

FCC 396-C

**Multi-Channel Video Program Distributor EEO Program
Annual Report**

FOR COMMISSION USE ONLY
FILE NO.

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-
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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) 10/01/2016 - 9/30/2017

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

SECTION II COMMUNITY INFORMATION

System Communities Comprising Local Employment Unit

Ident No.	Name of Community	Location (State)	Type
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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. [Exhibit 1]

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
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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]

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 - GOOGLE FIBER TEXAS, LLC
Date 10/13/17	Name of Respondent FLEUR KNOWSLEY
Telephone No. (include area code) 6502530000	

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).

FORM FCC 396-C - SUPPLEMENTAL INVESTIGATION SHEET

Part I Employee Job Descriptions

Give brief job descriptions for employees in the job categories specified below. The number specified in the box indicates the number of different job descriptions that are to be submitted for each category. Job descriptions should include the position title and a brief description of the major duties and responsibilities of the individual(s) in the position.

1. Officials and Managers

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[Exhibit 4]

2. Professionals		[Exhibit 5]
3. Technicians		[Exhibit 6]
4. Sales Workers	1	[Exhibit 7]
5. Office and Clerical		[Exhibit 8]
6. Craft Workers (skilled)		[Exhibit 9]
7. Operatives (semi-skilled)		[Exhibit 10]
8. Laborers (unskilled)		[Exhibit 11]
9. Service Workers		[Exhibit 12]

Part II Inquiries Concerning EEO Program and Practices

Submit responses to the inquiries indicated by a "check" Responses should be brief, but must provide sufficient information to describe the employment unit's activity and efforts in the area of inquiry.

- 1. Describe the employment unit's efforts to comply with the outreach provisions of 47 C.F.R. Section 76.75(b). [Exhibit 13]
- 2. Describe the employment unit's efforts to disseminate widely its equal employment opportunity program to job applicants, employees, and those with whom it regularly does business. [Exhibit 14]
- 3. Name the organizations, media, educational institutions, and other recruitment sources used to attract applicants whenever job vacancies become available. [Exhibit 15]
- 4. Explain the employment unit's efforts to promote in a nondiscriminatory manner to positions of greater responsibility. [Exhibit 16]
- 5. Describe the employment unit's efforts to encourage entrepreneurs to conduct business in a nondiscriminatory manner with all parts of its operation and provide an analysis of the results of those efforts. [Exhibit 17]
- 6. Report the findings of the employment unit's analysis of its efforts to recruit, hire and promote in a nondiscriminatory manner and explain any difficulties encountered in implementing its EEO program. [Exhibit 18]
- 7. Describe the responsibility of each level of the employment unit's management with respect to application and enforcement of its EEO policy and explain the procedure for review and control of managerial and supervisory performance. [Exhibit 19]
- 8. Describe the manner in which the employment unit conducts its continuing review of job structure and employment practices. [Exhibit 20]
- 9. Other Inquiries: [Exhibit 21]

Part III EEO Public File Report

Attach a copy of the EEO public file report from the previous year. Cable entities are required to place annually such information as is required by 47 C.F.R. Section 76.1702 in their public files. [Exhibit 22]

EMP UNIT ID: 12849	MSO NAME: GOOGLE FIBER INC.
	OPR NAME: GOOGLE FIBER TEXAS, LLC

Approved by OMB
3060-1033

Exhibits

Exhibit 3

Description: EXPLANATION OF EXHIBITS

GOOGLE FIBER INC. (GOOGLE FIBER) OFFERS BROADBAND INTERNET AND MULTICHANNEL VIDEO SERVICE THROUGH STATE-LEVEL SUBSIDIARIES IN CALIFORNIA, KANSAS, MISSOURI, UTAH, TEXAS, GEORGIA, TENNESSEE, NORTH CAROLINA, AND ALABAMA, AND ALSO OPERATES A TESTBED IN CALIFORNIA.

EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER'S EMPLOYMENT UNIT SERVING THE AUSTIN, TX AREA 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, FOR ITS EMPLOYMENT UNIT SERVING THE IRVINE, CA AREA, ITS SUBSIDIARY GOOGLE FIBER MISSOURI, LLC FOR EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER'S EMPLOYMENT UNIT SERVING THE KANSAS CITY AREA IN KS AND MO, ITS SUBSIDIARY GOOGLE FIBER UTAH, LLC FOR ITS EMPLOYMENT UNIT SERVING THE PROVO AND SALT LAKE CITY, UT AREAS, ITS SUBSIDIARY GOOGLE FIBER GEORGIA, LLC FOR ITS EMPLOYMENT UNIT SERVING THE ATLANTA, GA AREA, ITS SUBSIDIARY GOOGLE FIBER TENNESSEE, LLC FOR ITS EMPLOYMENT UNIT SERVING THE NASHVILLE, TN AREA, ITS SUBSIDIARY GOOGLE FIBER NORTH CAROLINA, LLC FOR ITS EMPLOYMENT UNIT SERVING THE DURHAM AND CHARLOTTE, NC AREAS, AND ITS SUBSIDIARY GOOGLE FIBER ALABAMA, LLC FOR ITS EMPLOYMENT UNIT SERVING THE HUNTSVILLE, AL AREA.

Attachment 3

Description
OUTREACH ACTIVITIES
RECRUITMENT SOURCE CONTACT INFORMATION
APPLICANT DATA

Exhibit 7

Description: JOB DESCRIPTION

Attachment 7

Description
Sales Workers Job Description

Exhibit 13

Description: EMPLOYMENT UNIT'S EFFORTS TO COMPLY WITH THE OUTREACH PROVISIONS

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 INSTITUTE EVENTS); DIGITAL INCLUSION FELLOWSHIPS; POSTINGS ON INTERNAL JOB BOARDS; POSTINGS ON EXTERNAL JOB BOARDS; SEARCHES FOR QUALIFIED CANDIDATES ON LINKEDIN; RECEIVING AND REVIEWING INTERNAL AND EXTERNAL CANDIDATE REFERRALS; AND ON-CAMPUS UNIVERSITY AND MBA RECRUITING. INFORMATION RELATED TO ANNOUNCEMENTS OF FULL-TIME POSITIONS IS AVAILABLE IN EXHIBIT 3: GOOGLE FIBER OUTREACH ACTIVITIES - YEAR ENDED SEPTEMBER 30, 2017.

Attachment 13

Description
OUTREACH ACTIVITIES

Exhibit 16

Description: EFFORTS TO PROMOTE IN A NONDISCRIMINATORY MANNER

THE EMPLOYMENT UNIT ENSURES NONDISCRIMINATION IN PROMOTION THROUGH THE FOLLOWING PRACTICES:

- IN BOTH MARCH AND SEPTEMBER OF EACH YEAR, THE ORGANIZATION UNDERGOES ITS BI-ANNUAL PERFORMANCE REVIEW CYCLE, DURING WHICH HR REPRESENTATIVES ARE INVOLVED IN CALIBRATION OF PERFORMANCE RATINGS AND PROMOTION RECOMMENDATIONS TO ENSURE THEY ARE BEING PERFORMED IN A NON-DISCRIMINATORY FASHION. EMPLOYEES ARE ABLE TO SELF-NOMINATE FOR PROMOTION, AS WELL AS BE NOMINATED BY THEIR MANAGER. NO DECISION ON PROMOTION IS MADE BY A SINGLE INDIVIDUAL BUT RATHER BY COMMITTEE TO ENSURE FAIR AND TRANSPARENT PROCESSES. BOTH POTENTIAL CANDIDATES AND EMPLOYEES ARE EVALUATED BY A CROSS-FUNCTIONAL TEAM OF PEERS WHOSE RECOMMENDATIONS ARE REVIEWED BY A HIRING OR PROMOTION COMMITTEE FOR A FINAL DECISION. THESE PROCEDURES HELP GOOGLE TO ENFORCE ITS POLICY OF EQUAL OPPORTUNITY.

- TO ASSIST IN THIS PROCESS, ALL MANAGERS ARE PROVIDED WITH RESOURCES AND TRAINING REGARDING THE PROMOTION PROCESS, NON-DISCRIMINATION, AND UNBIASED DECISION MAKING.

- AT THE END OF EACH PERFORMANCE CYCLE, PROMOTION STATISTICS ARE ANALYZED BY THE HR DEPARTMENT AND SENIOR MANAGEMENT TO ENSURE CONTINUED EVALUATION OF PROMOTION PROCESSES, PERFORMANCE, OUTLIERS, ETC.

Attachment 16

Exhibit 19

Description: RESPONSIBILITY OF EACH LEVEL OF THE EMPLOYMENT UNIT'S MANAGEMENT

- 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, STAFFING AND PROMOTING INDIVIDUALS IN ALIGNMENT WITH BUSINESS NEEDS AND CONSISTENT WITH HR POLICIES. MANAGEMENT ALSO IS DIRECTLY INVOLVED IN PERFORMANCE REVIEWS, COMPENSATION PLANNING, INTERVIEWS, ETC.

- THE HR AND 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 TO ELIMINATE UNCONSCIOUS BIAS FROM HIRING, PERFORMANCE MANAGEMENT, PROMOTION, AND COMPENSATION PROCESSES. IN KEEPING WITH GOOGLES PERFORMANCE MANAGEMENT POLICIES AND PROCESSES, LEADERS AND PEOPLE MANAGERS ARE REVIEWED BI-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.

Attachment 19

Exhibit 22

Description: INQUIRY CONCERNING PUBLIC FILE

EQUAL EMPLOYMENT OPPORTUNITY REPORTS FOR THE EMPLOYMENT UNIT ARE PLACED IN ITS PUBLIC FILE PROMPTLY AFTER FILING AND MADE AVAILABLE TO THE PUBLIC ON THE GOOGLE FIBER PUBLIC INSPECTION FILE WEBSITE, AVAILABLE AT [HTTPS://FIBER.GOOGLE.COM/LEGAL/PUBLICFILE/](https://fiber.google.com/legal/publicfile/). A COPY OF THE GOOGLE FIBER PUBLIC INSPECTION FILE WEBPAGE AND THE MOST RECENTLY UPDATED PORTION OF THE EMPLOYMENT UNITS PUBLIC FILE REPORT CONTAINING ITS EEO-RELATED FCC SUBMISSIONS FOR 2016 ARE ATTACHED FOR THE COMMISSIONS REFERENCE. THE INSTANT FILING OF 2017 DATA WILL BE ADDED TO THE GOOGLE FIBER PUBLIC INSPECTION FILE WEBSITE AS SOON AS POSSIBLE AFTER SUBMISSION TO THE FCC.

Attachment 22

Description
EEO 2016 396-C TX