Stock Certificate (incorporated by reference from Exhibit 4.1 to Amendment No. 4 to the Company’s Registration Statement on Form S-1 (File No.Â 333-141876) filed on June 2, 2007).4.2Description of Capital Stock (incorporated by reference from Exhibit 4.5 to the Company’s Annual Report on Form 10-K for the year ended December 31, 2021 (File No. 001-33584) filed on February 11, 2022).4.3Section 382 Rights Agreement dated as of January 28, 2025 by and between DHI Group, Inc. and Computershare Trust Company, N.A. as rights agent (incorporated by reference to Exhibit 4.1 of the Company’s Current Report on Form 8-K filed on January 28, 2025.10.1Â The DHI Group, Inc. 2012 Omnibus Equity Award Plan, as amended and restated on March 11, 2020 (the “2023 Equity Plan”) (incorporated by reference from Exhibit 4.1 to the Company’s Registration Statement on Form S-8 (File No. 333-182756) filed on October 9, 2020).10.2Â Form of Restricted Stock Award Agreement under the 2012 Equity Plan (incorporated by reference from Exhibit 10.3 to the Company’s Registration Statement on Form S-8 (File No. 333-182756) filed on July 19, 2012).10.3Â Form of Performance-Based Restricted Stock Unit Award Agreement under the 2012 Equity Plan (incorporated by reference from Exhibit 10.3 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2019 (File No. 001-33584) filed on August 1, 2019).10.4Â DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated (incorporated by reference to Exhibit 10.1 to the Company’s Current Report on Form 8-K (File No. 001-33584), filed on April 28, 2023).10.5Â Form of Non-Employee Director Restricted Stock Award Agreement pursuant to the DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated (incorporated by reference to Exhibit 10.3 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2023 (File No. 001-33584), filed on August 2, 2023).10.6Â Form of Restricted Stock Award Agreement pursuant to the DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated (incorporated by reference to Exhibit 10.4 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2023 (File No. 001-33584), filed on August 2, 2023).10.7Â Form of Performance-Based Restricted Stock Unit Award Agreement pursuant to the DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated (incorporated by reference to Exhibit 10.5 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2023 (File No. 001-33584), filed on August 2, 2023).10.8Â The Employee Stock Purchase Plan (the “ESPP”) (incorporated by reference from Exhibit 4.2 to the Company’s Registration Statement on Form S-8 (File No. 333-182756) filed on October 9, 2020).83Table of Contents10.10Â Employment Agreement, dated as of February 19, 2019, between Dice, Inc. and Paul Farnsworth (incorporated by reference from Exhibit 10.1 to the Company’s Quarterly Report on Form 10-Q for the quarter ended March 31, 2019 (File No. 001-33584) filed on May 2, 2019.10.11Â The DHI Group, Inc. Executive Cash Incentive Plan (incorporated by reference from Exhibit 10.12 to Amendment No. 2 to the Company’s Registration Statement on Form S-1 (File No.Â 333-141876) filed on June 8, 2007).10.12#Third Amended and Restated Credit Agreement dated as of June 10, 2022, among DHI Group, Inc., Dice Inc. and Dice Career Solutions, Inc., as Borrowers, the various lenders party thereto, JPMorgan Chase Bank, N.A., as administrative agent, Bank of America, N.A. and BMO Harris Bank N.A., as co-syndication agents and TD Bank, N.A. and Citizens Bank, N.A., as co-documentation agents (incorporated by reference to Exhibit 10.1 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2022 (File No. 001-33584) filed on August 3, 2022).10.13Â Employment Agreement and Addendum to Employment Agreement dated as of April 9, 2018 between DHI Group, Inc., Dice Inc. and Art Zeile (incorporated by reference from Exhibit 10.1 to the Company’s Quarterly Report on Form 10-Q for the quarter ended June 30, 2018 (File No. 001-33584) filed on August 2, 2018).10.14#Employment Agreement and Addendum to Employment Agreement dated as of October 17, 2019, between DHI Group, Inc. and Arie Kanofsky (incorporated by reference from Exhibit 10.14 to the Company’s Annual Report on Form 10-K for the year ended December 31, 2022 (File No. 001-33584), filed on February 10, 2023).10.18#First Amendment, dated as of February 8, 2022, to Employment Agreement dated as of February 19, 2019 between Dice, Inc. and Paul Farnsworth (incorporated by reference from Exhibit 10.22 to the Company’s Annual Report on Form 10-K for the year ended December 31, 2021 (File No. 001-33584) filed on February 11, 2022).10.19#First Amendment, dated as of February 8, 2022, to Employment Agreement dated as of October 17, 2019 between Dice, Inc. and Arie Kanofsky (incorporated by reference from Exhibit 10.24 to the Company’s Annual Report on Form 10-K for the year ended December 31, 2021 (File No. 001-33584) filed on February 11, 2022).10.22Â Employment Agreement, dated as of October 24, 2023, between DHI Group, Inc. and Raime Leebly Muhle (incorporated by reference to Exhibit 10.1 to the Company’s Current Report on Form 8-K (File No. 001-33584), filed on October 30, 2023).19#Security Trading Policy.21.*Subsidiaries of the Registrant.23.1#Consent of Independent Registered Public Accounting Firm31.1#Certifications of Art Zeile, Chief Executive Officer, pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.31.2#Certifications of Greg Schippers, Chief Financial Officer, pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.32.1#Certifications of Art Zeile, Chief Executive Officer, pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.32.2#Certifications of Greg Schippers, Chief Financial Officer, pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.97.1#DHI Group, Inc. Incentive Compensation Recovery Policy.101.INSXBRL Instance Document - the instance document does not appear in the Interactive Data File because its XBRL tags are embedded within the Inline XBRL document. 101.SCHXBRL Taxonomy Extension Schema Document.101.CALXBRL Taxonomy Extension Calculation Linkbase Document.101.DEF XBRL Taxonomy Extension Definition Linkbase Document.101.LABXBRL Taxonomy Extension Label Linkbase Document.101.PREXBRL Taxonomy Extension Presentation Linkbase Document.104Cover Page Interactive Data File (formatted as inline XBRL and contained in Exhibit 101)84Table of Contents Â A.Â A.Â *Filed herewith.**Furnished herewith.Â identifies a management contract or compensatory plan or arrangement. #Schedules and exhibits have been omitted pursuant to Item 601(a)(5) of Regulation S-K. The Company hereby undertakes to supplementally furnish copies of any omitted schedules and exhibits to the Securities and Exchange Commission upon request.(b)Financial Statement Schedules.PageSchedule 11a#Consolidated Valuation and Qualifying Accounts8685Table of ContentsSCHEDULE IIDHI GROUP, INC.CONSOLIDATED VALUATION AND QUALIFYING ACCOUNTSAs of December 31, 2022, 2023 and 2024 (in thousands)Column AColumn BColumn CColumn DColumn EÂ Balance at Beginning of PeriodCharged to IncomeDeductionsBalanceat End ofPeriodDescriptionÂ A.Â A.Â Reserves Deducted From Assets to Which They Apply:Reserve for uncollectible accounts receivable:Year ended December 31, 2022\$733Â \$1,469Â \$(828)\$1,374Â Year ended December 31, 2023\$1,374Â \$1,151Â \$(1,212)\$1,313Â Year ended December 31, 2024\$1,313Â \$1,610Â \$(1,232)\$1,691Â Deferred tax valuation allowance:Year ended December 31, 2022\$51,139Â \$555Â \$46Â \$5,694Â Year ended December 31, 2023\$5,694Â \$18,158Â \$23,852Â Year ended December 31, 2024\$23,852Â (78)\$23,774Â See notes to consolidated financial statements included elsewhere herein.86Table of ContentsItem 16. Form 10-K Summary None.87Table of ContentsSIGNATURESPursuant to the requirements of Section 13 or 15(d) of the Securities Exchange Act of 1934, as amended, the Registrant has duly caused this Annual Report on Form

10-K to be signed on its behalf by the undersigned, thereunto duly authorized. Â Date:February 11, 2025DHI Group,Â Inc.By:/S/Â Â Art ZeileArt ZeilePresident and Chief Executive Officer(on behalf of the registrant)Pursuant to the requirements of the Securities Exchange Act of 1934, this report has been signed by the following persons in the capacities and on the dates indicated.SignatureÂ Â TitleÂ Date/S/ Art ZeilePresident, Chief Executive Officer and DirectorFebruary 11, 2025Art ZeileÂ Â (Principal Executive Officer)Â /S/ Greg SchippersChief Financial OfficerFebruary 11, 2025Greg SchippersÂ Â (Principal Financial and Accounting Officer)Â /S/ Brian SchipperChairman and DirectorÂ February 11, 2025Brian SchipperÂ Â /S/ Scipio CarneccchiaDirectorÂ February 11, 2025Scipio CarneccchiaÂ Â /S/ Jim FriedlichDirectorÂ February 11, 2025Jim FriedlichÂ Â /S/ Joseph MassaquoiaDirectorÂ February 11, 2025Joseph MassaquoiaÂ Â /S/ David WindleyDirectorÂ February 11, 2025David WindleyÂ Â /S/ Elizabeth SalomonDirectorÂ February 11, 2025Elizabeth SalomonÂ Â /S/ Kathleen SwannDirectorÂ February 11, 2025Kathleen SwannÂ Â 88 EX-19 2 securitiestradingpolicy.htm EX-19 SECURITY TRADING POLICY DocumentDHI GROUP, INC. SECURITIES TRADING POLICYAugust 14, 2023 To the Employees of DHI Group, Inc. and its subsidiaries (collectively, the "Company"):The following is the Securities Trading Policy (the "Policy") for directors, officers and employees of the Company, which has been adopted by the Board of Directors. Please read this Policy very carefully.The PolicyThe purchase or sale of, or other transactions in, publicly traded securities of the Company while you are aware of material nonpublic information, or the disclosure of material nonpublic information to others who then trade in publicly traded securities of the Company, is prohibited by U.S. federal securities laws. U.S. federal securities laws impose liability not only on persons who trade, or tip inside information to others who trade, but on companies and other controlling persons who fail to take reasonable steps to prevent insider trading by company employees. As a result, if we do not take active steps to adopt preventive policies and procedures covering securities trading by personnel (including service providers) of the Company, the consequences could be severe.In addition to responding to U.S. federal securities laws, we have adopted this Policy to avoid even the appearance of improper conduct on the part of anyone employed by or associated with the Company (not just so-called "insiders"). We have all worked hard over the years to establish our reputation for integrity and ethical conduct. We cannot afford to have that reputation damaged.In addition to the limitations on trading contained in this Policy, directors and officers of the Company are also subject to certain reporting requirements under Section 16 of the U.S. Securities Exchange Act of 1934. You should contact the Company's Legal Department if you need further information with respect to these reporting obligations.The ConsequencesThe U.S. Securities and Exchange Commission (the "SEC") and the other regulatory authorities actively manage and seek to detect insider trading. The SEC and the U.S. Department of Justice have prosecuted cases involving trading or tipping by employees at all levels of a business, trading or tipping by family members and friends, trading involving offshore accounts and trading involving only a small amount of stock. The consequences of insider trading violations can be severe:For individuals who trade on inside information (or tip information to others):Â¢civil penalties of up to three times the profit gained or loss avoided;Â¢criminal fines (no matter how small the profit); andÂ¢jail terms.For a company (as well as possibly any supervisory person) that fails to take appropriate steps to prevent illegal trading:Â¢civil penalties; andÂ¢criminal penalties.Moreover, if any employee violates this Policy, Company-imposed sanctions including dismissal for misconduct or cause, could result. Needless to say, any of the above consequences, even an investigation by the SEC that does not result in prosecution, can tarnish the reputation of the Company, its management and the person(s) involved, and irreparably damage a career.If you have any questions, please feel free to contact Jack Connolly, Vice President and General Counsel, at DHI Group, Inc., 6465 South Greenwood Plaza, Suite 400, Centennial, CO 80111; (515) 978-3737.DHI GROUP, INC. SECURITIES TRADING POLICYI.PurposeTo describe Company standards concerning the (i) handling of non-public information relating to DHI Group, Inc. and its subsidiaries (the "Company"), (ii) buying and selling of securities of the Company and (iii) handling of confidential information about the Company and the companies with which the Company engages in transactions or does business.II.Persons Affected and Prohibited TransactionsThis Policy applies to directors, executive officers, other officers, employees and consultants or contractors of the Company, and the Company. Please note that the general prohibitions apply to all directors, officers, and employees of the Company, while the restrictions set forth in Part VI (pre-clearance) apply only to directors, executive officers and certain designated officers and employees. If you are unsure whether you are subject to the restrictions set forth in Parts V or VI, please contact the Company's General Counsel or his or her designee.The same restrictions described in this Policy also apply to your spouse, minor children and anyone else living in your household, any family members who do not live in your household but whose transactions in securities of the Company are directed by you or are subject to your influence or control, partnerships in which you are a general partner, trusts of which you are a trustee, estates of which you are an executor and investment funds or other similar vehicles with which you are affiliated (collectively "Related Parties"). You will be responsible for compliance with this Policy by your Related Parties.For purposes of this Policy, references to "trading" or "transactions in securities of the Company" include purchases or sales of Company stock, bonds, options, puts and calls, derivative securities based on securities of the Company, loans of Company securities, hedging transactions involving Company securities, contributions of Company securities to a trust, sales of Company stock acquired upon the exercise of stock options, broker- assisted cashless exercises of stock options, market sales to raise cash to fund the exercise of stock options, and trades in Company stock made under an employee benefit plan, such as a 401(k) plan.III.Policy StatementExcept as provided here, no person or entity covered by Part II may:Â¢purchase, sell or donate any securities of the Company while he or she is aware of any material nonpublic information concerning the Company or recommend to another person that they do so;Â¢disclose to any other person any material nonpublic information concerning the Company if such person may misuse that information, such as by purchasing or selling Company securities or tipping that information to others;1 Executive officers for purposes of this Policy are those persons listed as such in the Company's public filings with the SEC.Â¢purchase, sell or donate any securities of another company while he or she is aware of any material nonpublic information concerning the Company or such other company which he or she learned in the course of his or her service as a director or employee of the Company or recommend to another person that they do so; orÂ¢disclose to any other person any material nonpublic information concerning either the Company or another company which he or she learned in the course of his or her service as a director or employee of the Company if such person may misuse that information, such as by purchasing or selling securities of such other company or tipping that information to others.The prohibitions listed above do not apply to:Â¢exercise of stock options or vestings of other equity awards or the surrender of shares to the Company in payment of the exercise price or in satisfaction of any tax withholding obligations, in each case in a manner permitted by the applicable equity award agreement; provided, however, that the securities so acquired may not be sold (either outright or in connection with a "cashless" exercise transaction through a broker) while the employee, consultant, or director is aware of material nonpublic information or during a blackout period, if applicable to such person, as further described in Part V;Â¢acquisitions or dispositions of Company common stock under the Company's 401(k) or other individual account plan that are made pursuant to standing instructions not entered into or modified while the employee or director is aware of material nonpublic information or during a blackout period, if applicable to such employee, consultant, or director;Â¢other purchases of securities from the Company (including purchases under any Company employee stock purchase plan) or sales of securities to the Company, if applicable to such employee, consultant, or director;Â¢bona fide gifts, unless the person making the gift has reason to believe that the recipient intends to sell the securities while the employee, consultant, or director is aware of material nonpublic information or during a blackout period, as further described in Part V; andÂ¢purchases or sales made pursuant to a pre-arranged trading plan that complies with Rule 10b5-1 ("Rule 10b5-1") under the Securities Exchange Act of 1934, as amended (the "Securities Exchange Act"), as described in Part VII below).This Policy will continue to apply after termination of employment to the extent that a former director, officer, or employee is in possession of material nonpublic information at the time of termination. In such case, no transaction in securities of the Company may take place until the information becomes public or ceases to be material.This Policy also applies to material nonpublic information, obtained in the course of employment with, or by serving as a director of the Company, relating to any other company, including:Â¢our customers, clients or suppliers;Â¢any entity with which we may be negotiating a major transaction or business combination, orÂ¢any entity as to which we have an indirect or direct control relationship or a designee on the board of directors.No director, officer, or employee may affect transactions in the securities of any such other company while in possession of material nonpublic information concerning such company that was obtained in the course of employment with the Company.Transactions that may be necessary or justifiable for independent reasons (such as the need to raise money for an emergency expenditure) are no exception. Even the appearance of an improper transaction must be avoided to preserve our reputation for adhering to the highest standards of conduct.Material Information. "Material information" is any information that a reasonable investor would consider important in a decision to effect a transaction in securities of the Company or information that, if disclosed, could be viewed by a reasonable investor as having significantly altered the total mix of information available in the marketplace about the Company. In short, any information that could reasonably affect the price of such securities. Either positive or negative information may be material. Assessing whether particular information is material is subjective. Such a conclusion depends on the facts and circumstances unique to each situation and cannot be made solely based on the potential financial impact of the information. Common examples of information that will frequently be regarded as material are:Â¢financial performance, including revenues, particularly quarterly and year-end earnings or significant changes in financial performance or liquidity;Â¢projections of future earnings or losses, or other guidance concerning earnings;Â¢the fact that earnings are inconsistent with consensus expectations; a pending or proposed merger, joint venture, acquisition or tender offer;Â¢a significant sale of assets or the disposition of a subsidiary or business unit;Â¢changes in dividend policies or the declaration of a stock split or the offering of additional securities;Â¢changes in senior management or other key employees;Â¢significant new products or services;Â¢significant legal or regulatory exposure due to a pending or threatened lawsuit or investigation;Â¢impending bankruptcy or other financial liquidity problems;Â¢an imminent change in the Company's credit rating by a rating agency;Â¢changes in legislation affecting our business; andÂ¢the gain or loss of a substantial customer, client, supplier or finance source.20-20 Hindsight. Remember, if your transaction in securities of the Company becomes the subject of scrutiny, it will be viewed after-the-fact with the benefit of perfect hindsight. As a result, before engaging in any transaction you should carefully consider how regulators and others might view your transaction in hindsight.Tipping Information to Others. Whether the information is proprietary information about the Company or other information that could have an impact on the price of the Company's securities, directors, officers, and employees must not pass the information on to others. Penalties will apply whether or not you derive, or even intend to derive, any profit or other benefit from another's actions. When Information is Public. You may not trade on the basis of material information that has not been broadly disclosed to the marketplace, such as through a press release or a filing with the SEC that is publicly available on the SEC's website; the marketplace must have time to absorb the information. As a general rule, information should not be considered fully absorbed by the marketplace until the end of the second business day after the day on which the information is released. Thus, if information is released on a Monday, trading should not take place until Thursday.Transactions under Company Plans. Although this Policy does not generally apply to the exercise of employee stock options (other than the cashless exercises as described below) or vestings of other equity awards or the surrender of shares to the Company in payment of the exercise price or in satisfaction of any tax withholding obligations, in each case, in a manner permitted by the applicable equity award agreement, it does apply to the sale of common stock received upon exercise. This Policy does apply, however, to the sale as part of a broker-assisted cashless exercise of a stock option and the market sale for the purpose of raising cash to fund the exercise of an option. This Policy does not apply to purchases of the Company's securities in the employee stock purchase plan resulting from your periodic contribution of money to the plan pursuant to the election you made at the time of your enrollment in the plan. This Policy also does not apply to purchases of the Company's securities resulting from lump sum contributions to the employee stock purchase plan, provided that you elected to participate by lump sum payment at the beginning of the applicable enrollment period. This Policy does apply, however, to your election to participate in the employee stock purchase plan for any enrollment period and to your sales of the Company's securities purchased pursuant to the employee stock purchase plan. This Policy also applies to the following elections under a 401(k) plan (if and when the Company makes Company securities an investment alternative under our 401(k) plan):Â¢increasing or decreasing periodic contributions allocated to the purchase of Company securities;Â¢intra-plan transfers of an existing balance in or out of Company securities;Â¢borrowing money against the account if the loan results in the liquidation of any portion of Company securities; andÂ¢pre-paying a loan if the pre-payment results in allocation of the proceeds to Company securities.Confidentiality Obligations. The restrictions set forth in this Policy are designed to avoid misuse of material nonpublic information in violation of the securities laws. These restrictions are in addition to, and in no way alter, the general obligations that each director, officer, and employee of the Company must maintain the confidentiality of all confidential or proprietary information concerning the Company and its business, as well as any other confidential information, that may be learned in the course of service or employment with the Company. No such information is to be disclosed to any other person in the Company, unless that person has a clear need to know that information, and no such information may be disclosed to any third parties, except as required or otherwise contemplated by your function or position.Avoiding Selective Disclosure. The Company is required under Regulation FD to avoid the selective disclosure of material nonpublic information. The Board of Directors has established procedures for the release of material information, including the designation of company spokespersons, to achieve broad public dissemination of that information in accordance with Regulation FD. Accordingly, no director, officer, or employee of the Company may disclose material nonpublic information to any person outside the Company, except in accordance with these procedures. This prohibition extends to discussions concerning the Company and its business on the Internet and similar forums.V.Additional Prohibited TransactionsBecause we believe it is improper and inappropriate for any person to engage in short-term or speculative transactions involving the Company's securities, and because there is a heightened legal risk and/or the appearance of improper or inappropriate conduct if the persons subject to this Policy engage in certain types of transactions, it is the policy of the Company that directors, officers, and employees of the Company, and their Related Parties, are prohibited from engaging in any of the following activities with respect to securities of the Company:1.No person or entity covered by this Policy may purchase Company securities on margin, borrow against Company securities held in a margin account, or pledge (or hypothecate) Company securities as collateral for a loan.2.Short sales (i.e., selling stock you do not own and borrowing the shares to make delivery), including short sales "against the box". The SEC effectively prohibitsdirectors and officers from selling Company securities short. This Policy is simply expanding this prohibition to cover all employees.3.Buying or selling puts, calls, options, or other derivatives in respect of securities of the Company.4.Any other type of hedging transaction involving or based on the Company's securities, including forward sale or purchase contracts, equity swaps, collars or exchange funds.V.Blackout Periods "For Directors, Executive Officers, and EmployeesThe Company's announcement of annual and quarterly financial results has the potential to have a material impact on the market for the Company's securities. Therefore, to avoid any appearance that its directors, officers, employees, and other insiders are trading while aware of material nonpublic information, all directors, executive officers, and employees of the Company will be subject to quarterly blackouts on trading.The Company has established the following "blackout periods" in relation to the publication of its annual and quarterly results: (a) the period commencing two weeks prior to the end of its fiscal year and ending on and including the second trading day after public announcement of the Company's annual financial results; (b) the period commencing two weeks prior to the end of each of its fiscal quarters and ending on and including the second trading day after public announcement of the Company's financial results for such quarter; and (c) for directors and executive officers, to the extent and during the periods required by Section 306 of the Sarbanes-Oxley Act of 2002 or its implementing regulations.During these blackout periods, all directors, executive officers, and employees and their Related Parties are prohibited from effecting transactions in securities of the Company.You should be aware that the blackout periods described above may be modified by the Company at any time. In addition, the Company, may from time to time, as determined by through the Chief Executive Officer, the Chief Financial Officer, or the General Counsel, determine that effecting transactions in securities of the Company is inappropriate at a time that is outside the blackout periods and, accordingly, may notify you of additional closed periods at any time. For example, a short blackout period may be imposed shortly before issuance of interim earnings guidance. Those subject to blackout period requirements will receive notice of any modification by the Company of the closed period policy or of any additional prohibition on trading during a non-blackout period. Persons subject to the blackout period restrictions who terminate their employment with the Company during a blackout period will remain subject to the restrictions until the end of such period.The General Counsel may, on a case-by-case basis, authorize effecting a transaction in Company securities during a blackout period if the person who wishes to affect such a transaction (i) has, at least two business days prior to the anticipated transaction date, notified the Company in writing of the circumstances and the amount and nature of the proposed transaction and (ii) has certified to the Company that it is not in possession of material nonpublic information concerning the Company.See Part VII below for the principles applicable to transactions under Rule 10b5-1 plans.VI.Pre-Clearance of Securities Transactions"By Directors, Executive Officers, and Certain Other Personnel with Access to Information Concerning Potential Material DevelopmentsTo provide assistance in preventing inadvertent violations of the law (which could result, for example, from failure by directors and officers to report a trade when such directors and officers are subject to reporting obligations under Section 16 of the Exchange Act) and avoiding even the appearance of an

improper transaction (which could result, for example, where an officer engages in a trade while unaware of a pending major development), we are implementing the following procedure:With the exception of transactions in securities of the Company proposed by the General Counsel, which must be pre-cleared with either the Chief Executive Officer or Chief Financial Officer, all transactions in securities of the Company by the following persons, and their Related Parties must be pre-cleared with the Company's General Counsel or his or her designees: directors and their administrative assistants; executive officers, any other officers who have an obligation to file reports under Section 16 of the Exchange Act, and their administrative assistants; employees on the invitee list for the Company's monthly business reviews; employees in the accounting, finance and legal departments; and any other individuals the Company determines appropriate. Persons subject to these restrictions should contact the General Counsel or his or her designee at least two business days in advance of a proposed transaction in the Company's securities and may not effect any transaction subject to the pre-clearance request unless given clearance to do so, which clearance, if granted, will be valid only for three business days following the approval date. If a transaction for which clearance has been granted is not effected (i.e., the trade is not placed) within such three-business day period, the transaction must again be pre-cleared. Notwithstanding receipt of pre-clearance, if the person becomes aware of material non-public information or becomes subject to a blackout period before the transaction is effected, the transaction may not be completed. The General Counsel should contact the Chief Executive Officer or the Chief Executive Officer at least two business days in advance of a proposed transaction of the Company's securities and may not effect any transaction subject to the pre-clearance request unless given clearance to do so, which clearance, if granted, will be valid only for three business days following the approval date. If a transaction for which clearance is granted is not effected within such three-business day period, the transaction must again be pre-cleared. The Chief Executive Officer or Chief Financial Officer shall each have discretion to decide whether to clear transactions by the General Counsel or persons or entities subject to this policy as a result of their relationship with the General Counsel. To the extent that a material event or development affecting the Company remains nonpublic, persons subject to pre-clearance will not be given permission to effect transactions in securities of the Company, in the sole discretion of the General Counsel. Such persons may not be informed of the reason why they may not trade. Any person that is made aware of the reason for an event-specific prohibition on trading should in no event disclose the reason for the prohibition to third parties, including other employees, and should avoid disclosing the existence of the prohibition, if possible. Caution should be exercised when telling a broker or other person who suggested a trade that the trade cannot be effected at the time. Each person or entity covered by this Part VI who is subject to reporting obligations under Section 16 of the Exchange Act shall also notify the General Counsel, the Chief Financial Officer and/or the Chief Executive Officer (or his or her designee) of the occurrence of any purchase, sale or other acquisition or disposition of securities of the Company as soon as possible following the transaction, but in any event within one business day after the transaction. Such notification may be oral or in writing (including by e-mail) and should include the identity of the covered person, the type of transaction, the date of the transaction, the number of shares involved and the purchase or sale price (including the price details of each trading lot if more than one). For purposes of this Part VI, a purchase, sale or other acquisition or disposition shall be deemed to occur at the time the person becomes irrevocably committed to it (for example, in the case of an open market purchase or sale, this occurs when the trade is executed, not when it settles). Note that the pre-clearance procedures may delay the disposition of any security after it is purchased. See Part VII below for the principles applicable to transactions under Rule 10b5-1 plans. VII 10b5-1 Plans The SEC has adopted a safe harbor rule, Rule 10b5-1 under the Exchange Act (the "Rule"), which provides a defense against insider trading liability for trades that are effected pursuant to a pre-arranged trading plan that meets specified conditions further described below under "Guidelines for Rule 10b5-1 Plans" (a "Rule 10b5-1 Plan"). The Rule 10b5-1 Plan must be properly documented, and all the procedural conditions of the Rule must be satisfied to avoid liability. Rule 10b5-1 Plans allow an insider to trade during blackout periods or while the insider has material nonpublic information by giving control to effect pre-planned transactions in securities of the Company to a third party. The insider may not exercise any subsequent influence over how, when, or whether to effect transactions. In addition to other specified conditions, a Rule 10b5-1 Plan would specify in writing, in advance the amount and price of the securities to be sold and the date for the sale (or a formula for determining the amount, price, and date) or would otherwise not permit the insider to exercise any subsequent influence over how, when, or whether to effect the sales. After adopting a valid Rule 10b5-1 Plan, the insider will have an affirmative defense that a sale under the plan was not made on the basis of material nonpublic information. Guidelines for Rule 10b5-1 Plans To comply with the Policy, a Rule 10b5-1 Plan must be approved by the General Counsel in compliance with Part VI of the Policy and meet the requirements of Rule 10b5-1 and these Guidelines for Rule 10b5-1 Plans. In general, a Rule 10b5-1 Plan must be entered into at a time when the person entering into the plan is not aware of material nonpublic information. Once the plan is adopted, the person must not exercise any influence over the amount of securities to be traded, the price at which they are to be traded or the date of the trade. The plan must either specify the amount, pricing and timing of transactions in advance or delegate discretion on these matters to an independent third party. Any Rule 10b5-1 Plan must be submitted for approval at least five days prior to the entry into the Rule 10b5-1 Plan. No further pre-approval of transactions conducted pursuant to the Rule 10b5-1 Plan will be required. The following guidelines also apply to all Rule 10b5-1 Plans: You may not enter into, modify or terminate a Rule 10b5-1 Plan during a blackout period, any other restricted period or while you are otherwise aware of material nonpublic information. All Rule 10b5-1 Plans must have a duration of at least 6 months and no more than 2 years. If a Rule 10b5-1 Plan is terminated, you must wait at least 30 days before trading outside of the Rule 10b5-1 Plan. If a trading program is terminated, you must wait until the commencement of the next trading window before a new Rule 10b5-1 Plan may be adopted. For Section 16 officers and directors, no transaction may take place under a Rule 10b5-1 Plan until the later of (a) 90 days after adoption or modification (as specified in Rule 10b5-1) of the Rule 10b5-1 Plan or (b) two business days following the disclosure of the Company's financial results in a Form 10-Q or Form 10-K for the fiscal quarter (the Company's fourth fiscal quarter in the case of a Form 10-K) in which the Rule 10b5-1 Plan was adopted or modified (as specified in Rule 10b5-1). In any event, the cooling-off period is subject to a maximum of 120 days after adoption of the plan. For persons other than Section 16 officers and directors, no transaction may take place under a Rule 10b5-1 Plan until 30 days following the adoption or modification (as specified in Rule 10b5-1) of a Rule 10b5-1 Plan. Multiple overlapping Rule 10b5-1 Plans are prohibited for all persons, except for: (a) Rule 10b5-1 Plans that authorize sell-to-cover transactions to satisfy tax withholding obligations on vesting of compensatory equity awards where you have no control over timing of the sales and such plan only permits you to sell such securities as are necessary to satisfy the tax withholding obligations arising exclusively from the vesting of such compensatory award (this exception does not include sales incident to the exercise of stock options) and (b) trades under contracts with multiple broker-dealers or agents that constitute a single plan for securities held in different accounts if (i) trading under one plan cannot begin until all trades under the other plan are completed or the first-commencing plan has expired, and (ii) the later-commencing plan complies with the applicable cooling-off period, which is deemed to begin on the date of the termination of the earlier-commencing plan. You may have only one single-trade Rule 10b5-1 Plan during any consecutive 12-month period. You must act in good faith with respect to a Rule 10b5-1 Plan. A Rule 10b5-1 Plan cannot be entered into as part of a plan or scheme to evade the prohibition of Rule 10b5. Therefore, although modifications to an existing Rule 10b5-1 Plan are not prohibited, a Rule 10b5-1 Plan should be adopted with the intention that it will not be amended or terminated prior to its expiration. Officers and directors must include a representation to the Company at the time of adoption or modification of a Rule 10b5-1 Plan that (i) the person is not aware of material nonpublic information about the Company or the Company's securities and (ii) the person is adopting the plan in good faith and not as part of plan or scheme to evade the prohibitions of Rule 10b5. You agree and understand that the Company must disclose in its Form 10-Qs and Form 10-K the adoption or termination (including modification) of Rule 10b5-1 Plans by directors and Section 16 officers during the last quarter, and the material terms of such plan (other than price), including the name of the director or Section 16 officer, date of adoption or termination, the duration of such plan, the aggregate number of securities subject to such plan and a description of any modification. You agree and understand that the approval or adoption of a pre-planned selling program in no way reduces or eliminates your obligations under Section 16 of the Exchange Act, including your disclosure and short-swing trading liabilities thereunder. If any questions arise, you should consult with your own legal counsel in implementing a Rule 10b5-1 Plan. The Company will treat the creation, modification, or termination of a pre-planned trading program or arrangement established to meet the requirements of Rule 10b5-1 as a transaction subject to pre-clearance under Part VI of this Policy at the time the plan is established, modified, or terminated. Persons subject to the pre-clearance policy should coordinate any such plans or arrangements with the Company's General Counsel or his or her designee. Even though each transaction effected under a Rule 10b5-1 Plan does not need to be pre-cleared, it nonetheless must, if applicable, be reported on a Form 4 under Section 16 of the Exchange Act (within two business days from the date of execution, or where the insider does not select the transaction date within two business days after the earlier of notice of the trade and three business days). VIII Assistance Any person who has any questions about this Policy or about specific transactions may contact the Company's General Counsel or his or her designee. Remember, however, that the ultimate responsibility for adhering to this Policy and avoiding improper transactions rests with you. In this regard, it is imperative that you use your best judgment and ask before acting if you are unsure. STATEMENT OF ACKNOWLEDGMENT Please sign this Statement of Acknowledgment of DHI Group, Inc. Securities Trading Policy below and return it to Human Resources as soon as possible. I have read and I understand the DHI Group, Inc. Securities Trading Policy and I agree to comply with all of its requirements. I understand that failure to do so can result in termination of employment, among other penalties. Print Name: Signature: Date: Updated August 14, 2023 EX-21.1.3 a2024q4211 subsidiaries of.htm EX-21.1 SUBSIDIARIES OF REGISTRANT Document EXHIBIT 21.15 SUBSIDIARIES Subsidiary Jurisdiction of Incorporation Dice Inc. Delaware Dice Career Solutions, Inc. Delaware Targeted Job Fairs, Inc. Delaware EX-23.1.4 a2024q4231 consent of independence.htm EX-23.1 CONSENT OF INDEPENDENT AUDITOR Document CONSENT OF INDEPENDENT REGISTERED PUBLIC ACCOUNTING FIRM We consent to the incorporation by reference in Registration Statement Nos. 333-271815, 333-249405, and 333-266144 on Form S-8 of our report dated February 11, 2025, relating to the financial statements of DHI Group, Inc. and the effectiveness of DHI Group, Inc.'s internal control over financial reporting appearing in this Annual Report on Form 10-K for the year ended December 31, 2024. /s/ Deloitte & Touche LLP Denver, Colorado February 11, 2025 EX-31.1.5 a2024q4311 certification of.htm EX-31.1 CEO CERTIFICATION Document EXHIBIT 31.1 CEO CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002, Art Zeile, certify that: 1. I have reviewed this annual report on Form 10-K of DHI Group, Inc.; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for the external purposes in accordance with generally accepted accounting principles; c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and 5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions): a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting. Date: February 11, 2025 By: /s/ Art Zeile Art Zeile Chief Executive Officer DHI Group, Inc. EX-31.2.6 a2024q4312 certification of.htm EX-31.2 CFO CERTIFICATION Document EXHIBIT 31.2 CFO CERTIFICATION PURSUANT TO SECTION 302 OF THE SARBANES-OXLEY ACT OF 2002, Greg Schippers, certify that: 1. I have reviewed this annual report on Form 10-K of DHI Group, Inc.; 2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report; 3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report; 4. The registrant's other certifying officer and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have: a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared; b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for the external purposes in accordance with generally accepted accounting principles; c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and 5. The registrant's other certifying officer and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions): a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting. Date: February 11, 2025 By: /s/ Greg Schippers Greg Schippers Chief Financial Officer DHI Group, Inc. EX-32.1.7 a2024q4321 certification of.htm EX-32.1 CEO CERTIFICATION Document EXHIBIT 32.1 CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002 In connection with the Annual Report of DHI Group, Inc. (the "Company") on Form 10-K for the period ended December 31, 2024 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Art Zeile, Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that to the best of my knowledge: (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m or 78o(d)); and (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company. February 11, 2025 /s/ Art Zeile Art Zeile Chief Executive Officer DHI Group, Inc. EX-32.2.8 a2024q4322 certification of.htm EX-32.2 CFO CERTIFICATION Document EXHIBIT 32.2 CERTIFICATION PURSUANT TO 18 U.S.C. SECTION 1350, AS ADOPTED PURSUANT TO SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002 In connection with the Annual Report of DHI Group, Inc. (the "Company") on Form 10-K for the period ended December 31, 2024 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Greg Schippers, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. Section 1350, as adopted pursuant to Section 906 of the Sarbanes-Oxley Act of 2002, that to the best of my knowledge: (1) The Report fully complies with the requirements of Section 13(a) or 15(d) of the Securities Exchange Act of 1934 (15 U.S.C. 78m or 78o(d)); and (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company. February 11, 2025 /s/ Greg Schippers Greg Schippers Chief Financial Officer DHI Group, Inc. EX-97.1.9 dhigroup incentive compen.htm EX-97.1 INCENTIVE COMPENSATION RECOVERY POLICY Document DHI Group, Inc. Incentive Compensation Recovery Policy Purpose The purpose of the DHI Group, Inc. Incentive Compensation

Recovery Policy (this “Recovery Policy”) is to provide for the recovery of certain Incentive-Based Compensation in the event of an Accounting Restatement. This Policy is intended to comply with, and to be administered and interpreted consistent with, Section 10D of the Securities Exchange Act of 1934, as amended (the “Exchange Act”), Rule 10D-1 promulgated under the Exchange Act (the “Rule 10D-1”), and Listing Standard 303A.14 adopted by the New York Stock Exchange (the “NYSE”). Unless otherwise defined in this Policy, capitalized terms shall have the meanings set forth in Section 10 below.

2. Policy for Recovery of Erroneously Awarded Compensation

In the event of an Accounting Restatement, the Company will recover reasonably promptly the amount of any Erroneously Awarded Compensation Received by an Executive Officer during the Recovery Period.

3. Administration

3.1. This Policy shall be administered by the Compensation Committee, except that the Board may determine to act as the administrator or designate another committee of the Board to act as the administrator with respect to any portion of this Policy other than Section 3.3 (the “Administrator”). The Administrator is authorized to interpret and construe this Policy and to make all determinations necessary, appropriate, or advisable for the administration of this Policy.

3.2. The Administrator is authorized to take appropriate steps to implement this Policy and may effect recovery hereunder by: (i) requiring reimbursement to the Company, (ii) set-off, (iii) reducing compensation, or (iv) such other means or combination of means as the Administrator determines to be appropriate. The obligation for the Administrator to take such appropriate steps is not dependent upon (i) if or when the restated financial statements are filed or (ii) any fault of any Executive Officer for the accounting errors or other actions leading to an Accounting Restatement.

3.3. The Company need not recover Erroneously Awarded Compensation if and to the extent that the Compensation Committee determines that such recovery is impracticable and not required under Rule 10D-1 and the Listing Standards because: (i) the direct expense paid to a third party to assist in enforcing this Policy would exceed the amount to be recovered after making a reasonable attempt to recover, or (ii) recovery would likely cause an otherwise tax-qualified broad-based retirement plan to fail the requirements of Section 401(a)(13) or Section 411(a) of the Internal Revenue Code of 1986, as amended, and regulations thereunder. If the Company must utilize the limited exception set forth in this section, the Company will document all recovery attempts and provide evidence of such attempts to the NYSE.

162203881.63.4. Any determinations made by the Administrator under this Policy shall be final and binding on all affected individuals and need not be uniform with respect to each individual covered by this Policy.

4. Other Recovery Rights; Company Claims

Any right of recovery pursuant to this Policy is in addition to, and not in lieu of, any other remedies or rights of recovery that may be available to the Company under applicable law or pursuant to the terms of any other compensation recovery policy of the Company that may be in effect from time to time, including in any employment agreement, plan or award agreement, or similar agreement and any other legal remedies available to the Company. Nothing contained in this Policy and no recovery hereunder shall limit any claims, damages, or other legal remedies the Company may have against an individual arising out of or resulting from any actions or omissions by such individual.

5. Reporting and Disclosure

The Company shall file all disclosures with respect to this Policy in accordance with the requirements of federal securities laws and the NYSE.

6. Indemnification Prohibition

Notwithstanding the terms of any indemnification or insurance policy or any contractual arrangement that may be interpreted to the contrary, the Company shall not indemnify any Executive Officer with respect to amount(s) recovered under this Policy or claims relating to the enforcement of this Policy, including any payment or reimbursement for the cost of third-party insurance purchased by such individual to fund potential clawback obligations hereunder.

7. Amendment; Termination

The Board or the Compensation Committee may amend or terminate this Policy from time to time in its discretion as it deems appropriate and shall amend this policy as it deems necessary to comply with applicable law or any rules or standards adopted by a national securities exchange or association on which the Company’s securities are listed; provided, however, that no amendment or termination of this Policy shall be effective to the extent it would cause the Company to violate any federal securities laws, Securities and Exchange Commission rule or the rules or standards of any national securities exchange or association on which the Company’s securities are listed.

8. Successors

This Policy shall be binding and enforceable against all individuals who are or were Executive Officers and their beneficiaries, heirs, executors, administrators, or other legal representatives.

9. Effective Date

162203881.6 This Policy is effective only for Incentive-Based Compensation Received by an Executive Officer on or after the Effective Date.

10. Definitions. For purposes of this Policy, the following terms shall have the meanings set forth below:

10.1. “Accounting Restatement” means an accounting restatement of the Company’s financial statements due to the Company’s material noncompliance with any financial reporting requirement under the securities laws, including any accounting restatement required to correct an error in previously issued financial statements that is material to the previously issued financial statements, or that would result in a material misstatement if the error were corrected in the current period or left uncorrected in the current period.

10.2. “Administrator” has the meaning set forth in Section 3.1 hereof.

10.3. “Board” means the Company’s Board of Directors.

10.4. “Company” means DHI Group, Inc., a Delaware corporation, and its affiliates.

10.5. “Committee” means the Human Capital and Compensation Committee of the Board.

10.6. “Effective Date” means October 2, 2023.

10.7. “Erroneously Awarded Compensation” means the amount, as determined by the Administrator, of Incentive-Based Compensation received by an Executive Officer that exceeds the amount of Incentive-Based Compensation that would have been received by the Executive Officer had it been determined based on the restated amounts. For Incentive-Based Compensation based on stock price or total shareholder return (the “TSR”), where the amount of Erroneously Awarded Compensation is not subject to mathematical recalculation directly from the information in an Accounting Restatement, the Administrator will determine the amount based on a reasonable estimate of the effect of the Accounting Restatement on the stock price or TSR upon which the Incentive-Based Compensation was received, and the Company will maintain documentation of the determination of that reasonable estimate and provide the documentation to NYSE.

In all cases, the amount to be recovered will be calculated without regard to any taxes paid by the Executive Officer with respect to the Erroneously Awarded Compensation.

10.8. “Executive Officers” means the Company’s current and former executive officers as determined by the Administrator in accordance with Rule 10D-1 and the Listing Standards. Generally, Executive Officers include any executive officer designated by the Board as an “officer” under Rule 16a-1(f) under the Exchange Act.

10.9. “Financial Reporting Measure” means (i) any measure that is determined and presented in accordance with the accounting principles used in preparing the Company’s financial statements and any measure derived wholly or in part from such a measure, and (ii) any measure based wholly or in part on the Company’s stock price or total shareholder return. A Financial Reporting Measure need not be presented within the Company’s financial statements or included in a filing with the Securities and Exchange Commission.

10.10. “Incentive-Based Compensation” means any compensation granted, earned, or vested based in whole or in part on the Company’s attainment of a Financial Reporting Measure that was Received by an individual (i) on or after the Effective Date and after such individual began service as an Executive Officer, (ii) who served as an Executive Officer at any time during the performance period for the Incentive-Based Compensation and (iii) while the Company had a listed class of securities on a national securities exchange or association.

10.11. Incentive-Based Compensation is deemed to be “Received” in the Company’s fiscal period during which the Financial Reporting Measure specified in the Incentive-Based Compensation award is attained, even if the payment or grant of such Incentive-Based Compensation occurs after the end of that period.

10.12. “Recovery Period” means the three completed fiscal years immediately preceding the date that the Company is required to prepare the applicable Accounting Restatement and any “transition period” as described under Rule 10D-1 and the Listing Standards, and any applicable future guidance. For purposes of this Policy, the “date” that the Company is required to prepare the applicable Accounting Restatement is the earlier to occur of (i) the date the Board, a committee of the Board, or the officer or officers of the Company authorized to take such action if Board action is not required, concludes, or reasonably should have concluded, that the Company is required to prepare an Accounting Restatement, or (ii) the date a court, regulator, or other legally authorized body directs the Company to prepare an Accounting Restatement.

11. Acknowledgement by Executive Officer

Each Executive Officer shall sign and return to the Company an Acknowledgment Form substantially the form attached to this Policy as Exhibit A or in such other form determined by the Administrator, pursuant to which the Executive Officer agrees to be bound by, and comply with, the terms of this Policy.

162203881.6 Exhibit ADHI Group, Inc. Incentive Compensation Recovery Policy

ACKNOWLEDGEMENT FORM

I, the undersigned, acknowledge and affirm that I have received and reviewed a copy of the DHI Group, Inc. Incentive Compensation Recovery Policy, and agree that: (i) I am and will continue to be subject to the DHI Group, Inc. Incentive Compensation Recovery Policy, as amended from time to time (the “Policy”), (ii) the Policy will apply to me both during and after my employment with the Company, and (iii) I will abide by the terms of the Policy, including, without limitation, by promptly returning any Erroneously Awarded Compensation to the Company to the extent required by, and in a manner determined by the Administrator and permitted by, the Policy. In the event of any inconsistency between the Policy and the terms of any employment agreement or offer letter to which I am a party, or the terms of any compensation plan, program, or agreement under which any compensation has been granted, awarded, earned or paid, the terms of the Policy shall govern. Capitalized terms used but not otherwise defined in this Acknowledgement Form shall have the meanings ascribed to such terms in the Policy.

Name	Signature	Print
link:presentationLink link:calculationLink link:definitionLink 0000002 - Document - Audit Information	link:presentationLink link:calculationLink link:definitionLink 9952151 - Statement - CONSOLIDATED BALANCE SHEETS	link:presentationLink link:calculationLink link:definitionLink 9952152 - Statement - CONSOLIDATED BALANCE SHEETS (PARENT/THETICAL)
link:presentationLink link:calculationLink link:definitionLink 9952153 - Statement - CONSOLIDATED STATEMENTS OF OPERATIONS	link:presentationLink link:calculationLink link:definitionLink 9952154 - Statement - CONSOLIDATED STATEMENTS OF COMPREHENSIVE LOSS	link:presentationLink link:calculationLink link:definitionLink 9952155 - Statement - CONSOLIDATED STATEMENTS OF STOCKHOLDERS EQUITY
link:presentationLink link:calculationLink link:definitionLink 9952156 - Statement - CONSOLIDATED STATEMENTS OF CASH FLOWS	link:presentationLink link:calculationLink link:definitionLink 9952157 - Disclosure - ORGANIZATION AND PRINCIPAL ACTIVITIES (Notes)	link:presentationLink link:calculationLink link:definitionLink 9952158 - Disclosure - SIGNIFICANT ACCOUNTING POLICIES (Notes)
link:presentationLink link:calculationLink link:definitionLink 9952159 - Disclosure - FAIR VALUE MEASUREMENTS	link:presentationLink link:calculationLink link:definitionLink 9952160 - Disclosure - REVENUE RECOGNITION (Notes)	link:presentationLink link:calculationLink link:definitionLink 9952161 - Disclosure - RESTRUCTURING
link:presentationLink link:calculationLink link:definitionLink 9952162 - Disclosure - Leases (Notes)	link:presentationLink link:calculationLink link:definitionLink 9952163 - Disclosure - Investments, Equity Method and Joint Ventures	link:presentationLink link:calculationLink link:definitionLink 9952164 - Disclosure - FIXED ASSETS (Notes)
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link:presentationLink link:calculationLink link:definitionLink 9952168 - Disclosure - COMMITMENTS AND CONTINGENCIES	link:presentationLink link:calculationLink link:definitionLink 9952169 - Disclosure - EQUITY TRANSACTIONS (Notes)	link:presentationLink link:calculationLink link:definitionLink 9952170 - Disclosure - COMPREHENSIVE INCOME (Notes)
link:presentationLink link:calculationLink link:definitionLink 9952171 - Disclosure - STOCK BASED COMPENSATION	link:presentationLink link:calculationLink link:definitionLink 9952172 - Disclosure - INCOME TAXES (Notes)	link:presentationLink link:calculationLink link:definitionLink 9952173 - Disclosure - EMPLOYEE SAVINGS PLAN (Notes)
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link:presentationLink link:calculationLink link:definitionLink 9955548 - Disclosure - INDEBTEDNESS (Details)	link:presentationLink link:calculationLink link:definitionLink 9955549 - Disclosure - INDEBTEDNESS (Schedule of Credit Agreement) (Details)	link:presentationLink link:calculationLink link:definitionLink 9955550 - Disclosure - COMMITMENTS AND CONTINGENCIES (Details)
link:presentationLink link:calculationLink link:definitionLink 9955551 - Disclosure - EQUITY TRANSACTIONS - Cash Proceeds Received and Tax Benefit from Share-based Payment (Details)	link:presentationLink link:calculationLink link:definitionLink 9955552 - Disclosure - EQUITY TRANSACTIONS (Details)	link:presentationLink link:calculationLink link:definitionLink 9955553 - Disclosure - COMPREHENSIVE INCOME (Details)
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link:presentationLink link:calculationLink link:definitionLink 9955560 - Disclosure - STOCK BASED COMPENSATION Status of PSUs (Details)	link:presentationLink link:calculationLink link:definitionLink 9955561 - Disclosure - INCOME TAXES (Details)	

link:presentationLink link:calculationLink link:definitionLink 9955562 - Disclosure - INCOME TAXES - Earnings (Loss) before Income Taxes (Details) link:presentationLink link:calculationLink link:definitionLink 9955564 - Disclosure - SEGMENT INFORMATION (Details) link:presentationLink link:calculationLink link:definitionLink 9955565 - Disclosure - EARNINGS PER SHARE (Details) link:presentationLink link:calculationLink link:definitionLink 9955566 - Disclosure - CONSOLIDATED VALUATION AND QUALIFYING ACCOUNTS (Details) link:presentationLink link:calculationLink link:definitionLink EX-101.CAL 11 dth-20241231 cal.xml XBRL TAXONOMY EXTENSION LINKBASE DOCUMENT EX-101.DEF 12 dth-20241231 def.xml XBRL TAXONOMY EXTENSION DEFINITION LINKBASE DOCUMENT EX-101.LAB 13 dth-20241231 lab.xml XBRL TAXONOMY EXTENSION LABEL LINKBASE DOCUMENT Adjustments to reconcile net income (loss) to net cash flows from operating activities: Adjustments to Reconcile Net Income (Loss) to Cash Provided by (Used in) Operating Activities [Abstract] Statistical Measurement [Domain] Statistical Measurement [Domain] Payments on long-term debt Repayments of Long-Term Debt Schedule of Lease Cost Lease, Cost [Table Text Block] Federal statutory rate Effective Income Tax Rate Reconciliation at Federal Statutory Income Tax Rate, Amount Cover [Abstract] Thereafter Lessee, Operating Lease, Liability, to be Paid, after Year Five Net change in cash for the period Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents, Period Increase (Decrease), Including Exchange Rate Effect Schedule of Future Operating Lease Payments Lessee, Operating Lease, Liability, to be Paid, Maturity [Table Text Block] Equity Ownership, Excluding Consolidated Entity and Equity Method Investee, Percentage Equity Ownership, Excluding Consolidated Entity and Equity Method Investee, Percentage Unrecognized tax benefits that would impact effective tax rate Unrecognized Tax Benefits that Would Impact Effective Tax Rate Trading Symbol Trading Symbol Segment Reporting Information [Line Items] Segment Reporting Information [Line Items] All Trading Arrangements All Trading Arrangements [Member] Debt Instrument, Redemption, Period [Axis] Debt Instrument, Redemption, Period [Axis] Compensation Actually Paid vs. Net Income Compensation Actually Paid vs. Net Income [Text Block] Non-NEOs Non-NEOs [Member] Schedule of Earnings Per Share, Basic and Diluted Schedule of Earnings Per Share, Basic and Diluted [Table Text Block] Award vesting period Share-Based Compensation Arrangement by Share-Based Payment Award, Award Vesting Period Audit Information [Abstract] Audit Information Tax Credit Carryforward, Amount Tax Credit Carryforward, Amount Rule 10b5-1 Arrangement Adopted Rule 10b5-1 Arrangement Adopted [Flag] Awards Close in Time to MNPI Disclosures Awards Close in Time to MNPI Disclosures [Table] SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure [Line Items] SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure [Line Items] Equity Method Investments Equity Method Investments Pay vs Performance Disclosure [Line Items] Loss on sale of investments Effective Income Tax Rate Reconciliation, Disposition of Business, Amount Peer Group Total Shareholder Return Amount Peer Group Total Shareholder Return Amount Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis] Debt Instrument, Redemption, Period [Domain] Debt Instrument, Redemption, Period [Domain] Accounts receivable Increase (Decrease) in Accounts Receivable Equity Securities, FV-NI, Gain (Loss) Equity Securities, FV-NI, Gain (Loss) Goodwill Discount Rate Goodwill Discount Rate Property, Plant and Equipment, Impairment [Policy Text Block] Property, Plant and Equipment, Impairment [Policy Text Block] Earnings Per Share, Policy [Policy Text Block] Earnings Per Share, Policy [Policy Text Block] Organization, Consolidation and Presentation of Financial Statements Disclosure [Text Block] Organization, Consolidation and Presentation of Financial Statements Disclosure [Text Block] Non-Rule 10b5-1 Arrangement Adopted Non-Rule 10b5-1 Arrangement Adopted [Flag] Fair Value Measurements Fair Value Disclosures [Text Block] Restructuring and Related Activities [Abstract] Restructuring and Related Activities [Abstract] Award Timing Disclosures [Line Items] Unusual Risks and Uncertainties [Table Text Block] Unusual Risks and Uncertainties [Table Text Block] Other, net Increase (Decrease) in Other Operating Assets and Liabilities, Net Investment, Name [Domain] Investment, Name [Domain] Other Performance Measure, Amount Other Performance Measure, Amount Intangible Asset Royalty Rate Intangible Asset Royalty Rate Intangible Asset Royalty Rate Leases Lessee, Operating Leases [Text Block] Common stock, shares outstanding Common Stock, Shares, Outstanding Operating lease cost1 Operating Lease, Cost Gain (Loss) on Disposition Cost From Sale Gain (Loss) on Disposition Cost From Sale Gain (Loss) on Disposition Cost From Sale Operating Lease, Liability, Noncurrent Operating lease liabilities - non-current (as reported) Operating Lease, Liability, Noncurrent Tax credit carryforward Deferred Tax Assets, Tax Credit Carryforwards Revenue from Contract with Customer [Abstract] Revenue from Contract with Customer [Abstract] SEC Schedule, 12-09, Valuation Allowances and Reserves Type [Axis] SEC Schedule, 12-09, Valuation Allowances and Reserves Type [Axis] Plan Name [Domain] Plan Name [Domain] Shares Granted, Value, Share-Based Payment Arrangement, Forfeited Shares Granted, Value, Share-Based Payment Arrangement, Forfeited Weighted Average Number Diluted Shares Outstanding Adjustment Weighted Average Number of Shares Outstanding, Diluted, Adjustment Preferred Stock, Liquidation Preference Per Share Preferred Stock, Liquidation Preference Per Share Other assets Other Assets, Noncurrent Entity Tax Identification Number Entity Tax Identification Number Leases [Abstract] Leases [Abstract] Dice [Member] Dice [Member] Dice [Member] Schedule of Long-term Debt Schedule of Long-Term Debt Instruments [Table Text Block] Increases (decreases) in tax positions related to prior year Unrecognized Tax Benefits, Increase Resulting from Prior Period Tax Positions Payments for Legal Settlements Payments for Legal Settlements Disposal Group, Including Discontinued Operation, Foreign Currency Translation Gains (Losses) Disposal Group, Including Discontinued Operation, Foreign Currency Translation Gains (Losses) Net cash flows from operating activities Net Cash Provided by (Used in) Operating Activities Cash flows from operating activities: Net Cash Provided by (Used in) Operating Activities [Abstract] Treasury Stock, Common Treasury Stock, Common [Member] Cash Proceeds Received and Tax Benefit from Share-Based Payment Awards Cash Proceeds Received and Tax Benefit from Share-Based Payment Awards [Table Text Block] Schedule of Accumulated Other Comprehensive Income (Loss) [Table Text Block] Tech-Focused [Member] Tech-Focused [Member] Tech-Focused [Member] Deferred Tax Assets, Property, Plant and Equipment Deferred Tax Assets, Property, Plant and Equipment Plan Name [Axis] Plan Name [Axis] Equity Components [Axis] Equity Components [Axis] Award Timing Method Award Timing Method [Text Block] Trading Arrangements, by Individual Trading Arrangements, by Individual [Table] Restructuring Type [Axis] Restructuring Type [Axis] Impairment on investment Impairment on investment Impairment on investment Performance-Based Restricted Stock Units forfeited or withheld to satisfy tax obligations Shares Issued, Value, Share-Based Payment Arrangement, Forfeited Entity Common Stock, Shares Outstanding Entity Common Stock, Shares Outstanding Insider Trading Policies and Procedures [Line Items] Use of Estimates, Policy [Policy Text Block] Use of Estimates, Policy [Policy Text Block] Total operating expenses Costs and Expenses Business Acquisition, Acquiree [Domain] Business Acquisition, Acquiree [Domain] Adjustment to Compensation, Amount Adjustment to Compensation Amount Adjusted marketing Marketing Expense, Adjusted Marketing Expense, Adjusted Compensation Amount Outstanding Recovery Compensation Amount Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Reclassification Adjustment from AOCI, Realized upon Sale or Liquidation, Net of Tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Reclassification Adjustment from AOCI, Realized upon Sale or Liquidation, Net of Tax 2023 2023 [Member] 2023 Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table Aggregate Change in Present Value of Accumulated Benefit for All Pension Plans Reported in Summary Compensation Table [Member] Entity Small Business Entity Small Business Company Selected Measure Amount Company Selected Measure Amount Tabular List, Table Tabular List [Table Text Block] Deferred tax asset, net of valuation allowance Deferred Tax Assets, Net 2029 Lessee, Operating Lease, Liability, to be Paid, Year Five Valuation Allowance, Deferred Tax Asset, Increase (Decrease), Amount Valuation Allowance, Deferred Tax Asset, Increase (Decrease), Amount SEC Schedule, 12-09, Valuation Allowances and Reserves, Deduction SEC Schedule, 12-09, Valuation Allowances and Reserves, Deduction Share-based Compensation Arrangement by Share-based Payment Award [Line Items] Share-Based Compensation Arrangement by Share-Based Payment Award [Line Items] Award Date [Axis] Award Date [Axis] Stock Repurchased During Period, Value Stock Repurchased During Period, Value Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table Aggregate Grant Date Fair Value of Equity Award Amounts Reported in Summary Compensation Table [Member] Stock-based compensation Effective Income Tax Rate Reconciliation, Nondeductible Expense, Share-Based Payment Arrangement, Amount Weighted Average Remaining Lease Term [Abstract] Weighted Average Remaining Lease Term [Abstract] Weighted Average Remaining Lease Term [Abstract] Stock Issued During Period, Shares, Employee Stock Purchase Plans Stock Issued During Period, Shares, Employee Stock Purchase Plans Options to purchase shares Antidilutive Securities Excluded from Computation of Earnings Per Share, Amount Share-Based Payment Arrangement, Tranche One Share-Based Payment Arrangement, Tranche One [Member] Payments for Restructuring Payments for Restructuring Operating Lease, Lease Income [Table Text Block] Operating Lease, Lease Income [Table Text Block] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table Text Block] Translation Adjustment Functional to Reporting Currency, Net of Tax, Period Increase (Decrease) Translation Adjustment Functional to Reporting Currency, Net of Tax, Period Increase (Decrease) Schedule of Supplemental Balance Sheet Information Assets And Liabilities, Lessee [Table Text Block] Assets And Liabilities, Lessee [Table Text Block] Cash, beginning of period Cash, end of period Cash, Cash Equivalents, Restricted Cash, and Restricted Cash Equivalents Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Eligible to Vest Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Eligible to Vest Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Eligible to Vest Current assets Assets, Current [Abstract] Goodwill Goodwill Accounts Receivable, Allowance for Credit Loss Accounts Receivable, Allowance for Credit Loss Purchase of treasury stock related to vested restricted stock Payment, Tax Withholding, Share-Based Payment Arrangement Share Repurchase Program, Authorized, Amount Share Repurchase Program, Authorized, Amount Restricted Stock and Performance-Based Restricted Stock Units Restricted Stock and Performance-Based Restricted Stock Units [Member] Restricted Stock and Performance-Based Restricted Stock Units Treasury Stock, Common, Shares Treasury Stock, Common, Shares restricted payments under the Credit Agreement restricted payments under the Credit Agreement restricted payments under the Credit Agreement Accelerated Share Repurchase Program, Adjustment Accelerated Share Repurchase Program, Adjustment Forgone Recovery due to Disqualification of Tax Benefits, Amount Forgone Recovery due to Disqualification of Tax Benefits, Amount Interest Paid, Including Capitalized Interest, Operating and Investing Activities Interest Paid, Including Capitalized Interest, Operating and Investing Activities Product and Service [Domain] Product and Service [Domain] Employee Stock Option Share-Based Payment Arrangement, Option [Member] SEC Schedule, 12-09, Allowance, Credit Loss [Member] SEC Schedule, 12-09, Allowance, Credit Loss [Member] Vested during the period, Weighted Average Grant Date Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period, Weighted Average Grant Date Fair Value Goodwill [Roll Forward] Goodwill [Roll Forward] Fair Value Disclosures [Abstract] Fair Value Disclosures [Abstract] Depreciation Depreciation 2025 Lessee, Operating Lease, Liability, to be Paid, Year One Stock Repurchase Program, Additional Authorized Amount Stock Repurchase Program, Additional Authorized Amount Stock Repurchase Program, Additional Authorized Amount Comprehensive income (loss) Comprehensive Income (Loss), Net of Tax, Attributable to Parent Capitalized Contract Cost [Domain] Capitalized Contract Cost [Domain] Interest in Investment Interest in Investment Interest in Investment Interest in Cost Method Investment based on contingent consideration Preferred stock, shares outstanding (in shares) Preferred Stock, Shares Outstanding Adjusted general and administrative General And Administrative Expense, Adjusted General And Administrative Expense, Adjusted Security Exchange Name Security Exchange Name Interest margin Debt Instrument, Basis Spread on Variable Rate Award Type [Axis] Award Type [Axis] Net deferred tax liability Deferred Tax Liabilities, Net Operating Leases, Rent Expense, Net [Abstract] Operating Leases, Rent Expense, Net [Abstract] Nonvested, Number of Shares [Roll Forward] Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Number of Shares [Roll Forward] Fixed assets, net Property, Plant and Equipment, Net ICFR Auditor Attestation Flag ICFR Auditor Attestation Flag State Current State and Local Tax Expense (Benefit) Term of contract Revenue From Contract With Customer, Term Of Contract Revenue From Contract With Customer, Term Of Contract Total liabilities Liabilities Equity Method Investment, Difference Between Carrying Amount and Underlying Equity Equity Method Investment, Difference Between Carrying Amount and Underlying Equity Common stock, par value Common Stock, Par or Stated Value Per Share Forgone Recovery, Explanation of Impracticability Forgone Recovery, Explanation of Impracticability [Text Block] Product development Research and Development Expense Schedule of Share-based Compensation Arrangements by Share-based Payment Award [Table] Schedule of Share-Based Compensation Arrangements by Share-Based Payment Award [Table] Foreign Currency Transactions and Translations Policy [Policy Text Block] Foreign Currency Transactions and Translations Policy [Policy Text Block] Expiration Date Trading Arrangement Expiration Date Cash flows from investing activities: Net Cash Provided by (Used in) Investing Activities [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Goodwill and Intangible Assets Disclosure [Abstract] Equity Method Investments, Fair Value Disclosure Equity Method Investments, Fair Value Disclosure Operating Lease, Liability, Current Operating Lease, Liability, Current Total Shareholder Return Amount Total Shareholder Return Amount Common stock, shares issued Common Stock, Shares, Issued Effective Income Tax Rate Reconciliation, Amount [Abstract] Income Tax Expense (Benefit), Effective Income Tax Rate Reconciliation, Amount [Abstract] Entity [Domain] Entity [Domain] Equity Awards Adjustments, Footnote Equity Awards Adjustments, Footnote [Text Block] Maximum available to be borrowed under revolving facility Line of Credit Facility, Maximum Borrowing Capacity Net operating loss carryforward Deferred Tax Assets, Operating Loss Carryforwards Executive compensation Executive compensation Executive compensation Computer Equipment and Software [Member] Computer Equipment [Member] Other Effective Income Tax Rate Reconciliation, Other Reconciling Items, Amount Class of Treasury Stock [Table Text Block] Class of Treasury Stock [Table Text Block] Insider Trading Policies and Procedures Adopted Insider Trading Policies and Procedures Adopted [Flag] Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment Fixed assets, net Property, Plant and Equipment, Net Including Property, Plant and Equipment including Assets Held for Sale Property, Plant and Equipment, Net Including Property, Plant and Equipment including Assets Held for Sale Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. Includes property, plant and equipment included in assets held for sale. Stock Issued During Period, Shares, Employee Stock Ownership Plan Stock Issued During Period, Shares, Employee Stock Ownership Plan Property, Plant and Equipment, Gross Property, Plant and Equipment, Gross Debt Instrument [Line Items] Debt Instrument [Line Items] Named Executive Officers, Footnote Named Executive Officers, Footnote [Text Block] Weighted Average Exercise Price [Roll Forward] Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding, Weighted Average Exercise Price [Abstract] Goodwill and Intangible Assets, Policy [Policy Text Block] Goodwill and Intangible Assets, Policy [Policy Text Block] Lapse of statute of limitations Unrecognized Tax Benefits, Reduction Resulting from Lapse of Applicable Statute of Limitations Common stock, shares authorized Common Stock, Shares Authorized Ratio of Indebtedness to Net Capital, Pro forma basis Ratio of Indebtedness to Net Capital Weighted average diluted shares outstanding Weighted average diluted shares outstanding Weighted average Number of Shares Outstanding, Diluted Restructuring Restructuring Costs MNPI Disclosure Timed for Compensation Value MNPI Disclosure Timed for Compensation Value [Flag] Long-term Debt, Type [Axis] Long-Term Debt, Type [Axis] Total stockholders' equity Equity, Attributable to Parent Deferred Tax Assets, Gross Deferred Tax Assets, Gross Schedule of Cash Flow, Supplemental Disclosures [Table Text Block] Schedule of Cash Flow, Supplemental Disclosures [Table Text Block] Treasury stock, 32,664 and 31,889 shares, respectively Treasury Stock, Value Entity Voluntary Filers Entity Voluntary Filers Unrecognized Tax Benefits to be Recognized Unrecognized Tax Benefits to be Recognized Unrecognized Tax Benefits to be Recognized Amount of unrecognized tax benefits reasonably possible to be recognized in the coming year due to the lapse of the statute of limitations. Depreciation on Continuing Operations Depreciation on Continuing Operations Depreciation on Continuing Operations Adjusted sales Selling Expense, Adjusted Selling Expense, Adjusted Interest expense Interest Expense, Nonoperating Deferred Income Tax Expense (Benefit) Deferred Income Tax Expense (Benefit) Property, Plant and Equipment Disclosure [Text Block] Property, Plant and Equipment Disclosure [Text Block] Type of Adoption [Domain] Accounting Standards Update [Domain] New Accounting Pronouncements or Change in Accounting Principle [Table] Accounting Standards Update and Change in Accounting Principle [Table] Cloud computing arrangement, useful life Cloud Computing Arrangement, Useful Life Cloud Computing Arrangement, Useful Life Accounts receivable, net of allowance for credit losses of \$1,691 and \$1,313 Accounts Receivable, after Allowance for Credit Loss, Current Share-Based Compensation Arrangement by Share-Based Payment Award, Maximum Number of Shares Per Employee Share-Based Compensation Arrangement by Share-Based Payment Award, Maximum Number of Shares Per Employee Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss) Arising During Period, Net of Tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss) Arising During Period, Net of Tax Litigation Settlement, Amount Awarded from Other Party Proceeds from settlement Pension Adjustments from settlement Pension Adjustments Prior Service Cost Pension Adjustments Prior Service Cost [Member] Document Fiscal Period Focus Document Fiscal Period Focus All Executive Categories All Executive Categories [Member] Change in unrecognized tax benefits Effective Income Tax

Rate Reconciliation, Tax Contingency, Other, Amount Changed Peer Group, Footnote Changed Peer Group, Footnote [Text Block] ASSETS Assets [Abstract] Total other comprehensive loss
Other comprehensive loss Other Comprehensive Income (Loss), Net of Tax Document Type Document Type Actual interest rates Debt Instrument, Interest Rate, Effective Percentage Line of
Credit Facility, Commitment Fee Percentage Line of Credit Facility, Commitment Fee Percentage Restricted stock issued Stock Issued During Period, Value, Restricted Stock Award, Gross
Pension Benefits Adjustments, Footnote Pension Benefits Adjustments, Footnote [Text Block] Internal Use Software, Policy [Policy Text Block] Internal Use Software, Policy [Policy Text Block]
Schedule of Segment Reporting Information, by Segment Schedule of Segment Reporting Information, by Segment [Table Text Block] Total Shareholder Return Vs Peer Group Total Shareholder
Return Vs Peer Group [Text Block] Omnibus Equity Award Plan [Axis] Omnibus Equity Award Plan [Axis] Omnibus Equity Award Plan Average purchase price per share Shares Acquired,
Average Cost Per Share Restricted stock issued Stock Issued During Period, Shares, Restricted Stock Award, Gross Series 1 Preferred Stock Series 1 Preferred Stock [Member] Series 1
Preferred Stock Document Annual Report Document Annual Report Capitalized contract cost, customer life Capitalized Contract Cost, Customer Life Capitalized Contract Cost, Customer Life
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period Vested during the period, Shares Share-Based Compensation
Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period Preferred stock, per share consideration receivable in transaction compared to common
stock Preferred Stock, Per Share Consideration Receivable In Transaction Compared To Common Stock Preferred Stock, Per Share Consideration Receivable In Transaction Compared To
Common Stock Contract with Customer, Asset and Liability Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block] Accelerated Stock-Based
Compensation Accelerated Stock-Based Compensation [Member] Accelerated Stock-Based Compensation Maximum Maximum [Member] Equity Valuation Assumption Difference, Footnote
Equity Valuation Assumption Difference, Footnote [Text Block] Payments of Financing Costs Payments of Financing Costs Furniture and Fixtures [Member] Furniture and Fixtures [Member]
Accounting Policies [Abstract] Accounting Policies [Abstract] Leasehold Improvements [Member] Leasehold Improvements [Member] Equity Method Investment, Underlying Equity in Net
Assets Equity Method Investment, Underlying Equity in Net Assets Fair Value Measurement, Policy [Policy Text Block] Fair Value Measurement, Policy [Policy Text Block] Current Fiscal Year
End Date Current Fiscal Year End Date SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount SEC Schedule, 12-
09, Valuation Allowances and Reserves, Amount Less: imputed interest Lessee, Operating Lease, Liability, Undiscounted Excess Amount Total lease cost2 Lease, Cost Statistical Measurement
[Axis] Statistical Measurement [Axis] PEO Name PEO Name Non-Rule 10b5-1 Arrangement Terminated Non-Rule 10b5-1 Arrangement Terminated [Flag] Income (loss) before income taxes
Income (loss) before income taxes Income (Loss) from Continuing Operations before Income Taxes, Noncontrolling Interest Non-PEO NEO Average Total Compensation Amount Non-PEO NEO
Average Total Compensation Amount Vesting [Axis] Vesting [Axis] Award Type [Domain] Award Type [Domain] Name Outstanding Recovery, Individual Name Summary of Valuation Allowance
[Table Text Block] Summary of Valuation Allowance [Table Text Block] Disaggregation of Revenue [Line Items] Disaggregation of Revenue [Line Items] Stock based compensation Deferred Tax
Assets, Tax Deferred Expense, Compensation and Benefits, Share-Based Compensation Cost Impairment of goodwill Goodwill, Impairment Loss Compensation Actually Paid vs. Company
Selected Measure Compensation Actually Paid vs. Company Selected Measure [Text Block] Non-PEO NEO Non-PEO NEO [Member] Title and Position [Axis] Title and Position [Axis] Preferred
stock, purchase rights, number of securities called by rights (in shares) Preferred Stock, Purchase Rights, Number Of Securities Called By Rights Preferred Stock, Purchase Rights, Number Of
Securities Called By Rights Investments, Fair Value Disclosure Investments, Fair Value Disclosure Additional Paid-in Capital [Member] Additional Paid-in Capital [Member] Award Timing
Predetermined Award Timing Predetermined [Flag] GOODWILL Goodwill Disclosure [Text Block] Subsequent Event Type [Domain] Subsequent Event Type [Domain] Pension and Other
Postretirement Benefits Disclosure [Text Block] Retirement Benefits [Text Block] Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss), before
Reclassification and Tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss), before Reclassification and Tax Investment, Name [Axis] Investment,
Name [Axis] New Accounting Pronouncements, Policy [Policy Text Block] New Accounting Pronouncements, Policy [Policy Text Block] Diluted earnings (loss) per share (in dollars per share)
Earnings Per Share, Diluted Class of Stock [Axis] Class of Stock [Axis] Title and Position [Domain] Title and Position [Domain] Revenue from Contract with Customer [Policy Text Block] Revenue
from Contract with Customer [Policy Text Block] Name Measure Name Entity Interactive Data Current Entity Interactive Data Current Type of Restructuring [Domain] Type of Restructuring
[Domain] Current Income Tax Expense Current Income Tax Expense (Benefit) Restatement does not require Recovery Restatement Does Not Require Recovery [Text Block] Ownership [Axis]
Ownership [Axis] Vesting percentage Share-Based Compensation Arrangement by Share-Based Payment Award, Award Vesting Rights, Percentage Restructuring and Related Cost, Number of
Positions Eliminated, Period Percent Restructuring and Related Cost, Number of Positions Eliminated, Period Percent Retirement Benefits [Abstract] Retirement Benefits [Abstract] Income
Taxes Paid Income Taxes Paid Preferred stock, shares issued (in shares) Preferred Stock, Shares Issued Floor Brokerage, Exchange and Clearance Fees Floor Brokerage, Exchange and
Clearance Fees New Accounting Pronouncements or Change in Accounting Principle [Line Items] New Accounting Pronouncements or Change in Accounting Principle [Line Items]
Disaggregation of Revenue [Table] Disaggregation of Revenue [Table] Statement of Financial Position [Abstract] Statement of Financial Position [Abstract] RESTRUCTURING Restructuring and
Related Activities Disclosure [Text Block] Stock based compensation Share-Based Payment Arrangement, Noncash Expense Research and development tax credits Effective Income Tax Rate
Reconciliation, Tax Credit, Research, Amount Sales and marketing Selling and Marketing Expense Share-based Compensation Arrangement by Share-based Payment Award, Options, Vested
and Expected to Vest, Outstanding, Number Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Vested in Period, Fair Value Net
income (loss) Net Income (Loss), including Portion Attributable to Noncontrolling Interest Share-Based Payment Arrangement, Tranche Two Share-Based Payment Arrangement, Tranche Two
[Member] Investment Owned, at Fair Value Investment Owned, Fair Value Income tax expense (benefit) Income tax expense Income Tax Expense (Benefit) Changes in operating assets and
liabilities, net of the effects of acquisitions: Increase (Decrease) in Other Operating Assets and Liabilities, Net [Abstract] Schedule of Cost-method Investments [Line Items] (Deprecated 2018-
01-31) Schedule of Investments [Line Items] Preferred Stock, dividends preference per share (in dollars per share) Preferred Stock, Dividends Preference Per Share Preferred Stock, Dividends
Preference Per Share Shareholders' Equity and Share-based Payments Shareholders' Equity and Share-Based Payments [Text Block] Share-based Payment Arrangement, Nonvested Award, Cost
Not yet Recognized, Period for Recognition Share-Based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Period for Recognition Revenues Revenue from Contract with
Customer, Excluding Assessed Tax Revenue from Contract with Customer, Excluding Assessed Tax Statement of Comprehensive Income [Abstract] Statement of Comprehensive Income
[Abstract] SEC Schedule, 12-09, Schedule of Valuation and Qualifying Accounts Disclosure [Text Block] SEC Schedule, 12-09, Schedule of Valuation and Qualifying Accounts Disclosure [Text
Block] Restricted stock forfeited or withheld to satisfy tax obligations Stock Issued During Period, Value, Restricted Stock Award, Forfeitures Auditor Firm ID Auditor Firm ID Effective tax rate
Effective Income Tax Rate Reconciliation, Percent Net cash flows from investing activities Net Cash Provided by (Used in) Investing Activities Operating income Operating Income (Loss)
Interest expense Interest Expense, Operating and Nonoperating Variable Rate [Domain] Variable Rate [Domain] Total liabilities and stockholdersâ€™ equity Liabilities and Equity Dividends
Dividends Rule 10b5-1 Arrangement Terminated Rule 10b5-1 Arrangement Terminated [Flag] All Adjustments to Compensation All Adjustments to Compensation [Member] Prepaid expense and
other assets Increase (Decrease) in Prepaid Expense and Other Assets Additional paid-in capital Additional paid-in Capital Impairment of right-of-use asset Operating Lease, Impairment Loss
Preferred stock, purchase rights, number of rights declared per common share (in shares) Preferred Stock, Purchase Rights, Number Of Rights Declared Per Common Share Preferred Stock,
Purchase Rights, Number Of Rights Declared Per Common Share Accumulated Other Comprehensive Income (Loss) [Line Items] Accumulated Other Comprehensive Income (Loss) [Line Items]
Commitments and Contingencies Disclosure [Abstract] Commitments and Contingencies Disclosure [Abstract] Legal Entity [Axis] Legal Entity [Axis] Debt and Equity Securities, Unrealized Gain
(Loss) Debt and Equity Securities, Unrealized Gain (Loss) Operating leases Right-of-Use Asset Obtained in Exchange for Operating Lease Liability Underlying Security Market Price Change
Underlying Security Market Price Change, Percent Scenario [Domain] Scenario [Domain] Individual: Individual [Axis] Stock Issued During Period, Value, Restricted Stock Award, Net of
Forfeitures Stock Issued During Period, Value, Restricted Stock Award, Net of Forfeitures Dollar value of shares repurchased upon restricted stock/PSU vesting (in thousands) Share-Based
Payment Arrangement, Decrease for Tax Withholding Obligation AOCI Attributable to Parent [Member] AOCI Attributable to Parent [Member] Revenue, Remaining Performance Obligation,
Expected Timing of Satisfaction, Period Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period Term of ESPP Share-Based Compensation Arrangement by Share-
Based Payment Award, Fair Value Assumptions, Expected Term Product and Service [Axis] Product and Service [Axis] Long-term Debt, Type [Domain] Long-Term Debt, Type [Domain] Entity
Address, State or Province Entity Address, State or Province Property, Plant and Equipment [Line Items] Property, Plant and Equipment [Line Items] Statement [Line Items] Statement [Line
Items] Schedule of Equity Method Investments [Line Items] Schedule of Equity Method Investments [Line Items] Erroneous Compensation Analysis Erroneous Compensation Analysis [Text
Block] Operating expenses: Operating Expenses [Abstract] Property, Plant and Equipment [Table Text Block] Property, Plant and Equipment [Table Text Block] Equity, Class of Treasury Stock
[Line Items] Equity, Class of Treasury Stock [Line Items] Compensation Actually Paid vs. Total Shareholder Return Compensation Actually Paid vs. Total Shareholder Return [Text Block]
Sublease income Sublease Income Vesting [Domain] Vesting [Domain] Non-vested at beginning of the period, Weighted Average Grant Date Fair Value Non-vested at end of period, Weighted
Average Grant Date Fair Value Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair
Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value LIABILITIES AND
STOCKHOLDERSâ€™ EQUITY Liabilities and Equity [Abstract] Credit Loss, Financial Instrument [Policy Text Block] Credit Loss, Financial Instrument [Policy Text Block] Adjustments for
Change in Accounting Principle [Axis] Change in Accounting Principle, Type [Axis] Employee Benefits and Share-based Compensation Employee Benefits and Share-Based Compensation
Minimum Minimum [Member] Restatement Determination Date Restatement Determination Date Intangible Asset Discount Rate Intangible Asset Discount Rate Intangible Asset Discount Rate
SEC Schedule, 12-09, Valuation Allowances and Reserves, Additions, Charge to Cost and Expense SEC Schedule, 12-09, Valuation Allowances and Reserves, Additions, Charge to Cost and
Expense Adoption Date Trading Arrangement Adoption Date Pay vs Performance Disclosure Pay vs Performance Disclosure [Table] Income taxes receivable/payable Increase (Decrease) in
Income Taxes Receivable Property, Plant and Equipment, Preproduction Design and Development Costs [Policy Text Block] Property, Plant and Equipment, Preproduction Design and
Development Costs [Policy Text Block] Financing Receivable, Allowance for Credit Losses, Effect of Change in Method Financing Receivable, Allowance for Credit Losses, Effect of Change in
Method Debt instrument, covenant, leverage ratio, maximum Debt Instrument, Covenant, Leverage Ratio, Maximum Debt Instrument, Covenant, Leverage Ratio, Maximum Property, Plant and
Equipment [Table] Property, Plant and Equipment [Table] Operating lease right-of-use assets (as reported)1 Operating Lease, Right-of-Use Asset Erroneously Awarded Compensation Recovery
Erroneously Awarded Compensation Recovery [Table] Segments [Axis] Segments [Axis] Change in Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year Change in
Fair Value as of Vesting Date of Prior Year Equity Awards Vested in Covered Year [Member] Property, Plant and Equipment [Abstract] Property, Plant and Equipment [Abstract] Exercise Price
Award Exercise Price Cash paid for amounts included in measurement of lease liabilities: Cash Flow, Lessee [Abstract] Cash Flow, Lessee [Abstract] Schedule of Deferred Tax Assets and
Liabilities [Table Text Block] Schedule of Deferred Tax Assets and Liabilities [Table Text Block] Earnings Per Share Earnings Per Share [Text Block] Arrangement Duration Trading
Arrangement Duration Stock Issued During Period, Value, Employee Stock Purchase Plan Stock Issued During Period, Value, Employee Stock Purchase Plan Subsequent Event Subsequent
Event [Member] Stockholders' equity Equity, Attributable to Parent [Abstract] Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options,
Grants in Period, Weighted Average Grant Date Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Grants in Period,
Weighted Average Grant Date Fair Value Gain (Loss) on Investments Gain (Loss) on Investments Omnibus Equity Award Plan [Domain] Omnibus Equity Award Plan [Domain] Omnibus Equity
Award Plan [Domain] Income Tax, Policy [Policy Text Block] Income Tax, Policy [Policy Text Block] Peer Group Issuers, Footnote Peer Group Issuers, Footnote [Text Block] Segments [Domain]
Segments [Domain] Deferred Income Tax Expense (Benefit) Increase (Decrease) in Accrual For Unrecognized Tax Benefits Increase (Decrease) in Accrual For Unrecognized Tax Benefits
Material Terms of Trading Arrangement Material Terms of Trading Arrangement [Text Block] Unrecognized Tax Benefits, Gross Unrecognized Tax Benefits, Gross Unrecognized Tax Benefits,
Gross Amount of unrecognized tax benefits, gross. Unrecognized Tax Benefits [Roll Forward] Unrecognized Tax Benefits [Roll Forward] Schedule of Repurchase Agreements [Table Text Block]
Schedule of Repurchase Agreements [Table Text Block] All Individuals All Individuals [Member] PEO PEO [Member] Variable Rate [Axis] Variable Rate [Axis] Income Tax Disclosure [Abstract]
Income Tax Disclosure [Abstract] Name Trading Arrangement, Individual Name Deferred Tax Assets Leasing Arrangements Deferred Tax Assets Leasing Arrangements Deferred Tax Assets
Leasing Arrangements Board Member Board Member [Member] Board Member Statement of Stockholders' Equity [Abstract] Statement of Stockholders' Equity [Abstract] Acquired intangible
assets, net Intangible Assets, Net (Excluding Goodwill) Beneficial ownership limit under shareholder rights plan, percent Stockholders' Equity, Beneficial Ownership Limit Under Shareholder
Rights Plan, Percent Stockholders' Equity, Beneficial Ownership Limit Under Shareholder Rights Plan, Percent Property, Plant and Equipment, Type [Axis] Long-Lived Tangible Asset [Axis]
Entity Public Float Entity Public Float Unrecognized compensation expense Share-Based Payment Arrangement, Nonvested Award, Excluding Option, Cost Not yet Recognized, Amount
eFinancial Careers [Member] eFinancial Careers [Member] eFinancial Careers [Member] Income (Loss) from Equity Method Investments Income (Loss) from Equity Method Investments
Awards Close in Time to MNPI Disclosures, Table Awards Close in Time to MNPI Disclosures [Table Text Block] Share-Based Payment Arrangement, Tranche Three Share-Based Payment
Arrangement, Tranche Three [Member] SEC Schedule, 12-09, Valuation and Qualifying Accounts [Abstract] SEC Schedule, 12-09, Valuation and Qualifying Accounts [Abstract] Prior Year End
Fair Value of Equity Awards Granted in Any Prior Year that Fail to Meet Applicable Vesting Conditions During Covered Year Prior Year End Fair Value of Equity Awards Granted in Any Prior
Year that Fail to Meet Applicable Vesting Conditions During Covered Year [Member] Capitalized software, useful life Capitalized Computer Software, Useful Life Capitalized Computer Software,
Useful Life Gain on sale of subsidiary Effective Income Tax Rate Reconciliation, Equity in Earnings (Losses) of Unconsolidated Subsidiary, Amount Reporting Unit, Percentage of Fair Value in
Excess of Carrying Amount Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount Accounts payable and accrued expenses Accounts Payable and Accrued Liabilities, Current
Aggregate Erroneous Compensation Amount Aggregate Erroneous Compensation Amount Restructuring Cost and Reserve [Line Items] Restructuring Cost and Reserve [Line Items] Employee
Employee [Member] Employee Local Phone Number Local Phone Number Less valuation allowance Deferred Tax Assets, Valuation Allowance Aggregate Erroneous Compensation Not Yet
Determined Aggregate Erroneous Compensation Not Yet Determined [Text Block] Investment Interest Rate Investment Interest Rate ESPP Proceeds ESPP Proceeds ESPP Proceeds Leases,
Weighted Average Discount Rate [Abstract] Leases, Weighted Average Discount Rate [Abstract] Leases, Weighted Average Discount Rate [Abstract] Recruitment Packages Recruitment
Packages [Member] Recruitment Packages Deferred Tax and Other Liabilities, Noncurrent Deferred tax liability Deferred Income Tax Liabilities, Net Equity Method Investment [Table] Equity
Method Investment [Table] Adjustments for Error Corrections [Axis] Error Correction, Type [Axis] Stock Repurchased During Period, Shares Stock Repurchased During Period, Shares
Aggregate Intrinsic Value [Abstract] Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Additional Disclosures [Abstract] Performance period Share-Based
Compensation Arrangement by Share-Based Payment Award, Award Requisite Service Period Line of Credit Facility, Increase (Decrease), Net Line of Credit Facility, Increase (Decrease), Net
PEO Total Compensation Amount PEO Total Compensation Amount Share-Based Compensation Arrangement by Share-Based Payment Award, Purchase Price of Common Stock, Percent Share-
Based Compensation Arrangement by Share-Based Payment Award, Purchase Price of Common Stock, Percent Debt Instrument, Basis Spread On Consolidated Leverage Ratio Debt Instrument,
Basis Spread On Consolidated Leverage Ratio Debt Instrument, Basis Spread On Consolidated Leverage Ratio Preferred stock, convertible, conversion ratio Preferred Stock, Convertible,
Conversion Ratio Federal Deferred Federal Income Tax Expense (Benefit) Restricted stock forfeited or withheld to satisfy tax obligations Stock Issued During Period, Shares, Restricted Stock
Award, Forfeited Property, Plant and Equipment, Type [Domain] Long-Lived Tangible Asset [Domain] Cash and Cash Equivalents, Policy [Policy Text Block] Cash and Cash Equivalents, Policy
[Policy Text Block] Share Repurchase Program [Domain] Share Repurchase Program [Domain] No Trading Symbol Flag No Trading Symbol Flag Cumulative Effect of New Accounting Principle
Cumulative Effect of New Accounting Principle Cumulative Effect of New Accounting Principle Commitments and Contingencies Commitments and Contingencies Disclosure [Text Block]
Expiration of capital loss carryforward Effective Income Tax Rate Reconciliation, Expiration Of Capital Loss Carryforward, Amount Effective Income Tax Rate Reconciliation, Expiration Of

Capital Loss Carryforward, Amount Debt Disclosure [Abstract] Debt Disclosure [Abstract] Common Stock [Member] Common Stock [Member] Measure: Measure [Axis] Increases in tax positions related to current year Unrecognized Tax Benefits, Increase Resulting from Current Period Tax Positions Preferred Stock, Shares Authorized Preferred Stock, Shares Authorized Forgone Recovery due to Expense of Enforcement, Amount Forgone Recovery due to Expense of Enforcement, Amount Entity Emerging Growth Company Entity Emerging Growth Company Segment Reporting [Abstract] Segment Reporting [Abstract] Shares repurchased upon restricted stock/PSU vesting Share-Based Payment Arrangement, Shares Withheld for Tax Withholding Obligation Entity Central Index Key Entity Central Index Key Scenario [Axis] Scenario [Axis] Other segment items Segment Reporting, Other Segment Item, Amount Equity Method Investments and Joint Ventures [Abstract] Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued Non-GAAP Measure Description Non-GAAP Measure Description [Text Block] Accumulated Foreign Currency Adjustment Attributable to Parent [Member] Accumulated Foreign Currency Adjustment Attributable to Parent [Member] Non-PEO NEO Average Compensation Actually Paid Amount Non-PEO NEO Average Compensation Actually Paid Amount Stockholders' Equity Note Disclosure [Text Block] Equity [Text Block] Accounts payable and accrued expenses Increase (Decrease) in Accounts Payable and Accrued Liabilities Award Timing, How MNPI Considered Award Timing, How MNPI Considered [Text Block] Equity Component [Domain] Equity Component [Domain] Preferred Stock, Par or Stated Value Per Share Preferred Stock, Par or Stated Value Per Share Segment Information Segment Reporting Disclosure [Text Block] Class of Treasury Stock [Table] Class of Treasury Stock [Table] Additional 402(v) Disclosure Additional 402(v) Disclosure [Text Block] Stock based compensation APIC, Share-Based Payment Arrangement, Increase for Cost Recognition Restricted Stock [Member] Restricted Stock [Member] Entity Shell Company Entity Shell Company Entity Incorporation, State or Country Code Entity Incorporation, State or Country Code Capitalized Contract Cost, Net Capitalized Contract Cost, Net Intangible Assets, Net (Excluding Goodwill) [Abstract] Intangible Assets, Net (Excluding Goodwill) [Abstract] Title Trading Arrangement, Individual Title SEC Schedule, 12-09, Valuation Allowances and Reserves [Domain] SEC Schedule, 12-09, Valuation Allowances and Reserves [Domain] Statement [Table] Statement [Table] Significant Accounting Policies [Text Block] Significant Accounting Policies [Text Block] Schedule of Income before Income Tax, Domestic and Foreign Schedule of Income before Income Tax, Domestic and Foreign [Table Text Block] Unrecognized Tax Benefits Unrecognized Tax Benefits Unrecognized Tax Benefits ClearanceJobs [Member] ClearanceJobs [Member] ClearanceJobs [Member] City Area Code City Area Code Current liabilities Liabilities, Current [Abstract] Auditor Location Auditor Location Provision for accrued expenses and other, net Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Accrued Liabilities Equity Method Investment, Common Share Interest Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners, Common Stock Interest Noncontrolling Interest, Ownership Percentage by Noncontrolling Owners, Common Stock Interest Revenue [Policy Text Block] Revenue [Policy Text Block] Insider Trading Policies and Procedures Not Adopted Insider Trading Policies and Procedures Not Adopted [Text Block] Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax Total current assets Assets, Current Statement of Cash Flows [Abstract] Statement of Cash Flows [Abstract] Preferred Stock Preferred Stock [Member] Line of Credit Facility, Remaining Borrowing Capacity Line of Credit Facility, Remaining Borrowing Capacity Payments under stock repurchase plan Payments for Repurchase of Common Stock SEC Schedule, 12-09, Valuation Allowance, Deferred Tax Asset [Member] SEC Schedule, 12-09, Valuation Allowance, Deferred Tax Asset [Member] Document Information [Line Items] Document Information [Line Items] 2022 2022 [Member] 2022 Schedule of Long-term Debt Instruments [Table] Schedule of Long-Term Debt Instruments [Table] Defined Benefit Plan, Plan Assets, Contributions by Employer Defined Benefit Plan, Plan Assets, Contributions by Employer Adjustments for New Accounting Pronouncements [Axis] Accounting Standards Update [Axis] Long-term debt, net Long-Term Debt, Excluding Current Maturities Schedule of Segment Reporting Information, by Segment [Table] Schedule of Segment Reporting Information, by Segment [Table] SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure [Table] SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure [Table] Nonvested, Weighted Average Grant Date Fair Value [Roll Forward] Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value [Abstract] Accumulated Other Comprehensive Income (Loss) [Table] Accumulated Other Comprehensive Income (Loss) [Table] Entity Well-known Seasoned Issuer Entity Well-known Seasoned Issuer Subsequent Event Type [Axis] Subsequent Event Type [Axis] Accumulated Amortization, Deferred Finance Costs Accumulated Amortization, Debt Issuance Costs Income Tax Disclosure Income Tax Disclosure [Text Block] Investment Investment [Text Block] 2028 Lessee, Operating Lease, Liability, to be Paid, Year Four Earnings Per Share [Abstract] Earnings Per Share [Abstract] Liability for Uncertainty in Income Taxes, Noncurrent Liability for Uncertainty in Income Taxes, Noncurrent Equity [Abstract] Equity [Abstract] Accumulated earnings Retained Earnings (Accumulated Deficit) Borrowings [Member] Borrowings [Member] Stock Repurchased and Retired During Period, Shares Stock Repurchased and Retired During Period, Shares Schedule of Nonvested Share Activity Schedule of Nonvested Share Activity [Table Text Block] Class of Stock [Domain] Class of Stock [Domain] Adjustments for Error Correction [Domain] Error Correction, Type [Domain] General and administrative Expense Deferred Income Taxes and Tax Credits Deferred Income Taxes and Tax Credits Organization, Consolidation and Presentation of Financial Statements [Abstract] Organization, Consolidation and Presentation of Financial Statements [Abstract] Aggregate Available Trading Arrangement, Securities Aggregate Available Amount Equity Awards Adjustments Equity Awards Adjustments [Member] Operating leases Operating Lease, Weighted Average Discount Rate, Percent Operating Lease, Liability Total Total operating lease liabilities Operating Lease, Liability Net cash flows from financing activities Net Cash Provided by (Used in) Financing Activities Underlying Securities Award Underlying Securities Amount Performance Stock Units [Member] Performance Shares [Member] Purchases of cost method investments Proceeds from Sale of Equity Method Investments Deferred Revenue Deferred Revenue, Current Amendment Flag Amendment Flag Capitalized Development Costs Other Capitalized Property Plant and Equipment [Member] Entity Registrant Name Entity Registrant Name Accumulated Other Comprehensive Income (Loss), Foreign Currency Translation Adjustment, Net of Tax Accumulated Other Comprehensive Income (Loss), Foreign Currency Translation Adjustment, Net of Tax Adjustment to Non-PEO NEO Compensation Footnote Adjustment to Non-PEO NEO Compensation Footnote [Text Block] Stock Appreciation Rights (SARs) Stock Appreciation Rights (SARs) [Member] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Table] Adjusted Intangible Assets, Net Intangible Assets Disclosure [Text Block] State Deferred State and Local Income Tax Expense (Benefit) Fair Value as of Grant Date Award Grant Date Fair Value Indebtedness Debt Disclosure [Text Block] Recovery of Erroneously Awarded Compensation Disclosure [Line Items] Disaggregation of Revenue Disaggregation of Revenue [Table Text Block] Entity Address, Postal Zip Code Entity Address, Postal Zip Code Advertising Expense Advertising Expense Consolidation, Policy [Policy Text Block] Consolidation, Policy [Policy Text Block] Restructuring Cost [Table] Restructuring Cost [Table] Restatement Determination Date: Restatement Determination Date [Axis] Title of 12(b) Security Title of 12(b) Security Common stock, \$0.1 par value, authorized 240,000; issued 80,881 and 78,764 shares, respectively; outstanding: 48,217 and 46,875 shares, respectively Common Stock, Value, Issued Document Financial Statement Error Correction [Flag] Document Financial Statement Error Correction [Flag] Capitalized Contract Cost [Axis] Capitalized Contract Cost [Axis] Share-based Payment Arrangement [Abstract] Share-Based Payment Arrangement [Abstract] Stock Repurchase Program, Not Settled, Amount Stock Repurchase Program, Not Settled Stock Repurchase Program, Not Settled Cash Cash and Cash Equivalents, at Carrying Value Impairment of indefinite-lived intangible asset Impairment of Intangible Assets, Indefinite-Lived (Excluding Goodwill) Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested Year-over-Year Change in Fair Value of Equity Awards Granted in Prior Years That are Outstanding and Unvested [Member] Auditor Name Auditor Name Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value Preferred stock, purchase rights, exercise price (in dollars per share) Preferred Stock, Purchase Rights, Exercise Price Preferred Stock, Purchase Rights, Exercise Price Cash flows from financing activities: Net Cash Provided by (Used in) Financing Activities [Abstract] Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested Year-end Fair Value of Equity Awards Granted in Covered Year that are Outstanding and Unvested [Member] Revolving credit facility Long-Term Line of Credit, Noncurrent Convertible preferred stock, \$0.1 par value, authorized 20,000 shares; no shares issued and outstanding Preferred Stock, Value, Issued State taxes, net of federal effect Effective Income Tax Rate Reconciliation, State and Local Income Taxes, Amount Property, plant and equipment, useful life Property, Plant and Equipment, Useful Life Options, Outstanding [Roll Forward] Share-Based Compensation Arrangement by Share-Based Payment Award, Options, Outstanding [Roll Forward] Deferred Tax Liabilities Deferred Tax Liabilities, Gross Employee Stock Employee Stock [Member] Remaining Sales Contracts Remaining Sales Contracts [Member] Remaining Sales Contracts Basic earnings (loss) per share (in dollars per share) Earnings Per Share, Basic Preferred stock, convertible, right to require conversion, ownership percentage Preferred Stock, Convertible, Right To Require Conversion, Ownership Percentage Preferred Stock, Convertible, Right To Require Conversion, Ownership Percentage Proceeds from Issuance of Common Stock Proceeds from Issuance of Common Stock Operating cash flows from operating leases Operating Lease, Payments Adjustment To PEO Compensation, Footnote Adjustment To PEO Compensation, Footnote [Text Block] Award Timing MNPI Disclosure Award Timing MNPI Disclosure [Text Block] Deferred Tax Assets, Investments Deferred Tax Assets, Investments Allowance for doubtful accounts Deferred Tax Assets, Tax Deferred Expense, Reserves and Accruals, Returns and Allowances Ownership [Domain] Ownership [Domain] Preferred stock, dividends preference Preferred Stock, Dividends Preference, Integer Preferred Stock, Dividends Preference, Integer Capital Expenditures Incurred but Not yet Paid Capital Expenditures Incurred but Not yet Paid Aggregate Pension Adjustments Service Cost Aggregate Pension Adjustments Service Cost [Member] Compensation Actually Paid vs. Other Measure Compensation Actually Paid vs. Other Measure [Text Block] Deferred Tax Liabilities, Intangible Assets Deferred Tax Liabilities, Intangible Assets Total current liabilities Liabilities, Current Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year Vesting Date Fair Value of Equity Awards Granted and Vested in Covered Year [Member] Share Repurchase Program [Axis] Share Repurchase Program [Axis] Assets Assets Concentration Risk, Credit Risk, Policy [Policy Text Block] Concentration Risk, Credit Risk, Policy [Policy Text Block] Cost of revenues Cost of Goods and Services Sold Advertising Cost [Policy Text Block] Advertising Cost [Policy Text Block] Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Grants in Period Income taxes receivable Income Taxes Receivable, Current Purchases of fixed assets Payments to Acquire Property, Plant, and Equipment Other long-term liabilities Other Liabilities, Noncurrent Forgone Recovery due to Violation of Home Country Law, Amount Forgone Recovery due to Violation of Home Country Law, Amount Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items] Share-based Payment Arrangement [Policy Text Block] Share-Based Payment Arrangement [Policy Text Block] Schedule of Effective Income Tax Rate Reconciliation [Table Text Block] Schedule of Effective Income Tax Rate Reconciliation [Table Text Block] Termination Date Trading Arrangement Termination Date Revenues Revenues 2026 Lessee, Operating Lease, Liability, to be Paid, Year Two Adjusted product development Research And Development Expense, Adjusted Research And Development Expense, Adjusted Entity Address, City or Town Entity Address, City or Town Proceeds from long-term debt Proceeds from Issuance of Long-Term Debt Debt Instrument [Axis] Debt Instrument [Axis] Impairment of investment Impairment of investment Impairment of investment Impairment of investment Adjustments for Change in Accounting Principle [Domain] Change in Accounting Principle, Type [Domain] Net income (loss) Net income (loss) Net income (loss) Attributable to Parent Trading Arrangement: Trading Arrangement [Axis] Unrecognized tax benefits, income tax penalties and interest expense Unrecognized Tax Benefits, Income Tax Penalties and Interest Expense Comprehensive Income (Loss) Note [Text Block] Comprehensive Income (Loss) Note [Text Block] Pay vs Performance Disclosure, Table Pay vs Performance [Table Text Block] Fair Value Disclosure, Asset and Liability, Not Measured at Fair Value [Line Items] Fair Value Disclosure, Asset and Liability, Not Measured at Fair Value [Line Items] Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period Forfeited during the period, Shares Forfeited during the period, Shares Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Forfeited in Period Business Acquisition [Axis] Business Acquisition [Axis] Line of Credit Facility, Current Borrowing Capacity Line of Credit Facility, Current Borrowing Capacity Equity Awards Adjustments, Excluding Value Reported in Compensation Table Equity Awards Adjustments, Excluding Value Reported in the Compensation Table [Member] Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year Dividends or Other Earnings Paid on Equity Awards not Otherwise Reflected in Total Compensation for Covered Year [Member] Entity File Number Entity File Number Deferred Tax Liabilities, Leasing Arrangements Deferred Tax Liabilities, Leasing Arrangements Goodwill Continuing Operations Goodwill Continuing Operations Goodwill Continuing Operations Document Fiscal Year Focus Document Fiscal Year Focus Income Statement [Abstract] Income Statement [Abstract] Entity Address, Address Line One Entity Address, Address Line One Components of Income Tax Expense (Benefit), Continuing Operations [Abstract] Components of Income Tax Expense (Benefit), Continuing Operations [Abstract] Federal Current Federal Tax Expense (Benefit) Entity Address, Address Line Two Entity Address, Address Line Two Fair Value Disclosure of Asset and Liability Not Measured at Fair Value [Table] Fair Value Disclosure of Asset and Liability Not Measured at Fair Value [Table] Debt Instrument, Name [Domain] Debt Instrument, Name [Domain] Severance Costs Severance Costs Lessee, Operating Lease, Term of Contract Lessee, Operating Lease, Term of Contract Name Forgone Recovery, Individual Name Operating leases Operating Lease, Weighted Average Remaining Lease Term Award Date [Domain] Award Date [Domain] Document Period End Date Document Period End Date Deferred Revenue, Noncurrent Deferred Revenue, Noncurrent Award Timing MNPI Considered Award Timing MNPI Considered [Flag] Base Rate [Member] Base Rate [Member] Equity Securities without Readily Determinable Fair Value, Impairment Loss, Annual Amount Equity Securities without Readily Determinable Fair Value, Impairment Loss, Annual Amount Total lease payments Lessee, Operating Lease, Liability, to be Paid Right-of-use assets obtained in exchange for lease obligations: Right-Of-Use Asset Obtained In Exchange For Lease Liability [Abstract] Right-Of-Use Asset Obtained In Exchange For Lease Liability [Abstract] Non-vested at beginning of period, Shares Non-vested at end of period, Shares Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number Share-Based Compensation Arrangement by Share-Based Payment Award, Equity Instruments Other than Options, Nonvested, Number Deferred revenue Increase (Decrease) in Deferred Revenue Insider Trading Arrangements [Line Items] Adjusted cost of revenues Cost Of Goods And Services Sold, Adjusted Cost Of Goods And Services Sold, Adjusted Increases (decreases) in tax positions related to prior year Unrecognized Tax Benefits, Decrease Resulting from Prior Period Tax Positions APIC, Share-Based Payment Arrangement, ESPP, Increase for Cost Recognition APIC, Share-Based Payment Arrangement, ESPP, Increase for Cost Recognition Outstanding Aggregate Erroneous Compensation Amount Outstanding Aggregate Erroneous Compensation Amount Lessee, Operating Lease, Liability, Tenant Improvement Allowance Lessee, Operating Lease, Liability, Tenant Improvement Allowance Lessee, Operating Lease, Liability, to be Paid, Year Three PEO Actually Paid Compensation Amount PEO Actually Paid Compensation Amount Contract with Customer, Liability, Revenue Recognized Contract with Customer, Liability, Revenue Recognized Adjustment to Compensation: Adjustment to Compensation [Axis] Prepaid and other current assets Prepaid Expense and Other Assets, Current Preferred stock, liquidation preference Preferred Stock, Liquidation Preference, Integer Preferred Stock, Liquidation Preference, Integer Document Transition Report Document Transition Report Schedule of Unrecognized Tax Benefits Roll Forward Schedule of Unrecognized Tax Benefits Roll Forward [Table Text Block] Preferred stock, voting rights, voting power compared to common stock Preferred Stock, Voting Rights, Voting Power Compared To Common Stock Preferred Stock, Voting Rights, Voting Power Compared To Common Stock Accumulated other comprehensive loss Beginning balance Ending balance Accumulated Other Comprehensive Income (Loss), Net of Tax Entity Current Reporting Status Entity Current Reporting Status Retained Earnings [Member] Retained Earnings [Member] Amortization of deferred financing costs Amortization of Debt Issuance Costs Pension Adjustments Service Cost Pension Adjustments Service Cost [Member] New Business Sales Contracts New Business Sales Contracts [Member] New Business Sales Contracts Weighted average basic shares outstanding Weighted average shares outstanding-basic Weighted Average Number of Shares Outstanding, Basic Stock Price or TSR Estimation Method Stock Price or TSR Estimation Method [Text Block] Rigzone [Member] Rigzone [Member] Rigzone [Member] Increase (Decrease) in Capitalized Contract Costs Increase (Decrease) in Capitalized Contract Costs Increase (Decrease) in Capitalized Contract Costs Document Information [Table] Document Information [Table] Stockholders' Equity, Including Portion Attributable to Noncontrolling Interest Stockholders' Equity, Including Portion Attributable to Noncontrolling Interest Equity, Including Portion Attributable to Noncontrolling Interest Restricted Stock Units (RSUs) [Member] Restricted Stock Units (RSUs) [Member] Components of Deferred Tax Assets and Liabilities [Abstract] Components of Deferred Tax Assets and Liabilities [Abstract] Executive Category: Executive Category [Axis] Deferred Finance Costs, Own-share Lending Arrangement, Issuance Costs, Gross Deferred Finance Costs,

[illegible]

[illegible]

[illegible]

[illegible]

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[The following text contains extremely dense, non-readable noise and appears to be corrupted or gibberish. It has been truncated for brevity.]

Audit Information	Dec. 31, 2024
Audit Information [Abstract]	
Auditor Name	Deloitte & Touche LLP
Auditor Location	Denver, Colorado
Auditor Firm ID	34

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CONSOLIDATED BALANCE SHEETS - USD (\$) shares in Thousands	Dec. 31, 2024	Dec. 31, 2023
Current assets		
Cash	\$ 3,702,000	\$ 4,206,000
Accounts receivable, net of allowance for credit losses of \$1,691 and \$1,313	22,120,000	22,225,000
Income taxes receivable	238,000	221,000
Prepaid and other current assets	3,593,000	4,237,000
Total current assets	29,653,000	30,889,000
Fixed assets, net	20,390,000	25,272,000
Capitalized Contract Cost, Net	7,465,000	6,364,000
Operating lease right-of-use assets (as reported)1	6,518,000	4,759,000
Equity Method Investments	1,827,000	1,918,000
Acquired intangible assets, net	23,800,000	23,800,000
Goodwill Continuing Operations	128,100,000	128,100,000
Other assets	3,618,000	4,100,000
Assets	221,371,000	225,202,000
Current liabilities		
Accounts payable and accrued expenses	16,154,000	17,408,000
Operating Lease, Liability, Current	1,625,000	2,006,000
Deferred Revenue	44,934,000	49,463,000
Total current liabilities	62,713,000	68,877,000
Long-term debt, net	32,000,000	38,000,000
Deferred Tax and Other Liabilities, Noncurrent	1,369,000	2,214,000
Liability for Uncertainty in Income Taxes, Noncurrent	1,060,000	1,032,000
Deferred Revenue, Noncurrent	522,000	508,000
Operating Lease, Liability, Noncurrent	8,995,000	6,543,000
Other long-term liabilities	387,000	486,000
Total liabilities	107,046,000	117,660,000

Stockholders' equity		
Convertible preferred stock, \$.01 par value, authorized 20,000 shares; no shares issued and outstanding	0	0
Common stock, \$.01 par value, authorized 240,000; issued 80,881 and 78,764 shares, respectively; outstanding: 48,217 and 46,875 shares, respectively	811,000	789,000
Additional paid-in capital	270,122,000	261,824,000
Accumulated other comprehensive loss	1,000	(83,000)
Accumulated earnings	\$ 32,481,000	\$ 32,228,000
Treasury Stock, Common, Shares	32,664	31,889
Treasury stock, 32,664 and 31,889 shares, respectively	\$ (189,090,000)	\$ (187,216,000)
Total stockholders' equity	114,325,000	107,542,000
Total liabilities and stockholders' equity	\$ 221,371,000	\$ 225,202,000

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CONSOLIDATED BALANCE SHEETS (PARENTHETICAL) - USD (\$) \$ in Thousands	Dec. 31, 2024	Dec. 31, 2023
Current assets		
Accounts Receivable, Allowance for Credit Loss	\$ 1,691	\$ 1,313
Stockholders' equity		
Preferred Stock, Par or Stated Value Per Share	\$ 0.01	\$ 0.01
Preferred Stock, Shares Authorized	20,000,000	20,000,000
Preferred stock, shares issued (in shares)	0	0
Preferred stock, shares outstanding (in shares)	0	0
Common stock, shares issued	80,881,000	78,764,000
Common stock, shares outstanding	48,217,000	46,875,000
Common stock, par value	\$ 0.01	\$ 0.01
Common stock, shares authorized	240,000,000	240,000,000

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CONSOLIDATED STATEMENTS OF OPERATIONS - USD (\$) shares in Thousands, \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Revenues	\$ 141,926	\$ 151,878	\$ 149,680
Operating expenses:			
Cost of revenues	20,232	19,787	17,607
Product development	18,883	17,777	17,674
Sales and marketing	47,382	57,421	59,364
General and administrative	30,021	31,273	34,049
Depreciation on Continuing Operations	17,972	16,915	17,487
Restructuring	1,111	2,417	0
Total operating expenses	135,601	145,590	146,181
Litigation Settlement, Amount Awarded from Other Party	0	0	2,061
Operating income	6,325	6,288	5,560
Equity Securities without Readily Determinable Fair Value, Impairment Loss, Annual Amount	225	502	1,597
Gain (Loss) on Investments	0	614	320
Impairment of investment	(400)	(300)	(2,300)
Interest expense	(3,200)	(3,482)	(1,580)
Income (loss) before income taxes	2,950	3,622	3,597
Income tax expense (benefit)	2,697	131	(579)
Net income (loss)	\$ 253	\$ 3,491	\$ 4,176
Basic earnings (loss) per share (in dollars per share)	\$ 0.01	\$ 0.08	\$ 0.09
Diluted earnings (loss) per share (in dollars per share)	\$ 0.01	\$ 0.08	\$ 0.09
Weighted average basic shares outstanding	44,648	43,571	44,274
Weighted average diluted shares outstanding	45,090	44,496	46,533

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CONSOLIDATED STATEMENTS OF COMPREHENSIVE LOSS - USD (\$) \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Net income (loss)	\$ 253	\$ 3,491	\$ 4,176
Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Gain (Loss) Arising During Period, Net of Tax	84	198	(420)
Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Reclassification Adjustment from AOCI, Realized upon Sale or			

Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period	(603,836)	(502,018)		(5,000)		(556,000)
Stock Issued During Period, Value, Restricted Stock Award, Net of Forfeitures			\$ (13)			\$ 3,337
Performance-Based Restricted Stock Units forfeited or withheld to satisfy tax obligations	(2,900)		\$ 3			
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Eligible to Vest	(3,337)					
Stockholders' Equity, Including Portion Attributable to Noncontrolling Interest at Dec. 31, 2023	107,542		\$ 789	261,824	32,228	(83)
Cumulative Effect of New Accounting Principle	332				332	
Shares Granted, Value, Share-Based Payment Arrangement, Forfeited				3		
APIC, Share-Based Payment Arrangement, ESPP, Increase for Cost Recognition	\$ 299			298		
Stock Issued During Period, Value, Employee Stock Purchase Plan			\$ 1			
Stock Issued During Period, Shares, Employee Stock Purchase Plans			114,000			
Common stock, shares outstanding	46,875,000		78,764,000			
Treasury Stock, Common, Shares	31,889,000					31,889,000
Net income (loss)	\$ 253				253	
Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Adjustment, Net of Tax	84					84
Other comprehensive loss	84					
Stock based compensation	8,063			8,063		
Restricted stock issued				(1,858,000)	(19,000)	
Restricted stock issued	\$ 0			\$ 19		
Dollar value of shares repurchased upon restricted stock/PSU vesting (in thousands)					(5)	
Restricted stock forfeited or withheld to satisfy tax obligations				(273,000)		
Restricted stock forfeited or withheld to satisfy tax obligations				\$ (3)		
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Vested in Period	810,439	1,245,766	(81,000)			359,000
Options, forfeitures in period (in shares)			457,000			
Stock Repurchased During Period, Shares	0					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeited in Period	(345,858)	(272,845)			(3,000)	(416,000)
Stock Issued During Period, Value, Restricted Stock Award, Net of Forfeitures	\$ 0		\$ 5			\$ 892
Performance-Based Restricted Stock Units forfeited or withheld to satisfy tax obligations	(982)		\$ 1			982
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Eligible to Vest	(892)					
Stockholders' Equity, Including Portion Attributable to Noncontrolling Interest at Dec. 31, 2024	114,325		\$ 811	270,122	\$ 32,481	\$ 1
Shares Granted, Value, Share-Based Payment Arrangement, Forfeited					\$ 1	
APIC, Share-Based Payment Arrangement, ESPP, Increase for Cost Recognition	\$ 257			\$ 255		
Stock Issued During Period, Value, Employee Stock Purchase Plan			\$ 2			
Stock Issued During Period, Shares, Employee Stock Purchase Plans			156,000			
Common stock, shares outstanding	48,217,000		80,881,000			
Treasury Stock, Common, Shares	32,664,000					32,664,000

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CONSOLIDATED STATEMENTS OF CASH FLOWS - USD (\$) \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Cash flows from operating activities:			
Net income (loss)	\$ 253	\$ 3,491	\$ 4,176
Adjustments to reconcile net income (loss) to net cash flows from operating activities:			
Depreciation	17,972	16,915	17,487
Deferred Income Taxes and Tax Credits	(845)	(3,301)	(3,800)
Amortization of deferred financing costs	145	145	146
Employee Benefits and Share-based Compensation	8,063	9,916	9,519
Deferred Income Tax Expense (Benefit)	28	263	(16)
Income (Loss) from Equity Method Investments	(225)	(502)	(1,597)
Equity Securities, FV-NI, Gain (Loss)	0	614	320
Gain (Loss) on Disposition Cost From Sale	(400)	(300)	(2,300)
Changes in operating assets and liabilities, net of the effects of acquisitions:			
Accounts receivable	105	(1,398)	(2,109)
Prepaid expense and other assets	982	(335)	(1,479)
Increase (Decrease) in Capitalized Contract Costs	(1,101)	3,313	(545)
Accounts payable and accrued expenses	(413)	(7,093)	7,778
Income taxes receivable/payable	(17)	(255)	388
Deferred revenue	(4,515)	(893)	4,718
Other, net	213	1,393	(611)
Net cash flows from operating activities	21,045	21,345	36,035

Cash flows from investing activities:

Purchases of fixed assets	(13,932)	(20,252)	(17,976)
Purchases of cost method investments	0	4,941	320
Net cash flows from investing activities	(13,932)	(15,311)	(17,656)
Cash flows from financing activities:			
Payments on long-term debt	(23,000)	(25,000)	(11,000)
Proceeds from long-term debt	17,000	33,000	18,000
Payments under stock repurchase plan	0	(6,896)	(18,530)
Purchase of treasury stock related to vested restricted stock	(1,874)	(6,237)	(5,155)
Proceeds from Issuance of Common Stock	257	299	287
Net cash flows from financing activities	(7,617)	(4,834)	(16,913)
Net change in cash for the period	(504)	1,200	1,466
Cash, beginning of period	4,206	3,006	1,540
Cash, end of period	3,702	4,206	3,006
Payments of Financing Costs	\$ 0	\$ 0	\$ (515)

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ORGANIZATION AND PRINCIPAL ACTIVITIES (Notes)

Organization, Consolidation and Presentation of Financial Statements [Abstract]

Organization, Consolidation and Presentation of Financial Statements Disclosure [Text Block]

ORGANIZATION AND PRINCIPAL ACTIVITIES
DHI Group, Inc. ("DHI," the "Company," "we," "us" or "our"), a Delaware corporation, was incorporated on June 28, 2005. DHI is a leading provider of data, insights and employment connections through its specialized services for technology professionals and other select online communities. Its mission is to empower tech professionals and organizations to compete and win through expert insights and relevant employment connections. Employers and recruiters use its websites and services to source, hire and connect with the most qualified and highly-skilled tech professionals, while professionals use our websites and services to find ideal employment opportunities, relevant job advice and tailored career-related data. For over 30 years, through its predecessor companies, the Company was built on providing employers and professionals with career connections, news, tools and information.

The Company allocates resources and assesses financial performance on a consolidated basis, as all services pertain to the Company's Tech-focused strategy. As a result, the Company has a single reportable segment, Tech-focused, which now includes only the Dice and ClearanceJobs brands, as well as corporate related costs. All operations are in the United States and the Company no longer has revenues and long-lived assets, which includes fixed assets and lease right of use assets, outside of the United States.

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SIGNIFICANT ACCOUNTING POLICIES (Notes)

Accounting Policies [Abstract]

Significant Accounting Policies [Text Block]

SIGNIFICANT ACCOUNTING POLICIES
Principles of Consolidation — The consolidated financial statements include the accounts of DHI and its wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. Investments in companies that are not consolidated are included in the Company's consolidated financial statements as described in Notes 4 and 7 of the notes to consolidated financial statements.

Revenue Recognition — We recognize revenue when control of the promised goods or services is transferred to our customers at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts ratably over the service period. Billings with customers are based on contractual schedules. Customer billings delivered in advance and payments received in advance of services being rendered are recorded as deferred revenue and recognized over the service period. We generate revenues from the following sources:

Recruitment packages. Recruitment package revenues are derived from the sale of a subscription to recruiters and employers that includes a combination of job postings and/or access to candidate profiles on ClearanceJobs and Dice. Certain of the Company's arrangements include multiple performance obligations, which primarily consists of the ability to post jobs and access to candidate profiles. The Company determines the units of accounting for multiple performance obligations in accordance with Topic 606. Specifically, the Company considers a performance obligation as a separate unit of accounting if it has value to the customer on a standalone basis. The Company's arrangements do not include a general right of return. Services to customers buying a package of available job postings and access to candidate profiles are delivered over the same period and revenue is recognized ratably over the length of the underlying contract, typically from one to twelve months. The separation of the package into two deliverables results in no change in revenue recognition because delivery of the two services occurs over the same time period.

Advertising revenue. Advertising revenue is recognized over the period in which the advertisements are displayed on the websites or at the time a promotional e-mail is sent out to the audience.

Classified revenue. Classified job posting revenues are derived from the sale of job postings to recruiters and employers. A job posting is the ability to list a job on the website for a specified time period. Revenue from the sale of classified job postings is recognized ratably over the length of the contract or the period of actual usage.

Career fair and recruitment event booth rentals. Career fair and recruitment event revenues, both live and virtual, are derived from renting booth space to recruiters and employers. Revenue from these sales are recognized when the career fair or recruitment event is held.

Cash—Cash consists of demand deposits with financial institutions.
Concentration of Credit Risk—Cash potentially subjects the Company to a concentration of credit risk as substantially all of its deposits were held in a single financial institution and were in excess of the Federal Deposit Insurance Corporation ("FDIC") insurance limits as of December 31, 2024 and 2023.

The Company performs credit evaluations of its customers' financial condition as needed and does not require collateral on accounts receivable. No single customer represents 10% or more of accounts receivable as of December 31, 2024 and 2023 and no single customer represents 10% or more of revenues for the years ended December 31, 2024, 2023 and 2022.

Credit Losses—The Company maintains allowances for estimated credit losses resulting from the inability of its customers to make required payments. The Company's provision for credit losses is included in general and administrative expense. Customer billings included in deferred revenue are not consider at risk for credit losses. If the financial condition of DHI's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required.

Statements of Cash Flows—All bank deposits are considered cash.

The supplemental disclosures to the accompanying consolidated statements of cash flows are as follows (in thousands):

	2024	2023	2022
Supplemental cash flow information:			
Interest paid	\$ 3,184	\$ 3,471	\$ 1,480
Taxes paid	3,530	3,450	2,849
Non-cash investing and financing activities:			
Capital expenditures on fixed assets included in accounts payable and accrued expenses	168	1,009	327

Fixed Assets—Depreciation of equipment, furniture and fixtures, computer software and capitalized website development costs are provided under the straight-line method over estimated useful lives ranging from two to five years. Depreciation of leasehold improvements is provided over the shorter of the term of the related lease or the estimated useful life of the improvement. The cost of additions and improvements is capitalized, and repairs and maintenance costs are charged to operations in the periods incurred.

Capitalized Software Costs—Capitalized software costs consist of costs to purchase and develop software for internal use. The Company capitalizes incurred software development costs in accordance with the Internal Use Software subtopic of the FASB ASC. Costs incurred during the application-development stage for software bought and further customized by outside vendors for the Company's use and software developed by a vendor for the Company's proprietary use have been capitalized. These costs are amortized over the software's estimated useful life, which generally approximates two years.

Cloud Computing Arrangements—The Company incurs costs to implement cloud computing arrangements that are hosted by third party vendors. Implementation costs associated with cloud computing arrangements are capitalized when incurred during the application-development stage. The capitalized costs are amortized on a straight-line basis over approximately three years, which reflects the estimated useful life or contractual term of the underlying contract. Capitalized amounts related to such arrangements are recorded within other non-current assets in the Consolidated Balance Sheets.

Website Development Costs—The Company capitalizes certain costs incurred in designing, developing, testing and implementing enhancements to its websites. These costs are amortized over the enhancement's estimated useful life, which generally approximates two years. Costs related to the planning and post implementation phases of website development efforts are expensed as incurred.

Capitalized Contract Costs—The Company capitalizes certain contract acquisition costs consisting primarily of commissions paid when contracts are signed. For costs incurred to obtain new business sales contracts, the Company capitalizes and expenses these costs over an average customer life, which was approximately three years as of December 31, 2024. For the remaining sales contracts, the Company capitalizes and expenses these costs over a period of one to two years as of December 31, 2024. See Note 4 for additional disclosures.

Leases—We determine if an arrangement is a lease at inception. The Company primarily has operating leases for corporate office space and certain equipment. Operating lease assets represent our right to use an underlying asset for the lease term and lease liabilities represent our obligation to make lease payments arising from the lease. Operating lease assets and liabilities are recognized at the commencement date of the lease based on the present value of lease payments over the lease term. The initial measurement of the lease liability is calculated on the basis of the present value of the remaining lease payments, and the right-of-use asset is measured on the basis of this liability, adjusted by prepaid and accrued rent, lease incentives, and initial direct costs. When readily available, the Company uses the implicit rate in determining the present value of the lease payments. When leases do not provide an implicit rate, the Company uses its incremental borrowing rate based on information available at the commencement of the lease, including the lease term. Because the implicit rate in each lease is not available, the Company used its incremental borrowing rate to determine the present value of lease payments. Leases with an initial term of 12 months or less are not recorded on the balance sheet. Variable components of the lease payments, such as utilities and maintenance, are expensed as incurred and are not included in determining the present value. Operating lease expense is recognized on a straight-line basis over the lease term.

Equity Method Investments—The Company has a non-controlling common share interest in eFinancialCareers ("eFC") (adjusted to 10% as of the third quarter of 2023) and Rigzone (adjusted to zero percent as of the second quarter of 2022) businesses as the Company does not have the ability to direct the activities of the businesses that most significantly impact their economic performance. The common share interests in eFC and Rigzone, during the periods of ownership, are being accounted for under the equity method of accounting as the Company does have the ability to exercise significant influence over the businesses. The recorded value is adjusted based on the Company's proportionate share of the businesses net income and is recorded three months in arrears. See Note 7 for additional disclosures.

Goodwill and Indefinite-Lived Acquired Intangible Asset—Goodwill is recorded when the purchase price paid for an acquisition exceeds the estimated fair value of the net identified tangible and intangible asset acquired. The indefinite-lived acquired intangible asset includes the Dice trademarks and brand name. The Company performs a test for impairment of goodwill and indefinite-lived intangible asset annually on October 1, or more frequently if indicators of potential impairment exist, to determine if the carrying value of the recorded asset is impaired. The impairment review process for goodwill compares the fair value of the reporting unit in which goodwill resides to its carrying value. The impairment review process for the indefinite-lived intangible asset compares the fair value of the asset to its carrying value. The determination of whether or not the asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the Company's reporting units or the intangible asset. Changes in the Company's strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill or the indefinite-lived intangible asset. See Notes 9 and 10 for additional disclosures.

Foreign Currency Translation—Translation adjustments relate to the Company's equity method investment in eFC, whose functional currency is not the U.S. dollar. The assets and liabilities are translated into U.S. dollars at current exchange rates. Resulting translation adjustments are reflected as Other Comprehensive Income (Loss). Revenue and expenses are translated at average exchange rates and transaction gains and losses that arise from exchange rate fluctuations on transactions denominated in a currency other than the functional currency are charged to operations as incurred.

Advertising Costs—The Company expenses advertising costs as they are incurred. Advertising expense for the years ended December 31, 2024, 2023 and 2022 were \$13.6 million, \$14.9 million and \$17.9 million, respectively.

Income Taxes—The Company recognizes deferred taxes by the asset and liability method. Under this method, deferred income taxes are recognized for differences between the financial statement and tax bases of assets and liabilities at enacted statutory tax rates in effect for the years in which the differences are expected to reverse. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be realized. The primary sources of temporary differences are stock-based compensation, amortization and impairment of intangible assets, depreciation of fixed assets, operating lease assets and liabilities, and capitalized contract costs.

Stock-Based Compensation—The Company has a plan to grant equity awards to certain employees and directors of the Company and its subsidiaries. In accordance with FASB ASC Topic 718 *Compensation-Stock Compensation*, the Company accounts for forfeitures when they occur. See Note 15 for additional disclosures.

Fair Value of Financial Instruments—The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, and accounts payable and accrued expenses approximate their fair values. The Company's long-term debt consists of borrowings under its credit facility. Investments consist of common and preferred share ownership interests in businesses. See Notes 3 and 11 for additional disclosures.

Risks and Uncertainties—The Company is subject to the risks, expenses and uncertainties frequently encountered by companies in the rapidly evolving markets for online products and services. These risks include the failure to develop and extend the Company's web sites and brands, the rejection of the Company's services by consumers, vendors and/or advertisers, the inability of the Company to maintain and increase the levels of traffic on its web sites, as well as other risks and uncertainties. In the event that the Company does not successfully execute its business plan, certain assets may not be recoverable.

Use of Estimates—The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities as of the date of the financial statements, and reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates. DHI's significant estimates include the useful lives and valuation of fixed assets, intangible asset, goodwill, lease right-of-use assets, income taxes, and the assumptions used to value the Performance-Based Restricted Stock Units ("PSUs") of the Company.

Earnings per Share—The Company follows the Earnings Per Share topic of the FASB ASC in computing earnings per share ("EPS"). Basic EPS is calculated by dividing net income by the weighted average number of shares outstanding. When the effects are dilutive, diluted earnings per share is calculated using the weighted average number of shares outstanding, and the dilutive effect of stock-based compensation awards as determined under the treasury stock method. Certain stock awards were excluded from the computation of diluted earnings per share due to their anti-dilutive effect. See Note 19 for additional disclosures.

New Accounting Pronouncements— In June 2016, the FASB issued ASU No. 2016-13, *Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*. ASU 2016-13 changes how entities will account for credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The guidance replaces the current "incurred loss" model with an "expected loss" model that requires consideration of a broader range of information to estimate expected credit losses over the lifetime of a financial asset. The Company adopted ASU 2016-13 on January 1, 2023, under the modified retrospective method as required by the standard. The Company recorded a cumulative-effect adjustment of \$0.3 million to increase accumulated earnings and reduce the allowance for doubtful accounts as of January 1, 2023. Prior period amounts were not adjusted and will continue to be reported under the accounting standards in effect for the period presented.

In November 2023, the FASB issued ASU 2023-07, *Segment Reporting - Improvements to Reportable Segment Disclosures*. The new accounting standard relates to disclosures about a public entity's reportable segments and provides more detailed information about a reportable segment's expenses. The new standard is effective for fiscal years beginning after December 15, 2023, and interim periods beginning after December 15, 2024, with retrospective application required. The Company adopted ASU 2023-07 in the fourth quarter of 2024. See Note 18 for additional disclosures.

In December 2023, the FASB issued ASU 2023-09, *Improvements to Income Tax Disclosures*. The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures.

In November 2024, the FASB issued ASU No. 2024-03, *Income Statement—Reporting Comprehensive Income—Expense Disaggregation Disclosures (Subtopic 220-40) ("ASU 2024-03")*. ASU 2024-03 will require companies to disaggregate, within the notes to the financial statements, certain expenses presented on the face of the financial statements to enhance transparency and help investors better understand an entity's performance. The amendment will specifically require that an entity disclose the amounts related to purchases of inventory, employee compensation, depreciation and intangible asset amortization. Entities will also be required to provide a qualitative description of the amounts remaining in relevant expense captions that are not separately disaggregated quantitatively, disclose the total amount of selling expenses and, in annual reporting periods, provide a definition of what constitutes selling expenses. The amendments in ASU 2024-03 are effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027, with early adoption permitted. The Company is currently evaluating the impact of the adoption of ASU 2024-03 on the Company's financial statement disclosures.

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FAIR VALUE
MEASUREMENTS

[Fair Value Disclosures \[Abstract\]](#)
[Fair Value Measurements](#)

12 Months Ended
Dec. 31, 2024

FAIR VALUE MEASUREMENTS

The FASB ASC topic on Fair Value Measurements and Disclosures defines fair value, establishes a framework for measuring fair value and requires certain disclosures for each major asset and liability category measured at fair value on either a recurring or nonrecurring basis. As a basis for considering assumptions, a three-tier fair value hierarchy is used, which prioritizes the inputs used in measuring fair value as follows:

- Level 1 – Quoted prices for identical instruments in active markets.
- Level 2 – Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-derived valuations, in which all significant inputs are observable in active markets.
- Level 3 – Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions.

The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, other assets, accounts payable and accrued expenses and long-term debt approximate their fair values. Investments, non-current that were carried at fair value, prior to the conversion to preferred shares as described in Note 7, used a discounted cash flow technique based on the probability of one or more possible outcomes, based on Level 3 inputs, which inputs and fair value did not change during the 2022 period prior to the conversion. The estimated fair value of long-term debt is based on Level 2 inputs.

Certain assets and liabilities are measured at fair value on a non-recurring basis as they are subject to fair value adjustments in certain circumstances, for example, when there is evidence of impairment. Such instruments are not measured at fair value on an ongoing basis. These assets include equity investments, operating lease right-of-use assets, and goodwill and intangible asset which resulted from prior acquisitions. Items valued using such internally generated valuation techniques are classified according to the lowest level input or value driver that is significant to the valuation. Thus, an item may be classified in Level 3 even though there may be some significant inputs that are readily observable.

Impairment—The Company performs annual impairment tests for goodwill and the Dice trademarks and brand name as of October 1 of each year or more frequently if indicators of potential impairment exist. See Notes 9 and 10 for additional disclosures. The Company evaluates the carrying value of equity investments at each reporting period as described in Note 7.

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REVENUE
RECOGNITION
(Notes)

[Revenue from Contract with Customer \[Abstract\]](#)
[Revenue from Contract with Customer \[Policy Text Block\]](#)

12 Months Ended
Dec. 31, 2024

REVENUE RECOGNITION

The Company recognizes revenue when control of the promised goods or services are transferred to our customers, either on a ratable basis over the contract period beginning on the date that our service is made available to the customer or as the products and services are used, and at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts. The Company excludes sales tax from the transaction price and therefore, recognizes revenue net of applicable sales taxes. Customer billings delivered in advance of services being rendered are recorded as deferred revenue and recognized over the service period. The Company generates revenue from recruitment packages, advertising, classifieds, and virtual and live career fair and recruitment event booth rentals.

Disaggregation of revenue

Our brands primarily serve the technology and security cleared professions. The following table provides information about disaggregated revenue by brand (in thousands):

For the Year Ended December 31,					
	2024		2023		2022
ClearanceJobs	\$ 54,143	\$	50,348	\$	43,746
Dice	87,783		101,530		105,934
Total ¹	<u>\$ 141,926</u>	<u>\$</u>	<u>151,878</u>	<u>\$</u>	<u>149,680</u>

(1) We had previously disclosed that career events were recorded within Dice. Career events have been reclassified between ClearanceJobs and Dice based on the nature of the event for the years ended December 31, 2024, 2023, and 2022.

Contract Balances

The following table provides information about opening and closing balances of receivables and contract liabilities from contracts with customers as required under Topic 606 (in thousands):

	As of December 31, 2024		As of December 31, 2023		As of December 31, 2022
Receivables	\$ 22,120	\$	22,225	\$	20,494
Short-term contract liabilities (deferred revenue)	44,934		49,463		50,121
Long-term contract liabilities (deferred revenue)	522		508		743

We receive payments from customers based upon contractual billing schedules; accounts receivable is recorded when customers are invoiced per the contractual billing schedules. As the Company's standard payment terms are less than one year, the Company elected the expedient, where applicable. As a result, the Company did not consider the effects of a significant financing component. Contract liabilities include customer billings delivered in advance of performance under the contract, and associated revenue is realized when services are rendered under the contract.

The Company recognized the following revenues as a result of changes in the contract liability balances in the respective periods (in thousands):

	Year Ended December 31, 2024		Year Ended December 31, 2023		Year Ended December 31, 2022
Revenue recognized in the period from:					
Amounts included in the contract liability at the beginning of the period	\$ 49,584	\$	50,141	\$	45,311

The following table includes estimated deferred revenue expected to be recognized in the future related to performance obligations that are unsatisfied or partially unsatisfied at the end of the reporting period (in thousands):

	2025		2026		2027		Total
Tech-focused	\$ 44,934	\$	464	\$	58	\$	45,456

[Credit Losses](#)
The Company is exposed to credit losses through the inability of its customers to make required payments on account receivable. The Company segments accounts receivable based on credit risk characteristics and estimates future losses for each segment based on historical trends and current market conditions, as applicable. Expected losses on accounts receivable are recorded as allowance for doubtful accounts in the consolidated balance sheets and as an expense in the consolidated statements of operations. The portion of accounts receivable that is reflected as deferred revenue in the consolidated balance sheets is not considered at risk for credit losses. If the financial condition of DHI's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required.

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RESTRUCTURING

[Restructuring and Related Activities \[Abstract\]](#)
[RESTRUCTURING](#)

RESTRUCTURING
In May 2023, the Company announced an organizational restructuring intended to streamline its operations, drive business objectives, reduce operating expenses and improve operating margins. The restructuring included a reduction of the Company's then-current workforce by approximately 10%. As a result of the restructuring, the Company recognized charges of \$2.4 million during the year ended December 31, 2023. The charges for the year ended December 31, 2023 consisted of \$1.9 million of employee severance costs and \$0.5 million of stock-based compensation related to the acceleration of restricted stock and performance-based restricted stock units. All severance costs related to the May 2023 restructuring were paid during the year ended December 31, 2023.

In July 2024, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This included a reduction of the Company's then-current workforce by approximately 7%. As a result of the restructuring, the Company recognized a charge of \$1.1 million related to employee severance charges during the year ended December 31, 2024. All severance costs related to the July 2024 restructuring were paid during the year ended December 31, 2024.

During January 2025, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This includes a reduction of the Company's current workforce by approximately 8%. The Company estimates that it will incur a charge of approximately \$2.2 million related to employee severance charges during the first quarter of 2025 in connection with the restructuring. All charges are expected to be recognized in the first quarter of 2025 while the related cash payments are expected to be substantially completed by the third quarter of 2025.

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Leases (Notes)

[Leases \[Abstract\]](#)
[Leases](#)

LEASES
The Company has operating leases for corporate office space and certain equipment. The leases have terms from one year to ten years, some of which include options to renew the lease, and are included in the lease term when it is reasonably certain that the Company will exercise the option. Our recorded lease right-of-use asset and lease liability were each reduced \$2.1 million as of December 31, 2022, which represents a tenant improvement allowance that was consumed in 2023.

The components of lease cost were as follows (in thousands):

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022
Operating lease cost ¹	\$ 1,648	\$ 1,945	\$ 2,103
Sublease income	(50)	(399)	(475)
Total lease cost ²	\$ 1,598	\$ 1,546	\$ 1,628

(1) Includes short-term and variable lease costs, which are immaterial.
(2) Total lease costs is recorded in general and administrative expenses in the consolidated statements of operations.

Supplemental cash flow information related to leases was as follows (in thousands):

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022
Cash paid for amounts included in measurement of lease liabilities:			
Operating cash flows from operating leases	\$ 1,664	\$ 2,309	\$ 2,703
Right-of-use assets obtained in exchange for lease obligations:			
Operating leases	\$ 2,930	\$ —	\$ 1,542

Supplemental balance sheet information related to leases was as follows (in thousands, except lease term and discount rate):

	December 31, 2024	December 31, 2023
Operating lease right-of-use assets (as reported) ¹	\$ 6,518	\$ 4,759
Operating lease liabilities - current (as reported)	1,625	2,006
Operating lease liabilities - non-current (as reported)	8,995	6,543
Total operating lease liabilities	\$ 10,620	\$ 8,549
Weighted Average Remaining Lease Terms (in years)		
Operating leases	7.4 years	6.2 years
Weighted Average Discount Rate		
Operating leases	5.5 %	4.5 %

The Company reviews its right-of-use ("ROU") assets for impairment if indicators of impairment exist. The impairment review process compares the fair value of the ROU asset to its carrying value. If the carrying value exceeds the fair value, an impairment loss is recorded. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022.

As of December 31, 2024, future operating lease payments were as follows (in thousands):

	Operating Leases
2025	\$ 2,206
2026	2,211
2027	1,331
2028	1,276
2029	1,306
Thereafter	4,849
Total lease payments	13,179
Less: imputed interest	(2,559)
Total	\$ 10,620

As of December 31, 2024, the Company has no additional operating or finance leases that have not yet commenced. No leases include options to purchase the leased property. Our lease agreements do not contain any material residual value guarantees or material restrictive covenants. We do not have any lease agreements with related parties.

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[Investments, Equity Method and Joint Ventures](#)
[Equity Method Investments and Joint Ventures \[Abstract\]](#)
[Investment](#)

INVESTMENTS
eFinancialCareers

During the third quarter of 2023, the Company sold a portion of its ownership in eFinancialCareers ("eFC") reducing its total interest in eFC from 40% to 10%. As a result of the sale, the Company received cash of \$4.9 million and recognized a \$0.6 million gain, which included a \$0.2 million charge related to accumulated foreign currency loss that was previously a reduction to equity. The Company's investment in eFC was recorded at \$1.8 million and \$1.9 million as of December 31, 2024 and 2023, respectively.

eFC is a financial services careers website, operating websites in multiple markets in four languages mainly across the United Kingdom, Continental Europe, Asia, the Middle East and North America. Professionals from across many sectors of the financial services industry, including asset management, risk management, investment banking, and information technology, use eFC to advance their careers. The Company has evaluated its common share interest in the eFC business and has determined the investment meets the definition and criteria of a variable interest entity ("VIE"). The Company evaluated the VIE and determined that the Company does not have a controlling financial interest in the VIE, as the Company does not have the power to direct the activities of the VIE that most significantly impact the VIE's economic performance. The common share interest is being accounted for under the equity method of accounting as the Company has the ability to exercise significant influence over eFC. The investment was recorded at its fair value on June 30, 2021, the date of transfer, which was \$3.6 million. The Company's equity in the net assets of eFC as of June 30, 2021 was \$2.2 million. The difference between the Company's recorded value and its equity in net assets of eFC was reduced during the third quarter of 2023, as described above, as the Company reduced its ownership in eFC. The remaining basis difference at the time of sale was \$0.3 million and is being amortized against the recorded value of the investment in accordance with ASC 323 Investments - Equity Method and Joint Ventures. Amortization expense during the years ended December 31, 2024, 2023 and 2022 was not significant. The recorded value is further adjusted based on the Company's proportionate share of eFC's net income and is recorded three months in arrears. During the years ended December 31, 2024, 2023 and 2022, the Company recorded \$0.2 million, \$0.5 million and \$1.6 million, respectively, of income related to its proportionate share of eFC's net income, net of currency translation adjustments and amortization of the basis difference.

Rigzone

Rigzone is a website dedicated to delivering online content, data, and career services in the oil and gas industry in North America, Europe, the Middle East, and Asia Pacific. Oil and gas companies, as well as companies that serve the energy industry, use Rigzone to find talent for roles such as petroleum engineers, sales professionals with energy industry expertise and skilled tradesmen. On August 31, 2018, the Company transferred a majority ownership and control of the Rigzone business to Rigzone management, while retaining a 40% common share interest, with zero proceeds received from the transfer. During the second quarter of 2022, the Company sold its 40% interest in Rigzone to Rigzone management for \$0.3 million. At the time of the sale, the recorded value of the investment was zero. Accordingly, the Company recorded a \$0.3 million gain on sale, which was included in gain on investments on the consolidated statements of operations.

During the fourth quarter of 2022, the Company entered into a legal settlement with a former employee of Rigzone and received \$2.1 million, net of certain legal costs and subject to other agreements. The

settlement is recorded as proceeds from settlement in the consolidated statements of operations for the year ended December 31, 2022.

Other

During 2021, the Company invested \$3.0 million through a subordinated convertible promissory note (the "Note") with a values-based career destination company that allows the next generation workforce to search for jobs at companies whose people, perks and values align with their unique professional needs. The investment was recorded as a trading security at fair value and was recorded at \$3.0 million as of December 31, 2021.

In the third quarter of 2022, the Note was converted into preferred shares representing 4.9% of the outstanding equity in the underlying business, on a fully diluted basis. The Company's preferred shares are substantially similar to shares purchased by a third party investor that resulted in such investor becoming the majority owner of the business. Therefore the Company's shares in the business were recorded at fair value based on the price per share realized in the conversion. The value of the Company's investment was \$0.7 million as of December 31, 2022 and was recorded as an investment in the consolidated balance sheet. Accordingly, the Company recognized an impairment loss during the year ended December 31, 2022 of \$2.3 million.

During the third quarter of 2023, the investment's financial position deteriorated. To meet its financial obligations, the investment issued convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to \$0.4 million and accordingly, recognized an impairment loss of \$0.3 million during the third quarter of 2023.

During the first quarter of 2024, the investment's financial position further deteriorated. To meet its financial obligations, the investment issued additional convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to zero and accordingly, recognized an impairment loss of \$0.4 million during the first quarter of 2024. The Company's ownership of the investment, on a fully diluted basis, as of December 31, 2024 is less than 0.10%.
At December 31, 2024, the Company held preferred stock representing a 7.3% interest in the fully diluted shares of a tech skills assessment company. The investment is recorded at zero as of December 31, 2024, 2023 and 2022. The Company recorded no gain or loss related to the investment during the years ended December 31, 2024, 2023, and 2022.

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FIXED ASSETS
(Notes)
[Property, Plant and Equipment \[Line Items\]](#)
[Property, Plant and Equipment Disclosure \[Text Block\]](#)

12 Months Ended Dec. 31, 2024			
FIXED ASSETS, NET			
Fixed assets, net consist of the following as of December 31, 2024 and 2023 (in thousands):			
	2024		2023
Computer equipment and software	\$ 3,691	\$	3,921
Furniture and fixtures	776		686
Leasehold improvements	3,992		3,961
Capitalized development costs	60,608		63,931
	69,067		72,499
Less: Accumulated depreciation and amortization	(48,677)		(47,227)
Fixed assets, net	\$ 20,390	\$	25,272

During the years ended December 31, 2024, 2023, and 2022, depreciation expense was \$18.0 million, \$16.9 million, and \$17.5 million, respectively.

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**ACQUIRED
INTANGIBLE
ASSETS, NET**
**[Intangible Assets, Net
\(Excluding Goodwill\)](#)**
[\[Abstract\]](#)
**[Acquired Intangible
Assets, Net](#)**

12 Months Ended Dec. 31, 2024			
ACQUIRED INTANGIBLE ASSET, NET			
As of December 31, 2024 and 2023, the Company had an indefinite-lived acquired intangible asset of \$23.8 million related to the Dice trademarks and brand name. Considering the recognition of the Dice brand, its long history, awareness in the talent acquisition and staffing services market, and the intended use, the remaining useful life of the Dice trademarks and brand name was determined to be indefinite. We determine whether the carrying value of recorded indefinite-lived acquired intangible asset is impaired on an annual basis or more frequently if indicators of potential impairment exist. The annual impairment test for the Dice trademarks and brand name is performed on October 1 of each year. The impairment review process compares the fair value of the indefinite-lived acquired intangible asset to its carrying value. If the carrying value exceeds the fair value, an impairment loss is recorded.			

The impairment test performed as of October 1, 2024 resulted in the fair value of the Dice trademarks and brand name exceeding the carrying value by 4%. The Company's operating results attributable to the Dice trademarks and brand name for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the Dice trademarks and brand name is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022.

The Company's ability to achieve the projections used in the October 1, 2024 analysis may be impacted by, among other things, competition in the technology recruiting market, challenges in developing and introducing new products and product enhancements to the market and the Company's ability to attribute value delivered to customers. If future cash flows that are attributable to the Dice trademarks and brand name are not achieved, the Company could realize an impairment in a future period. In the October 1, 2024 analysis, the Company utilized a relief from royalty rate method to value the Dice trademarks and brand name using a royalty rate of 4.0%, which is based on comparable industry licensing agreements and the profitability attributable to the Dice trademarks and brand name, and a discount rate of 16.6%.
The determination of whether or not the indefinite-lived acquired intangible asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the indefinite-lived acquired intangible asset. Fair values are determined using a profit allocation methodology which estimates the value of the trademark and brand name by capitalizing the profits saved because the company owns the asset. We consider factors such as historical performance, anticipated market conditions, revenues, operating expense trends and capital expenditure requirements. Changes in our strategy and/or changes in market conditions could significantly impact these judgments and require adjustments to recorded amounts of the intangible asset. If projections are not achieved, the Company could realize an impairment in the foreseeable future.

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GOODWILL (Notes)
**[Goodwill and
Intangible Assets
Disclosure \[Abstract\]](#)**
[GOODWILL](#)

12 Months Ended Dec. 31, 2024			
GOODWILL			
As of December 31, 2024, the Company has goodwill of \$128.1 million, which was all allocated to the Tech-focused reporting unit. There were no changes to goodwill during the years ended December 31, 2024, 2023, and 2022.			
We determine whether the carrying value of recorded goodwill is impaired on an annual basis or more frequently if indicators of potential impairment exist. In testing goodwill for impairment, a qualitative assessment can be performed and if it is determined that the fair value of the reporting unit is more likely than not less than the carrying amount, the impairment review process compares the fair value of the reporting unit in which the goodwill resides to the carrying value of that reporting unit. If the fair value of the reporting unit is less than its carrying amount, an impairment charge is recorded for the amount the carrying value exceeds the fair value. Our annual impairment test for goodwill is performed on October 1 of each year.			
The annual impairment test for the Tech-focused reporting unit performed as of October 1, 2024 resulted in the fair value of the reporting unit being substantially in excess of the carrying value. Results for the Tech-focused reporting unit for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the reporting unit is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022.			
The discount rate applied for the Tech-focused reporting unit in the October 1, 2024 analysis was 15.6%. An increase to the discount rate applied or reductions to future projected operating results could result in future impairment of the Tech-focused reporting unit's goodwill. It is reasonably possible that changes in judgments, assumptions and estimates the Company made in assessing the fair value of the Tech-focused reporting unit could cause the Company to consider some portion or all of the goodwill of the Tech-focused reporting unit to become impaired. In addition, a future decline in the overall market conditions, political instability, and/or changes in the Company's market share could negatively impact the estimated future cash flows and discount rates used to determine the fair value of the reporting unit and could result in an impairment charge in the foreseeable future.			
The determination of whether or not goodwill has become impaired is judgmental in nature and requires the use of estimates and key assumptions, particularly assumed discount rates and projections of future operating results, such as forecasted revenues and earnings before interest, taxes, depreciation and amortization margins and capital expenditure requirements. Fair values are determined by using a combination of a discounted cash flow methodology and a market comparable method. The discounted cash flow methodology is based on projections of the amounts and timing of future revenues and cash flows, assumed discount rates and other assumptions as deemed appropriate. We consider factors such as historical performance, anticipated market conditions, operating expense trends and capital expenditure requirements. Additionally, the discounted cash flows analysis takes into consideration cash expenditures for product development, other technological updates and advancements on our websites and investments to improve our candidate databases. The market comparable method indicates the fair value of a business by comparing it to publicly traded companies in similar lines of business or to comparable transactions or assets. Considerations for factors such as size, growth, profitability, risk and return on investment are analyzed and compared to the comparable businesses and adjustments are made. A market value of invested capital of the publicly traded companies is calculated and then applied to the entity's operating results to arrive at an estimate of value. Changes in our strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill.			

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INDEBTEDNESS
**[Debt Disclosure
\[Abstract\]](#)**
[Indebtedness](#)

12 Months Ended Dec. 31, 2024			
INDEBTEDNESS			
Credit Agreement —In June 2022, the Company, together with Dice Inc. (a wholly-owned subsidiary of the Company) and its wholly-owned subsidiary, Dice Career Solutions, Inc. (collectively, the "Borrowers"), entered into a Third Amended and Restated Credit Agreement (the "Credit Agreement"), which matures in June 2027. The Credit Agreement provides for a revolving loan facility of \$100 million, with an expansion option of \$50 million, bringing the total facility to \$150 million, as permitted under the terms of the Credit Agreement.			
Borrowings under the Credit Agreement denominated in U.S. dollars bear interest, payable at least quarterly, at the Company's option, at the Secured Overnight Financing Rate ("SOFR") or a base rate plus a margin. Borrowings under the credit agreement denominated in pounds sterling, if any, bear interest at the Sterling Overnight Index Average ("SONIA") rate plus a margin. The margin ranges from 2.00% to 2.75% on SOFR and SONIA loans and 1.00% to 1.75% on base rate loans, determined by the Company's most recent consolidated leverage ratio, plus an additional spread of 0.10%. The Company incurs a commitment fee ranging from 0.35% to 0.50% on any unused capacity under the revolving loan facility, determined by the Company's most recent consolidated leverage ratio. All borrowings as of December 31, 2024 and 2023 were in U.S. dollars. The facility may be prepaid at any time without penalty.			
The Credit Agreement contains various affirmative and negative covenants and also contains certain financial covenants, including a consolidated leverage ratio and a consolidated interest coverage ratio. Borrowings are allowed under the Credit Agreement to the extent the consolidated leverage ratio is equal to or less than 2.50 to 1.00, subject to the terms of the Credit Agreement. Negative covenants include restrictions on incurring certain liens; making certain payments, such as stock repurchases and dividend payments; making certain investments; making certain acquisitions; making certain dispositions; and incurring additional indebtedness. Restricted payments are allowed under the Credit Agreement to the extent the consolidated leverage ratio, calculated on a pro forma basis, is equal to or less than 2.00 to 1.00, plus an additional \$7.5 million of restricted payments each fiscal year, as described in the Credit Agreement. The Credit Agreement also provides that the payment of obligations may be accelerated upon the occurrence of events of default, including, but not limited to, non-payment, change of control, or insolvency. As of December 31, 2024, the Company was in compliance with all of the financial covenants under the Credit Agreement.			

The obligations under the Credit Agreement are guaranteed by one of the Company’s wholly-owned subsidiaries and secured by substantially all of the assets of the Borrowers and the guarantors.

The amounts borrowed as of December 31, 2024 and 2023 are as follows (dollars in thousands):

	December 31, 2024	December 31, 2023
Long-term debt under revolving credit facility ⁽¹⁾	\$ 32,000	\$ 38,000
Available to be borrowed under revolving facility ⁽²⁾	\$ 56,000	\$ 62,000
Interest rate and margin:		
Interest margin ⁽³⁾	2.10 %	2.35 %
Actual interest rates ⁽⁴⁾	6.46 %	7.71 %
Commitment Fee	0.35 %	0.40 %

(1) In connection with the Credit Agreement, the Company had deferred financing costs of \$0.7 million and accumulated amortization of \$0.4 million recorded in other assets on the condensed consolidated balance sheets.

(2) The amount available to be borrowed is subject to certain limitations, such as a consolidated leverage ratio which generally limits borrowings to 2.5 times annual Adjusted EBITDA, as defined in the Credit Agreement.

(3) Computed as the weighted average interest margin on all borrowings, including an additional spread of 0.10%.

(4) Computed as the weighted average interest rate on all borrowings.

There are no scheduled principal payments until maturity of the Credit Agreement in June 2027.

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COMMITMENTS AND CONTINGENCIES

[Commitments and Contingencies Disclosure \[Abstract\]](#)

[Commitments and Contingencies](#)

12 Months Ended
Dec. 31, 2024

COMMITMENTS AND CONTINGENCIES

Litigation

The Company is subject to various claims from taxing authorities, lawsuits and other complaints arising in the ordinary course of business. The Company records provisions for losses when claims become probable and the amounts are reasonably estimable. Although the outcome of these legal matters cannot be determined, it is the opinion of management that the final resolution of these matters will not have a material adverse effect on the Company’s financial condition, operations or liquidity.

Tax Contingencies

The Company operates in a number of tax jurisdictions and is routinely subject to examinations by various tax authorities with respect to both income and indirect taxes. The determination of the Company’s provision for taxes requires judgment and estimation. The Company has reserved for potential examination adjustments to our provision for income taxes and accrual of indirect taxes in amounts which the Company believes are reasonable.

~~XML 37 R21.htm IDEA: XBRL DOCUMENT~~

EQUITY TRANSACTIONS (Notes)

[Equity, Class of Treasury Stock \[Line Items\]](#)

[Stockholders' Equity Note Disclosure \[Text Block\]](#)

12 Months Ended
Dec. 31, 2024

EQUITY TRANSACTIONS

Stock Repurchase Plans—The Company’s Board of Directors (“Board”) approved a stock repurchase program that permits the Company to repurchase its common stock. Management has discretion in determining the conditions under which shares may be purchased from time to time.

The following table summarizes the stock repurchase plans approved by the Board of Directors:

	Feb 2023 to Feb 2024 ⁽¹⁾	Feb 2022 to Feb 2023 ⁽²⁾	Feb 2021 to Jun 2022 ⁽³⁾
Approval Date	February 2023	February 2022	February 2021
Authorized Repurchase Amount of Common Stock	\$10 million	\$15 million	\$20 million
(1) During February 2024, the stock repurchase program approved in February 2023 expired with a total of 1.4 million shares purchased for \$5.2 million.			
(2) During February 2023, the stock repurchase program approved in February 2022 expired with a total of 2.6 million shares purchased for \$14.7 million.			
(3) During the second quarter of 2021, the Company amended its \$8.0 million stock repurchase program approved in February 2021 and allowed for the purchase of an additional \$12.0 million of our common stock through June 2022, bringing total authorized purchases under the plan to \$20.0 million. During the first quarter of 2022, the Company completed its purchases under the plan, which consisted of approximately 4.4 million shares for \$20.0 million, effectively ending the plan prior to its original expiration date.			

As of December 31, 2024 the Company has no stock repurchase programs and all previously approved stock repurchase programs have expired in accordance with their terms.

In January 2025, the Company announced that its Board of Directors approved a stock repurchase program pursuant to which the Company may repurchase up to \$5 million of its common stock through February 2026.

Purchases of the Company’s common stock pursuant to the Stock Repurchase Plans were as follows:

	Year Ended December 31,		
	2024	2023	2022
Shares repurchased ⁽¹⁾	—	1,661,278	3,287,096
Average purchase price per share ⁽²⁾	\$ —	\$ 4.17	\$ 5.66
Dollar value of shares repurchased (in thousands) ⁽³⁾	\$ —	\$ 6,928	\$ 18,596

(1) No shares of our common stock were purchased other than through a publicly announced plan or program.

(2) Average price paid per share includes costs associated with the repurchases.

(3) The value of shares repurchased as of December 31, 2023 and 2022 includes \$33,331 and \$65,990 respectively, of costs associated with the repurchase.

There were 19,220 unsettled shares as of December 31, 2022. No shares were unsettled as of December 31, 2024 and 2023.

Stock Repurchases Pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated—Under the 2022 Omnibus Equity Award Plan, as Amended and Restated as further described in Note 15 to the consolidated financial statements, the Company repurchases its common stock withheld for income tax from the vesting of employee restricted stock or (“PSUs”). The Company remits the value, which is based on the closing share price on the vesting date of the common stock withheld to the appropriate tax authority on behalf of the employee and the related shares become treasury stock. Purchases of the Company’s common stock pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated were as follows:

	Year Ended December 31,		
	2024	2023	2022
Shares repurchased upon restricted stock/PSU vesting	774,725	1,152,993	948,582
Average purchase price per share	\$ 2.42	\$ 5.41	\$ 5.43
Dollar value of shares repurchased upon restricted stock/PSU vesting (in thousands)	\$ 1,874	\$ 6,237	\$ 5,155

Section 382 Rights Plan—On January 28, 2025, the Company adopted a shareholder rights plan designed to protect stockholder value by preserving the availability of the Company’s net capital loss carryforwards (“Carryforwards”) and other tax attributes under the Internal Revenue Code of 1986, as amended (the “Code”) (such plan, the “Section 382 Rights Plan”). The Section 382 Rights Plan aims to preserve the Company’s Carryforwards by creating a disincentive for any stockholder to accumulate beneficial ownership of 4.99% or more of the Company’s outstanding common stock, or to further accumulate the Company’s common stock if the stockholder’s beneficial ownership already exceeds 4.99% in each case without the approval of the Company’s Board of Directors.

Convertible Preferred Stock—As of December 31, 2024 the Company had 20 million shares of convertible preferred stock authorized, with a \$0.01 par value. No shares have been issued and outstanding since prior to our initial public offering in 2007. The rights, preferences, privileges and restrictions granted to and imposed on the convertible preferred stock are as set forth below. The Company currently has no preferred stock outstanding. The Company’s amended and restated certificate of incorporation permits the terms of any preferred stock to be determined at the time of issuance. Simultaneously with the adoption of the Section 382 Rights Plan, the authorized but unissued convertible preferred stock, par value \$0.01 have been cancelled.

Dividend provisions

The preferred stockholders would be entitled to dividends only when dividends are paid to common shareholders. In the event of a dividend, the holders of the preferred shares would be entitled to share in the dividend on a pro rata basis, as if their shares had been converted into shares of common stock.

Conversion rights

Any holder of preferred stock has the right, at its option, to convert the preferred shares into shares of common stock at a ratio of one preferred stock share for one common stock share. The holders of 66 2/3% of all outstanding preferred stock have the right at any time to require all the outstanding shares of preferred stock to be converted into an equal number of shares of common stock. Voting rights include the right to vote at a special or annual meeting of stockholders on all matters entitled to be voted on by holders of common stock, voting together as a single class with the common stock. There are no redemption rights associated with the preferred stock.

Liquidation rights

Upon the occurrence of liquidation, the holders of the preferred shares shall be paid in cash for each share of preferred stock held, out of, but only to the extent of, the assets of the Company legally available for distribution to its stockholders, before any payment or distribution is made to any shareholders of common stock. The liquidation value is \$2.17 per share, subject to adjustments for stock splits, stock dividends, combinations, or other recapitalizations of the preferred stock.

Preferred Stock Purchase Rights—Pursuant to the Section 382 Rights Plan, the Company has authorized and declared a dividend distribution of one right (“Right”) for each outstanding share of Common Stock to stockholders of record as of the close of business on February 7, 2025 (“Record Date”). Each Right entitles the registered holder to purchase from the Company one one-thousandth of a share of Series 1 Participating Preferred Stock, par value \$0.01 per share (the “Series 1 Preferred Stock”), of the Company at an exercise price of \$17.00 (the “Exercise Price”), subject to adjustment. Each share of Series 1 Preferred Stock will not be redeemable; will be entitled to a quarterly dividend equal to the higher of \$1 or 1000 times the dividends paid on each share of Common Stock; will be entitled upon a liquidation, dissolution or winding up of the Company to the higher of \$1 or 1000 times the per share amount distributed to Common Stock in such transaction; will have 1000 times the voting power per share of Common Stock and generally vote together with the Common Stock; and will be entitled to receive in a merger, consolidation or similar transaction of the Company 1000 times the per share consideration payable to Common Stock in such transaction.

Dividends—No dividends were declared during the years ended December 31, 2024, 2023 or 2022. Our Credit Agreement limits our ability to declare and pay dividends. See Note 11 for additional disclosures.

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COMPREHENSIVE INCOME (Notes)

12 Months Ended
Dec. 31, 2024

Accumulated Other Comprehensive Income (Loss) [Line Items]
Comprehensive Income (Loss) Note [Text Block]

ACCUMULATED OTHER COMPREHENSIVE LOSS
FASB ASC topic on Comprehensive Income establishes standards for the reporting and display of comprehensive income and its components in a full set of general-purpose financial statements. This statement requires that all items that are required to be recognized as components of comprehensive income be reported in a financial statement with the same prominence as other financial statements. The Company had no amounts reclassified out of accumulated other comprehensive income for the years ended December 31, 2024 and 2022. During the year ended December 31, 2023, the Company had \$0.2 million of currency translation adjustments reclassified to the statements of operations related to selling a portion of its eFC ownership. The foreign currency translation adjustments impact comprehensive income. Accumulated other comprehensive income (loss), net consists of the following components, net of tax (in thousands):

Table with 4 columns: Description, 2024, 2023, 2022. Rows include Foreign currency translation: Balance at beginning of year, Foreign currency translation adjustment, Cumulative translation adjustments reclassified to the statements of operations, and Balance at end of year.

XML 39 R23.htm IDEA: XBRL DOCUMENT

STOCK BASED COMPENSATION
Share-Based Payment Arrangement [Abstract]
Shareholders' Equity and Share-based Payments

12 Months Ended Dec. 31, 2024

STOCK BASED COMPENSATION
On July 13, 2022, the stockholders of the Company approved the DHI Group, Inc. 2022 Omnibus Equity Award Plan, which had been previously approved by the Company's Board of Directors on May 13, 2022 (the "2022 Omnibus Equity Award Plan"). The 2022 Omnibus Equity Award Plan generally mirrors the terms of the Company's prior omnibus equity award plan, which expired in accordance with its terms on April 20, 2022 (the "2012 Omnibus Equity Award Plan"). On April 26, 2023, the stockholders of the Company approved the DHI Group, Inc. 2022 Omnibus Equity Award Plan, as Amended and Restated, which had been previously approved by the Company's Board of Directors on March 16, 2023 (the "2022 Omnibus Equity Award Plan, as Amended and Restated"). The 2022 Omnibus Equity Award Plan was amended and restated to, among other things, increase the number of shares of common stock authorized for issuance as equity awards under the plan by 2.9 million shares. The Company has previously granted restricted stock and PSUs to certain employees and directors pursuant to the 2012 Omnibus Equity Award Plan and continues to grant restricted stock and PSUs to certain employees and directors pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated. The Company also offers an Employee Stock Purchase Plan.
The Company recorded stock based compensation expense of \$8.1 million, \$9.9 million, and \$9.5 million during the years ended December 31, 2024, 2023, and 2022, respectively. At December 31, 2024, there was \$7.2 million of unrecognized compensation expense related to unvested awards, which is expected to be recognized over a weighted-average period of approximately 0.9 years.

Restricted Stock—Restricted stock is granted to employees of the Company and its subsidiaries, and to non-employee members of the Company’s Board. These shares are part of the compensation plan for services provided by the employees or Board members. The closing price of the Company’s stock on the date of grant is used to determine the fair value of the grants. The expense related to the restricted stock grants is recorded over the vesting period as described below. There was no cash flow impact resulting from the grants.

The restricted stock vests in various increments on the anniversaries of each grant, subject to the recipient’s continued employment or service through each applicable vesting date. Vesting occurs over one year for Board members and over two to four years for employees.
A summary of the status of restricted stock awards as of December 31, 2024, 2023, and 2022 and the changes during the periods then ended is presented below:

Table with 6 columns: Description, 2024 Shares, 2024 Weighted-Average Fair Value at Grant Date, 2023 Shares, 2023 Weighted-Average Fair Value at Grant Date, 2022 Shares, 2022 Weighted-Average Fair Value at Grant Date. Rows include Non-vested at beginning of the period, Granted, Forfeited, Vested, Non-vested at end of period, and Expected to vest.

PSUs—PSUs are granted to employees of the Company and its subsidiaries. The fair value of the PSUs are measured at the grant date fair value of the award, which was determined based on an analysis of the probable performance outcomes. The performance period is over one year and is based on the achievement of bookings targets during the year of grant, as defined in the agreement. The earned shares will then vest over a three year period, one-third on each of the first, second, and third anniversaries of the grant date, or if later, the date the Compensation Committee certifies the performance results with respect to the performance period.

There were no cash flow impacts resulting from the grants.

A summary of the status of PSUs as of December 31, 2024, 2023, and 2022 and the changes during the periods then ended, is presented below:

Table with 6 columns: Description, 2024 Shares, 2024 Weighted-Average Fair Value at Grant Date, 2023 Shares, 2023 Weighted-Average Fair Value at Grant Date, 2022 Shares, 2022 Weighted-Average Fair Value at Grant Date. Rows include Non-vested at beginning of the period, Granted(1), Forfeited(2), Vested, Non-vested at end of period, and Expected to vest.

(1) PSUs granted includes 587,587 additional PSUs granted in the first quarter of 2023 related to the bookings achievement for the performance period ended December 31, 2022 and 853,332 additional PSUs granted in the first quarter of 2022 related to the bookings achievement for the performance period ended December 31, 2021.
(2) PSUs forfeited includes 230,291 PSUs forfeited in the first quarter of 2024 related to the bookings achievement for the performance period ended December 31, 2023.

Employee Stock Purchase Plan—The Company has an Employee Stock Purchase Plan ("ESPP"), which provides eligible employees the opportunity to purchase shares of the Company's common stock through payroll deductions during six-month offering periods. The purchase price per share of common stock is 85% of the lower of the closing stock price on the first or last trading day of each offering period. The offering periods are January 1 to June 30 and July 1 to December 31. The maximum number of shares of common stock available for purchase under the ESPP is 500,000, subject to adjustment as provided under the ESPP. Individual employee purchases are limited to \$25,000 per calendar year, based on the fair market value of the shares on the purchase date. The first offering period commenced January 1, 2022. During the years ended December 31, 2024, 2023, and 2022, 155,843, 114,002 and 67,905 shares, respectively, were issued under the plan. The annual compensation expense under the plan was less than \$0.1 million during each of the years.

XML 40 R24.htm IDEA: XBRL DOCUMENT

INCOME TAXES (Notes)
Income Tax Disclosure [Abstract]
Income Tax Disclosure

12 Months Ended Dec. 31, 2024

INCOME TAXES
Deferred tax assets (liabilities) included in the balance sheet as of December 31, 2024 and 2023 are as follows (in thousands):

Table with 3 columns: Description, 2024, 2023. Rows include Deferred tax assets: Capital loss carryforward, Allowance for doubtful accounts, Depreciation of fixed assets, Provision for accrued expenses and other, net, Investments, Stock-based compensation, Operating lease liabilities, Tax credit carryforward, Less valuation allowance, Deferred tax asset, net of valuation allowance, Deferred tax liabilities: Acquired intangibles, Capitalized contract costs, Operating lease assets, Deferred tax liability, and Net deferred tax liability.

The Company had deferred tax assets of \$22.8 million and \$23.0 million, respectively, at December 31, 2024 and 2023 related to capital loss carryforwards and \$0.3 million at December 31, 2024 and 2023 related to tax credit carryforwards. The capital losses expire in 2024 through 2028, and the tax credits expire in 2025 through 2032. The Company has recorded valuation allowances of \$23.8 million and \$23.9 million, respectively, at December 31, 2024 and 2023 in order to measure only the portion of the deferred tax assets which are more likely than not to be realized.

Tax expense (benefit) for the years ended December 31, 2024, 2023 and 2022 is as follows (in thousands):

	2024	2023	2022
Current income tax expense:			
Federal	\$ 3,213	\$ 2,631	\$ 2,478
State	329	801	743
Current income tax expense	3,542	3,432	3,221
Deferred income tax expense (benefit):			
Federal	(972)	(2,648)	(3,173)
State	127	(653)	(627)
Deferred income tax expense (benefit)	(845)	(3,301)	(3,800)
Income tax expense (benefit)	\$ 2,697	\$ 131	\$ (579)

A reconciliation between tax expense at the federal statutory rate and the reported income tax expense (benefit) is summarized as follows:

	Year Ended December 31,		
	2024	2023	2022
Federal statutory rate	\$ 620	\$ 760	\$ 755
Loss on sale of investments	—	(22,881)	—
Expiration of capital loss carryforward	113	4,680	—
Stock-based compensation	1,982	(399)	(1,130)
State tax expense, net of federal effect	419	80	139
Change in accrual for unrecognized tax benefits	28	263	(16)
Executive compensation	308	1,214	266
Research and development tax credits	(684)	(1,651)	(763)
Income from equity method investment	(47)	(105)	(335)
Change in valuation allowance	(78)	18,158	555
Other	36	12	(50)
Income tax expense (benefit)	\$ 2,697	\$ 131	\$ (579)
Effective tax rate	91.4 %	3.6 %	(16.1)%

An uncertain tax position represents the Company's expected treatment of a tax position taken in a filed tax return, or planned to be taken in a tax return not yet filed, that has not been reflected in measuring income tax expense for financial reporting purposes. At December 31, 2024 and 2023, the Company's accrual for unrecognized tax benefits consists of the following:

	2024	2023
Unrecognized tax benefits	\$ 980	\$ 979
Estimated accrued interest and penalties	80	53
Accrual for unrecognized tax benefits, as recorded	\$ 1,060	\$ 1,032

During the years ended December 31, 2024, 2023, and 2022, interest expense (income) and penalties recorded in the consolidated statements of operations were \$0.03 million, \$0.02 million, and \$(0.02) million, respectively. Following is a reconciliation of the amounts of unrecognized tax benefits, net of tax and excluding interest and penalties, for the years ended December 31, 2024, 2023, and 2022 (in thousands):

	2024	2023	2022
Unrecognized tax benefits—beginning of period	\$ 979	\$ 734	\$ 730
Increases in tax positions related to current year	204	282	194
Increases (decreases) in tax positions related to prior year	(33)	131	—
Lapse of statute of limitations	(170)	(168)	(190)
Unrecognized tax benefits—end of period	\$ 980	\$ 979	\$ 734

The foregoing table indicates unrecognized tax benefits, net of tax and excluding interest and penalties. The balance of gross unrecognized benefits was \$1.0 million, \$1.0 million, and \$0.8 million at December 31, 2024, 2023, and 2022, respectively. If the unrecognized tax benefits at December 31, 2024, 2023, and 2022 were recognized in full, tax benefits of \$1.0 million, \$1.0 million, and \$0.8 million, respectively, would affect the effective tax rate. The Company has filed income tax returns in the U.S. and various states. The Company is generally no longer subject to examinations by U.S. federal tax authorities for tax years prior to 2021, or by U.S. state authorities for tax years prior to 2020. The Company believes it is reasonably possible that as much as \$0.2 million of its unrecognized tax benefits may be recognized by the end of 2025 as a result of a lapse of the statute of limitations.

~~[XML 41 R25.htm IDEA](#)~~ ~~[XBRL DOCUMENT](#)~~

EMPLOYEE SAVINGS
PLAN (Notes)

[Retirement Benefits](#)
[\[Abstract\]](#)

[Pension and Other](#)
[Postretirement Benefits](#)
[Disclosure \[Text Block\]](#)

~~[XML 42 R26.htm IDEA](#)~~ ~~[XBRL DOCUMENT](#)~~

SEGMENT
INFORMATION

[Segment Reporting](#)
[\[Abstract\]](#)

[Segment Information](#)

EMPLOYEE SAVINGS PLAN

The Company has a savings plan (the “Savings Plan”) that qualifies as a deferred salary arrangement under Section 401(k) of the Code. Under the Savings Plan, participating employees may defer a portion of their pretax earnings, up to the Internal Revenue Service annual contribution limit. The Company contributed \$2.2 million, \$2.4 million, and \$2.1 million for the years ended December 31, 2024, 2023 and 2022, respectively, to match employee contributions to the Savings Plan.

12 Months Ended
Dec. 31, 2024

12 Months Ended
Dec. 31, 2024

SEGMENT INFORMATION

The Company’s CODM is the Company’s Chief Executive Officer, Art Zeile. The CODM uses net income, as reported on our consolidated statements of operations, in evaluating performance of the Tech-focused segment in determining how to allocate resources of the Company as a whole, including investing in our product development, sales and marketing campaigns, employee compensation, and stockholder programs.

The Company allocates resources and assesses financial performance on a consolidated basis, as all services pertain to the Company's Tech-focused strategy. As a result, the Company has a single operating and reportable segment, Tech-focused includes the ClearanceJobs and Dice brands, as well as corporate related costs. All operations are in the United States and the Company does not have revenues and long-lived assets, which includes fixed assets and lease right of use assets, outside of the United States. The accounting policies of the Tech-focused segment are the same as those described in Note 2 of the notes to the consolidated financial statements.

The Company has concluded that on the basis of the principles in ASC 280, the expenses below require disclosure under the significant expense principle. The CODM does not review assets in evaluating results of the Tech-focused segment, and therefore, such information is not provided.

The following table provides the operating financial results of our Tech-focused segment (in thousands):

	For the year ended December 31,		
	2024	2023	2022
Revenues	\$ 141,926	\$ 151,878	\$ 149,680
Less:			
Adjusted cost of revenues ⁽¹⁾	20,163	19,787	17,602
Adjusted product development ⁽¹⁾	18,837	17,777	17,674
Adjusted sales ⁽¹⁾	27,371	36,161	35,166
Adjusted marketing ⁽¹⁾	19,825	20,984	24,197
Adjusted general and administrative ⁽¹⁾	20,417	20,913	24,091
Depreciation	17,972	16,915	17,487
Restructuring	1,111	2,417	—
Other segment expenses ⁽¹⁾⁽²⁾	10,305	10,322	9,883
Income from equity method investment	(225)	(502)	(1,597)
Interest expense	3,200	3,482	1,580
Income tax expense (benefit)	2,697	131	(579)
Net income	\$ 253	\$ 3,491	\$ 4,176

(1) Excludes certain severance, professional fees and related costs, and stock based compensation expense. These costs are included in Other segment expenses.

(2) Other segment expenses included in net income primarily includes proceeds from settlements, gain on investment, impairment of investment, stock based compensation, and certain severance, professional fees and related costs.

~~[XML 43 R27.htm IDEA](#)~~ ~~[XBRL DOCUMENT](#)~~

EARNINGS PER
SHARE

[Earnings Per Share](#)
[\[Abstract\]](#)

[Earnings Per Share](#)

EARNINGS PER SHARE

Basic earnings per share is computed based on the weighted-average number of shares of common stock outstanding. Diluted earnings per share is computed based on the weighted-average number of shares of common stock outstanding plus common stock equivalents, where dilutive. The following is a calculation of basic and diluted earnings per share and weighted-average shares outstanding (in thousands, except per share amounts):

12 Months Ended
Dec. 31, 2024

	2024	2023	2022
Net Income	\$ 253	\$ 3,491	\$ 4,176
Weighted-average shares outstanding—basic	44,648	43,571	44,274
Add shares issuable from stock-based awards	442	925	2,259
Weighted-average shares outstanding—diluted	\$ 45,090	\$ 44,496	\$ 46,533
Basic earnings per share	\$ 0.01	\$ 0.08	\$ 0.09
Diluted earnings per share	\$ 0.01	\$ 0.08	\$ 0.09
Dilutive shares issuable from unvested equity awards	442	925	2,259
Anti-dilutive shares issuable from unvested equity awards ⁽¹⁾	3,386	2,009	137
(1) Represents outstanding stock-based awards that were anti-dilutive and excluded from the calculation of diluted earnings per share.			

[XML 44 R28.htm IDEA: XBRL DOCUMENT](#)

CONSOLIDATED VALUATION AND QUALIFYING ACCOUNTS (Notes)
[SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure \[Line Items\]](#)
[SEC Schedule, 12-09, Schedule of Valuation and Qualifying Accounts Disclosure \[Text Block\]](#)

12 Months Ended

Dec. 31, 2024

SCHEDULE II

DHI GROUP, INC.
CONSOLIDATED VALUATION AND QUALIFYING ACCOUNTS
As of December 31, 2022, 2023 and 2024
(in thousands)

Column A	Column B Balance at Beginning of Period	Column C Charged to Income	Column D Deductions	Column E Balance at End of Period
Description				
Reserves Deducted From Assets to Which They Apply:				
Reserve for uncollectible accounts receivable:				
Year ended December 31, 2022	\$ 733	\$ 1,469	\$ (828)	\$ 1,374
Year ended December 31, 2023	1,374	1,151	(1,212)	1,313
Year ended December 31, 2024	1,313	1,610	(1,232)	1,691
Deferred tax valuation allowance:				
Year ended December 31, 2022	\$ 5,139	\$ 555	\$ —	\$ 5,694
Year ended December 31, 2023	5,694	18,158	—	23,852
Year ended December 31, 2024	23,852	(78)	—	23,774

See notes to consolidated financial statements included elsewhere herein.

[XML 45 R29.htm IDEA: XBRL DOCUMENT](#)

Pay vs Performance Disclosure - USD (\$)
\$ in Thousands
12 Months Ended
Dec. 31, 2024 Dec. 31, 2023 Dec. 31, 2022

Pay vs Performance Disclosure
Net income (loss) \$ 253 \$ 3,491 \$ 4,176

[XML 46 R30.htm IDEA: XBRL DOCUMENT](#)

Insider Trading Arrangements
3 Months Ended
Dec. 31, 2024

Trading Arrangements, by Individual
Rule 10b5-1 Arrangement Adopted false
Non-Rule 10b5-1 Arrangement Adopted false
Rule 10b5-1 Arrangement Terminated false
Non-Rule 10b5-1 Arrangement Terminated false

[XML 47 R31.htm IDEA: XBRL DOCUMENT](#)

Insider Trading Policies and Procedures
12 Months Ended
Dec. 31, 2024

Insider Trading Policies and Procedures [Line Items]
Insider Trading Policies and Procedures Adopted true

[XML 48 R32.htm IDEA: XBRL DOCUMENT](#)

Cybersecurity Risk Management and Strategy Disclosure
12 Months Ended
Dec. 31, 2024

Cybersecurity Risk Management, Strategy, and Governance [Line Items]

Cybersecurity Risk Management Processes for Assessing, Identifying, and Managing Threats [Text Block]
Cybersecurity is at the foundation of the Company's values and the way it approaches its users, professionals, and customers. We face a number of external threats common to companies in the industries we serve, such as ransomware, denial-of-service, phishing, and social engineering. Our customers, suppliers, and professionals face similar threats, and a cybersecurity incident impacting the Company or any of these entities could materially adversely affect the performance of our businesses, our results of operations, and our cash flows.

We maintain cyber event related insurance but we have also instituted an information security structure and process to assess, identify, manage, and, if necessary, report cybersecurity risks. We maintain a cybersecurity incident response process and a tracking system for any incidents in an effort to ensure appropriate actions are taken. Any member of the Company can report a suspected incident and it will be investigated.

We have implemented data security standards in our architecture and system design techniques. Reviews and testing of our systems and subsystems are performed at regular intervals and are designed to ensure our capability to respond to cybersecurity incidents or threats. Our cybersecurity framework is based on the National Institute of Standards and Technology Cybersecurity Framework. In accordance with this framework, risks are analyzed for impact and probability to determine severity level, with classifications of critical, high, medium, or low risk. These processes have been integrated into our overall risk management system and processes and are part of our operating procedures, internal controls and information systems. In addition, we engage in an ongoing improvement process to enhance our cybersecurity posture.

Third parties also play a role in our cybersecurity. We engage third-party services to assist in the scanning and testing of our web properties and cloud infrastructure. We have a retainer with a cybersecurity response organization to immediately respond and provide professional expertise and assistance if necessary. Our process is designed to provide any required notifications in case of a cyber event, including those to federal, state, and local authorities, as well as to our insurance providers and auditors.

We also utilize a supply chain risk management process to assess cybersecurity risks associated with third-party software providers. We perform third-party risk assessments to both identify and mitigate risks from third parties such as vendors, suppliers, and others associated with our use of third-party service providers. Cybersecurity risks are evaluated when determining the selection and oversight of applicable third-party service providers and potential fourth-party risks when handling and/or processing our employee, business or customer data. In addition to new vendor onboarding, we perform risk management during third-party cybersecurity compromise incidents to identify and mitigate risks to us from third-party incidents.

The Company maintains a Security Council that regularly meets to review current or potential threats. The Security Council's membership consists of the following: the Company's Chief Executive Officer, Chief Financial Officer, General Counsel, Vice President of Technology Operations, Director of Systems Engineering, and Head of Internal Audit. We also employ a Security Department responsible for cybersecurity across the organizations. The individuals in this department are vetted for their experience and expertise before joining the team and maintain continued education and training each year using our enhanced learning program. This department's responsibilities include cyber security risk management, security operations, awareness training, incident response, industry awareness and reporting. The team assesses and maintains awareness of global cyber security threats by using several services and notifications from our vendors. The team then considers each of these threats as applied to our environment, process, operations, vendors and clients. The Security Council is led by the Vice President of Technology Operations, and Director of Systems Engineering, each of whom have a depth of knowledge and experience in the cyber security space.

Cybersecurity Risk Management Processes Integrated [Flag]
true

Cybersecurity Risk Management Processes Integrated [Text Block]
We have implemented data security standards in our architecture and system design techniques. Reviews and testing of our systems and subsystems are performed at regular intervals and are designed to ensure our capability to respond to cybersecurity incidents or threats. Our cybersecurity framework is based on the National Institute of Standards and Technology Cybersecurity Framework. In accordance with this framework, risks are analyzed for impact and probability to determine severity level, with classifications of critical, high, medium, or low risk. These processes have been integrated into our overall risk management system and processes and are part of our operating procedures, internal controls and information systems. In addition, we engage in an ongoing improvement process to enhance our cybersecurity posture.

Cybersecurity Risk Management Third Party Engaged [Flag]
true

Cybersecurity Risk Third Party Oversight and Identification Processes [Flag]
true

Cybersecurity Risk
Materially Affected or
Reasonably Likely to
Materially Affect
Registrant [Flag]

Cybersecurity Risk
Board of Directors
Oversight [Text Block]

Cybersecurity Risk
Board Committee or
Subcommittee
Responsible for
Oversight [Text Block]
Cybersecurity Risk
Process for Informing
Board Committee or
Subcommittee
Responsible for
Oversight [Text Block]
Cybersecurity Risk Role
of Management [Text
Block]

Cybersecurity Risk
Management Positions
or Committees
Responsible [Flag]

Cybersecurity Risk
Management Positions
or Committees
Responsible [Text
Block]
Cybersecurity Risk
Management Expertise
of Management
Responsible [Text
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Cybersecurity Risk
Process for Informing
Management or
Committees
Responsible [Text
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Cybersecurity Risk
Management Positions
or Committees
Responsible Report to
Board [Flag]

Cybersecurity Risk
Management Expertise
of Management
Responsible [Text
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Cybersecurity Risk
Process for Informing
Management or
Committees
Responsible [Text
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Cybersecurity Risk
Management Positions
or Committees
Responsible Report to
Board [Flag]

~~XML 49 R33.htm IDEA: XBRL DOCUMENT~~

SIGNIFICANT
ACCOUNTING
POLICIES (Policies)
Accounting Policies
[Abstract]

Consolidation, Policy
[Policy Text Block]

Revenue [Policy Text
Block]

Concentration Risk,
Credit Risk, Policy
[Policy Text Block]

Credit Loss, Financial
Instrument [Policy Text
Block]

Cash and Cash
Equivalents, Policy
[Policy Text Block]

Property, Plant and
Equipment, Impairment
[Policy Text Block]

Internal Use Software,
Policy [Policy Text
Block]

Property, Plant and
Equipment,
Preproduction Design
and Development Costs
[Policy Text Block]

false

Our Board of Directors has ultimate oversight of cybersecurity risk, which it manages as part of our enterprise risk management program, while the Audit Committee is directly responsible for oversight of the Company's cybersecurity and is briefed by the Security Council on a quarterly basis. Members of the Audit Committee receive updates on a quarterly basis from senior management, including leaders from our Information Security, Product Security, Compliance and Legal teams regarding matters of cybersecurity. This includes existing and new cybersecurity risks, status on how management is addressing and/or mitigating those risks, cybersecurity and data privacy incidents (if any) and status on key information security initiatives. Our Board members also engage in ad hoc conversations with management on cybersecurity-related news events and discuss any updates to our cybersecurity risk management and strategy programs.

Our Board of Directors has ultimate oversight of cybersecurity risk, which it manages as part of our enterprise risk management program, while the Audit Committee is directly responsible for oversight of the Company's cybersecurity and is briefed by the Security Council on a quarterly basis.

Members of the Audit Committee receive updates on a quarterly basis from senior management, including leaders from our Information Security, Product Security, Compliance and Legal teams regarding matters of cybersecurity. This includes existing and new cybersecurity risks, status on how management is addressing and/or mitigating those risks, cybersecurity and data privacy incidents (if any) and status on key information security initiatives. Our Board members also engage in ad hoc conversations with management on cybersecurity-related news events and discuss any updates to our cybersecurity risk management and strategy programs.

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true

The Company maintains a Security Council that regularly meets to review current or potential threats. The Security Council's membership consists of the following: the Company's Chief Executive Officer, Chief Financial Officer, General Counsel, Vice President of Technology Operations, Director of Systems Engineering, and Head of Internal Audit. We also employ a Security Department responsible for cybersecurity across the organizations. The individuals in this department are vetted for their experience and expertise before joining the team and maintain continued education and training each year using our enhanced learning program. This department's responsibilities include cyber security risk management, security operations, awareness training, incident response, industry awareness and reporting. The team assesses and maintains awareness of global cyber security threats by using several services and notifications from our vendors. The team then considers each of these threats as applied to our environment, process, operations, vendors and clients. The Security Council is led by the Vice President of Technology Operations, and Director of Systems Engineering, each of whom have a depth of knowledge and experience in the cyber security space.

The individuals in this department are vetted for their experience and expertise before joining the team and maintain continued education and training each year using our enhanced learning program. This department's responsibilities include cyber security risk management, security operations, awareness training, incident response, industry awareness and reporting.

The team assesses and maintains awareness of global cyber security threats by using several services and notifications from our vendors. The team then considers each of these threats as applied to our environment, process, operations, vendors and clients.

true

12 Months Ended
Dec. 31, 2024

Principles of Consolidation — The consolidated financial statements include the accounts of DHI and its wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. Investments in companies that are not consolidated are included in the Company's consolidated financial statements as described in Notes 4 and 7 of the notes to consolidated financial statements.

Revenue Recognition — We recognize revenue when control of the promised goods or services is transferred to our customers at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts ratably over the service period. Billings with customers are based on contractual schedules. Customer billings delivered in advance and payments received in advance of services being rendered are recorded as deferred revenue and recognized over the service period. We generate revenues from the following sources:

Recruitment packages. Recruitment package revenues are derived from the sale of a subscription to recruiters and employers that includes a combination of job postings and/or access to candidate profiles on ClearanceJobs and Dice. Certain of the Company's arrangements include multiple performance obligations, which primarily consists of the ability to post jobs and access to candidate profiles. The Company determines the units of accounting for multiple performance obligations in accordance with Topic 606. Specifically, the Company considers a performance obligation as a separate unit of accounting if it has value to the customer on a standalone basis. The Company's arrangements do not include a general right of return. Services to customers buying a package of available job postings and access to candidate profiles are delivered over the same period and revenue is recognized ratably over the length of the underlying contract, typically from one to twelve months. The separation of the package into two deliverables results in no change in revenue recognition because delivery of the two services occurs over the same time period.

Advertising revenue. Advertising revenue is recognized over the period in which the advertisements are displayed on the websites or at the time a promotional e-mail is sent out to the audience.

Classified revenue. Classified job posting revenues are derived from the sale of job postings to recruiters and employers. A job posting is the ability to list a job on the website for a specified time period. Revenue from the sale of classified job postings is recognized ratably over the length of the contract or the period of actual usage.

Career fair and recruitment event booth rentals. Career fair and recruitment event revenues, both live and virtual, are derived from renting booth space to recruiters and employers. Revenue from these sales are recognized when the career fair or recruitment event is held.

Cash—Cash consists of demand deposits with financial institutions.

Concentration of Credit Risk—Cash potentially subjects the Company to a concentration of credit risk as substantially all of its deposits were held in a single financial institution and were in excess of the Federal Deposit Insurance Corporation ("FDIC") insurance limits as of December 31, 2024 and 2023.

The Company performs credit evaluations of its customers' financial condition as needed and does not require collateral on accounts receivable. No single customer represents 10% or more of accounts receivable as of December 31, 2024 and 2023 and no single customer represents 10% or more of revenues for the years ended December 31, 2024, 2023 and 2022.

Credit Losses—The Company maintains allowances for estimated credit losses resulting from the inability of its customers to make required payments. The Company's provision for credit losses is included in general and administrative expense. Customer billings included in deferred revenue are not consider at risk for credit losses. If the financial condition of DHI's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required.

Statements of Cash Flows—All bank deposits are considered cash.

The supplemental disclosures to the accompanying consolidated statements of cash flows are as follows (in thousands):

	2024	2023	2022
Supplemental cash flow information:			
Interest paid	\$ 3,184	\$ 3,471	\$ 1,480
Taxes paid	3,530	3,450	2,849
Non-cash investing and financing activities:			
Capital expenditures on fixed assets included in accounts payable and accrued expenses	168	1,009	327

Fixed Assets—Depreciation of equipment, furniture and fixtures, computer software and capitalized website development costs are provided under the straight-line method over estimated useful lives ranging from two to five years. Depreciation of leasehold improvements is provided over the shorter of the term of the related lease or the estimated useful life of the improvement. The cost of additions and improvements is capitalized, and repairs and maintenance costs are charged to operations in the periods incurred.

Capitalized Software Costs—Capitalized software costs consist of costs to purchase and develop software for internal use. The Company capitalizes incurred software development costs in accordance with the Internal Use Software subtopic of the FASB ASC. Costs incurred during the application-development stage for software bought and further customized by outside vendors for the Company's use and software developed by a vendor for the Company's proprietary use have been capitalized. These costs are amortized over the software's estimated useful life, which generally approximates two years.

Cloud Computing Arrangements—The Company incurs costs to implement cloud computing arrangements that are hosted by third party vendors. Implementation costs associated with cloud computing arrangements are capitalized when incurred during the application-development stage. The capitalized costs are amortized on a straight-line basis over approximately three years, which reflects the estimated useful life or contractual term of the underlying contract. Capitalized amounts related to such arrangements are recorded within other non-current assets in the Consolidated Balance Sheets.

Website Development Costs—The Company capitalizes certain costs incurred in designing, developing, testing and implementing enhancements to its websites. These costs are amortized over the enhancement's estimated useful life, which generally approximates two years. Costs related to the planning and post implementation phases of website development efforts are expensed as incurred.

Capitalized Contract Costs—The Company capitalizes certain contract acquisition costs consisting primarily of commissions paid when contracts are signed. For costs incurred to obtain new business sales contracts, the Company capitalizes and expenses these costs over an average customer life, which was approximately three years as of December 31, 2024. For the remaining sales contracts, the Company capitalizes and expenses these costs over a period of one to two years as of December 31, 2024. See Note 4 for additional disclosures.

Leases—We determine if an arrangement is a lease at inception. The Company primarily has operating leases for corporate office space and certain equipment. Operating lease assets represent our right to use an underlying asset for the lease term and lease liabilities represent our obligation to make lease payments arising from the lease. Operating lease assets and liabilities are recognized at the commencement date of the lease based on the present value of lease payments over the lease term. The initial measurement of the lease liability is calculated on the basis of the present value of the remaining lease payments, and the right-of-use asset is measured on the basis of this liability, adjusted by prepaid and accrued rent, lease incentives, and initial direct costs. When readily available, the Company uses the implicit rate in determining the present value of the lease payments. When leases do not provide an implicit rate, the Company uses its incremental borrowing rate based on information available at the commencement of the lease, including the lease term. Because the implicit rate in each lease is not available, the Company used its incremental borrowing rate to determine the present value of lease payments. Leases with an initial term of 12 months or less are not recorded on the balance sheet. Variable components of the lease payments, such as utilities and maintenance, are expensed as incurred and are not included in determining the present value. Operating lease expense is recognized on a straight-

line basis over the lease term.

Equity Method Investments—The Company has a non-controlling common share interest in eFinancialCareers (“eFC”) (adjusted to 10% as of the third quarter of 2023) and Rigzone (adjusted to zero percent as of the second quarter of 2022) businesses as the Company does not have the ability to direct the activities of the businesses that most significantly impact their economic performance. The common share interests in eFC and Rigzone, during the periods of ownership, are being accounted for under the equity method of accounting as the Company does have the ability to exercise significant influence over the businesses. The recorded value is adjusted based on the Company’s proportionate share of the businesses net income and is recorded three months in arrears. See Note 7 for additional disclosures.

[Goodwill and Intangible Assets, Policy \[Policy Text Block\]](#)

Goodwill and Indefinite-Lived Acquired Intangible Asset—Goodwill is recorded when the purchase price paid for an acquisition exceeds the estimated fair value of the net identified tangible and intangible asset acquired. The indefinite-lived acquired intangible asset includes the Dice trademarks and brand name. The Company performs a test for impairment of goodwill and indefinite-lived intangible asset annually on October 1, or more frequently if indicators of potential impairment exist, to determine if the carrying value of the recorded asset is impaired. The impairment review process for goodwill compares the fair value of the reporting unit in which goodwill resides to its carrying value. The impairment review process for the indefinite-lived intangible asset compares the fair value of the asset to its carrying value. The determination of whether or not the asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the Company’s reporting units or the intangible asset. Changes in the Company’s strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill or the indefinite-lived intangible asset. See Notes 9 and 10 for additional disclosures.

[Foreign Currency Transactions and Translations Policy \[Policy Text Block\]](#)

Foreign Currency Translation—Translation adjustments relate to the Company’s equity method investment in eFC, whose functional currency is not the U.S. dollar. The assets and liabilities are translated into U.S. dollars at current exchange rates. Resulting translation adjustments are reflected as Other Comprehensive Income (Loss). Revenue and expenses are translated at average exchange rates and transaction gains and losses that arise from exchange rate fluctuations on transactions denominated in a currency other than the functional currency are charged to operations as incurred.

[Advertising Cost \[Policy Text Block\]](#)

Advertising Costs—The Company expenses advertising costs as they are incurred. Advertising expense for the years ended December 31, 2024, 2023 and 2022 were \$13.6 million, \$14.9 million and \$17.9 million, respectively.

[Income Tax, Policy \[Policy Text Block\]](#)

Income Taxes—The Company recognizes deferred taxes by the asset and liability method. Under this method, deferred income taxes are recognized for differences between the financial statement and tax bases of assets and liabilities at enacted statutory tax rates in effect for the years in which the differences are expected to reverse. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be realized. The primary sources of temporary differences are stock-based compensation, amortization and impairment of intangible assets, depreciation of fixed assets, operating lease assets and liabilities, and capitalized contract costs.

[Share-based Payment Arrangement \[Policy Text Block\]](#)

Stock-Based Compensation—The Company has a plan to grant equity awards to certain employees and directors of the Company and its subsidiaries. In accordance with FASB ASC Topic 718 *Compensation-Stock Compensation*, the Company accounts for forfeitures when they occur. See Note 15 for additional disclosures.

[Fair Value Measurement, Policy \[Policy Text Block\]](#)

Fair Value of Financial Instruments—The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, and accounts payable and accrued expenses approximate their fair values. The Company’s long-term debt consists of borrowings under its credit facility. Investments consist of common and preferred share ownership interests in businesses. See Notes 3 and 11 for additional disclosures.

[Unusual Risks and Uncertainties \[Table Text Block\]](#)

Risks and Uncertainties—The Company is subject to the risks, expenses and uncertainties frequently encountered by companies in the rapidly evolving markets for online products and services. These risks include the failure to develop and extend the Company’s web sites and brands, the rejection of the Company’s services by consumers, vendors and/or advertisers, the inability of the Company to maintain and increase the levels of traffic on its web sites, as well as other risks and uncertainties. In the event that the Company does not successfully execute its business plan, certain assets may not be recoverable.

[Use of Estimates, Policy \[Policy Text Block\]](#)

Use of Estimates—The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities as of the date of the financial statements, and reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates. DHI’s significant estimates include the useful lives and valuation of fixed assets, intangible asset, goodwill, lease right-of-use assets, income taxes, and the assumptions used to value the Performance-Based Restricted Stock Units (“PSUs”) of the Company.

[Earnings Per Share, Policy \[Policy Text Block\]](#)

Earnings per Share—The Company follows the Earnings Per Share topic of the FASB ASC in computing earnings per share (“EPS”). Basic EPS is calculated by dividing net income by the weighted average number of shares outstanding. When the effects are dilutive, diluted earnings per share is calculated using the weighted average number of shares outstanding, and the dilutive effect of stock-based compensation awards as determined under the treasury stock method. Certain stock awards were excluded from the computation of diluted earnings per share due to their anti-dilutive effect. See Note 19 for additional disclosures.

[New Accounting Pronouncements, Policy \[Policy Text Block\]](#)

New Accounting Pronouncements— In June 2016, the FASB issued ASU No. 2016-13, *Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments*. ASU 2016-13 changes how entities will account for credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The guidance replaces the current “incurred loss” model with an “expected loss” model that requires consideration of a broader range of information to estimate expected credit losses over the lifetime of a financial asset. The Company adopted ASU 2016-13 on January 1, 2023, under the modified retrospective method as required by the standard. The Company recorded a cumulative-effect adjustment of \$0.3 million to increase accumulated earnings and reduce the allowance for doubtful accounts as of January 1, 2023. Prior period amounts were not adjusted and will continue to be reported under the accounting standards in effect for the period presented.

In November 2023, the FASB issued ASU 2023-07, *Segment Reporting - Improvements to Reportable Segment Disclosures*. The new accounting standard relates to disclosures about a public entity’s reportable segments and provides more detailed information about a reportable segment’s expenses. The new standard is effective for fiscal years beginning after December 15, 2023, and interim periods beginning after December 15, 2024, with retrospective application required. The Company adopted ASU 2023-07 in the fourth quarter of 2024. See Note 18 for additional disclosures.

In December 2023, the FASB issued ASU 2023-09, *Improvements to Income Tax Disclosures*. The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures.

In November 2024, the FASB issued ASU No. 2024-03, *Income Statement—Reporting Comprehensive Income—Expense Disaggregation Disclosures (Subtopic 220-40) (“ASU 2024-03”)*. ASU 2024-03 will require companies to disaggregate, within the notes to the financial statements, certain expenses presented on the face of the financial statements to enhance transparency and help investors better understand an entity’s performance. The amendment will specifically require that an entity disclose the amounts related to purchases of inventory, employee compensation, depreciation and intangible asset amortization. Entities will also be required to provide a qualitative description of the amounts remaining in relevant expense captions that are not separately disaggregated quantitatively, disclose the total amount of selling expenses and, in annual reporting periods, provide a definition of what constitutes selling expenses. The amendments in ASU 2024-03 are effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027, with early adoption permitted. The Company is currently evaluating the impact of the adoption of ASU 2024-03 on the Company’s financial statement disclosures.

[XML 50 R34.htm IDEA: XBRL DOCUMENT](#)

SIGNIFICANT ACCOUNTING POLICIES (Tables)

[Accounting Policies \[Abstract\]](#)

[Schedule of Cash Flow, Supplemental Disclosures \[Table Text Block\]](#)

12 Months Ended				
Dec. 31, 2024				
	2024	2023	2022	
Supplemental cash flow information:				
Interest paid	\$ 3,184	\$ 3,471	\$ 1,480	
Taxes paid	3,530	3,450	2,849	
Non-cash investing and financing activities:				
Capital expenditures on fixed assets included in accounts payable and accrued expenses	168	1,009	327	

[XML 51 R35.htm IDEA: XBRL DOCUMENT](#)

REVENUE RECOGNITION (Tables)

[Revenue from Contract with Customer \[Abstract\]](#)

[Disaggregation of Revenue](#)

The following table provides information about disaggregated revenue by brand (in thousands):

	2024	2023	2022
ClearanceJobs	\$ 54,143	\$ 50,348	\$ 43,746
Dice	87,783	101,530	105,934
Total ¹	\$ 141,926	\$ 151,878	\$ 149,680

(1) We had previously disclosed that career events were recorded within Dice. Career events have been reclassified between ClearanceJobs and Dice based on the nature of the event for the years ended December 31, 2024, 2023, and 2022.

[Contract with Customer, Asset and Liability](#)

12 Months Ended				
Dec. 31, 2024				
The following table provides information about opening and closing balances of receivables and contract liabilities from contracts with customers as required under Topic 606 (in thousands):				
	As of December 31, 2024	As of December 31, 2023	As of December 31, 2022	
Receivables	\$ 22,120	\$ 22,225	\$ 20,494	
Short-term contract liabilities (deferred revenue)	44,934	49,463	50,121	
Long-term contract liabilities (deferred revenue)	522	508	743	

We receive payments from customers based upon contractual billing schedules; accounts receivable is recorded when customers are invoiced per the contractual billing schedules. As the Company’s standard payment terms are less than one year, the Company elected the expedient, where applicable. As a result, the Company did not consider the effects of a significant financing component. Contract liabilities include customer billings delivered in advance of performance under the contract, and associated revenue is realized when services are rendered under the contract.

The Company recognized the following revenues as a result of changes in the contract liability balances in the respective periods (in thousands):

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022
Revenue recognized in the period from:			
Amounts included in the contract liability at the beginning of the period	\$ 49,584	\$ 50,141	\$ 45,311

	2025	2026	2027	Total
Tech-focused	\$ 44,934	\$ 464	\$ 58	\$ 45,456

[XML 52 R36.htm IDEA: XBRL DOCUMENT](#)

Leases (Tables)
[Leases \[Abstract\]](#)
[Schedule of Lease Cost](#)

12 Months Ended
Dec. 31, 2024

The components of lease cost were as follows (in thousands):

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022
Operating lease cost ¹	\$ 1,648	\$ 1,945	\$ 2,103
Sublease income	(50)	(399)	(475)
Total lease cost ²	\$ 1,598	\$ 1,546	\$ 1,628

(1) Includes short-term and variable lease costs, which are immaterial.
(2) Total lease costs is recorded in general and administrative expenses in the consolidated statements of operations.

Supplemental cash flow information related to leases was as follows (in thousands):

	Year Ended December 31, 2024	Year Ended December 31, 2023	Year Ended December 31, 2022
Cash paid for amounts included in measurement of lease liabilities:			
Operating cash flows from operating leases	\$ 1,664	\$ 2,309	\$ 2,703
Right-of-use assets obtained in exchange for lease obligations:			
Operating leases	\$ 2,930	\$ —	\$ 1,542

[Schedule of Supplemental Balance Sheet Information](#) Supplemental balance sheet information related to leases was as follows (in thousands, except lease term and discount rate):

	December 31, 2024	December 31, 2023
Operating lease right-of-use assets (as reported) ¹	\$ 6,518	\$ 4,759
Operating lease liabilities - current (as reported)	1,625	2,006
Operating lease liabilities - non-current (as reported)	8,995	6,543
Total operating lease liabilities	\$ 10,620	\$ 8,549
Weighted Average Remaining Lease Terms (in years)		
Operating leases	7.4 years	6.2 years
Weighted Average Discount Rate		
Operating leases	5.5 %	4.5 %

[Schedule of Future Operating Lease Payments](#) As of December 31, 2024, future operating lease payments were as follows (in thousands):

	Operating Leases
2025	\$ 2,206
2026	2,211
2027	1,331
2028	1,276
2029	1,306
Thereafter	4,849
Total lease payments	13,179
Less: imputed interest	(2,559)
Total	\$ 10,620

[XML 53 R37.htm IDEA: XBRL DOCUMENT](#)

FIXED ASSETS
(Tables)

[Property, Plant and Equipment \[Line Items\]](#)

[Property, Plant and Equipment \[Table Text Block\]](#)

12 Months Ended
Dec. 31, 2024

Fixed assets, net consist of the following as of December 31, 2024 and 2023 (in thousands):

	2024	2023
Computer equipment and software	\$ 3,691	\$ 3,921
Furniture and fixtures	776	686
Leasehold improvements	3,992	3,961
Capitalized development costs	60,608	63,931
	69,067	72,499
Less: Accumulated depreciation and amortization	(48,677)	(47,227)
Fixed assets, net	\$ 20,390	\$ 25,272

During the years ended December 31, 2024, 2023, and 2022, depreciation expense was \$18.0 million, \$16.9 million, and \$17.5 million, respectively.

[XML 54 R38.htm IDEA: XBRL DOCUMENT](#)

INDEBTEDNESS
(Tables)

[Debt Instrument \[Line Items\]](#)

[Schedule of Long-term Debt](#)

12 Months Ended
Dec. 31, 2024

The amounts borrowed as of December 31, 2024 and 2023 are as follows (dollars in thousands):

	December 31, 2024	December 31, 2023
Long-term debt under revolving credit facility ⁽¹⁾	\$ 32,000	\$ 38,000
Available to be borrowed under revolving facility ⁽²⁾	\$ 56,000	\$ 62,000
Interest rate and margin:		
Interest margin ⁽³⁾	2.10 %	2.35 %
Actual interest rates ⁽⁴⁾	6.46 %	7.71 %
Commitment Fee	0.35 %	0.40 %

(1) In connection with the Credit Agreement, the Company had deferred financing costs of \$0.7 million and accumulated amortization of \$0.4 million recorded in other assets on the condensed consolidated balance sheets.
(2) The amount available to be borrowed is subject to certain limitations, such as a consolidated leverage ratio which generally limits borrowings to 2.5 times annual Adjusted EBITDA, as defined in the Credit Agreement.
(3) Computed as the weighted average interest margin on all borrowings, including an additional spread of 0.10%.
(4) Computed as the weighted average interest rate on all borrowings.

[XML 55 R39.htm IDEA: XBRL DOCUMENT](#)

EQUITY
TRANSACTIONS
(Tables)

[Equity, Class of Treasury Stock \[Line Items\]](#)

[Class of Treasury Stock \[Table Text Block\]](#)

12 Months Ended
Dec. 31, 2024

The following table summarizes the stock repurchase plans approved by the Board of Directors:

	Feb 2023 to Feb 2024 ⁽¹⁾	Feb 2022 to Feb 2023 ⁽²⁾	Feb 2021 to Jun 2022 ⁽³⁾
Approval Date	February 2023	February 2022	February 2021
Authorized Repurchase Amount of Common Stock	\$10 million	\$15 million	\$20 million

(1) During February 2024, the stock repurchase program approved in February 2023 expired with a total of 1.4 million shares purchased for \$5.2 million.
(2) During February 2023, the stock repurchase program approved in February 2022 expired with a total of 2.6 million shares purchased for \$14.7 million.
(3) During the second quarter of 2021, the Company amended its \$8.0 million stock repurchase program approved in February 2021 and allowed for the purchase of an additional \$12.0 million of our common stock through June 2022, bringing total authorized purchases under the plan to \$20.0 million. During the first quarter of 2022, the Company completed its purchases under the plan, which consisted of approximately 4.4 million shares for \$20.0 million, effectively ending the plan prior to its original expiration date.

[Schedule of Repurchase Agreements \[Table Text Block\]](#) Purchases of the Company's common stock pursuant to the Stock Repurchase Plans were as follows:

	2024	2023	2022
Shares repurchased ⁽¹⁾	—	1,661,278	3,287,096
Average purchase price per share ⁽²⁾	\$ —	\$ 4.17	\$ 5.66
Dollar value of shares repurchased (in thousands) ⁽³⁾	\$ —	\$ 6,928	\$ 18,596

(1) No shares of our common stock were purchased other than through a publicly announced plan or program.
(2) Average price paid per share includes costs associated with the repurchases.
(3) The value of shares repurchased as of December 31, 2023 and 2022 includes \$33,331 and \$65,990 respectively, of costs associated with the repurchase.

[Cash Proceeds Received and Tax Benefit from Share-Based Payment Awards](#) Purchases of the Company's common stock pursuant to the 2022 Omnibus Equity Award Plan, as Amended and Restated were as follows:

	2024	2023	2022
Shares repurchased upon restricted stock/PSU vesting	774,725	1,152,993	948,582
Average purchase price per share	\$ 2.42	\$ 5.41	\$ 5.43
Dollar value of shares repurchased upon restricted stock/PSU vesting (in thousands)	\$ 1,874	\$ 6,237	\$ 5,155

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COMPREHENSIVE
INCOME (Tables)

[Accumulated Other Comprehensive Income \(Loss\) \[Line Items\]](#)

12 Months Ended
Dec. 31, 2024

[Schedule of Accumulated Other Comprehensive Income \(Loss\)](#) [Table Text Block](#)

FASB ASC topic on Comprehensive Income establishes standards for the reporting and display of comprehensive income and its components in a full set of general-purpose financial statements. This statement requires that all items that are required to be recognized as components of comprehensive income be reported in a financial statement with the same prominence as other financial statements. The Company had no amounts reclassified out of accumulated other comprehensive income for the years ended December 31, 2024 and 2022. During the year ended December 31, 2023, the Company had \$0.2 million of currency translation adjustments reclassified to the statements of operations related to selling a portion of its eFC ownership. The foreign currency translation adjustments impact comprehensive income. Accumulated other comprehensive income (loss), net consists of the following components, net of tax (in thousands):

	Year Ended December 31,		
	2024	2023	2022
Foreign currency translation:			
Balance at beginning of year	\$ (83)	\$ (481)	\$ (61)
Foreign currency translation adjustment	84	198	(420)
Cumulative translation adjustments reclassified to the statements of operations	—	200	—
Balance at end of year	<u>\$ 1</u>	<u>\$ (83)</u>	<u>\$ (481)</u>

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**STOCK BASED
COMPENSATION
(Tables)**

[Performance Stock Units \[Member\]](#)

[Equity \[Abstract\]](#)

[Schedule of Nonvested Share Activity](#)

**12 Months Ended
Dec. 31, 2024**

A summary of the status of PSUs as of December 31, 2024, 2023, and 2022 and the changes during the periods then ended, is presented below:

	Year Ended December 31,					
	2024		2023		2022	
	Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date
Non-vested at beginning of the period	1,616,962	\$ 4.52	2,086,933	\$ 3.48	1,593,775	\$ 2.62
Granted ⁽¹⁾	960,000	\$ 2.54	1,552,715	\$ 5.28	1,553,332	\$ 3.77
Forfeited ⁽²⁾	(345,858)	\$ 4.42	(603,836)	\$ 5.15	(93,341)	\$ 2.40
Vested	(810,439)	\$ 3.94	(1,418,850)	\$ 3.54	(966,833)	\$ 2.64
Non-vested at end of period	<u>1,420,665</u>	<u>\$ 3.55</u>	<u>1,616,962</u>	<u>\$ 4.52</u>	<u>2,086,933</u>	<u>\$ 3.48</u>
Expected to vest	1,420,665	\$ 3.55	1,616,962	\$ 4.52	2,086,933	\$ 3.48
⁽¹⁾ PSUs granted includes 587,587 additional PSUs granted in the first quarter of 2023 related to the bookings achievement for the performance period ended December 31, 2022 and 853,332 additional PSUs granted in the first quarter of 2022 related to the bookings achievement for the performance period ended December 31, 2021.						
⁽²⁾ PSUs forfeited includes 230,291 PSUs forfeited in the first quarter of 2024 related to the bookings achievement for the performance period ended December 31, 2023.						

[Restricted Stock Units \(RSUs\) \[Member\]](#)

[Equity \[Abstract\]](#)

[Schedule of Nonvested Share Activity](#)

A summary of the status of restricted stock awards as of December 31, 2024, 2023, and 2022 and the changes during the periods then ended is presented below:

	Year Ended December 31,					
	2024		2023		2022	
	Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date	Shares	Weighted- Average Fair Value at Grant Date
Non-vested at beginning of the period	2,333,436	\$ 4.55	2,639,286	\$ 3.96	3,371,832	\$ 2.80
Granted	1,857,739	\$ 2.49	1,748,172	\$ 4.95	1,238,331	\$ 5.13
Forfeited	(272,845)	\$ 3.43	(502,018)	\$ 5.22	(132,218)	\$ 3.43
Vested	(1,245,766)	\$ 4.20	(1,552,004)	\$ 3.78	(1,838,659)	\$ 2.68
Non-vested at end of period	<u>2,672,564</u>	<u>\$ 3.39</u>	<u>2,333,436</u>	<u>\$ 4.55</u>	<u>2,639,286</u>	<u>\$ 3.96</u>
Expected to vest	2,672,564	\$ 3.39	2,333,436	\$ 4.55	2,639,286	\$ 3.96

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**INCOME TAXES
(Tables)**

[Income Tax Disclosure \[Abstract\]](#)

[Schedule of Deferred Tax Assets and Liabilities \[Table Text Block\]](#)

**12 Months Ended
Dec. 31, 2024**

Deferred tax assets (liabilities) included in the balance sheet as of December 31, 2024 and 2023 are as follows (in thousands):

	2024	2023
Deferred tax assets:		
Capital loss carryforward	\$ 22,824	\$ 22,976
Allowance for doubtful accounts	430	349
Depreciation of fixed assets	2,981	989
Provision for accrued expenses and other, net	861	893
Investments	710	620
Stock-based compensation	1,294	2,505
Operating lease liabilities	2,569	2,102
Tax credit carryforward	279	311
	31,948	30,745
Less valuation allowance	(23,774)	(23,852)
Deferred tax asset, net of valuation allowance	8,174	6,893
Deferred tax liabilities:		
Acquired intangibles	(6,313)	(6,355)
Capitalized contract costs	(1,657)	(1,578)
Operating lease assets	(1,573)	(1,174)
Deferred tax liability	(9,543)	(9,107)
Net deferred tax liability	<u>\$ (1,369)</u>	<u>\$ (2,214)</u>

[Schedule of Income before Income Tax, Domestic and Foreign](#)

[Schedule of Components of Income Tax Expense \(Benefit\) \[Table Text Block\]](#)

Tax expense (benefit) for the years ended December 31, 2024, 2023 and 2022 is as follows (in thousands):

	2024	2023	2022
Current income tax expense:			
Federal	\$ 3,213	\$ 2,631	\$ 2,478
State	329	801	743
Current income tax expense	3,542	3,432	3,221
Deferred income tax expense (benefit):			
Federal	(972)	(2,648)	(3,173)
State	127	(653)	(627)
Deferred income tax expense (benefit)	(845)	(3,301)	(3,800)
Income tax expense (benefit)	<u>\$ 2,697</u>	<u>\$ 131</u>	<u>\$ (579)</u>

[Schedule of Effective Income Tax Rate Reconciliation \[Table Text Block\]](#)

A reconciliation between tax expense at the federal statutory rate and the reported income tax expense (benefit) is summarized as follows:

	Year Ended December 31,		
	2024	2023	2022
Federal statutory rate	\$ 620	\$ 760	\$ 755
Loss on sale of investments	—	(22,881)	—
Expiration of capital loss carryforward	113	4,680	—
Stock-based compensation	1,982	(399)	(1,130)
State tax expense, net of federal effect	419	80	139
Change in accrual for unrecognized tax benefits	28	263	(16)
Executive compensation	308	1,214	266
Research and development tax credits	(684)	(1,651)	(763)
Income from equity method investment	(47)	(105)	(335)
Change in valuation allowance	(78)	18,158	555
Other	36	12	(50)
Income tax expense (benefit)	<u>\$ 2,697</u>	<u>\$ 131</u>	<u>\$ (579)</u>
Effective tax rate	91.4 %	3.6 %	(16.1)%

[Schedule of Unrecognized Tax Benefits Roll Forward](#)

At December 31, 2024 and 2023, the Company's accrual for unrecognized tax benefits consists of the following:

	2024	2023
Unrecognized tax benefits	\$ 980	\$ 979
Estimated accrued interest and penalties	80	53
Accrual for unrecognized tax benefits, as recorded	<u>\$ 1,060</u>	<u>\$ 1,032</u>

Following is a reconciliation of the amounts of unrecognized tax benefits, net of tax and excluding interest and penalties, for the years ended December 31, 2024, 2023, and 2022 (in thousands):

	2024	2023	2022
Unrecognized tax benefits—beginning of period	\$ 979	\$ 734	\$ 730
Increases in tax positions related to current year	204	282	194
Increases (decreases) in tax positions related to prior year	(33)	131	—
Lapse of statute of limitations	(170)	(168)	(190)
Unrecognized tax benefits—end of period	<u>\$ 980</u>	<u>\$ 979</u>	<u>\$ 734</u>

Minimum

Schedule of Cost-method Investments [Line Items] (Deprecated

2018-01-31)				
Property, plant and equipment, useful life	2 years			
New Accounting Pronouncements or Change in Accounting Principle [Line Items]				
Lessee, Operating Lease, Term of Contract	1 year			
Lessee, Operating Lease, Term of Contract	1 year			
Minimum Recruitment Packages				
Schedule of Cost-method Investments [Line Items] (Deprecated 2018-01-31)				
Term of contract	1 month			
Minimum Remaining Sales Contracts				
Schedule of Cost-method Investments [Line Items] (Deprecated 2018-01-31)				
Capitalized contract cost, customer life	1 year			
Maximum				
Schedule of Cost-method Investments [Line Items] (Deprecated 2018-01-31)				
Property, plant and equipment, useful life	5 years			
New Accounting Pronouncements or Change in Accounting Principle [Line Items]				
Lessee, Operating Lease, Term of Contract	10 years			
Lessee, Operating Lease, Term of Contract	10 years			
Maximum Recruitment Packages				
Schedule of Cost-method Investments [Line Items] (Deprecated 2018-01-31)				
Term of contract	12 months			
Maximum Remaining Sales Contracts				
Schedule of Cost-method Investments [Line Items] (Deprecated 2018-01-31)				
Capitalized contract cost, customer life	2 years			
eFinancial Careers [Member]				
New Accounting Pronouncements or Change in Accounting Principle [Line Items]				
Equity Method Investment, Common Share Interest	10.00%	40.00%		
Equity Method Investment, Common Share Interest	10.00%	40.00%		
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REVENUE				
RECOGNITION				
(Details) - USD (\$)	Dec. 31, 2024 Dec. 31, 2023			
\$ in Thousands				
New Accounting Pronouncements or Change in Accounting Principle [Line Items]				
Accumulated earnings	\$ 32,481	\$ 32,228		
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REVENUE				
RECOGNITION -				
Disaggregated	12 Months Ended			
Revenue (Details) -				
Tech-Focused	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	
[Member] - USD (\$)				
\$ in Thousands				
Disaggregation of Revenue [Line Items]				
Revenues	\$ 141,926	\$ 151,878	\$ 149,680	
Dice [Member]				
Disaggregation of Revenue [Line Items]				
Revenues	54,143	50,348	43,746	
ClearanceJobs [Member]				
Disaggregation of Revenue [Line Items]				
Revenues	\$ 87,783	\$ 101,530	\$ 105,934	
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REVENUE				
RECOGNITION -				
Contract Balances	12 Months Ended			
(Details) - USD (\$)	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	
\$ in Thousands				
Revenue from Contract with Customer [Abstract]				
Deferred Revenue	\$ 44,934	\$ 49,463	\$ 50,121	
Deferred Revenue, Noncurrent	522	508	743	
Contract with Customer, Liability, Revenue Recognized	49,584	50,141	45,311	
Accounts receivable, net of allowance for credit losses of \$1,691 and \$1,313	\$ 22,120	\$ 22,225	\$ 20,494	
~~XML-66-R50.htm IDEA: XBRL DOCUMENT~~				
REVENUE				
RECOGNITION -				
Performance	Dec. 31, 2024			
Obligations (Details)	USD (\$)			
\$ in Thousands				
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]				
Revenue, Remaining Performance Obligation, Amount	\$ 45,456			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2025-01-01				
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]				
Revenue, Remaining Performance Obligation, Amount	\$ 44,934			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period	1 year			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2026-01-01				
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]				
Revenue, Remaining Performance Obligation, Amount	\$ 464			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period	1 year			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Start Date [Axis]: 2027-01-01				
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction [Line Items]				
Revenue, Remaining Performance Obligation, Amount	\$ 58			
Revenue, Remaining Performance Obligation, Expected Timing of Satisfaction, Period	1 year			
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RESTRUCTURING				
(Details) - USD (\$)				
\$ in Thousands				
12 Months Ended				
Jan. 13, 2025 Jul. 01, 2024 May 01, 2023 Dec. 31, 2024 Dec. 31, 2023 Dec. 31, 2022				
Restructuring Cost and Reserve [Line Items]				
Restructuring	\$ 1,100	\$ 1,111	\$ 2,417	\$ 0
Severance Costs	1,900			
Restructuring and Related Cost, Number of Positions Eliminated, Period Percent	7.00%	10.00%		
Subsequent Event				
Restructuring Cost and Reserve [Line Items]				
Restructuring	\$ 2,200			
Restructuring and Related Cost, Number of Positions Eliminated, Period Percent	8.00%			

Accelerated Stock-Based Compensation

Restructuring Cost and Reserve [Line Items]

Payments for Restructuring

\$ 500

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Leases - Narrative	12 Months Ended	
(Details) - USD (\$)	Dec. 31, 2024	Dec. 31, 2023

Leases [Abstract]

<u>Operating lease right-of-use assets (as reported)</u>	\$ 6,518,000	\$ 4,759,000
<u>Operating Lease, Liability</u>	10,620,000	8,549,000
<u>Impairment of right-of-use asset</u>	\$ 0	\$ 0

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Leases - Schedule of	12 Months Ended		
Lease Costs (Details)			
- USD (\$)	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
\$ in Thousands			

Leases [Abstract]

<u>Operating lease cost</u> ¹	\$ 1,648	\$ 1,945	\$ 2,103
<u>Sublease income</u>	(50)	(399)	(475)
<u>Total lease cost</u> ²	\$ 1,598	\$ 1,546	\$ 1,628

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Leases - Schedule of Supplemental Cash Flows Information (Details) - USD (\$)	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022

Cash paid for amounts included in measurement of lease liabilities:

<u>Operating cash flows from operating leases</u>	\$ 1,664,000	\$ 2,309,000	\$ 2,703,000
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Right-of-use assets obtained in exchange for lease obligations:

Operating leases	2,930,000	0	\$ 1,542,000
Operating lease right-of-use assets (as reported) ¹	6,518,000	4,759,000	
Lessee, Operating Lease, Liability, Tenant Improvement Allowance		(2,100,000)	
Operating Lease, Liability, Current	1,625,000	2,006,000	
Operating Lease, Liability, Noncurrent	8,995,000	6,543,000	
Total	\$ 10,620,000	\$ 8,549,000	

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Leases - Schedule of Supplemental Balance Sheet Information (Details)	Dec. 31, 2024	Dec. 31, 2023
- USD (\$)		
\$ in Thousands		

Leases [Abstract]

Operating lease right-of-use assets (as reported)	\$ 6,518	\$ 4,759
Operating Lease Liability, Current	1,625	2,006
Operating lease liabilities - non-current (as reported)	8,995	6,543
Total operating lease liabilities	\$ 10,620	8,549
Tenant improvement allowance		\$ 2,100

Weighted Average Remaining Lease Term [Abstract]

Operating leases 7 years 4 months 24 days 6 years 2 months 12 days

Leases, Weighted Average Discount Rate [Abstract]

<u>Operating leases</u>	5.50%	4.50%
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Leases - Schedule of Future Operating Lease Payments (Details) - USD (\$) \$ in Thousands	Dec. 31, 2024	Dec. 31, 2023
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Leases [Abstract]

2025	\$ 2,206	
2026	2,211	
2027	1,331	
2028	1,276	
2029	1,306	
Thereafter	4,849	
Total lease payments	13,179	
Less: imputed interest	(2,559)	
Total	\$ 10,620	\$ 8,549

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[illegible]

Schedule of Equity Method Investments [Line Items]

Interest in Investment					4.90%
Equity Securities without Readily Determinable Fair Value, Impairment Loss, Annual Amount			\$ (225,000)	\$ (502,000)	\$ (1,597,000)
Equity Method Investment, Common Share Interest	10.00%	40.00%			0.00%
Equity Securities, FV-NI, Gain (Loss)			0	614,000	320,000
Disposal Group, Including Discontinued Operation, Foreign Currency Translation Gains (Losses)	\$ 200,000				
Purchases of cost method investments		\$ 300,000	0	4,941,000	320,000
Investment Owned, at Fair Value	0	\$ 400,000	\$ 0		700,000
Investments, Fair Value Disclosure					\$ 3,000,000
Investment Interest Rate			7.30%		
Equity Securities, FV-NI, Gain (Loss)			\$ 0	614,000	320,000
Equity Method Investments, Fair Value Disclosure					\$ 3,600,000
Disposal Group, Including Discontinued Operation, Foreign Currency Translation Gains (Losses)	200,000				
Investment Owned, at Fair Value	0	400,000	0		700,000
Impairment on investment		300,000			2,300,000
Purchases of cost method investments		\$ 300,000	0	4,941,000	320,000
Equity Method Investment, Underlying Equity in Net Assets					\$ 2,200,000
Payments for Legal Settlements				2,100,000	
Impairment of investment	400,000		400,000	300,000	2,300,000
Equity Ownership, Excluding Consolidated Entity and Equity Method Investee, Percentage					0.10%
Translation Adjustment Functional to Reporting Currency, Net of Tax, Period Increase (Decrease)			200,000	500,000	\$ 1,600,000

Schedule of Equity Method Investments [Line Items]				
Equity Method Investment, Difference Between Carrying Amount and Underlying Equity	300,000			
Investment Owned, at Fair Value		1,800,000	1,900,000	
Investment Owned, at Fair Value		\$	\$	
		1,800,000	1,900,000	
Equity Method Investment, Difference Between Carrying Amount and Underlying Equity	\$			
Rigzone [Member]	300,000			
Schedule of Equity Method Investments [Line Items]				
Equity Method Investment, Common Share Interest				40.00%
eFinancial Careers [Member]				
Schedule of Equity Method Investments [Line Items]				
Equity Method Investment, Common Share Interest	10.00%			40.00%
Purchases of cost method investments	4,900,000			
Debt and Equity Securities, Unrealized Gain (Loss)	600,000			
Debt and Equity Securities, Unrealized Gain (Loss)	600,000			
Purchases of cost method investments	\$			
	4,900,000			
XML 74 R58.htm IDEA: XBRL DOCUMENT				
FIXED ASSETS		12 Months Ended		
(Details) - USD (\$)		Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
\$ in Thousands				
Property, Plant and Equipment [Line Items]				
Property, Plant and Equipment, Gross	\$ 69,067	\$ 72,499		
Accumulated Depreciation, Depletion and Amortization, Property, Plant, and Equipment	(48,677)	(47,227)		
Fixed assets, net	20,390	25,272		
Depreciation	17,972	16,915	\$ 17,487	
Depreciation on Continuing Operations	17,972	16,915	\$ 17,487	
Computer Equipment and Software [Member]				
Property, Plant and Equipment [Line Items]				
Property, Plant and Equipment, Gross	3,691	3,921		
Furniture and Fixtures [Member]				
Property, Plant and Equipment [Line Items]				
Property, Plant and Equipment, Gross	776	686		
Leasehold Improvements [Member]				
Property, Plant and Equipment [Line Items]				
Property, Plant and Equipment, Gross	3,992	3,961		
Capitalized Development Costs				
Property, Plant and Equipment [Line Items]				
Property, Plant and Equipment, Gross	\$ 60,608	\$ 63,931		
XML 75 R59.htm IDEA: XBRL DOCUMENT				
ACQUIRED		12 Months Ended		
INTANGIBLE				
ASSETS, NET		Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
(Narrative) (Details) - USD (\$)				
Goodwill and Intangible Assets Disclosure [Abstract]				
Acquired intangible assets, net	\$ 23,800,000	\$ 23,800,000		
Impairment of indefinite-lived intangible asset	\$ 0	\$ 0	\$ 0	
Intangible Asset Royalty Rate	4.00%			
Intangible Asset Discount Rate	16.60%			
Reporting Unit, Percentage of Fair Value in Excess of Carrying Amount	4.00%			
XML 76 R60.htm IDEA: XBRL DOCUMENT				
GOODWILL -		12 Months Ended		
Narrative (Details) - USD (\$)		Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Goodwill and Intangible Assets Disclosure [Abstract]				
Goodwill Discount Rate	15.60%			
Goodwill Continuing Operations	\$ 128,100,000	\$ 128,100,000		
Goodwill	128,100,000			
Impairment of goodwill	\$ 0	\$ 0	\$ 0	
XML 77 R61.htm IDEA: XBRL DOCUMENT				
INDEBTEDNESS		12 Months Ended		
(Details)		Dec. 31, 2024	Dec. 31, 2023	
\$ in Thousands		USD (\$)		
Debt Instrument [Line Items]				
Interest margin	2.10%	2.35%		
restricted payments under the Credit Agreement	\$ 7,500			
Maximum available to be borrowed under revolving facility	\$ 150,000			
Line of Credit Facility, Commitment Fee Percentage	0.35%	0.40%		
Debt instrument, covenant, leverage ratio, maximum	2.5			
Debt Instrument, Basis Spread On Consolidated Leverage Ratio	0.10%			
Line of Credit Facility, Current Borrowing Capacity	\$ 100,000			
Line of Credit Facility, Increase (Decrease), Net Minimum	\$ 50,000			
Debt Instrument [Line Items]				
Interest margin	2.00%			
Ratio of Indebtedness to Net Capital, Pro forma basis	1.00			
Line of Credit Facility, Commitment Fee Percentage	0.35%			
Minimum Base Rate [Member]				
Debt Instrument [Line Items]				
Interest margin	1.00%			
Maximum				
Debt Instrument [Line Items]				
Interest margin	2.75%			
Ratio of Indebtedness to Net Capital, Pro forma basis	2.00			
Line of Credit Facility, Commitment Fee Percentage	0.50%			
Maximum Base Rate [Member]				
Debt Instrument [Line Items]				
Interest margin	1.75%			
Borrowings [Member] Minimum				
Debt Instrument [Line Items]				
Ratio of Indebtedness to Net Capital, Pro forma basis	1.00			
Borrowings [Member] Maximum				
Debt Instrument [Line Items]				
Ratio of Indebtedness to Net Capital, Pro forma basis	2.50			
XML 78 R62.htm IDEA: XBRL DOCUMENT				
INDEBTEDNESS		12 Months Ended		
(Schedule of Credit				

Debt Instrument [Line Items]	
Interest margin	2.75%
Line of Credit Facility, Commitment Fee Percentage	0.50%
Base Rate [Member] Minimum	
Debt Instrument [Line Items]	
Interest margin	1.00%
Base Rate [Member] Maximum	
Debt Instrument [Line Items]	
Interest margin	1.75%

EQUITY TRANSACTIONS (Details)	3 Months Ended	12 Months Ended			14 Months Ended	Jan 2023
	Mar. 31, 2024	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	Mar. 31, 2022	
	USD (\$)	USD (\$)	USD (\$)	USD (\$)	USD (\$)	
	shares	\$ / shares shares	\$ / shares shares	shares	shares	shares
Equity, Class of Treasury Stock [Line Items]						
Stock Repurchased During Period, Shares	0	1,661,278	3,287,096			
Stock Repurchased During Period, Value \$	\$ 0	\$ 6,928,000	\$ 18,596,000	\$ 20,000,000		
Stock Repurchased and Retired During Period, Shares				4,400,000		
Stock Repurchase Program, Additional Authorized Amount \$						
Stock Repurchase Program, Not Settled, Amount	0	19,220				
Preferred Stock, Shares Authorized	20,000,000	20,000,000				
Share Repurchase Program, Authorized, Amount \$						

Preferred Stock, Liquidation Preference Per Share \$ / shares					\$ 1
Preferred Stock, dividends preference per share (in dollars per share) \$ / shares					\$ 1
Series 1 Preferred Stock Subsequent Event Maximum					
Equity, Class of Treasury Stock [Line Items]					
Preferred stock, dividends preference times					1,000
Preferred stock, liquidation preference times					1,000
XML 81-R65.htm IDEA: XBRL DOCUMENT					
COMPREHENSIVE					
INCOME (Details) -					
USD (\$)					
\$ in Thousands					
Accumulated Other Comprehensive Income (Loss) [Line Items]					
Beginning balance					
Ending balance					
Other Comprehensive Income (Loss), Foreign Currency Transaction and Translation Reclassification Adjustment from AOCL, Realized upon Sale or					
Liquidation, Net of Tax					
Accumulated Other Comprehensive Income (Loss), Foreign Currency Translation Adjustment, Net of Tax					
Accumulated Foreign Currency Adjustment Attributable to Parent [Member]					
Accumulated Other Comprehensive Income (Loss) [Line Items]					
Beginning balance					
Ending balance					
XML 82-R66.htm IDEA: XBRL DOCUMENT					
STOCK BASED					
COMPENSATION					
(Details) - USD (\$)					
\$ in Thousands					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Share-based Payment Arrangement, Nonvested Award, Cost Not yet Recognized, Period for Recognition					
Stock based compensation					
Unrecognized compensation expense					
Common stock, shares authorized					
Share-Based Compensation Arrangement by Share-Based Payment Award, Purchase Price of Common Stock, Percent					
Share-Based Compensation Arrangement by Share-Based Payment Award, Maximum Number of Shares Per Employee					
Stock Issued During Period, Shares, Employee Stock Ownership Plan					
APIC, Share-Based Payment Arrangement, ESPP, Increase for Cost Recognition					
Common stock, shares authorized					
ESPP Proceeds					
Restricted Stock [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period					
Performance Stock Units [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period					
Award vesting period					
Performance period					
Employee Stock					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Term of ESPP					
Board Member Restricted Stock [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Award vesting period					
2022					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Common stock, shares authorized					
Common stock, shares authorized					
Share-Based Payment Arrangement, Tranche One Performance Stock Units [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Vesting percentage					
Share-Based Payment Arrangement, Tranche Two Performance Stock Units [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Vesting percentage					
Share-Based Payment Arrangement, Tranche Three Performance Stock Units [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Vesting percentage					
Maximum					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Stock Issued During Period, Value, Employee Stock Purchase Plan					
Stock Issued During Period, Value, Employee Stock Purchase Plan					
Maximum Employee Restricted Stock [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Award vesting period					
Minimum Employee Restricted Stock [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Award vesting period					
XML 83-R67.htm IDEA: XBRL DOCUMENT					
STOCK BASED					
COMPENSATION					
(Status of Restricted					
Stock) (Details) - \$ /					
shares					
Performance Stock Units [Member]					
Nonvested, Number of Shares [Roll Forward]					
Non-vested at beginning of period, Shares					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period					
Forfeited during the period, Shares					
Vested during the period, Shares					
Non-vested at end of period, Shares					
Nonvested, Weighted Average Grant Date Fair Value [Roll Forward]					
Non-vested at beginning of the period, Weighted Average Grant Date Fair Value					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period, Weighted Average Grant Date Fair Value					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value					
Vested during the period, Weighted Average Grant Date Fair Value					
Non-vested at end of period, Weighted Average Grant Date Fair Value					
Restricted Stock [Member]					

Nonvested, Number of Shares [Roll Forward]					
Non-vested at beginning of period, Shares	2,333,436	2,639,286	2,333,436	2,639,286	3,371,832
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period			1,857,739	1,748,172	1,238,331
Forfeited during the period, Shares			(272,845)	(502,018)	(132,218)
Vested during the period, Shares			(1,245,766)	(1,552,004)	(1,838,659)
Non-vested at end of period, Shares			2,672,564	2,333,436	2,639,286
Nonvested, Weighted Average Grant Date Fair Value [Roll Forward]					
Non-vested at beginning of the period, Weighted Average Grant Date Fair Value	\$ 4.55	\$ 3.96	\$ 4.55	\$ 3.96	\$ 2.80
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period, Weighted Average Grant Date Fair Value			2.49	4.95	5.13
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value			3.43	5.22	3.43
Vested during the period, Weighted Average Grant Date Fair Value			4.20	3.78	2.68
Non-vested at end of period, Weighted Average Grant Date Fair Value			\$ 3.39	\$ 4.55	\$ 3.96
~~XML 84 R68.htm IDEA: XBRL DOCUMENT~~					
STOCK BASED COMPENSATION					
Stock Options			Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022
Outstanding (Details) - \$ / shares				Dec. 31, 2021	
Restricted Stock [Member]					
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value	\$ 3.39		\$ 4.55	\$ 3.96	\$ 2.80
~~XML 85 R69.htm IDEA: XBRL DOCUMENT~~					
STOCK BASED COMPENSATION					
Status of PSUs (Details) - Performance Stock Units [Member] - \$ / shares		3 Months Ended	12 Months Ended		
		Mar. 31, 2024	Mar. 31, 2023	Dec. 31, 2024	Dec. 31, 2023
				Dec. 31, 2022	Dec. 31, 2021
Share-based Compensation Arrangement by Share-based Payment Award [Line Items]					
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Number			1,420,665	1,616,962	2,086,933
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Nonvested, Weighted Average Grant Date Fair Value			\$ 3.55	\$ 4.52	\$ 3.48
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period	853,332	587,587	960,000	1,552,715	1,553,332
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Grants in Period, Weighted Average Grant Date Fair Value			\$ 2.54	\$ 5.28	\$ 3.77
Share-based Compensation Arrangement by Share-based Payment Award, Equity Instruments Other than Options, Forfeitures, Weighted Average Grant Date Fair Value			4.42	5.15	2.40
Vested during the period, Weighted Average Grant Date Fair Value			\$ 3.94	\$ 3.54	\$ 2.64
Forfeited during the period, Shares	230,291		345,858	603,836	93,341
~~XML 86 R70.htm IDEA: XBRL DOCUMENT~~					
INCOME TAXES (Details) - USD (\$)					
		12 Months Ended			
		Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022	
Components of Deferred Tax Assets and Liabilities [Abstract]					
Tax Credit Carryforward, Amount	\$ 22,824,000	\$ 22,976,000			
Allowance for doubtful accounts	430,000	349,000			
Deferred Tax Assets, Property, Plant and Equipment	2,981,000	989,000			
Provision for accrued expenses and other, net	861,000	893,000			
Deferred Tax Assets, Investments	710,000	620,000			
Stock based compensation	1,294,000	2,505,000			
Deferred Tax Assets Leasing Arrangements	2,569,000	2,102,000			
Deferred Tax Liabilities, Leasing Arrangements	(1,573,000)	(1,174,000)			
Tax credit carryforward	279,000	311,000			
Deferred Tax Assets, Gross	31,948,000	30,745,000			
Less valuation allowance	(23,774,000)	(23,852,000)			
Deferred tax asset, net of valuation allowance	8,174,000	6,893,000			
Deferred Tax Liabilities, Intangible Assets	6,313,000	6,355,000			
Deferred Tax Liabilities, Deferred Expense, Other Capitalized Costs	(1,657,000)	(1,578,000)			
Deferred Tax Liabilities	(9,543,000)	(9,107,000)			
Deferred tax liability	(1,369,000)	(2,214,000)			
Net deferred tax liability	(1,369,000)	(2,214,000)			
Components of Income Tax Expense (Benefit), Continuing Operations [Abstract]					
Federal	3,213,000	2,631,000	\$ 2,478,000		
State	329,000	801,000	743,000		
Current Income Tax Expense	3,542,000	3,432,000	3,221,000		
Federal	(972,000)	(2,648,000)	(3,173,000)		
State	127,000	(653,000)	(627,000)		
Deferred Income Tax Expense (Benefit)	(845,000)	(3,301,000)	(3,800,000)		
Income tax expense	2,697,000	131,000	(579,000)		
Effective Income Tax Rate Reconciliation, Amount [Abstract]					
Federal statutory rate	620,000	760,000	755,000		
Loss on sale of investments	0	(22,881,000)	0		
Expiration of capital loss carryforward	113,000	4,680,000	0		
Stock-based compensation	1,982,000	(399,000)	(1,130,000)		
State taxes, net of federal effect	419,000	80,000	139,000		
Change in unrecognized tax benefits	28,000	263,000	(16,000)		
Executive compensation	308,000	1,214,000	266,000		
Research and development tax credits	(684,000)	(1,651,000)	(763,000)		
Gain on sale of subsidiary	(47,000)	(105,000)	(335,000)		
Valuation Allowance, Deferred Tax Asset, Increase (Decrease), Amount	(78,000)	18,158,000	555,000		
Other	\$ 36,000	\$ 12,000	\$ (50,000)		
Effective tax rate	91.40%	3.60%	(16.10%)		
Unrecognized Tax Benefits [Roll Forward]					
Unrecognized Tax Benefits	\$ 979,000	\$ 734,000	\$ 730,000		
Increases in tax positions related to current year	204,000	282,000	194,000		
Increases (decreases) in tax positions related to prior year	(33,000)		0		
Increases (decreases) in tax positions related to prior year		131,000			
Lapse of statute of limitations	(170,000)	(168,000)	(190,000)		
Unrecognized Tax Benefits	980,000	979,000	734,000		
Unrecognized tax benefits, income tax penalties and interest expense	30,000.00	20,000.00	(20,000.00)		
Unrecognized Tax Benefits, Gross	1,000,000	1,000,000	800,000		
Unrecognized Tax Benefits, Income Tax Penalties and Interest Accrued	80,000	53,000			
Liability for Uncertainty in Income Taxes, Noncurrent	1,060,000	1,032,000			
Unrecognized Tax Benefits to be Recognized	200,000				
Net operating loss carryforward	22,800,000	23,000,000			
Unrecognized tax benefits that would impact effective tax rate	\$ 1,000,000	\$ 1,000,000	\$ 800,000		

[XML 87-R71.htm IDEA: XBRL DOCUMENT](#)

INCOME TAXES - Earnings (Loss) before Income Taxes (Details) - USD (\$) \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022

[Income Tax Disclosure \[Abstract\]](#)

Income (loss) before income taxes	\$ 2,950	\$ 3,622	\$ 3,597
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EMPLOYEE SAVINGS PLAN (Details) - USD (\$) \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022

[Retirement Benefits \[Abstract\]](#)

Defined Benefit Plan, Plan Assets, Contributions by Employer	\$ 2,200	\$ 2,400	\$ 2,100
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[XML 89-R73.htm IDEA: XBRL DOCUMENT](#)

SEGMENT INFORMATION (Details) - USD (\$) \$ in Thousands	12 Months Ended		
	Jul. 01, 2024	Dec. 31, 2024	Dec. 31, 2023

[Segment Reporting Information \[Line Items\]](#)

Depreciation		\$ 17,972	\$ 16,915	\$ 17,487
Restructuring	\$ 1,100	1,111	2,417	0
Income (Loss) from Equity Method Investments		(225)	(502)	(1,597)
Income tax expense (benefit)		2,697	131	(579)
Net income (loss)		253	3,491	4,176

[Tech-Focused \[Member\]](#)

[Segment Reporting Information \[Line Items\]](#)

Revenues		141,926	151,878	149,680
Adjusted cost of revenues		20,163	19,787	17,602
Adjusted product development		18,837	17,777	17,674
Adjusted sales		27,371	36,161	35,166
Adjusted marketing		19,825	20,984	24,197
Adjusted general and administrative		20,417	20,913	24,091
Depreciation		17,972	16,915	17,487
Restructuring		1,111	2,417	0
Other segment items		10,305	10,322	9,883
Income (Loss) from Equity Method Investments		(225)	(502)	(1,597)
Interest expense		3,200	3,482	1,580
Income tax expense (benefit)		2,697	131	(579)
Net income (loss)		\$ 253	\$ 3,491	\$ 4,176

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EARNINGS PER SHARE (Details) - USD (\$) \$ / shares in Units, shares in Thousands, \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022

[Earnings Per Share \[Abstract\]](#)

Net income (loss)	\$ 253	\$ 3,491	\$ 4,176
Weighted average shares outstanding-basic	44,648	43,571	44,274
Weighted Average Number Diluted Shares Outstanding	442	925	2,259
Options to purchase shares	3,386	2,009	137
Weighted average diluted shares outstanding	45,090	44,496	46,533
Basic earnings (loss) per share (in dollars per share)	\$ 0.01	\$ 0.08	\$ 0.09
Diluted earnings (loss) per share (in dollars per share)	\$ 0.01	\$ 0.08	\$ 0.09

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CONSOLIDATED VALUATION AND QUALIFYING ACCOUNTS (Details) - USD (\$) \$ in Thousands	12 Months Ended		
	Dec. 31, 2024	Dec. 31, 2023	Dec. 31, 2022

[SEC Schedule, 12-09, Allowance, Credit Loss \[Member\]](#)

[SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure \[Line Items\]](#)

SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount	\$ 1,313	\$ 1,374	\$ 733
SEC Schedule, 12-09, Valuation Allowances and Reserves, Additions, Charge to Cost and Expense	(1,610)	(1,151)	(1,469)
SEC Schedule, 12-09, Valuation Allowances and Reserves, Deduction	(1,232)	(1,212)	(828)
SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount	1,691	1,313	1,374

[SEC Schedule, 12-09, Valuation Allowance, Deferred Tax Asset \[Member\]](#)

[SEC Schedule, 12-09, Valuation and Qualifying Accounts Disclosure \[Line Items\]](#)

SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount	23,852	5,694	5,139
SEC Schedule, 12-09, Valuation Allowances and Reserves, Additions, Charge to Cost and Expense	(78)	(18,158)	(555)
SEC Schedule, 12-09, Valuation Allowances and Reserves, Deduction	0	0	0
SEC Schedule, 12-09, Valuation Allowances and Reserves, Amount	\$ 23,774	\$ 23,852	\$ 5,694

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6!..H68XVW=%FAHSU&N!L.8T* T5 M0.4 V!0 /8 !R!15XOE.8VH^! .!CS< N!L~!\\$CN'MB!V!4\\$LE! !0 \(M -2UIV!"/!P@/A'8>&PO=V!R.W!H965T&UL MM90M4^X%H7 ~BBK3M353!8C?
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+FC.XR@E M^X.R!SDP>!BCE>U<INS>!H6!Z&G&BQ<&DXLU?B\)!PQ!8+YAX MBK4%%"TBRB M^6+D!W\(M=ADY!4!fB2TOVY<%C5\\$\)*Z7?BR?S!+!C\\$4=\\$8A+P0@*+7! \\$ M!W%<?
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Q@/NC=J>>6 B.C.2C^+7!D&.Y7B~+A M!E!QNB\)!L!G#>5Y46!HOETY&W2!W'WUW#KF! !DP!K!WZD\\$FVOU?..L*5@!J=7 M*.#! !D!~2R!W!f!M@SZ4W^!9 !L!OZMHV.2.&9!3"GIU"C=J 6A\\$4T+
8!9.9!M4!H 3.5C&UC2%9HA.07.V!L M6Q!XU?2!2H6!fL!XCC3.C&PK!LM0V!K?S>UA@!P^N41 P5W40Q0.=Y M!D"8CA*!85FYVW!68V!V! DN!DC!DH ZWY.Z.T!GCCQ%Q!51+!L.G&B!\(!PS
M^SA"QX UR=HG@.G.E@0%FAL049K8EC905A!H!X4!S!1%~SQ!2RY&S.409 M!FF>F!TA !>=>DX>M.P%K9R>X!^E!U#MUO!98>+!+G. M!C!V!3^FIW&1^L&37W.*2.X^A.LX B.%!+!T&S!#
M34!D9X> /122#..TF!@W \(AXWK@&EFZR2X?+NU.ZOC\)P9!P625^XD M<=<S. GH!H!RT!S@2!S.VS+^~!VVO>ZLR!+!#O=UOG..!.#! !T" @!2"O2 F95 M3\\$7.N=X&!\)3TLN%<K+%.
fBBP9!Q6Q0^/!&2MEfZHCRA?B^<N!X.K!B5Z^!A MN^HSM6.\\$!S<K!S=50!@+! !GINS0%#!O!>8=12@Q7K!E!H.45&HR&3BMDD?M^9\\$QW @39!5K%#~B!D! "826F!6T^!JR=SX7K M.F.
!A0%W!7!W8!L^V NT#0/RX!RTH!SGQ~6.T\\$^G+358K!M&77!M!4 M+U.RUO&JO\\$4X#D.NKG\\$F^=LU8.5DIK@G50H!O!4KM+!&KZEO@4.3>2DU
!M9!E.fTZK!N!F&3!9>5!9>IA&O7!M476#!<^W!P2! B" %&#&.!#!f!1!W MC.K MFK#4!J!U80!&Q!=\\$!XU75!M!U6!F!TG73FN!6CP?<3E.P!IT>=B M4\\$M#
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DBH>9>+<C'>5.MT#<08J9T1+>TZE.8AHY<4@>9'W#>V'G0QCN.I5:G3'F'WU51T.M.TWN+>W0.HYD'P'UUA:77'U'>+Z>DJO0.G.WLI=<8.I6.VYU8&YDM@>.F6XJ

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56T%1.14Q157J'GWFF'>HBR'6.MC<@>P/RZ=8.OHYG&GB1W'.@>69.D.SRX.R.9D\$URW71'04<I4UGU'K'.MOZ.DX.@ISYWE79J8Y>#>.M'R1Z940BC'OD'K6;EVT4

ISN@IS5W<@>F)A)MCM'S>2B321%>S>F7J'BOI>1JUEB21RQ'.J71\$&4&A&RIH'J8I'KAH&H(7.M4B>G)&EM@.4T4>=<&&D3JW.S55SD'NR1+5VPV(SC%>E1J.M#R7/MSTOTO<

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I2H@>B6T'=>4.42M'2Y0>MKJ<K5'>1=>81E'F.M9'XUJ21'80%>2>GJ68X5I=Z03\$1578R.OQ'0'H'ALP'30.86100H4573.MTF'>2'P8&P'0D2P.%<@>XU+6AX)3'>.I031X'ID

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RS'QH7QC'>3Y3WYNB<@>QL'F'DYA.MX00'N<@>=<H5Y144W'1@>@>(H&K.I4EX1+>XRR&C32T1(M<3X74.AO.DT(OPPP+T'G'0'0<+0JZIM=>HW7'FM@<ISV7863'<M'&L<@>

B'3J51'M&SE.G13%9CL55NRV'6A6Q1A1V2'2(SV2P.OM&K<O.M.13N'4'2'>B'V'F'W'5%<K&YVN689>=>Y2G6.C'17IET3YET.E1%>EN2D)1

M4'Z<1L3'>B3H.G1%>LX#A'2NNW'W4NY>X3TI@>AOIVGSE'<22A.C.MJF4'>GQ.M.21.(BP.O&#>SP27R%>TH3NOH'>#VA'>N6BM3Y1'>F&T)H1'>O.M.'K\$<80>?>LK'9L1'1)5R

6'4/420D<=>CAPIT'>O12/NH3RQ.931G)CK.MH.OU(Q)1(I(IPWIEE+>+<718U=6K6A>@>9>MV7HIE.W.Z(ZZM)6.WLMU)D1B5C*4ED>3H1'TX569V16.TBKX'3A>5.M\$1

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FC"-54 M5-034S-FH1-9VZ7NXT^HOOC3-OJHJ503AR-NMA=-WZGJ/M-PJH#X-VJMM^PLG^UKZVQOLM#~%K&AF%K%K%~S4+13X0#-1YX09"-N2^GD<4#1N
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~014EY?~W#1+(TBYK^Z71 X-HIT NTPX~2V2 MLKWQCO(FHJ:209F22K~>4~W-NGIC 57YG0-MJ=56U9 Q MU>OUX T^T18962 G153G0T7-3 C/275E5Q9EFH?
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(DD4TFV7~6AB?&L~9J:0X2@ZME3T.1V M6JY105I.V-T~&S~#W-8)M~JW~X#X~1?~#<+A3 Q1<~F MPTFE0.6#4~G@
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&0^AL+W=O1C@~TL1SUBOG9@^N-73M(4\$A/I~@1%23..>2~MOLHHD>H1^MEF)~<~&~H&B.A1+OOI<5^EB^N+OI:OZ)IT^P3I&B& MPV^ISIH8T^ZUA\$K(O~^
9Y0:RA~X^AS3JH1C~Q^KOLU BFJGV2^C=&J&AJ&B~(6L4W^X^A&9;D0Z+Z9L0/5T^ZUJH3O M&N&B3RZG&O+Z1^Z7L~1~"KF>I9Y PJ35)H4?~C#S^S^4T\$+C#>)5
MDH&G^W~6~7M^EP@~0^W-ENH~H8C^D)DSJBV~XXLWPRW~P17Z^ST4T3V M2.G 190N:~1^&C~D&F>DV+AL4J38M&S&QJL917VLN&K&U+Q&S^1~F03L1=5%ME\$%~^I@SK:(
~>9C0A(1R1 D~F8 MV,H~H~IE:OVC=17H81203LCNFZ,W^AEX7 M>~<~MZ FL&DK M38A+W76~8S~U~&3&P1~\$R3S1>U6K065%DV>)N8>
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MJH+~"33-7XC-5MHLLQJL&NODV12+LCOY^YN^O(B^C^V2) EL MP26D&G5H1508.FE2QGH^BT>W^FL(90/ZK^GA?9~NL2/3^C3QYRJB U76K~+~OJOU.NW.B~H(HF+XDE%
MU>~XFV31V6~SB1R9%U446HP^U4~6P~6.6.CYGN>=S)XV^82\$H2H62.G\$W55SS^FEG?~IOO M~Z>QH<~XT.G16:69.K0JF647Q2KJ(XD14TN AIG:S4~8F1U@~9RL8C:CO\$
MHRU^TN~J&~(4.60Y3M^PFU5NOH1H 9L5>~344I2BCCBY7(CBF&S~M~PHV3@~@2N
~QM5S@NZVN DLX<+1~LGYT419>~2~J~JMLF4H8B9U&6Y~%UW&J&WV&K^VB^XIG0F=00\$P~2ID@/@/58)6J1N M7-R
~\$EK0^Q(O^4>HNRIUM1&ARA63XPA12@K0)~IK\$~H1 T2VNB1IEJ5L M3.Y2T4P6Z~1T^4?O&P~D91D@~J459+~M1QJ5G7EWL0)8N60M46JHWM>@.PS VPG11.3&%
M7@~@RMJH1L K5M@F#S1\$>~W@W~#S.CS\$VC-S^6S~\$8P\$FKYHMM&WG(1%LW-M\$>?M@4K)YD)R<K-T5T48~NF1HX-B-D.#G~14 6+~LL)S(W)J& ME.UU 2\$0F0&\$>
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MA@~\$E\$ Y4~O1E1LXFX<C~566WQ(1P KPN\$9)7L\$PV<Q(PHJ C^P~K\$50T~1 M^ON.H2+N3AOJLM@IP>IYQY TE= \$M M~N.G~LH1H=^~<~U7~%Y~S~K9~J?<
~2&~3S>C2&~>3WM^P7?~>>3 2=^@BL~1N13C2J0TOT#?SUSCED=^&A.FNIU1^2IR.D3K=^W)K(I1-MT200#3E8C.#~1FVJ^Y1>@Y3)6:~?<
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+YJ2H+HY~OAO7GJH=UQ^G&W63GWYDPA@~J5J1MP& MW505.G0?#CZK&M3 X-S@1OG.G0&S~DFFL+U55#~QKNCL(CUYYV~#07N1& M^X=Y6WG-
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P&I E->0~@H@P=P~A2 MNW4JM@O15CB~1A8~PUFQ688EFT3RPT-E&SGJ\$R~H^F7Z FZ~R8Y1P~MYVB-12-L^I^Q9RIE1Y/HF~%BSE1H~1Z^0&1E=6K1^ANF~CHQ-TA A~
MMMSFO&~9C~RE05~N&D30QJPM30I0L^Y8P1?YRR1J3~J1G K\$~UB4 19 MJQ@32.OO.WB^1Z~>~@80AP~H3E5LO/ MR&HJH~K1Z^UXQA.Z1DTM9X4&CM8+~6030SV56#D?<
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MA@~\$E\$ Y4~O1E1LXFX<C~566WQ(1P KPN\$9)7L\$PV<Q(PHJ C^P~K\$50T~1 M^ON.H2+N3AOJLM@IP>IYQY TE= \$M M~N.G~LH1H=^~<~U7~%Y~S~K9~J?<
~2&~3S>C2&~>3WM^P7?~>>3 2=^@BL~1N13C2J0TOT#?SUSCED=^&A.FNIU1^2IR.D3K=^W)K(I1-MT200#3E8C.#~1FVJ^Y1>@Y3)6:~?<
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+YJ2H+HY~OAO7GJH=UQ^G&W63GWYDPA@~J5J1MP& MW505.G0?#CZK&M3 X-S@1OG.G0&S~DFFL+U55#~QKNCL(CUYYV~#07N1& M^X=Y6WG-
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MMMSFO&~9C~RE05~N&D30QJPM30I0L^Y8P1?YRR1J3~J1G K\$~UB4 19 MJQ@32.OO.WB^1Z~>~@80AP~H3E5LO/ MR&HJH~K1Z^UXQA.Z1DTM9X4&CM8+~6030SV56#D?<
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MA@~\$E\$ Y4~O1E1LXFX<C~566WQ(1P KPN\$9)7L\$PV<Q(PHJ C^P~K\$50T~1 M^ON.H2+N3AOJLM@IP>IYQY TE= \$M M~N.G~LH1H=^~<~U7~%Y~S~K9~J?<
~2&~3S>C2&~>3WM^P7?~>>3 2=^@BL~1N13C2J0TOT#?SUSCED=^&A.FNIU1^2IR.D3K=^W)K(I1-MT200#3E8C.#~1FVJ^Y1>@Y3)6:~?<
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MA@~\$E\$ Y4~O1E1LXFX<C~566WQ(1P KPN\$9)7L\$PV<Q(PHJ C^P~K\$50T~1 M^ON.H2+N3AOJLM@IP>IYQY TE= \$M M~N.G~LH1H=^~<~U7~%Y~S~K9~J?<
~2&~3S>C2&~>3WM^P7?~>>3 2=^@BL~1N13C2J0TOT#?SUSCED=^&A.FNIU1^2IR.D3K=^W)K(I1-MT200#3E8C.#~1FVJ^Y1>@Y3)6:~?<
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MA@~\$E\$ Y4~O1E1LXFX<C~566WQ(1P KPN\$9)7L\$PV<Q(PHJ C^P~K\$50T~1 M^ON.H2+N3AOJLM@IP>IYQY TE= \$M M~N.G~LH1H=^~<~U7~%Y~S~K9~J?<
~2&~3S>C2&~>3WM^P7?~>>3 2=^@BL~1N13C2J0TOT#?SUSCED=^&A.FNIU1^2IR.D3K=^W)K(I1-MT200#3E8C.#~1FVJ^Y1>@Y3)6:~?<
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+YJ2H+HY~OAO7GJH=UQ^G&W63GWYDPA@~J5J1MP& MW505.G0?#CZK&M3 X-S@1OG.G0&S~DFFL+U55#~QKNCL(CUYYV~#07N1& M^X=Y6WG-
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Cash includes, but is not limited to, currency on hand, demand deposits with banks or financial institutions, and other accounts with general characteristics of demand deposits. Cash equivalents include, but are not limited to, short-term, highly liquid investments that are both readily convertible to known amounts of cash and so near their maturity that they present insignificant risk of changes in value because of changes in interest rates." } } }, "auth_ref": { "r0": "r101" } }, "dhx_CashFlowLesseeAbstract": { "xbrltype": "stringItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "CashFlowLesseeAbstract", "presentation": { "http://www.diceholdingsinc.com/role/LeasesScheduleofSupplementalCashFlowsInformationDetails": { "lang": { "en-us": { "role": { "terseLabel": "Cash paid for amounts included in measurement of lease liabilities", "label": "Cash Flow, Lessee [Abstract]", "documentation": "Cash Flow, Lessee [Abstract]" } } }, "auth_ref": { "r1": "r1" } }, "us-gaap_CashProceedsReceivedAndTaxBenefitFromShareBasedPaymentAwardsTableTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CashProceedsReceivedAndTaxBenefitFromShareBasedPaymentAwardsTableTextBlock", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSTables": { "lang": { "en-us": { "role": { "terseLabel": "Cash Proceeds Received and Tax Benefit from Share-Based Payment Awards", "label": "Cash Proceeds Received and Tax Benefit from Share-Based Payment Awards [Table Text Block]", "documentation": "Tabular disclosure of cash received from exercise of stock options and similar instruments granted under share-based payment arrangements and tax benefit from exercise of stock options." } } }, "auth_ref": { "r13": { "us-gaap_ChangeInAccountingPrincipleMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ChangeInAccountingPrincipleMember", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFTOCKHOLDERSEQUITYStatement": { "lang": { "en-us": { "role": { "terseLabel": "Adjustments for Change in Accounting Principle [Domain]", "label": "Change in Accounting Principle, Type [Domain]", "documentation": "Change in accounting principle. 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Examples include, but are not limited to, common stock, redeemable preferred stock, nonredeemable preferred stock, and convertible stock." } } }, "auth_ref": { "r149": "r188", "r189", "r190", "r219", "r250", "r251", "r253", "r255", "r264", "r265", "r310", "r398", "r400", "r401", "r402", "r405", "r406", "r436", "r437", "r440", "r443", "r449", "r623", "r736", "r737", "r738", "r739", "r744", "r745", "r746", "r747", "r748", "r749", "r750", "r751", "r752", "r753", "r754", "r755", "r774", "r795", "r812", "r887", "r888", "r889", "r890", "r891", "r1084", "r1112", "r1127" } }, "us-gaap_ClassOfTreasuryStockTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ClassOfTreasuryStockTable", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSNotes": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSTables": { "lang": { "en-us": { "role": { "terseLabel": "Class of Treasury Stock [Table]", "label": "Class of Treasury Stock [Table]", "documentation": "Disclosure of information about treasury stock, including, but not limited to, average cost per share, description of share repurchase program, shares repurchased, shares held for each class of treasury stock." } } }, "auth_ref": { "r47": "r48", "r49", "r50" } }, "dhx_ClearanceJobsMember": { "xbrltype": "domainItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "ClearanceJobsMember", "presentation": { "http://www.diceholdingsinc.com/role/REVENUERECOGNITIONDisaggregatedRevenueDetails": { "lang": { "en-us": { "role": { "terseLabel": "ClearanceJobs [Member]", "label": "ClearanceJobs [Member]", "documentation": "ClearanceJobs [Member]" } } }, "auth_ref": { "r1": "r1" } }, "us-gaap_CommitmentsAndContingenciesDisclosureTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommitmentsAndContingenciesDisclosureTextBlock", "presentation": { "http://www.diceholdingsinc.com/role/COMMITMENTSANDCONTINGENCIES": { "lang": { "en-us": { "role": { "terseLabel": "Commitments and Contingencies", "label": "Commitments and Contingencies Disclosure [Text Block]", "documentation": "The entire disclosure for commitments and contingencies." } } }, "auth_ref": { "r109": "r390", "r391", "r894", "r1149", "r1154" } }, "us-gaap_CommonStockMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockMember", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFTOCKHOLDERSEQUITYStatement": { "http://www.diceholdingsinc.com/role/COVERPAGE": { "lang": { "en-us": { "role": { "terseLabel": "Common Stock [Member]", "label": "Common Stock [Member]", "documentation": "Stock that is subordinate to all other stock of the issuer." } } }, "auth_ref": { "r960": "r961", "r962", "r964", "r965", "r966", "r967", "r1122", "r1123", "r1126", "r1206", "r1262", "r1265" } }, "us-gaap_CommonStockParOrStatedValuePerShare": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024",

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These shares represent capital invested by the firm's shareholders and owners, and may be all or only a portion of the number of shares authorized. Shares issued include shares outstanding and shares held in the treasury", "auth_ref": "78", "us-gaap CommonStockSharesOutstanding", "xbrltype": "sharesItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockSharesOutstanding", "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS/PARENT/ETHICAL", "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/STOCKHOLDERSEQUITY/Statement", "lang": "en-us", "role": "terseLabel", "Common stock, shares outstanding", "label": "Common Stock, Shares, Outstanding", "documentation": "Number of shares of common stock outstanding. Common stock represent the ownership interest in a corporation", "auth_ref": "r12", "78", "774", "792", "1265", "1266", "us-gaap CommonStockValue", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CommonStockValue", "crdr": "credit", "calculation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS", "parentTag": "us-gaap StockholdersEquity", "weight": 1.0, "order": 1.0, "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS", "lang": "en-us", "role": "terseLabel", "Common stock, \$0.1 par value, authorized 240,000; issued 80,881 and 78,764 shares, respectively; outstanding: 40,217 and 46,875 shares, respectively", "label": "Common Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable common stock (or common stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable common shares, par value and other disclosure concepts are in another section within stockholders' equity", "auth_ref": "78", "r682", "r953", "ecd CompActuallyPaidVsCoSelectedMeasureTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsCoSelectedMeasureTextBlock", "presentation": "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": "en-us", "role": "terseLabel", "Compensation Actually Paid vs. Company Selected Measure", "label": "Compensation Actually Paid vs. Company Selected Measure [Text Block]", "auth_ref": "r1037", "ecd CompActuallyPaidVsNetIncomeTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsNetIncomeTextBlock", "presentation": "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": "en-us", "role": "terseLabel", "Compensation Actually Paid vs. Net Income", "label": "Compensation Actually Paid vs. Net Income [Text Block]", "auth_ref": "r1036", "ecd CompActuallyPaidVsOtherMeasureTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsOtherMeasureTextBlock", "presentation": "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": "en-us", "role": "terseLabel", "Compensation Actually Paid vs. Other Measure", "label": "Compensation Actually Paid vs. Other Measure [Text Block]", "auth_ref": "r1038", "ecd CompActuallyPaidVsTotalShareholderRtnTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "CompActuallyPaidVsTotalShareholderRtnTextBlock", "presentation": "http://xbrl.sec.gov/ecd/role/PvpDisclosure", "lang": "en-us", "role": "terseLabel", "Compensation Actually Paid vs. Total Shareholder Return", "label": "Compensation Actually Paid vs. Total Shareholder Return [Text Block]", "auth_ref": "r1035", "us-gaap CompensationAndRetirementDisclosureAbstract", "xbrltype": "stringItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CompensationAndRetirementDisclosureAbstract", "lang": "en-us", "role": "terseLabel", "Retirement Benefits [Abstract]", "label": "Retirement Benefits [Abstract]", "auth_ref": "us-gaap ComponentsOfDeferredTaxAssetsAndLiabilitiesAbstract", "xbrltype": "stringItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComponentsOfDeferredTaxAssetsAndLiabilitiesAbstract", "presentation": "http://www.diceholdingsinc.com/role/INCOMETAXES/Details", "lang": "en-us", "role": "terseLabel", "Components of Deferred Tax Assets and Liabilities [Abstract]", "label": "Components of Deferred Tax Assets and Liabilities [Abstract]", "auth_ref": "us-gaap ComponentsOfIncomeTaxExpenseBenefitContinuingOperationsAbstract", "xbrltype": "stringItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComponentsOfIncomeTaxExpenseBenefitContinuingOperationsAbstract", "presentation": "http://www.diceholdingsinc.com/role/INCOMETAXES/Details", "lang": "en-us", "role": "terseLabel", "Components of Income Tax Expense (Benefit), Continuing Operations [Abstract]", "label": "Components of Income Tax Expense (Benefit), Continuing Operations [Abstract]", "auth_ref": "us-gaap ComprehensiveIncomeNetOfTax", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNetOfTax", "crdr": "credit", "calculation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/COMPREHENSIVE/LOSS", "parentTag": null, "weight": null, "order": null, "root": true, "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/COMPREHENSIVE/LOSS", "lang": "en-us", "role": "totalLabel", "Comprehensive income (loss)", "label": "Comprehensive Income (Loss), Net of Tax, Attributable to Parent", "documentation": "Amount after tax of increase (decrease) in equity from transactions and other events and circumstances from net income and other comprehensive income, attributable to parent entity. Excludes changes in equity resulting from investments by owners and distributions to owners", "auth_ref": "r18", "r201", "r203", "r210", "r675", "r693", "r694", "us-gaap ComprehensiveIncomeNoteTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComprehensiveIncomeNoteTextBlock", "presentation": "http://www.diceholdingsinc.com/role/COMPREHENSIVE/INCOME/Notes", "lang": "en-us", "role": "terseLabel", "Comprehensive Income (Loss) Note [Text Block]", "label": "Comprehensive Income (Loss) Note [Text Block]", "documentation": "The entire disclosure for comprehensive income, which includes, but is not limited to, 1) the amount of income tax expense or benefit allocated to each component of other comprehensive income, including reclassification adjustments, 2) the reclassification adjustments for each classification of other comprehensive income and 3) the ending accumulated balances for each component of comprehensive income", "auth_ref": "r84", "r209", "r674", "r692", "us-gaap ComputerEquipmentMember", "xbrltype": "domainItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ComputerEquipmentMember", "presentation": "http://www.diceholdingsinc.com/role/FIXEDASSETS/Details", "lang": "en-us", "role": "terseLabel", "Computer Equipment and Software [Member]", "label": "Computer Equipment [Member]", "documentation": "Long lived, depreciable assets that are used in the creation, maintenance and utilization of information systems", "auth_ref": "us-gaap ConcentrationRiskCreditRisk", "xbrltype": "textBlockItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConcentrationRiskCreditRisk", "presentation": "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIES/Policies", "lang": "en-us", "role": "terseLabel", "Concentration Risk, Credit Risk, Policy [Policy Text Block]", "label": "Concentration Risk, Credit Risk, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit risk", "auth_ref": "r63", "r138", "us-gaap ConsolidationPolicyTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ConsolidationPolicyTextBlock", "presentation": "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIES/Policies", "lang": "en-us", "role": "terseLabel", "Consolidation, Policy [Policy Text Block]", "label": "Consolidation, Policy [Policy Text Block]", "documentation": "Disclosure of accounting policy regarding (1) the principles it follows in consolidating or combining the separate financial statements, including the principles followed in determining the inclusion or exclusion of subsidiaries or other entities in the consolidated or combined financial statements and (2) its treatment of interests (for example, common stock, a partnership interest or other means of exerting influence) in other entities, for example consolidation or use of the equity or cost methods of accounting. The accounting policy may also address the accounting treatment for intercompany accounts and transactions, noncontrolling interest, and the income statement treatment in consolidation for issuances of stock by a subsidiary", "auth_ref": "r59", "r993", "us-gaap ContractWithCustomerAssetAndLiabilityTableTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerAssetAndLiabilityTableTextBlock", "presentation": "http://www.diceholdingsinc.com/role/REVENUE/RECOGNITION/Tables", "lang": "en-us", "role": "terseLabel", "Contract with Customer, Asset and Liability", "label": "Contract with Customer, Contract Asset, Contract Liability, and Receivable [Table Text Block]", "documentation": "Tabular disclosure of receivable, contract asset, and contract liability from contract with customer. Includes, but is not limited to, change in contract asset and contract liability", "auth_ref": "r1162", "us-gaap ContractWithCustomerLiabilityRevenueRecognized", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ContractWithCustomerLiabilityRevenueRecognized", "crdr": "credit", "presentation": "http://www.diceholdingsinc.com/role/REVENUE/RECOGNITION/ContractBalancesDetails", "lang": "en-us", "role": "terseLabel", "Contract with Customer, Liability, Revenue Recognized", "label": "Contract with Customer, Liability, Revenue Recognized", "documentation": "Amount of revenue recognized that was previously included in balance of obligation to transfer good or service to customer for which consideration from customer has been received or is due", "auth_ref": "r461", "us-gaap CostOfGoodsAndServicesSold", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostOfGoodsAndServicesSold", "crdr": "debit", "calculation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/OPERATIONS", "parentTag": "us-gaap CostsAndExpenses", "weight": 1.0, "order": 5.0, "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/OPERATIONS", "lang": "en-us", "role": "terseLabel", "Cost of revenues", "label": "Cost of Goods and Services Sold", "documentation": "The aggregate costs related to goods produced and sold and services rendered by an entity during the reporting period. This excludes costs incurred during the reporting period related to financial services rendered and other revenue generating activities", "auth_ref": "r90", "r91", "r668", "dhx CostOfGoodsAndServicesSoldAdjusted", "xbrltype": "monetaryItem", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "CostOfGoodsAndServicesSoldAdjusted", "crdr": "debit", "calculation": "http://www.diceholdingsinc.com/role/SEGMENT/INFORMATION/Details", "parentTag": "us-gaap NetIncomeLoss", "weight": -1.0, "order": 3.0, "presentation": "http://www.diceholdingsinc.com/role/SEGMENT/INFORMATION/Details", "lang": "en-us", "role": "terseLabel", "Adjusted cost of revenues", "label": "Cost of Goods And Services Sold, Adjusted", "documentation": "Cost of Goods And Services Sold, Adjusted", "auth_ref": "us-gaap CostsAndExpenses", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CostsAndExpenses", "crdr": "debit", "calculation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/OPERATIONS", "parentTag": "us-gaap OperatingIncomeLoss", "weight": -1.0, "order": 1.0, "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/OPERATIONS", "lang": "en-us", "role": "totalLabel", "Total operating expenses", "label": "Costs and Expenses", "documentation": "Total costs of sales and operating expenses for the period", "auth_ref": "r97", "dei CoverAbstract", "xbrltype": "stringItem", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "CoverAbstract", "lang": "en-us", "role": "label", "Cover [Abstract]", "documentation": "Cover page", "auth_ref": "us-gaap CreditLossFinancialInstrumentPolicyTextBlock", "xbrltype": "textBlockItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CreditLossFinancialInstrumentPolicyTextBlock", "presentation": "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIES/Policies", "lang": "en-us", "role": "terseLabel", "Credit Loss, Financial Instrument [Policy Text Block]", "label": "Credit Loss, Financial Instrument [Policy Text Block]", "documentation": "Disclosure of accounting policy for credit loss on financial instrument measured at amortized cost basis, net investment in lease, off-balance sheet credit exposure, and available-for-sale debt security. Includes, but is not limited to, methodology used to estimate allowance for credit loss, how writeoff of uncollectible amount is recognized, and determination of past due status and nonaccrual status", "auth_ref": "r321", "r322", "r323", "r325", "r326", "r329", "r330", "r331", "r332", "r333", "r334", "r335", "r336", "r337", "r338", "r339", "r340", "r341", "dhx CumulativeEffectOfNewAccountingPrinciple", "xbrltype": "monetaryItem", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "CumulativeEffectOfNewAccountingPrinciple", "crdr": "debit", "presentation": "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTS/STOCKHOLDERSEQUITY/Statement", "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIES/Details", "lang": "en-us", "role": "terseLabel", "Cumulative Effect of New Accounting Principle", "label": "Cumulative Effect of New Accounting Principle", "documentation": "Cumulative Effect of New Accounting Principle", "auth_ref": "us-gaap CurrentFederalTaxExpenseBenefit", "xbrltype": "monetaryItem", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "CurrentFederalTaxExpenseBenefit", "crdr": "debit", "calculation": "http://www.diceholdingsinc.com/role/INCOMETAXES/Details", "parentTag": "us-gaap CurrentIncomeTaxExpenseBenefit", "weight": -1.0, "order": 1.0, "presentation": "http://www.diceholdingsinc.com/role/INCOMETAXES/Details", "lang": "en-us", "role": "terseLabel", "Federal", "label": "Current Federal Tax Expense (Benefit)", "documentation": "Amount of current federal tax expense (benefit) attributable to income (loss) from continuing operations. 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Instrument, Redemption, Period [Axis], "documentation": "Information by period of debt redemption feature under terms of debt agreement." } } }, "auth_ref": { "r128" } }, "us-gaap_DebtInstrumentRedemptionPeriodDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentRedemptionPeriodDomain", "presentation": { "http://www.diceholdingsinc.com/role/INDEBTEDNESSTables" } }, "lang": { "en-us": { "role": { "terseLabel": "Debt Instrument, Redemption, Period [Domain]", "label": "Debt Instrument, Redemption, Period [Domain]", "documentation": "Period as defined under terms of the debt agreement for debt redemption features." } } }, "auth_ref": { "r128" } }, "us-gaap_DebtInstrumentTable": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DebtInstrumentTable", "presentation": { "http://www.diceholdingsinc.com/role/INDEBTEDNESSDetails" }, "http://www.diceholdingsinc.com/role/INDEBTEDNESSScheduleofCreditAgreementDetails": { "http://www.diceholdingsinc.com/role/INDEBTEDNESSTables" } }, "lang": { "en-us": { "role": { "terseLabel": "Schedule of Long-term Debt Instruments [Table]", "label": "Schedule of Long-Term Debt Instruments [Table]", "documentation": "Disclosure of information about long-term debt instrument or arrangement." } } }, "auth_ref": { "r15", "r44", "r46", "r62", "r112", "r113", "r221", "r408", "r409", "r410", "r411", "r412", "r414", "r419", "r420", "r421", "r422", "r424", "r425", "r426", "r427", "r428", "r429", "r432", "r419", "r920", "r921", "r922", "r923", "r951", "r1113", "r1214", "r1216" } }, "us-gaap_DeferredFederalIncomeTaxExpenseBenefit": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "DeferredFederalIncomeTaxExpenseBenefit", "crdr": "debit", "calculation": { "http://www.diceholdingsinc.com/role/INCOMETAXESDetails": { "parentTag": "us-gaap_DeferredIncomeTaxExpenseBenefit", "weight": 1.0, "order": 1.0 } }, "presentation": { "http://www.diceholdingsinc.com/role/INCOMETAXESDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Federal", "label": "Deferred Federal Income Tax Expense (Benefit)", "documentation": "Amount of deferred federal tax expense (benefit) attributable to income (loss) from continuing operations. 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Addresses all significant policy factors, including any antidilutive items that have been excluded from the computation and takes into account stock dividends, splits and reverse splits that occur after the balance sheet date of the latest reporting period but before the issuance of the financial statements." } } }, "auth_ref": { "r29", "r30", "r257" }, "us-gaap_EarningsPerShareTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "EarningsPerShareTextBlock", "presentation": { "http://www.diceholdingsinc.com/role/EARNINGSPEPSHARE" }, "lang": { "en-us", "role": { "terseLabel": "Earnings Per Share", "label": "Earnings Per Share [Text Block]", "documentation": "The entire disclosure for earnings per share." } } }, "auth_ref": { "r247", "r256", "r258", "r259" }, "us-gaap_EffectiveIncomeTaxRateContinuingOperations": { "xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": 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Where multiple classes or units exist define each class/interest by adding class of stock items such as Common Class A [Member], Common Class B [Member] or Partnership Interest [Member] onto the Instrument [Domain] of the Entity Listings, Instrument." } } }, "auth_ref": { "dei_EntityCurrentReportingStatus": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityCurrentReportingStatus", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Current Reporting Status", "label": "Entity Current Reporting Status", "documentation": "Indicate 'Yes' or 'No' whether registrants (1) have filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that registrants were required to file such reports), and (2) have been subject to such filing requirements for the past 90 days. This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": { "dei_EntityDomain": { "xbrltype": "domainItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityDomain", "presentation": { "http://www.diceholdingsinc.com/role/STOCKBASEDCOMPENSATIONDetails", "lang": { "en-us", "role": { "terseLabel": "Entity [Domain]", "label": "Entity [Domain]", "documentation": "All the names of the entities being reported upon in a document. Any legal structure used to conduct activities or to hold assets. Some examples of such structures are corporations, partnerships, limited liability companies, grantor trusts, and other trusts. This item does not include business and geographical segments which are included in the geographical or business segments domains." } } }, "auth_ref": { "dei_EntityEmergingGrowthCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityEmergingGrowthCompany", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Emerging Growth Company", "label": "Entity Emerging Growth Company", "documentation": "Indicate if registrant meets the emerging growth company criteria." } } }, "auth_ref": { "r972" }, "dei_EntityFileNumber": { "xbrltype": "fileNumberItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityFileNumber", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity File Number", "label": "Entity File Number", "documentation": "Commission file number. The field allows up to 17 characters. 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This information should be based on the registrant's current or most recent filing containing the related disclosure." } } }, "auth_ref": { "r972" }, "dei_EntityIncorporationStateCountryCode": { "xbrltype": "edgarStateCountryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityIncorporationStateCountryCode", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Incorporation, State or Country Code", "label": "Entity Incorporation, State or Country Code", "documentation": "Two-character EDGAR code representing the state or country of incorporation." } } }, "auth_ref": { "dei_EntityInteractiveDataCurrent": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityInteractiveDataCurrent", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Interactive Data Current", "label": "Entity Interactive Data Current", "documentation": "Boolean flag that is true when the registrant has submitted electronically every Interactive Data File required to be submitted pursuant to Rule 405 of Regulation S-T during the preceding 12 months (or for such shorter period that the registrant was required to submit such files)." } } }, "auth_ref": { "r1081" }, "dei_EntityPublicFloat": { "xbrltype": "monetaryItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityPublicFloat", "crdr": "credit", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Public Float", "label": "Entity Public Float", "documentation": "The aggregate market value of the voting and non-voting common equity held by non-affiliates computed by reference to the price at which the common equity was last sold, or the average bid and asked price of such common equity, as of the last business day of the registrant's most recently completed second fiscal quarter." } } }, "auth_ref": { "dei_EntityRegistrantName": { "xbrltype": "normalizedStringItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityRegistrantName", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Registrant Name", "label": "Entity Registrant Name", "documentation": "The exact name of the entity filing the report as specified in its charter, which is required by forms filed with the SEC." } } }, "auth_ref": { "r972" }, "dei_EntityShellCompany": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityShellCompany", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Shell Company", "label": "Entity Shell Company", "documentation": "Boolean flag that is true when the registrant is a shell company as defined in Rule 12b-2 of the Exchange Act." } } }, "auth_ref": { "r972" }, "dei_EntitySmallBusiness": { "xbrltype": "booleanItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntitySmallBusiness", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Small Business", "label": "Entity Small Business", "documentation": "Indicates that the company is a Smaller Reporting Company (SRC)." } } }, "auth_ref": { "r972" }, "dei_EntityTaxIdentificationNumber": { "xbrltype": "employerIdItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityTaxIdentificationNumber", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Tax Identification Number", "label": "Entity Tax Identification Number", "documentation": "The Tax Identification Number (TIN), also known as an Employer Identification Number (EIN), is a unique 9-digit value assigned by the IRS." } } }, "auth_ref": { "r972" }, "dei_EntityVoluntaryFilers": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityVoluntaryFilers", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Voluntary Filers", "label": "Entity Voluntary Filers", "documentation": "Indicate 'Yes' or 'No' if the registrant is not required to file reports pursuant to Section 13 or Section 15(d) of the Act." } } }, "auth_ref": { "dei_EntityWellKnownSeasonedIssuer": { "xbrltype": "yesNoItemType", "nsuri": "http://xbrl.sec.gov/dei/2024", "localname": "EntityWellKnownSeasonedIssuer", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE", "lang": { "en-us", "role": { "terseLabel": "Entity Well-known Seasoned Issuer", "label": "Entity Well-known Seasoned Issuer", "documentation": "Indicate 'Yes' or 'No' if the registrant is a well-known seasoned issuer, as defined in Rule 405 of the Securities Act. 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Such disclosures about the financial instruments, assets, and liabilities would include: (1) the fair value of the required items together with their carrying amounts (as appropriate); (2) for items for which it is not practicable to estimate fair value, disclosure would include: (a) information pertinent to estimating fair value (including, carrying amount, effective interest rate, and maturity, and (b) the reasons why it is not practicable to estimate fair value; (3) significant concentrations of credit risk including: (a) information about the activity, region, or economic characteristics identifying a concentration; (b) the maximum amount of loss the entity is exposed to based on the gross fair value of the related item; (c) policy for requiring collateral or other security and information as to accessing such collateral or security; and (d) the nature and brief description of such collateral or security; (4) quantitative information about market risks and how such risks are managed; (5) for items measured on both a recurring and nonrecurring basis information regarding the inputs used to develop the fair value measurement; and (6) for

items presented in the financial statement for which fair value measurement is elected: (a) information necessary to understand the reasons for the election, (b) discussion of the effect of fair value changes on earnings, (c) a description of [similar groups] items for which the election is made and the relation thereof to the balance sheet, the aggregate carrying value of items included in the balance sheet that are not eligible for the election, (7) all other required (as defined) and desired information." } } }
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income taxes, which may include its accounting policies for recognizing and measuring deferred tax assets and liabilities and related valuation allowances, recognizing investment tax credits, operating loss carryforwards, tax credit carryforwards, and other carryforwards, methodologies for determining its effective income tax rate and the characterization of interest and penalties in the financial statements." } } }, "auth_ref": { "r204", "r523", "r524", "r540", "r541", "r546", "r549", "r735" } } }, "us-gaap_IncomeTaxReconciliationDispositionOfBusiness": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "IncomeTaxReconciliationDispositionOfBusiness", "crdr": "debit", "calculation": { "http://www.diceholdingsinc.com/role/INCOMETAXESDetails": { "parentTag": "us-gaap_IncomeTaxExpenseBenefit", "weight": -1.0, "order": 9.0 } }, "presentation": { "http://www.diceholdingsinc.com/role/INCOMETAXESDetails": { "lang": { "en-us": { "role": { "terseLabel": 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Includes short-term obligations that would normally be classified as current liabilities but for which (a) postbalance sheet date issuance of a long-term obligation to refinance the short-term obligation on a long-term basis, or (b) the enterprise has entered into a financing agreement that clearly permits the enterprise to refinance the short-term obligation on a long-term basis and the following conditions are met (1) the agreement does not expire within 1 year and is not cancelable by the lender except for violation of an objectively determinable provision, (2) no violation exists at the BS date, and (3) the lender has entered into the financing agreement is expected to be financially capable of honoring the agreement." } } }, {"auth_ref": "r15", "r40", "r41" }, {"us-gaap LongtermDebtTypeAxis": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeAxis", "presentation": "http://www.diceholdingsinc.com/role/INDEBTEDNESSDetails", "http://www.diceholdingsinc.com/role/INDEBTEDNESSScheduleofCreditAgreementDetails", "http://www.diceholdingsinc.com/role/INDEBTEDNESSTables", "lang": "en-us", "role": "terseLabel", "Long-term Debt, Type [Axis]", "label": "Long-Term Debt, Type [Axis]", "documentation": "Information by type of long-term debt." } } }, {"auth_ref": "r15", "r1150", "r1151", "r1152" }, {"us-gaap LongtermDebtTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "LongtermDebtTypeDomain", "presentation": "http://www.diceholdingsinc.com/role/INDEBTEDNESSDetails", "http://www.diceholdingsinc.com/role/INDEBTEDNESSScheduleofCreditAgreementDetails", "http://www.diceholdingsinc.com/role/INDEBTEDNESSTables", "lang": "en-us", "role": "terseLabel", "Long-term Debt, Type [Domain]", "label": "Long-Term Debt, Type [Domain]", "documentation": "Type of long-term debt arrangement, such as notes, line of credit, commercial paper, asset-based financing, project financing, letter of credit financing. 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The liquidation preference is the difference between the preference in liquidation and the par or stated values of the share." } } }, "auth_ref": { "r44", "r43", "r77", "r112", "r1160" } }, "dhx-PreferredStockLiquidationPreferenceInteger": { "xbrltype": "integerItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockLiquidationPreferenceInteger", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, liquidation preference", "label": "Preferred Stock, Liquidation Preference, Integer", "documentation": "Preferred Stock, Liquidation Preference, Integer." } } }, "auth_ref": { } }, "us-gaap-PreferredStockMember": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockMember", "presentation": { "http://www.diceholdingsinc.com/role/COVERPAGE" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred Stock", "label": "Preferred Stock [Member]", "documentation": "Preferred shares may provide a preferential dividend to the dividend on common stock and may take precedence over common stock in the event of a liquidation. Preferred shares typically represent an ownership interest in the company." } } }, "auth_ref": { "r960", "r961", "r964", "r965", "r966", "r967", "r1262", "r1265" } }, "us-gaap-PreferredStockParOrStatedValuePerShare": { "xbrltype": "perShareItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockParOrStatedValuePerShare", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETSAPPENDICES" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred Stock, Par or Stated Value Per Share", "label": "Preferred Stock, Par or Stated Value Per Share", "documentation": "Face amount or stated value per share of preferred stock nonredeemable or redeemable solely at the option of the issuer." } } }, "auth_ref": { "r77", "r436" } }, "dhx-PreferredStockPerShareConsiderationReceivableInTransactionComparedToCommonStock": { "xbrltype": "integerItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockPerShareConsiderationReceivableInTransactionComparedToCommonStock", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, per share consideration receivable in transaction compared to common stock", "label": "Preferred Stock, Per Share Consideration Receivable In Transaction Compared To Common Stock", "documentation": "Preferred Stock, Per Share Consideration Receivable In Transaction Compared To Common Stock." } } }, "auth_ref": { } }, "dhx-PreferredStockPurchaseRightsExercisePrice": { "xbrltype": "perShareItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockPurchaseRightsExercisePrice", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, purchase rights, exercise price (in dollars per share)", "label": "Preferred Stock, Purchase Rights, Exercise Price", "documentation": "Preferred Stock, Purchase Rights, Exercise Price." } } }, "auth_ref": { } }, "dhx-PreferredStockPurchaseRightsNumberOfRightsDeclaredPerCommonShare": { "xbrltype": "sharesItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockPurchaseRightsNumberOfRightsDeclaredPerCommonShare", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, purchase rights, number of rights declared per common share (in shares)", "label": "Preferred Stock, Purchase Rights, Number Of Rights Declared Per Common Share", "documentation": "Preferred Stock, Purchase Rights, Number Of Rights Declared Per Common Share." } } }, "auth_ref": { } }, "dhx-PreferredStockPurchaseRightsNumberOfSecuritiesCalledByRights": { "xbrltype": "sharesItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockPurchaseRightsNumberOfSecuritiesCalledByRights", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, purchase rights, number of securities called by rights (in shares)", "label": "Preferred Stock, Purchase Rights, Number Of Securities Called By Rights", "documentation": "Preferred Stock, Purchase Rights, Number Of Securities Called By Rights." } } }, "auth_ref": { } }, "us-gaap-PreferredStockSharesAuthorized": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockSharesAuthorized", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETSAPPENDICES" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred Stock, Shares Authorized", "label": "Preferred Stock, Shares Authorized", "documentation": "The maximum number of nonredeemable preferred shares (or preferred stock redeemable solely at the option of the issuer) permitted to be issued by an entity's charter and bylaws." } } }, "auth_ref": { "r77", "r774" } }, "us-gaap-PreferredStockSharesIssued": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockSharesIssued", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETSAPPENDICES" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, shares issued (in shares)", "label": "Preferred Stock, Shares Issued", "documentation": "Number of shares issued for nonredeemable preferred shares and preferred shares redeemable solely at option of issuer. Includes, but is not limited to, preferred shares issued, repurchased, and held as treasury shares. Excludes preferred shares classified as debt." } } }, "auth_ref": { "r77", "r436" } }, "us-gaap-PreferredStockSharesOutstanding": { "xbrltype": "sharesItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockSharesOutstanding", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETSAPPENDICES" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, shares outstanding (in shares)", "label": "Preferred Stock, Shares Outstanding", "documentation": "Aggregate share number for all nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer) held by stockholders. Does not include preferred shares that have been repurchased." } } }, "auth_ref": { "r77", "r774", "r792", "r1265", "r1266" } }, "us-gaap-PreferredStockValue": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PreferredStockValue", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS" } }, "parentTag": "us-gaap-StockholdersEquity", "weight": 1.0, "order": 6.0 } }, "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS" } }, "lang": { "en-us": { "role": { "terseLabel": "Convertible preferred stock, \$0.01 par value, authorized 20,000 shares; no shares issued and outstanding", "label": "Preferred Stock, Value, Issued", "documentation": "Aggregate par or stated value of issued nonredeemable preferred stock (or preferred stock redeemable solely at the option of the issuer). This item includes treasury stock repurchased by the entity. Note: elements for number of nonredeemable preferred shares, par value and other disclosure concepts are in another section within stockholders' equity." } } }, "auth_ref": { "r77", "r681", "r953" } }, "dhx-PreferredStockVotingRightsVotingPowerComparedToCommonStock": { "xbrltype": "integerItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PreferredStockVotingRightsVotingPowerComparedToCommonStock", "presentation": { "http://www.diceholdingsinc.com/role/EQUITYTRANSACTIONSDetails" } }, "lang": { "en-us": { "role": { "terseLabel": "Preferred stock, voting rights, voting power compared to common stock", "label": "Preferred Stock, Voting Rights, Voting Power Compared To Common Stock", "documentation": "Preferred Stock, Voting Rights, Voting Power Compared To Common Stock." } } }, "auth_ref": { } }, "us-gaap-PrepaidExpenseAndOtherAssetsCurrent": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PrepaidExpenseAndOtherAssetsCurrent", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS" } }, "parentTag": "us-gaap-AssetsCurrent", "weight": 1.0, "order": 4.0 } }, "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS" } }, "lang": { "en-us": { "role": { "terseLabel": "Prepaid and other current assets", "label": "Prepaid Expense and Other Assets, Current", "documentation": "Amount of asset related to consideration paid in advance for costs that provide economic benefits in future periods, and amount of other assets that are expected to be realized or consumed within one year or the normal operating cycle, if longer." } } }, "auth_ref": { "r1101" } }, "us-gaap-ProceedsFromIssuanceOfCommonStock": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromIssuanceOfCommonStock", "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFCASHFLOWS" } }, "parentTag": "us-gaap-NetCashProvidedByUsedInFinancingActivities", "weight": 1.0, "order": 5.0 } }, "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFCASHFLOWS" } }, "lang": { "en-us": { "role": { "terseLabel": "Proceeds

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"us-gaap_ProceedsFromSaleOfEquityMethodInvestments": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "ProceedsFromSaleOfEquityMethodInvestments", "crdr": "debit", "calculation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFCASHFLOWS": { "parentTag": "us-gaap_NetCashProvidedByUsedInInvestingActivities", "weight": 1.0, "order": 1.0 } } , "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDSTATEMENTSOFCASHFLOWS" } , "lang": { "en-us": { "role": { "terseLabel": "Purchases of cost method investments", "label": "Proceeds from Sale of Equity Method Investments", "documentation": "The cash inflow associated with the sale of equity method investments, which are investments in joint ventures and entities in which the entity has an equity ownership interest normally of 20 to 50 percent and exercises significant influence." } } } , "auth_ref": { "r19" } } , "dhx_ProceedsFromSettlement": { "xbrltype": "monetaryItemType", 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income (loss)", "label": "Net Income (Loss), Including Portion Attributable to Noncontrolling Interest", "documentation": "The consolidated profit or loss for the period, net of income taxes, including the portion attributable to the noncontrolling interest." } } } , "auth_ref": { "r178", "r199", "r202", "r213", "r219", "r232", "r241", "r244", "r245", "r310", "r398", "r399", "r400", "r401", "r402", "r403", "r404", "r405", "r406", "r569", "r579", "r580", "r583", "r584", "r609", "r623", "r677", "r690", "r743", "r794", "r810", "r811", "r943", "r944", "r969", "r1104", "r1157" } } , "us-gaap_PropertyPlantAndEquipmentAbstract": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentAbstract", "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Abstract]", "label": "Property, Plant and Equipment [Abstract]", "documentation": "Property, Plant and Equipment [Abstract]" } } } , "auth_ref": { "1" } } , 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Includes, but is not limited to, work of art, historical treasure, and similar asset classified as collections." } } } , "auth_ref": { "r107", "r139", "r144", "r145" } } , "us-gaap_PropertyPlantAndEquipmentGross": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentGross", "crdr": "debit", "presentation": { "http://www.diceholdingsinc.com/role/FIXEDASSETSDetails": { "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Gross", "label": "Property, Plant and Equipment, Gross", "documentation": "Amount before accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } } , "auth_ref": { "r108", "r182", "r687" } } , "us-gaap_PropertyPlantAndEquipmentImpairment": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentImpairment", "presentation": { "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIESPolicies": { "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Impairment [Policy Text Block]", "label": "Property, Plant and Equipment, Impairment [Policy Text Block]", "documentation": "Disclosure of accounting policy for assessing and recognizing impairments of its property, plant and equipment." } } } , "auth_ref": { "r39" } } , "us-gaap_PropertyPlantAndEquipmentLineItems": { "xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentLineItems", "presentation": { "http://www.diceholdingsinc.com/role/FIXEDASSETSDetails": { "http://www.diceholdingsinc.com/role/FIXEDASSETSNotes", "http://www.diceholdingsinc.com/role/FIXEDASSETSTables" } , "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Line Items]", "label": "Property, Plant and Equipment [Line Items]", "documentation": "Line items represent financial concepts included in a table. These concepts are used to disclose reportable information associated with domain members defined in one or many axes to the table." } } } , "auth_ref": { "r636" } } , "us-gaap_PropertyPlantAndEquipmentNet": { "xbrltype": "monetaryItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentNet", "crdr": "debit", "calculation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS": { "parentTag": "us-gaap_Assets", "weight": 1.0, "order": 4.0 } } , "presentation": { "http://www.diceholdingsinc.com/role/CONSOLIDATEDBALANCESHEETS": { "lang": { "en-us": { "role": { "terseLabel": "Fixed assets, net", "label": "Property, Plant and Equipment, Net", "documentation": "Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures." } } } , "auth_ref": { "r10", "r656", "r678", "r687", "r953" } } , "us-gaap_PropertyPlantAndEquipmentPreproductionDesignAndDevelopmentCosts": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentPreproductionDesignAndDevelopmentCosts", "presentation": { "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIESPolicies": { "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Preproduction Design and Development Costs [Policy Text Block]", "label": "Property, Plant and Equipment, Preproduction Design and Development Costs [Policy Text Block]", "documentation": "Disclosure of accounting policy for the preproduction design and development costs it incurs related to long-term supply arrangements, including whether such costs are capitalized or expensed as incurred. The entity also may disclose the aggregate amount of (1) assets recognized for agreements that contractually reimburse the entity for its pre-production design and development costs (2) assets recognized for molds, dies and other tools that the entity owns and (3) assets recognized for molds, dies and other tools that the entity does not own." } } } , "auth_ref": { "r342" } } , "us-gaap_PropertyPlantAndEquipmentTextBlock": { "xbrltype": "textBlockItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTextBlock", "presentation": { "http://www.diceholdingsinc.com/role/FIXEDASSETSTables": { "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment [Table Text Block]", "label": "Property, Plant and Equipment [Table Text Block]", "documentation": "Tabular disclosure of physical assets used in the normal conduct of business and not intended for resale. Includes, but is not limited to, balances by class of assets, depreciation and depletion expense and method used, including composite depreciation, and accumulated depreciation." } } } , "auth_ref": { "r10" } } , "us-gaap_PropertyPlantAndEquipmentTypeDomain": { "xbrltype": "domainItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentTypeDomain", "presentation": { "http://www.diceholdingsinc.com/role/FIXEDASSETSDetails": { "http://www.diceholdingsinc.com/role/FIXEDASSETSNotes", "http://www.diceholdingsinc.com/role/FIXEDASSETSTables" } , "lang": { "en-us": { "role": { "terseLabel": "Property, Plant and Equipment, Type [Domain]", "label": "Long-Lived Tangible Asset [Domain]", "documentation": "Listing of long-lived, physical assets that are used in the normal conduct of business to produce goods and services and not intended for resale. Examples include land, buildings, machinery and equipment, and other types of furniture and equipment including, but not limited to, office equipment, furniture and fixtures, and computer equipment and software." } } } , "auth_ref": { "r108", "r656" } } , "us-gaap_PropertyPlantAndEquipmentUsefulLife": { "xbrltype": "durationItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "PropertyPlantAndEquipmentUsefulLife", "presentation": { "http://www.diceholdingsinc.com/role/SIGNIFICANTACCOUNTINGPOLICIESDetails": { "lang": { "en-us": { "role": { "terseLabel": "Property, plant and equipment, useful life", "label": "Property, Plant and Equipment, Useful Life", "documentation": "Useful life of long lived, physical assets used in the normal conduct of business and not intended for resale, in 'PnYnMnDnHnMnS' format, for example, 'P1X3M13D' represents the reported fact of one year, five months, and thirteen days. Examples include, but not limited to, land, buildings, machinery and equipment, office equipment, furniture and fixtures, and computer equipment." } } } , "auth_ref": { "1" } } , "dhx_PropertyPlantandEquipmentNetIncludingPropertyPlantandEquipmentIncludingAssetsHeldforSale": { "xbrltype": "monetaryItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "PropertyPlantandEquipmentNetIncludingPropertyPlantandEquipmentIncludingAssetsHeldforSale", "crdr": "debit", "presentation": { "http://www.diceholdingsinc.com/role/FIXEDASSETSDetails": { "lang": { "en-us": { "role": { "terseLabel": "Fixed assets, net", "label": "Property, Plant and Equipment, Net Including Property, Plant and Equipment including Assets Held for Sale", "documentation": "Property, Plant and Equipment, Net Including Property, Plant and Equipment including Assets Held for Sale Amount after accumulated depreciation, depletion and amortization of physical assets used in the normal conduct of business to produce goods and services and not intended for resale. Examples include, but are not limited to, land, buildings, machinery and equipment, office equipment, and furniture and fixtures. 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Includes, but is not limited to, cost for computer software product to be sold, leased, or otherwise marketed and writeoff of research and development assets acquired in transaction other than business combination or joint venture formation or both. Excludes write-down of intangible asset acquired in business combination or from joint venture formation or both, used in research and development activity."}}, {"auth_ref": "r520", "r898", "r912", "r1230"}}, {"dhx_ResearchAndDevelopmentExpenseAdjusted": {"xbrltype": "monetaryItemType", "nsuri": "http://www.diceholdingsinc.com/20241231", "localname": "ResearchAndDevelopmentExpenseAdjusted", "crdr": "debit", "calculation": "http://www.diceholdingsinc.com/role/SEGMENTINFORMATIONDetails"}, {"parentTag": "us-gaap_NetIncomeLoss", "weight": -1.0, "order": 5.0}], "presentation": "http://www.diceholdingsinc.com/role/SEGMENTINFORMATIONDetails"}, {"lang": "en-us", "role": "terseLabel", "Adjusted product development", "label": "Research And Development Expense, Adjusted", "documentation": "Research And Development Expense, Adjusted"}}, {"auth_ref": "H", "ecd_RestatementDateAxis": {"xbrltype": "stringItemType", "nsuri": "http://xbrl.sec.gov/ecd/2024", "localname": "RestatementDateAxis", 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Description of restructuring activities such as exit and disposal activities, include facts and circumstances leading to the plan, the expected plan completion date, the major types of costs associated with the plan activities, total expected costs, the accrual balance at the end of the period, and the periods over which the remaining accrual will be settled."}}, {"auth_ref": "r379", "r380", "r382", "r385", "r389"}}, {"us-gaap_RestructuringAndRelatedCostNumberOfPositionsEliminatedPeriodPercent": {"xbrltype": "percentItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringAndRelatedCostNumberOfPositionsEliminatedPeriodPercent", "presentation": "http://www.diceholdingsinc.com/role/RESTRUCTURINGDetails"}, {"lang": "en-us", "role": "terseLabel", "Restructuring and Related Cost, Number of Positions Eliminated, Period Percent", "label": "Restructuring and Related Cost, Number of Positions Eliminated, Period Percent", "documentation": "The number of positions eliminated during the period as a percentage of total positions eliminated during the period in connection with the restructuring plan(s)."}}, {"auth_ref": "H", "us-gaap_RestructuringCostAndReserveAxis": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCostAndReserveAxis", "presentation": "http://www.diceholdingsinc.com/role/RESTRUCTURINGDetails"}, {"lang": "en-us", "role": "terseLabel", "Restructuring Type [Axis]", "label": "Restructuring Type [Axis]", "documentation": "Information by type of restructuring cost."}}, {"auth_ref": "r381", "r382", "r386", "r387"}}, {"us-gaap_RestructuringCostAndReserveLineItems": {"xbrltype": "stringItemType", "nsuri": "http://fasb.org/us-gaap/2024", "localname": "RestructuringCostAndReserveLineItems", "presentation": "http://www.diceholdingsinc.com/role/RESTRUCTURINGDetails"}, {"lang": "en-us", "role": "terseLabel", "Restructuring Cost and Reserve [Line Items]", "label": "Restructuring Cost and Reserve [Line Items]", "documentation": "Line items represent financial concepts included in a table. 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H47QV^Z27(NK0G+V^C08G@U80NZG4H+U@0F5LHFI&SXFER0S.6&+1\$ M.(TH99(R54Z6GE)HJ7Q TWYP=>07QOF(N56R0<130M@R 57LAB67C=+M.P.
M.(3Y8XENDT.ZK)ELX.W\$LOG+V+EMB7^2G.LM(IG:17OI(-L)=2B=Q.M+@&VI&4(7:&Z.518%AO-P&E+N^E.B+RM4\$A=0%0C2P%Z(<4ATJ)M>+<M>
ML+FN1&4CW0.)@E+R7KH5D+3REK&OCODR>PK8\$136A^V804L.D15@A+M&G(C=3H7UDN:O+?2^#5VY(<+X>Q>UNJ:LY#0E14%EEM=M@Y@L2DQ7-MNVXXE)CV7
B6F)=P&K<@&^V76@&HR+L=3M9UD2+9:4AIQ+HJ15D(AI+FDA MBMJ9E2CA2.XIS&UCMDN.N.OO8T4IH#MYBB-BI 9"W<L=50914-KG(C%WZ
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[illegible]

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[illegible]

[illegible]

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[illegible]

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[illegible]

[illegible]

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^T3D*6*Q1K,%P02I/-U/O+85C+I8G<M+V*69|@JTAS*%SI*%PMV/-|@0U^"O"<%O|I-WA0H:RF*Q9&D|_I@AX^W-M#YY88|XXMW>X3Z_?@7NR|O@JG0U|H^|Y@P@-M>SKF|*9WV4A0|GZ|OJ0|MF4A4L|U|*M%Y%_Q|B2|S_|_+QD_*52%0W-SU<#C=4R|7-MP2DZNZKXSK32M+C@*556&U%XM^E0:KX10^-(P-V+|EV^*4@ETS|N@GJS,%>M07ZMY|OWYWG*BF|RA^C^H^AOL^E">%WKM15A|_MMCB|O|H^L^C^D^9|2(8Z|_T|MCV=Z<(OGP*2|I<&9+<@|P|^*|@D>32XD=-^NK(AWC|S^R/_|/|+|<=>_*C^I2+|Z0?O15>^*K|S^=B|@&6%YO+Z^9QU>|HH.Z=1939:0-M?TQZ.PA&A4|J3<+|O|J|U=Q_W=F+I3H0(ZO|G#2_|_+2HZ@|C|@_|@F^ME_|J3S@15|G|D|&K@&W)=^"RM5O-=-|JL^/WLLZH^D+|O|^*C,P|5|T5_YE^)^M-M%7*M#|NRG^W0|S-&=2QE%_#BQ;3C#G+|06=K.9R<=>|L|I^"@+QG|I%>Y8|C MVJ;F;9SE9\$=0.6\$S1.NE\^2O|H&DCN|>^%&G;S@|I5D^M^Q6=-IN^WG/Z^O|H_|_M^Z-G61+|H476-M|Z0|I^">|VGWK^%=-?|Z;D;DQ=20|U5+K6M^G;CA3HA^VTC;MO&GMA;Y^I3F3=EV>9.K9M|(U+|A+|Y|H^V^>^#U|CS|^J^BP^=-O9P4=|H-M&K&#|_M^>9S3Y;FB;XRY9G-L^TM#*8).M0=->35Z9R>Z_Y|+|A|J|HEM5O).MR.75B7?J9|92K?>M>X=^?B|7QCCO=(P|W)^M%_26%72%COBV^X^Z>^<+|T&D;V^H^T^X|R6_K_|L^%HG^V^>|J5|H9G|A|_|>|M|<5_|9?|Y^K|V|2K3M^W^F|H3A|_5P7K|U|Q2_K<^D^@?FT|B^FOK^&H2|H^W^X^F2|C-(5-2M5_|_PP4PZ.G^I9-8SH_M|@Y_|_3S9%6_AZOG<_<_7X|Z|H|R0E|>|>A^F|Y^S0&I^V^%|H^XK_MOE|A4|O|V^K|+|A|9>+CM+68.T^*U>+>E|&_P2Z.9^3U|@Z+|I48-6WTKS_MCW#^I^Y>|@Z|%V1+|D17R^X^F9|NN:FDKN^I.Os)-3.)MME_MIT_8|O^>OY(2OC\$&_O|T|9|C^|D7B|F^T^T|B^>+|@7^|)G&8E4S^F|N|J^\$K^M^TOS_M_|_K^Y^M_|G^>+AKK^|>7&C&K^&F^PQ^ZHS|3EU^U^&9^ZM^<^|U^F^R^>=O|F^A^=M_|L^&|Y^P2^|2X^<+Y3H^G_|_H^R^B^H^D^7(9&45B^=K^X|M^M^N^L^N^L^|_7^PCD5^+63|_B^Y^@AX^>|O7P5?76D^I^>P^A^Q^Y^U^Z^>M^PE^>+>M_|_U_|_1S|L^G_|_Y^O^P^K^<+U8+|<2_C&O|S^I^J2H_|_H^N^<^Q^A^3_YG_OOF>O7^N^W^L^M^2^>2^Y^A^F|R^<+>|>F^W^R^>|Q9\$4^F^X^X^M^<^<^H^B^_U^S^+205^Z^I40>_>?>-BU^N^>M^>F^B^|76^M^2^Q^R^O^T^_|_H^<?B^Y^>8^>9^>E^N^<4808^>M^<K^R^F1\$>G^>S^|_F^E^K^H^I^>^M^>9^>A^>O^X|L6^#^O^X^Y^K^>N^>R^U^U^>L^L^>S^I^C|L2_|_I^>N^Y^_|_Y1+|I^>T^>F^>Z^>4^>C^>F^>T^>S^|_M^M^>+|_7^M^4&6^H^2|_2\$<|MS|H^|_U^S^H^Z^>X^>U^>O^>C^BQ^<+>F^>H^>7^>O^>+>A^>F^>I^>X^>G^>M^N^L^>W^|_M^7_|_T^3^X^C^R^>|>N^2_|_O^>+>|_H4_A2^_*+|8<^>|_1T+K3UC^M^D^K^&EG0^>T^W^M^X^M^C^\$6_L1^>N^T^B^+8E_|_Q^M^<C^J^B^H^I^N^T^>_G^Y^I^R^O^I^A^>?A>O^>Q^>+H^>9^>M^>H^>F^>=F|A^>L^V^N^V^>+G^G^W^M^>L^B^O^P^H^A^>|_D^>+9D^N^L^Y^8K^G|^#^2^>H^>W^M^S^R^I_|_R|^>_M^T^E|^>D^>?Z^?Z^>5C^B^O^>3D^>|>4H^W^Y^A^<^<^A^M^5^Z^>^>A^M^Y^<+K^7^W^A^>U^>T^>F^>K^S^D^Y^Y^R^M^Y^>M^>T^>J^G^R^9H^O^77^>I^Y^Y^>R^>|_T^>+|_H^D^>+>6\$S^T^>_I^>2&22C^?^T^H51^>T^Z^|O^D^+>+>9_K^>8B^D1_M^>7^>6603^>4K^7K^<6\$>Q^W^S^F^>4D^R^C^I^>4H^O^>O^W^>4^>A^>T^>Z^>|J^R^&C^>X^>S^>R^>S^>D^>4K^>M^>Z^>6\$>N^>=6|61^>K^>5^>G^>2^>6^>Q^O|^3+>_T^O^G^>6^>A^>^>W^S^29_|_H^I^O^>+>B^>2^>6^>+>5Z^>+>M_B_|_3^>N^>M^>X^>S^>A^>_Y^>^>X^>40|^>E^Y^S^D^<^>D^>|O^>W^>V^>I^>V^>X^>B^>S^>2^>W^|H^>B^W^<^<^>|_J^>T^>R^>+H^>K^>U^>+4@>H^>_>M^>M^>B^>7_|_K^>6^>P^>T^>R^>6^>B^>I^>G^>+>5^>J^>O^>M^L^Y^>+>C^>B^>#>Q^>V^>U^>5^>A^>F^>|_H^>3^>H^>|_H^>9_|_M^>W^>I^>P^>F^>4^>P^>5^>I^>G^>A^>5_|_B^>B^>O^>P^>=12702C2O^V^N^O^B^>N^>A^>G^E|^#^>_90%|H^>M^>3_|_S^>R^>U^>?_Z^>R^>E|^>@P^>F^>A^>|_H^>8_|_4^>P^>3_|_3_|_S^>D^>+>|_C^>+33^>F^>Q^>H^>8^>T^>H^>+>S^>+>D^>W^>+>|_M^>O^>L^>B^>M^>B^>B^>W^>+>D^>7^>R^>W^>9^>D^>A^>J^>V^>S^>2^>=K^>2^>Z^>3^>E^>Y^>V^>N^>S^>0|^>^>G^>O^>I^>S^>F^>9^>8^>I^>M^>Z^>4^>F^>M^>J^>^>E^>|_H^>B^>9^>E^>|_>^>I^>H^>N^>G^>6^>C^>H^>+>|_H^>O^>+>^>F^>8^>2^>+>N^>@>|_C^>W^>B^>K^>V^>O^>U^>D^>+>_M_|_0^>+>I^>G^>6^>7^>S^>R^>G^>T^>W^>2^>B^>_>A^>H^>O^>M^>S^>S^>+>Y^>X^>S^>A^>C^>N^>U^>#^>_M^>F^>U^>L^>3^>G^>Y^>O^>M^>A^>_>^>K^>D^>Q>+>T^>O^>?>+>09+P^>H^>U^>+>H^>H^>K^>K^>K^>Q^>2^>M^>L^>M^>L^>S^>^>^>3^>X^>F^>6^>###>Q^>G^>S^>P^>R^>X^>7^>C^>D^>8^>H^>I^>V^>O^>2^>V^>N^>O^>V^>|H^>E^>U^>=6^>H^>6^>O^>D^>#^>N^>E^>+>|_C^>F^>9^>N^>P^>H^>M^>_|_Z^>R^>=U^>H^>9^>Z^>N^>^>X^>L^>O^>N^>U^>M^>H^>M^>_|_N^>^>^>^>A^>V^>+>F^>B^>Y^>?>P^>@>9^>2^>2^>R^>L^>H^>C^>M^>8^>G^>S^>J^>S^>U^>E^>^>R^>J^>S^>O^>L^>K^>X^>G^>O^>A^>D^>=H^>V^>R^>D^>5^>F^>X^>S^>O^>+>78#>+>G^>M^>Z^>T^>+>Y^>Y^>M^>+>C^>U^>X^>B^>_>E^>F^>@>+>|_I^>@>+>T^>O^>W^>K^>5^>2^>S^>O^>+>143U^>O^>A^>V^>+>D^>44O^>N^>^>27^>T^>L^>M^>4^>Y^>H^>5^>H^>S^>O^>Z^>S^>=<B^>G^>^>27^>W^>M^>I^>A^>Y^>U^>T^>O^>^>E^>Y^>P^>B^>H^>A^>J^>O^>N^>M^>N^>5^>S^>4^>K^>5^>H^>+>K^>S^>H^>+>G^>Y^>7^>U^>|_H^>O^>M^>L^>^>F^>^>0^>X^>I^>Z^>T^>M^>+>Z^>5^>Z^>7^>S^>I^>H^>O^>+>^>+>M^>+>R^>H^>O^>+>^>+>R^>H^>^>I^>O^>^>79^>I^>2^>^>=C^>26^>C^>2^>F^>N^>H^>+>T^>S^>M^>Y^>O^>A^>G^>W^>3^>L^>N^>X^>O^>B^>=<9^>C^>V^>I^>H^>5^>U^>5^>^>^>+>9@>+>I^>7^>M^>U^>M^>G^>6^>F^>X^>O^>0^>+>6^>7^>O^>+>#>=R^>M^>T^>Y^>G^>@>+>=0#>A^>E^>W^>D^>Y^>M^>+>C^>W^>U^>L^>B^>S^>^>Q^>G^>I^>^>M^>S^>R^>^>^>Y^>Z^>M^>I^>R^>O^>R^>^>9^>F^>^>+>I^>N^>M^>0^>96^>4^>W^>I^>D^>=9^>T^>N^>M^>Y^>O^>U^>A^>|_6^>P^>Y^>A^>O^>+>G^>6^>H^>C^>M^>C^>V^>+2^>S^>^>4^>Q^>12^>5^>4^>W^>+>O^>3^>Y^>Y^>K^>9^>I^>^>C^>H^>H^>K^>K^>K^>Q^>=2^>M^>L^>M^>L^>S^>^>^>3^>X^>F^>6^>###>Q^>G^>S^>P^>R^>X^>7^>C^>D^>8^>H^>I^>V^>O^>2^>V^>N^>O^>V^>|H^>E^>U^>=6^>H^>6^>O^>D^>#^>N^>E^>+>|_C^>F^>9^>N^>P^>H^>M^>_|_Z^>R^>=U^>H^>9^>Z^>N^>^>X^>L^>O^>N^>U^>M^>H^>M^>_|_N^>^>^>^>A^>V^>+>F^>B^>Y^>?>P^>@>9^>2^>2^>R^>L^>H^>C^>M^>8^>G^>S^>J^>S^>U^>E^>^>R^>J^>S^>O^>L^>K^>X^>G^>O^>A^>D^>=H^>V^>R^>D^>5^>F^>X^>S^>O^>+>78#>+>G^>M^>Z^>T^>+>Y^>Y^>M^>+>C^>U^>X^>B^>_>E^>F^>@>+>|_I^>@>+>T^>O^>W^>K^>5^>2^>S^>O^>+>143U^>O^>A^>V^>+>D^>44O^>N^>^>27^>T^>L^>M^>4^>Y^>H^>5^>H^>S^>O^>Z^>S^>=<B^>G^>^>27^>W^>M^>I^>A^>Y^>U^>T^>O^>^>E^>Y^>P^>B^>H^>A^>J^>O^>N^>M^>N^>5^>S^>4^>K^>5^>H^>+>K^>S^>H^>+>G^>Y^>7^>U^>|_H^>O^>M^>L^>^>F^>^>0^>X^>I^>Z^>T^>M^>+>Z^>5^>Z^>7^>S^>I^>H^>O^>+>^>+>M^>+>R^>H^>O^>+>^>+>R^>H^>^>I^>O^>^>79^>I^>2^>^>=C^>26^>C^>2^>F^>N^>H^>+>T^>S^>M^>Y^>O^>A^>G^>W^>3^>L^>N^>X^>O^>B^>=<9^>C^>V^>I^>H^>5^>U^>5^>^>^>+>9@>+>I^>7^>M^>U^>M^>G^>6^>F^>X^>O^>0^>+>6^>7^>O^>+>#>=R^>M^>T^>Y^>G^>@>+>=0#>A^>E^>W^>D^>Y^>M^>+>C^>W^>U^>L^>B^>S^>^>Q^>G^>I^>^>M^>S^>R^>^>^>Y^>Z^>M^>I^>R^>O^>R^>^>9^>F^>^>+>I^>N^>M^>0^>96^>4^>W^>I^>D^>=9^>T^>N^>M^>Y^>O^>U^>A^>|_6^>P^>Y^>A^>O^>+>G^>6^>H^>C^>M^>C^>V^>+2^>S^>^>4^>Q^>12^>5^>4^>W^>+>O^>3^>Y^>Y^>K^>9^>I^>^>C^>H^>H^>K^>K^>K^>Q^>=2^>M^>L^>M^>L^>S^>^>^>3^>X^>F^>6^>###>Q^>G^>S^>P^>R^>X^>7^>C^>D^>8^>H^>I^>V^>O^>2^>V^>N^>O^>V^>|H^>E^>U^>=6^>H^>6^>O^>D^>#^>N^>E^>+>|_C^>F^>9^>N^>P^>H^>M^>_|_Z^>R^>=U^>H^>9^>Z^>N^>^>X^>L^>O^>N^>U^>M^>H^>M^>_|_N^>^>^>^>A^>V^>+>F^>B^>Y^>?>P^>@>9^>2^>2^>R^>L^>H^>C^>M^>8^>G^>S^>J^>S^>U^>E^>^>R^>J^>S^>O^>L^>K^>X^>G^>O^>A^>D^>=H^>V^>R^>D^>5^>F^>X^>S^>O^>+>78#>+>G^>M^>Z^>T^>+>Y^>Y^>M^>+>C^>U^>X^>B^>_>E^>F^>@>+>|_I^>@>+>T^>O^>W^>K^>5^>2^>S^>O^>+>143U^>O^>A^>V^>+>D^>44O^>N^>^>27^>T^>L^>M^>4^>Y^>H^>5^>H^>S^>O^>Z^>S^>=<B^>G^>^>27^>W^>M^>I^>A^>Y^>U^>T^>O^>^>E^>Y^>P^>B^>H^>A^>J^>O^>N^>M^>N^>5^>S^>4^>K^>5^>H^>+>K^>S^>H^>+>G^>Y^>7^>U^>|_H^>O^>M^>L^>^>F^>^>0^>X^>I^>Z^>T^>M^>+>Z^>5^>Z^>7^>S^>I^>H^>O^>+>^>+>M^>+>R^>H^>O^>+>^>+>R^>H^>^>I^>O^>^>79^>I^>2^>^>=C^>26^>C^>2^>F^>N^>H^>+>T^>S^>M^>Y^>O^>A^>G^>W^>3^>L^>N^>X^>O^>B^>=<9^>C^>V^>I^>H^>5^>U^>5^>^>^>+>9@>+>I^>7^>M^>U^>M^>G^>6^>F^>X^>O^>0^>+>6^>7^>O^>+>#>=R^>M^>T^>Y^>G^>@>+>=0#>A^>E^>W^>D^>Y^>M^>+>C^>W^>U^>L^>B^>S^>^>Q^>G^>I^>^>M^>S^>R^>^>^>Y^>Z^>M^>I^>R^>O^>R^>^>9^>F^>^>+>I^>N^>M^>0^>96^>4^>W^>I^>D^>=9^>T^>N^>M^>Y^>O^>U^>A^>|_6^>P^>Y^>A^>O^>+>G^>6^>H^>C^>M^>C^>V^>+2^>S^>^>4^>Q^>12^>5^>4^>W^>+>O^>3^>Y^>Y^>K^>9^>I^>^>C^>H^>H^>K^>K^>K^>Q^>=2^>M^>L^>M^>L^>S^>^>^>3^>X^>F^>6^>###>Q^>G^>S^>P^>R^>X^>7^>C^>D^>8^>H^>I^>V^>O^>2^>V^>N^>O^>V^>|H^>E^>U^>=6^>H^>6^>O^>D^>#^>N^>E^>+>|_C^>F^>9^>N^>P^>H^>M^>_|_Z^>R^>=U^>H^>9^>Z^>N^>^>X^>L^>O^>N^>U^>M^>H^>M^>_|_N^>^>^>^>A^>V^>+>F^>B^>Y^>?>P^>@>9^>2^>2^>R^>L^>H^>C^>M^>8^>G^>S^>J^>S^>U^>E^>^>R^>J^>S^>O^>L^>K^>X^>G^>O^>A^>D^>=H^>V^>R^>D^>5^>F^>X^>S^>O^>+>78#>+>G^>M^>Z^>T^>+>Y^>Y^>M^>+>C^>U^>X^>B^>_>E^>F^>@>+>|_I^>@>+>T^>O^>W^>K^>5^>2^>S^>O^>+>143U^>O^>A^>V^>+>D^>44O^>N^>^>27^>T^>L^>M^>4^>Y^>H^>5^>H^>S^>O^>Z^>S^>=<B^>G^>^>27^>W^>M^>I^>A^>Y^>U^>T^>O^>^>E^>Y^>P^>B^>H^>A^>J^>O^>N^>M^>N^>5^>S^>4^>K^>5^>H^>+>K^>S^>H^>+>G^>Y^>7^>U^>|_H^>O^>M^>L^>^>F^>^>0^>X^>I^>Z^>T^>M^>+>Z^>5^>Z^>7^>S^>I^>H^>O^>+>^>+>M^>+>R^>H^>O^>+>^>+>R^>H^>^>I^>O^>^>79^>I^>2^>^>=C^>26^>C^>2^>F^>N^>H^>+>T^>S^>M^>Y^>O^>A^>G^>W^>3^>L^>N^>X^>O^>B^>=<9^>C^>V^>I^>H^>5^>U^>5^>^>^>+>9@>+>I^>7^>M^>U^>M^>G^>6^>F^>X^>O^>0^>+>6^>7^>O^>+>#>=R^>M^>T^>Y^>G^>@>+>=0#>A^>E^>W^>D^>Y^>M^>+>C^>W^>U^>L^>B^>S^>^>Q^>G^>I^>^>M^>S^>R^>^>^>Y^>Z^>M^>I^>R^>O^>R^>^>9^>F^>^>+>I^>N^>M^>0^>96^>4^>W^>I^>D^>=9^>T^>N^>M^>Y^>O^>U^>A^>|_6^>P^>Y^>A^>O^>+>G^>6^>H^>C^>M^>C^>V^>+2^>S^>^>4^>Q^>12^>5^>4^>W^>+>O^>3^>Y^>Y^>K^>9^>I^>^>C^>H^>H^>K^>K^>K^>Q^>=2^>M^>L^>M^>L^>S^>^>^>3^>X^>F^>6^>###>Q^>G^>S^>P^>R^>X^>7^>C^>D^>8^>H^>I^>V^>O^>2^>V^>N^>O^>V^>|H^>E^>U^>=6^>H^>6^>O^>D^>#^>N^>E^>+>|_C^>F^>9^>N^>P^>H^>M^>_|_Z^>R^>=U^>H^>9^>Z^>N^>^>

[illegible]

(>EMN"Z#+#: 5<L:XLHLR67F8PR M+NN7H(%01HYGC::%>9E/O\$JH HJ6X:)6VB1G+3=0@S-J-B-15,P15+MLJSV 0484U1VK,U68GL0F&DK;HG 2,4R1X\$1/1? 8JNF5,60Q6;15'=K M<58K>+ZG:GWS6,D>EHT,FE4-1131151%>L:D.U.98@AZ1=(#1<7L M80)T(ZZ~>9&Z EPD?>C#V2Z GY(KH/T?>3NNKY1%>Q=H26;6;Q7/L M=)?? @-9?5X95YJ&9=3PKW?7 M/M<15L%>+<R726U1O?O7FYRO+>R-W/(HDT/L?3FLMT,FTR-W,CM2F/6V M<F51?Y6F:82VFB9?>#4Y3G>?C%)XBG<49;6V?)D#012X? @+(-13)VZU,LA(Z@=>E+3W1(O?7 T3%>H1<=>?>73B8T1@=>A41=>ED=>#>IYZM&6THFK61CN MKO=>#>P0<@>(XG:H2'90,(49UH1?>44'XQ'20'>H3R-1G2EMC>B=XR/E@K1 M,'/L N=>=>GP53%;US4;IY<C' 59H?>10K1O/SY?>EF)081*H7BXDC7H-M.#1*5* L(T??9XG-L)Y%IV KWY-IJ-NT?>?238N?I>=>%Z?#W'A>#XG1 MM,Y(HHIF<#U;/AR&=>=<MI# IG41<3RD;X4URTS?>@+U1J2?>JZ>QKLR@#3=35X?Z:L:A8;IY\$ M43U E#L-AM573G124JKK?>#>6CHQC2E?>P2PN A"3, DY3B+ (A8H)I,EL5PK MXH I<=JH8#8N L6.63PUB<P'<C@Q19J1H0N=>=>#>#>IKONF@QO ML-IJ-202?>#>5-W-P#L-55PKW4?>J?>09U3P3PHM00)(BS H2Z@H#A# MKOPH5X<ZGPA(62CEZ,-H=QYF2?>W7? I7=>#>2<->A'QO<@>H.0?>=>B)J MM8C6G13FWB HB7ZR=>@>U A 6919/8OYD0, M4O.E5@=>SD581H MK7V9C7)4X%>L, GHV4,2?>I?>I (TOL6UY72FMI),X#H1Z>Q# S)6&1%>3 MX<=>E-WO?>)>B,17 ML:WUF?>W/IW+H+ND.V7ZY=>OD,RY \$>M@=>PW>W) X2O/XX?7H'6G1>L F+H1F6V<+L1Y+IK1'KRS14,%>Z_NZ9?M?Q5# 'HJ6V10G50L#/#FJPN4\$ M15D1EWB#PZMG&B81#68F%#E\$>L+E-U:>#PNW9DC7(%PG-.00@F<Z:VJAM/?I XO?>=>B;MH&3F56-.IRW8,PE@4YJO5Q1T+29 MKR1H14?>Y6A10511MA@>8-1(O)P9057+>EXPL8(E4#8X#HUOH: MZ1'4571F6V?>@>89)S,\$S M=(1%QG\$S#PLKT="7, #2E?MCHFO1?I06P1?>1'3UK(=E8&R? 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(1<R5&R#MWJ51>6ZP1<D@>UE>N>=>=>472V>X&R1V1431T310X81MUENYUW 203+U19S1JW&ET2)YOOUDF+>92P0, ML@> (>1A/5?>=>OU W1,OL172S1JUB1+>*>KAYE+4F4 MVY70514CO<+?>T3X7R81BMUENYUW 203+U19S1JW&ET2)YOOUDF+>92P0, ML@> (>1A/5?>=>OU C30,DO6YJ1?>14 M+N\$>N'>P:6N>40-D 4K,59%>M.VY1UN1M66J1V M1+>1<S<K-E-L+>1Q20UE85,5E6E?>=>6442:5K1>L21H1W1B67,2R:>@>I-9KJKLX1S -M74=>@>UEPEC+>P@P4D21A4R<*>#>6&GM/DOF1B60(HRX@>E#05\$X16/L M'01=I6651-P8H1D(9CB1A#>1'>ED*>KD?>? 33?3F?>MYGV121FWS00L1TJH1W7RYHG7<@>#10\$S ,*331 AC17DJ'8W,1F1,\$>S< MV1Z&K P4E->70701UY0W10B12P12WMOD(=X:KCUAA>=>#>M-9.97MIN M'A1514Y4AV17185J6T(5026D: A#,>CQZ@4H<X@RGE,8X\$>L)B/HFA("2 MCX:(3:S3#6E4*MH+5->4T69/I;M@CZIC;HM+&=>WL+PN8&A(2SU7@>L);K M">A)QP=>S)K:A:D(?Z1? 6.X89->+XW393SLN(4'5488C-U3G90)BZKL(A#>A)5 M'190P6A0?>3SE/OU?>+U*H F:21 L,GS<@>14HK0,6N\$>L 7(Q05%MR3C) MLBBVHL="I">=>2N#31&6PE1P40614F<U614%>= (E8342P1<E\$ MOS2U1F54J?>V+1<H F33<2L%>@>Y1H0+MEVSX M#>2=I0-I?>#5T,ML<96, -K6/>#>8K3=KW?>?FJMSJHJ@>1Q13;CH2P60 @>8JXK<W?>E M M@>S@>ZB3<XGEZ<+>#>#H@>L1T.06A:K8394BG18B IM9 M@>=>8J1+N=>PLT1<U091F,PERE:15H JS-5J05<=>4K9J07Y5/P,EMUNUG6? 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[illegible]

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 J&H&S&Y&H&S&#>D&A&=&E&U&W&3&E&W&4&O&C&S&U&D&S&G&D&M&N&=&L&Z&=&F&T&91&=&J&P&N&=&J&H&L&P&W&L&P&O&G&=&O&P&K&=&91V&I&F&E&H&S&M&N&C&I&A&10&W&4&O&D&2&1&B&2&A&1&J&3&I&R
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6896000 1874000 1874000 6237000 5155000 257000 299000 287000 -7617000 -4834000 -16913000 -504000 1200000 1466000 4206000 3006000 154000 3702000
4206000 3006000 ORGANIZATION AND PRINCIPAL ACTIVITIES<div style="text-align:justify">DHI Group, Inc. ("DHI," the "Company," "we," "us" or "our"), a Delaware corporation, was incorporated on June 28, 2003. DHI is a leading provider of data, insights and employment connections through its specialized services for technology professionals and other select online communities. Its mission is to empower tech professionals and organizations to compete and win through expert insights and relevant employment connections. Employers and recruiters use its websites and services to source, hire and connect with the most qualified and highly-skilled tech professionals, while professionals use our websites and services to find ideal employment opportunities, relevant job advice and tailored career-related data. For over 30 years, through its predecessor companies, the Company was built on providing employers and professionals with career connections, news, tools and information.</div><div style="text-align:justify">
</div><div style="text-align:justify">The Company allocates resources and assesses financial performance on a consolidated basis, as all services pertain to the Company's Tech-focused strategy. As a result, he Company has a single reportable segment, Tech-focused, which now includes only the Dice and ClearanceJobs brands, as well as corporate related costs. All operations are in the United States and the Company no longer has revenues and long-lived assets, which includes fixed assets and lease right of use assets, outside of the United States.</div> SIGNIFICANT ACCOUNTING POLICIES<div style="text-align:justify">The Company's Principles of ConsolidationThe consolidated financial statements include the accounts of DHI and its wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. Investments in companies that are not consolidated are included in the Company's consolidated financial statements as described in Notes 4 and 7 of the notes to consolidated financial statements.</div><div style="text-align:justify">Revenue RecognitionWe recognize revenue when control of the promised goods or services is transferred to our customers at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts ratably over the service period. Billings with customers are based on contractual schedules. Customer billings delivered in advance and payments received in advance of services being rendered are recorded as deferred revenue and recognized over the service period. We generate revenues from the following sources:</div><div style="text-align:justify">
</div><div style="text-align:justify">Recruitment packages.Recruitment package revenues are derived from the sale of a subscription to recruiters and employers that includes a combination of job postings and/or access to candidate profiles on ClearanceJobs and Dice. Certain of the Company's arrangements include multiple performance obligations, which primarily consists of the ability to post jobs and access to candidate profiles. The Company determines the units of accounting for multiple performance obligations in accordance with Topic 606. Specifically, the Company considers a performance obligation as a separate unit of accounting if it has value to the customer on a standalone basis. The Company's arrangements do not include a general right of return. Services to customers buying a package of available job postings and access to candidate profiles are delivered over the same period and revenue is recognized ratably over the length of the underlying contract, typically from one to twelve months. The separation of the package into two deliverables results in no change in revenue recognition because delivery of the two services occurs over the same time period.</div><div style="text-align:justify">Advertising revenue.Advertising revenue is recognized over the period in which the advertisements are displayed on the websites or at the time a promotional e-mail is sent out to the audience.</div><div style="text-align:justify">
</div><div style="text-align:justify">Career fair and recruitment event booth rentals.Career fair and recruitment event revenues, both live and virtual, are derived from renting booth space to recruiters and employers. Revenue from these sales are recognized when the career fair or recruitment event is held.</div><div style="text-align:justify">CashCash consists of demand deposits with financial institutions.</div><div style="text-align:justify">Concentration of Credit RiskCash potentially subjects the Company to a concentration of credit risk as substantially all of its deposits were held in a single financial institution and were in excess of the Federal Deposit Insurance Corporation ("FDIC") insurance limits as of December 31, 2024 and 2023.</div><div style="text-align:justify">
</div><div style="text-align:justify">The Company performs credit evaluations of its customers' financial condition as needed and does not require collateral on accounts receivable. No single customer represents 10% or more of accounts receivable as of December 31, 2024 and 2023 and no single customer represents 10% or more of revenues for the years ended December 31, 2024, 2023 and 2022.</div><div style="text-align:justify">
</div><div style="text-align:justify">Credit LossesThe Company maintains allowances for estimated credit losses resulting from the inability of its customers to make required payments. The Company's provision for credit losses is included in general and administrative expense. Customer billings included in deferred revenue are not consider at risk for credit losses. If the financial condition of DHI's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required.</div><div style="text-align:justify">
</div><div style="text-align:justify">Statements of Cash FlowsAll bank deposits are considered cash.</div><div style="text-align:justify">
</div><div style="text-align:justify">The supplemental disclosures to the accompanying consolidated statements of cash flows are as follows (in thousands):</div><div style="text-align:justify"><table style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:top; width:99.561%"><tr><td style="width:1.0%"></td><td style="width:56.462%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.556%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.534%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.556%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:12.558%"></td><td style="width:0.1%"></td><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="background-color:#cfeeff;padding:2px 1pt;text-align:left;vertical-align:top">Supplemental cash flow information:</td><td colspan="3" style="background-color:#cfeeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cfeeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cfeeff;border-top:1pt solid #000000;padding:0 1pt"></td><td colspan="3" style="background-color:#cfeeff;padding:0 1pt"></td><td colspan="3" style="background-color:#cfeeff;border-top:1pt solid #000000;padding:0 1pt"></td><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:top">Interest paid</td><td colspan="3" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom"></td><td colspan="3" style="background-color:#ffffff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom"></td><td 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earnings-120%>Earnings per Share—The Company follows the Earnings Per Share topic of the FASB ASC in computing earnings per share ("EPS"). Basic EPS is calculated by dividing net income by the weighted average number of shares outstanding. When the effects are dilutive, diluted earnings per share is calculated using the weighted average number of shares outstanding, and the dilutive effect of stock-based compensation awards as determined under the treasury stock method. Certain stock awards were excluded from the computation of diluted earnings per share due to their anti-dilutive effect. See Note 19 for additional disclosures.</div><div style="text-align:justify">
</div><div style="text-align:justify">New Accounting PronouncementsIn June 2016, the FASB issued ASU No. 2016-13.Financial Instruments—Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments. ASU 2016-13 changes how entities will account for credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The guidance replaces the current "incurred loss" model with an "expected loss" model that requires consideration of a broader range of information to estimate expected credit losses over the lifetime of a financial asset. The Company adopted ASU 2016-13 on January 1, 2023, under the modified retrospective method as required by the standard. The Company recorded a cumulative-effect adjustment of \$0.3 million to increase accumulated earnings and reduce the allowance for doubtful accounts as of January 1, 2023. Prior period amounts were not adjusted and will continue to be reported under the accounting standards in effect for the period presented.</div><div style="text-align:justify">
</div><div style="text-align:justify">In November 2023, the FASB issued ASU 2023-07,Segment Reporting—Improvements to Reportable Segment Disclosures. The new accounting standard relates to disclosures about a public entity's reportable segments and provides more detailed information about a reportable segment's expenses. The new standard is effective for fiscal years beginning after December 15, 2023, and interim periods beginning after December 15, 2024, with retrospective application required. The Company adopted ASU 2023-07 in the fourth quarter of 2024. See Note 18 for additional disclosures.</div><div style="text-align:justify">
</div><div style="text-align:justify">In December 2023, the FASB issued ASU 2023-09,Improvements to Income Tax Disclosures. The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures.</div><div style="text-align:justify">
</div><div style="text-align:justify">In November 2024, the FASB issued ASU No. 2024-03,Income Statement—Reporting Comprehensive Income—Expense Disaggregation Disclosures (Subtopic 220-40) ("ASU 2024-03"). ASU 2024-03 will require companies to disaggregate, within the notes to the financial statements, certain expenses presented on the face of the financial statements to enhance transparency and help investors better understand an entity's performance. The amendment will specifically require that an entity disclose the amounts related to purchases of inventory, employee compensation, depreciation and intangible asset amortization. Entities will also be required to provide a qualitative description of the amounts remaining in relevant expense captions that are not separately disaggregated quantitatively, disclose the total amount of selling expenses and, in annual reporting periods, provide a definition of what constitutes selling expenses. The amendments in ASU 2024-03 are effective for fiscal years beginning after December 15, 2026, and interim periods within fiscal years beginning after December 15, 2027, with early adoption permitted. The Company is currently evaluating the impact of the adoption of ASU 2024-03 on the Company's financial statement disclosures.</div><div style="text-align:justify">Principles of Consolidation—The consolidated financial statements include the accounts of DHH and its wholly-owned subsidiaries. All intercompany balances and transactions have been eliminated in consolidation. Investments in companies that are not consolidated are included in the Company's consolidated financial statements as described in Notes 4 and 7 of the notes to consolidated financial statements.</div><div style="text-align:justify">Revenue Recognition—We recognize revenue when control of the promised goods or services is transferred to our customers at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts ratably over the service period. Billings with customers are based on contractual schedules. Customer billings delivered in advance and payments received in advance of services being rendered are recorded as deferred revenue and recognized over the service period. We generate revenues from the following sources:</div><div style="text-align:justify">
</div><div style="text-align:justify">Recruitment packages.Recruitment package revenues are derived from the sale of a subscription to recruiters and employers that includes a combination of job postings and/or access to candidate profiles on ClearanceJobs and Dice. Certain of the Company's arrangements include multiple performance obligations, which primarily consists of the ability to post jobs and access to candidate profiles. The Company determines the units of accounting for multiple performance obligations in accordance with Topic 606. Specifically, the Company considers a performance obligation as a separate unit of accounting if it has value to the customer on a standalone basis. The Company's arrangements do not include a general right of return. Services to customers buying a package of available job postings and access to candidate profiles are delivered over the same period and revenue is recognized ratably over the length of the underlying contract, typically from see ix-hidden-f-446">one to twelve months. The separation of the package into two deliverables results in no change in revenue recognition because delivery of the two services occurs over the same time period.</div><div style="text-align:justify">
</div><div style="text-align:justify">Advertising revenue.Advertising revenue is recognized over the period in which the advertisements are displayed on the websites or at the time a promotional e-mail is sent out to the audience.</div><div style="text-align:justify">
</div><div style="text-align:justify">Classified revenue.Classified job posting revenues are derived from the sale of job postings to recruiters and employers. A job posting is the ability to list a job on the website for a specified time period. Revenue from the sale of classified job postings is recognized ratably over the length of the contract or the period of actual usage.</div><div style="text-align:justify">Career fair and recruitment event booth rentals.Career fair and recruitment event revenues, both live and virtual, are derived from renting booth space to recruiters and employers. Revenue from these sales are recognized when the career fair or recruitment event is held.</div><div style="text-align:justify">CashCash consists of demand deposits with financial institutions.</div><div style="text-align:justify">P12M<div style="text-align:justify">Concentration of Credit RiskCash potentially subjects the Company to a concentration of credit risk as substantially all of its deposits were held in a single financial institution and were in excess of the Federal Deposit Insurance Corporation ("FDIC") insurance limits as of December 31, 2024 and 2023.</div><div style="text-align:justify">The Company performs credit evaluations of its customers' financial condition as needed and does not require collateral on accounts receivable. No single customer represents 10% or more of accounts receivable as of December 31, 2024 and 2023 and no single customer represents 10% or more of revenues for the years ended December 31, 2024, 2023 and 2022.</div><div style="text-align:justify">Credit LossesThe Company maintains allowances for estimated credit losses resulting from the inability of its customers to make required payments. The Company's provision for credit losses is included in general and administrative expense. Customer billings included in deferred revenue are not considered at risk for credit losses. If the financial condition of DHH's customers were to deteriorate, resulting in an impairment of their ability to make payments, additional allowances may be required.</div><div style="text-align:justify">Statements of Cash Flows<span style="color:#000000;font-family:Times New Roman;s

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is not available, the Company used its incremental borrowing rate to determine the present value of lease payments. Leases with an initial term of 12 months or less are not recorded on the balance sheet. Variable components of the lease payments, such as utilities and maintenance, are expensed as incurred and are not included in determining the present value. Operating lease expense is recognized on a straight-line basis over the lease term.

Equity Method Investments—The Company has a non-controlling common share interest in eFinancialCareers ("eFC") (adjusted to 10% as of the third quarter of 2023) and Rigzone (adjusted to zero percent as of the second quarter of 2022) businesses as the Company does not have the ability to direct the activities of the businesses that most significantly impact their economic performance. The common share interests in eFC and Rigzone, during the periods of ownership, are being accounted for under the equity method of accounting as the Company does have the ability to exercise significant influence over the businesses. The recorded value is adjusted based on the Company's proportionate share of the businesses net income and is recorded three months in arrears. See Note 7 for additional disclosures.

Goodwill and Indefinite-Lived Acquired Intangible Asset—Goodwill is recorded when the purchase price paid for an acquisition exceeds the estimated fair value of the net identified tangible and intangible asset acquired. The indefinite-lived acquired intangible asset includes the Dice trademarks and brand name. The Company performs a test for impairment of goodwill and indefinite-lived intangible asset annually on October 1, or more frequently if indicators of potential impairment exist, to determine if the carrying value of the recorded asset is impaired. The impairment review process for goodwill compares the fair value of the reporting unit in which goodwill resides to its carrying value. The impairment review process for the indefinite-lived intangible asset compares the fair value of the asset to its carrying value. The determination of whether or not the asset has become impaired involves a significant level of judgment in the assumptions underlying the approach used to determine the value of the Company's reporting units or the intangible asset. Changes in the Company's strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill or the indefinite-lived intangible asset. See Notes 9 and 10 for additional disclosures.

Foreign Currency Translation—Translation adjustments relate to the Company's equity method investment in eFC, whose functional currency is not the U.S. dollar. The assets and liabilities are translated into U.S. dollars at current exchange rates. Resulting translation adjustments are reflected as Other Comprehensive Income (loss). Revenue and expenses are translated at average exchange rates and transaction gains and losses that arise from exchange rate fluctuations on transactions denominated in a currency other than the functional currency are charged to operations as incurred.

Advertising Costs—The Company expenses advertising costs as they are incurred. Advertising expense for the years ended December 31, 2024, 2023 and 2022 were \$13.6 million, \$14.9 million and \$17.9 million, respectively.

Income Taxes—The Company recognizes deferred taxes by the asset and liability method. Under this method, deferred income taxes are recognized for differences between the financial statement and tax bases of assets and liabilities at enacted statutory tax rates in effect for the years in which the differences are expected to reverse. Valuation allowances are established when necessary to reduce deferred tax assets to the amounts expected to be realized. The primary sources of temporary differences are stock-based compensation, amortization and impairment of intangible assets, depreciation of fixed assets, operating lease assets and liabilities, and capitalized contract costs.

Stock-Based Compensation—The Company has a plan to grant equity awards to certain employees and directors of the Company and its subsidiaries. In accordance with FASB ASC Topic 718, the Company accounts for forfeitures when they occur. See Note 15 for additional disclosures.

Fair Value of Financial Instruments—The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, and accounts payable and accrued expenses approximate their fair values. The Company's long-term debt consists of borrowings under its credit facility. Investments consist of common and preferred share ownership interests in businesses. See Notes 3 and 11 for additional disclosures.

Risks and Uncertainties—The Company is subject to the risks, expenses and uncertainties frequently encountered by companies in the rapidly evolving markets for online products and services. These risks include the failure to develop and extend the Company's web sites and brands, the rejection of the Company's services by consumers, vendors and/or advertisers, the inability of the Company to maintain and increase the levels of traffic on its web sites, as well as other risks and uncertainties. In the event that the Company does not successfully execute its business plan, certain assets may not be recoverable.

Use of Estimates—The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates and assumptions that affect the reported amounts of assets and liabilities, disclosure of contingent assets and liabilities as of the date of the financial statements, and reported amounts of revenues and expenses during the reporting period. Actual results could differ from these estimates. DH's significant estimates include the useful lives and valuation of fixed assets, intangible asset, goodwill, lease right-of-use assets, income taxes, and the assumptions used to value the Performance-Based Restricted Stock Units ("PSUs") of the Company.

Earnings per Share—The Company follows the Earnings Per Share topic of the FASB-ASC in computing earnings per share ("EPS"). Basic EPS is calculated by dividing net income by the weighted average number of shares outstanding. When the effects are dilutive, diluted earnings per share is calculated using the weighted average number of shares outstanding, and the dilutive effect of stock-based compensation awards as determined under the treasury stock method. Certain stock awards were excluded from the computation of diluted earnings per share due to their anti-dilutive effect. See Note 19 for additional disclosures.

New Accounting Pronouncements—In June 2016, the FASB issued ASU No. 2016-13, "Financial Instruments - Credit Losses (Topic 326): Measurement of Credit Losses on Financial Instruments." ASU 2016-13 changes how entities will account for credit losses for most financial assets and certain other instruments that are not measured at fair value through net income. The guidance replaces the current "incurred loss" model with an "expected loss" model that requires consideration of a broader range of information to estimate expected credit losses over the lifetime of a financial asset. The Company adopted ASU 2016-13 on January 1, 2023, under the modified retrospective method as required by the standard. The Company recorded a cumulative-effect adjustment of \$0.3 million to increase accumulated earnings and reduce the allowance for doubtful accounts as of January 1, 2023. Prior period amounts were not adjusted and will continue to be reported under the accounting standards in effect for the period presented.

Segment Reporting - Improvements to Reportable Segment Disclosures—The new accounting standard relates to disclosures about a public entity's reportable segments and provides more detailed information about a reportable segment's expenses. The new standard is effective for fiscal years beginning after December 15, 2023, and interim periods beginning after December 15, 2024, with retrospective application required. The Company adopted ASU 2023-07 in the fourth quarter of 2024. See Note 18 for additional disclosures.

Income Tax Disclosures—The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures.

Disaggregation Disclosures—The new accounting standard requires more detailed disclosures regarding the effective tax rate reconciliation and income taxes paid. The standard is effective for fiscal years beginning after December 15, 2024, and may be applied on either a prospective or retrospective basis, with early adoption permitted. We are evaluating the effect of the standard on our consolidated financial statement disclosures.

FAIR VALUE MEASUREMENTS—The FASB ASC topic on Fair Value Measurements and Disclosures defines fair value, establishes a framework for measuring fair value and requires certain disclosures for each major asset and liability category measured at fair value on either a recurring or nonrecurring basis. As a basis for considering assumptions, a three-tier fair value hierarchy is used, which prioritizes the inputs used in measuring fair value as follows:

Level 1—Quoted prices for identical instruments in active markets.

Level 2—Quoted prices for similar instruments in active markets, quoted prices for identical or similar instruments in markets that are not active and model-derived valuations, in which all significant inputs are observable in active markets.

Level 3—Unobservable inputs in which there is little or no market data, which require the reporting entity to develop its own assumptions.

The carrying amounts reported in the consolidated balance sheets for cash, accounts receivable, other assets, accounts payable and accrued expenses and long-term debt approximate their fair values. Investments, non-current that were carried at fair value, prior to the conversion to preferred shares as described in Note 7, used a discounted cash flow technique based on the probability of one or more possible outcomes, based on Level 3 inputs, which inputs and fair value did not change during the 2022 period prior to the conversion. The estimated fair value of long-term debt is based on Level 2 inputs.

Certain assets and liabilities are measured at fair

value on a non-recurring basis as they are subject to fair value adjustments in certain circumstances, for example, when there is evidence of impairment. Such instruments are not measured at fair value on an ongoing basis. These assets include equity investments, operating lease right-of-use assets, and goodwill and intangible asset which resulted from prior acquisitions. Items valued using such internally generated valuation techniques are classified according to the lowest level input or value driver that is significant to the valuation. Thus, an item may be classified in Level 3 even though there may be some significant inputs that are readily observable.

—The Company performs annual impairment tests for goodwill and the Dice trademarks and brand name as of October 1 of each year or more frequently if indicators of potential impairment exist. See Notes 9 and 10 for additional disclosures. The Company evaluates the carrying value of equity investments at each reporting period as described in Note 7.

REVENUE RECOGNITION

The Company recognizes revenue when control of the promised goods or services are transferred to our customers, either on a ratable basis over the contract period beginning on the date that our service is made available to the customer or as the products and services are used, and at an amount that reflects the consideration to which we expect to receive in exchange for those goods or services. Revenue is recognized net of customer discounts. The Company excludes sales tax from the transaction price and therefore, recognizes revenue net of applicable sales taxes. Customer billings delivered in advance of services being rendered are recorded as deferred revenue and recognized over the service period. The Company generates revenue from recruitment packages, advertising, classifieds, and virtual and live career fair and recruitment event booth rentals.

Disaggregation of revenue

Our brands primarily serve the technology and security cleared professions. The following table provides information about disaggregated revenue by brand (in thousands):

	2024	2023
ClearanceJobs	\$54,143	\$77,783
Dice	\$101,530	\$105,934
Total	\$155,673	\$183,717

As of December 31, 2023, the Company has contract balances of \$44,934, which are receivables and contract liabilities from contracts with customers as required under Topic 606 (in thousands):

	2023
Receivables	\$20,494
Contract liabilities	\$24,440
Total	\$44,934

Short-term contract liabilities (deferred revenue)

	2023
Deferred revenue	\$50,121
Total	\$50,121

Long-term contract liabilities (deferred revenue)

	2023
Deferred revenue	\$22,225
Total	\$22,225

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<div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">2022</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">Total</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">Tech-focused</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">464</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">44.934</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">45.456</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">44.934000 464000 58000 45456000</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">RESTRUCTURING</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">In May 2023, the Company announced an organizational restructuring intended to streamline its operations, drive business objectives, reduce operating expenses and improve operating margins. The restructuring included a reduction of the Company's then-current workforce by approximately 10%. As a result of the restructuring, the Company recognized charges of \$2.4 million during the year ended December 31, 2023. The charges for the year ended December 31, 2023 consisted of \$1.9 million of employee severance costs and \$0.5 million of stock-based compensation related to the acceleration of restricted stock and performance-based restricted stock units. All severance costs related to the May 2023 restructuring were paid during the year ended December 31, 2023.</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">In July 2024, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This included a reduction of the Company's then-current workforce by approximately 7%. As a result of the restructuring, the Company recognized a charge of \$1.1 million related to employee severance charges during the year ended December 31, 2024. All severance costs related to the July 2024 restructuring were paid during the year ended December 31, 2024.</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">During January 2025, the Company announced an additional organizational restructuring intended to streamline its operations, drive business objectives, and reduce operating costs. This includes a reduction of the Company's current workforce by approximately 8%. The Company estimates that it will incur a charge of approximately \$2.2 million related to employee severance charges during the first quarter of 2025 in connection with the restructuring. All charges are expected to be recognized in the first quarter of 2025 while the related cash payments are expected to be substantially completed by the third quarter of 2025.</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">The Company has operating leases for corporate office space and certain equipment. The leases have terms from one year to ten years, some of which include options to renew the lease, and are included in the lease term when it is reasonably certain that the Company will exercise the option. Our recorded lease right-of-use asset and lease liability were each reduced \$2.1 million as of December 31, 2022, which represents a tenant improvement allowance that was consumed in 2023.</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">The components of lease cost were as follows (in thousands):</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">Operating lease cost</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,945</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top: 1pt solid #000000; padding: 2px 0; text-align: center; vertical-align: bottom;">1,648</div><div style="background-color: #ccccff; border-top:

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"background-color:#cceeef;padding:2px 1pt;text-align:left;vertical-align:bottom">2022</td><td colspan="2" style="background-color:#cceeef;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">1,306</td><td colspan="2" style="background-color:#cceeef;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"></td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Thereafter</td><td colspan="2" style="padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">Total lease payments</div></td><td colspan="2" style="background-color:#cceeef;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">13,179</td><td colspan="2" style="padding:2px 1pt;text-align:left;vertical-align:bottom">Less: Imputed interest</td><td colspan="2" style="padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">Total</td></tr><tr><td colspan="3" style="padding:2px 1pt;text-align:left;vertical-align:bottom">During the third quarter of 2023, the Company sold a portion of its ownership in eFinancialCareers ("eFC") reducing its total interest in eFC from 40% to 10%. As a result of the sale, the Company received cash of \$4.9 million and recognized a \$0.6 million gain, which included a \$0.2 million charge related to accumulated foreign currency loss that was previously a reduction to equity. The Company's investment in eFC was recorded at \$1.8 million and \$1.9 million as of December 31, 2024 and 2023, respectively.</div><div style="text-align:justify">
</div><div style="text-align:justify">eFC is a financial services careers website, operating websites in multiple markets in four languages mainly across the United Kingdom, Continental Europe, Asia, the Middle East and North America. Professionals from across many sectors of the financial services industry, including asset management, risk management, investment banking, and information technology,</div><div style="text-align:justify">use eFC to advance their careers. The Company has evaluated its common share interest in the eFC business and has determined the investment meets the definition and criteria of a variable interest entity ("VIE"). The Company evaluated the VIE and determined that the Company does not have a controlling financial interest in the VIE, as the Company does not have the power to direct the activities of the VIE that most significantly impact the VIE's economic performance. The common share interest is being accounted for under the equity method of accounting as the Company has the ability to exercise significant influence over eFC. The investment was recorded at its fair value on June 30, 2021, the date of transfer, which was \$3.6 million. The Company's equity in the net assets of eFC as of June 30, 2021 was \$2.2 million. The difference between the Company's recorded value and its equity in net assets of eFC was reduced during the third quarter of 2023, as described above, as the Company reduced its ownership in eFC. The remaining basis difference at the time of sale was \$0.3 million and is being amortized against the recorded value of the investment in accordance with ASC 323 Investments - Equity Method and Joint Ventures. Amortization expense during the years ended December 31, 2024, 2023 and 2022 was not significant. The recorded value is further adjusted based on the Company's proportionate share of eFC's net income and is recorded three months in arrears. During the years ended December 31, 2024, 2023 and 2022, the Company recorded \$0.2 million, \$0.5 million and \$1.6 million, respectively, of income related to its proportionate share of eFC's net income, net of currency translation adjustments and amortization of the basis difference.</div><div style="text-align:justify">
</div><div style="text-align:justify">Rigzone</div><div style="text-align:justify">
</div><div style="text-align:justify">Other</div><div style="text-align:justify">
</div><div style="text-align:justify">During 2021, the Company invested \$3.0 million through a subordinated convertible promissory note (the "Note") with a values-based career destination company that allows the next generation workforce to search for jobs at companies whose people, perks and values align with their unique professional needs. The investment was recorded as a trading security at fair value and was recorded at \$3.0 million as of December 31, 2021.</div><div style="text-align:justify">
</div><div style="text-align:justify">In the third quarter of 2022, the Note was converted into preferred shares representing 4.5% of the outstanding equity in the underlying business, on a fully diluted basis. The Company's preferred shares are substantially similar to shares purchased by a third party investor that resulted in such investor becoming the majority owner of the business. Therefore the Company's shares in the business were recorded at fair value based on the price per share realized in the conversion. The value of the Company's investment was \$0.7 million as of December 31, 2022 and was recorded as an investment in the consolidated balance sheet. Accordingly, the Company recognized an impairment loss during the year ended December 31, 2022 of \$2.3 million.</div><div style="text-align:justify">
</div><div style="text-align:justify">During the third quarter of 2023, the investment's financial position deteriorated. To meet its financial obligations, the investment issued convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to \$0.4 million and accordingly, recognized an impairment loss of \$0.3 million during the third quarter of 2023.</div><div style="text-align:justify">
</div><div style="text-align:justify">During the first quarter of 2024, the investment's financial position further deteriorated. To meet its financial obligations, the investment issued additional convertible debt at a price that indicated the value of the investment had declined. As such, the Company revalued its investment to zero and accordingly, recognized an impairment loss of \$0.4 million during the first quarter of 2024. The Company's ownership of the investment, on a fully diluted basis, as of December 31, 2024 is less than 0.10%.</div><div style="text-align:justify">At December 31, 2024, the Company held preferred stock representing a 7.3% interest in the fully diluted shares of a tech skills assessment company. The investment is recorded at zero as of December 31, 2024, 2023 and 2022. The Company recorded no gain or loss related to the investment during the years ended December 31, 2024, 2023, and 2022.</div><div style="text-align:justify">Computer equipment and software</td><td colspan="2" style="background-color:#cceeef;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">3,691</td><td colspan="2" style="background-color:#cceeef;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">Furniture and fixtures</td><td colspan="2" style="padding:2px 1pt;text-align:center;vertical-align:bottom">2024</td><td colspan="2" style="padding:2px 1pt;text-align:center;vertical-align:bottom">2023</td><td colspan="2" style="padding:2px 1pt;text-align:center;vertical-align:bottom">2022</td><td colspan="2" style="padding:2px 1pt;text-align:center;vertical-align:bottom">Capitalized development costs</td><td colspan="2" style="padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">60,608</td><td colspan="2" style="padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">Leasehold improvements</td><td colspan="2" style="padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">3,992</td><td colspan="2" style="padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">3,992</td><td colspan="2" style="padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom">686</td><td colspan="2" style="padding:2px 1pt;text-align:right;vertical-align:bottom">686</td><td colspan="2" style="padding:2px 1pt;text-align:right;vertical-align:bottom">686</td><td colspan="2" style="padding:2px 1pt;text-align:right;vertical-align:bottom"><span style="color:#000000;font-family:'Times New Roman';

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weight:400;line-height:120%">As of December 31, 2024, the Company has goodwill of \$128.1 million, which was all allocated to the Tech-focused reporting unit. There were no changes to goodwill during the years ended December 31, 2024, 2023, and 2022.</div><div style="text-align:justify">We determine whether the carrying value of recorded goodwill is impaired on an annual basis or more frequently if indicators of potential impairment exist. In testing goodwill for impairment, a qualitative assessment can be performed and if it is determined that the fair value of the reporting unit is more likely than not less than the carrying amount, the impairment review process compares the fair value of the reporting unit in which the goodwill resides to the carrying value of that reporting unit. If the fair value of the reporting unit is less than its carrying amount, an impairment charge is recorded for the amount the carrying value exceeds the fair value. Our annual impairment test for goodwill is performed on October 1 of each year.</div><div style="text-align:justify">
<div style="text-align:justify">The annual impairment test for the Tech-focused reporting unit performed as of October 1, 2024 resulted in the fair value of the reporting unit being substantially in excess of the carrying value. Results for the Tech-focused reporting unit for the fourth quarter of 2024 and estimated future results as of December 31, 2024 approximate the projections used in the October 1, 2024 analysis. As a result, the Company believes it is not more likely than not that the fair value of the reporting unit is less than the carrying value as of December 31, 2024. Therefore, no quantitative impairment test was performed as of December 31, 2024. No impairment was recorded during the years ended December 31, 2024, 2023 and 2022.</div><div style="text-align:justify">
<div style="text-align:justify">The discount rate applied for the Tech-focused reporting unit in the October 1, 2024 analysis was 15.6%. An increase to the discount rate applied or reductions to future projected operating results could result in future impairment of the Tech-focused reporting unit's goodwill. It is reasonably possible that changes in judgments, assumptions and estimates the Company made in assessing the fair value of the Tech-focused reporting unit could cause the Company to consider some portion or all of the goodwill of the Tech-focused reporting unit to become impaired. In addition, a future decline in the overall market conditions, political instability, and/or changes in the Company's market share could negatively impact the estimated future cash flows and discount rates used to determine the fair value of the reporting unit and could result in an impairment charge in the foreseeable future.</div><div style="text-align:justify">
<div style="text-align:justify">The determination of whether or not goodwill has become impaired is judgmental in nature and requires the use of estimates and key assumptions, particularly assumed discount rates and projections of future operating results, such as forecasted revenues and earnings before interest, taxes, depreciation and amortization margins and capital expenditure requirements. Fair values are determined by using a combination of a discounted cash flow methodology and a market comparable method. The discounted cash flow methodology is based on projections of the amounts and timing of future revenues and cash flows, assumed discount rates and other assumptions as deemed appropriate. We consider factors such as historical performance, anticipated market conditions, operating expense trends and capital expenditure requirements. Additionally, the discounted cash flows analysis takes into consideration cash expenditures for product development, other technological updates and advancements to our websites and investments to improve our candidate databases. The market comparable method indicates the fair value of a business by comparing it to publicly traded companies in similar lines of business or to comparable transactions or assets. Considerations for factors such as size, growth, profitability, risk and return on investment are analyzed and compared to the comparable businesses and adjustments are made. A market value of invested capital of the publicly traded companies is calculated and then applied to the entity's operating results to arrive at an estimate of value. Changes in our strategy and/or market conditions could significantly impact these judgments and require adjustments to recorded amounts of goodwill.</div>INDEBTEDNESS<div style="text-align:justify">Credit Agreement-In June 2022, the Company, together with Dice Inc. (a wholly-owned subsidiary of the Company) and its wholly-owned subsidiary, Dice Career Solutions, Inc. (collectively, the "Borrowers"), entered into a Third Amended and Restated Credit Agreement (the "Credit Agreement"), which matures in June 2027. The Credit Agreement provides for a revolving loan facility of \$100 million, with an expansion option of \$50 million, bringing the total facility to \$150 million, as permitted under the terms of the Credit Agreement.</div><div style="text-align:justify">
<div style="text-align:justify">Borrowings under the Credit Agreement denominated in U.S. dollars bear interest, payable at least quarterly, at the Company's option, at the Secured Overnight Financing Rate ("SOFR") or a base rate plus a margin. Borrowings under the credit agreement denominated in pounds sterling, if any, bear interest at the Sterling Overnight Index Average ("SONIA") rate plus a margin. The margin ranges from 2.00% to 2.75% on SOFR and SONIA loans and 1.00% to 1.75% on base rate loans, determined by the Company's most recent consolidated leverage ratio, plus an additional spread of 0.10%. The Company incurs a commitment fee</div><div style="text-align:justify">ranging from 0.35% to 0.50% on any unused capacity under the revolving loan facility, determined by the Company's most recent consolidated leverage ratio. All borrowings as of December 31, 2024 and 2023 were in U.S. dollars. The facility may be prepaid at any time without penalty.</div><div style="text-align:justify">
<div style="text-align:justify">The Credit Agreement contains various affirmative and negative covenants and also contains certain financial covenants, including a consolidated leverage ratio and a consolidated interest coverage ratio. Borrowings are allowed under the Credit Agreement to the extent the consolidated leverage ratio is equal to or less than 2.50 to 1.00, subject to the terms of the Credit Agreement. Negative covenants include restrictions on incurring certain liens; making certain payments, such as stock repurchases and dividend payments; making certain investments; making certain acquisitions; making certain dispositions; and incurring additional indebtedness. Restricted payments are allowed under the Credit Agreement to the extent the consolidated leverage ratio, calculated on a pro forma basis, is equal to or less than 2.00 to 1.00, plus an additional \$7.5 million of restricted payments each fiscal year, as described in the Credit Agreement. The Credit Agreement also provides that the payment of obligations may be accelerated upon the occurrence of events of default, including, but not limited to, non-payment, change of control, or insolvency. As of December 31, 2024, the Company was in compliance with all of the financial covenants under the Credit Agreement.</div><div style="text-align:justify">
<div style="text-align:justify">The obligations under the Credit Agreement are guaranteed by one of the Company's wholly-owned subsidiaries and secured by substantially all of the assets of the Borrowers and the guarantors.</div><div>
</div><div style="text-align:justify">The amounts borrowed as of December 31, 2024 and 2023 are as follows (dollars in thousands):</div><div>
</div><div style="border-collapse:collapse;display:inline-table;margin-bottom:5pt;vertical-align:text-bottom;width:97.953%"><tr><td style="width:1.0%"></td><td style="width:72.183%"></td><td style="width:0.1%"></td><td style="width:1.0%"></td><td style="width:11.885%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="width:0.1%"></td><td style="padding:2px 1pt;text-align:left;vertical-align:bottom"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">December 31,</td><td colspan="3" style="padding:0 1pt"></td><td colspan="3" style="padding:2px 1pt;text-align:center;vertical-align:bottom">December 31,</td><td colspan="3" style="background-color:#ceefff;padding:2px 1pt;text-align:left;vertical-align:bottom"></td><div>Long-term debt under revolving credit facility</div><div>(1)</div><div style="background-color:#ceefff;border-top:1pt solid #000000;padding:2px 0 2px 1pt;text-align:left;vertical-align:bottom">\$</div><div style="background-color:#ceefff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">32,000</div><div style="background-color:#ceefff;border-top:1pt solid #000000;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"><td colspan="3" style="background-color:#ceefff;padding:0 1pt"></td><td style="background-color:#ceefff;border-top:1pt solid #000000;padding:2px 0;text-align:right;vertical-align:bottom">56,000</td><td colspan="3" style="background-color:#ceefff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"><td colspan="3" style="background-color:#ceefff;padding:0 1pt"></td><td style="background-color:#ceefff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(2)</div><div style="background-color:#ceefff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">62,000</div><div style="background-color:#ceefff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"><td colspan="3" style="background-color:#ceefff;padding:0 1pt"></td><td colspan="3" style="background-color:#ceefff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">(3)</div><div style="background-color:#ceefff;padding:2px 0 2px 1pt;text-align:right;vertical-align:bottom">64,600</div><div style="background-color:#ceefff;padding:2px 1pt 2px 0;text-align:right;vertical-align:bottom"><td colspan="3" style="background-color:#ceefff;padding:0

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Feb 2023 to Feb 2024

During February 2023, the stock repurchase program approved in February 2022 expired with a total of 1.4 million shares purchased for \$5.2 million.

During February 2023, the stock repurchase program approved in February 2022 expired with a total of 2.6 million shares purchased for \$14.7 million.

During the second quarter of 2021, the Company amended its \$8.0 million stock repurchase program approved in February 2021 and allowed for the purchase of an additional \$12.0 million of our common stock through June 2022, bringing total authorized purchases under the plan to \$20.0 million. During the first quarter of 2022, the Company completed its purchases under the plan, which consisted of approximately 4.4 million shares for \$20.0 million, effectively ending the plan prior to its original expiration date.

Purchases of the Company's common stock pursuant to the Stock Repurchase Plans were as follows:
(1) No shares of our common stock were purchased other than through a publicly announced plan or program.
(2) Average price paid per share includes costs associated with the repurchases.
(3) The value of shares repurchased as of December 31, 2023 and 2022 includes \$33,331 and \$65,990 respectively, of costs associated with the repurchase.

Dollar value of shares repurchased (in thousands)

Year Ended December 31,	2023	2022
Average price paid per share	\$18.596	\$14.700
Total number of shares repurchased	1,859,600	1,400,000
Total cost of shares repurchased	\$33,331	\$65,990

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