

Circle K Management LLC * Payless Fuel Centers of Texas LLC * Lone Star Property Management LP * St George & AVA TGI * St Mary & AVA Mena Inc * Riverside Fuel & Food LLC * S&M Fast Food * Chicken & Fish Depot LLC
* North Texas Taco Casa

Restricted Items - Alcohol/Tobacco Sales and Consumption Policy

Revised (V6 3/1/22)

The consumption or possession of alcoholic beverages on premises or in a PCS vehicle or while driving a PCS vehicle is prohibited. A Team member shall be determined as “under the influence of alcohol” if the alcohol concentration is equal to or greater than .03 or the Team member exhibits actions, appearance, speech or bodily odors that reasonably cause a supervisor to conclude that the individual is impaired because of alcohol use and is subject to discipline up to and including termination. Team members will punch and forfeit any remaining hours of their shift.

Tobacco Product and Alcoholic Beverage Sales

Our policy is to abide by all local, state and Federal laws concerning the handling and sale of tobacco products and alcoholic beverages. It is the responsibility of all team members to enforce this policy. *A driver's license, state-issued identification card, and/or military identification card are considered proper identification in most cases.* While policy is that any guest who appears to be 40 years of age or younger must provide identification, it is recommended that every guest be carded, especially if there is any doubt as to the guests age. If the identification appears to have been altered or stolen, the sale is **NOT** to be made.

Remember:

- Alcoholic beverages **cannot** be sold to anyone who is intoxicated.
- Alcoholic/Tobacco/E-cigarette products **cannot** be sold to anyone under the age of 21 years. “Grand Father” clause for E-cigarettes and Tobacco allows purchases for customers born on or before Aug 31st, 2001.
- Beer licenses are for off-premises consumption only. No alcoholic beverages may be consumed on premises.
- TABC Certification must be completed prior to running a register. Running a register without a valid TABC certificate will result in disciplinary action up to and including IMMEDIATE termination.

All Team Members must be aware of the hours that alcohol sales are permitted within the jurisdiction of the location and the age which a Team Member must be to sell alcoholic beverages at the location.

If a Team Member fails to follow age-verification guidelines with respect to alcohol sales, the Team Member will be terminated, unless extenuating circumstances exist. A Team Member found in violation of guidelines associated with the sale of alcoholic beverages by an outside agency, such as a government sting that uses a minor to purchase alcohol, will be terminated immediately. A team member found to be running a register without TABC certification may be terminated immediately. With respect to tobacco sales, if a Team Member fails to follow age-verification guidelines, the Team Member may be subject to disciplinary action, up to and including termination. . A Team Member found in violation of guidelines associated with the sale of tobacco products by an outside agency, such as a government sting that uses a minor to purchase tobacco, may be subject to further disciplinary action, up to and including termination.

FAILURE TO COMPLY WITH ALL POLICIES AND PROCEDURES REGARDING ALCOHOL AND TOBACCO SALES WILL RESULT IN DISCIPLINARY ACTION UP TO AND INCLUDING IMMEDIATE TERMINATION.

I have reviewed and received a copy of this Employee Policy on Date: _____

Team Member Print Name: _____ Signature: _____

Witness/Manager Print Name: _____ Signature _____