

Exhibit O

New SMART Goals related to locating a Design Chair

SMART Goal Template

PLEASE USE THE FOLLOWING GUIDE TO PREPARE YOUR SMART GOALS.

| | S | M | A | R | T |
|---------------------------------------|---|--|--|---|--|
| | STRATEGIC & SPECIFIC: IDENTIFY A LONG-TERM GOAL | MEASURABLE: EXPLAIN HOW YOU WILL KNOW IF RESULTS CHANGED BECAUSE OF THE ACTIONS SPECIFIED IN THE GOAL. | ATTAINABLE: BE SURE NOT TO SET GOALS THAT ARE TOO CONSERVATIVE OR IMPOSSIBLE TO REACH. | REALISTIC | TIME-BOUND: ASSIGN A TIMEFRAME IN WHICH YOU WILL ACHIEVE THE GOAL. |
| Design Chair | | | | | |
| Strength-Based Goal Components | Locate a qualified Design Chair and help recruit a team around them. | Ideally 2 qualified candidates will surface from the outreach. | One potential candidate in the pipeline so with a focus on this we should be in a position to find the right fit from at least 3 potential candidates. | With the wine dinner and Jingle Bell the only events remaining on the immediate docket I can personally devote additional time to the search. | March 2012 |
| Strength-Based Goal | Classic downtown area that has a need and a cooperative governmental body. | | | | |
| Goal Components | Chair, co-chair and member outreach. Facebook, web site and general conversation outreach. | When we have a prospect bench of 3 – 4 candidates | LTC has 3 times the reach as we had in the past, that said as a focus point the word that LTC is looking for a qualified Design Chair and potential board member will have a larger impact | Reach out to likeminded professionals in the same fields. | |

