



How **EQT** leveraged **CompUp**  
to democratize compensation  
decisions and eliminate  
spreadsheets

Discover how EQT ditched outdated tools and built a future-ready comp process that scales with confidence

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# Introduction

EQT Corporation is a premier, vertically integrated American natural gas company with production and midstream operations focused in the Appalachian Basin. With operations in Pennsylvania, West Virginia and Ohio, we are dedicated to the development of our world-class asset base. As one of the leading producers and movers of natural gas in the United States, we are committed to continually improving and creating long-term value for all stakeholders, including employees, landowners, communities, industry partners, and investors.

**Company** - EQT

**Website** - <https://www.eqt.com>

**Industry** - Natural Gas

**Employee Size** - ~1500 employees

## Current HR Stack

- HRIS / Payroll – ADP
- TA – Greenhouse
- Primary Digital Work Environment – Salesforce
- Benefits – Total Rewards

# The Challenge

## **Modernizing Compensation Processes: How EQT Streamlined Merit and STIP Management**

EQT sought to streamline and improve the efficiency of its annual Merit and Short-Term Incentive Plan (STIP) processes. Previously, the organization relied heavily on Smartsheets, which involved extensive manual intervention. The use of spreadsheets required integration and manipulation at various stages, offering limited control over data inputs and increasing the potential for inconsistencies.

## **Manual Processes Created Risk, Reduced Accuracy, and Strained HR Resources**

Additionally, the generation of Compensation Statements was carried out using a mail merge process — a method highly prone to errors and lacking scalability. The STIP process, too, was manual, dependent on complex formulas to manage and balance budgets. This approach not only increased the risk of miscalculations but also placed a significant operational burden on HR teams, leading to inefficiencies and potential delays in execution.

# The Solution

## 1. Scalable platform for 1,500 employees with reduced manual effort

A robust and scalable compensation platform was implemented to support the entire workforce, significantly minimizing the need for manual interventions and repetitive tasks.

## 2. Enabled involvement of additional leadership layers

CompUp allowed for seamless collaboration and review by multiple levels of leadership, ensuring better oversight and alignment with organizational goals.

## 3. Streamlined compensation statement generation with direct data input

The generation of compensation statements was automated, with data pulled directly from the platform, reducing the risk of human error and enhancing accuracy.

## 4. Simplified reporting and actionable insights for HR and leadership

Real-time dashboards and customizable reports offered better visibility into compensation trends, enabling HR and business leaders to make data-driven decisions quickly.

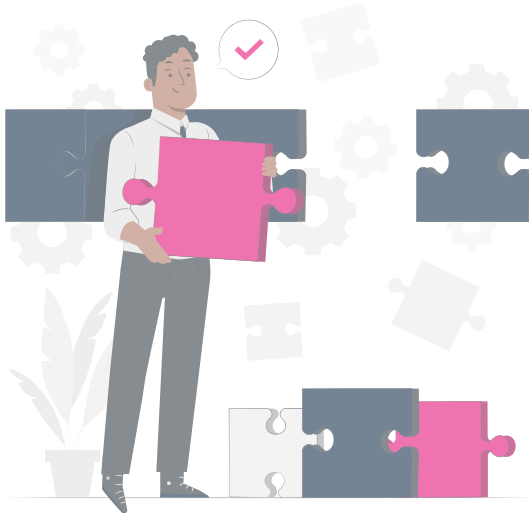
# The Solution

## 5. Top-down budgeting and built-in approval workflows

A structured budgeting approach was adopted, complemented by a well-defined approval workflow to ensure accountability and adherence to budgetary constraints.

## 6. Input controls for base salary and STIP adjustments

The platform incorporated guardrails around input values for base salaries and STIP entries, improving data integrity and ensuring compliance with compensation guidelines.



# Results & Impact

## Improved process efficiency for leadership teams

The introduction of a structured workflow significantly enhanced the experience of **88 managers**, including sub-department heads, by enabling their direct participation in the merit and STIP planning process. This distributed approach alleviated the manual workload previously concentrated on department heads and promoted greater collaboration, ownership, and transparency across leadership levels. As a result, managers were more empowered and equipped to make informed, timely compensation decisions.

## Centralized access to real-time compensation data

All relevant data—ranging from employee information to merit recommendations and budget allocations—was housed within a single, centralized platform. This eliminated data silos and gave leaders a unified view of their teams, improving visibility and decision-making throughout the cycle.

## Reduced errors through automation and controlled data handling

By eliminating the need for manual data exports, spreadsheet merges, and multiple file versions, the process saw a substantial drop in data discrepancies and errors. Automated workflows and direct data input from the system minimized the risk of human error that previously arose from heavy data manipulation.

# Why CompUp?

Overall, CompUp was user friendly, streamlined processes, allowed for the involvement of additional layers of management, and led to greater HR monitoring and control over process. The level of customer support from the CompUp team was outstanding and led to a smooth implementation and initial cycle.

## Testimonial

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**ELIZABETH MABIE,**  
**Managing Director Workforce,**  
**EQT Corporation**



*“Before CompUp, our compensation planning relied on Smartsheets, manual coordination, and error-prone processes. We selected CompUp because it’s a compensation management tool built specifically to handle the complexities of merit and STIP cycles. It gave us input control, automated approvals, and real-time visibility for leaders. One of the biggest wins was how easily sub-department heads could be looped in, reducing load on department heads. What really stood out was the support—CompUp’s team was incredibly responsive, especially during the go-live week. They felt like an extension of our own HR team.”*

# About CompUp

CompUp as a platform is designed to automate, optimise and streamline the HR processes. Furthermore it helps managing compensation and appraisal processes of a company as well. It was founded with a vision of fair pay and more satisfied employees in a company.

CompUp was founded with a clear vision to assist with managing compensation and appraisal processes. It is also a platform that believes that effective HR management would keep the company and its employees more motivated and satisfied.

Discover how CompUp can help your organization achieve similar results. With clients like VFS Global, HCC, Angel One, Navi, Acko Insurance, CRED and Porter, industry leaders trust CompUp to drive efficiency and improve their appraisal processes.

[Book a demo](#)

