

USA Equipment Leasing Market Update

What's Behind the Numbers?

Q1 Brings 20% growth in hiring demand in US

We are officially in a candidate driven market



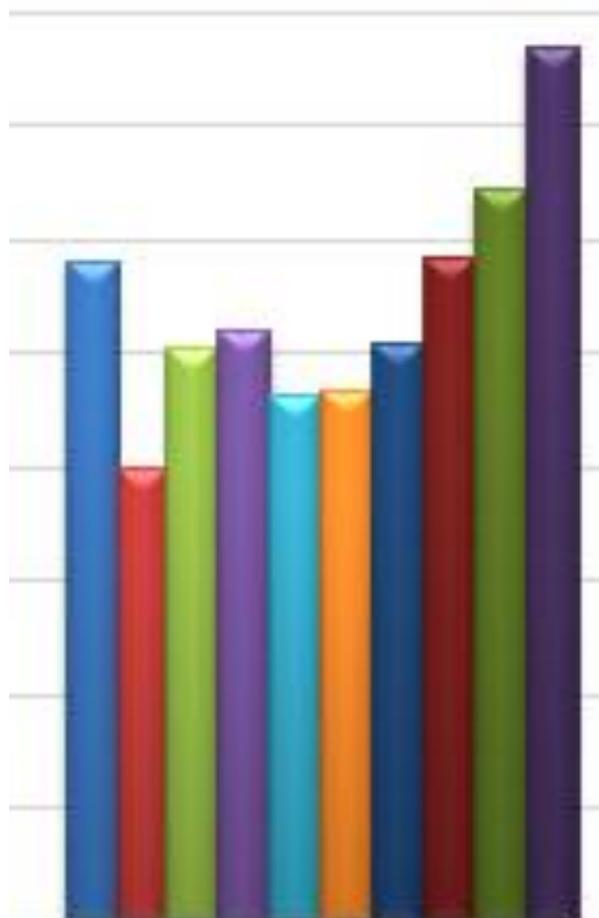
Hiring demand in the U.S. continued to increase with five straight quarters of growing demand for new talent in the sector.

All of the three major index firms , CIT, GE and DLL, showed higher numbers of new job openings in the first quarter, confirming the industry wide sentiment of positive growth and hiring plans.

In tandem with these index firms, on-line advertising for equipment leasing and finance roles is also up substantially, opening up the question that should be asked. Is the employment market for leasing and lending talent getting so tight that traditional web site advertising and on-line job postings are not enough?

From our work in the market, clients are reporting several things. First, the success rate from on-line job postings is challenging. It could be surmised that top talent and mid range talent is now more happily engaged and not as responsive to passive recruitment efforts such as job postings, linked-in notes and corporate in house recruiters. With more money being spent to try to find talent with less results, firms will have to begin to rethink their recruitment strategies to attract needed talent to fill the increasing number of openings.

It is safe to declare that we have officially entered a candidate driven jobs market in the U.S., where offers are more competitive and flexibility to attract top talent is needed.



USA

ZRG Global Practice Leaders and Regional Teams

Larry Hartmann lhartmann@zrgpartners.com ■■■ **Ken Vancini** kvancini@zrgpartners.com ■■■ **Ken Lubin** klubin@zrgpartners.com

Stephan Breitung Germany sbreitung@zrgpartners.com ■■■ **Lydia Van Der Meulen** Netherlands lvdmeulen@zrgpartners.com

Robert Chandis Asia Pacific rchandis@zrgpartners.com

About ZRG Partners and the Hiring Index

ZRG Partners, Inc. is a global authority on talent management issues within the equipment finance and leasing markets. ZRG provides its clients with specialized market expertise in executive recruitment, consulting and advisory work with a focus on data and analytics to drive great business decisions.

The Hiring Index is published quarterly and is based on several key proprietary data sources. These data sources include hiring data that comes directly from benchmark firms that make up the Index as well as 20 different job boards and several leasing / commercial finance industry specific job sites. The sample group includes banks, captives and independents.



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.

ZRG Global Offices

UNITED STATES

Boston, Massachusetts
(Corporate Office)

T: +1-508-366-5800

Hartford, Connecticut

T: +1-860-561-8499

West Orange, New Jersey

T: +1-201-560-9900

New York, New York

T: +1-917-903-1423

Philadelphia, Pennsylvania

T: +1-215-817-1074

Washington D.C.

T: +1-202-386-9000

ASIA-PACIFIC

Shanghai, China

T: +86-21-6141-8440

Wanchai, Hong Kong

T: +852-3519-8126

EMEA

Breda, Netherlands

T: +31-651-366836

Frankfurt, Germany

T: +49-6074-7284775

Basel, Switzerland

T: +41-61-201-2090

Geneva, Switzerland

T: +41-22-319-3300

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.

