

Practical Lifesaving Solutions Review – Fiamma Inc., Orlando, Florida

On Monday June 5, 2017, at approximately 8:00 am, 5 people at Fiamma, Inc., near Orlando, Florida, were fatally shot by a former employee who later killed himself. It has been reported that John Robert Neumann Jr., age 45, a former **“disgruntled employee,”** singled out employees at the business which manufactures accessories for recreational vehicles in an industrial area approximately seven miles from downtown Orlando. Neumann was fired from his job at Fiamma this past April.

It is unclear how Neumann got into the building. There were about 12 employees inside at the time of the shooting, 7 of whom were not hurt. One of the individuals said Neumann pointed the gun at her and told her to leave the building, reinforcing the view that he specifically targeted the victims. It has also been reported that the shootings occurred in multiple locations throughout the business. Most of the victims were shot in the head; some were shot multiple times. Neumann was armed with a handgun and a knife, but there was no indication he used the knife.

Four of the victims were found dead at the location. A fifth person was transported to a hospital, where he died of his injuries.

Law Enforcement authorities had been called to the same business in June 2014, responding to an episode of workplace violence involving Neumann, but no charges were filed then.



Summary

Again we have a situation where a former and **“disgruntled employee”** targeted people at his previous employer. We have reviewed several similar situations in the past few months. This is among the most common profiles of an active shooter situation at a place of business. And here again, the shooter committed suicide at the scene.

PLS continues to recommend employers conduct safety and security audits as part of their active shooter preparedness program. This may include practicing active shooter emergency drills, implementing

workplace violence protocols, training employees how to identify risk factors which may lead to violence and how to respond to incidents of violence. Having trauma kits on hand with the requisite training is a big part of providing employees with a response capability. However, in this instance there's little a first responder could have done to address the traumatic head wounds.

We previously published a section concerning considerations when terminating employees and have re-printed them below:

1. Have a professional threat assessment performed, especially if there is any concern about the potential for violence.
2. Use a neutral manager or outside security consultant to carry out the termination.
3. If there is a manager or supervisor who has been the subject of threats or who has a strained relationship with the employee, that person should not participate in the termination.
4. Have security nearby (not in the same office) and in a position to monitor for any signs of a problem and be able to intervene.
5. Do not take a break during the termination interview. There have been instances when an employee asking for a bathroom break or time to compose him or herself has used the opportunity to retrieve a weapon.
6. If possible, wait until the end of the workday to terminate the employee. This will minimize the number of employees on hand should a situation escalate. It's also an effort to help maintain the dignity of the person being terminated. Further, it prevents the terminated employee from returning that day.
7. Eliminate or at least limit the reasons why the employee would have to return to the workplace. For example, collect any and all company identification cards and building access passes, mail the final check and have uncollected belongings delivered to the employee's home via a delivery service.
8. Provide severance benefits. Consider not contesting unemployment benefits, continue to provide health insurance programs for a limited period of time, and offer the option of resigning. While this involves cost, it will help minimizing any ill feelings the employee may have or subsequently develop.

While no efforts can guaranty a terminated employee won't become violent, employing the above measures can potentially mitigate problems as they may lessen the tension and acrimony between the employee and people at the business.