

Are You Ready? Active Shooter Preparedness Training

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Daniel Stechow

President & CEO, The Power Of Preparedness



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My Background

- Serial entrepreneur with multiple launch / grow / sell successes
- 25-year digital product development pioneer
- Award-winning eLearning designer
- Designed training for McDonalds, UPS, Compaq, Lucent, DaimlerChrysler, Dunkin Donuts, and more



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Work Place Violence / Active Shooter Preparedness



William F. Flynn

Partner, The Power of Preparedness

President, GARDA Risk Management, LLC



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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
- Captain, United States Navy



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Today's Agenda

- The increasing threat of active shooter events
- Case studies / lessons learned
- Surviving an event – run, hide, fight
- Your obligation to train your team
- A training solution specifically designed for utility companies
- Getting started



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The Increasing Threat of Active Shooter Events



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What Is An “Active Shooter”?



FBI + Department of Homeland Security Active shooter definition



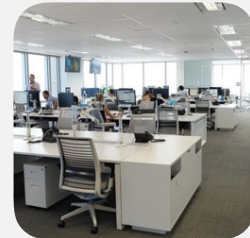
- “Active shooter” is an individual or persons actively engaged in killing or attempting to kill people in a confined and populated area
- In most cases, active shooters use firearms and there is no pattern or method to their selection of victims



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Shooters Threaten All Types of Employees Engaged in All Types of Work



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THE WALL STREET JOURNAL
U.S. Edition • January 1, 2019 • Print Edition • Video

Assault on California Power Station Raises Alarm on Potential for Terrorism
April Sniper Attack Knocked Out Substation, Raises Concern for Country's Power Grid
By Rebecca Smith
February 5, 2014

KOCO NEWS 5
Police release information about shooting at Norman wind power company
Shooting started as domestic dispute, police say

abc7 NEWS WATCH LIVE
San Francisco East Bay South Bay

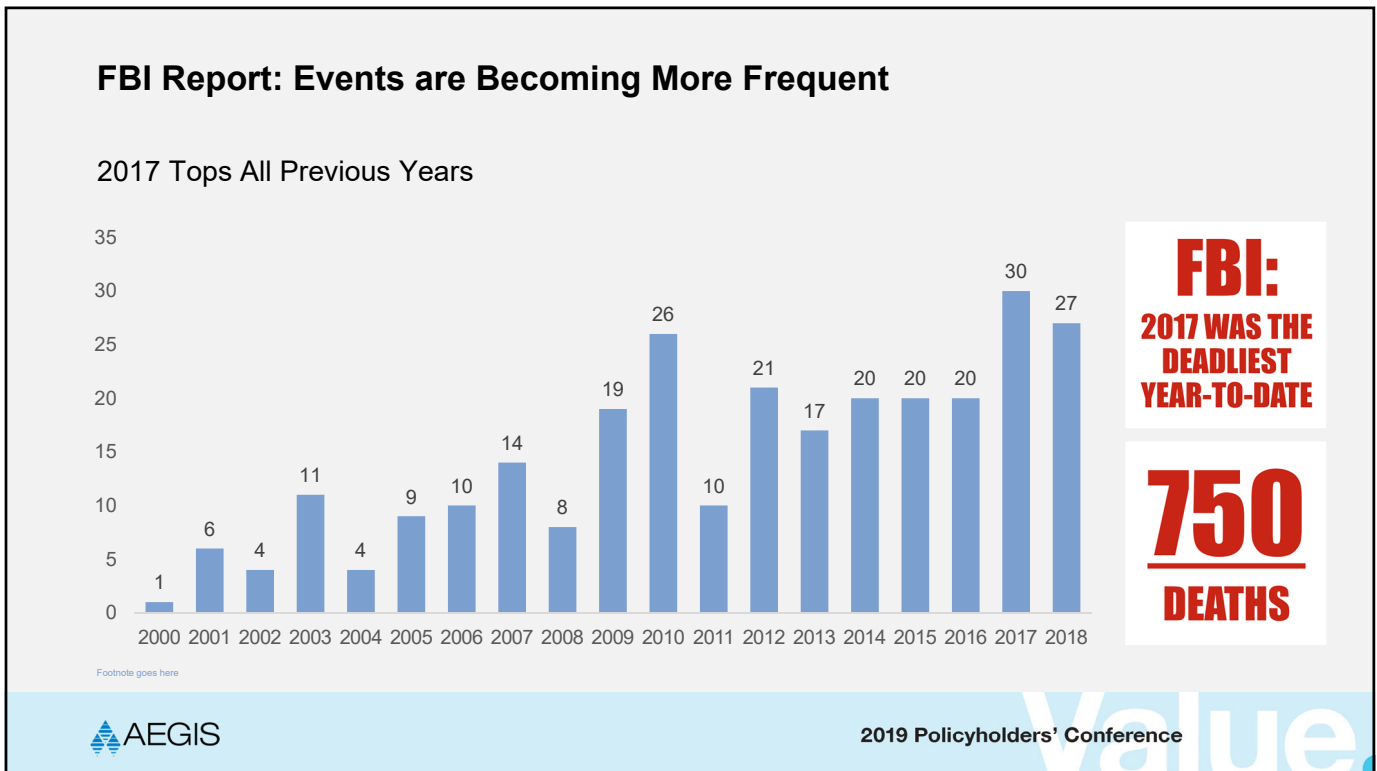
Storytelling with Data

Sniper attack on California power grid may have been 'an insider,' DHS says
by Jose Pagliery @Jose_Pagliery
October 17, 2015, 10:37 AM ET

Police say intruder at San Jose power plant was heavily armed
SJPD

Man arrested in shooting near Colorado Springs-area power plant
November 16, 2018 by gazette — Leave a Comment

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1 Out of 7 People Don't Feel Safe at Work

- Nearly half of HR professionals said their organization experienced a workplace violence incident – up from 36% in 2012
- Nearly one third of employees and half of HR are unsure of what to do if they witness workplace violence
- Training empowers employees to react and take action in the event of a worst-case scenario



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Corporate America's Top Security Concerns

- Cyber / communications security: internet / intranet security
- Active shooter or active assault / assailant threats
- Workplace violence prevention / response
- Business continuity planning / organizational resilience
- Cyber / communications security: mobile technology



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Case Studies / Lessons Learned



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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



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Immediate Action Rapid Deployment

- IARD = standard tactical response
- First responders actively confront a developing high-risk crisis
 - Engage the shooter before more lives are lost
 - FBI in partnership with Texas University has trained more than 130,000 law enforcement employees on force-on-force scenario based training



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Evolution of Police Response

- Virginia Tech
 - Illustrated the need for first responders to have forced entry breaching capability
- Aurora Colorado theater shooting
 - 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



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Capital-Gazette Newspaper – Annapolis, MD, June 28, 2018

- Gunman killed five with shotgun and injured two others attempting to escape
 - Previously dismissed from government job; former classmate took out harassment charge
 - Filed and lost a defamation lawsuit against newspaper
 - Sent enraged letters and texts threatening staff
- Two law enforcement agencies on scene in one minute
- Gaps – security; order of protection; training



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Virginia Beach Shooting – May 31, 2019

- Municipal Center – twelve killed, four severely injured
- Assailant – insider with knowledge of physical layout
- Used a suppressor and several extended magazines
- Law enforcement responded in two minutes – hampered by electronic doors
- Active shooter responses work – people successfully evacuated and sheltered
- No indication shooter attempted to break down doors
- Insider has advantages, but trained co-workers can spot warning signs



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VLOG – Virginia Beach Shooting



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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 and the number of victims shot, one person dies every 15 seconds



**Typical event is over
in 3 to 5 minutes**



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3 to 5 Minutes

Your Job:

Survive That Long



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What You Can Expect if Caught in an Active Shooter Event

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



Active Shooter Event



Surviving an Event



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Your 3D Action Plan: Run, Hide, Fight



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Not A Linear Plan



You may be forced to alternate between multiple choices



etc...

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Scenario 1: You Know the Location of the Shooter

- 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



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In This Scenario Your Job Is To:



RUN



EXIT



LEAVE



SILENCE



WARN



POINT



WOUNDED

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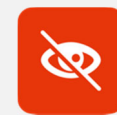


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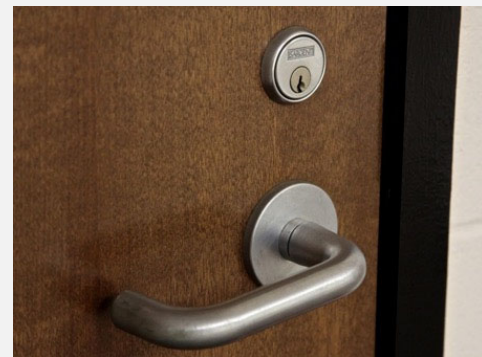
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Scenario 2: You Cannot Tell Where the Shots Came From

- Find the closest room with a lockable door and as few windows as possible and 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



HIDE



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160 Cases Addressed by the 2014 FBI Active Shooter Report



Only **1** took the time to break down a door

When the shooter encountered a locked door, he or she simply moved on in search of more targets

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Create An Immovable Brace or Wedge



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Secure The Handles



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Stay Out of the Line of Sight of Windows



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Be Ready to Spring



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Scenario 3: You Come Face-to-Face With the Shooter

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



FIGHT



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You Must Commit To These Tactics

Madmen and terrorists do not make deals

Begging or pleading will end in your being shot

Comply and DIE

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Improvise Weapons

Use anything that can stab or slash



Use anything that has weight and can be thrown



Use anything that scalds or blinds



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VBLOG – Nashville

Run, Hide, Fight



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Run-Hide-Fight: The Waffle House Active Shooter

Take-Aways

- Understand / update the company's emergency plan
 - Evacuation routes from building
 - 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
- Preparedness training is critical
 - Including understanding and reporting anomolous behaviors
- Exercise these principles
- Maintain situational awareness



Your Obligation to Train

Two Primary Reasons to Train

1. To save lives and protect your staff
 - Events happen in all sectors and are 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



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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 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.



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Liability & Litigation – Las Vegas Shooting, October 1, 2017

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



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Liability & Litigation – Washington Navy Yard, September 16, 2013

- Family of victim filed 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



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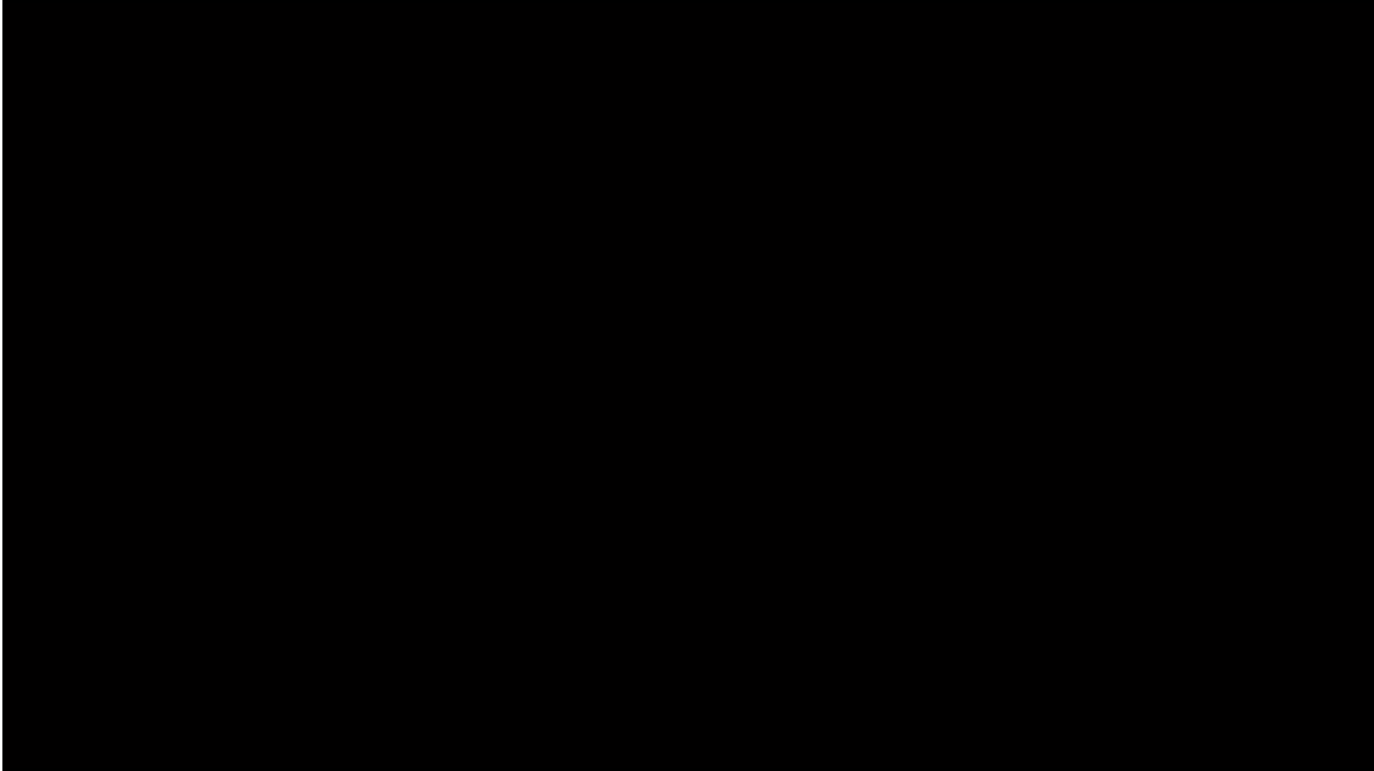
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The Current Typical State of Training

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



VBLOG - Field Worker Threat



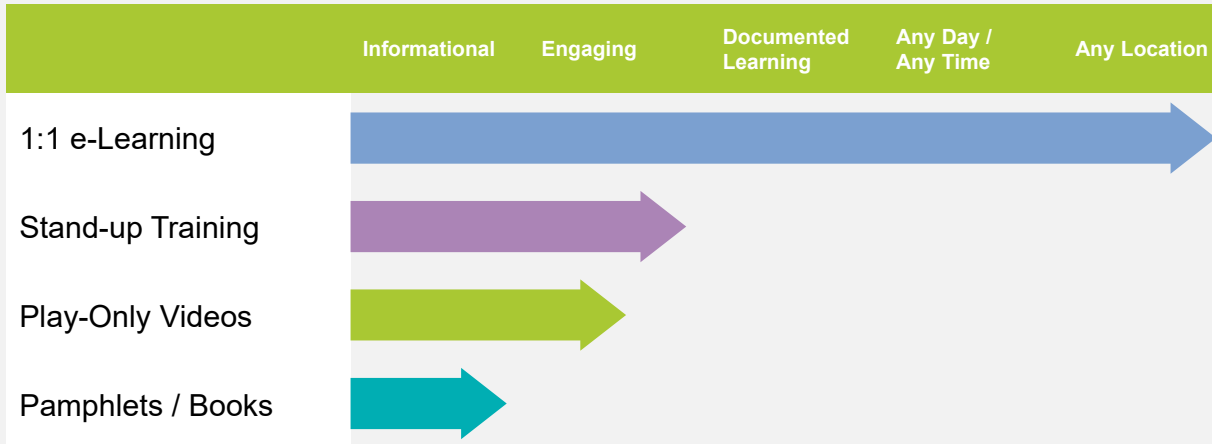
A Training Solution Specifically Designed for Utility Companies



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e-Learning Reaches More, Teaches More



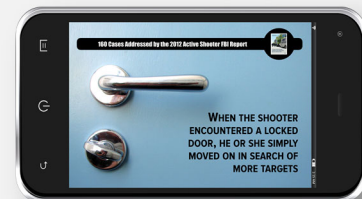
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Introducing The Power of Preparedness (TPOP)

An e-Learning Platform for Effective Preparedness Training

- An excellent complement to your stand-up training
- Learn from any computer or smart phone
- Reach your entire team instantly
- Powerful on-boarding tool for new hires or contractors
- Documented compliance
- Customizable to include your leadership and location
- Subscription-based gives you 24/7 access all year



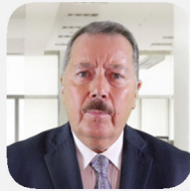
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Featuring Nationally Recognized Subject Matter Experts



Police, DHS Security Expert



DHS Leadership



US Army



Criminal Psychologist



Energy Sector



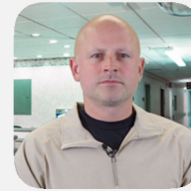
Tactical Response Expert



FBI



Chief of Police



SWAT, EMS

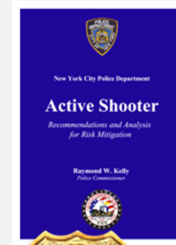
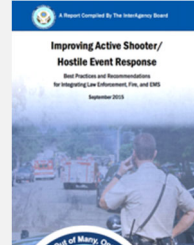
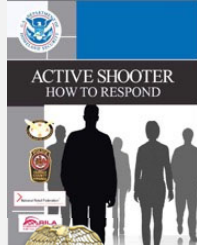
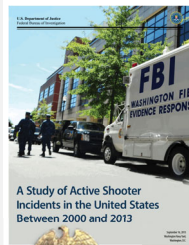
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Curriculum Based Upon Trusted Sources



OSHA

General Duty Clause

DHS / FBI

Active Shooter Methodologies

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Speaks to the Unique Challenges of the Utility Industry



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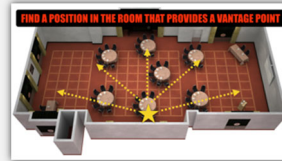
All These Topics in One 40-Minute Course



Workplace Violence Recognition



Value of Early Recognition



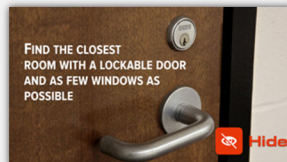
Situational Awareness



Verbal De-Escalation Techniques



Recognizing Gunfire



Surviving an Active Shooter Event



Response to Injury



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Affordable, Engaging, Memorable

Easy Access 24/7 from any computer or smart phone

Effective Engaging and easily retained

Affordable Discounts for AEGIS members

Customizable Show your brand / include your leadership

Accurate Designed for utility companies

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Customizing Adds Impact and Relevance



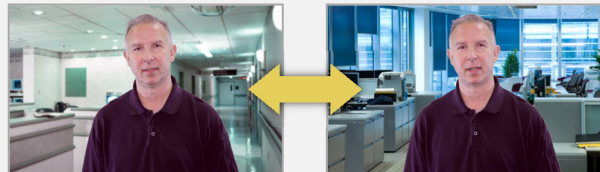
Your Brand



Brand the course for your organization



Include a video introduction from your leadership



Via green screen background, place instructors in your location

* Professional service fees apply



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