**Below is the group analysis:**

**Discussion Question 1:**

Steve handled the termination interview correctly but there were a few aspects that he should have handled differently. For example, Steve tried to take a calm and appropriate approach in terminating Jacob by asking him multiple times to take a seat so he could calmly explain to him why he was being terminated. Steve not only noted that he has had poor performance but he was also causing problems for workers at Data Partners. It was also made evident that Steve has had previous meetings with Jacob about his behavior in the office, as opposed to springing completely new information on Jacob regarding his performance at work. He also took the correct measures in reassuring his employees that he was going to make calls and ensure the building and all of its employees would be safe in the event that Jacob returned to retaliate against the company. The only stipulation with that statement is that he has to go through with that comment because a serious threat was made to the company and as the boss, Steve needs to make sure the work environment is a safe and worry free place for his employees. One thing Steve did not handle correctly was the removal of Jacob’s personal properties from his desk. He should have given Jacob the option to clean out his desk in case he had personal belongings that were special to him that he did not want other people to handle. Jacob could try to make a complaint that Data Partners handled his properties without his consent before officially being terminated.

**Discussion Question 2:**

I do not think Jacob will return with a weapon. It has become evident that he acts irrationally on the spot when facing disciplinary measures. It was stated that they have had meetings due to his previous behavior in the office. With that being said, I think his comments were made strictly do to his short temper. Although the comments made by Jacob were extremely inappropriate and hostile, the aggression would make sense due to not only his situation at home with his divorce and restricted time with his kids, but also with immediate termination of his job. This was an extremely poor decision on his part, considering a threat towards a company could result in legal action. Furthermore, not only did he just lose his job but he could be facing repercussions with the police for threatening his previous boss and workplace.

**Discussion Question 3:**

Steve needs to immediately contact law enforcement officials followed by informing security at Data Partners. It is his job to ensure the safety of all his employees and that every safety precaution taken is done so in order to create a safe environment. If his employees are worried about Jacob coming back to attack the office, it will create an unstable work environment, causing poor production and uneasy employees. It would also be helpful for police to know in case he acts aggressively in public outside of Data Partners. Immediately after informing police and security if available, Steve needs to inform other businesses in the building that there is an angry man who was just terminated and made an aggressive comment to their office. This would allow other businesses to take precautionary measures in the case that Jacob acted out and tried to harm other businesses in the building. If Steve does not inform both the police and other businesses of Jacob, Data Partners could get in trouble because they knew of a terminated employee who had just made a direct threat and they failed to act on it.