

2021 Youth Employment Enforcement Annual Report

Citation of Law or Resolution	S.L. 2009-139
Section Number	Section 1
Due Date:	February 1, 2023
Submission Date:	January 24, 2023

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
2021 Youth Employment Enforcement Report
Pursuant to NCGS 95-25.23C**

Educational activities sponsored by NCDOL	56
Participants in educational activities sponsored by NCDOL	890
Total of all complaints received by NCDOL alleging any violation of the Wage and Hour Act	2210
Total number of complaints received by NCDOL alleging youth employment violations	147

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 – 10 14-15 years – 463 16-17 years - 2653
Number of investigations conducted by NCDOL concerning alleged youth	200
Length of investigations (hours) conducted by NCDOL concerning alleged youth employment violations.	931
Number of Wage and Hour investigators assigned to investigate allegations of youth employment violations.	15 investigators 2 supervisors
Number of alleged record keeping violations pertaining to youth employment	2680
Number of administrative proceedings involving youth employment violations	0
Total number of employers cited for youth employment violations*	172
Total number of citations assessed pursuant to G.S. 95-25.23*	3650
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23*	\$266,346
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23*	\$262,591
Total number of citations assessed pursuant to G.S. 95-25.23A*	373
Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23A*	\$82,295
Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23A*	\$54,260

*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.

Case ID	Establishment	Was the Investigation due to a complaint?
117470	North Carolina Rare Disease Innovations Institute,	Y
200644	TOASTED AND ROLLED LLC	Y
116334	LuLu Salon INC	Y
200160	Williams Landscaping LLC	Y
117251	Williamston Tobacco&Vape, INC.	Y
200007	Littleton Food and Spirits LLC	Y
116332	ABBA FATHER'S COMMUNITY DEVELOPMENT CORPORATION	Y
115841	Adam Vandiford, Proprietor	Y
117065	Arguello Family Investments Inc	Y
115714	CASORT HOME INVESTMENTS LLC	Y
200474	CJKANTRG PA, LLC	Y
117181	D.S. Permanent Makeup, LLC	Y
116462	DE CORDOVA GROUP, INC.	Y
115883	Foxscapes Turf and Land Management	Y
115694	FRA(H)N.AI LLC	Y
117383	GUTIERREZ DRYWALL LLC	Y
200461	Healthy Moral Homes, LLC	Y
115633	Henry's Trucking Equipment and Sales	Y
116103	Hudson Salon II LLC	Y
115950	Insulation of Southeast Charlotte, L.L.C.	Y
116050	Irvin Designs, LLC	Y
200049	Justin Frissell	Y
116832	McClendon Enterprise Inc.	Y
116532	MerMaids Cleaning LLC	Y
116554	NC Water and Fire Restoration, LLC	Y
116013	PNL ENTERPRISE INC	Y
115278	Possumwood Acres Wildlife Sanctuary	Y
116230	Puckett's Landscaping & Mosquito Control, LLC	Y
116412	Rising Star Equestrian Center, LLC	Y
116920	Ritter Investment Group, LLC	Y
115772	Simply Clean and Tidy, LLC	Y
117260	Smoke Inn NC, LLC	Y
116101	Unconditional Loving Home Health Care LLC	Y
116580	2nd Chance Staffing Solutions LLC	Y
115920	Caro Painting and Cleaning	Y
116373	DG ECOLIGHTING LLC	Y
116841	Educational Playtime Too, Inc.	Y
115706	Golden Nail Construction LLC	Y
116151	Highsmith Enterprises, Inc.	Y
117303	HOME HEALTH CONCEPT, INC	Y
116986	HomeSource Air, LLC	Y
117001	James to the Rescue Services LLC	Y
115922	Jeff's Classic Towing & Locksmith, Inc.	Y
116882	John Wrenn	Y

116242	JOT Delivery Inc.	Y
117184	LAWNS BY CAM INC.	Y
117263	Lone Wolf Electrical LLC	Y
116662	Modern Pet Salon Ballantyne Corporation	Y
115546	PDQ Same Day, LLC	Y
116884	ROCK AUTOMOTIVE GROUP LLC	Y
200663	Sparkle Up Cleaning LLC	Y
200346	T & W Services LLC	Y
200267	Timothy Anderson, Proprietor	Y
116506	Brittany Phelps, Proprietor	Y
117420	KNR RENTALS INC.	Y
116919	My Turn Trucking LLC	Y
200501	April Ann's Healing Hands Corporation	Y
117160	Custom Concepts and Automotive LLC	Y
117452	Kraft Enterprises LLC	Y
115816	Luis Erasmo Chavarria	Y
117152	T3-FMS, LLC	Y
200082	The BOT Workshop, LLC.	Y
116475	ABOUT THE HOUSE REMODELING AND PAINTING, LLC	Y
117285	Sneaker 1, LLC	Y
115970	DPB Development, Inc.	Y
117226	Courteous Hospitality II LLP	Y
115952	RJJB 2, LLC	Y
117361	Waffle International of Whiteville, Inc.	Y
116607	Quilt by Design, Inc.	Y
116961	Belvin Built LLC	Y
200087	Blow, Inc.	Y
117206	Burati Logistics, Inc	Y
116517	Carolina Garage Door, Inc.	Y
115809	Coastal Building Solutions, LLC	Y
115825	GoldStar Facilities & Building Services Inc.	Y
115934	HL Catering Company LLC	Y
117114	Horizons Kids LLC	Y
200134	J & L Auto Solutions LLC	Y
115342	Just in Time Youth Services	Y
200076	KC's Improvement & Construction Co., Inc.	Y
116945	King of Miles, LLC	Y
116575	Plumbing Works of NC LLC	Y
117326	Rapid Cash Refund, Inc.	Y
116349	Rose Vista Assisted Living, LLC	Y
116994	THE COMFORT GURU LLC	Y
117291	The Learning Place Child Development Center, Inc.	Y
200273	Tim Young Tree Service Inc.	Y
200038	Tires & Wheels Service Shop, LLC	Y
200073	Top Notch Electric, Inc.	Y
115931	Ubif JMK, Inc.	Y
116855	Upchurch Machine Co., Inc.	Y
116974	Waterworks Plumbing Group LLC	Y
115728	WINDSOR CAPITAL GROUP, INC.	Y

116695	AL AMAAN LLC	Y
116222	AMBROSE INDUSTRIAL SERVICES CO., INC.	Y
116738	Dovewood Landscaping, LLC	Y
116846	Ray's Logistics LLC	Y
115094	Stepping Stones Learning Academy & After School,	Y
116436	GVK Brothers, Inc.	Y
200327	Ling Wy	Y
116069	Abee Realty, Inc.	Y
115516	Decent Concepts, LLC.	Y
115916	Healthy Network Co.	Y
200081	Mickey's Cafe, Inc.	Y
200397	P & B TOWING LLC	Y
115480	SOORIGHTTRANSLATIONS&INTERPRETERS LLC	Y
116256	WAKI CONSTRUCTION LLC	Y
116316	Build Urban NC, L.L.C.	Y
116608	David Augustus Goodson	Y
116453	Schroeder Construction Company, LLC	Y
116613	MI PEQUENO HONDURAS, LLC	Y
115718	Beverly Foster	Y
200255	Hinshaw Custom Tile, Inc.	Y
200197	A Ride Transportation, LLC	Y
200069	Atlantic Underground Construction, LLC	Y
117234	Boulevard Pre-Owned inc.	Y
115013	Du Young Family Inc	Y
200101	Philip L Hahn DDS P.C.	Y
117274	Concord Aztec TTC CY, LLC	Y
116311	Star Enterprises, Inc.	Y
116142	Lowes Foods, LLC	Y
200060	Coastal Dermatology & Surgery Center, PA	Y
116036	Plaza Azteca Raleigh, Inc.	Y
200443	The Smoke Pit Monroe, LLC	Y
200371	22nd Century Technologies, Inc.	Y
116996	7-ELEVEN, INC.	Y
200425	Absolute Power Company, Inc	Y
117018	Addison Energy Technologies, LLC	Y
200285	ADUFELEG INC.	Y
115763	Asheville Hardware, Inc.	Y
116808	Assembly Technologies, Inc.	Y
117474	Atlanta Solutions Services LLC	Y
116119	Atlantic Medical Group	Y
115907	A-Z Industries, Inc.	Y
117061	Bath Stone LLC	Y
117074	Benjamin Construction & Design Inc.	Y
116913	Big Lots Stores, Inc.	Y
116791	Birkdale Animal Hospital, PLLC	Y
200025	Blu Ladder Construction, Inc.	Y
200036	Bradley Plywood Corporation	Y
200004	Canyon Hills Treatment Facility, LLC	Y
200486	Cardinal Auto Sales, Inc.	Y

200363	Carolina Radiology Consultants, P.A.	Y
115410	Chadwyck G. Riley	Y
200557	Chetu, Inc.	Y
116750	Circle K Stores Inc.	Y
200207	Circle K Stores Inc.	Y
116512	Coach's Franchise Group LLC	Y
116806	Cool Change NC, LLC	Y
116957	D & D HVAC, LLC	Y
116566	Dascena Inc.	Y
116391	Dempsey's Quick Mart	Y
200351	Design Build Mechanical Corporation	Y
115580	Enviro-Master Service, LLC	Y
115925	Epes Transport System, LLC	Y
117245	Epower On, Inc.	Y
117171	Foothills Marine, Inc.	Y
200055	FOOTHILLS TEMPORARY EMPLOYMENT, INC.	Y
115652	FSQ, Inc.	Y
200289	GPM Investments, LLC	Y
116392	Harrison's Landscaping Services, LLC	Y
115978	Hope Valley Diner & Catering, Inc.	Y
116508	Impact Visions Ventures Inc.	Y
115857	InnoSource, Inc.	Y
200301	Insomnia Cookies LLC	Y
116260	Isley Construction Co., Inc.	Y
200430	Jai Amba Maa Hospitality GSO. LLC	Y
115297	JAM Media Solutions, LLC	Y
116922	JM Hospitality Solutions LLC	Y
116560	Just Jeeps LLC	Y
116115	Kaleo Supports, Inc.	Y
116852	King Enterprises of Eastern NC., Inc.	Y
117204	Kuthan Enterprises, Inc.	Y
116742	Laurel Health Care Company of Chatham, NC, Inc.	Y
200152	Life Opportunities, Inc.	Y
117379	Mann+Hummel Purolator Filters LLC	Y
115578	Melanbo OpCo LLC	Y
116375	Mountain River Trucking Company, Inc.	Y
117004	Nancy M. Acampado D.D.S., PA and	Y
117362	Night Hawk Security and Consulting, LLC	Y
117072	Nova Ic, Inc.	Y
115334	Novo Nordisk Pharmaceutical Industries, Inc.	Y
116762	NWR Services, LLC	Y
115645	One Lifestyle, LLC	Y
117433	Plaza Azteca Raleigh, Inc.	Y
115814	Posh Body and Hair Salon, LLC	Y
116486	PROSPER TRADING ACADEMY, LLC	Y
117328	Prudential Security, Inc	Y
116165	Red Coats, Inc.	Y
115872	Ricky Cook Excavating Co., Inc.	Y
117122	Ron Lough	Y

117078	Sai Baba Hospitality of NC, LLC	Y
116668	Salem Hotel Group, LLC	Y
117161	Sam's East, Inc.	Y
117246	Sienkiewicz Contracting	Y
117040	SOFTCOM SYSTEMS INC.	Y
116752	Southeast Aquatics Group, LLC	Y
117176	Southeastern Efforts Developing Sustainable Spaces, Inc.	Y
116866	Ssc Hertford Operating Company LLC	Y
116670	Superior Roofing Group, LLC	Y
116997	Taylor'd Finish, Inc	Y
116340	Tile Trenz, Inc.	Y
200479	Titan Fitness NC-Charlotte, LLC	Y
200186	Touch of Glass, Inc.	Y
117143	Transpro Management Group, Inc.	Y
200185	Trinity Transport, Inc.	Y
116627	Triple T Pumping, Inc.	Y
116748	Ty-Zach Enterprises Inc.	Y
114972	WEBWORKS 89, INC	Y
117241	Welding Solutions, LLC	Y
200284	Woodie Enterprises 4, LLC	Y
116766	Wright of North Carolina, LLC	Y
115926	Yonitox Feminine Care Co.	Y
115577	ZOOM LOGISTICS, INC	Y
115657	A.Z.H Trucking LLC	Y
116833	A1 AUTO BODY & COLLISION, LLC	Y
115447	ACTIVE VISIONARY CONSTRUCTION LLC	Y
116692	Advanced Network Installations, Inc.	Y
115812	Auto World Lease & Sales CLT, LLC	Y
116908	Bardo Restaurant Group LLC	Y
116618	Bond Home Services, Inc	Y
200097	Brideside, Inc.	Y
116800	Church Ekklesia Sozo, Inc.	Y
117030	Douthit Group, LLC	Y
116914	ESSE Logistics Company	Y
115893	Favor Services	Y
115958	Five-0 Servicing, LLC	Y
117360	Full Stream LLC	Y
116158	GAIA KLEN LLC	Y
116516	Glover's Contract Plumbing Inc.	Y
117298	Happy Launch Pad LLC	Y
116482	Jim Crockett, Proprietor	Y
115919	Jordan Pucci	Y
116276	Joshua Sanders	Y
200029	La Carreta Mexican Restaurant	Y
115746	Links Development Solutions, Inc.	Y
115032	My Grub, Inc.	Y
200159	NC Restoration Services, Inc.	Y
115617	New Beginning Family Services of NC	Y
115903	On Demand Delivery Services, Inc.	Y

116952	Pandora Jewelry LLC	Y
115909	PAWfection Salon, LLC	Y
116012	Powelson Consulting LLC	Y
116655	Raymond B. Kratovel	Y
200072	ROCKINGHAM NC DRIVE-IN RESTAURANT #1, L.L.C.	Y
115619	Sanford Manor, LLC	Y
115618	Suncakes NC, LLC.	Y
115244	The Carolina Executive, Inc.	Y
200001	THEIA GROUP INCORPORATED	Y
200333	Thompson & Son energy Solutions LLC	Y
117185	Top Notch Tools L.L.C.	Y
200668	TPUSA, Inc.	Y
115948	Triangle Empowerment Center, Inc.	Y
117353	uipathtek LLC	Y
115990	Denali Interactive Communications LLC	Y
116653	GRAFFAM CONSTRUCTION, INC.	Y
116056	Noel Summer	Y
115667	Releasing the Chains	Y
116585	R&S Restaurants, LLC	Y
116290	Peadens, LLC.	Y
116192	All Cable Underground Inc	Y
116895	Frank Myers Auto Maxx, LLC	Y
200328	Geneva Software Company, Inc.	Y
115840	Loving Light Community Outreach, Inc (LLCO)	Y
116463	Midtown Quicklube Tire & Service, LLP	Y
115647	PHAROS HEALTH LLC	Y
116840	PruittHealth, Inc.	Y
117439	Putsch & Company, Inc.	Y
115510	Renee's Fine Jewelry, Inc.	Y
117459	Smartint Technologies LLC	Y
116420	SOUTHERN TRANSFER, INC.	Y
200700	Triangle Environmental, LLC	Y
200058	Victory Chevrolet LLC	Y
115797	B & T 2018 LLC	Y
117228	Brently Security Solutions	Y
116960	EPIC CONSTRUCTION INC.	Y
200014	Full Stream Recycling, LLC	Y
200266	Harrison's Landscaping Services, LLC	Y
116204	Pecan Parking LLC	Y
200303	Prontowash Holdings LLC	Y
115643	ProSite, LLC	Y
117091	Ray's Logistics LLC	Y
115726	Robert Hernandez	Y
116714	Scott Lovin	Y
200164	TRI-L.A.N., INC.	Y
116400	Accelerated Services of Mooresville, Inc	Y
116761	FALCONE, LLC	Y
116144	Adam Lauffer, Proprietor	Y
200043	Paredes TowerServices LLC	Y

116304	King's Restaurant and Supermarket, Inc.	Y
200448	7-ELEVEN, INC.	Y
116686	A1 Consulting Group, Inc.	Y
117232	Am Trans Expedite LLC	Y
116972	Anchor Auto Outlet, Inc	Y
116502	BLISS, A SALON EXPERIENCE, LLC	Y
115900	CAROLINA CHIROPRACTIC PLUS OF RUTHERFORD	Y
200608	Carolina Eagle Distributing, Inc.	Y
200322	Dolgencorp, LLC	Y
115762	Food Lion, LLC	Y
115540	Millennium Automotive Group of Durham, Inc.	Y
115585	MMA of Charlotte, LLC	Y
117092	MONRO, INC	Y
116263	Outlaw Tool Supply Inc.	Y
116641	Pest & Termite Consultants, Inc.	Y
115773	Power Analytics Corporation	Y
116024	RGR JD Corp.	Y
115681	Shed Movers LLC	Y
200376	Tri South Mechanical LLC	Y
116114	Unlimited PCS, Inc.	Y
200525	WALMART INC.	Y
116684	Wiener King of Cumberland County, Inc.	Y
117129	Bell American Group LLC	Y
200003	AceTech IT Solutions LLC	Y
115394	American Retail Services, L.L.C.	Y
200366	Burdick Financial, Inc.	Y
116351	Comprehensive Interventions Inc.	Y
115704	Dominant Express LLC	Y
115882	Down South Services, Inc.	Y
200476	EA Team Inc.	Y
116784	GERBER COLLISION (NORTHEAST), INC.	Y
116378	Land Advisors Fund II, LLC	Y
200205	Las Delicias International, LLC	Y
115975	Links Development Solutions, Inc.	Y
117417	Oakie's Tire & Recapping, Inc	Y
115568	Phoenix Communications Group LLC	Y
117335	Protocol Business Group Inc	Y
200068	Saint Michael Professionals LLC	Y
116022	The Carolina Executive, Inc.	Y
116988	Umami Mami LLC	Y
117466	WAKI CONSTRUCTION LLC	Y
117086	Wisdom House Books Inc.	Y
117395	World Link Wireless, Inc	Y
115371	Yuppy Puppy Salon, LLC	Y
117024	Carolina Casual Outdoor Furniture, Inc.	Y
200816	Cooler South Enterprises, LLC	Y
115731	Shelton WKS Enterprises, Inc.	Y
116658	PNL ENTERPRISE INC	Y
115101	DryTape and Painting, LLC	Y

116867	RAISING DOUGH NC, LLC	Y
115444	Premier Treatment Specialists, LLC	Y
200232	The Fundamentals LLC	Y
200137	World Class Property Maintenance LLC	Y
116498	Cyclum Renewables, LLC	Y
116051	Redd's Assembly & Delivery LLC	Y
200323	LA BELLA VITA ITALIAN GRILL LLC	Y
200039	Dynamic Health Medical Group PLLC	Y
116595	Shield Security & Compliance, Inc.	Y
200566	Hole Lotta Doughnuts, LLC	Y
116854	Ammar M. Alnaggar	Y
116515	DDT Hampstead Warehouse, Inc.	Y
200603	Lamar, Inc.	Y
200332	MI PEQUENO HONDURAS LLC	Y
116896	COOK OUT - Thomasville, Inc.	Y
116871	RAISING DOUGH NC, LLC	Y
200361	SABEEL INC	Y
115316	American Traffic Control LLC	Y
117158	GVK Brothers, Inc.	Y
116753	Pelicans of Harrisburg Inc.	Y
116872	RAISING DOUGH NC, LLC	Y
117126	Wendy's Delight Restaurant Group	Y
116314	PAWfection Salon, LLC	Y
200144	Speedy Lohr's BBQ of Lexington, Inc.	Y
115090	LAGUNES PAINTING, LLC	Y
116859	RAISING DOUGH NC, LLC	Y
117124	The Goathouse Refuge, Inc.	Y
116542	JS Investment Holdings, LLC	Y
200976	A3G Inc	Y
116886	Georgia Deans, LLC	Y
200694	Bojangles' Restaurants, Inc.	Y
116868	RAISING DOUGH NC, LLC	Y
200277	Definitive Ambition LLC	Y
115476	ASAP SUBS, LLC	Y
116292	GESS RNG Biogas USA LLC	Y
115957	Security Innovations Protective Services llc	Y
Totals		

[illegible]

1	\$375.00	\$375.00
1	\$375.00	\$375.00
1	\$375.00	\$375.00
1	\$375.00	\$375.00
1	\$375.00	
1	\$375.00	
1	\$400.00	\$400.00
1	\$425.00	
1	\$425.00	
1	\$438.00	
1	\$470.00	\$470.00
1	\$475.00	\$475.00
1	\$500.00	\$500.00
1	\$580.00	\$580.00
1	\$650.00	\$650.00
1	\$700.00	\$700.00
1	\$718.00	\$718.00
1	\$875.00	
1	\$900.00	\$900.00
1	\$940.00	\$940.00
1	\$975.00	\$975.00
1	\$1,000.00	\$1,000.00
1	\$1,000.00	
1	\$1,138.00	\$1,138.00
1	\$1,400.00	
1	\$1,750.00	\$1,750.00
1	\$2,000.00	\$975.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	\$2,000.00
1	\$2,000.00	
1	\$2,000.00	
1	\$2,000.00	
373	\$82,295	\$54,260.00