

2027

SUMMER INTERNSHIP PROGRAM



Realty. Trust.

ACADIA

A LEGACY OF EXCELLENCE AND LEADERSHIP

Acadia Realty Trust is an equity real estate investment trust focused on delivering long-term, profitable growth. Acadia owns and operates a high-quality real estate portfolio of street and open-air retail properties in the nation’s most dynamic retail corridors (“REIT Portfolio”), along with an investment management platform that targets opportunistic and value-add investments through its institutional coinvestment vehicles (“Investment Management”).

Over decades, we’ve witnessed the world transform, but one truth remains constant: the enduring human need for a deeper experience—to explore, to connect, to discover. That’s why the places where we shop, dine, and play will always matter. And we believe in bringing these places into their fullest potential, from beloved local plazas to iconic avenues.

At Acadia, we don’t just fill spaces. We give them care and attention—we give them stories that enrich life and affirm our trusted position as a leader in the everyday.

65+

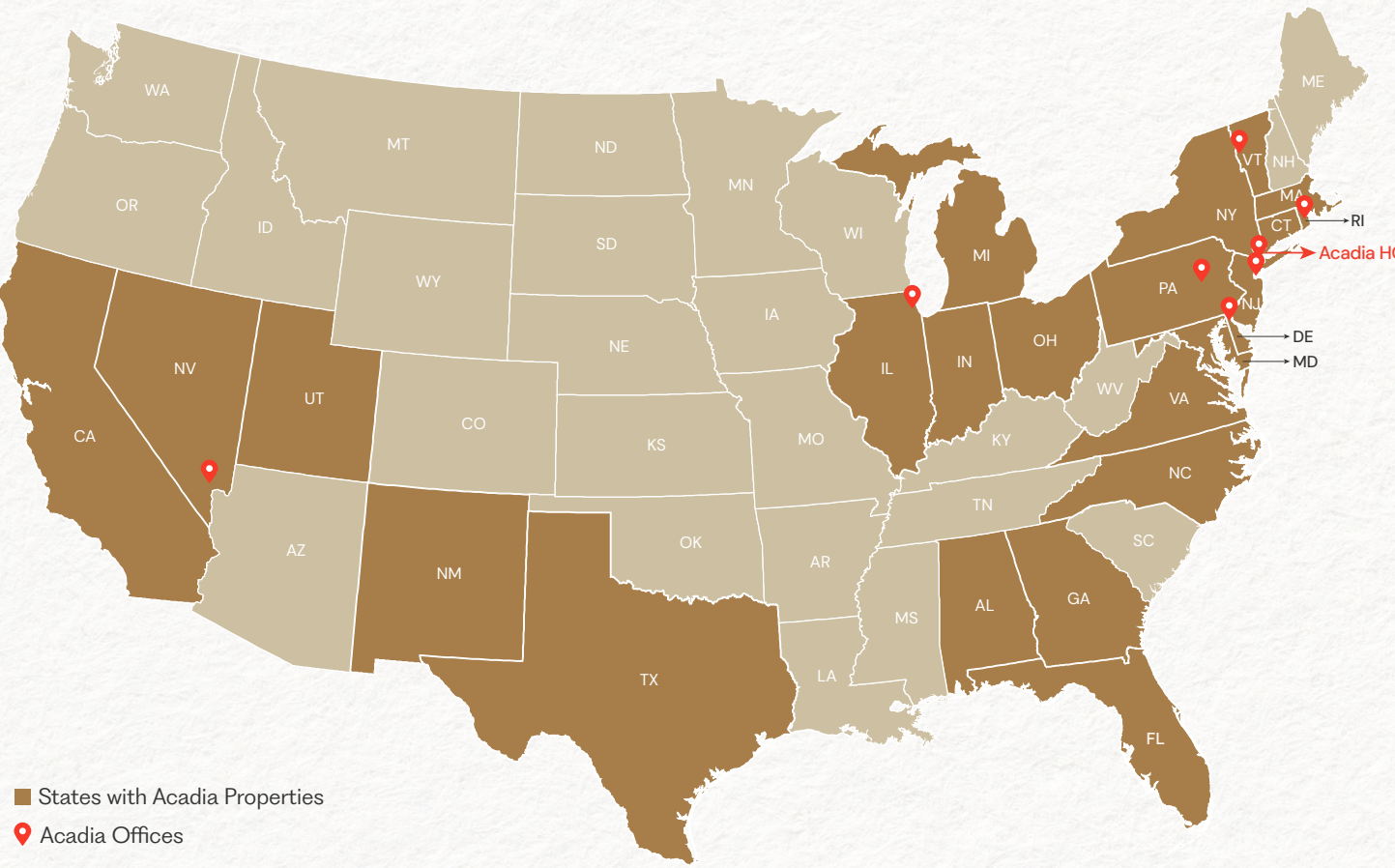
CITIES NATIONWIDE

\$6.5B

OF ASSETS
UNDER MANAGEMENT

15M

SQ FT GLA



INTERNSHIP PROGRAM SUCCESS

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.

123

INTERNS & TRAINEES
SINCE 2012

7

CURRENT FULL TIME
EMPLOYEES FROM
PREVIOUS INTERN CLASSES

21

INTERNS OR TRAINEES
OFFERED FULL-TIME
EMPLOYMENT SINCE 2012



CEO'S ANNOUNCEMENT AT ACADIA HQ

SUMMER ROTATIONAL INTERN

10-Week Program / Acquisitions · Asset Management · Development · Leasing / Rye, NY

Acadia Realty Trust (NYSE: AKR) is an equity real estate investment trust focused on delivering long-term, profitable growth. Acadia owns and operates a high-quality real estate portfolio of street and open-air retail properties in the nation's most dynamic retail corridors ("REIT Portfolio"), along with an investment management platform that targets opportunistic and value-add investments through its institutional co-investment vehicles ("Investment Management"). For further information, please visit www.acadiarealty.com/careers.

Acadia is seeking a qualified, highly motivated intern to join its **Summer Rotational Internship Program**, a 10-week experience designed to give a small group of top candidates cross-functional exposure to the full lifecycle of a commercial real estate deal. The rotational intern will spend dedicated time with four core teams: Acquisitions, Asset Management, Development, and Leasing. Interns will gain a comprehensive, end-to-end view of how Acadia sources, underwrites, manages, improves, and leases retail-focused commercial real estate.

Each rotational intern is paired with a dedicated program mentor for the duration of the program, along with a rotation lead within each department, who together provide guidance, feedback, and career development support throughout the summer.

PROGRAM STRUCTURE

Over 10 weeks, the intern will rotate through departments in approximately 2-3 week increments, working in a fast-paced team environment on live deal and asset-level work. The rotation concludes with a capstone presentation to senior leadership synthesizing what the intern learned across all four teams and how those functions connect.

REQUIREMENTS

- Must be enrolled in a college degree program at an accredited institution
- Must have completed sophomore year of college
- Pursuing a degree in a related area such as commercial real estate, finance, or business
- Must be able to work onsite in Rye, NY for the full 10-week program
- Ability to work 40 hours per week
- Must have unrestricted work authorization in the US without a visa or sponsorship

DESIRED CHARACTERISTICS

- Highly self-motivated, hardworking, and detail-oriented
- Ability to prioritize a challenging work schedule and multi-task across concurrent rotations
- Strong written and verbal communication skills
- Proficient in Microsoft Office, particularly Excel
- Demonstrated ability to build and run financial models in Excel. Experience with Argus is a plus, but not a requirement.
- Passionate about learning commercial real estate across the full deal lifecycle
- Comfortable working teams and adapting quickly to new workflows and stakeholders

PROGRAM BENEFITS

- 401(k) Retirement Savings Plan eligibility (minimum age 21)
- Daily stipend for lunch
- Pre-tax commuter savings
- Convenient commute from NYC via shuttle service to/from Harrison Metro-North Station to the Rye office
- Dedicated mentorship, with a program mentor plus a rotation lead in each department
- Cross-functional team engagement across four core real estate disciplines
- Onsite property tours for real-world context
- A collaborative, hands-on capstone group project
- Direct access to the CEO and senior leadership team

Acadia Realty Trust is an Equal Opportunity Employer — Veteran/Disability



THE LINQ PROMENADE, LAS VEGAS, NV



ACQUISITIONS

While rotating with the Acquisitions team, interns will 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.

INTERNS WILL BE EXPOSED TO AND PROVIDED SUPPORT IN THE FOLLOWING AREAS:

- Assist 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.

ASSET MANAGEMENT

While rotating with the Asset Management team, interns will gain exposure to managing the financial performance of a portfolio of as well as aspects of business plan execution from acquisition through disposition.

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

- Assist in the creation and maintenance of property-level financial models for assets; which includes budgeting for capital improvements 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, 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 executives.
- Assist in Acadia's interfacing with third parties, such as lenders, co-op boards, neighbors, government entities, etc.
- Attend leasing, property management and construction meetings, and coordinate or follow up on miscellaneous items.

LEASING & DEVELOPMENT

LEASING

While rotating with the Leasing team, interns will participate in the full cycle of the deal making process. The successful intern will learn a variety of Leasing strategies and support the team in a professional and well-organized manner. Interns will gain broad experience in Leasing matters from the landlord side of commercial real estate.

INTERNS WILL BE EXPOSED TO AND 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.
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DEVELOPMENT

While rotating with the Development team, interns will provide assistance across active development, redevelopment, and strategic asset management initiatives, with exposure to both financial and physical aspects of projects.

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

- Track and report on the status of assets currently under development and re-development, by monitoring estimated completion dates and budgets and understanding any changes to current projections.
- Assist in the creation and maintenance of property-level financial models.
- Assist in lease analysis including yield, payback, NPV, and other metrics.
- Compile property-level information, analyze data, and prepare summary reports.
- Perform market research and assist with various ad-hoc research projects.
- Support preparation of internal presentations and investment committee materials.
- Attend construction and development meetings, take meeting minutes, and coordinate or follow up on miscellaneous items.

APPLICATION & INTERVIEW PROCESS

HOW TO APPLY

Acadia's Rotational Program is open to rising juniors and above. We're looking for curious, driven students ready to get hands-on experience across commercial real estate.

APPLY THROUGH ANY OF THESE CHANNELS:

- **Handshake** - search "Acadia Realty Trust" and apply directly to the posting.
- **LinkedIn** - find our internship listing on the Acadia Realty Trust company page
- **Acadia Careers Site** - apply directly at www.acadiarealty.com/careers

WHAT TO EXPECT:

1. Application Review

Our team reviews every application for academic background, relevant coursework, and demonstrated interest in real estate.

2. Initial Interview

Selected candidates are invited to a first-round conversation, conducted virtually via Microsoft Teams, with a member of our HR team to discuss your background, interests, and fit for the program.

3. Rotational Interviews

You'll take part in interactive interviews over Microsoft Teams with team leads from groups such as Acquisitions, Asset Management, Leasing, or Development.

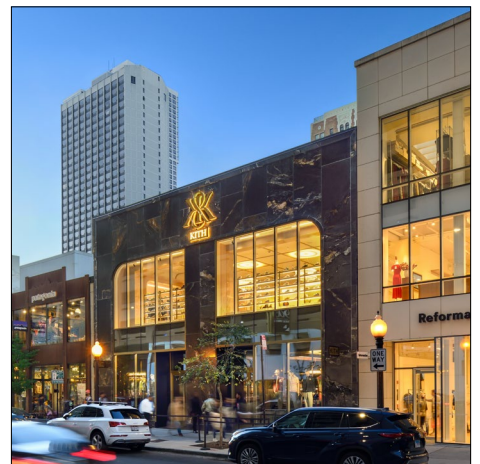
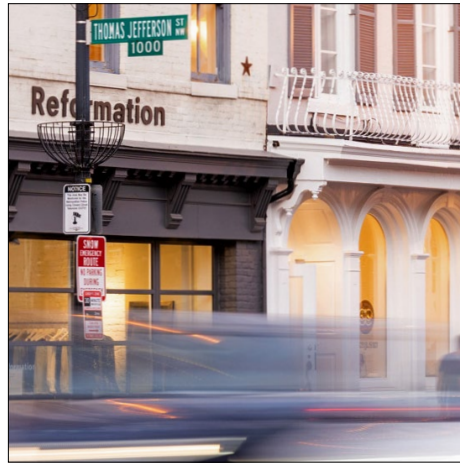
4. Offer & Onboarding

Successful candidates receive an offer and are paired with a mentor ahead of their first day.

Tips for a Strong Application

- Highlight coursework, projects, or prior internships related to real estate, finance, or business.
- Be ready to speak to why you are interested in commercial real estate and your interest in Acadia.
- Come prepared with questions about our platform and portfolio.
- Test your camera and audio ahead of your Teams interview, and find a quiet, well-lit space to join from.

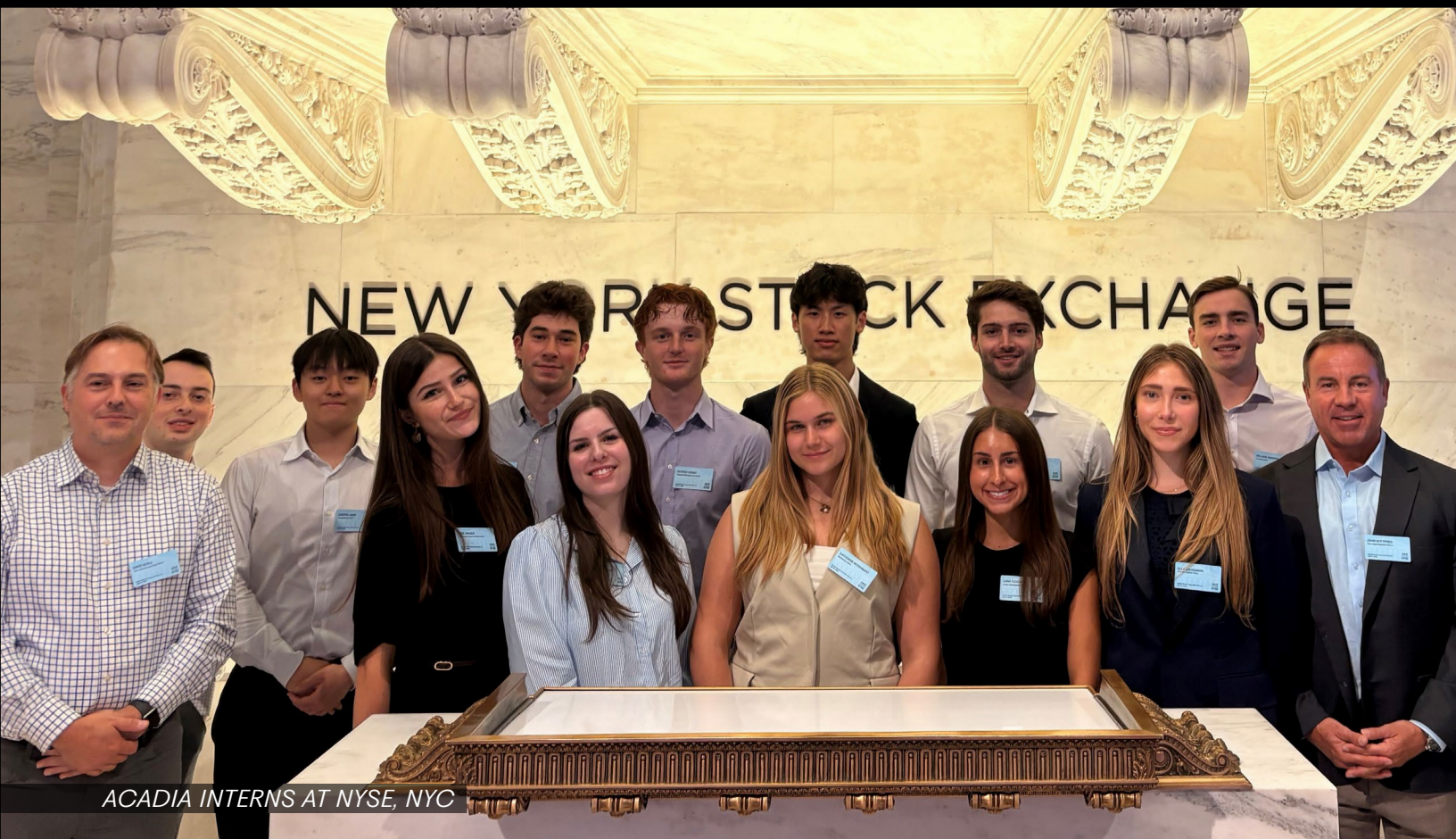






**JOIN
OUR
TEAM**

acadiarealty.com/careers



ACADIA INTERNS AT NYSE, NYC

CORPORATE HEADQUARTERS

411 Theodore Fremd Ave, Suite 300
Rye, NY 10580

NYC REGIONAL OFFICE

437 Madison Ave, 36th Floor
(West Building, 28th Floor)
New York, NY 10017

NEW ENGLAND REGIONAL OFFICE

622 George Washington Highway
Lincoln, RI 02865

MID-WEST REGIONAL OFFICE

639 W Diversey Pkwy, Ste 202
Chicago, IL 60614

MID-ATLANTIC REGIONAL OFFICE

3001 Brandywine Pkwy
Wilmington, DE 19803

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