

Example of Directive to Employee



MANAGEMENT'S NOTICE TO EMPLOYEES

Studies show that minors easily buy tobacco products even though State Law prohibits sales to anyone under the age of 18. To stop the sale of tobacco to minors, and to comply with State Law, the following policy is effective immediately:

THIS COMPANY WILL NOT SELL CIGARETTES, CHEWING TOBACCO, SMOKELESS TOBACCO OR SMOKING PARAPHERNALIA TO ANYONE UNDER THE AGE OF 18.

YOU CAN BE FINED \$50 PLUS COURT COSTS AND FEES FOR SELLING CIGARETTES, CHEWING TOBACCO, SMOKELESS TOBACCO OR SMOKING PARAPHERNALIA TO ANYONE UNDER THE AGE OF 18.

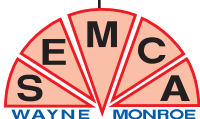
You must request valid photo identification for anyone attempting to purchase tobacco products who appears to be under the age of 27.

A clerk who sells tobacco products to a minor is subject to fines of up to \$50 for each offense, plus court costs and attorney fees.

If a customer complains about this policy, please explain that State Law prohibits the sale of tobacco products to those under the age of 18, and therefore we refuse to sell to minors.

A copy of the law is posted near the cash register. Please read the law carefully. If you have any questions, please confer with your supervisor.

Failure to adhere to store policy will result in disciplinary action.



Rick Snyder, Governor
Olga Dazzo, Director
MDCH is an Equal Opportunity Employer, Services and Programs Provider.