

2016 Youth Employment Enforcement Annual Report

Citation of Law or Resolution	S.L. 2009-139
Section Number	Section 1
Due Date:	February 1, 2018
Submission Date:	February 1, 2018

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
2016 Youth Employment Enforcement Report
Pursuant to NCGS 95-25.23C

Educational activities sponsored by NCDOL	35
Participants in educational activities sponsored by NCDOL	845
Total of all complaints received by NCDOL alleging any violation of the Wage and Hour Act	3,449
Total number of complaints received by NCDOL alleging youth employment violations	53
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 – 9 14-15 years – 14 16-17 years - 246
Number of investigations conducted by NCDOL concerning alleged youth	61
Length of investigations (hours) conducted by NCDOL concerning alleged youth employment violations.	306.5
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	8
Number of administrative proceedings involving youth employment violations	0
Total number of employers cited for youth employment violations*	44
Total number of citations assessed pursuant to G.S. 95-25.23*	317
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23*	\$44,320
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23*	\$41,520
Total number of citations assessed pursuant to G.S. 95-25.23A*	500
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23A*	\$84,928
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23A*	\$47,999

*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 - 2016

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)		
95817	Unbelievable Hair Extensions	1		1	0	0	0	0	0	0	\$60	\$60
96518	Monte Bello Restaurant, LLC		1	2	0	0	0	0	0	0	\$300	\$300
96562	Cynthia Stefanowich		1	1	0	0	0	0	0	0	\$60	\$60
97532	B.L.L. Rotisserie Factory, Inc		1	1	0	0	0	0	0	0	\$105	\$105
97623	Makalak Inc	1		1	1	0	0	0	0	0	\$300	\$300
97723	La Fuente Bar and Grill, Inc.	1		1	0	0	0	0	0	0	\$60	\$60
97920	Jose Fernandez	1		1	0	0	0	0	0	0	\$150	\$150
97965	Nishiki, LLC	1		5	0	0	0	0	0	0	\$300	\$300
97993	Morning Star, LLC	1		1	1	0	0	0	0	0	\$300	\$300
98119	J Arthur's Restaurant, LLC	1		11	0	0	0	0	0	0	\$1,650	\$1,650
98190	NeoBurrito, Inc.	1		7	2	0	0	0	0	0	\$540	\$540
98454	Popeyes Louisiana Kitchen, Inc.	1		4	5	0	0	0	0	0	\$1,350	\$1,350
98534	Christina Horrell		1	2	0	0	0	0	0	0	\$120	\$0
98624	North Carolina Fair Share, CDC		1	1	0	0	0	0	0	0	\$60	\$60
98647	3M35, Inc.	1		27	10	0	0	0	0	0	\$5,550	\$5,550
98761	Christopher MacDonald	1		4	0	4	0	0	0	0	\$1,600	\$0
99061	Papa Primo, Inc.	1		32	0	0	0	0	0	0	\$3,360	\$3,360
99591	Mary Jorgge	1		2	0	0	0	0	0	0	\$300	\$0
99745	The Fresh Market, Inc.	1		7	0	0	0	0	0	0	\$1,050	\$1,050
99861	Genesis Family Healthcare, Inc.		1	1	0	0	0	0	0	0	\$150	\$0
100248	Cook Out-Graham, Inc.	1		0	1	0	0	0	0	0	\$150	\$150
100335	Cook Out-Sunset Road, Inc.	1		13	20	0	0	0	0	0	\$4,950	\$4,950
100360	Ladonna Coleman	1		1	0	0	0	1	0	0	\$280	\$280
100430	The Butcher - the Baker of Asheville, Inc.	1		43	0	0	0	0	0	0	\$6,450	\$6,450
101424	Fitness 19 NC 174, LLC	1		2	0	0	0	0	0	0	\$210	\$210
101452	Reuben Crigger	1		1	0	1	0	0	0	0	\$400	\$400
101488	Vivian Zhong		1	1	0	0	0	0	0	0	\$60	\$60
101578	Jones Lake and Fish Camp, Inc.	1		1	0	0	0	1	0	1	\$595	\$595
101588	Best Sand & Gravel, Inc.	1		1	0	1	0	0	0	0	\$1,000	\$1,000
101635	John E. Jenkins, Inc.	1		1	0	1	0	0	0	0	\$1,000	\$1,000
101720	Juana Portillo	1		1	0	0	0	0	0	0	\$105	\$105
101732	Wonderful's Food Group LLC		1	3	0	0	0	0	0	0	\$315	\$0
101758	Dollar General Inc.	1		0	0	0	0	1	0	0	\$350	\$350
101768	Goober's N.C. 52, LLC.	1		1	0	0	0	1	0	2	\$560	\$560
101868	Asian Harbor, Inc.	1		4	0	0	0	0	0	1	\$315	\$0
102042	Taco Bell of America, Inc.	1		1	1	0	0	0	0	0	\$300	\$300
102152	ChaCha Coffee, Inc.	1		1	0	0	0	0	2	0	\$180	\$180
102272	Donaldton Incorporated	1		1	0	0	0	0	0	0	\$150	\$150
102448	Integrity Auto Repair, LLC	1		3	0	0	0	0	0	0	\$105	\$105
102510	Cook Out-Goldsboro, Inc.	1		10	29	0	0	0	0	0	\$5,850	\$5,850

102708	Merlon Palacios	1		1	0	0	0	0	0	0	\$150	\$150
102714	Cape Fear Vineyard and Winery,	1		7	0	0	0	0	0	1	\$480	\$480
102772	Carolina Restaurant Group, Inc.	1		9	10	0	0	0	0	0	\$2,850	\$2,850
103270	Carolina Fab, Inc.	1		1	0	0	0	0	0	0	\$150	\$150
	Totals			219	80	7	0	4	2	5	\$44,320	\$41,520

North Carolina Department of Labor Wage and Hour Bureau Youth Employment Investigations Without Citations and Penalties - 2016												
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)		
97108	El Puente Authentic Mexican	1		0	0	0	0	0	0	0	\$0	\$0
97540	BD Lynch Enterprises, Inc	1		0	0	0	0	0	0	0	\$0	\$0
97773	Pulte Home Corporation	1		0	0	0	0	0	0	0	\$0	\$0
97818	Cheri Parsons	1		0	0	0	0	0	0	0	\$0	\$0
98191	Michael Wallace, Proprietor	1		0	0	0	0	0	0	0	\$0	\$0
99096	Jamie Parker	1		0	0	0	0	0	0	0	\$0	\$0
100038	Mountain Energy 118	1		0	0	0	0	0	0	0	\$0	\$0
101124	Darrell Allen Body Shop, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
101202	Coppola's Italian Restaurant	1		0	0	0	0	0	0	0	\$0	\$0
101226	Country Club Learning & Development Center, LLC	1		0	0	0	0	0	0	0	\$0	\$0
101622	Motel 6 Operating L.P.	1		0	0	0	0	0	0	0	\$0	\$0
102018	Cook Out-Triad, LLC	1		0	0	0	0	0	0	0	\$0	\$0
102270	Erasmus Hernandez	1		0	0	0	0	0	0	0	\$0	\$0
102782	Maria's Famous Sub & Pizza, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
103037	Hector's Home Improvement & Welding and Steel LL	1		0	0	0	0	0	0	0	\$0	\$0
103196	Laurel Market, Inc.	1		0	0	0	0	0	0	0	\$0	\$0
103238	Quik Trip, Inc	1		0	0	0	0	0	0	0	\$0	\$0

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 - 2016

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
95564	Nourish International	Y	1	\$123	\$123
95817	Unbelievable Hair Extensions	Y	1	\$480	\$480
95836	Synergy Salon, Inc.	Y	1	\$175	\$175
95896	Melrena McInnis	Y	1	\$70	\$70
95935	Deveris, LLC	Y	1	\$60	\$0
95955	Hanna's Trucking Enterprises	Y	1	\$50	\$0
95982	Stone Services, Inc.	Y	1	\$175	\$175
96014	Regina's Preschool and Kidz	Y	1	\$125	\$0
96056	Redemption Roofing and	Y	1	\$123	\$123
96073	Mark Kleive, DDS, PA	Y	1	\$175	\$175
96192	Claude's Construction,	Y	1	\$70	\$70
96244	Turner's Services, LLC	Y	1	\$125	\$0
96307	Bonded Filter Company, LLC	Y	1	\$150	\$150
96366	Tucker Door & Trim, LLC	Y	1	\$175	\$175
96373	Triad PC Clinic Inc.	Y	1	\$100	\$100
96391	Wolf Marketing and	Y	1	\$1,000	\$0
96404	Parks Chevrolet, Inc.	Y	1	\$125	\$125
96485	R. S. Spencer, Inc.	Y	1	\$88	\$88
96495	H and A Trucking Inc.	Y	1	\$123	\$123
96512	Southend Dentistry, Inc.	Y	1	\$250	\$250
96516	Qualified Cable Contractors	Y	1	\$250	\$0
96533	Willie James Rhodes	Y	1	\$700	\$0
96572	Sugarland Raleigh, LLC	Y	1	\$125	\$0
96590	Aberdeen Glass, Inc.	Y	1	\$50	\$50
96652	LGC Retail, LLC	Y	1	\$525	\$0
96673	Faithful Trucking, LLC	Y	1	\$250	\$250
96714	Carolina Concrete Installation	Y	1	\$125	\$0
96731	K.R.P. Superior, LLC.	Y	1	\$250	\$0
96761	Raleigh Entertainment Vegas,	Y	1	\$125	\$0
96763	Red Hills Ventures, LLC.	Y	1	\$175	\$175
96779	Hanes Renovations, Inc.	Y	1	\$250	\$250
96809	SCP Distributors, LLC	Y	1	\$125	\$125
96843	7-8-10 Siding Door and	Y	1	\$250	\$250
96853	The Bainbridge Crew of N.C.,	Y	1	\$500	\$0
96892	RCO Ventures, LLC	Y	1	\$50	\$0
96902	D C Custom Freight, LLC	Y	1	\$250	\$250
96924	Champion Family Healthcare	Y	1	\$125	\$125
96935	Patricia Ward	Y	1	\$150	\$0
96949	Landmark Homes of Pinehurst, LLC	Y	1	\$250	\$250
96956	Falecia's Coiffures and Staff	Y	1	\$125	\$0
96984	Unified Commercial Cleaning,	Y	1	\$125	\$0
97007	Asha B's Closet, Inc.	Y	1	\$150	\$0

97009	Perry Marley	Y	1	\$250	\$0
97013	SCS Restoration & Construction	Y	1	\$50	\$50
97017	Bradford L. Picot, DDS, P.A.	Y	1	\$125	\$125
97027	Southern Group Works, LLC	Y	1	\$88	\$88
97093	Endwell Homes, LLC	Y	1	\$50	\$50
97095	Quantico Tactical Incorporated	Y	1	\$175	\$175
97133	Arch Resource Inc.	Y	1	\$50	\$50
97173	Bryant Industrial Contractors,	Y	1	\$125	\$125
97182	Fairborn Equipment of North	Y	1	\$125	\$125
97192	Tina E. Noemi, LLC	Y	1	\$88	\$88
97207	Jesus Marin Hernandez	Y	1	\$125	\$0
97210	SBBS, LLC	Y	1	\$525	\$525
97211	AutoSmart, Inc.	Y	1	\$88	\$88
97217	Wade L. Edwards, Sr.	Y	1	\$175	\$175
97224	Kimberly Sykes	Y	1	\$50	\$50
97225	Farris Fab. & Machine, Inc.	Y	1	\$175	\$175
97237	C & M Assets, LLC	Y	1	\$50	\$50
97262	FuPung Pu	Y	1	\$175	\$175
97291	Premier Services of the	Y	1	\$50	\$50
97306	iPexpert, Inc.	Y	1	\$125	\$0
97336	Hobbs, Upchurch & Associates,	Y	1	\$100	\$100
97343	Universal Command Group, LLC.	Y	1	\$175	\$0
97344	Compliance Implementation	Y	1	\$175	\$175
97373	Maureen McNeill	Y	1	\$125	\$175
97393	Lake Norman Realty, Inc.	Y	1	\$175	\$175
97398	Chef Bill's Personal Home	Y	1	\$50	\$50
97410	New Phoenix Aerospace, Inc.	Y	1	\$123	\$123
97411	Good Samaritan Home Care Services, Inc.	Y	1	\$600	\$0
97413	Mighty Dollar, LLC	Y	1	\$125	\$125
97472	Hurlburt-Johnson Friendship House, Inc.	Y	1	\$70	\$70
97474	Majestic Home Care, Inc.	Y	1	\$175	\$0
97488	Premier Services of the	Y	1	\$70	\$70
97492	Sicilybeby Plus, LLC	Y	1	\$125	\$0
97526	Longview Electric, LLC	Y	1	\$125	\$125
97531	J3 Motorsports, LLC	Y	1	\$250	\$0
97540	BD Lynch Enterprises, Inc	Y	1	\$1,500	\$1,500
97541	Reclaimed Resources, Inc.	Y	1	\$100	\$100
97554	David Pollard	Y	1	\$70	\$70
97591	Quality Temporary Services,	Y	1	\$125	\$125
97602	Nana's Assisted Living	Y	1	\$250	\$250
97605	KESSEL Engineering Group, PLLC	Y	1	\$125	\$125
97609	COG Logistics LLC	Y	1	\$250	\$250
97618	Mystery Shiloh Demarest	Y	1	\$125	\$0
97620	Golden Farms Landscaping	Y	1	\$123	\$123
97650	XLC Services, LLC	Y	1	\$175	\$175
97662	Wadesboro Family Medicine,	Y	1	\$125	\$0
97665	Vine & Branch Home Care, Inc.	Y	1	\$125	\$125
97669	Deliverance Home Care, LLC	Y	1	\$175	\$0
97678	Sharon Cobham, DDS and Nicole	Y	1	\$125	\$125

97690	Chapel Hill Motel Enterprises,	Y	1	\$125	\$125
97695	Bradford L.Picot DDS, PA	Y	1	\$125	\$125
97704	Smoky D's Restaurant, LLC	Y	1	\$250	\$0
97707	Tony Brantley	Y	1	\$125	\$0
97714	Deacon Jones Autopark, Inc.	Y	1	\$175	\$175
97723	La Fuente Bar and Grill, Inc.	Y	1	\$220	\$220
97724	CSJ Stones & Tile, LLC	Y	1	\$130	\$0
97744	Sallie's Kindercare, LLC.	Y	1	\$50	\$0
97751	DEFG, Inc.	Y	1	\$88	\$88
97752	Southern Coatings, Inc.	Y	1	\$123	\$0
97767	AvidXchange, Inc.	Y	1	\$125	\$0
97799	Universal Taxi Cab Company,	Y	1	\$88	\$88
97810	PQA HealthCare, Inc.	Y	1	\$125	\$125
97811	Larry Hillian, Proprietor	Y	1	\$175	\$0
97813	One Care NC, Inc	Y	1	\$175	\$175
97834	Dynamik Duo Desserts, LLC	Y	1	\$90	\$0
97836	Cleopatra Restaurants Corporation	Y	1	\$100	\$0
97840	Desai Holdings, LLC	Y	1	\$88	\$88
97850	Sandhills Home Care L.L.C.	Y	1	\$125	\$125
97873	G & M Carr Trucking Inc.	Y	1	\$50	\$50
97876	Greater Carolina Ear Nose &	Y	1	\$125	\$125
97882	Ecarsuperstore Inc.	Y	1	\$175	\$175
97898	Shumate Mechanical-Raleigh,	Y	1	\$125	\$125
97899	Castlebury Plumbing Company	Y	1	\$88	\$88
97901	Chess Retail Services, LLC	Y	1	\$50	\$50
97913	AutoSmart Carolinas, Inc.	Y	1	\$125	\$125
97916	Vanderhorst Enterprises, Inc.	Y	1	\$350	\$0
97917	Nasla, Inc.	Y	1	\$175	\$0
97920	Jose Fernandez	Y	1	\$250	\$250
97934	The Outdoor Sportsman, Inc.	Y	1	\$100	\$100
97952	One Hand World, Inc.	Y	1	\$250	\$250
97953	The Biscuit Kitchen, Inc.	Y	1	\$750	\$0
97958	Puryear Tank Lines, Inc.	Y	1	\$125	\$125
97963	Mix 1 Life, Inc.	Y	1	\$175	\$0
97965	Nishiki, LLC	Y	1	\$170	\$170
97972	Dan McGuire SF, LLC	Y	1	\$125	\$125
97998	Midnight Diner, LLC	Y	1	\$125	\$125
98008	Transfirst Inc.	Y	1	\$158	\$158
98037	B. Allen Logistics, LLC	Y	1	\$35	\$35
98040	GMP, Inc.	Y	1	\$125	\$125
98044	Moses Auto Body, LLC	Y	1	\$70	\$70
98062	Sandra Vega	Y	1	\$190	\$0
98065	Ilene-Rhea, Inc.	Y	1	\$140	\$140
98067	Derek Shanaberger	Y	1	\$150	\$0
98072	YM Enterprises, Inc.	Y	1	\$123	\$123
98085	Louis Heating & Cooling Services, Inc.	Y	1	\$175	\$0
98092	TrialCard Incorporated	Y	1	\$175	\$175
98100	Carmels of Asheville, Inc.	Y	1	\$175	\$175
98121	J. Carlyle Gardner, Inc.	Y	1	\$88	\$88

98123	Belly Stuffers Restaurant	Y	1	\$88	\$88
98125	RiGe Corporation	Y	1	\$175	\$175
98126	East Coast Construction of	Y	1	\$125	\$125
98128	Kelvin McKoy	Y	1	\$50	\$0
98171	Archer's Wrecker Service, LLC	Y	1	\$175	\$175
98177	Royalty Promotions and Events, LLC	Y	1	\$100	\$0
98191	Michael Wallace, Proprietor	Y	1	\$100	\$0
98193	Appalachian Valley Freight, LLC	Y	1	\$50	\$0
98211	La Casa Dorada Mexican Restaurant, Inc.	Y	1	\$125	\$125
98222	Turners Services, LLC	Y	1	\$250	\$0
98225	Idea Factory, Inc.	Y	1	\$70	\$70
98231	Giorgio's of Wilmington Inc.	Y	1	\$125	\$125
98276	Beauty World I, Inc.	Y	1	\$125	\$125
98284	White Lightning Gymnastics, Inc	Y	1	\$70	\$70
98286	Mercado Tile	Y	1	\$50	\$0
98324	Rodi, LLC	Y	1	\$1,375	\$0
98338	Johnson Brothers Utility &	Y	1	\$125	\$125
98355	Beck & Son's, LLC	Y	1	\$125	\$125
98359	Joe Sprinkle, Proprietor	Y	1	\$150	\$0
98364	Three Rivers Enterprises, Inc.	Y	1	\$175	\$175
98367	Cary Ballet Conservatory Inc.	Y	1	\$175	\$175
98394	Davis & Davis Associates, LLC	Y	1	\$125	\$125
98399	ROKO Enterprises, Inc.	Y	1	\$88	\$88
98416	Guidanthr, LLC	Y	1	\$125	\$125
98421	Puryear Tank Lines, Inc.	Y	1	\$125	\$125
98425	HBUS, Inc.	Y	1	\$125	\$125
98430	Pedro Romero, Proprietor	Y	1	\$250	\$250
98432	Inner Banks Foods, Inc.	Y	1	\$125	\$125
98477	Triad Employment Staffing, LLC	Y	1	\$125	\$125
98496	Castles Day Care Academy, Inc.	Y	1	\$150	\$150
98498	Before and After Concrete	Y	1	\$200	\$0
98504	Classic Care Family Services II, LLC	Y	1	\$125	\$125
98506	Alpi Reyes	Y	1	\$60	\$60
98517	Dewberry Graham LLC	Y	1	\$175	\$175
98523	Healthy Homes of Henderson, Inc.	Y	1	\$275	\$0
98533	Marvin Ray Pate	Y	1	\$175	\$175
98534	Christina Horrell	Y	1	\$100	\$0
98536	T J Blades, Inc.	Y	1	\$88	\$88
98557	Strick's Tire and Automotive,	Y	1	\$100	\$100
98571	Little Green Berets Daycare	Y	1	\$50	\$0
98593	Fleet Staff Inc	Y	1	\$250	\$250
98595	Standards-Based Solutions Behavioral Health	Y	1	\$125	\$125
98621	Tarheel Clippers, Inc.	Y	1	\$125	\$125
98624	North Carolina Fair Share, CDC	Y	1	\$50	\$50
98633	Mardy Pringle	Y	1	\$250	\$0
98679	John Christopher Lovick	Y	1	\$70	\$70
98695	Abernethy Chrysler Jeep Dodge, Inc.	Y	1	\$125	\$125
98696	The Paull Corporation	Y	1	\$150	\$150
98701	Elkins Automotive LLC	Y	1	\$250	\$0

98710	Christina Mitchell	Y	1	\$70	\$70
98716	Wanda Burger, Proprietor	Y	1	\$125	\$125
98717	T&K Service	Y	1	\$50	\$50
98720	Cardinal Installers Company, Inc.	Y	1	\$123	\$123
98725	1911 Central Ave, LLC	Y	1	\$125	\$125
98727	Mark Paskuly	Y	1	\$125	\$0
98729	Gaines and Company, Inc.	Y	1	\$125	\$125
98734	Action Labor Force, Inc.	Y	1	\$250	\$250
98737	El Azteca Mexican Restaurant, Inc.	Y	1	\$50	\$50
98738	Pirate Auto Care Center, Inc.	Y	1	\$50	\$50
98751	Mission Thrift Store	Y	1	\$100	\$100
98761	Christopher MacDonald	Y	1	\$300	\$0
98762	Michelle Stephens	Y	1	\$250	\$250
98774	SHEPHERD'S RESTAURANT SERVICE,	Y	1	\$88	\$88
98778	Mail Charlotte Inc	Y	1	\$125	\$125
98779	Marco Polo Holdings, Inc.	Y	1	\$125	\$125
98781	KarMike USA	Y	1	\$125	\$125
98784	Henry L. Taylor	Y	1	\$70	\$0
98785	Blue Ridge Preservation, Inc.	Y	1	\$175	\$175
98786	Island Tan of Jacksonville, Inc.	Y	1	\$88	\$88
98789	Carolina Prime Pet, Inc.	Y	1	\$125	\$125
98790	Puryear Tank Lines, Inc.	Y	1	\$175	\$175
98791	LePerfect Boutique, LLC	Y	1	\$150	\$0
98814	PTK Enterprises, LLC	Y	1	\$125	\$125
98819	Villa Verde LLC	Y	1	\$1,400	\$1,400
98833	Peace Keepers Home Care Inc	Y	1	\$125	\$0
98858	Frederick Insurance Service of Raleigh, Inc.	Y	1	\$105	\$0
98884	Search Solution Group, Inc.	Y	1	\$250	\$250
98904	Joint Systems & Hardware	Y	1	\$125	\$0
98916	ASAP Construction, Inc.	Y	1	\$50	\$50
98918	IBX Seafood Company LLC	Y	1	\$250	\$250
98922	Taylor Maid, LLC	Y	1	\$100	\$0
98930	AKGG, L.L.C.	Y	1	\$88	\$88
98931	Buddy Stasney Automotive, Inc.	Y	1	\$250	\$250
98932	United Healthcare Services, Inc.	Y	1	\$125	\$125
98936	Auto House of Salisbury, Inc.	Y	1	\$125	\$125
98942	JBNY, Inc.	Y	1	\$70	\$70
98952	Snap-on Power Tools Inc.	Y	1	\$175	\$175
98971	Laxton Enterprises Inc.	Y	1	\$175	\$175
98994	High Point Refrigeration & Air	Y	1	\$500	\$500
99016	American Botanicals, Inc.	Y	1	\$125	\$0
99018	Midstreet Gas & Grill, Inc.	Y	1	\$125	\$125
99020	Quality Woodshop, Inc.	Y	1	\$88	\$88
99024	Delenthia McDaniels	Y	1	\$125	\$0
99025	B & T Framers, Inc.	Y	1	\$650	\$0
99027	Organic Bronze Bar - Charlotte, LLC	Y	1	\$50	\$50
99032	South-Fair Electric Contractors, Inc.	Y	1	\$175	\$175
99035	Asheboro Nissan, Inc.	Y	1	\$125	\$125
99039	Queen City Closets Inc	Y	1	\$70	\$70

99042	RGR JD Corp.	Y	1	\$175	\$175
99071	Valley Home Care & Associates, Inc.	Y	1	\$625	\$0
99073	Over All Ent, Inc.	Y	1	\$125	\$0
99079	Fitzgerald's Seafood, LLC	Y	1	\$175	\$175
99080	Cape Fear Paving, LLC	Y	1	\$250	\$0
99086	Rising Sun Construction, Inc.	Y	1	\$125	\$0
99110	Wild Willy Designs, LLC	Y	1	\$150	\$0
99114	TamAbby, Inc.	Y	1	\$50	\$50
99119	Puryear Tank Lines, Inc.	Y	1	\$150	\$150
99122	Dr Wayne V Wilson MD	Y	1	\$490	\$0
99133	Winchester Medical Management	Y	1	\$150	\$150
99154	Northlands Framing Company, LLC	Y	1	\$250	\$0
99157	G and A Agency LLC	Y	1	\$70	\$70
99178	Guerrero Construction Pro,	Y	1	\$250	\$0
99196	Hands LLC of Rowan	Y	1	\$125	\$0
99197	Brandi Jackson, DDS MS	Y	1	\$125	\$125
99213	Marie DeVane	Y	1	\$490	\$490
99216	Via Renew, PA	Y	1	\$350	\$0
99219	Carolina Expediters, LLC	Y	1	\$125	\$125
99220	Quality Care Developmental Services, Inc.	Y	1	\$1,000	\$0
99223	NSC Behavioral Concepts, LLC	Y	1	\$125	\$125
99224	Genesis Family Healthcare, Inc.	Y	1	\$2,000	\$0
99230	Ye's Hotels Inc	Y	1	\$125	\$125
99238	Chris Davis	Y	1	\$375	\$0
99243	Trinity Auto Center, LLC	Y	1	\$122	\$122
99245	LePerfect Boutique, LLC	Y	1	\$425	\$0
99248	Starwood Hotels & Resorts Worldwide, Inc.	Y	1	\$125	\$125
99295	Optimum Tax & Accounting Services, LLC	Y	1	\$125	\$125
99296	Spotlight Enterprises, Inc.	Y	1	\$125	\$125
99317	Burke Investment Group, Inc.	Y	1	\$88	\$88
99337	Manning's Pest Control, Inc.	Y	1	\$50	\$50
99352	Restorative Support Services, Inc.	Y	1	\$350	\$0
99372	Fantastic Sams Salons Corporation	Y	1	\$70	\$70
99380	VITO'S PIZZA PLUS, LLC	Y	1	\$100	\$100
99390	Smartcore, LLC	Y	1	\$350	\$0
99413	Teresia Medley Hood	Y	1	\$250	\$0
99415	Troy Robertson Enterprises,	Y	1	\$70	\$70
99416	Doug Kimrey & Sons Plumbing, Inc.	Y	1	\$250	\$250
99426	Jet-C Trucking, Inc.	Y	1	\$125	\$0
99435	Progressive Healthcare & Counseling Services Inc.	Y	1	\$88	\$88
99437	Ram Jack of Charlotte, LLC	Y	1	\$125	\$125
99440	Jennifer Setterberg, Proprietor	Y	1	\$125	\$0
99450	Carolina Trailer Repair & Fabrications, L.L.C.	Y	1	\$50	\$50
99453	New World Van Lines of North Carolina, Inc.	Y	1	\$125	\$125
99472	Little Dove Child Care Center Inc.	Y	1	\$50	\$50
99473	Amped Electrical Incorporated	Y	1	\$50	\$0
99479	Becky L. Johnson	Y	1	\$175	\$175
99482	Brian Paradise, Inc.	Y	1	\$250	\$0
99489	Greenthumb Nursery, LLC	Y	1	\$125	\$125

99492	Avanti Painting, LLC	Y	1	\$125	\$125
99497	Ander Walker Plumbing, Inc.	Y	1	\$70	\$70
99510	JTM Acoustic & Drywall, Inc.	Y	1	\$250	\$250
99517	New Resources Companies Inc.	Y	1	\$300	\$300
99580	Carolina Expeditors, LLC	Y	1	\$125	\$125
99590	Moran Foods LLC	Y	1	\$125	\$125
99612	La Revolucion, LLC	Y	1	\$88	\$88
99616	Hamilton Ventures Inc.	Y	1	\$500	\$0
99617	Covil Enterprises, LLC	Y	1	\$175	\$0
99618	CRT&T Moving & Logistics, Inc.	Y	1	\$125	\$0
99623	NC Painting, LLC	Y	1	\$50	\$0
99624	Shaw Auto Group LLC	Y	1	\$125	\$125
99650	Wholesome ² Subs LLC	Y	1	\$60	\$60
99651	White Oak Homes II, Inc	Y	1	\$625	\$0
99654	E-City Entertainment Group, LLC	Y	1	\$225	\$0
99655	Willie Frink	Y	1	\$50	\$50
99656	Copperhead Electric, LLC	Y	1	\$100	\$100
99666	W & G Community Services Inc.	Y	1	\$250	\$0
99713	Today Express, Inc.	Y	1	\$125	\$125
99717	Heather Fleissner	Y	1	\$125	\$0
99723	American Stone Ventures Inc.	Y	1	\$250	\$0
99737	F.A.S.T. Appliance Inc.	Y	1	\$50	\$50
99738	Doyle Dickerson Terrazzo, Inc.	Y	1	\$175	\$175
99752	Knock Dust Auto Detailing, LLC	Y	1	\$105	\$105
99753	Sky Lease I, Inc.	Y	1	\$125	\$0
99775	Precision Landscapes of the	Y	1	\$125	\$0
99794	COSMIC CANTINA, INC.	Y	1	\$105	\$105
99798	Mary H. Finch, LLC	Y	1	\$220	\$0
99815	Maxx Flooring, LLC	Y	1	\$88	\$88
99816	Dean Siler	Y	1	\$50	\$50
99820	LeAnna Watrous	Y	1	\$150	\$150
99826	Bestway Express, Inc.	Y	1	\$125	\$125
99828	Sunburst Realty, Inc.	Y	1	\$88	\$88
99830	Taylor Maid, LLC	Y	1	\$50	\$0
99832	Flirt, LLC	Y	1	\$125	\$125
99881	United Charis Transport LLC	Y	1	\$200	\$0
99892	Deliverance Home Care, LLC	Y	1	\$1,000	\$0
99933	Hardee's Grassworks, LLC	Y	1	\$50	\$50
99937	RAPHA Healthcare Services, LLC	Y	1	\$88	\$0
99938	Prota Culture, LLC	Y	1	\$175	\$0
99966	Promise Land Childcare Center, Inc.	Y	1	\$175	\$0
99996	Earl L. Pickett Enterprises, Inc.	Y	1	\$125	\$125
100037	American Tec Electric LLC	Y	1	\$175	\$175
100076	L & F Company, Inc.	Y	1	\$88	\$88
100083	N.C. Open Arms Child Care Center, Inc.	Y	1	\$50	\$0
100089	Two Sons and a Mop Enterprises, LLC	Y	1	\$250	\$0
100102	Clarence Bynum	Y	1	\$125	\$0
100112	A-1 Cleaning, LLC	Y	1	\$125	\$125
100117	William Walker, Proprietor	Y	1	\$70	\$0

100151	Office Solutions, Inc.	Y	1	\$125	\$125
100153	Sunrise Sunset Cafe, Inc.	Y	1	\$150	\$0
100154	Carolinas Office Relocation Experts LLC	Y	1	\$175	\$175
100158	Charlene's, Inc.	Y	1	\$88	\$88
100168	BNCB, Inc.	Y	1	\$125	\$125
100173	Sidney Price	Y	1	\$250	\$0
100182	KCS Transport Specialist llc	Y	1	\$60	\$0
100188	M & M Consultants	Y	1	\$250	\$0
100190	Big Prime Hauling LLC	Y	1	\$88	\$88
100215	Cash Money Gates, LLC	Y	1	\$125	\$125
100216	Pride in North Carolina, Inc.	Y	1	\$375	\$375
100220	JACCAL INC.	Y	1	\$125	\$125
100224	Zina Communication Inc.	Y	1	\$150	\$0
100240	Washington Financial LLC	Y	1	\$70	\$70
100245	Camos Bros Fuquay LLC	Y	1	\$50	\$0
100254	CBS Mechanical Services, LLC	Y	1	\$50	\$50
100255	W & G Community Services Inc.	Y	1	\$90	\$0
100273	Kota Transport Service, LLC	Y	1	\$420	\$420
100274	BA Griffin Transport, LLC	Y	1	\$50	\$0
100281	Little Tiny Waist, LLC	Y	1	\$125	\$125
100295	Grover C. Wright, Jr.	Y	1	\$50	\$0
100314	Progressive Healthcare & Counseling Services, Inc.	Y	1	\$88	\$88
100316	Heavenbound Transportation, Inc.	Y	1	\$175	\$175
100331	Level3framingcontractors LLC	Y	1	\$125	\$0
100336	Window World of Hickory II, Inc.	Y	1	\$125	\$125
100340	Perkins Management Services Company, Inc.	Y	1	\$100	\$100
100345	Rodney Davis, Proprietor	Y	1	\$125	\$125
100379	Alk Investments, LLC	Y	1	\$88	\$88
100382	Adriana Lopez	Y	1	\$88	\$88
100391	Quality Productions, Inc.	Y	1	\$70	\$70
100412	White Oak Homes II, Inc.	Y	1	\$375	\$0
100415	Gaffney Health Services P.A.	Y	1	\$125	\$125
100419	Charlotte Bay Trading Company	Y	1	\$88	\$125
100425	Piper Glen Ballroom, Inc.	Y	1	\$263	\$263
100437	Underground Solutions Inc.	Y	1	\$250	\$250
100439	S&R Enterprises, LLC of the Carolinas	Y	1	\$125	\$125
100441	Howard Transportation, Inc.	Y	1	\$125	\$125
100442	R.M. Commercial Services, LLC	Y	1	\$88	\$88
100450	The Foot & Ankle Associates of North Carolina,	Y	1	\$250	\$250
100455	Pittman Business Corporation, Inc.	Y	1	\$88	\$88
100464	SixBunch Corporation	Y	1	\$87	\$87
100465	Sandridge Diner, LLC	Y	1	\$88	\$88
100471	David Blythe, LLC	Y	1	\$125	\$125
100476	Seto's, Inc.	Y	1	\$125	\$125
100486	Y.A.B., Inc.	Y	1	\$125	\$125
100530	JB's Mobile Car Washing	Y	1	\$250	\$0
100570	Natasha Curry	Y	1	\$125	\$0
100690	FOSTER'S AUTOMOTIVE GROUP, INC	Y	1	\$125	\$125
100790	Heavenly Home Health Care LLC	Y	1	\$125	\$0

100850	Churchill Painting & Renovations LLC	Y	1	\$125	\$125
100930	ECA Group, Inc.	Y	1	\$88	\$88
101010	Adams & Clark, CPA, PA	Y	1	\$175	\$175
101012	Nelson Wellness Center, Inc.	Y	1	\$123	\$123
101032	Butterfly Explosion Child Development Center, Inc.	Y	1	\$50	\$50
101050	East Carolina Services, Inc.	Y	1	\$88	\$88
101086	J Nicole Trucking, LLC	Y	1	\$70	\$70
101098	The Bainbridge Crew of N.C., Inc.	Y	1	\$125	\$0
101116	Elite Adolescent Care, Inc.	Y	1	\$60	\$60
101118	Landmark Restaurant of Sanford Inc.	Y	1	\$50	\$50
101142	Nova Merchant Services LLC	Y	1	\$250	\$0
101154	Southern Restoration &	Y	1	\$125	\$125
101172	Decks, Patios and Porches	Y	1	\$125	\$0
101200	Just Delivers, Inc.	Y	1	\$175	\$175
101225	Brew Publik Incorporated	Y	1	\$175	\$175
101236	Napper Services, LLC	Y	1	\$100	\$100
101243	Ruth Jenkins	Y	1	\$70	\$70
101270	ROCKY MOUNT LODGE, NO. 1038, BENEVOLENT AND	Y	1	\$50	\$50
101282	Jacksonville-Onslow Sports Commission	Y	1	\$70	\$70
101298	R. Garcia Trucking Inc.	Y	1	\$50	\$50
101300	Sharon Evans	Y	1	\$50	\$0
101302	Commercial Holdings Corporation, LLC	Y	1	\$125	\$0
101306	BEAR CONTRACTING, LLC	Y	1	\$375	\$0
101329	Par Venture, Inc	Y	1	\$150	\$150
101348	Cherie Parsons	Y	1	\$50	\$50
101362	Nuelife Health System, LLC	Y	1	\$175	\$0
101366	Huckleberry's Friends, Inc.	Y	1	\$88	\$88
101372	SOUTHERN GROUP WORKS, LLC	Y	1	\$125	\$125
101376	HP Burgers and Shakes, LLC	Y	1	\$125	\$125
101380	ALPHA ALUMINUM, LLC	Y	1	\$2,000	\$0
101384	Carolinas Construction Solutions, LLC.	Y	1	\$125	\$125
101402	Crystal Carolina Sports, Inc.	Y	1	\$175	\$175
101410	Angela Dunn	Y	1	\$50	\$50
101412	A Mother's Touch Child Development Center, Inc.	Y	1	\$125	\$125
101468	Eastern Regional Human Services	Y	1	\$70	\$70
101476	Third Street Management LLC	Y	1	\$350	\$350
101484	IQ Kids Academy Incorporated	Y	1	\$250	\$250
101486	LDB Studio, LLC	Y	1	\$250	\$250
101492	Kids First Academy, Inc.	Y	1	\$125	\$125
101496	Little People Preschool, L.L.C	Y	1	\$125	\$125
101505	The Falcon Children's Home and Family	Y	1	\$350	\$350
101506	Mason Jar Tavern Fuquay, LLC	Y	1	\$175	\$175
101528	Budweiser of Asheville, Inc.	Y	1	\$250	\$250
101532	Carolina East Landscaping, Inc	Y	1	\$70	\$70
101537	Cyber Ed., Inc.	Y	1	\$123	\$123
101542	Liberty House Café, LLC	Y	1	\$50	\$50
101548	All Seasons Air Conditioning & Heating, Inc.	Y	1	\$125	\$125
101592	Koala Kids Academy, LLC	Y	1	\$725	\$0
101640	Craven Collision Center, Inc.	Y	1	\$123	\$123

101646	Attentive Care Consulting and Management LLC	Y	1	\$125	\$0
101660	ROC, Inc	Y	1	\$125	\$0
101680	Smoky's Mart, Inc.	Y	1	\$125	\$125
101686	Murrayville Donuts, Inc.	Y	1	\$125	\$125
101702	Organic Planet, Inc.	Y	1	\$125	\$0
101710	Triangle Veterinary Hospital, Inc.	Y	1	\$125	\$125
101724	Tonya Omar PLLC	Y	1	\$175	\$175
101726	All-Star Plumbing of the Triad, Inc.	Y	1	\$175	\$175
101764	Carolina Sports Medic, Inc.	Y	1	\$125	\$125
101800	Esguerra Enterprises, Inc.	Y	1	\$50	\$50
101844	Appliance King, LLC	Y	1	\$50	\$50
101858	Milan Associates, Inc.	Y	1	\$50	\$50
101870	Hybrid Vapor, Inc.	Y	1	\$125	\$125
101880	Cape Fear Janitorial, LLC	Y	1	\$88	\$88
101882	Simple Life Consulting Agency LLC	Y	1	\$125	\$0
101884	Indecomm Holdings, Inc.	Y	1	\$125	\$125
101896	AT Your Service Cleaning	Y	1	\$50	\$50
101916	Jerry Dow	Y	1	\$50	\$0
101923	Community Resource Solutions, LLC	Y	1	\$125	\$0
101928	North Carolina Children's Voice Center	Y	1	\$125	\$0
101954	Kim Crowe	Y	1	\$100	\$100
101972	Nakita Blakeney-Williams, Proprietor	Y	1	\$125	\$0
102004	Life Guard Protective Services, Inc	Y	1	\$88	\$88
102008	The Greeks Gourmet, LLC	Y	1	\$125	\$0
102020	Troy Robertson Enterprises,	Y	1	\$360	\$360
102046	Triangle Atlantic Casket Company, Inc.	Y	1	\$175	\$175
102086	Triangle Biofuels Industries, Inc.	Y	1	\$125	\$125
102102	Financial Carrier Services, Inc.	Y	1	\$125	\$125
102110	Dan King Plumbing, Heating & Air Conditioning, LLC	Y	1	\$125	\$125
102122	BeachMasters	Y	1	\$100	\$100
102124	Green Acres Lawns, LLC	Y	1	\$50	\$50
102144	Fitzgeralds Seafood Tl Inc.	Y	1	\$125	\$0
102148	ELS, LLC	Y	1	\$125	\$125
102174	Full Moon Southern Pines, LLC	Y	1	\$175	\$175
102190	Wynnco Boring NC, LLC	Y	1	\$250	\$0
102204	Frank Romero, Proprietor	Y	1	\$125	\$0
102210	Harbor Family Medicine, P.A.	Y	1	\$125	\$0
102246	Amanda Kempf	Y	1	\$50	\$50
102267	Stepping Stones Learning Academy & After School,	Y	1	\$125	\$125
102274	McFynn, P.C.	Y	1	\$175	\$175
102282	Gators Deli & Bagel, L.L.C.	Y	1	\$70	\$0
102319	Madleegrace, Inc.	Y	1	\$125	\$0
102336	Rebecca Kuzniak	Y	1	\$60	\$0
102348	Rape Crisis Center of Catawba County, Inc.	Y	1	\$450	\$0
102400	Rextency Technologies, LLC	Y	1	\$88	\$88
102420	Butterball, LLC	Y	1	\$125	\$125
102444	Sanbo Incorporated	Y	1	\$50	\$50
102490	DMR Food Inc	Y	1	\$250	\$250
102492	VALTA, INC.	Y	1	\$175	\$175

102536	Ayers Automotive, LLC	Y	1	\$100	\$100
102540	T and T Construction Services LLC	Y	1	\$50	\$50
102560	Carolina Transport Logistics, Inc.	Y	1	\$50	\$50
102578	Rodney Gibson	Y	1	\$250	\$0
102604	Thomas Wright, Proprietor	Y	1	\$50	\$50
102622	AP & RP, LLC	Y	1	\$125	\$125
102629	Key Resources, Inc.	Y	1	\$125	\$125
102668	Pro-Turf Commercial Lawn Care	Y	1	\$88	\$88
102688	WRAW, LLC	Y	1	\$105	\$105
102750	John Strickland	Y	1	\$50	\$50
102764	Two Guys Mowing, LLC	Y	1	\$50	\$50
102796	Barton Contracting Corporation	Y	1	\$125	\$125
102828	Patricia Fritzinger LLC	Y	1	\$175	\$175
102848	Turner Security Group, Inc.	Y	1	\$125	\$125
103106	Crescendo Tower, Inc.	Y	1	\$125	\$0
103112	MMS Sales, Inc.	Y	1	\$125	\$125
103320	SBW Foods, Incorporated	Y	1	\$88	\$88
	Totals		500	\$84,928	\$47,999

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...