

Corporate Management Group

OBSERVED BEHAVIOR REASONABLE SUSPICION RECORD

Reasonable suspicion determined for: Alcohol Drugs
 Employee Name: Aaron Kraemer ID number: _____
 Address of occurrence: 245 Industrial Blvd
 City & State: Sauk Rapids, MN 56379
 Date of occurrence: 6/12/15 Time of occurrence: 3pm

Record employee observed behavior for reasonable suspicion for the use of alcohol or controlled substances. The employer shall require the employee to submit to a controlled substance or alcohol test if a supervisor or company official determines that reasonable suspicion exists.

MARK ALL ITEMS THAT APPLY AND DESCRIBE SPECIFICS AS NEEDED

WALKING/BALANCE

- Stumbling
- Staggering
- Falling
- Unable to stand
- Sagging at knees
- Swaying
- Unsteady
- Rigid
- Holding on
- Feet wide apart

SPEECH

- Shouting
- Whispering
- Slow
- Incoherent
- Slobbering
- Slurred
- Rambling

ACTIONS

- Resisting Communications
- Insulting
- Hostile
- Profanity
- Fighting/insubordinate
- Erratic
- Crying
- Threatening
- Hyperactive
- Drowsy
- Indifferent

EYES

- Bloodshot
- Dilated pupils
- Restricted pupils
- Wearing sunglasses
- Watery
- Glassy
- Droopy
- Nystagmus

FACE

- Flushed
- Pale
- Sweaty
- hot outside though

APPEARANCE/CLOTHING

- Disheveled
- Dirty
- Messy
- Partially dressed
- Stains on clothing
- Having odor

BREATH

- Alcohol odor
- Faint alcohol odor
- No alcohol odor
- Marijuana odor

MOVEMENTS

- Fumbling
- Jerky
- Slow
- Nervous
- Hyperactive

EATING/CHEWING

- Gum
- Candy
- Mints
- Tobacco
- Other Chips

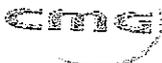
OTHER OBSERVATIONS: Aaron came right up to my face and was talking super loud. He smelled like alcohol and was dropping chips on the floor.

Did the employee admit to using drugs or alcohol? YES NO
 When: today How much: didn't say
 Substances: N/A Where taken: _____

WITNESSED BY:

Signature: Renee Burns Title: on-site rep
 Signature: Mat Title: Production Supervisor
 Date Report was prepared: 6/12/15 Time report was prepared: 3:50pm

Jenny



Corporate Management Group

OBSERVED BEHAVIOR REASONABLE SUSPICION RECORD

Reasonable suspicion determined for: Alcohol Drugs
 Employee Name Aaron Krcemer ID number _____
 Address of occurrence 245 Industrial Blvd
 City & State Sauk Rapids, MN
 Date of occurrence 6/12/15 Time of occurrence 3:15?

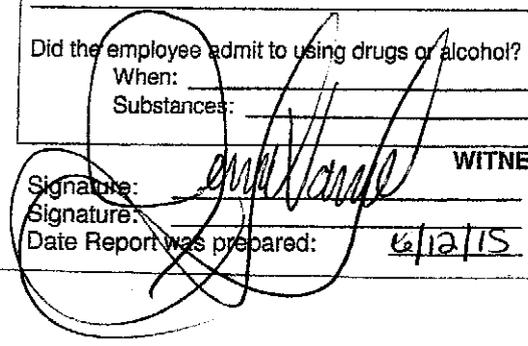
Record employee observed behavior for reasonable suspicion for the use of alcohol or controlled substances. The employer shall require the employee to submit to a controlled substance or alcohol test if a supervisor or company official determines that reasonable suspicion exists.

MARK ALL ITEMS THAT APPLY AND DESCRIBE SPECIFICS AS NEEDED

- WALKING/BALANCE**
 Stumbling Staggering Falling Unable to stand Sagging at knees
 Swaying Unsteady Rigid Holding on Feet wide apart
- SPEECH**
 Shouting Whispering Slow Incoherent Slobbering
 Slurred Rambling
- ACTIONS**
 Resisting Communications Insulting Hostile Profanity
 Fighting/Insubordinate Erratic Crying Threatening
 Hyperactive Drowsy Indifferent
- EYES**
 Bloodshot Dilated pupils Restricted pupils Wearing sunglasses
 Watery Glassy Droopy Nystagmus
- FACE**
 Flushed Pale Sweaty
- APPEARANCE/CLOTHING**
 Disheveled Dirty Messy Partially dressed Stains on clothing
 Having odor
- BREATH**
 Alcohol odor Faint alcohol odor No alcohol odor Marijuana odor
- MOVEMENTS**
 Fumbling Jerky Slow Nervous Hyperactive
- EATING/CHEWING**
 Gum Candy Mints Tobacco Other

OTHER OBSERVATIONS: _____

Did the employee admit to using drugs or alcohol? YES NO
 When: _____ How much: _____
 Substances: _____ Where taken: _____

Signature: 

WITNESSED BY:
 Title: Dimension line lead
 Title: _____
 Time report was prepared: Spa

Signature: _____
 Date Report was prepared: 6/12/15