

Kartik Balaram Principal



Kartik Balaram is a Principal at Meridian Compensation Partners and has more than 15 years of experience in executive compensation and corporate governance. He advises Board of Directors and management teams on a wide range of items including executive compensation strategy and design, Board of Director pay, annual/long-term incentive plan structures, broad-based equity compensation strategy, severance and change-in-control arrangements, disclosure/regulatory issues, and other human capital & governance related matters.

Kartik supports clients in the high technology and life sciences sectors, advising early-stage start-ups to S&P 500 organizations. His recent experience has focused on supporting high-growth companies through various stages of their lifecycle and he has significant experience supporting clients that are preparing for go-public transactions (IPO, SPAC, and spin-offs).

Prior to joining Meridian, Kartik was the West Region Lead and San Francisco office leader within Aon's Human Capital Solutions segment (Radford, Aon-Hewitt, McLagan). He also served as the lead advisor for the Private Market vertical, partnering with venture capital and private equity firms to support compensation issues at their portfolio companies. He currently sits on the Advisory Board at the Silicon Valley Director's Exchange (SVDX).

Kartik received his B.A. in Economics-Mathematics from the University of California, Santa Barbara.

Contact Information

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