



# Equipment Leasing and Finance Hiring Index

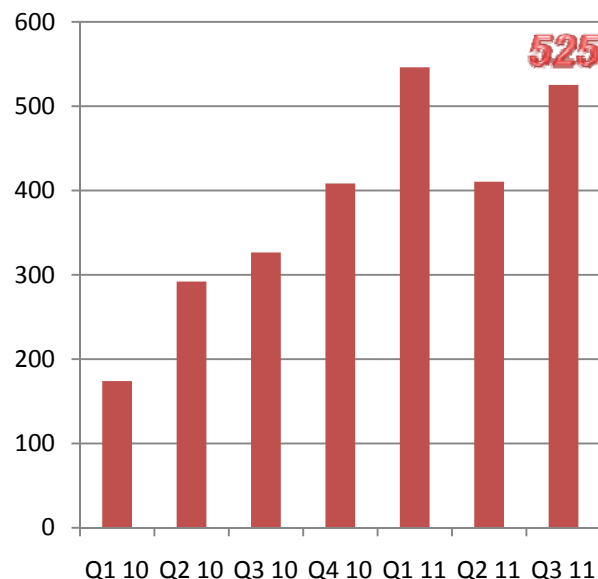
## Leasing hiring shows surprising increase in Q3 – A tale of two worlds

The ZRG Equipment Leasing and Finance Hiring Index showed a meaningful Q3 jump in overall hiring, ending the quarter at **525**. This represents the second highest index level in two years.

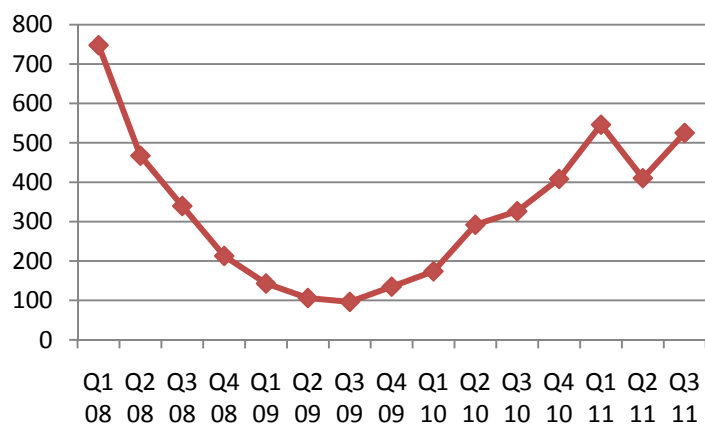
Some of the big names that have been on the sidelines in 2009/2010 are back in the hiring game. Driving the growth numbers, GE Capital, CIT and De Lage Landen all posted relatively robust hiring figures. All three companies had more overall employment opportunities this quarter than they have had in any quarter over the past two years.

But, all is not well in the overall hiring arena. While many positions were posted in Q3, some major banks have retreated on filling these roles due to the impacts of the economic challenges in the period. Several Bank Lessors are now operating with hiring freezes, leaving many posted roles unfilled and delayed.

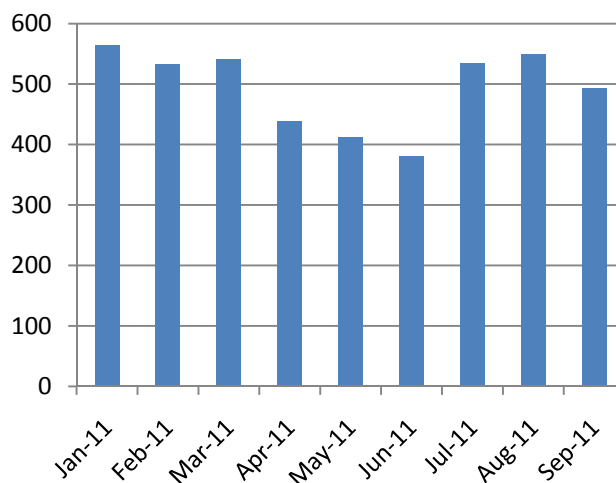
2010/2011 Leasing Hiring Index



Index Since Inception



2011 Monthly Leasing Hiring Index Average



## 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 January 2012.



# 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 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

## 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 28 different countries last year 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

Larry Hartmann, Global P-201-560-9900  
 Ken Vancini, Global P-508-366-5800  
 Ken Lubin, Global - 508-366-5800  
 Stephan Breitbart, Europe  
 Robert Chandis, Asia Pacific  
 Aseem Juneja, India  
[www.zrgpartners.com](http://www.zrgpartners.com)

