

INTERNSHIP AGREEMENT

This is an agreement among _____ (“Intern”), and _____ (“Company”). The purpose of this educational internship is for the Intern to learn about the Company’s business and to gain valuable insight and experience. The term of this internship begins on _____ and ends on _____ for an average of _____ hours per week depending upon the availability of suitable projects.

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. Both Intern and Company agree, however, that the opportunity for future work is the goal of the internship.
- 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 Intern is not entitled to wages or any compensation or benefits for the time spent in the internship.
- The Company is not liable for injury sustained or health conditions that may arise for the unpaid Intern during the course of the internship.
- All intellectual property rights of any kind to texts, graphic material, concepts, and other products, including know-how, inventions, works etc. which the Intern alone or in cooperation with others may produce, discover, or further develop during the internship, are, notwithstanding the format, irrevocably transferred to the Company by the Intern and must not be copied or in other ways removed from the Company’s exclusive disposal.
- Copyright to software developed by the Intern as a part of the Intern’s performance of their internship passes to the Company without compensation and without limitations. The copyright to other creations produced by the Intern during the internship is similarly the property of the Company. Without limitations, the Company is entitled to change any works passed to the Company, and the Company is without any limitations further entitled to transfer such rights to third parties. Moreover, the Company is not obligated to make use of such rights.
- The Intern agrees to sign any documents which the Company deems necessary or appropriate in order to secure the Company’s or its associated companies’ rights covered by this provision.
- The Company has the exclusive rights to and is entitled to use the intellectual property rights, including by development, change, production, reproduction, assignment, sale, licensing etc. The Company can apply this Agreement in connection with registration etc. of the rights in question. The Intern thus has no right to complain of infringements of intellectual rights.

- The Intern must observe a duty of confidentiality and is thus obligated not to disclose any information to third parties of the Company’s internal affairs, business types, operation, trade secrets, or other information regarding the Company or the Company’s business connections, including customers, which have not already been disclosed.
- Any breach of the duty of confidentiality and the duty of loyalty is considered a material breach of the internship terms and may, therefore, result in a termination of the internship with immediate effect (dismissal).
- The Intern will be working with various members of the staff under the direct supervision of _____.

The Intern specifically agrees to and acknowledges the following:

- This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment.
- The Company may at any time in its sole discretion, terminate the internship without notice or cause.
- The Intern will maintain a regular internship schedule determined by the Intern and their supervisor.
- The Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, proper health and grooming habits, appropriate dress, and a willingness to learn.
- The Intern will obey the policies, rules, and regulations of the Company site, and comply with the Company’s business practices and procedures.
- The Intern will furnish his/her supervisor with all necessary information pertaining to the unpaid internship, including related assignments and reports.
- Under no circumstances will the Intern leave the internship without first conferring with the Intern’s supervisor.
- Transportation to and from the internship site is the responsibility of the Intern.
- While the Intern is on the Company premises, he/she is not considered an employee or agent of Company for any purposes, including but not limited to workers compensation.
- Intern understands that this unpaid, learning experience is not employment and that the Intern is not entitled to wages or a promise of employment at the completion of the unpaid structured learning experience.

Please sign and date:

Intern

Signature: _____ Date: _____

Company

Signature: _____ Date: _____