



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 #: AS630416241
Investigation #: 2025A0626025
The Trevino 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:

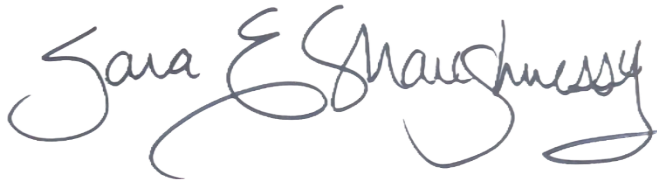
- How compliance with each rule will be achieved.
- Who is directly responsible for implementing the corrective action for each violation.
- Specific time frames for each violation as to when the correction will be completed or implemented.
- Indicate how continuing compliance will be maintained once 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 fluid and connected, with a large initial 'S' and a distinct 'E'.

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

License #:	AS630416241
Investigation #:	2025A0626025
Complaint Receipt Date:	07/31/2025
Investigation Initiation Date:	07/31/2025
Report Due Date:	09/29/2025
Licensee Name:	Care First Group Living & In-Home Services, Inc.
Licensee Address:	24111 Southfield Road Southfield, MI 48075
Licensee Telephone #:	(248) 331-7444
Administrator:	Aniema Ubom
Licensee Designee:	Aniema Ubom
Name of Facility:	The Trevino Residence
Facility Address:	1192 Trevino Drive Troy, MI 48085
Facility Telephone #:	(248) 331-7444
Original Issuance Date:	12/19/2023
License Status:	REGULAR
Effective Date:	06/19/2024
Expiration Date:	06/18/2026
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED TRAUMATICALLY BRAIN INJURED

II. ALLEGATION(S)

	Violation Established?
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 2025A0626025
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 a search of the Workforce Background Check website. There are five completed employee background checks and three pending.
07/31/2025	Contact - Telephone call made A telephone 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 designee), 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 Trevino 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 Trevino Residence. There were five completed background checks found and three pending.

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

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

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

1. Regina Dixon
2. Deaundra Lee
3. Adreena Glenn
4. Denaisha Moore
5. Ebony Gardner-Thomas
6. Zharia Jackson
7. Monique Carter
8. Tiara Odom
9. Danielle Thomsson

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

1. Keisha Lindsey
2. LaTauyna Spraggins
3. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
4. Georgia Knight
5. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
6. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
7. Kenya Saine (hired 01/20/2025; eligibility 07/24/2025)
8. Treasure Gray (hired 02/10/2025; eligibility 08/12/2025)
9. Raven Patton
10. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
11. Ellinor Taylor-Stoval
12. Rodnae Chapman
13. Sherry Smith (hired 06/02/2025; eligibility 08/09/2025)
14. Rhonda Lindsay (hired 04/14/2025; eligibility pending)
15. Jeanette Foster
16. Deana Hale (hired 04/28/2025; eligibility pending)
17. Nicole Statom
18. Rina Henry
19. Myonia Jackson
20. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)
21. Porshe Foster (hired 04/28/2025; eligibility 07/31/2025)
22. Shaniece Moore (hired 04/28/2025; eligibility 08/12/2025)
23. Ashley Phifer (hired 06/02/2025; eligibility pending)
24. Georgia Knight
25. Gabrielle Hughes
26. Daisianae Martin
27. Raven Patton
28. Loretta Fisher (hired 04/28/2025; eligibility 07/29/2025)

During the month of June, the 11 following **nightshifts** were staffed only by direct care staff members **without** completed background checks:

06/07, 06/09, 06/10, 06/12, 06/13, 06/15, 06/19, 06/21, 06/22, 06/23,
06/24.

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

1. Alexis Fistler
2. Amber Respress
3. Shayla Jones
4. Jameela Johnson
5. Jasmine Colson

6. LaNesha Parham
7. Chelsea Holiday
8. Vannaisa Cook
9. Antionett Rembert
10. Tayvonna Dorris
11. Jayla Carr
12. Chicquita Gillette
13. Nikeya McPherson

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

1. Destini Tyler (hired 03/31/2025; eligibility pending)
2. Emari Chambers
3. Kennedie Collins (hired 03/31/2025; eligibility 07/24/2025)
4. Krystal Hall (hired 05/19/2025; eligibility pending)
5. Laquetha Garner
6. Chanell Purdy
7. Shareah Page (hired 05/05/2025; eligibility 08/11/2025)
8. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
9. Sharane Smith
10. Toni Hockett (hired 05/12/2025; eligibility 08/04/2025)
11. Alicia Evans (hired 05/26/2025; eligibility 08/11/2025)
12. Roy Thompson
13. LaKira Johnson
14. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
15. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
16. Marissa Chandler
17. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
18. Justice Moore (hired 05/05/2025; eligibility pending)
19. Nakisha Crumbsy (hired 01/27/2025; eligibility 08/11/2025)
20. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
21. Tarryona Gavin
22. Dameika Chatman
23. Rekesha Berry (hired 05/29/2025; eligibility 07/24/2025)
24. Marcianna Edwards
25. Lennisa Thomas
26. Miracle White (hired 03/24/2025; eligibility 08/12/2025)
27. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
28. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
29. Ciera Barron
30. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
31. Gennyce McBroome (hired 06/02/2025; eligibility pending)
32. Jordyn Reffigee (hired 06/03/2024; eligibility 07/28/2025)
33. Jaida Jones

During the month of June, the following **11 dayshifts** were staffed with only direct care staff members without completed background checks:

06/03, 06/04, 06/05, 06/10, 06/11, 06/12, 06/15, 06/21, 06/22, 06/25, 06/26.

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

1. Adreena Glenn
2. Zharia Jackson
3. Briana Turner
4. Monique Carter
5. Regina Dixon
6. Deaundra Lee

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

1. Aujshane Gresham (hired 05/19/2025; eligibility 08/04/2025)
2. Jestiny Rouser (hired 05/05/2025; eligibility 08/13/2025)
3. Kenya Saine (hired 01/20/2025; eligibility 07/24/2025)
4. Mya Owens (hired 05/19/2025; eligibility pending)
5. Nerissa Dorris
6. Jeanette Foster
7. Eboni Thedford
8. Raven Patton
9. Azia Guffin (hired 04/07/2025; eligibility 08/14/2025)
10. Tiffany Burt (hired 04/23/2025; eligibility 07/24/2025)
11. Bianca Gee (hired 07/14/2025; eligibility 08/04/2025)
12. Rodnae Chapman
13. Tuniesia Nelson (hired 03/17/2025; eligibility 08/06/2025)
14. Tina Harvey-Lewis (hired 06/30/2025; eligibility 08/14/2025)
15. Nicole Statom
16. Deeda Browning (hired 06/12/2025; eligibility 07/25/2025)
17. Danica Hillie (hired 02/10/2025; eligibility 08/04/2025)
18. Deana Hale (hired 04/28/2025; eligibility pending)
19. Shaneice Moore (hired 04/28/2025; eligibility 08/12/2025)
20. Porsche Foster (hired 04/28/2025; eligibility 07/31/2025)
21. LaTauyna Spraggins
22. Ashley Phifer (hired 06/02/2025; eligibility pending)
23. Sherry Smith (hired 06/02/2025; eligibility 09/09/2025)
24. Rhonda Lindsay (hired 04/14/2025; eligibility pending)

During the month of July, the following **11 nightshifts** were staffed only by direct care staff members without completed background checks:

07/03, 07/04, 07/05, 07/06, 07/10, 07/12, 07/13, 07/23, 07/27, 07/28, 07/30.

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

1. Chelsea Holliday
2. Cheyenne Gaines
3. Alexis Fistler
4. Chicquita Gillette
5. Nikeya McPherson
6. Jasmine Colson
7. Alezandria Rollins
8. Rekesha Berry

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

1. Sharane Smith
2. Gennyce McBroome (hired 06/02/2025; eligibility pending)
3. Marcianna Edwards
4. Wynter Montgomery (hired 04/14/2025; eligibility 07/24/2025)
5. Nikhia Jackson
6. Aviance Kirk (hired 03/24/2025; eligibility 08/05/2025)
7. Shkai Simmons-White (hired 05/12/2025; eligibility 08/08/2025)
8. Kennedie Collins (hired 03/31/2025; eligibility 07/24/2025)
9. Toni Hockett (hired 05/12/2025; eligibility 08/04/2025)
10. Chanell Purdy
11. Kejuan Slaughter
12. Jaquasha Rembert (hired 04/14/2025; eligibility pending)
13. Tynitta Perry (hired 04/28/2025; eligibility 08/13/2025)
14. Nakisha Crumbsy
15. Justice Moore (hired 05/05/2025; eligibility pending)
16. Jordyn Reffgee (hired 06/03/2024; eligibility 07/28/2025)
17. Tarryona Gavin
18. Ja'kayla Green
19. Jaquasha Johnson (hired 06/02/2025; eligibility 08/06/2025)
20. Shareah Page (hired 05/05/2025; eligibility 08/11/2025)
21. Miracle White (hired 03/24/2025; eligibility 08/12/2025)
22. Alicia Evans (hired 05/26/2025; eligibility 08/11/2025)
23. Jasilyn Teasley (hired 05/05/2025; eligibility 08/07/2025)
24. Emari Chambers
25. Brittany Bradley
26. Maty Diop (hired 05/20/2025; eligibility 07/24/2025)
27. Ameena Knox (hired 06/30/2025; eligibility 08/08/2025)
28. Jaz'myne Cunningham
29. Deniea Williams (hired 03/17/2025; eligibility 08/11/2025)
30. Krystal Hall (hired 05/19/2025; eligibility pending)

- 31. Justice Moore (hired 05/05/2025; eligibility pending)
- 32. Kimberly Farris

During the month of July, the following 16 **dayshifts** were staffed with only direct care staff members without completed background checks:

07/01, 07/02, 07/05, 07/06, 07/09, 07/10, 07/11, 07/14, 07/16, 07/17, 07/18, 07/19, 07/20, 07/23, 07/29, 07/31.

On 08/22/2025, during an exit conference for another investigation, the licensee designee, Aniema Ubom, stated he had completed ICHAT checks on all 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. 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.

APPLICABLE RULE	
MCL 400.734b	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.
	(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).
ANALYSIS:	<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 37 employees who worked the day shift at The Trevino Residence; 9 had completed background checks and 28 did not.</p> <p>During the month of June, 46 employees worked the night shift at The Trevino Residence; 13 had completed background checks and 33 did not.</p> <p>During the month of July, 40 employees worked the day shift at the Trevino Residence; 8 had completed background checks and 32 did not.</p> <p>During the month of July, 30 employees worked the night shift at The Trevino Residence; 6 had completed background checks and 24 did not.</p>
CONCLUSION:	VIOLATION ESTABLISHED

APPLICABLE RULE	
MCL 400.734b	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.
	(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:

(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 services to residents of the facility, conducts a search of public records on that individual through the internet**

	<p>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>ANALYSIS:</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 complete background checks work with residents without supervision by someone who has a completed background check.</p> <p>Furthermore, Mr. Ubom failed to complete Ichat searches on the employees and did not have fingerprints submitted within 10 business days of being offered conditional employment.</p> <p>Mr. Ubom admitted that he had not collected the statements from the employees, nor had he completed ICHAT checks prior to allowing the employees to work with residents.</p> <p>During the month of June, there were 22 shifts worked only by employees who had no completed background checks.</p> <p>During the month of July, there were 27 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>CONCLUSION:</p>	<p>VIOLATION ESTABLISHED</p>

IV. RECOMMENDATION

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

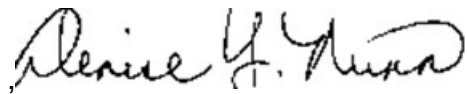


08/26/2025

Sara Shaughnessy
Licensing Consultant

Date

Approved By:



09/19/2025

Denise Y. Nunn
Area Manager

Date