



Case Study

Manufacturing Worker Carries Out Multiple Shootings



Introduction

Business owners must always take appropriate steps to ensure the safety and well-being of their employees and customers. Background checks play an essential role in ensuring that workers and patrons can interact with your business without the fear of being put at risk. When you choose not to run a proper search, you have no idea the level of danger you may be putting people in.





Ruthless Killer on the Loose

Some crimes are just so heinous that they defy belief. Taking the life of another person has repercussions beyond that single action - it causes ripples of anger, grief, and torment for the victim's friends and family. Doing whatever you can as a business to protect innocent persons from harm of this nature should always be of utmost concern.

Franklin, a 44-year-old manufacturing worker, went through life as what you would call a "ticking time-bomb." The anger that bubbled just below the surface had been kept mostly in check over the years, but many people who knew him realized that the day would come when he would be unable to resist his violent tendencies.

Those violent tendencies came to fruition one day when Franklin carried out multiple shootings in his hometown, targeting random civilians at random intervals. His actions caused several injuries and deaths, which were, of course, devastating to the community. The desire to inflict harm on others had finally seen the light of day, and an entire community was placed on alert as Franklin cut a swath of violence in his wake.

Thankfully, Franklin was soon arrested for his crimes of murder and attempted murder among several other criminal charges. While his case is still pending, law enforcement and others involved are confident that a conviction will be forthcoming given the evidence stacked against him.



An Imperfect System Supports the Need for Background Screening

Prior to Franklin's employment at the manufacturing company, the hiring manager had enlisted the help of a background search company to perform criminal checks on the suspect. These searches included a Nationwide Criminal Search, National Sex Offender Search, Motor Vehicle Records Search, and SSN/Address Trace.

Everything came out clean. There was nothing in Franklin's results that gave any indication that he was capable of murder.

The lesson to be learned here concerns the limitations of certain searches and why companies must be as thorough as possible at all times in order to cover all the bases and return as many results as possible. Franklin's background was reported by the local news, but they discussed records that went beyond the seven-year limitation of pulling criminal searches for an employer.

Workplace Violence Statistics

In 2014, out of the 4,679 fatal workplace injuries, 403 were reported as workplace homicides. (Bureau of Labor Statistics Census of Fatal Occupational Injuries).

The National Security Council also lists 2013 data for deaths and injuries connected to incidents of workplace violence across many industries, including:

- **Government: 37,110 injuries, 128 deaths**
- **Education and health services: 22,590 injuries, 35 deaths**
- **Transportation and warehousing: 840 injuries, 71 deaths**
- **Construction: 680 injuries, 36 deaths**
- **Manufacturing: 570 injuries, 36 deaths**



An arrest record search was conducted after his most current arrest, which did show dismissed and suspended records, but they could not be divulged to the potential employer due to legal restraints, and they did not include anything that would have indicated the terrible actions Franklin ultimately carried out.

Background searches are subject to limitations and even human error (e.g. court records are input by court employees), which means that conducting thorough screenings of all types is something that must be done for maximum security and safety. These screenings are a "must-use tool" for every business to ensure that you've done your very best to protect your employees and the surrounding community from harm, and to shield your company from liability lawsuits for failing to implement protective measures.

Call NationSearch Background Screening today to discover how you can protect your company and its employees by utilizing an extensive background search into a person's criminal history, along with other such information pertinent to the hiring process. 800-827-9550

