

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
Multi-Channel Video Program Distributor EEO Program Annual Report		FOR COMMISSION USE ONLY FILE NO. - 20130930AXW
Read INSTRUCTIONS Before Filling Out Form		

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
C/O PAIGE SAWYER

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, 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) 10/01/2012 - 09/30/2013

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 [Exhibit 1] 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?	<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
Date 9/30/2013	Name of Respondent MILO MEDIN
Telephone No. (include area code) 6502535572	

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		[Exhibit 4]
2. Professionals		[Exhibit 5]
3. Technicians	1	[Exhibit 6]
4. Sales Workers		[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: 990460	MSO NAME: GOOGLE FIBER, INC.
	OPR NAME: GOOGLE FIBER INC.

Exhibits

Exhibit 3

Description: EMPLOYMENT UNIT CLARIFICATION

GOOGLE FIBER IS SEPARATELY AND CONCURRENTLY FILING A FORM FCC 396-C ON BEHALF OF ITS SUBSIDIARY GOOGLE FIBER MISSOURI, LLC, FOR ITS EMPLOYMENT UNIT IN THE KANSAS CITY MARKET THAT INCLUDES THE OPERATIONS OF BOTH GOOGLE FIBER MISSOURI, LLC, AND GOOGLE FIBER KANSAS, LLC.

Attachment 3

Exhibit 6

Description: TECHNICIAN JOB DESCRIPTIONS

Attachment 6

Description
Technician Job Descriptions

Exhibit 16

Description: SIS RESPONSE - Q#4

GOOGLE FIBER INC. ENSURES NONDISCRIMINATION IN PROMOTION THROUGH THE FOLLOWING PRACTICES:

- IN SEPTEMBER / OCTOBER OF EACH YEAR, THE COMPANY UNDERGOES ITS ANNUAL PERFORMANCE REVIEW CYCLE (PERF). HR REPRESENTATIVES FOR EACH DEPARTMENT ARE INVOLVED IN FINAL CALIBRATION OF RATINGS AND PROMOTION RECOMMENDATIONS TO ENSURE THEY ARE BEING PERFORMED IN A NON-DISCRIMINATORY FASHION. NO DECISION ON PROMOTION IS MADE BY A SINGLE INDIVIDUAL, BUT RATHER BY COMMITTEE, TO ENSURE FAIR AND TRANSPARENT PROCESSES.

- TO ASSIST IN THIS PROCESS, ALL MANAGERS ARE PROVIDED WITH VARIOUS RESOURCES REGARDING THE PROMOTION PROCESS, OBJECTIVE FACTORS TO EVALUATE ALL EMPLOYEES AGAINST, AND LITERATURE THAT REITERATES THE NEED FOR UNBIASED DECISION-MAKING IN THE PROCESS.

- AT THE END OF EACH PERFORMANCE CYCLE, PROMOTION STATISTICS ARE ANALYZED ON A PER DEPARTMENT BASIS BY HR AND SENIOR MANAGEMENT TO EVALUATE PERFORMANCE, OUTLIERS, ETC.

Attachment 16

Exhibit 19

Description: SIS RESPONSE - Q#7

GOOGLE'S ORGANIZATIONAL STRUCTURE SUPPORTS POSITIVE APPLICATION AND ENFORCEMENT OF EEO POLICIES. GOOGLE PERSONNEL PLAYING KEY ROLES IN THIS PROCESS INCLUDE:

- THE EMPLOYMENT LEGAL TEAM SETS EMPLOYMENT POLICIES FOR THE COMPANY AND ASSISTS IN ENSURING 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 (I.E., COMPENSATION, PERFORMANCE REVIEWS, PROMOTIONS, TALENT REVIEW, LEARNING, AND DEVELOPMENT).

- THE STAFFING TEAM IS RESPONSIBLE FOR EMPLOYMENT UNIT RECRUITMENT, SOURCING, INTERVIEWS, AND COLLECTING FEEDBACK.

- MANAGEMENT OF THE GOOGLE FIBER TEAM PARTNERS DIRECTLY WITH HR AND OTHER TEAMS REFERENCED ABOVE TO ENSURE THAT THE COMPANY IS HIRING AND PROMOTING INDIVIDUALS IN ALIGNMENT WITH BUSINESS NEEDS AND TO ENSURE THE BUSINESS IS EXPANDING IN MANNER THAT IS IN LINE WITH HR PRACTICES. MANAGEMENT IS ALSO 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 INC.'S PERFORMANCE MANAGEMENT POLICIES AND PROCESSES, LEADERS AND PEOPLE MANAGERS ARE REVIEWED QUARTERLY 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 20

Description: SIS RESPONSE - Q#8

GOOGLE FIBER INC. CONDUCTS A CONTINUING REVIEW OF JOB STRUCTURE AND EMPLOYMENT PRACTICES THROUGH THE FOLLOWING PROCESSES:

- RECRUITING STATISTICS ARE GENERATED ON A QUARTERLY BASIS FOR DIFFERENT DEMOGRAPHICS PARTICIPATING IN THE RECRUITING PROCESS. THE RESULTS ARE ASSESSED FOR TRENDS AND REVIEWED WITH LEADERSHIP.

- PROMOTION STATISTICS (AS DISCUSSED IN RESPONSE TO SIS QUESTION #4) ARE REVIEWED ON AN ANNUAL BASIS BY HR AND SENIOR MANAGEMENT TO ENSURE CONTINUED EVALUATION OF PERFORMANCE, OUTLIERS, ETC.

- ALL JOB APPLICATIONS ARE REVIEWED BY A CENTRAL ANALYSIS TEAM TO REVIEW JOB DESCRIPTIONS AND ENSURE THAT MINIMUM, OBJECTIVE, AND PREFERRED QUALIFICATION CRITERIA HAVE BEEN DOCUMENTED. THIS PROCESS HELPS ENSURE MORE OBJECTIVE AND NON-DISCRIMINATORY CANDIDATE SELECTION.

Attachment 20

Exhibit 22

Description: PUBLIC FILE - RECRUITMENT & OUTREACH DATA

Attachment 22

Description
2013 FIBER RECRUITMENT & OUTREACH DATA

Google Fiber Inc. "Technician" Job Descriptions Year-Ended 9/30/2013

Customer Service Tools Specialist, Google Fiber

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. Why join the Google Fiber team? Because we've got some ambitions. In October of 2012 we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri, but this is just the beginning. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web! As a Customer Service Tools Specialist, you will design and build the necessary tools and solutions to enable our team to effectively support our customers. You will be an expert in our products and services, and you will provide both specific and broader solutions for our customers. You will work directly with cross-functional teams such as Engineering and Product to gather requirements to improve and innovate our service delivery.

Responsibilities:

- Specialize in tool creation to support our customer support team, providing specific solutions to customers and also owning and driving broader projects in that area
- Represent the Google Fiber team to users and external partners, providing outstanding support and relationship building in all interactions
- Analyze and monitor key metrics and partner with Product and Engineering to resolve issues
- Scale our support model by identifying and implementing improved workflows and solutions

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years of relevant work experience)
- Expertise in Python, Javascript, HTML
- At least 2 years experience in technology-related product management or tools development

Preferred qualifications:

- Technical experience in the industry, solid understanding of product development flow, and experience as a Product Manager including translating technical concepts into non-technical terms
- Experience with Google technical architecture and systems like Borg or Colossus
- Self-starter with ability to work independently and on multiple initiatives at the same time; excellent project manager
- Excellent communication skills (written and verbal) as well as strong negotiation skills and judgement
- Ability to work effectively cross-functionally with proven track record of driving results

Customer Service Training and Quality Assurance Specialist, Google Fiber

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. Why join the Google Fiber team? Because we've got some ambitions. In October of 2012 we began in-home installs of our ultra-high speed network in Kansas City, Kansas and Kansas City, Missouri, but this is just the beginning. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web! As a Customer Service Training and Quality Assurance Specialist, you will create and maintain training documentation, deliver trainings, and manage vendor quality assurance processes. You will become an expert in our products and services, and you will work directly with cross-functional teams to ensure consistent definition and shared knowledge of our products.

Responsibilities:

- Create and maintain training documentation for our customer support team
- Deliver trainings and perform train-the-trainer sessions
- Self-starter with ability to work independently and on multiple initiatives at the same time; excellent project manager
- Excellent communication skills (written and verbal) as well as strong negotiation skills and judgement
- Ability to work effectively cross-functionally with proven track record of driving results

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years of relevant work experience)
- Previous experience in a customer service field such as phone or in-person support
- At least 2 years experience in delivering training, training documentation and/or service-oriented quality assurance programs

Preferred qualifications:

- Relevant industry experience in telecommunications or cable and the ability to translate technical concepts into non-technical terms
- Strong presentation creation skills and familiarity with training systems like Captivate
- Self-starter with ability to work independently and on multiple initiatives at the same time; excellent project manager
- Excellent communication skills (written and verbal) as well as strong negotiation skills and judgement
- Ability to work effectively cross-functionally with proven track record of driving results
- Ability to travel domestically up to 25%.

Salesforce Administrator, Google Fiber

Google's projects, like our users, span the globe and require managers to keep the big picture in focus while being able to dive into the unique engineering challenges we face daily. As a Technical Program Manager at Google, you lead complex, multi-disciplinary engineering projects using your engineering expertise. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating them to project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are discussing the technical trade-offs in product development with engineers.

Additional Role Description:

As a Google Fiber Salesforce Administrator, you will help Fiber to scale by managing and designing development on the new Salesforce instance. In addition to providing technical know-how and Salesforce expertise, you will help the business teams prioritize issues, interface with Fiber engineering teams, and solve problems creatively. You will also work closely with and advise development on other strategic workflow tools that interface with Salesforce. Our team members have excellent project management, analytical, and leadership skills. You will have the opportunity to work on high impact projects, share insights and findings with senior stakeholders. This role presents an opportunity to work on a "start-up" project within Google with heavy executive support and a lot to figure out, which means working on multiple projects and adapting to continuous change. Immediate projects will include integration with internal Fiber systems, building a mobile application, and custom development for ongoing Sales, Business Operations, and Marketing requests.

Responsibilities:

- Specialize in Salesforce development to support the Contract Sales and Field Sales teams, providing specific solutions to improve processes and owning and driving broader projects in that area.
- Develop a deep understanding of the Fiber Salesforce users; improve and manage their day-to-day experience from Salesforce users.
- Handle as many Salesforce changes as possible, but also manage Salesforce developer contractors for complex coding projects. Ensure Salesforce data cleanliness.
- Work closely with Operations management to ensure systems strategy and development are integrated effectively into the business. Own and manage multiple strategic projects on both an on-going and an ad-hoc basis.
- Work with Product Management and Engineering to help shape and drive the tactical and strategic development of Google Fiber's systems infrastructure, including Salesforce, the Fiber Customer Portal, Remedy ticketing system, and financial reporting applications.

Minimum qualifications:

- BA/BS technical a degree (In lieu of degree, 4 years of relevant work experience)
- Expert Salesforce administration skills

Preferred qualifications:

- Understanding of core force.com skills including APEX, Visualforce, SOQL, SOSL
- Excellent communication skills
- Ability to translate business requirements into working code with little supervision
- Proven track record of relevant work experience, including managing projects and system updates

Software Engineer in Test, Google Fiber

At Google we approach testing differently -- we are testing, and breaking, code constantly, but we help rebuild it better. Software Engineers in Test (SET) design Google's testing infrastructure and write code to examine and validate large-scale software development and deployments. As an SET, you partner with software developers to create and code tests concurrently with product development. You build tools that help developers be more productive, write better code and test it themselves. Troubleshooting is an understatement, it's more like trouble-forecasting.

Responsibilities:

- Work in tandem with other engineers to build advanced automated frameworks to deliver and exercise our world-class applications.
- Develop innovative solutions for large scale automated testing strategies, quality assurance, data analysis, and monitoring of our systems.
- Conduct research on emerging technologies, provide thorough documentation of testing results, design and develop automated test case suites, and execute and maintain the suite of automated test cases.
- Take responsibility for aspects of project management, release engineering, task delegation, team coordination, and production monitoring.

Minimum qualifications:

- BS in a technical discipline. In lieu of degree, 4 years relevant work experience.
- 3 years of development and/or test automation experience.
- Excellent coding skills in C, C++, Java, or Python with scripting skills in at least one common language (Perl, Python or Shell).
- Highly proficient in a Unix/Linux environment.

Preferred qualifications:

- MS or PhD in a technical discipline.
- Deep knowledge of internet technologies.

Technical Writer, Platform, Google Fiber

Technical writers take complex information and communicate it clearly, concisely and accurately without relying on technical or corporate jargon to explain what they're trying to say. With a unique cross functional perspective, our team of technical writers are the key link between our engineers, marketing associates, developer advocates and external users and developers who comprise the wide Google ecosystem. As a Technical Writer, you juggle a variety of projects, from reading and writing example code, to updating FAQs, to drafting product announcements. When a new technical challenge rises to forefront, you are there to defuse it with your clarifying pen (or keyboard, more likely).

Additional Role Description:

As an internal technical writer for Google Fiber, you will write documentation for Google Fiber's new engineering platform. The role requires you to work well with engineers, have a deep understanding of telecommunication and networking equipment, and view problems from both an engineering and user's perspective. The ideal candidate is a strong writer, has solid analytical and organizational skills and can quickly understand and communicate complex technical information. Most of all, you should be highly motivated and a strong interest in technology, information management, and technical writing.

Responsibilities:

- Write and organize Google's internal engineering documentation and make it accessible and useful to internal users.
- Document customer expectations, processes, and software and hardware interfaces, as well as network configurations.
- Build tools to improve the process of organizing and generating documentation.
- Work with Google engineers and teams to help solve their information problems.

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- 4 years of technical writing experience and excellent command of English.

Test Engineer, Google Fiber

At Google we approach testing differently -- we are testing, and breaking, code constantly, but we help rebuild it better. Software Engineers in Test (SET) design Google's testing infrastructure and write code to examine and validate large-scale software development and deployments. As an SET, you partner with software developers to create and code tests concurrently with product development. You build tools that help developers be more productive, write better code and test it themselves. Troubleshooting is an understatement, it's more like trouble-forecasting.

Responsibilities:

- Develop test strategies.
- Automate tests using test frameworks.
- Write moderately complex code/scripts to test systems.
- Take responsibility for monitoring product development and usage at all levels with an eye toward improving product quality.
- Additional Preferred Qualifications: 3 years of industry experience*Deep knowledge of test methodologies, writing test plans, creating test cases, and debugging*Significant experience developing test automation in C++, Java or Python.

Minimum qualifications:

- BS in Computer Science or related technical field (In lieu of degree, 4 years relevant work experience).
- 3 years relevant work experience, including development and/or test automation experience.

Preferred qualifications:

- Master's or PhD in Computer Science or related technical field.
- 6 years relevant work experience.
- Highly proficient in a Unix/Linux environment.
- Deep knowledge of internet technologies.

Test Engineer, Google Fiber

At Google, our philosophy is build it, break it and then rebuild it better. That thinking is at the core of how we approach testing at Google. Unlike roles with similar names at the other companies, Test Engineers at Google aren't manual testers -- you write scripts to automate testing and create tools so developers can test their own code. As a Test Engineer, you navigate Google's massive codebase, identify weak spots and constantly design better and creative ways to break software and identify potential problems. You'll have a huge impact on the quality of Google's growing suite of products and services.

Additional Role Description:

As a Test Engineer for the Google Fibre team, you will spend a large part of your time creating test strategies and writing test plans to validate Google Fibre products with focus on the mobile solution. In addition you will be coding to develop automated scripts in Java/Python/ObjectiveC to test out the Fibre Android and iOS applications. Google Test Engineers are an integral part of the product development team. Google Fiber offers an amazing range of opportunities for you to make a big impact on the quality of software seen by many people around the world.

Responsibilities:

- Develop test strategies.
- Automate tests using test frameworks
- Write moderately complex code/scripts to test systems.
- Take responsibility for monitoring product development and usage at all levels with an eye toward improving product quality.
- Test native applications on Android or iOS: mobile devices and tablets.

Minimum qualifications:

- Bachelor's degree in Computer Science (In lieu of degree, 4 years relevant work experience).
- 3 years of experience developing test automation in C++/Java/Python/Objective C.

Preferred qualifications:

- Master's degree in Computer Science.
- 6 years relevant work experience, 3 years industry experience.
- 3-5 years experience in testing native applications.
- Deep knowledge of test methodologies, writing test plans, creating test cases, and debugging.
- Highly proficient in a Unix/Linux environment
- Deep knowledge of internet technologies.

Software Engineer in Test, Google Fiber

At Google we approach testing differently -- we are testing, and breaking, code constantly, but we help rebuild it better. Software Engineers in Test (SET) design Google's testing infrastructure and write code to examine and validate large-scale software development and deployments. As an SET, you partner with software developers to create and code tests concurrently with product development. You build tools that help developers be more productive, write better code and test it themselves. Troubleshooting is an understatement, it's more like trouble-forecasting.

Responsibilities:

- Work in tandem with other engineers to build advanced automated frameworks to deliver and exercise our world-class applications.
- Develop innovative solutions for large scale automated testing strategies, quality assurance, data analysis, and monitoring of our systems.
- Conduct research on emerging technologies, provide thorough documentation of testing results, design and develop automated test case suites, and execute and maintain the suite of automated test cases.
- Take responsibility for aspects of project management, release engineering, task delegation, team coordination, and production monitoring.

Minimum qualifications:

- BS in a technical discipline. In lieu of degree, 4 years relevant work experience.
- 3 years of development and/or test automation experience.
- Excellent coding skills in C, C++, Java, or Python with scripting skills in at least one common language (Perl, Python or Shell).
- Highly proficient in a Unix/Linux environment.

Preferred qualifications:

- MS or PhD in a technical discipline.
- Deep knowledge of internet technologies.

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Administrative Assistant, Fiber	23	18	18	1
Employee / Alumni referrals	1	1	1	
Google Jobs site	21	16	16	1
LinkedIn	1	1	1	
Back-End Software Engineer, Customer Portal, Google Fiber - Mountain View	414	8	2	1
craigslist	4	0	0	
dice	5	1	0	
Google Jobs site	311	6	2	1
Google.com	4	0	0	
indeed.com	13	0	0	
LinkedIn	71	1	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	3	0	0	
YouTube - Life at Google channel	1	0	0	
Build and Release Engineer, Platform, Google Fiber - Mountain View	177	1	1	
AdWords	2	0	0	
Google Jobs site	103	1	1	
Google.com	2	0	0	
indeed.com	26	0	0	
LinkedIn	43	0	0	
simplyhired.com	1	0	0	
Business Analyst, Google Fiber - Mountain View	439	2	2	1
Google Jobs site	276	2	2	1
Google.com	4	0	0	
indeed.com	39	0	0	
LinkedIn	114	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Business Analyst, Google Fiber NOC - Mountain View	1	1	1	1
indeed.com	1	1	1	1
Business Development Manager, WiFi, Google Fiber	2	0	0	
Google Jobs site	2	0	0	
Business Development, Content Licensing and Development, Google Fiber	187	1	0	
craigslist	3	0	0	
dice	11	0	0	
Google Jobs site	92	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	3	0	0	
indeed.com	4	1	0	
LinkedIn	74	0	0	
Business Development, Google Fiber - Mountain View	4	4	4	3
Google Jobs site	4	4	4	3
Business Operations and Programs Engineer, Google Fiber - Mountain View	22	1	1	
Google Jobs site	21	1	1	
indeed.com	1	0	0	
Business Operations, Google Fiber - Mountain View or New York	8	4	4	1
Google Jobs site	8	4	4	1
Business Product Manager, Video Services, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
City Team Program Manager, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Contracts Specialist, Google Fiber Sales - Mountain View or New York	2	2	2	
Google Jobs site	2	2	2	
Corporate Wi-Fi Engineer	86	1	1	
Google Jobs site	57	0	0	
indeed.com	7	0	0	
LinkedIn	21	1	1	
Twitter - @GoogleJobs feed	1	0	0	
CPE Operations Engineer, Google Fiber - Mountain View	92	11	4	
Google Jobs site	63	11	4	
indeed.com	11	0	0	
LinkedIn	17	0	0	
simplyhired.com	1	0	0	
Customer Service Manager, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Customer Service Technical Support Specialist, Google Fiber	4	4	4	1
Google Jobs site	4	4	4	1
Customer Service Tools Specialist, Google Fiber - Mountain View	5	3	3	3
Google Jobs site	5	3	3	3
Customer Service Training and Quality Assurance Specialist, Google Fiber - Mountain View	1,026	17	6	2
AdWords	8	0	0	
Google +	1	0	0	
Google Jobs site	593	10	4	2

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	15	1	0	
indeed.com	208	1	1	
LinkedIn	190	5	1	
simplyhired.com	10	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Customer Solutions Service Delivery Specialist, Google Fiber - Mountain View	919	34	32	6
AdWords	1	0	0	
craigslist	6	0	0	
dice	23	0	0	
Google +	2	0	0	
Google Jobs site	476	31	29	6
Google.com	21	0	0	
indeed.com	108	0	0	
LinkedIn	265	3	3	
simplyhired.com	13	0	0	
Twitter - @GoogleJobs feed	4	0	0	
Digital Divide Program Manager, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Director of Operations and Programs, Google Fiber - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Director of Product Management, Google Fiber - Mountain View	1	1	1	
Google Jobs site	1	1	1	
Director, Network Operations, Google Fiber - Mountain View	71	1	1	
AdWords	2	0	0	
Google Jobs site	33	1	1	
indeed.com	17	0	0	
LinkedIn	19	0	0	
Employee Referrals - EngOps Leadership - North America	6	2	1	
Employee / Alumni referrals	1	1	0	
Google Jobs site	5	1	1	
Field Sales Operations Associate, Google Fiber - Kansas City	1	1	1	1
Google Jobs site	1	1	1	1
Google Fiber Test Engineer - Mountain View	10	1	1	1
Google Jobs site	10	1	1	1
Hardware Engineer, Google Fiber - Mountain View	342	11	3	1
AdWords	1	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Employee / Alumni referrals	1	1	0	
Google Jobs site	225	8	3	1
Google.com	3	0	0	
indeed.com	9	0	0	
LinkedIn	99	2	0	
simplyhired.com	4	0	0	
Hardware Systems Architect, Platform, Google Fiber - Mountain View	2	0	0	
Google Jobs site	2	0	0	
Hardware Validation Engineer, Google Fiber - Mountain View	52	1	1	
Google Jobs site	37	1	1	
indeed.com	8	0	0	
LinkedIn	7	0	0	
HTML5/JS Developer, Google Fiber - Mountain View	366	14	6	
craigslist	4	0	0	
dice	6	0	0	
Google Jobs site	224	12	6	
Google.com	5	0	0	
indeed.com	8	0	0	
LinkedIn	107	2	0	
Monster.com	1	0	0	
nixers.com	1	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	6	0	0	
IP Edge Architect, Google Fiber - Mountain View	295	19	3	
AdWords	1	0	0	
Google Jobs site	181	12	2	
Google.com	2	0	0	
indeed.com	5	0	0	
LinkedIn	105	7	1	
simplyhired.com	1	0	0	
Manager, Google Fiber Partner Engineering - Mountain View	36	2	2	
AdWords	2	0	0	
Google Jobs site	23	2	2	
indeed.com	3	0	0	
LinkedIn	8	0	0	
Manager, Sales Engineering, Google Fiber - Mountain View	151	1	1	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	86	1	1	1
indeed.com	9	0	0	
LinkedIn	53	0	0	
simplyhired.com	3	0	0	
Marketing Associate, Google Fiber	1	1	1	1
Google Jobs site	1	1	1	1
MDU Design Engineer, Google Fiber - Mountain View	1	1	1	
LinkedIn	1	1	1	
MDU Field Manager, Google Fiber - Kansas City	6	3	1	1
Google Jobs site	5	3	1	1
LinkedIn	1	0	0	
Mechanical Engineer, Google Fiber - Mountain View	487	3	2	
AdWords	2	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	277	3	2	
Google.com	4	0	0	
indeed.com	27	0	0	
LinkedIn	163	0	0	
simplyhired.com	12	0	0	
YouTube - Life at Google channel	1	0	0	
MultiProtocol Label Switching Core Architect - Mountain View	282	9	3	
AdWords	2	1	0	
Google Jobs site	177	6	1	
Google.com	2	0	0	
indeed.com	8	0	0	
LinkedIn	92	2	2	
University & MBA Recruiting	1	0	0	
National Partner Manager, Google Fiber - Mountain View or New York	4	4	4	1
Google Jobs site	4	4	4	1
Network Deployment Engineer, Google Fiber	1	1	1	1
Google Jobs site	1	1	1	1
Network Engineer, Google Fiber - Mountain View	833	42	16	2
AdWords	4	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	564	25	11	2
Google.com	11	1	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	36	2	0	
LinkedIn	209	13	4	
simplyhired.com	6	1	1	
YouTube - Life at Google channel	1	0	0	
Facebook	1	0	0	
Network Operations Center (NOC) Analyst, Google Fiber - Mountain View	774	28	11	3
AdWords	1	0	0	
craigslist	4	0	0	
dice	43	0	0	
Google +	2	0	0	
Google Jobs site	410	26	11	3
Google.com	10	0	0	
indeed.com	30	1	0	
LinkedIn	262	1	0	
Monster.com	1	0	0	
simplyhired.com	8	0	0	
Twitter - @GoogleJobs feed	3	0	0	
Network Operations Center (NOC) Technician, Google Fiber - Mountain View	791	36	13	3
AdWords	5	0	0	
dice	47	0	0	
Google Jobs site	391	30	12	3
Google.com	8	0	0	
indeed.com	97	1	0	
LinkedIn	233	5	1	
simplyhired.com	7	0	0	
Twitter - @GoogleJobs feed	2	0	0	
University & MBA Recruiting	1	0	0	
Network Operations Engineer, Deployment, Google Fiber - Kansas City	227	8	3	
Google Jobs site	182	6	3	
indeed.com	30	0	0	
LinkedIn	13	1	0	
simplyhired.com	1	1	0	
University & MBA Recruiting	1	0	0	
Network Operations Engineer, Google Fiber - Mountain View	689	13	1	1
dice	21	0	0	
Google +	1	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	341	12	1	1
Google.com	10	0	0	
indeed.com	38	0	0	
LinkedIn	270	1	0	
Monster.com	1	0	0	
nakuri.com	1	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Network Operations Regional Manager, Google Fiber - Kansas City	181	1	1	1
Google Jobs site	57	1	1	1
Google.com	6	0	0	
indeed.com	17	0	0	
LinkedIn	95	0	0	
Monster.com	1	0	0	
simplyhired.com	5	0	0	
Network Security Engineer - Google Fiber - Mountain View	182	3	0	
AdWords	2	0	0	
Google Jobs site	129	2	0	
Google.com	2	0	0	
indeed.com	14	0	0	
LinkedIn	29	1	0	
Twitter - @GoogleJobs feed	5	0	0	
Facebook	1	0	0	
Network Security Engineer, Fiber to the Home - Mountain View	30	0	0	
dice	5	0	0	
Google +	1	0	0	
Google Jobs site	10	0	0	
indeed.com	1	0	0	
LinkedIn	12	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Network Test Engineer, Google Access/Fiber - Mountain View	641	23	7	1
AdWords	1	0	0	
craigslist	1	0	0	
dice	31	0	0	
Google Jobs site	303	13	5	1
Google.com	6	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	44	2	0	
LinkedIn	252	7	1	
simplyhired.com	3	1	1	
Network Test Engineer, Google Fiber - Mountain View	405	18	6	3
AdWords	1	0	0	
dice	8	0	0	
Google +	1	0	0	
Google Jobs site	181	16	6	3
Google.com	6	0	0	
indeed.com	51	2	0	
LinkedIn	148	0	0	
Monster.com	1	0	0	
simplyhired.com	7	0	0	
University & MBA Recruiting	1	0	0	
Network Tools Engineer, Google Fiber - Mountain View	152	0	0	
Google +	1	0	0	
Google Jobs site	106	0	0	
indeed.com	20	0	0	
LinkedIn	19	0	0	
simplyhired.com	4	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Network Transport Engineer, Deployment, Google Fiber - Mountain View	221	8	4	
Google Jobs site	165	8	4	
Google.com	1	0	0	
indeed.com	15	0	0	
LinkedIn	36	0	0	
simplyhired.com	4	0	0	
NOC Shift Lead, Google Access - Mountain View	228	0	0	
dice	24	0	0	
Google Jobs site	95	0	0	
Google.com	2	0	0	
indeed.com	9	0	0	
LinkedIn	98	0	0	
NOC Shift Lead, Google Fiber - Mountain View	107	3	1	1
AdWords	1	0	0	
Google Jobs site	80	3	1	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	13	0	0	
LinkedIn	13	0	0	
Operations Account Manager, MDU, Google Fiber	1	0	0	
Google Jobs site	1	0	0	
Operations Account Manager, MDU, Google Fiber - Kansas City	2	2	1	
Google Jobs site	2	2	1	
Operations Security Engineer - Network Abuse, Fiber to the Home - Mountain View	1	0	0	
Google Jobs site	1	0	0	
Optical Network Transport Engineer, Google Fiber - Mountain View	3	0	0	
Google Jobs site	2	0	0	
LinkedIn	1	0	0	
Outside Plant Design Engineer, Google Fiber - Mountain View	162	3	2	
dice	4	0	0	
Google Jobs site	69	1	0	
Google.com	3	0	0	
indeed.com	7	0	0	
LinkedIn	71	2	2	
simplyhired.com	8	0	0	
Outside Plant Design Lead Engineer, Google Fiber	71	1	0	
dice	7	0	0	
Google Jobs site	16	1	0	
indeed.com	6	0	0	
LinkedIn	39	0	0	
simplyhired.com	3	0	0	
Outside Plant Field Project Manager, Google Fiber - Mountain View, Austin or Kansas City	218	11	9	4
Google Jobs site	110	8	7	4
Google.com	6	0	0	
indeed.com	29	0	0	
LinkedIn	63	3	2	
simplyhired.com	10	0	0	
Partner Manager, Google Fiber - Mountain View	53	1	1	1
dice	7	0	0	
Google Jobs site	25	1	1	1
indeed.com	3	0	0	
LinkedIn	16	0	0	
simplyhired.com	1	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Twitter - @GoogleJobs feed	1	0	0	
Photonic Device Engineer, Platform, Google Fiber - Mountain View	286	3	1	
AdWords	2	0	0	
Google Jobs site	170	3	1	
indeed.com	45	0	0	
LinkedIn	60	0	0	
simplyhired.com	8	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Photonics Engineer, Platform, Google Fiber - Mountain View	520	12	3	1
Google Jobs site	304	11	3	1
Google.com	7	0	0	
indeed.com	53	0	0	
LinkedIn	152	1	0	
simplyhired.com	4	0	0	
Post-Install Service Manager, Google Fiber - Mountain View	102	4	4	
AdWords	2	0	0	
Google +	1	0	0	
Google Jobs site	82	3	3	
indeed.com	10	0	0	
LinkedIn	6	1	1	
simplyhired.com	1	0	0	
Principal Systems Architect, Google Access Services - Mountain View	124	1	1	1
Google Jobs site	81	1	1	1
Google.com	2	0	0	
indeed.com	13	0	0	
LinkedIn	28	0	0	
Product Manager, Business and Operations Systems, Google Fiber - Mountain View	93	0	0	
dice	16	0	0	
Google Jobs site	47	0	0	
Google.com	2	0	0	
indeed.com	1	0	0	
LinkedIn	26	0	0	
nixers.com	1	0	0	
Product Manager, Business Solutions, Google Fiber - Mountain View	127	0	0	
craigslist	1	0	0	
dice	6	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	56	0	0	0
Google.com	3	0	0	0
indeed.com	5	0	0	0
LinkedIn	52	0	0	0
nixers.com	2	0	0	0
University & MBA Recruiting	2	0	0	0
Product Manager, Customer Premise Equipment, Google Fiber - Mountain View	45	0	0	0
dice	5	0	0	0
Google Jobs site	21	0	0	0
Google.com	1	0	0	0
indeed.com	2	0	0	0
LinkedIn	16	0	0	0
Product Manager, Gigabit Applications, Google Fiber - Mountain View	61	0	0	0
craigslist	1	0	0	0
dice	1	0	0	0
Google Jobs site	21	0	0	0
Google.com	1	0	0	0
LinkedIn	37	0	0	0
Product Manager, Google Fiber TV - Mountain View	5	1	1	1
Google Jobs site	5	1	1	1
Product Manager, Google Fiber TV, User Experiences - Mountain View	638	3	2	2
AdWords	3	0	0	0
Employee / Alumni referrals	1	0	0	0
Google +	1	0	0	0
Google Jobs site	541	3	2	2
Google.com	2	0	0	0
indeed.com	20	0	0	0
LinkedIn	66	0	0	0
simplyhired.com	2	0	0	0
Twitter - @GoogleJobs feed	2	0	0	0
Product Manager, Google Wifi	2	2	1	1
Google Jobs site	2	2	1	1
Product Manager, Platform, Google Fiber - Mountain View	329	6	2	2
craigslist	1	0	0	0
Google Jobs site	232	6	2	2
Google.com	5	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	17	0	0	
LinkedIn	72	0	0	
simplyhired.com	2	0	0	
Product Marketing Manager, Brand and Advertising, Google Fiber - Mountain View	115	4	4	1
Google Jobs site	79	4	4	1
Google.com	2	0	0	
indeed.com	15	0	0	
LinkedIn	18	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Product Marketing Manager, Google Fiber - Mountain View	4	3	3	2
Google Jobs site	4	3	3	2
Product Specialist and Communications Manager, Google Fiber - Mountain View	3	2	2	1
Google Jobs site	3	2	2	1
Program Coordinator, MDU, Google Fiber - Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Program Manager, City Operations, Google Fiber - Mountain View	335	5	3	1
Employee / Alumni referrals	2	0	0	
Google +	1	0	0	
Google Jobs site	266	5	3	1
indeed.com	20	0	0	
LinkedIn	43	0	0	
simplyhired.com	3	0	0	
Program Manager, MDU, Google Fiber - Mountain View	31	0	0	
dice	4	0	0	
Google Jobs site	17	0	0	
indeed.com	2	0	0	
LinkedIn	5	0	0	
Monster.com	3	0	0	
Project Coordinator, Google Fiber- Mountain View	93	1	0	
Employee / Alumni referrals	1	1	0	
Google +	1	0	0	
Google Jobs site	47	0	0	
indeed.com	22	0	0	
LinkedIn	22	0	0	
Project Coordinator, MDU, Google Fiber - Mountain View	473	5	4	
Employee / Alumni referrals	1	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	267	5	4	
Google.com	1	0	0	
indeed.com	66	0	0	
LinkedIn	123	0	0	
simplyhired.com	14	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Release Engineer, Google Fiber - Mountain View	86	1	1	
Google Jobs site	61	1	1	
Google.com	2	0	0	
indeed.com	9	0	0	
LinkedIn	12	0	0	
simplyhired.com	2	0	0	
Sales Engineer, Google Fiber - Kansas City	644	11	4	
AdWords	3	0	0	
Google Jobs site	426	5	0	
Google.com	20	0	0	
indeed.com	55	2	2	
LinkedIn	132	3	2	
simplyhired.com	6	1	0	
Twitter - @GoogleJobs feed	1	0	0	
YouTube - Life at Google channel	1	0	0	
Sales Operations, Google Fiber - Mountain View or New York	2	1	1	1
Google Jobs site	2	1	1	1
Sales Representative, Google Fiber - New York or Kansas City	429	14	5	3
craigslist	12	0	0	
dice	5	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	188	14	5	3
Google.com	19	0	0	
indeed.com	15	0	0	
LinkedIn	182	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Salesforce Tools Developer, Google Fiber - Mountain View	64	11	1	
Google Jobs site	43	7	1	
indeed.com	12	3	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	9	1	0	
Senior Software Engineer, Google Fiber - Mountain View	7	6	6	2
Google Jobs site	6	5	5	2
LinkedIn	1	1	1	
Server Operations Engineer, Google Fiber - Mountain View	287	4	3	
dice	1	0	0	
Google +	1	0	0	
Google Jobs site	179	2	1	
Google.com	4	0	0	
indeed.com	6	0	0	
LinkedIn	92	2	2	
simplyhired.com	4	0	0	
Service Communications Specialist, Google Fiber - Mountain View	2	2	2	1
Google Jobs site	2	2	2	1
Site Reliability Engineer, Google Fiber - Mountain View	72	1	0	
Google Jobs site	39	1	0	
indeed.com	4	0	0	
LinkedIn	29	0	0	
Software Architect, Platform, Google Fiber - Mountain View	186	2	0	
AdWords	2	0	0	
Google Jobs site	129	2	0	
Google.com	3	0	0	
indeed.com	9	0	0	
LinkedIn	40	0	0	
Twitter - @GoogleJobs feed	3	0	0	
Software Engineer in Test, Google Fiber - Mountain View	273	8	1	
AdWords	8	0	0	
Google Jobs site	217	7	1	
Google.com	1	0	0	
indeed.com	15	0	0	
LinkedIn	28	1	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	2	0	0	
Software Engineer Web Applications, Google Fiber - Mountain View	50	1	1	
craigslist	1	0	0	
dice	6	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google Jobs site	23	0	0	
Google.com	1	0	0	
indeed.com	2	0	0	
LinkedIn	17	1	1	
Software Engineer, Application, Platform, Google Fiber - Mountain View	13	0	0	
Google Jobs site	13	0	0	
Software Engineer, Auto-Configuration Server, Google Fiber - Mountain View	115	1	0	
dice	1	0	0	
Google Jobs site	72	1	0	
Google.com	4	0	0	
indeed.com	5	0	0	
LinkedIn	33	0	0	
Software Engineer, Customer Portal, Google Fiber - Mountain View	39	2	2	
Google Jobs site	37	1	1	
LinkedIn	2	1	1	
Software Engineer, Embedded Systems, Advanced Technology Group, Google Fiber - Mountain View	598	2	1	
dice	6	0	0	
Google Jobs site	421	1	0	
Google.com	12	0	0	
indeed.com	17	1	1	
LinkedIn	136	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Software Engineer, Embedded, Google Fiber - Mountain View	13	3	2	1
Google Jobs site	13	3	2	1
Software Engineer, Networking, Google Fiber - Mountain View	419	16	6	2
craigslist	1	0	0	
dice	1	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	302	16	6	2
Google.com	5	0	0	
indeed.com	11	0	0	
LinkedIn	98	0	0	
Software Engineer, Security, Google Fiber - Mountain View	17	0	0	
Google Jobs site	17	0	0	
Software Engineer, System, Platform, Google Fiber - Mountain View	204	2	2	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
AdWords	4	0	0	
Google Jobs site	151	2	2	
Google.com	2	0	0	
indeed.com	14	0	0	
LinkedIn	31	0	0	
simplyhired.com	2	0	0	
Software Tech Lead/Manager - Platform, Google Fiber - Mountain View	29	0	0	
dice	8	0	0	
Google Jobs site	12	0	0	
indeed.com	1	0	0	
LinkedIn	8	0	0	
Strategic Account Manager, Project Tee - Mountain View	2	2	2	2
Google Jobs site	2	2	2	2
Strategy and Operations Associate, Google Fiber - Mountain View	768	11	6	4
Employee / Alumni referrals	1	0	0	
Google +	1	0	0	
Google Jobs site	576	11	6	4
Google.com	10	0	0	
indeed.com	64	0	0	
LinkedIn	104	0	0	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
University & MBA Recruiting	6	0	0	
Strategy and Operations Principal, Google Fiber - Mountain View	224	9	9	3
Google Jobs site	174	8	8	3
Google.com	5	0	0	
indeed.com	15	1	1	
LinkedIn	25	0	0	
simplyhired.com	5	0	0	
Supervisor, Customer Service Center, Google Fiber - Kansas City	670	5	3	
AdWords	21	0	0	
Google Jobs site	434	4	3	
Google.com	4	0	0	
indeed.com	150	0	0	
LinkedIn	53	1	0	
simplyhired.com	8	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Supervisor, Google Fiber Customer Service Center - Kansas City	1,063	2	2	1
craigslist	2	0	0	
Google Jobs site	240	2	2	1
Google.com	31	0	0	
indeed.com	71	0	0	
LinkedIn	366	0	0	
Monster.com	344	0	0	
nijobs.com	1	0	0	
simplyhired.com	7	0	0	
Twitter - @GoogleJobs feed	1	0	0	
System Verification Engineer, Google Fiber - Mountain View	40	2	0	
dice	2	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	29	2	0	
indeed.com	2	0	0	
LinkedIn	6	0	0	
Systems Operations Engineer - Google Fiber - Mountain View	92	4	2	
AdWords	1	0	0	
Google Jobs site	69	4	2	
Google.com	2	0	0	
indeed.com	6	0	0	
LinkedIn	14	0	0	
Systems Security Engineer, Network Operations (Google Fiber) - Mountain View	60	1	0	
Google Jobs site	45	1	0	
Google.com	1	0	0	
indeed.com	6	0	0	
LinkedIn	7	0	0	
simplyhired.com	1	0	0	
Systems Software Engineer, Google Fiber - Mountain View	24	4	3	
Google Jobs site	23	4	3	
LinkedIn	1	0	0	
Technical Account Manager, Google Fiber - Mountain View	184	5	5	1
Employee / Alumni referrals	1	0	0	
Google Jobs site	116	5	5	1
indeed.com	8	0	0	
LinkedIn	55	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
nakuri.com	1	0	0	
simplyhired.com	1	0	0	
YouTube - Life at Google channel	1	0	0	
University & MBA Recruiting	1	0	0	
Technical Lead Manager, Google Fiber, Mountain View	1	1	1	
Google Jobs site	1	1	1	
Technical Program Manager - CPE Products Development	1	1	0	
Google Jobs site	1	1	0	
Technical Program Manager, CPE, Google Fiber - Mountain View	113	2	2	
dice	13	0	0	
Google Jobs site	51	2	2	
Google.com	4	0	0	
indeed.com	16	0	0	
LinkedIn	26	0	0	
simplyhired.com	3	0	0	
Technical Program Manager, Google Fiber - Mountain View	266	14	5	
AdWords	5	0	0	
Google Jobs site	191	12	5	
indeed.com	27	1	0	
LinkedIn	39	1	0	
simplyhired.com	3	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Technical Program Manager, Hardware/Platforms, Google Fiber - Mountain View	121	1	1	1
Google Jobs site	81	1	1	1
indeed.com	20	0	0	
LinkedIn	19	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Technical Program Manager, Optical Engineering, Google Fiber - Mountain View	31	0	0	
dice	3	0	0	
Google Jobs site	17	0	0	
indeed.com	4	0	0	
LinkedIn	7	0	0	
Technical Program Manager, System, Google Fiber - Mountain View	323	7	4	1
dice	5	0	0	
Employee / Alumni referrals	1	0	0	
Google Jobs site	208	6	3	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Google.com	8	0	0	
indeed.com	14	0	0	
LinkedIn	84	0	0	
Monster.com	1	1	1	
simplyhired.com	1	0	0	
University & MBA Recruiting	1	0	0	
Technical Program Manager, Video Operations, Google Fiber - Mountain View	7	0	0	
Google Jobs site	7	0	0	
Technical Project Manager, Google Fiber - Kansas City	461	0	0	
Google Jobs site	180	0	0	
Google.com	8	0	0	
indeed.com	19	0	0	
LinkedIn	136	0	0	
Monster.com	114	0	0	
nakuri.com	1	0	0	
simplyhired.com	3	0	0	
Technical Project Manager, Google Fiber - Mountain View	158	4	1	1
Employee / Alumni referrals	1	0	0	
Google Jobs site	49	3	1	1
Google.com	2	0	0	
indeed.com	7	0	0	
LinkedIn	99	1	0	
Technical Project Manager, Google Fiber Customer Experience - Mountain View	1	1	1	
Google Jobs site	1	1	1	
Technical Writer, Platform, Google Fiber - Mountain View	161	0	0	
Google +	1	0	0	
Google Jobs site	121	0	0	
Google.com	4	0	0	
indeed.com	9	0	0	
LinkedIn	24	0	0	
nixers.com	1	0	0	
simplyhired.com	1	0	0	
Test Engineer, Google Fiber - Mountain View	5	1	0	
Google Jobs site	1	0	0	
indeed.com	2	0	0	
LinkedIn	1	1	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
simplyhired.com	1	0	0	
Test Software Engineer , Google Fiber - Mountain View	351	0	0	
dice	12	0	0	
Google +	1	0	0	
Google Jobs site	248	0	0	
Google.com	15	0	0	
indeed.com	13	0	0	
LinkedIn	55	0	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	4	0	0	
YouTube - Life at Google channel	1	0	0	
User Acquisition Operations Manager, Google Fiber - Mountain View	3	1	1	1
Google Jobs site	3	1	1	1
User Experience Researcher, Google Fiber - Mountain View	287	0	0	
craigslist	1	0	0	
dice	5	0	0	
Google Jobs site	160	0	0	
Google.com	4	0	0	
indeed.com	39	0	0	
LinkedIn	59	0	0	
Monster.com	13	0	0	
simplyhired.com	6	0	0	
Vendor Manager/Project Coordinator, Google Fiber- Mountain View	1	1	1	1
Google Jobs site	1	1	1	1
Vendor Operations Specialist, Google Fiber - Mountain View	90	2	2	1
Google Jobs site	51	1	1	1
Google.com	1	0	0	
indeed.com	16	0	0	
LinkedIn	18	1	1	
Monster.com	1	0	0	
simplyhired.com	2	0	0	
Twitter - @GoogleJobs feed	1	0	0	
Vendor Support Specialist, Google Fiber - Mountain View	208	5	5	1
Google Jobs site	133	4	4	1
Google.com	2	0	0	
indeed.com	18	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	48	1	1	
simplyhired.com	5	0	0	
Twitter - @GoogleJobs feed	1	0	0	
YouTube - Life at Google channel	1	0	0	
Vendor/Contractor Manager, Outside Plant, Google Fiber - Mountain View	61	0	0	
dice	6	0	0	
Google Jobs site	38	0	0	
Google.com	3	0	0	
indeed.com	3	0	0	
LinkedIn	11	0	0	
Video Architect	1	1	1	
Google Jobs site	1	1	1	
Video Operations Engineer - Network Operations, Google Fiber - Mountain View	2	1	1	1
Google Jobs site	2	1	1	1
Video Operations Specialist, Google Fiber - Mountain View CA	169	2	0	
dice	1	0	0	
Google Jobs site	72	1	0	
Google.com	3	0	0	
indeed.com	12	0	0	
LinkedIn	77	0	0	
simplyhired.com	4	1	0	
Visual Designer, Google Fiber - Mountain View	418	5	1	
AdWords	4	0	0	
Google +	1	0	0	
Google Jobs site	303	5	1	
indeed.com	34	0	0	
LinkedIn	62	0	0	
simplyhired.com	9	0	0	
Twitter - @GoogleJobs feed	3	0	0	
University & MBA Recruiting	2	0	0	
Wireless Test Engineer, Google Access Services - Mountain View	131	0	0	
Google Jobs site	38	0	0	
Google.com	2	0	0	
indeed.com	34	0	0	
LinkedIn	52	0	0	
simplyhired.com	5	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Operations Quality Engineer, Deployment, Google Fiber - Kansas City	104	1	0	
AdWords	9	0	0	
Google Jobs site	58	1	0	
Google.com	3	0	0	
indeed.com	4	0	0	
LinkedIn	30	0	0	
Senior Software Engineer, Customer Portal, Google Fiber - Mountain View	53	2	1	
AdWords	1	0	0	
Google +	1	0	0	
Google Jobs site	39	2	1	
Google.com	1	0	0	
indeed.com	1	0	0	
LinkedIn	9	0	0	
simplyhired.com	1	0	0	
Business Operations Technical Specialist, Google Fiber - Mountain View	14	1	1	1
Google Jobs site	10	1	1	1
LinkedIn	4	0	0	
Product Marketing Manager - Acquisitions Marketing - Google Fiber	129	4	2	
AdWords	10	0	0	
Google +	1	0	0	
Google Jobs site	91	4	2	
indeed.com	26	0	0	
LinkedIn	1	0	0	
Wi-Fi Engineer, Google Fiber - Mountain View	43	1	0	
AdWords	1	0	0	
Google Jobs site	32	1	0	
indeed.com	1	0	0	
LinkedIn	9	0	0	
Salesforce Administrator, Google Fiber - Mountain View or New York	61	2	0	
Google Jobs site	30	2	0	
indeed.com	1	0	0	
LinkedIn	30	0	0	
Outside Plant (OSP) Mechanical / Industrial Engineer - Google Fiber, Mountain View	110	5	0	
AdWords	6	1	0	
Google Jobs site	47	1	0	
indeed.com	26	3	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
LinkedIn	31	0	0	
Outside Plant (OSP) Make Ready Engineer - Google Fiber, Mountain View	34	0	0	
AdWords	2	0	0	
Google Jobs site	20	0	0	
indeed.com	8	0	0	
LinkedIn	4	0	0	
Outside Plant (OSP) Design Engineer - Google Fiber, Mountain View	63	7	1	
AdWords	1	0	0	
Google Jobs site	42	3	1	
indeed.com	12	2	0	
LinkedIn	8	2	0	
Outside Plant (OSP) Capacity Planning Engineer - Google Fiber, Mountain View	38	5	0	
Google Jobs site	24	4	0	
indeed.com	3	0	0	
LinkedIn	11	1	0	
Customer Solutions Service Delivery Specialist, Google Fiber	189	3	3	
AdWords	15	0	0	
Google +	1	0	0	
Google Jobs site	93	3	3	
indeed.com	46	0	0	
LinkedIn	32	0	0	
simplyhired.com	1	0	0	
Facebook	1	0	0	
Network Operations Engineer	1	0	0	
Google Jobs site	1	0	0	
Engineering Leadership, Google Fiber - Mountain View	2	2	2	
Google Jobs site	2	2	2	
Technical Program Manager, Managed Wi-Fi, Google Fiber - Mountain View	36	2	1	
AdWords	1	0	0	
Google +	1	0	0	
Google Jobs site	14	2	1	
indeed.com	3	0	0	
LinkedIn	17	0	0	
Capacity Planner, Network Engineering, Google Fiber - Mountain View	7	0	0	
AdWords	1	0	0	
Google Jobs site	3	0	0	

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2013

Description of recruiting sources appear below

Role / Recruitment Source	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
indeed.com	1	0	0	0
LinkedIn	2	0	0	0
Customer Solutions Specialist, Tools, Google Fiber - Mountain View	24	0	0	0
AdWords	2	0	0	0
Google Jobs site	12	0	0	0
indeed.com	9	0	0	0
LinkedIn	1	0	0	0
Project Coordinator, Outside Plant (OSP), Google Fiber - Kansas City	1	1	1	1
Google Jobs site	1	1	1	1
Data Associate, Google Fiber	2	2	2	2
Google Jobs site	2	2	2	2
Outside Plant Field Project Manager, Google Fiber - Kansas City	1	1	1	1
Monster.com	1	1	1	1
Technical Program Manager, TV Platform, Google Fiber - Mountain View	10	2	0	0
Google Jobs site	7	2	0	0
indeed.com	1	0	0	0
LinkedIn	2	0	0	0
Grand Total	25,859	668	341	88

Google Fiber Inc.

Recruitment Source Contact Information - Year ended September 30, 2013

EXTERNAL RECRUITING SOURCES				
Recruitment Source	Contact Name	Address	Email	Phone #
General Resume Sourcing:	Google recruiters attend various local job and career fairs to source resumes for eligible candidates. Those resumes are then matched to open positions.			
University & MBA Recruiting:	Google conducts outreach for computer science or related majors at more than 60 campuses across North America and Latin America. Outreach activities include, but are not limited to, managing technical talks, participating in career fairs, engaging in on-campus interviews, and conducting special workshops			
Online job boards:	Recruiting through online job boards involves posting Google Fiber job availabilities to attract potential candidates, as well as conducting active searches of candidate profiles to identify eligible matches for open positions			
craigslist	Craigslist Billing	200, 989 Market St, San Francisco, CA 94103	billing@craigslist.org	(415) 278-0404
dice.com	Joe Wilkie	12150 Meredith Dr.Urbandale, IA 50323	JoeW@dice.com	(877) 386-3323
indeed.com	Jennifer Holiday	177 Broad Street, 6th FloorStamford, CT 06901	jholiday@indeed.com	(650) 528-2079
LinkedIn	Deina King	2029 Stierlin Ct.Mountain View 94043	dking@linkedin.com	(650) 687-3600
Monster.com	Kristen Sousa	622 Third Ave., 39th FloorNew York, NY 10017	Kristen.Sousa@monster.com	(925) 314-6818
nakuri.com	Nivedita Sinha	Block 1, DivyaSree Omega ASurvey No. 13, Kondapur VilliageHyderabad,Andhra Pradesh 500081	nivedita.sinha@naukri.com	080-426-80-200
nijobs.com	Conor Gilbride	IrishJobs.ie, Grand Canal Quay, Dublin 2, Ireland	Conor.Gilbride@irishjobs.ie	353 (0)1 670 9900
nixers.com	Lisa Kearney	Ground Floor, South Block, The Malthouse, Grand Canal Quay, Dublin 2	lisa.kearney@jobs.ie	353-1-16642-957
simplyhired.com	Nicole Rechenmacher	370 San Aleso AveSuite 200Sunnyvale, CA 94085	nicole@simplyhired.com	(408) 400-4700

INTERNAL RECRUITING SOURCES

In addition to external sources, Google Fiber also recruits through the following internal Google channels:

Social Media:

Twitter	Job posted on Twitter @GoogleJobs feed
Google +	Job posted on Google+ Life at Google page
Facebook	

Other Google owned & operated properties:

YouTube	Job posted in description of video on Life at Google YouTube channel
Google.com	Google Jobs posting advertising on Google.com
Google Jobs Site	Google Jobs site posting - direct applicant
AdWords	Google Jobs posting advertising through AdWords
Employee referral site	Employee & alumni referrals

Google Fiber Inc.

Outreach Activities - Year ended September 30, 2013

Type of event	Date	Description	Co-Participants / Partners (if applicable)
Google Apps 101 & 201 Trainings	various dates: March - Sept 2013	Approximately 400 participants from March through September. Provide a series of trainings to nonprofits and community members on how to use the Internet, covering basic skills like Internet Search and Gmail that are important tools to job seekers.	Co-presenting organizations include Kansas City Kansas Public Libraries, Guadalupe Centers Inc, Senior Computer Users Group, AARP, Literacy KC, Vineyard Resource Center, Hispanic Chamber of Commerce, and Bethel AME Church.
Girl Scouts Meet Women in Fiber	May 21, 2013	Presentation on Google Fiber and Hangout with female Fiber Googlers in MTV to discuss their education and career paths	Girl Scouts of NE Kansas and NW Missouri
Summer Intern Program	Summer 2013	The Google Technical Internship Program is a 12-14 week technical engineering internship. Over the summer of 2013 Google Fiber hosted 9 internship positions in various engineering roles.	
Startup Crawl	Jun 28, 2013	Kansas City's second Startup Crawl offered more than 900 area residents a one-night tour of the metro's many budding companies (including Google Fiber). The goal of this event is to make the startup arena even more accessible to local hopefuls, new arrivals, and the community in general. Attendees received an inside view of 100 startups, meeting the founders and teams.	
App Camp	Jul 15-19 & Jul 22-26, 2013	Trainings on Google Apps basics at Fiber Space and at community based organizations.	Partnered with University of Missouri - Kansas City School of Computing and Engineering, KC STEM Alliance and KC Power Source to present.
Kansas City Digital Inclusion Fund	Announced Aug 14, 2013	Developed, fundraised, and contributed to a \$1M fund, housed at the Greater Kansas City Cmty Foundation, that will provide grants to nonprofit organizations that help people increase their digital literacy skills and be better prepared for 21st Century workforce.	
Code for America	Ongoing	Through Code for America's fellowship program, talented web developers, designers, and entrepreneurs are recruited into a year of public service and then invited forward-thinking cities to apply to work with them, hand-in-hand, to help them better leverage technology and engage the community.	
Community Sales and Marketing Manager (CSMM) program	Ongoing	Fiber field sales team members (contract/vendor positions responsible for execution of various community marketing programs and events) receive training by Google Fiber personnel to develop skills to qualify for higher level positions in their field.	
Unconscious Bias Training	Various sessions throughout year	Training offered to all Google employees and encouraged for people managers. The workshop introduces participants to the science of unconscious thought processes, and how our minds -- without our knowledge -- may influence workplace perceptions and interactions. The session largely focuses on stereotyping, presenting both internal case studies and academic research showing how stereotypes can play out in a company.	