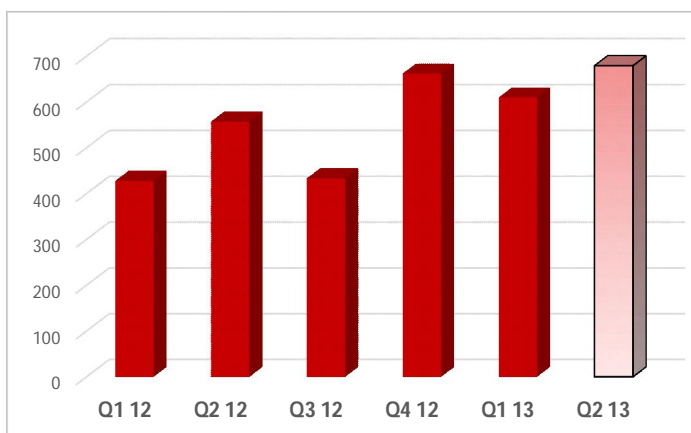
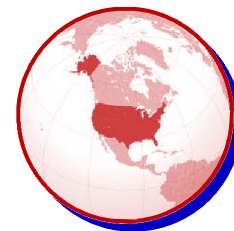




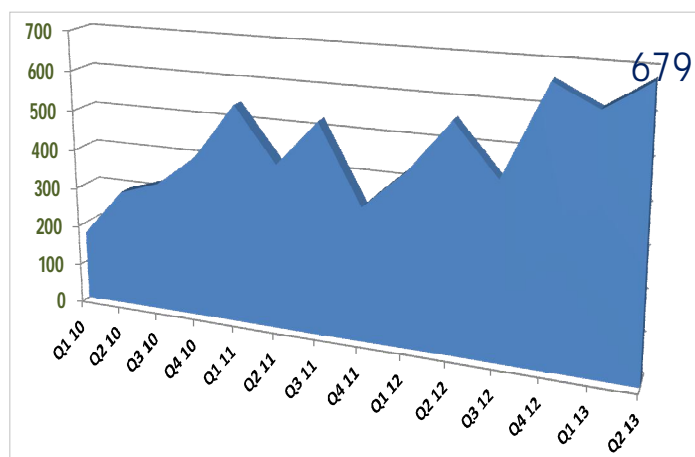
# ZRG PARTNERS HIRING INDEX

## Global Equipment Leasing and Asset Finance

### USA Equipment Leasing Hiring Index hits highest level in five years



USA Equipment Leasing and Asset Finance  
Hiring Index—Snapshot



In the US, Q2 2013 hiring index numbers jumped 10% from previous quarters numbers and has hit the highest level since 2008.

This quarters surge is driven by broad “online” job openings across several tracked sources and includes a wide range of roles, from business development and volume focused opportunities to risk and operational roles.

Part of the increase could be tracked to the current industry phenomena of “musical chairs” that is occurring with a slew of lift outs taking place with new banks entering the space, causing pain and disruption within the headcount of the affected firms.

Coupling this trend with existing players seeking volume and a continued interest from Wall Street and private equity firms in the space has created a talent shortage to fill the 2013 plans for volume.

The index tracks overall demand for new employees in the sector by tracking hiring trends across job boards, company web sites and other sources.

#### ZRG Global Practice Leaders

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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 job boards and several leasing / commercial finance industry specific job sites. The sample group includes banks, captives and independents.

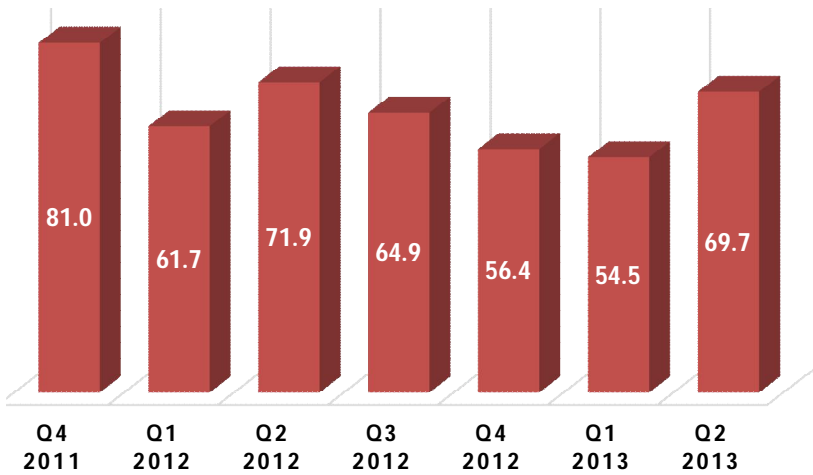


# ZRG PARTNERS HIRING INDEX

## Global Equipment Leasing and Asset Finance

### Global indicators point to strong signs of hiring growth in Q2

*South America, Mexico and India lead the way*

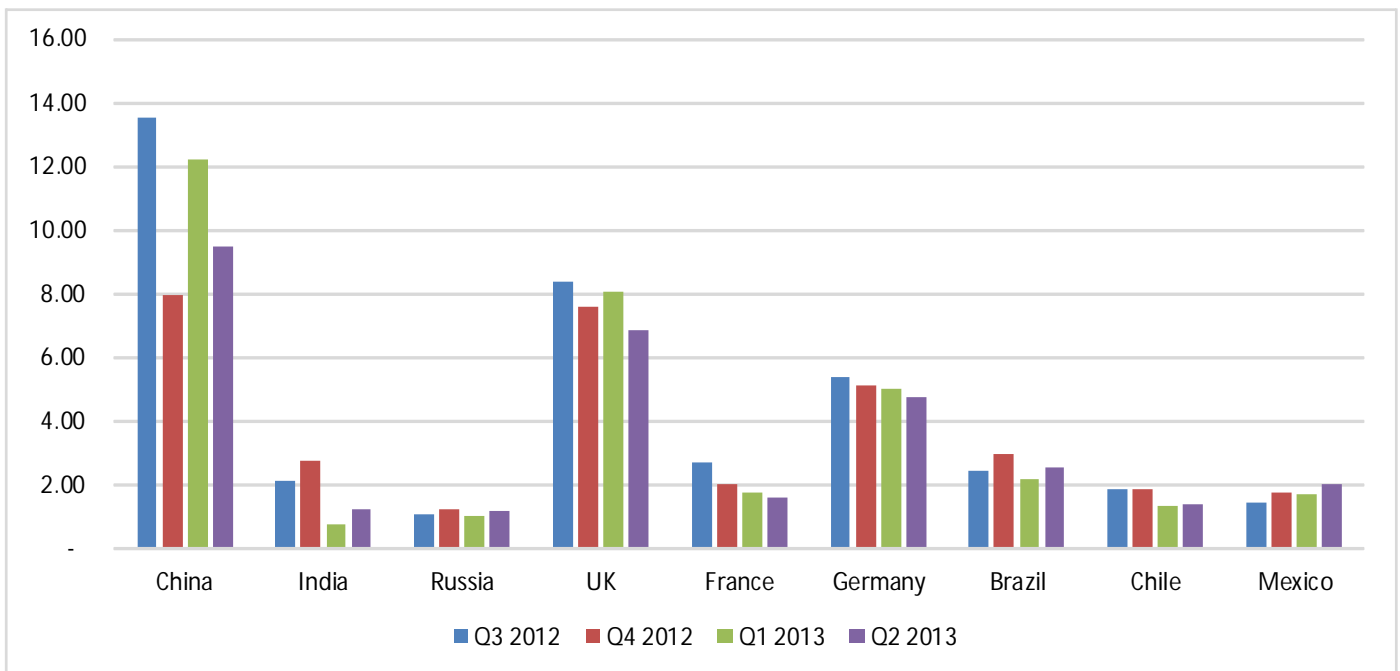


ZRG's Global Equipment Leasing and Asset Finance Hiring Index bounced back in the 2nd quarter, ending the period at 69.7, reversing a trend of three straight quarters of reduced hiring demand. The quarter posted a 28% increase in overall global hiring demand as measured in the Index.

Mexico and South America were the catalysts for growth this quarter with growing needs for talent appearing. Three-fourths of the BRIC's also posted increases, led by Brazil, Russia and India.

On a percentage growth basis, India showed the most new demand for hiring in the sector. North America, also showed a positive and meaningful increase this quarter and is showing signs of a shifted market where demand has exceed supply for several key functions, especially those around volume generation and risk.

Waiting for the changing tide, the leaders in Europe, Germany, France and the UK all posted less hiring demand once again indicating the floor for austerity has not yet been reached within the Eurozone companies. Talent in these regions should exercise caution and protect valuable positions held currently until the mood changes and opportunity expands on a broader scale.





# 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

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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!**

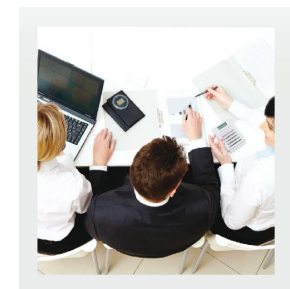
**CollaboRATE** converts the collective wisdom and talent within your organization into the best hiring process you will experience. CollaboRATE includes fact-based interview design, on-line feedback and logistics management, and ultimately, simple, yet powerful dashboard-based rankings of interview 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
- ◆ 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 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.