# San Francisco Bay Area

## Minimum Earnings for Protectors In Their First Two Years

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

**20 WEEKS LATER** 

**52 WEEKS LATER** 

TX, and MI Based Veterans Can Use

(Tough Mudder, Spartan Races, etc.)

✓ Sponsored Team Building Events

✓ Emergency Travel Assistance

GI Bill® Benefits for Additional Income

Protector 1	Protector 2	Protector 2+	Protecto	r 3	Security Staff Leader	
\$78,000 for 40-hour workweek	\$93,000 for 40-hour workweek	\$98,000 for 40-hour workweek	\$105,00 for 40-hour work		\$112,000 for 40-hour workweek	fo
Plus Overtime @ <b>\$56.25</b> p/h	Plus Overtime @ <b>\$67.07</b> p/h	Plus Overtime @ <b>\$70.67</b> p/h	Plus Overtime @ \$7	<b>5.72</b> p/h	Plus Overtime @ <b>\$80.77</b> p/h	Plus C
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 Earr Overtime, Bonuses, and Travel Per I	Travel Pay,	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem:	Actua Overt
\$90,240	\$108,300	\$114,780	\$123,8	36	\$130,381	\$
Basic GD	DBA Benefits	್ಯ <sup>ಭ್</sup> Promotions an	d Bonuses	Pris A	Annual Allowances & Reimbursements	
<ul> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ 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</li> <li>✓ \$1,500 Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ \$20,000 Emergency Assistance Fund</li> <li>✓ Substantial LASIK Eye Surgery Benefit</li> <li>✓ Holistic Medicine Benefit</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>		<ul> <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> <li>✓ Up to \$2,500 for CCW Licenses</li> <li>✓ Up to \$1,000 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>✓ Up to \$135 Per Diem</li> </ul>		
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<ul> <li>✓ Free Vacation to Maui/Catalina/ Year for 200 Qualified Associates</li> <li>✓ Family Outing fund</li> </ul>		<ul> <li>✓ 4 Training Academies in Fir</li> <li>✓ Advanced Training Program</li> <li>✓ Sponsored Elective Certific</li> </ul>	ns & Academies	<b>plus</b> to	ARE Division Spends <b>\$2 Million</b> - support and assist associates The-Job" Program Eligible CA, GA,	

**16 WEEKS LATER** 

**PAID TRAINING** 

**PERIOD** 

✓ Active Kids Fund (sporting goods, etc.)

✓ School Supplies Fund

**16 WEEKS LATER** 

**IF PROMOTED TO...** 

# 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

# 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

Medical, Leadership

✓ Evasive Driving Courses

✓ CPR/AED/First Aid Certifications

✓ Ongoing Training in Protection,

✓ TASER and Firearms Certifications

# California · Florida · Hawaii · Washington

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

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

**20 WEEKS LATER** 

**Protector 3** 

\$98,000

**52 WEEKS LATER** 

**Security Staff Leader** 

\$100,000

for 40-hour workweek  Plus Overtime @ \$50.48 p/h  Actual Average Earnings with  Overtime, Bonuses, Travel Pay, and Travel Per Diem:  \$81,600	for 40-hour workweek  Plus Overtime @ \$59.86 p/h  Actual Average Earnings with  Overtime, Bonuses, Travel Pay, and Travel Per Diem:  \$97,300	for 40-hour workweek  Plus Overtime @ \$64.90 p/h  Actual Average Earnings with  Overtime, Bonuses, Travel Pay, and Travel Per Diem:  \$105,900	Plus Overtime @ \$7 Actual Average Ear Overtime, Bonuses, and Travel Per \$115,7	O.67 p/h nings with Travel Pay, Diem:	for 40-hour workweek  Plus Overtime @ \$72.12 p/h  Actual Average Earnings with  Overtime, Bonuses, Travel Pay, and Travel Per Diem:  \$116,412	Plus Ov Actual Overtim an
Basic GD	Basic GDBA Benefits		್ಯ್ಯ್ Promotions and Bonuses		್ಯುಸ್ Annual Allowances & Reimbursements	
<ul> <li>✓ Top-rated Medical/Dental/Vision Insurance</li> <li>✓ 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</li> <li>✓ \$1,500 Health Savings Account Contribution</li> <li>✓ Free and Full Life Insurance Policy</li> <li>✓ \$20,000 Emergency Assistance Fund</li> <li>✓ Substantial LASIK Eye Surgery Benefit</li> <li>✓ Holistic Medicine Benefit</li> <li>✓ Substantial Paid Time Off</li> <li>✓ Legal/Financial/Grief Counseling</li> <li>✓ Pre-tax Commuter Benefits</li> </ul>		ur ✓ Up to 5 Promotions During  ✓ Merit-based Bonuses  ✓ Referral Bonus for Each N  ✓ Annual Retention Bonus for  Protector You Referred	<ul> <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> </ul>		<ul> <li>✓ Up to \$2,500 for CCW Licenses</li> <li>✓ Up to \$1,000 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>✓ Up to \$135 Per Diem</li> </ul>	
PLUE GDB	A Family	الم	rtifications	RIJS	Special Programs	
<ul> <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>		✓ Advanced Training Progra	D/First Aid Certifications and Firearms Certifications g Training in Protection,		✓ GDBA CARE Division Spends <b>\$2 Million-</b> 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	

**16 WEEKS LATER** 

Protector 2+

\$90,000

**PAID TRAINING** 

**PERIOD** 

**Protector 1** 

\$70,000

**16 WEEKS LATER** 

**Protector 2** 

\$83,000

# IF PROMOTED TO...

## **Team Leader**

\$110,000 for 40-hour workweek

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

# 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



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

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

**20 WEEKS LATER** 

**Protector 3** 

**52 WEEKS LATER** 

**Security Staff Leader** 

(Tough Mudder, Spartan Races, etc.)

✓ Emergency Travel Assistance

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\$70,000 for 40-hour workweek	\$80,000 for 40-hour workweek	\$86,000 for 40-hour workweek	\$93,000 for 40-hour workwee	\$95,000 for 40-hour workweek	\$ <sup>1</sup> for 40
Plus Overtime @ \$50.48 p/h	Plus Overtime @ <b>\$57.69</b> p/h	Plus Overtime @ \$62.02 p/h	Plus Overtime @ \$67.07	7 p/h Plus Overtime @ \$68.51 p/h	Plus Over
Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$81,600	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$94,000	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$101,460	Actual Average Earnings Overtime, Bonuses, Travel and Travel Per Diem: \$111,155	Pay, Overtime, Bonuses, Travel Pay, and Travel Per Diem:	Actual Av Overtime and \$1
Basic GI	DBA Benefits	रूप <sup>5</sup> Promotions an	d Bonuses	پرپ <sup>ین</sup> Annual Allowances & Reimbursements	
✓ 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			g Initial Two Years (ew Protector You Refer or Each Fitness	Up to <b>\$2,500</b> for CCW Licenses Up to <b>\$1,000</b> for Special Certifications (EMT, Lifeguard, NRA, Pilot, Maritime) Long-distance Fuel Allowance Monthly Gym Reimbursement Monthly Ammunition Reimbursement Monthly Phone-Data Reimbursement Up to <b>\$135</b> Per Diem	\ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \ \
RIJS GDB	A Family	रू <sup>प्रध</sup> Training & Cer	rtifications	್ಯ <sup>ು5</sup> Special Programs	
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**16 WEEKS LATER** 

Protector 2+

**PAID TRAINING** 

**PERIOD** 

**Protector 1** 

**16 WEEKS LATER** 

**Protector 2** 

**IF PROMOTED TO...** 

**Team Leader** \$100,000

for 40-hour workweek

lus Overtime @ **\$72.12** p/h

Actual Average Earnings with Overtime, Bonuses, Travel Pay,

Overtime, Bonuses, Travel Pa 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

# Premium Executive Expense Reimbursement Benefits

- ✓ Meals with Protectors Reimbursed
- ✓ Amazon Prime Membership Reimbursed
- ✓ Vacation Airfare Reimbursed
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- ✓ 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)

**20 WEEKS LATER** 

**Protector 3** 

**52 WEEKS LATER** 

Security Staff Leader

(Tough Mudder, Spartan Races, etc.) ✓ Emergency Travel Assistance

Protector r	Protector 2	Protector 2	Protector 5	Security Starr Leader	160
\$58,000 for 40-hour workweek	\$65,000 for 40-hour workweek	\$70,000 for 40-hour workweek	\$75,000 for 40-hour workweek	\$78,000 for 40-hour workweek	\$ for 40
Plus Overtime @ \$41.83 p/h	Plus Overtime @ <b>\$46.88</b> p/h	Plus Overtime @ \$50.48 p/h	Plus Overtime @ <b>\$54.09</b> p/h	Plus Overtime @ <b>\$56.25</b> p/h	Plus Over
Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$68,640	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$77,500	Actual Average Earnings with Overtime, Bonuses, Travel Pay, and Travel Per Diem: \$83,700	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 Av Overtime and
Basic GI	DBA Benefits	र <sup>्ग</sup> Promotions ar	nd Bonuses ಉಳಿ	Annual Allowances & Reimbursements	
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ente GDB	A Family	্ <sup>য়ে</sup> Training & Cei	rtifications	<sup>2</sup> Special Programs	
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**16 WEEKS LATER** 

Protector 2+

**PAID TRAINING** 

**PERIOD** 

**Protector 1** 

**16 WEEKS LATER** 

**Protector 2** 

# IF PROMOTED TO...

**Team Leader** Senior Team Leader \$85,000

40-hour workweek

vertime @ **\$61.30** p/h

Average Earnings with ne, Bonuses, Travel Pay, nd Travel Per Diem:

101,213

\$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

### **Premium Executive Expense Reimbursement Benefits**

- ✓ Meals with Protectors Reimbursed
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- ✓ Books and Audiobooks Reimbursed

**Create Your Own** Mastery and Advancement

Medical, Leadership

✓ Ongoing Training in Protection,

#### **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. Rilev 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.

# **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.



#### **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.