

Student Organization Constitution

Article I: Name, Purpose, and Non-Discrimination Policy

Name: ETHER CRUSH

Commonly known as ETHER CRUSH official girl group or EC.

Purpose: ETHER CRUSH's purpose is to create music and perform as a professional band for a long-lasting career, all while telling a meaningful story about the multi-faceted nature of human beings. Examples of musical groups we take inspiration from include Spice Girls, Fifth Harmony and BLACKPINK. Each member in the company and talent comes together to create professional stages for entertainment while operating like a talent agency. The girl group (ETHER CRUSH) will have a pre-debut period starting from September 1, 2023. This pre-debut period consists of member introduction, member reveals, and covers. When ETHER CRUSH makes its official debut in 2024, we will release songs associated with the conceptual story until 2025 with possible continuance beyond based on potential success. ETHER CRUSH talent members are able to perform, sing, and dance either live or recorded. Talent members must be in a graduating class of 2025 or higher. Company members can be in any graduating class.

Non-Discrimination Policy: This organization does not discriminate on the basis of age, ancestry, color, disability, gender identity or expression, genetic information, HIV/AIDS status, military status, national origin, race, religion, sex, sexual orientation, protected veteran status, or any other bases under the law, in its activities, programs, admission, and employment.

Organization Summary: ETHER CRUSH is a student organization that focuses on creating a professional group that performs in professional settings. ETHER CRUSH is divided into Company and Talent. The company portion works the production of the Talent. Talent provides a specific set of skills including singing, rapping, and dancing with additional performative skills. These two components work together to produce a presence in the music industry. The group takes from many genres and training or production system processes to ultimately produce these works of music.

Creative Direction Sound direction is primarily Pop Rock with additional genres and Hip Hop Idol dancing style. Creative Concept for Talent is Psychological Horror Mystery and Moral Explorations.

Article II: Membership Breakdown and Qualifications

All voting honorary members must be currently enrolled students at The Ohio State University. Faculty and staff of OSU and outside of OSU are welcomed non-voting, non-honorary members and interact with the group.

The agency is composed of three subunits:

- Talent
 - The performance group which sings, dance, and raps.
- Executive company
 - The portions of the company which deal with managing company and talent within a typical talent agency.
 - Consisting of president, vice-president, treasurer, heads of any technical group, and managers.
- General company
 - Aids executive company with the technical ongoing of a typical talent agency via technical groups.
 - General company is divided into technical groups to help the executive management relay tasks.

Credit System: All Credit is given to individuals in both company and talent (Agency). Company members are offered a website mention on the official website and credit list of all the work they have contributed to. There is also an anonymous option for all members within the company. Talent will be given their own section within talent and any company positions they hold. Credit will have a causation to any possibility of gaining profit.

Talent Qualifications:

Members within the talent group must receive a full unanimous approval from current talent members to be accepted into the final lineup. Talent members must audition for a spot. Talent members within the academic year of 2023-2024 must be in a graduating class that is in 2025 or higher due to the debut date. Talent process will also include a trainee period before contract offering and a final line up position.

Company Qualifications:

General Company: Members within the general company have full open membership. Company members can be in any graduating class and submit a portfolio showcasing their work.

Executive Company: Members within executive company positions will have a majority vote from all current members in the current executive company. Company members can be in any graduating class and submit a portfolio showcasing their work.

Article III: Methods for Removing Members and Executive Officers

The executive board will make decisions and handle administrative tasks for the organization. The executive company includes primary leader, secondary leader, treasurer, heads of any technical group, and managers and are considered the executive board. Primary Officers are delegated final decisions and include primary leader, secondary leader, co-Presidents, and treasurer. Other executive company positions are secondary Officers.

Talent is in charge of their own creative and musical career with their own executive choices such as member lineup and positions which all require unanimous voting.

Removal for any Member: If any portion of the agency is flagged with a complaint, an unbiased investigation will occur by the executive company and possible removal of the member will occur. If deemed detrimental or inappropriate, there will be a full removal of the member regardless of their position. The executive company must be in unanimous vote for a full removal.

Contract Offering:

Executive company members do not need to re-sign unless it is for termination. General company members must re-update the contract every academic year unless it is for termination. Talent signs the contract to serve as a personal pact between members and to understand the work of becoming owners of a music brand. Talent does not need to resign once signed. Additionally, talent members are treated as business partners with each other. Contracts can be used as grounds for dismissal if rules are broken. These are not used for legal purposes and do not have legal grounds. Talent contracts won't hold weight until the trademark process occurs for the professional group outside of the organization.

Non-Disclosure Agreement:

Any leaks of the talent personal information, face reveals without consent, or content before release will immediately result in removal of membership. If accidental, leaking is not punishable. Punishment only applies for the intention to leak information outside of the schedule without voting permission or intention to defame.

Talent Academic Requirements

- Talent must maintain minimum GPAs of 2.0 for undergraduates, 3.0 for graduates, and 2.0 for professionals.
- Talent members must be OSU alumni or full-time students.
 - If these requirements are not met, the talent member will be placed on hiatus until resolved.
 - Contract termination must take place in order for leaving the professional band.
 - Unanimous vote from talent members is required for entry to any re-entry.
- Talent members must be knowledgeable of the fact that the group is aiming for a long-term career past college. Inability to fulfill the requirements will cause ineligibility for the position.

Talent Acceptance System

Those trying out for a position as a talent member must undergo a series of votes by the existing talent members, the primary leader, the secondary leader, the treasurer, the advisor, and the creative director. These votes are all anonymous and occur over Google Forms.

The tryout process is divided into the following parts:

- Basic information and initial talent survey
 - Tryouts are asked to provide the following information within a Google Form:
 - First name
 - Last name and OSU dot number
 - Graduation year
 - Available time periods (Monday-Friday) for audition
 - Whether they wish to meet on Zoom or in-person
 - The information from this form is then used to schedule an audition with the tryout.
- Official in-person tryout with talent members
 - The tryout is asked to bring the following with them in preparation for their audition:
 - One song of your choice to demonstrate (without background music) (Required)
 - One dance of your choice to demonstrate (with background music) (Required)
 - Optional (but encouraged to demonstrate) (Opt)
 - Freestyle Singing, Rap, or Dance (Opt)
 - A performance with both singing/rapping and dancing (Opt)
 - Can be done with or without background music (Opt)
 - Another song (Opt)
 - Another dance (Opt)
 - Additional styles or performances (Opt)
 - Interview Questions (Required)
 - Additional Section:
 - Show any type of additional talents you may have and would be applicable and sway your scores in a beneficial way (Opt)
 - Examples include- reproducing perfect pitch or isolations within dance.
 - After the audition, the tryout is voted on by the previously mentioned members. If a majority passes them, then they move on into the trainee portion of the process.
- Trainee period which is ended with an all-talent vote
 - After being accepted into trainee, prospective Talent members are trained by the current members. Their progress and accumulation of skills is monitored in order to determine whether or not they are fit to be a Talent member. A vote on whether or not they are accepted as an official Talent member is taken at the end of every month. All Talent members must unanimously agree to take the trainee into Talent in order for the trainee to officially become a Talent member. If the vote

results in a majority or an even split for having the trainee join Talent, then they will remain a trainee until the next voting period. If the vote results in a minority for the trainee to join Talent, then they will be removed from trainee status and not be accepted into Talent.

Executive Company Academic Requirements

- Executive company members must maintain minimum GPAs of 2.0 for undergraduates, 3.0 for graduates, and 2.0 for professionals.
- Executive company must be full time OSU students.
 - If these requirements are not met, either there will be a warning given and time period off for academic complications.
 - Resignation will have to occur within the next semester of the organization's knowledge.
 - The replacement must be trained under the former executive company member until formal exit of the position and contract termination. The role is applied until election for a replacement is also completed.
- Inability to fulfill the requirements will cause ineligibility for the position.

Company Acceptance System: Only a portfolio is required at the interview. Then the individual is matched with their desired company positions. Executive company positions are voted upon by current executive members.

Article IV: Organizational Leadership

Primary leader (president), secondary leader, treasurer, and advisor are the individuals with the highest control within the organization and are fundamental to the executive company. An election occurs when there is a step down or a dismissal for any position.

Advisor

- Aids the executive company and talent group. Helps the entire organization with any possible functions.

President

- Aids in the workings of the organization and serves as a manager and creative director for the general talent group.

Vice President

- Assists the president with duties and assumes the position of president in any circumstance in which the president is on a break. Holds a similar power as president.

Treasurer

- Duties are to collect and maintain records of all funds as well as purchase any needed items for the organization with those funds. Treasurer is able to hold any financial advice for the ongoing activities of the group.

- In charge of dispensing the additional profit after breaking even during the active group. 50-50 payment is utilized between Talent and Company. 50% is evenly split between talent groups within a given project, while the other 50% is given to the compensation given from company members.
 - Royalties of music are given to original writers and producers within the agency. Writing Credits are evenly given.
 - A contribution list is also made for this purpose
 - Personal funds are also accounted for and will be paid when past breaking even

Managers

- Talent managers - Aid in schedules of the talent members and secure the ongoings of the pre-debut, debut, and comebacks for the group. There can be individual talent Managers for each member when individual schedules arise.
- Company managers - Aid in schedules for the technical groups and aid directors in time managements for he group
- Creative managers - Aid in decision making of the schedule for public content releases into the group.

Head of Technical Groups (Directors):

- A full list of all technical groups include: Choreographer, Producer, Lyricist, Cinematographer, Sound Design, Lighting Crew, Graphic Designer, Advertising Crew, Legal Advice, Cultural Advisor, Video Editor, Special Effects, Finance, Stylist, Tailor, Set Design, Makeup Artist, Hair Artist, Manager, Mediator, Event Planner, Creative Writer, Social Media, Vocal Coach, Rap Coach, Dance Coach, Language Coach, Translator, Bodyguard, Fundraiser, and Live Band, Creative Team.
- Any other position you believe is beneficial for the company can be created for an individual applying for either executive company or general company.
- The heads of the Technical groups are focused on managing their smaller groups within understanding.

Talent Team Leader:

- Aids in team conflicts for the Talent members and sets a comfort for team morale. Also can be aid in direct communication for company and talent.

Talent Team Coordinator:

- Aids in talent team organization of skills and effectiveness. Assists Team Leader with distressing complicated schedules and ensures organization.

Talent

- The responsibilities of Talent is widespread due to the nature of public figures in the music industry. Responsibilities include but aren't limited to fan meets, public talks, busking, full concert performances, interviews, social media presences, and wanting to continue for a long term career with the group. The role is a Kpop idol or an American musician.

- Nine spots are open for the final lineup. Must be a unanimous vote.
- Positions include: Dance line (Main Dancer, Lead Dancer), Rap line (Main Rapper, Lead Rapper), Vocal line (Main Vocal, Lead Vocal, Vocalist, and Sub Vocal), Acting line (Main Actor, Lead Actor, and Sub Actor), Modeling Line (Main Model, Lead Model, Sub Model), Performance Line (Main Performer, Lead Performer, and Sub Performer).
 - Dance Line: These individuals are highly skilled in Dance skills (such as Freestyle and Technique). Primarily Hip Hop focused.
 - Rap Line: These individuals are able to produce, write (Main) and can Rap to a level.
 - Vocal Line: These individuals are able to specialize in singing and possibly producing
 - Modeling Line: These individuals are able to commercially model and are able to understand the ties within public music figures and fashion industry
 - Acting Line: These individuals are able to Act in a extemporaneous script speaking and improve. Are able to speak in various situations that are needed for the group.
 - Performance Line: These individuals are versatile in multiple musical concepts and are able to utilize facials to an expert level.
 - These lines are trained for within the Trainee period. Scores are handled by Talent Directors and privately given if requested for.
 - Talent members are voting for members line ups
 - The Creative Director will finalize the best version of the balanced line up for the talent group. The best versions allow for balance within the acquired group members.
 - A talent member can progressively change their position with time as an active group. This can occur with talent members voting for an upgrade, which is another unanimous vote of talent members.
 - Main, Lead, Sub, and Other levels are based on skill and best fit for the role.

Article V: Election/Selection of Organization Leadership

The procedures regarding the election of members to leadership roles is dependent on the leadership position that they are taking on. Leadership positions include Team Leader, Team Coordinator, and executive company. It is possible for multiple positions to be held by members so long as there is a lack of complaints with their management. Elections take place in response to a sudden vacancy or a planned resignation in the related position. The election process must begin within two weeks of a sudden vacancy or while a resigning member still holds their position, with the chosen election week being decided by the Primary Leader in consideration of the overall availability of all voters.

Team Leader:

- Team Leaders are elected through a majority vote by the Talent members. Although prospective Team Leaders do not have to specifically run for the position, they must willingly accept the title in order to officially hold this position. Only Talent members are

eligible for the position of Team Leader. Elections are spread across the span of a week. Majority votes are taken virtually on the Sunday and Wednesday of the chosen election week, with Sunday being the initial vote and Wednesday being a vote comprised of the top two candidates from the previous vote.

- When lacking unanimous agreement in a vote in the final round of voting, the two winners of the initial vote can be elected as Co-Leaders. This decision is also decided by majority vote. If circumstances necessitate this vote, the vote for whether or not the team will operate under Co-Leaders will occur on the Saturday of the chosen election week. If a majority is reached in favor of the installation of a Co-Leader system, the two candidates of the final round will both become Team Leaders and work together as Co-Leaders to guide Talent members. If the vote in favor of Co-Leaders is a minority, the winner of Wednesday's vote will become the sole Team Leader of the group.
- This entire process will happen through anonymous Google Forms submissions. In order to prevent peer pressure, members are asked to refrain from discussing who they voted for unless they must notify others of a candidate's inappropriate behavior. Only one selected individual will be aware of who voted for who. This individual must be one that is agreed upon by the entire team and who is not being considered for the position of Team Leader. They must also either be a Talent member or an Advisor. Their role will be to hear any concerns of members in order to ensure that no harmful, corrupt, or abusive scenarios are taking place within the election.

Team Coordinator:

- Team Coordinators are elected through a majority vote by the Talent members. Although prospective Team Coordinators do not have to specifically run for the position, they must willingly accept the title in order to officially hold this position. Only Talent members are eligible for the position of Team Coordinator. Elections are spread across the span of a week. Majority votes are taken virtually on the Sunday and Wednesday of the chosen election week, with Sunday being the initial vote and Wednesday being a vote comprised of the top two candidates from the previous vote. The winner of Wednesday's vote will take on the official position of Team Coordinator.
- This entire process will happen through anonymous Google Forms submissions. In order to prevent peer pressure, members are asked to refrain from discussing who they voted for unless they must notify others of a candidate's inappropriate behavior. Only one selected individual will be aware of who voted for who. This individual must be one that is agreed upon by the entire team and who is not being considered for the position of Team Coordinator. They must also either be a Talent member or an Advisor. Their role will be to hear any concerns of members in order to ensure that no harmful, corrupt, or abusive scenarios are taking place within the election.

Executive Company:

- Executive Company members are elected through a majority vote by other executives, as well as the group's Primary Leader, Secondary Leader, Treasurer, and Advisor. Prospective executive company must officially run for their positions in order to be considered in the election process. Only Company members are eligible for the position

of executive company. Elections are spread across the span of a week. Majority votes are taken virtually on the Sunday and Wednesday of the chosen election week, with Sunday being the initial vote and Wednesday being a vote for the top two candidates from the previous vote.

- This entire process will happen through anonymous Google Forms submissions. In order to prevent peer pressure, voters are asked to refrain from discussing who they voted for unless they must notify others of a candidate's inappropriate behavior. Only the group's Primary Leader, Secondary Leader, Treasurer, and Advisor will be aware of who voted for who. Their role will be to hear any concerns of voters in order to ensure that no harmful, corrupt, or abusive scenarios are taking place within the election.

Impeachment:

- If any portion of the agency is flagged with a complaint, an unbiased investigation will occur by the Primary Leader, Secondary Leader, Treasurer, and Advisor and possible removal of the member will occur. If deemed detrimental or inappropriate, there will be a full removal of the member regardless of their position. The investigative team must be in unanimous vote for a full removal.

Resignation:

- Resignation will have to occur within the next semester of the organization's knowledge.
 - The replacement must be trained under the former executive company member until formal exit of the position and contract termination. The role is applied until election for a replacement is also completed.

Article VI: Executive Committee: Size and composition of the Committee

Executive Company

The size of the Executive Company is not limited to a set number. Only the requirement that needs to be met is the majority vote from the executive company. Executive companies do not need to reinterview or revote unless there are enough complaints.

Talent

Talent is only limited to 9 unless a strong revote occurs. Talent is evaluated in the Trainee period until a finalized membership.

General Company

General company is not limited to a set number.

Article VII: Standing Committees

Executive Company

Executive Meetings are only required when necessary usually once a week or on the members own time. Meetings with the whole team should occur to discuss upcoming performances, complications, dress rehearsals, and filming shoots.

Talent Judging: The audition is viewed upon Advisor, executive company, and current Talent Members. A majority vote allows into Trainee status. Then only Talent Members and Creative directors are able to voice for the final lineup. These meetings are required up to two per auditionee. A verdict must be reached for trainee status within two days.

Article VIII: Advisor(s) or Advisory Board: Qualification Criteria

All voting occurs in Google surveys. All positions are signed with a contract to fully understand the requirements of the positions they hold. executive company members do not need to re-sign unless for termination. General company must re-update the contract every academic year. Talent signs the contract to serve a personal pact between members and understand the work of becoming owners of a music brand. Talent doesn't need to resign once signed. Additionally, Talent members are treated as business partners with each other. Contracts can be used as grounds for dismissal if rules are broken. These do not hold legal weight or promise.

Elections occur when a termination occurs. Similar to a real company, positions are offered on a rolling basis and promotions can occur.

Article IX: Meetings and events of the Organization: Required meetings and their frequency

Talent

The heavy commitment includes individual practices, weekly team practice, weekly training for weak skills, and filming days. Additionally all group activities after the Training period into Debut.

Agency

Weekly meetings occur with technical groups and their groups. Bi-weekly meetings can occur for agency check meetings. Filming days can occur on Sunday.

General Company:

Any contribution to the Agency during the Academic years deems as participation within the organization.

Article X: Attendees of Events of the Organization: Required events and their frequency.

Attendance for any event for non-members and general company members is encouraged but not required. Events are open for everybody. Executive company and Talent members are required to be in attendance unless due to strained circumstances.

If disruption occurs, then OSU's authorities will be contacted or other necessary steps will be taken. The organization reserves the right to address member or event attendee behavior where the member or event attendee's behavior is disruptive or otherwise not in alignment with the organization's constitution.

Article XI: Method of Amending Constitution: Proposals, notice, and voting requirements.

Any proposed amendments should be presented to the organization in a proposal to all members in the executive company through an email and mentioned within a meeting. A

conclusion should be reached within a week with a majority vote with advisor approval in order to evaluate the best for the organization.

Article XII: Method of Dissolution of Organization

In the event of dissolution, any excess funds will be distributed equally among all members. Any debt or outstanding funds will be owed by the members in the executive company and talent equally. Any borrowed equipment from the university will be handed to the advisor.

Thanks for reading!