

Menlo Park · San Francisco · Santa Barbara · Sonoma

Minimum Earnings for Protectors In Their First Two Years

(Additional Earnings Available for Special Qualifications, Certifications, Licensing)

YEAR 1			END OF YEAR 1	END OF YEAR 2	MERIT-BASED PROMOTIONS	
16 WEEKS	16 WEEKS	20 WEEKS				
Protector 1 \$90,000 for 40-hour workweek Plus Overtime @ \$64.90 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$108,523	Protector 2 \$93,000 for 40-hour workweek Plus Overtime @ \$67.07 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$114,700	Protector 2+ \$98,000 for 40-hour workweek Plus Overtime @ \$70.67 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$119,180	Protector 3 \$105,000 for 40-hour workweek Plus Overtime @ \$75.72 p/h Average Top Earnings with \$15k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$155,950	Security Staff Leader \$112,000 for 40-hour workweek Plus Overtime @ \$80.77 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$161,889	Team Leader \$120,000 for 40-hour workweek Plus Overtime @ \$86.54 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$219,630	Senior Team Leader \$125,000 for 40-hour workweek Plus Overtime @ \$90.14 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$235,912

Basic GDBA Benefits	PLUS Promotions and Bonuses	PLUS Annual Allowances & Reimbursements	PLUS Premium Executive Expense Reimbursement Benefits
✓ Top-rated Medical/Dental/Vision Insurance ✓ Exceptional 401(k) with Automatic \$15k Employer Contribution in your first year, Automatic \$3k Employer Contribution every year thereafter, and 10% of every Associate-Contributed Dollar Matched by GDBA ✓ \$1,500 Health Savings Account Contribution ✓ Free and Full Life Insurance and Disability Policies ✓ \$20,000 Emergency Assistance Fund ✓ Substantial LASIK Eye Surgery Benefit ✓ Holistic Medicine Benefit ✓ Substantial Paid Time Off, plus Paid Parental and Bereavement Leave ✓ Legal/Financial/Grief Counseling ✓ Pre-tax Commuter Benefits	✓ 4 Guaranteed Earnings Increases ✓ Up to 5 Promotions During Initial Two Years ✓ Merit-based Bonuses ✓ Referral Bonus for Each New Protector You Refer ✓ Annual Retention Bonus for Each Protector You Referred ✓ Bonus for Superb Physical Fitness ✓ Overtime Opportunities	✓ Up to \$3,000 for Passions outside GDBA ✓ Up to \$1,000 for CCW Licenses ✓ Up to \$1,000 for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime) ✓ Long-distance Fuel Allowance ✓ Monthly Gym Reimbursement ✓ Monthly Ammunition Reimbursement ✓ Monthly Phone-Data Reimbursement ✓ Up to \$135 Per Diem	✓ Meals with Protectors Reimbursed ✓ Amazon Prime Membership Reimbursed ✓ Vacation Airfare Reimbursed ✓ Movies/Concerts Reimbursed ✓ Dry Cleaning Reimbursed ✓ Books and Audiobooks Reimbursed
PLUS GDBA Family	PLUS Training & Certifications	PLUS Special Programs	
✓ Free Annual Vacations to Maui, Catalina, Smoky Mountains, Gulf Coast ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund	✓ 4 Training Academies in First 2 Years ✓ Advanced Training Programs & Academies ✓ Evasive Driving Courses ✓ CPR/AED/First Aid Certifications ✓ TASER and Firearms Certifications ✓ Ongoing Training in Protection, Medical, Leadership	✓ GDBA CARE Division Spends \$2 Million-plus to support and assist associates ✓ VA "On-The-Job" Program Eligible CA, GA, TX, FL, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income ✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.) ✓ Emergency Travel Assistance	

Create Your Own
Mastery and
Advancement

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YEAR 1			END OF YEAR 1	END OF YEAR 2	MERIT-BASED PROMOTIONS	
16 WEEKS	16 WEEKS	20 WEEKS				
Protector 1 \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$86,000	Protector 2 \$83,000 for 40-hour workweek Plus Overtime @ \$59.86 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$101,700	Protector 2+ \$90,000 for 40-hour workweek Plus Overtime @ \$64.90 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$110,300	Protector 3 \$98,000 for 40-hour workweek Plus Overtime @ \$70.67 p/h Average Top Earnings with \$15k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$147,172	Security Staff Leader \$100,000 for 40-hour workweek Plus Overtime @ \$72.12 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$155,589	Team Leader \$110,000 for 40-hour workweek Plus Overtime @ \$79.33 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$186,469	Senior Team Leader \$120,000 for 40-hour workweek Plus Overtime @ \$86.54 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$197,518

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Protector 1 \$58,000 for 40-hour workweek Plus Overtime @ \$41.83 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$73,040	Protector 2 \$65,000 for 40-hour workweek Plus Overtime @ \$46.88 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$81,900	Protector 2+ \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: \$88,100	Protector 3 \$75,000 for 40-hour workweek Plus Overtime @ \$54.09 p/h Average Top Earnings with \$15k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$121,492	Security Staff Leader \$78,000 for 40-hour workweek Plus Overtime @ \$56.25 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$128,098	Team Leader \$85,000 for 40-hour workweek Plus Overtime @ \$61.30 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$172,619	Senior Team Leader \$100,000 for 40-hour workweek Plus Overtime @ \$72.12 p/h Average Top Earnings with \$3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: \$188,806

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TEAM LEADER

Leads Protectors

Christina G, Tyler B, Kristopher M
Declan O, Jorge S, Noah A,
Cliff P, Stephanie M, Tony F, etc.

SENIOR TEAM LEADER

Manages Protective Detail

Arnold B, Michael B, Brian P,
Doug F, Vincent N, David W,
Jerome M, Iyuna D, Jake H, etc.

DEPUTY DIRECTOR OF PSD

Leads Senior PSD Leaders

Fernando C, Patrick S, Josh A,
Cory W, Jake R, Alvin A,
James M, Daniel V, Quinton C, etc.

DIRECTOR OF CLIENT SERVICES

Most Senior Leaders in PSD

Daniel B, Matt A, Ben Z,
Rodney R, George G,
Marcus M, Krystle B, etc.

FIELD TRAVEL PROTECTOR

Manage and Lead Field Details

Michael G, Aaron E, Travis V,
David D, Keith J, Anthony S,
Josh W, Arthur L, Eric F, etc.

THREAT ASSESSMENT & MANAGEMENT

Analyzes Risk & Advises Clients

Bryan N, etc.

ASSOCIATE SERVICES, CARE

Cares & Advocates for Associates

Ed H, etc.

OPERATIONS & QUALITY IN PROTECTION

Processes and Improvements

Geoff T, Caz B, etc.

DIRECT CLIENT CARE

Cares & Advocates for Clients

Gary H, etc.

Every Professional On This Page Began As a Protector

Every person on this page earns
between \$150,000 and \$400,000+

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PROTECTOR

TRAINING & TACTICS

Supports Training & Mastery

Josh B, etc.

SECURITY DESIGN

*Assesses and Designs
Security Technology*

Rob N, Fritz A, etc.

RESOURCES & INFORMATION SECURITY DIVISION

Finance and Cyber Security

Ryan M, Milan M, etc.

INVESTIGATIONS

*Background Checks and
Complex Inquiries*

Brian C, etc.