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>>SPEAKER: Hello, hello? Check, check, one, two.

>>SPEAKER: Hello, everyone! Just wanted to give everyone a quick heads up, we are going to be starting the meeting in about five minutes. So, if you need to run to the restroom or grab some water there is water available in the back. We will be starting in just about five minutes, thank you!

>>CARLY KOPPES: Do we have everyone from the lobby? Is there any cool EAC staff out there? It is just the EAC staff, okay! Okay, good afternoon I am Carly Koppes, vice chair of the Local Leadership Council and I welcome you to this 2025 annual meeting. I will now turn this meeting over to EAC vice chair, Thomas Hicks, the designated federal officer and chair of the LLC.

>>THOMAS HICKS: I would like all those who are able to, to stand so we can recite the Pledge of Allegiance.

I pledge allegiance to the flag of the United States of America. And to the republic for which it stands, one nation, under God, indivisible with liberty and justice for all.

Good afternoon everyone. I want to thank you all to ensure that the primary and general election ran smoothly. It was not and has never been easy, especially with heightened scrutiny from the public. But, we know the work never stops and we thank you all for taking the time to join us here in Charlotte for this year's LLC annual meeting. As you prepare for the federal elections of '26 and '28. I also want to ask folks to move up! It is like why is everybody in the back! It is like we are not going to bite you sort of thing.

So - or maybe I will start whispering and therefore you cannot hear me! So, with the teams taking stock of success and lessons learned from last year's election we want to hear from you about how the EAC can better assist you. Whether it is during this board meeting or finding a staff meeting or after this meeting of communicating with the commissioners.

So, last year the agency reached a lot of new milestones and rolled out some exciting new products. One, the learning lab training platform came online with 12 training modules and includes 25 trainings and counting. And so far this year our election subject matter experts have trained over 1100, 1100 officials in person. The clearinghouse community now has over 1000 members from all 50 states and the District of Columbia. The election support technology evaluation program or ESTEP launched the electronic poll program and completed their first site visits across the country. And most excitingly out in the front there we released a TTX card deck to plan for contingencies that we have been very excited about. There are several out front for you to take home. But, there is always more that can be done and that is why we are here today. To be able to hear from you on what other issues and topics and resources we can look for. For those of you who were here with us last year this LLC will be a little bit different as the EAC itself has grown to improve and our processes and services to better assist you. Our LLC meeting will be followed by an optional event - as in you all have to attend! But, an optional event and this will be a fun meeting whether or not you laugh or not and I say this at every, every single meeting - I get paid the same amount if you laugh or not! So, it is better if you laugh, because then you will have more fun.

So, the LLC meeting will be followed by an optional event on Wednesday for a learning lab session. We are looking forward to it and hope that you can attend. And on Thursday, we will also have our annual standards board meeting and we will be hearing from a few of the standard board members whose offices won 2024 Cleary awards! But, I know that we all have quite a few recognized programs among our programs, as well. There were a total of 53 winners and 44 honorable mentions out of a record number of 258 entries.

If your office was recognized, please stand up. I thought there were a few more folks in here - finally, we know that there is a lot of uncertainty right now and there is going to be a lot of discussion on that. So, we look forward to some very frank conversations over the next couple of days. And now I will turn it over to Chairman Palmer for his opening remarks.

>>DONALD PALMER: Thank you. Thank you. Thank you vice chair Hicks. The reason I was looking over is because I think you said learning lab and it is the ideas lab on Wednesday, yes? That is right. Well, I want to say thank you to all of you for being here. You know the local leadership Council, every state in the union represented - all local officials and professions across the country and I want to say thank you for coming. And it is not just so you can advise us and we can have that conversation, because we do value that. It is really so you can talk with each other and learn from each other. And how are you seeing this issue and working through issues as we move forward. Congratulations on 2024. I know just that whole preparation timeline can be a struggle. But, congratulations. It is behind us. But, there are lessons learned from them and also the opportunity to continue to improve in different areas. We do appreciate everything that you are doing. We will have new challenges. Right out of the

gate in 2025 we have challenges and we are going to hear you and hopefully you can listen to each other.

So, with that I will turn it over to Commissioner McCormick.

>>CHRISTY McCORMICK: Thank you Mr. Chairman. And thank you all for your continued work and sacrifices to run our nation's elections. While others may think this is a "off year", we know that this is not true and we know that you are preparing for the next election. I would like to give a special shout out to New Jersey and Virginia for jumping from a presidential to a gubernatorial election this year and for Florida for having federal elections just five months after just going through that process.

We are here in Charlotte, the birthplace and childhood home of Billy Graham, who lived a life of service that still inspires through Samaritans Purse, Operation Shoebox and his many publications and the many lives that he touched. While you may not have an internationally recognizable name, you as well have lived a life of service to our country by sustaining our Republic. And your service will also live on as generations are able to vote and be elected to public office.

You both shine as a proverbial light on the hill and when the light starts to dim a little, please allow us at the EAC to assist you in your mission. Billy Graham did not go on his crusades alone. He had support staff that assisted him reaching thousands of people. We in this room and our staff back home are prepared to help you reach millions of voters in this city. I would like to spend the year with presidents like Reverend Graham did with this executive order and other issues like federal funding. We at the EAC are working on a response and we are going to appreciate your feedback on the issues that were raised in that order.

We will work in good faith to respond in the best way possible on behalf of stakeholders and to follow the law. We know that there are a lot of unknowns and uncertainty at this time. But, as long as the EAC is here, we will support election officials to do their jobs in any way that we can.

We are here for the long haul. And the long nights and the long weeks. You are in a room filled with others so you can share your story with. And I know that when they say I feel for you, they mean it. Please share your stories with us so we can continue to improve elections and maybe lighten your load along the way. So, thank you for being here and I will turn this now over to Commissioner Hovland.

>>BEN HOVLAND: Thank you, Commissioner McCormick. It is great to see you all even though you did not listen to Tom, that is fine! I understand and I know that I don't have to say this to this room, but election administration has been extremely challenging in recent cycles. There has been significant changes at the local, state and federal level, but we have seen how the elections community has come together to adapt to the myriad of issues and policy developments in this space and with limited funding and resources at hand. At the EAC, we are doing our best to navigate these challenges and ensure that we can improve our mission and help elections and fellow Americans participate in the voting process. That is why meetings like this are so important.

As members of the LLC, you are all ambassadors for your jurisdictions and estates, not only to the EAC, but other colleagues and members at the board. These members are not just so we can hear from you, but so you all can hear from each other and take what you learn back to your colleagues in each of your states. Thank you for being here with us today as we navigate these changes together and we look forward to the conversations and what we will all learn. And with that I will turn it over to LLC vice chair Carly Koppes.

>>CARLY KOPPES: Thank you so much commissioners. Now, LLC members we will see if we are like our voters or better than our voters! And if we can read! (LAUGHTER) I don't know about you, but I'm really hoping that I can do better than my voters can. We are going to test it out. So, now as you can see there are plainly nice clear messaging on where your region is meeting. They have also done a courtesy like our voters and told us which region we are in. So, we want to make sure we find our region and we will break out into our moderated discussions and I want to just emphasize tomorrow that we are going to be doing a panel. So, make sure to really engage in the questions, because you're lucky person who is going to be up here with me - and I am funny, just so you know - I will just flat out say it, Commissioner Hicks, I am hilarious, at least to myself! So, we will have that panel tomorrow and we want you to take really good notes so you can represent your region tomorrow on that. And so right now we will go ahead and split into again - let's do better than our voters, to the region rooms that they have assigned and I know it is clearly labeled out there, as well. So, good luck to everybody. Do not follow me, because I'm not sure if I am better than my voters! So, thank you all so much!

Stage right or stage left?

>>SPEAKER: It is the audience member's right and audience member's left.

>>SPEAKER: There you go! Thank you all!

>>SPEAKER: So, one thing, once this session is over for today, you are basically free to go until tomorrow morning. That does not mean that you go out and party so you cannot come back tomorrow, it means that we will still be working until tomorrow morning.

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>>SPEAKER: Can anybody hear me? Are we live? Wonderful. Do we have anybody in the hallway at all or are we good to go? Awesome, thank you so much. Well, good morning again, I am Harley Koppes and I am calling the 2025 annual meeting to order and now I turn it over to EAC, Thomas Hicks, the chair of the LLC.

>>THOMAS HICKS: Thank you, Carly. I would like to ask anybody who is in attendance and can rise to recite the Pledge of Allegiance with me.

I pledge allegiance to the flag of the United States of America. And to the Republic, for which it stands, one nation, under God, indivisible, with liberty and justice for all.

Happy Earth Day everyone. Thank you! So, do you want - wait for me - let's try this - let's move that.

>>SPEAKER: Do not move!

>>THOMAS HICKS: I guess it was, so -

One, two - okay, I got an email saying that Google maps can read maps backwards. It is obviously spam!

>>SPEAKER: He is trying, guys!

>>THOMAS HICKS: I got my jokes with me, I have my jokes, come on. We are going to have some fun today, folks. But, before I turn things over to Steve I want to welcome all of the members back for another day and the members of the public who are attending this week, as well. So - Steve.

>>STEVE DAITCH: Okay, we'll get started with a quick roll call for the local leadership Council and we will be doing the role in-state order and we will be going through and say I as your name is called okay, first up - Amanda McColley. Jeffrey Camden. Scott Jarrett. Riley Richards. Phyllis Rhynes. Donna Johnston. Ryan Ronco. Somebody followed directions,

great! Carly Koppes. Lori Mitchell. Antoinette Spinelli. Matthew C. David G. Doris Young. Mark Early. Wesley Wilcox. Deidra Holden. Charlotte Sosebee. Jade Fountain-Tanigawa. Linda Y. Don Gray. Jessica Bailey. Shelley Septer. Denise Bayer. Sarah Doty. Rick Pipo. Jamie Shu. Susan Lam, Mary Jackson. Ruie Lavoie. Danielle S. Mary Clark. Marilee Peterson. Michael Solberg. Leroy Lacey. Van Lowery. Breanna Lennon. Jane S. Amy Nelson. Tracy Overstreet. Jessica Aguilera Koepke. Sherry Farrell. Marine Bogdan. Shauna M. Amendola Hasking. Tonya Shelby. Dustin Z. Eric Height. Rachel Raper. Leanne Price. Darlene Carpenter. Don Roan. Sherry Polin. Brian Sleeth. Tracy R. Michelle long. Tim Venue. Thad Hall. Nick Lehman. Jackie Schultz. Marie M. Tammy Smith. Jennifer D. Shannon Lackey. Ricky Hatch. Mark Rally. Tracy B. Sarah Haskins. Barbara Tab. Angie Turner. Garth Fell. Skip Moore. Michelle Halley. Linda Huggins. Wendy Christiansen. Helena Hill B. Julie Freese. Deborah Lee.

We have quorum.

>>THOMAS HICKS: Okay. I will now administer the oath of office to the local leadership Council members. So, please stand and raise your right hand if you can.

Repeat after me. I do solemnly swear and affirm that I will support and defend the Constitution of the United States. Against all enemies foreign and domestic. That I will bear true faith and allegiance to the same. That I take this obligation freely. Without any mental reservation or purpose of evasion. And that I will well and faithfully discharge of duties of this office on which I am about to enter, so help me God.

All right -

>>SPEAKER: Yay!

>>THOMAS HICKS: Now occult emotions to adopt the meeting agenda and minutes from the previous LLC meeting. I need a motion first. It has been moved. May I get a second? Thank you. Do we need to have those folks identify themselves for either - Kristin - do we need to have either of those folks identify themselves?

>>SPEAKER: Motion was moved by Wesley Wilcox and second by Rick Pipo.

>>THOMAS HICKS: Well, after the motion is moved and second, members will have an option to object. Members were sent the agenda in the August 27 2024 virtual meeting minutes ahead of this meeting and so I am assuming that we accepted both of those. And now I am entertaining a motion to adopt the agenda as presented located in your member folder. All right, is there a second? I have a motion and any objections? No objections being heard. Moved and seconded and I will not -- now take a vote to adopt the agenda. All those in favor say aye and it is adopted. Is there a member who would like to move the previous minutes? Okay. Is there a second? Any objections? No objections being heard, it is moved and seconded and the body adopts the meeting minutes before you. And now we take a vote to adopt the minutes, all those in favor, say aye. Although supposed to say nay. The ayes have and I will now turn it over to Carly to represent the bylaw subcommittee.

>>CARLY KOPPES: Thank you. One minute to the bylaws is presented today for presentation and vote. The proposed bylaw minute was shared with membership ahead of today's meeting and so I hope everybody had a chance to review it. It is pretty much to make

the executive committee process more streamlined. This includes an option to include a vote outside of the annual meeting process if there is vacancy. The idea is to not have vacancy that lingers until the full meeting of the LLC as committee members are nominated by region.

>>THOMAS HICKS: No substantial changes from the floor will be accepted but the floor will be up for debate on proposed amendments for the bylaws before the vote. Good substantial changes be offered, no. The motion to commit the bylaws to the bylaws committee and consideration for future meetings may be in order. The bylaw on them and may be adopted by this by a two thirds vote. The vote will be done by show of hands. The chair has discretion and control. General Counsel recommended.

>>SPEAKER: So, at this point we can discuss bylaws and amend and open the floor for the bay and so if there are any procedural questions or questions on the substance of the bylaws committee. Part of the bylaws is that the office of General Counsel must review those bylaws and amendments and I am informing you now that I have reviewed them now and see no conflict but this is the opportunity to discuss further if there are no questions and comments we can move to the motions.

>>THOMAS HICKS: Going, going, debate has now ended. I will now entertain a motion to take a vote by show of hands to adopt the proposed bylaws amendment number.

>>SPEAKER: From Rhode Island, second.

>>THOMAS HICKS: Any objections? It is moved and seconded that the body will adopt the proposed bylaw amendment and I now take a vote by show of hands to adopt and all those in favor raise your hand. Please keep your hands raised until staff has made their account. The ayes have it. The amendment is adopted. Next, the General Counsel will review the executive board elections.

>>SPEAKER: Hello, everyone. Commissioner Hicks this is a give-and-take process and so whoever your favorite dynamic duo is, let's channel it.

>>THOMAS HICKS: Batman and Robin, baby!

>>SPEAKER: I will take Robin. So, consistent with LLC bylaws and the EAC solicited nominations for the executive committee, as a reminder this board is broken into regions and so this is important, because the bylaws also dictate that you nominate your executive committee members by region and I know that you to those meetings yesterday and the slides were prepared ahead of yesterday and so just take note of your region if you are not already familiar as we go through these slides.

Everybody good? Everybody knows the region so, these are the nominations that were received by the EAC. The executive committee is made up of two members from each region as you can see regions one, three, four and five all received only two nominations for executive committee and those nominations all received a political and diversity requirement required by FACA and bylaws as such there does not need to be an election for regions one, three, four and five. Region two there is a contested election that we will discuss further, but we will knock out the easy parts of this first and go through regions one, three, four and five. So, the bylaws also dictate that when there only two nominees that satisfy the requirements we do not have to go through rollcall or a secret vote and so it will be a bowl by acclamation for those of you that are not element Arians and I'm not claiming to be such, vote by acclamation is simply a show of support for a motion that would otherwise carry peer

We will read off the nominees and the executive committee members for those regions and by region only will vote by acclamation and so for Mr. Hicks if you would like to show support.

>>THOMAS HICKS: Under article 5 of the bylaws I hereby call for a vote to elect Carly Koppes and Donna Johnston to the executive committee, all region one members say aye. Congratulations to Carly and Donna. Under article 5 3B of LLC bylaws I hereby call for acclamation of region 32 elect Jennifer E and Mark D, all members say aye. Congratulations Jennifer and Mark. Under article 53B of the LLC bylaws I hereby call for a vote of acclamation for region 42 elect Ruie Lavoie and Tammy Smith, all members say aye. Under article 5 3B of LLC bylaws I hereby call for acclamation of members for region five Nick Lima and Maureen Bogden to the executive committee. All region five members say aye. Congratulations to Nick and Maureen.

>>SPEAKER: All right, don't you just love process, thank you, everybody! So, something you are all familiar with is an actual election for region two again with those region four members being submitted. As a reminder, the LLC bylaws do dictate that there is a diversity requirement as far as representation on the executive committee meeting political affiliation in your professional capacity which is presented to the EAC when nominated and only one member can be from the same political representation. If a member is not affiliated in a professional capacity, that is a third class and not treated the same as political representation. It can be that you have an unaffiliated member and an affiliated member or affiliations of two different parties. Steve, if you want to explain what they can do with the ballots and things like that and again this is exclusively for members for regions two and so one, three, four, and five, if you need a coffee refresh, here is a second to do so.

>>STEVE DAITCH: Yes, thank you Camden. Region two, there will be an election for the executive committee and those ballots will be available beginning at the 10 AM break. So, from 10 AM until 10:15 AM you will be able to pick up a ballot. During that break time you can also - those ballots will be available during lunch and voting will end at 1 PM today. So, during the lunch break. Voting will end at 1 PM for region two. And the folks who are selected and who are elected to region two executive committee, those positions will be announced later in the afternoon at about 2:30 PM or 2:45 PM today. Again, ballots are available beginning at 10 AM and voting ends at 1 o'clock and that is by secret ballots that we do need members from region two to check in at registration tables to get a ballot and then you can return it there, as well.

>>SPEAKER: So, these are always fun conversations with this group and so I will say ahead of time if there is a tie that needs resolve the bylaws say a coin flip. And so we will see and letting you know before you go in that that is a resolution of a tie. All right. Any questions on the election process?

>>THOMAS HICKS: Right here. I knew somebody was going to ask!

>>SPEAKER: All right, thank you for that, because I did not have that answer.

>>THOMAS HICKS: Have you not met these folks?

>>SPEAKER: All right, for those of you that have been here before you know it this presentation is, it is like a lawyer and dry and I am not that person in my personal life and so please bear with me on a couple things that I need to say to you all and we will get through it together.



Again, a lot of you are familiar faces, you recognize what it is to be a member of a federal advisory committee which the LLC is. This presentation for those of you that have seen the prior will be a little bit different in that I have been asked to provide a little bit of an overview of the other FACA boards that we have just to give you a structure. The EAC and how it was really designed to receive input from the community and that is what the FACA board has accomplished. So, that is a little bit more interesting than the laws and regulations that cover it. For your awareness, the federal advisory committee act primarily will govern the operations of the LLC as it relates to the EAC. The government and the sunshine act is really more for me but I am telling you about it because I do it on the backend. But, there are a lot of our public meeting requirements and minutes requirements and things like that. Freedom of information act, I do want to let you know that status as a federal advisory committee member does not provide the EAC any reason to withhold documents provided to the EAC in the course of your duties as a LLC member. So, that is just open and honest communications. And then the privacy act, with the privacy act, personal information committed to the EAC can still be withheld and we do make an effort to do even personal information to the full process for what is available by federal law. To withhold that information to maintain your right to privacy.

Generally for the LLC - and I will get a little bit ahead of myself by saying this now and covering the general parts later but the LLC is the only discretionary federal advisory committee that the EAC has and so in 2021 the commissioners decided to prop up the LLC based on the design of the existing FACA boards in that the commission needed more direct feedback from local election officials. So, for the most part the LLC is designed to just get your input directly. We recognized even with the standards Board when there is both state and local officials we do not just get the local official point of view and so that is what this board is intended to accomplish. With that, we primarily ask that you participate in these meetings, provide feedback obviously to your comfort level. The advice submitted is nonbinding and so these are not - for the LLC especially, there is nothing binding on the EAC, but we honestly make these meetings public and take those into consideration. When it comes to providing that advice we do ask that any advice that the LLC wishes to submit is done in this platform. Now, obviously there is the executive committee and the executive committee can present information to the EAC throughout the year. But, this is primarily the forum to solicit the advice and so please take advantage of this again to your comfort level in the public meeting.

You know I hope you receive this - I hope you don't have to say that to me, please do this with integrity and do not use this position in any way to advance self interests. And do not use your services representative to promote yourself, services or private parties.

The big one that I think we get sometimes get questions on just to make you aware of, as a member of the LLC, please do not lobby Congress on behalf of the EAC or in your official capacity as a board member. That is prohibited. Now, this does not mean that you cannot have communications with your state legislature, federal legislature on topics of interest to you, but not representation of the EAC and of the LLC.

And the last bullet point pretty much just clarifies what I said. If you are talking to Congress, you don't have to withhold your membership on the LLC, it just means any of your statements are not made in that capacity.

And so to give you the general FACA board overview, the other advisory committees that we have come technical guidelines committee and we will say that again, we call it the TGDC, standards Board, Board of advisors and of course the local leadership Council. The TGDC is designed to have a participating role in the development of the voluntary voting system guidelines. It is chaired by the president of the national Inst. of science and technology and appointment are made in conjunction with EAC and director of NIST. They consist of two board representatives, a representative of ANSI and please do not ask me to read out because I don't remember, one of IEEE and one of NIST and I do want to be clear that everybody except those final four are submitted by the representing organizations or the represented organizations and the EAC takes those and provides them to NIST. And the technical experts are registered and appointed jointly by the EAC and NIST. And again, I have already said that their primary role is on the developing of the voluntary voting system guidelines.

The standards Board is our other large board and it is 55 state and 55 local election officials. They are appointed by the chief election official and/or supervised by the chief election official by that state. As a nine-member executive board, interestingly I put that on there because the executive board of the standards Board is the only one specifically called out as having a role by HAVA. But, the standards Board is a more general body for guidance, but also has a role in the voluntary voting system guidelines. And any recommendations or studies and reports that the EAC produces.

The board of advisors - sorry for this slide - (CHUCKLE) there is no good way to do it. 35 member board that is all consistent of representatives. I will not read through that list. These slides will be provided to you. But, the board of advisors represents both external stakeholders as well as congressional stakeholders and Congress is external just two separate those two and external nonfederal organizations and federal organizations being Congress. The board of advisors is very similar to the standards Board just with different representation on their role for the EAC. Again providing consultation and guidance through EAC processes. And then to local leadership Council, saved you for last because I already did this.

There is no specified role within HAVA though the EAC incorporates voluntarily and discretion to those processes and through these meetings.

There has been a topic of conversation that will be a topic of conversation going forward and so I want to lay it all out for you. Obviously the voluntary voting system guidelines are one of the core functions of the EAC, central to the EAC mission. HAVA does layout process for the guidelines and so I will read this off plainly and again no way to make this more interesting than what ANSI three says because it is what it says and that is what we follow.

To initiate a voluntary voting system guidelines both initially and for amendments the Executive Director must take into consideration recommendations provided by the TGDC, the EAC must also cement guidelines and modifications to both board of advisors and standards Board and they will have the opportunity to submit comments and augmentations regarding guidelines and modifications and the podium fell asleep - and this says that the guideline cannot be officially adopted by the EAC unless board of advisors have a full 90 days to review guidelines or modifications. And the final adoption requires approval of at least three of the commissioners. The HAVA also requires that the final adoption follow certain guidelines meeting public notice and opportunity for public comment as well as opportunity for public hearing on the record as well as publication in the Federal Register.

So, that is both painstakingly long and incredibly condensed. The EAC process and the way that TGDC plan it. Another topic of conversation both current and for a little bit later, the NVRA and so modifying the federal form does not directly require a standards Board board of advisors, TGDC or board of advisors involvement. The NVRA process is dictated by the NVRA as well as the EAC regulations which requires general consultation with the chief election officers of the states both to prescribe regulations. So, stepping back a minute, the EAC prescribed regulations for the development of the federal form when the function was transferred from the FEC to the EAC, those have not been modified sense. So, to modify to update the form requires one process. Additionally, any changes to the form under updated regulations also requires a consultation process as well as public comment as well as the paperwork reduction act and Commissioner approval on those.

So, obviously those two things are relevant to news recently and to federal action. We do have a plan discussion on that, but before we get to that I want to ask if there is any process questions generally. All right. I will now turn it to Brianna for a general EAC update.

>>BRIANNA SCHLETZ: All right, thank you Camden. My name is Brianna Schletz, EAC Executive Director. It is hard to believe that I started in this role a year ago now. I could not have predicted what the last year brought, but continue to be committed to the EAC mission improving elections and helping Americans participate in the voting process paired I am honored to participate with each of you in advancing safe, secure, accurate and accessible elections.

So, I revisited my notes from last April's board meetings when I was four weeks into the job and I just want to echo that I continue to be inspired by the exceptional leadership of the commissioners and work of our phenomenal hard-working dedicated staff. That is what really interested me in this position and it is what keeps me excited in doing this work and then also just the opportunity to learn and for me to view. Last year I described my hope of offering staff stability and focusing on two main areas. Internal structures and stakeholder collaboration and so for the internal structures piece I was really hoping to get updated policies and procedures in place where we could to be more efficient and for stakeholder collaboration to ensure that we were meeting customer needs and getting the most we can from feedback and meetings like this and then also from federal coordination with our partners. So, I would like to share some of the successes that we have had in these areas in the last year.

So, in our pursuit of operational excellence I'm incredibly pleased with the work that the EAC has done to implement our new organizational chart to improve policies and to invest in partnerships.

In fiscal year 2024 we reorganized into five central divisions to be more functionally aligned, efficient, responsive, scalable and capable of accomplishing the agency's mandate. So, now we have our office of General Counsel led by Camden and we have our chief election technology office led by John Panick which may be no and our chief information office led by Kenny Foote who is here and our chief financial office which is led by Tim Lamping and chief information office by Jessica Bowers.

So, this reorganization has really led us and allowed us to break down silos and cross trained staff so we can be more noble and flexible to demanding different changing needs and priorities. In addition to the reorganization, we filled a lot of key positions this year and currently we are operating with a staff of 78 and our headquarters is located in Washington DC, but we also now have staff in 23 states and all regions of the country. We have seen and heard that in many ways this improves EAC collections to states to election administrators and understanding different processes and also getting different perspectives.

Additionally to speak a little bit more strategically, some of the things that we have been doing in the background last summer we work together as an agency to identify three core values. Those are honesty, trust and customer service. After working with senior staff everyone on the team developed and voted on these three core values and what they look like in practice for us.

So, for honesty, open and candid communication and interaction recognizing biases and operating with integrity. Trust, assuming the best from people, working to build connections and keep trust by being accurate and accountable and customer service, being responsive, listening to stakeholders, being available and striving for excellence.

These are shared values are important because they are our collective why and guide decisions and behavior.

For accountability in this year's annual financial report we outlined progress on indicators toward achieving strategic goals. Also for the first time in many years we put recommendations into our EAC annual report. We have taken steps to ensure or to issue our policies and we have implemented automation throughout the agency and also invested in systems. One example of this is hourglass assistant for grants, we increased timely reporting from 76% in 2022 up to 93% in 2024. So, huge increase. Finally our leadership team is establishing new strategic goals and indicators to track progress to agency priorities.

For stakeholder collaboration, first I want to take time to say thank you to each of you for being here. Thank you for providing input and participating yesterday and I know today and many of

you for tomorrow, as well. My hope is really that we can continue to learn from each of you on how to make our product more valuable and more impactful for the community.

One of the ways we have done this is to continue to focus on customizable toolkits and I want to let you know more of those are coming. I would also like to take time to highlight a couple of examples from last year that have come as direct request from election officials that we have been able to deliver on. So, one of those Commissioner Hicks mentioned yesterday, the TTX cards which were a huge hit and came at the request of an election official. Additionally, prior to the 2024 election, the EAC developed a series of videos that we called to be election ready. These explained election processes and included basic collection topics like registering to vote, making a plan to vote on the vote by mail and voting in person, trusted sources of information and processing election results. Additionally following a request from the last FACA board meeting we partnered with the American psychological Association on two videos to help election of videos manage workplace stress and one specifically designed for all worker training classes.

Around 2024 and after the EAC made an effort to share information directly from state and local jurisdictions across social media platforms. This was in an effort to amplify your voices and came again at your request.

Also by request we updated and streamlined older election security videos to make it shorter and customizable for states. Research has indicated that this will increase voter confidence by offering transparency around the process and therefore making it helpful for both election officials and voters. Research also shows that when those videos were customized with state and local information they were even more successful in increasing voter confidence. Hence the reason we are trying to make everything available to you in a way that you can customize it. So, also related to collaboration I am very excited to talk about our field services program. In 2024 the EAC launched quality monitoring program which was long needed to ensure the integrity and strength in the oversight of the certified voting systems. The EAC field services team goes on-site to work with the state and local officials on post certification quality monitoring. Much of this has been from on-site and virtual systems through a industry standard practice of software half validation. As many of you are aware, half validation ensures that the deployed system software matches the software certified by the EAC or the golden hash. This has a dual purpose of being a security tool and also reinforcing chain of custody best practices. In 2024, the team addressed 54 hash validation requests from various localities and provided training to local election officials on hash validation best practices. The field service team also successfully completed and documented two pilot projects, one in Hawaii and one in Nebraska. And provided briefings on the program to 43 officials from 43 states and territories. We held a hearing earlier this year in order to discuss the results of those initial engagements and some of the lessons learned and takeaways from that. We also had the clearinghouse team and field services team collaborate on a hash validation training which is something that can be accessed on our learning lab. I would be happy to share information on how you can connect with this team at any point today or during the week so please find me if you want more information on field services. We are also here to just continue to listen to your needs and try to dedicate our

resources to improving election administration. I want to shift gears just a little bit and talk a little bit about some of the partnerships that we focused on in 2024.

So, one of the things that we did was spotlight a hearing on federal coordination to secure the 2024 elections. We also really worked hard to improve our collaboration and information sharing with the national Association of State election directors or NASED and NASS. We heard concerns about the Postal Service and we got the commissioners with the postmaster general to share concerns and offer potential opportunities for solutions including voter education around mailing deadlines and offering partner training resources and then just a number of other initiatives. Finally, the EAC has continued partnership with the General services administration or the GSA with a site dedicated to providing trusted state specific information on registering to vote and we currently have a GSA employee that is detailed to EAC to help with transitioning that over from GSA to EAC. Our goal really is to have the website be a one-stop shop for voters to get voting and registration information.

The EAC is also looking forward to national coworker recoupment day on August 12 and so mark your calendars for that. Even though this will be a quieter year we know recruitment never stops. And we also will have a new toolkit and information for that coming soon.

I wanted to just highlight a couple other things, the book found in the lobby comedy helping America vote election administration in the United States, this was a huge endeavor for our clearinghouse team and I know that many of you in this room help contribute to this and I want to extend my thank you and this is another example of us trying to collaborate with election officials to put out useful products. I also want to extend my gratitude to you and your teams for filling out the election administration and voting survey or the EU. We know that this is cumbersome and time-consuming and we are taking huge efforts to try to improve the annual hear more about that later, but I just want to say thank you and also remind everyone that the EU 2024 is due the caucus on June 30. And we are diligently working to make sure we meet that deadline.

In closing I really hope that the themes that resonate with you are that we are taking steps to continually improve as an agency. We want to help and be a resource for you. And we thank you for everything that you do to run elections. Really quickly I also want to say that I am incredibly proud of our EAC team. You will hear from some of our amazing staff today during the meeting and we do remain really small, but incredibly dedicated. So, I am excited for you to hear from them before I turn things over back over I do want to say thank you to our team members for making these meetings possible and first recognizing thieves - I don't know where he disappeared to, but you know his leadership in organizing this and also just organizing the executive board meetings that happen all year long, it is a ton of moving parts and pieces and I really want to say thank you for that and appreciate the dedication. Our administrative team who has helped with travel and logistics and William who is making sure that everything is running smoothly and the clearinghouse team that ensures the subject matter is relevant and engaging for you and then a huge thank you to the communications team, Kristin and Karen for their outstanding effort, this would not happen without them. And with that, my last thank you is

to all of you, the board and officer for the participation and input in making these meaningful meetings and making them successful. With that, I am going to turn it back over to Commissioner Hicks. I think to let us go to a break.

>>THOMAS HICKS: Maybe! So, we can now take a 15 minute break, but we are running a little ahead of schedule. So, I ask that we come back ahead of schedule. Yes.

During the break, voting will begin for region two. We will have until 1 PM to vote and everyone should return to the room by 10:05 AM. Everybody has a smart phone, correct? Okay, see you at 10:05 AM!

(BREAK)

>>THOMAS HICKS: So, we will get started in about two minutes or less.

>>SPEAKER: Hello, everyone. We are going to get started again here in a minute so if everybody could get themselves settled.

Alright everybody. We are going to go ahead and get started again. We will see that the doors are closed and I hope everybody had a nice break. Thank you for coming back in the 15 minutes. So, the next agenda item is the discussion of the implementation of the executive order to protect the integrity of American elections. Also EO 14248. For those of you who want to reference it by number.

A couple things ahead of this, first of all the EAC solicited public comment for this meeting and solicited it in writing to focus on feedback at the public meeting itself. However, most public comments were distributed to you in your membership packages and I flagged that, because pretty much every public comment we received for this is relevant on this topic and also a part of public comment there is also a copy of the executive order itself.

>>SPEAKER: If I could add really quick that this was added to the online member packet and online meeting packet from this morning and if you did not see it right away, it is in there now.

>>CAMDEN KELLIHER: A couple other things. We are going to go through what the executive order status and I don't know if it is known generally but the executive order is subject to litigation. So, we are going to open it for feedback from you following kind of a recap of what that is, but I do want to be clear that I have instructed the commissioners that because of the litigation it is an opportunity for your feedback. So, we are not taking agency stances and we are not - we are going to recap as the substance of what has occurred, but when it comes to legal theory, we are not currently able to have a discussion on those types of topics. So, please when it comes to these topics, any input that you have, any thoughts that you have, even if it is something that you would like a EAC to consider, just because we cannot respond at this moment does not mean that will not be in consideration long term, it just means that we are respecting the litigation process.

So, to quickly cover the content of the executive order that are related to the EAC section 2 of the executive order instructs the EAC to add documentary proof of citizenship to the NVRA form and to take the steps to do so within 30 days of the executive order. 30 days is this Friday. Documentary proof of citizenship means summarizing the leg which again, again there is a copy in your member packages. Documentary proof of citizenship would mean a passport, an ID that is compliant with the real ID requirements and military ID that indicate citizenship and valid photo ID indicating citizenship or valid photo ID that is accompanied by additional proof or other proof of citizenship.

Relative to the executive order is the process that I laid out previously and the process that the EAC undertakes in updating or changing the national voter registration form. It is pretty well reported and the letter itself will be added to the website as well as your member packages that on April 11 the EAC reached out to the state chief election officials for consultation on this provision of the executive order. That was an initial consultation and the EAC is following these processes. What that means is that this is the first time an executive order has directed a change on the NVRA form and so we reached out to the state chief election officials for general feedback on the implementation of that. The EAC would still consult on any changes to the regulation and the EAC would still need to consult on any changes to the form.

Section 4A instructs the EAC to provide funds to noncompliant states that failed to follow the NVRA form and section 4B updates the VVSG to remove QR codes or barcodes and ensure that they all produce a voter verifiable record and then instruct on the rescission on prior certifications on systems written standards and then section B again instructs the EAC to funds this time on states implementation ballot receipt deadline and recognizing or defining what is election day and ballots received by election day.

Also somewhat relevant, but not as directly for implementation, section 9 of the executive order which instructs the EAC that a previous executive order and I did not write down the number, but improving the accessibility under the Biden executive order, that was directed at the EAC as is this second of order and so we are not taking actions to implement the now rescinded executive order. And so on that provision there would be no general changes in the EAC posture or anything that would impact or change current EAC offerings.

That is with the executive order and what it says and so I don't know if there is anything to add from commissioners. The EAC is looking for feedback. Commissioner Palmer? And the EAC so, not directed at the EAC to consult on voter roles.

But, anyway, any thoughts or comments that the EAC should consider? Go ahead.

>>SPEAKER: So, first off obviously we know that -

>>THOMAS HICKS: For the transcriber can you identify yourself?

>>SPEAKER: Dustin Z, New York. First off we understand the commissioners are in litigation and are not going to be able to answer many of the questions that we have, but in general, I think there is a lot of confusion out there between the president EO and a safe act, because they all happened around the same time. Can you answer, the president EO is not



compelling changes through state law through direct action, it is saying that if they don't, it is going to withhold federal funding, is that correct?

>>CAMDEN KELLIHER: That is correct with the exception of section 2. So, section 2 in the directives on the NVRA form would then require dates to document what proof of citizenship was used when the NVRA form was used. But, that is still contained with the NVRA process. That is a separate federal process vs. state process.

>>SPEAKER: So, that gets to my next question, that particular point. Obviously most states right now I think outside of Arizona do not have any documented proof of citizenship for their local roles. And so would this require a bifurcation or at least a somewhat you know separate documentation for just NVRA forms that we do not have for other forms? And again, different than the SAVE form, does it require Doctor mentation? Is this in person documentation that the NVRA form would have to do like the SAVE act says or is that left blank in the EO? I did not see that in there, I did not see that particular requirement like I do in the SAVE act.

>>CAMDEN KELLIHER: The executive order only applies those registering to vote using the form, but it does not correct any changes to the process and I cannot comment on whether the state would require bifurcation and that is really left up to the implementation, but registration under the form would require it. In the proof of citizenship. I do not know that that directly answers - I have a feeling it did not -

>>SPEAKER: The providing of the proof of citizenship. Again, would that have to be in person or could they provide that to the mail-in or electronic means or is that left blank in the EO?

>>CAMDEN KELLIHER: That is left blank in the EO, but thinking about the voter form, that can be through the mail.

>>SPEAKER: This is Susan L in Kentucky, this is an opportunity for us to look at our drivers license and it appears that in some states that there already is a citizenship that is denoted on a driver's license whereas in some other states there are not. And so I am wondering if the EAC would be able to collaborate with other federal entities to clarify what it is necessary to signify on our enhanced real IDs and a driver's license in each state to signify the citizenship. And it seems like that would be the most simple process. And I don't know - I know there are a few states that have what is perceived as a US citizenship identification on their driver's license that Kentucky does not. And I would like for us to look into that. It just seems like a real simple solution that can be utilized across the states and to help with the situation. So -

>>SPEAKER: Good morning, thank you for this discussion, Richie hat -- Ricky Hatch. In reference to the EAC withholding funds from states that do not comply with certain sections of the executive order, first because I'm a slow listener, can you repeat the areas of noncompliance that would trigger non-distributional funds and secondly, does this only relate to the distribution of HAVA funds? I'm not aware of the EAC dish riveting and the other types of funds, but just to clarify with that if there is any additional funds or potential future distribution that this would impact?

>>CAMDEN KELLIHER: Yes, section 4A instructs the EAC to stop providing funds for states that are not compliant with the provisions of section 2 which is accepting the use of the updated national mail and voter registration form that includes the proof of citizen requirements and then 7B separately conditions the use of funds on the updating of the definition of election day and the receipt of ballots by election day.

What is important for the EAC to know about those two provisions is that the executive order specifically highlights what are commonly referred to as 251 requirements payments and the EAC has not received requirements payments and the election security grants that the states have received since 2018 are through appropriations measures and excuse me - that states have received since 2018 are through sections 101, 103 and 104 of HAVA. So, the EAC has moved forward and consulted with OMB on election security grants from the continuing resolution.

So, Ricky, that was an overview and I don't know if you have a more specific grant fund - yes, thank you. So, you asked about other funds. The executive order makes funds available - is it a FEMA fund? I think there is a 3% requirement to be made available to the states as well for the implementation of the executive order. We have already reached out to try to force state election officials that are not typically involved in that grant process to try to figure out a way to make that process a little bit more streamlined and make the information a little bit more available. So, just to be clear on the and, two separate things. The executive order conditions grant funds by the EAC. But, also instructs that a separate pot of funds be made available for the purposes of implementation.

>>SPEAKER: Hello, good morning, I am Ruie from Maryland. I have read this and I apologize if this is a stupid question, but does this move forward for any new registrations or are we going to have to go back and review six or 700,000 voter registrations and require this information?

>>CAMDEN KELLIHER: So, the executive order on the national voter registration form is an update to the form. So, there is nothing instructing a look back by states. It is the use of that form forward-looking.

>>SPEAKER: The timeline for implementation of this for the executive order and I see that was 90 days and 90 days from the issuance of the order or from guidance or release of regulations by the EAC?

>>CAMDEN KELLIHER: Sorry, there is different timelines for some of the provisions, but so, for the NVRA form it asked the EAC to intimately document proof of citizenship within 30 days. On the VVSG it is 180 days. The EAC views implementation and so the executive order says in compliance with applicable law. And so when it comes to the NVRA form, the EAC is going through that consultation process. And so we view it as do we need to update? Because that was a part of the initial consultation and that is not the same as the April 11 letter that I recognized is not the same to update regulations or to update the form itself and so we are following the NVRA consultation provisions, as well. And we have initiated that process and we are looking to initiate that process within 30 days.

>>SPEAKER: The process, but not necessarily the change.

>>CAMDEN KELLIHER: We cannot update the form without going through that formal consultation phase.

>>SPEAKER: And then with the VVSG, many of our states, New York is one of them that has their own voting system guidelines. This would be directly impacting many of the states that are known as EAC states that just comply with whatever the EAC VVSG you know ends up being. You just released an updated VVSG and it is my understanding that no voting systems

have actually complied with and have been certified yet. And so the change that is being asked is the newest VVSG that still no voting system has complied with yet.

>>CAMDEN KELLIHER: Correct.

>>SPEAKER: So, while this would not change state laws, there are a lot of states that default to the EAC in their own state laws and so this would in effect have changes to those states automatically once EAC changes if EAC changes to VVSG. Correct?

>>CAMDEN KELLIHER: I am not going to make a conclusion of law and state law, but that sounds intelligent.

>>SPEAKER: Thank you, I appreciate that! Can we get that on the recording so I can send that out, all right, thank you!

>>CAMDEN KELLIHER: So, understood. Again with the VVSG process as we understood the options to implement that we are following the FACA board process, as well as so it cannot be from the EAC view that you wake up and there is a new VVSG.

They would be the consultation process. Or I am sorry not the consultation, I'm using the wrong terms, but there will be the FACA board process.

>>SPEAKER: And I guess just to nail down on that, this is the feedback portion. This will - that change of the VVSG will have serious and limitation effects on many systems that are already in use in the United States, many of those systems in EAC states which would not overnight optically, but within the timeframe outlaw those systems or at least outlaw or cause that to be done and you know not to call out the specific systems, but any system with a QR code that is in their wood in the terms of election administration in a very short time be rendered obsolete if we even follow the in law get a timeline that we are talking about and I think if you are a state that is under EAC you know that you adopted EAC guidance on this and you need to know whether those systems are one of those systems that can be targeted that you would have to implement and I would hope that that is maybe the 3% that is from the federal funds that you will be able to use to get new systems, but as we all know those systems do not arrive overnight and this could happen and it is for - is this for federal elections? And if there are no federal elections happening this year in your state, you may be able to into next year - I assume this is just for federal elections that this EO would cover for the VVSG.

>>CAMDEN KELLIHER: For the VVSG, it is voluntary, right? And so whether or not that applies to all elections is left up to the implementation and get back to state law, we do not dictate requirements that voting systems even be used. But, thank you.

>>SPEAKER: Brianna Lennon from Missouri. We had the April 11 letter that went out and I apologize if I missed it earlier. I will not ask directly if there is a plan to put the responses on the website or make them public, but it would be helpful if it would for us to know how our states are planning to respond.

>>DONNA JOHNSTON: We were informed by the Secretary of State office that the real ID did not guarantee that somebody was a citizen. I am not sure if that is consistent with other states or you know the DMV process being different across the states, but I would ask that we take a look at that as we move forward with this.

>>CAMDEN KELLIHER: I think relatedly there is some just for your awareness also just some federal testimony that occurred in Congress last week and I think we can probably get the

transcript of that and this is obvious they not within the EAC jurisdiction, but that is a conversation with being had.

>>SPEAKER: I want to dial in on that because I forgot to bring that up. So, again, the difference between the EO and the SAVE act is that the EO specifically leaves out that birth certificates are acceptable forms for the NVRA form and I believe it only says passports or ID that specifically says whether you are a citizen or not on there which of course I think no driver's license or I think there is five drivers like that do that I have a enhanced ID in New York which I have to be a citizen to get, but it is nowhere on the ID that it is actually labeled that I am a citizen on there. And it is my understanding that with the EO, birth certificates are also not acceptable forms under the guidelines laid out by the EO, is that correct?

>>CAMDEN KELLIHER: They do not specifically require that, correct.

>>SPEAKER: And also citizenship does not change over time. For the most part. It is very rare that citizenship gets revoked. And even under the EO with the mail-in voting form, and the citizenship, a voter would conceivably every year have to prove their citizenship with the mail-in voting form if they want to require a mail-in ballot even though they proved it when they register to vote in the documentation, is that correct?

>>CAMDEN KELLIHER: So, where I think I am may be lacking and just thinking about the limitation of the form is if somebody registers under the form, they would not have to reregister.

>>SPEAKER: Or let's say they change their address or change their party or any registration event - and so then they would have to prove citizenship again even though they proved it on their original form when they are changing their address, but on the mail-in which also requires proof of citizenship, if they provided that proof of citizenship at registration, then any time they wanted a mail-in form, conceivably every year, they would have to prove citizenship even if they did not have a reservation change just that they want a ballot.

>>CAMDEN KELLIHER: Unless a ID indicated that you are a citizen.

>>SPEAKER: They would still have to provide that proof and I guess what I am saying is here is part of my feedback. This is going to be a pretty big burden on the citizen themselves. We are not talking about just once proving they are a citizen and getting the full rights of citizenship to vote. It is anytime they update their registration, anytime they request a mail ballot they also have to provide this proof and this is not something that can change. Citizenship cannot change conceivably outside of a very rare incident where there citizenship can be revoked. And so it is a burden on the citizens and I guess that is just my feedback here. But, citizens would have to provide multiple times in a very short period of time when there is no real worry that their citizenship is actually going to change just because they changed an address and changed a party or requested a mail-in ballot because they were unable to go to the polls.

>>SPEAKER: Jacqueline Schultz from Rhode Island. Does this order in any way effectively federal voter assistance program where we get the FVEP and voter registrations?

>>CAMDEN KELLIHER: It does and it directs FVEP to update their application. We have spoken with them very briefly initially, but I think that is all within FVEP.

>>SPEAKER: Ricky Hatch from Utah again. Regarding the question that Mr. S was talking about, does the EO specify the anytime you touch a registration that you have to prove that or I thought that was from the SAVE act, now I'm confused, is there any relations to that?

>>CAMDEN KELLIHER: No, it is just an update to the form. I am not disputing that, but the Executive Order does not speak on that.

>>SPEAKER: Thank you.

>>SPEAKER: Nick Lima from Rhode Island. I just have a comment really and a concern, there may be some good things and maybe some bad things in the EO, but basically I think a lot of it really was not drafted in consultation with election officials. And my major concern is that we are all scrambling and we are all looking at litigation and the outcome of that and we are all trying to figure out how we can make these changes to our processes that have been pretty well-established in time frames that do not seem feasible. What is to stop the president or a future president in two weeks or two years every few months issuing another Executive Order that again forces us to scramble and if we operate that way, I do not see how we can effectively do our jobs in administering elections. It is just regardless of what the outcomes are and the goals are whether they are supported or not, the process is what bothers me the most, because it is so susceptible to change on the fly and anything that we scramble to do today can be undone in three months via again and Executive Order.

>>SPEAKER: Jennifer Doinoff, Texas. And to Nick's point, I think that is why I don't have more questions for you as a board. I am more anticipating and working through my state legislature on how they perceive the EO and how they plan to move forward with some of these changes. In Texas, you can pretty much do a check off line by line. They are implementing a lot of these programs, but I think most of you know in here that this is when you should be talking to your legislators about the challenges of implementing this and what Nick just said about the fact that we can implement it and then tomorrow it could be something different and remembering that they are all on the ballot, too. And so maybe we will get some sympathy there.

>>SPEAKER: Ricky Hatch from Utah again, sorry. Regarding the scanning of barcode or QR code and the removal of that, this is kind of a general question for everybody. Have there been - is anybody aware of studies that have been done that test the accuracy of conversion of the barcode into a record vs. conversion of a scan of basically an optical or a digital scan of a printout that may or may not include a barcode, but actually creating the record off of the bubbles or the X in the areas. I'm just curious and you know it seems to me that scanning a document that has races or names and a oval or X is not as robust as scanning a QR code that was created internally within the system. That is just a hunch and I'm curious if there are any studies if anybody knows of any studies.

>>SPEAKER: I think Juan Gilbert has done some research on this and some of it may be in conjunction with the LA County system when they were analyzing how they were going to handle how QR codes landed that process with the ballot marking devices. This was a little bit of a contentious issue and this almost sounds like a TGDC meeting, but not quite. And yes, I think Juan Gilbert may have done some research on this. On this particular question.

>>SPEAKER: There is a fun sneak preview for later and up your alley, Ricky and also probably of note and talking about barcodes because it is an issue that has been talked about for a long time in one way or another, the 20 requirements as they currently stand say that if you're going to use a barcode you must also have a human readable version of that and that the barcode used must be publicly available and open source and so theoretically you could audit that with your phone. That is what was adopted with the 2.0.

>>SPEAKER: I want to be clear on this barcode thing, does this mean that current systems could potentially be decertified in the future so they would not be able to be used?

>>CAMDEN KELLIHER: I do want to be clear the Executive Order does carveout language that those systems can still be used for accessibility. Accessibility purposes. And that is what the Executive Order says and I will turn the remainder of the question to the commissioners.

>>SPEAKER: I will also add briefly on that the Executive Order is specific on the barcodes that contain votes. And so separating that from security or ballot style to help ensure alignment etc.. And so it is different in that regard.

>>SPEAKER: This gets to the larger question. The VVSG is voluntary and that the standards are testing to those standards. And so if there is accessibility features or a system that does not have a particular accessibility feature, how that is used if that is acquired by the jurisdiction is usually a state or locality decision. So, my goal or our goal I guess is that this will have minimal impact on progression of the 2.0 and a potential 2.1 version, but as we discussed earlier, those are processes that we would go through with the board discussing the different options on the barcode issue for example. And what does that look like for the manufacturers who maybe have a system that does one or two or to have different features. And so our goal and I have said this in briefing other groups of officials is that I don't want this to have a huge negative impact on the states because I have been at the state level in dealing with voting systems and so we want to make this process that would result in better systems and I don't want to have a huge negative impact on the states.

>>SPEAKER: Shane L, Missouri. A quick question on accessibility. We do not ask when people want to use accessible voting equipment. Is there any direction on that in terms of that with voters, because I think we have had a real issue here in terms of two federal laws that can conflict on that.

>>SPEAKER: The EO does not ban these systems for accessibility purposes, but as you point out, anybody that has been involved in election administration understands that most states do not ask voters what is your disability or the extent of the disability and those that do, usually that runs into issues and problems, right? Just on a logistic level, it does not really work. So, the EAC obviously we are not in the business of monitoring that within federal government and I don't think states are normally in the business of that, but states you know I have seen states that have sent policies that certain systems would only be used for accessibility purposes and then some states would say well, you can use this system for all voters, voters with disabilities and voters without disabilities. And so sometimes that is just at the local level that that decision is made. And so I don't see how the EAC 's impact would have an impact on those voter systems, I don't think it will make it down that far. It will provide options and it will provide some guidance on when a manufacturer brings in a system with a particular feature and if this is me, this is my opinion and you know we have to go through a process of deliberation with the FACA and then you guys provide feedback on what that looks like and it all starts generally with the TGDC and you know what does that change look like? Now, as you may have known, we have what we call the RFI process and I bring not only because there has been about 12 RFI request for information and it is a interpretation of 2.0 systems and I don't know, I think there is 12 or 14 or maybe a little bit more and some of those are very noncontroversial and have been collected - maybe it is years now, months - of testing and that is something that there is discussion that it may go into a future 2.1. And so maybe those slight changes or interpretations may go into a 2.1 as well as some of the other things that we could consider like the bar commission.

>>SPEAKER: Somebody on this side did you have your hand raised? Maybe that hand has been withdrawn. I want to make sure - okay.

>>SPEAKER: Right behind Nebraska, I thought they had a question.

>>SPEAKER: Michelle Holly from West Virginia and I wanted to circle back to the barcode vs. the optimal scan. This is what our election audits do and that is why in West Virginia we hand count a certain number of ballots to make sure they match what the machine read and I'm curious if anybody is aware of anywhere where that has ever found a significant discrepancy when ballots are going back and hand counted - other than races that are may be less than half a percent off and sometimes it can do that, but I am just curious about that and we have processes in place at every state to make sure that that stuff is accurate already.

>>SPEAKER: Again I think there has been some research on this issue and I think Juan Gilbert has done research on this issue and the implementation because they wanted to see if there were mistakes by voters and how often it was overlooked for example and we do audits to see if there were errors. There has been research on this issue. And I think it is a part of the discussion. Obviously we are going to go through this process and I'm sure that this is going to be a topic of conversation about what addition or revision of language can be added to 2.0 or 2.1.

>>SPEAKER: All right, anymore elephants in the room?

>>SPEAKER: Just a quick question.

>>SPEAKER: If you have feedback on decertification, that would be helpful to hear. Anything that would affect your jurisdiction under this order I think we would like to hear or if it would be no problem for you, as well.

>>SPEAKER: Commissioner McCormick, this is Ruie. The sooner we know the better and I understand because we cannot discuss because of the litigation and all of that, but I also know because I do the same thing and the preliminary planning, what if this happens or what if this happens or whatever similar to my legislators that keep change of the primary election date for a midterm. So, we plan if it is this date or that date and if that happens we are a couple steps ahead. So, I think that everybody in the room would appreciate knowing as much as possible whenever that is possible in keeping us within the information as you are developing your plan or moving forward with implementing or not implementing whatever is going to happen. I just think that would help us and we would be able to take that back to our fellow jurisdictions and also help them, because it is kind of hard when you're planning for an election and there are so many unknowns and so that is my feedback, thank you.

>>SPEAKER: I appreciate that and I just want you to know that we are committed to transparency and keeping you up-to-date. I think we all agreed on that that we need to know what is happening as soon as we can we will let you know.

>>SPEAKER: And things are going to change. I mean we did brief all of our boards and NASS and NASED and we anticipate stops and starts and this may not be an issue in a couple months or a huge issue. But, anyplace that we can conduct any research I appreciate the comment earlier about the DMV system and anybody who has worked in this area and interacted with DMV and identifying identity or in this case a potential citizenship and some of these systems were not really designed for that. And they are not really designed for election officials. And so what are the pressure points and is there anything the EAC can do maybe not even related to the EO, but researching some of these pressure points. It is just not working for

you, right? And believe me. I remember some of these things do not work very well. And I don't say that we have solutions, but there may be some research potential and you know we can look into the issues.

>>SPEAKER: I have one comment, this is Carly from Colorado. Colorado has been through a decertification back in 2007 and I just got a flashback and PTSD for our me and I cannot have my one caffeinated drink right now that I'm allotted, it is too early and so going to that process for the 2007 election for us was an absolute nightmare and if there is any way to make sure that from my prior experience with that to have any run way of knowing and I appreciate Commissioner McCormick saying you will be as transparent as possible, but if there is any type of decertification and having a already implement that plan approved and exactly what the steps are going to be to mitigate that is going to be so beneficial to reduce any type of just mass chaos. We did not have that in 2007 in Colorado. We found out within 24 hours that our system was decertified with no plan from our Secretary of State office when and if our systems were going to be recertified again. And so like I said a lot of PTSD from that. And one of the biggest things is if there are going to be any step from any type of changing of requirements or decertification that it is fully known what the remedy is going to be and when that is actually announced, because that is mass chaos. And I definitely do not want to see that happen at any state level again.

>>SPEAKER: I think one thing to that point and I don't know as I thought about this I feel like you all are probably the experts on having your legislatures pass things that then get litigated and you get to wait to see how that comes out. And so I think we are in a similar posture here and obviously there have been several lawsuits filed and there was a hearing last week and we are expecting a ruling later this week and out of that first initial hearing, but one of the things that hopefully we have conveyed is other parts of the log require the processes of the NVRA form, the APA required the processes for the VVSG amendments and so part of what we have been doing at the agency is identifying what those requirements and responsibilities of us are to do and so I guess to the point about you know flipping a switch and the rest of the laws involved require more than flipping a switch regardless of sort of where the courts come down. So, there should be at least lengthy and if not plenty, but time to see how the process unfolds and that is a part of what we were hoping to lay out with some of the conversation presentations earlier and just what our responsibilities are under the NVRA and HAVA.

>>SPEAKER: A quick question and talking about election day being election day and mail-in ballots being returned by mail, would that impact military and overseas? I always thought there was a revision especially for military ballots to at least have until Friday for return. Is there any information you can give on that for federal elections?

>>SPEAKER: I will save Camden in saying that I believe that is also a source of litigation.

>>SPEAKER: I find this to be very helpful and I know that there are - I'm kind of surprised, some shy folks in the room. And so if folks want to have - if they want to send us letters, but make sure - not make sure - it is encouraged that you cc your state or Secretary of State, head election official director with feedback on how this will be affecting you or could be affecting you moving forward for those of you who do not want to talk today.

>>SPEAKER: I think to that point as well, you know again if there are going to be cost you know I have seen, we have seen the HAVA security numbers and obviously there was the decade of no HAVA funding sort of after the original and then starting in 2018 the 380 million on



the 425 and at 75, 75, 55, 15. And if you watch that pattern, obviously there are costs associated with this and procuring new voting agreement, and HAVA originally provided billions of dollars for the replacement of punch cards and I think some people have forgotten that. And again that is an important point of understanding you know if people are looking at replacing systems you know we again are proud of the work that went into 2.0 and we are excited to see a 2.0 system be certified later this year and to continue progressing forward, but we know that those upgrades and those things are tied with real costs and I know state and local budgets are stretched already and it is always a competition for funding. So, again it is important to let people know what that looks like in your jurisdiction.

>>SPEAKER: If we could go back to the NVRA change process that you are now going through - I know there will be, but just outlining where there will be a chance for public comment on that form and how can we as local leadership Council members amplify that to the public?

>>CAMDEN KELLIHER: Just to be clear the requirements of the EAC regulations and the NVRA, we sent a letter on April 11 and that does not satisfy the consultation requirements and we reached out for general feedback in the form of consultation with the state chief election officials. I say that pointedly because in order to implement what we see from the kind of general feedback and as we discussed is that we must first update our regulations in order to be able to legally implement these requirements. There would be a 90 day notice of comment public rulemaking process. And that would be posted to the Federal Register and very much publicly available. Following the full development of regulations going through that process which would be the first step and whether or not and you know I say that if we have to update our regulations. If we do, following that, this starts and if there is identification that we don't have to update, then we start with the consultation in which the EAC did a consultation recently in working with GSA and GSA developed a tool to SS voters in filling out that form and we felt it was closely related enough that we should do a consultation and whatnot consultation looked like was directly notifying the state chief election officials and also posting for comment and that is on the contents of the form. And so what you would see is most likely a regulation process first and then if there is a development to the form, if there is a change to the physical form which is what the Executive Order asked for, those updated contents would be circulated for comment.

>>SPEAKER: That would be the same for the mail-in ballot as well?

>>CAMDEN KELLIHER: One and the same.

>>SPEAKER: Carly from Colorado again just quickly because I have been trying to remember and it has been so long, the tie between the NVRA and the federal 2009 move act and I don't think there was that much of a tie in between there and so to address the overseas question - I guess that would be a place of research to try and find some of those questions because again it has been since 2009 since I have read the MOVE act and I do not recall that there are those ties. So, they could potentially not be impacted by the EO. That is just a random thought, sorry.

>>SPEAKER: You mean like on the consultation and notice? That's a good question. We will talk again with FVEP and they have a process for updating forms and they do it almost every year. And I don't know if that is part of the NVRA - the only time that I am aware of that HAVA narrate is I do know of collecting data and that is a good question, but I don't know what the basis of FVEP or DoD authority to create forms. We will check. It will probably you know

and I think it is worthy of discussing the impact for overseas voters in that process and what the impact would be, but we will have to get back to you because we have a lot on our plate even with FVEP.

>>SPEAKER: I am just thinking with the federal MOVE act and they kind of got segregated a little bit and so I just wanted to clean that up as a point because obviously we all have active military and overseas in all of our states and I just know that that was one thing that was there and do we know how many states have used the option with NVRA to remove themselves from the NVRA? There is a provision for a state (POOR AUDIO).

>>CAMDEN KELLIHER: Yes, and I do not know and this is guessing. I do not know that states other than the states that were originally exempt.

>>SPEAKER: Just the original exemptions?

>>CAMDEN KELLIHER: I have to double check.

>>SPEAKER: Thank you.

>>CAMDEN KELLIHER: Wow. Anymore comment? Okay. It seems like I am allowed to get off the stage. That is great. Do we have a break or is it right into the next -

>>SPEAKER: We are rolling straight to the next panel and so Carly and the representatives from each of the regional committees from yesterday if you could come on up.

>>SPEAKER: Good luck, this will be tough to follow!

>>SPEAKER: I will do my best!

>SPEAKER: I don't think that qualifies. For it not to work - are we good? Okay. All right, everybody. Welcome to the panel that I talked about yesterday! Everybody should recognize the wonderful people beside me. They are the representatives from each of the regions. So, thank you for coming up and joining me on the panel stage here. Now I feel like I am amongst smarter people and so I am feeling like I'm in a good spot

Okay, so I will have you go down the row and introduce yourself and what chair you are and from what county you are and if you have an official title, go ahead and give it.

>>SPEAKER: Donna Johnston, Sutter County California, about an hour north of Sacramento and my official title is clerk reporter and clerk of the Board of Supervisors.

>>SPEAKER: Julie Freese, Fremont County Clerk in Wyoming about the middle of the state, medium-size County in a small state. And on this board I am actually not the chair, our chair was not reelected, but I serve as the secretary of the executive board which means I take the minutes. So, that is me.

>>SPEAKER: Hello, I am Ruie Lavoie, election director for Baltimore County, Maryland. And on this board I am on the executive committee but the chair Regent for region four!

>>SPEAKER: Good morning, Nick Lima, registrar, director of elections for the city of Cranston, Rhode Island. Region five which is the six states, New York, Delaware, Pittsburgh and New Jersey.

>>SPEAKER: I am Jennifer Doinoff from Hays County, Texas. Hays County states directly between San Antonio and Austin and is one of the faster growing regions of Texas and this is actually my first LLC meeting and I believe Mark is the chair or we have not had a election yet in our region in -

>>SPEAKER: Mark decided to go somewhere super sunny and hot and we will just remind him that we are better than a hot sweaty beach. But, apparently not!

>>SPEAKER: I feel kind of like a hot sweaty beach right now!

>>SPEAKER: All right, I wanted to start off by saying other members will have the opportunity to add to the conversation, but to begin I would like to have our panelists provide an overview of the regional breakout sessions and one of the biggest things that I want to notate right now is that the East Coast decided to invade the West Coast and depending on your age you may have certain feelings or thoughts about that.

>>SPEAKER: It is region six now I think is what that is called! (LAUGHTER).

>>SPEAKER: I am just notating, there may be some type of battles brewing between the East and West Coast, right, Nick?

>>NICK LIMA: Correct.

>>SPEAKER: That is correct and we will move full-circle here, but Donna if you want to go ahead and start with some of the reporting from region one?

>>DONNA JOHNSTON: We had a number of topics we talked about and we try to stay on task which is a little difficult, we have so much to share about the vast election cycle and so forth, but a number of the challenges that we discussed to start off with was trying to recruit poll workers, especially to remote sites. And we actually had a situation where we had to get some help from SOS to provide staffing for some of the remote devices and get them in very quickly like a few days before the election and get them trained and assigned to their locations. We had the normal challenges with the USPS, but we think that that will be even more heightened going forward with making sure that our ballots are with our local postal offices and that delays are not happening and we found out that it is no longer overnight, overnight is now two or three days and so that is another delay and getting ballots to us and we are concerned about the funding of the post office and how it is going to be working going forward as far as if it will be privatized or whatever.

Candidate messaging. That caught a few of us off guard because the volume was coming in a lot faster because we had one candidate who was requesting that people vote early and the volumes were unexpected earlier on than they normally are and then cameras and drop boxes was a hot topic as well. Funding for those and making sure that they are staying up and there are no shortages for those and in some states that do not have funding, how do we get those up as states that have funding, but they also have requirements and some remote locations were very problematic in how that worked.

>>SPEAKER: Thank you, Julie?

>>JULIE FREESE: For region two we had a variety of topics and I will start with the most prominent one. And number one we did talk about audits and hand counting and as a result of hand counting is consistently not accurate, surprise! It is not accurate. But, I did learn that through the hand counts they are required to be done over and over until they do come up correctly which is interesting and I'm not sure in Wyoming that would fly, but they do prove where mistakes were made in their process. And so what our group would like to do is we have never met in person or even had a zoom meeting and so we would like to meet in person and have EAC staff facilitate how to do a post audit in various methods of hand counting. We also have those in the region who do this well and feel that it would be helpful for those of us who are

just now working on this on how to do a good audit and hand count that they would be helpful in our region meeting. The number two topic was L&H testing similar to post audits there are some challenges for some states on what is the correct amount of ballots to do a proper L&A test and ironically those complained that it is erroneous to not attend L&A meetings and again surprised that we have those problems.

Number three or what we would like to do about that, we would like to meet again in person and work on best practices for L&A practices and maybe work on getting media information about testing or at least a follow-up report that was completed with explanations of what you did. Number three - subject was chain of custody and uniformity practices and some of the states are just now starting this. Exercising that would like help for those who have set it up and I mentioned it two years ago in our state that we did those by ourselves and we started that process and I'd heard some people that I had met that said our legislature is trying to do this to us, but we made it through without them doing it and I'm telling you now, do it yourself. You are the ones that are the experts and you know what the uniformity and chain of custody should be and you definitely should do that yourself, do not let somebody else set that up for you. Again what we would like to do about that is me in person and help review others who are doing and help them implement a solid chain of custody procedure. So, while we talk a lot about things that did work or do not work, we do want to highlight success. We do not want to lose sight of the fact that there were successes in 2024. Number one, we had worked with high school students and even some lower grades to learn about elections and voting and even doing a voter registration drive helps get student election judges in some schools to take them on a follow-up field trip to the polls that did happen in Wyoming. I also did - it is not my idea, I found it somewhere, but where high school kids if you have not gone there, fifth-grade is a great age because they will tell you what they think.

But, higher grades will just look at their phone and wish you would get out of there quickly. We did a candidate process and I said okay, I told them about voting and I gave them each candy bars and I said okay, those are your candidates and you have to get off your phones and just look at what you can look at and so they did that and they campaigned and they actually did it even though they don't want to, they did it and they were able to get on the phones to do information. And what this expense to them is how they look up at the candidates are about and they even did - there was one group that said we are not going to participate and I made them right in and they participated and that was pretty cool. And those folks actually did go to the polling place and registered and voted so that was pretty cool. And we have had also election judges and Nebraska has a method that notifies people if they are going to be election judges. They do take an online training and so it is easier to get the notice and they take an online training and a test and this works for the most part and they said that most people are probably not great people to be on there, but that is one way to do that.

And Wyoming, the Fremont County commissioners make election days holidays where the employees can work at the polls if offices do not want people working at the polls they still have to come to work and work the regular job. What we found is that errors went down and

efficiency went up and first of all they are younger and already working with the public and they are usually pretty good with IT type stuff.

Missouri did have an election judge who has worked 71 years as an election judge and is still very spry and on top of her job and we salute that dedication. Missouri also feels like their post audit election process is very successful and has helped the public feel better about their machines working. So, we asked the final question and one other one was citizenship which we talked about with the executive order, but we did not think about this myself, because we still see people in Wyoming with same-day voter registration but those of you online and have not had to see people now you're worrying about the process of space constraints of people coming in and having to show those things and not having to be sure how that would work but those are considerations.

And our last question was 2024 better for voters and staff? We say yes. One of the reasons is we felt like we got less public records requests and there was some changes to no excuse absentee voting which sometimes made it a little bit harder, but also made it a little bit easier for our voters. Thank you.

>>SPEAKER: Go ahead, Ruie.

>>RUIE LAVOIE: I am region four, again. And I was very very excited about our session. It is 10 different states that are in different time zones which completely confused me, but true. And so it is a very diverse and unique group of people, but everybody in the room had the same evident passion for conducting elections which made me smile. We set several goals and we talked about meeting virtually and meeting a person and we talked and decided that we are going to meet at 10 AM central time the second Wednesday of every month virtually we want to meet in person because we talked about the benefits of meeting in person and so we want to try to meet in person at least one time over the next year. In the meetings that we have monthly, there may not be a specific reason or agenda but we will serve as each other's mentors and then also just to have a place for the election administrators if they need to vent or ask questions or maybe they are feeling stressed or whatever. So, whether the meeting lasted 15 minutes or an hour, we don't know, but we are going to set aside and be very intentional about it and set aside that time once a month just so we can support each other. Everybody in our group brings different things to the table and all of us have different laws, legislation, regulations, processes and some of our jurisdictions are small and some are large, but all of us have the same goal and that is what we really zoned in on yesterday. And part of a goal that we set is we want to hopefully with the EAC 's help we want to make a video over the next year and rather than the video showing like what we do or why we are secure or whatever, we want to show that although across the country there are so many differences in how elections are run within the processes or the laws and the opinions, different political parties, this and that for example we were in different states and some of us are full-time government employees and some of us are elected and some of us are appointed and the differences are so broad. But, even though we have so many differences regardless of what party affiliation you are or how you got in the position that you are in, you are in it, because you have a passion to do it and we have so many commonalities. And we want the video to show those. So, even though we may do something different than another state, all of us want secure, safe, transparent elections.

And so we may have different opinions on how to get there, but all of our goals are the same regardless of anything else. And we thought that was kind of a different and unique video that nobody has done before really and we thought because we are in different time zones which I still cannot wrap my head around on my region we thought it would be perfect, because we are so diverse and different.

Some of the things that we talked about with the challenges was still with the post office unfortunately and I think that will forever be a challenge receiving the ballots on time. Working with the motor vehicle administration because of you know they have to ask everybody if they want to register to vote and a lot of citizens believe that if they update their address with the MVA or BVA or whatever the initials are in your state that it update your voter registration, but that is not necessarily true. So, those are a lot of challenges and language barriers whether it is at the MVA when the person is getting their drivers license or ID or if they are at a polling place and some of us use the language line and some of us fall under the federal guidelines where you have to offer the ballot and information in different languages and we talked about that being a challenge. And then some of the things that the EAC could help with is if we could have intentional uniform messaging as far as things like if you attend college in one state, but resident of another state, you should ask for a mail-in ballot for that state, because if you try to vote in a state that you're not a resident, your ballot may be counted, but it will be counted as rejected. So, we want everybody's ballot to count. So, uniform messaging. Things that work well, there are areas which is the text my government program and the language line and we also discussed the shared resources that are available not only on the EAC website but the NCSL website and that is directed towards all of the various legislation across the country and it is very interesting to me, because some states if the ballot is not received by them on election day it will be rejected and my state as long as it is postmarked and received within 10 days, we count it.

So, sometimes we spend overnight money to get a ballot to another state that was left in a drop box near a college or whatever, but the ballot was rejected anyway. And the resource of the NCSL website is a good resource along with the EAC website. And then finally we talked about preparedness and that is a part of our goal for the next year, to try to remember that it is not the crisis that defines us. It is how we walk through or stand up from that crisis and being prepared and looking forward and implementing training and best practices from each other that will help us all be able to stand up from crisis you know because we don't make a lot of money being election administrators. And so doing this we all do it, because we want to make sure that we you know and enjoy the democratic process as being handled and the final thing was that my region wanted to just zone in on the fact that again, despite our differences we have the same goal and that is to conduct safe, secure, accurate, transparent elections. And whatever we can do, our region and collectively, that is how we want to move forward to help each other.

>>SPEAKER: Thank you. Nick?

>>NICK LIMA: Good morning. Ruie and Jenny and I conspired to sit out of order just to keep you on your toes! So, we talked a lot about our challenges that our office is in the northeast phase in 2024 and how we overcome those challenges and you know we had the same experiences that the country had and that was a very smooth election and in large part because of the years of preparation that we all did as local election officials and state partners and

federal partners and agencies to make sure the elections were successful and obviously there were plenty of areas that we still want to see improved. While they may be down a little bit, we still received a lot of public records requests and a lot of time consuming requests and a lot of complaints and file against open meetings that were frivolous in some cases and direct challenges against voter registrations. And we have seen in some cases an uptick in some of those things that can really harm our ability and our day-to-day tasks and that was an experience that we shared a much across the board in the region which was dealing with election integrity and enthusiasts who want to engage in the process and shine a light on the process which is wonderful and at the same time can also hamstring the process in being overzealous about that.

We talked a lot about the U.S. Postal Service and you know we have had these discussions at both the standards Board and LLC in the past with the challenges the Postal Service has had and we have certainly seen elements whether it is a mail-in ballot or voter registration form coming in days, weeks, months in some cases after a postmark which operational does not make too much sense for us and a lot of times locally we do reach out to our contact at USPS and we cannot really get a good answer for some of those operational regions and you know we have seen a bigger challenge as well when it comes to getting back for voter list maintenance efforts and we have seen in many cases are acknowledgment letters for voter registrations going to voters and then the addresses that they may not be yet may be in error and not just getting that back to make that voter active and that is obsolete problematic for the voter rolls and we want to keep talking to USPS to try to improve those processes however they can with the resources that they have. Being in the Northeast we have a lot of small states. You can probably drive across each state line in the matter of six hours or so. And that actually presents a unique challenge in terms of media coverage because we have a lot of overlapping TV markets and there are plenty of Tuesday mornings when I will go into my office and say that I am standing outside the polling place and the door is locked or school is in session and I cannot get in and it is like you don't have an election today, sir. Well, I heard it on the news and that is Massachusetts, but we are in Rhode Island and we don't have an election today and vice versa and that does happen a lot because of the small nature in overlapping markets and so it is a little bit and you know that probably exists around the country but it is a unique challenge especially in New England. And it ranges up to dates, deadlines and mail-in processes, early voting time frames and they vary state to state and throughout the Northeast and same thing, we will have voters show up at the wrong times or not understand the process because they heard the information on the news that it was not exactly accurate for may be different states that the news was covering that day, but not our state.

We did talk about the differences in states and some of us are you know kind of bottom-up and some are more top-down and the benefits of centralization of some election processes at the state level and I don't know if there any standard board election directors here yet but when I talk about centralization at the state level that makes people unsure, but it is a benefit in some areas for sure. In Rhode Island we are a top-down state and so local election officials, we don't have to worry about accuracy testing and we don't have to worry about procurement of voting equipment, we just have to set it up, operate it and the city comes back and fixes it up after

election day and in Rhode Island we don't have to worry about mail-in ballot, we handled the front-end and the state action mail-in the ballot and the state receives them and certifies them and so that is some benefit and I think at the local level you know my colleagues in Rhode Island do not even fully get that that we have it easy in some areas in that our colleagues around the country have to do a lot more processes in-house that we are not tasked with. But, it varies very significantly between the 10 states in our region here. And we also have some of the only states other than the Midwest in the country where we do not have any form of county level government at all in most of New England. And that means all elections are conducted in many of the New England states particularly at the local level by cities and towns and small towns -- municipalities that do not have the same structure that a bigger state may have. And so that is a challenge for us and it is always a challenge in terms of staffing and funding.

We also talked about how we - and again this is something that we all face are on the country the slow processes of our state legislators or secretary of state offices in terms of keeping up with the times when it comes to our state laws and our regulations as voting equipment changes and technology improves and a lot of our laws do not keep up you know there was particularly notes in Massachusetts, but really I think that is something that universally we all struggle with and try to lobby and do our best to advocate for ourselves and our offices, but at the end of the day we are beholden to those state legislative processes and in some cases state election officials who tend to slow walk some things that should be you know have more attention paid to them. We of course talk about funding and that is our favorite word and a little bit differently in the past you know we talk about funding for agreement all the time and funding for security upgrades and nine times out of 10 when funding grants whether they are private for the states and you can get them or through federal programs like HAVA, nine times out of 10 it is not for personnel. It is for operations or it is for voting agreement procurement or for security. But, personnel is one of our biggest challenges. Particularly in the small election offices where we have one or two or three full-time staff members or just part-time and there are so few opportunities out there, private, public or otherwise for funding to change that. That is a real challenge for us and you know it makes such a tremendous difference, probably a bigger difference than anything else and you know my own jurisdiction went from three or four staff members that was full-time and it was a Monday mental change and it took four years of lobbying the mayor and city Council to get a pass, but it completely changed the dynamic of the office and I heard from you know in our discussions from every other state that they see the exact same experience where we have one just additional full-time or to make the funding possible can be a real game changer. We talked both about the SAVE act and the executive order and in terms of it being off the radar, you are not getting a lot of engagement or calls from voters and maybe a couple may have seen some post or news articles and social media, but there does not seem to be a lot of public understanding of what changes may very well be coming soon if the SAVE act were to pass Congress and as the executive order is implemented. And that also includes our local elected officials and the town and city Council or County governments. There does not seem to be a lot of attention being paid to that and we talk a lot about what we are doing at the local level to at least draw our attention to the changes that are becoming many of which will involve operational changes for our offices and like I mentioned a



moment ago our staff increases. Both of the SAVE and the executive order we have concerns about them in the unfunded mandates, particularly with the SAVE act aside and if there are changes that could be coming with a voter registration if that is implemented as currently drafted we would need in order of magnitude increase in staffing to handle the voter registration in person processing. Not just for our office, but for our satellite offices and colleagues in local government that handle vital records requests.

They as well would need staffing increases and so there are some real significant funding implications there where our offices as we all know how struggle to even get an additional full-time or and we can be looking at the need for a small office with three or four or five more. We talked about our state and local associations and New England that has a regional network Association. We have talked about the agenda items for our regional agenda and listserv which is still the tried-and-true method but there is a little bit more used now for roundtable and for some states to use different private social media platforms to keep the state associations in touch with each other. And we also have a variety of efforts you know Massachusetts and Vermont with paid lobbyist as part of the state association whereas my stay in New York and several of the others it is still a volunteer effort either we are going up to the statehouse in our own time or we are sending letters and doing lobbying activities on her own without any real professional lobbyist to back us up. In terms of voter communication, many of us still do use postcard mailing especially with general elections or official mailing for information, but there are some other unique methodologies there that we have talked about and talking about public access TV and frequently asked question guides on every single page of the municipal website so voters can easily click a button and see the top 10 or 12 most asked questions for mailing ballots or if you get a certain question from a voter in your office all staff can have the boilerplate response saved and ready to go and you click a button and you can get that consistent message out to the voter.

And we will not have to rewrite the same email over and over again and those of us with colleges and universities we have talked about the importance of communicating with them about the voting rights and whether or not they should be you know registering from that site already from their home state if they are out-of-state and voting by mail that way and talking to the local college newspapers and student groups about those processes. And one of the more interesting ones was YouTube videos. We have a local clerk who made abusing her cell phone short three or four minute YouTube videos that did not cost anything and did not have to hire a media consultant, did it herself and had a colleague who speaks Spanish because it is a bilingual community and dubbed over all of the same videos and posted them on the website and got thousands of views in a relatively small jurisdiction and you know talking about the local ballot questions and early voting process and voter registration deadline and little three or four minute videos and you know it was a lightbulb moment and such an easy thing and it probably took her an hour now to do and did not cost anything like I said. So, sharing ideas like that and in going ahead, obviously we did invade region one and you know East Manhattan West and here in the ballroom we had a very good discussion and you know we have not had an in person meeting after region five and we would like to and I think only six or seven of us are actually here at the LLC out of 20 third region five and the seats are filled. And so for a variety

of reasons they could not attend but we want more people in the room and to get everybody together and in a region of our size it is mostly driving distance and so it should be easy to do and we talk about holding vs. meeting the summer and hopefully ensuring a larger attendance for the region members and so we have some more diverse perspectives.

You know I mentioned that we are a pretty unique region and we have a very broad range of different structures from the County to the local level. We have thousands of jurisdictions in our region and I think Massachusetts alone is 350. But, discussing the challenges that we face together is obviously the most important thing that we have to do as election officials. I always say this - uncertainty is probably the greatest enemy of good and efficient election administration and through our region through the LLC and through our partners in the state and federal government I think working together to mitigate as much uncertainty as we can you know to clarify as much gray areas as we can is the best thing that we can do and should do to improve our election processes for all of the voters.

>>SPEAKER: All right, thank you so much. Jennifer.

>>JENNIFER DOINOFF: And the great thing about being last is that I can say - what they said! There were a lot of commonalities in everybody's meeting and I think a lot of us have the same concerns and we talked about the same that we have seen in the past and anticipate in the future. I will say that our conversation was probably much more higher level and deeper and we talked about fewer topics than the others, but when we were talking about a topic we had a lot of conversation around it and we talked about how every state was doing it and one of those topics was audits and part of our team thought that audits are gray and it is a great way to show work, but other parts of our team talked about how it takes time and money to do these audits that we already know the outcome, we know they work out and I know this question was asked by West Virginia this morning to the EAC, how much research has been done and how many times do these audits not turn out? And I know what they can answer right here publicly right now, but I think most of us know right here in this room that most of the time, those audits are fine and good and they show exactly that the machines are working the way we anticipate they are. And although I know it does take a lot of time and it causes a lot of stress after an election because you are busy doing so many things and chain of custody and I do think that the more we engage with these audits the more that we can show them that these systems do work and that our elections are good, accurate and secure. And so we had a pretty long conversation on that and different folks and different states did it differently and some of us do the partial manual account or what we call in Texas, partial manual account, but basically that is a hand count of some of your ballots after the election. Additionally, some have reverse audits and Texas will start that in 2026 which is a higher level audit and I'm not sure how are our voters are going to really receive that, but the ones that I have spoken to do not understand the formula and if they cannot see it, if it is not transparent to them, sometimes they don't believe it which is what we are talking about with barcodes. But, we are doing it and regardless it is something that we can say to our voters that we are doing to prove the accuracy of our elections. And then the L&A test which verifies our tabulation systems are working the way that they should and then different audits that we are doing, everybody was doing those different, but we do feel that perception, that they are a pro and we can show people that we are doing what we say we are doing. And beyond that we talked about the different ways of voter

registration and the different processes that we all follow in our states for voter registration because voter registration maintenance is a huge focus area and we believe in our group feels that we will have to come up with even more and we will not only have to improve our voter rolls, but also show our work in that area, as well. And so we talked about how some of the County and some of the states in our region were able to transfer a voter within the state or the County and some are not, Texas cannot do that, but we want to do that. We actually put that out. And it was exciting to me that other states are already doing that, because that is something that I want to be able to pinpoint to my legislators will only talk about this in the interim. And then we actually did the next five-year plan for the EAC and what we think they should focus on. (LAUGHTER) Coming from region three, make sure your pain is ready to go! So, a huge focus area of our group was the fear of what we have seen with the dismantling of agencies like this, like right where we are where we find it very valuable in the work that we do. And some of us in this room, probably all of us in this room has spent time engaging in these federal meetings and agencies and planning and helping build processes that we think is positive for the election environment and being able to communicate networks across the states. And so obviously I am talking about CISA and EIII and some of the services through those organizations such as the table topics or sizes and the assessments and the cybersecurity and physical threat assessment that a lot of our states have participated in and we are wondering now who is going to do with those and how are we going to continue to get those services? Because those assessments were very helpful to a lot of our states in getting the budgeting that they need from local governments and also being able to be a talking point or a bragging point to their citizens about what we are doing to help keep elections secure. So, we thought this was a big topic and we thought of a better place to put those particular things other than the EAC? Or at least to work with the EAC to see you know how we can facilitate continuing those types of programs over the next few years. And another big fear that we had, especially being able to identify the voter role maintenance which is huge in the EO and it is huge everywhere right now and until we can show people that we are really doing some work there, I think that we are going to continue to see this challenge. And so even though it is a taboo word with states pulling out, we want to see more of a federal effort to replace that sort of service within our states so that we can ensure that you are getting the information necessary to make sure that our voter roles are clean and the most challenging part about that is when people move out of state and we have to continue to do what I think Eric was building upon and we will not call it that, we talked about that for a long time, it has to be something totally different than that, but something that we can do that we are all participating in to get that information out. And so we want to work with the EAC to see whether it is something that we can do within the EAC or something that we can facilitate through that organization. That would be helpful to all of us. And then we talked about continuing outreach from the federal level down, because we identify that a lot of the information that is affecting us all in a negative way is coming from the top down. And so I think if we can do some messaging or nationally focus our thought that if we could do that, if we could support each other as opposed to well, you know our state is good, but maybe they are not doing it right over there or whatever, we know because we work together in this environment that we are all doing the best that we can do and I think that we need more consistent and stronger messages in our group that feels the same way that supports us as a whole as opposed to state-by-state. And so we want to see more of that. And

also to think about that if you are approaching your legislatures because they can do that as well and say you know that we are doing really great here in Texas, but those people over in Louisiana or whatever you know just making that up - and the point is we need to be able to say that no, actually I know those people that run elections in Louisiana and we talk and have the same values and we all are doing the best that we can and we want to continue to work together on that front and that that message be persistent, because what we are seeing is a group that is nationally aligned to discredit what we do. And so we need a group that is nationally aligned to be persistent in our messaging that no, that is actually not what we do and here is what we are doing.

Somebody brought up the NCSL and that is a great organization because we did talk a lot about legislation and legislators and they see the EO and they think okay, we will just do that. But, they don't understand the challenges or the implications of that unless we are talking to them and tell them exactly and it takes a lot of time and some of us do it regularly, but you have to be talking to your legislator and you have to be explaining in detail how that is going to impact their voters and so I think that that organization can be very helpful and it was brought up here that we should also be putting in information that we are doing over here over there so that they can have access to that information, as well.

And then we talked about the fear of the unknown about what is going to happen with federal agencies every day and it would be good to have an election focus like a national Association for elections. And you know we have a lot that include elections, but we don't have anything specific to elections. And so that was something that we thought we could probably work with the EAC or talk to them about. And I think we already talked about table talks and yes, a situation room with the EIII going away and you know how many people in here are actually utilizing it? It is nice on election day to be able to talk across state lines and talk about you know what problems we are facing and also it can help you if you are not the first want to have a situation, it can be very helpful to have a plan for a situation that may be forthcoming that if you did not have the situation room, you would not know right off the bat was a situation, right? Because sometimes things happen and we are like is this one off? Or is this happening everywhere? But, that situation room gives you a really good foresight into what may be coming if it is a national effort. So - I think that was the crux of it. We also did decide that we were going to meet - we decided quarterly and it will be over zoom although I like the in person, but I don't know how many people have enough time for another in person meeting. But, we can discuss it, because I do like it.

And one thing I thought we could talk about while we are up here talking is that I would not mind having one or two meetings a year among the region directors just to see if we are all supporting each other in our goals. And that is it. Thank you.

>>SPEAKER: Thank you everybody. Just really quickly, if you want to go back through and highlight your roles just like really quickly because I know a couple regions talked about about a couple regions did not and so Donna would you like to talk about region one goes really fast? You.

>>DONNA JOHNSTON: Sure. So, in a region one we had a lively discussion about what goals would be going forward and gaining traction and taking field trips to other election offices during election cycles so we can see what happens and compare it to what happens in our own offices to see if we can make improvements going forward. And also building upon that with social media posts about our visits and tours to help do some outreach going forward with that. We did talk about maybe doing some East Coast/West Coast videos - and maybe from California - and we thought that was fantastic actually. It was great to have their feedback. But, we decided that we are also going to do video droppings monthly just to ask questions, share ideas, stay connected and so forth, because we were fortunate enough to have an in-person meeting last year, very valuable and great connections and some one-on-one time with commissioners and it was fantastic and something that we recommend and hopefully the other regions can do going forward. And we want to be more active in the regional roundtables, because we feel like we were a little bit deficient in that roundtable portion and in fact we understand that they can also help with the videos and take care and setting those up for us, as well.

>>SPEAKER: And to recap for region two we do want to meet in person and we picked Iowa State timeframe that we can go to - that way we can do a little nighttime fund and so we have or depict a couple of dates and we are trying to get together and the reason being because we want to do some post audits and hand counts and the L&A and things that need to be done in person and you know those were all topics that need to be done and we have all ready done work peer-to-peer and also Monica was in our group and her and I talked a lot about what the EAC provides and they have some fantastic stuff, as well. And so I think we tap into those and have them come with these groups to help us maybe align those types of goals for us. And I think that will get us into the toolkits and the learning labs and the videos and I think those will help our regions so that they then can take their information and push it out to their associations which is the most important job that you have here since there was only two of you from each state. And I think what you get from here is the push out to other locations.

>>SPEAKER: And Ruie I think I notated a couple of your goals, but I don't know if you had an opportunity to talk to all of them.

>>RUIE LAVOIE: I think I did. We are going to meet monthly and part of the goal for the monthly meeting is to be able to submit information and recommendations to the EAC as they come up and also just as a mentor and support of others because we all bring different things to the tables and some of us may be better in IT or budgeting or whatever. And use the roundtable and we talked to Steve about that whether we do the meetings or set up the group chat or whatever, but for now until we are experts in the roundtable, we are just want to have the email chain for people who are able to ask questions of the day and then we really want to develop that video and there has been a lot of videos done over the years showing what election officials do or the L&A process or postelection maintenance, but our video will be very intentional to show although we are very different politically the way that we are hired and all of our differences that we are all very very much having the same goal and so we want to be intentional to show that it does not matter party affiliation or whatever, everybody wants safe and secure elections and we feel that getting that message out kind of what Jennifer was saying and being very intentional about that message will help people may be by into yes, our elections

are secure, because you have all of these different people appointed and elected and hired and political parties and everybody's end goal and endgame is safe and secure elections.

>>SPEAKER: Thank you.

>>SPEAKER: So, our regional Defense Department is looking at the other three regions and not quite there yet - invading - we don't want the other regions to feel left out! But, having in person meetings at some point this year I think will be very productive for us and trying to get another 10 or 12 members of our region that are engaged and then also what Ruie just said, using the resources that we already have at our disposal from EAC and the roundtable. We have a regional roundtable that is set up that is not really being utilized right now not even to full extent or to any extent and so we want to get more engaged there and hopefully that will draw in some of the other regional members, as well. And then like I said earlier, uncertainty is really our biggest challenge as election officials and we just have to use every communication channel available to us and every resource available to us to help us avoid those sleepless nights when we are running an election as much as we can and shining a light and providing clarity on the questions that we have whether it is about what is happening at the federal level or even at the state and local level. That is the best thing that we can do and I think that is one of the most powerful things we can do as a local leadership Council is to bring that back to our colleagues at the local level and the state.

>>SPEAKER: And then of course Jennifer giving the five-year plan, so that is their goals. And I appreciate that. At this time if there are any other members out in the audience that would bring up any other thoughts that would be intrigued from listening to the overview -

>>SPEAKER: Susan in Kentucky. I heard that and I had just written is down on my notes about the national organization for election administrators and you know I come from a background where we dealt with the clerk which was the international Inst. for municipal clerks which is a outstanding organization and they have some election administrators that are a member of that, but I see that as a very valuable thing for our election administrators, but also what was just spoken about regionally and what I would love to do is to go back and take as many as can participate from region four and take it back to my County Clerk Association monthly meeting once a year just to show the valuable lessons and information that we share on this day and during this time because then it brings more value to what we are doing here today. But, it also includes our County Clerk Association and election administrator Association and I just think all of that is very valuable, because I think the work that is done here, if we just go home and it stays in our heads and we don't share it, we are not allowed to share it. There is lots of different scenarios and that is a bad day. And so I think that there is a lot of value to be able to share what we do in here and really if we start putting pressure on our state to do that when we get back home, that would be pretty cool. Thank you.

>>SPEAKER: Thank you, anybody else?

>>SPEAKER: Barry Jackson here in Maryland. If you could also be in order next year, that would be fantastic!

>>SPEAKER: We were just try to spice it up a little bit!

>>SPEAKER: And Jennifer you mentioned something about the national Association, there is actually a national Association of election officials. The headquarters is in Haiti, Texas by the way. And are you saying like maybe you are looking at something a little bit different? Or maybe the resources that that Association has is not what you are looking for? Or what?

>>SPEAKER: I am talking about - I think a national Association that does not fall in line with the election center curriculum necessarily that is more free flow and people can come and do what we are doing here and it is not a certification program per se, but just an association of folks that can support each other or talk about different processes and do a lot of what we are doing here. And the focus in our group for talking about that was just because of the fact that a lot of our federal agencies are being dismantled. And so we find great value in what we are doing here and talking across state lines about these processes and laws and things that we are doing.

>>SPEAKER: And I don't know if she meant also that - what I really love about this organization is that it is all local. There is no state. Because, that kind of gets bad once in a while when you go to that part. And what I really love about this is the boots on the ground. And I agree that may be an association of just the boots on the ground that we can expand to our members and whatnot would be really helpful, because not everybody gets to come to this which is obvious why that does not happen.

>>SPEAKER: Lori Mitchell, Colorado. I was thinking the same things about meeting in person or a next meeting when we talk about these common themes or wanting to know about certain processes like logic and accuracy test and audits and how each state does it and how it may be helpful to set up half a day of more of a workshop where not really like a carnival, but you try to make it fun where you have different booths and like this is how I do voter outreach and this is my outreach for this and I do ballot bingo and here is my documentation and each one of the states that you know does it well can put on a booth or something and we could probably vote on it and have something super fun, but anyway I just think that would be helpful to have more of a workshop at some point.

>>SPEAKER: Very nice, thank you. Anybody else want to chime in really fast? Yes, Ricky?

>>SPEAKER: Building off of Lori 's comments, the clearinghouse within the EAC is fantastic and you can volunteer to be a judge and they just finished for this year, but you can volunteer to be a judge and I tell you, that is like the best ever. And there are so many different applications and I cannot tell you how many ideas I have stolen from the clearinghouse.

>>SPEAKER: Copy and paste, Ricky, copy and paste. Copy and paste in our world, we do not steal anything! Just like we do not stuff envelopes, we insert! (LAUGHTER).

>>SPEAKER: But, it is a great resource to copy.

>>SPEAKER: Thank you, Ricky! All of the little trigger words that we get like 21 years and like we copy and paste - and we insert - and one of the biggest things that I have heard about all of the regions is I was showing your work and I don't know if anybody had any flashbacks to their math teacher telling them in school like show your work, but I think that is something that we continue to have to do and some other people use the word like telling your story and we have some great storytellers amongst us and so I really think that that is something that we can collaborate amongst our regions and also cross regions kind of showing our work and trying to tell our story better and getting that messaging out, because for years and years and years all of us have been in the room for a long time we have all been used to like yes, my name was not in the paper and I can go underneath the radar, but now we have all been forced to when you step into that light which not all of us are super comfortable with and so being able to support each other in that way I think is great, especially around these conversations that definitely are not going to be going away. And so I appreciate all of your regional comments and overviews and

your goals and I did write them down and so I am going to be change management over here and see where you guys are in a year. No - (CHUCKLE) with your goals, but I do appreciate that. And now we are the one standing in between lunch and since you got a Prego up here it is important to go to lunch and I will let everybody know just a couple of announcements. So, on level VI the Queen Terrace is where the lunch is going to take place and please note this is only for LLC members, as a reminder, if you are region two I did wear my vote socks - are you really going to make the Prego lift her leg up! So, if you are in region two, vote by 1 PM and we will see you back in this room at 1:30 PM for the next panel and the topic of this panel will be audit standards and so kind of feeding into a couple comments already from this panel led by EAC senior election subject manager expert - that is so many words - Monica. And obviously Ricky, as well and I also want to note that we have a finite time and the elevators can be interesting and so we have a group photo and if you need to rethink your outfit you have to do that during lunch and get yourself ready for the picture, please make sure you make time during lunch because you will not have time after the panel and so we will go from lunch straight into the panel and then we will do our group picture. So, again retouch up yourself if you need to after lunch. I may have a different shirt on depending on what is for lunch because things drop all the time (CHUCKLE) so, thank you.

>>SPEAKER: Sorry, Carly - I apologize for having an additional announcement before lunch, but just a quick note that for anybody who is new to the board or joined the board after the meeting, please leave your table tents at your spot we will be passing out certificates and so just want to give you a heads up and also a update on region two we have had 100% turnout and so we will be - we will still be announcing at the regular time for the winner, but we will be doing it, our hand tally out in the hallway during lunch. And also just in addition to Carly 's point, we will have the group photo at 2:15 PM. And a note just for tomorrow as well, tomorrow we do not have breakfast being served in the morning and so I will try to do a reminder later today as well, but just a reminder that tomorrow if you are attending the ideas lab section, breakfast will not be served Wednesday morning, but there will be a break with food provided about halfway through. Okay, that is all I have. And thank you all to the panelists and to Carly for moderating and everybody for participating, I really appreciate that!

>>SPEAKER: Thank you!

(LUNCH BREAK)

>>SPEAKER: All right, welcome back from lunch and thank you for joining us. I hope you all enjoyed the delicious food. Thank you, Steve. The meeting food and accommodations continued to be wonderful. Yes, you can clap for Steve. Absolutely!

All right, my name is Monica Childers and I will be moderating this next panel. On audits and the potential of federal audit standards. We are in the process of considering whether the EAC can be helpful in producing election audit standards for the nation. They would obviously be voluntary. There would only be carrots and no sticks, you would not have to use them. But, we are trying to decide if this is something we should invest our time and we want to hear from you and I'm joined by Ricky Hatch, clerk auditor of Weaver County, you taught and your background is in financing and auditing and you have been an auditor, right?



>>RICKY HATCH: Yes, I am a nerd on the election side and on the audit side.

>>MONICA CHILDERS: So, we are going to talk with Ricky but this is interactive and we want to hear from all of you, as well. So, be thinking in your head as we start to ask Ricky some questions and then I will open it up to the audience and I want to hear from you, as well. We already started this discussion in the region two regional meeting yesterday and so we will continue it here. We also sent out a survey before the conference asking you all a few questions and I just want to share the data that we got about that. This is not a representative sample across the country, this is just local leadership Council and standards boards members answering these questions for us and obviously not everybody responded but this gives you a sense of the wide variation across the country. You can see that logic and accuracy testing which for most of you is an audit is the most common type of audit that you said you conducted. Postelection tabulation audits are the second-biggest category of a lot of you conducting a traditional or fixed tabulation audit and we have some risk limiting audits in here and a lot of people doing procedural or process audits and we even have folks doing accessibility audits, registration audits and districting audits and so there is a wide variety of auditing practices that are occurring across the country and across the election timeline. We also heard from you that most of your audit processes as you can see by this chart are set in state law or regulation. Not many of you responded that your stay audit processes were possible or up to your discretion and I thought that was interesting to inform our discussion that a lot of these processes are you following state laws that other people are deciding for you.

And these are some of the other questions that we asked, who can handle ballots or voting Okuma, this one was particularly interesting. In the members of election boards and commissions, contractors and vendors and many contractors and vendors could handle valid voting agreement and designated law enforcement and a lot of variation there, right? So, some similarities but not everybody is doing it the same way and similarly with party affiliation, about half of the respondents said they have the party valid and Republicans and Democrats were unaffiliated, but the other half said they tried to balance but it was not required or they do not try to balance at all because all of the officials are nonpartisan and considered to be nonpartisan and so they don't even collect party information. So, again a lot of variation. Similarly, who can observe the audit? The vast majority of said anybody open to the public, but we did have some folks that responded to only candidates or candidate representatives are able to review audits and some were a mix. It depended on the type of audit and other types were open to the public and others were more internal. And so a variation in how you do things. And finally we wanted to ask a question about chain of custody. Because, that is what underpins so many of the postelection tabulation audits is the chain of custody making sure that your ballots are all accounted for and secure. And there was a pretty wide variety of different processes that you will use, as well from keeping a continuous record of how ballots are moving to using tamper evident seals and tracking those and requiring two people to sign off on every hand off when something changes hands. But, again, just a wide variety of procedures and so thank you for filling out the survey, we thought it was really interesting data to underpin this discussion that everybody is doing this stuff, audits are very popular, but what you are specifically doing is largely driven by state law and varies considerably from state to state.

So, with that as we think about the biggest challenges that you reported to us, these are roughly sized according to how many of you said them, but time overwhelmingly was the biggest challenge that people noted to us in changing laws and rules and staffing, public perception, ballot organization, none of this will sound unfamiliar to all of you in this room, right? But, I thought this was really interesting and Ashley time to do this because this usually falls or postelection tabulation right after that election as you are trying to get things certified which is really the biggest challenge that you identified.

So, some things to think about as we need this discussion and I will kick it off with Ricky. There are no wrong answers here, we just want to hear feedback from you and so please, please give the honest opinion whether you think audit standards would be useful and the kinds of challenges you think they may help with. And with that, Ricky would you tell us about the kind of audits you conduct and how they are useful in your work?

>>RICKY HATCH: You bet, thank you, Monica and I apologize if I get too nerdy on the discussion. I worked in Los Angeles and then overseas as a financial auditor and an IT auditor. And it is near and dear to my heart and little did I know that was just training for being an election official. So, as far as audits being performed in Utah, of course we do logic and accuracy testing and we also do signature audits and in Utah to make sure whether it is the automatic signature verification or whether it is manual, we audit both of those. We do the state legislature which has enacted and called up the state legislative auditors to conduct an in-depth audit of elections every two years and that audit basically lasts one year so they are almost always auditing something related to elections and it has been very helpful and we really enjoyed - no, we do not really enjoy a - but, we find a lot of value in it. But, it is very painful because anytime there is any recommendation and any finding that they have that almost always result in a new law that usually is more punitive than helpful.

And we also do voter registration audits and we are top-down and so we have the same voter registration database and the state election office audits that. Behind the scenes so the counties do not know that they do that year-round and that is mandated by state. So, those are audit that we perform and as far as the benefits, how is it helpful? Obviously to have confidence ourselves in the work that we are doing and the controls that are in place to make sure that they are actually working. The people that really really care about auditing and elections and who are the most vocal, they are so few in number, but the general public and most voters and even legislators, they care less about whether it is risk limiting or fixed percentage or you know they just care that it is being audited. And that is what the population wants to know and the voters and even the legislators. So, really the benefit in my mind of audits is internal and understanding that the controls are working and that the systems are working as intended. There is a side benefit of citizens and voter confidence where we can say look, every single County and every single election we conduct a minimum of eight different audits and different aspects of the election process and the voter process and almost everything one of those is done in a public setting or in full view to the public. And I forgot to mention one final audit that I think is really one of the most important ones and that is a hash validation. I consider that an audit, it is an independent verification that your ballot tabulation software and hardware has not been altered from what the EAC has certified. It is an intimidating audit when you first do it and

once you have done it a couple of times it is fast and easy and independently verifiable and really to me because people say well, the thermostat on the wall came from China and it is interacting wirelessly with your server and I can say you know what? That might be true, but before I certified the election I conduct a hash audit and if that wireless connection - even if it did exist and it did alter my system, this hash audit would identify that and because we have paper ballots I would like the system, reinstall and rerun those ballots. So, this is a great way to check the integrity of the system.

>>MONICA CHILDERS: That is wonderful and thank you for mentioning that because that allows me to plug the T&C field services team and if you have not met the team, they are 18 that was added to the agency fairly recently but they have been doing hash validation audits all across the country and going out and helping local jurisdiction learn how to do these and it takes the intimidation aspect because you have somebody to hold your hand and making sure that you can do this on your own from now on. So, if you are interested in this, please feel free.

>>RICKY HATCH: It will scare you at the start and we do it now and it takes 10 minutes. It is a super easy, but effective audit.

>>MONICA CHILDERS: Okay, so what have been your biggest challenges when doing these audits and when you're setting them up or talking to legislators about them? Have there been internal challenges with the process of learning how to do it? Or has it been more external and how you are talking about it that is the biggest challenge?

>>RICKY HATCH: I think it has been more internal and the reason is we want to be sure that we are auditing the right things. And if so bear with me as we go into the financial auditor nerdy side of me. When you are auditing a financial system to make sure it is recording and processing transactions accurately, there is a four letter acronym and CAVR is the acronym that they use and C stands for completeness and completeness means if a transaction enters a system, does it flow all the way through to the financial report? A stands for accuracy and that you know like is the value of that transaction changing inappropriately or does the integrity of that transaction remain constant all the way through to reporting? Next is V which is validity. Which means it is looking backwards. If there is a transaction listed on the financial report or a balance of the financial report, can I trace that transaction backwards to a legitimate or originating document or some kind of evidence that whatever we are reporting actually truly exists and that it is valid. And then R's rights and obligations which does not have anything to do with elections and it is all just financial stuff.

As I was looking at audits, my biggest concern was are all of our audits are focused on A, does the system count it right? Are we counting the votes right? And that is crucial. But, what are we doing to audit to make sure that a ballot that is received and is legitimate goes all the way through and is reported in the election results? And what are we doing to verify that if a vote is shown on our statement of votes cast that that relates back to an original verifiable document. It is hard because we have secret ballots and so it is really hard to do one on one, but there are ways that you can do and really that comes through reconciliations and you cannot reconcile on a ballot to voter level, but you may be able to do it on a precinct level. Precinct totals for example for a particular candidate in a certain precinct vs. the vote history for that particular precinct.

So, there are things that we are doing and you can call them audits or reconciliations, but I am guessing that each of you probably has something similar to this where you are doing some kind of sanity check to verify that precinct A, B, C had 100 votes cast in the statement of votes cast shows the same number, but those are ways to make sure that you are testing not just the accuracy and I think we are pretty good at doing that. But, also the other two crucial things and only legitimate votes are cast and everything can be traced back to a legitimate source.

>>MONICA CHILDERS: That is wonderful, thank you. Pointing to that really points to different points in the process to really trace it all the way through. I would love to open it up now to the rest of you and hear more about your experiences. Please just go ahead and raise your hand and your microphones are sitting on the table in front of you and we would love to hear what have been your biggest challenges with audits? And if you say your name and jurisdiction that you are from and tell me a little bit about the audit that you are referring to because I know that you will conduct so many, but what have been your biggest challenges? What has been hard and what has been easy and what have you been thinking about in your own auditing practices? Go right ahead.

>>SPEAKER: So, I was just listening to the comment about tracing back to a precinct and there is a lot of talk in Texas right now about the term precinct and exactly what that means under the vote center model that a lot of places are using now. And they are actually looking at doing the partial hand count that we do after the election by location. So, what is your suggestion on that and then what if anything should we do more to do would actually down to the precinct level?

>>RICKY HATCH: That is a good question. The precinct model really works well and works mostly or only works if you have ballot styles that are specific to precinct. And then as long as you're tracking that, it does not matter if they vote at a vote center or a polling place or doing an absentee. That can then work. Remind me of the other part of your question and I cannot remember -

>>SPEAKER: Taking all of our ballot bags and sorting out by precinct which is not really feasible. I mean it takes forever and most of the human error comes because you are spending so much time looking for precinct. So, Texas is looking at a lot to count it by location where the argument has been made that when we were precinct based, a precinct was a location. And so when you say tracking it by precinct, are you talking about by location which actually we would be counting more of the sheriff ballots that way than we do by election precinct or are you saying that we should be doing both and counting by precinct, as well?

>>RICKY HATCH: Usually when you are doing a complete or validity check, what you want to do is go to the absolute extremes and see if you can verify. So, what you are looking at on the completed side is the cast vote record or the financial reports or financial reports, the actual reports of the election and then you go back as far as you feasibly can and that may be if you use precinct style - ballot style, if you use them based off of a precinct, then you can really truly bring that back to the origin which is where the voter cast the ballot regardless, but if you do not have precinct based ballot styles, then maybe you have to go back to the location where the ballot was cast. And you may not be able to go all the way to the end where the reports are, but maybe you come back to a summary report by vote center or something like that. But, the idea is to go as far in both extremes, as far as you possibly can where you can compare those two together. I hope that makes sense.

>>SPEAKER: We do have voter rosters for the voters that voted in the location and so we are still meeting that minimum requirement and have been able to trace all of that back. So, thank you all very much.

>>MONICA CHILDERS: That is great, Jennifer and I'm hearing from that that there is interest in what is the right level, right? What is the right sort of unit of measurement and level that we are looking at and how granular do we need to get one comparing these things? Dustin, go ahead.

>>SPEAKER: My question really is about having a hand count for vote contests in New York that is really kind of new to all of the state and all of New York City has quite been doing it for some time. And there is a big debate about whether right now it is 25%. We hand count every race within 25%. And realistically the races that are over .25% are never changing hands or leads. There is just not enough deviation from the tabulator's to tabulate that. And so is there a recommendation out there about what a hand count for a close contest and how large should it be? Because, obviously we have to wait until recertified to even start the hand count and that is three weeks after the general election and you know we have a week for absentees to come in and we don't even start the hand count until like Thanksgiving in some of these cases and people want to take office and we had a hand count go until December 21. No, that was 10 votes out of 130,000 cast and that was one that absolutely needed the hand count, but we are having discussions in New York about what the appropriate size is for those hand accounts for a close contest. Those that fall under the audit category? I don't know if it does, but it is hand counting ballots and you know I guess - is there any standard unified theory of how many you should be hand counting in a close contest?

>>MONICA CHILDERS: That is a great question. I know of a couple, but they are dependent on audits and opinions and I don't know if you have an answer for that, but that is a great question to include.

>>RICKY HATCH: If you look at your risk limiting audit guides, they can provide some thresholds of what point do you need to expand your sample size. And the other thing is that there are audit calculators that are online and free and you can get simple ones or more complex ones, but you can go in and say this is by population size and this is my expected margin of error which for us it should be as close to zero as you can possibly get and this is the sample size I am thinking of taking in and it can tell you that it may be a little low and we would recommend through your confidence interval we will recommend a larger sample size. And there are a whole bunch of those. If you look at them, they are mostly in the financial audit world, but if you just do sample size calculator, they have them for surveys and other things like that. And that can help. So, it is a squishy way of not giving you an answer, but there are resources that at least can give you a feel because I don't think that there is a agreed-upon threshold by which you have a recount or an audit.

>>SPEAKER: Unfortunately explaining that to a state legislature thinking about the law we actually tried to do that when they were expanding the law in 2021 to all of New York instead of just New York City and they just adopted the New York City law of the .5% and we tried to have you know a calculation that would go into that and it was just soundly rejected by the legislatures and it was too confusing to the voters and they did not understand and so God for bid a voter would understand it.

So, that is why we are hoping to find if there is an agreed-upon minimum between the .25 and .5% or if .25 is the better thing that you are I guess you know there is just not that data out there that would give us that right now is what you are saying. It is just the risk of an audit. But, that is too variable for legislators appetites usually.

>>MONICA CHILDERS: But, you bring up a great point about looking at historical data and you know maybe we can look at all of these elections and see you know what is the threshold at which a recount actually changes as a result? I think there is data out there and cannot help inform and as you point out is that something that really does not move the conversation? There was another one in the back, go right ahead.

>>SPEAKER: I cannot remap what I was going to say. I am sorry - but, to that end - there are several ways to conduct a risk limiting audit. So, I don't know that like a national or standard forward the best audit would be useful as to me, it would be more useful to have a best practices outline on the different types of audits that already exist, because in my state we already do several audits that are mandated by legislation and we are risk limiting audits which is new for this coming election cycle, however the law does not tell us what type of risk limiting audit, but regs will and so that is being determined now through regulation.

And that is why understanding the different audits like Ricky spoke to the importance of making sure like you may have a zero variance with your equipment, but if you are ballots vs. check-ins is way off, then it does not matter that your audit has no variance if you have 100 extra ballots than you do voters who checked in.

And so all of those things are done and I think that is to me the most important to have. Some type of standard to say if you hit all of these areas, then you know that you are good.

For example, if I get a complaint for a polling place that there is an issue with one of the chief judges or whatever, I do a complete audit of the entire polling place and I add that to my other audits and I audit ballots, images, check ins vs. balance because I received that complaint and I want to be able to say whether I believe it or not, I did this through and that would be extremely helpful to a lot of us because a manual audit of whether it is a percentage or a complete manual audit, it is still the same thing. But, a risk limiting audit could be different things. You take a bunch of ballots and if you go through them and they do not match, then you grab more ballots and keep going. I mean that is one way to do it and the other way to do it is to do the percentage and so that would really be helpful to all of us and the different types of audits and like Ricky said, the different areas that we should be checking and auditing is not necessarily just the ballot.

>>MONICA CHILDERS: That is wonderful, thank you.

>>SPEAKER: I can only anticipate when you remember, because that was wonderful! Lori, go ahead.

>>SPEAKER: Lori Mitchell from Colorado. I was wondering and I think the state and Colorado may be trying to figure out you know we do have in our laws now and there is push for more for contest and we do risk limiting audits as a state where each jurisdiction, we pick a statewide race as well as a local race by how close the outcome is and do a risk limiting audit. I

just wondered - are we working on standards like for ring choice voting? Because it feels like that is a squishy subject.

>>MONICA CHILDERS: I know there is and I think it is being plummeted in Colorado, but this is the first time that we are doing that and Lori makes a great point, because as election procedures change and new kinds of ways of running elections, yet to come up with new ways of auditing sometimes because the old ways do not always fit in neatly and so this stuff is always changing.

>>RICKY HATCH: Yes, I totally agree.

>>MONICA CHILDERS: Other things on that topic? Okay, here we go, there we are.

>>SPEAKER: Okay, I will ask a question. Okay, so we talked a lot about postelection auditing, but logic and accuracy seem to be something that we all do or at least many more of us do. So, when it comes to L&A, if you create some sort of voluntary standard, I would love to see that address how large the decks have to be to do a full L&A or what is the preferred method by so many jurisdictions and you know how deep in your L&A like are you doing three, five or whatever you are going to be doing to audit it.

And many of us, and California for example, we have some counties that are still polling place counties and others that are vote centers and some counties that count at the precinct level and many that bring their ballots back to just count centrally. All of your L&A testing has to be done differently depending on how you approach your ballot counting. So, I would see that L&A processes would have to be a substantial part of this effort that it sounds like you want to undertake with voluntary guidelines. And my mind is blowing up with how large the decks would have to be to be able to audit L&A for a jurisdiction that is counting at multiple vote centers. It is quite a deck to count all of those positions, especially in California where we have the randomness of how we set up our names on are ballots and so really just a thought.

>>RICKY HATCH: Just to put your mind at ease from a theory, a auditing theory perspective, okay - financial audit, the geek alert here. There are two types of tests with financial audit: there is a test of balances and a test of controls. The test of balances is I am going to take a sample, I'm going to okay, it says that you have \$1 million in revenue and that is made up of 5000 transactions and I'm going to select 1000 of those transactions and go back and see to make sure that they respond to a corresponding sales document or receipt or something like that. That is a test of balance.

And that is what the selection audit, well, that is what a hand count does, that is like a test of balance. Then you have a test of controls and a test of controls says whatever the balance is, I want to test the process and make sure that the controls are in place so that everything is being recorded properly. That is what a logic and accuracy test does. That is a test of controls and you are verifying that the system properly converts this into a digital image and then converts that into a machine-readable record or something like that. And you are doing those tests. The interesting thing is if you are testing balances, you need a larger testing size. If you are testing controls, you would be shocked at how small of a sample size can give you the comfort that the system is working properly. I am thinking if you are processing 100,000 ballots from a purely auditing standpoints, your test of controls of sample size may only be 200 ballots and that would give you significant knowledge that the controls are working properly. Now, your citizens are

probably not going to love that, they are going to want to see more. And it makes sense to do more just for that purpose alone. But, from a comfort level, the test of controls, it is also called the stop and go testing that can give you a lot of comfort with just a small number of transactions.

>>MONICA CHILDERS: That is a great transition and into our next question which is about talking with your stakeholders, particularly legislatures or if you are a local talking to your state about this. How have those interactions gone around audits? Do you feel like your stakeholders have what they need to understand what is out there in terms of auditing and what you already do and what you may do differently and the impact that may have on your process? I would love to hear from you about anything that your legislators are considering or how it has gone with your stakeholders, do they have what they need to make decisions on audits do you think?

>>SPEAKER: We are struggling in Wyoming because our statutes tell us how much like every candidate has a different number. And so for those of us who have split precincts like for Fremont County we had the largest amount with 1187 ballots or something and so many of them in the primary, many of the counties had to redo and I think there is only two that did not have to do redo their test and that started the theory of oh my God and the bad part of that is that the machine counted what it was supposed to count and so it was still a good test, but now it does not look like it.

But, they started looking at writing as being a candidate and now we actually have to hand in more ballots so you can get a different number which you know sounds really easy until you do it and then you are like wow. It takes more than three more ballots, but we are struggling with that and I hope that we don't get down to the overs and unders, because for some not running for a position you cannot get a over vote and if you are doing express votes you cannot get in over vote. So, hopefully they do not go down that level and I think what we are struggling with is that they seem to think that each one of the machines are different. But, it is that we are testing the USB program and how we program our election and how we can get that through their head that yes, we checked to make sure all of the machine work, but it is the programming and does it really have to be like 150 for this candidate and 300 for this candidate to make it look different? And we don't know how to fix that. The other thing they're pushing for is that even when you first get your first test deck back and you make sure it is all working, they want to be at all of those tests. Which does not make sense to us, because you're wanting to make sure that it is working that way, is there anybody that does have to do it for every little bit of testing that you do? Is that unique? Or is that something where they got the idea? I don't know, I am just telling you what we are struggling with.

>>MONICA CHILDERS: Those are great, I'm hearing technology challenges with the way it is printed because of your technology and communication is difficult to explain how things work and Lori I saw your hand up. Do you have an answer?

>>SPEAKER: I was just going to say like we do a pretest just in-house and we also do what we call a diagnostic testing of each piece of equipment and it is by the Secretary of State rule, those are not public meetings and it is just more of a security issue where we are still programming - we want to make sure that it is already to go and we do have a calculator like you are talking about where you plug and how many contests you have and how many



permutations that you can have and one that is completely filled in and that gives you the size of your test deck and that can eliminate some extra testing of too much testing, I guess. And it just makes for exhaustive testing, but we do not have the public in almost all pretests.

>>SPEAKER: Follow-up. So, I'm sorry - I don't think I ever said, Julie Freese from Wyoming. And I am just asking for anybody else, I think they think that we are setting up something fantastic that they need to see. Like they are missing something if they don't see us do the pretesting stuff. And so I am just - does anybody else have to do that? Out of any test that you do, because I would like to be able to say no, that is not the way that it works across the nation. I am seeing some hands. New York? Okay. Anybody else?

>>SPEAKER: Same in New York, every audit and every hand count and every test -

>>SPEAKER: Anybody else?

>>SPEAKER: Missouri, as well.

>>MONICA CHILDERS: It sounds like mostly we have a lot of public tests that are available, but as Lloyd pointed out some people are doing pretests to make sure it works before you invite the publican. Shane?

>>SPEAKER: I think that you have to embrace transparency. I mean that is critical to some people are going to have their conclusions and you are not going to change people's mind, but there are so many people willing to listen and learn and when they see you being transparent and open and buying into it, it may be a challenge, but that is critical to trust the election, because I think you embrace it and you invite it and then people have a greater faith in what you are doing and I think that is critical that we may see something that you don't want to do, but I encourage you that it is something that you absolutely do want to do. And this is Jane from Missouri, sorry.

>>SPEAKER: In the area of logic and accuracy and I'm sure that many of you have to do this, but we have found it to be really helpful that when we have observers come and observe our logic and accuracy we have a preprinted test deck and we run it through and show that the results are accurate and we then give them a blank ballot to say that you can mark this however you want and you can mark one or everybody and we will do that with a couple of people and then we run it through and again verify the totals. It is not a part of our official logic and accuracy audit, but we show that it introduces the randomness so they cannot come back and say well, you preprinted those and your printer is based in Venezuela and they are bought off by some congressman or something like that. And so if you introduce some randomness it does give them confidence that the L&A was not just a stage.

>>SPEAKER: That is a great point, Jennifer?

>>SPEAKER: So, in Texas the L&A, we do have a public portion and the hand count that we have, it is not a public test, but it is able to be washed by election observers and things like that. She asked about pretest and we do pretest and we don't have public there, but what I do want to say about the transparency is when we built our election office, we thought a lot about those things that did not have under the law public access and so we built everything with Windows and the things we do are done very transparently and we used a lot of live stream and places where they are not publicly accessible under the law and before I finish, I wanted to ask about hash validation and I don't like it when questions don't go answered and she wanted to understand how validation works -

>>SPEAKER: That is a great question and I don't know if we have time, but we are happy to talk about it out in the hallway. Basically it is a code that represents the software on your voting system and if any of that software is changed, the code can change and we have a very lovely training in our learning lab that describes this and uses the Mona Lisa as a piece of art and says if you were to forge this piece of art and change a little bit, what you see would change and that is the same way a hash code would work and so I encourage you to look at that in our learning lab portal and I encourage you to talk about it and you can ask Ricky about it, as well.

>>RICKY HATCH: The example I like to use it as well, it is a combination not just of the software, but also of the hardware. Like if you change the amount of RAM on your machine, that will change the hash validation. It is reproducible and like a digital fingerprint of your hardware, firmware and software. And that digital fingerprint was created as soon as that system verified and certified by the EAC and that number never changes and you can be anywhere in the world on any piece of equipment using with or without software and you can go in and re-create that hash validation number which is kind of like taking the dictionary and if one letter in the Oxford dictionary is changed, it would change the hash number and so it really is if there is any alteration whatsoever to your system, that is visible.

>>SPEAKER: It is just ensuring that you can say no alteration has been done from the certified version that I loaded on my system.

>>SPEAKER: All right, we have limited time left but I want to ask one more question which is about timing. Standards project is a big project as you all have correctly identified here and obviously if we embark on this we would want to be doing a very open and publicly available participatory process with all of you informing it, because you are the experts in this and we need your input on anything that we produce. So, is there an advantage in doing this quickly? Is there an advantage in taking a little bit more time with it? How do people feel about timeline? And is it something that would be useful to have for an upcoming federal cycle or something that you think you would not maybe be able to participate in until afterwards, we would love to hear your feedback. Anybody have thoughts, Ricky, what do you think?

>>RICKY HATCH: If we are doing standards we should take the same similar timeframe as when you are doing standards for certifying equipment. Because, it is a long term standard that will be set up and I think you want to take your time. So, I would recommend a thorough vetting and not paralysis by analysis. And not taking five years to get that done and really I can see us coming up in the year process I think we can get that done.

>>SPEAKER: Others? I see some heads nodding. Okay, thank you all. This has been a wonderful discussion and we have really gotten a lot of insight into the kinds of things that you all are thinking about and wanting us to think about technological considerations, communications with public and also stakeholders and figuring out exactly what an elections process should be auditing and where do we really need those checks and balances and maybe starting from that timeline perspective and even best practices on individual types of audit. So, thank you so much for this. We will be here all day and so if you have more thoughts as we continue, please come find us out in the hallway and you can talk to Ricky and you can talk to me or any of our commissioners about this, but we want to continue to hear your thoughts and so be thinking about this in the back of your head and if you come up with anything else, please send it to us. We are going to be continuing to think about this. Thank you so much and thank you Ricky!

>>SPEAKER: And thank you to Monica and Ricky for leading that discussion and I just have a couple quick announcements before we lead into a break. So, as we mentioned before the lunch break, the next part of the agenda is the group photo that will be from 2:15 PM which is about right now until 2:45 PM and so be back in this room at 2:45 PM. Along with the group photo, just a couple of notes, there is some logistical notes. First off, everybody has a name badge, please take that off and leave that at your seat so it does not reflect in the sunshine outside. Also I mentioned outside, we are going to be heading down to the first floor. And so group photo will be on the first floor outside of the Bohemian garden immediately adjacent to the building and there will be staff that is already stationed and they will help you with wayfinding and when you get off of the elevator, you will exit towards the restaurant. So, not towards the front desk but towards the restaurant. And then make sure also to bring your room keys with you so you can get back up to the fourth floor. So, just a note on that.

Also, one other side note. I did send out an email update to the Empire board as well with an update to the meeting packet that includes the executive order and the public comments received and so if you have not received that yet that should be in your email. And again we will start back here at 2:45 PM and so group photo and then you have until 2:45 PM to come back up and up to 4:05 PM we will be announcing the election results for the region two election and we are also going to try something on the fly with doing some demonstration of the civic Roundtable platform based on the feedback that we received during the discussion earlier and from breakout. So, we will try to make that work, but with that I will dismiss everybody for the group photo on the first floor outside of the restaurant and we will see you back at 2:45 PM. Thank you!

(BREAK)

>>SPEAKER: All right, it is about 2:45 PM and so if we could get everybody from the hallway back into the room, we will take another - okay, we are good and so we will have everybody take their seats and we will get started in just a second here. All right, so we have two quick announcements before our next panel. All right, thank you, everybody. We are going to do a couple - one quick announcement and one we are kind of going on the fly and we will see how it works. So, first off, I want to announce the election results from the region two, yes, thank you Carly from the region two executive committee collection, the final results are in and the executive committee members who were elected for region two were Julie Freese and Tracy Overstreet. So, congratulations Julie and Tracy! And as a note for both Julie and Tracy and for the rest of the executive committee who is here, we are going to be having an executive committee meeting at 4:30 PM and so immediately following this meeting we will have an executive committee meeting that will start at 4:30 PM and that will be in gallery two and I think that may be a room change from what I sent out originally.

Okay, so we have a few minutes before our learning lab presentation and we are going to take that time and go through the specific roundtable platform. So, we have heard a lot of folks talking about this yesterday during the breakouts and again during the panel and I felt like this would be a really good opportunity to do a quick walk-through and show you how you can use

this tool to support your regional meetings and then also we are going to try to take a quick look at the national community, as well. And so I will talk through this. This will be really brief and on-the-fly and I'm happy to answer any questions anytime today or anytime at all, I will talk at length about this for as much time as I'm given.

So, we will go for a quick demo here. So, I have got - we are going to do a video call on here just to show you how this will work for each of your regions if you want to use this platform.

So, right now Adam is logged into his home screen and you can see here that what Adam has up on the screen is really our view of the roundtable platform and so essentially our view is every community that is hosted by the EAC. So, in your homepage on your homepage you will see the name clearinghouse community which is the namespace with 1100 people, that is the first one there. And then where Adam was previously on the screen is the local leadership Council that has its own space where I have been putting the meeting minutes and information for this meeting there and some folks have been posting in there from local leadership Council as a whole. Then we have our five regional spaces and those are each individual spaces there, too. We do have a couple of other spaces available and we have a lot of flexibility with the spaces that we set up and we do have another community available for the executive committee and bylaws is available but not really in use and we can use this for standards boards similarly for other topics as needed.

So, right now I set up a demo in region five and so apologies to use you as a guinea pig, but here we go. So, Adam is going to join and so what I did is I started a meeting and Adam is going to join and I am already in the meeting. So, you will see me twice which is more than my liking, but that is fine.

Okay. Okay, I'm really hoping that Adam joins and it is not just my face. Okay. (CHUCKLE) Okay, Adam I can see you on my screen and I can see you down there, awesome. So, if we had multiple people joining it would work a lot like a zoom call and so you can turn your video on and off and off may be preferable sometimes, especially if I am on a giant screen. You can also record the meeting and so what is really nice is that the video recording stays in the platform and you also don't have to record which is a decision that you can make as a community. Same rules apply as far as use of the platform and federal platform and treating it like email and you can go into the nuts and bolts at a different time, but just a note that if this is something that it may be really useful and worthwhile to record your meeting so if folks cannot attend they can see what was discussed. Also, in addition to recording you can also - when you record a meeting, there is an automatic transcript that is compiled and there is on the backend there is an AI tool that roundtable uses to create summaries and find information on the platform. Those things stay within roundtable and it is not feeding any information to train an AI model at all, it is only staying within the platform, but it can be really helpful for doing things like creating a video transcript and then making a summary of that transcript. So, it can be really helpful depending on how long the meeting goes. So, Adam if you want to log out of the meeting we can for the folks how you can create an event. Once you log into your space, the events tab is right at the top of the screen there. And if you can navigate over to adding an event, anybody in the space

can do this and this does not have to be a community manager or anything. And you can just title your event and add the type of event when you click on event as opposed to notice, it gives you the option to add a roundtable video meeting. You can also email the link that that generates to somebody who is not in the platform. So, if you are - if your committee has technical issues they will still be able to join your meeting. They will not be able to access any of the documents are shared or the recording, but that can be very helpful. And also there are options and you also don't have to do this just for your committee meetings. You can do this if there is events that you just want to let people know about.

So, you to scroll all the way down to create an event, but we will not do that for the demo. And so I will close out of that.

And if you want to go back to the main space, the clearinghouse community. Okay, so the largest community and most active and the only one with a sticker bracket is the clearinghouse community and we have 1100 members in here and these are all state and local election officials and staff, all of your colleagues, staff, anyone who is basically an election professional can be in this space. We do that people as they come in and you can see that we have the first item in the feed which is welcoming new members and so we are growing all of the time. And we have a few things that I wanted to highlight here for our next sessions coming up just in a few minutes, you can see on the right hand side of the screen is the quick links item and the EAC learning lab. So, that is your direct link into the learning lab if you don't have an account you can sign up at that link and if you do have an account you don't have to bookmark it. You can just go right there. You have the Apple icon and you can just click on that and go into the learning lab to access the training content.

Other items that are in here, you have the feed which includes basically any updates and we have been posting quite a bit in here, not just a stickers - but a lot of stickers - and you can also see what other folks are talking about and so we have somebody posting about campaign-finance systems and (NAME) County Texas talking about carts and preferences on carts and of course we have got our announcements from the EAC in particular in big news last week which is the announcement of our clearing house board winners. And so it is a great way to ask questions to your colleagues across the country and also the local leadership Council community which is there for you to continue your discussions that you had here and your regional communities are also things that you can use to continue those discussions that you had in your breakout sessions as you go out into the field and throughout the rest of the year. So, we are really trying to use this as a tool that can make it so that you can have the conference expense as best as possible without the expense and time of having to travel and so having people communicate as much as possible.

One other thing if we go to the resources tab - one other thing that I want to highlight and so we do have some featured resources and those can change in and out. But, the thing that is new and that I want to highlight is under collections. So, here this is like a brand-new thing that we have added and a big shout out to a couple of our team members, particularly Ed who is here for the RFP that is listed here and we have 108 RFPs that you can access here and just get a

sense if you need a sample RFP for something that you are looking for and you can access them all in one place in this collection. And you can also use the search bar at the top of the screen to find anything in particular that you are looking for and so if there is something that is in this collection that is an RFP for a E polling system for example, you can search for that here and it will pop up. But, it is really nice you know you know I am getting live fact checked on the screen here let's see if anything comes up. Yes, look at that. Yes, we have things!

So, within the resources we are trying to make those collections things that are really useful like we have all of our resources in here and they are all findable in the search bar, but sometimes it is really nice to just have a curated list of just the right thing. So, that is what we are going for with collections with the poll worker resources and RFPs and other resources that we are trying to gather here. And here we can add everything that we need to which is a administrator who needs to add and very open to any thoughts or ideas or suggestions on this. So, if you have something that you would like to see that you do not see, let us know and it can be a feature request, collection, resource, any of that, I strongly encourage you to reach out to me, Adam, anybody on the team. We are more than happy to talk to folks about this and see what we can do to really make this customized to make this work for this group in particular and just election officials across the board. Yes?

>>SPEAKER: Can we also add RFPs like if we get a new one that we think would be helpful can we add them?

>>SPEAKER: Yes, that is a great question. I do not know if people can add directly to a collection, but you can add resources to the resource library. Yes.

>>SPEAKER: As a follow-up to that, the RFPs that are posted on their, are they current you know because I saw two Maryland ones and I know they are closed now, but you do not post them when they are open - do they get hosted when they are open and then anybody - I am just wondering -

>>SPEAKER: Yes, these are all past RFPs and not open for proposal but examples of so folks don't have to re-create the wheel. And yes, can you add something in a collection? She is admin - yes - okay, I will have to get back to your question if you can add something, but you definitely can - every time you add an attachment to something in the feed, that gets captured and becomes part of the resource library so when you share something whether it is a picture of your I voted sticker or a RFP about purchasing meal trays (SP?) or something like that, those are all resources that can be found later so you don't have to search your inbox and wonder where these things went and so it is all findable here. Yes?

>>SPEAKER: So, under the meetings and regions, can you make recurring meetings?

>>SPEAKER: Yes, I believe so.

>>SPEAKER: I just saw when he dropped it down, I was curious.

>>SPEAKER: Yes, we may have to add them individually and I don't know if you can just add a recurring one. But, that is definitely something that is a feature request that we can ask for and we can check on that.

>>SPEAKER: I am sorry I have another follow-up. So, you mentioned that you believe this program also has the ability for the virtual meetings, but you are playing around with it and trying to figure it out, does that happen?

>>SPEAKER: Yes, Adam and I joined a meeting on the platform and you can use this instead of zoom, so if you have a public account, you can use this platform and just meet on here. So, as members of the community you have access to that tool. All right, so I am going to - it is about 3 o'clock and I will try to transition here to get our next panelist up. And so we are going to welcome Kim Smith from our team back up here and we will be talking about the learning lab.

>>KIM SMITH: I will have our other panelists, Brian and Thomas, if you want to come up and bring your table tent. I do not have one here - I am sorry. Do I have to leave?

All right, last panel of the day! Are we happy or sad? Okay, I get it. It has been a good day. You are excited for me? Thank you. I am excited to talk about this. It is something that we are the EAC clearinghouse team have been working on for quite a while and that is election official training. And let's see, first, before I get into all of that, how many of you are planning to attend the ideas lab tomorrow? Okay. Please keep your name tag and bring that with you. I built a slide into the slideshow because I knew I would forget to do that and now it is on you to remember that. Please bring your nametags.

Okay, so for this last hour of the LLC meeting here, what are we going to be doing? I am going to give a brief 10 minute update on EAC clearinghouse team training efforts and then I am joined by Brian Sleeth, the director of the Warren County, Ohio elections and he is going to talk a little bit about Ohio and then I have promise Oliva, I knew I was going to say Olivia, from Hughes County, South Dakota to talk a little bit about training and what that looks like in South Dakota and also have Jennifer Doinoff from his County, Texas to talk about a training experience I guess that we very recently conducted in Texas for the County Association. So, with that we are going to have a conversation and I want to make sure that we invite all of you again and you have been participating throughout today and so we are going to have a conversation on sort of training and development and challenges that you see in your jurisdictions and any needs that you have. So, if at any point you have a question, a comment, please feel free and raise your hand and we will recognize you, but we want to encourage the whole group to participate and let us know sort of what it looks like out there for you on the election official training front.

All right, so for the clearinghouse training team efforts, it sort of falls into two buckets. We have our online training and in person. So, I will divide sort of my update into those two buckets starting with our learning lab. So, the EAC learning lab is our online platform that hosts all of our EAC training videos and when we were thinking about sort of getting into the election official training space, we really saw a need to have something that was really available on demand for election officials. So, everything in their is a prerecorded video that you can start, stop, come back to sort of whenever it works for you and however it fits into your schedule and there is a variety of topics. So, you can go in there and choose you know what you need or if it is somebody in your office who does a specific task and they need a specific kind of training, they can go in and just select that and watch it really at a time that works for them. And then the second piece we wanted to focus on was making something that is really accessible to all of us who are working in elections, right? So, just recognizing that a lot of people and a lot of

counties localities, it may only be the chief election official, the director, clerk, registrar who can pay and go and travel to training and so we wanted to create something that is available immediately and can be used to train full or part-time staff and really do something to try to bring the training to the localities.

And then the final thing focusing on sort of practical trainings, right? We recognize creating especially static training videos at the EAC we are really doing this from a 50 state perspective and that may seem really really hard to do, but by focusing on really foundational aspects of election administration, there is actually a lot that there is in common and a lot of best practices to highlight for an example of this, we have a standard operating procedures training and we obviously cannot tell everyone throughout the country what their standard operating procedure should be. So, what that training does is really try to assist election officials and how they can think about their procedures and how they can document whatever their procedure is to try to make that a really manageable process.

So, right now we have 25 different training videos available in the learning lab and I passed around, there should be a one pager at everyone's spot that sort of more fully lists all of the topics that are in their and there are several that are yet to come and I want to highlight particular Monica mentioned our hash verification training and that is like a under 15 minute training that goes through and tells you all about what hash verification training is and really a lot of the topic that are in their, we address those in particular, because we did hear feedback from the LLC and the standards Board in previous annual meetings that these were things that they thought the EAC could really address. And so we really are open to hearing what else we can do there if that would be useful to you all.

Let's see if this works - yes. I will have to hit play again. Okay, so this is just an example from our voting system, testing and certification, there it goes. All of our materials are covered in 20 minutes or less and at the outset of each one, we really set out some very clear learning objectives and just want everybody to know right when they're jumping in what we want them to be getting out of each one of our trainings. And again with that goal in mind to focus on this early foundational element, we are not looking to replace any existing training programs, but really want to provide something that can both be immediately available and supplement those existing trainings.

So, this is just a map of where our users are at right now. We soft launched the learning lab in September 2024 and we are going to be more aggressively getting the word out about it this summer when we are at elections conferences, but so far it is a pretty good geographic composition of users and we hope that it is something that you all can share, especially if there are election officials that do not necessarily get to go and travel to training just to be sure that this resource is available.

All right, and the second bucket are those in person trainings and so a lot of our in person training content is rooted in the learning lab in the trainings that whenever somebody asks us to come to a conference and do an in person training, we want to take advantage of the sort of



unique elements of being in person together, right? And so we build in a lot of interactive elements. We do not want to just stand up here and tell people about things. We want to get them applying concepts. And that is one of the highlights of our in person trainings. And then also, really taking advantage of the people who were in that room, right? Election officials are very collaborative and we know that in a room full of election officials, one of those, the best resources there are sort of each other, right? And we hear that all throughout the LLC meeting in talking to each other and a lot of our focus is in getting people to collaborate. And the final piece there again focuses on the practical. We want any election official to come to our trainings and be able to have some takeaways that they can go back and implement or use in their offices to kind of review their procedures so no matter the size or sort of the resource level of the jurisdiction, we want to make sure that we are doing things that can really practically be implemented once somebody goes back on.

And just to give kind of an example of one of the ways - this is how we have started our effective poll worker training. Just by asking the crowd you know how would you fill in these blanks, right? And so for some it may be a very humorous answer. I put in just to be nice I said that coworkers are hard-to-find and my love potlucks, I don't know about you, but election day was potluck today. And to jump in, that is just sort of one of our icebreakers and then really driving home sort of why we are there and why we care about poll worker training.

>>SPEAKER: (AWAY FROM MIC)

>>KIM SMITH: Okay, so that is just something we do in the real answers, you can fill them in on your feet if you want are really that coworkers are the base of our elections office and they may be the only human interaction a voter ever has with a presented if from your office that can be a little bit scary. And the fact that that can impact voter confidence and so it is really important that we give them all of the tools they need to really good poll worker training. And that is just one of the examples of how we kick off one of our in person trainings.

And this is from about the last nine or 10 months and where we have been and we have a lot of in person trainings planned for this summer and we are very excited to get out on the road and I am just one small piece of the clearinghouse team and so we hope to be able to you know turn this map and shade in a little bit more states here, but we are happy to talk with anybody about any upcoming conferences or anything like that, that is just my contact information, but there are several members of the clearinghouse team here and we are happy to talk about what may be useful for you all and hope that we can plan and engagement with you as well.

So, that is our learning lab EAC update and now I will turn it over to Brian and to be able to talk about Ohio 's training program.

>>BRIAN SLEETH: Hello everybody. So, our program, we have been doing it for about eight years and we were previously with the election center and there was no issue with the election center, but there was a significant cost for our members to be able to travel and we wanted to be able to bring something, some local content with the election center being offered and it was a national content and we wanted our membership that was asking for local issues which I will go over here in just a second. So, our program is called OREO, but we get a hard time about that and it is a continuing education program with the Ohio State election officials and Ohio

State University. We have - why have one? We cannot guarantee our members more money, better benefits or job seeker to but we can provide members with a world-class professional development program to make sure they perform their jobs at the highest level and have transfer level skills to enable them to move up the election administration process and the positions there in an office or moved in other offices.

So, how did we create the program? Again, what I mentioned earlier, we saw a need to provide professional development for our local election officials and we approached LSU, Morse school of Law to be able to begin the conversations and they already have large programs covering election law and we were looking at condensing that down and making it available to our members.

It took us about a year to get off the ground and our membership still, people still go to the election center, as well as I do. But, we also have a very large membership that is attending this program now. And again, we started in 2018 and it has taken off and I will talk about that in a minute and each class is three hours long and each class is taught by a OEIO team member and they basically tag team local profession that could be more relatable to what we all do instead of just a professor that has not necessarily been an election official and it helps. Students complete classes to become certified independently takes two years for certification to get this all done.

And so what kind of classes are taught? We have core classes that you have to complete first and that consists of voting equipment and ethics and audits and recounts an voter registration and these are just him of the highlights. We also offer elective classes each time. Money, politics, powerful, non-IT administrators which is one of the more popular classes you know because our Secretary of State issued a security directive that basically made everybody a cybersecurity expert overnight and that really helped. And we also offer a higher level class and public elections and redistricting. This will be in your handout, but if you want a complete class list it is on our educational website with OSU. And so right now this is a bit outdated and we do have 81 counties out of 88 that have participated in our programs and we have a very high participation rate. And over 750 current or former election officials have taken the class and we are up to 410 people that have graduated from our program and that again qualifies them to take our graduate classes.

We send out our Ohio State sends out evaluations and we maintain a 90% of content with the instructors every single training which is something that we are very proud of and students love the teachers because everybody knows each other in our program and it really blends everything together nicely.

Some takeaways and considerations. You must have dedicated staff to administer the program from both academic institution and the Association. We pay OSU very well and have had phenomenal programs as a result. Basically we charge and we raise the fee to \$115 now, but we usually get 100 people each class and we do cap at 100 and it is sold out everything will conference and I'm not sure I mentioned that earlier, but we offer, we have two conferences, we

have a state conference in the summertime and Association conference in the wintertime and we collaborate with the conference planners that have two in-person classes each conference and then two virtual which I will get into in a little bit.

So, can we generate around \$15,000 roughly for the classes and we are able to pay stipends to our teachers to give a little incentive. You absolutely need a partner in this. Again, partner with your academic institutions, again, that is where we went first with Ohio State. The state board of elections, Secretary of State, election center and others. You can look into private colleges, land grants and community colleges and look at how frequently you offer classes and where will they be offered and that is really the big thing, where can you fit 100 people? So, that is why we do this at our stake conference. And again how much are you going to charge and who is going to teach?

So, again we found the program to be tremendously successful, every dollar we have committed and every minute we have spent on the program is well worth it. We always look for ways to improve the program. Right now you know I should have mentioned that we have recently partnered with the election assistant commission and we just recently had them over to teach the chain of custody class which was almost 1 of our most popular classes and we have had requests to do a repeat class and we do get into a cycle where we can repeat classes every two years and so everybody gets a chance and all of our classes - and during COVID we switched to by zoom because everything was canceled and we tapped into a market that we did not know was out there. Our zoom classes have been extremely popular for Board of elections that cannot afford the travel expenses to put somebody in a hotel room, conference fees and so this is a really low cost alternative that has become quite a revenue source for us and again the revenue is about reinvesting that money back into our program and developing new classes and hopefully again we are going to partner with the EAC again in the future to hopefully teach some other classes. Our Executive Director, that is the contact information if you need anything at all you can contact him, myself if you need any more information on this. Thank you.

>>KIM SMITH: Thank you, Brian. Thomas?

>>THOMAS OLIVA: Do you want me to read the question?

>>KIM SMITH: If you want to tell us a little bit about what training looks like in South Dakota?

>>THOMAS OLIVA: Typically it is planned by the Secretary of State's office with our County Association. They often seek opinions of county officials when setting up the training and what topics to discuss and what would be most beneficial or needed prior to an election cycle. Typically the trainings are in person and that is what I find best and most helpful and sometimes they are a PowerPoint to handout a type of thing and they have a lot of very helpful information on Secretary of State website and we also do several zoom calls with as many County officials on board as we can prior to an election. And then I guess - well, that is the training and we will do challenges next and okay, I will stop!

>>KIM SMITH: Thank you! And Jennifer, I was hoping, can you talk a little bit about and you know one of the things that we are kind of interested in is really how you identify what kind of things to train on? And I know in Texas you all just recently did I think it was a little bit of an experiment in breaking apart between new and experienced election officials and so can you talk about that and how it is kind of influencing the direction that you were going in?

>>JENNIFER DOINOFF: Certainly. So, in Texas we have several training opportunities and we have the annual state training where we learn about election law and we have our midwinter conference similar to what I heard up here and excuse me, that is our stay Association and we do some training there and then recently in the past four years, our County organization, Texas Association of Counties created an election academy specific for Texas elections. And that is what Kim was talking about. I cochair that committee and the curriculum committee and the main thing we want to do with that Academy is more practical implementation of the election law and you know good practices at counties you know we hate to say best practices, because we all think that our practices are best, but just good practices that are happening that may be other counties can use for themselves and so Kim and her crew came and it is also - we do we do a WebEx training during the years we are doing presidential and gubernatorial elections and in person trainings on the odd years. So, we do both. And this year they attended and we did a breakout session because Texas has seen a tremendous amount of new election officials. Officials that have just come into the profession and they are not really - they have not even adopted best practices or good practices for their own use and they are really heavily leaning on peer to peer mentor ship and things like that to get up to speed before this next very busy election year that we are upon. And so Kim and her team came and they help with our 0 to 2 year group breakout and they came with some really good fun and engaging activities that I think broke the ice right off the bat, because that was our big challenge, how do you jump into something as complicated and complex as elections with new people and not scare them away in this day and time? And so they came in with some really good activities and you know it was very basic and they asked the question like what scares you the most or what is your biggest fear or something like that? And what is going good in your office and what is going bad? And it was a group discussion around the table and they were able to answer that on notepads and they did not feel like anybody was judging them or listening, but we did put them altogether and at the end we did pick our tables picked three things and then they presented on them which is one of those things that I really like about this training which is that it got people up and out of their shell and got them asking the right questions so that they can see that their questions were the most questions that people had in the room and everybody could get the answer.

So, we used that and we got a lot of really good feedback on that and we actually took all of those sticky note pad things afterwards and created our next sort of curriculum agenda. And it was very helpful for us and then I suggested that if you find yourself in that position where you have a lot of new officials and you're running some kind of training program to give them a call, because it was a good program.

>>KIM SMITH: Thank you, Jennifer. And I guess, if anybody in the group, one of the things that we have the list of topics that we have circulated and sort of how do you identify I guess for Thomas or Brian, how do you identify what the training needs are and how do you set like your core classes and what goes into that?

>>SPEAKER: Yes, you know when we sit down with OSU and we are first laying this out, we did a survey of our membership which was really helpful. And then you know we have all of those classes on a spreadsheet and so every time we are planning for the next classes we look at to see which classes have the participation that we can offer again for the newer members, because you know Ohio and you know I am sure it is everywhere, we have a high number of

election officials that are brand-new that have never even ran a presidential election and it was shocking how many people raised their hands in the room saying that this is the first presidential election and so we have a lot of new people here and we do look at those classes and we are developing them and try to cater some of them records brand-new people.

>>SPEAKER: And again, if there is anybody in the group, I know that we heard in the audit session about logic and accuracy testing and that is one that we have coming up in particular in the learning lab. But, are there any things in particular that either panelists or anybody out there that you think the EAC could really cover - anyone?

>>SPEAKER: I will say that we did have an audit session as well in the same Academy and it was very effective and it gave us a different perspective and if you are involved in your training or curriculum planning in your state, one thing that is the hardest thing to do is to keep it real, you know? With people and not get to where every time somebody comes to take a class that they are bored, because it is the same thing they see year after year after year and so that is a part of what we thought about when Kim's team came and we actually had a whole bunch of things that we had not thought of on a sticky note and so we are constantly trying to keep up with the needs of our election officials and what they are asking to know more about.

>>SPEAKER: I agree. Seeking feedback from everybody and you know much like what Brian was saying, a lot of new officials in our area and always trying to keep the program relevant and engaging and I guess my biggest gripe is when people say I don't want to go to conference you know it is always the same thing. I take away something everything the time no matter if I have sat on the same presentation 20 times, there's always something new that I retain. So, just being engaged and not thinking that you cannot learn anymore is really helpful.

>>SPEAKER: Yes, we do - it is a little shocking, we have a notice that our members are retaking the same classes, as well because the ethics class or whatever it is, next time we offer it it is not the same exact class, we are going off of the same materials and we do try to freshen up and redevelop each time. And one thing interesting that we do before most of each class, the professor at Ohio State has a live survey result that that they can post on the screen just to engage the room they asked how many years have you been engaged in elections and that helps them cater to the class and see how many new people are in class and then go from there.

>>KIM SMITH: And in Ohio you have had good success getting people to take the classes and there is obviously demand and - I mean it sounds like even the online sessions are as popular if not more popular than in person. So, you see the value in both of those things.

>>SPEAKER: Absolutely. Again we did not realize it was out there before the whole COVID thing and we are also seeing Ohio State is also offering outside of the program they are offering a low discount and it is called a maps class and it is just a basic skills class you know with computer skills or any of those types of basic skills classes they are offering at a very low cost of membership and you don't get credit for the program, but our members are just looking for education and just being a part of the program is one thing, but just getting this has been a big benefit.

>>KIM SMITH: Great. I guess moving onto some of the challenges, Thomas I guess I will start with you, what kind of challenges do you guys have their in South Dakota in getting your election officials trained?

>>THOMAS OLIVA: I think trying to coordinate and you know we have 66 counties in my state and trying to get everybody in attendance is always a challenge I am sure like everybody else. We are very rural and it makes travel kind of difficult at times for people and also depending on everybody's different role and you know one office may have other things going on compared to the other and so it is easier for one to show up. And then it is also hard to provide every county's unique circumstances. We have different precincts and personal challenges and offices set up etc. And that is the biggest challenge that I see.

>>KIM SMITH: Jennifer, you are obviously a very big state -

>>JENNIFER DOINOFF: You hit the nail on the head. The challenge in our state is that there is not one brush for the whole entire state. We have the majority of our counties that are very small counties, but most of the voters are in the very largest counties and so the focus tends to rely on those counties when it comes to training and making laws or anything else. Additionally, Texas has a couple of different ways that a person can run elections and some counties it is the clerk and then the tax assessor does a bit of registration. And in some counties the local commissioners have created a position, an election administrator position that does all of the duties of elections and that is an appointed position. So, the laws change depending on you know who is in charge of the elections in that county. And then also just the travel and the funding and all of the normal things.

>>KIM SMITH: Any questions from the group for any of the panelists or EAC questions? Dustin?

>>DUSTIN: New York has annual conferences as well and if we ask EAC to come, is not a whole day thing?

>>KIM SMITH: It is whatever fits your conference or training and so for example the training that we did in Ohio was one of the three hour classes. We did an in person engagement in South Dakota and we have done in other places where maybe it is a 30 or 40 minute chunk of part of a larger conference. Sometimes in a breakout and sometimes in a plenary. And we can really kind of tailor it to the needs of the state and what your program looks like.

>>DUSTIN: Okay, and what kind of topics - maybe we can take this off-line, but I guess I'm interested in knowing what you can bring so I can push it to my Association to say let's bring you in. You know what kind of topics in your share that would be a benefit? I know there is a million things.

>>KIM SMITH: There are several, and if you have the learning lab one page, there is several topics that have an asterisk and all of those things are things that we are covering in in-person trainings as well as in the learning lab. But, we are also more than happy to talk about you know any other needs or you know any unique topic that we can maybe assist with, too.

>>DUSTIN: That would be great, thank you.

>>KIM SMITH: Any other questions? Yes?

>>SPEAKER: So, just last week we started with the bipartisan policy Center to work on our training which by the way they are fantastic so far as I can see with getting us lined out and so we were trying to figure out buy-in from the clerks and so we wanted it to be somewhat mandatory that they do that, at least one person per county and we kind of talk about and we have dues and we said maybe the dues are X amount of dollars and your dues are reduced a little bit and so I am just wondering what the buy-in is and how you handle that.

>>SPEAKER: Ours is not required, the Secretary of State does have a minimum require -- requirement of ours and we can normally get that at conference, but our association training again is all voluntary. But, as you saw, we have a very high percentage or participation rate. We have recently raised the rates to put in reserves a little bit of money for counties that cannot afford it. And so we are looking at ways to get everybody involved and reaching out to counties that are not involved to find out why and what we can do, because it is a huge benefit. Our numbers match about what our state conference lacks in County participation, as well. So, there is just some rural small counties that participate in the process.

>>SPEAKER: It sounds like they have bragging rights. I mean they have certification from the University -

>>SPEAKER: And if I may, we do have some counties and they are back there and they have the goal to have all of our staff certified and then offers incentives and we have a big graduation conference when that happens and you know we have plaques and trophies and all of that stuff, but again I have heard some and I wish my board did give some incentives and you know you give a dollar amount raise once you get the certification and again that is pretty far, few in between and I have heard that happening which is wonderful that a board would invest in their employees like that.

>>SPEAKER: We don't have any incentives and the Secretary of State office does make it mandatory and neither does the Association, by the Association education committee does offer a continuing education certificate. A few years ago there was talk in our legislature that our local election officials were not educated and so it has been our goal as the auditor group to have 100% certification through our association in case that question comes up again and we can just say that this was voluntary and we are eager and we want to be educated.

>>SPEAKER: And I would just say a plug for the learning lab as well and especially for staff who cannot physically get to training or you cannot afford to pay for it. There is a record and they get a certificate at the end of that and if you are looking for may be how to advocate for your staff or to show that they are professionalizing as well, that that is something that comes out of the learning lab as well when they finish a training there. Any other questions?

I just have one more I think for each of you. Are there any sort of topics or resources or any needs that you see in your jurisdictions when it comes to training?

>>SPEAKER: (NAME) From Mississippi and I know everybody does this truly different, but we as Mississippi - Secretary of State actually oversees our election process, but we have an association where all of the election commission, State of Mississippi, we convene once a year as service president, my question is, how do you get EAC involved to come to you and if they come to you, our association has to pay or the state has to pay, how do you do that to get you there?

>>KIM SMITH: So, we do all of this for free. So, the learning lab itself is free and also when we come to you in person, that is also - we are free. And you can just talk to us. We can give you our contact information after this and we are more than happy to chat and see you know when your next conference is and see if we can work something out and see again, what topic is going to be most relevant to you? So, yes, we can chat after this if you want.

>>SPEAKER: And I would say do not be afraid if it is not something on their list to ask them, because these are all election officials and they know just what you are doing and maybe they have not thought of something that you do want to train on.

>>SPEAKER: And everything at the EAC is a ongoing effort and we really do want to hear any ideas that you have and make sure that we are being sort of responsive to whatever the needs are as far as you know what kind of topics to cover.

>>SPEAKER: I know this is relevant to the election officials, but I keep thinking back to our poll workers and I love what you are doing in Ohio and I commend you all. I am going to take this back to Kentucky and see if I can rattle some cages, because that is exactly what we need in our election official communities to make sure that we have people who are knowledgeable and have the support and to be able to carry out the elections. But, you know I think about a model similar to this for the poll workers that would be so valuable as well and you know we constantly - my staff you know we have 240,000 and this is Susan in Kentucky again, but we have 240,000 registered voters and about 1200 poll workers and it takes about 21 training times to be able to educate and go through all of our poll workers which is an exorbitant amount of time for our staff and it is all hands-on staff that does that. And we want so bad to come up with some way to be able to capture that and be able to give that to them in some way that is simple and you know the overtime I spend on my staff to do this is exorbitant, every election. Not just every year. And I applaud you all for your efforts on this. I really - I am excited.

>>SPEAKER: No, it is fine. The one time I should have made a form and I did not. There, there we go. It is not just me, Jennifer has said that Kim's team is not just Kim's team, it is the clearinghouse team and there are several of us to go out and about and we are more than happy to talk with you about anything that we can do to kind of serve you and you know I am the ADFO for the standards Board and I know what it is like to put on a big meeting and for you all to put on conferences and so if there is a way that we can assist you in doing that, we are more than happy to do that. And would be happy to hear from you if it is not something that we can do this summer, there is always you know 2026, elections just keep coming. So, any other questions from the group? Or comments? Let's see, how are we on time? We are doing pretty good. So, for the panelists, just any last word on sort of resource needs or anything that you can think of that would help sort of increased training in your jurisdictions or any sort of hurdles that you are experiencing that may be either the EAC or somebody on the LLC has any ideas that can help.

>>SPEAKER: I don't know if this is a EAC type of thing, it would be pretty hard by state, but this last legislative session there was over 40 bills related to elections. And I think a lot of our auditors, they may not keep up with legislative changes and especially this year with so many it would be nice to have something to go over some sort of a recap of what has changed. So, I think that could be very hard for you guys to do and so I will be pushing that to my Secretary of State administration, but I am really excited to take all of the information from the learning lab back to my association and fellow auditors. I did not know it existed and so I am very excited to see what it looks like and there is quite a bit there and I am very hopeful.

>>SPEAKER: So, I also really like Ohio 's training that they have come up with. I have already told Brian that I will be calling him to get some information on that so we can institute something, because it is nice to have something state focused in the challenges we have is



actually our legislators will not pass a bill for mandatory education. So, we are all eagerly out there trying to get as much as we can just to say that we have done it.

And you know funding for traveling and memberships and things to get to the different trainings.

>>SPEAKER: I agree, funding is a big thing and again, that is why we are looking at offering to help offset some of the cost to the counties.

>>SPEAKER: Any other questions, yes?

>>SPEAKER: Tracy Overstreet for Nebraska, this is a question for Brian. When you are looking for an academic partner, how did you shop around for that and were they eager from the beginning? Who did you meet with and how did you initiate those conversations?

>>BRIAN SLEETH: It was definitely not a competitive process, we went straight to Ohio State, because again they are so well known. They are in Columbus right where our statehouse is and so again we went to them and went to the director of their law program and the reason we chose the law program is because they already had classes built and they already had election law classes and we did not need a full semester of classes, we needed that pretty much dumbed it down to three hours, but those professors that we have all worked with were absolutely thrilled to be able to do this and actually OSU is now looking into an election official class for their students. We are working with them now to get some students that want to get to may be election official field a special semester just for them and for some in person trainings for them to come to the co-op and to our office and a job shadow and stuff like that, but I wish I could tell you it was hard, but for us it was a no-brainer with Ohio State and yes, they were great. There is a cost involved and you know we have to pay them to help develop classes and stuff, but again it was easy going with them because again they are taking content that is already there. Just you know - dumbing it down a little bit for us and again, we all need a semester or two of classes.

>>SPEAKER: I want to add as well I know when I was affiliated with the city clerk and with the state, we used our league of - well, it is Kentucky league of cities, but there is a different league of cities in each state and also County associations, too. I know that we had a person that went through this and we had a person training our clerks for years and they decided to step down and we actually did an RFP process and this has been years and years ago and we actually went through an RFP process in order to be able to facilitate and the Kentucky league of cities stepped up and now the training for the city clerk's across the state for over 600 city clerks is exceptionally - I mean it is just great, so if you don't have access to university such as Ohio State, we have University of Kentucky, but you can also look at that option as well and see if they would be willing to engage because they do training within the cities and counties do as well, so that is just another avenue.

>>KIM SMITH: Okay, any other comments or questions? Mr. Hovland?

>>BEN HOVLAND: A couple things that I wanted to flag, Tracy, on that point, I think the Ohio model is really a awesome one. I think the thing that seems the most unique to me about it is the paired teaching with a practitioner and a professor. I don't know that I have seen that in other places, but there is a lot of other great models that if you are looking at this you know we can connect you with other folks and I can see Ricky over there and think about what they are doing at Weaver state and you know there is a lot of versions around this, but I think that the Ohio piece of the connection is a big deal both to make it resonate and probably my guess is for

the practitioners you know I know Sherry teaches and I am sure you do Brian, but forces you to think about it in a different way and you know that buy in, I really like.

The other thing that I want to flag as we have thought about this learning lab you know it is really thinking about the people who do not get to come to these conferences have again you know whether that is the office is so small that you cannot get out and whether that is new people that you cannot afford to send out and so as you look through the learning lab and you think about that whether it is new people and actually I love the thought about commissioners for the states that are set up in a commission way that maybe are not as exposed to election administration, but probably have a lot of feedback for their election directors and you know as you look through this and you're thinking about it again, we have the 25 and we have a handful in the queue that are probably waiting and we have a stack of emails, but if there are things that you see that make sense and that way, this is absolutely a newer area for us, but one we really believe in and think that has a lot of value all across the country and would love to hear what you see as gaps or where you see opportunities for us to add value and so do really please take a look at the learning lab and share it with your colleagues and as you give feedback from them or as you have feedback, I would really love to hear that and think about what we can build out in this area. Thank you.

>>SPEAKER: Thank you, Commissioner Hovland. Any other thoughts, comments? Lori?

>>LORI: I really like the learning lab and I think it is great and I know how difficult it must be to you know have valuable trainings when we all do our elections differently and I think some trainings on how we can develop the curriculum and customize them in a online training or some simple platform that can possibly be free or using AI or something like that you know I think that may be helpful.

>>SPEAKER: Thank you. Any other comments or questions? All right. Thank you very much to our panelists and thank you all for the conversation, we really appreciate it.

>>SPEAKER: All right, big thank you again to Kim and panelists Brian and Thomas and Jennifer, really appreciate the conversation and for all of the great questions for the last panel. So, we now have some time for some closing remarks before we adjourn. So, with that I will - let's see, turn things over to Commissioner Hicks, I think? And yes, I can give the announcements now. Okay, we are going to do announcements first and then open it up. So, a few announcements before we wrap up. So, we have got a couple of things. First off if we have any 2024 Cleary winners in the room we will invite you up to the state and try to get pictures with the Commissioner and so again, anybody who is a 2024 Cleary winner, we will grab some pictures with the Commissioner before we wrap up here

And also for tomorrow, the ideas lab is starting tomorrow morning at 8:30 AM. So, I think most folks in here are registered for that event and registration for the event starts at 8 AM, but if you registered for this meeting you are already registered and you can be here at 8:30 AM at the start of the ideas lab and again breakfast is not provided tomorrow. There will be a snack time with break with a snack that will be taking place at 10:30 AM. And so halfway through the session, but that runs from 8:30 AM until 1 PM. So, that is during the ideas lab.

>>THOMAS HICKS: If you are going to attend, make sure that you bring your name badge, as well.

>>SPEAKER: Thank you for that reminder. We want to know - we are going to have the standard boards members joining us and they are going to be registering for the standards Board meeting for Thursday and we just want to make sure everybody knows who they are talking to and which board folks are from and which region.

Final announcement before closing comments, the executive committee again is executive committee is going to be meeting in gallery two. And that will take place at 4:30 PM. And if we wrap up a little bit before then, that is the time that we will start, 4:30 PM in gallery two for the executive committee and if you are not a member of the executive committee, you are welcome to stick around and watch if you want to, but if you have not had enough time I will not fall you. So, the executive committee again, 4:30 PM, gallery two, just across the hall. And then open it up for final comments -

>>THOMAS HICKS: I still have to do my remark and adjournment - so, folks. Two things or three things. One, the TTX cards, that came from somebody like you, a official that decided the EAC should be putting something together and therefore we put those together for folks to take and have particular situations that are going on in your state and there are no answers to those, because they vary by state. We are trying to think about doing a second version of those and so if you have ideas that you would like to have added to that, I believe that Hawaii had talked a little bit about I don't know what you want on the commission what you want to have brought up, but I know the Hawaii brought up a lava situation which I think is great. So, that is one thing and the other thing is if you are thinking of having the EAC come out to your conference, we have a request speaker form at EAC .gov and it will layout the criteria that you are looking for to come speak at if you want us to give a presentation and do a training and so forth, but it is not EAC.gov. That is one other thing.

The other piece is that I want to say thank you for your insightful discussions and feedback over the course of this annual meeting. When the four of us put together the LLC, we got a lot of pushback on this, but I believe that now it has shown its value in that we hear from you. Not just hearing from the states and others, but we are hearing from you directly. And I think that that is valuable and I think that that shows not only our commitment to you, but your commitment to the country and I think that we are striding very far with that. And so as members of the LLC, your leaders in your local communities recognized by your states. We hope that you think the LLC as an advisory board continues to be valuable to you and you will share your support with you our respective states and associations, leadership and elected officials.

We could not do this alone and so I want to say thank you to the EAC staff for our subject matter experts like Steve and Kim who were just up here. Travel, key medications, General Counsel, the IT teams who made this possible and when they wrote my remark they forgot to say thank you to the Executive Director and so thank you, as well. So, as I mentioned before, this is the first time that we are doing a joint LLC and standards Board meeting. Bringing together two large sports in particular I want to say thank you to Steve and Kim who serve as the alternative designated federal officer of the LLC and standards Board respectively.

This is all on top of their full-time jobs as senior election subject matter experts. And for most of you who do not know I would like to say thank you for Steve serving as the chief artificial intelligence officer at the EAC!

And I want to give a huge thank you to Carly for keeping us on time and running our meeting over these last few days. And as a reminder as Steve said earlier for those of you planning to attend the optional idea lab event tomorrow, the doors open for the ballroom at 8 AM, but we will kickoff at 8:30 AM. Finally, thank you to each and everyone of you for joining us and without you and your teams, none of this would be possible.

The last thing that I want to say is that if you had some sort of hand in this book, I have it as a huge honor for you to add your John Hancock to this, please.

So, with that, if there are any other members who would like to give some sort of closing remarks whether or not that is my fellow commissioners or members of the board itself? You will not get a survey asking how you felt about this and so this is your opportunity now. Nothing, nothing?

>>SPEAKER: I will just say, this is Commissioner McCormick. Thank you to all of our staff for doing such a great job putting this on. I know that this is never easy to run a big meeting, but thank you to all of you who have attended and gave so many great ideas and valuable feedback. We have been taking notes and you know we are here to serve you as I always say, assistant is our middle name. And that is what we are here to do, to serve you. And this is super valuable for us. I cannot thank you enough for taking time out of your schedule and I know this is not an election year, but some of you are running elections and it is a 24/7 365 job and so thank you so much for all of your hard work. I think that you all did such a great job with the last general election that we got lots of really good back and you did an amazing amazing job and so thank you for that. I think it made our whole election committee look really good. Especially given all of you know the crazy environment that we are in. And so thank you again for coming and for your feedback and it is just great to see everybody in person. Thank you.

>>SPEAKER: Julie.

>>JULIE FREESE: Julie, from Wyoming. So, on the heels of that, thank you to all of the staff, we are not used to having as election officials somebody take care of all of that. And you have great stuff that we just saw on the PowerPoint and I'm just double checking, is that all in our pocket of things? There is some great stuff that Monica did that I would love to have.

>>SPEAKER: That is a great point and I will be sure to get a copy of the slides out to everybody. I do not believe it is in the folder with the meeting packet, but we will make sure to get that out to everybody.

>>SPEAKER: That would be great, thank you.

>>THOMAS HICKS: Anybody else? Going, going - so, I will entertain a motion to adjourn the meeting. Those identifying themselves as moving - and second - all right. Go Commonwealth!

Is there any objection? It is so moved and seconded and this body adjourns the meeting and all those in favor say aye, all those opposed? And I will see you all next year!

>>SPEAKER: Thank you all so much, thank you! Anybody who want a 2024 Cleary award, please come up to the stage!

>>THOMAS HICKS: Donna, I have a list. Are we doing it up here?

>>SPEAKER: All right, thank you!