



GRETCHEN WHITMER  
GOVERNOR

STATE OF MICHIGAN  
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS  
LANSING

MARLON I. BROWN, DPA  
DIRECTOR

March 17, 2026

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

RE: License #: AS630380735  
Investigation #: 2026A0626015  
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.

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 long, sweeping underline.

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>	2026A0626015
<b>Complaint Receipt Date:</b>	02/12/2026
<b>Investigation Initiation Date:</b>	02/13/2026
<b>Report Due Date:</b>	04/13/2026
<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>	1ST PROVISIONAL
<b>Effective Date:</b>	10/08/2025
<b>Expiration Date:</b>	04/07/2026
<b>Capacity:</b>	6
<b>Program Type:</b>	PHYSICALLY HANDICAPPED ALZHEIMERS AGED

	TRAUMATICALLY BRAIN INJURED
--	-----------------------------

**II. ALLEGATION(S)**

	<b>Violation Established?</b>
Direct care staff members untrained in CPR/First Aid, are working independently with residents.	Yes

**III. METHODOLOGY**

02/12/2026	Special Investigation Intake 2026A0626015
02/12/2026	APS Referral A referral was not made to Adult Protective Services as there is no alleged abuse or neglect.
02/13/2026	Special Investigation Initiated - On Site I initiated the special investigation on 02/11/2026 via an unannounced onsite investigation at Care First's rehabilitation center. I interviewed co-owner, Leslie Ubom.
02/18/2026	Contact - Document Received I received, via email, the staff schedules and CPR certifications for Boulan Residence, from Leslie Ubom, co-owner.
03/04/2026	Exit conference I completed an exit conference, via telephone, with licensee designee, Aniema Ubom. The findings were discussed and Mr. Ubom indicated understanding.

**ALLEGATION:**

**Direct care staff members untrained in CPR/First Aid, are working independently with residents.**

**INVESTIGATION:**

On 02/11/2026, I received a complaint, via email, alleging there were many direct care staff members working at Boulan Residence without CPR and First Aid certification.

On 02/11/2026, I initiated the investigation by conducting an onsite investigation at the Care First Rehabilitation Facility, which includes the offices for all the homes owned by the company, including Boulan Residence. I completed an in-person interview with co-owner, Leslie Ubom. Ms. Ubom stated there was a process for the certifications and that not all direct care staff members have current certification, but they are working on arranging for the class to be provided for those who still need it. I advised her to ensure there is always someone certified in CPR/First Aid, working on shift and she agreed to do that. She agreed to send me the schedule for the home for November, December, and January, along with the CPR certifications they do have.

On 02/16/2026, I completed a telephone interview with Staff Member A who insisted on anonymity as a condition of speaking with me. Staff Member A confirmed that there were many staff members who did not have their CPR certification and that Care First was in the process of coordinating CPR training. Staff Member A denied having any concerns regarding the care provided to the residents.

On 02/17/2026, the requested schedules and CPR certifications were received via email.

On 02/18/2026, I reviewed the schedules and CPR certifications sent to me by Ms. Ubom. During the time period of 11/02/2025-02/02/2026, 96 direct care staff members worked at Boulan Residence, 73 were trained in CPR and 23 were not. On 01/26/2026, there was one night shift where there were no direct care staff members with CPR certification working at Boulan Residence.

<b>APPLICABLE RULE</b>	
<b>R 400.629</b>	<b>Direct care staff; qualifications and training.</b>
	<b>(5) A licensee or administrator shall provide in-service training or make training available through other sources to direct care staff. Direct care staff shall be trained and</b>

	<p>competent in all of the following areas before performing assigned tasks independently:</p> <ul style="list-style-type: none"> <li>(a) Reporting requirements.</li> <li>(b) First aid.</li> <li>(c) Cardiopulmonary resuscitation, which includes a hands-on demonstration as part of the training.</li> <li>(d) Personal care, supervision, and protection.</li> <li>(e) Resident rights.</li> <li>(f) Safety and fire prevention.</li> <li>(g) Prevention and containment of communicable diseases including recognizing signs of illness.</li> <li>(h) Food safety, which includes food storage, preparation, distribution, and serving in a safe manner.</li> <li>(i) Nutrition and special diets.</li> </ul>
<b>ANALYSIS:</b>	<p>Based on the information obtained during the special investigation, it has been determined that there is enough evidence to support the violation of direct care staff members working independently without CPR/First Aid certification. The determination was based on a review of the schedule and provided certificates.</p>
<b>CONCLUSION:</b>	<b>VIOLATION ESTABLISHED</b>

**IV. RECOMMENDATION**

Upon receipt of an approved corrective action plan, I recommend no change to the status of the license.



03/02/2026

---

Sara Shaughnessy  
Licensing Consultant

Date

Approved By:



For

03/17/2026

---

Denise Y. Nunn  
Area Manager

Date