



The Commercial Real Estate Success Training (CREST) Program is a comprehensive initiative to support commercial real estate and related companies in their commitment to attract underrepresented students of color and women to the industry. This premier paid summer internship identifies and engages college students who are ideal candidates for opportunities in this vibrant field. Employer participants are leaders in the commercial and corporate real estate fields who are committed to diversity and inclusion. Employers who represent all aspects of the industry provide interns with meaningful work experience that offer learning, professional support, networking opportunities and challenge.

Additionally, CREST provides industry immersion for the interns led by some of the most renowned leaders in their fields. Interns then gain industry exposure, along with the opportunity to work alongside real estate experts where they gain valuable workplace and life skills. CREST also provides interns with business writing and public speaking skills training as well as personal and professional development guided by organizational development coaches.

Interns are selected from the following eight (8) academic partner schools:

- Bentley University
- Brandeis University
- Boston College
- Boston University
- Harvard University
- Tufts University
- University of Massachusetts, Boston
- Wellesley College

(In 2020, CREST hosted its first student attending the Schack Institute of Real Estate at NYU.)

2019/2020 Program Employers

| | |
|------------------------|----------------------------|
| ACCORDIA | LIBERTY MUTUAL |
| AEW | MARCUS PROPERTIES |
| HBI | MASSPORT |
| HYM | PARADIGM PROPERTIES |
| GILBANE | VHB |
| LIBERTY MUTUAL | THE GROSSMAN COMPANY |
| MP BOSTON | REDGATE |
| THE BULFINCH COMPANIES | TISHMAN SPEYER (2 interns) |
| JLL | THERMO FISHER |
| CV PROPERTIES | MODERN FLOORS, INC |
| BOSTON CAPITAL | CUMMINGS |
| BLUE MOON CAPITAL | MITIMCo |

Duration

The CREST Program runs for 10 weeks in the summer of 2021. Each week, the intern will work full time (40 hours per week) on site and/or virtually. The program will start in early June 2021 and finish in early August 2021. Program is now accepting employer applications until January 29, 2021.

Virtual CREST Curriculum

Out of an abundance of caution due to the threat of COVID-19, CREST will again virtually present 4-hour long courses and networking forums to enrich each intern's exposure to the variety of disciplines and businesses that connect and collaborate with commercial and corporate real estate organizations. From permitting through leasing, real estate professionals interact with other professionals with expertise in government approvals, zoning, real estate law, finance, architecture, engineering, construction, brokerage, and facility/property management. The courses will also immerse students in presentation, branding and business writing.



Activities Outside of the Office

During previous internship experiences, students had the opportunity to visit development sites as well as attend learning and networking activities like NAIOP's Rock N' Real Estate Boat Cruise and the Annual ULI Summer Social. GBREB has also hosted lunch and learn panel discussions with real estate industry leaders. CREST Interns will participate in these and similar events and programs as safety permits.

A number of the CREST Interns have gone on to full time positions in the real estate industry at: The Bulfinch Companies, Boston Capital, JP Morgan, Accordia/CV Properties, AEW, GID, Chase Bank, Boston Investments, Four Seasons, Eastern Bank, WS Development, National Grid, Morgan Stanley, HYM Investments, Cushman & Wakefield, Maverick Construction and Related Beal, HNTB, CompStack, Arbor Realty Trust, Atlantic Retail, Perennial Capital Advisors, Kass Management, Walter Huntington, LLC, and Walter & Dunlop.

Compensation

- This is a **paid internship** opportunity.
- Each student is compensated at the industry standard hourly rate ranging from \$15-\$20 per hour.
- Employer program participation fee is \$5,000.

Contact Information

For more information on how your firm can become a part of this program or to submit an employer application today, please contact:

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