

NCWorks Online Employer Agreement

Welcome to NCWorks Online!

NCWorks Online is a one-stop online resource for job seekers and employers in North Carolina. Only employers posting job orders with NCWorks Online for work sites within the state of North Carolina or within a county that immediately borders the State will be granted access. Federal law prohibits the use of these services for the purpose of soliciting business opportunities. In order for you, your staff, or an authorized agent to use NCWorks to list jobs and recruit qualified applicants, it is essential that the terms listed below are agreed to and followed:

- Equal Employment Opportunities must be provided to applicants without regard to age, race, color, religion, gender, national origin, credit history, or disability.
- There is an employer/employee relationship, whereby the employee will be expected to receive a W-2 at the end of the year not a 1099-MISC for doing work as an independent contractor.
- Job seekers shall **not** be charged a fee or be required to make any monetary investment at the time of referral or application to your company.
- Jobs listed may not be used to replace striking workers during a labor dispute (including temporary listings).
- Job listings must be for positions currently open or expected to be filled in the next 90 days.
- Job listing wages must meet or exceed state minimum wage requirements unless exempted by law.
- Job listings must be for positions located in North Carolina or in counties immediately bordering North Carolina.
- Job seeker information from this site must be used only for the purpose of filling available positions. You may not sell or re-post any job seeker data or resumes found on this site. Such sale or re-posting violates the individual's ability to control how his/her data or resume is distributed. This includes searching the resume data base from this site for referral to an employer with whom no contractual agreement is in place for the purpose of collecting a hiring fee, or soliciting for a business or self-employment opportunity, product, or service.

NCWorks Online reserves the right to discontinue access to an employer violating any of these policies. *NCWorks Online also reserves the right to remove any job posting if it contains outdated, inaccurate, vague or inappropriate information.*

I understand and accept the above Terms and Conditions.