



2019

SUMMER

INTERNSHIP

PROGRAM

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WELCOME

Acadia Realty Trust (NYSE:AKR) is an equity real estate investment trust focused on delivering long-term, profitable growth via its dual - core and opportunity fund - platforms. We attribute our success to our differentiated platform and to our team's steadfast commitment to our company's four core values: integrity, intensity, intelligence, and innovation.



ACADIA OVERVIEW



WHO WE ARE

Acadia Realty Trust (NYSE:AKR) is an equity real estate investment trust focused on delivering long-term, profitable growth via its dual – core and opportunity fund – platforms. Our energized team is accomplishing this goal by building a best-in-class, location-driven core real estate portfolio with meaningful concentrations of assets in the nation’s most dynamic urban and street-retail corridors, including those in New York, San Francisco, Chicago, Washington DC, and Boston. At the same time, we are amplifying this portfolio’s solid growth by making highly-profitable opportunistic and value-add investments through our series of discretionary, institutional funds. For the trailing 15-year period ended December 31, 2014, Acadia’s stock achieved a cumulative total return of 1,388%, placing our company among the industry’s top-performing shopping center REITs.

WHERE WE ARE

New York SoHo NoHo Tribeca Union Square Upper East Side Madison Avenue
The Bowery Midtown Brooklyn Connecticut Greenwich Westport Chicago The Gold
Coast Magnificent Mile The Loop West Loop Lincoln Park Lakeview Wicker Park
Washington D.C. Georgetown Dupont Circle Boston Cambridge Georgia Savannah
Broughton Street San Francisco Union Square Pacific Heights

WHAT WE DO



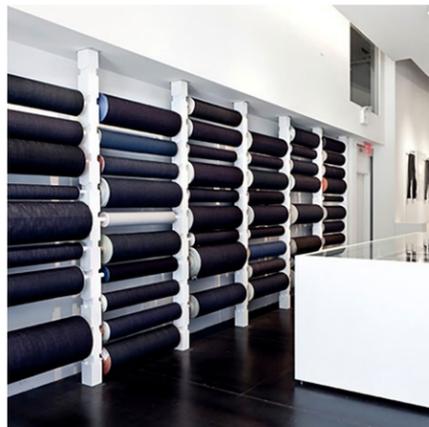
840 N MICHIGAN AVE
THE GOLD COAST
CHICAGO, IL



CITY CENTER
SAN FRANCISCO, CA



CROSSROADS SHOPPING CENTER
WHITE PLAINS, NY



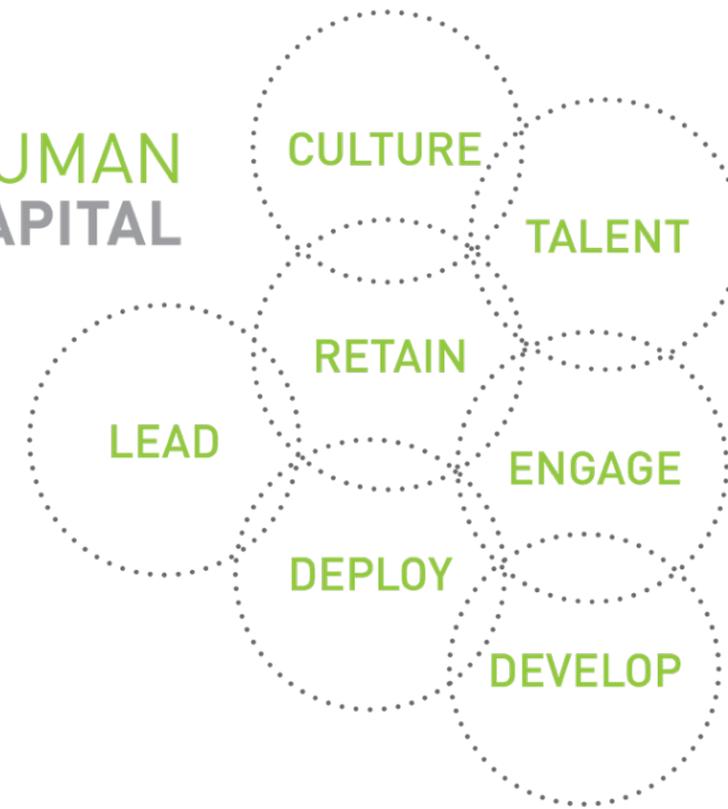
INTERN PROGRAM OVERVIEW



PROGRAM SUCCESS



HUMAN CAPITAL



Acadia Realty Trust is committed to the on-going development and execution of our Human Capital Plan. Our HC Plan is one that fosters team building, individual commitment, and personal growth to create a respectful workplace where our associates are treated fairly and are highly motivated to succeed. We are focused on growing our talent organically through our formalized Internship and Training programs.

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INTERNS
& TRAINEES
SINCE '12



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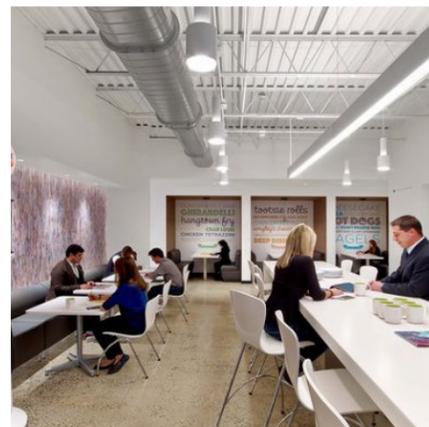
INTERNS HIRED AS
FULL TIME
EMPLOYEES
SINCE '12



30+

MENTORS
SINCE '12





APPLICATION & INTERVIEW PROCESS

Interested students should apply for summer internship positions online on our Careers Page at [acadiarealty.com](https://www.acadiarealty.com). As applications are reviewed, phone interviews will be conducted followed by office interviews at the Company's headquarters in Rye, NY or in our Manhattan office, depending on the position. Summer internships at Acadia are designed to be 10 weeks and begin during the first full week of June once spring semesters have been completed at most schools.

DATES: June - August / **HOURS:** Varies / **COMPENSATION:** Paid

Acadia offers internships in various departments throughout the organization that provide hands-on learning in your specific area of interest. Summer interns are assigned a mentor who will provide guidance throughout the duration of their internship. Summer Interns will be encouraged to learn as much as possible about Acadia and how all of the various departments inter-relate during their experience with us. Interns are challenged with specific responsibilities and often get the opportunity to assist on highly-visible assignments.

Summer interns are evaluated on their performance through a group presentation to senior management and key executives which provides the opportunity to highlight experiences and accomplishments and gain exposure within the organization. Successful summer interns may be asked to return to Acadia after graduation to join our nine month rotational training program.

PREREQUISITES*:

Acadia is seeking students who have completed their junior year in college. Successful candidates are highly motivated to learn about the commercial real estate industry and possess excellent communication skills and a strong work ethic. Certain internship positions may involve travel and extended working hours.

*We do accept graduate students and law school students where applicable. Please include specific departmental interests in your cover letter.

ACQUISITIONS

Acadia is currently seeking a qualified intern to join its Acquisitions team, who can participate in the identification, analysis and presentation of real estate acquisitions. The successful intern will learn a variety of Acquisitions/Finance strategies and assist in building institutional quality financial models.

THE ACADIA ADVANTAGE

- 🏠 Street retail and suburban shopping center focus
- 📊 Core and value-add investment capability
- 💰 No maximum deal size
- 📄 Invest throughout capital stack
- 🔄 Will consider mixed-use transactions
- 📅 **ABILITY TO CLOSE ALL-CASH IN AN EXPEDITED TIME FRAME**



CORE PORTFOLIO

- High-quality assets
- Target geography of Northeast, Mid-Atlantic, Chicago, Miami and San Francisco
- Infill locations with attractive demographics
- Ability to invest throughout the capital stack including origination of first mortgages
- Will assume existing financing
- Ability to create tax efficient transactions and liquidity through operating partnership units



OPPORTUNITY FUND

- Value-add transactions
- Target geography of primary and secondary markets throughout the U.S.
- Target return adjusted for risk
- Ability to invest throughout the capital stack including origination of mezzanine debt and preferred equity

JOB DESCRIPTION

Interns are assigned a mentor who will provide guidance throughout the duration of their internship. Interns will be encouraged to learn as much as possible about Acadia and how Acadia's various departments collaborate throughout the acquisitions process. The intern should be prepared to work in a fast-paced team environment, and will finish the internship having gained broad experience in the deal analysis of retail-focused commercial real estate.

INTERNS WILL BE EXPOSED TO & PROVIDE SUPPORT IN THE FOLLOWING AREAS:

- Assists in evaluating potential acquisitions, redevelopments, and ground-up developments to be presented to senior management
- Building institutional quality financial models using Excel and Argus
- Assist in the acquisition due diligence and closing process
- Assist writing detailed Investment Committee memorandum

QUALIFICATIONS:

- Must have completed their junior year in college.
- Must have a demonstrated interest in business, finance or economics with proficiency in MS Office applications (especially Excel).
- Strong written and verbal communications skills
- Ability to prioritize challenging work schedule/multitask
- Highly self-motivated



DEVELOPMENT

Acadia is currently seeking a qualified intern to join its Development department, who can provide assistance with the overall management of the development process of large scale retail properties.

JOB DESCRIPTION

Interns are assigned a mentor who will provide guidance throughout the duration of their internship. Interns will be encouraged to learn as much as possible about Acadia and how all of the various departments inter-relate during their experience with us. The intern should be prepared to work in a fast-paced team environment, and will apply their skills and diligence toward the various disciplines within the Development department. The intern will finish the internship having gained broad experience in how successful retail and commercial real estate companies execute on development and re-development strategies.

INTERNS WILL BE EXPOSED TO & PROVIDE SUPPORT IN THE FOLLOWING AREAS:

- Assist in the creation and maintenance of property-level financial models for Fund assets; which includes budgeting for re-development and re-leasing costs; projecting lease-up rents and cash flows; incorporating operating costs and net operating income; inserting debt and equity terms; and confirming investment metrics.
- Perform updating and maintenance of financial models for current re-development assets, such as confirming current rent and operating cost projections; inserting actual income and costs; and re-projecting investment metrics.
- Present financial analysis and updated models to SVP of Department and other executives.
- Oversee in the development of concept plans for re-development properties, such as floor plans and renderings, and coordinate with leasing on the final product.
- Track the status of assets currently under re-development, by monitoring estimated completion dates and budgets and understanding any changes to current projections.
- Coordinate Acadia's obligations that pertain to construction and development items for new tenants in our buildings and shopping centers.
- Assist in Acadia's interfacing with 3rd parties, such as lenders, co-op boards, neighbors, government entities, etc.
- Attend construction and development meetings, and coordinate or follow up on miscellaneous items.

QUALIFICATIONS:

- Must have completed their junior year in college.
- Must have a genuine interest in the commercial real estate industry.
- Demonstrated ability to run financial models through a proficiency in Microsoft Excel and Argus; familiarity with Powerpoint and Word.
- Ability to prioritize challenging work schedule/multitask, and function within a team environment.
- Highly self-motivated



LEASING

Acadia is currently seeking a qualified intern to join its Leasing team, who can participate in the full cycle of the deal making process. The successful intern will learn a variety of Leasing strategies and support the Director of Leasing in a professional and well organized manner.

JOB DESCRIPTION

Interns are assigned a mentor who will provide guidance throughout the duration of their internship. Interns will be encouraged to learn as much as possible about Acadia and how all of the various departments inter-relate during their experience with us. The intern should be prepared to work in a fast-paced team environment, and will finish the internship having gained broad experience in Leasing matters from the landlord side of commercial real estate.

INTERNS WILL BE EXPOSED TO & PROVIDE SUPPORT IN THE FOLLOWING AREAS:

- Possible travel including air and ground transportation.
- Canvass local retailers to generate new leads.
- Research competitive market information and maintain understanding of market dynamics and trends.
- Prepare materials for meetings and presentations, including assisting with compiling information creating reports and preparing/maintaining PowerPoint presentations.

QUALIFICATIONS:

- Must have completed their junior year in college.
- Business major.
- Strong written and verbal communications skills
- Strong knowledge of MS Word, Outlook, PowerPoint and Excel
- Ability to prioritize challenging work schedule/multitask
- Highly self-motivated



LEGAL

Acadia is currently seeking a qualified intern to join its in-house Legal department for a paid summer internship position. The successful intern will be a part of Acadia's company-wide internship program and will participate in commercial real estate and general corporate matters.

JOB DESCRIPTION

The intern will be assigned a mentor who will provide guidance throughout the duration of the internship. The intern will be encouraged to learn as much as possible about Acadia and the commercial real estate industry during his/her experience with us. The intern should be prepared to work individually as well as collaboratively in a fast-paced environment and should finish the internship having gained broad experience in legal matters from a commercial real estate perspective.

INTERNS WILL BE EXPOSED TO & PROVIDE SUPPORT IN THE FOLLOWING AREAS:

- Assisting with commercial real estate transactions, including acquisitions, dispositions, joint ventures, leasing and financings
- Aiding in the review, negotiation and drafting of purchase and sale agreements, loan documents, joint venture agreements, loan documents and other related documents
- Assisting with general corporate matters, including preparing organizational and governance documents
- Interfacing with other in-house departments such as acquisitions, leasing, lease administration, property management and development on various real estate matters

QUALIFICATIONS:

- Must have completed his/her 1L year of law school
- Strong written and verbal communications skills
- Strong interpersonal skills
- Highly self-motivated

OTHER INTERNSHIP DETAILS:

- Program starts in early June and ends in early August (with some flexibility on start/end dates);
- Free daily shuttle service between the office and the Harrison Metro North train station (less than 5 minute shuttle ride).

PROPERTY MANAGEMENT



Acadia is currently seeking a qualified intern to join its Property Management group, who can participate in the day-to-day operations of retail and commercial real estate properties. The successful intern will learn a variety of Property Management operational strategies, including tenant relations and the selection and supervision of service companies through job shadowing.

JOB DESCRIPTION

Interns are assigned a mentor who will provide guidance throughout the duration of their internship. Interns will be encouraged to learn as much as possible about Acadia and how all of the various departments inter-relate during their experience with us. The intern should be prepared to work in a fast-paced team environment, and will finish the internship having gained broad experience in how successful retail and commercial real estate properties operate.

INTERNS WILL BE EXPOSED TO & PROVIDE SUPPORT IN THE FOLLOWING AREAS:

- Commercial real estate management with an emphasis on retail store & shopping center management
- Budgeting and forecasting
- Assist in bidding, negotiating & managing vendor contracts
- Involvement in building & mechanical systems.

QUALIFICATIONS:

- Must have completed their junior year in college.
- Must have an interest in the property management business.
- Strong written and verbal communications skills
- Strong interpersonal and “customer service” skills
- Ability to prioritize challenging work schedules and multitask
- Highly self-motivated

**We are accepting applications from
September 2018 - March 2019.**

Apply online on our Careers page:

www.acadiarealty.com

CORPORATE HEADQUARTERS

411 Theodore Fremd Avenue, Suite 300
Rye, NY 10580

MANHATTAN OFFICE

330 Madison Avenue, Suite 3105
New York, NY 10017

MIDWEST REGIONAL OFFICE

639 W Diversey Pkwy, Ste 202
Chicago, IL 60614

MID-ATLANTIC REGIONAL OFFICE

3001 Brandywine Pkwy
Wilmington, DE 19803

PENNSYLVANIA REGIONAL OFFICE

670 North River St, Ste 112
Plains, PA 18705

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REALTY TRUST

