

Peterborough Application for a premises licence Licensing Act 2003

For help contact licensing@peterborough,gov.uk Telephone: 01733453491

* required information Section 1 of 21 You can save the form at any time and resume it later. You do not need to be logged in when you resume. This is the unique reference for this application Not Currently In Use System reference generated by the system. You can put what you want here to help you Your reference track applications if you make lots of them. It is passed to the authority. Put "no" if you are applying on your own Are you an agent acting on behalf of the applicant? behalf or on behalf of a business you own or Yes No No work for. **Applicant Details** Zeshaan First name Family name Manzoor E-mail address Main telephone number Include country code. Other telephone number Indicate here if you would prefer not to be contacted by telephone Are you: O Applying as a business or organisation, including as a sole trader A sole trader is a business owned by one person without any special legal structure. Applying as an individual means you are Applying as an individual applying so you can be employed, or for some other personal reason, such as following a hobby.

Continued from previous page	
Your Address	Address official correspondence should be sent to.
Building number or name	Sent to.
Street	
District	
City or town	
County or administrative area	
Postcode	
Country	
Section 2 of 21	
PREMISES DETAILS	
I/we, as named in section 1, app in section 2 below (the premises with section 12 of the Licensing	bly for a premises licence under section 17 of the Licensing Act 2003 for the premises described and I/we are making this application to you as the relevant licensing authority in accordance Act 2003.
Premises Address	
Are you able to provide a posta	address, OS map reference or description of the premises?
Address OS map	reference O Description
Postal Address Of Premises	
Building number or name	The Ladz
Street	15 Cowgate
District	
City or town	Peterborough
County or administrative area	Cambs
Postcode	PE1 1LZ
Country	United Kingdom
Further Details	
Telephone number	
Non-domestic rateable value of premises (£)	18,250

Salara de Caralla a FILAR

Secti	on 3 of 21			
APPL	ICATION DETAILS			
In wh	nat capacity are you apply	ring for the premises licence?		
X	An individual or individuals			
	A limited company / lim	ited liability partnership		
	A partnership (other tha	n limited liability)		
	An unincorporated asso	ciation		
	Other (for example a sta	itutory corporation)		
	A recognised club			
	A charity			
	The proprietor of an edu	ıcational establishment		
	A health service body			
	A person who is register	ed under part 2 of the Care Standards Act 2000		
	(c14) in respect of an inc	lependent hospital in Wales	,	
	A person who is registered under Chapter 2 of Part 1 of the Health and Social Care Act 2008 in respect of the carrying on of a regulated activity (within the meaning of that Part) in an independent hospital in England			
\prod	The chief officer of police	e of a police force in England and Wales		
Confi	rm The Following			
×	l am carrying on or propo use of the premises for li	osing to carry on a business which involves the censable activities		
	I am making the application pursuant to a statutory function			
	I am making the applicat of Her Majesty's preroga	ion pursuant to a function discharged by virtue tive		
	n 4 of 21			
INDIV	IDUAL APPLICANT DETAI	LS		
	cant Name	pilar to 1 the details given in section on a	16/6: H.	
is tite	Is the name the same as (or similar to) the details given in section one? If "Yes" is selected you can re-use the details from section one, or amend them as require			
(ii) Y	es	∩ No	Select "No" to enter a completely new set of details.	
First r	name	Zeshaan		
Famil	y name	Manzoor]	
Is the	applicant 18 years of age	or older?	-	
(6) Y	es	∩ No		

Continued from previous page		
Current Residential Address		
	milar to) the address given in section one?	If "Yes" is selected you can re-use the details
is the address the same as for si	milar to fine address given in section one?	from section one, or amend them as required.
Yes	∩ No	Select "No" to enter a completely new set of details.
Building number or name		
Street	·	
District		
City or town	,	
County or administrative area		
Postcode		
Country	United Kingdom	
Applicant Contact Details		
Are the contact details the same	e as (or similar to) those given in section one?	If "Yes" is selected you can re-use the details from section one, or amend them as required.
(Yes	○ No	Select "No" to enter a completely new set of details.
E-mail		
Telephone number		
Other telephone number		
Date of birth		
Nationality		Documents that demonstrate entitlement to work in the UK
Right to work share code		Right to work share code if not submitting scanned documents
	Add another applicant	
Section 5 of 21		
OPERATING SCHEDULE		
When do you want the premises licence to start?	01 / 04 / 2025 dd mm yyyy	
If you wish the licence to be valid only for a limited period, when do you want it to end	dd mm yyyy	
Provide a general description o	f the premises	

licensing objectives. Where you	ablishingemeral situation and layout and any other information which could be relevant to the urapplication includes off-supplies of alcohol and you intend to provide a place for consumption include a description of where the place will be and its proximity to the premises.
If 5,000 or more people are expected to attend the premises at any one time, state the number expected to attend	
Section 6 of 21	
PROVISION OF PLAYS	
See guidance on regulated ente	ertainment
Will you be providing plays?	
	No
Section 7 of 21	
PROVISION OF FILMS	
See guidance on regulated ente	ertainment
Will you be providing films?	
	No
Section 8 of 21	
PROVISION OF INDOOR SPORT	NG EVENTS
See guidance on regulated ente	rtainment
Will you be providing indoor sp	orting events?
	No
Section 9 of 21	
PROVISION OF BOXING OR WR	ESTLING ENTERTAINMENTS
See guidance on regulated ente	rtainment
Will you be providing boxing or	wrestling entertainments?
	No
Section 10 of 21	
PROVISION OF LIVE MUSIC	
See guidance on regulated ente	rtainment
Will you be providing live music	₽
	No
Section 11 of 21	
PROVISION OF RECORDED MUS	ilC
See guidance on regulated ente	ertainment

Contract of the second of the

Continued from previous page.	P4	
Will you be providing record	ed music?	
	No	
Section 12 of 21	Management of the second of th	
PROVISION OF PERFORMAN	CES OF DANCE	
See guidance on regulated e	ntertainment	
Will you be providing perform	mances of dance?	
	No	
Section 13 of 21		
PROVISION OF ANYTHING O	F A SIMILAR DESCRIPTION TO LIV	VE MUSIC, RECORDED MUSIC OR PERFORMANCES OF DANCE
See guidance on regulated e		
Will you be providing anythin performances of dance?	ng similar to live music, recorded	l music or
	No	
Section 14 of 21	West 1997	
LATE NIGHT REFRESHMENT		
Will you be providing late nig	ght refreshment?	
Yes	○ No	
Standard Days And Timings		
MONDAY		Cha their as in 24 hours do de
Sta	art 23:00	Give timings in 24 hour clock. End 03:00 (e.g., 16:00) and only give details for the days
Sta		of the week when you intend the premises to be used for the activity.
		be used for the activity.
TUESDAY		
Sta	23:00	End 03:00
Sta	ırt	End
WEDNESDAY		
Sta	art 23:00	End 03:00
Sta	art	End
THURSDAY		<u> </u>
	art 23:00	End 03:00
Sta	art []	End
FRIDAY		
Sta	art 23:00	End 03:00
Sta	art	End

Continued from previous pa	lge			
SATURDAY				
	Start 23:00	E	ind 03:00	
	Start	£	ind	
Continued from previous po	age			-
SUNDAY				
	Start 23:00	E	ind 03:00]
	Start	E	ind	
Will the provision of late both?	night refreshment take place	indoors	or outdoors or	-
∩ Indoors	Outdoors	(6) E	oth	Where taking place in a building or other structure tick as appropriate. Indoors may include a tent.
State type of activity to b whether or not music wil	ne authorised, if not already st Il be amplified or unamplified.	ated, and	give relevant fu	rther details, for example (but not exclusively)
	Market Control of the	AARAN AA	- a Militar property	
State any seasonal variati	ions			
For example (but not exc	lusively) where the activity wi	ill occur o	n additional days	during the summer months.
	and the state of t		Constitution of the Consti	
_				
Non-standard timings. W listed in the column on th	here the premises will be use ne left, list below	d for the :	supply of late nig	ht refreshments at different times from those
For example (but not excl	lusively), where you wish the	activity to	go on longer on	a particular day e.g. Christmas Eve.
Section 15 of 21				
SUPPLY OF ALCOHOL	, and the same of			
Will you be selling or supp	plying alcohol?			
	No			
PROPOSED DESIGNATED I	PREMISES SUPERVISOR CONS	SENT		
How will the consent form supplied to the authority?	m of the proposed designated ?	premises	supervisor be	

Continued from previous pa	ge			
Electronically, by the control of the control	he proposed designate	d premises superviso	r	
As an attachment to	to this application			
Continued from previous p	age			
Reference number for co form (if known)	onsent			If the consent form is already submitted, ask the proposed designated premises supervisor for its 'system reference' or 'your reference'.
Section 16 of 21				
ADULT ENTERTAINMENT	T			
that may give rise to cor Give information about concern in respect of chi	ncern in respect of child anything intended to o ildren, regardless of wh	dren ccur at the premises nether you intend chi	or ancillary to Idren to have	or matters ancillary to the use of the premises the use of the premises which may give rise to access to the premises, for example (but not
exclusively) nudity or se	mi-nudity, films for res	tricted age groups et	c gambling m	acnines etc.
Section 17 of 21			, , , , , , , , , , , , , , , , , , , ,	
HOURS PREMISES ARE C	PEN TO THE PUBLIC			
Standard Days And Tim	ings			
MONDAY				Give timings in 24 hour clock.
4	Start 11:00	End	03:00	(e.g., 16:00) and only give details for the days of the week when you intend the premises to
	Start	End		be used for the activity.
TUESDAY				
	Start 11:00	End	03:00	
	Start	End		
WEDNESDAY	Annual An			
	Start 11:00	End	03:00	
	Start	End		
THURSDAY	<u> </u>			
	Start 11:00	End	03:00	
	Start	End		<u>-</u>
EDIDAY	Start	Lilu	L	J
FRIDAY	[24.55		02.00	٦
	Start 11:00	End	03:00	_
	Start	End		

Continued from previous page	
SATURDAY	
Start 11:00	End 03:00
Start	End
Continued from previous page	
SUNDAY	
Start 11:00	End 03:00
Start	End
State any seasonal variations	
For example (but not exclusively) where the activity will occ	ur on additional days during the summer months.
those listed in the column on the left, list below	es to be open to the members and guests at different times from
For example (but not exclusively), where you wish the activi	_
During the Ramadan period the premises will be open for th	e sale of hot food & drink from 11am to 3am
Section 18 of 21	
Describe the steps you intend to take to promote the four li	consider a black in a
	censing objectives:
a) General – all four licensing objectives (b,c,d,e)	
List here steps you will take to promote all four licensing obj	jectives together.
b) The prevention of crime and disorder	
land to the total terms of the	

The premises shall install and maintain a comprehensive digital colour CCTV system. All public areas of the licensed premises, including all public entry and exit points, and the street environment will be covered, enabling facial identification of every person entering in any light condition. The CCTV cameras shall continually record while the premises are open to the public and recording shall be kept available and unedited for a minimum of 28 days with the date and time stamping. A staff member who is conversant with the operation of the CCTV system shall be present on the premises when they are open to the public and must be able to produce/download/ burn CCTV images upon reasonable & lawful request by a police officer or an authorised officer of the licensing authority or, if not present, the conversant member of staff shall produce the footage as described within 48 hours of a reasonable & lawful request. Any footage must be in a format that can be played back on a standard personal computer or standard DVD player. Where the recording is on a removable medium (ie. compact disc, flash card etc), a secure storage system to store those recording mediums shall be provided.

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The premises licence holder will ensure that a digital CCTV system is fully compliant with the guidance contained in the Information Commissioner's Office (ICO) guidance document (www.ico.org.uk) regarding installation of CCTV is provided at the premises.

No customers carrying open or sealed bottles, cans or other receptacles containing alcoholic liquor shall be admitted to the premises at any time that the premises are open to the public.

No alcohol shall be consumed on the premises

c) Public safety

A fire risk assessment required under the Regulatory Reform (Fire Safety) Order 2005 (as amended) will be completed and be available for inspection by an authorised officer

Valid public liability insurance shall be kept in force and a copy of the schedule will be displayed at the venue and made available for inspection by an authorised Local Authority or Police Officer on request

d) The prevention of public nuisance

The holder of the premises licence shall ensure that noise caused by persons using, arriving at or departing from the premises shall not cause nuisance or unreasonable disturbance to the occupiers of residential properties

The premises licence holder, or a responsible person nominated by them in writing, shall receive and respond to complaints throughout the duration of all licensable activities. These complaints shall be recorded and the records made available to the local authority upon request. Such records shall be retained for a minimum of 2 years

Prominent, clear notices shall be displayed at all exit requesting customers and staff to respect the needs of local residents and leave the premises and the area quietly

The premises and immediate surrounding area shall be kept clean and free from litter at all times the premises are open to the public

Litter bins shall be provided at the premises in sufficient capacity to ensure that customers can adequately dispose of any litter

e) The protection of children from harm

No person under the age of 18 years will be permitted to be on the premises after 9pm unless they are in company and supervised by a person over the age of 18 years.

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NOTES ON DEMONSTRATING ENTITLEMENT TO WORK IN THE UK

Continued from previous page...

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- A curlers mothered in right and iv Deconvent (in the 以下 Residence Permit) issued by the Home Office to the
 - holder subject indicates dibitative avaiment grains condeen dromand by indicates dibitative and extensive the latting and and extensiv the captiviting on of a licensable activity.

Any premises licence issued in respect of an application made on or after 6 April 2017 will become invalid if the holder ceases a current Residence Card issued by the Home Office to a person who is not a national of a European Economic to be entitled to work in the Like and issued by the Home Office to a person who is not a hational or a European Economic Area State or Switzerland but who is a family member of such a national or who has derivative rights or Applicants mustidlemenstrate that they have an entitlement to work in the UK and are not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity. They do this in one of two ways: 1) by providing with this application from the foliage of the providing with this application from the foliage of the providing with their 'share confector on a licensable activity. They do this in one of two ways: 1) by providing with this application of the foliage of the foliage with their 'share confector on a licensable from the first of the foliage with their 'share confector on a licensable from the first of the foliage was a licensable activity. They do this in one of two ways: 1) by providing with this application of the foliage was a licensable activity. They do this in one of two ways: 1) by providing with this application to the first of the foliage was a licensable activity. They do this in one of two ways: 1) by providing with this application to the first of the foliage was a licensable activity. service (see below) produced in combination with an official document giving the person's permanent National Insurance Documents which demonstrate and the mentity work in the largency or a previous employer.

- Ancekniteate of unique tages pressionaving than bad due, resolve to pure annual endine were perfect esculation in bette 20(2) bether install Bratish que page and a property and a period of the little page of the lit
- derivatived ighter of resides some or national identity card showing the holder, or a person named in the passport
- REASONABLE OF THE HEALTH HAS BETTOREARCTING PROPRIETATION TO BE IN THE UK
- With the Home Coffice and the Heme Office are known than the support of protate oridence and tional of a European Economic Area por son has an appeal or administrative review pending on an immigration
- decision, such as an appeal or administrative review reference number. A Permanent Residence Card issued by the Home Office to the family member of a national of a European Beasonaid Areai de contribet Syritesofandho is not a national of a European Economic Area state or Switzerland but
- who is a family member of such a national or who has derivative rights of residence in exercising treaty rights in A current biometric immigration Document (Biometric Residence Permit) issued by the Home Office to the A current Biometric immigration bocument (biometric residence) crisis, issues 2, the life including the UK, or has no time limit on their holder indicating that the person named is allowed to stay indefinitely in the UK, or has no time limit on their stay in identity - such as a passport,
- A current passport end relationship with the European Economic Area family member at 8, a marriage to stay indefinitely in the UK, has the light of abode in the UK, or has no time limit on their stay in the UK.

 evidence that the European Economic Area national has a right of permanent residence in the UK.

 evidence that the European Economic Area national has a right of permanent residence in the UK or is one A currently for the UK or has no time limit on their stay in the UK or has no time limit on their stay in the UK, when produced in combination with an official document giving the person's permanent National line UK, when produced in combination with an official document giving the person's permanent National line under the person of the UK or has no time limit on their stay in self-employed e.g. contracts, invoices, or audited accounts with a bank or self-employed e.g. contracts, invoices, or audited accounts with a bank or self-employed e.g. contracts, invoices, or audited accounts with a previous employer funds; or
- (ik) birth selfstoffictencer tifibatekistetedrienthe UK, when produced in combination with an official document Family members of beneficially and an animal and an animal and their damp is supported by a continuous and animal and animal and their damp is supported by a continuous and animal anim that the European Economic Area national and any family members hold comprehensive sickness insurance in the UK. This can include a privabirtheolicacionston recentriciate, insulation that Channel, ISPandS, Theriste of Man or Ireland when produced in Original doc6MBHigation Witharsefficial ideckument aiking the persens permeanean lational assurance counterfan deficience pages should a perissiped by a Government agency or a previous employer.
- (i) arry page ៤៦គមដាំក្រែខ្មែរជាeកែនដទៃកែនាម៉ែខាន១កាងអាមាធារ៉ាន់ការខែការផាក់ខ្លួន Raition sitizen, when produced in combination with an
- (ii) any page efficial first the entire the the results by a
- (iii) any page COYESIMIET HAS ROCK OF SINGLE PROPERTY OF SINGLE PROPER
- (iv) any page containing the date of expiry; and
- (v) any page containing information indicating the holder has permission to enter or remain in the UK and is permitted to work.

If the document is not a passport, a copy of the whole document should be provided.

Your right to work will be checked as part of your licensing application and this could involve us checking your immigration status with the Home Office. We may otherwise share information with the Home Office. Your licence application will not be determined until you have complied with this guidance.

Home Office online right to work checking service

As an alternative to providing a copy of the documents listed above, applicants may demonstrate their right to work by allowing the licensing authority to carry out a check with the Home Office online right to work checking service.

To demonstrate their right to work via the Home Office online right to work checking service, applicants should include in this application their 9-digit share code (provided to them upon accessing the service at https://www.gov.uk/prove-right-to-work) which, along with the applicant's date of birth (provided within this application), will allow the licensing authority to carry out the check.

In order to establish the applicant's right to work, the check will need to indicate that the applicant is allowed to work in the United Kingdom and is not subject to a condition preventing them from doing work relating to the carrying on of a licensable activity.

An online check will not be possible in all circumstances because not all applicants will have an immigration status that can be checked online. The Home Office online right to work checking service sets out what information and/or documentation applicants will need in order to access the service. Applicants who are unable to obtain a share code from the service should submit copy documents as set out above.

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NOTES ON REGULATED ENTERTAINMENT

Continued from previous page...

In teams of spanific resultant quite faire neof personante shattween 08.00 and 23.00 on any day, provided that the

- Playence described for Hewermances between ow birthan 29:05 to advit entertainment of the light ente
- - o screeming internain presontaking plaspons the for ritise prefitive spanic (it) nonity restricted activities remaining international riting activities and the continue of th
- Boxing bewesteingenterkinnheite no the memires of the selection of the selecti
- Live music: no licence permission is required for:
 - o a performance of unamplified live music between 08.00 and 23.00 on any day, on any premises.
 - o a performance of amplified live music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
 - a performance of amplified live music between 08.00 and 23.00 on any day, in a workplace that is not licensed to sell alcohol on those premises, provided that the audience does not exceed 500.
 - a performance of amplified live music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
 - a performance of amplified live music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school or (iii) the health care provider for the hospital.
- Recorded Music: no licence permission is required for:
 - o any playing of recorded music between 08.00 and 23.00 on any day on premises authorised to sell alcohol for consumption on those premises, provided that the audience does not exceed 500.
 - any playing of recorded music between 08.00 and 23.00 on any day, in a church hall, village hall, community hall, or other similar community premises, that is not licensed by a premises licence to sell alcohol, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance from a person who is responsible for the premises.
 - o any playing of recorded music between 08.00 and 23.00 on any day, at the non-residential premises of (i) a local authority, or (ii) a school, or (iii) a hospital, provided that (a) the audience does not exceed 500, and (b) the organiser gets consent for the performance on the relevant premises from: (i) the local authority concerned, or (ii) the school proprietor or (iii) the health care provider for the hospital.

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PAYMENT DETAILS

This fee must be paid to the authority. If you complete the application online, you must pay it by debit or credit card.

Premises Licence Fees are determined by the non domestic rateable value of the premises.

To find out a premises non domestic rateable value go to the Valuation Office Agency site at http://www.voa.gov.uk/business_rates/index.htm

Band A - No RV to £4300	£100.00
Band B - £4301 to £33000	£190.00
Band C - £33001 to £8700	£315.00
Band D - £87001 to £12500	£450.00*

Continued from previous page					
Band E - £125001 and over	£635.00*				
*If the premises rateable value premises then your are required	is in Bands D or E and the premises is primarily used for the consumption of alcohol on the d to pay a higher fee				
Band D - £87001 to £12500	£900.00				
Band E - £125001 and over	£1,905.00				
halls or premises of a similar na associated with these licences v	There is an exemption from the payment of fees in relation to the provision of regulated entertainment at church halls, chapel halls or premises of a similar nature, village halls, parish or community halls, or other premises of a similar nature. The costs associated with these licences will be met by central Government. If, however, the licence also authorises the use of the premises for the supply of alcohol or the provision of late night refreshment, a fee will be required.				
	are exempt from the fees associated with the authorisation of regulated entertainment where by and at the school or college and for the purposes of the school or college.				
If you operate a large event you	are subject to ADDITIONAL fees based upon the number in attendance at any one time				
Capacity 5000-9999	£1,000.00				
Capacity 10000 -14999	£2,000.00				
Capacity 15000-19999	£4,000.00				
Capacity 20000-29999	£8,000.00				
Capacity 30000-39000	£16,000.00				
Capacity 40000-49999	£24,000.00				
Capacity 50000-59999	£32,000.00				
Capacity 60000-69999	£40,000.00				
Capacity 70000-79999	£48,000.00				
Capacity 80000-89999	£56,000.00				
Capacity 90000 and over	£64,000.00				
Fee amount (£)	190.00				
ATTACHMENTS					
AUTHORITY POSTAL ADDRESS					
Address					
Building number or name					
Street					
District					
City or town					
County or administrative area					
Postcode					
Country	United Kingdom				
DECLARATION					
* I/we understand it is an offen licensing act 2003, to make a	ce, liable on conviction to a fine up to level 5 on the standard scale, under section 158 of the false statement in or in connection with this application.				
Ticking this box indicate	es you have read and understood the above declaration				

An and the state of the state o

This section should be completed by the applicant, unless you answered "Yes" to the question "Are you an agent acting on behalf of the applicant?"

Full name

Capacity

Date (dd/mm/yyyy)



Add another signatory

Once you're finished you need to do the following:

- 1. Save this form to your computer by clicking file/save as...
- 2. Go back to https://www.gov.uk/apply-for-a-licence/premises-licence/peterborough/apply-1 to upload this file and continue with your application.

Don't forget to make sure you have all your supporting documentation to hand.

IT IS AN OFFENCE LIABLE TO SUMMARY CONVICTION TO A FINE OF ANY AMOUNT UNDER SECTION 158 OF THE LICENSING ACT 2003, TO MAKE A FALSE STATEMENT IN OR IN CONNECTION WITH THIS APPLICATION

IT IS AN OFFENCE UNDER SECTION 24B OF THE IMMIGRATION ACT 1971 FOR A PERSON TO WORK WHEN THEY KNOW, OR HAVE REASONABLE CAUSE TO BELIEVE, THAT THEY ARE DISQUALIFIED FROM DOING SO BY REASON OF THEIR IMMIGRATION STATUS. THOSE WHO EMPLOY AN ADULT WITHOUT LEAVE OR WHO IS SUBJECT TO CONDITIONS AS TO EMPLOYMENT WILL BE LIABLE TO A CIVIL PENALTY UNDER SECTION 15 OF THE IMMIGRATION, ASYLUM AND NATIONALITY ACT 2006 AND PURSUANT TO SECTION 21 OF THE SAME ACT, WILL BE COMMITTING AN OFFENCE WHERE THEY DO SO IN THE KNOWLEDGE, OR WITH REASONABLE CAUSE TO BELIEVE, THAT THE EMPLOYEE IS DISQUALIFIED

*. , a