



UNPAID INTERNSHIP AGREEMENT

This Internship Agreement (the “Agreement”) is made as of **March 7, 2025**, by and between Spanish Broadcasting System and [redacted] an individual currently residing at [redacted] **[address]** (“Intern”). The purpose of this educational internship is for Intern to learn about the Company’s business and to gain valuable insight and experience. SBS and the Intern are collectively referred to herein as the “Parties.”

RECITALS

WHEREAS, Intern wishes to participate voluntarily in Spanish Broadcasting Systems, Inc.; and

WHEREAS, Intern is over eighteen (18) years of age.

NOW THEREFORE, the Parties agree to the mutual covenants and premises as set forth herein below:

1. Affirmation of Recitals. The Parties represent and warrant that the recitals set forth above are true and correct.

2. Term. The term of this Agreement begins on [redacted] and ends on [redacted].

3. Conditions of the Agreement:

(a) 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.

(b) Intern will participate primarily under the general supervision of **[name]**, the current **[supervisor title]**, of the **[department]**. Intern will not provide services for more than **six (6)** hours per day or more than **twenty (20)** hours per week.

(c) The education received by the Intern from the internship is for the express benefit of the Intern.

(d) The Intern does not replace or displace any employee of the Company.

(e) The Intern will receive direct and close supervision by an appropriate supervisor.

(f) The Company does not derive an immediate advantage from the activities performed by the Intern.

(g) The Intern is not entitled to wages or any compensation or benefits for the time spent in the internship.

4. Benefits. Intern shall not have the right to participate in any of the employee benefits provided by SBS, including but not limited to, vacation and or sick pay, health insurance, stock options, short- or long-term disability insurance, life insurance, or any other similar benefit provided from time to time by SBS to its employees.

5. The Intern specifically agrees to and acknowledges the following:

(a) This internship is educational in nature and there is no guarantee or expectation that the internship will result in employment.

(b) Company may at any time in its sole discretion, terminate the internship without notice or cause.

(c) Intern will maintain a regular internship schedule determined by the Intern and their supervisor.

(d) Intern will demonstrate honesty, punctuality, courtesy, cooperative attitude, appropriate dress, and a willingness to learn.

(e) Intern will obey the policies, rules and regulations of the Company site and comply with the Company's business practices and procedures.

(f) Intern will furnish his/her supervisor with all necessary information pertaining to my unpaid internship, including related assignments and reports.

(g) Transportation to and from the internship site is the responsibility of the Intern.

(h) 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, Intern hereby agrees that he/she, his/her assignees, heirs, guardians, and legal representatives, will not make a claim against Company or any of its affiliated organizations, or either of their 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. Without limiting the generality of the foregoing. 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.

6. Covenants.

(a) Insurance, Indemnification. Company is not liable for injury sustained or health conditions that may arise for the unpaid intern during the internship. Intern represents and warrants that she currently has and will maintain a health insurance in full force and effect. Intern further covenants and agrees that (i) he/she will look solely to such insurance in the event medical attention is necessary for any reason; and (ii) he/she will indemnify and hold SBS harmless from any suits, claims, demands, liabilities, causes of action, or losses arising out of or in any way related to Intern's participation with the Program.

(b) Non-Disclosure of Confidential Information. By virtue of Intern's participation in the Program, Intern will gain access to information, including sales figures, estimates, marketing and promotional strategies and budgets, and other information which SBS treats as confidential information, and which is not generally known to the public (the "Confidential Information"). Intern acknowledges that disclosure of the Confidential Information to anyone other than SBS' employees, agents or contractors requiring access to the Confidential Information in order to perform their respective functions with SBS will likely result in irreparable injury and harm to SBS. Accordingly, Intern hereby covenants and agrees that during her participation with the Program or at any time thereafter, and shall not disclose any Confidential Information to any person except as required by subpoena or otherwise by law, provided however that (i) Intern shall give SBS written notice immediately upon receipt of such subpoena or process and (ii) allow sufficient time prior to disclosure to permit SBS to obtain a protective order or other equitable relief as SBS deems necessary or advisable in its sole discretion.

(c) Property Rights. All broadcasts, air checks or recordings, prerecorded or otherwise, of the programming of SBS' Station(s), commercials, data, copy, written and recorded materials, as well as all recordings, characters, personalities or "skits," if applicable, created by or for Intern during the Program are the exclusive property of SBS (the "Work Product"). SBS owns or shall own all rights, title and interest in and to the Intern Work Product and all copyright, trademark, patent and other Intellectual Property rights in and related thereto as a work-for-hire (the "Intellectual Property"). To the extent that ownership of any of the Intern's Work Product is not deemed to vest with SBS, the volunteer agrees to transfer all rights, title and interest in the Work Product to SBS for ten dollars (\$10.00) immediately upon request by SBS.

7. Name and Likeness. Intern hereby grants to SBS the irrevocable and exclusive right to use and to grant others the right to use Intern's name, actual or simulated likeness, nickname(s), character name(s), slogans, biography and other personal information in connection with the advertising and promotion of SBS and its station(s) during the term of the Program and thereafter in perpetuity.

8. Entire Agreement. This Agreement shall constitute the entire agreement concerning the subject matter hereof between the parties, superseding all previous agreements, memoranda of understanding, negotiations, and representations made prior to the effective date of this Agreement. This Agreement may be amended, modified, superseded, canceled, renewed or extended, and the terms hereof may be waived, only

by a written instrument executed by the parties hereto or, in the case of a waiver, by the party waiving compliance.

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.

IN WITNESS WHEREOF THE PARTIES HAVE CAUSED THIS AGREEMENT TO BE MADE AS OF THE DATE FIRST WRITTEN ABOVE.

INTERN NAME

DATE

GENERAL MANAGER

DATE

HUMAN RESOURCES

DATE

SCHOOL ADVISOR

DATE