Each spring semester, the American Advertising Federation Tucson (AAFT) funds paid internships for Southern Arizona college students who are studying advertising, marketing and visual arts. AAFT member businesses are chosen for this program based on their internship offerings that best expose students to the unique job opportunities in the Tucson advertising industry.

Selected companies will receive $3,000 for the Spring 2024 semester which will provide for employment of an intern for 10 hours a week over a period of 16 weeks.

The application deadline to receive funding consideration is **Wednesday Nov.1, 2023**. Awardees will be contacted no later than **Nov. 15, 2023**. Companies must maintain an “active” AAFT membership status for the duration of the internship.

Please complete the below information and email this application to Membership@aaftucson.org. All companies **must acknowledge the Terms of the Company Agreement (page 2)** with this application to be considered.

|  |  |
| --- | --- |
| **Company name**  | Click or tap here to enter text. |
| **Contact person** | Click or tap here to enter text. |
| **Contact email** | Click or tap here to enter text. |
| **Contact phone** | Click or tap here to enter text. |
| **Workplace address** | Click or tap here to enter text. |

Please select the category of work provided:

**[ ]  Account service** **[ ]  Media placement**

**[ ]  Graphic design** **[ ]  Copy writing/ content creation**

**[ ]  Video production** **[ ]  Social media management**

Please explain your company’s internship opportunity in detail below. If you have more than one opportunity, please list all positions here (or you may also send PDF files of the job descriptions with your submission):

|  |
| --- |
| Click or tap here to enter text. |

Description of ideal candidate:

|  |
| --- |
| Click or tap here to enter text. |

**\*\* All companies must acknowledge the Terms of the Agreement below with name/title**

Terms of the Agreement

In consideration for this payment and hosting of a student intern, the Company agrees to the following:

* Assign responsibilities that will enable the student to develop a variety of professional skills in their field in meaningful ways to the operation of the firm.
* Make clear to the student the Company’s expectations for the professional experience.
* Provide a minimum of 160 hours of paid internship experience during the course of the student’s spring semester, at an hourly rate of no less than $16.00 per hour.

The Company will make reasonable efforts to schedule the student for 10 hours per week over a period of 16 weeks. The Company may provide additional hours to the student under this program, if agreed upon between the Company and the Student, at the same or higher hourly rate, but such additional hours will be solely at the Company’s expense.

If the student fails to complete the minimum 160 hours for any reason determined by AAFT not to be attributable to the Company, the Company agrees to engage in good faith efforts to work with AAFT to return the remaining portion of the allocated money or to find a replacement intern to complete the internship.

If the internship cannot be completed for reasons determined by AAFT to be attributable to the Company, such as failing to provide the student with the minimum 160 hours of appropriate work assignments, the Company agrees to promptly return any uncompensated portion of the allocated money to AAFT.

The student shall become exclusively an employee of the Company, and not of AAFT. To that end, the Company shall take all necessary steps, as required by law, to hire the student as an employee of the Company and to fulfill its legal obligations during the course of that employment, including timely paying the student for all hours worked and withholding all necessary and lawful payroll taxes as required by law. The Company agrees to indemnify and hold harmless AAFT, its officers, agents, and employees, from all suits, including attorney’s fees and costs of litigation, actions, loss, damage, expense, and cost of claims, of any character, arising out of the ISP, including employment of the student.

It is the intent of the parties to this Agreement that AAFT shall, in all instances, except for loss or damage resulting from the sole negligence or willful misconduct of AAFT, be indemnified against all liability, loss or damage of any nature whatsoever for or on account of any injuries or death of a person, or damages to or destruction of property belonging to any person arising out of or in any way connected with the performance of this Agreement, regardless of whether or not the liability, loss or damage is caused by or alleged to be caused in part by the negligence, gross negligence or fault of AAFT.

Although AAFT shall have no right whatsoever to assign, direct, or control the student’s work activities while employed by the Company during the Internship, failure by the Company to assign work or activities to the student consistent with the terms of this Agreement shall be deemed a material breach of this Agreement. This Agreement: (i) is governed in all respects, whether as to the validity, construction, capacity, performance, or otherwise, by the laws of the State of Arizona; (ii) terminates and supersedes any and all prior agreements and understandings between the parties; and (iii) embodies the entire agreement of the parties respecting the matters within its scope and may be modified only in writing.

**I agree to the Terms and Conditions of this Agreement**:

Signed: ­­­­­­­­­­­­\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Name: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Date: \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_