



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 #: AS630415090  
Investigation #: 2025A0626026  
The Hawthorne 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 dark ink, reading "Sara E. Shaughnessy". The signature is fluid and cursive, with the first name "Sara" being more prominent and the last name "Shaughnessy" following in a similar style. The initials "E." are written between the first and last names.

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>	AS630415090
<b>Investigation #:</b>	2025A0626026
<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>	The Hawthorne Residence
<b>Facility Address:</b>	22430 Hawthorne Farmington, MI 48336
<b>Facility Telephone #:</b>	(248) 480-4162
<b>Original Issuance Date:</b>	08/25/2023
<b>License Status:</b>	REGULAR
<b>Effective Date:</b>	02/25/2024
<b>Expiration Date:</b>	02/24/2026
<b>Capacity:</b>	6
<b>Program Type:</b>	PHYSICALLY HANDICAPPED TRAUMATICALLY BRAIN INJURED

## II. ALLEGATION(S)

	Violation Established?
The corporation has five AFC licensed 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 2025A0626026
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 a search of the Workforce Background Check website for The Hawthorne Residence. There are currently five background checks completed and one pending.
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.
07/31/2028	Contact - Telephone call made A telephone call was made to Aniema Ubom (licensee). A message was left requesting a return call.
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 AFC licensed 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 Hawthorne 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 Hawthorne Residence. There were five completed background checks found and one pending.

On 07/31/2025, I sent an email to Anemia Ubom, Leslie Ubom, and Merima Zander and requested the work schedules for The Hawthorne 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 The Hawthorne Residence from Merima Zander, program director.

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

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

1. Erin Seitters-Walter
2. Zharia Jackson
3. Lauren Hart
4. Bijon Luster
5. Danielle Thompson
6. Daundra Lee
7. Regina Dixon
8. Adreena Glenn
9. Shantaque Askew-Broadus

#### 10. Ebony Gardner-Thomas

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

1. Rosenell Davis (hired 02/10/2025; eligibility 08/11/2025)
2. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
3. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)
4. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)
5. Chijioke Nwokocha (hired 05/12/2025; eligibility 08/04/2025)
6. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
7. Tiamoni Oliver
8. Kiara Banks
9. Kiarra Dailey (hired 02/24/2025; eligibility 08/07/2025)
10. Kai Kimble
11. Rodnae Chapman
12. Divine Earth
13. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
14. Jeanette Foster
15. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
16. Deonte Cleveland
17. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
18. Asya Taylor (hired 02/24/2025; eligibility pending)
19. Alexis Williams
20. Mya Owens (hired 05/19/2025; eligibility pending)
21. Erika Robinson
22. Divine Earth
23. Nicole Statom
24. Myonia Jackson
25. Eboni Thedford
26. Ashley Phifer (hired 06/02/2025; eligibility pending)
27. Loretta Fisher (hired 04/28/2025; eligibility 07/29/2025)
28. Rina Henry
29. Nerissa Dorris
30. Desmond Warnsley (hired 03/31/2025; eligibility pending)
31. Tuniesia Nelson (hired 03/17/2025; eligibility 08/06/2025)
32. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
33. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)

During the month of June, the following **12 dates** had only workers scheduled for the **nightshift** at The Hawthorne Residence who did not have completed background checks: 06/02, 06/04, 06/08, 06/09, 06/12, 06/14, 06/18, 06/21, 06/22, 06/26, 06/28, 06/30.

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

1. Antionett Rembert
2. Matthew Winn
3. Malik Greason
4. Shayla Jones
5. Brielle Stephens
6. Cheyenne Gaines
7. Tina Willis
8. Jameela Johnson
9. Alezandria Rollins
10. Deaunte Rogers
11. Sharmia Sinclair
12. Chicquita Gillette
13. Alicia White
14. Silver Lango
15. Danijia Wiggins
16. Jasmine Colson
17. Amber Respress
18. Evan McLaughlin
19. Tayvonna Dorris
20. Jayla Carr

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

1. Ciera Barron
2. Nathan Ponos
3. Tyran Scott-Howell (hired 05/19/2025; eligibility 08/07/2025)
4. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
5. LaKira Johnson
6. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
7. Roy Thompson
8. Laquetha Garner
9. Kennedie Collins (hired 03/31/2025; eligibility 07/24/2025)
10. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
11. Ja'Kayla Green
12. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
13. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
14. Anyah Huston
15. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
16. Jordyn Reffigee (hired 06/30/2025; eligibility 07/28/2025)
17. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
18. Destini Tyler (hired 03/31/2025; eligibility pending)
19. Gennyce McBroome (hired 06/02/2025; eligibility pending)

20. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
21. Shareah Page (hired 05/05/2025; eligibility 08/11/2025)

During the month of June, the **5** following dates had only workers scheduled for the **dayshift** at The Hawthorne Residence without completed background checks: 06/07, 06/08, 06/12, 06/21, 06/30.

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

1. Zharia Jackson
2. Regina Dixon
3. LaNesha Parham
4. Briana Turner
5. Deaundra Lee
6. Katrina Howell
7. Zahria Jackson
8. Bijon Luster
9. Danielle Thompson

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

1. Ashley Phifer (hired 06/02/2025; eligibility pending)
2. Rodnae Chapman
3. Kiarra Dailey (hired 02/24/2025; eligibility 08/07/2025)
4. Divine Earth
5. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)
6. Tuniesia Nelson (hired 02/17/2025; eligibility 08/06/2025)
7. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
8. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
9. Alexis Williams
10. Chijioke Nwokocha (hired 05/12/2025; eligibility 08/04/2025)
11. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
12. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
13. Tina Harvey-Lewis (hired 06/30/2025; eligibility 08/14/2025)
14. Asya Taylor (hired 02/25/2025; eligibility pending)
15. Desmond Warnsley (hired 03/31/2025; eligibility pending)
16. Nicole Statom
17. Kenya Saine (hired 01/20/2025; eligibility 07/24/2025)
18. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
19. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
20. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
21. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
22. Mia Livingston (hired 07/14/2025; eligibility 08/11/2025)
23. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)



24. Ciera Ellington (hired 07/14/2025; eligibility pending)
25. Rosenell Davis (hired 02/10/2025; eligibility 08/11/2025)
26. Tameka Guthrie
27. Rhonda Lindsay (hired 04/14/2025; eligibility pending)

During the month of July, the following 18 dates had only workers scheduled for the night shift at The Hawthorne Residence who had no completed background checks: 07/02, 07/03, 07/05, 07/06, 07/07, 07/10, 07/13, 07/14, 07/16, 07/17, 07/24, 07/25, 07/26, 07/27, 07/28, 07/29, 07/30, 07/31.

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

1. Alezandria Rollins
2. Jasmine Colson
3. Tina Willis
4. Matthew Winn
5. Evan McLaughlin
6. Tayvonna Dorris
7. Antionett Rembert
8. Deaunte Rogers
9. Chicquita Gillette
10. Alicia White
11. Amber Respress
12. Brielle Stephens
13. Vannaisa Cook
14. Cheyenne Gaines
15. Silver Lango

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

1. Kejuan Slaughter
2. Tyran Scott-Howell (hired 05/19/2025; eligibility 08/07/2025)
3. Destini Tyler (hired 03/31/2025; eligibility pending)
4. Tashanti Jackson (hired 04/14/2025; eligibility 08/01/2025)
5. Zakiya Walker
6. Hannah Gutow (hired 05/05/2025; eligibility 08/01/2025)
7. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
8. Lajoy Harris (hired 05/27/2025; eligibility 08/12/2025)
9. Ja'Kayla Green
10. Tanika Rutledge
11. Nathan Ponos

12. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
13. Rekesha Berry (hired 05/29/2025; eligibility 07/24/2025)
14. Kennedie Collins (hired 03/31/2025; eligibility 07/24/2025)
15. Marcianna Edwards
16. Tarryona Gavin (hired 05/05/2025; eligibility pending)
17. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
18. Brittany Bradley
19. Jaida Jones
20. Justice Moore (hired 05/05/2025; eligibility pending)
21. Gennyce McBroome (hired 06/02/2025; eligibility pending)
22. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
23. Toni Hockett (hired 05/12/2025; eligibility 08/04/2025)
24. Aameena Knox (hired 06/30/2025; eligibility 08/08/2025)
25. Kimberly Farris
26. I'Dris Tye
27. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
28. Sharane Smith
29. Dettrick Guinn (hired 07/14/2025; 08/13/2025)
30. Quintina Whiteclaw
31. Alicia Evans (hired 05/26/2025; eligibility 08/11/2025)
32. Jaz'myne Cunningham
33. Jaquaysa Johnson (hired 06/02/2025; eligibility 08/06/2025)

During the month of July, the following **8** dates had only workers scheduled for the **dayshift** at The Hawthorne Residence without any completed background checks: 07/01, 07/05, 07/06, 07/10, 07/11, 07/19, 07/24, 07/30.

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 double checked the names in the Workforce Background Check website and added any dates of hire and/or eligibility, for accuracy. The names without any dates after them are not in the system.

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 his 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</b></p>

	<b>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 41 employees who worked the day shift at The Hawthorne Residence; 20 had completed background checks and 21 did not.</p> <p>During the month of June, 43 employees worked the night shift at The Hawthorne Residence; 10 had completed background checks and 33 did not.</p> <p>During the month of July, 36 employees worked the night shift at the Hawthorne Residence; 9 had completed background checks and 27 did not.</p> <p>During the month of July, 48 employees worked the day shift at The Hawthorne Residence; 15 had completed background checks and 33 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>
	<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 this section, the adult foster care facility may conditionally employ the individual if all of the following apply:</b></p> <p><b>(a) The adult foster care facility requests the criminal history check or criminal history record information</b></p>

	<p>required under this section, upon conditionally employing the individual.</p> <p>(b) The individual signs a written statement indicating all of the following:</p> <p>(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).</p> <p>(ii) That he or she is not the subject of an order or disposition described in subsection (1)(h).</p> <p>(iii) That he or she has not been the subject of a substantiated finding as described in subsection (1)(i).</p> <p>(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.</p> <p>(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.</p> <p>(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:</p> <p>(i) The adult foster care facility, at its own expense and before the individual has direct access to or provides direct 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</p>
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	<p>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>
<b>ANALYSIS:</b>	<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.</p> <p>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 17 shifts worked only by employees who had no completed background checks.</p> <p>During the month of July, 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>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

#### IV. RECOMMENDATION

Contingent upon receiving an acceptable corrective action plan, issuance of a provisional license is recommended.



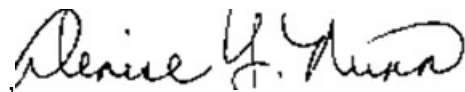
08/26/2025

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Sara Shaughnessy  
Licensing Consultant

Date

Approved By:



09/19/2025

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Denise Y. Nunn  
Area Manager

Date