

2018 Youth Employment Enforcement Annual Report

Citation of Law or Resolution	S.L. 2009-139
Section Number	Section 1
Due Date:	February 1, 2020
Submission Date:	January 31, 2020

Receiving Entities:

The Joint Legislative Oversight Committee on Agriculture and Natural and Economic
Resources

The Joint Legislative Education Oversight Committee

The Fiscal Research Division

Submitting Entity:

The North Carolina Department of Labor

N.C. Department of Labor— Wage and Hour Bureau
2018 Youth Employment Enforcement Report
Pursuant to NCGS 95-25.23C

Educational activities sponsored by NCDOL	25
Participants in educational activities sponsored by NCDOL	614
Total of all complaints received by NCDOL alleging any violation of the Wage and Hour Act	3,080
Total number of complaints received by NCDOL alleging youth employment violations	33
Types of youth employment violations alleged in complaints received by NCDOL	G.S. 95-25.5(a) ¹ G.S. 95-25.5(a1) ² G.S. 95-25.5(b) ³ G.S. 95-25.5(c) ⁴ G.S. 95-25.5(d) ⁵ G.S. 95-25.5(e) ⁶ G.S. 95-25.5(j) ⁷
Ages of youths employed by employers cited for youth employment violations.	<14 years – 5 14-15 years – 116 16-17 years - 540
Number of investigations conducted by NCDOL concerning alleged youth	39
Length of investigations (hours) conducted by NCDOL concerning alleged youth employment violations.	324.5
Number of Wage and Hour investigators assigned to investigate allegations of youth employment violations.	16 investigators 2 supervisors
Number of alleged record keeping violations pertaining to youth employment	621
Number of administrative proceedings involving youth employment violations	0
Total number of employers cited for youth employment violations*	34
Total number of citations assessed pursuant to G.S. 95-25.23*	717
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23*	\$48,155
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23*	\$48,095
Total number of citations assessed pursuant to G.S. 95-25.23A*	501
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23A*	\$90,158
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23A*	\$52,046

*The attached spreadsheets provide a detailed list of employers cited for youth employment and record keeping violations as well as an itemized list of civil penalties associated with each violation.

¹G.S. 95-25.5(a) - No youth under 18 years of age shall be employed by any employer in any occupation without a youth employment certificate unless specifically exempted.

²G.S. 95-25.5(al) - During the regular school term, no youth under 18 years of age who is enrolled in school grade 12 or lower may be employed between 11 pm and 5 am when there is school for the youth the next day.

³G.S. 95-25.5(b) - No youth under 18 years of age may be employed by an employer in any occupation which the U.S. Department of Labor shall find and by order declare to be hazardous and without exemption under the Fair Labor Standards Act, or in any occupation which the Commissioner of Labor shall find and by order declare to be detrimental to the health and well-being of youths.

⁴G.S. 95-25.5(c) - No youth 14 or 15 years of age may be employed in any occupation except those determined by the U.S. Department of Labor to be permitted occupations; also defines acceptable work hours for 14 and 15 year olds.

⁵G.S. 95-25.5(d) - No youth 13 years of age or less shall be employed, except that youths 12 and 13 years of age may be employed outside of school hours in the distribution of newspapers to the consumer.

⁶G.S. 95-25.5(e) - No youth under 16 years of age shall be employed for more than five consecutive hours without an interval of at least 30 minutes for rest.

⁷G.S. 95-25.5(j) - No person who holds any ABC permit issued pursuant to the provisions of Chapter 18B of the General Statutes for the on-premises sale or consumption of alcoholic beverages shall employ a youth under 16 years of age on the premises for any purposes, or under 18 years of age to prepare, serve, dispense or sell any alcoholic beverages.

There are no investigators assigned only to investigate allegations of youth employment violations. Rather, all investigators verify youth employment records as a part of every investigation regardless of the nature of the initial complaint.

North Carolina Department of Labor
Wage and Hour Bureau
Youth Employment Citations and Penalties - 2018

Case Number	Establishment	Youth Employment Complaint ¹	Other Complaint ²	Violations ³							Civil Money Penalties Assessed	Civil Money Penalties Collected
				5(a)	5(a)1	5(b)	5(c)	5(d)	5(e)	5(j)		
105207	Lee Q. McMillan, Proprietor	1		6	0	0	0	0	0	0	\$450	\$450
105896	66 Diner, INC.	1		2	0	0	0	0	0	0	\$70	\$70
106052	Savage's LLC		1	13	0	0	0	0	0	0	\$260	\$260
106258	Adventure Management, LLC	1		15	1	0	0	0	0	0	\$900	\$900
106868	Shaver's Tree Service, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
106940	Cook Out-Goldsboro, Inc.	1		14	12	0	0	0	0	0	\$2,500	\$2,500
106958	Cook Out - Dixie Drive, Inc.	1		2	8	0	0	0	0	0	\$2,500	\$2,500
107065	Dirty Dogs LLC		1	1	0	0	0	0	0	0	\$20	\$20
107080	Midwood Barkery, LLC		1	2	0	0	0	0	0	0	\$40	\$40
107139	Rishi's Properties LLC	1		2	0	0	1	0	0	0	\$100	\$100
107594	Pitayo Inc	1		1	1	0	0	0	0	1	\$245	\$245
107623	Klass Act Inc.		1	11	1	0	2	0	2	0	\$520	\$520
107727	Great American Hospitality, LLC	1		3	5	0	0	0	0	0	\$630	\$630
107906	LLT of NC Inc.	1		4	0	0	0	0	0	0	\$140	\$140
108046	Southern Tropics Inc		1	1	0	0	0	0	0	0	\$35	\$35
108148	JJM NC II, LLC		1	1	1	0	0	0	0	0	\$200	\$200
108223	Bu-Ku Wake Forest, LLC	1		9	2	0	0	0	0	0	\$1,000	\$1,000
108339	Stanton Enterprise, Inc.	1		0	3	0	0	0	0	0	\$450	\$450
108359	Piedmont Dragway of NC, LLC	1		0	0	0	0	0	0	0	\$0	\$0
108363	HARA Foodservice Group, LLC	1		1	1	0	0	0	0	0	\$80	\$80
108471	Domingos Mexican and Seafood Restaurant	1		5	0	0	0	0	0	0	\$175	\$175
108643	Trent River Adventures LLC	1		9	0	0	0	0	0	0	\$450	\$450
108686	Zahra, Inc.	1		3	0	1	0	0	0	0	\$340	\$340
108785	Raleigh Auto Spa, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
108825	El Tapatio of Rocky Mount, Inc.	1		1	0	0	0	0	0	0	\$50	\$50
108845	Swim Club Management Group of Raleigh, Inc.	1		244	0	0	0	0	0	0	\$12,350	\$12,350
108884	Eaton Development Group, LLC	1		1	0	0	0	0	0	0	\$20	\$20
108906	T.M.C.S., Inc.	1		6	0	0	0	0	0	0	\$375	\$375
108930	Sexton Lawns Unlimited, Inc.	1		1	0	0	0	0	0	0	\$20	\$20
108968	William S. Lovette, Proprietor	1		1	0	1	0	0	0	0	\$250	\$190
108982	Sam's Express Lube Lexington, LLC	1		21	0	0	0	0	0	0	\$1,050	\$1,050
109093	AP Roofing LLC	1		0	0	0	0	0	0	0	\$0	\$0
109130	Julio Caesar Lopez	1		1	0	1	0	0	0	0	\$300	\$300
109637	Pierse Pizza Incorporated	1		117	0	0	0	0	0	0	\$5,850	\$5,850
109685	Tri-County Gymnastic LLC	1		10	0	0	0	2	0	0	\$945	\$945
109743	JJM NC II, LLC	1		27	7	0	0	0	0	0	\$3,450	\$3,450
109885	Cowboy LKN, LLC	1		62	6	0	0	0	0	25	\$9,400	\$9,400
109921	Bojangles' Restaurants, Inc.	1		23	11	0	0	0	0	0	\$2,800	\$2,800
110072	Ann Gibson	1		1	0	0	0	1	0	0	\$190	\$190
39		33	6	621	59	3	3	3	2	26	\$48,155	\$48,095

¹ A "1" in this cell indicates that the investigation of this establishment was initiated as a result of a youth employment complaint.

² A "1" in this cell indicates that the investigation of this establishment was initiated as a result of a complaint regarding something other than youth employment (minimum wage, overtime, payment of promised wages, etc.) A "-" in this cell indicates that the investigation was NOT a result of a complaint, but rather a random inspection.

³ 95-25.5(a) - No youth under 18 years of age shall be employed by any employer in any occupation without a youth employment certificate unless specifically exempted.

95-25.5(a1) - No youth under 18 years of age who is enrolled in grade 12 or lower may be employed between 11 pm and 5 am when there is school for the youth the next day.

95-25.5(b) - No youth under 18 years of age may be employed by an employer in any occupation which the U.S. Department of Labor shall find and by order declare to be hazardous, or in any occupation which the Commissioner of Labor shall find and declare to be detrimental to the health and well-being of the youth.

95-25.5(c) - No youth 14 or 15 years of age may be employed in any occupation except those determined by the U.S. Department of Labor to be permitted occupations; also defines acceptable work hours for 14 and 15 year olds.

95-25.5(d) - No youth 13 years of age or less may be employed, except that youths 12 and 13 years of age may be employed outside school hours in the distribution of newspapers to consumers.

95-25.5(e) - No youth under 16 years of age shall be employed more than 5 consecutive hours without an interval of at least 30 minutes for rest.

95-25.5(j) - Sets forth restrictions regarding the employment of youths under 18 years of age in establishments that hold an ABC permit issued pursuant to Chapter 18B of the N.C. General Statutes.

North Carolina Department of Labor
Wage and Hour Bureau
Record Keeping Citations and Penalties - 2018

Case Number	Establishment	Is Investigation Result of complaint?	Penalties as a result of N.C.G.S 95-25.15(b) ¹	Civil Money Penalties Assessed	Civil Money Penalties Collected
105284	Kyseem's Unity Group home LLC	Y	1	\$1,250	\$0
105332	Five County Royal Oaks LLC	Y	1	\$150	\$0
105456	Carolina Grain Service, LLC	Y	1	\$125	\$125
105603	Schmelle James-Reid	Y	1	\$250	\$0
105618	Dixon Paving, Inc	Y	1	\$125	\$125
105619	The Pit Stop Convenience Store LLC	Y	1	\$250	\$0
105637	Connect and Move Staffing LLC	Y	1	\$2,000	\$0
105707	DUBAI LLC	Y	1	\$250	\$0
105754	Kingdom of Cleaning, Inc.	Y	1	\$125	\$0
105777	Lorie Johnson	Y	1	\$250	\$0
105839	Tangles Full Service Salon, Inc.	Y	1	\$175	\$175
105841	ORB Painters LLC	Y	1	\$125	\$0
105844	Southeast Climate Care LLC	Y	1	\$250	\$0
105870	Paradise Decking and Contracting, Inc.	Y	1	\$88	\$88
105875	MAGMO Enterprises, Inc.	Y	1	\$1,138	\$0
105890	Wireless Leaders NC, LLC	Y	1	\$125	\$125
105900	Milltrene Newell	Y	1	\$100	\$100
105908	Hazelnuts Creperie, Inc.	Y	1	\$125	\$125
105915	E.C. Davis III, Proprietor	Y	1	\$1,365	\$1,365
105934	Onsite Healthcare Services, LLC	Y	1	\$50	\$50
105940	Jeremy Peacock	Y	1	\$50	\$50
105974	Alpha Distribution Inc	Y	1	\$125	\$125
106029	Gifted Tax Professionals, LLC	Y	1	\$125	\$125
106051	Sunny Cleaning L.L.C.	Y	1	\$100	\$100
106055	R6 Remodeling LLC	Y	1	\$175	\$0
106056	San Jose Restaurant, Incorporated	Y	1	\$125	\$125
106090	Quality Express US, LLC	Y	1	\$250	\$0
106097	Mountain View Landscaping & Design, Inc	Y	1	\$88	\$88
106101	Lebleus Towing llc	Y	1	\$88	\$0
106113	JLG4, LLC	Y	1	\$50	\$50
106121	David Blythe, LLC	Y	1	\$175	\$175
106132	HDH, Inc.	Y	1	\$250	\$250
106176	Curnie's General Contracting, LLC	Y	1	\$88	\$88
106192	Lawn Care Unlimited, Inc.	Y	1	\$88	\$88
106193	Jareh Healthcare Incorporated	Y	1	\$263	\$263
106194	Millennium of the Carolinas, Inc.	Y	1	\$175	\$175
106200	Milam's Equipment Rental's, LLC	Y	1	\$125	\$125
106211	Unlimited PCS, Inc.	Y	1	\$125	\$125
106241	Springhill Acquisitions LLC	Y	1	\$500	\$0
106254	Rebecca Scott	Y	1	\$750	\$0
106257	Charlotte Premier Cleaning Company, LLC	Y	1	\$50	\$0
106260	Ballantyne Brands, LLC	Y	1	\$250	\$250
106269	Ballantyne Limousine, Inc.	Y	1	\$123	\$123
106277	Heather Fleissner	Y	1	\$500	\$0
106279	Capital Ford, Inc.	Y	1	\$150	\$150
106284	Dehaven's Transfer & Storage, Inc.	Y	1	\$125	\$125
106288	Mountainview Family Homecare LLC	Y	1	\$140	\$140
106290	Nantahala Brewing Company, Inc.	Y	1	\$125	\$125
106291	Green Lotus Sports, LLC	Y	1	\$105	\$105
106299	Oceanana Pier, LLC	Y	1	\$175	\$175
106302	Signature Payroll Services, LLC	Y	1	\$125	\$0
106305	Charlie Price	Y	1	\$125	\$0

106313	Triangle Home Team, LLC	Y	1	\$60	\$60
106325	P&P Solution Enterprises Inc.	Y	1	\$88	\$88
106328	Glezen Holdings, LLC	Y	1	\$88	\$88
106334	Arkren Inc	Y	1	\$125	\$125
106347	Bleazell Distributing Company, Inc.	Y	1	\$250	\$0
106372	A & M Fine Construction LLC	Y	1	\$125	\$0
106375	Deon L. Brown, Inc.	Y	1	\$125	\$0
106378	Happy Hills Animal Foundation, Inc.	Y	1	\$368	\$368
106380	Finance Source, LLC	Y	1	\$250	\$250
106382	Aboshie, LLC	Y	1	\$100	\$100
106383	Jay's Chicken Shack LLC	Y	1	\$175	\$175
106384	Reliable Home care Services, LLC	Y	1	\$125	\$125
106392	YCA Logistics Inc	Y	1	\$175	\$0
106396	Forward Management Inc	Y	1	\$125	\$125
106399	PEI Electrical Services Group, Inc.	Y	1	\$150	\$150
106409	Enhanced Heating & Air Conditioning, LLC	Y	1	\$625	\$625
106420	Farm Fresh First, Inc.	Y	1	\$125	\$0
106428	Johnathan Pratt Landscaping Service LLC	Y	1	\$125	\$0
106443	NC Corp EHS, Inc.	Y	1	\$625	\$0
106466	Constellis, LLC	Y	1	\$125	\$125
106468	M Equals Three Restaurant and Bar, LLC	Y	1	\$125	\$125
106499	Lincoln Brewing & Distilling LLC	Y	1	\$600	\$0
106546	Greensboro Tinting, Inc.	Y	1	\$123	\$123
106612	Acme Cleaning, Inc.	Y	1	\$125	\$0
106618	Genesis International Management Group, LLC	Y	1	\$125	\$0
106623	Trademark One Inc.	Y	1	\$250	\$250
106626	Coastal Waste Services, Inc.	Y	1	\$88	\$88
106631	Car Service of Four Oaks, LLC	Y	1	\$125	\$0
106634	Bottega, Inc.	Y	1	\$88	\$88
106671	The Spicy Pickle Restaurant & Bar LLC	Y	1	\$175	\$0
106680	Brandi R. Jackson, DDS, MS, PLLC	Y	1	\$250	\$0
106688	B.R. Ellis Timber, Inc.	Y	1	\$250	\$250
106691	All Media Marketing, LLC	Y	1	\$250	\$0
106696	New International Logistics, Inc.	Y	1	\$100	\$100
106701	Sable Networks, Inc.	Y	1	\$150	\$150
106703	Perkins Management Services Company	Y	1	\$250	\$0
106706	J & E Dinkins, Inc.	Y	1	\$175	\$0
106711	Lyneer Staffing Solutions, LLC	Y	1	\$125	\$125
106722	Punch Out Time, LLC	Y	1	\$88	\$88
106725	BORANO, INC.	Y	1	\$125	\$125
106728	M.A.C. Contractors, LLC	Y	1	\$150	\$0
106730	CM Top Notch Construction	Y	1	\$175	\$0
106736	CMC Electric, LLC	Y	1	\$125	\$125
106737	Kikkert Cabinet Company	Y	1	\$125	\$125
106746	KidzCare Pediatrics PC	Y	1	\$125	\$125
106749	The L & D Gang, Inc.	Y	1	\$125	\$125
106751	American Eye Care Optometric Centers, P.A.	Y	1	\$125	\$0
106755	Intelligent Business Solutions, Inc.	Y	1	\$50	\$50
106759	Joshua Owens	Y	1	\$250	\$0
106770	ARG Food LLC	Y	1	\$125	\$125
106777	Heavy Weight Trucking LLC	Y	1	\$70	\$70
106779	Taylor Benton, Inc.	Y	1	\$125	\$125
106793	Paul, Inc.	Y	1	\$175	\$175
106794	Club Fitness of Tryon LLC	Y	1	\$125	\$125
106799	Celi's Cleaning Service, LLC	Y	1	\$225	\$175
106807	Elite Construction Group LLC	Y	1	\$270	\$270
106808	Raymonds Construction Inc	Y	1	\$100	\$100
106809	Alejandro Bastidas	Y	1	\$125	\$0
106814	Miracle Movers, Inc.	Y	1	\$88	\$88

106819	Metropolitan Insurance, L.L.C.	Y	1	\$125	\$125
106832	K&M Constructors, LLC	Y	1	\$70	\$70
106834	FAANC III, LLC	Y	1	\$125	\$125
106838	R&R Plumbing Company LLC	Y	1	\$125	\$125
106841	Hunter & Hunter General Services, LLC	Y	1	\$175	\$175
106842	Heartfelt Alternatives, Inc.	Y	1	\$1,500	\$0
106856	Favillas NY Pizza & Deli LLC	Y	1	\$88	\$88
106858	Turner-Baxter, Inc.	Y	1	\$350	\$350
106865	Resourceful Solutions 2 LLC	Y	1	\$250	\$0
106867	Your Property Doctors, LLC	Y	1	\$250	\$0
106874	Turley Communications, Inc.	Y	1	\$125	\$0
106876	Carpets by Thad, Inc.	Y	1	\$675	\$675
106878	Triangle Grading & Paving, Inc.	Y	1	\$250	\$250
106879	Providence Products LLC	Y	1	\$125	\$125
106886	Lidl US Operations, LLC	Y	1	\$125	\$125
106887	REC Solutions, LLC	Y	1	\$70	\$0
106891	Construction Management Group, LLC	Y	1	\$70	\$70
106892	Holistic Family Fitness LLC	Y	1	\$20	\$20
106895	Blue Print Builders, Inc.	Y	1	\$50	\$50
106897	SYM Home Care Agency, LLC	Y	1	\$120	\$120
106903	A&D Cabinets Sales L.L.C.	Y	1	\$88	\$88
106927	OneView Business Solutions, LLC	Y	1	\$425	\$0
106928	Successful Start Early Learning Center	Y	1	\$60	\$0
106933	Victor Ramirez	Y	1	\$70	\$70
106935	Global One Protective Services, LLC	Y	1	\$88	\$0
106939	Interlude Home Inc.	Y	1	\$175	\$175
106941	Religious Community Services of New Bern, Inc.	Y	1	\$70	\$70
106946	Blow, Inc.	Y	1	\$88	\$88
106948	Miracleworkers' Janitorial Service, Inc.	Y	1	\$50	\$50
106951	Kidzplay, LLC	Y	1	\$175	\$0
106952	Proven Professional Construction Services, LLC	Y	1	\$175	\$175
106965	Jesse Jones and Ervin Jones	Y	1	\$175	\$175
106966	AL-NAWAZ, LLC	Y	1	\$88	\$88
106968	MERA 74, LLC	Y	1	\$150	\$150
106971	J. G. Dump Service, L.L.C.	Y	1	\$300	\$0
106973	HAGNER-CONLEY CONSTRUCTION, INC.	Y	1	\$125	\$125
106983	TarHeel 4 WD Center, Inc.	Y	1	\$88	\$88
106986	Pizzazz Cleaning Co. LLC	Y	1	\$250	\$250
106987	FUNDRAZOR, INC.	Y	1	\$150	\$150
106989	Darvin Hampton	Y	1	\$70	\$0
106996	Performance Sports Center, LLC	Y	1	\$150	\$150
106999	eBy, Inc.	Y	1	\$88	\$88
107009	Heartfelt Alternatives, Inc.	Y	1	\$500	\$0
107014	Unlimited PCS, Inc.	Y	1	\$500	\$500
107021	Statesville Painting and Maintenance LLC	Y	1	\$1,250	\$0
107026	Yuppy Puppy Salon, LLC	Y	1	\$125	\$125
107035	XLC Services, Inc.	Y	1	\$250	\$250
107044	C. BROWN TRUCKING, INC.	Y	1	\$175	\$175
107050	A Special Touch II, Inc.	Y	1	\$125	\$125
107051	Tender Love & Care Child Development Center, LLC	Y	1	\$50	\$50
107052	William A. Nolan, Proprietor	Y	1	\$70	\$70
107054	Cup or Cakes by BDB LLC	Y	1	\$250	\$250
107065	Dirty Dogs LLC	Y	1	\$50	\$50
107070	Queen of the Carolinas, LLC	Y	1	\$50	\$50
107072	Family Innovations LLC	Y	1	\$125	\$125
107084	TDavis Delivery, LLC	Y	1	\$50	\$50
107085	Tallulah Country Buffet	Y	1	\$50	\$50
107096	Yanni Bravo / Cristian Bravo	Y	1	\$125	\$125
107101	Melvin Financial, LLC	Y	1	\$100	\$100

107102	Lefcheck Insurance, LLC	Y	1	\$50	\$50
107107	Rock Barn Country Club & Spa, LLC	Y	1	\$125	\$125
107110	Paramount Home Improvements, LLC	Y	1	\$140	\$140
107117	Exceptional Service Home Care Agency LLC	Y	1	\$200	\$0
107124	JCR Recycling, L.L.C.	Y	1	\$125	\$125
107126	Sandy's Playschool, L.L.C.	Y	1	\$175	\$0
107128	POPPY SEEDS BAGEL II INC.	Y	1	\$70	\$0
107132	rFactr, Inc.	Y	1	\$438	\$438
107136	JES Operations, LLC	Y	1	\$375	\$375
107137	Dominant Express LLC	Y	1	\$88	\$88
107139	Rishi's Properties LLC	Y	1	\$140	\$140
107153	Jerry Wayne Morrison	Y	1	\$125	\$0
107154	Unified by Design Inc	Y	1	\$88	\$88
107168	Evans Air Services, Inc.	Y	1	\$175	\$175
107183	GOHEALTH, LLC	Y	1	\$125	\$125
107187	Piedmont Restaurant Group, Inc.	Y	1	\$150	\$150
107189	Island Group Investments, LLC	Y	1	\$88	\$88
107190	Sampson Regional Medical Center, Incorporated	Y	1	\$125	\$125
107191	Ramiro Violante	Y	1	\$50	\$50
107193	POTTERS HOUSE HOME HEALTHCARE INC	Y	1	\$300	\$300
107194	Bud Foods, LLC	Y	1	\$125	\$125
107197	Harveys Towing Service, LLC	Y	1	\$175	\$0
107198	Healthcare Medical Billing Solutions, LLC	Y	1	\$70	\$70
107204	Charlotte Premier Cleaning Company, LLC	Y	1	\$100	\$0
107210	Williamson Distributors, Inc.	Y	1	\$125	\$125
107212	Millennium Automotive Group of Durham, Inc.	Y	1	\$125	\$125
107218	Eagle Eye Communications LLC	Y	1	\$250	\$0
107219	Eagle Eye Communications LLC	Y	1	\$250	\$0
107227	Carolina Transitional Services, Inc.	Y	1	\$510	\$0
107232	Java House Cafe, Inc.	Y	1	\$250	\$0
107237	The Peddler Steakhouse of Hickory, Inc.	Y	1	\$125	\$0
107239	Cobham & Kelly, PLLC	Y	1	\$125	\$125
107243	Finish One Industrial Flooring, LLC	Y	1	\$123	\$123
107256	SBT Construction Inc.	Y	1	\$123	\$0
107264	Lois' Lodge	Y	1	\$175	\$175
107265	Lakewood Packaging, Inc.	Y	1	\$175	\$175
107272	Mt. View Flowers Corporation	Y	1	\$70	\$0
107274	North Carolina Outreach Group Homes, LLC.	Y	1	\$88	\$88
107276	Your Terra, LLC	Y	1	\$70	\$70
107282	Riverside Adventure Company	Y	1	\$125	\$125
107285	Wish Works LLC	Y	1	\$125	\$0
107289	Jeffrey Smith	Y	1	\$70	\$70
107300	ASMP Assad Inc.	Y	1	\$50	\$50
107311	Charlotte Speed Shop LLC	Y	1	\$140	\$0
107312	EZMR, INC	Y	1	\$123	\$123
107313	B4B Inc	Y	1	\$50	\$50
107315	Wallace Hill Industries, Inc.	Y	1	\$250	\$0
107319	SHREEJI-ONE, INC.	Y	1	\$50	\$50
107320	Artistic Ironworks, LLC	Y	1	\$125	\$125
107332	J C Duncan DDS, PA	Y	1	\$88	\$88
107344	BaBy Sky Boutique, LLC	Y	1	\$70	\$70
107351	Brandi R. Jackson, DDS, MS, PLLC	Y	1	\$250	\$250
107367	Queen City Plumbing, LLC	Y	1	\$125	\$125
107375	G & A Agency LLC	Y	1	\$250	\$250
107385	Strategic Connections, Inc.	Y	1	\$125	\$125
107393	EMETERIO CONSTRUCTION, LLC	Y	1	\$125	\$0
107398	Donnalnk Publications, L.L.C.	Y	1	\$60	\$0
107407	ARBY'S RESTAURANT GROUP, INC.	Y	1	\$125	\$125
107410	PELICAN ENTERPRISES SOUTHPORT, LLC	Y	1	\$88	\$88

107415	CHAYCE CORPORATE AND HOME CARE SOLUTIONS, LLC	Y	1	\$125	\$125
107416	Still Family, LLC	Y	1	\$125	\$125
107417	HMP Enterprises, Inc.	Y	1	\$88	\$88
107423	Brackett Foundation Repairs, Inc.	Y	1	\$88	\$88
107425	FREIGHTHUB, INC.	Y	1	\$88	\$88
107432	James Albert Miller Jr.	Y	1	\$60	\$60
107440	T&K Shipping Inc	Y	1	\$50	\$50
107446	Joshua Williams	Y	1	\$100	\$100
107452	PINNACLE TELEPHONE & DATA, INC.	Y	1	\$100	\$100
107454	ALEXANDER'S MEDITERRANEAN CUISINE, LLC	Y	1	\$175	\$175
107459	D.D.&D Transport LLC	Y	1	\$70	\$0
107464	Maroni Beverage Company, LLC	Y	1	\$50	\$50
107466	G2 Secure Staff, L.L.C.	Y	1	\$125	\$125
107482	FBMP, LLC	Y	1	\$125	\$0
107491	SUMMITT HOSPITALITY, INCORPORATED	Y	1	\$125	\$125
107499	Rental Repair Team LLC	Y	1	\$125	\$125
107510	T & C Transportation Services, LLC	Y	1	\$125	\$125
107514	Radford Quarries, Inc.	Y	1	\$125	\$125
107515	Countryside Child Care, Inc.	Y	1	\$88	\$88
107516	BES & BES Investment Group, LLC	Y	1	\$200	\$0
107517	The Autumn Group, Inc.	Y	1	\$125	\$125
107531	Greatland Retrievers, LLC	Y	1	\$50	\$50
107532	Christopher Riddle	Y	1	\$175	\$0
107537	AK Restaurants L.L.C.	Y	1	\$88	\$88
107539	ADCO HOLDINGS, INC.	Y	1	\$88	\$88
107542	Airmakers Heating & Air Conditioning, Inc.	Y	1	\$175	\$175
107545	Surf City Beach Donuts, Inc.	Y	1	\$125	\$0
107556	Francisco Castro	Y	1	\$125	\$125
107561	AC Rustic One, LLC	Y	1	\$1,225	\$0
107562	Mule, Inc.	Y	1	\$123	\$123
107567	Brian Roberts	Y	1	\$125	\$125
107570	Mr Phix LLC	Y	1	\$175	\$0
107591	OneView Business Solutions, LLC	Y	1	\$250	\$0
107598	Elite Construction and Designs LLC	Y	1	\$350	\$350
107600	Skareno Construction	Y	1	\$50	\$50
107615	Intracoastal Air LLC	Y	1	\$50	\$0
107619	Tradedesk Financial Group, Inc.	Y	1	\$125	\$125
107627	Shope Construction, LLC	Y	1	\$50	\$50
107628	Generation Properties V LLC	Y	1	\$125	\$125
107629	The Pieniazkiewicz Agency LLC	Y	1	\$88	\$88
107641	Crenshaw Hyundai, Inc	Y	1	\$125	\$125
107646	Terry Pate	Y	1	\$125	\$125
107651	O.K. Transport, Inc.	Y	1	\$123	\$123
107653	Rising Hope Clinical Assistance LLC	Y	1	\$125	\$125
107658	Journeys, PLLC	Y	1	\$100	\$100
107666	Mozzarella Fellas Pizza Co.	Y	1	\$88	\$88
107685	Securitas Security Services USA, Inc.	Y	1	\$125	\$125
107688	The Greeks Jacksonville LLC	Y	1	\$175	\$0
107703	Donald W. Cason	Y	1	\$125	\$125
107705	Huscusson Business Properties, Inc.	Y	1	\$125	\$125
107708	Sidney Price, Proprietor	Y	1	\$250	\$0
107709	Lester Insurance Group, Inc.	Y	1	\$88	\$88
107712	The Belcher Fam L.L.C.	Y	1	\$125	\$125
107726	HATCHER ENTERPRISES LLC	Y	1	\$525	\$0
107749	The Raleigh Clinic for Men, P.A.	Y	1	\$150	\$0
107757	Burlington Electrical Service LLC	Y	1	\$250	\$250
107766	CHOPS DELI WB, INC.	Y	1	\$125	\$125
107777	Daniel Medical Services, PLLC	Y	1	\$425	\$0
107779	PIEDMONT BEHAVIORAL SERVICES, PC	Y	1	\$500	\$0

107803	Ridge Valley Exteriors, Inc.	Y	1	\$125	\$0
107812	Tanya Coy	Y	1	\$100	\$0
107816	AJB Properties, LLC	Y	1	\$150	\$150
107818	BRANTLEY BROTHERS FARM	Y	1	\$88	\$88
107819	EBNW Capital Ventures INC	Y	1	\$175	\$175
107823	American Moistening Company, Inc.	Y	1	\$125	\$125
107825	C and J Construction of Charlotte NC., LLC	Y	1	\$50	\$0
107837	BES & BES Investment Group, LLC	Y	1	\$125	\$125
107848	Hilltop Catering, LLC	Y	1	\$88	\$88
107862	Image Supply, Inc.	Y	1	\$125	\$125
107868	Park n Shop #17 LLC	Y	1	\$50	\$50
107876	Floating Shanti, LLC	Y	1	\$50	\$50
107878	Studio Sublime, L.L.C.	Y	1	\$100	\$100
107879	Medicine Man Veterinary Hospital, PLLC	Y	1	\$175	\$175
107884	Royal Parking Inc.	Y	1	\$125	\$125
107912	JR ELEVATION FRAMING LLC	Y	1	\$125	\$0
107913	Carolina Water Concepts, INC.	Y	1	\$250	\$0
107922	AR Delivery LLC	Y	1	\$125	\$0
107924	William Bunting	Y	1	\$50	\$50
107928	Big Cloud Consultants, LLC	Y	1	\$125	\$125
107935	KBJ MANAGEMENT INC	Y	1	\$50	\$50
107937	Kidzplay, LLC	Y	1	\$500	\$0
107938	Trinity Child Care, Inc.	Y	1	\$88	\$88
107953	Comprehensive Interventions Inc.	Y	1	\$375	\$375
107954	A1 Consulting Group, Inc.	Y	1	\$125	\$125
107960	Myeka Johnson	Y	1	\$125	\$0
107966	Fleet Personnel, Corp	Y	1	\$125	\$125
107983	EYE - M, L.L.C.	Y	1	\$175	\$0
107991	Golfworks of North Carolina, LLC	Y	1	\$100	\$0
107996	Guardian REV Asset Management, LLC	Y	1	\$250	\$250
107999	ATHENS PUBLISHING CO., INC	Y	1	\$50	\$50
108001	Guess & Co. Corporation	Y	1	\$350	\$0
108003	Dixon Ford, Inc.	Y	1	\$175	\$175
108007	DNJ Sales and Service LLC	Y	1	\$125	\$0
108012	Jerry McMillan	Y	1	\$50	\$50
108014	I D Drywall & Home Restoration LLC	Y	1	\$125	\$0
108018	WNC Comfort Food, LLC	Y	1	\$125	\$125
108023	Herc Enterprises, Inc.	Y	1	\$125	\$125
108025	BLUSH FASHIONS INC	Y	1	\$125	\$0
108026	Lakeway Landscaping, LLC	Y	1	\$50	\$50
108028	EYE-M, L.L.C.	Y	1	\$175	\$0
108031	HR3, LLC	Y	1	\$50	\$50
108032	Continenza of NC, LLC	Y	1	\$125	\$125
108033	DURHAM REGIONAL FINANCIAL CENTER	Y	1	\$50	\$50
108035	DESIGNCRAFT ENTERPRISES LLC	Y	1	\$50	\$50
108036	Medical Equipment Installation, Inc.	Y	1	\$125	\$125
108039	TCI Software, Inc.	Y	1	\$50	\$50
108046	Southern Tropics Inc	Y	1	\$175	\$175
108062	New Look Services of North Carolina, LLC	Y	1	\$125	\$125
108081	Gateway Management, LLC	Y	1	\$125	\$125
108084	Dehaven's Transfer & Storage, Inc.	Y	1	\$250	\$250
108087	DeVco Homes inc.	Y	1	\$125	\$0
108089	Mangum's Inc.	Y	1	\$125	\$125
108090	Cherry Hill Programs, Inc.	Y	1	\$125	\$125
108094	Terra Tech Inc	Y	1	\$125	\$125
108101	Huntersville Family Practice, PC	Y	1	\$70	\$70
108105	Charlie Price, Proprietor	Y	1	\$250	\$0
108106	Domonique Stafford, Proprietor	Y	1	\$125	\$0
108108	New Horizon Group Home, LLC	Y	1	\$88	\$88

108109	Wolfgang Puck Catering and Events LLC	Y	1	\$125	\$125
108114	Louisburg Nursing Center, Inc.	Y	1	\$125	\$125
108118	Rolesville Child Development, Inc.	Y	1	\$88	\$88
108119	Omar Fernandez	Y	1	\$150	\$0
108137	SAMMY'S DELIVERY SERVICE, L.L.C.	Y	1	\$125	\$0
108138	Hopewell Supervised Living Group, LLC	Y	1	\$225	\$0
108142	The Law Office of Ashley-Nicole Russell, P.A.	Y	1	\$125	\$125
108145	ABM Property Holdings, LLC	Y	1	\$50	\$50
108149	Brother's B Painting LLC.	Y	1	\$500	\$500
108150	Fresh Only, Inc.	Y	1	\$775	\$775
108157	Airo Mechanical LLC	Y	1	\$125	\$125
108158	MINT SOLAR, LLC	Y	1	\$250	\$0
108159	Blessed Hands Cleaning, LLC	Y	1	\$125	\$0
108160	PrintAim, LLC	Y	1	\$125	\$0
108164	Diamanti Hospitality Group, Ltd.	Y	1	\$575	\$0
108177	Kole Trucking LLC	Y	1	\$250	\$250
108178	Devenderjeet Sovgh Dange	Y	1	\$123	\$123
108182	Handi-clean Products, Incorporated	Y	1	\$125	\$125
108198	J C Auto Care, Inc.	Y	1	\$123	\$123
108205	Serving Hands, L.L.C.	Y	1	\$1,425	\$0
108206	There's No Place Like Home Health Care, LLC	Y	1	\$625	\$0
108210	New Direction Youth and Family Services, Inc.	Y	1	\$200	\$0
108223	Bu-Ku Wake Forest, LLC	Y	1	\$250	\$250
108238	Upward Properties, LLC	Y	1	\$125	\$125
108239	A Step Above Limo Service LLC	Y	1	\$88	\$88
108245	Ricci's Pizzeria LLC	Y	1	\$88	\$88
108252	The Golf Cart Guys, LLC	Y	1	\$88	\$88
108276	Pinpoint Warehousing, LLC	Y	1	\$125	\$125
108280	Clark Home Care, Inc	Y	1	\$875	\$0
108282	TNBS LLC	Y	1	\$100	\$0
108291	Seven Oaks Supply Hardware Division, Inc.	Y	1	\$125	\$125
108301	Patti D. Dobbins, Attorney at Law, PLLC	Y	1	\$250	\$250
108302	Inigma Holdings, Inc.	Y	1	\$150	\$150
108304	French American Restaurants, LLC	Y	1	\$125	\$0
108305	Mountaineer Hospitality, LLC	Y	1	\$88	\$88
108313	South Charlotte Chiropractic, PLLC	Y	1	\$125	\$125
108320	Silverstone Construction Inc.	Y	1	\$125	\$125
108329	Thomas Balkus, Proprietor	Y	1	\$125	\$0
108331	Bar Local Inc	Y	1	\$175	\$175
108335	ROCKY'S PIZZA RESTAURANT, LLC	Y	1	\$88	\$88
108336	Joshua G. Lail, Proprietor	Y	1	\$125	\$0
108337	Strag Industries LLC	Y	1	\$50	\$50
108343	Suki Sushi LLC	Y	1	\$250	\$0
108347	Blue Ridge Shuttle and Transport, Inc.	Y	1	\$88	\$88
108352	C & P Lakefront, LLC	Y	1	\$670	\$670
108358	OAK HOLLOW TIRE CAR CARE CENTER, INC.	Y	1	\$125	\$125
108359	Piedmont Dragway of NC, LLC	Y	1	\$88	\$88
108360	AlliedBarton Security Services LLC	Y	1	\$250	\$250
108370	On Time Enterprise, Inc.	Y	1	\$70	\$70
108372	Avalon Lifestyle Nails Inc.	Y	1	\$125	\$125
108373	Job Sherpa, LLC	Y	1	\$125	\$0
108376	Latonya McKoy	Y	1	\$125	\$0
108378	Integrity Protection Services, LLC	Y	1	\$125	\$125
108382	Joerns Healthcare, LLC	Y	1	\$125	\$125
108386	Bambino's Playschool, Inc.	Y	1	\$125	\$125
108390	April Molosky, Proprietor	Y	1	\$125	\$0
108395	RLF Communications, LLC	Y	1	\$150	\$150
108398	Busy Bee Developmental Learning Center, Inc.	Y	1	\$125	\$0
108422	Streamline Services, Inc.	Y	1	\$125	\$125

108441	Hope Medical Care, PC	Y	1	\$700	\$700
108445	Maria Rashwan	Y	1	\$125	\$0
108446	Supra Enterprises, Inc.	Y	1	\$50	\$0
108456	ARUZA L.L.C.	Y	1	\$88	\$88
108458	Salty C Girls Inc.	Y	1	\$50	\$50
108464	Dixon Paving, Inc	Y	1	\$250	\$250
108466	Ronnie D McLamb Handyman Service L.L.C.	Y	1	\$50	\$50
108468	Rapid Response Asset Management Group, LLC	Y	1	\$50	\$50
108471	DOMINGOS MEXICAN AND SEAFOOD RESTAURANT	Y	1	\$613	\$613
108473	ARIM The Inn, LLC	Y	1	\$125	\$125
108483	American Builders Marketing Group, Inc.	Y	1	\$125	\$125
108484	Pinnacle Family Services of North Carolina LLC	Y	1	\$125	\$125
108499	Law Offices of John C. Fitzpatrick, P.C.	Y	1	\$88	\$88
108503	Mike Suprise, Proprietor	Y	1	\$450	\$0
108512	A Woman's Choice of Charlotte, Inc.	Y	1	\$88	\$88
108519	Fred's Auto Center LLC	Y	1	\$125	\$0
108522	Team Care Manual & Physical Therapy Company, Inc.	Y	1	\$70	\$70
108530	Texavosges Enterprises, Inc.	Y	1	\$150	\$0
108537	Adult Day & Respite Care Center	Y	1	\$175	\$175
108540	BlakeRyan, LLC.	Y	1	\$50	\$0
108549	RLCB, Inc.	Y	1	\$125	\$125
108550	Wolf Environmental Services Inc.	Y	1	\$125	\$125
108557	C & J M Enterprises, Inc.	Y	1	\$125	\$125
108563	HOWARD'S OF EDEN, LLC	Y	1	\$1,300	\$1,300
108567	Johnny Avila Express, Inc.	Y	1	\$50	\$50
108576	Mitchell's Rollback and Wrecker Service LLC	Y	1	\$250	\$250
108584	Quality Mechanical Contractors, LLC	Y	1	\$250	\$250
108585	Texavosges Enterprises, Inc.	Y	1	\$250	\$0
108598	Royal Coach & Motor Works, Inc.	Y	1	\$175	\$175
108599	C&J BRADSHAW, LLC	Y	1	\$125	\$0
108606	RALEIGH REHABILITATION CENTER, LLC	Y	1	\$125	\$125
108618	Bywater, LLC	Y	1	\$175	\$175
108627	Foster-Caviness Company, Inc.	Y	1	\$125	\$125
108628	Payrolling Partners, Inc.	Y	1	\$150	\$150
108634	Southport Pulmonary Medicine, PLLC	Y	1	\$175	\$175
108639	J & K'S SPECIAL MOMENTS CHILDCARE CENTER	Y	1	\$125	\$0
108641	PREFERABLE PLUMBING Inc	Y	1	\$88	\$88
108642	Hawthorne Residential Partners LLC	Y	1	\$125	\$125
108653	J & M Business Centers Inc.	Y	1	\$150	\$150
108655	Goodwill Industries of the Southern Piedmont, Inc.	Y	1	\$125	\$125
108657	Pavone LLC	Y	1	\$250	\$250
108666	Cintas Corporate Services, Inc.	Y	1	\$125	\$125
108667	Freedom of Lucama, LLC	Y	1	\$125	\$125
108671	Jorge Lopez	Y	1	\$125	\$0
108680	TJF Services, Inc	Y	1	\$125	\$125
108682	Auto Shipping Express LLC	Y	1	\$150	\$0
108686	Zahra, Inc.	Y	1	\$170	\$170
108693	Einstein By Design, L.L.C.	Y	1	\$125	\$125
108719	Southbound Logistics, Inc.	Y	1	\$70	\$70
108725	Fruit Inc. LLC	Y	1	\$250	\$250
108728	Charles Headley	Y	1	\$200	\$0
108729	DayRunner, Inc.	Y	1	\$175	\$0
108732	FLYNAUT LLC	Y	1	\$105	\$105
108733	A and W, LLC	Y	1	\$100	\$100
108740	PLATA DESIGNS, LLC	Y	1	\$100	\$100
108744	Dominant Express LLC	Y	1	\$175	\$175
108745	HOTEL PUBLISHERS LLC	Y	1	\$125	\$0
108750	Charlie Price, Proprietor	Y	1	\$250	\$0
108757	Brian Paradise, Inc.	Y	1	\$250	\$0

108760	Siteworks, LLC	Y	1	\$125	\$125
108766	Father and Son Electric Service Co., Inc.	Y	1	\$88	\$88
108767	Champion Automotive Service, Inc.	Y	1	\$70	\$70
108796	Sasher Construction Inc.	Y	1	\$250	\$0
108813	Res-Care, Inc.	Y	1	\$125	\$125
108818	W. G. YATES & SONS CONSTRUCTION COMPANY	Y	1	\$125	\$125
108824	Jareh Healthcare Incorporated	Y	1	\$175	\$175
108825	El Tapatio of Rocky Mount, Inc.	Y	1	\$50	\$50
108834	High Ground Hospitality, LLC	Y	1	\$125	\$125
108837	Rojshawn Barrett	Y	1	\$250	\$250
108844	NEHEMIAH COMMUNITY EMPOWERMENT CENTER, INC.	Y	1	\$175	\$175
108854	COMER-KHORI, LLC	Y	1	\$125	\$125
108857	URUGUAYAN TRUCKING LLC	Y	1	\$50	\$0
108860	J & J Turf Services, L.L.C.	Y	1	\$125	\$0
108861	Blue Coral, LLC	Y	1	\$88	\$88
108865	Triangle Aquatic Center	Y	1	\$125	\$125
108874	William Day	Y	1	\$70	\$0
108878	BEARDOWN Fitness LLC	Y	1	\$50	\$50
108884	Eaton Development Group, LLC	Y	1	\$90	\$90
108888	Jubilee Christian Church Int. (Chapel of Victory)	Y	1	\$123	\$123
108889	Faulkner Commercial Cleaning LLC	Y	1	\$125	\$125
108898	BLACK OPS PROTECTION AGENCY LLC	Y	1	\$125	\$125
108906	T.M.C.S., Inc.	Y	1	\$850	\$850
108912	Concentrix Services US, INC.	Y	1	\$125	\$0
108927	Corney Transportation, Inc.	Y	1	\$125	\$125
108930	Sexton Lawns Unlimited, Inc.	Y	1	\$100	\$100
108934	Vendors Depot.com LLC	Y	1	\$60	\$0
108968	William S. Lovette, Proprietor	Y	1	\$60	\$60
108976	KOA Inc.	Y	1	\$150	\$150
109002	Jaycare Corporation	Y	1	\$125	\$125
109075	Cornelius Locklear	Y	1	\$125	\$125
109119	Lowder Steel, Inc.	Y	1	\$175	\$175
109130	Julio Caesar Lopez	Y	1	\$100	\$100
109164	Boone Drugs, Inc.	Y	1	\$125	\$125
109356	Swim Club Management Group of Raleigh, Inc.	Y	1	\$250	\$250
109685	Tri-County Gymnastic LLC	Y	1	\$105	\$105
Total			501	\$90,158	\$52,046

1 - Except as otherwise provided in this Article, every employer subject to any provision of this Article shall make, keep, and preserve such records of the persons employed by the employer, including the ages of employees, and of the wages, hours, and other conditions and practices of employment which are essential to the enforcement of this Article...