



Equipment Leasing and Finance Hiring Index

ZRG Leasing index posts 33% increase in Q1

With unemployment rates falling across the country, the ZRG Leasing Hiring index showed hiring demand is on the rise again in equipment leasing and finance. The index ended the quarter at **546**, the highest level of hiring since Q1 2008. All signs point to a measured shift in hiring for the equipment leasing and finance market, with job openings exceeding available talent. Coming off a 60% increase in Hiring in Q4, the first quarter of 2011 showed the demand for new talent is real and is sustaining itself.

The makeup of the hiring this quarter also shows some interesting shifts. Business development and sales hiring is back in vogue as companies are once again beefing up originations teams to support 2011 plans. This is running in tandem with improved funding liquidity and funding terms for many non bank players. The hiring is mostly centered in banks and captives but we are seeing increased activity in the independent sector as well.

While hiring is up, we still see companies that are hiring being more selective in each hire which is causing openings to stay current longer. The belief that there are 3-4 candidates on the sideline for every role may be a myth as the market is shifting to a “candidates” market once again.

Lending Markets Research



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 July 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.

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

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

Roles filled for our Clients 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
 Basel II III and Compliance

