



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

MARLON I. BROWN, DPA  
DIRECTOR

September 19, 2025

Aniema Ubom  
Care First Group Living & In-Home Services, Inc.  
24111 Southfield Road  
Southfield, MI 48075

RE: License #: AS630380735  
Investigation #: 2025A0626023  
Boulan Residence

Dear Mr. Ubom:

Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- Indicate how continuing compliance will be maintained once compliance is achieved.
- Be signed and dated.

A six-month provisional license is recommended. If you do not contest the issuance of a provisional license, you must indicate so in writing; this may be included in your corrective action plan or in a separate document. If you contest the issuance of a provisional license, you must notify this office in writing and an administrative hearing will be scheduled. Even if you contest the issuance of a provisional license, you must still submit an acceptable corrective action plan.

If you desire technical assistance in addressing these issues, please feel free to contact me. In any event, the corrective action plan is due within 15 days.

Please review the enclosed documentation for accuracy and contact me with any questions. In the event that I am not available and you need to speak to someone immediately, please contact the local office at (248) 972-9136.

Sincerely,

A handwritten signature in black ink that reads "Sara E. Shaughnessy". The signature is written in a cursive style with a large, looping initial "S" and a distinct "E" before the last name.

Sara Shaughnessy, Licensing Consultant  
Bureau of Community and Health Systems  
Cadillac Place  
3026 W. Grand Blvd. Ste 9-100  
Detroit, MI 48202  
(248) 320-3721

enclosure

**MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
BUREAU OF COMMUNITY AND HEALTH SYSTEMS  
SPECIAL INVESTIGATION REPORT**

**I. IDENTIFYING INFORMATION**

<b>License #:</b>	AS630380735
<b>Investigation #:</b>	2025A0626023
<b>Complaint Receipt Date:</b>	07/31/2025
<b>Investigation Initiation Date:</b>	07/31/2025
<b>Report Due Date:</b>	09/29/2025
<b>Licensee Name:</b>	Care First Group Living & In-Home Services, Inc.
<b>Licensee Address:</b>	24111 Southfield Road Southfield, MI 48075
<b>Licensee Telephone #:</b>	(248) 331-7444
<b>Administrator:</b>	Aniema Ubom
<b>Licensee Designee:</b>	Aniema Ubom
<b>Name of Facility:</b>	Boulan Residence
<b>Facility Address:</b>	1710 Boulan Drive Troy, MI 48084
<b>Facility Telephone #:</b>	(248) 331-7444
<b>Original Issuance Date:</b>	06/24/2016
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	08/03/2023
<b>Expiration Date:</b>	08/02/2025
<b>Capacity:</b>	6
<b>Program Type:</b>	PHYSICALLY HANDICAPPED AGED TRAUMATICALLY BRAIN INJURED ALZHEIMERS

**II. ALLEGATION(S)**

	<b>Violation Established?</b>
The corporation has five licensed AFC homes. The employees rotate and more than half of them do not have background checks on file.	Yes

**III. METHODOLOGY**

07/31/2025	Special Investigation Intake 2025A0626023
07/31/2025	APS Referral An Adult Protective Services (APS) referral was not made due to the allegations not being abuse or neglect.
07/31/2025	Special Investigation Initiated - Letter The special investigation was initiated via checking the Workforce Background Check website. There are 13 pages of background checks completed.
07/31/2025	Contact - Telephone call made A phone call was made to Aniema Ubom (licensee), to make him aware of the concerns. A message was left requesting a return call.
07/31/2025	Contact - Document Sent An email was sent to Aniema Ubom (licensee), Leslie Ubom (co-owner), and Merima Zander (program director), informing them of the concerns and requesting the staff schedules for all of the licensed homes they operate.
08/07/2025	Contact - Document Received I received the work schedules for Boulan Residence from Merima Zander, program director.
08/26/2025	Exit Conference An exit conference took place, via telephone, with licensee designee, Aniema Ubom. The findings and recommendations of a provisional license were discussed.

**ALLEGATION:**

**The corporation has five licensed AFC homes. The employees rotate and more than half of them do not have background checks on file.**

## INVESTIGATION:

On 07/31/2025, I received a complaint alleging the Boulan Residence has direct care staff working in the home who have not had any fingerprinting or background checks completed.

On 07/31/2025, I conducted a search on the Workforce Background Check website for Boulan Residence. There were 13 pages of completed background checks for Boulan Residence, with 20 checks per page.

On 07/31/2025, I sent an email to Anemia Ubom, Leslie Ubom, and Merima Zander and requested the work schedules for The Boulan Residence for the months of June and July. In addition, I requested any searches completed via the Internet Criminal History Access Tool (ICHAT). I also advised them to start conducting the background checks as soon as possible due to the concerns regarding those without completed background checks working with residents. I explained that direct care staff members can be offered conditional employment and work with residents prior to the background checks being completed, but they would have to first sign an attestation that they have lived in the state of Michigan for the past year, complete the IChat check, and that those direct care staff members would have to be supervised by another staff member, with a completed background check, until theirs comes back as eligible.

On 08/07/2025, I received the work schedules for Boulan Residence from Merima Zander, program director.

On 08/07/2025, I cross referenced the names of those who worked the night shifts at Boulan Residence with information in the Workforce Background Check website.

In the month of June 2025, the following direct care staff members who worked the **nightshift** at Boulan Residence **with** completed background checks:

1. Bijon Luster
2. Briana Turner
3. Monique Carter
4. Ebony Gardner-Thomas
5. Deaundra Lee
6. Shantaque Askew-Broadus
7. Regina Dixon
8. Tiara Odom

In the month of June, the following direct care staff members worked the **nightshift** at Boulan Residence **without** completed background checks:

1. Ashley Phifer (hired 06/02/2025; eligibility pending)
2. Eboni Thedford
3. Kiarra Dailey (hired 02/24/2025; eligibility 08/07/2025)

4. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
5. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
6. Asya Taylor (hired 02/24/2025; eligibility pending)
7. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
8. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
9. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)
10. Rosenell Davis (hired 02/10/2025; eligibility 08/11/2025)
11. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
12. Georgia Knight
13. Shaniece Moore (hired 04/28/2025; eligibility 08/12/2025)
14. La Tauyna Spraggins
15. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
16. Quasheena Weaks (hired 02/03/2025; eligibility 08/13/2025)
17. Gabrielle Hughes
18. Rodnae Chapman
19. Nicole Statom
20. Loretta Fisher (hired 04/28/2025; eligibility 07/29/2025)
21. Quanisha Golden (hired 02/03/2025; eligibility 08/01/2025)
22. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
23. Rhonda Lindsay (hired 04/14/2025; eligibility pending)
24. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
25. Keisha Lindsey
26. Raven Patton
27. Divine Earth
28. Yameka Guthrie (hired 07/14/2025; eligibility pending)
29. Chijoke Nwokocha (hired 05/12/2025; eligibility 08/04/2025)
30. Mya Owens (hired 05/19/2025; eligibility pending)
31. Ciera Ellington (hired 07/14/2025; eligibility pending)

In the month of June, there were **16 nightshifts** where there was no one with a completed background check working, those dates are the following:

6/03, 06/04, 06/05, 06/07, 06/09, 06/11, 06/12, 06/15, 06/18, 06/21, 06/22, 06/23, 06/25, 06/26, 06/30.

In the month of June, the following direct care staff members worked the **dayshift** at Boulan Residence **without** a completed background check:

1. Sharane Smith
2. Justice Moore (hired 05/05/2025; eligibility pending)
3. Anyah Huston
4. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
5. Roy Thompson
6. Jaquasha Rembert (hired 04/04/2025; eligibility pending)
7. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
8. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)

9. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
10. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
11. Shareah Page (hired 05/05/2025; eligibility 08/11/2025)
12. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
13. Ciera Barron
14. Destiny Fleming
15. Chanell Purdy
16. Krystal Hall (hired 05/19/2025; eligibility pending)
17. Jordyn Reffigee (hired 06/03/2024; eligibility 07/28/2025)
18. Shawnquilla McKnight
19. Destini Tyler (hired 03/31/2025; eligibility pending)
20. Nakisha Crumbsy (hired 01/27/2025; eligibility 08/11/2025)
21. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
22. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)

In the month of June, there were **10 dayshifts** without any direct care staff members with completed background checks, they are:

06/03, 06/07, 06/08, 06/13, 06/14, 06/21, 06/22, 06/27, 06/28, 06/29.

In the month of July, the following direct care staff members **without** completed background checks worked the **nightshift** at Boulan Residence:

1. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
2. Quasheena Weaks (hired 02/03/2025; eligibility 08/13/2025)
3. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
4. Shaniece Moore (hired 04/28/2025; eligibility 08/12/2025)
5. Gabrielle Hughes
6. Rodnae Chapman
7. Kierra Dailey (hired 02/24/2025; eligibility 08/07/2025)
8. Nicole Statom
9. Loretta Fisher (hired 04/28/2025; eligibility 07/29/2025)
10. Quanisha Golden (hired 02/03/2025; eligibility 08/01/2025)
11. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
12. Rhonda Lindsay (hired 04/14/2025; eligibility pending)
13. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)
14. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
15. La Tauyna Spraggins
16. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
17. Rosenell Davis (hired 02/10/2025; eligibility 08/11/2025)
18. Keisha Lindsey
19. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
20. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
21. Raven Patton
22. Divine Earth

23. Yameka Guthrie (hired 07/14/2025; eligibility pending)
24. Treasure Grey (hired 02/10/2025; eligibility 08/12/2025)
25. Chijoke Nwokocha (hired 05/12/2025; eligibility 08/04/2025)
26. Mya Owens (hired 05/19/2025; eligibility pending)
27. Ciera Ellington (hired 07/14/2025; eligibility pending)

In the month of July, there were **23 nightshifts** worked without any direct care staff with completed background checks, they are:

07/01, 07/02, 07/03, 07/04, 07/06, 07/07, 07/08, 07/09, 07/10, 07/11, 07/12, 07/14, 07/15, 07/16, 07/17, 07/19, 07/20, 07/21, 07/22, 07/23, 07/28, 07/30, 07/31.

In the month of July, the following direct care staff members worked the **dayshift** at Boulan Residence **with** a completed background check:

1. Chelsea Holliday
2. Chicquita Gillette
3. Jayla Carr
4. Evan McLaughlin
5. Jasmine Colson
6. Alezandria Rollins
7. A'shani Robinson
8. LaNesha Parham
9. Tayvonna Dorris
10. Silver Lango
11. Antionett Rembert
12. Amber Respress
13. Alicia White
14. Cheyenne Gaines
15. Deaunte Rogers
16. Jameela Johnson

In the month of July, the following direct care staff members worked the **dayshift** at Boulan Residence **without** a completed background check:

1. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
2. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
3. Krystal Hall (hired 05/19/2025; eligibility pending)
4. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
5. Jaquaysha Johnson (hired 06/02/2025; eligibility 08/06/2025)
6. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
7. Jaida Jones
8. Shantell Johnson
9. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
10. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
11. Miracle White (hired 03/24/2025; eligibility 08/12/2025)

12. Quintina Whitelaw
13. Chanell Purdy
14. Lajoy Harris (hired 05/27/2025; eligibility 08/12/2025)
15. Sharane Smith
16. Justice Moore (hired 05/05/2025; eligibility pending)
17. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
18. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
19. Annette Bryant (hired 06/13/2025; eligibility pending)
20. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
21. Nareisha Sain (hired 10/21/2024; eligibility 07/24/2025)
22. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
23. Destini Tyler (hired 03/31/2025; eligibility pending)
24. Kimberly Farris
25. Tarryona Gavin (hired 05/05/2025; eligibility pending)
26. Sequoia Lewis (hired 07/28/2025; eligibility 08/08/2025)

During the month of July, there were **13 dayshifts** worked without anyone with a completed background check; the dates are as follows:

07/06, 07/10, 07/11, 07/15, 07/16, 07/17, 07/18, 07/20, 07/21, 07/25, 07/26, 07/30, 07/31.

On 08/22/2025, I completed a second check of the names of the direct care staff members who worked at Boulan Residence in the Workforce Background Check website, to ensure accuracy and to add the dates of hire/eligibility for those who did not have completed background checks during the months of June and July. Those without dates are not in the database.

On 08/26/2025, I conducted an exit conference, via telephone, with licensee designee, Aniema Ubom. The findings and recommendations were discussed. Mr. Ubom stated that they had completed ICHAT searches for the direct care staff members. He was informed that if he sent them to me, it could help him with the investigation. Mr. Ubom stated he would need to get them together. For clarification, I asked if these were completed prior to the direct care staff members working, or after he was informed of the concerns and the new investigation. Mr. Ubom admitted that they were not completed prior to the shifts worked and were conducted after being informed of the requirement. Mr. Ubom did not voice a decision on accepting the provisional license, he was informed that the decision would need to be submitted, in writing, and that whichever decision he made, the corrective action plan would still be required within 15 days of his receipt of the special investigation report.

<b>APPLICABLE RULE</b>	
<b>MCL 400.734b</b>	<p><b>Employing or contracting with certain individuals providing direct services to residents; prohibitions; criminal history check; exemptions; written consent and identification; conditional employment; use of criminal history record information; disclosure; determination of existence of national criminal history; failure to conduct criminal history check; automated fingerprint identification system database; electronic web-based system; costs; definitions.</b></p>
	<p><b>(2) Except as otherwise provided in this subsection or subsection (6), an adult foster care facility shall not employ or independently contract with an individual who has direct access to residents until the adult foster care facility or staffing agency has conducted a criminal history check in compliance with this section or has received criminal history record information in compliance with subsections (3) and (11). This subsection and subsection (1) do not apply to an individual who is employed by or under contract to an adult foster care facility before April 1, 2006. On or before April 1, 2011, an individual who is exempt under this subsection and who has not been the subject of a criminal history check conducted in compliance with this section shall provide the department of state police a set of fingerprints and the department of state police shall input those fingerprints into the automated fingerprint identification system database established under subsection (14). An individual who is exempt under this subsection is not limited to working within the adult foster care facility with which he or she is employed by or under independent contract with on April 1, 2006 but may transfer to another adult foster care facility, mental health facility, or covered health facility. If an individual who is exempt under this subsection is subsequently convicted of a crime or offense described under subsection (1)(a) to (g) or found to be the subject of a substantiated finding described under subsection (1)(i) or an order or disposition described under subsection (1)(h), or is found to have been convicted of a relevant crime described under 42 USC 1320a-7(a), he or she is no longer exempt and shall be terminated from employment or denied employment.</b></p>

<b>ANALYSIS:</b>	<p>Based on the information gathered during my investigation, there is sufficient evidence to determine that the licensee, Aniema Ubom allowed multiple employees without completed background checks to work directly with residents during the months of June and July.</p> <p>During the month of June, there were 33 employees who worked the dayshift at Boulan Residence; 11 had completed background checks and 22 did not.</p> <p>During the month of June, 39 employees worked the nightshift at Boulan Residence; 8 had completed background checks and 31 did not.</p> <p>During the month of July, 32 employees worked the nightshift at Boulan Residence; 5 had completed background checks and 27 did not.</p> <p>During the month of July, 42 employees worked the dayshift at Boulan Residence; 16 had completed background checks and 26 did not.</p>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

<b>APPLICABLE RULE</b>	
<b>MCL 400.734b</b>	<p><b>Employing or contracting with certain individuals providing direct services to residents; prohibitions; criminal history check; exemptions; written consent and identification; conditional employment; use of criminal history record information; disclosure; determination of existence of national criminal history; failure to conduct criminal history check; automated fingerprint identification system database; electronic web-based system; costs; definitions.</b></p>
	<p><b>(6) If an adult foster care facility determines it necessary to employ or independently contract with an individual before receiving the results of the individual's criminal history check or criminal history record information required under</b></p>

**this section, the adult foster care facility may conditionally employ the individual if all of the following apply:**

**(a) The adult foster care facility requests the criminal history check or criminal history record information required under this section, upon conditionally employing the individual.**

**(b) The individual signs a written statement indicating all of the following:**

**(i) That he or she has not been convicted of 1 or more of the crimes that are described in subsection (1)(a) to (g) within the applicable time period prescribed by subsection (1)(a) to (g).**

**(ii) That he or she is not the subject of an order or disposition described in subsection (1)(h).**

**(iii) That he or she has not been the subject of a substantiated finding as described in subsection (1)(i).**

**(iv) The individual agrees that, if the information in the criminal history check conducted under this section does not confirm the individual's statement under subparagraphs (i) to (iii), his or her employment will be terminated by the adult foster care facility as required under subsection (1) unless and until the individual can prove that the information is incorrect.**

**(v) That he or she understands the conditions described in subparagraphs (i) to (iv) that result in the termination of his or her employment and that those conditions are good cause for termination.**

**(c) Except as otherwise provided in this subdivision, the adult foster care facility does not permit the individual to have regular direct access to or provide direct services to residents in the adult foster care facility without supervision until the criminal history check or criminal history record information is obtained and the individual is eligible for that employment. If required under this subdivision, the adult foster care facility shall provide on-site supervision of an individual in the facility on a conditional basis under this subsection by an individual who has undergone a criminal history check conducted in compliance with this section. An adult foster care facility may permit an individual in the facility on a conditional basis under this subsection to have regular direct access to or provide direct services to residents in the adult foster care facility without supervision if all of the following conditions are met:**

**(i) The adult foster care facility, at its own expense and before the individual has direct access to or provides direct**

	<p>services to residents of the facility, conducts a search of public records on that individual through the internet criminal history access tool maintained by the department of state police and the results of that search do not uncover any information that would indicate that the individual is not eligible to have regular direct access to or provide direct services to residents under this section.</p> <p>(ii) Before the individual has direct access to or provides direct services to residents of the adult foster care facility, the individual signs a statement in writing that he or she has resided in this state without interruption for at least the immediately preceding 12-month period.</p> <p>(iii) If applicable, the individual provides to the department of state police a set of fingerprints on or before the expiration of 10 business days following the date the individual was conditionally employed under this subsection.</p>
<p><b>ANALYSIS:</b></p>	<p>Based on the information gathered during my investigation, there is sufficient evidence to conclude that the licensee designee Aniema Ubom allowed employees without completed background checks work with residents without supervision by someone who has a completed background check. Furthermore, Mr. Ubom failed to complete lchat searches on the employees, and did not have fingerprints submitted within ten business days of being offered conditional employment.</p> <p>During the month of June, there were 26 shifts worked only by employees who had no completed background checks.</p> <p>During the month of July, there were 36 shifts worked only by employees who had no completed background checks.</p> <p>On 07/31/2025 and 08/26/2025, I requested any evidence to the contrary and to date, the licensee has not provided any additional information.</p>
<p><b>CONCLUSION:</b></p>	<p><b>VIOLATION ESTABLISHED</b></p>

**IV. RECOMMENDATION**

I recommend modification of the current status of the license to provisional.



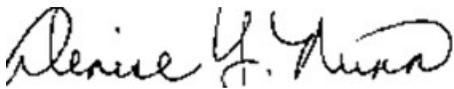
08/26/2025

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Sara Shaughnessy  
Licensing Consultant

Date

Approved By:



09/19/2025

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Denise Y. Nunn  
Area Manager

Date