

Huron Consulting Group Inc. (HURN)

2026 DEF 14A · filed 2026-03-20 · CIK 0001289848

Headline facts

CEO TOTAL PAY

\$7,198,354

C. Mark Hussey · 2025 · + 10% YoY

CEO PAY RATIO ITEM 402(U)

80.2 to 1

Median employee: \$89,793

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

Not disclosed

HEDGING

Not disclosed

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from HURN's disclosed compensation peer group. Each row shows the peer's latest filing.

TICKER	CEO TOTAL	PAY RATIO	MEDIAN EMP	COMP 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

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
C. Mark Hussey Chief Executive Officer and President	\$1,021,875	\$4,612,525	\$1,515,975	\$47,979	\$7,198,354
John D. Kelly Executive Vice President, Chief Fi- nancial Officer and Treasurer	\$647,917	\$1,625,071	\$795,600	\$39,135	\$3,107,723
J. Ronald Dail Executive Vice President and Chief Operating Officer	\$675,000	\$1,080,027	\$654,075	\$34,004	\$2,443,106
Hope Katz Executive Vice President, General Counsel and Corporate Secretary	\$422,292	\$524,920	\$325,125	\$43,686	\$1,316,023

CEO pay mix (latest year)

Base salary	14%
Cash incentive	21%
Equity	64%
Other	1%
At-risk	85%

Every fact above, traced back to filing text

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CEO pay ratio = 80.2 to 1

Extracted from: CEO Pay Ratio section (Item 402(u)) · confidence 0.94

“our median employee was \$89,793. •Mr. Hussey’s annual total compensation, as reflected in the Summary Compensation Table included in this Proxy Statement, was \$7,198,354. •Based on this information, the ratio of the annual total compensation of Mr. Hussey to the annual total compensation of our median employee is estimated to be 80.2 to 1. In 2025, we identified the median employee by examining the 2025 total cash compensation for all individuals, excluding our CEO, who were employed by us on December 31, 2025. We included all employees, whether employed on a full-time or part- time basis. We ...”

Median employee compensation = \$89,793

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

“Item 402(u) of Regulation S-K. SEC rules for identifying the median employee and calculating the pay ratio allow companies to apply various methodologies and apply various assumptions and, as a result, the pay ratio reported by us may not be comparable to the pay ratio reported by other companies. For 2025: •The annual total compensation of our median employee was \$89,793. •Mr. Hussey’s annual total compensation, as reflected in the Summary Compensation Table included in this Proxy Statement, was \$7,198,354. •Based on this information, the ratio of the annual total compensation of Mr. Hussey t...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“functions of the Compensation Committee are to”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“recoupment policy (commonly referred to as a “clawback policy”) was amended and restated effective October 27, 2023 in accordance with Rule 10D-1 of the Securities Exchange Act of 1934 and Nasdaq listing standards”

Hedging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging and Pledging”

Pledging policy = —

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Hedging and Pledging”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“executive stock ownership requirements”