

2017 Youth Employment Enforcement Annual Report

Citation of Law or Resolution	S.L. 2009-139
Section Number	Section 1
Due Date:	February 1, 2019
Submission Date:	February 1, 2019

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
2017 Youth Employment Enforcement Report
Pursuant to NCGS 95-25.23C**

Educational activities sponsored by NCDOL	54
Participants in educational activities sponsored by NCDOL	1,329
Total of all complaints received by NCDOL alleging any violation of the Wage and Hour Act	3,048
Total number of complaints received by NCDOL alleging youth employment violations	34
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 – 52 16-17 years - 453
Number of investigations conducted by NCDOL concerning alleged youth	42
Length of investigations (hours) conducted by NCDOL concerning alleged youth employment violations.	260
Number of Wage and Hour investigators assigned to investigate allegations of youth employment violations.	18 investigators 3 supervisors
Number of alleged record keeping violations pertaining to youth employment	412
Number of administrative proceedings involving youth employment violations	0
Total number of employers cited for youth employment violations*	33
Total number of citations assessed pursuant to G.S. 95-25.23*	554
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23*	\$64,408
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23*	\$64,338
Total number of citations assessed pursuant to G.S. 95-25.23A*	495
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23A*	\$83,994
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23A*	\$44,147

*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 - 2017

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)		
104242	Elizabeth City NC Drive-In-Restaurant #1, L.L.C.	1		77	7	0	0	0	0	0	\$4,900	\$4,900
105213	Satut Holdings, LLC	1		7	0	0	0	0	0	0	\$350	\$350
106829	Thomas Wagoner	1		0	0	0	0	0	0	0	\$0	\$0
105983	Beverly Richardson	1		1	0	0	0	0	0	0	\$20	\$0
104855	L & L Wings, Inc.	1		2	0	0	0	0	0	0	\$100	\$100
106114	T & S Food Service, LLC	1		19	0	0	0	1	0	0	\$1,375	\$1,375
106471	Carroll Construction Homes, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
106611	Goldsboro Restaurant Management, Inc.	1		1	0	0	0	0	0	0	\$50	\$0
102922	Randolph Restaurant Group, Inc.	1		85	10	0	2	0	0	0	\$28,200	\$28,200
104428	China Grove Seafood, Inc.	1		74	0	0	8	0	0	0	\$4,900	\$4,900
105004	Mike Gworek	1		0	0	0	0	0	0	0	\$0	\$0
105012	Cook Out-Kernersville, Inc.	1		5	30	0	0	0	0	0	\$4,750	\$4,750
105722	Blue Claw Electric, Inc.	1		0	0	0	1	0	0	0	\$105	\$105
106385	Sterling Restaurants, LLC	1		0	0	0	0	0	0	0	\$0	\$0
102894	The Farmer's Kitchen, LLC		1	2	0	0	0	0	0	0	\$210	\$210
105188	Stingray Realty Investments, LLC		1	1	0	0	0	0	0	0	\$50	\$50
104374	China Wok of Raeford Inc.	1		2	0	0	0	2	0	0	\$560	\$560
104667	Two Cousins of Garner, Inc.	1		0	3	0	0	0	0	0	\$105	\$105
105743	Ben Mynatt Chevrolet-Cadillac, Inc.		1	1	0	0	1	0	0	0	\$200	\$200
106357	Breakfastime #4, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
105223	Buck's in Cashiers, LLC		1	9	0	0	0	2	0	3	\$1,278	\$1,278
104714	Shaka Shave Ice LLC	1		10	0	0	0	0	0	0	\$200	\$200
105078	Sweet Tooth Shop LLC		1	1	0	0	0	0	0	0	\$20	\$20
105739	Robert Sawyer's, INC.	1		4	0	1	0	0	0	0	\$360	\$360
106062	Foodservice Specialties, Inc.	1		11	0	0	7	0	7	0	\$1,120	\$1,120
104997	Bojangles' Restaurants, Inc.	1		0	5	0	0	0	0	0	\$750	\$750
105399	Chris Leith Automotive, Inc.		1	6	0	0	0	0	0	0	\$300	\$300
104467	Hernandez Restaurant Group, LLC	1		1	0	0	1	0	0	1	\$425	\$425
106938	Jimenez Framing LLC	1		1	0	1	0	0	0	0	\$300	\$300
104651	Chipotle Services, LLC	1		29	18	0	0	0	0	0	\$4,150	\$4,150
105348	Indo Apparel and Gifts, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
104686	Bojangles' Restaurants, Inc.	1		3	19	0	0	0	0	0	\$3,000	\$3,000
103816	Pasqual Corporation		1	1	0	0	0	0	0	0	\$35	\$35
103792	NPC Quality Burgers, Inc.	1		10	0	0	0	0	0	0	\$1,500	\$1,500
104037	Kaze USA, Inc.	1		8	0	0	0	0	0	2	\$1,900	\$1,900
102580	Fuquay-Varina Anna's, Inc.	1		7	0	0	2	0	0	3	\$960	\$960
104447	Bay Leaf Enterprises Inc	1		8	0	0	0	0	0	0	\$280	\$280
103973	Bay Leaf Enterprises Inc		1	1	0	0	0	0	0	0	\$105	\$105
104536	TOI, Inc.	1		8	1	0	0	0	0	4	\$1,015	\$1,015

104423	Carolina's Luxury Event Rentals, LLC	1		1	0	0	0	0	0	0	\$35	\$35
104755	Carolina Ace, Inc.	1		16	0	0	0	0	0	0	\$800	\$800
105224	Destiny Moses	1		0	0	0	0	0	0	0	\$0	\$0
		34	8	412	93	2	22	5	7	13	\$64,408	\$64,338

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 - 2017

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
95090	Royal Home Care of North Carolina	Y	1	\$2,000	\$0
102524	Blue Shark Solutions, Inc.	Y	1	\$175	\$175
103675	Ambition truck lines LLC	Y	1	\$250	\$0
101892	Physicians Home Visits, P.C.	Y	1	\$2,000	\$0
104336	Arseniy Ergorov	Y	1	\$50	\$50
104179	Friendly Lube & Inspections LLC	Y	1	\$100	\$100
105554	Sanders Ford, Inc	Y	1	\$250	\$250
104604	Sunstates Security, LLC	Y	1	\$175	\$175
104433	QCQ Management LLC	Y	1	\$100	\$0
104637	Joe Andrews	Y	1	\$200	\$0
105585	Tigeski LLC	Y	1	\$50	\$50
104229	Martin Resources LLC	Y	1	\$125	\$125
103596	Abdul Baloch	Y	1	\$90	\$0
103876	Attentive Care Consulting and Management LLC	Y	1	\$500	\$0
104399	VV Durham, LLC	Y	1	\$88	\$88
104479	Oceanus Staffing Agency, LLC	Y	1	\$100	\$0
103684	Agape Family Care Home Inc.	Y	1	\$500	\$0
105511	J.T. Auto Mart 2 J.T. Auto Mart 2, Inc.	Y	1	\$125	\$125
105466	Thai Lotus, Inc.	Y	1	\$50	\$50
105022	Wilson Gaming LLC	Y	1	\$88	\$88
105529	Nyborg Integrated Logistics, Inc.	Y	1	\$125	\$125
104946	Peterson Automotive, Inc.	Y	1	\$125	\$125
105649	GP Mobile 2 GP Mobile 2, LLC	Y	1	\$175	\$175
104956	Touchstone Golf, LLC	Y	1	\$125	\$125
104538	Timeless Look LLC	Y	1	\$100	\$0
105597	Solid Ground Marble & Granite Inc.	Y	1	\$60	\$0
104801	A & E Stop N Shop, LLC	Y	1	\$175	\$175
104799	Resolve Electric, LLC	Y	1	\$50	\$0
103874	Mark Priesach	Y	1	\$125	\$0
103660	Thomas P. Young	Y	1	\$100	\$100
102314	Patton Public House, Inc.	Y	1	\$140	\$140
103858	Rackwise, Inc.	Y	1	\$245	\$0
103470	Edwin J. Green, M.D., P.A.	Y	1	\$175	\$175
104016	Speedway Link, Inc	Y	1	\$500	\$0
102534	Legacy Housing Group, LLC	Y	1	\$125	\$0
101152	Health Target Home Care, Inc.	Y	1	\$70	\$70
103170	Tommy Lowery's Tree Service, Inc.	Y	1	\$125	\$125
103504	Spiffy Cleaning Service, Inc.	Y	1	\$70	\$70
103681	Scott Freeman DMD, PC.	Y	1	\$175	\$0
104565	C & D Corp Services, Inc.	Y	1	\$70	\$70
103879	PlaySpanish, LLC	Y	1	\$125	\$125
103574	Atlantic Coast Trucking, Inc.	Y	1	\$125	\$125
103070	Jerry Barker	Y	1	\$250	\$0
103853	Capitol Special Patrol, LLC	Y	1	\$50	\$50
104109	Greater Carolina Ear, Nose & Throat, P. A.	Y	1	\$125	\$125
104240	T&L INC	Y	1	\$50	\$50
104475	CJ & CB Trucking LLC	Y	1	\$50	\$0
104178	Blackwell Logistics LLC	Y	1	\$70	\$70
103078	Joyce Factory Direct of the Carolina's, LLC	Y	1	\$350	\$350
105807	Absolute Care Assisted Living, LLC	Y	1	\$88	\$88

105494	Young Inspiration Charter School	Y	1	\$250	\$0
105644	C3 C3 Lab, LLC	Y	1	\$70	\$70
105729	Heartfelt Alternatives, Inc.	Y	1	\$125	\$0
102446	Broadway Lights, LLC	Y	1	\$125	\$0
104873	Liberty Support Services, Inc.	Y	1	\$125	\$0
104677	Redefinery & Company LLC	Y	1	\$250	\$0
104779	Camara LLC	Y	1	\$250	\$250
102562	D&N Home Improvement	Y	1	\$125	\$0
104485	USA Logistics, Inc.	Y	1	\$100	\$100
105074	The Nappy Chef, LLC	Y	1	\$125	\$0
104443	USA Logistics, Inc.	Y	1	\$50	\$50
105514	JDCI Inc.	Y	1	\$125	\$125
105708	Control Specialties of Asheville, Inc.	Y	1	\$125	\$125
105923	MFX, LLC	Y	1	\$125	\$125
105784	TowerComm, LLC	Y	1	\$125	\$0
105626	B & N Painting LLC	Y	1	\$50	\$50
105438	Sterling Jewelers Inc.	Y	1	\$125	\$125
105121	Citty's Plumbing and Pools, Inc.	Y	1	\$125	\$125
105859	Top Job Services, LLC	Y	1	\$88	\$88
104868	Epkon LLC	Y	1	\$88	\$88
104641	Kevin Allen	Y	1	\$125	\$0
104846	GreenBrier Solutions LLC	Y	1	\$125	\$0
105993	Brunswick Travel, Incorporated	Y	1	\$150	\$0
104916	Roberts Fast Lube of Greenville, Inc.	Y	1	\$175	\$175
104179	Allergy, Asthma & Immunology Relief, P.A.	Y	1	\$125	\$125
103162	The Pain & Rehab Institute, PA	Y	1	\$88	\$88
102992	Quality Auto Repair and Service, LLC	Y	1	\$50	\$50
104179	McFynn, P.C.	Y	1	\$88	\$88
102860	John A. Azzato, MD, P.C.	Y	1	\$150	\$150
103754	Joseph's Community Support Services, Inc.	Y	1	\$50	\$50
102982	Italian Forever, INC.	Y	1	\$125	\$125
104272	Southeastern Cable Contractors, Inc.	Y	1	\$175	\$175
103630	Alpha Aluminum, LLC	Y	1	\$125	\$0
103708	Kelly Forsyth	Y	1	\$50	\$0
104068	SSC Statesville Brian Center Operating Company LLC	Y	1	\$125	\$125
104602	C. E. O. Life LLC	Y	1	\$70	\$0
1038325	Star Services NC, Inc.	Y	1	\$175	\$0
104455	Kenneth Lambert	Y	1	\$125	\$125
104532	Community Resource Solutions, LLC	Y	1	\$250	\$0
104179	Rainbow Paint Co. LLC	Y	1	\$50	\$0
104413	The Blown Header Race Bar & Saloon LLC	Y	1	\$100	\$0
102074	The Next Project Company, LLC	Y	1	\$250	\$0
104498	Jamie Cass Machine, LLC	Y	1	\$150	\$0
104042	Daniel Pope Ventures, Inc.	Y	1	\$125	\$125
104033	Minter Consulting, Inc.	Y	1	\$123	\$123
104670	Amanda Tant	Y	1	\$125	\$0
104286	Horse Protection Society of North Carolina Inc.	Y	1	\$50	\$0
105512	Armacell, LLC	Y	1	\$125	\$125
105394	Holmes Building Systems, LLC	Y	1	\$125	\$125
105742	Professional Police Services, Inc.	Y	1	\$125	\$0
105609	Union Day School, Inc.	Y	1	\$70	\$70
104179	Gaffney Health Services, P.A.	Y	1	\$750	\$0
106244	SIMC LLC	Y	1	\$125	\$125
105533	Young Insurance Group, INC.	Y	1	\$125	\$125
105796	AlliedBarton (NC) LLC	Y	1	\$125	\$125
106178	Arcan Capital, LLC	Y	1	\$125	\$125
104226	A+ Williamson Care Network, LLC	Y	1	\$125	\$0
104194	Raintree Healthcare of Parkton LLC	Y	1	\$250	\$0

106018	HFM Glenwood, LLC	Y	1	\$125	\$125
105880	F & J Community Services, INC.	Y	1	\$175	\$175
106280	Spectra Home LLC	Y	1	\$125	\$125
104179	Hilton Electric Co., Inc.	Y	1	\$175	\$175
105593	Darksyde Entertainment, LLC	Y	1	\$350	\$0
105738	Cindy Wareden Medcalf	Y	1	\$50	\$0
104711	Carmen Little	Y	1	\$250	\$0
105454	First Class Clips PPP LLC	Y	1	\$125	\$125
104792	Raintree Healthcare of Parkton LLC	Y	1	\$250	\$0
104507	N. C. Carpet, Incorporated	Y	1	\$100	\$0
105544	Rising Hope Healthcare Services Inc	Y	1	\$70	\$70
103776	Facilico, Inc.	Y	1	\$150	\$150
103779	Clinton Health Holdings, LLC	Y	1	\$500	\$500
103300	Improved Healthcare Solutions LLC	Y	1	\$263	\$263
103018	Wallace Hill Industries, Inc.	Y	1	\$250	\$250
103728	Von Kekel Salon Spa Inc.	Y	1	\$125	\$125
102658	Winston-Salem Urban League	Y	1	\$250	\$250
104179	Pizzazz Cleaning Co. LLC	Y	1	\$50	\$50
103929	SKMay Inc.	Y	1	\$70	\$70
103174	United Painting Services Inc	Y	1	\$175	\$175
103292	Linda Evans	Y	1	\$70	\$70
103631	White Oak Homes II, Inc.	Y	1	\$250	\$0
102856	Naples Transportation, Inc.	Y	1	\$125	\$125
102064	Harmony and Love Homecare Services, Inc.	Y	1	\$2,000	\$0
104187	Wallace Educational Holdings, LLC	Y	1	\$70	\$70
104371	FMCJ Enterprises, L.L.C.	Y	1	\$125	\$125
103346	YJN, LLC	Y	1	\$250	\$250
104514	Neighborhood Urgent Care, PLLC	Y	1	\$123	\$123
100213	Valley Home Care & Associates, Inc.	Y	1	\$575	\$0
104179	Aldo J. Cordani	Y	1	\$70	\$70
102952	Vance County Learning Center, LLC	Y	1	\$175	\$0
103655	Ira S. Tucker, O.D. and Associates, PLLC	Y	1	\$125	\$125
102030	True Quality Landscape Services, Inc.	Y	1	\$125	\$125
103434	First Step Support Service, LLC	Y	1	\$125	\$125
103666	S&S Management Group, LLC	Y	1	\$125	\$125
103408	Healthcare Essentials South, LLC	Y	1	\$150	\$150
102956	Automend, Inc.	Y	1	\$125	\$125
103932	Clyde Bolling Post Number 55 Clyde Bolling Post Number 55, the	Y	1	\$100	\$100
104285	LRD Holdings Inc.	Y	1	\$100	\$100
103140	Green Dot Heating & Air Conditioning, LLC	Y	1	\$175	\$175
104833	KTS Cable Installations, Inc.	Y	1	\$250	\$250
103774	Lackey Construction, Inc.	Y	1	\$100	\$100
104179	Sam L. Gray Logistics, LLC	Y	1	\$250	\$0
102180	Platinum Hair Bar, LLC.	Y	1	\$250	\$0
103122	Renaissance Montessori, Inc.	Y	1	\$123	\$123
104309	Steve Moore Chevrolet, LLC	Y	1	\$125	\$125
104339	Mosca's Italian Restaurant, LLC	Y	1	\$50	\$50
103765	C. E. Gandee, Inc.	Y	1	\$175	\$175
104057	Aces Cleaning Service, Inc.	Y	1	\$125	\$125
103663	T.R.Y., Inc.	Y	1	\$125	\$125
104211	G7 G7 Worldwide, Inc.	Y	1	\$175	\$0
104741	Petromarts, LLC	Y	1	\$125	\$125
104291	PRS Tower Management Services, LLC	Y	1	\$88	\$88
104159	Starco-Impex, Inc.	Y	1	\$250	\$250
104889	David Jonas	Y	1	\$50	\$0
104275	Sharp Transit of Salisbury, LLC	Y	1	\$125	\$125
103935	Infinity MedSpa + Wellness, LLC	Y	1	\$125	\$125
105680	Triangle Grading & Paving, Inc.	Y	1	\$125	\$125

104021	Blue Light, LLC	Y	1	\$175	\$175
105360	Bridgeport Restoration Services, INC.	Y	1	\$125	\$125
105722	Blue Claw Electric, Inc.	Y	1	\$175	\$175
105981	PRS Tower Management Services LLC	Y	1	\$88	\$88
105174	Allen and Associates Mortuary, LLC	Y	1	\$100	\$100
104569	A & Y Comforts, LLC	Y	1	\$125	\$125
104736	A. P. Baker Insurance Services, Inc.	Y	1	\$125	\$0
105368	Holman & Sons Towing & Auto Repair LLC	Y	1	\$50	\$50
104872	Residential Home Funding Corp.	Y	1	\$125	\$0
105343	A&E Enterprises Ventures LLC	Y	1	\$50	\$0
105344	All Media Marketing, LLC	Y	1	\$225	\$0
104929	CVS Transport of NC, Inc.	Y	1	\$125	\$125
103921	Craig, Inc.	Y	1	\$125	\$125
104757	Advanced Network Installions, Inc.	Y	1	\$50	\$0
105846	Habanero's Taqueria, LLC	Y	1	\$50	\$50
103871	Declron, LLC	Y	1	\$250	\$250
103654	Mountain Saoirse Corp.	Y	1	\$120	\$120
102894	The Farmer's Kitchen, LLC	Y	1	\$735	\$735
102692	Sagarmatha, Inc.	Y	1	\$175	\$175
102198	Table 16 Table 16, LLC	Y	1	\$250	\$0
102202	RS Saunders Group LLC	Y	1	\$175	\$0
103110	Shirley Vindas Picado	Y	1	\$140	\$140
102706	Joshua Antonio	Y	1	\$225	\$0
102480	Simple Life Consulting Agency LLC	Y	1	\$225	\$225
102698	El Zarape Bar & Grill - Morehead, Inc.	Y	1	\$175	\$175
103746	Cornelius Ballroom Dance Company, Inc.	Y	1	\$250	\$0
102044	Falcon Farms, Inc.	Y	1	\$350	\$350
102854	Robert Scott Johnson	Y	1	\$240	\$240
103677	Raleigh Towing & Recovery, LLC	Y	1	\$175	\$175
103679	Triangle Auto & Truck Service, LLC	Y	1	\$250	\$250
102125	The Blown Header Race Bar & Saloon LLC	Y	1	\$100	\$0
103116	Rep Express LLC	Y	1	\$125	\$125
105555	Goolsby Law Firm, PLLC	Y	1	\$175	\$175
103720	Mark Aylward	Y	1	\$175	\$175
105188	Stingray Realty Investments, LLC	Y	1	\$150	\$150
104329	Ivy League Enterprises, Inc.	Y	1	\$250	\$0
103912	Greenville Marine and Sports Center, Inc.	Y	1	\$175	\$175
104744	Basnight 621 Basnight 621 Logistics, LLC	Y	1	\$250	\$0
103669	Fiesta Azteca, Inc.	Y	1	\$750	\$0
104185	Rebecca Scott	Y	1	\$70	\$0
106314	The Vapor Girl Inc.	Y	1	\$175	\$175
105463	My Guy Towing, Inc.	Y	1	\$250	\$250
105091	McNeill & Witherspoon, LLC	Y	1	\$100	\$0
104608	OTW Transport, Inc.	Y	1	\$70	\$70
105227	Laxton Enterprises, Inc.	Y	1	\$88	\$88
105984	New Great China, Inc.	Y	1	\$100	\$100
105071	Home Exteriors of Fayetteville, Inc.	Y	1	\$100	\$100
105786	Ezequiel Medina Rangel	Y	1	\$70	\$70
104742	Taste of China, Inc.	Y	1	\$175	\$175
104526	U.S. Transport & Logistics, Inc.	Y	1	\$175	\$0
105078	Sweet Tooth Shop LLC	Y	1	\$70	\$70
105132	Youngsville Auto Care, LLC	Y	1	\$88	\$88
104416	T & G Trucking, Inc.	Y	1	\$125	\$125
105739	Robert Sawyer's, Inc.	Y	1	\$210	\$210
105766	J. G. Dump Service, LLC	Y	1	\$125	\$0
105031	The Cross Road Rest and Retirement Center, Inc.	Y	1	\$125	\$125
105444	Eastern Food Equipment, Inc.	Y	1	\$125	\$125
105073	Williamson Distributors, Inc.	Y	1	\$250	\$250

104892	Liberty Property Services, LLC	Y	1	\$125	\$0
104791	NC Prestige Cleaning Services, Inc.	Y	1	\$125	\$125
105035	Imperial Brown, Inc.	Y	1	\$125	\$125
104378	PTForward L.L.C.	Y	1	\$250	\$0
102306	Garner Lighthouse	Y	1	\$775	\$0
103587	A Dog's Dream LLC	Y	1	\$50	\$50
103588	Southeast Ecological Design, Inc.	Y	1	\$125	\$0
102151	Sunshine Construction, LLC	Y	1	\$125	\$0
102926	Great Blooms Florist & Unique Gift Shop LLC	Y	1	\$125	\$125
102006	Inez's House (HC) LLC	Y	1	\$60	\$60
103927	Morgreen Solar Solutions LLC	Y	1	\$625	\$0
103314	Fused Hair Studio, Inc	Y	1	\$70	\$70
103852	Shaw RV LLC	Y	1	\$250	\$250
103785	OTR Logistics of NC, Inc.	Y	1	\$175	\$175
104069	Syncere Trucking, L.L.C.	Y	1	\$100	\$100
104204	CLV Trucking of North Carolina, Inc.	Y	1	\$125	\$125
103925	J & G Magazi Corp.	Y	1	\$125	\$125
104408	Mountain Inn and Suites, LLC	Y	1	\$125	\$125
104216	Mega Kovas Inc.	Y	1	\$175	\$175
104822	Mitchell's Dump Trucking, LLC	Y	1	\$50	\$0
103744	Asha B's Closet	Y	1	\$250	\$0
104346	Carolina Container Services, Inc.	Y	1	\$125	\$125
104254	Elite Interiors, Inc.	Y	1	\$88	\$88
103839	White Glove Transportation Inc	Y	1	\$250	\$250
104349	Logan Marine, LLC	Y	1	\$88	\$88
103916	DSR Moving Corporation	Y	1	\$88	\$88
101040	Kyseem's Unity Group home LLC	Y	1	\$1,100	\$0
104545	Morgreen Solar Solutions LLC	Y	1	\$750	\$750
104422	K & W Cafeterias, Inc.	Y	1	\$125	\$125
105066	Stacy William Elmore	Y	1	\$125	\$0
104179	Richard A. Bloomfield, MD	Y	1	\$123	\$123
104802	Geno's Pizza LLC	Y	1	\$125	\$0
104270	Asha B's Closet	Y	1	\$500	\$0
105054	Little City Tavern, LLC	Y	1	\$125	\$125
105168	Sparkle & Shine Cleaning Service, Inc.	Y	1	\$125	\$125
104883	Utility Resource Associates, LLC	Y	1	\$100	\$100
104953	Gilligan's Barkery & Dog Spa Inc.	Y	1	\$50	\$50
105181	Versit Incorporated	Y	1	\$50	\$0
104748	Stone Road Restaurant & Lounge, L.L.C.	Y	1	\$175	\$0
105014	MGA Management Inc.	Y	1	\$88	\$88
105273	Dead Broke Farm, LLC	Y	1	\$88	\$88
104948	Mid America Apartment Communities, Inc	Y	1	\$125	\$125
105695	J Lawrence of Maggie Valley LLC	Y	1	\$60	\$60
105701	Night Owl Contractors, Inc.	Y	1	\$250	\$250
105322	My Father's Choice Ministry Inc.	Y	1	\$50	\$0
105346	Fiv5 Fiv5 Star Cleaning LLC	Y	1	\$50	\$50
104179	McFynn, P.C.	Y	1	\$88	\$88
104800	Enterprises LLC	Y	1	\$125	\$125
104643	Holly Springs Restaurant Group, LLC	Y	1	\$125	\$125
104395	Joy & Devotion Family Services	Y	1	\$125	\$0
104865	The Salvation Army	Y	1	\$175	\$175
104524	BluNotes of Charlotte LLC	Y	1	\$88	\$0
106938	Jimenez Framing LLC	Y	1	\$100	\$100
104179	Dr. Santosh Gopalakrishnan	Y	1	\$70	\$70
104535	Maureen McNeil, Proprietor	Y	1	\$250	\$0
104942	Patriot Pipeline and Utility Services LLC	Y	1	\$375	\$375
104656	BluNotes of Charlotte LLC	Y	1	\$100	\$0
105907	Renee's Fine Jewelry, Inc.	Y	1	\$88	\$88

105528	Sherreia Artis, Proprietor	Y	1	\$250	\$0
105891	Frank Romero, Proprietor	Y	1	\$250	\$0
105327	AVF Carrier LLC	Y	1	\$125	\$0
105882	Bait Barge, LLC	Y	1	\$60	\$60
104879	Warrior Golf Properties, LLC	Y	1	\$88	\$88
105726	All-Points Waste Services Inc.	Y	1	\$125	\$125
105755	Enchanted Forest LLC	Y	1	\$70	\$0
106085	Kevin Meetze, Proprietor	Y	1	\$125	\$0
105308	Mutt Cycles, LLC	Y	1	\$500	\$0
104910	BluNotes of Charlotte LLC	Y	1	\$100	\$0
105318	Evans Air Services, Inc.	Y	1	\$88	\$88
105840	New International Logistics, Inc.	Y	1	\$20	\$20
104179	Fruit Inc. LLC	Y	1	\$125	\$125
103884	McCurdy Enterprises, Inc.	Y	1	\$125	\$125
101840	Carolina Modular Solutions, LLC	Y	1	\$175	\$175
103442	Deacon Jones Ford-Lincoln, Inc.	Y	1	\$125	\$125
102154	Sherreia Smith, Proprietor	Y	1	\$125	\$0
103544	Flickers Sports Bar and Grill, LLC	Y	1	\$200	\$0
103628	Deon Blyden, Proprietor	Y	1	\$125	\$0
103816	Pasqual Corporation	Y	1	\$175	\$175
103718	S & S Management Group, LLC	Y	1	\$125	\$125
103448	Sasher Construction Inc.	Y	1	\$2,000	\$0
104253	Progressive Water Solutions LLC	Y	1	\$123	\$123
101712	Imperial Lounge, LLC	Y	1	\$350	\$0
102834	Bella Torte Bistro & Bakery, LLC	Y	1	\$125	\$125
102958	Flickers Sports Bar and Grill, LLC	Y	1	\$100	\$0
104101	Maureen McNeil, Proprietor	Y	1	\$125	\$0
102762	The Perfect Cup 109 The Perfect Cup 109, LLC	Y	1	\$175	\$0
103626	Kincaid & Purvis, PLLC	Y	1	\$125	\$125
100353	Leonard, CPA PLLC	Y	1	\$175	\$0
104425	Crandell's Enterprises, Inc.	Y	1	\$125	\$125
104051	Community Association Services, Inc.	Y	1	\$125	\$125
103808	Cleopatra Restaurants Corporation	Y	1	\$100	\$100
102590	Locklear Tire and Brake Service Incorporated	Y	1	\$70	\$70
102168	Beaumont Masonry, LLC	Y	1	\$250	\$0
105556	Tank Entry Supervisors, Inc.	Y	1	\$175	\$0
104332	Southeastern Mechanical & AC Services Inc.	Y	1	\$250	\$0
104255	Creative Directions Inc.	Y	1	\$50	\$50
105937	Curry CPA, PLLC	Y	1	\$88	\$88
104805	K & N Landscaping, L.L.C.	Y	1	\$125	\$0
105043	Nana's Assisted Living Facility LLC	Y	1	\$500	\$0
106127	Drusthoven, LLC	Y	1	\$375	\$375
105542	Belflex Staffing Network, LLC	Y	1	\$125	\$125
105242	SterileLink, Inc.	Y	1	\$125	\$125
105791	Southeastern Healthcare of North Carolina, Inc.	Y	1	\$125	\$125
106099	HDH, Inc.	Y	1	\$125	\$125
105887	Carolina Sun Hospitality, LLC	Y	1	\$88	\$88
104249	Down East Offroad Inc.	Y	1	\$125	\$125
104838	Carolina Sun Hospitality, LLC	Y	1	\$88	\$88
104906	Soleil Learning Development L.L.C.	Y	1	\$88	\$88
105770	Stihl Transport, Inc.	Y	1	\$150	\$150
105136	Piedmont Wholesale Engineered Products, Inc.	Y	1	\$125	\$125
104904	John LeBlanc	Y	1	\$175	\$0
104113	Luzadder Enterprises, Inc.	Y	1	\$250	\$250
103920	Agape United LLC	Y	1	\$88	\$88
103412	Nana's Assisted Living Facility LLC	Y	1	\$750	\$750
103801	Mega Kovas Inc.	Y	1	\$88	\$88
104264	Southeastern Mechanical & AC Services Inc.	Y	1	\$250	\$0

102720	Reid Construction & Fabricators, Inc.	Y	1	\$88	\$88
103906	New Beginnings Youth Facility, LLC	Y	1	\$125	\$125
103968	Omar's Express, Inc.	Y	1	\$50	\$50
104075	L-R Express Car Wash & Lube Center, Inc.	Y	1	\$88	\$88
104731	Teresa Mason	Y	1	\$100	\$0
104461	Teresa Mason	Y	1	\$100	\$0
104863	Living Waters Home Care, LLC	Y	1	\$250	\$0
104694	Side Street Entertainment LLC	Y	1	\$88	\$88
104593	Shapiro & Ingle, LLP	Y	1	\$125	\$125
104466	Teresa Mason	Y	1	\$125	\$0
104081	Pardue Trucking, Inc.	Y	1	\$88	\$88
104179	General Medical Clinic, P.A.	Y	1	\$125	\$125
104300	Jerry Barker	Y	1	\$125	\$0
104087	JAC Ventures, Inc.	Y	1	\$88	\$88
106267	Stocker Innovations, Inc.	Y	1	\$88	\$88
105848	Ascent Construction Solutions, LLC	Y	1	\$60	\$60
105051	Southeast Raleigh Management Services, LLC	Y	1	\$50	\$50
105956	Jmcw 2 Jmcw 2, LLC	Y	1	\$88	\$88
105328	Oceanside Auto, Incorporated	Y	1	\$70	\$70
105959	Tue Quoc Tran	Y	1	\$50	\$50
105434	Chopper Electric, Inc.	Y	1	\$50	\$0
106108	American Fire & Equipment LLC	Y	1	\$88	\$88
105821	Karen Shipp	Y	1	\$70	\$70
106106	HVera Distribution, Inc.	Y	1	\$50	\$50
104179	Murphy Chiropractic and Wellness, P.A.	Y	1	\$88	\$88
105820	Flight Cars Rent a Car System, LLC	Y	1	\$50	\$0
105307	Faith Home Care Inc	Y	1	\$50	\$50
105409	Chaparral Youth Services II, LLC	Y	1	\$70	\$70
104040	Hollingsworth Farm Services, Inc.	Y	1	\$125	\$125
105850	Reedy Creek Lawn & Landscape, Inc.	Y	1	\$88	\$88
102321	AJB Services LLC	Y	1	\$125	\$125
103540	JCW Improvements, LLC	Y	1	\$88	\$88
103358	Greater Outreach Services, LLP	Y	1	\$50	\$50
104179	Cape Fear Cabinet Co., Inc.	Y	1	\$250	\$250
104241	The Greeks Gourmet LLC	Y	1	\$200	\$200
103866	Sharp Transit of Salisbury, LLC	Y	1	\$125	\$125
103811	Southern Window & Gutter- Charlotte, LLC	Y	1	\$50	\$50
103188	Drive Fitness Productions LLC	Y	1	\$50	\$50
104179	Barry W. Sims	Y	1	\$88	\$88
103194	Joanna Bailey Designs, LLC	Y	1	\$350	\$0
103608	Churchill Painting and Renovations LLC	Y	1	\$175	\$175
103711	Fort Wilderness Campground Incorporated	Y	1	\$200	\$200
103260	Direct Response Associates, Inc.	Y	1	\$88	\$88
103499	Piedmont Apparel Producers LLC	Y	1	\$250	\$0
104893	Keystone Community Partners, Incorporated	Y	1	\$175	\$0
104751	Pinehurst Chiropractic, Inc.	Y	1	\$88	\$88
104056	Commercial Property, LLC	Y	1	\$125	\$125
104426	Tri-City Chevrolet, Inc.	Y	1	\$125	\$125
103991	BDV Express Delivery Inc.	Y	1	\$125	\$0
104723	Forbidden Lounge LLC	Y	1	\$375	\$0
104724	Abee Realty, Inc.	Y	1	\$50	\$50
105692	Timothy Turner	Y	1	\$50	\$50
105812	Executive Holdings International, LLC	Y	1	\$125	\$125
104179	Westgate Dr. Fitness, LLC	Y	1	\$88	\$88
105052	JP Tronix LLC	Y	1	\$250	\$250
104396	Key Innovations Corporation	Y	1	\$225	\$0
105257	D.J.M. Trucking LLC	Y	1	\$50	\$50
106248	Best & Sons Iron Erectors, Inc.	Y	1	\$125	\$125

104981	TJETT Services, LLC	Y	1	\$88	\$0
105960	Join Solutions, LLC	Y	1	\$250	\$0
105143	The Noveil Group, LLC	Y	1	\$250	\$0
105460	New Testament Baptist Church of Monroe, Inc.	Y	1	\$88	\$88
104323	Foxcroft Wines Acquisitions, LLC	Y	1	\$125	\$125
104798	The Spicy Pickle Restaurant & Bar, LLC	Y	1	\$175	\$175
102892	Bethamy Enterprises, Inc.	Y	1	\$125	\$125
103945	Titan Development Services, LLC	Y	1	\$250	\$0
103610	At Home Senior Services, Inc.	Y	1	\$125	\$125
103166	Oak Ridge Industries, LLC	Y	1	\$125	\$125
103250	Hurricane Consulting, Inc.	Y	1	\$125	\$125
103124	Delhaize America, LLC	Y	1	\$125	\$125
102965	Travis Burrell	Y	1	\$175	\$0
104810	CRE Properties, Inc.	Y	1	\$125	\$125
102972	Air Cleaning Equipment, Inc.	Y	1	\$250	\$250
103609	Crom Automotive, Inc.	Y	1	\$125	\$125
103040	George Scott Compton	Y	1	\$70	\$0
104279	KEA Contracting, Inc.	Y	1	\$125	\$125
104179	South East Plumbing Co., Inc.	Y	1	\$88	\$88
104928	ABRA Auto Body & Glass LP	Y	1	\$125	\$125
104462	Centerline Drivers LLC	Y	1	\$125	\$125
105056	AGMA Transportation LLC	Y	1	\$125	\$0
105323	Trashies Waste Management, Inc.	Y	1	\$60	\$60
104737	P M & M Associates, LLC	Y	1	\$250	\$250
105572	Graywater Traders, Inc.	Y	1	\$125	\$125
100223	Cyberkids, Inc.	Y	1	\$140	\$140
103511	Cooke & Dunn Management Group, LLC	Y	1	\$125	\$125
103561	Billy R. Jackson Trucking Co., Inc	Y	1	\$100	\$100
103530	Shuntan Hickman	Y	1	\$150	\$0
103034	Mama's Grill, Inc.	Y	1	\$125	\$125
105106	Adam Shelby Collins	Y	1	\$70	\$0
106352	Carolina Ready-Mix, LLC	Y	1	\$125	\$125
105085	Geek iT, Inc.	Y	1	\$125	\$0
105101	Advanced Orthopedic Products & Services Inc.	Y	1	\$125	\$125
105161	Gloves-Online, Inc.	Y	1	\$125	\$125
105599	NC Detective Agency, Inc.	Y	1	\$88	\$88
105594	Aerocompact, Inc.	Y	1	\$125	\$125
105391	AEK Interior Design, LLC	Y	1	\$125	\$125
106446	NC Painting & Drywall, LLC	Y	1	\$125	\$0
106093	Sweet Smokeez BBQ and Soul Food LLC	Y	1	\$125	\$0
104719	I P Automotive, Inc.	Y	1	\$175	\$175
103851	Little Dreamer Productions, Inc.	Y	1	\$150	\$0
104576	Dixie Rebels Trucking LLC	Y	1	\$125	\$125
103794	The Concierge Firm Inc.	Y	1	\$250	\$0
103416	Alex Vogel	Y	1	\$70	\$70
102628	Rodney Swink	Y	1	\$88	\$0
103222	Triple J Lawn Maintenance, LLC	Y	1	\$125	\$0
104376	Piedmont Behavioral Services, PC	Y	1	\$100	\$100
103986	Herman Barrera	Y	1	\$375	\$375
103678	Trinity Staffing, Inc.	Y	1	\$125	\$125
103665	Moreira's Construction, LLC	Y	1	\$50	\$50
102416	Munchies Delight Inc.	Y	1	\$125	\$0
104179	James S. Conrad, Incorporated	Y	1	\$50	\$50
104142	Chapmans Management Company	Y	1	\$20	\$20
103940	Highsmith Home Care Agency, LLC	Y	1	\$250	\$0
104510	NuAngels Home Care LLC	Y	1	\$50	\$50
104465	CMH Automotive , Inc.	Y	1	\$125	\$125
104419	Scenic Motors, Inc.	Y	1	\$125	\$125

103706	Edgcombe Tribune, Inc	Y	1	\$125	\$0
103691	Angel Hands for Comfort, Inc.	Y	1	\$125	\$0
104293	Jamie Wood	Y	1	\$50	\$50
104472	Care Partners, LLC	Y	1	\$88	\$88
103989	JNM Enterprises, Inc.	Y	1	\$125	\$125
104030	Eagle Eye Communications LLC	Y	1	\$88	\$0
104480	Miller Landscaping & Lawn Care, L.L.C.	Y	1	\$88	\$88
105745	RPG Hospitality, LLC	Y	1	\$125	\$125
105481	Clearcomm NA INC.	Y	1	\$125	\$0
105941	Charlies Portable Insurance Agency, INC.	Y	1	\$125	\$0
105703	Breakaway Café LLE	Y	1	\$88	\$88
106362	Gold Wayne Seafood Restaurant, LLC	Y	1	\$50	\$0
106182	Riverside Pawn NC Inc.	Y	1	\$88	\$88
105228	Employment Transitions of Raleigh, LLC	Y	1	\$1,000	\$0
104638	Quack, Inc.	Y	1	\$125	\$125
104710	McGhee Excavation LLC	Y	1	\$50	\$50
105264	Employment Transitions of Raleigh, LLC	Y	1	\$400	\$0
106371	Carolina Fish Hatchery, Inc	Y	1	\$50	\$50
105892	L&T Technology Services Limited	Y	1	\$125	\$125
105646	Top Priority Care Services, LLC	Y	1	\$125	\$125
105472	Dave's Tow-A-Way, Inc.	Y	1	\$125	\$125
105966	Rishi Salon & Spa, LLC	Y	1	\$70	\$70
105146	Piedmont Behavioral Services, LLC	Y	1	\$250	\$250
106122	Plata Designs LLC	Y	1	\$50	\$50
104540	J&G Trucking Services LLC	Y	1	\$100	\$100
101106	Raintree Group Holding, LLC	Y	1	\$1,450	\$0
102370	MACTA, LLC	Y	1	\$150	\$150
104294	Judge Software Professionals Inc.	Y	1	\$250	\$250
103987	Elechia Starnes	Y	1	\$200	\$200
102226	Lighthouse Electric NC, Inc.	Y	1	\$125	\$125
104373	Ava Gardner Museum, Inc.	Y	1	\$70	\$70
104536	TOI, Inc.	Y	1	\$175	\$175
104208	Timely Transportation & Logistics Inc	Y	1	\$125	\$125
104271	Brandstormers, LLC	Y	1	\$125	\$125
104452	Guardian REV Asset Management, LLC	Y	1	\$60	\$60
104474	Tim Patterson	Y	1	\$60	\$60
104533	Eddie Riggins	Y	1	\$175	\$175
104853	Neighborhood Smoothie LLC	Y	1	\$125	\$125
104657	Hales & Associates Inc.	Y	1	\$250	\$250
Total	Total		495	\$83,994	\$44,147

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...