

EMBREY INTERNSHIP PROGRAM

A FOUNDATION FOR THE NEXT GENERATION



10
YEARS
OF MENTORSHIP

 **CHOOSE EMBREY**



EMBREY is a welcoming environment where everyone is open to communication, making it easy for you to interact with as many people as possible.

There are so many opportunities here at EMBREY - go after them.



JORGE GARCIA
SOUTHERN METHODIST UNIVERSITY
MAJOR: BUSINESS ADMINISTRATION
INTERNSHIP LOCATION: FINANCE, SAN ANTONIO, TX



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OUR BLUEPRINT FOR A BEST IN CLASS INTERNSHIP PROGRAM

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PICTURED AT LEFT: 2023 INTERN JORGE GARCIA RECEIVING HIS CERTIFICATE FROM EMBREY PRESIDENT & CHIEF EXECUTIVE OFFICER, TREY EMBREY.



A FOUNDATION FOR THE NEXT GENERATION

In 2024, EMBREY, a vertically integrated real estate investment company, celebrates its 50th year in business with more than 50,000 multifamily units and more than six million square feet of commercial property completed in its history. Nationally recognized for always doing the right thing and rising to the challenge, EMBREY designs experiences with focused attention to detail. These are values that distinguish us in our industry.

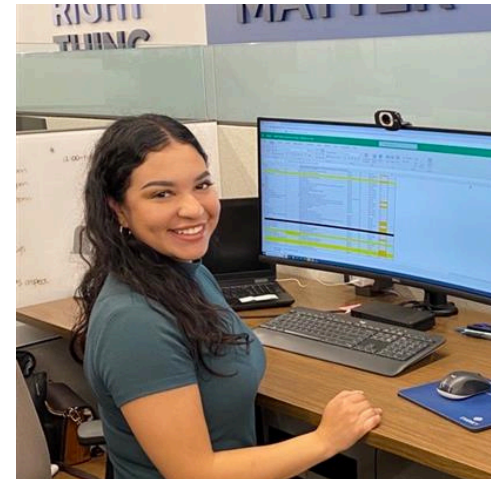
What also distinguishes EMBREY is our commitment to invest in the next generation of leaders.

Since 2014, the EMBREY Internship Program has provided meaningful learning opportunities to paid interns for 10 weeks each year. Through a competitive, merit-based selection process where only one out of every 100 applications is accepted, EMBREY interns become fully immersed in our culture, working alongside our division teams on projects providing real-world applications in the areas of Investments, Development, Construction, EMBREY Management Services and Corporate Services.

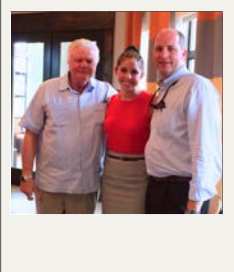
The program has evolved over the past decade to include a wide range of students with diverse backgrounds, including women and first-generation college students across the six markets we serve in Texas, Arizona, Colorado, Florida, North Carolina and Tennessee. The hands-on experience our interns gain prepares these future leaders for successful careers, and many have started their careers with EMBREY.

We take pride in the impact the program has had both on our interns and our organization. You can find our best practices here.

Trey Embrey
President & Chief Executive Officer



PROGRAM HISTORY



2014

MADISON SEWARD INTERNS AT EMBREY. MADISON WILL GO ON TO BECOME AN EMBREY TEAM MEMBER, AND IS NOW THE DIRECTOR OF INVESTOR RELATIONS.



2019

THE 2019 INTERN CLASS IS ANNOUNCED IN THE 45th ANNIVERSARY EDITION OF THE EMBREY WAY. ALSO HIGHLIGHTED ARE SEVEN INTERNS, TURNED EMBREY TEAM MEMBERS.



2023

EMBREY HOSTS THEIR LARGEST INTERNSHIP CLASS TO DATE ACROSS ALL SIX STATES WHERE EMBREY OPERATES. TRUE TO OUR COMMITMENT TO DIVERSITY, 12 OF THE 20 STUDENTS EMBREY WELCOMES ARE 1st GENERATION, FEMALE, OR MINORITY COLLEGE STUDENTS.

2017

EMBREY HAD EMPLOYED SUMMER INTERNS FOR MANY YEARS, BUT IN 2017 A FORMAL 10-WEEK PROGRAM WAS PUT INTO PLACE.



2022

THE INTERNSHIP PROGRAM CONTINUES TO GROW. AN EMPHASIS IS PLACED ON INCLUDING MORE 1st GENERATION* COLLEGE STUDENTS, AS WELL ATTRACTING A MORE DIVERSE STUDENT BASE.



2024

EMBREY CELEBRATES 50 YEARS IN BUSINESS AND 10 YEARS OF MENTORSHIP THROUGH THE PROGRAM.

FOR THE FIRST TIME IN THE PROGRAM'S HISTORY, ALL THREE CONSTRUCTION INTERNS ARE FEMALE.



**Many of EMBREY's past interns will be featured throughout this document. An asterisk will note 1st generation college students.*

“ The EMBREY Internship Program is unlike others in that it gives students the opportunity to learn about the day-to-day operations that support our divisions, while experiencing an internship that allows them to become embedded in processes and projects - and to be here long enough to see outcomes of their contributions. ”

ROD RIORDAN
CHIEF FINANCIAL OFFICER



FINDING THE RIGHT CANDIDATES

“

My internship experience at EMBREY exceeded all expectations. The program is organized with incredible attention to detail. Not only did I meet great people, but EMBREY provided me with valuable hands-on experience. I gained a better idea of what knowledge areas I want to place more emphasis on going into my last year of college that will meet my future career aspirations.

”

JOSEPHINE MCCRAY
TRINITY UNIVERSITY
MAJOR: MARKETING

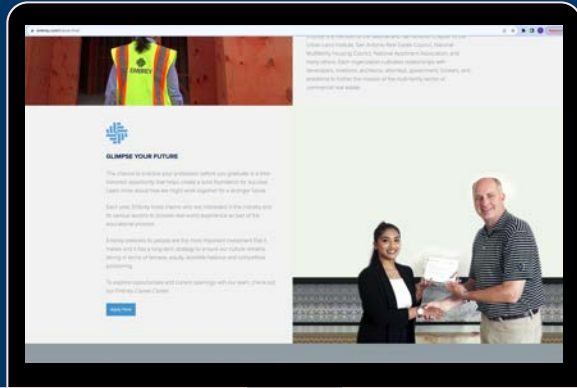
INTERNSHIP LOCATION: EMBREY MANAGEMENT SERVICES MARKETING, SAN ANTONIO, TX

UPON HER GRADUATION, JOSEPHINE WAS HIRED AS A MARKETING COORDINATOR WITH EMBREY.



OUTREACH

GETTING THE WORD OUT



DURING THE APPLICATION PERIOD, APPLICATIONS ARE AVAILABLE ON EMBREY.COM, MULTIPLE UNIVERSITY JOB BOARDS, AND TRADITIONAL RECRUITING SITES SUCH AS JOINHANDSHAKE.COM AND INDEED.COM.



Even if you can't attend their job fair, posting your internship on a university's job board is helpful in spreading awareness and increasing applicants from your target schools.



ATTENDING UNIVERSITY JOB FAIRS IS A KEY COMPONENT IN RECRUITING TOP TALENT FOR THE EMBREY INTERNSHIP PROGRAM. WE TYPICALLY RECRUIT DURING THE FALL JOB FAIRS FOR OUR SUMMER PROGRAM.



Utilize your past interns! Not only are they the perfect spokespeople for the program, it helps with the staffing needed at the fair. This allows for your team to attend multiple events at a time.

PICTURED: 2023 INTERN JOSEPHINE MCCRAY WORKS WITH AN EMBREY TALENT ACQUISITION SPECIALIST AT THE TRINITY UNIVERSITY JOB FAIR.

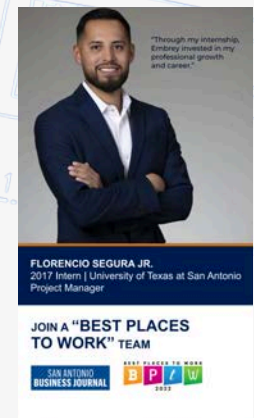
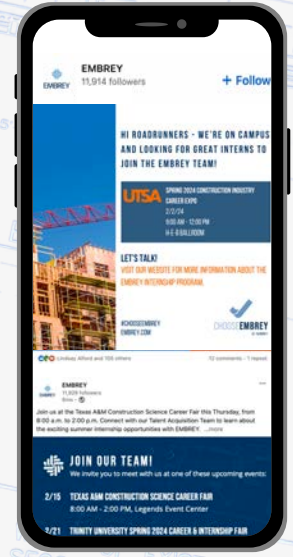
DON'T FORGET ABOUT YOUR NETWORK! WE ENCOURAGE OUR TEAM MEMBERS AND COLLEAGUES TO HELP US SPREAD THE WORD AND REFER INTERNSHIP CANDIDATES TO EMBREY.



SOCIAL MEDIA, PRIMARILY LINKEDIN, IS A GREAT WAY TO ADVERTISE THE APPLICATION PERIOD AS WELL AS NOTIFY STUDENTS WHEN EMBREY WILL BE ON CAMPUS.



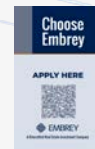
Whenever possible, tag the school or program in your caption. Hashtags such as #internships, #interns, #hiringinterns, and those pertinent to a field of study, i.e. #constructioninternships are also useful in expanding your reach.



WE SHOWCASE OUR PAST INTERNS WHO ARE CURRENT TEAM MEMBERS IN OUR SIGNAGE, BROCHURES, AND BANNERS IN ORDER TO STAND OUT FROM THE CROWD AND TELL THE EMBREY STORY IN A COMPELLING WAY.



Include a QR code to your application in your signage and brochures. Use a code unique to job fairs to track application sources.



SO YOU WANT TO BE AN EMBREY INTERN...

EMBREY INTERNSHIP APPLICANTS MUST MEET THE FOLLOWING CRITERIA

- Completed sophomore or junior year (preferred)
- Must be pursuing a four-year degree related to the internship
- Ability to manage multiple tasks simultaneously in a fast-paced environment
- Strong focus on detail and quality
- Strong written and communication skills
- Must be able to work independently and/or in a team setting
- Located in an EMBREY market area
- Ability to temporarily relocate to an EMBREY location for the duration of the 10-week program
- Interest in EMBREY for employment post-graduation

Many of the EMBREY interns have been from the following fields of study:

- Real Estate Finance and Development
- Construction Management
- Marketing
- Engineering
- Business Administration
- Communications
- Accounting and Finance
- Supply Chain Management

APPLICATION REVIEW & INTERVIEWS

Applications that meet the criteria are then moved to the interview round. All EMBREY Internship positions undergo a two step process: the first with the Talent Acquisition Team, the second with their potential manager for the duration of the internship. Managers are provided with interview questions and candidates are evaluated on the following criteria:

- EMBREY Culture Fit
- Communication Skills
- Customer Service Orientation and "Can Do" Attitude
- Potential to Develop for the Future
- Strong Learning Agility

Each year we create an interview scoring matrix based on EMBREY core values, the application, interview rounds, and the needs of the local market.



Review and revise your interview scoring matrix annually to ensure that it is meeting the needs of your organization.



NOTIFICATION & ANNOUNCEMENT

CONGRATULATIONS! YOU'RE AN EMBREY INTERN!

Each EMBREY intern receives a customized welcome packet upon notification they have been selected for the internship program.



WELCOME PACKETS INCLUDE INFORMATION ON THEIR ROLE AND WHAT TO EXPECT, INCLUDING:

- KEY DATES
- MANAGER CONTACT INFORMATION
- EMBREY BUDDY CONTACT INFORMATION
- PROJECT INFORMATION



*Make it easy to share!
Each EMBREY intern is provided with a social media toolkit so they can share their accomplishments, while keeping in line with EMBREY branding guidelines.*





I will always speak highly of this organization and recommend it to any future interns.

Thank you EMBREY for providing me this opportunity and assisting my growth in my career path.



DETAILS MATTER: RECRUITING & SELECTION BEST PRACTICES

ONE YEAR - NINE MONTHS OUT

- Review application criteria with key stakeholders and make any necessary updates
- Create job fair staffing plan based on internship requests
 - Departments hosting interns should complete the Internship Project Proposal Form
- Identify target schools for recruiting
 - Begin booking job fairs at target schools
- Begin updating signage as necessary
 - Updated photos, testimonials, success stories
 - QR codes to application site

EIGHT - SIX MONTHS OUT

- Create job fair staffing plan based on internship requests (based on Internship Project Proposals)
 - Bookmark those events that can utilize past interns
 - Ensure all signage and recruiting materials are up to date (i.e. QR codes)
- Update internship application information on all platforms including:
 - Corporate website
 - National recruiting sites
 - University job boards
- Create social media calendar with all pertinent dates, events, etc.
 - Follow the calendar to ensure all staff is posting, sharing, and utilizing hashtags in a consistent manner

FIVE - TWO MONTHS OUT

- Update interview questions and scoring matrix
 - Distribute to all hiring managers to ensure consistency in interviews
- Create announcement packets
 - Include social media guidelines and posts
- Make offers and start communicating with interns as they accept



Ask students if they are going to be getting credit hours for their internship and if they have paperwork that needs to be filled out by their employer. Many universities have special internship criteria and forms that must be completed.

ISABEL REYES*

UNIVERSITY OF TEXAS EL PASO

MAJOR: BUSINESS ADMINISTRATION IN HUMAN RESOURCE MANAGEMENT

INTERNSHIP LOCATION: PEOPLE SERVICES, SAN ANTONIO, TX



10-WEEK PROGRAM ELEMENTS

“

From day one, I was welcomed into a dynamic environment that fostered collaboration and learning. The guidance and mentorship I received from seasoned professionals was invaluable, allowing me to gain insights that extend beyond textbooks and lectures.

I was entrusted with meaningful responsibilities, enabling me to make a tangible impact on projects. This internship has undoubtedly bridged the gap between theory and practice, equipping me with a skill set that will serve as a strong foundation for my future endeavors.

”

NICHOLAS DONAHO
TEXAS TECH UNIVERSITY
MAJOR: MECHANICAL ENGINEERING
INTERNSHIP LOCATION: PRE-CONSTRUCTION & ESTIMATING, SAN ANTONIO, TX



WHERE OUR INTERNS WORK

WE STRIVE TO HOST INTERNS IN ALL STATES WHERE EMBREY OPERATES



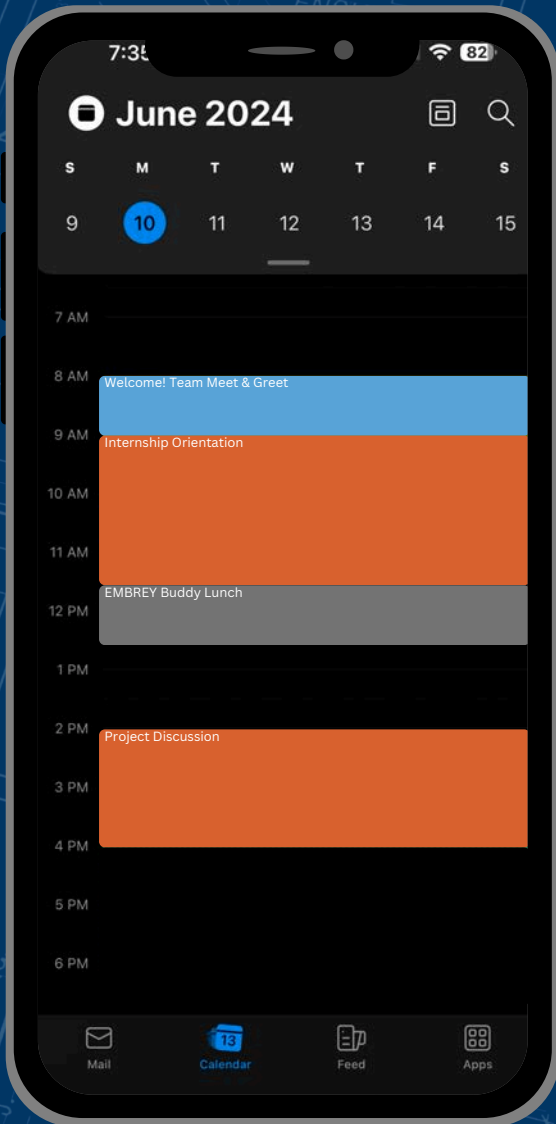
“ From your first day of your EMBREY internship to your last, you’re on-site and learning. You’re on a construction site, at a property, or in our offices seeing how all the details come together to create communities, workplaces, and homes. We strive to have an intern in every state and in every division because that experience is invaluable. ”

HELENA FINLEY
MANAGING DIRECTOR & EXECUTIVE VICE PRESIDENT OF CONSTRUCTION



DAY ONE

NOT YOUR ORDINARY INTERNSHIP



HIT THE GROUND RUNNING

The EMBREY Internship is an opportunity to gain real-life work experience in the construction and real estate industry. So our intern's first day looks a lot like an experienced professional's first day!

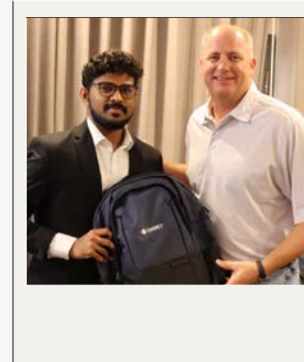
No matter if they are located in our corporate office, on a job site, or at a property, all interns participate in a virtual orientation that sets expectations and prepares them for the 10-weeks ahead!



Why Virtual?

Our interns are located in multiple locations across six states. A virtual orientation allows for each intern to receive the same day-one experience.

TOOLS TO SUCCEED



What's better to help one have presence than presents? All EMBREY interns are gifted with "swag" that helps them ensure they have all the tools they need to succeed!

Items vary from year-to-year as we adjust based on the feedback of our interns, but some items that have stood the test of time are EMBREY branded:

- Backpack
- Notepads, pens, and pencils
- Shirt or jacket
- Tumbler or water bottle

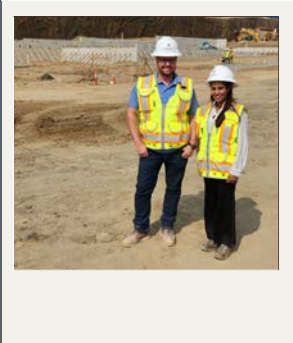


Swag is only as good as the chances it will be actually used.

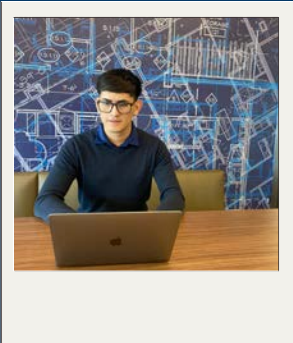
When considering gift items, we like to select a combination of items that will provide actual value and will have people asking, "Where did you get that?"



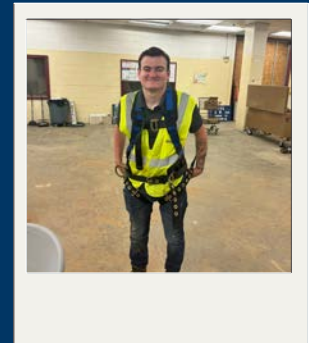
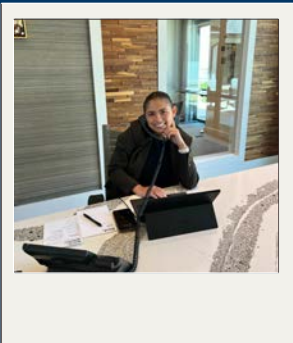
THE WORK



DEPENDING ON THE DEPARTMENT OR DIVISION AN EMBREY INTERN IS HIRED TO, THE WORK CAN LOOK VERY DIFFERENT. FOR THOSE ON AN ACTIVE JOB SITE OR AT ONE OF OUR PROPERTIES, THE RESPONSIBILITIES AND EVEN THE WORK HOURS CAN LOOK VERY DIFFERENT FROM THOSE HIRED TO OUR CORPORATE OFFICES. WHAT DOES NOT VARY, IS THAT THESE BRIGHT INDIVIDUALS ARE EXPECTED TO ACTIVELY PARTICIPATE AND CONTRIBUTE.



Before interns arrive, make sure all PPE, computers, and items necessary to do the work are ready to go.



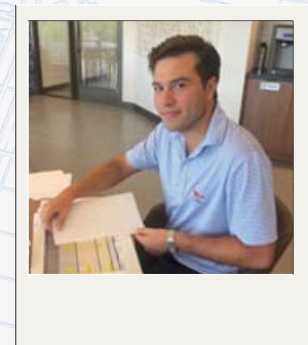
EMBREY
Summer Internship Project Proposal

Name (last, first) member submitting	Sara Hanback		
Department	Finance		
Supervisor (name of the team member who will supervise the intern)	Mica Schneider		
Supervisor Phone	N/A	Supervisor Email	mschneider@embreydc.com
Internship duration	Ten weeks	Number of days per week	5 Preferred days of the week
Internship start date	June 5, 2023	Internship end date	August 11, 2023
Internship Location	Corporate HQ		
Project title	Deal Start Kick-Off Coordination		
Project description (Please provide a brief description of the project.)	It takes a tremendous amount of coordination to take a deal from pre-development to construction start. Within Finance, we act as a liaison between several departments to ensure alignment post-closing. It would be great if we had a checklist to follow starting that coordinates a handoff between Investments/Development and Accounting/Finance.		
Objectives (What are the objectives of engaging an intern in the project?)	The closing process is a fundamental process for Embrey, and it involves a tremendous amount of coordination. Currently, we are running this as we go but as deals get more complex, there are items that are falling off the radar. I think this is a great project for an intern to dig into given they can view everything from 10,000 feet and they're not too embedded in the day-to-day to lose track of interdependencies. Plus, this project would give them exposure to various departments and how they play together in the big picture.		
	The intern should be on board during two critical land start closings, so they can learn real time what the current process looks like in order to identify possible optimizations.		
	Internet access, software, or equipment if needed?		

PRIOR TO THE INTERNSHIP BEGINNING, EACH DEPARTMENT SUBMITS A PROJECT PROPOSAL. ONCE APPROVED, THIS BECOMES THEIR INTERNS PROJECT FOR THE DURATION OF THE INTERNSHIP.



Internship projects are actual issues divisions and departments are experiencing and looking to solve.



THE WORK THAT EMBREY INTERNS PARTICIPATE IN ON A DAY-TO-DAY BASIS GIVES THEM A KNOWLEDGE BASE FROM WHICH TO BUILD THE SOLUTIONS THAT THEY HAVE BEEN TASKED WITH.



Start off strong. The first week of their internship, EMBREY interns hold preset meetings with key stakeholders.



Interested in reviewing EMBREY's Internship Project Proposal form? Click [here](#).



A CLOSER LOOK

BELOW IS A SAMPLE OF A DEPARTMENT PROJECT FORM COMPLETED BY OUR VICE PRESIDENT OF FINANCE

THE DEPARTMENT'S PROJECT



Summer Internship Project Proposal

Name (staff member submitting form)	Sara Hanback		
Department	Finance		
Supervisor (name of the team member who will supervise the intern)	Mica Schneider		
Supervisor Phone	N/A	Supervisor Email	mschneider@embreydc.com
Internship duration	Ten weeks	Number of days per week	5
Internship start date	June 5, 2023	Preferred days of the week	Mon-Fri
Internship end date	August		
Internship location	Corporate HQ		
Project title	Deal Start Kick-Off Coordination		

Project description (Please provide a brief description of the project.)
It takes a tremendous amount of coordination to take a deal from pre-development to construction start. Within Finance, we act as a liaison between several departments to ensure alignment post-closing. It would be great if we had a checklist to follow that coordinates a hand-off between Investments/Development and Accounting/Finance.

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The intern should be on board during two critical land start closings, so they can learn real time what the current process looks like in order to identify possible optimizations.

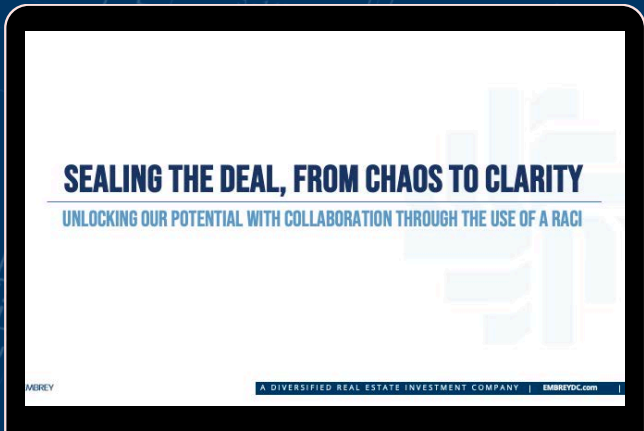
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A CLOSER LOOK

PROJECT FEATURE, JORGE GARCIA, FINANCE

THE INTERN'S PROJECT OUTCOME:
ACTUAL SAMPLE



OBJECTIVES

- Improve operational efficiency
- Enhance coordination between various departments
- Creating comprehensive checklist for a seamless handoff

PROJECT OVERVIEW

Identifying the problem

Process

Solution/RACI

- Time & Effort
- Deal Complexity
- Communication Challenges

PROJECT OVERVIEW

Identifying the problem

Process

Solution/RACI

- Met key individuals from each department
- Questions
 - What is your role in a closing? (Dev Start, Disposition, Refinance, Recapitalization)
 - What deliverables are you required to do for every project closing?
 - Are there any reports/key contacts you require for your role but typically dig for? Do need to ask for group/closing?
- Draft a checklist
 - Second round interviews

PROJECT OVERVIEW

Identifying the problem

Process

Solution/RACI

- RACI
 - Responsible
 - Accountable
 - Consulted
 - Informed
- Benefits
 - Highlights Specific Deliverables
 - Limits Confusion
 - Ensures nothing falls off the radar as deals get more complex
 - Provides a detailed job-responsibility list which supervising managers can use
- Owner – Corporate Finance team (suggested)

INVOLVEMENTS

- Underwrote my first deal
- Filed and scanned
- Learned EMBREY's Origami – (Monthly Executive Package)
- Crash Courses

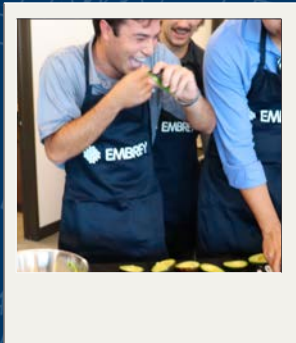
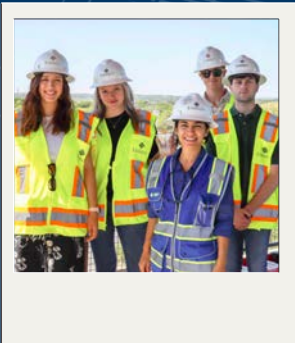
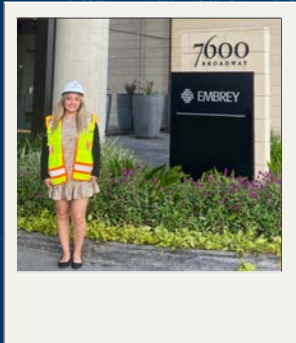
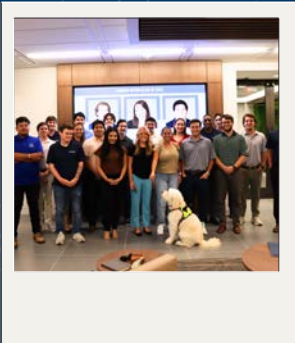
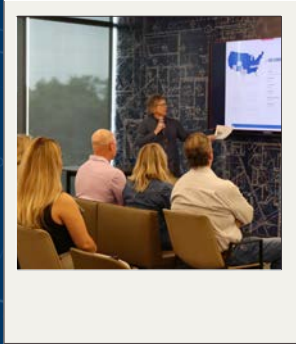
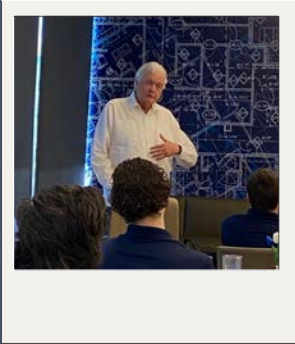
LIFE LESSONS

- Want something? – Go Get It
- Keep Busy
- Be The First to Raise Your Hand
- Be Direct



COMMUNITY BUILDING

WHILE BUILDING COMMUNITIES



EMBREY creates places where people want to be. From our development choices of where to build, to contextual designs that honor the existing community, to engaging in philanthropy in the communities we serve, we are fully invested. We carry that very philosophy into our internship program.

LUNCH & LEARNS

Throughout the 10-week program, our interns are treated to lunch and learns with key EMBREY leaders and community partners on a myriad of subjects to include company operations, presentation development, and personal branding. Interns are given first-hand industry knowledge, and invaluable face time with leaders and community figures.



Consider utilizing video conferencing with breakout room capabilities to allow for engaging presentations for interns in remote locations. We also provide our remote interns with Uber Eats vouchers for lunch and learn days.

EMBREY BUDDY

It can be tough coming into a brand new office or job site and needing to quickly learn the lay of the land. With the EMBREY Buddy system, each intern is paired with a mentor outside of their work area to help them acclimate and learn more about the organization and industry. Information about their buddy is included in their welcome packet.

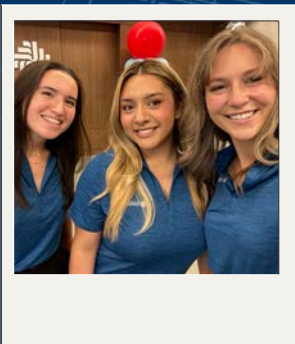
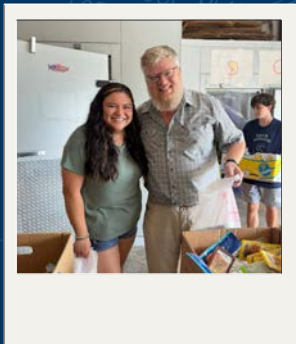
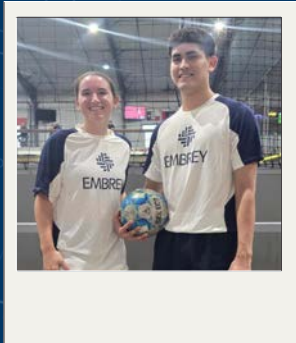
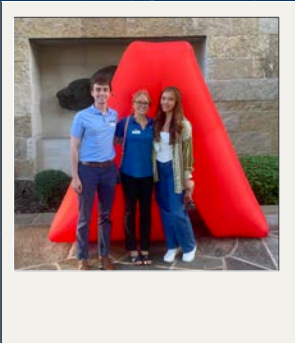


EMBREY Buddies are manager-nominated, and matched with interns based on location, interests, etc. Prior to the beginning of the 10-week program, buddies are given an orientation with expectations so that each intern has a similar buddy experience.



COMMUNITY BUILDING

WHILE BUILDING COMMUNITIES



TEAM BUILDING

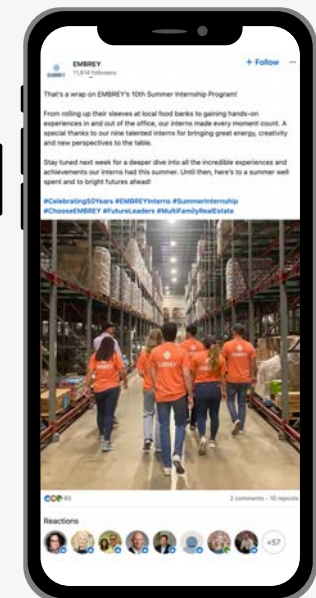
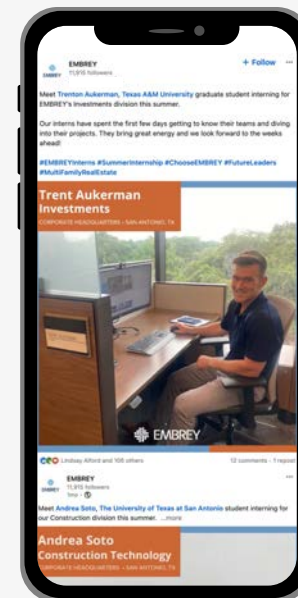
Interns have the opportunity to attend industry networking events, EMBREY service days, and even join our intramural sports teams! Our interns are also working hard, so we also host special team building activities during the 10-week period.

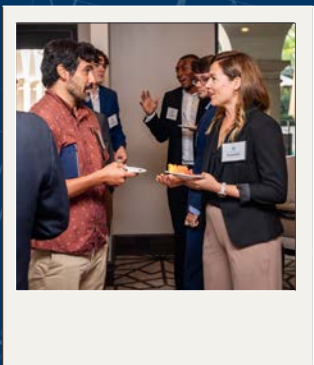
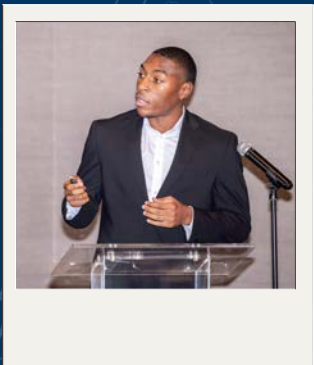
NATIONAL INTERN DAY

EMBREY recognizes National Intern Day by having interns volunteer and participate in projects focused on giving back to communities. Engaging in service to others provides an enriching experience that emphasizes community responsibility, enhances skills, builds character, and fosters empathy and gratitude.



Aligning our Intern Day activities with EMBREY Core Values helps our interns feel a sense of purpose and identity, while helping them gain valuable insight into the communities we serve.





THE FINALE

At the conclusion of the 10-week program, all interns gather in San Antonio for the finale. Interns are given tours of EMBREY properties, job sites, and our corporate offices in addition to participating in final team building activities. EMBREY funds all expenses for the finale including travel, meals, lodging, and entertainment.

THE PRESENTATION

The main highlight of the finale are the presentations in which each intern presents the results of their project to their fellow interns, managers, and EMBREY executive leadership. Not only does this give them time to showcase their accomplishments, it allows them to hear from every department and division.



In order to help interns shine when presenting to a room full of executives, we provide them with presentation templates that match EMBREY brand standards as well as a rough outline of what their presentation should entail. Additionally, interns take part in multiple practice sessions with both their managers and People Services. This not only allows time for any necessary tweaks to be made, but also ensures that they are confident with their material.



Having key leadership attend the finale is essential when showing interns the value we place on them and their roles within EMBREY. When planning, we make sure to place the finale on all leadership calendars months in advance to avoid scheduling conflicts.

RECOGNITION

It wouldn't be a proper finale without taking time to celebrate the hard work and accomplishments of our EMBREY interns! Our President & Chief Executive Officer, Trey Embrey, personally recognizes each intern.



Level up your certificate!

We like to think of our certificates as keepsakes and something to be displayed - representative of the work our interns have put in over the past 10-weeks. The extra touch of an acrylic frame encourages our interns to show them off!

THE CELEBRATION

EMBREY's program has recently culminated with a two-day event for the interns. We arrange housing, meals, transportation, and tours of our local projects and our corporate office. We host team building events for the interns and their buddies, such as Dave & Buster's, Top Golf, and Bowlero. We also host group breakfast and lunch events with current team members (of all levels) in a more social environment, to provide additional networking opportunities. The 2023 grand finale included a "Top Chef" themed guacamole challenge, followed by a farewell Fiesta reception with the managers, buddies, and Executive Leadership Team.



“

My internship with EMBREY provided me with a fantastic experience and knowledge.

With EMBREY I was able to experience my first job site, gain an understanding of the industry, and improve my skills. All while they made me feel comfortable and confident in my abilities to do the tasks.

”



DETAILS MATTER: 10-WEEK PROGRAM BEST PRACTICES

IMMEDIATELY POST 10-WEEK PROGRAM

- Distribute feedback surveys to the following:
 - Intern class
 - Managers
 - EMBREY Buddies
- Review feedback and lessons learned with leadership and key stakeholders and make changes as necessary
- Review program budget
- Identify opportunities to highlight the program and related successes by applying for awards or sharing best practices with others.

NINE - SIX MONTHS OUT

- Departments submit Internship Project Proposals forms to People Services
 - Review forms and budget to determine:
 - Number of internships that will be awarded
 - Locations of internships
- Begin working with the Events team to coordinate finale

FIVE - TWO MONTHS OUT

- Coordinate all logistics such as laptops, lodging, HRIS set-up, etc.
- Solicit EMBREY Buddy nomination forms
- Secure/schedule key leadership for:
 - Day One
 - Lunch and learns
 - Finale events
- Work with the Marketing team for any necessary assets as well as review calendar of digital coverage of program (i.e web, social)
- Order “swag” items

ONE MONTH OUT

- Assign EMBREY Buddies
- Host manager and buddy training to level-set expectations

ONE WEEK OUT

- Ensure all logistical needs are complete
- Final touch base with managers

RORY MILFORD

UNIVERSITY OF NORTH CAROLINA

MAJOR: CONSTRUCTION MANAGEMENT

INTERNSHIP LOCATION: CONSTRUCTION, FINLEY ON THE GREEN, CHARLOTTE, NC



INTERN SUCCESS STORIES

“

EMBREY really cares for the next generation to become leaders. Not just in construction, development, or management, but they help us develop ourselves and achieve our full potential.

They give us the tools and, through the internship, real-world experience. Don't pass up your opportunity to become an EMBREY intern!

”

JOHNATHAN ESPINOZA*

MIDDLE TENNESSEE STATE UNIVERSITY

MAJOR: CONSTRUCTION MANAGEMENT

INTERNSHIP LOCATION: CONSTRUCTION, STATLER MCCAIN'S STATION, GALLATIN, TN

UPON HIS GRADUATION, JOHNATHAN WAS HIRED AS A FIELD SUPERINTENDENT WITH EMBREY



INTERN SUCCESS STORIES

MADISON'S CAREER JOURNEY

- **2021 to Present - Director of Investor Relations**
- **2018 - Investment Associate**
- **2016 - Financial Analyst**
- **2015 - Development Coordinator**
- **2015 - Graduate, Bachelor of Business Administration**
Texas A&M University
- **2014 - EMBREY Internship**
Development, San Antonio, TX

“

During my internship I was afforded the opportunity to take on new challenges and grow new skillsets. EMBREY recognizing my potential gave me the confidence to keep that momentum going by continuing to take on more responsibilities and grow in my career.

”



MADISON SEWARD
DIRECTOR OF INVESTOR RELATIONS



INTERN SUCCESS STORIES

FLORENCIOS'S CAREER JOURNEY

- **2022 to Present - Project Manager**
- **2020 - Assistant Project Manager**
- **2017 - Project Engineer**
- **2017 - Field Engineer**
- **2017 - Graduate, Bachelor of Business Administration**
University of Texas at San Antonio
- **2017 - EMBREY Internship**
Pre-Construction & Estimating, San Antonio, TX

“

EMBREY took a chance on me. My internship changed the trajectory of my career. Through their investment in my personal and professional growth, I found a passion for construction. I fell in love with the culture and the work, and have been here ever since.

”



FLORENCIO SEGURA, JR.*
PROJECT MANAGER



INTERN SUCCESS STORIES

DANIELLE'S CAREER JOURNEY

- **2023 to Present - HRIS & Compensation Analyst**
- **2021 - Payroll & Benefits Supervisor**
- **2020 - Compensation & Benefits Representative**
- **2018 - Human Resources Coordinator**
- **2018 - Graduate, Bachelor of Business Administration**
University of the Incarnate Word
- **2018 - EMBREY Internship**
People Services, San Antonio, TX

“

My internship at EMBREY was a transformative experience that distinctly prepared me for success within the organization. The dynamic environment, along with the connections I've made and lessons I've learned, improved not just my teamwork and communication skills, but have helped me understand how to effectively engage and adapt in different situations.

”



DANIELLE SALDIVAR
HRIS & COMPENSATION ANALYST



INTERN SUCCESS STORIES

ROSS'S CAREER JOURNEY

- **2023 to Present - Field Superintendent**
- **2022 - Graduate, Bachelor of Business Administration**
Southwestern University
- **2022 - EMBREY Internship**
Construction, Collection at Gruene, Gruene, TX

“

My Internship was a vital part of my success, not only with EMBREY but with my job search after college. Learning the processes of a company opened my eyes in what to look for in an employer. Needless to say, EMBREY was the place I wanted to be.

”



ROSS BEDGOOD
FIELD SUPERINTENDENT



RESOURCE LIBRARY



RESOURCE LIBRARY

APPLICATION & SELECTION

[Internship Screening and Evaluation Form](#)

INTERNSHIP PROJECT

[Summer Intern Project Proposal Form](#)

[Sample Completed Summer Intern Project Proposal Form](#)

EVALUATIONS & SURVEYS

[Buddy Survey](#)

[Internship Mid-Point Check In Survey](#)

[Internship Exit Survey](#)

[Manager Survey and Evaluation of Intern](#)

BUDGETING

[Sample Budget](#)



Click [here](#) to view the full document folder with all listed items.

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For more information on the EMBREY Internship Program, contact:

Camila Alba
Training Administrator
[**internship@embrey.com**](mailto:internship@embrey.com)

“What’s remarkable about the EMBREY Internship Program is that it’s an opportunity to learn about all facets of the business. From the initial planning stages of a project to the building, to the financing and marketing - you’re able to get real-time experience, learn the behind-the-scenes analytics, and be a part of the work.”

ALLYSON MCKAY

MANAGING DIRECTOR & EXECUTIVE VICE PRESIDENT OF EMBREY MANAGEMENT SERVICES





10
YEARS
OF MENTORSHIP

EMBREY INTERNSHIP PROGRAM

#CHOOSEEMBREY #EMBREYINTERN

