



Alcohol Beverage Sales in Stores

Sprouts' is committed to responsible sales of alcoholic beverages and expects any team member who sells alcohol to strictly comply with state law. In accordance to this commitment, you are required to follow the procedures listed below:

- All team members who sell alcoholic beverages are required to successfully complete any state required Alcoholic Beverage Commission Certified Seller/Server Training Course when beginning employment. (Requirements vary by state.)
- You cannot sell an alcoholic beverage to anyone under the age of 21.
- Carefully follow the steps below for anyone who appears to be under 30 years old:
 - Ask, "Are you at least 21 years of age?" before asking for identification (ID). In case of a "sting" operation, the underage customer cannot lie.
 - If the answer is "no", refuse to make the sale and call the Head Cashier or Store Mgmt to your register.
 - If the answer is "yes", request to see the customer's ID. Do not ask the customer to state their birthdate.
- Acceptable documentation is a valid state driver's license with a photo, a state issued photo ID, military ID or passport.
- Carefully check the ID to determine its authenticity.
- Verify the date of birth and check the appearance on the ID against the customer's features. Enter the birthdate to approve purchase.
- The Store Manager should be informed if there is any appearance of forgery or tampering.
- In the absence of authentic ID call the Head Cashier or a manager to the register immediately.
- Do not sell an alcoholic beverage to anyone who appears to be intoxicated. If the customer shows signs of intoxication, you or the Head Cashier should notify the Store Manager.
- **Carefully and accurately enter the customer's birth date in the register when carding the customer.**
- If the customer's date of birth declines, refuse the sale.
- All alcohol returns and/or exchanges must be authorized by a member of management (such as Head Cashiers, Store Managers, and other store management). Customers receiving an exchange must be at least 21 years of age—follow the same steps to verify age as outlined above.

You are cautioned to be extremely careful in your sale of alcoholic beverages. The responsibility for ensuring alcohol is not sold to minors is yours. It is one of the few legal products you can sell that could put you in jail if proper procedures are not followed. Failure to abide by this policy may also result in termination of employment.