



U.S. ELECTION ASSISTANCE COMMISSION

2025 Annual Report

— EAC.gov —





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Executive Summary



Executive Summary

As the only federal agency solely focused on election administration, the EAC works to test and certify the nation's election equipment, support election officials, and serve voters. Ultimately the agency's focus is to make elections safe, secure, accurate, and accessible. 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 2025, as well as the 2025 calendar year, and our efforts to further the mission of the EAC. The EAC's contributions and accomplishments helped support successfully administered elections in 2024 and 2025.

Election Technology and Security

During FY 2025, the EAC's Election Technology Office achieved significant milestones in support of testing and certifying the nation's voting equipment. A major highlight was the certification of two voting systems to the latest Voluntary Voting System Guidelines (VVSG) available—

★ **Mission:** To improve the administration of federal elections.

★ **Vision:** Instill confidence and trust in elections that are safe, secure, accurate, accessible, and conducted with the highest standards of integrity.

VVSG 2.0. Due to significant investment and dedication of EAC staff, the agency met and exceeded expectations and timelines shared with the public.

As of December 2025, there are five additional systems in test to VVSG 2.0 and the EAC will continue progress toward their certification throughout 2026. These are important steps toward seeing 2.0 systems in voting locations nationwide. Through this process, the EAC completed the biennial review of Voting System Test Laboratories (VSTL) accreditation. This includes review of materials and



EAC Commissioner Christy McCormick recites the Pledge of Allegiance with California Secretary of State Dr. Shirley Weber (left) and attendees of the EAC and Vet the Vote's Poll Workers Helping Americans Vote event by the USS Iowa. Photo credit: Los Angeles County Registrar-Recorder/County Clerk





on-site visits to make sure appropriate testing processes and procedures are in place.

The Testing and Certification Division also worked to draft VVSG 2.1 in collaboration with stakeholders and the National Institute of Standards and Technology (NIST). As part of this effort, the EAC convened five meetings of the Technical Guidelines Development Committee to collect feedback directly from members. The VVSG 2.1 initiative reflects the agency's commitment to regularly reviewing the standards to ensure they remain relevant to current and future voting system technologies.

This year, the EAC formally closed out VVSG 1.0 by guiding the final remaining systems through certification under the lifecycle policy, completing the transition away from the standard.

The EAC's Election Supporting Technology Evaluation Program (ESTEP) marked a turning point with the certification of the nation's first electronic poll book at the federal level. This provided a roadmap to implement similar evaluation and testing programs for other election technology. The EAC is leading the way in this area with the Electronic Ballot Delivery Systems Pilot Program, the Voluntary Voter Registration Systems Guidelines version 0.5, and a report on expanding

security testing of election night reporting systems, all of which are expected to be completed in 2026.

The agency's Field Services Program continued to expand its role as a post-certification resource for election officials, strengthening oversight of fielded voting systems through direct engagement. The program logged over 500 communications during the fiscal year, reflecting a sustained effort to provide support, answer questions from state and local officials, and serve as a bridge between jurisdictions and the EAC. The program conducted briefings with 12 state and county election departments and processed a total of 48 hash value requests spanning nine states, 30 counties, and two townships.

Assisting Election Officials and Voters

The EAC supports election officials and voters in several ways, from no-cost training programs to resources, election administration data, poll worker information, and more. The topics and formats of this support are often based on direct feedback from stakeholders. In addition to the resources on eac.gov, the agency manages vote.gov, a portal where users can access state-specific registration and voting



The EAC co-hosts the State Certification Testing of Election Systems National Conference (SCTESNC) 2025, held June 3-4, 2025, in Washington, DC, with Indiana's Voting System Technical Oversight Program (VSTOP) and Georgetown University McCourt School of Public Policy's Tech and Public Policy Program.





information. In October 2024, 3 million visitors used the site for voter registration information leading up to the general election. From October 2024 through November 2025, 5.8 million visitors went to vote.gov with most visits to state-specific information on how to register to vote.

In FY 2025, the agency continued to grow the Learning Lab, an online training platform for state and local election officials. Its mission is to provide no-cost, accessible, and practical training to all election officials — spanning geographic locations, jurisdiction sizes and types, and levels of experience in election administration. As of September 25, 2025, there were 1,001 election officials within the Learning Lab on-demand platform representing 48 states and two territories.

The EAC training team estimates that election officials on the platform represent 525 localities and serve over 80 million voters. As of September 25, 2025, users had completed 3,188 training modules. The EAC also offers in-person training to election officials. During the fiscal year, the EAC trained more than 3,400 participants at in-person workshops across 23 election official conferences, including 19 state conferences.

As required by HAVA, in June 2025, the EAC published the 2024 Election Administration and Voting Survey (EAVS) Report. It covers topics such as voter participation, voter registration, voter list maintenance, and election technology, as well as early and Election Day polling place operations for the general election. These results reflect a 100% response rate from all 50 states, five U.S. territories, and the District of Columbia. The EAC has identified at least 70 external citations on the EAVS published in 2025 alone.

The EAC's Clearinghouse Community, part of the Clearinghouse Network launched in 2023, is a collaborative peer-to-peer platform that connects state and local election officials nationwide. As of December 2025, the community had a total of over 1,500 verified election officials representing all 50 states, Washington DC, Guam, and the U.S. Virgin Islands. In 2025, the Community added 685 new users, a 90% growth rate. Just counting the local election officials, members serve 102.3 million voters, or 58% of all registered voters in the United States.

In FY 2025, the EAC continued to support HAVA's requirement for voters with disabilities to be able to mark,



EAC Commissioners hear from Dean Logan, the Los Angeles County Registrar-Recorder/County Clerk, at the 2024 Post-Election Hearing on December 10, 2024.





cast, and verify their ballots privately and independently. The Commission expanded its resources to help election offices comply with federal accessibility laws and serve the 40.2 million eligible U.S. voters with disabilities.

Highlighting Best Practices

The EAC fulfills its role as a national clearinghouse for information on election administration in many ways, including developing resources for election administrators at the state and local level. In FY 2025, the [EAC added more than 20 materials](#) to the agency's robust election administration library with best practices on key topics such as voter list maintenance, election technology, procurement and implementation, disaster preparedness, and more. The Commission also continued to increase the use of popular resources such as the Election Scenario Test Deck.

Another way the EAC supports its clearinghouse role is by hosting the annual Clearinghouse Awards. The "Clearies" recognize efforts and contributions of election officials and their offices in implementing best practices across various categories of election administration. The EAC has received around 785 entries since the Clearies started nine years ago, demonstrating the program's continued success.

For the 2024 competition, a panel of election official judges from the EAC's advisory boards evaluated an unprecedented 258 submissions across all categories. In April 2025, the EAC presented Clearie Awards to 53 programs, with honorees ranging from counties with 25,000 registered voters to states with over 22.9 million. Additionally, the EAC acknowledged 44 election offices with Clearie Honorable Mention awards to further promote best practices to election administrators.

External Outreach

In FY 2025, the Commissioners attended and presented at over 100 conferences and events to meet with state and local election officials, U.S. and international policymakers, students, and voters. EAC staff represented the agency at 28 conferences, providing in-person training, highlighting best practices, and sharing information in support of the EAC's mission to improve federal elections.

To meet stakeholders where they are, Commissioners and staff went to 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 nationwide.



EAC Commissioner Christy McCormick and Commissioner Ben Hovland meet with election officials in Guam for the LLC and Standards Board Region 6 meeting in March 2025.





Administering Grant Funds

An important function of the EAC is the administration of federal HAVA grants. In FY 2025, the EAC disbursed and administered \$15 million of new HAVA Election Security funds. These funds are critical for states to modernize voting infrastructure. Reports on how funds are spent show that states use funds to upgrade voting machines, improve cybersecurity systems, provide election officials with cybersecurity training, and implement post-election audits, among other uses. The EAC regularly publishes grants guidance and provides resources, including in-person assistance, training, virtual technical support, and subject-specific webinars.

During the fiscal year, the EAC provided 50 training sessions on HAVA grant management and conducted eight on-site visits, including three U.S. territories. On-site visits provide one-on-one training and dedicated support ensures the funds are being spent appropriately, and requirements are being met. To further this effort, the agency published four grant resources on the 2024 revisions to the Uniform Guidance, allowable food and refreshment costs, managing earned interest, and how to request HAVA funds. Grants staff also worked with state grantees

to close 15 audit recommendations during the fiscal year with an additional six recommendations expected to be closed by January 2026.

EAC Advisory and Oversight Boards

The EAC's four advisory boards met throughout 2025 to provide feedback and foster collaboration between the agency and election officials and experts in the field. The Technical Guidelines Development Committee (TGDC) convened multiple times and provided technical feedback on the EAC's proposed changes for the VVSG 2.1 and feedback on the EAC's election technology programs. The Standards Board, Local Leadership Council (LLC), and Board of Advisors shared lessons learned from the 2024 elections and feedback on EAC programs and resources. The EAC also provided briefings on the Executive Order on Preserving and Protecting the Integrity of American Elections. To dive deeper into diverse needs of election officials across the country, the EAC held four regional meetings for the LLC and Standards Board members. Insights from board members contribute to the EAC's strategic focus and guide future priorities.



Commissioners McCormick and Hicks meet with Local Leadership Council Region 2 members in Des Moines, Iowa.





About the EAC



Meet the Commissioners

Vice Chair Thomas Hicks, Chairman Donald Palmer, Commissioner Ben Hovland, and Commissioner Christy McCormick, in the EAC Hearing Room.



As outlined in 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 24, 2025, Donald L. Palmer was named Chairman and Thomas Hicks was named Vice Chair. In February 2026, Thomas Hicks will begin a year-long rotation as Chairman and Commissioner Christy McCormick will serve as Vice Chair.





Chairman's Message



During my term as Chair, the Commission has made considerable progress in its support of the election community. Two primary goals have guided our work: implementing more robust systems for the next generation of voting technology and developing professional standards for elections.

The security of our election systems is paramount. We successfully certified the first two VVSG 2.0 voting systems, which enhances the cybersecurity and auditability of equipment across the country. We look forward to certifying more next generation systems and seeing their acquisition across the country.

The EAC's core mission mandate — developing standards and certifying voting systems — has remained central to the security of national infrastructure protection. The agency has continued to evolve, expanding testing, piloting new technologies, adapting to technological advances, and providing technical guidance directly to jurisdictions.

In late 2025, the Congress passed and the president signed legislation in the National Defense Authorization Act (NDAA) modifying the Help America Vote Act, requir-

ing the EAC to conduct penetration testing of all election systems. In 2025, the EAC developed the foundation to improve penetration testing of election systems to better improve the security of the nation's elections. With continued bipartisan support and adequate resources, the EAC will remain a trusted partner for election administrators and the public.

Another major milestone for the agency was the certification of our first poll book and the expansion of the Election Supporting Technology Evaluation Program (ESTEP) to include evaluation of electronic ballot delivery, election night reporting, and voter registration systems. These initiatives will help states improve the accuracy of voter registration and foster national standards similar to the successful Voluntary Voting System Guidelines (VVSG).

Cybersecurity remains a complex and evolving challenge. Starting with the fundamentals, we encouraged election offices to adopt best practices such as regular backups, multifactor authentication, and ongoing device maintenance.





The EAC supported these efforts through best practice products, grants and expanding penetration and vulnerability testing for voting systems and related technologies, and the expanded offering of on-the-ground support through our Field Services staff.

In 2025, the EAC co-hosted the 14th Annual State Certification Testing of Election Systems National Conference showcasing not only the agency's work in this field to a record-setting attendance, but also highlighting emerging research and methods used in the field.

The EAC has been working with election officials throughout the fiscal year to create a set of professional auditing principles and guidelines to review all phases of the election process to promote transparency and confidence in the election administration process. These guidelines will lay the groundwork for audit pilots and the implementation of standards in the year to come. Trust in elections must be earned through professionalism, transparency, and effective communication.

The EAC also conducted three research studies on election administration that were formally reported to the Congress on ways to improve elections, including ways to increase the accuracy of voter lists using third-party commercial data. Other important topics included election worker recruitment, training, retention, and evaluation and a report measuring the impact of Election Security Grants made available from Congress.

This year we have also continued to expand to our professional education resources for the election community. The EAC's Learning Lab, which now has over 1,000 participants from 48 states and two territories, is constantly expanding in services to include more topics and in-person trainings across the country.

The growing EAC Clearinghouse Network online community now has over 1,500 members representing all 50 states and territories. This community allows election officials from across the nation to share information, communicate with each other, and seek feedback on election administration, research, and study.

It is a priority to ensure that all jurisdictions, especially smaller or rural ones, have access to adequate resources and support. Funding is a persistent concern, and election

infrastructure must be continually improved. While federal support has been essential, state and local governments are key to providing consistent and adequate funding.

Now is a critical time to start planning to fund the transition to the new VVSG 2.0 voting systems. The federal government obviously has a role in encouraging localities across the country to upgrade to the standards Congress has asked the EAC to develop. In the past, Congress has played a key role in funding election infrastructure as seen when it attached over \$3 billion in grants to HAVA to jump-start the initial purchase of VVSG 1.0 systems nationwide over 20 years ago. This kind of support should continue as we look to upgrade our systems to better meet the technological expectations of the public and Congress.

In 2025, the EAC again answered the call from election officials across the country to help raise awareness of the need for poll workers and assist in recruitment efforts. Since 2020, National Poll Worker Recruitment Day has highlighted the importance of poll workers and been used by election offices across the country as a recruitment opportunity. In 2025, 33 state election offices, and election offices and other organizations in 45 states took part in National Poll Worker Recruitment Day. EAVS data shows election offices are finding it easier to build this recruiting network for election workers. The EAC's efforts are a contributing factor to that progress.

Throughout 2026, the EAC will join the nation as we celebrate the 250th anniversary of our independence. With the signing of the Declaration of Independence, we laid the foundation for our democracy and the right to representative government that we enjoy today. As we reflect on one of our country's founding documents and the evolution of the voting experience, the EAC will celebrate the history of voting in America and how we can continue to assist election officials and improve the voter experience this year and beyond.

Donald L. Palmer

Chairman

U.S. Election Assistance Commission





Donald L. Palmer, Chairman



Donald Palmer was nominated by President Donald J. Trump and confirmed by unanimous consent of the U.S. Senate on January 2, 2019, to serve as an EAC Commissioner. Mr. Palmer currently serves as Chairman of the EAC and the Designated Federal Officer (DFO) for the Technical Guidelines Development Committee (TGDC).

During his first 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 as 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. Mr. 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 Designated Federal Officer (DFO) of the EAC's Standards Board, the Board of Advisors, and the Local Leadership Council on different occasions, and the Technical Guidelines Development Committee (TGDC) during the implementation phase of Voluntary Voter System Guidelines (VMSG) 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 aligned with the EAC to review the security and usability of voting systems and electronic poll books. He was a state leader in 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, Vice Chair



Thomas Hicks was nominated by President Barack H. Obama and confirmed by unanimous consent of the United States Senate on December 16, 2014, to serve on the U.S. Election Assistance Commission (EAC). Mr. Hicks currently serves as the Vice Chair of the EAC and the Designated Federal Officer (DFO) of the Local Leadership Council.

Mr. 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, and 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 United States and overseas.

Prior to his appointment to the EAC, Mr. Hicks served in senior roles on the U.S. House of Representatives Committee on House Administration. 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).

Prior to joining the U.S. House of Representatives, Mr. Hicks worked at the nonprofit Common Cause and the Office of Congressional Relations for the Office of Personnel Management.

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 Board of Advisors.

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. Ms. McCormick 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), and 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), and 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.





Benjamin W. Hovland, Commissioner



Benjamin W. Hovland was confirmed by unanimous consent of the U.S. Senate on January 2, 2019, to serve on the EAC. Mr. Hovland has served as Chair of the EAC twice in the 2020 and 2024 presidential election years.

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 United States. 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 Mr. Hovland's first term as Chairman, the EAC adopted an updated version of the Voluntary Voting System Guidelines (VMSG). Known as VMSG 2.0, this represents the first major overhaul of the standards in 15 years and a major leap forward for future election systems. Other ini-

tiatives under his leadership include innovative programs and platforms designed to facilitate collaboration among 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.





Executive Director's Letter

As the EAC's Executive Director, it is a privilege to reflect on the tremendous progress and commitment to our mission of improving the administration of federal elections. Our small but dedicated team has focused on refining internal processes, allowing the EAC to be even more impactful and provide trusted resources to our stakeholders.

This year, the EAC achieved measurable progress toward our agency goals. We have made meaningful operational improvements that have increased our team's responsiveness and enhanced transparency and accountability. By leaning into AI and process improvements, we have seen small changes such as streamlined approvals over purchase cards to large changes, such as the ability to analyze large data sets more quickly. We have continued to embrace the highest standards of performance management, and our teams have cross-trained so, despite decreasing our overall staff count, we are still able to meet our mandates. We have been guided by accountability and dedicated to ensuring the responsible use of taxpayer funds.



In 2025, we placed stakeholder responsiveness at the core of our efforts. We held 22 events in nine states that focused on a variety of topics such as disaster preparedness and poll worker recruitment. By attentively listening to input from our advisory boards, we focused on the areas of greatest interest and continuously adapted to meet changing needs to better serve the community. We heard that election officials find toolkits helpful and responded with an updated social media toolkit. We heard there was a need for resources to help election officials with procurement, so we responded with a request for proposal (RFP) template generator and library of successful RFPs. We remained nimble and adjusted our priorities to meet the needs of our stakeholders.

Another continuing area of focus is facilitating connections between election officials so they can share best practices and learn from one another. We've demonstrated success by facilitating roundtables, regional meetings, and holding the first-ever Ideas Lab. The Ideas Lab brought together 81 federal advisory board members to develop ideas, processes, and solutions for election administration challenges. The participants generated 230 challenges and then formed teams to create 16 overarching ideas for improving election administration — highlighting more opportunities for the EAC to develop resources and facilitate solutions.

As a small agency, the EAC has historically launched programs successfully through a pilot approach. This allows us to demonstrate proof of concept before fully committing to a program. In 2025, at an EAC hearing, the Commissioners voted to continue offering field services, a quality monitoring program that assists states and local jurisdictions in the verification of EAC certified fielded voting systems. The team has deployable subject matter experts that offer hash verification, anomaly reporting, and training. These efforts are critical to the continuing progress in advancing election security.





Recognizing the critical role of data and research for understanding elections, EAC hosted the 2025 EAC Data Summit. This event brought together experts, practitioners, and researchers to strengthen our collective understanding of election data and research. It highlighted not only the EAC's leading role in the field of election research but explored how that data can be applied in the field to improve election administration.

The EAC published the 2024 Election Administration and Voting Survey that showed how election technology use is growing, methods Americans are using to cast their ballot, and how many election offices are finding it easier to recruit poll workers. This data, compiled directly from election officials, informs the EAC's work and priorities, and offers the most comprehensive picture of our federal elections.

At the core of the EAC's work are the election officials who work, day in and day out, to serve voters. This fiscal year included the 2024 general election with millions of ballots counted and the attention of a nation focused on the work they do. But there are no off years in elections and in 2025, we saw officials make improvements and continue serving their communities in local and state elections.

The EAC [highlighted the voices of these public servants in a video](#), where election officials shared their dedication to the integrity of elections and their profession. Their passion and dedication should give all Americans confidence in the security and accuracy of our elections.

Dustin Czarny, a local election official from New York, summed up that sentiment well saying, "It's been the honor of my life to be an elections commissioner, to be able to safeguard democracy for my friends, my neighbors and to be able to work with the Election Assistance Commission."

The EAC shares that passion, and we thank election officials for their unwavering dedication to public service and our elections.

The progress the EAC made this year would not be possible without the leadership of our Commissioners and the dedication of our staff. Looking ahead to 2026, I am confident that the EAC will continue to enhance the security and accuracy of elections, provide unbiased information and resources, and deliver excellent service.

Brianna Schletz

Executive Director

U.S. Election Assistance Commission





EAC Staff

At the end of the calendar year, the EAC's staff included 68 full-time employees, including four Commissioners. The agency continues to focus on strengthening the security and integrity of elections across the country. Throughout 2025, EAC staff provided critical support and needed resources for election officials, improved the efficiency of internal operations, and responded to stakeholders.



Chief AI Officer

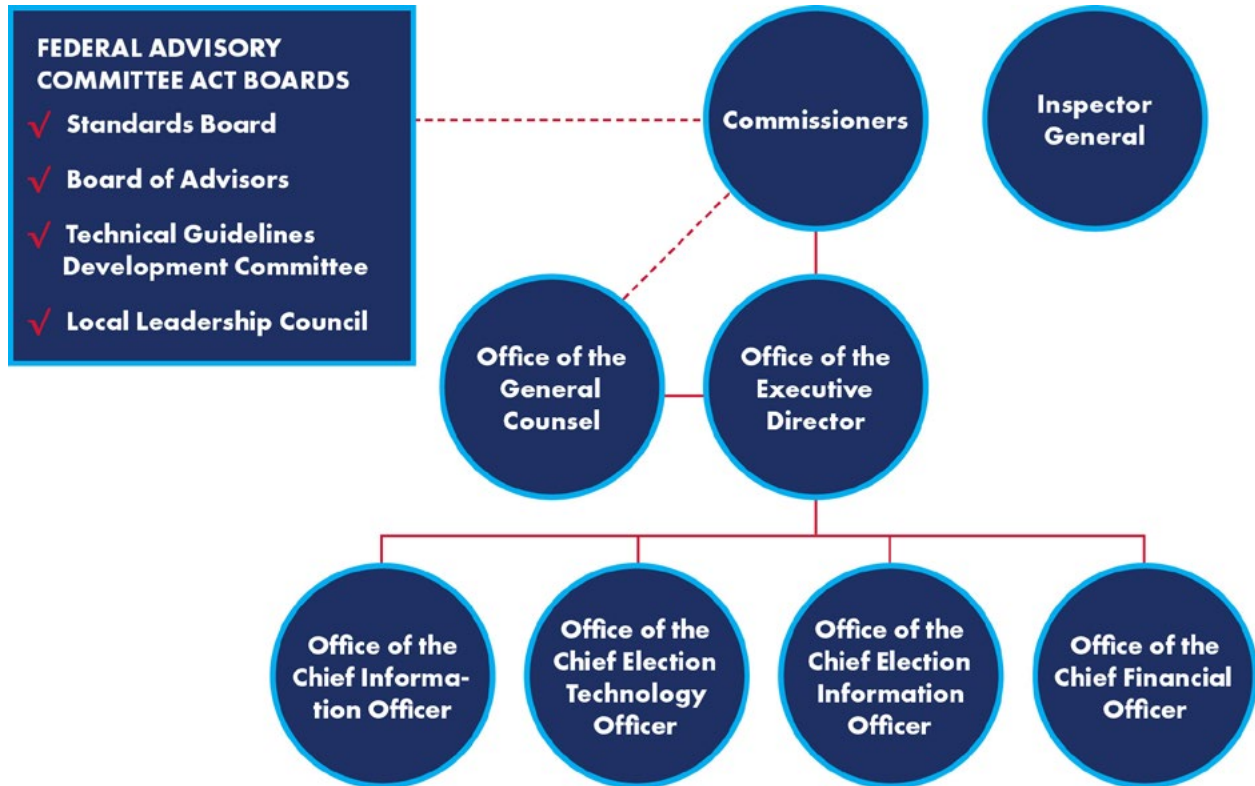
In June 2025, the EAC established a dedicated Chief AI Officer (CAIO) to lead agency-wide AI strategy and governance. The CAIO, supported by leadership, is implementing internal policies that enable responsible and accelerated adoption of AI tools across the EAC workforce. These efforts align with federal directives under EO 14179 and OMB Memorandum M-25-21, positioning the EAC to leverage government-wide AI initiatives such as USAi and other partnerships announced in August 2025.

Building on early efficiencies gained through the deployment of various frontier models, the EAC is expanding its use of AI to streamline internal processes, improve data analysis, and enhance service delivery to election officials. This includes piloting AI-driven solutions for knowledge management, document automation, and predictive analytics to better anticipate operational needs.





The EAC's Organizational Chart



Former EAC Chairman Ben Hovland passes the gavel to current Chairman Donald Palmer in February 2025.



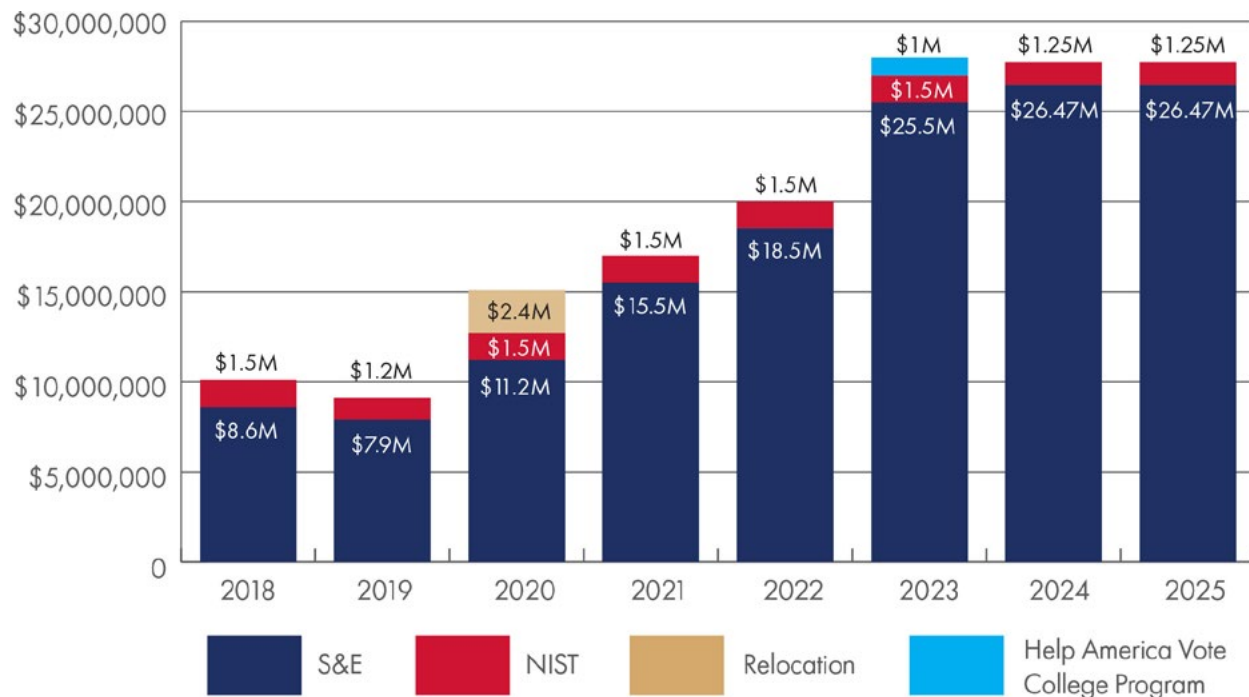


EAC Appropriations

On March 15, 2025, Congress passed the Full-Year Continuing Appropriations and Extensions Act of 2025 which provided the EAC with \$27.72 million in agency operating funds for FY 2025, including \$1.25 million made available to the National Institute of Standards and Technology (NIST). The EAC utilized nearly every dollar of that funding with a year-end obligation rate of approximately 99.4%.

As part of that same funding package, the EAC also received \$15 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 security. The minimum award amount is \$272,727 for states and \$54,545 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 – FY 2025





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, 2024, through November 14, 2025. The following also includes votes taken through the calendar year.

Subject	Result of Vote	Decided by a Vote of	Date Transmitted	Certified Date
Appointment approval of Camden Kelliher as the U.S. Election Assistance Commission General Counsel for a term of four (4) years	Approve	4-0	12/10/2024	12/10/2024
Renewal of Charters for Board of Advisors, Standards Board, TGDC, and Local Leadership Council	Approve	4-0	4/7/2025	4/9/2025
Recommending Approval of the Report on Election Worker Recruitment, Training, Retention, and Evaluation	Approve	4-0	1/7/2025	1/10/2025
Approving the Report on Measuring the Impact of Recent Grants to Election Administrators Under the Help America Vote Act	Approve	4-0	1/15/2025	1/17/2025
Recommending Approval of the EAC Board of Advisors Membership and Appointment Policy Statement	Approve	4-0	1/21/2025	1/24/2025
Appointment of Donald Palmer as the Designated Federal Officer to the Technical Guidelines Development Committee; Appointment of Thomas Hicks as the Designated Federal Officer to the Local Leadership Council; Appointment of Christy McCormick as the Designated Federal Officer to the Board of Advisors; and Appointment of Benjamin Hovland as the Designated Federal Officer to the Standards Board	Approve	4-0	2/19/2025	2/19/2025
Approving the appointment of Donald Palmer as the Chairman and Thomas Hicks as the Vice Chairman	Approve	4-0		2/19/2025
Vote to Continue Field Services	Approve	4-0		2/19/2025
Approval of the U.S. Election Assistance Commission Paper Ballot Policy	Approve	4-0	5/22/2025	5/27/2025
Adopting the Election Administration and Voting Survey 2024 Comprehensive Report	Approve	4-0	6/17/2025	6/19/2025
Considering the Delegation of Authority of Maintenance of the Federal Form	Fail	2-2	8/11/2025	8/15/2025
Considering Approval of the Voter List Maintenance Study	Approve	4-0	8/25/2025	8/25/2025
Consideration of Louisiana's Request to Update Box 6 of the State-Specific Instructions on the National Mail Voter Registration Form	Fail	2-2	8/27/2025	9/5/2025





Subject	Result of Vote	Decided by a Vote of	Date Transmitted	Certified Date
Considering the Approval of Sarah Dreyer as EAC Inspector General	Approve	4-0	9/15/2025	9/17/2025
Consideration of Changes to Federal Form to Facilitate Verification of Eligibility and Citizenship of Applicants, Documentary Proof of Citizenship	Fail	2-2	9/3/2025	9/5/2025
Consideration of EAC Continuity of Operations	Fail	2-2	9/25/2025	9/29/2025
Considering Louisiana's Request to Update Box 6 of the State-Specific Instructions on the National Mail Voter Registration Form Option 1(B)	Fail	2-2	11/3/2025	11/14/2025

Executive Order (EO) 14248 on Preserving and Protecting the Integrity of American Elections

On March 25, President Donald Trump issued Executive Order (EO) 14248 on Preserving and Protecting the Integrity of American Elections, charging the EAC with various responsibilities and addressing issues of election integrity. The EAC has worked to address relevant sections of the EO, subject to judicial rulings. Throughout the year, the EAC provided briefings to HAVA-mandated Federal Advisory Committees and sought consultation with state chief election officials. As part of this process, the EAC held five public meetings of the EAC Technical Guidelines Development Committee to receive technical advice on proposed updates to the VVSG prior to additional input from the EAC advisory boards required by statute.

Related to the EO, on July 16, 2025, the EAC received a petition for rulemaking submitted by America First Legal Foundation asking the Commission to amend EAC Regulations and the National Mail Voter Registration Form to require documentary proof of United States citizenship to register to vote in federal elections. The EAC sought public comment on the petition and received nearly 135,000 unique comments representing approximately 390,000 signatories. As of December 2025, the EAC was reviewing the submissions.





Recommendations



Recommendations

- ★ **1. The EAC recommends the Congress consider legislative efforts to strengthen election security and cybersecurity by establishing an independent security testing program and a coordinated vulnerability disclosure initiative 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 through independent security testing of elections infrastructure and identification and mitigation of 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 help achieve the national security objectives approved by Congress.

Election officials face a growing list of cybersecurity-related obligations and challenges. Legislation supporting this concept would reinforce and augment the strong security measures already in place, providing additional layers of protection over election systems and further strengthening public confidence in the election process.





Recommendations

★ **2. Authorize and appropriate funds to develop ways to improve voter registration system accuracy and interoperability.**

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. Accurate 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 2025, the EAC completed a pilot study under HAVA Section 241 to research the use of third-party commercial data to improve voter list accuracy. The research suggests that using credit bureau data may be a useful supplemental tool for list maintenance. This study is an example of how the EAC can contribute to research and recommendations that help improve voter list maintenance processes across the country. With additional Congressional investment, the EAC can address questions 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 changes in state law.

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.





Recommendations

★ **3. Authorize and appropriate funds to allow the EAC to sustain and expand state and local election official professional training and workforce development programs.**

The EAC recommends Congress authorize and appropriate funds to sustain and expand efforts to address election workforce professionalization. Pursuant to its mandate under HAVA, the EAC will use these funds to implement in-person and virtual voluntary training for election officials, study workforce development, and recommend programming to address workforce needs.

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. As competencies and skills necessary to perform critical election operations change, 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.





Recommendations

★ **4. 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.





Recommendations

★ 5. Authorize and appropriate funds to research the rising 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. Looking ahead, research estimates a national figure of \$53.3 billion needed to conduct elections over the next decade, or \$5.3 billion when converted to an annual basis.

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.





Recommendations

★ **6. Appropriate HAVA modernization funds for states and territories to procure VVSG 2.0 version systems.**

The EAC recommends that Congress provide dedicated funding to support the implementation and certification of voting systems that comply with the VVSG 2.0. This funding will ensure that states and jurisdictions can upgrade their voting systems to meet the latest standards for security, accessibility, and reliability.

When HAVA was enacted, it provided approximately \$3.5 billion in federal funds to replace punch card and lever-voting systems with more modern, electronic systems. This initial funding was crucial in modernizing the nation's voting infrastructure and enhancing the integrity of the electoral process.

Since the passage of HAVA, the EAC has continued to develop and update the VVSG to reflect technological advancements and emerging security threats. The latest iteration, VVSG 2.0, is a comprehensive set of standards to ensure that voting systems are secure, accessible, and reliable. However, the transition to VVSG 2.0-compliant systems requires substantial investment. Two voting systems are currently certified to VVSG 2.0 and with more in the process, a congressional investment now would inform election offices as they begin planning for procurement.





Recommendations

★ 7. Amend HAVA to improve the efficiency of the TGDC appointment process.

The statutorily mandated Technical Guidelines Development Committee (TGDC) is charged with helping the Executive Director of the Commission develop the voluntary voting system guidelines. Currently, the TGDC is chaired by the Director of the National Institute of Standards and Technology (NIST). All other members are appointed jointly by the Commission and the Director of NIST.

As the voluntary voting system guidelines are the core responsibility of the EAC and only a secondary consideration for the Director of NIST, there have been long delays in getting members of the committee appointed. Currently, there are five pending nominations for the 14-member committee, limiting the feedback and ability to reach a quorum to conduct business.

As such, the EAC recommends removing the joint appointment language allowing the EAC to appoint members. This would create efficiencies in allowing vacancies to be filled faster, ensuring full membership when the TGDC is required to meet.

The EAC recommends that Congress amend section 221(c)(1) of the Help America Vote Act of 2002 (52 U.S.C. § 20961(c)(1)) as follows:

“The Development Committee shall be composed of the Director of the National Institute of Standards and Technology (who shall serve as its chair), together with a group of 14 other individuals appointed jointly by the Commission and the Director of the National Institute of Standards and Technology, consisting of the following:...”



EAC Commissioners speak at the TGDC meeting in January 2025.





Recommendations

★ 8. Encourage the sharing of election administration best practices and development of a program to host overseas visitors to learn more about U.S. federal elections.

The EAC recommends Congress consider legislative efforts to enable the agency to better share election administration best practices internationally by hosting foreign delegations to the United States.

Through previous interactions with overseas visitors and on trips overseas, the 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 has 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), as well as responded to requests from visiting countries.

A formal program would allow the EAC to continue and expand this work, highlighting our election infrastructure as one that should be emulated around the world.



EAC Chairman Palmer represents the U.S. at the Inter-American Meeting of Electoral Management Bodies in Chile in September 2025.



Election Technology and Security



Election Technology and Security

A core responsibility of the EAC is to set standards, test, and certify the nation's voting equipment. The EAC's testing and certification of voting systems is rigorous and comprehensive. This program supports state and local officials in their mission of safe and secure elections. The EAC is responsible for developing voluntary security and accuracy standards and providing a certified stamp of approval for voting systems used by American voters. This process ensures voting systems are held to stringent standards for security, reliability, accessibility, and accuracy.

As the only federal agency dedicated to election administration, the EAC is a critical resource for the security of both the voting systems and the supporting technologies election offices to check in voters, manage voter registration lists, and post-election night results.

The EAC's Election Technology Office includes the Testing and Certification division, Election Supporting Technology Evaluation Program (ESTEP), and Field Services. Staff on these teams collaborate to be responsive to the needs of

election officials and achieve significant milestones that strengthen the integrity and efficiency of election equipment and voting systems.

Testing and Certification and the First Voting Systems Certified to VVSG 2.0

In July 2025, the EAC announced a historic achievement with the first voting system certified to the agency's Voluntary Voting System Guidelines (VVSG) 2.0. [Hart InterCivic's Verity Vanguard 1.0](#) was certified as the first voting system to complete certification to the latest standards. Since VVSG 2.0 was unanimously adopted, the EAC has been diligently working toward this achievement. Smartmatic's VSR1 2.1 achieved certification to VVSG 2.0 in November 2025. Multiple other VVSG 2.0 systems, including VotingWorks VxSuite 4.0, remained under active test campaigns throughout 2025, signaling strong momentum toward widespread adoption.

Jay Phelps, Director of the EAC Election Supporting Technology Evaluation Program, speaks at the TGDC meeting in January 2025.





The EAC's Testing and Certification division also oversaw the completion of Dominion's Democracy Suite 5.20 and Clear Ballot's ClearVote 2.5 under VVSG 1.0 marking the last systems certified outside the VVSG Lifecycle Policy Maintenance Exceptions, closing the chapter on legacy standards while initiating full migration to VVSG 2.0.

Throughout FY 2025, the EAC communicated about the remaining steps before voters see VVSG 2.0 certified systems at voting locations. These steps include state-level testing and certification, funding, procurement planning, staff training, and public testing as part of the process for jurisdictions to deploy new voting equipment. As this process moves forward, the EAC will continue to support election offices to ensure the systems in use at voting locations are secure and accurate.

The first voting system certified to VVSG 2.0 marks a major milestone in the EAC's commitment to advancing the next generation of voting systems. Hart Verity Vanguard 1.0 is the first system certified to these standards, but it will not be the last. The EAC staff has done great work to make this new standard a reality. - Joint statement from the EAC Commissioners



The EAC also completed the successful biennial accreditation renewals for all Voting System Test Laboratories (VSTL), including Pro V&V and SLI Compliance, ensuring continued compliance with ISO/IEC 17025 and EAC standards. These renewals reinforced the foundation for rigorous testing and certification processes.

At the end of September, the EAC initiated a formal End-of-Life (EoL) review of certified systems that are no longer supported or active for potential decommissioning or withdrawal from service. This action marks a significant advancement in the agency's efforts to modernize election technology and reinforce the integrity of the voting process. Manufacturers were directed to identify systems that have reached the end of their operational lifecycle and submit them for classification. This review ensures that the certified system landscape remains current and supports election officials in making informed, secure technology decisions.

Systems Certified in FY 2025			
Voting System	Manufacturer	Date Certified	VVSG Version
Verity Vanguard 1.0	Hart InterCivic Inc.	7/07/2025	VVSG 2.0
VSR1 2.1	Smartmatic	11/26/2025	VVSG 2.0
Democracy Suite 5.20	Liberty Vote (Formerly Dominion)	2/04/2025	VVSG 1.0
ClearVote 2.5	Clear Ballot Group Inc.	11/20/2025	VVSG 1.0





Systems Under Test		
Voting System	Manufacturer	VVSG Version
VxSuite 4.0	VotingWorks	VVSG 2.0
Verity Vanguard 1.1	Hart InterCivic Inc.	VVSG 2.0
Optio 1.0	Unisyn Voting Solutions	VVSG 2.0
Verity Voting 2.7.8	Hart InterCivic Inc.	VVSG 1.0
Verity Voting 2.8	Hart InterCivic Inc.	VVSG 1.0
Frontier 1.0	Liberty Vote USA	VVSG 2.0
EVS 7.0.0.0	Election Systems & Software (ES&S)	VVSG 2.0

Initial Work Toward VVSG 2.1

Beyond certifications, the EAC began the review process for the VVSG 2.1, incorporating stakeholder feedback from previous year's public comment periods, collaborating with NIST for security and accessibility updates, and integrating Requests for Interpretation to clarify requirements. These efforts ensure future standards remain agile and responsive to evolving technology.

This effort is following the process laid out in HAVA and is currently with the TGDC, which is working through recommendations and critical topics. A draft of VVSG 2.1 was circulated to the TGDC for review with engagement over four public meetings and working sessions.

Internal Improvements to Better Assist Stakeholders

The Testing and Certification division also prioritized modernizing internal processes. Workflow automation was implemented for certification approvals, reducing turnaround time and improving transparency. Standard Operating Procedures were updated to streamline document review and lifecycle compliance, and modernization initiatives were launched to enhance internal systems and efficiency.

Stakeholder engagement remained a key focus, with technical presentations delivered to industry and state election officials, support provided for crosswalk efforts between federal and state testing requirements, and increased outreach to vendors preparing for VVSG 2.0 compliance. These activities strengthened collaboration and readiness across the election technology ecosystem.

Collectively, these accomplishments reflect the EAC's strategic focus on lifecycle compliance, cybersecurity resilience, and continuous improvement, laying the groundwork for future innovations in election technology certification.

Election Supporting Technology Evaluation Program (ESTEP)

Building upon the success of its voting system testing and certification program, the EAC developed the Election Supporting Technology Evaluation Program (ESTEP). This program is responsible for the development of federal standards for election supporting technologies, such as electronic pollbooks. It provides guidance and manuals for how to interpret the standards, runs pilot programs to test new approaches, and finalizes the standards based on what we learn from those pilots. In December 2023, the EAC unanimously approved ESTEP as a permanent program, and since then, has certified the first electronic poll books and achieved significant progress with pilot programs for other election technologies.

"The EAC test campaign has more structure to it than most state campaigns. The EAC provides oversight with weekly meetings and review of any issues that might arise during the test campaign cycle. This helps provide consistency not only throughout that particular project but the program as a whole.

- Mike Santos, Voting System Test Lab Director of SLI Compliance on the EAC's Voluntary Electronic Poll Book Certification process while testifying at the EAC public hearing on election technology.





The EAC prioritized the pilot for electronic poll books given their extensive and growing use across the country. According to the 2024 Election Administration and Voting Survey (EAVS), 41 states and territories reported utilizing electronic poll books, with 19 states reporting usage in all jurisdictions. Given the millions of voters who use this equipment each election, the EAC recognized the need to establish a uniform set of standards on the national level for electronic poll book testing and usage.

On February 19, 2025, the EAC announced KNOWiNK's Poll Pad 3.6 as the first to complete the EAC's Voluntary Electronic Poll Book Certification Program, making it the first federally certified electronic poll book. The EAC highlighted this achievement during a public meeting featuring ESTEP staff, and representatives from KNOWiNK and SLI, the VSTL that was part of the process.

On December 15, 2025, the EAC also certified KNOWiNK's Poll Pad 4.0.2. One additional electronic poll book, Tenex Software Solutions Precinct Central Touchpad 6.1.3, is in the testing process to be certified.

The Voluntary Electronic Poll Book Certification Program has proven to be useful beyond the federal level. In 2025, North Carolina became the first state to adopt the agen-

cy's Voluntary Electronic Poll Book Certification requirements for its own certification program. Recognizing how important this implementation is, **the EAC Commissioners issued a joint statement.**

"This milestone underscores the value of having a federal election technology certification program to support safe, secure, accurate, and accessible elections and comes just weeks after announcing the first federally certified electronic poll book. North Carolina is leading the way for other states to adopt the Voluntary Electronic Poll Book Certification Program requirements that evaluate the integrity and security of electronic poll books. The North Carolina State Board of Elections helped pave the way for this EAC program as a pilot participant and provided electronic poll book systems to further the EAC's research efforts on their capability to comply with federal requirements. The Board's participation and feedback was invaluable as the EAC refined requirements and implementation of this program. Since most election jurisdictions utilize electronic poll books, the EAC hopes this federal certification program informs future policy decisions and encourages other states and manufacturers to implement these standards to better serve election officials and voters."



Commissioner Hicks joins other speakers at "Cybersecuring Democracy: What We Learned from the 2024 U.S. Election" on January 13, 2025. Photo by Bruce Guthrie





In February 2025, ESTEP issued guidance of pre-election testing of other election supporting technologies. In addition to applicable election laws, these documents provide recommendations to assist officials with the development of baseline processes for pre-election testing for electronic poll books, electronic ballot delivery systems, and election night reporting systems.

ESTEP also advanced new pilot programs following the successful model for electronic poll books. In 2025, the EAC made significant progress developing guidelines for electronic ballot delivery systems. With feedback from the National Institute of Standards and Technology (NIST), the National Association of Secretaries of State (NASS), the National Association of State Election Directors (NASED), state officials, manufacturers, and the EAC's FACA boards, the agency developed the Voluntary Electronic Ballot Delivery Requirements 0.9. These requirements will test ballot delivery systems for functionality, security, and accessibility. The Maryland State Board of Elections, Democracy Live, Enhanced Voting, and Voatz participated in the pilot program. Testing concluded in December 2025, with a final report expected in early 2026.

The EAC laid groundwork for a voter registration systems pilot program that is expected to launch in early 2026. ESTEP staff met with election offices from Colorado, Minnesota, Nevada, North Carolina, and Wisconsin, and manufacturers Civix, ES&S, KNOWiNK, MTX Group, and Stonewall Solutions to learn more about their election technology and how it operates. Additional conversations with NIST, NASS, NASED, and the EAC's FACA boards will continue to advance the Voluntary Voter Registration Systems Guidelines version 0.5 in 2026.

For election night reporting systems, the EAC commissioned a report to explore options for expanding security testing of election-supporting technologies. The resulting framework outlines potential approaches for scalable, repeatable testing of a wide range of election technologies. Two states, two vendors, and external security researchers worked to develop this proof of concept. A comprehensive report with recommendations for next steps is expected in Fall 2026.



Brooke Watters, EAC Testing and Certification Director, presents to the TGDC in January 2025.





Quality Monitoring and Field Services — Providing on the Ground Support to Election Offices

In February 2025, the EAC held a public hearing to review the initial work and future of the Quality Monitoring and Field Services Program. Following this discussion, the Commissioners unanimously approved a recommendation that the Field Services Program continue at the agency and remain available to states as a voluntary resource. The EAC affirmed its view that the program provides an added layer of confidence and security in protecting the integrity of election systems.

Building on this foundation, the Field Services Program continued expanding its role as a post-certification resource for election officials, strengthening oversight of fielded voting systems through direct engagement. The program logged over 500 communications during the fiscal year, reflecting a sustained effort to provide support, answer questions from state and local officials, and serve as a bridge between jurisdictions and the EAC. Program briefings were conducted with 12 state and county elec-

Our interaction with the Field Services team has been absolutely fantastic, from the pre-planning to the actual visit... We do not have an internal testing and certification program, so we rely on the EAC and their work to initially allow any system to be [used] in the state of Nebraska. So, to have something like this to show us that what we bought is still what we bought is very important.

- Nebraska Deputy Secretary of State Wayne Bena at the February 2025 EAC Public Hearing on Election Technology

tion departments. These early conversations established the foundation for collaboration, familiarized officials with Field Services support, and reinforced the program's value as an ongoing partner.

Hash verification remained a central focus of the program. A total of 48 hash value requests were processed, spanning nine states, 30 counties, and two townships. Requests came from states such as Idaho, Michigan, Minnesota,

*Jon Panek, EAC Chief Election Technology Officer, speaking at the NASS 2025 Winter Conference on January 31, 2025.
Photo by Philip Smith, 1LPhoto.com*





North Carolina, Pennsylvania, Texas, Virginia, Utah, and Washington. Responding to each request ensured that deployed systems matched their certified version and reinforced this emerging best practice in election technology and chain of custody. The wide range of jurisdictions participating highlights both the demand for and trust in this service.

The program published its first Field Services reports in January 2025, documenting site visits in Hawaii and Douglas County, Nebraska. Field Services later published a report documenting a site visit to Delaware County, Pennsylvania, in September 2025. Staff observed election procedures including Logic and Accuracy Testing, hash verification of election equipment, and voting system and facility security. These reports demonstrate how Field Services can provide detailed, transparent accounts of industry best practices and reinforce confidence in election integrity.

Additional site visits took place throughout the year, with reports currently being prepared for Benton County, Washington; Cerro Gordo County, Iowa; Scott County, Iowa; and Cochise County, Arizona. Each visit involved observation of hash verification of voting system components, security protocols, and other election procedures. These forthcoming reports will demonstrate that despite the wide variation in equipment, as well as state and local regulations, common practices can be applied universally.

Beyond reports, Field Services conducted other on-site engagements. These involved in-person briefings in Arizona and Pennsylvania as well as observations of risk limiting audits in Washington and voting system certification testing in Texas. These engagements underscore the program's flexibility in meeting the needs of jurisdictions.

The Field Services Program is evolving into an essential resource for state and local election officials. By documenting practices, verifying system integrity, and fostering direct collaboration, the program not only strengthens compliance but also contributes to the broader mission of continuous improvement in election security.

48 hash verifications logged from
2 vendors & **9** different states,
including
30 counties & **2** townships.

The states were:

Idaho, Michigan, Minnesota,
North Carolina, Pennsylvania, Texas, Virginia,
Utah, & Washington.



The Field Services Team engaged election
offices in over **500** communications
with state and local offices during the fiscal year.





Assisting Election Officials and Voters



Assisting Election Officials and Voters

Election Administrator Competencies Overview

Election officials must understand a variety of topics to run elections, regardless of jurisdiction size. To illustrate this, the EAC created a “wheel of competencies” from election preparation to election night and beyond. The EAC uses this comprehensive framework to guide the development of EAC resource topics.



Training for Election Officials

The EAC created the Learning Lab professional development training program to support state and local election officials. Its mission is to provide affordable, accessible, and practical training to all election officials — spanning various geographies, jurisdiction sizes and types, and levels of experience in election administration.

The program operates in two formats:

- ✓ **Learning Lab on-demand platform:** Online, self-paced training modules focus on foundational election administration concepts and practices.
- ✓ **Live training:** Interactive workshops that foster collaboration and peer learning.



Thanks for providing the trainings! Great information and a great starting point to have new staff (or interns) review before learning specific office procedures.
- Florida Election Official





On-Demand Training

The EAC developed an online training platform to provide no-cost, on-demand training to election officials, and fill a gap in professional development. Each training is written with clear learning objectives focused on foundational aspects of election administration. Most training courses can be completed within 15 minutes or less. This short format increases flexibility for trainees and allows them to receive quality information without overburdening their schedules.

As of December 2025, the Learning Lab offered **32 training courses** divided into **seven categories**:

- ✓ Election Office Administration
- ✓ Accessibility
- ✓ Communications
- ✓ Voting Systems & Election Technology
- ✓ Voting
- ✓ Post-Election
- ✓ Federal Government and Elections

Thank you for the Learning Lab! It is always good to refresh and enhance what we may already know. I have some more things to look at in our office and improve since taking the training. - Ohio Election Official

User Engagement, Growth & Impact

As of September 25, 2025, there were **1,001 election officials** within the Learning Lab representing **48 states and two territories**. The EAC estimates that local election officials on the platform represent 525 localities and serve over **80 million voters** nationwide. To date, users have completed **3,188 training modules**.

State Election Office Partnerships

The EAC partnered with two states to promote Learning Lab on-demand content directly to election officials through activities of state election offices. These include the **New Jersey Division of Elections**, which invited the EAC to present information highlighting accessibility content to county election officials during a monthly call, and the **Idaho Secretary of State's office**, which promoted the platform directly to election officials during state election official training.

The Learning Lab is great and I encourage anyone working in election administration to take full advantage of the Lab!
- Virginia Election Official



EAC Senior Election Subject Matter Expert Adam Podowitz-Thomas leads a workshop based on the Learning Lab's *Communicating with the Public About Elections* training module for over 360 Mississippi election officials.





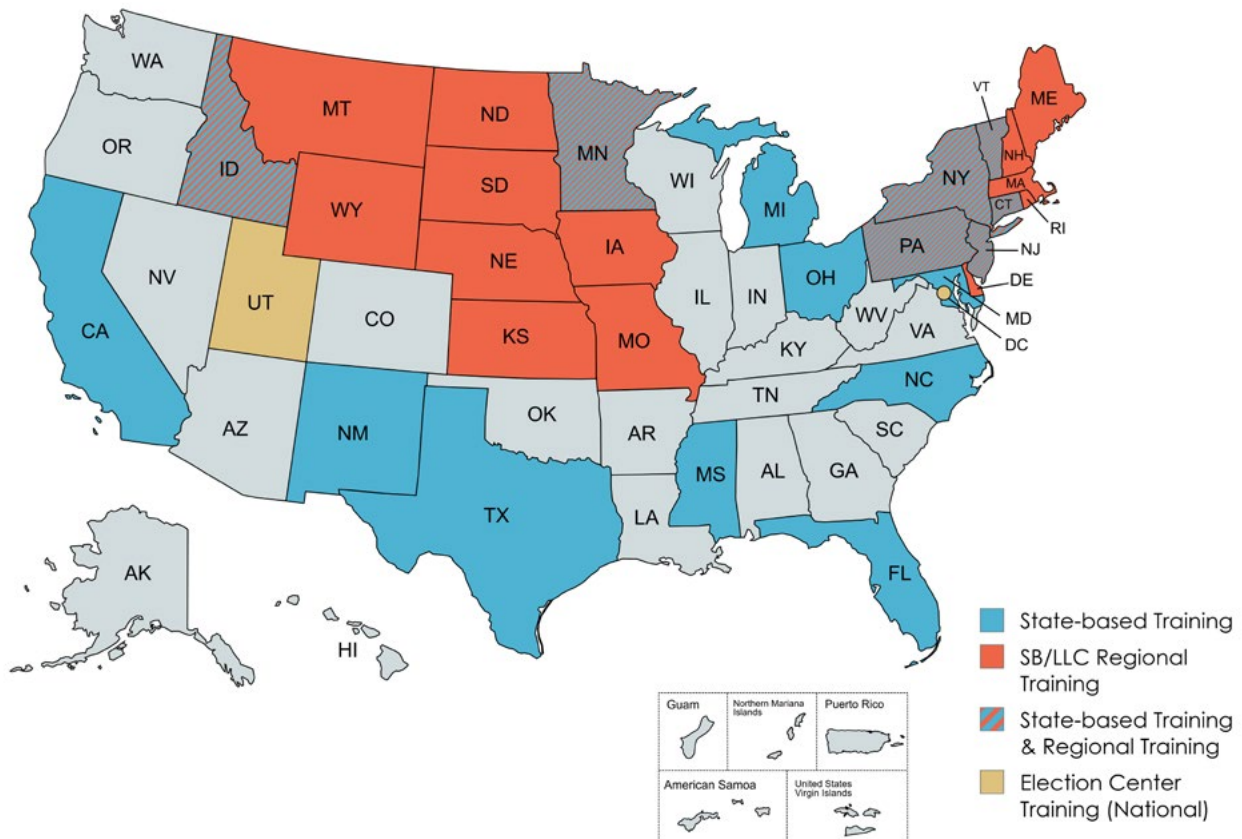
In-Person Training

More than 3,400 participants across 23 election official conferences, including 19 state conferences, attended EAC-provided no-cost in-person trainings. Additionally, the EAC conducted trainings at two Election Center events and two regional meetings of the EAC Standards Board and Local Leadership Council.

The broad geographic reach of the EAC and Election Center events means that, in addition to the state-based engagements reflected on the map below, the EAC reached election officials from nearly every state, territory, and DC.

Loved how interactive the trainings were [and] that we weren't just listening to someone read to us from a manual. – Connecticut Election Official

Great job getting us thinking of our processes and how we can improve them. – Michigan Election Official



The EAC conducted trainings on six different subjects in FY 2025:

- ✓ Accessibility
- ✓ Election communications
- ✓ Audit communications
- ✓ Poll worker training
- ✓ Chain of custody
- ✓ Contingency management

Together, these on-demand and in-person trainings empower election officials with the knowledge and skills needed to administer safe, secure, accurate, and accessible elections.





Clearinghouse Community — A Dedicated Space for Election Administrators

The EAC's Clearinghouse Community, part of the Clearinghouse Network launched in 2023, is a collaborative peer-to-peer platform that connects state and local election officials nationwide. As of December 2025, the community had a total of over 1,500 verified election officials representing all 50 states, Washington, DC, Guam, and the U.S. Virgin Islands.

In 2025, the Community added 685 new users, a 90% growth rate. Just counting the local election officials, members serve 102.3 million voters, or 58% of all registered voters in the United States.



U.S. ELECTION ASSISTANCE COMMISSION
CLEARINGHOUSE COMMUNITY

Key Features

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 they need.

Feed

Users can view the latest resources and conversations as well as ask questions, share comments, and find new ideas.

Members

Election officials can find hundreds of colleagues from across the country by searching the member directory for common jurisdiction sizes, skills, interests, and more.

Resources

All resources that are uploaded to the community can be downloaded—from EAC materials to those created by other election officials.

Events

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

The Clearinghouse Community is a way to get easy answers to your questions... posting a question on the Clearinghouse Community will get you ten responses faster than having to research on your own. - Experienced election official from Rhode Island





User Engagement

In an August 2025 EAC poll, **nearly three-quarters (72%)** of users stated they follow conversations on the platform, use the Clearinghouse Community to learn about EAC information and resources, and find the platform an easy way to stay informed about agency events. Over the fiscal year, there have been over **260 posts** which together garnered **36,450 views**, **550 comments**, and **2,200 reactions**.

I am always interested in connecting with other election administrators. The Clearinghouse Community is an easy way to do this on a national level. - Experienced election official from Washington

Sharing Best Practices

The Clearinghouse Community supports the EAC's HAVA-mandated function to maintain a repository of election administration information. Throughout FY 2025, the EAC and election officials uploaded 430 resources, bringing the total to over **600 available resources** on the platform. Together, these best practices have received **over 8,400 views**, with the highest engagement including ballot chain-of-custody, improving difficult customer interactions, and poll worker recruitment.

I find value in the day-to-day conversations and postings. Although each state has slightly different procedures the ideas from the community give us a starting point on any issues we have. - Experienced election official from Minnesota

EAC staff, Ed Golembiewski and Ben Jackson, present a workshop based on the EAC Learning Lab's Effective Poll Worker Training module for approximately 60 New Jersey election officials during the New Jersey Association of Election Officials 2025 Annual Conference in Atlantic City. Photo by John Belleville

Election Official Resources in Key Areas

The EAC fulfills its role as a national clearinghouse for information on election administration in many ways, including by developing resources for state and local election administrators. In FY 2025, the EAC added more than 20 new materials to its robust election administration library. These resources provide best practices on key topics such as voter list maintenance, election technology, procurement and implementation, disaster preparedness, and more. The agency also continued to increase the usage of popular resources such as the Election Scenario Test Deck.

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. - Ricky Hatch, County Clerk and Auditor, Weber County, Utah, at the EAC's 2024 Post-Election Hearing





Disaster Preparedness and Continuity of Operations

EAC Roundtable on Disaster Preparedness, Mitigation, Response, and Recovery

In September 2025, the EAC convened a group of election officials in Fort Lauderdale, Florida, to discuss methods and tools election administrators can use to mitigate the effects of natural and man-made disasters. It included discussions on how election officials can respond and recover from hurricanes, wildfires, floods, and other emergencies that can disrupt voting. The meeting featured 16 state and local election officials, representing 15 jurisdictions from across the country.

Insights derived from this meeting and from other conversations the EAC has held with stakeholders will inform upcoming work products the agency will develop to help election officials prepare for future emergencies.

Elections must go on, no matter the circumstances. When disasters happen, election administrators are on the front lines of serving their communities. Careful planning can mitigate some of the most significant impacts, but election officials must be ready to ensure voters can safely and securely cast a ballot, regardless of the conditions they face.

The officials who joined this discussion have faced a wide range of challenges throughout their careers and their thoughtful comments and inspiring stories help inform the work of the agency and will provide valuable insight to the thousands of election officials across the country. - Joint statement from the EAC Commissioners on the September 2025 meeting

EAC Chairman Donald Palmer and Commissioners Thomas Hicks and Ben Hovland meet with election officials in Ft. Lauderdale, FL.



Training: Election Scenario Test Deck

The EAC's Election Scenario Test Deck provides a variety of relatable scenarios election officials can use to exercise their existing continuity of operations plans or other contingency plans. In 2025, the EAC distributed more than 3,500 decks to election offices across the country. This is a sharp increase from the 250 decks the agency distributed as of the FY 2024 Annual Report, showing how valuable election offices have found these cards to be since they were released in Summer 2024.

The agency created two expansion packs based on feedback and ideas from election officials — one on disaster preparedness and the other specifically to prepare poll workers for any unexpected scenarios leading up to and on Election Day. These are expected to be released in spring 2026.



Vice Chair Thomas Hicks holds up the EAC's TTX cards.



Procurement and Implementation

No piece of technology lasts forever. Inevitably computers and voting systems will need replacement and will be a significant expense for election offices. Election officials may also need to go through a bidding process for services like ballot printing and absentee ballot mailing depending on the jurisdiction. In response to direct feedback during the Standards Board and Local Leadership Council meetings, the EAC released resources to streamline these efforts for election offices, which live on the new [Procurement and Implementation EAC web page](#).

EAC Request For Proposal (RFP) Template Generator

The EAC's RFP Template Generator is a web tool that allows an election administrator to create a basic RFP template to procure certain election equipment. Based on a few inputs, the tool creates an RFP template that can be easily customized by an election office or purchasing department.

The tool relies on language from RFPs issued by election jurisdictions that have resulted in successful contracts.



EAC Senior Election Subject Matter Expert Kimberly Smith conducts a communications training with New Mexico election officials in June 2025.



RFP Library

As a resource for election officials' procurement efforts, the EAC maintains a library of over 100 past real-world RFPs issued by state and local election offices to purchase election technology, services, equipment, and supplies. The RFP Library is organized by 18 different procurement types, such as "Voting System" and "Electronic Poll Books."

Voter Education

In FY 2025, the EAC continued to update and promote videos, which are one of the most prevalent ways people consume information, to support election officials' voter education efforts.

"Be Election Ready" Video Series

The "Be Election Ready" six-part video series guides voters through every step of the voting process, starting with registration and making a plan to vote. Each video is about two minutes long and designed to allow election officials, civic organizations, and others to share them with their communities. In addition to full-length videos, the EAC created 30-second versions.

Topics include registering to vote, making a plan to vote, voting by mail, voting in person, trusted sources of information, and election results. While each video is universally applicable to all voters in the country, the EAC encourages election offices to customize them with an election office's logo and use the editable scripts to provide information specific to their community.



"Ever Wondered About Election Security?" Video

Election security is consistently one of the most popular topics election officials are asked about by the public. The EAC released an updated version, "Ever Wondered About Election Security?" showing the stages and measures taken in elections to ensure an eligible voter's ballot is secure. It also examines the security measures in place for vote by mail ballots, election night reporting, and voting technology overall. The EAC broke up this six-minute video into one-minute and 30-second clips on specific topics to allow election offices to easily share them with the voters they serve.



Minnesota Election officials participate in an EAC training on chain of custody in June 2025.





Accessibility

In FY 2025, the EAC continued to support HAVA's requirement for voters with disabilities to be able to mark, cast, and verify their ballots privately and independently. The agency increased its resources designed to assist election offices in complying with federal accessibility laws and to serve the 40.2 million eligible U.S. voters with disabilities.

Accessible Voting Machines Calculator

While one accessible voting machine per voting location is the minimum number to satisfy the requirements of HAVA, this may not be enough to accommodate the disabled population that the location serves.

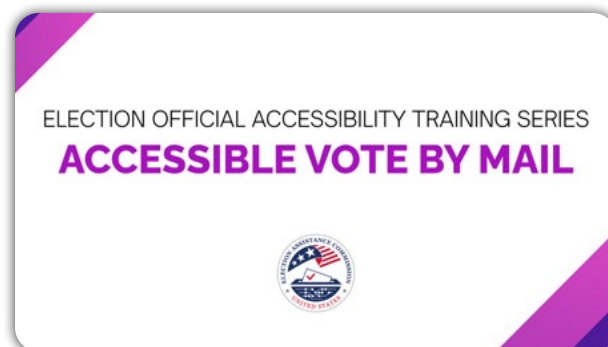
The EAC created an Accessible Voting Machines Calculator with the University of Rhode Island's Engineering for Democracy Institute to help election officials and policy-makers determine how many accessible voting machines

should be deployed at voting locations to achieve minimal wait times. This tool automatically simulates voter wait times based on information entered about a specific voting location, including the steps required to vote, how the location is set up, and the voting equipment used.

Election Official Accessibility Training Series

The EAC enhanced its collection of training videos to ensure election officials have the information they need to make the voting process accessible with topics on voter registration, in-person voting, and vote by mail. Election officials may earn a certificate when taking this training in the EAC's Learning Lab. Poll workers and other election stakeholders may watch these videos on the [EAC's YouTube Channel](#).

This series complements the other EAC accessibility training videos created with the [Carl and Ruth Shapiro Family National Center for Accessible Media at GBH \(NCAM\)](#).



EAC staff Ben Jackson and Liz Beatrice present on advancing accessibility through election supporting technology at the State Certification Testing of Election Systems National Conference (SCTESNC) on June 3, 2025, in Washington, DC.





EAC Resources Released in FY 2025

- ✓ **Accessible Voting Machines Calculator:** This tool helps determine how many accessible voting machines should be deployed at a voting location to minimize wait times for voters.
- ✓ **Communicating About Audits:** This provides quick tips for communicating about election audits with the public, and an activity prompt election officials can use to practice.
- ✓ **Disaster and Recovery Response Resources:** This EAC web page includes resources for voters and election officials after experiencing a natural disaster.
- ✓ **Election Incident Response Contacts at U.S. Federal Agencies:** List of U.S. federal agencies that election officials can contact to report incidents.
- ✓ **Election Supporting Technology Evaluation Program Guidance for Pre-Election Testing:** A set of recommendations for conducting pre-election testing on ESTEP technologies.
- ✓ **“Ever Wondered About Election Security?”:** Updated video from 2018 to show the stages and measures taken in elections to ensure an eligible voter’s ballot is secure.
- ✓ **Funding Election Administration:** Joint guide from the EAC and the National Conference of State Legislatures (NCSL) describing various federal, state, and local funding mechanisms for elections.
- ✓ **Guide to Election Certification:** Updated the information under “Certification” on the EAC’s Election Results, Canvass, and Certification webpage.
- ✓ **Overview of Election Laws:** This overview of federal laws related to elections is intended to provide context for election administration and is not to be construed as legal advice.
- ✓ **Overview of Voting Systems Testing and Certification in the United States:** Joint guide from the EAC and NCSL which provides an overview of voting systems through definitions, standards, policies, and programs.
- ✓ **Post-Election Tabulation Audit Guide:** This guide is for election officials looking to start, improve, or better understand election audits.
- ✓ **Post-Election Tabulation Audits: A Brief Overview:** This covers the basics of post-election tabulation audits, including defining an audit, discussing why audits are performed, and describing what is needed to audit.
- ✓ **Procurement and Implementation:** This EAC web page offers resources designed to help election officials with their procurement efforts and election technology implementation.
- ✓ **RFP Library:** Has numerous examples to browse through past real-world RFPs on 18 different types of purchases.
- ✓ **RFP Template Generator:** This generator creates Request for Proposal (RFP) templates for various types of election technology.
- ✓ **Sample Handout: Election Audits:** This editable one-pager describes common election audits for a general audience, with placeholders that election officials can fill in to reflect their own processes.
- ✓ **State Election Profiles:** These one-page documents on each state offer a comprehensive overview of state election policies in a standardized format, with national comparison points for key election policies.
- ✓ **United States Postal Service Price Updates:** In November 2025, the EAC issued a memo to election officials about the price updates for 2026 that may impact election operations for the midterm elections.
- ✓ **VVSG 1.0 vs 2.0 Comparison:** Reference sheet highlighting key differences between VVSG 1.0 and 2.0 standards.





Election Administration Research and Data

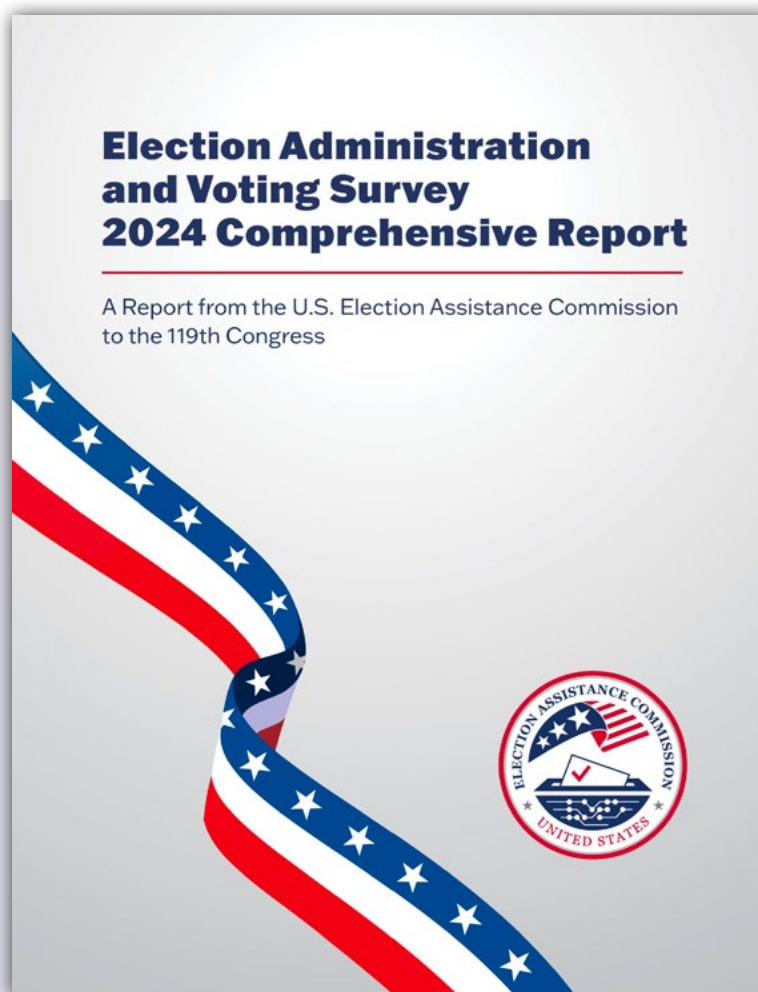
Election Administration and Voting Survey (EAVS)

The continual process of improving our elections relies in part on having timely and accurate data on the diverse ways Americans cast their ballots. In 2002, Congress charged the EAC collect information on the state of American elections and to make that information widely available to policymakers, advocates, scholars, journalists, and the general public.

Since 2004, the EAC has sponsored a biennial survey as its primary tool for fulfilling its information collection mission.

The Election Administration and Voting Survey (EAVS) is conducted every two years following the federal general election and is comprised of more than 600 questions reaching over 6,400 election jurisdictions. The EAVS and the accompanying Policy Survey capture data from jurisdictions across 50 states, five U.S. territories, and the District of Columbia.

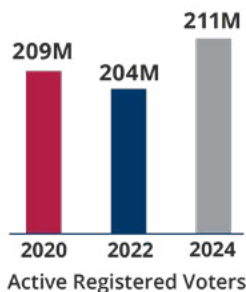
In June 2025, the EAC published the 2024 EAVS Report, the nation's most comprehensive source of election administration data. It covers topics such as voter participation, voter registration, voter list maintenance, and election technology, as well as early and Election Day polling place operations for the general election. These results reflect a 100% response rate from all 50 states, five U.S. territories, and the District of Columbia. The EAC has identified at least 75 external citations on the EAVS published in 2025 alone.





ELECTION ADMINISTRATION AND VOTING SURVEY 2024 COMPREHENSIVE REPORT

Voter Registration



103M

Registration transactions
by election offices

Processing registrations and sending confirmations
are part of routine voter list maintenance.

40M confirmation notices sent

Voting Methods

In-person Early Voting	32.26%
Election Day	34.86%
Mail Ballot	31.44%
Provisional	00.85%
UOCAVA	00.51%
Other	00.07%

**Over
98%**

Of election jurisdictions used voting
equipment that marks a paper ballot
or an auditable paper record.



158M



Nearly 65% of the citizen
voting age population
participated in the
general election.



770,000

Individuals served as poll workers
for the 2024 general election.

Voting Systems and Election Supporting Technology



93% of states, territories,
and DC require voting system
testing and certification.



40% of jurisdictions used
electronic poll books to
assist with voting.

SCAN HERE:



www.eac.gov





Changes in Section A for the 2024 EAVS

The advancement of voter registration practices and data collection prompted EAC's revision of Section A of the 2024 EAVS. From late 2021 to early 2022, the EAC convened a working group of state and local election officials to gather their insights on terms that needed updates, voter registration data collection practices, and potential revisions to survey questions. Based on the feedback from the working group, the EAC revised Section A of the EAVS.

One of the main changes to Section A is the shift of focus from "registration form" to "registration transaction" to acknowledge the fact that voter registration processes are now less reliant on paper forms and mainly based on electronic record processing. Other changes to Section A include the addition of "automatic registration" and "polling places and voting sites" as sources of voter registration, among other changes.

Making the EAVS More Efficient for Survey Responders

Without the participation of thousands of election officials reflected in the EAVS report, we would not have the detailed picture of the general election that we do. Their dedication to serving voters and incredible work throughout 2024 resulted in professionally run elections.

- Joint statement from the EAC Commissioners

The EAC understands the EAVS is a large time and resource commitment for election officials to complete. For the upcoming survey, the EAC convened six working groups, comprised of 38 election officials from 18 states, to help make filling out the EAVS easier on election officials and improve the quality of data collected.

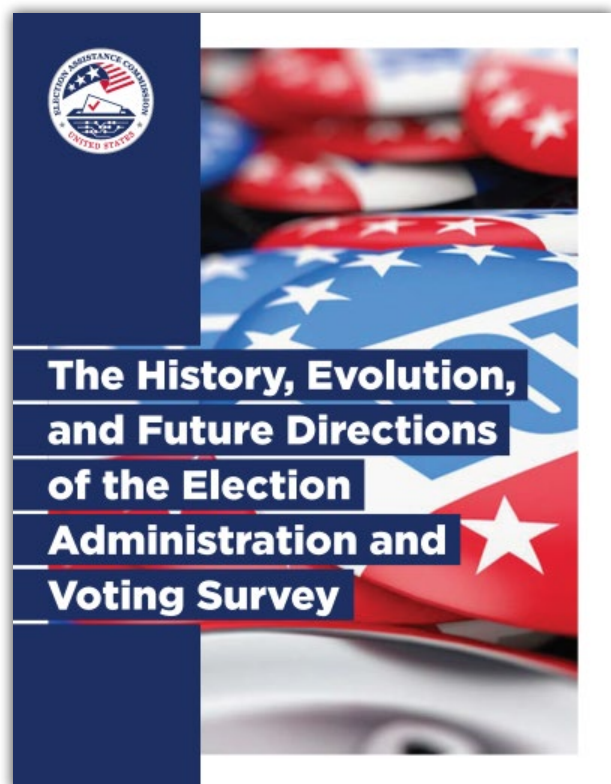
Additionally, the EAC reached out to 2024 EAVS points of contact at the state and local level to conduct pre-survey outreach calls, usability testing of the EAVS and Policy Survey templates, and to review terms in the EAVS Glossary. The EAC also posted videos that dive deeper into each section of the EAVS and completed eight webinars, requested by state election officials, to answer more detailed questions.

Report on the 20-Year Evolution of the EAVS

For more than 20 years, the EAC has conducted the EAVS following each federal general election. In May 2025, the EAC released a report on [The History, Evolution, and Future Directions of the Election Administration and Voting Survey \(EAVS\)](#). The report explains the reasons for EAVS data collection, changes in survey questions and data collection methods over time, uses of the EAVS project data, and prospects for the EAVS.

The EAC also published comprehensive time series data files to increase the usability of the data. These include data from 2004 to 2022 for the EAVS and its companion survey, the Policy Survey. Previously, these datasets had been available for only one election at a time, which made it difficult to track election trends.

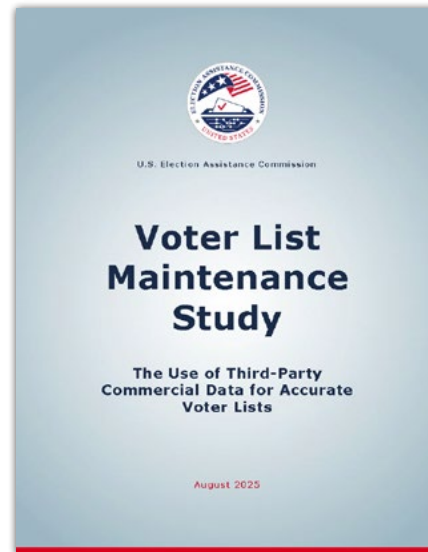
The time series data files allow users to better explore election changes and understand how election administration in the United States has evolved. The year-specific EAVS project data files provide a snapshot of each individual election, and the time series data files show the story of election administration over time.





2025 EAC Data Summit: Election Administration by the Numbers

To discuss the results of the 2024 EAVS and groundbreaking election research, the EAC partnered with the Massachusetts Institute of Technology's (MIT) Election Data and Science Lab to host an event on July 9, 2025, with election officials, academics, and other key stakeholders. The "2025 EAC Data Summit: Election Administration by the Numbers," featured panel discussions on election funding, using data for list maintenance, workforce development, and how election officials and researchers can best work together. The summit was livestreamed and posted on the EAC's YouTube channel.



Not only does the information in the EAVS assist election officials, policymakers, researchers and the public about how the election is run, it also provides the Congress with that insight... and the ability to monitor how the elections and the voting laws are being implemented across the United States." - EAC Chairman Donald Palmer at the 2025 Data Summit

Voter List Maintenance Study: The Use of Third-Party Commercial Data for Accurate Voter Lists

Election officials have told the EAC that voter list maintenance is among their highest priorities, as it ensures accurate and current voter registration databases. While federal law sets basic requirements, each state determines the specifics of what and how often activities are performed.

Prompted by Orange County, California, successfully using a third-party credit bureau's address database to supplement records, the EAC researched the use of this method as part of a pilot program with participation from 11 local and state jurisdictions. The resulting report, "Voter List Maintenance Study: The Use of Third-Party Commercial Data for Accurate Voter Lists," found that using credit bureaus may be a useful supplemental tool for list maintenance. [This EAC report](#) details the study, recommendations, and conclusions.

The results of this study were sent to Congress in fulfillment of the EAC's obligations under HAVA. They were also discussed along with effective voter registration and list maintenance processes at the 2025 annual meetings for the EAC's advisory boards — the Board of Advisors, Standards Board, and Local Leadership Council.



Speakers provide opening remarks at the 2025 EAC Data Summit: Election Administration by the Numbers on July 9, 2025, in Cambridge, MA.





Helping America Vote: Election Administration in the United States

The agency wrote a book in cooperation with the National Conference of State Legislatures, entitled “Helping America Vote: Election Administration in the United States.” This 19-chapter resource serves as a comprehensive resource that walks readers through every phase of the electoral process — from registering voters and designing ballots to counting votes and certifying results. With insights from experienced election officials and grounded in nonpartisan research, the guide explores the variety and complexity inherent to America’s decentralized election system.

EAC Research Reports Released in FY 2025

- ✓ **2024 Election Administration and Voting Survey (EAVS) Report:** This report is an analysis of data from all 50 states, five U.S. territories, and the District of Columbia that covers topics related to the administration of federal elections.
- ✓ **Election Worker Recruitment, Training, Retention, and Evaluation Report:** This report is a comprehensive review of the statutory requirements for serving as a poll worker in the United States and a presentation of the innovative approaches that federal, state, and local agencies utilize to recruit, train, retain, and evaluate poll workers and poll worker programs.
- ✓ **Helping America Vote: Election Administration in the United States (NCSL/EAC):** This comprehensive guide provides a clear, nonpartisan overview of how elections are managed across the country.
- ✓ **Measuring the Impact of Recent Grants to Election Administrators Under the Help America Vote Act Report:** This report reviews federal Election Security Grants disbursed by the EAC since 2018 and represents the first comprehensive effort to analyze the effects of this federal election funding on election administration.
- ✓ **The History, Evolution, and Future Directions of the Election Administration and Voting Survey (EAVS):** This report provides a retrospective on the history of the EAVS project. It explains the reasons for this data collection, changes in survey questions and data collection methods over time, uses of the project data, and prospects for EAVS.
- ✓ **Voter List Maintenance Study: The Use of Third-Party Commercial Data for Accurate Voter Lists:** This report covers the purpose of, and common data sources used, in voter list maintenance as well as the findings of a pilot program using a third-party credit bureau’s address database to supplement records.



Commissioner Hicks speaks with graduates at the CEATS Commencement ceremony in May 2025.





2024 Clearinghouse Awards

The EAC serves as a clearinghouse for best practices in election administration. One of the ways the agency fulfills this duty is through the annual Clearinghouse Awards, also known as the “Clearies.” This program recognizes the efforts and contributions of election officials and their offices in implementing best practices across various categories of election administration. Over its nine years of operation, the program has received approximately 785 entries, demonstrating its continued successful engagement with the election community.

For the 2024 competition alone, the EAC received an unprecedented 258 submissions across all categories. A panel of election official judges from the EAC’s advisory boards evaluated these submissions. In April 2025, **the EAC presented Clearie Awards to 53 programs**, with honorees ranging from counties with 25,000 registered voters to states with over

22.9 million. Additionally, the EAC **acknowledged 44 election offices with Clearie Honorable Mention awards** to further promote best practices to election administrators.

In a joint statement, the EAC Commissioners said:

“This year’s Clearinghouse Award-winning programs truly shined amid the high voter turnout in 2024. They are examples of the outstanding work election officials did to support tens of millions of voters during the presidential election. After nearly a decade, the Clearinghouse Awards continue to grow with a record number of entries received this year. These programs show how state and local election offices are the incubators of innovation. We are pleased to lift their ideas up and celebrate them on a national stage.”



Commissioner Hovland presents Carol Beecher, Director of Elections, State of Alaska, with a Clearinghouse Award. June 2025.





2024 Clearinghouse Award Winners

Communications: Distinguished Voter Education and Communications Initiatives — Small/Medium Jurisdictions

- ✓ City of Monroe Clerk-Treasurer's Office, Michigan — Ready, Set, Vote
- ✓ Dubuque County Elections, Iowa — Voting Artwork
- ✓ Huron County Board of Elections, Ohio — Boxed Ballot
- ✓ Indian River County Supervisor of Elections, Florida — MVP Program (Mobile Voter Program)

Communications: Distinguished Voter Education and Communications Initiatives — Large Jurisdictions

- ✓ Buncombe County Election Services, North Carolina — The NC Together Video Project
- ✓ Charleston County Board of Voter Registration and Elections, South Carolina — "Owlbert Learns to Vote"
- ✓ Durham County Board of Elections, North Carolina — Durham County DCo Votes Mobile App

- ✓ Ottawa County, Michigan Clerk/ROD, Michigan — "Not a Podcast — Ballots and Banter"
- ✓ Thurston County Auditor's Office, Washington State — Your Neighbors, Your Elections

Communications: Distinguished Voter Education and Communications Initiatives — State Level

- ✓ Nebraska Secretary of State — MY VOTE. MY ID. LET'S BRING IT
- ✓ Office of the Lieutenant Governor of Utah — 12 Days of Election Improvements "Votemas" Social Media Campaign
- ✓ South Carolina State Election Commission — Prep for the Polls Voter Education Program
- ✓ Vermont Secretary of State's Office — Election Security in Vermont Video PSA
- ✓ Washington Office of the Secretary of State — "Mark the Ballot" Public Education Campaign



The EAC Commissioners present a Clearie Award to winners at the LLC Annual Meeting, April 21-22, 2025.





Security: Innovation and New Tools in Election Security and Technology

- ✓ California Secretary of State — De-escalation Training Program for Election Staff
- ✓ Los Angeles County Registrar-Recorder/County Clerk — Electronic Chain of Custody Solution for Elections
- ✓ Pierce County Elections — Securing Democracy's Inbox: An Air-Gapped Protocol for Processing Voter Email Attachments
- ✓ Tazewell County Clerk & Recorder of Deeds, Illinois — Election Judge Badge

Contingency Planning: Exemplary Contingency Planning and Emergency Response Efforts — Small/Medium Jurisdictions

- ✓ Ann Arbor City Clerk's Office, Michigan — "More Days, More Ways" — Planning for a Safe and Secure Election in Ann Arbor, Michigan

- ✓ Coconino County Elections Department, Arizona — Empowering Poll Workers Through Situational Awareness Training: A Model for Collaboration Between Elections and Law Enforcement
- ✓ Lexington County Voter Registration and Elections, South Carolina — Election Training

Contingency Planning: Exemplary Contingency Planning and Emergency Response Efforts — Large Jurisdictions

- ✓ Buncombe County Election Services, North Carolina — Buncombe County, NC, Helene Disaster Response
- ✓ North Carolina State Board of Elections — Voting Through Helene and High Water
- ✓ Office of the Idaho Secretary of State — A Proactive and Collaborative Approach to Election Security & Threat Response
- ✓ Wake County Board of Elections, North Carolina — Wake County Election Day Emergency Action Plan

The EAC Commissioners present a Clearie Award to winners at the Standards Board Annual Meeting, April 24-25, 2025.





Election Administration: Innovations or New Practices in Election Administration — Small/Medium Jurisdictions

- ✓ County of Monterey, Elections Department, California — Books and Ballots Program
- ✓ Election Division, City of Flint Clerk's Office, Michigan — Absent Voter Counting Board reorganization — documentation and communications

Election Administration: Innovations or New Practices in Election Administration — Large Jurisdictions

- ✓ Fairfax County Office of Elections, Virginia — Poll-book Unclear? No Need to Fear! A Worksheet Leads the Way for Processing Nonroutine Voters
- ✓ Jefferson County Clerk & Recorder, Colorado — A Signature Solution: Helping First-Time Voters Make Their Votes Count
- ✓ Prince William County Office of Elections, Virginia — Publishing Results Tapes Online

Election Administration: Innovations or New Practices in Election Administration — State Level

- ✓ Arizona Secretary of State — Arizona Election Administration Student Fellowship Program
- ✓ Maryland State Board of Elections — Text2Cure

Help America Vote Act (HAVA) Grants: Out- standing Use of HAVA Grants in Election Mod- ernization

- ✓ Palm Beach County Supervisor of Elections, Florida — Enhancing Election Accessibility and Efficiency with HAVA Grants
- ✓ Sutter County Elections, California — Sutter Translate!

Accessibility: Best Practices for Improving Acces- sibility for Voters with Disabilities

- ✓ Charleston County Board of Voter Registration and Elections, South Carolina — Voter Accessibility Advisory Committee

- ✓ Floyd County Elections, Georgia — Voter Accessibility Town Hall
- ✓ Salt Lake County Clerk Election Division, Utah — Try Before You Vote: Accessible Voter Outreach
- ✓ South Carolina State Election Commission — Voter Education Videos With American Sign Language Subtitles
- ✓ Washington Office of the Secretary of State, Elections Division — Partnering with our community to add ASL into the visual Video Voters' Guide

Poll Workers: Best Practices in Recruiting, Re- taining, and Training Poll Workers — Small/ Medium Jurisdictions

- ✓ Guam Election Commission — 2024 Guam College Poll Worker Program
- ✓ Porter County Elections & Registration, Indiana — Improving Poll Worker Support
- ✓ Washington County Board of Elections, Maryland — Election Judge Recruitment Open House

Poll Workers: Best Practices in Recruiting, Retaining, and Training Poll Workers — Large Jurisdictions

- ✓ City of Minneapolis Elections & Voter Services, Minnesota — Student Election Judge Interpreter Training
- ✓ Fairfax County Office of Elections, Virginia — No More Waits, No Misplaced Tapes: Closing the Polls Faster on Election Night
- ✓ Los Angeles County Registrar-Recorder/County Clerk, California — Multilingual Election Worker Recruitment Tool
- ✓ Louisiana Secretary of State's Office — Poll Worker Recruitment Card
- ✓ Pima County Elections Department, Arizona — Pima County Elections Training Program





"I Voted" Stickers: Creative and Original

"I Voted" Stickers — Small/Medium Jurisdictions

- ✓ Currituck County Board of Elections, North Carolina — "I Voted" Sticker Contest
- ✓ Harrison Township Clerk, Michigan — Boat Town "I Voted" Sticker
- ✓ Mesa County Elections Department, Colorado — Mesa County Elections 2024 Sticker Contest



"I Voted" Stickers: Creative and Original

"I Voted" Stickers — Large Jurisdictions

- ✓ Board of Elections, City of New York, New York — Battle of the Boroughs
- ✓ Division of Elections, Alaska — Alaska Celebrates Five Regions — One State
- ✓ Supervisor of Elections Office, Palm Beach County, Florida — Two Unique Accessible Braille Stickers for Voters





Stakeholder Engagement, Outreach, and Events



Stakeholder Engagement, Outreach, and Events

In FY 2025, the Commissioners attended and presented at over **100 conferences** and events to meet with state and local election officials, U.S. and international policymakers, students, and voters. EAC staff represented the agency at **28 conferences**, providing in-person training, highlighting best practices, and sharing information in support of the EAC's mission to improve federal elections.

To meet stakeholders where they are, Commissioners and staff went to 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 across the country.

The EAC Organizes Ideas Lab to Solve Election Administration Challenges

The EAC held the first-ever Ideas Lab in April 2025, which brought together 81 federal advisory board members to develop ideas, processes, and solutions for election administration challenges. During the Ideas Lab, participants generated 230 challenges, narrowed to 53 high-priority issues, and formed teams to create 16 big ideas for improving election administration. The EAC is already leveraging these outputs to launch new projects, strengthen existing efforts, and guide future initiatives to support election officials.

Election Official Engagement

As the only federal agency solely devoted to the administration of elections, the EAC utilizes this role to gather election officials together across all states and U.S. territories.

Election officials participate in the EAC's Ideas Lab event in April 2025.





EAC Event Highlights

In furtherance of stakeholder engagement, the **EAC hosted 22 events in 9 states**, including Guam and the District of Columbia. From public hearings to annual meetings of the agency's federal advisory boards, virtual meetings and more, the EAC featured 75 bipartisan and nonpartisan election officials and subject matter experts. Most events were live streamed, receiving a total of 6,400 YouTube views.

2025 Data Summit: Election Administration by the Numbers

On July 9, 2025, the EAC partnered with the Massachusetts Institute of Technology's (MIT) Election Data & Science Lab to bring together a wide variety of academics and practitioners to share the latest research and innovations in election administration. Held at the Samberg Conference Center in Cambridge, Massachusetts, election officials, academics, and other stakeholders participated in panel discussions on the results of the 2024 Election Administration and Voting Survey (EAVS), election funding, voter list maintenance, workforce development, and more.

During the 2024 election, over 770,000 poll workers were utilized. This large figure represents a significant component of the election process that warrants further examination. Additionally, over 98% of jurisdictions employed equipment that used a paper ballot or included a paper auditing trail, which is considered a key measure for maintaining election security. Finally, 40% of jurisdictions reported using e-poll books during this election cycle. This figure represents an all-time high when compared across previous years." - Dr. Raymond Williams, EAC Director of Research on findings from the 2024 EAVS at the 2025 Data Summit

EAVS data and other election research are extremely helpful when considering changes to policies, processes, or laws. This data is often used to support new initiatives; for example, provisional ballot data from EAVS and other states has been used to push for Election Day registration. Conversely, data can also be used to argue against legal changes based on outcomes observed in other jurisdictions. - Michelle Tassinari, First Deputy Secretary of State and Director & Legal Counsel, Elections Division, Massachusetts at the 2025 EAC Data Summit

The State Certification Testing of Election Systems National Conference (SCTESNC) 2025

The State Certification Testing of Election Systems National Conference (SCTESNC) 2025, held June 3-4, 2025, in Washington, DC, was co-hosted by the EAC with Indiana's Voting System Technical Oversight Program (VSTOP) and Georgetown University McCourt School of Public Policy's Tech and Public Policy Program.

Discussions focused on the opportunities and challenges in election technology. It included EAC Commissioners and staff, as well as state and local election officials, technology specialists, academic researchers, and representatives from the two accredited Voting System Test Laboratories. The EAC participated in panels on common data formats and future technology communication considerations, guidance for pre-election testing of technology, and advancing accessibility through technology testing. The event was a tremendous success, with record-breaking attendance and participation, underscoring the increasing significance of election technology.



Speakers participate in the 2024 EAVS Overview Panel Discussion at the 2025 EAC Data Summit on July 9, 2025.





Case Studies on the New Initiatives in the EAC's Election Technology Division

On February 19, 2025, the EAC held the hearing "Case Studies on the New Initiatives in the EAC's Election Technology Division." During the meeting, the Commissioners announced that KNOWiNK's Poll Pad 3.6 was the first electronic poll book to be certified as part of the EAC's Voluntary Electronic Poll Book Certification Program.

KNOWiNK Chief Strategy Officer Steele Shippy was at the hearing to discuss the manufacturer's experience going through the certification program. He was joined on a panel by Mike Santos, Voting System Test Lab Director of SLI Compliance, and Elizabeth Beatrice, an EAC Election Technology Specialist who leads the electronic poll book testing efforts under Election Supporting Technology Evaluation Program Director (ESTEP) Jay Phelps.

The meeting's second panel focused on the agency's Field Services Program, which works directly with state and local election jurisdictions on the verification of EAC-certified fielded voting systems to make sure they meet standards so staff can address anomalies. This panel included Wayne Bena, Nebraska Deputy Secretary of State for Elections, and Brian Kruse, Douglas County Election Commissioner, who discussed the benefits of working with the EAC and lessons learned from their experiences.

2024 Post-Election Hearing

On December 10, 2024, the EAC held its 2024 Post-Election Hearing in Los Angeles County, California. 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. While election administration was successful overall, they noted the wide range of challenges their offices faced, including the response to natural disasters like Hurricane Helene, ballot drop box fires, and hoax bomb threats made to voting locations.

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.

On February 19, 2025, the EAC announced KNOWiNK's Poll Pad 3.6 as the first to complete the EAC's Voluntary Electronic Poll Book Certification Program, making it the first federally certified electronic poll book.





Promoting Poll Worker Recruitment

National Poll Worker Recruitment Day

National Poll Worker Recruitment Day, held on August 12, 2025, established by the EAC to increase awareness of the vital role poll workers play in our democracy and to encourage people across the country to sign up to support elections at their local election offices. The initiative highlights how poll workers support election processes, assist voters, and strengthen public trust in democracy by engaging directly with their communities. Federal support for the day helps energize and amplify election offices nationwide by providing resources, boosting online visibility, and guiding people on how to get involved.

Participation in 2025 was broad and impactful, with 33 state election offices and, local election offices and organizations in 45 states taking part through statewide initiatives, social media posts, and other outreach efforts. Social media engagement surged, totaling 7.7k impres-

sions and 463 interactions across X (formerly Twitter), Instagram, LinkedIn, and Facebook.

Offices emphasized the importance of contacting local election officials, supporting elections, providing training resources for new poll workers, and sharing stories from participating jurisdictions across the country. The EAC also launched updated toolkits and customizable templates to help states and localities promote involvement year-round.

In recognition of National Poll Worker Recruitment Day, Chairman Donald Palmer was interviewed on August 17, 2025, during the Jacksonville Jumbo Shrimp's Triple AAA baseball game in Florida (shown below). The interview was featured on the game's TV broadcast on FanDuel Sports Network and promoted helpamericavote.gov.





Poll Workers Helping Americans Vote Campaign



Over the past fiscal year, the EAC launched an initiative that offers jurisdictions an opportunity to join in a national effort to recognize poll workers for the critical role they play in Helping Americans Vote. As a part of this effort, the EAC created a video on the agency's YouTube channel and a customizable social media toolkit to raise awareness and invite election offices to participate in the campaign.

The customizable graphics on helpamericavote.gov cater to X, Facebook, LinkedIn, and Instagram, but the graphics and messaging can be used for emails, websites, flyers, posters, and other communications.



"Who are the Americans helping voters on Election Day? They're your friends, neighbors, coworkers, teachers, and military veterans. These dedicated poll workers help ensure a smooth voting experience for everyone."

EAC Joint Secretary of State and State Election Director Poll Worker Videos

Chairman Donald Palmer, Vice Chair Thomas Hicks, and Commissioner Ben Hovland filmed videos with eight secretaries of state and state election directors. Each video thanked poll workers for their service to their state and local community and included a call-to-action to visit that state's website for poll worker recruitment. Through the promotional efforts of these election offices, these videos have reached an estimated 22% of the nation's poll workers.

EAC Poll Worker Recruitment Videos

State	State Election Official
Arkansas	Cole Jester, Secretary of State
California	Dr. Shirley Weber, Secretary of State
Florida	Cord Byrd, Secretary of State
Louisiana	Nancy Landry, Secretary of State
Maryland	Jared DeMarinis, State Administrator of Elections
Mississippi	Michael Watson, Secretary of State
New Hampshire	David Scanlan, Secretary of State
North Carolina	Sam Hayes, Executive Director of the State Board of Elections





Poll Worker Events with Vet the Vote

The EAC partnered with Vet the Vote on three poll worker appreciation and education events as part of the “Poll Workers Helping Americans Vote” campaign in FY 2025. These events expressed gratitude to poll workers for their dedication to community service and their role in ensuring the integrity of the voting process. They 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.

WWII Museum Event in New Orleans, Louisiana

On August 12, 2025, the EAC in partnership with Vet the Vote held an event to highlight National Poll Worker Recruitment Day. A focus of the event was acknowledging the more than 165,000 military veterans and their family members recruited by Vet the Vote to serve as election workers in 2024. Attendees included EAC Chairman Donald Palmer and Vice Chair Thomas Hicks as well as Vet the Vote Program Director Lorén Westerfield and Louisiana Secretary of State Nancy Landry. The event also had representation from commissioners and election workers from eight Louisiana parishes. The keynote speaker was Brigadier General John T. Plunkett from the Louisiana National Guard who spoke on how service to the community is an extension of service to country.



EAC Chairman Donald Palmer, Vice Chair Thomas Hicks, and Commissioner Christy McCormick are joined by California Secretary of State Dr. Shirley Weber. Photo Credit: Los Angeles County Registrar-Recorder/County Clerk

Battleship USS Iowa Event in Los Angeles, California

On May 15, 2025, the EAC and Vet the Vote held a poll worker appreciation and education event on the Battleship USS Iowa dockside pier in the Los Angeles area of, California. EAC Chairman Donald Palmer, Vice Chair Thomas Hicks, and Commissioner Christy McCormick were joined by Program Director of Vet the Vote Lorén Westerfield, and California Secretary of State Dr. Shirley Weber.

USS Orleck Pier Event in Jacksonville, Florida

On December 5, 2024, the EAC, in collaboration with Vet the Vote, organized a poll worker appreciation and education event on the USS Orleck Pier in Jacksonville, Florida. Attendance included many poll workers from Florida and Georgia, five Florida Supervisors of Elections, three Georgia Election Directors, a Georgia Registrar, and Florida Secretary of State Cord Byrd. To add more fun to the day, mascots from local sports teams were also present.



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





EAC Stakeholder Engagement Events in FY 2025

- ✓ 2024 Post-Election Hearing — Los Angeles, CA
- ✓ EAC Technical Guidelines Development Committee Meeting — Rockville, Maryland
- ✓ Case Studies on the New Initiatives in the EAC's Election Technology division — Washington, DC
- ✓ EAC Local Leadership Council Annual Meeting — Charlotte, North Carolina
- ✓ EAC Standards Board Annual Meeting — Charlotte, North Carolina
- ✓ EAC Board of Advisors Annual Meeting — Washington, DC
- ✓ EAC Technical Guidelines Development Committee Virtual Meeting
- ✓ 2025 EAC Data Summit: Election Administration by the Numbers — Cambridge, Massachusetts
- ✓ EAC Public Meeting on Voting System Certification to VVSG 2.0 — Washington, DC
- ✓ EAC Technical Guidelines Development Committee Virtual Working Session #1 on the VVSG
- ✓ EAC Technical Guidelines Development Committee Virtual Working Session #2 on the VVSG
- ✓ EAC Technical Guidelines Development Committee Virtual Working Session #3 on the VVSG
- ✓ WWII Museum Event — New Orleans, Louisiana
- ✓ USS Orleck Pier Event — Jacksonville, Florida
- ✓ Battleship USS Iowa Event — Los Angeles, California
- ✓ The State Certification Testing of Election Systems National Conference (SCTESNC) 2025 — Washington, DC
- ✓ EAC Ideas Lab — Charlotte, North Carolina
- ✓ Disaster Preparedness Roundtable — Ft. Lauderdale, Florida
- ✓ Local Leadership Council and Standards Board Regional Meetings
 - ✓ Region 1 Meeting: Los Angeles, California
 - ✓ Region 2 Meeting: Des Moines, Iowa
 - ✓ Region 5 Meeting: Cambridge, Massachusetts
 - ✓ Region 6 Meeting: Guam





Administering Grant Funds

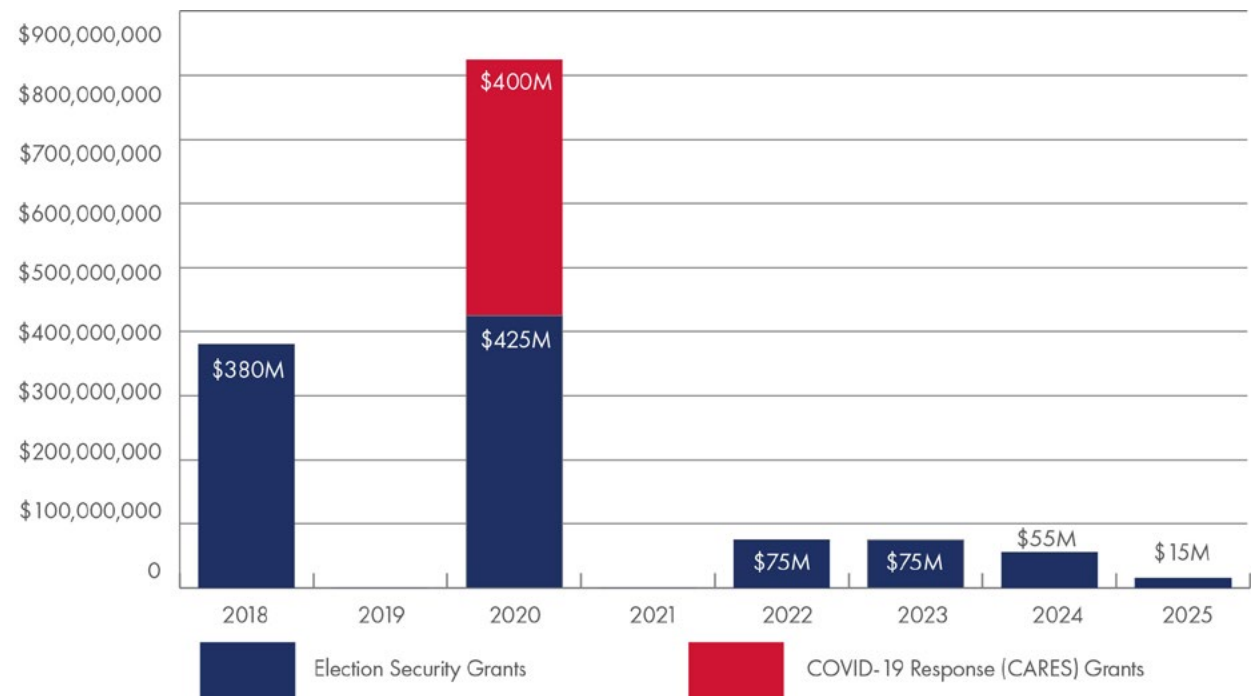


Administering Grant Funds

An important function of the EAC is the administration of federal HAVA grants. The EAC's grants staff consists of three full-time employees who manage the end-to-end grantmaking process from the distribution of funds, to grantee support, training, and completing mandatory reporting to ensure funds are spent appropriately. In FY 2025, the EAC disbursed and administered \$15 million of new HAVA Election Security funds. These funds are critical for states to modernize critical voting infrastructure to upgrade voting systems, cybersecurity systems, provide election officials with cybersecurity training, implement post-election audits, and make other necessary improvements to the administration of elections.

Since 2003, the EAC has administered \$4.7 billion in formula funds under HAVA sections 101 and 251 and \$24.9 million in discretionary awards. HAVA formula grant recipients include the 50 states, District of Columbia, and five U.S. territories (American Samoa, the Commonwealth of Puerto Rico, Guam, the Commonwealth of the Northern Mariana Islands, and the U.S. Virgin Islands) collectively referred to as "states" for the purposes of grants analysis, using the population-based formula provided in HAVA.

HAVA Grant Program Funding FY 2018 – FY 2025



HAVA provides no-year funds, which are distributed to the states in advance of spending and are available until expended. About 70% of the HAVA Election Security Funds appropriated since 2018 have been spent with about 98% of those funds budgeted for planned activities. As of September 2025, 14 states have spent nearly all their HAVA funds (90%+), while 49 states have spent more than 50%. Due to varying factors, seven states have expended less than 50% of available HAVA funds at the close of FY 2025.

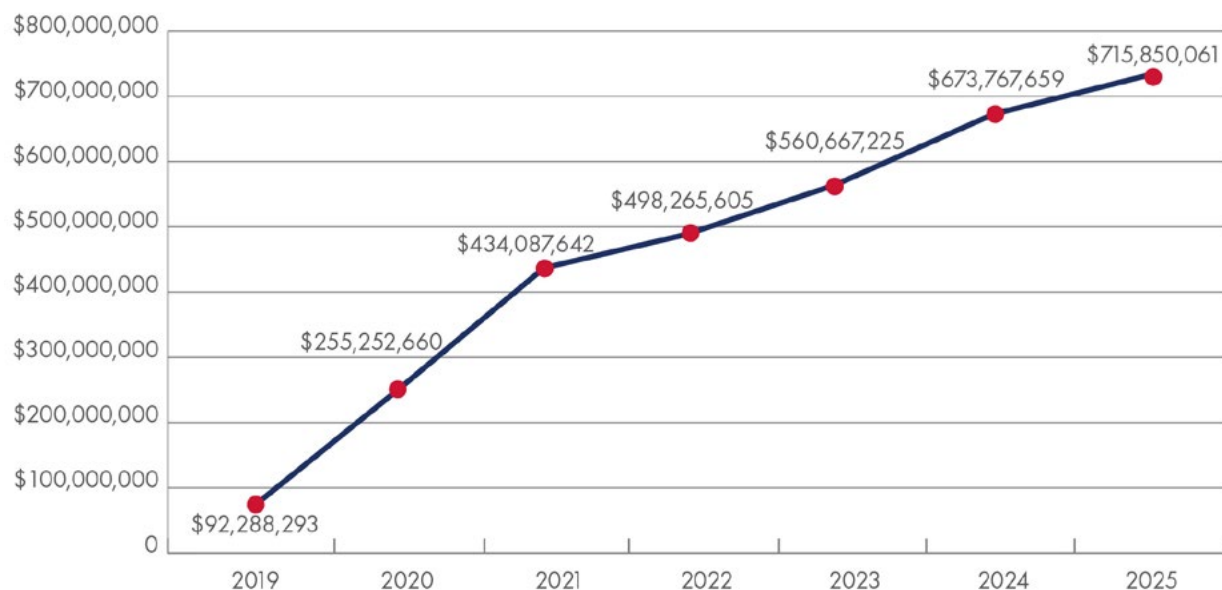




Reasons for state expenditure rates vary by state. States have consistently reported to the EAC that the following factors impact their spending of HAVA funds:

- ✓ the availability of future funds,
- ✓ difficulty providing required matching dollars (required matching dollars for the grant increased from 5% in FY 2018 to 20% as of FY 2020),
- ✓ state legislative timing, and
- ✓ budget planning for statewide implementation of large-scale purchases like replacing outdated voting systems.

Election Security Grant Total Expenditures



The EAC regularly publishes guidance and provides resources, including in-person assistance, training, virtual technical support, and subject-specific webinars. In 2025, the EAC provided 50 training sessions and conducted eight on-site visits, including to three U.S. territories. These on-site visits provide one-on-one training and dedicated support to the grantees to make sure the funds are being spent appropriately, and requirements are being met.

To further support these efforts, the agency published four grant resources on the 2024 revisions to the Uniform Guidance, allowable food and refreshment costs, managing earned interest, and how to request HAVA funds. Grants staff also worked with state grantees to close 15 audit recommendations during the fiscal year with six more expected to be closed by January 2026.

During FY 2024, the EAC reinstated 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, including local election offices, colleges and universities, and nonprofit organizations. The EAC provided two types of HAVCP grants: a two-year Poll Worker Grant and a one-year Service Day Grant. The two-year poll worker grantees developed programs focused on building deep connections with students and local election offices. Many grantees structured student engagement from outreach to training and through service as a poll worker and post-event analysis.

Grantees will submit performance reports in May 2026 for the second year of the program which ends on January 31. Additionally, to strengthen the impact and legacy of their HAVCP programs, eight grantees will extend their efforts through FY 2026, providing support for midterm elections.





Communicating with Election Officials, Voters, and Stakeholders



Communicating with Election Officials, Voters, and Stakeholders

Vote.gov

Already well-known to the public as a trusted source for official voting information, vote.gov is now managed entirely by the EAC. In addition to the agency's array of resources for election officials and voters, anyone can use vote.gov to find their state election websites and state-specific voting information that can help them register to vote.

The partnership between the EAC and GSA on vote.gov started in 2020 and in 2025, the EAC assumed management of the site in addition to continuing to provide subject matter expertise. Moving vote.gov entirely under the EAC's purview centralizes resources in one agency and helps voters access accurate information about election administration and voting procedures while significantly reducing cost and administrative overhead. Consolidating essential information into a single centralized resource managed by one agency reduces redundancy and improves the accuracy of election information.

In October 2024, 3 million visitors used the site for voter registration information leading up to the general election. From October 2024 through November 2025, 5.8 million visitors went to vote.gov with most visits to state specific information on how to register to vote.

To improve functionality and make vote.gov a one-stop-shop for voters to find voter registration and election information, the EAC began collaborating with the National Design Studio (NDS) on the redesign and modernization of the website. The updated site is expected to launch in 2026.

EAC Website and Social Media Statistics

Website: [EAC.gov](https://eac.gov)

The EAC has continued improvements to make eac.gov a one-stop-shop for election officials to find election administration best practices and research. In 2025, the EAC laid the groundwork to make the site more user focused by integrating natural language search, calculators to find

efficiencies in election processes, and developing tools to make it easier to use and compare state election data. More improvements will be available on eac.gov throughout 2026 including AI tools to help visitors find and use information on the site.

In FY 2025, the EAC website attracted a total of 1.6 million users who generated 2.8 million page views. The most visited web page after the EAC homepage was "Register and Vote in Your State." This page offers voters state-specific links for voter registration deadlines and options, voting methods, and contact details for state and local election officials.

The third-most visited page was the National Mail Voter Registration Form, followed by the "Become a Poll Worker" page. This page, which can be reached through helpamericavote.gov, provides a "Poll Worker Recruitment Lookup Tool" to find requirements, hours, pay, training, and ways to sign up directly with their state or local election office. The agency drives traffic to this page for National Poll Worker Recruitment Day to help election officials with poll worker recruitment efforts.

For election official-facing web pages, the most visited during this time was the "Election Results, Canvass, and Certification" page. This page contains information about how election results change from unofficial to official as well as best practices and resources to help election officials communicate this essential process to voters. "Voting Systems Under Test" was the second-most visited page for election officials, which features a list and status of all voting systems currently in for EAC certification. The third-most visited web page for election officials during the 2025 fiscal year was, "Poll Watchers." This includes a list of websites providing example guidance from the national, state, and local level.

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





**Total eac.gov page views from
Oct. 1- Sept. 30, 2025:**

2,797,197



Most visited pages:

Register And Vote in Your State

(490,993)

National Mail Voter Registration Form

(138,157)

Poll Worker Resources for Voters

(135,248)



Most visited election official pages:

Election Results, Canvass, and Certification

(98,457)

Voting Systems Under Test

(54,734)

Poll Watchers

(37,630)

changes in state laws or state-specific instructions. During FY 2025, the EAC oversaw updates for three states: Nebraska, New Mexico, and Washington. Updates to the form are expected for Alaska, Connecticut, New Mexico, and Rhode Island in early 2026.

The form web page on the EAC's website was accessed about 138,000 times throughout FY 2025.

Social Media

The EAC continues to increase its engagement with the public and support the work of election officials in an evolving social media landscape. The EAC has over 27,000 followers across all platforms. Short-form video, stories, and live-streamed video continue to be an effective way of reaching and engaging the public and increasing the reach of new EAC resources and initiatives. The EAC saw a 212% (8,420 video views) leap in total video views on social media and a 60% increase in post-link clicks.

The EAC elevated the voices of election officials and election offices on social media through the 2024 Clearinghouse Awards, National Poll Worker Recruitment Day, and National Voter Registration Day. Leading up to the 2024 general election, the EAC shared posts across platforms from state election offices to amplify their voices.

Press Releases, Requests, and Press Mentions

In FY 2025, the EAC circulated 27 press releases and media advisories on important EAC news and events. The EAC's campaigns around the release of the 2024 Election Administration and Voting Survey (EAVS) report, 2024 Clearinghouse Award winners, and National Poll Worker Recruitment Day contributed to the 15,800 mentions of the EAC in print and broadcast media from national, state, and local outlets. These press mentions can also be attributed to President Trump's Executive Order titled "Preserving and Protecting the Integrity of American Elections," issued on March 25, 2025, which references the EAC, and coverage of the 2024 presidential election, which occurred within the fiscal year.

The agency's Commissioners and leadership provided media interviews throughout the year using their expertise on topics such as election technology, voter list maintenance,





poll worker recruitment, and the administration of the 2024 elections. In May 2025, an opinion piece by Chairman Palmer was featured in Stars and Stripes, in which he discussed how veterans and their family members can and often do serve as poll workers, and how their military experience applies to and benefits this civic duty.

EAC Newsletter

The EAC distributes an electronic newsletter each month with updates on events, new resources and reports, and training opportunities. Over the past fiscal year, the EAC's distribution list has grown from 7,000 to 37,800 state and local election officials, board members, stakeholders, members of the press, and the public. This increase in readership is due in part to the agency's involvement in a new email platform that easily allows the public to sign up for the EAC's newsletter when they register for newsletters at similar participating federal government agencies. With this larger distribution list, the agency is able to reach more voters and election officials, which will be especially helpful heading into the 2026 midterm elections.

Congressional Inquiries

HAVA calls on the EAC to work closely with Congress. In 2025, Commissioners and staff fulfilled this responsibility by proactively engaging congressional partners and raising the profile of the EAC among members of Congress. These efforts included keeping stakeholders informed of agency efforts, testifying before Congress, educating members and staff on the EAC's work, and providing timely responses to inquiries from both the U.S. House and Senate. In preparation for the 2026 midterm elections and amid an evolving elections landscape, key areas of congressional interest and EAC focus involved strengthening election security, support for election officials, and enhancing the integrity of U.S. elections.

In 2025, EAC Commissioners and staff conducted more than 50 briefings and in-person meetings with members of Congress and their staff. As part of the agency's government affairs efforts, the EAC also frequently provided congressional offices with technical assistance related to proposed legislation on HAVA and other election-related measures.



37,800

**Newsletter Subscribers as of
December 2025**

As a result of extensive technical assistance, the EAC played a role in the adoption of a component of the Strengthening Election Cybersecurity to Uphold Respect for Elections through Independent Testing Act (SECURE IT Act). The first part of the bill pertaining to penetration testing of election systems further bolsters the agency's existing voting system penetration testing program and assists the EAC in advancing standards for accrediting testing entities. This portion of the measure was signed into law in the FY 2026 National Defense Authorization Act. Senators Mark Warner (D-VA) and Susan Collins (R-ME) shepherded this effort through the Senate's legislative process over a two-year period.

The agency also promptly responded to official congressional inquiries with detailed responses. Commissioners submitted answers to hearing-related official questions for the record from members of Congress on a broad range of issues, including election integrity, artificial intelligence, poll worker initiatives, and the Voluntary Voting System Guidelines (VMSG). Commissioners and staff also closely monitored legislative activity, including more than 125 election-related measures in 2025 alone.

The EAC shared winners of the agency's 2024 Clearing-house Awards for best practices in election administration, known as the "Clearies," with more than 40 congressional offices to recognize election offices in members' jurisdictions.





The agency also communicated legislative recommendations to Congress, including draft legislative language, to advance its mission and improve services provided to the election community.

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

Congressional Testimony



EAC Chairman Donald Palmer

Committee on House Administration: Full Committee Hearings: “Why the Wait? Unpacking California’s Untimely Election Counting Process”

Tuesday, April 29, 2025

Written testimony can be viewed here:

<https://docs.house.gov/Committee/Calendar/ByEvent.aspx?EventID=118157>



Chairman Palmer speaking as a witness in front of the House Committee on House Administration, April 29, 2025. Photo courtesy of the Committee on House Administration.



Other Reporting

Report	Submitted Date(s)
1353 Travel Reporting	3/10/2025
Agency Financial Report	1/16/2026
Annual Agency Ethics Program Questionnaire	1/31/2025
Annual Improper Payment Reporting	10/24/2025
Annual VVSG Standard Recommendations	11/16/2024
BOD 20-01 Vulnerability Disclosure Policy	12/3/2025
BOD 25-01: Implementing Secure Practices for Cloud Services	12/22/2025
Confidential Financial Disclosure reporting	2/18/2025
Congressional Budget Justification	5/30/2025
EAC Annual Report	1/31/2025
EAC DATA Act Report	4/1/2025
Federal Electronic Records & Email Management Report	3/14/2025
FOIA Report	12/12/2025
Freedom of Information Act Report	12/12/2025
Management Directive 715	3/6/2025
No Fear Act	10/31/2025
Pandemic Response Accountability Committee (quarterly reports for CARES)	1/9/2024
Premium Class Travel Reporting	12/31/2025
Public Financial Disclosure reporting	5/15/2025
Quarterly FISMA CIO Data Call	1/31/2025, 4/25/2025, 8/1/2025, 12/18/2025
Quarterly Risk Management Assessment (RMA)	1/31/2025
Records Management Self-Assessment (RMSA) Report	3/14/2025
SAOP FISMA Metrics	11/14/2025
Section 608 Annual Obligations Report	5/14/2025
Section 634 Quarterly Obligations Report	2/14/2025, 5/14/2025, 8/14/2025
SemiAnnual OIG Report	12/1/24, 5/30/2025
Senior Agency Officials for Records Management (SAORM) Report	3/14/2025
Senior Federal Travel Reporting	4/30/25, 11/30/25
Student Loan Repayment Response	3/2025
The Election Administration and Voting Survey 2024 Comprehensive Report	6/30/2025
Travel Reporting Information Profile	11/30/2025
USASpending Upload for DATA Act	Monthly





Advisory Boards



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.

In FY 2025, the EAC held in-person meetings for each of these boards. To allow for more discussion and collaboration on similar issues, the EAC held four regional meetings for LLC and Standards Board members for the first time. These spanned across the country and U.S. territories, including California, Iowa, Massachusetts, and Guam.



Through these meetings, we heard from election officials from every region of our country on the most important issues they face in their states and jurisdictions. The feedback emphasized the necessity for more training opportunities, continued communication on updates to the Voluntary Voting System Guidelines 2.0, as well as concern for consistent funding of elections, especially to drive planning for necessary upgrades to election equipment. These comments will be shared with our staff and factored into future programs and resources. These in-person interactions with our advisory boards are invaluable to ensure the EAC is meeting its mission to serve election administrators and voters." - Joint statement from the EAC Commissioners following the April and May in-person annual meetings.





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 (NASED), 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.

Commissioner Christy McCormick served as the Designated Federal Officer for this board beginning in February 2025.

The EAC held the Board of Advisors' annual meeting on May 5 and 6, 2025, in the EAC's hearing room in Washington DC. The meeting included remarks from Senator Alex Padilla, Ranking Member of the U.S. Senate Committee on Rules and Administration, and Representative Stephanie Bice, a member of the Committee on House Administration. Both serve on congressional oversight committees of the EAC. Board members also provided the EAC with recommendations and feedback on voter registration list maintenance, election audit standards, the implementation of the Executive Order to Protect the Integrity of American Elections, and other priorities of members.

The following members serve as executive officers for the Board of Advisors:

Name	Title	Location	Role
Hon. Scott Schwab	Secretary of State	Kansas	Chair
Christine Walker	Clerk	Jackson County, Oregon	Chair-Elect
Eric Fey	Director of Elections	St. Louis County, Missouri	Secretary



Board of Advisors members with the EAC Commissioners during their annual meeting in Washington, DC





The Technical Guidelines Development Committee (TGDC)

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

Beginning in February 2025, Chairman Palmer served as the Designated Federal Officer for the TGDC.

The TGDC held an in-person meeting at the National Institute of Standards and Technology (NIST) headquarters in Rockville, Maryland, on January 14, 2025. During the meeting, members heard from EAC staff about VVSG

2.0 and considerations for a minor revision, resources for managing accessible voting equipment, and updates to the ESTEP. NIST staff provided information on the implementation of their Voting Program, and the release of new research.

Members met four other times in 2025 to provide feedback, make recommendations, and hear from EAC staff about a suggested update to the VVSG, Version 2.1. The input from these virtual meetings helped EAC staff refine the draft of the VVSG 2.1. As of publication of this annual report, discussions on next steps are ongoing.

TGDC members with the EAC Commissioners during their January 2025 meeting at NIST headquarters.





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 officials, 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 2025, Commissioner Hovland served as the Designated Federal Officer for the Standards Board.

The board's in-person annual meeting was held in Charlotte, North Carolina, on April 24-25, 2025. During the meeting, members heard from the EAC about the implementation of the Executive Order to Protect the Integrity of American Elections. The annual meeting served as a critical opportunity to get feedback and share ideas on emerging topics in election administration. The meeting included information on election audit standards, voter registration and list maintenance, election official training opportunities, signature verification and best practices to work with motor vehicle offices, and improvements to the EAC's Election Administration and Voting Survey.

The EAC also used the annual meeting as an opportunity to recognize board members whose offices earned 2024 Clearinghouse Awards. To highlight their best practices, the EAC held a panel discussion with them to highlight their best practices and celebrate them amongst their election official colleagues.



Standards Board members during the 2025 annual meeting.





The following members serve as executive officers for the Standards Board:

Name	Title	Location	Role
Maria I.D. Pangelinan	Guam Election Commission Executive Director	Tamuning, GU	Chair
Dwight K. Shellman III	County Regulation & Support Manager	Denver, Colorado	Vice Chair
J. Bradley King	Co-Director, Indiana Elections Division	Indiana	Secretary
Kathy Placencia	Director of Elections	Rhode Island	Executive Officer
Nancy Boren	Director of Elections and Voter Registration	Georgia	Executive Officer
Lannie Chapman	County Clerk	Salt Lake County, Utah	Executive Officer
Derrin Robinson	County Clerk	Harney County, Oregon	Executive Officer
Jeff Hancock	County Clerk	Franklin County, Kentucky	Executive Officer
Jameson Shew	County Clerk	Douglas County, Kansas	Executive Officer

Standards Board members with the EAC Commissioners during the annual meeting in Charlotte, North Carolina.





Local Leadership Council (LLC)

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.

Commissioner Thomas Hicks served as the Designated Federal Officer of the LLC beginning in February 2025.

LLC members met in person for the annual meeting in Charlotte, North Carolina, on April 21-22, 2025. The meeting was a valuable opportunity to hear directly from local election leaders from across the country. Members started the meeting with breakout regional meeting sessions facilitated by EAC staff. The results of which were shared with the EAC and the larger membership the following day. Feedback was also provided to the EAC about election audit standards, the need for election official training and in what areas, and the EAC's Learning Lab platform. The EAC also briefed members on the implementation of the Executive Order to Protect the Integrity of American Elections.

The following members serve as executive officers for the LLC:

Name	Title	Location	Role
Donna Johnston	Registrar of Voters	Sutter County, California	Region 1 Chair
Carly Koppes	County Clerk and Recorder	Weld County, Colorado	Vice Chair
Tracy Overstreet	Election Commissioner	Hall County, Nebraska	Member
Julie Freese	County Clerk	Fremont County, Wyoming	Region 2 Chair
Jennifer Doinoff	Elections Administrator	Hays County, Texas	Region 3 Chair
Mark Earley	Supervisor of Elections	Leon County, Florida	Steering Committee Member
Ruie Lavoie	Election Director	Baltimore County, Maryland	Region 4 Chair
Tammy Smith	Administrator of Elections	Wilson County, Tennessee	Secretary
Nicholas Lima	Registrar/Director of Elections	City of Cranston, Rhode Island	Region 5 Chair
Maureen Bugdon	Superintendent of Elections	Atlantic County, New Jersey	Steering Committee Member



Members of the Local Leadership Council and the EAC Commissioners during the annual meeting in Charlotte, North Carolina.



Standards Board and Local Leadership Council Regional Meetings

Members of Regions 1, 2, and 5 of the Standards Board and Local Leadership Council met in FY 2025. During the meetings state and local election officials received training on Chain of Custody best practices from EAC Clearinghouse. The EAC led a discussion on audit procedures and processes along with hands on demos by local election officials. Members had open discussion on a variety of topics including poll worker training and recruitment followed by a recap of National Poll Worker Recruitment Day for Region 2. The EAC also convened Region 6 Standards Board members from the U.S. Territories for the first time. This meeting in Guam included training from EAC staff, assistance with HAVA grant compliance, and opportunities to provide feedback on the territories' unique election administration challenges.

The regional meetings enable small group discussions with election officials within the region being able to share ideas and give feedback to the EAC on needs for the not only nationwide but specific states and local offices within that region. The regional meetings also allow for more hands-on training that would meet the needs of the specific region.



Commissioners Hovland and McCormick with Standards Board Region 6 members in Guam.



Commissioners McCormick and Hicks with Local Leadership Region 2 members in Des Moines, Iowa.





FACA Board Members

Technical Guidelines Development Committee (TGDC) Member Roster

The TGDC was comprised of the following members as of September 16, 2025.

Chair

Craig Burkhardt

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

Board of Advisors

Isaac Cramer

Executive Director
Charleston County Board of Voter Registration and Elections
Charleston, South Carolina

Appointment Pending Approval

Standards Board

Paul Lux

Supervisor of Elections
Okaloosa County
Crestview, Florida

Appointment Pending Approval

ANSI

Mary Saunders

Senior Vice President, Government Relations and Public Policy
American National Standards Institute
Washington, DC

IEEE

Appointment Pending Approval

NASED

Bryan Caskey

Deputy Secretary of State, Director of Elections
Office of the Kansas Secretary of State
Topeka, KS

Judd Choate

Director, Division of Elections
Colorado Department of State
Colorado Secretary of State
Denver, CO

U.S. Access Board

Benjamin Nadolsky

U.S. Access Board
Public Board Member
New York, New York

Appointment Pending Approval

Technical Experts

Diane Golden

Director of National Projects
Illinois Assistive Technology Program
Springfield, Illinois

David Wagner

Professor
EECS Departments
University of California-Berkeley
Berkeley, California

Chris Wlaschin

Senior Vice President & Chief
Information Security Officer
Election Systems & Software
Lincoln, Nebraska

Vacancy





Local Leadership Council

The Local Leadership Council was comprised of the following members as of November 21, 2025.



Alabama

Andrea Lecroy

Probate Judge
Marshall County

James Tatum

Probate Judge
Bullock County



Alaska

Amanda McColley

Fairbanks Elections Supervisor
Alaska Division of Elections

Jeffrey Congdon

Anchorage Elections Supervisor
Alaska Division of Elections



Arizona

Rayleen Richards

Elections Director
Navajo County

Scott Jarrett

Elections Director
Maricopa County



Arkansas

Phyllis Rhynes

County Clerk
Greene County

Vacant



California

Donna M. Johnston

Registrar of Voters
Sutter County

Ryan Ronco

Registrar of Voters
Placer County



Colorado

Carly Koppes

County Clerk and Recorder
Weld County

Lori Mitchell

County Clerk and Recorder
Chaffee County



Connecticut

Antoinette C. Spinelli

Town Clerk
City of Waterbury

Matthew R. Katra

Registrar of Voters
Borough of Naugatuck



Delaware

David Gilefski

Deputy County Director
New Castle County

Doris Young

County Director
Kent County



Florida

Mark Earley

Supervisor of Elections
Leon County

Wesley Wilcox

Supervisor of Elections
Marion County





Local Leadership Council Continued



Georgia

Charlotte R. Sosebee

Director of Elections & Voter Registration
Athens-Clarke County

Deidre Holden

Director of Elections & Voter
Registration, Paulding County



Hawaii

Jade Fountain-Tanigawa

County Clerk
Kauai County

Lyndon Yoshioka

Election Administrator
Kauai County



Idaho

Lon Colton

County Clerk
Oneida County

Vacant

Illinois

Don Gray

County Clerk
Sangamon County

Vacant

Indiana

Jessica Bailey

Clerk
Porter County

Shelley Septer

Clerk
Huntington County



Iowa

Denise Beyer

County Auditor
Allamakee County

Sara Doty

County Auditor
Des Moines County



Kansas

Jamie Shew

County Clerk
Douglas County

Rick Piepho

County Clerk
Harvey County



Kentucky

Kevin Mooney

County Clerk
Bullitt County

Susan Lamb

County Clerk
Fayette County



Louisiana

Bridget Hanna

Clerk of Court
Ascension Parish

Steve Raborn

Registrar of Voters
East Baton Rouge Parish





Local Leadership Council Continued



Maine

Kathleen M. Montejo

City Clerk
City of Lewiston

Lisa Goodwin

City Clerk
City of Bangor



Maryland

Barry Jackson

Election Director
Washington County

Ruie Lavoie

Election Director
Baltimore County



Massachusetts

Danielle M. Sicard

Town Clerk
Town of Easton

Sergio Cornelio

City Clerk
City of Everett



Michigan

Elizabeth Hundley

County Clerk
Livingston County

Mary R. Clark

Township Clerk
Delta Charter Township



Minnesota

Marilee Peterson

County Auditor-Treasurer
Sibley County

Michael Stalberger

County Elections Official
Blue Earth County



Mississippi

Leroy Lacy

Election Commissioner
Madison County

Van Lowry

Election Commissioner
Marion County



Missouri

Brianna Lennon

County Clerk
Boone County

Shane Schoeller

County Clerk
Greene County



Montana

Bradley Seaman

Missoula County Election Administrator
Missoula County

Toni Kramer

Lake County Election Administrator
Lake County



Nebraska

Amy Nelson

County Clerk
Fillmore County

Tracy Overstreet

Election Commissioner
Hall County





Local Leadership Council Continued



Nevada

Jessica Aguiar-Koepe

Deputy Clerk
Humboldt County

Vacant



New Hampshire

Sherry Farrell

Town Clerk
Town of Londonderry

Joan Dargie

Town Clerk
Town of Milford



New Jersey

Maureen Bugdon

Superintendent of Elections
Atlantic County

Shona Mack-Pollock

Superintendent of Elections
Passaic County



New Mexico

Amanda López Askin

County Clerk
Dona Ana County

Tanya Shelby

Chief Deputy Clerk
San Juan County



New York

Dustin Czarny

Commissioner
Onondaga County

Erik J. Haight

Commissioner of Elections
Dutchess County



North Carolina

Leigh Anne Price

Elections Director
Johnston County

Rachel Raper

Elections Director
Orange County



North Dakota

Darlene Carpenter

County Auditor
McHenry County

Dawn Rhone

County Auditor
Morton County



Ohio

Brian Sleeth

Director of Elections
Warren County

Sherry Poland

Director of Elections
Hamilton County



Oklahoma

Callee Sander

Election Board Secretary
Dewey County

Gwen Freeman

Election Board Secretary
Tulsa County





Local Leadership Council Continued



Oregon

Rochelle Long

County Clerk
Klamath County

Tracie Krevanko

County Clerk
Clatsop County



Pennsylvania

Thad Hall

Director of Elections
Mercer County

Tim Benyo

Chief Clerk and Director of Elections
Lehigh County



Rhode Island

Jacqueline S. Schulz

Registrar of Voters
Town of Portsmouth

Nicholas J. Lima

Registrar/Director of Elections
City of Cranston



South Carolina

Isaac Cramer

Executive Director Charleston County
Charleston County

Julian Young

Executive Director Florence County
Florence County



South Dakota

Julie Bartling

County Auditor
Gregory County

Thomas Oliva

Finance Officer
Hughes County



Tennessee

Tammy Smith

Administrator of Elections
Wilson County

Vacant

Texas

Jennifer Doinoff

Elections Administrator
Hays County

Shannon Lackey

Elections Administrator
Randall County



Utah

Marki Rowley

County Clerk
Millard County

Ricky Hatch

County Clerk/Auditor
Weber County



Vermont

Sara Haskins

Town Clerk/Treasurer
Town of Morrisville

Tracy Borst

Town Clerk/Treasurer
Town of Thetford





Local Leadership Council Continued



Virginia

Angela Maniglia Turner

Director of Elections and General Registrar
City of Alexandria

Barbara Tabb

Prince George County



Washington

Garth Fell

County Auditor
Snohomish County

Skip Moore

County Auditor
Chelan County



West Virginia

Michelle Holly

County Clerk
Fayette County

Vacant

Wisconsin

Elena Hilby

City Clerk
City of Sun Prairie

Wendy Christensen

County Clerk
Racine County



Wyoming

Debra Lee

County Clerk
Laramie County

Julie Freese

County Clerk
Fremont County





Standards Board

The Standards Board was comprised of the following members as of November 24, 2025.



Alabama

State

Wes Allen

Secretary of State
Montgomery, AL

Local

Laurie Shoultz Hall

Probate Judge - Marengo County
Linden, AL



Alaska

State

Carol Beecher

Director
Juneau, AK

Local

Michaela Thompson

Administrative Manager
Anchorage, AK



American Samoa

State

Laloifi D. Saelua

HAVA Manager
Pago Pago, AS

Local

Sinatagimaiava To

Division Head I
Pago Pago, AS



Arizona

State

Tonia A. Tunnell

Deputy Assistant Secretary, Voter Registration
& Special Projects, Phoenix, AZ

Local

Eslir Musta

Elections Director
Flagstaff, AZ



Arkansas

State

Cole Jester

Secretary of State
Little Rock, AR

Local

Alexandria Manning-Ewing

Chicot County Clerk
Lake Village, AR



California

State

NaKesha Robinson

Deputy Secretary of State, Help America Vote
Act, Sacramento, CA

Local

Dean Logan

Registrar-Recorder/County Clerk
Norwalk, CA



Colorado

State

Dwight K. Shellman III

County Regulation & Support Manager,
Colorado State Elections Division, Denver, CO

Local

Rene Warner

Chief Deputy Clerk, Delta County Clerk &
Recorder's Office, Delta, CO





Standards Board Continued



Connecticut

State

Gabe Rosenberg

Chief of Staff and General Counsel
Hartford, CT

Local

Marianne Byrne

Registrar of Voters
Prospect, CT



Delaware

State

Anthony Albence

State Election Commissioner
Dover, DE

Local

Ralph Artigliere

Deputy County Director, Kent County Office
Dover, DE



District of Columbia

State

Monica H. Evans

Executive Director
Washington, DC

Local

Vacancy

Florida

State

Maria Matthews

State Director, Division of Elections
Tallahassee, FL

Local

Paul Lux

Supervisor of Elections, Okaloosa County
Crestview, FL



Georgia

State

Bradford Raffensperger

Secretary of State
Atlanta, GA

Local

Nancy Boren

Director of Elections and Voter Registration
Columbus, GA



Guam

State

Maria I.D. Pangelinan

Guam Election Commission Executive
Director, Tamuning, GU

Local

Christiana J. Ramirez

Guam Election Commission Program Coordinator,
Tamuning, GU



Hawaii

State

Kristen Uyeda

Ballot Operations Section Head
Pearl City, HI

Local

Rex Quidilla

Election Administrator
Honolulu, HI





Standards Board Continued



Idaho	
State	Local
Daniel Lee Voting Systems Specialist Boise, ID	Patty Weeks County Clerk Lewiston, ID



Illinois	
State	Local
Erica Christell Testing Lead, Voter Registration and Systems Division, Springfield, IL	Vacancy



Indiana	
State	Local
J. Bradley King Co-Director of the Indiana Election Division Indianapolis, IN	Nicole Browne Monroe County Clerk Bloomington, IN



Iowa	
State	Local
Eric R. Gookin Chief Operating Officer Des Moines, IA	Amanda Harlan Monroe County Auditor Albia, IA



Kansas	
State	Local
Bryan Caskey Director of Elections Topeka, KS	Jameson Shew Douglas County Clerk Lawrence, KS



Kentucky	
State	Local
Gregory McNeill Senior Advisor Frankfort, KY	Jeff Hancock Franklin County Clerk Frankfort, KY



Louisiana	
State	Local
Elisabeth Daigle ADA Compliance Officer Baton Rouge, LA	Mike Spence Caddo Parish Clerk of Court Shreveport, LA





Standards Board Continued



Maine	
State	Local
Shenna Bellows Secretary of State Augusta, ME	Wendy Rawski Clerk Eliot, ME



Maryland	
State	Local
Katherine Berry Deputy State Administrator Annapolis, MD	Guy Mickley Election Director, Howard County Board of Elections, Columbia, MD



Massachusetts	
State	Local
Debra O'Malley Assistant Director of Elections Boston, MA	Andrew T. Dowd Northborough Town Clerk Northborough, MA



Michigan	
State	Local
Jocelyn Benson Secretary of State Lansing, MI	Justin Roebuck Ottawa County Clerk West Olive, MI



Minnesota	
State	Local
Paul Linnell Director of Elections St. Paul, MN	Michael Stalberger Director, Property and Environmental Resources, Mankato, MN



Mississippi	
State	Local
Kyle Kirkpatrick Assistant Secretary of State Jackson, MS	Robert Coleman Yazoo County Circuit Clerk Yazoo City, MS



Missouri	
State	Local
Chrissy Peters Director of Elections Jefferson City, MO	Sara Zorich Director Jackson County Board of Elections Independence, MO





Standards Board Continued



Montana	
State	Local
Austin James Director of Elections/Chief Legal Helena, MT	Lexis Dockter Hill County Clerk and Recorder/Election Administrator, Havre, MT



Nebraska	
State	Local
Andrew Buller Assistant Deputy Secretary of State for Elections, Lincoln, NE	Brian Kruse Douglas County Election Commissioner Omaha, NE



Nevada	
State	Local
Francisco V. Aguilar Nevada Secretary of State Carson City, NV	Tami Rae Spero Humboldt County Clerk Winnemucca, NV



New Hampshire	
State	Local
Patricia Piecuch State Election Director Concord, NH	Robert Dezmelyk Moderator, Town of Newton Newton, NH



New Jersey	
State	Local
Donna Barber Acting Director, Division of Elections Trenton, NJ	Beth Thompson Administrator, Hunterdon County Board of Elec- tions, Flemington, NJ



New Mexico	
State	Local
Mandy Vigil State Election Director Santa Fe, NM	Annie Hogland Curry County Clerk Clovis, NM



New York	
State	Local
Thomas Connolly Deputy Director Albany, NY	Cortney L. Spittler Republican Commissioner, Cattaraugus County Board of Elections, Little Valley, NY





Standards Board Continued



North Carolina	
State	Local
Vacancy	Tim Tsujii Director of Elections Winston Salem, NC



North Dakota	
State	Local
Erika White Elections Director Bismark, ND	Erica Johnsrud McKenzie County Auditor Watford City, ND



Ohio	
State	Local
Chris Burnett Director of Elections Columbus, OH	Brian Sleeth Director, Warren County Board of Elections Lebanon, OH



Oklahoma	
State	Local
Carol J. Morris Director of Ballot Generation Services Oklahoma City, OK	Blair Gonzales Secretary, Grant County Election Board Medford, OK



Oregon	
State	Local
Tobias Read Secretary of State Salem, OR	Derrin Robinson Harney County Clerk Burns, OR



Pennsylvania	
State	Local
Sindhu Ramachandran Chief, Division of Election Security & Technology, Harrisburg, PA	Tonia Fernandez Election Supervisor Erie, PA



Puerto Rico	
State	Local
Norma Figueroa Morales Presidenta Javaa San Juan, PR	Yareli's Melendez Rivera Jefa de Presupuesto Toa Alta, PR





Standards Board Continued



Rhode Island	
State	Local
Kathy Placencia Director of Elections Providence, RI	Nick Lima Registrar/Director of Elections Cranston, RI



South Carolina	
State	Local
Vacancy	John Baucom Director, Spartanburg County Board of Voter Registration, Spartanburg, SC



South Dakota	
State	Local
Tom Deadrick Deputy Secretary of State Pierre, SD	Carri R. Crum Clay County Auditor Vermillion, SD



Tennessee	
State	Local
Mark Goins Coordinator of Elections Nashville, TN	Paige Burcham Dennis Obion County Election Commissioner South Fulton, TN



Texas	
State	Local
Christina Adkins Director of Elections Austin, TX	Laura Rogers Sherman County & District Clerk Stratford, TX



Utah	
State	Local
Shelly Jackson Deputy Director of Elections Salt Lake City, UT	Lannie Chapman County Clerk Salt Lake City, UT



Vermont	
State	Local
Sarah Copeland Hanzas Secretary of State Montpelier, VT	Sandra Pinsonault Dorset Town Clerk Dorset, VT





Standards Board Continued



Virgin Islands

State

Caroline F. Fawkes

Supervisor of Elections
Kingshill, VI

Local

Terrell Alexandre

STX Deputy Supervisor
Christiansted, VI



Virginia

State

Susan Beals

Commissioner of Elections
Richmond, VA

Local

Mark Coakley

General Registrar
Henrico, VA



Washington

State

Stuart Holmes

Director of Elections
Olympia, WA

Local

Lori Larson

Stevens County Auditor
Colville, WA



West Virginia

State

Brittany Westfall

Director of Elections
Charleston, WV

Local

Brian Wood

Putnam County Clerk
Winfield, WV



Wisconsin

State

Ahna Barreau

Technology and Training Director
Madison, WI

Local

Lori Stottler

Clerk, City of Janesville
Jansville, WI



Wyoming

State

Chuck Gray

Secretary of State
Cheyenne, WY

Local

Kayla White

Albany County Clerk
Laramie, WY





Board of Advisors

The Board of Advisors was comprised of the following members as of May 5, 2025.

Name	Title	Appointing Authority
Stephanie Enyart	USAB Public Member	Architectural and Transportation Barrier Compliance Board
Elver Ariza-Silva	USAB Public Member - Interim Chair	Architectural and Transportation Barrier Compliance Board
Brian Nieves	Deputy Chief of Staff & Senior Counsel for Policy Office of the Deputy Attorney General U.S. Department of Justice	Chief, Office of Public Integrity, U.S. Department of Justice
Andrew M. Warner	Principal Deputy Assistant Attorney General, Civil Rights Division, U.S. Department of Justice	Chief, Voting Section, Civil Rights Division, U.S. Department of Justice
J. Scott Wiedmann	Acting Director, Federal Voting Assistance Program, U.S. Department of Defense	Director, Federal Voting Assistance Program, U.S. Department of Defense
Hans von Spakovsky	Senior Legal Fellow and Manager, Election Law Reform Initiative Edwin Meese III Center for Legal and Judicial Studies The Heritage Foundation	House Administration Committee - Chair
Lucas Vebber	Deputy Counsel Wisconsin Institute for Law & Liberty	House Administration Committee - Chair
Gregory T. Moore	President and CEO, Promise of Democracy Foundation	House Administration Committee - Ranking Member
Thomas Ferrarese	Former Commissioner of Elections, Monroe County, NY	House Administration Committee - Ranking Member
Appointment to be Named		House Minority Leader
Christine Walker	Clerk, Jackson County, OR	International Association of Government Officials
Eric Fey	Director of Elections, St. Louis County Election Board	International Association of Government Officials
Isaac Cramer	Executive Director, Charleston County Board of Elections	National Association of Counties
Ricky Hatch	County Clerk/Auditor, Weber County, UT	National Association of Counties
The Honorable Steve Simon	MN Secretary of State and NASS President	National Association of Secretaries of State
The Honorable Scott Schwab	KS Secretary of State and NASS Immediate Past President	National Association of Secretaries of State





Board of Advisors Continued

Name	Title	Appointing Authority
Howard Knapp	Executive Director, South Carolina Election Commission	National Association of State Election Directors
Jonathan Brater	Director of Elections, Michigan Bureau of Elections	National Association of State Election Directors
Representative Pat Proctor	Representative, Kansas State House	National Conference of State Legislatures
Senator Cheryl Kagan	Senator, Maryland State Senate	National Conference of State Legislatures
Lisa M. Marra	State Election Director, Arizona Secretary of State	National Governors Association
Lawrence D. Norden	Vice President of the Elections and Government Program, Brennan Center for Justice at NYU Law School	National Governors Association
Justin Riemer	Partner, First Street	Senate Majority Leader
Barbara Simons, PhD	Association for Computing Machinery	Senate Minority Leader
DeAnna Brangers	Republican Member, Kentucky State Board of Elections	Senate Rules & Administration Committee - Chair
Karen Rice Sellers	Executive Director, Kentucky State Board of Elections	Senate Rules & Administration Committee - Chair
Cathy Darling Allen	Retired Shasta County Clerk and Registrar of Voters	Senate Rules & Administration Committee - Ranking Member
Rosalind Gold	Chief Public Policy Officer, NALEO Education Fund	Senate Rules & Administration Committee - Ranking Member
Appointment to be Named		Speaker of the House
Dean Logan	Registrar-Recorder/County Clerk, Los Angeles County, CA	The Election Center
Wesley Wilcox	Supervisor of Elections, Marion County, FL	The Election Center
J. Christian Adams	Commissioner, United States Commission on Civil Rights	United States Commission on Civil Rights
Victoria Nourse	Vice Chair, United States Commission on Civil Rights	United States Commission on Civil Rights
Tina Barton	Senior Election Expert, The Elections Group	United States Conference of Mayors
Liz Howard	Counsel, Brennan Center for Justice	United States Conference of Mayors





Appendix



Appendix

Election Security

State	Award	Expenditures	Percent Expended
Alabama	\$16,496,505.00	\$11,829,572.00	71.71%
Alaska	\$9,272,727.00	\$6,104,205.98	65.83%
American Samoa	\$1,854,545.00	\$1,783,820.12	96.19%
Arizona	\$19,843,701.00	\$16,994,639.25	85.64%
Arkansas	\$12,775,727.00	\$1,848,083.77	14.47%
California	\$88,174,316.00	\$55,127,573.91	62.52%
Colorado	\$16,821,719.00	\$11,538,880.05	68.60%
Connecticut	\$13,876,298.00	\$13,085,398.43	94.30%
Delaware	\$9,309,230.00	\$7,216,351.39	77.52%
District of Columbia	\$9,272,727.00	\$9,177,223.99	98.97%
Florida*	\$49,137,797.00	\$35,525,910.07	72.30%
Georgia	\$26,837,123.00	\$26,749,796.00	99.67%
Guam	\$1,854,545.00	\$1,324,074.59	71.40%
Hawaii	\$8,642,675.00	\$2,401,012.65	27.78%
Idaho	\$10,076,903.00	\$7,154,007.80	70.99%
Illinois	\$33,692,113.00	\$21,718,279.26	64.46%
Indiana*	\$19,999,694.00	\$19,148,482.00	95.74%
Iowa	\$13,058,814.00	\$7,407,755.16	56.73%
Kansas	\$12,581,243.00	\$7,782,708.01	61.86%
Kentucky	\$15,537,916.00	\$11,715,250.46	75.40%
Louisiana	\$15,797,602.00	\$0.00	0.00%
Maine	\$9,643,743.00	\$6,537,381.00	67.79%





Election Security Continued

State	Award	Expenditures	Percent Expended
Maryland	\$18,735,772.00	\$9,204,010.31	49.13%
Massachusetts	\$20,795,523.00	\$16,658,789.55	80.11%
Michigan	\$27,309,809.00	\$19,341,974.68	70.82%
Minnesota	\$17,589,253.00	\$10,667,869.80	60.65%
Mississippi	\$12,793,864.00	\$8,815,971.76	68.91%
Missouri	\$19,076,882.00	\$13,206,684.56	69.23%
Montana	\$9,406,262.00	\$6,707,357.76	71.31%
Nebraska	\$10,694,995.00	\$5,129,242.83	47.96%
Nevada	\$12,083,287.00	\$12,083,287.00	100.00%
New Hampshire	\$9,855,360.00	\$2,515,141.60	25.52%
New Jersey	\$25,065,815.00	\$15,759,419.21	62.87%
New Mexico	\$11,125,858.00	\$10,385,123.32	93.34%
New York	\$49,614,813.00	\$35,793,918.61	72.14%
North Carolina	\$26,957,573.00	\$24,422,309.79	90.60%
North Dakota	\$9,272,727.00	\$4,702,681.09	50.72%
Northern Mariana Islands	\$1,254,545.00	\$941,348.47	75.04%
Ohio	\$30,913,519.00	\$30,599,161.49	98.98%
Oklahoma	\$14,036,835.00	\$4,167,421.59	29.69%
Oregon	\$14,392,029.00	\$13,658,968.17	94.91%
Pennsylvania	\$34,336,130.00	\$31,345,936.55	91.29%
Puerto Rico	\$9,238,510.00	\$7,451,343.98	80.66%
Rhode Island	\$9,488,907.00	\$5,494,285.00	57.90%
South Carolina	\$16,276,484.00	\$15,069,321.57	92.58%





Election Security Continued

State	Award	Expenditures	Percent Expended
South Dakota*	\$9,000,000.00	\$4,358,129.10	48.42%
Tennessee	\$19,731,714.00	\$12,735,018.32	64.54%
Texas	\$60,176,832.00	\$37,245,094.91	61.89%
U.S. Virgin Islands	\$1,854,545.00	\$1,191,525.42	64.25%
Utah	\$12,001,444.00	\$6,597,489.40	54.97%
Vermont	\$9,000,000.00	\$4,984,768.22	55.39%
Virginia	\$23,709,257.00	\$22,100,016.00	93.21%
Washington	\$20,959,168.00	\$13,958,121.85	66.60%
West Virginia	\$10,939,657.00	\$10,639,846.00	97.26%
Wisconsin	\$18,209,648.00	\$14,070,707.88	77.27%
Wyoming	\$9,272,727.00	\$4,296,435.15	46.33%
Totals	\$1,019,727,407.00	\$715,850,061.47	70.20%

* Annual 2025 report has not been submitted as of 1/27/26; Expenditures reflect most recently submitted report.





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State	Award	Expenditures	Percent Expended
Alabama	\$4,989,605.00	\$4,823,431.00	96.67%
California	\$26,874,597.00	\$26,874,597.00	100.00%
Hawaii	\$5,000,000.00	\$5,000,000.00	100.00%
Kansas	\$24,033,425.00	\$24,033,425.00	100.00%
New Hampshire	\$5,000,000.00	\$5,000,000.00	100.00%
New York	\$16,494,325.00	\$14,699,430.14	89.12%
South Carolina	\$4,652,412.00	\$4,652,412.00	100.00%
Wyoming	\$5,000,000.00	\$5,000,000.00	100.00%
Totals	\$92,044,364.00	\$90,083,295.14	97.87%





251 Requirement Payments

State	Award	Expenditures	Percent Expended
Alabama	\$40,247,219.00	\$40,227,898.00	99.95%
Alaska**	\$13,021,803.00	\$13,021,803.00	100.00%
Arizona*	\$45,516,688.00	\$45,516,688.00	100.00%
California	\$296,305,593.00	\$296,305,593.00	100.00%
Hawaii	\$13,028,257.00	\$13,028,257.00	100.00%
Illinois	\$110,597,147.00	\$109,633,844.55	99.13%
Indiana**	\$54,440,282.00	\$54,440,282.00	100.00%
Kansas	\$24,033,425.00	\$24,033,425.00	100.00%
Kentucky	\$36,919,261.00	\$33,729,256.56	91.36%
Massachusetts	\$58,589,549.00	\$58,084,642.78	99.14%
Minnesota	\$43,962,194.00	\$43,962,194.00	100.00%
New Hampshire	\$13,028,257.00	\$10,719,407.82	82.28%
New Jersey	\$76,360,392.00	\$75,842,601.66	99.32%
New York	\$172,076,865.00	\$172,076,865.00	100.00%
Oklahoma	\$31,043,081.00	\$31,043,081.00	100.00%
Pennsylvania	\$112,821,809.00	\$112,509,698.68	99.72%
Puerto Rico	\$5,868,252.00	\$5,863,326.45	99.92%
South Carolina	\$36,384,617.00	\$36,384,617.00	100.00%
South Dakota*	\$13,028,257.00	\$13,028,257.00	100.00%
Tennessee	\$51,877,745.00	\$34,190,053.29	65.91%
Utah	\$18,491,597.00	\$17,978,216.57	97.22%
Vermont	\$12,453,257.00	\$12,453,257.00	100.00%
West Virginia	\$17,184,961.00	\$17,184,961.00	100.00%
Totals	\$1,297,280,508.00	\$1,271,258,226.36	97.99%





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