

CBZ, Inc. (CBZ)

2026 DEF 14A · filed 2026-04-02 · CIK 0000944148

Headline facts

CEO TOTAL PAY

\$7,063,348

Jerome P. Grisko, Jr. PEO · 2025 · + 32% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$105,230

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation and Human Capital Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

Not extracted

Peer snapshot

4 peers auto-selected from CBZ's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP COMMITTEE
HURN Huron Consulting Group Inc.	\$7,198,354	80.2 to 1	\$89,793	Compensation Committee
SAIC Science Applications International Corp	\$2,953,483	38 to 1	\$117,981	Compensation Committee
ICFI ICF International, Inc.	\$6,857,678	68 to 1	\$101,504	In making its compensation determinations, the Committee reviewed and assessed the analysis and recommendations of Company management
TNET TRINET GROUP, INC.	\$10,552,055	—	\$99,327	Compensation and Human Capital Management Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Jerome P. Grisko, Jr. PEO CEO & President	\$993,750	\$5,237,677	\$576,000	\$255,920	\$7,063,348
Brad Lakhia PFO SVP & CFO	\$494,792	\$3,409,426	\$356,000	\$29,643	\$4,289,862
Chris Spurio Former President, Financial Services	\$862,500	\$1,813,409	\$358,400	\$14,053	\$3,048,363
Michael Kouzelos President, B&I Services	\$595,000	\$1,229,024	\$269,760	\$14,053	\$2,107,837
Ware Grove Former PFO, SVP & CFO	\$155,000	—	—	\$12,988	\$167,988

CEO pay mix (latest year)

Base salary	14%
Cash incentive	8%
Equity	74%
Other	4%
At-risk	82%

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:57Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$105,230

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.9

“information about the relationship of the annual total compensation of our employees and the annual total compensation of Mr. Grisko, our CEO. Mr. Grisko had fiscal 2025 annual total compensation of \$7,063,348 as reflected in the Summary Compensation Table included in this proxy statement. We estimate that the annual total compensation for our median employee was \$105,230 for 2025. We determined our median employee by using 2025 W-2 wages for all CBIZ employees other than our CEO. We selected December 31, 2025, as the date upon which we would identify the median employee. Once we identified ou...”

Compensation committee = Compensation and Human Capital Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation and Human Capital Committee Rick L”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Recoupment Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“CBIZ has a policy that prohibits pledging or hedging of Company shares by officers or directors”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“CBIZ has a policy that prohibits pledging or hedging of Company shares by officers or directors”