

August 6, 2009

**To:** LCOG Executive Committee  
**From:** George Kloeppe  
**Subject:** Director Performance Review, Follow-up Memo

We had agreed that I would follow-up on this year's "360 Degree" Performance Review with a reflection on the data and a suggestion for some goals for the coming review period—in September. Because I am taking an unusually big chunk of vacation time in late August and early September, I went ahead and prepared a draft memo to the Executive Committee. I pass it along, as a draft, this month for whatever value it may have. I would suggest that we wait until the September Executive Committee meeting to modify or approve the goals and, thereby, put this year's Performance Review to bed. But if you see any clinkers within the attached memo, please let me know.

Attachment