



# PUBLIC NOTICE

**Federal Communications Commission**  
**445 12th St., S.W.**  
**Washington, D.C. 20554**

News Media Information 202 / 418-0500  
Fax-On-Demand 202 / 418-2830  
TTY 202 / 418-2555  
Internet: <http://www.fcc.gov>  
<ftp.fcc.gov>

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**DA 15-1176**  
**Released: 14 October, 2015**

## **FCC CONTINUES EEO AUDITS**

On October 9, 2015, the Federal Communications Commission mailed the third set of its Equal Employment Opportunity (EEO) audit letters for 2015. This mailing was sent to randomly selected multi-channel video programming distributors (MVPDs). In accordance with the provisions of Sections 73.2080(f)(4) and 76.77(d) of the Commission's Rules, 47 C.F.R. §§ 73.2080(f)(4), 76.77(d), the FCC annually audits the EEO programs of randomly selected broadcast licensees and MVPDs. Each year, approximately five percent of all broadcast stations and MVPDs are selected for these random EEO audits. By Public Notice DA 15-197, released February 11, 2015, and Public Notice DA 15-718, released June 18, 2015, the Media Bureau announced its mailing of similar audit letters to the broadcast stations listed in the attachments to those Public Notices.

A list of the MVPD units to which these October 9, 2015 audit letters were sent is attached, along with a copy of the audit letter.

Media Bureau Contact: EEO Staff at 202-418-1450.

October 9, 2015

Dear Manager:

1. In accordance with the provisions of 47 C.F.R. § 76.77(d) of the Commission's Equal Employment Opportunity ("EEO") rules, your employment unit has been randomly selected for an audit of its EEO program. (A copy of 47 C.F.R. § 76.77 and the other rules referred to in this letter are enclosed for your reference.)

2. If the unit is not required under our rules to have an EEO recruitment program due to the size of its full-time workforce (having fewer than six full-time employees, defined as employees regularly assigned to work 30 hours a week or more), you still must respond to this audit letter. In your response, however, you must provide only a list of the unit's full-time employees, identified only by job title (no names should be provided) and the number of hours each is regularly assigned to work per week, **and a response to question 3(e) below.**

3. **Audit Data Requested.** If the unit employs six or more full-time employees (as defined above), provide the following information in your response to this letter, including an explanation regarding any requested information that you are unable to provide:

(a) The employment unit's most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit's public file by October 1, 2015. If the unit has a website, provide its web address. If the unit's most recent (2015) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 76.1702(b).

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

(c) In accordance with 47 C.F.R. § 76.75(c)(5), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the above-noted EEO program information.

(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing training for staff. Specify the unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two initiatives within a 12-

month period, pursuant to 47 C.F.R. § 76.75(b)(2).

(e) Disclose any pending or resolved complaints involving the unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

(f) In accordance with 47 C.F.R. § 76.75(f), describe the unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

(g) In accordance with 47 C.F.R. § 76.75(g), describe the unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has one or more union agreements, describe how the unit cooperates with each union to ensure EEO policies are followed for the unit's union-member employees and job applicants. Address any problems found as a result of this 47 C.F.R. § 76.75(g) analysis and how the unit has resolved them.

4. **Procedures.** Direct your response to EEO Staff, Policy Division, Media Bureau, Federal Communications Commission, 445 12<sup>th</sup> Street, S.W., Washington, DC 20554. The response must be received by the Commission by November 25, 2015. The accuracy and completeness of the response must be certified to by an authorized officer, partner or other principal of the owner of the unit. The response may be in the form of a CD or other electronic medium, as long as the certification provided refers to the material submitted and is on paper with an original signature. To knowingly and willfully make any false statement or conceal any material fact in response to this audit is punishable by fine or imprisonment (*see* 18 U.S.C. § 1001; *see also* 47 C.F.R. § 1.17), and/or forfeiture (47 U.S.C. § 503). Absent an extension of time, failure to respond to this audit letter by the above deadline is also punishable by sanctions in accordance with 47 C.F.R. § 76.77(f) and may result in a certification that the unit is not in compliance for 2013 with the Commission's EEO rules. Extensions of time must be requested in writing (or e-mail sent to [lewis.pulley@fcc.gov](mailto:lewis.pulley@fcc.gov)) and will be granted only upon a showing of extraordinary circumstances.

5. In accordance with 47 C.F.R. § 76.79, a copy of this letter and your response will be placed in the Commission's public file for the unit. Consequently, your response should not include personal data about individuals, such as social security numbers, home addresses, or other personally identifiable information. We do not require that units retain such information in their records, or that such information be provided in response to this audit letter. Should you have any questions, please contact the EEO Staff at (202) 418-1450. Thank you for your cooperation.

Sincerely,

Lewis C. Pulley  
Assistant Chief, Policy Division  
Media Bureau

Enclosure

Emp Unit ID #	MSO/Operator Name	County Location	State Location
2169	ARMSTRONG UTILITIES, INC.	CRAWFORD	PA
10588	ARMSTRONG UTILITIES, INC.	BUTLER	PA
11799	ATLANTIC BROADBAND (PENN) LLC..	BLAIR COUNTY	PA
2127	BLOCK COMMUNICATIONS	LUCAS	OH
12754	BRC DUNCANNON	PERRY	PA
7506	BRIGHT HOUSE NETWORKS, LLC	WAYNE COUNTY	MI
8795	BROADSTRIPE LLC	EATON COUNTY	MI
12775	BVU AUTHORITY	WASHINGTON	VA
659	CABLE ONE, INC.	GRENADA COUNTY	MS
5476	CABLE ONE, INC.	CASS COUNTY	ND
9913	CABLEVISION SYSTEMS CORP	MIDDLESEX	NJ
12381	CHARTER COMMUNICATIONS	SHASTA	CA
12392	CHARTER COMMUNICATIONS	GENESEE	MI
12403	CHARTER COMMUNICATIONS	STEARNS	MN
12412	CHARTER COMMUNICATIONS	BUNCOMBE	NC
12426	CHARTER COMMUNICATIONS	GREENVILLE COUNTY	SC
12437	CHARTER COMMUNICATIONS	MAURY	TN
12447	CHARTER COMMUNICATIONS	MARATHON	WI
12477	CHARTER COMMUNICATIONS	DENVER COUNTY	CO
12502	CHARTER COMMUNICATIONS	ST. TAMMANY PARISH	LA
12607	CHARTER COMMUNICATIONS	WASHOE COUNTY	NV
12621	CHARTER COMMUNICATIONS	UNION	OR
12635	CHARTER COMMUNICATIONS	BLOUNT	TN
12649	CHARTER COMMUNICATIONS	WILSON	TN
12663	CHARTER COMMUNICATIONS	ELLIS	TX
12682	CHARTER COMMUNICATIONS	FOND DU LAC	WI
1568	CITY OF WILSON DBA GREENLIGHT	WILSON	NC
11683	COMCAST CABLE COMMUNICATION	WASHINGTON	OR
726	COMCAST CABLE COMMUNICATIONS	BUCKS	PA
11525	COMCAST CABLE COMMUNICATIONS	PHILADELPHIA	PA
11653	COMCAST CABLE COMMUNICATIONS	SALT LAKE	UT
11892	COMCAST CABLE COMMUNICATIONS	MIDDLESEX	MA
12152	COMCAST CABLE COMMUNICATIONS	BALTIMORE	MD
12777	COMCAST CABLE COMMUNICATIONS	BROWARD	FL
12808	COMCAST CABLE COMMUNICATIONS	HILLSBOROUGH	NH
990418	COMCAST CABLE COMMUNICATIONS	CHESTER	PA
8364	COMCAST CABLE COMMUNICATIONS, LLC	BALTIMORE	MD
11537	COMCAST CABLE COMMUNICATIONS, LLC	ALAMEDA	CA
11546	COMCAST CABLE COMMUNICATIONS, LLC	COOK	IL
11593	COMCAST CABLE COMMUNICATIONS, LLC	LAKE	IN
11666	COMCAST CABLE COMMUNICATIONS, LLC	SNOHOMISH	WA
11915	COMCAST CABLE COMMUNICATIONS, LLC	FRESNO	CA

1352	COX COMMUNICATIONS	BIBB COUNTY	GA
7299	COX COMMUNICATIONS	FAIRFAX COUNTY	VA
10881	COX COMMUNICATIONS	TULSA COUNTY	OK
12041	EAGLE COMMUNICATIONS, INC.	DICKINSON COUNTY	KS
52684	FIDELITY CABLEVISION, INC.	FRANKLIN COUNTY	MO
5271	GANS MULTIMEDIA PARTNERSHIP	COLUMBIA	PA
12830	GOOGLE FIBER, INC.	UTAH COUNTY	UT
990460	GOOGLE FIBER, INC.	SANTA CLARA COUNTY	CA
12295	GRANDE COMMUNICATIONS NETWORKS LLC	MIDLAND	TX
12249	GREENE COUNTY PARTNERS, INC.	CASS COUNTY	IL
1575	LAWTON, OK	COMANCHE COUNTY	OK
11443	MEDIACOM COMMUNICATIONS CORPORATION	MARSHALL	IA
825	MERTOCAST COMMUNICATIONS	BENNETTSVILLE	SC
11868	METROCAST CABLEVISION OF NH LLC	BELKNAP	NH
12015	RITTER COMMUNICATIONS HOLDINGS	MARKED TREE	AR
12829	VYVE BROADBAND A, LLC	COMANCHE COUNTY	OK
738163	WEHCO VIDEO, IN.C	ST. FRANCIS	AR
193079	WEHCO VIDEO, INC.	GREGG	TX

Google Fiber Inc.  
1600 Amphitheatre Parkway  
Mountain View, CA 94043

Google fiber

Tel: 650.623.4000  
Fax: 650.618.1806  
[www.google.com/fiber](http://www.google.com/fiber)

November 20, 2015

***Via [Method]***

EEO Staff  
Policy Division  
Media Bureau  
Federal Communications Commission  
445 12th Street, S.W.  
Washington, DC 20554

**Re: Audit Data Requested: Google Fiber Utah, LLC**

Dear EEO Staff:

Google Fiber Utah, LLC responds to the FCC's Equal Employment Opportunity (EEO) audit letter dated October 9, 2015. Should you have any questions concerning this submission, please do not hesitate to contact me.

Sincerely,



Marton Sziraczki  
Compliance Manager  
Email: [marton@google.com](mailto:marton@google.com)  
Tel: (650) 564 2104



## GOOGLE FIBER UTAH, LLC RESPONSES

(a) The employment unit's most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit's public file by October 1, 2015. If the unit has a website, provide its web address. If the unit's most recent (2015) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 76.1702(b).

### Response

Google Fiber Utah, LLC ("Google Fiber Utah") does not have its own website. Information concerning all of Google Fiber Inc.'s ("Google Fiber") subsidiaries and employment units, including Google Fiber Utah, is included on a corporate website at: <https://fiber.google.com/about/jobs/eo/>. This website contains links pertaining to Google Fiber Utah's employment unit and its regulatory filings. Google Fiber Utah's EEO filing submitted to the FCC on September 30, 2015 is available at: <https://fiber.storage.googleapis.com/legal/2015/google-fiber-utah-llc-fcc-form-396-c.pdf>.

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

### Response

Full-time job vacancies for Google Fiber were promoted through outreach activities including: job fairs; non-profit events focused on diversity (e.g., Anita Borg events); an "Evening with Fiber" networking event aimed at veterans; Digital Inclusion Fellowships; postings on internal and external job boards; searches for qualified candidates on LinkedIn; receiving and reviewing internal and external candidate referrals; sourcing jams; and on-campus University and MBA recruiting. Information related to announcements of full-time positions is available in Attachment 1: [Google Fiber Utah, LLC Roles Announced - Year Ended September 30, 2015](#).

To date, no organization has requested notification of Google Fiber Utah's job openings.

Information about the date on which positions were filled and the recruitment source that referred the hiree is available in Attachment 2: [Google Fiber Utah, LLC Date Positions Filled and Recruitment Source - Year Ended September 30, 2015](#).

(c) In accordance with 47 C.F.R. § 76.75(c)(5), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the above-noted EEO program information.

### Response

The total number of interviewees for each vacancy and the referral source for each interviewee are included in Attachment 3: [Google Fiber Utah, LLC Job Title and # Interviews for Vacancies - Year Ended September 30, 2015](#).

**(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing training for staff. Specify the unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two initiatives within a 12-month period, pursuant to 47 C.F.R. § 76.75(b)(2).**

Response

A list of recruitment initiatives is included in Attachment 4: [Google Fiber Utah, LLC Outreach Activities - Year ended September 30, 2015](#).

Ten people worked in the Google Fiber Utah employment unit on a full-time basis during the reporting period. Please note that Google Inc. is the employer of record of all full-time employees working in the employment unit.

Provo, Utah is part of the Salt Lake City designated market area, the population of which exceeds 250,000 people. Based upon these factors, the unit must perform two recruitment initiatives within a 12-month period. Please refer to Attachment 4 for a list of the Google Fiber Utah employment unit's outreach activities.

**(e) Disclose any pending or resolved complaints involving the unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date of the complaint's filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.**

Response

No relevant complaints have been made against the Google Fiber Utah employment unit.

**(f) In accordance with 47 C.F.R. § 76.75(f), describe the unit's efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.**

Response

The employment unit's recruitment program is run by its ultimate parent company, Google Inc. Recruiting statistics are run on a regular basis to analyze different demographics going through the recruiting process. The statistics are monitored for trends and reviewed with leadership.

All job announcements are reviewed by a central Job Analysis Team to review job descriptions to ensure



that objective minimum and preferred qualification criteria have been documented, which helps ensure more objective and nondiscriminatory selection of candidates.

At the end of each performance cycle, promotion statistics are analyzed on a department-by-department basis by Google's Human Resources Department and senior management to ensure continued evaluation of performance, outliers, etc.

**(g) In accordance with 47 C.F.R. § 76.75(g), describe the unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has one or more union agreements, describe how the unit cooperates with each union to ensure EEO policies are followed for the unit's union-member employees and job applicants. Address any problems found as a result of this 47 C.F.R. § 76.75(g) analysis and how the unit has resolved them.**

Response

Google ensures nondiscrimination in promotion within the employment unit through the following practices:

- Annually, in September and October, the company undertakes its annual performance review cycle, which is known as "Perf." Human Resources representatives for each department are involved in final calibration of performance ratings and promotion recommendations. This process helps to ensure that promotions are being undertaken in a nondiscriminatory fashion. Promotion decisions are not made by any single individual but by a committee to ensure fair and transparent processes.
- All managers are provided with various resources regarding the promotion process, objective factors against which to evaluate all employees, and literature reiterating the need for unbiased decision-making in the process.
- At the conclusion of each performance cycle, promotion statistics are analyzed on a per department basis by HR and senior management in order to evaluate performance, outliers, etc.

Google supports positive application and enforcement of equal employment opportunity policies. Personnel playing key roles in this process include:

- The Employment Legal Team sets employment policies for the company and assists with ensuring that policies are followed in interactions with employees and candidates.
- HR Business Partners serve as liaisons between HR and other parts of the business. HR Business Partners facilitate all "people programs" within HR, including compensation, performance reviews, promotions, talent review, learning, and development.
- The Staffing Team is responsible for employment unit recruitment, sourcing, interviews, and collecting feedback.
- Google Fiber management partners directly with HR and other teams referenced above to ensure that the organization is hiring and promoting individuals in alignment with business needs and to ensure the business is expanding in a manner that is consistent with HR practices. Management also is directly involved in performance reviews, compensation planning, interviews, etc.
- The Diversity Team is responsible for fostering an environment at Google that embraces and celebrates diversity, working to ensure that every candidate and employee has equal opportunity. The team provides training for staffing and senior business teams motivated toward eliminating

unconscious bias from the hiring process. In keeping with Google's performance management policies and processes, leaders and people managers are reviewed semi-annually by their leadership team, just as other employees are. In addition, managers are assessed based on their management performance by company-wide employee satisfaction and upward feedback surveys.

**Certification**

I hereby certify that I am the duly authorized agent of the owner of the unit Google Fiber Utah, LLC and certify the accuracy and completeness of the response attached.

Handwritten signature:  \_\_\_\_\_

Printed name: Dennis Kish

Title: Manager, Google Fiber Utah, LLC

Date: November 20, 2015 \_\_\_\_\_

## **Attachment 1: Google Fiber Utah, LLC Roles Announced - Year Ended September 30, 2015.**

### **Field Sales and Marketing Manager, Google Fiber - Provo [Job created: 2/19/15; Job not posted internally or externally]**

#### **External Posting Title:**

Field Sales and Marketing Manager, Google Fiber - Provo

#### **Company overview:**

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards. <br><br>Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit [www.google.com/careers](http://www.google.com/careers).

#### **The area: Google Access**

At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

#### **The role: Field Sales and Marketing Manager, Google Fiber - Provo**

Reach for new revenue-generating heights as a Sales Googler. Businesses that partner with Google come in all shapes, sizes and market caps, and no one Google advertising solution works for all. Your knowledge of online media combined with your communication skills and analytical abilities shapes how new and existing business grow. You leverage your entrepreneurial drive to target, educate and persuade new customers to embrace Google's latest advertising products and technologies. Using your influencing and relationship-building skills, you provide Google-caliber client service, research and market analysis. You anticipate how decisions are made, understand the details of individual campaigns and persistently explore and uncover the business needs of your key clients. Working with them, you set the vision and the strategy for how their advertising can reach thousands of users.

#### **Additional Role Description:**

Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds to the home. In April 2013, we announced our expansion of Google Fiber to the city of Provo, and soon we will begin in-home installs of our ultra-high speed network. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web!

As a Field Sales and Marketing Manager, you are a fully dedicated business leader. You will engage with local residents to connect both large-scale and hyperlocal advertising, sales, and field marketing efforts to market Google Fiber to customers. You will also work cross-functionally with other Google Fiber departments to help bring the brand vision to life across all customer touchpoints.

#### **Responsibilities:**

- Oversee field sales and marketing strategy including execution and budget
- Manage and report field sales and marketing metrics and coordinate the strategy and locations for mobile units
- Conduct presentations about Google Fiber and serve as a local media spokesperson
- Train and supervise a local contractor staff, including scheduling and payroll and manage the local vendor relationships



## **Attachment 1: Google Fiber Utah, LLC Roles Announced - Year Ended September 30, 2015.**

- Develop and build relationships with local organizations and community advocates and serve as a liaison for Google Fiber teams in Mountain View, New York, Kansas City, Austin and Provo

### **Minimum qualifications:**

- BA/BS degree (In lieu of degree, 4 years relevant work experience)
- Previous experience managing a hybrid team
- 5 years of related work experience in sales and field marketing

### **Preferred qualifications:**

- Experience working in an agency environment and managing multiple clients and projects
- Knowledge and understanding of technology and Google products as well as Adobe Suite & Final Cut Pro experience

## **Outside Plant (OSP) Project Manager, Google Fiber, Salt Lake City**

**[Job posted internally: 7/28/14; Job posted on Google site: 7/31/14; Job removed: 7/22/15]**

### **External Posting Title:**

Outside Plant (OSP) Project Manager, Google Fiber - Salt Lake City

### **Company overview:**

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards. <br><br>Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit [www.google.com/careers](http://www.google.com/careers).

### **The area: Access - Fiber**

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

### **The role: Outside Plant (OSP) Project Manager, Google Fiber - Salt Lake City**

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multi-disciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

### **Additional Role Description:**

*No additional job description for this language.*

### **Responsibilities:**

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities, and utility representatives.

## **Attachment 1: Google Fiber Utah, LLC Roles Announced - Year Ended September 30, 2015.**

- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of EPC vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

### **Minimum qualifications:**

- BA/BS degree or equivalent practical experience.
- 10 years of experience managing large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams with profit and loss responsibility.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and experience in negotiating with contractors and vendors.
- Management experience in driving contractor performance.

### **Preferred qualifications:**

- BS degree in Construction Management or an engineering field.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
- Experience with Primavera project management system
- Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.

## **ISP Field Operations Manager, Google Fiber - Salt Lake City**

**[Job posted internally: 8/18/14; Job posted on Google site: 8/21/14; Job posted on Monster.com: 3/11/15; Job removed: 4/8/15]**

### **External Posting Title:**

ISP Field Operations Manager, Google Fiber - Salt Lake City

### **Company overview:**

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards. <br><br>Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit [www.google.com/careers](http://www.google.com/careers).

### **The area: Technical Infrastructure**

Behind everything our users see online is the architecture built by the Technical Infrastructure team to keep it running. From developing and maintaining our data centers to building the next generation of Google platforms, we make Google's product portfolio possible. We're proud to be our engineers' engineers and love voiding warranties by taking things apart so we can rebuild them. We're always on call to keep our networks up and running, ensuring our users have the best and fastest experience possible.

### **The role: ISP Field Operations Manager, Google Fiber - Salt Lake City**

## **Attachment 1: Google Fiber Utah, LLC Roles Announced - Year Ended September 30, 2015.**

Google works with thousands of strategic partners across the globe every day. The Global Infrastructure Commercial Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's data center and network operations and our global partners. As a member of the team, you proactively review existing and new contracts, permits, terms and obligations and collaborate with teams across the company to execute new deals and to refine and maintain contractual data. You coordinate with facilities, network operations, global negotiators, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. As Google continues to innovate and grow, you also work on special compliance projects with municipalities, government entities, mergers and acquisitions. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

### **Additional Role Description:**

Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband.

### **Responsibilities:**

- Manage the MDU Field Manager Teams to excel in the deployment of Google Fiber's MDU, Small and Medium Businesses (SMB), and Community Connection construction across multiple markets.
- Manage program budgets, scheduling, planning and contractor resource assignments to ensure timelines and costs are met across multiple markets.
- Establish scalable tracking systems across markets that monitor contractor performance including quality control, appropriate forecasting of building resources, billing against budget, and contract.
- Work with and communicate progress to internal stakeholders and ensure that projects are scoped properly and handed off seamlessly for network deployment. Including Google Fiber OSP/Sales/Business Strategy and Operations teams in coordinating all project activities, admin requirements, financial reporting, invoice approval, and material handling.
- Work with product suppliers and the Google Fiber supply chain to ensure material quantities are met and ensure everything meets Google Fiber design specifications.

### **Minimum qualifications:**

- BA/BS degree or equivalent practical experience
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with MDU infrastructure
- 10 years of Program Management experience in the Telecommunications Industry
- Experience with creating scalable business tools and tracking systems, with Program Management with an emphasis on Multi-Dwelling or Commercial projects, and in managing programs across multiple markets with experience in quality assurance, schedule commitments, reporting, and troubleshooting.

### **Preferred qualifications:**

- Contract and Program Management experience.
- Experience interpreting fiber test results and auditing projects for compliance with scopes of work. A deep understanding of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge/experience with project management tools. Knowledge of FTTH Infrastructure, MDU design, materials. An industry insider.
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills. Ability to conceive of and accept responsibility for projects and see them through to completion, must be able to work as individual contributor and to contribute as part of a larger team.
- Flexible and able to think quickly

**Attachment # 2: Google Fiber Utah, LLC Date Positions Filled and Recruitment Source - Year Ended September 30, 2015.**

**Google Fiber Utah, LLC**

**Recruitment Data - Year ended September 20, 2015**

<b>Offer Accepted Date</b>	<b>Job Title</b>	<b>Recruitment Source</b>
11/18/2014	Internal geo transfer - other US	Google Internal Hiring
3/7/2015	Field Sales and Marketing Manager, Google Fiber - Provo	Google Internal Hiring
5/28/2015	ISP Field Operations Manager, Google Fiber - Salt Lake City	LinkedIn



Attachment # 3: Google Fiber Utah, LLC Job Title and # Interviews for Vacancies - Year Ended September 30, 2015

Google Fiber Utah, LLC

Recruitment Data - Year ended September 30, 2015

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
<b>Field Sales and Marketing Manager, Google Fiber - Provo</b>		<b>1</b>	<b>1</b>	<b>1</b>
	Employee / alumni referrals	1	1	1
<b>ISP Field Operations Manager, Google Fiber - Provo</b>		<b>32</b>	<b>5</b>	<b>2</b>
	Employee / alumni referrals	5	1	0
	glassdoor.com	1	0	0
	Google Jobs Site	20	2	2
	indeed.com	1	1	0
	LinkedIn	5	1	0
<b>SMB Field Construction Manager, Google Fiber - Provo</b>		<b>39</b>	<b>5</b>	<b>1</b>
	Employee / alumni referrals	2	2	0
	Google Jobs Site	30	2	0
	indeed.com	2	0	0
	LinkedIn	5	1	1
<b>SMB Field Design Manager, Google Fiber - Provo</b>		<b>11</b>	<b>2</b>	<b>1</b>
	Employee / alumni referrals	3	2	1
	Google Jobs Site	6	0	0
	LinkedIn	2	0	0
<b>Grand Total</b>		<b>83</b>	<b>13</b>	<b>5</b>

**Attachment # 4: Google Fiber Utah, LLC Outreach Activities - Year ended September 30, 2015**

**Google Fiber Utah, LLC**

**Outreach Activities - October 1, 2014 - September 30, 2015**

Type of Event	Date	Description
Grace Hopper Conference	October 2014	Participant in the Grace Hopper Conference, a Celebration of Women in Computing. The conference is the world's largest gathering of women technologists. It is produced by the Anita Borg Institute and presented in partnership with Association for Computing Machinery (ACM). Google Fiber job descriptions and promotional materials were distributed at the conference.
Evening with Fiber	February 2015	Google Fiber held a recruiting event, including a formal program and networking reception, for national roles targeted at veterans for 165 guests on February 9, 2015 in downtown Austin, Texas. Participation in Ft. Hood military recruiting event occurred as a sourcing exercise ahead of the Fiber evening. As a result of this event, 725 leads were generated.
Service Academy Career Conference	March 2015 May 2015	Sponsor and participant at Service Academy Career Conference (SACC), a conference that allows active military servicemen/women and veterans to interface with a large number of companies and universities. Google participated in the SACC career fair and hosted invite-only receptions for strong candidates. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the conference.
On-campus MBA events	September 2014 - November 2014	Google conducted an outreach event at 19 unique MBA programs across North America. Outreach activities included, but were not limited to, managing information sessions, technical talks, participating in career fairs, engaging in on-campus interviews, and conducting special workshops. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the events.
Google Fiber Sourcing Jam	Once per quarter	Google Fiber selected top internal performers to vet resumes from Google's LinkedIn Recruiter account. Those individuals short-listed potential candidates for recruiter outreach.
OSP EXPO	September 2015	Participant in the OSP EXPO, a trade show promoting solutions, products, and technologies for today's rapid wireless and wireline network evolution. OSP EXPO brought OSP professionals from incumbent local exchange carriers, competitive local exchange carriers, and independent operating companies together to learn, network, and purchase products that solve their network challenges. Job descriptions on paper flyers and promotional materials were distributed at the conference.
Job Fairs - Internal	June/November Annually	Internal job fair that happens twice a year to recruit existing Googlers for new positions. Googlers are directed to an internal job posting site to see job descriptions.
Door-to-Door Employee Referrals	Ongoing	Internal recruiter-driven employee referral program.
Job Fairs - External	Ongoing	University job fairs for undergrad/graduate-level recruiting. Paper flyers and promotional materials are given out, which contain the URLs for the external job postings.
Internal and External Job Postings	Ongoing	Internal --> all posted on a Google internal job posting site External --> all posted on google.com/careers External --> Third party sites rely on google.com/careers to promote our openings, including, but not limited to: linkedin.com, indeed.com, simplyhired.com
Unconscious Bias Training	Various sessions throughout year	Training offered to all Google employees and encouraged for all new Google employees within their first 90 days of joining the company. The training introduces participants to the science of unconscious thought processes, and how our minds -- without our knowledge -- may influence workplace perceptions and interactions. The training largely focuses on stereotyping, presenting both internal case studies and academic research showing how stereotypes can play out in a company.
Create Your World (STEM)	Various sessions throughout year	A Google Fiber-developed interactive experience for students, Create Your World inspires students with the power of code and the Internet. It aims to do this by helping them understand how code and technology are connected to topics that already interest them: music, animation, and activism.
Digital Inclusion Fellowships	May 2015-ongoing	More than 80% of jobs require an online application. Yet more than 60 million Americans aren't online. With support from Google Fiber, the Nonprofit Technology Network (NTEN), has recruited, trained, and placed 16 fellows in nonprofit organizations in eight cities. The Fellows build new programs designed to help job-seekers and students get online.