

ROSEVILLE
REQUEST FOR COUNCIL ACTION

Date: Jun 11, 2012

Item No.: 12.c

Department Approval



City Manager Approval



Item Description: ADMINISTER PRESUMPTIVE PENALTY APPROVAL —
GRUMPY'S RESTAURANT ALCOHOL COMPLIANCE FAILURE

Background

On March 26th, 2012, all businesses with a liquor license in the City of Roseville were mailed a letter from the Roseville Police Department announcing two alcohol compliance checks would be conducted before the end of the year. The letter included notice of recent changes to Roseville City Ordinances regarding mandatory liquor licensee training programs and penalties for noncompliance. Also in the letter were instructions for the City of Roseville mandatory liquor licensee training program and the name of a police contact should a business need additional information on the licensee program. Training was to be completed by every employee prior to the employee selling or serving alcohol and documentation of this training was to be completed and kept on file by the business.

Compliance Failure

On Saturday, April 14, 2012, a plain clothes Roseville Police Officer, along with an underage buyer, entered Grumpy's Restaurant, 2801 North Snelling Avenue, Roseville, MN to conduct an alcohol compliance check. The underage buyer and the plain clothes police officer entered the bar and the underage buyer and officer went directly to the bar. The underage buyer requested a Miller Lite beer. The bartender then handed the underage buyer the Miller Lite beer and requested \$3.50 for the purchase. The underage buyer provided the bartender a \$20.00 bill for the purchase and was provided change. The plain clothing police officer then administratively cited for the bartender for the violation and released him. On May 3, 2012, Grumpy's Restaurant was mailed a letter requesting documentation of a City of Roseville approved liquor licensee training program. This documentation was to be received by the police department no later than May 11, 2012. Lt. Rosand received correspondence from Grumpy's Restaurant management on May 10, 2012, which documented the employee in question had last completed a City of Roseville approved liquor license training program on March 6, 2012. This is Grumpy's Restaurant first liquor compliance failure/violation in the last thirty six (36) months.

Staff Recommendation

Issue and administer the presumptive penalty pursuant to City Code Section 302.15, for on-sale license holders for the first violation within thirty-six (36) months. The mandatory minimum penalty shall be a one thousand dollar (\$1,000.00) fine and a one (1) day suspension.

Council Action Requested

Allow the Roseville Police Department to issue and administer the presumptive penalty as set forth in Section 302.15, of the Roseville City Code or other action as determined by the Roseville City Council.

Prepared by: Lt. Lorne Rosand

Attachments:

- A: Police Report
- B: Letter announcing compliance checks
- C: Notifications of failure and investigation
- D: Documentation from the Grumpy's Restaurant regarding training
- E: Letter announcing Council Meeting



ROSEVILLE POLICE DEPARTMENT

INCIDENT REPORT

ICR# 12009915	AGENCY ORI# MN0620800	JUVENILE:	
INCIDENT	Reported: 04-14-2012 1347 First Assigned: 1325 First Arrived: 1325 Last Cleared: 1347 Committed Start: 04-14-2012 1347 Committed End: Title: Alcohol Compliance Failure How Received: None Selected Summary: Sale of alcohol to underage 21 person at business. Location(s) GRUMPY'S BAR AND GRILL Address: 2801 SNELLING AV N City: Roseville State: MN Zip: 55113 Country: USA		
	Officer Assigned: Johnson, Sean Badge No: S-19 Primary: Yes Officer Assigned: Rosand, Lorne (Administrative Action) Badge No: 3 Primary: No		
NAMES	Involvement: Cited Name: Clerkin, Joseph Patrick DOB: 1 Age: Sex: Race: Height: Weight: Address: 509 MILL ST NE City: COLUMBIA HGTS State: MN Zip: 55421 Country: Phone: (Work) (651)379-1180 Phone: (Cell) Eye Color: HAZ Hair Color:		
	Involvement: Mentioned Name: Grumpys Address: 2801 Snelling Ave. City: Roseville State: MN Zip: 55113 Country: Phone: (Business) (651)379-1180		
EVIDENCE	BarCode: 12-08291 Item Type: Alcohol Container, empty Bin: A44 Value: \$3.50 Description: Miller Lite Beer Bottle Location Address: 2801 SNELLING AV N City: Roseville State: MN Zip: 55113 Country: USA		

Supplemental Report

ICR: 12009915

04-26-2012 1516

Title: Mgr On Duty sold alcohol to underage 21 purchaser

Created By: Sean Johnson

On 04-14-2012, XXXXXX XXXX (XXXXXXXXXXXX) acted as my underage alcohol buyer. XXXX viewed the underage buyer instructional video prior to beginning compliance checks. I searched XXXX and noted he only had one Valid ID (a MN photo DL, which clearly stated he was underage 21. I took a digital photograph of XXXX, and made a photocopy of his drivers license.

At appx 1331 hours, XXXX and I walked into Grumpy's (2801 Snelling Avenue) and went to the bar. XXXX requested a Miller Lite bottle. Manager on duty (MOD) Joseph Clerkin (MN photo ID) brought the bottle to the bar, and handed the beer to XXXX. XXXX was initially charged \$ 3.50 for the beer and handed \$20.00 to Clerkin which was later retrieved and returned to me.

I identified myself as a Roseville police officer and advised Clerkin that he served alcohol to an 18 year old. Clerkin advised me he was the on-duty manager. I told him the police department would be following up with the business.

I propertyed the Miller Lite bottle and receipt of sale and placed them as evidence in PL#9.

I cited Clerkin with administrative citation #22116 for selling alcohol to an underage person.

Nothing further.

Supplemental Report

ICR: 12009915

05-03-2012 0928

Title: Training Records Request

Created By: Lorne Rosand

On Thursday, May 3, 2012, the letter titled 05-03-2012 Grumpy's Letter (see Media file) was sent to Joseph Clerkin (bar manager) requesting server training records of all employees authorized to serve alcohol at Grumpy's Restaurant and Bar.

All training records are due by Friday, May 11, 2012.

Supplemental Report

ICR: 12009915

05-03-2012 0932

Title: Administrative Citation Paid

Created By: Lorne Rosand

On Friday, April 20, 2012 at 1535 hours, Joseph Clarkin paid his \$250.00 administrative fine for serving alcohol to a minor violation. I have scanned the fine payment receipt into the media file.

With Clarkin paying the administrative fine, this closes out this portion of the case file.

Supplemental Report

ICR: 12009915

05-18-2012 1517

Title: Training Records Received

Created By: Lorne Rosand

On Thursday, May 10, 2012 I received a photo copy of Grumpy's Alcohol Server Training Program and server records from Joseph Clerkin who is the manager of this business.

I reviewed Grumpy's 28 alcohol server training records and made the following observations:

- Joseph Clerkin (server who served alcohol to a minor on April 14, 2012) received his annual alcohol server training certification on March 6, 2012.
- The remaining 27 alcohol servers received their annual training also on March 6, 2012.

Report is for informational purposes.

Supplemental Report

ICR: 12009915

05-18-2012 1517

Title: 05-18-2012 Council Meeting Notice

Created By: Lorne Rosand

On Friday, May 18, 2012, I mailed the attached letter to Clerkin from Grumpy's Restaurant summarizing the April 14, 2012 underage alcohol violation and notice of the June 11, 2012 council meeting to discuss the violation.

Report for informational purposes.



Date

Business

Address

Roseville, MN 55113

ATTN: MANAGER

Please thoroughly review the following information as it pertains to alcohol compliance checks conducted by the Roseville Police Department, relative to your establishment.

The City of Roseville began alcohol compliance checks on licensed alcoholic beverage sellers in 1997. At that time, the compliance rate was only 70%. Nearly 30% of our licensees failed those compliance checks. Our goal is to achieve 100% compliance. We need your cooperation to make that happen.

The Roseville Police Department conducts yearly compliance checks to insure licensed alcoholic beverage sellers in the City of Roseville are complying with State law and Roseville Code Provisions relating to the selling of alcoholic beverages.

Please review the following relating to sales of alcohol to underage persons:

Minnesota Statute Chapter 340A.503 PERSONS UNDER 21; ILLEGAL ACTS.

Subdivision 1. Consumption.

(a) It is unlawful for any:

(1) retail intoxicating liquor or 3.2 percent malt liquor licensee, municipal liquor store, or bottle club permit holder under section 340A.414, to permit any person under the age of 21 years to drink alcoholic beverages on the licensed premises or within the municipal liquor store;

Subdivision 2. Purchasing. It is unlawful for any person:

(1) to sell, barter, furnish, or give alcoholic beverages to a person under 21 years of age;

The City of Roseville has passed Chapter 302, Roseville's Liquor Control Ordinance. The Roseville Police Department encourages you to become familiar with the Liquor Control Ordinance. It can be obtained at the Roseville City Hall or in the city code at www.ci.roseville.mn.us.

The civil penalties for underage alcoholic beverage sales are set forth in the Roseville City Code. Presumptive penalties are set forth in § 302.15 of the Code. These penalties vary depending upon whether it is a first time violation, a second time violation, a third time violation, etc.

The Roseville Police Department has worked with City alcoholic beverage licensees to promote training for both servers and managers to prevent sales of alcohol to underage persons, and to prevent other violations of the Liquor Control Ordinance. All licensees and their managers, and all employees or agents employed by the licensee that sell or serve alcohol, must complete a city approved or city provided liquor licensee training program. Free training packets are available from the City. Contact Kelly Roberto of the Roseville Police Department at kelly.roberto@ci.roseville.mn.us to receive a packet or the names of approved trainers.

Both the City's approval and the required training shall be completed:

1. Prior to licensure or renewal for licensees and managers, or
2. Prior to serving or selling for any employee or agent, and
3. Every year thereafter.

Your business must maintain documentation that you have properly trained every employee that sells or serves alcohol, and produce such documentation upon reasonable request made by a peace officer, health officer or properly designated officer or employee of the city. The City will not maintain these records for you. Additional penalties may be assessed if you are unable to provide documentation or it is determined the employee did not under-go the required training.

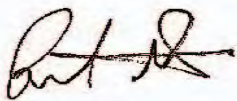
The mandatory minimum penalty for the sale of alcoholic beverages to underage individuals is a \$1,000 fine and a one day suspension.

These penalties are civil in nature. Please be aware criminal penalties may also be imposed for violations of the Liquor Control Ordinance.

The Roseville Police Department will conduct two compliance checks in 2012 beginning this spring. Please remind your employees of their legal and moral responsibility not to sell or serve alcoholic beverages to anyone under the age of 21.

Once again, we encourage you to review Roseville City Code, Chapter 302, to insure that you have familiarized yourself with the local regulations applicable to your establishment. If you have any questions, please contact Lt. Lorne Rosand at 651-792-7211.

Sincerely,

A handwritten signature in black ink, appearing to read "Rick Mathwig", is written over a light blue rectangular background.

Rick Mathwig
Chief of Police



May 3, 2012

Joseph Clerkin
Grumpy's Bar and Grill
2801 North Snelling Avenue
Roseville Minnesota 55113

Joseph Clerkin and/or General Manager:

The City of Roseville has an ordinance prohibiting the sale of any alcoholic beverage to persons under the age of 21 years. A copy of Roseville Code 302 has been enclosed for your review. Please note Section 302.15 of code where minimum penalties are stipulated.

On April 14, 2012, a Grumpy's Bar and Grill employee sold an alcoholic beverage to a minor in violation of the attached code. Our records indicate that this is your first violation in the previous thirty-six (36) months. Therefore, pursuant to Section 302.15 of Roseville City Code, the presumptive penalty for a first violation for sale of an alcoholic beverage to a person under the age of twenty-one is a minimum penalty of a \$1,000.00 fine and a one (1) day suspension.

This incident is currently under investigation by the Roseville Police Department. You are being asked to provide a training certificate documenting Joseph Clerkin has completed a city approved or provided liquor license training program. **I must receive a copy of Clerkin's training certification from you by Friday, May 11, 2012. Failure to provide this training certification may result in additional penalties because of non compliance. You are also being mandated to provide server training records for all employees who are authorized to serve liquor at your establishment. These server training documents are also due by Friday, May 11, 2012.**

When a violation occurs, the police department provides information to the City Council, which either will assess the presumptive penalty set forth above or depart upward or downward based on extenuating or aggravating circumstances. The information set forth in this letter regarding the failed compliance check will be passed on to the City Council, as well as information regarding your participation in the manager and server training program and the history of compliance checks at your establishment. Once the date of the Council meeting is established, I will send you notice.

A representative of your establishment may appear at the Council meeting to offer any information that you deem relevant as to whether the Council should deviate from the presumptive penalties set forth in the Roseville City Code. If you fail to appear at that meeting, the City Council will act without any input from your establishment.

Finally, please be advised that if another violation should occur, further penalties will be invoked. If you have any questions, you can reach me during normal business hours at my desk telephone number of 651-792-7211.

Sincerely,

Lorne R. Rosand
Lieutenant
Roseville Police Department

Enclosure

Cc: Rick Mathwig – Chief of Police
Bill Malinen – City Manager

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, JOSEPH CLERKIN am employed at
employee name
GRUMPY'S ROSEVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of MARCH, 12 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of MARCH, 12

Employee signature

JOSEPH CLERKIN

Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

Waitstaff / Bartenders and anyone else who is in a position to sell alcohol beverages: Please read and sign this form and return it to Management.

The following are MN Statutes in regards to Alcoholic Consumption and Distribution:

340A503 Persons under 21; illegal acts.

Subdivision 1. Consumption. *je*

It is unlawful for any retail intoxicating liquor or 3.2 percent malt liquor licensee, municipal liquor store, or bottle club permit holder under section 340A.414, to permit any person under the age of 21 years to drink alcoholic beverages on the licensed premises or within the municipal liquor store.

Subdivision 2. Purchasing. *je*

It is unlawful for any person to sell, barter, furnish, or give alcoholic beverages to a person under 21 years of age.

Subdivision 3. Possession. *je*

It is unlawful for a person under the age of 21 years to possess any alcoholic beverage with the intent to consume it at a place other than the household of the person's parent or legal guardian. Possession at the place other than the household of the parent or guardian creates a rebuttable presumption of intent to consume it at a place other than the household of the parent or guardian. This presumption may be rebutted by preponderance of the evidence.

Subdivision 4. Entering licensed Premises. *je*

It is unlawful for a person under the age of 21 years to enter an establishment licensed for the sale of alcoholic beverage or any municipal liquor store for the purpose of purchasing or having served or delivered any alcoholic beverage.

Subdivision 5. Misrepresentation of age. *je*

It is unlawful for a person under the age of 21 years to claim to be 21 years old or older for the purpose of purchasing alcoholic beverages.

Subdivision 6. Proof of age. *je*

Proof of age for purchasing or consuming alcoholic beverages may be established ONLY by one of the following:

(1) A VALID driver's license or identification card issued by Minnesota, another state, or a province of Canada, and including the photograph and date of birth of the licensed person

(2) A VALID military identification card issued by the United States Department of Defense

(3) A VALID Passport issued by the United States; or in the case of a foreign national by a VALID Pass

340A502. Sales to obviously intoxicated persons *je*

No person may sell, give, furnish, or in any way procure for another alcohol beverages for the use of an obviously intoxicated person.

FAILURE TO FOLLOW THE AFOREMENTIONED WILL RESULT IN THE FOLLOWING:

Gross Misdemeanors *je*

It is a gross misdemeanor: (Maximum fine of \$3,000 and Maximum Imprisonment of one year) to sell an alcoholic beverage to anyone under 21 years of age. Effective company policy as of March 1, 2000 will be immediate suspension and/or termination as well as possible legal action brought against you if you fail to follow the laws which govern us a liquor sales establishment in the state of Minnesota.

I have read and understand these laws w ld rules of alcohol sales in the state of Minnesota and am aware of my responsibilities as a alcohol beverage vendor.

JOYCE CLERICIN
(Please print full name)

[Signature]
(Please sign your full name)

(Date) 3/6/12

Employee name JOSEPH CLERKIN Location GROUP'S RESERVE Date 3/16/2000 12

I hereby understand the below alcohol policy and possible violations of company policy may result in immediate employment termination.

1. All employees are prohibited from selling, giving, providing, alcoholic beverages to any persons under the age of 21 years. We determine the customer's needs and what he wants he may not get. Driving and drinking are two different behaviors and as security people you control the amount of fun customer have. You decide what is acceptable customer conduct in your establishment not the customer. Customers that have imbibed alcoholic beverages people still behave within socially acceptable norms.
2. All employees must confirm the validity of all customer's identification and all employees must be in control of alcohol to be served alcoholic beverages to all groups of people. Servers have a duty to control the end use of all alcohol that are served to customers.
3. In order to serve customers all employees must be over the age of 18 and aware of their personnel criminal and civil liability.
4. Any customers who wish to buy or consume alcohol must provide one of these types proof of age in a valid driver license, valid state identification card, valid passport, valid current military identification, and valid tribal identification as a condition of entry if asked.
5. Only one drink up and one back up is allowed in front of the customer, and no stacking of drinks at the end of promotions.
6. When a bottle of beer or glass of wine, is ordered, the customer must have carded if age is a question before they are open or poured, or given to customers. The sale for all legal purposes the sale occurs when the drink was poured with the intent to serve to the customer.
7. Alcohol shall not be removed from the building or patio serving area, except if the establishment permits a bottle of wine to be recorked and taken off the premises and put in bag then in the trunk of the car only when served with a meal was consumed on the premises.
8. No alcoholic beverages shall be sold, served, or allowed to be served to individual who appear possibly impaired.
9. Carding defense only works the day the person was carded and we card everyone. All employees will control sales on 21 birthdays and not sell until 8 AM in the State of Minnesota you do not turn 21 years of age until the morning of the day of your 21 birthday.
10. All employees will scab customers looking for the customer's speech, coordination, appearance, and behavior, check customer's levels of impairment prior to any alcohol service and during. All employees pour the same drinks, accept the same types if I.D.'s., treat people the same way, and First you train your customers then you train your employees
11. All employees are aware most out of country identification from Canada and Mexico are read as the day/month/year to make sales.
12. All employees follow the same house policy. All employees make swift risk transfer. The employee attitude are of helping. Employees are aware of promotions and immediately communicates at risk loss situations never giving control of premises to customers. Employee will identify and communicate aggressive drinking situations. All employees follow the same policy. A company becomes dysfunctional when management and employees are functioning under contrasting systems. All employees must act the same way when enforcing policy
13. Never let frequent customers take control of the environment from the employees. In the case where the customer can become a future danger to themselves and others because of the customer judgment is being impaired and they are unaware of probable danger that is occurring. As servers we become babysitters and use to our customers behaviors and make excuses for them. "I'm not driving"" His wife is coming to pick him up."" I'm staying in the hotel." "Were in a bus, limo, we've got a designated driver." Don't make excuses. Swift employee risk transfer for possible dangers to managers or police will help reduce future civil and criminal exposure.
14. The employee attitude of helping customers is what makes customers feel safe and secure in the environment. The server must sell the customer that his intent is to help, assist, and protect customers from doing harm or danger himself or others.
15. All employees must be made aware of illegal sales. The six illegal sales are a. After hours sales (non intoxication). b. Sales to minors or Minors paying of any alcoholic drinks, d. Drinks leaving the on-sale premises e. Non-member club sales f. Sales to visibly impaired customers. Employees observations and goals are not to serve a pitcher of beer to only one person, to not make a big production of last call or even have one, To have all personnel go through server training, To understand state laws and regulations laws, To develop alternative transportation., and promote customer patrons friends that are unimpaired to drive friends home.

All employees will scab every customer at every point of sale. **SIGNS OF INTOXICATION** SCABing people Speech, coordination, appearance, and behavior. Customer will become relaxed and show signs that they are possibly impaired. Speech Loud, Changing volume of speech, Using foul language, Slurred speech, Quick, slow, or fluctuating pace of speech Coordination Slow and deliberate movement, Decreased alertness, Reactions are Affected (muscle control) Fumbling with money, Spilling drink, Cannot find mouth with drink, Unable to sit straight on chair or barstool, Swaying, drowsy, Stumbling, Bumps into things, Falling, unable to light cigarette, button buttons and writing is impaired Appearance Red, watery eyes, Disheveled clothing, Sweating, Smell of an alcoholic beverage on person, Droopy eyelids, Lack of eye focus, Flushed face Behavior Overly friendly, Drinking alone, Annoying others, Complaints about strength of drink, Judgment is Impaired Drinking more or faster than usual, Changing consumption rate, Ordering doubles, Argumentative, low-key altercations, confrontations, or heated arguments, Careless with money, Buying rounds for strangers, Irrational statements, Belligerent, Lighting more than one cigarette, Loss of train of thought Servers must be aware of the effects of carbonated drinks will be absorbed quicker, causing quicker intoxication by opening the pyloric valve. Alcohol may irritate the stomach wall and may cause vomiting. Drinks like Four Loko mix caffeine equal to the amount in three cups of coffee with the alcoholic equivalent of three cans of beer. A 23.5-ounce can of Four Loko contains either 6 or 12 percent alcohol by volume, depending on state regulations. Washington and four other states – New York, Utah, Michigan and Oklahoma – already have taken steps to remove **SYMPTOMS OF PROBLEM DRINKERS** 1) Aggressive chain drinking behaviors require more alcohol to respond to brain cells higher tolerance for desired effects. 2) Ordering too many drinks at one time. 3) A person's inability to stop drinking. 4) Binge drinking for two or three days, ordering doubles. 5) Black outs, Drinking to heavy intoxications levels. 6) DWI arrests. 7) Drinking at work. 8) Arguing with family or friends. 9) Guilt about drinking. 10) Denial of any alcohol problems. 11) Heavy drinking all the time. 12) Eating very little during the act of drinking. 13) Drinking to cope with problems. 14) Changing jobs quite a bite. 15) Lying to cover up drinking problems. All alcohol-serving and non-alcohol serving employees understand it is his/her duty as a condition of employment to come to work in a non-impaired condition and agrees not to drink alcoholic beverages during the time for which employee is working or after work AFTER the legal consumption time. An impaired condition refers to the consumption of alcoholic beverages, being under the influence of illegal drugs or both. The employee understands non-impairment is a condition of employment. The above employee by signing this Non-Impairment Contract that (s)he has read, understands and agrees to be bound by it. The reputation of a licensed alcohol-serving establishment relies heavily on the people who deal directly with the customers—the servers. Servers can most closely monitor an individual's amount and rate of consumption. Therefore, as the alcohol server, you are the key to the prevention of excessive alcohol consumption. State laws makes it illegal for a licensee, employee, to allow any other person to serve or sell alcoholic beverages to visibly intoxicated persons. The licensee and/or server may be held administratively and criminally liable and may face fines of up to \$3,000. The licensee and/or server may also be held personally responsible under Dram Shop Laws. These laws hold licensees and their employees liable if they

sell alcoholic beverages to a obviously intoxicated person or minor who then causes death, injury, or property damage. I UNDERSTAND THE DUTY EXPLAINED BY THESE LAWS.

Employee Signature 3/6/12 Date

LOSS CONTROL SERVICES

This agreement is made and entered into by and between Group's Roseville (Employer) and (Employee). Whereas, the Employer is hiring and engaging the services of the employee as a floor man or security person, bartender or wait staff at the Employer's establishment; and the Employee agrees to be bound by certain conditions in connection with his/her employment. IT IS THEREFORE AGREED AS FOLLOWS: 1. As a condition of employment all employees accept a duty to: a. Card all customers who appear to be under 35 years of age attempting to enter the premises or house policy all people after 9:00 PM at night, b. Card all people who wish to enter the premises regardless if known by colleagues in the establishment. c. Re-card a customer if his/her age is in question for alcohol service or if a problem behavior is occurring. d. Determine the person using the identification by matching the physical descriptions on the acceptable, legal identification's. Prevent entry to obviously impaired behavior customers through carding. The Employee acknowledges by signing this agreement that he/she has read it contents, understands and agrees to be bound by it. The law states that a customer must be at least 21 years of age to purchase alcohol. There is no legal requirement that a customer show identification, (BUT HOUSE POLICY) but (it is the only defense that most states have) the best way to verify the customer's age is to request picture identification. Types of Acceptable Identification for determining age MAY BE: valid driver's license issued by any state Province in Canada, an armed forces identification card, U.S. passport, and U.S. passport card, and foreign government passport, with a valid photo also on a valid driver license and identification card issued by any state Department of Motor Vehicles. The current documents must have with a valid current picture matching the person using the document. Elements of Acceptable ID should include: photograph of bearer, signature, height of bearer, date of birth and expiration date. Unacceptable IDs for Purchasing Alcohol Any holograms that state secure, valid, keys, padlocks, eagles, seal of authenticity and the word. College/university ID, expired ID, social security card, government work ID, resident alien card, green card, international driver's license, INS border crosser card, birth certificates, and INS worker's authorization card. These identification are valid but not valid to drink alcohol on. A driver's license issued to someone under 21 will be in a horizontal format with printing in red on the top of the picture. The license states in red printing that he or she is "UNDER 21". The driver's picture is located on the left side of the ID. If a person attempting to purchase alcohol or tobacco presents a vertical license (Most states use vertical license for underage people), look extra hard! Carefully read the red printing to determine if the person is of legal age! Provisional driver licenses and driving permits do not expire on the birthday days you have recheck these ids to make sure their birthdays have occurred. Examples of back up identification may include a credit card, social security card, student ID, and a fishing or hunting license. Be careful when accepting any ID as a second form. There are people who will fake another form of ID. Once you have the first type of ID, keep it and then ask for another one. Hold them both together and compare to see if they match. The most common fake id is a real one. The parts of carding is 1. Expiration date 2. Date of birth 3. Red border around the picture 4. Height 5. Face 6. Restriction Expiration: No state makes state resident identification. Types of Fake IDs False ID - manufactured or computer generated Altered ID - valid identification that is altered to change critical information, Borrowed ID - valid identification used by another person, Where do they come from? Internet Mail-order Self-manufacture Friends Purchase from others Purchase from other manufacturer F - Feel Have the customer remove the ID from their wallet or plastic holder. You may see another ID in their wallet. Feel for raised edges, glue lines or bumpy surfaces by the photo or birth date. Uneven surfaces often indicate tampering. Feel for cut-out or pasted information. Check the thickness of the ID. Check to see if it was re-laminated after changing some of the information. L - Look Photograph - Does it look like the person in front of you? Hairstyles and makeup can change, so focus your attention on the person's eyes, nose and chin. When checking men with beards or

mustaches, cover the facial hair portion of the photo and concentrate on the eyes, nose or ears. Height and weight - Do they reasonably match the person?
State seal - Is it on the ID and is it in the correct place? Date of birth - Is the person old enough? Figure the math or look at the "Under 21 Until" portion of
the ID. Age on ID vs. Appearance - Does the person in front of you match the age on the ID? Expiration date - Is the ID expired? Expired IDs are
unacceptable. Lamination - Are the cuts or corners/edges straight or crooked? A - Ask for their middle name, zodiac sign or year of high school graduation.
If someone has to think about his or her sign or when they graduated, the ID may be false. Ask the birth month. If the person responds with a number
rather than the name of the month, they may be lying. If the customer is with a companion, ask the companion to quickly tell you the customer's name. Any
hesitation may indicate deception. Ask the customer to sign his/her name and then compare the signatures to the ID. Sometimes if the ID is false, the
customer will sign his or her true name, rather than the one on the ID. G - Give Back Give the ID back to the customer and make the sale if the ID is valid.
If the ID is fake or altered, the customer may leave the ID. State law usually provides a defense for a seller who, in good faith, accepts spurious or false
identification, providing the seller complied with the outlined procedures of this laws section. It is the duty of the seller to question any person who, from
their physical characteristics, appears to be underage. Before selling beer or intoxicating liquor to any youthful appearing person, they must present a valid
photo driver's license, chauffeur's license, or state of identification card correctly identifying their age. Laxity and indifference to purchases of alcoholic
beverages by underage persons will not be tolerated. Obtaining satisfactory proof of a purchaser's age is the direct responsibility of the person making the
sale. The seller must take every precaution to prevent illegal sales, and when there is a doubt and the buyer cannot prove their age, the sale must be refused.
There are many indications that can help the seller identify an underage buyer. These may include, but are not limited to: slight physical build in the
shoulders, chest, hips, arms and thighs; lack of facial hair; thin and "unweathered" hands; physical signs of nervous tension; high pitched or cracking voice;
excessive talking; inappropriate clothing or jewelry for the simulated age; or incorrect responses to questions. Another means by which a permit holder can
determine whether a person is 21 years of age is by using a transaction scan device. These devices are used to check the validity of a driver's license or an
identification card. However, permit holders and their employees must be aware that they should not rely exclusively on the machine. Merely scanning the
identification through the device is not sufficient. The clerks must ensure the person handing them the identification is actually the person that appears on it.
Steps must be taken to verify the identification being presented accurately represents the person purchasing the alcohol. Failure to do so may result in an
underage alcohol sale and lead to charges against the clerk and the permit. House policy Carding Practices: requires a licensee or licensee's employee or
agent may not sell, furnish, give or deliver liquor to a person under 35 years of age unless the licensee or licensee's employee or agent verifies the person is
not a minor by means of reliable photographic identification containing that person's date of birth* B. Cashier must ask for a reliable identification from
anyone under 35 years of age every time they enter the store to purchase liquor or imitation liquor. C. Our HOUSE policy is to card anyone that orders
liquor or imitation liquor and appears to be under the age of 35 in order to comply with house policy. D. No employee will accept an expired identification
card. E. The cashier will request that the patron remove their ID from their wallet and take physical control of the identification, checking the back, then
the front for signs of forgery such as: o Poor photo copy quality, blurred imagery or digitized lettering. o Disclaimers like "non-government ID" or "non
transferable ID card". o Statements of authenticity such as "Genuine", "Authentic", "Secure", etc. (if it has to tell you it's "Genuine", it's not). #1. When a
patron displays an identification card that is obviously false, the EMPLOYEE will refuse sale of liquor and report it to a manager who will explain to the
patron that they are going to retain the identification for the purpose of verifying their age. A premise representative will immediately call the police and
surrender the identification to the authorities for that purpose. Please note, licensee must advise individual why the ID is being retained. Visibly Intoxicated
Individuals: Employees will always be professional, friendly and polite with all patrons when complying with law and/or store policy, explaining that when
service is declined, it is because of state law and/or store policy. I will card any persons at any time to prove reasonable sales. Loss Control Services

Location GRUMPY'S ROSENIE

Name Joseph Chouen

DATE 3/6/12

Name Joseph Czekin Employee Pre Test Fun
Group Location Grumpy's Roscoe Date 3/10/12

1. What is your company correct procedure for asking for a person's identification and to be carded?

May I Please Have your VALID identification Age to card people 35

2. What is the proper proof of identification that is acceptable at Fun Group to allow alcohol consumption?

1. d L

2. s ID

3. m ILPR

4. passport

5. ILPR

3. What are the 6 procedures for checking identification? What things do you investigate on the license?

1. e XPIRATION

2. d o B

3. r ED BORDER

4. h eigh

5. ff facin female

6. r ESCRIPTION

4. What is the procedure for checking identification that is clipped and in the process of being renewed?

A. e XPIRATION DATE b o r c s

B. 3s STAMPS A DOPUT #

C. d o B

D. mp MAND PND

5. What are questions that would ask people when checking different types of valid identification?

1. Out of state driver's licenses? Have you lived here very long? What is your ZIP?

2. Identification and passport ID card? How is the DRIVING today?

3. Military identification What is your date of departure

4. Follow up questions would be. How OLD are you? 2. What year did you GRADUATE from HS? 3. What is your ZODIAC sign? Do you any other valid ID from this stat

5. What is the carding defense in Minnesota? REA & GF REASONABLE & IN GOOD FAITH

On old identification what is the features of underage identification?

1. R is R

2. L is W

Picture

3. Green and Red is

4. Black and purple is

Color

5. What does the picture for minors have on it in the new format RB?

1. Each card is the size of a standard cre ca and has F1 lines printed over the image person.

2. On the front a virtual image of a logo appears to float above or sink below the surface of the card.

3. Under ultraviolet light (Minnesota) on the front of the card

4. Under ultraviolet light (Minnesota) a for POST and a MOON on the back of the card

5. Red border around image makes "UNDER 21" identification easy to identify.

6. New cards number format. The first three number when added together always equal match list 2

7. There are more than 3.5 million card holders in Minnesota with over 2 million expired identification

8. Minnesota is a "central issue" state, meaning that a card is released only after the certified off

9. Unacceptable Identification 1. U.S. government immigrant card 1. Birth certificate 2. School or work ID 3. Social security card 4. Check cashing card 5. document expired, altered, borrowed, stolen, counterfeit, f

10. Do you confiscate people identification? Y or N or they did what? LET THEM

11. Do you have a right to take a person identification? No or Yes But it must then be TOP

12. Should employees get into a fight over a identification card? NO

13. Should employees accept white DWI driving permits to work? NO This DWI 7 day permit is only good to DO DRIVE ON

14. Clipped ids expire at time the police clip them and they become IV INVALID ids?

15. Wisconsin new under 21 year identification is what color RED and is a VERT lice

16. Iowa drivers new under 21 licenses are what color RED and is a VERT lice

17. South Dakota's under 21 driver license is are what color RED and the date of birth is: 2 times the size license. You must check inside holograms for the dot in MATRIX print

18. North Dakota's drivers new under 21 licenses are what color RED and is a VERTICAL lice

20. Why do you refuse service to customers at your alcohol serving establishment?

Possible Impairment 1. M NOR 2. Obv DVS W Intoxication by Statutes 3. People o

21. Good money vs Bad money. Not taking higher risk money creates more profit and business. What is the intent of the refusal? HAP 1. H EUP 2. A SSIST 3. P ROBERT
- How many people have to leave if refusing service to customers? TP 2 HAVE TO GO
22. What things if asked, would you look be looking for to see if any customers were possibly impaired?
1. S HAZY 2. C OORDINATION
3. A PROMISED 4. B STATION
23. I lo OK, I's SW, and I a SKED, You have talk to customers at the point of sale.
24. The definition of intoxication is when customers drink a. affected his R EASON and
Facul TIES b. Render himself incoherently of Sp EECT c. and caus
himself to loss e ONTAL and of his action or b ODY 4. Listen to other to other
P EOPLE about a person possible impairment and behavior. I used my reasonable powers of
OBSERVATION customer. Customers brains slow down when drinking so you have
Ask them S X many time do you have asked them to do.
25. What is the statement used to by your establishment's employees when refusing service to customer
- Possible impairment Identification
1. Sa 2. Com FURTHER 3. NS NOT - SOME REASON
- Why will you not server me? To prevent the customer's state of PI POSSIBLE Imp MANGING
26. If describing any response to problems of customers by employees, the transference of risk by
employees to managers was described as? 1. IMMEDIATE
27. If you as a server feel uncomfortable about the customers attitude and level of possible impairment
prior to serve them what do you do? Comments I'm not driving to get servers to over serve alcohol
to customer are red flags what do you do? 1. SL GIVE LESS 2. WM WITCO MAKE
3. GAM GET A MINDER 4. WTWL WATCH THEM WHAT NOT LONG
28. What is your establishment policy on 21 birthday power hours for time of alcohol service? 8 A.M
Any employee may trespass a unwanted customer for how long without police presence 1 year.
29. What are the 6 parts of the professional parts of alcohol service do? 1. A GE 2. Int ENT
3. NeEDS 4. Att ITUDE 5. Rev ISIT 6. Document customer's Refu SAYS
30. What are 7 illegal sales that may be created by alcohol servers?
1. M INON 2. A H AFTER HOURS 3. M B MINOR BY MINE
4. CLUB LICENSE 5. OFF PREMISE 6. M to M MINOR TO MINOR
7. OBVIOUSLY INFORMATION
- How long do you have to get sued for fight 6 Slip and Fall 6 Dram shop adult 2 Minor 6
31. Why do you document reasonable business practices? ADMINISTRATION VIOLATIONS
32. The majority of places that fail stings because the employees did not what?
1. TIME 2. MATH
3. W not Tan GHT 4. DNCare
33. Employees controls the risk to customers, what is the most important aspect of their behaviors?
OpPORTUNITIES
34. What should alcohol serving establishment do to control their establishment?
1. ReCa RD 2. PoSl GNS
2. EduEm'plONES 3. DocRefotService
35. It is a gross misdemeanor for adults to se LL, fur MISH, or gIVE alcohol to a per
under 21 years of age un less in the household of your parent and with their consent.
36. It is a misdemeanor for any underage person to pure WTS or attempt to pur CLADE
37. It is a misdemeanor for any underage person to Claim to be 21 years of age to buy alcohol.
38. It is a gross misdemeanor for adults to knowingly permit a underage to use another person's
VAND. state issued Identification.
39. Underage people can enter for three reasons to EAT, WORK, and attend social FUNTAS
40. A gross misdemeanor punished by a fine of \$3,000 dollars and up to 1 Years in j
41. A misdemeanor punished by a fine of \$1,000 dollars and up to 90 days in jail.
42. .02 BAC Judge Inhibitions, .106 BAC Reaction t, coord, .10 BAC Vis

Name Joseph Urciuolo

Location Crummey Kosmos

Date 5/10/16

35

1. All alcohol serving employees must card people appearing 35 years old or younger. Always remind employees to check younger people continually to maintain that they are over 21 years of age. All employees will ask may I please have your valid identification. There are house policy that all customers entering must follow and person not following house policy will be asked to leave and trespassed. A trespassed person is owed no duty of care when breaking the law and illegally on your property refusing to leave. JL
2. Servers will never use the statement to a customer that you have had too much. Too much means you over served him. Server will never use the word intoxicated because you are making a legal opinion without facts at times especially at entry. Other facts may be in play for the possible impaired behavior that has been witnessed such is fatigue, emotional upset, other drugs legal and illegal drugs, and be physical, and psychological condition. Possible impairment is a proactive verse reactive intervention. JL
3. How much alcohol goes into a long island ice tea. It is not 10 ounces the maximum amount of alcohol that goes into your drinks is 2 ounces and bar drinks a ounce and $\frac{1}{4}$ bar pour and not more. JL
4. Server will never say to customers this is your last drink. (Not being last call or closing situations) Server will never continue alcohol service after they have determined a customer has been served all he safe and comfortable can be served. Servers will mandate that others in his group will assist and help these people to safe environment where they do no put themselves and others people in harms way. House policy is two people have to go when intervening with possible impaired people. JL
5. Before any employees are involved in a physical interventions with a customer occur using the least amount of force necessary (except in fighting situations where other customers may be injured) what has occur when removing an unwanted guest. The employees will ask to have the customer valid identification. All employees will record at any time as a condition of entry to the customers. Employees' recording has to have happened before assisting the guest to the front door. DJ's and posted signs help to communicate and educate customers to house policy. JL
6. No employees will serve pitchers of beer to just one person who is not with other friends to share the pitcher of beer. JL
7. Customers with younger children in the establishment that seem to be aggressive with their alcohol consumption behavior will be brought to management attention and policy of alcohol serve to them reviewed. JL
8. Business is okay, when employees pay the most attention it is when they are making money, being active does not mean that you are not paying attention to the needs of the guest. It was so busy we couldn't do what was expected is a common executed that real is not true. Most violent events are sudden and unexpected where the opportunity for the intervention never occurred. JL
9. SCAB is . All alcohol serving employees will document and make managers aware of the refusal of alcohol service to any customer. If a problem arises at any time, employees will immediately get a manager. All alcohol serving employees will say when refusing alcohol service that, "We have served you all we safely and comfortably can today". Non-alcoholic drinks and food are available. When customers wish to gain entry do a SCAB check: Speech. Make sure the customer is able to speak clearly. Coordination Make sure the

customers wish to gain entry do a SCAB check: Speech. Make sure the customer is able to speak clearly. Coordination. Make sure the customer is not swaying or staggering. Appearance. Check to see if the customer is dressed for trouble or undressed. Behavior is the strongest indicator of risk. This is an important check for all employees in assessing the risk of patrons, and this will be mentioned again in this course and other courses. The main goal here is to assess if there is impairment, then to follow house policy for documenting and diverting risk. Any employee responses are made immediately.

10. Any violence was random and not preventable because it was sudden and unexpected.

11. Never blame another employee for a action or inaction that you did not a prove of because in a fight situation it is the reaction to the first striking action that is usually seen by customers not the first striking action. The intent of any action or reaction to a customer problems is to (HAP0 help assist and protect your customers in every action.

12. Bartenders and waitstaff may wish not to serve pregnant women. It is not against the law for them to drink, and you pregnant all the time not aware of the condition that they are in. You do ask very women "Are you Pregnant?" You do not make larger women go to the bathroom and check their urine, and you can not tell a women that is pregnant 6 weeks so you will serve pregnant women all the time: Women have a right to choose if want to drink or not but if they are possible impaired or the identification is not satisfactory they treated just like any other customer.

13. All employees when intervening with customers will ask to have their valid identification if this is a behavioral intervention or identification. As a condition of entry they must show their valid identification upon request of any agent acting behave of the owner or leave the premises. If they refuse to give up the identification they are immediately asked to leave the premises and trespass.

14. Any customers wanting more alcohol in their drinks asking with less ice or taller glasses in not going to get a double drink for a single price. For a couple bucks you will be putting your employment in jeopardy. If witness or seem by a manager you will be fired. This establishment does not serve more 2 ounce of alcohol in any one drink at one time. Every alcoholic drink served is assessed at each point of sale by the serving employee. I looked, I saw, and I asked.

15. The term "other person" refers to any other person injured by the intoxication of another and who played no role in causing the intoxication. Clearly, any innocent third person injured in person or property need not have a legal relationship with the intoxicated person in order to have a cause of action under the Act.

16. The statistics are sobering: one American dies in an alcohol-related car crash every 30 minutes and drunk driving plays a role in over 40 percent of this nation's traffic deaths. In addition, alcohol is intimately connected with assault cases, with alcohol abuse a factor in over two-thirds of partner abuse situations and about 40 percent of sexual assault convictions. While public health advocates have made a huge push to educate Americans about the secondary dangers of alcohol abuse, policymakers have also responded with liquor liability (sometimes called "dram shop") laws that put a burden on business owners who sell liquor to an obviously intoxicated person.

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Dani Harrington am employed at

employee name

Grumpy's Roxville

name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, 2012 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March, 2012

Dani Harrington
Employee signature

Dani Harrington
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Sheri Lanigan-Brown am employed at
employee name
Grump's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16th day of March.

Sheri Lanigan-Brown
Employee signature

Sheri Lanigan-Brown
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Sanja Pederson am employed at
employee name
Grumpy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 4th day of March, 2012 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 4th day of March, 2012

[Signature]
Employee signature

Sanja Pederson
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Dawn Kuehl am employed at
employee name

Grumpy's Roseville/Rose Vane Hall/ Grumpy's NE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of March I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of March

Dawn Kuehl
Employee signature

Dawn Kuehl
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, JAMES MATSON am employed at
employee name

CHUMPY ROSEVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of MARCH I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of MARCH

[Signature]
Employee signature

JAMES MATSON
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Amy Carnthers am employed at
employee name
Grimpy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not overserving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 3rd day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize and I will report to proper persons any false I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March,

Amy Carnthers
Employee signature

Amy Carnthers
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Loss Control Services form

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R

LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Abby Mund am employed at

employee name

Crumpy's Roseville

name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of March,

I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of March,

Abby Mund

Employee signature

Abby Mund

Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Jill Ballard am employed at _____
employee name

Roseville Grumays
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16th day of March,

Jill Ballard
Employee signature

Jill Ballard
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

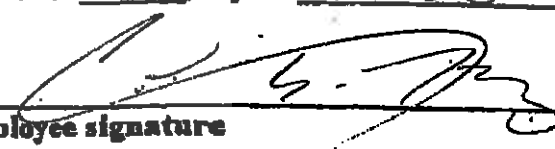
I, Courtney S. Neuf am employed at

Groupy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March


Employee signature

Courtney S. Neuf
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Angie Badtke am employed at

employee name

Grumpy's Roseville

name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16 day of March

I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16 day of March

Angie Badtke

Employee signature

Angie Badtke

Print name

Management

**LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.**

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Martin Chestnut am employed at

employee name

Grumpy's
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 3/6/12 day of March I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 3/6/12 day of March

[Signature]

Employee signature

Martin Chestnut

Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Ann Mraz am employed at
employee name

Crump's - Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March, 2012,

C. M. A.
Employee signature

Ann Mraz
Print name

Management

**LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.**

763-545-5981

Insurance form

RP

R.

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Leah Bergend am employed at
employee name
Rosville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March,

Leah Bergend
Employee signature

Leah Bergend
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Sean Harrington am employed at
employee name

Grumpy's in Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 3rd day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 3rd day of March,

[Signature]
Employee signature

Sean Harrington
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Jeff Danz am employed at _____
employee name

Grumpy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16th day of March 2012, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16th day of March 2012,

Jeff Danz
Employee signature

Jeff Danz
Print name

Management

**LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.**

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, MOLLY DANZL am employed at
employee name

GRUMPY'S ROSEVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of MARCH 2012, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of MARCH 2012,

Molly Danzl
Employee signature

MOLLY DANZL
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Melissa Vandenhorst am employed at
employee name

Grumpy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16th day of March, 2012 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16th day of March 2012

Melissa Vandenhorst
Employee signature

Melissa Vandenhorst
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Clifford Gammes am employed at

Grumpy's
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of march 12, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of march 12,

Clifford Gammes
Employee signature

Clifford Gammes
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Kelsi Renstrom am employed at

employee name

Grumpy's / Roseville

name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of March

I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of March

Kelsi Renstrom

Employee signature

Kelsi Renstrom

Print name

Bob Peterson / Grumpy's Roseville

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Candi Carrier am employed at
employee name
Grumpy's Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6 day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6 day of March,

Candi Carrier

Employee signature

Candi Carrier

Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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R

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Allison Smith am employed at
employee name
Roseville Grumpy's
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March

[Signature]
Employee signature

Allison Smith
Print name

Bob Peterson
Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, Shawn Weber am employed at
employee name

Grumpys Rosville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 16th day of March, 2012 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 16th day of March

[Signature]
Employee signature

Shawn Weber
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, KATIE NICKLOW am employed at
employee name

GRUMPY'S BAR & GRILL ROSEVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 10 day of MARCH, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 10 day of MARCH,

Katie Nicklow

Employee signature

KATIE NICKLOW

Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP

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Loss Control



Ching Frisbee golf

**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Mike Chilson am employed at
employee name

Grumpys Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not overserving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, 12 I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize and I will report to proper persons any false I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March, 12

Mike Chilson
Employee signature

Mike Chilson
Print name

Management

**LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.**

763-545-5981

Loss Control Services form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, JENNIFER SCHULLENBERG am employed at
employee name

GRUMPY'S DOWNTOWN & ROSVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of MARCH, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of MARCH

Jennifer Lynn Schullenberg
Employee signature

JENNIFER LYNN SCHULLENBERG
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION

I, JEFF GLYNN am employed at

GRUMPY'S ROSEVILLE
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of MARCH, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of MARCH,

Jeff Glynn
Employee signature

JEFF GLYNN
Print name

BOB PATERSON
Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

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**LOSS CONTROL SERVICES, INC.
PREVENTIVE SERVICE COURSE OF ALCOHOL AWARENESS
CERTIFICATE OF COMPLETION**

I, Kristin Meyers am employed at
employee name

Grumpy's Bar & Grill, Roseville
name of establishment

My duties are to serve alcoholic beverages to persons who may legally consume alcohol. I realize that it is my duty to protect the people I serve by not over serving them. In doing so I protect myself, the establishment, and the community from harmful situations.

On the 6th day of March, I was instructed in the art of server intervention for a period of three hours. I was instructed to check I.D.'s, monitor drink consumption, how to identify possible impairment, and told to report any problems in these areas to the management. I will not serve alcohol to any person exhibiting signs of impairment. I will check younger people for legal and valid I.D.'s that I have received instruction in how to recognize false documents and I will report to proper persons any possible I.D.'s that are not acceptable. I have learned it is my duty legally as well as morally to protect the people I serve with preventive alcohol service.

Dated the 6th day of March,

Kristin Meyers
Employee signature

Kristin Meyers
Print name

Management

LOSS CONTROL SERVICES, INC.
ROBERT W. POMPLUN
16500 43rd AVENUE N.
PLYMOUTH, MN 55446.

763-545-5981

Insurance form

RP



May 18, 2012

Joseph Clerkin
General Manager
Grumpy's Restaurant
2801 North Snelling Avenue
Roseville Minnesota 55113

Joseph Clerkin;

Reference Roseville PD Case File 12-009915: April 14, 2012 Grumpy's Restaurant Alcohol Compliance Failure.

On Monday, June 11, 2012, the Roseville City Council will discuss the April 14, 2012 alcohol compliance failure at Grumpy's Restaurant. Staff has recommended Council impose the presumptive penalty of a \$1000.00 fine and one (1) day liquor license suspension.

A representative of your establishment may appear at the time of the council discussion to offer any information that you deem relevant as to whether the Council should deviate from the presumptive penalties set forth in the Roseville City Code. If you fail to appear at this meeting, the City Council will act without any input from your establishment.

Summary of Violation:

- March 26, 2012: All businesses with a liquor license in the City of Roseville were mailed a letter from the Roseville Police Department announcing two alcohol compliance checks would be conducted before the end of the year.
- April 14, 2012: A Grumpy's Restaurant bar employee served an underage compliance buyer an alcoholic beverage. The Grumpy's employee server never looked at the compliance checker's driver's license and sold him a Miller Lite Beer. This violation was witnessed by a plain clothing police officer. The employee server is administratively cited for the violation.
- April 20, 2012: The Grumpy's Restaurant server/violator pays a \$250.00 administrative fine to the City of Roseville for violating city code.
- May 10, 2012: Grumpy's Restaurant provides server training documentation showing the offending server last received alcohol server training on March 6, 2012.

Roseville City Council will consider staff recommendation specific to this violation at its regular meeting scheduled for **Monday, June 11, 2012.** Council discussion of this violation will occur during the "Business Actions" segment of the meeting.

Finally, please be advised if another violation should occur, further penalties will be invoked. If you have any questions, you can reach me at my desk telephone number of 651-792-7211 during normal business hours.

Sincerely,

Lorne Rosand
Lieutenant

Cc: Rick Mathwig – Chief of Police
Bill Malinen – City Manager
Roseville City Council