



Sterling Bay Connects

Building a Brighter Future

Mission Statement

Sterling Bay is an experience-driven real estate developer that places people at the center of design. We create innovative, connected, and collaborative spaces, always placing the tenant and their visitors first. Our developments are sustainable, healthy, and accessible for all. They reflect the character of the communities around them and help transform the company culture to a sense of place and belonging.

Sterling Bay Connects is an internship program designed to help youth reach their highest potential. The program provides mentoring assistance to champion young talent and provides exposure to a wide variety of professional opportunities in Real Estate. Areas of focus include Development Services, Legal, Finance, Marketing, Asset Management and Property Management.

Goals

- > Create a paid internship program that develops a talent pipeline for Sterling Bay, increasing diversity and inclusion in the organization in a variety of areas.
- > Infuse ongoing mentorship into the internship experience.
- > Rotate interns through Development Services, Finance, Legal, Property Management, Marketing and Asset Management, offering exposure to all aspects of real estate development.
- > Completion of a capstone project that will be presented by the entire internship team to Senior Leadership.

Programs

Sterling Bay Connects will work with a variety of organizations to provide scholars a comprehensive introduction to the range of careers available in commercial real estate and create a pipeline of talent for the organization. Areas of focus will include design, architecture, property management, marketing, legal, finance, and construction. By providing direct access to industry professionals and hands-on experiential learning, emerging leaders will be afforded the opportunity to better understand the intersectionality of the industry trades, sharpen their interpersonal skills, develop relationships, and identify possible career paths.

To organize the internship program, *Sterling Bay Connects* will work with a collection of professional organizations, including Chicago Scholars, to create a pipeline of new talent to industries which have historically been underrepresented by women and persons of color. Industry experts will include Architects, Engineers, Leasing, Finance, Insurance, Investment Groups and General Contractors. The internship program will target approximately twelve participants, comprised of six associates from Chicago Scholars and six from recommendations from industry colleagues. This will ensure a broad mix of participants from diverse backgrounds and experiences.

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The program is conducted in person at Sterling Bay's Headquarters in Chicago. The program framework will leverage the experience and expertise of the Sterling Bay team to immerse participants in enriching and educational experiences, including:

- > Job opportunities in the real estate industry
- > Industry trends and best practice modules throughout the organization
- > Site visits to active projects
- > Lunch and learns with industry leaders and business partners
- > Independent and Team deliverables for several of the participating departments
- > Professional/Academic/collegiate consultation
- > Capstone project

Benefits for program participants will include:

- > Insight to industry trends and best practices through engagement events and one-on-one meetings with senior executives from Sterling Bay's Leadership Team to build the participant's resume for future opportunities
- > Site visits to active developments, both new and in progress
- > Networking and referral opportunities for all the participants in the industry
- > Business/Academic/Collegiate consultation with Chicago Scholars
- > Letters of commendation for professional and academic applications for standout participants

Application & Selection Process

Sterling Bay Connects will navigate the traditional application process and all eligible candidates will be interviewed by a Sterling Bay Associate. Applicants from Chicago Scholars will also complete the standard application process and be reviewed and approved by Human Resources and our Director of Diversity and Strategic Development.

Applications will be reviewed in the order in which they are received, and the goal is to have all the positions filled by the end of March.

For details on the program, visit www.sterlingbay.com.