



### **Paid Student Internship Criteria Agreement**

The stipend offered by the Nebraska Broadcasters Association (NBA) Paid Student Internship program is meant to assist NBA member station employment units (SEU) in providing paid internship opportunities to college students or high school students who have completed their junior year and are interested in a career in the broadcasting industry. In order to qualify for the stipend, the SEU must have an internship program that meets the following criteria:

- The SEU must offer a defined training purpose that includes actual operation of the facilities (as opposed to general clerical work). The program should consist of planned training and work experience for the intern. The training should be related to pre-employment and employment skills that are mastered at a progressively higher level. The program should have a sequence of activities that build on the skills learned, increasing in complexity. The program should be structured to expose the intern to all aspects of the industry and promote the development of broad basic skills including real or simulated tasks or assignments that push an intern to learn and develop their skills, including problem solving and critical thinking;
- The training should be primarily for the benefit of the intern;
- The SEU should not receive an immediate advantage from the activities of the intern (and actually, the intern may impede the operation of the business from time to time);
- The intern should not take a position that is normally held by an employee, nor should they take work from an employee. Instead, the intern should work under the close supervision of employees;
- The program should consist of an internship of at least 60 hours but no more than 75 hours. The stipend is not intended to support full time or part time employment.
- The intern should not be entitled to a job at the end of the internship. However, if there is an opening the intern may be considered for a job;

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If the criteria are not met, then the SEU will not qualify for the stipend offered by the NBA. The SEU receiving a stipend agrees it is the responsibility of the SEU to ensure that all criteria are met throughout the duration of the internship.

The SEU receiving a stipend acknowledges and agrees that the NBA is not an employer of the intern. The SEU acknowledges and agrees that it will be the sole employer of the intern and that the intern will be compensated by the SEU for all hours worked in accordance with applicable state and federal law. The SEU receiving a stipend agrees the stipend will be paid to the SEU and not as wages or compensation to the intern. The SEU acknowledges and agrees that the NBA had nothing to do with the vetting, selection or employment of the intern, and agrees that by providing the stipend the NBA is in no way responsible for any liabilities associated with the internship and all such liabilities are assumed by the SEU. The SEU agrees to defend and indemnify the NBA in the event of any claim by the intern or third parties based on any aspect of the relationship between the intern and the SEU or asserting an employment relationship between the intern and the NBA. The SEU acknowledges and agrees that the SEU's obligation to defend, hold harmless and indemnify the NBA is not limited but would apply to any threats, claims or actions that may be directed at the NBA.

Please sign and return this form indicating that the SEU sponsoring this placement understands these expectations and agrees they will provide a qualifying internship for the intern under the foregoing terms and conditions.

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Station Employment Unit

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By:

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Its:

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Date: