

Innovate. Deploy. Win. Torch Technologies is pleased to announce it will be continuing its support to the Air Force Life Cycle Management Digital Directorate (AFLCMC/HB) through the follow-on Task Order beginning 18 July, 2023. Torch is excited to continue to build on its support for the missions undertaken throughout the Digital Directorate.

Transition Hiring Activities & Events To create a smooth transition to Torch, we have provided the following timeline of hiring activities and important events. Please frequent this page over the course of the next several weeks to stay up to date on the latest news with the transition and activities that you need to complete. Your adherence to the deadlines below will assist in a swift and easy transition.

This is a common scenario. You are encouraged to refill any medications or visit your doctor prior to experiencing this gap, but you will be eligible for COBRA coverage during this time from your previous employer. You have 60 days to elect COBRA continuation coverage after your last day of employment, and if elected the coverage is retroactive back to your last day of coverage, thus removing the gap. If you do not need COBRA coverage during your two-day gap, then there should not be a need to elect and pay for COBRA continuation coverage. If you did have a need, then you could file your COBRA paperwork, pay the premium to your last employer's plan, and receive the coverage.

Torch offers comp time and advanced PTO, in addition to our accrued PTO schedule, that can be used for time away from work. To be fair to all incumbents, we will not negotiate leave accruals.

Unfortunately, we are not able to purchase your current PTO balance but will work with you on any pre-planned trips that you may have scheduled after contract transition.

At this time, prior service has not been factored into our offerings. However, we are hoping for a long and prosperous relationship with you here at Torch.

ESOP stands for Employee Stock Ownership Plan. After you have met eligibility requirements, you will begin to receive compensation, vested over a period of time, through company shares that pay out as cash when you leave the organization. 100% employee-owned means that there is no majority owner, but rather company stock is allocated among all employees.

Yes, Torch partners with Christopherson Business Travel through Concur.com for business travel. All travelers will set up a profile and make travel plans through this partner. We will have more information about Concur at your orientation.

If you find yourself in this situation, please contact your transition team at EPASS.HB@torchtechnologies.com.

When will I receive information about benefits and benefit rates? Once you accept your offer letter from Torch, you will be given access to our Onboarding Portal. There you will have access to our benefits booklet and details of our benefits plans. If I enroll in company benefits, when will benefits start? Benefits are effective date of hire. All employees working 30 hours or more/week are eligible for company benefits. You have up to 30 days past

your first day of employment to enroll in company benefits. My benefits end at midnight on Friday with my current employer and I don't start with Torch until Monday. How do I handle health insurance for my family during this gap? This is a common scenario. You are encouraged to refill any medications or visit your doctor prior to experiencing this gap, but you will be eligible for COBRA coverage during this time from your previous employer. You have 60 days to elect COBRA continuation coverage after your last day of employment, and if elected the coverage is retroactive back to your last day of coverage, thus removing the gap. If you do not need COBRA coverage during your two-day gap, then there should not be a need to elect and pay for COBRA continuation coverage. If you did have a need, then you could file your COBRA paperwork, pay the premium to your last employer's plan, and receive the coverage. Can I negotiate leave? Torch offers comp time and advanced PTO, in addition to our accrued PTO schedule, that can be used for time away from work. To be fair to all incumbents, we will not negotiate leave accruals. Can the company buy my PTO balance from my current employer? Unfortunately, we are not able to purchase your current PTO balance but will work with you on any pre-planned trips that you may have scheduled after contract transition. Does my service time on contract count towards Torch's PTO accrual or service time benefits? At this time, prior service has not been factored into our offerings. However, we are hoping for a long and prosperous relationship with you here at Torch. What's an ESOP and what does it mean to be 100% employee-owned? ESOP stands for Employee Stock Ownership Plan. After you have met eligibility requirements, you will begin to receive compensation, vested over a period of time, through company shares that pay out as cash when you leave the organization. 100% employee-owned means that there is no majority owner, but rather company stock is allocated among all employees. I travel for my job; is there a travel agency I can use to book my trips? Yes, Torch partners with Christopherson Business Travel through Concur.com for business travel. All travelers will set up a profile and make travel plans through this partner. We will have more information about Concur at your orientation. I am scheduled to be out-of-town or on business travel during my scheduled orientation time. How can I in-process if I am unable to attend an orientation session? If you find yourself in this situation, please contact your transition team at EPASS.HB@torchtechnologies.com. I don't live or work in a location where an orientation is taking place, how do I in process? If you find yourself in this situation, please contact your transition team at EPASS.HB@torchtechnologies.com How long are the orientation sessions? I will have to work to support my customer that day. The customer's mission is our top priority, and we are structuring our orientation sessions to be abbreviations of our normal process to accommodate. Therefore, our sessions are designed to be no more than 30-45 minutes in length. The Torch Transition Team will be available at each orientation, past the allotted time, if there are additional questions. Do you have a question that we haven't addressed yet? Please send your question to our Torch Transition Team at EPASS.HB@torchtechnologies.com . Why Torch is the Right Place for You At Torch, we seek employees who align with our company values, who are thought-leaders eager for a new challenge, and who are motivated to continually perform their best for our soldiers and for the nation. Here are just a few reasons we believe Torch is the right place for you.