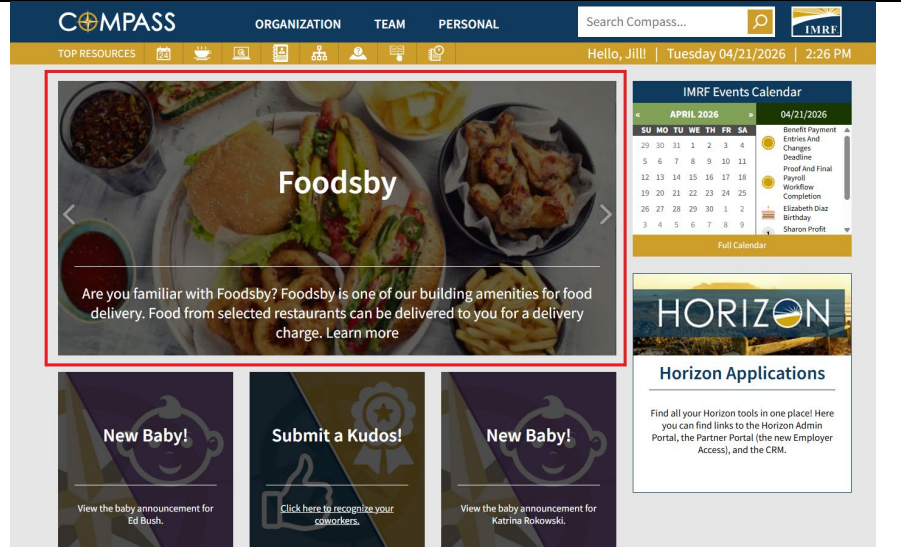


# SPECIAL FEATURES ON COMPASS

**Homepage slider/carousel** – We can choose an order for an unlimited number of images/text that can rotate on the homepage. This is used to promote events, news and other announcements. (red)



**Our Documentation Library** uses an accordion to expand or collapse content.



# SPECIAL FEATURES ON COMPASS

## COMPASS Calendar –

The calendar pulls data for staff birthdays and anniversary dates from the staff profiles. We can add events including more details or description if desired. The description accepts html, images and includes a button to add the event to your outlook calendar.

The screenshot shows the COMPASS IMRF Calendar interface. At the top, there are navigation tabs for ORGANIZATION, TEAM, and PERSONAL, along with a search bar and user information (Hello, Jill! | Tuesday 04/21/2026 | 3:52). The main content area is titled 'IMRF Calendar' and shows a monthly view for April 2026. The calendar grid displays various events, including birthdays and anniversaries for staff members. A 'Submit an Event' button is visible on the right side of the calendar view.

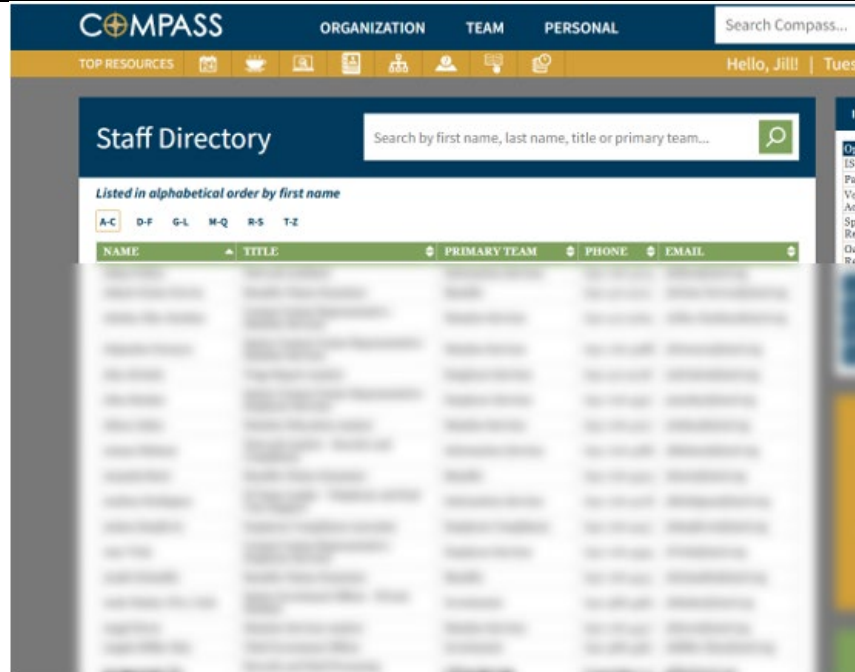
## Events widget – This

is a shortened version of the calendar that includes the next few days of events. Birthdays/Anniversaries are pulled from staff profiles. (red)

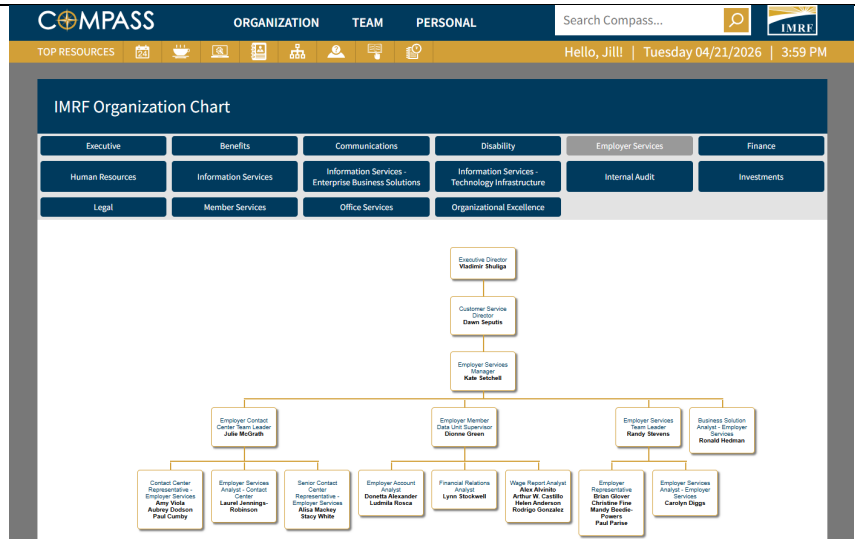
The screenshot shows the COMPASS Events widget interface. At the top, there are navigation tabs for ORGANIZATION, TEAM, and PERSONAL, along with a search bar and user information (Hello, Jill! | Tuesday 04/21/2026 | 3:56 PM). The main content area is titled 'Events' and shows a list of upcoming events for today (04/21/2026) and the following day (04/22/2026). Events include birthdays and anniversaries for staff members like Elizabeth Diaz, Jennifer Greenland, and Kiara Jones. A 'See All' button is visible at the bottom of the widget.

## SPECIAL FEATURES ON COMPASS

**Staff Directory** – An alphabetical by first name directory containing name, title, primary team, phone and email. The directory is segmented by sections of the alphabet including A-C, D-F, G-L, M-Q, R-S and T-Z. All this data is pulled from the staff profile. The directory has a search function and can be sorted. The directory can also be printed.



**Organization Chart** – All staff are included on the organization chart. The data including your name, manager, department and job title is pulled from the staff profiles. There is also a database of departments and job descriptions. The org chart can also be printed.



# SPECIAL FEATURES ON COMPASS

## Promos/Tiles –

These are used on the COMPASS homepage and on many other pages. They provide a link to a related page. They are available in branded colors or with an image.

The screenshot shows the COMPASS homepage with a navigation bar at the top containing 'ORGANIZATION', 'TEAM', and 'PERSONAL' tabs, along with a search bar and user information. Below the navigation bar, there are several promotional tiles:

- History of IMRF:** A blue tile with an image of an open book and the text 'Click here to view the PDF.'
- An Overview of IMRF Staff Emails:** A green tile with the text 'Learn about and how to identify our reoccurring and single-topic emails.'
- Tips for New Employees:** A white tile with a blue header, providing information for new employees.
- What's on your desktop?:** A white tile with a blue header, providing information about necessary software.
- How do I add my IMRF email to my Smart Phone?:** A blue tile with white text, providing instructions for adding email to a smartphone.

**OFIs** - Idea for improvement can be submitted and tracked.

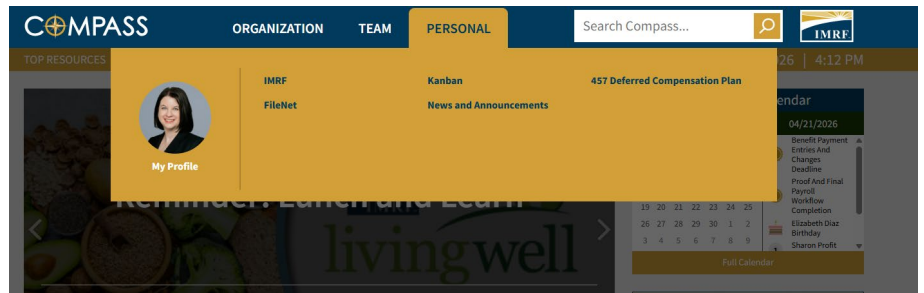
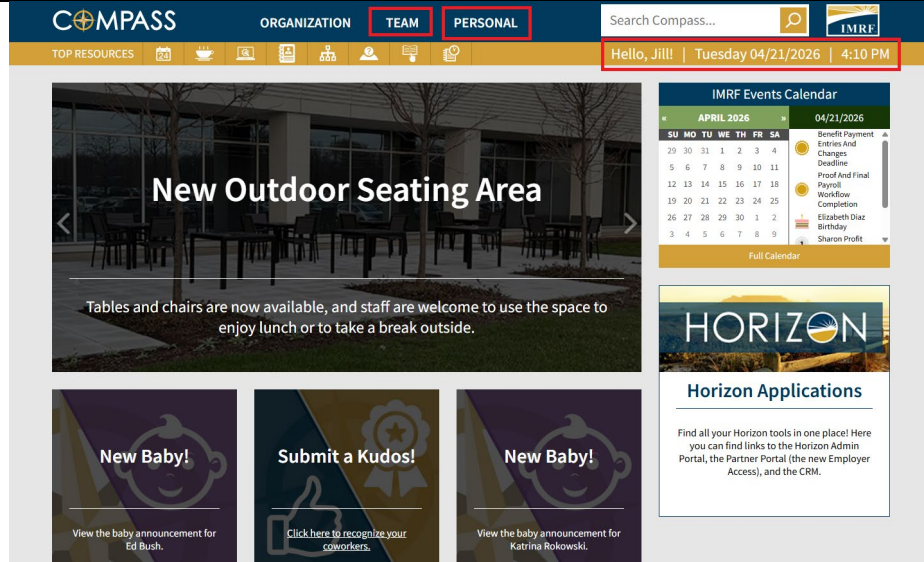
The screenshot shows the COMPASS homepage with a navigation bar at the top. Below the navigation bar, there is a large banner for 'Opportunities for Improvement (OFI)'. The banner includes the following content:

- Opportunities for Improvement (OFI):** A section with a blue header and a description of the OFI process.
- OFI Process Tutorials:** A section with a blue header and links to 'Identify Phase', 'Analyze Phase', and 'Prioritize/Implement Phase'.
- Submit Opportunity For Improvement (OFI):** A blue button.
- OFIs in Progress:** A table with columns for Title, Author, Owner, Status, Next Action Date, and Last Action Date.

Title	Author	Owner	Status	Next Action Date	Last Action Date
Early Contact to inactive employees with negative reserve balance	Teeya Anderson	Dionne Green	Analyze	2/28/2023	1/10/2023

# SPECIAL FEATURES ON COMPASS

Each person's version of COMPASS is personalized with your name and includes 3 tabs. The first tab is accessible by everyone. The second tab includes a link to your team and you can view other teams. The 3rd tab links to your personal profile and personal bookmarks. All data except the bookmarks are pulled from your staff profile. (red)



# SPECIAL FEATURES ON COMPASS

## COMPASS Forms

include tuition reimbursement, training, kudos, calendar event, bulletin board event, and fundraiser. These are routed to the correct staff.

**Kudos!**

- Kudos to Marissa Malab**  
Friday, April 10, 2026  
Thank you for going out of your way to assist the Finance department. We appreciate your extra effort to assist us with the new cabinet. - *Mark Nannini*
- Kudos to Tracy Meridith**  
Wednesday, April 8, 2026  
Tracy, I cannot thank you enough for the countless times you have helped when it came to reciprocal estimates, an ECO claim, and random pension calculation questions. Your knowledge, skills, and kindness are much appreciated by me, and I am sure many others. THANK YOU! - *Veronica Palumbo*
- Kudos to Franklin Ramirez**  
Tuesday, March 31, 2026  
My wife and I would like to give Franklin Ramirez 5 stars for his working with us over the phone on our IMRF accounts. He was very friendly and knowledgeable. He made us feel at ease and explained everything thoroughly. It was very enjoyable to talk to him. - *Member*
- Kudos to Veronica Palumbo**  
Monday, March 30, 2026  
Last Thursday I had the pleasure meeting with Veronica. She was wonderful. Veronica answered all my questions. She was very pleasant, friendly. Overall, just a joy to work with. Your company needs more employees like Veronica. Thank you Veronica for all your help. - *Member*
- Kudos to Nicole Groveau**  
Friday, March 27, 2026  
I want to thank Nicole for her dedication to excellence as she continues to wear many hats and navigate through the definition of her USA role as the year. I am grateful to have her connect and to connect her as we continue to work

**Submit a Kudos!**  
Click here to recognize your coworkers.

**Voice of the Customer**  
Learn about IMRF's VOC survey program

## Photos and Videos –

Staff events or other photos can be shared via albums with titles and dates. Captions can be included on photos.

**2025 Photos & Videos**

- Lunchroom, Lounges, Fitness Center, and more**  
12/29/2025
- Workstations, Offices, Worker Appreciation Lunch, Movers, and more**  
12/16/2025
- Bean Room, Open Offices, Lunchroom, and more**  
12/9/2025
- Call Center, Museum Campus, Lobby, and more**  
12/3/2025
- Installation of Carpet and Furniture begins at 800 Commerce**  
11/25/2025
- Reception, Midway Room, Workstations, and more**  
11/18/2025
- Workstations, Lunchroom, Navy Pier Room, and more**  
11/12/2025
- Halloween: Pumpkin Contest and Costume Parade**  
10/31/2025

# SPECIAL FEATURES ON COMPASS

The screenshot shows the COMPASS interface with a navigation bar (ORGANIZATION, TEAM, PERSONAL) and a search bar. The main content area is titled "Town Hall at Pinstripes" and dated "May 9, 2025". It displays a grid of 12 photographs capturing various moments from the event, including people at tables, presentations, and group photos.

**News & Announcements –**  
News articles auto populate on this page. They are organized by date. A thumbnail image is added and a link to the full news article is available at the read more link.

The screenshot shows the COMPASS interface with a navigation bar and search bar. The main content area is titled "News & Announcements" and lists four articles:

- Town Hall Videos**  
Tuesday, April 21, 2026  
IMRF hosted a Town Hall session on Wednesday, April 16 in Springfield and two sessions on Thursday, April 17 in Oak Brook. This was the first Town Hall to be hosted at 800 Commerce. All three sessions included a presentation from Executive Director Brian Collins and Interim Executive Director Vlad Shuliga, as well as an open forum at the end for questions. It concluded with cake and cupcakes to celebrate Brian Collin's retirement.  
[Read More >](#)
- Spring Code of Conduct Training**  
Tuesday, April 14, 2026  
IMRF's Spring Code of Conduct Training for 2026 will open on Wednesday, April 22, and will close on Wednesday, May 6. This training is mandatory for all IMRF staff. Find out which topics will be covered and how to complete this training.  
[Read More >](#)
- New Hire: Yasmeen Hashim**  
Thursday, April 9, 2026  
We are pleased to welcome [Yasmeen Hashim](#) as the Benefits Claims Examiner effective April 9, 2026. In this position, she will report to Melissa Camuy and Katie Kennedy. Yasmeen is currently a Benefits Claims Examiner temp and has more than 4 years of Finance experience. Please join us in wishing Yasmeen success in her new position.
- Congratulations to Juan Sifuentes**  
Wednesday, April 8, 2026  
We are pleased to announce [Juan Sifuentes](#) as the Benefits Manager, Benefits effective April 10, 2026. In this position he will continue to report to Dawn Seputis. Juan has been with IMRF for more than 2 years. Please join us in wishing Juan success in his new position.

## SPECIAL FEATURES ON COMPASS

### Digital Print Center

– Documents can be added to our digital print center. A staff member can submit a request which is then routed to our print center. There is a section to designate special instructions to include print specs.

### Employee Handbook & Code of Conduct

– All rules and regulation are included in these sections. They are part of a workflow that is approved and published by our Human Resources department

# SPECIAL FEATURES ON COMPASS

The screenshot shows the COMPASS user interface. The top navigation bar includes 'ORGANIZATION', 'TEAM', and 'PERSONAL' tabs, along with a search bar and user information 'Hello, Jill! | Tuesday 04/21/2026'. The main content area is titled 'Code of Conduct' and features a sidebar with 'Code of Conduct Sections' containing a list of links such as 'Introduction', 'Board Ethics Policy', and 'Confidentiality of Information'. The main content displays 'Travel Policies' for the 'IMRF Board of Trustees', including a table with fields like 'Statute', 'Topic', 'Subtopic', 'Date', 'Status', and 'Status Notes'. Below the table, there is a paragraph of text and a section titled 'General Policies- Board of Trustees' with a numbered list of three items.

**Board Resolutions –**  
 The content item is shared by COMPASS and imrf.org. It is part of a workflow that is approved and published by our Legal department. They are organized by topic. There are 2 sections – active and archived.

This screenshot shows the 'Active Board Resolutions' section of the COMPASS interface. It features a 'Main Topics Index' sidebar with a list of links including '125% Rule', 'Accelerated Payments', and 'Actuarial Assumptions'. The main content area displays a 'Board Resolution 2022-08-08' with a table containing fields for 'Topic', 'Subtopic', 'Date', 'Status', and 'Status Notes'. Below the table, there are three paragraphs of text starting with 'WHEREAS' and a section titled 'THEREFORE BE IT RESOLVED' with a sub-section 'A. The employer contribution required under section 7-172(k) ("Accelerated Payment")'.

# SPECIAL FEATURES ON COMPASS

## Legal

### Interpretations –

These are written to help staff understand the laws. They are part of a workflow that is approved and published by our Legal department. They are organized by topic.

The screenshot displays the COMPASS system interface. At the top, there is a navigation bar with 'COMPASS' logo, 'ORGANIZATION', 'TEAM', and 'PERSONAL' tabs. A search bar is on the right. Below the navigation bar, there are icons for 'TOP RESOURCES' and a user profile 'Hello, Jill!' with the date 'Tuesday 04/21/2026'. The main content area is titled 'Active Legal Interpretations and Historical Rulings'. On the left, there is a sidebar menu for 'Legal Interpretations' with a list of topics including '12% Percent Rule', '13th Payment', 'Accelerated Payments', 'Benefit Protection Leave', 'Creditable Service', 'Death Benefits', 'Disability Benefits', 'Earnings', 'Elected County Official Historical Rulings', 'Eligibility', 'Employers', 'Early Retirement Incentive Historical Ruling', 'IMRF Board', 'Inactive Legal Interpretations', 'Member Contributions', 'Member Records', 'Plan Administration', 'SILDRS', 'Reciprocal Act', 'Refund Benefits', 'Retirement Benefits', 'Return to Work', 'Reversionary Annuity', 'Surviving Spouse Benefit', and 'Voluntary Additional Contribution'. The main content area shows 'Legal Interpretation 32' with a table of metadata: Statute: 40 ILCS 5/2-144.3; 5/20-115; Topic: 13th Payment; Subtopic: Reciprocal benefits and 13th payment eligibility; Date: 3/23/1993; Status: Active. Below the table, there is an 'Issue 1' section with the question: 'Does receipt of a reciprocal pension for 12 months provide eligibility for the IMRF 13th benefit payment for annuitants who have not received 12 months worth of the IMRF part of the reciprocal pension?'. A 'Response 1' section follows with the answer 'No.'. A 'Discussion' section contains the text: 'IMRF pays a supplemental benefit each year in July to eligible annuitants. To be eligible, the annuitant must be entitled to receive a regular IMRF retirement annuity or surviving spouse annuity on July 1 and have been receiving the retirement annuity or surviving spouse annuity for at least 12 months immediately preceding July 1. A surviving spouse...'. On the right side, there is an 'Events' sidebar showing a calendar for 'Today - 04/21/2026' with events for 'Elizabeth Diaz Birth', 'Jennifer Greenleaf Birth', 'Benefit Payment Changes Deadline', and 'Proof and Final P Completion'. Below that, it shows '04/23/2026' with events for 'Kiara Jones Birth' and 'Pay Period End'. A 'See All' link is at the bottom of the events sidebar.