# 2022 Youth Employment Enforcement Annual Report 

Citation of Law or Resolution<br>Section Number<br>Due Date:<br>Submission Date:

S.L. 2009-139

Section 1
February 1, 2024
January 29, 2024

## Receiving Entities:

The General Assembly
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 2022 Youth Employment Enforcement Report Pursuant to NCGS 95-25.23C

| Educational activities sponsored by NCDOL | 53 |
| :---: | :---: |
| Participants in educational activities sponsored by NCDOL | 918 |
| Total of all complaints received by NCDOL alleging any violation of the Wage and Hour Act | 2562 |
| Total number of complaints received by NCDOL alleging youth employment violations | 97 |
| Types of youth employment violations alleged in complaints received by NCDOL | $\begin{gathered} \text { G.S. } 95-25.5(\mathrm{a})^{1} \\ \text { G.S. } 95-25.5(\mathrm{a} 1)^{2} \\ \text { G.S. } 95-25.5(\mathrm{~b})^{3} \\ \text { G.S. } 95-25.5(\mathrm{c})^{4} \\ \text { G.S. } 95-25.5(\mathrm{~d})^{5} \\ \text { G.S. } 95-25.5(\mathrm{e})^{6} \\ \text { G.S. } 95-25.5(\mathrm{j})^{7} \end{gathered}$ |
| Ages of youths employed by employers cited for youth employment violations. | $\begin{gathered} <14 \text { years }-7 \\ 14-15 \text { years }-475 \\ 16-17 \text { years }-1258 \end{gathered}$ |
| Number of investigations conducted by NCDOL concerning alleged youth | 157 |
| Length of investigations (hours) conducted by NCDOL concerning alleged youth employment violations. | 859 |
| 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 | 1556 |
| Number of administrative proceedings involving youth employment violations | 0 |
| Total number of employers cited for youth employment violations* | 130 |
| Total number of citations assessed pursuant to G.S. 95-25.23* | 2159 |
| Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23* | \$166,220.50 |
| Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23* | \$162,005.50 |
| Total number of citations assessed pursuant to G.S. 95-25.23A* | 439 |
| Total dollar amount of civil penalties assessed pursuant to G.S. 95-25.23A* | \$92,926.50 |
| Total dollar amount of civil penalties collected pursuant to G.S. 95-25.23A* | \$59,909.80 |

*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.
${ }^{1}$ G.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.
${ }^{2}$ G.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.
${ }^{3}$ G.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.
${ }^{4}$ G.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.
${ }^{5}$ G.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.
${ }^{6}$ G.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.
${ }^{7}$ G.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 employee 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.
N.C. Department of Labor- Wage and Hour Bureau

2022 Youth Employment Enforcement Report
Pursuant to NCGS 95-25.23C


| 203052 | DEV STUTI, LLC | 1 |  | 2 | 1 | 20 | 1 |  |  |  |  | \$805.00 | \$805.00 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 201990 | Dylan James Management, Inc. |  | 1 | 5 | 1 | 12 | 1 | 5 |  | 5 |  | \$1,575.00 | \$1,575.00 |
| 201683 | Estimated Profit LLC | 1 |  | 4 | 1 | 19 | 4 |  | 1 |  |  | \$1,925.00 | \$1,925.00 |
| 201720 | Estimated Profit LLC | 1 |  | 3 | 1 | 10 | 6 |  |  |  |  | \$980.00 | \$980.00 |
| 203259 | FFE Investments, LLC | 1 |  | 2 | 1 | 11 |  |  |  |  |  | \$385.00 | \$0.00 |
| 201053 | First Baptist Welcome Learning Center, Inc. |  | 1 | 2 | 1 | 2 |  |  |  |  |  | \$100.00 | \$100.00 |
| 201350 | Five Below, Inc. | 1 |  | 5 | 1 | 19 | 5 |  |  |  |  | \$1,700.00 | \$1,700.00 |
| 203719 | FMOB LLC | 1 |  | 2 | 1 | 7 |  |  |  |  | 2 | \$800.00 | \$800.00 |
| 202683 | Food-a-rama Iga, Inc. |  | 1 | 3 | 1 | 4 |  |  |  |  |  | \$200.00 | \$200.00 |
| 200046 | Frankies Fun Park of Raleigh, LLC | 1 |  | 55 | 1 | 37 | 41 |  |  |  |  | \$8,000.00 | \$8,000.00 |
| 203249 | FRESH Wood-Fired Pizza and Pasta Incorporated | 1 |  | 2 | 1 | 2 |  |  |  |  |  | \$175.00 | \$175.00 |
| 202621 | FRIENDLY'S OF STANLEY, LLC | 1 |  | 1 | 1 | 1 |  |  |  |  |  | \$35.00 | \$0.00 |
| 202127 | Fulenwider Enterprises, Inc. |  | 1 | 1 | 1 | 5 | 1 |  |  |  |  | \$400.00 | \$400.00 |
| 202028 | Glarb LLC |  | 1 | 2 | 1 | 2 | 1 |  |  |  |  | \$250.00 | \$250.00 |
| 201426 | GM Pizza, LLC | 1 |  | 25 | 1 | 29 | 3 |  |  |  |  | \$1,900.00 | \$1,900.00 |
| 203498 | Golden City LLC | 1 |  | 8 | 1 | 9 |  |  |  |  | 11 | \$2,100.00 | \$2,100.00 |
| 203772 | Graham Personnel Services, Inc. |  | 1 | 1 | 1 | 1 |  |  |  |  |  | \$50.00 | \$50.00 |
| 202590 | Great American Hospitality, LLC |  | 1 | 2 | 1 | 2 | 2 |  |  |  |  | \$400.00 | \$400.00 |
| 202144 | Grilled Ginger Vietnamese Restaurant Inc | 1 |  | 8 | 1 | 7 |  | 2 |  | 2 | 3 | \$1,137.50 | \$1,137.50 |
| 204023 | Guardian Foodservices, LLC | 1 |  | 5 | 1 | 48 | 20 |  |  |  |  | \$5,400.00 | \$5,400.00 |
| 202264 | HAPPYFAMILY CRAB, LLC | 1 |  | 3 | 1 | 1 | 1 |  |  |  |  | \$200.00 | \$200.00 |
| 202289 | Harris Teeter, LLC |  | 1 | 12 | 1 | 23 | 13 |  |  |  |  | \$3,100.00 | \$3,100.00 |
| 200858 | Hegira Ventures, Inc. |  | 1 | 1 | 1 | 1 |  |  |  |  |  | \$20.00 | \$0.00 |
| 201579 | Hendersonville Health and Rehabilitation, LLC |  | 1 | 2 | 1 | 1 |  |  |  |  |  | \$50.00 | \$50.00 |
| 201162 | Hibbett Retail, Inc. |  | 1 | 2 | 1 | 4 |  |  |  |  |  | \$200.00 | \$200.00 |
| 202356 | Hibbett Retail, Inc. | 1 |  | 2 | 1 | 2 |  |  |  |  |  | \$100.00 | \$100.00 |
| 204374 | HILL'S COMPLETE CARPET CARE, INC. | 1 |  | 4 | 1 | 1 |  |  |  | 1 |  | \$200.00 | \$200.00 |
| 200741 | Holly Springs Learning Center, Inc. |  | 1 | 2 | 1 | 1 |  |  |  |  |  | \$50.00 | \$50.00 |
| 201284 | Ingles Markets, Incorporated | 1 |  | 3 | 1 | 41 | 19 |  |  |  |  | \$7,750.00 | \$7,750.00 |
| 204123 | Jackson`s IGA of Beulaville Inc. | 1 |  | 4 | 1 | 10 |  |  |  |  |  | \$500.00 | \$500.00 |
| 202114 | Jai Siddhi Vinayak Inc |  | 1 | 1 | 1 | 1 |  |  |  |  |  | \$50.00 | \$50.00 |
| 203435 | Jalisco NC, Inc. | 1 |  | 1 | 1 | 3 | 2 |  |  |  |  | \$450.00 | \$0.00 |
| 202282 | Joco Hospitality Group LLC | 1 |  | 10 | 1 | 47 | 6 |  |  | 9 |  | \$4,650.00 | \$4,650.00 |
| 203075 | Judy Davidson, Sole Proprietor | 1 |  | 8 | 1 | 1 |  |  |  |  |  | \$20.00 | \$20.00 |
| 203447 | JVW Concord Corp. | 1 |  | 48 | 1 | 117 | 59 |  |  |  |  | \$14,650.00 | \$14,650.00 |
| 203223 | Kernersville Chrysler Dodge, LLC |  | 1 | 12 | 1 | 8 |  |  |  |  |  | \$400.00 | \$400.00 |
| 204317 | Kinston Subways Inc | 1 |  | 3 | 1 | 6 |  |  |  |  |  | \$300.00 | \$300.00 |
| 201147 | LBH NC LLC |  | 1 | 2 | 1 | 2 | 2 |  |  |  |  | \$400.00 | \$400.00 |
| 203448 | LB's Trailer Sales, LLC |  | 1 | 3 | 1 |  |  |  |  |  |  | \$500.00 | \$500.00 |
| 202667 | Leblon Franchising Holdings, LLC | 1 |  | 4 | 1 | 16 | 6 |  |  |  |  | \$2,600.00 | \$2,600.00 |
| 203001 | Lee Food Group LLC | 1 |  | 24 | 1 | 4 |  |  |  |  |  | \$80.00 | \$80.00 |
| 203254 | Lum's Together Incorporated | 1 |  | 1 | 1 | 7 | 3 |  |  |  |  | \$245.00 | \$0.00 |
| 202209 | Mansa Travel Center Charlotte LLC | 1 |  | 4 | 1 |  |  |  |  | 3 |  | \$630.00 | \$630.00 |
| 201351 | Mansa Travel Center Charlotte LLC | 1 |  | 2 | 1 | 5 | 2 |  |  |  |  | \$550.00 | \$550.00 |
| 202753 | Mardicom LLC | 1 |  | 1 | 1 | 7 |  | 1 |  |  |  | \$200.00 | \$0.00 |

| 201952 | MAYFLOWER RESTAURANT OF CONCORD (NO. | 1 |  | 8 | 1 | 2 |  |  |  |  | \$100.00 | \$100.00 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 201235 | Metropolitan Concepts, Ltd. | 1 |  | 10 | 1 | 10 | 1 | 5 | 2 | 8 | \$2,030.00 | \$2,030.00 |
| 201506 | Mikoto Pembroke, Inc. | 1 |  | 6 | 1 | 13 |  |  |  |  | \$455.00 | \$455.00 |
| 202826 | Milberry, LLC | 1 |  | 3 | 1 | 22 |  | 3 | 4 |  | \$1,505.00 | \$1,505.00 |
| 203870 | Miller Enterprise LLC | 1 |  | 10 | 1 | 3 |  |  |  |  | \$60.00 | \$60.00 |
| 202440 | MITCHEM'S KITCHEN, INC. | 1 |  | 3 | 1 | 5 |  |  |  |  | \$250.00 | \$250.00 |
| 203857 | Mmm So Good Ltd. | 1 |  | 2 | 1 | 3 | 1 |  |  |  | \$275.00 | \$275.00 |
| 201503 | Mmm So Good, Ltd. | 1 |  | 1 | 1 | 13 |  |  |  | 4 | \$1,550.00 | \$1,185.00 |
| 202281 | Montesi, Inc. | 1 |  | 3 | 1 | 13 |  |  |  | 1 | \$800.00 | \$800.00 |
| 202046 | NCZU WILMINGTON LLC | 1 |  | 4 | 1 | 13 |  |  |  |  | \$650.00 | \$0.00 |
| 203284 | Nitichilka LLC | 1 |  | 2 | 1 | 17 |  | 6 | 7 |  | \$1,120.00 | \$1,120.00 |
| 204139 | Noah's Grill, Inc. | 1 |  | 8 | 1 | 4 |  | 1 | 1 |  | \$350.00 | \$350.00 |
| 201052 | Nona Sushi NC Inc | 1 |  | 30 | 1 | 23 |  |  |  | 1 | \$1,375.00 | \$1,375.00 |
| 201576 | Ogan Hospitality, LLC | 1 |  | 3 | 1 | 35 | 1 |  |  | 7 | \$2,950.00 | \$2,950.00 |
| 202214 | Omni Elite Athletix LLC |  | 1 | 1 | 1 | 2 |  |  |  |  | \$70.00 | \$70.00 |
| 203802 | Oppenheim Enterprises, Inc |  | 1 | 2 | 1 | 1 | 1 |  |  |  | \$200.00 | \$200.00 |
| 202110 | Pelicans of Harrisburg Inc. | 1 |  | 6 | 1 | 1 |  |  |  |  | \$20.00 | \$20.00 |
| 201577 | Phoenix Taco, L.L.C |  | 1 | 2 | 1 | 21 | 12 |  |  |  | \$2,850.00 | \$2,850.00 |
| 203383 | PKJK Fitness Inc |  | 1 | 1 | 1 | 1 |  | 1 |  |  | \$140.00 | \$140.00 |
| 202039 | Plan B of MHC, Inc. |  | 1 | 2 | 1 | 11 |  |  |  | 7 | \$1,600.00 | \$1,600.00 |
| 203449 | Promise Foods, Inc. | 1 |  | 2 | 1 |  | 2 |  |  |  | \$300.00 | \$300.00 |
| 200189 | R \& R Restaurant Consultant, Inc. |  | 1 | 5 | 1 | 3 |  |  |  |  | \$105.00 | \$105.00 |
| 201185 | Rahmat Foods, Inc. |  | 1 | 2 | 1 | 3 |  |  |  |  | \$105.00 | \$105.00 |
| 202468 | Redefine Maintenance LLC |  | 1 | 2 | 1 | 4 |  |  |  |  | \$200.00 | \$200.00 |
| 203883 | Redeye Diner, LLC | 1 |  | 2 | 1 | 3 | 1 |  |  | 3 | \$825.00 | \$825.00 |
| 201572 | Redix, Inc. |  | 1 | 2 | 1 |  |  |  | 3 |  | \$450.00 | \$450.00 |
| 201999 | RHLC Investments, LLC |  | 1 | 2 | 1 | 2 |  | 1 |  |  | \$100.00 | \$100.00 |
| 201374 | Rockin' Comet Diner, LLC | 1 |  | 8 | 1 | 7 |  |  |  |  | \$350.00 | \$350.00 |
| 202696 | Roma of Hudson Inc. | 1 |  | 2 | 1 |  |  | 5 | 4 |  | \$945.00 | \$945.00 |
| 200390 | Roma of Hudson Inc. | 1 |  | 22 | 1 | 4 |  |  |  |  | \$140.00 | \$0.00 |
| 203003 | SE Co-Brand Ventures, LLC | 1 |  | 2 | 1 | 35 |  |  |  |  | \$1,750.00 | \$1,750.00 |
| 201906 | Shoe Show, Inc. |  | 1 | 4 | 1 | 3 |  |  |  |  | \$150.00 | \$150.00 |
| 202295 | SmoothieLand Holly Springs, LLC |  | 1 | 5 | 1 | 4 |  |  |  |  | \$200.00 | \$200.00 |
| 200399 | Southeastern Efforts Developing Sustainable |  | 1 | 5 | 1 | 14 |  |  |  |  | \$280.00 | \$280.00 |
| 204044 | Subway of Four Oaks, Inc. | 1 |  | 24.5 | 1 | 19 |  | 11 | 9 |  | \$4,305.00 | \$4,305.00 |
| 203149 | Tailwaggers Pet Resort, LLC | 1 |  | 1 | 1 | 1 |  |  |  |  | \$50.00 | \$50.00 |
| 203024 | Tar Heel Capital Corporation No. 2 |  | 1 | 4 | 1 | 8 | 3 |  |  |  | \$1,300.00 | \$1,300.00 |
| 203285 | Tasty Delites of NC, LLC |  | 1 | 2 | 1 | 2 |  |  | 1 |  | \$250.00 | \$250.00 |
| 204119 | Tasty Delites of NC, LLC |  | 1 | 30 | 1 | 2 |  |  |  |  | \$100.00 | \$100.00 |
| 202302 | Tasty Delites of NC, LLC |  | 1 | 3 | 1 | 1 |  |  |  |  | \$50.00 | \$50.00 |
| 203012 | Team Carolinas, Inc. | 1 |  | 4 | 1 | 2 | 1 |  |  |  | \$175.00 | \$175.00 |
| 202174 | TGML, LLC | 1 |  | 1 | 1 | 1 | 1 |  |  |  | \$210.00 | \$210.00 |
| 201714 | The Brooks Senior Living, LLC |  | 1 | 1 | 1 | 1 |  |  |  |  | \$50.00 | \$50.00 |
| 202063 | The Forest at Duke, Inc. |  | 1 | 6 | 1 | 3 |  |  |  |  | \$150.00 | \$150.00 |
| 201292 | The Marantos Group, Inc. | 1 |  | 3 | 1 | 2 |  | 2 |  | 1 | \$385.00 | \$385.00 |
| 202415 | The Presbyterian Home at Charlotte, Inc. |  | 1 | 3 | 1 | 12 |  |  |  |  | \$600.00 | \$600.00 |


| 201737 | The Range Complex, LLC |  | 1 | 5 | 1 | 2 |  |  |  |  |  |  | \$70.00 | \$70.00 |
| :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: | :---: |
| 202880 | The Surf \& Turf Lodge, LLC | 1 |  | 10 | 1 | 40 |  |  |  |  |  |  | \$1,400.00 | \$1,400.00 |
| 202787 | Top Shelf Group, LLC |  | 1 | 2 | 1 | 4 |  |  |  |  |  | 2 | \$260.00 | \$260.00 |
| 201048 | TS CAFE OF NAGS HEAD, LLC | 1 |  | 5 | 1 | 13 |  |  | 1 |  |  |  | \$525.00 | \$525.00 |
| 203422 | VON DREHLE CORPORATION | 1 |  | 5 | 1 | 1 |  |  |  |  |  |  | \$35.00 | \$35.00 |
| 202811 | Walmart Inc. |  | 1 | 4 | 1 | 2 | 1 |  |  |  |  |  | \$400.00 | \$400.00 |
| 202327 | WDI Hospitality LLC |  | 1 | 2 | 1 | 1 | 1 |  |  |  |  | 4 | \$800.00 | \$800.00 |
| 203984 | WESTERN CAROLINA PIZZA VENTURES, LLC | 1 |  | 10 | 1 | 5 | 2 |  |  |  |  |  | \$385.00 | \$385.00 |
| 203765 | Yadkin Path, Inc. |  | 1 | 1 | 1 | 1 |  |  |  |  |  |  | \$50.00 | \$50.00 |
| 202893 | Young Men's Christian Association of South |  | 1 | 2 | 1 | 3 |  |  |  |  |  |  | \$150.00 | \$150.00 |
| 201645 | All Pro Fabrication \& Welding, LLC | 1 |  | 1 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203296 | Cisneros Painting LLC | 1 |  | 6 | 1 | 1 |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 201885 | Classic Home Health Services, LLC |  | 1 | 2 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 201842 | CLEARVIEW SUPPORT SOLUTIONS INC. |  | 1 | 1 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 202656 | Columba Perez Resendiz, Proprietor | 1 |  | 4 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203147 | Dead Broke Farm, LLC | 1 |  | 8 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203511 | Drain Express, Inc. | 1 |  | 7 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 201723 | El Pancho Villa De Lenoir, Inc. | 1 |  | 8 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 201463 | Jon Hinde | 1 |  | 8 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 201411 | Justin Wiley | 1 |  | 10 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203300 | Mount Mitchell Lands, Inc. | 1 |  | 4 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203048 | Ovation Home Improvement Inc | 1 |  | 8 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203655 | Painting \& Moore, Inc. | 1 |  | 3 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203592 | Peadens, LLC | 1 |  | 8 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203450 | PLATA DESIGNS, LLC | 1 |  | 2 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203198 | Syed Obaid | 1 |  | 1 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 202658 | Xiu Wang, Proprietor | 1 |  | 4 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 203088 | Asheboro Ford, Inc. |  | 1 | 0.5 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 202309 | Sea Trail Operations, Inc. |  | 1 | 1 | 1 |  |  |  |  |  |  |  | \$0.00 | \$0.00 |
| 157 |  | 97 | 60 | 859 | 157 | 1556 | 423 | 5 | 47 | 2 | 54 | 72 | \$166,220.50 | \$162,005.50 |

${ }^{1}$ 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.
$95-25.5(\mathrm{~d})$ - 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. $95-25.5$ (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.
$95-25.5(\mathrm{j})$ - 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 <br> Wage and Hour Bureau <br> Record Keeping Citations and Penalties - 2022

| Case ID | Establishment | Was the Investigation due to a complaint? | Penalties as a result of N.C.G.S 95-25.15(b) ${ }^{1}$ | Civil Money Penalties Assessed | Civil Money Penalties Collected |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 201635 | Bojangles' Restaurants, Inc. | Y | 1 | \$2,000.00 | \$2,000.00 |
| 202806 | Bubba's Holdings LLC | Y | 1 | \$2,000.00 | \$0.00 |
| 203010 | CHAR GRILL CLAYTON LLC | Y | 1 | \$2,000.00 | \$2,000.00 |
| 202289 | Harris Teeter, LLC | Y | 1 | \$2,000.00 | \$2,000.00 |
| 200623 | The Falu Security Corporation | Y | 1 | \$2,000.00 | \$0.00 |
| 204123 | Jackson`s IGA of Beulaville Inc. | Y | 1 | \$1,875.00 | \$1,875.00 |
| 202173 | Church Ekklasia Sozo, Inc. | Y | 1 | \$1,750.00 | \$1,750.00 |
| 200716 | R and K Sitework LLC | Y | 1 | \$1,750.00 | \$0.00 |
| 201426 | GM Pizza, LLC | Y | 1 | \$1,625.00 | \$1,625.00 |
| 201048 | TS CAFE OF NAGS HEAD, LLC | Y | 1 | \$1,558.00 | \$1,558.00 |
| 202281 | Montesi, Inc. | Y | 1 | \$1,325.00 | \$1,325.00 |
| 202308 | Artesian Future Technology, LLC | Y | 1 | \$1,250.00 | \$0.00 |
| 200390 | Roma of Hudson Inc. | Y | 1 | \$1,225.00 | \$0.00 |
| 201816 | Town \& Country Farms Inc | Y | 1 | \$1,225.00 | \$0.00 |
| 202629 | 4692 Mocksville Limited Partnership | Y | 1 | \$1,125.00 | \$1,125.00 |
| 201130 | Cin Cin Burger Bar, Inc. | Y | 1 | \$1,050.00 | \$1,050.00 |
| 203020 | Impulsum, Inc. | Y | 1 | \$1,000.00 | \$1,000.00 |
| 200767 | AMBROSE INDUSTRIAL SERVICES CO., INC. | Y | 1 | \$875.00 | \$0.00 |
| 203113 | Beech Mountain Resort, Inc. | Y | 1 | \$700.00 | \$700.00 |
| 201723 | El Pancho Villa De Lenoir, Inc. | Y | 1 | \$700.00 | \$700.00 |
| 202326 | The Redheaded Sicilian LLC | Y | 1 | \$675.00 | \$0.00 |
| 203447 | JVW Concord Corp. | Y | 1 | \$625.00 | \$625.00 |
| 202890 | AMBROSE INDUSTRIAL SERVICES CO., INC. | Y | 1 | \$500.00 | \$0.00 |
| 202683 | Food-a-rama Iga, Inc. | Y | 1 | \$500.00 | \$500.00 |
| 203816 | Liberty Support Services, Inc. | Y | 1 | \$500.00 | \$0.00 |
| 203123 | Puddle Jumpers Nature Preschool, LLC | Y | 1 | \$500.00 | \$0.00 |
| 201236 | Saint Michael Professionals LLC | Y | 1 | \$500.00 | \$500.00 |
| 203717 | KST Family, Inc. | Y | 1 | \$437.50 | \$0.00 |
| 202701 | Vanguard Quality Services, Inc. | Y | 1 | \$425.00 | \$0.00 |
| 200512 | Melvin Geovany Hernandez Garcia | Y | 1 | \$420.00 | \$0.00 |
| 203870 | Miller Enterprise LLC | Y | 1 | \$420.00 | \$420.00 |
| 202387 | Joel E. Manchego, D.D.S., P.L.L.C. | Y | 1 | \$367.50 | \$367.50 |
| 201145 | Backyard Leisure, LLC | Y | 1 | \$350.00 | \$350.00 |
| 202467 | For Nurses By Nurses Healthcare Staffing LLC | Y | 1 | \$350.00 | \$0.00 |
| 200176 | JAFKO inc. | Y | 1 | \$350.00 | \$0.00 |
| 200790 | Lomas General Construction LLC | Y | 1 | \$350.00 | \$0.00 |
| 202746 | M Fashion Wear LLC | Y | 1 | \$350.00 | \$0.00 |
| 201177 | TailorMade Protective Services LLC | Y | 1 | \$350.00 | \$300.00 |
| 200403 | Dock \& Deck Dudes L.L.C | Y | 1 | \$333.00 | \$0.00 |
| 201737 | The Range Complex, LLC | Y | 1 | \$333.00 | \$333.00 |
| 201427 | Ayvaz Pizza, LLC | Y | 1 | \$300.00 | \$300.00 |
| 200922 | CNC/Access, Inc. | Y | 1 | \$300.00 | \$300.00 |
| 200189 | R \& R Restaurant Consultant, Inc. | Y | 1 | \$298.00 | \$298.00 |
| 201265 | C\&J's Ambulette Non-Emergency Medical Transport Inc | Y | 1 | \$297.50 | \$0.00 |
| 201651 | DANGRADY COMPANY LLC | Y | 1 | \$275.00 | \$0.00 |
| 202072 | Express NDM Corporation | Y | 1 | \$262.50 | \$262.50 |
| 203254 | Lum's Together Incorporated | Y | - 1 | \$262.50 | \$0.00 |
| 202831 | Tonya Omar, PLLC | Y | 1 | \$262.50 | \$262.50 |
| 200367 | AceTech IT Solutions LLC | Y | 1 | \$250.00 | \$0.00 |
| 201307 | Adams \& Associates, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201439 | Alamance Academy, LLC | Y | 1 | \$250.00 | \$250.00 |
| 203102 | American Tec Electric Company | Y | 1 | \$250.00 | \$0.00 |
| 202699 | Avataar, Inc | Y | 1 | \$250.00 | \$0.00 |
| 202604 | Blue Max Transport, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201257 | BSI Solutions, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202508 | Cabinet Solutions USA, Inc. | Y | 1 | \$250.00 | \$0.00 |
| 201684 | Carolina Eagle Distributing, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201840 | Carolina Eagle Distributing, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202342 | Carolina Material Handling, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201943 | CHIPOTLE MEXICAN GRILL, INC. | Y | 1 | \$250.00 | \$0.00 |

| 203497 | Church Ekklasia Sozo, Inc. | Y | 1 | \$250.00 | \$250.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 202108 | Cintas Corporation No. 2 | Y | 1 | \$250.00 | \$250.00 |
| 202585 | Copper Penny Rutherfordton LLC | Y | 1 | \$250.00 | \$250.00 |
| 203477 | Dream Finders Homes LLC | Y | 1 | \$250.00 | \$250.00 |
| 202738 | Elite Healthcare Group Inc. | Y | 1 | \$250.00 | \$0.00 |
| 203015 | Elite Refrigeration \& Air Conditioning INC | Y | 1 | \$250.00 | \$250.00 |
| 201871 | Food Loin, LLC | Y | 1 | \$250.00 | \$250.00 |
| 203876 | Full Mag Services LLC | Y | 1 | \$250.00 | \$0.00 |
| 200770 | Gi-Techs USA, Inc | Y | 1 | \$250.00 | \$0.00 |
| 203349 | Hi-Octane Unlimited Auto Sales and Service llc | Y | 1 | \$250.00 | \$0.00 |
| 201398 | Jack's Towing and Recovery Service LLC | Y | 1 | \$250.00 | \$250.00 |
| 202123 | JCH MS3832, LLC | Y | 1 | \$250.00 | \$250.00 |
| 202603 | Kalos Comprehensive Care, PLLC | Y | 1 | \$250.00 | \$250.00 |
| 202526 | Kid's Residential Services, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201475 | Larmore Landscape Associates, Inc. | Y | 1 | \$250.00 | \$222.30 |
| 202687 | Metro Real Estate Holdings, LLC | Y | 1 | \$250.00 | \$250.00 |
| 201437 | Midtown Fence Company, LLC | Y | 1 | \$250.00 | \$0.00 |
| 202637 | Miller Environmental Group Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201610 | Mir LLC | Y | 1 | \$250.00 | \$250.00 |
| 204190 | MONRO, INC. | Y | 1 | \$250.00 | \$250.00 |
| 200362 | Natural Solutions Inc | Y | 1 | \$250.00 | \$0.00 |
| 200447 | New Providence Baptist Church, Inc. | Y | 1 | \$250.00 | \$0.00 |
| 201700 | North 44 Property Management, Inc. | Y | 1 | \$250.00 | \$0.00 |
| 202783 | North Carolina CVS Pharmacy LLC | Y | 1 | \$250.00 | \$250.00 |
| 201268 | Oneida Business Enterprises, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202343 | Opphile Enterprises Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202110 | Pelicans of Harrisburg Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202039 | Plan B of MHC, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 202255 | Platinum Distributing LLC | Y | 1 | \$250.00 | \$0.00 |
| 202157 | Purdeu Home Rehab, L.L.C. | Y | 1 | \$250.00 | \$0.00 |
| 202257 | Quality Care III, LLC | Y | 1 | \$250.00 | \$250.00 |
| 201740 | Queen City Plumbing LLC | Y | 1 | \$250.00 | \$250.00 |
| 201918 | R. S. Johnson Electric, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201374 | Rockin' Comet Diner, LLC | Y | 1 | \$250.00 | \$250.00 |
| 202608 | SmartInt Technologies LLC | Y | 1 | \$250.00 | \$250.00 |
| 201359 | Sparkle Up Cleaning LLC | Y | 1 | \$250.00 | \$0.00 |
| 202163 | Spencer Heritage Farms, Inc. | Y | 1 | \$250.00 | \$250.00 |
| 201903 | Still Family, LLC | Y | 1 | \$250.00 | \$250.00 |
| 202938 | Tango Flowers, LLC | Y | 1 | \$250.00 | \$250.00 |
| 203285 | Tasty Delites of NC, LLC | Y | 1 | \$250.00 | \$250.00 |
| 201479 | TASTY HUT LLC | Y | 1 | \$250.00 | \$250.00 |
| 203272 | Top Job Services, LLC | Y | 1 | \$250.00 | \$250.00 |
| 201978 | Top Notch Tools L.L.C. | Y | 1 | \$250.00 | \$0.00 |
| 200624 | Trademark One Inc. | Y | 1 | \$250.00 | \$0.00 |
| 201736 | Transcription Solutions of North Carolina LLC | Y | 1 | \$250.00 | \$0.00 |
| 202333 | V 1389 Kildare Farm, LLC | Y | 1 | \$250.00 | \$250.00 |
| 201348 | A Ride Transportation, LLC | Y | 1 | \$228.00 | \$228.00 |
| 200325 | Sunkit Bhadja | Y | 1 | \$225.00 | \$0.00 |
| 200884 | Tamisha Hudson | Y | 1 | \$225.00 | \$0.00 |
| 203543 | Aye Jakayla Moving \& Storage, LLC | Y | 1 | \$210.00 | \$210.00 |
| 200831 | Alpha Defense Group Corp | Y | 1 | \$200.00 | \$0.00 |
| 203294 | Cisneros Painting LLC | Y | 1 | \$200.00 | \$200.00 |
| 202937 | Jeremy Mason, Sole Proprietor | Y | 1 | \$200.00 | \$200.00 |
| 203133 | Liberty Support Services, Inc. | Y | 1 | \$200.00 | \$0.00 |
| 202958 | Amoco Lexington LLC | Y | 1 | \$175.00 | \$0.00 |
| 202515 | BALL RENTALS, LLC | Y | 1 | \$175.00 | \$175.00 |
| 201554 | Bath Stone LLC | Y | 1 | \$175.00 | \$175.00 |
| 202881 | Bertie Educational Foundation, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 204265 | Boondocks Brewing LLC | Y | 1 | \$175.00 | \$0.00 |
| 203124 | Bull City Floors, LLC | Y | 1 | \$175.00 | \$0.00 |
| 203150 | Bull City Floors, LLC | Y | 1 | \$175.00 | \$0.00 |
| 201026 | Burgers Y'ALL LLC | Y | 1 | \$175.00 | \$0.00 |
| 201658 | Capstone Logistics, LLC | Y | 1 | \$175.00 | \$175.00 |
| 202633 | Carolina Care - Urgent Care and Sports Medicine, PLLC | Y | 1 | \$175.00 | \$0.00 |
| 202126 | Commercial Kitchen \& Bath, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 203222 | Declan Halos, Proprietor | Y | 1 | \$175.00 | \$0.00 |
| 202218 | EJE, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 202749 | Elite Medical Billing and Practice Management Inc | Y | 1 | \$175.00 | \$0.00 |


| 201683 | Estimated Profit LLC | Y | 1 | \$175.00 | \$175.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 201001 | ETA Buncombe, LLC | Y | 1 | \$175.00 | \$175.00 |
| 203719 | FMOB LLC | Y | 1 | \$175.00 | \$175.00 |
| 203505 | Full Send Automotive LLC | Y | 1 | \$175.00 | \$0.00 |
| 200993 | FUN ARCADE LLC | Y | 1 | \$175.00 | \$175.00 |
| 202171 | GREEN NOZZLE SOLUTIONS LLC | Y | 1 | \$175.00 | \$0.00 |
| 201814 | Hennings Construction Company, LLC | Y | 1 | \$175.00 | \$175.00 |
| 201441 | Holmes Building Systems, LLC | Y | 1 | \$175.00 | \$175.00 |
| 203514 | Honeywell, Inc. | Y | 1 | \$175.00 | \$0.00 |
| 203681 | Icon Concrete, LLC | Y | 1 | \$175.00 | \$175.00 |
| 202870 | International House of Pancakes, Inc. | Y | 1 | \$175.00 | \$0.00 |
| 201004 | Juan Luis Perez | Y | 1 | \$175.00 | \$0.00 |
| 202548 | Lake Norman Catering LLC | Y | 1 | \$175.00 | \$175.00 |
| 200726 | Mary Wilson Insurance Agency, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 200827 | Mary Wilson Insurance Agency, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 201952 | MAYFLOWER RESTAURANT OF CONCORD (NO. 9), LLC | Y | 1 | \$175.00 | \$175.00 |
| 202487 | Miller Services HVAC Inc. | Y | 1 | \$175.00 | \$175.00 |
| 202813 | Modern Roof Pros, LLC | Y | 1 | \$175.00 | \$0.00 |
| 202772 | Mr South Inc | Y | 1 | \$175.00 | \$0.00 |
| 200880 | Net Recycling, LLC | Y | 1 | \$175.00 | \$175.00 |
| 202341 | Plycem USA LLC | Y | 1 | \$175.00 | \$175.00 |
| 204309 | Purcell Samuel Hayes, Proprietor | Y | 1 | \$175.00 | \$0.00 |
| 202981 | Queen City Marketing Consultants, Inc | Y | 1 | \$175.00 | \$175.00 |
| 201418 | Remedi Security LLC | Y | 1 | \$175.00 | \$0.00 |
| 203054 | Robert Williams | Y | 1 | \$175.00 | \$0.00 |
| 201994 | Southern Comfort Mechanical, LLC | Y | 1 | \$175.00 | \$175.00 |
| 200577 | Taqueria El Torito, Corp. | Y | 1 | \$175.00 | \$175.00 |
| 202527 | TDM Family Services, LLC | Y | 1 | \$175.00 | \$0.00 |
| 202174 | TGML, LLC | Y | 1 | \$175.00 | \$175.00 |
| 202860 | THE THOMAS EDISON GROUP INC | Y | 1 | \$175.00 | \$0.00 |
| 203335 | Thermo-products, Inc. | Y | 1 | \$175.00 | \$175.00 |
| 201956 | yellowbird Hospitality LLC | Y | 1 | \$175.00 | \$0.00 |
| 201430 | New York Deli NC LLC | Y | 1 | \$160.00 | \$0.00 |
| 201682 | Alison Fournier | Y | 1 | \$150.00 | \$0.00 |
| 202074 | Blue Ridge Trucking Company, LLC | Y | 1 | \$150.00 | \$150.00 |
| 203002 | Family First Support Center, Inc. | Y | 1 | \$150.00 | \$150.00 |
| 201020 | Kozi Italian Kitchen LLC | Y | 1 | \$150.00 | \$150.00 |
| 202495 | MCS, INC. | Y | 1 | \$150.00 | \$150.00 |
| 201989 | Millwork Design Solutions | Y | 1 | \$150.00 | \$0.00 |
| 202091 | New Beginning Family Services of NC | Y | 1 | \$150.00 | \$150.00 |
| 201598 | Palmetto Enterprises, Inc. | Y | 1 | \$150.00 | \$150.00 |
| 201005 | Professional Hospitality Management LLC | Y | 1 | \$150.00 | \$150.00 |
| 202296 | Raphael Enterprises LLC | Y | 1 | \$150.00 | \$0.00 |
| 202484 | Simrun Health Services Inc. | Y | 1 | \$150.00 | \$0.00 |
| 201467 | 3 Pearls Inc. | Y | 1 | \$125.00 | \$0.00 |
| 202964 | 365 Solar Energy LLC | Y | 1 | \$125.00 | \$0.00 |
| 202829 | A Primary Choice, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202686 | Acosta, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203088 | Asheboro Ford, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203382 | ATAP 4 AUTISM Inc | Y | 1 | \$125.00 | \$125.00 |
| 202275 | Atrium Health, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201394 | Avolta Power, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200542 | Baku LLC | Y | 1 | \$125.00 | \$125.00 |
| 201024 | Black River Farms, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202424 | Blossom Community Services Incorporated | Y | 1 | \$125.00 | \$125.00 |
| 203402 | Bobco, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203095 | Bojangles', Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202204 | Bradsher \& Bunn Insurance Agency, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201498 | BSI Solutions, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202248 | BSI Solutions, Inc. | Y | 1 | \$125.00 | \$0.00 |
| 202552 | BSI Solutions, Inc. | Y | 1 | \$125.00 | \$0.00 |
| 202743 | BSI Solutions, Inc. | Y | 1 | \$125.00 | \$0.00 |
| 200814 | Cabinet Solutions USA, Inc. | Y | 1 | \$125.00 | \$0.00 |
| 202606 | Carolina Restaurant Group, Inc | Y | 1 | \$125.00 | \$125.00 |
| 202155 | Civil Works Contracting LLC | Y | 1 | \$125.00 | \$125.00 |
| 201138 | CLARK CHEVROLET-CADILLAC, INC | Y | 1 | \$125.00 | \$125.00 |
| 202291 | CLIMATECH HEATING \& COOLING, INC. | Y | 1 | \$125.00 | \$125.00 |
| 201419 | Connexion Point, LLC | Y | 1 | \$125.00 | \$125.00 |


| 202250 | Cracker Barrel Old Country Store, Inc. | Y | 1 | \$125.00 | \$125.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 202498 | Cuds LLC | Y | 1 | \$125.00 | \$125.00 |
| 202978 | Cutting Edge Pizza, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201857 | CVS Pharmacy, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201297 | Davis Funeral Service, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200637 | Defender Services, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201087 | Delight Raleigh Management LLC | Y | 1 | \$125.00 | \$125.00 |
| 203503 | Dollar Tree Stores Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201647 | Dream Finders Homes LLC | Y | 1 | \$125.00 | \$125.00 |
| 203261 | Duck Sunsets, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200975 | East Coast Industrial Maintenance, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202331 | EBF Enterprises, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201817 | Eddie R. Williams Family Wrecker Service | Y | 1 | \$125.00 | \$125.00 |
| 202731 | Elite Cleaners, Inc | Y | 1 | \$125.00 | \$0.00 |
| 202733 | Environmental Design Landscape LLC | Y | 1 | \$125.00 | \$125.00 |
| 201878 | FAMILY DOLLAR, INC. | Y | 1 | \$125.00 | \$125.00 |
| 200957 | Few Moves Raleigh LLC | Y | 1 | \$125.00 | \$0.00 |
| 203730 | G Star Properties, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202431 | Genuine Car Care Center, L.L.C. | Y | 1 | \$125.00 | \$125.00 |
| 200866 | Graham County Land Company LLC | Y | 1 | \$125.00 | \$0.00 |
| 202067 | Granite Depot Of Asheville, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200070 | HACK SHACK APPLIANCES LLC | Y | 1 | \$125.00 | \$0.00 |
| 201344 | Handi-Clean Products, Incorporated | Y | 1 | \$125.00 | \$125.00 |
| 200690 | Hawk Logistics LLC | Y | 1 | \$125.00 | \$0.00 |
| 200703 | Hawk Logistics LLC | Y | 1 | \$125.00 | \$0.00 |
| 200800 | Hawk Logistics LLC | Y | 1 | \$125.00 | \$0.00 |
| 201137 | Hawk Logistics LLC | Y | 1 | \$125.00 | \$0.00 |
| 202247 | Hillscapes Landscaping LLC | Y | 1 | \$125.00 | \$125.00 |
| 201270 | Holtzman Propane, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201726 | HOMETOWN CREDIT, INC | Y | 1 | \$125.00 | \$125.00 |
| 202819 | IMPEX INC. | Y | 1 | \$125.00 | \$125.00 |
| 201980 | iQor Holdings US LLC | Y | 1 | \$125.00 | \$125.00 |
| 200313 | J\&A McCarthy, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202141 | Jessica Askew | Y | 1 | \$125.00 | \$0.00 |
| 201622 | Judge Technical Service Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201545 | Juicekeys, Inc | Y | 1 | \$125.00 | \$125.00 |
| 203117 | Kaizen Marketing, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202147 | Kline Franchising, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203246 | L \& L Concrete, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201280 | Lady B Good Designs, Inc. | Y | 1 | \$125.00 | \$0.00 |
| 201710 | LandCrafters Sitework \& Development, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201250 | Langley Contracting LLC | Y | 1 | \$125.00 | \$125.00 |
| 201147 | LBH NC LLC | Y | 1 | \$125.00 | \$125.00 |
| 203448 | LB's Trailer Sales, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200757 | Locker Solutions, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200555 | LOTUS REEF LLC | Y | 1 | \$125.00 | \$0.00 |
| 201974 | Luihn Vantedge Partners, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200781 | Lumberton Automotive LLC | Y | 1 | \$125.00 | \$125.00 |
| 203408 | M3 Ventures \#8024, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201224 | Mattress Capital Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203241 | McCall Services Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200296 | McNeill's Touch Mobile Detail, LLC | Y | 1 | \$125.00 | \$0.00 |
| 200953 | MDN CABINETS INC. | Y | 1 | \$125.00 | \$125.00 |
| 202344 | Mid-Atlantic PPS Group LLC | Y | 1 | \$125.00 | \$125.00 |
| 203674 | Mid-South Bells, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200919 | Millennium Automotive Group of Durham, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202440 | MITCHEM'S KITCHEN, INC. | Y | 1 | \$125.00 | \$125.00 |
| 201762 | Monro, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202539 | Monro, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202618 | MotorSports of Durham, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201461 | MountainScapes Of Appalachia LLC | Y | 1 | \$125.00 | \$0.00 |
| 201655 | MS Family Enterprises Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200857 | N.C. Detective Agency, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201112 | National Pipe \& Plastics, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202154 | Nolvin Edesmin Bautista Saavedra | Y | 1 | \$125.00 | \$0.00 |
| 202900 | Oak City Protection LLC | Y | 1 | \$125.00 | \$0.00 |
| 202304 | Palmetto Water Proofing LLC | Y | 1 | \$125.00 | \$125.00 |
| 200585 | PathGoal Employer Services, LLC | Y | 1 | \$125.00 | \$125.00 |


| 202249 | Petro Mart LLC | Y | 1 | \$125.00 | \$125.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 203185 | Phoenix Fire Protection, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 200901 | Pizza Inn, Inc | Y | 1 | \$125.00 | \$125.00 |
| 203313 | Planet Automotive Group, LLC | Y | 1 | \$125.00 | \$0.00 |
| 202393 | PPG Industries, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203394 | Premium Pro Cleaning LLC | Y | 1 | \$125.00 | \$125.00 |
| 202700 | Prime Beverage Group, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202473 | Quest Provider Services LLC | Y | 1 | \$125.00 | \$125.00 |
| 201949 | R. S. Johnson Electric, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202208 | Randy's BBQ LLC | Y | 1 | \$125.00 | \$125.00 |
| 202622 | RED WOLF LLC | Y | 1 | \$125.00 | \$0.00 |
| 202468 | Redefine Maintenance LLC | Y | 1 | \$125.00 | \$125.00 |
| 201997 | Regal Driving Academy, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201835 | Rick Ware Racing, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202234 | Right Solution Truck Care LLC | Y | 1 | \$125.00 | \$125.00 |
| 203731 | Rocks Edge Operating Company, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201244 | Rogers and Breece, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201397 | Ross \& Witmer, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202840 | Serendipity Restoration and Construction LLC | Y | 1 | \$125.00 | \$125.00 |
| 202766 | SHAKIRA GRIER | Y | 1 | \$125.00 | \$0.00 |
| 201041 | Shoreline Partners LLC | Y | 1 | \$125.00 | \$125.00 |
| 202684 | SKBJ, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201621 | SMART BUSINESS CONNECTIONS 1 INC. | Y | 1 | \$125.00 | \$0.00 |
| 202295 | SmoothieLand Holly Springs, LLC | Y | 1 | \$125.00 | \$125.00 |
| 203338 | Staff Care 247 LLC | Y | 1 | \$125.00 | \$125.00 |
| 200725 | Statewide Staffing NC LLC | Y | 1 | \$125.00 | \$0.00 |
| 202043 | Tara Venture, LLC | Y | 1 | \$125.00 | \$0.00 |
| 202345 | Tara Venture, LLC | Y | 1 | \$125.00 | \$0.00 |
| 204119 | Tasty Delites of NC, LLC | Y | 1 | \$125.00 | \$125.00 |
| 203370 | Tasty Delites of NC, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202461 | Teleran Technologies, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201445 | THE PALLET ALLIANCE, INC. | Y | 1 | \$125.00 | \$125.00 |
| 201086 | Third North Construction, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201515 | Thompson Trucking Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202721 | THS National, LLC | Y | 1 | \$125.00 | \$125.00 |
| 200628 | Tommy's Family Restaurant, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201533 | TRIPLE CROWN RESTORATION, INC. | Y | 1 | \$125.00 | \$125.00 |
| 202115 | TrueFlightStaffing, LLC | Y | 1 | \$125.00 | \$125.00 |
| 201718 | United Parcel Service, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 203207 | Vance Johnson Plumbing Company, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201936 | Volvo Group North America, LLC | Y | 1 | \$125.00 | \$125.00 |
| 203076 | Weiner Works Group, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 201489 | Wemovv LLC | Y | 1 | \$125.00 | \$0.00 |
| 202748 | West Lake Imports, LLC | Y | 1 | \$125.00 | \$125.00 |
| 202624 | Wilmington Hotel, Inc. | Y | 1 | \$125.00 | \$125.00 |
| 202545 | Wilson Service company LLC | Y | 1 | \$125.00 | \$0.00 |
| 201141 | WISE ELECTRIC CONTROL INC. | Y | 1 | \$125.00 | \$125.00 |
| 201601 | Capstone Logistics LLC | Y | 1 | \$123.00 | \$123.00 |
| 201842 | CLEARVIEW SUPPORT SOLUTIONS INC. | Y | 1 | \$123.00 | \$0.00 |
| 202145 | B \& C Care System, Inc | Y | 1 | \$122.50 | \$122.50 |
| 202378 | Leah and Louise Inc. | Y | 1 | \$122.50 | \$122.50 |
| 200945 | Scmc LLC | Y | 1 | \$122.50 | \$0.00 |
| 202463 | SUMMER CONSTRUCTION GROUP INC | Y | 1 | \$122.50 | \$122.50 |
| 202734 | Ying Xing Shun, Inc. | Y | 1 | \$122.50 | \$122.50 |
| 202685 | Family First Support Center, Inc. | Y | 1 | \$120.00 | \$120.00 |
| 203079 | Omni Health, Inc | Y | 1 | \$120.00 | \$0.00 |
| 201798 | Primal Fitness Concepts, LLC | Y | 1 | \$120.00 | \$120.00 |
| 201175 | The Building Blocks Center, Inc. | Y | 1 | \$120.00 | \$0.00 |
| 200931 | Avail Aesthetics, PLLC | Y | 1 | \$105.00 | \$0.00 |
| 201947 | Burns Service Inc. | Y | 1 | \$105.00 | \$105.00 |
| 200684 | Martin Rentals and Movers Inc. | Y | 1 | \$105.00 | \$105.00 |
| 201716 | Affinity Home Care, LLC | Y | 1 | \$100.00 | \$100.00 |
| 201098 | Auto World Lease \& Sales CLT, LLC. | Y | 1 | \$100.00 | \$100.00 |
| 200503 | CAPITAL AT PLAY LLC | Y | 1 | \$100.00 | \$0.00 |
| 202334 | Carolinas Grout Repair, LLC | Y | 1 | \$100.00 | \$100.00 |
| 201514 | CL INVESTMENTS, LLC | Y | 1 | \$100.00 | \$100.00 |
| 202578 | Crust \& Crumb, LLC | Y | 1 | \$100.00 | \$0.00 |
| 202934 | LCG Cleaning Group LLC | Y | 1 | \$100.00 | \$100.00 |


| 200740 | RBC VENTURES LLC | Y | 1 | \$100.00 | \$100.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 202587 | Rebecca Gibson | Y | 1 | \$100.00 | \$100.00 |
| 201051 | Ace Towing \& Recovery, Inc. | Y | 1 | \$88.00 | \$88.00 |
| 202098 | Asheville Spine and Nerve Institute, P.C. | Y | 1 | \$88.00 | \$88.00 |
| 201986 | Bear Rock Concrete and Precast, Inc. | Y | 1 | \$88.00 | \$88.00 |
| 202003 | Big Ed's South Inc | Y | 1 | \$88.00 | \$88.00 |
| 200987 | Big Red's Bed and Biscuit LLC | Y | 1 | \$88.00 | \$88.00 |
| 201749 | Brüeprint Brewing Company, LLC | Y | 1 | \$88.00 | \$0.00 |
| 201824 | Carolina Urgent \& Family Care, P.A. | Y | 1 | \$88.00 | \$0.00 |
| 202459 | D. L. Rogers Corp. | Y | 1 | \$88.00 | \$88.00 |
| 200300 | Elite Tax Defense Inc | Y | 1 | \$88.00 | \$0.00 |
| 202621 | FRIENDLY'S OF STANLEY, LLC | Y | 1 | \$88.00 | \$0.00 |
| 201832 | Healing Touch Home Care Agency, LLC | Y | 1 | \$88.00 | \$88.00 |
| 202052 | J. Lights LLC | Y | 1 | \$88.00 | \$88.00 |
| 200658 | JASWANT SINGH INC | Y | 1 | \$88.00 | \$88.00 |
| 201660 | Kargo Corporation | Y | 1 | \$88.00 | \$88.00 |
| 200900 | KHALID \& KHALID LLC | Y | 1 | \$88.00 | \$88.00 |
| 200801 | Larry E. Carpenter, CPA, PA | Y | 1 | \$88.00 | \$0.00 |
| 200568 | Mulch Life, Inc. | Y | 1 | \$88.00 | \$88.00 |
| 200249 | Outdoor Pros Inc | Y | 1 | \$88.00 | \$0.00 |
| 201942 | Shivshakti of Granite Falls, LLC | Y | 1 | \$88.00 | \$88.00 |
| 201254 | Someone Does Care LLC | Y | 1 | \$88.00 | \$88.00 |
| 201717 | The Law Office of K. D. White, PLLC | Y | 1 | \$88.00 | \$88.00 |
| 203604 | Adkins Quality Painting, Inc. | Y | 1 | \$87.50 | \$87.50 |
| 202800 | ALJ Enterprises, LLC | Y | 1 | \$87.50 | \$87.50 |
| 203550 | ARA NC Food LLC | Y | 1 | \$87.50 | \$87.50 |
| 203415 | Beginning Years Day Care II, Inc. | Y | 1 | \$87.50 | \$87.50 |
| 204005 | C \& M DEFENSE GROUP LLC | Y | 1 | \$87.50 | \$0.00 |
| 202741 | C\&J's Ambulette Non-Emergency Medical Transport Inc | Y | 1 | \$87.50 | \$0.00 |
| 202768 | Carolina Family Medicine and Dermatology, P.A./Carolina Laser and Cosmetic | Y | 1 | \$87.50 | \$87.50 |
| 202187 | Castle Island, LLC | Y | 1 | \$87.50 | \$87.50 |
| 203152 | East Coast Transporters LLC | Y | 1 | \$87.50 | \$0.00 |
| 203144 | Elite Healthcare Group Inc. | Y | 1 | \$87.50 | \$0.00 |
| 202630 | Farrers Fire Protection LLC | Y | 1 | \$87.50 | \$87.50 |
| 202286 | Remnant Management Inc. | Y | 1 | \$87.50 | \$87.50 |
| 201547 | S\&H Youth and Adult Services, Inc. | Y | 1 | \$87.50 | \$0.00 |
| 200456 | Scmc LLC | Y | 1 | \$87.50 | \$0.00 |
| 202564 | Smashing Boxes LLC | Y | 1 | \$87.50 | \$87.50 |
| 203724 | Stone's Collision Center LLC | Y | 1 | \$87.50 | \$87.50 |
| 202536 | THE THOMAS EDISON GROUP INC | Y | 1 | \$87.50 | \$87.50 |
| 203271 | The Windfallen Corporation | Y | 1 | \$87.50 | \$87.50 |
| 202869 | Tim McAuley StateFarm Agency | Y | 1 | \$87.50 | \$87.50 |
| 202567 | UNILISI LLC | Y | 1 | \$87.50 | \$87.50 |
| 203984 | WESTERN CAROLINA PIZZA VENTURES, LLC | Y | 1 | \$87.50 | \$87.50 |
| 202198 | William W. Pringle, D.D.S., P.A. | Y | 1 | \$87.50 | \$87.50 |
| 201612 | 55 FAST STOP INC. | Y | 1 | \$70.00 | \$0.00 |
| 201154 | A Dog's Dream LLC | Y | 1 | \$70.00 | \$70.00 |
| 203104 | AmericaTowne Inc. | Y | 1 | \$70.00 | \$70.00 |
| 203536 | Firehouse Towing \& Recovery, Inc | Y | 1 | \$70.00 | \$0.00 |
| 200858 | Hegira Ventures, Inc. | Y | 1 | \$70.00 | \$0.00 |
| 203135 | Honey Right Electric, LLC | Y | 1 | \$70.00 | \$70.00 |
| 200491 | Lorretta Pyeatt, Proprietor | Y | 1 | \$70.00 | \$70.00 |
| 200695 | PCPG, LLC | Y | 1 | \$70.00 | \$70.00 |
| 203265 | Q \& D Logistics LLC | Y | 1 | \$70.00 | \$0.00 |
| 202726 | R \& D Auto Repair Inc | Y | 1 | \$70.00 | \$70.00 |
| 200794 | Twenty2nd Services INC | Y | 1 | \$70.00 | \$0.00 |
| 200805 | CLEARVIEW SUPPORT SOLUTIONS INC. | Y | 1 | \$60.00 | \$0.00 |
| 202013 | Exceptional Nurse Staffing, LLC | Y | 1 | \$60.00 | \$60.00 |
| 203228 | Kyle Harper, Sole Proprietor | Y | 1 | \$60.00 | \$60.00 |
| 201014 | MLW AND ASSOCIATES LLC | Y | 1 | \$60.00 | \$60.00 |
| 200661 | Transnet Home Group, LLC | Y | 1 | \$60.00 | \$60.00 |
| 201563 | 123 Renovate, LLC | Y | 1 | \$50.00 | \$50.00 |
| 200758 | A.R.G. Facility Solutions LLC | Y | 1 | \$50.00 | \$0.00 |
| 202293 | ABM Industrial Services, Inc. | Y | 1 | \$50.00 | \$50.00 |
| 200222 | Affinity Home Care, LLC | Y | 1 | \$50.00 | \$50.00 |
| 202337 | Anthony Pringle, Proprietor | Y | 1 | \$50.00 | \$0.00 |
| 200815 | B2B Transport LLC | Y | 1 | \$50.00 | \$50.00 |


| 201188 | Barks, Bones, \& Biscuits, LLC | Y | 1 | \$50.00 | \$50.00 |
| :---: | :---: | :---: | :---: | :---: | :---: |
| 200951 | Bovanti Cosmetics, LLC | Y | 1 | \$50.00 | \$50.00 |
| 203310 | Broad Street Take Out LLC | Y | 1 | \$50.00 | \$50.00 |
| 201016 | Carolina Dispute Settlement Services, Inc. | Y | 1 | \$50.00 | \$50.00 |
| 200949 | Classic Home Health Services, LLC | Y | 1 | \$50.00 | \$50.00 |
| 202319 | Coleman Law, PLLC | Y | 1 | \$50.00 | \$50.00 |
| 202923 | CTJ Executives, Inc. | Y | 1 | \$50.00 | \$50.00 |
| 202644 | Dirt R Us Inc | Y | 1 | \$50.00 | \$50.00 |
| 202032 | DIVA Dumps, LLC | Y | 1 | \$50.00 | \$50.00 |
| 203239 | East Coast Diesel LLC | Y | 1 | \$50.00 | \$0.00 |
| 202872 | Ehrlich Wheel Works, LLC | Y | 1 | \$50.00 | \$50.00 |
| 200728 | Express NDM Corporation | Y | 1 | \$50.00 | \$50.00 |
| 202423 | Fred Investment's LLC | Y | 1 | \$50.00 | \$50.00 |
| 200434 | Fred Keith Kirkman | Y | 1 | \$50.00 | \$50.00 |
| 200743 | Guillermo Quesada | Y | 1 | \$50.00 | \$0.00 |
| 200824 | Insurance For All Needs Agency, LLC | Y | 1 | \$50.00 | \$0.00 |
| 203004 | Jordan's Diesel LLC | Y | 1 | \$50.00 | \$50.00 |
| 201305 | Kaimen Pritchard | Y | 1 | \$50.00 | \$0.00 |
| 203114 | Kids World NC, LLC | Y | 1 | \$50.00 | \$0.00 |
| 200994 | La Bonne Vie LLC | Y | 1 | \$50.00 | \$50.00 |
| 202260 | Marcia Nicole Cowen, Proprietor | Y | 1 | \$50.00 | \$50.00 |
| 202571 | New Wave Building Concepts, Inc. | Y | 1 | \$50.00 | \$50.00 |
| 202646 | Penick Holdings | Y | 1 | \$50.00 | \$50.00 |
| 201854 | POTTERS HOUSE HOME HEALTHCARE INC | Y | 1 | \$50.00 | \$50.00 |
| 201678 | Precise Homes Services, LLC | Y | 1 | \$50.00 | \$0.00 |
| 202267 | Pupparazzi Dog \& Cat Grooming, LLC | Y | 1 | \$50.00 | \$50.00 |
| 202547 | Q \& D Logistics LLC | Y | 1 | \$50.00 | \$0.00 |
| 202936 | Reign Holdings LLC | Y | 1 | \$50.00 | \$50.00 |
| 203230 | Sweet Peas Urban Gardens, LLC | Y | 1 | \$50.00 | \$50.00 |
| 200893 | Tamisha Hudson, Sole Proprietor | Y | 1 | \$50.00 | \$0.00 |
| 202124 | The Tamara Peacock Company Architects of Florida, Inc. | Y | 1 | \$50.00 | \$50.00 |
| 202787 | Top Shelf Group, LLC | Y | 1 | \$50.00 | \$50.00 |
| 202817 | True Nature LLC | Y | 1 | \$50.00 | \$0.00 |
| 200879 | TwinState Trucking LLC | Y | 1 | \$50.00 | \$50.00 |
| 200221 | White Diamond Medical Clinic Spa and Spa, PLLC | Y | 1 | \$50.00 | \$50.00 |
| 201309 | EMC Auto Sales LLC | Y | 1 | \$35.00 | \$35.00 |
| 204139 | Noah's Grill, Inc. | Y | 1 | \$35.00 | \$35.00 |
| 203224 | CLEAN CUT CLEANING LLC | Y | 1 | \$20.00 | \$20.00 |
| 203116 | Justin Walters, Proprietor | Y | 1 | \$20.00 | \$20.00 |
| 203080 | Master Tours LLC | Y | 1 | \$20.00 | \$20.00 |
| Totals |  |  | 439 | \$92,926.50 | \$59,909.80 |

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 the Article.

