



INDIVIDUAL UNEMPLOYABILITY

TDIU FORMS GUIDE

Know who completes each form, what it documents, and when VA requests it.

38 C.F.R. 4.16

THREE FORMS

DO NOT CONFUSE THEIR PURPOSES

21-
8940

VETERAN APPLICATION

The veteran reports service-connected disabilities, employment history, education, training, and when disability affected full-time work.

21-
4192

EMPLOYER INFORMATION

An employer reports dates, earnings, time lost, concessions, and why employment ended.

21-
4140

EMPLOYMENT QUESTIONNAIRE

VA generally uses wage matching and asks for this form only when employment verification is needed.

FILING DISCIPLINE

KEEP THE RECORD ALIGNED

1

Use current form revisions

Check the official VA form page before filing.

2

Reconcile dates and earnings

Forms, statements, tax records, and employer information should describe the same history.

3

Explain missing employer evidence

An unreturned employer form should not become an unexplained gap.

4

Answer what the form asks

Use accurate facts without minimizing or exaggerating limitations.

