



Unpaid Internship Agreement

Student shall not be eligible for any employment benefits otherwise available to persons who are employees at the "Company" 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 "Company", Nexstar Media Inc., 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 "Company" in terms of work performed or any additional consideration in exchange for the training and experience received from "Company", which is provided voluntarily as a community service.

9.) "Company" or the Student may terminate this agreement at-will at any time upon notice.

I understand that this unpaid, learning experience is not employment and that Intern is not entitled to wages or a promise of employment at the completion of the unpaid structured learning experience.

Nexstar Media Inc.

Date:
Manager Title:
Manager Name:
Signature:

Intern

Date:
Name: Thomas Benjamin Gibson
Signature: Thomas Benjamin Gibson

College/University

Date:
Title:
Name:



Unpaid Internship Agreement

This is an agreement between [Thomas Benjamin Gibson] ("Intern"), and Nexstar Media Inc. ("Company"). The purpose of this educational internship is for Intern to learn about the Company's business and to gain valuable insight and experience.

The term of this internship begins on [Earliest Availability] and ends [July 25].

Conditions of the Agreement:

- The internship is related to an educational purpose and there is no guarantee or expectation that the activity will result in employment with the Company
- The education received by the Intern from the internship is for the express benefit of the Intern
- The Intern does not replace or displace any employee of the Company
- The Intern will receive direct and close supervision by an appropriate supervisor
- The Company does not derive an immediate advantage from the activities performed by the Intern
- Intern is not entitled to wages or any compensation or benefits for the time spent in the internship
- Company is not liable for injury sustained or health conditions that may arise for the unpaid intern during the internship

The Intern specifically agrees to and acknowledges the following:

- 1.) Under the terms of this agreement "Company" agrees to provide practical experience and training in the field of [insert field] for the Student as an unpaid intern for the term mentioned above. 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 "Company" to the Student.
- 2.) The Student shall (a) abide by all safety rules and procedures of "Company" as explained and provided to Student; (b) comport all conduct to standards as required by "Company"; (c) exert best efforts in receiving training and cooperate with and follow the instructions of employees of "Company"; (d) maintain strictly the confidences of "Company", the customers of "Company", all information or data received regarding "Company" and any of its trade secrets or any other confidential business information received by the Student.
- 3.) "Company" agrees to provide to the Student practical training in the field of [insert concentration] during the term described above. "Company" does not promise the Student any area of training and the type of training provided shall be at its sole discretion.
- 4.) School agrees that (a) Student is required to complete an internship or is otherwise receiving school credit for participation in the internship program as provided by "Company"; (b) it shall coordinate the placement of interns with "Company"; and (c) it shall provide personnel for the resolution of any problems in the implementation of the internship program or in the relationship between "Company" and the Student.
- 5.) It is expressly understood and agreed between the parties that the Student is not an employee, agent or servant of "Company" for any specific duration or for any purpose and that the Student has no expectation of future employment or further practical training with "Company".