

Case Study: The 2022 Chesapeake, Virginia Walmart Shooting

Overview

On November 22, 2022, Andre Marcus Bing (31), an overnight team lead at the Walmart Supercenter in Chesapeake, Virginia since 2010, shot and killed six coworkers and wounded four before killing himself. This attack is distinguished by extensive employer-visible warning behavior including a formal harassment complaint filed roughly ten weeks before the attack. This case study maps each documented behavior to Potential Risk Indicators (PRIs) in the SOFIT knowledge base.

Event and Documented Pre-Attack Behaviors

- Nov. 22, 2022, ~10:12–10:16 p.m.: Bing opened fire in the break room and store aisles, killing 6 coworkers and wounding 4 before shooting himself; he carried a written target list and continued firing on downed victims to ensure they were dead.
- Purchased a 9mm pistol and practiced with targets the morning of the attack; had no prior criminal record.
- Previously disciplined and demoted for cruel/inappropriate conduct toward staff (undated). This included disturbing accounts of how he liked to kill animals and how dead animal carcasses smell, and paranoid/threatening behavior.
- Told coworkers/managers he would retaliate if fired: “people will remember my name.”
- Coworkers described him as difficult and hostile; alleged “personal vendetta” and a written “kill list” of targets.
- Harassed coworker Donya Prioleau over her age/height/finances and used a slur toward her; asked her if she liked guns; asked others about active-shooter training.
- Sept. 10, 2022: Prioleau filed a formal written harassment complaint. Walmart continued employing Bing as shift lead; her mother’s safety concerns to the store manager were dismissed (“he was liked by management”).

Mapping to SOFIT Workplace-Violence PRIs

Behavior	Source	SOFIT PRI
Exhibits persistent paranoid behavior on the overnight shift. Placed tape over the camera lens on his personal phone and regularly tells coworkers that the government is monitoring his communications. Moves out of frame when coworkers attempt to take group photos or videos.	CNN	PRI 825 — Distorted Perceptions PRI 829 — Other Psychiatric or Psychological Condition
Disciplined repeatedly; demoted for cruel/inappropriate conduct toward staff including harassing and disturbing accounts of animal cruelty and paranoid/threatening behavior.	Lawsuit	PRI 343 — Personnel Action (Demotion)
Told colleagues he'd retaliate if fired: “people will remember my name”	Lawsuit	PRI 844 — Intimidation
Coworkers described him as “difficult” and hostile (general reputation)	ABC News	PRI 325 — HR Complaints
Harassed coworker Prioleau over age/height/finances, used a slur; asked if she liked guns	Lawsuit	PRI 326 — Unprofessional Conduct
Alleged “personal vendetta”; kept a written “kill list”; carried a matching list day-of and continued firing on downed victims	Lawsuit; Wiki/AP	PRI 845 — Threat of Violence

Discussion: Implications for Pattern-Based Insider-Risk Modeling

Behavioral Analytic Modeling: This case activates at least 8 distinct PRIs escalating from generalized friction to specific concerning behaviors. A key modeling question is whether combinations/sequences of PRIs are scored as more than the sum of their parts. *Cogynt.ai*’s hierarchical complex-event-processing approach does this directly, scoring PRI patterns as first-class signals rather than summing indicator counts in isolation, which is commonly done by most risk assessment tools.

Organizational-response Gap: Organizational-response Gap: a documented complaint (PRI 326) and prior personnel action (PRI 343) existed ~10 weeks before the attack yet produced no organizational escalation. Predictive modeling and organizational governance are complementary safeguards.

Sources

Wikipedia, “2022 Chesapeake shooting” (accessed July 2026), compiling contemporaneous reporting from the Associated Press, CNN, WAVY-TV, The Virginian-Pilot, and The New York Times.

El-Bawab, N., & Barr, L. (2022, November 29). “Walmart employee complained about suspect’s behavior months before mass shooting: Lawsuit.” ABC News.

Finley, B., & Barakat, M. (2022, November 25). “Walmart shooter left ‘death note,’ bought gun day of killing.” Associated Press.

Cogynt.ai Risk Assessment Output for Chesapeake Walmart Shooting Case

Based on data that would have been available prior to the incident, the Cogynt.ai risk assessment model produced a violence risk score of 98 and a suicidal ideation risk score of 83 (both measured on a scale of 0-100) . These risk assessment scores do not include various information sources (such as a note found on the subject’s phone described chronic loneliness, romantic rejection, and a spiritual/psychological crisis; or post-hoc records documenting the purchase of a pistol on the morning of the incident).

Timeline of Documented Pre-Attack Behavioral Concerns, Chesapeake Walmart Shooting



Note: Only three events in the public record carry a specific date (the Sept. 10 complaint and the two Nov. 22 events). All other behaviors are documented as having occurred at some point before the attack, without a reported date, and are shown above as an undated block. All entries in the undated block were, potentially, reportable/knowable by the organization ahead of the attack.



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