



National Veterans Service Policy & Procedure

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National Veterans Service

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VETERANS OF FOREIGN WARS OF THE UNITED STATES
NATIONAL VETERANS SERVICE

POLICY AND PROCEDURE

AUTHORITY

Section 619 of the By-Laws of the Veterans of Foreign Wars of the United States (hereinafter referred to as VFW) provides that the National Veterans Service Advisory Committee shall control the veterans service programs of the VFW under the supervision of the National Council of Administration and subject to the provisions of the National By-Laws and orders of the National Convention.

The policy and procedure contained herein are issued for guidance of all persons providing assistance under the auspices of the National Veterans Service. These policies in no way supersede State or Federal law.

VFW NATIONAL VETERANS SERVICE

1. In accordance with the policy and instruction of the National Veterans Service Advisory Committee, the Director, National Veterans Service, shall be responsible for the administration, supervision and technical guidance of all activities, programs and personnel of the National Veterans Service, under the direct supervision of the Assistant Adjutant General and Executive Director of the VFW Washington Office.
2. In accordance with policy approved by the National Council of Administration, decisions of the Director, National Veterans Service, with respect to the appointment of employees and other personnel actions, travel authority, purchases, vouchers and other administrative matters, are subject to review and approval by the Executive Director of the VFW Washington Office.
3. The National Veterans Service shall consist of positions recommended by the National Veterans Service Advisory Committee, with the advice and consent of the VFW Adjutant General and the Executive Director of the VFW Washington Office, for approval by the VFW Commander-in-Chief and the National Council of Administration.
4. The incumbent employee of each National Veterans Service staff position shall perform the regularly assigned duties of the position and shall assume such other responsibilities and duties as assigned by the Director, National Veterans Service.

VFW ACCREDITATION, REACCREDITATION, REVOCATION OF ACCREDITATION AND TRAINING

1. General

Congress and the Department of Veterans Affairs (VA) regulate organizations and individuals who seek to represent veterans and other claimants before the VA. A person shall not function in any capacity as a VFW representative in a claim or other matter before the Department of Veterans Affairs until such person is officially accredited, through the VFW, by the Department of Veterans Affairs. A person will not be accredited by VA unless the VFW has certified to it that the individual meets the eligibility criteria established by VA. The Director, National Veterans Service, is VFW's certifying official.

The VFW will not certify for accreditation VFW Post, County Council and District Service Officers since they do not require accreditation in the conduct of their normal duties.

VFW may certify individuals for accreditation provided they meet the eligibility criteria established by both VA and VFW as described elsewhere in this section. The following titles are acceptable as VFW Accredited Representative:

- Department Service Officer
- Assistant Department Service Officer
- Office Supervisor*
- Claims Consultant
- Administrative Assistant**

*At a department's discretion, a VFW department may choose to have a non-VFW member oversee the duties of their department service office. In these instances, the individual cannot hold the title of Department Service Officer, but can instead be the Office Supervisor. In accordance with VFW National By-Laws Sec. 515, Department Service Officers and Assistant Department Service Officers must be VFW Members in good standing.

**Administrative Assistants working in VFW offices collocated at VA regional offices will not normally be certified since accreditation is not required to conduct their normal duties.

Note: Some support staff have been accredited in the past. These individuals are not authorized to represent or counsel veterans at personal hearings nor does their accreditation allow them to review claims files, to "sign off" on rating decisions or prepare a VA form 646. The accreditation only authorizes support staff access to the VA's Benefits Delivery Network and other related software systems.

***NVS Staff, State Run Agencies, & County Run Agencies may have different titles based on the discretion of their supervising authority.

Only VFW accredited individuals specifically assigned to and working at a VA regional office, consolidated work site (e.g., Pension Management Centers), and other approved locations may

have access to claim files or represent claimants in hearings, sign-off on ratings, accept or reject Powers of Attorney, prepare VA Forms 646 or otherwise represent claimants before VA.

Accreditation by the Department of Veterans Affairs shall not be deemed by the National Veterans Service as authorization for VFW representatives to represent clients in claims or other matters, before governmental departments or agencies other than the Department of Veterans Affairs.

With the exception of certain state and county veteran service officers, multiple accreditations are not permissible. However, in special circumstances as required by state law, the Director, NVS, can grant a waiver.

2. Requirements for certification and accreditation

The Director, National Veterans Service, shall not certify a person to be an accredited representative of the VFW unless such person:

- A. Is of good character and reputation;
- B. Is not employed by a civil or military department or agency of the United States;
- C. Is a member in good standing of the VFW who functions full-time in veterans service work; if not a member of the VFW, is a full-time employee of the VFW (a part-time employee may be considered under special circumstances) or is an employee of a state or county government agency of veterans affairs whose principle accreditation is to the state, county or to another veterans service organization, and functions full-time in veterans service work; and,
- D. Has successfully completed a Department of Veterans Affairs approved course of instruction on veterans benefits; or has received a passing grade on an examination recognized by the Director, National Veterans Service and approved by the Department of Veterans Affairs, State Department of Veterans Affairs or similarly-named agency; or has demonstrated an ability to satisfactorily represent benefit claims as attested by the Department Service Officer.

Decisions as to character, reputation, knowledge of veteran's benefits and other criteria in this section are solely within the discretion of the Director, NVS.

3. Procedure for accreditation

- A. Every person seeking certification by the VFW must complete the VFW *Application for Accreditation* and the VA Form 21, *Application for Accreditation as Service Organization Representative*. Failure to complete both forms completely will delay certification by the Director, NVS. ***Any omission, misrepresentation or falsification of information on either form may be grounds for revocation of accreditation.***

- B. Both applications will be submitted through the Department Headquarters, who will review each form for completeness and accuracy. Any problems noted on the applications should be resolved prior to submission to National Veterans Service.
- C. A background investigation must be completed for VFW employees and non-paid personnel prior to submission of both applications to the Director, NVS (effective August 1, 2016). See paragraph 4, below.
- D. Each application for accreditation submitted to the Director, NVS, must be accompanied by a cover letter signed by the Department Commander or Adjutant stating the reason(s) why the applicant should be accredited. **Applications without a cover letter will not be processed.** Applications for accreditation from state-run service programs must be signed by an appropriate state official with copies of the request for accreditation sent to the pertinent VFW Department Commander and Adjutant.
- E. The NVS Director or his designee will review each application for accreditation. Any problems will be resolved before approved by the Director, NVS.
- F. The Director, National Veterans Service, acting in the capacity as National Certifying Officer, shall certify a VA form 21, *Application For Accreditation As Service Organization Representative*, to the General Counsel of the Department of Veterans Affairs for the accreditation of an individual as a representative of the VFW. Once an application for accreditation is approved by the General Counsel, the Director, National Veterans Service shall forward the applicant a copy of this *Policy and Procedure*.

4. Background Investigations

VFW, state, and county service officers, claims consultants, support staff, and volunteers have access to important and sensitive information concerning veterans and their families obtained directly from them or through access to VA and other data systems. That is why VFW requires that anyone connected with VFW claims taking, development or processing, whether accredited or not, be of the highest character.

- A. Effective August 1, 2016, all individuals seeking accreditation with VFW must undergo a pre-accreditation investigation. In addition, support personnel working in VA facilities and approved locations must also undergo a pre-employment background investigation. At a minimum, each background investigation must include the following:
 - Driving records
 - Credit records
 - Criminal records
 - Social Security number
 - Education records
 - Court records
 - Bankruptcy
 - Character references

- Military records
 - Past employers
 - Personal references
 - Incarceration records
- B. Any indication of financial impropriety will disqualify an individual from accreditation. While support personnel are not accredited, it is suggested that VFW Departments should not employ anyone with a financial impropriety in their background.
- C. Legal and employment problems either self-reported or developed during a background investigation will be considered by NVS and may influence the decision to accredit an individual.
- D. Note: Following employment, the identification of any issue indicating a character problem, including but not limited to a financial impropriety or criminal activity (e.g., a conviction for DUI; impropriety involving money or finances) should be a signal to Department management to review the advisability of continued employment and/or accreditation of that individual. While Departments are solely responsible for decisions involving continued employment, they are encouraged to consult with the Director, NVS, on any issue involving the character of the individual as that may affect continued accreditation.
- E. Employment Background Investigation is to be reviewed by the Department Commander and/or Adjutant prior to the application being submitted to NVS for accreditation.
- F. Application packet for accreditation must include certification letter by the Department Commander and/or Adjutant addressed to Director, NVS stating that a background investigation has been conducted along with an explanation for any discrepancies discovered.

5. Training

The compensation program administered by VA is arguably the most complex benefit program in government today. On average it takes a new VA employee two to three years to become proficient in general claims processing and another three years of training and study to master most of the skills needed to make correct decisions involving service connection, disability evaluation and effective dates. The primary goal of the VFW training program is to help VFW service officers become as good as or better than the VA employees with whom they work.

The VFW training program is intended to provide substantive recurring training primarily to those service officers and claims consultants who work in VA regional offices and approved locations. The VFW provides the following training on a recurring basis:

- Basic Training parts I & II: Both training sessions are one week courses designed to provide a comprehensive overview of the veterans benefits programs administered by VA. It includes substantial practical exercises and drills. Target audience: all new DSO's, Assistant DSO's and Claims Consultants hired within the previous year. *NOTE: attendance is optional, at the request of the Department, for those Assistant DSOs and Claims Consultants not stationed in the regional office. Contingent on the State run agency paying associated costs, state run agencies may register attendees on a space available basis.*
- Proficiency Training (PTC): The PTC is held in the Spring. This conference provides more than 30 hours of advanced instruction on policy issues, technical workshops and clinical presentations. VFW program orientation is included to ensure that the target audience understands the benefits and services offered by VFW to its members and others. Target audience: all DSO's and one other accredited representative from the regional office. The second accredited representative selected to attend PTC should rotate among the office staff to ensure continuity of training.
- Accreditation Training (Intermediate (IAT) & Advanced (AAT)): Accreditation Training is 30-40 hours of instruction held annually in the Summer/Fall. Participants are divided into two groups based on years of accreditation with VFW. This training focuses on increasing the knowledge and skill set of participants. Expert instructors provide comprehensive training designed to enhance a service officer's ability to understand rating and complex authorization issues. Target audience: (Intermediate Accreditation Training) DSO's, Assistant DSO's and Claims Consultants stationed in a regional office with 1-5 years' experience; (Advanced Accreditation Training) DSO's, Assistant DSO's and Claims Consultants stationed in a regional office with over 5 years' experience.

VFW provides training for VFW accredited individuals who work in VA regional offices and approved locations. However, training is required for all service officers seeking to obtain and maintain accreditation with VA. As a consequence, VFW Departments, as well as state and county offices, are responsible for providing regular quality training to its service officers.

Training is required as follows:

Position	Primary Workplace	Required VFW Training
DSOs	Regional Office	Basic, IAT/AAT, PTC
Assistant DSOs	Regional Office	Basic, IAT/AAT, PTC*
Assistant DSOs	Not at Regional Office	Basic, IAT/AAT**
Claims Consultant	Regional Office	Basic, IAT/AAT, PTC*
Claims Consultants	Not at Regional Office	Basic, IAT/AAT**
County VSOs	County	County/State-sponsored training
State VSOs	Not at Regional Office	County/State-sponsored training

NOTE: DSOs (to include VFW & State Paid) are required to attend all PTC and the appropriate accreditation training based on their level of experience.

** ADSOs & Claim Consultants located at Regional Offices will rotate to attend PTC*

*** Departments may select one ADSO or Claims Consultant not assigned at a regional office to attend one accreditation training per year at NVS's expense.*

Only one additional VFW accredited representative from each state run service office may attend the PTC and accreditation training.

The VFW pays for required training as shown in the preceding table. However, anyone accredited by VFW can attend training for a fee on a space-available basis. The Director, NVS, should be contacted for more information on the cost and availability of training.

All those accredited by the VFW not included in Basic Training, the PTC, or Accreditation Training, above, are responsible for obtaining initial and continuing training through their employer. Information on training resources may be obtained from the NVS Training Manager. State, county and Department supervisors will provide verification of completion of training upon request of the Director, NVS.

Testing is conducted following Basic Training, the PTC and Accreditation Training. Results are reported to the individual and their supervisor. NVS understands that different service officers advance at different speeds. We are careful to explain to Department Commanders, or in the case of the State-Run Departments, and the State Director of Veterans Affairs that a single test score is rarely sufficient to indicate overall success or failure. Test results are used to gage the relative success of training and, over time, increases in job knowledge. These test scores may also be used to determine, in part, whether an individual should be reaccruited (see below).

Note: The training of state and county service officers is the responsibility of their employer. However, the VFW expects that all state and county service officers accredited to represent veterans be adequately trained. Adequate training means that the service officer receives sufficient initial training in order to competently represent veterans and other claimants before VA. It also means that the service officer receives continuing training throughout the year as needed to maintain and improve skills. Failure to adequately train state and county service officers may result in the revocation of accreditation of the state or county service officer.

6. Reaccreditation

VA requires the reaccreditation of service officers every 5 years. As a consequence, VFW devised a strategy to assess individual character and acceptable job proficiency. This approach includes:

- Reviewing information from various sources to determine the number and frequency of complaints about service to claimants;
- Feedback from Department leadership; and,
- Test scores

All VFW Accredited Representatives (DSOs, ADSOs, Claims Consultants, State & County Representatives) – Starting August 1, 2016, VFW requires at least one background investigation be conducted as a condition of reaccreditation. Employers of VFW-accredited service officers must certify that a background investigation has been conducted for each employee who is to be reaccredited with the VFW and that no criminal conviction or other impropriety has been identified. Further, the employer must certify that there are no known character problems with the service officer to be recertified. VA completes a new background check with the Office of Personnel Management whenever VA PIV cards are issued and when accredited representatives are granted VA systems access. As a result, NVS considers it sufficient to verify that a

background check was completed if the candidate for accreditation can demonstrate that an OPM background check was conducted within the past year or if the candidate has a valid VA PIV badge with VA systems access.

Failure to submit required certifications - Certification that a background investigation has been conducted and a certification that the service officer has no known character problems must be received within 60 days of the request from NVS. Failure to submit both certifications will result in a suspension of accreditation with the VFW. Failure to submit the required certifications within an additional 60 day period will result in the revocation of accreditation with the VFW.

Those individuals of good character and reputation, who demonstrate adequate job knowledge through either consistent test scores greater than 70% or score greater than 70% on the reaccreditation test, will be reaccredited as long as their Department leadership has no objection.

Those VFW accredited service officers who attend VFW training and who are of good character and reputation who do not have a successful record on tests will be given a reaccreditation test. Those who pass with a minimum of 70% will be reaccredited. Those who do not pass will be provided learning aids and other assistance and will be retested. Failure to pass subsequent accreditation tests will result in denial of reaccreditation.

7. Revocation of accreditation

At such time as an individual is removed from duties as a VFW Accredited Representative the appropriate VFW Department, State, or County Authority must notify the Director, National Veterans Service within five duty days to revoke the individual's accreditation.

Accreditation of a VFW representative may be cancelled at any time by the General Counsel of the Department of Veterans Affairs or upon a recommendation to the General Counsel for such action by the Director, National Veterans Service, where clear and convincing evidence of one or more of the following is found:

- A. Refuses to comply with or violates laws administered by the Department of Veterans Affairs or with regulations governing practice before the Department or other laws, regulations and/or policies applicable to accredited representatives or any facility at which accredited representatives perform services.
- B. Knowingly presents a fraudulent claim before the Department of Veterans Affairs or before any other governmental department or agency, or knowingly submits false information in connection with a claim before such department or agency.
- C. Requests, demands, or accepts compensation, in any form, for providing assistance or representation.
- D. Engages in any other unlawful, unprofessional, or unethical practice such as deceiving, misleading or threatening a client. Neglects to prosecute a claim before the Department

- of Veterans Affairs in an expeditious manner. Fails to provide a reasonable and timely response to a request for evidence by the Department of Veterans Affairs. Intentionally discloses personally identifiable information received in a relation to a claim to a third party other than the VA without a claimant's written permission. Deliberately withholds a client's application for benefits or evidence related thereto, from the Department of Veterans Affairs.
- E. Fails to comply with all policy and procedure prescribed by the National Veterans Service Advisory Committee.
 - F. Failure by a VFW-accredited representative to regularly attend mandatory National Veterans Service training conferences as outlined in Section 6-Training, which includes all assigned classes and meetings, unless specifically exempted by the Director, National Veterans Service.
 - G. Failure to act in a professional manner towards veterans, family members, clients, co-workers, VA employees, and anyone seeking services from the VFW. All VFW offices will be free of harassment based upon race, gender, color, religion, national origin, disability, or age.
 - 1. Those accredited by the VFW are expected to act courteously and professionally towards others at all times. Rude, discourteous, obnoxious or intimidating behavior reflects poorly both on the VFW and the individual. This is not acceptable.
 - 2. The VFW will not tolerate sexual harassment. Sexual harassment may include but is not limited to
 - Offering employment benefits in exchange for sexual favors.
 - Making or threatening reprisals after a negative response to sexual advances.
 - Visual conduct that includes leering, making sexual gestures, or displaying of sexually suggestive objects or pictures, cartoons or posters.
 - Verbal conduct that includes making or using derogatory comments, epithets, slurs or jokes.
 - Verbal abuse of a sexual nature, graphic verbal commentaries about an individual's body, sexually degrading words used to describe an individual, or suggestive or obscene letters, notes or invitations.
 - Physical conduct that includes touching, assaulting or impeding or blocking movements.
 - 3. The NVS will investigate complaints of unprofessional conduct & harassment, report to the appropriate employer, and depending on the findings, take appropriate action to include revocation of accreditation, if necessary.

8. National Guard and Reserves

VFW Accredited Representatives who are members of the National Guard or Reserves that are called to active duty orders are prohibited from providing claims assistance in accordance 38 CFR 14.629(a)(3).

VFW POWERS OF ATTORNEY

1. A properly executed Power of Attorney through a VA form 21-22, *Appointment of Veterans Service Organization as Claimant's Representative* which appoints the VFW as representative, must be officially acknowledged by the Department of Veterans Affairs before the VFW may provide representation of any nature to such client.
2. A Power of Attorney shall name the "Veterans of Foreign Wars of the U.S." as representative without specifying the echelon or address of the VFW representation.
3. Information concerning a claimant will not be released any non-VFW accredited representative without a VA Form 21-0845 Authorization to Disclose Personal Information to a Third Party.
4. A Power of Attorney or other required designation shall not be refused or revoked by the VFW except for a compelling reason(s), and then only by the appropriate DSO or the Director, National Veterans Service. The Director, National Veterans Service may delegate this authority to a member of the NVS staff not lower than Assistant Director. Compelling reasons for refusing or revoking a Power of Attorney or other designation may include but are not limited to, the following:
 - A. Abusive verbal or physical behavior toward a VFW representative or other VFW staff member, by a client or prospective client.
 - B. Repeated and persistent failure by a client to cooperate with a VFW representative, placing the VFW in such a compromised position as to be unable to effectively represent the client's interest.
 - C. Demonstrated pattern of repeated changes of powers of attorney or other required designations, where the claim or other matter for which the person seeks VFW representation is without apparent merit based on a reasonable evaluation of the circumstances.
 - D. Interests and objectives of a client or prospective client are fundamentally opposed to those of the VFW.
 - E. Convincing evidence of subversive affiliations or activities by a client or prospective client, which demonstrates disloyalty to the United States.
 - F. Fraud or attempted fraud by a client or prospective client in a claim or other matter before the same governmental department or agency before which he or she seeks VFW representation.
 - G. Individuals with a dishonorable discharge from the military.

5. The VFW will not accept a Power of Attorney when the prospective client is represented by an attorney or agent, notwithstanding Department of Veterans Affairs' regulations permitting such dual representation.
6. The VFW will not accept a Power of Attorney when access to any records is restricted by the claimant.
7. The VFW may accept a Power of Attorney if a prospective client provides a written statement attesting that representation by an attorney or agent has been revoked.
8. Notwithstanding Department of Veterans Affairs' regulations permitting dual representation, the VFW will revoke a Power of Attorney once a client has retained an attorney to represent them before the VA on any claim for benefits.
9. Once an appeal to the Board of Veterans' Appeals (BVA) has been submitted to the Department of Veterans Affairs, a Power of Attorney may not be accepted by the VFW in a claim before the Department of Veterans Affairs unless compelling circumstances exist and advance approval is obtained from the Director, National Veterans Service or his designee. This does not preclude the VFW from accepting the Power of Attorney in subsequent claims before the Department of Veterans Affairs.
10. A Power of Attorney may not be revoked after a client's appeal to the BVA has been submitted without coordination and permission granted by the Director, NVS or their designee (not lower than an Assistant Director).
11. A Power of Attorney or other required designation, shall not be refused or revoked by the VFW on the grounds of a client or prospective client's race, color, sex or religious beliefs, and shall not be refused or revoked on the grounds of length and type (including character) of service in the Armed Forces of the United States, except under conditions stipulated in 4(E) and 4(G) of this section.
12. A Power of Attorney shall not be refused or revoked by the VFW on the grounds that a claim before the Department of Veterans Affairs is contested. However, it shall not be incumbent upon the VFW to represent a person whose interests are opposed to those of a veteran, a widow or orphan, except when the opposing party has an apparent legal right to the benefit sought. In such exceptions and in the event the VFW receives a Power of Attorney from more than one party, it will accept (honor) the first Power of Attorney received.
13. A Power of Attorney or other required designation shall not be refused or revoked by the VFW on the grounds that the client or prospective client is not a member of the VFW, irrespective of whether he or she is eligible for such membership. VFW representatives, when appropriate, should inform clients of benefits accruing from membership in the VFW.

VFW REPRESENTATION - GENERAL

1. VFW Department Service Offices shall be located within the appropriate VA regional office or other approved location and staffed by not less than one full-time VFW accredited representative appointed by their respective VFW Department Commanders or other Department officials or committees which, have such jurisdiction and authority. In keeping with National VFW policy, a person who is not a member in good standing of the Veterans of Foreign Wars of the United States will not be employed as a State/Department Service Officer or an Assistant State/Department Service Officer. Exceptions to the location of the Department Service Office will be forwarded to the Chairman of the National Veterans Service Advisory Committee, through the Director, National Veterans Service, for approval.
2. Any individual accredited by the Department of Veterans Affairs as a VFW representative shall be fully responsible for compliance with all laws, regulations, of each governmental department or agency governing confidentiality of information, and release of information from official records. Information should only be released if authorized by the client, and only to the extent authorized. Client interactions, which discuss confidential information, will only occur in a confidential setting. *A subpoena is not sufficient authority for disclosure of VA records without the consent of the claimant (38 CFR 1.511(b)(2)). Subpoenas are to be sent to the NVS Director as soon as possible, so that they may be forwarded to VA Office of General Counsel for appropriate processing (38 CFR 14.807(b)).
3. VFW accredited representatives shall, under no circumstances, serve as guardians, committees or fiduciaries by any other designation, of veterans or other persons receiving benefits from the Department of Veterans Affairs.
4. Representation or other assistance by the National Veterans Service staff, DSOs, Assistant DSOs, District Service Officers, County Council Service Officer, Post Service Officers and by all other VFW representatives, is gratuitous and under no circumstances shall such representatives demand, request or receive remuneration in cash or in any other form, from persons to whom representation or other assistance is provided.
5. The nature and extent of VFW representation in claims or other matters before the Department of Veterans Affairs shall, under no circumstances, be influenced or otherwise dependent upon a client's race, color, sex, religious beliefs, length and type of service in the Armed Forces of the United States (including character except as stipulated in section 4(G) of "VFW Powers of Attorney") and VFW membership status.
6. VFW representatives shall:
 - A. Comply with all laws and regulations of Department of Veteran Affairs.
 - B. Not knowingly represent a fraudulent claim before the Department of Veterans Affairs or before any other governmental department or agency, or not knowingly submit false information in connection with a claim before such department or agency.

- C. Not commit any other unlawful, unprofessional or unethical practices such as deceiving, misleading, or threatening a client or prospective client; not neglect to prosecute a claim before the Department of Veteran Affairs in an expeditious manner; not fail to provide a reasonable and timely response to a request for evidence by the Department of Veterans Affairs; nor deliberately withhold a client's application for benefits from the Department of Veterans Affairs, or from any other governmental department or agency.

7. Post/District Service Officers

The primary task of a Post Service Officer (PSO) or District Service Officer is to provide information concerning Federal, state and local benefits for veterans, their families and survivors. In this capacity, Post/District Service Officers may provide applications or other forms to claimants; when requested, may help a claimant complete a form by acting as a recorder. The Post/District Service Officer:

- A. Must have access to a current edition of the VFW *Guide for Post Service Officers* and shall perform duties in accordance with instructions contained therein.
- B. Be under the general supervision of the DSO and shall comply with the direction of the DSO to include participating in scheduled Post/District Service Officer training facilitated by the DSO.
- C. Must not make direct contact concerning a claim or other matter, with the Department of Veterans Affairs or with any other governmental department or agency without a VA Form 21-0845 Third Party Consent from the claimant to do so. All status updates and other inquiries must be routed through the DSO. Should a Post/District Service Officer inquire on the status of a claim or other benefits on behalf of a claimant, the DSO must only provide their response to the inquiring claimant, as disclosing information about specific claims is a violation of the law.
- D. When acting as a recorder, the Post/District Service Officer is simply transcribing information provided by the claimant. At no time should the Post/District Service Officer make suggestions on how to frame information to make it appear more favorable or less harmful to the claimant. Under no circumstances will the Post/District Service Officer take possession of any form, record, or evidence furnished by a claimant for the purposes of filing a benefits claims with the Department of Veterans Affairs. **Under no circumstances will the Post/District Service Officer retain any personally identifiable information (PII) concerning the claimant or the claimants' family. Any forms, records, or evidence furnished by the claimant must be immediately returned to the claimant with instructions on how to submit their benefits claim with the DSO or to the appropriate federal authority.**
- E. Under no circumstances should a Post/District Service Officer counsel a claimant on their individual claim. While a Post/District Service Officer provides information concerning various government benefit programs, he/she should not offer any guidance or opinion as to the individual claim itself. General statements about the types of

evidence necessary to support a claim can be described; however, a Post/District Service Officer must **never** discuss the nature or merits of any particular claim.

- F. The Order of Business for VFW Posts prescribed in the VFW Ritual requires that the PSO submit a report at each Post business meeting. The report should summarize the activities of the PSO since the last report but should never include any personally identifiable information concerning any veteran, family member of a veteran, a survivor nor any other person living or dead.
 - G. The VFW Manual of Procedure requires that District Service Officers assist their Post Service Officers. This includes ensuring Post Service Officers located within their District attend District and/or Department Service Officer training.
8. Representation at the VFW Department level in a claim or other matter involving an insurance policy issued by the Department of Veterans Affairs, generally shall be limited to advising and assisting the client in preparing the appropriate form(s) and in procuring supporting evidence.
- A. Claims involving National Service Life insurance (NSLI), United States Government Life Insurance (USGLI), Veterans Mortgage Life Insurance (VMLI), and claims which involve any other insurance policy issued by the Department of Veterans Affairs and inquiries concerning insurance matters shall generally be referred to VA's Insurance Center toll-free number 1-800-669-8477 between 8:30 am and 6 pm Eastern Time. Veterans with questions about VA's various life insurance plans, should go to VA's Internet site at www.insurance.va.gov/.
 - B. VFW representatives shall not represent a person in a legal suit concerning any government or other life insurance policy before a United States District Court or any other court.
9. Overseas Representation & Claims
- A. A claim for benefits administered by the Department of Veterans Affairs (other than insurance) where the client resides outside the 50 states which comprise the United States, generally shall be referred to the VFW Department Service Office at the Pittsburgh, PA VA Regional Office for processing and representation. In accordance with VA M21-1 iii.ii.1.c.4.a:

Claim Type	And the claimant resides in ...	Refer to DSO at...
Disability compensation, pension, survivor benefits, or related appeals	the Philippines	Manila RO.
Disability compensation or related appeal(s), work items, or non-rating issues	a foreign country other than the Philippines	Pittsburgh RO.

Pension or survivor claims or related appeal(s)	<ul style="list-style-type: none"> • Mexico • Central and South America, or • the Caribbean 	St. Paul Pension Management Center (PMC).
Pension or survivor claims or related appeal(s)	a foreign country other than <ul style="list-style-type: none"> • the Philippines • Mexico • Central and South America, or • the Caribbean 	Philadelphia PMC.

- B. System Access: DSOs, ADSOs, & Claim Consultants will establish VA remote systems access through the Department of Veterans Affairs so that they may still perform the key functions of a VFW Accredited Representative.
- C. Due to the vast geographical areas covered by the foreign departments (i.e. Europe, & Pacific Areas), foreign departments are encouraged to have multiple accredited representatives spread out through the department to ensure VFW representation is available to clients living overseas in dense veteran & military populations (Japan, Korea, etc.)
10. A claim under the VA Restored Entitlement Program for Survivors (REPS) concerning basic eligibility shall be represented by the VFW Department Service Office at the respective VA regional office. Once basic eligibility is established, the case is forwarded to the St. Louis VA Regional Office, for a determination on REPS entitlement. Inquiries and other matters related to the claim shall be transmitted to the VFW Department Service Office at the St. Louis VA Regional Office.
11. Veterans with pending claims under any VA education program, including the Post 9/11 GI Bill, should call 1-888-GI-BILL (1-888-442-4551). Veterans with questions about VA's various education programs should go to VA's Internet site at www.gibill.va.gov.
12. Basic and minimum standards of professionalism for VFW Service Officers and representatives are outlined at Appendix 1 (Code of Conduct for VFW Representatives).

VFW REPRESENTATION - ADMINISTRATIVE

1. At the discretion of the DSO, VFW accredited representatives, particularly those not stationed at VA regional offices, have the authority to submit correspondence, applications, evidence, etc., pertaining to individual claims for benefits administered by the Department of Veterans Affairs directly to the Department of Veterans Affairs either through the consolidated mail facilities or through electronic submission. The appropriate VFW Department Service Officer should also be apprised of this claim action through appropriate channels.
- a. In the event that an accredited representative does not submit a claim to VA in a timely manner, it shall be incumbent on the accredited representative's employer to make reparation through appropriate channels for any monetary damages that occurred as a result of the untimely submission.

- b. In the event that a claim is submitted timely to the DSO but is not subsequently submitted timely to the VA, it shall be incumbent on the DSO's employer to make reparation through appropriate channels for any monetary damages that occurred as a result of the untimely submission.
2. DSOs, Assistant DSOs, claims consultants and claims representatives are subject to the professional and technical supervision of the Director, National Veterans Service and/or their designee.
3. DSOs and Assistant DSOs shall transmit all inquiries, etc., requiring consideration by the central office of the Department of Veterans Affairs to the Director, National Veterans Service. The Director may delegate the authority to review these requests.
 - A. DSOs shall transmit, in writing, all formal requests for Administrative Review of VA regional office claims decisions to the Director, National Veterans Service. Such requests are to contain the specific reason(s) for Administrative Review along with technical supporting rationale. The foregoing is not intended to prohibit the DSO (or a designated Assistant DSO) from discussing the advisability of Administrative Review by telephone or other means, with National Veterans Service staff, prior to the formal written request by the DSO.
 - B. DSOs shall transmit, in writing, all formal requests for reconsideration of Board of Veterans' Appeals decisions to the VFW Supervisor, Board of Veteran Appeals. Such requests are to contain the specific reason(s) for reconsideration along with technical supporting rationale. If a personal hearing in reference to reconsideration is desired, this shall be so stated on the request. The foregoing is not intended to prohibit the DSO or a designated Assistant DSO from discussing the advisability of reconsideration by telephone or other means, with the National Veterans Service staff prior to the formal written request by the DSO.
 - C. In the case of a formal request for either Administrative Review or reconsideration of a Department of Veterans Affairs' decision, where the Director, National Veterans Service or staff designee determines that the requirements for submission of the request to the Department of Veterans Affairs are not met, the Director, or designee, will so notify the appropriate DSO in writing, setting forth the reason(s) why such request is not appropriate.
4. If, after exhausting professional channels at a VA regional office or medical facility a DSO is unable to resolve an administrative conflict or issue, he or she may contact the Director, National Veterans Service for appropriate action.
5. Each VFW Department Service Office and each National Veterans Service staff office shall maintain a library of current reference material. This library may consist of printed material, electronic files or both. The National Veterans Service shall keep each office informed, as far as practical, of the most current needed resource material.

6. DSOs, Assistant DSOs, claims consultants, and claims representatives who are stationed at VA regional offices and approved locations, shall, if feasible, attend all Department of Veterans Affairs sponsored training at their respective stations.
7. Each VFW Department Service Office should develop, and actively conduct, a veterans' outreach program. DSOs are encouraged to collaborate with local chapters of veteran's groups that are partnered with the VFW such as other VSOs, student veteran groups (SVA), community stakeholders, Department of Veteran Affairs & other government agencies in order to maximize outreach efforts and to participate in local events (stand downs, claim's clinics, yellow ribbon ceremonies, etc.).
8. VFW Department Service Office files shall not be co-mingled with files of other veteran service organizations. The exceptions to this are those offices operated by state or county government agencies, in which case those agencies must ensure the security and confidentiality of such VFW records, by prohibiting their access to other than staff members who are accredited to the VFW.
9. DSOs and designated members of the National Veterans Service staff shall provide monthly activity reports to the Director, National Veterans Service by the 5th business day of the month. Such reports shall be of the nature and in the format prescribed by the Director.
10. DSOs shall conduct at least one VFW Post Service Officers School for all Post, County and District Service Officers in the Department, during each Department fiscal year. Such individuals will be encouraged to attend this training.
11. VFW Department Service Office personnel and members of the National Veterans Service staff, shall dress and otherwise conduct themselves in a professional and businesslike manner, during the course of business activities.
12. All official correspondence by DSOs, Assistant DSOs and members of the National Veterans Service staff shall be on VFW letterhead. The exceptions are those DSOs and Assistant DSOs employed by state or county government agencies, who are expected to use appropriate agency letterhead.

VFW REPRESENTATION - TECHNICAL

1. VFW accredited representatives are charged with accepting claims from and advocating for veterans who claim benefits and services under Federal law administered by the Department of Veterans Affairs. VFW representatives will not refuse to take any claim for benefits if the benefit may be granted under Federal law.
2. VFW representatives at all echelons, shall apprise each client of all benefits to which he or she may be entitled.

3. DSOs, Assistant DSOs, National Veterans Service staff members and all other VFW accredited representatives, shall not withhold the submission of a claim for benefits administered by the Department of Veterans Affairs, except for the most compelling reason(s), because such withholding in a claim subsequently resolved in favor of the client, may deprive the client of an earlier effective date of the benefit.
4. DSOs have the authority to certify the authenticity of copies of certain official documents to VA regional offices in individual benefit claims upon completion of VA formal instruction and training.
5. Where a client has filed, or wishes to file, a claim before the Department of Veterans Affairs for a greater compensable rating for a service connected disability, it shall be incumbent upon the DSO or appropriate Veterans of Foreign Wars accredited representative, to advise the client that the Department of Veterans Affairs may decide not only to deny the increased rating, but can also result in the existing rating being reduced.
6. It shall be incumbent upon the DSO, Assistant DSO or appropriate Veterans of Foreign Wars accredited representative, to assist a client in all aspects of a claim before the Department of Veterans Affairs; and to prosecute such claim to the fullest extent and in a timely manner before such department or agency.
7. It shall be incumbent upon the DSO, Assistant DSO or appropriate Veterans of Foreign Wars representative, to ensure an individual benefit claimed before the Department of Veterans Affairs, that each client is afforded all rights to due process under all laws and department regulations.
8. In counseling a client concerning a claim before the Department of Veterans Affairs, the DSO, Assistant DSO, or appropriate Veterans of Foreign Wars accredited representative, will ascertain all areas where evidence is needed, and assist the client in every reasonable way, to obtain such evidence. Once a claim for VA entitlements has been formally filed, all evidence pertinent to that claim should be submitted.
9. In the event that a client is not ready to submit a claim due to the need to collect evidence, the DSO, Assistant DSO, or appropriate Veterans of Foreign Wars accredited representative will submit an Intent to File (ITF) on VA Form 21-0966 prior to the conclusion of the month in order to retain the earliest possible effective date.
10. In the event that a claim action is not filed timely by a VFW accredited representative, the accredited representative will take the following actions:
 - i. Immediately notify the office supervisor and department adjutant.
 - ii. The office supervisor and/or department adjutant will in turn notify the NVS Director, Deputy Director, or Assistant Director Compensation & Pension Policy.
 - iii. NVS will annotate the occurrence, should the need for documentation arise in the future.

11. In the event an accredited representative is contacted by a claimant seeking damages from the VFW alleging that the VFW did not submit a claim in a timely fashion:
 - i. Immediately notify the office supervisor and department adjutant.
 - ii. The office supervisor and/or department adjutant will in turn notify the NVS Director, Deputy Director, or Assistant Director Compensation & Pension Policy.
 - iii. NVS will contact the veteran to collect copies of evidence which substantiate their allegation of damages.
 - iv. NVS will research the matter further to determine the circumstances of the allegation to include potential benefits lost.
 - v. Findings of the research will be forwarded from Director, NVS to VFW General Counsel in order to determine if further action is needed.
12. On each occasion that the DSO, Assistant DSO or appropriate Veterans of Foreign Wars accredited representative submits evidence in support of a benefit claim to the appropriate VA regional office, such submission shall include the standard Vetraspec Submittal Letter (or where applicable, state or county government agency) coversheet with agency letterhead, identifying the evidence attached and stating in specific and technical terms, the value of such evidence as it pertains to the claim.
13. Upon being contacted by the client, the DSOs and Assistant DSOs shall counsel each client whose claim is denied, in whole or in part by the VA regional office, on the right to initially appeal such denial by filing a Notice of Disagreement. If such appeal is initiated, the DSO or Assistant DSO shall again counsel the client on whether or not to further perfect the appeal (filing VA form 9, *Appeal to the Board of Veterans' Appeals*). A client should not necessarily be encouraged to appeal an adverse decision by the VA regional office, if in the best professional judgment of the DSO or Assistant DSO, there exists a statutory or regulatory bar to the benefit sought by the client. This does not preclude responsibility to continue to provide representation, if the client still intends to initiate such appeal.
14. Although, as part of due process, it is the responsibility of the Department of Veterans Affairs to inform a client of the right to a personal hearing(s) in connection with a benefit claim. Upon being contacted by the client, the DSO or Assistant DSO will also apprise each client, whose claim is denied, of the right to this personal hearing with a VFW representative before Department of Veterans Affairs personnel at the VA regional office of jurisdiction and/or before the Board of Veterans' Appeals.
15. If a DSO formally requests Administrative Review of a VA regional office decision, all appropriate measures to protect the client's appellate rights must also be accomplished. The National Veterans Service staff will also verify, upon receipt of request for Administrative Review, that the client's appellate rights, are protected.
16. Where an internal administrative appeal, or correction of a Clear and Unmistakable Error (CUE) of a benefit claim decision is initiated by an official of a VA regional office, the DSO at that station shall not join in the administrative appeal and shall so advise the client not to join in such appeal. Should compelling circumstances exist that might suggest otherwise in

a particular case, permission for the DSO to join in the appeal shall be obtained from the Director, National Veterans Service.

17. A DSO is to use the utmost discretion in requesting, through the respective VA regional office, an independent medical expert (IME) opinion in support of a benefit claim and must seek the advice of the Assistant Director for Compensation and Pension Policy, National Veterans Service, as to whether such request is appropriate.
18. A DSO, Assistant DSO, or any VFW Accredited Representative may sign a 21-0958 Notice of Disagreement or VA form 9 in a benefit claim before the Department of Veterans Affairs, but the utmost discretion is to be exercised. Written approval should be solicited from the client, if at all possible.
19. In completing VA form 646, *Statement of Accredited Representative in Appealed Case*, in a benefit claim before the Department of Veterans Affairs, the DSO, Assistant DSO, or VFW Accredited Representative from the Veteran's Local Station shall:
 - A. Identify the issue(s) on appeal meaning the issue(s) which was covered in the Statement of the Case or any subsequent Supplemental Statement of the Case, provided by the regional office in response to a Notice of Disagreement;
 - B. Summarize the pertinent evidence, stating in specific and technical terms, the value of such evidence as it pertains to the issue(s);
 - C. Cite the applicable governing criteria (law, regulation, court decisions, etc.) which the representative believes are applicable by the evidence contained in the claims file;
 - D. Identify any discrepancy, error, omission, etc., contained in the Statement of the Case or in any Supplemental Statement of the Case;
 - E. Where applicable, state or reiterate the client's desire for a personal hearing before the Board of Veterans' Appeals;
 - F. Where applicable, request again that the Department of Veterans Affairs conduct an examination if prior requests to the VA regional office were unsuccessful or inadequate and in the opinion of the DSO, Assistant DSO, or VFW Accredited Representative an examination is essential to the issue(s) on appeal (supporting rationale for such request must be provided); and,
 - G. Request where applicable, additional development but only if the DSO or Assistant DSO has previously officially requested, without success, to have such development done by the VA regional office.
20. Where evidence is received in a VFW Department Service Office in support of a claim on appeal and after the claims file has been transferred to the Board of Veterans' Appeals, such evidence shall be submitted in accordance with the provisions of Title 38 Code of Federal

Regulations §§ 20.800 and 20.1304 and in coordination with the Appeals Section Supervisor, National Veterans Service located at the Board of Veterans' Appeals.

21. At no time should any VFW accredited individual withdraw a client's claim or appeal, or withdraw a specific issue on a claim or appeal without written consent from the client. If a client wishes to withdraw a claim or a specific issue in a claim currently being processed by the Department of Veterans Affairs, the client must submit a signed request to the appropriate Veterans of Foreign Wars accredited representative expressing their intention to withdraw.
22. In the rare occurrence that the VFW accredited representative feels there is the possibility of a conflict of interest in representing a client at any point within the claims process, it shall be incumbent upon he/she to notify the Director, NVS or their designee of such situation and to seek guidance as to how to proceed, (ex., VFW Accredited Representative is a former VA decision maker such as a(n) RVSR, DRO, VLJ, etc. and previously adjudicated any of the issues/contentions currently before the VA.)

DEPARTMENT SERVICE OFFICE STAFF

1. Section 516 of the Manual of Procedure requires each Department to have a Department Service Officer (DSO), Department Service officers are appointed by the Department Commander. The DSO and ADSO may be removed by the Commander at any time; however, removal of salaried DSO's and ADSO must be approved by a majority of the Department Council of Administration.
2. Appointment and removal of other Department service office staff, including the Assistant DSO, Claims Consultants and support staff, is governed by Department policies.
3. All other disputes involving employment actions of the Department are not within the jurisdiction of the National Veterans Service.
4. The Director, NVS, is available to Department officers to discuss service office policies, procedures and practices. The Director may respond to questions on other matters including personnel issues posed by Department officers; however, decisions on hiring, disciplining and terminating service office staff remain solely within the province of the Department.
5. Decisions by the Director, NVS, to accredit or remove accreditation of Department service office staff are governed by VA regulations and other sections of this Policy and Procedure.

DUTIES OF A DEPARTMENT SERVICE OFFICER

In most service offices a Department Service Officer is the office supervisor. Unless superseded by written Department policies, supervisory duties are the responsibility of the DSO.

In addition to the duties of a service officer outlined in other sections of this Policy and Procedure, a Department Service Officer is responsible for the following:

1. The Department Service Officer is responsible for everything that happens in his/her office.
 - A. Supervision of personnel: This includes the supervision of Assistant DSO's, Claims Consultants, support staff and any other Department employee, volunteer or intern working in that office. Supervision is a broad term intended to encompass all of the routine duties and responsibilities of a first line supervisor. Supervision includes any administrative duties assigned by Department leadership.
 - B. Office procedures: The DSO is responsible for establishing and maintaining office procedures. At a minimum,
 - i. Every telephone call received or made should be logged by the recipient.
 - ii. Every visitor should either be signed in or logged in.
 - iii. Office hours should be posted.
 - iv. All claims, including Intent to File forms, received by the VFW must be filed with VA prior to midnight on the last day of the month in which they were received. This includes claims taken by out based service officers. If the VA mail room is closed, claims should be submitted to VA by fax, or through the appropriate electronic method such as SEP.
 - v. Every VFW Department-run Service Office shall have a VA corporate mailbox with encryption capabilities. State-run VFW Department Service Offices may also seek to establish VA corporate email boxes for similar purposes.
 - C. Training
 - i. The DSO is responsible for ensuring that service office personnel are properly trained. This encompasses both initial and continuing education.
 - ii. The DSO is encouraged to utilize all opportunities and modalities to provide training to staff. Formal classroom instruction, OJT, video, computer and other training methods are all viable options. VFW provided training is outlined elsewhere in this Policy and Procedure. Service officers should take advantage of VA provided training whenever it is offered.
 - iii. All VFW staff must be trained on the use of necessary VA & VFW electronic programs.
 - iv. NVS provides mentorship to new DSO's. For more information, contact the Assistant Director, Compensation & Pension Policy or Manager, Training & Quality Assurance.
 - D. Workload management
 - i. Managing the work that comes into a VFW service office is critical to ensuring that claims are properly developed, filed with VA and monitored throughout the claims process.
 - ii. The DSO shall have Sensitive 7 Access to VA Files. The primary ADSO shall have Sensitive 6 Access to VA Files.
 - iii. DSO's shall use a case management system to assist in documenting service officer actions and track active claims. NVS currently provides VetraSpec software for use in VFW offices situated in regional offices

and other approved locations. For information concerning that software, its acquisition and use, DSO's should contact the Assistant Director, Compensation & Pension Policy or Manager, Training & Quality Assurance.

- iv. Ensure VA Rating Decisions are reviewed in accordance with the NVS Rating Decision Review Standard Operating Procedures and Processes (Appendix A)
- v. All electronic POA requests through the Stakeholders Enterprise Portal (SEP) shall be acted upon within 5 business days.

E. Quality assurance

- i. Quality assurance includes the routine review of a sample of work accomplished by each subordinate in the service office. Problems identified during quality reviews can be used to focus specific training.
- ii. Quality assurance includes the routine review of office procedure compliance. Failure to follow established office procedures should be remediated.
- iii. Data collected during quality assurance can be used to support annual or more periodic employee reviews as required by Department policies.

VFW REPRESENTATION (GENERAL)
U.S. COURT OF APPEALS FOR VETERANS CLAIMS

The Veterans of Foreign Wars does not represent individuals at the Court of Appeals for Veterans Claims (CAVC).

Individuals who are dissatisfied with a Board of Veterans Appeals decision in their case should strongly consider legal representation. While individuals may represent themselves in an appeal to the CAVC, service officers should discourage this practice as unrepresented individuals routinely experience unfavorable outcomes at a higher rate than do those represented by legal counsel. Two places where representation information may be found are the Veterans Consortium Pro Bono Program (<http://www.vetsprobono.org/>) and the Public List of Practitioners found on the CAVC website (<http://www.vetapp.gov/practitioners/>).

However, nothing in this section prohibits NVS from entering into an agreement with a law firm to offer representational activities at the CAVC and other appellate courts for individuals represented by the VFW at the Board of Veterans Appeals. Select VFW accredited attorneys may be authorized to review recent BVA decisions and determine if any issue may have appellate merit. If so, VFW will notify selected claimants and offer them the opportunity to be represented on appeal free. Once the CAVC issues a decision, VFW will resume their representation at VA.

VFW NATIONAL VETERANS SERVICE GRANTS

The criteria for dispersing restricted grants for veterans service activities are no longer included in this Policy and Procedure. Any questions regarding service grant disbursement should be referred to the office of the Quartermaster General.

The following is meant to be a guideline for Departments to follow in the expenditure of grant monies related to their service office operation.

1. All grant monies paid to Departments are for the current VFW year.
2. Funds granted to Departments for veterans service activities are subject to the following restriction:

Monies paid to the Department must be dedicated toward accredited representation of eligible service members, veterans, and dependents seeking benefits from the Department of Veterans Affairs, assisting veterans in navigating other federal, state, or municipal benefit programs, and for the training, outreach, and facilitation of these benefit-assistance activities.
3. Examples of ways the funds can be utilized to support these activities include, but are not limited to:
 - A. Purchasing or upgrading office furnishings for the Department Service Office or field offices for VFW-accredited individuals.
 - B. Purchasing additional computers, printers, or other office equipment and supplies related to the preparation or submission of claims by VFW-accredited individuals. Such supplies may include ink, toner, bulk paper, postage, etc.
 - C. Travel, lodging, mileage and/or other expenses associated with outreach activities of the DSO/ADSO or other VFW-accredited representatives.
 - D. Costs associated with attending annual NVS training
 - E. Purchasing media and other reference materials such as 38 Code of Federal Regulation or Lexus Nexus legal reference service, development and printing of service office promotional materials, outreach materials, NVS collateral materials, etc.
 - F. Costs associated with hosting or attending annual Post Service Officer training, Schools of Instruction, or other professional development.
4. If the Department is in doubt as to the proper application of funds, they are encouraged to contact the Director, NVS or the office of the Quartermaster General.
5. Departments are reminded that NVS grant monies are strictly related to veterans service activities and shall not be deposited into the Department General Fund. It would be optimal if the Department Quartermaster maintained a separate line item to account for these restricted grants.
6. Departments are required to provide an explanation of the usage of all funds received for veterans service activities at the end of the current VFW year. Departments that fail to comply with this instruction will be unable to receive grant money for the ensuing year until such time as a full accounting is provided to the Director, NVS and office of the Quartermaster General.
7. Any and all grant monies paid to a Department for veterans service activities that remain unexpended at the end of the VFW year must be returned to VFW National Headquarters. Failure to return unexpended funds may result in a dollar-for-dollar reduction in future veterans service grant funding.

VFW COMPUTER SECURITY

1. VA has extended its IT security measures to all Service Organization computers attached to its system (including laptop computers) which we must take advantage of. The VFW has a responsibility to veterans and their families to protect the personal information which we acquire in the everyday course of business.
2. Offices in government provided spaces
 - A. All VFW offices in government provided spaces must be closed and locked whenever the office is not occupied by a VFW employee. It only takes a minute for someone to slip into an office and grab a claims file or other information off a desk, table, or shelf.
 - B. Each VFW office must have at least one locking file cabinet. All records whether VA or VFW, which identify a veteran/claimant in some manner, must be securely stored and locked at the close of business each day or whenever the office is being left alone. Offices shall store new documents electronically in the appropriate secured claims database.
 - C. Those who work in government provided space which cannot be locked (e.g., cubical) must ensure that all computer equipment and information containing veteran identifiable data is secured whenever the VFW employee is away from their space.
3. Encryption and security devices
 - A. VA has selected the encryption software it intends to use on VA computers and has agreed to install it on Service Organization desk and laptop computers. VFW will conform to the requirements of VA for any computers connected to the VA network.
 - B. Individuals and their staffs accredited by the VFW will utilize encryption software when it is offered by VA.
 - C. Departments should ensure that laptops purchased for use by Department Service Office employees, or any other individual who expects to work with the personal information of veterans, dependents and survivors, conform to VA computer purchasing requirements at the time the purchase is made.
 - D. Prior to purchasing a new computer, Departments should contact the VA facility where the equipment is to be used in order to obtain the latest specifications on equipment VA is purchasing for itself. Departments should purchase computers that conform to the type and specifications shown by VA to ensure compatibility with VA computer systems.
 - E. All computers used by VFW personnel at a minimum must be password protected. Laptops must have II Tier Protection. Departments should ensure that laptops purchased for use by Department Service Officers and other personnel that contain personally identifiable information of veterans and other claimants must be encrypted.

4. Desktop Computers

- A. Desktop computers in Regional Offices and connected to the VA intranet must be set up in accordance with VA policies. VFW Service Office personnel will cooperate with VA IT personnel in ensuring that all anti-virus and firewall software is current and enabled.
- B. External hard drives, USB Flash Drives and other portable electronic data storage devices must be stored in a locked drawer when not in use regardless of memory content. Each will be routinely purged of data that is either saved to a more secure hard drive or is no longer needed.
- C. All electronic documents containing identifying information of veterans and other claimants must be saved to the appropriate secure claims database.
- D. VA IT policy will dictate whether a user will log off at the end of the workday or turn off the computer. Logging off, rather than turning off, a computer allows the System Operator (VA) to update anti-virus protection software overnight. VFW personnel should follow the directions of VA IT personnel in determining whether to log off or turn off their PC.

5. Laptop computers used as a desktop

- A. VFW personnel should follow the same procedures outlined above for desktop computers whenever a laptop computer is used in lieu of a desktop.
- B. Cable locks – Cable locks can be used to secure a laptop to a desk or other immobile object. These locks should be used to secure any laptop that is not locked in a drawer or filing cabinet when an office is closed.

Note: Departments may purchase cable locks for computers used by Service Officers. However, cable locks purchased without prior approval of the Director, National Veterans Service, may not be reimbursed.

6. Data gathered during outreach

VFW expects Service Officers to perform outreach activities using laptop computers. It is not unusual for the laptop computer to remain out of the office for an evening or weekend. The guidance below should be followed:

- A. Laptops should be secured in the trunk of a car while traveling and must be brought into the Service Officer's home and secured overnight. Under no circumstances should a computer be left unsecured. Service Officers may be held responsible for the theft of an unsecured computer. Under no circumstances will a laptop computer with veteran or claimant data be connected to an unsecured wireless network (e.g. Starbucks). Laptops

should never be left unattended. They must be secured in a locked drawer, cabinet or room overnight.

- B. If properly using the office's secured claims database, under no circumstances should veteran or claimant data be retained on a laptop, external hard drive, flash drive or other data storage device.
7. Security of paper records, CD's, DVD's, external hard drives, flash (USB) drives and other media storage
- A. Paper records, CD's, DVD's, external hard drives, flash (USB) drives and other portable media storage which contain veteran data must be secured in a locked drawer or file cabinet whenever they are not in use.
 - B. Transmission of veteran specific data by e-mail should be avoided unless encrypted or if the client has a signed Consent to Non-Secure Email form on file.
 - C. No documents or photocopies of documents received from the VA or a claimant should be removed from the Regional Office.
 - D. Since most e-mail is open and unsecured communication, a Service Officer should never click on unsolicited links or respond to unsolicited messages as this can expose computer systems to malicious software that can compromise networks and clients' data. A Service Officer should also never transmit client-specific information over non-encrypted email channels without the written consent of the client to communicate via non-encrypted or unsecured email channels.
 - E. The faxed transmission of veteran specific data should be done extremely carefully. The appropriate VA provided fax cover sheet should always accompany any faxed document which clearly identifies the transmitting and receiving individuals.
 - F. Paper records should be hand carried to the VA whenever possible. Should it be necessary to mail paper records between Medical Centers and Regional Offices, CD's, DVD's or other records, VA's internal mail system should be used if possible. When shipping records through VA's internal mail system is not possible, FedEx or similar shipping service should be utilized. This is because packages can be tracked through a shipping service while most forms of US mail cannot be tracked.
8. Miscellaneous
- A. Telephone recorded messages – Telephone recording machines are not always secure or may have their security features turned off which could allow an unauthorized person to listen to messages left on them. Consequently, after hours or out of office telephone messages should tell callers to **never leave their social security or VA claim numbers**. The Service Officer can always obtain the number when he/she returns the call.

- B. Shredding – If your VA Regional Office does not provide shredding services, every VFW office should have a shredder; a confetti shredder is preferred. Any veteran/claimant specific information which is no longer necessary should be shredded. Some Service Officers occasionally work away from the office. All documents with veteran or claimant specific information that is no longer needed should always be shredded.

9. Loss of data: **In the event of a loss of data**

- A. Immediately notify your immediate supervisor of the loss. Your report should include the approximate time or date of the loss, what was taken (e.g., flash drive; laptop), and how many veterans or claimants records were compromised.
- B. Send an e-mail to the Director, National Veterans Service with the same information you reported to your supervisor.
- C. If this loss occurred in a VA Regional Office or VA Medical Center, notify the VA Regional Office Security Officer or other designated individual. If the loss occurred outside a VA facility (e.g., laptop stolen from a home or car; flash drive lost), notify the police, your superior, and the Director, National Veterans Service.
- D. Cooperate. It is the national policy of the VFW that we will cooperate with law enforcement and data security officials at VA when veteran data is compromised.

NOTE: ANY MATTER NOT SPECIFICALLY COVERED IN THIS *POLICY AND PROCEDURE* SHALL BE REFERRED TO THE NATIONAL VETERANS SERVICE ADVISORY COMMITTEE THROUGH THE DIRECTOR, NATIONAL VETERANS SERVICE, FOR RESOLUTION.

ADOPTION

The *Policy and Procedure* contained herein was adopted by the National Veterans Service Advisory Committee on **March 4, 2019**, and supersedes all previous editions and amendments. Future amendments as approved by the Committee will be issued as replacement pages, supplemental pages, or by complete revision in relation to the extent of the amendments.

CODE OF CONDUCT FOR VFW REPRESENTATIVES

1. Do not knowingly present a fraudulent claim or submit false information in connection with a claim before any government agency.
2. Do not engage in any unlawful, unprofessional or unethical practice such as deceiving or misleading a client.
3. Remember that you are fully responsible for compliance with all laws and regulations of each government department or agency governing confidentiality of information and release of information from official records. Information should be released only if authorized by the client, and only to the extent authorized.
4. As a VFW accredited representative, under no circumstances, should you serve as guardian, committee or fiduciary by any other designation, of veterans or other persons receiving benefits from the Department of Veterans Affairs.
5. Representation by the VFW is gratuitous and under no circumstances should you demand, request or receive remuneration in cash or in any other form, from persons to whom representation or other assistance is provided.
6. VFW representatives will refrain from the use of racial, religious, age-related, sexual or ethnic epithets, innuendoes, slurs or jokes in the work place.
7. In all dealings with members of the opposite sex, VFW representatives must conduct themselves in a totally professional manner and refrain from sexual advances, verbal or physical conduct of a sexual nature, or requests for sexual favors.
8. Discrimination based on age, sex, sexual orientation, religion, national origin or disability is strictly prohibited.

POLICY & PROCEDURE

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APPENDIX A

Veterans of Foreign Wars National Veterans Service Rating Decision Review Standard Operating Procedures and Processes

Veterans learn in the beginning of the VA disability claims application process that an accredited Veterans Service Officer (VSO) can greatly assist in navigating through the confusing procedures and myriads of forms. The VSO helps ensure that the applications and supporting documents submitted are complete and accurate, and that all pertinent contentions are claimed in order to maximize the benefit the veteran can receive.

What is not so obvious is the invaluable service that a VSO performs on the back end of the claims process: The review of VA's proposed rating decision before it is promulgated. Many veterans who have VSO representation are not even aware that this review occurs.

A VSO's eyes are the last look at the rating decision before VA finalizes the decision and sends it to the veteran. This final review is extremely important to ensure accuracy and maximize benefits for the veteran. Quality rating decision reviews can also reduce appeals by correcting errors before the decision becomes final.

VA authorizes accredited representatives from recognized veterans' service organizations like the VFW a 48-hour window in which to complete the review. If a problem is discovered, the VSO contacts the VA representative at their respective regional office who is responsible for handling disputes prior to the claim being completed. Resolving a problem prior to VA finalizing a rating decision is a much more efficient process than filing a Notice of Disagreement after the veteran has received notification.

PURPOSE:

The purpose of this SOP is to standardize the processes and procedures of rating decision reviews within the VFW. This is not intended to be an all-encompassing document for the review process because each decision is unique and has different concerns. This is also specific to claim rating decisions and is not intended to apply to appeal decisions brokered to other stations.

POLICY:

It shall be the policy of the VFW for each Department Service Office located in a VA Regional Office (VARO) to conduct a review of all rating decisions that appear in that office's work queue with the exception of Pre-Discharge claims. This review shall be conducted daily so as to avoid expiration of the allowed 48-hour review period. Once each review is complete, the results of the review shall be annotated in the veteran's VetraSpec file.

WHY CONDUCT REVIEWS:

VFW accredited representatives conduct reviews to identify errors prior to promulgation or “final adjudication” of the VA rating decision. By consistently reviewing decisions we can decrease the number of appeals that veterans need to file. Avoiding appeals contributes to the timely and accurate receipt of earned benefits for the veteran or eligible claimant, which also reduces the overall workload for VA and the VSO.

The VFW utilizes reviews to ensure all claimed conditions are addressed, the decision is accurate, and that the maximum benefit is provided to the veteran. Our objective is to ensure the decision is right the first time.

RATING DECISIONS:

The VA rating decision establishes entitlement to benefits; payment of compensation or pension; as well as entitlement to medical care, vocational rehabilitation, loan guaranty, and ancillary benefits.

Rating decisions are made up of two parts: The narrative and the codesheet. The narrative lists decisions, evidence, and reasons and bases for the decision. For compensation claims, the narrative identifies and explains each condition, why a specific rating was assigned, and if applicable, what evidence is required for VA to grant the next higher percentage. The narrative will also explain the reasons for other types of decisions such as pension, burial, and dependent benefits. It also identifies the date of claim, date of submission, type of claim, effective date(s), and percentage assigned.

The codesheet is a document used by VA to generate payments. This document is not typically sent to the veteran, however it is available to VSOs in VBMS. The codesheet includes a header, active duty block, legacy codes, jurisdiction, associated claims subject to compensation, combined evaluation, special monthly compensation (if applicable), not service connected/not subject to compensation, and ancillary benefits. This list is not all inclusive as there may be other parts included depending on the type and complexity of the claim. (Please see Appendix A: Rating Decision Example)

ELECTRONIC PROGRAMS YOU NEED TO CONDUCT A REVIEW:

VFW accredited representatives must have access to the following programs to perform an accurate review: VBMS, Virtual VA, MAPD, SHARE, and VetraSpec. Access to references such as www.ecfr.gov is also invaluable. .

(Note: NVS recommends two computer monitors to conduct efficient reviews, allowing VSOs to have the veteran’s file and any pertinent reference materials open simultaneously.)

HOW TO LOCATE DECISIONS THAT ARE PENDING REVIEW:

Please see Appendix B: Reviewing Decisions in VBMS Job Aid for detailed instructions on how to locate decisions that are pending review in VBMS.

HOW TO ANNOTATE REVIEWED DECISIONS IN VETRASPEC:

It is essential that VFW accredited representatives ensure all available demographic information for each claimant is properly entered into VetrASpec. This provides VSOs and support staff with all the information needed to properly assist veterans. The initial VetrASpec entry is usually completed during the initial interview, but if information is missing in a claimant's VetrASpec file during a rating review, it must be entered at that time. VBMS or SHARE records should include all of the information needed to complete the VetrASpec file.

Please note that because the rating decision is not final, the veteran's current ratings should never be entered into VetrASpec during a rating review. This will be done later when the award information is input. Once the veteran's demographic information is entered, follow the steps below to annotate that a decision has been reviewed.

If there are no issues with the rating decision:

1. Click the "Pending Review" button in VBMS to notify VA that you have completed your review. VBMS will ask you to confirm this step.
2. Open the veteran's Current Ratings Tab in VetrASpec
3. Select "Add a new rating"
4. Ensure that "1" is selected as the number of ratings to be entered and then click "Go"
5. In the "Type" field, click the pull down menu and select "Rating Review"
6. In the "Notes" section type your name and office (e.g. Jeff Officer, Washington D.C.)
7. Click "Add"

Once the above listed steps are complete, VetrASpec will record that a decision has been reviewed and add the veteran to the "Ratings Reviewed" report of the office to which the veteran is assigned.

If there are issues with the rating decision that need to be addressed by VA:

You will first contact the appropriate VA personnel to report the error and request a fix. Certain offices have internal processes to request changes. Please follow your internal protocols to resolve issues discovered during a review.

If you are reviewing a rating decision that was completed by another office, refer to the most recent listing of VA Change Management Agents (CMAs).

After you have contacted VA regarding the errors found in the rating decision, complete the following steps to annotate that you conducted a review which had errors that need to be fixed.

Please note that if there are errors that need to be addressed by VA you will not click the “Pending Review” button in VBMS. Clicking this button tells VA that there are no errors.

1. Open the Communications Tab in VetraSpec
2. Select “Other”
3. In the communications field type a brief summary of the error and who you contacted within the VARO to get it resolved.
4. Click “Submit”

Note: If VA does not agree to revisit or fix a decision with errors, treat the decision in VBMS and VetraSpec as if there were no errors following the steps above. This avoids claims appearing as “expired” in VBMS. Next, add a communication in VetraSpec summarizing your conversation with VA.

CONDUCTING A DECISION REVIEW:

1. Review Power of Attorney (POA)
 - a. Ensure VFW holds POA.
2. Review the application for benefits (e.g. VA Form 21-526EZ) to ensure that all issues are addressed in the rating decision narrative. If you are unable to see documents in VBMS, ensure that the POA document access box is checked in favor of the VFW.
3. Review all supporting documents to include military records, examinations, correspondence, and medical statements. This is where it is helpful to have two monitors. When conducting a review have the codesheet on one screen and supporting documents on the other for comparison purposes.
4. Review the rating decision for correctness.
 - a. Review each contention one by one by matching the disability contention on the narrative with the examination (Disability Benefits Questionnaire [DBQ]) and Service Treatment Records (STRs). If a condition has been granted the schedular maximum rating (e.g. 10% for tinnitus), move on to the next condition.
 - b. Make sure that the DBQ is clear and not contradictory. If it is unclear, refer to the person designated to handle queries (sometimes it is not the rater) at your VARO.
 - c. If you have a concern about the evaluation, refer to Part 4 of the CFR. If you disagree with a rating, notify the designated individual at your VARO that handles queries.
 - d. Don't forget to review the narrative in its entirety. You might find errors on the narrative such as the veteran's personal information, a justification that does not match with the rating schedule, or a missing SMC. If you find a contention that just does not seem right based on your experience, review the narrative for

- clarification, if the contention remains unclear or you still disagree with the decision, forward the query to the designated representative at your VARO.
- e. Note on queries: Do not send a query until the rating decision has been completely reviewed. You may find several errors on one decision and should communicate all of the errors in one query.

INPUTTING AWARDS AND RATINGS INTO VETRASPEC

Once the decision has been reviewed and recorded in VetraSpec, it will be automatically added to the “Ratings by type” report which can be found on the Reports page under the heading “Current Ratings”. This report compiles all of the ratings that have been reviewed nationally and sorts them by the regional office to which the veteran belongs. For example, if a Baltimore Service Officer reviews and annotates a decision with no errors for a veteran that is assigned to the Portland office, VetraSpec will only add that veteran to Portland’s “Ratings by type” report.

At least once per week, each VFW service office should review the “Ratings by type” report in order to obtain a list of veterans who may have decisions waiting to be entered into VetraSpec. In order to find and run this report follow the steps listed below:

1. From the VetraSpec Home Page select the “Reports” tab
2. Select “Ratings by type” under the “Current Ratings” header
3. Select “Rating Review” from the pull down menu
4. Click Submit
5. This will display a report of reviewed rating decisions in descending date order

Once you have run your “Ratings by type” report, check each veteran in VBMS to determine if a notification letter has been sent to the veteran. If a notification letter has been sent, update the current ratings and payment screens in VetraSpec accordingly.

REVIEWING DECISIONS FOR VETERANS ASSIGNED TO OFFICES THAT DO NOT USE THE NVS VETRASPEC SYSTEM

If you have a veteran that is assigned to an office that is not using the NVS VetraSpec system, (refer to Appendix C) you must still conduct the review in VBMS. Once completed, email the DSO of the VFW office to whom the veteran is assigned notifying them that the decision has been reviewed. If there are errors in the decision that have been addressed with VA that are awaiting further review from the VARO, an email should still be sent explaining the situation.

When the rating decision is complete, you should also log this in VetraSpec so that the VFW can track this decision effectively. This will require you to completely fill out the “Add a veteran” screen. Ensure that you include all required information, such as telephone number and birthday, as this will allow VetraSpec users to assist the veteran via D2D for future claim actions.

If your office does not utilize the NVS VetraSpec system, you will need to send a list of decisions your office reviewed to each corresponding VFW office weekly so that they are aware of any decisions in VBMS.

When transmitting any of the above information, it will require including veterans' personally identifiable information (PII). As such, if you are transmitting this information via email, you must ensure you are using encrypted VA email for this correspondence, or communicating with the office over the phone. In accordance with the NVS *Policy and Procedure*, you cannot transmit veteran PII via non-secure channels.

Appendix B: Reviewing Decisions in VBMS Job Aid

Reviewing Ratings With VBMS Update



Appendix B

Objectives

- **Setting filters in VBMS**
- **Claim Station vs Local Station filters**
- **Defaulting your settings**
- **Saving and naming your preferred filter settings**

FILTERS NOT SELECTED

- **Before Starting ensure that filter settings resemble the filters shown on picture**
- **Note:** Some filters will automatically default to certain settings
- **If you have any other filters checked, uncheck them to ensure that you can successfully set up filters to review rating decisions**

← →  https://www.vbms.vba.va.gov/vbmosp2/vsoWorkQueue#allC 🔍 🔒 ↻  All Claims Queue

VBMS All Claims My Claims

🔍

Narrow Results [Clear](#)

Select Saved Filter Criteria ▼

▼ Keyword

▼ Power of Attorney

☒ 097 - Veterans Of Foreign Wars Of The Us

▼ Claim Label

▼ Rating Review Status

☐ Expired

☒ Pending Review

☐ Reviewed



SELECT THIS OPTION

- **Under the Rating Review Status Filter, check pending review and ensure all other options are unchecked**
- **You can check Expired option if you would like, in order to ensure that no ratings were missed**

VBMS All Claims My Claims

https://www.vbms.vba.va.gov/vbmosp2/vsoWorkQueue#allC All Claims Queue

Narrow Results Clear

Select Saved Filter Criteria

Keyword

Power of Attorney

☒ 097 - Veterans Of Foreign Wars Of The Us

Claim Label

Rating Review Status

☐ Expired

☒ Pending Review

☐ Reviewed

Claim Station

DO NOT use to filter

Veteran Local Station

USE to filter- Type in station number

EP Codes

New Documents

- **Do not use the claim station filter** when filtering your station
- **Use the Local station filter** in order to capture all claims from your area
- **If you don't select Local station, you lose the opportunity of reviewing claims for veterans that reside in your area**
- **Note:** National Work Queue can transfer claims in your station to other stations outside your jurisdiction. When you select the Local Station filter, you are able to consolidate and view any claim that's been transferred, back into your queue for you to review

▼ EP Codes

▼ New Documents

☐ New Document

▼ Claim Status

☐ Open

☐ Ready For Decision

☐ Secondary RFD

☒ Rating Decision Complete

☐ Rating Incomplete

☐ Rating Correction

☐ Ready to Work

☐ Closed

▼ Claim Date Range





start: end:

▼ Deferrals

▶ Veteran Zip Codes

▶ Veteran First Name

▶ Veteran Last Name



Delete the start date
and delete the end
date to capture all
claims

- **Delete any dates from the Claim Date Range filter**
- **This will expand your search and ensure that you view all claims pending review**

▼ Claim Status

☐ Open

☐ Ready For Decision

☐ Secondary RFD

☒ Rating Decision Complete

☐ Rating Incomplete

☐ Rating Correction

☐ Ready to Work

☐ Closed

▼ Claim Date Range





start: end:

► Deferrals

► Veteran Zip Codes

► Veteran First Name

► Veteran Last Name

When you are done selecting all filtered options discussed click on the search light icon to view your filtered options

Click highlighted box in order to filter claims

Saving Filter Preferences

▼ New Documents

☐ New Document

▼ Claim Status

☐ Open

☐ Ready For Decision

☐ Secondary RFD

☒ Rating Decision Complete

☐ Rating Incomplete

☐ Rating Correction

☐ Ready to Work

☐ Closed

▼ Claim Date Range

start:

end:

▶ Deferrals

▶ Veteran Zip Codes

▶ Veteran First Name

▶ Veteran Last Name

click on highlighted box to
save filter preferences



Optional

Tip: To save your filters, click on the option shown on the picture and follow the steps on the next slides

Saving Filter Preferences

Save VSO Filter Criteria



Filter name required.

This box will appear to name and
save filter options

Filter Criteria Name: *

Default Filter:

☐

Save

Cancel

Saving Filter Preferences

Save VSO Filter Criteria



Filter Criteria Name: *

Home Station



Name Filter

Default Filter:

☐

Check this to default options

Save

Cancel

Saving Filter Preferences

Save VSO Filter Criteria



Filter Criteria Name: *

Home Station

Default Filter:

☐

Click here to save filter



Save

Cancel

Column Preferences

All Claims Queue (113)

Action



Showing 1 to 10 of 113 entries

Click to edit columns



Show/Hide Columns

Save Preferences

<input type="checkbox"/>		Claim Station		Veteran Local Station		Veteran Name		EP Code - Claim Label		Document Expiration	Rating Review Status	Claim Status		File Number		Claim Status Code		New Document	Date of Claim		Deferral Type		La
--------------------------	--	---------------	--	-----------------------	--	--------------	--	-----------------------	--	---------------------	----------------------	--------------	--	-------------	--	-------------------	--	--------------	---------------	--	---------------	--	----

Show/Hide Columns



Claim Station



Veteran Local Station



EP Code - Claim Label



Document Expiration



Rating Review Status



Claim Status



File Number



Claim Status Code



New Document



check preferred columns

Save

Close

Show/Hide Columns



Claim Station



Veteran Local Station



EP Code - Claim Label



Document Expiration



Rating Review Status



Claim Status



File Number



Claim Status Code



New Document



Click to save preferences 

Save

Close

All Claims Queue (113)

SAMPLE of Columns with preferences and rearranged

Action



Showing 1 to 10 of 113 entries

Show/Hide Columns

Save Preferences

<input type="checkbox"/>		Claim Station	Veteran Local Station	Veteran Name	EP Code - Claim Label	Document Expiration	Rating Review Status	Claim Status	File Number	Claim Status Code	New Document	Date of Claim	Last Changed Date	Power of Attorney
--------------------------	--	---------------	-----------------------	--------------	-----------------------	---------------------	----------------------	--------------	-------------	-------------------	--------------	---------------	-------------------	-------------------

- **This sample shows the columns rearranged to desired preferences**
- **You can move columns left or right**
- **You can also add or delete columns**