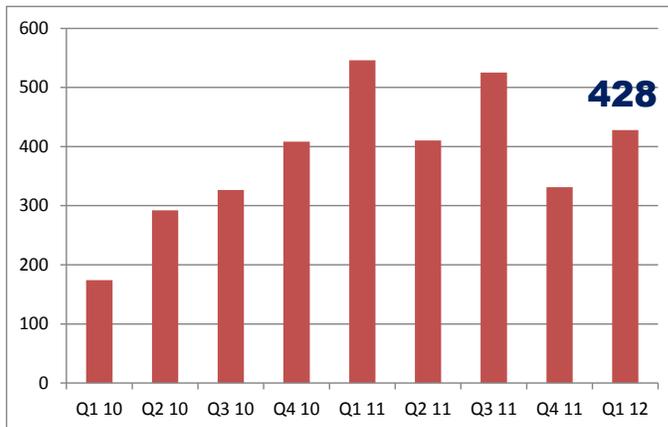
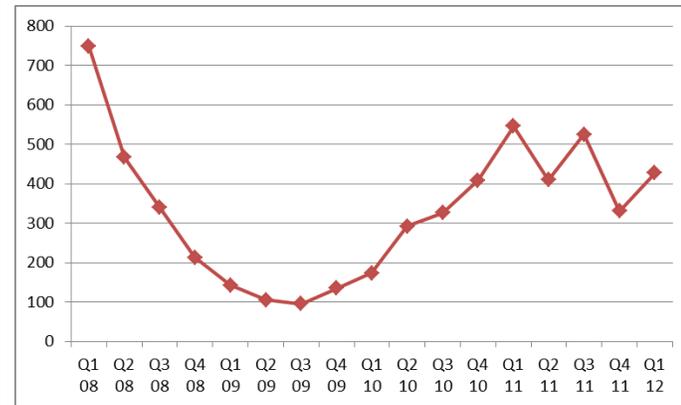


Equipment Leasing and Finance Hiring Index

2010/2011 Leasing Hiring Index



Index Since Inception



Increased hiring and shifting volume from “team lift-outs” highlight Q1 activity

As suspected by many in the industry, the new year did indeed bring increased hiring in the US Equipment Leasing and Finance sector.

The wait and see attitude about hiring in December turned to hiring action in late January and February, with a meaningful increase in overall hiring reflected in the index numbers. Overall, the Q1 2012 index ended at a **428** level, indicating the hiring retreat posted in the fourth quarter of 2011 was temporary and not the beginning of a slowdown in hiring activities.

Looking deeper into the numbers, index companies CIT and DLL were both up in the first quarter in overall hiring, while GE Capital showed reductions in levels of hiring.

Another interesting trend that does not show up in the index but certainly will impact industry employment during Q1 was the announcements of several significant team lift-outs from major players such as Capital One, GE Capital and Sovereign Bank. Leadership and funding volume moved to new bank platforms, creating talent gaps and volume concerns that will require action plans and potential new hiring. With a continued pressure to grow for many companies in the industry, adding a new risk factor of “team lift-outs” must be considered when making plans. This, along with new players entering the lending space could signal a warning to companies to work harder at protecting valuable leadership assets in 2012 and beyond.

The war for talent could be returning and the desire to grow assets is clear. In past years, long term incentives and equity plans tended to retain key talent but with documented cutbacks in long term compensation, the barriers to move seem to be lifted and we could see more major changes throughout 2012 as the merry-go-round of talent begins again to play the music.

About ZRG Partners and the Hiring Index

ZRG Partners, Inc. 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 July 2012. We also publish the Global Equipment Leasing and Asset Finance hiring index, which looks at global leasing 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 is focused in equipment finance and leasing
- ◆ Retained search work completed in 28 different countries last year within North America, 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

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