



**SERVE SMART,
STAY SAFE!**

Special Event! RESPONSIBLE BEVERAGE SERVER TRAINING

**Discover the Powerful Impact of
Responsible Beverage Server Training!**

Special Event! Instructor Introduction

(Insert Instructor Information)



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Special Event! RBST Course Overview



- Session 1 – Site and Operational Considerations**
- Session 2- Alcohol Use and Unlawful Acts**
- Session 3 - Alcohol Consumption and Managing Impaired Customers**
- Session 4 – Cannabis Impairment**
- Session 5 - ID Checks and Server Responsibility**

- Questions**
- QR Code Evaluation**

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Special Event! RBST Course Objective



To provide beverage servers and event managers with comprehensive guidelines for responsible beverage service of alcohol and to prevent over-service, underage drinking, and impaired driving incidents.

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Special Event!

Site and Operational Considerations



Session 1

- Festival Site Recommendations
- Best Practices Tool Kit

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Festival Site Recommendations

- Separate consumption area such a “beer garden/tent”
- Separate ingress and egress with security
 - Local law enforcement
 - Private security
- No one under 21, even with parents
- No carry-ons at the site, and no open containers beyond the garden/tent.
- Separation of duties to include, but not limited to:
 - ID verification
 - Wrist-banding (different colors for different days)
 - Re-check ID of anyone who has left and returns, even if wrist banded
 - Taking money or selling drink tickets
 - Serving of beverages
- Ensure all those working the “garden/tent” including LE, receive Responsible Beverage Server “Special Event “ Training.

Best Practices Tool Kit

For a best practices tool kit for organizing community festivals go to:

<https://aep.umn.edu/tool/community-festivals-materials>

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Special Event!

Alcohol Use and Unlawful Acts



Session 2

- Alcohol Use Disorder
- DWI, Crash, and Crime Data
- Responsibility of the Licensee
- Sales to Obviously Intoxicated Persons
- Persons Under 21: Illegal Acts
- Felonies – Unlawful Acts
- DRAM Shop

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Alcohol Use Disorder

• **Excessive alcohol use is a leading preventable cause of death in the United States.**

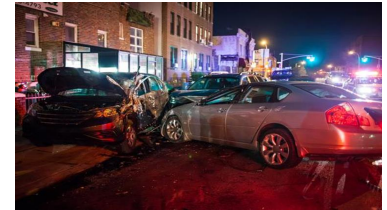
- Over 27.9 million people have Alcohol Use Disorder
- Nearly 50% of those have a co-occurring mental illness
- Approx. 50% of DWI arrests have a co-occurring mental illness
- New studies are indicating 90% of DWI are poly-drug cases
- Disproportionate number of suicides related to DWI
- About 178,000 people die from excessive drinking each year

MN DWI and Crash Data

The Hard Facts

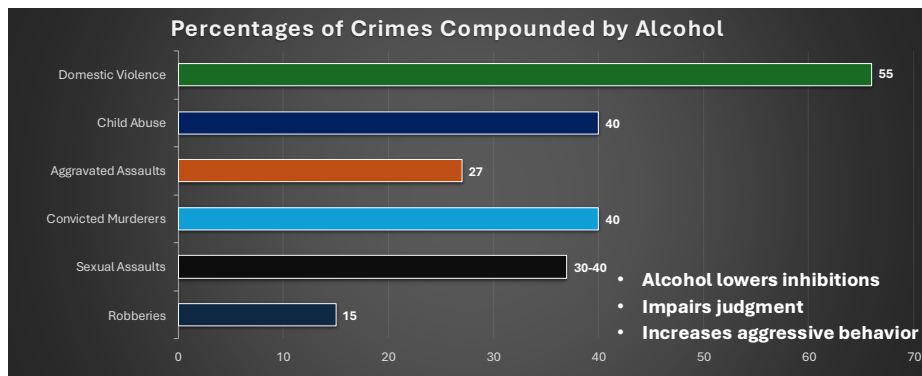
2025

- **3,083** alcohol related crashes
- **351** fatal crashes
- **372** fatalities
- **114** alcohol related fatalities
- **26,776** DWI arrests
- **2200** DWI arrests per month
- Average DWI BAC was **.16**
- **1 in 7** drivers has at least one prior DWI



Crime Data

Beyond the Road



Responsibility of Licensee

Minnesota Statute 340A.501

Every licensee is responsible for the conduct in the licensed establishment and any sale of alcoholic beverage by any employee authorized to sell alcoholic beverages in the establishment is the act of the licensee for the purposes of all provisions of this chapter...

Failure to adhere is subject to civil penalties!

Sales to Obviously Intoxicated Persons

Minnesota Statute 340A.502

No person may sell, give, furnish, or in any way procure for another alcoholic beverages for the use of an obviously intoxicated person.

Obviously Intoxicated

When exercising reasonable powers of observation, one sees or should see that the person is intoxicated and **DOES NOT** require proof of any specified amount of drinking or any specific degree or level of intoxication..

Overserving is a Misdemeanor punishable by up to 90 days in jail and/or fines up to \$1000.00

Persons Under 21: Illegal Acts

Minnesota Statute 340A.503 Subd.2. (1)

It is unlawful to sell, barter, furnish, or give alcoholic beverages to a person under 21 years of age.

Furnishing alcohol to a minor a Gross Misdemeanor crime punishable by up to a year in jail and a \$3,000 fine.

Felonies – Unlawful Acts

Minnesota Statute 340A.701 Subd. 1.(4)(1)

It is a felony: for a person other than a licensed retailer of alcoholic beverages, a bottle club permit holder, a municipal liquor store, or an employee or agent of any of these who is acting within the scope of employment, to violate the provisions of **MS 340A.503, Subd. 2(1)** by selling, bartering, furnishing, or giving alcoholic beverages to a person under 21 years of age if that person becomes intoxicated and causes or suffers **death or great bodily harm as a result of the** intoxication.

DRAM Shop-Civil Actions

Minnesota Statute 340A.801 Subd. 1

A spouse, child, parent, guardian, employer, or other person injured in person, property, or means of support, or who incurs other pecuniary loss by an intoxicated person or by the intoxication of another person, has a right of action in the person's own name for all damages sustained against a person who caused the intoxication of that person by illegally selling alcoholic beverages.

- **Bottomline** - Any loss caused by an “obviously intoxicated” person or a “minor who was served alcohol” is recoverable in a civil action against anyone who caused the intoxication or illegally sold to the minor.
- All factors “contributing” to the intoxication or underage sale can be considered for litigation such as training, hours of operation, venue etc.

Special Event!

Alcohol Consumption and Managing Impaired Customers



Session 3

- **Standard Size Drinks**
- **Absorption and Elimination**
- **Indication Assessment Tool**
- **Managing Impaired Customers**
- **Conditions that Mimic Alcohol Impairment**

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Standard Sized Drinks



A Can of Beer

12 ounces of fluid @ 5% alcohol equals 0.60 oz. of pure ethanol.



A Glass of Wine

5 ounces of fluid @ 12% alcohol equals 0.60 oz. of pure ethanol.



A Shot of Whiskey (80 proof)

1½ ounces @ 40% alcohol equals 0.60 oz. of pure ethanol.

Absorption and Elimination

BLOOD ALCOHOL CONTENT (BAC) Table for Male (M) / Female (F)									
Number of Drinks	Body Weight in Pounds								Driving Condition
	100	120	140	160	180	200	220	240	
0	M .00	.00	.00	.00	.00	.00	.00	.00	Only Safe Driving Limit
	F .00	.00	.00	.00	.00	.00	.00	.00	
1	M .06	.05	.04	.04	.03	.03	.03	.02	Driving Skills Impaired
	F .07	.06	.05	.04	.04	.03	.03	.03	
2	M .12	.10	.09	.07	.07	.06	.05	.05	
	F .13	.11	.09	.08	.07	.07	.06	.06	
3	M .18	.15	.13	.11	.10	.09	.08	.07	Legally Intoxicated
	F .20	.17	.14	.12	.11	.10	.09	.08	
4	M .24	.20	.17	.15	.13	.12	.11	.10	
	F .26	.22	.19	.17	.15	.13	.12	.11	
5	M .30	.25	.21	.19	.17	.15	.14	.12	
	F .33	.28	.24	.21	.18	.17	.15	.14	

- Takes approximately 1 hour to fully absorb a standard drink in the body
- Average burn-off is approximately .015 per hour or a standard drink every 1.5 – 2 hours

Intoxication Assessment Tool

Indicator may include but are not limited to:

	SOBER	INFLUENCED	INTOXICATED
S Speech	Coherent, clear speech, normal tone/volume, may be talkative.	May be overly talkative, opinionated and interrupts, may stumble over words, becoming loud, inappropriate language, jokes, comments.	Slurring, difficulty forming words, loud, repetitive, loses train of thought, nonsensical, unintelligible.
C Coordination	Coordinated, balanced, standing without help or support.	Slowed or delayed reactions, swagger or occasional staggers or sways.	Spills drinks, stumbles, trips, weaves, walks into objects, unable to stand un-aided or sit straight.
A Appearance	Tidy, clear eyes, alert.	Vacant or blank expression, smell of alcohol on breath, may look untidy.	Bloodshot eyes, eyes glazed, inability to focus, tired, asleep, dishevelled.
B Behaviour	Behaving sensibly but may be more relaxed.	Over friendly or withdrawn, inappropriate or risky actions, argumentative, annoying, fading attention, increased consumption rate.	Seriously inappropriate actions or language, aggressive, rude, belligerent obnoxious behaviour affecting other customers.
	Monitor & serve	Intervene	Deny & remove

Managing Impaired Customers

You have the right and obligation, under certain circumstances, to serve or not serve!

- **Don't hesitate to refuse sale or service**
- **Explain reasons professionally and tactfully**
- **Notify Manager/Supervisor of your decision**
- **Assure other servers/sellers are also aware**
- **Management should support staff's decision**
- **Notify law enforcement if customer is resistant**
- **Complete a report if possible**

Conditions that Mimic Alcohol Impairment

Be Aware of Possible Medical and Mental Conditions

- **Head Injury**
- **Hypotension**
- **Inner Ear Disorder**
- **Diabetic Reaction**
- **Fatigue or Depression**

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Cannabis Impairment

Session 4

- **Indicators of Cannabis Influence**
- **Pupil Size 101**
- **Mixing Alcohol and THC Products**



Indicators of Cannabis Influence

Appearance

- **Pupils dilated**
- **Eyelid & body tremors**
- **Redness of eyes**
- **Residue in mouth**
- **Unique and pungent smell described as skunky**

Behavior

- **Diminished inhibitions**

Coordination

- **Poor coordination and balance**
- **Slowed internal clock**
- **Impaired perception of time and distance**
- **Short-term memory loss**

Indicators of Cannabis Impairment



Pupil Size 101

The iris (coloring) is about 12 mm in most people

Pupils over 6.5 mm or covering over ½ the area of the iris MAY be a clue of cannabis influence

*Normal pupil size range in most lighting conditions is 3.0 to 6.5 mm

Mixing Alcohol and THC Products

Avoid Mixing Alcohol and Cannabis!



Alcohol Before Cannabis

“Intensifies the Cannabis”

Cannabis Before Alcohol

“Minimizes the Alcohol”

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Sales Restrictions and ID Checks

Session 4

- Sales Restrictions
- Acceptable Forms of ID
- Checking ID's - PLAN
- Key features of the MN ID
- ID examination
- Seizing fake ID's



Sales Restrictions

Minnesota Statute 7515.0590 Subd. 3

Retailers shall refuse to sell any alcoholic beverage to any person or persons whose character is questionable or whose credentials, in any manner, are not satisfactory.

Acceptable Forms of ID

Minnesota Statute 340A.503

Proof of age for purchasing or consuming alcoholic beverages may be established only by one of the following:

1. Valid passport
2. Valid military ID
3. Valid state issued ID
4. Valid state issued driver's license
5. Tribal IDs (2006)

The server must have reasonably and in good faith relied upon the representation of the proof of age.

A “reasonable validation skill” must be utilized to verify proof of age

Checking ID's

P.L.A.N.

Minimum Validation Includes:

1. Photo Match
2. Legal Age
3. Acceptable Form
4. Not Expired



Over 21 (Horizontal)



Under 21 (Vertical)

If something seems off, so is the sale!

Key Features

Regular MN ID/License

Go ABOVE and BEYOND to validate!

- ✓ Birthdates
- ✓ Holograms
- ✓ Ghost Photo
- ✓ Perforated Walleye
- ✓ Magnetic Strip and Bar Code
- ✓ Flashlight Test

Birthdates

Regular MN ID/License

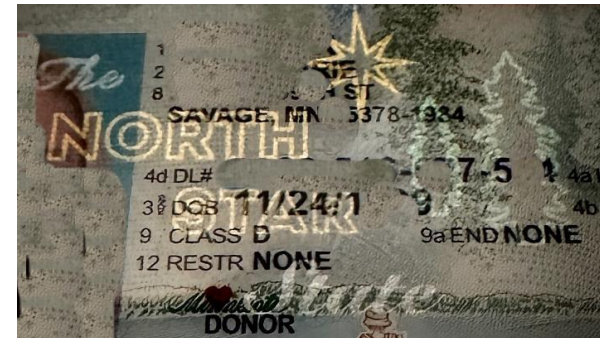


Smooth DOB on Line 3

Raised DOB at the bottom

Holograms

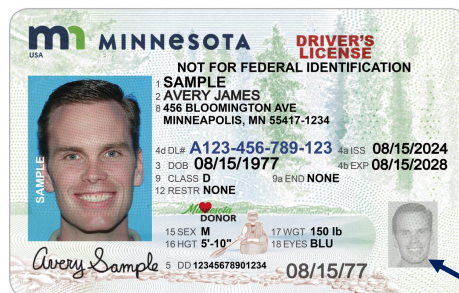
Regular MN ID/License



This hologram can be seen by holding the card at an angle to the light

Ghost Photo

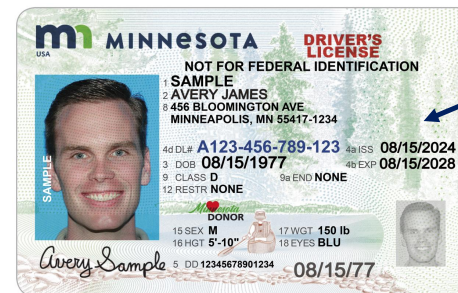
Regular MN ID/License



The ghost photo in the lower right corner has a sepia/amber tone

Perforated Walleye

Regular MN ID/License



A perforated walleye is located just above the issue date (4a) and can be seen by holding it up to the light.

Canoeist Regular MN ID/License



A canoeist is located between sex, height, weight, and eye color

Magnetic Strip and Bar Code Regular MN ID/License

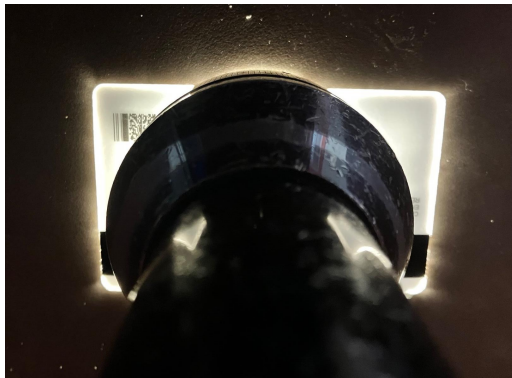
Feel for an edge along the top and bottom of the strip with your fingernail.



Look for barcode "bleed-over" onto the magnetic strip.

These features should be present on a legitimate MN ID's.
A quick look and feel will easily determine if it is fake.

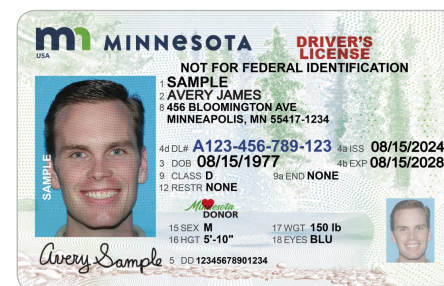
Flashlight Test Regular MN ID/License



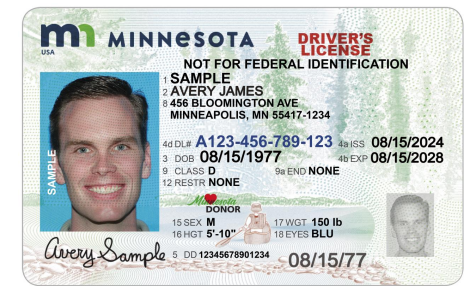
MN ID's are non-translucent and light will not reflect though the card or illuminate the edges as seen on this fake.

Over 21 Same-Day ID/DL Cards Ceased Issuance on January 31, 2026

Same Day



Traditional



Over 21 Same-Day ID/DL Cards

Ceased Issuance on January 31, 2026

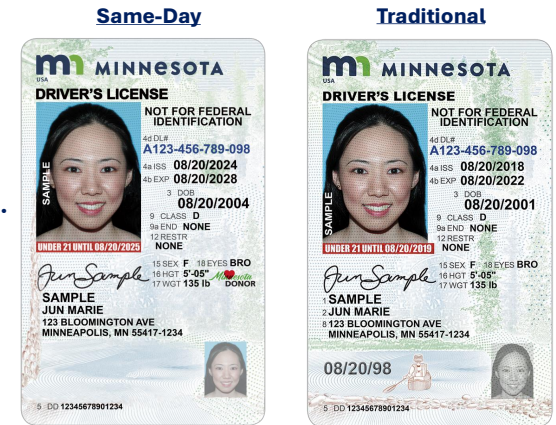
- Ghost image is in color.
- There is no canoeist.
- Date of birth appears once #3.
- No raised/tactile date of birth.
- No perforated walleye.
- Not issued before Oct. 1, 2022.
- Doc. Verifiers do not work.
- Fails the flashlight test
- “The North Star State” and tree hologram is seen twice.
- No edge on the magnetic strip and no bar-code bleed-over.



Under 21 Same-Day ID/DL Cards

Ceased Issuance on January 31, 2026

- Ghost image is in color.
- There is no canoeist.
- Date of birth appears once #3.
- No raised/tactile date of birth.
- No perforated walleye.
- Shoreline is vertical.
- May fail flashlight test.
- Not issued before Oct. 1, 2022.
- Doc. Verifiers do not work.



Driver's License for ALL

Regular MN ID/License

Most common type/style of ID
for 90% of Minnesotans.



“NOT FOR FEDERAL IDENTIFICATION”

Head Coverings and Eyeglasses

- Religious Head Covering
 - Permitted if it does not cover the face.
 - Signed statement affirming the reason for head covering on file with MN DVS.
- Non-religious Head Covering
 - Not permitted, however is not uniformly enforced in DVS stations across the State.
 - Signed statement affirming the reason for head covering on file with MN DVS.
- Medical Exceptions Head Covering
 - There are numerous medical exceptions for head coverings.
 - Signed statement affirming the reason for head covering on file with MN DVS.
- Eyeglasses or Sunglasses
 - Are not permitted while taking the photo.
- Medical Exceptions for Glasses
 - Medical reasons to wear glasses or eye coverings is permitted.
 - Application for variance must be completed and on file with MN DVS.

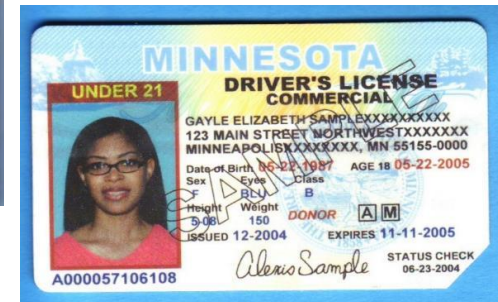
Checking ID's – F.L.A.G.

- **Feel**
 - Check for raised DOB
 - Edges of DL/ID should be smooth, not rough or peeling
 - Feel for the raised edge on the magnetic strip
- **Look**
 - DOB/Expiration date
 - Photo/ghost photo
 - Orientation, hologram, walleye, canoeist, etc.
 - Barcode overlays the magnetic strip
 - Use the “flashlight” test
- **Ask**
 - If you suspect something is out of place, ask questions and have them verify the information on the ID. Consider entering the drivers license number in **Eservices** or **ID Scanner**:
<https://onlineservices.dps.mn.gov/EServices/?Link=CredentialStatus>
- **Give Back**
 - If genuine, give back. If not, confiscate and turn over to law enforcement

Invalidated IDs



***As of July 2015**
from “**clipped**” to “**perforated**”



ID/DL Application

This is **NOT** a stand-alone form of identification.

It **MUST** accompany the picture ID card to be valid!

TEMPORARY PERMIT
Minnesota Department of Public Safety
Driver and Vehicle Services Division
645 Minnesota Street, Suite 175, Saint Paul, Minnesota 55101
Phone: 651-297-3298 TTY: 651-282-6553
dmv.mn.gov

APPLICANT INFORMATION
APPLICATION DATE: 11-11-2005
APPLICATION NAME:

CREDENTIAL INFORMATION
Name:
DL/DL Number:
Residence Address:
Card Method Tx:
Station Location: Aulen Hills - North Metro (751)
Credential Type: Standard ID
Card Type: Class D Permit
Endorsements: None
Restrictions: None
License Indicators: None

Date of Birth:
Height:
Eye Color:
Sex:
Weight:
Organ Donor:
Veteran:

Applicant Signature

THIS DOCUMENT IS FOR THE TYPE OF CARD INDICATED UNTIL THE EXPIRATION DATE LISTED ABOVE.
* This document is in compliance with the provisions indicated on the record.

THIS IS NOT A STAND-ALONE IDENTIFICATION DOCUMENT

VALID FOR DRIVING PRIVILEGES IF THE RECORD INDICATES

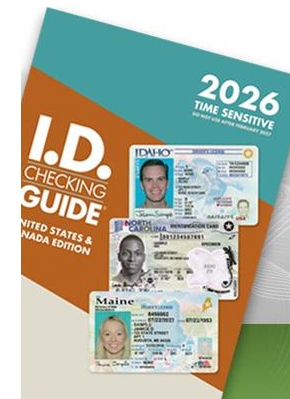
CONTACT US
Visit dmv.mn.gov for:
• Check the status of your driving privileges
• Schedule a road test
Driver's License Questions: 651-297-3298
License Status, available 24/7: 651-284-1234
DVS Locations: 651-282-6553
Motor Vehicle Questions: 651-287-2108
TDD/TTY: 651-282-6553

EXP. DATE: 11-11-2005

EXP. DATE: 11-11-2005

Identification Resources

The ID Checking Guide is available to appropriate businesses, government agencies, and sworn law enforcement personnel.



Thank You!



***SERVE SMART,
STAY SAFE!***

To receive credit for this course,
participants must scan the QR code
and complete the requested information

minnesotasafetycouncil.org

