

Find Your Benefits Torch's benefits program is unlike no other in our industry. We believe in taking care of our employee-owners, now and into the future, and provide generous annual contributions to our benefit programs that surpass industry averages. This employee-owned approach is what led Torch to be recognized as one of "the Principal 10 Best Companies for Employee Financial Security" by the Principal Financial Group. We've Got you covered:

Health and Well-Being

Medical PPO Plan

HDHPP with HSA and HRA

Prescription Drug Plan

Benefit Opt-out Program

Dental Benefits

Vision Benefits

Wellness Program with cash rewards

Financial Security

Employee Stock Ownership Plan (ESOP) with Stock Appreciation Rights

Traditional and Roth 401 (k) with company match

Short-term (STD) and Long-Term Disability (LTD) Health and Dependent Care Flexible Spending Accounts (FSAs)

Company-provided Life and AD&D Insurance

Professional Development

Educational Assistance for tuition, fees & textbooks

Continuing education courses

Professional certification assistance

Leadership and management training programs

Interest-free computer loans

Work-Life Programs

Accrued Paid Time-off (PTO)

PTO Donation Program

Paid Holidays

Flexible Scheduling and Compensated Overtime

Paid Military, Jury Duty, and Bereavement Leave

