



GOVERNING DOCUMENT

The *Constitution* of Blowers Creative

How the studio is run, in writing. Plain language on purpose.

SEAN BLOWERS PHOTOGRAPHY, LLC · D/B/A BLOWERS CREATIVE
RATIFIED · JUNE 7, 2026 · SPRINGFIELD, MISSOURI

ARTICLE I

Identity & Mission

Blowers Creative is the operating name (D/B/A) of Sean Blowers Photography, LLC, a creative services and production studio. The company exists to deliver exceptional creative work, operate with integrity, and maintain full control over its brand, output, and people.

ARTICLE II

Leadership & Succession

Current Officers:

CHIEF EXECUTIVE OFFICER (CEO) Barbara Blowers

CHIEF VISIONARY OFFICER (CVO) Sean Blowers

Succession: On April 25, 2029, the CVO shall assume the title and full authority of CEO. This succession is automatic and requires no further vote or ratification.

ARTICLE III

Facility Access & Key Policy

Brass Keys are issued to:

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- CEO
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- CVO
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- CFO (when position is filled)
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All other staff receive keycard access only. No exceptions without written amendment to this Constitution.

ARTICLE IV

Intellectual Property

All creative work, content, photography, designs, concepts, and deliverables produced by any employee, contractor, or intern — regardless of tools, equipment, or location used — is the sole property of Blowers Creative upon creation. No separate agreement is required for this assignment to take effect.

ARTICLE V

Work Hours & Compensation

Core hours are 9:00 AM to 5:00 PM, Monday through Friday, plus additional hours as scheduled. All employees are paid hourly. Time tracking is required for all staff. Hours worked beyond the standard schedule will be compensated at the applicable hourly rate in accordance with Missouri and federal law.

ARTICLE VI

Client Policy

Blowers Creative may work with any client. The company reserves the unconditional right to refuse any engagement for any reason, without obligation to disclose that reason.

ARTICLE VII

Decision-Making & Governance

Day-to-day operational decisions and strategic decisions may be made by either the CEO or CVO. The CVO holds full decision-making authority over business operations. In the event of a conflict between the two officers, the matter shall be tabled for no fewer than 72 hours before a final decision is made jointly. Given the CEO's limited active involvement in business operations, the CVO shall serve as the primary operational authority of Blowers Creative.

ARTICLE VIII

Amendments

This Constitution may only be amended by the joint written agreement of the CEO and CVO. After April 25, 2029, amendment authority rests solely with the CEO.

ARTICLE IX

Credit Card Issuance

Company credit cards shall be issued to any employee or contractor who regularly conducts more than five (5) purchase transactions per week on behalf of Blowers Creative. The CEO and CVO jointly reserve the unconditional right to refuse issuance to any individual for any reason.

ARTICLE X

Membership Interest

Sean Blowers Photography, LLC (D/B/A Blowers Creative) is owned as follows:

SEAN BLOWERS (CVO)	25% membership interest
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BARBARA BLOWERS (CEO)	75% membership interest
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Notwithstanding membership interest percentages, ultimate operational and strategic authority rests solely with the CVO. Membership interest is maintained for tax and financial purposes only and does not confer voting or decision-making rights.

LEGAL ANNEX

Enforceability

The provisions of Articles IV and VIII carry legal weight and are intended to be enforceable. Article IV functions as a blanket IP assignment clause applicable to all parties engaged by Blowers Creative. Article VIII governs the exclusive process by which this document may be altered. All other Articles serve as foundational governance and cultural policy.

Barbara Blowers
CHIEF EXECUTIVE OFFICER

Sean Blowers
CHIEF VISIONARY OFFICER