

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 1LT	d. DATE OF RANK (YYYYMMDD) 20121121	e. BRANCH EN	f. COMPONENT (Status Code)
g. UNIT, ORG., STATION, ZIP CODE OR APO, MAJOR COMMAND HHC, 3D EN BN, 3ABCT, FT HOOD, 76544, FC			h. UIC WAPZT0	i. REASON FOR SUBMISSION 03 Change of Rater		
j. PERIOD COVERED FROM (YYYYMMDD) 20141102 THRU (YYYYMMDD) 20150522		k. RATED MONTHS 7	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) GUNTHER, HEATHER, N		a2. SSN 154-72-5832	a3. RANK MAJ	a4. POSITION EXECUTIVE OFFICER		
a5. EMAIL ADDRESS (.gov or .mil) HEATHER.GUNTHER1@US.ARMY.MIL		a6. SIGNATURE GUNTHER.HEATHER.NICOLE.1005393856 <small>Digitally signed by GUNTHER HEATHER NICOLE.1005393856 DN: cn=GUNTHER HEATHER NICOLE.1005393856, ou=USA, ou=PMO, ou=HQD, ou=US GOVERNMENT, c=US Date: 2015.04.09 15:46:19 -0400</small>			a7. DATE (YYYYMMDD) 20150409	
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 COMMANDER		
c5. SENIOR RATER'S ORGANIZATION HQ, 3D EN BN, 3ABCT, 1CD	c6. BRANCH EN	c7. COMPONENT RA	c9. EMAIL ADDRESS (.gov or .mil) michael.d.parsons8.mil@mail.mil			c11. DATE (YYYYMMDD) 20151015
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=PMO, ou=HQD, ou=US GOVERNMENT, c=US Date: 2015.10.22 12:31:30 -0400</small>				
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=PMO, ou=HQD, ou=US GOVERNMENT, c=US Date: 2015.10.22 12:31:30 -0400</small>			e2. DATE (YYYYMMDD) 20151022	
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) 20141220			

PART III - DUTY DESCRIPTION

a. PRINCIPAL DUTY TITLE Assistant Project Engineer	b. POSITION AOC/BRANCH 12A/EN
c. SIGNIFICANT DUTIES AND RESPONSIBILITIES Performs duties to assist project engineers with responsibility for contract administration for six sustainment, restoration, and modernization (SRM) projects on Fort Hood, Texas. Daily duties and responsibilities include contract oversight and administration, ensuring design conferences are executed, processing submittals, answering requests for information and other correspondence, ensuring compliance with safety and environmental policies, quality assurance oversight through the three phase inspection process, negotiating and processing contract modifications, reviewing schedules and project updates. Renovation projects include a cold storage warehouse, swimming pool complex, the installation vehicle painting facility, and barracks renovation. Horizontal projects include the repair of roads located on live fire ranges and throughout training area, pavement repair of roads within the main cantonment area of Fort Hood. Responsible for administration duties of more than \$98 million of assigned projects.	

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

a. APFT Pass/Fail/Profile: <u>PASS</u> Date: <u>20150130</u> Height: <u>69</u> Weight: <u>195</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 DATE: 2015-10-22	SSN: 252730229 TOTAL RATINGS: 4
R: GUNTHER, HEATHER, N RATINGS THIS OFFICER: 1	SSN: 154725832 I currently rate <u>4</u> Army Officers in this grade.

Comments:
Great work by a motivated young officer. LT(P) Lanahan served well in a self-directed broadening position with the United States Army Corps of Engineers Fort Hood office under the Southwest Division. He took the opportunity to learn and grow while performing duties as an assistant project engineer and paid the knowledge forward by sharing his experience with other leaders in the 3d Engineer Battalion, 3d Brigade Combat Team, 1st Cavalry Division.

NAME: LANAHAN, JOHNATHAN, N		SSN 252-73-0229	PERIOD COVERED: FROM (YYYYMMDD) 20141102	THRU (YYYYMMDD) 20150522
c. 1) Character: <i>(Adherence to Army Values, Empathy, and Warrior Ethos/ Service Ethos and Discipline. Fully supports SHARP, EO, and EEO.)</i>	LT(P) Lanahan demonstrated selfless service in his consistent participation in the Adopt-A-School program with the Maxdale Elementary school students in Killeen, Texas. He helped with reading and writing assignments and served as a both mentor to the children and an exemplary leader for other Soldiers. He fully supports the SHARP and EO programs.			
c. 2) Presence: <i>(Military and Professional Bearing, Fitness, Confident, Resilient)</i>	LT(P) Lanahan disciplined himself around structured work hours to improve his physical fitness and overall health. He scored a 293 on the record APFT and lost more than 18 pounds through a rigorous individual PT plan.			
c. 3) Intellect: <i>(Mental Agility, Sound Judgment, Innovation, Interpersonal Tact, Expertise)</i>	LT(P) Lanahan applied his Civil Engineering knowledge in reviewing design for a paving project consisting of road repairs and construction on Fort Hood ranges. He created USACE project tracking boards using his reconnaissance experience to provide situational understanding for key stakeholders on critical projects on Fort Hood.			
c. 4) Leads: <i>(Leads Others, Builds Trust, Extends Influence beyond the Chain of Command, Leads by Example, Communicates)</i>	LT(P) Lanahan served as an Observer Controller/Trainer for a distribution platoon for the National Training Center Rotation 15-07, providing guidance and mentorship to platoon leadership. He monitored the progress of contractors and enforced strict standards of quality and safety to ensure that work was within the specifications of the government standards.			
c. 5) Develops: <i>(Creates a positive command/ workplace environment/Fosters Esprit de Corps, Prepares Self, Develops Others, Stewards the Profession)</i>	LT(P) Lanahan led an Battalion level Leader Professional Development event for the 3d Engineer Battalion on his experiences with USACE and assisted in the planning and execution of a Brigade level event on Engagement Area Development with the GREYWOLF leaders and enablers for NTC 15-07. He studied daily for the Fundamentals of Engineering Exam in preparation for future licensing.			
c. 6) Achieves: <i>(Gets Results)</i>	LT(P) Lanahan mitigated a \$1,000,000 contract dispute and created a document used by the area engineer and contractor to determine a baseline of work performance in future contracts. He supported the professional reputation of the 3d Engineer Battalion and future partnerships among the Engineer community 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: 2015-10-22

TOTAL RATINGS: 24

RATINGS THIS OFFICER: 2

b. I currently senior rate 24 **Army Officers** in this grade.

c. **COMMENTS ON POTENTIAL:**

LT Lanahan is a talented officer with clear potential. Continue to assign to challenging tactical positions. Consider for Advanced Civil Schooling and groom for company command following promotion to captain.

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

Company Commander, Battalion Engineer, Training with Industry