



THE STRICKLAND FOUNDATION

Journalism Internship
Sponsorship Scheme

The Strickland Foundation

Mabel Strickland, journalist, newspaper owner and politician, had one strong motivating force in life: to be of service to the community. Sharing the ideals of her father, Lord Strickland, she made her mark right from the time she started editing her two English language newspapers, *The Times* and *The Sunday Times*, in the mid-1930s up to the time she entered politics and remained active in the country's social and political life for many years.

Ahead of her retirement, she sought to keep the Strickland legacy alive when in 1979 she placed the majority shareholding interest in Allied Newspapers Limited, publishers of the two newspapers, in trust under The Strickland Foundation.

Throughout her very active career in journalism, Miss Strickland worked in pursuit of knowledge and truth and made this the bedrock on which she developed, with so much enthusiasm and dedication, *The Times* and *The Sunday Times*.

In her own words, she wanted the foundation “to be of service to the people of Malta by helping in the development of freedom of thought and expression which, through a free press, is essential to the maintenance of democracy and basic for the proper development of the country”.

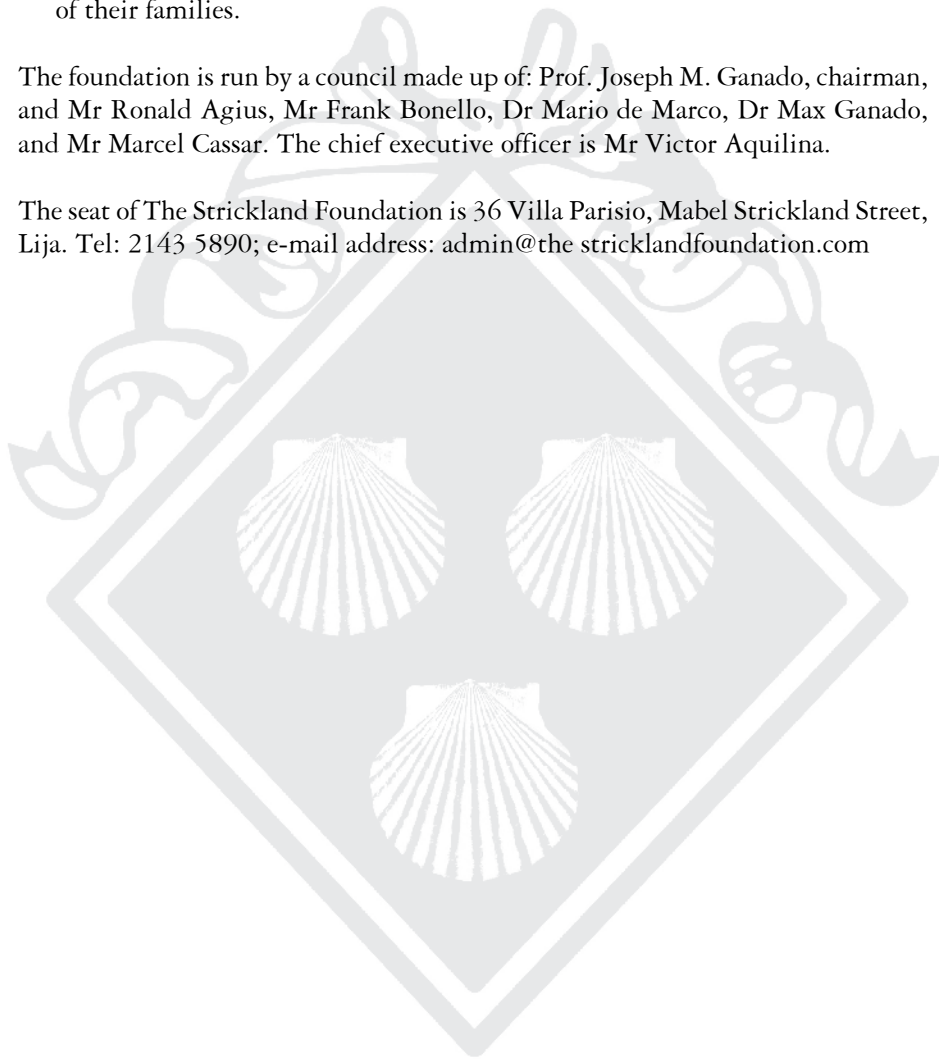
The objectives of The Strickland Foundation are:

- To foster the national interest of Malta and in particular to promote democratic principles, the observance of human rights, and the exercise of a free press;
- To uphold the European character of Malta and support Malta's continued presence in the Commonwealth;
- To help improve the standard of Maltese journalism, and the preservation of its freedom and independence;
- To support philanthropic and charitable causes; the advancement of education, including physical education and sport; and the advancement of religion, health, social and community services, culture, the arts, national heritage and environmental protection and improvement;

- To finance scholarships and other activities for the attainment or furtherance of any of these objectives;
- To assist in such manner as may be advisable and within the means available persons who are or were employees of Allied Newspapers Limited and members of their families.

The foundation is run by a council made up of: Prof. Joseph M. Ganado, chairman, and Mr Ronald Agius, Mr Frank Bonello, Dr Mario de Marco, Dr Max Ganado, and Mr Marcel Cassar. The chief executive officer is Mr Victor Aquilina.

The seat of The Strickland Foundation is 36 Villa Parisio, Mabel Strickland Street, Lija. Tel: 2143 5890; e-mail address: admin@the_stricklandfoundation.com



The Strickland Foundation

Journalism Internship Scheme

The Strickland Foundation is a non-profit organisation set up in 1979 to help improve the standard of Maltese journalism and promote democratic principles, human rights and other activities of direct benefit to the community.

As part of an ongoing programme to meet its aims, the Foundation is sponsoring a journalism internship scheme to promote the advancement of journalism and to expand further public interest, through journalism, on two specific subjects: voluntary organisations and human rights.

The Scheme

The Scheme will be run by the Foundation in partnership and collaboration with Maltese media companies agreeing to take part.

The Strickland Foundation is committed to spend €300,000 to finance internships over a period of three years. In the first phase, it plans to sponsor six internships.

Media companies eligible to take part are those involved in the publication of national newspapers and/or magazines or other specialised publications, or in the production of news programmes for television and/or radio, or in the running of news electronic sites, or sites belonging to news and information organisations.

The newspapers, magazines, specialised publications, TV/radio programmes, or electronic sites, may be in Maltese or English language.

Order of preference in the allocation of the internships to media organisations shall be based on the size of circulation/audience and/or other criteria, such as potential for growth or innovative media services which, in the opinion of the Foundation, deserve support.

Candidates

Candidates qualifying for internship, preferably graduates interested in taking up a career in journalism, shall be selected after a public call for applications made by the Foundation.

As a second preference, sponsorship may be granted to candidates judged to have the appropriate competence, or potential, and who are also interested in taking up a career in journalism.

Applicants for internships shall specify in their application the media organisations or companies of their choice, indicating their order of preference. Applications for internships have to be sent directly to the Foundation.

The selection of candidates for internship shall be made in a transparent manner by each of the individual media organisation for which an applicant applies in full consultation with the Foundation. Selection shall, in all cases, be made on merit.

Sponsorship account, funding

The Foundation shall provide a maximum of €15,000 per candidate per annum for six candidates, or any other number as it may decide.

Any sum payable to the intern by the media company in excess of such maximum shall be payable by the media organisation.

The Foundation shall set up a sponsorship account under its name to be used for the sponsorship of candidates for internships under the Scheme and for the sponsorship of any extension that may be granted to the intern in agreement between the media organisation taking on the intern and the Foundation.

The financial contribution due to the media organisation under the Scheme to ensure the payment of the gross wages to the intern shall be paid at the end of the calendar year under which the intern is engaged under contract, or at such time as it is agreed upon between the organisation and the Foundation.

An extension of an internship, or a new internship, must be agreed to in advance by the Foundation in writing.

Obligations of the intern

A candidate chosen for internship shall, on being judged by his editors or superiors competent enough to produce work suitable for publication or for inclusion in television and/or radio programmes, or for use in electronic sites, be expected to produce work related to the twin objectives of the Scheme: the promotion of voluntary organisations enrolled under the Voluntary Organisations Act and the promotion and protection of human rights.

In the course of an internship, an intern with a print media organisation shall be expected to build a portfolio of such work as evidence of his work to meet the objectives of the Scheme. A copy of the work included in the portfolio shall be submitted to the Foundation as proof that the intern has undertaken the obligations laid down in the Scheme.

In the case of an intern employed with a television or radio broadcasting station, the intern shall produce to the Foundation evidence of work done in an electronic format.

Term of internship

The sponsorship of the intern shall be for one calendar year.

The intern shall be placed under the supervision of a designated mentor in the media organisation.

The mentor shall be expected to supervise the work of the intern throughout the duration of the intern's term, and ensure that he/she adheres to the aims of the Scheme.

The media organisation shall keep the Foundation informed of an intern's progress at least once every three months.

The training of the intern at the place of work may be supplemented by additional training in specific skills related to the intern's work (i.e., writing, language, or technical/computer skills) sourced from external sources, and the Foundation will be willing to support the cost of such external training as is approved by it in advance.

Should a media organisation taking an intern not be satisfied with the way an internship is proceeding, it may terminate the internship after informing the Foundation and this will have the effect of automatically suspending the funding provided under the terms of the Scheme in relation to the particular intern but such funding may be used for another intern.

In such circumstances, the intern/s will either not continue in place or may be offered to finish the internship with another media organisation taking part in the Scheme, subject to the acceptance of the organisation and of the Foundation.

The Foundation may also terminate an internship if it considers that the media organisation, or the intern, is not abiding by their commitment.

Disputes

The rules of the Scheme are governed by Maltese law and should there be any dispute between the parties or with the intern, it shall be settled by arbitration if an amicable settlement is not found.

Sample Agreement

Journalism Internship Scheme Agreement

The Strickland Foundation (LPF-35)

And

[Media Company]

‘THE STRICKLAND FOUNDATION JOURNALISM INTERNSHIP SPONSORSHIP SCHEME’ AGREEMENT (the “Agreement”) IS MADE ON THIS.....DAY OF.....2012

BETWEEN

The Strickland Foundation, a foundation organised under the laws of Malta, registered with the Registrar for Legal Persons under registration number LPF-35 and having its registered address at Villa Parisio, Mabel Strickland Street, Lija, Malta (the “Foundation”);

and

[Media Company] Limited, a company incorporated and organised under the laws of Malta, registered with the Maltese Registrar of Companies under number C[.....] and having its registered office at [insert address here] (the “Media Company”);

(together referred to as the “Parties” and individually as “Party”).

WHEREAS:

The Foundation is a non-profit organisation whose principle objects include among others the promotion of standards in journalism, the promotion of democracy and human rights, and the promotion of other public benefit purposes;

The Foundation has launched an internship sponsorship Scheme which will support and promote activities in all its areas of interest and in line with its stated objects;

The Scheme is an opportunity to promote journalism as a career and broader public benefit through partnership and collaboration between the Foundation and media companies operating in Malta;

The Media Company would like to take part in the Scheme and agrees to the Scheme's provisions as laid down in The Strickland Foundation Journalism Sponsorship Scheme (the "Scheme").

NOW IT IS HEREBY AGREED AS FOLLOWS:

Definitions

All terms in this Agreement shall have the same meaning as those in the Scheme unless otherwise stated.

Participation in the Scheme

The Media Company is hereby agreeing to participate in the Scheme and to abide by the Scheme's provisions, and the Foundation hereby accepts the Media Company's participation, for an indefinite period as from the date of this Agreement.

Rights and Obligations of the Media Company

With respect to the intern/s, the media company obliges itself to the Foundation to:

Ensure that any selected interns subject to the Scheme are provided with appropriate support, mentoring and training in developing their journalistic skills and are at all times adequately monitored;

Ensure that the intern abides by all the provisions of the scheme insofar as it concerns his obligations, and for this purpose shall request the intern to sign a copy of the Scheme Rules as part of his contract of employment.

On being found competent enough to produce work for publication or for inclusion in television and/or radio programmes, or for use in electronic sites, the intern is expected to produce work related to the twin objectives of the Scheme: the promotion of voluntary organisations enrolled under the Voluntary Organisations Act and the promotion and protection of human rights.

Ensure that all financial contributions received are properly allocated and accounted for in terms of this Agreement.

Rights and Obligations of the Foundation

The Foundation obliges itself to the Media Company to ensure that, upon the selection of any candidate for internship, the financial contribution due under the Scheme shall be transferred to the Media Company at the end of the calendar year for which the intern is engaged under contract, or at such other time as is agreed upon between the Media Company and the Foundation.

Obligations of the intern

On being judged by his editors or superiors competent enough to produce work suitable for publication or for inclusion in television and/or radio programmes, or for use in electronic sites, the intern shall be expected to produce work related to the twin objectives of the Scheme: the promotion of voluntary organisations enrolled under the Voluntary Organisations Act and the promotion and protection of human rights.

In the course of an internship, the intern shall be expected to build a portfolio of such work as evidence of his work to meet the objectives of the Scheme. A copy of the work included in the portfolio shall be submitted to the Foundation as proof that the intern has undertaken the obligations laid down in the Scheme.

In the case of an intern employed with a television or radio broadcasting station, the intern shall produce to the Foundation evidence of work done in an electronic format.

Suspension of the Scheme

In the event that any candidate selected to take part in the Scheme is either dismissed by the media company or resigns from his/her post, the Scheme contribution towards that individual shall be terminated or suspended until another eligible individual is selected and the termination rule under the Scheme shall apply.

The Foundation may request the termination of an internship by the Media Company and may thereafter suspend funding if it considers that the media company, or the intern, is not abiding by the provisions laid down in the Scheme, and thereafter the relationship with the intern shall be the sole responsibility of the media company. If an intern resigns, or is dismissed, during the course of the internship, or the Scheme is terminated in terms of the previous clause, the foundation shall pay the media company the contribution due to it under the Scheme for the period the intern served with the media company.

Notices

Notices of suspension and termination of internship/funding by the Foundation, or of dismissal of the intern by the media company, may be sent by registered mail or electronic mail.

Where notice is sent by registered mail, it shall be deemed to have been served five (5) days following the date on which it was posted and in the case of notice sent by electronic mail, on the day of transmission. In providing such service it shall be sufficient to prove that the notice was addressed properly and posted or transmitted to such electronic mail address as may be notified to the other party for this purpose.

For the purposes of this Agreement, the proper address and electronic mail address of the Parties are:

The Foundation:

Name:

Attention:

Address:

.....

E-mail:

Media Company:

Name:

Attention:

Address:

.....

E-mail:

Provided that each party may at any time change such address or electronic mail address by giving five (5) days' prior written notice to the other party.

Governing Law

This Agreement shall be governed by and construed in accordance with the laws of Malta.

Arbitration

The Parties agree that any dispute, controversy or claim arising out of or relating to this Agreement, or the breach, termination or invalidity thereof, shall be settled by arbitration, by one arbitrator, in accordance with Part IV (Domestic Arbitration) of the Malta Arbitration Act, 1996.

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On behalf of
The Foundation

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On behalf of
The Media Company



THE STRICKLAND FOUNDATION

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Tel: 2143 5890

admin@thestricklandfoundation.com