

Unpaid Internship Agreement

The internship program is a progressive educational program that integrates a student's academic studies with work experience. This is an agreement between Carlos Cruz Leal ("Intern") and Hidalgo County Precinct 4 ("Company"). The purpose of this educational internship is for the intern to learn about Company's business and to gain valuable insight and experience. The term of this internship begins on 6/15/17 and ends 8/11/17.

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 an employment relationship with the Company.
- The educational experience received by the Intern from the internship is for the benefit of the Intern.
- The Intern does not replace or displace any employee of the Company.
- The Intern will receive direct supervision by an appropriate supervisor.
- The Company does not derive an immediate advantage from the activities performed by the Intern.
- The Intern is not entitled to any wages or any compensation or benefits for the time spent in the internship.

The Company specifically agrees to and acknowledges the following:

- The Company holds the university and its representatives harmless to any conditions taken place at internship site.
- The Company understands that the Intern will work the necessary amount of hours required (Note: Work hours should not exceed 15 hours per week unless fulfillment is needed for academic credit hours.)
- The Company will designate an appropriate individual to supervise the Intern and serve as a liaison between The University of Texas Rio Grande Valley and the employer.
- Establish clear learning objectives at the beginning of each semester.
- Provide a safe work environment and related training if needed.
- Adhere to all applicable employment laws and regulations, including the FLSA (Fact Sheet #71) regarding unpaid internships.
- Review company policies and procedures with student.
- Evaluate the Intern's performance and provide feedback to The University of Texas Rio Grande Valley or academic advisor/faculty coordinator.

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 with Company.
- Company may at any time in sole discretion, terminate the internship without notice or cause.
- Intern will commit to agreed upon beginning and end dates during their internship and will maintain a regular internship schedule determined by the Intern and their supervisor.
- Intern will demonstrate honesty, punctuality, courtesy, cooperation, proper health and grooming, appropriate dress and a willingness to learn.
- Intern will abide by the regulations and policies of the Internship Program and sponsoring Company.
- Intern will immediately notify the university internship coordinator and/or faculty coordinator of work issues or changes in responsibilities not in line with learning objectives.
- Intern will provide supervisor with all necessary information pertaining to unpaid internship, including related assignments and reports.
- Under no circumstances will the Intern leave the internship without first consulting with Intern's supervisor.
- Intern is responsible for transportation to and from internship site.
- In conjunction with the Intern and/or faculty coordinator, establish well-defined learning objectives relative to course of study.
- If earning academic credit, the Intern may face consequences of failing to obtain academic credit if the Intern self-terminates internship or is discharged from the job prior to completion.
- While the Intern is on Company premises, he/she should act professionally in accordance to Company standards.
- Intern is not entitled to workers compensation.

- Intern assumes all of the risks of participating in the internship program. In consideration of the opportunity afforded to the Intern to participate in the internship program, the Intern hereby agrees the he/she, his/her assignees, guardians, and legal representatives, will not make a claim against Company or any of its affiliated organizations, or either of the officers or directors collectively or individually, or any of its employees, for the injury of death to Intern or damage to his/her property, however caused, arising from his/her participation in the internship program. Intern hereby waives and releases any rights, actions, or causes or action resulting from personal injury or death to him/her, or damage to his/her property, sustained in connection with his/her participation in the internship program.

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

C. Cruz Leal
Intern Signature
Carlos Cruz Leal
(Print Name)

5/18/17
Date

Nick Pérez
Department/Company
Nick Pérez
(Print Name)

5/18/17
Date

John R. Kaufold
Internship Coordinator Signature
John R. Kaufold
(Print Name)

5-18-17
Date