



ZRG PARTNERS HIRING INDEX

Global Equipment Leasing and Asset Finance

Hiring slows for the Global lending markets in Q3

All regions show less demand with the exception of the USA and UK



ZRG's Global Equipment Leasing and Asset Finance Hiring Index showed a 17% decline in hiring demand during the third quarter, dropping from 69.7 to 59.2.

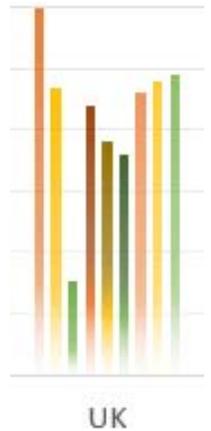
Hiring was consistently less robust across Europe, Asia Pacific and South America during the quarter. This comes on the heels of fairly consistent regional growth globally in most markets last quarter.

In a noticeable decline, the BRIC countries dropped to a 12 month low, after three straight quarters of increases.

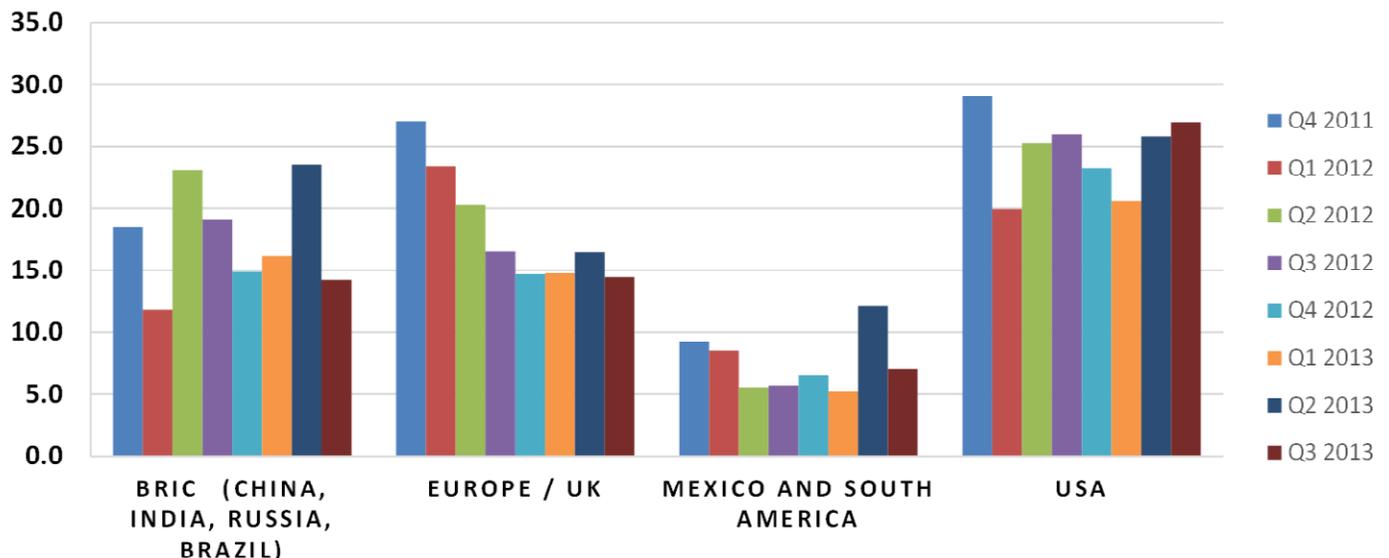
Germany and France continue to show less job opportunity again, opening up the question of when the bottom will be reached for demand in these critical hiring areas. Executives in Germany and France seem more optimistic about 2014 hiring in ZRG discussions given depressed headcount and optimism for improved economic signs on the horizon.

On the positive side, the United States continues to post hunger for talent and desire to grow, as evidenced by increased open job positions. Much of this is driven by demand being created with several new major players entering the US markets, causing incumbents to backfill and fight harder for key talent that can drive profitable asset growth in portfolios. "Lift-out" continues to be a key buzzword in many lenders growth strategy for 2014.

The UK has shown four straight months of improving demand and is the other area globally that is showing signs of growth and hiring for lending and leasing professionals.



BY REGION





The Global Leader in Recruiting for Equipment Leasing and Asset Finance

Helping Companies Make Great Human Capital Decisions

ZRG Partners, Inc. is a global executive search and human capital management firm that is changing the way companies hire and manage talent. We were founded on the principle that good information and process excellence are the cornerstones of any successful human capital decision. ZRG Partners has served clients for over a decade across the Americas, Asia-Pacific and Europe. Our fact-based approach helps clients make better decisions about their most valuable resource, their people.

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We do this through our service delivery model featuring:

- ◆ **More Choices:** We guarantee a robust slate of candidates for each assignment.
- ◆ **Data and Analytics to Make Hiring Decisions:** Why rely on just gut feel and subjective interview feedback to make hiring decisions? ZRG brings a new level of data and analytics to help you make fact-based hiring decisions.
- ◆ **Efficient and Time Saving Process:** Many search processes are slow and inefficient. ZRG brings a "client-designed" solution that drastically cuts timelines and reduces the time requirements of senior leaders who are hiring.



Data and Analytics to make great hiring decisions:

Z Score incorporates two proprietary hiring filters into the hiring process to better identify true "A" talent. Z Score adds the "PhD" view of the candidates into the equation to ensure they are a strong fit for the specific role and the company culture. In every area of your business, you have data and analytics to help make great hiring decisions. *Utilize ZRG's Z Score hiring scorecards to make informed decisions!*



CollaboRATE converts the collective wisdom and talent within your organization into the best hiring process you will experience. CollaboRATE includes fact-based interview design, on-line feedback and logistics management, and ultimately, simple, yet powerful dashboard-based rankings of interview feedback to help your firm make great hiring decisions. *Simplify your hiring process with ZRG's patented interviewing platform CollaboRATE!*



Our Human Capital Solutions

- ◆ Retained Search
- ◆ Recruiting Process Outsource Solutions
- ◆ Talent Management Solutions leveraging our tools and processes
- ◆ Growth oriented Consulting and Advisory work
- ◆ Compensation and External Competitiveness benchmarking
- ◆ Talent Identification and Talent Mapping projects

Our Financial Services clients include global and regional banks, independently owned companies, private equity backed businesses and Captive Finance organizations.



ZRG Commercial Finance Quick Facts:

- ✓ The only executive search firm focused in Commercial Finance and Equipment Leasing worldwide.
- ✓ The leader in doing C-Level Search globally in this niche
- ✓ We have shifted billions of dollars of volume to our client companies.
- ✓ Retained search work completed in 33 different countries last year alone including North America, South America, Europe, Middle East and Asia-Pacific.
- ✓ Dedicated senior team focused on Commercial Finance with over 40 years of experience in operating and running commercial finance and lending businesses.
- ✓ Extensive database and network of executives around the world.

