



PRESS ANNOUNCEMENT

For Immediate Release

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DoubleStar Executives Shape HR Industry through Conference Participation *Thought Leaders Align Talent and HR Metrics with Business Strategy*

West Chester, PA, February 5, 2008 — As part of DoubleStar's education initiatives to promote human capital best practices to HR executives and business leaders around the globe, two of the company's senior executives will launch this year's conference agenda addressing various Talent Acquisition and Talent Measurement topics at several major industry conferences.

On February 6th, DoubleStar Founder and Managing Partner Harry Griendling will participate in the 2nd Annual Pharma Talent Management conference in Atlanta, GA, where he will lead a discussion about the current and future state of talent management in pharmaceuticals and biotechnology. Griendling will contribute to the agenda with his insights on making human capital planning, talent strategy, and talent optimization a top priority at companies today.

Also on February 6th, DoubleStar's Chief Strategist, Joanne Bintliff-Ritchie will present "Achieving Talent Optimization through Talent Measurement at HR.com's virtual conference, Human Capital Metrics, Scorecards and Analytics. In her session, Bintliff-Ritchie will provide participants with an understanding of a phased approach that will help organizations plan their workforce analytics projects for both the short and long term.

Both Bintliff-Ritchie and Griendling will join leaders from other best-in-class organizations to participate in the American Strategic Management Institute's Talent Management Solutions Conference on February 11th and 13th. Griendling will address best practices in talent acquisition and retention measurement, while Bintliff-Ritchie will lead a session on building and maintaining a balanced workforce and HR performance scorecard.

Griendling will also be speaking at the Recruiting Excellence Conference in Vienna, Austria on February 26th, where he will comment on the rapid changes occurring in recruitment practices worldwide and share the latest advancements in talent measurement solutions. His presentation is targeted to HR professionals who wish to take a more strategic role in supporting the overall objectives of the business.

DoubleStar recently presented to the Human Resources Professionals Association of Ontario on January 30th. Drawing upon DoubleStar's expertise in Talent Measurement tools and practices, Joanne Bintliff-Ritchie spoke about "Demonstrating Workforce ROI through Dashboards," focusing on how to assimilate workforce analytics into an organization's overall management framework.

For more information about these events, visit DoubleStar's website at www.doublestarinc.com.

About Harry Griendling

Harry Griendling is a founder and managing partner of DoubleStar, Inc. During his time at DoubleStar, Griendling has led the design, development and execution of more than 600 high-volume recruitment projects. As a recognized thought leader and visionary in recruiting, retention and talent management, Griendling is a frequent speaker and publisher of provocative content that enables HR and business leaders to look at talent-related imperatives in new and interesting ways. Harry has published multiple articles and authored a monthly feature column on technology and pharmaceutical industry careers for the *Philadelphia Inquirer* and *Technology Times*. He has been featured in *Inc. Magazine* and Benchmark Communications for innovations made in his own firms' internal staffing and retention practices.

About Joanne Bintliff-Ritchie

As Chief Strategist for DoubleStar, Inc., Joanne Bintliff-Ritchie is responsible for directing product strategy related to the company's Talent Measurement practice. With more than 25 years in the HR industry, Bintliff-Ritchie has a strong background as an HR executive, as well as extensive experience in HR management. In addition to authoring thought leadership articles in leading HR publications including *Workforce Performance Solutions* magazine and *IHRIM.link*, she has presented at leading HR events including ASMI, SHRM, IQPC, HSPS, HRPAO, Oracle's Human Capital Management User Group (OHUG), and the HRM Strategies conference.

About DoubleStar, Inc.

DoubleStar, Inc, a leading provider of Talent Acquisition and Talent Measurement solutions, helps clients optimize their human capital practices for enhanced operational and financial performance. A two-time INC. 500 consulting firm, DoubleStar has appeared a record six times in the Philly 100 list of fastest growing companies, has been named by Benchmark Communications as one of the top 25 companies in the world for Best Practices in Human Capital Management, and was named by Gartner as one of 2006's "Cool Vendors" for Talent Management solutions. More information can be found at www.doublestarinc.com.

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