**MANAGER**

**CRITERIA OBSERVER I OBSERVER 2\_\_**

1. Smell of alcoholic beverages

on breath \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

2. Smell of marijuana on person \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

3. Red, dilated, or constricted eyes \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

4. Slurred speech, confused,

whispers, unintelligible \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

5. Staggering or uncertain gait, falls,

unsteady, sways, paranoid \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

6. Fine motor movements, clumsy,

arms raised for balance, erratic, stumbles \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

7. Agitated, upset \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

8. Unnaturally elated \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

9. Flushed, pale \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

10. Hand tremors \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

11. Excessive use of breath

fresheners \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

12. Inability to concentrate \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

13. Exhibiting behavior   
uncharacteristic of the employee \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Briefly describe:

**MANAGER**

**CRITERIA OBSERVER I OBSERVER 2\_\_**

**Have you noticed patterns of:**

Absenteeism and tardiness \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Anger \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Disappearances \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Refuses direction \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Tired \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Unresponsive \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Repeated errors \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Dirty \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Disheveled \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Overly defensive \_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Have you noticed an inability to perform the functions of the job?

\_\_\_Yes \_\_\_ No \_\_\_Yes \_\_\_ No

Please provide details:

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_ \_\_\_\_\_\_\_\_\_\_\_\_\_\_

Witness Signature Title Preparation Date Time

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Witness Signature Title Preparation Date Time

Updated 6/14/23