## Basic GDBA Benefits
- Top-rated Medical/Dental/Vision Insurance
- $1,000 Health Savings Account Contribution
- Free and Full Life Insurance Policy
- $20,000 Emergency Assistance Fund
- Substantial LASIK Eye Surgery Benefit
- Holistic Medicine Benefit
- Generous 401(k) Contribution
- Substantial Paid Time Off
- Legal/Financial/Grief Counseling
- Pre-tax Commuter Benefits

## Promotions and Bonuses
- 4 Guaranteed Earnings Increases
- Up to 5 Promotions During Initial Two Years
- Merit-based Bonuses
- $2,500 Referral Bonus for Each New Protector You Refer
- $1,000 Annual Retention Bonus
- Bonus for Superb Physical Fitness
- Overtime Opportunities

## Annual Allowances & Reimbursements
- Up to $2,500 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
- $150 Per Day Travel Allowance
- Up to $125 Per Diem

## GDBA Family
- Free Vacation to Maui Each Year for 50 Qualified Protectors
- Family Outing Fund
- Active Kids Fund (sporting goods, etc.)
- School Supplies Fund

## Training & Certifications
- 4 Training Academies in First 2 Years
- Advanced Training Programs & Academies
- Sponsored Elective Certification Courses
- Evasive Driving Courses
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- TASER and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

## Special Programs
- GDBA CARE Division Spends $2 Million-plus to support and assist associates
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- Eligible CA-Based Veterans Can Use GI Bill® Benefits for Additional Income
- Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)

## 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

---

**Minimum Earnings** for Protectors In Their First Two Years

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

<table>
<thead>
<tr>
<th>AFTER 16 WEEKS (Completion of Paid Training Period)</th>
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<th>24 MONTHS FROM START DATE July 2023+</th>
<th>July 2023+ IF PROMOTED TO...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protector 2</td>
<td>$65,000 for 40-hour workweek</td>
<td>$72,000 for 40-hour workweek</td>
<td>$102,055 for 40-hour workweek</td>
<td>Team Leader $84,000 for 40-hour workweek</td>
</tr>
<tr>
<td>Plus Overtime @ $46.88 p/h</td>
<td>Plus Overtime @ $51.92 p/h</td>
<td>Plus Overtime @ $55.53 p/h</td>
<td>Plus Overtime @ $60.58 p/h</td>
<td>Plus Overtime @ $68.51 p/h</td>
</tr>
<tr>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $82,231</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $90,309</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $96,682</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $119,478</td>
<td></td>
</tr>
</tbody>
</table>

**Los Angeles**  
**San Diego**  
**Seattle**  
**Hawaii**  
**Malibu**  
**Rhode Island**

**Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:**
- Protector 2: $82,231
- Protector 2+: $84,974
- Protector 3: $90,309
- Security Staff Leader: $96,682
- Team Leader: $102,055
- Senior Team Leader: $119,478

**Plus Overtime:**
- July 2023+ Protector 2: @ $46.88 p/h
- July 2023+ Protector 2+: @ $51.92 p/h
- July 2023+ Protector 3: @ $55.53 p/h
- July 2023+ Security Staff Leader: @ $60.58 p/h
- July 2023+ Team Leader: @ $68.51 p/h

---

**Create Your Own Mastery and Advancement**

---

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# San Francisco  Santa Barbara

**Minimum Earnings** for Protectors In Their First Two Years

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

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<tbody>
<tr>
<td><strong>Protector 2</strong></td>
<td><strong>Protector 2+</strong></td>
<td><strong>Protector 3</strong></td>
<td><strong>Security Staff Leader</strong></td>
<td><strong>Team Leader</strong></td>
</tr>
<tr>
<td>$73,500 for 40-hour workweek</td>
<td>$76,000 for 40-hour workweek</td>
<td>$85,000 for 40-hour workweek</td>
<td>$90,500 for 40-hour workweek</td>
<td>$97,000 for 40-hour workweek</td>
</tr>
<tr>
<td>Plus Overtime @ $53.00 p/h</td>
<td>Plus Overtime @ $54.81 p/h</td>
<td>Plus Overtime @ $61.30 p/h</td>
<td>Plus Overtime @ $65.26 p/h</td>
<td>Plus Overtime @ $69.95 p/h</td>
</tr>
<tr>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
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<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
</tr>
<tr>
<td>$84,203</td>
<td>$87,967</td>
<td>$99,712</td>
<td>$105,325</td>
<td>$121,876</td>
</tr>
</tbody>
</table>

## Basic GDBA Benefits
- Top-rated Medical/Dental/Vision Insurance
- $1,000 Health Savings Account Contribution
- Free and Full Life Insurance Policy
- $20,000 Emergency Assistance Fund
- Substantial LASIK Eye Surgery Benefit
- Holistic Medicine Benefit
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- Substantial Paid Time Off
- Legal/Financial/Grief Counseling
- Pre-tax Commuter Benefits

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- Overtime Opportunities

## Annual Allowances & Reimbursements
- Up to $2,500 for CCW Licenses
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- Meals with Protectors Reimbursed
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- Dry Cleaning Reimbursed
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## Create Your Own Mastery and Advancement

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## Washington DC  Virginia

**Minimum Earnings** for Protectors In Their First Two Years

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

<table>
<thead>
<tr>
<th>AFTER 16 WEEKS (Completion of Paid Training Period)</th>
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<th>24 MONTHS FROM START DATE July 2023+</th>
<th>July 2023+ IF PROMOTED TO...</th>
</tr>
</thead>
<tbody>
<tr>
<td>Protector 2</td>
<td>$66,000</td>
<td>$67,500</td>
<td>$74,000</td>
<td>$79,000</td>
</tr>
<tr>
<td>$66,000 for 40-hour workweek</td>
<td>$67,500 for 40-hour workweek</td>
<td>$74,000 for 40-hour workweek</td>
<td>$79,000 for 40-hour workweek</td>
<td>$86,500</td>
</tr>
<tr>
<td>Plus Overtime @ $47.60 p/h</td>
<td>Plus Overtime @ $48.68 p/h</td>
<td>Plus Overtime @ $53.37 p/h</td>
<td>Plus Overtime @ $56.97 p/h</td>
<td>Plus Overtime @ $62.38 p/h</td>
</tr>
<tr>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
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<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:</td>
</tr>
<tr>
<td>$77,886</td>
<td>$79,474</td>
<td>$85,978</td>
<td>$92,479</td>
<td>$100,629</td>
</tr>
</tbody>
</table>

### Basic GDBA Benefits
- Top-rated Medical/Dental/Vision Insurance
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- Up to $2,500 for CCW Licenses
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# New York New Jersey

**Minimum Earnings** for Protectors In Their First Two Years
(Additional Earnings Available for Special Qualifications, Certifications, Licensing)

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</tr>
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<tbody>
<tr>
<td><strong>Protector 2</strong></td>
<td><strong>Protector 2+</strong></td>
<td><strong>Protector 3</strong></td>
<td><strong>Security Staff Leader</strong></td>
<td><strong>Team Leader</strong></td>
</tr>
<tr>
<td>$67,500 for 40-hour workweek</td>
<td>$69,000 for 40-hour workweek</td>
<td>$75,000 for 40-hour workweek</td>
<td>$80,500 for 40-hour workweek</td>
<td>$87,000 for 40-hour workweek</td>
</tr>
<tr>
<td>$79,028</td>
<td>$81,600</td>
<td>$89,641</td>
<td>$96,608</td>
<td>$101,190</td>
</tr>
</tbody>
</table>

For each level, actual average earnings with overtime, bonuses, travel pay, and travel per diem are calculated as follows:
- **Protector 2**: $79,028
- **Protector 2+**: $81,600
- **Protector 3**: $89,641
- **Security Staff Leader**: $96,608
- **Team Leader**: $101,190
- **Senior Team Leader**: $109,775

### Basic GDBA Benefits
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- Free and Full Life Insurance Policy
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### Texas  Michigan  Florida  Georgia

**Minimum Earnings** for Protectors In Their First Two Years

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

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</thead>
<tbody>
<tr>
<td><strong>Protector 2</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>$51,500 for 40-hour workweek</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Plus Overtime @ $37.14 p/h</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $60,667</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

| **Protector 2+**                                    |                          |                          |                                 |                 |
| $52,500 for 40-hour workweek                        |                          |                          |                                 |                 |
| Plus Overtime @ $37.86 p/h                          |                          |                          |                                 |                 |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $62,476 | | | | |

| **Protector 3**                                     |                          |                          |                                 |                 |
| $57,500 for 40-hour workweek                        |                          |                          |                                 |                 |
| Plus Overtime @ $41.47 p/h                          |                          |                          |                                 |                 |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $70,811 | | | | |

| **Security Staff Leader**                           |                          |                          |                                 |                 |
| $62,000 for 40-hour workweek                        |                          |                          |                                 |                 |
| Plus Overtime @ $44.71 p/h                          |                          |                          |                                 |                 |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $77,511 | | | | |

| **Team Leader**                                     |                          |                          |                                 |                 |
| $67,500 for 40-hour workweek                        |                          |                          |                                 |                 |
| Plus Overtime @ $48.68 p/h                          |                          |                          |                                 |                 |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $83,085 | | | | |

| **Senior Team Leader**                              |                          |                          |                                 |                 |
| $76,500 for 40-hour workweek                        |                          |                          |                                 |                 |
| Plus Overtime @ $55.17 p/h                          |                          |                          |                                 |                 |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $91,027 | | | | |

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- Monthly Gym Reimbursement
- Monthly Ammunition Reimbursement
- Monthly Phone-Data Reimbursement
- $150 Per Day Travel Allowance
- Up to $125 Per Diem

### GDBA Family
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### Training & Certifications
- 4 Training Academies in First 2 Years
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Create Your Own Mastery and Advancement

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Visit GDBA’s Careers Page
# United Kingdom

**Minimum Earnings** for Protectors In Their First Two Years  
(Additional Earnings Available for Special Qualifications, Certifications, Licensing)

<table>
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<tr>
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<th>32 Weeks</th>
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<tbody>
<tr>
<td>(Completion of Paid Training Period)</td>
<td>FROM START DATE</td>
<td>FROM START DATE</td>
<td>FROM START DATE</td>
</tr>
<tr>
<td><strong>Protector 2</strong></td>
<td>48,000</td>
<td>49,000</td>
<td>53,000</td>
</tr>
<tr>
<td>Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem:</td>
<td><strong>£48,960</strong></td>
<td><strong>£49,980</strong></td>
<td><strong>£54,060</strong></td>
</tr>
<tr>
<td><strong>Protector 2+</strong></td>
<td><strong>49,000</strong></td>
<td><strong>53,000</strong></td>
<td><strong>58,140</strong></td>
</tr>
<tr>
<td><strong>Protector 3</strong></td>
<td><strong>53,000</strong></td>
<td><strong>58,140</strong></td>
<td><strong>56,750</strong></td>
</tr>
<tr>
<td><strong>Security Staff Leader</strong></td>
<td><strong>57,000</strong></td>
<td><strong>63,750</strong></td>
<td><strong>72,420</strong></td>
</tr>
<tr>
<td><strong>Team Leader</strong></td>
<td><strong>62,500</strong></td>
<td><strong>71,000</strong></td>
<td><strong>72,420</strong></td>
</tr>
<tr>
<td><strong>Senior Team Leader</strong></td>
<td><strong>71,000</strong></td>
<td><strong>72,420</strong></td>
<td><strong>72,420</strong></td>
</tr>
</tbody>
</table>

## Basic GDBA Benefits
- Free and Full Life Insurance Policy
- $20,000 Emergency Assistance Fund
- Company Pension Contribution
- Substantial Paid Time Off
- Financial/Grief Counseling

## Promotions and Bonuses
- 4 Guaranteed Earnings Increases
- Up to 5 Promotions During Initial Two Years
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## Create Your Own Mastery and Advancement

Visit GDBA’s Careers Page ➤
Every Professional On This Page Began As a Protector

Every person on this page earns between $90,000 and $350,000+

Create Your Own Mastery and Advancement

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