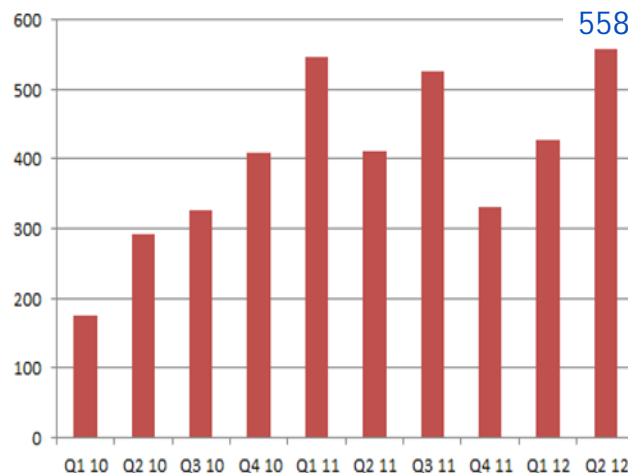




Quest for Volume and Market Perceptions Driving Up Hiring Demand in Q2

Q2 hiring demand in the North American Equipment Leasing and Finance sector increased again this quarter to **558**, a rather clear increase from the first quarter hiring levels shown in the index. The hiring demand increase appears centered around several trends that seem to be impacting talent strategies for many organizations. The index measures "demand" as shown by new position postings.



Trend 1: Seeking the Rainmakers

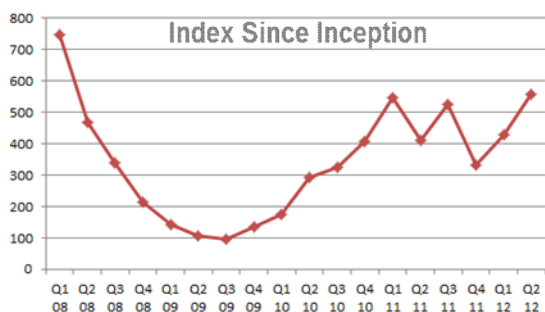
Many companies are trying to grow volume and attract true rainmakers, sales people that come with transferable volume. They are dipping their toes into the hiring waters seeking a "dream" candidate that comes with a book of business that would transfer and fit their credit and pricing box. It looks like there are many lines in the water and some fish biting but once on shore, the volume and transferability don't seem to match the dream expectations. It might be the time in the market where advertising begins to produce diminishing returns in the attraction of top talent, especially in the sales area where the top performers are more valued and protected compared to past years.

Trend 2: More Hiring at the \$50,000 to \$100,000 Level

Demand is higher for manager and producer roles while senior level hiring has slowed. We are seeing more internal promotions and realigning at the top while fresh talent is being hired for the rank and file roles that need filling.

Trend 3: Perfect Candidate Syndrome

Many companies are operating under a dated premise that if they are hiring, they will hold off filling an open position waiting for the "perfect candidate". This is creating much longer hiring cycles, additional rounds of interviews and ultimately, open seats on the bus. The challenge with the "perfect candidate syndrome" is top talent is not changing jobs or looking in this market and hiring companies are holding out for an A+ match, not willing to accept B+ / A- candidates. The net result in our index numbers are more open positions appearing on the wires.



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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 October 2012. 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.

www.zrgpartners.com

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.



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.



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