

UNCLASSIFIED

HQDA#: 3626042

COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT					See Privacy Act 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)		b. SSN (or DOD ID No.)		c. RANK	d. DATE OF RANK (YYYYMMDD)	e. BRANCH
LANAHAN, JOHNATHAN, N		1058807326		CPT	20150501	EN
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC		
THE OHIO STATE UNIVERSITY, COLUMBUS, OH, 43210, TA				W0CE20		
i. REASON FOR SUBMISSION				08   SR-Option		
j. PERIOD COVERED		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES		
FROM (YYYYMMDD) 20191214		THRU (YYYYMMDD) 20200712	7	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)		
				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)		a2. SSN (or DOD ID No.)		a3. RANK	a4. POSITION	
TOOHEY, JOHN, T		1239738032		LTC	Professor of Military Science	
a5. EMAIL ADDRESS (.gov or .mil)		a6. RATER SIGNATURE		a7. DATE (YYYYMMDD)		
john.t.toohey2.mil@mail.mil		TOOHEY, JOHN, T. 1239738032		20200629		
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)		c2. SSN (or DOD ID No.)		c3. RANK	c4. POSITION	
WELCH, DAVID, C		1105127894		COL	Brigade Commander	
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)		
HQs 7TH BDE, USACC, FORT KNOX, KY 40122		AG	RA	david.c.welch12.mil@mail.mil		
		c8. SENIOR RATER PHONE NUMBER		c10. SENIOR RATER SIGNATURE		c11. DATE (YYYYMMDD)
		(502) 624-1753		WELCH, DAVID, CHRISTOPHER, 1105127894		20200629
d. This is a referred report, do you wish to make comments?				e1. RATED OFFICER SIGNATURE		e2. DATE (YYYYMMDD)
<input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No				LANAHAN, JOHNATHAN, N. 1058807326		20200629
f1. Supplementary Review Required?				f2. NAME OF REVIEWER (Last, First, Middle Initial)		
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No						
f3. RANK		f4. POSITION		f5. Comments Enclosed		
				<input type="checkbox"/> Yes <input type="checkbox"/> No		
f6. SUPPLEMENTARY REVIEWER SIGNATURE			f7. DATE (YYYYMMDD)			
<b>PART III - DUTY DESCRIPTION</b>						
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH		
Assistant Professor of Military Science				02A00/EN		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES						
Serves as an Assistant Professor of Military Science and Leadership at The Ohio State University Army Reserve Officer Training Corp of Cadets. Responsible for teaching, motivating, and developing up to 50 enrolled cadets. Also responsible for coaching, evaluating, and mentoring 40 cadets in Delta Company. Responsible for recruiting, training, and developing future Army officers and leaders who possess the values, character, ethics, and moral foundation to serve our nation. Produces critical thinking officers who are comfortable with ambiguity, can thrive in chaos, and can adapt to the changing operational environment with tactical and technical proficiency. Assists the Professor of Military Science and Leadership with additional duties as required.						
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)</b>						
a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20200323</u> Height: <u>69</u> Weight: <u>180</u> Within Standard? <u>YES</u>						
Comments required for "Failed" APFT, or "Profile" when it precludes performance of duty, and "No" for Army Weight Standards?						
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.)						
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						
PROFICIENT						
RO: LANAHAN, JOHNATHAN, N		SSN: 252730229		R: TOOHEY, JOHN, T		SSN: 224233881
DATE: 2020-07-12		TOTAL RATINGS: 16		RATINGS THIS OFFICER: 2		I currently rate <u>3</u> Army Officers in this grade.
Comments:						
The number 2 Captain I rate and in the top tier of Captains that I have served with in 19 years. CPT Lanahan led the way through innovative online teaching and development throughout the Corona virus virtual learning environment. His passion for educating combined with his thorough understanding of tactics proved critical in the growth and development of our commissioning seniors and underclassman alike.						

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HQDA#: 3626042	
NAME: LANAHAN, JOHNATHAN, N	SSN (or DOD ID No.) 1058807326
PERIOD COVERED: FROM(YYYYMMDD) 20191214 THRU(YYYYMMDD) 20200712	
c. 1) <b>Character:</b> (Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)	CPT Lanahan set the example by leading and teaching with empathy and respect. The rapport he established with the Cadets and the University created an environment of trust and teamwork. He is of unquestionable character and one who fully supports the Commander's EO and SHARP Programs.
c. 2) <b>Presence:</b> (Military and Professional Bearing, Fitness, Confident, Resilient)	CPT Lanahan is the consummate professional who set the standard in performance and image as an Army Officer. He is a confident and knowledgeable leader who embodies the Officer Corps both in appearance and articulation. I personally selected him to represent the battalion through multiple high level engagements with leaders within the community and within the Army.
c. 3) <b>Intellect:</b> (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)	CPT Lanahan's innovative approach in delivery of the Military Science curriculum proved critical to the education and well-being of the Cadets throughout all levels of the Battalion. His demonstrated techniques were adopted by cadre to ensure every Cadet was able to meet and achieve the desired endstate. CPT Lanahan's expertise in the virtual environment assured the success of the program.
c. 4) <b>Leads:</b> (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)	CPT Lanahan led by example in setting a tone of hard work, respect, and professionalism within the battalion. As the Company TAC, he skillfully managed the support and education structure of 45 Cadets within Delta Company. His leadership and guidance earned Delta Company the award for Top Company in the Battalion with highest GPA, PT, and participation.
c. 5) <b>Develops:</b> (Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)	CPT Lanahan served as the primary instructor of the Special Conditioning PT (SCPT) program. He oversaw the development and implementation of a combat focused training program that improved the overall fitness scores within the battalion by 15 percent. His efforts with SCPT transcended across Cadet leadership as they built individualized training programs focused on the ACFT.
c. 6) <b>Achieves:</b> (Gets Results)	CPT Lanahan oversaw the training, development, and execution of the University's Ranger Challenge team. His dedicated efforts operating beyond the normal duty day proved vital to the success of the Team. As a result of his innovative approach, the team earned its highest placing in over 15 years. CPT Lanahan skillfully balanced a 4.0 GPA in his MBA program setting the example for others to emulate.
<b>PART V - INTERMEDIATE RATER</b>	
<b>PART VI - SENIOR RATER</b>	
a. <b>POTENTIAL COMPARED WITH OFFICERS SENIOR RATED IN SAME GRADE (OVERPRINTED BY DA)</b> HQDA COMPARISON OF THE SENIOR RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED	b. I currently senior rate <u>86</u> Army Officers in this grade.
<div style="border: 1px solid black; padding: 5px; text-align: center; margin-bottom: 10px;">HIGHLY QUALIFIED</div> RO: LANAHAN, JOHNATHAN, N  SR: WELCH, DAVID, C  DATE: 2020-07-12  TOTAL RATINGS: 152  RATINGS THIS OFFICER: 2	c. <b>COMMENTS ON POTENTIAL:</b> CPT Lanahan ranks as the number 10 of 86 Captains within the BDE. His innovative approach to education and the mentorship he provided proved critical to the success of The Ohio State University ROTC program throughout the virtual learning environment induced by COVID-19. Nick is a skilled critical thinker with unlimited potential. Promote now to MAJ and immediately program for Resident CGSC. He is a future Battalion Commander.
	d. List 3 future <b>SUCCESSIVE</b> assignments for which this Officer is bestsuited:  Battalion S3, Battalion XO, Brigade S3

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