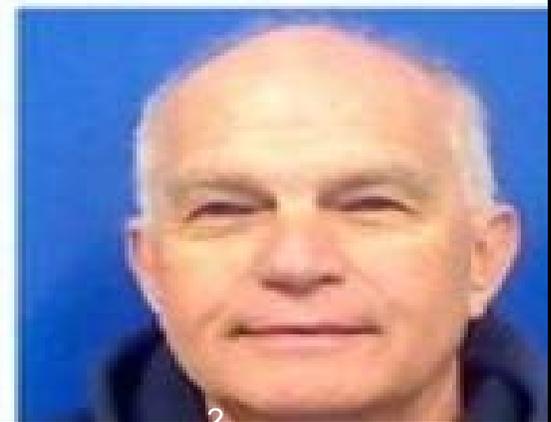
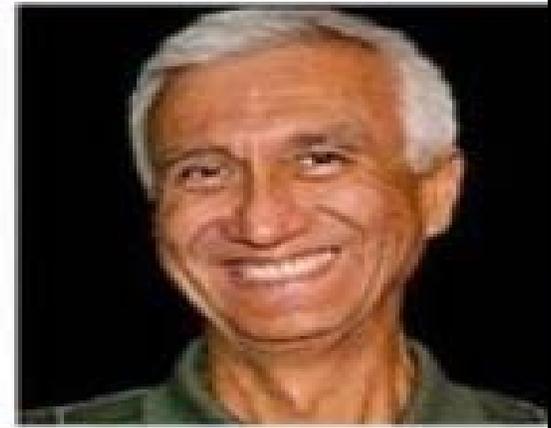




Building 2 Investigative Update



Briefing Outline

- Findings to Date
- Pending Investigative Work
- Resources Dedicated
- Suspect's Background and Work History
- Timeline for May 31, 2019

Findings at this Point in the Investigation

Indicators of Personal Violence

- No identified social media accounts
- No affiliation with external groups
- No manifesto
- No personal emails or paper documents
- No police reported D.V. history

Physical Health or Financial Stressors

- Had total of \$20K in several bank accounts
- No credit card debt
- No doctor visits for last 2 years
- No Rx for last 2 years

Co-Defendants Co-Conspirator

- No evidence to support a 2nd person had knowledge of, or played any role before, during or after events of May 31
- Former employee rumored to be involved was investigated and cleared of any involvement

Findings at this Point in the Investigation

Workplace Encounters

- No documented threatening encounters or physical contact
- Described as quiet, polite, nice guy, good listener

Workplace Violence Indicators

- No pre-attack indicators
- No assaultive behaviors
- No known mental health treatment

Motive

- Still investigating
- Shot people he knew and didn't know
- Elected not to shoot some
- Demographics of Victims

6 women (5 W, 1 B)
10 men (7 W, 3 B)

Pending Investigative Work

Electronic Data

- Total computer data reviewed by VBPD staff = 5.384 TB
- Total computer data remaining: 6 TB
- Total: 11.384 TB

FBI Behavioral Analysis Unit

- Review of suspect's history, other background information
- Post-case analysis
- Threat assessment

FBI Evidence Response

- Scene reconstruction
- Final report likely 6 to 9 months before complete

VB Detectives

- Completed 99% of all remaining interviews
- Draft final report likely 6 to 9 months before complete

Resources Dedicated

Taskforce Approach

Interviews

- 757 completed
- Over 3,000 pages generated

Electronic Data

- 2.33 TB of data generated by investigators
- 50,252 computer files generated in support of investigation
- Exceeded capacity of Microsoft Word

Staff

- 4 FT detectives
- 5 former investigators hired back
- 2 supervisors
- 440 investigative work hours/week (minimum)
- Support from outside agencies, other VBPD staff as needed

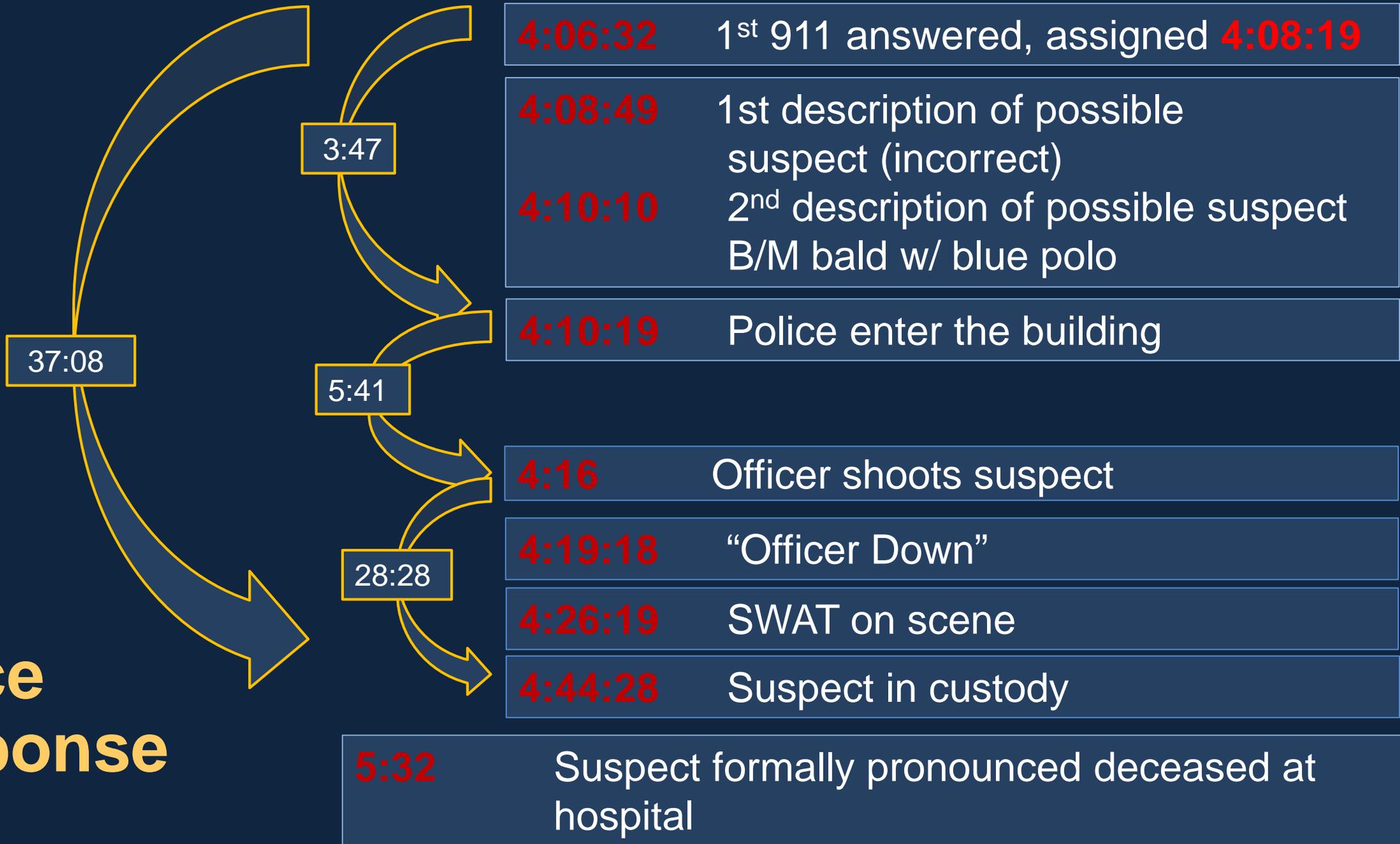
Infrastructure

Moved task force personnel into separate, isolated and secure workspace

Used specialized computers to aid in managing investigation

Centralized data collection point

Police Response



Personal Background on Suspect

Early

From 1996 (after HS graduation) through military career (no combat deployments)

- Education, degrees obtained
- Employment prior to VB

Family/Social

- Married 2008
- Contact with family members
- Hobbies
- Friends

Firearms

- Legally Purchased
 - Feb/16
 - Apr/16
 - Jul/16
 - Sept/16
 - Dec/17
- Concealed Weapon Permit - Apr/16
- Applied for Suppressor - Aug/17
- Orders Body Armor - Apr/19

2017

Separation/Divorce

- Becomes isolated from family
- Family described him as:
 - introverted
 - paranoid
 - uncomfortable around people

Suspect's Work History

Work/Performance History

- 2/20/2010 - Hired as Engineer II
- 8/16/2011 - Progressed to Engineer III
- 2010-2016 – “Meets Performance Standards” evaluations
- 2017 – “Meets Performance Standards” but placed on and completed Performance Improvement Plan
- 2018 – Received “Improvement Required” evaluation; received written reprimand for performance issues from his immediate supervisor
- 2019 - Was expected to achieve satisfactory performance evaluation
- No applications or interviews for promotions or transfers identified in system

Work Relationships

- Had some friendly relationships with co-workers
- Supervisors supported him on issue with purchasing
- Submitted professional/respectful two weeks' notice of resignation

Friday
May 31, 2019

- 6:58 -** Suspect leaves his residence
- 7:16 -** Suspect arrives at municipal center
- 7:21 -** Suspect swiped card for entry B02 Ops/PU
2nd floor Engineering North Hall
- 7:23 -** Suspect starts up his work computer and checks email
- 7:41 -** Suspect plugs in his IPOD
- 10:00-10:30** Suspect conducts web searches of: Building 2 maps,
ECCS and Municipal Center Building Map
- 10:30 -** Suspect sends email to supervisor resigning due to
“personal reasons.” Supervisor responds hoping that
suspect resolves his personal reasons, asks, to be
clear, if his last day will be June 14th. Suspect confirms.
- 10:46 -** First-line supervisor responds with the above
information to suspect and copied mid-level supervisor

Friday
May 31, 2019

10:52 - Suspect swiped card for entry at 2nd floor hall of Building 2

11:23 - Sends work-related email

11:27 - Sends work-related email

11:58 - Sends work-related email

12:08 - Suspect swiped card for entry at 2nd floor Engineering North Hall

12:14 - Suspect swiped card for entry at 2nd floor hall SW

1:00 - Sends work-related mail

Friday
May 31, 2019

1:13 - Suspect swiped card for entry at 2nd floor hall

1:22 - Suspect and 2 co-workers leave building 2 drive together in one vehicle

1:56-3:11 -Suspect and 2 co-workers visit three project sites as part of routine “ride-around” inspection process

3:24 - All three arrive back to building 2 (2nd floor hall)

3:55 - Sends work-related email

Much of the suspect's movements are estimated based on witness interviews, key card records and reenactments.



Approximate Time Sequence

- 4:00 Approx. time - 2 deceased outside, 1 deceased in stairwell
- 4:02 Approx. time - Walks to 3rd floor (5 deceased, 2 injured)
- 4:05:56 (Key Card) Walks to the 2nd floor/east side (2 deceased)
- 4:06 first 911 call is received
- 4:08:13 (Key Card) Suspect enters west side of 2nd floor (1 deceased)
- 4:10 Approx. time - Walks to 3rd floor, 1 injured
- 4:10:19 VBPD officers and detectives enter building
- 4:11 Walks back to the 2nd floor - citizen pulls fire alarm
- 4:12:40 (Key Card) Enters west side of 2nd floor
- 4:15:07 (Key Card) Walks into east side of 2nd floor - 1 deceased, 1 injured
- 4:16 Officer shoots suspect
- 4:19 "Officer down" radio broadcast
- 4:26 SWAT on scene
- 4:44 Suspect in custody – First Aid rendered
- 5:32 Suspect pronounced deceased at VBGH



Suspect in Custody at 4:44:28 pm



Custody

- Members of SWAT team enter second floor and subsequently take suspect into custody, handcuffing him
- SWAT provided medical aid to suspect, who was still conscious and kicking at the officers
- Treatment continued while suspect was transported out of building and into an ambulance

Suspect pronounced deceased at 5:32 pm at Virginia Beach General Hospital



Unified Command

Status

- **Officer-Involved Shooting Investigation**
- **Independent Investigation**
- **Mental Health/EAP**
- **After-Action Report**

Separate Investigation conducted on death of suspect. Commonwealth's Attorney cleared all officers

VBPD is completely cooperative with independent review firm, all documents shared

Extensive efforts to provide physical and mental care for VBPD and other City staff. Risk Management documentation

Indepth After-Action Review conducted internally (VBPD) and from Office of Emergency Management perspective



VBPD Detective Bureau



Building 2 Investigation