

Federal Communications Commission Washington, D.C. 20554 <p style="text-align: center;">FCC 396-C</p>	OMB 3060-1033 September 2003	FOR FCC USE ONLY
<p>Multi-Channel Video Program Distributor EEO Program Annual Report</p> <p>Read INSTRUCTIONS Before Filling Out Form</p>		FOR COMMISSION USE ONLY FILE NO. - 20181009BOT

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:
GOOGLE FIBER INC.

MSO Name:
GOOGLE FIBER INC.

B. Employment Unit's Mailing Address
1600 AMPHITHEATRE PARKWAY

City MOUNTAIN VIEW	State CA	Zip Code 94043-
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FCC Registration Number:
0021105283

Emp. Unit ID # 990460

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
SANTA CLARA COUNTY, CA

D. Category of Respondent (check applicable box)

<input type="radio"/>	Fewer than six (6) full-time employees during the selected payroll period: Complete Sections I, II and V
<input checked="" type="radio"/>	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) 10/01/2017 - 9/30/2018

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 any [Exhibit 1] 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]

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 INC.
Date 10/9/2018	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	<input type="text"/>	[Exhibit 4]
2. Professionals	<input type="text"/>	[Exhibit 5]
3. Technicians	<input type="text"/>	[Exhibit 6]
4. Sales Workers	<input type="text"/>	[Exhibit 7]
5. Office and Clerical	<input type="text"/>	[Exhibit 8]
6. Craft Workers (skilled)	<input type="text" value="1"/>	[Exhibit 9]
7. Operatives (semi-skilled)	<input type="text"/>	[Exhibit 10]
8. Laborers (unskilled)	<input type="text"/>	[Exhibit 11]
9. Service Workers	<input type="text"/>	[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: 990460	MSO NAME: GOOGLE FIBER INC.
	OPR NAME: GOOGLE FIBER INC.

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.

GOOGLE FIBER IS SEPARATELY AND CONCURRENTLY FILING A FORM FCC 396-C ON BEHALF OF ITS SUBSIDIARY GOOGLE FIBER UTAH, LLC, FOR ITS EMPLOYMENT UNIT SERVING THE PROVO AND SALT LAKE CITY, UT AREAS, ITS SUBSIDIARY GOOGLE FIBER MISSOURI, LLC, FOR ITS EMPLOYMENT UNIT SERVING THE KANSAS CITY AREA IN KS AND MO, ITS SUBSIDIARY GOOGLE FIBER TEXAS, LLC FOR ITS EMPLOYMENT UNIT SERVING THE AUSTIN, TX AREA, 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. EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER CALIFORNIA, LLC FOR ITS EMPLOYMENT UNIT SERVING THE IRVINE, CA AREA, ARE ENCOMPASSED IN THIS REPORT.

Attachment 3

Description
Outreach Activities
Recruitment Source Contact Information
Applicant Data

Exhibit 9

Description: CRAFT WORKERS (SKILLED) JOB DESCRIPTION

GOOGLE FIBER INC. HAS NO JOB DESCRIPTIONS FOR CRAFT WORKERS (SKILLED).

Attachment 9

Exhibit 14

Description: EMPLOYMENT UNIT'S EFFORTS TO DISSEMINATE EEO PROGRAM

THE EMPLOYMENT UNIT, GOOGLE FIBER CALIFORNIA LLC, IS A WHOLLY-OWNED SUBSIDIARY OF GOOGLE FIBER INC. WHICH IS A WHOLLY-OWNED SUBSIDIARY OF GOOGLE LLC (GOOGLE), AND PARTICIPATES IN GOOGLES EQUAL EMPLOYMENT OPPORTUNITY PROGRAM. GOOGLE IS COMMITTED TO PROMOTING DIVERSITY WITHIN EVERY PART OF ITS BUSINESS, FROM ITS WORKFORCE, TO PARTNERSHIPS, TO THE PRODUCTS IT BUILDS. MAKING GOOGLE AND THE WEB A MORE INCLUSIVE PLACE IS CRITICAL TO GOOGLES LONG-TERM SUCCESS AS A RESPONSIBLE COMPANY WITHIN THE GLOBAL MARKETPLACE. GOOGLE HAS MADE STRONG EFFORTS TO DISSEMINATE ITS EQUAL EMPLOYMENT OPPORTUNITY PROGRAM TO JOB APPLICANTS, EMPLOYEES AND THOSE WITH WHOM GOOGLE DOES BUSINESS.

COMMITMENTS TO JOB APPLICANTS:

GOOGLE WANTS TO ENSURE EACH APPLICANT UNDERSTANDS ITS COMMITMENT TO EQUALITY, SO GOOGLES EEO POLICY IS INCORPORATED INTO EVERY U.S. JOB DESCRIPTION ON THE GOOGLE CAREERS SITE (GOOGLE.COM/CAREERS):

AT GOOGLE, WE DONT JUST ACCEPT DIFFERENCE-- WE CELEBRATE IT, WE SUPPORT IT AND WE THRIVE ON IT FOR THE BENEFIT OF OUR EMPLOYEES, OUR PRODUCTS AND OUR COMMUNITY. GOOGLE IS PROUD TO BE AN EQUAL OPPORTUNITY WORKPLACE AND IS AN AFFIRMATIVE ACTION EMPLOYER. WE ARE COMMITTED TO EQUAL EMPLOYMENT OPPORTUNITY REGARDLESS OF RACE, COLOR, ANCESTRY, RELIGION, SEX,

NATIONAL ORIGIN, SEXUAL ORIENTATION, AGE, CITIZENSHIP, MARITAL STATUS, DISABILITY, GENDER IDENTITY OR VETERAN STATUS.

GOOGLE ALSO REINFORCES THIS MESSAGE IN ITS EMAIL THANKING APPLICANTS FOR APPLYING TO POSITIONS AT GOOGLE, AND IN ITS VOLUNTARY SELF-IDENTIFICATION FORM.

COMMITMENTS TO EMPLOYEES:

GOOGLES COMMITMENT TO DIVERSITY EXTENDS TO ITS WORKPLACE AND ITS EMPLOYEES (KNOWN INTERNALLY AS GOOGLERS). ALL GOOGLERS ARE EDUCATED ON AND EXPECTED TO ADHERE TO GOOGLES CODE OF CONDUCT, WHICH INCLUDES REFERENCE TO GOOGLES EQUAL OPPORTUNITY EMPLOYMENT POLICY:

EMPLOYMENT HERE IS BASED SOLELY UPON INDIVIDUAL MERIT AND QUALIFICATIONS DIRECTLY RELATED TO PROFESSIONAL COMPETENCE. WE STRICTLY PROHIBIT UNLAWFUL DISCRIMINATION OR HARASSMENT OF ANY KIND, INCLUDING DISCRIMINATION OR HARASSMENT ON THE BASIS OF RACE, COLOR, RELIGION, VETERAN STATUS, NATIONAL ORIGIN, ANCESTRY, PREGNANCY STATUS, SEX, GENDER IDENTITY OR EXPRESSION, AGE, MARITAL STATUS, MENTAL OR PHYSICAL DISABILITY, MEDICAL CONDITION, SEXUAL ORIENTATION OR ANY OTHER CHARACTERISTICS PROTECTED BY LAW. WE ALSO MAKE ALL REASONABLE ACCOMMODATIONS TO MEET OUR OBLIGATIONS UNDER LAWS PROTECTING THE RIGHTS OF THE DISABLED.

IN ADDITION, GOOGLE UTILIZES LARGE COMPANY FORUMS, LIKE COMPANY MEETINGS (KNOWN AS TGIF) AND INTERNAL NEWS STORIES TO DRIVE ONGOING GOOGLER AWARENESS ABOUT ITS COMMITMENTS TO DIVERSITY AT GOOGLE, AND IN THE BROADER TECHNOLOGY INDUSTRY. THESE FORUMS ALSO PROVIDE GOOGLERS WITH OPPORTUNITIES TO SHARE THEIR EXPERIENCES, QUESTIONS, AND IDEAS IN OFFICES ACROSS THE GLOBE.

COMMITMENTS TO SUPPLIERS:

ON AN ANNUAL BASIS, GOOGLE NOTIFIES ITS U.S. SUBCONTRACTORS AND VENDORS THAT IT IS AN EQUAL EMPLOYMENT OPPORTUNITY EMPLOYER, AND THAT IT TAKES AFFIRMATIVE STEPS TO EMPLOY AND ADVANCE QUALIFIED PROTECTED VETERANS AND QUALIFIED INDIVIDUALS WITH DISABILITIES.

IN ADDITION, IN 2014, GOOGLE LAUNCHED A SMALL BUSINESS SUPPLIER DIVERSITY PROGRAM WHICH IS DESIGNED TO CONNECT MORE MINORITY-, WOMEN-, VETERAN- AND LGBT-OWNED SMALL BUSINESSES TO OPPORTUNITIES WITHIN GOOGLE, WHILE HELPING THEM GROW ON THE WEB.

Attachment 14

Exhibit 15

Description: RECRUITMENT SOURCES

Attachment 15

Description
Recruitment Sources

Exhibit 18

Description: EFFORTS TO RECRUIT, HIRE, PROMOTE IN NON-DISCRIMINATORY MANNER

GOOGLE IS COMMITTED TO REGULARLY MONITORING ITS PEOPLE PROCESSES TO ENSURE THEY ARE FAIR AND EQUITABLE. THIS INCLUDES REGULAR REVIEW OF HIRING, PERFORMANCE, AND COMPENSATION DECISIONS BY FUNCTION AND DEMOGRAPHIC GROUP. THESE ANALYSES, ALONG WITH GOOGLE'S STRATEGIC DIVERSITY INITIATIVES, ARE SHARED WITH GOOGLE FIBER'S CEO AND GOOGLE'S EXECUTIVE DIVERSITY COUNCIL, WHICH IS COMPRISED OF SOME OF GOOGLE LLC'S MOST SENIOR EXECUTIVES.

IN ADDITION, EACH FUNCTIONAL BUSINESS LEADER AT GOOGLE LLC IS HELD ACCOUNTABLE FOR ENSURING THAT THEIR WORKFORCE IS BOTH DIVERSE AND INCLUSIVE. ON A BI-ANNUAL BASIS, GOOGLE FIBER'S CEO RECEIVES DIVERSITY DATA, WHICH INCLUDES ONGOING PROGRESS ON KEY DIMENSIONS OF DIVERSITY, INCLUDING WORKFORCE REPRESENTATION, HIRING, ADVANCEMENT AND RETENTION.

GOOGLE BELIEVES THAT EMPLOYEES AT ALL LEVELS OF THE ORGANIZATION HAVE A RESPONSIBILITY TO PROMOTE A DIVERSE AND INCLUSIVE WORKPLACE. AS A RESULT, GOOGLE HAS BEEN TRANSPARENT, BOTH INTERNALLY AND EXTERNALLY, IN SHARING ITS WORKFORCE REPRESENTATION BY GENDER AND ETHNICITY. GOOGLE CONTINUES TO INVEST IN EFFORTS TO EXPAND THE PIPELINE OF CANDIDATES FROM UNDERREPRESENTED BACKGROUNDS FOR OPPORTUNITIES IN THE TECHNOLOGY INDUSTRY, AND HAS INVESTED SIGNIFICANTLY IN RAISING AWARENESS ABOUT UNCONSCIOUS BIAS AND INFUSING DIVERSITY INTO ITS PEOPLE PROCESSES. ALL OF THESE INITIATIVES ARE INTENDED TO ENSURE EQUAL OPPORTUNITY AT GOOGLE, AND IN ITS INDUSTRIES.

Attachment 18

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 2017 ARE ATTACHED FOR THE COMMISSION'S REFERENCE. THE INSTANT FILING OF 2018 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 2017 396-C CA
