

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<b>FCC 396-C</b>		
<b>Multi-Channel Video Program Distributor EEO Program Annual Report</b>		FOR COMMISSION USE ONLY FILE NO. - 20130930AYA
Read INSTRUCTIONS Before Filling Out Form		

**SECTION I IDENTIFYING INFORMATION**

A. Name of Operator:  
GOOGLE FIBER MISSOURI, LLC

MSO Name:  
GOOGLE FIBER, INC.

B. Employment Unit's Mailing Address  
1600 AMPHITHEATRE PARKWAY  
C/O PAIGE SAWYER

City MOUNTAIN VIEW	State CA	Zip Code 94043-
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FCC Registration Number:  
0022069793

Emp. Unit ID # 12752

**Application Purpose**

New Program Report

Amendment to Program Report

Supplemental Investigation Sheet (SIS) Attached

C. County and State in which unit's employment office is located  
JACKSON COUNTY, MO

D. Category of Respondent (check applicable box)

Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V

Six (6) or more full-time employees during the selected payroll period: Complete ALL sections of the Form 396-C and the Supplemental Investigation Sheet, if attached

E. Pay Period Covered by this Report (inclusive dates) 10/01/2012 - 09/30/2013

F. Attachments: (See "Exhibit" buttons, below.)

**SECTION II COMMUNITY INFORMATION**

System Communities Comprising Local Employment Unit			
Ident No.	Name of Community	Location (State)	Type

Review the list of communities served on the previous year's submission and attach as Exhibit A [Exhibit 1] any additions or deletions, using the format noted above. NOTE: APPLICABLE ONLY TO CABLE OPERATORS AND NOT TO OTHER MVPD UNITS.

**SECTION III EEO POLICY AND PROGRAM REQUIREMENTS**

Check YES or NO to each of the following questions. If answer to any question below is NO, attach as Exhibit B an

explanation.  
[Exhibit 2]

1.	Have you complied with the outreach provisions of the FCC's MPVD Equal Employment Opportunity Rule, 47 C.F.R. Section 76.75(b), during the twelve month period prior to filing this form?	<input checked="" type="radio"/> Yes <input type="radio"/> No
2.	Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?	<input checked="" type="radio"/> Yes <input type="radio"/> No
3.	Do you contact organizations, media, educational institutions, and other potential sources of applicants for referrals whenever job vacancies are available in your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
4.	Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?	<input checked="" type="radio"/> Yes <input type="radio"/> No
5.	To the extent possible, do you seek out entrepreneurs in a nondiscriminatory manner and encourage them to conduct business with all parts of your organization?	<input checked="" type="radio"/> Yes <input type="radio"/> No
6.	Do you analyze the results of your efforts to recruit, hire, promote, and use services in a nondiscriminatory manner and use these results to evaluate and improve your EEO program?	<input checked="" type="radio"/> Yes <input type="radio"/> No
7.	Do you define the responsibility of each level of management to ensure a positive application and vigorous enforcement of your policy of equal employment opportunity and maintain a procedure to review and control managerial and supervisory performance?	<input checked="" type="radio"/> Yes <input type="radio"/> No
8.	Do you conduct a continuing program to exclude every form of prejudice or discrimination based upon race, color, religion, national origin, age, or sex from your personnel policies and practices and working conditions?	<input checked="" type="radio"/> Yes <input type="radio"/> No
9.	Do you conduct a continuing review of job structure and employment practices and maintain positive recruitment training, job design, and other measures needed to ensure genuine equality of opportunity to participate fully in all organizational units, occupations, and levels of responsibility?	<input checked="" type="radio"/> Yes <input type="radio"/> No

**SECTION IV ADDITIONAL INFORMATION**

You may provide as Exhibit C any additional information that you believe might be useful in evaluating your efforts to comply with the Commission's EEO provisions. There is no requirement to provide additional data or information.  
[Exhibit 3]

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**SECTION V CERTIFICATION**

This report must be certified as follows:

- A. By the individual owning the reporting system if individually owned;
- B. By a partner, if a partnership; or
- C. By an officer, if a corporation or association.

I certify that to the best of my knowledge, information and belief, all statements contained in this report are true and correct.

Signed	Title MANAGER
Date 9/30/2013	Name of Respondent MILO MEDIN
Telephone No. (include area code) 6502535572	

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## **Exhibits**

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### **Exhibit 3**

**Description:** EMPLOYMENT UNIT CLARIFICATION

GOOGLE FIBER INC. (GOOGLE FIBER), THE PARENT COMPANY OF GOOGLE FIBER KANSAS, LLC AND GOOGLE FIBER MISSOURI, LLC, OFFERS BROADBAND INTERNET AND MULTICHANNEL VIDEO SERVICE IN KANSAS CITY, KS AND KANSAS CITY, MO.

GOOGLE FIBER HAS A SINGLE EMPLOYMENT UNIT IN THESE COMMUNITIES. IT IS FILING THIS REPORT IN THE NAME OF GOOGLE FIBER MISSOURI, LLC, BUT THE INFORMATION PROVIDED HEREIN ALSO ENCOMPASSES ALL RELATED EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER KANSAS, LLC. GOOGLE FIBER IS SEPARATELY AND CONCURRENTLY FILING A FORM 396-C FOR ITS EMPLOYMENT UNIT AT ITS HEADQUARTERS LOCATION IN MOUNTAIN VIEW, CA.

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### **Attachment 3**

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