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WORKSHEET

# The 10-Minute Employee Experience Budget Mapper

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STEP 1

# Where is your employee experience budget currently living?

Estimate annually. Round numbers are fine.

| Category | Current Spend (Annual) | Where it lives today (tool / process) |
|---|---|---|
| Recognition | | |
| Life Events & Gifting | | |
| Swag | | |
| Lifestyle / Stipends | | |
| Wellbeing | | |
| Learning & Development | | |
| Incentives & Challenges | | |
| "Other" (spot bonuses, reimbursements, random spend) | | |

Total EX Spend: $

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STEP 2

# Mark the budget that's "real" but not actually working

Check the boxes that apply to each category:

**A** — **ADMIN HEAVY** (HR/Finance time sink)

**U** — **UNDERUSED** (employees don't engage)

**F** — **FRAGMENTED** (spread across tools, cards, reimbursements)

**G** — **GLOBAL MISMATCH** (doesn't work across countries/regions)

| Category | Spend | A | U | F | G |
|---|---|---|---|---|---|
| Recognition | | ☐ | ☐ | ☐ | ☐ |
| Life Events & Gifting | | ☐ | ☐ | ☐ | ☐ |
| Swag | | ☐ | ☐ | ☐ | ☐ |
| Lifestyle / Stipends | | ☐ | ☐ | ☐ | ☐ |
| Wellbeing | | ☐ | ☐ | ☐ | ☐ |
| Learning & Development | | ☐ | ☐ | ☐ | ☐ |
| Incentives & Challenges | | ☐ | ☐ | ☐ | ☐ |
| Other | | ☐ | ☐ | ☐ | ☐ |

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STEP 3

# Find your “budget leak”

Answer these 3 questions:

- What category has the highest spend and lowest usage?

Highest:

Lowest:

- What category creates the most admin work for HR/Finance?

- What category is the most fragmented across tools/processes?

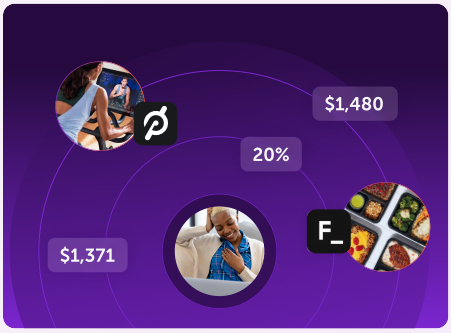
STEP 4

# The “Consolidation Plan” (simple + realistic)

Choose your approach:

Option A

## Consolidate without changing budget

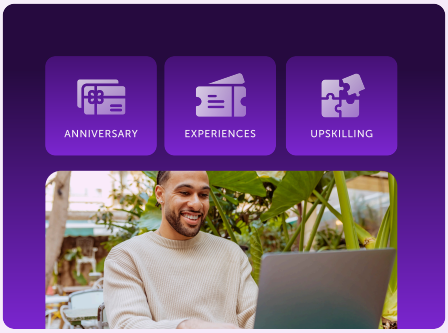



- Keep overall spend the same
- Reduce admin + increase adoption

**Best if:** You’re not adding budget this year

Option B

## Rebalance based on employee usage

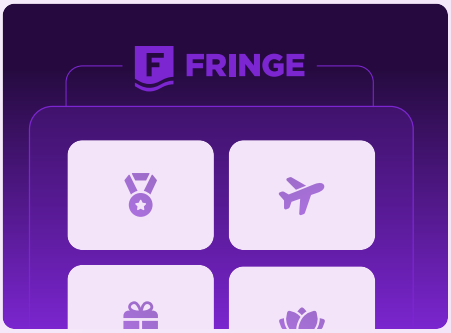



- Put more budget into what employees actually use
- Cut low-value, high-effort programs

**Best if:** Your programs exist... but no one cares

Option C

## Create one unified employee experience budget




- Fewer programs, clearer experience
- Easier to explain, easier to scale

**Best if:** Your stack feels like 7 different “mini-benefits portals”

Pick one: ☐ Option A ☐ Option B ☐ Option C

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If your budget is real but your employees aren't feeling it, the fix usually isn't spending more.

It's turning scattered programs into one experience employees actually understand and use.

# Fringe helps HR teams run recognition, wellbeing, swag, stipends, and more — All In One Platform.

Request a Demo:

Talk to Us