

The Johnson Group Internship Program – Application Process

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| Friday, October 8 | Internship applications due |
| | Phone interviews to be conducted following applications being submitted |
| November 4-5 | On-site interviews for select applicants (Spartanburg, SC) |

Please complete the online application for The Johnson Group Internship at www.thejohnsongroup.com/join-our-team/internships/.

About Us

The Johnson Group is a family of companies that includes Johnson Development Associates, Inc. (real estate development), OTO Development (hotel development and management), and American Credit Acceptance (auto finance). Founded by business leader George Dean Johnson, Jr., our companies have a shared history of success and unique cultural identity grounded in our Guiding Principles (Integrity, Partnership, Humility, Principled Entrepreneurship, Initiative, and Fulfillment). Family-owned and privately held, the companies within The Johnson Group are nimble and well-capitalized, with a deep commitment to drive profitable growth.

Headquartered in Spartanburg, South Carolina, The Johnson Group also operates offices in Summit, New Jersey; Arlington, Virginia; Atlanta, Georgia; El Segundo, California; Philadelphia, Pennsylvania; Dallas, Texas; and Tampa, Florida. Collectively, the companies have over 3,500 team members.

The Johnson Group's internship experience focuses on giving students real experience contributing in a meaningful way to each team's outcomes. Learn more at www.thejohnsongroup.com.



Johnson Development Associates, Inc. (JDA), founded in 1986, has steadily grown into a multi-division real estate developer of industrial, multi-family, self-storage, natural resources, and commercial properties, with a national footprint. Learn more at www.JohnsonDevelopment.net.



OTO Development (OTO) is one of the fastest-growing hospitality companies in the nation. OTO develops, owns and operates upscale select-service hotels in key markets across the U.S. in partnership with the world's strongest hospitality brands, Marriott, Hilton, and Hyatt. Learn more at www.OTODevelopment.com.



American Credit Acceptance (ACA) is an automotive lending institution that provides financing to consumers from coast to coast. ACA manages over \$4.5 billion in assets and works directly with 10 of the top 10 automotive dealer groups as well as thousands of independent dealerships across the nation. Learn more at www.AmericanCreditAcceptance.com.



With more than 12 million square feet in our development pipeline, the JDA team actively pursues national development opportunities in which our capabilities and expertise create unique value.

Intern Opportunities Available:

- Accounting
- Asset Management
- Development
- Finance
- Real Estate

Please contact Katie Lovell at klovell@johnsondevelopment.net with questions about JDA opportunities. More information on page 3 of this document.



OTO creates long-term value by focusing their development efforts on high barrier, gateway markets. OTO currently manages over 60 hotels for both its owned properties and as an operator for third-party owners.

Intern Opportunities Available:

- Accounting
- Development
- Finance
- Food and Beverage
- Human Resources
- Interior Design/Procurement
- Marketing
- Operations
- Payroll
- Real Estate
- Revenue Management

Please contact Catherine Bell at cbell@otodevelopment.com with questions about OTO opportunities. More information on page 4 of this document.



ACA is an indirect automotive lending institution that provides financing to emerging credit consumers from coast to coast, with over \$4.5 billion in assets under management.

Intern Opportunities Available:

- Accounting/Controllershship
- Finance
- Database Engineer
- Software Engineer
- Human Resources

Please contact Lisa Clarke at lisa.clarke@acacceptance.com with questions about ACA opportunities. More information on page 5 of this document.



**JOHNSON
DEVELOPMENT
ASSOCIATES, INC.**
Part of TheJohnsonGroup

Internship Opportunities

JDA has an array of internship opportunities within their real estate development divisions (Industrial, Multifamily, and Self-Storage), as well as within their corporate functions. Unless otherwise noted, positions will be located at our corporate office in Spartanburg.

All internships are full-time, paid positions.

Real Estate Intern(s)

The primary focus will be on real estate acquisition by assisting with underwriting and conducting market research. The Intern will gain exposure to rate analysis, zoning, supply and other characteristics that make up a full market analysis.

Possible divisions: Industrial, Multifamily, Self-Storage

Development Intern(s)

The primary focus will be on oversight of the building development process by assisting with the design, permitting and construction supervision of projects.

Possible divisions: Industrial, Multifamily, Self-Storage

Finance Intern

The primary focus will be assisting the team with all finance matters associated with the company across divisions. The Intern will gain exposure to monthly and annual reporting, assessing viability of projects, proforma analysis and market research for new development opportunities.

Asset Management Intern(s)

The primary focus will be tracking and optimizing performance of Multifamily or Self-Storage assets. The Intern will gain exposure in analyzing supply and market specific competition as well as tracking financial and operational performance of the assets.

Division: Multifamily, Self-Storage

Accounting Intern

The primary focus will be assisting the team with all accounting matters associated with the company across divisions. The intern will gain exposure in financial reporting, tax depreciation, bank reconciliations, equity basis calculations in addition to gaining knowledge of accounting principles.

Please contact Katie Lovell at klovell@johnsondevelopment.net with questions about JDA opportunities.



Internship Opportunities

OTO's internship opportunities range from real estate development to hotel operations to the corporate functions that support all of the above. Unless otherwise noted, positions will be located at our corporate office in Spartanburg.

All internships are full-time, paid positions.

Real Estate Intern

The primary focus will be on real estate acquisition by assisting with underwriting and conducting market research. The Intern will gain exposure to rate analysis, zoning, supply and other characteristics that make up a full market analysis.

Development Intern(s)

The primary focus will be on oversight of the building development process by assisting with the design, permitting and construction supervision of projects.

Location(s): Spartanburg and/or on-site at hotels under development in location TBD (East and West Coasts)

Finance Intern

The primary focus will be assisting the team with all finance matters associated with the company. The Intern will gain exposure to monthly and annual reporting, assessing viability of projects, proforma analysis and market research for new development opportunities.

Revenue Management Intern

The Revenue Management Intern will gain exposure to monthly and annual reporting, evaluating strategies related to pricing and restrictions, demand analysis and positioning compared to competitor hotels.

Marketing Intern

This intern will support the Marketing department with projects related to social media, graphic design, content development, SEO and digital advertising strategies.

Operations Intern(s)

The Operations Intern will gain exposure to a hotel's daily operations.

Location(s): On-site at hotel in location TBD

Accounting Intern

The primary focus will be assisting the team with all accounting matters associated with the company. The intern will gain exposure in financial reporting, tax depreciation, bank reconciliations, equity basis calculations in addition to gaining knowledge of accounting principles.

Food and Beverage Intern

The primary focus of the Food and Beverage Intern will be to support and learn about F&B operations, both front and back of the house, within 2-3 of our hotels.

Interior Design/Procurement Intern

This intern will support the procurement and design team with sourcing and purchasing of interior elements of hotels under construction or renovation.

Human Resources Intern

The primary focus will include updating internal databases with employee information, benefits and payroll data. The intern will assist with HR related projects/reports and help with Talent Management and Recruitment.

Payroll Intern

The Payroll Intern will primarily be aiding in the analysis, entry, tracking, and audit of payroll data.

Please contact Catherine Johnston at cjohnston@otodevelopment.com with questions about OTO opportunities.



Internship Opportunities

ACA has an array of internship opportunities available that support a rapidly growing auto finance company, from strategy analytics and information technology to accounting and finance. All positions will be located in our corporate office in Spartanburg.

All internships are full-time, paid positions.

Accounting/Controllership Intern(s)

The primary focus will be assisting the team with all accounting matters associated with the company. The intern will gain exposure in all four functions within our Controllership group: Steward, Operator, Catalyst and Strategist. These functions report on the company's financial position and operations; balance capabilities, talent, costs, financials controls and service levels; provide insight enabling execution on initiatives and provide information and analysis to enable stakeholders to shape our strategic direction.

Finance Intern(s)

Finance interns at ACA are part of a rotational program where every intern will complete several one to two-week projects in capital markets, financial operations and financial planning & analysis. In addition, the interns will complete and present to leadership a capstone project that will take place over the entire length of the internship. The learning curve is steep as we expect our internship program to deliver results in the projects that drive real value to our stakeholders.

Software Engineering / Database Engineering Intern(s)

The Internships in Software delivery and Application Development are opportunities to become immersed in the software delivery process while in pursuit of real and meaningful objectives. You'll learn what it takes to be a developer in a team while being introduced to each aspect of design and delivery. Participating in daily strategy meetings as well as continuous one-on-one interactions with key team members provides a rewarding and valuable experience.

Human Resources Intern

The primary focus will center around learning and development. The intern will assist with facets such as training development, planning competencies, building growth models, using data to drive projects, and talent management.

Please contact Lisa Clarke at lisa.clarke@acacceptance.com with questions about ACA opportunities.