

# 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.

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## 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**.

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## 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.