

**39TH LEGISLATURE  
1ST REGULAR SESSION**

**(ADMIN/BY REQ)**

**S.R. NO. 39-28  
IN THE SENATE**

04 MARCH 2025

INTRODUCED BY: Sen. Tualo Manaia Fruean, D-6

REFERRED TO COMMITTEE ON:

**SUBJECT:**

CONFIRMATION—DIRECTOR, OFFICE OF PROCUREMENT

**SUMMARY:**

This resolution confirms the Governor's appointment of Mr. Frederick Unasa Ledoux as Chief Procurement Officer.

OWN VOTE			LEGISLATIVE VOTE		
YES	NO		YES	NO	DATE
<input type="checkbox"/>	<input type="checkbox"/>	1ST READING			
<input type="checkbox"/>	<input type="checkbox"/>	COMMITTEE REPORT			
<input type="checkbox"/>	<input type="checkbox"/>	2ND READING			
<input type="checkbox"/>	<input type="checkbox"/>	3RD READING			
<input type="checkbox"/>	<input type="checkbox"/>	AMENDED - SEE CALENDAR DATED			
<input type="checkbox"/>	<input type="checkbox"/>	AMENDED - SEE JOURNAL DATED			
<input type="checkbox"/>	<input type="checkbox"/>	AMENDED - SEE JOURNAL DATED			
<input type="checkbox"/>	<input type="checkbox"/>	RECOMMITTED			
<input type="checkbox"/>	<input type="checkbox"/>	ORDERED TO LIE			
<input type="checkbox"/>	<input type="checkbox"/>	WITHDRAWN			

1 S.R. NO. 39-28

2 INTRODUCED BY:



3  
4 “A SENATE RESOLUTION CONFIRMING THE GOVERNOR’S  
5 NOMINATION OF MR. FREDERICK UNASA LEDOUX AS CHIEF  
6 PROCUREMENT OFFICER.”

7  
8 WHEREAS, by letter dated February 27, 2025, to the Honorable Tualo Manaiā  
9 E. Fruean, President of the Senate, Governor Pulaali’i Nikolao Pula,  
10 submitted the name of Mr. Frederick Unasa Ledoux to the  
11 Legislature, pursuant to A.S.C.A. 12.0206 for confirmation as Chief  
12 Procurement Officer; and

13  
14 WHEREAS, in his letter the Governor stated in part:

15 “...I hereby submit my appointment of Mr. Frederick Unasa Ledoux  
16 as Chief Procurement Officer.

17  
18 I respectfully request that you and your colleagues review his  
19 nomination and confirm him as Chief Procurement Officer.”  
20

21 NOW, THEREFORE, BE IT RESOLVED BY THE SENATE OF THE  
22 TERRITORY OF AMERICAN SAMOA:

23  
24 THAT, the nomination of Mr. Frederick Unasa Ledoux as Chief Procurement  
25 Officer is hereby confirmed; and

26  
27 BE IT FURTHER RESOLVED, that the Secretary of the Senate is directed to  
28 transmit this resolution to the Honorable Pulaali’i Nikolao Pula, Governor of  
29 American Samoa; and a copy to Mr. Frederick Unasa Ledoux.

30 ----- END -----

NOFOA'IGA TOLUSEFULU-IVA  
FONO TELE MUAMUA

(TALOSAGA/KOVANA)

**IMM NU. 39-28**  
**I LE MAOTA MAUALUGA**

04 MARCH 2025

FA'AULUFALEINA E: Senatoa Tuaolo Manaia E. Fruean, Itumalo - 6

TU'UINA ATU I LE KOMITI:

**MATA'UPU:**

FAAMAONIGA—FAATONUSILI, OFISA O OLOA A LE MALO

**'OTO'OTOGA:**

O lenei Iugafono e faamaonia ai le tofiga a le Afioga i le Kovana o Frederick Unasa Ledoux e fai ma Ofisa Sili o Oloa a le Malo.

LANA PALOTA MONI			PALOTAGA A FAIPULE		
IOE	LEAI		IOE	LEAI	ASO
<input type="checkbox"/>	<input type="checkbox"/>	FAITAUGA MUAMUA			
<input type="checkbox"/>	<input type="checkbox"/>	RIPOTI A LE KOMITI			
<input type="checkbox"/>	<input type="checkbox"/>	FAITAUGA FA'ALUA			
<input type="checkbox"/>	<input type="checkbox"/>	FAITAUGA FA'ATOLU			
<input type="checkbox"/>	<input type="checkbox"/>	SUI – VA'AI ASO I LE KALENA			
<input type="checkbox"/>	<input type="checkbox"/>	SUI – VA'AI ASO TALA 'OTO'OTO			
<input type="checkbox"/>	<input type="checkbox"/>	SUI – VA'AI ASO TALA 'OTO'OTO			
<input type="checkbox"/>	<input type="checkbox"/>	TU'U ATU LE ISI KOMITI			
<input type="checkbox"/>	<input type="checkbox"/>	FA'ATONU E FA'ATA'ATIA			
<input type="checkbox"/>	<input type="checkbox"/>	TOE TAOFI			

3  
4 “O SE IUGAFONO A LE MAOTA MAUALUGA E FAAMAONIA AI LE  
5 TOFIGA A LE KOVANA O FREDERICK UNASA LEDOUX E FAI MA  
6 OFISA SILI O OLOA A LE MALO.”

7  
8 TALUAI, i lana tusi ia Fepuari 27, 2025, i le Afioga ia Tualo Manaia E.  
9 Fruean, Peresetene o le Maota Maualuga, na faaoo atu ai e le Afioga  
10 i le Kovana Pulaali'i Nikolao Pula, le suafa o Frederick Unasa  
11 Ledoux e faamaonia e avea ma Ofisa Sili o Oloa a le Malo ina ia  
12 tusa ai ma maga 12.0206 T.T.A.S; ma

13  
14 TALUAI, i se vaega o lana tusi, na faapea ai le Afioga i le Kovana:

15 “...ua ou faaoo atu la’u tofiga o Frederick Unasa Ledoux e avea ma  
16 Ofisa Sili o le Ofisa o Oloa a le Malo.

17  
18 Ou te talosagaina ai lau Afioga ma le Maota mo sa outou iloiloga ma  
19 le faamaoniaina o ia e avea ma Ofisa Sili o le Ofisa o Oloa a le  
20 Malo.”

21  
22 O LENEI, O LE MEA LEA, IA FAAIUGAFONOINA AI E LE MAOTA  
23 MAUALUGA O LE TERITORI O AMERIKA SAMOA:

24  
25 E FAAPEA, ua faamaonia nei le tofiga o Frederick Unasa Ledoux e avea ma Ofisa  
26 Sili o Oloa a le Malo; ma

27  
28 IA TOE FAAIUGAFONOINA FOI, e faapea e talosaga le Failautusi o le Maota  
29 Maualuga e faaoo atu lenei Iugafono i le Afioga ia Pulaali'i Nikolao Pula, Kovana  
30 o Amerika Samoa; ma se kopi ia Frederick Unasa Ledoux.

31 ----- IUGA -----

## **COVER LETTER**

**Frederick U. Ledoux**  
**ledouxf01@gmail.com**

**To: Governor Pulaali'i Nikolao Pula**

**Subject: Appointment for Chief Procurement Officer (CPO)**

**Dear Honorable Governor,**

**I am writing to express my interest in being considered for the role of Chief Procurement Officer (CPO). I am a seasoned professional with experience in healthcare administration, operations management, acquisitions and procurement processes. Throughout my career, I have been recognized for demonstrating a natural aptitude for strengthening employee experiences through continuous improvement initiatives, as well as for influencing high-level decision-making and strategy development, planning and mission execution.**

**I've developed a strong track record of optimizing procurement operations, improving vendor relationships, and leading my staff through day-to-day operations. Leadership through understanding, dignity and respect are the foundation of my core beliefs. My expertise in building efficient, ethical, and sustainable procurement frameworks aligns with your vision, and I would welcome the opportunity to help strengthen and elevate your procurement strategy.**

**I am passionate about driving operational excellence and value creation through strategic procurement practices. I would be honored to bring my experience in negotiation, supplier management, and leadership development as the next Chief Procurement Officer.**

**My vast leadership experience and ability to take on any mission has greatly enhanced my capabilities. My sense of duty to country and sense of purpose has compelled me to reach out to you to serve in your administration.**

**Attached are my resume, transcripts, and letters of professional reference from leaders that I have served with.**

**Thank you for your time and consideration.**

**Very Respectfully,**



## **Frederick Unasa Ledoux**

Pago Pago, Amerika Samoa

Phone: 684-258-2348

Email: [ledouxf01@gmail.com](mailto:ledouxf01@gmail.com)

### **Relevant Work Experience**

#### **Director, Purchasing and Supply Chain**

**09/2023– 03/2025**

LBJ Tropical Medical Center, Pago Pago, American Samoa

The **Director of Purchasing at LBJ Tropical Medical Center** is a pivotal leadership role responsible for **overseeing the procurement operations and processes of the hospital**. The Director manages medical supplies, inventory, and contract negotiations, ensuring the effective use and disposal of fixed assets according to policy; **set procedures in the procurement process in accordance with American Samoa Medical Authority Procurement policy.**

- **Led and negotiated** the upgrade of the LBJ internet infrastructure; including additional bandwidth to enhance technological delivery of healthcare services.
- **Developed** procurement/contracting procedures to ensure LBJ is in compliance with Federal Acquisitions Regulations (FAR) and the American Samoa Medical Center Procurement Policy.
- **Developed/Maintained** an efficient, transparent source evaluation for all contracts; ensuring organization complies with policy, regulations and procurement laws.
- **Managed** the upgrade of the **procurement/supply chain program**; resulting in automation of ordering, on-hand inventory and receiving of stock and non-stock supplies.
- **Conducted root cause analysis** on Nursing staff needs to determined efficiency of charting resulting in the purchase of **(6) workstations on wheels (WOWs)** currently used in in-patient wards.

**Oversee the entire procurement process** for purchasing medical supplies, construction materials, spare parts, and fixed assets, ensuring the hospital's needs are met in a cost-effective and timely manner.

**Review Request for Proposals (RFPs) and Request for Qualifications/Quotes (RFQs)** and communicate cost proposal requirements to team members.

**Lead the contract bidding process, ensuring that contract negotiations and the procurement process** adhere to hospital policy, are conducted fairly, and provide the best possible outcome for the hospital

**Conduct analytical tasks**, which may include financial analysis, cost analysis, budgeting, forecasting, and other ad hoc projects. Adapt to short-notice assignments in line with the dynamic nature of the healthcare industry.

**Supervise and provide leadership** to the Warehouse Manager, Purchasing Manager, Stock Control Manager, and Contract Specialists, ensuring alignment with overall hospital procurement strategies.

### **Procurement and Contract Specialist**

**09/2021– 08/2023**

U.S Department of Interior, Bureau of Reclamation, Boulder City, NV

**The United States Bureau of Reclamation** is a federal agency under the U.S. Department of the Interior, which oversees water resource management.

Coordinates with customers with **pre-and/or post-award procurement functions**, using various contracting methods and types to **procure supplies, systems, services, equipment, and construction contracts** with incentive provisions, including price redetermination provisions, cost reimbursements, and agreements with incentive provisions.

**Negotiate acquisitions, prepare contracts, clarify specifications**, and explain contract terms and conditions.

**Utilized contracting expertise** to develop and negotiate creative business solutions for both internal and external customers.

**Review Request for Proposals (RFPs)** and communicate cost proposal requirements to team members.

**Generated proposals and completed negotiations** for new and follow-on business; provided lead proposal support for internal and external customers.

**Review contracts and contractual agreements** to make sure they follow company policies and guidelines.

**Ensured compliance with company policies and procedures**, including revenue recognition and pricing policy.

### **Immigration Services Officer**

**04/2017 – 09/2021**

Department of Homeland Security, United States Citizen and Immigration Services, Las Vegas, NV

**Support the USCIS mission** to protect the nation's transportation systems and ensure freedom of movement for people and commerce. Assist individuals applying for immigration benefits.

Analyze documents for authenticity. Research and analyze applications, petitions and supporting documentation related to immigration benefits.

- **Selected as FY2018 Lead on Wildly Important Goals performance tool tracking for the Las Vegas Field Office. Led office to achieve FY2018 goal to process Requests for Evidence in under 45 days and with 95% accuracy.**
- **Selected to serve on detail as the Las Vegas Filed Office Congressional Liaison.**

**Grant or deny complex and highly sensitive applications and petitions for immigration benefits based on electronic or paper applications/petitions.**

**Adjudicates Forms I-30, I-485, I-751 and N-400 cases.**

## **Deputy Chief, Healthcare Operations**

**07/2012 – 12/2016**

**US Army, 25<sup>th</sup> Infantry Division, Wahiawa, Hawaii**

**Led, trained, mentored, and supervised a Medical Team with 60 personnel providing daily medical field and garrison support services for a U.S. Army organization with 600+ staff. Supervised daily operations of the Medical Aid Station. Ensured compliance with all facility and Army policies.**

- **Earned Meritorious Service Medal, 2016, for exceptionally meritorious service.**
- **Managed, planned, and coordinated numerous diverse readiness and training events and exercises:**
- **Managed Personnel Actions for 60 Soldiers; Annual Leave management, Awards submissions, Evaluation reports of Supervisors and pertinent medical information for each Soldier.**
- **Developed and executed a strategic and operational emergency medical plan for the organization**
- **Planned and coordinated a multi-national Emergency medical training exercise and exchange for 135 healthcare professionals.**
- **Planned a comprehensive deployment of his unit's medical assets, by evaluating and conducting pre-deployment operations to meet his unit's deployment requirements**
- **Managed medical operations and provided medical services for 15 field training exercises.**
- **Managed and accounted for medical equipment, supplies, and vehicles valued at \$12M+.**
- **Ensured wide range of federal and US Army guidelines were followed during preparedness and post deployment phase to Operation Pacific Pathways 2015.**
- **Planned and executed team's deployment of the platoon to Australia, Indonesia, and Malaysia, including all logistics, supply, personnel, and movement details across three countries.**

**Safety Manager:** established safety and occupational health principles, practices, procedures, laws, and regulations related to the safety program, risk assessment methods, and techniques for evaluating occupational safety and health risks.

**Medical Information Manager:** identified, analyzed, and translate complex medical information to the Battalion commander to make appropriate judgments, and evaluate options concerning unit medical readiness.

### **Senior Healthcare Advisor**

**01/2011 – 06/2012**

Security Force Advisors, U.S. Army, Wahiawa, HI

**Senior Healthcare Advisor and Manager** for a Security Force Advisor Team deployed on a training mission to Afghanistan, April 2011-April 2012. Oversaw and managed the medical readiness of and provided primary healthcare to the 18-person team.

**Mentored the Afghan Border Police Surgeon:** created a first-ever medical evacuation plan for Border Police injured in the field, medical records, and recordkeeping procedures for 5K+ Afghan Border Patrolmen, a comprehensive Combat Medical Training Curriculum, and a medical logistics database. Trained 185+ Afghan medics in first responder and casualty care.

- **Developed a comprehensive medical emergency plan** for treatment and evacuation of casualties encompassing over 481 square km
- **Coordinated and planned first responder medical training** with the International Red Cross for 200+ Patrolmen.
- **Wrote comprehensive standard operating procedures** on medical supplies reorganization, procurement, and inventory of medical equipment valued at \$3.5M+.
- **Developed and delivered a comprehensive 14-day Combat Medical Course** for Afghan Border Police Medics. Trained 250+ Medics.

**Earned a Bronze Star Medal and an Army Achievement Medal** for supporting the Afghan Border Police and improving their capabilities and effectiveness.

### **Deputy Chief, Clinical Operations**

**06/2008 – 12/2010**

Raymond W. Bliss Army Health Center, Fort Huachuca, AZ

**Manager in Charge for two Primary Care Clinics** with 12 healthcare Providers, 16 nurses, six medical support assistants, and 20+ other personnel serving a population of 4.2K+. Managed daily Clinic operations, including the Pharmacy, Laboratory section, and Medical Records sections.

- **Successfully led Clinic to achieve highest Army Provider Level Satisfaction Survey score** out of five Primary Care Clinics. Won recognition by the Western Regional Medical Commander for Top Performer and Top Clinical Performance for FY 2009. Boosted Clinical Performance score from 29% to 96% efficiency in 1 year. Earned an **Army Commendation Medal**.
- **As Primary Care Clinic Manager**, investigated substandard collection of TRICARE insurance payments: \$5M per fiscal year when other clinics were collecting up to \$20M. Partnered with the Health Center Budget Manager and identified root cause: Provider failure to complete patient notes required for fee collection and reimbursement. Met with all Providers to establish/enforce new policy. Both Clinics exceeded expectations for FY2009 and collected \$28M+.

**Maintained and enforced compliance with HIPAA and Army Medical Command standards;** maintained and managed all medical correspondences within the Clinic and Providers.

**Provided technical guidance to Chief of Clinical Services** on daily clinical operations, access to care, and a \$6M annual clinic budget.

**Meticulously managed appointment schedules for 12 healthcare Providers:** achieved 100% appointment utilization rate.

## **Career Counselor**

**05/2006 – 06/2008**

**U.S. Army, First Cavalry Division, Fort Hood, TX**

**Managed and executed a recruitment and retention program** designed to sustain Army readiness and operational goals. Advised senior officers on all matters relating to Army retention and recruitment.

- **Took my Unit from 48% to 135%** of recruitment/retention goals: named **Top Career Counselor** in my Division, 2006 and 2007.
- **Processed reenlistment contracts and enlistment bonuses** totaling nearly \$4M with zero errors.
- **Earned First Cavalry Division Commander's Retention Award** for achieving 221% of my mission.

**Conducted staff assistance visits.** Managed a retention program budget. Effectively managed and safeguarded large volume of individual records and information. Expertly used Microsoft Office applications to manage and analyze data and records and prepare and deliver reports.

**Awarded the Army Meritorious Medal** for outstanding performance as a Career Counselor by the 1st Cavalry Division Commanding General.

**Manager, Medical Company Operations**  
U.S. Army, First Cavalry Division, Fort Hood, TX

01/2003 – 05/2006

**Managed and executed operations of a medical company of 90 personnel. Also served as the Battalion Aid Station Supervisor during Deployment to Iraq. Supervised the main Level II Trauma echelon of care and all Ancillary functions including, Radiology, Dental and Patient Hold.**

- **Awarded the Combat Medical Badge** for actions sustained during an enemy attack on convoy while performing mission essential mission while transporting casualties to Level III echelon of care.
- **Performed duties as the Battalion Aid Station Supervisor**, supervising all aspects of medical care for over 3,500 Soldiers and government civilians on FOB Fenty.
- **Selected to be Operations Sergeant** to manage training, operational planning, personnel status, awards and maintenance status for the company.

**Awarded the Army Commendation Medal** for outstanding service while performing duties as Battalion Aid Station Supervisor during Operation Iraqi Freedom II

**Supervisor, Telemetry and Medical Ward**  
U.S. Army, Tripler Army Medical Center,

09/2002 – 12/2003

**Supervised all Certified Nursing Assistants and Healthcare Specialist in a 35-bed Medical/Surgical ward with Telemetry capabilities. Also, served as the Assistant Ward Manager in the absence of the Ward Manager. Duties include to Logistics liaison, Fire Marshall, and safety manager for the Unit.**

- **Performed Nursing duties with supervision from Registered Nurse**, includes, IV Therapy, blood draw, patient hygiene and wound care.
- **Managed all logistics and medical supplies ordering**; includes linen, oxygen, Class VIII medical supplies and office supplies needed to support ward operations.
- **Deployed 3 times in support of Korean Medical Rotation Exercises**; combining tactical and technical expertise in medical planning, patient evacuation and tactical care standards to share with US Forces Korea and Korean Combat medics.

**Awarded the Commanders challenge coin and Certificate of Achievement** for expertise in evacuation standards and understanding of battle-fields scenario was crucial to mission success.

**Awarded the Army Accommodation Medal** for outstanding service while assigned to the Tripler Army Medical Center.

**Supervisor, Adult Medicine Clinic**  
U.S. Army, Tripler Army Medical Center,

**10/2000 – 09/2002**

**Supervised all Certified Nursing Assistants and Healthcare Specialist within the Adult Medicine Clinic.** Primary care services to Active Duty and Retired Military personnel and their dependents.

- **Managed personnel and training records of all Clinical personnel:** including, weapons training, Physical Fitness Test, Medical Continue Education, Basic Life Saving Skills training and Combat medical training for Healthcare Specialist
- **Performed Medical Technician duties with supervision from Registered Nurse, includes, IV Therapy, blood draw, patient hygiene and wound care**
- **Managed all logistics and medical supplies ordering;** includes linen, oxygen, Class VIII medical supplies and office supplies needed to support ward operations.

**Healthcare Sergeant**

U.S. Army, First Infantry Division, Fort Riley, KS

**04/1999 – 10/2000**

**Supervised an eight personnel Treatment Squad** and managed equipment and medical supplies over \$2.5mil; consisting of 2 Light Track vehicles, communication platforms and Class VIII supplies.

- **Trained treatment crew during Combined Arms Training Exercises:** Real-world training including, emergency medicine, sick call procedures and all tactical care plans
- **Primary Trainer for Combat Life Savers course;** training over 150 Soldiers in basic combat live saving skills, medical procedures, and evacuation.
- **Fleet Manager for all Treatment Platoon Vehicles:** in charge of maintenance records, services updates/work and ensure mission capabilities of vehicles to support numerous engagements.

**Awarded the Army Achievement Medal** for meritorious service.

**Awarded the Army Certificate of Achievement;** for representing Unit during athletic competitions including Boxing, 5K race and Best Squad Competitions.

## **Healthcare Specialist**

**11/1996 – 04/1999**

**U.S. Army, First Infantry Division, Schweinfurt, Germany**

**Served as a Senior Medic in a 64 personnel Armored Company with supervision over 2 Soldiers. Started as a Healthcare Specialist working as a Combat Medic with EMT-B certification. Worked in a Treatment squad performing healthcare duties, including IV therapy, sick call, wound care and patient management.**

- **Deployed to Operation Joint Guard, supporting Peacekeeping mission to Bosnia and Herzegovina:**
- **Awarded the Army Achievement Medal for displaying excellence performance during Mass Casualty Event when 4 civilian vehicles collided and over 12 people injured.**
- **Selected to be a Senior Medic, which is a Sergeant position. Conducted multiple field training exercise and provided medical care to the Company.**

**Awarded the Commanders challenge coin and Certificate of Achievement for performing as the Best evacuation Squad during Combined Arms Training Rotation in October 1998.**

## **Education**

**M.B.A., Business Administration, University of Phoenix, Phoenix, AZ, December 2020, GPA: 3.82.**

**B.S., Business Administration, University of Phoenix, Phoenix, AZ, June 2019, GPA: 3.56.**

- **Includes Management Certificate.**

**A.A., General Studies, Central Texas College, Killeen, TX, 2009, GPA: 3.0.**

## **Select Job-Related Training**

### **Affiliations:**

**Member of American Colleges Healthcare Executives (ACHE)**

**National Society of Leadership and Success**

### **Training:**

**Emergency Medical Technician - Basic**

**Primary Leadership Development Course**

**Advanced Leaders Course**

**Senior Leaders Course**

**Sexual Harassment/Assault Response (SHARP) Course**

**Master Resilience Trainers Course, Levels I and II**

**Contract Fundamentals Course**

## Professional References

**Scott Anesi**, CEO, LBJ Tropical Medical Center, 684-782-8163, scott.anesi@lbj.as

**Aitofele J. Sunia**, CMO, LBJ Tropical Medical Center, 684-633-1222, james.sunia@lbj.as

**Kevin J. Williams**, Colonel, U.S. Army, 703-609-7872, kevin.j.williams@army.mil

**Paul Lucci**, Colonel, U.S. Army Medical Command, 210-557-5681, paul.a.lucci.mil@mail.mil

**Kevin Broadnax**, Senior Contracting Officer, EPA, 702-468-4670, kbroadnax@usbr.gov

## Additional Information

**Military Service:** U.S. Army, 11/1996 – 12/2016, Highest rank: E-7, Sergeant First Class, Specialty: Senior Healthcare Specialist/Medic, Honorable Discharge.

**Select Military Awards:** Afghanistan Campaign Medal (2 Campaign Stars), Global War on Terrorism Expeditionary Medal (2 Bronze Service Stars), Iraq Campaign Medal (2 Campaign Stars), Bronze Star Medal, Meritorious Service Medal (2), Army Commendation Medal (3), Army Achievement Medal (3), Meritorious Unit Commendation, Army Superior Unit Award, Army Good Conduct Medal (6), National Defense Service Medal, Armed Forces Expeditionary Medal, Global War on Terrorism Service Medal, Non-Commissioned Officer Professional Development Ribbon (3), Army Service Ribbon (7), NATO Medal (2), Combat Medical Badge, Expert Marksmanship Badge with Rifle Bar, Certification of Achievement (2), Driver and Mechanic Badge with Driver-Wheeled Vehicles Clasp.



LBJ Tropical Medical Center  
PO Box LBJ  
Pago Pago, American Samoa 96799



February 24, 2025

To Whom It May Concern,

I am pleased to write this letter of recommendation for Fred Ledoux as a candidate for the position of Chief Procurement Officer. As the CEO of LBJ Hospital, I have had the distinct pleasure of working closely with Fred over the past 3 months and have witnessed firsthand the remarkable impact of his leadership in our procurement operations.

Throughout his tenure with us, Fred has consistently demonstrated exceptional strategic insight and an unwavering commitment to excellence. He has successfully implemented innovative procurement strategies that have streamlined our supply chain, reduced costs, and ensured that our hospital consistently receives high-quality supplies. His efforts have not only contributed to significant cost savings but have also enhanced the overall operational efficiency of our organization.

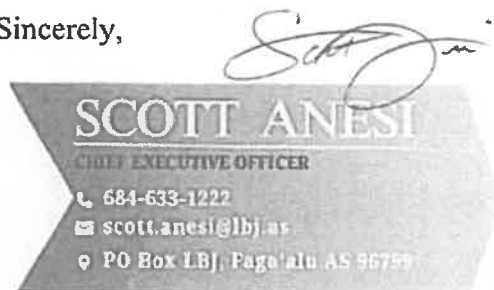
Key accomplishments include:

- Leading a comprehensive review and overhaul of our vendor management processes, resulting in stronger supplier partnerships and improved contract negotiations.
- Implementing procurement protocols that maximized fiscal savings while adding to deliverable accountability
- Fostering a collaborative environment across departments, ensuring that procurement decisions align with the hospital's overarching goals of quality patient care and operational excellence.

Fred's ability to combine analytical rigor with strong interpersonal skills makes them an exceptional leader in the field of procurement. His education and experience provide a strong forward-thinking approach, coupled with a deep understanding of industry's best practices to excel in a Chief Procurement Officer role. I am confident that Fred will bring the same level of dedication, innovation, and strategic vision to the procurement office.

Please feel free to contact me at [scott.anesi@ljb.as](mailto:scott.anesi@ljb.as) if you require any further information regarding Fred's qualifications or achievements.

Sincerely,





LBJ Tropical Medical Center  
PO Box LBJ  
Pago Pago, American Samoa 96799  
**MEDICAL DIRECTORS OFFICE**



**25<sup>th</sup>, February 2025**

**Dr. Aitofele James Sunia**  
Chief Medical Officer  
LBJ Tropical Medical Center  
Faga'alu, American Samoa

To Whom It May Concern,

It is with great honor and enthusiasm that I write this letter of reference in support of Chief Procurement Officer Mr. Fredrick Ledoux. Having had the distinct pleasure of working with Mr. Ledoux at LBJ Tropical Medical Center, I can confidently attest to his exceptional professionalism, unwavering integrity, and steadfast dedication to service.

Fredrick Ledoux's extensive experience as a military leader, combined with his profound medical expertise on the international stage, sets him apart as a truly compelling candidate for any endeavor he pursues. His leadership qualities, strategic vision, and ability to navigate complex procurement processes have been invaluable to our institution. More importantly, as a proud product of our island, he brings a deep-rooted commitment to improving healthcare in our community, making his contributions even more meaningful.

Throughout my time working alongside Mr. Ledoux, I have witnessed firsthand his reliability and dedication. Whenever our medical team required essential equipment, he was always ready to step up and ensure that our needs were met promptly and efficiently. His ability to manage critical resources, coupled with his genuine desire to enhance patient care, has greatly benefited our hospital and the people we serve.

When a hurricane damaged a medical warehouse in Florida, causing a national shortage of medical supplies, I was pleasantly surprised that our hospital remained unaffected. Thanks to Mr. Ledoux's foresight and meticulous planning, he had already prepared for such a disaster and had contingency measures in place to ensure our island's healthcare needs were met without disruption.



LBJ Tropical Medical Center  
PO Box LBJ  
Pago Pago, American Samoa 96799  
MEDICAL DIRECTORS OFFICE



I fully and wholeheartedly support Mr. Fredrick Ledoux in all his future endeavors. His integrity is beyond question, his leadership is exemplary, and his commitment to excellence is unwavering. It is with great confidence that I offer my highest recommendation.

Should you require any further information, please do not hesitate to contact me.

Sincerely,



**Dr. Aitofele James Sunia**  
**MEDICAL DIRECTOR**  
**LBJ TROPICAL MEDICAL CENTER**  
**PAGO PAGO, AMERICAN SAMOA**  
james.sunia@ljb.as



**JOINT TASK FORCE - RED HILL**  
1025 QUINCY AVENUE SUITE 900  
JOINT BASE PEARL HARBOR HICKAM HI 96860

9 July 2023

MEMORANDUM FOR RECORD

SUBJECT: Letter of Reference for Mr. Frederick U. Ledoux

1. It is an honor to give my highest professional and personal endorsement for Frederick U. Ledoux. Based on my personal observations, Fred will be a phenomenal asset to any organization he is a part of; he is an executive level leader, planner, and manager, capable of leading organizations through high stress periods, with innovation and empathy. A true team builder.
2. I served as Fred's battalion commander from 2014 to 2016. During this period, Fred was the best non-commissioned officer in my 600-man battalion; one of the absolute best leaders I have served in my 26-year career. His leadership, work ethic, intellect and strategic level thinking were paramount to our success as we deployed to Australia, Indonesia, and Malaysia.
3. Fred served as my lead for providing healthcare services to our task force in austere environments, to include the planning, resourcing, and synchronizing with foreign countries for our health support. His efforts created the procedures and processes that would be used by future organizations deploying in the U.S. Indo-Pacific command for partnered deployments; his best practices are still being used at the strategic and operational level 10 years later.
4. There is no better leader, teammate, and worker than Fred Ledoux. His work ethic is only matched by his compassion and ability to take care of diverse teams. I would fight to serve again with Fred in any capacity.
5. I would encourage you to reach out to me at any time to discuss Fred's amazing potential and leadership. I can be contacted at 703-609-7872 or [kevin.i.williams56.mil@army.mil](mailto:kevin.i.williams56.mil@army.mil).

 Digitally signed by  
WILLIAMS, KEVIN JAMES.1176257117  
Date: 2023.07.09 21:28:06 -10'00'

**KEVIN J. WILLIAMS**  
Colonel, United States Army  
Chief of Staff



DEPARTMENT OF THE ARMY  
807TH MEDICAL COMMAND DEPLOYMENT SUPPORT  
106 SOLDIERS CIRCLE  
FORT DOUGLAS, UTAH 84113-5007

AFRC-MUT-OP

10 July 2023

MEMORANDUM FOR RECORD

SUBJECT: Letter of Recommendation for Mr. Fred Ledoux

1. I am the Chief of Staff for the Army's largest deployable medical command. I had the distinct pleasure of working with Mr. Fred Ledoux extensively for a year in Afghanistan during combat operations. Fred performed beyond expectations as the senior medical non-commissioned officer in charge of training, mentoring, and growing capability in the Afghan security forces. Most importantly, I got to know Fred as an agile and adaptive leader with great love and devotion to family, friends, and faith. In the pressure crucible of combat, Fred became my most competent and trusted advisor.

2. Mr. Fred Ledoux has a masterful grasp of the technical, conceptual, and interpersonal skills required of senior leaders. Fred built high-performance teams through his medical and technical expertise, achieving exceptional results in a highly dynamic environment. Fred is an expert problem solver who understands systems thinking and the nesting of strategic concepts with current operational lines of effort. Fred is a talented communicator who dominates the interpersonal skills space. Fred fully understands the importance of diversity, equity, and inclusion when building high-performance teams and does so with natural ease.

3. In sum and substance, I give the highest recommendation to Mr. Fred Ledoux. I would work with Fred for any mission, anywhere, at any time.

6. The point of contact is the undersigned at [paul.a.lucci.mil@army.mil](mailto:paul.a.lucci.mil@army.mil) or (210) 557-5681.

LUCCI.PAUL.ANTHO  
NY.JR.1015921630

Digitally signed by  
LUCCI.PAUL.ANTHONY.JR.1015921630  
Date: 2023.07.10 15:44:25 -0600

PAUL A. LUCCI, Jr.  
COL, MS

Date Issued: 02/24/2021  
 Record of: FREDERICK LEDOUX  
 Student Number: 9036856341 / \*\*\*\_\*\*\_\*\*\*\*  
 Birthdate: 09/01/1978  
 Enrollment Status: Graduated  
 Effective Date: 11/10/2020

**Registrar's Office**  
 4035 S. Riverpoint Parkway  
 Phoenix, AZ 85040  
 (800) 866-3919

SENT TO:  
 FREDERICK LEDOUX  
 286 LADIES TEE CT  
 LAS VEGAS, NV 89148  
 US

**Prior Schools Attended**

	<i>Credits</i>	<i>Degrees</i>
CENTRAL TEXAS COLLEGE	15.00	Associate of General
HAWAII PACIFIC UNIVERSITY	33.00	
JOINT SERVICES TRANSCRIPT - AARTS	5.00	
WAYLAND BAPTIST UNIVERSITY	6.00	
CENTRAL TEXAS COLLEGE		Associate of General

<i>Mo/Year</i>	<i>Course ID</i>	<i>Course Title</i>	<i>Grade</i>	<i>Credits Attempted</i>	<i>Credits Earned</i>	<i>Quality Points</i>	<i>Rep</i>
<b>UNIVERSITY OF PHOENIX</b>							
	BUS/515	SEMINAR IN BUSINESS TOPICS	WC	0.00	0.00	0.00	
02/2017	GEN/201	FOUNDATIONS FOR UNIVERSITY SUCCESS	A	3.00	3.00	12.00	
03/2017	HUM/115	CRITICAL THINKING IN EVERYDAY LIFE	A	3.00	3.00	12.00	
05/2017	BIS/221	INTRODUCTION TO COMPUTER APPLICATIONS AND SYSTEMS	A	3.00	3.00	12.00	
06/2017	COM/295	BUSINESS COMMUNICATIONS	A	3.00	3.00	12.00	
07/2017	MTH/215	QUANTITATIVE REASONING I	B	3.00	3.00	9.00	
08/2017	MTH/216	QUANTITATIVE REASONING II	A-	3.00	3.00	11.01	
09/2017	QNT/275	STATISTICS FOR DECISION MAKING	A-	3.00	3.00	11.01	
10/2017	PHL/320	CRITICAL THINKING AND DECISION MAKING IN BUSINESS	A-	3.00	3.00	11.01	
12/2017	ECO/372	PRINCIPLES OF MACROECONOMICS	A-	3.00	3.00	11.01	
01/2018	ACC/290	PRINCIPLES OF ACCOUNTING I	C	3.00	3.00	6.00	
02/2018	ACC/291	PRINCIPLES OF ACCOUNTING II	B-	3.00	3.00	8.01	
04/2018	FIN/370	FINANCE FOR BUSINESS	B+	3.00	3.00	9.99	
05/2018	ECO/365	PRINCIPLES OF MICROECONOMICS	B	3.00	3.00	9.00	
06/2018	MKT/421	MARKETING	B+	3.00	3.00	9.99	
07/2018	MGT/312	ORGANIZATIONAL BEHAVIOR FOR MANAGERS	A-	3.00	3.00	11.01	
09/2018	HRM/300	FUNDAMENTALS OF HUMAN RESOURCE MANAGEMENT	A-	3.00	3.00	11.01	
10/2018	MGT/418	EVALUATING NEW BUSINESS OPPORTUNITIES	B	3.00	3.00	9.00	
11/2018	LDR/300	INNOVATIVE LEADERSHIP	A-	3.00	3.00	11.01	
12/2018	HIS/311	NEVADA AND U.S. CONSTITUTION	A	3.00	3.00	12.00	
01/2019	CPMGT/300	PROJECT MANAGEMENT	A-	3.00	3.00	11.01	
02/2019	MGT/362	CHANGE MANAGEMENT AND IMPLEMENTATION	A	3.00	3.00	12.00	

This officially sealed and signed transcript is printed on blue security paper. The official signature is printed in black on the blue background. A raised seal is not required. When copied or scanned, the words "Void" and "Void Secure" will appear on the face of the transcript.

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 Phoenix, AZ 85040  
 (800) 866-3919

Mo/Year	Course ID	Course Title	Grade	Credits	Credits	Quality Points	Rep
				Attempted	Earned		
03/2019	ETH/321	ETHICAL AND LEGAL TOPICS IN BUSINESS	A-	3.00	3.00	11.01	
05/2019	BUS/475	INTEGRATED BUSINESS TOPICS	A	3.00	3.00	12.00	
05/2019	MGT/498	STRATEGIC MANAGEMENT	A	3.00	3.00	12.00	
07/2019	MGT/521	MANAGEMENT	A	3.00	3.00	12.00	
09/2019	LDR/531	ORGANIZATIONAL LEADERSHIP	A	3.00	3.00	12.00	
10/2019	HRM/531	HUMAN CAPITAL MANAGEMENT	A	3.00	3.00	12.00	
12/2019	LAW/531	BUSINESS LAW	A	3.00	3.00	12.00	
01/2020	ACC/561	ACCOUNTING	B-	3.00	3.00	8.01	
03/2020	ECO/561	ECONOMICS	A	3.00	3.00	12.00	
04/2020	FIN/571	CORPORATE FINANCE	A-	3.00	3.00	11.01	
06/2020	OPS/571	OPERATIONS MANAGEMENT	A	3.00	3.00	12.00	
07/2020	DAT/565	DATA ANALYSIS AND BUSINESS ANALYTICS	A-	3.00	3.00	11.01	
08/2020	MKT/571	MARKETING	A	3.00	3.00	12.00	
10/2020	STR/581	STRATEGIC PLANNING & IMPLEMENTATION	A	3.00	3.00	12.00	
				<b>GPA</b>	<b>Credits</b>	<b>Credits</b>	<b>Quality</b>
					<b>Attempted</b>	<b>Earned</b>	<b>Points</b>
				Total Cumulative Credits:		105.00	
				UOPX Cumulative: 3.64	105.00	105.00	382.11
				BSB/MG	Program GPA :	3.56	
				MBA	Program GPA :	3.82	
				CERT/MGT	Program GPA :	3.61	

**UNIVERSITY OF PHOENIX  
 DEGREES, CERTIFICATES**

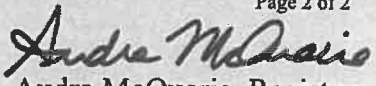
Bachelor of Science in Business: COMPLETED 06/19/2019, CONFERRED 06/2019

General Management Certificate (Undergraduate): COMPLETED 06/19/2019, CONFERRED 06/2019

Master of Business Administration: COMPLETED 11/10/2020, CONFERRED 11/2020

\*\*\*\*\*End of Transcript\*\*\*\*\*

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Page 2 of 2  
  
 Audra McQuarie, Registrar

CAUTION: NOT TO BE USED FOR IDENTIFICATION PURPOSES

THIS IS AN IMPORTANT RECORD. SAFEGUARD IT.

ANY ALTERATIONS IN SHADED AREAS RENDER FORM VOID

**CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY**

This Report Contains Information Subject to the Privacy Act of 1974, As Amended.

1. NAME (Last, First, Middle) LEDoux, FREDERICK UNASA		2. DEPARTMENT, COMPONENT AND BRANCH ARMY/RA		3. SOCIAL SECURITY NUMBER 573 75 0218	
4a. GRADE, RATE OR RANK E9C	b. PAY GRADE E07	5. DATE OF BIRTH (YYYYMMDD) 19780901	6. RESERVE OBLIGATION TERMINATION DATE (YYYYMMDD) 00000000		
7a. PLACE OF ENTRY INTO ACTIVE DUTY PAGO PAGO, AMERICAN SAMOA		b. HOME OF RECORD AT TIME OF ENTRY (City and state, or complete address if known) PO BOX 1673 PAGO PAGO AMERICAN SAMOA 96799			
8a. LAST DUTY ASSIGNMENT AND MAJOR COMMAND 020027INHHC IHC INFANTR P1			b. STATION WHERE SEPARATED SCHOFIELD BARRACKS TC, HI 96857		
9. COMMAND TO WHICH TRANSFERRED USAR CON GP (RET) 1600 SPEARHEAD DIVISION AVE, FT KNOX, KY 40122				10. SGLI COVERAGE	NONE
11. PRIMARY SPECIALTY (List number, title and years end months in specialty. List additional specialty numbers and titles involving periods of one or more years.) 68W40 8J 8R HEALTH CARE SPECIALIST - 19 YRS 8 MOS//NOTHING FOLLOWS				12. RECORD OF SERVICE	YEARS) MONTH(S) DAY(S)
				a. DATE ENTERED AD THIS PERIOD	1995 11 12
				b. SEPARATION DATE THIS PERIOD	2016 12 31
				c. NET ACTIVE SERVICE THIS PERIOD	0020 07 15
				d. TOTAL PRIOR ACTIVE SERVICE	0000 00 00
				e. TOTAL PRIOR INACTIVE SERVICE	0000 00 00
				f. FOREIGN SERVICE	0005 03 10
				g. SEA SERVICE	0000 00 00
				h. INITIAL ENTRY TRAINING	0000 05 16
				i. EFFECTIVE DATE OF PAY GRADE	2016 07 01
13. DECORATIONS, MEDALS, BADGES, CITATIONS AND CAMPAIGN RIBBONS AWARDED OR AUTHORIZED (All periods of service) AFGHANISTAN CAMPAIGN MEDAL W/ 2 CAMPAIGN STARS//GLOBAL WAR ON TERRORISM EXPEDITIONARY MEDAL W/ 2 BRONZE SVC STARS//IRAQ CAMPAIGN MEDAL W/ TWO CAMPAIGN STARS//BRONZE STAR MEDAL//MERITORIOUS SERVICE MEDAL (2ND AWARD)//ARMY COMMENDATION MEDAL (3RD AWARD)//ARMY ACHIEVEMENT//CONT IN BLOCK 18			14. MILITARY EDUCATION (Course title, number of weeks, and months and year completed) ADV NCO CRS (ANCOC), 4 WEEKS, 2009//BASIC NCO CRS (BNCOC), 8 WEEKS, 2009//COMBATIVES LEVEL 1, 1 WEEK, 2014//COMBATIVES LEVEL 2, 1 WEEK, 2014//ER MED TECH BASIC CRS, 4 WEEKS, 2007//HEALTH CARE SPEC CRS, 10 WEEKS, 1997//MOBILE RETENTION TRNG, 1 WEEK, 2005//MS SLDR RESIL TNG LV 2, 1//CONT IN BLOCK 18		
15a. COMMISSIONED THROUGH SERVICE ACADEMY			YES	X	NO
b. COMMISSIONED THROUGH ROTC SCHOLARSHIP (10 USC Sec. 2107b)			YES	X	NO
c. ENLISTED UNDER LOAN REPAYMENT PROGRAM (10 USC Chap. 109) (If Yes, years of commitment: NA )			YES	X	NO
16. DAYS ACCRUED LEAVE PAID 8.5	17. MEMBER WAS PROVIDED COMPLETE DENTAL EXAMINATION AND ALL APPROPRIATE DENTAL SERVICES AND TREATMENT WITHIN 90 DAYS PRIOR TO SEPARATION				YES NO X
18. REMARKS SUBJECT TO ACTIVE DUTY RECALL BY THE SECRETARY OF THE ARMY//SOLDIER PRESENTED US FLAG//RETIRED LIST GRADE SEC//SERVED IN A DESIGNATED IMMINENT DANGER BAY AREA//SERVICE IN AFGHANISTAN 20110401-20120408//SERVICE IN IRAQ 20061029-20080128//SERVICE IN IRAQ 20040313-20050314//SERVICE IN BOSNIA 19970615-19971024//MEMBER HAS COMPLETED FIRST FULL TERM OF SERVICE//CONT FROM BLOCK 13: MEDAL (3RD AWARD)//MERITORIOUS UNIT COMMENDATION//ARMY SUPERIOR UNIT AWARD//ARMY GOOD CONDUCT MEDAL (6TH AWARD)//NATIONAL DEFENSE SERVICE MEDAL//ARMED FORCES EXPEDITIONARY MEDAL//GLOBAL WAR ON//SEE ATTACHED CONTINUATION SHEET The information contained herein is subject to computer matching with the Department of Defense or with any other affected Federal or non-Federal agency for verification purposes and to determine eligibility for, and/or continued compliance with, the requirements of a Federal benefit program.					
19a. MAILING ADDRESS AFTER SEPARATION (include ZIP Code) 286 LADIES TEE CT LAS VEGAS NEVADA 89148			b. NEAREST RELATIVE (Name and address - include ZIP Code) ROGER LEDOUX 1150 KAKALA ST APT1004 KAPOLEI HAWAII 96707		
20. MEMBER REQUESTS COPY 3 BE SENT TO (Specify state/locality) NY OFFICE OF VETERANS AFFAIRS X YES NO					
a. MEMBER REQUESTS COPY 3 BE SENT TO THE CENTRAL OFFICE OF THE DEPARTMENT OF VETERANS AFFAIRS (WASHINGTON, DC) X YES NO					
21a. MEMBER SIGNATURE ESIGNED BY: LEDoux, FREDERICK UNASA. 1 178778959		b. DATE (YYYYMMDD) 20160913	22a. OFFICIAL AUTHORIZED TO SIGN (Typed name, grade title, signature) ESIGNED BY: CHO, KEUN SOOK. 1050484064		b. DATE (YYYYMMDD) 20160913
			KEUN S CHO. GS07. ASST. CHIEF, TRANSITION CE		

SPECIAL ADDITIONAL INFORMATION (For use by authorized agencies only)			
23. TYPE OF SEPARATION RETIREMENT		24. CHARACTER OF SERVICE (Include upgrades) HONORABLE	
25. SEPARATION AUTHORITY AR 635-200, CHAP 12		26. SEPARATION CODE RBD	27. REENTRY CODE 4R
28. NARRATIVE REASON FOR SEPARATION SUFFICIENT SERVICE FOR RETIREMENT			
29. DATES OF TIME LOST DURING THIS PERIOD (YYYYMMDD) NONE			30. MEMBER REQUESTS COPY 3 (Initials) FOL

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CERTIFICATE OF RELEASE OR DISCHARGE FROM ACTIVE DUTY (Continuation Sheet)

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(Specify the item number of the block continued for each entry.)  
 CONT FROM BLOCK 18: TERRORISM SERVICE MEDAL//NON COMMISSIONED OFFICER PROFESSIONAL DEVELOPMENT RIBBON (3RD AWARD)//ARMY SERVICE RIBBON//OVERSEAS SERVICE RIBBON (7TH AWARD)//NATO MEDAL (2ND AWARD)//COMBAT MEDICAL BADGE//EXPERT MARKSMANSHIP BADGE W/ RIFLE BAR//CERTIFICATE OF ACHIEVEMENT (2ND AWARD)//DRIVER AND MECHANIC BADGE W/DRIVER-WHEELED VEHICLE(S) CLASP//CONT FROM BLOCK 14: WEEK, 2014//MST RESILIENCE TNR CRS, 2 WEEKS, 2014//PR LDRSHP DEV CRS, 2 WEEKS, 1999//SHARPE COURSE, 2 WEEKS, 2013//TRANSPORT/STO HAZ/MAT, 1 WEEK, 2000//UNIT PREV LDR (UPL), 1 WEEK, 2005//NOTHING FOLLOWS

21. a. MEMBER SIGNATURE LEDOUX, FREDERICK UNASA 178728969	b. DATE (YYMMDD) 20160913	22. a. OFFICIAL AUTHORIZED TO SIGN (Type name, grade, title, signature) ESIGNED BY: CHO: KEUN, SOOK, 1050484864	b. DATE (YYMMDD) 20160913
---	---------------------------------	--	---------------------------------



DISTRICT COURT of AMERICAN SAMOA  
 PO Box 309  
 Fagatogo, AS 96799  
 Ph.: (684) 633-1101 Fax: (684) 633-5127

To:  The Office of Immigration  Department of Treasury - Tax Division  
 Office of Motor Vehicle  To Whom it may Concern

From: Traffic Violations Bureau  
 Subject: Clearance

Date: February 28, 2025

Name: FREDERICK LEDOUX JW Name ID: 53112  
 Gender: Male DOB: 9/1/78 SSN:  
 Passport #: DL #: 017581 Immigration (AR) #:

The above named individual has documented criminal record(s). All fines are paid in full, or outstanding fines are being paid in installments.

Or

The above named individual does not have any documented criminal record.

And

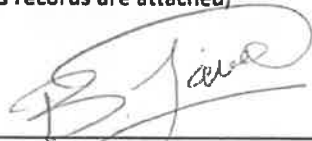
The above named individual has driving record(s) with the Traffic Violations Bureau, District Court of American Samoa. All fines are paid in full, or outstanding fines are being paid in installments.

Or

The above named individual does not have any driving record with the Traffic Violations Bureau, District Court of American Samoa.

Initial  
 appropriate  
 boxes

(If applicable, the individuals records are attached)

  
 Deputy Clerk / Clerk of Courts