

## **Practical Lifesaving Solutions Review – Weis Supermarket Shooting**

On Thursday, June 8, 2017, at approximately 1:00 am, Randy Stair, 24 years of age, blocked the entrances and exits to the Weis store where he worked in Tunkhannock, Pennsylvania, after the store had closed. He opened fire with two-pistol-grip shotguns he carried into the store in a duffel bag. He fired 59 shots inside the supermarket, killing three fellow employees and himself. One witness escaped unharmed and called 911 dispatchers.

Prior to the incident, Stair documented his plan and motives in detail online. It was part of a series of uploads that included videos, photographs, audio and journal entries posted just before the killings.

In the video, Stair said a co-worker goes on break every night and ***"when he goes out, I'm going to block the emergency exits. I'm going to get pallets and I'm going to put them in front of the doors."*** Stair talked to the camera and described his plan in detail, even naming employees who would be in the Weis. He appeared lucid, articulate and organized in his plan. Stair was observed waving two shotguns. He named them and scratched the names into each stock. He placed the barrel of each in his mouth in an apparent effort to determine which would be better suited to take his own life.

At the end of the 37 minute video, created on May 11th, he paused and stated, ***"What's going to happen in the future after this to prevent this from happening again?"*** He goes on to say, ***"And the answer is you can't prevent it. You can only endure it."***

Part of the night crew each night takes a break at about 1:00 am. Stair described where everyone would be, what they would be doing and how he would work his way through the market. ***"I want this to be on the surveillance camera so you can see it,"*** he said.

He talked about always having a back-up weapon in case the other breaks. The worst situation, he said, would be wanting to kill himself after the shootings and not have a working weapon. Investigators believe Stair spent 90 minutes blocking the store's five exits before moving his car in front of an emergency door.

In the video, he details how he would use pallets to block exits. One door gave him a particular problem, but he said he seized on an idea while sitting in his car in the parking lot one night during break. He said the answer was to park his car on the door so it would not open. Stair also praised the 1999 Columbine High School shooters.

Stair disclosed his seven-year anniversary of working in the market would be in June. Working night shift was the ***"icing on the cake,"*** he said. He got keys, alarm codes and studied how the place worked. In a written document online, Stair said he had been planning to die for more than four years and had been plotting the attack for three to four months.

In a message to his family he stated, ***"I know you might be thinking...you could have gotten help...That wouldn't be me...getting medication, sitting in therapy...That's not me, never would be."***



### Summary

Many shootings by employees follow a pattern of the ***“disgruntled former employee.”*** They bear animus towards co-workers and/or supervisors and it’s related to their termination. While mental illness is often a significant contributing factor, the catalyst is generally the firing of the employee and the shooting occurs as a reaction. In this instance we have Stair, a current employee, planning the shooting over a significant period of time. The planning is sophisticated and thorough even down to the details of barring the escape of his victims, back-up weapons and the most effective way for him to take his own life. It’s yet another tragic act of work place violence and continues to demonstrate the vulnerability of everyone in the workplace.