



Approved by the Board of Directors on August 21, 2018

Membership Policy

1. Membership

iMasons is an association of digital infrastructure professionals. iMasons members are individuals rather than companies or organizations. Members are classified by Type, Level and Degree. Membership Level and Degree are determined using Categories and Dimensions.

(a) **Categories and Dimensions.** Members are differentiated by their number of years of experience in important aspects within the digital infrastructure industry. These aspects are labeled “Dimensions,” and represent characteristics iMasons values, develops, and shares. There are fifteen (15) Dimensions, and they are grouped into three (3) Categories. Categories and Dimensions are show in Table 1 below. The Board may modify the lists of Categories and Dimensions from time to time.

Table 1	MEMBERSHIP CATEGORIES		
	Experience (7)	Economics (3)	Stewardship (5)
Dimensions	Years of experience in data center facilities design, construction, and/or operations	The largest annual operating budget that you had direct responsibility for, in millions of US\$	Years of participation in industry groups
	Years of experience in network design, construction, and/or operations		The number of official leadership roles you have held in industry groups
	Years of experience in IT hardware design, installation, and/or operations	The sum of capital projects/budgets you had direct responsibility for in Data Center facilities throughout your career, in millions of US\$	The number of official papers, journals/articles and/or books that you have written or contributed to
	Years of experience in software development or management focused on infrastructure (I/F) related services.		The number of filed and awarded patents in which you are listed as the primary or co-inventor
	Years of experience as an Individual Contributor (IC) or Manager		The sum of capital projects/budgets you had direct responsibility for in

	Years of experience as an Executive (Director or above)	IT Hardware throughout your career, in millions of US\$	
	Number of countries you have operated in or managed teams.		

(b) **Member Type.** Member type (“Type”) is a differentiator between members who provide service to internal customers, and those who provide service or products to customers outside of their own company. IMasons will have four (4) Types of membership:

1. **End User Members.** End User Members are IT and facilities employees who are directly responsible to design, build and/or operate the physical and logical structures for a company that provides infrastructure services primarily to their internal customers.
2. **Partner Member.** Partner members are employees or consultants whose primary job is directly or indirectly serving or supplying End Users or other partner companies that serve End Users.
3. **Honorary End User Member.** An Honorary End User Member is a professional who has more than 10 years of End-User experience at a past company.
4. **Associate member.** Associate Memberships are for individuals currently employed by government agencies, those attending full-time or employed by academic institutions, or those currently employed by non-profit organizations. Associate members receive all the same benefits as End User and Partner members, but only while employed by or attending a qualifying institution or agency. To qualify for no-cost Associate Membership, the applicant must have a .gov or .edu email domain or be able to certify their organization’s non-profit status.

(c) **Member Level.** Member Levels (the “Level”) distinguish members by the amount of experience or achievements they have gained in their career. IMasons will initially have four (4) Levels of membership. The initial four Levels are listed below. Qualifications to achieve each Level are listed in tables 2, 3, and 4 below. The Levels are:

1. **Master Mason.**
2. **Fellow Mason.**
3. **Journey Mason.**
4. **Apprentice.**

(d) **Member Degree.** The Degree of a Member (the “Degree”) is determined by the number of Categories where the Member’s experience meets or exceeds the required number for a given Dimension. There are three (3) Categories, each representing a Degree. If the Member meets the requirements in one Category, they are a 1st Degree. If they meet the requirements in two Categories, they are a 2nd Degree. Meeting the requirements in three Categories makes them a 3rd Degree Mason in their level.

1. Experience

- i. Qualify for a Level by meeting or exceeding the achievements below in 4 or more Dimensions

Table 2	Experience Dimensions						
Level	Years' Experience in Data Center	Years of Experience in Networking	Years of Experience in IT Hardware	Years of Experience in SW Dev or I/F Services	Countries Where Operated	Years as Individual Contributor or Mgr	Years as Executive (Director or above)
Master	≥ 15	≥ 15	≥ 15	≥ 15	≥ 15	≥ 15	≥ 15
Fellow	≥ 10	≥ 10	≥ 10	≥ 10	≥ 10	≥ 10	≥ 10
Journey	≥ 5	≥ 5	≥ 5	≥ 5	≥ 5	≥ 5	≥ 5
Apprentice	< 5	< 5	< 5	< 5	< 5	< 5	< 5

2. Economics

- i. Qualify for a Level by meeting or exceeding the achievements below in 2 or more Dimensions

Table 3	Economics Dimensions		
Level	Largest Annual Opex Budget	Total all Data Center Facilities CapEx Budgets	Total all IT Hardware CapEx Budgets
Master	≥ US\$ 1,000M	≥ US\$ 1,500M	≥ US\$ 1,500M
Fellow	≥ US\$ 250M	≥ US\$ 750M	≥ US\$ 750M
Journey	≥ US\$ 50M	≥ US\$ 250M	≥ US\$ 250M
Apprentice	< US\$ 50M	< US\$ 250M	< US\$ 250M

3. Stewardship

- i. Qualify for a Level by meeting or exceeding the achievements below in 3 or more Dimensions

Table 4	Stewardship Dimensions				
Level	Years of Industry Group Participation	Years of Industry Group Leadership	Number of Publications	Number of Patents	Number of Legislation worked
Master	≥ 10	≥ 8	≥ 8	≥ 8	≥ 8
Fellow	≥ 8	≥ 5	≥ 5	≥ 5	≥ 5
Journey	≥ 5	≥ 3	≥ 3	≥ 3	≥ 3

Apprentice	< 5	< 3	< 3	< 3	< 3
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- (e) The Board may create additional Types or Levels of membership, additional Categories, or additional Dimensions, and may amend the rights of existing Types of Members, and may define the rights, responsibilities, qualifications, fees and all other matters associated with membership from time to time.

2. Change of Member Type

If a member changes their industry role during their membership term such that it would change their member type, they are required to inform iMasons by updating their profile information. In such cases the member’s member type will be updated immediately. However, the member’s annual term is completed with no adjustment of member dues based on the new member type. The member’s dues are adjusted based on their member type at the next annual renewal.

3. Membership Agreement

Members are required to execute a Membership Agreement, as adopted by the Board and amended from time to time, which describes the privileges, benefits, and responsibilities of iMasons membership.

4. Membership Term and Dues

Members are generally required to pay annual dues, as approved by the Board and updated from time to time. Member terms are one year, beginning when the Membership Agreement is signed and the dues paid, and ending one year later. iMasons reserves the right to reduce or waive a member’s dues.

5. Intellectual Property Policy

Members will be subject to an intellectual property rights policy, to be adopted by the Board and amended from time to time.

6. Operational Policies

Members will abide by reasonable operational policies to be adopted by the Board and amended from time to time.

7. No Member Voting Rights

Members of iMasons will have no voting rights, and the right to manage the affairs of iMasons will be vested exclusively in the Board.

8. Acceptance of Membership, Ongoing Requirements

(a) Acceptance of Membership. A prospective member's iMasons membership will be deemed accepted upon:

1. The applicant completing the on-line member profile, thereby establishing their member type and level;
2. The member accepting the Membership Agreement;
3. Payment of annual dues, if applicable; and
4. iMasons reviewing and approving the applicant's member type and level and accepting them as a member.

(b) Ongoing Requirements. To maintain active membership, each member must remain in Good Standing and must be in conformance with all iMasons policies including but not limited to any intellectual property rights policy or operational policies as adopted by the Board and amended from time to time.

9. Good Standing

In the context of an iMasons member's status under this policy, "good standing" means a member that has paid all dues owed or has not exceeded the notice period for non-payment of dues, and whose membership has not been terminated or suspended.