

Why Torch... Torch Technologies provides quality technical services while maintaining ethical business practices. We are leaders in research, development, engineering, planning, execution, performance analysis, design, and reporting in the following areas: research and development; system engineering; modeling and simulation; test and evaluation; advanced technologies; manned and unmanned aircraft systems; information assurance; computer network defense; and information technology.

Ethics Our goal is to be recognized as the premier services and solutions provider for our customers. We strive to be recognized for our integrity, respect, and commitment we give to our customers.

Employee-Ownership As a 100% employee-owned company, employees all have a stake in the success of the company. Our employees are highly incentivized to work together.

CULTURE We believe in giving back to our communities. Torch's culture of cooperation is something our employees are very proud of and is one of the key reasons for our success.

Employee-Ownership When co-founders Bill Roark and Don Holder formed Torch Technologies, both had previously worked for companies that were sold. Neither wanted to repeat that experience and in establishing Torch, they wanted every employee to feel secure that their career would not be derailed by a merger or acquisition. Additionally, they wanted to start a company that treated all employees fairly and allowed employees to share in the ownership of the company. At Torch, we are all employee owners.

EMPLOYEE STOCK OWNERSHIP PROGRAM ESOP Torch looks to hire employee-owners, not just employees. Torch employee-owners achieve the highest levels of performance, always striving to exceed expectations. We are known for our integrity—our employee-owners are honest, trustworthy, dependable, and always strive to do the right thing. Our employee-owners act in such a way as to uphold Torch's corporate ethics and reputation. We consistently lend our efforts to solve the problem at hand—and support the goals of the company and its customers. Torch achieved its long-time goal of 100% employee-ownership in December 2011 through the implementation of the Employee Stock Ownership Plan (ESOP). ESOP is an additional retirement plan benefit. For more on ESOP, listen to Bill Roark's "Employee Owner" podcast.

Apply Now Torch maintains an excellent work environment that includes competitive compensation, outstanding benefits, and rewarding work assignments with major opportunities for advancement. This could be your opportunity to join a growing, fast-paced company that is setting standards for superior technical services. To be considered for employment opportunities, you must complete an online application. Torch Technologies is an Equal Opportunity/Affirmative Action Employer. Employment decisions are made without regard to race, color, religion, national origin, gender, sexual orientation, gender identity, age, physical or mental disability, genetic factors, military/veteran status, or other characteristics protected by law. Torch seek to provide a fully accessible career site. If you need assistance or an accommodation to participate in our application process, please contact us.