



BOARD OF EXECUTIVES FOR  
LONG TERM SERVICES AND SUPPORTS

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BEFORE THE MINNESOTA  
BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORT  
STANADRS OF PRACTICE COMMITTEE

In the Matter of  
Kahim Egal, LALD  
License No. 3324

STIPULATION AND  
CONSENT ORDER

November 17, 2025

Dear Mr. Egal,

This is to acknowledge receipt and verification of your Consult report to the Board on June 11, 2025, and your November 10, 2025, Petition letter to the Board.

You have now met all requirements of the Stipulation and Consent Order dated October 23, 2024, in paragraph 8, 9, & 10.

The Stipulation and Consent Order is classified as public documents.

This matter may be re-evaluated should the Board receive a complaint of a similar nature in the future. actions.

If you have any questions, please contact me at 651-201-2731.

Sincerely,

BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORT

A handwritten signature in black ink, appearing to read 'Steve Jobe', written over a light blue horizontal line.

Steve Jobe  
Executive Director

BEFORE THE MINNESOTA  
BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORTS

In the Matter of  
Kahim Egal, LALD  
License No. 3324

**STIPULATION AND  
CONSENT ORDER**

IT IS HEREBY STIPULATED AND AGREED by Kahim Egal, LALD (“Licensee”), and the Minnesota Board of Executives for Long-Term Services and Supports Standards of Practice Committee (“Committee”) as follows:

**I.**

**JURISDICTION**

1. The Minnesota Board of Executives for Long-Term Services and Supports (“Board”) is authorized pursuant to Minnesota Statutes chapter 144A to license and regulate assisted living directors and to take disciplinary action as appropriate.

2. Licensee holds a license from the Board to practice as a licensed assisted living director in the State of Minnesota and is subject to the jurisdiction of the Board with respect to the matters referred to in this Stipulation and Consent Order.

**II.**

**BACKGROUND**

3. Licensee is represented by Andrew Tyler, Esq., of Tyler Law Office LLC in Minneapolis. The Committee is represented by Alex Mountain, Assistant Attorney General.

**III.**

**FACTS**

For the purpose of this Stipulation and Consent Order only, the Board finds the following:

4. On December 1, 2021, the Board granted Licensee an Assisted Living Director (“ALD”) license.

5. In May 2024, after an investigation, the Department of Human Services (“DHS”) substantiated that Licensee perpetrated maltreatment via neglect. During the course of the DHS investigation, the following was discovered:

a. Licensee was the authorized agent, owner, manager, and daily operation director of a home- and community-based services facility located in Brooklyn Center.

b. From May 11, 2022, until November 14, 2022, Resident #1 (“Resident”) was a resident at Licensee’s facility. The Resident is classified as a vulnerable adult.

c. D.E., a family member of Licensee, worked with the Resident through Licensee’s facility from August 15 until November 14, 2022.

d. Between August 2022 and February 2023, D.E. had a sexual relationship with the Resident and took money from the Resident.

e. D.E. told the Resident that Licensee knew about the relationship and told D.E. to pay the Resident back for all the money spent on D.E.

#### **IV.**

#### **REGULATIONS**

6. Licensee acknowledges the conduct described in section III. above constitutes a violation of Minnesota Rules 6400.7095, subpart 1.G. (statute or rule enforced by the Board) and subpart 1.I. (unprofessional conduct), and justifies the disciplinary action described in section V. below.

V.

**DISCIPLINARY ACTION**

7. Upon this Stipulation and all of the files, records, and proceedings herein, and without any further notice or hearing herein, Licensee consents that until further order of the Board, the Board may make and enter an order as follows:

A. Conditions

8. The Board **CONDITIONS** Licensee's license to practice as a licensed assisted living director in the State of Minnesota as follows:

a. ***Independent Consultant.*** Within 60 days of the date of this Stipulation and Consent Order, Licensee must propose to the Committee the name of an Independent Consultant to provide reports to the Committee as described below. The Committee reserves the right to reject the consultant proposed by Licensee. If the Committee rejects the consultant proposed by Licensee, the Committee may require that Licensee submit additional names, or the Committee may provide Licensee with the name of a consultant.

b. ***Independent Consultant Sessions.*** Licensee shall meet with the Independent Consultant for no less than sixteen (16) hours. Consulting sessions must include discussion of the following issues regarding Licensee's practice:

- Resident rights;
- Professional conduct;
- Compliance with all applicable regulations; and
- Any other topic deemed relevant by the Independent Consultant.

c. ***Independent Consultant Report.*** Within six months of the date of this Stipulation and Consent Order or at least thirty (30) days of completion of the sixteen hours of consulting, whichever is sooner, Licensee must ensure that the Committee receives a report from

the Independent Consultant regarding the following areas: resident rights, professional conduct, and compliance with all applicable regulations. The report shall also include:

- 1) Confirmation that Licensee's Independent Consultant has received and reviewed a copy of this Stipulation and Consent Order;
- 2) Dates on which consulting sessions took place with Licensee;
- 3) A statement of issues discussed in consulting sessions; and
- 4) The Independent Consultant's opinion regarding any deficiencies with Licensee's practice concerning the areas identified for discussion in consulting sessions.

d. ***Self-Report.*** Within six months of the date of this Stipulation and Consent Order or at least thirty (30) days of completion of the sixteen hours of consulting, whichever is sooner, Licensee must submit a five-page typewritten report to the Committee addressing the following:

- 1) Dates on which consulting sessions took place;
- 2) A statement of issues discussed in consulting sessions;
- 3) A detailed discussion of what Licensee learned from the consultation, including Licensee's comprehension and knowledge of boundary issues and other ethical issues encountered in practice;
- 4) A detailed discussion of how Licensee will apply the knowledge gained in the consultation to his future practice; and
- 5) Any other information Licensee believes would assist the Board in its ultimate review of this matter.

## B. Limitations

9. ***No Shared Assisted Living Director Assignment.*** Licensee may not serve in any shared assignment or mentorship role. Licensee may only serve as the Assisted Living Director for one facility.

## C. Removal of Conditions and Limitations

10. Following twelve (12) months from the date that this Stipulation and Consent Order is adopted and upon completing the requirements set forth in paragraph 8, Licensee may petition to have the conditions and limitations removed from Licensee's license. Licensee may be required to meet with the Committee upon petitioning. Licensee shall have the burden of proving that Licensee has complied with the conditions and limitations and that Licensee is qualified to safely and competently practice as an assisted living director in the State of Minnesota. Licensee's compliance with the foregoing requirements shall not create a presumption that the conditions should be removed. Upon consideration of the evidence submitted by Licensee, the Board may remove, amend, or continue the conditions and limitations imposed by this Stipulation and Consent Order.

## VI.

### **CONSEQUENCES FOR NONCOMPLIANCE OR ADDITIONAL VIOLATIONS**

11. It is Licensee's responsibility to ensure all documents, reports, or other materials required to be filed with the Board pursuant to this Stipulation and Consent Order are timely filed by those preparing the report, evaluation, or documentation. Failure to file reports on or before their due date is a violation of this Stipulation and Consent Order. The information contained in the reports, evaluations, and documentation shall be submitted to the Board by United States Mail,

courier, electronic mail addressed to the Executive Director, or personal delivery only. The Board's mailing address is 335 Randolph Avenue, Suite 210-B, St. Paul, Minnesota 55102.

12. If Licensee fails to comply with or violates this Stipulation and Consent Order, the Committee may, in its discretion, seek additional discipline either by initiating a contested case proceeding pursuant to Minnesota Statutes chapter 14 or by bringing the matter directly to the Board pursuant to the following procedure:

a. The Committee shall schedule a hearing before the Board. At least 20 days before the hearing, the Committee shall mail Licensee a notice of the violation(s) alleged by the Committee. In addition, the notice shall designate the time and place of the hearing. Within ten days after the notice is mailed, Licensee shall submit a written response to the allegations. If Licensee does not submit a timely response to the Board, the allegations may be deemed admitted.

b. The Committee, in its discretion, may schedule a conference with Licensee prior to the hearing before the Board to discuss the allegations and to attempt to resolve the allegations through agreement.

c. Prior to the hearing before the Board, the Committee and Licensee may submit affidavits and written argument in support of their positions. At the hearing, the Committee and Licensee may present oral argument. Argument shall not refer to matters outside the record. The evidentiary record shall be limited to the affidavits submitted prior to the hearing and this Stipulation and Consent Order. The Committee shall have the burden of proving by a preponderance of the evidence that a violation has occurred. If Licensee has failed to submit a timely response to the allegations, Licensee may not contest the allegations, but may present argument concerning the appropriateness of additional discipline. Licensee waives a hearing before an administrative law judge, discovery, cross-examination of adverse witnesses, and other procedures governing hearings pursuant to Minnesota Statutes chapter 14.

d. Licensee's correction of a violation before the conference, hearing, or meeting of the Board may be taken into account by the Board but shall not limit the Board's authority to impose discipline for the violation. A decision by the Committee not to seek discipline when it first learns of a violation shall not waive the Committee's right to later seek discipline for that violation, either alone or in combination with other violations, at any time while this Stipulation and Consent Order is in effect.

e. Following the hearing, the Board will deliberate confidentially. If the allegations are not proved, the Board shall dismiss the allegations. If a violation is proved, the Board may impose additional discipline, including additional conditions or limitations on Licensee's practice, suspension, or revocation of Licensee's license.

f. Nothing herein shall limit the Committee's or the Board's right to temporarily suspend Licensee's license pursuant to Minnesota Statutes section 214.077 or 214.104, based on a violation of this Stipulation and Consent Order or based on conduct of Licensee not specifically referred to herein.

## **VII.**

### **ADDITIONAL INFORMATION**

13. Licensee is responsible for all costs incurred as a result of compliance with this Stipulation and Consent Order.

14. In the event Licensee resides or practices outside the State of Minnesota, Licensee must promptly notify the Board in writing of the location of his residence and all work sites. Periods of residency or practice outside of Minnesota will not be credited toward any period of Licensee's suspended, limited, or conditioned license in Minnesota unless Licensee demonstrates that practice in another state conforms completely with Licensee's Minnesota license to practice as a licensed assisted living director.

15. In the event the Board in its discretion does not approve this settlement, this Stipulation is withdrawn and shall be of no evidentiary value and shall not be relied upon nor introduced in any disciplinary action by either party hereto except that Licensee agrees that should the Board reject this Stipulation, and if this case proceeds to hearing, Licensee will assert no claim that the Board was prejudiced by its review and discussion of this Stipulation or of any records relating hereto.

16. Either party may seek enforcement of this Stipulation and Consent Order in any appropriate civil court.

17. Licensee waives all formal hearings on this matter and all other procedures before the Board to which Licensee may be entitled under the Minnesota or United States constitutions, statutes, or rules and agrees that the order to be entered pursuant to the stipulation shall be the final order herein.

18. Licensee hereby knowingly and voluntarily waives any and all claims against the Board, the Office of the Minnesota Attorney General, the State of Minnesota and their agents, employees, and representatives which may otherwise be available to Licensee relative to the action taken or authorized against Licensee's license to practice as a licensed assisted living director under this stipulation.

19. Licensee hereby acknowledges that he has read, understands, and agrees to this stipulation and has freely and voluntarily signed the stipulation without threat or promise by the Board or any of its members, employees, or agents.

20. This Stipulation and Consent Order contains the entire agreement between the parties there being no other agreement of any kind, verbal or otherwise, which varies this stipulation.

VIII.

DATA PRACTICES NOTICES

21. This Stipulation and Consent Order constitutes disciplinary action by the Board and is classified as public data pursuant to Minnesota Statutes section 13.41, subdivision 5. This Stipulation and Consent Order is a public document and will be sent to all appropriate data banks and entities consistent with Board policy.

CONSENT:

LICENSEE

  
KAHIM EGAL, LALD

FOR THE STANDARDS OF  
PRACTICE COMMITTEE

  
BOARD MEMBER

Dated: October 4, 2024

Dated: 10/23/2024

ORDER

Upon consideration of the Stipulation and all the files, records, and proceedings herein, the terms of the Stipulation are approved and adopted, and the recommended remedy set forth in the Stipulation is hereby issued as an Order of this Board effective this 23 day of October, 2024.

MINNESOTA BOARD  
OF EXECUTIVES FOR LONG-TERM  
SERVICES AND SUPPORTS

Stephen Jobe Digitally signed by Stephen Jobe  
Date: 2024.10.23 13:45:43 -05'00'

STEPHEN JOBE  
Executive Director