Menlo Park, CA · San Francisco, CA

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)	16 WEE	KS LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMO		DTED TO	
Protector 2 \$90,000 for 40-hour workweek Plus Overtime @ \$64.90 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$103,106	\$92 for 40-hor Plus Overtime Actual Averag Overtime, Bor and Trav	ector 2+ 2,000 ur workweek @ \$66.35 p/h ge Earnings with huses, Travel Pay, el Per Diem: B,560	Protector 3 \$105,000 for 40-hour workweek Plus Overtime @ \$75.72 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$123,836	Security Staff Leader \$112,000 for 40-hour workweek Plus Overtime @ \$80.77 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$130,381	Team Leader \$120,000 for 40-hour workweek Plus Overtime @ \$86.54 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$150,552		Senior Team Leader \$125,000 for 40-hour workweek Plus Overtime @ \$90.14 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$155,780	
 ✓ Free and Full Life Insurance Policy ✓ \$20,000 Emergency Assistance Fund ✓ Substantial LASIK Eye Surgery Benefit ✓ Holistic Medicine Benefit ✓ Generous 401(k) Contribution 		 ✓ 4 Guaranteed Ea ✓ Up to 5 Promoti ✓ Merit-based Bor 	ons During Initial Two Years nuses or Each New Protector You Refer n Bonus for Each eferred b Physical Fitness	 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 		 Premium Executive Expense Reimbursement Benefits Meals with Protectors Reimbursed Amazon Prime Membership Reimbursed Vacation Airfare Reimbursed Vacation Airfare Reimbursed Movies/Concerts Reimbursed Dry Cleaning Reimbursed Books and Audiobooks Reimbursed 		
 ✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund 		 ✓ 4 Training Acade ✓ Advanced Traini 	id Certifications Irms Certifications g in Protection,	 Special Programs GDBA CARE Division Spends \$2 Million- plus to support and assist associates VA "On-The-Job" Program Eligible CA, GA, TX, 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		

Santa Barbara, CA · Seattle, WA

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)	16 WEE	(S LATER	20 WEEKS LATER	52 WEEKS LATER		DTED TO		
Protector 2	Protector 2+		Protector 3	Security Staff Leader	Team	Leader	Senior Team Leader	
\$77,000 for 40-hour workweek	\$80,000 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 @ \$55.53 p/h	Plus Overtime	@ \$57.69 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	
Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$88,213	Overtime, Bon and Trave	ge Earnings with uuses, Travel Pay, el Per Diem: 2,597	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$115,770	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$116,412	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$138,006		Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$149,549	
			notions and Bonuses Earnings Increases ✓ Up to \$2,500 for CCW Licenses		ursements	Reimbursement Benefits		
 Statution (Contribution) \$ \$1,100 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 		 ✓ Merit-based Bor ✓ Referral Bonus f ✓ Annual Retentio Protector You Re 	for Each New Protector You Refer on Bonus for Each Referred erb Physical Fitness		me) ✓ Amazon Prir ✓ Vacation Air ✓ Movies/Con ✓ Dry Cleaning		ts Reimbursed	
وري ⁴⁵ GDBA Family		v ^{ys} Trainiı	ng & Certifications	৵ ^{u5} Special Programs				
 ✓ Free Vacation to Maui/Catalina/Tennessee ✓ 4 Train ✓ Each Year for 200 Qualified Associates ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund ✓ CPR/AE ✓ TASER ✓ Ongoin 		🗸 Advanced Traini	ng Programs & Academies ive Certification Courses Courses id Certifications Irms Certifications g in Protection,	 ✓ GDBA CARE Division Spends \$2 Milli plus to support and assist associates ✓ VA "On-The-Job" Program Eligible C/ TX, and MI Based Veterans Can Use GI Bill[®] Benefits for Additional Incom ✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.) ✓ Emergency Travel Assistance 	s A, GA,	Ma	te Your Own stery and vancement	

New York, NY · Washington, DC

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)	16 WEEKS	LATER	20 WEEKS LATER	52 WEEKS LATER		IF PROMO	DTED TO
Protector 2 \$76,000 for 40-hour workweek Plus Overtime @ \$54.81 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$88,980	Protecto \$77,50 for 40-hour wo Plus Overtime @ \$ Actual Average Ea Overtime, Bonuses and Travel Per \$91,6	DO orkweek 555.89 p/h arnings with s, Travel Pay, er Diem:	Protector 3 \$93,000 for 40-hour workweek Plus Overtime @ \$67.07 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$111,155	Security Staff Leader \$95,000 for 40-hour workweek Plus Overtime @ \$68.51 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$113,372	Team Leader \$100,000 for 40-hour workweek Plus Overtime @ \$72.12 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$115,488		Senior Team Leader \$110,000 for 40-hour workweek Plus Overtime @ \$79.33 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$120,752
Basic GDBA Benefits ✓ Top-rated Medical/Dental/Vision Insurance ✓ \$1,100 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		4 Guaranteed Ea Up to 5 Promotic Merit-based Bon Referral Bonus fo Annual Retentior Protector You Re	ons During Initial Two Years uses or Each New Protector You Refer n Bonus for Each oferred b Physical Fitness tunities	 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 		 Premium Executive Expense Reimbursement Benefits Meals with Protectors Reimbursed Amazon Prime Membership Reimbursed Vacation Airfare Reimbursed Vacation Airfare Reimbursed Movies/Concerts Reimbursed Dry Cleaning Reimbursed Books and Audiobooks Reimbursed 	
 ✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund ✓ CPR/AED/F ✓ TASER and ✓ Ongoing Transmission 		4 Training Acade Advanced Trainir Sponsored Elect Evasive Driving (CPR/AED/First Ai	ng Programs & Academies ive Certification Courses Courses d Certifications rms Certifications g in Protection,	 ✓ Special Programs ✓ GDBA CARE Division Spends \$2 Milli plus to support and assist associates ✓ VA "On-The-Job" Program Eligible C. TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Incom ✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.) ✓ Emergency Travel Assistance 	i on- s A, GA,	Ma	te Your Own stery and vancement

Los Angeles, CA · Miami, FL · Maui, HI · Newport, RI

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)	16 WEEKS L	ATER	20 WEEKS LATER	52 WEEKS LATER	R IF PR		PROMOTED TO	
Protector 2	Protector 2+		Protector 3	Security Staff Leader		Leader	Senior Team Leader	
\$75,000 for 40-hour workweek	\$78,000 for 40-hour workweek		\$90,000 for 40-hour workweek	\$92,000 for 40-hour workweek		0,000 ur workweek	\$115,000 for 40-hour workweek	
Plus Overtime @ \$54.09 p/h	Plus Overtime @ \$56.25 p/h		Plus Overtime @ \$64.90 p/h	Plus Overtime @ \$66.35 p/h	Plus Overtime	e @ \$72.12 p/h	Plus Overtime @ \$82.93 p/h	
Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$94,882	Actual Average Earnir Overtime, Bonuses, Tr and Travel Per Di \$99,66	avel Pay, em:	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$111,756	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$113,896	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$121,769		Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$144,269	
Basic GDBA Bene	fits 📣	⁹⁵ Promo	tions and Bonuses 🛛 🔊	Annual Allowances & Reimb	ursements		m Executive Expense	
 Top-rated Medical/Dental/Vision In \$1,100 Health Savings Account Co Free and Full Life Insurance Policy \$20,000 Emergency Assistance F Substantial LASIK Eye Surgery Ben Holistic Medicine Benefit Generous 401(k) Contribution Substantial Paid Time Off Legal/Financial/Grief Counseling Pre-tax Commuter Benefits 	ntribution ✓ Up t ✓ Mer und ✓ Refe lefit ✓ Ann Prot ✓ Bon	to 5 Promoti it-based Bor erral Bonus f ual Retentio tector You Re	ons During Initial Two Years nuses or Each New Protector You Refer n Bonus for Each eferred b Physical Fitness tunities	 ✓ 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 		Reimbursement Benefits ✓ Meals with Protectors Reimbursed ✓ Amazon Prime Membership Reimbursed ✓ Vacation Airfare Reimbursed ✓ Movies/Concerts Reimbursed ✓ Dry Cleaning Reimbursed ✓ Books and Audiobooks Reimbursed		
وري ⁴⁵ GDBA Family	র্থ	^{ys} Traini	ng & Certifications	وري ⁵ Special Programs				
 ✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund 		anced Traini nsored Elect sive Driving ?/AED/First A ER and Firea	ng Programs & Academies tive Certification Courses Courses id Certifications trms Certifications g in Protection,	 Special Programs GDBA CARE Division Spends \$2 Million- plus to support and assist associates VA "On-The-Job" Program Eligible CA, GA, TX, 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		

Atlanta, GA · Austin, TX · San Antonio, TX

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)	16 WEEKS LATER		20 WEEKS LATER	52 WEEKS LATER		IF PROMO	F PROMOTED TO	
Protector 2	Protector 2+		Protector 3	Security Staff Leader	Team	1 Leader	Senior Team Leader	
\$60,000 for 40-hour workweek	\$62,000 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 @ \$43.27 p/h	Plus Overtime	e @ \$44.71 p/h	Plus Overtime @ \$54.09 p/h	Plus Overtime @ \$56.25 p/h	Plus Overtime	e @ \$61.30 p/h	Plus Overtime @ \$72.12 p/h	
Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$70,750	Overtime, Bor and Trav	ge Earnings with nuses, Travel Pay, el Per Diem: 3,341	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$89,207	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$94,068	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$101,213		Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$112,457	
Basic GDBA Bene	fits	v ^{us} Promo	tions and Bonuses 🛛 📣	Annual Allowances & Reimbu	ursements		m Executive Expense	
 ✓ Top-rated Medical/Dental/Vision Insurance ✓ \$1,100 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 		🗸 Merit-based Bor	ons During Initial Two Years nuses or Each New Protector You Refer n Bonus for Each eferred b Physical Fitness	 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 		Reimbursement Benefits Meals with Protectors Reimbursed Amazon Prime Membership Reimbursed Vacation Airfare Reimbursed Movies/Concerts Reimbursed Movies/Concerts Reimbursed Dry Cleaning Reimbursed Books and Audiobooks Reimbursed 		
م ^{رب€} GDBA Family		v ^{ys} Trainiı	ng & Certifications	م ^{رب5} Special Programs				
 ✓ Free Vacation to Maui/Catalina/Tennessee Each Year for 200 Qualified Associates ✓ Ad ✓ Family Outing fund ✓ Active Kids Fund (sporting goods, etc.) ✓ School Supplies Fund ✓ CP ✓ TA: ✓ On 		🗸 Advanced Traini	id Certifications rms Certifications g in Protection,	 GDBA CARE Division Spends \$2 Millinglus to support and assist associates VA "On-The-Job" Program Eligible CATX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.) Emergency Travel Assistance 	A, GA,	Ma	te Your Own stery and vancement	

Grand Rapids, MI · Cleveland, OH

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)	16 WEEKS LATER		20 WEEKS LATER	52 WEEKS LATER		IF PROMOTED TO		
Protector 2 \$58,000 for 40-hour workweek Plus Overtime @ \$41.83 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$68,324	\$60 for 40-ho Plus Overtime Actual Avera Overtime, Bor and Trav	ector 2+ 0,000 ur workweek @ \$43.27 p/h ge Earnings with huses, Travel Pay, el Per Diem: 1,401	Protector 3 \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$85,865	Security Staff Leader \$72,000 for 40-hour workweek Plus Overtime @ \$51.92 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$90,151	Team Leader \$80,000 for 40-hour workweek Plus Overtime @ \$57.69 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$98,297		Senior Team Leader \$90,000 for 40-hour workweek Plus Overtime @ \$64.90 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$107,525	
Basic GDBA Benefits ✓ Top-rated Medical/Dental/Vision Insurance ✓ \$1,100 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		 ✓ 4 Guaranteed Ea ✓ Up to 5 Promoti ✓ Merit-based Bor 	ons During Initial Two Years nuses or Each New Protector You Refer n Bonus for Each eferred b Physical Fitness	 ✓ 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 		Meals with Prot Meals with Prot Amazon Prime Vacation Airfare Movies/Concer Dry Cleaning Re	Premium Executive Expense Reimbursement Benefits Meals with Protectors Reimbursed mazon Prime Membership Reimbursed acation Airfare Reimbursed Movies/Concerts Reimbursed ry Cleaning Reimbursed ooks and Audiobooks Reimbursed	
Each Year for 200 Qualified Associates✓ Advance✓ Family Outing fund✓ Sponsoc✓ Active Kids Fund (sporting goods, etc.)✓ Evasive✓ School Supplies Fund✓ CPR/AE✓ TASER✓ Ongoin		 ✓ 4 Training Acade ✓ Advanced Traini 	id Certifications Irms Certifications g in Protection,	 Special Programs GDBA CARE Division Spends \$2 Milli plus to support and assist associates VA "On-The-Job" Program Eligible CA TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Incom Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.) Emergency Travel Assistance 	5 A, GA,	Ma	te Your Own stery and vancement	

Careers at GDBA: A World of Possibilities

SENIOR TEAM LEADER Manages Protective Detail

John J., Jasson R., Arnold B., Doug F., Adrian G., Albert H. Bao N., Gerson P., Malik W., etc. REGIONAL/PROGRAM DIRECTOR Leads Multiple Details

Alvin A., Josh A., John M., Tanner S., Krystle B., Joey M., Ryan D., Matt K., Corey D., etc. **DEPUTY DIRECTOR OF PSD** Leads Senior PSD Leaders

Toby T., Cory W., Kyle F., Matt A., Ryan M., Fernando C., etc. DIRECTOR OF CLIENT SERVICES Most Senior Leaders in PSD

> Daniel B., Erik T., Ben Z., Rodney R., George G., Marcus M., Ben S., etc.

SECURITY STAFF LEADER Leads Protectors

Keith P., Sean H., Brett B., Rosalio G., Christina G., Masih M., Mark E., etc.

TRAINING & TACTICS Supports Training & Mastery

Josh B., Craig L., Stephen K., Travis C., etc.

QUALITY IN PROTECTION Auditing and Improvement

Caz B., etc.

SECURITY DESIGN Assesses and Designs Security Technology

Rob N., Fritz A., etc.

RESOURCES & INFORMATION SECURITY DIVISION Finance and Cyber Security

Milan M., Ryan M., etc.

FIELD TRAVEL PROTECTOR Manage and Lead Field Details

Michael D., Daniel V., Cory S., David D., Keith J., Justin Z., Quinton C., etc.

THREAT ASSESSMENT & MANAGEMENT Analyzes Risk & Advises Clients

Bryan N., Sam K., etc.

ASSOCIATE SERVICES, CARE Cares & Advocates for Associates

Ed H., etc.

OPERATIONS Business Processes and Services

Geoff T., 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 Visit GDBA's Careers Page

DIRECT CLIENT CARE Cares & Advocates for Clients

Gary H., etc.

INVESTIGATIONS Background Checks and Complex Inquiries

Brian C., Rick P., etc.

