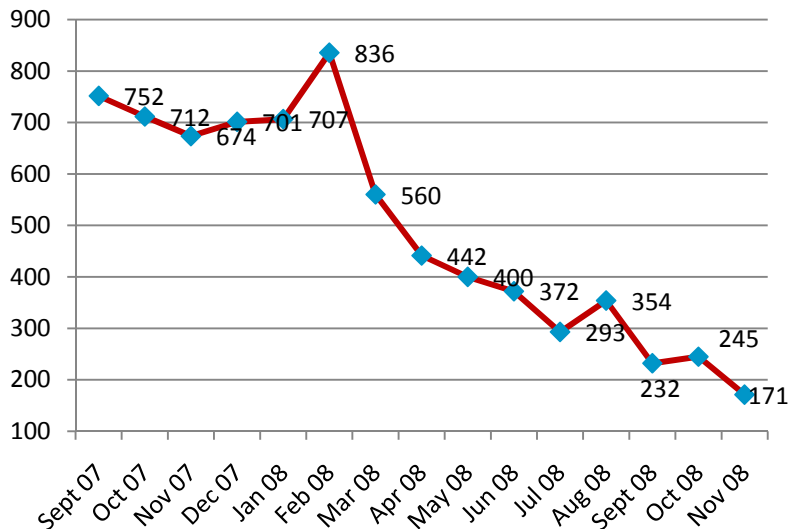




Equipment Leasing and Finance Executive Hiring Index November 2008 Special Update

Hiring Index Plummets to new lows as hiring goes "on hold" in the leasing industry



November 2008

After a momentary uptick in October, the floor dropped out of the hiring market with the ZRG index hitting new lows and doing it quickly and abruptly. The "Whale Effect" seems to be driving things down quickly as many of the industries largest employers are reducing operations and freezing new hiring. Normal Q4 hiring to gear up for 2009 is not occurring as firms are scrambling to solidify funding plans for 2009 and trying to right size their businesses for the capital market conditions that are driving up funding costs and making funding resources scarce and valuable. The unprecedented events in the banking world have taken their toll on hiring and until some more stability returns to the funding side of the business, it appears overall hiring will remain very soft. The slide tick up in August did not signal the bottom to this market.



ZRG's Market Pulse as a Leader in Retained Recruiting

While hiring in general is stalled, never before have originations been less important to the market than now. Available originations teams are seeking new homes to fund their business lines but there are no takers due to funding disconnects. For the companies that are being opportunistic and seeking "perfect fit" talent, their quest is being rewarded with some top talent changing business cards but it seems "less is more" when it comes to sales hiring with those hiring preferring small incremental adds to larger team hires or portfolio acquisitions with teams.

The eye of the hurricane in this market is in the area of Collections, Workout and Recovery talent. We have seen a quick and dramatic increase in retained projects focused on upgrading talent and beefing up resources to deal with the portfolio realities that will arrive with a soft economy in 2009. This is driving up compensation for top talent in this function. There is a shortage of strong talent to address the needed positions creating a supply and demand disconnect in collections, workout and recovery.

While executive search in leasing is slow, there are projects going on in the Captive Finance area, with some opportunistic independents as well as some smaller regional banks who are taking advantage of the market conditions to grow and upgrade existing talent.

About the ZRG index

The index is published quarterly and is based on several key proprietary data sources. These data sources include hiring data that comes directly from several top equipment finance and leasing companies, over 20 different National Job Boards and several leasing industry specific job sites. The sample group includes banks, captives and independents. These data points are weighted by relevance of senior level hiring indicators in the industry to calculate the score.

The index is for U.S. hiring. The next update will be in January 2009.

Quick Facts about ZRG

- ✓ Founded 1999
- ✓ Global executive search firm with offices throughout the America's and Asia Pacific
- ✓ Innovative solutions to drive fact-based Decisioning
- ✓ State of the art hiring, patent pending process tools
- ✓ Extensive Retained Search experience of our Team
 - Over 400 clients served by our team
 - Over 3000 successful placements by our team



****ZRG has launched a new practice area focused in the Collections, Workout and recovery area to better address the market needs for clients in this space. If you are seeking talent in this area, speak to ZRG.

ZRG is the market leader in providing C-level, VP, Director level executive search and talent management solutions tailored for the commercial finance and equipment leasing space.

Our Senior team has extensive direct experience in running and operating commercial finance and leasing businesses coupled with relevant experience recruiting top talent in the space for our clients. Our patent pending Z-Score Process brings industry specific hiring scorecards to our clients for the key functional positions within the financial service areas, making hiring decisions with ZRG's fact based simple and clear.

We are active with our clients in the United States, Canada, Latin America, Asia Pacific and we have serviced our clients talent needs throughout Europe as well. Our recently opened Asia Pacific offices in Shanghai continue our tradition of following our clients to the areas where they are growing and need talent.



What we do and why it Matters

- ZRG delivers innovative executive search and talent management services grounded in fact-based measurements
- Executive search practices haven't changed in decades and no company can risk making a bad hire for critical positions
- ZRG's innovative approach to executive search and talent management minimizes hiring risk by providing extensive fact-based measurements and solutions for our clients

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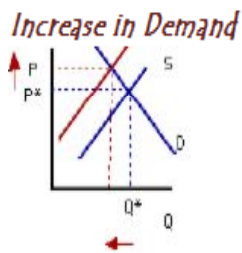
USA: New York City * New Jersey *
California* Colorado * Washington DC

Canada: Toronto

Asia Pacific: Shanghai, China



Collections, Workout & Recovery Practice



Talent is in high demand and supply is limited. How are you attracting, selecting and retaining talent during this time? As a global leader in retained search solutions in the lending space, ZRG's Collections, Workout and Recovery Practice connects today's top talent with clients seeking to attract "A" players. ZRG provides talent management solutions across the full spectrum of needs in the collections, workout and recovery area for direct lenders as well as buyers and servicers of loan and lease portfolios.

