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

Basic GDBA 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

PLUS Promotions and Bonuses

- ✓ 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

PLUS Annual Allowances & Reimbursements

- ✓ 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

PLUS Premium Executive Expense Reimbursement Benefits

- ✓ Meals with Protectors Reimbursed
- ✓ Amazon Prime Membership Reimbursed
- ✓ Vacation Airfare Reimbursed
- ✓ Movies/Concerts Reimbursed
- ✓ Dry Cleaning Reimbursed
- ✓ Books and Audiobooks Reimbursed

PLUS GDBA Family

- ✓ Free Annual Vacations to Maui, Catalina, Smoky Mountains, Gulf Coast
- ✓ Family Outing fund
- ✓ Active Kids Fund (sporting goods, etc.)
- ✓ School Supplies Fund

PLUS Training & Certifications

- ✓ 4 Training Academies in First 2 Years
- ✓ Advanced Training Programs & Academies
- ✓ Evasive Driving Courses
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- ✓ Ongoing Training in Protection, Medical, Leadership

PLUS Special Programs

- ✓ 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.)
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Create Your Own Mastery and Advancement

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

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- ✓ **$1,500** Health Savings Account Contribution
- ✓ Free and Full Life Insurance and Disability Policies
- ✓ **$20,000** Emergency Assistance Fund
- ✓ Substantial LASIK Eye Surgery Benefit
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- ✓ Up to **$1,000** for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)
- ✓ Long-distance Fuel Allowance
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$58,000 for 40-hour workweek	$65,000 for 40-hour workweek	$70,000 for 40-hour workweek	$75,000 for 40-hour workweek	$78,000 for 40-hour workweek	$85,000 for 40-hour workweek	$100,000 for 40-hour workweek
Plus Overtime @ **$41.83** p/h	Plus Overtime @ **$46.88** p/h	Plus Overtime @ **$50.48** p/h	Plus Overtime @ **$54.09** p/h	Plus Overtime @ **$56.25** p/h	Plus Overtime @ **$61.30** p/h	Plus Overtime @ **$72.12** p/h
Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: **$73,040**	Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: **$81,900**	Average Top Earnings with Overtime, Bonuses, Travel Pay, Passion Grants, and Gifted Vacations: **$88,100**	Average Top Earnings with **$15k 401(k)** Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: **$121,492**	Average Top Earnings with $3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: **$128,098**	Average Top Earnings with $3k 401(k) Contribution, Overtime, Travel Pay, Passion Grants, and Gifted Vacations: **$172,619**	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
Javier R, Christina G, Giovanni A, Johannes F, Anna G, Joseph B, Nestor A, Blake H, etc.

SENIOR TEAM LEADER
Manages Protective Detail
Jasson R, Arnold B, Doug F, Adrian G, Dimitri B, Bao N, Gerson P, Malik W, etc.

DEPUTY DIRECTOR OF PSD
Leads Senior PSD Leaders
Fernando S, Ryan D, Albert H, Alvin A, Daniel V, Erick G, Jake R, James M, Eric T, Patrick S, 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, Riley K, David D, Keith J, Michelle S, Michael P, etc.

Every Professional On This Page Began As a Protector

Every person on this page earns between $100,000 and $350,000+

TRAINING & TACTICS
Supports Training & Mastery
Josh B, Craig L, Jeff M, Stephen K, Travis C, etc.

THREAT ASSESSMENT & MANAGEMENT
Analyzes Risk & Advises Clients
Bryan N, Sam K, etc.

SECURITY DESIGN
Assesses and Designs Security Technology
Rob N, Fritz A, etc.

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ASSOCIATE SERVICES, CARE
Cares & Advocates for Associates
Ed H, etc.

RESOURCES & INFORMATION SECURITY DIVISION
Finance and Cyber Security
Ryan M, Milan M, etc.

OPERATIONS & QUALITY IN PROTECTION
Processes and Improvements
Geoff T, Caz B, etc.

DIRECT CLIENT CARE
Cares & Advocates for Clients
Gary H, etc.

PROTECTOR

INVESTIGATIONS
Background Checks and Complex Inquiries
Brian C, Rick P, etc.

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