STATEMENT OF DEFICIENCIES AND PLAN OF CORRECTION	(X1) PROVIDER/SUPPLIER/CLIA IDENTIFICATION NUMBER:	(X2) MULTIPLE CONSTRUCTION	(X3) DATE SURVEY COMPLETED
	MHL092-424	A. BUILDING: _____ B. WING _____	09/17/2025

NAME OF PROVIDER OR SUPPLIER	STREET ADDRESS, CITY, STATE, ZIP CODE
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V 000	INITIAL COMMENTS An annual survey was completed on 9/17/25. A deficiency was cited. This facility is licensed for the following service category: 10A NCAC 27G .5600C Supervised Living for Adults with Developmental Disability. This facility is licensed for 3 and has a current census of 3. The survey sample consisted of audits of 3 current clients.	V 000		
V 107	27G .0202 (A-E) Personnel Requirements 10A NCAC 27G .0202 PERSONNEL REQUIREMENTS (a) All facilities shall have a written job description for the director and each staff position which: (1) specifies the minimum level of education, competency, work experience and other qualifications for the position; (2) specifies the duties and responsibilities of the position; (3) is signed by the staff member and the supervisor; and (4) is retained in the staff member's file. (b) All facilities shall ensure that the director, each staff member or any other person who provides care or services to clients on behalf of the facility: (1) is at least 18 years of age; (2) is able to read, write, understand and follow directions; (3) meets the minimum level of education, competency, work experience, skills and other qualifications for the position; and (4) has no substantiated findings of abuse or neglect listed on the North Carolina Health Care Personnel Registry.	V 107		

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V 107	Continued From page 1 (c) All facilities or services shall require that all applicants for employment disclose any criminal conviction. The impact of this information on a decision regarding employment shall be based upon the offense in relationship to the job for which the applicant is applying. (d) Staff of a facility or a service shall be currently licensed, registered or certified in accordance with applicable state laws for the services provided. (e) A file shall be maintained for each individual employed indicating the training, experience and other qualifications for the position, including verification of licensure, registration or certification. This Rule is not met as evidenced by: Based on record review and interview the facility failed to ensure 1 of 1 Qualified Professional (QP) had a job description and failed to maintain a personnel file with required documentation affecting 1 of 2 paraprofessional staff (Licensee). The findings are: Review on 9/16/25 of the record for the QP revealed: - Date of hire: 2/3/25 - No job description Interview on 9/17/25 the QP reported: - Worked as the QP "since March" 2025 - The management company did yearly job	V 107		

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V 107	Continued From page 2 description reviews and Human Resources sent the job description to be signed - Did not know why a signed job description was not in her personnel file Interview on 9/16/25 the Licensee reported: - The management company handled all personnel records for the QP Review on 9/16/25 of the Licensee's record revealed: - Job description for the Licensee signed and dated by the Licensee on 6/11/25 - "Job title: Alternative Family Living (AFL) Provider" - "Alternative Family Living Provider Independent Contractor Agreement "entered into as of September 1st 2019" and signed by the Licensee - Employee performance evaluation form signed and dated by the Licensee on 11/28/23 with the following information: - "Program: AFL" - "Alternative Family Living Provider Position Summary" Interview on 9/17/25 the QP reported: - Did not know why the managment company's paperwork for the facility revealed AFL - Was told by another staff member from the management company that the facility was "grandfathered in" when the current management company took over in 2018 but did not know if the facility was "grandfathered in" as an AFL or 5600C - Would not elaborate on who the other staff member was - All the other facilities contracted with the management company were AFLs so that is what the paperwork revealed	V 107		

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V 107	Continued From page 3 Interview on 9/17/25 the Division Director for the management company reported: - The paperwork for the facility revealed AFL because the facility "functions as an AFL with our agency" because the Licensee reported directly to the clinical supervisor and did not use a program manager to oversee facility staff - The Vice President of Government Relations (VPGR) for the management company had completed the contract with the Licensee and was responsible for the facility being contracted as an AFL with the management company Interview on 9/18/25 the VPGR for the management company reported: - "My understanding is that it is an AFL" but "that is off of my memory " - Did not have any information about the facility because the licensing team was responsible for all contracts and had the paperwork Interview on 9/18/15 the Licensing Specialist for the management company reported: - In 2018 the current management company acquired the contracts from the prior management company and all of the facilities they were contracted with at that time were AFLs so it "may have been" the first time the management company contracted with a 5600C and not an AFL - The Licensee "I don't think wanted to lose her license" and wanted "to have us (management company) listed as a management company on her license" which is how the company contracted with AFLs not 5600Cs - The company tried to standardize their templates for contracts which "probably" led to the contract stating AFL instead of 5600C	V 107		

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V 107	Continued From page 4 Interview on 9/16/25 the Licensee reported: - The current management company bought out the prior management company in 2018 and the current management company did not work with 5600C's so the facility was "lumped up as an AFL and that's how it's been" - "They (facility staff) have treated them (clients) like they are supposed to (5600C) but just in their (management company) system" the facility is listed as an AFL	V 107		