



About Company:

- Expert in-house capabilities to support all critical real estate. Financial, legal, and reporting services
- Own and operate 84 multi-tenant shopping centers
- Specialize in value creation, redevelopment, leasing, and improving underperforming retail centers
- Manage 247 locations for third party clients providing a wide range of outsourced services

Key Information presented for students:

- **Primary business lines –**
 - Value-add/opportunistic – value enhancement of large open air shopping centers
 - Core plus – Acquisition and long-term ownership of high quality predominately stable retail assets/portfolios
 - DLC development – Land assemblage, entitlement, development, and construction of net leased credit retail places
 - Specialized third party services – includes but not limited to property and construction management, leasing and advisory
- **Operating umbrella –**
 - Leasing
 - Marketing
 - Property management
 - Legal
 - Acquisitions and dispositions
 - Development
 - Construction
 - Finance
- **Entry level positions –**
 - Analyst (asset management or capital markets)

- Assistant property manager
- Junior accountant
- Leasing associate
- **Internship –**
 - Paid Summer internship that lasts 8 weeks
 - Apart of the leasing department
 - Interns will be assigned a property and instructed to come up with a leasing plan for the property then present to the entire leasing team at the end
 - Open to Juniors and Seniors
 - Goal of the internship is to leave with an offer
 - Most employees located in Elmsford, NY
 - Employees are allowed to relocate after internship if they are offered a full-time position

Question asked/answers:

- LinkedIn is used to reach out to potential candidates
- Have your bio set up on LinkedIn

Interview process/tips for potential candidates:

- Interview style is conversational
- Interview process –
 - All candidates will have to take a predictive index test (personality test)
 - Next step would be a video call
 - Then, a meeting with 3-4 teammates from the department that you are applying to get into
 - Lastly, candidates will have to take a cognitive assessment (like the wonderlic)
- Before the interview put in the effort to research the company thoroughly
- Dig through their content on their website, look into their social media, be able to talk about the company to show your interest
- During interview they want you to get to know you, “get real and get real quick”
- One question that may be asked is the biggest adversity that you’ve faced, tell them how you got through this successfully and what you learned from this experience
- They do not require cover letters; however, it would be helpful if you attach one
- Send a thank you note via email after the interview process is over
- Have a healthy sense of curiosity
- Think like a retailer

Other:

- Look into their podcast, Retail Retold
- David Horwitz, VP of Leasing Training and Development: dhorwitz@dlcmgmt.com
- Nicole Cacchiani, People & #success Coordinator: ncacchiani@dlcmgmt.com