

**State of Illinois  
Illinois Workers'  
Compensation  
Commission**

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**STATE COMPLIANCE  
EXAMINATION**

**FOR THE TWO YEARS ENDED  
JUNE 30, 2025**

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**Performed as Special  
Assistant Auditors  
for the Auditor General,  
State of Illinois**

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

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**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**COMMISSION OFFICIALS**

Chair	Michael Brennan
Chief Fiscal Officer	Paul Fichtner
General Counsel	Ronald Rascia

**COMMISSION MEMBERS<sup>1</sup>**

Chairman	Michael Brennan
Member	Maria Portela
Member	Stephen Mathis
Member	Carolyn Doherty
Member Representative of Employees	Amylee Hogan Simonovich
Member Representative of Employees (02/13/2024 – present)	Raychel Wesley
Member Representative of Employees (07/01/2023 – 02/12/2024)	Deborah Baker
Member Representative of Employees	Marc Parker
Member Representative of Employers	Kathryn Doerries
Member Representative of Employers (07/07/2025 – present)	Frank Soto
Member Representative of Employers (05/01/2025 – 07/06/2025)	Vacant
Member Representative of Employers (07/01/2023 – 04/30/2025)	Deborah Simpson
Member Representative of Employers	Christopher Harris

<sup>1</sup> *The Workers' Compensation Act (820 ILCS 305/13) requires the Governor appoint three members who are representative citizens of employees, three members who are representative citizens of employers, and four members not identified with either group to the Commission.*

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**COMMISSION OFFICES**

The Commission's primary administrative offices are located at:

69 W. Washington Street, Suite 900  
Chicago, Illinois 60602

401 Main Street, Suite 640  
Peoria, Illinois 61602

400 S. Ninth Street, Suite 106  
Springfield, Illinois 62701



# Illinois Workers' Compensation Commission

69 W. Washington St., Suite 900  
Chicago, IL 60602  
312-814-6500

*JB Pritzker, Governor*

*Michael J. Brennan, Chairman*

February 20, 2026

Roth & Company, LLP  
540 West Madison Street, Suite 2450  
Chicago, Illinois 60661

Ladies and Gentlemen:

We are responsible for the identification of, and compliance with, all aspects of laws, regulations, contracts, or grant agreements that could have a material effect on the operations of the State of Illinois, Illinois Workers' Compensation Commission (Commission). We are responsible for and we have established and maintained an effective system of internal controls over compliance requirements. We have performed an evaluation of the Commission's compliance with the following specified requirements during the two-year period ended June 30, 2025. Based on this evaluation, we assert that during the years ended June 30, 2024, and June 30, 2025, the Commission has materially complied with the specified requirements listed below.

- A. The Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.
- B. The Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.
- C. Other than what has previously been disclosed and reported in the Schedule of Findings, the Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.
- D. State revenues and receipts collected by the Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.

E. Money or negotiable securities or similar assets handled by the Commission on behalf of the State or held in trust by the Commission have been properly and legally administered, and the accounting and recordkeeping relating thereto is proper, accurate, and in accordance with law.

Yours truly,

**Illinois Workers' Compensation Commission**

**SIGNED ORIGINAL ON FILE**

Michael Brennan, Chair

**SIGNED ORIGINAL ON FILE**

Paul Fichtner, Chief Fiscal Officer

**SIGNED ORIGINAL ON FILE**

Ronald Rascia, General Counsel

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**STATE COMPLIANCE REPORT**

**SUMMARY**

The State compliance testing performed during this examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants; the standards applicable to attestation engagements contained in *Government Auditing Standards* issued by the Comptroller General of the United States; the Illinois State Auditing Act (Act); and the *Audit Guide*.

**ACCOUNTANTS' REPORT**

The Independent Accountants' Report on State Compliance and on Internal Control Over Compliance does not contain scope limitations or disclaimers, but does contain a modified opinion on compliance and identifies material weaknesses over internal control over compliance.

**SUMMARY OF FINDINGS**

<b>Number of</b>	<b><u>Current Report</u></b>	<b><u>Prior Reports*</u></b>
Findings	11	21
Repeated Findings	10	19
Prior Recommendations Implemented or Not Repeated	11	4

\* This column contains findings under *Government Auditing Standards* from the Commission's financial audit of the Self-Insurers Security Fund as of and for the year ended June 30, 2024, and State compliance only findings from the Commission's *State Compliance Examination Report* for the two years ended June 30, 2023.

**SCHEDULE OF FINDINGS**

<u>Item No.</u>	<u>Page</u>	<u>Last/First Reported</u>	<u>Description</u>	<u>Finding Type</u>
<b>Current Findings</b>				
2025-001	12	2023/2021	Inadequate Controls over Service Providers	Material Weakness and Material Noncompliance
2025-002	14	New	Inadequate Controls over Personal Services	Significant Deficiency and Noncompliance

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**SCHEDULE OF FINDINGS**

<u>Item No.</u>	<u>Page</u>	<u>Last/First Reported</u>	<u>Description</u>	<u>Finding Type</u>
<b>Current Findings</b>				
2025-003	17	2023/2013	Voucher Processing Weaknesses	Significant Deficiency and Noncompliance
2025-004	19	2023/2017	Inadequate Controls over the Annual Agency Workforce Reporting	Significant Deficiency and Noncompliance
2025-005	20	2023/2021	Noncompliance with Report and Publication Requirements	Significant Deficiency and Noncompliance
2025-006	22	2023/2017	Inadequate Control over Performance Evaluations	Significant Deficiency and Noncompliance
2025-007	24	2023/2019	Weaknesses in Cybersecurity Programs and Practices	Significant Deficiency and Noncompliance
2025-008	26	2023/2015	Change Control Weakness	Significant Deficiency and Noncompliance
2025-009	28	2023/2021	Lack of a Detailed Agreement Regarding Security Requirements	Significant Deficiency and Noncompliance
2025-010	30	2023/2021	Weaknesses in Disaster Contingency Planning	Significant Deficiency and Noncompliance
2025-011	31	2023/2020	Inaccurate Census Data	Significant Deficiency and Noncompliance

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**SCHEDULE OF FINDINGS**

<u>Item No.</u>	<u>Page</u>	<u>Last/First Reported</u>	<u>Description</u>	<u>Finding Type</u>
<b>Prior Findings Not Repeated</b>				
A	33	2024/2020	Accounting and Financial Reporting Problems	
B	33	2023/2017	Inadequate Controls over Receipts	
C	33	2023/2019	Inadequate Controls over Accounts Receivable	
D	33	2023/2003	Inadequate Control over State Property	
E	34	2023/2021	Failure to Establish Project Management Internal Controls	
F	34	2023/2021	Lack of Fiscal Controls over the System Development Projects	
G	34	2023/2021	Inadequate Information Technology Access Controls	
H	34	2023/2023	Inadequate Controls over the Submission of Required Employment Reports	
I	35	2023/2023	Inadequate Controls over Employee Records	
J	35	2023/2021	Inadequate Control over Telecommunication Devices	
K	35	2023/2019	Failure to Seek a Judgment in Circuit Court	

**STATE OF ILLINOIS  
ILLINOIS WORKERS' COMPENSATION COMMISSION  
STATE COMPLIANCE EXAMINATION  
For the Two Years Ended June 30, 2025**

**EXIT CONFERENCES**

The Commission waived an exit conference in a correspondence from Mr. Paul Fichtner, Chief Fiscal Officer, on February 9, 2026. The responses to the recommendations were provided by Mr. Paul Fichtner, Chief Fiscal Officer, in a correspondence dated February 5, 2026.



**INDEPENDENT ACCOUNTANTS' REPORT**  
**ON STATE COMPLIANCE AND ON INTERNAL CONTROL OVER COMPLIANCE**

Honorable Frank J. Mautino  
Auditor General  
State of Illinois

**Report on State Compliance**

As Special Assistant Auditors for the Auditor General, we have examined compliance by the State of Illinois, Illinois Workers' Compensation Commission (Commission) with the specified requirements listed below, as more fully described in the *Audit Guide for Financial Audits and Compliance Attestation Engagements of Illinois State Agencies (Audit Guide)* as adopted by the Auditor General, during the two years ended June 30, 2025. Management of the Commission is responsible for compliance with the specified requirements. Our responsibility is to express an opinion on the Commission's compliance with the specified requirements based on our examination.

The specified requirements are:

- A. The Commission has obligated, expended, received, and used public funds of the State in accordance with the purpose for which such funds have been appropriated or otherwise authorized by law.
- B. The Commission has obligated, expended, received, and used public funds of the State in accordance with any limitations, restrictions, conditions, or mandatory directions imposed by law upon such obligation, expenditure, receipt, or use.
- C. The Commission has complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.
- D. State revenues and receipts collected by the Commission are in accordance with applicable laws and regulations and the accounting and recordkeeping of such revenues and receipts is fair, accurate, and in accordance with law.
- E. Money or negotiable securities or similar assets handled by the Commission on behalf of the State or held in trust by the Commission have been properly and legally administered and the accounting and recordkeeping relating thereto is proper, accurate, and in accordance with law.

Our examination was conducted in accordance with attestation standards established by the American Institute of Certified Public Accountants, the standards applicable to attestation

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engagements contained in *Government Auditing Standards* issued by the Comptroller General of the United States, the Illinois State Auditing Act (Act), and the *Audit Guide*. Those standards, the Act, and the *Audit Guide* require that we plan and perform the examination to obtain reasonable assurance about whether the Commission complied with the specified requirements in all material respects. An examination involves performing procedures to obtain evidence about whether the Commission complied with the specified requirements. The nature, timing, and extent of the procedures selected depend on our judgement, including an assessment of the risks of material noncompliance with the specified requirements, whether due to fraud or error. We believe that the evidence we obtained is sufficient and appropriate to provide a reasonable basis for our modified opinion.

We are required to be independent and to meet our other ethical responsibilities in accordance with relevant ethical requirements relating to the engagement.

Our examination does not provide a legal determination on the Commission's compliance with the specified requirements.

Our examination disclosed material noncompliance with the following specified requirement applicable to the Commission during the two years ended June 30, 2025. As described in the accompanying Schedule of Findings as item 2025-001, the Commission had not complied, in all material respects, with applicable laws and regulations, including the State uniform accounting system, in its financial and fiscal operations.

In our opinion, except for the material noncompliance with the specified requirements described in the preceding paragraph, the Commission complied with the specified requirements during the two years ended June 30, 2025, in all material respects. However, the results of our procedures disclosed instances of noncompliance with the specified requirements, which are required to be reported in accordance with criteria established by the *Audit Guide* and are described in the accompanying Schedule of Findings as items 2025-002 through 2025-011.

The Commission's responses to the compliance findings identified in our examination are described in the accompanying Schedule of Findings. The Commission's responses were not subjected to the procedures applied in the examination and, accordingly, we express no opinion on the responses.

The purpose of this report is solely to describe the scope of our testing and the results of that testing in accordance with the requirements of the *Audit Guide*. Accordingly, this report is not suitable for any other purpose.

### **Report on Internal Control Over Compliance**

Management of the Commission is responsible for establishing and maintaining effective internal control over compliance with the specified requirements (internal control). In planning and performing our examination, we considered the Commission's internal control to determine the examination procedures that are appropriate in the circumstances for the purpose of expressing our opinion on the Commission's compliance with the specified requirements and to test and report on the Commission's internal control in accordance with the *Audit Guide*, but not for the purpose of



expressing an opinion on the effectiveness of the Commission’s internal control. Accordingly, we do not express an opinion on the effectiveness of the Commission’s internal control.

Our consideration of internal control was for the limited purpose described in the preceding paragraph and was not designed to identify all deficiencies in internal control that might be material weaknesses or significant deficiencies and, therefore, material weaknesses or significant deficiencies may exist that have not been identified. However, as described in the accompanying Schedule of Findings, we did identify certain deficiencies in internal control that we consider to be material weaknesses and significant deficiencies.

*A deficiency in internal control* exists when the design or operation of a control does not allow management or employees, in the normal course of performing their assigned functions, to prevent, or detect and correct, noncompliance with the specified requirements on a timely basis. *A material weakness in internal control* is a deficiency, or a combination of deficiencies, in internal control, such that there is a reasonable possibility that a material noncompliance with the specified requirements will not be prevented, or detected and corrected, on a timely basis. We consider the deficiency described in the accompanying Schedule of Findings as item 2025-001 to be a material weakness.

*A significant deficiency in internal control* is a deficiency, or a combination of deficiencies, in internal control that is less severe than a material weakness, yet important enough to merit attention by those charged with governance. We consider the deficiencies described in the accompanying Schedule of Findings as items 2025-002 through 2025-011 to be significant deficiencies.

As required by the *Audit Guide*, immaterial findings excluded from this report have been reported in a separate letter.

The Commission’s responses to the internal control findings identified in our examination are described in the accompanying Schedule of Findings. The Commission’s responses were not subjected to the procedures applied in the examination and, accordingly, we express no opinion on the responses.

The purpose of this report is solely to describe the scope of our testing of internal control and the results of that testing based on the requirements of the *Audit Guide*. Accordingly, this report is not suitable for any other purpose.

**SIGNED ORIGINAL ON FILE**

Chicago, Illinois  
February 20, 2026



**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-001. **FINDING** (Inadequate Controls over Service Providers)

The Illinois Workers' Compensation Commission (Commission) had not implemented adequate internal control over its service providers.

During testing, we requested Commission officials provide the complete population of service providers utilized by the Commission during the examination period to determine if they had reviewed each service provider's internal controls. Commission officials provided us with an incomplete population of service providers and were unable to provide evidence of how the population was derived. Further, we identified a service provider providing hosting services to the Commission.

Due to these conditions, we were unable to conclude the Commission's population records were sufficiently precise and detailed under the Professional Standards promulgated by the American Institute of Certified Public Accountants (AT-C 205.36) to test the Commission's service providers.

Even given the population limitations noted above which hindered our ability to conclude whether selected samples were representative of the population as a whole, we performed the testing over the two service providers we identified.

Our testing noted the Commission had not obtained the Fiscal Year 2024 System and Organization Control (SOC) report or conducted an independent internal control review for one (50%) service provider.

In addition, we noted the Commission's assessments of SOC reports for two (100%) service providers did not include formally documented analysis of the exceptions identified in each SOC report, an evaluation of whether those deviations impaired the Commission's internal control environment, and a corrective action plan to mitigate the associated risks when deficiencies were deemed significant enough to warrant remediation.

The *Security and Privacy Controls for Information Systems and Organizations* (Special Publication 800-53, Fifth Revision) published by the National Institute of Standards and Technology, Maintenance and System and Service Acquisition sections, requires entities outsourcing their information technology environment or operations to obtain assurance over the provider's internal controls related to the services provided. Such assurance may be obtained through SOC reports or independent reviews.

Further, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use, and misappropriation and to maintain accountability over the State's resources.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-001. **FINDING** (Inadequate Controls over Service Providers) (Continued)

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2021. As such, Commission management has been unsuccessful in implementing a corrective action plan to remedy this problem.

Commission officials indicated the issue was due to competing priorities.

Without obtaining and completing a review of SOC reports, or another form of independent internal controls review and formally documenting the review of all service providers, the Commission lacks assurance the service providers' internal controls are adequate. (Finding Code No. 2025-001, 2023-010, 2021-009)

**RECOMMENDATION**

We recommend the Commission strengthen its controls in identifying and documenting all service providers utilized. Further, we recommend the Commission obtain SOC reports or conduct independent internal control reviews, at least, annually. In addition, we recommend the Commission:

- Monitor and document the operation of the Complementary User Entity Controls (CUECs) related to the Commission's operations;
- Either obtain and review SOC reports for subservice organizations or perform alternative procedures to ensure the existence of the subservice organization would not impact its internal control environment; and
- Document its review of the SOC reports and review all significant issues with subservice organizations to ascertain if a corrective action plan exists and when it will be implemented, any impact to the Commission, and any compensating controls.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-002. **FINDING** (Inadequate Controls over Personal Services)

The Illinois Worker's Compensation Commission (Commission) did not have adequate controls over its personal services functions.

**Census Data Reconciliation**

During testing, we noted the Commission untimely submitted its Fiscal Year 2024 employee census data reconciliation (eight days late past the requested date).

The State Employees' Retirement System (SERS) Census Data Reconciliation Guidance (Guidance) states the *AICPA's Audit and Accounting Guide: State and Local Governments* recommends employee census data be reconciled annually by each employer to a report provided by SERS and used by its actuaries. Based on the Fiscal Year 2024 SERS Guidance, the Commission was requested that the reconciliation and subsequent certification be completed and submitted to SERS on December 2, 2024.

Commission officials indicated the delay was due to misinterpretation of the SERS Guidance, whereby the submission due date was understood to be requested rather than mandatory.

**Timesheet Approval**

During testing of 16 employee timesheets, we noted one (6%) timesheet was approved by the supervisor 68 days after the end of the following pay period.

The Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls. Effective internal controls should include procedures to ensure timely supervisory approval of employee timesheets, including clearly defined responsibilities and accountability when approval authority is delegated due to supervisor leave, to ensure designated individual performs required approvals in a timely manner.

Commission officials indicated the delayed timesheet approval was due to the supervisor's absence on parental leave, with approval completed upon the supervisor's return.

**Final Termination Pay**

During testing of four terminated employees' final pay, we noted one (25%) employee was not paid for hours of vacation earned, equivalent to approximately \$282.

The Code (80 Ill. Admin Code 303.290) requires eligible employee to be paid for any vacation earned but not taken or forfeited upon termination of employment.

Commission officials indicated exception was due to oversight.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-002. **FINDING** (Inadequate Controls over Personal Services) (Continued)

**Employee Training**

During testing, we noted the Commission did not train employees with access to social security numbers (SSNs) in the course of performing their duties to protect the confidentiality of SSNs.

The Identity Protection Act (5 ILCS 179/37(a)(2)) requires the Commission to ensure all employees identified as having access to SSNs in the course of performing their duties are trained to protect the confidentiality of SSNs. Training should include instructions on proper handling of information that contains social security numbers from the time of collection through the destruction of the information. The State provides this required training through the “Information Safeguard Training” module on the OneNet platform.

Commission officials indicated exception was due to limited access to the required “Information Safeguard Training” module on the OneNet platform, which resulted in a lack of awareness that the training was required to be provided to employees with access to SSNs.

Failure to maintain adequate controls over personal services represents noncompliance with State laws, rules, and regulations, and could:

- lead to reduced reliability of pension and other postemployment benefits related information and balances;
  - result in errors or unauthorized hours not being identified;
  - result in inaccurate payments to employees or additional liability to the State; and,
  - increase the risk of unauthorized disclosure of confidential information.
- (Finding Code No. 2025-002)

**RECOMMENDATION**

We recommend the Commission strengthen its controls to ensure compliance with applicable laws, regulations, and internal policies. Specifically, the Commission should:

- ensure census data reconciliations are completed and submitted in accordance with requested deadlines;
- implement procedures to ensure timely review and approval of employee timesheets, including establishing alternate approval processes during supervisory absences;
- ensure terminated employees are paid for all earned and unused vacation in accordance with applicable regulations; and
- ensure employees with access to Social Security numbers receive required training to protect the confidentiality of such information.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-002. **FINDING** (Inadequate Controls over Personal Services) (Continued)

**COMMISSION RESPONSE**

The Commission agrees with the finding except for the census data reconciliation regarding late submission. Because the due date was requested rather than required, the Commission believes their submission that was only six business days past the requested due date was within reason and should not have been included as an audit finding.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-003. **FINDING** (Voucher Processing Weaknesses)

The Illinois Workers' Compensation Commission's (Commission) did not exercise adequate controls over voucher processing.

Due to our ability to rely upon the processing integrity of the Enterprise Resource Planning (ERP) System operated by the Department of Innovation and Technology (DoIT), we were able to limit our voucher testing at the Commission to determine whether certain key attributes were properly entered by the Commission's staff into the ERP System. In order to determine the operating effectiveness of the Commission's internal controls related to voucher processing and subsequent payment of interest, we selected a sample of key attributes (attributes) to determine if the attributes were properly entered into the State's ERP System based on supporting documentation. The attributes tested were 1) vendor information, 2) expenditure amount, 3) object(s) of expenditure, and 4) the later of the receipt date of the proper bill or the receipt date of the goods and/or services.

We then conducted an analysis of the Commission's expenditures data for fiscal years 2024 and 2025 to determine compliance with the State Prompt Payment Act (Act) (30 ILCS 540) and the Code (74 Ill. Admin. Code 900.70). We noted the following noncompliance:

- The Commission did not timely approve 10 of 27,029 (less than 1%) vouchers processed during the examination period, totaling \$61,922. We noted these vouchers were approved between 32 and 44 days after receipt of a proper bill or other obligating document.

The Code (74 Ill. Admin. Code 900.70) requires the Commission to timely review each vendor's invoice and approve proper bills within 30 days after receipt.

Further, during testing of 40 travel vouchers, totaling \$32,478, we noted the following:

- One of 40 (3%) travel vouchers tested, totaling \$439, did not indicate the traveler's headquarters and residence.

The SAMS Manual (Procedure 17.20.10) outlines the procedures for the completion of travel vouchers. It requires the traveler to enter the city in which the traveler's headquarters is located and the city in which the traveler maintains residence.

- Two of 40 (5%) travel vouchers tested, totaling \$1,518, did not indicate some or all arrival and departure times. These vouchers included reimbursements of meals or per diem to the travelers.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-003. **FINDING** (Voucher Processing Weaknesses) (Continued)

The Code (80 Ill. Adm. Code 2800.240) discusses the preparation and submission of travel vouchers. Section 2800.240(b) of the Code states the travel voucher shall show in the space provided the dates and times of travel and the points of departure and destination. Section 2800.240(c) of the Code states if meals or per diem are not claimed, times of arrival and departure are not required.

- Two of 40 (5%) travel vouchers tested, totaling \$2,616, were not coded with the correct SAMS object codes.

The SAMS Manual (Procedure 11.10.50) states the purpose of the detail expenditure account is to report expenditure information at a more refined level within a common object. The SAMS Manual (Procedure 11.50.30) describes each detail expenditure account and the manner in which it should be used.

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2013, over 12 years ago, with a variety of voucher processing issues. As such, Commission management has been unsuccessful in fully implementing a corrective action plan.

Commission officials indicated these conditions occurred due to employee oversight.

Failure to timely process proper bills and obligations due may result in noncompliance, unnecessary interest charges, and cash flow challenges for payees. In addition, failure to establish and maintain adequate internal controls over voucher processing increases the likelihood errors or other irregularities could occur and not be detected in a timely manner by employees in the normal course of performing their assigned duties, and resulted in noncompliance with State laws, rules, and regulations. (Finding Code No. 2025-003, 2023-006, 2021-020, 2019-006, 2017-007, 2015-001, 2013-007)

**RECOMMENDATION**

We recommend the Commission process proper bills within 30 days of receipt. In addition, we recommend the Commission strengthen controls over travel vouchers, including ensuring that travel vouchers are properly completed.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-004. **FINDING** (Inadequate Controls over the Annual Agency Workforce Reporting)

The Illinois Workers' Compensation Commission (Commission) lacked adequate internal control over its annual Agency Workforce Report (Report).

During our prior examinations, we noted problems with the Commission's Reports for Fiscal Year 2019, Fiscal Year 2020 and Fiscal Year 2022, as described in Findings 2021-018 and 2023-016. As such, we recommended the Commission file corrected Reports for these years with the Governor and the Secretary of State within 30 days after the Commission's *Compliance Examination* report was released by the Auditor General. During this examination, we noted the Commission did not file corrected Reports for the affected fiscal years with the Governor and the Secretary of State.

The State Employment Records Act (5 ILCS 410/20) requires the Commission to collect, classify, maintain, and file the annual Report covering the preceding fiscal year with the Governor and the Secretary of State with certain employment statistics for women, disabled persons, and minorities by January 1.

The Illinois State Auditing Act (30 ILCS 5/3-2.2(b)) requires the Commission, if the Auditor General determines it has failed to comply with the requirements of the State Employment Records Act, to prepare and file with the Governor and the Secretary of State a corrected Report within 30 days after the Commission's *Compliance Examination* report was released by the Auditor General.

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2017, over eight years ago. As such, Commission management has been unsuccessful in implementing a corrective action plan.

Commission officials indicated exceptions were due to employee oversight.

Failure to file a corrected Report limits the usefulness of the Commission's Report and represents noncompliance with State laws. In addition, failure to file a corrected Report for Fiscal Year 2019, Fiscal Year 2020 and Fiscal Year 2022 resulted in the Governor and Secretary of State having inaccurate information about the Commission's workforce and resulted in noncompliance with the Illinois State Auditing Act. (Finding Code No. 2025-004, 2023-016, 2021-018, 2019-009, 2017-009)

**RECOMMENDATION**

We recommend the Commission file corrected Reports with the Governor and Secretary of State within 30 days after release of this *Compliance Examination* report.

**COMMISSION RESPONSE**

The Commission agrees with the finding.

**STATE OF ILLINOIS**  
**ILLINOIS WORKERS' COMPENSATION COMMISSION**  
**SCHEDULE OF FINDINGS – CURRENT FINDINGS**  
**For the Two Years Ended June 30, 2025**

2025-005. **FINDING** (Noncompliance with Report and Publication Requirements)

The Illinois Workers' Compensation Commission (Commission) did not comply with various reporting requirements.

During testing, we noted the following:

- The Commission did not timely prepare or deliver its Fiscal Year 2023 annual report of its acts and doings to the Governor (submitted 31 days late).

The State Finance Act (30 ILCS 105/3(a)) requires the Commission, no later than January 7 of each year, make and deliver to the Governor an annual report of its acts and doings for the fiscal year ending in the calendar year immediately preceding the calendar year in which that regular session of the General Assembly convenes.

- The Commission untimely filed one of four (25%) Travel Headquarters Reports (Form TA-2) with the Legislative Audit Commission (LAC). The report was filed 484 days late.

The State Finance Act (30 ILCS 105/12-3) requires the Form TA-2 to be completed and filed with the LAC for any individual whose headquarters has been designated as a location other than that at which official duties require the largest part of working time. The reports are required to be filed no later than July 15 for the period from January 1 through June 30 of that year and no later than January 15 for the period July 1 through December 31 of the preceding year.

Commission officials indicated the Fiscal Year 2023 annual report was submitted late due to internal delays stemming from a reassessment of the Commission's legal position, additional research into the proper format and content of the report, consultations with other agencies and legal counsel, and the reassignment of report preparation to staff, all of which contributed to the delay.

In addition, Commission officials indicated the late submission of the TA-2 report was due to employee turnover and reassignment of report preparation to staff.

Failure to prepare and timely file reports can lead to misinformation and represent noncompliance with the Act. Further, it deprives the Governor and the General Assembly of valuable information needed to manage the operations of the State. (Finding Code No. 2025-005, 2023-015, 2021-017)

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2025-005. **FINDING** (Noncompliance with Report and Publication Requirements)  
(Continued)

**RECOMMENDATION**

We recommend the Commission implement controls to ensure:

- an annual report of the Commission's acts and doings during the prior fiscal year is prepared and submitted to the Governor no later than January 7 of each year.
- the Form TA-2 is submitted timely in compliance with the State Finance Act.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

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2025-006. **FINDING** (Inadequate Control over Performance Evaluations)

The Illinois Workers' Compensation Commission (Commission) lacked adequate control over evaluating employee performance.

During testing of 16 employees with 26 required performance evaluations during the examination period, we noted the following:

- Five (19%) first probationary performance evaluations were completed three to 56 days late.
- Four (15%) final probationary performance evaluations were completed 20 to 60 days late.

Section 2, Article XXVII of the agreement between the Department of Central Management Services and all Departments, Boards and Commissions subject to the Personnel Code (Employer), and the American Federation of State, County, and Municipal Employees (AFSCME) Council 31, AFL-CIO (Union) states that the Employer shall prepare two (2) written evaluations on employees who are serving an original probation or a probation as a result of promotion - one evaluation at the midpoint of the probationary period and one two (2) weeks prior to the end point of such probation.

Further, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2017, over eight years ago. As such, Commission management has been unsuccessful in implementing a corrective action plan to remedy these problems.

Commission officials indicated exceptions were due to oversight.

Employee performance evaluations are a systematic and uniform approach used for employee development and communication of performance expectations to employees. Failure to conduct timely employee performance evaluations delays formal feedback on an employee's performance, delays communication of areas for improvement, and delays communication of the next period's performance goals and objectives. In addition, employee performance evaluations should serve as a foundation for salary adjustments, promotions, demotions, discharges, layoff, recall, or reinstatement decisions. (Finding Code No. 2025-006, 2023-014, 2021-016, 2019-010, 2017-010)

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2025-006. **FINDING** (Inadequate Control over Performance Evaluations) (Continued)

**RECOMMENDATION**

We recommend the Commission provide each of its employees a timely evaluation of their performance.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

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2025-007. **FINDING** (Weaknesses in Cybersecurity Programs and Practices)

The Illinois Workers' Compensation Commission (Commission) had not implemented adequate internal controls related to cybersecurity programs, practices, and control of confidential information.

The Commission is responsible for resolving disputes between employees and employers regarding work-related injuries and illnesses. As a result, the Commission collects many varieties of personal and confidential information, including, but not limited to, names, addresses, social security numbers, and health information.

The Illinois State Auditing Act (30 ILCS 5/3-2.4) requires the Auditor General to review State agencies and their cybersecurity programs and practices. During our examination of the Commission's cybersecurity program, practices, and control of confidential information, we noted the Commission had not:

- Developed a configuration management policy;
- Developed procedures on backup verification and off-site storage;
- Formally established and documented cybersecurity roles and responsibilities;
- Developed a risk management methodology, conducted a comprehensive risk assessment, or implemented risk reducing controls;
- Developed a cybersecurity plan;
- Developed a data classification methodology and classified its data; and
- Developed a process to obtain and monitor security vulnerability reports.

In addition, we noted five (83%) of six Commission's contractual employees did not complete required cybersecurity training.

The *Framework for Improving Critical Infrastructure Cybersecurity* and the *Security and Privacy Controls for Information Systems and Organizations* (Special Publication 800- 53, Fifth Revision) published by the National Institute of Standards and Technology requires entities to consider risk management practices, threat environments, legal and regulatory requirements, mission objectives, and constraints in order to ensure the security of the entity's applications, data, and continued business mission.

In addition, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use and misappropriation and to maintain accountability over the State's resources.

Further, the Data Security on State Computers Act (20 ILCS 450/25) requires every employee to annually undergo training provided by the Department of Innovation and Technology concerning cybersecurity.

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2025-007. **FINDING** (Weaknesses in Cybersecurity Programs and Practices) (Continued)

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2019. As such, Commission management has been unsuccessful in implementing a corrective action plan to remedy these problems.

Commission officials indicated that the exceptions occurred because the development and implementation of cybersecurity policies and procedures are still in progress.

Inadequate cybersecurity programs and practices could result in unidentified risks and vulnerabilities, which could ultimately lead to the Commission's confidential and personal information being susceptible to cyber-attacks and unauthorized disclosure. (Finding Code No. 2025-007, 2023-018, 2021-012, 2019-005)

**RECOMMENDATION**

We recommend the Commission:

- Develop a configuration management policy;
- Develop procedures on backup verification and off-site storage;
- Formally establish and document cybersecurity roles and responsibilities;
- Develop a risk management methodology, conduct a comprehensive risk assessment, and implement risk reducing internal controls;
- Develop a cybersecurity plan;
- Develop a data classification methodology and classify the Commission's data to identify and implement controls to ensure adequate protection of this information;
- Develop a process to obtain and monitor security vulnerability reports; and
- Ensure contractors complete the cybersecurity training.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

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2025-008. **FINDING** (Change Control Weakness)

The Illinois Workers' Compensation Commission (Commission) had weaknesses in its change management controls.

The Commission has several computer applications which were critical for providing and overseeing a no-fault system of benefits to workers who experience job-related injuries or diseases.

During our testing of the Commission's case management system change requests, we noted two of four (50%) change requests tested did not have evidence of management approval.

In addition, we noted the Commission had not developed and formalized a change management policy or procedure for its critical applications.

The National Institute of Standards and Technology, Special Publication 800-53, *Security and Privacy Controls for Federal Information Systems and Organizations*, Configuration Management Section, states critical elements including properly authorized, tested, and approved changes are to be tracked by the entity. Further, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use and misappropriation and to maintain accountability over the State's resources.

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2015. As such, Commission management has been unsuccessful in implementing a corrective action plan to remedy these problems.

Commission officials indicated that while an approval process for system changes existed in practice, it was not formally documented through a change management policy. As a result, management approval was not consistently executed and documented, leading to instances where approval evidence was not captured in the system.

Lack of change control formal policy and procedures increases the risk of unauthorized or improper changes to computer systems. (Finding Code No. 2025-008, 2023-019, 2021-013, 2019-004, 2017-002, 2015-004)

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2025-008. **FINDING** (Change Control Weakness) (Continued)

**RECOMMENDATION**

We recommend the Commission adopt a formal change control policy and to ensure its change management process is documented and followed for its change requests, including obtaining approvals.

**COMMISSION RESPONSE**

The Commission agrees with the findings.

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2025-009. **FINDING** (Lack of a Detailed Agreement Regarding Security Requirements)

The Illinois Workers' Compensation Commission (Commission) had not entered into a detailed agreement with the Department of Innovation and Technology (DoIT).

The Commission utilized DoIT's infrastructure to maintain its applications and data. During testing, we noted the Commission and DoIT did not enter into an agreement detailing the roles and responsibilities of each party to ensure prescribed requirements and available security mechanisms were in place to protect the security, processing integrity, availability, and confidentiality of the Commission's systems and data.

In January 2016, the Governor signed Executive Order 2016-01 (Order) creating DoIT. Under the Order, DoIT assumed general responsibility for the State's IT environment in an effort to modernize the technical environment and consolidate redundant applications. As such, the Order consolidated multiple information technology functions into a single agency, DoIT. As part of this consolidation, the Order required the transfer of assets, employees, and funds to DoIT from different transferring agencies.

During testing, we noted an intergovernmental agreement between the Commission and DoIT was not entered into during the examination period to address security, processing, integrity, and availability of the Commission's systems and data.

The Commission has the ultimate responsibility to ensure its critical and confidential systems and data are adequately secured. As such, this responsibility is not limited because some information technology functions were transferred to DoIT.

Further, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets an resources are safeguarded against waste, loss, unauthorized use, and misappropriation and to maintain accountability over the State's resources.

Finally, this finding was first noted during the Commission's compliance examination for the period ended June 30, 2021. As such, Commission management has been unsuccessful in implementing a corrective action plan to remedy this problem.

Commission officials indicated, as they did in the prior year, its negotiations with DoIT remain ongoing.

Without a formal agreement, the Commission does not have assurance of the adequacy of controls managed by DoIT to ensure the security, processing integrity, availability, and confidentiality of its systems and data. (Finding Code No. 2025-009, 2023-021, 2021-015)

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2025-009. **FINDING** (Lack of a Detailed Agreement Regarding Security Requirements)  
(Continued)

**RECOMMENDATION**

We recommend the Commission continue to work with DoIT and enter into a detailed agreement with DoIT to ensure prescribed requirements and available security mechanisms are documented in order to protect the security, processing integrity, availability, and confidentiality of the Commission's systems and data.

**COMMISSION RESPONSE**

The Commission agrees with the finding.

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2025-010. **FINDING** (Weaknesses in Disaster Contingency Planning)

The Illinois Workers' Compensation Commission (Commission) had not adequately developed and tested its disaster recovery plans.

In order to provide a no-fault system of benefits to employees who have experienced job-related injuries and illnesses, the Commission utilized several applications, including its case management system and its Self-Insurance web portal, which all reside on the Department of Innovation and Technology's (DoIT) infrastructure.

During testing, we noted the Commission did not have a disaster recovery plan for its Self-Insurance web portal. Further, the Commission did not conduct recovery testing for its case management system in Fiscal Year 2024 and for its Self-Insurance web portal in Fiscal Years 2024 and 2025.

The *Contingency Planning Guide for Information Technology Systems* published by the National Institute of Standards and Technology requires entities to have an updated and regularly tested disaster contingency plan to ensure the timely recovery of applications and data.

In addition, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative controls to provide assurance funds, property, and other assets and resources are safeguarded against waste, loss, unauthorized use and misappropriation and to maintain accountability over the State's resources.

Commission officials indicated the exceptions were due to competing priorities.

Failure to develop and test a disaster recovery plan for all systems could result in a lack of preparedness to recover the Commission's applications and data timely in the event of a disaster. (Finding Code No. 2025-010, 2023-020, 2021-014)

**RECOMMENDATION**

We recommend the Commission develop and approve a disaster recovery plan for its Self-Insurance web portal. Further, we recommend the Commission ensure its disaster recovery plans are tested, at least, annually.

**COMMISSION RESPONSE**

The Commission agrees with the finding.

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2025-011. **FINDING** (Inaccurate Census Data)

The Illinois Workers' Compensation Commission (Commission) had certain deficiencies in its internal control to ensure accurate census data was provided to the State Employees' Retirement System of Illinois (System) for use in the applicable annual actuarial valuations.

Census data is demographic data (date of birth, gender, years of service, etc.) of the active, inactive, or retired members of a pension or other postemployment benefit (OPEB) plan. The accumulation of inactive or retired members' census data occurs before the current accumulation period of census data used in the plan's actuarial valuations (which eventually flows into each employer's financial statements), meaning the plan is solely responsible for establishing internal controls over these records and transmitting this data to the plan's actuary. In contrast, responsibility for active members' census data during the current accumulation period is split among the plan and each member's current employer(s). Initially, employers must accurately transmit census data elements of their employees to the plan. Then, the plan must record and retain these records for active employees and then transmit this census data to the plan's actuary.

We noted the Commission's employees are members of both the pension plan administered by the System and the State Employees Group Insurance Program (SEGIP) sponsored by the State of Illinois, which includes OPEB. In addition, we noted these plans have characteristics of different types of pension and OPEB plans, including single employer plans and cost-sharing multiple-employer plans.

During the performance of the census examination, it was identified that:

- During testing of System records to Commission records (forwards testing), we identified 1 of 22 (5%) employees with an incorrect rate of pay. The rate of pay reported was overstated by \$100, or approximately 1%, and the error was applicable to fifteen pay periods of the fiscal year, for a total of \$750.
- During testing of Commission records to System records (backwards testing), we identified 1 of 22 (5%) employees with an incorrect retirement deduction code.
- During forwards and backwards testing, we identified 12 of 44 (27%) additional employees with an incorrect rate of pay. These employees had earned a longevity pay rate increase of \$30, effective January 1, 2024, but these increases were not processed or paid through fiscal year-end. Per further investigation and inquiry with Commission officials, we noted that the State of Illinois, Department of Central Management Services (CMS) had also identified 17 additional Commission employees with the same exception. In total, these exceptions resulted in an understatement in gross earnings of approximately \$5,220. The issue was resolved subsequent to fiscal year-end.

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2025-011. **FINDING** (Inaccurate Census Data) (Continued)

The result of the errors above led to contributions due to the plan being understated and inaccurate census data being utilized by the System and the State in the performance of the annual pension and OPEB actuarial valuation processes. The independent actuaries utilized by the System and the State of Illinois for the pension and OPEB plans deemed these errors immaterial to the plan level valuations as a whole.

The State Records Act (5 ILCS 160/8) requires the Commission to make and preserve records containing adequate and proper documentation of its essential transactions to protect the legal and financial rights of the State and of persons directly affected by the Commission's activities.

Further, the Fiscal Control and Internal Auditing Act (30 ILCS 10/3001) requires the Commission to establish and maintain a system, or systems, of internal fiscal and administrative control to provide assurance funds applicable to operations are properly recorded and accounted for to permit the preparation of reliable financial and statistical reports.

Commission officials indicated the exceptions were due to human error.

Failure to ensure census data reported to the System was complete and accurate may result in significant misstatements of the Commission's financial statements and reduce the overall accuracy of System related pension liabilities, deferred inflows and outflows of resources, and expense recorded by the State and its agencies. (Finding Code No. 2025-011, 2023-002, 2022-002, 2021-002, 2020-002)

**RECOMMENDATION**

We recommend the Commission strengthen controls to ensure accurate census data is provided to the System for use in the annual actuarial valuation process. If differences are noted between the Commission's data and the System's data, these differences should be communicated timely and rectified to ensure the actuarial valuations are using accurate data.

**COMMISSION RESPONSE**

The Commission agrees with the finding. Human Resources and Fiscal are working together to make sure any differences of Commission's data, such as change in employee Tier status or changes in American Federation of State, County, and Municipal Employees (AFSCME) contract payments, such as longevity, are identified in a timely manner.

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**SCHEDULE OF FINDINGS – PRIOR FINDINGS NOT REPEATED**  
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A. **FINDING** (Accounting and Financial Reporting Problems)

During the prior examination, the Illinois Workers' Compensation Commission (Commission) did not ensure all events and transactions impacting the Self-Insurers Security Fund (Fund 940) were appropriately recorded in its internal accounting records and presented fairly in its financial statements.

During the current examination, a financial audit for Fund 940 is no longer required; therefore, the conditions noted in the prior examination are no longer applicable. (Finding Code No. 2024-001, 2023-001, 2022-001, 2021-001, 2020-001)

B. **FINDING** (Inadequate Controls over Receipts)

During the prior examination, the Commission's internal controls over its receipt processing function were not operating effectively. In addition, the Commission did not exercise adequate internal control over its annual Agency Fee Imposition Reports (Report).

During the current examination, our sample testing indicated the Commission's internal controls over receipts and the annual Report had improved since the last examination. (Finding Code No. 2023-003, 2021-003, 2019-008, 2017-008)

C. **FINDING** (Inadequate Controls over Accounts Receivable)

During the prior examination, the Commission did not sufficiently monitor and pursue collection on accounts receivable or properly report its accounts receivable to the Comptroller's Office.

During the current examination, our sample testing indicated the Commission's internal controls over accounts receivable had improved since the last examination. (Finding Code No. 2023-004, 2021-004, 2019-011)

D. **FINDING** (Inadequate Control over State Property)

During the prior examination, the Commission lacked adequate internal control over its equipment.

During the current examination, our sample testing indicated the Commission's internal control over equipment had improved since the last examination; therefore, the exception identified was reported in the Commission's *Independent Accountants' Report of Immaterial Findings*. (Finding Code No. 2023-005, 2021-005, 2019-002, 2017-005, 2015-003, 2013-005, 11-7, 09-6, 07-4, 05-5, 03-7)

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E. **FINDING** (Failure to Establish Project Management Internal Controls)

During the prior examination, the Commission failed to establish internal controls to conduct due diligence or ensure project management controls over the Self-Insurance Plus project.

During the current examination, our testing indicated the Commission developed internal controls over its project management of information systems projects, therefore, the exception identified was reported in the Commission's *Independent Accountants' Report of Immaterial Findings*. (Finding Code No. 2023-007, 2021-006)

F. **FINDING** (Lack of Fiscal Controls over the System Development Projects)

During the prior examination, the Commission lacked controls to ensure fiscal requirements were controlled and documented over the Self-Insurance web portal and case management system projects.

During the current examination, our testing indicated the Commission had no new application development projects and, based on the prior recommendation, identified and capitalized all applicable application development costs as intangible assets. (Finding Code No. 2023-008, 2021-007)

G. **FINDING** (Inadequate Information Technology Access Controls)

During the prior examination, the Commission had not implemented adequate controls over access to its applications.

During the current examination, our testing indicated the Commission's internal controls over access to its applications had improved since the last examination. (Finding Code No. 2023-009, 2021-008)

H. **FINDING** (Inadequate Controls over the Submission of Required Employment Reports)

During the prior examination, the Commission did not maintain adequate controls over the submission of required employment reports. Specifically, we noted the Commission did not report annually to the Department of Central Management Services (DCMS) and Department of Human Rights, on forms prescribed by DCMS, all of its activities in implementing the State's African American, Hispanic, Asian-American, and Native American employment plans, for both fiscal years 2022 and 2023.

During the current examination, our testing indicated the Commission timely submitted the required employment reports. (Finding Code No. 2023-011)

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I. **FINDING** (Inadequate Controls over Employee Records)

During the prior examination, the Commission had not established adequate controls over the maintenance of its employee records.

During the current examination, our sample testing indicated the Commission's internal control over the maintenance of its employee records had improved since the last examination; therefore, the exception identified was reported in the Commission's *Independent Accountants' Report of Immaterial Findings*. (Finding Code No. 2023-012)

J. **FINDING** (Inadequate Control over Telecommunication Devices)

During the prior examination, the Commission did not exercise adequate internal control over telecommunication devices.

During the current examination, our sample testing indicated the Commission's internal control over telecommunication devices had improved since the last examination; therefore, the exception identified was reported in the Commission's *Independent Accountants' Report of Immaterial Findings*. (Finding Code No. 2023-013, 2021-011)

K. **FINDING** (Failure to Seek a Judgment in Circuit Court)

During the prior examination, the Commission did not seek a judgment in circuit court against private self-insurers owing past due assessments.

During the current examination, our testing indicated the Self-Insurers Security Board was aware of the late assessment payments during the examination period and the Commission was ultimately able to collect 100% of the amounts due. (Finding Code No. 2023-017, 2021-021, 2019-013)