



2025 Annual ERIC Membership Meeting

Approved Minutes

December 4, 2025

2 -3 PM ET

Zoom Webinar

Chair Marks called the meeting to order at 2:00 pm ET and welcomed board members, ERIC staff, and members of the public to the annual membership meeting. Chair Marks acknowledged the meeting is open to any member of the public who registered through noon ET on December 4, 2025. While open to the public, it is not open for public comment. Questions may be submitted to info@ericstates.org after the meeting.

Secretary Cowley conducted roll call. 22 members were present, as well as 4 members of the ERIC staff. See attached roll call sheet. Members of the public who registered to attend are identified in the attached sheet.

1. Approval of the minutes from July 21 and August 28 Board of Directors Meetings (Board Vote)

T. Tunnel moved to approve the minutes of the July 21, 2024, Board of Directors meeting and the August 28, 2025, Board of Directors meetings. J. Scutchfield gave the second. There was no discussion. The motion was approved unanimously on a voice vote.

2. ERIC Annual Activities Update: July 2024 – June 2025 (Informational Presentation/Discussion)

S. Hamlin gave a presentation and provided an update on ERIC activities over the past year. See attached slides for more detail.

3. Key ERIC Activities for July 2025 – June 2026 (Informational Presentation/Discussion)

S. Hamlin gave a presentation and provided an update on upcoming ERIC activities for the upcoming fiscal year. See attached slides for more detail.

J. Marks expressed appreciation for ERIC and the secure manner in which it handles sensitive information. He thanked board members and the public for attending. Reminded attendees and the public that questions can be sent to info@ericstates.org. He then thanked Shane and the ERIC staff for their work over the past year and for providing the presentation.

Having no further business from the board, the 2025 Annual ERIC Membership Meeting adjourned at 2:32 EST.

2025 Annual ERIC Membership Meeting
 Roll Call and Vote Tally Record
 12/4/2025 @ 2 pm ET
 Zoom

Called to Order at (ET): 2:00 pm		Adjourned at (ET): 2:32 pm		Attendance Roll Call	Other attendees from Member offices
Member/Position	Name	Designated Proxy	Present? 1 = Present 0 = Absent		
1	Alaska	Carol Beecher		1	M. Thompson
2	Arizona	Tonia Tunnell		1	
3	Colorado	Judd Choate		1	V. Stecklein
4	Connecticut	Kristin Sullivan		1	A. Posniak, V. Dussault
5	Delaware	Anthony Albence		1	
6	District of Columbia	Monica Evans		1	
7	Georgia	Blake Evans		1	
8	Hawaii	Scott Nago		1	
9	Illinois	Brenadette Matthews		1	
10	Kentucky	Jennifer Scutchfield		1	T. Brown
11	Maine	Melissa Packard		1	
12	Maryland	Jared DeMarinis		0	
13	Massachusetts	Michelle Tassinari		1	
14	Michigan	Jonathan Brater		1	
15	Minnesota	Paul Linnell		1	
16	Nevada	Mark Wlaschin		1	D. Spikula
17	New Jersey	Brittany Giampola		1	
18	New Mexico	Mandy Vigil		0	
19	Oregon	Dena Dawson		0	
20	Pennsylvania	Jonathan Marks		1	
21	Rhode Island	Kathy Placencia		1	R. Rock
22	South Carolina	Howard Knapp		0	
23	Utah	Ryan Cowley		1	
24	Vermont	Sean Sheehan		1	T. Sink, L. Bjornlund
25	Washington	Stuart Holmes		1	
26	Wisconsin	Meagan Wolfe		1	
			Board Attendance	22	
	ERIC Executive Director Ex Officio Member	Shane Hamlin			1
	ERIC Systems Engineer & Technical Liaison	Ericka Haas			1
	ERIC Systems & Data Specialist	Sarah Whitt			1
	General Counsel	Sally Steffen			1

Registered Guests:

Andrea Bayer Public
 Linda Lonn Public
 Tad Jude Public



Annual ERIC Membership Meeting
December 4, 2025
2 pm ET

Today's Agenda

1. Approve July 21 and August 28 meeting minutes
2. ERIC Overview and Annual Activity Update: July 2024 – June 2025 (*Informational*)
3. Key ERIC Activities: July 2025 – June 2026 (*Informational*)

Our Mission

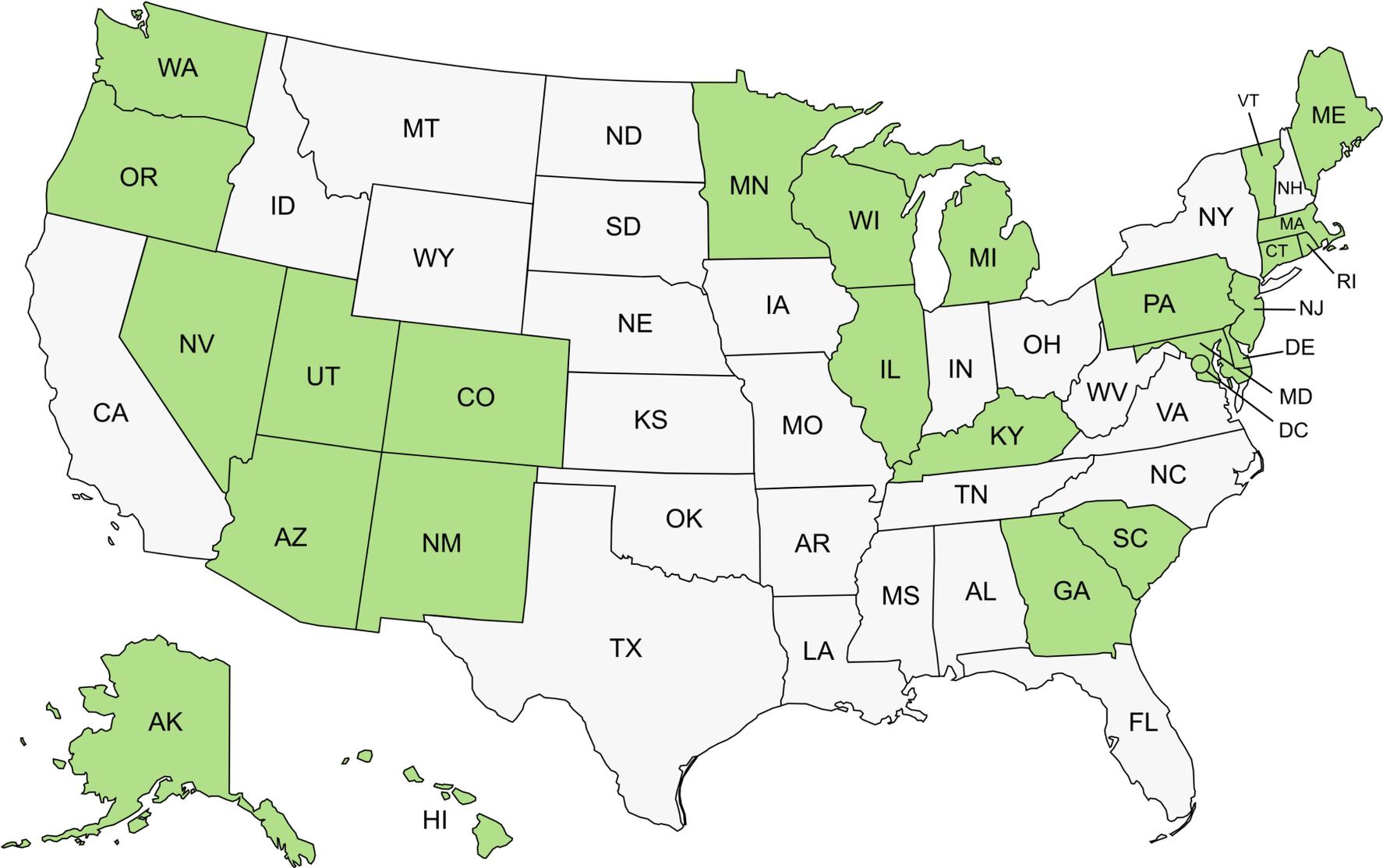
Help state and local election officials improve the accuracy of their voter rolls, increase access to voter registration information for all eligible citizens, reduce costs, and improve efficiencies in the voting process.

ERIC is the most effective large-scale tool available to help election officials maintain the integrity of their voter rolls.

Basic Facts About ERIC

- **Non-profit membership organization.** Founded in 2012 by seven states - four led by Republicans and three led by Democrats.
- **Member states govern ERIC.** Chief election official appoints a member representative to serve on the Board of Directors. ERIC is its members – a collaboration between state election officials.
- **Member states fund ERIC.** New members pay a one-time fee. All members pay annual dues (set by the board). No ongoing support from other sources.

26 Members:



Member-approved Changes

In July 2025, Members voted unanimously to make significant changes to ERIC's report requirements:

- Members may now request all reports on a schedule of their choosing. *There are no requirements to request any specific ERIC Report.*
- Members must act on each report requested.
- Members must certify action was taken on requested reports.
- Each year, ERIC will publish a report summarizing each Member's use of ERIC over the last year.

Members Continue Key Requirements

- To ensure reports include current, actionable data, Members must continue to submit certain Voter and Motor Vehicle Department licensing and ID data at least once every 60 days.
- As always, Members must act on all reports in compliance with applicable federal and state laws and protect the reports in accordance with applicable federal data protection laws and regulations.

Reports

Eligible but
Unregistered (EBU)

Outreach



- In-state Movers/Updates
- Cross-state Movers
- Deceased
- In-state Duplicates

List
Maintenance



- National Change of Address (NCOA)
- Voter Participation

Additional
Reports



MVD: Full name, mailing and residential address, last activity date, and hashed DL/ID#, DOB, SSN4

Voter Reg. and Motor Vehicle Dept. (MVD) data must be submitted at least once every 60 days.

Voter Reg: Full name, mailing and residential address, last activity date, and hashed DOB, SSN4

Social Security Limited Access Death Master File: Full Name, DOB, Date of Death, and hashed SSN

NCOA Data

ERIC

- Exclude confidential records
- Exclude party affiliation and racial data if recorded
- Exclude identifiable noncitizens
- States apply a cryptographic hash on the DOB, SSN, DL/ID #

Data Security - Hashing

- All members must “hash” the sensitive data elements **before** submitting the file to ERIC.
- Hashed data are **not** readable. ERIC staff can’t “see” these data fields in plain text.
- Hashed data is **not** included in any reports provided to any state.

Input: Last 4 of SSN

0123



Hashing Tool



Output:

Mdc9pE4fsdbr3W5z46

List Maintenance Reports

Report Type	Total Records
In-state movers/updates More recent activity in DMV record	29,619,266
Cross-state movers More recent registration or license in other state	13,763,083
Deceased In the Limited Access Death Master File	650,744
In-state duplicates Duplicate voter records	1,358,868
Total* 2013-2025	45,390,961

- Members may request these reports on a schedule that works best for them
- Must act on report within 90 days of receipt and must certify that action was taken
- Must follow federal and state law:
 - Send postcard to old address and act on undeliverable
 - Voluntary cancellation request to new address
 - Notice and inactivation if no response

*As of 9/30/2025

EBU Reports

Report Type	Records Sent
Eligible but unregistered In DMV but not registered to vote 2012 - 2025	~63,000,000

- Members may request this report on a schedule that works best for them
- Must act on report within 90 days of receipt and must certify that action was taken

Key Facts:

- Does NOT include political party affiliation data. No way to target the use of these along party lines.
- Members required to exclude identifiable noncitizens from the DMV data uploads.
- Members filter out individuals they know not to be eligible when processing the report.
- Mailings clearly state eligibility requirements – age, citizenship, residency, etc.

Activity Highlights: July 2024 – June 2025

- September 2024 – Completed comprehensive technical infrastructure upgrade, including servers and data matching application.
- November 2024 – Successfully completed a Service Organization Controls (SOC) 2, Type 2 Audit – An independent assessment of ERIC's information security controls.
- March 2025 – Procured Managed Security Services Provider.

Activity Highlights: July 2024 – June 2025

- March 2025 – Delivered 2024 Voter Participation Reports to Members.
- April 2025 – Hawaii joins ERIC! (In progress)
- April-May 2025 – Revamped ERIC's backup and recovery methodology.
- May 2025 – Completed FY24 Financial Audit and IRS Tax Filing. Audit - clean, no findings. Available on ERIC's website, Corporate Transparency page.

Activity Highlights: July 2024 – June 2025

Delivering on our mission:

- 497 List Maintenance Reports, including deceased voters, in-state movers, cross-state movers, and in-state duplicate registrations. Does not include NCOA reports.
- Reports identified about 2.5 million likely out-of-date records and deceased voters for members to act on. Does not include NCOA reports.
- 2025 EBU report for a single Member identified about 116,000 potentially eligible but unregistered individuals.

Highlights for this Fiscal Year: July 2025 – June 2026

- July 2025 – Adopted significant changes to the Membership Agreement, providing more flexibility while ensuring accountability and advancing transparency.
- August 2025 – Completed annual review of ERIC’s Information Security Management Plan, Risk Assessment, and Security Policies. Board approved the updates. Highlights include rewriting our Event Handling and Disaster Recovery Policies.
- December 2025 – Completed (nearly) a Service Organization Controls (SOC) 2, Type 2 Audit – An independent assessment of ERIC’s information security controls.

Highlights for this Fiscal Year: July 2025 – June 2026

- ERIC and Members implement governance changes adopted in July.
- Members complete their work on the 2024 Voter Participation Reports.
- Complete FY25 independent financial audit & IRS 990 Tax Filing.
- Roll out new ERIC “explainers” developed in partnership with Center for Civic Design.

Highlights for this Fiscal Year: July 2025 – June 2026

- Recruit new members.
- Support/encourage members to maximize use of ERIC reports to ensure voter rolls are up-to-date throughout the 2026 Election Cycle – utilizing opportunities to conduct lawfully permitted/required list maintenance.
- Continue to push out factual information via ERIC's website and other earned media opportunities.

Adjournment

Thank you for tuning in to the 2025 Annual ERIC Membership meeting.

Visit www.ericstates.org for more information, including:

- Governance documents
- Corporate transparency documents
- Extensive FAQs
- Security

Send questions to info@ericstates.org

