

2026 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, Clinton, Jackson, Johnson, Lafayette,
Platte, Ray

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

Company Participation Guidelines

To meet registration deadlines, KCCC requires the following:

- **Corporate Changes:**
 - Companies that split, spin off, or divest may compete as a single entity if the change is not finalized before **January 1, 2026**.
 - Companies merging, acquiring, or consolidating may participate as one if the union is completed before **February 12, 2026**.
 - **Subsidiaries:**

Subsidiaries may compete jointly with their parent company if:

 - The parent owns at least **50%** of the subsidiary, and
 - All subsidiary employees are included in the total employee count.
 - **Small Companies (75 or fewer employees):**
 - May combine with other Small Companies (max **5 total**) to form one participating unit, if each meets KCCC eligibility requirements and is a recognized legal entity.
 - Sole proprietors and individuals are **not** considered Small Companies.
 - Multi-company teams from 2025 with **over 150 participants** are subject to a **1.35 company count multiplier**, with a max increase of one division.
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Employee Eligibility

Employees may participate if they:

- Work for a participating company in the **Kansas City Metropolitan Area** at the time of the event.
- Are not on another company's roster.
- Meet **one** of the following:
 1. **Full-time employees** (35+ hours/week) or **Part-time employees** (20+ hours/week) as of **February 12, 2026**.
 2. **On-call employees** employed since **February 12, 2025**, and have worked **750+ hours** between then and **February 12, 2026**.
 3. **Remote employees** are eligible to participate provided they meet the eligibility criteria for full-time or part-time staff, and their designated reporting office is located within the Kansas City Metropolitan Area, as defined in the Company Eligibility Requirements.

These dates align with division count deadlines.

Additional Eligible Participants

The following individuals may also participate:

1. **Retirees** of participating companies who meet company retirement criteria.
2. **Transferred employees** moved out of the metro area after the roster deadline.
3. **Laid-off employees** (meeting standard eligibility) laid off between **February 12, 2026**, and the event date, **if** still receiving benefits and not employed elsewhere.
4. **Contract employees** meeting standard eligibility may compete for one company only.

Employees who terminate employment before the event **are not eligible**.

Age Requirements

All participants and volunteers must be at least **19 years old by December 31, 2026**. Age groups are based on age as of that date.