

**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) LANAHAN, JOHNATHAN, N		b. SSN 252-73-0229	c. RANK 1LTP	d. DATE OF RANK (YYYYMMDD) 20121121	e. BRANCH EN	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND A BRIGADE EN, FT HOOD, 76544, FC			h. UIC WAPZA0	i. REASON FOR SUBMISSION 02   Annual		
j. PERIOD COVERED FROM (YYYYMMDD) 20131102	THRU (YYYYMMDD) 20141101	k. RATED MONTHS 12	l. NON RATED CODES	m. NO. OF ENCLOSURES 0	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil) JOHNATHAN.N.LANAHAN@US.ARMY.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) JONES, COLLIN, R		a2. SSN 187-70-8074	a3. RANK CPT	a4. POSITION Company Commander	
a5. EMAIL ADDRESS (.gov or .mil) collin.r.jones.mil@mail.mil		a6. SIGNATURE JONES.COLLIN.R.1077506248 <small>Digitally signed by JONES, COLLIN, R. 1077506248 DN: cn=JONES, COLLIN, R. 1077506248, ou=USA, ou=PK, ou=300-CH-15, ou=GOVERNMENT, ou=US Date: 2015.04.15 09:38:47 -0400</small>			a7. DATE (YYYYMMDD) 20150410
b1. NAME OF INTERMEDIATE RATER (Last, First, Middle Initial)		b2. SSN (Optional)	b3. RANK	b4. POSITION	
b5. EMAIL ADDRESS (.gov or .mil)		b6. SIGNATURE			b7. DATE (YYYYMMDD)
c1. NAME OF SENIOR RATER (Last, First, Middle Initial) PARSONS, MICHAEL, D		c2. SSN 386-96-6502	c3. RANK LTC	c4. POSITION Battalion Commander	
c5. SENIOR RATER'S ORGANIZATION 3D EN BN, 3ABCT, 1CD	c6. BRANCH EN	c7. COMPONENT RA	c9. EMAIL ADDRESS (.gov or .mil) MICHAEL.D.PARSONS8.MIL@MAIL.MIL		
c8. SENIOR RATER PHONE NUMBER (254) 368-9824		c10. SIGNATURE PARSONS.MICHAEL.DAVID.1098777810 <small>Digitally signed by PARSONS, MICHAEL, DAVID. 1098777810 DN: cn=PARSONS, MICHAEL, DAVID. 1098777810, ou=USA, ou=PK, ou=300-CH-15, ou=GOVERNMENT, ou=US Date: 2015.04.15 13:54:38 -0400</small>			c11. DATE (YYYYMMDD) 20150414
d. This is a referred report, do you wish to make comments? <input type="checkbox"/> Referred <input type="checkbox"/> Yes, comments are attached <input type="checkbox"/> No		e1. SIGNATURE LANAHAN.JOHNATHAN.N.1058807326 <small>Digitally signed by LANAHAN, JOHNATHAN, N. 1058807326 DN: cn=LANAHAN, JOHNATHAN, N. 1058807326, ou=USA, ou=PK, ou=300-CH-15, ou=GOVERNMENT, ou=US Date: 2015.04.15 09:16:39 -0400</small>			e2. DATE (YYYYMMDD) 20150415
f1. Supplementary Review Required? <input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		f2. NAME OF REVIEWER (Last, First, Middle Initial)			
f3. RANK	f4. POSITION		f5. Comments Enclosed <input type="checkbox"/> Yes <input type="checkbox"/> No		
f6. SIGNATURE		f7. DATE (YYYYMMDD)	g. MSAF Date (YYYYMMDD) 20141014		

**PART III - DUTY DESCRIPTION**

a. PRINCIPAL DUTY TITLE Executive Officer	b. POSITION AOC/BRANCH 12A00/EN
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Executive Officer of a 112 Soldier Combat Engineer Company in the Third Engineer Battalion, Third Armored Brigade Combat Team, First Cavalry Division. Responsible for all logistical and administrative tasks of two Combat Engineer Platoons and one Engineer Support Platoon that support the ABCT on any battlefield by conducting mobility, counter-mobility, survivability, and limited sustainment missions. Responsible for the company's combat readiness through the management of logistical and maintenance operations. Ensured all company training was adequately resourced. Responsible for the maintenance, readiness, and accountability of over \$39 million worth of equipment.	

**PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)**

a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20140905</u> Height: <u>68</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? Led by example by scoring a 290 or higher on all APFTs during the rating period.
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)
<b>HQDA COMPARISON OF THE RATER'S PROFILE AND BOX CHECK AT THE TIME THIS REPORT PROCESSED</b> <b>EXCELS</b>
RO: LANAHAN, JOHNATHAN, N SSN: 252730229 R: JONES, COLLIN, R SSN: 187708074 DATE: 2015-01-22 TOTAL RATINGS: 4 RATINGS THIS OFFICER: 1 I currently rate <u>4</u> <b>Army Officers</b> in this grade.

Comments:

The top performing Lieutenant I rate. 1LT Lanahan always exceeded expectations through his unmatched ability to balance mission requirements and Soldier welfare. He always anticipated sustainment and training resource requirements; ensuring the company executed tough, realistic and effective training. His ability to mentor peers holding Platoon Leader positions was impressive. 1LT Lanahan can be trusted to successfully execute any mission.

NAME: LANAHAN, JOHNATHAN, N		SSN 252-73-0229	PERIOD COVERED: FROM (YYYYMMDD) 20131102	THRU (YYYYMMDD) 20141101
c. 1) <b>Character:</b> <i>(Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</i>	Johnathan never failed to demonstrate his unwavering commitment to the organization, his subordinates and his peers. He established a relationship of trust with Soldiers in the company and adjacent units alike; ensuring no duty related or personal issues were left unattended. His judgment could always be trusted. He fully supported the EO and SHARP programs by treating everyone fairly and respectfully.			
c. 2) <b>Presence:</b> <i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i>	1LT Lanahan never compromised his professionalism and solid composure when challenged with stress. His positive demeanor inspired subordinates and peers who rallied behind his confidence and resilience. In the absence of the commander, Johnathan's sound judgment and strong presence led Soldier's to meet the commander's intent.			
c. 3) <b>Intellect:</b> <i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i>	1LT Lanahan's innovation enabled the company to smoothly transition during the 3BSTB to 3D EN BN transformation. He expertly synchronized over 50 lateral transfers and over 440 supply transactions to ensure the highest possible level of combat readiness at all times. His eagerness to increase his tactical and technical knowledge through self-study, mentors and outside agencies was remarkable.			
c. 4) <b>Leads:</b> <i>(Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i>	Johnathan is a selfless leader to be emulated. He has proven to be one of the most reliable junior leaders in the battalion. 1LT Lanahan's clear and concise communication of desired goals empowers junior subordinates to tackle any mission with confidence. His talent for leading Soldiers is significantly beyond that of his company peers and a majority of his peers within the battalion.			
c. 5) <b>Develops:</b> <i>(Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i>	1LT Lanahan always identifies opportunities to develop his subordinates during mission support operations, even during the most tedious tasks. He created a positive learning environment that encouraged feedback and built a cohesive team. 1LT Lanahan maintains high expectations while seeking to develop the weaknesses of his subordinates through fair and consistent counseling and evaluations.			
c. 6) <b>Achieves:</b> <i>(Gets Results)</i>	1LT Lanahan's ability to achieve excellent results when challenged is outstanding. His initiative and influence on the company's Command Supply Discipline Program, maintenance and the unit armsroom was invaluable. His efforts resulted in outscoring all Supply Sergeants in the Use Manager Supply Sergeant Course and the company being commended for having one of the top armsrooms on Fort Hood.			

**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: PARSONS, MICHAEL, D

DATE: 2015-01-22

TOTAL RATINGS: 22

RATINGS THIS OFFICER: 1

b. I currently senior rate 17 **Army Officers** in this grade.

**c. COMMENTS ON POTENTIAL:**

1LT Lanahan is in the top third of all Lieutenants in the battalion. Promote immediately and send to Engineer Captain's Career Course. Consider for nominative selection to Advanced Civil Schooling. Assign to the toughest jobs in preparation for company command.

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

Company Commander, USACE Project Engineer, Primary Battalion Staff Officer