



## **Analysis of October 18, 2017 Active Shooter Attack in Maryland/Delaware**

By Analytic Team, Kiernan Group Holdings

### **Incident**

At approximately 8:58 am, on October 18, 2017, Radee Labeeb Prince, aged 37, gathered about 10 people who had worked with him at Advanced Granite Solutions, in a business park in Edgewood, Maryland, and proceeded to pull out his .380-caliber handgun and fired it at them. Three employees were killed and two were wounded. The shooter then drove to the Baul's Auto Sales used-car dealership in Wilmington, Delaware, where, some two hours later, he shot and killed Jason Baul, its owner. Following a tip, Prince was found and arrested by the pursuing police around 7:00 pm in a Newark neighborhood, some 20 miles southwest of Wilmington.

Although at the time of this report the incident was still under investigation, and it has not been officially categorized, it appeared to be a case of Workplace Violence, Type 3: Worker-on-Worker, with the shooter's continuous firing of his weapon at multiple persons termed an Active Shooter event.

### **Shooter's Background**

At the time of the incident, the shooter had been employed as a machine operator at the Advanced Granite Solutions company for four months. He had previously worked at another granite countertop store in Maryland, but was fired in February 2017 for punching another employee. As a "bad leaver," he had repeatedly returned to the business to threaten others. At that time, a restraining order was filed by the co-worker who was hit, but it was rejected by a court.

In recent years, the shooter had been arrested on multiple criminal charges in the states of Delaware and Maryland. These included a December 2003 conviction for 15 counts of third-degree burglary in Delaware, in which he was sentenced to two years in prison, including a sentencing in 2006 for violating his probation; an August 2016 arrest on several traffic charges, including failing to stop for police; and a March 2015 misdemeanor charge for having a handgun in a vehicle and illegal possession of a firearm and ammunition.<sup>i</sup>

### **Motivation**

At the time of this report a motivation for the shooter's attack was still under investigation. A published article speculated that he had a "perceived feeling that he was not well liked" at his company.<sup>ii</sup> According to Wilmington Police Chief Robert Tracy, "This is targeted -- this individual knew the people he wanted to go shoot....This isn't a random act of violence."<sup>iii</sup>

### **Assessment**

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In Type 3 workplace violence incidents, early warning signs of potential violence by an employee are usually visible to those who work with them, but not always followed up by being reported to their managers. In the case of Radee Labeeb Prince, his history of violence, particularly his armed robbery conviction in 2003, his violation of his parole guidelines, and his firing from his previous job for assaulting a co-worker (who had filed an unsuccessful restraining order against him), should have served as grounds for his rejection of employment by Advanced Granite Solutions, in the first place. The question arises: did their Human Resources Department conduct a background check on Prince prior to hiring him? Moreover, if he had been granted a second chance for employment due to his needed professional specialty (which might have overruled his problematic background), if he had displayed anger management issues during the four months of his employment, his employer should have immediately referred him for counseling. In such situations, an employer, whether a small or a large corporation, should have deployed a threat assessment team, consisting of Human Resources and other appropriate officials, to assess his suitability for continued employment. This incident demonstrates that even a small firm needs to find appropriate solutions to manage problematic employees because in such worst-case situations the risks of neglect can be catastrophic for the company's employees, owners, and reputation, including loss of business activity. To avoid having an inspector from the Occupational Safety and Health Administration (OSHA) issue possible citations to companies that are found liable for such negligence, it is thus far preferable to institute an effective workplace violence prevention program, including being trained in understanding the pathways to violence and intervention points for as early as possible preemption.

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<sup>i</sup> <http://heavy.com/news/2017/10/radee-labee-prince-suspect-age-photo/>.

<sup>ii</sup> [https://www.washingtonpost.com/local/public-safety/suspect-in-deadly-md-workplace-shooting-will-first-face-trial-in-del/2017/10/23/5dac7064-b802-11e7-be94-fabb0f1e9ffb\\_story.html?utm\\_term=.c707b8f806d8](https://www.washingtonpost.com/local/public-safety/suspect-in-deadly-md-workplace-shooting-will-first-face-trial-in-del/2017/10/23/5dac7064-b802-11e7-be94-fabb0f1e9ffb_story.html?utm_term=.c707b8f806d8).

<sup>iii</sup> [https://www.washingtonpost.com/local/public-safety/suspect-in-deadly-md-workplace-shooting-will-first-face-trial-in-del/2017/10/23/5dac7064-b802-11e7-be94-fabb0f1e9ffb\\_story.html?utm\\_term=.237571fdd6d5](https://www.washingtonpost.com/local/public-safety/suspect-in-deadly-md-workplace-shooting-will-first-face-trial-in-del/2017/10/23/5dac7064-b802-11e7-be94-fabb0f1e9ffb_story.html?utm_term=.237571fdd6d5).

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