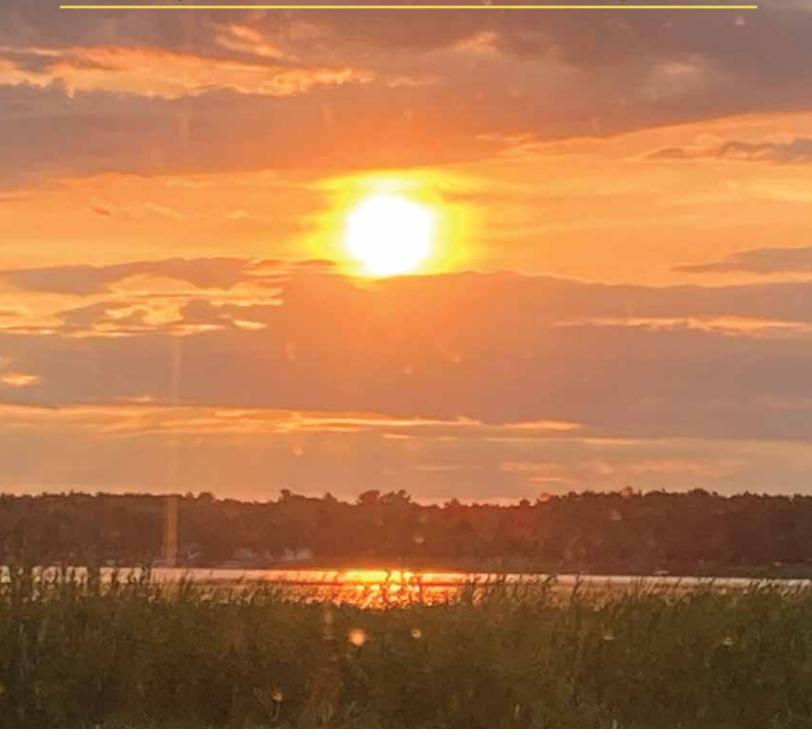
ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING. HEATING. COOLING. CONTRACTORS

Volume 108, No. 9

September 2022



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ILLINOIS MASTER PLUMBER

ILLINOIS ASSOCIATION OF PLUMBING-HEATING-COOLING CONTRACTORS



Volume 108, No. 9 SEPTEMBER 2022

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CONTENTS

President's Thoughts
Calendar of Events
2022/23 Illinois PHCC CEU Schedule
Mandatory Sexual Harassment Prevention Training
Plumbing Contractor Registration Renewal Time
Exhibitors-Register Now for the 2023 IL PHCC EXPO
2023 Exposition Application & Contract
2023 IL PHCC EXPO FLOOR PLAN
Risk Management Corner
PHCC CONNECT 22
Plumbing Codebook Order Form
HR Question of the Month - Revisions to Company Policies
Federated Insurance Risk Management Academy
Advertisers
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Advertisers					
Bradford White					
Connor Company					
Federated Insurance					
Hodes					
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PRESIDENT'S THOUGHTS

by Brian Wilk Illinois PHCC President

In August of this year, I was again privileged to be asked to be an instructor at the United Association International Training Program. This was the first in person training since covid hit.

This was my fourteenth year teaching the Plumbing Service Class for the UA in Ann Arbor, Michigan at Washtenaw Community College. The UA takes over the whole college campus for the week. This year there were over nineteen hundred registrants and over four hundred instructors. The students in our classes are actually the instructors in the union locals around the country, and also Canada and Australia. The union instructors are not attending to learn their craft, but rather what methods of teaching and aids are out there so they can bring this knowledge back to their locals.

My class was only on the plumbing service part of the industry. Subjects we touched on were supply tube bending, rodding, video camera inspections, water heater diagnostics, faucet repair, business models with knowing your costs, water conditioning, role playing, customer social styles and many other subjects mentioned as time allowed.

The rooms I train in are designed for classroom and lab work. The building

was set up for our class specifically as our equipment needs the right construction to perform live work on functioning fixtures, and heaters.

The classes always start on a Sunday and are eight-hour days for the first four days, and then two four-hour days on Thursday and Friday. Thursday afternoon is graduation day for the students, who after five years become certified instructors. The UA program also offers college credits when combining the apprenticeship program and this training so you can graduate at the same time with an Associate's Degree and go further in the UA program, if you desire, to get your Bachelor's Degree, which is how I got mine.

The week is more than just training. They have a 5K run to raise money for veterans. This year the total donations reached over \$800,000.00. They close downtown Ann Arbor for a huge block party with a professional band. There was a baggo tournament with sixteen active boards going at the same time. Many of the unions have their own events for all to partake in at hotel convention rooms.

You meet many fantastic people while at the UA training program and I always learn from the students and co-instructors

President's Thoughts . . .

CONTINUED

every time I go there. I have included pictures to give you an idea of the live working water heater training equipment and rodding stations that the students work on, as well as friends in the industry. Pictured is Patrick McCarthy (Local 130 Recording Secretary), myself, James Coyne (Local 130 Business Manager), James Pavesic (UA Director of Education and Training) and Raymond Boyd (UA Assistant Director of Education and Training).

Brian







CALENDAR OF EVENTS

SEPTEMBER 14-16, 2022

CCA of PHCC Fall Meeting Austin, Texas

OCTOBER 5-7, 2022

PHCC Connect '22 Charlotte, NC

OCTOBER 14, 2022

Illinois PHCC Online CEU Class

NOVEMBER 12, 2022

Illinois PHCC Online CEU Class

----2023-----JANUARY 14, 2023

Illinois PHCC Online CEU Class

FEBRUARY 17, 2023

Illinois PHCC Online CEU Class

MARCH 17, 2023

Illinois PHCC EXPO Drury Lane Conference Center Oakbrook Terrace, IL

MARCH 29-31, 2023

QSC of PHCC Power Meeting Lexington, KY



2022/23 ILLINOIS PHCC CEU SCHEDULE

The Illinois PHCC schedule for online and in-person classes for the 2023 renewal year is listed below. These classes offer a minimum of 3 different speakers and topics in each class. The topics include, but are not limited to, Emergency Showers & Eye Wash Stations, Diagnosing Today's Water Heaters, Excavation Safety, Cast Iron DWV Systems, Proper Methods for Installing Copper, Tool Safety, the plumbing portions of the Illinois Energy Conservation Code, Water Quality & Waterborne Pathogens, Regulatory Updates, and more.

All Illinois PHCC classes will provide State hours for Certified Inspectors and Licensed Plumbers.

Below is our current schedule of continuing education classes for Illinois licensed plumbers. Please visit our website at www.ilphcc.com for the latest information and to register for a class. Registration links will be live at least 6 weeks prior to the class date.

2022-2023 Continuing Education Dates

Friday, October 14, 2022 – 12:00 pm – 4:00 pm (Online)

Saturday, November 12, 2022 – 8:00 am – 12:00 pm (Online)

Saturday, January 14, 2023 – 8:00 am – 12:00 pm (Online)

Friday, February 17, 2023 – 12:00 pm – 4:00 pm (Online)

Friday, March 17, 2023 – 9:00 am – 1:00 pm – Drury Lane Conference Center, Oakbrook Terrace, IL

Friday, April 21, 2023 – 12:00 pm – 4:00 pm (Online)



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Mandatory Sexual Harassment Prevention Training

Public Act 101-0221 (commonly referred to as the Workplace Transparency Act), requires Illinois employers to provide sexual harassment prevention training to their employees on an annual basis, regardless of the size of the company.

Under this law, Illinois employers have until December 31st each year to train employees on sexual harassment prevention.

The Act provides minimum standards that must be included in the training. To assist your business in complying with this new law, the Illinois Department of Human Rights has posted the following information on its website:

A FAQ for Sexual Harassment Prevention Training

Minimum Sexual Harassment Prevention Training Standards for All Employers

Employers must either develop their own sexual harassment prevention training program that equals or exceeds the minimum standards for sexual harassment prevention training outlined in Section 2-109(B) of the Illinois Human Rights Act, or they may use the model training provided by the IDHR. The model training program can be downloaded by visiting https://www2.illinois.gov/dhr/Training/Pages/State-of-Illinois-Sexual-Harassment-Prevention-Training-Model.aspx

For more information please visit IDHR's website at www.illinois.gov/dhr/training.



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Plumbing Contractor Registration Renewal Time

All plumbing contractors registered with the Illinois Department of Public Health should have received a renewal form mid-August. Even though you may be renewing online, you must still fax **or** email the insurance and bonds. Only send those documents by ONE of these methods. Do **NOT** email and then follow up with a fax. This only causes confusion and delays the process. IDPH highly **recommends emailing**, rather than faxing.

Please make sure you look at all the

materials carefully and submit your renewal as soon as possible - DON'T DELAY. Your registration is **NOT** considered renewed until full payment and your renewal documents (i.e. Surety Bond, Certificate of Insurance) are received. All of these items MUST be received on or before September 30th to avoid late penalty.

Questions on renewals may be directed to the IDPH Plumbing & Water Quality Program at dph.plumbing@illinois.gov.



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Exhibitors - Register Now for the 2023 IL PHCC EXPO

Registration is now available online or by mail for the Illinois PHCC Expo & Educational Day annual trade show scheduled for **Friday, March 17, 2023.** The EXPO will once again be held at the **Drury Lane Conference Center** in Oakbrook Terrace, Illinois.

The March 17th date will be a day for educational opportunities and attending the EXPO. A 4-hour continuing education program will be offered on Friday morning. This will be held in the theatre and will allow us to provide up to 800 people with their CEU credit. **Exhibitors and attendees** are both invited to the after-EXPO party where there will be prizes and free food.

We expect a big and enthusiastic crowd. Attendance was steady throughout the 2022 show and the quality of the attendees was superb. We constantly work to upgrade our mailing lists to include **every facet of the p-h-c industry.** We will be offering our exhibitors **free links** to their web sites from the Illinois PHCC site and a discount on advertising in the show issue of the Illinois Master Plumber magazine.

In this issue you will find the floor plan and a contract for the 2023 EXPO. Booths are selling quickly, so act now to reserve your space for the event of the year. Both pages of the hardcopy contract MUST be signed and returned to the Illinois PHCC either by email or mail in order for the space to be held. Please visit our website at www.ilphcc.com/expo to pay on-line by credit card or you can mail in a check with your contract. The

discounts for four or more booths will calculate automatically after you make your selection on the form plus you will receive a 5% discount if full payment is received by December 31, 2022.

Thank you for your past support of the Illinois PHCC and we look forward to your participation in this great industry event.









2023 Exposition Application & Contract March 17, 2023

Company Name:	
Type or Print Company Name	as it is to appear on Printed Material
Booth Preference: Indicate Boo	th Preference as Shown on Floor Plan.
# of 8'x10'Booth spaces C All distribution of materials and placement of signs MUST s allowed outside of your booth space. No trucks, trailers or d without the permission of the Illinois PHCC.	
Booth Costs: One to three booths - \$795 each. Four or m	ore booths - \$770 each.
Discount price for Illinois PHCC Associate Members: One to three booths - \$695 each. Four or m	nore booths - \$670 each.
	rm. 5% discount if full amount of booth cost is paid prior to AID NO LATER THAN FEBRUARY 15, 2023.
Make check payable to: Illinois PHCC, 82	South Grand Ave. West, Springfield, IL 62704
Company	
Street Address or P.O. Box	
City / State / Zip	
Contact	
Phone Number	Cell Number
E-mail	Website
Signature	
The following products or services will be displayed:	
of the applicant and the Illinois PHCC. A copy of the accepted of January 1, 2023 a full refund will be made. No refunds after January 1, 2023 a full refund will be made. No refunds after January 1, 2023 a full refund will be made. No refunds after January 1, 2023 a full refunds with the Americans with Disconference Center. In compliance with the Americans with Disconference Center.	all information requested. Cancellation must be by mutual consent contract will be mailed to you. If the contract is canceled prior to uary 2, 2023. Booth space contracted without deposit will be made pole for lost, stolen or damaged goods or damage to the Drury Lane abilities Act of 1990, the Illinois PHCC Association will make all its meetings. Please call 800-795-7422 with any special requests.
Booth Assignment(s)	
Date// Signed:	CC Executive Director/Show Manager

Illinois PHCC Exhibitor Terms and Conditions

Management: This event is sponsored by the Illinois Plumbing, Heating, Cooling Contractors Association (IL PHCC), herein designated at the "Management". Management has the sole authority to accept or reject an application to exhibit in any Illinois PHCC Expo and to determine which exhibitors are the best fit for attendees. An Exhibitor is an applicant for booth space that has been accepted for participation in the trade show by Management.

Booth Assignment: Management reserves the right to make all final decisions for booth assignment, layout, and configuration. Every effort will be made to assign the exhibitor's requested booth choices. Participation is at the sole discretion of Management and reserves the right to cancel any exhibitor.

Display Restrictions: All products, services, or literature displayed must fit within the allotted 8' x 10' booth space. Exhibits may not project beyond the space allotted or interfere with traffic, other exhibits, including line of sight. Exhibits may not extend into any aisle. Management reserves the right without recourse to prohibit any portion of any exhibit, which in its opinion is not suitable, or in keeping with the character of the event. This reservation of rights by Management applies to persons, things, conduct, printed matter, catalogs, and any other material relating to or affecting the event. No signs, banners, or flyers may be displayed or distributed outside of assigned booth space. The use of any public area outside of assigned booth space for the display of signage, solicitation, products, services, demonstrations, distribution of circulars, or other material is prohibited. Anyone not assigned a booth space will not be permitted to solicit business or distribute information/samples on the show floor or anywhere inside or outside the tradeshow facility. No trucks, trailers, or displays will be allowed outside the entrance of or in the parking area of the Drury Lane Conference Center without permission of the Management.

Food and Beverage: Absolutely no alcohol is to be given out or sold in any booth. Alcohol must be purchased from the bars provided and staffed by the trade show facility. Food and beverages must be purchased from the facility and only with prior approval of Management. Snack size or smaller candy or snacks may be given out. There is to be no use of popcorn machines, chocolate fountains, microwaves, etc. without written approval by the Management and the facility.

Liability and Insurance: Neither the Management nor the Drury Lane Conference Center will not be responsible for lost, stolen or damaged goods, or damage to the Drury Lane Conference Center. It is the sole responsibility of the exhibitor to obtain such insurance.

Exhibitors are liable for the cost of repairing any damage to the facility caused by the exhibitor, its employees, representatives, or agents.

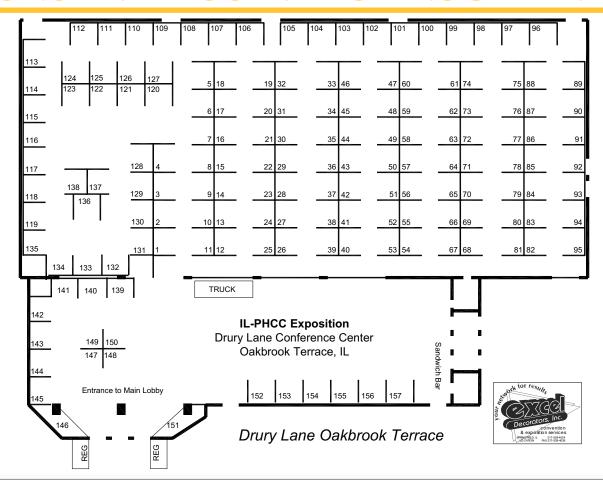
No Conflicts: There shall be no activities planned in conflict with this event.

I agree to the above terms and conditions as well as those included on the contract.

Force Majeure: If the event venue or any part of the exhibit area is unavailable whether for the entire event, or a portion of the event as a result of wind, fire, flood, natural disaster or any other such cause or as a result of governmental intervention, malicious damage, acts of war, terrorism, strike, lockout, riot or other cause or agency over which Management has no control, or should Management decide that because of any such cause it is necessary to cancel, postpone, or re-site the event or reduce the exhibit time, Management shall not be liable to indemnify or reimburse the Exhibitor in respect of any damage, loss, direct or indirect, arising as a result thereof.

Signature	Company Name	
	Company ramo	
Date		

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Protecting Your Inventory — Theft Prevention Tips

Your business's inventory can be an attractive target for thieves, whether items are found at jobsites, retail spaces, dealerships, warehouses, or other locations. Consider the layout of your business— the less likely a thief is to be detected, the more appealing the target. And, lack of inventory management and the ease of selling stolen items can lead to low rates of recovery. So how do you keep your inventory safe?

Security Awareness

As a business owner, you can help make it harder for would-be thieves by:

- Reminding employees to keep designated areas locked and secure when the business is unattended.
- Having well-lit, monitored parking areas
- Not sharing keys, passcodes, or other confidential information with outside parties.
- Installing motion sensor lights and video recording systems, especially around entrances, loading docks, or areas that require extra security.
- Monitoring alarms or security systems, and testing them monthly.
- Keeping detailed records of inventory.

Employee Training

Your employees need to be aware of the value of your business' inventory. Take the time to work with them on regular security training, and let them know what you expect in terms of following security protocols. New hires could also be potential security risks, as theft may occur as part of an inside job. Consider implementing a thorough evaluation and training period, and verify their qualifications by using proper screenings and background checks, when appropriate and allowed by applicable law.

Security Survey

If you have not recently completed a security survey at your business, now may be the right time to do so. Consider the following to start:

- Are equipment, merchandise, and supplies property stored and secured at night or after hours?
- Are gates and doors functioning well, and are they locked securely each night?
- Do you use security lighting, clear signage, or use of technology to monitor your business?
- Are equipment, merchandise, and supplies arranged in a way where missing units can be easily noticed?
- If applicable, are employees using lockout devices on machines to disable the ignition or fuel system after hours?

While there are no ironclad defenses against theft, there are a number of ways that you can be proactive to help protect your business. Reinforce the importance of security to your employees, continue to keep records and an updated registry of your equipment, merchandise, and supplies, and obtain the right insurance to help keep you covered in the event of a loss.



This article is for general information and risk prevention only and should not be considered legal or other expert advice. The recommendations herein may help reduce, but are not guaranteed to eliminate, any or all risk of loss. The information herein may be subject to, and is not a substitute for, any laws or regulations that may apply. Some of the services referenced herein may be provided by third parties wholly independent of Federated. Federated provides access to these services with the understanding that neither Federated nor its employees provide legal or other expert advice. All products and services not available in all states. Qualified counsel should be sought with questions specific to your circumstances and applicable

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Constructive Collaboration

Oct. 5-7, 2022

The Westin Charlotte and Charlotte

Charlotte, North Carolina



Dave Frame PHCC-President-elect

We'd love to have you join us at PHCCCONNECT2022, Oct. 5-7, in Charlotte North Carolina. With an event theme of Constructive Collaboration, we're ready to bring everyone in the industry together to share ideas, best practices and cutting-edge technologies.

Sign up today to build on industry relationships, exchange ideas and multiply success. You will have the chance to network with and get to know hundreds of other p-h-c contractors from across the country. And, be part of a special event: the installation of union contractor **Dave**Frame, Bob Frame Plumbing Services Inc., as the new president of PHCC—National Association during the closing reception at the NASCAR Hall of Fame.



Attention, Plumbing & HVAC Union Contractors!

FEATURING this special session for Union contractors: Wednesday, Oct. 5 from 2-3 p.m. ET

Is There an Alternative to the Union Pension Plan and Can We Bargain a New Way Forward?—

Hosted by PHCC's Union-Affiliated Contractors

Sponsored by





This presentation is for union contractors who provide benefits to employees through the jointly trusteed union and management benefit funds. Focusing on retirement plans, the traditional plan offered to union employers has been the defined benefit pension plan. This is in contrast to the non-union workforce which is typically covered by a 401(k) plan. During the collective bargaining process the retirement plan can be negotiated.

Learning Objectives:

- Understand the difference between defined benefit vs. defined contribution plans.
- Learn who makes the decisions for the plan.
- Hear whether there is an alternative to the traditional pension plan.
- Learn how employer contributions are determined.
- Understand how to use the collective bargaining process as a possible means to obtain desired changes.



UNION PENSION PLAN SESSION PRESENTED BY



Richard Samson, JD Shareholder Ogletree Deakins

Mr. Samson has represented management in all aspects of labor and employment law for over 30 years with a particular emphasis on traditional labor law. He has also litigated cases before federal and state courts as well as state and local agencies in employment discrimination and wrongful discharge actions. He routinely advises clients on a host of employment-related issues including employer

investigations, claims of harassment, employment policies and social media.





Karen Brandon, JD Shareholder Ogletree Deakins

Karen Brandon advises in-house counsel, management, human resources professionals and Boards of Trustees on their responsibilities in sponsoring, administering and acting as trustee of all types of employee benefit and executive compensation plans. Karen has practiced exclusively in the area of employee benefits law for over 15 years. She has particular experience in the manufacturing, transportation, software, national retail and banking industries, and works with unionized, governmental and non-profit employers as well. Karen has also provided advice on employee benefit matters in the context of mergers and acquisitions, and in bankruptcy. In addition, her practice has included representation of employers during the audit of their benefit plans before the IRS, DOL and PBGC.

PLUS, content that would benefit union contractors like:

- **"Advancing to the Finish Line"**—The Our Motorsports Team Leaders, keynote speakers
- "The Art of Managing Workforce Conflict"
- "10 Stupid Financial Mistakes and How You Can Avoid Them"
- "In Your Company, Safety is #1...Is it Really?"
- "Electrification and How it Will Impact Your Business"
- "Costs of Goods Gone: The Reality of Inventory Control"

- "Why You're Losing People—How to Avoid the Great Resignation"
- Exploring emerging markets during an intimate Product & Technology Showcase
- Watching the future of the industry compete in national apprentice contents
- Learning and sharing proven best practices for success

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	(217) 522-7219				



When we revise a company policy, can we just send the updated policy to our employees, or should we also have employees sign some type of acknowledgement form? If the latter, what do we do if an employee refuses to sign the acknowledgement form?

As a best practice, employers should give employees an opportunity to review any revised policy and to ask questions about the policy's terms. Employees should sign and date a statement acknowledging receipt of the updated policy and agreeing to comply with it. The acknowledgement statement should make clear that the revised policy supersedes any prior ones. The employer should retain the signed acknowledgement form in each employee's respective personnel file so that there is a record of receipt and agreement to comply.

Depending on the circumstances, an employer may be able to condition continued employment upon each employee's agreement to comply with the updated policy. In general, any employee who, without justification, refuses

to comply with the updated policy can be disciplined, up to and including dismissal, if employment is otherwise at-will and if consistent with the employer's policies and past practices.

That said, an employee may have a legitimate reason for refusing to comply with a particular policy. For example, the employee's sincerely-held religious belief might prevent compliance, or the employee might perceive the policy to compromise safety or violate public policy. The employer should evaluate the employee's individual concern and take responsive measures as the situation may warrant. Certainly, if there is merit to the employee's objection, the employer should take appropriate steps to remediate, depending upon the applicable facts. If, however, the employee lacks legitimate justification for refusing to comply with any revised policy statement, the employer may be able to take disciplinary action, as noted above.

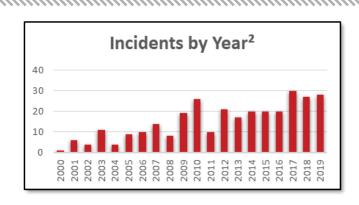




ACTIVE SHOOTER PREPAREDN

In 2019, there were 28 active shooter incidents, with 97 fatalities. Twelve of these events met the definition of a "mass killing," where three or more victims are killed in a single incident. 2018 also saw a similar number of active shooter incidents, and, since the early 2000's, the numbers have been on the rise¹.

Active shooter situations can be unpredictable, develop quickly, and be over within minutes, often before law enforcement is able to respond. Many of these tragedies take place in workplaces or other spaces open to the public, and victims are usually targeted at random.



Prepare in Advance

It is impossible to predict who may commit an active shooting, but there can be signs. Active shooters often display troubling behaviors and characteristics in the weeks and months prior to a shooting, which are frequently reported to law enforcement. On average, there are four to five concerning behaviors observable to others such as anger, aggression, threats and leaked plans, changes in work performance, and drug or alcohol abuse³. Identifying and reporting warning signs is crucial to helping to prevent an active shooter incident before it happens.

Take additional steps to help prepare employees for an active shooter scenario. Prior planning and training can help individuals make the best decisions possible during a potentially deadly situation. Consider developing a Workplace Violence Policy that includes an Active Shooter Response Plan as well as providing regular training. The ultimate goal should be to keep employees out of harm's way and save lives.

Run, Hide, Fight

If an active shooter is in the workplace, follow the Run, Hide, Fight principle.

Run - Attempt to escape from harm's way. It is generally recommended that you first attempt to remove yourself from harm's way by immediately evacuating the area if you can safely do so. Do not stop to retrieve valuables or gather belongings - get out as fast as possible. Once out of the area and in a safe location, dial 911.



Hide - Seek cover and hide from sight. If unable to escape, the next recommended action is to hide. Find a place out of sight, if possible in a room that locks. Blockade the door, turn out lights, and silence cell phones.

Fight - Attack and incapacitate the shooter. Generally speaking, this is recommended to be a last resort when it is not possible to either run or hide. Aggressively fight the attacker with any resources or weapons available, such as fire extinguishers, office furniture, or books. Be prepared to do whatever is necessary to incapacitate the shooter.



When Law Enforcement Arrives

It is important to remain calm when law enforcement arrives on the scene. Put down any items, raise your hands, and follow instructions. Avoid quick movements toward officers, or pointing, screaming, and yelling. Provide information including a description and location of the shooter(s) and their weapons and the number of potential victims.

Online Resources

FBI Active Shooter Resources: www.fbi.gov/about/partnerships/office-of-partner-engagement/active-shooter-resources

DHS Active Shooter Booklet: https://www.dhs.gov/xlibrary/assets/active-shooter-booklet.pdf

CISA Active Shooter Preparedness: https://www.cisa.gov/active-shooter-preparedness

CISA Active Shooter Pocket Card: https://www.cisa.gov/publication/active-shooter-pocket-card

FEMA Active Shooter Training: https://training.fema.gov/is/courseoverview.aspx?code=IS-907

Attacks in Crowded and Public Spaces: https://www.readv.gov/public-spaces

Additional Training Resources

The following resources are available to Federated clients through mySHIELD®. Visit www.federatedinsurance.com to login or register.

Seven Minute Safety Trainer

- Prevent and Prepare for Active Shooter
- Preventing Workplace Violence
- Violence in the Workplace Prevention

TrainingToday Interactive Online Training

- Active Shooter On-Site: What Every Employee Needs to Know
- Preventing Workplace Violence What Employees Need to Know
- Violence in the Workplace How to Prevent and Defuse for Supervisors

J.J. Keller Video on Demand

- Active Shooter/Active Threat: How to Survive
- Active Shooter/Active Threat: Organizational Preparedness & Recovery
- Workplace Bullying and Violence: Training for Supervisors and Employee
- $[1] \ https://www.fbi.gov/file-repository/active-shooter-incidents-in-the-us-2019-042820.pdf/view. The property of the prope$
- [2] https://www.fbi.gov/about/partnerships/office-of-partner-engagement/active-shooter-incidents-graphics
- $[3] \ https://www.fbi.gov/file-repository/pre-attack-behaviors-of-active-shooters-in-us-2000-2013.pdf/view$

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