

# BalancedComp Media Kit



2020 | Making data  
work for people

# What We Do

## Integrated Compensation Design

BalancedComp designs compensation and performance administration tools exclusively for banks and credit unions. For nearly ten years, our consultants have delivered insight, strategy and rationalization to our clients, improving employee relations, retention and organizational profitability. Year after year, BalancedComp guides clients towards better compensation design using the industry's best data sources to develop expert insights that produce results. BalancedComp creates salary administration tools exclusively for banks and credit unions. The company develops comprehensive salary surveys and position definitions; creates compensation and performance management software and provides strategic guidance for partners in financial institutions across the United States. These services help clients develop customized salary and incentive programs that increase equity and help attract, retain and motivate top talent in the industry. Founded in 2010, with headquarters in Wichita, Kansas, BalancedComp serves over 300 financial institutions. For more information, visit [balancedcomp.com](http://balancedcomp.com).

BalancedComp's Integrated Compensation Design is the thoughtful application of design, user experience, automation and high-quality data to solve challenges faced by human resources departments in the financial sector. Where some companies offer stand-alone products to manage compensation or performance reviews, BalancedComp takes a holistic position, recognizing the interrelated nature of all aspects of salary administration, from the teller's window to the corner office, from recruiting to retaining. We develop tools that strategically unify performance, compensation, deep market analysis and bring rigor and proven methodology to compensation design, all while keeping the human at the heart of all we do.

Clients	Renewal Rate
260	94%
States	Employees Served
47	47,781
Asset Size	
\$50 <sub>M</sub> - \$20 <sub>B</sub>	



# Leadership

**Christie Summervill**  
MBA, SPHR

When Christie Summervill founded BalancedComp in 2010, her goal was nothing less than to radically reimagine salary administration.

With over two decades of leadership in business, Summervill saw that the financial services sector could be getting more out of their compensation strategies, but technology and data quality were holding them back from gaining true insights. What banks and credit unions didn't need was another complicated spreadsheet, instead, Summervill envisioned a new paradigm for bringing the human back into human resources. The creation of BalancedComp signaled a momentous shift in the landscape of salary administration; a new era where big data started to work for the benefit of people, and financial institutions could begin to benefit from fully integrated compensation design.

Summervill envisioned integrated compensation design as a holistic application of data, market analysis and human experience applied to salary and incentive planning in the financial services industry. In the same way that banks and credit unions rationalized lending processes using a variety of tools and inputs, Summervill wanted HR departments to have the structure and information they needed to make confident and knowledgeable decisions about their compensation strategy. Recognizing that compensation design begins with quality data, Summervill builds products for banks and credit unions that apply BalancedComp's industry-recognized salary survey data to the unique circumstances of each client. The combination of data, technology and customer-focused consulting results in both profitability and equitable salary administration for BalancedComp's customers.



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We pride ourselves in being an ethical employer and this system is a piece of what helps us get there.

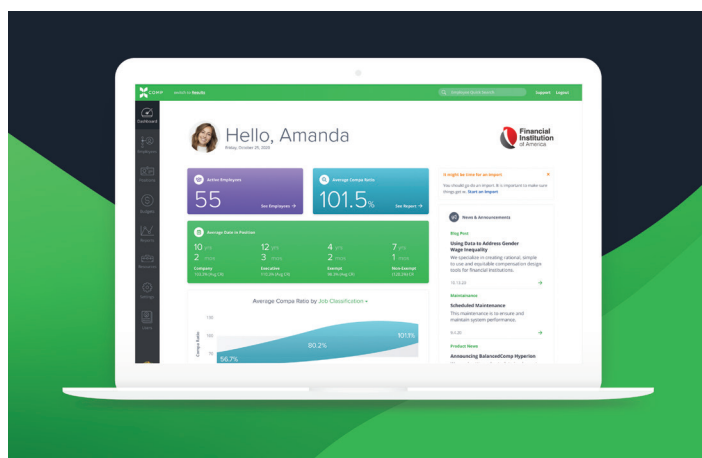
**Karen Gillenwaters**

Vice President-Human Resources Manager,  
Texas Gulf Bank

# Our Products

## BalancedComp™

[Learn More →](#)



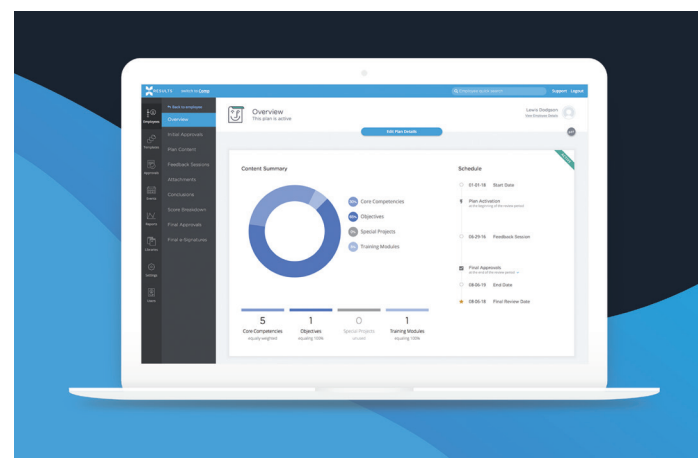
Next generation salary administration for the financial industry.

A precise salary and budgeting framework that provides a competitive compensation plan aligned with the firm's goals.



## BalancedResults™

[Learn More →](#)



Revolutionizing performance reviews for the financial industry.

A real-time performance management system that provides depth and transparency for employees and supervisors.



# Our Products

## Salary & Incentive Survey

[Learn More →](#)



Tie pay to performance with data from hundreds of respondents.

Required reading for financial HR professionals. This data isn't available in other compensation surveys for the financial industry.

## CEO Compensation Report

[Learn More →](#)



Not sure how to pay your CEO?

Leading compensation analysts produce a data-rich report to accurately assess your CEO's salary and incentive package.

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The BalancedComp employees are an extension of our HR team—they are supportive, responsive, and don't take themselves too seriously!

**Virginia Whitham**

Chief Human Resources Officer,  
Navy Army Community Credit Union

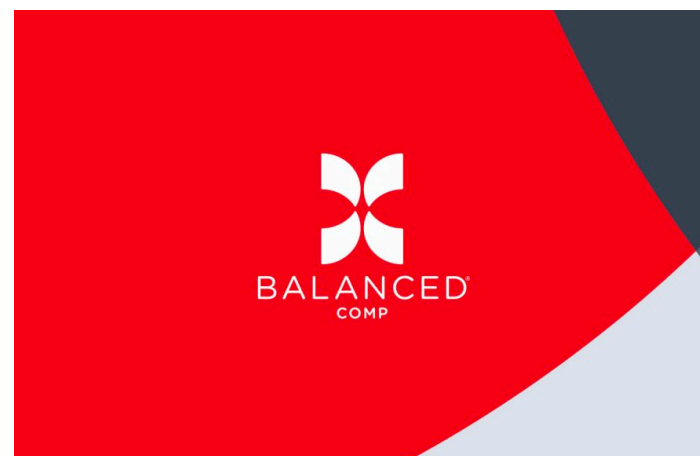
# News



“The Five Things We Need to do to Close the Gender Wage Gap” with Christie Summervill and Candice Georgiadis

**Authority Magazine**

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Mine the Gap: BalancedComp CEO Christie Summervill Brings Data-Driven Insights to Bear on Gender Pay Equity

**Press Release**

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## Resources

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