



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 #: AS630411027  
Investigation #: 2025A0626024  
The Winchester 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 cursive script that reads "Sara E. Shaughnessy". The signature is written in a dark ink and is positioned below the word "Sincerely,".

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>	AS630411027
<b>Investigation #:</b>	2025A0626024
<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, Designee
<b>Licensee Designee:</b>	Aniema Ubom
<b>Name of Facility:</b>	The Winchester Residence
<b>Facility Address:</b>	5522 Winchester Drive Troy, MI 48085
<b>Facility Telephone #:</b>	(248) 480-4162
<b>Original Issuance Date:</b>	08/10/2022
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	02/10/2025
<b>Expiration Date:</b>	02/09/2027
<b>Capacity:</b>	4
<b>Program Type:</b>	PHYSICALLY HANDICAPPED TRAUMATICALLY BRAIN INJURED

**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 2025A0626024
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 by checking the Workforce Background Check website. There are 8 completed background checks for the home and four pending.
07/31/2025	Contact - Telephone call made A phone call was made to Aniema Ubom (licensee). 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 I conducted the exit conference, 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 Winchester 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 The Winchester Residence. There were 8 completed background checks found and four pending.

On 07/31/2025, I sent an email to Anemia Ubom, Leslie Ubom, and Merima Zander and requested the work schedules for The Winchester Residence for the months of June and July. Due to the concerns regarding having direct care staff members working with residents without completed background checks, I advised them to start having them completed as soon as possible.

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

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

During the month of June, the following direct care staff members, **with** completed background checks, worked the **nightshift** at The Winchester Residence:

1. Briana Turner
2. Danielle Purvis
3. Zharia Jackson
4. Bijon Luster
5. Adreena Glenn
6. Regina Dixon
7. Ebony Gardner-Thomas
8. Tiara Odom
9. Shantaque Askew-Broadus
10. Monique Carter
11. Daisianae Martin

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

1. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
2. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)
3. Myonia Jackson
4. Grace Quarker (hired 2/20/2025; fingerprints pending)
5. Shanika Tucker

6. Erika Robinson
7. Kai Kimble
8. Kenya Saine (hired 01/20/2025; eligibility 07/24/2025)
9. Rodnae Chapman
10. Quanisha Golden (hired 02/03/2025; eligibility 08/01/2025)
11. Kiarra Dailey (hired 02/24/2025; eligibility 08/07/2025)
12. Raven Patton
13. Keisha Lindsey
14. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
15. Mya Owens (hired 05/19/2025; fingerprints pending)
16. Nicole Statom
17. Jeanette Foster
18. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
19. Tuniesia Nelson (hired 03/17/2025; eligibility 08/06/2025)
20. Divine Earth
21. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
22. LaTauyna Spraggins
23. Asya Taylor (hire date 02/24/2025; fingerprints pending)
24. Shaniece Moore (hire date 04/28/2025; eligibility 08/12/2025)
25. Malisha Pouncey
26. Donte Cleveland
27. Georgia Knight
28. Eboni Thedford
29. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
30. Quasheena Weaks (hired 02/03/2025; eligibility 08/13/2025)
31. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
32. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)

During the month of June, the following **17 nightshifts** were staffed only by staff without completed background checks:

06/01, 06/02, 06/03, 06/04, 06/06, 06/11, 06/13, 06/14, 06/15, 06/17, 06/18, 06/19, 06/21, 06/27, 06/28, 06/29, 06/30.

During the month of June, the following direct care staff members, **with** completed background checks, worked the **dayshift** at The Winchester Residence:

1. Alexis Fistler
2. Alezandria Rollins
3. Silver Lango
4. Jasmine Colson
5. Alicia White
6. Chicquita Gillette
7. Antionett Rembert
8. A'shani Robinson

9. Vannaisa Cook
10. Tayvonna Dorris
11. Jayla Carr
12. Cheyenne Gaines
13. Nikeya McPherson
14. Malik Greason
15. Danijia Wiggins
16. Sharmia Sinclair

During the month of June, the following direct care staff members, **without** completed background checks, worked the **dayshift** at The Winchester Residence:

1. Tarryona Gavin (hired 05/05/2025; eligibility pending)
2. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
3. Lajoy Harris (hired 05/27/2025; eligibility 08/12/2025)
4. Marcianna Edwards
5. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
6. Sierra Laney
7. Nathan Ponos
8. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
9. Erica Berrien
10. Jaida Jones
11. Emari Chambers
12. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
13. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
14. Destini Tyler (hired 03/31/2025; eligibility pending)
15. Aiyanna Butler
16. Kennedie Collins (hired 03/31/2025; eligibility 07/24/2025)
17. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
18. Miracle White (hired 03/24/2025; eligibility 08/12/2025)
19. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
20. Toni Hockett (hired 05/12/2025; eligibility 08/04/2025)
21. Justice Moore (hired 05/05/2025; eligibility pending)
22. Dameika Chatman
23. Kartiear Simmons
24. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
25. Gennyce McBroome (hired 06/02/2025; eligibility pending)
26. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
27. Ja'kayla Green
28. Alicia Evans (hired 05/26/2025; eligibility 08/11/2025)
29. Tyran Scott-Howell (hired 05/19/2025; eligibility 08/07/2025)
30. Nareisha Sain (hired 10/01/2024; eligibility 07/24/2025)

During the month of June, the following **9 dayshifts** were staffed by only direct care staff members without completed background checks:

06/03, 06/04, 06/06, 06/07, 06/18, 06/20, 06/21, 06/27, 06/30.

During the month of July, the following direct care staff members, **with** completed background checks, worked the **nightshift** at The Winchester Residence:

1. Tiara Odom
2. Shantaque Askew-Broadus
3. Regina Dixon
4. Adreena Glenn
5. Erin Seitters-Walter
6. Briana Turner
7. Deaundra Lee
8. Daisianae Martin

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

1. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
2. Quanisha Golden (hired 02/03/2025; eligibility 08/01/2025)
3. Gabrielle Hughes
4. Malisha Pouncey
5. Raven Patton
6. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
7. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)
8. Quasheena Weaks (hired 02/03/2025; eligibility 08/13/2025)
9. Shaniece Moore (hire date 04/28/2025; eligibility 08/12/2025)
10. Loretta Fisher (hire date 04/28/2025; eligibility 07/29/2025)
11. Georgia Knight
12. Eboni Thedford
13. Meia Jackson (hired 06/16/2025; eligibility 08/01/2025)
14. Kenya Saine (hired 01/20/2025; eligibility 07/24/2025)
15. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
16. Divine Earth
17. Jeanette Foster
18. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
19. La Tauyna Spraggins
20. Asya Taylor (hire date 02/24/2025; fingerprints pending)
21. Grace Quarker (hired 2/20/2025; fingerprints pending)
22. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
23. Tuniesia Nelson (hired 03/17/2025; eligibility 08/06/2025)
24. Rhonda Lindsay (hired 04/14/2025; fingerprints pending)
25. Kiarra Dailey (hired 02/24/2025; eligibility 08/07/2025)
26. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
27. Tina Harvey-Lewis (hired 06/20/2025; eligibility 08/14/2025)
28. Chaclay Griffith
29. Mia Livingston (hired 07/14/2025; eligibility 08/11/2025)

30. Rosenell Davis (hired 02/10/2025; eligibility 08/11/2025)
31. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
32. Ashley Phifer (hired 06/02/2025; eligibility pending)
33. Yameka Guthrie (hired 07/14/2025; eligibility pending)
34. Desmond Warnsley (hired 03/31/2025; eligibility pending)
35. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)

During the month of July, the following **17** dates were staffed only with direct care staff members without completed background checks for the **nightshift**:

07/01, 07/02, 07/03, 07/04, 07/05, 07/08, 07/09, 07/10, 07/11, 07/14, 07/15, 07/16, 07/17, 07/19, 07/25, 07/30, 07/31.

During the month of July, the following direct care staff members **with** completed background checks worked the **dayshift** at The Winchester Residence:

1. A'shani Robinson
2. Antionett Rembert
3. Danijia Wiggins
4. Tayvonna Dorris
5. Cheyenne Gaines
6. Chicquita Gillette
7. Jasmine Colson
8. Alicia White
9. Jameela Johnson
10. Vannaisa Cook
11. Alexis Fistler
12. Alezandria Rollins
13. Matthew Winn
15. Wynter Montgomery
16. Kennedie Collins

During the month of July, the following direct care staff members **without** completed background checks worked the **dayshift** at The Winchester Residence:

1. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
2. Jaquaysha Johnson (hired 06/02/2025; eligibility 08/06/2025)
3. Rekesha Berry (hired 05/29/2025; eligibility 07/24/2025)
4. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
5. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
6. Gennyce McBroome (hired 06/02/2025; eligibility pending)
7. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
8. Annette Bryant (hired 06/13/2025; eligibility pending)
9. Jaida Jones
10. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
11. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)

12. Nakisha Crumbsy (hired 01/27/2025; eligibility 08/11/2025)
13. Tarryona Gavin (hired 05/05/2025; eligibility pending)
14. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
15. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
16. Toni Hockett (hired 05/12/2025; eligibility 08/04/2025)
17. Lajoy Harris (hired 05/27/2025; eligibility 08/12/2025)
18. Tyran Scott-Howell (hired 05/19/2025; eligibility 08/07/2025)
19. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
20. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
21. Chanell Purdy
22. Destini Tyler (hired 03/31/2025; eligibility pending)
23. Alicia Evans (hired 05/26/2025; eligibility 08/11/2025)
24. Miracle White (hired 03/24/2025; eligibility 08/12/2025)
25. Ja'Kayla Green
26. Marcianna Edwards
27. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
28. Jaz'myne Cunningham
29. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
30. Armond Parker (hired 07/14/2025; eligibility pending)
31. Justice Moore (hired 05/05/2025; eligibility pending)
32. Brittany Bradley

During the month of July, the following **13** dates were staffed only with direct care staff members without completed background checks for the **dayshift**:

07/01, 07/03, 07/04, 07/05, 07/06, 07/07, 07/08, 07/13, 07/14, 07/16, 07/18, 07/19, 07/28.

On 08/22/2025, during an exit conference for another investigation, the licensee designee, Aniema Ubom, stated he had completed ICHAT checks on all of the direct care staff members who did not have completed background checks. I reminded him that I had asked for those in a previous email and informed him that he can still send them to me. He admitted that he did not submit fingerprints within ten days of the offer of conditional employment.

On 08/22/2025, I completed a second check of the names of the direct care staff members who worked at The Winchester 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. 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>	<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>
	<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</b>

	<b>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>
<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 20 employees who worked the dayshift at The Winchester Residence; 11 had completed background checks and 19 did not. During the month of June, 46 employees worked the nightshift at The Winchester Residence; 16 had completed background checks and 30 did not.</p> <p>During the month of July, 43 employees worked the nightshift at The Winchester Residence; 8 had completed background checks and 35 did not. During the month of July, 48 employees worked the dayshift at The Winchester Residence; 16 had completed background checks and 32 did not.</p>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

<b>APPLICABLE RULE</b>	
<b>MCL 400.734b</b>	<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>
	<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>

**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 ICHAT 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>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.



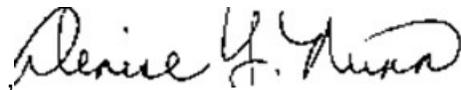
08/26/2025

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Sara Shaughnessy  
Licensing Consultant

Date

Approved By:



09/19/2025

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Denise Y. Nunn  
Area Manager

Date