

[http://www.health.mil/About MHS/Organizations/MHS Offices and Programs/PDBR.aspx](http://www.health.mil/About_MHS/Organizations/MHS_Offices_and_Programs/PDBR.aspx)

# Naval Hospital Camp Pendleton

## IDES

### Disability Transition Assistance Program

#### Handout Packet



## Navy and Marine Corps Disability Attorney Assistance

You have the right to consult with an attorney regarding your IDES/Medical Evaluation Board (MEB) case. You should consult with a Disability Attorney when your case is initially referred to a MEB and you check-in with the IDES/MED office located at your military hospital or clinic; when you receive your Medical Board Report (NARSUM); and when you receive the Informal PEB findings from your PEBLO. Navy and Marine Corps Disability Attorneys can assist you throughout the IDES/Medical Evaluation Board process and ensure your rights are protected by providing the following services:

- IDES/MEB process explanation
- Case assessment and document review
- Requests for medical treatment/documentation
- Non-Medical Assessment (NMA) review
- Assistance with rebuttal statements, personal statements, and requests for clarification
- Impartial Medical Review (IMR) requests
- VA reconsideration petitions
- Formal PEB hearing preparation and coordination with detailed Formal PEB attorney
- Coordination with other agencies/organizations to secure benefits
- Outreach to area personnel and commands regarding IDES/MEB matters

It is important to read and understand the documents you sign. You should consult with a Disability Attorney before making any decision or signing any document in your case.

### Naval Hospital Camp Pendleton Disability Attorney:

Mr. Ramon Lao  
Phone: (760) 763-9465

*Walk-in consultations are available Monday through Friday from 0830-1130 and 1330-1630 or by appointment in Building H-49 First Floor (go through main entrance and turn right), Integrated Disability Evaluation Services.*

# IDES PERSONAL IMPACT STATEMENT ICO:

From: \_\_\_\_\_, USMC/USN  
(Name/Rank)

To: President, Physical Evaluation Board

Subj: PERSONAL STATEMENT REGARDING IMPACT OF MEDICAL CONDITION(S)

Ref: SECNAVINST 1850.4E

**1. Purpose:** This letter is your opportunity to tell the Physical Evaluation Board (PEB) how your medical condition(s) impacts your ability to perform the duties and daily tasks required for your MOS/Rate.

- a. You may comment on any issue you feel is relevant to the PEB.
- b. This is also your chance to tell the PEB whether you desire to continue your military service with the PEB's full understanding that your commitment to serve is not diminished by your wish to now separate (or remain) due to your underlying medical condition(s).

## 2. Statement:

1. Include a brief synopsis of background information, such as: "I joined the Marines Corps/Navy on [include date]. My primary MOS is [Infantryman, etc.] I am required to [include a description of the jobs and tasks your MOS requires – Google your MOS and it will have complete description – cut and paste into your letter – make small changes to ensure it fits in with flow of the letter].
2. Describe what happened to cause the injury or condition. Include a description of any combat related events if applicable.
3. Discuss the condition(s) to which you have been referred to the Board (only those conditions which a physician has submitted a referral or addendum). Include a description of the current treatment you receive and what medications you are required to take.
4. Discuss how your condition(s) impacts or prevent you from performing the duties of your MOS. This is the most important part of your statement. Go into specific detail and discuss impact on your MOS, both in the field and in garrison.
5. Include any other important information you think would be helpful for the PEB to know when reviewing you case.
6. Limit your statement to a page and a half – no longer.

\_\_\_\_\_  
Signature

\_\_\_\_\_  
Print Name

\_\_\_\_\_  
Date

## VA STATE WEBSITES

### *Alabama*

<http://www.va.state.al.us>

### *Alaska*

[www.ak-prepared.com/vetaffairs](http://www.ak-prepared.com/vetaffairs)

### *Arizona*

<http://www.azdvs.gov/>

### *Arkansas*

<http://www.nasdva.com/arkansas.html>

### *California*

<http://www.cdva.ca.gov/default.asp>

### *Colorado*

<http://www.dmva.state.co.us/page/home>

### *Connecticut*

<http://www.ct.gov/ctva/site/default.asp>

### *Delaware*

<http://veteransaffairs.delaware.gov/default.shtml>

### *Florida*

<http://www.floridavets.org/>

### *Georgia*

<http://sdvs.georgia.gov/02/sdvs/home/0,2456,26646926,00.html>

### *Hawaii*

<http://www.dod.state.hi.us/ovs/>

### *Idaho*

<http://www.idvs.state.id.us/>

*Illinois*

<http://www.state.il.us/agency/dva/>

*Indiana*

<http://www.in.gov/veteran/>

*Iowa*

<http://www.iowava.org/asp/ContactUs.asp>

*Kansas*

<http://www.kcva.org/contact.shtml>

*Kentucky*

<http://www.kdva.net/contactinfo.htm>

*Louisiana*

<http://www.vetaffairs.com/mgmtfinance.html>

*Maine*

<http://www.maine.gov/dvem/bvs/Augusta.htm>

*Maryland*

<http://www.mdva.state.md.us/html/contact.html>

*Massachusetts*

<http://www.mass.gov/?pageID=veteranshomepage&L=1&LO=Home&sid=Eveterans>

*Michigan*

<http://www.michigan.gov/dmva>

*Minnesota*

<http://www.mdva.state.mn.us/>

*Mississippi*

<http://www.vab.state.ms.us/>

*Missouri*

<http://www.mvc.dps.mo.gov/>

*Montana*

<http://dma.mt.gov/mvad/>

*Nebraska*

<http://www.vets.state.ne.us/>

*Nevada*

<http://www.veterans.nv.gov/>

*New Hampshire*

<http://www.nh.gov/nhveterans/>

*New Jersey*

<http://www.state.nj.us/military/>

*New Mexico*

<http://www.dvs.state.nm.us/>

*New York*

<http://www.veterans.state.ny.us/index.html>

*North Carolina*

<http://www.doa.state.nc.us/vets/va.htm>

*North Dakota*

<http://www.nd.gov/veterans/>

*Ohio*

<http://veteransaffairs.ohio.gov/>

*Oklahoma*

<http://www.ok.gov/ODVA/Contact Central Office/index.html>

*Oregon*

[http://sites.state.pa.us/PA\\_Exec/Military\\_Affairs/DMVA/163.htm](http://sites.state.pa.us/PA_Exec/Military_Affairs/DMVA/163.htm)

*Pennsylvania*

[http://sites.state.pa.us/PA\\_Exec/Military\\_Affairs/DMVA/163.htm](http://sites.state.pa.us/PA_Exec/Military_Affairs/DMVA/163.htm)

*Rhode Island*

<http://www.providence.va.gov/>

*South Carolina*

<http://www.govoepp.state.sc.us/va/contact.html>

*South Dakota*

<http://www.state.sd.us/military/military.html>

*Tennessee*

<http://www.state.tn.us/veteran/>

*Texas*

<http://www.tvc.state.tx.us/>

*Utah*

<http://veterans.utah.gov/>

*Vermont*

<http://www.va.state.vt.us/>

*Virginia*

<http://www.dvs.virginia.gov/>

*Washington*

<http://www.dva.wa.gov/>

*West Virginia*

<http://www.wvs.state.wv.us/va/>

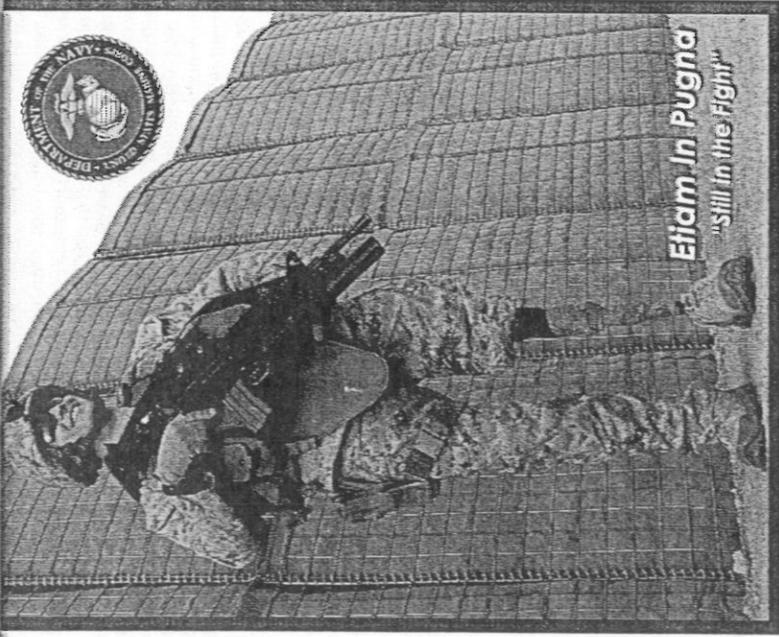
*Wisconsin*

<http://dva.state.wi.us/>

*Wyoming*

<http://www.wy.ngb.army.mil/veterans.asp>

**DISABILITY EVALUATION SYSTEM PILOT**  
**POCKET GUIDE FOR MARINES**

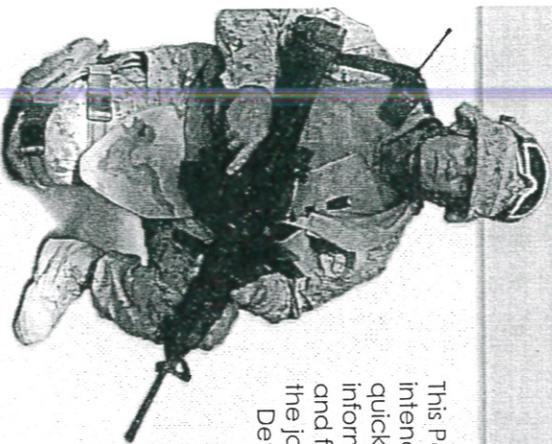


Produced by: United States Marine Corps Wounded Warrior Regiment

**DISABILITY EVALUATION SYSTEM**  
**PILOT POCKET GUIDE**

<b>Introduction</b>	<b>page 3</b>
Letter To The Reader	page 4
Getting Started	page 6
Shortcut: The DES Pilot In Review	page 10
<b>In Depth Look At Each Phase</b>	<b>page 14</b>
Medical Evaluation Board Referral	page 15
Claim Development	page 15
Narrative Summary And MEB Report	page 17
Physical Evaluation Board	page 20
Informal Physical Evaluation Board	page 22
Formal Physical Evaluation Board	page 23
Veterans Administration DES Rating Activity Site Frequently Asked Questions On Rating And Compensation	page 24
Transition	page 27
VA Disability Compensation Delivery	page 29
DES Pilot Process Chart	page 32
<b>Conclusion</b>	<b>page 34</b>
Points Of Contact And Resource Information	page 36
	<b>page 38</b>
	<b>page 40</b>

## INTRODUCTION



This Pocket Guide is intended to provide quick-reference overview information to help Marines and families navigate the joint Department of Defense/Department of Veterans Affairs Disability Evaluation System (DES) Pilot. Its primary purpose is to ensure users understand the basic components of the Pilot and where to go for help. Pilot processes and procedures may vary depending on your location, timeframe for referral into the system and/or the site administrators' availability to resources.

**Updates and changes to this guide can be viewed at:**  
<http://www.woundedwarriorregiment.org>

## LETTER TO THE READER

Service in the United States Marine Corps is a physically demanding and stressful occupation that often requires individuals to perform a variety of rigorous and potentially dangerous activities in many different and inhospitable operating environments. Whether serving in combat operations or in training evolutions, individual Marines can incur a wound, injury, or illness that may have a long-term impact on their lives and ability to continue their career as a Marine. With the aid of exceptional medical care and adequate time to heal, most Marines recover and return to full and unrestricted duty. Unfortunately, some Marines do not. In this case, it is appropriate for them to be referred to a Disability Evaluation System (DES) process that will determine their fitness for continued military service.

The Secretary of the Navy, in accordance with Public Law and Department of Defense regulations, is responsible for establishing a process to determine a Marine's fitness for duty and for separating or retiring those determined to be unfit because of physical disability. The law provides benefits for an eligible Marine whose career is cut short due to a physical disability incurred in the line of duty. The Department of the Navy (DON) Physical Evaluation Board (PEB) manages the DON DES process and acts on behalf of the Secretary of the Navy in making fitness for duty determinations and eligibility for benefits.

The Department of the Navy Disability Evaluation System is a part of the Department of Defense's DES process. As you read through this guide you will see that there have been dramatic changes to the DoD DES process. The changes are intended, within the provisions of current law, to bring about improvements to both the DoD DES and the Department of Veterans Affairs process. This program is currently referred to as the **DoD/VA Disability Evaluation System Pilot**.

As you read through this guide, you will note limited reference to the DON DES; however, you should be aware of the fact that the future of an individual Marine is being decided by Marine Corps representatives to the DON Physical Evaluation Board (PEB). You will also learn that there are provisions within the DES Pilot process that enable the Commandant to retain Marines on active duty, in a permanent limited duty capacity,

despite the Marine having been determined to be Unfit for continued military service.

Through a series of questions and responses you should better understand this process. Although you will find this guide to be useful, you should regularly refer your questions to the persons identified as the subject matter experts in this guide. Also, take advantage of information you will find posted on the web-sites provided. Remember, your Marine Corps' chain of command is your BEST resource in the event you still have questions or concerns about your future.

- Semper Fidelis Marines!

#### COORDINATED EFFORT WITH A PERSONAL TOUCH

The DON and VA strive to provide the best possible service across the continuum of care - from the point of injury through transition - and desire to support the highest quality of life possible for Marines and their families. Both are concerned with offering members a personal, hands-on approach to the DES Pilot process.

Marines and families do not have to navigate the new DES Pilot alone. The DON Physical Evaluation Board Liaison Officer (PEBLO) and the VA Military Service Coordinator (MSC) are non-clinical case management specialists in place to provide assistance and information to the Marine and their family and/or representative. Additionally, both specialists know the unique issues surrounding each case and will coordinate medical appointments and liaison with all government agencies (DoD, VA, and Social Security Administration (SSA)) in order to ensure the Marine and his or her family are aware of all processes and procedures. This guide will also make you aware of additional personnel that can assist you through the DES Pilot process.

## GETTING STARTED

**What do I need to know if I have been injured or become ill? First and foremost you need to understand that the Marine Corps and Navy Medicine are very concerned for your health and welfare and ensuring that you make a full recovery.** The first objective is to treat your immediate medical condition(s) and then to establish a treatment and recovery plan that will return you to a full duty (medically unrestricted) status. Secondly, in order to protect you from aggravating your medical condition(s) there are a variety of administrative actions that will be taken, as necessary, to place you in a medically restricted status such as Sick-in-Quarters, Light Duty, or Temporary Limited Duty. Temporary Limited Duty (TLD) is the most significant of these actions and will result in the Marine being medically restricted from performing duties that might aggravate or complicate the healing and recovery process. TLD is actually a personnel action that is initiated by a military physician preparing either an abbreviated or complete Medical Evaluation Board Report (MEBR). TLD is normally limited to a six month period; however, the attending physician may recommend an additional six month period. Any requirement for additional TLD (beyond the initial 12 months) must be referred to Headquarters Marine Corps (HQMC) for approval. The decision to place an enlisted marine on TLD may be made by the Military Treatment Facility (MTF). However, all MEBs recommending periods of TLD for Marine Corps officers must be forwarded to the CMC (MMSR-4) for approval. HQMC may either grant additional TLD or direct that the Marine be referred into the DES process for a fitness for continued military service determination by the PEB.

### **What happens if I don't make a full recovery?**

Despite the advances in modern medicine and the best efforts of patients, some individuals cannot be returned to a full duty (medically unrestricted) status. In this event it will be necessary for the Marine to be referred to the Disability Evaluation System (DES). For quick reference there is a flow chart in the back of this guide.

### **Where can I get information on the DES Pilot process and how it will affect me?**

This guide provides a quick synopsis of the DES Pilot process and contains most of the information you will need to know. That being said, it is very important for you to **be actively engaged** in every step of this process and seek out the subject matter experts that are available to assist you. This guide will introduce the key players and inform you on how they can assist. Always remember that your military chain of command is your best resource for assistance if you feel that you are not getting the information you need. Don't hesitate to ask questions. **Decisions you make as you go through the process will have an effect on you and your family in the future. If you are the spouse, parent, sibling, or guardian of a Marine who is incapable of making decisions you too have a need to know this information in order to receive the assistance you need to support your Marine.**

### **Why was the DoD/VA DES Pilot Program created?**

In November 2007, DoD and VA initiated a joint DES Pilot program in the Washington DC National Capital Region to improve the timeliness, effectiveness and transparency of the DES review process. A desired outcome was to close the gap that often occurred between separation from active duty and receipt of VA benefits and compensation. Under the Pilot, the VA performs one medical exam that meets the needs of DoD in determining fitness for continued military service and also provides the basis for the VA to rate the Service member's disabilities if he/she has been determined to be unfit by their Service PEB. The VA determined disability rating, for the specially military unfitting conditions, is used by DoD as the basis for determining eligibility for military retirement benefits. The DES Pilot has proved successful thus far and senior leaders within DoD

## GETTING STARTED

and VA have directed that the program be incrementally expanded to include other bases and stations throughout the country.

This process will require an investment of time on your part; however, it is important to remember that Marines processing through the DES Pilot continue to receive full pay and allowances and the support of their military commanders while the entire process is being completed. Additionally, once separated, they can expect to receive their post-service VA benefits much faster without having to go through another lengthy process.

### **How is a case referred to the DES Pilot?**

Following the occurrence of an injury or illness, an appropriate period of time (typically 12 months) is allotted each Marine to receive treatment and hopefully to rehabilitate and recover. If a Marine can NOT be returned to a full duty status and their ability to continue on active duty, in a medically unrestricted status, remains in question it is the responsibility of the medical community to refer the Marine to the Medical Evaluation Board (MEB) phase of the DES Pilot process. The MEBR developed in the MEB phase may ultimately be referred to the Service PEB for a fitness for continued military service determination.

### **Prior to referral, a physician at the Military Treatment Facility (MTF) where the Marine is being treated will:**

- Provide initial treatment
- Determine a diagnosis/prognosis
- Determine a treatment regimen
- Identify related work restrictions (Sick-in-Quarters, Light Duty, Temporary Limited Duty)
- Identify Marine's requiring referral to the DES Pilot process
- Notify the Marine's command of the pending referral

## SHORTCUT: THE DES PILOT IN REVIEW

### What are the different phases of the DoD/VA Disability Evaluation System Pilot?

Below is a brief general outline of how the process works. Depending on your specific geographic location, when you enter into the DES Pilot, there may be some slight modifications. Each phase will be discussed in greater detail in this guide.

**The process begins** when the attending physician (medical specialist) determines DES referral is appropriate.

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The MTF assigns a PEBLO to develop the Medical Evaluation Board Report case file for referral to the MEB phase of the DES. The PEBLO completes Part I of the VA Claim Form 21-0819, VA/DoD Joint Disability Evaluation Board Claim, which, lists the potentially military unfitting medical conditions. The PEBLO counsels the Marine on the process and identifies others who can assist them. The Marine is then referred to a VA representative known as a Military Service Coordinator (MSC). The PEBLO notifies Marine's parent command of the referral.

(Marine's commander appoints a command limited Duty Coordinator (if not already designated and engaged in this case) who serves as the command's POC during DES processing.)

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The Military Service Coordinator (MSC) counsels the Marine on the VA portion of the DES Pilot and assists the Marine as he/she completes their claim for consideration of medical conditions (other than those referred by the military physician) that they may have been incurred or aggravated during service (VA Form 21-0819, Paris II-IV). The MSC, in coordination with the PEBLO, schedules necessary specialty and physical examinations. (PEBLO notifies Marine and command LIMDU Coordinator of appointments scheduled.)

### SPECIAL NOTE FROM LEGAL COUNSEL

The Marine Corps has dedicated attorneys to assist Marines, and Sailors attached to Marine units, throughout the DES process (in some cases, even as early as the Medical Evaluation Board stage). Such assistance may be limited, depending on the circumstances. To request assistance, call:

East Coast: (910) 451-1680  
West Coast: (760) 725-6172

- Or -

Wounded Warrior Call Center  
1-877-487-6299

#### Legal Tips:

- There are various points throughout the process that allow you the opportunity to appeal. Remember- You should NOT sign anything without a complete understanding of what it is that you are signing and what the ramifications are. Seek legal service if you have any questions.
- You have a legal right and a need to know regarding any and all information entered into your official records. Carefully review all documents before signing. You can and should request a copy of these records.
- In addition to legal assistance, Marines whose Medical Evaluation Board Report (MEBR) is referred to the Service PEB for a fitness for duty determination, may request and must be provided the services of a medical professional. This medical professional is NOT a part of the DES process which allows for an accurate and complete review of the MEBR. Normally, this medical provider will be the Primary Care Manager (PCM).

Examinations (including laboratory and diagnostic tests) are completed by a combination of military, VA, or authorized civilian medical providers. Results of examinations and tests are summarized in a Narrative Summary (NARSUM). The DoD military treatment facility is responsible for the production of the NARSUM and Medical Evaluation Board Report (MEBR). The PEBCO oversees the final assembly of all components of the case file. (Marine is scheduled for Disability Transition Assistance Program (DTAP) briefings.)

The military treatment facility Medical Evaluation Board Convening Authority (CA) convenes a board of medical officers (MEB) who will determine whether or not referral of the MEBR case to the Service PEBCO is warranted. The CA completes administrative actions. The PEBCO forwards completed MEBR case to PEB. (At this point it is common for the MEBR to be referred to as a PEB case file.)

PEB convenes an Informal PEB (IPEB) to adjudicate the case. The IPEB completes a thorough document review of all medical and non-medical evidence contained in the MEBR. If IPEB determines Marine is Fit, notification is sent to the PEBCO. If Unfit, each of the specifically military unfitting medical impairments is identified and the case file is forwarded to the designated VA DES Rating Activity Site (D-RAS).

The VA D-RAS, using the VA Schedule for Rating Disabilities (VASRD), assigns a disability rating to each of the referred and claimed medical conditions which the D-RAS determines are the result of being incurred or aggravated during a period of active duty. Results of rating action are reported in a Rating Decision.

The completed Rating Decision is included in the case file and returned to Service PEB.

## SHORTCUT: THE DES PILOT IN REVIEW

The Service PEB issues a findings letter that provides details on the specifically military unfitting conditions and includes information on those medical impairments rated by the VA DES Rating Activity Site. The PEB findings letter and the VA Rating Decision are forwarded to the Marines' PEBCO who delivers the findings and counsels the Marine on their options in response to the findings. The PEBCO must deliver the findings to the Marine within three working days of receipt. (The PEBCO informs the command appointed LIMDU Coordinator that the findings have been received and again after the Marine completes the election of options.)

Marine executes their election of options with PEBCO assistance. Options are: accept findings as approved or demand a Formal PEB (FPEB). The Election of Options form is returned to the PEB for processing as appropriate. (The Marine must execute their election of options within five working days of being made aware that the findings are available.) (Marines determined Unfit by the PEB, by law, have the right to demand an FPEB. In the DES Pilot the Marine can NOT demand a hearing for the purpose of having the VA decided disability rating changed for claimed conditions. However, they can challenge the PEB finding of Fit or Unfit on referred and claimed medical impairments rated by the VA DES Rating Activity Site by requesting reconsideration of the VA Rating Decision. Once requested by the Marine, the PEB will forward the request for reconsideration to the VA D-RAS. Marines determined Fit by the PEB may either accept the initial IPEB findings or request the PEB President grant an FPEB. Those determined Fit do NOT have a legal right to an FPEB.)

Service PEB will, depending on the Marine's election, either process the case for an FPEB or prepare a Notification of Decision letter which informs the Marine Corps personnel command (HQMC, M&RA, MMSR-4) of the decision and provides disposition (separation/retirement) instructions.

## AN IN DEPTH LOOK AT EACH PHASE OF THE DES PILOT

As we take a closer look at each phase we'll identify the key players of the DES process, discuss their specific role, and help you understand how you can work with them to facilitate the process. Depending on the seriousness of your injury or illness the Marine Corps may have appointed a Recovery Care Coordinator (RCC) to assist you and your family as you transition through all phases of recovery. If you are assigned to or are being supported by the USMC Wounded Warrior Regiment (or one of its subordinate elements), you will normally have an RCC. The RCC is an additional resource to help you understand and navigate through the DES Pilot process. You may also receive legal and medical advice and counsel as described earlier.



HQMC, M&RA (MMSR-4) either directs the Marine's command to begin separation processing, as provided in the Notification of Decision letter, or considers a request from the Marine to be retained on active duty in a Permanent Limited Duty (PLD) status. Marines that have been awarded a Purple Heart may request to be considered for Expanded Permanent Limited Duty (EPLD) as described in MARADMIN 228/06.

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If the Marine will be proceeding to the Formal Board, FPFB scheduling is accomplished and the Marine is notified of the hearing date and provided information regarding their right to legal counsel. Legal counsel is appointed to assist the Marine with the preparation and presentation of his/her petition to the FPFB. Once FPFB proceedings are completed a findings letter, with rationale, is issued by the President, Physical Evaluation Board. The Marine's PEBLO is provided the results of the FPFB.

(FPFB normally scheduled to occur within 15 days of the PEB receiving the Marines' election of option. FPFB rationale and findings expected within 30 days of hearing date.)

(Command LIMDU Coordinator maintains contact with Marine, PEBLO, and command leadership.)

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The PEBLO counsels the Marine on the FPFB findings. If the Marine is dissatisfied with the Fit or Unfit findings he/she can, under certain circumstances, submit a Petition for Relief to the Director, Secretary of the Navy, Council of Review Boards (CORB). The CORB decision is the final DES appeal authority within DON. Final decision is provided to HQMC, M&RA (MMSR-4).

## MEDICAL EVALUATION BOARD PHASE

### Key Players:

Primary Case Manager (PCM)  
Medical Specialist (e.g. Neurologist, Cardiologist, Orthopedist)  
Physical Evaluation Board Liaison Officer (PEBLO)  
Military Service Coordinator (MSC)  
Limited Duty Coordinator

**TIMEFRAME:** The goal for the PEBLO is to successfully complete the MEBR, to include processing it through the Medical Evaluation Board (MEB) and on to the Physical Evaluation Board (PEB), within 100 days from the point of DES referral by the attending physician (medical specialist).

### STEPS:

- Referral
- VA Claim development
- Physical examination, specialty examination, diagnostic testing, laboratory test
- Completion of Narrative Summary and final assembly of MEBR
- Medical Evaluation Board (MEB) convened to review MEBR documentation
- Return to duty or referral of MEBR to Physical Evaluation Board (PEB)

## REFERRAL

Each Marine receiving medical care is normally assigned to a Primary Case Manager who is responsible for the delivery of necessary health care through direct treatment, coordination, or referral to medical specialists. Most often, it is a medical specialist, such as an Orthopedist, who identifies a Marine as having a potentially military unfitting medical condition(s) requiring referral to the DES process. Once the treating physician determines that a Marine cannot be returned to a 'fit for full duty' status, or unlikely to be able to do so within a reasonable period of time (normally 12 months), the member is referred to the MEB portion of the DES. Referral

IN DEPTH LOOK AT EACH PHASE

15

## MEDICAL EVALUATION BOARD PHASE

of a Marine to the DES is a very serious decision and most physicians will exhaust all treatment options and fully discuss their decision with their patient before making the referral. The specific DES referral action requires the medical specialist to refer the Marine into the Pilot. The next step is for that referral to be tasked to a specific PEBLO who is primarily responsible for the development and processing of all documents that make up the MEBR. The PEBLO completes Part I of the VA Claim Form 21-0819, VA/DoD Joint Disability Evaluation Board Claim. The PEBLO must coordinate with many different individuals, clinics, and offices in order to complete the case in a timely manner.

The command Limited Duty Coordinator (LMDU) is responsible to the Marine's unit commander and coordinates with the PEBLO in order to keep Marine Corps leadership aware of the individual Marines' status within the DES Pilot process. Additionally, the LMDU coordinator ensures the command fulfills its responsibility in support of the DES Pilot, such as ensuring the Marine complies with any duty limitations, makes scheduled appointments, is readily available to ensure expeditious case processing and that the command provides, when requested, a detailed Non-medical Assessment which describes the impact of the Marine's medical impairment(s) on his/her ability to perform appropriate duties.



## MEDICAL EVALUATION BOARD PHASE

consults will be required to fully examine and document the referred and claimed medical condition(s). The MSC, depending on local arrangements, will schedule the appointments for the necessary VA Compensation and Pension examinations. It is expected that the MSC actions will be completed within 10 days of receiving the service treatment record and claim form from the PEBLO.

### PEBLO

Within the Department of the Navy there are two different uses of the term PEBLO:

1. MTF Medical Boards Section Clerks who develop and process MEBR case files and, in some MTFs, perform all aspects of DES counseling and coordination of DTAP classes for Marines.
2. Navy Council of Review Boards (CORB) field level DES Counselors (DESC) are permanently assigned to the eight largest Navy Medical Centers, Hospitals, and Clinics, and work to provide DES counseling and coordination of DTAP briefings for Marines but do NOT work directly on the development of the MEBR.

### DTAP

You SHOULD go to DTAP prepared to take notes and absorb a LOT of valuable information. You SHOULD invite your spouse, parent, or guardian to attend with you. In addition to DTAP briefs you SHOULD also attend any other Transition Assistance Management Program (TAMP) training that may be offered on your base, even if the training is offered by another Service. You WILL learn something of value at each session.

**For more information, please visit:**  
<http://www.turbotap.org>

### DES REFERRAL CRITERIA

It is important to know that the DES Pilot maintains the provision of law that the Service PEB is solely responsible for determining whether or not a Marine is Fit or Unfit for continued military service. This is a performance-based decision. The mere presence of a medical condition or impairment is not enough to decide that a Marine should be referred to the DES Pilot or to determine that he/she is Unfit and entitled to disability benefits if referred.

- The Marine must demonstrate a cause and effect relationship between those medical impairments and the inability to adequately perform military duties appropriate to their office, grade, rank or rating.
- The inability to deploy, to perform PFTs, to perform duties world-wide, or continue to serve in specialized duty (aviation, submarine, diving, parachute, etc.) are factors considered by the boards; however, within the DON adjudication process, they cannot be the sole basis for determining unfitness.

### DIAGNOSIS DOES NOT NECESSARILY EQUAL A DISABILITY

### CLAIM DEVELOPMENT

Once the PEBLO has completed their counseling requirements and the initial claim development, (Part I of VA Claim Form 21-0819) the Marine will be scheduled for Disability Transition Assistance Program (DTAP) briefings and an appointment with the VA's Military Service Coordinator (MSC). Normally, this action is completed within 10 days from the initial DES referral.

The PEBLO will provide the MSC with the Marine's complete military health record (service treatment record) and the partially completed (Part I only) VA Claim Form. The MSC will counsel the Marine on the VA's portion of the DES Pilot, help the Marine with their claim development, including the completion of VA Form 21-0819 (Parts II-IV), and determine what specific examinations and

### WHAT YOU CAN / SHOULD DO!

1. When you meet with the PEBLO you should consider:
  - The completeness of your military health record and the medical conditions that are being listed in Part 1 of VA Claim Form 21-0819.
  - If you've ever been referred out of the military medicine system for treatment you need to ensure that your PEBLO is made aware of that fact and, if you've ever been directly provided any documents you need to make sure that they get into your health record.
  - If you've been seeing several different medical specialists you SHOULD make the PEBLO aware of this fact and ask the PEBLO to consult with that medical specialist to determine whether or not those medical condition(s) should be included in Part 1 of the VA Form.
2. When you meet with the MSC be prepared to:
  - Discuss ALL medical conditions that you've been treated for during your active duty service and provide a listing of any medications you are currently taking.
  - Make a list of all medical conditions and have it with you when you meet with the MSC. DO NOT assume that every condition you have will be caught during the exams. Discuss it up front!
  - Discuss your prescribed medications and dosage.

### DON'T ASSUME – ASK QUESTIONS AND SEEK ASSISTANCE!

#### Examinations and Tests

A key feature of the DES Pilot is the single medical examination. Examination of Marines enrolled in the Pilot program are performed by providers from a variety of sources, including the DOD, VA, TRICARE, and contractors, all of whom must meet VA certification requirements. The exams may be performed at VA Medical Centers, MIF's, VA Contracted Centers, or by TRICARE network providers depending on Marine's needs or medical conditions. The examination includes a comprehensive evaluation of medical

## MEDICAL EVALUATION BOARD PHASE

conditions that are identified and referred by the Marine's PCM. Additionally, medical conditions claimed by the Marine that were incurred or aggravated by military service will also be evaluated. These examinations are critical in terms of future review boards and the award of benefits and compensation.

### NARRATIVE SUMMARY (NARSUM) AND MEB REPORT

Marines should ensure that all ailments are identified and that the NARSUM and MEBR are complete. The PEBLO will make certain that a letter, referred to as the Non Medical Assessment (NMA), from the Marine's commanding officer is included. The letter should describe the impact of the Marine's medical condition(s) on normal military duties and their ability to deploy. Marines should also request a copy of all reports and inspect each thoroughly to make sure that both are comprehensive and accurate. Upon completion of the DES case file and necessary VA examination worksheets, the MSC provides completed examination reports to the PEBLO who submits all paperwork on behalf of the Marines to the MEB.

### WHAT YOU CAN / SHOULD DO!

If you are approved to leave the area on permissive temporary additional duty (PTAD) or regular leave orders your Command Limited Duty Coordinator needs to know and you should notify your PEBLO of your contact information. Once the Board's findings are released, your PEBLO only has 72 hours to contact you!

#### Medical Evaluation Board

The Medical Evaluation Board (MEB) typically consists of two to three medical officers appointed by the MIF Commander (MEB Convening Authority). With the Marine's complete MEBR, the board evaluates the Marine's medical condition(s) to determine the appropriate diagnosis and to offer a professional opinion concerning their physical and mental qualifications for continued military service. If the MEB believes that the Marine can return to active duty within a reasonable period of time, it may recommend placing the

Marine on an additional period of Temporary Limited Duty (TLD). TLD typically will not exceed 12 months; however, the MEB may recommend that HQMC (MMSR-4) grant an additional period. The Marine is expected to return to full duty once the specified TLD period is complete. At any point during this time the PCM believes that the Marine will not be able to return to full duty then the MEBR will be submitted to the PEB for review. If HQMC (MMSR-4) does not agree with the recommendation for additional limited duty they will direct the MTF to forward the case to the PEB phase of the DES Pilot.

#### DOCUMENTS CONTAINED MEB REPORT

Typical Medical Evidence:

- A narrative summary (NARSUM)
- History and treatment of the specific injury or illness
- Laboratory results
- All referrals to doctors and sick call (health record)
- Type and frequency of medication
- Results of physical exam completed within past six months

Typical Non-Medical Evidence:

- Non-medical Assessment from the member's Command
- Personnel records including evaluations and awards
- Line of duty (misconduct) investigations
- Personnel Casualty Report (PCR)

NARRATIVE  
SUMMARY

## PHYSICAL EVALUATION BOARD PHASE

### Key Players:

- PEBLO
- VA MSC
- Physical Evaluation Board members
- Military Legal Advocate or personally retained Civilian Attorney
- Limited Duty Coordinator (LIMDU)
- Veterans Service Organization appointed advocate
- VA DES Rating Activity Site (D-RAS)

**TIMEFRAME:** 120 days from the date the case file is forwarded to the PEB to the date the Marine is informed of the approved final disability disposition.

### STEPS (as necessary):

- Informal Physical Evaluation Board (IPEB)
- Veterans Administration DES Rating Activity Site (D-RAS)
- Formal Physical Evaluation Board (FPEB) (as necessary)
- Formal Physical Evaluation Board Appeal Process (as necessary)
- Petition for Relief (PFR) (as necessary)

Just as in the MEB phase, the Department of the Navy (DON) and the Department of Veterans Affairs (VA) have specific roles that contribute to the final IPEB results. Simply stated, the DON PEB determines whether or not the Marine is FH for continued service and identifies the specific conditions that cause the Marine to be Unfit. If the PEB determines that the Marine is unfit, it forwards the case to the VA DES Rating Activity Site (D-RAS) to determine the degree of disability for each of the specifically military unfitting conditions and the other medical conditions claimed. The D-RAS returns the case file to the PEB upon completion of their rating action. At this point the PEB will issue the results of their combined action in a findings letter. The findings letter will contain a disposition recommendation of either separate from Service with disability severance pay (with no additional benefits) or disability retirement (Temporary or Permanent). The disposition recommendation is based on the percentage of disability (granted by the D-RAS) for specifically military unfitting conditions.

### BOARD COMPOSITION

The PEB is comprised of two levels of boards: the Informal Physical Evaluation (IPEB) and the Formal Physical Evaluation Board (FPEB). Both boards are composed of three senior and experienced military members (typically O-5 and O-6), normally a Navy/line officer, Marine Corps officer, and a Medical Corps Officer. The presiding officer will normally be a Marine Corps Colonel for Marine PEB cases.

### THE INFORMAL PHYSICAL EVALUATION BOARD (IPEB)

When a case is evaluated by the IPEB it is referred to as a document review process. The Marine does not appear or participate in the proceedings beyond their previous involvement in the case development. The IPEB members will thoroughly review all of the evidence contained in the MEBR, to include the Marine's complete medical record, the results of the VA required Compensation and Pension examination, doctor's narrative summary and all medical addendums, personnel evaluations, and letters from the Marine's command. Each board member independently votes with the IPEB determination based on a majority vote.

The IPEB will make an initial decision and record their finding on the following:

- Determine if the medical condition(s) was incurred in the line of duty
- Determine if Marine is Fit or Unfit for continued service
- Recommend return to duty if Fit, or if found Unfit
- Identify the specifically military unfitting medical condition(s)
- Recommend separation from active duty with final disposition based on the degree of disability (percentage awarded by VA) for the military unfitting medical conditions
- Determine if the military unfitting conditions were incurred as the result of a combat related event, and/or in a combat zone.

The IPEB typically renders a decision and the Marine is notified of their findings within 15 days of receipt of a Marine's case file if determined Fit.

## PHYSICAL EVALUATION BOARD PHASE

The case file (if Marine is determined Unfit) is referred to the appropriate Veterans Administration DES Rating Activity Site (D-RAS). The D-RAS will normally complete their rating action within 15 days of receipt from the PEB. Once the IPEB receives the D-RAS rating determination the results of the two are merged and the findings are transmitted to the PEBLO for delivery to the Marine.

The PEBLO will notify the Marine and/or the Command Limited Duty Coordinator to schedule a counseling appointment within 3 working days of receiving the IPEB's findings. The counseling session will address all findings and include an offer of assistance in the completion of the election of options. The Marine must decide within five working days of notification whether or not they will accept the findings from the IPEB or request access to an FPEB. The PEBLO will inform the PEB of the Marine's decision and return the election of options paperwork.

If the Service member is found Unfit, they have three options:

- Accept the findings of the IPEB
- Accept the findings of the IPEB and request to remain on active duty in Permanent Limited Duty (PLD) status; or
- Disagree with the findings and request or demand an FPEB

#### PERMANENT LIMITED DUTY

A request to remain on active duty in a Permanent Limited Duty (PLD) status is NOT a part of the MEB / PEB process. Marine's can inform their PEBLO of their intent to request PLD but must coordinate with their Limited Duty Coordinator to complete the necessary request through their chain of command. Final approval for PLD is granted by HQMGC. To be eligible for PLD a Marine must first accept the Unfit finding of the PEB. Marine's determined Fit can NOT request PLD.

### THE FORMAL PHYSICAL EVALUATION BOARD (FPEB)

No active duty or reserve member of the military service found Unfit by the IPEB may be retired or separated for physical disability without the right to a formal hearing. An individual determined Fit by the IPEB

## PHYSICAL EVALUATION BOARD PHASE

if they chose to do so, they will be placed under oath and the board members will ask questions about their condition and the effect it has on their duty performance. Witnesses may appear and testify or written affidavits from witnesses may be introduced as evidence. Once the Marine and counsel have been provided the opportunity and declare that they have presented all aspects of their case, the presiding officer will close the proceedings and excuse the Marine and counsel. At this point, the board member's will deliberate the case, independently vote, and render their decision. Only the FPEB members are present during deliberations and their decision is not available until approved by the DON PEB President. The FPEB members prepare a findings letter along with a written rationale to support their findings. The letter and rationale are subjected to a legal sufficiency and medical quality assurance review before the PEB President approves the findings for release to the Marine and counsel. If the Marine disagrees with the findings, he or she has 15 days to submit a Petition for Relief (PFR) to the Director, Secretary of the Navy Council of Review Boards (CORB) through their legal counsel. The Director has the authority to modify the PEB finding such as overturning a finding of Unfit to Fit. This is the last opportunity for an in-service appeal. The Marine should expect a 30-day turn around for appeal processing. All FPEB hearings are conducted at the Navy Yard in Washington DC. Marines travelling to appear before an FPEB will be provided TAD orders funded by the SECNAV Council of Review Boards. Information on how to make arrangements for transportation and lodging in Washington DC along with instruction on when and where to report will be provided by the DON PEB Admin Staff or your appointed Navy Legal Counsel.

**Also see information posted on:** [www.woundedwarriorregiment.org](http://www.woundedwarriorregiment.org)

### RECORD OF PROCEEDINGS

The Formal Board hearing is electronically recorded from the point that the Presiding Officer determines all members present and declares the proceeding convened. All instructions to the FPEB members, counsel, witnesses, and the Marine are recorded as well as the testimony of all parties. The deliberations of the FPEB are not recorded. A copy of the recording will be made available upon request by the Marine or their counsel. Written transcripts are not available.

does NOT have a legal right to a formal hearing but may request the PEB President to grant.

Although the board is referred to as "formal" the intent is to create a non-adversarial environment in which the Marine can openly and honestly discuss their position. Typically, Marines who participate in an FPEB are requesting a formal review of their case in an attempt to prove that they are able to perform appropriate duties and should be determined to be Fit, or they are requesting that other medical conditions be added to the list of specifically military unfitting conditions. Adding other conditions could result in higher combined disability rating that could qualify the Marine for a disability retirement vice a disability separation. If the Marine does not want to personally appear they may chose to be represented by legal counsel.

The FPEB is a de novo process. Simply stated, it is a new process and once the FPEB presiding officer opens the proceedings the previous IPEB findings are no longer valid. The decision of the FPEB will become the decision of record unless the Director, Secretary of the Navy, Council of Review Boards (CORB) modifies the decision by subsequent action.

Upon approval and scheduling of an FPEB, the Navy will assign a Navy Judge Advocate General's Corps attorney to help the Marine prepare their petition, gather evidence, and present their case to the FPEB. Military counsel is appointed and normally made known to the Marine prior to the scheduled formal hearing date. Marines typically do not meet their FPEB counsel for the first time, face to face, until a day or two before the formal hearing date. Most of the pre-hearing preparation is accomplished via telephone, email, or through other correspondence. If preferred, the Marine may choose to be represented by a civilian attorney or a representative from a Veterans Service Organization (VSO); however, the Marine will be responsible for any costs associated from using a non-military attorney. In either case, the Marine has the opportunity to attend the board in person or to send information to the board through legal counsel.

Marines are NOT required to testify on behalf of their case. However,

## VETERANS ADMINISTRATION DES RATING ACTIVITY SITE (D-RAS)

As indicated earlier, the D-RAS will receive the DES case file once the Service PEB has determined that the Marine is unfit for continued military service. The D-RAS thoroughly evaluates the Marine's referred and claimed conditions and produces a rating decision letter that explains the basis for the disability rating percentage applied to the specifically military unfitting and the other medical conditions that were incurred or aggravated during a period of active duty. The D-RAS uses the VA Schedule for Rating Disabilities (VASRD) to determine the appropriate disability rating to be applied. Depending on the severity of the medical impairment, the D-RAS rates EACH condition from zero to 100%.

### COMBINED DISABILITY RATING

The final Combined Disability Rating is NOT the result of adding together all of the individual disability ratings. A person is considered to be 100% functional when the evaluation begins. If there are two or more medical impairments rated as disabling, the combined disability rating is computed in the following manner.

- If condition one is rated at 50% disabling then 50% function is subtracted from 100% capability leaving a balance of 50%.
- If condition two is rated at 20% disabling then 20% of the remaining 50% equates to 10%. The remaining capability is 40% and the Combined Disability Rating is 60%.

Disability ratings are issued in 10% increments. Final computations are either rounded up or down to the nearest 10% (e.g. 64% equals 60%). Regardless the number of conditions rated, the maximum degree of disability is 100%.

## PHYSICAL EVALUATION BOARD PHASE

Although the DES Pilot program is expected to be faster and fairer, it should be understood that, even in the DES Pilot program, there are still differences in the final combined disability rating used by DoD and VA.

- DoD, by law, can only compensate for the medical conditions that are specifically military unfitting.
- It is possible for a Marine to receive a DoD combined disability rating of 20% and a VA rating of 80% in the DES Pilot.

In this scenario the Marine would be entitled to DoD disability severance pay but would NOT be entitled to the same post-service DoD benefits of a Marine placed on the Temporary or Permanent Disability Retired List. To qualify for disability retirement the DoD combined disability rating must be 30% or greater.

In addition to the specific combined disability rating, the D-RAS will determine whether or not the Marine is entitled to additional VA specific compensation and pension benefits such as Special Monthly Compensation.

The results are normally returned to the PEB, an IPED findings letter is drafted, and the Marine is notified within 15 calendar days of receipt by the D-RAS. The VA decided disability ratings will determine the Marines eligibility for DoD and VA benefits and compensation.

### RECONSIDERATION OF THE VA D-RAS DETERMINATIONS

If a Marine believes that an error was made in determining their rating, they may notify their PEBLO and request a one-time reconsideration by the VA. The rating reconsideration will be processed through the PEB. The VA D-RAS will only reconsider the evaluation of a rating if new medical evidence is received, or the Marine is able to provide sufficient evidence of an error to warrant reconsideration. Only one reconsideration is made for each military unfitting condition. If a new condition is found to be unfitting, by the Service PEB during the PEB phase, reconsideration can be requested, even if other conditions have been previously reconsidered.

## PHYSICAL EVALUATION BOARD PHASE

### FREQUENTLY ASKED QUESTIONS ON RATING AND COMPENSATION

**\* I was severely injured by an IED blast during combat operations in Iraq. I lost a kidney, my spleen, suffered facial burns, and ruptured a disk in my lower back. The PEBLO just informed me that my combined disability rating from the VA DES Rating Activity Site is 80% but my DoD outcome is based on just 20%. How could this be? Didn't the PEB consider everything?**  
 The Service PEB did consider everything. However, the only condition referred and claimed that causes you to be Unfit for continued military service is your back injury. The other conditions, although present, do NOT prevent you from performing duties appropriate to your office, grade, rank, or rating.

**\* I've been rated 20% disabled for the specifically military unfitting conditions and my PEBLO says, because I was wounded in combat, that I will be getting Enhanced Disability Severance Pay. Is there any way I can figure out how much I will receive? Will it be tax free?**  
 Because the PEB has determined that you were combat wounded, your Enhanced Disability Severance Pay (EDSP) will be tax free. EDSP is computed using the following mathematical formula:

#### 2 X Monthly Basic Pay X Years of Active Service (not to exceed 19 years)

One of the advantages of EDSP is that SIX years will be the minimum number of years of active service used in the formula for those who qualify for the combat related provision and THREE years for all others despite their actual number of years in service. Additionally, those entitled to the combat related provision will NOT have the dollar amount of their EDSP deducted from their VA disability compensation.

**\* My PEBLO says that my unit commander will be required to provide a Non-medical Assessment (NMA) that will be included in my Medical Evaluation Board Report (MEBR). Why is this required and what is it?**

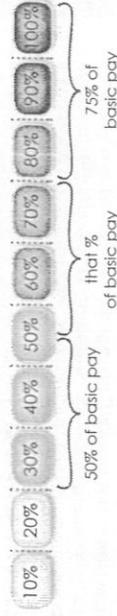
As stated in this guidebook the DON Disability Evaluation System is a performance based process. Just because a Marine has a

medical condition it does not necessarily mean that the Marine is Unfit for continued service. It is important for the PEB members to understand how your medical condition or impairment truly impacts your ability to serve as a Marine. The NMA is the

mechanism your commander will use to convey that information. It is intended to be an honest and factual statement of your ability or inability to perform. It may be difficult for you to read that your commander does not believe that you are physically fit to be a Marine but that is the information the PEB needs to consider. You are perfectly within in your rights to submit a personal statement or letter to the PEB. Your statement will be included in your MEBR for review by the PEB members. Talk to your PEBLO or your command's LIMDU coordinator for more information on the NMA and your personal statement.

**\* How is disability retired pay computed if I've been placed on the Temporary or Permanent Disability Retired List (TDRL / PDRL)?**  
 Marines with 20 years or more of active military service, or awarded a DOD combined disability rating (for the specifically military unfitting conditions) of 30% or more receive disability retirement. Military retirement, based on disability, is either temporary or permanent depending on whether the Marine's medical condition is considered to be permanent and stable for disability rating purposes. The Service PEB will make the decision to place a Marine on the appropriate list. TDRL retirement pay is computed using the following formula if the Marine has less than 20 years of active duty military service:

#### Combined Disability Rating (CDR)



- 30-50% CDR = 50% of basic pay
- 50-70% CDR = same % of basic pay
- 80-100% CDR = 75% of basic pay

For those placed on the PDRL, disability retired pay is computed using the actual percentage of the combined disability rating (e.g. 40% CDR = 40% of basic pay) up to a maximum of 75% of basic pay.

## TRANSITION PHASE

### Key Players:

PEBLO  
VA MSC  
Veterans Service Officer  
Parent Command (Limited Duty Coordinator)  
Hometown VA Office

**TIMEFRAME:** 45 days from the date the Marine is informed of the Department of Navy's approved final disability disposition decision to the date of the Marine's final-out processing date (date the Marine completes all final out-processing prior to taking transition leave).

Transition begins after the Marine accepts the PEB finding or completes formal and military appeals. At this point, the VA is informed of the final disposition, receives a copy of the separation orders and DD Form 214, and conducts a final interview with the Marine, their dependents, or other representatives to determine entitlement to benefits; gather supporting documentary evidence, and file claims on behalf of the Marine for benefits allowable under state and federal law. The MSC will meet with the Marine and their family to explain options and what the Marine should expect from the VA upon separation. It may be recommended that it is financially beneficial to separate prior to or as close to the last day of the month as possible. Entitlements to VA disability compensation occur beginning the first day of the first full month following separation and are paid the first day after the first full month following separation.

### \* If I am placed on either the TDRL or PDRL is my military disability retired pay tax free?

DOD approved disability severance pay or retired pay for Marines who were NOT a member of the armed forces on September 24, 1975 is considered taxable income by the Internal Revenue Service. There is an exception for any Service member receiving separation or retired pay as the result of a disability incurred in a combat-related event. The Service PEB is responsible for making a combat-related determination during their adjudication of all cases considered. Your PEBLO will explain their decision on your case when you are presented your initial Informal PEB findings. You will also be advised as to how you can appeal the PEB's combat related determination.

### \* How will I know what my VA disability compensation payments will be?

The method for computing VA disability compensation is complicated and varies with the degree of disability and the number of a veteran's dependents. Veterans with certain severe disabilities may be eligible for additional special monthly compensation. The VA disability benefits are NOT subject to federal or state income tax. Additionally, the payment of military retirement pay, disability severance pay and separation incentive payments known as SSB (Special Separation Benefits) and VSI (Voluntary Separation Incentives) MAY affect the amount of VA compensation paid to disabled veterans.

### \* Do I have any recourse if I am still not satisfied with my final DOD disability rating?

If you have exhausted your appeal rights within the DES process you can, regardless your outcome, appeal to the Board for the Correction of Naval Records (BCNR). Marines separated with a DOD combined rating of 20% or less may appeal to either the BCNR or directly to the Physical Disability Board of Review (PDBR). Information on the PDBR is available on their websites which is provided in the back of this guide.

### For more information speak to your VA Military Service Coordinator

or visit the following VA web-site:  
<http://www.vba.va.gov/bln/21/compensation/index.htm>

The transition from active duty service to civilian life is often a difficult and confusing time for Marines and their families. The Transition Assistance Management Program (TAMP) offers training on resume writing, interviewing skills, job market analysis and helps determine job readiness and to address the special needs of disabled veterans. The training helps to relieve some of the pressures associated with transition. While TAP is required of all transitioning Marines, whenever possible, Marines should invite their spouses to the training.

#### WHAT YOU CAN DO!

If you have been found unfit by the PEB, have unconditionally accepted the findings of unfit, and are awaiting final action on your case by SECNAV, you may request, and with approval from your commanding officer, be placed in a Home Awaiting Orders status during the interim period. (SECNAVINST 1850.4E and MCO P1900.16, CH-8 par.8504). Ensure that ALL of your out processing actions are completed and that you have provided all the information necessary for the timely issuance of your DD Form-214.



## VA DISABILITY COMPENSATION DELIVERY PHASE

### Key Players:

VA MSC  
VA DES Rating Activity Site (D-RAS)

**TIMEFRAME:** 30 days from the date of the Veteran's separation from military service to the date the VA issues the Veteran his or her disability benefits decision letter.

The goal of the DES Pilot is to ensure Marines and their families receive a seamless transition from DOD to VA benefits, resources, and care. After the Marine's DD Form 214 is received at the VA DES Rating Activity Site (D-RAS) and processed, benefits are typically received within 30 days of the actual discharge date. Disability compensation varies with the degree of disability and the number of veteran's dependents, and is paid monthly. Veterans with certain severe disabilities may be eligible for additional special monthly compensation. Often the benefits are not subject to federal or state income tax. Marines and their families should ensure that they are aware of all entitlements and benefits.

**For more information about VA benefits, please contact your VA MSC, visit:**  
<http://www.va.gov> or call 1-800-827-1000

If after separation and if the Marine is on Veteran status, they have one year from the date of the formal notification letter of VA decision to submit a written Notice of Disagreement (NOD). Upon receipt of the NOD from the Veteran, the VA regional office of jurisdiction (the VA regional office in the state of the Marine's residence) will review the NOD, and issue a Statement of the Case (SOC) and/or revised rating decision. The Veteran has either 60 days from the date of the SOC or the remainder of the one year from date of original notification of decision, whichever is longer, to file a VA Form 9 - Appeal to the Board of Veterans' Appeals (BVA).

- The Board may:
- Grant the benefit sought on appeal
  - Deny the benefit sought on appeal; or
  - Remand the case to the VA regional office for additional case work before return to the Board
- The appeal of VA benefits is often a lengthy process so it is important to ensure that all paperwork is accurate and submitted within the prescribed timeframes.

**WHAT YOU CAN / SHOULD DO!**

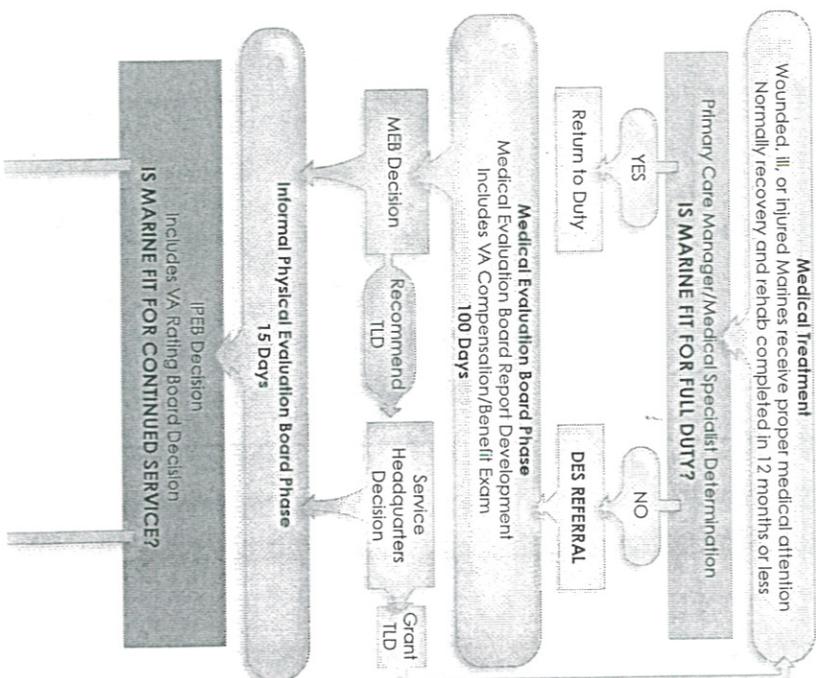
Your DD Form 214 is one of the most important documents you will receive. It is your key to participation in all VA programs as well as several state and federal programs. Keep your original in a safe fireproof place, and have certified photocopies available for reference.

If you do not receive your DD Form 214 from IPAC within 2 weeks of discharge or if you do not receive your VA Compensation Check within 30 days of discharge contact your parent command S-1 or the Wounded Warrior Call Center for assistance 1-877-487-6299.

Also, your VA Veterans Service Representative can offer you support through the compensation delivery process.

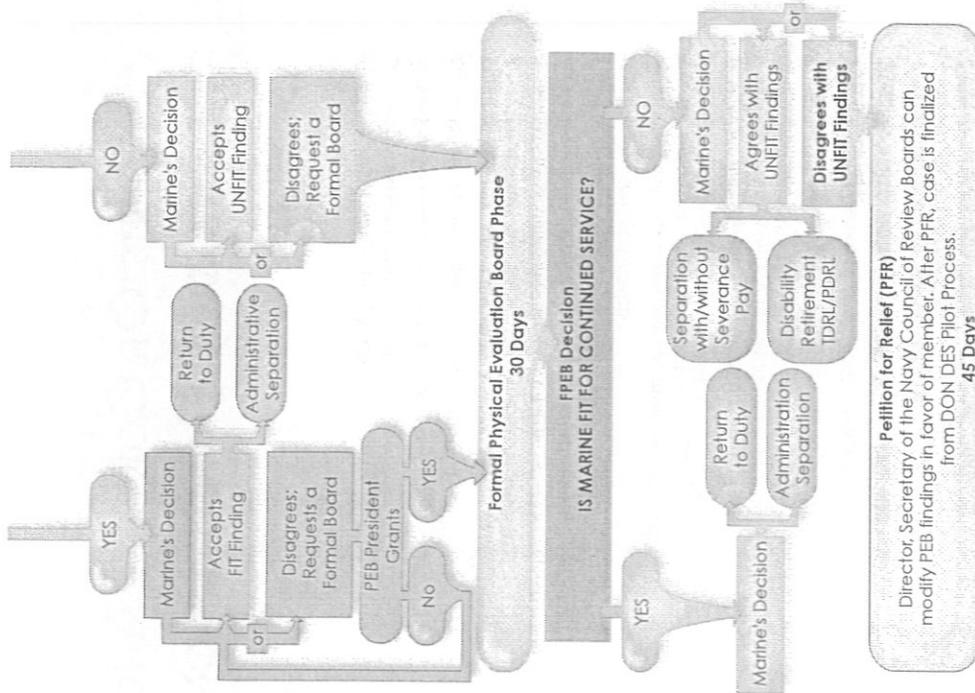
**To locate your local VA Veterans Service Representative call 1-800-827-1000**

**DES PILOT PROCESS CHART**



# CONCLUSION

The goal of the DoD/VA DES Pilot is to improve the timeliness, effectiveness, and transparency of the DES process by integrating DoD and VA procedures, eliminating duplication, and improving information provided to Marines and their families. Yet even with the many benefits, the process from referral to the DES Pilot to the receipt of VA benefits can be very confusing. It is important that Marines and their families going through the DES process establish a relationship with their PEBLO, MSC, and other key players and inform themselves on as much as possible. This includes attending all mandatory trainings - DTAP and TAMP - and maintaining constant communication with their parent command who is the ultimate guide and advocate through this process. Additionally, the Wounded Warrior Call Center is available 24/7 to answer questions or to offer referral to the best available resources (1-877-487-6299).



## POINTS OF CONTACT AND RESOURCE INFORMATION

### WHAT YOU CAN / SHOULD DO! YOU ARE YOUR OWN BEST ADVOCATE!

#### Know and Stay

##### Connected to You:

- Primary Care Manager
- PEBLO
- MSC
- Appointed Legal Counsel
- Parent Command (Limited Duty Coordinator)
- Recovery Care Coordinator
- Wounded Warrior Regiment

##### Educate Yourself:

- DTAP
- TAMF
- Compensation and Benefits Handbook
- Internet Research
- WWR Website
- Federal Benefits for Veterans, Dependents, and Survivor's Handbook

### ASK QUESTIONS AND STAY INVOLVED!

### MORE FREQUENTLY ASKED QUESTIONS (FAQS)!

If you would like to learn more about the DES Pilot process, and many other related topics such as Combat Related Special Compensation, Traumatic Service Members Group Life Insurance (TSGLI), TRICARE Benefits, and more, visit the Wounded Warrior Regiment web-site at <http://www.woundedwarriorregiment.org> and click on the DES Pilot tab.

#### WEBSITES:

- Wounded Warrior Regiment (WWR):**  
[www.woundedwarriorregiment.org](http://www.woundedwarriorregiment.org)
- Marine For Life (M4L):** [www.m4l.usmc.mil](http://www.m4l.usmc.mil)
- Marine Corps Home Page:** [www.marines.mil](http://www.marines.mil)
- Physical Evaluation Board (PEB):**  
[www.DONhq.navy.mil/corb/peb/pebmdrnpaget1.htm](http://www.DONhq.navy.mil/corb/peb/pebmdrnpaget1.htm)
- Physical Disability Board of Review (PDBR):**  
[www.dtic.mil/whs/directives/inftongl/forms/eforms/dd0294.pdf](http://www.dtic.mil/whs/directives/inftongl/forms/eforms/dd0294.pdf)
- Combat Related Special Compensation (CRSC):**  
[www.hq.navy.mil/corb/crscb](http://www.hq.navy.mil/corb/crscb)
- Traumatic Service Government Life Insurance (TSGLI):**  
[https://www.manpower.usmc.mil/portal/page?\\_pageid=278,3206641&\\_dad=portal&\\_schema=PORTAL](https://www.manpower.usmc.mil/portal/page?_pageid=278,3206641&_dad=portal&_schema=PORTAL)
- Military Medical/Health Records (National Archives):**  
[www.archives.gov/veterans/military-service-records/get-service-records.html](http://www.archives.gov/veterans/military-service-records/get-service-records.html)
- Navy Legal:** [www.jag.navy.mil/documents/peb.htm](http://www.jag.navy.mil/documents/peb.htm)
- Department of Veterans Affairs (VA):** [www.va.gov](http://www.va.gov)
- Disability American Veterans (DAV):** [www.dav.org](http://www.dav.org)
- Veterans Service Organization (VSO):**  
[www.va.gov/vso/index.cfm](http://www.va.gov/vso/index.cfm)  
[www.vba.va.gov/bhn/21/compensation/index.html](http://www.vba.va.gov/bhn/21/compensation/index.html)

**Transition Assistance Program (TAP) Information:**  
<http://www.transitionassistanceprogram.com> or [Turbotap.org](http://turbotap.org)

**Federal Benefits for Veterans, Dependents, and Survivor's Handbook:** <http://www1.va.gov/opa/feature/index.asp>

**Compensation and Benefits Handbook:**  
<http://turbotap.org> or <https://nko.navy.mil>

**Social Security Disability Insurance Program (SSDI):**  
[www.socialsecurity.gov/woundedwarriors](http://www.socialsecurity.gov/woundedwarriors)

**TRICARE:** [www.tricare.osd.mil](http://www.tricare.osd.mil)

**Headquarters Marine Corps Disability Section (MMSR-4):**  
[www.marpower.usmc.mil](http://www.marpower.usmc.mil)

#### REFERENCE MATERIAL:

**DON Disability Evaluation Manual:** SECNAVINST 1850.4E

**Separations Manual:** MCO P1900.16

**Transition Assistance MP:** MCO P1754.5

**ACTIVE DUTY CAREER RETENTION AND PERMANENT LIMITED DUTY:**  
MARADMIN 228/06

The Disability Evaluation System Pilot Pocket Guide contains information on each phase of the DES Pilot, Frequently Asked Questions, Transition, and VA Disability Compensation Delivery, and includes:

- Information on key players in place to help you and your family navigate the system
- Recommendations on what you can or should do to facilitate the process
- Points of contact and resources that offer additional information and support, advocacy and legal assistance

The Wounded Warrior Regiment is committed to providing and facilitating assistance to wounded, injured, or ill Marines and their family members. If you have questions regarding the DES Pilot or any benefit or service offered to Marines, feel free to contact the Wounded Warrior Regiment.



**Sergeant Merlin German**  
Wounded Warrior Call Center  
1-877-4USMCWW (1-877-487-6299)  
[www.woundedwarriorregiment.org](http://www.woundedwarriorregiment.org)





OFFICE OF  
**WARRIOR CARE POLICY**

Education and Employment Initiative (E2I)  
and Operation Warfighter (OWF)

Information Briefing- Regional  
Office of Warrior Care Policy

## Implementation of Operation Warfighter

- Operation Warfighter is a DoD Federal internship program that places recovering Service members in supportive workplace settings.
- OWF Regional Coordinators:
  - Work with Recovering Service Members: OWF Regional Coordinators (RCs) assist the RSM, through their respective Service, with resume development, interview skills, and connections to Federal internship opportunities.
  - Identify Internship Opportunities with Federal Agencies: OWF RCs contact and on-board Federal agencies to find internship opportunities for RSMs.
  - Host Outreach Events: OWF RCs organize and facilitate outreach events on installations where RSMs can meet and discuss internship opportunities directly with Federal agencies.
- Eligibility: Open to all recovering Service members.



## Approval to Participate in OWF

- Under no circumstance will internship assignments interfere with a participant's medical profile or adversely affect recuperation.
- Therefore, each recovering Service member must be determined to be medically ready to participate in OWF. The determination that a recovering Service member is ready and has approval to participate in OWF is dependent on two factors:



**A medical evaluation that concludes that the Service member is medically, physically, and emotionally ready to participate in OWF while continuing medical treatment.**



**A command and control evaluation that concludes that the Service member demonstrates the initiative and self-discipline required to participate in OWF.**



## Implementation of Education and Employment

- The Education and Employment Initiative is a DoD effort that assists RSMs with employment, education, training, and community integration.
- E2I Regional Coordinators:
  - Work with RSMs: E2I Regional Coordinators (RCs) work closely with the RSM, through their respective Service, to ensure their education and employment needs are coordinated and met in an efficient manner.
  - Contact Employers: E2I RCs contact private sector, Federal, and state agencies within their respective regions to establish connections with Human Resources departments and inform potential employers of incentives for hiring RSMs (VOW Act, tax credits, etc.)
  - Find Education / Training Opportunities: E2I RCs contact higher education universities and colleges to assist RSMs with obtaining their educational / training goals.
  - Engage the Community : E2I RCs open and maintain multiple communication processes with the community to facilitate community relationships to provide support, provide employment and volunteer opportunities to assist RSMs.
- Eligibility: Open to all recovering Service members.



# E2I/OWF Regional Coordinators

## REGION 6

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## REGION 1

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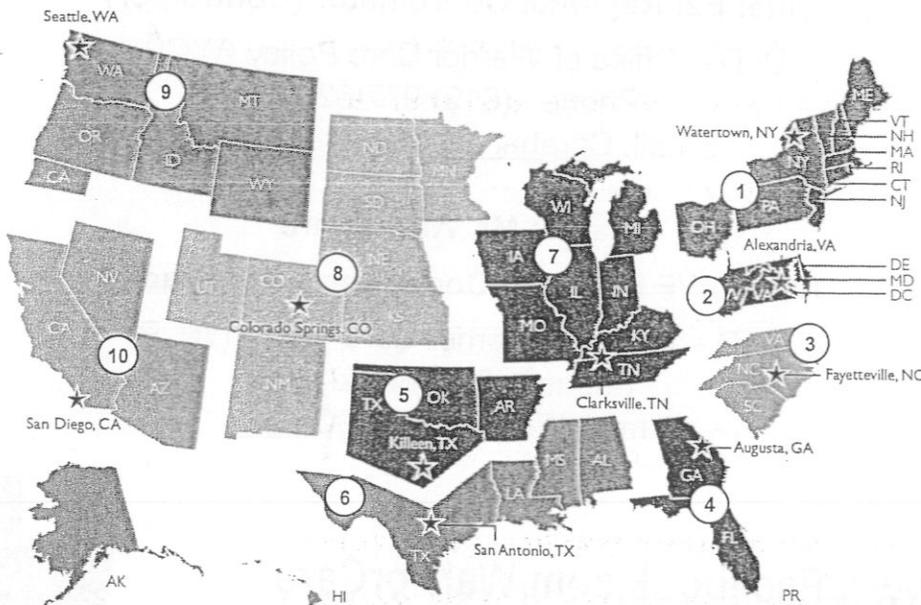
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512-639-6611



# = Region Number

★ = Location of Regional Coordinators



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**WARRIOR CARE POLICY**

\*As of 24 April 2013 5

## ~Stay Connected~

Name: Mr. Christopher Graham

Title: E2I Regional Coordinator (Contractor)

DoD – Office of Warrior Care Policy (WCP)

Phone: (619) 977-5224

Email: [Cgraham@Manconinc.com](mailto:Cgraham@Manconinc.com)

Name: Mr. Walt Myhre

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[www.Facebook.com/WarriorCare](http://www.Facebook.com/WarriorCare)



[www.Twitter.com/WarriorCare](http://www.Twitter.com/WarriorCare)



[www.nrd.gov](http://www.nrd.gov)



**SUBSCRIBE!**

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Warrior Care Blog:  
[www.WarriorCare.mil](http://www.WarriorCare.mil)

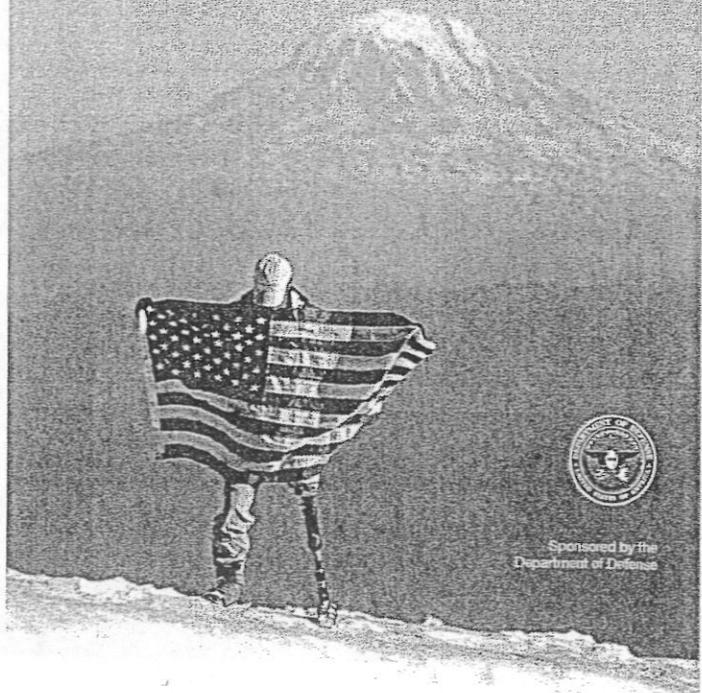


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September 2011

Be a part of  
**OPERATION  
WARFIGHTER**

A federal internship program that assists  
wounded, ill, and injured Service members.



Sponsored by the  
Department of Defense

For more information, please contact:

**Walt Myhre**

Operation Warfighter Coordinator, San Diego

P: 210-896-9535

E: [wmyhre@afsc-usa.com](mailto:wmyhre@afsc-usa.com)

OFFICE OF  
**WOUNDED WARRIOR  
CARE & TRANSITION POLICY**



"From day one, our interns have been fully engaged in meaningful activities, and they were eager and willing to demonstrate their mission-focus, teamwork, and ability to overcome amazing obstacles. Ever since they passed through our doors, an awe-inspiring and overwhelming feeling of national pride and patriotism has graced our work zones, our cubicles, and lives."

— John Lysher,  
Naval Surface Warfare Center,  
Dahlgren Division

"My internship helped me a lot with overall medical stress. It gave me something to look forward to."

— SFC Donald Christenson



#### ELIGIBILITY

- The Operation Warfighter (OWF) program is open to all wounded, ill, and injured (WII) Service members assigned to a service wounded warrior program.
- Each Service member must be medically ready to participate and the assignment must not interfere with a participant's medical profile or adversely affect his/her well-being and recuperation.

#### DETAILS

- Internships range in duration and hours per week, however they typically last a few months and an average of 15–20 hours per week.
- Employer pool is limited to federal agencies.

#### BENEFITS FOR SERVICE MEMBERS

- Positively impacts recuperation process.
- An opportunity for participants to augment their employment readiness and prepare them for the future.
- Demonstrates to participants that skills obtained in the military are valued and transferable into civilian employment.
- Enables participants to maintain their skill sets and provides an opportunity for additional training and experience that can subsequently benefit the military.

#### BENEFITS FOR EMPLOYERS

- Ability to demonstrate support for the military service and sacrifices of WII Service members.
- Access to the talent, dedication, and considerable military and non-military skills of participants.
- A vehicle for the permanent recruitment of transitioning Service members in support of the Executive Order on the Employment of Veterans in the Federal Government.
- A Department of Defense (DoD) non-paid internship program.

"The program gave me hope. It was really motivational to know that I could get a job, continue to live my life and provide for my family. Otherwise, I don't really know what I would be doing today."

— SSG William Castillo (Ret.)

# Education and Employment Initiative (E2I)



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The Education and Employment Initiative (E2I) is a DoD initiative to ensure consistent offerings to all recovering Service members by synchronizing, integrating and expanding available education and employment opportunities.

E2I is a collaborative effort, led by DoD, with support from Federal agencies and non-Federal entities to address the synchronization, integration and possible expansion of existing education and employment support efforts for recovering Service members to improve career readiness and facilitate employment placements prior to separation.

## Goals and Objectives

Goals of this initiative are: synchronization, including collaboration across the spectrum of supporting agencies; employment, including increased access to career placement assistance; education and training, including assistance in identifying and completing academic or vocational education; and community engagement.

## Our Partners

A Memorandum of Understanding with the Department of Labor (DoL) provides for early access to DoL services and assistance.

A Memorandum of Understanding with the Department of Veterans Affairs gives recovering Service members early access to Vocational Rehabilitation and Employment services to aid their recovery, transition and reintegration.

## The Model

This OSD model is implemented by the Military Services, who ensure recovering Service members are guided through the following six step process:

1. Identify: The recovering Service member is identified as ready to participate in E2I activities and referred by their chain of command or Recovery Team.
2. Assess: A comprehensive skills assessment is administered.
3. Plan: A career plan is developed.
4. Prepare: Recovering Service members participate in actions outlined in the career plan.
5. Match and Place: Specific career or educational opportunities are identified, and placement assistance is provided by E2I Regional Coordinators.
6. Transition: Can include return to duty or employment, education or vocational training, or community involvement.

## Going Local

Regional Coordinators are working locally to coordinate with employers, communities, and the Military Services to integrate education and employment resources for recovering Service members who are seeking employment or continuing education after transition.

# Education and Employment Initiative (E2I)



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## The Way Ahead

The education and employment component of the Recovery Coordination Program is currently operating on a regional basis around the country. For general inquiries, you can also send a message to [E2Iinfo@osd.mil](mailto:E2Iinfo@osd.mil).

## E2I/OWF Regional Coordinators

### REGION 6

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### REGION 4

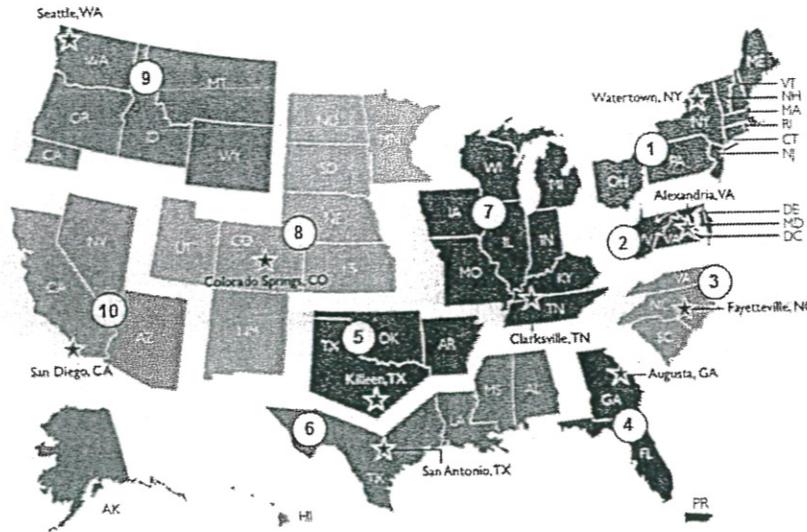
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### REGION 5

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512-639-6611



# = Region Number

★ = Location of Regional Coordinators



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# Veterans Group Life Insurance (VGLI)

## Coverage

Veterans' Group Life Insurance (VGLI) is a program that allows you to continue life insurance coverage after you separate from service.

VGLI provides lifetime coverage as long as you pay the premiums. You may enroll for a maximum amount of coverage that is equal to the amount of Servicemembers' Group Life Insurance (SGLI) coverage you had when you separated from service. Lesser amounts of coverage are also available in increments of \$10,000.

Once enrolled in VGLI, you will have the opportunity to increase your coverage by \$25,000 every five years up to the legislated maximum of \$400,000, until age 60.

No proof of good health is required.

## Enrollment Period

You have 1 year and 120 days from your date of separation to apply for VGLI. If you apply for coverage within 240 days of your date of separation, you will not need to answer health questions.

## Eligibility

You are eligible to apply if:

- You had SGLI and were released from active duty or active duty for training under a call or order to duty that does not specify a period of less than 31 days.
- You were a member of the Ready Reserves/National Guard and insured under SGLI and you are separated, retired, or released from assignment.
- You are an individual who was assigned to the Individual Ready Reserves (IRR) of a branch of service or to the Inactive National Guard (ING). This includes members of the United States Public Health Service Inactive Reserve Corps (IRC).
- You are a service member who had part-time SGLI and who, while performing duty, suffered an injury or disability that rendered you uninsurable at standard premium rates. This includes travel directly to and from duty.
- You are a service member who has been placed on the Temporary Disability Retirement List (TDRL) within the last 1 year and 120 days.

## Cost/Rates

VGLI Premiums are based upon the Veterans age. Premium rates increased for VGLI insureds age 70 and older effective July 1, 2014. Follow this link to view VGLI premium rates.

Use the Insurance Needs Calculator to assess your life insurance needs and determine if you have enough coverage.

## Deadline to Convert SGLI to VGLI

You must apply to convert SGLI to VGLI within one year and 120 days from discharge. If you submit your application within 240 days after discharge (for those discharged on or after November 1, 2012) or within 120 days after discharge (for those discharged before November 1, 2012), you do not need to submit evidence of good health. Those who apply after the no-health period are required to answer questions about their health.

## How to Apply

Applying for VGLI is simple using one of the following methods:

- Apply through eBenefits
- Download and complete SGLV 8714, Application for Veterans' Group Life Insurance and mail it to the Office of Servicemembers' Group Life Insurance

## Converting VGLI to a Commercial Policy Conversion Feature

VGLI policyholders can convert your VGLI to an individual commercial life insurance policy at any time.

Follow these links for:

- [More information about converting VGLI to a commercial policy](#)
- [A list of participating commercial insurance companies](#)

## Myths and Rumors About SGLI

There are several myths, rumors and misconceptions about SGLI and VGLI insurance floating around. Please visit our Myths and Rumors page to find out what's true and what's false.



# Servicemembers' Group Life Insurance Disability Extension Application & Instructions

Department of Veterans Affairs  
Regional Office and Insurance Center  
P.O. Box 7208  
Philadelphia PA 19101  
Toll-free phone: 1-855-390-3536  
Toll-free fax: 1-888-748-5822

## General Information

The SGLI Disability Extension provides **free coverage** for up to two years from your date of discharge. The SGLI Disability Extension is available to Veterans who are totally disabled and had SGLI coverage at the time of discharge. To be considered totally disabled, you must have a disability that prevents you from being gainfully employed OR have one of the following conditions, regardless of employment status:

1. Permanent loss of use of any of the following:
  - both hands
  - both eyes
  - both feet
  - one foot and one eye
  - one hand and one foot
  - one hand and one eye
2. Total loss of hearing in both ears
3. Organic loss of speech (lost ability to express oneself, both by voice and whisper, through normal organs for speech. Note: Being able to speak with an artificial appliance is still considered a loss of speech.)

## Applying for the SGLI Disability Extension

### How to Apply

To apply for the SGLI Disability Extension, you need to complete the following five steps:

1. Complete the attached application.
2. Sign and date the application.
3. Enclose proof of your SGLI coverage and your date of separation (e.g. your DD-214 and your last Leave and Earnings statement from the military)
4. Enclose a copy of either:
  - a. Your military Medical Review Board findings of disability, OR
  - b. Your VA rating determination.
5. Mail the application to:

VAROIC  
P.O. Box 7208  
Philadelphia PA 19101

### Applying on Behalf of a Veteran?

If you are applying on behalf of an incompetent Veteran, please complete all sections of the form. Please sign your name to the application and indicate your relationship to the Veteran.

### If Your Application is Approved

If your application is approved, OSGLI will send you a letter providing proof of coverage. Your SGLI coverage will be extended for a maximum of two years from your date of discharge or until you are able to work, whichever comes first.

**Important Note:** See the information under "After Your Extension Ends" to learn more about what will happen at the end of the free Disability Extension.

### If Your Application is Not Approved

If your application is not approved, OSGLI will automatically consider this application as an application for **Veterans' Group Life Insurance (VGLI)**. We encourage you to apply for the the SGLI Disability Extension within 120 days of your discharge date. This will allow you to be automatically approved for Veterans' Group Life Insurance (VGLI) coverage if you are not approved for the SGLI Disability Extension. If you apply after 120 days from discharge and are not eligible for the SGLI Disability Extension, you will have to provide proof of good health to obtain VGLI. If your VGLI coverage is approved, it will be effective the day after your SGLI coverage terminates. You will also need to pay the first VGLI premium for your VGLI coverage to take effect.

*For more information on VGLI, go to the VA Insurance website at [www.insurance.va.gov](http://www.insurance.va.gov).*

## After Your Extension Ends

At the end of the two-year extension period, OSGLI will notify you that your extension is ending and offer you the opportunity to obtain **Veterans' Group Life Insurance (VGLI)**. VGLI allows you to continue your SGLI coverage by converting it to an affordable term policy that is renewable for life. You will not have to apply separately, as this application will also be considered an application for VGLI. If you choose to convert your free SGLI coverage under the Disability Extension to VGLI, the effective date of VGLI will be the day after your SGLI coverage ends. You will also need to pay the first VGLI premium for your VGLI coverage to take effect.

# Application for SGLI Disability Extension

Please complete Sections 1-5 of this application.

Return your completed application to:  
VAROIC  
P.O. Box 7208  
Philadelphia PA 19101

**Important:** Please read the instructions for applying for the SGLI Disability Extension on pages 1 and 2 before completing this form.

## 1. Personal Information

Last Name		First Name		Middle Name	
Street Address or PO Box			Email Address		
			Home Phone Number		
City		State	Zip Code	Other Phone Number	
Date of Separation	Branch of Service		<input type="checkbox"/> Male <input type="checkbox"/> Female	Social Security Number	Date of Birth

## 2. Insurance Amount

Your life insurance coverage under the Disability Extension is free. The amount of your life insurance coverage under the Disability Extension is the same amount that you had on your date of separation which is \$\_\_\_\_\_.

## 3. Eligibility

The following questions will help determine your eligibility for the SGLI Disability Extension. If you need more room for your answers, please use the continuation sheet in section 4 of this application.

### A. Your Current Ratings and Statutory Conditions

1. Has VA rated you Individually Unemployable?\*

Yes  No

\*This means VA has determined that you are incapable of maintaining gainful employment due to your service-connected conditions.

2. Do you have any of the following conditions:

Permanent loss of use of both hands	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Permanent loss of use of both feet	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Permanent loss of use of both eyes	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Permanent loss of use of one hand and one foot	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Permanent loss of use of one foot and one eye	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Permanent loss of use of one hand and one eye	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Total loss of hearing in both ears	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Organic loss of speech*	<input type="checkbox"/> Yes	<input type="checkbox"/> No

\*lost ability to express oneself, both by voice and whisper, through normal organs for speech. Being able to speak with an artificial appliance is still considered a loss of speech.

3. Do you have a disability rating?

			Rating
Military rating	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="text"/> %
VA Rating	<input type="checkbox"/> Yes	<input type="checkbox"/> No	<input type="text"/> %

Please include a photocopy of either your military Medical Review Board findings of disability or your VA rating determination.

### 3. Eligibility (cont'd)

#### B. Your Work Status

Choose one of the five work statuses below and answer the applicable questions.

1.  I am working full time (more than 20 hours per week)

a. Has your medical provider advised you to stop working or reduce work hours due to a worsening service-connected disability?

- Yes. (Please attach medical evidence that confirms your medical provider's and/or doctor's recommendation.)  
 No

2.  I am working part time (20 hours or less per week).

a. Please provide the following information about your service related disabilities since you were discharged from service. (If you need more space, use the Continuation Sheet in Section 4.)

Name or Nature of Your Disabilities	Date Your Disabilities Began	Date your disabilities prevented you from working full time (more than 20 hours per week)

b. Please provide the following information about your work history since you were discharged from service.

Name and Address of Employers (include self employment)	Type of Work (occasional or seasonal)	Dates of Employment	
		From (MM/DD/YY)	to (MM/DD/YY)

3.  I have not worked since I was discharged due to my service related disabilities.

4.  I am not working currently but have worked since discharge.

a. Please explain when and why you stopped working

5.  I am currently in school.

a. Are you attending school to be trained for a new career because you are no longer able to work in your former career due to disabilities caused by your military service?

- Yes (please complete the chart below)  
 No

Previous Occupation	New Degree/Certification Sought	Desired Future Occupation	Date Training Began

SIGNATURE OF APPLICANT (Do not print; sign in ink)

Date

PENALTY: The law provides that whoever makes any statement of a material fact knowing it to be false shall be punished by fine or imprisonment or both

#### 4. Continuation Sheet

Use this page to provide any additional information regarding your eligibility that does not fit on the prior pages.

## Want to be a Mentor?

*Mentors are the most valuable resource the REACH Program provides to our Wounded Warriors! If you or someone you know is interested in mentoring, please contact any Program Director or Coordinator!*



*Thank you for your interest and support!*

## REACH Contacts

### BUMED

Stephen Peyton, *Program Director*  
Stephen.Peyton@med.navy.mil

Jill Salaszyk, *Program Manager*  
Jill.Salaszyk@med.navy.mil

### NH Camp Pendleton

CDR Steven Parks, *Program Coordinator*  
Steven.Parks@med.navy.mil

Jeff Tanner, *Career Coach*  
Jeff@SmartSolutionsCorp.com  
(760) 845-5461

### Other Locations:

Walter Reed National Military Medical Center, Bethesda MD

Naval Hospital, Camp Lejeune

Naval Medical Center,  
Portsmouth VA

Naval Medical Center, San Diego

FY13 V1

# REACH



*Reintegrate, Educate  
and Advance  
Combatants  
in Healthcare*

Navy Bureau of  
Medicine and Surgery

## What is REACH?

- ◆ Reintegrate, Educate and Advance Combatants in Healthcare (REACH) is one of Navy Medicine's initiatives to recruit and employ Wounded Warriors into Medical positions within the federal government
- ◆ The REACH program supports recovering service members throughout their recovery as they reintegrate back to active duty or transition to the Federal Civilian Workforce as a Veteran
- ◆ REACH is a joint initiative through the Director of Navy Medicine Total Force (M1) and the Director of Navy Medicine Wounded, Ill and Injured (M9) at the Navy Bureau of Medicine and Surgery (BUMED)

## Our Commitment

- ◆ Utilize recovery time at Military Treatment Facilities (MTF) by providing opportunities to pursue careers in the medical field
- ◆ Provide transition guidance
- ◆ Offer college enrollment guidance
- ◆ Provide individualized mentoring
- ◆ Establish opportunities for experiential learning in field of interest
- ◆ Assist in obtaining part-time employment while in school as a Veteran

## Career Fields

- ◆ Case Manager
- ◆ Dental Assistant
- ◆ Diagnostic Radiological Technician
- ◆ Medical Records
- ◆ Medical Technician
  - ◆ Nurse
- ◆ Occupational Therapist
- ◆ Physical Therapist
- ◆ Respiratory Therapist

These are the current targeted careers, however, if you have interest in another medical position, Career Coaches will work to meet our commitment to you with that goal in mind!