

VETERANS HONORS PROGRAM



The program is open to individuals who identify as part of the SMVF community. It begins with an interest form and a brief HR orientation covering expectations, safety, and scheduling. Upon completion, they receive a Certificate of Honor and a summary of their experience, with HR available to provide employment guidance if they wish to pursue opportunities with KAT.

Eligibility and Orientation:

- Identify as part of SMVF Community
- Complete interest form and orientation
- Agree to follow all of KAT Safety and conduct standards throughout program
- Sign participant safety confidentiality and liability acknowledgment

Safety and Conduct Expectations:

- Participants must remain in approved areas and comply with supervisor instruction
- Personal protective equipment is required in designated areas

Violations of safety or conduct expectations may result in removal

Program Boundaries:

- Participants **won't perform** bargaining-unit work, operate vehicles or equipment, or replace or supplement staff
- Participants **aren't employees** and won't receive wages, benefits or seniority
- Participants **may not record** audio, video, photography during any portion of the program
- Participant's involvement is solely for learning, observation and professional development
- All observation sessions are facilitated exclusively by administrative employees.

Completion Requirements:

- Attend scheduled rotations
- Adhere to safety and conduct expectations
- Submit a brief reflection that summarizes their experience.