



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.

Station and Location: KOLO-TV / Reno, NV

Intern: Sudhiti [REDACTED]

Dates of Internship: September 30, 2019 – December 6, 2019

Hours: Weekdays 10am – 5pm

School: University of Nevada Reno

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 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

 09/20/2019

Date

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



Gray Television Group, Inc.
Application for Internship

Please Read Carefully-Write Clearly-Answer All Questions

AN EQUAL OPPORTUNITY EMPLOYER

Gray Television Group, Inc. is an equal opportunity employer. Gray considers applicants for all positions without regard to race, color, religion, sex, national origin, pregnancy, and service in uniformed services, disability, age or any other characteristics protected by applicable state and federal law.

Position Related Information

Station/Location: KOLO TV Reno
 Address: 4850 Ampere Dr. 89502
 Telephone No.: _____
 Internship Applied for (circle one): SPRING SUMMER **(FALL)** WINTER
 Date of Application: _____

Personal Information

Last Name: [Redacted] First Name: Randi Middle Name: R.
 Home Phone: () [Redacted]
 Present Street Address: [Redacted]
 City: Reno Zip: 89503
 Have you ever worked for Gray Television Group, Inc. subsidiaries?
 yes no
 If yes, please indicate date (month/year): _____
 please indicate location (city/state): _____
 please indicate your previous position: _____
 Have you ever worked for Gray Television Group, Inc. using another name?
 yes no
 If yes, please give the name previously used: _____

Availability

Date available to start internship: 9/9/97

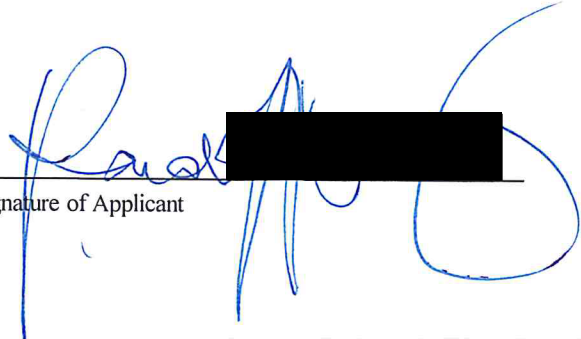
Day	Hours Available	
	From	To
Monday	_____	_____
Tuesday	<u>all</u>	<u>all</u>
Wednesday	_____	_____
Thursday	<u>all</u>	<u>all</u>
Friday	<u>all</u>	<u>all</u>
Saturday	<u>all</u>	<u>all</u>
Sunday	_____	_____

Position/Job Essential Functions

Are you able to perform the essential functions of the position for which you are applying with or without reasonable accommodation? X yes ___no

APPLICANT'S STATEMENT – TO BE READ AND SIGNED BY THE APPLICANT

1. I have completed this application to the best of my ability and have reviewed it to ensure the accuracy of the information provided in response to the various questions. I understand that the information set forth by me in this application is correct to the best of my knowledge and belief and understand that any omission or misleading or untrue statement by me in this application is grounds to deny me employment or to dismiss me.
2. I understand that use of this application form does not mean that there are any internship positions available and does not obligate the Company.
3. I understand that the company pre-internship process consists of a completed pre-internship application, an interview, personal/character reference checks and if necessary, a consumer credit report. Any offer of internship after the pre-internship process is completed is a “conditional decision to intern” and is subject to my completion of the pre-internship process which consists of a completed pre-internship data record and my satisfaction of other requirements as detailed below.
4. I authorize the Company to inquire into my background with regard to my qualifications for the internship and I authorize the Company to contact former employers and references for any and all information bearing upon my qualifications for the internship. I authorize the references listed, as well as other individuals who are contacted, to provide the other pertinent information that they may have. Further, I release all parties and persons from any and all liability for any damages that may result from furnishing such information to the employer as well as from the use or disclosure of such information by the employer or any of its agents, employees or representatives.
5. I understand that any internship with the Company is based on the consent of both the Company and me and that any internship is for an indefinite period and that both the Company and I have the freedom to terminate such internship relationship whenever either chooses to do so, with or without cause and with or without notice. I also understand that no representative of the Company, other than the President of Gray Television, Inc. or the President of any subsidiary, has any authority to enter into any agreement which is contrary to the language of this application.
6. I understand that if internship is offered, it is subject to:
 - a. The Company requiring that I successfully pass a Drug Screen Test which verifies that I am not under the influence of alcohol or an illegal drug. It is the Company’s policy to hire no individual who tests positive for alcohol or an illegal drug.
 - b. proof of identity and legal authority to work in the United States pursuant to the Immigration Reform and Control Act of 1986, as amended;
 - c. additional drug screen tests under the Company’s Drug Free Workplace Policy;
 - d. my compliance with all Company rules, regulations, orders and policies; and
 - e. A probation period.



Signature of Applicant

 9.9. 2019

Date



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Station and Location: KOLO-TV / Reno, NV

Intern: Evan [REDACTED]

Dates of Internship: September 16, 2019 – December 6, 2019

Hours: Weekdays 10am – 7pm

School: University of Nevada Reno

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.
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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.

Evan [REDACTED]
Signature of Intern

9/22/19
Date

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

August

520
63750

Stanton Tang

From: University of Nevada, Reno <receipts+D9hBwMf90n0Zj7ZMEPjB@stripe.com>
Sent: Thursday, August 01, 2019 1:55 PM
To: Stanton Tang
Subject: Your University of Nevada, Reno receipt [#6533-1325]



Career Studio

Receipt from University of Nevada, Reno

Receipt #1325-6533

AMOUNT PAID	DATE PAID	PAYMENT METHOD
\$400	August 1, 2019	VISA - 0962

SUMMARY

Stanton Tang payment for registration for KOLO-TV on behalf of KOLO-TV	\$400.00
Amount paid	\$400.00

If you have any questions, contact us at nvcareerstudio@unr.edu or call at +1 775-682-7114.

Something wrong with the email? [View it in your browser.](#)

You're receiving this email because you made a purchase at University of Nevada, Reno which partners with Stripe to provide invoicing and payments processing.

Stanton Tang

From: University of Nevada, Reno <receipts+D9hBwMf90n0Zj7ZMEPjB@stripe.com>
Sent: Monday, February 3, 2020 11:28 AM
To: Stanton Tang
Subject: Your University of Nevada, Reno receipt [#8070-1778]

*Feb 13 520
63750*



Receipt from University of Nevada, Reno

Receipt #1778-8070

AMOUNT PAID	DATE PAID	PAYMENT METHOD
\$400	February 3, 2020	VISA 7877

SUMMARY

Stanton Tang payment for registration for KOLO-TV on behalf of KOLO-TV	\$400.00
Amount paid	\$400.00

If you have any questions, contact us at nvcareerstudio@unr.edu or call at +1 775-682-7114.

Something wrong with the email? [View it in your browser.](#)

You're receiving this email because you made a purchase at University of Nevada, Reno which partners with **Stripe** to provide invoicing and payment processing.

KOLO-TV**RECRUITMENT INITIATIVES FORM****June 1, 2020 – May 31, 2021**

	Type of Recruitment Initiative (ex. Job Fair, Internship Program)	Date	Brief Description of Activity & Scope of Broadcaster's Participation <i>(where applicable, include job title(s) of station staff involved in the activity)</i>
1.	Participate in event sponsored by organizations representing community groups	Ongoing	General Manager is on the Nevada Broadcasters board of directors, monthly meetings are held to plan and execute scholarship awards for future broadcasters in Nevada. Two annual events are held where students are given information on applying for said Broadcast scholarships.
2.	Participate in job fair sponsored by educational institution	9/10/2020 4/1/2021	<p>On 9/10/2020, our station participated in a virtual career fair with University of Nevada-Reno (UNR). Participants were invited schedule one-on-one virtual meetings with recruiters.</p> <p>On 4/1/2021, our station participated in the UNR All Major Career and Internship Fair. Our news director talked one-on-one virtually with a number of students and graduates about careers in broadcasting at KOLO-TV, possible positions at KOLO and Internships.</p>
3.	EEO Management Training	July – Aug 2020 11/19/2020	<p>July 9-August 2020 our General Manager participated in a training series "Foundations in Diversity, Equity and Inclusion; from Adaway Consulting, a program developed for Gray Television. Information covered in this training included: how biases influence interaction and decision making and way to mitigate the, how to identify and avoid implicit bias and microaggression in media, how to champion equity and inclusion, handling conflict, how to avoid common faux pas made regarding gendered language, race, class and ability, how to apologize effectively.</p> <p>On November 19, 2020, our Office Manager participated in The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations presented by Joan Stewart of Wiley Rein, LLP to employees of Gray Television Licensee, LLC.</p>

↩ Reply ▾ 🗑 Delete 🚫 Junk 🚫 Block ⋮

FW: Receipt for KOLO-TV: Registration for Career Studio Jobs & Internships Expo at University of Nevada, Reno

Receipt for registration for KOLO-TV

Sept 10

Hello,

Your payment for KOLO-TV: Registration for Career Studio Jobs & Internships Expo at University of Nevada, Reno has been received. We recommend that you keep this email for your records.

Amount Paid: **\$200.00**

Date paid: **September 4th 2020 at 2:43 pm PDT**

Credit Card Details: **Visa ending in 7877**

Thank you,
The Handshake Team

If you'd no longer like to receive emails like this you can [sign in](#) to manage your notification preferences or [unsubscribe](#).



P.O. Box 40770, San Francisco, CA 94140

Reply | Forward

Reply | Delete | Junk | Block | ...

FW: Your University of Nevada, Reno receipt [#1097-9586]

April

You replied on Wed 3/17/2021 1:58 PM



Stanton Tang
Wed 3/17/2021 1:54 PM
To: Brenda Guichu

Print | Like | Reply | Reply All | Forward | ...



From: University of Nevada, Reno <receipts+acct_1Am2UuE8mDFY5bB0@stripe.com>
Sent: Wednesday, March 17, 2021 1:53 PM
To: Stanton Tang <stanton.tang@kolotv.com>
Subject: Your University of Nevada, Reno receipt [#1097-9586]



Receipt from University of Nevada, Reno

Receipt #1097-9586

AMOUNT PAID	DATE PAID	PAYMENT METHOD
\$200.00	March 17, 2021	VISA - 7877

SUMMARY

Stanton Tang payment for registration for KOLO-TV on behalf of KOLO-TV \$200.00

Amount charged \$200.00

If you have any questions, contact us at nvcareerstudio@unr.edu or call at [+1 775-682-7114](tel:+17756827114).

Something wrong with the email? [View it in your browser.](#)

You're receiving this email because you made a purchase at University of Nevada, Reno.

From: Jan Goldstein <Jan.Goldstein@gray.tv>

Date: Monday, July 6, 2020 at 10:42 AM

Subject: Welcome to Foundations in Diversity, Equity and Inclusion Training Series

All,

All General Managers, News Directors, and some select staff are invited to attend Foundations in Diversity, Equity and Inclusion Training starting July 9th. Please see this message from the Adaway Group who will be conducting the training. PLEASE MARK YOUR CALENDARS! If you have any questions prior to the first class, please reach out to me. If you cannot attend these classes, please send me an email and also report that to your immediate supervisor.

Take care,

Jan Goldstein

Hello everyone!

My name is Jessica Fish and I will be one of your co-facilitators of the Foundations in Diversity, Equity and Inclusion training program that kicks off next week. Our approach to this work centers racial equity and justice, you can learn more about myself and Desiree (lead facilitator) [here](#).

We are excited to be partnering with Gray on such important work.

On to logistics:

1. Class kicks off next **Thursday, July 9th at 2pm ET / 11am PT**. We'll be meeting every Thursday at that time for five weeks (8/6 is our last class).
2. Classes are recorded but we recommend you attend live if you can as they are highly experiential.
3. We'll be using Zoom as our meeting platform. The log-in information is at the end of this email. After each class finishes we'll share the recording and the resources from that day in an email with a link to the Dropbox folder that will host all the materials from the sessions.
4. Please read the first article (5pgs) below before our first session, the others are optional.
 - [The Complexity of Identity](#)
 - [Do's and Don'ts of Covering Protests](#)
 - [Danger of a Single Story](#) (video)

Let us know if you have any questions! Looking forward to meeting you all!
Jessica

LOG ON INFORMATION

Topic: Foundations in DEI with Gray TV

Time: Jul 9, 2020 02:00 PM Eastern Time (US and Canada)

Every week on Thu, 5 occurrence(s)

Jul 9, 2020 02:00 PM

Jul 16, 2020 02:00 PM

Jul 23, 2020 02:00 PM

Jul 30, 2020 02:00 PM

Aug 6, 2020 02:00 PM

Please download and import the following iCalendar (.ics) files to your calendar system.

Weekly: https://us02web.zoom.us/meeting/tZwtcOGooqDMjHNYiEmVHd-eaGGr6ef_9nBjY/ics?icsToken=98tyKuGgrjwiGtKduR-FRpw-Ao_CWfTwplxEgo1klTroNQhXLwb3EcVOZLd5L4He

Join Zoom Meeting

<https://us02web.zoom.us/j/88078068962>

Meeting ID: 880 7806 8962

One tap mobile

+16699006833,,88078068962# US (San Jose)

+12532158782,,88078068962# US (Tacoma)

Dial by your location

+1 669 900 6833 US (San Jose)

+1 253 215 8782 US (Tacoma)

+1 346 248 7799 US (Houston)

+1 312 626 6799 US (Chicago)

+1 646 558 8656 US (New York)

+1 301 715 8592 US (Germantown)

Meeting ID: 880 7806 8962

Find your local number: <https://us02web.zoom.us/j/ku42b0L9J>

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Jessica Fish

The Adaway Group

Pronouns: She|Her|Hers

Article of the week: Mapping Our Social Change Roles in Times of Crisis

wiley

The FCC's Equal Employment Opportunity Rules: A Webinar for Gray Television Stations

**Presented by
Joan Stewart**

November 19, 2020

