
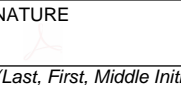
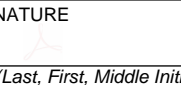


| COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT   |  |   |  |  |   | See Privacy Act<br>Statement in AR 623-3.                     |  |                                  |
|--|--|---|--|--|---|---|--|----------------------------------|
| For use of this form, see AR 623-3; the proponent agency is DCS, G-1.  |  |   |  |  |   |   |  |                                  |
| <b>PART I - ADMINISTRATIVE (Rated Officer)</b>   |  |   |  |  |   |   |  |                                  |
| a. NAME (Last, First, Middle Initial)<br>LANAHAN, JOHNATHAN, N   |  |   | b. SSN (or DOD ID No.)<br>1058807326   |  | c. RANK<br>CPT  | d. DATE OF RANK (YYYYMMDD)<br>20150501                        | e. BRANCH<br>EN                                  | f. COMPONENT (Status Code)       |
| g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND<br>CO B INTEL AND, YONGSAN, 96205, P1   |  |   |  |  | h. UIC<br>WJS7B0  |   | i. REASON FOR SUBMISSION<br>10   Extended Annual |                                  |
| j. PERIOD COVERED<br>FROM (YYYYMMDD) 20150523<br>THRU (YYYYMMDD) 20170525  |  | k. RATED MONTHS<br>12                           | l. NON RATED CODES<br>S, S, E, Q   | m. NO. OF ENCLOSURES<br>0  | n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)<br>johnathan.n.lanahan.mil@mail.mil |   |  |                                  |
| <b>PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)</b>  |  |   |  |  |   |   |  |                                  |
| a1. NAME OF RATER (Last, First, Middle Initial)<br>TAYLOR, FORREST, M, III   |  |   | a2. SSN (or DOD ID No.)<br>1063254980  |  | a3. RANK<br>MAJ   | a4. POSITION<br>Chief, Facilities & Construction              |  |                                  |
| a5. EMAIL ADDRESS (.gov or .mil)<br>forrest.m.taylor.mil@mail.mil  |  |   | a6. RATER SIGNATURE<br> |  |   |   | a7. DATE (YYYYMMDD)<br>20170522                  |                                  |
| b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)   |  |   | b2. SSN (or DOD ID No.)  |  | b3. RANK  | b4. POSITION  |  |                                  |
| b5. EMAIL ADDRESS (.gov or .mil)   |  |   | b6. INTERMEDIATE RATER SIGNATURE   |  |   |   | b7. DATE (YYYYMMDD)                              |                                  |
| c1. NAME OF SENIOR RATER (Last, First, Middle Initial)<br>SCHLOSSER, TERESA, A   |  |   | c2. SSN (or DOD ID No.)<br>1151154820  |  | c3. RANK<br>COL   | c4. POSITION<br>8A ACofS EN                                   |  |                                  |
| c5. SENIOR RATER'S ORGANIZATION<br>Eighth Army   |  | c6. BRANCH<br>EN                                | c7. COMPONENT<br>RA  | c9. EMAIL ADDRESS (.gov or .mil)<br>teresa.a.schlosser.mil@mail.mil  |   |   |  | c11. DATE (YYYYMMDD)<br>20170731 |
|  |  | c8. SENIOR RATER PHONE NUMBER<br>(315) 723-8671 |  | c10. SENIOR RATER SIGNATURE<br> |   |   |  |                                  |
| d. This is a referred report, do you wish to make comments?<br><input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No   |  |   |  | e1. RATED OFFICER SIGNATURE<br> |   |   | e2. DATE (YYYYMMDD)<br>20170719                  |                                  |
| f1. Supplementary Review Required?<br><input type="checkbox"/> Yes <input checked="" type="checkbox"/> No  |  |   |  | f2. NAME OF REVIEWER (Last, First, Middle Initial)   |   |   |  |                                  |
| f3. RANK   |  | f4. POSITION                                    |  | f5. Comments Enclosed<br><input type="checkbox"/> Yes <input type="checkbox"/> No                                  |   |   |  |                                  |
| f6. SUPPLEMENTARY REVIEWER SIGNATURE   |  |   | f7. DATE (YYYYMMDD)  |  | g. MSAF Date (YYYYMMDD)<br>20170330   |   |  |                                  |
| <b>PART III - DUTY DESCRIPTION</b>   |  |   |  |  |   |   |  |                                  |
| a. PRINCIPAL DUTY TITLE<br>Facilities and Construction Officer   |  |   |  | b. POSITION AOC/BRANCH<br>12A  |   |   |  |                                  |
| c. SIGNIFICANT DUTIES AND RESPONSIBILITIES<br>Facilities and Construction (F&C) officer for Eighth Army (8A), forward deployed in the Republic of Korea (ROK). Oversees the ROK Funded Construction (ROKFC) program with an annual budget of \$350 million. Completes ROKFC prioritization twice a year for Army projects competing for funding. Subject matter expert on military construction, advising and liaising with other staff sections on project development. Analyzes unit facility requirements to support future construction requirements, base closures, and projected unit relocations. Monitors changes to ongoing projects within the construction program to assist the IMCOM-P risk management program. In contingency operations, manages Contingency Construction Projects, tracks Engineer force flow, forces on the peninsula and capabilities and provides the Engineer perspective to the Joint Operations Command staff. Additional duties include: 8A Energy and Water Conservation Officer, Alternate 8A Environmental Officer, 8A Site Visit Coordinator for USACE Far East District (FED). |  |   |  |  |   |   |  |                                  |
| <b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)</b>  |  |   |  |  |   |   |  |                                  |
| a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20161026</u> Height: <u>68</u> Weight: <u>176</u> Within Standard? <u>YES</u><br>Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards?<br>CPT Lanahan maintained a superior level of physical fitness at all times, easily scoring 299 on the most recent APFT and setting the example for others to follow. Nick also took it upon himself to mentor and coach his peers on wellness and fitness outside of duty hours.  |  |   |  |  |   |   |  |                                  |
| b. This Officer's overall Performance is Rated as: (Select one box representing Rated Officer's overall performance compared to others of the same grade whom you have rated in your career. Managed at less than 50% in EXCELS.)<br>A completed DA Form 67-10-1A was received with this report and considered in my evaluation and review: <input checked="" type="checkbox"/> Yes <input type="checkbox"/> No (explain in comments below)  |  |   |  |  |   |   |  |                                  |
| HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED   |  |   |  |  |   |   |  |                                  |
| <b>EXCELS</b>  |  |   |  |  |   |   |  |                                  |
| RO: LANAHAN, JOHNATHAN, N  |  | SSN: 252730229                                  |  | R: TAYLOR, FORREST, M, III   |   | SSN: 254539728  |  |                                  |
| DATE: 2017-06-18   |  | TOTAL RATINGS: 13                               |  | RATINGS THIS OFFICER: 1  |   | I currently rate <u>3</u> <b>Army Officers</b> in this grade. |  |                                  |
| Comments:<br>Outstanding performance by CPT Lanahan as the 8AEN F&C ROKFC and MILCON officer. Nick's attention to detail and expert knowledge of construction programming set the conditions for the 8A's success during the past year. Without question, CPT Lanahan easily ranks in the top 5% of all CPTs that I have worked with in more than 19 years of service.   |  |   |  |  |   |   |  |                                  |

|   |  |                                   |   |                             |
|---|--|-----------------------------------|---|-----------------------------|
| NAME:<br>LANAHAN, JOHNATHAN, N  |  | SSN (or DOD ID No.)<br>1058807326 | PERIOD COVERED: FROM (YYYYMMDD)<br>20150523 | THRU (YYYYMMDD)<br>20170525 |
| c. 1) <b>Character:</b><br><i>(Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</i>            | CPT Lanahan actively supported all Army and unit EO, SHARP, and EEO policies and goals, fostering a climate free of sexual harassment, sexual assault, and discrimination within the F&C section. He built trust and credibility with subordinate commands, Area DPWs, Garrison staffs, and USACE FED resulting in increased collaboration and refined systems.  |                                   |   |                             |
| c. 2) <b>Presence:</b><br><i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i>   | CPT Lanahan displayed a superb level of physical fitness, scoring 299 points on his most recent APFT. Nick exhibited outstanding resiliency and emotional intelligence throughout periods of high stress and increased workloads. CPT Lanahan expertly led peers & superiors through complex problems, finding innovative solutions, ensuring critical construction projects were executed IAW the 8A CG's intent. |                                   |   |                             |
| c. 3) <b>Intellect:</b><br><i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i>   | CPT Lanahan excelled at managing and refining systems, developing comprehensive trackers for more than 150 ROKFC/MILCON construction projects in the pre-design, design, and construction phases worth over \$8B. Nick was outstanding in managing and synchronizing construction requirements from six major subordinate commands while also competing with all other service components in USFK.                 |                                   |   |                             |
| c. 4) <b>Leads:</b><br><i>(Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i>                             | CPT Lanahan proved to be expert at refining systems and communicating requirements. Nick completely re-wrote both the ROKFC and 8th Army Energy and Water Conservation programs during the rating period. He organized bi-annual working groups and worked closely with engineers across Korea to guarantee the success of both programs.  |                                   |   |                             |
| c. 5) <b>Develops:</b><br><i>(Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i> | CPT Lanahan trained and mentored the F&C KATUSA throughout the rating period, ensuring the KATUSA was fully integrated and engaged in F&C operations. Nick also developed and briefed a financial management LPD which further prepared his peers for command by outlining the new Blended Retirement System, Thrift Savings Plan, and concepts of value investing.  |                                   |   |                             |
| c. 6) <b>Achieves:</b><br><i>(Gets Results)</i>   | CPT Lanahan was an absolute force in executing ROKFC planning and programming for 8A. He successfully inserted 17 new construction projects valued at \$901 million into the USFK 5-year budget approved by the four-star USFK commander. Nick also set conditions for future year construction by scoring and prioritizing 43 un-funded construction projects approved by the Eighth Army Commander.              |                                   |   |                             |

**PART V - INTERMEDIATE RATER****PART VI - SENIOR RATER**

a. **POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)**  
HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED

HIGHLY QUALIFIED

RO: LANAHAN, JOHNATHAN, N

SR: SCHLOSSER, TERESA, A

DATE: 2017-06-18

TOTAL RATINGS: 8

RATINGS THIS OFFICER: 1

b. I currently senior rate 3 Army Officers in this grade.

c. COMMENTS ON POTENTIAL:

Absolutely within the top 10% of Captains I have senior rated. CPT Nick Lanahan displays unlimited potential. Nick's superior attention to detail, critical thinking, and maturity easily distinguish him as among the best. Already selected for company command ahead of peers. Promote BZ to Major and select for Resident ILE and SAMS.

d. List 3 future **SUCCESSIVE** assignments for which this Officer is best suited:

Company Commander, CTC O/C, Small Group Leader