

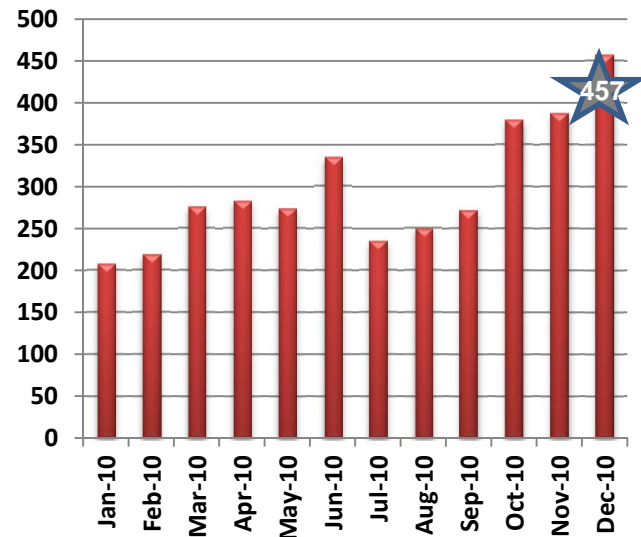
Equipment Leasing and Finance Hiring Index

Leasing and Finance hiring index shows 60% increase in Q4

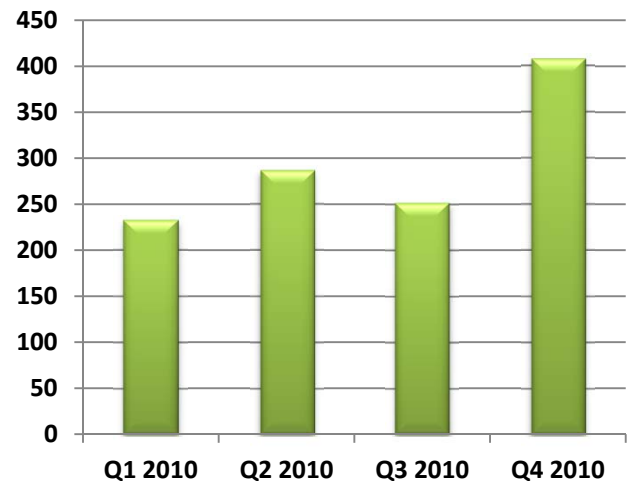
The ZRG Leasing and Finance index posted a substantial 60% gain in new hiring opportunities for the fourth quarter and ended the year at a 457 level, the highest since October 2008.

While some of the larger firms in the index maintained steady hiring, the news this quarter is the broader based hiring trend across "other firms" outside of the top 10 volume players tracked in the index. More companies are re-entering the market to hire new talent to achieve 2011 objectives. Hiring this quarter is not limited to just a few giants. Executive Search engagements during the first weeks of January also point to a marked increase in demand for hiring that is emerging in the industry. While many employment openings in 2010 were operational, collections and risk focused, we are now seeing more "growth oriented" positions in the index in Q4, which points to further optimism for 2011.

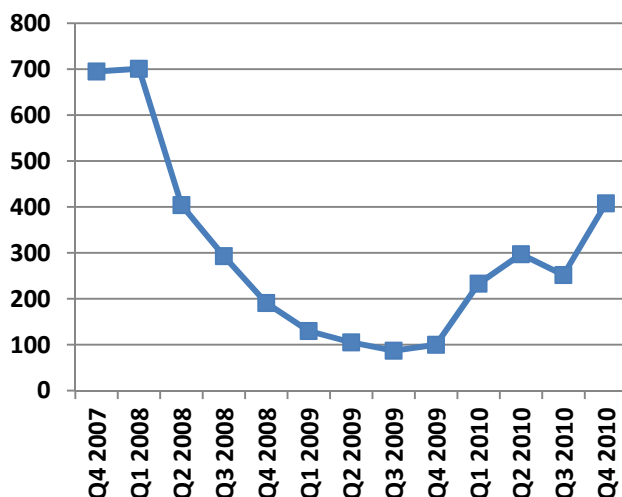
2010 Leasing Hiring Index



2010 Quarterly Leasing Hiring Index Average



ZRG Leasing Index by Quarter



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 great 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 in April 2011.



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. 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 in the Equipment Finance markets globally

- CEO / President
- CFO / Controller
- Country Head/ General Manager
- 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
- Vice President of Human Resources
- General Counsel / Legal

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 focused in equipment finance and leasing
- Retained search work completed in 20 different countries in 2010 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

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