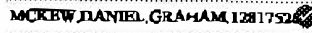




OFFICER EVALUATION REPORT For use of this form, see AR 623-3; the proponent agency is DCS, G-1.						FOR OFFICIAL USE ONLY (FOUO) SEE PRIVACY ACT STATEMENT IN AR 623-3.	
PART I - ADMINISTRATIVE DATA							
a. NAME (Last, First, Middle Initial) LANAHAN, JOHNATHAN			b. SSN 252-73-0229		c. RANK 1LT	d. DATE OF RANK (YYYYMMDD) 20121121	e. BRANCH EN
g. 1. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND A CO, 3BEB, 3ABCT, 1CD, FORT HOOD, TX 76544			FORS COM		g. 2. STATUS CODE 04		h. REASON FOR SUBMISSION Change of Duty
i. PERIOD COVERED		j. RATED MONTHS	k. NONRATED CODES	l. NO. OF ENCL	m. RATED OFFICER'S APO EMAIL ADDRESS (.gov or .mil)		n. UIC
FROM (YYYYMMDD)	THRU (YYYYMMDD)						
20130121	20131101	10		0	johnathan.n.lanahan.mil@mail.mil		WAPZAO
							FC
							UB53
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VII and the admin data is correct)							
a. NAME OF RATER (Last, First, MI) MCKEW, DANIEL G.		SSN 012-54-4034	RANK CPT	POSITION Company Commander	SIGNATURE 		DATE (YYYYMMDD) 20140123
b. NAME OF INTERMEDIATE RATER (Last, First, MI)		SSN	RANK	POSITION	SIGNATURE		DATE (YYYYMMDD)
c. NAME OF SENIOR RATER (Last, First, MI) PAYNE, MICHAEL A.		SSN 158-68-2575	RANK LTC	POSITION Battalion Commander	SIGNATURE 		DATE (YYYYMMDD) 20140127
SENIOR RATER'S ORGANIZATION HQ, 3BEB, 3ABCT, 1CD FORT HOOD, TX 76544			BRANCH EN	SENIOR RATER TELEPHONE NUMBER (254)553-5353	E-MAIL ADDRESS (.gov or .mil) michael.a.payne11.mil@mail.mil		
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No					e. SIGNATURE OF RATED OFFICER 		DATE (YYYYMMDD) 20140129
PART III - DUTY DESCRIPTION							
a. PRINCIPAL DUTY TITLE Platoon Leader					b. POSITION AOC/BR 12A/EN		
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES: REFER TO PART IVa, DA FORM 67-9-1. Platoon Leader for a Combat Engineer Company in 3rd Engineer Battalion, 3rd Armored Brigade Combat Team. Charged with providing mobility, counter-mobility, survivability and general engineering support to the 3D Armored Brigade Combat Team, 1st Cavalry Division. Prepares his Engineer platoon for operational deployments worldwide. Responsible for personnel, training, operations, security, administrative, and logistics functions for 31 Soldiers and their Families; oversees the maintenance and accountability of five M2A2 ODS-E Bradleys, two M1078 LMTVs, sets, kits and outfits valued in excess of \$13,000,000.							
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM (Rater)							
CHARACTER Disposition of the leader: combination of values, attributes, and skills affecting leader actions							
a. ARMY VALUES (Comments mandatory for all "NO" entries. Use PART Vb.)				Yes No			
1. HONOR: Adherence to the Army's publicly declared code of values				<input checked="" type="checkbox"/> <input type="checkbox"/>			
2. INTEGRITY: Possesses high personal moral standards; honest in word and deed				<input checked="" type="checkbox"/> <input type="checkbox"/>			
3. COURAGE: Manifests physical and moral bravery				<input checked="" type="checkbox"/> <input type="checkbox"/>			
4. LOYALTY: Bears true faith and allegiance to the U.S. Constitution, the Army, the unit, and the soldier				<input checked="" type="checkbox"/> <input type="checkbox"/>			
5. RESPECT: Promotes dignity, consideration, fairness, & EO				<input checked="" type="checkbox"/> <input type="checkbox"/>			
6. SELFLESS-SERVICE: Places Army priorities before self				<input checked="" type="checkbox"/> <input type="checkbox"/>			
7. DUTY: Fulfills professional, legal, and moral obligations				<input checked="" type="checkbox"/> <input type="checkbox"/>			
b. LEADER ATTRIBUTES / SKILLS / ACTIONS: First, mark "YES" or "NO" for each block. Second, choose a total of six that best describe the rated officer. Select one from ATTRIBUTES, two from SKILLS (Competence), and three from ACTIONS (LEADERSHIP). Place an "X" in the appropriate numbered box with optional comments in PART Vb. Comments are mandatory in Part Vb for all "No" entries.							
b.1. ATTRIBUTES (Select 1) Fundamental qualities and characteristics		<input checked="" type="checkbox"/> 1. MENTAL Possesses desire, will, initiative, and discipline		<input type="checkbox"/> 2. PHYSICAL Maintains appropriate level of physical fitness and military bearing		<input type="checkbox"/> 3. EMOTIONAL Displays self-control; calm under pressure	
b.2. SKILLS (Competence) (Select 2) Skill development is part of self-development; prerequisite to action		<input checked="" type="checkbox"/> 1. CONCEPTUAL Demonstrates sound judgment, critical/creative thinking, moral reasoning		<input type="checkbox"/> 2. INTERPERSONAL Shows skill with people: coaching, teaching, counseling, motivating and empowering		<input checked="" type="checkbox"/> 3. TECHNICAL Possesses the necessary expertise to accomplish all tasks and functions	
		<input type="checkbox"/> 4. TACTICAL Demonstrates proficiency in required professional knowledge, judgment, and warfighting				<input checked="" type="checkbox"/> <input type="checkbox"/>	
b.3. ACTIONS (LEADERSHIP) (Select 3) Major activities leaders perform: influencing, operating, and improving							
INFLUENCING Method of reaching goals while operating / improving		<input type="checkbox"/> 1. COMMUNICATING Displays good oral, written, and listening skills for individuals / groups		<input checked="" type="checkbox"/> 2. DECISION-MAKING Employs sound judgment, logical reasoning and uses resources wisely		<input type="checkbox"/> 3. MOTIVATING Inspires, motivates, and guides others toward mission accomplishment	
OPERATING Short-term mission accomplishment		<input checked="" type="checkbox"/> 4. PLANNING Develops detailed, executable plans that are feasible, acceptable, and suitable		<input checked="" type="checkbox"/> 5. EXECUTING Shows tactical proficiency, meets mission standards, and takes care of people/resources		<input type="checkbox"/> 6. ASSESSING Uses after-action and evaluation tools to facilitate consistent improvement	
IMPROVING Long-term improvement in the Army its people and organizations		<input type="checkbox"/> 7. DEVELOPING Invests adequate time and effort to develop individual subordinates as leaders		<input type="checkbox"/> 8. BUILDING Spends time and resources improving teams, groups and units; fosters ethical climate		<input type="checkbox"/> 9. LEARNING Seeks self-improvement and organizational growth; envisioning, adapting and leading change	
c. APFT: PASS DATE: 20130815 HEIGHT: 69 WEIGHT: 178 YES							
d. OFFICER DEVELOPMENT - MANDATORY YES OR NO ENTRY FOR RATERS OF CPTs, LTs, CW2s, AND WO1s. WERE DEVELOPMENTAL TASKS RECORDED ON DA FORM 67-9-1a AND QUARTERLY FOLLOW-UP COUNSELINGS CONDUCTED? <input checked="" type="checkbox"/> <input type="checkbox"/> <input type="checkbox"/>							

NAME LANAHAN, JOHNATHAN	SSN 252-73-0229	PERIOD COVERED 20130121	20131101
PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)			
a. EVALUATE THE RATED OFFICER'S PERFORMANCE DURING THE RATING PERIOD AND HIS/HER POTENTIAL FOR PROMOTION			
<input checked="" type="checkbox"/> OUTSTANDING PERFORMANCE, MUST PROMOTE <input type="checkbox"/> SATISFACTORY PERFORMANCE, PROMOTE <input type="checkbox"/> UNSATISFACTORY PERFORMANCE, DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain)			
b. COMMENT ON SPECIFIC ASPECTS OF THE PERFORMANCE, REFER TO PART III, DA FORM 67-9 AND PART IVa, b, AND PART Vb, DA FORM 67-9-1. 1LT Lanahan's performance as a Platoon Leader has been exceptional. He is by far the best PL in Alpha Company. In a challenging, high optempo environment, Nick excelled leading his platoon during the toughest missions. Nick was responsible for planning, resourcing, and executing Bradley Fighting Vehicle operation and maintenance training. His in depth training plan improved the company's skill set on its primary combat platform. 1LT Lanahan also planned and executed Bradley Gunnery Skills Testing and certified all crews prior to Bradley Gunnery. His training plan increased the knowledge and expertise of the company's main weapons platform and was the number one reason for the company's improved results during Bradley Gunnery. All 17 of Alpha Company's BFV Crews qualified through Table VI Crew Qualification. He always leads from the front and earned "Top Gun" honors during the training exercise. Nick also contributed to the combat readiness of the Alpha Company by running two machine gun ranges and training his platoon on small unit infantry tactics while supporting 1ABCT's JRTC rotation. Because of his maturity and professionalism, I chose Nick to sponsor a CTLT Cadet. Nick fully supported the company SHARP program. 1LT Lanahan has initiated an Army Multi-Source Assessment and Feedback/360 as required by AR 350-1.			
c. COMMENT ON POTENTIAL FOR PROMOTION. 1LT Lanahan is an outstanding young officer. Promote to Captain at the earliest opportunity. Assign him as a Company Executive Officer and then send him to the Engineer Captain's Career Course.			
d. IDENTIFY ANY UNIQUE PROFESSIONAL SKILLS OR AREAS OF EXPERTISE OF VALUE TO THE ARMY THAT THIS OFFICER POSSESSES. FOR ARMY COMPETITIVE CATEGORY CPT ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. 1LT Lanahan holds a Bachelor of Science in Civil Engineering.			
PART VI - INTERMEDIATE RATER			
PART VII - SENIOR RATER			
a. EVALUATE THE RATED OFFICER'S PROMOTION POTENTIAL TO THE NEXT HIGHER GRADE			
<input checked="" type="checkbox"/> BEST QUALIFIED <input type="checkbox"/> FULLY QUALIFIED <input type="checkbox"/> DO NOT PROMOTE <input type="checkbox"/> OTHER (Explain below)		I currently senior rate <u>22</u> officer(s) in this grade A completed DA Form 67-9-1 was received with this report and considered in my evaluation and review <input checked="" type="checkbox"/> YES <input type="checkbox"/> NO (Explain in c)	
b. 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 <div style="border: 1px solid black; padding: 5px; text-align: center; margin: 10px 0;"> ABOVE CENTER OF MASS </div> RO: 1LT LANAHAN JOHNATHAN 252730229 SR: LTC PAYNE MICHAEL A 158682575 DATE: 2014 02 10 TOTAL RATINGS: 39 RATINGS THIS OFFICER: 2	c. COMMENT ON PERFORMANCE/POTENTIAL 1LT Lanahan is rated 3 out of 15 Platoon Leaders in an extremely talented pool of Lieutenants in my battalion. His performance was outstanding. Nick's leadership was critical to preparing Alpha Company for Bradley Gunnery. The results speak for themselves. Because of Nick's planning and execution of training, all 17 BFV crews qualified through Table VI, Crew Qualification. Nick is directly responsible for improving the knowledge base within the company as he is an extremely smart and dedicated officer. Nick knows how to train and lead. Nick is a gifted officer with vast learning abilities and extraordinary growth potential to serve as the Army's most senior levels of command and staff. He warrants special career management in the Engineer Regiment.		
d. LIST THREE FUTURE ASSIGNMENTS FOR WHICH THIS OFFICER IS BEST SUITED. FOR ARMY COMPETITIVE CATEGORY CPT, ALSO INDICATE A POTENTIAL CAREER FIELD FOR FUTURE SERVICE. USACE Project Engineer, Company Commander, Battalion S3.			