



ZRG Partners

Results Driven Global Search

*Your Equipment Leasing and Finance
Global Talent Management Partner*



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. Our fact-based approach helps clients make better decisions about their most valuable resource - their people.

We do this through our service delivery model featuring:

- ▶ **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. Just as our clients operate their businesses using strong metrics, the ZRG Z Score solution brings strong metrics to more effective talent selection.



What ZRG has to offer

Grounded in retained search excellence, ZRG brings pest practice solutions to insure that you get the right slate of candidates and you have the data and analytics to make great hiring decisions. For senior level work, our Z Score process is simply the most thorough and complete approach to hiring you will ever experience. For mid-level roles, such as sales and credit and risk analysts, we deliver our Z Score product quickly and electronically, bringing cost savings and speed to these engagements. We also license our tools to assist our clients in their own hiring efforts.



Equipment Leasing and Finance Practice

ZRG is the global leader in recruiting for the equipment leasing and finance marketplace. Over the past 10 years we have conducted hundreds of senior level searches for our clients. Our success has been based on listening to our clients. We have a strong presence strategically and can support our clients around the world with their hiring needs.

ZRG Quick Facts

- ▶ The only executive search firm focused in equipment finance and leasing worldwide.
- ▶ Retained search work completed in 26 different countries in 2010 including North America, South America, Europe, Middle East 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.

ZRG GLOBAL PLACEMENTS

- CEO / President
- CFO / Controller
- Country Head
- CIO / Vice President 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

Fast, effective electronic tools providing in-depth candidate analysis and comparison to help you make great hiring decisions!



Position Description
Sells your story to the market



Collaborative Search Strategies



Compensation Grid
Includes detailed comparison

Candidate Slate
Includes comparison grid with rated skills

Highlights:

- ▶ Over 15 year's operating history with 23 offices worldwide.
- ▶ Extensive retained search experience with over 450 clients and over 3,000 successful placements in several industries.
- ▶ Executive search, consulting, advisory and management assessment services; Board of Director and CEO advisory services.
- ▶ Leading edge talent management solutions to drive fact-based decisions – Z Score decision making tools.

ZRG Partners

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