

Internship Program



2022 Sterling Organization Interns & Mentors



STERLING
ORGANIZATION

Sterling Organization invites upcoming graduates to apply for our 12 week internship program. Gain diverse and valuable experience to help kick start your real estate career.

Sterling Organization is a vertically integrated private equity real estate investment firm with three distinct investment strategies: (1) Value-Add retail real estate, (2) Core, Grocery-anchored retail real estate, and (3) LAST HOUR® consumer fulfillment and distribution real estate.

INTERNSHIP DETAILS:

Summer 2023

West Palm Beach, FL



Learn More!
VISIT US ONLINE
www.sterlingorganization.com

12 MM+
SQUARE FEET OF GLA

\$2 BN+
ASSETS UNDER
MANAGEMENT

74
OWNED PROPERTIES
& GROWING

20+
YEARS OF AN ESTABLISHED
TRACK RECORD IN
REAL ESTATE INVESTING

110+
TEAM MEMBERS

6
ACTIVELY MANAGED
INVESTMENT FUNDS



OPPORTUNITIES

Infinite Opportunities

At our vertically integrated firm you will be given the chance to learn various skills across several departments. You will work alongside talented and passionate professionals in commercial real estate.



STERLING
ORGANIZATION

INVESTMENTS

LEARN TO:

- Underwrite core and value-add retail real estate investments by forecasting cash flows and projecting IRR & Equity Multiples.
- Conduct due diligence on awarded acquisitions.
- Manage an investment pipeline of acquisition targets.
- Understand retail leases with regards to tenant control rights, expense reimbursements and other key provisions.
- Communicate with real estate brokers & corporate counterparts.

FINANCIAL PLANNING & ANALYSIS/ACCOUNTING

LEARN TO:

- Generate and analyze monthly financial reports including data entry, research and forecasting.
- Analyze transactions and resolve discrepancies, balance sheets, income statements, budgets and trailing twelve months.
- Review invoices and check exception queues.
- Process PayApp's, tenant improvement allowance and lease commissions.
- Roll a monthly FPA workbook, debt summary, future advances & escrow balances.
- Prepare cash flow reporting and forecasting.
- Apply payments to ledgers, process payments, generate monthly billings and tenant statements.

CAPITAL MARKETS

LEARN TO:

- Capitalize a commercial real estate asset based on various investment strategies.
- Differentiate distinct types of loans and their structures.
- Analyze a loan term sheet.
- Identify and analyze key financial metrics for loan underwriting.
- Communicate with various types of financial lenders.

LEASING

LEARN TO:

- Identify new tenants by physically & digitally canvassing for leads.
- Abstract a lease.
- Develop a merchandising plan.
- Identify and explain CAM reimbursement methods.
- Perform a void analysis.
- Perform a credit analysis on prospective tenants.
- Create a market study and SWOT analysis.
- Prepare, review, and negotiate an LOI.

MARKETING

LEARN TO:

- Create marketing assets, site plans, brochures, social media and email marketing campaigns using a variety of software.
- Develop creative materials for property signage, events and promotions.
- Order, maintain, and edit property photography and drone footage.
- Maintain and edit various websites.
- Plan and execute property marketing events.
- Review vendor contracts.
- Generate ancillary income opportunities.
- Create legal exhibits for lease execution.

PROPERTY MANAGEMENT

LEARN TO:

- Operate complex multi-tenant shopping centers and mixed-use properties.
- Develop relationships with contractors and tenants.
- Collect rent and enforce late fees and/or default notices for delinquencies.
- Efficiently execute property maintenance while minimizing operating expenses.
- Obtain bids from, negotiate with, and supervise outside vendors.
- Prepare and analyze property level budgets and explain variances.
- Identify and implement new ancillary income initiatives.
- Review/Interpret tenant leases.



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