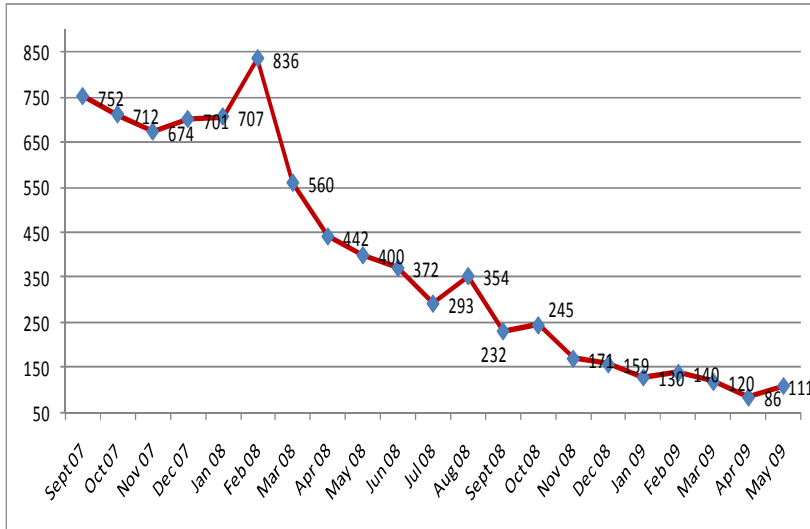




U.S. Equipment Leasing and Finance Executive Hiring Index Q2 2009 Update



*Hiring Index drops to historic lows for Q2 2009
Have we reached the bottom in April?*



Q2 / May 2009 Update

New jobs in the leasing industry have never been fewer as the ZRG Index dropped even further in April to 86 before showing a slight rebound in May. This comes after consistent decreases in new openings over the first quarter of 2009 and represents the new low water mark for new hiring in the history of the ZRG hiring index.

With many of the top 20 firms locked into hiring freezes and other major firms downsizing in 2009, prospects for employees seeking a new role are difficult with a major supply and demand imbalance.

The ZRG index contrasts with ELFA employment data as the ELFA data shows total employees while the ZRG index looks at the activity of firms "hiring". While "net employee count" for firms is down, actual hiring in a relative sense is much worse as companies appear to have taken down virtually all "help wanted" signs. April's index level could be the low mark signaling hope for upward movement for the balance of the year.



ZRG's Market Pulse as a Leader in Retained Search and Talent Management

Following the direction of the hiring index, new Executive Search activity in the leasing industry is also extremely slow. Fewer new senior level roles are being put out to search at this point with most work still coming in the hard to fill Workout and Recovery areas. We are seeing firms move existing employees from one department, sales for example, and redeploying them into the Workout and Recovery efforts. While mixed results are being reported, it is filling some of the needs in this area but will not represent a long term fix.

Opportunistically, some banks are looking now finally at hiring sales talent in certain areas and some banks are beginning to inquire about new niche development and taking advantage of the market, discussions that were not taking place over the past few months.

ZRG is seeing more work with U.S. based clients and Global clients beefing up their teams in Europe, Asia Pacific and Latin America. Latin America shows the most interest in new discussions and potential project work and Asia Pacific close behind.

Until funding is clearer for independents and banks are on more solid ground, the outlook is still quite slow. We are seeing some signs that client firms will begin to look to 2010 hiring beginning in the fourth quarter of this year.

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 significance against overall hiring indicators in the industry to calculate the score.

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



Lending Practice

**Equipment Finance,
Commercial Finance
and Asset Based
Lending**

Quick Facts about ZRG's Lending Practice

- ✓ #1 Retained Search firm in lending with expertise in Equipment Finance ABL, Trade Finance and Commercial Lending.
- ✓ Strong North American presence coupled with successful project work in Latin America, Europe and Asia.
- ✓ Dedicated senior team focused on Equipment Leasing with over 80 years of experience in operating and running commercial finance businesses.
- ✓ Provides advisory and growth oriented consulting to clients.
- ✓ Specialized compensation study work in the space (granular level data to drive compensation design.)
- ✓ Maintains the ZRG Hiring Index for Commercial Finance published quarterly.
- ✓ An active participant in ELFA conferences, speaking engagements at ELA CEO and CFO Conferences as well as regular contributor to ELT magazine.
- ✓ Connected to Leasing and Commercial Finance in all ways.
- ✓ Extensive database and network of executives across the globe.
- ✓ Connected referral network helping clients connect needs in funding, capital and other specialized needs.

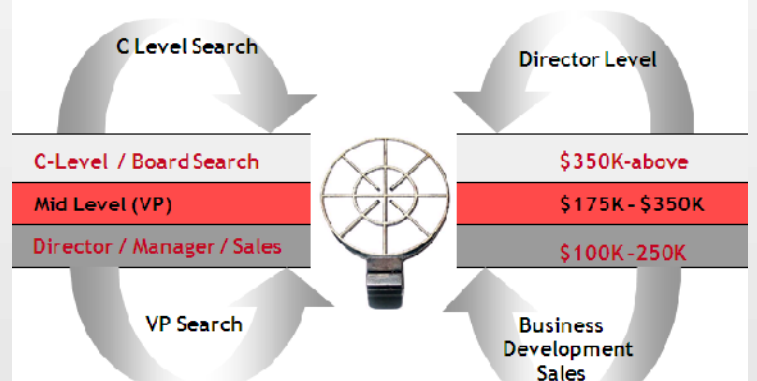
ZRG hiring Index in Leasing
Equipment Leasing and Finance Executive Hiring Index, August Update
20% Increase in Executive Hiring Index for August - How we found a bottom to the market!

Regular Articles in the industry publications
Recruiting, Not Interviewing
Got Premature Gray? Try Intense

Compensation and Benchmark Study Work
Vendor Finance Business Unit Head Compensation Study Project
Base Salary Compensation
Long Term / Equity Incentive Plans

Roles we have filled for clients in the past few years in the lending markets:

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



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 3500 successful placements by our team



ZRG is the market leader in providing C-level, VP, Director level executive search and talent management solutions tailored to 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. Why risk making a bad hire in this market when you don't have to.

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's innovative approach to executive search and talent management minimizes hiring risk by providing extensive fact-based measurements and solutions for our clients.
- During this time in the market, headcount is scarce and you cannot afford any hiring mistakes.
- ZRG's suite of services insures you have data and analytics to assist you in making great human capital decision.

Corporate Office

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Regional Offices

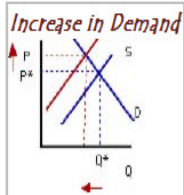
USA: New York City ▪ New Jersey ▪ California ▪ Colorado ▪ Washington DC

Canada: Toronto

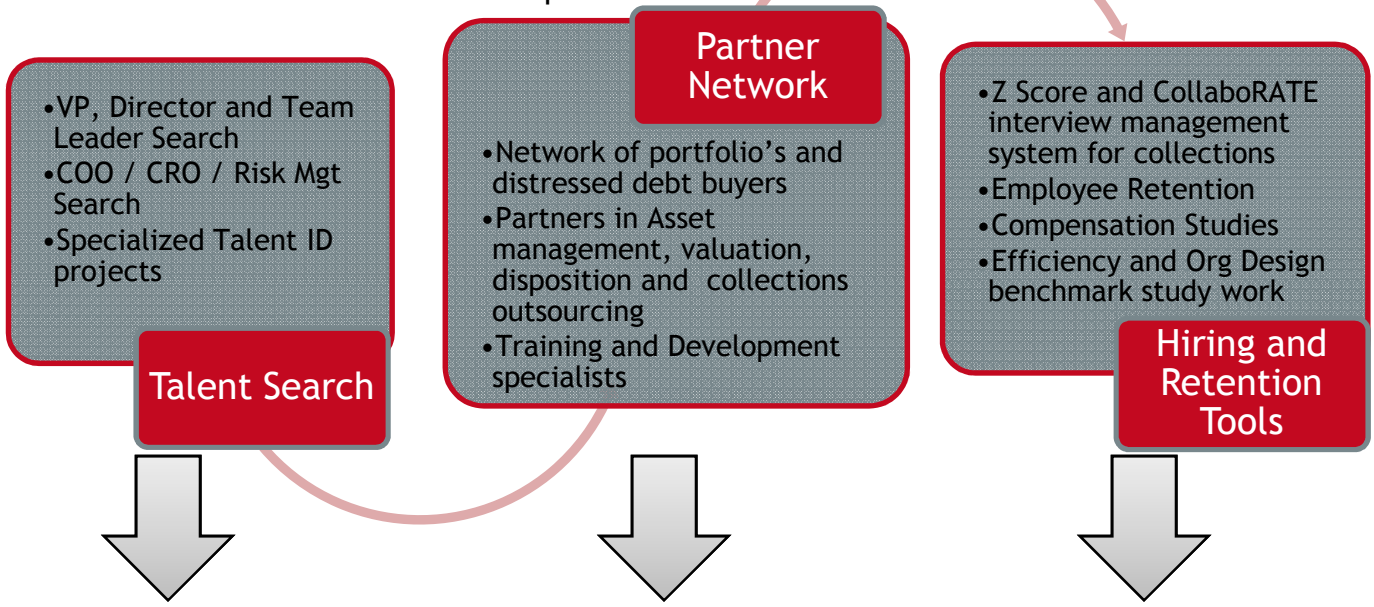
Asia Pacific: Shanghai, China



Collections, Workout & Recovery Group



Tough times in lending require specialized skills. For those with strong experience in collecting and recovering on loans, 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 Group 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.



Clients

Our Z Score search process insures you have a full slate of top talent to consider for key roles, ranging from COO, VP level, Director and key production roles in the collections, recovery and workout areas. Our tools help you make great decisions.

Candidates

Get access to top firms in lending that value "A" players and will pay for your skills at today's market prices.

Clients

ZRG is touching every aspect of the value chain with top partners who can bring value to solve problems. Timely and creative solutions to complement search efforts insures maximum results.

Partners

Gain access to leading clients while being part of a referral network that helps solve collections, workout and recovery market problems.

Clients

Arm your leadership with the right tools to succeed. Turnover kills productivity, but what can be done? Z Score hiring scorecards can improve hiring and productivity. CollaboRATE brings the best practice interviewing and selection platform to collections, workout and recovery.

