



America's independence began with Citizen-Soldiers, and 250 years later, every member of the Reserve Component and their families deserve the pay, benefits, and support they've earned while serving their country - with ROA there to support you on every step of your journey.

RELIABLE PAY & MODERN PERSONNEL SYSTEMS

Accurate, on-time pay and full reimbursement for all service-related expenses - including IDT travel, lodging, and meals - enabled by simple, reliable, and transparent personnel and pay systems that ensure no personal income loss to serve.

EMPLOYMENT OPPORTUNITIES

Access to meaningful civilian employment for members and spouses, including hiring pathways, career mobility, and employer engagement that supports long-term economic stability.

HEALTH & WELLNESS

Resources to support physical, mental, financial, and spiritual health; immediate access to quality healthcare when serving; continuous, affordable coverage between periods of duty; and no gaps in care tied to duty status changes.

EDUCATION & CAREER DEVELOPMENT

Access to education and credentialing resources that translates to civilian careers, recognition of military skills in the civilian workforce, and clear pathways for professional growth inside and outside the force.

DUTY STATUS & SERVICE PREDICTABILITY

Duty status aligns to the mission - not administrative convenience; consistent authorities, pay, and benefits for the same work; and predictable orders and utilization to stabilize lives and employment.

EMPLOYER PROTECTIONS & LEGAL SAFEGUARDS

Strong, enforceable employment protections before, during, and after qualifying service with rapid reemployment, no loss of career progression, clear recourse when rights are violated, and accountability for noncompliant employers.

FAMILY STABILITY & SUPPORT

Families receive consistent support, especially during activations/mobilization and transitions; access to childcare, counseling, and financial support services; and reduced disruption to family life caused by service.

MODERN EQUIPMENT, TRAINING & UTILIZATION

Training and equipment that match assigned missions; readiness standards that match expectations; modernization based on mission use - not whether AC or RC - that is interoperable within the service and across the joint force; and utilization based on operational needs and strategic depth.

RETIREMENT & LONG-TERM SECURITY

Service career documented and veteran status granted appropriately; reliable retirement benefits that reflect a full career of service; affordable and accessible healthcare in retirement; and financial stability after service ends.