

MEMBERSHIP CRITERIA VALIDATION

Candidate Name:

Sponsor Name:

Sponsor: Please complete electronically, save and return via email. Or print, write out and return by email. Complete for each Candidate you are sponsoring for Kettering Membership. Please complete each section.

Email completed Validation form to: membership@ketteringexecutivenetwork.org.

Career Criteria

- Candidate must meet one of the following paths to be considered an executive (P&L Responsibility, Functional Leadership, or Advisory)
- If the candidate meets more than one path, please complete for each path that applies

P&L Responsibility

- Direct responsibility for at least \$10M in annual revenue (full P&L not just budget) and an organization of at least 25 associates (does not all have to be direct reports)
- Responsibility for a company or division of a company for at least five (5) years (typically CEO, President, COO, VP, Director) at any point in time in their career, not just current or last role
- Exceptions are considered based on industry and success (shall be determined by the Membership Committee)
 - i.e. A startup CEO rapidly grows their business to \$50M in annual revenue with only 3 years of experience
 - i.e. A technology company that isn't labor-intensive but has been meeting the annual revenue threshold for many years

Evidence

Functional Leadership

- Responsible for a major function within a company or division (e.g., Finance, Sales, Marketing, Manufacturing/ Operations) for at least five (5) years. Time in position may be combined for multiple companies.
 - The functional leader typically supports a division, business unit, or product line of at least \$10M in annual revenue and an organization of at least 25 associates.
 - Typically, the candidate will be the top person in that function within the company or divisionFor 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 VP of Sales responsible for a major regional group reporting to a SVP of Sales responsible for all sales in the company or division).
- Typical duties/responsibilities include: owning a budget; negotiating contracts with customers/vendors; having a vision beyond their team; being responsible for professional development of their team; making strategic decisions regarding increasing and reducing staff; deciding on off-shoring vs. on-shoring; etc.

Evidence

Advisory

- The 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 (5) years. The company or division should have an annual revenue of \$10M or higher.
- A Candidate in this role is typically 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.
- Advising a functional leader of a Fortune 500 company or a large division or business unit (i.e., Chief of Staff to the Chief Technology Officer of a large organization) also qualifies.
- Candidates who were hired as an advisor but are not on staff (i.e., a member of an Advisory Board) also qualify
- Typical duties/responsibilities include: developing or advising on a strategy to GTM or 3rd party/channel partnerships; acquisition strategy; making a strategic hire (i.e. President and COO), etc.

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. Some examples include:
 - Taking a call to network
 - Offering to make connections/introductions (e.g., via LinkedIn)
 - Sharing professional experiences and/or advice
 - Offering advice, suggestions, and encouragement to someone in career transition
 - Mentoring another Kettering member through a professional challenge
- A Kettering Candidate is expected to remain actively engaged with the organization throughout their membership process and after becoming a member. Some examples are:
 - Helping lead a SIG
 - Volunteering with a committee
 - Joining the Board

Evidence

Engagement Criteria

Attendance at two (2) Friday events. Dates: _____

Attendance at one (1) SIG or Social event. Event(s) and date(s):

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 expected of any member to be considered Kettering caliber.

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

Please email the completed form to
membership@ketteringexecutivenetwork.org.

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

