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For Immediate Release

***Fenestra's Technology-enhanced Assessments Take Center Stage at the IPMAAC Conference
Sandra Hartog, Ph.D. and Matthew Tonken to Speak on the Future of Assessment Centers***

NEW YORK, NEW YORK –June 26, 2006 – Sandra Hartog, Ph.D., President and CEO of Fenestra, Inc., and Matthew Tonken, HR Technology Practice Leader of Fenestra, Inc., have been selected to speak at the IPMAAC Conference in Las Vegas.

On June 26th, Mr. Tonken will present "The Changing Face of Face Validity: The New Nature of Work and its Influence on Assessment Center Validities."

Working closely with software architects, Fenestra created a simulation context that accurately parallels employees' work environments in a variety of positions. By more closely simulating the job in question, assessees experience a more realistic job preview, which in turn affects the quality of the assessment. Mr. Tonken's presentation will discuss this technology and how the future of assessment centers requires relatedness to the job in order to increase candidates' understanding of the job, enhance the validity of the test, and ultimately help select more effective employees.

"The work environment has become a technology-rich world where information flows quickly, email reigns supreme, and interactions are as likely to take place via virtual contact as they are face-to-face. The result of these changes is that a new paradigm was needed to more accurately simulate and capture these new work demands," Mr. Tonken observes.

Dr. Hartog will present a workshop entitled "Challenges and Triumphs of Technology-enhanced Assessments" on June 27th.

While assessment centers are considered by many to be the top-shelf solution for assessing, selecting and developing organizational talent, even they have become prey to the same client complaints as many other traditional I/O applications. "Organizations have begun to push back on the time commitments, cost, and resources required, while at the same time asking for greater scalability and global reach. Technology-enhanced



assessment centers provide the benefits of traditional assessment centers and alleviates many of the shortcomings,” notes Dr. Hartog.

The implementation of technology-enhanced assessment centers, however, comes with its own challenges. Dr. Hartog’s presentation will discuss a framework for evaluating when technology-enhanced assessment centers are warranted and what types of accommodations or considerations would be needed to support the implementation.

The International Public Management Association Assessment Council (IPMAAC) is a nonprofit organization of over 400 human resource professionals actively engaged in or contributing to the professional, academic and practical field of personnel research and assessment. The annual conference offers professionals the opportunity to share their latest research, programs and ideas with their peers. To find out more about the conference visit <http://ipmaac.org/conf/06/>.

About Fenestra, Inc.

Fenestra, Inc. is a provider of premier HR technology solutions, employing products and services to manage selection and development of employees in multiple industries, including financial services, manufacturing, consumer goods, marketing, retail, and hospitality.

Fenestra specializes in technology-enhanced assessment centers that provide scalable, relatively low-cost methods to select and develop the highest-quality employees.

Fenestra is an affiliate of Sandra Hartog & Associates, a talent management consulting firm headquartered in New York City. Sandra Hartog & Associates and Fenestra, Inc. are certified Women-Owned Business Enterprises. For more information visit www.fenestrainc.net.

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