

## Uncovering Potential Radicalization

### A ROUTINE EMPLOYEE INVESTIGATION ESCALATES DRAMATICALLY WITH EVIDENCE OF VIOLENCE + POTENTIAL RADICALIZATION

#### Client's Challenge

An employee at a major U.S. retail chain had an explosive verbal altercation with a coworker. As a result, management opened an internal investigation and found that several employees had expressed significant concerns about this person's troubling pattern of behavior.

The company's internal threat assessment team authorized us to conduct an investigation into the subject's background, including a meticulous, open-source social media analysis. We assessed patterns in his interests, motivations and social interactions in an effort to learn more about the subject and to offer the company potentially life-saving insights.

#### Support + Solutions

Our team quickly determined that the subject's online presence included details about his struggles with depression, suicidal thoughts, belief in conspiracy theories and hostile ideologies, interpersonal problems and military training. These demonstrated to the team that this person might self-radicalize or could be vulnerable to a terrorist organization's recruitment tactics.

Additional evidence included a criminal case against him for misdemeanor domestic battery, multiple complaints from neighbors to the local police, membership over many years in a form of Islamic fundamentalism and a Facebook post referencing a recent visit to Pakistan.

#### Impact + Outcomes

Our workplace violence prevention team alerted the Federal Bureau of Investigation (FBI) of the subject and submitted the evidence of potential radicalization. Then, they recommended the company terminate the employee. They also encouraged leadership to take safety precautions at the separation meeting. The company followed our advice and provided the employee a six-month severance package to assist with his transition and his mental health treatment.

#### SERVICE

Background Investigation +  
Social Media Monitoring

#### CLIENT

National Chain

#### INDUSTRY

Retail + Consumer

#### *The Project Manager's Post-Engagement Perspective*

"Many cases like this turn out to be benign. Not this one. We felt an acute and immediate concern for the safety and security of the subject's coworkers, family and people in his community.

"Given the growing risks and concerns about terrorism here in the U.S., it was vital to know that his mental health issues were appropriately addressed and his behavior documented, with the hope that he would be prevented from conducting violence at home or abroad."