

HQDA#: 2389417

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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	f. COMPONENT (Status Code)
LANAHAN, JOHNATHAN, N		1058807326		CPT	20150501	EN	
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND				h. UIC		i. REASON FOR SUBMISSION	
55 MOBILITY AUGMENTATION CO, CAMP HUMPHREYS, 96271, P8				WBCSAA		03   Change of Rater	
j. PERIOD COVERED		k. RATED MONTHS	l. NON RATED CODES	m. NO. OF ENCLOSURES	n. RATED OFFICER'S EMAIL ADDRESS (.gov or .mil)		
FROM (YYYYMMDD) 20180526 THRU (YYYYMMDD) 20180926		4	Q	0	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		
RAMSKUGLER, CHAD, M		1099974326		LTC	BN CDR		
a5. EMAIL ADDRESS (.gov or .mil)		a6. RATER SIGNATURE		Digitally signed by RAMSKUGLER, CHAD, MICHAEL 1099974326 974326		a7. DATE (YYYYMMDD)	
chad.m.ramskugler.mil@mail.mil						20180920	
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		
WATKINS, BRIAN, T		1050856387		COL	BDE CDR		
c5. SENIOR RATER'S ORGANIZATION		c6. BRANCH	c7. COMPONENT	c9. EMAIL ADDRESS (.gov or .mil)			
2CAB		AV	RA	brian.t.watkins.mil@mail.mil			
		c8. SENIOR RATER PHONE NUMBER		c10. SENIOR RATER SIGNATURE		c11. DATE (YYYYMMDD)	
		(315) 754-9706		WATKINS, BRIAN, T 1050856387		20181008	
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		20181010	
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)		g. MSAF Date (YYYYMMDD)			
				20180911			
<b>PART III - DUTY DESCRIPTION</b>							
a. PRINCIPAL DUTY TITLE				b. POSITION AOC/BRANCH			
Company Commander				EN			
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES							
Commander of the 55th Mobility Augmentation Company, assigned to the 11th Engineer Battalion. Responsible for providing engineer support to mobility, counter-mobility, and survivability missions for Eighth Army, and its major subordinate commands. Comprised of two Assault Platoons, one Counter Mobility Platoon, a Company Headquarters, and a Field maintenance team. Responsible for the readiness, employment, and mission accomplishment of an 138-person Company and additional 5 KATUSAs, consisting of 46 pieces of rolling stock and 1,178 total pieces of equipment valuing over \$24M. Responsible for the leader development of 4 officers, and 7 senior non-commissioned officers.							
<b>PART IV - PERFORMANCE EVALUATION - PROFESSIONALISM, COMPETENCIES, AND ATTRIBUTES (Rater)</b>							
a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20180911</u> Height: <u>68</u> Weight: <u>178</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: RAMSKUGLER, CHAD, M		SSN: 391849867	
DATE: 2018-10-10		TOTAL RATINGS: 12		RATINGS THIS OFFICER: 2		I currently rate <u>8</u> Army Officers in this grade.	
Comments:							
CPT Lanahan is #2 of 6 Company Commanders. He flawlessly executed CO EXEVALs, achieving Objective "T" rating in all Korea OPLAN related METs. He launched 4 inert MICLICs without a misfire, certifying the only organic breach equipment in Korea, and established the only VOLCANO minefield system in Korea with successful inert canister fire. He rebuilt the Company with over half the Soldiers transitioning, including 90% of leadership. Superb performance.							

DA FORM 67-10-1, NOV 2015

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Page 1 of 2  
APD LC v1.00ES

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NAME: LANAHAN, JOHNATHAN, N		SSN (or DOD ID No.) 1058807326	PERIOD COVERED: FROM (YYYYMMDD) 20180526	THRU (YYYYMMDD) 20180926
c. 1) <b>Character:</b> (Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)	Established company SHARP and EO programs where all Soldiers are treated with dignity and respect, regardless of sex, race, religion, nationality, or sexual orientation. Fostered a climate of discipline within the unit, where all members are proud to live by the Army values. Maintained transparent climate where soldiers trusted him and the chain of command, frequently using the open door policy to solve challenges.			
c. 2) <b>Presence:</b> (Military and Professional Bearing, Fitness, Confident, Resilient)	Consistently remained above 300 on the APFT; led the Battalion Spartan race team twice; maintained 250 company APFT. Projected confidence and pride, which resulted in the Company achieving the top rating in the majority of admin and training metrics. Remained resilient, and bounced back from stressful situations during a massive turnover in the Company (2/3 PLs, 4/5 PSGs, 1SG, 50% of the Company).			
c. 3) <b>Intellect:</b> (Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)	Authored an annual training cycle for the Company that uses a logical progression, and lessens the negative impacts of a high turnover rate in Korea. Allows efficient use of time and the ability to quickly become a "T" in following years. Shares expertise, knowledge, experience, and education with peers, subordinates and the BN Staff, decreasing the learning curve with new Platoon Leaders and staff.			
c. 4) <b>Leads:</b> (Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)	Integrated new PLs, PSGs, and 1SG into the Company and maintain the culture and discipline of the organization. Led by example, displaying a high level of character, competence, and passion for the unit. Effectively communicated with subordinates to create a shared understanding of the goals, training objectives, and schedule changes.			
c. 5) <b>Develops:</b> (Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)	Developed company LPDs to introduce PLs and PSGs to advanced topics directly relating to their platoons to include Mission Command, EA Development, Combined Arms Breaches, and command support relationships. Empowered PLT LDRs, increasing their responsibilities over time, significantly increasing their ability to operate independently and fill roles of the CDR when absent.			
c. 6) <b>Achieves:</b> (Gets Results)	Accomplished every mission assigned, but even more, pushed the company to the highest levels of training readiness on his own accord, driving the company training plan to prepare his Soldiers for contingency operations in the Korean Theater. Set the standard for all like companies to follow with successful MICLIC and VOLCANO fires.			
<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>58</u> Army Officers in this grade.		
<div style="border: 1px solid black; padding: 5px; text-align: center; margin-bottom: 10px;">MOST QUALIFIED</div> RO: LANAHAN, JOHNATHAN, N  SR: WATKINS, BRIAN, T  DATE: 2018-10-10  TOTAL RATINGS: 42  RATINGS THIS OFFICER: 1		c. <b>COMMENTS ON POTENTIAL:</b> A future Engineer Battalion Commander, CPT Lanahan clearly ranks in the top 10% of all company commanders I have served with. His establishment of the only permanent U.S. engineer breaching and minefield capability in Korea provided additional options at both the operational and theater level. Promote BZ to Major and select for resident ILE. He is ready to serve as a BN XO or S3 today.		
		d. List 3 future <b>SUCCESSIVE</b> assignments for which this Officer is best suited:  Battalion S3, Deputy District Engineer, Battalion Commander		

DA FORM 67-10-1, NOV 2015

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Page 2 of 2  
APD LC v1.01ES