

CITY OF MINNEAPOLIS  
LICENSES AND CONSUMER SERVICES  
350 SOUTH 5<sup>TH</sup> STREET, ROOM 1-C, CITY HALL  
MINNEAPOLIS, MN 55415

**FINDINGS OF FACT  
CONCLUSIONS, AND  
RECOMMENDATIONS**

In the Matter of License No. L178 50059 VISAGE  
for LIQ ON-SALE A W/SS SERIES 1000

Held by:  
**MANGOS ENTERTAINMENT LLC  
ANAS ABUKHADRA  
404 3RD AVE N #100  
MINNEAPOLIS, MN 55401**

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09-0682447

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This matter came on for a License Settlement Conference (“LSC”) meeting on Friday February 17th, 2009 at 10:30 a.m. in the First Police Precinct conference room, 19 4<sup>th</sup> Street South, Minneapolis, MN 55401. The LSC meeting was held to discuss issues related to the operation of Visage, located at 400 3<sup>rd</sup> Avenue North, Minneapolis, Minnesota 55401, pursuant to a Notice to Appear, dated January 29<sup>th</sup>, 2009. Present at the LSC meeting was the following representatives of Visage, Anas Abukhadra, owner and Kevin Span, General Manager. Also present were the following representatives of the City of Minneapolis: Ricardo Cervantes Deputy Director, Supervisor Linda Roberts, and Inspector Phil Schliesman from Licenses and Consumer Services; Sergeant Rolf Markstrom and Lt. Travis Glampe from the Minneapolis Police License Investigation Division, and Lt. Matt Clark from Minneapolis Police Department 1<sup>st</sup> Precinct.

Based on the evidence presented at the hearing, the department makes the following findings of fact:

## **FINDINGS OF FACT**

1. On January 1<sup>st</sup>, 2009, at approximately 2:00 am, a victim received a stab wound inside of the establishment. Bar staff lost the identification of the suspect and did not notify police working outside of the club of the incident. The information was later located and submitted to the Minneapolis Police Department.
2. From March 3<sup>rd</sup>, 2007 to January 1<sup>st</sup>, 2009, there have been 74 incidents related to the establishment where a police report was written.
3. The licensee and the City entered into a License Settlement Agreement on September 26, 2008 as a result of two sales to minors that occurred at the establishment.
4. There have been no underage compliance failures since June, 2007.
5. The licensee has maintained a license at this establishment since January 5<sup>th</sup>, 2006.

## **CONCLUSIONS**

1. An assault that occurred on the licensed premises. The victim reported the incident to police.
2. At the time of the above stated incident, the establishment did not have a detailed security plan in place setting policies and procedures for security staff.
3. The licensee is changing the format of the establishment from the current concept to a sports bar concept.

## **RECOMMENDATIONS**

Based on evidence presented at the hearing, the Department makes the following recommendations:

1. The Minneapolis Licenses and Consumer Services Division will impose a \$1,000.00 sanction for cost recovery purposes that will be due at time of signing this agreement.

2. The licensee will establish a security/employee handbook which will include: a youth alcohol compliance policy; clearly state the wrist banding policy for anyone under the age of 21 or for use when needed; clearly state that employees will report all crimes that occur on or immediately surrounding the licensed premises when present; indicate written communication policy stating alcohol compliance concerns will be addressed at regular staff meetings; employee consequences for any failures in policy or violations of the law; a self-checking procedure; a policy stating everyone must get “carded” regardless of the circumstances; a policy establishing secondary “carding” another employee; new employees receive alcohol server training within 30 days of hire; refresher alcohol server training annually for all staff; manager training for security manager, bar manager, and general manager one time a year; establish a written policy stating there will be a ratio of 1 security staff member for every 30 to 50 patrons; clearly state all circumstances when to use disposable or other distinguishable cups; establish a policy and standard phrases to use over the P.A. system at closing time or as needed; state that employees will follow proper procedure for confiscated I.D. cards; use of off-duty police officers and communication with 1<sup>st</sup> Precinct regarding “problem nights.” This handbook must be adhered to as part of this agreement and a copy is due within 30 days of the signing this agreement.

A copy of the establishment’s security handbook has been submitted and as part of this agreement, the licensee agrees to the above standards.

3. Licenses & Consumer Services will be notified at least 15 days in advance of any events that are promoted as mixed age events, open to the general public.
4. Purchase electronic identification scanner within 30 days of signing this agreement. The device has been purchased and is being utilized.
5. Do not allow promoters to have control of and portion of the licensed premises or receive proceeds from beverage alcohol sales.

Visage understands that the holding of a business or liquor license in the City of Minneapolis is both a privilege and a responsibility, and, as such, it is understood that there is a minimum standard that shall be met in order to hold such a license. Furthermore, it is understood that a license holder is responsible to ensure that its business operates in compliance with all applicable laws, ordinances and regulations. As such, it is understood and agreed that any violation of the above Recommendations shall constitute just and proper cause for the immediate imposition of any agreed upon or stayed penalties. It is further understood that compliance with the above Recommendations is a requirement for continuing to hold a license and that failure to comply with any of these conditions may result in additional adverse license action.

I have read and understand the above findings of fact, conclusions, and recommendations. I agree with their contents and I agree with the above noted Recommendations. I understand that the failure of my business to adhere to this agreement may be cause for further suspension, revocation, or denial of my license. I understand that this report must be accepted and approved by the Minneapolis City Council and Mayor.

Based upon the foregoing, this agreement is FREELY & VOLUNTARILY ENTERED INTO IN GOOD FAITH:

**Visage Representative**

**City of Minneapolis  
Office of  
Licenses and Consumer Services**

By: \_\_\_\_\_  
Anas Abukhadra  
Owner

By: \_\_\_\_\_  
Ricardo Cervantes  
Deputy Director  
Licenses and Consumer Services

Date: \_\_\_\_\_

Date: \_\_\_\_\_