## 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
- CPR/AED/First Aid Certifications
- TASER and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

## Special Programs

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

## Minimum Earnings for Protectors In Their First Two Years

<table>
<thead>
<tr>
<th>AFTER 16 WEEKS (Completion of Paid Training Period)</th>
<th>32 WEEKS FROM START DATE</th>
<th>52 WEEKS FROM START DATE</th>
<th>24 MONTHS FROM START DATE</th>
<th>IF PROMOTED TO...</th>
</tr>
</thead>
<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>$65,000 for 40-hour workweek</td>
<td>$66,500 for 40-hour workweek</td>
<td>$72,000 for 40-hour workweek</td>
<td>$77,000 for 40-hour workweek</td>
<td>$84,000 for 40-hour workweek</td>
</tr>
<tr>
<td>Plus Overtime @ $46.88 p/h</td>
<td>Plus Overtime @ $47.96 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>
</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: $84,974</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: $102,055</td>
</tr>
</tbody>
</table>

### After 16 Weeks

- 4 Guaranteed Earnings Increases
- $2,500 Referral Bonus for Each New Protector You Refer

### 32 Weeks from Start Date

- Up to 5 Promotions During Initial Two Years
- Merit-based Bonuses
- $1,000 Annual Retention Bonus

### 52 Weeks from Start Date

- Bonus for Superb Physical Fitness
- Overtime Opportunities

### 24 Months from Start Date

- $2,500 for CCW Licenses
- $1,000 for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)

### If Promoted To...

- $2,500 for CCW Licenses
- $1,000 for Special Certifications

**GI Bill®** is a registered trademark of the U.S. Department of Veterans Affairs (VA). More information about education benefits offered by VA is available at the official U.S. government Web site at www.benefits.va.gov/gibill.
## San Francisco  Santa Barbara

### 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)

<table>
<thead>
<tr>
<th>Basic GDBA Benefits</th>
<th>Promotions and Bonuses</th>
<th>Annual Allowances &amp; Reimbursements</th>
</tr>
</thead>
<tbody>
<tr>
<td>✓ Top-rated Medical/Dental/Vision Insurance</td>
<td>✓ 4 Guaranteed Earnings Increases</td>
<td>✓ Up to $2,500 for CCW Licenses</td>
</tr>
<tr>
<td>✓ $1,000 Health Savings Account Contribution</td>
<td>✓ Up to 5 Promotions During Initial Two Years</td>
<td>✓ Up to $1,000 for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime)</td>
</tr>
<tr>
<td>✓ Free and Full Life Insurance Policy</td>
<td>✓ Merit-based Bonuses</td>
<td>✓ Long-distance Fuel Allowance</td>
</tr>
<tr>
<td>✓ $20,000 Emergency Assistance Fund</td>
<td>✓ $2,500 Referral Bonus for Each New Protector You Refer</td>
<td>✓ Monthly Gym Reimbursement</td>
</tr>
<tr>
<td>✓ Substantial LASIK Eye Surgery Benefit</td>
<td>✓ $1,000 Annual Retention Bonus</td>
<td>✓ Monthly Ammunition Reimbursement</td>
</tr>
<tr>
<td>✓ Holistic Medicine Benefit</td>
<td>✓ Bonus for Superb Physical Fitness</td>
<td>✓ Monthly Phone-Data Reimbursement</td>
</tr>
<tr>
<td>✓ Generous 401(k) Contribution</td>
<td>✓ Overtime Opportunities</td>
<td>✓ $150 Per Day Travel Allowance</td>
</tr>
<tr>
<td>✓ Substantial Paid Time Off</td>
<td>✓ Legal/Financial/Grief Counseling</td>
<td>✓ Up to $125 Per Diem</td>
</tr>
<tr>
<td>✓ Pre-tax Commuter Benefits</td>
<td>✓ Meals with Protectors Reimbursed</td>
<td>✓ Books and Audiobooks Reimbursed</td>
</tr>
</tbody>
</table>

**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
- Sponsor elective certification courses
- Evasive Driving Courses
- CPR/AED/First Aid Certifications
- Taser and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

**Special Programs**

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

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

- **San Francisco**
  - **Protector 2**
    - $73,500 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$84,203**
  - **Protector 2+**
    - $76,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$87,967**
  - **Protector 3**
    - $85,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$99,712**
  - **Security Staff Leader**
    - $90,500 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$105,325**
  - **Team Leader**
    - $97,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$121,876**
  - **Senior Team Leader**
    - $106,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$132,933**

- **Santa Barbara**
  - **Protector 2**
    - $76,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$87,967**
  - **Protector 2+**
    - $79,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$91,611**
  - **Protector 3**
    - $88,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$102,796**
  - **Security Staff Leader**
    - $95,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$110,830**
  - **Team Leader**
    - $99,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$125,832**
  - **Senior Team Leader**
    - $108,000 for 40-hour workweek
    - Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: **$140,834**

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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>
<th>32 WEEKS FROM START DATE</th>
<th>52 WEEKS FROM START DATE July 2022+</th>
<th>24 MONTHS FROM START DATE July 2023+</th>
<th>July 2023+ IF PROMOTED TO...</th>
</tr>
</thead>
<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>$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 for 40-hour workweek</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: $77,886</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $79,474</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $85,978</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $92,479</td>
<td>Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: $100,629</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
- 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
- CPR/AED/First Aid Certifications
- TASER and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

## Special Programs
- GDBA CARE Division Spends $2 Million-plus to support and assist associates
- VA “On-The-Job” Program
- 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

---

**Create Your Own Mastery and Advancement**

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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) | 32 WEEKS FROM START DATE | 52 WEEKS FROM START DATE | 24 MONTHS FROM START DATE | July 2023+ IF PROMOTED TO...
|---------------------------------------------------|--------------------------|--------------------------|---------------------------|---------------------------------
| Protector 2 | $67,500 for 40-hour workweek | $69,000 for 40-hour workweek | $75,000 for 40-hour workweek | Security Staff Leader $80,500 for 40-hour workweek |
| Plus Overtime @ $48.68 p/h | Plus Overtime @ $49.76 p/h | Plus Overtime @ $54.09 p/h | Plus Overtime @ $58.05 p/h | Team Leader $87,000 for 40-hour workweek |
| Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: | Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: | Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: | Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: | Senior Team Leader $100,000 for 40-hour workweek |
| $79,028 | $81,600 | $89,641 | $96,608 | |

### 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
- CPR/AED/First Aid Certifications
- TASER and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

### Special Programs
- GDBA CARE Division Spends **$2 Million-plus** to support and assist associates
- VA “On-The-Job” Program
- 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

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

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

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<th>24 MONTHS FROM START DATE</th>
<th>July 2023+ IF PROMOTED TO...</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Protector 2</strong>&lt;br&gt;$51,500 for 40-hour workweek**&lt;br&gt;Plus Overtime @ $37.14 p/h**&lt;br&gt;Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <strong>$60,667</strong></td>
<td><strong>Protector 2+</strong>&lt;br&gt;$52,500 for 40-hour workweek**&lt;br&gt;Plus Overtime @ $37.86 p/h**&lt;br&gt;Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <strong>$62,476</strong></td>
<td><strong>Protector 3</strong>&lt;br&gt;$57,500 for 40-hour workweek**&lt;br&gt;Plus Overtime @ $41.47 p/h**&lt;br&gt;Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <strong>$70,811</strong></td>
<td><strong>Security Staff Leader</strong>&lt;br&gt;$62,000 for 40-hour workweek**&lt;br&gt;Plus Overtime @ $44.71 p/h**&lt;br&gt;Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <strong>$77,511</strong></td>
<td><strong>Team Leader</strong>&lt;br&gt;$67,500 for 40-hour workweek**&lt;br&gt;Plus Overtime @ $48.68 p/h**&lt;br&gt;Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <strong>$83,085</strong></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
- 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
- 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
- $125 Per Diem

### Annual Allowances & Reimbursements
- Up to $2,500 for 40-hour workweek
- Up to $1,000 for 40-hour workweek
- $2,500 for 40-hour workweek
- $44.71 for 40-hour workweek
- $48.68 for 40-hour workweek
- $55.17 for 40-hour workweek

### 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
- CPR/AED/First Aid Certifications
- TASER and Firearms Certifications
- Ongoing Training in Protection, Medical, Leadership

### Special Programs
- GDBA CARE Division Spends $2 Million-plus to support and assist associates
- 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
# United Kingdom

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

<table>
<thead>
<tr>
<th>AFTER 16 WEEKS</th>
<th>32 WEEKS FROM START DATE</th>
<th>52 WEEKS FROM START DATE</th>
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<th>July 2023+ IF PROMOTED TO...</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Completion of Paid Training Period)</td>
<td>July 2022</td>
<td>July 2022</td>
<td>July 2022</td>
<td>July 2022</td>
</tr>
<tr>
<td>Protector 2</td>
<td>Protector 2+</td>
<td>Protector 3</td>
<td>Security Staff Leader</td>
<td>Team Leader</td>
</tr>
<tr>
<td>£48,000</td>
<td>£49,000</td>
<td>£53,000</td>
<td>£57,000</td>
<td>£62,500</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem:</th>
<th>Actual Average Earnings with Bonuses, Travel Pay, and Travel Per Diem:</th>
</tr>
</thead>
<tbody>
<tr>
<td>£48,960</td>
<td>£49,980</td>
</tr>
<tr>
<td>£54,060</td>
<td>£58,140</td>
</tr>
<tr>
<td>£63,750</td>
<td>£72,420</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
- 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 £1,000 for Special Certifications (EMT, Lifeguard, Pilot, Maritime)
- Long-distance Fuel Allowance
- Monthly Gym Reimbursement
- Monthly Phone-Data Reimbursement
- £150 Per Day Travel Allowance
- Up to £125 Per Diem

### GDBA Family
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### 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

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**Create Your Own Mastery and Advancement**
# Careers at GDBA: A World of Possibilities

<table>
<thead>
<tr>
<th>Role</th>
<th>Description</th>
<th>Members</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Senior Team Leader</strong></td>
<td>Manages Protective Detail</td>
<td>John Jackson, Jasson Ruiz, Cody Plihal, James Aguilar, James Mata, TJ Axel-Guy, Michael Kosakowski, etc.</td>
</tr>
<tr>
<td><strong>Regional/Program Director</strong></td>
<td>Leads Multiple Details</td>
<td>Jacob Derman, Josh Arnett, Courtnay Roberts, George Golden, Krystle Bassett, Jeremy Elliott, Brian Scofield, Matt Kaiser, etc.</td>
</tr>
<tr>
<td><strong>Deputy Director of PSD</strong></td>
<td>Leads Senior PSD Leaders</td>
<td>Scott Gardner, Ryan Morris, Marcus Messias, Toby Toms, Cory Workman, Kyle Fournier, Fernando Castellanos, etc.</td>
</tr>
<tr>
<td><strong>Director of Client Services</strong></td>
<td>Most Senior Leader in PSD</td>
<td>Ben Sole, Erik Trippett, Ben Zeitman, Daniel Becklin, Rodney Ropele, Will Mikol, etc.</td>
</tr>
<tr>
<td><strong>Ready Team Protector</strong></td>
<td>Special Response to Multiple Clients</td>
<td>Jeremy Peters, David Wilkins, Justin Zon, Michael Limoli, John Flick, Kyle Fournier, Sergio Hidalgo, William Scott, etc.</td>
</tr>
<tr>
<td><strong>Field Operations Leader</strong></td>
<td>Manage and Lead Field Details</td>
<td>Mark Iglar, Stephen DeMartino, Daniel Villano, Daniel Adams, David Durkin, Thomas Williams, Adam Denton, Sam Sekona, etc.</td>
</tr>
<tr>
<td><strong>Training &amp; Tactics</strong></td>
<td>Supports Training &amp; Mastery</td>
<td>James Hamilton, Josh Becker, Craig Love, Kyle Staska, etc.</td>
</tr>
<tr>
<td><strong>Threat Assessment &amp; Management</strong></td>
<td>Analyzes Risk &amp; Advises Clients</td>
<td>Bryan Niederhelm, Sam Kim, etc.</td>
</tr>
<tr>
<td><strong>Associate Services, Care</strong></td>
<td>Cares &amp; Advocates for Associates</td>
<td>Ed Hinman, etc.</td>
</tr>
<tr>
<td><strong>Recruitment &amp; Selection</strong></td>
<td>Attracts and Selects the Best Candidates</td>
<td>Geoff Towle, etc.</td>
</tr>
<tr>
<td><strong>Direct Client Care</strong></td>
<td>Cares &amp; Advocates for Clients</td>
<td>Gary Howlin, etc.</td>
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<tr>
<td><strong>Investigations</strong></td>
<td>Background Checks and Complex Inquiries</td>
<td>Brian Creter, David Morgenstern, Rick Pickren, etc.</td>
</tr>
<tr>
<td><strong>Security Design</strong></td>
<td>Assesses and Designs Security Technology</td>
<td>Rob Nightengale, Fritz Allen, Chris Hernandez, etc.</td>
</tr>
<tr>
<td><strong>Quality in Protection</strong></td>
<td>Auditing and Improvement</td>
<td>Caz Baca, Greg Downey, etc.</td>
</tr>
<tr>
<td><strong>Resources &amp; Information</strong></td>
<td>Security Division</td>
<td>Milan Mladenovic, Ryan Martin, etc.</td>
</tr>
</tbody>
</table>

Every Professional On This Page Began As a Protector

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

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