

## Capabilities

# CORPORATE THREAT MANAGEMENT AND WORKPLACE VIOLENCE

**Workplace violence and credible threats require immediate, experienced, and coordinated action. Our team delivers a comprehensive, end-to-end solution—helping employers anticipate risk, ensure compliance, respond decisively to incidents, and mitigate ongoing exposure.**

### *How We Can Help*

- Prevention
- Compliance
- Response
- Recovery

We provide a multidisciplinary approach that integrates legal, operational, investigative and personal security experience. Whether addressing early warning indicators or managing an active crisis, our team is available 24/7 to protect your people, operations, and business reputation.

Led by partners Melody Rayl, a retired police officer and veteran, and Vance O. Knapp, a former criminal prosecutor with more than three decades of experience, our team brings real-world insight to today's most serious workplace risks—supported by a leading management-side labor and employment law firm.

### **Our Integrated Approach**

## **Prevention**

We help organizations identify and address risks before they escalate. Our team conducts security assessments and develops tailored policies, procedures, and workplace practices designed to strengthen preparedness and reduce exposure.

## **Compliance**

We advise on evolving legal and regulatory requirements related to workplace safety, threat management, and employee protection—helping employers maintain compliance while minimizing liability.

## **Response**

When a threat emerges, our rapid response team mobilizes immediately to coordinate investigations, civil protection orders/temporary restraining orders, legal strategy, security measures, and internal and external crisis communications.

## **Recovery**

We provide post-incident assistance with stabilizing business operations, managing residual risk, and implementing corrective measures to strengthen future resilience.

## **Core Services**

- Uniting legal, operational, investigative, and personal security and capabilities
- Evaluating enterprise-wide threats
- Developing and reviewing workplace violence policies and procedures
- Providing workplace violence prevention and preparedness training
- Investigating workplace violence incidents and threats
- Coordinating crisis and incident response management
- Assisting with obtaining civil protection orders/temporary restraining orders

## **Rapid Response & Crisis Management**

Our rapid response unit is available 24/7 to address emerging or active threats. We work seamlessly with Fisher Phillips' multidisciplinary teams—including [Reputation and Crisis Management](#), [Data Protection and Cybersecurity](#), and [Emergency Planning and Response](#)—to ensure legal strategy, communications, and operational execution are aligned from the outset.

When timing is critical, alignment is essential. We bring practical, on-the-ground experience to anticipate issues, deliver decisive guidance, and act swiftly under pressure.

# SERVICE FOCUS

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Data Protection and Cybersecurity

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Emergency Planning and Response

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Reputation and Crisis Management

# KEY CONTACTS



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