



September 20, 2012

Dear Jon and Teri,

Thank you for asking me to share my opinion and review of your firm, Executive Solutions, its services and solutions approach to recruiting talent in the equipment leasing and finance industry. I began working with Teri Gerson, founder of Executive Solutions, back in the early 1990s while my partners and I were building ILC, an independent full service leasing company. Those were heady days for sure as we were growing at a double digit pace. Aside from being completely engrossed in business development, funding needs, and day-to-day crisis dujour, we had a strong appetite for sales execs across the US. Certainly we hired who we knew but that ran out quickly enough.

Enter Teri Gerson! Wow, talk about high energy. I thought I was a “type A”! When I first started to work with Executive Solutions I just couldn’t get away with telling them I need 3 reps for these three locations. Oh no! Their methodology goes way beyond that and thankfully so. They demand a close interactive relationship with their clients in order make sure they find candidates that fit your profile. That means they ask questions about the culture of the client, the specific value proposition the client is espousing, the funding capabilities, the market specific sectors they are focusing on, the compensation plan, what makes a successful hire in the past, and a few more I cannot even remember. So, their methodology is essentially search specific to each client. In addition Executive Solutions is all about what’s fair and the right thing to do for the client and the candidates – that is integrity!

Executive Solutions has been an active member and volunteer in the Equipment Leasing and Finance Association (“ELFA”). So in addition to tending to their own knitting, they are tending to the knitting of the entire industry. I would call that commitment to the industry and all us practitioners in it. I believe that should be rewarded! Consider Executive Solutions on your very next placement.

Executive Solutions, under Teri’s matriarchal guiding principles continues to guide the company which is now firmly in the competent hands of her son Jon Gerson. I would recommend Executive Solutions for those firms that are growing and on the move! You won’t regret it. I will warn you now, just expect more than a headhunter!

Respectfully;

Bob Rinaldi
SVP
CSI Leasing, Inc.

CSI LEASING, INC.
300 E-Business Way, Suite 200
Cincinnati, Ohio 45241
Mobile (preferred) 513-290-2890
Office 513-247-7945
Bob.Rinaldi@csileasing.com
www.csileasing.com