

2025 ELIGIBILITY REQUIREMENTS

COMPANY ELIGIBILITY REQUIREMENTS:

Company is defined as a recognized legal entity, such as, for example, a corporation, partnership, limited liability company, city, town, or other governmental agency or department.

The Kansas City Metropolitan Area is defined as the following counties:

Missouri - Buchanan, Cass, Clay, Jackson, Johnson, Lafayette, Platte, Ray

Kansas - Atchison, Douglas, Franklin, Jefferson, Johnson, Leavenworth, Miami,
Shawnee, Wyandotte

To meet registration deadlines for the companies and participants, KCCC requires the following:

Companies that split, spin off, sell off, or are divested can participate within KCCC as a single company if the division has not been completed prior to January 1, 2025. Companies that may be acquired, merged, bought out, or consolidated can participate as a single company so long as the union occurs before February 13, 2025.

Subsidiaries of participating companies may compete jointly with their parent company, so long as the parent owns at least 50% of the subsidiary, and all subsidiary employees are included in the total employee count.

Small Companies (75 employees or less) may combine with other Small Companies to form a single KCCC participating unit, so long as each is in good standing as a recognized legal entity, meeting the KCCC Company Eligibility Requirements as listed above. Individuals and sole proprietors are not considered to be Small Companies for this purpose. **Multi-company teams participating in 2025 that have more than 150 participants are subject to a 1.35 company count multiplier. Companies for which the multiplier applies will only increase by a maximum of one division. No more than 5 companies can combine to create a single team.**

EMPLOYEE ELIGIBILITY REQUIREMENTS:

Employees of participating companies are eligible to participate provided they are employed in the Kansas City Metropolitan Area (see definition above) at the time of the event, they are not included on the roster of another participating company, and they meet one of the following conditions:

- 1) *A full-time continuous* employee as of February 13, 2025. A full-time employee is an individual who is normally required to work 35 or more hours per week. Full-Time Remote workers are eligible to participate if their employer is located within the Kansas City Metropolitan Area (see definition for metropolitan area above).

- 2) A *part-time/on-call continuous* employee who has been employed as of February 13, 2024, and has worked a minimum of 750 hours between February 13, 2024, and February 13, 2025.
- 3) A *part-time/on-call continuous* employee who has been employed as of January 1, 2025, and has worked a minimum of 165 hours between January 1, 2025, and February 13, 2025.

The dates listed above are in alignment with the due date for company counts for determining KCCC divisions.

In addition, employees who meet one of the following criteria are also eligible to participate:

- 1) Retired employees of a participating company may participate with their former employer. A retired employee is defined as an employee who is no longer employed and meets the participating company's retirement requirements.
- 2) An employee who satisfies the normal eligibility requirements but is transferred from the Kansas City area by his or her employer between the roster submission deadline and the date of the event.
- 3) Laid-off employees, who satisfy normal eligibility requirements, may participate as long as they were laid-off between February 13, 2025, and the date of the event. However, these laid-off individuals are eligible only if they are not employed elsewhere at the time of the KCCC and are still receiving benefits from the participating company at the time of the KCCC.
- 4) Contract employees may participate with a participating company, provided that the contract employee meets the normal eligibility requirements. If contract employees meet the normal eligibility requirements for more than one KCCC participating company, the employee is only allowed to compete for one of those companies.

Individuals who terminate employment prior to the event may not participate with their former employer.

AGE OF PARTICIPANTS & VOLUNTEERS - Participants and Volunteers must be at least 19 years of age by December 31, 2025, to be eligible to participate. All participants will compete in the age category determined by their age as of December 31, 2025. (Age-group participation is based on the competitor's year of birth.).