

VSE CORP (VSEC)

2026 DEF 14A · filed 2026-03-24 · CIK 0000102752

Headline facts

CEO TOTAL PAY

—

Not extracted

CEO PAY RATIO

Not in CD&A

Median employee: \$64,408

SAY ON PAY

Not disclosed

COMPENSATION COMMITTEE

CD&A

Compensation Committee

Governance policies

CLAWBACK

present

PLEDGING

prohibited

HEDGING

prohibited

STOCK OWNERSHIP GUIDELINES

present

Peer snapshot

1 peer auto-selected from VSEC'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
Value of Initial Fixed \$100 In-vestment Based On: Named executive officer	—	—	—	—	\$8,965,642

Every fact above, traced back to filing text

Generated 2026-10-15 11:02:30Z. Each citation lists the section the fact was extracted from (CD&A, Item 402(u), Item 407(e)(5) committee report).

Median employee compensation = \$64,408

Extracted from: Compensation Discussion & Analysis · confidence 0.9

“The Company believes its compensation philosophy and process yield an equitable result and is presenting such information for 2025 in accordance with the required disclosure as follows: Median Employee 2025 annual total compensation \$64,408Mr. Cuomo (“PEO”) 2025 annual total compensation 8,965,642Ratio of PEO to Median Employee annual total compensation139.2 to 1 For purposes of this pay ratio disclosure, 2025 PEO annual total compensation represents the total compensation reported for Mr. Cuomo under the “2025 Summary Compensation Table.” To determine the 2025 annual total compensation of VSE...”

Compensation committee = Compensation Committee

Extracted from: Compensation Discussion & Analysis · confidence 0.85

“Compensation Committee:John E”

Clawback policy = present

Extracted from: Compensation Discussion & Analysis · confidence 0.96

“Clawback Policy”

Hedging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Company policies prohibit the hedging and pledging of Company Stock by executives and directors.ûNo Excessive Perquisites”

Pledging policy = prohibited

Extracted from: Compensation Discussion & Analysis · confidence 0.93

“Company policies prohibit the hedging and pledging of Company Stock by executives and directors.ûNo Excessive Perquisites”

Stock ownership guidelines = present

Extracted from: Compensation Discussion & Analysis · confidence 0.94

“Stock ownership guidelines are implemented to require continuing NEOs to maintain consistent ownership of Stock based on a multiple of the executive’s annual base salary as set forth below”