



# Pinkerton Threat Management

**Identify | Assess | Manage  
Threats of Violence for Workplaces or Campuses**

Workplace violence and threats are widespread phenomena. Nearly one in four employed people worldwide has experienced one or more forms of violence or harassment at work. That translates to nearly 750 million workers worldwide.

At Pinkerton, we aim to protect your people, workplaces, assets, reputation, and brand from negative outcomes, including targeted violence, disruption to operations, emotional distress, financial vulnerabilities, and other harms. These may stem from external threats, insider threats, and other types of workplace violence.

We take a comprehensive, multidisciplinary approach that is grounded in the science of contemporary threat management, tailored to your unique needs. We help to identify, assess, and manage external threats, insider threats and other types of workplace assault and violence.

# The Pinkerton Threat Management Group

The Pinkerton Threat Management Group (PTMG) is a specialized multidisciplinary team, staffed in-house, with dedicated resources and threat management expertise in private and public service, including law enforcement agencies and the judicial system. With more than two decades in each of their professions, our team brings a depth of knowledge and experience complemented by their contributions to scientific research and thought leadership on relevant professional topics. Additionally, they regularly present at regional, national, and international conferences.

## A multi-disciplinary, in-house team with dedicated resources and expertise in:

- Threat assessment
- Threat management
- Investigations
- Security
- Policing
- Mental health
- Clinical/forensic/operational psychology
- Human resources
- Collective bargaining
- Legal/compliance
- Intelligence analysis

## Range of Services

### Behavioral Threat Assessment and Management

*We examine situations in which a person poses a threat of targeted violence or other adverse outcomes. Our team can conduct urgent threat triages, complete threat assessments regarding the level of concern, and provide tailored threat management strategies for problematic or concerning situations involving:*

- Criminal elements
- Customers
- Coworkers or employees
- Domestic violence or interpersonal violence spillover into the workplace
- Stalking
- Executive or celebrity protection

### Insider Threat Investigations

*We examine situations in which a person with insider knowledge or access poses a threat of causing organizational harm. Similar to our behavioral threat assessment and management capabilities, we can handle threatening or risky situations involving:*

- Economic or criminal espionage
- Sabotage
- Supply chain disruption
- Financial, intellectual, or physical theft
- Organized retail crime
- Cyber misbehavior
- Reputational harm

## **Workplace Violence Prevention Programs**

*We build Workplace Violence Prevention (WPV) programs and policies, advise on specific aspects of start-up programs and policies, review existing programs and policies, and conduct gap analyses. This includes:*

- Policy and program development and review
- Gap analyses, measuring against industry standards and best practices
- Compliance with California's SB-553, New York's Retail Worker Safety Act, Quebec's Bill 42, and other jurisdictional regulations

## **Training Development and Delivery**

*We build and deliver training on any topic related to preventing workplace violence, threat assessment, and threat management. This includes:*

- Workplace violence prevention, preparedness, and response for management and employees
- Threat management team development
- De-escalation and crisis communication tools
- Table-top exercises
- Learning management system modules
- Training in-person and online at conferences, symposia, etc.

## **Safety Planning**

*We provide safety and security consultations for schools and workplaces, and regarding threatened persons, concerned persons, or bystanders. This includes:*

- Situational awareness and personal safety briefings
- Victim advocacy referrals
- Liaison with law enforcement and other legal entities

## **Human Resources Consultations**

*We consult on threat-informed human resources practices, labor relations, legal, and compliance issues, including:*

- High-risk separations
- Layoffs and reductions in forces
- Policy reviews and compliance
- Labor relations
- Crisis communications
- Employee engagement
- Organizational culture
- Reducing risk exposure

## **Psychological Consultations**

*We support and advise on mental health, clinical, forensic, and operational psychology topics, including:*

- Understanding mental, emotional, and behavioral illness
- Behavioral analysis
- Behavioral threat assessment
- Forensic and criminal psychology topics
- Investigative psychology topics
- Violence risk and threat assessment
- Rapport-based interviewing and related strategies
- Supportive strategies for psychological health
- Liaison with the mental health system
- Fitness for duty evaluations
- Direct psychological or forensic evaluations

## **Protective Intelligence Analyst Support**

*We provide active, near real-time (NRT) protective intelligence threat assessment services, including:*

- Criminal, civil, and record reviews and monitoring
- Open-source information discovery, reviews, and monitoring
- Social media reviews and monitoring

## **RESPONSIVENESS AND FAST TURNAROUND TIMES:**

- Triage threats rapidly within 24 hours of notification, 24/7/365.
- Coordinate threat management services in real-time as high-risk situations unfold.
- Deliver full threat assessments within 3-5 business days (after receipt of all requested information).

## **PINKERTON'S OPERATIONAL CAPABILITIES:**

- Armed or unarmed security
- Surveillance
- Private investigators
- Open-source intelligence analysis
- Social media intelligence analysis
- Technical surveillance countermeasures
- Crisis communications
- Other specialized operational, investigative, and intelligence services.

# Delivering Objective, Informed, And Holistic Threat Management Solutions



## DEFENSIBLE

Reflecting compliance with applicable laws, regulations, and policies to protect our client's people, brand, and assets.



## CONSISTENT

Protecting the integrity of our investigations, reducing bias, and preventing negative outcomes.



## HUMANE

Engaging our clients, the public, victims, and persons of concern in a humane and respectful manner to preserve dignity, engender trust, and reduce the potential for violence.



## MULTIDISCIPLINARY

Ensuring our findings are comprehensive, fact-based, peer-reviewed, and rooted in multiple key perspectives to deliver a customized and holistic solution to our clients.



## INFORMED BY SCIENCE

Basing our solutions in empirical research, scientific literature, and professional best practices to ensure sound and effective assessments.

# Standard of Care

The Pinkerton Threat Management Group conducts reviews and assessments by a multidisciplinary team of threat assessment and other professionals in accordance with our methodology to provide the best standard of care. We believe a contemporary threat management program must be defensible, consistent, humane, multidisciplinary, and informed by science. Our methodology and standard align with the best practices, codes of ethics, and knowledge libraries in each of the relevant disciplines as dictated by the Association of Threat Assessment Professionals, the American Psychological Association, the American Society for Industrial Security, the Society of Human Resource Management, and the American Bar Association; further they align with the relevant licensure and certification entities for each represented discipline.

**Contact the Threat Management Group: [globalthreatgroup@pinkerton.com](mailto:globalthreatgroup@pinkerton.com)**

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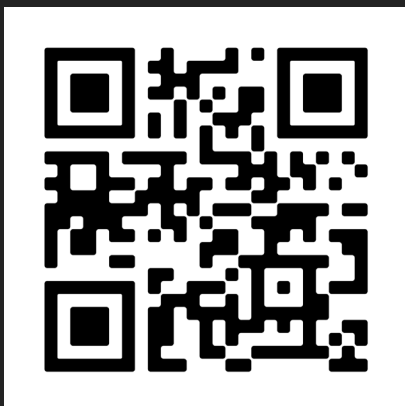
# ABOUT US

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Pinkerton is a global comprehensive risk and security management leader. Our capabilities include Embedded Subject Matter Experts (SMEs), Protection, Investigations, and Consulting.

Since 1850, Pinkerton has built a legacy of unparalleled institutional knowledge, with insight into future risks. We bring a total risk perspective, knowledge-based design, and end-to-end delivery to everything we do.

With our three-pronged approach, we assess the risk factors you are facing today, design an effective solution that fits your unique needs, and deliver tactical services to assist you with execution — in an ad hoc to prolonged capacity. As a trusted partner, you can rely on our family of thousands of employees and connected partners across 100+ countries to support your risk management and security needs.



Contact us at [pinkerton.info@pinkerton.com](mailto:pinkerton.info@pinkerton.com)

