

Center Licensing Inspection Full Report

All licensed child care programs are inspected at least once each year. Non-compliances are documented and grouped as Serious, Moderate or Low risk violations. Documenting statements and supplemental information may be included in this report. Licensing inspection reports from the previous three years can be viewed on the child care website at http://jfs.ohio.gov/CDC/childcare.stm. This includes complaint investigation reports with substantiated allegations. For any other child care records, please contact the Child Care Help Desk at 1-877-302-2347, option 4.

Program Details				
Program Name	Program Number		Program Type	
HEAD START AT WATERLOO	00000106075		Child Care Center	
Address 1205 E. WATERLOO ROAD AKRON OH 44306			County SUMMIT	
Building Approval Date	Use Group/Code	Occupancy Limit	Maximum Under 2 ½	
07/29/2010	E	70	28	
Fire Inspection Approval Date	Food Service Risk Level			
05/14/2021	Level III			

Inspection Information					
Inspection Type	Inspection So	cope	Inspection Notice		
Annual	Full		Unannounced		
Inspection Date 09/28/2021	Begin Time 9	Begin Time 9:45 AM		End Time 12:30 PM	
Reviewer:					
SHAWN CRAWFORD					
Summary of Findings					
No. Rules Verified	No. Rules with Non-compliances	No. Serious Risk	No. Moderate Risk	No. Low Risk	
57	0	0	0	0	

License Capacity and Enrollment at the Time of Inspection				
Age Group	License Capacity	Enrollment		
	Totals	Full Time	Part Time	Total
Infant (Birth to < 18 m)		0	0	0
Young Toddler		8	0	8
Total Under 2 ½ Years	28	8	0	8
Older Toddler		7	0	7
Preschool		13	0	13
School Age		0	0	0
Total Capacity/Enrollment	70	20	0	28

Staff-Child Ratios at the Time of Inspection				
Group	Group Age Group/Range Ratio Observed Comment			
Rm 2 Toddler	18 months to < 30 months	3 to 3	Lunch	

Rm 2 Toddler	18 months to < 30 months	3 to 3	
Rm 2 Toddler	18 months to < 30 months	2 to 3	Nap
Room 3 Toddler	18 months to < 30 months	2 to 2	Outdoors
Room 3 Toddler	18 months to < 30 months	2 to 2	Lunch
Room 3 Toddler	18 months to < 30 months	2 to 2	Nap
Room 4 Preschool	3 years to < 4 years	2 to 10	
Room 4 Preschool	3 years to < 4 years	2 to 10	Lunch
Room 4 Preschool	3 years to < 4 years	2 to 10	Nap

Summary of Non-Compliances

If the program is star rated, the rating may be impacted if a serious or moderate risk non-compliance is cited. Ohio Administrative Code 5101: 2-12-03 details the process for submitting a request for a review if a program disagrees with a licensing finding. The request for review must be submitted within seven days from the receipt of the licensing report.

Serious Risk Non-Compliances			
No Serious Risk Non-Compliances were observed during this inspection			
No Serious Risk Non-Compliances were observed during this hispection			
Moderate Risk Non-Compliances			
No Moderate Risk Non-Compliances were observed during this inspection			

Low Risk Non-Compliances		
No Low Risk Non-Compliances were observed during this inspection		

Rules In-Compliance/Not Verified

Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Posted menus included foods from all four food groups.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Posted menus were current and dated.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Snacks served at the program included foods from two of the four food groups and provided nutritional value in addition to calories.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: The menu posted reflected the meal served.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Modified diets provided by the program were documented as required.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: The menu was posted on the parent board.

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Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Meals were provided at intervals as required by this rule.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: The food served at meal time to the infants/toddlers was developmentally appropriate and did not pose a choking hazard.
Rule: 5101:2-12-22 Meal and Snack Requirements	Compliant	Documenting Statement: Meals served at the program included foods from the four food groups in sufficient amounts.
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Rule: 5101:2-12-13 Handwashing Requirements	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: Staff and children were observed washing hands as required by the rule.
Rule: 5101:2-12-04 Fire Approval	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: Please Note: An annual fire inspection approval must be secured for the program. Secure a new approval by 5/14/22.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Management of Communicable Disease	Compliant	Documenting Statement: The program staff stated parents were informed when their child had any exposure to a contagious illness by number(s) 1,2 below: 1. A posted notice; 2. Verbal communication; 3. A written notice sent home; 4. A note posted on the classroom door; 5. Other [].
Rule: 5101:2-12-16 Management of Communicable Disease	Compliant	Documenting Statement: The JFS 08087 "Communicable Disease Chart" was posted and was readily available to staff and parents.
Rule: 5101:2-12-16 Management of Communicable Disease	Compliant	Documenting Statement: During the inspection the requirements regarding the isolation of a child suspected of having a communicable disease were discussed, but not observed.

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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-13 Smoke Free	Compliant	Documenting Statement: A notice was
Environment		observed posted stating that smoking is
		prohibited at the program.
	1.	
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-07 Administrator	Compliant	
Qualifications		
2.1	1	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-08 Child Care Staff	Compliant	Documenting Statement: All Child Care
Member Educational Requirements		Staff Members had verification of
		educational requirements on file at the
		program.
Rule	Ctatus	Documenting Statement/s) If applicable
5101:2-12-16 Written Disaster Plan	Status	Documenting Statement(s), If applicable
5101:2-12-16 Written Disaster Plan	Compliant	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-04 Food License	Compliant	Documenting Statement: The food service
		license was observed posted. Following is
		the audit number and date of expiration:
		EFRE-BYHKBA, expires 3/1/22.
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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-13 Sanitary	Compliant	Documenting Statement: During the
Equipment and Environment	·	inspection, it was discussed that blankets
		were washed weekly.
		,
Rule: 5101:2-12-13 Sanitary	Compliant	Documenting Statement: On the day of
Equipment and Environment		the inspection, the program provided a
		clean environment in accordance with
		Appendix A of this rule, which included
		the furniture, materials and equipment.
Rule: 5101:2-12-13 Sanitary	Compliant	Documenting Statement: During the
Equipment and Environment		inspection, the equipment was observed
		clean and in good repair.
Rule: 5101:2-12-13 Sanitary	Compliant	Documenting Statement: During the
Equipment and Environment		inspection, the cleaning and sanitation of
		items and toys mouthed by children were
		discussed.

Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-19 Child Guidance	Compliant	Documenting Statement: Appropriate child guidance techniques and practices were observed being used during the inspection.
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-22 Fluid Milk Requirements	Compliant	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 First Aid/Standard	Compliant	Documenting Statement: During the
Precautions	Somphane	inspection, 2 first aid kits were reviewed
		and available as required.
		·
Rule: 5101:2-12-16 First Aid/Standard	Compliant	Documenting Statement: The program
Precautions		had a system in place for regularly
		checking and replacing first aid kit
		supplies.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-11 Outdoor Play Fall	Compliant	Documenting Statement: The protective
Zones		material used under outdoor equipment
		was rubber mulch.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 License Capacity	Compliant	Documenting Statement: The program
,		was operating within their license
		capacity limits.
Dula	Chatura	Decrease the Chalence of the Line of the L
Rule: 5101:2-12-22 Safe Food	Status	Documenting Statement(s), If applicable
Handling/Storage	Compliant	Documenting Statement: Food was stored in a safe and sanitary manner.
Tranding/Storage		in a sale and sameary manner.
Rule: 5101:2-12-22 Safe Food	Compliant	Documenting Statement: All eating
Handling/Storage	,	utensils were developmentally
		appropriate.
P. I.	Ctatura	Daniel Children Children
Rule Rule: F101:2 12 07 Written Program	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-07 Written Program Policies and Procedures	Compliant	Documenting Statement: The written policies and procedures reviewed on the
roncies and riocedules		day of the inspection were verified as
		complete.

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Rule	Status	Documenting Statement(s), If applicable
5101:2-12-11 Indoor Space	Compliant	
Requirements		
'		
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Emergency Drills	Compliant	Documenting Statement: Documentation
		for completed fire, weather, and
		emergency/lockdown drills was verified
		during this inspection.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-17 Materials and	Compliant	Documenting Statement: Sufficient
Equipment	'	equipment was observed in all categories.
		equipment nad essented in an esseguines.
	1	
Rule	Status	Documenting Statement(s), If applicable
		Documenting Statement(s), if applicable Documenting Statement: All equipment in
Rule: 5101:2-12-11 Outdoor Play	Compliant	
Equipment		the outdoor play space was observed to
		be anchored and stable.
Rule: 5101:2-12-11 Outdoor Play	Compliant	Documenting Statement: Outdoor
Equipment		equipment was viewed to be safe and
		free of rust, sharp points, and other
		hazards.
		110201.001
Rule: 5101:2-12-11 Outdoor Play	Compliant	Documenting Statement: All equipment
1	Compliant	, ,
Equipment		was observed to be properly placed out of
		the path of the main traffic pattern.
Rule: 5101:2-12-11 Outdoor Play	Compliant	Documenting Statement: The playground
Equipment		safety kit was used to verify the outdoor
		play equipment was free from
		entrapment hazards and unsafe and
		protruding bolts.
		protrucing soits.
D. J.	Chahara	Decomposition Chatana and (a) If a malicable
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-17 Daily Outdoor Play	Compliant	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-04 Building Approval	Compliant	Documenting Statement: On the day of
		the inspection, the program was
		operating in compliance with the current
		building approval(s).
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Dulo	Ctatus	Decumenting Statement (a) If any limble
Rule	Status	Documenting Statement(s), If applicable

Rule: 5101:2-12-02 License Posted	Compliant	Documenting Statement: The license was posted in a visible location as required.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-11 Outdoor Space	Compliant	Documenting Statement: Outdoor play
Requirements		was observed for the toddler group(s).
'		
Rule: 5101:2-12-11 Outdoor Space	Compliant	Documenting Statement: The outdoor
Requirements		play area is separated from traffic and
		other hazards by a fence.
Dulas F101s2 12 11 Outdoor Space	Compliant	Desumenting Statement: The guarterly
Rule: 5101:2-12-11 Outdoor Space Requirements	Compliant	Documenting Statement: The quarterly playground inspection(s) were completed
Requirements		and documented, as required. The most
		recent inspection report form was dated
		7/1/21.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-19 Supervision	Compliant	Documenting Statement: Child Care Staff
		Members were supervising the children and were able to intervene as needed.
		and were able to intervene as needed.
Rule	Status	Documenting Statement(s), If applicable
Rule 5101:2-12-02 Current Information	Status Compliant	Documenting Statement(s), If applicable
		Documenting Statement(s), If applicable
		Documenting Statement(s), If applicable Documenting Statement(s), If applicable
5101:2-12-02 Current Information	Compliant	
5101:2-12-02 Current Information	Compliant	Documenting Statement(s), If applicable
5101:2-12-02 Current Information	Compliant	Documenting Statement(s), If applicable Documenting Statement: During the
5101:2-12-02 Current Information	Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate
Rule Rule: 5101:2-12-17 Daily Schedule	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s).
5101:2-12-02 Current Information	Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules
Rule Rule: 5101:2-12-17 Daily Schedule	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s).
Rule Rule: 5101:2-12-17 Daily Schedule	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule	Status Compliant Compliant Status Status	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule	Status Compliant Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule	Status Compliant Compliant Status Status	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule	Status Compliant Compliant Status Status	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-20 Cots and Napping	Status Compliant Compliant Status Compliant Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children.
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule	Status Compliant Compliant Status Status	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children. Documenting Statement: Cots were
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-20 Cots and Napping	Status Compliant Compliant Status Compliant Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children. Documenting Statement: Cots were placed appropriately and safely during
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-20 Cots and Napping	Status Compliant Compliant Status Compliant Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children. Documenting Statement: Cots were
Rule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-17 Daily Schedule Rule: 5101:2-12-20 Cots and Napping	Status Compliant Compliant Status Compliant Status Compliant	Documenting Statement(s), If applicable Documenting Statement: During the inspection, developmentally-appropriate practices were observed in the classroom(s). Documenting Statement: Daily schedules were observed posted. Documenting Statement(s), If applicable Documenting Statement: The rest area had adequate lighting, which allowed for the visual supervision of children. Documenting Statement: Cots were placed appropriately and safely during

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Pulo	Status	Documenting Statemental If and inchis
Rule: 5101:2-12-15 Child Medical and	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: At the time of
Enrollment Records	Compliant	the inspection, 25% of the children's
Elifoliment Records		records were reviewed, and the records
		•
		were complete, as required by the rule.
Rule: 5101:2-12-15 Child Medical and	Compliant	Documenting Statement: In review of
Enrollment Records		25% of the records, at the time of the
		inspection, children's medical statements
		were complete and on file, as required by
		the rule.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-12 Safe Equipment	Compliant	Documenting Statement: Equipment was
		observed to be in good condition.
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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-15 Medical/Physical	Compliant	Documenting Statement: The program
Care Plans		had current information on the medical
		status and the required treatment plan
		for the children with health conditions.
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-11 Separation of Children	Compliant	
Under 2 1/2 Years		
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-08 Orientation and	Compliant	Documenting Statement: On the day of
Staff Records	Compliant	the inspection, all employee files were
Stall Necolus		complete and up to date.
		complete and up to date.
Dul	Chahara	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-10 Health Training	Compliant	Documenting Statement: The program
Requirements		had at least one Child Care Staff Member
		with currently valid training in First Aid,
		Management of Communicable Disease,
		CPR, and Child Abuse Prevention present
		and readily accessible during all hours of
		operation.
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Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-10 Professional	Compliant	Documenting Statement: At the time of
Development Requirements		the inspection, all staff had completed the



		required amount of professional
		development training.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-12 Safe Environment	Compliant	Documenting Statement: All area rugs
		had nonskid backing.
Rule: 5101:2-12-12 Safe Environment	Compliant	Documenting Statement: All electrical
		outlets were covered with safety
		receptacles.
Dula: 5404:2 42 42 Cafe Fusing and	Committee	Decimanting Statements Cleaning
Rule: 5101:2-12-12 Safe Environment	Compliant	Documenting Statement: Cleaning
		supplies were viewed stored out of the reach of children.
		reach of children.
Rule: 5101:2-12-12 Safe Environment	Compliant	Documenting Statement: A safe
	,	environment was observed during the
		inspection. Children were protected from
		items and conditions which threaten their
		health, safety and well-being.
Rule: 5101:2-12-12 Safe Environment	Compliant	Documenting Statement: The indoor
		temperature of the program during the
		inspection was comfortable and met rule
		compliance.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Incident/Injury	Compliant	Documenting Statement: The JFS 01299
Reporting		"Incident/Injury Report For Child Care"
		forms reviewed during this inspection
		were complete as required.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-16 Medical, Dental,	Compliant	Documenting Statement: On the day of
and General Emergency Plan		the inspection, the complete prescribed
		JFS 01242 "Medical, Dental, and General
		Emergency Plan For Child Care" were
		posted in the program as required.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-18 Attendance	Compliant	Documenting Statement: Child Care Staff
Records		Members were observed recording the
		attendance for each child upon arrival
		and documenting each child's departure.

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Rule: 5101:2-12-18 Attendance Records	Compliant	Documenting Statement: During the inspection, attendance records were reviewed. Child Care Staff Members were viewed recording the attendance for each child upon arrival and departure. All attendance records met the requirements of the rule and were kept with the group at all times.
Dulo	Status	Decumenting Statement(s) If applicable
Rule: 5101:2-12-18 Group Size	Compliant	Documenting Statement(s), If applicable Documenting Statement: The group sizes observed on the day of the inspection
		were in compliance.
Rule: 5101:2-12-18 Ratio	Status Compliant	Documenting Statement(s), If applicable Documenting Statement: The Appendix A "Staff/Child Ratios, Age Grouping and Maximum Group Size" was posted in a noticeable area at the program as
		required.
Rule: 5101:2-12-18 Ratio	Compliant	Documenting Statement: During the inspection, enough Child Care Staff Members were employed to meet the staff/child ratios.
Rule: 5101:2-12-18 Ratio	Compliant	Documenting Statement: Staff/child ratios observed during the inspection were in compliance.
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-23 Diapering and Toilet Training	Compliant	Documenting Statement: Appropriate diaper changing procedures were observed during the inspection in the toddler room(s).
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-25 Medication Administration and Food Supplements	Compliant	Documenting Statement: The program had complete written documentation for administering medication or food supplements.
Rule: 5101:2-12-25 Medication Administration and Food Supplements	Compliant	Documenting Statement: Medication was stored in the classroom.

Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-09 Background Check	Compliant	Documenting Statement: During the
Requirements		inspection, the required documentation
		regarding background checks was on file
		for all employees listed.
	1	
Rule	Status	Documenting Statement(s), If applicable
5101:2-12-03 Inspection	Compliant	
Requirements		
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-07 Administrator	Compliant	Documenting Statement: The
Responsibilities/Requirements		administrator has until 12/21/21 to
		complete the rules review course.
Rule: 5101:2-12-07 Administrator	Compliant	Documenting Statement: The current
Responsibilities/Requirements		licensing rules were available in a
		noticeable location on the premises.
Rule: 5101:2-12-07 Administrator	Compliant	Documenting Statement: The
Responsibilities/Requirements	Compliant	administrator's posted hours of
Responsibilities/Requirements		availability reflected an appropriate
		schedule meeting rule compliance.
		schedule meeting rate compilative.
	1	
Rule	Status	Documenting Statement(s), If applicable
Rule: 5101:2-12-08 Medical Statement	Compliant	Documenting Statement: All employees
		had current medical statements on file.