

US EAC Local Leadership Council 2026 Annual Meeting  
Rough Transcript

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>>SPEAKER: All right, good morning everybody! I am Carly Koppes, vice chair of the Council and I'm calling this 2026 meeting to order. I now turn it over to the EAC vice chair, Commissioner Christy McCormick, designated chair of the LLC.

>>CHRISTY McCORMICK: I would like to ask everyone to rise and recite the Pledge of Allegiance with me.

(MULTIPLE SPEAKERS)

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

>>SPEAKER: Good morning. I am so happy to be here once again with you and even more excited that I can do that as your designated federal officer. Just as all politics are local commissar elections. And you are the backbone of our electoral process. Every order, every new law and a task and every judicial ruling. And when you do your job really well, no one notices. Isn't it funny that you put in the long hours and sleepless nights in hopes that no one knows who you are? And it is a successful election if all of that scenario training ever makes it past the first page. I have to allow for little things to happen because no election is perfect. But, it is great when we don't make the headlines. Because, we all know

(AUDIO LOST)

is this not working? Okay. And there we go - wow. And that election enthusiast is sniffing around your office ready to critique you for taking that trip in the midst of election season. So, while enjoying your elegant rubber chicken sandwich later, allow yourself to smile knowing that you are going beyond the call of duty not only helping voters in your county, but throughout the country by sharing your ideas and collaborating on products that benefit people well beyond your jurisdiction 's borders. Because you are a local leader and

national leader, a international leader. Throughout the days ahead you will have the ability to discuss on election technology, the voting survey and many other issues. I and my fellow commissioners have traveled around the world observing elections and it is true that democracies around the world look to the United States as the gold standard. They as well need the answers on security, workers, training, public relations and they look to us for ideas and processes that may work for them as well. So, just as 250 years ago HR was turnaround a world, so too are the conversations had here this week. While our goal at the EAC is to make best practices for US elections to ensure they are safe, transparent, accessible and reliable, the reverberations are global. As there will be over 80 elections in democracies around the world in 2026. Our discussions here are just a guide. Please have a thousand more discussions with your colleagues during breaks, at dinner and even after our meetings. Keep encouraging and engaging with each other as we are stronger when we walk our path together. And the EAC is stronger because you are here and I want to say thank you again for all you do here and on the national stage not only for elections, but for each other. I am always learning something new when I listen to you as no two elections are conducted exactly the same way. And I also walk away encouraged that our elections are in very capable hands. This is what makes this meeting so valuable. Whatever this election season may hold, I know that we will successfully handle it together and are representative democracy will persevere for another 250 years because of you. So, thank you for being here. And I will pass it to, who is next? Chairman Hicks.

>>THOMAS HICKS: Welcome to Chicago, everyone. I want to say thank you for joining us and for your hard work and dedication. There has been a lot of uncertainty for the election community. The EAC itself and related to federal government engagement over the past year. We know that it has been tough planning and navigating the potential impacts and at this year will also be challenging. The EAC will continue to do our best to bridge connecting you with your fellow state and local election officials through meetings like this one and our FACA boards and our clearinghouse network as well as with other federal agencies like the FBI, Postal Service, Justice Department and homeland security. If you have suggestions or ideas for trainings and briefings, from the EAC or with our other federal agencies, please let us know.

For example, just last month we worked with the FBI Boston office to organize a briefing covering bomb threats targeting poll working stations and elections with over a thousand participants. The FBI has indicated that they are willing to do that briefing with us again later in the year. There has also been a concern and a top request from election officials. We want to be responsive and provide federal support where we can for the 2026 election cycle. So, we hope that you find the discussion and panels useful over the next two days. And we will be hearing from EAC staff and some of your fellow Board members and LLC members, we want to hear from you. We know many of you are in the midst to prepare for upcoming primaries and we greatly appreciate you taking the time to be here today. So, with that I will turn this over to Commissioner Hovland.

>>BEN HOVLAND: Thank you, Chairman Hicks. Good morning and it is great to see all of you. Great to have some conversations at breakfast already and again I want to echo the

sentiments of my colleagues to say thank you for taking the time out of your busy schedules. I am really excited to share some of the EAC's work and to hear from you all over the next couple of days. Our team, there are a lot of them here and they really do continue to do amazing work and we are looking forward to discussing that in our future efforts over the course of this meeting. Because it is a little rainy outside I'll share a little bit of rainy news which is that I do want to mention that this year our agency took a 15% funding cut this year and that many of our newer initiatives such as E step, the learning lab, the clearinghouse network, all of these were made possible because of budget increases that we have seen over the last several years. And we don't want to backslide and we don't want to lose progress. And what that means is that your feedback is that much more valuable peer we know many of you face perpetual funding challenges and the EAC has tried to provide resources, trainings and tools that can make your jobs easier or at least save you some time. And we are proud of what we have been able to accomplish at the EAC in the last several years and will continue to do our best. But, all of you in your contributions to our advisory Board providing insights and engaging with our programs are a part of the success. The feedback throughout the year helps us prioritize the work that is most valuable to you and all of the elections in the broader community. We appreciate the time and assistance in making our time and work better. Thank you for joining us and we are looking forward to the discussions and hearing from you and I hope that you will have a few nuggets to take home with you and with that I will turn it over to Commissioner Palmer.

>>DONALD PALMER: Thank you, Commissioner Hovland. Thank you for gathering in Chicago, I know it is a busy season. We want to be able to discuss the issues and challenges opportunities of how our localities can work together. For me and I know the EAC is invaluable. Literally invaluable to hear directly from you and what is on your mind. And the ideas that you each have to address our challenges. In addition to the responsibilities that you have in your jurisdiction, I am grateful for each and every one of you in the community as a former state official I know that we are in this together and we need a way to work through the problems and challenges we have this year. I am confident that you will remain focused on the mission. I hope today and tomorrow you will be able to develop its relationships with each other, lean into each other a little bit, walk away refreshed, energized and ready for this year's election. I will just say that this is a special profession. Whenever I go overseas to observe an election for example, I just came from one, very contentious, big and huge issues - you know the salt of the earth are the election officials that are running the elections in these countries. And the voters taking very seriously, as well. For all of the noise and political Hail Marys that take place there is a certain columnist on election day. And I think that you have a lot to be proud of as a salt of the earth here and bringing that to what otherwise could be very political and contentious and we don't bring that to the polling place. And that is why, I want agreement up here! And so thank you again for your service that you provide to each other into the EAC and with that I will turn it back to Commissioner McCormick.

>>CHRISTY McCORMICK: Thank you, Commissioner Palmer. Since we are in the Windy City

we are grateful to be joined today by the chairwoman of the Chicago Board of commissioners, now please help me welcome Marisel Hernandez for some remarks!

>>MARISEL HERNANDEZ: Good morning, everyone. My name is Marisel Hernandez and I am the chairwoman of the Chicago Board of election commissioners. A heartfelt welcome to our EAC commissioners, Chair Hicks, Ms. McCormick and Donald Palmer ending many election officials and experts present here. Thank you for making your way here to Chicago. You have a busy agenda over the next few days, but I hope that you find some time to enjoy our city. We also say thank you to all of your hard work and election authorities and the election process.

Building faith and trust in our country's elections at this moment is no easy task. The work, all of us put in to help election officials and poll workers across the United States is greatly appreciated. I know many of you here the same kind of joke people can make about how we only work twice a year. Funny, right? But, we all know that elections are a year-round job. They are ever-changing, always busy and reacting to new challenges in real time. Despite the challenges we all face together, our greatest obstacle may continue to be voter apathy and indifference. People feel burned out from politics, but

(AUDIO LOST)

we are here to help them know that it is essential needs right now. Our vote about what we want, what we need and what we expect. That is why I am proud to say Chicago continues to be a success story for expanding flexible ballot options for voters beyond just election day. In Chicago we serve over 1.5 million voters which is climbing every day thank you to our staff, our hundreds of nonprofits, churches and community organizations as well as estate initiatives like automatic voter registration. But, that also means that we have 1,000,000 and a half people ages 17 to over 100 who each have very different life schedules, different preferences and different experiences with voting. Improving options for all voters helps improve participation and proves to be both inclusive for voters and cost effective for budgets. We now routinely see over 50% of our cities voters choosing to vote early or cast a ballot through the mail. And half of our city continues to enjoy voting on election day. A habit that some people from Chicago are never going to break. We are proud to continue to expand early voting options for Chicago. We have over 50 sites, one in every ward throughout the city and on election day, these sites are open as vote centers. Each election day, over 10% of voters are choosing one of these voting centers sites which proves to be a convenient safety net for anyone who cannot make it to their precinct polling place. And more and more voters continue to choose vote by mail with many elections seeing 1/4 up to one third of our voters choose this method. We now have up to 150,000 Chicagoans registered for our permanent vote by mail roster and we expect thousands more to continue to sign up for this program. These voters are often the first to receive their ballots and at the first to return them. Me included. And we appreciate their efforts. And upwards of half of the voters are choosing to return their ballots in our secure drop boxes located all across the city.

This data has helped shape how we think about voting by mail in Chicago. And many of these voters are under the age of 55 and enjoy taking the extra time with their ballots in

their homes researching and feeling confident about their selections before dropping off their side ballot return envelope. Our cities election system helps ensure that no matter the voter preference or needs, we will be there to help that voter cast their ballot. In this last primary election on March 17, we saw the kind of election that we love to see. Better-than-average turnout for a primary, a safe and smooth the Democratic process and contests that were one with enough votes that the AP felt comfortable calling those races on election night. We also saw some interesting trends that we continue to see in Chicago including women out voting men by nearly 25%, a surge of voters under the age of 45 coming out on election day, over 90,000 Chicagoans aged 17 - 34 voting this year which is up from 62,000 for the last primary.

Now, I hope you will indulge me to take this opportunity to highlight some of our office 's successes. The Board now offers balloting options and resources in over 12 languages and hires and trains hundreds of bilingual election judges and early voting officials ahead of every cycle. This important work ensures that are polling places are welcoming and accommodating for all citizens, no matter what their preferred language is. We have worked to develop a new award-winning website and appreciate the EAC's guidelines which were very helpful and we are presently working to release a new mobile app for the voters smart phones. After years of hard work we now have only 15 precinct polling places out of a total of 883 polling places throughout the city that are not accessible. A new record for election day in Chicago. And we have achieved 100% accessibility for every one of our early voting sites across the city. We have seen the expansion of voting at our Cook County jail. And there were nearly 1200 voters casting a ballot from the jail over this past primary which was over 35% of the pretrial detainee population and higher than the citywide turnout we saw for the election. And finally, a good word about the next generation of voters in our city. I very proud to say that in each election we see between 1500 and 2000 high school students step up and serve as election judges presenting nearly one fourth of our entire poll worker workforce. This carries over into our primary and municipal elections usually when less people step up to serve as poll workers, so their hard work shines even brighter. The enthusiasm and professionalism of our student judges is well known and well appreciated across the city. Yet, as you all well know, none of these accomplishments are good statistics that come easy. It comes from the hard work of our staff that we appreciate tremendously. And that includes work with our community organizations. At the Board we focus on high schools, we are always at neighborhood events and we coordinate voting machine demonstrations and we speak at schools and colleges and we participate in partner events with community organizations like Chicago boats, League of Women Voters, Rainbow push, Bigfoot challenge and so many more.

I will leave you with just a few words about elections as we keep moving into the future. We know that many voters are feeling concern and feeling burned out and maybe losing faith in the democratic systems. But, they are also feeling fired up. They are stepping up to serve as poll workers, poll watchers and translators. And for all of the naysayers out there, there is many more people fighting back against apathy. Those people are in this room today, all of us working to ensure our democratic system stays strong and protected. I know that we

will continue to work together, to learn together, to bring our voting systems and procedures more fully into the 21st century. Eyes say thank you again for the commissioners coming to Chicago and I hope that you have a great time here, all of you for this annual meeting. Thank you.

>>SPEAKER: Thank you, Ms. Hernandez. I think Carly is making her way back up. Our newest member here! Would you like me to go ahead for you?

>>CARLY KOPPES: Thank you so very much. That was wonderful. I am served with all of us election nerds in the room we love hearing the staff and I was quickly typing them away. That was amazing that you know have one for the election judges being high schoolers, that is so wonderful. Such an awesome program. Now we will go ahead and have a report from the proxy committee. Myself, Lori, Ricky and Wesley, we have one proxy designation ended at is Nick Lima. The committee has reviewed the eligibility of the proxy for the one designee. Any objections to the proxy? No? All right, without objections, this proxy is accepted. As a reminder, a proxy is a lot for all business meetings added now, Julie are you ready for the rollcall?

>>SPEAKER: I hope not to butcher anybody's names and so I apologize and so Alabama, Andrea Lacroix? James Tatum? Alaska, Amanda McAuley? Jeffrey Congdon. Arizona, Raylene Richards, Scott Gerrit. Arkansas, Phyllis Rhynes, California, Donna Johnston. Ryan Ronco. Colorado, Carly Koppes. Lori Mitchell, Connecticut, Antoinette Spinelli. Matthew Katra. Delaware, David Gilefski, Doris Young. Florida, Mark Earley, Wesley Wilcox. Georgia, Charlotte Sosebee, (NAME) that last name - Idaho, Lori Colton. Illinois, Dawn gray? Indiana, Jessica Bailey. Shelley Septer. Iowa, Denise Beyer, Denise Bodie, Kansas, Jamie Shew and Reckitt Piepho and Kevin Mooney, Susan Lamb, Louisiana, Bridget Hannah? Steve Raybon. Kathleen Montag, Lisa Goodwin? Marilyn, Barry Jackson? Ruie Lavoie? Massachusetts, Danielle S, Mary Clark, Minnesota, Michael Stolberg, Michelle Blue, Van Lowery, Jane Schoeller, Bradley Seaman, Toni Kramer, Tracy Overstreet, Nevada, Jessica Aguiar-Koepke, Amy Burgans. New Hampshire, Sherry Farrell, Joan Dargie. New Jersey, Maureen Bugdon, Jonah M, New Mexico, Tanya Shelby, New York, Dustin Sarni, Eric K, North Carolina, Leigh Ann Price, Rachel Raper, Darlene Carpenter, Dawn Rhone. Ohio, Brian Sleeth, Sherry Poland. Oklahoma, Kelly Sander, Gwen Freeman. Oregon, Darren Robinson? Rochelle Long. Pennsylvania, Thad Long. Rhode Island, Nick Lima. South Dakota, Julie Bartlett. Thomas Oliva, Texas, Jennifer Doinoff, Shannon Lackey, Utah, Marquis Rally. Ricky Hatch, Vermont, Cher Haskins, Tracy Borst, Virginia, Angela - I'll just go with Turner. Mark Coakley, Skip Moore. Michelle Byers and Wisconsin, Elena Hilby. Wendy Christiansen, Wyoming Deborah Lee and Julie Freese. We have a 53 and 49 needed for quorum and you have quorum.

>>SPEAKER: Thank you, Julie. So, now I will administer the oath of office to local leadership Council members if you would please stand. Raise your right hand and repeat after me. I do solemnly swear or 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 and that I take this obligation freely without any mental reservation or purpose of evasion and that I will well and faithfully discharge the duties of the office upon which I am about to enter. So help me God. Thank you. I will now call for motions to adopt at the

meeting agenda and minutes from the previous LLC meeting.

>>SPEAKER: Wesley Wilcox, Florida.

>>SPEAKER: Wesley got in there!

>>SPEAKER: Second, Jennifer Doinoff, Texas.

>>SPEAKER: We have a motion and second. As a reminder you were sent the meeting minutes ahead of this meeting. Okay, I hear no objections, I now take a voice vote to adopt the agenda appeared all in favor say aye. The agenda is adopted and I now entertain a motion to adopt the previous meeting minutes as presented. Who is that? Ruie? And Charlotte, second? Any objections? No objections, it is moved and second, this body adopt the minutes and I now take a voice vote. All in favor say aye. The minutes are adopted. So, now I'm going to welcome the associate counsel who will give a FACA overview. And so Seton?

>>SETON PARSONS: Good morning. My name is Seton Parsons and I'll provide a overview of the EAC advisory boards and requirements of membership under the Federal advisory committee act. Because there are some new members here today we wanted to begin with a overview of our advisory boards before outlining the roles and responsibilities associated with membership under the Federal advisory committee act. So, these are the four boards that advised the EAC. We have the technical guidelines development committee or TDGC, the standards Board, Board of advisors and of course the local leadership Council. I will provide a overview of each of our boards before we dive into the requirements of committee membership.

The TGDC specifically has a role in the development of the voluntary voting system guidelines. The members include individuals from our standards Board and our Board of advisors as well as external entities like the access Board and a technical experts among others. The standards Board consists of 110 members, 55 state election officials selected by their respective chief state election officials and 55 local election officials selected through a process supervised by each state she's -- chief election official. -- I can see here that we have to get back - here we are at the Board of advisors, the Board of advisors is a fully representative appointment Board and the membership is selected by members of Congress, external organizations and other advisory boards. The Board of advisors provides recommendations to the EAC through the review of the voluntary voting system guidelines as well as on best practices and other documents that the EAC presents to the board. And that brings us to everyone here today. The local leadership Council is the EAC's only discretionary advisory Board meeting that it is not required by HAVA. Based on congressional feedback, the EAC created the LLC in 2021 to receive more direct advice specifically from local election officials. The LLC is comprised of two election officials with experiences serving in leadership in local election official professional associations. Your role is to provide guidance and advice to the EAC on a variety of topics related to the administration of elections for federal office.

That is a overview of the EAC boards. These are the applicable laws that regulate Board activities. Involvement and participation in the EAC advisory boards are primarily governed by the Federal advisory committee act and the government and sunshine act. Records

produced in the course of advisory committee business are also subject to the freedom of information act and the privacy act. So, now we will turn to an overview of your responsibilities as an advisory Board member. Generally, the Board members main responsibility is to participate in meetings and submit nonbinding advice and recommendations to the EAC. The Board must follow the EAC approved charter as well as the relevant laws I mentioned in the last slide like the Federal advisory committee act. You must conduct yourself with integrity and you must not trade upon your position as a member of the EAC advisory Board for your own personal benefit. You must not use your role as a representative of the Board to promote yourself or any product, services or private parties. The law requires that any permissible direct communications with Congress in your official capacity as a Board member to be made only through the official channels of the EAC. These restrictions do not prohibit you from lobbying members of Congress or state legislatures on your own time or in your personal capacity. If you lobby Congress or your state legislature in your personal capacity and the issue is related to EAC advisory Board business you should make clear that you are not representing a EAC advisory Board and not acting in your official capacity as a advisory Board member. This is likely the most important slide that I'll share with you. If you have any questions about the lobbying restrictions that apply to your membership on the LLC, do not hesitate to contact the EAC office of General Counsel so that we can provide you with any clarifying information that you may need. The next thing I want to share is a overview of subcommittees. Example of a advisory Board subcommittee are working groups, subgroups or a task force. But, the important thing to remember about subcommittees is that a clear reporting structure is essential. Subcommittees find these findings to the advisory Board in this case the LLC which then advises the Election Assistance Commission. That means the work produced by the subcommittee flows through the advisory Board itself. The subcommittee does not provide recommendations directly to the EAC. FACA assumes the advice will be chartered and operate under the rules. However subcommittees report to the charter committee, not to the agency itself. Therefore, most of the rules do not apply to subcommittees. Subcommittees that report directly to a designated federal officer would need to be chartered. There is no requirement for subcommittee meetings to be announced in the Federal Register nor is it necessary to allow public access at subcommittee meetings. Designated federal officers and alternate designated federal officers may attend subcommittee meetings and subcommittee meetings must be made public if advice is given directly to the EAC. This concludes my presentation today. Thank you for your time and especially for your participation as a member of the LLC. If you have any questions regarding the requirements of your membership, please do not hesitate to contact the office of General Counsel at [OGC@EAC.gov](mailto:OGC@EAC.gov). And that is monitored by Camden Kelliher as well as Andrew S and myself. And with that I will turn it over to Brianna Schletz, executive director of the EAC for a agency update.

>>BRIANNA SCHLETZ: Good morning, I am Brianna, the EAC Executive Director.

>>SPEAKER: And good morning I am Camden Kelliher, General Counsel.

>>BRIANNA SCHLETZ: I just want to echo the commissioners and I want to say thank you

for taking time out of your busy schedules to be here and advise the EAC. Our mission outlined in HAVA cannot be done without your counsel. We appreciate you being here and contribute to our products and events result in improvements that help assist in critical jobs that you do. Some of you know and there are some new faces and I encourage you to participate while you are here and also to find either myself or any of the EAC staff if you have questions, if you have feedback for us, if you have concerns. Really we are trying to get as much as we can out of this meeting and I want you to know that you can always reach out to us whether it is here or after the meeting and I'm sitting in the front and I have a stack of business cards and please feel free to take one and even if a question is small or big or whatever I am happy to track down an answer for you if I don't know. So, please do not hesitate to reach out. So, when the Board met last year there was a lot of uncertainty and today I am thrilled to have the opportunity to report on the exceptional work of the agency. Since we last met. We have spent a lot of time working internally to respond to data call request and to defend our spending and to ensure that policies are updated in accordance with the new guidance that was coming out and implementing AI into our operations and streamlining our processes to be more effective. Essentially so that we can do more with less. Today I am excited to share some of the outward facing accomplishments that impact each of you. So, on this slide some of our accomplishments related to technology, we have continued to focus our attention on improving technology and last year was a historic one as the EAC certified the first systems to VVSG 2.0. We also have systems under testing with VVSG 2.0 and this is really with continued progress to see the next generation of voting systems and polling locations in the future. In addition our team completed the transition for some of the VVSG from 1.022.0 and had credential renewals. We have also been expanding our research under the election technology program or ESTEP and we have exciting progress paid we now have two electronic poll books and we are wrapping up or completed a pilot for electronic ballot delivery systems and we expect the results of that pilot very soon. For the voter registration systems we have developed a draft of voluntary standards and are currently in the early stages of conducting a pilot. This pilot is testing commercial and state registration systems for conformance with security standards and we are really excited about learning the results from that. Related to election night systems we have two project update on Board one is that we contracted for research on a security testing framework using a election night reporting system as kind of a proof of concept. We are hoping that this research is going to provide information on systems that are connected to the Internet and provide risk mitigation strategies that can be applied to other web-based technologies. Including voter registration systems. We expect results from that before the end of the calendar year. Additionally on ENR we have internal research and we are revisiting the standards right now. We currently hope to do a pilot before the end of the calendar year similar to other technologies. I cannot see the screen from here and so I apologies check if I'm on the right slide. The field services team is responsible for quality monitoring within the testing and certification program and in 2025 our staff provided support for 48 passionate verifications. I just want to offer that the team is available to help your state or jurisdiction.

They work directly with you to determine the scope of the project so you do have input into what that looks like. The results we write up in a report that you would have the opportunity to comment on before publication and I do have one of the examples up on the screen. The report also comes with a one-page summary which we have found to be a really good communication tool. Several of the completed projects have resulted in positive local media news stories covering it because it highlights some of the great work that is already happening and provides another level of voter confidence. If this is something that you think you may be interested in, please do not hesitate to reach out. I have the contact information on the screen, but it is field services at EAC.gov. And you can always check to see more details, but we have found it to be really productive and a helpful communication tool. All right, we also work with NIST to develop VVSG standards and we are continuing to work with that. Additionally, in January 2026 the EAC published a notice of clarification establishing a end-of-life certification review and rescission policy. This is essentially a list of certified - to make sure that the list of certified voting systems reflect what is actually supported and being used. When a system is no longer deployed we will document the end-of-life status and then remove it from that active certified list. We do this as a administrative step so it does not invalidate any prior certification but rather just to keep the list of current systems current. So, the voting system manufacturers provided the EAC with a list of systems that are no longer in use. And we want to check with election officials and make sure the list is accurate and last week EAC posted a proposed list of end-of-life systems into the Federal Register and this is to get feedback from you and other official to make sure that those systems are in fact not in use. So, please take a look at that if you have not already and if there is any feedback you can contact John Panek who will be presenting later today or find any EAC staff and we can get you in touch. Before moving onto our training program I want to highlight how impressive the volume of work is from the technology team. Our full technology team for testing and certification, ESTEP and field services is 10 people. A year ago we were getting the question a lot of what is going to happen when all of the manufacturers submit 2.0 systems and how you will deal with that level of demand. I am very happy to report that we spent last year prostrating our team so that everyone attesting is able to assist with different campaigns. So, there is a lead from the testing and certification team assigned to each project and we have support from our other technology staff. And this model has really allowed us to keep up with the demand. I do want to say that we are happy that we are currently hiring for two more testing and certification team members and we hope that that will help us keep up with demand and also allow us to do some of the manufacturer audits that we had to put off from last year. We really do understand the importance of this program and how it impacts you and we have tried to tighten up our processes and really are striving to improve everywhere we can. All right, moving onto training. So, we have continued to expand our in person and learning lab training. We have reached nearly every state and territory and there are some stats on the slide. We have trained over 3400 officials across 23 events in fiscal year 25. Our learning lab now has 32 training courses in seven categories and those categories and training that we are offering are really influenced by what we hear at the Board meetings

and then also just from colleagues expressing need for certain different areas of training. In 2026 we also conducted live training so far in Montana and New Jersey with 325 election officials at those events. And we have I think five more planned in the near future. So, I just wanted to put a reminder out there that our training is free, both the online and in person. So, please take advantage of that. We have a menu of training options which I think is at the front desk. Kristen is nodding and so yes. Please check out the menu and we have some structure trainings and we can also adapt to what you need. If there is something that we are not offering that you would like to see we can write you pivot and make that happen for you.

As far as the learning lab we recently had somebody share and I'll not say any names, but they went to look at the online training courses for the first time and wish they had done that sooner. There is a lot of great content available on the platform and it allows you to print a certificate of completion. So, please check it out and give us feedback. If there is something missing or if there is something that you want to see more of, we are happy to take the input and try to make that happen.

All right, so the clearinghouse community. This is EAC's network for election officials across the country to kind of come together and have an opportunity to ask questions and share resources. In 2025 the community added 685 new users which was a 90% rate for us and just counting the locals, we served 102 million voters or 58% of the voters in the United States and so pretty impressive what the community has grown to and encourage you to check it out. The goal with the network is really to connect election official so you can get quick answers to important questions and I think that we have seen that happening a lot. There is a few quotes on this slide, but again please share if this is useful for you.

Unfortunately as Commissioner Hovland eluded to, our budget was cut this year and so I am going to talk a little bit more about what the impact will be later.

We are constantly assessing what we can keep and what we need to cut and if we know something is useful to you that helps us with those difficult decisions and so feedback good or bad is really useful for us.

All right, our team does continue to produce new resources for election officials. This year we added 20 new materials in different categories and I think some of them are listed on the slide. We also distributed more than 3500 election scenarios test decks or the TTX decks and included for natural disasters and poll workers and that was at the request for our Poll workers. If you don't have one, please grab one, we have them here and we can also ship them directly to your office and so either option is available. HAVA grants. So, in 2025 we distribute it \$50 million in HAVA election security grants. And 45 million was appropriated in fiscal year 26. As you know the team has made those funds available and offered training on the process. Additionally the team is really trying to do more outreach and we have done 50 different training sessions on grant management and eight on-site visits last year. Our team is available to support you or your grant teams. And Ms. Garza is available this week as well and happy to answer any questions that you may have.

All right, so for EAVES. This report is the most comprehensive on election administration, but it is not possible without the data that we get from each of you. In 2025 we published

the 11th survey and had a 100% success rate and we have seen it cited in over 70 publications and we also developed to have our state one page and if you have not seen those, that provides comprehensive data by state on what is reported through the EAVS. We also now have a EAVS interactive which is a tool that allows you to basically collect data on different data points and then also find similar jurisdictions to your own in order to get detailed data on any of the things that EAVS covers. So, we have a blog post that details how to use that tool and if you have not checked that out, please do. I also want to say thank you that we understand that EAVS is not easy to fill out and we have heard that that is a major pain point and we have been listening and I think later today you'll hear a little bit more about some of the changes that are coming for EAVS in 2026. That is not right - I may have been on the wrong slide, sorry. So, this slide has three of the recent reports that we are published in addition to the EAVS we also do research on other topics. Again most of the topic ideas come from these meetings. So if there is something that you would like more research on, please let us know. The three that I've highlighted up there are on election recruiter, training, retention and evaluation. Measuring the impact of the recent grant audits and the history, evolution and future direction of their EAVS. All right, this slide highlights the outreach that we are really focused on this year. In 2025 we dedicated a lot of our time and resources to outreach with congressional staff and with OMB and also election officials across the nation. There were 100 visits and they travel to 40 states and three US territory to better understand how EAC can serve the needs of election officials. The commission has also met with election officials and 11 foreign country to highlight election administration best practices from the United States and further learn how elections are conducted abroad which Commissioner McCormick spoke a little bit about. EAC also hosted 22 events in nine states including Guam and the District of Columbia. And some of those included the regional meetings that we have gotten a really positive feedback on and I think people have told us that those have been very helpful in connecting and providing that connection. This slide, a detail summation of our media outreach and highlighting over 30,000 newsletter subscribers that we have and 4000 election official newsletter subscribers including our press mentions and also press releases. So, looking forward. We were able to achieve a lot in challenging circumstances last year. We are working really hard to continue that progress into pulley 26, but I do want to reiterate that we are facing a significant budget cut for this fiscal year and operating with fewer staff then we have had at this time last year. Our budget in fiscal year 26 is 23.8 million which 1.5 million goes directly to NIST. For comparison in 2025 our budget was 27.72 million and so we are operating with approximately a 15% decrease. And with a budget as well as our and I know small is relative because as a federal agency we are very small, but even that reduction has a really large impact on us and so for staff we reduced our headcount by over 10% and we are also having to make a lot of difficult decisions to make sure that we can meet our mandate and that still be responsive to the needs of election officials. For transparency I just want to be upfront about some of the areas that we are looking at potentially looking at reductions. One of the main ones is contracting for special research projects. We are going to try to move as many of those as we can in-

house, but the reality is that we are probably not going to be able to do as many of those as we have been able to in the past. We are also watching travel very closely. We like to say yes to every single training request, but as we get to the end of the fiscal year that is something that may suffer. And then also just noting that any of the regional meetings this year will likely have to be virtual. I just want to state that the agency is always working to be good stewards of taxpayer funds. We continue and will do our best to try to provide resources to you in the format that you need them. But, we do want to be upfront about the challenges that we are facing and we want your impact - your input on where we should be directing resources to provide the most value for you. We have been able to backfill some critical positions, but we are still under resourced in areas and these discussions help us to make those decisions. All right, a little bit more lighthearted topic. So, for those of you that were at last year's Board meetings we have facilitated a session in between the meetings that brought together 81 federal advisory Board members to develop ideas and we call this the ideas lab. The aim of it was really to find solutions for challenges in election administration. Participants generated 230 different challenges that face election administration and then we narrowed it down to 53 high priority areas which you can see on the graphic on the left. Those fit into nine areas that are listed on the right-hand side of the slide. And it teams were formed to create 16 big ideas for improving election administration. I believe that we shared that out with all of the LLC members, but I wanted to give you a little bit of a peak into what we were doing with the data from the EAC side. And so I have an example appear, but we did is we took the 53 high priority issues and put them into a tracker and these were done using statements like wouldn't it be great if - so, those are all in a tracker and we said hey, what resources do we have available that address those issues and what can we do in the future? We revisit that frequently to make sure that we are on track with what you need. And I have an example right here related to technology. So, the feedback from the ideas lab was wouldn't it be great if election officials leveraged AI effectively by showing practical use cases with each other? And so what has EAC done to try to respond to that? We have toolkits and resources online, but we all just in March issued a new report and it is called AI in action and it is included in that. It is case studies from folks like you on how election officials are successfully using AI including considerations and some of the lessons learned along the way. One of the senior subject matter expert Steve D gave a AI presentation at the meeting yesterday for region four and it included kind of how to get started and some of the differences and so what is the difference between a corporate account and why you don't want your staff using you know the free accounts and another to just for basically using AI responsibly in your office. So, in the future we really do hope to expand on that and the efforts in AI. Some of the ways that we are also doing that is piloting AI answers and at the clearinghouse community and that is something that you can get into if you would like and we also hope to deploy a AI agent on the EAC website before the end of the fiscal year to make finding things on our website easier which I know that we have heard sometimes is a challenge. So, we are trying to use AI anywhere we can to help you and also help you finding our information. So, if I go back a slide, quickly - I will try - so, there are 17 challenges identified in communication. Today we

have sessions with our communications director, Kristen Muthig to help address communication challenges in elections and the next largest category was staffing and we have Ed Golembiewski and he will have a session cover the work on workforce development and kind of what our approach moving forward and what we hope it to be and also getting input from you on what you would like to see in that area, as well. Okay, so our 2025 annual report includes many of the highlights that I have been talking about. If you have not taken a look at it I encourage you to do so, but also starting last year with the 2024 annual report we also began including recommendations to Congress and this year we included eight recommendations. They are on the slides and I'll not read all of them, but I do want to highlight a couple of that because they directly address some of the challenges that you identified in the ideas lab. Some of these things are not things that we can easily fix on our own and some of them really are just not things that we can fix holistically without additional funding. So, I want to point out what we are doing in order to shine a light on some of those challenges. So, recommendations is to fund the EAC to improve voter registration system accuracy and interoperability. This was one of the issues that was identified during the issues session and we recognize that this is a challenge. There are two projects that I will highlight that we are working on right now to hopefully help with this and one is to understand the cost of voter list maintenance that states and jurisdictions bear including identifying deficiencies for more easily exchanging information across states and the second project is to design a study looking at ways to improve response rates of voter notifications and so we have two ongoing things which we know are a piece of it, but we acknowledge that tackling the issue would require dedicated resources and that is why the ask is included or the recommendation is included in the annual report. Similarly, recommendation three is on the training program. We have heard really positive feedback and we are finishing some of the content that we are paid for with last year's funds. But, for this fiscal year we have paid for the platform, but not for any new content to be created. And so again we want to keep the program going and we would like to expand it and keep adding new areas, but without more dedicated funding that will be a challenge for us. Here are the remaining recommendations. Number four is to amend HAVA to include CMI which we recommended in 2024, as well. Numbers five and six are challenges that were also directly related to the funding issues that were identified in the ideas lab. Number five is about identifying the cost structure and rising costs around elections and number six, we did complete some research on what VVSG 2.0 equipment will cost and that report should be available very soon and supports to ensure funds are available for states and territories to procure new systems. Just want to highlight that we are doing everything we can with our voice to make sure that this is known.

All right - sorry - these are not supposed to be in that presentation. So, I hope that this presentation has demonstrated the work that we do is really guided by what we hear from you. Our advisory Board members and at our meetings last year during the regional meeting readouts, one Regent requested a in person meeting to collaborate and had floated the idea of a video demonstrating who election officials are and the work that election officials do. So, I would like to close with a huge thank you to each of you for what

you do everyday. We know that it is not easy and we hope that we are able to help. This video was a result of that request last year and I would like to play this. Hold on - we tested this earlier and it worked, so -

While we fix the technical difficulties I am happy to take any questions that you may have for myself or Camden.

>>SPEAKER: Which poll book - did you say that there are two systems?

>>BRIANNA SCHLETZ: There are two and I will put Jon the spot. Version 3.6 and 4.2.

>>SHERRY FARRELL: Sherry Farrell, from the great state of New Hampshire. Even though we cannot hear this. It is exactly what we need. And that the greater good needs and understanding of the responsibilities that all of us take on. So, whether we hear it or not, the point was made and it is exceptional.

>>BRIANNA SCHLETZ: Thank you.

>>SPEAKER: Hello, Maureen Bugdon, New Jersey. I wanted to congratulate you on the learning lab. I think it is exceptional and the training that is available. My one question would be that we are going to be using that back in New Jersey, because training is so unavailable, much of the time, particularly understaffed, but we are doing it as a team virtually and is there a way that we can get the certificates available when we submit the names as opposed to everybody on their own laptops?

>>BRIANNA SCHLETZ: I would think so, but I am looking at Sarah and Kammi in the back of the room and they are nodding. So yes.

>>SPEAKER: Thank you.

>>BRIANNA SCHLETZ: Kristen, would you like to do the photo and then we can come back and watch it, would you like to announce?

>>KRISTEN MUTHIG: I will. Thank you. Thank you for the presentation. We are now going to take a 30 minute break if that is okay. Since we are working on the video. Is that good? So, we will just have all of the LLC members for the photo so everybody has a quick minute to fix your hair and fix your makeup and fix your teeth, I don't know - and then we will be meeting just straight in the back of the room and so where you see the public chairs are, they're going to move those out of the way and that is where we will go to take a group photo. And then we will get back here quickly to get to the next presentation. Thank you, everybody! We will do the photo at 10:22 AM!

>>SPEAKER: Hello everyone, yes, all members please go back to the room and if you can take off your name tag first, that would be great, thank you so much. R

>>SPEAKER: Hello everyone we are going to try to get started in just a second to stay on schedule and so if you can please take your seats I would appreciate it! Hello everyone, just since we were having some technical difficulties I will start with the video that Brianna mentioned earlier to kick things off and then we will transition into the communications presentation.

>>SPEAKER: Every decision that we make and every procedure and everything that we are doing is really based on keeping the integrity of the election.

>>SPEAKER: I think the most important thing people need to understand about the integrity of the election process is that there are so many checks and balances in what we

do.

>>>SPEAKER: How much integrity particularly on the local level and how hard we work behind scenes is insane. They see us on election day.

>>>SPEAKER: You have to be passionate about this job. You cannot just show up to work every day and treat it like a casual 9-to-5 office job, because it is not.

>>>SPEAKER: People who run elections across the country are all the same and we are one job to do and that is to make sure elections are run safely and securely and with integrity.

>>>SPEAKER: It has been the honor of my life to be a elections commission and to safeguard democracy for my friends, neighbors and to be able to work with the election assistance commission.

>>>SPEAKER: I vote that we add that as a commercial nationally.

>>>SPEAKER: Thank you very much to the election officials and Board members who participated in that video. It is great to automatically get feedback from you all on how impactful that can be. So, it is also a nice segue for like talking about communications and for those who do not know me, my name is Kristen Muthig, I am director of communications here at the EAC and I am joined today by Rashaad Rosalle who is our social media specialist at the EAC and has been a great addition to the team. And we are going to be talking about how the EAC communicates and hopefully there will be some things that you can take away from how we have been approaching communications with you all and election officials. I will go over as Brianna mentioned some of the resources that we have developed for communications and resources are great, but if you don't know how to use them, they are only so effective. And so Rashaad is go to show one of the toolkits with the methods that can be applied that the EAC has provided. I want to start off with the reason Rashaad and I are up here is based on your feedback. The executive committee noted that a presentation on communications would be helpful and identifying challenges and opportunities and opportunities and the clearinghouse we have also been doing some polling and communications as well as poll training and retention were two areas that election officials in the clearinghouse community also identified. And the reason we are doing this presentation is based on feedback from you. I have been at the agency for over six years and I have been able to see how the agency has grown not only how we get feedback from all of you, but also developed resources in response to the feedback and I think you heard that from the commissioners and from transects and throughout this meeting and I think that is a fantastic reflection on the work that all of the EAC staff are doing. I wanted to start off with some highlights of how the EAC and our communications are supporting election officials and I just wanted to talk about some of our resources starting off with the newsletter and I also want to give a shout out to Karen Myers who is another big component of the communications team who has been leading our newsletter efforts and trying to think of ways that make us communications eye-catching and thinking about our audience and trying to show things even if it is a GIF on how to use the EAVS data. And so hopefully with our newsletter we have really grown that over the years from you know 3000 subscribers to as Brianna mentioned over 30,000. And so trying to increase the EAC reach with the public as well as election officials. Something else about the EAC has

been starting just this year is a seasonal or quarterly newsletter for election officials specifically. There may be some overlap with some of our monthly newsletter materials, but we write it in a way that here is how election officials can use it or here are some resources that are specific for election officials. You will be seeing that in your inboxes later this week. Get excited. And if you have any feedback on that, let us know. But, that is coming out later this week and you all are on the list. I mentioned also the clearinghouse community. That has been a great way to get feedback and share resources, but it has been a great way also for election officials to communicate with one another. And something that you may not be aware of even though we are a federal agency sometimes folks find our contact page before they find yours and so the clearinghouse team and the admin team and research and testing, we all field questions from the public and I just wanted to share that we tried to direct them as much as possible to state and local resources so that those voters are getting the most specific information that they can and we feel hundreds of questions every year and really try to drive them to you all as a trusted source of information for elections. And also when the EAC is talking and our materials, we are talking at a federal level and we know how important it is to customize that information and try to make sure voters get that specific information and that is why we try to make sure that so many of our resources are not only informed by you, but can also be customized by you and so before I go into some of the toolkits I just wanted to highlight some communications resources that we have been - that we have released recently. These are not as much customizable, but I think all of these resources are written in a way that if it gives you a head start or if it can be used you know to give a broad overview of how elections are secured and voter registration options to cast to ballot, it gives you a head start. One of the things I want to highlight is the communications resources for new election officials. This was an effort by the EAC, Commissioner Hicks did a interview with two officials as well as a reporter from USA Today and we did not just to a video interview, we did office hours with election officials to answer questions and provide best practices and then from that we also developed a checklist that all is related to that. And that was a larger effort with the commissioners doing interviews. But, we are also trying to think of a video is great, but what are some additional collateral materials that the EAC can develop to help election officials use to help implement some of those best practices. Our election ready video series is a video series that is written in plain language that again is very broad language because we are a federal agency and because elections are run differently in Ohio than California then Texas and Rhode Island. But, it does give some of that language to give you a head start. Some of the videos are longer, to and a half minutes, but we also have 30 second breakdowns that try to keep it short to keep voter attention.

We also have the script available on websites and if you're looking at doing a video on voter registration and not sure where to start you can make it specific for your community. And I just wanted to highlight that and the communications training we have a variety in the learning lab and those videos are also available on YouTube, but whether it is a refresher and you have been doing this for a while or it is a new election official who just needs you

know some additional communications training as they are entering into that role, those resources - are available, as well. I also just wanted to give some general highlight that we have been taking on out the EAC. Videos and I don't know if you've noticed this in your professional or personal, videos are becoming more and more important. And so we have been doing and Rashaad has been a huge help on this things like we will have a 2 and a half hour event, what is a YouTube short that sort of encapsulates or like highlight the big takeaways from those events and those like smaller snippets that are easier to share on social media that may get people to look at the larger video or look at some of the other collateral material. I will also say as you are thinking about communications, think about how you consume it. I am very bad and I will scroll on Instagram while having a book open and having a baseball game on in the background. So, thinking about what will catch people's eyes as they are multitasking and as they are scrolling through. Sometimes that is a video and it may be colors or messaging. But, you have a very short amount of time to get people's attention. In a previous life we used to have a lot of like print mailers and if you think about if you have mailing, somebody is looking at that over the recycling bin and so what is the one message if you have a few seconds to reach them, what is that? Is it registered to vote by such and such date? Is it mailing in your ballot back by now, it is due by election day, think of those messages and think about how you consume media and sort of apply that to your various audiences. And I'll also say that there is not one strategy that fits all. You cannot just do social media and assume that that is going to work. Yesterday in the region four meeting I know that there was a election official that mentioned they do emails and text messages and if you have a website and newsletter and social media, that is a lot, but people consume messages in different ways. So, having that variety helps make sure that people are getting those messages.

We were to gamble here, we have another video but just want to highlight one of our chunks of I believe this is our election security - this is our election security video or one of the election ready videos. So, here we go.

(VIDEO PLAYING)

>>SPEAKER: Have you ever wondered about election security? When it comes to voting equipment, extensive measures are taken to ensure its protection. When not in use the equipment is securely stored at facilities for only trained personnel with verified credentials. Before voting begins, each piece of voting equipment is put through a rigorous testing to make sure ballots will be tested correctly. The public is often invited to observe these tests. Reelection testing upholds the highest accuracy standards ensuring voting systems function correctly. Election officials secure voting systems at every stage of the process. Ballots and equipment are protected with tamper evident seals while in storage. During storage, during voting and throughout the election certification. Elections officials maintain strict chain of custody with every document ensuring integrity. Trained election workers closely monitor the process and are prepared to address any suspicious behavior. Your state and local election office is the most reliable source for more information about how elections are secured, how to vote and where to vote in your areas. You can find your state and local election office at [EAC.gov/vote](https://www.eac.gov/vote).

>>KRISTEN MUTHIG: This is a good example of how we are talking at a very high level but still try to drive people who come across this video to state and local election offices and I would also say that the original video was done 2018 I believe before I was even at the agency. This is an update that we did in 2024 and there was also a trifold pamphlet that for some folks who have been around for a while may recall we are working on updating that. So that way if you have a handout that is similar information to what we have on the different aspects of election security throughout the process, that would also be available. So, we will make sure to share that and maybe it will be a election official newsletter and maybe you'll just have to read it and see!

One other thing that we have heard regarding communications is the benefit of toolkits. And at this, the toolkit designed and we have quite the list here that is not - it is not all of the toolkits that we even have from the EAC. But, this is also help you customize these materials so that it is your logo, your website - we want you to make this your own. And use messaging that applies to your community. We will talk about you know poll worker recruitment, but that is just one area where at the EAC we say poll workers or election workers and you may use election judge or you may be a all-mail in-state and you need different types of volunteers during there. And I wanted to highlight a few of these, but the voter education design toolkit, that is something to just help with that voter education and chunking those down in some digestible pieces. The communicating about postelection and the election and postelection processes toolkits, that has things like posters that you can customize and infographics as well as materials there from voter registration through certification and even ballot storage. The secure elections toolkit, we have also heard about election officials like if we could just get some help on how elections are secured - this helps with that and again it gives you some highlights including sample FAQs and getting you started on what are some frequently asked questions and maybe you do want some more broad language or maybe you want to customize that and also just some content that would be helpful for newsletters and your website and those types of things as well as talking points. Again, let's get you started and think about what may be helpful and what the EAC has seen to be helpful and how you can implement that in your own community. The communications 101 toolkit is very similar to some of the training that we have on the learning lab. It has tactics, planning, helping with crisis management and tips about branding and messaging and keeping those things consistent. Even if it is a quick reference on what is on the record and what is off the record and what is on background, because as someone who supports the commissioners and focus a lot on interviews, that is always a good refresher before going into a interview with a journalist. The election in fact toolkit, you can see a small image of that right here, but this is something that is very new and is just another way to present election data for your community. It looks like what we think of as a nutrition label on food, but it is a Canva template that you can include tidbits on your community and how many voters you serve and different things there. And that sort of I will talk quickly about poll workers before I turn it over to Rashaad, but the national recruitment day toolkits, we have continually tried to make those easier to use and we have heard feedback about different scenarios to include curbside voting and we have

heard about incorporations of election workers rather than just a poll workers in our toolkits and trying to incorporate that messaging. We have heard from all mail states, how can we use this if we don't have a lot of poll workers and we are trying to drive those sign-ups? That has been something that Rashaad has worked a lot on and we are just - what he will show on a different toolkit is also applicable for our poll worker toolkits, as well and mark it down, national poll worker recruiting day, everyone appreciates who works in those days of action.

I will just leave not to have these questions answered now, but questions for you, are there communications gaps that remain? And what else can the EAC do to help and in what format? So, ponder that. If you don't have a chance to get feedback today after this presentation I will be around all week. Come and find any of us on the communications team or the EAC staff and we are happy to take that feedback. But, I want to turn things over to Rashaad who can show some of these toolkits in action and show you know how to use them. So, Rashaad.

>>RASHAAD ROSALLE: Awesome, thank you. I am Rashaad Rosalle, social media specialist and if you follow us, I hope that you have seen a lot of our newer work almost the last two years. Today we are going to get into showing off some of the customization of these kits. So, check it out. So, the newest That dropped I think yesterday it was published will be posted soon, but it offers about 150 templates in vertical and wide formats and it is our spring 2026 refresher. So, again in that kit you will get templates, icons, characters and more to help boost your outreach and public education and recruiting. These kits offer a lot of digital, print and some video and that is one thing that I will show you a bit more about. They are not just Canva social templates. They can be worked into flyers and a host of other materials. So, let's get into it. Okay, so, the basics. Again, you may know some of this, just going over it again for the heck of it. Here is our four main platforms. X, LinkedIn, Facebook, Instagram. X liens to mix formats and that is the wide and vertical template sets that you will find, LinkedIn is also more mixed formats and it liens wide. Through video, it is vertical inexpressibly and for Facebook it is mixed formats and it liens wide. Instagram is really a vertical platform now and I will show you why it is important to stay strict with that one. So, here is a thumbnail view of our account after Instagram switched to vertical only formats. You can see we are using the right template and it is critical. Here, the content is cut off and you will lose your logos, text, key data information and it is really important particularly for this platform that you do not mix or misuse or templates and you don't want to lose critical information in the image as you post say about a election date or primary etc. And these are some simple rules here, but you know what makes for a good social media post in my opinion, balance, accessibility and readability, plain language and most importantly, your office personality. I will show you what that feels and looks like. So, here we are going to talk about balance and accessibility and this is a tough looking image, right? We have dark text on a dark background and our official seal is cut off and you cannot really see what the purpose for the function of this image is. Here is a cleaned up version and you can find this identical template in this kit. And again, be very conscious about how your images read and you know dependent on the format for your platform is

very important. The use of plain language, Kristen touched on that earlier. This is regardless of the medium used to deliver. I know that you all already work in this kind of language, but if you are ever stumped, you can use AI tools like Gemini etc. to convert language into plain language and then QC to quality control it and if you are stuck thinking overly complex concepts to taper them down. All right. And lastly, define your voice and personality. This is a screenshot of I think last year of our thumbnail view of our account. And you can see a scene, right? We have blocked colors and fonts and a static that is unique to the EAC. That is something that is going to help how your content is digested and understood for your viewers. A clear theme and a brand voice. So, I'm going to get into the kit now. So, this is from last year's help America vote daycare. This is a really fun one and we did this purely internally just so we can experiment more with the control and getting you all what you are requesting. And this particular slide or template came from or actually no, we were seeing a lot of folks use this particular template to remix and add their own checklist items. Whenever there is a particular template that you all really like or like to see more variance of I would love to hear that so we can incorporate this into our next set. Again, fully modular and you can come in here and regroup and swap things etc. Here is another example. All of these characters break apart and if you like a particular set of characters or people you can strip them out and add them to your own slides and recolor backgrounds etc. So, I will get into the remixing in a moment here.

Here is just a collage showing how some people took some of our kids or just worked off of the general ideas on their own. And I hope that some of your offices are visible in here. I think I see Baltimore. But, yes, you can do so much just from starting with these Canva's. All right, we are getting into our new kit that dropped yesterday. This is the root slide, the base template. So, again, text, background character and here is like a EAC remix. I hopped in there and took our font and change dark -- changed our colors and added our logo and in Canva you can assign photos and colors and fonts and even if you have smaller teams and want to limit how odd or crazy you can mix things, you can actually lock some of the settings down. Here in Canva, you can take your brand colors and shuffle and cycle through your template. So, if you do not like what we have offered and you just want to get a fast way to rework this you can do this on the backend pretty quickly in Canva. Again, adding logos is as simple as clicking and dragging them in. And you don't have to use everything we have given you identically. So, just coming through here to show some examples. Here is a quick example. Say you want to turn this example into a flyer and that is as simple as going up to your resize in Canva and going to your print and let's click on flyer. It may render it a little bit funky, but it gives you a nice head start to again repurpose or rework something. And now this template is in vertical print format and imagine filling the sand with your office information or the URL etc. And I can come right back - all right - cool. And again, a few more examples of this updated kit right here. All of these pieces are modular and you can swap, delete, add things to different templates and mix and match. Really just get as creative as you can with these. I will leave this open to questions as well, but again always open to hear what you need and what is missing or if you would like to talk more technically etc. And so opening up to questions if there are any or find me if you

can. Or email clearinghouse at EAC.gov. Yes, that is actually on the clearinghouse resources section now. I can give you the URL, but if you go to the clearinghouse resources and the social media toolkit section, that is live as of a few hours or since yesterday - and yes, the really cool thing with this new updated kit is that we have updated templates and your Instagram will have content now that fits.

>>SPEAKER: Ruie, you had a question?

>>RUIE LAVOIE: Yes, we ask for the templates to be customizable and you did even more. So, it is definitely noticed and appreciated. If my team, my social media person has questions on how to use it, would they contact you directly or go through me or how would you suggest?

>>RASHAAD ROSALLE: Yes, if you want to reach out to the clearinghouse at EAC.gov I would love to set up a meeting with you guys.

>>RUIE LAVOIE: Thank you again, this is awesome.

>>KRISTEN MUTHIG: I also to give Ruie your office as well as Rashaad something for help America vote day we did a help America vote session where we did we walked through the same things we did here, but it was opened for staff and anyone in any election office and election officials who had questions on how to use the toolkit and so I think that is also something that we are trying to do is open up some more opportunities for people to ask questions and to see like if they are not familiar with Canva and you don't have a lot of time the shuffle is something that I learned just now. So, there is always new features being added and a lot of these things you know we use Canva because it is a free tool and you can have a paid account, but this is available and can be used at no cost using this platform. I think you know word documents I cannot do graphic design like Rashaad and Karen and so Canva has been a great tool for me and Ruie I know a lot of people share those in office hours and we will share those as we get closer to national poll recruitment day. And these toolkits will be put to use. Are there any other questions about the toolkits and also any other feedback more broadly about communications? Yes, Tracy?

>>TRACYBORST: Earlier you showed how people can be interchanged in the slides so you can customize for your jurisdiction. In Nebraska we have a lot of paper ballots and we don't have a lot of the electronic equipment that can be illustrated in some of the templates. Are those also customizable? Can those be deleted? Or like a phone in someone's hand or a tablet or something like that? Is it just a person or is some of the equipment customizable, as well?

>>RASHAAD ROSALLE: Some of these can be separated like you can see this is glued to their hand and some instances the materials are separated and Canva also has a new feature where you can magic edit and like you race things and it will rebuild or reconstruct things. So, that is even something that I would consider trying if you really like an asset and it is not modular. That is a good reminder to continue to separate out some of these things and how they separated the characters and the newer kits I have tried to really separate objects from tables and hands etc. This is a refresh of an older kit and some things may still be bound in different ways, but let me know if anything in particular is something or has you stuck.

>>SPEAKER: Susan, from Kentucky, Kristen, you mentioned that - we just started working with Canva and we have a Facebook and LinkedIn and in January we launched a website and everything. But, we find the free version to be where you could have access to all of the different things. And we ended up getting a subscription and we are sharing it amongst the same. The free version you are talking about, is that something like through EAC or is this just through Canva itself?

>>KRISTEN MUTHIG: It would be through Canva itself. And so there are different tears, but I know that we have done some testing to make sure that we are sharing a template and like me personally I just have a unpaid Canva account and so can I access those templates? Answer you can still do all of the editing and changing content and swapping out machines or figures and different images and I think the template gives a good head start if you do have that three account. So, we did do some testing. We also I will say it is maybe not as intuitive, but we have been able to download these templates into PowerPoint and we do have some guidance in terms of okay you can manipulate things and move things around and shuffle around like you would on a PowerPoint slide. So, if you don't have Canva, we have added those slides, as well. It may look a little bit funny like if you see the arm there at the bottom it is sort of like off and in PowerPoint you will notice that some things like some images will be off the slide, but when you save it as an image it just creates a clean rectangular image. So, that is another thing that we forgot to mention is that we have also tried to offer them as power points so if you're having issues with Canva unfortunately everyone knows how to use PowerPoint and so we are all very familiar with those slides and try to make that accessible for people, as well.

>>SPEAKER: This may be a small thing, but most of the templates show the ballot with a checkmark or X. And most of them want us to fill in the bubble. We have tried to fix that and I know across the Internet that is the cool way to show it, but I do not want them to use a X.

>>KRISTEN MUTHIG: That is the kind of feedback. There's nothing too large or small, we want to make sure that it is helpful for you and that it gives you a head start and so if you are looking at this and you don't want the extra checkmark how do I drop a overall in there? And that is something that we can definitely include and I know for the checklist that is a little bit different but on the ballot that is very helpful feedback.

>>SPEAKER: (AWAY FROM MIC).

>>KRISTEN MUTHIG: Yes, there are resources on our website and I would be happy to compile those in terms of how to make materials accessible and websites accessible for smaller jurisdictions you have additional time to meet those accessibility requirements. But, we do have a dedicated EAC staff person for accessibility and we have training online as well as some resources on our website that I would be happy to share. There are also 508.gov is another government resource that helps making presentations and making website and making materials accessible for voters with disabilities and people with disabilities. So, I would be happy to work with Lauren to make sure those materials are shared with all of you on our website.

>>SPEAKER: Also - sorry, this is Karen Myers, another member of the comms team. Another

plug for the election official newsletter, you will have information about that in the upcoming addition that will be going out in the next couple of days. And we have a learning lab training on that as well as a one pager and you will see that in your inbox very soon.

>>KRISTEN MUTHIG: Let me know if you are not getting the newsletter, we will get it to you and on the website as well if you are ever alike looking for an addition or want to share it with others in your office. We still have a few minutes if there is any other feedback or any other questions or anything that we can share, as well or show. All right. Well, I just want to say thank you for your attention and for your great comments and like I said there is no feedback that is too small and we want to make sure that these resources are as usable as possible and so please, media at EAC.gov and myself or Karen is another way to reach at the clearinghouse team and so please share your feedback and ask questions and if there is anything we can do to assist you as you are communicating with your communities, please just let us know. We appreciate it and we try to share as much as possible when we see those things. So, thank you all very much and I will ask Ruie and Nick to come up for our next presentation.

>>SPEAKER: Hello, good afternoon. We are supposed to have a EAC person helped us and we do not and so we will try to do this on our own. So, I am Ruie Lavoie and I am the director for Baltimore County Board of elections in part original four on the local leadership Council.

>>NICK LIMA: Good morning, Nick Lima, city of Cranston, Rhode Island and care for region five, Northeast region.

>>RUIE LAVOIE: We were asked to talk today about the challenges with the United States Postal Service and the changes on delivery and things like that and maybe you know we wanted this to be a interactive session where we hear your ideas or best practices or what you have in mind to ensure that the voter ballots reach our offices in time so that they are counted because ultimately everyone's goal is for every vote to count and every eligible citizen to have that opportunity. So, we were going to give some of the things that our office is doing to help our voters meet any deadlines or changes in the federal law or our local and state laws and I learned yesterday that there is a couple states that now have changed to where in the past if it was postmarked by election day that that is the way it is in Maryland that it has 10 days to get to our office and I certify on the 10th day and I heard that I think it was Ohio and now they used to have that same type of legislation, but they have changed it and the ballot needs to arrive by election day and it does not matter when it is postmarked. So, some of the things we are doing in Maryland is we are notifying and we have really up our voter education as far as returning ballots and we have a ballot tracking system where once we receive the ballot - the voter knows when it is mailed out to them and the voter knows when it is received back by us and they are notified again when it is counted. And we have increased our voter education through newsletters, social media and also any of the outreach that we go to. Maryland also changed the law where it used to be you are not permitted to drop off a by mail or absentee ballot at a polling place or early voting center and that has changed over the last few years. And so we have really made a big effort to spread that news, because - and we are telling a voter that you can be sure

that we are going to receive that ballot because you are putting it in the yellow bag or putting it in the dropbox or you are handing it to a election official at our office and we are letting voters know all of the different ways that they can deliver their ballots and not have to worry about it being at the post office or when we are going to receive it. So, did you want to add a few things, Nick?

>>NICKLIMA: Yes, when we think about the post office we have a lot of partners as election officials and they are probably our most important partner overall. In the public mindset you know they think in mail-in ballots, but we all know that it is not just mail-in ballots, it is voter registration forms and confirmation notices and change notices and our official mailing and polling place change postcards and voter list maintenance and mass mailing and I have 60,000 voters in Cranston that probably sent and received about half the pieces of mail with the official logo on it in one way or another in 2024. That is a massive amount of communication that is going out to our voters and much of it is of course extremely important. And so a show of hands and I think you know from this group I think most groups you know this will resonate, but how many of you talk to your local postmaster in your jurisdiction in your town or city you know just about everybody here you know we have those relationships and we need to make sure that our colleagues and states through our associations and through networking and through our relationships also have the same relationships in their jurisdictions as well, because when big changes happen to postmarked rules or executive orders or court cases or whatever could come down in the future we need to make sure that we have those lines of communication open. We need to make sure that the postal workers who deliver our mail understand our needs as election officials not just in the 30 days before the election time inductors when it comes to mail-in ballots but when it comes to everything that we sent and received and how important that is to making a voter active or inactive and to disenfranchising a voter or letting the voter know where there polling places.

>>RUIE LAVOIE: Thank you, Nick. Does anybody have any suggestions for ways your offices were to help voters get their ballot delivered on time? I think Ricky?

>>RICKYHATCH: Yes, and thank you for your comments on this. Very helpful. Utah is one of the states that used to be a postmarked plus stay and then we had legislation just last year that made us a ballot enhanced 8 x 8 p.m. One thing that was helpful during the legislative discussion that we are talking about the changes is we kept track as clerks we kept track of how many ballots we received after election day that we processed that were stamped appropriately and how many we could not count because they were not postmarked in time. That was really helpful, because those people said we are just going to change this to ballot in hand and it will not be a problem, but if you had applied this new law back in 2024 you know .2% of all ballots returned would have been disenfranchised and we would not have been able to count that or something like that. So, anyway it was just really helpful to capture those statistics and we just use a Google form and each county has their own tab and we collect a bunch of different statistics and they fill those out, but that was really helpful from a legislative standpoint and it sure seems nationally it seems to be a move towards ballot in hand.

>>RUIE LAVOIE: This goes along with what Ricky and Nick said and I am really advertising our ballot tracking system because I noticed in 2024 we had 25,000 provisional ballots cast on election day and as you can imagine that was a very long election day. And most of those provisional ballots were because the voter was not sure whether we received their ballot because they mailed it in and maybe it was not received in our office by the time it was early voting time or election day. And so the ballot tracker system - what I'm communicating to the voters you know dropping your ballots at a ballot box and they are secure and I talk about you know the fact that we have 24 hour video surveillance and I also talk about that we have live security when the buildings are secure throughout the night and every ballot box that we pick it up twice a day by a bipartisan team and when we get closer to election we picked up three times a day. And it so I told the voters that you will be notified sooner that we have received it and you will know that we can best and then I kind of make sure that in our communication I also include when we canvassed the ballots. So, in Maryland we just started to have the ability to canvass some of the ballots before early voting, but the majority of the ballots get can best two days after election day and I talked about that and I let them know when that is going to happen. And I livestream that canvass and you will get an email saying that your ballot was counted. And so I do not just zone in on UPS and how to deliver or the post office and how to deliver the ballots to us, but I also talk about why it is important and I am hoping that it reduces the number of people that go vote in person after they have already sent in their mail-in ballot because they are not sure if they have received it or not.

>>SPEAKER: Quick show of hands and be honest, how many of you have a love/hate relationship with your local post office? A couple quick stories - Rhode Island is a small state and most of our 39 cities and towns have one post office and a couple have none and for whatever reason, Cranston has eight post offices and I don't know why Providence has one and we are the second largest city and I don't know why and part of that is because of the way the ZIP Codes lined up and we have boundary issues where your two houses over the line and they are in our city but they have to use Providence as a postal city which is - this will come back as a undeliverable because of the last line information and we have a undeliverable area in a corner of our jurisdiction where for whatever reason it was set up 100 years ago this way where the post office will not deliver to the 100 or so houses in that area even though it is a suburban community just like the rest of the surrounding communities and they will not explain that to us. You know there are battles that I have been fighting for nine or 10 years with the Postal Service where I have gone all the way to the Postmaster General and Adrian Marshall is coming here to talk to the standards Board and I will try to corner at some point. And we have to have those relationships obviously with our local postmasters and not just that but the regional people and analysts to know what the turnaround times are and we are lucky you know I think our MDA has a one day turnaround and I will send something to her and she will confirm that it is accurate or give us feedback within 24 hours. But, all of that is vital to what we do and particularly when we have the changes in particularly you know when we know that changes could be coming up. But, even just generally, operationally speaking I mean the way we structure Rhode

Island you know we still use straight ranges and odds and evens and all of that. But, when we formulate our voter lists and decide which voter is going to which precinct, a lot of it has to line up perfectly with what the USPS has on their data side which we don't always have great access to and cannot really visualize when we go through our redistricting process and if we don't do that right it will make voters disenfranchised and we will be sending mail to the wrong people and signing voters to the wrong voting place.

>>SPEAKER: So, for the relationships that you have with the post office, how many people communicate with the post office when you are having big mailings? Like a lot of - so, we do that as well because that is super important and I know that since I moved on part of our County we moved to another part, one year before we moved to our new location I started with that you know getting to know that post office and it was a very small post office letting them know and anytime I had big mailings going out or I know that I'm going to have a lot of mail coming in and I take it □ for them what it is and we also pick up the mail and take it to the post office everyday rather than having the carrier do it and I know that little things like that, they appreciate. So, it has helped build a better relationship with the post office, because it is not just us calling because we need them to deliver our ballots and we are trying to give them a heads up like hey, I'm having 700 voter notification cards, can they be mailed out on this week or during this time? Did you have something, Elena?

>>ELENA KILBY: The importance of talking with the post master and in Wisconsin, ballots do need to be at the polling place by 8 PM on election day and so not even to City Hall. It has to actually be at the polling place. We are a smaller office and a city of 40,000 people, but we cannot leave the office and are post men will come numerous times a day every time they get mail in, they come and bring it until about 7 PM they are bringing it to us. It is just a matter of connecting with them and letting them know and they are usually pretty flexible and they want to help out and a similar to what is done in Maryland, our statewide voter registration system tracks the ballot status, but we also are tied into the USPS and so as soon as someone puts in a request they can see that the request has been submitted and they can see as soon as we have seen it and it has been processed and we put into the mail and they can see that it is being sent and if they send it back by mail, they can see that it is coming back and so I think that helps to build a lot of trust in the mail system. And I did not raise my hand for a love/hate relationship because I just love my post office.

>>SPEAKER: Does anyone else have any good ways that you can establish and I am sorry, go ahead -

>>SPEAKER: This is definitely an ongoing challenge with the post office and you want them to be your friend and not your enemy very much the case. One of the things we did in Florida and we have been a longtime state where you have to receive a mail-in ballot by 7 PM on election day. In statute we changed it from I think it was maybe eight days and then maybe 10 days as a you know like minus those many days to request a vote by mail to be delivered through the mail and we have increased that because of the turnaround time that the post office recommends, five days each way and two days to work it and so we do not accept requests for ballots to be sent out to the mail to voters beyond 10 days. I mean 12 days, yes, 12 days. And if you want to do that within that deadline you can either vote

early or come to our office and take it home and then we explained that it has to be here by 7 PM on election day.

>>SPEAKER: I thought he raised his hand.

>>SPEAKER: Mind is not really helpful. But, mine is a concern. So, New York is one of the 15 states - well, 14+ Washington that do allow for ballots after election day. And with the impending Supreme Court decision which may be released in June, we think? We already have federal primaries going on and you know I do know that three of the four populist states, New York, California and Texas are a part of this kind of impending decision about postelection day and it is one thing when a state like Utah or others have made this decision on their own, but if this decision is imposed on our states that New York has legislature that stops meeting in June. Likely they will not change their local deadlines, as well and my concern is really not for you to up there doing an excellent job, but for the commissioners. We are going to need help in disseminating to voters exactly what their rights are and what ballots will count and then we are probably in these states going to end up with some ballots that part of their ballot will count as their local races will count where the federal race will not. And I just have to go on record to say what a disaster that is going to be in the midterm election.

>>SPEAKER: Sucks to be you!

>>SPEAKER: Not usually!

>>SPEAKER: This session is talking about the post office only. And so unless one of the commissioners want to respond we were told not to. And I have no problem!

>>SPEAKER: I'm going to turn around and not face the wall - what I will say on that is with any Supreme Court decision we have met with federal partners and we are thinking about the potential, but we cannot do anything until DOJ offers some form of interpretation which likely will not happen either and one of the things that Brianna and I were talking about and I don't know if any are familiar with the compendium which is the comp. Of poll worker requirements by state and we similarly do something with ballot return or whatever it is, just a comp. and what we have heard historically is that it helps when the EAC steel is not like you are not the only ones saying something and is a pretty easy comp. that we can put together and unfortunately we cannot help with the Supreme Court timing, but a conversation that we are having and it is just not within our authority to make a decision until a formal decision has been made. And even following the decision we have to wait for DOJ, because we don't know what the scope of that decision will be. I have set a lot of words to tell you that we are aware and tracking and we will do what we can and unfortunately we cannot just offer you a whole lot more than that right now.

>>SPEAKER: The voter communication element is something that we all struggle with you know when the postmark changes you know a big story a couple months back local media reached out to me and I think I spent 45 minutes on a phone talking to a local reporter 40 of which were just going back and forth explaining where the postmark applies and do not apply and you know Rhode Island and that is one bone pick I have like we have a 30 day deadline which has its own challenges for us, but our state law allows for voter registration that comes in within five days of that deadline to be counted as received by the deadline

regardless if there is a postmark on it. Yet the mail-in ballots have to be received within three days of that deadline, total days before an election and with the postmark. And the ballots are to be received by 8 PM except for military and overseas which get an extra seven days and you have all of these complex located rules and laws and most voters at least my stay in a postmark really does not matter because there is only a handful of voters that get caught up in those nuances of the rules and just trying to communicate that to the press is challenging and the press tries to flip that around to make a coherent story about it and the voters have to understand is this going to affect us or not affect us? You know the message really can get water down and lost.

>>SPEAKER: A lot of people talk about their local post office and the other contact that you need is the regional processing center, because that is the one that we all have a problem with. I am very public about anticancer city processing center is a mess. And knowing who you can call to try to figure out how to move your ballots and the tracking is important and important for us and we had in the fall election, hold trays that were sent to other states that were supposed to come back to us and the only reason we knew is on our tracking suddenly a bunch of them were in Carol Stream Illinois and Oklahoma City. And they had put them in trays but not change the tags on the trays and I had hundreds of ballots that were in other states and we called those processing centers and we called their processing centers to find those trays and get them back to us and they were all correctly addressed we just made a mistake. And I find that the local offices are more helpful than the processing centers. But, once you find that person in the processing center and get something done, make sure you have them on speed dial.

>>SPEAKER: A quick show of hands, how many people here have ever had a tour behind the scenes of the regional processing center? Just a few of us? I am lucky that it is Rhode Island and 10 minutes away from me along with everything else in the state is 10 minutes away. And so I know that we tour a lot of election offices you know when we go to EAC meetings and maybe an idea for the future we can actually tour a local major processing center.

>>SPEAKER: To be fair when I toured it it is amazing and I am asking about 100 ballots and they have millions of pieces of mail that they are trying to find those you know my mail is more important than all of that, but yes, you should get a look at it and also it puts a face to a name so when I call and try to find out where my ballot is, that also helps.

>>SPEAKER: It is like one of those old Bugs Bunny cartoons like something is flying on all different directions. Yes.

>>SPEAKER: Hello, Sherry Poland, Ohio. Piggybacking onto that. In 2020 we began notifying the regional processing center directly of our calendar of important dates and the volume that we anticipated and one thing in particular that really helped is we would give them an estimate of how many ballot we would be delivering and we would deliver directly to the regional processing. I know that we are fortunate. Like you, Nick, to have one close by, but the day that we start mailing. And so it could be 100,000 in ballots in a presidential that we drop in one night and that allows planning for staffing and we will deliver and they will process overnight and then those ballots are hitting the voters mailbox as the actual first

day of absentee voting.

>>SPEAKER: So, what I'm hearing is if we are proactive or the more proactive we are, I know that everyone has a concern about the executive orders and changes in law and all of that, but I think if we do our best to get ahead of it in advance, my election is June 23 and so I have like all of these things going in my head and I keep thinking regardless of what happens with that I still want to get the messaging out to use the drop boxes to deliver to polling places and to take it to our early voting site and to bring it to any election office or whatever and so I think all of us would be well served by doing that. Along with having a good relationship with your post office you know the more the voters know and really the burden is on them to deliver it. Although one of my senators would love that if I went and knocked on everyone's door to say, are you ready and can I take your ballot? And so Mark, did you have something you wanted to add?

>>MARK COAKLEY: We have been talking about the regional processing centers and we have talked about these and we have bridge calls and every week we have an hour and a half for supervisors and elections all over the state can get in and the state is in there and all of these regional directors are in there and we can talk about whatever the topic is and we do that every election cycle and we have done that for a couple cycles now and it is really effective and we can bring to light and inform them a heads up of when the big drop dates RN questions we have if there is hurricane damage and which post offices are open and which ones are not in the best place for voters to go to get their mail and all of that. So, these bridge calls are really fantastic and very helpful. So, I suggest you will try to set those up.

>>SPEAKER: Thank you I was thinking that maybe we could get Kristen and her team to push out a template about the message of delivering the ballot and adding it to the toolkit. Yes. Bradley?

>>SPEAKER: I wanted to add one last thing, when partnering with USPS we also provide our envelopes and our secrecy envelope and what that looks like and we color the top of hours and we are really fortunate. We are pretty rural in Montana and we ask for a holdout so they are not sending to regional processing on election day. We have two sworn election judges that go to the post office and pick up at 8 PM. So, we are actually being really proactive on our side trying to round everything we can up through what is going through the mail that day. So, every tool that everybody else had in addition to that sample is what it looks like and asking for that holdout and picking up at 8 PM and being really successful for us.

>>SPEAKER: We hear a lot about that and the measures that will put in around election time and there is a very interesting read if you're to fall asleep one night from the U.S. Postal Service talking about how that worked in some areas and not in others and in past elections and a lot of that you know that is around the November election and a lot of us just ran or are running primaries and we have special elections that happen all the time in our jurisdictions and sometimes those extraordinary measures do not get put in place and for us you know it does not matter a election is an election and the voter counts just as much and shoot an email out to somebody who knows you and maybe if it is not U.S.

Postal Service, maybe they will do a extra walk-through or the day before a major deadline and I think I saw a question over here.

>>SPEAKER: Yes, Garth with Washington and our state is organized similar to order daily call once ballots have been mailed and are coming back and this allows us to come back with pulse representatives and if there are problems, highlighting those problems and then they are held accountable because they know the next day they will be back on the call and folks will want an answer on whether they affixed the post marking issue that has happened at a particular plant or if they have been able to track down where ballots have gone for a particular area. And I would recommend that any state that can coordinate a statewide call if you are dealing with a lot of absentee ballots, that can be very helpful and effective.

>>SPEAKER: Commissioner Palmer -

>>SPEAKER: Regarding communication to voters I thought it was very effective in 2024 the post office finally talking about you need to give yourself a week and something very simple like that. That is something that if they will commit to it - I guess they sort of have to stick with it, but if they stick with that messaging it is something we can amplify, because that communication goes to all of their clients if you know what I'm saying. They are all reading the same thing. And if that is something that they agree to again it is something that we can all amplify with some sort of a message where we can pick up on that. I just feel like it was a little bit late in 2024 with all of that noise going on, but this year there is probably more time for us to prepare for that.

>>SPEAKER: Morn -- one more over here.

>>SPEAKER: This is a question basically you know Kentucky I am Susan Lamb with Kentucky. We in the past have always allowed the absentee ballots to be requested all but twice and we just change that law and now in Kentucky starting this year they can request if it gets lost in the mail there are multiple times that they can request because we have colleges and people and there is a lot of theatrics to at all and I'm just curious if other states allow multiple requests obviously once you request a second or third the others are canceled, but I'm curious if other states do that?

>>SPEAKER: A quick show of hands which states allow that? Majority, I would say. And time for one more. And if not we will go to lunch.

>>SPEAKER: Before lunch I had instructions from Kammi. Thank you for joining us on the session and I got a couple ideas listening into a couple things. Thank you for that. You know how there is always misinformation and disinformation and some of us missed the picture and we apologize for that. But, they would like us all to take another picture. So, we're going to do that really quick in the back and then we can go to lunch. Does that work for everybody? Awesome, thank you very much.

>>SPEAKER: Hello everyone, if we could please have you take your seats now we are going to get started in just a second. Thank you.

>>SPEAKER: So, earlier today we talked a little bit about, Commissioner Hovland talked about the funding situation we have and we appreciate everything you do and we provided you a great lunch, correct? And we have great staff, correct? And most importantly we have

great commissioners, correct? Well, the four of us got together this year and we decided that we wanted to give something back to you and ensure that you remember this meeting and that you remember the fact that you are a part of democracy. So, as a celebratory piece of this being the 250th anniversary of our country being founded, the four of us authorized a coin to be made and that coin was delivered to this hotel yesterday. And time for us to give that out to you. So, what we are going to do is walk down the aisles and give a coin to each of you as an appreciation piece of saying thank you for all of the hard work that you do. All right?

And it is not from me, it is from the commission and all four of us, right?

>>SPEAKER: All right, while the chairman is handing out coins I will kind of jump in here and introduce myself. If I don't know you or you do not know me, I am Ed Golembiewski, senior subject matter expert here at the EAC and I am excited to be addressing you all about how the agency is looking at strengthening the election workforce through the development of a election workforce framework. So, before describing some pending efforts I just want to take a moment to reflect back some of the work that the agency has done over the past two years and the presentation that I'm delivering today is really a result of a lot of work that the agency has conducted beginning in 2024 with a study that we conducted with the University of Maryland and some of you participated in this study and we had a multidisciplinary team of observers go out into the field over the course of the presidential election and essentially observe and interview election officials in their offices about workforce staffing needs and challenges. Those site visits and observations also involved a lot of data collection and job descriptions and other across the country. That led to a workshop including the officials and observers that were participating in this study to focus on some of the findings and what we found as a result of those efforts was a strong demand for workforce resources, a consensus for the need for a unified election workforce framework and that is what I will be talking about over the course of this presentation and a vision for it as a platform to coordinate and scale state and local initiatives and investments that are happening across the country. And also I know last year Brianna discussed this and Kristen did earlier, the ideas lab was also a great source of information about challenges and needs that included workforce related items as well and that highlighted recruitment challenges and retention challenges and emphasized the need for clear career pathways and demonstrated a role for the EAC as it works to convene stakeholders and produce resources and ultimately advance what we are talking about here which is an election workforce framework. In strengthening the election report which has been shared with you very recently, that report highlights a number of challenges that you all are probably very well attuned to. First is the growing complexity of the work of administering elections and expanding responsibilities in areas like new technology, continuously evolving laws and policies that we all work under and enhanced security precautions and a lot of complexity in modern administration. And we are also seeing a high degree of turnover. A lot of experience folks like yourselves leaving the field which creates serious challenges when we look at backfilling and succession planning and trying to recruit new groups of folks to come into this work. The bipartisan policy Center has

published data that demonstrates that turnover among election workforce has gone to over 40% in over 2024 and so we know that we have a lot to do to bring more folks into this field to backfill and alleviate some of those challenges.

And the election administration requires an increasingly advanced skill set to conduct. We also know that we have a wide variety of really strong training programs and EAC has one that you will be hearing more about later this afternoon and there is a number of state programs and national programs that are really effective in training elected officials, but what we see as a challenge is that there is not necessarily alignment across all of those different training programs and workforce initiatives that are happening and no shared language around the work that goes into election administration across the country whether it is small or large regardless of the state, there is an opportunity to really expand and create some deeper and more detailed descriptions that really goes into election administration. The evidence at the local level, again you are all very well attuned to this. Election officials, especially those of you in smaller jurisdictions perform dozens of work roles all at the same time regardless of whether you have one or two staff and the work is still by and large the same set of general responsibilities and for small election offices that means for some people, they are really doing the work of a whole bunch of different roles all simultaneously. And there is not necessarily a clear and well defined classification of all of the work that happens at the local level and so election work is often grouped together and again I am sure I am preaching to the choir and this work tends to be grouped together within clerical categories within classification systems at the local level. When really the work involved a number of executive level functions that happen and in ways that spanned the entire calendar year and you know I remember somebody said we only work twice year and that is deathly not true in the myriad of roles that you and your staff play is increasingly complicated. So, those challenges lead to again, the possibility of creating something to help and in the form of an election workforce framework. And so why are we talking about a workforce framework? Well, first aid framework can provide the structure and the shared language to connect all of the various initiatives that are happening including the work at the EAC and as well as the state, national academic initiatives etc. that are all going on right now. Number one, the EAC sees a workforce framework as a means to help election officials across the country in improving job classifications within your offices and ultimately aligning compensation to the work that really truly happens across the country in administering elections. And we want to help you strengthen recruitment and establish election administration and continue to establish election administration as a specific and recognized the dedicated profession that we all know that you participated in. And election workforce frameworks can define the core functions in every election office and that happen regardless of the size and the roles and the skills and provide a common reference for all of those things that help improve training or identify skill gaps and needs, competency areas that need to be developed over time to continue to fortify the ranks of election officials. And it can support workforce planning by identifying those skill gaps and aligning training again to address them. So, while job titles may differ across the country the work is largely the same and a framework makes it very

visible, consistent and actionable at the local level. So, the workforce framework that we are considering here is discussed again in that strengthening the workforce report and it is one of a number of strategies and one that complements EAC training and again you will hear more about that in the next panel, but the findings in the report that you have in front of you demonstrate that a workforce framework can work hand-in-hand with EAC training. Where the framework is designed to kind of be a part of a broader strategy to strengthen the election workforce, at a high level it provides a structure. And the training provide delivery that really addresses the competencies and all of the roles and tasks and skills and knowledge that go into the work. So, you'll get to hear more about how the EAC is working on both of these workforce and training initiatives over the course of the afternoon. So, let's take a step back and kind of look at what a work force structure looks like in practice. So, it is essentially a sort of hierarchy that is a structured model and defines the work of a profession and obviously we are talking about elections. There are workforce framework for a number of different professions and I will show you an example of one in just a moment. But, the basic concept here is that it breaks working to standardize components and so first it functions at the top of the hierarchy and that is the general work that needs to be done. Below that, the work roles which are defined sets of responsibilities within a function and that some individuals in an election office is actually accounted for. Tasks, these are what activities go into the work and the knowledge and skills are what is needed to perform it. And again, there are workforce frameworks in place in many different professions and one that we can look to as a really helpful and useful example is that - the national initiative for cybersecurity education framework that NIST has developed with its partners over a duration of time. This affects cybersecurity professionals which also has a lot of complexity as election administration does and the work that the EAC is doing around this framework aligns with NIST's approach in creating the nice framework that you can see here on the slide. And the success of the NICE initiative really developed because of its clear cross sector collaboration and folks from not only be practitioner rings but also supporting stakeholders like those in academia or those in research and those supporting training, essentially. And it took a iterative approach to development. It happened over time and it was not put together in a short amount of time, it took some time to scaffold and build up to a really widely recognized and successful option it is successful because it focuses on work roles and not job titles which varies so much across cybersecurity just like they do in election administration and it provides a flexible, scalable structure with defined categories, detailed tasks, knowledge and skills that go into the work of cybersecurity. It has helped standardized training across the field enabling workforce mobility and aligning education with workforce needs. Challenges again that are very similar to those that election administration is facing right now. So, moving toward an election workforce framework, again recognizing that the work of election administration is increasingly complex and offices share core functions across the country and this creates a strong opportunity for a structured workforce framework and so the competency will which I am sure all of you have seen in the past and I know the agency has developed and uses this as a really effective communication tool to start flagging the general

competencies that go into the work, this creates a really solid foundation for the agency to proceed with moving forward with election workforce frameworks. It can be expanded into a operational framework by linking the competencies and the general competencies to actual roles, tasks and required knowledge and skills that you all know goes into the work. So, it has been a really effective communication tool and now we have an opportunity as an agency to evolve it from that communication tool into a practical framework that really defines all of the work and roles that go into it. There is also a lot of value in showing how functions within an election office or competencies overlap in practice. For example, security and technology culture many other areas. The need to be able to communicate with the public, that affects voter registration and it affects male voting and a lot of different areas and we can really kind of take this wheel which shows those general competency areas and demonstrates all of the ways that it actually goes into the work. So, a simple example here of an election workforce framework you know here we can see at the top we have got what we are calling classification areas with a competency will as the basis for them. And beneath that are two sample work roles that you can see. Logistics management, community outreach, these are two common but very different work roles that occur in offices across the country and below that, tasks, they are associated end in the knowledge and skills that go into it, as well. So, this is a super simple example of what we are talking about when we say election workforce framework. To develop this framework we see this as a iterative process and also the obligatory note or maybe even dad joke here we are not talking about reinventing the competency will, we are talking about operationalizing it. You can chuckle or not, that is fine. A full workforce framework like NICE took years to develop and what we are talking about doing is creating an election workforce with quickly developing products that can go into immediate action into your election offices and as you talk with your HR partners or policymakers at the boards and commissions etc. that you work with. So, we are hoping this can be scalable and modular approach like NICE and getting to work on it and getting products out quickly. So, the phased approach here would be first to operationalize the competency will ensue classification areas and then further to develop and define all of the work roles and tasks that go into the work of election administration. So, throughout, the EAC can leverage a lot of on staff expertise and as well we need to be engaging and are looking forward to engaging you as well in working groups in other ways. So, a lot of broad stakeholder engagement will need to go into this work.

To start, but finding again what we mean by this competency-based framework as phase 1, here you can see that it essentially lays out classification areas and you can see a very simple example and we are talking about election planning and implementation and it includes a competency statement. So, what goes in at a very high level to this particular area and we envision that there's probably somewhere between or maybe about a dozen different classification areas that we will identify and further define in detail. Later, core capabilities and what is required to form this sort of work at a high level and next, defining those capabilities in more detail. So, here you can see some of the knowledge, skills and abilities that are required to perform and administer these capabilities that go into the

work everywhere. And we can also attack from the competency will some lifecycle component as well and you can see where over the course of an election cycle that this work happens. And so super simple example here to get us started with understanding where we are going with the competency framework. What we hope from this phase is to again relatively quickly produce actionable outputs while socializing the workforce framework concept itself with election officials like you all and then developing those initial work products. Those may include and you can see here listed out a number of items and so first the framework and the guide itself and so sort of what we just showed you on the previous slides along with a guide that explains all of that work and how it could be useful or action by election offices across the country and competency profiles and one pagers that describe a specific competency area that can be handed across the table to better explain a particular area of the work that your office performs. A self-assessment tool that local election offices may leverage to help assess the needs that you have and identify gaps and and competency areas that may be represented or not and produce a workforce capability profile that lays out the strengths and growth areas and investment priorities that election offices may have to fortify their staffing. We may also be able to produce a learning lab module to explain this framework and to explain and help operationalize those work product for you all, as well. The stakeholder engagement at this phase which we do envision being over the next six months or so is facilitating a working group that is likely to consist we hope of folks among you all receiving feedback from you and again socializing this concept itself here and at upcoming EAC meetings as well as some national conferences moving forward. Phase 2 and the second part of this framework development builds on the competency framework by translating capabilities into clearly defined roles that can help with planning and hiring and training within election offices. It shifts from describing the work to actually exploring the actual roles that perform it in election offices from those that are very small to very large. And that can help improve the alignment and shared alliance between again you know offices like your HR team if you happen to have one and policymakers at the Board level etc. Getting them more in alignment and understanding of the work that is going into what you all do in your election offices. And it clarifies the full scope of election office work. Including how staff and smaller offices again often perform multiple roles.

So the classification areas and competencies from phase 1 are used to define roles and you can see an example here of voter registration specialist is what is on the screen. And then some of the responsibilities and the associated capabilities kind of mapping that earlier competency and capability work to this deeper and more detailed work and then levels. So, from support to specialist to lead, all of these occur again maybe there is not specific titles for these, but there are varying levels of support and work that go into each area and each role. So, based on research including that of you know looking at the NICE model it is likely to be that there is a 50 - 75, 100 different work roles in every election office essentially that we are going to be looking at identifying and further developing and detailing and with initial deliverables we are hoping to get to this level of detail within the next coming year or so and potential product include comprehensive workforce framework guide and again it

fully details and outlines how the framework can be leveraged by local election offices and something maybe like a work role library that consists of a catalog of all of these real world job roles that are attached to examples of real-world job descriptions coming from your offices and taking the descriptions that best reflect all of this work and actually trying to broadly distribute those so more folks can be aware of them and leverage them as they look to improve or change jobs captions within their offices. And a work role alignment toolkit that may support collaboration among HR and policymakers by helping election offices assess the roles that exist and how current positions actually matched to them or do not and whether job descriptions really reflect the actual work that is happening. That will help identify gaps, overlaps and coverage areas that need to be acted on and give you opportunities to really be talking about that in a meaningful way. As far as stakeholder engagement this also will involve a lot of robust collaboration discussions with you and other election officials to make sure that the framework is actually best and most reflective of the work that you all do. To make sure that we are hitting the right note here.

Multidisciplinary working group would consist of other folks beyond the initial ranks including folks may be in HR or a training program and academia even or you know some of the major nonprofits and NGOs that work in the elections fear. So, continued engagement with you all is what we are looking at and we really value your feedback as we are looking toward this. So, with that I want to cause and kind of open up the floor here to any comments and any initial feedback and we have got some prompts to help guide conversations as well. So, first I will just open for any general feedback questions or conversation that you would like to have.

>>SPEAKER: Hello, Julian Young, Florence, South Carolina. This gets me very excited. It gives a format to give educational opportunity through good distinct programs around the country that can be taken to any state and really those people coming into the profession as it is to give them a balance, something to stand on and to not fly by the seat of their pants and make mistakes that they could have avoided by the educational process. So, this is excellent work and thank you very much. I would like to augment the fact that in my educational experience and world, why aren't young people not looking at election administration as a profession? And that is up to us and the different states, but I am working with the Department of Labor and a group of about 15 professionals around the country who we are getting ready to hopefully have the ears of the Department of Labor and a person who is in charge of developing codes and I want to see a code of election administration and I don't want to just fall into another administration role because I want to clarify and that is what we are working towards and then we will be working with groups of educational organizations that can provide a certificate after a young person goes through working in an office as an apprentice over X amount of years and being paid to do the work and then at the end they will have a competency of 12 modules or so of just in general things but the application and the rubber meets the road when they are working for that election office during their apprenticeship. So, I am big on that and I'm excited about it and I can see the two of us working very well together to see all of this come together. So, thank you very much!

>>SPEAKER: That sounds great, Julian, thank you very much.

>>SPEAKER: Hello, thank you. I definitely agree with what he is saying. It is very exciting to be able to do this and be able to try and figure out how we can disseminate this across the nation. My thought is you know I have kind of pulled up the new job descriptions that we are rolling into that is going across the nation and just trying to figure out how we can take your framework and apply it to how we are now having to essentially do jobs captions like we are required now to do okay, election support and processing is 20% and voter registration is now 40% of your job and trying to make sure that when we are having this discussion we are also thinking that way because from my understanding from HR conversations across the whole nation that that is really what they are trying to push and how can that be added into what you are talking about as well.

>>SPEAKER: That is great feedback, thank you very much. And that is one of the major benefits of involving stakeholders and making sure the framework translates not only to election official language, but also that HR - it is meeting HR component needs and hitting both of those Mark.

>>SPEAKER: Thank you.

>>SPEAKER: Ruie?

>>RUIE LAVOIE: I know I forgot, sorry. And my question is so these are job descriptions and so I have recently had to hire some key people in my office because we expanded and the problem is when I take the job description and put it into a specification which is - or classification which is what I am required to do and then take that and make it into a help wanted thing, people do not understand what it means to maintain voter rolls or to certify and election and things like that. And so I had to find a way to make it - and a lot of the people that are applying have no election experience however they have project management and they have communication and they have all of these other tangible skills that work very well in an election office and that is needed and that is the key to this whole thing is finding a way where people are going to understand yes it is working in elections, but I do have the skills that can do this, because when I read some of the election administrator job descriptions I have thought like you know 15 years ago I would not have a clue whether or not even I can do this job and I think that is where we need to figure out you know a way to link this together.

>>ED GOLEMBIEWSKI: Thank you, that is fantastic feedback, as well. So, do you see ways for this to be actionable and something that you can leverage and how would you like to do that in the initial term? Fully open -

>>SPEAKER: Hello, Jennifer Doinoff in Texas and right off the bat I was thinking of ways to use this legislatively because I feel like legislators do not even understand the competencies that we all have to have in our profession and what we are doing and what we are tasked with. And particularly in Texas where we have a lot of small counties where there may be just one or two people working and those people may be conducting County Clerk or district clerk duties, as well. So, for me this is very beneficial legislatively.

>>ED GOLEMBIEWSKI: Thank you. Please, Tracy.

>>TRACYBORST: I think this is really beneficial when it comes to another level because I

know that when we are trying to classify our staff in our office, we don't have a big office, we have 2 1/2. But, just trying to articulate and get down on paper the different tasks and why it is different than just the average administrative assistant and there is a lot of specialized thing that go along with that. And when you try to define it and this would have been helpful when we were trying to define it and you know I mean looking at some of these things I think that that is going to then help with the decompensation level because I think some of the reports that the average election official maybe makes \$15,000 a year where the executive level would be 70,000 or more and I think that we can see some of that compensation follows suit if we are able to accurately define the tasks that people are doing and so I think it is really beneficial and really important. And I also have a question on the wheel and the maintenance was listed as an election activity as opposed to ongoing. Because, I think list maintenance has become a huge ongoing task on a ongoing basis.

>>ED GOLEMBIEWSKI: You are totally right and the other effort this class is this gives us an opportunity to look at the competency wheel and as we are taking the competencies from it and using it as a high level and baseline to then better map the real detailed work it can help us better define the spokes on the competency will come as well and as well make sure that they are mapping to the correct lifecycle and place and time and election administration. Do you all see any challenges to being able to leverage a election workforce framework? What do we need to make sure as an agency that we are giving you to make it most useful?

Bradley?

>>SPEAKER: I really like the idea of the shared language like a vote by mail and all of these different things and it comes up so regularly. Ballot curing and resulting a rejected ballot and sharing this language so we can have the information for our lawmakers and compensation boards to be able to say that similarly these are the shared competencies that are used in Oregon and we are all talking about vote by mail and talking about this and they be be 100%, but having that language goes a really long way, especially when you are trying to describe this to people who are not elections based, the competency Board and the lawmakers and members of the public. So, the more that we can do for that shared language is going to really go a long way in saying that this is a similar job that we are running here to our neighbors two states away.

>>ED: Great, thank you. Bradley?

>>SPEAKER: One commonality I see is the elections and we have to relate this to our internal classification structures and so being able to tie that to the other county or city jobs would be helpful, right? That is where we struggle. They don't recognize the significance because they cannot compare it to a human services clerk position or something to that effect and so being able to have consistent language among us and then also be able to tie this back to general government functions would be really helpful.

>>ED GOLEMBIEWSKI: Thank you.

>>SPEAKER: Charlotte, Georgia. And I think another significance would be to maybe help with titles because something I had faced in Adkins County was elections court Nader's where they really were just not elections cordate is because they had specific tasks that

they were tied to and so that would be helpful.

>>ED GOLEMBIEWSKI: Thank you, Charlotte.

>>SPEAKER: Sorry, based on Michael's comment and I think the definitions are important, but I think once you get the definitions down it does need to be translated into comparability, because in our state comparability in government jobs and having comparability studies is really important and I think that it is going to have difficulty getting any legs to it if it is not translatable to the comparability studies and matching the other jobs like Michael said.

>>ED GOLEMBIEWSKI: Yes, for it to be usable in a compensation study when you're looking at not only comparable election offices, but again other comparable professions and fields that have the same sort of executive functions that election administration has and specialized functions, as well. I totally hear that.

>>SPEAKER: I think also for the compensation factor, our office was successful in explaining this to our county commissioners by breaking down the data. We actually hired a retired professor to help us with elections and he just sat there and identified each provisional ballot that was due to a mail-in ballot being issued but not returned. And he studied the man hours and how many hands actually touched the ballots from the inventory process to the turnover process and the data that we got from this explained why it takes almost a week to pass these through a New Jersey they go from the super in some counties to the Board of elections for the actual votes in counting and they finally understood what was happening with these ballots, we just don't count them and then you bring them in from the polling sites. And if you have never done the job and if you think before you did the job that you would have no idea of the life of a ballot, right? And I think there is some other election offices that have done that and what is the life of the ballot? Explaining all of the stocks it makes along the way and the scrutiny and the signature comparison and so on and so forth. The data speaks for itself. And when you then turn around and say there is 20 people doing this and in one months time with maybe one day off, 12 hour days, they start paying attention and appreciating oh my God, that is exhausted and so remember the data.

>>ED GOLEMBIEWSKI: Thank you. So, we talked about the framework. What about some of those work products? Are there specific ways of not just packaging the framework itself to make it helpful, but specific EAC tools and resources or work product that you may see being related to this? And we have talked about you know in some cases libraries that enacted directly to real-world job descriptions or you know self-assessment tools that you may be able to look at your own election office and see so you can have conversations with policymakers to help bring in additional support staffing and fortify competencies through training and things like that. That?

>>SPEAKER: We see pay differentials that exist across states and so for instance in Pennsylvania a job that in Georgia or Virginia where they hired people exactly the same way you know it will pay \$50,000 you know \$30-\$50,000 a year less than the comparable states. And so another thing that would be helpful is just understanding how states cluster and how they do the work that they do and then how they compare across you know

jurisdictions.

>>ED GOLEMBIEWSKI: Thank you. Ruie?

>>RUIE LAVOIE: And the other agency heads because there is however many agencies in every jurisdiction and I know that I make less than they do and I have never quite figure that out because we definitely work more hours.

>>ED GOLEMBIEWSKI: I know that is true. Okay, last question. When we look at putting together a working group to help inform these efforts, what would that look like? What should we be asking from you all and first off I should ask who is interested in participating in a working group and if you are make sure you contact me because I would be interested in hearing about that, but which are the working group look like and heavy focused on acknowledging that we are talking about this work pretty soon and you all are very busy administering elections in the midterm year.

>>SPEAKER: Susan in Kentucky. I would think that the work group composition should include different variations from all different levels - I mean like ours and I have other responsibilities and it is very important when you have a workgroup it is important to have a representative because we all have different responsibilities in our election processes and I'm not volunteering, I'm just saying. My staff would kill me!

>>ED GOLEMBIEWSKI: Understood. Okay. Thank you all very much. And please, Michelle -

>>SPEAKER: You need to include jurisdictions of different sizes. I think like a lot of these especially in these groups we have large jurisdictions and they are the ones that have the staff back and let them take time to do the stuff, but you know like somebody else mentioned you know my elections office is 1 and a half and that looks very different than somebody who has a staff of 60 or 70.

>>SPEAKER: I know that you are just about done. I would recommend including at least a couple of HR specialists at the local level in such group.

>>ED GOLEMBIEWSKI: Great, thank you, Ricky. Okay, if you have any other feedback obviously I am here. Please, I would love to hear from you. This is my contact information if you think of something and just want to share it that way. Thank you all very much and I will not step back and turn it over to the next panel.

>>SPEAKER: Thank you so much, Ed. We are now going to have a presentation on the EAC training and electronic technology services and please join me in welcoming Kim, Brooke and Jon up to the panel here.

>>SPEAKER: Hello? How is everyone doing today? Awesome. Is everyone enjoying their time in Chicago so far? Good food? Last night, hopefully? All right. Just giving them a minute to get set up right here. Okay. All right. Well, good afternoon everybody. Thank you for being here. I know that some folks in this room and a lot of you I do not know. So, I'll introduce myself. I am Jon Panek, EAC chief election technology officer. And I previously was the testing and certification director for a number of years with the agency. Today I am very happy to be sort of coordinating this panel rather than doing the actual speaking myself. We have some folks here that are going to do all of the awesome talking about the different programs that we have. We are going to take a closer look at the EAC's more hands-on offerings and we have the EAC training program and the learning lab and we are

also going to talk a little bit about the EAC technology services specifically getting into some of the details about what this field service team can do for your jurisdiction. So, first I want to introduce Kim Smith, Senior subject matter expert and many of you probably know her already with clearinghouse and she is what you talk through the learning lab and what it offers and how officials across the country are using it. And how you guys can take advantage of it. And then afterwards, Brooke Watters is going to talk about field services. So, for many of you, this may be the first time that you're hearing some of these things. Really the goal here is to take away a greater understanding of these programs and we will leave sometime at the end to ask some questions and in the spirit of the previous presentation we want to hear your feedback. We are designing these programs to suit your needs and if there is any questions, comments that you have, we would be happy to hear about those. And so without further ado I will turn it over to Kim.

>>KIM SMITH: Thank you, Jon. I'll provide a brief update on EAC efforts to provide no-cost training to election officials and along the way I will spare some little bits that we gathered from that EAC training and technology services survey that we sent out to you all ahead of the meeting. So, thank you to those of you who completed that survey. And hopefully in this update I will answer some of the questions that we receive their and other questions that we have received over email and throughout the course of the meeting. So, if you remember that last year's annual meeting we outlined the EAC's learning lab training program. And that includes both the on-demand and live training offerings. And both of these we have been very fortunate to offer at no cost to election officials. So, I am going to start with an update on the on-demand side of things. So, over the past year we have added 12 new trainings to the training platform taking us from 25 trainings available when we had a soft launch to the 37 that we have there today and we are continuing to develop more training and so we expect this number to just keep increasing over the course of this year. Additionally we really only just started to promote the learning lab when we were all last together and add that point we had about 270 users following a soft launch in September 2024. I am happy to report through dedicated efforts to promote the platform that a lot of our in person engagements we have now grown to over 1400 users and we have people there from every state and territory which is always nice to cover a whole map.

Also in the last two months as you are all aware we have sort of soft launched the EAC learning lab professional training recognition program. And we have done that just with the LLC and to the standards Board. So, we were very excited to share that opportunity with you all and a little nervous to see what the response would be, but it has been really great and we look forward to recognizing everyone who completed that tomorrow. And we received a lot of really great feedback from everyone who did go in and start taking courses and also a lot of really great questions. So, what is next for the on-demand platform? We are continuing to promote this bad in person engagements and also plan to do a lot of really dedicated communications on the on-demand platform. One of the questions we received in the survey was why don't you promote this more? And we plan to. So, Kristen earlier mentioned the EAC newsletter and you will see updates on the learning lab there

and also you will be getting updates if you are a current user learning lab at EAC.gov to give notice when new courses are uploaded into the platform is encouraging course completions and also encouraging existing users to share this with anyone else who they think may benefit from it.

We also want to make sure that we are sharing some of these sort of utility or the use cases that other election officials have shared with us about the platform. So, we have been collecting feedback from current users and we have heard a lot of really interesting ideas from them on what they have found valuable. In particular in one case the lead election official in a county described how she goes in and she will do a training and then ask her staff to do it and she will set aside time so that way when they are done with it they can sit down and talk about it and talk about any ideas that have sparked and anything they can implement into their office. We have also heard how it can be really useful for new election officials. So, interestingly we had a total of 38 responses to that training and technology services survey and of those 38 responses, 29 respondents indicated that they have onboard a total of 98 new staff members in the last 12 months. So, quite a few. And we are hoping that the on-demand platform can really be a immediately available training resource for those new election officials to come in and give them a solid knowledge base to start their life as an election official.

We have also heard from many seasoned election officials that they find a lot of utility in the platform helping to kind of reinforced the importance of the topics that we cover and also introducing them to some new ideas and best practices on things, as well. So, the initial trainings that are there really do kind of cover some foundational elements of election administration. And based on the feedback we are hearing that there really does appear to be value in addressing those sort of foundational concepts and reiterating the importance of them. But, perhaps our biggest effort that we have going on right now is in preparing to launch that professional recognition to all users. So, later this year we plan to roll this out so any user of the platform will be eligible for that recognition and so if you have not done it yet there will be opportunities in the future. And along the way we are going to be doing some updates in the platform itself and making sure that it is easy for you to see like which courses our core vs. elective and how many credits they are worth and also your progress towards recognition. All right, this brings us to our first knowledge check. Fill in the blank. It costs Xdollars to join the EAC learning lab on-demand training. Okay, very good. Perfect. Just want to reiterate that it is free to join and it is open to anyone working in elections office and so if you have full or part-time staff we are happy to have them.

All right, now shifting gears and looking at our live in person training efforts. In the last year we were able to train over 3400 election officials at EAC events, state or Association conferences and other national conferences. Here is a map and everyone loves a map of everywhere we were in the last fiscal year. So, we are pretty excited by the number of places we were able to get to and the number of officials we were able to train. Especially considering last year was our first full year for offering in person training. So, we were able to offer six different training topics last year and ended up with chain of custody being our

most delivered training. And we were really happy with the feedback we received on our in person training efforts, as well. We try to collect feedback after every in person engagement and if you remember at the annual meeting last year we described how we really tried to take advantage of the unique opportunity that being in person offers. Really trying to work in interaction and sort of peer to peer engagement into each one of these trainings. And so we were really excited that the most frequent positive that we heard from attendees that they really appreciated that interactivity and being able to talk with other election officials in the state that they may not have otherwise.

Sorry, no - so, looking at where we are going with this, we have really been working on building out those in person training topics and building out our menu and so at your places you should have received a one pager that kind of describes all of the current in person trainings that we are offering. I want to highlight three that we have added this year. First is the state election scenario training exercise and by show of hands, how many of you have participated in a tabletop exercise in the past? Okay. I figured it was probably most of you. But, I want to highlight here that ours might be a little bit different than what you have experienced in the past. We try to focus these on a scenario that is sort of top of mind and of interest in the state that we are in and then tried to do it in a way that really fosters a more kind of robust conversation or deeper dive in critical thinking about how the attendees response plans would apply to that scenario. We want to encourage people to think about you know who they may need to turn to in their jurisdiction and help them identify any resources that they had not thought of or gaps in their plans. Additionally we debuted a hand count 101 workshop earlier this year in Montana and got out to Montana! That training touches on how to prepare for a hand count and it can be a hand count to audit the election and recount or to generate election results. And then it gives some best practices and tips on a couple of the common hand counting methods. Also, tomorrow for the first time we are going to be offering our ballot reelection testing training and so looking forward to that and I think hopefully a little bit of fun for any of you who will be attending that. With all of these workshops they are often born out of our on-demand content and then again we just really try to leverage the in person ability to do interactive exercises and sometimes even play a game to kind of help participants engage with the content and hopefully have some really meaningful takeaways.

This year we have already trained election officials in Montana and New Jersey and we are planning several in person trainings this summer. So, we've worked with estates and associations to build out the training that will suit their schedule and conference and so sometimes it may be that we are coming in and training 300 people in a plenary session and others we are training 50 people in a breakout. Sometimes we are doing 145 minute training and other times we are doing a whole days worth and covering multiple topics and over the course of this year we are going to continue to collect feedback and in particular we would love to hear from you all on any topic that you are interested in and us including either on-demand or in person or both. We really want to be sure that we are creating content that is relevant and helpful to you all. So, we invite that feedback and you can talk to the staff, particularly myself or Ed or you can email us at learning lab at EAC.gov. And I

believe that brings us to our next knowledge check, it costs and blank dollars for the EAC to train at your office? Again, it is zero dollars. And the last knowledge check, select that all that apply, you can request more information on EAC live training by emailing EAC .gov and anybody yes chef for anybody who watches the bear and talking with EAC staff or spelling out SOS on the shore of Lake Michigan with Chicago style hotdogs. That is right. Email us, talk with us, please do not waste perfectly good hotdogs. Okay, alternate back to you!

>>JON PANEK: Yes, chef! Excellent. All right, thank you, Kim. So, everything the learning lab offers including the learning lab is available to our cost? Zero cost. All you have to do is reach out. Awesome. Okay. So, what happens when the need goes beyond training and what happens when you need assistance in your office? That is exactly where Brooke comes in, director of testing and certification program and the lead of our field services program. Brooke is going to talk a little bit about some of the things that the field services team can do and hopefully we will go into a little bit of detail about software verification and hashes which is a term that some people - it is either very serious security talk or a joke about breakfast food. I don't know. And so hopefully we can provide some clarifying details on what that actually looks like and then we will open it up for questions at the end. So, over to you, Brooke.

>>BROOKE WATTERS: Before the field services program existed - and some of you may not have heard of that and that is okay, it is actually relatively new and the EAC already had a field services Authority and expectations embedded program manual and the concept behind this was to be a feedback loop so after the systems have undergone testing and certification, how are they being deployed and what do those deployments look like? And in that chapter we have the purpose of the quality monitoring program to ensure systems used in jurisdictions are identical to those tested and certified and monitor completeness and adequacy of testing by observing the performance in the field and monitoring the effectiveness of the voluntary voting system guidelines or VVSG. So, the quality monitoring program is about consistency after deployment taking sure that were in use remains be certified configuration and continues to perform as intended. So, I actually am going to risk playing a video and it is just a quick summary that we have on our website for the field services program and I will give a little bit more after.

(VIDEO PLAYING)

>>SPEAKER: Authorized by the help America vote act into -- in 2002, the field services program supports ongoing post certification needs for state and local election offices across every region of the country. The EAC field services program is comprised of experts that provide hands-on support to election jurisdictions of all sizes nationwide. One of the key quality control functions of the program is conducting field and system reviews including ensuring the security of systems and software programs through hash verification. A process that confirms the integrity of the voting systems by verifying that the certified software remains unchanged. This proactive measure reinforces security and trust in elections and has been successfully implement it across multiple states. Among its other key objectives, field services conduct audits of election manufacturers as well as providing advisory notices related to system issues. And facilitates anomaly reporting gathering

information from vendors and election officials to assess and address potential concerns before the impact elections. The field services program goes beyond technical evaluations. Through it, though EAC remains committed to enhancing outreach and prioritizing manufacturer audits and increasing transparency in election administration. The field services program plays a vital role in ensuring that state and local election officials have the resources they need to conduct safe, secure, accurate and accessible elections.

>>BROOKE WATTERS: The biggest description is that this is a little bit more of a positive feedback for us to understand how we can improve our standards and guidelines and are these systems good? And as the video shows and I will go into more, the field services program really on Board and staff members in 2023 and I believe in February 2024 or was it 25? 24? It was 25. Thank you. 25 it became an official part of the program at the EAC. So, fully established with dedicated team members and a lot of the services are really meant for you. We still take that feedback and use it in the testing and certification department but, I wanted to go over more of what the team can supply to you given that we have dedicated resources. So, a question and some of this is going to sound repeated, but it is important to note and some things I just went ahead at the top, with our team we take a top-down approach with states and jurisdictions in counties making sure that the state is always involved with anything that we are doing. Now, counties can always reach out to us to acquire things like a hash manifest for checking the systems and we are happy to provide that, but when it comes to on-site services are more than correspondence we want to make sure the state is knowing what is going on in their own state. So, that is a big piece. Anyway. So, the important part of this is that you set the scope and really these engagements are designed to be flexible and driven by you. Jurisdictions work with the EAC to determine what they want to observe and when the work occurs and how broad or narrow the scope is. If you are focusing on individual county or multiple counties while we do have dedicated resources, our team while expandable working with clearinghouse we have earned single digits right now but we are happy to go on-site as long as the budget holds. Project plans are collaborative and based on your needs and timing and constraints are typically involved and we are happy to adjust and we have typically come on-site to do hash verification and sealed reviews, but we are able to do more than that, as well. So, for the practical support what we mean is the planning, coordinating and observing. We are not hands-on. We do not touch your equipment and we don't do any testing on your behalf. The operation is done by the jurisdictions or if you have a contract with your manufacturer.

So, staff field services staff and helps jurisdictions to think through the scope of logistics and documentation ahead of each engagement and ultimately the wide range of what we are doing is not just the field service reviews and hashing which is a big piece of this, but we can go beyond that to include things like reviewing best practices whether this is observation of procedures for things like physical and systems security and free election and postelection activities and risk limiting audits and accuracy testing, acceptance testing and potentially even being on-site to observe how you do state-level certification. And these observations are just informational and they are just observational. They are not

meant to be punitive or enforcement in any way. This is not meant to be a, we are coming into audit you. Instead - we are providing resources as needed and happy to write up a report a multipage report as well as a one pager containing what are visit entailed and does it match our configuration and these are things that we discussed on site with you, as well. And it is up to state and county and these are not required as part of a visit to have us on site. And sorry, I click this twice and I don't know what happened. So, a reminder that having the EAC on-site is also at no cost to you. While there is probably other funds involved in terms of your time commitment and resources and in terms of having EAC staff there, there is no cost associated with that. We are happy to come on-site and participate how we can. So, the on-site typically involves these field and system reviews and so what am I talking about? Our team comes in with probably available documents that you can find on our website including the scope of conformance which is attached to the certificate as well as any configuration documentation with what is in the system. They look at what your system is against these in terms of the proprietary components and the commercial off-the-shelf and the peripherals and they observe and document if there are any differences or if they are the same and we will discuss that on-site and we just have a lot of familiarity because the team is deployable at this time and we will give quite a lot of work to this and they are very familiar and if there is a requirement of a question we are happy to answer that and if it is a specific question about a specific system we ask that you would work with your vendor or manufacturer on that.

So, in addition to the field assistance review we perform hash verification which is a cryptographic method used to confirm software integrity and hash values from fielded systems are compared against trusted certified hash values that the EAC holds in its repository and we received these from our credit voting laboratories at the time of certification and keep them with us and they are known as the Golden hashes or the trusted hashes. And these can be requested from us if you are doing this process on your own but we are also happy to bring those with the tools that you need to do these in terms of directions on how you hash your system. So, this confirms the software and we provide the tools to ensure that it is identical, the one that you have in the field that underwent testing and certification in our program. So, voting system manufacturers and the few on sites that we have done so far have actually participated and they can provide additional training and documentation, but once again that would be a coordinated effort and we cannot guarantee that they would be there in any sense. And ultimately the goal here is transparency. These activities support public confidence by showing that the systems remain secure after deployment and they provide recommendations on best practices and highlight where you are doing your best practices, as well. The big thing that we like to push is incorporating hashing or software verification into existing procedures. Okay, this requires the farm, not the index finger - so, I had mentioned this kind of briefly, but in terms of a state systems certification and I just want to make sure that I'm being very careful with this in that when we come on-site to provide any observation with this and advisement on best practices, we are only able to talk about our testing and certification procedures during state-level certification. We are more than happy to be there and

understand what it is that you need and happy to collect feedback even outside of this, because it helps us inform that selfish feedback that we want is the VVSG doing its job and do you have to do months of work in addition to taking a EAC certified system and is there anything that we could have done that would shorten that time for you? It is all very helpful information even if we don't come on-site I asked that you please reach out to our team so we can collect that feedback at any time. And the other piece here is providing guidance and best practices. You have a member of the EAC on-site at your facility in however you have decided with however many counties you want present. We are able to coordinate with the clearinghouse and take some of these learning lab materials and if you have a specific training in mind and need members at these conferences and are able to have us to hash something we would be more than happy to take some time to sit and do your training in person with whatever subject matter you would like even if it is beyond the lab we are happy to work with the clearinghouse team and get that out there. So, this is just a recap of all I was saying and I really wanted to get to - we had an opportunity to give the feedback on the survey and really wanted to go over what is software verification or hashing. This seems to be a big question and it is not actually that complicated of a subject, but there is a lot of terminology that sounds very technical. And so we actually have a video from the learning lab that I will play here in a moment that will hopefully give a little bit more clarity more than I can with just this graphic on screen, but ultimately what I wanted to know is that hashing verification is a method used to ensure the integrity and security of digital data and systems and it uses cryptographic hash functions and so if you are familiar with MD5 or SHAW56 and they take these and show them as a hash value and you have the digital data that could say hello world, the most simple example that we use in programming and you run it through one of these hashing algorithms and it will output a code, not just ones and zeros, but typically it is a form of hex and you know SHAW256 has 256 and you know if you were to go in there and change the punctuation it would not be you know hello world but it would be hello world! And that hash would change and not just in a small way. That whole number, there may be some sequences in there that look familiar, but it would largely be different and noticeable. So, it produces a unique string of characters and what we do with hash verification is we have our trusted hashes and you go through the process to get all of the files on your system and take those and we can do a compare. It is the same. And I will stop talking and I do apologize and we will watch a little bit of a video.

(VIDEO PLAYING)

>>SPEAKER: Welcome to the Election Assistance Commission video on hash verification. Please stay tuned. In this training we will define hash verification, discuss how it can be applied to election technology and describe how election officials may use it. Hash verification is a security tool that we can use to see if software has been altered. The process involves comparing a trusted version of software code to the version being used in the field to see whether they match. It would take you a long time to look at every line of code included in the software to make sure that it has not been changed. So, how can we compare the two more efficiently? We can use something called a hash code. The process

takes digital data and turns it into a string of letters and numbers called a hash code. This is done using a special formula called a hashing algorithm. If you change a single piece of the digital file, the hash code will also change. That means that you can tell that something is different no matter if the change is large or small. Think of it like creating a unique anger print for your data. The same data will always produce the same fingerprint and different data sets are expected to have different fingerprints. Hashing is easy to do and gives us a way to validate a large amount of data without having to look at every piece individually.?

For example, here is the Mona Lisa. Seemingly intact, just as Leonardo da Vinci painted her. But, how do we know it is the original Mona Lisa? What if someone altered this masterpiece? How would we know? If we add a mustache, the changes obvious, but in the digital world, alterations can be subtle and hard to detect. This is where hashing comes in. Imagine the Mona Lisa is a digital file. We can generate a unique hash code for the authentic Mona Lisa file using a hash algorithm. When the mustache is added we can use the same algorithm to hash the file again and compare the hash of the mustache version to the original. And as you can see, the mustache changes the hash. Comparing the two hash codes is a tool that we can use to help detect the alterations remain. And what if we did this again, but only change a single tiny pixel in the digital image? The hash code would still change. Any change, no matter how small changes the hash code. Now that we have seen what hashing is, let's see how it can be applied to election technology. Election officials implement a variety of measures to ensure voter registration databases, electronic poll books and more. Making sure these systems are using the correct software is another important layer of protection. And hash codes can help us do that. For example, hash codes are generated for all EAC certified voting systems as part of the certification process. These codes identify the authentic unaltered versions of these certified systems. These certified hash codes are then stored by the EAC and used to identify the trusted build or genuine version of each system. Election officials with EAC certified systems can check the codes from their own systems against those held by the EAC. For newly acquired voting systems it is a good idea to check the hash codes during acceptance testing. Incorporating hash verification into your existing acceptance testing process is one way to help make sure the equipment you received from the manufacturer is using the correct certified software. Hash verification can also be performed when any equipment received maintenance or upgrades like when a vendor provides a software update. Finally, election officials can incorporate passion verification into pre-election testing and postelection audit procedures. This provides evidence that the correct version of the software was present while the equipment was in use. We hope this introduction gave you some ideas about how you may use hash verification in your office. For more information we invite you to contact the EAC field services program. Field services can provide certified hash codes for all EAC certified voting systems and help you develop a hash verification plan for your own equipment. As always, thank you for your work in elections and thank you for watching.

>>BROOKE WATTERS: So, you have seen some learning lab content and there is a lot of collaboration between our divisions and again, repeating these things is helpful. Any members of the field services program are happy to act as liaisons and get you in touch if

you look to be a bigger training module with our clearinghouse team. The last thing that I want to share with you is just beyond field services we have resources on our website a lot of what field services used is publicly available documentation whether it is our EAC and state certification map that we have where we have some documents that may be too small to read here as the title pages as a scope of certification for voting systems and engineering change orders or minor change orders as the program manual for when those come out. Any advisory notices, public advisory notices as well as field services and reports that ultimately are very helpful at showing how hard you all work to show that these elections have integrity and security and they want to highlight the work that you do. And I believe that is great and I will hand it back to Jon. Okay, thank you, Brooke and Kim and we have a few minutes left and I'll just cut right to the questions and before I do I just wanted to say one thing to underscore the importance of hash codes, if there is no way to confirm the software that makes into the field later on down the line we are not there and then all of that work is for nothing and the hashes give you that confirmation that really links everything together and create that chain of custody. And so does anyone have any questions about either the learning lab or field services? Yes?

>>SPEAKER: I took the class already online and I have to tell you I love the whole program and I'm so excited to take it back statewide, but I feel like I had to go through it to really be able to speak to the value of it and we took the class on the hashtag and I have no idea, I am the least technologically talented person in this room. I did not know anything about any of it and went to my IT department director after I took the class and we chatted about it and he is so excited about it and we are getting new equipment at the end of 27, statewide. And wants to do the hash test for all of the new equipment that we accept. And so I'm looking forward to it. Thank you.

>>JON PANEK: Outstanding. That is great to hear.

>>SPEAKER: Hello, Sherry Poland with Ohio. I have heard about hashtag forever and did not really have a good understanding of it and this was very helpful. Thank you for the presentation. Can you describe what it would look like if a local election office requested your assistance? Is this something you do on site? Is this something that you provide us with the hash codes for our certified system and then online training - how does it work? How does that program work with your assistance?

>>SPEAKER: Definitely reaching out to us via email or calls, we have representatives for each of the states in our team, but typically it depends on what you need. So, if you are familiar with doing software validation and hashing on your own, we are happy to provide you with the hash manifest or Excel file for all of the files in your system that we can provide to you virtually. And if you would like us to come on-site, our team members are happy to talk about that and talk logistics about what is the timeframe and everything. And so there is not a single answer to that question other than start the conversation and we will work to help make it happen.

>>SPEAKER: Yes?

>>SPEAKER: I think it was yesterday or today, we saw and whoever showed it on the slide said that you will learn more about it when Brooke talks. And I thought - I thought it

included more than just the hash verification. I thought it spoke to I think it was Delaware County, Pennsylvania. Is that a place? I cannot remember - it was brown and then after you visited the office, you did the field services team check and other things as well and it was like the document that pretty much you are saying like you know this election jurisdiction follows these things. Is that - did I completely get confused or is this the same thing?

>>SPEAKER: No, this is that same thing. Hash verification and software validation is probably the biggest baseline, because we want to make it more well-known. But, our team will go on-site to observe other things like best practices and your facilities that do have cameras and chain of custody and we write up a report which I think is what you are referring to which basically says we came on-site and we looked at this. This is either the recommendations that we had or what they are already doing. And sometimes for the larger areas we recommend doing a percentage. We are not able to realistically and I'm sure that you are not either able to do a hash check of every single component in your system, you probably have hundreds if not thousands of scanners across your state and we are looking at doing a portion of that and that goes into the report saying how we determine what the percentage was and the recommendation to do more or having a rolling check with each different election as part of logic and accuracy and risk limiting audits. It is much more than just hashing. Absolutely.

>>JON PANEK: Okay, a couple more minutes. At -- yes?

>>SPEAKER: A question for Kim with the training, have you ever contemplated a train the trainer program so it can be elections officials also providing personal EAC training with response to your budgetary concerns. The course is wonderful but it stretches your team quite thin I imagine.

>>KIM SMITH: We are doing some things internally at the agency to make sure we can cover what we need to for in person trainings. We have not necessarily done like any and have not thought about like doing sort of train the trainer for external training content, but it is something that we can think about and take back right now I think the most accurate is you know training poll workers better. But, have not necessarily thought about it yet or have not needed to I guess at this point think about having others deliver on our training. But, something to think about. Thank you.

>>SPEAKER: Thank you. Great example within the hash validations, it is a great example especially when people say that you have you know people in Germany manipulating vote counts and that is a great way go at those allegations. And if you do perform or help with a hash verification or other types of services, is there a type of engagement letter that you provide so it is agreed-upon and documented upfront? And then secondly you mentioned that you can issue reports or not issue reports as the jurisdiction decides and the question is do you have agreements in their that can say because of the sensitive nature of these reports that they are exempt from FOIA or other government requested requests?

>>SPEAKER: I will summarize really quick that we do write a report where the scope is determined by the test plan. And so there is a kind of project plan and test plan and I don't know project plan - and it is just a page or two that covers what the scope of review is and what the sample size is going to be. And that is something that we would work out with the

jurisdiction and reports are not protected by FOIA. Brianna will chime in right here.

>>BRIANNA SCHLETZ: Correct me if I'm wrong, but in the initial conversation that is where you can decide on the project plan and if you want to have the report done and I know that we do a lot of engagement with Texas I believe where they reach out and we assisted them and do work and that does not necessarily result in a report whereas other states what the report. So, it is up to you and I think Ruie earlier you are mentioning the one pager and we decided that it is a more effective communication tool and so if you do offer for the report you would get both.

>>SPEAKER: Thank you, perfect.

>>SPEAKER: Yes?

>>SPEAKER: Susan in Kentucky. In Kentucky we have two election vendors. And I am just - I am just thinking off the back - if we had to come in it could really offend our vendors that you are checking their equipment and I am just wondering if that has been something that you all have thought through? And the other thought on that is what if we engage with our vendors for them to be responsible? Because, they are the ones that set up our machines and everything at least in Kentucky they do. So, would there be an opportunity for us to get our vendors involved so that they can and maybe they already do this, this is a new term for me and I am fairly new as an election person and I would think that this would be a win-win if we could come to our vendors and say okay, how about you all implementation this and then that way you're not making somebody higher up mad.

>>SPEAKER: I will say that the manufacturers have awareness for the most part and there is no mystery that will be going on-site and we don't keep them in the loop necessarily, but it is also not a surprise. And then the manufacturers are the ones that designed the process to extract the software off of the machine and whatever they are providing in the technical data package is written by them and it certainly is valid to have the manufacturer conduct that for you and a lot of people find comfort in asking the certification body then a third body and so there's nothing wrong with having them do it and you know there is a lot of resources we have with field services, but we are happy to help if that is desired.

>>SPEAKER: Sure.

>>SPEAKER: Thank you very much, Jon, Kim and Brooke and right now we are going to go to break and we'll come back at 2:45 PM. Thank you very much.

>>SPEAKER: Thank you.

>>SPEAKER: Is this working? Okay, good afternoon everyone. I think we are a few minutes passed at 2:45 PM and so we will go ahead and get started to keep us on track. If you can all find your seats . Sorry to cut your break short! We have this presentation and then one more following before we conclude for the day. I know it is a lot of information to take in and you are anxious to network. So, I appreciate you giving me a few minutes of your time to talk about the 2026 election administration and a voting survey or what we call EAVS. And I think I recognize most of you, but for those that do not know me I am Kammi Foote, chief election technology officer here at the EAC. And one of the programs that we oversee is the EAVS and out to talk about some of the changes that you will see when you receive the EAVS later on this year along with some of the thought process and the work that went

into developing those changes and then we will go into a little bit of a deeper dive of the data which is something that you have heard a couple of times in the early presentations including our Executive Director this morning and I think Kristen, our director spoke about that and I would like to give you a little bit more information.

So, to begin if you have heard me talk about EAVS before you may have heard me also remind you that I was responsible for filling out the EAVS from 2006 through the 2020 election cycles. And so for many years I was the one that after you put the election to bed as I call it, you certify the election and then here comes the survey and I understand that it is a lot of work that you are put into the survey and thank you so much for filling out the survey. We really appreciate it. And one other things since I have come to the EAC that we have heard from election officials is how difficult the survey is to fill out. You guys spend days and weeks filling it out and gathering the information and so we really wanted to take a look at how we can make this easier for you all. And another pain point that we heard from the media and policymakers is that the data was not always reliable. So, we wanted to see if we could tackle that and making it easier which is a pretty big task and we had a lot of people that came to us with different solutions, but before we went in and made wholesale changes we first wanted to make sure that we really understood what the pain points were and where we could make appropriate updates that were not going to be difficult for you to implement. So, the course of last year from about January through August we convened a total of six working groups and we had 38 participants, mostly election officials, but some other users of the EAVS data that represented 18 different states and we really wanted a broad swath of users, states where they primarily held elections by mail and polling places and we really wanted to get an idea of how we could improve the survey. And what that looked like and I believe some of you in this room participated in these working groups and if you did, thank you very much. We recognize that your time is valuable and we actually looked through every single question in the data survey and we dissected every single part of it. We looked at every question and every answer and category and tried to understand does this make sense and what can we improve in this process?

Next we went through a process to evaluate the perceived value of what we call the burden and we call it response burden and that is probably academic speak about that is how we categorize how difficult it is for you to gather the data. And we went through each question and we asked is this difficult for you to gather and track this data and so that was a high burden and rank all the way to low burden. Is this something that was easy for you to track because you were already doing it or because you have been tracking this for a long time or just because the data was readily available? And we also looked at is this data valuable. So, you as a election official, do you find this data valuable to track for your own purposes or is it valuable for you to look at other jurisdictions and how they are reporting their data so that you can benchmark some other things that you want to do or that you would like to do better? And then we also did a search across all of the academic papers and across the media looking to see our people actually using this and are they siding in academic research and are they siding in the media? So, that was categorized as high-value data if a

lot of people found it valuable and low value data if we could not find a use case for it. So, it really allowed us to be able to hone in on areas of the survey that were high burden and low value and look to see if we could eliminate some of those questions or consolidate them so they are not asking questions that are hard for you to gather data and report on and also that are not being used by anybody. And so what that looks like we have four key themes that emerged over this process in addition to the working groups should also say that we did a lot of one-on-one interviews, as well. We were collecting feedback in a number of ways and the number one thing that we heard is a need for clear instructions. And you heard a couple people mentioned plain language and the region four regional meeting yesterday and that there was a clear need for that in this survey, as well. As we were looking for that line by line people were asking us to know what is the EAC actually asking in this question? It looked like over the years it was an attempt to describe what we are looking for and we were making the questions just even more ever complex and that created confusion rather than making it easier for you to understand what we were asking. So, the need for clear instructions was the number one thing that we heard from all of you. The second thing is again, just reiterating that this survey, you spent a lot of time tracking this data and you spend a lot of time reporting on this data and we heard you loud and clear and we are taking that seriously and understand that this is a lot of work for you all to report on the EAVS. We also heard that the EAVS, although it is a little bit outdated in some of the survey content that it did not totally capture how you are administering elections today vs. How you are administering elections when the survey was first launched back into thousand four. For instance we did not have anything to collect a ballot on demand. There was a need for more clarification on how to report when you are a state that was all vote by mail or if you had vote centers, how did the EAC want you to report on those in person polling locations in a state that was all vote by mail? And so we really try to key in on how we can clarify instructions for you. And then finally we heard that you wanted more communication from us about the EAVS. Historically we have communicated with the state and we provide a lot of updates to the state on what we were doing and hoping that the state would disseminate that down to the local level and we heard through working groups that that communication there was a breakdown in the acumen occasion and there was a gap. So, you've heard about our newsletter couple of times and we are providing more information in our newsletter about EAVS, dates and details to comment and if you do want information about EAVS, take a look at the newsletter and we have also been trying to communicate more through our community network and we are also always open to hear direct feedback and I think you have heard that throughout all of the conversations today. So, the next part of the process after we have done the working groups, we made some changes to the survey and then we put it out for public comment and this was part of our federal responsibility. We are under what is called the paperwork reduction act and we have two public comments and the first one is 60 days. And we just completed and wrapped up the 60 day public comment time and throughout this public comment we actually received more public comments than we ever had in the history of EAVS. So, it really reinforces that people are paying attention to the survey and that they value the

survey and I think our first public comment came from one of our local leadership Council members I think sitting in this section here, Nick Lima and so thank you for that. It is super helpful to hear from you because these changes will impact your offices. And we had a lot of support throughout the EAVS comments just support for the survey in general. The next thing that we heard was a lot of request for greater transparency and access and so for a long time if you wanted to access the data you either had to download a giant spreadsheet with a codebook and then have to somehow connect that with one or two screens or we had a 200+ page PDF which did a good job of summarizing all of the information in detail but was sometimes hard to find exactly the information you're looking for. And public comments also reiterated that they would like their data in a more user-friendly format. And the other comment that we heard which was reiterated throughout is that people had a lot of concerns about removing any questions or answer categories from the EAVS survey. Even questions that we just added in the 2024 survey, people had concerns if we eliminated them and so the hybrid and low value questions. We just heard feedback that people not only did they not want us to remove questions, they wanted us to ask a whole lot more. So, we tried. So, we are going to go over in a high level what we did change in EAVS and some of the things that will remain the same. So, to begin with what will remain the same, it is still a very robust survey and it will cover all of the topics as has been in the past and so in person voting, voting by mail, provisional ballots and questions about technology. It is going to look relatively the same from the standpoint of the amount of data that we are collecting. But, what we did do is we spent a lot of time and we rewrote the entire EAVS data survey in plain language and we rewrote it and did it again and again. Each time saying can we make this even more clear and can we make this even more clear? So, we are really hoping that the use of plain language for you all can make it understandable to you and your staff or somebody who has never seen the survey before while we are actually asking and when it was very academic if you looked at in the past and we are hoping that now it looks like a survey that is asking straightforward questions. We also have a checklist at the beginning of each section and especially if you are new to the survey which we heard earlier that there is a lot of turnover in the election offices and especially small offices that do not have a deep bench and people are not really familiar with the survey and now each section starts off with this is the information that you will need to fill out the section of the survey and we are hopeful that that will be helpful as people are preparing so they don't have to look out for the entire section before they start filling it out. We also spent a lot of times standardizing the instruction structure and so the survey has changed over time from 2004 when it was first fielded through 2024 and we realized through that process that there was not necessarily consistency across all sections and all questions and we spent a lot of time making sure that that it was standardized throughout the survey.

We also did revise or consolidate questions like I said earlier sort of honing in on the questions that are most difficult to answer that did not provide as much value as others. And just to give you an example as we had two separate questions and one was asking about merged records and the other was asking about duplicate records and as you all

know for all intents and purposes you merge records because they are duplicates and so we consolidated those into one single question so you did not all have to decide if this is a merge record or duplicate record. So, we took a lot of time trying to figure out where it was appropriate to streamline. And I have been talking about the hybrid and low value, but we also recognize that there were some questions related to data quality issues to give you an example in the provisional ballots we had reasons why you would issue a provisional ballot and we realized that some of the answer categories really were sub questions of a larger category. We tried to really make sure that the way we were asking questions was not contributing to data quality issues. So, were we did find the data quality issues because of the way we were asking questions, those are the ones that were specifically tagged for removal or consolidation. We did have a few new questions and answer categories, but we tried to keep it to a minimum. And most of those are going to be in the policy survey. And so I filled out like I said earlier the EAVS data survey for a long time and I did not even know that there was a policy survey and this came later, but that is filled out at the state level and the state may get a few more questions and we hope that there is not any pain points there, but for you all it should not - it should actually be less questions this coming EAVS then you answered in previous iterations. You can clap as appropriate!

The other thing that we wanted to make clear if it was not clear already is the data not available or does not apply are acceptable answers. We do not want you to guess or estimate on these answers. We want to be able to say that this data is sound, especially because more people are relying on the data and we know that can have ramifications in your office if there are inconsistencies. So, if you are tracking the data or it does not apply in your state, data not available or does not apply are acceptable and you don't have to estimate or put an answer in if it does not apply to you.

We also are looking on how we can improve the data quality in other ways and so now the survey has to and so if you filled out the electronic version there was sort of built-in a certain column that did not add up and you would get a notification, but we also provided tips ahead of time to say that these columns should add up and it is okay if these ones don't. So, it is easier for you guys to intuitively understand that. And we are hoping that the clear instructions will minimize the guesswork so you guys can spend more time on making sure that the information you are providing us is accurate and less time trying to figure out what we are asking.

If you want to see the actual redline changes which I was not planning on going over here - the QR code if it does not work for you I am certainly happy to send this information out and I think it was in our last newsletter and we are going to be publishing for the 30 day comment hopefully at the end of this week or next week so you can actually look at all of the redline changes and we have another sheet that kind of details exactly what the changes are. You can find it right here. And then lastly the EAVS data interactive we have talked about this a few times. This is something that the EAVS has published since 2018 and we are talking about it like it is new, but because it is because we have not necessarily done a good job of sharing about it and letting you all know that it exists clearly. But, it is my favorite way of visualizing and look at and find EAVS data. So, it is all of the information

that you find in the EAVS survey in a visual format. So, it is on our website and you can click into any one of the states and then you can see the information associated with that policy and with that data for each of the jurisdictions within the state. So, it is really pretty cool, but if you have not seen it like I said it is my favorite way - if we need to get media inquiries and a lot of times I'll use that data interactive to find it rather than going to the PDF or going to the Excel. And if you want to know where to find it again we have another QR code and I will leave it right here for a minute and if this is not working for you, when you go to our website we have an area that says research and if you click into research you can find everything about the EAVS all the way back to the first iteration including you can click on the link to see the data interactive that has its own URL and now it lives on its own page so it is easier to share the information. There is a YouTube video that is embedded on this page that walks you through how to use the interactive and we also have a guide that will walk you through different tips and tricks and like our Executive Director mentioned this morning we also recently published a blog with three different use cases that you may be able to use the EAVS data in your community or jurisdiction, just things that we have learned from other jurisdictions and different ways that they have used the data for their offices and so again, just trying to get the information out and you guys spent a whole lot of time filling out the EAVS and we want to make sure that it is useful for you as well. And so that is the end of my presentation. It was a short one. Hopefully I did not put you all to sleep talking about data in the afternoon. But, I did want to open it up to see if you had any questions or if you had any comments and I am happy to hear feedback on the EAVS and again thank you all for filling it out and thank you to those of you who participated in the working groups and provided comments.

>>SPEAKER: Kammi, Ryan Ronco. You were talking about questions being removed or so were questions removed or were questions not removed?

>>KAMMI FOOTE: Not as many as we initially had wanted to. If you look right now on the Federal Register and you can see the redline you are going to see all of the questions that we removed and we are going to put some of them back in response to the public comment, because we do want to be responsive to our public and so when we publish the updated version there is another 30 day comment question and if you want to tell us to remove all the questions you can let us know - but, there will be less questions this year than there has been in previous years. But, we did add some back.

>>SPEAKER: Kammi? I don't want them to put does not apply or data not available on every category. I am just saying! If you have the data, please put it in!

>>KAMMI FOOTE: That is a good reminder, yes. Also especially in sections A and B, those are federal mandates of the NVRA and CAVA and the other data is helpful for other jurisdictions as well as we have that authority to ask them. So, yes if you have the data please complete it, but if you don't have the data, please do not guess.

>>SPEAKER: So, the policy survey is sent to each state for the chief election official in each state to complete. Correct? And then there is the survey that is completed by each local jurisdiction? Are there some states that handle that at the state level?

>>KAMMI FOOTE: Yes, some states will handle both part of the survey and fill it out for

their locals of who may be working there states and if this does not sound familiar to you -  
>>SPEAKER: In Ohio it is completed at the local level and we submit our data to the state and then the state submits it to the EAC. So, my question is when you send that report, the second part of the survey and I feel like the sooner we can get those the better, because there are times when we are completing the EAVS postelection that we realize that if we would have set up some different parameters within our system we could have tracked this data much easier vs. having to go back and re-create the wheel for the report.

>>KAMMI FOOTE: We can certainly send it out earlier and the timing is that in August we sent out the survey in the states and asking to completed ahead of the election. We typically wait until the election or a few weeks after when you guys are going through certification before we send the actual data survey, but because we send it out and they disseminate it down they may hold it even longer. So, they may be building it into their own processes, but you can see today what the survey is purported to be and as soon as we are finished with our 30 day public comment we will publish the final probably in maybe June? And if it is helpful to local leadership Council we can send that information out to you that this is what the survey is going to look like even if we are not actively collecting the data yet but so that you can prepare as we are gathering the data.

>>SPEAKER: I think that would be helpful.

>>KAMMI FOOTE: Anything else? All right. Thank you very much. If you do have questions or feedback, I am happy to hear them. We will be sending out information about the 30 day public comment time like I said very soon so you can see what that almost final updated version of the 2026 EAVS is going to look like and I think we have one more presentation following this. Karen, do you have information on the next presentation?

>>SPEAKER: Thank you, Kammi. I appreciate it!

>>SPEAKER: This is just a commercial break. If you are interested in going to dinner tonight and I don't know why I am the social coordinator we are planning to have dinner at (NAME), this is a traditional Chicago deep dish style pizza and it is and a half mile away from here and it is casual and has great food and dinner starts at 6 o'clock and that is when we will have drinks and appetizers and we have confirmation from approximately 25 people and that is how many seats are available and it is a restaurant and if we have more than 25 and they cannot accommodate us, we can go to a table and just have a normal regular restaurant experience. If you receive - if you completed the little survey that I sent last week and if you receive text today, that means that you are in. You can come and participate, but please if you have not and are still interested, please come and we will see what we can do and we will get as many people as we can. They are planning for 25 and we may have more. Please meet in the lobby and sorry, go ahead. I sent some text this morning and one of them bounced back with a bad number. Meet at the lobby at 5:30 PM. It is a 10 minute walk and if you don't want to walk of course you can get a Uber or a car. And the address is 730 North Rush Street and it is Giordano's (SP?). Another complication maybe is that they have asked for a single payment and will put that on my card and we will set it up through Venmo or however needed. There are plenty of other activities here in Chicago and the survey included some of those. I did not plan or book any of those, but if

you are interested the most popular one was the architectural tour and that is a boat tour which is phenomenal and it takes you through downtown and I believe they do it at night, as well. And just do a Google search on architectural tour in Chicago and you will be able to get it. There is also a Chicago mob and ghost tour that was quite popular in the sky deck or observation deck that will be available and I don't know if they have any openings, but please feel free to get together with your folks after dinner if you want to go to any of those events. But, we are not going to do any coordinated ones. Thank you.

>>SPEAKER: Thank you. As you can see our next panelist is up there and we are going to get some water and their presentation and so we have Jennifer, the region three chair in Texas and election administrator. And we have got Mark, region three member in Florida, supervisor of elections and Wesley in the County supervisor of elections and last but not least, Ms. Rachel with region three in orange County, North Carolina and cannot wait to hear what you have in his last sessions. Thank you.

>>SPEAKER: Thank you, Carly and good afternoon. If you are here that means you are nearing the end of the day. So, everybody can clap for that and I know everybody is ready to be done today. This was wonderful. We learned a lot of really wonderful things today. And right now this is just four of our region three really quick we don't have a lot of time. We have a lot to tell you. But, if I can just get anybody in region three to stand up really quick so you can have some recognition also for this project? I would appreciate it. Thank you. So this morning you heard from the commissioners that one of our responsibilities is to advise the commission on things that we need and things that we think would be beneficial to help us in our job every day. And we take that to heart and immediately after we adjourn the last annual meeting and from our first regional meeting we started talking about a topic that was pretty popular in our last annual meeting and that was the creation of the interstate data sharing network. And if you look at your mission statement, most of you have some language that says something to the effect of ensuring voter accuracy and voter eligibility. So, this is an important tool that we think can really benefit our offices every day and we have heard a lot today about the priorities of the learning lab and their EAC commission and that this is one of the top topics that we need to really work on trying to find tools to help us with that. That is what we want to present you with today if you will give us just a few minutes we will fly through this and then we want to hear back from you, as well. And so creating a data sharing network and what we hope to do is to guide the EAC to explore a framework for a secure network to secure the efficiency and accuracy through collaborative data sharing. And the data sharing network plays a great role in ensuring accurate frustration data across state lines. That is the biggest challenge for most of us. And this network aims to enhance voter access and uphold integrity of elections and foster the democratic process. And the importance is essential for maintaining the integrity of the election. It helps ensure that every eligible voter can participate while preventing fraudulent activities and thereby fostering public trust in the electoral process. And I stole this from the bipartisan - they did a lot of study on this and I thought I would include it in this presentation. Voter list maintenance does not need to come at the expense of voter access. Well-crafted evidence-based tools can advance both objectives at

the same time. And that is what we hope to do here.

And we all know that voter changes do not stop at state lines. And understanding how voter statuses evolved is essential and more importantly it shows why interstate data sharing network is necessary to keep records accurate across jurisdictions. A voters registration status evolves due to life changes and administrative actions. My worst nightmare is happening - there we go! So, voter registration status evolves due to legal updates and administered of actions and because of this, list maintenance must be continuous. And no single state can achieve and maintain accuracy in isolation. Address changes are one of the most common causes of outdated records. People move frequently within counties, across county lines and across state lines. Interstate coordination helps ensure that records stay current. Citizenship status directly impacts voter eligibility. The database is one tool used to verify citizenship status and crosschecking data improves confidence in our system. When voters move across state lines the previous registration may remain active and without coordination this can create duplicate registrations. And data sharing helps states update records efficiently and reduces inconsistencies and this is one of the strongest arguments for a interstate data sharing network. Name changes through marriage, divorce or court action can create mismatches. Keeping records current helps ensure a smooth voter experience and keeps our registration list accurate. Interstate data sharing improves matching accuracy and helps reconcile records that may otherwise appear unrelated.

And removing deceased voters is a routine and essential part of maintenance and timely updates help prevent confusion and help maintain public trust in our systems. Death records are often shared between agencies and without interstate data coordination updates may not reach every state. And eligibility changes impact voting rights. A voters status can change due to life events, legal processing and administrative actions. These updates require careful monitoring and accurate data inputs. We want to ensure that eligible voters remain on our role without wrongful removal. And inactive status is an abandonment tool and it is not a removal. Voters remain eligible and can still vote. This is just simply flags their record for follow-up. And this balances accuracy with voter access protections.

Election offices perform continuous updates to keep records accurate. These include corrections, data synchronization and just routine maintenance and this ongoing work is critical to election integrity. All maintenance must follow state and federal laws. These laws ensure that these updates are done consistently, fairly and transparently. Compliance prevents improper removal and protects voter rights. Discrepancies happen. It is the normal part of working in large data systems. The key is to identify and resolve discrepancies quickly so you can maintain accurate records. And each of these examples shows that voter data is constantly evolving and does not exist in silos. Interstate data sharing takes unrelated updates and turns it into a coordinated accurate network.

>>SPEAKER: If I would turn on my microphone you would be able to hear me. So, if we are able to influence something like this we would need some kind of a governance structure. We envision possibly within the local leadership Council a governing Board would consist of

representatives from various states and could be the standards Board or potentially the local leadership Council that would ensure the participation from all states and that all states are involved in this and to ensure that participation is seen in a positive light. That is one of the reasons we are talking about bringing this under a federal umbrella. So we don't get the notions that you know one side or the other are the ones managing this data. I think it is worth pointing out pretty explicitly that we are not talking about a national voter registration database. Absolutely not. And we will go over some of that later on. But, the governing boards thought the importance here would be to ensure the data protection is in place and is maintained over the life of this. And the leadership will provide oversight. That is the key function. And it is also the operational positions and it is not just leadership - we need operational specializations to have expertise in data policy, cybersecurity, legal compliance which is a big factor throughout the nation and communication and public affairs. Again, messaging and what we are doing here and what are we not doing here? There is a lot of talk in the news currently that actually made us a little bit worried about this bringing this up. But, the importance is still there. So, there have been other attempts at this. We need to make sure that if we do implement this that our messaging is secure and informed. It is deliberate. It is what we are trying to do. Our governing body needs to make sure that that is the boundaries within which we are working. So, the collective responsibility for that would be establishing the strategic priorities. I think our key priority is to maintain the integrity of our voter registration systems across states and ensuring adherence to legal and regulatory standards. Wesley and I are from Florida and there are many things that we are not allowed to provide. Few outside of our own environment here in Florida. And Wesley will go over some of the ways we want to protect against that. The protocols that we will be implementing and again maintaining those overtime and there is certainly a potential for this to get contorted or distorted as we move forward in different pressures coming into play to potentially have us make some of the data available to other people and really we are just trying to use this within our body to compare data and look for voter registrations better duplicates or people voting across state lines multiple times and things like that. And keeping the public trust through the transparency of what we do and through the communications of what we do is a key factor for the success of the spirit now we have tried to come up with some names for this and you can see some of those - I think Ivan may be pretty bad for some obvious tie-ins - okay, so what it says is good, but maybe they can be confused with ceding control of our data and so I like not that we have to go into this, but I like Eden, I like the garden of Eden, that is tranquil and nice. Verdun, that reminds me of a really bad battle in world war two and so maybe that is not good either. And Wesley is really into Ivan.

>>SPEAKER: For obvious reasons.

>>SPEAKER: (CHUCKLE). Now, the operating and funding. This will be one of the big hardships that we will encounter. It is already tough to get funding for the EAC. These numbers are religious ballparks that we have come up with. They are absolutely subject to change and just to have that out there as may be some guidelines or goalpost to look at and we don't need to go over every single one of these in detail because really this whole

thing needs to be voted on whether we will take it on and then as we explore the various functionalities you know this may evolve somewhat. But, you can look through that and it just gives a basic cost breakdown for some of the various areas that can change pretty dramatically. State participation contributions. We hope for funding from it may be the federal level. But, also a little bit of buy-in from states and you can see that we proposed some sort of a breakdown based on the size of the state voter registration needs. So, the more people that you have, the more input that you will have to this system, but also maybe the more functionality you get out of it, also. And I think that we have all come up with a concept that basing the participation on the size of the state is a fair way to do it. Security and auditing - having again all of this data out there depending on what format it takes has definite security challenges. We need to ensure the security of this to make people at ease about using it and the various states and then we have to audit this as we are going through to make sure that the integrity of the data is maintained and that the standards we set in place from the get-go are maintained throughout the life of this. And if we just create something and then it goes away, it is a lot of effort for no real reason. So, one of the ways to ensure that it continues as a program is to make sure that you have good security and that is measured and ensured and demonstrated through good audits. Sustainability and cost controls. Again, building something like this without the ability to have it function over time is really a lot of work for not a lot of return and it would be nice to have a multi-year budgeting authority. Shared services agreements. When you buy into it, you are sharing the expense and maybe we can get some sharing from the federal government to help with this. And again to measure your performance and show people why you are having some good impact with this process and your performance reporting is pretty integral to the success of all of this.

Okay, very good. Benefits of the network. Enhances the voter accuracy. Multiple duplications of voters across the states, that is just open as we have all noticed four ways to undermine people's faith in elections. And the fewer registered voters you have with accurate list, you don't have a lot of I don't want to stay deadwood, but that is what I usually say. You don't have a lot of inactive voters that are staying on the list forever and you know you have to at some point reach out to them and decreasing that produces the administrator cost and strengthens fraud detection if you are comparing data across state, we can look for this and we are finding voters that are voting in more than one straight and we can find that and report that and have it investigated. This brings some of it back for the states that were not able to join initially or had to leave for various reasons and reasons that we are presenting some of this. Okay, boosting strength of elections and folks are complaining that we have duplicate registrations or that the people that are involved in the elections are not real US citizens and this helps to work against that kind of miss communication. And when you are comparing this across states you can get more uniformity and how this is done and this gets back to NVRA but making sure that all states have well-maintained databases.

Data points for accuracy. There is a lot that needs to be compared here. And from the areas of secure submission and voter meditation data and making sure that the data you

are receiving is sent securely and encrypted and preferably it is not just human readable text. You may have heard of models out there that use hash values of data. That is a good way that we would like to approach this also. Again having the structures in place with the governing body to ensure that it is done that way over time and that is where we are trying to get to and we want to be able to evaluate in a secure manner without presenting the actual values and having that reside in some databases somewhere that could potentially be hacked. Department of Motor Vehicles. They have a lot of data that many of us use and NVRA is big on motor. Most states I think have data communication from the Highway safety to the voter registration. But, bringing that data into this concept we just all need to be coordinated. And Social Security Administration, we all get data from Social Security. That data would need to be made available here also and so the coordination there is integral to the success of this process. Now, official citizenship and it says the save act database, that is a typo. The save database, really this is our goal is a contributor of data. We are not feeding save data, that is the way that we envision the store. SAVE can review, but how many people have dealt into this database? I know that I have and not many, okay, interesting. What we are finding is that it can invalidate if somebody is a citizen and that is great to see. And a lot of times it is unsure as to whether somebody is a citizen or they are a citizen when Highway motor vehicle shows that they are. And this is a data source particularly for eligibility if their eligibility is in question and even in the fine print it says that you cannot use this to disprove someone's citizenship because the folks that maintain SAVE realized that their data is incomplete and if it shows that somebody is a citizen that is accurate and does because it says that they are not does not mean that they are not a citizen. And I'll pass this on to Wesley.

>>SPEAKER: Thank you, Mark. The placement of this screen was made for somebody - it is not as quite as space efficient as I am or where are my vocals? Okay, so I cannot see the bottom half of the screen at all and so anyway we will move on. Anyway, that is why I'm using this one right here. The purpose and scope - it would be naïve to think that our data would not be a target. In today's world, virtually all data is a target from somebody and I'm sure especially in this room we can make a list of the people that would want our data, especially if there was a way to match it and get it across other states. So, it is very valuable data.

That is why our transfer mechanisms need to be extremely well thought out before we start this process and vet them appropriately. The third bullet in here actually really should be to refuse email transfers. That is not a secure transfer for data and our model ensures that every piece of data before it leaves the partner must be hashed. I wrote this next comment before the presentation we did about an hour ago and so bear with me. And if you have watched the EAC's video on hash verification I'm not sure any of you have watched that, but if you have not watched it I do recommend that you do. And it talks about how the hash verification can be used to validate software and that is the purpose in that process. But, it can and it is very commonly used to validate obscure data values. You know they showed how hello world becomes you know some other string of characters and that obscures the data and it makes it to where someone cannot just accidentally see

that data. I am not going to go into great detail on that process mainly due to the fact that it far exceeds my technical abilities and suffice to say that there are multiple examples of this being done routinely and routinely. And all data that we propose in this project would be hashed at the source prior to leaving that source. So, there would be no at rest data that is human readable, it would all end up as hex values if you are familiar with that terminology. And we believe that the federal model and I will not read this slide out loud, I will allow you to read it - is the one that allows the vast majority of us to participate in this process and we believe that it would require to go at that model, because we have seen politics actually enter in disrupt other models. And the EAC has been very good at getting through that based on their makeup. And we feel that this is the most appropriate or efficient network model and it is called a hub and spoke for obvious reasons and state of Florida work in a hub and spoke and that is not why we chose this, but it is the model where there is one central type of repository that the state of Florida would not ever communicate directly with the state of Georgia or any other state. We would only correspond with the hub itself. We also envision a extremely aggressive and comprehensive logging, auditing and alerting system. We know in today's world that that has to be at the beginning of the process and a lot of times if you look back at voter education systems, the auditing and logging and the things that happened to voter records, those were kind of an afterthought after the system was built. We need to think about the auditing and the logging of these systems from the ground up.

And this would encompass all data transfers, every single data transfer that happens would need to be audited and logged for validity as well as ensuring completeness, accuracy and all of those.

If you have ever actually looked at any system logs then you would know that there are typically thousands and maybe millions or even billions of lines of data and no human could ever ingest that amount of data. So, we would need to employ systemic log monitoring systems and any of you that are in the cybersecurity world out there, you recognize that there are logging mechanisms that actually read log, it is a program to read kind of the output of those things and there is a multitude of systems out there already and we believe that they can be modified to look for certain types of alerts that is appropriate for our data. Cross estate and intra-agency transfers. We need to ensure that we put in place all of the necessary agreements in place prior to any transfer. Before anybody ever begins this process we need to ensure that we have the proper agreements in place. And we also recognize this as security standards continue to evolve that we will need to periodically update these agreements because the things that we think of today will be fairly basic probably in the next three, five, 10 years down the road. Formal data sharing agreements require and I will not make any further comments other than what is on your screen right there. And uniform security standards and mandated from the beginning and if you participate from the project you are required to hit a mandatory minimum security requirement. And we also understand that not all possible even the majority of us of the entities involved will be able to actually develop the system themselves. For those of you who have statewide voter registration systems which I believe

the majority of us do recognize that those systems probably a lot of times were not built in-house at Secretary of State or whoever your authority is. I know in the state of Florida that the original system was coded by IBM that put out a RFP to build that process. And we will end up relying on vendors or third parties and we need to recognize that fact. And at the very beginning of the process we need to bring our vendors and suppliers into this process and they need to ensure that they uphold the standards at the beginning. If you do a RFP, they need to ensure that they comply with all of the standards that we put in there. All legal and privacy safeguards - although that we feel that the earlier statements agree implicitly exclude the use of voter data by nonelection entities, some of the partners that Mark mentioned earlier like the SSA and the master list, those would be suppliers of data. Same thing with the SAVE database, they are a supplier of data, not a recipient. So, it would be a one-way travel from those types of agencies. And we do feel, especially in today's political world or charged world that it is necessary to explicitly state that the data may not be used by any law enforcement agency at any level whether it be federal, state or local and that privacy safeguards be stated from the very beginning of this process. And we need to explicitly detail how we will collect, use and protect PII, personally identifying information and we need to say that on the front side, because if we don't articulate our vision, someone else will. And obviously a lot of times when people talk about elections that are not actually involved in elections, the story gets lost quite easily. And so I will pass it back.

>>SPEAKER: Again, so our objective is to gain interest in all of you for the EAC to explore this project and see what it would take to implement voter registration data sharing networks. And potentially the standards Board and potentially the LLC, we want to hear from you what you think and what your thoughts are on that. And potentially there would be payroll for a CISO in this. And annual reporting, we feel like it would be very important to show the story of the work and showing what we are doing to protect voter rolls and ensure the accuracy of elections. And then finally a call to action which would be if you support this we would need to because we have already heard funding is limited and so we would definitely need to be talking to our federal legislators independently and not as part of your membership here with the LLC, but independently about this tool and how beneficial it would be to you locally for your elections and why you would like to see them put some money where their mouth is. So, the call to action would be if you feel that this is worth while and you feel that we should pursue resolution which you all have in front of you that we ask the commissioners to explore this opportunity and then we would put this call to action in an advocate for some funding and now we will open the floor and this was not everything, this was a very complex tool, but this was the most that we could fit into the time to give you something to talk about.

>>SPEAKER: Julie, from Wyoming. First of all, I congratulate you for taking on a huge project like this. And in the state of Wyoming, I don't know how many places are like this, we have in our statute that we cannot give out the private information of anybody that are Secretary of State - we still cannot do that and I am just curious if the state statutes, because this would not go to Congress to change something nationally for us to do that and if so would we be even able to do that?

>>SPEAKER: I think that this project comes in at the federal level and you are going to get a number of buy in from states and I think that you will see states that will go back to their own statute based on all of the peer pressure type thing and - and voters come in and will say you know these 49 other states are participating in this, why aren't we? And so I think that we are going to see this type of thing and I think that we saw this with and I'm trying not to name names - other project that have been out there in the past and we saw peer pressure in those as well and the other thing about it is that we know for a fact that if we can do this and do it well that our voter data gets better. It just will. Because, people do move in and move out of your state and Florida does subscribe to the SSA master list and as we were in the other group we were getting notifications from that list that we did not get the other one that had been out there and so they were using it to match our data much better than we could locally. And especially from a technology perspective if I can come in and learn how this process works at eight or 10 state entities I am going to be so much better at being able to process this data from 27 or 50 entities out there and it will make us all better.

>>SPEAKER: Correct me if I'm wrong, but the concept is that we are not releasing the data. We are releasing a hash of the data. So, there is no identifiable information put.

>>SPEAKER: I think your splitting hairs.

>>SPEAKER: It cannot be read. So, that is how I say it.

>>SPEAKER: We always agree on everything.

>>SPEAKER: Usually!

>>SPEAKER: It is just a string of numbers, you are not producing data that can be read.

>>SPEAKER: But, you will get the arguments that it is publicly available data or private data, but you are going to match back against somebody else that has the same stuff and so in reality I would argue that you are releasing data.

>>SPEAKER: I am just releasing a match in hash values.

>>SPEAKER: I do appreciate cleaning up the roles and so do not get me wrong when I'm a little bit perturbed at our Secretary of State I think the problem is that he never even told the clerk and they are very angry in our state. Our citizens are very angry right now. And I don't blame them because none of us were even told that they are going to do that. So, if the data shows up, let's just give me for an example somebody registered in Wyoming is also registered in Texas - so, then what? Because I am sure that my rules we just barely got residency and so I'm sure that my rules for residency and whatever we can do and whatever you can do in Texas - how does that work? I mean for all of our different rules and stuff. Is there any thought process in?

>>SPEAKER: First off, we cannot in the time allotted here this afternoon answer every scenario of data out there. It is just not possible. So, I believe that that is some of the next processes out there, but I will let Jennifer -

>>SPEAKER: That is what is going to say. First of all I think that you would fall to your state processes at that point and what the state processes are. And earlier, your first question, I wanted to say this again is a tool that states often do. And it is worth it to explore it to see if it is something we can initiate and perhaps when the results are positive your state will

make laws to support that. That is where we are going with this.

>>SPEAKER: I will say they are advisory to the EAC and so we will advise the EAC to look into this. As a potential tool. And it is more of a investigation of the concept as to whether the funding would be there and you know we are not voting on every steel aspect of this right now.

>>SPEAKER: Question. Over here, first and then we'll go back right here.

>>SPEAKER: Tracy, from Nebraska. I am 100% for this I think we need this and we have problems with people who are snowbirds in the southern state and some don't even have a drivers license and they are using a passport with a photo ID requirement that is placed on our state and our state was looking at funding some of the previous iterations of organizations that look like this. And have gotten not that far yet. And being 100% for this I also am leery of the entire election process and I am wondering if there could be another whereas paragraph added to this to where all states maintain their autonomy over the election process and the procedures you know for list maintenance and other election administration just to declare whereas we see the benefit to the information we do not want to give up our individuality that are states already have.

>>SPEAKER: That is a great idea. Exactly the kind of feedback that we were looking for.

>>SPEAKER: I promise that I'll go back here and then I will come over here.

>>SPEAKER: Mary Clark, from Michigan. I personally am not comfortable with the EAC sticking their toe in the pot of whether or not someone is a citizen. And I think that at this point in our world that it is a very negative topic that does not bode well in my opinion for the prestige that the EAC currently holds and we have avoided being in the middle of little battles and I am struggling with this.

>>SPEAKER: Yes.

>>SPEAKER: Dustin, from New York. I think this is a great idea and I think it is a great long-term plan. New York just voted this year to enter an interesting compact and will make a decision of which one it will be I am sure by June and I'm sure we'll get it done on time because we always get things done on time in New York. And I think this is a great idea and because I do believe the key to fighting the election denial that is out there is good data and the EAC has a ability to do that. I also really like the addition of the other whereas paragraph, because that is going to be something that I would talk about as well, because I think especially right now saying that you know reaffirming that states have their own rights and on their own elections and that this is a tool that will be opting in will be a really good addition to this resolution.

>>SPEAKER: Thank you. Tracy, can you write your language out for the paragraph that you would like to see?

>>SPEAKER: Just a brief version and then we can play with it a little bit.

>>SPEAKER: Okay. Who had the question over here?

>>SPEAKER: Shane, Missouri - sorry - go ahead.

>>SPEAKER: Michelle from Minnesota. I was just going to say I appreciate your presentation and I think it is a fantastic idea to consider this notion of voter registration sharing and this seems really duplicative of Eric and I don't know why we would not continue investing in a

system that seems to work well.

>>SPEAKER: You are not the only one thinking that.

>>SPEAKER: You see I did not use the word -

>>SPEAKER: My brother is named Eric and he has a little bit of input on this! Yes, very much. The problem is that it is not administered by what some consider to be a trustworthy source. Others may not consider the federal government to be a trustworthy source or do not want to taint the EAC with potentially concepts that make them less than ideal or above the fray. So, the concept of eligibility through citizenship and you know death is certainly a disqualifying factor, but maybe you are registering in multiple states, but citizenship eligibility you know I have gotten into that rabbit hole quite a bit in the last few months and it is extremely complicated. And you cannot avoid getting dirty. So, some of this would be worked out through the investigative analysis of whether we would take this on. And it is very much exactly what you said except maybe bringing it to the - should I give them my example - so, this kind of came into being in Florida we got rid of drop boxes and we no longer have drop boxes. All we did was look at the secure intake stations.

>>SPEAKER: Another word for the same thing.

>>SPEAKER: Eric, under the feds is another way to think about this.

>>SPEAKER: And we stay under the feds, but we are talking about awards that are state representatives and we are not suggesting to put this directly under the commissioners, but more so to have states to be involved in the process. Camden?

>>CAMDEN KELLIHER: Algebra just briefly because I reviewed the proposed and I want to clarify like the way we interpret this if this gets passed is that you are telling the EAC to come back in Xnumber of months certainly by the next annual meeting and say that this is what we think it looks like. And in the most polite way possible, that also includes maybe hearing some of your presentation and saying no, we do not like that as the EAC and so we separate the proposed resolution as two totally separate things and they are related, same topic, but it does not mean that it includes the same database like we as the EAC will come back to you all based on this resolution with some of those answers. Certainly then I know there is other questions and I think the original plan was to consider that amendment and we will come back and reconsider the resolution tomorrow and so I am not trying to interrupt anything. I just think that we are you know the details of the resolution like adding another whereas paragraph is probably where we are at in contemplation for tomorrow and then certainly be discussion listed in the presentation separated the two and making sure that we are clear moving forward on how the EAC takes this into account.

>>SPEAKER: Camden, thank you. And you have been a big help as we navigate this entire thing. Really exactly what Camden said. The details on the slides are also brainstorming what this may be. That is all a part of the investigative process if we ask the EAC to actually begin that process. And that is really what we are voting on tomorrow. Yes.

>>SPEAKER: I think the point about in terms of if it is underneath the EAC you know taking in my thought process is that it should be through interstate compact just like we do port authorities and just like we do adoptions. It does not have to be adopted by all states, Paul states want to participate and are able to do that and of course it is through the

Constitution and so you get a lot better framework so that private organizations that have been attacked for being biased one way or another, you remove that element and that way we have a framework that has the benefit of government because my concern is just like we have seen some federal agencies taken away there is nothing to say that the EAC would be removed and this would remove it from that and protect the integrity of it read.

>>SPEAKER: Thank you.

>>SPEAKER: I am Jamie from Kansas. Having lived through and been a state that hosted the interstate cross check, I can tell you to my friends from Florida that this is a bigger alligator pit than you think politically, legally - and so I am not saying that we should not move forward, we can talk about in our regional meetings, but I want everybody to just be aware that this is a much larger discussion than just this resolution and at the end of that resolution it says that we are sharing all of this with Congress and so on and so forth and I am a little hesitant to support this just because I lived through this and there is some complexities to this and it will open up a big can and so that is my concern.

>>SPEAKER: Yes, Jamie we thought of this last summer. And things have certainly changed since last summer. Without a doubt.

>>SPEAKER: I'm not saying that I am against it I'm just saying what we went through with that, yes - Rick is right. It became so political. That what it was trying to do completely got lost and part of it was the person that was kind of supporting it, but we kind of lost the purpose of it and we ended up in court and all kinds of stuff because we were just attempting to do you know - you know my County is right next to Missouri and I have got so many people going back and forth and it makes sense. But, it has got some problems as far as just -

>>SPEAKER: Ricky has a question.

>>SPEAKER: Ricky, from Utah. I love the concept of this. Trying to address a crucial need. I agree and strongly think that there should be zero federal dollars coming to this. I think compact among the states is the correct way. And with that I think the standards Board would be a better source for that and PLLC mostly because most states are top-down and not all, but generally databases tend to be more centralized and more run by the state associations and so my question is has there been any approach to a asset and if so, what other thoughts or are we too early?

>>SPEAKER: I think the latter of what you said. I mean we are just in the phase of exploring this concept right now, but I envision that there would be some interaction with those of us in the room here and some of the other boards on this should the EAC choose to take this out and so we can convey all of that important information that you just shared.

>>SPEAKER: I can see Thad and Nick -

>>SPEAKER: I am Thad Hall from Pennsylvania. And you know this seems politically treacherous to like this seems like a great idea and you know the point is that this is an opportunity to create a template for what this could look like and to go back to that comment and how can Eric benefit from the SAVE database and so I think there is a lot that can be learned from this even if it does not go anywhere. And I think that we should - you know consider just a overall benefit of learning how the overall system may work and I

think the EAC has really good and smart people that can develop a series of options of how this may work and how Eric may be enhanced and there are all sorts of models for thinking about how this can be done.

>>SPEAKER: Remember, it is Ivan! Not Eric. Ivan.

>>SPEAKER: Does it come with vodka ?

>>SPEAKER: That will not be the last Russian joke -

>>SPEAKER: Yes it does, TDGC.

>>SPEAKER: Okay, did you have something?

>>SPEAKER: Yes, I look at a state like Rhode Island which is in Eric and you know dipped its toes in Eric for a little bit and Eric had 37 states, more than half. And Eric also is extremely complex and has extremely detailed and privacy data sharing agreements and took a long time to build and develop and you know it is a model and it has been done and it does not mean - you know we can try to replicate a lot of that because I think it is our giggly the model is successful and at the same time I would love to see Florida back in Eric or a substitute system brought up that we can all participate in an all 50 states plus the territories and on any given day you know half of Rhode Island is probably in Florida between the retirees and me getting on a cruise ship and so there is lots of I think reasons to explore this and I think it is crazy in 2026 that we still have a really good way to check amongst the 50 states and the United States and you know we still can't do that - and I think exploring this is a good idea and I think it is a good idea for this body to give our opinion which is what it is to the commissioners so that they can explore it further or at least he know take that into consideration from us. And the very last portion of the resolution of expanding that beyond the commissioners - without us really knowing what that framework would look like and what is the actual nuances and details of that I am less comfortable with that element only because we do not know what they are asking for at this stage. And you know Camden just said we have the presentation and also something that we are just proposing a concept and we don't really know what would happen beyond that. And I think eventually yes - having a predictable and stable funding stream from Congress to support a system like this could work. But, we don't know what the system looks like yet and so let's come forward with that last section just because we do not know what we are voting for at this stage.

>>SPEAKER: Okay.

>>SPEAKER: By the way - really quick - I applaud you for doing this. This is what these boards should be. Not getting together and kind of you know hearing updates and stuff and so we should be talking about the big stuff and arguing about it and I applaud that. And I don't to come across in being overly critical about it.

>>SPEAKER: We have thick skin, Jamie!

>>SPEAKER: And the other thing about this is you know we should recognize that as elections professionals we are the experts as it relates to this process and if we had this much discussion, think about the people who have no idea you know they can spell the word election and that is about not always - having them doing it. Answer us having these discussions thoroughly and you know with this thought process going through I think is the

right place. Somebody is going to start presenting something along these lines and I would much rather it come from election professionals than somebody who is just winning an election.

>>SPEAKER: And the alternative also or another perspective I should say is that we talk about not wanting to accidentally remove people wrongly from voting, but there is a lot of people being prosecuted and they don't even know that they are registered in more than one place or twice or somehow or another wrong. And so this is a way also to help voters if it is done the right way.

>>SPEAKER: It is in our legislation to use Eric and that law has to change for us to do - so, that is the thought and I don't know if any other state is like that or not.

>>SPEAKER: There are other laws that will have to change.

>>SPEAKER: Exactly.

>>SPEAKER: And they change all of the time.

>>SPEAKER: I may just mention as well that when the help America vote act came out it was shortly after that that there was a group that met up in Washington or Oregon, one of the clerks went up there and I believe at the beginning of the help America vote act that is what they expected for all of us to have the same type of base that eventually you could do that and I was not at that meeting, but I know there was a discussion about it and I don't know if there is anybody out there that has been here long enough to remember that discussion about that, because I think that is what the HAVA was supposed to be.

>>SPEAKER: I was not at that meeting, but I do want to say that there is no one in this room more skeptical of what is going on with the federal government and some of these things that we have seen over these last few months and years. And what I would say is I trust the people in this room to get it done right. And I think while we could push this along to someone else or wait for the most perfect resolution and then have every T and I with a dot you know we live this every day and if there is a need for it then it is up to us to then put it forward to then solve it. Otherwise someone is going to solve it for us and probably not in a way that we would like. And so I agree with Wesley and I trust this body to shepherd this through along with the EAC and the standards Board and I believe this is going before the standards Board as well not just the LLC, right? Or is this resolution only? But, either way I trust the people in this room to do it right and to guide the EAC through the process better than anybody else or any other gathering of people to get it done. And I just want to reaffirm my support for the resolution.

>>SPEAKER: Currently this proposal is for this body and so if we send this resolution up to the commissioners, then they will decide how we implement this further.

>>SPEAKER: I which is going to say - Lori, from Colorado. And if we can go from dominion, to liberty vote, we can go from Eric to Ivan and we just need to do a little bit of sending out the stuff and if it comes from the local level to rebrand and get back in the system I think it is already built and they run it with three people and they do an amazing job.

>>SPEAKER: Secure the intake station!

>>SPEAKER: Just a little bit of rebranding.

>>SPEAKER: Camden?

>>CAMDEN KELLIHER: So, just I appreciate this group a lot for doing this like Jamie said, we would love more of this. So, if there are ideas in the room, I am happy at these annual meetings is meant to be your time. But, this is also a historic thing and it is the LLC first proposed resolution and we had no motion on not today which means it is not been formally considered yet and I think that may be introduced again tomorrow with some amendments. So, I just wanted to cover the process because I don't know if this group has done that. So, we have had the discussion and I think maybe it will be discussed in the regional meetings and may be introduced with some edits and I am happy to be here tomorrow and guide us through what is the formal process to adopt a resolution like this. But, it has not been introduced formally at this point and it is still up for debate tomorrow.

>>SPEAKER: Thank you, Camden.

>>SPEAKER: Well, thank you to this panel appeared you guys obviously did a ton of work and we appreciate the input and as Camden said this is exactly why we have these bodies so that we can hear from you and what your needs are and so this is an amazing amount of work and I know that it is a huge lift and a lot to consider for everybody. So, thank you for the initial presentation and we will just see where it goes from here. So, thank you guys very much.

>>SPEAKER: Thank you, Commissioner.

>>SPEAKER: So, was today valuable for you? Yes? Good. I hope you are also having valuable conversations between each other. Keep those going. We want you to continue talking and we want you to continue bringing us ideas and information and you know your feedback to what we are doing. Thank you for being so patient through all of the presentations. I want to say thank you to all of the presenters today. I just want to also remind you that breakfast is from 7:30 AM until 9 AM tomorrow morning in the French room across and make sure you bring your folder and your table tent and your name tag tomorrow. Executive Board members go to Walton South through the executive Board meeting right here right off of this room. And then now I'll entertain a motion to recessed the meeting as scheduled until 9 AM tomorrow, April 15.

>>SPEAKER: Moved.

>>SPEAKER: Dustin, we will call you.

>>SPEAKER: Second.

>>SPEAKER: Who has the second? Wesley has the second. Or Thad has the second. Any objection? Okay, it is moved and second, this body is recessed until 9 AM tomorrow. All in favor say aye and all opposed say nay. The meeting is recessed until 9 AM tomorrow and I will see the executive Board members in this room right here!

>>SPEAKER: Dinner at 5:30 PM in the lobby! R

## StreamBox

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[Captioner standing by.]

>> Good morning, everybody. If we could make our way to our seats, please.

>> All right. Good morning I'm Carly Koppes chair welcoming you to the second day of the 2026 annual meeting.

Please raise your hand if you have not received an updated copy of the resolution real fast. All right. Thank you.

All right. So now the LLC members will convene by region to engage in discussions. On what you may ask, well you will find the information and which region you are in on the item ins your folder. Everybody look at this in your folder.

You can also view the map on the screen to see which region you are in. Just in case we might have forgotten. They will get that screen up here in a second.

There we go.

We will hold it for about 30 seconds so you can take a picture if you would like. It is helpful. That's right!

Okay. So now everybody knows which region you are in. Everybody got their picture that they want? Wonderful.

So the next slide will show which room we are in, okay so there you go, those are all the different rooms. So if you are in region 3, you don't have to move anywhere, you are just right here. How lucky are you? You're welcome Mark?

[Laughter].

>> All right. So now that is where all the renalens will be meeting. So now you have your region numbers and the break out rooms what we are going to do is plan on wrapping the discussion at 10:45. Once we have that, everybody knows you already have an assigned person who is going to be on the follow up panel for region break out wrap up. In between 10:45 we will have a 15-minute break, we will need to be back here another picture, but that's correct Ryan.

Be back here by 11. As these are subcommittee meetings the break out discussions are for members only.

And real quick. So your regional chair is the one that will appear on the panel to highlight the full discussion to everybody. Now, everybody again you have the new updated resolution, correct?

If not, go to Camden there in the back and he will get you the new updated one. Thank you for bringing that and working so hard over night to get that updated.

[Laughter].

>> All right. So what we are going to do is now everybody -- like I said if you don't have it, he is in the back you can go ahead and do it to have this formally considered following a motion to adopt the resolution we will carry -- call for a motion to recess for the regional break outs. This will give member it is members to further consider the resolution as necessary prior to full debate, discussion and a vote on the resolution.

So, firstly call for a formal motion to adopt the resolution as presented. Is there a motion?

>> I move to adopt the resolution as presented.

>> Thank you Mark is there a second?

Thank you. So seconded by Dustin from New York. Thank you.

The motion has been properly moved and seconded so it is now up for consideration and open for discussion. However prior to discussion, I will call for a motion to recess for the regional sub meeting break out sessions under Robert's rule of order the motion to recess is a privileged motion and takes precedence over a main motion. It must be seconded is not debatable, can be amended regarding duration and requires a majority vote. Original motion to adopt the resolution will be taken up immediately following the conclusion of the recess.

Is there a motion to recess for the regional break out meetings?

>> Motion to recess westerly from Florida.

>> Thank you.

>> I second that.

>> And Jeffrey seconds. Thank you so much. The motion has been moved and seconded and is not dePWAEUTDable. I will now call for a SROES vote. All in favor say I.

All apposed say nay. The I AEGS have it and the motion to recess is approved we will take up motion to adopt the resolution immediately following the resumption of the meeting.

Okay.

So following the discussion and debate on the recommendation we will call for a voice vote but at this time we will go ahead and do recess until 11:00 a.m. which we will come back into this room and before we do the read outs for the original meetings to panel we will have a limited discussion and potential vote on the resolution. That clear to everybody and again if you did not get a copy of the resolution make sure to see Camden before you leave so we can have that as part of the discussion. All right we will stand in recess and move to our regional meeting. Thank you everybody and have a good discussion.

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US EAC Local Leadership Council Annual Meeting

April 15, 2026

>> SPEAKER: Everybody, we've got some members getting their snacks so we will give them a few more minutes before we start, but if we can start making our way to our seats, please, I'd appreciate it. Go Ryan go! Come on, California! You can do it! Would you mind -- Jennifer, do you want to come up here already? Ruie, can you come up as well so we can roll into that panel as well? Nick, if you can come up, I would appreciate it please. Thank you.

I think we've got the majority of the people in the room. If you are still getting your snacks, please hustle back in. Got some outstanding business that we want to take care of before we rolled to this panel, please. thank you, everybody. As we all remember I'm sure that we decided to go ahead with the resolution to put it in recess. Now that we are back and concluded, we'll go ahead and come back into discussion of the resolution. There we go. I will -- it's been moved and seconded I'm going to open it up to limited to just five minutes of discussion, at this point in time, I will start the discussion time . Is there any member that would like to go first? On any discussion? Garth?

>> SPEAKER: Garth tell Washington. I understand EAC is already doing some work on this topic. My suggestion would be that we table this until such time that they have additional research done.

>> SPEAKER: Thank you. Any other discussion? Yes?

>> SPEAKER: This is more of a point of order. I don't know if this is supposed to be translating while you go. But it no longer is.

>> SPEAKER: I think we've already got someone in the back working on that. Thank you.

>> SPEAKER: I want to reiterate my support for this. I understand Garth's suggestion here. But I would say that we would be in a better better position at TLC to guide EAC through this if we support this resolution and put ourselves more in a driving position.

>> SPEAKER: Thank you. Any further discussion? Yes, Ricky? And then Mary, I will come to you.

>> SPEAKER: There's a lot of agreement in our region that something needs to be done in relation to this. We felt that the language of the -- current language of the resolution seems to be a little too prescriptive. We were heard there's another region that came up with

some less prescriptive language. Something like we support the EAC exploring or something like that. Continuing to explore. Something like that. I don't mind tabling as long as EAC knows I think it's a great idea to look at. Or if somebody has that language to bring forward, I'd love to hear that.

>> SPEAKER: Thank you. Mary?

>> SPEAKER: Mary Clark from Michigan. I agree and I strongly support tabling at this point. Should that not happen, I am asking for a roll call vote.

>> SPEAKER: Thank you Mary. Any other discussion? Sorry Julie.

>> SPEAKER: Region two did come up with some amendments . Did you want me to read those?

>> SPEAKER: If we're gonna table then they aren't necessary. But we did come up with some amendments.

>> SPEAKER: I want to bring it up as a part of your discussion.

>> SPEAKER: Under the second whereas we wanted to put after officials strike often and add continue to conduct the most fair and accurate elections while facing the rest of the line. Then after the therefore resolved after membership strike recommends and add supports. After commission, strike all language to the end and add to continue purity ongoing research or a plan that may include an interstate compact that facilitates a secure, cooperative data sharing network among participating jurisdictions.

>> SPEAKER: Any other discussion? Another 10 seconds to hit that mic.

>> SPEAKER: If there is no other discussion, I will make a motion to table the resolution until the next annual meeting.

>> SPEAKER: I have a motion on the floor to table. Do I have a first? Mary? Second? A second? Sorry. My bad. I don't know. I didn't read the motion so I apologize. Mary, you're second.

>> SPEAKER: Mary Clark from Michigan. Second.

>> SPEAKER: Thank you so much Mary. We have a motion on the floor to go ahead and table this resolution until the next annual meeting so that will be in 2027. I'm not gonna do a roll call vote on this one. I'm just gonna do a voice vote . All in favor say aye? All opposed say nay? In my opinion, the ayes has it so we will table this resolution until the 2027 annual meeting. Thank you also very much. Now we'll go on to the panel here.

I am going to go a little out of order because we need to have our friend make her flight. Pretty pretty please. we'll go ahead and move into this panel discussion. I hope everybody had discussions that were really helpful. I know last annual meeting, we came out with quite a bit of good information and goals. Jennifer, I'm going to allow you to move forward with what you can bring forward from region three and appreciate it.

>> SPEAKER: Thank you. And thank you for letting me go first. I did make my flight for this afternoon and so far they have not told me it's delayed. Hoping to get there on time. We had great conversations in our region three meeting and establish some goals for us to meet over the next year . We'll continue to have our quarterly meetings virtually, as we've been doing. We plan to discuss more about how to impact legislation and how to build those relationships with legislators. Some folks in our region have an established

relationship with their legislators and some are trying to do that and realize out here in the election profession, there's probably a lot of people who could use a little more of a how to when it comes to that. In that, we talked a lot about strengthening our associations because a lot of this legislative bridge building and work goes through our associations. There are a lot of great resources out there right now to help you with that. We talked about some in our region don't have lobbyists and don't have executive directors so they are trying to figure out how to feel their way around that at their capital with their legislators and how to impact and shape bills that come out of their legislation. We talked about visiting each other's Association meeting so we can see what's working in the different associations within our region and how they're strengthening and facilitating these legislative relationships. I think that's where we're gonna go in this next year is trying to really work on associations and legislative initiatives and how to shape those.

>> SPEAKER: Thank you very much. We'll now go ahead and go to Julie since you're next and then Ruie and neck and then I will wrap up with Region 1.

>> SPEAKER: Julie Freeman from region two. We spent a lot of time on the resolution . Most of the time just talking about how that all worked and whatnot. Then fixing our amendments to it. The other things that we are doing in our region is we did set up our calls for every week . We've been trying to do that since the summer. We got that accomplished and will be starting our meetings in May. We would like to work on projects and procedures and things to share. We were encouraged by region three bringing something to the group, so would like to work on something we can also share. We talked a lot about post office issues, learned about no mail Tuesday. I hadn't heard about that and Jamie enlightened us that apparently there's no -- they don't do the work on the weekends. Is that what you said? Limited mail on the weekend. We get a lot of mail on Monday. Not very much on Tuesday and now I know why . And a whole bunch on Wednesday so that was very interesting. Our first goal is we just want to survive our elections and come out of those in goods shape . The other one that is kind of a big deal is the accessibility ballots . The website requirements we will have. We do not so much that we can uy products and get that out there. But is there a way for our vendors to provide PDFs through our process without having to go through the PAC certification again? Those are things we will reach out to the EAC to see if there's a way that we can make it a little bit easier on us for that process. I think those are the things we had from our region.

>> SPEAKER: Thank you, Julie. Ruie?

>> SPEAKER: Hi. I am Ruie region four. The best region.

>> SPEAKER: Debatable.

>> SPEAKER: My region is awesome. But they really wanted to thank Commissioner now chairman McCormick because we have monthly meetings and they take time out to join those. Which we think is awesome so thank you for that very much. They also -- Mary from Michigan brought up she really wanted me to talk about how everybody from the region were so pleased with the learning lab because it helped fill budget cuts that they had in their office with training resources. Then also the work and that the EAC did for making the templates user-friendly because that was one of our asks a year or so ago and you guys

heard us. And responded above and beyond what we expected. We wanted to make sure that we thanked you all for that. We talked a little bit about strengthening our associations. What we've been doing for the last years, all of the region four members take back the information. Whether it's from the EAC filter to the LLC or whether from our region. We take it back so all of the directors or deputies or administrators across the state or to the state associations such as the learning lab. We share that. We share EAC trainings and that helps strengthen not just our jurisdictions but all of our brother and sister jurisdictions around our state. We continue to hold the in-person meetings and everyone expressed how they very much appreciated those. At our monthly meetings, they said they were extremely helpful because we share best practices on different things. we just kind of bring up what ever is going on at that moment, which is a forever changing election environment. We talk about best practices are how we're moving forward or the path we're taking. That helps us all get different opinions from large jurisdictions and small jurisdictions in different states across the country. That also helps us do our job better in her own jurisdiction. We were finally able thank you to the EAC -- to hold our in-person meeting this past Monday. That was extremely successful . We wanted to thank Steve because we missed him, and then also because he did a session on AI, which was extremely helpful. Because first, we learned how to play connections and that's very important. But he gave us information on suggested policy for AI. Because AI is so new, and especially in the election world, some of us might be hesitant to use it. But the way that he presented, it changed my mind and made me more positive. Thank you Elaine for what you brought to that session too. I am gonna ask if Steve can do another virtual session for my team and region four is gonna have people who want to join that session. Our in-person was extremely helpful. Although the EAC does not have funding for in-person regional meetings. We're going to try to find a way to do it or its at no cost. Because we find that the in-person was extremely valuable. Our goals for the coming year is first of all, continue holding a monthly meeting. So we can continue sharing trainings, share best practices and information. Then also, I don't know if you remember, but we originally were the ones that wanted to do the video. We waited for the in-person but that never happened because the government shutdown and every thing else. We still want to do our video. It's different from the region that did a video. Ours would be -- we wanted to show how unified all of the states are across the country, where everybody has the same goal. We want very intentional messaging showing that everybody's goal is fair, accurate, transparent elections regardless of their party affiliation or whether they are an elected election administrator or appointed or government employee. All of us share the same goal and values and that's what we wanted to do a video on and tried to get that messaging out because it's important that we have the public's trust. We feel like that message would help solidify that trust. The last goal we had was to hopefully -- Mary, if I don't say this right, you have to correct me. We want to try to find or encourage and support PAVA funding to help election offices purchase the election equipment they need. Some of us may have outdated e-poll books. My state from 2006. Or they might need new scanners. But not all of us have the funding . Having some federal funding to that end that goes down to the jurisdictions

where they can purchase the amount of equipment they need would be super helpful. I think that wraps up our goals.

>> SPEAKER: Awesome. Thank you. Nick, remember East Coast versus West Coast rap battle video. That's a note from last time we did this.

>> SPEAKER: We'll have to table that until next year's meeting >> SPEAKER: You have to table that? Afraid of competing against me?

>> SPEAKER: We did do better this year. We didn't have to invade another region like we did last year. We had four or five attendees and just bounced into the West Coast meeting. 11/20 members made it to this year's annual meeting which is a great news challenging for us as a region. Brewery already stole that so we thought the second best region in the Northeast. We've got over 1600 election jurisdictions and that does not include smaller villages or fire districts or other districts that you will also conduct elections in some cases in some cases they don't in some cases we also have to run them. But despite the uniqueness of New England having no County government for most of our states and running elections at the municipal level, and also despite Pennsylvania New York New Jersey and Delaware all being relatively enclosed proximity to each other. We all have very, very stark differences between our states and how election offices are structured and elections are administered. Even in terminology. Dustin in New York told us they don't use provisional ballots. The use affidavit ballots which is interesting. When outside groups come in and try to...they also use the term a less election districts instead of pre-six which is interesting when they have to discuss election terminology with vendors and they don't speak the same language. Delaware there's just three counties and three counties comprise the entire state and those County election administrators are appointed by the state and basically work for the state. They have a very different dynamic than the rest of the states in the region which vary between a bottom-up style and top-down administration of elections. Vermont in particular and this is also shared by other states in the region where many hats in their roles as election administrators not just the direction of the lack chins word Town Clerk town treasurer town tax assessor that may have rules in the Municipal Court and have rules for the villages that constituent portions of their town in themselves have elections. We talked about the burnout and the turnover we've seen in elections in the last few years in our region and around the country and maybe in a perfect world we'd have an election union in our states where all election officials would join together, lobbied together and convince our stakeholders, funders, state leaders to have better salaries, more competitive salaries for election administrators. Our staffing because so many of us are wearing so many different hats and have different goals and there's just not enough time in the day to get it all done correctly. While staff turnover has been slowing down a little bit from the peak, part of that is maybe because a lot of the staff coming in our younger. This is all they know. They know elections -- this new elections world that we live in and they don't know what it was like beforehand so they don't know any better. While that brought some level of Moderna due to the offices, it also means turnover is likely to continue because in a lot of particular municipal governments we are not paying well enough to keep these new younger election officials around. They are

eventually going to jump to the private sector after a couple years with us and we know that's a reality we all have to live with now and we are not going to have election officials sticking around for 20 or 40 year careers and transferring their great institutional knowledge to the next generation as always in the past. In terms of what the EAC can help provide us going forward, a lot of nuances to existing resources. Maybe breakouts of existing data we already have through EA that might be easy-to-read or understand for municipal election officials who themselves never have to interact with eaves in any way in terms of doing straight baseline comparisons to other jurisdictions in terms of population, method of appointment or hiring for the chief local election administrator. Our length of early voting or if we have early voting at all. How we administer mailed in balance. Being able to make those comparisons on a very easy basis without having to dive into data or to compare disparate data sets would be helpful for a lot of election officials when we go to make those cases to our local leaders and state leaders for legislative changes. We think the EAC could have a role in helping to develop more educational toolkits. Not necessarily geared towards election officials, but toward the people that election officials have to lobby for funding. In particular, this is true in New England. We have very little engagement from New England election officials in national associations whether it's election center, Igo or general situational awareness or knowledge of what's going on in the election policy space at the national and federal level. There is in time. There is a lot of communication amongst local election officials in the Northeast region and in New England in particular. One thing that has come out of our annual regional in person meeting that we had last year with the Northeast region is the idea of creating a New England Association of election officials to try and remedy some of that. Increase the networking capacity that professional developing capacity and to educate our local election officials more on the alphabet soup of nonprofits and organizations and also EAC resources and other federal resources available to election officials that never really seems to filter down to that small town and Maine or New Hampshire that has 2000 voters at a part-time election official who is struggling just like we all are but just can't get those access to those resources because it's just not even getting put in front of them. Having some toolkits to not only reach out to local, small jurisdictions would be more helpful. But even for the nonprofit side. If there were more national organization stood up or that added to their existing mission the ability to support those small election jurisdictions. We have pledged. We have Nate -- NICO . We have organizations for a large election jurisdiction it's easy to have a few thousand dollars and a travel budget. A few thousand dollars to small New England municipality could be our entire election day operation budget. It's just not been a happen at the local level. But training and education are still important. That's where something with the EAC may be able to help in developing some toolkits we can provide to our town councils, town managers and administrators or even state election officials or state assemblies and asking for more funding for training so we can show those decision-makers what other states do, what other states have found effective. What is a best practice and a common practice in terms of having training and professional development opportunities in budgeted funds for those opportunities where it's just not commonplace at all in our region and in New

England specifically. One other thing that we talked about last year too is we could have easily gone four or five hours in our discussion. Maybe in the future the EAC could consider maybe having an hour and a half dot dot dot We had this morning but also an hour and a half yesterday and we could pick up those conversations between days and have time to get that out different topics to report back to you here. Another interesting idea was an educational exchange program session where we mash up all the regions and when we have -- funding is an issue. We would love to meet in person as a region again over the course of the next year or two and maybe the funding dynamic would change and maybe we'll figure out a way to do it ourselves. The conversations that we have when sitting around a small table are order of magnitude more productive and vibrant than they would be on a Zoom call. That's why we felt maybe having some sort of exchange where we could talk about the differences and similarities between different regions would be helpful where we could take 15 or 20 election officials from all over the country and assign them randomly to different rooms. We could have the same kind of conversations instead of at the regional level. At a more intimate level where we can have an hour or two to really discuss that. We talked about a lot in her hour and a half. There was a lot more we would like to keep talking about, and we are going to be having at least some virtual meetings in the coming months and years.

>> SPEAKER: Awesome. Thank you. Region 1, we're number one for a reason . Just kidding. (Chuckles) We did have quite a bit of conversation and good thorough conversation around the resolution that was tabled . Another thing is when we talked about Association work we do have a couple associations really trying to rebuild and rebrand and get everything organized. Some associations, we're trying to rebuild from any type of political fractures that have been happening. It's politically charged environment right now so it isn't unknown that it could potentially infiltrate your associations. But I'm happy to hear that a couple of our associations in our region are going after some of those seal grants which is good to be able to get that funding to get some actual employee support staff support for your associations. That's one of the biggest things a lot of us are understanding . Colorado we've had that for a long time. But being able to have that kind of support so you can get more people within your ranks to participate in the executive board process of your associations. Then also another big thing . Nevada wants to try and get public facing which I think is really crucial and important in the space. All of us know that we have small microphones. But if we all have a microphone and if we are all using our small microphones, no matter what size state we are, it does help. Especially when there is a vacuum where knowledge is lapsing. It was better to talk about what we do than ourselves? I really appreciate that Nevada is really focusing on the public facing aspect to really make themselves more known, more established, more ability to have that communication out in the public. It's always super important. Especially just not only what we're facing . Me personally, I mentioned I feel like I'm having whiplash every day . We're getting news and information and noise from the federal level and the state level. We're getting news and information and noise from local level. It's just juggling so many balls . While trying to do our work and also still do the Association work. All of us in this room are leaders in our

Association. We have that desire and passion. Do not only see our own County be successful or perish or whatever you are. But also the Association because we all value that work. It's really important we continue to have those conversations and support our other states associations in trying to continue to improve and be strong. I'm happy to see a couple of them are going after seal grants so they can continue to drive work forward. I encourage them to chase as many pennies as they can because we are at the point of pennypinching even though pennies are no longer going to be around. I don't know if anyone else is having fun with that penny conversation within your stay but we are definitely having fun with that penny conversation in our state. I'm going to jump to what we were talking about as far as some of our goals. I love hearing what you guys all discussed. One thing we found were really beneficial as we were able to have in-person regional meeting in December of last year in LA. It was fantastic to see LA's big huge production is amazing. We were all jealous. We all wish -- we don't want people to lose their business. But if we're able to swipe in and come and get their warehouses, wouldn't that be wonderful? Who in here has all the space in the world? Yep. It was really cool to see Dean in LA County. They were able to get an old Frye's warehouse and converted to this amazing things so it's awesome to have that in person meeting for region. We would like to try to see what Ruie was saying. Figure out a way we could have a no-cost regional meeting . But also not just have it be regional but also do back in 2019 Oregon Washington and Colorado did a tri-state conference. Now within our region we'd like to get together and do a conference. Our election laws are all starting to get more similar and we are all facing the same thing. Trying to figure out how we can do that in 2027. Another goal, especially because there are a few of us that are going to be saying I do here in at the end of this year is being able to onboard new members. Come up with a way to bring them into this discussion and into the fold and understand what the expectation of the LLC is. I encourage regular participation from current members as well. That was part of our discussion. We know we are going to be having some new members come on board because some of us are exiting . How can we have as a region -- bring them on board, have them be welcome and knoww we are gonna be a great partner and resource for them. Last but not east, we want to continue our monthly meetings because it's been very beneficial. At the end of the day, all Region 1 wants is world peace. That's our goal is to try to accomplish world peace because we are going to have all the answers in the world because we are election officials. We always have to have solutions for everything we face. Natural disasters, funding deficits, not enough people. All of the above. Why not solve world peace? Julie go ahead.

>> SPEAKER: I just wanted to have this opportunity to say my region is really actually the best . Now these guys can't say anything. I forgot to mention this summer we did meet in Iowa which has the greatest state fair anyway. And had fun at that. While we were working, we did get demonstrations for Wyoming. A lot of places want us to do hand counts for everything. Recounts we don't do any of that yet. I knew it was coming. We had the people in our region who are very knowledgeable come and give us demonstrations on how to do that. We did take that back into Wyoming and did one training that was a little bit chaotic.

After that, we did get legislation. We started the legislation because we wanted to prove our machines work. We are putting ourselves in that field, and I feel more confident because of what our region was able to put forward for us. Those kind of trainings too in your regions will be very helpful. We did our trainings for all our clerks last week and did it 100 times. I can tell U-100 times our machines work. Yay! That's the whole point of that conversation and I hope it makes Wyoming voters feel like the ones that are sitting on the fence worrying about whether the machine works or not, I think that'll take care of that. The ones that are never gonna be okay with that are never going to be okay with that. If we can get them moved section and we've taken that from you and learned and Ricky helped Wyoming on top of that to give us a training over the phone on that as well. What we hear from you if anybody's in this position like we were is once you prove that, you kind of get the confidence in your state that things are a little bit better about that. I know some of our legislators thought we were nuts for actually wanting legislation like that. But we think it's very important. I wanted to thank my region for that training.

>> SPEAKER: I'm going to go ahead and if there's any other member out in the audience that would like to bring forward something that your regional chair was not able to cover, we have a few minutes to do that. About four. But I do have to say, I think all of us have proven and shown the conversations are extremely valuable. We were able to bring forth those ideas. Region three, what you've been able to talk about and accomplish since last year with bringing forward the huge amount of work you've done but then also like Julie says. Being able to have regional conversations, share resources and continue to support each other is fantastic. Nick, you guys in that area have been a lot of work especially with trying to figure out what are your gaps and how you're gonna fill it in. Same with Ruie bringing forward the resources from the EAC into your region. This has been extremely valuable and I hope all of you continue to see the value because I know I do. Yes James or Jamie?

>> SPEAKER: First of all, I think we need warm sleeping babies in meetings. It's very peaceful. I don't know. If this fits here. But going back to the resolution. Is there going to be an ad hoc committee that will work on the language? Or would it be like the chairs of the regions? I don't want it to get lost and then next year we are like we didn't work on that. If there's some sort of group that can just work on the language.

>> SPEAKER: Procedurally when we open the next meeting because it stabled that resolution must be discuss. It can't get lost that way. But if you are talking about updates I think that region seems to be ready committed in the regional meetings. If we need to establish ad hoc, we can talk about that as well.

>> SPEAKER: I would think that when we are continuing to have our regional meetings we will continue to see how else we could do it. If we work from this meeting until the next meeting each region -- as Julie has already said within her region they've got some amendment language and continue to have that conversation so that's at least what I would like to see. To your point Jamie. Is there anything else? I think maybe we can use roundtable. I think so. Would everybody be okay with that? Continue the conversation in roundtable? Yes? Thank you also very much. Julie, Ruie I appreciate it. Jennifer is off to the

airport. I will go ahead and turn it over to the chair.

>> SPEAKER: The chair of the LLC, I guess. There's way too many titles. That's why I just tell everybody to call me Carly.

>> SPEAKER: Thank you all for spending your time with us. We know you are super busy. This has been super helpful for us. We are already as far as commissioners and staff having conversations about what we can do to fill the gaps, to help support you. Work on our programs how we can improve things. And we want you to remember to keep these conversations going as well. These are super valuables for our entire industry. I'd like to thank the EAC staff, are subject matter experts, travel, communications, General Council, Executive Director, IT teams. Thank you so much for making this meeting possible! A huge particular thank you to Lauren Hines who serves as the alternate Designated Federal Officer at the LLC. Thank you to Carly and Little Bay be for doing an amazing job facilitating this meeting. I wish you all safe travels home, boring elections in the months to come. Boring elections, large margins. As a reminder, we have an optional event led by EAC staff this afternoon if you are interested. We hope to see you there. Anybody have any more closing thoughts they want to raise at this time? Yes?

>> SPEAKER: Even if you didn't sign up for the extra activities, this time, I would suggest you do it next time. Because they are amazing. It looks like these are going to be some more great things. I learned so much and so many ideas. If you didn't do it this time, maybe considerate next time >> SPEAKER: Thank you.

>> SPEAKER: One question. What time do those activities -- 1 o'clock?

>> SPEAKER: I don't have my schedule but I think it's 1 o'clock.

>> SPEAKER: Thank you.

>> SPEAKER: Two o'clock. Sorry. Registration at one. Event at two. Thank you Kristen. This room? This room. Anybody else have anything they want to for the good of the public order -- anything else? Anybody? I will now entertain a motion to adjourn the meeting. Do I have a second? Ruie is first. Charlotte second. Any objection? It is moved and seconded. This body adjourns the meeting. I will now take a voice vote to adjourn. All in favor say aye. All opposed say nay. The ayes habit and the meeting is adjourned. Thank you so much.  
(End Of Session)