

# You Already Own This

Fringe Recognition is already paid for.

---

## The Problem: You're Paying Twice

Your company likely spends \$30+ PEPM across fragmented recognition, rewards, stipends, perks, wellbeing, and engagement tools. Multiple vendors. Multiple contracts. Multiple invoices.

Meanwhile, you already have enterprise-grade recognition and rewards capability built in. It's live. It's implemented. It costs you \$0 additional PEPM.

**You're paying other vendors for something you already own.**

## The Math Is Even Simpler Than You Think

**Current state:** \$30+ PEPM across point solutions

**Cost to use Fringe:** \$0 additional (already included)

**Potential savings: Up to \$30 PEPM in eliminated vendor costs**

*For a 500-person company, that's \$180,000 annually you're currently spending on redundant vendors.*

## What This Is

**This is not a new module you need to buy.** This is not an add-on. This is not something that requires implementation, integration, or IT resources.

Fringe Recognition is embedded directly in your existing environment. It's already live in your system. Your employees can start using it today.

The only decision is whether to consolidate budgets away from standalone vendors and into the capability you're already paying for.

## What Fringe Consolidates

Fringe is a single employee experience platform that consolidates 8+ vendor categories you're already paying for:

- Recognition
- Lifestyle spending accounts
- Well-being benefits
- Wellness & team challenges
- Swag company store
- Custom swag
- Employee gifting
- Rewards & points redemption

**One platform. Turn features on or off without procurement reviews, vendor evaluations, or implementation cycles.**

*Not ready to transition from your current swag or gifting vendor? Disable swag in Fringe today. When you're ready, turn it back on. Flip the switch anytime. No vendor negotiation. No IT ticket. No six-week procurement cycle.*

# You Already Own This

---

## The Outcomes That Move P&L

### **Immediate: Cost elimination**

Eliminate up to \$30+ PEPM by consolidating away from standalone recognition, rewards, stipends, and engagement vendors. One platform. Zero additional cost.

### **Downstream: Lower replacement costs**

Companies using Fringe recognition see up to 50% lower turnover than industry benchmarks. Replacing one employee costs 20-30% of salary. Retention improvements alone can cover the eliminated vendor spend several times over.

### **Operational: Zero administrative lift**

No implementation. No integration. No new vendor relationship. Your HR team reallocates existing budgets and uses what's already live in your system. Your finance team eliminates multiple vendor invoices and renewals.

## Why This Decision Gets Delayed (And Why That Costs Money)

### **"I didn't know this was already included."**

Most customers don't realize Fringe recognition is live in their system. You're not alone. But now you know.

### **"This sounds like it requires implementation."**

It doesn't. It's already implemented. Your employees can access it in your environment. The only "activation" is deciding to use it.

### **"We have contracts with existing vendors."**

You can start transitioning now. Because there's no cost to begin using Fringe, you can run pilots, test features, and make the switch gradual. This makes renewals easier - you're already live on the replacement before your current contracts expire.

### **"We need to evaluate it first."**

You can. Today. It's already live. Have HR test it with a pilot group. There's no procurement process, no negotiation, no contract review. Just use what you have.

---

## Bottom Line

You already have enterprise recognition and rewards through your system. It's live. It costs nothing additional.

Every month you continue paying standalone vendors for the same capabilities is wasted budget.

**The question isn't whether to buy this. The question is why you're still paying other vendors for something you already own.**