




JULIE BINGHAM

VICE PRESIDENT, TOTAL REWARDS
CONSULTING

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EDUCATION

B.S. – Vanderbilt University
MBA – Portland State University

DESIGNATION

SHRM Senior Certified Professional
(SHRM-SCP)

EXPERTISE

Compensation Consulting
Benchmarking and Analysis
Total Rewards Philosophy
Development and Communications
Human Resources

INVOLVEMENT

WorldatWork – Advisory Panel &
Member
Society of Human Resource
Management – Member

PHILANTHROPY

Little Free Library
Homes for HOPE
FreeWheelin' Bicycle Exchange

Julie Bingham joined the MJ team as vice president of total rewards consulting, bringing over 20 years of experience to our team. Julie is responsible for building and leading the compensation and total rewards consulting practice at MJ. With her growing team of analysts and consultants, Julie provides specialized consulting services and in-depth benchmark data analytics to help clients evaluate their total compensation packages and develop innovative rewards programs that align with the organization's culture, talent market, and strategic priorities.

Prior to MJ, Julie served as a compensation consultant at global firms such as Mercer and KPMG, and as a leader in various in-house human resource and rewards positions over her career. She also worked as a director of HR & total rewards at ADT, a leader in the home security industry. In this role, Julie led the compensation, benefits and rewards, payroll, HR operations, and employee relations teams. Her wealth of knowledge and wide-range of experiences make her an invaluable asset to the MJ team.

In her free time, Julie is happiest when hiking, camping, traveling, or doing anything else in the outdoors. One day, she hopes to visit all the National Parks around the U.S. with her family.