

# For those considering offeringacceptin an internship (Everywheer)



Location **Georgia**  
<https://www.genclassifieds.com/x-590528-z>

Best proceed carefully.

The Right To Fair Compensation.

Under federal law, interns have the right to be fairly compensated for their time at an hourly rate subject to U.S. Department of Labor guidelines.

<http://womeninbusiness.about.com/od/intern-laws/a/Laws-That-Require-Employers-To-Pay-Interns.htm>

The U.S. DoL utilizes the below listed criteria, as created by the U.S.S.C. (Walling v. Portland Terminal Co. (1947) 330 U.S. 148), to determine whether a person is really an intern, or whether they are an employee who must be paid and treated according to the Fair Labor Standards Act (FLSA):

- 1.. The training is similar to that which would be given in a vocational school;
- 2.. The training is for the benefit of the trainee;
- 3.. The trainees do not displace regular employees, and work under close observation;

4.. The employer that provides the training derives no immediate advantage from the activities of the trainees and on occasion the employer's operations may actually be impeded.

Long story short interns are not a source of free/low pay labor so proceed carefully as the wage and hour folks have no sense of humor and often link the information to the IRS which includes an element of personal liability



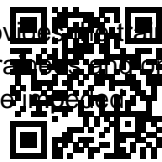
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<http://www.two.state.tx.us/news/efrt/advanced/flsa/issues.htm#interns>

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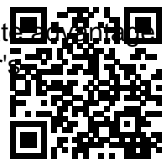
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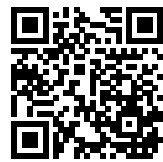
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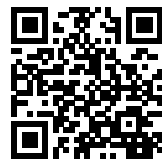
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<http://www.internjustice.com>

The exposure does not evaporate when the intern moves on.

<http://www.reuters.com/article/2014/12/29/us-condenast-interns-idUSKBN0K71IX20141229>