

## MEMBERSHIP CRITERIA VALIDATION

**Candidate Name:**

**Sponsor Name:**

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**Sponsor:** please complete for each Candidate you are sponsoring for Kettering Membership. Please check the appropriate Criteria met by your Candidate and provide evidence for meeting that Criteria.

Email completed Validation form to: [membership@ketteringexecutivenetwork.org](mailto:membership@ketteringexecutivenetwork.org).

### P&L Criteria

- P&L Responsibility for a company or division of a company for at least five years (typically CEO, President, COO, VP, Director) – any point in time, not just current or last role
- In leadership role, candidate has/had direct responsibility for at least \$10M in revenue (P&L) and a minimum of 25 people

### Evidence

### Function Criteria

- Candidate holds (or held) a role(s) within a company or division of a company with responsibility for a major function within that company or division (e.g. finance, sales, marketing, manufacturing/operations) for at least five years. Time in position may be combined for multiple companies.
- Typically, a Candidate meeting Functional criteria will be the top person for that function within the company or division for companies smaller than Fortune 500 companies (CFO, CIO, CMO, head of HR, VP, Director).
- For Fortune 500 companies, the Candidate may perform (or have performed) as a senior executive at a level below the top functional officer in a company or division (e.g. Controller reporting to CFO in a company or division, a Vice President of Sales responsible for a major regional group reporting to a Senior Vice President of Sales responsible for all sales in the company or division).

### Evidence



### Advisory Criteria

- A Kettering Candidate holds (or held) an Advisory role within a company or division to the person responsible for running the company, or division (typically the CEO of the company or President of the division) for at least **five years**.
- A Candidate in this role would typically be a “staff” person, who reports to the CEO of the company or President of the division. Time in position may be combined for multiple companies.

### Evidence

### Pay It Forward Belief

- A Kettering Candidate must exemplify a genuine pay it forward character and be willing to help others, with no expectation of anything in return.
- A Kettering Candidate must be willing to help other Kettering members in need by taking a call to network offering to make connections/introductions (e.g. via LinkedIn), sharing professional experiences and/or advice, or mentoring without expecting anything in return.
- A Kettering Candidate expects to remain actively engaged with the organization.

### Evidence

### Compensation Requirement

- A Kettering Candidate's most recent compensation must have been a combined total compensation of at least \$200,000 annually. Compensation is defined as salary and bonus only.

### Evidence

### Exclusion Criteria

- Certain categories of people excluded from joining Kettering include anyone working for a company or in a capacity where Kettering members would be their target market (e.g. financial advisors, franchise consultants, independent consultants/contractors, manufacturers' representatives, realtors, executive recruiters, executive coaches).
- If a member changes his/her occupation to one where there is a prohibition from joining, they are "grandfathered" in, providing they do not abuse their role within the organization as determined by the Board of Directors.
- At the sole discretion of the Board of Directors, an individual currently in an excluded category may be considered for membership, provided they have continuously displayed a "pay it forward" behavior to Kettering members and the organization for many years. They must also have displayed the character and leadership qualities that are considered Kettering caliber.

***As Sponsor, I attest that the Candidate is not in an excluded category***

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**NOTICE:** Notwithstanding any other criteria, the Board of Directors reserves the right to accept or reject any nomination based on its sole judgment.

