



A guide to programs and funding strategies.



# Index of Programs:

[Remote & Hybrid Support](#)

[Lifestyle Benefits](#)

[Wellbeing Programs](#)

[Work Anniversaries](#)

[Rewards & Recognition](#)

[Global Benefits Equity](#)

[Subsidy Programs](#)

[Employee Gifting](#)

[Recruiting and New Hires](#)

[PTO Trade](#)



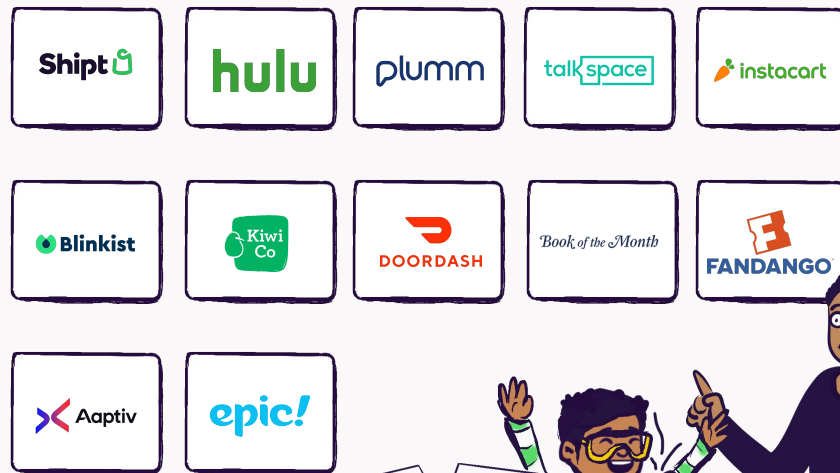
# Remote & Hybrid Support

Provide practical and meaningful support wherever your employees are, whether that's at home or in the office.

## Where To Find The Budget:

Repurpose WFH stipends and allowances in a more holistic way for employees to meet their individual needs.

*From mental health to grocery delivery, online workouts, and kids' learning apps, Fringe meets employees right where they are ... at **HOME!***



# Lifestyle Benefits

Monthly allocation that allows each employee to customize benefits that fit their lives.

## Where To Find The Budget:

Wellness stipends, gym reimbursements, in-office perks, lunch and snack budget, or replacement of under-utilized programs.



# Wellbeing Programs

Offer more diversity and choice in your wellness programs without the administrative headache.

## Where To Find The Budget:

Current wellness budget, gym memberships, financial wellness programs, in-office wellness classes, or insurance carrier wellness credits\*.

*\*Ask us about health insurance funding of Fringe!*



Personal healthcare assistant for coordination of care services.



A financial wellness offering that can reduce employee financial stress through personalized financial planning.



Student loan repayment benefits.



A service that gives moms the tools they need as they transition back to work.



Delivers fresh baby food, toddler, and big kid meals across the US right to your door..

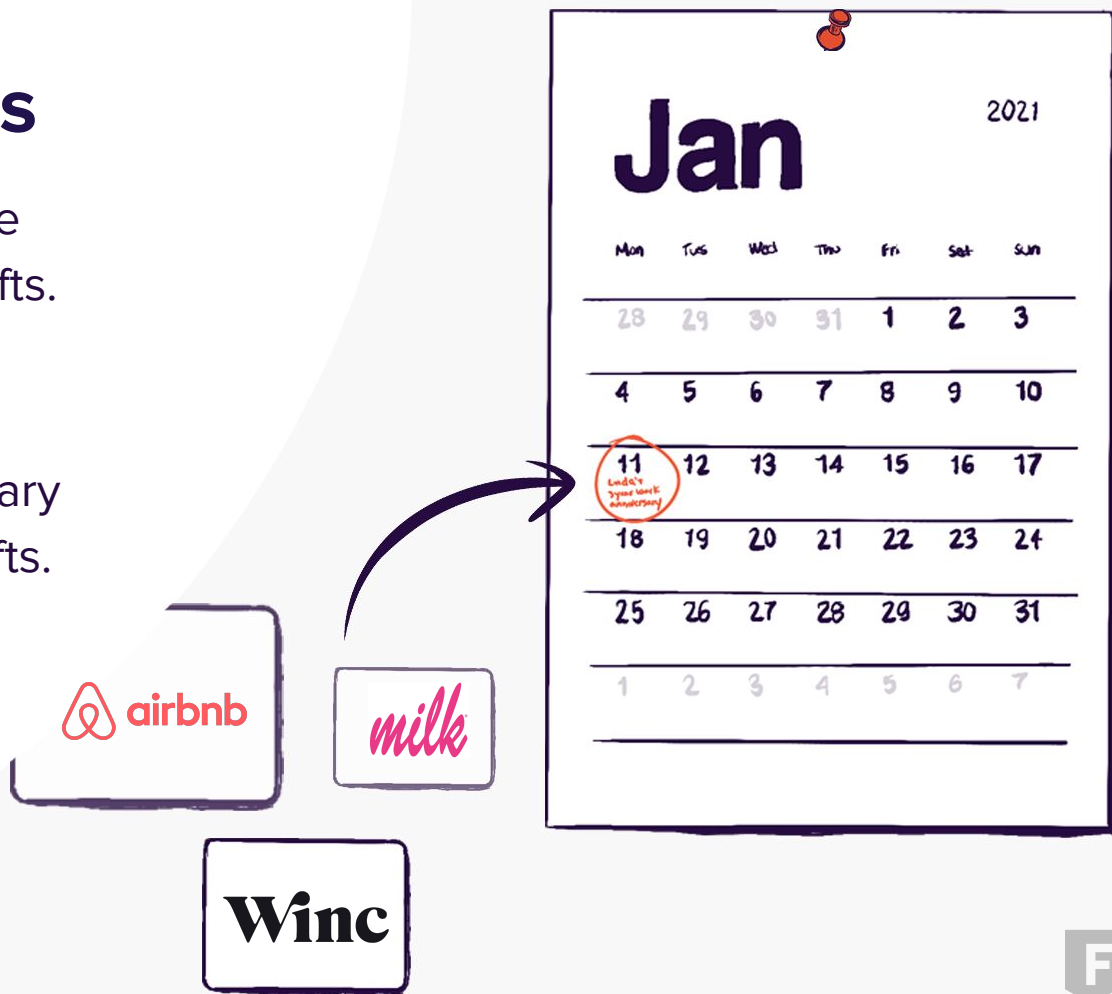


# Work Anniversaries

Allow your employees to choose customized work anniversary gifts.

## Where To Find The Budget:

Existing milestone and anniversary programs or holiday/birthday gifts.



# Rewards & Recognition

**No more gift cards!** Standardize non-cash rewards across your organization.

## Where To Find The Budget:

Existing gift card rewards, spot rewards and cash bonuses, or employee recognition awards.



# Global Benefits Equity

Embrace a holistic vision to offer your distributed and global workforce personalized benefits through one platform. We now serve employees in over 50 countries! Gone are the days of having to offer different lifestyle benefit packages for employees in each country! Do it simply through Fringe.





# Subsidy Programs

Allow employers to select vendors that meet objectives and a percentage to subsidize. These are then offered, at a reduced cost, on the Fringe Marketplace.

## Where To Find The Budget:

Current wellness budget, under-utilized programs, financial wellness initiatives, in-office wellness classes, or insurance wellness credits.



### Key takeaways from the data:

1. The average subsidy across vendors included in the program was 75%.
2. The average subsidy per participant was \$59.
3. Communication is key. In the months following coordinated messaging about the subsidy program, **engagement would jump an average of 164%.**

# Employee Gifting

Allow employees to give gifts to each other and to charity.

## Where To Find The Budget:

Employer matching to charity, replace peer-to-peer gifting programs.

×

### Send Points

Amount\*  

100 pts

Who are you sending it to? \*  

Search...

What do you want to tell them? \*

**Personal**  
Balance: 570 pts

▼

Cancel

Send Points



# Recruiting and New Hires

Welcome new hires with Fringe points as part of a swag pack or reward employee recruiting referrals.

## Where To Find The Budget:

New hire bonuses and welcome packs, recruiting incentive programs, cost savings from recruiting more efficiently!

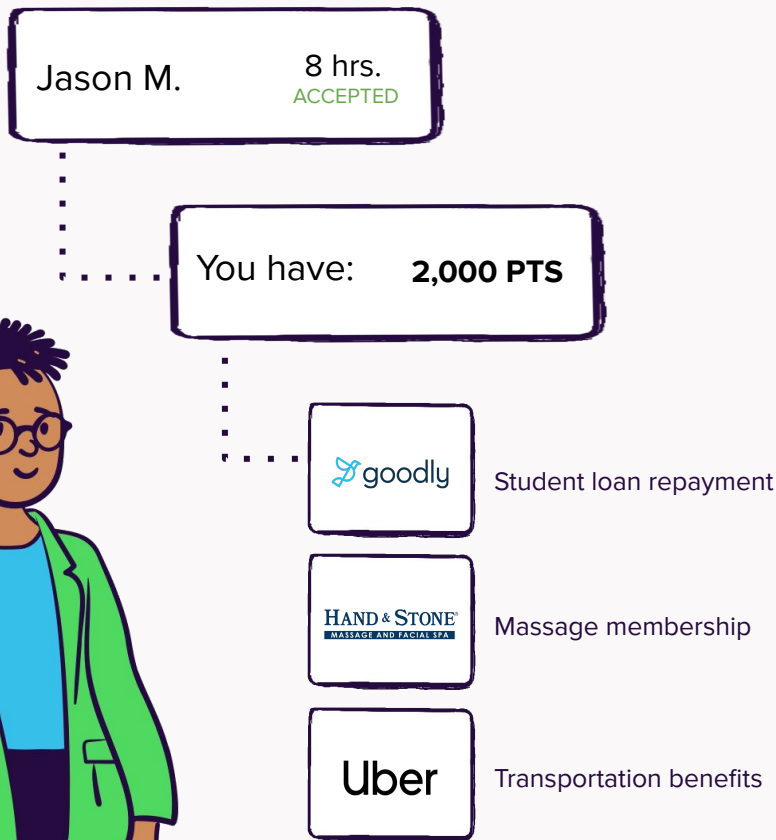


# PTO Trade

Allow employees to exchange unused PTO for Fringe points that will give them access to customized benefits.

## Where To Find The Budget:

Employees convert unused PTO to equivalent value in Fringe points while removing PTO liability from the company's books.



# Additional Funding Strategies

## Carrier Wellness Credits

Carriers often provide \$10-\$100k in wellness credits that can be used on wellness incentive programs like Fringe.

## Broker Discounts

We offer preferred pricing through your benefits broker or consultant - ask your broker to reach out to Fringe to learn more!

