

**Form A**  
**STATE OF MINNESOTA:**  
**TENNESSEN AND GARRITY WARNINGS**  
**INTERVIEW ADVISORY: SUBJECT OF INVESTIGATION**

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The purpose of this interview is to collect data regarding allegations of employee misconduct raised against you. The data you provide will be used by this investigator and others within the \_\_\_\_\_ agency whose job assignments reasonably require access to the data to determine whether misconduct occurred and the extent, if any, of appropriate disciplinary action. It may also be used in subsequent hearings or proceedings related to this matter. The following individuals/entities have a legal right to access this data:

- Your exclusive representative;
- Labor Relations Division of the Minnesota Management and Budget Department;
- Minnesota Attorney General's Office;
- Minnesota Legislative Auditor's Office;
- Arbitrator chosen to hear the case, if discipline occurs and is appealed to arbitration;
- State and federal courts;
- State and federal enforcement agencies, including but not limited to the Federal Equal Employment Opportunity Commission, Minnesota Department of Human Rights, and the U.S. Department of Labor;
- Appropriate licensing entities and agencies;
- Unemployment Division of the Department of Employment and Economic Development;
- Law enforcement agencies and prosecutorial authorities;
- Persons/entities named pursuant to court order;
- Persons/entities whom you authorize to receive the data; and
- Any other person or entity authorized by state or federal law.

In addition, if any disciplinary action is taken and becomes final, the nature of the final disposition of the disciplinary action, together with the specific reasons for the action and data documenting the basis of the action, excluding data that would identify employees who are confidential sources, will become public data.

If you are a "public official" as defined in Minnesota Statutes § 13.43, Subd. 2.(e), (e.g., division head or higher levels of authority), upon completion of the investigation, or if you resign or are terminated from employment while the complaint or charge is pending, all data relating to the complaint or charge are public unless access to the data would jeopardize an active investigation or reveal confidential sources.

\_\_\_ **Voluntary Statement.** You are not legally required to provide any information during this interview, and no adverse employment action will be taken against you based on your decision not to cooperate. However, your failure to provide the information requested will necessitate that a decision be made without the benefit of hearing the information that you could provide. If you do provide information, it is our expectation that any information you provide will be truthful.

\_\_\_ **Compelled Statement.** You are not legally required to provide any information during this interview. However, as your employer, we are requiring you to cooperate in this interview. This means that you will be subject to disciplinary action, including dismissal if you fail to truthfully, accurately, and fully answer the questions that are being asked of you during this interview. Because you are being required to provide information under the threat of disciplinary action, the information you provide, and any evidence resulting from the information you provide, cannot and will not be used against you in any subsequent criminal proceeding.

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**Interviewee Signature**

**Date**

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**Witness Signature**

**Date**