



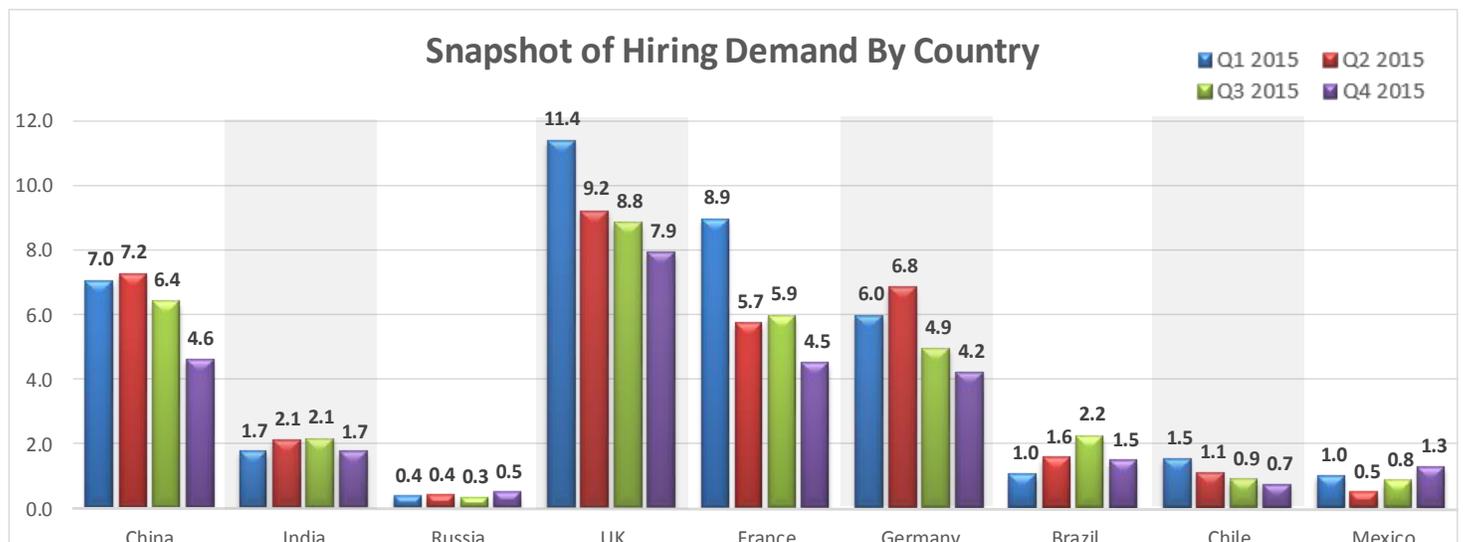
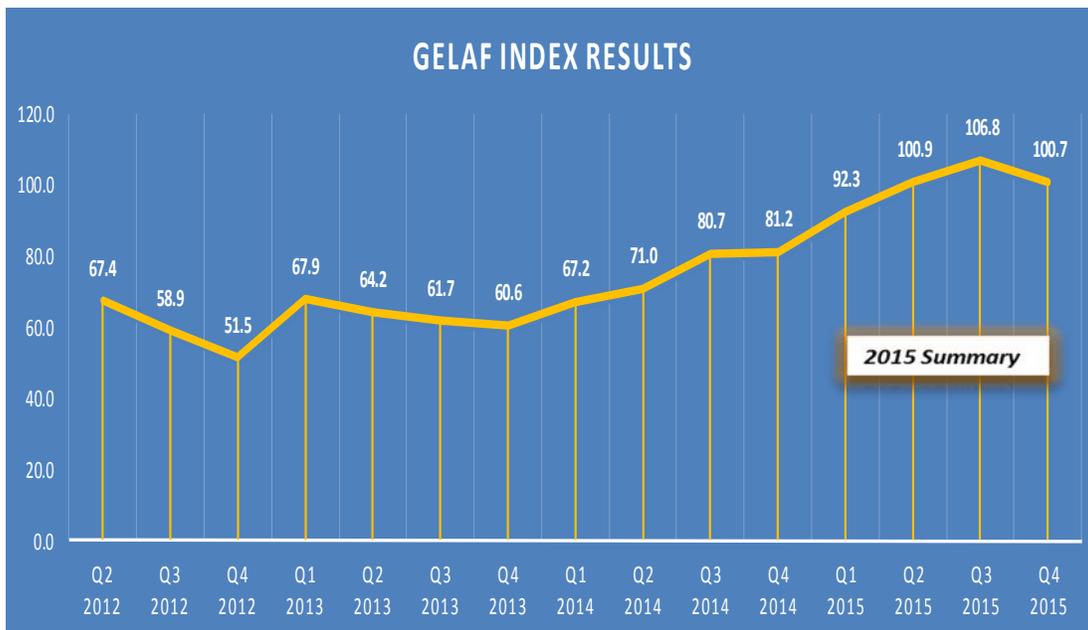
# ZRG PARTNERS HIRING INDEX

## Global Equipment Leasing and Asset Finance

### Hiring demand cools in Fourth Quarter

Global hiring demand in equipment finance and commercial lending reversed course in the fourth quarter, after five straight quarters of growth, as the GELAF Index closed at 100.7. Europe showed continued austerity and concern with France and Germany posting less job opportunities in Q3 and Q4. China was also a big story with a precipitous drop in demand posted at the end of the year.

Also cooling in the fourth quarter was the U.S, which posted lower demand during Q4, after a seemingly strong close the third quarter of 2015. US hiring demand had been the main force of growth in the global index up throughout 2015. There were two gainers in the fourth quarter worth noting - Mexico led the charge with significantly more job opportunities available in Q4, and Russia showed a slight increase. 2016 looks to begin the year in softened position for new hiring.



# ZRG Partners Hiring Index

## US Equipment Leasing and Commercial Finance



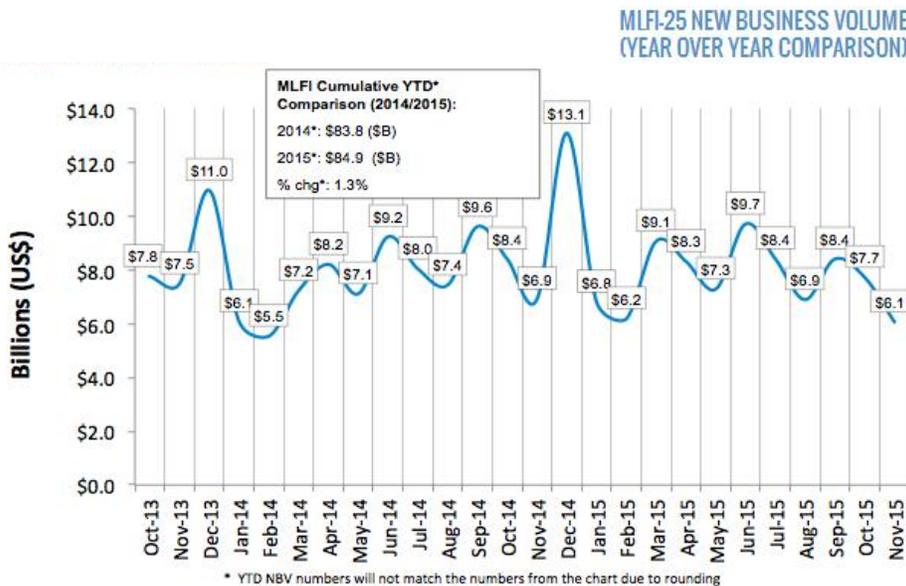
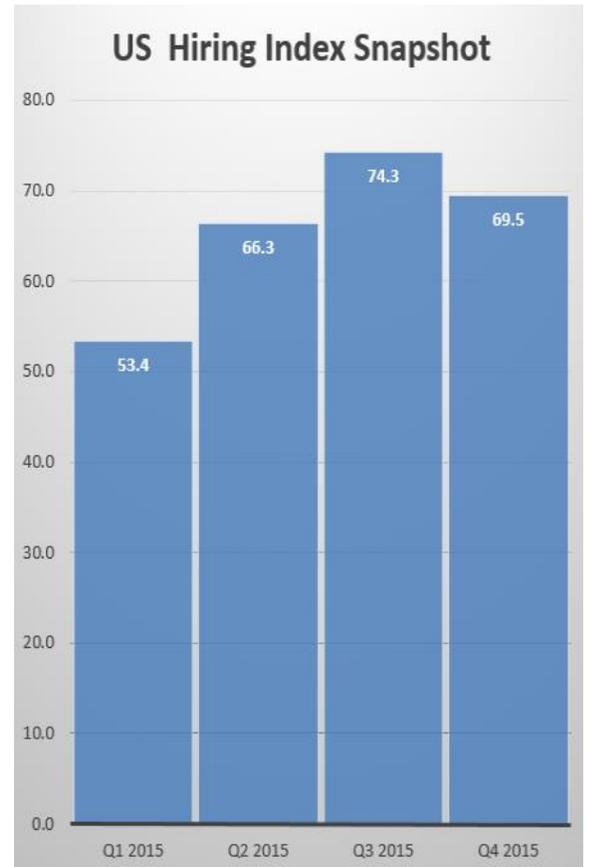
### US hiring demand retreats in Fourth Quarter

The demand for talent in commercial finance and equipment leasing markets retreated in the fourth quarter, showing the first signs of weakening in some time. The index closed at 69.5, dropping from the Q3 levels of 74.3.

While reasonable numbers of job opportunities still exist and companies are continuing to hire, the pace of new openings has slowed, in a quarter when many firms are typically positioning for next years growth.

Comparing hiring demand to the Leasing Industry MFLI index which tracks new business volume, the volatility in 2015 volume origination could be casting doubt on 2016 plans, with more companies taking conservative views to headcount expansion for 2016.

New Business volume is getting more difficult to achieve which could put a bigger premium on sales talent in 2016.



### ZRG Global Practice Leaders

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### About ZRG Partners and the Hiring Index

ZRG Partners, LLC is a global authority on talent management 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 Hiring Index is published quarterly and is based on several key proprietary data sources. This includes hiring data that comes directly from benchmark firms that make up the Index as well as 20 different job boards and several leasing / commercial finance industry specific job sites. The sample group includes banks, captives and independents.



# The Global Leader in Recruiting for Equipment Leasing and Asset Finance

## Data Driven. Client Focused. Flexible.

ZRG Partners, LLC is a progressive mid-sized global executive search firm that uses a proven, data-driven approach. We were founded on the principle that well-developed, actionable information and process excellence are the cornerstones of a truly successful executive search process. With this foundation mindset, a nimble structure and minimal “hands-off”, ZRG Partners provides a unique value proposition to its clients. ZRG Partners has been serving clients for over a decade across the Americas, Asia-Pacific and Europe.

## ZRG Global Locations

### NORTH AMERICA

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Rochelle Park, NJ  
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### EMEA

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## We do this through our service delivery model

- ▶ **More Choices** We deliver a robust slate of candidates, developed through extensive and detailed original research on every assignment. ZRG’s limited “hands-off” enhances our ability to search more broadly and deliver more choices.
- ▶ **Efficient and Time Saving Process** The ZRG “client-designed” process drastically reduces the time requirements of senior hiring executives.
- ▶ **Data and Analytics to Make Hiring Decisions** ZRG brings a new level of data and analytics to help your team make fact-based hiring decisions.

## Data and Analytics to make great hiring decisions

**Z Score** incorporates two proprietary filters into the hiring process to better identify true “A” talent. Z Score adds the “Ph.D.” view of the candidates into the equation to ensure that all candidates are a strong fit for the specific role and the company culture. Most functional areas of your company operate on strong metrics. The ZRG Z Score process brings equally strong metrics to the talent selection and management function.



**Global PreVue** is our powerful video interviewing and feedback platform offering time management for certain mid-level roles and global positions. Video interviewing provides a cost effective way, at a fraction of the time, to preview candidates worldwide. When it comes time for interviewing, we will consult with you based on the level of the role and location, how we can leverage our technology to drive quicker hiring and better results.



## Our Human Capital Solutions

- ◆ Retained Search for key senior roles
- ◆ Recruiting Process Outsource Solutions for bulk hiring
- ◆ Talent Management Solutions leveraging our tools and processes
- ◆ Growth oriented Consulting and Advisory work
- ◆ Compensation and External Competitiveness benchmarking
- ◆ Talent Identification and Talent Mapping projects



Our Financial Services clients include global and regional banks, independently owned companies, private equity backed businesses and captive finance organizations.

## ZRG Commercial Finance Quick Facts:

- ✓ The only executive search firm focused deeply in Commercial Finance and Equipment Leasing worldwide.
- ✓ The leader in doing C-Level Search globally in this niche.
- ✓ We have shifted billions of dollars of volume to our client companies.
- ✓ Retained search work completed in 33 different countries last year alone including North America, South America, Europe, Middle East and Asia-Pacific.
- ✓ Dedicated senior team focused on Commercial Finance with over 50+ years of experience in operating and running commercial finance and lending businesses.
- ✓ Extensive database and network of executives around the world.

