



Modoc Railroad is offering you the opportunity to take part in a internship program on a federally authorized railroad. To meet the requirements of the Fair Labor Standards Act (FLSA), as it pertains to interns as decided in 1947 in the Walling vs. Portland Terminal Supreme Court case, you must understand and agree to the following stipulations of internship including the internship is unpaid and there is no promise or implied offer of employment at the end of the internship program.

**As per the 2010 clarification by the United States Department of Labor, The Modoc Railroad Internship program:**

- be given “in an educational environment”;
- The internship must be for the benefit of the intern;
- The intern does not displace regular employees; instead, the intern should work “under close supervision of existing staff”;
- The company running the internship should derive “no immediate advantage” from the intern’s work and, on occasion, may find its operations “impeded” by that work;
- No promise of a job at the end of the internship is given; and
- It’s clear, up front, that the intern is not going to be paid for her/his work.