



NEW YORK, October 20, 2005 --- Fenestra, Inc. today announced two strategic new hires to support its expanding business. Russell Lobsenz, Ph.D. and Katie Sokol have joined the firm as Senior Consultant and Associate Consultant, respectively. Dr. Lobsenz and Ms. Sokol will practice in Fenestra's New York office.

Dr. Lobsenz will work closely with Fenestra clients to create best-in-class talent management solutions, leveraging the firm's assessment technology and diverse consulting practice. He brings nearly 15 years of experience in the areas of assessment, performance management, and leadership development. Prior to joining Fenestra, Russell was Manager of Consulting Services for viaPeople, where he was responsible for designing best-practice leadership assessment processes, coaching executives to improve their effectiveness, and implementing performance management solutions that drive business performance and strategy. Prior to that, he held positions at the Federal Bureau of Investigation, Bell Atlantic, and Groupe Schneider.

"Russell brings with him an expertise in business metrics that is a great complement to our work," notes Sandra Hartog, President and CEO of Fenestra. "Furthermore, Russell has a fresh perspective on many challenges confronting the HR community that our clients appreciate."

A noted source on talent management, Dr. Lobsenz has been a regular contributor to the HR community and frequent speaker at SIOP, SHRM, ISPI, and ASTD. He is also on the faculty of New York University's Graduate School of Arts and Sciences.

"I am delighted to represent a firm that places a premium on partnering with clients to achieve their objectives." Dr. Lobsenz went on to say, "The Fenestra team boasts a depth of talent that allows us to fulfill a wide variety of talent management needs. I'm proud to be part of a firm that offers so much value-add to its customers."

Ms. Sokol will contribute to Fenestra's Talent Management practice area focusing on selection and succession management. She will oversee the administration of Fenestra's behavior-based assessment program and be responsible for quality assurance, training, and coordinating activities across 35 countries. Prior to joining Fenestra, Ms. Sokol worked for Aurora Gender Capital Management, where she was responsible for the administration and coordination of the firm's benchmarking e-tool used to evaluate client's talent management systems.

Lynn Collins, Executive Vice President of Fenestra, describes Katie as “one of those rare finds who, while fresh out of business school, represents a combination of infectious enthusiasm and mature business savvy. We’re very lucky she chose to join our firm as we move into exciting new arenas.”

Ms. Sokol recently completed her Masters of Public Administration with a specialization in Organizational Development at Clark University, in Worcester, MA. Her graduate work focused on key areas such as organizational behavior and leadership, change management, succession management, and group dynamics.

Fenestra is at a point of rapid growth and expansion, and I am thrilled to contribute to the success of such a progressive and exciting organization,” says Ms. Sokol. “I feel fortunate to be part of such a diverse team of experienced consultants. Their level of dedication to their clients is unmatched.”

About Fenestra

Fenestra is a provider of premier HR technology solutions. We employ our suite of products and services to manage selection and development of employees in multiple industries. These include financial services, pharmaceuticals, manufacturing, consumer goods, education, marketing, retail, and hospitality. Additionally, our tools are employed by other leading consulting firms in the pursuit of excellence in their client organizations.

Fenestra specializes in technology-enhanced assessment centers that provide a scalable, relatively low-cost method to determine employee/job fit, identify high-potentials, and target employee development plans to increase bench strength.

Fenestra, Inc is a division of Sandra Hartog & Associates, a boutique consulting firm based in New York City.