

UNCLASSIFIED

HQDA#: 3033354		UNCLASSIFIED	
COMPANY GRADE PLATE (O1 - O3; WO1 - CW2) OFFICER EVALUATION REPORT For use of this form, see AR 623-3; the proponent agency is DCS, G-1.			See Privacy Act Statement in AR 623-3.
PART I - ADMINISTRATIVE (Rated Officer)			
a. NAME (Last, First, Middle Initial)		b. SSN (or DOD ID No.)	c. RANK
LANAHAN, JOHNATHAN, N		1058807326	CPT
d. DATE OF RANK (YYYYMMDD)		e. BRANCH	f. COMPONENT (Status Code)
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			
10 Extended Annual			
j. PERIOD COVERED		k. RATED MONTHS	l. NON RATED CODES
FROM (YYYYMMDD) 20180927 THRU (YYYYMMDD) 20191213		12	I
m. NO. OF ENCLOSURES		n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)	
1		johnathan.n.lanahan.mil@mail.mil	
PART II - AUTHENTICATION (Rated officer's signature verifies officer has seen completed OER Parts I-VI and the administrative data is correct)			
a1. NAME OF RATER (Last, First, Middle Initial)		a2. SSN (or DOD ID No.)	a3. RANK
TOOHEY, JOHN, T		1239738032	LTC
a4. POSITION		a5. RATER SIGNATURE	
Professor of Military Science		TOOHEY, JOHN, T. 1239738032	
a6. EMAIL ADDRESS (.gov or .mil)		a7. DATE (YYYYMMDD)	
john.t.toohey2.mil@mail.mil		20191205	
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
WELCH, DAVID, C		1105127894	COL
c4. POSITION		c5. SENIOR RATER'S ORGANIZATION	
Brigade Commander		HQs 7TH BDE, USACC, FORT KNOX, KY 40122	
c6. BRANCH		c7. COMPONENT	c8. SENIOR RATER PHONE NUMBER
AG		RA	(502) 624-1753
c9. EMAIL ADDRESS (.gov or .mil)		c10. SENIOR RATER SIGNATURE	
david.c.welch12.mil@mail.mil		WELCH, DAVID CHRISTOPHER, 1105127894	
c11. DATE (YYYYMMDD)		20191215	
d. This is a referred report, do you wish to make comments?		e1. RATED OFFICER SIGNATURE	
<input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		LANAHAN, JOHNATHAN, N. 1058807326	
f1. Supplementary Review Required?		e2. DATE (YYYYMMDD)	
<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		20191218	
f2. NAME OF REVIEWER (Last, First, Middle Initial)		f3. RANK	
f4. POSITION		f5. Comments Enclosed	
		<input type="checkbox"/> Yes <input type="checkbox"/> No	
f6. SUPPLEMENTARY REVIEWER SIGNATURE		f7. DATE (YYYYMMDD)	
PART III - DUTY DESCRIPTION			
a. PRINCIPAL DUTY TITLE		b. POSITION AOC/BANCH	
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.			
PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)			
a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20191120</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: 2019-12-18		TOTAL RATINGS: 12	
RATINGS THIS OFFICER: 1		I currently rate <u>5</u> Army Officers in this grade.	
Comments:			
The number 2 of 5 Captains I rate at The Ohio State University. CPT Lanahan's performance and initiative throughout the year led to previously unachieved results within the ROTC program. He spearheaded a curriculum overhaul and lab synchronization effort to develop our freshman Cadets into more well-rounded technically and tactically proficient leaders. Through his efforts, we realized a 91% retention rate of non-contracted Cadets while increasing performance scores across the spectrum.			

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HQDA#: 3033354	
NAME: LANAHAN, JOHNATHAN, N	SSN (or DOD ID No.) 1058807326
PERIOD COVERED: FROM(YYYYMMDD) 20180927 THRU(YYYYMMDD) 20191213	
c. 1) Character: (Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)	CPT Lanahan set the example for the battalion and within his company. He fostered a climate of discipline within the classroom and Delta Company, where members were proud to live the Army values. CPT Lanahan maintained a transparent personality built on trust where Cadets frequently came to seek help and discuss personal issues. He fully supports the Commander's EO and SHARP Programs.
c. 2) Presence: (Military and Professional Bearing, Fitness, Confident, Resilient)	CPT Lanahan set the standard as a professional officer for Cadets to emulate. He consistently maintained an APFT score above 290 while leading the Special Conditioning Physical Training program. His calm and confident demeanor both in and out the classroom promoted the development and growth of Cadets and peers alike. It is this approach that I rely on to build resiliency within the battalion's 206 Cadets.
c. 3) Intellect: (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)	CPT Lanahan utilized his previous engineer tactical expertise to create new training materials and products to efficiently communicate and teach platoon defensive operations to over 1,320 cadets during Cadet Summer Training. On campus, he led an overhaul of the MS1 (freshman) curriculum that enabled efficiency and an accelerated growth of MS1 capabilities within the Battalion.
c. 4) Leads: (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)	CPT Lanahan led by example, displaying a high level of character, competence, and expertise. He taught and instilled the fundamentals of Mission Command into Delta Company by emphasizing topics of disciplined initiative, and operating off intent. He volunteered to coach, mentor, and train over 1,300 Cadets during Cadet Summer Training as a primary instructor for tactics; a role in which he excelled.
c. 5) Develops: (Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)	CPT Lanahan instructed and evaluated over 1300 cadets during 99 iterations of Platoon Attack, and 99 iterations Platoon Defense during Cadet Summer Training, providing essential feedback to develop agile and adaptive future Army leaders. He also developed a comprehensive and individually tailored training program that increased our average APFT by 20 points and lowered the average run time by 2 minutes.
c. 6) Achieves: (Gets Results)	CPT Lanahan successfully coached, mentored, and trained over 50 Cadets as the primary instructor for the freshman ROTC class. Due to his leadership, 3 of the top 5 battalion positions within the program were earned by Cadets from Delta Company. Most impressively, CPT Lanahan's leadership was vital in the battalions winning of the MacArthur Award as the number 1 ROTC Battalion in the BDE.
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	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: 2019-12-18 TOTAL RATINGS: 94 RATINGS THIS OFFICER: 1	c. COMMENTS ON POTENTIAL: CPT Lanahan ranks in the top 10 of 86 Captains within the BDE. He is the consummate professional and strategic thinker who is able to grasp the bigger picture and articulate that across a diverse audience. Promote now to MAJ and immediately program for Resident CGSC. This officer's potential is unlimited. He is a future Battalion Commander.
	d. List 3 future SUCCESSIVE assignments for which this Officer is bestsuited: Battalion S3, Battalion XO, Brigade S3

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