**Exhibit A**

Recognized Risk Factors- Exchange, Carrying or Handling Money

**Occupational Safety & Health Administration (OSHA), Fact Sheet on Workplace Violence:**

How can the employees protect themselves?

These steps, however, can help reduce the odds:

Carry only minimal money and required identification into community settings.

<http://www.osha.gov/OshDoc/data_General_Facts/factsheet-workplace-violence.pdf>

**National Institute for Occupational Safety & Health (NIOSH), Intelligence Bulletin 57, Violence in the Workplace:**

Violence is a substantial contributor to occupational injury and death, and homicide has become the second leading cause of occupational injury death. Each week, an average of 20 workers are murdered and 18,000 are assaulted while at work or on duty. Nonfatal assaults result in millions of lost workdays and cost workers millions of dollars in lost wages.

Risk factors for workplace violence include dealing with the public, the exchange of money and the delivery of services or goods. Prevention strategies for minimizing the risk of workplace violence include (but are not limited to) cash-handling policies, physical separation of workers from customers,…

<http://www.cdc.gov/niosh/docs/96-100/>

**United States Department of Labor, Webpage, Workplace Violence**

Who is at risk of workplace violence?

Research has identified factors that may increase the risk of violence for some workers at certain worksites. Such factors include exchanging money with the public…

Among those with higher risk are works who exchange money with the public…

OSHA encourages employers to develop additional methods as necessary to protect employees in high risk industries.

<http://www.osha.gov/SLTC/workplaceviolence/>

**U.S. Department of Justice, Federal Bureau of Investigation, Workplace Violence, page 13**:

…occupational safety specialists and other analysts have broadly agreed that responding to workplace violence requires attention to more than just an actual physical attack…

Prevention programs that do not consider harassment in all forms and threats are unlikely to be effective. While agreeing on that broader definition of the problem, specialists have also come to a consensus that workplace violence falls into four broad categories.

Type 1, violence by criminals otherwise unconnected to the workplace accounts for the vast majority—nearly 80 percent—of workplace homicides. In these incidents, the motive is usually theft, and in a great many cases, the criminal is carrying a gun or other weapon, increasing the likelihood that the victim will be killed or seriously wounded. This type of violence falls heavily on particular occupational groups whose jobs make them vulnerable: taxi drivers (the job that carries by far the highest risk of being murdered), late-night retail or gas station clerks, and others who are on duty at night, who work in isolated locations or dangerous neighborhoods, and who carry or have access to cash.

<http://www.fbi.gov/stats-services/publications/workplace-violence>