

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.**

As a Torch employee, you will receive

Medical Insurance



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

United HealthCare Select Plus PPO
United HealthCare Select Plus HDHP
Kaiser HMO (CA employees only)

Torch covers 100% of medical premiums for employees and 60% for dependents.

All employees are eligible to participate in medical, dental, and vision coverage on the 1st day of the month following their date of hire.

Dental Insurance



Dental insurance is offered through Principal Insurance.

Dental PPO

Torch covers 100% of dental premiums for employees and 60% for dependents.

Vision Insurance



Vision insurance is offered through Principal Insurance.

VSP Choice Network

Torch covers 100% of vision premiums for employees and 60% for dependents.

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Spending Accounts



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

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

401k



Torch offers access to a 401k plan with traditional and impact focused investment options through **Human Interest**. There is a **1% match** available for participants.

Employees are eligible on date of hire.

Life Insurance



Torch provides all full-time employees with **\$50k of company sponsored life insurance** through Guardian. Additional voluntary life insurance can be purchased for employees and spouses.

Disability Insurance



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

Parental Leave



Torch provides **12 weeks** of fully paid leave for new parents who are primary caregivers. Secondary caregivers are eligible for **8 weeks** of fully paid leave.

Professional Development



Torch provides an **annual stipend of \$2K** to be used toward professional development, including coaching, classes, materials or training.

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Torch Coaching



We believe in investing in our team members' development from the start. That's why all new employees receive **Torch coaching at no cost.**

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.

Social Justice Days



Torch encourages all full-time employees to dedicate **one business day per month to engage in a social justice activity.**

Holidays



Torch recognizes the **11 annual holidays** each year. In addition to these 10 holidays, each employee may take **2 floating holidays** per year, to be used in accordance with their personal beliefs and preferences.

Flexible and Remote Work



Torch allows employees to work remotely from anywhere in the U.S. If you prefer to work from an office, Torch has locations in San Francisco, NYC, and Buffalo, NY.



Torch

Torch is an integrated platform for Learning and Development leaders to deliver, manage, and measure employee growth at scale.

Our customers include LinkedIn, American, Express, Twitch, Genentech, and Allstate. Torch is backed by Obvious Investors, Y Combinator, Initialized Capital, Norwest Ventures Partners, and Refinery Ventures.

Learn more at www.torch.io