

Stein5, LLC d.b.a. Five Guys Burgers and Fries

Employee Alcohol Policy

This document outlines our employee alcohol policy and will become a part of your personal file. THIS DOCUMENT MUST BE SIGNED BY ALL EMPLOYEES WORKING IN OUR BOONE & ASHEVILLE (MERRIMON AVE) location prior to clocking in on their first shift.

1. **YOU MUST BE 18 YEARS OLD:** If you are under the age of 18 and a customer orders a beer, you MUST call over another crew member 18 or older to complete the order AND to pour the beer.
2. **WE I.D. EVERYONE:** With no exceptions, ASK to see the person's I.D. ordering a beer. ***Even if they look like your grandpa or grandma.*** If you have a customer who has questions, ask your manager on duty for assistance.
3. **NO DRINKING AT THE STORE:** Crew members or managers are not allowed to drink beer at the store EVER. Even if you're off work and in your street cloths. If you're employed by us, you can't drink at Five Guys.
4. **SERVING A GUEST UNDER 21 IS A MISDEMEANOR ON YOUR RECORD:** If you are caught by an Alcohol Law Enforcement agent (ALE), or ANY law enforcement officer serving a person under 21 it goes on YOUR criminal record.
5. **IF THEY APPEAR DRUNK, NO BEER!** If a guest appears intoxicated, even if they just walked into Five Guys, you cannot serve them. Ask your manager for help.
6. **NO BEER OFF-SITE:** Guests can enjoy beer in the store or on the patio, but they CANNOT take an open beer to their car or walking along with them.
7. **ONE BEER PER PERSON/I.D.** If a guest orders multiple beers, you'll need to see all the persons and their ID's. If they want a second beer, they CAN come back up and order a beer.
8. **ID's & FAKE ID's.** ID's need to be a Driver's License, State ID (ONLY N.C.), Passport or Military ID. A valid ID ***MUST include a signature, photo, birthdate AND expiration date.*** If it looks suspicious, as for another qualifying ID.
9. **YOU MUST HAVE A CLEAN RECORD:** To serve / sell beer at Five Guys you must not have been convicted of a felony in the last 3 years and must not have a misdemeanor for a drug or alcohol related offence in the last two years.