

# San Francisco Santa Barbara

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

<b>AFTER 16 WEEKS</b> (Completion of Paid Training Period) November 2021+	<b>32 WEEKS</b> FROM START DATE March 2022+	<b>52 WEEKS</b> FROM START DATE July 2022+	<b>24 MONTHS</b> FROM START DATE July 2023+	<b>July 2023+ IF PROMOTED TO...</b>	
<p><b>Protector 2</b></p> <p><b>\$73,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$53.00</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$84,203</b></p>	<p><b>Protector 2+</b></p> <p><b>\$76,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$54.81</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$87,967</b></p>	<p><b>Protector 3</b></p> <p><b>\$85,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$61.30</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$99,712</b></p>	<p><b>Security Staff Leader</b></p> <p><b>\$90,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$65.26</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$105,325</b></p>	<p><b>Team Leader</b></p> <p><b>\$97,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$69.95</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$121,876</b></p>	<p><b>Senior Team Leader</b></p> <p><b>\$106,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$76.44</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$132,933</b></p>

<p><b>Basic GDBA Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,000</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Generous 401(k) Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>	<p><b>Promotions and Bonuses</b></p> <ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<p><b>Annual Stipends</b></p> <ul style="list-style-type: none"> <li>✓ Up to <b>\$2,500</b> for CCW Licenses</li> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Ammunition Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
<p><b>PLUS GDBA Family</b></p> <ul style="list-style-type: none"> <li>✓ Free Vacation to Maui Each Year for 50 Qualified Protectors</li> <li>✓ Family Outing Fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<p><b>PLUS Training &amp; Certifications</b></p> <ul style="list-style-type: none"> <li>✓ 4 Training Academies in First 2 Years</li> <li>✓ Advanced Training Programs &amp; Academies</li> <li>✓ Sponsored Elective Certification Courses</li> <li>✓ Evasive Driving Courses</li> <li>✓ CPR/AED/First Aid Certifications</li> <li>✓ TASER and Firearms Certifications</li> <li>✓ Ongoing Training in Protection, Medical, Leadership</li> </ul>	<p><b>PLUS Special Programs</b></p> <ul style="list-style-type: none"> <li>✓ GDBA CARE Division Spends <b>\$2 Million-plus</b> to support and assist associates</li> <li>✓ VA "On-The-Job" Program Eligible CA-Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> </ul>

<p><b>PLUS Premium Executive Expense Reimbursement Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Meals with Protectors Reimbursed</li> <li>✓ Amazon Prime Membership Reimbursed</li> <li>✓ Vacation Airfare Reimbursed</li> <li>✓ Movies/Concerts Reimbursed</li> <li>✓ Dry Cleaning Reimbursed</li> <li>✓ Books and Audiobooks Reimbursed</li> </ul>
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# Los Angeles San Diego Seattle Hawaii Malibu Rhode Island

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

<b>AFTER 16 WEEKS</b> <small>(Completion of Paid Training Period) November 2021+</small>	<b>32 WEEKS</b> <small>FROM START DATE March 2022+</small>	<b>52 WEEKS</b> <small>FROM START DATE July 2022+</small>	<b>24 MONTHS</b> <small>FROM START DATE July 2023+</small>	<small>July 2023+</small> <b>IF PROMOTED TO...</b>	
<p><b>Protector 2</b></p> <p><b>\$65,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$46.88</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$82,231</b></p>	<p><b>Protector 2+</b></p> <p><b>\$66,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$47.96</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$84,974</b></p>	<p><b>Protector 3</b></p> <p><b>\$72,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$51.92</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$90,309</b></p>	<p><b>Security Staff Leader</b></p> <p><b>\$77,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$55.53</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$96,682</b></p>	<p><b>Team Leader</b></p> <p><b>\$84,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$60.58</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$102,055</b></p>	<p><b>Senior Team Leader</b></p> <p><b>\$95,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$68.51</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$119,478</b></p>

<p><b>Basic GDBA Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,000</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Generous 401(k) Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>	<p><b>Promotions and Bonuses</b></p> <ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<p><b>Annual Stipends</b></p> <ul style="list-style-type: none"> <li>✓ Up to <b>\$2,500</b> for CCW Licenses</li> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Ammunition Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
<p><b>PLUS GDBA Family</b></p> <ul style="list-style-type: none"> <li>✓ Free Vacation to Maui Each Year for 50 Qualified Protectors</li> <li>✓ Family Outing Fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<p><b>PLUS Training &amp; Certifications</b></p> <ul style="list-style-type: none"> <li>✓ 4 Training Academies in First 2 Years</li> <li>✓ Advanced Training Programs &amp; Academies</li> <li>✓ Sponsored Elective Certification Courses</li> <li>✓ Evasive Driving Courses</li> <li>✓ CPR/AED/First Aid Certifications</li> <li>✓ TASER and Firearms Certifications</li> <li>✓ Ongoing Training in Protection, Medical, Leadership</li> </ul>	<p><b>PLUS Special Programs</b></p> <ul style="list-style-type: none"> <li>✓ GDBA CARE Division Spends <b>\$2 Million-plus</b> to support and assist associates</li> <li>✓ VA "On-The-Job" Program Eligible CA-Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> </ul>

<p><b>PLUS Premium Executive Expense Reimbursement Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Meals with Protectors Reimbursed</li> <li>✓ Amazon Prime Membership Reimbursed</li> <li>✓ Vacation Airfare Reimbursed</li> <li>✓ Movies/Concerts Reimbursed</li> <li>✓ Dry Cleaning Reimbursed</li> <li>✓ Books and Audiobooks Reimbursed</li> </ul>
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# Washington DC Virginia

## Minimum Earnings for Protectors In Their First Two Years

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

AFTER 16 WEEKS (Completion of Paid Training Period) November 2021+	32 WEEKS FROM START DATE March 2022+	52 WEEKS FROM START DATE July 2022+	24 MONTHS FROM START DATE July 2023+	July 2023+ IF PROMOTED TO...	
<p><b>Protector 2</b></p> <p><b>\$66,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$47.60</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$77,886</b></p>	<p><b>Protector 2+</b></p> <p><b>\$67,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$48.68</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$79,474</b></p>	<p><b>Protector 3</b></p> <p><b>\$74,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$53.37</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$85,978</b></p>	<p><b>Security Staff Leader</b></p> <p><b>\$79,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$56.97</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$92,479</b></p>	<p><b>Team Leader</b></p> <p><b>\$86,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$62.38</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$100,629</b></p>	<p><b>Senior Team Leader</b></p> <p><b>\$98,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$70.67</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$104,969</b></p>

<p><b>Basic GDBA Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,000</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Generous 401(k) Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>	<p><b>Promotions and Bonuses</b></p> <ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<p><b>Annual Stipends</b></p> <ul style="list-style-type: none"> <li>✓ Up to <b>\$2,500</b> for CCW Licenses</li> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Ammunition Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
<p><b>GDBA Family</b></p> <ul style="list-style-type: none"> <li>✓ Free Vacation to Maui Each Year for 50 Qualified Protectors</li> <li>✓ Family Outing Fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<p><b>Training &amp; Certifications</b></p> <ul style="list-style-type: none"> <li>✓ 4 Training Academies in First 2 Years</li> <li>✓ Advanced Training Programs &amp; Academies</li> <li>✓ Sponsored Elective Certification Courses</li> <li>✓ Evasive Driving Courses</li> <li>✓ CPR/AED/First Aid Certifications</li> <li>✓ TASER and Firearms Certifications</li> <li>✓ Ongoing Training in Protection, Medical, Leadership</li> </ul>	<p><b>Special Programs</b></p> <ul style="list-style-type: none"> <li>✓ GDBA CARE Division Spends <b>\$2 Million-plus</b> to support and assist associates</li> <li>✓ VA "On-The-Job" Program Eligible CA-Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> </ul>

<p><b>Premium Executive Expense Reimbursement Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Meals with Protectors Reimbursed</li> <li>✓ Amazon Prime Membership Reimbursed</li> <li>✓ Vacation Airfare Reimbursed</li> <li>✓ Movies/Concerts Reimbursed</li> <li>✓ Dry Cleaning Reimbursed</li> <li>✓ Books and Audiobooks Reimbursed</li> </ul>
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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)

AFTER 16 WEEKS (Completion of Paid Training Period) November 2021+	32 WEEKS FROM START DATE March 2022+	52 WEEKS FROM START DATE July 2022+	24 MONTHS FROM START DATE July 2023+	July 2023+ IF PROMOTED TO...	
<p><b>Protector 2</b></p> <p><b>\$67,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$48.68</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$79,028</b></p>	<p><b>Protector 2+</b></p> <p><b>\$69,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$49.76</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$81,600</b></p>	<p><b>Protector 3</b></p> <p><b>\$75,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$54.09</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$89,641</b></p>	<p><b>Security Staff Leader</b></p> <p><b>\$80,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$58.05</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$96,608</b></p>	<p><b>Team Leader</b></p> <p><b>\$87,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$62.74</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$101,190</b></p>	<p><b>Senior Team Leader</b></p> <p><b>\$100,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$72.12</b> p/h</p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$109,775</b></p>

<p><b>Basic GDBA Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,000</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Generous 401(k) Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>	<p><b>Promotions and Bonuses</b></p> <ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<p><b>Annual Stipends</b></p> <ul style="list-style-type: none"> <li>✓ Up to <b>\$2,500</b> for CCW Licenses</li> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Ammunition Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
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# Texas Michigan Florida Georgia

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<p><b>Protector 2</b></p> <p><b>\$51,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$37.14 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$60,667</b></p>	<p><b>Protector 2+</b></p> <p><b>\$52,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$37.86 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$62,476</b></p>	<p><b>Protector 3</b></p> <p><b>\$57,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$41.47 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$70,811</b></p>	<p><b>Security Staff Leader</b></p> <p><b>\$62,000</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$44.71 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$77,511</b></p>	<p><b>Team Leader</b></p> <p><b>\$67,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$48.68 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$83,085</b></p>	<p><b>Senior Team Leader</b></p> <p><b>\$76,500</b> for 40-hour workweek</p> <p>Plus Overtime @ <b>\$55.17 p/h</b></p> <p>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$91,027</b></p>

<p><b>Basic GDBA Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,000</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Generous 401(k) Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>	<p><b>Promotions and Bonuses</b></p> <ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<p><b>Annual Stipends</b></p> <ul style="list-style-type: none"> <li>✓ Up to <b>\$2,500</b> for CCW Licenses</li> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Ammunition Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
<p><b>GDBA Family</b></p> <ul style="list-style-type: none"> <li>✓ Free Vacation to Maui Each Year for 50 Qualified Protectors</li> <li>✓ Family Outing Fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<p><b>Training &amp; Certifications</b></p> <ul style="list-style-type: none"> <li>✓ 4 Training Academies in First 2 Years</li> <li>✓ Advanced Training Programs &amp; Academies</li> <li>✓ Sponsored Elective Certification Courses</li> <li>✓ Evasive Driving Courses</li> <li>✓ CPR/AED/First Aid Certifications</li> <li>✓ TASER and Firearms Certifications</li> <li>✓ Ongoing Training in Protection, Medical, Leadership</li> </ul>	<p><b>Special Programs</b></p> <ul style="list-style-type: none"> <li>✓ GDBA CARE Division Spends <b>\$2 Million-plus</b> to support and assist associates</li> <li>✓ VA "On-The-Job" Program Eligible CA-Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> </ul>

<p><b>Premium Executive Expense Reimbursement Benefits</b></p> <ul style="list-style-type: none"> <li>✓ Meals with Protectors Reimbursed</li> <li>✓ Amazon Prime Membership Reimbursed</li> <li>✓ Vacation Airfare Reimbursed</li> <li>✓ Movies/Concerts Reimbursed</li> <li>✓ Dry Cleaning Reimbursed</li> <li>✓ Books and Audiobooks Reimbursed</li> </ul>
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# United Kingdom

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

AFTER 16 WEEKS (Completion of Paid Training Period) November 2021+	32 WEEKS FROM START DATE March 2022+	52 WEEKS FROM START DATE July 2022+	24 MONTHS FROM START DATE July 2023+	July 2023+ IF PROMOTED TO...	
<b>Protector 2</b>	<b>Protector 2+</b>	<b>Protector 3</b>	<b>Security Staff Leader</b>	<b>Team Leader</b>	<b>Senior Team Leader</b>
<b>£48,000</b>	<b>£49,000</b>	<b>£53,000</b>	<b>£57,000</b>	<b>£62,500</b>	<b>£71,000</b>
Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£48,960</b>	Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£49,980</b>	Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£54,060</b>	Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£58,140</b>	Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£63,750</b>	Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem: <b>£72,420</b>

<b>Basic GDBA Benefits</b>	<b>Promotions and Bonuses</b>	<b>Annual Stipends</b>
<ul style="list-style-type: none"> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Company Pension Contribution</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Financial/Grief Counseling</li> </ul>	<ul style="list-style-type: none"> <li>✓ 4 Guaranteed Earnings Increases</li> <li>✓ Up to 5 Promotions During Initial Two Years</li> <li>✓ Merit-based Bonuses</li> <li>✓ <b>\$2,500 Referral Bonus for Each New Protector You Refer</b></li> <li>✓ <b>\$1,000</b> Annual Retention Bonus</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<ul style="list-style-type: none"> <li>✓ Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, Pilot, Maritime)</li> <li>✓ Long-distance Fuel Stipend</li> <li>✓ Monthly Gym Stipend</li> <li>✓ Monthly Phone-Data Stipend</li> <li>✓ <b>\$150</b> Per Day Travel Stipend</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>
<b>GDBA Family</b>	<b>Training &amp; Certifications</b>	<b>Special Programs</b>
<ul style="list-style-type: none"> <li>✓ Free Vacation to Maui Each Year for 50 Qualified Protectors</li> <li>✓ Family Outing Fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<ul style="list-style-type: none"> <li>✓ 4 Training Academies in First 2 Years</li> <li>✓ Advanced Training Programs &amp; Academies</li> <li>✓ Sponsored Elective Certification Courses</li> <li>✓ Evasive Driving Courses</li> <li>✓ CPR/AED/First Aid Certifications</li> <li>✓ Ongoing Training in Protection, Medical, Leadership</li> </ul>	<ul style="list-style-type: none"> <li>✓ GDBA CARE Division Spends <b>\$2 Million-plus</b> to support and assist associates</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> </ul>

<b>Premium Executive Expense Reimbursement Benefits</b>
<ul style="list-style-type: none"> <li>✓ Meals with Protectors Reimbursed</li> <li>✓ Amazon Prime Membership Reimbursed</li> <li>✓ Vacation Airfare Reimbursed</li> <li>✓ Movies/Concerts Reimbursed</li> <li>✓ Dry Cleaning Reimbursed</li> <li>✓ Books and Audiobooks Reimbursed</li> </ul>

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# Careers at GDBA: A World of Possibilities

## SENIOR TEAM LEADER

*Manages Protective Detail*

John Jackson, Jasson Ruiz, Ryan Dill, Hamlet Rodriguez, Brad Alexander, Cody Plihal, James Aguilar, James Mata, etc.

## REGIONAL/PROGRAM DIRECTOR

*Leads Multiple Details*

Jacob Derman, Josh Arnett, George Golden, Matt Kaiser, Fernando Castellanos, Krystle Bassett, Ryan Morris, etc.

## DEPUTY DIRECTOR OF PSD

*Leads Senior PSD Leaders*

Scott Gardner, Will Mikol, Marcus Messias, Toby Toms, Cory Workman, etc.

## DIRECTOR OF CLIENT SERVICES

*Most Senior Leader in PSD*

Ben Sole, Erik Triplett, Ben Zeifman, Daniel Becklin, Rodney Ropele, etc.

## READY TEAM PROTECTOR

*Special Response to Multiple Clients*

Spencer Reeves, Michael Durkin, Ryan Harry, Dmitri Schumacher, TJ Axel-Guy, Jeremy Peters, Kyle Fournier, etc.

## FIELD OPERATIONS LEADER

*Manage and Lead Field Details*

Mark Iglar, Stephen DeMartino, Daniel Villano, Mathew Cohen, David Durkin, Adam Denton, Jozef Retana, Thomas Williams, etc.

## THREAT ASSESSMENT & MANAGEMENT

*Analyzes Risk & Advises Clients*

Bryan Niederhelm, Sam Kim, etc.

## 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

## ASSOCIATE SERVICES, CARE

*Cares & Advocates for Associates*

Ed Hinman, Geoff Towle, etc.

## RECRUITMENT & SELECTION

*Attracts and Selects the Best Candidates*

Nick DuChene, etc.

## DIRECT CLIENT CARE

*Cares & Advocates for Clients*

Gary Howlin, etc.

## INVESTIGATIONS

*Background Checks and Complex Inquiries*

Brian Creter, David Morgenstern, Rick Pickren, etc.



**PROTECTOR**

## TRAINING & TACTICS

*Supports Training & Mastery*

Bill DuChene, Beth Rees, Josh Becker, Craig Love, etc.

## QUALITY IN PROTECTION

*Auditing and Improvement*

James Hamilton, Caz Baca, Greg Downey, Aaron Snyder, etc.

## SECURITY DESIGN

*Assesses and Designs Security Technology*

Rob Nightengale, Fritz Allen, Chris Hernandez, etc.

## RESOURCES & INFORMATION SECURITY DIVISION

*Finance and Cyber Security*

Milan Mladenovic, Ryan Martin, etc.