

Equipment Leasing and Finance Hiring Index

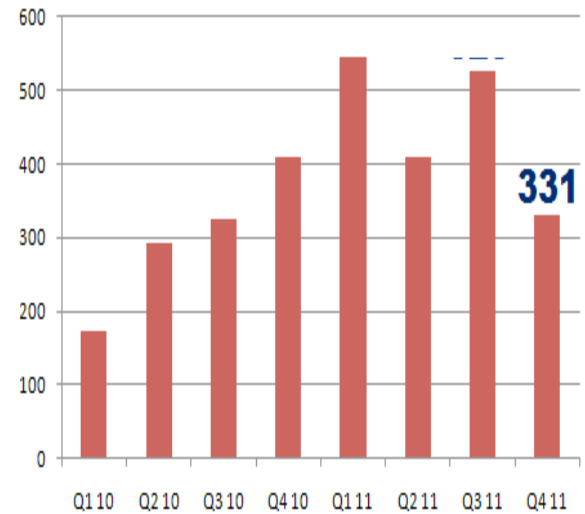
Hiring levels show slowdown in Q4 dropping to lowest level in five quarters

After a surprising increase in the number of new employment opportunities in Q3, the ZRG Partners ELF hiring index dropped to the lowest level in five quarters, ending the year at 331. The decline in demand accelerated at year end, with steady decreases posted each month.

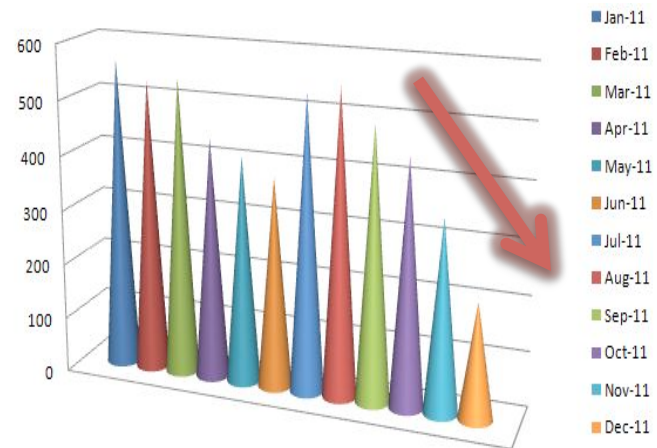
Where will January go for the industry? Q1 has traditionally been a bounce back period for hiring in this sector. The bigger question is around the reason for the decrease. Is the decline in Q4 due to the global economic questions that seem to be stunting optimism for headcount growth? Did companies fill open roles posted in Q3 and are now pausing before restarting the hiring engines this calendar year?

According to CareerBuilder's annual job forecast, in the general markets, employers expect to add new jobs in the new year, but are waiting to see how the economy shapes up before turning up the volume on hiring. Nearly one in four hiring managers plan to hire full-time, permanent employees in 2012, similar to 2011 according to the CareerBuilder Survey. The wait and see attitude about this year could play out in the leasing and finance markets as well.

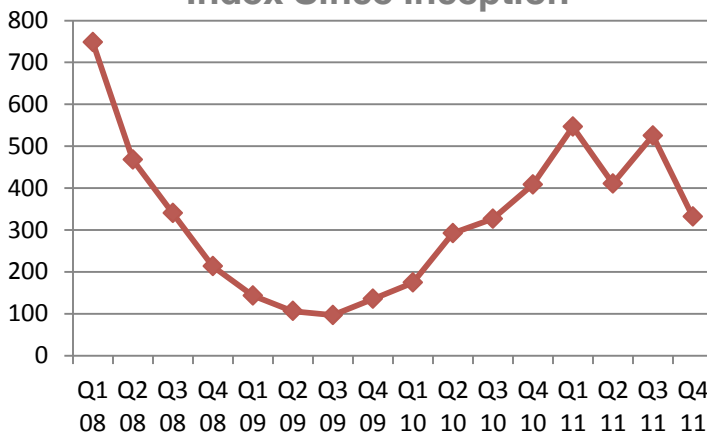
2010/2011 Leasing Hiring Index



2011 Monthly Leasing Hiring Index



Index Since Inception



About the ZRG Partners and the Hiring Index

ZRG Partners 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 smart business decisions.

The 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 April 2012. We also publish the Global Equipment Leasing and Asset Finance hiring index, which looks at global hiring trends.



Global Equipment Leasing and Financing Practice

Making Great Hiring Decisions Globally

In every aspect of your business, you have information to help you make great business decisions, except when it comes to hiring.

ZRG is changing this with our approach to talent. We bring data and analytics into every hiring decision to help our clients make the best possible hiring decision.

ZRG brings selection, information and process excellence to hiring talent globally. We know the space, we interact with the talent and deliver results. Let us show you how you can change the odds of making the best possible hire, every time with our Z Score and CollaboRATE solutions.

Roles filled for clients in the Equipment Finance markets globally

- CEO / President
- CFO / Controller
 - Country Head
- CIO / VP of Technology
- Chief Risk Officer, VP of Credit
 - COO / VP of Operations
- Head of Syndications / Capital Markets
- VP of Risk Management / Senior Analyst
 - Senior Asset Management Roles
 - Collections, Workout and Recovery
 - Head of Sales, Sales Leadership
 - Sales / Business Development
- Vendor / Bank Program Management
- Head of Marketing / VP Marketing
 - Head of Human Resources
 - General Counsel / Legal
 - Call Center Management



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

Quick Facts about ZRG's Global Equipment Leasing and Lending Practice

- ◆ The only global executive search firm that focuses in equipment finance and leasing
- ◆ Retained search work completed in 28 different countries last year including North America, Canada, Latin America, Europe and Asia Pacific
- ◆ Dedicated senior team focused on Equipment Leasing with over 40 years of experience in operating and running equipment finance and leasing businesses
- ◆ Extensive database and network of executives across the globe

Practice Leaders

Larry Hartmann, Global P-201-560-9900

Ken Vancini, Global P-508-366-5800

Ken Lubin, Global - 508-366-5800

Stephan Breitbart, Europe

Robert Chandis, Asia Pacific

Aseem Juneja, India

www.zrgpartners.com