

ARE YOU PREPARED FOR AN ACTIVE SHOOTER AT WORK?

William F. Flynn

President, GARDA Risk Management, LLC

Partner, The Power of Preparedness

AEGIS 2018 PHC

We.

MY BACKGROUND

- President, GARDA Risk Management, LLC
- Partner, The Power of Preparedness (TPOP)
- Former Deputy Assistant Secretary, DHS Infrastructure Protection
- Senior Fellow, GWU Center for Homeland & Cyber Security
- Retired Assistant Commissioner, NYPD

AEGIS 2018 PHC

We.

THE VIOLENT EXTREMIST THREAT

- Transnational terrorists plotting large scale attacks
 - Still a goal, but capabilities have been diminished
- Homegrown violent extremism
 - “Come join the jihad, or operate and conduct attacks locally”
- Foreign fighters
 - Somalia
 - Syria



AEGIS 2018 PHC

We

EVOLVING THREATS

- Cyber threat actors becoming more knowledgeable
 - Exploiting various aspects of grid infrastructure
- Insider threat
 - Achilles heel for critical infrastructure protection



AEGIS 2018 PHC

We

ARE YOU PREPARED?

Active shooter events evolve quickly



“911...what is the nature of your emergency?”

“There’s someone in the main entrance with a gun and I don’t...”



AEGIS 2018 PHC

We.

THE CLOCK IS TICKING: EVERY SECOND COUNTS

- A five-year study published by Tactical Response Magazine
 - Examined 24 school shootings in 18 states and 41 workplace shootings in 12 states
 - Based on time between each shooting & the number of victims shot, one person dies every 15 seconds
- **Typical event is over in three to five minutes**



AEGIS 2018 PHC

We.

AVERAGE POLICE RESPONSE IS FIVE TO SEVEN MINUTES

- Initial shot fired: first 911 call is placed
 - 15 seconds = one dead
- Phone call ringing and connecting to 911
 - 15 seconds = one dead
- Dialog of details between caller and 911 dispatcher
 - 15 seconds = one dead
- Call being dispatched and answered by police
 - 15 seconds = one dead
- Four people are dead before the police unit even has a chance to respond



AEGIS 2018 PHC

WHAT IS AN “ACTIVE SHOOTER”?



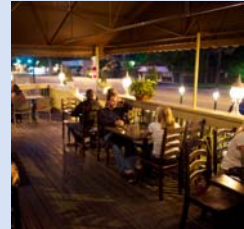
FBI + Department Of Homeland Security ACTIVE SHOOTER DEFINITION



- “Active Shooter” is an individual or persons actively engaged in killing or attempting to kill people in a confined and populated area
- In most cases, active shooters use firearms and there is no pattern or method to their selection of victims

AEGIS 2018 PHC

SHOOTERS THREATEN ALL TYPES OF EMPLOYEES ENGAGED IN ALL TYPES OF WORK

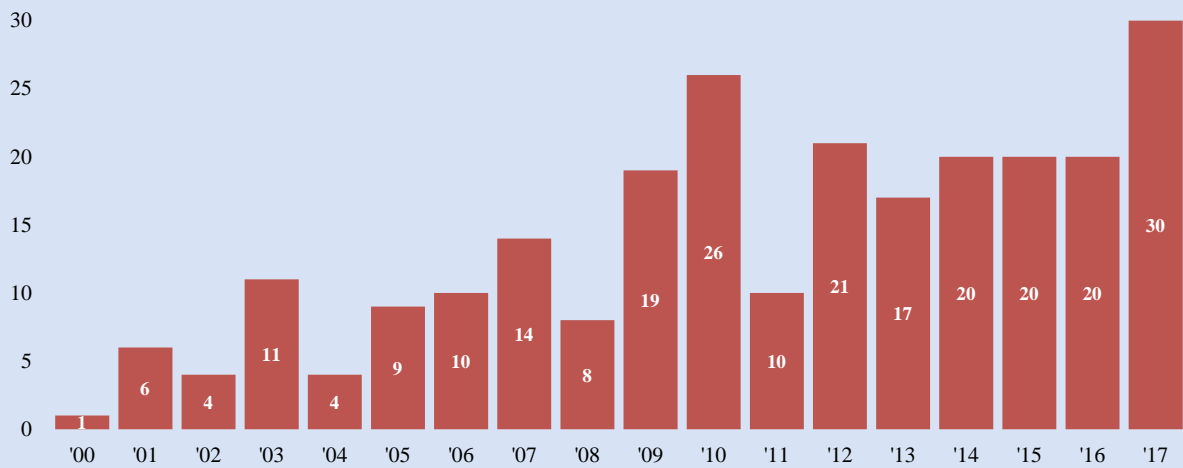


AEGIS 2018 PHC

We.

FBI: EVENTS ARE BECOMING MORE FREQUENT

2017 tops all previous years



AEGIS 2018 PHC

We.

MAJOR FINDINGS FROM THE FBI'S ACTIVE SHOOTER STUDIES



Source: Federal Bureau of investigation, 2017

AEGIS 2018 PHC

We

VIDEO ONE

**THE POWER OF
PREPAREDNESS™**

The Path to Violence: The YouTube Active Shooter

EVOLUTION OF POLICE RESPONSE

- Pre-Columbine High School
 - Conventional response
 - Establish perimeter and call SWAT
- Post-Columbine High School
 - Unconventional response
 - Immediate Action Rapid Deployment (IARD)
 - Save lives
 - Locate, neutralize, remove and contain the threat



AEGIS 2018 PHC

We

EVOLUTION OF POLICE RESPONSE

- Virginia Tech
 - Illustrated the need for first responders to have forced entry breaching capability
- Fort Hood – open area engagement
 - Started indoors but engaged the shooter outdoors
 - Small team tactics traditionally taught for interior team movements
 - Same tactics outdoors can be ineffective



AEGIS 2018 PHC

We

EVOLUTION OF POLICE RESPONSE

- Aurora, Colorado theater shooting
 - First responders proficient at getting in the door and stopping the killing
 - In mass casualty events, EMS can be overwhelmed
 - Law enforcement (and staff) must be trained to assist with immediate life-saving aid prior to arrival of EMS



AEGIS 2018 PHC

We.

WHAT YOU CAN EXPECT IF CAUGHT IN AN ACTIVE SHOOTER EVENT

- Hyperventilation
- Accelerated heart rate
- Adrenaline rush
- Loss of peripheral vision
- Diminished hearing



AEGIS 2018 PHC

We.

ACTIVE SHOOTER EVENT

Taken from *Think and Survive* - The Power Of Preparedness, LLC

AEGIS 2018 PHC

We.

ACTIVE SHOOTER EVENT

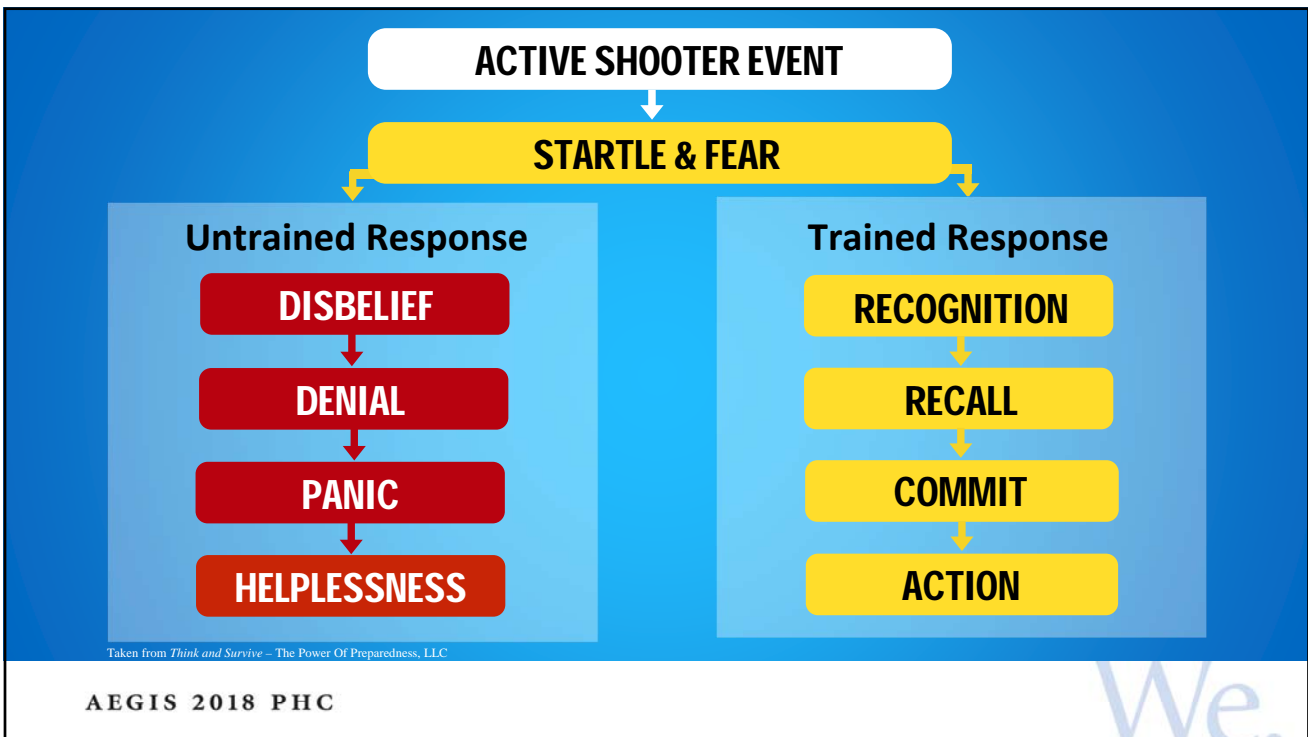
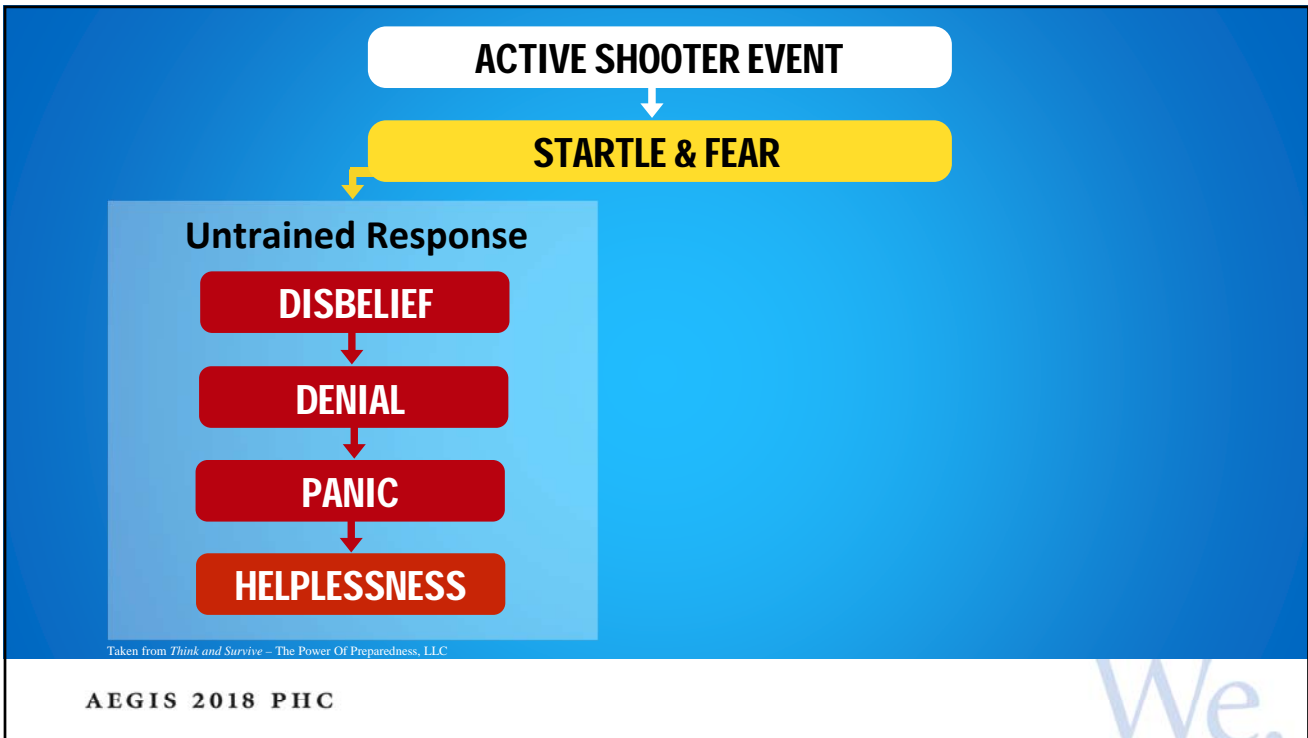


STARTLE & FEAR

Taken from *Think and Survive* - The Power Of Preparedness, LLC

AEGIS 2018 PHC

We.



Your Obligation to Train

AEGIS 2018 PHC

We.

YOUR OBLIGATION TO TRAIN: TWO REASONS

1. To save lives and protect your staff
 - Events happening in all sectors and increasing in frequency
2. To reduce liability and preserve your business
 - Loss of life results in litigation and disruption to all aspects of the company



AEGIS 2018 PHC

We.

REDUCE LIABILITY AND PRESERVE YOUR BUSINESS

Impacting the financial viability of organizations

- US businesses spend approximately \$121 billion annually responding to workplace violence events
- Non-fatal assaults alone result in 876,000 lost workdays and \$16 million in lost wages
- Results include lost productivity and sales, clean-up or refurbishing costs, increased insurance costs, lawsuits, and settlements



National Institute for the Prevention of Workplace Violence, Inc.

AEGIS 2018 PHC

We

LIABILITY & LITIGATION – LAS VEGAS SHOOTING

- 450+ plaintiffs
- MGM Resorts International owner of Mandalay Bay; Live Nation organizer of music festival; Estate of Assailant
- MGM – allege negligence for security polices, **training staff**, surveillance of premises, incident response
- Live Nation – failure to provide enough exits, **training employees**



AEGIS 2018 PHC

We

LIABILITY & LITIGATION – WASHINGTON NAVY YARD

- Family of victim files a \$37.5 million wrongful death claim
- Suit alleged the Navy & the Department of Veterans Affairs overlooked or **missed a series of red flags** that should have alerted them to the troubled history of the shooter
- The action inspired other victims' families to seek legal advice or file lawsuits



AEGIS 2018 PHC

We

LIABILITY & LITIGATION – PULSE NIGHTCLUB

- 49 dead and 53 injured
- Three-hour standoff with police
- 200+ rounds fired in less than five minutes
- 35 victims sue city for violating their Constitutional rights
- Allege police should have acted more aggressively to prevent mass casualties
- Suit calls for **additional training** and resources, jury trial and undetermined monetary judgment



AEGIS 2018 PHC

We

Surviving an Event

AEGIS 2018 PHC

SCENARIO 1: YOU KNOW THE LOCATION OF THE SHOOTER



RUN

- Run to the nearest exit
- Leave your belongings, silence your phone, call 911 when safe
- Have a destination in mind
- Just as important to **run to safety** as it is to **run from danger**



AEGIS 2018 PHC

SCENARIO 2: YOU CANNOT TELL WHERE THE SHOTS CAME FROM



HIDE

- Find the closest room with a lockable door and as few windows as possible, barricade the door
- You can't be a target if the gunman does not know where you are
- When shooters encounter locked doors, they tend to move on



AEGIS 2018 PHC

We

SCENARIO 3: YOU COME FACE-TO-FACE WITH THE SHOOTER



FIGHT

- You are now in an actual life-and-death situation
- Act as aggressively as possible
- Improvise weapons
- Attack as a group (“swarm”) if possible



AEGIS 2018 PHC

We

VIDEO TWO

THE POWER OF PREPAREDNESS™

Run-Hide-Fight: The Waffle House Active Shooter

TAKE-AWAYS

- Understand / update the company's emergency plan
 - Building evacuation routes
 - Shelter-in-place procedures and locations
 - Primary & secondary staging areas
 - Include law enforcement in planning
- Ensure multi-disciplinary involvement – leadership, security, HR, legal, OSHA, EAP, communications...
- Train entire staff in the foundational principles of Run-Hide-Fight
- Exercise these principles
- Maintain situational awareness



AEGIS 2018 PHC

We.

THE CURRENT TYPICAL STATE OF TRAINING

- Acronym confusion (“alphabet soup”)
- Stand-up training limitations
 - One-to-many
 - Scheduling requirements
 - Geographic requirements
 - PowerPoint boredom
 - Expensive – particularly for multiple locations
 - Staff turnover

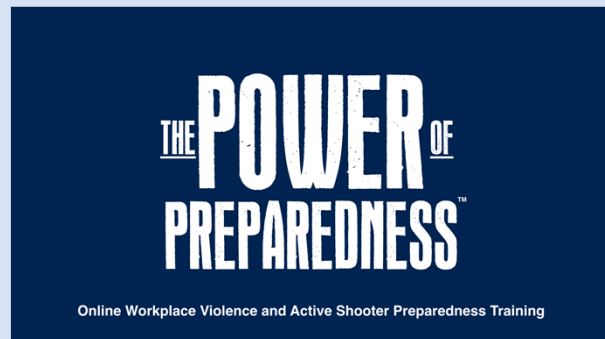


AEGIS 2018 PHC

We.

THE POWER OF PREPAREDNESS (TPOP)

- Effective and affordable online training
- Reaches beyond limitations of stand-up training
- World class subject matter, expert faculty
- Reach your entire staff instantly – no matter where they are – via computer, smartphone or tablet
- One-to-one interactivity assures learning and compliance
- Excellent on-boarding tool



AEGIS 2018 PHC

We.

THANK YOU

thepowerofpreparedness.com

wflynn@tpopllc.com

833.723.3893

AEGIS 2018 PHC

We.