

Beyond the Paycheck: How Benefits Help G2 Ops Attract and Retain Great People

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After receiving an offer letter, but before accepting, a candidate stopped to confirm something he had read in the benefits package: *Does the company really pay 100% of the medical, dental, and vision premiums for employees and their families?*

When we told him the answer was yes, he couldn't believe it.

When people evaluate a job opportunity, salary matters. But compensation is only one part of what an employer provides. The benefits surrounding that salary can have a significant impact on an employee's financial security, professional growth, and ultimately, their decision to build a long-lasting career with an organization.

At G2 Ops, we view benefits as an investment in our people.

Looking Beyond Salary

Salary is easy to compare. The value of a benefits package can be harder to quantify, but it can make a meaningful difference in an employee's overall compensation and day-to-day life.

One of the most significant examples at G2 Ops is healthcare. We cover 100% of medical, dental, and vision premiums for eligible employees and their families, with coverage beginning on the first day of full-time employment. G2 Ops also covers 100% of employee premiums for life insurance, short-term disability, and long-term disability.

To put that into perspective, according to [KFF's 2025 Employer Health Benefits Survey](#), only 3% of covered workers nationwide are enrolled in a plan where their employer pays the entire premium for family health coverage.

Each year, as we review our benefits and healthcare costs, one of our top priorities is finding a way to continue providing that medical, dental, and vision coverage at 100% for our employees and their families. It is an investment we intentionally prioritize because we recognize the value it provides to our team.

For employees, that means the value of their compensation extends beyond the number on their paycheck. It also means having access to important coverage without a portion of their paycheck going toward monthly healthcare premiums.

Supporting Employees at Different Stages of Life

The benefits employees value most can change throughout their careers and lives. Someone early in their career may be focused on building new skills and continuing their education. Others may be growing their families, prioritizing work-life balance, or beginning to think more seriously about retirement.

Our benefits are designed to support employees through those different stages.

G2 Ops provides educational assistance of up to \$5,250 per calendar year, along with university partnerships that provide tuition discounts for team members and their dependents.

Employees also have access to a 401(k) plan with a discretionary company match, paid holidays, and competitive PTO that increases with tenure. These benefits provide employees with resources to invest in their careers, spend time away from work, plan for the future, and support the needs that matter most to them.

Taken together, these benefits reflect a simple reality: employees' needs evolve, and a strong benefits package should provide value throughout their lives and careers.

Benefits as a Retention Tool

Of course, benefits alone do not create a great workplace. Meaningful work, competitive compensation, strong leadership, flexibility, professional growth, recognition, and culture all contribute to whether employees see a future with an organization.

A strong benefits package complements those elements by providing another layer of support and stability. It can reduce financial burdens, support employees through life changes, encourage continued professional development, and help employees plan for the future.

That is why benefits are an important part of retention. When employees feel that their employer is investing in both their professional success and their lives outside of work, it can strengthen the overall value of building a long-term career with that organization.

An Investment That Goes Both Ways

The reaction from our recent candidate was a reminder that something we have become accustomed to at G2 Ops can stand out in a big way to someone considering joining the team.

Benefits may help attract someone to an organization, but their value does not end when an offer is accepted. Over time, they become part of the employee experience and the value of building a career with a company that continues to invest in its people.

At G2 Ops, we continue to evaluate how our benefits can best support our employees and their families while prioritizing the programs that make the greatest difference.

Because attracting great people matters, but giving them reasons to build their careers here matters even more.

G2 Ops leverages over a decade of experience integrating Systems, Cybersecurity, and Software Engineering techniques to provide solutions to a growing list of Government and private customers. We combine cutting edge tools with innovative engineering practices, data analytics, and risk algorithms that enhance visibility into complex infrastructures, optimizing resiliency in system design and operations.

G2 Ops is a woman-owned small business led by an executive staff known for providing innovative solutions to solve our nation's most complex engineering challenges. G2 Ops has been named to the Inc. 5000 list of America's fastest growing companies each of the last 9 years (2018-2026) and has locations in Arlington, VA, Virginia Beach, VA, and San Diego, CA.