

GETTING STARTED AT TORCH

Overview of employee benefits



At Torch, we are committed to supporting the health and wellbeing of you and your family. We are proud to offer a competitive and equitable benefits program.

Health Benefits - Medical, Dental, Vision



Medical Insurance



Torch offers three comprehensive medical plans to choose from, including PPO, HDHP and HMO options

Note that the Kaiser plans are only available to those residing in California. All of the Aetna plans are nationwide



Dental Insurance



Torch offers two dental plans through Delta Dental



Vision Insurance



Torch offers one vision plan through VSP

Note that this provider does not send ID cards



Spending Accounts



Flexible Spending Accounts (FSA): Torch offers access to both healthcare and dependent care FSAs through Optum Bank.

Health Savings Account (HSA): If you enroll in the high deductible health plan, you have access to an HSA.

Per month, Torch contributes \$100 for employee only or \$200 for families opting for HSA via the HDHP medical plan.

**Torch covers 80% of employee medical premiums and 70% of dependent premiums.
All premium contributions by employees for any dependents are paid with pre-tax dollars.**

Health Benefits - Life & Disability



Disability Insurance



Torch provides all full-time employees with company sponsored **Short-Term and Long-Term Disability** insurance through Metlife.

Life Insurance



Torch provides all full-time employees with **\$50k of company sponsored life insurance and \$50k of AD&D insurance** through Metlife.

*Anytime you opt for more than the GI, EOI or Evidence of Insurability will be required

Financial Benefits - Retirement & Equity



401k



Torch offers access to a 401k plan with traditional and impact focused investment options through **ADP Retirement Services**. There is a **1% match** available for participants and eligibility starts on date of hire.

We offer exclusive educational support and advice from our partner, Timothy Yee with Green Retirement.

carta

Stock



Torch offers option grants through Carta. Per your offer letter letter, the shares granted to you must be approved by the board during one their quarterly meetings.

Additional Perks

Making sure you have the resources to grow, recharge, work where you want, and support the things that are important to you.

Torch Coaching



We believe in investing in our team members' development. That's why beginning January 2023, all employees receive 6 months of **Torch coaching each year!**

Request link available via the People Success Google Site.

ADP Perks Powered by Life Mart



ADP gives us access to Fortune 500 discounts on things like child care, electronics, flights and hotels, pet insurance, cell phone discounts, and more!

Flexible and Remote Work



Torch allows employees to work remotely from anywhere in the U.S. To support remote work, Torch gives each employee **\$50/month to deploy towards working more effectively.**

Holidays



Torch recognizes the **11 annual holidays** each year. In addition to these 11 holidays, each employee may take **2 floating holidays** per year, to be used in accordance with their personal beliefs and preferences.

Paid Time Off



Balance is an important value at Torch. We want you to be well-rested and ready to perform your best at work. Therefore, we offer **unlimited PTO**. We strongly encourage a minimum amount of 3 weeks/year.

Additional Leave



Parental Leave - Torch provides **16 weeks** of fully paid leave for new parents.



Torch

Torch is the People Development Platform that fuels growth through the power of trusted relationships

By combining coaching, mentoring, and peer learning with scalable technology, Torch helps L&D leaders design, manage, and measure programs that drive employee growth. Leading brands like LinkedIn, American Express, Genentech, Reddit, and Allstate use Torch to develop their people.

Learn more at www.torch.io