



U.S. Election Assistance Commission

# 2024 Annual Report



[eac.gov](http://eac.gov)





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# Our Mission: Helping America Vote

In November 2017, the U.S. Election Assistance Commission (EAC) adopted the following mission statement for the agency.



## Mission Statement

The U.S. Election Assistance Commission helps election officials improve the administration of elections and helps Americans participate in the voting process.

As the only federal agency solely focused on election administration, the EAC works to protect the nation's election equipment, support election officials, serve voters and ultimately helps make elections safe, secure, accurate, and accessible by fulfilling this mission.

Per Section 207 of the Help America Vote Act (HAVA), the U.S. Election Assistance Commission (EAC) is required to submit an Annual Report to Congress. This report details the agency's activities during FY 2024, as well as the 2024 calendar year, and our efforts to further the mission of the EAC. The EAC made significant accomplishments and contributions that helped to ensure a successful 2024 election cycle.





# Executive Summary





## New Agency Leadership, Reorganization, and Development

Ongoing investment from Congress in the agency has enabled the EAC to expand resources and programs for election officials, improve operations, provide critical support, and respond effectively to stakeholders in 2024. In FY 2024, the EAC reorganized its divisions into five central offices to be more functionally aligned, efficient, responsive, scalable, and capable of accomplishing the agency’s complex mandate. In addition to the reorganization, key positions were filled, including a new Executive Director, General Counsel, Chief Financial Officer, Chief Election Information Officer, Chief Election Technology Officer, Contracting Officer, and others.

Congress provided the EAC with \$27.72 million in agency operating funds for FY 2024, including \$1.25 million made available to the National Institute of Standards & Technology (NIST).



## Election Technology and Security

In 2024, the EAC reinforced its commitment to safeguarding national election security through its Election Technology Office. The office manages and oversees initiatives such as the testing and certification of voting systems, the Quality Monitoring Program, and the Election Supporting Technology Evaluation Program (ESTEP). The EAC continued to actively promote the migration to Voluntary Voting System Guidelines (VVSG) 2.0, including testing new voting systems and conducting biennial accreditation reassessments which includes updates to its lifecycle policy based on stakeholder feedback.

In the past, Congress has expressed concern over the vulnerability of election supporting systems. In a 2020 Congressional Research Service report titled, *Voter Registration: Recent Developments and Issues for Congress*, the author noted, “Concerns also exist over the general security of voter registration databases and related election systems, both in terms of personal data protection and election integrity... Technological advancements can make it easier for election officials to keep up-to-date voter records, but this increased reliance on computerized systems has also introduced ongoing data-security challenges.”

Responsive to this need for election technology, the EAC formally approved ESTEP as a permanent program in 2024 and launched a certification program to test and certify electronic poll books. Progress was also achieved toward developing pilot evaluation programs for other election supporting technologies, like election night reporting platforms, electronic ballot delivery systems, and voter registration systems. ESTEP registered both commercial and public-sector system developers and accepted its first electronic poll book system for testing in June 2024 — the KNOWINK Poll Pad v.3.6. This system was evaluated by SLI Compliance. The EAC expects certification of its first system in the program in early 2025.

As a part of the Quality Monitoring Program, the EAC’s Field Services team worked directly with state and local officials on post-certification quality monitoring tasks of voting equipment. In 2024, the team received 54 hash validation requests from various localities including Texas, Hawaii, and Nebraska, and provided training to local election officials on hash validation best practices. Field Services also completed and documented two pilot projects and provided briefings on the program to officials from 43 states and territories.





**Commissioner Palmer moderating the “Cutting Through the Noise: Communicating About Elections in a Presidential Election Year” panel, with Secretary Gregg Amore, Jennifer Scutchfield, Brianna Lennon, and Heider Garcia, at the Elections Summit on January 30, 2024.**



## Administering Grant Funds

The EAC’s Office of Grants Management distributed \$55 million in HAVA Election Security Grants and continued oversight of existing grant funds. These funds supported election administration improvements, voter education programs, cybersecurity services, and technology upgrades. As of September 2024, states have reported spending approximately \$670 million (or 67%) of total available funding. States spent a significant portion – \$383 million – on voting equipment and cybersecurity measures. Of the remaining \$330 million left to be spent, states have budgeted more than 98% for planned activities, ensuring continued improvements to keep elections safe, secure, accurate, and accessible.

As of December 28, 2023, the EAC closed the administration of \$400 million in state Coronavirus Aid, Relief, and Economic Security Act (CARES) grants. The final CARES Act grants reports are available on [eac.gov](https://eac.gov). Federal funds and earned interest from this grant were fully expended and accounted for, and unexpended federal funds were collected and returned to the U.S. Treasury.

At the request of Congress, the EAC reintroduced the Help America Vote College Program (HAVCP) for the first time since 2010, awarding \$1 million in total to 21 grantees from across the country. These grants support the recruitment, training, and support of college students as nonpartisan poll workers.





Chairman Hovland and Ed Golembiewski, EAC Subject Matter Expert, joined Jacqueline Beaudry, Ann Arbor, Michigan City Clerk and others for Vote Early Day on October 29, 2024.



## Assisting Election Officials and Voters

Through meeting with the EAC’s advisory boards, to making over 100 visits to 36 states and four territories, the EAC gained direct insights from election officials about what they need to improve elections and better serve voters. The result was honing programs, developing training and resources to be responsive to needs, creating efficiencies, and directly supporting the success of the 2024 elections.

To meet the evolving needs of election officials and voters, the EAC expanded its training resources in 2024 with over 1,100 election officials from 33 states and territories participating online or in-person. Topics included accessibility for voters with disabilities, communications, poll worker training, federal election laws, standard operating procedures, managing stress in the workplace, and more. The expansion of training programs with the growing library of customizable resources underscores the EAC’s efforts to provide election officials with useful tools in the formats they need.

The EAC has introduced new ways to connect with election officials and support their efforts to communicate with their communities. Since the EAC’s Clearinghouse Network soft launched in 2023, the platform has enabled over 900 election officials to share best practices and ideas on how to improve election administration. Help America Vote Day and National Poll Worker Recruitment Day also helped to raise awareness of the need for poll workers. Leading up to the general election, offices and entities from 45 states and DC used EAC toolkits and joined the call to action. The agency’s robust communications efforts also included multilingual updates to the National Mail Voter Registration Form and enhancements to the voter information portal, [vote.gov](https://vote.gov). These efforts ensured voters had access to accurate, timely, and accessible information, fostering a more informed electorate.







## Accessibility

In 2024, the agency expanded on previous research about the accessibility of elections by reexamining voting experiences for individuals with disabilities since the passage of HAVA. The findings, available in a comprehensive report written in collaboration with Rutgers University, showed that due to the substantial efforts election officials have made to serve all voters, the gap for participation between voters with and without disabilities is narrowing. The EAC is working with election officials to develop resources and training to help close the remaining gaps identified for improvement. Part of those resources in FY 2024 was the creation of a first-of-its-kind video training series that incorporates not only physical accessibility, such as creating accessible polling places, but also promotes ways election administrators can create accessible websites, social media content, electronic communications, and forums. The series' broadly applicable guidance adheres to accessibility laws nationwide.



## Highlighting Best Practices

The EAC amplified its efforts to share best practices in election administration, recognizing outstanding contributions through the Clearinghouse Awards (Clearies). In 2024, the EAC issued awards to 32 programs with honorees ranging from counties with 25,000 registered voters to states with over 7 million.

Throughout 2024, the EAC hosted seven in-person hearings, roundtables, and discussions, including two virtual meetings and 23 recorded panel interviews with election officials and experts. These discussions help the EAC gather feedback on the unique challenges facing election officials, as well as spotlight the good work they are doing that bolsters confidence in our elections.

With 2024 being a presidential election year, the EAC featured three significant events:

1. The 2024 Elections Summit put a spotlight on election officials' preparation for the high turnout and high-attention elections that were to come. Panelists noted the heightened security measures in place, increased communications efforts, and contingency planning they already had done to make sure voters had a positive experience casting their ballots.
2. Just over a month before the general election, the EAC brought together leaders from six federal agencies in the hearing "*Working Together: Supporting the 2024 Elections through Federal Partnerships.*" The EAC convened directors from the country's leading security agencies to not only highlight their work to support election officials but also give confidence to the American people that the elections would be secure and accurate.
3. While the election was still being certified in some states, the EAC brought together state and local election officials to discuss the challenges they faced in 2024 and the lessons they learned. The EAC's "*2024 Post Election Hearing*" featured stories of election officials who faced and overcame hurricanes, incendiary devices, threats, and other challenges to serve voters in their communities.

The best practices from interviews, events, and the Clearies are incorporated into training and resources to give real world examples.





## External Outreach

In 2024, the EAC Commissioners held over 25 briefings and in-person meetings with congressional members and their staff. As part of the agency's government affairs efforts, the EAC also frequently provided congressional staff with technical assistance on proposed legislation related to HAVA and other elections-related measures. The Commission also promptly responded to more than seven official congressional inquiries with detailed written responses.

The EAC continued to build its newsletter list, sharing updates and resources directly with over 5,000 election officials and the public. The EAC's website was a critical tool to reach voters and stakeholders with trusted election information and resources. The website, redesigned ahead of the 2024 elections, garnered 4.2 million page views from October 1, 2023 through November 30, 2024.

Leading up to the 2024 general election, the EAC collaborated with the General Services Administration (GSA) to update [vote.gov](https://www.vote.gov) and to develop a form filler tool to improve the user experience and accessibility of the National Mail Voter Registration Form. In 2024, [vote.gov](https://www.vote.gov), which focuses on voter registration information, reported 11 million page views. The agencies also laid the groundwork to transition the management of [vote.gov](https://www.vote.gov) to the EAC, which will continue in 2025.



## EAC Advisory and Oversight Boards

The EAC convened each of its advisory boards to gather feedback and foster collaboration. In FY 2024, the Technical Guidelines Development Committee (TGDC) provided feedback on the EAC's voting system testing and certification program, as well as the development of Election Supporting Technology Evaluation Program (ESTEP) and Field Services. Throughout 2024, the Standards Board and Local Leadership Council provided insight into their biggest concerns for the 2024 elections, allowing the EAC to be responsive and quickly produce resources to address those needs. The Board of Advisors supported policy development and program implementation. The boards' collective insights helped refine the EAC's strategic focus and operational priorities.

# Meet the EAC Commissioners

As outlined in the HAVA, the Commission is comprised of four members recommended by the bicameral leaders of Congress, appointed by the president, by and with the advice and consent of the Senate. The Commission selects a chair and vice chair from among its members, representing different political parties, for a one-year term. Any action which the Commission is authorized to carry out under HAVA may be carried out only with the approval of at least three of its members.

Each year in February, the Chair and Vice Chair roles rotate among the EAC Commissioners. On February 26, 2024, Benjamin W. Hovland was named Chairman and Donald Palmer was named Vice Chair. In February 2025, Donald L. Palmer will begin a year-long rotation as Chair and Commissioner Thomas Hicks will serve as Vice Chair.



**Commissioner  
Christy McCormick,  
Chairman Ben Hovland,  
Vice Chair Donald Palmer,  
and Commissioner  
Thomas Hicks.**





## Chairman's Message

As I reflect on 2024, I am filled with a profound sense of gratitude. This year has been a defining chapter in the shared mission of the agency to support election officials and uphold the integrity of our electoral system. At the EAC, we have worked tirelessly to meet the evolving challenges of election administration and be responsive to the needs of the election officials we serve.

The story of 2024 is one of resilience, innovation, and collaboration. Our nation's election officials administered a successful election in 2024 and the EAC played a leading role in this effort. Across the country, election officials worked diligently to meet the demands of a complex electoral landscape, demonstrating an unwavering commitment to their communities. Their dedication has inspired the EAC to deepen its support and continue being responsive to their needs. In 2024, the agency prioritized several critical areas, including bolstering security of voting systems and election supporting technology, professionalizing the election workforce, combating disinformation, and fostering accessibility for all voters. These focus areas reflect the immediate needs of the election community and the Commission's dedication to strengthening and advancing election administration nationwide in the years to come.

Supporting the security of elections is a primary responsibility of the agency and this is never more in focus than in a presidential election year. As the implementation of the Voluntary Voting System Guidelines (VVSG) progressed, the EAC used this year to build on the strength of that program. The Election Supporting Technology Evaluation Program's (ESTEP) electronic poll book certification program was developed following pilot studies to address emerging needs for secure and accessible voter management tools. The agency is advancing pilot programs for other election technologies – a need identified by election officials and members of Congress.

The agency also invested in its Field Services Program to work directly with election officials, ensuring voting systems are deployed as tested and certified. In 2024, the team collaborated with multiple jurisdictions and stakeholders, leading to effective and timely resolutions to system issues by working closely with manufacturers and election officials.

In 2024, the EAC also invested heavily in the backbone of our electoral system – the election workforce. Poll workers and election officials are the customer service face of our democracy, ensuring that every eligible voter has a positive experience.





This year, the EAC launched a new training initiative designed to address critical needs, including security preparedness, conflict de-escalation, and voter engagement. Resources like the Personal Security for Election Officials Checklist and the training and templates for contingency planning equipped election officials with the tools to navigate challenges professionally and with confidence. These efforts remind us that empowering the people behind our elections is fundamental to strengthening our democracy. By providing these materials and no-fee training online, it makes professional development for election officials accessible, regardless of location and budget.

In a year marked by the proliferation of generative artificial intelligence (AI), the fight against disinformation took on a new urgency. Anticipating the needs of election officials and concerns by Congress, the EAC acted swiftly and decisively, launching an AI Toolkit to help election officials identify and counter the growing threat of AI-driven disinformation campaigns. The Commissioners also approved the use of EAC grant funding to combat these emerging threats, providing jurisdictions with the means to respond proactively. This work is about more than protecting systems — it is about safeguarding trust. In an age when misinformation can erode confidence in electoral processes, the EAC remains steadfast in its mission to preserve the integrity of elections and strengthen the trust of the electorate.

As directed by HAVA, accessibility for voters with disabilities remains a focal point of the agency. A highlight of this work in 2024 was the release of *Voting Experiences Since HAVA: Perspectives of People with Disabilities*, conducted in partnership with Rutgers University. The study showed that in the 22 years since the passage of the HAVA, significant progress has been made to improve voting accessibility. This survey shows the EAC and election officials' commitment to ensuring a main goal of HAVA — that all voters can vote privately and independently.

To help continue progress and close the gap in participation between voters with disabilities and those without, the EAC also developed an innovative video training series for election officials, poll workers, and other election stakeholders on making voting more accessible to the 38.3 million eligible voters with disabilities.

The success of the EAC's work is measured not only in the resources developed or the initiatives launched, but in the successful administration of elections. As I look back on this year, I am reminded that the strength of our elections lies not in technology or policy alone, but in the preparation and resiliency of the people who carry out this vital work. Election officials, their staff, and poll workers are the quiet heroes of democracy. They work long hours, often in the face of unprecedented scrutiny, because they believe in the power of the vote. At the EAC, we are committed to standing alongside them, providing the support, tools, and recognition they deserve.

Looking to 2025 and beyond, I am optimistic. The challenges before us are real, but so too is our collective resolve. This annual report tells the story of what the EAC staff achieved together, and the various ways the agency responded to the needs of election officials and voters. The EAC thanks election officials for their partnership, dedication, and unwavering commitment to this shared mission to serve voters.

**Benjamin W. Hovland**, Chairman, U.S. Election Assistance Commission





## Executive Director's Message

Stepping into the role of Executive Director during such a pivotal year has given me a deep appreciation for the tireless work that goes into each and every election and the operations of the EAC in support of fulfilling our mandate. At its heart, our work continues to be defined by our mission to support election officials as they administer elections and ensure that every eligible American can participate in elections that are safe, secure, accurate, and accessible.

Since joining the EAC as Inspector General in 2021, I continue to be inspired by the dedication and expertise of the staff and the Commissioners. The agency is small both in budget and head count, but the past year reflects the success that is possible due to the EAC's unwavering commitment to supporting election officials and voters alike. Together, we focused on dedicating resources to our strategic goals of enhancing election technology, supporting election officials and voters, and operational excellence. Ultimately, the agency was successful in reinforcing its mission to empower and provide guidance to election officials, while also safeguarding the integrity and resilience of our electoral system for years to come.

Election security and its demands on election officials have continued to evolve and so have the services the EAC provides. Despite its small size, the EAC had a remarkable impact on the security and accuracy of the 2024 elections due to our investment in voting and election technology programs. Congress' investment in the EAC's work has enabled us to support election officials with the tools they need to keep up with changing security demands and serve voters who are using these systems to cast their ballot.

To enhance election technology, a significant achievement in 2024 was the launch of the Voluntary Electronic Poll Book Certification Program. Following a successful pilot in which seven systems were evaluated, the EAC developed federal standards for 110 requirements for certification in the areas of functionality, security, and accessibility. This initiative represents the culmination of years of planning and collaboration to answer the call from election officials and Congress for more support around election technology beyond voting systems. This program underscores the EAC's role in ensuring the integrity of the tools election officials rely on. By providing clear standards for electronic poll books, we are helping jurisdictions across the country enhance their technological capacity, security, and reducing the burden and cost for each state to develop individual certifications. This is just one example of how the EAC's investments are directly supporting election officials in their critical work and saving money.





A significant initiative for supporting election officials has been creating tools they need to manage the evolving demands of election administration. In 2024, the EAC focused on creating toolkits customizable for state and local jurisdictions to equip election administrators with innovative, accessible, and actionable resources. Whether it is streamlining post-election processes, improving voter communication, or tackling emerging security concerns, these resources are designed to be adaptable to the diverse needs of jurisdictions across the country.

The EAC also developed a series of videos called “Be Election Ready” to explain election processes to citizens such as registering to vote, making a plan to vote, voting by mail, voting in person, trusted sources of information, and processing election results. Following a request from states, we partnered with the American Psychological Association (APA) on two videos to help election officials manage workplace stress, with one specifically designed for poll worker training classes. Also, by request, we updated and streamlined an older election security video to make it shorter and customizable for states. Research indicates this video increased voter confidence by offering transparency around the process, therefore making it helpful for both election officials and voters.

In our pursuit of operational excellence, I’m incredibly pleased with the work we have done to operationalize our new organizational chart, improve policies, and invest in partnerships. These relationships have been at the heart of the EAC’s work this year, demonstrating the power of collaboration in addressing complex election administration challenges.

The EAC continued its partnership with the General Services Administration (GSA) to support and improve vote.gov, a site dedicated to providing trusted and state-specific information on registering to vote. Significantly, the EAC is also working with GSA to transition operations of the site to the EAC to expand the website’s role as a one-stop shop for voters with voting and registration information. Working closely with organizations like the National Association of Secretaries of State (NASS), we supported initiatives such as #TrustedInfo2024, a campaign designed to counter disinformation and bolster public trust in elections by promoting verified sources of election information. Our collaboration extended to federal agencies, state election offices, and nonprofit organizations to tackle key issues such as misinformation, cybersecurity threats, and voter outreach. These partnerships also helped facilitate regional workshops, sharing best practices and fostering dialogue among election officials across jurisdictions. For example, the EAC also hosted a public hearing, “*Working Together: Supporting the 2024 Elections through Federal Partnerships*,” to spotlight the federal coordination to secure the 2024 elections.

As I reflect on these accomplishments, I am reminded of the incredible dedication of the election officials we serve. Their work is challenging and often thankless, yet they continue to uphold the values that make our democracy strong. At the EAC, we see it as our responsibility — and our privilege — to support them in every way we can. The progress we’ve made this year would not have been possible without the commitment and expertise of the EAC’s staff and the guidance of our commissioners. Together, we have positioned the EAC to meet new and unexpected challenges, while also continuing to strengthen and secure our election system for future generations. Looking ahead to 2025, I am confident that the EAC will continue to innovate and lead, remaining steadfast in its commitment to assisting election administration at every level and increasing transparency around the process for voters.

**Brianna Schletz**, Executive Director, U.S. Election Assistance Commission





## Benjamin W. Hovland, CHAIRMAN

Benjamin W. Hovland was confirmed by unanimous consent of the U.S. Senate on January 2, 2019, to serve on the EAC. Mr. Hovland currently serves as Chairman of the EAC, a role he also held in 2020.

Mr. Hovland's leadership during an unprecedented time for election administration has helped transform the EAC to better support election officials and voters across the U.S. In 2020, the EAC administered nearly \$825 million in federal grant money and strategically pivoted resources to help election officials respond to the pandemic and enhance election security. This included efforts such as the first-ever National Poll Worker Recruitment Day, which led national recruitment efforts to alleviate concerns about a significant shortage in poll workers.

During Commissioner Hovland's first term as Chairman, the EAC adopted an updated version of the Voluntary Voting System Guidelines (VVSG). Known as VVSG 2.0, this represents the first major overhaul of the standards in 15 years and a major leap forward for future election systems. Other initiatives under his leadership include innovative programs and platforms designed to facilitate collaboration amongst election officials nationwide.

Mr. Hovland's career in elections spans over 20 years and includes service as Acting Chief Counsel for the U.S. Senate Committee on Rules and Administration, where he was a driving force behind Congress appropriating \$380 million in Help America Vote Act (HAVA) funds to enhance election security to the states in 2018. While at the Senate, he focused on the federal government's role in election administration and campaign finance regulation.

Earlier in his career, as the Deputy General Counsel for the Missouri Secretary of State's office, he focused on legal issues related to the administration of state and federal elections, including recounts, poll worker training, voter registration list maintenance, statewide database matching, voter education resources, and ballot initiative litigation.







## **Donald L. Palmer, VICE CHAIR**

Donald L. Palmer was nominated by President Donald J. Trump and confirmed by unanimous consent of the U.S. Senate on January 2, 2019, appointed to serve as a commissioner. Mr. Palmer currently serves as Vice Chair of the EAC and the Designated Federal Officer (DFO) for the Local Leadership Council (LLC). In February 2025, Mr. Palmer will begin a year-long rotation as Chairman.

During his term as EAC Chairman, Mr. Palmer and the Commission instituted a standards development and testing process to establish security, functionality, and accessibility standards for electronic poll books, part of a larger EAC testing program. The initiative resulted in the establishment of the Election Supporting Technology Evaluation Program (ESTEP) for the testing of election supporting technology, including ballot delivery, election night reporting, and voting technologies related to HAVA. Commissioner Palmer provided leadership in the updating of the EAC testing program manual to include penetration testing requirements for testing campaigns of all voting systems submitted to EAC-accredited laboratories.

Mr. Palmer has served as the DFO of the EAC's Standards Board and the Board of Advisors on different occasions, and the Technical Guidelines Development Committee (TGDC) during the implementation phase of Voluntary Voter System Guidelines (VVSG) 2.0, including the adoption of the EAC Lifecycle Policy for the transition to a new generation of voting systems.

Mr. Palmer is a former Bipartisan Policy Center Fellow where he advanced the recommendations of the Presidential Commission on Election Administration. Mr. Palmer is a former Secretary of the Virginia State Board of Elections and served as the Commonwealth's Chief Election Official from 2011 to 2014. During his tenure, he implemented an online voter registration system and testing program to review the security and usability of voting systems and electronic poll books. He was a state leader in interstate registration data-sharing, exchanging voter registration information to maintain accurate voter registration lists. He also served as Florida's Director of Elections where he successfully transitioned the state from electronic voting machines to paper-based digital voting machines prior to the 2008 presidential election and expanded the Florida voting system state certification program.

Prior to his work in election administration, he served as a trial attorney with the Voting Section in the U.S. Department of Justice's Civil Rights Division, where he enforced the nation's federal voting laws, including HAVA and the Voting Rights Act. Palmer is a military veteran, retiring from the U.S. Navy after two decades as an intelligence officer and judge advocate general.

Mr. Palmer earned his J.D. at the Stetson University College of Law and his master's degree at George Washington University.





## Thomas Hicks, COMMISSIONER

Thomas Hicks was nominated by President Barack H. Obama and confirmed by unanimous consent of the U.S. Senate on December 16, 2014, to serve as a commissioner. Mr. Hicks currently serves as the DFO of the Board of Advisors. Mr. Hicks will begin a year-long rotation as Vice Chair in February 2025.

Commissioner Hicks has focused his efforts on voter access. Under his leadership, the EAC developed a pocket-sized **voter card** that serves as a guide on voting rights for voters with disabilities. The card is provided in both **Braille** and large print. The EAC has worked with advocacy groups and election officials to distribute the card.

Mr. Hicks continues to stress the need for more young people to become involved as poll workers and in the voting process, as he was featured in a New York Times publication with a profile highlighting his efforts. Mr. Hicks is a frequent speaker at conferences in the U.S. and overseas on issues such as voter access, cybersecurity, and election official safety.

Prior to his appointment with the EAC, Commissioner Hicks served as a senior elections counsel and minority elections counsel on the U.S. House of Representatives Committee on House Administration. In this role, Mr. Hicks was responsible for issues relating to campaign finance, election reform, contested elections, and oversight of both the EAC and the Federal Election Commission (FEC). His primary responsibility was advising and providing guidance to the committee members and caucusing on election issues. Mr. Hicks has talked with Americans in every state about their voting experiences. In addition, he has worked with state and local election officials across America to address critical election concerns.

Prior to joining the U.S. House of Representatives, Mr. Hicks served as a senior lobbyist and policy analyst for Common Cause, a nonpartisan, nonprofit organization that empowers citizens to make their voices heard in the political process and to hold their elected leaders accountable to the public interest. Mr. Hicks enjoys working with state and local election officials, civil rights organizations, and all other stakeholders to improve the voting process.

Mr. Hicks served in the Clinton administration as a special assistant and legislative assistant in the Office of Congressional Relations for the Office of Personnel Management. He served as agency liaison to the U.S. Congress and the president's administration on matters regarding federal personnel policies and regulations.

Mr. Hicks received his J.D. from the Catholic University of America, Columbus School of Law, and his B.A. in Government from Clark University (Worcester, MA). He also studied at the University of London (London, England) and the University of Adelaide (Adelaide, Australia).





## Christy A. McCormick, COMMISSIONER

Christy A. McCormick was confirmed by unanimous consent of the U.S. Senate on December 16, 2014, to serve as a commissioner. Ms. McCormick has served as Chairwoman three times and currently serves as the DFO for the Standards Board.

She led the Commission's restructuring after several years without commissioners, created the first election data summit, and the first election accessibility summit focused on language. She has met with voters and legislators across the country and observed elections in nearly all the states and numerous countries.

From 2006 until her appointment with the EAC, Ms. McCormick served as a senior trial attorney prosecuting discrimination violations of federal voting statutes in the Voting Section of the Civil Rights Division at the U.S. Department of Justice (DOJ). Ms. McCormick was detailed by the Deputy Attorney General to be senior attorney advisor and acting deputy rule of law coordinator in the Office of the Rule of Law Coordinator at the U.S. Embassy in Baghdad, Iraq from 2009 to 2010, where she worked as the U.S. elections expert overseeing the Iraq national elections (including an extensive election recount), as well as on numerous U.S. and coalition Rule of Law efforts.

Before joining the DOJ, Ms. McCormick was a Judicial Clerk to the Honorable Elizabeth A. McClanahan in the Court of Appeals of Virginia from 2003 to 2006. Ms. McCormick was an Assistant Attorney General and Assistant to the Solicitor General in the Office of the Attorney General of Virginia from 2001 to 2003. She was a member of the U.S. Supreme Court legal teams for *Black v. Virginia* (defending the Commonwealth's criminal statute against cross-burning) and *Hicks v. Virginia* (defending a First Amendment challenge to a state trespassing policy), as well as in cases on appeal to the U.S. Court of Appeals for the Fourth Circuit. She was a Judicial Law Clerk in Virginia's Seventh Judicial Circuit Court from 1999 to 2001.

Ms. McCormick received her B.A. from the University of Buffalo, a J.D. with honors from the George Mason University School of Law (now Antonin Scalia Law School), and attended the William & Mary Law School.







**EAC Commissioners with representatives from the Central Election Commissions of Croatia, Georgia, Kazakhstan, Turkey, Ukraine, and Uzbekistan, during the EAC-hosted International Observers Mission on November 4, 2024.**

# International Observers

In addition to visiting state and local jurisdictions, the EAC Commissioners visited seven countries. Invited as international election observers, they learned about how elections are run in those countries. On these trips, the EAC Commissioners learned that countries across the globe look to EAC programs, like the Voluntary Voting System Guidelines (VVSG), as the gold standard for election technologies. The EAC also provided briefings to the Organization for Security and Co-operation in Europe (OSCE), the OSCE Parliamentary Assembly, the Organization of American States (OAS), and the International Foundation for Electoral Systems (IFES).

The EAC also hosted international election observers during the 2024 general election. Representing six countries, the international delegates learned how elections operate in the U.S. through discussions, briefings, and visits to polling places led by the EAC Commissioners and senior agency staff, as well as representatives from the Federal Election Commission (FEC), the Cybersecurity and Infrastructure Security Agency (CISA), the National Association of Secretaries of State (NASS), the National Association of State Election Directors (NASED), the U.S. Senate Committee on Rules and Administration, the Montgomery County, Maryland Board of Elections, and the Washington, DC, Board of Elections.

The EAC is partnering with the U.S. Department of State (DOS) to coordinate future international observers' missions at the request of NASS and NASED.



**Chairman Hovland met with Secretary General Luis Almagro of the OAS and the Department of Electoral Cooperation and Observation on November 4, 2024.**





# New Agency Leadership, Reorganization, and Development



## Brianna Schletz Appointed Executive Director

In March 2024, the EAC Commissioners unanimously appointed Brianna Schletz as the new Executive Director of the agency. She joined the EAC as Inspector General in November 2021, then moved positions to begin her duties as Executive Director on March 25, 2024.

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**In joint statement on Brianna’s experience and expertise, the Commissioners said:**

*“During her two and a half years as Inspector General, Brianna had a unique perspective on the work and accomplishments of the EAC as well as the challenges we face. We are excited for her to step into this new role, help continue the agency’s growth and help us better serve election officials and voters. Elections and the EAC are under a microscope this year and Brianna’s leadership and experience will be an asset through the presidential election and beyond.”*

Ms. Schletz holds a Bachelor of Science in Accounting and a Master of Business Administration and has over 17 years of oversight experience. Her work has resulted in impactful changes to agency operations and programs covering a variety of sectors and has been recognized by the Inspector General community.





## Camden Kelliher Appointed EAC General Counsel

On December 10, 2024, the EAC Commissioners unanimously voted to appoint Camden Kelliher as the agency’s General Counsel for a four-year term. Mr. Kelliher has a B.B.A. from Temple University, and a J.D. and Master of Public Policy from the College of William & Mary. Mr. Kelliher joined the EAC in March 2020 and has served as Acting General Counsel since December 2023.

“

**In a joint statement on Camden’s experience and achievements, the Commissioners said:**

*“We are pleased to have Camden Kelliher serve as the EAC’s General Counsel. His legal expertise became especially evident while serving as Acting General Counsel in the 2024 election year... Mr. Kelliher continues to stay ahead of the evolving election landscape, and the EAC is grateful to have him in this new role.”*





# Staff and Department Updates

The size of the EAC's professional staff has varied since the agency's inception, but has recently increased thanks to ongoing Congressional investment in the agency. With its current roster of 86 full-time employees, including the EAC Commissioners, the agency continued to focus on strengthening the security and integrity of elections across the country, providing critical support and needed resources for election officials, improving the efficiency of internal operations, and responding to stakeholders in 2024. The agency onboarded 10 employees and three interns in mission-critical roles. While the EAC's headquarters is located in Washington, DC, it has employees located across 23 states in all regions of the country, improving the EAC's connection to the states, election administrators, processes, and perspectives.

## New EAC Staff

Executive Director

Public Affairs Specialist

General Counsel

Senior Election Subject Matter Expert

Senior Counsel & Director  
of Operations & Investigations

Human Resources Specialist

Information Technology Specialist

Chief Financial Officer

Senior Cyber Analyst

Contracting Officer

Financial Specialist

Contracting Officer







# Agency Reorganization

The EAC reorganized its divisions around five central offices that report directly to the Executive Director to be more functionally aligned, efficient, responsive, scalable, and capable of accomplishing the agency's complex mandate. The Commission also considered the benefits of this structure for succession planning. In addition to the reorganization, key positions were filled, including a new Executive Director, General Counsel, Chief Financial Officer, Chief Election Information Officer, Chief Election Technology Officer, Contracting Officer, and others.

The EAC's organizational chart outlines the offices and divisions responsible for implementing the agency's goals.

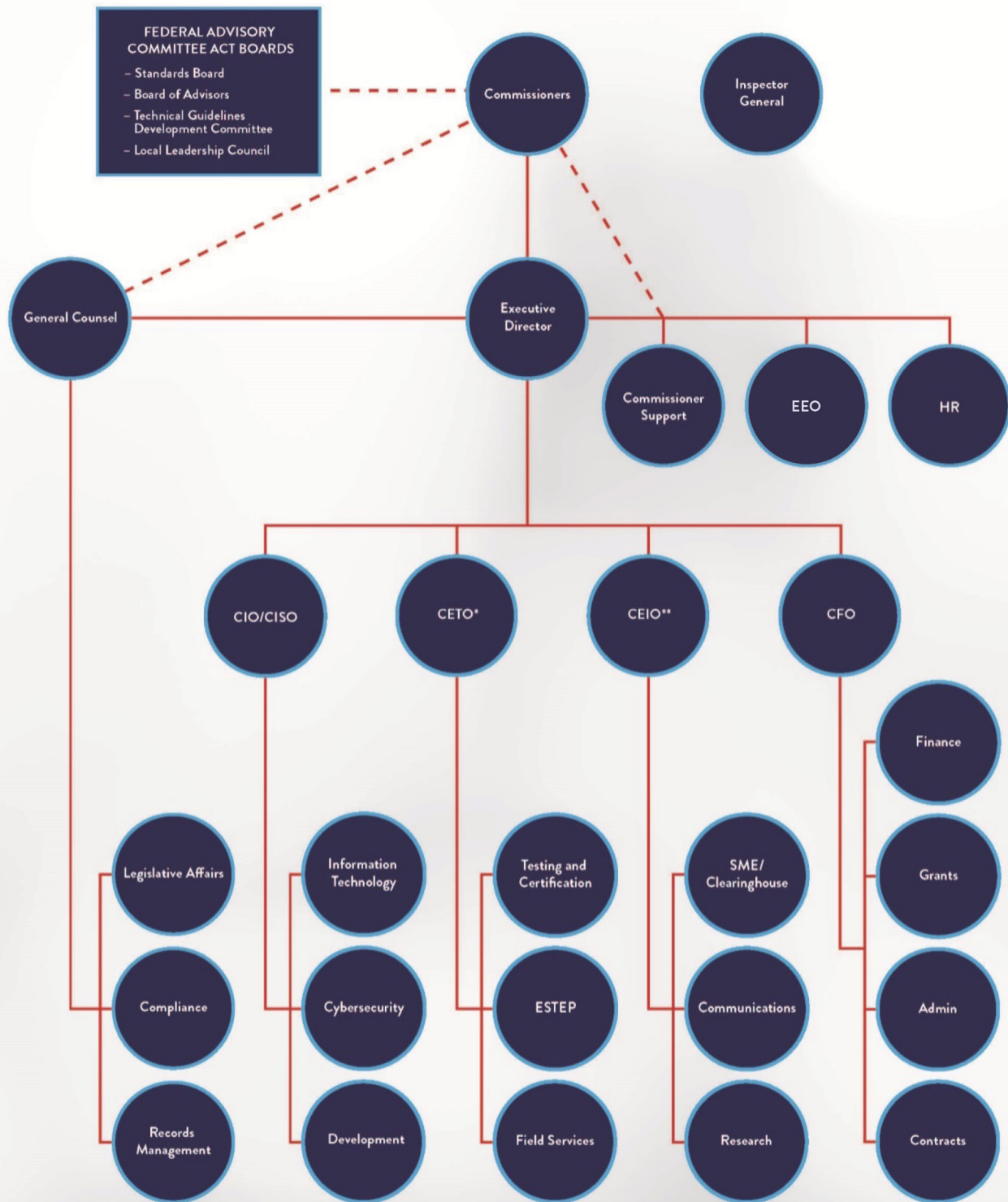


**The Standards Board and Board of Advisors held a joint session during their 2024 annual meetings in Kansas City, Missouri to hear EAC updates and provide feedback.**





# THE EAC'S ORGANIZATIONAL CHART



\*Chief Election Technology Officer  
 \*\*Chief Election Information Officer





## EAC Appropriations

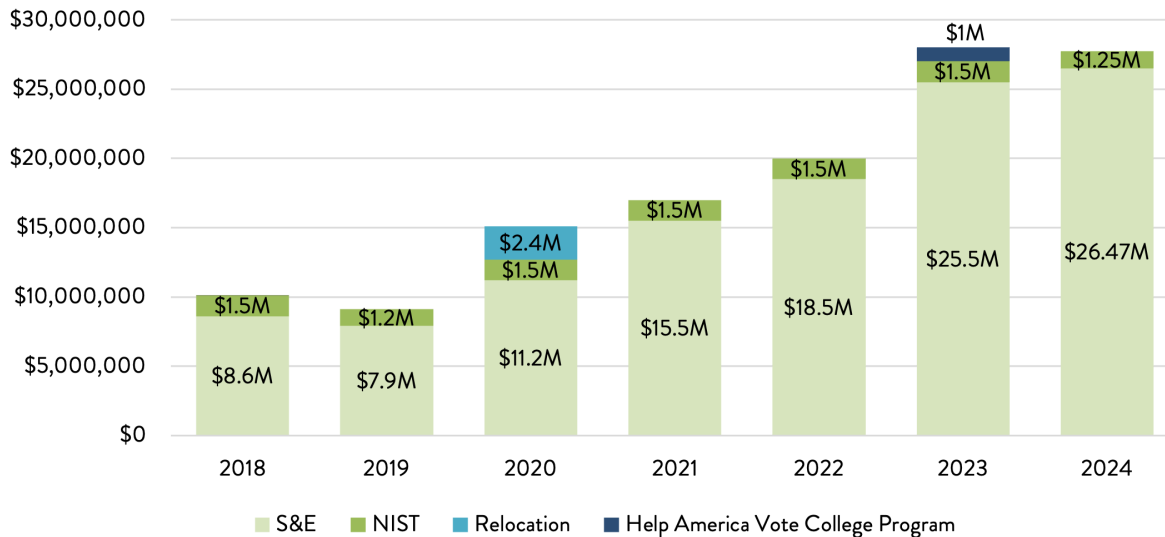
On March 23, 2024, Congress passed the Further Consolidated Appropriations Act of 2024 which provided the EAC with \$27.72 million in agency operating funds for FY 2024, including \$1.25 million made available to the National Institute of Standards & Technology (NIST).

This reflects a \$280,000 decrease in overall funding from FY 2023 and a 3.8% increase specifically in program operating funds when excluding NIST and the Help America Vote College Program (HAVCP). The EAC utilized nearly every dollar of that funding with a year-end obligation rate of approximately 98.83%.

As part of that same funding package, the EAC also received \$55 million in HAVA Election Security formula grant funding which, per statutory requirements, was obligated within 45 days and quickly distributed to the states and territories by the EAC. The funds were dedicated for the improvement of election administration and election security. The minimum award amount is \$1 million for states and \$200,000 for territories with a 20% state match requirement (American Samoa, Guam, Northern Mariana Islands, and U.S. Virgin Islands are exempt from the match requirement).

### Salaries and Expenses Funding FY 2018 to FY 2024

*\*FY 2025 budget, as of January 31, was not finalized.*





# General Counsel Updates

## Votes Taken by the Commission

As required by HAVA Section 207(4), the following section documents all votes taken from October 1, 2023, through October 1, 2024. The following also includes votes taken through the calendar year.

Subject	Result of Vote	Decided by a Vote of	Date Transmitted	Certified Date
Approving the Recommendation to Adopt the Election Supporting Technology Evaluation Program (ESTEP) as a Permanent EAC Program	Approve	4-0	12/4/2023	12/4/2023
Approving the termination of the Executive Director of the EAC	Approve	4-0	12/20/2023	12/23/2023
Approving the Recommendation on the Allowability of Funds to Counter AI-Generated Election Disinformation Under EAC Policy Regarding Authority to Issue Funding Decision on Use of HAVA Funds Confirming that Election Security Grant Funds May be Used to Counter Foreign Influence in Elections, Election Disinformation, and Potential Manipulation of Information on Voting Systems and/or Voting Procedures Disseminated and Amplified by AI Technologies	Approve	4-0	2/13/2024	2/14/2024
Approving the appointment of Benjamin Hovland as the Chairman and Donald Palmer as the Vice Chairman	Approve	4-0	2/19/2024	2/23/2024
Approving the rotation of DFOs	Approve	4-0	2/19/2024	2/23/2024
Approving the EAC Conference Cost Policy	Approve	4-0	3/6/2024	3/7/2024
Approving the Appointment of Brianna Schletz as Executive Director for a term of four (4) years	Approve	4-0	3/7/2024	3/7/2024
Approving the EAC Organization Chart	Approve	4-0	3/12/2024	3/12/2024
Approving the Appointment of Sarah Dryer as Acting Inspector General	Approve	4-0	4/5/2024	4/8/2024
Approving 2024 Lifecycle Policy Updates	Approve	4-0	4/5/2024	4/8/2024
Approving ESTEP Program Manual	Approve	4-0	4/5/2024	4/8/2024
Approving Version 1.0 of the voluntary Electronic Pollbook Requirements	Approve	4-0	4/5/2024	4/8/2024
Approving the Employee Awards and Recognition Program	Approve	4-0	5/30/2024	6/3/2024
Approving the 2024 Organizational Management Policy	Approve	4-0	6/14/2024	6/18/2024
Approving the 2024 Election Administration and Voting Survey Policy Guide	Approve	4-0	7/26/2024	7/30/2024
Approving the Recommendation that the Commission consider the cost to implement Federal requirements pertaining to the administration of elections as direct costs when the costs are determined to be reasonable and necessary	Approve	4-0	8/28/2024	8/28/2024
Appointment approval of Camden Kelliher as the EAC General Counsel for a term of four (4) years	Approve	4-0	12/10/2024	12/10/2024





**Rebecca Green, Associate Professor at William & Mary Law School, joins Commissioners McCormick, Hovland, Camden Kelliher, Commissioners Palmer, and Hicks after the vote to appoint Mr. Kelliher as General Counsel.**



**Technical Guidelines Development Committee (TGDC) members in their annual meeting in Rockville, Maryland, on December 5, 2023.**





# Recommendations





Section 207(5) of HAVA requires the annual report to include “recommendations as the Commission considers appropriate.” Based on our work to help election officials improve the administration of elections and help Americans participate in the voting process, we recommend the following:



## RECOMMENDATION

### Consider efforts to strengthen election security and cybersecurity

The EAC recommends Congress consider legislative efforts to strengthen the security and cybersecurity of elections by establishing a coordinated vulnerability disclosure program facilitated by the agency.

The EAC was consulted on proposals to address the fundamental and urgent need to bolster the cybersecurity of our election systems by conducting extensive penetration testing of elections infrastructure and tracking and mitigating vulnerabilities in elections technology. As the only bipartisan and independent federal agency charged with aiding states in the administration of elections, the EAC would welcome the opportunity to meet the national security objectives approved by Congress.

Election officials face a growing list of cybersecurity-related obligations and challenges. The legislation on this concept would greatly help to secure voting systems utilized for our nation’s elections and increase confidence in the elections process.



  
**2****RECOMMENDATION****Authorize and appropriate funds to research ways to improve voter list maintenance**

The EAC recommends Congress authorize and appropriate funds to research ways to improve voter list maintenance, pursuant to its mandate under HAVA Section 241.

HAVA Section 241 authorizes the EAC to conduct studies on election administration issues, including maintaining secure and accurate lists of registered voters. Maintaining accurate voter registration lists is essential for administering secure and efficient elections. Accurate voter rolls help reduce voting lines, decrease the number of provisional ballots cast, and ensure that only eligible electors can vote. This not only improves the efficiency of the voting process but also enhances voter confidence in the integrity of the election system.

In FY 2024, the EAC funded a pilot study under HAVA Section 241 to research the use of third-party credit data for the purposes of list maintenance. The study will be published in 2025, but initial findings suggest that using credit bureau data may be a useful tool for election officials for list maintenance processes. Additional funding would provide an opportunity to further research activities to improve the accuracy of voter registration lists.

Federal laws such as the National Voter Registration Act (NVRA) and HAVA establish baseline requirements for voter list maintenance, but the specific activities and frequency of updates vary by state. These laws mandate voter list maintenance activities at the state and local level.






# 3

## RECOMMENDATION

### **Authorize and appropriate funds to allow the EAC to sustain and expand state and local election official training and workforce development programs**

The EAC recommends Congress authorize and appropriate funds to sustain and expand efforts to address election workforce professionalization and development through implementation of in-person and virtual voluntary election official training programs, the conduct of workforce development studies, and development of specific recommendations and direct programming to address workforce needs, pursuant to its mandate under HAVA.

U.S. election administration is a rapidly evolving and growing field with a workforce that includes tens of thousands of state and local election officials responsible for performing an increasing number of highly complex duties in service to their constituents. The competencies and skills necessary to perform critical election operations are changing at a rapid pace while, simultaneously, an aging election workforce needs relief from a new generation of election professionals. Additional funding will enable the EAC to sustain and expand its training and workforce development programs to enhance professionalization among the election workforce and build organizational resiliency in the field of election administration.



**EAC Staff and  
Commissioner  
Palmer at the Statewide  
Certification Testing of  
Election Systems National  
Conference (SCTESNC)  
on June 24, 2024.**



  
**4****RECOMMENDATION****Amend HAVA to include the Commonwealth of the Northern Mariana Islands (CNMI)**

The EAC recommends Congress amend HAVA to include CNMI.

The 2002 HAVA legislation provides specific provisions and classifications for Washington, DC, the Commonwealth of Puerto Rico, Guam, American Samoa, and the U.S. Virgin Islands. Congress has included CNMI in recent HAVA Election Security Grant appropriations. By amending HAVA to include CNMI it would provide the territory with the support they need to serve voters.

**5****RECOMMENDATION****Authorize and appropriate funds to research the cost of elections**

The EAC recommends Congress authorize and appropriate funds to research the cost of elections, pursuant to its mandate under HAVA Section 241.

In most states, the cost of elections is primarily borne by counties and local jurisdictions. The actual cost of running elections nationwide is challenging to determine due to differences in accounting processes, and data tracking methods that are maintained by more than 8,000 election jurisdictions. Recent reports indicate that election spending ranges from \$4 to \$6 billion in any given year, with 2020 potentially reaching \$10 billion. It is estimated that between 2003-2020, the federal government funded about 4% of all election costs.

Understanding the actual cost to administer elections more accurately could enable policymakers and election officials to make more informed decisions regarding election spending based on comprehensive and accurate data.

  
**6****RECOMMENDATION****Authorize and appropriate funds for election jurisdictions impacted by natural disasters**

The EAC recommends Congress authorize and appropriate \$100 million in funding for state and/or local election jurisdictions impacted by natural disasters leading up to an election.

In recent years, natural disasters such as hurricanes, wildfires, tornados, and flooding have occurred in the days and weeks leading up to Election Day. Election jurisdictions may not be able to replace or repair existing voting systems, restore polling places, or maintain continuity of operations for upcoming elections without the support of an emergency contingency fund. Election officials are contingency planners and prioritize the administration of elections as part of recovery efforts, but the timing of these disasters can be a significant challenge to conducting elections and enabling eligible voters to cast a ballot. State and local funds are often stretched thin depending on the extent of a disaster. Federal emergency funding would enable a quicker emergency response and ensure that the safety, security, accuracy, and accessibility of elections are not compromised in these situations.



Commissioners McCormick and Hicks at the 2024 Post-Election Hearing held on December 10, 2024.



# Election Technology and Security



**HAVA charges the EAC with the development, adoption, and modification of Voluntary Voting System Guidelines (VVSG), the testing and certifying of voting systems against these voluntary guidelines, and the accreditation of Voting System Test Laboratories (VSTLs).**

Leading up to the 2024 federal election year, the EAC focused on enhancing election security, offering direct assistance and training to election officials, and developing universally applicable resources and programs. As the only federal agency exclusively dedicated to election administration, the EAC is uniquely positioned to lead in providing resources to election officials and educating the public about the resilience of election systems. The EAC brings technological advancements in security and accessibility to voters by overseeing voting system guidelines. The EAC reviews the guidelines annually to ensure they continue to be refined in a way that addresses current needs of election administrators.

In the EAC’s structural reorganization, the Election Technology Office was established to include the Testing and Certification program, Election Supporting Technology Evaluation Program (ESTEP), and Field Services. Throughout FY 2024, these departments experienced significant growth to account for the increasing needs of election officials and the evolving threat landscape they face.

## Keeping Election Systems Secure and Improving Quality

In 2024, the EAC continued to actively promote the migration to VVSG 2.0, including testing new voting systems and conducting biennial accreditation reassessments. As a part of the new standards, simulated cyberattack (penetration) testing is now required for all systems to enhance security by identifying vulnerabilities and weaknesses that can be mitigated by system manufacturers prior to certification. The EAC is committed to frequent updates of the VVSG to keep up with technological advancements. Additionally, the EAC made significant investment into its Quality Monitoring Program to streamline procedural compliance and manage changes to certified voting systems.

## Systems Certified in FY 2024

Voting System Name/Version	Manufacturer	Date Certified
EVS 6.5.0.0	Election Systems & Software	7/24/2024

## Systems Under Test

Voting System Name/Version	Manufacturer
Vx Suite 4.0	VotingWorks
VSR1 2.1	Smartmatic
Verity Vanguard 1.0	Hart InterCivic
ClearVote 2.5	Clear Ballot
Democracy Suite 5.20	Dominion Voting Systems





The EAC’s Election Technology Office plays a critical role in maintaining the safety, security, accuracy, and accessibility of election technology. Designed to support state and local election officials, this voluntary program evaluates voting systems and other election technologies to ensure they meet rigorous federal standards. The EAC supports national security as the only agency responsible for maintaining federal guidelines for election systems and technology, providing a centralized resource for testing, certification, and post-certification monitoring, reducing the burden on states, enhancing voter confidence, and promoting cost-effective, secure election solutions.

Mandated under HAVA, the voting system Testing and Certification program ensures uniform standards for voting systems. Voting systems are rigorously evaluated by third-party laboratories accredited by both the EAC and the NIST. By thoroughly testing systems against the VVSG, the EAC ensures that voting technology is dependable, functional, and designed to serve the needs of voters across the U.S.



## Why the Program Matters

In an era of evolving election technology and heightened public scrutiny, the EAC Testing and Certification Program provides a foundation of trust. By ensuring systems are safe, secure, accurate, and accessible, the program empowers states to conduct elections with confidence, enhancing the democratic process at every level.



### Broad Engagement

All 55 states and territories have engaged with the program through certification, technical support, or outreach.



### Comprehensive Support

Over 80 jurisdictions have received critical services to address election technology needs.



### Innovative Oversight

Advanced dashboards and data visualization tools streamline monitoring and responses to stakeholder needs and requests.

In an era of evolving election technology and heightened public scrutiny, the EAC Testing and Certification Program provides a foundation of trust. By ensuring systems are safe, secure, accurate, and accessible, the program empowers states to conduct elections with confidence, enhancing the democratic process at every level.





On February 10, 2021, the Commissioners unanimously adopted the newest standard, VVSG 2.0. This update from VVSG 1.0 and 1.1 includes a new structure and significantly updated content. VVSG 2.0 focuses on usability, accessibility, security, and interoperability, incorporating new technologies to meet future election challenges and improve the voter experience while safeguarding the voting process.

By November 15, 2023, the EAC completed the transition from VVSG 1.0 and 1.1 to VVSG 2.0, ensuring voting equipment is protected against future threats. All new applications for voting system certification must now comply with VVSG 2.0. However, election officials can still use or buy systems certified under VVSG 1.0, as all EAC-certified systems remain secure regardless of the version they were certified under.



**To mark the VVSG migration deadline on November 2023, Chairwoman McCormick, Vice Chair Hovland, Commissioner Palmer, and Commissioner Hicks issued the following joint statement:**

*“Enacting VVSG 2.0 is a crucial step for enhancing U.S. election security, which is both a national security and critical infrastructure imperative. VVSG 2.0 is designed to meet the opportunities and challenges of the future and improve our elections infrastructure. Our voting systems must continue to evolve and keep pace with new technology. These updated voluntary standards help lay the groundwork for 21st century voting systems that significantly improve accuracy, cybersecurity, and accessibility requirements.*

*While this is a critical milestone toward voters seeing new voting systems, there is more work to be done before voting systems tested and certified to 2.0 standards are in voting locations across the country.”*

Since the migration deadline, the EAC continues to facilitate the transition of voting systems to VVSG 2.0. **There are currently three systems undergoing VVSG 2.0 testing – VotingWorks Vx Suite 4.0, Hart InterCivic’s Verity Vanguard 1.0, and Smartmatic’s VSR1 2.1.** The EAC also conducted the biennial accreditation reassessment of both Voting System Test Laboratories (VSTL).

On April 8, 2024, the Commissioners unanimously approved the 2024 Lifecycle Policy Updates. The Lifecycle Policy describes how the EAC makes changes to VVSG standards and provides guidance on the version changes, VSTL accreditation, migration timelines of prior major standards, and establishing a periodic review timeline for new versions of the standards going forward. The policy defines changes that may be made to systems certified to earlier standards and describes the process for updating the standards as defined by HAVA.





**Dan Cox from the EAC's Field Services team joins Commissioner Hicks, Aulii Tenn from Hawaii's Counting Center Operations, Scott Nago, Hawaii's Chief Election Officer, and Tom Frietag from the EAC's Field Service team during an on-site visit.**

The EAC recognizes the national security need for robust voting system security testing in its certification programs. To meet this goal, simulated cyberattack (penetration) testing has been added as a requirement to the program manuals for certification. This testing is used to help identify vulnerabilities and weaknesses of systems entering the EAC's certification program. Penetration testing will also be used to confirm that well-known vulnerabilities either don't exist or have been appropriately mitigated. These additional requirements will work in concert with the expansion of the EAC's Quality Monitoring Program to further strengthen and protect the nation's voting systems from hostile threats.

As a part of the EAC's Testing and Certification program, Engineering Change Orders (ECOs) and RFIs (Requests for Interpretation) are both used to manage and clarify requirements, but they serve different purposes and are used in different contexts.

ECOs are typically used to manage changes to existing requirements or specifications. They involve a formal process to propose, review, and approve changes to ensure that all modifications to certified systems are evaluated and approved. In the past year, a total of 26 ECOs were processed by the EAC, with an average turnaround time of two-and-a-half days. This is a 27% reduction in ECO turnaround time of nearly three-and-a-half days in 2023.

The EAC is often asked to provide interpretations of ambiguous requirements to ensure everyone understands the requirements in the same way. In 2024, the EAC established a new process to post these clarifications in a queue on its website, which helps manage and track these requests and improves the overall transparency of the process.







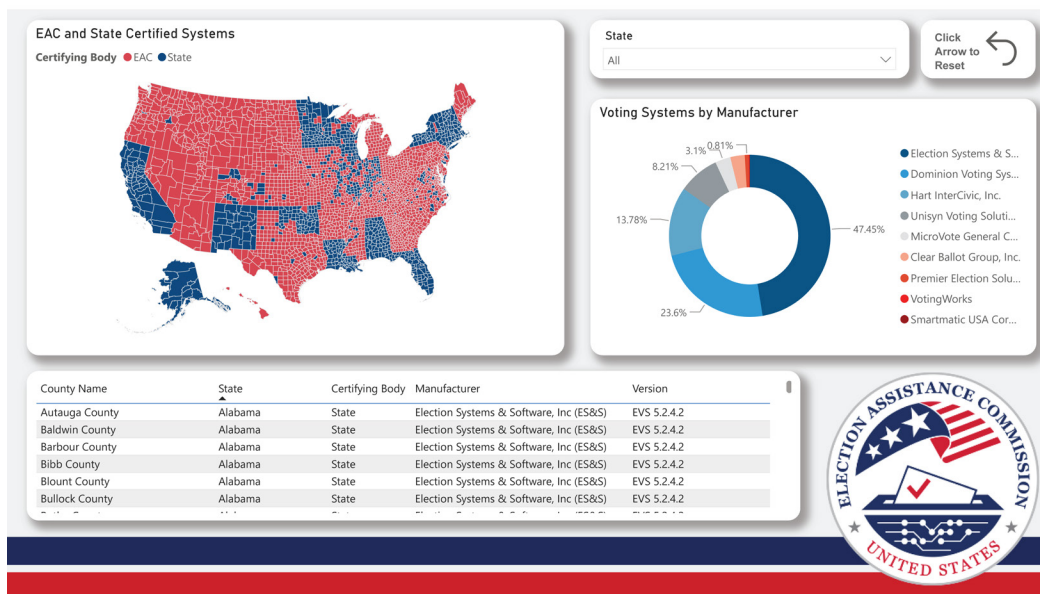
## Quality Monitoring and Field Services Program

In 2024, the agency launched the Quality Monitoring Program to help election officials strengthen oversight of field certified voting systems. This initiative brings the EAC’s Field Services team on site to work with state and local officials on post-certification quality monitoring tasks. While the Testing and Certification program establishes rigorous pre-deployment standards, Field Services provides critical post-certification support.

Currently, Field Services is extending both on-site and virtual assistance, primarily through the industry-standard practice of software hash validation. This security measure ensures that the deployed voting system software matches the software certified by the EAC by matching a pre-calculated hash value provided by a trusted third party with a hash value calculated against the installed voting system software. Hash validation is particularly valuable as it serves dual purposes — it acts as a security tool and reinforces chain-of-custody best practices for election technology. In 2024, the team addressed 54 hash validation requests from various localities including Texas, Hawaii, and Nebraska, and provided training to local election officials on hash validation best practices.

The Field Services staff also successfully completed and documented two pilot projects and provided briefings on the program to officials from 43 states and territories. The role of the Field Services team not only ensures compliance but also fosters collaboration and innovation, making the program an essential component of the EAC’s mission, and a new election security resource for election officials.

The team maintains a comprehensive database of system configurations, which provides election officials with near real-time insights into the status of their systems. This database is a critical resource for identifying potential issues and ensuring that systems remain compliant with certification standards. If a problem with a fielded system is reported, the Field Services team works closely with manufacturers, election officials, and other stakeholders to resolve it quickly, often reducing the time and costs associated with troubleshooting.





Field Services is not limited to compliance and technical support — it also plays a proactive role in identifying opportunities for improvement. The team frequently collaborates across the agency to share insights and recommend enhancements to certification standards or technical guidelines. By leveraging its on-the-ground experience, Field Services contributes to the EAC’s broader mission of continuous improvement in election technology. The team also monitors trends to help it identify common challenges to inform the EAC’s overall approach to certification and support. Insights gained from Field Services have been instrumental in developing new tools and resources for election officials, such as updated training materials and best practices for system maintenance.

The EAC will hold a hearing in early 2025 to discuss the initial work and future of the Quality Monitoring and Field Services program.

## Ensuring All Election Technologies are Safe, Secure, Accurate, and Accessible

On December 4, 2023, the EAC Commissioners unanimously voted to approve Election Supporting Technology Evaluation Program (ESTEP) as a permanent EAC program. The formal adoption of this program is a representation of the EAC’s forward-thinking approach to the rapidly evolving landscape of election technology. While the Testing and Certification Program focuses on voting systems, ESTEP broadens the EAC’s scope to include the assessment and support of emerging election technologies. This initiative recognizes that modern elections rely on a diverse array of tools and systems beyond voting machines, including electronic poll books, election night reporting platforms, and electronic ballot delivery systems.



**EAC Commissioners and Subject Matter Expert Steve Daitch at the LLC Meeting on January 8, 2024.**

“

**In a joint statement issued after the vote to make Election Supporting Technology Evaluation Program (ESTEP) a permanent EAC program, the Commissioners said:**

*“The security of election supporting technology is of critical importance to fulfilling the EAC’s mission, and programs like the ESTEP help to ensure elections remain accurate and secure. ESTEP has already proven itself integral to the EAC’s work to improve the administration of elections and enhance voter confidence. This vote represents the agency’s ongoing commitment and investment in expanding our services to election officials and being responsive to what we have heard from Congress, election officials, and other stakeholders. The lessons learned during the e-poll book pilot provide a road map to expand certification processes managed by ESTEP and will allow the EAC to develop similar efforts for other growing technologies.”*

Electronic poll books are the first technology to be evaluated and tested by ESTEP. According to the 2022 Election Administration and Voting Survey (EAVS), this technology is used in 40 states and territories, with 19 states reporting usage in all jurisdictions. Electronic poll books are designed to replace paper poll lists by accessing digital voter registration records on a laptop or tablet and represent a key component of critical election infrastructure.

The EAC conducted the Voluntary Electronic Poll Book Pilot Program in 2023, in which ESTEP worked alongside accredited test laboratories and other stakeholders to evaluate electronic poll books (EPBs) against the Voluntary Electronic Poll Book Requirements Version 0.9 (VEPBR v0.9). The purpose of this program was to help alleviate some of the burdens currently shouldered by states in developing and maintaining electronic poll book standards and testing the functionality, usability, security, and accessibility of these systems.

In 2024, the ESTEP used the results of its inaugural electronic poll book pilot evaluation to develop a final set of requirements, program manuals, and other materials for a formal certification program. On May 21, 2024, the Commission unanimously voted to adopt the requirements and manuals creating a formal electronic poll book certification program. At that point, ESTEP began registering commercial and in-house manufacturers interested in having their electronic poll books evaluated and tested by the EAC’s Voting System Test Laboratories (VSTLs) for certification.

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**In a joint statement following the vote to adopt the requirements and manuals creating a formal electronic poll book certification program, the Commissioners said:**

*“The Voluntary Electronic Poll Book Certification Program will help give election officials and voters peace of mind knowing their e-poll books have been evaluated and tested for security, accessibility, and usability. It is responsive to the feedback we received from Congress and stakeholders about the need for additional layers of security for this technology. The program highlights the EAC’s unique position at the federal level to test and create standards that states and jurisdictions can opt into if desired.”*



## 110 REQUIREMENTS FOR CERTIFICATION TESTING

### 26 FOR FUNCTIONALITY

Evaluates usability, configuration, compatibility, telecommunications, and procedures for maintenance and troubleshooting.

### 48 FOR SECURITY

Evaluates access controls, system integrity, network security, software design, logging, and supply chain risk management.

### 36 FOR ACCESSIBILITY

Evaluates compliance with Section 508 & WCAG 2.1 accessibility standards, including visual features, audio features, physical features, and additional languages.

## EVALUATED SYSTEMS

### PILOT PROGRAM

1. ES&S ExpressPoll 7.2.5.0
2. KNOWiNK Poll Pad 3.4
3. Robis AskEd E-Poll Book 3.4
4. Tenex Precinct Central 5.1.9
5. VOTEC VoteSafe 1.3.77
6. Maricopa County, AZ SiteBook 3.4
7. North Carolina OVRD 2.9.120

### CERTIFICATION PROGRAM

1. KNOWiNK Poll Pad 3.6

ESTEP registered both commercial and public-sector system developers and **accepted its first electronic poll book system for testing in June 2024 — the KNOWiNK Poll Pad v.3.6. This system was evaluated by SLI Compliance. Upon review and approval of the test report, the EAC expects certification of this first system in the program in early Q1 2025.**

Mark Wlaschin, Deputy Secretary of State for Elections in Nevada, and pilot participant Scott Jarrett, Director of Elections in Maricopa County, Arizona, highlighted the importance of having a federal electronic poll book certification program when they testified during the EAC’s Virtual Meeting on the Voluntary Electronic Poll Book Pilot Program Report in November 2023:

“

**While testifying on the Voluntary Electronic Poll Book Pilot Program Report, Scott Jarrett, Director of Elections in Maricopa County, Arizona said:**

*“If you’re participating in a federal certification program, you are getting that expertise through voting system testing laboratories coming in-house and doing that same type of testing and then using those known baseline standards. I view that as a huge advantage to local jurisdictions to be able to participate in a program like this.”*

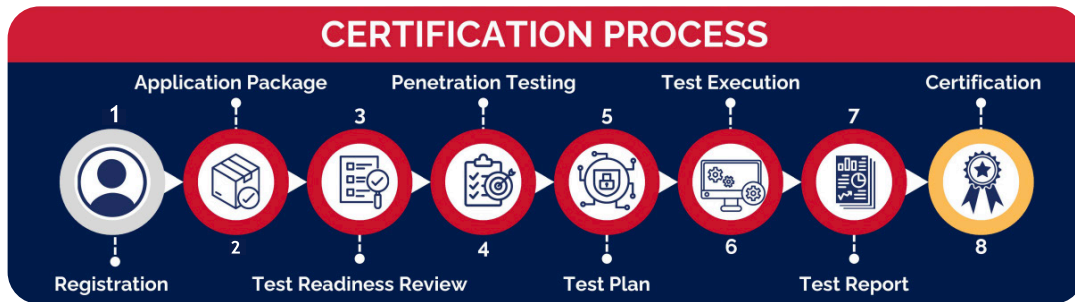
In early 2025, ESTEP will initiate pilots for electronic ballot delivery and election night reporting systems, focusing on the security, accessibility, and usability of these systems which have become an integral part of our nation’s election infrastructure. Each of these systems plays a unique role in election administration, and the EAC’s evaluations ensure they are equipped to handle the challenges of modern elections. Importantly, not all technologies evaluated through ESTEP result in certification programs. In some cases, the program produces technical guidelines or best practices that states can adopt voluntarily, providing flexibility to meet diverse jurisdictional needs.



“

While testifying on the Voluntary Electronic Poll Book Pilot Program Report, Mark Wlaschin, Deputy Secretary of State for Elections in Nevada, said:

“While election administrators are focusing on list maintenance and supporting voter outreach in education, the ability to point to a series of recommended guidelines that are put together by the team at the EAC, and the many subject matter experts and technical experts that the EAC involves, takes a little bit of the burden off states to come up with something very similar... This allows us to focus on other responsibilities,”



## Electronic Ballot Delivery (EBD)

The electronic delivery of blank ballots and voter information packets to qualifying absentee voters using an internet-supported application

14 states were using purpose-built EBD systems

## Election Night Reporting

Systems that aggregate and display unofficial election results to the public, typically through websites or social media

Unofficial election results are publicly available in 47 states; reporting methods vary widely

## Voter Registration Systems (VRS)

Consists of compatible hardware, software, firmware, materials, and documentation that automate voter registration and secure information for election administrators

Managed by state or local jurisdictions and support administrative functions for the voting process on Election Day

49 of 50 states use some form of VRS combination to administer election processes





# International Recognition

The EAC met with the Electoral Observation Mission (EOM) of the Organization of American States (OAS) during their visit in 2024. As part of the discussions about emerging topics in the presidential election year, the EAC Commissioners explained the goals of Election Supporting Technology Evaluation Program (ESTEP) and highlighted its importance to election administration in the U.S.. In the *Preliminary Report of the OAS Electoral Observation Mission for the General Elections of November 5, 2024, in the United States*, issued in November 2024, OAS recognized the challenges associated with election management and security standards due to the use of diverse technologies across the country and acknowledged the importance of promoting good practices. As a result, they recommended that ESTEP continue to advance common requirements and guidelines related to election technology.

ESTEP exemplifies the EAC's commitment to being responsive to changing technology and the needs of election officials. By focusing on emerging technologies, the program ensures that election officials are equipped with the tools and knowledge they need to manage increasingly complex elections. By providing federal standards for these technologies, the EAC is increasing election officials' technological capacity and reducing the burden and cost it would take to develop certification programs at the state level. As election technology grows, ESTEP will remain a vital resource for ensuring that new systems are safe, secure, accurate, and accessible.



Commissioner McCormick and Uzbekistan election officials at a polling place during an international observers visit in Tashkent, Uzbekistan on October 27, 2024.



Vice Chair Palmer with Dalel Ismagulov, Counselor at the Kazakhstan Embassy in Washington, DC, in early October 2024.

## Independent Security Research Program for Election Technologies

To ensure our nation’s critical election infrastructure is secured against ongoing cybersecurity threats to voting and election systems, in 2024 the EAC started laying the groundwork to establish a program to allow independent security researchers to test election technologies for security vulnerabilities.

The independent security research program, also known as a coordinated vulnerability disclosure (CVD) program, is a structured process that allows vetted external security researchers to responsibly discover, research, and report potential security vulnerabilities in products or systems. This process ensures that vulnerabilities are identified and addressed in a timely and controlled manner, minimizing potential harm to end-users and reinforcing trust among customers and stakeholders.

For voting systems, coordination is crucial because these systems, if compromised, could have far-reaching implications for trust in elections. Implementing this program provides a proactive avenue to find potential vulnerabilities in voting systems and to mitigate risks.

However, implementing an independent security research program for election systems is challenging due to the timing of elections, the logistics involved in making systems that are not internet-connected available to researchers, and the required time to fix vulnerabilities. Election systems must be secure and operational during specific periods, and this creates a narrow window for identifying, reporting, and fixing vulnerabilities.

The EAC is working with experts in the field to develop a plan and guidelines for this program with the goal of increasing the security of these systems in a sustainable long-term engagement.



# Ensuring the Efficient Distribution and Accountability of Congressional Funding for Elections







In FY 2024, the EAC continued its effective administration of election-related grants, including HAVA Section 101 and 251 grants, over \$1 billion in Election Security grants, and the closeout of \$400 million in CARES funds. Additionally, the EAC reissued the Help America Vote College Program (HAVCP), awarding \$1 million to support the recruitment, training, and support of college students as nonpartisan poll workers. In FY 2024, the EAC's Office of the Inspector General completed audits of the administration of HAVA funds in nine states, including Guam, American Samoa, North Carolina, Tennessee, Rhode Island, Iowa, New Jersey, Michigan, and Georgia, and conducted an audit of interest earned on HAVA funds across 34 states.

The EAC worked with Delaware, Missouri, and the Northern Mariana Islands to close findings from their FY 2023 audit reports. The EAC ensures funds authorized under HAVA by Congress are used appropriately to support the administration, security, and accessibility of elections. The EAC is responsible for distributing grant funding, providing guidance on fund usage, overseeing grant activities, offering technical assistance, preparing financial reports for Congress, addressing audit recommendations, and closing out completed grants.

Charts detailing expenditures and remaining funds are available in the appendix. The EAC publishes financial and progress reports submitted by the states on its website, [eac.gov/grants](https://eac.gov/grants).





# HAVA Election Security Funding

Under Title I, Section 101 of HAVA, Congress authorized \$1.01 billion in Election Security funds from 2018 to 2024 to enhance the security and integrity of federal election administration. In FY 2024, the EAC awarded \$55 million in Election Security funds to the 50 states, five territories, and Washington, DC.

As of September 2024, states have reported spending approximately \$670 million (or 67%) of total available funding. States spent a significant portion, \$383 million, on voting equipment and cybersecurity measures. Of the remaining \$330 million left to be spent, states have budgeted more than 98% for planned activities, ensuring continued improvements to keep elections safe, secure, accurate, and accessible.

## Funds Spent by Category 2020-2023

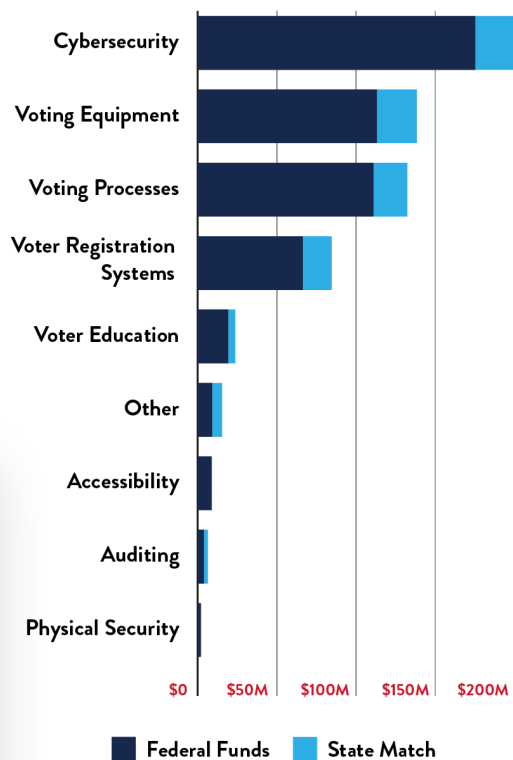
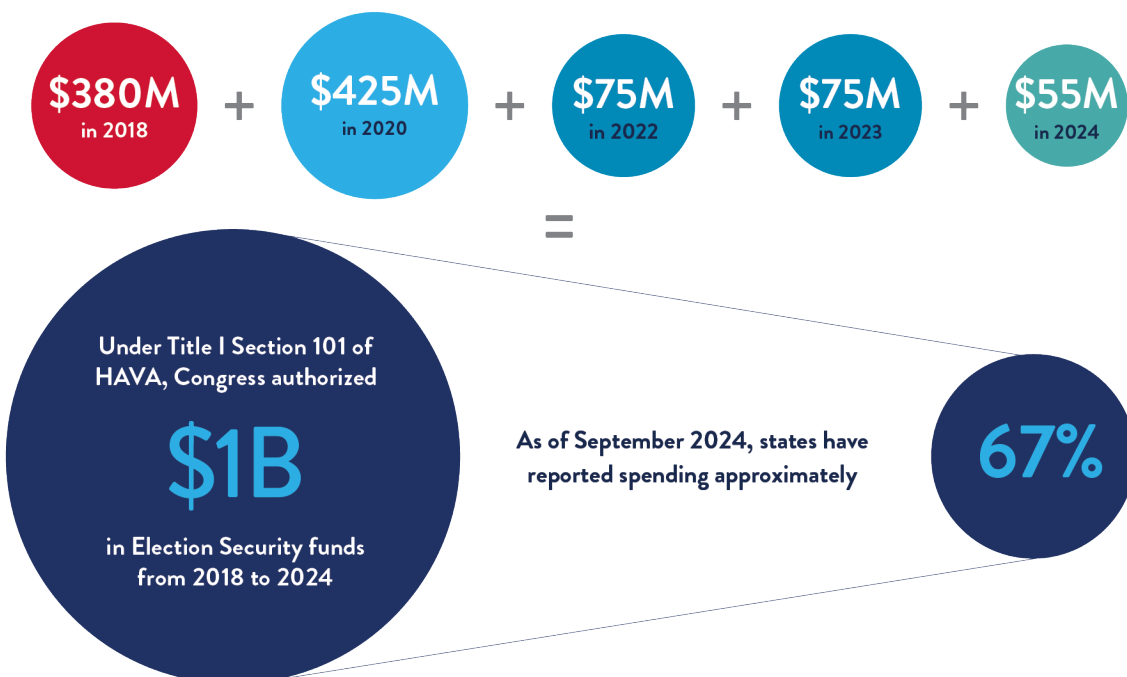
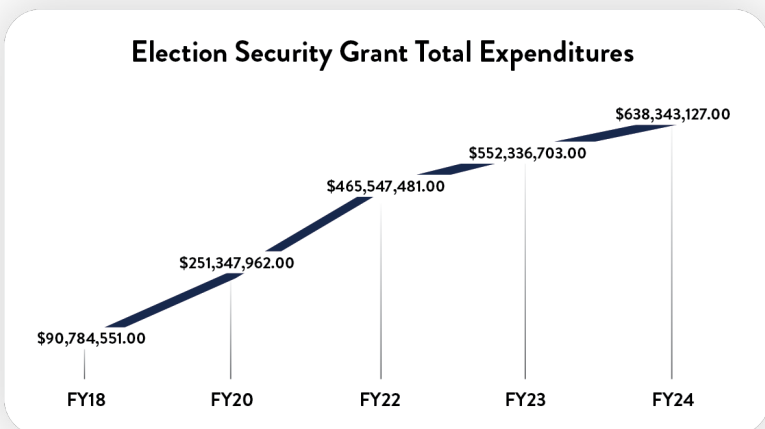


Figure 1. Chart is from Measuring the Impact of Recent Grants to Election Administrators Under the HAVA, August 2024





## HAVA Help America Vote College Program (HAVCP)

In FY 2024, the EAC reintroduced the HAVCP for the first time since 2010, awarding \$1 million to 21 grantees. These grants support colleges, universities, nonprofit organizations, and election offices in recruiting, training, and supporting college students as nonpartisan poll workers, language assistants, and technical assistants. Proposals for both HAVCP opportunities were accepted through December 2023 and awards were issued in January 2024. The program received 34 applications for a total request of over \$2.5 million.

The HAVCP awarded two types of grants:

1

### Poll Worker Grants

\$937,050 awarded across 14 entities to support the recruitment and training of student poll workers.

2

### Service Day Mini Grants

\$62,950 awarded to seven recipients for events and media campaigns aimed at recruiting students for national poll worker recruitment days.

HAVCP grants are intended to encourage state and local governments to train and recruit a new generation of poll workers by engaging students in the electoral process. The EAC worked with the U.S. Department of Education (DOE) to increase awareness and support for the program, which is part of the EAC's broader strategy to address the ongoing poll worker shortage.





## THE 2024 RECIPIENTS FOR THESE GRANTS WERE:

### HAVCP Poll Worker Grants

- Bowling Green State University, Ohio
- Charleston County Government, South Carolina
- Clackamas County Government, Oregon
- Community College District 502, Illinois
- Connecticut Secretary of State, Connecticut
- Delaware County, Pennsylvania
- El Paso County Community College District, Texas
- Guam Election Commission, Guam
- Miami Dade College, Florida
- Oakland University, Michigan
- St. Joseph County, Indiana
- University System of Maryland, Maryland
- Weber State University, Utah
- West Virginia University Research Corporation, West Virginia

### HAVCP Service Day Mini Grants

- American Association of People with Disabilities, Washington, DC
- Big Brothers Big Sisters of South Texas, Texas
- Borough of Manhattan Community College, New York
- Coconino County Elections Department, Arizona
- Kennesaw State University Research and Service Foundation, Georgia
- League of Women Voters of Maine Education Fund, Maine
- Rockford University, Illinois

The EAC provided quarterly webinars to assist grantees on topics including collaborating with election officials, fraud awareness, and communications. In January 2025, 10 HAVCP grantees presented the accomplishments from the first year of their programs as well as their plans for continuing poll worker recruitment and training in their communities. Financial reporting and recorded HAVCP webinars and presentations are available at [eac.gov/grants/havcp](https://eac.gov/grants/havcp).





YouthDoVote encouraged Texas college students to sign up as poll workers during National Poll Worker Recruitment Day with their HAVCP funds.

Photo credit: Vanessa Velazquez

## HAVA Section 251 Requirements Payments Funding

Section 251 funds help states meet HAVA Title III requirements of uniform and nondiscriminatory election technology and administration. For FY 2024, the EAC monitored \$1.75 billion in Section 251 Required Payments grants. Additionally, the EAC closed four grants that were fully expended in FY 2024. State-by-state expenditure data is available in the appendix.

## HAVA Section 101 Funding

Section 101 funds are used for activities aimed at improving the administration of federal elections. These funds support a range of election activities, including voter education, poll worker training, voting equipment acquisition, and the improvement of polling place accessibility.

For FY 2024, two Section 101 grants were closed out after full expenditure. In FY 2024, 12 states had ongoing Section 101 grants. State-by-state expenditure data is available in the appendix.





## Technical Assistance and Capacity Building

The EAC is committed to providing ongoing support to HAVA grant recipients. In FY 2024, the EAC offered training, guidance, and technical assistance to 50 states, five territories, the Washington, DC, and 21 HAVCP recipients. This technical assistance through webinars, conference calls, and site visits, covered subjects such as allowable expenditures, grant reporting, and award management. For example, on the allowable use of funds, the EAC conducted 20 training sessions on topics including the award application, management, and reporting processes.

Additionally, the EAC transitioned to the Grants Lifecycle Application System (GLAS), improving the grant management process. GLAS streamlined performance monitoring and management by giving grantees a means to apply for funding, manage and view grant awards, submit reports, and communicate with the EAC. Specifically, GLAS has helped increase timely grant reporting, with the percentage of grantees submitting reports on time rising to 93% in 2024 from 76% in 2022 (a 17% increase).

Staff development in grants management also saw progress, with two staff members earning federal grants management certification, and a Senior Grants Management Specialist position directed to lead work with high-risk grantees, enhancing compliance monitoring.

**GLAS has helped increase timely grant reporting, with the percentage of grantees submitting reports on time**

rising to **93%** in 2024

from 76% in 2022





**Chairman Hovland speaking at the poll worker recruitment event in Jacksonville, Florida aboard the USS Orleck on December 5, 2024.**

## Oversight and Monitoring

The EAC is committed to ensuring that grant funds are used effectively and in compliance with federal requirements. As part of its oversight responsibilities, the EAC monitors all HAVA grants, reviewing federal financial reports and progress reports for compliance. In FY 2024, the EAC reviewed 440 reports for Section 101, Section 251, and Election Security grants. Additionally, the EAC worked closely with the OIG to resolve audit findings, ensuring funds were spent in accordance with federal regulations.

In FY 2024, the OIG audited \$237 million in HAVA funds, identifying \$1 million in unsupported or unallowable costs. Through collaboration between the EAC and states, these questioned costs were reduced to less than \$5,000. The OIG also completed an audit on interest income earned on HAVA funds which included audit work over 34 states and territories. During FY 2024, 79 new recommendations were made to improve the EAC's programs and operations, and 72 recommendations were closed. As of September 30, 2024, the EAC has 38 outstanding audit recommendations.

In FY 2024, the OIG launched a review of the EAC's management of HAVA grants awarded to the five U.S. territories and issued its oversight plan for FY 2025. The plan includes review of sub-grants awarded under HAVA awards, and audits of selected states.



## U.S. ELECTION ASSISTANCE COMMISSION OFFICE OF INSPECTOR GENERAL





# Assisting Election Officials and Voters





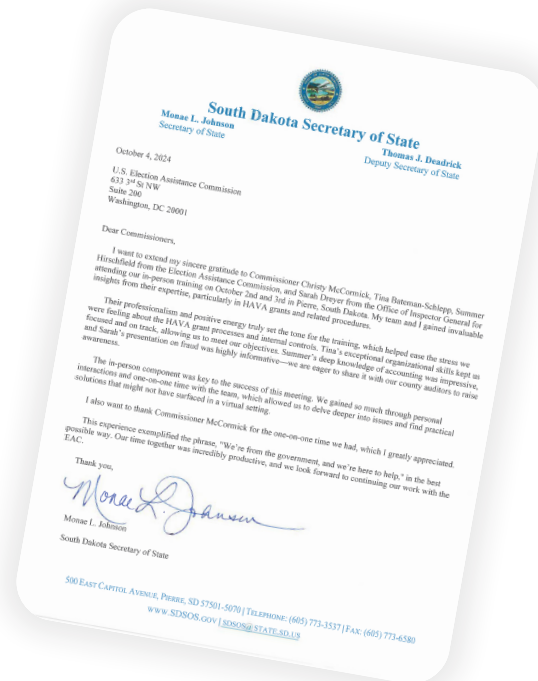


# Training for Election Officials

Continuing education for election officials is important given the growing expectations of these positions, evolving election technology, and regular turnover of staff. The EAC provides training with up-to-date crucial knowledge and best practices that election officials need to effectively administer elections. Our aim is to equip officials to manage the complexities of election administration with confidence and accuracy.

EAC-developed training covers a wide array of topics that are central to the operation of elections, including election law, security, auditing, communications, accessibility, voting systems, and more. The EAC training program combines both in-person and online training. In-person training provides a hands-on and interactive experience, while online training allows flexibility for those who may not be able to attend in-person sessions due to travel, budget, or scheduling constraints.

**As of December 2024, over 1,100 election officials from 33 states and territories have participated in EAC training. This includes training at statewide conferences in Arizona, New Jersey, Oregon, South Dakota, and Texas.**

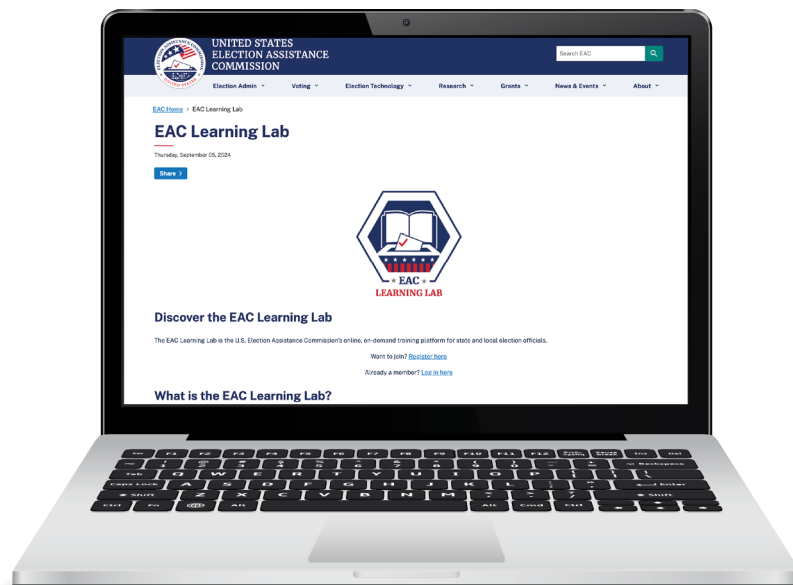


“

**When speaking about an in-person training with the EAC, Monae L. Johnson, the Secretary of State of South Dakota, said:**

*“This experience exemplified the phrase ‘We’re from the government and we’re here to help,’ in the best possible way. Our time together was incredibly productive, and we look forward to continuing our work with the EAC.”*





## Free Interactive Training Courses

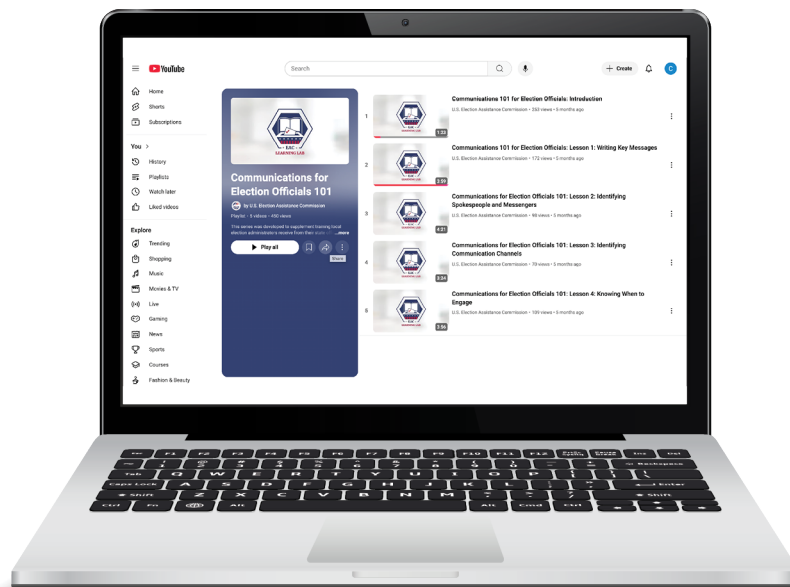
In late summer 2024, the EAC officially launched its online, on-demand, training platform – the **EAC Learning Lab**. Access to the platform is free and open to all current election officials. By offering this at no-cost and online, the EAC is offering access to all jurisdictions, no matter their location or availability of funding.

The EAC also understands how limited election officials' time can be, so the training modules are short but offer activities so lessons can be applied, and officials have a practical takeaway upon completion. The Learning Lab is designed to provide flexibility, so users can complete or revisit trainings at a time that best fits their schedule.

The content of election administration topics includes:

- Accessible elections series (8 parts)
- Estimating the voting age population with disabilities
- Communications 101 (4 parts)
- Effective poll worker training
- Federal election law series (6 parts)
- Hash validation
- Standard operating procedures
- Understanding, recognizing, and managing stress in the workplace
- Election worker training on managing difficult interactions





## Communications for Election Officials 101

One of the training modules from the Learning Lab focuses on **communication basics for election offices**. In anticipation of the 2024 elections, the EAC released this to support ongoing communications with voters as well as prepare them for crisis communications, should that be needed. The training complements the Communications 101 toolkit the EAC released in 2023, and supplements training offered by state officials and associations. This training series covers:

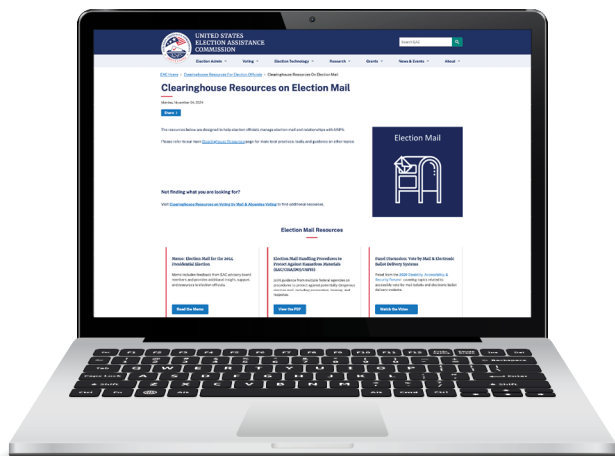
- Writing key messages
- Identifying spokespeople and messengers
- Identifying appropriate communication channels
- Knowing when to engage

## Election Mail

In 2024, the EAC continued to support election officials with a comprehensive suite of election mail resources. These resources included a checklist for new election officials, a detailed memo on election mail for the 2024 presidential election, and joint guidance on election mail handling procedures. Additionally, the EAC provided a memo on recent changes to the United States Postal Services' (USPS) Change of Address services and a document with incident response contacts, including USPS, United States Postal Inspection Service (USPIS), and the United States Postal Service Office of Inspector General (USPS OIG). As part of the 2024 Election Readiness Series, the EAC also released an informative video on election mail. Looking ahead, the EAC is preparing an upcoming training module on election mail design to further enhance the preparedness of election officials. Representatives from USPS and USPIS participated in EAC videos, events, and board meetings throughout FY 2024. The EAC was able to facilitate their participation but also provide a platform for direct conversation between these agencies and board members.

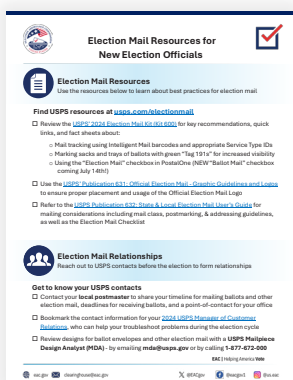
The EAC's efforts to provide a comprehensive collection of tools and materials related to election mail aim to ensure that election officials, particularly those new to their roles, have access to essential guidance and best practices for managing election mail. Working in collaboration with other federal agencies to provide detailed memos and joint guidance documents helps to ensure efficiency in supporting election officials to navigate the complexities of election mail procedures. This includes understanding recent changes to USPS services and knowing how to respond to incidents effectively.



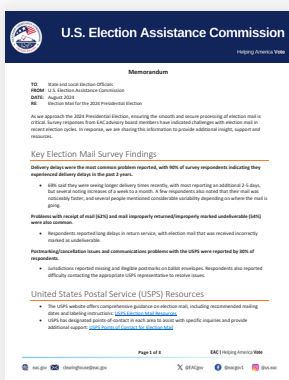


EAC USPS/Election Mail resources are on located on the following webpage

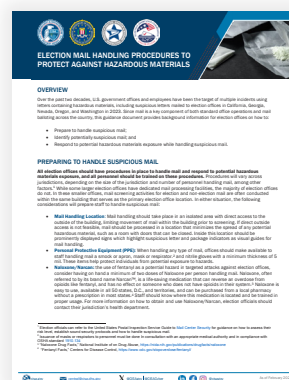
Video on Election Mail as part of the 2024 Readiness Series



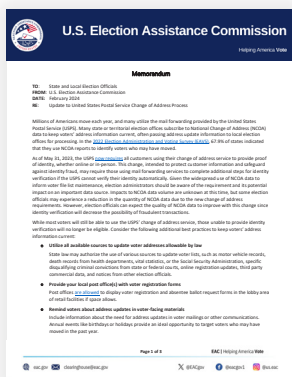
Checklist of Election Mail Resources for New Election Officials



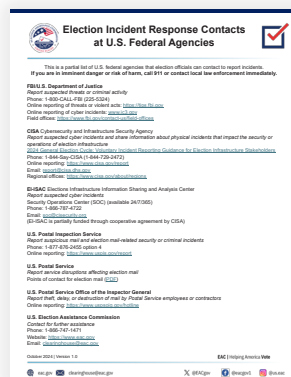
Memo: Election Mail for the 2024 Presidential Election



Election Mail Handling Procedures (Joint Product)



NCOA Changes Memo



Incident Response Contacts including USPS, USPIA, and USPS OIG





## Voter List Maintenance

In recent years, the EAC published several resources on **voter list maintenance**, including publishing a dedicated website on voter list maintenance, to assist election officials with maintaining an accurate voter registration list. Published resources include information on voter roll confidentiality, a **fact sheet**, a **best practices guide**, and a **toolkit** on voter list maintenance.

Recognizing the need for improved list maintenance practices, the EAC implemented a pilot study exploring the use of third-party credit bureau data for voter list maintenance. The study involved 11 jurisdictions across the country, including six states, five counties, and one city.

The pilot study report will be published in 2025, but initial findings suggest that using credit bureau data may be a useful additional tool for election officials for list maintenance processes. Additional research questions should be answered related to the accuracy of the data and its utility for voter list maintenance purposes, as well as policy and practical administration considerations, including potential legal changes in state law which will be described in more detail in the report.

Using these resources as a backdrop, the Commissioners have spoken to groups from North Carolina to California about the importance of list maintenance and its ability to increase confidence in elections.



## Creating Innovative New Resources

In FY 2024, the EAC continued the expansion of its library of election administration resources to fulfill our HAVA mandate to be a clearinghouse of election administration best practices. The EAC added experts to its Clearinghouse division, which is comprised of former election officials and experts in election administration, election law, and accessibility. The Clearinghouse team produced numerous resources to help election officials implement best practices on communication, election official security, audits, voter list maintenance, contingency planning, serving uniformed and overseas voters, and accessibility practices to serve voters with disabilities, among other projects.

The EAC heard from election officials about how important customizable materials are. The agency has also seen research that shows the effectiveness of state and local voting information in voter communications. In response to this feedback, the EAC built on its library of toolkits and templates, so election officials have a foundation for their own plans, materials, and communications. It provided informational best practices in dealing with security concerns, a variety of incidents, and recovery after disasters.





In summer 2024, the EAC released the Election Scenario Test Deck, which provides a variety of relatable scenarios election officials can use to exercise their existing continuity of operations plans or other contingency plans. The EAC compiled real life scenarios and created a deck of cards election officials can use to test their plans with office staff, seasonal workers, or poll workers.

The Election Scenario Test Deck was met with great enthusiasm from election officials. The EAC distributed over 250 decks within the first few months of launch. These decks allow election offices to conduct their own internal training that can be customized for practices in their jurisdiction. The EAC is compiling more scenarios from election officials and plans to expand the deck in the future.



**At the EAC’s 2024 Post-Election Hearing, Ricky Hatch, County Clerk and Auditor, Weber County, Utah, said:**

*“The EAC has been great, and getting better every year, as far as providing resources to election officials. In fact, I think there are so many resources out there, it’s a little bit of an overload. One treasure trove I think that the EAC has is the Clearinghouse. You have a massive database of best practices throughout the country, including multiple sizes of jurisdictions and multiple different aspects of election administration. That Clearinghouse really is a fantastic tool.”*

## The New York Times





## Be Election Ready Video Series

In the weeks before the 2024 election, the EAC released six educational videos that walked voters through every part of the election process, starting with **Registering to Vote** and **Making a Plan to Vote**. Whether voters planned on **Voting by Mail** or **Voting in Person**, the video series underscored election officials' role as **Trusted Sources of Information** from the beginning of the process to when the official **Election Results** are certified.

The “**Be Election Ready: Video Guides for Voters**” series went live on the EAC website, social media channels, and YouTube channel to help inform voters as they made their plans to vote.

Specifically, the video series covers:



**Registering to Vote:** The first video explains voting eligibility and teaches eligible voters how to register in their state or locality.



**Making a Plan to Vote:** The second video encourages voters to make a detailed plan for how they will be voting, from checking their registration status to determining what method they will choose to vote.



**Voting by Mail:** The third video explains the details of the vote-by-mail process, from how to request a ballot to how to send in your completed ballot and track its status.



**Voting In Person:** The fourth video details how to find out when and where to vote in person, as well as what you will need.



**Trusted Sources of Information:** The fifth video encourages voters to use their state and local election offices as their information sources and explains the process of election and ballot security.



**Election Results:** The final video explains the process of election certification.

The EAC created 30-second versions of the videos so they can be better utilized on social media platforms. Understanding the numerous responsibilities of officials leading up to an election, the EAC also provided the scripts so an election office could have a head start and customize that information in videos of their own.

The EAC created this video series to serve as a reference during the election process, as well as a reinforcement of the importance of state and local election offices. In addition to this series, the EAC also released “**The EAC and Trusted Sources of Information,**” a video that describes the EAC’s role in delivering election information and supplementing the voices of state and local election officials. As part of a larger effort to champion election officials as the trusted source of information, the EAC will continue to produce resources that stress the critical role election officials play in elections.







## Election Administrator Competencies

One of the most helpful tools developed at the EAC is a “wheel of competencies” illustrating the various topics election officials must understand to run elections. The competency wheel provides a comprehensive framework to guide the development of EAC resource topics.



## EAC Resources Released in FY 2024

- [Election Official Toolkit: Using Google Maps to Display Election Information](#)
- [Accessibility Checklist: Accessible Communications](#)
- [2024 Election Readiness Checklist](#)
- [Accessible Elections - Information for Election Officials \(Training Video Series\)](#)
- [Help America Vote Day Toolkit 2024](#)
- [Clearinghouse Awards Program Toolkit](#)
- [Election Mail Handling Procedures to Protect Against Hazardous Materials \(EAC, CISA, DOJ, and USPS\)](#)
- [National Change of Address Memo to Election Officials](#)
- [EAC/NCSL State Election Profiles](#)
- [Cybersecurity: Artificial Intelligence](#)





## Election Official Social Media Toolkit

- This toolkit was designed to help election officials communicate proactively and consistently with their voters throughout the year – including over 150 customizable images accompanied by alt. text, sample posts, and quick tips.
- Many election offices have used this to communicate various aspects of the election process, as well as events and holidays.





## **Presidential Elections Information Resource**

### **2024 U.S. Federal Elections: The Insider Threat (EAC and CISA)**

It is important for election officials at all levels to understand they are at risk of being targeted by foreign and domestic threat actors and to be aware of the steps they can take to identify and mitigate these threats. This document, created jointly with the Cybersecurity and Infrastructure Security Agency (CISA), the Department of Homeland Security (DHS), the Federal Bureau of Investigations (FBI), and the EAC, outlines several recent examples of election security-related insider threats, discusses potential scenarios that could arise during the 2024 election cycle, and provides recommendations for how to mitigate the risk posed by insider threats.

### **Enhancing Election Security Through Public Communications**

### **National Poll Worker Recruitment Day Toolkit 2024**

### **Voter Education Design Toolkit**

This toolkit includes best practices and templates for designing effective communication materials that are relevant, timely, and accessible. It's for designers and non-designers alike working on voter education in varying jurisdictions.

### **2024 Presidential Election Readiness Series for New Election Officials**

This four-part series is designed to provide timely information to help election officials navigate the complexities of administering a presidential election. Each installment (listed below) includes a video with EAC Commissioners interviewing industry leaders and election officials, as well as a complimentary resource checklist.

- Election Mail
- Communications
- Early Voting & Election Day Preparation
- Trust, Transparency, and Observers

### **Election Infrastructure Incident Response Communications Guide (EAC and CISA)**

### **Election Incident Response Contacts at U.S. Federal Agencies**

### **Poll Workers Helping Americans Vote Campaign**

### **Voter Education Report**

### **Disaster Recovery & Response Resources**

### **Communicating About Audits**

### **Sample Handout: Election Audits**

### **Post-Election Tabulation Audits: A Brief Overview**

### **Post-Election Tabulation Audit Guide**





Commissioner Palmer and Hicks speaking during the EAC-hosted International Observers Mission on November 4, 2024.



## Increasing Stakeholder Engagement

Throughout FY 2024, the EAC continued to distribute its monthly newsletter. First launched in September 2020, the newsletter is now distributed to a recipient list of over 7,000 state and local election officials, board members, stakeholders, members of the press, and the public. It serves to notify readers about critical updates and new resources relating to a wide variety of election-related topics, such as cybersecurity guidance, new report releases, and available training opportunities. In November 2024, the EAC implemented a new platform to enhance both the usability and readability of this newsletter, ensuring its continued effectiveness as a communication tool. This technology streamlined development of newsletter design and subscriber management. The newsletter is easier to read and allows the agency to better communicate with election officials and other stakeholders.

The EAC monthly newsletter is distributed to

**7,000**

state and local election officials, board members, stakeholders, members of the press, and public.

The Commissioners and staff regularly attend conferences to connect with and better understand the needs of stakeholders. The Commissioners attended and presented at nearly 100 conferences and meetings throughout the year. EAC staff attended or presented at more than 35 conferences and stakeholder events. These conferences include state professional association meetings of local election officials, the National Association of Secretaries of State (NASS), the National Association of State Election Directors (NASED), and individual meetings with election officials or stakeholders across the country.

This presidential election, the EAC hosted members of the Central Election Commissions of Croatia, Georgia, Kazakhstan, Turkey, Ukraine, and Uzbekistan. The international delegates learned how elections operate in the U.S. through discussions and briefings led by EAC commissioners and senior agency staff, as well as representatives from the FEC, CISA, NASS, NASED, the Montgomery County, Maryland Board of Elections, and the Washington, DC Board of Elections.

On Election Day, delegates observed the election process in action during visits to polling locations in Montgomery County, Maryland, and Washington, DC The delegates were interested in learning how voting equipment works, how it is integrated into polling places and used by voters, and the procedures election officials and poll workers follow when using voting equipment. Visitors also met with the U.S. Senate Committee on Rules and Administration, where they discussed the role of the committee and the U.S. Electoral College with committee staff.





# Election Infrastructure Subsector Government Coordination

In 2016, the EAC played a key role in establishing the Election Infrastructure Subsector Government Coordinating Council (GCC) and has remained an active member since its creation. The GCC facilitates collaboration between local, state, and federal government partners, and enables sharing of best practices to mitigate and counter threats to election infrastructure. As outlined in the GCC’s October 2017 charter, the EAC Chair serves on the GCC’s executive committee, the EAC Vice Chair serves as a voting member, and the remaining two Commissioners serve as ex officio, nonvoting members. In addition, six voting members of the GCC are drawn from three of the EAC’s advisory boards.

Led by the EAC Chair on the GCC executive committee, the EAC actively participated in and supported the work of the GCC to share information and strengthen election infrastructure throughout 2024.



Local: Paul Lux, Supervisor of Elections, Okaloosa County, FL



State: Mark Goins, Coordinator of Elections, TN

State: Howie Knapp, Executive Director, SC State Election Commission



Local: Debby Erickson, Administrative Services Director, Crow Wing County, MN

Local: Sarah Ball Johnson, City Clerk, Colorado Springs, CO





# Help America Vote Day and National Poll Worker Recruitment Day

In 2024, the EAC continued its commitment to supporting election officials by designating two key days of action: Help America Vote Day (HAVD) on January 30 and National Poll Worker Recruitment Day (NPWRD) on August 1. These initiatives were designed after hearing from election officials about the need for assistance for their recruitment efforts and to enhance voter education across the country. Participation from election offices across the country has steadily grown over the last four years, and the EAC has continued to hear about the value of these efforts and ways to continue improving them so more offices can participate.

By hosting both HAVD in January and NPWRD in August, the EAC successfully supported election officials at various stages of the election calendar. This approach allowed election offices to engage volunteers and poll workers at key moments, accommodating varying primary schedules and enhancing preparedness for the 2024 elections. Feedback from election officials underscored the value of these days of action, stating that they helped to build a strong, capable, and diverse pool of volunteers and poll workers ready to support elections across the nation.

HAVD, first launched in 2022, served as a nationwide day of action aimed at bolstering voter education and poll worker recruitment ahead of 2024 elections.

“

**In a joint statement on Help America Vote Day, the Commissioners said:**

*“Help America Vote Day helps to raise awareness about the need for poll workers and helps shine a light on the voter education that every election official provides as they serve their communities. The EAC hopes to encourage Americans to become poll workers and meaningfully engage with our elections.”*

The EAC provided a comprehensive toolkit for election officials, complete with resources like social media graphics, customizable outreach materials, and guidance for connecting with local communities.





## Help America Vote Day Participation



In the media, Help America Vote Day received over

# 169 mentions



# 23

State election offices

Mentioned on Social Media



# 35

States, plus Guam and Washington DC

Participated

## National Poll Worker Recruitment Day Participation

Separately, NPWRD, established in 2020, focuses on highlighting the essential role poll workers have in ensuring positive experiences at voting locations. 2024 marked the fourth year of this initiative, addressing ongoing shortages by encouraging Americans to sign up to serve as poll workers in their communities.

“

**Regarding National Poll Worker Recruitment Day Participation, Chairman Hovland said:**

*“Poll workers are essential to our nation’s elections, playing a pivotal role in the smooth and successful experience of voters on and leading up to Election Day. Through National Poll Worker Recruitment Day, the EAC supports state and local election officials in their recruitment efforts to address persistent poll worker shortages and engage new generations ahead of Election Day.”*





# NATIONAL POLL WORKER RECRUITMENT DAY

The EAC released an updated toolkit to assist election offices in reaching out to potential poll workers, and local election offices were encouraged to adapt and personalize the provided materials to reach their unique communities.

From organizing recruitment drives to hosting informational webinars, officials across the country used creative approaches to attract new poll workers. By helping to ensure an adequate number of trained poll workers, NPWRD helps reduce wait times, provides essential voter assistance, and contributes to an overall positive voting experience.



In the media, National Poll Worker Recruitment Day had over

## 670 mentions



### 31

State election offices

Mentioned on Social Media



### 45

States, and Washington DC

Participated







Poll workers in Duval County, Florida.



## Poll Workers — Helping Americans Vote

The EAC launched “Poll Workers — Helping Americans Vote,” a national social media campaign, in the weeks leading up to the general election. The initiative was designed to raise awareness about the important role poll workers play in our communities, our nation, and our democracy.

Poll workers are vital to the election process, but in many states and localities, recruitment remains a challenge for election offices. By sharing photos of election workers connecting with their communities, this campaign aimed to raise awareness of their positive impacts. To help offices participate during such a busy time, the EAC provided a social media toolkit. The EAC plans to continue and expand this effort in years to come as another way to assist with poll worker recruitment.

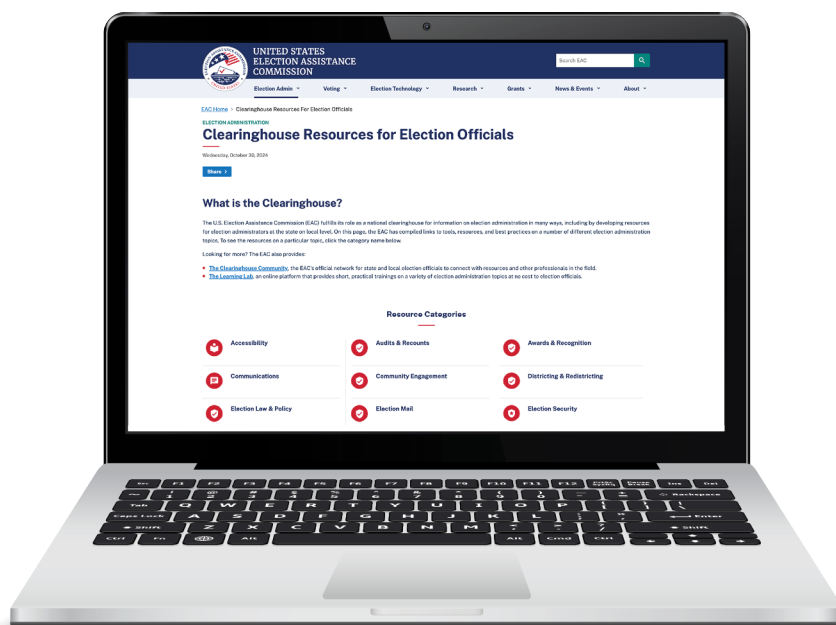




# The Clearinghouse Network - A Social Network for Election Administrators

Since its soft launch with EAC board members in 2023, the EAC’s Clearinghouse Network has brought state and local election officials across all states and territories together to utilize resource sharing on key issues in election administration. The collaborative peer-to-peer platform has allowed election officials to connect, share resources, and receive the most up-to-date information about election administration. Access to this network proved crucial ahead of the 2024 general election.

Through HAVA, the EAC is tasked with maintaining a clearinghouse of election administration information. The EAC views the Clearinghouse Network as an opportunity to further live up to its mission and expand access to resources for election officials.



As of December 2024, over 900 members have been approved to join the Clearinghouse Network. To ensure that quality and accurate information is shared, the platform is limited to use only by verified election officials and moderated by EAC staff. This resource offers a secure platform for that important collaboration.





### SEARCH

If election officials have questions about a particular topic they can use the search bar to access community members, events, resources, and even search within documents to find the information needed.



### FEED

Members can see the latest resources and conversations here, and use this feature to ask questions, share comments, and find new ideas.



### MEMBERS

Members can search the member directory by name, jurisdiction, jurisdiction size, skills, interests, and more.



### RESOURCES

All resources that are uploaded to the community can be downloaded here.



### EVENTS

Members can post and find events that are open to election officials across the country, including events and webinars hosted by the EAC.



**On the Clearinghouse Network, Sara LaVere, Brunswick County, North Carolina, said:**

*“I have enjoyed being able to pose questions and get feedback from election administrators across the country. Despite our different rules and methods for running elections, we all share the same goal: ensuring fair and transparent elections.”*



**On the Clearinghouse Network, Nick Lima, City of Cranston, Rhode Island, said:**

*“The EAC Clearinghouse Community provides an outstanding opportunity for election officials to have broad access to a resource that until now they’ve never truly had before - each other. It is wonderful having a platform where we can communicate directly with our peers across the country, share best practices, and get answers to common questions in election administration in real-time.”*





# Election Administration and Voting Survey (EAVS)

The Election Administration and Voting Survey (EAVS) is conducted every two years following the federal general election and is comprised of more than 400 questions reaching approximately 6,500 election jurisdictions. The EAVS and the accompanying Policy Survey capture data from jurisdictions across 50 U.S. states, the District of Columbia, and the five territories. EAVS tells the story of the federal election cycle from the election data and voting statistics of each state, territory, and locality. Throughout 2024, previous EAVS data was shared with reporters, researchers, election officials, and other stakeholders for estimates on the scale and scope of the 2024 election cycle. In addition to assisting election officials with the Policy Survey, the EAC also responded to requests for analysis verification and requests on how to use the EAVS data in a variety of platforms.

Data collection for the 2024 Policy Survey ended on December 20, 2024, and the EAVS survey was distributed to state points of contact on November 11, 2024. The first round of responses to the EAVS survey are due by February 3, 2025, and the final certified EAVS data is due on March 3, 2025.

The full 2024 EAVS report, including analysis and datasets, will be available by June 30, 2025. The EAC also created a historical time series dataset and EAVS Retrospective report covering EAVS data from 2004 to 2022, which will be released in 2025.

The EAVS and Policy Survey collects data on a range of election administration topics including voter registration, military and overseas voting, domestic civilian by-mail voting, in-person voting operations, provisional ballots, voter participation, and election technology. The Policy Survey provides a contextual understanding of state laws and the policies and procedures that govern federal elections. It is also used as a checkpoint for the verification of EAVS data submissions from state and local jurisdictions. For example, if a state reports not allowing same-day voter registration on the Policy Survey, but a locality in that state reports same-day voter registration data through EAVS, EAC staff will be able to clarify any apparent inconsistency.

For the 2024 EAVS, the EAC continued its partnership with the Federal Voting Assistance Program (FVAP) to collect data on military and overseas voters. This partnership is an ongoing effort to coordinate survey efforts between the EAC and the Department of Defense (DOD) to reduce the reporting burden on state and local election officials and consolidate reporting to Congress.

The EAC understands the time and resource commitment for election officials to complete the EAVS and continually looks for efficiencies. As part of that effort, the EAC reached out to 2024 EAVS points of contact at the state and local level to conduct pre-survey outreach calls, usability testing of the EAVS and Policy Survey templates, and to review terms in the EAVS Glossary. To assist election officials, the EAC hosted two webinars. One provided advice on preparing and completing the EAVS and the other focused on the question changes made in Section A of the survey. The EAC also posted six “Closer Look” videos that dive deeper into each section of the EAVS and completed eight webinars, requested by state election officials, to answer more detailed questions.





Since the 2022 EAVS, the EAC added an additional layer of review before state data submissions are finalized. This additional layer consists of the EAC’s subject matter experts and researchers reviewing Policy Survey and EAVS submissions. States also have the opportunity to review the data analysis as well as to add data notes to the comprehensive report. Lastly, a customer satisfaction survey will be administered immediately after states certify their data submissions.

For the 2024 EAVS, new questions were added in the EAVS and the Policy Survey, including: reasons for sending confirmation notices, voter registrations merged, usage of electronic poll books, usage of voter registration systems, state election website URLs, electronic ballot return, poll worker training, and curbside voting. There were also edits for increased clarity of definitions and instructions throughout.

## Original Research

The EAC has commissioned Auburn University to complete four HAVA studies:

- HAVA Sec 241(b)(11): *Federal and State Laws Governing the Eligibility of Persons to Vote*
- HAVA Sec 241(b)(13): *Laws and Procedures used by Each State Concerning Recounts, What Constitutes a Vote, and Contesting Ballots*
- HAVA Sec 241(b)(8): *Methods of Recruiting, Training, and Improving the Performance of Poll Workers*
- HAVA Sec 244: *Study and Report on Section 303(b) Voters Who Register by Mail and Use of Social Security Information*

These four studies will be completed in 2025. The EAC also commissioned the Bipartisan Policy Center to complete a report on HAVA Security grants and HAVA Accessibility grants. Both will be released in early 2025.



**EAC Commissioners with Puerto Rico election officials Yarelis Melendez, Election Commission Budget Director; Rolando Cuevas, Election Commission Secretary; and Jose Pintor Santiago, Election Commission Administrator on July 2024.**





# Accessibility





In 2024, the U.S. Election Assistance Commission (EAC) continued to expand research and initiatives aimed at empowering election officials with tools needed to better serve voters with disabilities. As EAC research has shown, improvements to the accessibility of elections have improved over the years, but there is still work to be done. By promoting best practices and data on this topic, the EAC is doing its part to close the accessibility gap.

One of the ways that the EAC was able to promote a best practice was by visiting with Tennessee Secretary of State Tre Hargett and his staff to acknowledge the work his office did to create a low-cost video series to provide trusted information to Tennesseans who are deaf or hard of hearing.



## Innovative Accessibility Training for Election Officials

In October 2023, the EAC released an eight-part video training series that promotes ways election workers can reduce this and other obstacles to accessibility, no matter a jurisdiction's size or resources. The series was created in collaboration with the Carl and Ruth Shapiro Family National Center for Accessible Media (NCAM) at WGBH public radio, a national leader in making digital media accessible for people with disabilities.

The short videos consist of lessons on physical accessibility and methods for election administrators to create accessible websites, social media content, and other forms of electronic communication. It outlines methods for election workers to reduce accessibility obstacles, regardless of a jurisdiction's size or resources. The series aims to provide election officials with the skills to identify accessibility challenges and the tools to address them.

“

**In a joint statement, the Commissioners said:**

*“The goal of the ‘Accessible Elections’ training series is to equip election officials with the ability to identify challenges to accessibility and give them the tools to correct them, a key part of the EAC’s mission. We have seen the progress officials have made in serving voters with accessibility, and we hope this tool will help continue that progress.”*

“

**On the training, Brian Gould, Director of NCAM said:**

*“NCAM is proud to collaborate with the EAC on this video series and applauds this effort to empower election officials and poll workers in their role of ensuring accessibility of communications, media, and the voting process for people with disabilities.”*



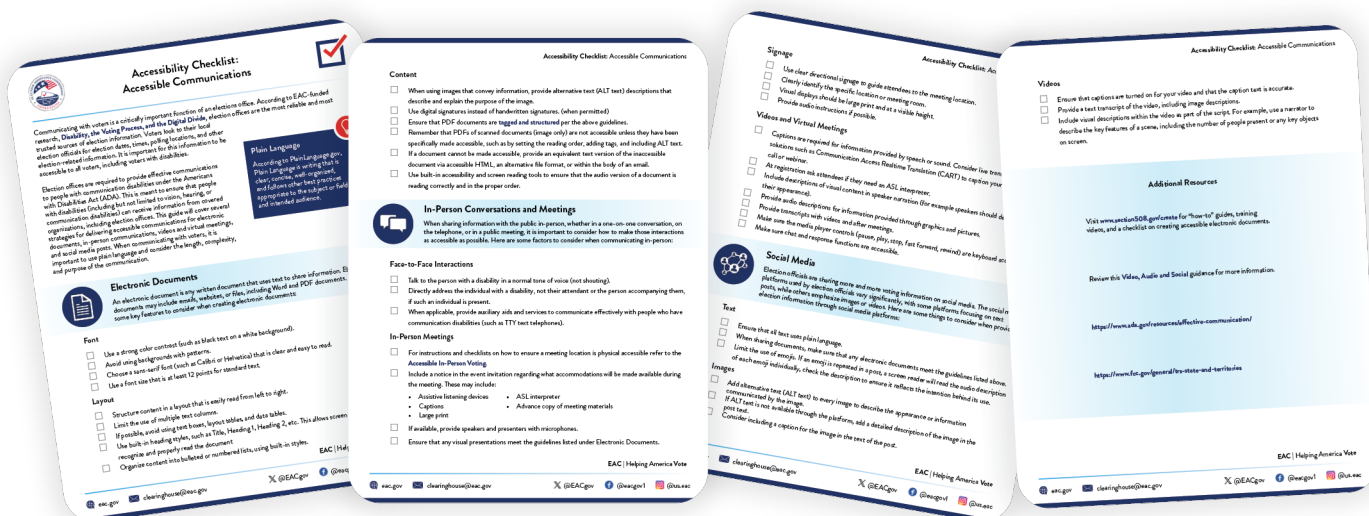


# Checklist for Accessible Communications

It is important for election and voting information to be accessible for all voters, including those with disabilities. The Americans with Disabilities Act (ADA) mandates that election offices provide effective communications to individuals with communication disabilities.

To assist election offices in complying with the ADA, the EAC has developed an “Accessibility Checklist: Accessible Communications” for local election officials. This checklist outlines strategies for delivering accessible communications through electronic documents, in-person interactions, videos and virtual meetings, and social media posts. It is crucial for election officials to use plain language and consider the length, complexity, and purpose of their communications when engaging with voters.

This checklist builds on the other accessibility best practices resources the EAC developed for election officials on topics like accessible in-person voting and accessible voting by mail.







# African American Conference on Disabilities

On June 28, 2024, Commissioner Hicks and Ben Jackson, EAC Subject Matter Expert, participated in the 13th Annual African American Conference on Disabilities hosted by Disability Rights Arizona. Attended by more than 425 participants from across the country and U.S. territories, the conference addressed the intersection between race and disability, examining opportunities for self-advocacy to ensure services and resources are effectively provided. Commissioner Hicks participated in the lunch keynote panel, which focused on the importance of voting and the impact of local election officials.



**Commissioner Hicks at the African-American Conference on Disabilities Lunch Keynote Panel, with Andrian Fontes, Arizona Secretary of State, and Tom Collins, member of Arizona Citizens Clean Election Commission.**

Ben Jackson gave a presentation on trust and inclusivity in elections. He shared national data from EAC surveys on election accessibility, and resources and best practices to ensure accessibility for individuals with disabilities throughout the election process.





# EAC and Rutgers Report

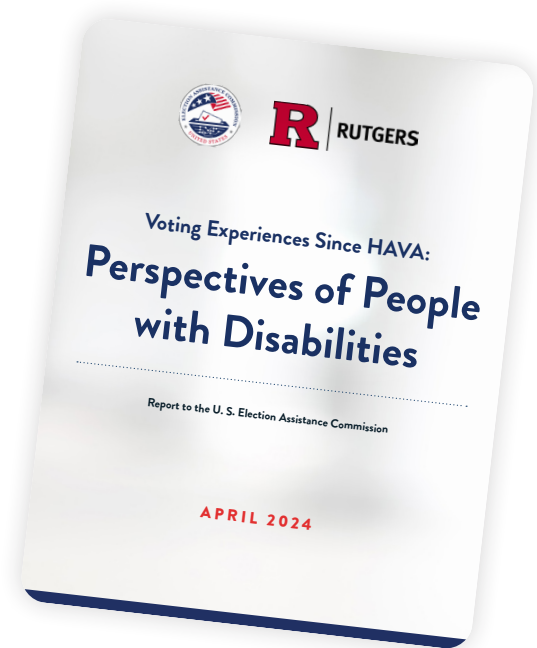
## Voting Experiences Since HAVA: Perspectives of People with Disabilities

The EAC, in partnership with Rutgers University, developed and released this report exploring how HAVA impacted the voting experiences of voters with disabilities. It uses qualitative data from focus groups of voters with disabilities, highlights their perspectives on their voting experiences, and examines how their experiences have changed over time. The report also presents quantitative data from national surveys on voter turnout and accessibility to provide context for exploring focused discussions.

**The research revealed that since its passage, HAVA has improved the voting experiences of people with disabilities and that it can be used to continue to address the difficulties people with disabilities face when voting.**

Other key findings on HAVA's impact include:

- The turnout of voters with disabilities has increased since HAVA was adopted.
  - In 2000, the turnout of people with disabilities was 16.8% lower than that of people without disabilities.
  - This gap in voter turnout shrank to 11.3% in 2020.
- The accessibility of polling places has improved significantly over the last 20 years.
- There is greater adoption of accessible voting systems in polling places, mail-in voting, and accessible ballot delivery and return.
- Despite this decrease in the disability voter turnout gap, people with disabilities remain less likely to vote than people without disabilities, in part because of the voting difficulties discussed in this report.



Although voters with disabilities still face challenges, the agency is optimistic that the continued research conducted by the EAC and Rutgers University will highlight the advancements made by election officials, while also recognizing the areas that still require improvement.

On August 28, the EAC held a public hearing, “Closing the Accessibility Gap: Voting in 2024 and Beyond,” which dove deeper into the findings of this report. It also included discussions with election officials and accessibility experts on what can be done to continue the progress election officials have made to make sure voters with disabilities can vote privately and independently.





## The New York Times

Elections Have Gotten More Accessible for Disabled Voters, but Gaps Remain

April 18, 2024

“

On accessibility, Professor Lisa Schur, Co-Director of the Rutgers Program for Disability Research, said:

*“Examining the experiences of voters with disabilities alongside data on voter turnout and accessibility allows us to see both the substantial progress that has been made to improve voting accessibility, as well as the barriers that still exist. Our findings on the impact of HAVA reveal that it remains imperative for state and local election offices to invest in careful preparation and programming to ensure that citizens with disabilities can exercise their right to vote.”*

### Accessibility and Vote.gov

The EAC continued to partner with the General Services Administration (GSA) on the maintenance and improvements to **vote.gov** leading up to the 2024 general election. As part of a significant redesign, **vote.gov** incorporated better accessibility features to accommodate visual, aural, motor, and cognitive challenges. This includes things like plain language, screen reader compatibility, and high-contrast designs.

The EAC also worked with GSA on the development of a digital form-filler tool to make filling out the National Mail Voter Registration Form more accessible. The development process for this tool included public comment and feedback from election officials and stakeholders. The EAC sent a letter to the chief election officials in every state asking for feedback on the modernization of the website and updates to the state-specific information it provides those using the tool. The form filler launched in September.





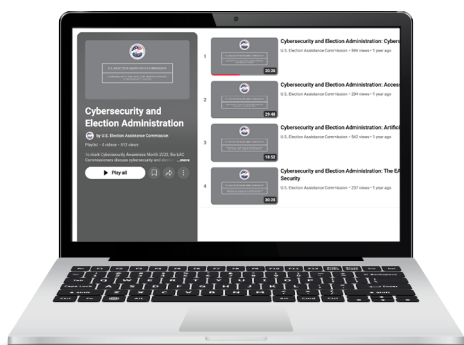
# Highlighting Best Practices





# Video Series

Throughout the year, the EAC held video conversations with state and local election officials that touched upon a variety of critical election administration topics, including poll worker recruitment and security for elections officials. In addition, the EAC filmed several video training series focusing on communications, election preparation, and readiness. The videos can all be found on the agency’s **YouTube** page.



## Cybersecurity and Election Administration Series

During Cybersecurity Awareness Month 2023, the Commissioners held virtual conversations with subject matter experts to discuss various topics related to cybersecurity and election administration. The discussions covered cybersecurity basics, accessibility and security, artificial intelligence and elections, and the EAC’s election security programs.



## West Virginia’s Efforts to Recruit Poll Workers

Vice Chair Palmer interviewed West Virginia Secretary of State Mac Warner on recruiting U.S. veterans as poll workers, other poll worker recruitment efforts, and his work to support county clerks across the state.





### **Black Voting Rights: A Reflection on the Selma to Montgomery Marches**

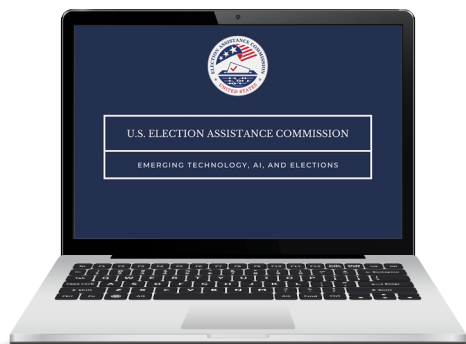
In recognition of Black History Month, Commissioners McCormick and Hicks discussed the history of Black voting rights, centered on the 1965 marches in Alabama, from Selma to Montgomery. Joining them were John Suttles, a Civil Rights activist and participant in the march, and Tegan Sorensen, a park ranger at the Selma to Montgomery National Historic Trail in Alabama.

They highlighted the historical importance of this Civil Rights march, how it continues to impact voting rights for Black Americans, and the emotions that it generates in those who originally participated then and those who celebrate its anniversary now.



### **Heroes at the Polls: Recruiting Alabama's Veterans as Poll Workers**

Vice Chair Palmer spoke with Wes Allen, Alabama Secretary of State, on "Heroes at the Polls," their program to recruit U.S. veterans as poll workers.



### **Emerging Technology, AI, and Elections**

Chairman Hovland discussed the impact of new technology and artificial intelligence (AI) on elections with Ginny Badanes from Microsoft's "Democracy Forward" program, which works to combat AI and misinformation in elections.



### **Preventative Steps for Elections Swatting Incidents with DOJ Deputy Chief**

Vice Chair Palmer and Robert Heberle, DOJ Deputy Chief, discussed what swatting is and mitigating swatting incidents against election officials and offices.

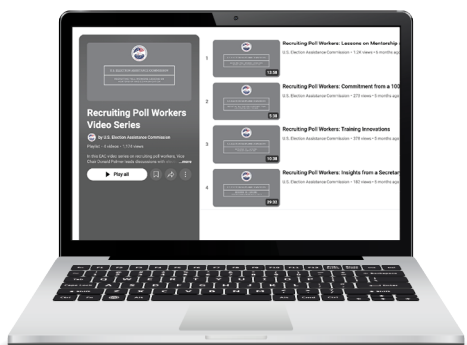




## 2024 Presidential Election Readiness Series for New Election Officials

This series features prerecorded interviews by the Commissioners with industry experts and election officials. Each video was designed to provide timely information and guidance to help new and seasoned election officials prepare for the complexities of administering a presidential election. Each video was accompanied by a resource checklist. Following the release of each video, the EAC hosted live office hours with EAC Subject Matter Experts, giving election officials the opportunity to discuss the topic in-depth, ask questions, and gain further insights.

The topics covered included election mail, communications, election day preparation, and trust, transparency, and observers.



## Recruiting Poll Workers

To give insights into recruiting poll workers, Vice Chair Palmer led discussions with election leaders from across the country on poll worker mentorship, innovations in recruitment, and the commitment of long-serving poll workers to their community. He spoke with Diego Morales, Indiana Secretary of State, Sherry Poland, Director of the Hamilton County Board of Elections in Ohio, Katharine Clark, Santa Fe County Clerk in New Mexico, and Marie Esche, a 100-year-old poll worker from Pasco County, Florida.



## Communications for Election Officials 101

This series was developed to supplement the training local election administrators receive from their state officials and associations. These short, practical resources incorporate topics like writing key messages, identifying spokespersons, and choosing appropriate communication channels. The series' guidance is broadly applicable and useful no matter the size or location of the election office.



## A Secretary of State's Swatting Experience and Advice

Vice Chair Palmer spoke about the crime of swatting with Jay Ashcroft, former Missouri Secretary of State, focusing on his experience and lessons learned from other victims of swatting incidents.





### Collaboration Between Election Officials and Law Enforcement

Chairman Hovland led a discussion on the collaboration efforts between election officials and law enforcement, with Maribeth Behl, city clerk of Madison, Wisconsin, Nathan Jaramillo, Bernalillo County Bureau of Elections Administrator, and Chris Harvey, deputy director of the Georgia Peace Officer Standards and Training Council.

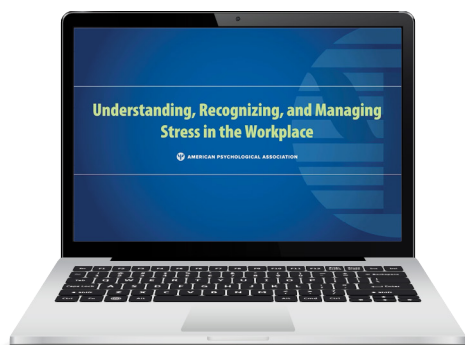


### The Importance of Election Audits

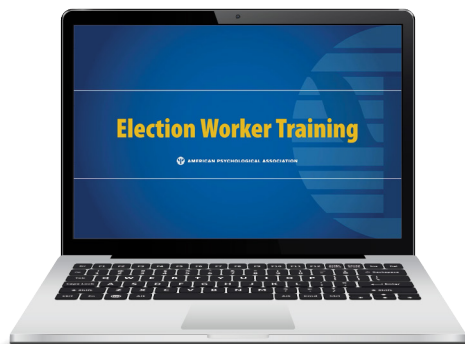
Vice Chair Palmer discussed the importance of election audits and their procedures with Michael Watson, Mississippi Secretary of State and Kyle Kirkpatrick, Mississippi Assistant Secretary of State in the Elections Division.

## American Psychological Association (APA) and EAC Videos

To support election officials and public servants delivering essential services, the APA, in partnership with the EAC, developed two videos available on YouTube. The videos were released ahead of the 2024 general election to support poll worker training and address the needs of election officials.



**The first video is focused on understanding, recognizing, and managing stress** in the workplace. This resource offers practical strategies to help you maintain your well-being and stay resilient during high-pressure election cycles. Election officials are encouraged to apply these suggested strategies to reduce daily stress for themselves and their staff.



**The second video is designed for use in poll worker training classes.** This resource provides election workers with practical strategies to manage challenging interactions, grounded in psychological science.

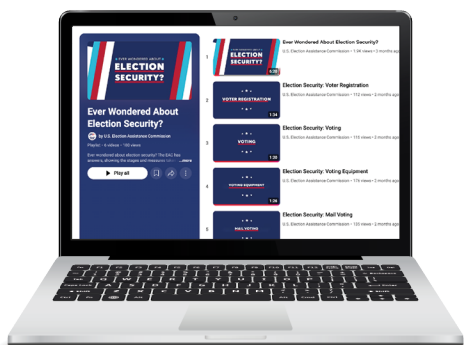






### Transparency: Ada County's Use of Ballot Verifier

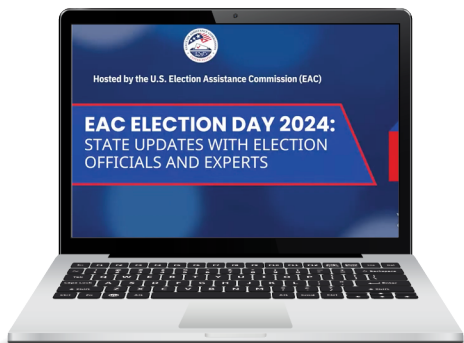
Vice Chair Palmer spoke with Trent Tripple, Ada County Clerk, Saul Seyler, Ada County Elections Director, and Civera CEO and Adam Friedman, Senior Software Engineer about Ballot Verifier and elections data.



### “Ever Wondered About Election Security?”

Leading up to the 2024 general election, the EAC updated its video on election security from 2018. This is one of the agency's most watched videos, earning nearly 2,000 views in just a short amount of time. To help aid in communicating to the public that elections are secure throughout the process, the EAC created a new video that outlines security steps for voter registration, voting, voting by mail, voting equipment, and election results and post-election processes.

To make the video easier to share on social media, the EAC also created shortened versions on the various election security topics.



### EAC Election Day 2024: State and Local Updates with Election Officials and Experts

On November 5, Vice Chair Palmer co-hosted a virtual Election Day update session with John Fortier from the American Enterprise Institute and 14 election officials and experts from across the U.S. They discussed successes, challenges, and other updates that they were monitoring and experiencing on Election Day. This series of interviews offered unique insight into how Election Day was going from an election administration standpoint.





# 2023 Clearie Award Winners

The EAC is charged with serving as a clearinghouse for election administration best practices. One way the agency meets this responsibility is the annual Clearinghouse Awards, or “Clearies.” This program recognizes the contributions of election officials and their offices to best practices in election administration, in a range of categories. In the eight years of the program’s operation, the EAC has received over 500 entries, indicating the successful engagement of the program.

The EAC received 112 submissions across all the categories for the 2023 competition – a record number for an off-year election. Submissions were scored by a panel of election official judges from the EAC’s advisory boards. In May 2024, the EAC **issued Clearie Awards to 32 programs** with honorees ranging from counties with 25,000 registered voters to states with over 7 million. To provide more best practices to election administrators, the EAC also recognized 20 offices with **Clearie Honorable Mention awards**.

“

**In a joint statement, the EAC Commissioners noted:**

*“...2023 was an opportunity for election officials to implement new programs and test their effectiveness before the increased turnout of the presidential election. We hope these winning programs inspire election officials to replicate them in their jurisdiction, and we want to recognize all the winners and those who applied across the country.”*

The 2023 Clearies added an award category, “*Distinguished Voter Education and Communications Initiatives*” to recognize the need for reliable election information and highlight the challenges election offices face when trying to reach voters.

“

**In a joint statement, the Commissioners noted:**

*“...Effective and innovative communications is critical, and we hope the winners in this new category can provide useful best practices for 2024 and beyond.”*

With the number of entries in this category, the EAC recognized 10 jurisdictions for their best practices in voter education and communications.





Vice Chair Palmer and Commissioner McCormick presenting a Clearie Award to the Tennessee Secretary of State, Division of Elections, on June 28, 2023.



Chairman Hovland and Commissioner Hicks presenting a Clearie award to Denver County, Colorado.



Commissioner McCormick awarding Clearies awards in Iowa at the state association ISACA, with Paul Pate, Iowa Secretary of State, on June 26, 2024.





## Outstanding Use of HAVA Grants in Election Modernization

Lake County Board of Elections and Registration, Indiana - Election Education and Quick Guide

North Carolina State Board of Elections - Attack Response Kits (ARKs)

## Distinguished Voter Education and Communications Initiatives – Large Jurisdictions

Coalition of Bay Area Election Officials, California - Coalition of Bay Area Election Officials

Hillsborough County Supervisor of Elections, Florida - The Vote Hillsborough Video Series

Office of the Iowa Secretary of State - Carrie Chapman Catt Award Program

Maricopa County Elections and Department of the Board of Supervisors, Arizona - Voter Education and Communications Program

Snohomish County Elections, A Division of the Auditor's Office, Washington - Unleashing the Storytelling Power of Comic Book Art to Engage and Inform Voters

## Distinguished Voter Education and Communications Initiatives – Small/Medium Jurisdictions

Alexander County Board of Elections, North Carolina - Inside Election Administration Article Series

Beaufort County Board of Elections, North Carolina - Bringing Local Government to Your Classroom

Brunswick County Board of Elections, North Carolina - Election Education Series

Jefferson County Clerk and Recorder, Colorado - Building Bridges, Igniting Votes: A Collaborative Campaign for Increased Turnout

Nassau County Supervisor of Elections Office, Florida - Early Voting and Election Day Mass Text Messages to Voters

## Improving Accessibility for Voters with Disabilities

Knox County Clerk, Indiana - Electronic Sample Ballots

Tennessee Secretary of State, Division of Elections - American Sign Language (ASL) Video Project





## Outstanding Innovations in Election Cybersecurity and Technology

Arizona Secretary of State - AI TTX

Knox County Clerk, Indiana  
- e-poll book Encoder Stabilizer Bracket

## Outstanding Innovations in Elections – Large Jurisdictions

Pierce County Elections, Washington  
- Cure Envelope Redesign

Pierce County Elections, Washington  
- Drop Box Observer Program

Salt Lake County Clerk Elections Division,  
Utah - Stick It To 'Em: Reconciliation  
Log Stickers for Ballot Batches

## Outstanding Innovations in Elections – Small/Medium Jurisdictions

City of Minneapolis, Elections & Voter Services,  
Minnesota - Leveraging Pop-Up Voting  
to Expand Ballot Access

Nassau County Supervisor of Elections Office,  
Florida - Precinct Management App

Nassau County Supervisor of Elections Office,  
Florida - Website Chatbot

## Best Practices in Recruiting, Retaining, and Training Poll Workers

Hamilton County Elections, Ohio  
- Online Training Video Library

Hillsborough County Supervisor of Elections,  
Florida – Vote Hillsborough Training Labs

Nassau County Supervisor of Elections Office,  
Florida - ROAR: Recruitment, Orientation,  
Assignment, Retention

Salt Lake County Clerk and Elections Division,  
Utah - Custom Dynamic Poll Worker Database

Solano County Registrar of Voters, California  
- Poll Worker Electronic Self-Scheduling for  
Election Day

Wake County Board of Elections, North Carolina -  
Interactive Manual Flipbook

## Outstanding Election Official State Association Program

Iowa State Association of County Auditors  
(ISACA) - ISACA State Election  
Administration Training





Vice Chair Palmer presents a 2023 Clearie Award to the Nassau County, Florida, Supervisor of Elections Office in May 2024.



Commissioners Hovland and Hicks presenting Clearie awards to Hamilton County, Ohio.





# Creative and Original “I Voted” Stickers



Denver Elections Division, Colorado -  
Artful Civic Engagement: “I Voted” Sticker  
Design Competition in Denver Jails



Pierce County Elections, Washington  
- The Mountain of Democracy



Santa Fe County Clerk’s Office, New  
Mexico – “Future Voter” and “First-  
Time Voter” Sticker Design Contests





# External Outreach







# Congressional Inquiries

HAVA calls on the EAC to work closely with Congress. In 2024, Commissioners and staff met this fundamental responsibility by keeping our congressional partners updated on agency activities through proactive outreach efforts and timely responses to inquiries. In the lead-up to the 2024 general election, key policy areas of congressional concern and EAC focus include enhancing election security, redoubling support for election officials, and promoting trusted information.

In 2024, the Commissioners held over 25 briefings and in-person meetings with congressional members and their staff. As part of the agency's government affairs efforts, the EAC also frequently provided congressional staff with technical assistance relating to proposed legislation on HAVA and other election-related measures. The agency also promptly responded to more than seven official congressional inquiries with detailed written responses.

As a result of an inquiry from U.S. Senators Amy Klobuchar and Susan M. Collins, the agency formally adopted a policy on the use of **Election Security Grant Funds to Counter Artificial Intelligence (AI) Generated Election Disinformation**. The policy made it expressly allowable for states, at their discretion, to use Election Security grants to counter foreign influence in elections, election disinformation, and potential manipulation of information on voting systems and/or voting procedures disseminated and amplified by AI technologies. Additionally, the Commissioners assisted with questions from members of congress on a broad range of issues, from AI to poll worker initiatives to the Voluntary Voting System Guidelines (VVSG).

In addition, the Commissioners and staff closely monitored legislative activities, including more than 100 election-related measures in 2024 alone. The agency also communicated legislative recommendations, including draft legislative language, to Congress to further the agency's mission and improve services provided to stakeholders in the election community.

The EAC grants staff engaged in 28 congressional requests related to grants services and HAVA funds. The information they provided included guidance on HAVA requirements, details on grant operations, and programmatic data and analysis.



# Congressional Inquiries

Commissioner	Committee/ Subcommittee	Requestor	Topic	Testimony/QFR	Date
All Commissioners	Senate Rules & Senate Appropriations	Senators Klobuchar and Collins	Combatting AI	Letter response	2/15/2024
N/A - Brianna Schletz	N/A - individual	Senator Shaheen	Use of Grant Funds for Election Equipment	Letter response	3/4/2024
Ben Hovland	N/A	Representative Shontel Brown and Congressional Colleagues	AI as it Pertains to Minority Groups	Letter response	5/1/2024
Ben Hovland	The Post-Chevron Working Group	Senator Schmitt	Agency Deference Post Chevron	Letter response	8/1/2024
	N/A - Brianna Schletz	Representative Nydia Velázquez and Congressional Colleagues	Puerto Rico HAVA Funds Audit	Letter response	10/9/2024



**Chairman Hovland  
with Michael Siegrist,  
Township Clerk,  
Canton, Michigan.**

Make  
It Real  
register/vote





# Other Reporting

•	Pandemic Response Accountability Committee (quarterly reports for CARES)	10/10/2023
•	Quarterly Risk Management Assessment (RMA)	10/16/2023
•	Senior Federal Travel Reporting	10/30/2023
•	FISMA Annual CIO Metrics	10/31/2023
•	Cybersecurity EO	10/31/2023
•	Quarterly FISMA CIO Data Call	10/31/2023 1/18/2024 4/19/2024 7/19/2024
•	No Fear Act	10/31/2023 4/1/2024
•	BOD 20-01 Vulnerability Disclosure Policy	10/31/2023 7/19/2024
•	SAOP FISMA Metrics	11/2/2023
•	EAC DATA Act Report	11/8/2023
•	Section 608 Annual Obligations Report	11/15/2023
•	Section 635 Quarterly Obligations Report	11/15/2023
•	Agency Financial Report	11/15/2023
•	Freedom of Information Act Report	11/28/2023
•	1353 Travel Reporting	11/30/2023
•	Premium Class Travel Reporting	11/30/2023
•	Travel Reporting Information Profile	11/30/2023





• Semi Annual OIG Report	12/1/2023
• Annual VVSG Standard Recommendations	12/1/2023
• Annual Agency Ethics Program Questionnaire	1/30/2024
• EAC Annual Report	1/31/2024
• FOIA Report	2/9/2024
• USASpending Upload for DATA Act	2/13/2024 5/15/2024 8/14/2024 11/15/2024
• Confidential Financial Disclosure reporting	2/15/2024
• Senior Agency Officials for Records Management (SAORM) Report	3/8/2024
• Federal Electronic Records & Email Management Report	3/8/2024
• Congressional Budget Justifications	3/11/2024
• Records Management Self-Assessment (RMSA) Report	3/18/2024
• Management Directive 715	4/1/2024
• Public Financial Disclosure Reporting	5/15/2024
• Semi Annual OIG Report	5/30/2024
• Grants Annual Report	6/28/2024
• Annual FISMA Reporting	9/24/2024



Commissioner McCormick at the grand opening of the Los Angeles County Ballot Processing Center in California on February 20, 2024.

Photo credit: Hilda Solis, Los Angeles County 1st District Supervisor.





Commissioner Hicks moderating the “Challenges for New Election Officials” panel, with Secretary Francisco Aguilar, Timothy DeCarlo, and Alysoun McLaughlin, at the Elections Summit on January 30, 2024.



## Event Summaries

The EAC hosted a range of events in FY 2024 including seven in-person hearings, roundtables discussions, and two virtual meetings. The agency also hosted the annual meetings for its advisory boards which are detailed later in the EAC Advisory and Oversight Board section of this report.

### 2024 Elections Summit

On January 30, 2024, the EAC hosted the 2024 Elections Summit in partnership with the University of Maryland’s Center for Democracy and Civic Engagement. The event brought election officials, policymakers, and stakeholders together from across the country to discuss the challenges and opportunities facing the electoral process ahead of the upcoming primary and general election. The event emphasized collaboration and innovation, highlighting the shared goal of safeguarding the integrity and accessibility of elections.

The summit opened with in-person remarks from former House Majority Leader Steny Hoyer and virtual remarks from Congresswoman Laurel Lee, who both underscored the importance of unity in protecting democracy. Hoyer stressed that the responsibility of ensuring fair elections is a collective one, calling for efforts that prioritize voter confidence and participation. Lee — as the former Florida Secretary of State — highlighted that a significant portion of her career has been dedicated to ensuring elections are free and fair.





**Commissioner McCormick moderating the “*Confidence in Elections and Election Security*” panel, with Brendan Donahue, Christina Adkins, Sherry Poland, and Mark Earley, at the Elections Summit on January 30, 2024.**

Following the opening remarks, attendees engaged in a series of informative sessions covering many topics. Experts shared insights on the latest advancements in voting technology, discussing how to leverage innovation to enhance both efficiency and security. Sessions on voter accessibility highlighted the necessity of ensuring that all eligible citizens can participate in elections, regardless of their circumstances.

One notable discussion focused on combating misinformation, with panelists providing strategies for election officials to effectively communicate with the public and counter false narratives that can undermine trust in the electoral process. This conversation resonated strongly, as many participants recognized the critical role of transparency and public engagement in building voter confidence.

The summit gave participants an opportunity to share their experiences and best practices relevant to their respective states. Election officials from various jurisdictions exchanged ideas on effective outreach strategies, the implementation of new technologies, and methods for securing voting systems. This collaborative atmosphere fostered mutual learning and reinforced the idea that a robust democracy thrives on the active participation of diverse stakeholders.

The EAC’s 2024 Elections Summit proved to be an essential gathering for election officials and advocates, emphasizing the importance of cooperation in navigating the complexities of the upcoming elections. By working together, attendees demonstrated their dedication to upholding the integrity of the electoral system and ensuring that every vote counts.

## **Virtual Public Meeting on the 2023 EAC Voluntary Electronic Poll Book Pilot Program Report**

On November 17, 2023, the Commissioners moderated panels to discuss the pilot program, the certification and testing of electronic poll books, and the impact of these programs on state and local jurisdictions. Panelists included pilot participants, electronic poll book developers, Voting System Test Laboratories (VSTLs), and state and local election administrators. The Commissioners also heard a presentation from Jay Phelps, Director of the EAC’s Election Supporting Technology Evaluation Program (ESTEP), on the pilot report.



Chairman Hovland speaking at the Large Election Jurisdiction Roundtable on July 17, 2024.

## Virtual Public Meeting on Next Steps for the Election Supporting Technology Evaluation Program (ESTEP) and the Voluntary Electronic Poll Book Pilot Program

This December 3, 2023, virtual meeting built on the November 17 discussion and included potential next steps for ESTEP and the Voluntary Electronic Poll Book Pilot Program. At the conclusion of the presentations, the Commissioners unanimously approved the establishment of ESTEP as a permanent part of the agency.

## Large Election Jurisdiction Roundtable

The EAC hosted a roundtable on July 17 in advance of the Partnership for Large Election Jurisdictions (PLEJ) Summer In-Person Convening to gain a better understanding of the needs of large jurisdictions leading up to the 2024 general election and after.

The Commissioners led discussions with about 40 election officials on:

- How the EAC can better serve the large jurisdictions
- How the EAC might scale large jurisdiction expertise and ideas to work in medium/small jurisdictions
- Poll worker recruitment and retention
- Federal funding needs and the use of HAVA Election Security grants
- How to improve survey data collection

Feedback from this meeting on security challenges, mail voting concerns, public record requests, resource limitations, and how to use EAC resources were incorporated in the work of the agency in 2024 and in planning for future resources.



## Closing the Accessibility Gap: Voting in 2024 and Beyond

On August 28, 2024, the EAC held the “Closing the Accessibility Gap: Voting in 2024 and Beyond” meeting. During the meeting, the Commissioners moderated two panels to examine ways to close the remaining gap: “Accessibility Landscape and Progress” and “What Comes Next for Accessibility in 2024 and Beyond.” It featured election administrators, EAC staff, and election subject matter experts. Panelists discussed progress made on serving voters with disabilities and new advances in technology, best practices, and funding opportunities to support accessibility efforts.

## Manufacturer and Test Laboratory Information Session

On October 2, 2024 the EAC held an information session with registered voting system manufacturers and accredited test laboratories ahead of the 2024 general election. Key topics discussed included Election Day communication and updates to program policy. The session also covered the agency’s technology programs, focusing on anomaly and malfunction reporting, vulnerability disclosures, new election technology pilot efforts, and on-site manufacturer audits planned for 2025.

## Working Together: Supporting the 2024 Elections Through Federal Partnerships

On September 26, 2024, the EAC hosted “Working Together: Supporting the 2024 Elections through Federal Partnerships,” which featured remarks from:

- Executive Director Bridget Bean, the Cybersecurity and Infrastructure Security Agency (CISA)
- Acting Deputy Director Jonathan Jacobson, the Department of Justice (DOJ)
- Deputy Assistant Director Cynthia Kaiser, the Federal Bureau of Investigation (FBI)
- Director J. Scott Wiedmann, the Federal Voting Assistance Program (FVAP)
- Director Jessica Brandt, the Office of the Director of National Intelligence (ODNI)
- Assistant Inspector in Charge Brendan Donahue, the United States Postal Inspection Service (USPIS)

Elections are managed by state and local election officials, and coordination between all levels of government and the private sector is critical to support the work being done to serve voters and secure elections.

During this event, leaders from the various federal agencies emphasized their commitment to election integrity and security, and underscored how interagency collaboration will continue to support elections across the country before, on, and after Election Day. They discussed coordinated efforts related to cybersecurity, election official safety, attempted interference by foreign actors, election mail, and weather events such as Hurricane Helene. They also highlighted the importance of using state and local election offices as trusted sources for voting information and asked those voting by mail to get their ballots in at least one week before Election Day.







“

**During the event, Chairman Hovland said:**

*“While we don’t know what the story of the 2024 election will be, election officials are prepared. The elections community is working around the clock in this final stretch before Election Day.”*

“

**During the event, Vice Chair Palmer said:**

*“Federal partnership and coordination in support of election officials is imperative. Our elections continue to be a national security challenge. I’m confident in the security and accuracy of the voting systems and I fully trust our election administrators who will administer the elections in a free and fair and efficient way.”*



**Bridget Bean, Cynthia Kaiser, Jessica Brandt, and Brendan Donahue, representing CISA, FBI, ODNI, and USPIS, speaking at the “Working Together: Supporting the 2024 Elections through Federal Partnerships” hearing, on September 26, 2024.**





**Greg Clark,  
EAC Public Affairs  
Specialist, Chairman  
Hovland, Cord Byrd, Florida  
Secretary of State, Vice Chair  
Palmer, Julie Hendricks, Vet  
the Vote Operations Director,  
and Ellen Gustafson, Vet the  
Vote Co-Founder/Executive  
Director on the USS  
Orleck.**

## Poll Worker Appreciation on the USS Orleck

On December 5, 2024, in Jacksonville, Florida, the EAC, in collaboration with Vet the Vote, organized a poll worker appreciation and education event. Held on the USS Orleck Pier, this event expressed gratitude to poll workers for their dedication to community service and their role in ensuring the integrity of the voting process. It also served as an educational platform to inform current service members, veterans, and their families about opportunities to participate as poll workers in future elections.

Attendance included many poll workers from Florida and Georgia, five Florida Supervisors of Elections, three Georgia Election Directors, a Georgia Registrar, and Cord Byrd, Florida Secretary of State. Also present to make the day more fun were mascots from local sports teams.

## 2024 Post-Election Hearing

On December 10, 2024, the EAC held its 2024 Post-Election Hearing in Los Angeles County, California. Chairman Hovland began the hearing with the statement, “Every election has a story, but you never know what it’s going to be. This time, we saw election officials actively preparing for many scenarios. The election threat environment and landscape has grown increasingly complex, and the elections community faces numerous challenges.”



**Speakers  
and Panelists at  
the 2024 Post-  
Election Hearing  
on December 10,  
2024.**





During the hearing, state and local election officials from nine states joined the Commissioners for in-depth panel discussions on the 2024 elections. They shared their experiences on election security, contingency planning, and serving voters during the 2024 election season. While election administration was successful overall, they noted the wide range of challenges their offices faced. These included the response to natural disasters like Hurricane Helene, ballot drop box fires, and hoax bomb threats made to voting locations.

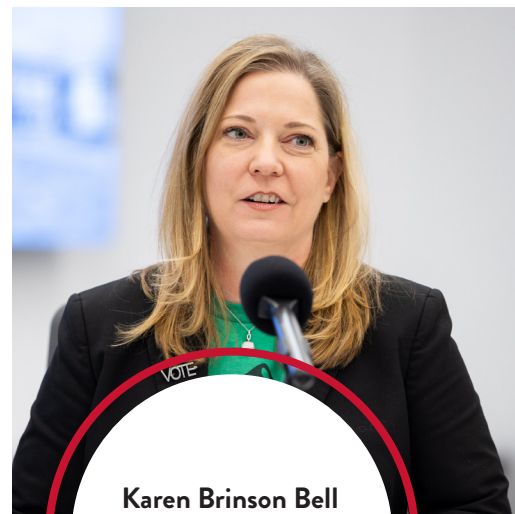
The speakers and panelists who contributed to these successful discussions were:

- The Honorable Shirley N. Weber, Ph.D., California Secretary of State
- Dean Logan, the Los Angeles County Registrar-Recorder/County Clerk
- The Honorable Phil McGrane, Idaho Secretary of State
- Karen Brinson Bell, Executive Director, North Carolina State Board of Elections
- Mandy Vigil, State Election Director, New Mexico
- Joel Watson, Jr., Louisiana Deputy Secretary of State, Communications
- Thad Hall, Director, Mercer County Voter Registration and Election Bureau, Pennsylvania
- Ricky Hatch, County Clerk/Auditor, Weber County, Utah
- Carly Koppes, County Clerk and Recorder, Weld County, Colorado
- Tim Scott, Director of Elections, Multnomah County, Oregon

The event also featured a presentation on research into how effective video resources are in building and keeping voter trust, given by Thad Kousser, a political science professor from the University of California San Diego. The research found a significant increase in trust and confidence among those who watched relevant videos, especially when the video was customized for a state.



**Carly Koppes speaking at the 2024 Post-Election Hearing.**



**Karen Brinson Bell speaking at the 2024 Post-Election Hearing.**



**On the importance of planning for potential challenges, Karen Brinson Bell said:**

*“Initially, we thought our biggest challenge might be AI or fluctuating attention spans. However, adopting an all-hazards approach allowed us to prepare for the unknown and adapt when disaster struck. We maintained our mantra: ‘We do not stop elections; we figure out how to proceed.’”*



**On the link between communication and voter confidence, Carly Koppes said:**

*“One of the silver linings that we have had since 2020 is our ability to now educate all the people who are now curious about elections. We were having people come in and have those questions about how this process actually works. Having the ability to have them come in post-election... allows us to have this conversation, show them the process, and rebuild that confidence.”*





## EAC and Sports Teams and Universities


In 2024, the EAC began to establish connections with minor league professional sports teams to significantly expand the reach of EAC social media messaging for Help America Vote Day (HAVD), National Poll Worker Recruitment Day (NPWRD), the “Be Election Ready” video series, and thanking poll workers for their service. Through growing these collaborations with minor league sports teams in baseball, hockey, and football, the agency’s long-term goal is to establish a new engaging channel for communicating with the public.

The following sports teams have participated in this collaboration thus far:

- Jacksonville Jumbo Shrimp, the Triple-A MiLB Baseball affiliate for the Miami Marlins
- Akron Rubber Ducks, the Double-A MiLB Baseball affiliate for the Cleveland Guardians
- Dayton Dragons, the High-A MiLB Baseball affiliate for the Cincinnati Reds
- Chesapeake Baysox, the Double-A MiLB Baseball affiliate for the Baltimore Orioles
- Jacksonville Icemen, the ECHL Hockey affiliate for the NHL Buffalo Sabres
- Savannah Ghost Pirates, the ECHL Hockey affiliate for the NHL Florida Panthers
- Zawayer Sports, who own and/or operate six ECHL Hockey Teams affiliated with six different NHL teams covering six states, one AHL Hockey Team, and one independent baseball team

The Commissioners also visited several college campuses throughout the year. Commissioner McCormick visited her alma mater, the University of Buffalo, in September 2024 where she met with students and assisted with a campus voter registration drive. She also joined a panel discussion “*Safeguarding Democracy: Examining Election Integrity and the Impact of Misinformation*,” with faculty.

Commissioner McCormick was highlighted in the alumni magazine at Buffalo saying, “*I think it’s very important for the young generations to be voting. The future of their country is in their hands. So, we need to get them involved. We need to get them to vote. We need to give them a voice.*” She also encouraged students to volunteer so they can understand how the process works. “*That will give them confidence in the results,*” she said. “*They can see all the procedures [administrators] take to make sure the election is safe and secure.*”



Commissioner Hicks with Pete Garland from the Montgomery County, Ohio Board of Elections at a Dayton Dragons baseball game during a poll worker appreciation night in August 2024.





Vice Chair Palmer and the Jacksonville Sharks spreading the message to "Be Election Ready."

Days after the general election, Commissioner Hicks participated in a lecture with students at the Catholic University of America's Law & Public Policy Program. During the event, which was cosponsored with the Black Law Students Association, Commissioner Hicks discussed the role of the EAC as well as his professional background which includes earning his J.D. from the university.

Vice Chair Palmer was also featured in his alumni magazine News at Jacksonville University where he highlighted the importance of his education and his participation in ROTC in his career path. In the article he noted, "Get involved as much as you can. You get to actually see how democracy works. You'll learn more about democracy than you ever will in a classroom. I've cared about the security of our democracy my entire life. I want to continue to do what I love." Commissioner Palmer was also interviewed by Stetson University where he graduated from the College of Law, highlighting his experience there and advising young people to sign up to be poll workers.



Commissioner McCormick at the University of Buffalo, staffing a voter registration event, on September 19, 2024.





# Press Releases, Requests, and Press Mentions

In a year when communication about the voting process and the security of our election is crucial to building the public's confidence in our democracy, the EAC ensured a continuous flow of communication and provided timely access to crucial election information. As the only federal agency solely focused on election administration, the EAC has the responsibility to use various avenues to provide voters with up-to-date information and tools regarding electoral processes. This includes digital, print, and broadcast media.

The agency's staff and leadership regularly contributed their expertise on various electoral subjects during media interviews. They frequently emphasized resources such as the Innovative Accessibility Training for Election Officials, Election Administration and Voting Survey (EAVS) data, and other valuable resources and research that benefit voters and election officials.

In FY 2024, the EAC communications team circulated 22 press releases and advisories. Through proactive outreach and being responsive to media interviews throughout 2024, the EAC earned over 7,390 press mentions in print and broadcast media.



**Chairman Hovland** appearing on CBS on September 19, 2024.



**Vice Chair Palmer** on ABC 7, on November 6, 2024.





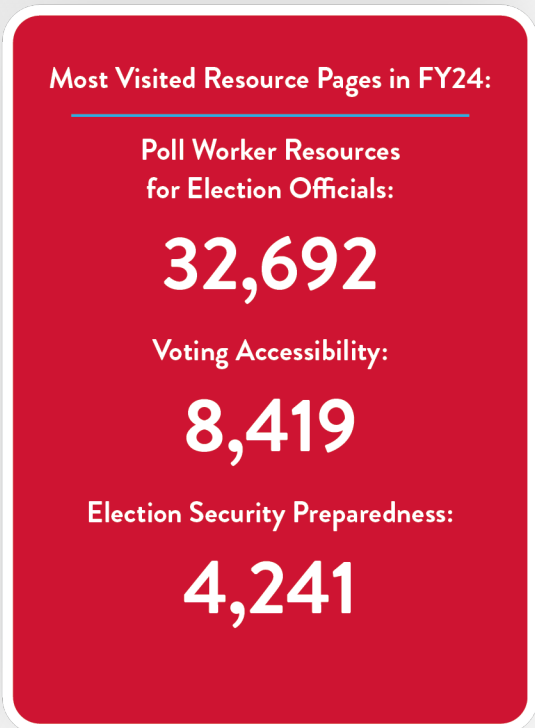
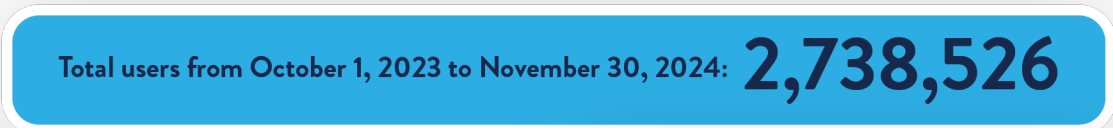
# Website and Social Media Statistics

In FY 2024, the EAC website attracted a total of 1,855,526 users who generated over 2,968,265 page views.\*

Following the **EAC homepage**, the most frequently visited page was **“Register and Vote in Your State,”** which offers voters state-specific links for registration deadlines, voter registration options, voting methods, and contact details for state and local election officials. The third most visited page was **HelpAmericaVote.gov**. The agency drives traffic to this page for the civic days of action (HAVD and NPWRD) to help election officials with poll worker recruitment efforts.



\*Statistics do not include data from March 3 to April 24, due to technical difficulties.





In the month leading up to Election Day on November 5, 2024, and in the month's period afterward, the EAC continued to provide voters and election officials with information and resources.

Within the period from October 1 to November 30, 2024, the EAC website received over 1.3 million views from 883,000 unique visitors.

The top three voter-facing pages were Register and Vote in Your State, the National Voter Registration Form, and Poll Worker Resources for Voters ([HelpAmericaVote.gov](https://www.HelpAmericaVote.gov)).

The top three election official-facing pages were Election Results, Canvass, and Certification; Poll Watchers; and Poll Worker Resources for Election Officials.

## Social Media

The EAC increased its reach in FY 2024 with over 975 social media posts across all social media platforms including Facebook, Instagram, X, LinkedIn, and YouTube. The EAC grew its social media following to over 26,800 with 14,000 X followers, 7,160 Facebook followers, 1,510 Instagram followers, 2,630 LinkedIn followers, and 1,601 YouTube followers. With a continued focus on fresh video content, resources, and live-streamed events on YouTube, the EAC saw a massive gain in YouTube views resulting in 56,800 views and 3,500 total hours of content watched.







# National Mail Voter Registration Form

The EAC is responsible for maintaining and updating the **National Mail Voter Registration Form**, also known as the National Voter Registration Act (NVRA) form, or the federal form. Updates to the form are required based on changes in state laws or state-specific instructions. During FY 2024, the EAC oversaw updates to the NVRA form for 12 states: Alabama, Colorado, Maine, Michigan, New Mexico, North Carolina, Ohio, Oregon, West Virginia, Iowa, Minnesota, and Wisconsin.

The **form web** page containing these translations on the EAC’s website was accessed approximately 175,000 times throughout FY 2024.





## Vote.gov in 2024 and the Transition to the EAC

The partnership between the EAC and the GSA on **vote.gov** started in 2020 with significant updates being implemented in 2024. GSA reported 11 million page views for **vote.gov** in 2024 with 3 million visitors going to the site in October alone. EAC staff regularly met with GSA staff to provide subject matter expertise.

The site, which offers state-specific information on options to register to vote, was updated to enhance the user experience and functionality. The updates include:



Translating voting information into  
**19 LANGUAGES**



Improved search functionality.



Better accessibility features to accommodate visual, aural, motor, and cognitive challenges.



A digital form-filler tool to make filling out the National Mail Voter Registration Form more accessible.



The development process for this tool included public comment and feedback from election officials and stakeholders. The form filler launched in September.

**79,692 USERS**  
printed or downloaded their completed form using the English form filler tool.

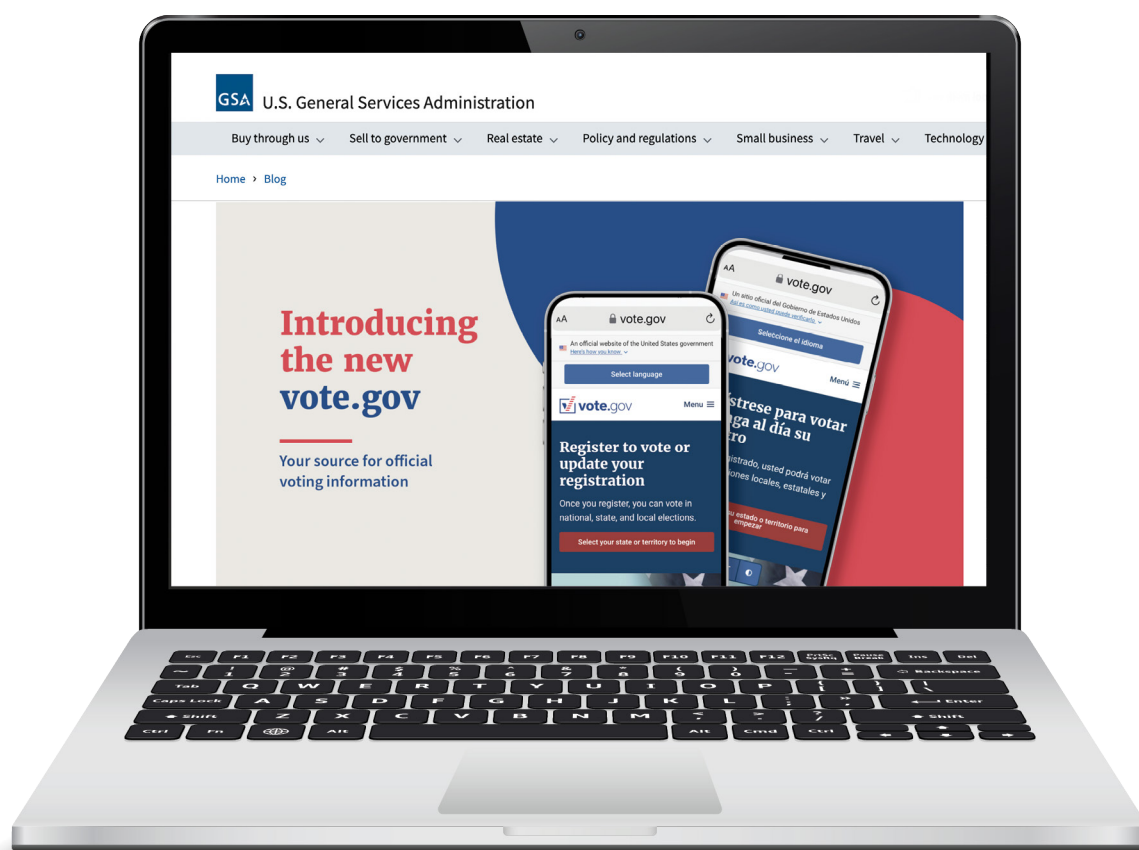
**4,377 USERS**  
printed or downloaded their completed form using the Spanish form filler tool.

More information on the 2024 updates to **vote.gov** is available in GSA's **announcement**.



In 2024, the EAC worked closely with GSA to lay the groundwork to transition management of **vote.gov** to the EAC. As the transition started, the EAC collaborated with GSA staff to continue improvements to the user experience and to drive visitors to trusted sources of information.

The agency has the intent to better serve the needs of voters and potential voters through a “One-Stop” program, allowing **eac.gov** to better serve election officials and **vote.gov** as the information outlet for voters and the public. In the coming year, the EAC will build off the user research GSA started with the redesign to focus on stakeholder needs. This transition will create efficiencies and usher in a new era of this critical source of election information.





# Advisory Boards





As outlined in HAVA, the EAC is advised by three federal advisory committees: the Technical Guidelines Development Committee (TGDC), the Standards Board, and the Board of Advisors. In addition to these boards, the EAC established the Local Leadership Council (LLC) in 2021 to gather critical input from local election official leadership from across the country.





TGDC members in their annual meeting in Rockville, Maryland, on December 5, 2023.



## Technical Guidelines Development Committee

The TGDC assists the EAC in developing the Voluntary Voting System Guidelines (VVSG). The Chairperson of the TGDC is the Director of the NIST. The TGDC is composed of 14 other members appointed jointly by EAC and the Director of NIST. NIST has documentation of TGDC resolutions, meeting minutes, and additional information.

The TGDC held their 2023 Annual Meeting in Rockville, Maryland, on December 5, 2023. During the meeting, the members discussed EAC and NIST program updates, qualitative research in the election community, new common data formats and lab testing strategy, coordinated vulnerability management for voting systems, and AI in elections. Beginning in February 2024, Chairman Hovland served as the DFO for the TGDC.





The TGDC was comprised of the following members as of September 5, 2024.

**Designated Federal Officer**

**The Honorable Benjamin Hovland**

Chairman, U.S. Election Assistance Commission Washington, DC

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**Chair**

**Dr. Laurie E. Locascio**

Under Secretary of Commerce for Standards and Technology &  
Director, National Institute of Standards and Technology, Gaithersburg, MD

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**EAC Standards Board**

Paul Lux  
Vacant

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**EAC Board of Advisors**

Shane Schoeller  
Isaac Cramer

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**Architectural and Transportation Barrier  
Compliance Board (Access Board)**

Benjamin Nadolsky  
Hannah Ibanez

---

**American National Standards Institute (ANSI)**

Mary Saunders

---

**Institute of Electrical and Electronics Engineers  
(IEEE)**

Vacant

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**National Association of State Election Directors  
(NASED)**

Bryan Caskey  
Judd Choate

---

**Technical Experts**

Diane Golden  
David Wagner

Vacant  
Vacant





LLC members at their annual meeting in Arlington, Virginia, on January 8 and 9, 2024.



# Local Leadership Council

The LLC was established by the EAC on June 8, 2021. This Federal Advisory Committee Act (FACA) board is made up of 100 local election officials who are current or former officers in each state’s local election official association. As leaders and officials who work firsthand to administer elections at the local level, the LLC provides recommendations and direct feedback to the EAC on a range of election administration topics including, but not limited to, voter registration and voter list maintenance, voting system user practices, ballot administration (programming, printing, and logistics), processing, accounting, canvassing, auditing and testing of ballots, and certification of results.

Beginning in February 2024, Vice Chair Palmer served as the DFO for the LLC. The 2024 annual meeting was held January 8-9, 2024, in Arlington, Virginia. The meeting included moderated discussions on EAC updates and upcoming programs, election technology, preparing for the 2024 elections, communications, and continuity of operations planning. They also had the opportunity to meet with other members from their geographic regions. These smaller conversations allowed LLC members to have discussions on more localized issues from election security to poll worker recruitment and voter engagement efforts.

Members also heard from Cait Conley, Senior Advisor to the Director of the Cybersecurity Infrastructure & Security Agency (CISA), and Brendan Donahue, Assistant Inspector in Charge for the United States Postal Inspection Service (USPIS), during the Federal Partners Panel. This session examined how election officials can safeguard themselves and their staff from physical and cyber threats, such as the increase in dangerous substances being sent through the mail to election offices.

The following people serve as executive officers for the Local Leadership Council: Donna Johnston, Eric Van Lancker, Deidre Holden, Ruie Lavoie, Nicholas Lima, Julie Freese, Mark Earley, Tammy Smith, Carly Koppes, and Maureen Bugdon.

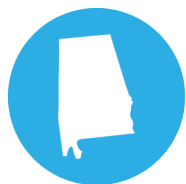






# Local Leadership Council

The Local Leadership Council was comprised of the following members as of September 4, 2024.



## ALABAMA

**Andrea Lecroy**  
Probate Judge  
Marshall County, AL

**James Tatum**  
Probate Judge  
Bullock County, AL



## ALASKA

**Julie Husmann**  
Mat-Su Elections Supervisor  
Alaska Division of Elections, AK

**Lauri Wilson**  
Juneau Elections Supervisor  
Alaska Division of Elections, AK



## ARIZONA

**Scott Jarrett**  
Elections Director  
Maricopa County, AZ

**Rayleen Richards**  
Elections Director  
Navajo County, AZ



## ARKANSAS

**Vacant**

**Phyllis Rhynes**  
County Clerk  
Greene County, AR



## CALIFORNIA

**Donna M. Johnston**  
Registrar of Voters  
Sutter County, CA

**Ryan Ronco**  
Registrar of Voters  
Placer County, CA



## COLORADO

**Carly Koppes**  
County Clerk and Recorder  
Weld County, CO

**Lori Mitchell**  
County Clerk and Recorder  
Chaffee County, CO



## CONNECTICUT

**Matthew R. Katra**  
Registrar of Voters  
Borough of Naugatuck, CT

**Antoinette C. Spinelli**  
Town Clerk  
City of Waterbury, CT





# Local Leadership Council



## DELAWARE

**David Gilefski**  
Deputy County Director  
New Castle County, DE

**Doris Young**  
County Director  
Kent County, DE



## FLORIDA

**Mark Earley**  
Supervisor of Elections  
Leon County, FL

**Wesley Wilcox**  
Supervisor of Elections  
Marion County, FL



## GEORGIA

**Deidre Holden**  
Director of Elections and Voter Registration  
Paulding County, GA

**Charlotte R. Sosebee**  
Director of Elections and Voter Registration  
Athens-Clarke County, GA



## HAWAII

**Jade Fountain-Tanigawa**  
County Clerk  
Kauai, HI

**Lyndon Yoshioka**  
Election Administrator  
Kauai, HI



## IDAHO

**Lon Colton**  
County Clerk  
Oneida County, ID

**Vacant**



## ILLINOIS

**Vacant**

**Don Gray**  
County Clerk  
Sangamon County, IL



## INDIANA

**Jessica Bailey**  
Clerk  
Porter County, IN

**Shelley Septer**  
Clerk  
Huntington County, IN



## IOWA

**Denise Beyer**  
County Auditor  
Allamakee County, IA

**Eric Van Lancker**  
County Auditor and Commissioner of Elections  
Clinton County, IA





# Local Leadership Council



## KANSAS

**Rick Piepho**

County Clerk  
Harvey County, KS

**Jamie Shew**

County Clerk  
Douglas County, KS



## KENTUCKY

**Kevin Mooney**

Bullitt County Clerk  
Shepherdsville, KY

**Susan Lamb**

Fayette County Clerk  
Lexington, KY



## LOUISIANA

**Bridget Hanna**

Clerk of Court  
Ascension Parish, LA

**Steve Raborn**

Registrar of Voters  
East Baton Rouge Parish, LA



## MAINE

**Lisa Goodwin**

City Clerk  
City of Bangor, ME

**Kathleen M. Montejo**

City Clerk  
City of Lewiston, ME



## MARYLAND

**Barry Jackson**

Election Director  
Washington County, MD

**Ruie Lavoie**

Election Director  
Baltimore County, MD



## MASSACHUSETTS

**Sergio Cornelio**

City Clerk  
City of Everett, MA

**Danielle M. Sicard**

Town Clerk  
Town of Easton, MA



## MICHIGAN

**Mary R. Clark**

Township Clerk  
Delta Charter Township, MI

**Elizabeth Hundley**

County Clerk  
Livingston County, MI



## MINNESOTA

**Marilee Peterson**

County Auditor-Treasurer  
Sibley County, MN

**Michael Stalberger**

County Elections Official  
Blue Earth County, MN





# Local Leadership Council



## MISSISSIPPI

**Leroy Lacy**  
Election Commissioner  
Madison County, MS

**Van Lowry**  
Election Commissioner  
Marion County, MS



## MISSOURI

**Brianna Lennon**  
County Clerk  
Boone County, MO

**Shane Schoeller**  
County Clerk  
Greene County, MO



## MONTANA

**Vacant**

**Vacant**



## NEBRASKA

**Amy Nelson**  
County Clerk  
Fillmore County, NE

**Tracy Overstreet**  
Election Commissioner  
Hall County, NE



## NEVADA

**Jessica Koepke**  
Deputy Clerk  
Humboldt County, NV

**Vacant**



## NEW HAMPSHIRE

**Sherry Farrell**  
Town Clerk  
Town of Londonderry, NH

**Nicole Merrill**  
Town Clerk  
Town of Windham, NH



## NEW JERSEY

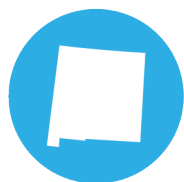
**Maureen Bugdon**  
Superintendent of Elections  
Atlantic County, NJ

**Shona Mack-Pollock**  
Superintendent of Elections  
Passaic County, NJ





# Local Leadership Council



## NEW MEXICO

**Amanda López-Askin**

County Clerk  
Doña Ana County, NM

**Naomi Maestas**

County Clerk  
Los Alamos County, NM



## NEW YORK

**Dustin Czarny**

Commissioner  
Onondaga County, NY

**Erik Haight**

Commissioner  
Dutchess County, NY



## NORTH CAROLINA

**Kellie Harris Hopkins**

Director of Elections  
Beaufort County, NC

**Sara LaVere**

Treasurer  
Brunswick County, NC



## NORTH DAKOTA

**Darlene Carpenter**

County Auditor  
McHenry County, ND

**Dawn Rhone**

County Auditor  
Morton County, ND



## OHIO

**Sherry Poland**

Director of Elections  
Hamilton County, OH

**Brian Sleeth**

Director of Elections  
Warren County, OH



## OKLAHOMA

**Gwen Freeman**

Election Board Secretary  
Tulsa County, OK

**Callee Sander**

Election Board Secretary  
Dewey County, OK



## OREGON

**Tracie Krevanko**

County Clerk  
Clatsop County, OR

**Tim Scott**

Director of Elections  
Multnomah County, OR





# Local Leadership Council



## PENNSYLVANIA

**Tim Benyo**  
Chief Clerk and Director of Elections  
Lehigh County, PA

**Thad Hall**  
Director of Elections  
Mercer County, PA



## RHODE ISLAND

**Nicholas J. Lima**  
Registrar/Director of Elections  
City of Cranston, RI

**Jacqueline S. Schulz**  
Registrar of Voters  
Town of Portsmouth, RI



## SOUTH CAROLINA

**Marie S. Smalls**  
Director, Board of Voter  
Registration and Elections  
Beaufort County, SC

**Vacant**



## SOUTH DAKOTA

**Julie Bartling**  
County Auditor  
Gregory County, SD

**Thomas Oliva**  
Finance Officer  
Hughes County, SD



## TENNESSEE

**Tammy Smith**  
Administrator of Elections  
Wilson County, TN

**Vacant**



## TEXAS

**Jennifer Doinoff**  
Elections Administrator  
Hays County, TX

**Shannon Lackey**  
Elections Administrator  
Randall County, TX



## UTAH

**Ricky Hatch**  
County Clerk/Auditor  
Weber County, UT

**Marki Rowley**  
County Clerk  
Millard County, UT





# Local Leadership Council



## VERMONT

**Sara Haskins**  
Town Clerk/Treasurer  
Morristown, VT

**Tracy Borst**  
Town Clerk/Treasurer  
Thetford, VT



## VIRGINIA

**Vacant**

**Barbara Tabb**  
Electoral Board Member  
Prince George County, VA



## WASHINGTON

**Garth Fell**  
County Auditor  
Snohomish County, WA

**Skip Moore**  
County Auditor  
Chelan County, WA



## WEST VIRGINIA

**Michelle Holly**  
County Clerk  
Fayette County, WV

**Linda Huggins**  
County Clerk  
Preston County, WV



## WISCONSIN

**Wendy Christensen**  
County Clerk  
Racine County, WI

**Diane Coenen**  
City Clerk  
City of Oconomowoc, WI



## WYOMING

**Julie Freese**  
County Clerk  
Fremont County, WY

**Debra Lee**  
County Clerk  
Laramie County, WY





**Standards Board members at their annual meeting in Kansas City, Missouri, on April 17 and 18, 2024.**



## Standards Board

HAVA designates a 110-member Standards Board to assist the EAC in carrying out its mandates under the law. The board consists of 55 state election officials selected by their respective chief state election official, as well as 55 local election officials selected through a process supervised by the chief state election official. HAVA prohibits any two members representing the same state to be members of the same political party. The board selects nine members to serve as an executive board, of which no more than five are state election officials, no more than five are local election officials, and no more than five are members of the same political party.

Beginning in February 2024, Commissioner McCormick served as the DFO for the Standards Board. The board's in-person annual meeting was held in Kansas City, Missouri, on April 17-18, 2024. During the meeting, members discussed EAC agency and project updates, election administration in the U.S. territories, AI and elections, voter education research preliminary findings, lessons from presidential primaries, and the 2024 general election.

The following members serve as executive officers for the Standards Board: Janine Petty, Derrin Robinson, Maria Pangelinan, Kathy Placencia, Nancy Boren, Andrew Dowd, J. Bradley King, Dwight Shellman, Jameson Shew.





# Standards Board

The Standards Board was comprised of the following members as of August 5, 2024.



ALABAMA	
STATE	LOCAL
<b>Wes Allen</b> Alabama Secretary of State Montgomery, AL	<b>Laurie Shultz Hall</b> Probate Judge, Marengo County Linden, AL



ALASKA	
STATE	LOCAL
<b>Carol Beecher</b> Director Juneau, AK	<b>Michaela Thompson</b> Administrative Manager Anchorage, AK



AMERICAN SAMOA	
TERRITORY	LOCAL
<b>Tavai Fiti Tavai</b> Deputy Director Pago Pago, AS	<b>Falefti Tuimavave</b> Assistant Pago Pago, AS



ARIZONA	
STATE	LOCAL
<b>Adrian Fontes</b> Secretary of State Phoenix, AZ	<b>Janine Petty</b> Senior Director of Voter Registration Phoenix, AZ



ARKANSAS	
STATE	LOCAL
<b>John Thurston</b> Secretary of State Little Rock, AR	<b>Melanie Clark</b> Jackson County Clerk Newport, AR



CALIFORNIA	
STATE	LOCAL
<b>NaKasha Robinson</b> Deputy Secretary of State, Help America Vote Act Sacramento, CA	<b>Dean Logan</b> Registrar-Recorder/County Clerk Norwalk, CA





# Standards Board



COLORADO	
STATE	LOCAL
<b>Dwight K. Shellman III</b> County Regulation and Support Manager Colorado State Elections Division Denver, CO	<b>Rene Warner</b> Chief Deputy Clerk Delta County Clerk and Recorder's Office Delta, CO



CONNECTICUT	
STATE	LOCAL
<b>Gabe Rosenberg</b> Chief of Staff and General Counsel Hartford, CT	<b>Marianne Byrne</b> Registrar of Voters Prospect, CT



DELAWARE	
STATE	LOCAL
<b>Anthony Albence</b> State Election Commissioner Dover, DE	<b>Ralph Artigliere</b> Deputy County Director, Kent County Office Dover, DE



DISTRICT OF COLUMBIA	
STATE	LOCAL
<b>Monica H. Evans</b> Executive Director Washington, DC	<b>James Caleb Boggs III</b> Board Member Washington, DC



FLORIDA	
STATE	LOCAL
<b>Maria Matthews</b> State Director, Division of Elections Tallahassee, FL	<b>Paul Lux</b> Supervisor of Elections, Okaloosa County Crestview, FL



GEORGIA	
STATE	LOCAL
<b>Bradford Raffensperger</b> Secretary of State Atlanta, GA	<b>Nancy Boren</b> Director of Elections and Voter Registration Columbus, GA



GUAM	
TERRITORY	LOCAL
<b>Maria I.D. Pangelinan</b> Guam Election Commission Executive Director Tamuning, GU	<b>Christiana J. Ramirez</b> Guam Election Commission Program Coordinator Tamuning, GU





# Standards Board



HAWAII	
STATE	LOCAL
<b>Kristen Uyeda</b> Ballot Operations Section Head Pearl City, HI	<b>Rex Quidilla</b> Election Administrator Honolulu, HI



IDAHO	
STATE	LOCAL
<b>Daniel Lee</b> Voting Systems Specialist Boise, ID	<b>Patty Weeks</b> County Clerk Lewiston, ID



ILLINOIS	
STATE	LOCAL
<b>John Oldfield</b> Director of Voting and Registration Systems Springfield, IL	<b>Charles Holiday</b> Executive Director, Chicago Board of Elections Chicago, IL



INDIANA	
STATE	LOCAL
<b>J. Bradley King</b> Co-Director of the Indiana Election Division Indianapolis, IN	<b>Nicole Browne</b> Monroe County Clerk Bloomington, IN



IOWA	
STATE	LOCAL
<b>Wesley Hicok</b> Director of Elections Des Moines, IA	<b>Doreen Pliner</b> Webster County Auditor Fort Dodge, IA



KANSAS	
STATE	LOCAL
<b>Bryan Caskey</b> Director of Elections Topeka, KS	<b>Jameson Shew</b> Douglas County Clerk Lawrence, Kansas



KENTUCKY	
STATE	LOCAL
<b>Gregory McNeil</b> Senior Advisor Frankfort, KY	<b>Jeff Hancock</b> Franklin County Clerk Frankfort, KY





# Standards Board



LOUISIANA	
STATE	LOCAL
<b>Elisabeth Daigle</b> ADA Compliance Officer Baton Rouge, LA	<b>Mike Spence</b> Caddo Parish Clerk of Court Shreveport, LA



MAINE	
STATE	LOCAL
<b>Shenna Bellows</b> Secretary of State Augusta, ME	<b>Wendy Rawski</b> Clerk Eliot, ME



MARYLAND	
STATE	LOCAL
<b>Katherine Berry</b> Deputy State Administrator Annapolis, MD	<b>Guy Mickley</b> Election Director, Howard County Board of Elections Columbia, MD



MASSACHUSETTS	
STATE	LOCAL
<b>Vacant</b>	<b>Andrew T. Dowd</b> Northborough Town Clerk Northborough, MA



MICHIGAN	
STATE	LOCAL
<b>Jocelyn Benson</b> Secretary of State Lansing, MI	<b>Justin Roebuck</b> Ottawa County Clerk West Olive, MI



MINNESOTA	
STATE	LOCAL
<b>David Maeda</b> Director of Elections Minnesota Secretary of State Office St. Paul, MN	<b>Michael Stalberger</b> Director, Property and Environmental Resources Mankato, MN





# Standards Board



MISSISSIPPI	
STATE	LOCAL
<b>Kyle Kirkpatrick</b> Assistant Secretary of State Jackson, MS	<b>Robert Coleman</b> Yazoo County Circuit Clerk Yazoo City, MS



MISSOURI	
STATE	LOCAL
<b>Chrissy Peters</b> Director of Elections Jefferson City, MO	<b>Vacant</b>



MONTANA	
STATE	LOCAL
<b>Austin James</b> Director of Elections/ Chief Legal Helena, MT	<b>Lexis Dockter</b> Hill County Clerk and Recorder/Election Administrator Havre, MT



NEBRASKA	
STATE	LOCAL
<b>Andrew Buller</b> Assistant Deputy Secretary of State for Elections Lincoln, NE	<b>Brian Kruse</b> Douglas County Election Commissioner  Omaha, NE



NEVADA	
STATE	LOCAL
<b>Francisco V. Aguilar</b> Nevada Secretary of State Carson City, NV	<b>Tami Rae Spero</b> Humboldt County Clerk Winnemucca, NV



NEW HAMPSHIRE	
STATE	LOCAL
<b>Patricia Piecuch</b> State Election Director Concord, NH	<b>Robert Dezmelyk</b> Moderator, Town of Newton Newton, NH

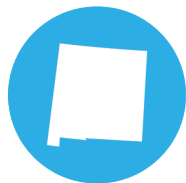




# Standards Board



NEW JERSEY	
STATE	LOCAL
<b>Donna Barber</b> Acting Director, Division of Elections Trenton, NJ	<b>Beth Thompson</b> Administrator, Hunterdon County Board of Elections Flemington, NJ



NEW MEXICO	
STATE	LOCAL
<b>Mandy Vigil</b> State Election Director Santa Fe, NM	<b>Vacant</b>



NEW YORK	
STATE	LOCAL
<b>Thomas Connolly</b> Deputy Director  Albany, NY	<b>Brian C. Abram</b> Republican Commissioner Chautauqua County Board of Elections Mayville, NY



NORTH CAROLINA	
STATE	LOCAL
<b>Karen Brinson Bell</b> Executive Director Raleigh, NC	<b>Tim Tsujii</b> Director of Elections Winston-Salem, NC



NORTH DAKOTA	
STATE	LOCAL
<b>Erika White</b> Elections Director Bismarck, ND	<b>Erica Johnsrud</b> McKenzie County Auditor Watford City, ND



OHIO	
STATE	LOCAL
<b>Vacant</b>	<b>Brian Sleeth</b> Director, Warren County Board of Elections Lebanon, OH





# Standards Board



OKLAHOMA	
STATE	LOCAL
<b>Carol J. Morris</b> Director of Ballot Generation Services Oklahoma City, OK	<b>Jana Maddux</b> Secretary, Roger Mills County Election Board Cheyenne, OK



OREGON	
STATE	LOCAL
<b>Molly Woon</b> Elections Director Salem, OR	<b>Derrin (Dag) Robinson</b> Harney County Clerk Burns, OR



PENNSYLVANIA	
STATE	LOCAL
<b>Vacant</b>	<b>Tonia Fernandez</b> Election Supervisor Erie, PA



PUERTO RICO	
TERRITORY	LOCAL
<b>Norma Figueroa Morales</b> Absentee and Early Administrative Board President San Juan, PR	<b>Bethzaida Gonzalez Redondo</b> Absentee and Early Administrative Board Member San Juan, PR



RHODE ISLAND	
STATE	LOCAL
<b>Kathy Placencia</b> Director of Elections Providence, RI	<b>Nick Lima</b> Registrar/Director of Elections Cranston, RI



SOUTH CAROLINA	
STATE	LOCAL
<b>Howard Knapp</b> Executive Director, SC State Election Commission Columbia, SC	<b>Laura Booth</b> Director, Anderson County Board of Voter Registration and Elections Anderson, SC





# Standards Board



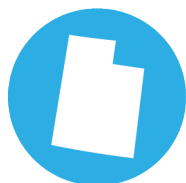
SOUTH DAKOTA	
STATE	LOCAL
<b>Rachel Soulek</b> Director, Division of Elections Pierre, SD	<b>Carri R. Crum</b> Clay County Auditor Vermillion, SD



TENNESSEE	
STATE	LOCAL
<b>Mark Goins</b> Coordinator of Elections Nashville, TN	<b>Paige Burcham Dennis</b> Obion County Election Commissioner South Fulton, TN



TEXAS	
STATE	LOCAL
<b>Christina Adkins</b> Director of Elections Austin, TX	<b>Heather Hawthorne</b> Chambers County Clerk Anahuac, TX



UTAH	
STATE	LOCAL
<b>Shelly Jackson</b> Deputy Director of Elections Salt Lake City, UT	<b>Lannie Chapman</b> County Clerk Salt Lake City, UT



VERMONT	
STATE	LOCAL
<b>Vacant</b>	<b>Sandra "Sandy" Pinsonault, MMC</b> Dorset Town Clerk Dorset, VT



VIRGIN ISLANDS	
TERRITORY	LOCAL
<b>Terrell Alexandre</b> STX Deputy Supervisor Christiansted, VI	<b>Alecia Wells</b> Chairwoman, Board of Elections Charlotte Amalie, STT







# Standards Board



VIRGINIA	
STATE	LOCAL
<b>Susan Beals</b> Commissioner of Elections Richmond, VA	<b>Mark Coakley</b> General Registrar Henrico, VA



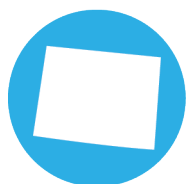
WASHINGTON	
STATE	LOCAL
<b>Stuart Holmes</b> Acting Director of Elections Olympia, WA	<b>Lori Larson</b> Stevens County Auditor Colville, WA



WEST VIRGINIA	
STATE	LOCAL
<b>Brittany Westfall</b> Director of Elections Charleston, WV	<b>Brian Wood</b> Putnam County Clerk Winfield, WV



WISCONSIN	
STATE	LOCAL
<b>Meagan Wolfe</b> Administrator Madison, WI	<b>Lori Stottler</b> Clerk, City of Janesville Janesville, WI



WYOMING	
STATE	LOCAL
<b>Jesse Naiman</b> Deputy Secretary of State Cheyenne, WY	<b>Kayla White</b> Albany County Clerk Laramie, WY





**Board of Advisors  
members at their annual  
meeting in Kansas City,  
Missouri, on April 18 and  
19, 2024.**



## Board of Advisors

The Board of Advisors is a 35-member committee composed of HAVA-mandated representatives from the National Governors Association (NGA), National Conference of State Legislatures (NCSL), National Association of Secretaries of State (NASS), The National Association of State Election Directors (NASSED), National Association of Counties (NACo), the International Association of Government Officials (IGO), Election Center, International Association of Clerks, Recorders, Election Officials, and Treasurers, the U.S. Commission on Civil Rights, and the Architectural and Transportation Barriers Compliance Board.

Other members include representatives from the U.S. Department of Justice (DOJ), Office of Public Integrity, and the Civil Rights Division; the director of the U.S. Department of Defense (DOD) Federal Voting Assistance Program (FVAP); four professionals from the field of science and technology, one each appointed by the Speaker and the Minority Leader of the U.S. House of Representatives, and the Majority and Minority leaders of the U.S. Senate; and eight members representing voter interests, with the chairs and the ranking minority members of the U.S. House of Representatives Committee on House Administration and the U.S. Senate Committee on Rules and Administration each appointing two members. Following the passage of HAVA, the National Association of County Recorders, Election Officials and Clerks and the International Association of Clerks, Recorders, Election Officials, and Treasurers merged to form the International Association of Government Officials.

Beginning in February 2024, Commissioner Hicks currently serves as the DFO for the Board of Advisors. The EAC held the Board of Advisors' annual meeting on April 18-29, 2024, in Kansas City, Missouri. Members had discussions on EAC agency and project updates, ethical standards for election administration, and administering elections in 2024.

New Executive board members were elected during the annual meeting. New officers include:

- Chair Ricky Hatch, Clerk/Auditor, Weber County, Utah
- Chair-Elect Scott Schwab, Secretary of State, Kansas
- Secretary Christine Walker, Clerk, Jackson County, Oregon





**Board of Advisors members at their annual meeting in Kansas City, Missouri, on April 18 and 19, 2024.**

# Board of Advisors

The Board of Advisors was comprised of the following members as of August 15, 2024.

MEMBER	POSITION	APPOINTING ENTITY
<b>Ryan Cowley</b>	Director of Elections, Utah Office of the Lieutenant Governor	National Governors Association
<b>J. Anthony Penry</b>	Deputy Securities Administrator and Director, North Carolina Secretary of State	National Governors Association
<b>Representative Kevin Bratcher</b>	Kentucky House of Representatives	National Conference of State Legislatures
<b>Senator Cheryl Kagan</b>	Maryland State Senate	National Conference of State Legislatures
<b>The Honorable Scott Schwab</b>	Kansas Secretary of State, NASS President	National Association of Secretaries of State
<b>The Honorable Tahesha Way</b>	New Jersey Secretary of State, NASS Immediate Past President	National Association of Secretaries of State
<b>Howard Knapp</b>	Executive Director, South Carolina Election Commission	National Association of State Election Directors
<b>Jonathan Brater</b>	Director of Elections, Michigan Bureau of Elections	National Association of State Election Directors
<b>Ricky Hatch</b>	County Clerk/Auditor, Weber County, UT	National Association of Counties





# Board of Advisors

MEMBER	POSITION	APPOINTING ENTITY
<b>Isaac Cramer</b>	Executive Director, Charleston County Board of Elections	National Association of Counties
<b>Vacant</b>	Vacant	United States Conference of Mayors
<b>Elizabeth (Liz) Howard</b>	Counsel – Brennan Center for Justice	United States Conference of Mayors
<b>Wesley Wilcox</b>	Supervisor of Elections, Marion County, FL	The Election Center
<b>Dean Logan</b>	Registrar-Recorder/County Clerk, Los Angeles County, CA	The Election Center
<b>Eric Fey</b>	Director of Elections, St. Louis County Election Board	International Association of Government Officials
<b>Christine Walker</b>	County Clerk, Jackson County, OR	International Association of Government Officials
<b>Vacant</b>	Vacant	United States Commission on Civil Rights
<b>Vacant</b>	Vacant	United States Commission on Civil Rights
<b>Benjamin W.J. Nadolsky</b>	Board Member	Architectural and Transportation Barrier Compliance Board
<b>Hannah Ibanez</b>	Board Member	Architectural and Transportation Barrier Compliance Board
<b>Robert J. Heberle</b>	Director – Election Crimes Branch, Public Integrity Section, U.S. Department of Justice	Chief – Office of Public Integrity – U.S. Department of Justice
<b>Vacant</b>	Vacant	Chief – Voting Section – Civil Rights Division – U.S. Department of Justice
<b>J. Scott Wiedmann</b>	Acting Director, Federal Voting Assistance Program U.S. Department of Defense	Director – Federal Voting Assistance Program – U.S. Department of Defense





# Board of Advisors

MEMBER	POSITION	APPOINTING ENTITY
<b>Elliot Berke</b>	Managing Partner, Berke Farah LLP	Speaker of the House
<b>Philip B. Stark</b>	Distinguished Professor of Statistics, University of California, Berkeley	House Minority Leader
<b>Barbara Simons, Ph.D.</b>	Association for Computing Machinery	Senate Majority Leader
<b>Sarah Ball Johnson</b>	City Clerk, Colorado Springs, CO	Senate Minority Leader
<b>John G. Fogarty</b>	Senior Counsel	House Administration – Chair
<b>Hans von Spakovsky</b>	Senior Legal Fellow and Manager, Election Law Reform Initiative, Edwin Meese III Center for Legal and Judicial Studies, The Heritage Foundation	House Administration – Chair
<b>Gregory T. Moore</b>	President & CEO, Promise of Democracy Foundation	House Administration – Ranking Member
<b>Thomas F. Ferraresse</b>	Former Commissioner of Elections, Monroe County, NY	House Administration – Ranking Member
<b>James Dickson</b>	Retired	Senate Rules & Administration Committee – Chair
<b>Mark Ritchie</b>	Civilian Aide, Secretary of the U.S. Army	Senate Rules & Administration Committee – Chair
<b>Rick Stream</b>	Republican Director of Elections, St. Louis County, MO	Senate Rules & Administration Committee – Ranking Member
<b>Shane Schoeller</b>	Clerk, Greene County, MO	Senate Rules & Administration Committee – Ranking Member
<b>Commissioner Thomas Hicks</b>	Designated Federal Officer (DFO)	Designated Federal Officer (DFO)
<b>Adam Podowitz-Thomas</b>	Alternate Designated Federal Officer (ADFO)	Alternate Designated Federal Officer (ADFO)





# Appendix





# Election Security

STATE/ TERRITORY	AWARD	EXPENDITURES	PERCENT EXPENDED
Alabama	\$16,223,778	\$10,504,136	64.75%
Alaska	\$9,000,000	\$5,663,216	62.92%
American Samoa*	\$1,800,000	\$1,555,362	86.41%
Arizona	\$19,570,974	\$15,544,529	79.43%
Arkansas	\$12,503,000	\$8,878,584	71.01%
California	\$87,527,280	\$47,486,855	54.25%
Colorado	\$16,821,719	\$6,504,210	38.67%
Connecticut	\$13,876,298	\$12,876,298	92.79%
Delaware*	\$9,036,503	\$6,923,979	76.62%
District of Columbia	\$9,000,000	\$7,585,105	84.28%
Florida*	\$49,137,797	\$49,137,797	100%
Georgia*	\$26,564,396	\$26,402,217	99.39%
Guam	\$1,800,000	\$1,229,828	68.32%
Hawaii	\$8,642,675	\$2,390,891	27.66%
Idaho	\$9,804,176	\$6,116,883	62.39%
Illinois	\$33,419,386	\$18,636,064	55.76%
Indiana	\$19,726,967	\$18,212,896	92.32%
Iowa	\$12,786,087	\$6,944,112	54.31%
Kansas	\$12,308,516	\$5,835,699	47.41%
Kentucky	\$15,265,189	\$10,981,866	71.94%
Louisiana	\$15,524,875	\$0	0%
Maine	\$9,643,743	\$5,373,944	55.72%
Maryland	\$18,463,045	\$7,870,307	42.63%
Massachusetts	\$20,522,796	\$13,930,274	67.88%
Michigan	\$27,309,809	\$15,418,194	56.46%
Minnesota	\$17,316,526	\$7,981,745	46.09%
Mississippi*	\$12,521,137	\$8,572,760	68.47%
Missouri*	\$18,804,155	\$10,757,047	57.21%
Montana	\$9,133,535	\$6,249,675	68.43%





# Election Security

STATE/ TERRITORY	AWARD	EXPENDITURES	PERCENT EXPENDED
Nebraska	\$10,422,268	\$4,125,756	39.59%
Nevada	\$12,083,287	\$9,679,869	80.11%
New Hampshire	\$9,582,633	\$2,315,941	24.17%
New Jersey	\$25,065,815	\$14,816,049	59.11%
New Mexico	\$10,853,131	\$9,111,364	83.95%
New York	\$49,241,277	\$32,745,140	66.50%
North Carolina*	\$26,684,846	\$23,709,226	88.85%
North Dakota	\$9,000,000	\$3,749,482	41.66%
Northern Mariana Islands*	\$1,200,000	\$691,184	57.60%
Ohio	\$30,913,519	\$30,353,596	98.19%
Oklahoma	\$11,036,835	\$3,369,375	30.53%
Oregon	\$14,392,029	\$13,594,492	94.46%
Pennsylvania	\$34,063,403	\$30,224,605	88.73%
Puerto Rico	\$9,172,946	\$7,352,272	80.15%
Rhode Island	\$9,216,180	\$5,220,108	56.64%
South Carolina	\$16,003,757	\$15,069,321	94.16%
South Dakota	\$9,000,000	\$2,967,020	32.97%
Tennessee	\$19,731,714	\$12,770,850	64.72%
Texas	\$59,696,068	\$35,940,772	60.21%
U.S. Virgin Islands	\$1,800,000	\$1,184,750	65.82%
Utah	\$11,728,717	\$5,112,637	43.59%
Vermont	\$9,000,000	\$2,323,368	25.82%
Virginia	\$23,436,530	\$21,384,535	91.24%
Washington	\$20,686,441	\$10,965,495	53.01%
West Virginia	\$10,666,930	\$9,666,930	90.63%
Wisconsin	\$18,209,648	\$12,729,803	69.91%
Wyoming	\$9,000,000	\$4,053,057	45.03%
<b>Total</b>	<b>\$1,005,942,336</b>	<b>\$670,975,793.85</b>	<b>66.7%</b>





















\*Annual 2024 report has not been submitted as of 1/15/25; Expenditures reflect most recently submitted report.







# Section 101

STATE/ TERRITORY	AWARD	EXPENDITURES	PERCENT EXPENDED
 Alabama	\$4,989,605	\$4,823,431	 96.67%
 California	\$26,874,597	\$26,874,597	 100%
 Georgia	\$7,816,328	\$7,816,328	 100%
 Hawaii	\$5,000,000	\$4,865,584	 97.31%
 Kansas	\$24,033,425	\$24,033,425	 100%
 New Hampshire	\$5,000,000	\$5,000,000	 100%
 New York	\$16,494,325	\$14,427,729.88	 87.47%
 South Carolina	\$4,652,412	\$4,652,412	 100%
 South Dakota*	\$5,000,000	\$5,000,000	 100%
 Wyoming	\$5,000,000	\$5,000,000	 100%
<b>Total</b>	<b>\$104,860,692</b>	<b>\$102,493,506.88</b>	<b>97.7%</b>





# 251 Requirement Payments

STATE/TERRITORY	AWARD	EXPENDITURES	PERCENT EXPENDED
Alabama	\$40,247,219	\$40,227,898	99.95%
Alaska	\$13,021,803	\$13,007,102	99.89%
Arizona	\$45,516,688	\$45,516,688	100%
California	\$296,305,593	\$293,539,576	99.07%
Florida**	\$148,633,048	\$148,633,048	100%
Georgia**	\$72,641,827	\$72,641,827	100%
Hawaii	\$13,028,257	\$13,028,257	100%
Illinois	\$110,597,147	\$109,611,414	99.11%
Indiana**	\$54,440,282	\$54,440,282	100%
Kansas	\$24,033,425	\$24,033,425	100%
Kentucky	\$36,919,261	\$32,689,467	88.54%
Massachusetts	\$58,589,549	\$53,398,171	91.14%
Minnesota	\$43,962,194	\$43,962,194	100%
Mississippi**	\$25,164,294	\$25,164,294	100%
New Hampshire	\$13,028,257	\$10,719,407	82.28%
New York	\$172,076,865	\$172,076,865	100%
Ohio**	\$102,069,874	\$102,069,874	100%





# 251 Requirement Payments

STATE/TERRITORY	AWARD	EXPENDITURES	PERCENT EXPENDED
Oklahoma	\$31,043,081	\$31,043,081	100%
Pennsylvania	\$112,821,809	\$112,482,163	99.70%
Puerto Rico*	\$5,868,252	\$5,864,002	99.93%
South Carolina	\$36,384,617	\$36,384,617	100%
South Dakota*	\$13,028,257	\$13,028,257	100%
Tennessee	\$51,877,745	\$34,344,711	66.20%
Utah	\$18,491,597	\$17,947,449	97.06%
Vermont	\$12,453,257	\$12,453,257	100%
Washington**	\$52,955,253	\$52,955,253	100%
West Virginia	\$17,184,961	\$17,158,200	99.84%
<b>Total</b>	<b>\$1,622,384,412</b>	<b>\$1,588,420,784.35</b>	<b>97.9%</b>

\*Annual 2024 report has not been submitted as of 1/15/25; Expenditures reflect most recently submitted report.

\*\*Grant is in closeout.





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