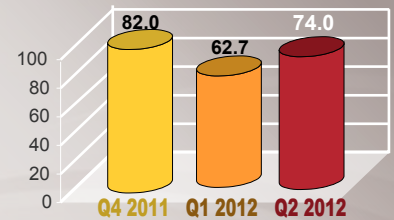


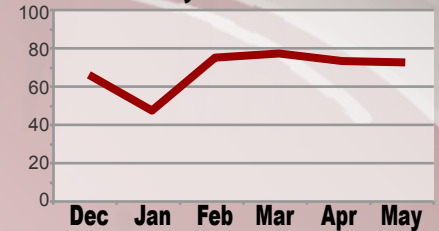


# Global Equipment Leasing and Asset Finance Hiring Index

Quarterly Index Numbers



Monthly Index Numbers



## Global Hiring in Equipment Leasing and Commercial Finance increases 15%, driven by BRIC Countries and USA

The ZRG Partners Global Equipment Leasing and Finance Hiring Index (GELAF) showed an overall increase of 15% for the quarter closing at 74, up from last quarters closing number of 63.7. Driving the index up was robust hiring in all of the BRIC countries and an improved hiring picture in the USA. The growth in the BRIC countries and USA was offset by some notable slowdowns.

From all indications, 2012 growth plans for many companies includes expanding overall hiring in the emerging markets. While all of the BRIC countries showed growth this quarter, China had the biggest increase with 153% jump in hiring activity, followed by Russia's 26% and Brazil's 18%. The hiring appears to be fairly broad based across captive finance organizations as well as global and local banks, all competing for local financing dollars.

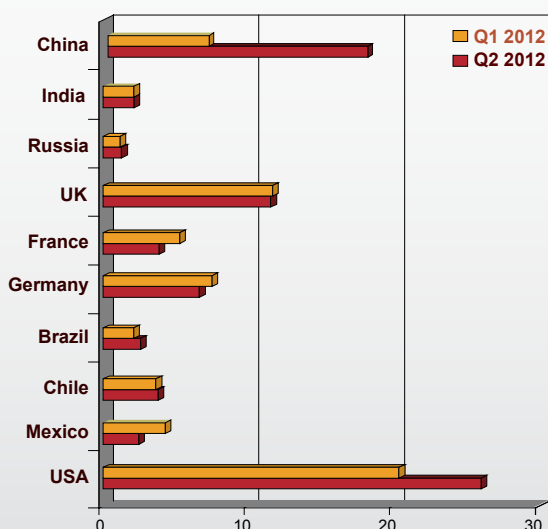
South America/Mexico was the biggest decliner this period, showing a 19% decrease in demand. Mexico had a meaningful 55% drop in the index level over the past two quarter numbers, pointing to some changed sentiments in hiring in the country.

Europe / UK posted a 13% decline this quarter with both France (-38%) and Germany (-15%) showing weaker demand for new hiring in the sector. The UK posted flat numbers.

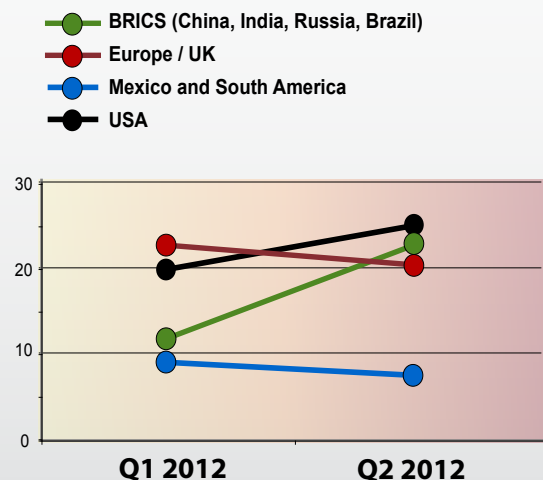
The USA rebounded from Q1's declining numbers with a 27% increase during this period. There was broad demand to fill many business development / volume generating roles in the region.

The next release of the GLSI index will be August 2012.

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.



# The Global Leader in Recruiting for Equipment Leasing and Asset Finance

Hiring top talent around the world is a challenge for multinationals in the lending business. Finding recruiting partners in each country that understand the nuances of this space and have access to top talent in each and every country is a daunting task.

ZRG Partners brings amazing clarity and consistency to hiring on a global basis. With searches completed in 28 countries last year alone, ZRG has quickly emerged as the “go to” partner for key hiring around the world. From the APAC region to EMEA, United States to South America, ZRG is finding top talent around the world in the lending and financial services space.

If you are seeking talent and want an expert partner that brings global expertise to talent, ZRG is the firm of choice. Our clients include global banks, captive finance organizations, local banks and independent, privately held players around the world.

Retained Search for Senior Level Talent

Board of Director Search and Board Analysis

Hiring Process management and RPO Solutions featuring our Z Score and Collaborate Products

Growth oriented Consulting and Advisory Work

Compensation and Benchmark Studies

## ZRG Corporate and North America Regional

### North America Locations

Corporate Office: Boston, MA  
69 Milk Street, Third floor  
Westborough, MA 01581  
T: 508-366-5800

Washington DC  
1134 29th Street, NW  
Washington, D.C. 20007  
T: 202-386-9000

New Jersey  
347 Mt. Pleasant Avenue, Suite 204  
West Orange, NJ 07052  
T: 201-560-9900

New York  
1120 Avenue of the Americas, Suite 4120  
New York, NY 10036  
T: 917-903-1423

Dallas, Texas  
265 E. Parkway Boulevard, Suite 220  
Coppell, TX 75019  
T: 972-745-1978

Salt Lake City, UT  
280 West Riverpark Drive, Suite 300  
Provo, UT 84604  
T: 801-222-9000

### Canada Head Office

1 Yonge Street  
Toronto Star Building, Suite 1801  
Toronto, Ontario, Canada, M5E 1W7  
T: 416-214-4288

## Global Regional Head Offices

### EMEA Regional Head Office

Frankfurt, Germany  
Eibenstr. 5A  
63322 Rodermark/Frankfurt am Main  
Germany  
T: +49-0-6074-7284775

### Asia Pacific Regional Head Office

Shanghai, China  
The Mansion, Suite 228  
457 Shanxi Road North  
Shanghai, China, 200040  
China: +86-21-6141-8647

Wanchai, Hong Kong  
Unit 2209, 22/F, Wu Chung House  
213 Queen's Road East  
Wanchai, Hong Kong  
T: +852 (3519) 8126

## International Partner Office Locations

### South America

Brazil, Belo Horizonte  
Chile, Santiago

### EMEA

Austria, Vienna  
Belgium, Antwerp, Brussels, Hasselt, Ghent  
Czech Republic, Prague  
Denmark, Copenhagen  
Estonia, Tallinn  
Finland, Helsinki  
France, Paris  
Germany, Munich  
Greece, Athens  
Italy, Turin, Parma, Milan  
Latvia, Riga  
Netherlands, Amsterdam  
Poland, Wroclaw  
Russia, St Petersburg, Moscow  
South Africa, Johannesburg  
Spain, Madrid  
Sweden, Stockholm  
Switzerland, St Gallen, Zurich  
Turkey, Istanbul  
Ukraine, Kiev  
United Kingdom, London

### Asia-Pacific

India, Mumbai, New Delhi  
Japan, Tokyo  
Malaysia, Kuala Lumpur  
Singapore, Singapore  
South Korea, Seoul  
Vietnam, Ho Chi Minh City

*Partner offices manages through Glasford International for local language recruitment*

## Equipment Leasing and Finance Leadership

### Global Practice Leadership

Ken Vancini (Global) kvancini@zrgpartners.com  
Larry Hartmann (Global) lhartmann@zrgpartners.com  
Ken Lubin (Global) klubin@zrgpartners.com

### Regional and Functional Specialists

Aseem Juneja (India) ajuneja@zrgpartners.com  
Robert Chandis (Asia Pac) rchandis@zrgpartners.com  
Patrick Cheung (Hong Kong) pcheung@zrgpartners.com  
Stephan Breitfeld (Europe) sbreitfeld@zrgpartners.com  
Michael Point (Banking) mpoint@zrgpartners.com

