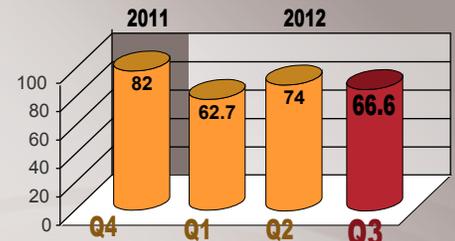


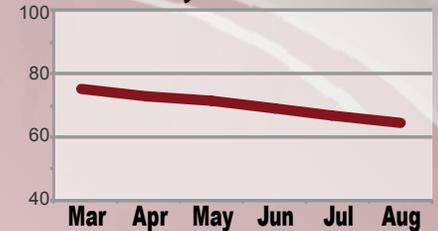


Global Equipment Leasing and Asset Finance Hiring Index

Quarterly Index Numbers



Monthly Index Numbers



Q3 Hiring levels show global slowdown in hiring in Equipment Leasing and Finance

The summer months are bringing less opportunity around the world for employees in the equipment leasing and commercial finance sectors. After a slight increase in demand posted in the second quarter of this year, the latest release of the ZRG Partners Global Hiring index showed a drop of 11% in hiring demand, following the larger macro trends impacting companies around the world.

The Eurozone shows lack of headcount growth with 23% drop

Lending in Europe is showing clear signs of slowdown. France continues the steady hiring decline, dropping another 15% this quarter and is down 45% from hiring levels entering this year. Germany has followed suit with four straight quarters of declines in hiring, adding another 12% drop this quarter. The UK retreated this quarter with 32% drop in opportunities after three straight quarters of steady growth.

China hiring backing off quickly with 31% decline

Hiring in China is cooling off quickly as the region posted a significant drop in job openings. While there have been several published reports of general slowdowns in China, an Off-Highway Research report indicated a 37% drop in construction equipment sales in China, which correlated closely to the 31% quarter over quarter decrease in hiring demand.

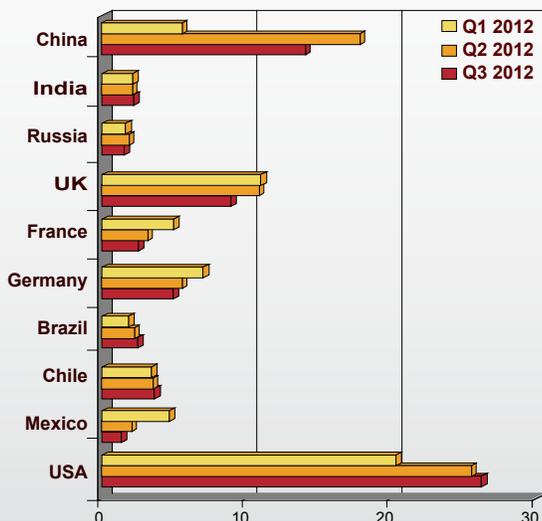
The Growers: Brazil and Chile are seeking talent

Brazil and Chile are two regions bucking this quarter's trend as both areas showed more demand for talent. The United States also boasted a slight increase for the quarter, reflecting the need for asset growth with many lenders. India posted a slight increase in hiring levels as well.

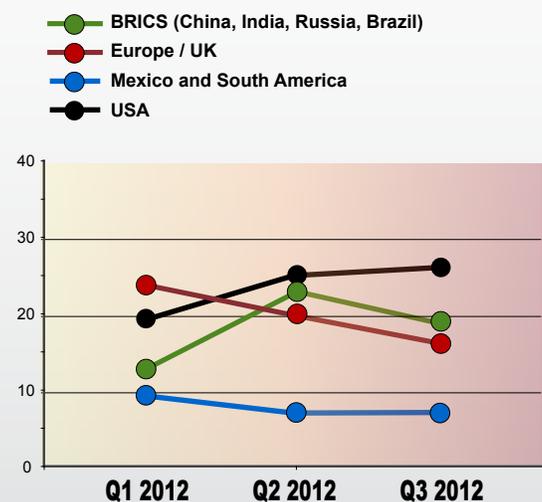
The Tale of Two BRIC's: Half Rising / Half Falling

Overall hiring in the BRIC countries was off 21% this quarter. Half the BRIC countries showed positive signs, with Brazil and India hiring while Russia and China were off by double digits.

Quarterly Summary by Country in the index



Quarterly Summary by Region in the index



The ZRG Partners GELAF Index is a broad and comprehensive analysis of global online job demand in the asset based financing and equipment leasing sectors. Based on a real-time review of employer job opportunities garnered from a representative selection of corporate career sites and job boards in 10 different key countries, the GELAF Index provides a meaningful overlay of hiring demand by region of the world.

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-approach helps clients make better decisions about their most valuable resource, their people.



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, online 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.



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