



"The year 2024 has been a beacon of encouragement for our association. Our financial growth through December 7th stands at an impressive 11.9%.

Top of the Hill revenue has not only met but exceeded our expectations, soaring from \$475K last year to \$634K through August—a remarkable 33% increase."

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ROA Headlines



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Military Family



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Military-Friendly Virtual Job Fair

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Law Center



Legal analysis on the issues impacting your life in and out of uniform. Visit [ROA's Law Center](#) to access more than 2,000 law reviews focused solely on our nation's National Guard and Reserve components.

This month's Law Reviews are linked below:

- **No. 25004** - Involuntary State Active Duty that you Perform as a National Guard Member Could Put you over the Five-Year Limit and Cause you To Lose your Civilian Job
- **No. 25003** - How Does USERRA Work if I Have Exhausted the Five-Year Limit with my Current Civilian Employer?
- **No. 25002** - Why the Actual Period of Service Counts Toward the 5-Year Limit, but you Are Entitled to Seniority and Pension Credit for the Entire Period of Absence from the Job
- **No. 25001** - *Bufkin v. McDonough*: Did Oral Arguments Signal Changes to CAVC's Scope of Review?



Honoring our fallen.

During November 2024, ROA was notified of 27 of our ROA comrades passing from our ranks. On behalf of our membership, we thank these brave men and women for their many years of service and wish their families peace. [Click here for the full list of names.](#)