The goal of the internship program at VadaTech, Inc is to provide a learning experience that would benefit the students and give them perspective about the practical application of the principles of their profession.

Being accepted to the internship program is not an implied offer of employment and there is never a guarantee that an intern will be entitled to a job with VadaTech, Inc. at the conclusion of the internship.

**Definition**

For the purposes of this program, we will adopt the NACE (National association of Colleges and Employers) recommended definition of internship:

“An internship is a form of experiential learning that integrates knowledge and theory learned in the classroom with practical application and skills development in a professional setting. Internships give students the opportunity to gain valuable applied experience and make connections in professional fields they are considering for career paths; and give employers the opportunity to guide and evaluate talent.” Reference: [http://www.naceweb.org/advocacy/position-statements/united-states-internships.aspx](http://www.naceweb.org/advocacy/position-statements/united-states-internships.aspx)

**Program Specifics**

- The program includes a per hour stipend of $12.50 per hour.
- The program will last 12 weeks with the possibility of an extension at the sole discretion of VadaTech, Inc based on the nature and the development of the project.
- VadaTech, Inc. reserves the right to terminate the internship at any time without any prior notice due to business reasons intern misconduct and intern inability/incompetence to fulfill the tasks necessary to satisfactorily complete the project.
- The program is meant to be a practical extension of classroom learning where the student will apply what they have learned in the classroom in real life applications.
- The program will also encompass the development of task management and communication skills that are transferable to any employment situation.
- The program will have a detailed job description of the role and will clearly outline goals related to the internship project. There is also the expectation that the intern will meet schedules and commitments to the project.
- The program involves close supervision by an experienced professional in the area of the project that the intern will be developing.
- The program will include regular feedback to the intern.
- All resources, equipment and facilities will be provided by VadaTech, Inc as the host employer in order to support the learning goals.

4FM622-24 Rev OI Internship Guidelines
I have read and understood the contents of this document. I understand that the internship program is not considered an employment relationship at any time.

Print Name   Signature   Date