# Private Security Services Advisory Board Candidates Bios June 12, 2025

# Armored Car Business Representative – (1 vacancy 1 candidate)

**Retha Marie Marshall** is a current DCJS certified Instructor since 2017 and an Armored Car Personnel since 2016. Ms. Marshall is currently an Assistant Training School Director, a Regional Training Manager and Armored Car Instructor with Brinks, Inc., a valid DCJS licensed armored car training school and business. She brings a comprehensive set of skills that could continue to be of value to the Private Security Services Advisory Board. Ms. Marshall brings sixteen years of experience in the armored car industry.

Ms. Marshall Skills/Certifications include Virginia State certified instructor; NRA certified handgun/shotgun instructor; Operations skills instructor; Twelve years' experience in Armored Car industry; and Informed and skillful in Virginia State policies and procedures. Ms. Marshall is seeking re-appointment as the Armored Car Business Representative.

# Private Investigator Representative – (2 vacancies 2 candidates)

**Mattew Henderson**, the founder and owner of HP Investigations, LLC, an active Department of Criminal Justice Services licensed business, specializing in private investigation. He is a registered Private Investigator. Mr. Henderson spent thirty-four successful years owning his own printing company before becoming licensed as a Private Investigator, Personal Protection Specialist and as an Armed Private Security provider. The success of any company begins with the commitment of its owner, and there are none more committed to his craft than Mr. Henderson. Under his guidance, HP Investigations is rated among the top eleven private investigation companies in the state of Virginia for 2021 by Expertise.com, an online service that rates companies by reputation and professionalism in more than two hundred industries nationwide. HP Investigations also received the 2021. Mr. Henderson is the immediate past president of the Virginia Professional Investigators and Security Association (PISA) Board of Directors. He is also an Honorary Member of the Chesterfield County Fraternal Order of Police (FOP). He is seeking re-appointment as one of the Private Investigator Representatives.

**Marshall Ray Wilder** is the owner Dabney Investigative Group LLC, an active Department of Criminal Justice Services licensed business, specializing in private investigation. He has worked in a multitude of security-related fields throughout his 30-year career, including Federal law enforcement officer for 20+ years and state/local law enforcement officer for 10 years. In these positions, he was responsible for building and leading National-level security programs that ranged from tactical units responsible for day-to-day national security to antiterrorism programs such as the TSA Visible Intermodal Prevention and Response (VIPR) program and Ground-Based Special Mission Coverage program. His experience spans both domestic, as well as global operations. In his current position as President of Dabney Investigative Group and registered private investigator, he professionally leverages his 30+ years of broad experience and would appreciate the opportunity to be considered as a candidate to advise the Board on current and future training and regulatory matters in the Virginia private security industry. He is seeking reappointment as one of the Private Investigator Representatives.

# Electronic Security Business Representative – 2 vacancies 5 candidates

**James W. Booker** is the owner, senior executive and compliance agent of 18 Acres Security Consulting Business, an active Department of Criminal Justice Services licensed business, specializing in electronic security and private investigation services with over 30 years of experience in the security industry. Throughout his career he demonstrated a unique ability to harmonize organizational goals, foster meaningful connections, and devise and execute security strategies to secure and protect people and assets while gaining and sustaining a competitive advantage across the federal, military, and private sector. Mr. Booker is seeking re-appointment to the PSSAB as one of the Electronic Security Business Representatives.

# **Gregory H. McAleer**

Mr. McAleer is the compliance agent and principle for McAleer Partners Consulting, LLC, Private Investigator, Armed Personal Protection Specialist business, where he provides risk management, security consultation and executive protection for corporate and private clients. McAleer's education includes Master of Arts in Defense & Strategic Studies, Naval War College Bachelor of Science in Education, St. John's University Carnegie Mellon CISO Executive Education Certificate |Senior Executive Service (SES) |American University Key Executive Leadership. Mr. McAleer is seeking appointment to the PSSAB as one of the Electronic Security Business Representative.

**Rick Stuart** is the principal, delegate and compliance agent for Vision Technologies with over 30 years of experience in the Electronic Security Industry, in many roles. Mr. Stuart is seeking appointment to the PSSAB as one of the Electronic Security Business Representative.

**Hicham Sbihi**, is the Founder, Owner, and CEO of SHDOW, LLC DBA: SHDOW, LLC, a licensed Department of Criminal Justice Services electronic security services, locksmith, and security officers/couriers' business, specializing in electronic security services. Mr. Sbihi is an experienced and dedicated private security professional and entrepreneur with more than 20 years of experience in private security, sales, management, marketing, and finance. He is a goal driven strategic leader and decisive business professional with a track record of success in start-up companies. Mr. Sbihi is seeking re-appointment to the PSSAB as one of the Electronic Security Business Representatives.

**Staley Thomas** is the principal and compliance agent for Brightstar Fire and Security. Dedicated and results-driven Operations Manager with over 25 years of experience in the low voltage industry with proven expertise in driving operational efficiency and leading high-performing teams. Eager to utilize his skills and industry knowledge to contribute to ongoing success and growth. Mr. Thomas is seeking appointment to the PSSAB as one of the Electronic Security Business Representative.

# Locksmith – 1 vacancy 0 candidates



# JAMES W. BOOKER

Founder/CEO

# CONTACT

PHONE: 832-524-4735

WEBSITE: 18acresllc.com

EMAIL: James.w.booker@18acresilc.com

Department of Criminal Justice Services P.O. Box 1300 Richmond, Virginia 23218

Dear Brenda Cardoza,

As a senior-level executive and business owner with over 30 years of experience in the security industry and an ambitious security professional with strategic planning proficiency, I was thrilled to learn about the Private Security Services Advisory Board Appointment Notice. I was compelled to contact you with my interest as it would be an honor and career highlight to be considered for such an opportunity with the Criminal Justice Services Board.

Further, I possess expertise and an understanding of maximizing innovation and creativity within the full spectrum of security (physical, technical, logical, and cyber).

Throughout my career, I have demonstrated a unique ability to harmonize organizational goals, foster meaningful connections, and devise and execute security strategies to secure and protect people and assets while gaining and sustaining a competitive advantage across the federal, military, and private sectors.

I have enclosed my resume and additional details regarding my expertise and career achievements. I appreciate your consideration.

Sincerely,

James W. Booker Founder/CEO 18 Acres Security Consulting Firm LLC

DCJS ID# 99-734463 DCJS# 11-21329 Electronic Security Services Private Investigation Services

## 18 Acres Security Consulting Firm LLC James W. Booker / Founder / CEO

Woodbridge, VA 22192

832-524-4735 Email: james.w.booker@18acresllc.com Website: www.18acresllc.com https:// www.linkedin.com/in/jameswbooker-18acressecurityconsultingfirmllc

# SECURITY LEADER

18 Acres Security Consultants Firm LLC (18 Acres LLC) is a veteran-owned security consulting firm. Our mission is to provide our clients with top-tier physical security and technology solutions. James W. Booker, CEO and the owner, has over 30 years of service with the United States Secret Service. With his dedication to service and strong expertise, Mr. Booker's attributes are the following: global strategic leadership, operational planning, development of intricate policies, and implementation of enterprise-wide electronic security systems. Mr. Booker effortlessly assessed and mitigated threats and identified physical, logical, personnel, environmental, and critical infrastructure vulnerabilities in the government and private sectors.

Commercial & Residential Threat & Vulnerability Assessments / Business & Technology Strategy / Physical Security Technology Design / Emergency Operations / Enterprise-Class Focus / Complex Systems Program Management

# **PROFESSIONAL EXPERIENCE**

#### 18 Acres Security Consulting Firm LLC President/CEO

#### May 2021- Present

18 Acres Security Consultants Firm LLC is an independent security consulting firm focused on physical and technical security solutions for commercial and high-end clients. Mr. James W. Booker is a recognized practitioner in physical security and critical infrastructure protection with over 30 years of service to the United States Secret Service. He served as the Assistant Division Chief of the Technical Security Division detailed to the Presidential Protective Division Detail Liaison, United States Secret Service, where he facilitated the management of day-to-day physical security aspects related to the White House Complex and worked closely with the White House Senior Staff, Executive Office of the President and Vice President, Ushers Office, Presidential Protective Division, Vice Presidents Protective Division, and other agencies attached to the White House on the oversight of physical security resources management functions, physical security countermeasures and other critical cyber security programs for the White House Complex and Former Presidents Private residences.

During his tenure with the U.S. Secret Service, Mr. Booker served as the executive-level leader and subject matter expert of physical security. In this role, he conducted and mitigated over 200+ threat and vulnerability assessments for the President and Vice President of the United States, including international government facilities and venues. Mr. Booker led his staff to safely secure high-visibility locations, including the White House, the Vice President's residence, U.S. Secret Service field offices, and all former living Presidents' private residences.

Mr. Booker brings diverse physical security expertise and field experience, including physical security technology, chemical, biological, radiological, nuclear, explosives, and fire & life safety countermeasures. In addition, he has strategic and budgetary oversight in providing full lifecycle support cradle-to-grave for a full range of physical security projects at the locations mentioned above.

#### Warner Brothers Discovery, New York, NY Vice President, Technical & Physical Security

Served as a member of the Senior Leadership Team and advanced the organization's mission as the subject matter expert and strategic leader in physical security technology. Responsible for daily global budgetary, operational, and programmatic oversight of physical security technology. Provided visionary leadership in leading and managing a team of engineers, physical security experts, program/project managers, and system architects focused on cutting-edge physical security technology solutions for improving business processes, domestic and international. Our team served as the Center of Excellence on various physical security technology designs, countermeasures, and related best practices. Collaborating with our internal and external global partners, we strived to adopt practical new concepts to implement costeffective mission-specific solutions.

I spearheaded the development of multiple data integration tools that harmonize data across current and legacy WBD security management platforms. These tools provide metrics that assist various levels of management in understanding facility personnel loading and traffic patterns. The metrics drive critical global real estate decisions and enhance situational awareness.

#### January 2019 - January 2023

- Led a cross-functional team in the design and implementation of a modularized and highly configurable (Hub and spoke design with federation) global physical security technology architecture designed to automate and integrate a variety of sub-systems and functionality: one card access, incident reporting, visitor management, video analytics, intrusion detection, and access card dashboard. This initiative was vital in fostering a sustained high state of emergency preparedness, crisis management support, asset protection, and business continuity to reduce the impact of disruptive events.
- Developed and implemented a global Master Service Agreement (MSA) and Service Level Agreement (SLA), providing a more efficient and cost-effective way of servicing enterprise-standard physical security systems.
- Defined organizational needs, including security and compliance requirements, system infrastructure, disaster recovery, and timelines for future system enhancements and implementation to support organizational growth and efficiency across functional areas.
- I drove growth and innovation by leading a cross-functional team (internal/external) in designing, building, and implementing a web-based access card dashboard designed to provide near real-time access card swipe data for all facilities across the company enterprise at the click of a button. This information is vital in an active shooter situation, tracking personnel in the event of a COVID exposure, and other building emergencies/crises.
- I drove growth, innovation, and integration by leading a cross-functional team (internal/external) in designing regional Security Operation Centers utilizing a hub-and-spoke physical security architecture. This design allowed for the integration and centralization of multiple unconnected security applications (CCTV, Intrusion, Access Control, Fire Alarm, visitor management, etc.), enabled automation of workflows and processes, and provided control over devices through a unified user experience (One-Pane of Glass).
- Collaborated with information technology partners using a holistic approach to managing physical and logical security across the company's enterprise. This effort provided cyber hygiene protections for physical security IoT devices throughout the enterprise (Cameras, Card Readers, Network Switches, Intercoms, etc.)
- Forged collaborative relationships across functional areas to evaluate, create, and implement a "best in class" physical security technology vision and strategy that enabled the organization to achieve its strategic plan and mission.
- Developed and implemented a Risk, Threat, & Vulnerability Assessment program that minimized the risk of intentional harm or unintentional hazards that could impact the company's assets, personnel, and facilities.

#### U.S. Secret Service, Washington, DC

#### Assistant Division Chief, Technical Support Subdivision

Oversaw day-to-day budgetary, operational, and programmatic oversight of physical security technology agency-wide.

- Effectively led a physical security technology modernization refresh at the White House complex. This security infrastructure modernization effort provided stability and redundancy to the existing security platform, thereby increasing the effectiveness and efficiency of state-of-the-art physical security technology.
- Provided physical, logical, cyber, personnel, environmental security, and other critical security for the White House Complex, the Vice President's residence, cabinet-level executives, and all U.S. Secret Service facilities within the National Capital Region.
- Drove growth, innovation, and integration in leading a cross-functional team (internal/external) in designing, building, and implementing a Security Operations Center (SOC) with the integration of a Physical Security Management System (PSIM).
- Provided stewardship over a \$200M life cycle budget for physical security programs, including developing and implementing intrusion detection, access control, and CCTV security systems.

#### U.S. Secret Service, Washington, DC

#### Assistant Division Chief, Presidential Protective Division Liaison

Served as the senior executive technical and physical security advisor at the White House, working in collaboration with White House Senior Staff, the Executive Office of the President and Vice President, the White House Usher's Office, the White House Military Office, National Security Agency, U.S. Secret Service Presidential Protective Division and other agencies attached to White House on all operational and policy matters concerning technical and physical security.

Provided high-level strategic planning and guidance on physical security technology, logical security, and cyber security countermeasures to protect the President and immediate family of the United States and the White House complex.

#### March 2017 - June 2018

June 2018-December 2018

## U.S. Secret Service, Washington, DC

#### Assistant Division Chief, Field Office & Investigative Subdivision

Provided strategic budgetary and operational oversight of global operations for U.S. Secret Service physical security and investigative programs across 115 agency field offices and 14 former Presidents' private residences.

- Led a team of cross-functional personnel in support of the U.S. Secret Service investigative mission in managing covert/overt technology programs.
- Provided strategic oversight in initiating, planning, designing, executing, and maintaining residential electronic security systems for former Presidents Reagan, G.H.W. Bush, Clinton, G.W. Bush, Obama, and Trump.
- Identified, planned, and deployed technical security detection and countermeasures to thwart electronic, chemical, biological, radiological, and explosive threats.

## **EDUCATION & CREDINTIALS**

Master of Science (M.S.) Information Technology Management Western Governors University, Salt Lake City, UT

Bachelor of Science (B.S.) Management Ashworth University, Norcross, GA

# CERTIFICATIONS

- > U.S. Office of Personnel Management Senior Executive Service Certified, 2017
- > Critical Executive Leadership Certificate Program, American University, Washington, DC, 2016

## **BOARD MEMBERSHIPS**

Virginia DCJS, Private Security Services Advisory Board Electronic Security Business Representative – Effective Date October 1, 2024

#### February 2014 – March 2017

Matthew Henderson 10100 Tuxford Rd. North Chesterfield, VA 23236 (804) 794-5920 m.henderson@hpinvestigations.com

May 8, 2025

Dear Members of the Criminal Justice Services Board,

I am applying for re-appointment to the Private Security Services Advisory Board (PSSAB) as a Private Investigator Business Representative for the term beginning July 1, 2025. As the owner of HP Investigations, LLC (DCJS #11-15923) and a licensed private investigator (DCJS #99-417166), I have served on the PSSAB during my current term (July 1, 2024–June 30, 2025) and remain dedicated to advancing the private security industry through effective regulation and training standards.

HP Investigations specializes in infidelity and child custody investigations, background checks, and insurance investigations. My firm has been recognized as one of Virginia's top eleven private investigation companies by Expertise.com in 2021. As the immediate past president of the Professional Investigators and Security Association of Virginia, I have championed ethical practices and professional growth within the industry.

I regularly receive calls from fellow private investigators, especially those new to the field, seeking advice on regulatory compliance and investigative techniques. My accessibility and willingness to mentor strengthen our professional community. I am also proactive in exploring emerging technologies, developing tools to enhance investigative efficiency while ensuring ethical application to maintain public trust and industry integrity.

Enclosed are my updated resume and biography, outlining my qualifications and achievements. I have no administrative actions or sanctions from DCJS and am prepared to

meet PSSAB requirements, including annual financial disclosure statements and biennial conflict of interests training.

I respectfully request re-appointment to continue contributing to the PSSAB's mission.

Sincerely,

Matthew Henderson

Owner, HP Investigations, LLC

Matthew Henderson Owner, HP Investigations, LLC DCJS #11-15923 10100 Tuxford Rd., North Chesterfield, VA 23236 (804) 794-5920 | m.henderson@hpinvestigations.com

Matthew Henderson is the owner and lead investigator of HP Investigations, LLC, a North Chesterfield-based firm specializing in infidelity, child custody, background checks, and insurance investigations. With over seven years as a licensed private investigator, Mr. Henderson brings a wealth of experience and a commitment to ethical practices to the Private Security Services Advisory Board (PSSAB), where he currently serves as a Private Investigator Representative (July 2024–June 2025).

Under Mr. Henderson's leadership, HP Investigations was named one of Virginia's top eleven private investigation firms by Expertise.com in 2021 and received the 2021 Bark Certificate of Excellence. His expertise includes surveillance, open-source intelligence, and statement analysis, honed through advanced training with the L.S.I. Scientific Content Analysis program and the Paul Ekman Group. Mr. Henderson has conducted high-profile investigations, including insurance fraud and counterfeit goods seizures, and provided protective services for political campaigns and media teams.

A recognized leader in the industry, Mr. Henderson served as the immediate past president of the Professional Investigators and Security Association of Virginia, advocating for robust training and regulatory standards. He frequently mentors new investigators, offering guidance on compliance and best practices. Mr. Henderson is also forward-thinking, exploring innovative tools to enhance investigative efficiency while ensuring ethical application, keeping pace with emerging technologies' impact on the industry.

Before founding HP Investigations, Mr. Henderson owned a successful printing business for 34 years, developing skills in client relations and operational management. He is an Honorary Member of the Chesterfield County Fraternal Order of Police, Lodge 47, and remains active in professional development through industry conferences and training seminars.

# **Matthew Henderson**

10100 Tuxford Rd., North Chesterfield, VA 23236 (804) 794-5920 | m.henderson@hpinvestigations.com

Professional Summary

Licensed Private Investigator (DCJS #99-417166) with over seven years of experience leading HP Investigations, LLC (DCJS #11-15923), specializing in infidelity, child custody, background checks, and insurance investigations. Immediate past president of the Professional Investigators and Security Association of Virginia and current PSSAB member (2024–2025), dedicated to advancing industry standards and ethical practices.

Professional Experience HP Investigations, LLC, North Chesterfield, VA Owner and Lead Investigator, 2017–Present

- Conduct infidelity, child custody, background checks, and insurance fraud investigations, earning recognition as a top Virginia firm by Expertise.com (2021).
- Mentor new investigators, providing guidance on regulatory compliance and investigative techniques.
- Develop technology-driven tools to enhance investigative efficiency while ensuring ethical application.

Private Security Services Advisory Board (PSSAB), Richmond, VA Private Investigator Representative, July 2024–June 2025

• Attend quarterly meetings, contributing insights from field experience and industry trends.

High Tower Investigations, VA Part-Time Field Surveillance Investigator, 2023–2024

• Conducted surveillance for insurance investigations.

# Contract Clients, VA

Investigator and Personal Protection Specialist, 2018–2021

- Provided surveillance for Warfield Investigative Services, John Cutter Investigations, and Infinity Investigations.
- Served as personal protection specialist for Senator Chase's 2020 gubernatorial campaign and protected news crews during the 2020 election.

Henderson Printing, North Chesterfield, VA Owner, 1983–2022

• Managed a 35-year printing business, developing skills in client relations and operational efficiency.

Professional Skills

- Investigative Techniques: Surveillance, open-source intelligence, statement analysis, and background checks.
- Technology Proficiency: Video production, photography, Adobe Creative Suite, Microsoft Office.
- Leadership: Mentorship, regulatory compliance, and industry advocacy.
- Certifications: DCJS Private Investigator, Personal Protection Specialist, Security Officer Core Subjects.

Education and Training

- L.S.I. Scientific Content Analysis, Basic and Advanced Certification, 2018; Continuing Education, 2021–2022.
- Paul Ekman Group, Micro Expressions Applied Training, 2018.
- Virginia State Crime Lab Annual Training Seminar, 2017–2019.
- Professional Investigators and Security Association Symposium, 2018.
- International Association of Security and Investigative Regulators Conference, 2019.

Professional Affiliations

- Immediate Past President, Professional Investigators and Security Association of Virginia.
- Honorary Member, Fraternal Order of Police, Lodge 47, Chesterfield County.

outlook 🖸

## **Re: PSSAB Vacancy Reminder**

From Matt Henderson <matth.hpi@gmail.com>

Date Thu 5/8/2025 9:45 PM

To Cardoza, Brenda (DCJS) <Brenda.Cardoza@dcjs.virginia.gov>

🛽 3 attachments (102 KB)

Matt\_Henderson\_PSSAB-2025\_application.pdf; Matt\_Henderson\_PSSAB-2025\_bio.pdf; Matt\_Henderson\_PSSAB-2025\_resume.pdf;

**CAUTION: EXTERNAL EMAIL.** To ensure your safety, do not open attachments or click links unless you know the sender and the content is safe.

Brenda,

Please see the attached documents.

Thank you

Matt

From: Cardoza, Brenda (DCJS) <Brenda.Cardoza@dcjs.virginia.gov> Sent: Thursday, May 8, 2025 8:54 AM Subject: PSSAB Vacancy Reminder

Greetings,

The deadline for submission for re-appointment to your seat on the PSSAB is tomorrow, May 9, 2025. If you are interested in re-appointment. Please submit a resume and a cover letter that identifies your **DCJS ID/business number and represented industry.** Letters of reference or other supporting documentation may be included. If you or your business has had any administrative action or sanctions taken by DCJS, please address those circumstances in your cover letter.

The CJSB's Nomination and Appointment Committee will make recommendations to the CJSB and only consider individuals submitting a complete package by **May 9, 2025**.

Kind regards,

Brenda Cardoza Criminal History Fingerprint Specialist Compliance and Enforcement, Training and Criminal History Division of Licensure and Regulatory Services Virginia Department of Criminal Justice Services 1100 Bank Street, Richmond, VA 23219 Phone: (804) 225.2454 www.dcjs.virginia.gov

#### We've moved to a new system, Lotus!

We appreciate your patience as we work to serve our constituents. To see a list of frequently asked questions about Lotus, please visit the Lotus FAQs page. To access Lotus, please go to <u>https://lotus.dcjs.virginia.gov/</u> and follow the instructions at the top of the page.

Please subscribe to "DCJS Updates" at: <u>www.dcjs.virginia.gov/subscribe</u> Visit us on Facebook: <u>www.facebook.com/vadcjs</u> and Flickr: <u>www.flickr.com/photos/va\_dcjs</u>

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# Retha Marshall

Chesapeake, VA 23320

757-513-3795 - retha.marshall@brinksinc.com

May 5th, 2025 DCJS ID 99-235505 Business ID 11-1077

RE: Private Security Services Advisory Board for position of Armored Car Representative

Dear Appointment Committee and CJSB,

As an experienced Regional Training Manager and Armored Car Instructor with Brinks Inc, the notice for reappointment with the Private Security Services Advisory board with the Virginia Department of Criminal Justice Services sparked my interest. When reviewing the position requirements and your organizations website, I was excited to find that my qualifications and personal strengths align with your needs and mission.

I bring a comprehensive set of skills that I believe will be valuable to the PSSAB. In my Regional Training Manager role, I refined my abilities in policy development and business development, providing a firm foundation for the Private Security Services Advisory Board position. My leadership, people-centric nature, and compassion have affected me excellent problem-solving skills.

I am excited to contribute my talents and proficiency in innovation toward your team efforts. As an engaging communicator with a proven track record in the DCJS Instructor role, my focus on building strong professional relationships has been a beneficial asset throughout my career.

Please review my enclosed resume for a more in-depth illustration of my work history and accomplishments. I'm eager to discuss how my personality and background fit the Private Security Services Advisory board role as an Armored Car Representative.

Thank You for your time and consideration of my candidacy re-appointment.

Sincerely,

Retha Marshall

# **Retha Marie Marshall**

1223 Executive Blvd, Chesapeake VA, 23320 757-513-3795 <u>Retha.Marshall@BrinksInc.com</u>

# Objective

To serve on the Private Security Services Advisory Board

DCJS ID 99-235505

Business ID 11-1077

Armored Car Services

# Experience

**Regional Training Manager-** July 2020- Present Brink's Inc. Chesapeake, VA

- Maintains, monitor and coordinates an effective operational training program within the assigned Districts.
- Facilitate specific operational business training to support field operations.
- Audit, track, measure and report on operational business training and compliance for assigned Brink's U.S. Districts.

Branch Trainer- April 2015- July 2020 Brink's Inc. Chesapeake, VA

- Responsible for training eligible employees, at multiple branches across Virginia, to comply with Federal regulations and certification training
- TSA training and Security Threat Assessment compliance
- Facilitating initial and refresher operational training in defensive driving
- Administer quarterly audits
- Update, report, and monitor all documents into RAIR files
- Proctor state qualifications to ensure all employees pass the firearms training and armored car training required for VA DCJS
- Collaborate daily with employees to provide a positive and safe working environment by following the Brink's ACT values
- Continuously analyze training compliance reports
- Evaluate each employee's progress and adjust strategies accordingly through the Life Coaching program

• Maintain a high level of instructor communication and contact with other managers to ensure that we stay in compliance

# Messenger- September 2013- Present (when needed)

- Cash logistics
- Cross trained in ATM management, currency process, vault process, customer service
- Life Coach
- Passing all firearms and skill training certifications

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# **Continued Experience:**

Messenger- December 2009- 2013 Dunbar Armored Inc. Norfolk, VA

- Cash logistics
- Cross trained in ATM management, currency process, vault process, customer service
- Training new hires
- Passing all firearms and skill training certifications for VA DCJS

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# Skills/ Certifications:

- Virginia State certified instructor
- NRA certified hand gun/shotgun instructor
- Operations skills instructor
- Twelve years' experience in Armored Car industry
- Informed and skillful in Virginia State policies and procedures
- Knowledgeable and proficient in Brink's policies and procedures
- Expert in Brink's training measurement system, learning management system, and Work Day
- Excellent interpersonal/communication and presentation skills
- Strong leadership, organizational, and time management skills



42594 Muirwood Court Brambleton, VA 20148 DCJS ID: 11-21866 greg@mpcstrategies.com (202) 538-9189

May 8, 2025

Department of Criminal Justice Services P.O. Box 1300 Richmond, Virginia 23218 Attention: Brenda Cardoza Email: brenda.cardoza@dcjs.virginia.gov

Ms. Cardoza,

I am writing to formally express my interest in serving as the Electronic Security Business Representative on the Virginia Department of Criminal Justice Services (DCJS) Private Security Services Advisory Board. I have a comprehensive background in physical, cyber, and electronic security, leadership in business operations, and expertise in combatting malign transnational and nation state cyber actors. I am confident in my ability to contribute meaningfully to the board's mission of enhancing public safety and creating measurable standards across the Commonwealth's private security industry.

Over the course of my career, as a senior law enforcement executive and small business owner, I have led successful initiatives across all domains of security including surveillance, access control, and integrated security technologies. My business acumen is complemented by a deep understanding of emerging cyber threats and the growing intersection between physical and digital security. These experiences position me well to represent the interests of the electronic security business community and to provide informed guidance on evolving industry standards, regulatory frameworks, and best practices.

I take pride in fostering collaboration and accountability within multi-disciplinary teams and regulatory bodies. I am particularly enthusiastic about supporting DCJS in its role of protecting over 60,000 registered security professionals across Virginia. As a member of the Advisory Board, I would work diligently to ensure that our security standards evolve to meet future challenges while upholding public trust and professional integrity.

Thank you for considering my application. I welcome the opportunity to further discuss how my qualifications and perspective can support the objectives of the Private Security Services Advisory Board.

Sincerely, Gregory H. McAleer

Gregory H. McAleer

MPC Strategies 42594 Muirwood Court Brambleton, VA 20148 833.672.7872 Brambleton, Virginia 🔟 🖾 Gregory.McAleer@gmail.com 📞 📞 (571) 334-0582 🕀 linkedin.com/in/greg-mcaleer

# CHIEF SECURITY OFFICER | DIRECTOR OF SECURITY

#### Security Service Delivery Excellence | Change Management | Unified Team & Organization Development | Financial & Cybercrime

Mission-driven and empathetic executive with over two decades of global experience in protecting people, assets, and the reputation of organizations by developing and implementing security programs, operations, and teams. Repeated success in designing security and investigative strategies for improving security of high-level executives globally. Solid history of achievement in evaluating current and future threat landscapes, overseeing risk-based assessments, leading implementation of countermeasures, and providing realistic overview of threats to strengthen security posture of organizations.

Exceptional planner with proven background in developing risk-based metrics and reporting frameworks to evaluate and increase operational effectiveness of security initiatives. Highly organized in designing continuity and emergency response programs to ensure smooth execution of functions and improve protective and operational capabilities.

Trusted advisor and problem-solver with track record of managing multimillion-dollar federal security contracts, leading global security teams, directing large-scale protection projects, removing roadblocks, and streamlining logistics and office operations. Well-versed in building external networks with industry peers and ecosystem partners while remaining up to date with emerging threats and risks.

**Core Competencies** 

Global Security & Risk Management

Crisis Management

- Surveillance/Counter Surveillance
- Public Speaker & Thought Leader
- Partnership Builder

- Operations & Contingency Planning
- Protective Intelligence
- Intuitive & Multicultural Team Leader

- Cost Savings & Resource Optimization

# **Professional Experience**

# MPC Strategies • Brambleton, VA • 2024 to Present **President/CEO**

Provide risk management, security consultation and executive protection for corporate and private clients. Deliver comprehensive physical and cyber risk solutions, protective intelligence services, threat assessment and mitigation strategies, global travel security support, and crisis management and incident response.

# Dynamic Security Solutions LLC • Tampa, FL • 2023 to 2024

#### **VP** Operations

Develop and maintain secure environments for corporate leadership, high- and ultra-high net-worth individuals and families. Coordinate and manage staffing and planning for DSS protective operations, establishing strategic global partnerships, and fostering and strengthening relationships with customers.

 Protected interests and assets of Fortune 500 companies and high-profile individuals and families by providing expert physical, technical, personal, and cyber security consultation, and management services.

# Global Guardian • McLean, VA • 2021 to 2022

#### Senior Vice President, Business Operations and Risk Management

Provided tailored, best-in-class international and domestic security solutions to Fortune 500 corporations to mitigate physical and cyber threats. Maintained client engagement to identify potential risks and deliver customized security solutions and services. Advised clients on Duty of Care implementation, travel security, and cybersecurity solutions, including assessments, protection, and real-time response.

- Produced \$2.75M in revenue in the first year through virtual CISO services, • emergency response, executive protection, risk management, and intelligence services.
- Served as company's subject matter expert for security and risk mitigation best practices in diverse global ecosystems.

# United States Secret Service • Chantilly, Virginia • 2019 to 2021

## Deputy Director (SES)-National Cyber Investigative Joint Task Force (NCIJTF) | 2020 to 2021

Delivered executive leadership to a multi-agency task force created to dismantle transnational organized crime syndicates and criminal cyber facilitation networks. Drove continuous improvement by performing data analysis, identifying performance and collaboration gaps, and delivering corrective action plans.

Brought disparate teams and people together, developed a unified multi-agency support structure to task force that strengthened

→ Published a thought leadership piece: www.itij.com/latest/longread/cybersecurity-business-travelers → Keynote Speaker/Panel Facilitator: 2022 Global Security Exchange www.gsx.org/gsx-blog/mass-casualtyawareness-and-preparedness-activeassailant-response-planning/  $\rightarrow$  Contributor:

www.forbes.com/sites/zengerne ws/2022/07/26/what-every-ceoneeds-to-know-about-theshanghai-data-breach/

# **GREGORY H. MCALEER**

- relationships between investigators and analysts worldwide that enhanced NCIJTF visibility, effectiveness, and reputation within the Federal Gov't community.
- Led a cross-functional cyber investigative and analytical team, comprised of intelligence community (IC), law enforcement, and Department of Defense (DoD) professionals to support national security and whole-of-government cyber campaigns.

# Deputy Assistant Director (SES)-Office of Investigations | 2019 to 2021

- Delivered executive oversight to the Criminal Investigative Division, Forensic Services Division, National Computer Forensics Institute, and Secret Service relationship with the National Center for Missing and Exploited Children.
- Prepared, forecasted, and administered \$54M discretionary budget to ensure optimal resourcing for USSS Office of Investigations.

# Special Agent in Charge-Investigative Support Division | 2016 to 2019

- Led a team of 85 special agents and technical staff providing investigative and analytical support to 2300 field agents.
- Built talented cross-functional teams and collaborated with internal and external partners to maximize impact while managing cost.
- Improved investigative capabilities of USSS law enforcement and protective operations by purchasing, organizing, and deploying a suite of analytic tools to USSS field offices.

# Assistant to the Deputy Assistant Administrator-Transportation Security Administration (TSA) | 2016

• Completed executive internship to meet the requirements of the Key Executive Leader Certificate program at American University while providing direct support to the Deputy Assistant Administrator in charge of the TSA's Office of Training and Development.

# Deputy Director-National Cyber Investigative Joint Task Force (NCIJTF) | 2014 to 2016

- Delivered guidance to 75 investigators and analysts from 19 federal agencies while serving as a key member of NCIJTF Mission Council.
- Briefed top-ranking members of Congress, IC, military, and law enforcement on current and emerging cyber threats to critical infrastructure and designed tactical and strategic plans for the Financial Pursuit Team (FPT) to combat nationstate and transnational criminal cyber organizations and affiliate groups
- Drove prosecutions of significant cybercrimes by facilitating information exchanges between the FBI and Secret Service.

"Greg is a transformational and results-driven leader who utilizes strong interpersonal skills and impressive aptitude to form professional relationships amongst colleagues and partners. His intellect, competence, resilience, and ambition serve him well in any endeavor he undertakes. His profound work ethic, drive, and

dedication make him an asset to those with whom he collaborates. His exceptional business acumen has allowed for the successful management of numerous multimillion-dollar contracts

and budgets as well as effective management of personnel, human capital, and staffing needs." Lanelle Hawa, USSS Inspector

# **Early Career Highlights**

# **United States Secret Service**

## Assistant Special Agent in Charge-Protective Intelligence and Assessment Division

 Directed Foreign Assessment Branch, Critical Protective Analysis Group, and Counterterrorism Branch comprised of 28 analysts, special agents, and supervisors

## Assistant Special Agent in Charge-Clinton Protective Division

 Led a team of 50 agents, special officers, and support personnel providing security to President William Clinton and Secretary of State Hillary Rodham Clinton

## **Special Agent and Instructor-Rowley Training Center**

- Routinely presented USSS protective methodology to state, local, tribal, and territorial (SLTT) law enforcement executives. Provided
  protective detail classroom and field training sessions to 40+ cohorts of special agents transitioning to protective assignments.
   Special Agent-Protective Detail (Vice President Cheney)
- Provided high-level security to Vice President Cheney. Conducted complex foreign and domestic protective advances including supporting visits to US troops in areas of conflict.

# Special Agent-Protective Detail (Former President Clinton)

- Delivered close protection to Former President Clinton during 30+ foreign and domestic trips.
- Special Agent and Investigator-New York Field Office
- Performed investigations of transnational organized crime groups engaged in bank fraud to identify various financial crimes/theft.

# **Education & Training**

Master of Arts in Defense & Strategic Studies, Naval War College | Bachelor of Science in Education, St. John's University Carnegie Mellon CISO Executive Education Certificate |Senior Executive Service (SES) |American University Key Executive Leadership Certificate | Current Top Secret / SCI Clearance | Federal Law Enforcement Training Center (FLETC)

# **Professional Affiliations**

FBI – InfraGard Member | International Association of Chiefs of Police (ICAP) | Association of Former Intelligence Officers (AFIO) International Association of Financial Crimes Investigators (IAFCI) | US Secret Service Association

# References

Robert Lamour – CEO, ProtectorScope Security Solutions 4069 Postal Drive, Unit 21214 Roanoke, VA 24018 <u>Rob@protectorscope.com</u> (571) 439-6802

Ryan Bell – Two Six Technologies 901 N. Stuart Street Suite 1000 Arlington, VA 22203 Ryanmichaelbell@protonmail.com (703) 848-5518

James Mennuti – CEO Dynamic Security Solutions, LLC 6624 Surfside Blvd Apollo Beach, FL 33572 jmennuti@dynamicsecsolutions.com (732) 236-7051

# 05/07/2025

The Honorable Jackson H. Miller Director Tracy Louise Banks, Esq Chief Deputy Director Department of Criminal Justice Services P.O. Box 1300, Richmond, Virginia 23218

# Subject: Request for Reappointment, Private Security Services Advisory Board, Electronic Business Representative.

Dear Director Miller and Chief Deputy Director Banks,

I am writing to request a reappointment to the **Private Security Services Advisory Board (PSSAB)** as the Electronic Business Representative.

I am currently completing my first term on the Board and have attended every meeting. At our most recent meeting on April 30, 2025, Chairman Ms. Corinne Mastronardi appointed me to the Regulatory Review Sub-committee, charged with evaluating existing regulations and drafting recommended changes for full Board consideration. In addition to this new responsibility, I have actively met with legislators to explore budget amendments that would increase dedicated funding for DCJS's private-security programs, noting that licensing fees have not been adjusted since 2017. These efforts reflect my ongoing commitment to strengthening the private-security sector and supporting the Department's mission.

My original application (enclosed below for convenience) outlined more than two decades of leadership in electronic security, investigations, and security training:

- Founder & CEO Shdow Security (DCJS #11-5215), specializing in electronic-security systems
- Director A Class Academy (DCJS #88-2224), providing entry-level and advanced private-security training
- Certified instructor, private investigator, and compliance agent with a proven record of regulatory adherence and industry collaboration

Those qualifications—combined with the insight gained during my first year of Board service—position me to add even greater value in a second term.

I would be honored to continue serving the Commonwealth in this capacity and to see the regulatory-review work through to completion. Thank you for considering my request. I welcome any additional information you may need and look forward to the opportunity to keep advancing the Board's objectives.

Sincerely,

12:12

Hicham Sbihi Founder & CEO, Shdow Security • Director, A Class Academy 703-732-1850 – hicham@shdow.com

April 24, 2024

The Honorable Jackson H. Miller Director Tracy Louise Banks, Esq Chief Deputy Director Department of Criminal Justice Services P.O. Box 1300, Richmond, Virginia 23218

Dear Director Miller and Chief Deputy Director Banks,

I write to express my sincere interest in the Private Security Service Advisory Board Electronic Business Representative position. With over two decades of extensive experience encompassing private security, sales, management, marketing, and finance, I offer a comprehensive skill set poised to add significant value to your esteemed board.

In addition to my role as a seasoned private security professional and entrepreneur, I am also a private investigator and an instructor. As the founder and CEO of Shdow Security DCJS# 11-5215, specializing in electronic security systems, and serving as the director of A Class Academy DCJS# 88-2224, I have cultivated strong leadership skills through adeptly managing teams of security professionals and instructors. My approach emphasizes fostering a culture of accountability, excellence, and empowerment.

Throughout my tenure, I have prioritized the delivery of tailored technology and security solutions to meet the unique needs of clients. Renowned for my leadership acumen, I excel in operations management, possess technical proficiency, and have a proven track record in market development. As a business owner in the private security services sector, I possess an in-depth understanding of security operations, policies, procedures, and extensive experience in security assessments, policy implementation, collaboration with law enforcement agencies, and comprehensive training and supervision of security personnel.

My career has underscored the critical importance of effective communication, problem-solving, and meticulous attention to detail in safeguarding clients and their assets. With a robust knowledge of industry regulations and compliance requirements, I consistently ensure that my company and training school uphold the highest standards of regulatory compliance.

Driven by a passion for safety and security, I am confident that my experience and skills align seamlessly with the objectives of the Private Security Advisory Board. I eagerly anticipate the opportunity to contribute to its mission. Thank you for considering my application.

Sincerely,

**Hicham Sbihi** 



COMMITTEE ASSIGNMENTS: COUNTIES, CITIES AND TOWNS HEALTH AND HUMAN SERVICES

May 8, 2025

Dear Director Jackson Miller,

I am writing today to recommend Hicham Sbihi for reappointment to the Private Security Services Advisory Board. Hicham has been a tremendous advocate for his industry and for the safety of the citizens of our Commonwealth.

As the CEO and Founder of Shdow Security and A Class Academy, Hicham is a fixture in the private security industry and is responsible for credentialing more than 14% of all private security professionals in the Commonwealth. Hicham has been a wealth of knowledge for me and my office, and I am grateful for his expertise.

Hicham's passion and advocacy for the betterment of his industry is truly unmatched, and the Commonwealth is a better off thanks to his work. He is exactly the type of leader we need on this board.

I look forward to working with Hicham to further improve private security within DCJS and I hope you will reappoint him to the Private Security Services Advisory Board so that he can continue to honorably serve our Commonwealth.

Sincerely,

Ang MILigin

Geary M. Higgins Member, Virginia House of Delegates District 30, Western Loudoun & Fauquier Counties



# OFFICE OF THE COMMONWEALTH'S ATTORNEY

AMY ASHWORTH COMMONWEALTH'S ATTORNEY JUDICIAL CENTER 9311 Lee Avenue, Suite 200

MANASSAS, VIRGINIA 20110

Phone: (703)792-6050 Email: CWOffice@pwcgov.org

May 4, 2023

To Whom it May Concern:

I am writing to recommend Hicham Sbihi for appointment to the Virginia Private Security Services Advisory Board. I have had the pleasure of speaking with Hicham on several occasions and can attest to his outstanding qualities and his dedication to the field of private security.

Hicham has been working in the private security industry for over twenty years and has extensive knowledge and experience in the field. He has demonstrated exceptional leadership skills and a deep understanding of the regulatory and legal framework surrounding the private security industry. Additionally, Hicham has kept himself updated with the latest industry trends and developments and has a passion for educating others in the field.

I believe that Hicham would be an excellent choice for the Private Security Services Advisory Board. His demonstrated expertise, professionalism, and dedication to the industry make him an ideal candidate for the position. I urge you to consider him for the role.

Thank you for your time and consideration. I remain,

Very truly yours,

Amy Ashworth



To whom it may concern,

I am writing to highly recommend Hicham Sbihi for his exceptional knowledge, unwavering commitment, and dedication to pushing the industry standards to better the industry.

Throughout my interactions with Hicham, I have been continually impressed with their breadth and depth of knowledge in their field. Hicham has an uncanny ability to stay up-to-date with the latest advancements and trends, and is always eager to learn and expand his understanding. His keen attention to detail and deep understanding of complex concepts in the Electronic Security Field makes him an invaluable asset to any team or project.

Hicham is also deeply committed to his work and to the industry as a whole. He approaches each task with a sense of purpose and drive that is infectious and motivating to those around him. Hicham is always willing to go above and beyond, taking on extra responsibilities and challenges to ensure the success of his team and the project for the client. His passion for his work and the industry is evident in everything he does.

What truly sets Hicham apart, however, is his commitment to pushing the industry standards to better the industry. He is constantly looking for ways to improve processes, methodologies, and practices, and is not afraid to speak up when he sees something that can be done better. Hicham is always willing to share his knowledge and expertise with others, and is eager to collaborate with colleagues to find innovative solutions to complex problems.

Overall, I cannot recommend Hicham highly enough. His exceptional knowledge, unwavering commitment, and dedication to pushing the industry standards makes him an outstanding candidate for the Private Security Services Advisory Board. I am confident that Hicham will be an asset to any organization lucky enough to have him on his team.

Sincerely,

Vincent Chambers Senior Vice President | Assistant Training Director Office: 540-322-300 tchambers.ccja@gmail.com Omar Haddou DCJS ID: 99-695093 04/24/2024

To Whom it May Concern:

I am writing to express my wholehearted recommendation for Mr. Hicham Sbihi as a private security services instructor. Having had the privilege of being under Mr. Sbihi's tutelage during my electronic security training, I can confidently attest to his exceptional qualities and invaluable contributions to the field.

Mr. Sbihi possess a remarkable depth of knowledge in electronic security, coupled with a passion for teaching that is truly inspiring. His expertise spans a wide range of topics, from access control systems to CCTV surveillance, and he has a rare ability to convey complex concepts in a clear and accessible manner. Whether it's explaining the intricacies of encryption algorithms or demonstrating the latest advancements in biometric technology, Mr. Sbihi has a gift for making even the most challenging subjects understandable.

One of Mr. Sbihi's greatest strengths is his unwavering commitment to the success of their students. He goes above and beyond to ensure that everyone receives the personalized attention and support they need to excel. Whether it's staying late to provide additional guidance or offering constructive feedback on assignments, Mr. Sbihi's consistently demonstrates a genuine investment in the growth and development of his students.

Furthermore, Mr. Sbihi brings a wealth of real-world experience to the classroom, having worked extensively in the field of electronic security prior to becoming an instructor. This practical knowledge not only enriches his teaching but also enables him to offer invaluable insights into industry best practices and emerging trends.

I wholeheartedly recommend Mr. Sbihi for the appointment to the Virginia Private Security Services Advisory Board without hesitation. His passion for all things private security makes him an invaluable asset to have. I have no doubt that Mr. Sbihi will continue to make a lasting and positive impact within the private security community.

Sincerely,

Omar Haddou DCJS ID: 99-695093

# Richard Stuart

# **Vice President, Vision Technologies**

# Contact

1209 Hancock Rd Red House, VA 23963 443.829.6912 rrstuart@comcast.net rstuart@visiontech.biz VA DCJS 11-21052 VA Compliance Agent 99-404388

> Brenda Cardoza VA DCJS PO Box 1300 Richmond VA 23218

# Dear Brenda,

I am interested in becoming a representative on the Private Security Services Advisory Board.

I would qualify as an Electronic Security Business Representative.

I have over 30 years of experience in the Electronic Security Industry in many roles and am serving as the Compliance Agent for my current employer. I also serve as our Maryland Security License holder.

I have attached my resume and look forward to hearing from you to answer any additional questions you may have.

Sincerely,

Richard Stuart Vice President Vision Technologies, LLC

# **RICHARD STUART**

1209 Hancock Rd., Red House, Virginia 23963 • 443-829-6912 • rrstuart@comcast.net

# **Management Executive – Security Industry**

OPERATIONS ~ TEAM-BUILDING & LEADERSHIP ~ CUSTOMER SATISFACTION ~ NEW BUSINESS DEVELOPMENT PROJECT / INSTALLATION MANAGEMENT ~ BUDGETING ~ SECURITY AUDITS ~ DISASTER PLANNING & RESPONSE

# PROFILE

- 30-year background in security operations spans surveillance systems, security needs assessments, project management, sales leadership, IT network design, and emergency management.
- Advanced technical acumen includes proficiency with access control, CCTV, IP cameras, biometrics, VoIP, telecommunications, fire alarms, and cutting-edge intrusion detection solutions.
- Adept throughout all project phases such as solution design and specification, installation, maintenance, management, and client satisfaction.
- Substantial expertise in developing and managing security plans, creating and administering training programs, steering budget compliance, and establishing security operating procedures.
- Excel in risk mitigation/management, emergency planning and response, theft prevention, solution selling, troubleshooting, and account development.
- Well-versed in network security including vulnerability analysis & management, monitoring, incident response, access management, and security strategy.
- Member of ASIS International.

# **PROFESSIONAL EXPERIENCE**

Vision Technologies, Glen Burnie, MD, 2014 to Present

# **Vice President of Security Practice**

- Spearhead full-scope daily operations for security integration business including P&L accountability, staffing/hiring, sales leadership, and customer service excellence.
- Championed efforts to propel sales by 25% and margin growth by 5% during first year in role.
- Devised and executed business plan to more than double recurring revenue.

# Accu-Tech Corporation, Roswell, GA, 2004 to 2014

# Security Sales Manager – Northeast US

- Orchestrated sales of security products in seven branch locations in Mid-Atlantic and Northeast US.
- Fueled sales by 35% in first year and consistently achieved double-digit sales growth throughout tenure.
- Co-developed two accredited courses as a BICSI Certified Educator and authored technical articles for BICSI News magazine.
- Led a wide range of operational functions encompassing budget development, vendor relations and selection, staff training, exploring emerging technology, and coordinating technical support.
- Delivered classroom and on-site training for contractors and end users.

Continued ...

# Richard Stuart – Page 2 of 2

# Professional Experience continued ...

ADT Security Services, Inc. (formerly SecurityLink), Columbia, MD, 2001 to 2004

# **District Installation Manager**

- Facilitated human resources activities such as interviewing, hiring, evaluations, and performance management for workforce of 60+ security technicians and support personnel.
- Provided influential interim leadership during absence of GM requiring close communication with executive management.
- Controlled budgets, decisively approved job estimates to verify alignment with profit goals, and ensured top-notch customer service.
- Administered sales and engineering support among five offices in Greater Baltimore/Washington area.
- Dramatically transformed district's national ranking from 68<sup>th</sup> place to 16<sup>th</sup> within first year.
- Handpicked to serve on committee tasked with restructuring national account support system.
- Presented with national award in recognition of highest gross margins on installations in FY2003.

# SecurityLink, Baltimore, MD, 1996 to 2001

# **Commercial Projects Manager** (1998 to 2001)

- Mobilized sub-contractors to complete large commercial projects in Maryland/DC/Northern Virginia area successfully within fiscal and timeline parameters.
- Joined forces with Sales department throughout design and proposal phases to win new business.
- Critically reviewed and approved designs and estimates for all commercial work performed by branch.
- Proactively introduced review processes and procedures which resulted in branch maintaining one of the highest job efficiency averages (110-120%) nationwide.

# Lead Commercial Installer (1996 to 1998)

- Earned several technical certifications and functioned as mentor to less experienced installers.
- Received several awards for top regional performance in installation/team efficiency.

# Baltimore County Supply, Reisterstown, MD, 1991 to 1996

# General Manager

- Governed all facets of multi-site hard goods retailer and wholesale import/export business.
- Masterminded business plans, budgets, outside sales program, and new automated inventory system.

# Additional experience includes current role as Chief of Emergency Services and Training,

Middle East Region, Civil Air Patrol, 2014 to Present

# EDUCATION & CERTIFICATIONS

B.S. Degree in Business Management, Almeda University

Security+ Certified, CompTIA

Certified Digitalist, Kramer Electronics

# Commercial Multi-Engine Pilot, A&P/IA FAA

# Staley Thomas, CET

**Operations Manager** 

# Contact

Brightstar Fire & Security 7208 ACC Blvd. Raleigh, NC 27617 919.256.3100 sthomas@brightstarfs.com

# Dear CJSB Nomination & Appointment Committee,

I am an Electronic Security Business Professional:

- Over 25 years in the low-voltage industry
- Holding multiple state licenses & certifications
- Excellent written and oral communication skills
- A passion for the low-voltage field

I am a dedicated low-voltage industry professional with over 25 years of experience installing, servicing, programming, and operating successful security and fire alarm businesses.

In addition to my experience, I am a current Board member of the North Carolina Security and Low Voltage Association. I would be honored to be appointed to the Private Security Services Advisory Board.

Thank you for taking the time to review my resume. Hook forward to talking with you.

Sincerely, Staley Thomas, CET DCJS ~ ID# 11-20124 Electronic Security Business

# **STALEY THOMAS JR.**

Lexington | 336-442-7531 | jthomas2dad@gmail.com

# OBJECTIVE

Dedicated and results-driven Operations Manager with over 25 years of experience in the low voltage industry with proven expertise in driving operational efficiency and leading high-performing teams. Eager to utilize my skills and industry knowledge to contribute to ongoing success and growth.

# **EXPERIENCE**

# Brightstar Fire & Security Operations Manager | July 2020 - Present

- Oversee day-to-day operations of low-voltage systems, including security, CCTV, access control, and fire alarm systems within commercial applications
- Ensure projects are completed to meet deadlines and budget requirements
- Make weekly technician schedules and distribute adequate manpower
- Collaborate with clients and architects to ensure system designs meet customers' needs and adhere to local and national codes and industry standards
- Negotiate with vendors to help bring down project costs
- Hold various licenses and ensure all employees are in compliance
- Provide technical support and troubleshooting to the installation and service team
- Explore pricing alternatives to ensure cost efficiency

# MSS Fire & Security, LLC. Project Manager | January 2019- June 2020

- Manage technician schedules and distribute manpower
- Manage projects from start to finish of various sizes, up to multi-million dollar projects
- Approve monthly billing and track project P/L
- Attend weekly progress meetings for project updates and adjust schedules accordingly
- Conduct safety meetings with technical staff to ensure safety standards are being followed
- Order parts and track inventory
- Interpret NFPA 72, IBC, and NC Fire Code to establish system application

# Code Electronics, Inc. Operations Manager | January 2011 – September 2016

- Manage up to nine employees and oversee the day-to-day operations of the business
- Create and/or approve service and installation schedules for technicians and other staff
- Review and maintain the budget to produce profits and exceed profit margins
- Conduct meetings with company staff, outside vendors, and potential new customers
- Train customers on use of systems and ensure customer's expectations were met
- Bid, negotiate, and price projects
- Hold NC alarm license and maintain training requirements for all employees

# Tech Systems Inc. Project Manager | August 2007 – November 2010

- Managed installation of security, access control, and CCTV systems for projects up to \$250,000, including Fortune 500 companies as well as smaller businesses
- Ensured all budget numbers were profitable and projects were on track for completion deadlines
- Conducted weekly meetings with customers and contractors to inform project status
- Worked with sales to confirm projects were properly engineered and gained knowledge of customer expectations
- Completed service calls and troubleshooting of systems as needed

# QUALIFICATIONS

- NICET Level III Fire Alarm Systems 150345
- NC Electrical License # 26599SP-LV/FA
- NC Alarm License 688542-CSA
- SC Alarm License BFA.13873 M
- VA DCJS ID# 11-20124
- FCC GROL License PG00073211
- NCSLVA Board Member

M. Ray Wilder P.O. Box 223604 Chantilly, VA 20153 rwilder@dabneyinvestigativegroup.com 703-626-0886 VADCJS 11-21386 // 99-692376

May 7, 2025

Department of Criminal Justice Services P.O. Box 1300 Richmond, VA 23218

Re: Private Security Services Advisory Board Re-Appointment request Private Investigator Representative

Ms. Cardoza and CJSB members,

I am writing in response to your Private Security Services Advisory Board Re-Appointment Notice. I am requesting re-appointment to the Board for an additional term. My first term has proven to be a rewarding experience and I can continue to be an asset to the Board as one of the two Private Investigator representatives serving on the Board.

I have worked in many security-related fields throughout my 30+ year security career; including private security business owner, Federal law enforcement officer, and State/Local law enforcement officer. In these positions, I often built and lead National, State and Local-level security programs. My experience spans both domestic, as well as global operations.

In my current position as President of Dabney Investigative Group, I am a registered private investigator and personal security specialist; professionally leveraging my 30+ years of broad security experience to provide private security services. I would welcome the opportunity to be re-appointed to advise the PSSAB on current and future training and regulatory matters in the Virginia private security industry.

Sincerely,

M. Ray Wilder

# **M. RAY WILDER**

mraywilder@gmail.com

# SECURITY AND INTELLIGENCE EXECUTIVE

Experienced leader with demonstrated success in government law enforcement, as well as private sector security. Career law enforcement officer with 30+ years' experience in operations, management, and planning in a wide range of law enforcement and security functions at the Federal, State and Local levels. Positions ranged from leading tactical units responsible for day-to-day national security to global anti-terrorism programs. Demonstrated ability to effectively communicate and collaborate across internal organizational entities and interagency partners.

#### **Core competencies:**

Investigative Operations Training Intelligence Operations Partnerships and Collaboration Radiological & Nuclear Interdiction Research Surveillance and Security Expert Planning Management Operational Management

## **EXPERIENCE**

#### DABNEY INVESTIGATIVE GROUP, VADCJS 11-21386, Chantilly, VA

A Virginia licensed private investigative firm in the Northern Virginia area offering various private investigative services including investigation, surveillance, research and related support.

#### President, DCJS ID 99-692376

Oversee enterprise-wide programs comprised of operational activities, governance, risk compliance, business growth, oversight of information security and operational technology.

- Direct and conduct activities related to identifying, developing, and implementing processes across the organization to best serve clients needs.
- Collaborate across various governmental and private sector groups and serve as a subject matter expert on operational matters.

# UNITED STATES FEDERAL AIR MARSHAL SERVICE, Chantilly, VA

#### Assistant Supervisory Air Marshal in Charge

Served in multiple management and supervisory roles in support of United States security and counterrorism initiatives.

- Managed the Ground-Based Special Mission Coverage surveillance program in the Northern Virginia area; effectively deploying surveillance resources to provide intelligence in furtherance of counterterrorism initiatives.
- Managed the TSA Visible Intermodal Prevention and Response Program's Preventive Radiological Nuclear Detection Program; responsible for policy management, deployment and training of radiological and nuclear detection and interdiction assets nationwide.
- Supervised and led a diverse Federal Law Enforcement workforce in multiple activities such as investigations, surveillance, intelligence gathering, and worldwide aviation counterterrorism deployments.
- Managed and executed the Federal Air Marshal Service Concept of Operations by applying expert knowledge of the Aviation Transportation Security ACT to domestic mission operational planning for 25 field office locations.
- Supervised Mission Operations Center (MOC) and Transportation Security Operations Center (TSOC) personnel tasked with providing 24/7 mission and logistical support for Federal Air Marshal Service personnel deployed on global mission status.

January 2002-February 2022

Present

# **M. RAY WILDER**

# Chantilly, VA 703-231-7252

mraywilder@gmail.com Page 2

## FEDERAL BUREAU of INVESTIGATION JOINT TERRORISM TASK FORCE, Columbia SC June 2003 – December 2005 Task Force Agent

While acting as the senior Federal Air Marshal Service agent in South Carolina, conducted criminal investigations on persons suspected to have ties to terrorism; focusing on terrorism prevention; with emphasis on intelligence gathering.

- Planned and conducted physical surveillance operations to gather intelligence used for criminal prosecutions, monitoring national security threats, and intelligence collection.
- Managed and debriefed human intelligence sources for intelligence information used in investigative and intelligence gathering activities.
- Recipient of the Federal Bureau of Investigation Director's Award; recognizing performance at the highest levels of effective law enforcement.

# WILMINGTON POLICE DEPARTMENT, Wilmington, NC

# **Detective, Master Police Officer**

Initiated and conducted investigations for a wide range of crimes including computer crime, homicide, armed robbery, fraud, assault, theft, and sexual assault.

- Recognized the need for a computer crimes unit and became the department's first Investigator to specialize in computer related investigations.
- Selected as a member of the New Hanover County Child Protection Task Force; providing enhanced protective measures to children at risk of violence and abuse.
- Awarded the North Carolina Advanced Law Enforcement Certificate by the NC Criminal Justice Training and Standards Division, Raleigh, NC
- Selected by department management to serve as Field Training Officer; tasked with supervising, guiding, mentoring, and directing training of newly hired police officers.

# ADDITIONAL RELEVANT EXPERIENCE

- Virginia Private Security Services Company, License 11-21386
- Virginia Private Security Services Registration, DCJS ID 99-692376
- Intensive Surveillance Officer, State of NC, Division of Adult Probation and Parole, Wilmington, NC
- New Hanover County Sheriff's Office, Wilmington, NC

# **EDUCATION**

- Bachelor of Arts (BA), Criminal Justice, University of North Carolina at Wilmington, Wilmington, NC
- Unmanned Aerial System Remote Pilot (License 4462318), Federal Aviation Administration (FAA) Washington, DC
- Amateur Radio Technician (KK4DOY), Federal Communications Commission, Washington DC
- Federal Law Enforcement Training Center (Honors graduate) Artesia, NM

#### April 1997 – December 2001