

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



carta

## 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.

## 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](http://www.torch.io)