



## Hiring Demand Softens in Q3 Mirroring Trends in Capital Goods Orders

The ZRG Partners Equipment Leasing and Finance Hiring Index showed a **28 percent** decrease in hiring demand this quarter, reversing the streak of three straight quarters of hiring demand growth.

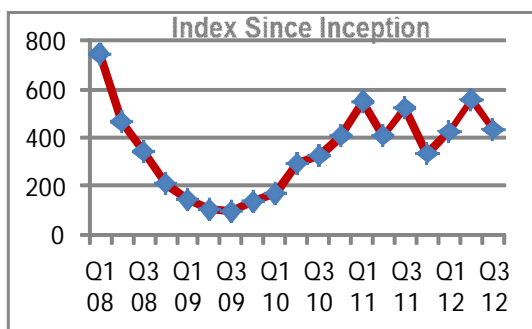
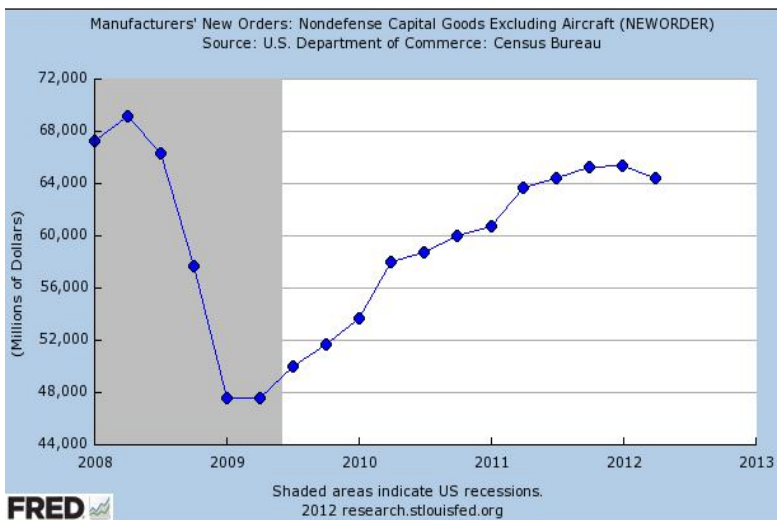
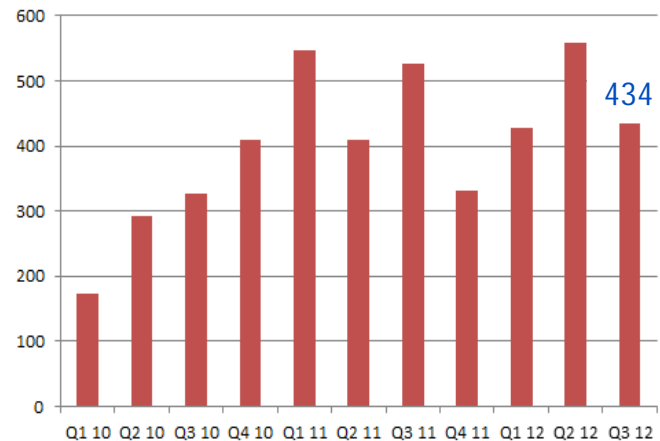
Three of the index companies, GE Capital, De Lage Landen and CIT, all continued to show a healthy hiring demand for the quarter, but the broader lending and leasing markets did not have the same trends, resulting in a net decrease in overall hiring opportunities in the quarter. Looking inside the index numbers, demand by functional roles showed "sales" continues to drive.

Demand remains consistent on most job boards and postings, as companies continue to seek new originators / sales talent with volume that could transition to a new employer. Along with sales hiring, we see lots of activity in hiring for the credit function, where asset growth and volume increases are creating demand for credit and risk talent to support existing volume. Their appears to be a shortage of available credit / risk talent to fill the open positions in the market, most likely leading to a game of musical chairs for companies hiring and losing credit talent.

Comparing the hiring demand to overall Capital Goods Orders, we can see that overall new equipment sales are trending downward this quarter, while 2012 business planning demand to add loan and lease volume is still high for many lenders to achieve goals for the year.

Additionally, the U.S. Commerce Department reported that factory orders fell **5.2 percent** in August, the biggest drop in more than three years. The decline was largely because demand for commercial aircraft plunged **102 percent**. That pulled down orders for long-lasting manufactured goods by **13.2 percent**.

This cannot be good news for aviation lessors and banks that provide leasing in this specialized sector. However, on the positive side, orders for business equipment and software, often considered a proxy for investment plans, rose **1.1 percent**, after two steep declines, perhaps putting some wind into the sails of technology lessors and lenders in this space.



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## 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 national job boards and several leasing industry-specific job sites. The sample group includes banks, captives and independents. The next update will be January 2013. We also publish the Global Equipment Leasing and Asset Finance Hiring Index, which looks at global leasing hiring trends, as well as the Global Life Sciences Hiring Index.



# Equipment Leasing and Finance Hiring Index



## 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 "Ph.D." 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 including HCAP, an innovative way to preview a slate of candidates without the full costs of a search
- ◆ 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.
- ✓ We have shifted billions of dollars of volume to our client companies.
- ✓ Retained search work completed in 30 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.