

# 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 WEEKS LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMOTED TO...	
<b>Protector 2</b>  <b>\$90,000</b> for 40-hour workweek  Plus Overtime @ <b>\$64.90</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$103,106</b>	<b>Protector 2+</b>  <b>\$92,000</b> for 40-hour workweek  Plus Overtime @ <b>\$66.35</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$108,560</b>	<b>Protector 3</b>  <b>\$105,000</b> for 40-hour workweek  Plus Overtime @ <b>\$75.72</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$123,836</b>	<b>Security Staff Leader</b>  <b>\$112,000</b> for 40-hour workweek  Plus Overtime @ <b>\$80.77</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$130,381</b>	<b>Team Leader</b>  <b>\$120,000</b> for 40-hour workweek  Plus Overtime @ <b>\$86.54</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$150,552</b>	<b>Senior Team Leader</b>  <b>\$125,000</b> for 40-hour workweek  Plus Overtime @ <b>\$90.14</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$155,780</b>

<b>Basic GDBA Benefits</b> <ul style="list-style-type: none"><li>✓ Top-rated Medical/Dental/Vision Insurance</li><li>✓ <b>\$1,100</b> Health Savings Account Contribution</li><li>✓ Free and Full Life Insurance Policy</li><li>✓ <b>\$20,000</b> Emergency Assistance Fund</li><li>✓ Substantial LASIK Eye Surgery Benefit</li><li>✓ Holistic Medicine Benefit</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>	<b>PLUS</b> <b>Promotions and Bonuses</b> <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>✓ Referral Bonus for Each New Protector You Refer</li><li>✓ Annual Retention Bonus for Each Protector You Referred</li><li>✓ Bonus for Superb Physical Fitness</li><li>✓ Overtime Opportunities</li></ul>	<b>PLUS</b> <b>Annual Allowances &amp; Reimbursements</b> <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 Allowance</li><li>✓ Monthly Gym Reimbursement</li><li>✓ Monthly Ammunition Reimbursement</li><li>✓ Monthly Phone-Data Reimbursement</li><li>✓ <b>\$150</b> Per Day Travel Allowance</li><li>✓ Up to <b>\$125</b> Per Diem</li></ul>	<b>PLUS</b> <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>
<b>PLUS</b> <b>GDBA Family</b> <ul style="list-style-type: none"><li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</li><li>✓ Family Outing fund</li><li>✓ Active Kids Fund (sporting goods, etc.)</li><li>✓ School Supplies Fund</li></ul>	<b>PLUS</b> <b>Training &amp; Certifications</b> <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>	<b>PLUS</b> <b>Special Programs</b> <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, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li><li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li><li>✓ Emergency Travel Assistance</li></ul>	

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# 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 WEEKS LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMOTED TO...	
<b>Protector 2</b>  <b>\$77,000</b> for 40-hour workweek  Plus Overtime @ <b>\$55.53</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$88,213</b>	<b>Protector 2+</b>  <b>\$80,000</b> for 40-hour workweek  Plus Overtime @ <b>\$57.69</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$92,597</b>	<b>Protector 3</b>  <b>\$98,000</b> for 40-hour workweek  Plus Overtime @ <b>\$70.67</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$115,770</b>	<b>Security Staff Leader</b>  <b>\$100,000</b> for 40-hour workweek  Plus Overtime @ <b>\$72.12</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$116,412</b>	<b>Team Leader</b>  <b>\$110,000</b> for 40-hour workweek  Plus Overtime @ <b>\$79.33</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$138,006</b>	<b>Senior Team Leader</b>  <b>\$120,000</b> for 40-hour workweek  Plus Overtime @ <b>\$86.54</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$149,549</b>

<b>Basic GDBA Benefits</b> <ul style="list-style-type: none"><li>✓ Top-rated Medical/Dental/Vision Insurance</li><li>✓ <b>\$1,100</b> Health Savings Account Contribution</li><li>✓ Free and Full Life Insurance Policy</li><li>✓ <b>\$20,000</b> Emergency Assistance Fund</li><li>✓ Substantial LASIK Eye Surgery Benefit</li><li>✓ Holistic Medicine Benefit</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>	<b>PLUS</b> <b>Promotions and Bonuses</b> <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>✓ Referral Bonus for Each New Protector You Refer</li><li>✓ Annual Retention Bonus for Each Protector You Referred</li><li>✓ Bonus for Superb Physical Fitness</li><li>✓ Overtime Opportunities</li></ul>	<b>PLUS</b> <b>Annual Allowances &amp; Reimbursements</b> <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 Allowance</li><li>✓ Monthly Gym Reimbursement</li><li>✓ Monthly Ammunition Reimbursement</li><li>✓ Monthly Phone-Data Reimbursement</li><li>✓ <b>\$150</b> Per Day Travel Allowance</li><li>✓ Up to <b>\$125</b> Per Diem</li></ul>	<b>PLUS</b> <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>
<b>PLUS</b> <b>GDBA Family</b> <ul style="list-style-type: none"><li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</li><li>✓ Family Outing fund</li><li>✓ Active Kids Fund (sporting goods, etc.)</li><li>✓ School Supplies Fund</li></ul>	<b>PLUS</b> <b>Training &amp; Certifications</b> <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>	<b>PLUS</b> <b>Special Programs</b> <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, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li><li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li><li>✓ Emergency Travel Assistance</li></ul>	

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# 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 PROMOTED TO...	
<b>Protector 2</b> <b>\$76,000</b> for 40-hour workweek  Plus Overtime @ <b>\$54.81</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$88,980</b>	<b>Protector 2+</b> <b>\$77,500</b> for 40-hour workweek  Plus Overtime @ <b>\$55.89</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$91,652</b>	<b>Protector 3</b> <b>\$93,000</b> for 40-hour workweek  Plus Overtime @ <b>\$67.07</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$111,155</b>	<b>Security Staff Leader</b> <b>\$95,000</b> for 40-hour workweek  Plus Overtime @ <b>\$68.51</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$113,372</b>	<b>Team Leader</b> <b>\$100,000</b> for 40-hour workweek  Plus Overtime @ <b>\$72.12</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$115,488</b>	<b>Senior Team Leader</b> <b>\$110,000</b> for 40-hour workweek  Plus Overtime @ <b>\$79.33</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$120,752</b>

Basic GDBA Benefits	<b>PLUS</b> Promotions and Bonuses	<b>PLUS</b> Annual Allowances & Reimbursements	<b>PLUS</b> Premium Executive Expense Reimbursement Benefits
<ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,100</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Substantial LASIK Eye Surgery Benefit</li> <li>✓ Holistic Medicine Benefit</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>	<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>✓ Referral Bonus for Each New Protector You Refer</li> <li>✓ Annual Retention Bonus for Each Protector You Referred</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<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 Allowance</li> <li>✓ Monthly Gym Reimbursement</li> <li>✓ Monthly Ammunition Reimbursement</li> <li>✓ Monthly Phone-Data Reimbursement</li> <li>✓ <b>\$150</b> Per Day Travel Allowance</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>	<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>
<b>PLUS</b> GDBA Family	<b>PLUS</b> Training & Certifications	<b>PLUS</b> Special Programs	
<ul style="list-style-type: none"> <li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</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>✓ TASER and Firearms 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>✓ VA "On-The-Job" Program Eligible CA, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> <li>✓ Emergency Travel Assistance</li> </ul>	

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# 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 LATER	20 WEEKS LATER	52 WEEKS LATER	IF PROMOTED TO...	
<b>Protector 2</b> <b>\$75,000</b> for 40-hour workweek  Plus Overtime @ <b>\$54.09</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$94,882</b>	<b>Protector 2+</b> <b>\$78,000</b> for 40-hour workweek  Plus Overtime @ <b>\$56.25</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$99,669</b>	<b>Protector 3</b> <b>\$90,000</b> for 40-hour workweek  Plus Overtime @ <b>\$64.90</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$111,756</b>	<b>Security Staff Leader</b> <b>\$92,000</b> for 40-hour workweek  Plus Overtime @ <b>\$66.35</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$113,896</b>	<b>Team Leader</b> <b>\$100,000</b> for 40-hour workweek  Plus Overtime @ <b>\$72.12</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$121,769</b>	<b>Senior Team Leader</b> <b>\$115,000</b> for 40-hour workweek  Plus Overtime @ <b>\$82.93</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$144,269</b>

Basic GDBA Benefits	<b>PLUS</b> Promotions and Bonuses	<b>PLUS</b> Annual Allowances & Reimbursements	<b>PLUS</b> Premium Executive Expense Reimbursement Benefits
<ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,100</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Substantial LASIK Eye Surgery Benefit</li> <li>✓ Holistic Medicine Benefit</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>	<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>✓ Referral Bonus for Each New Protector You Refer</li> <li>✓ Annual Retention Bonus for Each Protector You Referred</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<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 Allowance</li> <li>✓ Monthly Gym Reimbursement</li> <li>✓ Monthly Ammunition Reimbursement</li> <li>✓ Monthly Phone-Data Reimbursement</li> <li>✓ <b>\$150</b> Per Day Travel Allowance</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>	<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>
<b>PLUS</b> GDBA Family	<b>PLUS</b> Training & Certifications	<b>PLUS</b> Special Programs	
<ul style="list-style-type: none"> <li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</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>✓ TASER and Firearms 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>✓ VA "On-The-Job" Program Eligible CA, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> <li>✓ Emergency Travel Assistance</li> </ul>	

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# 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 PROMOTED TO...	
<b>Protector 2</b> <b>\$60,000</b> for 40-hour workweek  Plus Overtime @ <b>\$43.27</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$70,750</b>	<b>Protector 2+</b> <b>\$62,000</b> for 40-hour workweek  Plus Overtime @ <b>\$44.71</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$73,341</b>	<b>Protector 3</b> <b>\$75,000</b> for 40-hour workweek  Plus Overtime @ <b>\$54.09</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$89,207</b>	<b>Security Staff Leader</b> <b>\$78,000</b> for 40-hour workweek  Plus Overtime @ <b>\$56.25</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$94,068</b>	<b>Team Leader</b> <b>\$85,000</b> for 40-hour workweek  Plus Overtime @ <b>\$61.30</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$101,213</b>	<b>Senior Team Leader</b> <b>\$100,000</b> for 40-hour workweek  Plus Overtime @ <b>\$72.12</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: <b>\$112,457</b>

<b>Basic GDBA Benefits</b> <ul style="list-style-type: none"> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ <b>\$1,100</b> Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ <b>\$20,000</b> Emergency Assistance Fund</li> <li>✓ Substantial LASIK Eye Surgery Benefit</li> <li>✓ Holistic Medicine Benefit</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>	<b>PLUS Promotions and Bonuses</b> <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>✓ Referral Bonus for Each New Protector You Refer</li> <li>✓ Annual Retention Bonus for Each Protector You Referred</li> <li>✓ Bonus for Superb Physical Fitness</li> <li>✓ Overtime Opportunities</li> </ul>	<b>PLUS Annual Allowances &amp; Reimbursements</b> <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 Allowance</li> <li>✓ Monthly Gym Reimbursement</li> <li>✓ Monthly Ammunition Reimbursement</li> <li>✓ Monthly Phone-Data Reimbursement</li> <li>✓ <b>\$150</b> Per Day Travel Allowance</li> <li>✓ Up to <b>\$125</b> Per Diem</li> </ul>	<b>PLUS 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>
<b>PLUS GDBA Family</b> <ul style="list-style-type: none"> <li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</li> <li>✓ Family Outing fund</li> <li>✓ Active Kids Fund (sporting goods, etc.)</li> <li>✓ School Supplies Fund</li> </ul>	<b>PLUS Training &amp; Certifications</b> <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>	<b>PLUS Special Programs</b> <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, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li> <li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li> <li>✓ Emergency Travel Assistance</li> </ul>	

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# 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...	
<b>Protector 2</b>  <b>\$58,000</b> for 40-hour workweek  Plus Overtime @ <b>\$41.83</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$68,324</b>	<b>Protector 2+</b>  <b>\$60,000</b> for 40-hour workweek  Plus Overtime @ <b>\$43.27</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$71,401</b>	<b>Protector 3</b>  <b>\$70,000</b> for 40-hour workweek  Plus Overtime @ <b>\$50.48</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$85,865</b>	<b>Security Staff Leader</b>  <b>\$72,000</b> for 40-hour workweek  Plus Overtime @ <b>\$51.92</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$90,151</b>	<b>Team Leader</b>  <b>\$80,000</b> for 40-hour workweek  Plus Overtime @ <b>\$57.69</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$98,297</b>	<b>Senior Team Leader</b>  <b>\$90,000</b> for 40-hour workweek  Plus Overtime @ <b>\$64.90</b> p/h  Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:  <b>\$107,525</b>

<b>Basic GDBA Benefits</b> <ul style="list-style-type: none"><li>✓ Top-rated Medical/Dental/Vision Insurance</li><li>✓ <b>\$1,100</b> Health Savings Account Contribution</li><li>✓ Free and Full Life Insurance Policy</li><li>✓ <b>\$20,000</b> Emergency Assistance Fund</li><li>✓ Substantial LASIK Eye Surgery Benefit</li><li>✓ Holistic Medicine Benefit</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>	<b>PLUS</b> <b>Promotions and Bonuses</b> <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>✓ Referral Bonus for Each New Protector You Refer</li><li>✓ Annual Retention Bonus for Each Protector You Referred</li><li>✓ Bonus for Superb Physical Fitness</li><li>✓ Overtime Opportunities</li></ul>	<b>PLUS</b> <b>Annual Allowances &amp; Reimbursements</b> <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 Allowance</li><li>✓ Monthly Gym Reimbursement</li><li>✓ Monthly Ammunition Reimbursement</li><li>✓ Monthly Phone-Data Reimbursement</li><li>✓ <b>\$150</b> Per Day Travel Allowance</li><li>✓ Up to <b>\$125</b> Per Diem</li></ul>	<b>PLUS</b> <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>
<b>PLUS</b> <b>GDBA Family</b> <ul style="list-style-type: none"><li>✓ Free Vacation to Maui / Catalina / Tennessee Each Year for 200 Qualified Associates</li><li>✓ Family Outing fund</li><li>✓ Active Kids Fund (sporting goods, etc.)</li><li>✓ School Supplies Fund</li></ul>	<b>PLUS</b> <b>Training &amp; Certifications</b> <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>	<b>PLUS</b> <b>Special Programs</b> <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, GA, TX, and MI Based Veterans Can Use GI Bill® Benefits for Additional Income</li><li>✓ Sponsored Team Building Events (Tough Mudder, Spartan Races, etc.)</li><li>✓ Emergency Travel Assistance</li></ul>	

Create Your Own  
Mastery and  
Advancement

# 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.

## 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.

## 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+

## Create Your Own Mastery and Advancement

Visit GDBA's Careers Page ➔



**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*

Milan M., Ryan M., etc.