GRETCHEN WHITMER
GOVERNOR

STATE OF MICHIGAN
DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
LANSING

MARLON I. BROWN, DPA
DIRECTOR

June 24, 2026

Laura Hatfield-Smith
ResCare Premier, Inc.
Suite 1A
6185 Tittabawassee
Saginaw, MI 48603

RE: License #: AS250411497
Investigation #: 2026A0779032
Res-Care Premier Lake Rd.

Dear Laura Hatfield-Smith:

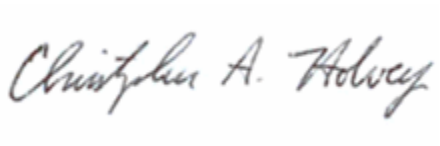
Attached is the Special Investigation Report for the above referenced facility. Due to the violations identified in the report, a written corrective action plan is required. The corrective action plan is due 15 days from the date of this letter and must include the following:

- 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 (517) 643-7960.

Sincerely,



Christopher Holvey, Licensing Consultant
Bureau of Community and Health Systems
611 W. Ottawa Street
P.O. Box 30664
Lansing, MI 48909
(517) 899-5659

enclosure

MICHIGAN DEPARTMENT OF LICENSING AND REGULATORY AFFAIRS
BUREAU OF COMMUNITY AND HEALTH SYSTEMS
SPECIAL INVESTIGATION REPORT

I. IDENTIFYING INFORMATION

License #:	AS250411497
Investigation #:	2026A0779032
Complaint Receipt Date:	05/21/2026
Investigation Initiation Date:	05/21/2026
Report Due Date:	07/20/2026
Licensee Name:	ResCare Premier, Inc.
Licensee Address:	9901 Linn Station Road Louisville, KY 40223
Licensee Telephone #:	(989) 791-7174
Administrator:	Laura Hatfield-Smith
Licensee Designee:	Laura Hatfield-Smith
Name of Facility:	Res-Care Premier Lake Rd.
Facility Address:	1220 W. Lake Rd. Clio, MI 48420
Facility Telephone #:	(810) 686-1403
Original Issuance Date:	04/29/2022
License **Status:**	REGULAR
Effective Date:	10/29/2024
Expiration Date:	10/28/2026
Capacity:	6
Program Type:	PHYSICALLY HANDICAPPED DEVELOPMENTALLY DISABLED MENTALLY ILL

II. ALLEGATION(S)

	Violation Established?
On 5/19/2026, Staff Jeffrey Bryant allegedly threatened to choke Resident A.	Yes

III. METHODOLOGY

05/21/2026	Special Investigation Intake 2026A0779032
05/21/2026	APS Referral Complaint was received from APS centralized intake.
05/21/2026	Contact - Telephone call made Spoke to ORR investigator.
05/21/2026	Special Investigation Initiated - Telephone Voicemail left for ORR.
05/22/2026	Inspection Completed On-site
05/22/2026	Contact - Telephone call made Spoke to ORR investigator.
05/22/2026	Inspection Completed On-site
05/29/2026	Contact - Telephone call made Spoke to staff person, Heather Crawley.
06/04/2026	Contact - Telephone call made Spoke to staff person, Naveah Murphy.
06/04/2026	Contact - Telephone call made Spoke to staff person, Jeffrey Bryant.
06/11/2026	Contact - Telephone call made Spoke to ORR investigator.
06/11/2026	Exit Conference Held with licensee designee.

ALLEGATION:

On 5/19/2026, Staff Jeffrey Bryant allegedly threatened to choke Resident A.

INVESTIGATION:

On 5/21/2026, a phone conversation took place with ORR investigator, Lindsay Hebel, who confirmed that she was investigating the same allegations and she had already spoken to Resident A. ORR Hebel stated that Resident A confirmed that staff person, Jeffrey Bryant made a statement threatening to choke him. ORR Hebel stated that Resident A told her that staff person, Heather Crowley, witnessed the incident.

On 5/22/2026, an on-site inspection was conducted and Resident A was interviewed. Resident A appeared uncomfortable talking about these allegations but stated that he does remember Staff Bryant threatening to choke him. Resident A stated that he does not remember what Staff Bryant exactly said to him, but that he does remember it had something to do with choking and that he felt threatened by him. Resident A reported that he has not had any problems with Staff Bryant since that incident.

On 5/22/2026, home manager, Ronia Garner, stated that Resident A did not want to talk to her about these allegations, due to being afraid of retaliation from Staff Bryant. HM Garner stated that Resident A has told her that Staff Bryant has raised his voice at him on a few occasions and that he is afraid of Staff Bryant. HM Garner reported that Resident A is usually pretty honest about things.

On 5/22/2026, Resident B stated that Staff Bryant has cussed at residents, has made threats to him and can be very intimidating. When asked to provide examples of threats Staff Bryant has made toward him, Resident B said that Staff Bryant told him, “If you talk to me when I tell you not to talk to me, there is going to be a problem”. Resident B reported that on 5/15/2026, Staff Bryant said to him, “I really want to punch you in the face”. Resident B stated that he is not sure if anyone else heard Staff Bryant say those things. Resident B reported that Staff Bryant has been disrespectful toward him regarding him being a cross dresser and told him, “When I work, you are going to be a man”. Resident B stated that Staff Bryant said that to him in private.

On 5/22/2026, Resident C stated that Staff Bryant has tried to intimidate him by raising his voice at him, but that he just ignores him when he does that. Resident C did not want to provide any further details regarding Staff Bryant, but he did confirm that Staff Bryant cusses at residents.

On 5/22/2026, Resident D stated that Staff Bryant will be stern and get loud with other residents, but not with him. Resident D stated that he has heard Staff Bryant cuss at other residents but that Staff Bryant has not cussed at or disrespected him. Resident D did not want to provide any further detailed information.

On 5/29/2026, a phone call was made to staff person, Heather Crawley, who confirmed that she worked with Staff Bryant on 5/19/2026. Staff Crawley stated that she heard two people yelling at each other but could not hear details of what was said. Staff

Crawley reported that when she got closer to the incident, Resident A was visibly very upset and told her that Staff Bryant had just threatened to choke him. Staff Crawley stated that she is not aware of any of the allegations regarding Staff Bryant and Resident B. Staff Crawley stated that Staff Bryant can be intimidating and get loud with some of the residents, but that she cannot remember hearing him be disrespectful.

On 6/4/2026, a phone call was made to staff person, Naveah Murphy, who confirmed that she has worked with Staff Bryant often. When asked about these allegations, Staff Murphy simply said that she has never witnessed Staff Bryant disrespect any resident.

On 6/4/2026, a phone call was made to staff person, Jeffrey Bryant, who denied all the allegations. Staff Bryant denied that he has ever threatened to choke Resident A. Staff Bryant reported that he has often had conversations with Resident A about his finances and that on 5/19/2026, he told Resident A that he no longer wanted to talk him about his finances because he does not follow his advice and that Resident A got upset with him about that. Staff Bryant denied that he has ever threatened Resident B or said that he wanted to punch Resident B in the face. When asked about Resident B's cross dressing, Staff Bryant stated that he has never said anything negative to Resident B about that issue. Staff Bryant claims that he told Resident B that people in the community might make fun of him about that and that he would not be able to protect him. Staff Bryant said that he has never intentionally intimidated or disrespected any of the residents.

On 6/11/2026, ORR Hebel reported that she had spoken to Resident A again and that Resident A claims that he witnessed Staff Bryant tell Resident B, "I want to punch you in the face". ORR Hebel stated that she will be substantiating that abuse took place, in the form of threats.

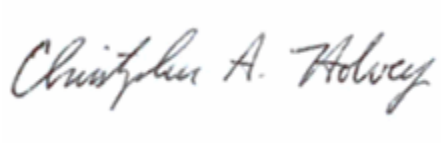
On 6/11/2026, an exit conference was held with licensee designee, Laura Hatfield-Smith. LD Hatfield-Smith stated that Staff Bryant was suspended right away and that she plans to terminate his employment. LD Hatfield-Smith was informed of the outcome of this investigation and that a corrective action plan is required.

APPLICABLE RULE	
R 400.641	**Resident behavior interventions.**
	(6) A licensee, staff, volunteers, or any person who lives in the facility shall not do any of the following: **(f) Subject a resident to any of the following:** **(i) Mental or emotional cruelty.** **(ii) Verbal abuse.** **(iii) Derogatory remarks.** **(iv) Threats.**

ANALYSIS:	Resident A and Resident B have both stated that staff person, Jeffrey Bryant, has made threats toward them. Resident A told ORR that he witnessed Staff Bryant tell Resident B that he wanted to punch him in the face. Resident C and Resident D stated that Staff Bryant can be loud and intimidating and has cussed at residents. Staff person, Heather Crawley, stated that she heard Staff Bryant yelling at Resident A on 5/19/2026. There was sufficient evidence found to substantiate violation of this licensing rule.
CONCLUSION:	**VIOLATION ESTABLISHED**

IV. RECOMMENDATION

Upon receipt of an approved written corrective action plan, it is recommended that the status of this home's license remains unchanged.



6/25/2026

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Christopher Holvey Date
Licensing Consultant

Approved By:

_____

Mary E Holton Date
Area Manager