

**AST Telecom, LLC dba Bluesky Communications**  
**FCC EEO Public File Report**  
**October 1, 2020, through September 30, 2021**  
**Hirings During the Reporting Period**

No.	Hire Date	Employee ID	Job Title	Number of Interviewees for Each Vacancy (Including New Hire)	Number of Positions Filled	Recruitment Source for Each Interviewee for All Full-Time Unit Vacancies Filled	Recruitment Source for Hiree
1	2-Oct-20	BSK_08_10212020 BSK_09_10212020 BSK_16_12082020	ISP Field Technician	9	3	<ul style="list-style-type: none"> <li>● 4 employee referrals</li> <li>● 5 Bluesky Jobs email</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referrals</li> <li>● 2 Bluesky Jobs email</li> </ul>
2	2-Nov-20	BSK_10_11022020	Facilities Maintenance Technician	2	1	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
3	23-Nov-20	BSK_11_11232020 BSK_12_11232020	Retail Sales Representative	13	2	<ul style="list-style-type: none"> <li>● 3 walk-in resume submissions</li> <li>● 5 employee referrals</li> <li>● 4 Bluesky website</li> <li>● 1 Bluesky Jobs email.</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> <li>● 1 Bluesky website</li> </ul>
4	30-Nov-2020	BSK_13_11302020	Inventory Control Assistant	4	1	<ul style="list-style-type: none"> <li>● 1 walk-in resume submission</li> <li>● 1 employee referral</li> <li>● 1 Bluesky website</li> <li>● 1 Bluesky Jobs email</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
5	30-Nov-2020 14_Dec_2020	BSK_14_11302020 BSK_18_12082020 BSK_00_12082020	Customer Service Representative	13	3	<ul style="list-style-type: none"> <li>● 4 walk-in resume submissions</li> <li>● 4 employee referrals</li> <li>● 2 Bluesky website</li> <li>● 2 Bluesky Jobs email</li> <li>● 1 Internal employee</li> </ul>	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> <li>● 1 walk-in resume submission</li> </ul>
6	30-Nov-20	BSK_15_11302020	Product Development Coordinator	2	1	<ul style="list-style-type: none"> <li>● 1 Bluesky Jobs email</li> <li>● 1 Internal employee</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Bluesky Jobs email</li> </ul>
7	8-Dec-20	BSK_17_12082020	Janitor	4	1	<ul style="list-style-type: none"> <li>● 4 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
8	15-Jan-21	BSK_91_01152021	Chief Executive Officer	8	1	<ul style="list-style-type: none"> <li>● 5 Internal employees</li> <li>● 1 Bluesky Website</li> <li>● 2 Advertisement in Samoa News</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Internal employee</li> </ul>
9	8-Feb-21	BSK_62_02082021	Business Process Manager	1	1	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>

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10	8-Feb-21	BSK_19_02082021 BSK_20_02082021 BSK_21_02082021	ISP Field Technician-Casual	7	3	<ul style="list-style-type: none"> <li>● 7 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 3 employee referrals</li> </ul>
11	10-Feb-21	BSK_22_02102021	Janitor	2	1	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
12	8-Mar-2021	BSK_23_03082021	Senior Accountant	1	1	<ul style="list-style-type: none"> <li>● 1 Advertisement in Samoa News</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Advertisement in Samoa News</li> </ul>
13	23-Mar-2021	BSK_24_03232021	Graphic Designer	5	1	<ul style="list-style-type: none"> <li>● 1 employee referral</li> <li>● 1 internal employee</li> <li>● 3 Bluesky website</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
14	3-May-2021	BSK_25_05032021	Janitor	7	1	<ul style="list-style-type: none"> <li>● 2 walk-in resume submissions</li> <li>● 5 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
15	10-May-2021 17-May-2021	BSK_26_05102021 BSK_30_05172021	HFC Field Technician - Casual	3	2	<ul style="list-style-type: none"> <li>● 3 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> </ul>
16	10-May-2021 17-May-2021	BSK_27_05102021 BSK_29_05102021 BSK_28_05172021	Intern	6	3	<ul style="list-style-type: none"> <li>● 1 employee referral</li> <li>● 5 Community College</li> </ul>	<ul style="list-style-type: none"> <li>● 2 Community College</li> <li>● 1 employee referral</li> </ul>
17	10-May-2021	BSK_85_05102021	Accounts Payable Technician	4	1	<ul style="list-style-type: none"> <li>● 3 employee referrals</li> <li>● 1 Internal employee</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Internal employee</li> </ul>
18	7-Jun-2021	BSK_31_06072021	Customer Service Representative	6	1	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> <li>● 2 walk-in resume submissions</li> <li>● 2 Bluesky Jobs email</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Bluesky Jobs email</li> </ul>
19	7-Jun-2021	BSK_32_06072021	Retail Sales Representative	10	1	<ul style="list-style-type: none"> <li>● 6 Bluesky Jobs email</li> <li>● 4 employee referrals</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
20	6-Jul-2021	BSK_33_07062021	Purchasing & Logistics Coordinator	5	1	<ul style="list-style-type: none"> <li>● 3 Advertisement in Samoa News</li> <li>● 1 Internal Employee</li> <li>● 1 employee referral</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>
21	26-Jul-2021	BSK_34_07262021	Retail Sales Representative	2	1	<ul style="list-style-type: none"> <li>● 1 employee referral</li> <li>● 1 walk-in resume submission</li> </ul>	<ul style="list-style-type: none"> <li>● 1 employee referral</li> </ul>

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22	26-Jul-2021	BSK_92_07262021	Vendor Sales Representative	5	1	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> <li>● 2 Internal employees</li> <li>● 1 Bluesky Jobs email</li> </ul>	● 1 Internal employee
23	23-Aug-2021	BSK_35_08232021	Intern	1	1	● 1 Bluesky website	● 1 Bluesky website
24	13-Sept-2021	BSK_36_09132021 BSK_37_09132021	Retail Sales Representative	8	2	<ul style="list-style-type: none"> <li>● 2 employee referrals</li> <li>● 2 walk-in resume submission</li> <li>● 3 Job Fair applicants</li> <li>● 1 Bluesky Jobs email</li> </ul>	<ul style="list-style-type: none"> <li>● 1 Job Fair applicant</li> <li>● 1 Bluesky Jobs email</li> </ul>
25	13-Sept-2021	BSK_38_09132021	Radio Access Network Field Technician	3	1	<ul style="list-style-type: none"> <li>● 1 Bluesky Jobs email</li> <li>● 2 employee referrals</li> </ul>	● 1 employee referral
<b>Total Number of Persons Interviewed</b>				131			
<b>Total Number of Interviewees Referred by Each Recruitment Source</b>							
Walk-in resume submission ----- 15 Advertisement in Samoa News ----- 6 Employee referral ----- 57 Internal employee ----- 12 BlueSky Jobs email----- 21 BlueSky website ----- 12 Job Fair ----- 3 Community College ----- 5							

## Recruitment Sources – Contact Information

<b>AST Telecom LLC dba BlueSky Communications</b>			
Recruitment Source	Contact	Email	Phone contact
Walk in Resume Submissions	Bluesky Human Resources		
	Lisa Gebauer	lgebauer@blueskypacificgroup.com	684-699-2759
	Regina Travers	rtravers@blueskypacificgroup.com	684-699-2759
Bluesky Website: www.bluesky.as	Bluesky Marketing		
	Clayton Lam Yuen	clamyuen@blueskypacificgroup.com	684-699-2759
Bluesky Jobs Email: as.jobs@blueskypacificgroup.com	Bluesky Human Resources		
	Lisa Gebauer	lgebauer@blueskypacificgroup.com	684-699-2759
	Regina Travers	rtravers@blueskypacificgroup.com	684-699-2759
Employee Referral	Referral by Current Employee		
Am. Samoa Government Job Fair	Am. Samoa Government Human Resources Dept.		
	Grace Uiagalelei	gradepago@yahoo.com	684-633-4485
Advertisement in Samoa Newspaper	Ads Department (Bea)	samoanews.ads@gmail.com	684-633-5599
Am. Samoa Community College	Computer Science Department		
	Ernie Seiuli	e.seiuli@amsamoa.edu	684-699-9155 x458
Internal employee <i>Current employees who apply for positions within the company</i>	Bluesky Human Resources		
	Lisa Gebauer	lgebauer@blueskypacificgroup.com	684-699-2759
	Regina Travers	rtravers@blueskypacificgroup.com	684-699-2759

**Initiatives Taken During the Reporting Period  
Pursuant to 47 CFR § 76.75(b)(2)**

#	Date	Outreach Source	Description of Event/Effort Undertaken	Evaluation
1	July to December 2020	American Samoa Government	The American Samoa Government launched a Work-Based Learning (WBL) Program partnering with businesses to allow their participants gain work experiences. The program was made available to recent high school, community college and young adults throughout the territory. The program's focus was to employ participants with limited workskills, but eager to learn and develop workable skills.	Bluesky accepted two participants of the WBL program to work within its Facilities and Customer Service Center teams.
2	August to December 2020	American Samoa Community College	American Samoa Community College Technical and Trades Apprenticeship Program. The Company partnered with the American Samoa Community College to provide two of their Technical & Trades students an internship for their last semester in school. They earned college credit for their work experience to graduate with their Associates Degree.	Students graduating from the community college's Technical and Trades Apprenticeship Program graduate with their 2-year Associates Degree. Bluesky accepted two students in their final year of college to earn their apprenticeship credits in the company's technical division.
3	February 2021	Tafuna High School	Career Research and Career Day	Bluesky employees liaised with Tafuna High School's Career Coordinator to partner with student wishing to pursue careers relevant to the business. This effort included research interviews with staff from Technical, Marketing and Accounting. Employees also participated in Tafuna High School's Career Day to provide students an overview of Bluesky Communications and various career paths within the company.
4	February to April 2021	Am. Samoa Government Department of Education Work Based Learning (WBL) Program	HS Senior Student Work Based Learning Experience Program for 12 weeks	Participated in DOE's WBL program to provide senior high school students interested in fields Bluesky can offer. We had one student from Nuuuli Vocational Technical High School (Electronics student) work with the Core Network team as part of the WBL program.
5	June 2021 to August 2021	American Samoa Government Department of Human Resources	The Department of Human Resources coordinated a Summer Youth Employment Program (SYEP) for government agencies and private sector companies to take in high school students and young adults during the summer months to gain real world work experience in areas of interest.	Bluesky took in three participants from the program and placed them in the Customer Service, Finance and Retail Sales departments. Each student gained valuable work experiences during the summer.

#	Date	Outreach Source	Description of Event/Effort Undertaken	Evaluation
6	May 2021 to September 2021	American Samoa Community College	Bluesky Communications initiated a summer internship program for students who are interested in technology fields relevant to BlueSky Communications' business. The Company recruited from the local community college and recent graduates.	Bluesky hired a total of three interns: two interns from the American Samoa Community College and the third intern, a recent graduate from the National University of Samoa.
7	August 2021	American Samoa Government Department of Commerce & Human Resources Department	The American Samoa Government's Department of Commerce coordinated an island wide job fair over days on the east and west side of the island. The job fair was open to the public as well as recent high school and community college graduates.	Bluesky participated in both job fair days and hired an applicant for the Retail Sales Department.