



SECURITY
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GROWTH

STERLING PACIFIC FINANCIAL
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Sterling Pacific Financial 2009 Internship Program

Sterling Pacific Financial offers exciting and challenging summer internships at its operational headquarters located in Watsonville on the central coast of California. This program provides students with an opportunity to apply academic learning in a professional working environment. The internship program is designed to meet the academic requirements placed upon the student, while providing the flexibility to meet the student's personal interests and career aspirations. Placements are available in a wide variety of areas including:

- project management
- database management/systems management/IT
- marketing
- research
- finance and accounting
- administration

About our company

Sterling Pacific Financial (www.sterlpac.com) is a privately held real estate lending and investment management company. Through Sterling and its related entities, our team manages residential and commercial real estate portfolios throughout the western United States, hospitality operations, a lease financing portfolio and lending operations. We are a diverse and growing company offering a unique and exciting role to the right candidate.

Benefits of the Program

Working for Sterling Pacific Financial can be a rewarding and maturing experience as students gain a professional perspective on important issues in our industry. Academically there are many benefits. These include the opportunity to:

- Obtain work experience in their field of study.
- Develop relationships with professionals in their field of interest.
- Develop work habits and decision-making skills in a professional work setting.
- Gain confidence in applying academic learning to the workplace.
- Reinforce career decisions.
- Work in our operational headquarters allows students to have hands-on work experience in their desired field of study.



Placement of Interns

Prospective interns are interviewed over the telephone (after a resume is received and references upon request) and selection is made based on the student best prepared and suitable for the position. Once selected, we work with any students who may have school requirements that must be fulfilled, along with a discussion of their own goals for their summer experience. Prior to starting, students will have the opportunity to interact with their supervisor and Human Resources to establish the parameters of position, confirming the following information:

- The projected responsibilities to be completed by the intern.
- The duration of the internship.
- The hours to be worked during the internship.
- The educational requirements associated with the position.

Supervision and Evaluations

Our goals include planning work activities that focus on projects related to the interests of the student. Their summer experience is viewed as an extension of the student's academic program. As such their supervisor will focus on opportunities that integrate the student's academic experience in the workplace. Supervisors meet with the students to provide direction and feedback throughout the summer. In addition, we complete any formal evaluations required by the school. Upon completion of the internship, the supervisor evaluates the student and students also complete an evaluation of their supervisor and overall internship experience.

Lodging

Although lodging is not provided for in the internship, we will work with students to the best of our ability to help locate housing if necessary.

Activities

SPF interns informally gather together throughout the summer for social activities during the week and weekends. Students also attend staff meetings, and meet with the executive team from time to time.

Applying for the Program

Applicants for the program should have completed at least one year of college and be enrolled for the fall semester, or have graduated in May. Rising college freshman may also be considered based on academic preparation gained through advanced studies. Prospective interns may apply by sending their resume to internresumes@sterlpac.com. To learn more about Sterling Pacific Financial, visit us at www.sterlpac.com.

