

**AST Telecom LLC dba Bluesky Communications**

**EEO Public File Report October 1, 2023, through September 30, 2024**

**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	Recruitment Source for Hiree
1	10/2/2023	BSK_00_10022023	Marketing Intern	1	1	1 Bluesky Website	1 Bluesky Website
2	10/10/2023	BSK_01_10102023	Retail Sales Representative	7	1	5 Employee Referral 1 Bluesky Jobs Email 1 Walk In Resume 1 Submission	1 Employee Referral
3	10/16/2023	BSK_02_10162023	Facilities and Fleet Coordinator	6	1	5 Employee Referral 1 Walk In Resume 1 Submission	1 Employee Referral
4	10/16/2023	BSK_03_10162023	ISP Field Technician	4	1	4 Employee Referral	1 Employee Referral
5	11/13/2023	BSK_04_11132023	Accounting Intern	1	1	1 College Recruiting	1 College Recruiting
6	11/22/2023	BSK_05_11222023	IT Intern	1	1	1 College Recruiting	1 College Recruiting
7	1/22/2024	BSK_06_01222024	Business Sales Representative	6	1	2 Employee Referral 1 Bluesky Jobs Email 1 Internal Employee 2 Bluesky Website	1 Bluesky Website
8	2/1/2024	BSK_07_02012024	Accounting Intern	1	1	1 Bluesky Website	1 Bluesky Website
9	3/4/2024 3/11/2024	BSK_59_03042024 BSK_08_03112024	Customer Service Representative	6	2	2 Bluesky Jobs Email 3 Employee Referral 1 Walk In Resume 1 Submission	1 Bluesky Jobs Email 1 Employee Referral
10	3/11/2024	BSK_09_03112024	Staff Accountant	4	1	2 Bluesky Website 1 Internal Employee 1 Bluesky Jobs Email	1 Bluesky Website
11	4/22/2024	BSK_58_04222024	Service Delivery Technician	1	1	1 Internal Employee	1 Internal Employee
	5/10/2024	BSK_12_05102024	ISP Field Technician	4	1	3 Employee Referral	1 Employee Referral

12						1	Walk In Resume Submission	
13	5/10/2024	BSK_10_05102024 BSK_11_05102024	RAN Field Technician	4	2	4	Employee Referral	2 Employee Referral
14	5/20/2024	BSK_13_05202024 BSK_14_05202024	Customer Service Representative	7	2	4 2 1	Walk In Resume Submission Employee Referral Bluesky Website	1 Walk In Resume Submission 1 Website
15	5/20/2024	BSK_15_05202024	Customer Service Intern	1	1	1	College Recruiting	1 College Recruiting
16	5/20/2024	BSK_16_05202024	Product Development Coordinator	4	1	3 1	Bluesky Website Bluesky Jobs Email	1 Website
17	5/20/2024	BSK_22_05202024	Graphic Designer	4	1	2 1 1	Internal Employee Bluesky Website Employee Referral	1 Internal Employee
18	7/1/2024	BSK_17_07012024	Vendor Sales Representative	2	1	1 1	Internal Employee Employee Referral	1 Internal Employee
19	7/29/2024	BSK_46_07292024	Service Delivery Technician	3	1	3	Internal Employee	1 Internal Employee
20	8/12/2024	BSK_01_08122024	Business Sales Representative	2	1	1 1	Internal Employee Employee Referral	1 Internal Employee
21	8/12/2024	BSK_19_08122024	Marketing and Communications Coordinator	3	1	2 1	Bluesky Website Internal Employee	1 Bluesky Website
22	8/5/2024	BSK_18_08052024	Chief Commercial Officer	2	1	2	Bluesky Website	1 Bluesky Website
23	8/26/2024	BSK_55_08262024 BSK_20_08262024	Retail Sales Representative	4	2	1 2 1	Former Employee Employee Referral Walk In Resume Submission	1 Former Employee 1 Employee Referral
24	9/20/2024 9/20/2024 9/20/2024	BSK_21_09202024 BSK_22_09202024 BSK_23_09202024	Customer Service Representative	8	3	4 4	Employee Referrals Bluesky Website	1 Employee Referral 2 Bluesky Website
25	9/20/2024	BSK_99_09202024	Senior RAN Field Technician	1	1	1	Former Employee	1 Former Employee

Total number of persons interviews: 87

Total number of interviewees referred by recruitment sources

Recruitment Source	Number
Bluesky Jobs Email	6
Bluesky Website	19
Employee Referrals	37
Internal Employee	11
Former Employee	2
Walk In Resume Submission	9
Advertisement in Samoa News	0
College Recruiting	3
<b>Grand Total</b>	<b>87</b>

## Recruitment Sources – Contact Information

<b>AST Telecom LLC dba BlueSky Communications</b>			
<b>Recruitment Source</b>	<b>Contact</b>	<b>Email</b>	<b>Phone contact</b>
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 Fa'asiu Crichton	samoanews.ads@gmail.com	684-633-5599
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	February 2024	American Samoa Community College (ASCC)	Bluesky participated in the American Samoa Community College annual career fair which was open to its students and recent graduates.	Bluesky will continue to partner with the Am. Samoa Community College's career day since this is another venue to attract potential candidates for Bluesky's various job vacancies.
2	February to April 2024	American Samoa Government Department of Education – Work Based Learning Program	The American Samoa Government Work-Based Learning (WBL) Program partners with businesses to allow their high school participants gain work experiences. The program's focus is to have students work in their areas of interests to gain work skills and experience.	Bluesky accepted three high school participants to work in its Retail and Finance departments.
3	March to April 2024	Tafuna High School and Aua Elementary School	Bluesky Communications participated in other career fairs that included high school and elementary schools. Presentations we were conducted to student groups are interested in fields relevant to Bluesky Communications' business, such as technical, marketing, and accounting.	Participation in career fairs at the local schools is important to Bluesky especially in raising knowledge, awareness, and interest at an early age about potential careers paths in telecommunications.
4	April 2024	American Samoa Community College (ASCC)	Tour of Bluesky Technical Facilities to ASCC's Technical & Trade School majoring in electronics and engineering.	Bluesky welcomes requests from the local community college as well as schools for a tour and presentation of its facilities and departments. It is important in Bluesky's efforts to raise knowledge, awareness, and interest at an early age about potential careers paths in telecommunications.
5	June 2024 to August 2024	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 four participants from the program and placed them in the Customer Service, Sales, HR, Finance, Retail Sales, and Marketing departments throughout the summer. Each student gained valuable work experiences during the summer.

#	Date	Outreach Source	Description of Event/Effort Undertaken	Evaluation
6	September to November 2024	American Samoa Community College (ASCC)	Bluesky Communications partners with ASCC's Technical and Trade School in particular its Computer Science department to offer its students apprenticeships as part of their learning path in earning their degree in IT.	Bluesky accepted one IT student this Fall semester to join Bluesky as part of their apprenticeship program. 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.