

# Redfin Corp

# 4Q miss and 1Q outlook below Street; Lowering PO to \$6.0, Reit. Underperform

Reiterate Rating: UNDERPERFORM | PO: 6.00 USD | Price: 7.16 USD

### 4Q below Street; Expanding Redfin Next to addl. markets

4Q Rev/EBITDA at \$218mn/\$(13.4mm) was below Street at \$221mn/\$(13mn). Real Estate services revenue at \$133mn declined 9% y/y as brokerage transactions declined 20% y/y offset by 12% y/y increase in avg. revenue per transaction. Rentals/Other revenue at \$49mn/\$36mn were also below Street at \$50mn/\$37mn. In 4Q, Redfin market share declined 4bps y/y (down 6bps q/q) to 0.72%. Management noted Redfin Next (lower agent base salary but higher commission) is showing promising results with higher revenue and breakeven rates in test California markets. The company plans to expand the program to 7 additional market in May, covering one-third of total revenue but traction of the program outside the West Coast test markets remains uncertain.

### 1Q outlook disappoints; EBITDA breakeven goal delayed

1Q revenue guide of \$214mn-\$223mn and EBITDA of \$(36mn)-\$(29mn) was below Street at \$220mn and \$(23mn). Redfin expressed concern that 2024 might echo the trends seen in 2023, particularly with the recent rise in interest rates in Feb, suggesting potential volatility and uncertainty in the lending landscape. Management also acknowledged that the goal to achieve TTM adjusted EBITDA breakeven by 1H'24 is now less certain due to the trajectory of mortgage rates. We remain skeptical on this goal as we expect tough macro conditions will continue to weigh on company's growth in 2024.

## Marginally lowering our below Street 2024/25E estimates

Given high interest rates and expected low transaction volumes, we are marginally lowering our below Street revenue and EBITDA estimates. We also expect higher cost of revenue. For 1Q, we estimate revenues of \$222mn & EBITDA of \$(30mn). For 2024E, we lower revenues by 0.4% to \$1.0bn and EBITDA by \$24mn to \$(30mn). For 2025E metrics, key for valuation, we lower revenues by 1% to \$1.1bn and EBITDA by \$22mn to \$18mn.

# Profitability likely to remain challenged; Reit. Underperform

We lower our PO to \$6.0 (from \$6.75) based on lower 2025 core real estate and rental revenue and unchanged 1.25x multiple. We remain cautious on Redfin's ability to consistently generate positive margins and cash flow. We also think ongoing reductions in agent numbers and marketing expenditures may pose challenges in competing against larger brokerages when the housing market rebounds. Given concerns about Redfin's ability to generate sufficient cash flow over next few years, company's convertible and other debt also remain an overhang. Reiterate Underperform.

Estimates (Dec) (US\$)	2021A	2022A	2023E	2024E	2025E
EPS	(0.64)	(2.30)	(0.52)	(0.85)	(0.63)
GAAP EPS	(1.05)	(2.93)	(1.15)	(1.46)	(1.30)
EPS Change (YoY)	NM	-259.4%	77.4%	-63.5%	25.9%
Consensus EPS (Bloomberg)			(0.98)	(0.89)	(0.55)
DPS	0	0	0	0	0
Valuation (Dec)					
Free Cash Flow Yield*	-38.5%	2.8%	5.2%	0.2%	-2.5%
* For full definitions of <i>IQ</i> method <sup>SM</sup> measures, see page 6.					

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Refer to important disclosures on page 7 to 9. Analyst Certification on page 5. Price
Objective Basis/Risk on page 5.

Timestamp: 27 February 2024 11:04PM EST

#### 27 February 2024

#### Equity

Key Changes		
(US\$)	Previous	Current
Price Obj.	6.75	6.00
2023E Rev (m)	1,094.5	1,088.6
2024E Rev (m)	1,018.6	1,014.5
2025E Rev (m)	1,102.8	1,098.9
2023E EPS	-0.47	-0.52
2024E EPS	-0.67	-0.85
2025E EPS	-0.49	-0.63

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#### **Stock Data**

Price	7.16 USD
Price Objective	6.00 USD
Date Established	27-Feb-2024
Investment Opinion	C-3-9
52-Week Range	4.26 USD - 17.68 USD
Mrkt Val (mn) / Shares Out	854 USD / 119.2
(mn)	
Free Float	96.3%
Average Daily Value (mn)	34.59 USD
BofA Ticker / Exchange	RDFN / NAS
Bloomberg / Reuters	RDFN US / RDFN.OQ
ROE (2023E)	-110.4%
Net Dbt to Eqty (Dec-2022A)	-230.9%
ESGMeter™	Medium

ESGMeter is not indicative of a company's future stock price performance and is not an investment recommendation or rating. ESGMeter is independent of BofA Global Research's equity investment rating, volatility risk rating, income rating, and price objective for that company. For full details, refer to

RE: Real Estate

TTM: Trailing Twelve Months

# **iQ**profile<sup>™</sup>Redfin Corp

<b>iQ</b> method <sup>™</sup> – Bus Performance*					
(US\$ Millions)	2021A	2022A	2023E	2024E	20251
Return on Capital Employed	-3.2%	-17.2%	-12.9%	-9.1%	-6.6%
Return on Equity	-13.7%	-109.4%	-110.4%	-153.2%	-64.2%
Operating Margin	-2.9%	-12.7%	-13.8%	-8.6%	-5.6%
Free Cash Flow	(329)	24	45	2	(22)
i <b>Q</b> method <sup>™</sup> – <b>Quality of Earnings*</b>					
(US\$ Millions)	2021A	2022A	2023E	2024E	2025
Cash Realization Ratio	NM	NM	NM	NM	NM
Asset Replacement Ratio	0.6x	0.3x	0.2x	0.2x	0.2x
Tax Rate	5.3%	NM	NM	NM	NM
Net Debt-to-Equity Ratio	-111.9%	-230.9%	-350.7%	-120.5%	-125.8%
Interest Cover	NA	NA	NA	NA	NA
Income Statement Data (Dec)					
(US\$ Millions)	2021A	2022A	2023E	2024E	20251
Sales	1,923	2,289	1,089	1,015	1,099
% Change	117.0%	19.1%	-52.5%	-6.8%	8.3%
Gross Profit	414	289	340	365	421
% Change	72.1%	-30.2%	17.6%	7.5%	15.2%
EBITDA	(8)	(225)	(77)	(30)	(4)
% Change	NM	NM	65.7%	61.5%	87.2%
Net Interest & Other Income	(6)	42	92	(12)	(13)
Net Income (Adjusted)	(67)	(248)	(59)	(99)	(74)
% Change	NM	-270.5%	76.3%	-68.9%	25.2%
Free Cash Flow Data (Dec) (US\$ Millions)	2021A	2022A	2023E	2024E	20251
Net Income from Cont Operations (GAAP)	(110)	(316)	(130)	(171)	(154)
Depreciation & Amortization	47	65	63	57	57
Change in Working Capital	(307)	245	126	54	6
Deferred Taxation Charge	NA	NA	NA	NA	NA
Other Adjustments, Net	68	52	(2)	72	80
Capital Expenditure	(27)	(22)	(12)	(10)	(11)
Free Cash Flow	-329	24	45	2	-22
% Change	NM	NM	87.2%	-95.5%	NM
Share / Issue Repurchase	23	12	135	0	0
Cost of Dividends Paid	170	(251)	0	0	C
Change in Debt	170	(251)	(39)	0	С
Balance Sheet Data (Dec)	20214	20224	20225	20245	202-
(US\$ Millions)	2021A	2022A	2023E	2024E	20251
Cash & Equivalents	591	240	150	153	131
Trade Receivables	NA	NA F27	NA	NA 240	NA 246
Other Current Assets	655	537	295	240	246
Property, Plant & Equipment	59	55	46	46	46
Other Non-Current Assets <b>Total Assets</b>	717	743	662	662	662
Short-Term Debt	<b>2,022</b> 200	<b>1,574</b> 0	<b>1,154</b>	<b>1,102</b>	<b>1,086</b>
Other Current Liabilities	200	355	268	259	267
Long-Term Debt	0	0	0	0	207
Other Non-Current Liabilities	1,270	1,116	843	716	714
Total Liabilities	1,270	1,470	1,111	975	981
Total Equity	350	1,470	43	127	104
. Jean Equity	330				
Total Equity & Liabilities	2,022	1,574	1,154	1,102	1,086

#### **Company Sector**

Internet/e-Commerce

#### **Company Description**

Redfin is a digitally focused real estate firm, founded in 2004. Redfin's online platform and unique real estate agent model focus on helping consumers buy and sell homes at a fraction of the cost of a traditional brokerage firm. Redfin operates in over 80 markets across the US, with 10 markets representing more than 50% of revenues.

#### **Investment Rationale**

Redfin is a new take on the traditional real estate brokerage business that leverages technology and a management model for real estate agents. While we see the wind down of the iBuying business as a positive for margins and RDFN's capital structure, we are concerned on RDFN's ability to take share in a very difficult real estate and scale to breakeven profitability.

#### Stock Data

Average Daily Volume 4,830,424

#### **Quarterly Earnings Estimates**

	2022	2023
Q1	-0.74A	-0.38A
Q2	-0.57A	-0.08A
Q3	-0.62A	OA
Q4	-0.42A	-0.06E

# **Redfin vs. Total Transactions**

#### Exhibit 1: Redfin real estate services growth vs US existing home transactions

Redfin real estate services growth (down 9% in 4Q) continues to trail broader RE market (down 6% in 4Q).



**Source:** Bloomberg, company reports, BofA Global Research

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# **Actuals vs. Estimates**

### Exhibit 3: 4Q'23 Actual vs BofA Estimates

4Q Rev/EBITDA at \$218mn/\$(13.5mn) was below BofA estimates at \$224mn/\$(11.5mn).

Income Statement		4Q23	
Redfin ('\$000 except per share data)	<u>Actual</u>	BofA Ests	<u>Difference</u>
Broker	\$124,342	\$127,179	(\$2,837)
Partner	\$8,551	\$9,321	(\$770)
Real Estate Services	\$132,890	\$136,500	(\$3,610)
RentPath	\$49,176	\$49,527	(\$351)
Other	\$36,011	\$38,000	(\$1,989)
Total Revenue	\$218,077	\$224,027	(\$5,950)
y/y %	(55%)	(53%)	(1%)
q/q %	(19%)	(17%)	(2%)
Cost of revenue	\$142,185	\$144,407	(\$2,222)
As a % of revenue	65%	64%	1%
Gross profit	\$75,892	\$79,619	(\$3,727)
Gross margin	35%	36%	(1%)
Technology and development	\$35,746	\$36,099	(\$353)
% of revenue	16%	20%	(3%)
Marketing	\$19,020	\$20,114	(\$1,094)
% of revenue	9%	10%	(1%)
General and administrative	\$49,058	\$49,892	(\$834)
% of revenue	22%	25%	(2%)
Operating income (loss) (Non-GAAP)	(\$28,700)	(\$26,487)	(\$2,213)
Margin	(13%)	(12%)	(1%)
Adjusted EBITDA	(13,459)	(11,487)	(1,972)
Margin	(6%)	(5%)	(1%)
y/y %	(79%)	(82%)	3%
Non-GAAP Basic EPS	(\$0.06)	(\$0.02)	(\$0.04)
Non-GAAP Diluted EPS	(\$0.06)	(\$0.02)	(\$0.04)

**Source:** BofA Global Research Estimates, Company Financials

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# **Estimate Changes**

Given high interest rates and expected low transaction volumes, we are marginally lowering our below Street revenue and EBITDA estimates. We also expect higher cost of revenue. For 1Q, we estimate revenues of \$222mn & EBITDA of \$(30mn). For 2024E, we lower revenues by 0.4% to \$1bn and EBITDA by \$24mn to \$(30mn). For 2025E metrics, key for valuation, we lower revenues by 1% to \$1.1bn and EBITDA by \$22mn to \$18mn.

#### **Exhibit 4: Estimate Changes**

We lower 2025 revenue estimates, key for valuation, by 1% to \$1.1bn.

Estimate Changes		1Q24E			2024E			2025E	
Redfin ('\$000 except per share data)	<u>New</u>	<u>Old</u>	<u>Diff</u>	<u>New</u>	<u>Old</u>	<u>Diff</u>	<u>New</u>	<u>Old</u>	<u>Diff</u>
Broker	\$121,837	\$111,443	\$10,395	\$580,877	\$587,657	(\$6,780)	\$636,319	\$644,080	(\$7,761)
Partner	\$7,998	\$7,573	\$425	\$42,040	\$41,991	\$49	\$46,311	\$42,831	\$3,480
Real Estate Services	\$129,835	\$119,015	\$10,820	\$622,917	\$629,648	(\$6,731)	\$682,630	\$686,911	(\$4,281)
RentPath	\$49,729	\$50,158	(\$429)	\$203,120	\$206,471	(\$3,351)	\$215,307	\$218,859	(\$3,553)
Other	\$42,000	\$36,000	\$6,000	\$188,500	\$182,500	\$6,000	\$201,000	\$201,000	\$0
Total Revenue	\$221,565	\$205,173	\$16,391	\$1,014,537	\$1,018,619	(\$4,083)	\$1,098,937	\$1,106,771	(\$7,834)
y/y %	(32%)	(37%)	5%	(7%)	(7%)	0%	8%	9%	(0%)
q/q %	2%	(8%)	10%	0%	0%	0%	0%	0%	0%
Cost of revenue	\$154,326	\$135,548	\$18,777	\$649,158	\$630,002	\$19,156	\$677,912	\$644,678	\$33,234
As a % of revenue	70%	66%	4%	64%	62%	2%	62%	58%	3%
Gross profit	\$67,239	\$69,625	(\$2,386)	\$365,379	\$388,617	(\$23,239)	\$421,024	\$462,093	(\$41,068)
Margin	30%	34%	(4%)	36%	38%	(2%)	38%	42%	(3%)
Technology and development	\$36,863	\$36,145	\$718	\$144,778	\$146,343	(\$1,565)	\$147,869	\$153,444	(\$5,575)
% of revenue	21%	22%	(1%)	14%	14%	(0%)	13%	14%	(0%)
Marketing	\$25,069	\$23,270	\$1,800	\$107,674	\$106,025	\$1,649	\$130,698	\$135,868	(\$5,170)
% of revenue	12%	12%	0%	11%	10%	0%	12%	12%	(0%)
General and administrative	\$49,532	\$50,118	(\$586)	\$200,084	\$201,525	(\$1,441)	\$203,491	\$214,498	(\$11,008)
% of revenue	24%	27%	(3%)	20%	20%	(0%)	19%	19%	(1%)
Non-GAAP Operating Income	(\$44,225)	(\$39,908)	(\$4,317)	(\$87,157)	(\$65,276)	(\$21,881)	(\$61,034)	(\$41,718)	(\$19,316)
Margin	(20%)	(19%)	(1%)	(9%)	(6%)	(2%)	(6%)	(4%)	(2%)
Adjusted EBITDA	(\$29,867)	(\$24,958)	(\$4,909)	(\$29,725)	(\$5,476)	(\$24,249)	(\$3,802)	\$17,882	(\$21,684)
Margin	(13%)	(12%)	(1%)	(3%)	(1%)	(2%)	(0%)	2%	(2%)
y/y %	(55%)	(63%)	7%	(62%)	(93%)	31%	(87%)	(427%)	339%
Non-GAAP Basic EPS	(\$0.41)	(\$0.37)	(\$0.03)	(\$0.85)	(\$0.67)	(\$0.18)	(\$0.63)	(\$0.47)	(\$0.16)
Non-GAAP Diluted EPS	(\$0.41)	(\$0.37)	(\$0.03)	(\$0.85)	(\$0.67)	(\$0.18)	(\$0.63)	(\$0.47)	(\$0.16)

Source: BofA Global Research Estimates

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## Price objective basis & risk

#### Redfin Corp (RDFN)

Our \$6.0 price objective is based on a 1.25x 2025E EV/sales multiple. This is below a historic average multiple of 2.0x. We believe a 1.25x sales multiple is warranted given significantly lower revenue growth than prior years and ongoing challenges to achieving sustainable EBITDA profitability.

Upside risks: 1) faster than expected new product uptake expanding long term margins, 2) faster market share growth in core markets, 3) new product announcements driving stronger automation, and 4) better than expected housing market recovery.

Downside risks: 1) a slower than expected housing recovery, 2) stronger price competition from traditional brokers, and 3) slower market share growth in core markets.

# **Analyst Certification**

I, Curtis Nagle, CFA, hereby certify that the views expressed in this research report accurately reflect my personal views about the subject securities and issuers. I also certify that no part of my compensation was, is, or will be, directly or indirectly, related to the specific recommendations or view expressed in this research report.

#### **US - Internet Coverage Cluster**

Investment rating	Company	BofA Ticker	Bloomberg symbol	Analyst
BUY				
	Alphabet	GOOGL	GOOGL US	Justin Post
	Alphabet	GOOG	GOOG US	Justin Post
	Amazon.com	AMZN	AMZN US	Justin Post
	AppLovin	APP	APP US	Omar Dessouky, CFA
	DoorDash	DASH	DASH US	Michael McGovern
	DoubleVerify Holdings, Inc.	DV	DV US	Omar Dessouky, CFA
	Electronic Arts	EA	EA US	Omar Dessouky, CFA
	Integral Ad Science Holding Corp.	IAS	IAS US	Omar Dessouky, CFA
	LegalZoom	LZ	LZ US	Michael McGovern
	Match Group	MTCH	MTCH US	Curtis Nagle, CFA
	Meta Platforms Inc	META	META US	Justin Post
	Pinterest	PINS	PINS US	Justin Post
	RH	RH	RH US	Curtis Nagle, CFA
	Roblox Corp. Class A	RBLX	RBLX US	Omar Dessouky, CFA
	Squarespace, Inc.	SQSP	SQSP US	Michael McGovern
	Uber	UBER	UBER US	Justin Post
	Udemy Inc	UDMY	UDMY US	Curtis Nagle, CFA
	Vivid Seats	SEAT	SEAT US	Curtis Nagle, CFA
	Wayfair	W	W US	Curtis Nagle, CFA
	Wix.com	WIX	WIX US	Michael McGovern
NEUTRAL				
112011012	ACV Auctions	ACVA	ACVA US	Curtis Nagle, CFA
	Airbnb	ABNB	ABNB US	Justin Post
	Beyond Inc	BYON	BYON US	Curtis Nagle, CFA
	Booking Holdings Inc	BKNG	BKNG US	Justin Post
	Bumble	BMBL	BMBL US	Curtis Nagle, CFA
	Digital Turbine, Inc	APPS	APPS US	Omar Dessouky, CFA
	Duolingo	DUOL	DUOL US	Curtis Nagle, CFA
	eBay	EBAY	EBAY US	Justin Post
	Etsy, Inc.	ETSY	ETSY US	Curtis Nagle, CFA
	Expedia	EXPE	EXPE US	Justin Post
	Instacart	CART	CART US	lustin Post
	Magnite, Inc.	MGNI	MGNI US	Omar Dessouky, CFA
	Snap	SNAP	SNAP US	lustin Post
	Take-Two Interactive	TTWO	TTWO US	Omar Dessouky, CFA
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#### **US - Internet Coverage Cluster**

Investment rating	Company	BofA Ticker	Bloomberg symbol	Analyst
	Zillow	ZG	ZG US	Curtis Nagle, CFA
	Zillow	Z	Z US	Curtis Nagle, CFA
UNDERPERFORM				
	Chewy Inc	CHWY	CHWY US	Curtis Nagle, CFA
	Lyft, Inc.	LYFT	LYFT US	Michael McGovern
	Opendoor Technologies	OPEN	OPEN US	Curtis Nagle, CFA
	Peloton	PTON	PTON US	Curtis Nagle, CFA
	Playtika	PLTK	PLTK US	Omar Dessouky, CFA
	Redfin Corp	RDFN	RDFN US	Curtis Nagle, CFA
	Shutterstock	SSTK	SSTK US	Curtis Nagle, CFA

# *IQ*method<sup>™</sup> Measures Definitions

<b>Business Performance</b>	Numerator	Denominator
Return On Capital Employed	NOPAT = (EBIT + Interest Income) × (1 - Tax Rate) + Goodwill Amortization	Total Assets - Current Liabilities + ST Debt + Accumulated Goodwill
		Amortization
Return On Equity	Net Income	Shareholders' Equity
Operating Margin	Operating Profit	Sales
Earnings Growth	Expected 5 Year CAGR From Latest Actual	N/A
Free Cash Flow	Cash Flow From Operations – Total Capex	N/A
Quality of Earnings	Numerator	Denominator
Cash Realization Ratio	Cash Flow From Operations	Net Income
Asset Replacement Ratio	Capex	Depreciation
Tax Rate	Tax Charge	Pre-Tax Income
Net Debt-To-Equity Ratio	Net Debt = Total Debt — Cash & Equivalents	Total Equity
Interest Cover	EBIT	Interest Expense
Valuation Toolkit	Numerator	Denominator
Price / Earnings Ratio	Current Share Price	Diluted Earnings Per Share (Basis As Specified)
Price / Book Value	Current Share Price	Shareholders' Equity / Current Basic Shares
Dividend Yield	Annualised Declared Cash Dividend	Current Share Price
Free Cash Flow Yield	Cash Flow From Operations – Total Capex	Market Cap = Current Share Price × Current Basic Shares
Enterprise Value / Sales	EV = Current Share Price × Current Shares + Minority Equity + Net Debt +	Sales
•	Other LT Liabilities	
EV / EBITDA	Enterprise Value	Basic EBIT + Depreciation + Amortization

\*\*Remethod Suns the set of BofA Global Research standard measures that serve to maintain global consistency under three broad headings: Business Performance, Quality of Earnings, and validations. The key features of iQmethod are: A consistently structured, detailed, and transparent methodology. Guidelines to maximize the effectiveness of the comparative valuation process, and to identify some common pitfalls.

\*\*Redatabase\*\* is our real-time global research database that is sourced directly from our equity analysts' earnings models and includes forecasted as well as historical data for income statements, balance sheets, and cash flow statements for companies covered by BofA Global Research.

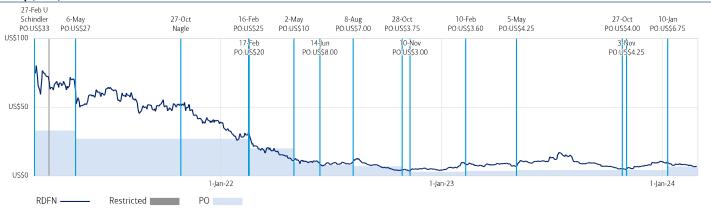
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# **Disclosures**

## **Important Disclosures**

#### Redfin Corp (RDFN) Price Chart



B: Buy, N: Neutral, U: Underperform, PO: Price Objective, NA: No longer valid, NR: No Rating

The Investment Opinion System is contained at the end of the report under the heading "Fundamental Equity Opinion Key". Dark grey shading indicates the security is restricted with the opinion suspended. Medium grey shading indicates the security is under review with the opinion withdrawn. Light grey shading indicates the security is not covered. Chart is current as of a date no more than one trading day prior to the date of the report.

#### Equity Investment Rating Distribution: Technology Group (as of 31 Dec 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships R1	Count	Percent
Buy	215	53.09%	Buy	111	51.63%
Hold	97	23.95%	Hold	45	46.39%
Sell	93	22.96%	Sell	24	25.81%

#### Equity Investment Rating Distribution: Global Group (as of 31 Dec 2023)

Coverage Universe	Count	Percent	Inv. Banking Relationships R1	Count	Percent
Buy	1895	53.62%	Buy	1083	57.15%
Hold	832	23.54%	Hold	454	54.57%
Sell	807	22.84%	Sell	383	47.46%

R1 Issuers that were investment banking clients of BofA Securities or one of its affiliates within the past 12 months. For purposes of this Investment Rating Distribution, the coverage universe includes only stocks. A stock rated Neutral is included as a Hold, and a stock rated Underperform is included as a Sell.

FUNDAMENTAL EQUITY OPINION KEY: Opinions include a Volatility Risk Rating, an Investment Rating and an Income Rating. VOLATILITY RISK RATINGS, indicators of potential price fluctuation, are: A - Low, B - Medium and C - High. INVESTMENT RATINGS reflect the analyst's assessment of both a stock's absolute total return potential as well as its attractiveness for investment relative to other stocks within its Coverage Cluster (defined below). Our investment ratings are: 1 - Buy stocks are expected to have a total return of at least 10% and are the most attractive stocks in the coverage cluster; 2 - Neutral stocks are expected to remain flat or increase in value and are less attractive than Buy rated stocks and 3 - Underperform stocks are the least attractive stocks in a coverage cluster. An investment rating of 6 (No Rating) indicates that a stock is no longer trading on the basis of fundamentals. Analysts assign investment ratings considering, among other things, the 0-12 month total return expectation for a stock and the firm's guidelines for ratings dispersions (shown in the table below). The current price objective for a stock should be referenced to better understand the total return expectation at any given time. The price objective reflects the analyst's view of the potential price appreciation (depreciation).

# Investment rating Total return expectation (within 12-month period of date of initial rating) Ratings dispersion guidelines for coverage cluster<sup>R2</sup>

Buy	≥ 10%	≤ /0%
Neutral	≥ 0%	≤ 30%
nderperform	N/A	≥ 20%

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