



## EMPLOYEE NOTICE & TRAINING CERTIFICATION

### THIS STORE WILL NOT SELL TOBACCO PRODUCTS TO ANYONE UNDER 21 YEARS OF AGE

I have completed the "California Tobacco Sales Laws" training presentation. I understand that California and federal law prohibits the sale of tobacco products to persons under 21 years of age, with no exemption to U.S. Armed Forces active duty military personnel. I understand that failure to follow the law could result in disciplinary action, including the loss of my job as well as the imposition of a fine.

I agree to the following rules about the sale of tobacco products:

- I will not sell tobacco products to any person under 21 years of age.
- I understand a tobacco product is (1) any product containing, made, or derived from tobacco or nicotine that is intended for human consumption; (2) any electronic smoking device (whether or not it contains nicotine); or (3) any component, part, or accessory of a tobacco product, whether or not sold separately. For example, atomizers, vaping tanks or mods, and e-liquids are tobacco products. A tobacco product does not include any product that the U.S. Food & Drug Administration has approved as a cessation product, such as nicotine patches.
- If a person appears to be under 27, I will ask for a picture ID. If there is any doubt about the person's age, I will not make the sale.
- I understand that a valid ID is one that is issued by a federal, state, county or municipal government agency and that the ID must contain the person's photograph, name, date of birth, description, and it must be not expired.
- If a customer complains about this policy, I will point to the age-of-sale warning sign and explain that California law prohibits the sale of tobacco products to persons under 21 years of age.
- I understand failure to adhere to this policy will result in disciplinary action.

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Employee signature and date

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Store manager signature and date

This agreement will be maintained in our personnel file as part of your employee record.