

Don McGray, CPP
Board Certified Security Consultant
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Board-certified in Security Management (CPP) with over 40 years of experience in physical security, threat assessment, guard force oversight, inadequate and negligent security analysis, and CPTED evaluations in military, corporate, and consulting sectors. Retired military officer-Lieutenant Colonel. CPP Review Course Instructor with a focus on litigation support.

PROFESSIONAL EXPERIENCE

NEXT STEP SOLUTIONS, INC., Huntington Beach, CA 2015 – Present

President and CEO

- Conduct comprehensive security risk assessments.
- Develop policies and procedures.
- Develop performance measures and security metrics.
- Assist in the development of annual budgets, including the forecast of funds needed for staffing, equipment, materials, supplies and contractual agreements.

ARAMCO SERVICES COMPANY (ASC), Houston, TX 1997 – 2013

Training Advisor (2011 - 2013)

- Oversight of ASC Training Programs

Background Investigations Supervisor (2005 - 2011)

- Oversight of Investigations

Security Operations Supervisor (1997 - 2005)

- Guard Force Management

MILITARY EXPERIENCE

1975 - 2007

Air Operations Officer, Air Force Reserves (1998 – 2007)
Commander, Security Forces, Texas Air National Guard (1992 – 1998)
Security Forces Operations Officer, Texas Air National Guard (1990 – 1992)
Weapons System Officer, F-4 C/D Fighter Aircraft,
Texas Air National Guard (1984 – 1990)
Security Forces-Enlisted, Texas Air National Guard (1977 – 1984)
Security Forces-Enlisted-Active Duty (1975 – 1977)

OTHER EMPLOYMENTS

SAVINGS OF AMERICA, Houston, TX 1990 - 1997
Bank Manager- Vice President (1995 - 1997)
Financial Advisor (1990 – 1995)

IDS FINANCIAL SERVICES, Houston, TX 1988 - 1990
Financial Planner

EDUCATION AND CREDENTIALS

BBA - Finance, University of Houston, Houston, TX, 1983
Certified Protection Professional (CPP), ASIS International, 2015
Certified Financial Planner (CFP), College for Financial Planning , Denver,
CO, (1994 – 2009)

AWARDS

Board Member of the Year- Veteran Category, Community Association
Institute, Orange County Chapter- 2023
Outstanding Security Police Unit in the Air National Guard- 1991

AFFILIATIONS

International Association of Professional Security	
Consultants (IAPSC)	(2015 - Present)
ASIS International, Orange County Chapter	(2015 - Present)
Treasurer, ASIS OC Chapter	(2025 - Present)
Infragard (FBI), Los Angeles Chapter	(2015 - Present)

Presentations Given at the Annual CPP Review Course in Los Angeles

- 2025 Identify, Develop, Implement, and Manage Investigative Functions
Manage or Conduct the Collection, Preservation, and Disposition of Evidence to Support Investigation Actions
Provide Support to Legal Counsel in Actual or Potential Criminal or Civil Proceedings
- 2024 Identify, Develop, Implement, and Manage Investigative Functions
Manage or Conduct the Collection, Preservation, and Disposition of Evidence to Support Investigation Actions
Provide support to legal counsel in actual or potential criminal or Civil Proceedings
- 2023 Identify, Develop, Implement, and Manage Investigative Functions
Manage or Conduct the Collection, Preservation, and Disposition of Evidence to Support Investigation Actions
Provide support to legal counsel in actual or potential criminal or Civil Proceedings
- 2022 Identify, Develop, Implement, and Manage Investigative Functions
Manage or Conduct the Collection, Preservation, and Disposition of Evidence to Support Investigation Actions
Provide support to legal counsel in actual or potential criminal or Civil Proceedings
- 2021 Identify, Develop, Implement, and Manage Investigative Functions
Manage or Conduct the Collection, Preservation, and Disposition of Evidence to Support Investigation Actions
Provide support to legal counsel in actual or potential criminal or civil proceedings

2020 Investigation Management
Due Diligence
Background Investigations/Preemployment Screening

2019 Investigation Management
Due Diligence
Background Investigations/Preemployment Screening

2018 Introduction to Asset Protection
Financial Management
Cost-Effectiveness and Loss Reporting

2017 Introduction to Asset Protection
Financial Management
Cost-Effectiveness & Loss Prevention

2016 Financial Management
Cost-Effectiveness & Loss Prevention
Consultants as a Protection Resource