

You Already Own This

Fringe Recognition is already paid for in your ADP Workforce Now investment

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 into ADP Connect Core. 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 in ADP: \$0 additional (already included in Connect Core)

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 ADP Mobile and ADP Workforce Now as part of your existing ADP Connect Core. It's already live in your environment. 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.

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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 ADP. 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 ADP customers don't realize Fringe recognition is live in Connect Core. 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 ADP Mobile and Workforce Now right now. 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 ADP Connect Core. 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.