

BEFORE THE MINNESOTA

BOARD OF EXECUTIVES FOR LONG-TERM SERVICES AND SUPPORTS

**In the Matter of
Thomas Woahloe, LNHA
License No. 4924**

**STIPULATION AND
CONSENT ORDER**

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

I.

JURISDICTION

- 1. The Board is authorized pursuant to Minnesota Statutes chapter 144A to license and regulate nursing home administrators and to take disciplinary action as appropriate.**
- 2. Licensee holds a license from the Board to practice as a nursing home administrator 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. Following a thorough review of all available information, the Committee determined the matter could be resolved by mail with a Stipulation and Consent Order for the voluntary surrender of Licensee’s license.**

III.

FACTS

- 4. On April 10, 2023, the Board granted Licensee a Nursing Home Administrator (“NHA”) license.**

5. In March 2024, Licensee applied for and was granted an NHA shared assignment.

6. Since March 18, 2024, Licensee was the Administrator of Record for Gundersen Harmony Care Center (HFID: 00125) ("Gundersen") and Tweeten Lutheran Health Care Center (HFID: 00285).

7. Licensee was terminated from his position after his employer's investigation into his conduct revealed the following:

a. On October 29, 2024, Licensee spoke to and touched a traveling certified nursing assistant ("CNA") inappropriately and unprofessionally.

b. Numerous staff reported that Licensee was texting female staff members asking to spend time with them outside of work. Licensee obtained the staff members' numbers from the staff phone number list.

IV.

REGULATIONS

8. The Board views Licensee's conduct as inappropriate in such a way as to require Board action under Minnesota Rules 6400.6900, subparts 1.G. (committed acts of misconduct), 1.I. (unprofessional conduct), and 1.L. (sexual harassment of an employee) and justifies the disciplinary action described in section V. below.

V.

REMEDY

Upon this stipulation and all the files, records, and proceedings herein, and without further notice or hearing, Licensee agrees the Board may make and enter an order as follows:

A. Voluntary Surrender

9. The Board accepts Licensee's **VOLUNTARY SURRENDER** of his Minnesota nursing home administrator license.

10. Licensee shall not practice, attempt to practice, offer to practice, or advertise or hold himself out as authorized to practice as a nursing home administrator in Minnesota and shall not use the title "nursing home administrator" or any other designation which indicates licensure as a nursing home administrator.

B. Petition for Reinstatement

11. Licensee may petition for reinstatement of his nursing home administrator license following three (3) years from the date of this Order. The burden of proof shall be on Licensee to demonstrate by a preponderance of the evidence that he is capable of practicing as a nursing home administrator in a fit, competent, and ethical manner and with reasonable skill and safety to clients. At the time of Licensee's petition, Licensee shall meet with the Committee and comply with, at a minimum, the following:

a. **Licensure Requirements.** Licensee shall meet all requirements for licensure in effect at the time of his petition including, but not limited to, completing the appropriate application, paying the requisite fees, and completing any necessary education requirements.

b. **Additional Information.** Licensee shall provide any additional information relevant to his petition reasonably requested by the Committee.

12. The Board may, at any regularly scheduled meeting following Licensee's petition for reinstatement pursuant to paragraph 11 above, take any of the following actions:

a. Grant a license to Licensee;

- b. Grant a license to Licensee with limitations upon the scope of Licensee's practice and/or with conditions for Licensee's practice;
- c. Deny Licensee's petition for nursing home administrator licensure based upon his failure to meet the burden of proof; or
- d. Deny Licensee's petition for nursing home administrator licensure, but permit Licensee to apply for relicensure under the reinstatement provisions of Minnesota Rules 6400.6750.

VI.

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 their 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 nursing home administrator.
- 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. The Committee is represented by Alex Mountain, Assistant Attorney General. Licensee is self-represented in this matter.

17. Licensee waives any further hearings on this matter before the Board to which Licensee may be entitled by 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 nursing home administrator under this stipulation.

19. Either party may seek enforcement of this Stipulation and Consent Order in any appropriate civil court. Licensee hereby acknowledges that he has read and understands this Stipulation and has voluntarily entered into the Stipulation without threat or promise by the Board or any of its members, employees, or agents. This Stipulation contains the entire agreement between the parties, there being no other agreement of any kind, verbal or otherwise, which varies the terms of this Stipulation.


VII.

DATA PRACTICES NOTICES

20. 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:

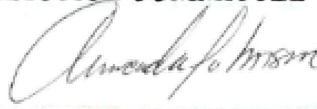
LICENSEE



THOMAS WÓAHLOE, LNHA

Dated: June 2, 2025

FOR THE STANDARDS OF
PRACTICE COMMITTEE



BOARD MEMBER

Dated: 6/3/2024

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 July, 2025.

MINNESOTA BOARD
OF EXECUTIVES FOR LONG-TERM
SERVICES AND SUPPORTS

STEPHEN JOBE
Executive Director

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