



THE RESERVE ADVANTAGE

EFFICIENT ★ EXPERIENCED ★ ACCESSIBLE ★ LETHAL

COMMANDER'S INTENT & END STATE

COMMANDER'S INTENT

Demonstrate—through disciplined messaging and visible leadership engagement—that the Air Force Reserve is not a backup, but a professional, operational, strategic force multiplier for the Total Force.

END STATE

DAF senior leaders, Congress, the public, and Airmen clearly understand the Air Force Reserve delivers efficient, experienced, accessible, and lethal capability—integrated and ready for every mission.

WHAT IS THE RESERVE ADVANTAGE?

OPERATIONAL REALITY THAT DELIVERS DAY-TO-DAY CAPABILITY

The Air Force Reserve is more than a backup—it's a force advantage.

We deliver combat-ready capability at speed and scale by combining military excellence with unmatched civilian-sector expertise, providing accessible, integrated, operational power every day.

MESSAGING FRAMEWORK

HOW THE RESERVE DELIVERS

- | | | |
|----|------------------------|---|
| 1. | FLY. FIX. FIGHT. | Operational today—delivering readiness and lethality now. |
| 2. | WARRIOR CULTURE | Standards are non-negotiable. We train as we fight. |
| 3. | SURGE CAPACITY | Assured access to ready forces when CCMDs need them. |
| 4. | STRATEGIC DEPTH | Experience and expertise require to surge. |
| 5. | FORCE MIX OPTIMIZATION | Right balance of FT/PT forces for enterprise outcomes. |

WHO THIS IS FOR

ONE CAMPAIGN. FOUR LINES OF EFFORT.

DAF LEADERSHIP

Objective: Professional. Strategic. Integral. Accessible.

Proof: Readiness, integration, enterprise utility.

CONGRESS

Objective: High-return combat power with fiscal discipline.

Proof: ROI, concurrent fielding, sustained readiness.

AMERICAN PUBLIC

Objective: Citizen Airmen delivering real-world capability.

Proof: Crisis response. Global reach. Mission execution.

AIRMEN & FAMILIES

Objective: Pride, purpose, and confidence in leadership.

Proof: Standards. Modernization. Retention. Recognition.

WHO DELIVERS THE MESSAGE

WHO DELIVERS THE MESSAGE

- Lt. Gen. Healy — Strategic voice & enterprise framing
- CMSgt Nuñez — Standards, people, readiness validator
- Wing Commanders — Local proof & community trust
- Wing PAOs — Execution, capture, amplification

HOW WE WIN

- 10-15 meaningful impressions per audience by September
- Consistent language across leaders, platforms, products
- Weekly proof + monthly flagship content
- Video-first, data-supported, outcome-driven

Supported by third-party validators: Members of Congress, civic leaders, employers.

BOTTOM LINE

THE RESERVE IS MORE THAN A BACKUP FORCE. IT'S A FORCE ADVANTAGE.

EFFICIENT. EXPERIENCED. ACCESSIBLE. LETHAL IN EVERY MISSION.



CONGRESSIONAL PRIORITIES



THE RESERVE ADVANTAGE

EFFICIENT ★ EXPERIENCED ★ ACCESSIBLE ★ LETHAL

We provide an *unmatched combination of military experience and civilian expertise* that makes the entire Joint Force more capable.

The *Air Force Reserve isn't a backup*; it's a force advantage that delivers combat-ready capability at speed and scale by combining military excellence with civilian-sector innovation and expertise

The *Air Force Reserve provides the Total Force* with broad operational capacity, supporting Combatant Commanders across diverse geographic/functional landscapes.

We ensure *sustained strategic depth, commitment to national defense priorities and operational readiness* in the most efficient manner possible.

Our *operational history and institutional knowledge* provides a deep reservoir of best practices and invaluable expertise.

The AFR stands as a *pivotal component of America's defense*, embodying cost-effectiveness, strategic depth, and unparalleled talent retention.

The bottom line is this: The *Air Force Reserve is ready to Fly, Fix, and Fight today*. We are an operational force, integrated into the mission every single day. When the nation needs us, we will always be ready, delivering what our country counts on: an efficient, experienced, accessible, and lethal force.

- ❑ The AFRC fleet is comprised of *88.5% legacy aircraft* & the *average age is 39 years old*. Current Air Force programming priorities do not support legacy aircraft.
- ❑ The AFR can modernize, but ultimately *recapitalization is required to be an effective strategic partner*.
- ❑ **Example:** The AFR is *just now seeing its first F-35 deliveries*; while that is progress, it should have started years ago. This is not concurrent or proportional.

Duty Status Reform (DSR)

- ❑ **Simplifying Service for Our Reservists:** The Air Force Reserve operates under *a complicated system with about 30 types of duty statuses*. This makes training, operations, and equitable compensation difficult.
- ❑ **Streamlining for Efficiency:** We want to *reduce these 30 duty statuses to just four*, simplifying pay, benefits, and deployments. This reform will make our operations more efficient & improve recruitment, retention, & readiness.
- ❑ Implementation of DSR will *require monetary investments in updating personnel and pay systems*, but these costs will achieve long-term efficiencies.

Tricare Reserve Select (TRS) (2020 NDAA)

- ❑ We need to *implement changes to TRICARE now* rather than waiting until 2030.
- ❑ Approximately *7,000 Air Reserve Technicians & federal civil service members affiliated with the AFR will benefit* immediately from access to TRICARE Reserve Select, ensuring healthcare parity & reducing frustration among those reservists who are currently disqualified.
- ❑ Implementing TRS now *will help with recruiting and retaining Air Reserve Technicians* & provide consistent care across all statuses which will improve overall readiness.

LEGISLATIVE PRIORITIES:

Concurrent/Proportional Fielding

- ❑ To provide effective surge capacity against a near-peer foe, Air Force Reserve units must be concurrent and proportionally equipped with the *same weapon systems as their active-duty counterparts*.
- ❑ The AFR must be equipped to provide strategic depth and surge capacity in *emerging mission sets necessary to meet the China threat*.