

ATTACHMENT A

**AST Telecom LLC dba Bluesky Communications
EEO Public File Report
October 1, 2022, through September 30, 2023
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	3-Oct-22 17-Oct-22 1-Nov-22 1-Nov-22 21-Nov-22 21-Nov-22	BSK_70_10032022 BSK_74_10172022 BSK_75_11012022 BSK_76_11012022 BSK_82_11212022 BSK_83_11212022	Customer Service Representative	23	6	9 Bluesky Jobs Email 2 Employee Referral 8 Bluesky Website 4 Walk In Resume Submission	3 Bluesky Website 1 Employee Referral 1 Bluesky Jobs Email 1 Walk In Resume Submission
2	3-Oct-22	BSK_46_10032022	Sales Support Representative	2	1	2 Employee Referral	1 Employee Referral
3	11-Oct-22 21-Nov-22	BSK_73_10112022 BSK_84_11212022	Data & Content Tech Casual	2	2	2 Employee Referral	2 Employee Referral
4	11-Oct-22	BSK_72_10112022	RAN Field Technician	3	1	3 Employee Referral	1 Employee Referral
5	17-Oct-22	BSK_64_10172022	Retail Sales Representative	2	1	2 Bluesky Jobs Email	1 Bluesky Jobs Email
6	31-Oct-22	BSK_71_10312022	Accounting Intern	1	1	1 College Recruiting	1 College Recruiting
7	31-Oct-22	BSK_23_10312022	TSC Admin Coordinator	2	1	2 Internal Employees	1 Internal Employee

8	1-Nov-22	BSK_77_11012022	Business Sales Representative	1	1	1 Employee Referral	1 Employee Referral
9	1-Nov-22	BSK_78_11012022	Staff Accountant	1	1	1 Employee Referral	1 Employee Referral
10	3-Nov-22	BSK_79_11032022	RAN Field Technician Casual	1	1	1 Bluesky Website	1 Bluesky Website
11	15-Nov-22	BSK_80_11152022	Sales Support Representative	1	1	1 Employee Referral	1 Employee Referral
12	21-Nov-22	BSK_81_11212022	Product Development Coordinator	1	1	1 Bluesky Website	1 Bluesky Website
13	21-Nov-22	BSK_85_11212022	Retail Sales Casual	1	1	1 Bluesky Jobs Email	1 Bluesky Jobs Email
14	12-Dec-22	BSK_86_12122022	Revenue Assurance Analyst	2	1	2 Bluesky Website	2 Bluesky Website
15	12-Dec-22	BSKY_87_12122022	Project Coordinator	1	1	1 Bluesky Jobs Email	1 Bluesky Jobs Email
16	30-Jan-23	BSK_88_01302023	RAN Field Technician Casual	4	1	3 Employee Referral 1 Bluesky Jobs Email	1 Bluesky Jobs Email
17	14-Feb-23	BSK_85_02142023	Retail Sales Casual	1	1	1 Former Employee	1 Former Employee
18	3-Apr-23	BSK_89_04032023	Accounting Technician	2	1	1 Employee Referral 1 Bluesky Jobs Email	1 Employee Referral
19	10-Apr-23	BSK_90_04102023	Accounting Casual	1	1	1 Bluesky Jobs Email	1 Bluesky Jobs Email
20	24-Apr-23 8-May-23	BSK_91_04242023 BSK_77_05082023	Business Sales Representative	2	2	1 Bluesky Website 1 Employee Referral	1 Bluesky Website 1 Employee Referral
21	24-Apr-23	BSK_92_04242023	Executive Assistant	1	1	1 Employee Referral	1 Employee Referral
22	01-May-23	BSK_93_05012023	Sales Manager	5	1	2 Internal Employees 3 Bluesky Website	1 Bluesky Website

23	8-May-23	BSK_79_05082023	RAN Field Technician	1	1	1 Internal Employee	1 Internal Employee
24	8-May-23	BSK_26_05082023	Senior Service Delivery Coordinator	2	1	2 Internal Employees	1 Internal Employee
25	11-May-23	BSK_73_05112023	HFC Field Technician	1	1	1 Internal Employee	1 Internal Employee
26	11-May-23	BSK_84_05112023	Service Delivery Technician	1	1	1 Internal Employee	1 Internal Employee
27	22-May-23 12-Jun-23 12-Jun-23	BSK_94_05222023 BSK_95_06122023 BSK_96_06122023	CSC Representative	8	3	3 Bluesky Jobs Email 2 Bluesky Website 2 Walk In Resume Submission 1 Employee Referral	1 Bluesky Jobs Email 1 Bluesky Website 1 Bluesky Walk In Submission
28	12-Jun-23 11-Jul-23	BSK_97_06122023 BSK_79_07112023	RAN Field Technician Casual	8	2	3 Bluesky Website 2 Employee Referral 1 Walk In Resume Submission 1 Former Employee 1 Bluesky Jobs Email	1 Bluesky Website 1 Former Employee
29	19-Jun-23	BSK_59_06192023 BSK_98_07102023	Retail Sales Representative	6	2	3 Bluesky Website 2 Employee Referral 1 Internal Employee	1 Internal Employee 1 Employee Referral
30	10-Jul-23	BSK_99_07102023	ISP Field Casual	1	1	1 Bluesky Website	1 Bluesky Website
31	18-Jul-23	BSK_13_07182023	Finance Casual	1	1	1 Bluesky Jobs Email	1 Bluesky Jobs Email
32	28-Aug-23	BSK_22_08282023	Service Delivery Technician	1	1	1 Internal Employee	1 Internal Employee
33	25-Sep-23	BSK_12_09252023	Sales Support Representative	3	1	3 Internal Employee	1 Internal Employee

Total number of persons interviews: 93

Total number of interviewees referred by recruitment sources

Recruitment Source	Number
Bluesky Jobs Email	21
Bluesky Website	25
Employee Referrals	23
Internal Employee	14
Former Employee	2
Walk In Resume Submission	7
Advertisement in Samoa News	0
College Recruiting	1
Grand Total	93

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	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 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		
Advertisement in Samoa Newspaper	Ads Department	samoanews.ads@gmail.com	684-633-5599
	Fa'asiu Crichton		
Former employees <i>Former Employees who reapplied for positions with Bluesky</i>	Bluesky Human Resources		
	Lisa Gebauer	lgebauer@blueskypacificgroup.com	684-699-2759
	Regina Travers	rtravers@blueskypacificgroup.com	684-699-2759
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	January to May 2023	American Samoa Community College (ASCC)	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 took in two IT students this year. The company will continue to partner with ASCC's Computer Science Department to allow students gain experience in the technology field. This will be an ongoing source of junior technicians interested in the field of IT, Engineering or Technology.
2	June to August 2023	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	Bluesky took in four participants from the program and placed them in the Customer Service, Sales, HR, Finance, Retail Sales, and Marketing departments. Each student gained valuable work experiences during the summer.
3	July 2023	American Samoa Government Department of Human Resources	The American Samoa Government's Human Resources Department hosted its annual island wide job fair. The job fair was open to the public as well as recent high school and community college graduates.	Bluesky will continue to partner with the local American Samoa Government agencies to be a part of island wide career and job fairs. This is another venue to attract potential candidates for Bluesky's various job vacancies.
4	September 2023	American Samoa Government Office of Disaster Assistance and Petroleum Management	The Office of Disaster Assistance and Petroleum Management hosted their second 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 and community college students.	Bluesky representative participated and represented Bluesky at the summit. Bluesky had a booth set up for potential interested candidates in career opportunities with the company.
5	September to October 2023	American Samoa Community College (ASCC)	The ASCC Business School program requires their business students to work in a private or government agency to gain professional work experience in order to graduate with their Associate Degree.	Bluesky accepted three students majoring in Accounting and Business Management to work within their Retail and Marketing departments.