

## How To Serve Alcohol at BigRedF

### #1 TIPS CERTIFIED

TIPS certification is how we know that you've been taught how to safely serve our delicious libations to the fine people of our community. TIPS has nothing to do with the money you earn, it is **T**rainin**G** for **I**nterventio**n** **P**rocedure**S**. Sorry to disappoint.

All BRF servers and bartenders, who are directly involved with the service of alcohol, must be TIPS certified prior their first solo shift. All support positions (host, expo, busser, backwait, shucker, guac-er) must be TIPS certified within 3 months of hire date. Assuming that you pass your test, you are free to slang drinks for 3 years before you find yourself back in this class.

In the event that your relationship with the BRF comes to end within 3 months of obtaining your certification, you may purchase your certification for \$25 or we keep it in memory of you. If we part ways after 3 months, the certification is all yours.

### #2 THE RULES.

- a. BEFORE you take an alcohol order, you card EVERYONE that doesn't look old enough to be your parent, at least 35. ID is checked for validity (exp. Date, D.O.B, photo looks like them & you have held the card with your own two hands, it feels real). There are ID books available to ascertain the validity of an ID that you don't recognize. No valid ID, no service. Very sorry.

- b. In the state of Colorado, Under 21 ID's are

V  
E  
R  
T  
I  
C  
A  
L

If a guest hands you a vertical ID, you get manager approval. We know you can read, we know you're capable of simple math BUT if an ID clearly states UNDER 21 then 2 sets of eyes are better than one, agreed?

\*NOTE: There is an acceptable one month grace period when getting a driver's license renewed where the bearer may be in possession of their hole-punched license AND accompanying state issued paperwork (double check validity, expiration date, matching info, D.O.B).

### #3 DOCUMENT

If you have ANY incidents involving the service of alcohol, refusal of service or intoxicated guests, you must convey the who, what, when, how of the situation to a manager. The statute of limitations in this fine state is 18months. Unless you have a really great memory, cover your ass and give us the ditty.

#### #4 COMPLIANCE CHECKS

a. **IN HOUSE** - We hire a company to make sure you practice and are compliant of our rules. Take this responsibility seriously... We fully assume that you'll pass because we've made our expectations clear.

The "underage" purchaser:

- Understands the BRF alcohol policy prior to attempt to purchase
- Will have a real state issued ID or not have the ID on person
- Provide the server either a pass or fail card, don't fail!

b. **STATE** – this one you REALLY don't want to fail!

- In the event that a state compliance check is performed, employees of the BRF are expected to fully cooperate with law enforcement
- It is considered interference with a police investigation and illegal to communicate or warn surrounding businesses of a sting operation. Keep your trap shut.
- The undercover/underage operative will have a mic. Be professional. If you fail, don't make it worse by going "on the record" as a jackass.
- Failing a state compliance check will have financial implications on you, the restaurant and the friends you work with. Not Good!

#### #5 OVER-SERVICE

You are responsible for the safety of our guests. We strictly prohibit service of alcohol to anyone who is visibly intoxicated. Your awareness of every guest in our restaurant is required; notify a manager immediately if you suspect someone is intoxicated.

#### #6 NO BORROWING OR LOANING ALCOHOL

We do not loan any bottles to neighboring restaurants, including BRF restaurants, under any circumstances. Purchased liquor is specific to the liquor license that buys it. Please understand that the store liquor license BUYS and OWNS each bottle. The particular license holder is responsible for that bottle throughout its entire consumption. Consumption must happen in approved areas of the restaurant that are on record with the state as being licensed. All liquor sold in our stores must have been sold to our restaurant, consumed on premise and have an invoice that proves it. A receipt from store purchased liquor is acceptable.

#### You Sign, You Know

I have read and understood the BRF policy and I will, on my honor, practice safe and responsible alcohol service.

#### The Kicker

I understand that if I violate the above policy; knowingly serve a minor, fail a compliance check, fail to notify a manager of an intoxicated guest and/or over-serve a guest, my job is in jeopardy.

Name \_\_\_\_\_ Date \_\_\_\_\_

Signature \_\_\_\_\_ BRF Restaurant \_\_\_\_\_