



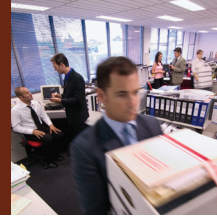
Increase the safety and security of the workplace – while lowering risks, building morale and enhancing the focus on the organization’s mission and priorities.

Workplace violence is a risk for any organization. It’s a risk that can be managed. Over the last decade, we have made notable strides as a nation in learning how to prevent many of these incidents and mitigating the impact of those that occur.

Hillard Heintze specializes in helping employers in both the public and private sectors create and sustain safe workplace environments that prevent violent incidents, mitigate risks and advance business and mission objectives.



WORKPLACE VIOLENCE PREVENTION SERVICES



- **Increased workplace safety and employee security**
- **Early identification of risks and red flags – and, by extension, a greater chance for intervention before violence occurs**
- **Business benefits such as higher employee morale, better productivity and lower liability if an incident occurs and the correct prevention-oriented steps have been followed**
- **Stronger enterprise risk management**

SCOPE OF SERVICES

Behavioral Threat Assessment

Highly technical, specialized and methodology-driven pre-attack pathway analysis to identify behaviors and characteristics likely to foreshadow an act of targeted violence and recommend countermeasures. Assessment includes monitoring and surveillance, target interviews, liaison with family members, friends and other related parties as well law enforcement and mental health experts.

Threat Management Strategies and Support

Development of plan to manage individuals who have displayed behaviors of concern. Guidance on integrating various strategies to maximize the safety and security of clients' personnel and minimize risks over the short and long term.

Policy Evaluation and Development

Comprehensive review of existing policies related to areas such as on-boarding, employment screening, privacy compliance and issue resolution and escalation, among others. Identification of gaps, recommendations on improvements and guidance on execution.

Threat Assessment Team Establishment

Creation of multi-disciplinary behavioral threat assessment teams composed of representatives from management, HR, legal and security as well as external specialists in law enforcement, mental health and targeted violence, among others.

Employee Awareness Campaign Planning

Development of company-wide violence prevention awareness initiatives including key messaging, the importance of early communications and reporting protocols.

CLIENTS WHO TURN TO US FOR WORKPLACE VIOLENCE PREVENTION SERVICES

- CSOs and Directors of Corporate Security Programs
- General Counsel and Risk Management Advisors
- Human Resources Directors
- Employee Assistance Program Officers
- CEOs and Administrators of Organizations Where Workplace Violence Has Occurred
- Government Agency Administrators

Corporate Headquarters

30 South Wacker Drive
Suite 1730
Chicago, Illinois 60606
(312) 869-8500
www.hillardheintze.com

For more information, contact:

Arnette Heintze, Chief Executive Officer, arnette.heintze@hillardheintze.com
Matthew W. Doherty, Senior Vice President, matthew.doherty@hillardheintze.com