

KFORCE INC (KFRC)

2026 DEF 14A · filed 2026-03-13 · CIK 0000930420

Headline facts

CEO TOTAL PAY

\$5,415,821

Joseph J. Liberatore · 2025 · +29% YoY

CEO PAY RATIO ITEM 402(U)

80 to 1

Median employee: \$67,590

SAY ON PAY CD&A

Not disclosed

Extracted from: Compensation Discussion & Analysis

COMPENSATION COMMITTEE CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

3 peers auto-selected from KFRC'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
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
CBZ CBIZ, Inc.	\$7,063,348	—	\$105,230	Compensation and Human Capital Committee

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Joseph J. Liberatore Chief Executive Officer	\$925,000	\$3,217,504	\$1,029,063	\$244,254	\$5,415,821
David M. Kelly Chief Operating Officer	\$650,000	\$1,484,995	\$578,500	\$85,968	\$2,799,463
Jeffrey B. Hackman Chief Financial Officer	\$500,000	\$1,163,272	\$400,500	\$50,391	\$2,114,163
Andrew G. Thomas Chief Experience Officer	\$425,000	\$693,010	\$340,426	\$48,068	\$1,506,504

CEO pay mix (latest year)

Base salary	17%
Cash incentive	19%
Equity	59%
Other	5%
At-risk	78%

Every fact above, traced back to filing text

Generated 2026-10-15 11:57:17Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

CEO pay ratio = 80 to 1

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

“for 2025, as reflected in the SCT included in this Proxy Statement. Our median employee had total annual compensation of \$67,590 for 2025, which was calculated on the same basis as Mr. Liberatore’s compensation for the purposes of the SCT. As a result, we estimate Mr. Liberatore’s total compensation for 2025 was approximately 80 times that of our median employee. Given the different methodologies that various companies use to determine an estimate of their CEO pay ratio, and given the uniqueness of our temporary employee population, we do not believe that this estimated ratio should be used as...”

Median employee compensation = \$67,590

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

“As such, our employee population includes a significant number of individuals that do not reflect a full year of compensation due to the short-term nature of their assignments. Mr. Liberatore had \$5,415,821 in total annual compensation for 2025, as reflected in the SCT included in this Proxy Statement. Our median employee had total annual compensation of \$67,590 for 2025, which was calculated on the same basis as Mr. Liberatore’s compensation for the purposes of the SCT. As a result, we estimate Mr. Liberatore’s total compensation for 2025 was approximately 80 times that of our median employee...”

Say on pay = —

Extracted from: Compensation Discussion & Analysis · confidence 0.84

“say on pay proposal has received substantial support from our shareholders.”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Role of the Compensation Committee The Committee, composed entirely of independent directors, oversees the development and application of the compensation principles that guide the design of the Firm’s NEO compensation program, including related benefit policies and practices”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy is included as an exhibit to our most recent Annual Report on Form 10-K.”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“No Hedging or Pledging (including Margin Accounts)Our Insider Trading Policy expressly prohibits engaging in any hedging transaction related to the Firm’s securities (including, without limitation, prepaid variable forwards, equity swaps, collars and exchange funds) or otherwise trading in any interest or position relating to the future price of the Firm’s securities, such as a put, call or short sale”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

"No Hedging or Pledging (including Margin Accounts)Our Insider Trading Policy expressly prohibits engaging in any hedging transaction related to the Firm's securities (including, without limitation, prepaid variable forwards, equity swaps, collars and exchange funds) or otherwise trading in any interest or position relating to the future price of the Firm's securities, such as a put, call or short sale"

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

"The Firm's compensation program has the following features for alignment with best practices:Minimum Required Share Ownership GuidelinesOur Corporate Governance Guidelines include a stock ownership policy for our directors and executives"