

San Francisco Bay Area

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

PAID TRAINING PERIOD	16 WEEKS LATER	16 WEEKS LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMOTED TO...	
Protector 1 \$78,000 for 40-hour workweek Plus Overtime @ \$56.25 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$90,240	Protector 2 \$93,000 for 40-hour workweek Plus Overtime @ \$67.07 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$108,300	Protector 2+ \$98,000 for 40-hour workweek Plus Overtime @ \$70.67 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$114,780	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

Basic GDBA Benefits <ul style="list-style-type: none">✓ 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 Policy✓ \$20,000 Emergency Assistance Fund✓ Substantial LASIK Eye Surgery Benefit✓ Holistic Medicine Benefit✓ Substantial Paid Time Off✓ Legal/Financial/Grief Counseling✓ Pre-tax Commuter Benefits	PLUS Promotions and Bonuses <ul style="list-style-type: none">✓ 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 <ul style="list-style-type: none">✓ 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✓ Up to \$135 Per Diem	PLUS Premium Executive Expense Reimbursement Benefits <ul style="list-style-type: none">✓ Meals with Protectors Reimbursed✓ Amazon Prime Membership Reimbursed✓ Vacation Airfare Reimbursed✓ Movies/Concerts Reimbursed✓ Dry Cleaning Reimbursed✓ Books and Audiobooks Reimbursed
PLUS GDBA Family <ul style="list-style-type: none">✓ Free Vacation to Maui/Catalina/Tennessee Each Year for 200 Qualified Associates✓ Family Outing fund✓ Active Kids Fund (sporting goods, etc.)✓ School Supplies Fund	PLUS Training & Certifications <ul style="list-style-type: none">✓ 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	PLUS Special Programs <ul style="list-style-type: none">✓ 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	

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Minimum Earnings for Protectors In Their First Two Years

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PAID TRAINING PERIOD	16 WEEKS LATER	16 WEEKS LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMOTED TO...	
Protector 1 \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$81,600	Protector 2 \$83,000 for 40-hour workweek Plus Overtime @ \$59.86 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$97,300	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: \$105,900	Protector 3 \$98,000 for 40-hour workweek Plus Overtime @ \$70.67 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$115,770	Security Staff 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: \$116,412	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: \$138,006	Senior 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: \$149,549

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PLUS GDBA Family <ul style="list-style-type: none">✓ Free Vacation to Maui/Catalina/Tennessee Each Year for 200 Qualified Associates✓ Family Outing fund✓ Active Kids Fund (sporting goods, etc.)✓ School Supplies Fund	PLUS Training & Certifications <ul style="list-style-type: none">✓ 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	PLUS Special Programs <ul style="list-style-type: none">✓ 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	

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Protector 1 \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$81,600	Protector 2 \$80,000 for 40-hour workweek Plus Overtime @ \$57.69 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$94,000	Protector 2+ \$86,000 for 40-hour workweek Plus Overtime @ \$62.02 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$101,460	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: \$118,488	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: \$131,752

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PLUS GDBA Family <ul style="list-style-type: none">✓ Free Vacation to Maui/Catalina/Tennessee Each Year for 200 Qualified Associates✓ Family Outing fund✓ Active Kids Fund (sporting goods, etc.)✓ School Supplies Fund	PLUS Training & Certifications <ul style="list-style-type: none">✓ 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	PLUS Special Programs <ul style="list-style-type: none">✓ 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	

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Protector 1 \$58,000 for 40-hour workweek Plus Overtime @ \$41.83 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$68,640	Protector 2 \$65,000 for 40-hour workweek Plus Overtime @ \$46.88 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$77,500	Protector 2+ \$70,000 for 40-hour workweek Plus Overtime @ \$50.48 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$83,700	Protector 3 \$75,000 for 40-hour workweek Plus Overtime @ \$54.09 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$89,207	Security Staff Leader \$78,000 for 40-hour workweek Plus Overtime @ \$56.25 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$94,068	Team Leader \$85,000 for 40-hour workweek Plus Overtime @ \$61.30 p/h Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$101,213	Senior 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: \$114,457

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PLUS GDBA Family	PLUS Training & Certifications	PLUS Special Programs	
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TEAM LEADER

Leads Protectors

Javier R, Christina G, Chris C,
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, Albert H,
Bao N, Gerson P, Malik W, etc.

REGIONAL/PROGRAM DIRECTOR

Leads Multiple Details

Alvin A, Josh A, James M,
Ryan D, Jacob R, Corey D,
Daniel V, Quinton C, etc.

DEPUTY DIRECTOR OF PSD

Leads Senior PSD Leaders

Fernando C, Cory W, Kyle F,
Ryan M, Krystle B,
Tanner S, Matt K, etc.

DIRECTOR OF CLIENT SERVICES

Most Senior Leaders in PSD

Daniel B, Matt A, Ben Z,
Rodney R, George G,
Marcus M, etc.

FIELD TRAVEL PROTECTOR

Manage and Lead Field Details

Michael G, Aaron E, Riley K,
David D, Keith J, Justin Z,
Lesley K, Michael P, 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, Milan M, etc.

DIRECT CLIENT CARE

Cares & Advocates for Clients

Gary H, etc.

INVESTIGATIONS

*Background Checks and
Complex Inquiries*

Brian C, Rick P, etc.

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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PROTECTOR

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

Ryan M, etc.