



A written incident report was completed by all staff who observed and/or had knowledge of the incident. These written reports were reviewed by licensing. The infant's parents were made aware of the incident. Ms. Holtz and Ms. Ries reported both talking with Hannah C about the incident and instructed her not to pick up a young child in that manner again. Ms. Holtz stated she also demonstrated for Hannah C how to properly pick up an infant. Ms. Holtz denied that Hannah C reported any difficulty with properly lifting young children.

**Special Notes and Action Required:**

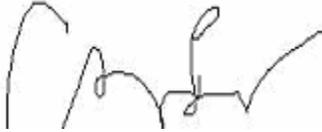
Based upon the above, no further response to this report is required.

If you feel something is unclear or unjustly cited, please contact me (phone 319-892-6827; email [alyons@dhs.state.ia.us](mailto:alyons@dhs.state.ia.us) <<mailto:alyons@dhs.state.ia.us>>) so that we may discuss the issue. If necessary, I can make a notation in your record. You may also send a letter that will be included in your licensing file noting any disagreement you may have with this report. If I have failed to provide for you any information discussed during my visit, please contact me and I will forward the information to you. Thank you.

**Consultant's Signature:**

**Date:**

02/20/2015

A handwritten signature in black ink, appearing to read 'Alyons', written over a faint horizontal line.