Multi-Channel Video Program Distributor EEO Program Annual Report

Read INSTRUCTIONS Before Filling Out Form

SECTION I IDENTIFYING INFORMATION

A. Name of Operator: GOOGLE FIBER TEXAS, LLC

MSO Name: GOOGLE FIBER INC.

B. Employment Unit's Mailing Address
1600 AMPITHEATRE PARKWAY

City MOUNTAIN VIEW State CA Zip Code 94043-

FCC Registration Number: Emp. Unit ID # 12849

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 TRAVIS COUNTY, TX

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) OCTOBER 1, 2014 - SEPTEMBER 30, 2015

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

<table>
<thead>
<tr>
<th>Ident No.</th>
<th>Name of Community</th>
<th>Location (State)</th>
<th>Type</th>
</tr>
</thead>
</table>

Review the list of communities served on the previous year's submission and attach as Exhibit A 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?
   - Yes
   - No

2. Do you disseminate widely your EEO Program to job applicants, employees, and those with whom you regularly do business?
   - Yes
   - 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?
   - Yes
   - No

4. Do you undertake to offer promotions to positions of greater responsibility in a nondiscriminatory manner?
   - Yes
   - 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?
   - Yes
   - 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?
   - Yes
   - 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?
   - Yes
   - 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?
   - Yes
   - 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?
   - Yes
   - 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]

**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.

<table>
<thead>
<tr>
<th>Signed</th>
<th>Title</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>MANAGER - GOOGLE FIBER TEXAS, LLC</td>
</tr>
<tr>
<td>Date</td>
<td>Name of Respondent</td>
</tr>
<tr>
<td>9/30/2015</td>
<td>DENNIS KISH</td>
</tr>
<tr>
<td>Telephone No. (include area code)</td>
<td>6502531858</td>
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</tbody>
</table>

WILLFUL FALSE STATEMENTS ON THIS FORM ARE PUNISHABLE BY FINE AND/OR IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001), AND/OR REVOCATION OF ANY STATION LICENSE OR CONSTRUCTION PERMIT (U.S. CODE, TITLE 47, SECTION 312(a)(1)), AND/OR FORFEITURE (U.S. CODE, TITLE 47, SECTION 503).

**Exhibits**

**Exhibit 3**  
**Description:** EXPLANATION OF EXHIBITS

GOOGLE FIBER INC. (GOOGLE FIBER) OFFERS BROADBAND INTERNET AND MULTICHANNEL VIDEO SERVICE THROUGH STATE-LEVEL SUBSIDIARIES IN KANSAS, MISSOURI, UTAH, AND TEXAS AND HAS A TESTBED IN CALIFORNIA.

EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER'S EMPLOYMENT UNIT IN AUSTIN, TX ARE ENCOMPASSED IN THIS REPORT.

GOOGLE FIBER IS SEPARATELY AND CONCURRENTLY FILING FORM 396-C FOR ITS EMPLOYMENT UNIT AT ITS HEADQUARTERS LOCATION IN MOUNTAIN VIEW, CA, WHICH ENCOMPASSES EMPLOYMENT ACTIVITIES OF GOOGLE FIBER CALIFORNIA, LLC, ITS SUBSIDIARY GOOGLE FIBER MISSOURI, LLC FOR EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER'S KANSAS CITY EMPLOYMENT UNIT, AND ITS SUBSIDIARY GOOGLE FIBER UTAH, LLC FOR ITS EMPLOYMENT UNIT IN PROVO, UT.

<table>
<thead>
<tr>
<th>Attachment 3</th>
<th>Description</th>
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<tbody>
<tr>
<td>Exhibit 3 - List of Google Fiber Outreach Activities</td>
<td></td>
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<tr>
<td>Exhibit 3 - List of Google Fiber Recruitment Contact Information</td>
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<tr>
<td>Exhibit 3 - Google Fiber Applicant Data</td>
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