

## ZRG PARTNERS HIRING INDEX

### US Equipment Leasing and Commercial Finance



## US hiring demand Continues to show demand exceeding ability to fill roles

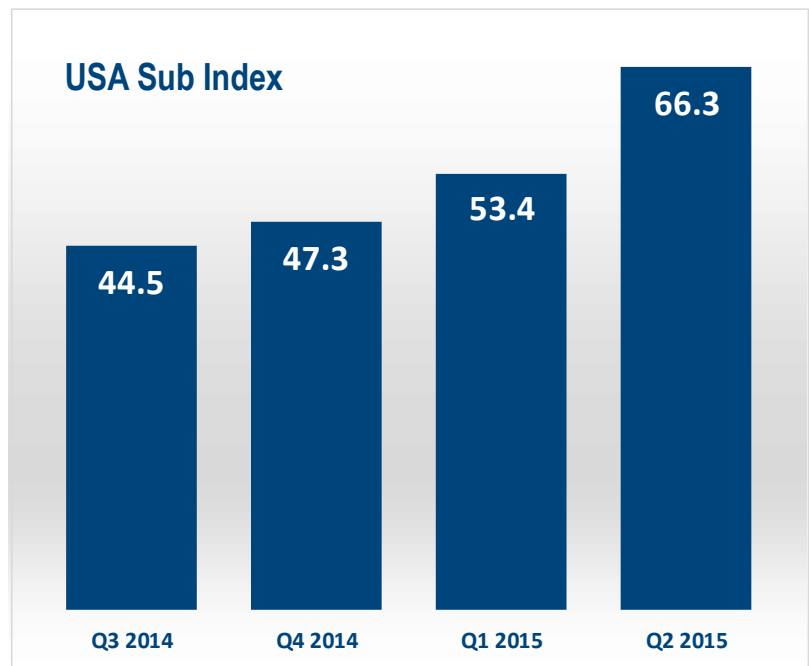
The domestic lending markets continue to show strength in hiring demand, with the ZRG U.S. index posting another quarter of steady and increasing demand for talent.

We attribute part of the increase in the hiring index to more broader exposure for equipment leasing and finance jobs through sites such as Indeed.com and Simply Hired, that aggregating job postings from employers sites indicating not necessarily more jobs, but more places the same advertisements are being viewed to fill the same number of jobs. This may lead employers to consider internal promotions to fill roles or use of outside executive recruiters and agencies to fill the gaps in open jobs if current approaches don't yield appropriate talent options.

Some of the big name, top ten industry players seem somewhat less visible on the on-line job postings while the mid range and smaller players are investing in the index job advertising sources for talent.

Credit and Operations positions are gaining on business development roles on a % of roles sought basis. This could be simply catching up to growth after freezing headcounts to drive profitability as long as possible during moderate top line growth.

Changes in senior leadership for C-Suite roles is also slower in Q2, with more stability in teams being realized and less change at the top. Economic good times often have less changes in the executive suite.



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### About ZRG Partners and the Hiring Index

ZRG Partners, LLC is a global authority on talent management 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. This includes 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.



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

ZRG Partners is the leading Global Executive Search focused in this niche. ZRG is grounded in data and analytics and leading edge technology solutions. 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 timeliness and reduces the time requirements of senior leaders who are hiring.



## ZRG Global Offices

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## 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 “PhD” 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!*



Global PreVue is our powerful video interviewing and feedback platform offering time management for certain mid-level roles and global positions. Video interviewing provides a cost effective way, at a fraction of the time, to preview candidates worldwide. When it comes time for interviewing, we will consult with you based on the level of the role and location, how we can leverage our technology to drive quicker hiring and better results.

## Our Human Capital Solutions

- ▶ Retained Search for key senior roles
- ▶ Recruiting Process Outsource Solutions for bulk hiring
- ▶ 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 deeply in Commercial Finance and Equipment Leasing worldwide.
- ✓ The leader in doing C-Level Search globally in this niche.
- ✓ 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 50+ years of experience in operating and running commercial finance and lending businesses.
- ✓ Extensive database and network of executives around the world.

