



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 #: AS630411027
Investigation #: 2026A0626016
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.
- How continuing compliance will be maintained once compliance is achieved.
- The signature of the responsible party and a date.

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. Failure to submit an acceptable corrective action plan will result in disciplinary action.

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

| | |
|---------------------------------------|---|
| License #: | AS630411027 |
| Investigation #: | 2026A0626016 |
| Complaint Receipt Date: | 02/11/2026 |
| Investigation Initiation Date: | 02/11/2026 |
| Report Due Date: | 04/12/2026 |
| 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 Winchester Residence |
| Facility Address: | 5522 Winchester Drive Troy, MI 48085 |
| Facility Telephone #: | (248) 480-4162 |
| Original Issuance Date: | 08/10/2022 |
| License Status: | 1ST PROVISIONAL |
| Effective Date: | 10/08/2025 |
| Expiration Date: | 04/07/2026 |
| Capacity: | 4 |
| Program Type: | PHYSICALLY HANDICAPPED TRAUMATICALLY BRAIN INJURED |

II. ALLEGATION(S)

| | Violation Established? |
|---|-----------------------------------|
| Direct care staff members without CPR/First Aid training are working independently at The Winchester Residence. | Yes |

III. METHODOLOGY

| | |
|------------|--|
| 02/11/2026 | Special Investigation Intake 2026A0626016 |
| 02/11/2026 | Special Investigation Initiated - On Site I initiated the special investigation via an unannounced onsite investigation at Care First's rehabilitation facility. I completed an interview with co-owner, Leslie Ubom. |
| 02/13/2026 | APS Referral A referral was not made to Adult Protective Services due to no allegations of abuse or neglect. |
| 02/17/2026 | Contact - Document Received I received, via email, staff schedules and CPR certificates for The Winchester Residence, from co-owner, Leslie Ubom. |
| 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 an understanding. |

ALLEGATION:

Direct care staff members without CPR/First Aid training are working independently at The Winchester Residence.

INVESTIGATION:

On 02/11/2026, I received a complaint, via email, alleging there were many direct care staff members working at Winchester 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 The Winchester 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 for The Winchester Residence and compared it to the CPR/First Aid certifications provided by co-owner, Leslie Ubom. From the time period, 11/06/2025-02/03/2026, there were two day shifts with only staff members without CPR training working, 11/29/2025 and 01/14/2026. During the same period, there was one shift with only staff members without CPR training working, 01/26/2026.

On 03/04/2026, I completed an exit conference, via telephone, with licensee designee, Aniema Ubom. The findings were discussed and Mr. Ubom indicated an understanding.

| APPLICABLE RULE | |
|------------------------|--|
| R 400.629 | Direct care staff; qualifications and training. |
| | (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 |

| | |
|--------------------|--|
| | <p>competent in all of the following areas before performing assigned tasks independently:</p> <ul style="list-style-type: none"> (a) Reporting requirements. (b) First aid. (c) Cardiopulmonary resuscitation, which includes a hands-on demonstration as part of the training. (d) Personal care, supervision, and protection. (e) Resident rights. (f) Safety and fire prevention. (g) Prevention and containment of communicable diseases including recognizing signs of illness. (h) Food safety, which includes food storage, preparation, distribution, and serving in a safe manner. (i) Nutrition and special diets. |
| ANALYSIS: | <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> |
| CONCLUSION: | VIOLATION ESTABLISHED |

IV. RECOMMENDATION

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

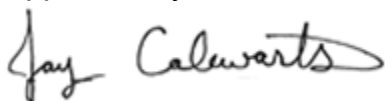


03/02/2026

Sara Shaughnessy
Licensing Consultant

Date

Approved By:



For

03/17/2026

Denise Y. Nunn
Area Manager

Date