



CONSENT AGREEMENT

This Consent Agreement is made by and between the Board of Certification, Inc., ("BOC"), a North Carolina non-profit corporation with a place of business at 1411 Harney Street, Suite 100, Omaha, Nebraska, 68102, and Katelyn M Grella ("Respondent") of [REDACTED], Akron, Ohio, [REDACTED], referred to hereinafter collectively as the "Parties."

WHEREAS, Katelyn M Grella ("Respondent") satisfied the BOC certification examination ("exam") eligibility requirements established by the BOC and submitted an application to take the exam dated February 24, 2025; and

WHEREAS, Respondent registered for the exam and took the exam during the March/April 2025, May/June 2025, July/August 2025, October 2025 and January 2025 exam windows.

WHEREAS, the Parties have stipulated to the truth and accuracy of the following:

1. November 26, 2025, the BOC received a complaint alleging the Respondent was practicing athletic training without a state license or BOC certification and that the Respondent was using the ATC® credential without authorization. The complaint alleged Respondent was hired by hospital system beginning in July 2025 and Respondent was introduced as an athletic trainer, signed emails stating they were an athletic trainer and used the ATC® credential in email signatures. Additionally, the complaint alleges that the Respondent was witnessed performing evaluations, treatments and rehabilitation on patients while employed by the hospital system.
2. December 3, 2025, the BOC sent Respondent an Investigation Notice electronically via Eversign. The BOC did not receive a response. December 18, 2026, the BOC sent Respondent a reminder electronically via Eversign. December 18, 2026, Respondent provided a written response to the BOC stating they had discontinued using the ATC credential. On December 19, 2025, the BOC requested an additional response from

the Respondent on allegations of practicing athletic training without a state license or BOC certification. On December 22, 2025, Respondent provided a written statement stating, "I was initially hired by Western Reserve Hospital in April 2025. In May 2025, I notified Human Resources that I had not passed the Board of Certification examination. I officially began my employment on June 16, 2025, and again reported in July 2025 that I had not passed the Board of Certification examination. I continued to communicate my certification status to my employer and reported once more in September 2025 that I had not yet passed the examination. Despite these disclosures, I began performing duties consistent with athletic training in mid-August 2025. At that time, I did not hold a BOC certification or an Ohio athletic training license. I acknowledge that practicing athletic training in Ohio without appropriate licensure is not permitted, regardless of intent or employment status, and I take responsibility for my participation in those duties."

3. The Respondent's conduct also violates the Code of Professional Responsibility ("Code") 3.2 and 3.5 of the *BOC Standards of Professional Practice* ("BOC Practice Standards"). Code 3.2 in that the Respondent failed to know and comply with applicable local, state and/or federal rules, requirements, regulations and/or laws related to the practice of athletic training. Code 3.5 in that the Respondent misrepresented either directly or indirectly, their skills, training, professional credentials, identity or services or the skills, training, credentials, identity or services of athletic training.
4. The above-described Code violation constitutes grounds for disciplinary action pursuant to Section 9 of the *BOC Professional Practice and Discipline Guidelines and Procedures* ("BOC Discipline Procedures").

WHEREAS, Respondent, in consideration of this Consent Agreement and for the purpose of terminating the BOC's investigation and the disciplinary proceedings against them, voluntarily admits that their actions as set forth above violate Codes 3.2 and 3.5 of the BOC Practice Standards and agrees that, for purposes of this or any future proceeding before the BOC, this Consent Agreement shall have the same effect as if ordered after a full hearing held pursuant to Section 7 of the BOC Discipline Procedures.

WHEREAS, the Respondent understands and acknowledges Respondent's rights to a hearing and to appeal a decision by a hearing panel, but waives those rights and stipulates and agrees to the issuance of this Consent Agreement without further proceedings in this matter, and agrees to be fully bound by the terms and conditions specified herein; and

WHEREAS, the BOC Chief Executive Officer has consented to the execution of this Consent Agreement;

NOW, THEREFORE, pursuant to Section 3 of the BOC Discipline Procedures and in consideration of the mutual covenants contained herein, the receipt and sufficiency of which are hereby acknowledged, the Parties hereby stipulate and agree to the following:

1. The Parties agree that this Consent Agreement shall be and hereby is legally binding and is in full and complete settlement and resolution of any and all charges and/or claims that were or could have been brought by the BOC regarding the actions of Respondent as set forth above and shall constitute an admission by the Respondent that their actions violated Codes 3.2 and 3.5 of the BOC Practice Standards.

2. In exchange for the summary termination of the BOC's investigation into Respondent's conduct as described above, Respondent voluntarily admits: (1) that the facts set forth in Paragraphs 1 and 2 on Pages 1 and 2 above; (2) that Respondent's actions, violate Codes 3.2 and 3.5

of the BOC Practice Standards. Respondent further agrees that for purposes of this or any future proceeding before the BOC, this Consent Agreement shall have the same effect as if ordered after a full hearing held pursuant to Section 7 of the BOC Discipline Procedures.

3. Respondent waives all right to a hearing on the merits of this matter as provided in Section 7 of the BOC Disciplinary Procedures.

4. Respondent waives all right to appeal the charges and/or claims set forth herein to the BOC or to any administrative, regulatory, judicial or other forum.

5. Respondent waives all right to challenge or otherwise contest the validity of this Consent Agreement to the BOC or to any administrative, regulatory, judicial or other forum. The Consent Agreement may be enforced by either party in an action at law or equity.

6. Respondent consents to and agrees that they shall comply at all times with the BOC Practice Standards.

7. Respondent consents to and agrees that they are issued a PUBLIC CENSURE. A Public Censure is a written reprimand from the BOC to the Respondent. It shall be standard procedure to publish Public Censures; this includes but is not limited to the Disciplinary Action Exchange, State Regulatory Agencies and the "BOC Cert Update."

8. Respondent consents to and agrees to complete 3 hours in professional ethics administered by a BOC Approved Provider. Such a course(s) may be synchronous or asynchronous. Documentation showing completion of the required ethics course must be received by the BOC before certification will be granted.

9. Respondent's certification shall be placed on probation for a period of three (3) years once certification is granted. During this time Respondent's certification is considered to be in

good standing insofar as Respondent incurs no criminal charges or convictions and verifies this fact in writing to the Committee on an annual basis. Respondent will be required to submit the annual report no earlier than February 1st and no later than February 28th of each year.

10. Respondent consents to and agrees that Respondent's certification status is considered CERTIFIED once all exam candidate requirements of the transition to certification are met.

11. All reports required by the terms of this Consent Agreement shall be due according to a schedule to be established by the BOC. All correspondence and reports concerning the above restrictions and/or requirements are to be addressed to BOC Professional Practice and Discipline Committee.

12. Any alleged breach of any provision of this Consent Agreement by Respondent may, at the sole and absolute discretion of the BOC, result in the following actions:

- a. The BOC shall notify Respondent in writing by certified mail or by tracked courier, return receipt requested, or by secure electronic delivery with receipt verification (e.g., Eversign) that the term(s) of this Consent Agreement have been breached and include a description of the acts or omission(s) constituting a breach the term(s) of this Consent Agreement. Such a breach may result in the Respondent's state athletic trainer agency and/or current employer being contacted as permitted by Section 14.2 of the BOC Discipline Guidelines.
- b. Respondent shall be allowed fifteen (15) days from the date of the receipt of notification required in Paragraph 12(a) above to demonstrate to the sole satisfaction of the BOC that Respondent has cured the breach in question.
- c. Failure to cure the breach within the fifteen (15) day time period will terminate the BOC's obligations under this Consent Agreement and will cause the original matter, as described in Paragraphs 1 and 2 on Pages 1 and 2, above, to be referred to the BOC Professional Practice and Discipline Committee ("PPD Committee"), which shall make a final determination of the disciplinary action, if any, to be taken.

- d. In addition, Respondent's breach of any term of this Consent Agreement may constitute an additional and independent Code violation and may provide separate grounds for the BOC to suspend, revoke or otherwise take action with regard to Respondent's BOC certification.

13. Any notice by the BOC pertaining to this Consent Agreement shall be sufficient if sent to Respondent at the last address of record Respondent has reported to the BOC, or to an attorney designated by Respondent.

14. Respondent agrees that the factual and legal allegations as contained in this Consent Agreement shall be deemed true and admitted in any subsequent proceeding before the BOC in which Respondent's compliance with this Consent Agreement or the BOC Practice Standards is at issue.

15. Any extension of time or grace period for reporting granted by the BOC in its sole and absolute discretion shall not be a waiver or preclude the BOC from taking action at a later time. The BOC shall not be required to grant any waiver, extensions of time or grace periods.

16. This Consent Agreement shall be binding on and shall inure to the benefit of the Parties, their successors, assigns, or other legal representatives.

17. No waiver, change, amendment, or discharge of any term or condition hereof and no consent of either Party shall be of any force or effect unless made in writing and signed by both Parties or by duly authorized agents of the Parties. Any waiver granted by the BOC shall be at the sole and absolute discretion of the BOC and shall not constitute a continuing waiver.

18. This Consent Agreement contains the entire understanding between the Parties and supersedes any and all pre-existing understandings, either oral or written, between the Parties relating to the subject matter hereof.

IN WITNESS WHEREOF, the Parties have executed this Consent Agreement, effective as of the 9th day of February 2026.

Board of Certification, Inc.

Anne M. Minton

Signature

Anne M Minton

Printed Name

Chief Executive Officer

Title

Feb 11 2026

Date

Katelyn M Grella

Signature

Katelyn M Grella

Printed Name

Feb 11 2026

Date