



DEPARTMENT OF VETERANS AFFAIRS  
DEPUTY ASSISTANT SECRETARY FOR HUMAN RESOURCES MANAGEMENT  
WASHINGTON DC 20420

FEB 25 1997

HUMAN RESOURCES MANAGEMENT LETTER NO. 05-97- 01

**VETERAN EMPLOYMENT PROGRAM**

**1. PURPOSE.** This Human Resources Management Letter provides information in support of the Secretary's initiative to expand employment opportunities for veterans in the Department of Veterans Affairs (VA).

**2. DISCUSSION.**

a. The rankings of VA facilities by percent of veteran employment for the period ending December 31, 1996, are attached. The total number of preference eligible veterans, including disabled veterans in VA's workforce was 62,785 or 25.1% at the end of the reporting period; and employment of disabled veterans remained steady at 5.8 percent of total employment.

b. Employment of Female Veterans

Although VA is the acknowledged leader among Federal agencies in the employment of women, few people recognize the significant role female veterans play in this achievement. As of December 31, 1996, VA employed 135,961 women, including 7,017 preference eligible female veterans and an additional 840 women with preference derived from the service of a deceased or totally disabled spouse or child. Among the 7,017 preference eligible female veterans are 1,635 who are classified as "disabled" as a result of their military service and who have 10 point preference, including 718 who have disability ratings of 30 percent or greater.

In Women in the Federal Government - A Statistical Profile, the Office of Personnel Management reports that as a result of the historically low participation rate of women in the armed forces, female veterans made up only 4.6 percent of the entire veteran population in 1995. VA is extremely proud of the many female veterans who have chosen to continue their service to their country through civilian employment with the Department. As of December 31, 1996, female veterans represented 11.2 percent of all preference eligible veterans working in VA, 5.2 percent of the female workforce and slightly more than 2.8 percent of the total VA workforce.

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c. **VRA Update.** The Veterans Benefits Improvement Act of 1996, Public Law 104-275 amended the term "Vietnam era" in 38 U.S.C. 101(29) to read as follows:

"(29) The term "Vietnam era" means the following:

(a) The period beginning February 28, 1961, and ending on May 7, 1975, in the case of a veteran who served in the Republic of Vietnam during that period.

(b) The period beginning on August 5, 1964, and ending on May 7, 1975, in all other cases.

This amendment does not extend any period of appointment eligibility.

3. **RESPONSIBILITY.** The Group Leader of the Customer Advisory and Consulting Group (CACG) is responsible for guidance and technical advice concerning this program. Direct questions to the CACG Team which serves your facility at FTS 202-273-9816.



Ronald E. Cowles

Attachment

Distribution: RPC: 5227  
SS(054C)

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VETERANS' EMPLOYMENT RANKINGS

Sept. 30, 1996      Dec. 31, 1996

Total VA Employment:      250,899      249,696

Total Veteran Employment      63,347      62,785  
(Preference Eligibles)

o Percent of Total      25.2      25.1  
Employment

Total Disabled Veteran      14,439      14,531  
Employment

o Percent of Total      5.8      5.8  
Employment

Facility rankings follow:

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VA Facilities in Rank Order  
According to Veterans Employment

RANK	FACILITY	% OF EMPLOYEES WITH VETERANS PREFERENCE	# OF EMPLOYEES	# OF EMPLOYEES WITH VETERANS PREFERENCE	# OF DISABLED VETERANS
1	*VANCS DANVILLE, IL	100.0	5	5	2
2	VANCS KEOKUK, IA	100.0	4	4	0
3	VANCS MARION, IN	100.0	4	4	0
4	*VANCS PINEVILLE, LA	100.0	2	2	1
5	VANCS FAYETTEVILLE, AR	100.0	5	5	0
6	*VANCS FLORENCE, SC	100.0	5	5	3
7	*VANCS FORT SMITH, AR	100.0	7	7	11
8	VANCS KNOXVILLE, TN	100.0	1	1	0
9	VANCS LEBANON, KY	100.0	3	3	0
10	*VANCS ZACHARY, LA	100.0	5	5	1
11	*VANCS MAXWELL, NE	100.0	4	4	1
12	VANCS EAGLE POINT, OR	100.0	6	6	0
13	VANCS KENT, WA	100.0	1	1	0
14	*VANCS BATH, NY	88.9	9	8	3
15	VANCS BILOXI, MS	88.9	9	8	0
16	*VANCS SAN DIEGO, CA	88.2	17	15	9
17	*VANCS LITTLE ROCK, AR	87.5	8	7	3
18	*VANCS SAN ANTONIO, TX	86.0	43	37	11
19	*VANCS BEAUFORT, SC	85.7	7	6	1
20	*VANCS FORT CUSTER, MI	85.7	14	12	3
21	*VANCS ST LOUIS, MO	84.9	53	45	8
22	*VANCS WOOD, WI	84.6	13	11	3
23	*VANCS SANTE FE, NM	84.6	13	11	2
24	*VANCS PORTLAND, OR	83.7	43	36	6
25	*VANCS JOHNSON CITY, TN	83.3	6	5	2
26	*VANCS DENVER, CO	83.3	24	20	3
27	*VANCS BUSHNELL, FL	82.9	41	34	10
28	*VANCS INDIANTOWN GAP, PA	82.4	17	14	3
29	*VANCS FORT BLISS, TX	82.4	17	14	5
30	*VANCS RIVERSIDE, CA	82.4	68	56	15
31	*VANCS SAN BRUNO, CA	81.1	37	30	3
32	*VANCS BOURNE, MA	80.0	20	16	4
33	*VANCS BAY PINES, FL	80.0	5	4	2
34	VANCS MEMPHIS, TN	80.0	10	8	0
35	*VANCS SPRINGFIELD, MO	80.0	5	4	2
36	*VANCS PRUNTYTOWN, WV	80.0	5	4	1
37	*VANCS LOS ANGELES, CA	78.6	14	11	1
38	*VANCS SPRINGFIELD, IL	77.8	9	7	1
39	*VANCS HAMPTON, VA	77.8	9	7	1
40	*VANCS DAYTON, OH	76.9	13	10	1
41	*VANCS HOUSTON, TX	75.9	29	22	6
42	*VANCS CHATTANOOGA, TN	75.0	16	12	3
43	*VANCS LEAVENWORTH, KS	73.7	19	14	4
44	*VANCS ST PAUL, MN	72.9	59	43	9
45	*VANCS PENSACOLA, FL	72.7	11	8	2
46	*VANCS HONOLULU, HI	72.7	22	16	3
47	*VANCS FARMINGDALE, NY	71.8	71	51	5
48	*VANCS CALVERTON, NY	71.4	98	70	14
49	*VANCS CULPEPER, VA	71.4	7	5	1
50	*VANCS FORT GIBSON, OK	71.4	7	5	3
51	*VANCS ROCK ISLAND, IL	70.0	10	7	1
52	*VANCS MADISON, TN	68.8	16	11	1

\* DISABLED VETERAN EMPLOYMENT EQUAL TO OR GREATER THAN VA-WIDE PERCENTAGE

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RANK	FACILITY	% OF EMPLOYEES WITH VETERANS PREFERENCE	# OF EMPLOYEES	# OF EMPLOYEES WITH VETERANS PREFERENCE	# OF DISABLED VETERANS
53	*VANCS NICHOLASVILLE, KY	66.7	6	4	1
54	*VANCS SALISBURY, NC	66.7	6	4	2
55	VANCS LOUISVILLE, KY	66.7	6	4	0
56	*VANCS PHENIX CITY, AL	66.7	6	4	2
57	*VARO SAN DIEGO, CA	65.8	196	129	63
58	*VANCS STURGIS, SD	62.5	8	5	2
59	*VARO COLUMBIA, SC	61.4	166	102	49
60	*VARO ST PETERSBURG, FL	59.5	593	353	142
61	*VANCS SAN JOAQUIN VA, CA	58.3	12	7	1
62	*VARO ALBUQUERQUE, NM	58.2	79	46	20
63	*VARO RENO, NV	56.9	51	29	11
64	*VARO BOISE, ID	56.0	50	28	13
65	*VARO BOSTON, MA	54.8	166	91	38
66	*VARMC ST LOUIS, MO	54.8	115	63	29
67	*VARO HARTFORD, CT	54.5	77	42	19
68	*VANCAO PHILADELPHIA, PA	54.5	11	6	3
69	*VARO PORTLAND, OR	54.1	135	73	27
70	*VARO SEATTLE, WA	53.8	234	126	43
71	*VARO PITTSBURGH, PA	53.8	173	93	42
72	*VANCS BEVERLY, NJ	53.3	15	8	1
73	*VARO PHOENIX, AZ	53.3	227	121	55
74	*VABDC PHILADELPHIA, PA	53.3	107	57	10
75	*VARO MONTGOMERY, AL	52.9	208	110	59
76	*VARO HUNTINGTON, WV	52.6	95	50	20
77	*VARO LINCOLN, NE	52.6	76	40	17
78	*VARO LOUISVILLE, KY	52.3	149	78	33
79	*VARO MANCHESTER, NH	52.3	88	46	17
80	*VANCS BAYAMON, PR	51.9	27	14	3
81	*VARO PROVIDENCE, RI	51.6	62	32	19
82	*VASDC HINES, IL	51.6	62	32	4
83	*VARO MUSKOGEE, OK	50.8	384	195	104
84	*VAD WHITE CITY, OR	50.2	404	203	44
85	*VARO WINSTON-SALEM, NC	50.2	287	144	62
86	*VANCS BALTIMORE, MD	50.0	12	6	1
87	VANCS CORINTH, MS	50.0	2	1	0
88	*VANCS MARIETTA, GA	50.0	6	3	1
89	*VANCS NEW BERN, NC	50.0	4	2	1
90	*VANCS RICHMOND, VA	50.0	2	1	1
91	*VANCS ANCHORAGE, AK	50.0	2	1	1
92	*VANCS PHOENIX, AZ	50.0	12	6	2
93	*VARO LITTLE ROCK, AR	49.7	159	79	33
94	*VARO SAN JUAN, PR	49.0	155	76	31
95	*VARO OAKLAND, CA	48.3	331	160	43
96	*VADDc DENVER, CO	48.1	52	25	10
97	*VANCS QUANTICO, VA	47.1	17	8	1
98	*VARO ROANOKE, VA	46.9	256	120	44
99	*VARO NEW ORLEANS, LA	46.4	192	89	27
100	*VARO DES MOINES, IA	45.8	107	49	15
101	*VAMROC ANCHORAGE, AK	45.3	322	146	69
102	*VARO MILWAUKEE, WI	45.3	148	67	14
103	*VARO INDIANAPOLIS, IN	44.5	173	77	33
104	*VARO ST LOUIS, MO	44.4	394	175	60

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105	*VARO BUFFALO, NY	44.4	241	107	44
106	*VADMC ST. PAUL, MN	44.0	91	40	8
107	*VARO ATLANTA, GA	43.5	428	186	59
108	*VAMC SPOKANE, WA	43.4	470	204	36
109	*VARO SALT LAKE CY, UT	42.9	84	36	7
110	*VARO CLEVELAND, OH	42.8	411	176	64
111	*VARO DENVER, CO	42.5	294	125	44
112	VABDC HINES, IL	42.2	180	76	10
113	*VAROIC ST. PAUL, MN	42.0	305	128	30
114	*VAAC AUSTIN, TX	41.9	534	224	47
115	*VARO NASHVILLE, TN	41.8	225	94	43
116	*VAMC ALEXANDRIA, LA	41.4	951	394	89
117	*VARO NEWARK, NJ	41.3	167	69	33
118	*VARO HOUSTON, TX	40.5	410	166	65
119	VANCS NATCHEZ, MS	40.0	5	2	0
120	*VARO CHICAGO, IL	39.8	304	121	28
121	*VAMC BECKLEY, WV	39.4	429	169	44
122	*VAHCC EL PASO, TX	39.1	274	107	45
123	*VAFC AUSTIN, TX	38.6	249	96	34
124	*VARO LOS ANGELES, CA	38.3	402	154	51
125	*VAMC FAYETTEVILLE, NC	37.8	691	261	100
126	*VAMROC TOGUS, ME	37.4	1050	393	101
127	*VAMC ROSEBURG, OR	37.4	717	268	67
128	*VARO BALTIMORE, MD	37.3	134	50	20
129	*VAMC BONHAM, TX	37.2	409	152	36
130	*VAMC PRESCOTT, AZ	36.8	562	207	36
131	*VAMC FORT LYON, CO	36.8	530	195	43
132	*VAMROC FT HARRISON, MT	36.7	401	147	29
133	*VAMROC CHEYENNE, WY	36.4	343	125	37
134	*VARO JACKSON, MS	36.4	143	52	21
135	*VAHCS SAN ANTONIO, TX	36.3	3313	1202	300
136	*VARO WACO, TX	36.1	446	161	72
137	*VARO DETROIT, MI	35.5	262	93	29
138	*VAMC SHERIDAN, WY	35.2	440	155	46
139	*VAMC WALLA WALLA, WA	34.9	344	120	21
140	*VARO WASHINGTON, DC	34.7	199	69	29
141	*VAWAQ DENVER, CO	34.6	26	9	4
142	*VARO NEW YORK, NY	34.3	312	107	33
143	*VAMC MONTGOMERY, AL	34.3	543	186	77
144	VAMC ASHEVILLE, NC	34.1	1110	379	55
145	*VASAO JACKSON, MS	34.0	50	17	3
146	*VAMC BATH, NY	33.7	680	229	42
147	*VANCAO ATLANTA, GA	33.3	12	4	1
148	VANCAO DENVER, CO	33.3	12	4	0
149	*VAMC MOUNTAIN HOME, TN	33.3	1596	531	115
150	*VAMC BILOXI, MS	33.2	1667	554	129
151	*VAMC ST CLOUD, MN	32.6	947	309	61
152	*VAMC LAS VEGAS, NV	32.6	405	132	45
153	*VAMC CLARKSBURG, WV	32.4	598	194	51
154	*VAMC POPLAR BLUFF, MO	32.4	374	121	25
155	*VACVAC DENVER, CO	32.1	137	44	11
156	*VAMC TUSCALOOSA, AL	32.0	1052	337	82

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157	*VAROIC PHILADELPHIA, PA	32.0	700	224	55
158	VAMC FRESNO, CA	31.8	844	268	44
159	*VASDC AUSTIN, TX	31.7	63	20	6
160	*VAMC DUBLIN, GA	31.4	808	254	64
161	*VAMROC SIOUX FALLS, SD	31.4	729	229	62
162	*VAMC BIG SPRING, TX	31.3	450	141	28
163	*VAMC LOMA LINDA, CA	31.3	1424	446	114
164	VAMC BUTLER, PA	31.0	603	187	30
165	*VACMOP DALLAS, TX	30.8	91	28	6
166	*VAMC HUNTINGTON, WV	30.6	813	249	89
167	VAMC RENO, NV	30.5	763	233	42
168	*VAMC BAY PINES, FL	30.5	2132	651	147
169	*VAHCS SEATTLE, WA	30.5	2889	881	248
170	*VAMC TOMAH, WI	30.4	906	275	55
171	*VAMC MUSKOGEE, OK	30.3	713	216	55
172	*VAMROC WICHITA, KS	30.1	667	201	61
173	*VAHSC TEMPLE, TX	30.1	3333	1004	274
174	*VACAO DETROIT, MI	30.0	30	9	5
175	*VAMC FORT MEADE, SD	29.8	1103	329	94
176	*VACO WASHINGTON, DC	29.5	3459	1020	224
177	*VAMC PHOENIX, AZ	29.4	1829	537	120
178	*VAMC ALBUQUERQUE, NM	29.3	1957	574	187
179	*VAMROC HONOLULU, HI	29.1	468	136	44
180	*VAMC ERIE, PA	29.0	459	133	31
181	*VAMC DAYTON, OH	28.7	1891	543	126
182	*VAMC TUSKEGEE, AL	28.6	1294	370	89
183	VAVCSR FT. HOWARD, MD	28.6	7	2	0
184	VAMC NORTHAMPTON, MA	28.5	779	222	40
185	*VAMC GR JUNCTION, CO	28.4	345	98	23
186	VAMC FAYETTEVILLE, AR	28.1	530	149	25
187	VAMC MARION, IL	27.9	587	164	28
188	VAMC BATTLE CREEK, MI	27.9	1393	388	59
189	VAMC MARTINSBURG, WV	27.8	1254	349	70
190	*VAMC WILKES BARRE, PA	27.8	1168	325	83
191	VAMC CHILLICOTHE, OH	27.7	1246	345	49
192	*VAMC ALTOONA, PA	27.6	398	110	30
193	*VAMC TAMPA, FL	27.6	2788	769	240
194	VAHCS MARION, IN	27.6	1371	378	64
195	*VAMROC FARGO, ND	27.4	686	188	48
196	VAMC BOISE, ID	27.4	624	171	32
197	VAMC CANANDAIGUA, NY	27.2	1172	319	54
198	*VAMC SAN JUAN, PR	27.2	2512	683	147
199	*VAIVMP DECATUR, GA	27.1	118	32	17
200	*VAMC GRAND ISLAND, NE	27.1	325	88	22
201	*VAMC TUCSON, AZ	26.8	1632	438	130
202	VASDC HINES, IL	26.7	120	32	3
203	VAMC TOPEKA, KS	26.4	1163	307	52
204	VAMC MURFREESBORO, TN	26.2	1476	386	66
205	VAEAO BALTIMORE, MD	26.1	23	6	1
206	*VAMC HAMPTON, VA	26.1	1401	365	100
207	VAMC W/LOS ANGELES, CA	25.9	4255	1100	176
208	VAMC MONTROSE, NY	25.8	1300	336	55

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209	*VAMROC WHT RIVER JCT, VT	25.6	793	203	60
210	VAOC LOS ANGELES, CA	25.6	430	110	23
211	VAMC LITTLE ROCK, AR	25.6	3435	878	194
212	VAMC IRON MOUNTAIN, MI	25.5	415	106	15
213	*VAMC SHREVEPORT, LA	25.4	1160	295	73
214	VAMC PITTSBURGH, PA-UNIVERSITY	25.4	3432	871	173
215	*VAMC KANSAS CITY, MO	25.4	1360	345	84
216	VAMC LEBANON, PA	25.1	1240	311	58
217	*VAMC OKLAHOMA CITY, OK	25.0	1763	441	141
218	VAMC ALLEN PARK, MI	25.0	1791	448	50
219	VAMC SALISBURY, NC	25.0	1464	366	65
220	*VAMC LEAVENWORTH, KS	25.0	936	234	55
221	*VACMOP LEAVENWORTH, KS	25.0	60	15	6
222	VAVCSWR SEPULVEDA, CA	25.0	4	1	0
223	VAMC LAKE CITY, FL	24.9	989	246	49
224	*VAMC DES MOINES, IA	24.8	705	175	48
225	*VAMC OMAHA, NE	24.8	1036	257	61
226	*VAMC MILES CITY, MT	24.8	206	51	13
227	*VAMC AMARILLO, TX	24.8	820	203	56
228	VAMC SALEM, VA	24.7	1528	378	85
229	VACMOP BEDFORD, MA	24.6	57	14	2
230	*VAMC LINCOLN, NE	24.3	411	100	25
231	*VAOC COLUMBUS, OH	24.3	272	66	21
232	VAMC ST LOUIS, MO	24.1	2625	633	113
233	*VAMC JACKSON, MS	24.0	1701	409	109
234	VAMC SALT LAKE CY, UT	24.0	1590	381	82
235	*VAMC SAN DIEGO, CA	23.9	2297	550	160
236	*VAMC COLUMBIA, SC	23.9	1534	366	100
237	VAMC DANVILLE, IL	23.7	1345	319	72
238	VAMC WEST PALM BEACH, FL	23.7	1505	356	68
239	VAMC GAINESVILLE, FL	23.3	2112	493	95
240	*VAHCS PLEASANT HILL, CA	23.3	1191	278	77
241	*VAHCS BUFFALO, NY	23.3	2254	526	133
242	VAMC SAGINAW, MI	23.3	503	117	24
243	VAMROC WILMINGTON, DE	23.1	709	164	41
244	VAMC PORTLAND, OR	23.1	2600	601	127
245	VAMC KNOXVILLE, IA	23.1	883	204	33
246	VAMC WASHINGTON, DC	23.0	2157	497	110
247	VAMC INDIANAPOLIS, IN	22.4	1766	395	84
248	VAMC SAN FRANCISCO, CA	22.3	1912	426	78
249	VAMC DALLAS, TX	22.3	3182	708	165
250	VAMC SEPULVEDA, CA	22.2	999	222	25
251	VAMC NASHVILLE, TN	22.2	2017	448	98
252	VAMC COLUMBIA, MO	22.1	1154	255	39
253	VAMC BIRMINGHAM, AL	21.8	1781	389	94
254	VAMC NORTH CHICAGO, IL	21.8	1668	364	65
255	*VAPAIC BALTIMORE, MD	21.6	37	8	3
256	VAMC CHICAGO, IL-LAKESIDE	21.6	1461	315	54
257	VAMC SYRACUSE, NY	21.5	1112	239	57
258	VAMC LONG BEACH, CA	21.3	3382	721	127
259	VAMC AUGUSTA, GA	21.3	2548	543	126
260	*VAMC MANCHESTER, NH	21.0	610	128	43

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261	VAMC NORTHPORT L I, NY	20.9	1864	390	95
262	VAMC ALBANY, NY	20.7	1755	364	86
263	VAMC BEDFORD, MA	20.6	1259	259	52
264	VAMC DENVER, CO	20.1	2206	443	117
265	VAMC MEMPHIS, TN	20.0	2498	500	73
266	VACMOP HINES, IL	20.0	10	2	0
267	VAMC LOUISVILLE, KY	20.0	1681	336	87
268	VAMC CASTLE POINT, NY	19.8	653	129	27
269	VAMC COATESVILLE, PA	19.6	1353	265	58
270	VAMC HOUSTON, TX	19.6	3641	713	118
271	VAMC RICHMOND, VA	19.4	2566	499	102
272	VAVCSO ST LOUIS, MO	19.3	119	23	4
273	VAMC BROCKTON, MA	19.3	2075	401	86
274	VAMC PROVIDENCE, RI	19.3	1285	248	59
275	VAMC BALTIMORE, MD	19.3	3718	717	137
276	VAMC CLEVELAND, OH	19.1	3385	645	129
277	VAMC MINNEAPOLIS, MN	19.0	3515	669	109
278	VAMC MILWAUKEE, WI	19.0	2465	469	100
279	VAMC CINCINNATI, OH	18.7	1707	319	53
280	VAMC LEXINGTON, KY	18.5	2051	380	64
281	VAMC NEW ORLEANS, LA	18.5	2303	426	91
282	VANAC HINES, IL	18.3	104	19	3
283	VAMC CHARLESTON, SC	17.9	1522	273	68
284	VAMC IOWA CITY, IA	17.9	1179	211	42
285	VAMC MADISON, WI	17.7	1112	197	39
286	VAMC DURHAM, NC	17.7	2385	422	75
287	VAMC PHILADELPHIA, PA	17.5	2248	393	71
288	VAMC BROOKLYN, NY	17.4	2556	446	53
289	VAHCS EAST ORANGE, NJ	17.2	3608	620	118
290	VAPAHCs PALO ALTO, CA	17.1	3812	653	110
291	VAMC ANN ARBOR, MI	17.1	1600	273	68
292	VAMC BOSTON, MA	16.9	2296	387	79
293	VAMC ATLANTA, GA	16.8	2655	446	102
294	VAHCS WEST HAVEN, CT	16.5	2556	423	80
295	VAMC HINES, IL	16.1	3503	563	66
296	VAMC MIAMI, FL	15.7	3141	492	102
297	VAMC CHICAGO, IL-WESTSIDE	15.1	2281	345	43
298	VASDC PHILADELPHIA, PA	14.3	49	7	2
299	VAMC NEW YORK, NY	13.9	2625	366	46
300	VAVCSO ST LOUIS, MO	12.5	8	1	0
301	VAMC BRONX, NY	11.6	2431	282	32
302	VACMOP LOS ANGELES, CA	10.6	47	5	0
303	VACMOP MURFREESBORO, TN	9.7	62	6	0
304	VAQFSF TRIANGLE, VA	9.5	21	2	0
305	VAFC HINES, IL	6.5	31	2	0
306	VARO MANILA, PI	5.3	188	10	3
307	VANCS NEW ALBANY, IN	0.0	1	0	0

\* DISABLED VETERAN EMPLOYMENT EQUAL TO OR GREATER THAN VA-WIDE PERCENTAGE

Key to Facility Acronyms

VAAC	VA AUTOMATION CENTER
VAAFO	VA AREA FIELD OFFICE
VABDC	VA BENEFITS DELIVERY CENTER
VACO	VA CENTRAL OFFICE
VAD	VA DOMICILIARY
VADMC	VA DATA MANAGEMENT CENTER
VAFC	VA FINANCE CENTER
VAH	VA HOSPITAL
VAIVMP	VA INCOME VERIFICATION MATCHING PROGRAM
VAMC	VA MEDICAL CENTER
VAMROC	VA MEDICAL CENTER & REGIONAL OFFICE
VANCAO	VA NATIONAL CEMETERY SYSTEM AREA OFFICE
VANCS	VA NATIONAL CEMETERY
VAOC	VA OUTPATIENT CLINIC
VAPAIC	VA PROSTHETICS ASSESSMENT & INFO CENTER
VAPDC	VA PROSTHETICS DEVELOPMENT CENTER
VARO	VA REGIONAL OFFICE
VAROIC	VA REGIONAL OFFICE & INSURANCE CENTER
VARPC	VA RECORDS PROCESSING CENTER
VAVCSFC	VA CANTEEN SERVICE FINANCE CENTER
VANAC	VA NATIONAL ACQUISITION CENTER
VASMRC	VA SERVICE MEDICAL RECORDS CENTER
VAVCSCR	VA CANTEEN SERVICE CENTRAL REGION
VAOPCRO	VA OUTPATIENT CLINIC AND REGIONAL OFFICE
VAVCSWR	VA CANTEEN SERVICE WESTERN REGION
VAVCSER	VA CANTEEN SERVICE EASTERN REGION
VADDC	VA DENVER DISTRIBUTION CENTER
VACVAC	VA CHAMPVA CENTER
VASDC	VA SUPPLY DISTRIBUTION CENTER
VACMOP	VA CONSOLIDATED MAIL OUTPATIENT PHARMACY
VANCSC	VA NORTHERN CALIFORNIA SYSTEMS OF CLINICS
VAVCSCO	VA CANTEEN SERVICE CENTRAL OFFICE

\* Facility percent of employment of disabled veterans is equal to or greater than VA-wide percentage