

Federal Communications Commission Washington, D.C. 20554	OMB 3060-1033 September 2003	FOR FCC USE ONLY
FCC 396-C		
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. - 20190930ADZ
Read INSTRUCTIONS Before Filling Out Form		

SECTION I IDENTIFYING INFORMATION

A. Name of Operator:

GOOGLE FIBER TENNESSEE, LLC

MSO Name:

GOOGLE FIBER INC.

B. Employment Unit's Mailing Address

1600 AMPHITHEATRE PARKWAY C/O MAURA O'SULLIVAN

City

MOUNTAIN VIEW

State

CA

Zip Code

94043-

FCC Registration Number:

0025465451

Emp. Unit ID # 12868

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

DAVIDSON COUNTY, TN

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) 10/1/2018-9/30/2019

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 TENNESSEE, LLC
Date 9/30/2019	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).

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, AND TEXAS, GEORGIA, TENNESSEE, NORTH CAROLINA, AND ALABAMA, AND ALSO OPERATES A TESTBED IN CALIFORNIA.

EMPLOYMENT ACTIVITIES FOR GOOGLE FIBER'S EMPLOYMENT UNIT SERVING THE NASHVILLE, TN 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 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 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
Exhibit 3 Google Fiber Recruitment Source Contact Information - Year Ended September 20, 2019
Exhibit 3 Google Fiber Outreach Activities - Year Ended September 30, 2019
Exhibit 3 Google Fiber Applicant Data
