



INTERNSHIP AGREEMENT

This Internship Agreement sets forth the terms and conditions of the internship program (the “**Gray Internship Program**”) sponsored by Gray Television Group, Inc. (“**Gray**”). Intern (identified below) hereby agrees to be bound by the terms of this Internship Agreement.

[To be completed by Station personnel:]

Station and Location: _____

Intern: _____

Dates of Internship: _____

Hours: _____

School: _____

Standard Terms and Conditions

1. I certify that I am at least eighteen (18) years of age on the date of execution of this Agreement and on the first date of my Internship.
2. I acknowledge that I am participating in the Gray Internship Program at the Station, location, and times referenced above. I understand that broadcast operations are unpredictable, and I may be asked to participate outside of my regular scheduled hours. I will not be expected to work for or at Gray as part of the Gray Internship Program.
3. I acknowledge that I am participating in the Gray Internship Program in furtherance of my educational goals and for my own educational interests. I will be solely responsible for completing any requirements necessary to obtain academic credit in connection with my internship, if applicable.
4. I understand that I will not be employed by Gray or the Station. I understand that that there is no guarantee of future employment. I understand that the Station does not provide compensation, health insurance, or employee benefits to internship participants. I understand that I will not be permitted to drive a motor vehicle owned by Gray during the Gray Internship Program.
5. I understand that my participation in the Gray Internship Program is conditioned on my compliance with Gray’s drug testing policy, which includes testing prior to

commencement of my participation in the Gray Internship Program as well as random testing during the term of my internship.

6. I understand that I am only permitted to ride in a Gray or Station vehicle at the specific request of a Station employee. I understand that I am not permitted to ride in any news ENG live truck or satellite truck. I also understand that I am not authorized to operate any motor vehicle owned by Gray or Station, or ride in a news ENG live truck or satellite truck owned by Gray or Station under any circumstances.
7. I understand and agree that I must keep confidential and not disclose to anyone outside the Station any information I receive regarding the Station, its programs, news, investigations or otherwise in the course of performing my internship. In addition, I acknowledge that I will be subject to Gray company policies generally applicable to its employees, including, without limitation policies relating to the use of social media and the use of company property. I acknowledge that the applicable Company policies have been provided or otherwise made available to me.
8. I understand that as part of the Gray Internship Program, I may be filmed, photographed or otherwise recorded. I consent to the use, editing, reproduction, exhibit or display of such recordings for advertising and publicity purposes by Gray, its affiliates or their sponsors, or for any other lawful purpose, in any media now known or hereinafter invented. I hereby grant the Company the royalty-free non-exclusive use of, and the right to license others to use, my name, voice, caricature, biography and likeness or any other rights of publicity or indicia of identity in any media whatsoever. I acknowledge and agree that I have no right of approval, no claim to any compensation, and no other claim arising out of any use described herein.

Signature of Intern

Date

*** FORWARD EXECUTED AGREEMENT TO GRAY HUMAN RESOURCES ***