

ATTACHMENT A

AST Telecom, LLC dba BlueSky Communications EEO Public File Report October 1, 2021, through September 30, 2022

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	4-Oct-21	BSK_39_10042021	Facilities and Fleet Coordinator	2	1	2 Employee Referral(s)	1 Employee Referral(s)
2	12-Oct-21	BSK_40_10122021	Intern	1	1	1 Bluesky Scholarship Recipient	1 Bluesky Scholarship Recipient
3	1-Nov-21	BSK_11_11012021	Product Development Trainee/Coordinator	1	1	1 Internal Employee	1 Internal Employee
4	8-Nov-21	BSK_43_11082021	Customer Service Representative	19	4	1 Employee Referral(s)	3 Bluesky Jobs Email 1 Walk In Resume Submission
	22-Nov-21	BSK_44_11222021	Customer Service Representative			8 Bluesky Jobs Email	
	13-Dec-21	BSK_48_12132021	Customer Service Representative			8 Bluesky Website	
	17-Jan-22	BSK_54_01172022	Customer Service Representative			2 Walk In Resume Submission	
5	8-Nov-21	BSK_42_11082021	Senior Systems Engineer	1	1	1 Bluesky Website	1 Bluesky Website
6	8-Nov-21	BSK_41_11082021	Marketing and Communications Coordinator	3	1	2 Advertisement in Samoa News 1 Internal Employee	1 Advertisement in Samoa News
7	22-Nov-21	BSK_45_11222021	Retail Sales Representative	15	4	3 Bluesky Jobs Email	1 Internal Employee 1 Walk In Resume Submission 2 Bluesky Website
	22-Nov-21	BSK_28_11222021	Retail Sales Representative			3 Employee Referral(s)	
	6-Dec-21	BSK_46_12062021	Retail Sales Representative			1 Internal Employee	
	6-Dec-21	BSK_47_12062021	Retail Sales Representative			6 Bluesky Website 2 Walk In Resume Submission	

8	13-Dec-21	BSK_49_12132021	ISP Field Casual	2	1	1 Bluesky Jobs Email 1 Employee Referral(s)	1 Bluesky Jobs Email
9	3-Jan-22	BSK_32_01032022	Vendor Sales Representative	3	1	1 Bluesky Website 1 Employee Referral(s) 1 Internal Employee	1 Internal Employee
10	3-Jan-22 31-Jan-22	BSK_06_01032022 BSK_22_01312022	ISP Field Technician	7	2	5 Employee Referral(s) 2 Internal Employees	2 Internal Employees
11	3-Mar-22 19-Apr-22 19-Apr-22 19-Apr-22 19-Apr-22 2-May-22	BSK_55_03032022 BSK_57_04192022 BSK_58_04192022 BSK_59_04192022 BSK_60_04192022 BSK_02_05022022	Customer Service Representative	17	6	12 Bluesky Website 3 Employee Referral(s) 1 Former Employee 1 Walk In Resume Submission	3 Bluesky Website 1 Employee Referral(s) 1 Former Employee
12	11-Jan-22	BSK_56_03142022	Business Sales Representative	1	1	1 Bluesky Website	1 Bluesky Website
13	23-May-22	BSK_06_05232022	Radio Access Network Technician	5	1	3 Bluesky Website 1 Internal Employee 1 Employee Referral(s)	1 Internal Employee
14	13-Jul-22	BSK_61_07132022	Inventory Control Technician	2	1	1 Employee Referral(s) 1 Former Employee	1 Employee Referral(s)
15	1-Aug-22	BSK_62_07132022	Retail Sales Representative	3	1	2 Bluesky Jobs Email 1 Employee Referral(s)	1 Bluesky Jobs Email
16	6-Sep-22 6-Sep-22 8-Sep-22	BSK_67_09062022 BSK_66_09062022 BSK_68_09082022	ISP Field Technician Casual	6	3	3 Bluesky Website 2 Employee Referral(s) 1 Walk In Resume Submission	2 Employee Referral(s) 1 Bluesky Website
17	12-Sep-22	BSK_35_09122022	Inventory Control Technician	3	1	2 Bluesky Jobs Email 1 Internal Employee	1 Internal Employee

Total Number of Persons
Interviews

91

Total Number of Interviewees Referred by Recruitment Source

Recruitment Source	Number
Bluesky Jobs Email	16
Bluesky Scholarship Recipient	1
Bluesky Website	35
Employee Referral(s)	21
Former Employee	2
Internal Employee	8
Walk In Resume Submission	6
Advertisement in Samoa News	2
Grand Total	91

Recruitment Sources – Contact Information

AST Telecom LLC dba BlueSky Communications			
Recruitment Source	Contact	Email	Phone contact
Walk in Resume Submissions	Bluesky Human Resources Lisa Gebauer Regina Travers	lgebauer@blueskypacificgroup.com rtravers@blueskypacificgroup.com	684-699-2759 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 jobs@blueskypacificgroup.com	Bluesky Human Resources Lisa Gebauer Regina Travers	lgebauer@blueskypacificgroup.com rtravers@blueskypacificgroup.com	684-699-2759 684-699-2759
Employee Referral	Referral by Current Employee		
Advertisement in Samoa Newspaper	Ads Department (Bea)	samoanews.ads@gmail.com	684-633-5599
Former employees <i>Former Employees who reapplied for positions with Bluesky</i>	Bluesky Human Resources Lisa Gebauer Regina Travers	lgebauer@blueskypacificgroup.com rtravers@blueskypacificgroup.com	684-699-2759 684-699-2759
Internal employee <i>Current employees who apply for positions within the company</i>	Bluesky Human Resources Lisa Gebauer Regina Travers	lgebauer@blueskypacificgroup.com rtravers@blueskypacificgroup.com	684-699-2759 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	October 2021 to March 2022	Bluesky Scholarship Program	Bluesky has its own scholarship program called the Bluesky Future of American Samoa Scholarship offering financial assistance to high school graduates pursuing their AA degree at the local community college or at an accredited college or university in the US. Students must major in a field that is relevant to Bluesky's line of business.	One the scholarship recipients returned back to Am. Samoa after graduating from Harvard University and she was offered an internship within Bluesky's Marketing and Business Process Management departments.
2	February 2022 – April 2022	Am. Samoa Government Department of Education Work based Learning Program	HS Senior Student Work Based Learning Experience Program for 12 weeks	Bluesky accepted two participants to work in its Customer Service and Finance departments, but unfortunately due to the local covid situation, this program ended early in March.
3	May 2021 to May 2022	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 two interns from the American Samoa Community College Computer Science Department during 2021 to 2022.
4	June 2022 to August 2022	American Samoa Government Department of Human Resources	The Department of Human Resources coordinates a Summer Youth Employment Program (SYEP) annually 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 eight participants from the program and placed them in the Customer Service, Sales, HR, Finance, Retail Sales, Marketing and Technical departments. Each student gained valuable work experiences during the summer.
5	August 2022	American Samoa Government Department of Human Resources	The American Samoa Government's Human Resources Department coordinated an island wide job fair to attract candidates from the east and west sides of the island. The job fair was open to the public as well as recent high school and community college graduates.	Bluesky's HR Assistant as well as Retail staff participated in the job fair.
6	September 2022	American Samoa Government Office of Disaster Assistance and Petroleum Management	The Office of Disaster Assistance and Petroleum Management hosted their first Disaster Resilience Summit to address the territory's emergency management efforts. Government agencies and private sector companies participated in the summit and were able to set up booths about their companies. The event was open to the public and high school students.	Bluesky Executive Assistant participated and represented Bluesky at the summit. Bluesky had a booth set up for potential interested candidates in career opportunities with the company.