

TRINET GROUP, INC. (TNET)

2026 DEF 14A · filed 2026-04-15 · CIK 0000937098

Headline facts

CEO TOTAL PAY

\$10,552,055

Michael Q. Simonds · 2025 · +2842% YoY

CEO PAY RATIO

Not in CD&A

Median employee: \$99,327

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

COMMITTEE REPORT

Compensation and Human Capital Management Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Summary Compensation Table (latest disclosed year)

Year 2025

EXECUTIVE	SALARY	STOCK	CASH INCENTIVE	OTHER	TOTAL
Michael Q. Simonds President and Chief Executive Officer	\$1,000,000	\$8,250,004	\$1,272,000	\$30,051	\$10,552,055
Mala Murthy Executive Vice President, Chief Fi- nancial Officer	\$54,167	\$4,600,098	—	\$27,249	\$5,242,062
Anthony Shea Treadway Senior Vice President, Chief Revenue Officer	\$550,000	\$2,000,076	\$419,805	\$377,497	\$3,347,378
Jeffery Hayward Executive Vice President, Chief Ser- vices & Technology Officer	\$543,750	\$2,000,076	\$536,417	\$264,043	\$3,344,286
Kelly Tuminelli Former Executive Vice President, Chief Financial Officer	\$650,000	\$2,100,078	\$468,570	\$39,021	\$3,257,669
Jay Venkat Executive Vice President, Strategy, Products, and Transformation	\$635,000	\$2,000,076	\$538,538	\$17,598	\$3,191,212

CEO pay mix (latest year)

Base salary	9%
Cash incentive	12%
Equity	78%
Other	0%
At-risk	90%

Every fact above, traced back to filing text

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Median employee compensation = \$99,327

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“2025 Pay Ratio Disclosure Pay Ratio In accordance with the requirements of Section 953(b) of the Dodd-Frank Act and Item 402(u) of Regulation S-K (which we collectively refer to as the “Pay Ratio Rule”), we are providing the following information for the 12-month period that ended on December 31, 2025: •the median of the annual total compensation of all our employees (except our CEO) was \$99,327; •the annual total compensation of our CEO was \$10,556,895; and •the ratio of these two amounts was 106 to 1. We believe that this ratio is a reasonable estimate calculated in a manner consistent with ...”

Compensation committee = Compensation and Human Capital Management Committee

Extracted from: Compensation Committee Report (Item 407(e)(5)) · confidence 0.85

“Compensation and Human Capital Management Committee Report”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“clawback policy to comply with the requirements of Section 954 of the Dodd-Frank Act such that in the event of a financial restatement, the Company is required to seek recoupment of certain cash and performance-based equity incentive compensation received by our current or former officers to the extent it is determined to have been erroneously paid (the “Clawback Policy”).”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our employees, executive officers, and directors are prohibited from making put or call options or short sales of Company securities, engaging in hedging transactions involving Company securities, and pledging Company securities as collateral for a loan.þWe Have Independent Committees”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Our employees, executive officers, and directors are prohibited from making put or call options or short sales of Company securities, engaging in hedging transactions involving Company securities, and pledging Company securities as collateral for a loan.þWe Have Independent Committees”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock Ownership Policy”