

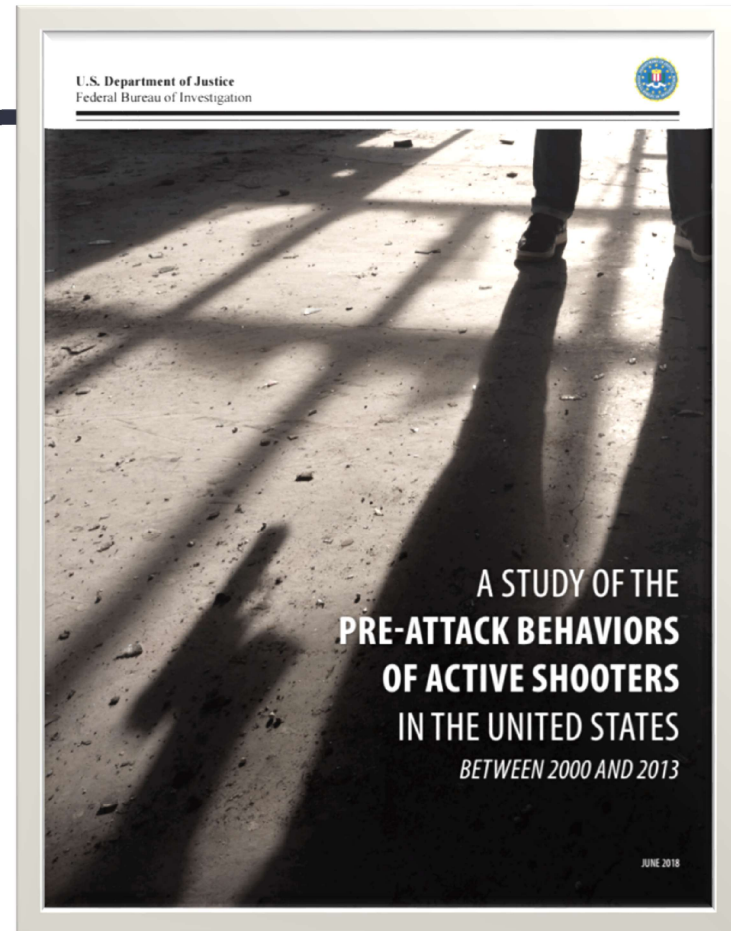
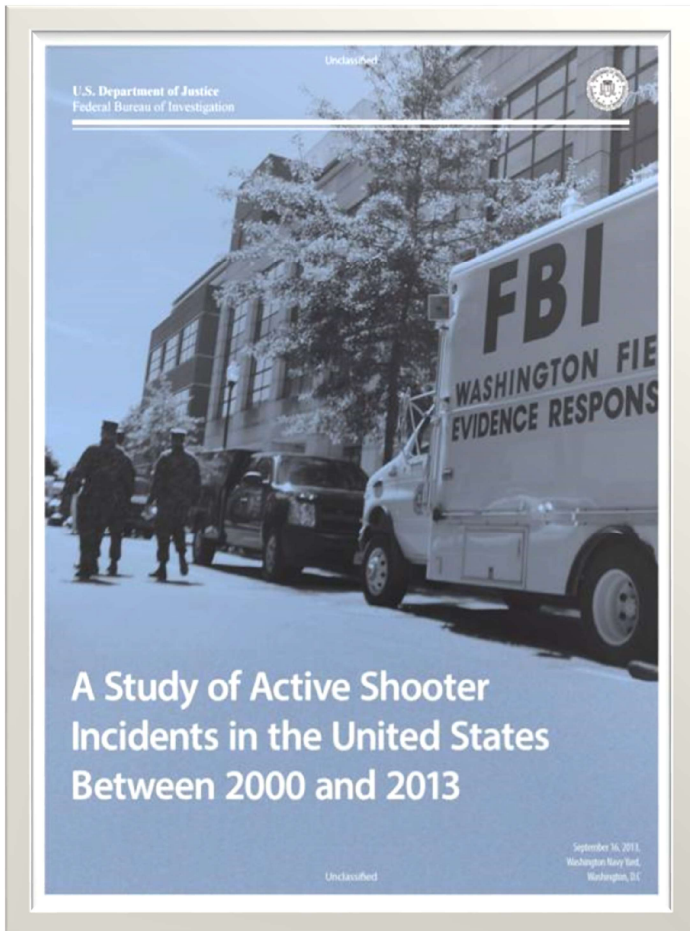
THE AGE OF ACTIVE SHOOTER: *AN INSIGHT*

By Jin Kim FBI (ret) SME

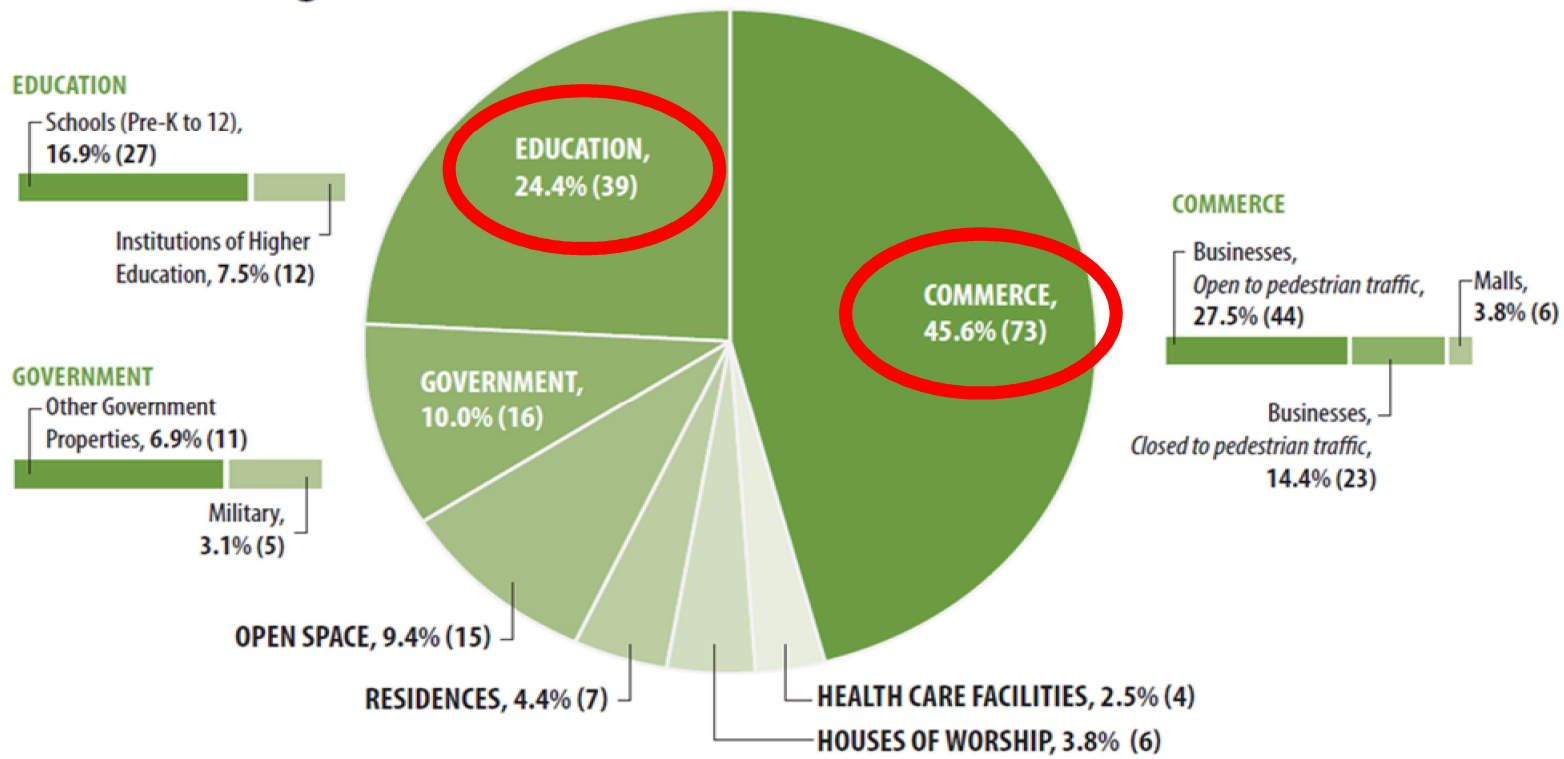
WHO'S AT RISK?

We all are...

- **Disgruntled Co-Worker**
- **Domestic Violence Spillage**
- **Terrorism**
- **Fired Employee/Contractor**
- **Disgruntled Customer/Client/Patient**
- **Random EDP**
- **Civil/Social Unrest**
- **Political Extremism**



A Study of 160 Active Shooter Incidents in the United States Between 2000 - 2013: Location Categories



Source: Federal Bureau of Investigation, 2014

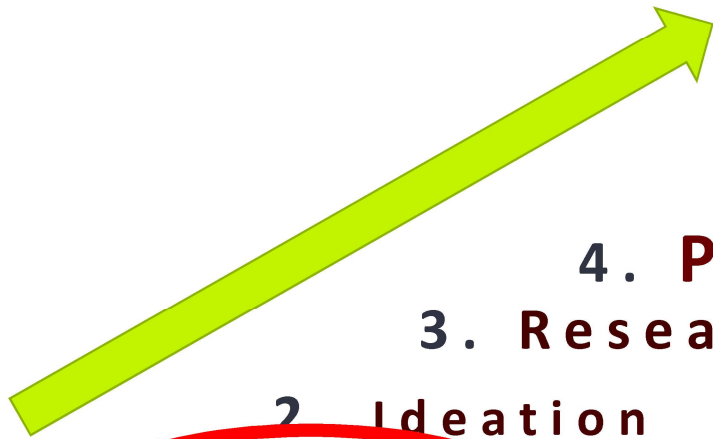
- ✓ **No single profile**
- ✓ **Overwhelmingly male**
- ✓ **Functioning members...**
- ✓ **Highly disconnected & irrational**
- ✓ **Highly focused & motivated**



- ✓ **Planned & prepared**
- ✓ **Retribution**
- ✓ **Connection to location/people**
- ✓ **They are evolving and sophisticated**
- ✓ **We underestimate them!**

- **Majority acquire firearms legally**
- **25% diagnosed with clinically with a mental illness i.e. depression, anxiety**
- **Only 3 diagnosed with psychotic disorder**
- **Adverse interpersonal or employment action**
- **Concerning Behavior/Multiple Stressors**
- **Morphed into self-fulfilling & controlled final resolution acts**

PATHWAY TO VIOLENCE



1. Grievance

2. Ideation

3. Research & Planning

4. Preparation

5. Breach

6. Attack

TRIGGER EVENT

- Loss of significant relationships
- Feelings of humiliation/rejection/bullying
- Changes in financial status
- Major adverse changes to life
- Loss of job
- *Commitment to a social, political, or religious cause aka “**Violent Extremism**”*

MY UNSCIENTIFIC STUDY 1.0

- ✓ **Survivors**
- ✓ **Affected Families**
- ✓ **Incident Public Responders**
- ✓ **Unpublished Reporting**
- ✓ **Confidential Resources**

“I never thought it would happen here/to us...”

“It happened so fast...”

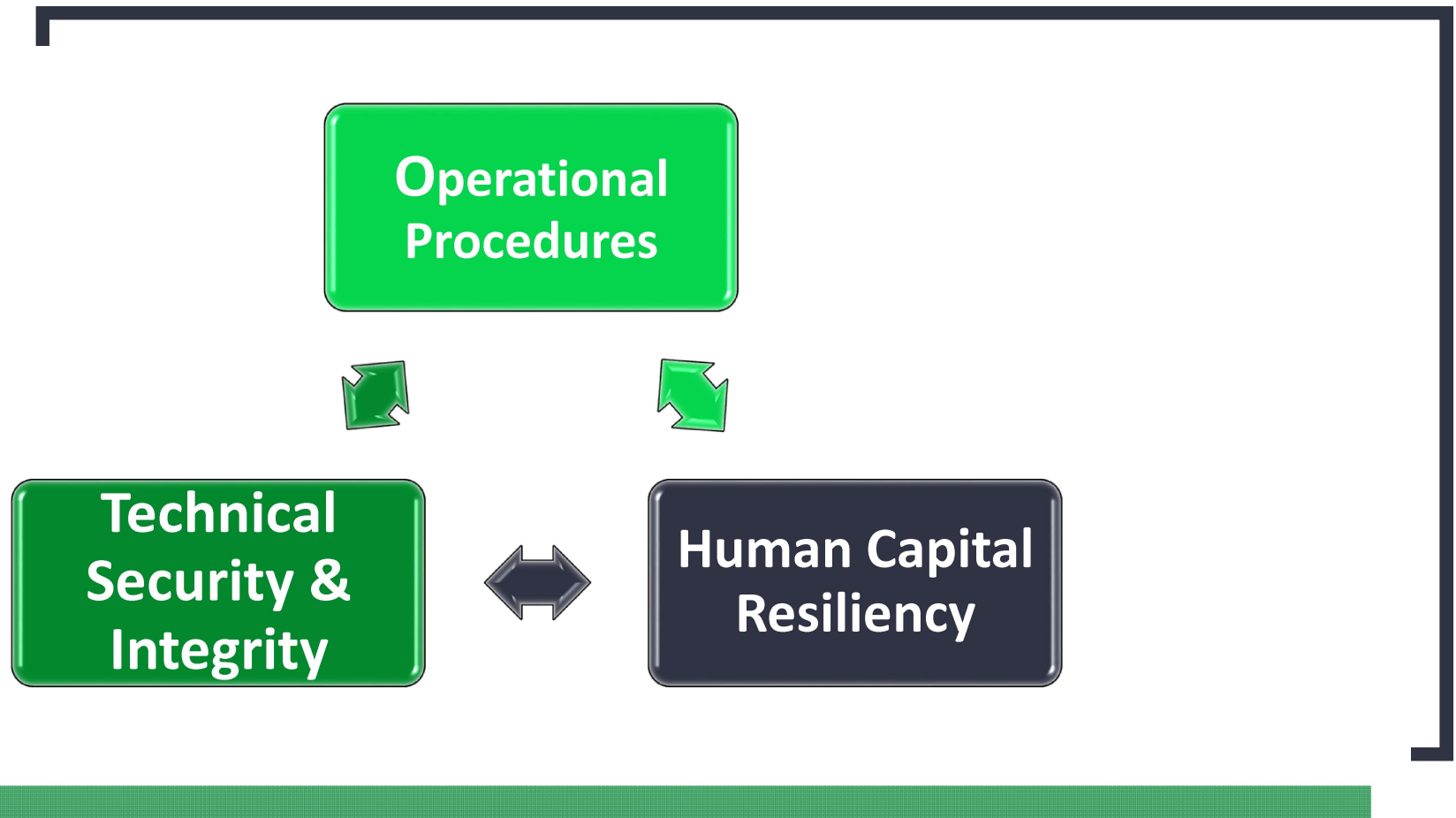
“I didn’t know what was going on”

“I’m suing...”

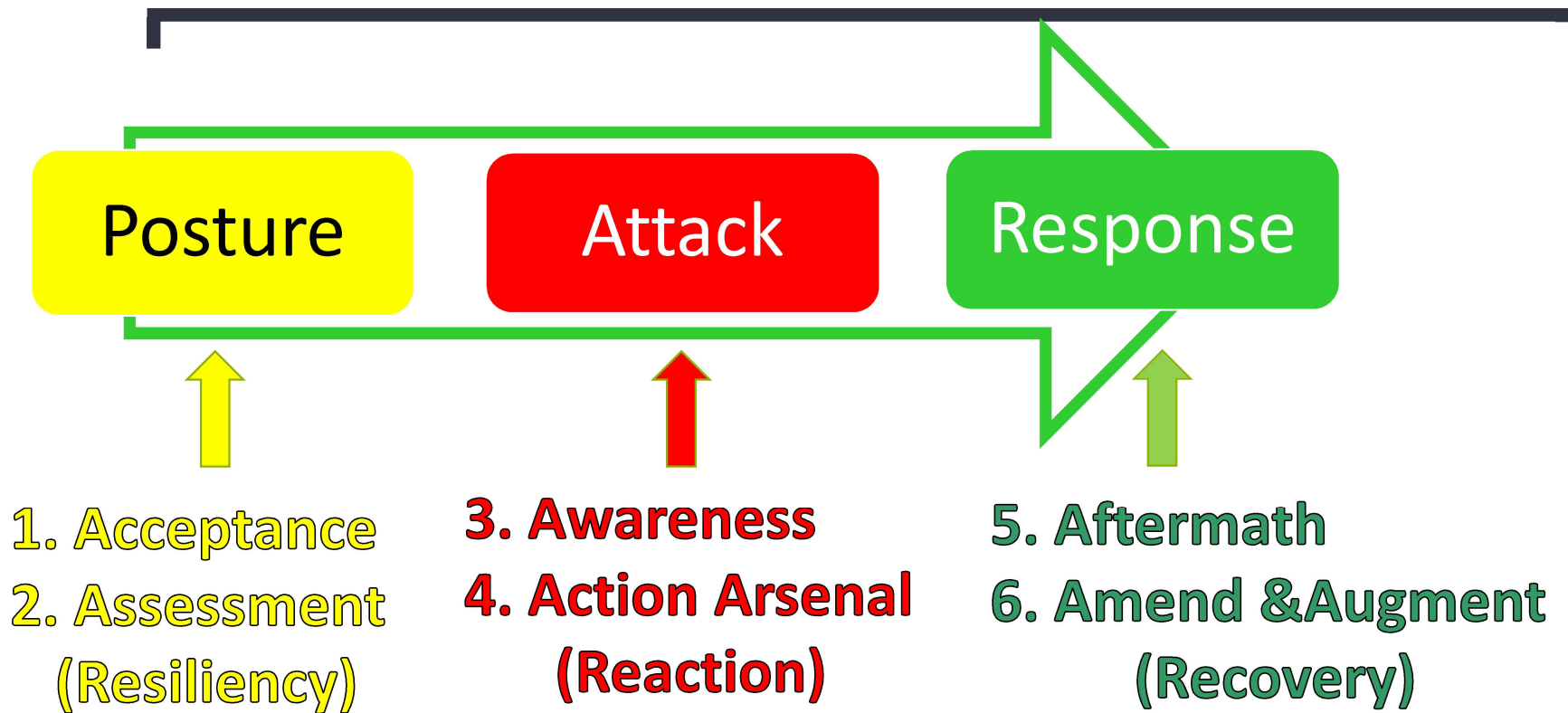
MY UNSCIENTIFIC STUDY 2.0

- ✓ **Vast access into all industries and verticals**
- ✓ **Wide range of cultures, tolerances, and preparedness levels**
- ✓ **Varies greatly based on institutional knowledge**
- ✓ **Individual & Personal feelings...**

MACRO SYNERGY



Position and Pivoting



MY UNSCIENTIFIC STUDY 3.0

- ✓ **Gathered tremendous data from people just like you**
- ✓ **Conflicts from Adolescent Lockdown drills to Workplace policies**
- ✓ **Run / Hide / Fight Dialog**



THREAT **A**DAPTATION **S**TRATEGIES & **K**NOW-HOW®

An inclusive process
emphasizing individual
resiliency and *strategic*
adaptation to all threats

- **Macro: Policy, Posture, and Protocol Synergy**
- **Narrow institutional “Accepted Risks” gaps**
- **No single “one size fits all” solution**
- **Micro: INCLUSIVE individual mitigation resiliency**
- **Adopt Intervention/Threat Assessment capacity**
- **Long-term protocols to disgruntled former employees**
- **Expansion of Enterprise Risk Management models**
- **Our greatest challenges still lie ahead...**

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