



Internship and Indemnification Agreement

This agreement is entered into by and between _____ (hereinafter "station"), a subsidiary of Nexstar Broadcasting Group, Inc, and student intern _____ (Student's Full Name, hereinafter "student") and _____ (Name of University/College, hereinafter "school").

Whereas, Station is willing as a community service to accept the placement of students as unpaid interns from various colleges and universities in order to assist them in obtaining practical experience in the broadcasting industry;

Whereas, the School desires to have its students receive practical training and experience with the stations in the broadcasting industry for which the school will give credit hours to its students; and

Whereas, the Student desires to receive school credit and practical training and experience in the public broadcasting industry.

IT IS THEREFORE AGREED AS FOLLOWS:

- 1.) Under the terms of this agreement station agrees to provide practical experience and training in the field of broadcasting for the student as an unpaid intern for the term of _____ to _____. No representations or promises of employment are made in this agreement. Furthermore, no representations or promises of further practical training beyond this express term have been made by station to the student.
- 2.) The student shall (a) abide by all safety rules and procedures of station as explained and provided to student; (b) comport all conduct to standards as required by station; (c) exert best efforts in receiving training and cooperate with and follow the instructions of employees of station who are strictly the confidences of station, the customers of station, all information or data received regarding station, and any of its trade secrets or any other confidential business information received by the student.
- 3.) Station agrees to provide to the student practical training in the broadcasting industry during the term described above. Station does not promise the student any particular area of training and the type of training provided shall be at its sole discretion.

- 4.) The school agrees that it shall (a) coordinate the placement of interns with station; (b) provide personnel for the resolution of any problems in the implementation of the internship program or in the relationship between station and the student; and (c) indemnify and hold station and its officers, agents and employees harmless from any and all liability, loss, damage or payment (including cost and reasonable attorney's fees) that station may incur as a result of any claims, demands, costs or judgment against station arising out of or related to student's participation in station's participation in station's internship program.

- 5.) It is expressly understood and agreed between the parties that the student is not an employee, agent or servant of station for any specific duration or for any purpose and that the student has no expectation of future employment or further practical training with station.

- 6.) The parties acknowledge and agree that the internship program is voluntarily conducted by station, and the position of the student is that of a volunteer. Due to the limited and special nature of the internship program the parties acknowledge and agree that: (a) the student is responsible for all of his/her personal expenses; (b) the student is not entitled to and shall not receive any salary, wage, pay or any type of remuneration whether monetary or in kind; (c) the student shall not be eligible for any employment benefits otherwise available to persons who are employees at the station such as, but not limited to workers' compensation, health and life insurance; unemployment compensation benefits or any other employee related benefits, and (d) station does not guarantee the product, outcome, benefit or practical training experience of the student's internship.

- 7.) In consideration of the practical training opportunity made available to the student, the student expressly waives any and all claims the student may have or which may otherwise arise against station, its officers, agents or employees in connection with the internship program and his or her participation therein.

- 8.) Notwithstanding paragraph 1, it is agreed and acknowledged between the parties that the student is not providing any consideration to station in terms of work performed or any additional consideration in exchange for the training and experience received from station, which is provided voluntarily as a community service.

9.) Station or the student may terminate this agreement at-will at anytime upon notice.

Nexstar Broadcasting Group Inc.

Date: _____

Name: _____

Title: _____

College/University

Date: _____

Name: _____

Title: _____

Intern

Date: _____

Name: _____

Nexstar Broadcasting is an Equal Opportunity Employer