

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Account Manager, Google Fiber - Mountain View		3	1	0	0
	Employee / alumni referrals	2	0	0	0
	LinkedIn	1	1	0	0
Administrative Business Partner, Google Fiber - Mountain View		10	0	0	0
	Employee / alumni referrals	10	0	0	0
Administrative Business Partner, Google Fiber - New York		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Ads Infrastructure Software Engineer, Google Fiber, Mountain View		31	1	1	0
	Employee / alumni referrals	30	1	1	0
	Third party resume database	1	0	0	0
Analytics Specialist, Fiber Service Operations, Google Fiber - Mountain View		122	7	4	0
	Employee / alumni referrals	10	1	1	0
	Google Jobs Site	73	4	2	0
	indeed.com	18	2	1	0
	LinkedIn	20	0	0	0
	University & MBA recruiting	1	0	0	0
Associate City Manager - Austin		5	1	1	1
	Employee / alumni referrals	5	1	1	1
Associate City Manager, Google Fiber - Bay Area		63	0	0	0
	Employee / alumni referrals	7	0	0	0
	Google Jobs Site	43	0	0	0
	indeed.com	5	0	0	0
	LinkedIn	8	0	0	0
Associate City Manager, Google Fiber - Kansas City		494	7	3	1
	Employee / alumni referrals	5	1	0	0
	glassdoor.com	7	0	0	0
	Google Jobs Site	234	4	2	0
	indeed.com	7	0	0	0
	LinkedIn	241	2	1	1
Associate Engineer, Google Fiber - Mountain View		16	7	3	0
	Employee / alumni referrals	10	2	1	0
	Google Jobs Site	4	3	1	0
	LinkedIn	2	2	1	0
Automation Test Development Engineer, Google Fiber Networking - Mountain View		108	0	0	0
	Employee / alumni referrals	7	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	60	0	0	0
	indeed.com	9	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	LinkedIn	30	0	0	0
	simplyhired.com	1	0	0	0
Brand Marketing Communications Manager, Google Fiber - Mountain View		1354	10	6	1
	Employee / alumni referrals	128	6	3	0
	glassdoor.com	7	0	0	0
	Google Jobs Site	483	2	2	0
	GooglePlus	2	0	0	0
	iimjobs.com	1	0	0	0
	indeed.com	72	0	0	0
	LinkedIn	658	2	1	1
	simplyhired.com	3	0	0	0
Brand Marketing Manager, Google Fiber - Mountain View		4	3	2	0
	Employee / alumni referrals	2	2	1	0
	Google Jobs Site	1	0	0	0
	LinkedIn	1	1	1	0
Broadband Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		224	16	4	1
	Employee / alumni referrals	13	7	3	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	84	3	0	0
	indeed.com	15	2	0	0
	LinkedIn	111	4	1	1
Build Labs Engineer, Google Fiber - Mountain View		60	13	10	2
	Employee / alumni referrals	16	6	5	1
	Google Jobs Site	13	3	2	0
	indeed.com	16	0	0	0
	LinkedIn	15	4	3	1
Business Analyst - Build Operations, Google Fiber - Mountain View		1584	30	6	3
	Employee / alumni referrals	157	22	5	2
	glassdoor.com	18	0	0	0
	Google Jobs Site	753	4	1	1
	GooglePlus	1	0	0	0
	indeed.com	79	1	0	0
	LinkedIn	569	3	0	0
	University & MBA recruiting	7	0	0	0
Business Analyst, Google Fiber - Austin		3	0	0	0
	Employee / alumni referrals	3	0	0	0
Business Analyst, Google Fiber - Mountain View		1487	18	6	0
	Employee / alumni referrals	143	10	3	0
	glassdoor.com	8	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Google Jobs Site	566	1	0	0
	GooglePlus	1	0	0	0
	indeed.com	106	0	0	0
	LinkedIn	652	7	3	0
	simplyhired.com	1	0	0	0
	University & MBA recruiting	10	0	0	0
Business Analyst, Google Fiber City Launch Team - Mountain View		450	7	4	0
	Employee / alumni referrals	46	6	3	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	227	1	1	0
	GooglePlus	1	0	0	0
	indeed.com	53	0	0	0
	LinkedIn	117	0	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	3	0	0	0
Business Analyst, Revenue Programs, Google Fiber - Mountain View		238	4	0	0
	Employee / alumni referrals	18	1	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	100	1	0	0
	indeed.com	42	2	0	0
	LinkedIn	73	0	0	0
	simplyhired.com	2	0	0	0
Business Consultant, Google Fiber - Mountain View		113	1	0	0
	Employee / alumni referrals	3	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	77	1	0	0
	indeed.com	7	0	0	0
	LinkedIn	23	0	0	0
	University & MBA recruiting	2	0	0	0
Business Development Manager, Google Fiber - Mountain View		1002	7	1	1
	Employee / alumni referrals	95	6	1	1
	glassdoor.com	20	0	0	0
	Google Jobs Site	581	0	0	0
	Google YouTube account	1	0	0	0
	indeed.com	46	0	0	0
	LinkedIn	258	1	0	0
	University & MBA recruiting	1	0	0	0
Business Development Manager, WiFi, Google Fiber - Mountain View		1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Google Jobs Site	1	0	0	0
Business Intelligence Analyst, Construction Operations, Google Fiber - Mountain View		226	4	2	1
	Employee / alumni referrals	9	1	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	107	2	1	1
	GooglePlus	1	0	0	0
	indeed.com	28	1	1	0
	LinkedIn	76	0	0	0
	simplyhired.com	2	0	0	0
Business Intelligence Analyst, Google Fiber - Mountain View		759	3	1	0
	Employee / alumni referrals	55	1	1	0
	glassdoor.com	7	0	0	0
	Google Jobs Site	312	1	0	0
	indeed.com	60	0	0	0
	LinkedIn	314	1	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	9	0	0	0
Business Operations Manager, Google Fiber - Mountain View		1	1	0	0
	Employee / alumni referrals	1	1	0	0
CAD/PCB Design Engineer, Google Fiber - Mountain View		5	0	0	0
	Google Jobs Site	2	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	1	0	0	0
City Engagement Manager, Google Fiber - Mountain View		219	0	0	0
	Employee / alumni referrals	20	0	0	0
	Google Jobs Site	145	0	0	0
	Google Twitter account	1	0	0	0
	GooglePlus	1	0	0	0
	indeed.com	20	0	0	0
	LinkedIn	31	0	0	0
	simplyhired.com	1	0	0	0
City Engagement Manager, Google Fiber - Mountain View or New York		347	2	1	1
	Employee / alumni referrals	42	2	1	1
	Google Jobs Site	224	0	0	0
	indeed.com	42	0	0	0
	LinkedIn	38	0	0	0
	simplyhired.com	1	0	0	0
City Manager, Google Fiber - Kansas City		4	0	0	0
	Google Jobs Site	4	0	0	0
City Manager, Google Fiber - Mountain View		110	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	3	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	63	0	0	0
	indeed.com	11	0	0	0
	LinkedIn	31	0	0	0
	University & MBA recruiting	1	0	0	0
City Relationship Manager, Google Fiber - Mountain View		5	0	0	0
	Employee / alumni referrals	5	0	0	0
Commercial Contracts Manager, Google Fiber - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Communications Specialist, Google Fiber - Mountain View		267	2	1	1
	Employee / alumni referrals	15	1	0	0
	Google Jobs Site	146	0	0	0
	indeed.com	57	0	0	0
	LinkedIn	47	1	1	1
	University & MBA recruiting	2	0	0	0
Community Impact Manager, Bay Area - Mountain View		378	0	0	0
	Employee / alumni referrals	1	0	0	0
	glassdoor.com	10	0	0	0
	Google Jobs Site	126	0	0	0
	indeed.com	69	0	0	0
	LinkedIn	166	0	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	4	0	0	0
Construction Manager (Inside Plant) (Fixed Term), Google Fiber - Austin		189	2	0	0
	Employee / alumni referrals	3	0	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	112	1	0	0
	indeed.com	22	1	0	0
	LinkedIn	45	0	0	0
	simplyhired.com	3	0	0	0
	Third party resume database	1	0	0	0
Construction Partner Manager, Google Fiber - Mountain View		389	14	3	1
	Employee / alumni referrals	44	6	2	1
	glassdoor.com	6	0	0	0
	Google Jobs Site	171	1	0	0
	indeed.com	44	1	0	0
	LinkedIn	124	6	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Consumer Operations Associate, Google Fiber - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Content Marketing Manager, Google Fiber - Mountain View		2	2	0	0
	Employee / alumni referrals	1	1	0	0
	LinkedIn	1	1	0	0
CPE Operations Engineer, Google Fiber - Mountain View		104	1	0	0
	Employee / alumni referrals	5	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	73	1	0	0
	indeed.com	10	0	0	0
	LinkedIn	15	0	0	0
Customer Communications Manager, Google Fiber - Mountain View		361	6	1	0
	Employee / alumni referrals	27	4	1	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	183	1	0	0
	iimjobs.com	1	0	0	0
	indeed.com	41	1	0	0
	LinkedIn	106	0	0	0
	University & MBA recruiting	1	0	0	0
Customer Experience Manager, Google Fiber - Mountain View		16	1	1	1
	Employee / alumni referrals	11	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	4	1	1	1
Customer Experience Specialist, Google Fiber - Mountain View		220	14	6	3
	Employee / alumni referrals	23	6	2	2
	glassdoor.com	2	0	0	0
	Google Jobs Site	140	4	1	1
	indeed.com	29	0	0	0
	LinkedIn	26	4	3	0
Customer Operations Specialist, Reporting, Google Fiber - Mountain View		104	6	4	1
	Employee / alumni referrals	25	2	1	0
	Google Jobs Site	46	2	2	0
	indeed.com	9	0	0	0
	LinkedIn	24	2	1	1
Customer Service Center Supervisor, Google Fiber - Austin		63	3	1	0
	Employee / alumni referrals	15	2	0	0
	glassdoor.com	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Google Jobs Site	32	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	13	1	1	0
Customer Service Tools Specialist, Google Fiber - Mountain View		91	3	1	0
	Employee / alumni referrals	3	1	1	0
	Google Jobs Site	64	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	16	2	0	0
	simplyhired.com	1	0	0	0
Customer Service Tools Support Specialist, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Data Warehousing and Business Intelligence Analyst - Mountain View		31	1	0	0
	Employee / alumni referrals	3	1	0	0
	Google Jobs Site	17	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	9	0	0	0
	simplyhired.com	1	0	0	0
Database Analyst, Google Fiber Sales Operations - Mountain View		179	4	1	1
	Employee / alumni referrals	14	3	1	1
	Google Jobs Site	92	1	0	0
	indeed.com	19	0	0	0
	LinkedIn	52	0	0	0
	simplyhired.com	1	0	0	0
	University & MBA recruiting	1	0	0	0
Deployment Business Analyst, Google Fiber Controls - Mountain View		240	0	0	0
	Employee / alumni referrals	8	0	0	0
	Google Jobs Site	123	0	0	0
	indeed.com	35	0	0	0
	LinkedIn	74	0	0	0
Deployment Training Program Manager, Google Fiber		52	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	35	0	0	0
	indeed.com	10	0	0	0
	LinkedIn	6	0	0	0
Director of Fiber Deployment - Mountain View		4	4	4	1
	Employee / alumni referrals	3	3	3	1
	LinkedIn	1	1	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Director, Google Fiber Business Org - Mountain View		4	4	1	0
	Employee / alumni referrals	4	4	1	0
Director, Network Operations, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Document Controls Program Manager, Google Fiber - Mountain View		8	1	1	1
	Employee / alumni referrals	4	1	1	1
	Google Jobs Site	2	0	0	0
	LinkedIn	2	0	0	0
Engineering Manager, Fiber Data, Software and Infrastructure - Mountain View		23	1	0	0
	Employee / alumni referrals	12	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	4	1	0	0
	LinkedIn	6	0	0	0
Engineering Program Manager, Google Fiber - Kansas City		253	5	4	2
	Employee / alumni referrals	5	1	1	1
	glassdoor.com	3	0	0	0
	Google Jobs Site	134	1	1	0
	indeed.com	7	0	0	0
	LinkedIn	103	3	2	1
	simplyhired.com	1	0	0	0
Enterprise Application Manager, Google Fiber - Mountain View		20	0	0	0
	Google Jobs Site	1	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	17	0	0	0
Enterprise Applications Developer, Google Fiber - Mountain View		107	6	3	2
	Employee / alumni referrals	7	4	2	1
	Google Jobs Site	57	2	1	1
	indeed.com	4	0	0	0
	LinkedIn	39	0	0	0
Enterprise Applications Manager, Google Fiber - Mountain View		86	1	0	0
	Employee / alumni referrals	6	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	32	0	0	0
	indeed.com	11	1	0	0
	LinkedIn	36	0	0	0
Experience Specialist, Google Fiber - Mountain View		21	1	1	1
	Employee / alumni referrals	6	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Google Jobs Site	10	0	0	0
	LinkedIn	5	1	1	1
Facilities Engineer, Google Fiber - Mountain View		183	16	3	1
	Employee / alumni referrals	17	5	1	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	83	5	1	1
	indeed.com	33	1	0	0
	LinkedIn	48	5	1	0
Fiber Expansion Strategic Partner Development Manager, Google Fiber - New York OR Mountain View		6	0	0	0
	Employee / alumni referrals	6	0	0	0
Field Operations Manager (Inside Plant), Google Fiber - Austin		316	2	0	0
	Employee / alumni referrals	1	0	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	145	0	0	0
	indeed.com	52	1	0	0
	LinkedIn	111	1	0	0
	simplyhired.com	5	0	0	0
Field Operations Manager (Inside Plant), Google Fiber - Mountain View		371	6	1	0
	Employee / alumni referrals	5	1	0	0
	glassdoor.com	4	0	0	0
	Google Jobs Site	142	2	0	0
	indeed.com	18	0	0	0
	LinkedIn	198	3	1	0
	simplyhired.com	4	0	0	0
Field Sales and Marketing Manager, Google Fiber - Provo		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Field Sales Training and Communications Manager, Google Fiber - Mountain View		48	0	0	0
	Employee / alumni referrals	2	0	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	30	0	0	0
	indeed.com	6	0	0	0
	LinkedIn	8	0	0	0
Financial Systems, Program Manager, Google Fiber - Mountain View		13	0	0	0
	Employee / alumni referrals	13	0	0	0
Frontend Software Engineer, Customer Growth and Acquisitions, Google Fiber - Mountain View		3	0	0	0
	Employee / alumni referrals	3	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
GIS Specialist, Google Fiber - Mountain View		6	0	0	0
	Employee / alumni referrals	3	0	0	0
	Google Jobs Site	2	0	0	0
	LinkedIn	1	0	0	0
Google Fiber Business Development Manager, Commercial Properties - Mountain View or New York		288	4	2	0
	Employee / alumni referrals	18	2	0	0
	Google Jobs Site	202	1	1	0
	indeed.com	25	0	0	0
	LinkedIn	40	1	1	0
	simplyhired.com	3	0	0	0
Hardware Engineer, Google Fiber - Mountain View		66	11	3	0
	Employee / alumni referrals	35	7	1	0
	Google Jobs Site	11	2	1	0
	indeed.com	8	0	0	0
	LinkedIn	12	2	1	0
Hardware Test Engineer, Google Fiber - Mountain View		160	8	2	0
	Employee / alumni referrals	19	3	1	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	86	2	0	0
	indeed.com	12	0	0	0
	LinkedIn	40	3	1	0
	University & MBA recruiting	2	0	0	0
Hardware Test/Validation Engineer, Google Fiber - Mountain View		395	5	1	0
	Employee / alumni referrals	33	2	1	0
	glassdoor.com	4	0	0	0
	Google Jobs Site	167	1	0	0
	indeed.com	49	1	0	0
	LinkedIn	141	1	0	0
	University & MBA recruiting	1	0	0	0
Head of Brand Marketing Communications, Google Fiber - Mountain View		2	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	1	0	0	0
Head of Brand Marketing, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Head of Business Development, Wireless Access - Mountain View		7	1	1	1
	Employee / alumni referrals	5	1	1	1
	Google Jobs Site	1	0	0	0
	LinkedIn	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Head of Customer Marketing, Google Fiber - Mountain View		65	3	1	0
	Employee / alumni referrals	44	1	0	0
	Google Jobs Site	10	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	9	2	1	0
	University & MBA recruiting	1	0	0	0
Installation Operations Specialist, Editorial, Google Fiber - Mountain View		18	0	0	0
	Employee / alumni referrals	11	0	0	0
	Google Jobs Site	5	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	1	0	0	0
Instructional Designer: Front-End Systems Design & Interaction, Google Fiber - Mountain View, Atlanta, or New York City		120	0	0	0
	Employee / alumni referrals	4	0	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	91	0	0	0
	Google Twitter account	1	0	0	0
	indeed.com	11	0	0	0
	LinkedIn	10	0	0	0
	simplyhired.com	1	0	0	0
IP Edge Architect, Google Fiber - Austin, Kirkland, Thornton or Mountain View		294	2	1	0
	Employee / alumni referrals	13	1	1	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	162	1	0	0
	indeed.com	12	0	0	0
	LinkedIn	102	0	0	0
	simplyhired.com	3	0	0	0
	University & MBA recruiting	1	0	0	0
IP Network Architect, Google Fiber - Austin, Kirkland, Thornton or Mountain View		392	11	4	0
	Employee / alumni referrals	28	9	3	0
	glassdoor.com	5	0	0	0
	Google Jobs Site	180	1	0	0
	GooglePlus	1	0	0	0
	indeed.com	18	0	0	0
	LinkedIn	158	1	1	0
	simplyhired.com	1	0	0	0
	University & MBA recruiting	1	0	0	0
ISP Construction Specialist, Google Fiber - Mountain View		5	1	1	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	3	1	1	1
	Google Jobs Site	2	0	0	0
ISP Design Manager, Google Fiber - Austin		9	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	5	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	2	0	0	0
ISP Field Operations Manager, Google Fiber - Provo		32	5	2	0
	Employee / alumni referrals	5	1	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	20	2	2	0
	indeed.com	1	1	0	0
	LinkedIn	5	1	0	0
ISP Regional Manager, Google Fiber - Mountain View		1	1	1	1
	LinkedIn	1	1	1	1
Knowledge Base Specialist, Google Fiber - Mountain View		98	5	3	1
	Employee / alumni referrals	14	2	2	0
	Google Jobs Site	54	1	1	1
	indeed.com	13	1	0	0
	LinkedIn	17	1	0	0
Last Mile Curriculum Specialist, Google Fiber - Mountain View		50	0	0	0
	Employee / alumni referrals	3	0	0	0
	Google Jobs Site	28	0	0	0
	indeed.com	11	0	0	0
	LinkedIn	8	0	0	0
Last Mile Partner Contracts Manager, Google Fiber - Mountain View		91	3	2	1
	Employee / alumni referrals	8	2	1	0
	Google Jobs Site	49	0	0	0
	indeed.com	9	0	0	0
	LinkedIn	24	1	1	1
	simplyhired.com	1	0	0	0
Last Mile Partner Manager, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Lead Network Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View		92	6	0	0
	Employee / alumni referrals	8	4	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	50	0	0	0
	GooglePlus	1	0	0	0
	indeed.com	4	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	LinkedIn	28	2	0	0
Lead Software Engineer in Test, Google Fiber - Mountain View		60	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	30	0	0	0
	indeed.com	4	0	0	0
	LinkedIn	25	0	0	0
Local Partner Manager, Google Fiber - California		3	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	2	0	0	0
Local Partner Manager, Google Fiber - Kansas City		4	0	0	0
	Google Jobs Site	2	0	0	0
	LinkedIn	2	0	0	0
Local Partner Manager, Google Fiber - Texas		12	0	0	0
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	6	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	3	0	0	0
LTE Wireless System Engineer, Google Access - Mountain View		194	14	2	0
	Employee / alumni referrals	30	9	2	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	80	4	0	0
	indeed.com	37	0	0	0
	LinkedIn	44	1	0	0
Manager, Learning and Knowledge Programs - Mountain View or Atlanta		79	0	0	0
	Employee / alumni referrals	3	0	0	0
	Google Jobs Site	44	0	0	0
	indeed.com	19	0	0	0
	LinkedIn	12	0	0	0
	simplyhired.com	1	0	0	0
Manager, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View		575	6	1	0
	Employee / alumni referrals	21	5	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	318	0	0	0
	indeed.com	36	0	0	0
	LinkedIn	195	1	1	0
	simplyhired.com	4	0	0	0
Manager, Security Engineering, Google Fiber Network Operations - Mountain View		61	9	4	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	30	7	3	0
	Google Jobs Site	17	1	1	0
	indeed.com	2	0	0	0
	LinkedIn	11	0	0	0
	University & MBA recruiting	1	1	0	0
Manufacturing Current Product Engineer, Google Fiber - Mountain View		18	4	2	1
	Employee / alumni referrals	9	4	2	1
	Google Jobs Site	5	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	3	0	0	0
Manufacturing Test Engineer, Google Fiber - Mountain View		136	9	2	0
	Employee / alumni referrals	29	4	1	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	39	2	0	0
	indeed.com	16	0	0	0
	LinkedIn	50	3	1	0
Market Development Manager - Google Fiber - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Marketing Communications Manager - Interactive, Google Fiber - Mountain View		23	0	0	0
	Employee / alumni referrals	20	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	2	0	0	0
Marketing Insights and Analytics Manager, Google Fiber - Mountain View		222	3	0	0
	Employee / alumni referrals	39	3	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	90	0	0	0
	iimjobs.com	1	0	0	0
	indeed.com	19	0	0	0
	LinkedIn	71	0	0	0
	simplyhired.com	1	0	0	0
MDU Engineering Coordinator, Google Fiber - Mountain View		1	1	1	1
	LinkedIn	1	1	1	1
MDU Field Design Manager, Google Fiber - Kansas City		1	1	1	0
	Employee / alumni referrals	1	1	1	0
MDU Field Operations Manager, Google Fiber - Kansas City		14	5	4	0
	Employee / alumni referrals	8	4	3	0
	Google Jobs Site	5	1	1	0
	Third party resume database	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
MDU Field Sales Lead, Google Fiber - Austin		53	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	31	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	19	0	0	0
MDU Program Manager, Google Fiber - Mountain View		6	0	0	0
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	3	0	0	0
MDU Specialist, Google Fiber - Mountain View		13	1	0	0
	Employee / alumni referrals	11	1	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	1	0	0	0
Mechanical Engineer for OSP/ISP, Google Fiber - Austin, Kirkland, Thornton or Mountain View		23	1	0	0
	Employee / alumni referrals	12	1	0	0
	Google Jobs Site	9	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	1	0	0	0
National Field Operations Manager, Google Fiber - Mountain View		4	1	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	3	1	0	0
National Service Center Manager, Google Fiber, Mountain View		128	1	1	0
	Employee / alumni referrals	4	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	72	0	0	0
	indeed.com	10	0	0	0
	LinkedIn	40	1	1	0
	simplyhired.com	1	0	0	0
Network Deployment Analyst/Planner, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Network Deployment and Operations Lead, Google Fiber - California		47	0	0	0
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	26	0	0	0
	indeed.com	10	0	0	0
	LinkedIn	8	0	0	0
	simplyhired.com	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Deployment and Operations Lead, Google Fiber - Texas		19	0	0	0
	Google Jobs Site	14	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	2	0	0	0
	simplyhired.com	1	0	0	0
Network Deployment Engineer, Google Fiber - Mountain View		11	3	1	0
	Employee / alumni referrals	8	3	1	0
	Google Jobs Site	2	0	0	0
	indeed.com	1	0	0	0
Network Deployment Planner, Google Fiber - Mountain View		168	4	2	2
	Employee / alumni referrals	7	4	2	2
	glassdoor.com	2	0	0	0
	Google Jobs Site	73	0	0	0
	indeed.com	29	0	0	0
	LinkedIn	56	0	0	0
	University & MBA recruiting	1	0	0	0
Network Engineer, Access, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View		141	14	3	1
	Contractor conversion to full-time	1	1	1	1
	Employee / alumni referrals	47	11	2	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	58	2	0	0
	indeed.com	9	0	0	0
	LinkedIn	23	0	0	0
	University & MBA recruiting	1	0	0	0
Network Engineer, Google Fiber - Mountain View		198	19	3	2
	Employee / alumni referrals	34	14	2	2
	glassdoor.com	1	0	0	0
	Google Jobs Site	76	3	1	0
	indeed.com	10	0	0	0
	LinkedIn	77	2	0	0
Network Engineer, Optical, Google Fiber - Mountain View		48	2	0	0
	Employee / alumni referrals	28	2	0	0
	Google Jobs Site	6	0	0	0
	LinkedIn	13	0	0	0
	Third party resume database	1	0	0	0
Network Engineer, Video, Google Fiber - Mountain View		18	1	1	0
	Employee / alumni referrals	8	0	0	0
	Google Jobs Site	4	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Infrastructure Test Engineer, Google Fiber - Mountain View	LinkedIn	6	1	1	0
	Employee / alumni referrals	115	4	2	1
	glassdoor.com	10	3	2	1
	Google Jobs Site	1	0	0	0
	indeed.com	61	0	0	0
	LinkedIn	16	0	0	0
	simplyhired.com	26	1	0	0
Network Installation Coordinator, Google Fiber - Austin	Employee / alumni referrals	541	11	8	0
	glassdoor.com	18	9	7	0
	Google Jobs Site	4	0	0	0
	indeed.com	337	2	1	0
	LinkedIn	76	0	0	0
	simplyhired.com	103	0	0	0
	University & MBA recruiting	2	0	0	0
Network Installation Coordinator, Google Fiber -- Austin	Employee / alumni referrals	3	0	0	0
		3	0	0	0
Network Installation Specialist, Google Fiber, Austin, TX	Employee / alumni referrals	1	1	1	1
		1	1	1	1
Network Integration Analyst, Google Fiber, Austin, Kirkland, Thornton, or Mountain View	Employee / alumni referrals	188	1	0	0
	glassdoor.com	5	0	0	0
	Google Jobs Site	1	0	0	0
	Google Twitter account	142	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	9	1	0	0
	simplyhired.com	28	0	0	0
Network Operations and ISP Quality Lead Program Manager, Google Fiber - Mountain View	Employee / alumni referrals	61	0	0	0
	Google Jobs Site	35	0	0	0
	indeed.com	5	0	0	0
	LinkedIn	21	0	0	0
Network Operations and ISP Quality Project Manager, Google Fiber - Mountain View	Employee / alumni referrals	95	0	0	0
	Google Jobs Site	2	0	0	0
	indeed.com	63	0	0	0
	LinkedIn	9	0	0	0
	University & MBA recruiting	20	0	0	0
		1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Operations Business/Planning Analyst, Google Fiber - Mountain View		129	3	2	1
	Employee / alumni referrals	5	2	2	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	71	1	0	0
	indeed.com	14	0	0	0
	LinkedIn	37	0	0	0
	University & MBA recruiting	1	0	0	0
Network Operations Center (NOC) Engineer I, Google Fiber - Mountain View		274	15	6	2
	Employee / alumni referrals	15	5	2	1
	glassdoor.com	2	0	0	0
	Google Jobs Site	145	7	3	1
	indeed.com	29	1	0	0
	LinkedIn	80	2	1	0
	simplyhired.com	1	0	0	0
	University & MBA recruiting	2	0	0	0
Network Operations Center (NOC) Technician, Google Fiber - Mountain View		569	12	4	1
	Contractor conversion to full-time	3	2	2	0
	Employee / alumni referrals	32	4	1	0
	glassdoor.com	11	0	0	0
	Google Jobs Site	262	3	1	1
	indeed.com	103	1	0	0
	LinkedIn	154	2	0	0
	University & MBA recruiting	4	0	0	0
Network Operations Engineer, Google Fiber - Mountain View		333	8	2	1
	Employee / alumni referrals	25	6	1	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	116	0	0	0
	indeed.com	37	1	1	1
	LinkedIn	152	1	0	0
	University & MBA recruiting	1	0	0	0
Network Ops Contract Manager, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Network Ops Controls Manager, Google Fiber - Mountain View		7	3	3	0
	Employee / alumni referrals	6	3	3	0
	LinkedIn	1	0	0	0
Network Ops Launch Manager, Google Fiber - Mountain View		1	1	1	1

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	1	1	1	1
Network Planner, Network Capacity, Google Fiber - Mountain View		217	3	1	0
	Employee / alumni referrals	8	3	1	0
	glassdoor.com	4	0	0	0
	Google Jobs Site	126	0	0	0
	GooglePlus	1	0	0	0
	indeed.com	18	0	0	0
	LinkedIn	60	0	0	0
Network Provisioner, Google Fiber - Mountain View		3	0	0	0
	Google Jobs Site	1	0	0	0
	indeed.com	2	0	0	0
Network Security Engineer, Google Fiber - Austin, Kirkland, Thornton or Mountain View		33	1	0	0
	Employee / alumni referrals	21	0	0	0
	Google Jobs Site	8	1	0	0
	LinkedIn	4	0	0	0
Network Solutions Test Engineer, Google Access/Fiber - Mountain View		77	9	3	0
	Employee / alumni referrals	48	8	3	0
	Google Jobs Site	9	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	18	1	0	0
	simplyhired.com	1	0	0	0
Network Solutions Test Engineer, Google Fiber - Mountain View		217	2	2	2
	Employee / alumni referrals	10	2	2	2
	Google Jobs Site	110	0	0	0
	indeed.com	8	0	0	0
	LinkedIn	88	0	0	0
	University & MBA recruiting	1	0	0	0
Network Systems Architect, Google Fiber - Austin, Kirkland, Thornton, Mountain View or Toronto		169	1	1	0
	Employee / alumni referrals	6	1	1	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	94	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	61	0	0	0
Network Technical Operations, Technical Services Coordinator, Google Fiber - Kansas City		1	1	1	0
	Contractor conversion to full-time	1	1	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Network Test Engineer, Test & Test Infrastructure, Google Fiber - Mountain View		433	24	11	2
	Employee / alumni referrals	35	18	10	2
	glassdoor.com	2	0	0	0
	Google Jobs Site	236	0	0	0
	indeed.com	36	2	0	0
	LinkedIn	122	4	1	0
	University & MBA recruiting	2	0	0	0
Network Test Infrastructure Manager, Google Fiber - Mountain View		4	1	1	0
	Employee / alumni referrals	3	1	1	0
	Google Jobs Site	1	0	0	0
Network Tools Engineer, Google Fiber - Mountain View		21	0	0	0
	Employee / alumni referrals	10	0	0	0
	Google Jobs Site	7	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	3	0	0	0
Network Traffic Analyst, Network Engineering, Google Fiber - Mountain View		6	1	0	0
	Employee / alumni referrals	2	1	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	3	0	0	0
NIU Program Manager, Google Fiber - Austin		833	14	5	1
	Employee / alumni referrals	41	7	3	1
	glassdoor.com	4	0	0	0
	Google Jobs Site	361	4	2	0
	indeed.com	146	1	0	0
	LinkedIn	278	2	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	1	0	0	0
NIU Program Manager, Google Fiber - Mountain View		59	3	1	0
	Employee / alumni referrals	29	2	1	0
	Google Jobs Site	20	1	0	0
	indeed.com	3	0	0	0
	LinkedIn	6	0	0	0
	Third party resume database	1	0	0	0
NIU Project Specialist, Google Fiber - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
NOC Shift Lead, Google Fiber - Mountain View		10	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	4	0	0	0
	LinkedIn	5	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
NOC Tech Lead, Google Fiber - Mountain View or Thornton		118	0	0	0
	Employee / alumni referrals	3	0	0	0
	Google Jobs Site	49	0	0	0
	Google Twitter account	1	0	0	0
	indeed.com	9	0	0	0
	LinkedIn	56	0	0	0
Numbers Administrator, Google Fiber Network Operations - Austin, Kirkland, Thornton, or Mountain View		19	4	3	1
	Employee / alumni referrals	11	4	3	1
	Google Jobs Site	6	0	0	0
	indeed.com	2	0	0	0
Optical Network Engineer, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		6	0	0	0
	Employee / alumni referrals	4	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	1	0	0	0
Optical Test Engineer, Google Fiber - Mountain View		176	2	1	0
	Employee / alumni referrals	16	1	1	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	80	1	0	0
	indeed.com	25	0	0	0
	LinkedIn	53	0	0	0
	simplyhired.com	1	0	0	0
Optical Transport Engineer, Google Fiber - Mountain View		1	1	1	1
	LinkedIn	1	1	1	1
Optical Transport Operations Engineer - Mountain View		9	0	0	0
	Employee / alumni referrals	5	0	0	0
	Google Jobs Site	2	0	0	0
	LinkedIn	2	0	0	0
Oracle Primavera P6 Administrator, Google Fiber - Mountain View		1	0	0	0
	Google Jobs Site	1	0	0	0
OSP Architect, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton, Mountain View or Toronto		44	2	0	0
	Employee / alumni referrals	6	0	0	0
	Google Jobs Site	20	1	0	0
	indeed.com	2	0	0	0
	LinkedIn	16	1	0	0
OSP/ISP Engineer, Google Fiber Network Operations - Mountain View, Austin, Kirkland, Thornton or Toronto		60	10	3	2
	Employee / alumni referrals	12	4	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Google Jobs Site	26	5	1	1
	indeed.com	11	1	1	1
	LinkedIn	11	0	0	0
Outside Plant (OSP) Associate Construction Manager, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Outside Plant (OSP) Associate Deployment Manager, Google Fiber - Mountain View		6	1	1	1
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	3	0	0	0
	LinkedIn	1	1	1	1
Outside Plant (OSP) Engineering Manager, Google Fiber - Austin		357	8	4	1
	Employee / alumni referrals	12	4	2	0
	glassdoor.com	6	0	0	0
	Google Jobs Site	191	3	2	1
	indeed.com	56	0	0	0
	LinkedIn	90	1	0	0
	simplyhired.com	2	0	0	0
Outside Plant (OSP) Engineering Manager, Google Fiber - Mountain View		257	21	9	2
	Employee / alumni referrals	25	11	5	2
	Google Jobs Site	118	5	2	0
	indeed.com	26	1	0	0
	LinkedIn	83	4	2	0
	simplyhired.com	5	0	0	0
Outside Plant (OSP) Engineering Manager, Google Fiber, Central Region - Kansas City		56	1	0	0
	Employee / alumni referrals	2	1	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	37	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	12	0	0	0
	simplyhired.com	2	0	0	0
Outside Plant (OSP) Engineering Manager, Google Fiber, Western Region - Mountain View		20	0	0	0
	Google Jobs Site	10	0	0	0
	indeed.com	6	0	0	0
	LinkedIn	4	0	0	0
Outside Plant (OSP) Engineering Program Manager, Google Fiber, Central Region - Kansas City		86	0	0	0
	Employee / alumni referrals	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	glassdoor.com	2	0	0	0
	Google Jobs Site	59	0	0	0
	indeed.com	4	0	0	0
	LinkedIn	17	0	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	1	0	0	0
Outside Plant (OSP) Engineering Program Manager, Google Fiber, West Region - Mountain View		68	0	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	34	0	0	0
	indeed.com	11	0	0	0
	LinkedIn	21	0	0	0
Outside Plant (OSP) Field Construction Manager, Google Fiber - Austin		4	1	1	1
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	2	0	0	0
	indeed.com	1	1	1	1
Outside Plant (OSP) Field Construction Manager, Google Fiber - Kansas City		295	9	4	1
	Employee / alumni referrals	13	4	3	1
	glassdoor.com	5	0	0	0
	Google Jobs Site	169	1	0	0
	indeed.com	12	0	0	0
	LinkedIn	93	4	1	0
	simplyhired.com	3	0	0	0
Outside Plant (OSP) Field Construction Manager, Google Fiber - Mountain View		388	22	7	1
	Employee / alumni referrals	24	4	3	1
	glassdoor.com	6	0	0	0
	Google Jobs Site	180	7	2	0
	indeed.com	51	8	2	0
	LinkedIn	123	2	0	0
	simplyhired.com	3	0	0	0
	Third party resume database	1	1	0	0
Outside Plant (OSP) Metro Project Manager, Google Fiber - Austin		56	4	1	0
	Employee / alumni referrals	13	2	0	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	22	2	1	0
	indeed.com	9	0	0	0
	LinkedIn	10	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Outside Plant (OSP) Metro Project Manager, Google Fiber - Kansas City		28	1	1	1
	Employee / alumni referrals	2	1	1	1
	Google Jobs Site	22	0	0	0
	LinkedIn	4	0	0	0
Outside Plant (OSP) Project Manager (City Liaison/Locates Manager), Google Fiber - Kansas City		2	1	1	1
	Employee / alumni referrals	2	1	1	1
Outside Plant (OSP) Project Manager, Google Fiber - Austin		401	7	5	2
	Employee / alumni referrals	13	6	4	2
	glassdoor.com	4	0	0	0
	Google Jobs Site	216	1	1	0
	indeed.com	58	0	0	0
	LinkedIn	109	0	0	0
	simplyhired.com	1	0	0	0
Outside Plant (OSP) Project Manager, Google Fiber - Kansas City		100	2	0	0
	Google Jobs Site	47	0	0	0
	indeed.com	29	2	0	0
	LinkedIn	21	0	0	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	1	0	0	0
Outside Plant (OSP) Project Manager, Google Fiber - Mountain View		18	0	0	0
	Google Jobs Site	11	0	0	0
	indeed.com	4	0	0	0
	LinkedIn	3	0	0	0
Outside Plant (OSP) Project Manager, Google Fiber - Mountain View		339	14	8	4
	Employee / alumni referrals	24	8	5	2
	glassdoor.com	4	0	0	0
	Google Jobs Site	153	2	0	0
	indeed.com	51	0	0	0
	LinkedIn	105	3	2	1
	University & MBA recruiting	2	1	1	1
Outside Plant (OSP) Project Manager, Google Fiber - Texas		117	2	0	0
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	74	1	0	0
	indeed.com	3	0	0	0
	LinkedIn	37	1	0	0
	simplyhired.com	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Outside Plant (OSP) Quality Assurance Manager, Google Fiber - Kansas City		7	0	0	0
	Google Jobs Site	3	0	0	0
	indeed.com	3	0	0	0
	LinkedIn	1	0	0	0
Outside Plant (OSP) Quality Assurance Manager, Google Fiber, Mountain View - Mountain View		7	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	5	0	0	0
	indeed.com	1	0	0	0
Outside Plant (OSP) Quality Specialist Lead - Mountain View		16	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	9	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	5	0	0	0
Outside Plant (OSP) Quality Specialist Lead, Google Fiber - Mountain View		36	1	0	0
	Employee / alumni referrals	2	1	0	0
	Google Jobs Site	20	0	0	0
	indeed.com	3	0	0	0
	LinkedIn	10	0	0	0
	simplyhired.com	1	0	0	0
Outside Plant (OSP) Technical Specification Engineer, Production - Mountain View		4	0	0	0
	Employee / alumni referrals	2	0	0	0
	LinkedIn	2	0	0	0
Outside Plant (OSP) Technical Writer - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Partner Development Manager, Wireless Access - Mountain View		13	0	0	0
	Employee / alumni referrals	12	0	0	0
	indeed.com	1	0	0	0
Partner Solutions Engineer, Google Fiber - Mountain View		76	3	1	0
	Employee / alumni referrals	6	3	1	0
	Google Jobs Site	33	0	0	0
	indeed.com	4	0	0	0
	LinkedIn	33	0	0	0
Photonic Test Engineer, Platform, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Photonics Engineer, Platforms, Google Fiber - Mountain View		56	7	1	0
	Employee / alumni referrals	29	4	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	glassdoor.com	1	0	0	0
	Google Jobs Site	12	1	0	0
	indeed.com	4	1	0	0
	LinkedIn	10	1	0	0
Product Marketing Manager, Google Fiber - Mountain View		34	8	5	3
	Employee / alumni referrals	14	6	3	2
	Google Jobs Site	7	0	0	0
	LinkedIn	13	2	2	1
Product Marketing Manager, Strategy and Operations, Google Fiber - Mountain View		61	1	1	0
	Employee / alumni referrals	52	1	1	0
	Google Jobs Site	2	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	6	0	0	0
Product Marketing Manager, Subscriber Acquisitions, Google Fiber - Mountain View		130	3	3	1
	Employee / alumni referrals	22	2	2	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	54	0	0	0
	indeed.com	11	0	0	0
	LinkedIn	42	1	1	0
Product Specialist, Google Fiber - Mountain View		14	0	0	0
	Employee / alumni referrals	11	0	0	0
	Google Jobs Site	3	0	0	0
Product Specialist, Google Fiber - Mountain View		18	0	0	0
	Employee / alumni referrals	8	0	0	0
	Google Jobs Site	7	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	2	0	0	0
Program Lead, Google Fiber Academy - Mountain View		55	1	0	0
	Employee / alumni referrals	4	1	0	0
	Google Jobs Site	32	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	11	0	0	0
	University & MBA recruiting	1	0	0	0
Program Manager Outside Plant Engineering Quality, Google Fiber - Mountain View		43	0	0	0
	Google Jobs Site	24	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	8	0	0	0
	simplyhired.com	4	0	0	0
Program Manager, Controls, Google Fiber - Mountain View		198	42	11	3

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	56	17	3	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	82	17	7	3
	indeed.com	11	3	0	0
	LinkedIn	48	5	1	0
Program Manager, Demand Planning, Google Fiber - Mountain View		39	1	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	31	0	0	0
	indeed.com	2	1	0	0
	LinkedIn	5	0	0	0
Program Manager, Demand Planning, Google Fiber - Mountain View		235	6	1	0
	Employee / alumni referrals	35	3	1	0
	Google Jobs Site	91	0	0	0
	indeed.com	24	1	0	0
	LinkedIn	85	2	0	0
Program Manager, Fiber Data, Software and Infrastructure - Mountain View		17	0	0	0
	Employee / alumni referrals	13	0	0	0
	LinkedIn	4	0	0	0
Program Manager, Google Fiber - Mountain View		92	1	1	0
	Employee / alumni referrals	11	1	1	0
	Google Jobs Site	39	0	0	0
	indeed.com	16	0	0	0
	LinkedIn	26	0	0	0
Program Manager, Network Deployment and Operations (NDO) Process Engineering, Google Fiber - Mountain View		17	0	0	0
	Employee / alumni referrals	1	0	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	14	0	0	0
	simplyhired.com	1	0	0	0
Program Manager, Network Engineering, Google Fiber - Mountain View		204	6	3	0
	Employee / alumni referrals	24	4	2	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	100	2	1	0
	indeed.com	13	0	0	0
	LinkedIn	64	0	0	0
	simplyhired.com	2	0	0	0
Program Manager, Network Operations, Google Fiber - Mountain View		84	9	2	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	Employee / alumni referrals	56	3	1	0
	Google Jobs Site	20	3	1	0
	LinkedIn	8	3	0	0
Program Manager, Outside Plant RoW Specialist, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Program Manager, Platform Engineering, Google Fiber - Mountain View		285	2	1	0
	Employee / alumni referrals	26	1	1	0
	glassdoor.com	5	0	0	0
	Google Jobs Site	151	0	0	0
	indeed.com	13	0	0	0
	LinkedIn	89	0	0	0
	Third party resume database	1	1	0	0
Program Manager, Product Data Management (PDM), Google Fiber - Mountain View		604	19	10	4
	Employee / alumni referrals	49	11	6	3
	glassdoor.com	2	0	0	0
	Google Jobs Site	272	3	1	1
	indeed.com	73	1	1	0
	LinkedIn	206	4	2	0
	simplyhired.com	1	0	0	0
	University & MBA recruiting	1	0	0	0
Program Manager, Supply Chain Operations Program Management Office, Google Fiber - Mountain View		718	3	0	0
	Employee / alumni referrals	66	1	0	0
	glassdoor.com	5	0	0	0
	Google Jobs Site	317	0	0	0
	Google Twitter account	2	0	0	0
	indeed.com	45	0	0	0
	LinkedIn	279	2	0	0
	simplyhired.com	3	0	0	0
	University & MBA recruiting	1	0	0	0
Program Manager, Supply Chain Operations, Google Fiber - Mountain View		2	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	1	0	0	0
Program Manager, Supply Chain Planning and Operations, Google Fiber - Mountain View		201	11	8	1
	Employee / alumni referrals	58	3	2	0
	Google Jobs Site	67	1	1	0
	indeed.com	29	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	LinkedIn	47	7	5	1
Project Control Manager, Google Fiber - Mountain View		3	0	0	0
	Employee / alumni referrals	3	0	0	0
Project Coordinator, Product Data Management (PDM), Google Fiber - Mountain View		47	3	2	0
	Employee / alumni referrals	26	3	2	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	12	0	0	0
	indeed.com	3	0	0	0
	LinkedIn	5	0	0	0
Quality Engineer, CPE Devices and Accessories, Google Fiber - Mountain View		10	0	0	0
	Employee / alumni referrals	7	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	2	0	0	0
Quality Experience Specialist, Google Fiber - Mountain View		198	2	0	0
	Employee / alumni referrals	10	1	0	0
	Google Jobs Site	106	1	0	0
	indeed.com	34	0	0	0
	LinkedIn	47	0	0	0
	simplyhired.com	1	0	0	0
Real Estate Specialist, Google Fiber - Mountain View or New York		36	0	0	0
	Employee / alumni referrals	2	0	0	0
	Google Jobs Site	23	0	0	0
	indeed.com	9	0	0	0
	LinkedIn	2	0	0	0
Regional Account Manager, Google Fiber - Kansas City (Fixed Term)		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Regional Account Manager, Google Fiber - Mountain View		50	8	3	0
	Employee / alumni referrals	35	7	2	0
	Google Jobs Site	11	1	1	0
	LinkedIn	4	0	0	0
Regional Engineering Program Manager, Network Engineering, Google Fiber, U.S. - Mountain View		231	7	2	1
	Employee / alumni referrals	17	4	1	1
	Google Jobs Site	128	3	1	0
	indeed.com	11	0	0	0
	LinkedIn	74	0	0	0
	simplyhired.com	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Regional Manager - Technical Program Management, Network Engineering, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Sales Operations Analyst, Google Fiber - Mountain View		287	1	1	0
	Employee / alumni referrals	19	1	1	0
	glassdoor.com	8	0	0	0
	Google Jobs Site	153	0	0	0
	indeed.com	24	0	0	0
	LinkedIn	82	0	0	0
	University & MBA recruiting	1	0	0	0
Sales Operations Business Analyst, Google Fiber, Austin		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Sales Operations Manager, Inside Sales, Google Fiber - Austin		454	1	0	0
	Employee / alumni referrals	10	1	0	0
	glassdoor.com	5	0	0	0
	Google Jobs Site	234	0	0	0
	indeed.com	30	0	0	0
	LinkedIn	170	0	0	0
	simplyhired.com	4	0	0	0
	village-justice.com	1	0	0	0
Salesforce Applications Developer, Google Fiber - Mountain View		158	10	1	0
	Employee / alumni referrals	10	5	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	71	4	1	0
	indeed.com	9	0	0	0
	LinkedIn	67	1	0	0
Security Program Manager, Network Operations - Mountain View		172	1	0	0
	Employee / alumni referrals	10	1	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	81	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	72	0	0	0
	simplyhired.com	1	0	0	0
Security Program Manager, Network Operations, Google Fiber - Mountain View		21	1	1	0
	Employee / alumni referrals	3	1	1	0
	Google Jobs Site	15	0	0	0
	LinkedIn	3	0	0	0
Server Operations Engineer, Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
SMB Construction Manager, Google Fiber - Kansas City		15	1	1	0
	Google Jobs Site	6	1	1	0
	indeed.com	1	0	0	0
	LinkedIn	8	0	0	0
SMB Field Construction Manager, Google Fiber - Austin		169	11	2	0
	Employee / alumni referrals	10	3	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	91	4	1	0
	indeed.com	23	0	0	0
	LinkedIn	41	3	1	0
	Third party resume database	1	1	0	0
SMB Field Construction Manager, Google Fiber - Provo		39	5	1	0
	Employee / alumni referrals	2	2	0	0
	Google Jobs Site	30	2	0	0
	indeed.com	2	0	0	0
	LinkedIn	5	1	1	0
SMB Field Design Manager, Google Fiber - Austin		38	9	3	1
	Employee / alumni referrals	6	1	0	0
	Google Jobs Site	22	4	2	0
	indeed.com	5	1	1	1
	LinkedIn	5	3	0	0
SMB Field Design Manager, Google Fiber - Kansas City		35	5	1	1
	Employee / alumni referrals	4	3	0	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	20	2	1	1
	indeed.com	1	0	0	0
	LinkedIn	9	0	0	0
SMB Field Design Manager, Google Fiber - Provo		11	2	1	0
	Employee / alumni referrals	3	2	1	0
	Google Jobs Site	6	0	0	0
	LinkedIn	2	0	0	0
SMB Field Sales Lead, Google Fiber - Austin		31	0	0	0
	Google Jobs Site	26	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	3	0	0	0
	University & MBA recruiting	1	0	0	0
SMB Field Sales Lead, Google Fiber - Kansas City		53	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	36	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	14	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Software Engineer, Application, Platform, Google Fiber - Mountain View		11	1	1	0
	Employee / alumni referrals	11	1	1	0
Software Engineer, Customer Efficiency, Google Fiber - Mountain View		26	4	1	0
	Employee / alumni referrals	26	4	1	0
Software Engineer, Software Infrastructure, Google Fiber - Mountain View		172	23	6	0
	Employee / alumni referrals	172	23	6	0
Software Engineer, Tools and Infrastructure, Google Fiber - Mountain View		280	4	1	0
	Employee / alumni referrals	60	1	1	0
	Google Jobs Site	115	1	0	0
	indeed.com	33	1	0	0
	LinkedIn	70	1	0	0
	University & MBA recruiting	2	0	0	0
Sr. Manager, Network Operations, Google Fiber - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Staff Network Analyst, Google Fiber - Mountain View		6	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	4	0	0	0
	indeed.com	1	0	0	0
Strategic CM Manager, OSP OEM Equipment, Google Fiber - Mountain View		5	1	1	0
	Employee / alumni referrals	4	0	0	0
	LinkedIn	1	1	1	0
Strategic CM/ODM/OEM Manager, Google Access - Mountain View		47	5	2	1
	Employee / alumni referrals	29	3	2	1
	Google Jobs Site	6	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	10	2	0	0
Strategic Partner Manager, Google Fiber - Mountain View		28	0	0	0
	Employee / alumni referrals	20	0	0	0
	Google Jobs Site	5	0	0	0
	LinkedIn	2	0	0	0
	University & MBA recruiting	1	0	0	0
Strategic Supplier Manager Vaults and Plastics, Google Fiber - Mountain View		2	0	0	0
	Employee / alumni referrals	2	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Strategic Supplier Manager, MDU/SMB, Google Fiber - Mountain View		48	7	2	1
	Employee / alumni referrals	25	2	1	0
	Google Jobs Site	8	0	0	0
	indeed.com	3	0	0	0
	LinkedIn	12	5	1	1
Strategic Supplier Operations Program Manager, OSP, Google Fiber - Mountain View		13	1	0	0
	Employee / alumni referrals	12	1	0	0
	LinkedIn	1	0	0	0
Strategic Vendor Manager, Google Fiber - Mountain View		5	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	3	0	0	0
	LinkedIn	1	0	0	0
Strategy and Operations Program Manager - Google Fiber - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Strategy and Operations Program Manager, Google Fiber - Mountain View		592	2	0	0
	Employee / alumni referrals	25	2	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	339	0	0	0
	indeed.com	31	0	0	0
	LinkedIn	191	0	0	0
	University & MBA recruiting	3	0	0	0
Supply Chain Analyst, Google Fiber - Mountain View		10	0	0	0
	Employee / alumni referrals	8	0	0	0
	Google Jobs Site	1	0	0	0
	LinkedIn	1	0	0	0
Supply Chain Manager, Networking Products, Google Fiber - Mountain View		16	5	3	1
	Employee / alumni referrals	12	2	2	0
	LinkedIn	4	3	1	1
Sustaining Supplier Operations Program Manager - Google Fiber, Mountain View		13	0	0	0
	Employee / alumni referrals	9	0	0	0
	Google Jobs Site	2	0	0	0
	LinkedIn	2	0	0	0
System Verification Engineer, Google Fiber - Mountain View		24	4	1	1
	Employee / alumni referrals	14	4	1	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	4	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	LinkedIn	4	0	0	0
	University & MBA recruiting	1	0	0	0
Systems Operations Engineer, Google Fiber - Mountain View		159	3	1	0
	Employee / alumni referrals	19	3	1	0
	glassdoor.com	6	0	0	0
	Google Jobs Site	83	0	0	0
	indeed.com	6	0	0	0
	LinkedIn	44	0	0	0
	University & MBA recruiting	1	0	0	0
Systems Security Engineer, Network Operations (Google Fiber) - Mountain View		178	0	0	0
	Employee / alumni referrals	6	0	0	0
	glassdoor.com	6	0	0	0
	Google Jobs Site	78	0	0	0
	indeed.com	7	0	0	0
	LinkedIn	80	0	0	0
	simplyhired.com	1	0	0	0
Team Lead, Network Deployment, Google Fiber - Mountain View		231	1	1	0
	Employee / alumni referrals	4	1	1	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	104	0	0	0
	GooglePlus	1	0	0	0
	indeed.com	21	0	0	0
	LinkedIn	100	0	0	0
Technical Account Manager, TV Platform, Google Fiber Partner Engineering - Mountain View		257	11	4	0
	Employee / alumni referrals	29	4	2	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	108	2	1	0
	indeed.com	24	1	0	0
	LinkedIn	94	4	1	0
Technical Customer Solutions Specialist , Google Fiber - Mountain View		278	22	9	3
	Employee / alumni referrals	15	5	3	2
	glassdoor.com	10	1	0	0
	Google Jobs Site	152	8	4	0
	GooglePlus	1	0	0	0
	indeed.com	26	4	0	0
	LinkedIn	71	3	1	1
	simplyhired.com	1	0	0	0
	University & MBA recruiting	2	1	1	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Technical Program Manager, Data Analytics, Google Fiber - Mountain View		344	1	1	0
	Employee / alumni referrals	22	0	0	0
	glassdoor.com	3	0	0	0
	Google Jobs Site	183	0	0	0
	indeed.com	37	0	0	0
	LinkedIn	95	1	1	0
	University & MBA recruiting	4	0	0	0
Technical Program Manager, Google Fiber Platforms Team - Mountain View		33	3	2	0
	Employee / alumni referrals	8	0	0	0
	Google Jobs Site	13	1	1	0
	indeed.com	5	0	0	0
	LinkedIn	7	2	1	0
Technical Program Manager, Network Engineering & Operations, Google Fiber - Mountain View		24	5	2	2
	Employee / alumni referrals	22	3	2	2
	LinkedIn	2	2	0	0
Technical Program Manager, Network Engineering, Google Fiber - Mountain View		17	3	1	1
	Employee / alumni referrals	8	2	0	0
	Google Jobs Site	4	0	0	0
	LinkedIn	5	1	1	1
Technical Program Manager, Outside Plant Make Ready Engineering, Google Fiber - Mountain View		81	1	0	0
	Employee / alumni referrals	4	1	0	0
	Google Jobs Site	48	0	0	0
	indeed.com	10	0	0	0
	LinkedIn	17	0	0	0
	simplyhired.com	2	0	0	0
Technical Program Manager, Platforms, Google Fiber - Mountain View		100	14	5	1
	Employee / alumni referrals	36	8	3	1
	Google Jobs Site	30	1	1	0
	indeed.com	5	0	0	0
	LinkedIn	29	5	1	0
Technical Program Manager, Software, Google Fiber - Mountain View		178	12	2	1
	Employee / alumni referrals	19	8	2	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	99	2	0	0
	indeed.com	11	1	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
	LinkedIn	47	0	0	0
	University & MBA recruiting	1	1	0	0
Technical Program Manager, Spectrum Access System (SAS), Google Access - Mountain View		1	1	1	1
	Employee / alumni referrals	1	1	1	1
Technical Project Manager, Google Fiber - Mountain View		54	1	0	0
	Employee / alumni referrals	12	0	0	0
	Google Jobs Site	26	1	0	0
	indeed.com	2	0	0	0
	LinkedIn	13	0	0	0
	simplyhired.com	1	0	0	0
Technical Solutions Specialist, Google Fiber - Mountain View		68	8	4	1
	Employee / alumni referrals	8	4	2	0
	glassdoor.com	1	0	0	0
	Google Jobs Site	41	0	0	0
	indeed.com	6	1	1	0
	LinkedIn	11	2	1	1
	stackoverflow.com	1	1	0	0
Technical Writer, Google Fiber - Mountain View		12	0	0	0
	Employee / alumni referrals	12	0	0	0
Training Manager, Google Fiber - Mountain View		15	3	1	0
	Employee / alumni referrals	11	2	1	0
	Google Jobs Site	2	0	0	0
	LinkedIn	2	1	0	0
Training Specialist, Google Fiber - Mountain View		54	4	0	0
	Employee / alumni referrals	36	4	0	0
	Google Jobs Site	11	0	0	0
	indeed.com	2	0	0	0
	LinkedIn	5	0	0	0
Transport Architect, Network Architecture, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View		3	0	0	0
	Employee / alumni referrals	2	0	0	0
	LinkedIn	1	0	0	0
Trenchless Technology Architect, Google Fiber - Austin, Kirkland, Thornton, or Mountain View		117	2	0	0
	Employee / alumni referrals	4	0	0	0
	Google Jobs Site	82	0	0	0
	indeed.com	13	0	0	0
	LinkedIn	13	2	0	0
	simplyhired.com	4	0	0	0
	University & MBA recruiting	1	0	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Video Architect - Mountain View		1	0	0	0
	Employee / alumni referrals	1	0	0	0
Video Architect, Google Fiber - Mountain View		177	8	4	1
	Employee / alumni referrals	14	5	2	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	72	0	0	0
	indeed.com	16	0	0	0
	LinkedIn	73	3	2	0
	University & MBA recruiting	1	0	0	0
Video Engineer, Google Fiber Network Operations - Austin, Kirkland, Thornton or Mountain View		259	11	5	0
	Employee / alumni referrals	24	8	4	0
	glassdoor.com	2	0	0	0
	Google Jobs Site	99	0	0	0
	indeed.com	24	1	0	0
	LinkedIn	106	2	1	0
	simplyhired.com	2	0	0	0
	University & MBA recruiting	2	0	0	0
Video Integration TPM, Network Operations, Google Fiber - Mountain View		6	1	1	0
	Employee / alumni referrals	2	1	1	0
	Google Jobs Site	1	0	0	0
	LinkedIn	3	0	0	0
Video Operations Engineer, Network Operations, Google Fiber - Mountain View		62	7	2	0
	Employee / alumni referrals	5	3	1	0
	Google Jobs Site	42	1	0	0
	indeed.com	6	2	0	0
	LinkedIn	9	1	1	0
Web Application Developer, Customer Support, Google Fiber - Mountain View		8	0	0	0
	Employee / alumni referrals	8	0	0	0
Web Developer - Mountain View or San Bruno		507	21	6	2
	Employee / alumni referrals	37	8	3	2
	glassdoor.com	2	0	0	0
	Google Jobs Site	317	8	2	0
	GooglePlus	1	0	0	0
	indeed.com	28	1	0	0
	LinkedIn	116	3	1	0
	simplyhired.com	1	0	0	0
	Third party resume database	1	0	0	0
	University & MBA recruiting	4	1	0	0

Google Fiber Inc.

Recruitment Data - Year ended September 30, 2015

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/14 - 9/30/15)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed	# Offers Extended
Wi-Fi Engineer, Google Fiber - Mountain View		18	2	0	0
	Employee / alumni referrals	10	2	0	0
	Google Jobs Site	3	0	0	0
	indeed.com	1	0	0	0
	LinkedIn	4	0	0	0
Wi-Fi Operations Engineer, Network Operations - Mountain View		6	0	0	0
	Employee / alumni referrals	1	0	0	0
	Google Jobs Site	3	0	0	0
	LinkedIn	2	0	0	0
Wireless System Engineer, Google Fiber - Mountain View		230	13	5	1
	Employee / alumni referrals	120	6	1	0
	glassdoor.com	2	1	0	0
	Google Jobs Site	45	3	2	1
	indeed.com	13	2	2	0
	LinkedIn	49	1	0	0
	#N/A	1	0	0	0
Wireless Systems Engineer, Access - Mountain View		234	13	8	3
	Employee / alumni referrals	9	7	5	3
	glassdoor.com	7	0	0	0
	Google Jobs Site	118	2	0	0
	indeed.com	23	1	1	0
	LinkedIn	76	3	2	0
	University & MBA recruiting	1	0	0	0
Wireless Test Engineer, Google Fiber - Mountain View		93	9	3	1
	Employee / alumni referrals	34	4	1	1
	glassdoor.com	1	0	0	0
	Google Jobs Site	22	2	1	0
	indeed.com	7	0	0	0
	LinkedIn	29	3	1	0
Grand Total		3552	1083	411	118

Google Fiber Inc.		
Outreach Activities - October 1, 2014 - September 30, 2015		
Type of Event	Date	Description
Grace Hopper Conference	October 2014	Participant in the Grace Hopper Conference, a Celebration of Women in Computing. The conference is the world's largest gathering of women technologists. It is produced by the Anita Borg Institute and presented in partnership with Association for Computing Machinery (ACM). Google Fiber job descriptions and promotional materials were distributed at the conference.
Evening with Fiber	February 2015	Google Fiber held a recruiting event, including a formal program and networking reception, for national roles targeted at veterans for 165 guests on February 9, 2015 in downtown Austin, Texas. Participation in Ft. Hood military recruiting event occurred as a sourcing exercise ahead of the Fiber evening. As a result of this event, 725 leads were generated.
Service Academy Career Conference	March 2015 May 2015	Sponsor and participant at Service Academy Career Conference (SACC), a conference that allows active military servicemen/women and veterans to interface with a large number of companies and universities. Google participated in the SACC career fair and hosted invite-only receptions for strong candidates. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the conference.
On-campus MBA events	September 2014 - November 2014	Google conducted an outreach event at 19 unique MBA programs across North America. Outreach activities included, but were not limited to, managing information sessions, technical talks, participating in career fairs, engaging in on-campus interviews, and conducting special workshops. Information about job opportunities were placed on paper flyers and promotional items, which were distributed throughout the events.
Google Fiber Sourcing Jam	Once per quarter	Google Fiber selected top internal performers to vet resumes from Google's LinkedIn Recruiter account. Those individuals short-listed potential candidates for recruiter outreach.
OSP EXPO	September 2015	Participant in the OSP EXPO, a trade show promoting solutions, products, and technologies for today's rapid wireless and wireline network evolution. OSP EXPO brought OSP professionals from incumbent local exchange carriers, competitive local exchange carriers, and independent operating companies together to learn, network, and purchase products that solve their network challenges. Job descriptions on paper flyers and promotional materials were distributed at the conference.
Job Fairs - Internal	June/November Annually	Internal job fair that happens twice a year to recruit existing Googlers for new positions. Googlers are directed to an internal job posting site to see job descriptions.
Door-to-Door Employee Referrals	Ongoing	Internal recruiter-driven employee referral program.
Kansas City Digital Inclusion Fund	Ongoing	Developed, fundraised, and contributed to a just under \$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.
Job Fairs - External	Ongoing	University job fairs for undergrad/graduate-level recruiting. Paper flyers and promotional materials are given out, which contain the URLs for the external job postings.
Internal and External Job Postings	Ongoing	Internal --> all posted on a Google internal job posting site External --> all posted on google.com/careers External --> Third party sites rely on google.com/careers to promote our openings, including, but not limited to: linkedin.com, indeed.com, simplyhired.com

Unconscious Bias Training	Various sessions throughout year	Training offered to all Google employees and encouraged for all new Google employees within their first 90 days of joining the company. The training introduces participants to the science of unconscious thought processes, and how our minds -- without our knowledge -- may influence workplace perceptions and interactions. The training largely focuses on stereotyping, presenting both internal case studies and academic research showing how stereotypes can play out in a company.
Create Your World (STEM)	Various sessions throughout year	A Google Fiber-developed interactive experience for students, Create Your World inspires students with the power of code and the Internet. It aims to do this by helping them understand how code and technology are connected to topics that already interest them: music, animation, and activism.
Unlocking the Connection	Ongoing	Unlocking the Connection is an unprecedented initiative led by the Housing Authority for the City of Austin (HACA), focused on closing the digital divide for 4,300 residents in public housing. To support the program, Google Fiber is bringing free fiber connections to residents at all 18 of HACA's properties, providing computers for HACA's education and workforce training centers, and supporting on-site digital literacy training.
Digital Inclusion Fellowships	May 2015-ongoing	More than 80% of jobs require an online application. Yet more than 60 million Americans aren't online. With support from Google Fiber, the Nonprofit Technology Network (NTEN), has recruited, trained, and placed 16 fellows in nonprofit organizations in eight cities. The Fellows build new programs designed to help job-seekers and students get online.

Google Fiber Inc.				
Recruitment Source Contact Information - October 1, 2014 - September 30, 2015				
EXTERNAL RECRUITING SOURCES				
Recruitment Source				
<u>General Resume Sourcing:</u>	Google Fiber recruiters attend various local job and career fairs to source resumes for eligible candidates. Those resumes are then matched to open positions. Additional sources of resumes include employee referrals and targeted resume searches using third party resources.			
<u>University & MBA Recruiting:</u>	Google and Google Fiber conduct outreach for a variety of majors at more than 60 campuses across North America. Outreach activities include, but are not limited to, managing information sessions, participating in career fairs, engaging in on-campus interviews, and conducting special workshops.			
<u>Online Job Boards:</u>	Google Fiber posts job openings to online job boards to attract potential candidates, and conducts active searches of candidate profiles to identify eligible matches for open positions. Examples of online job boards used by Google Fiber include:			
	glassdoor.com			
	iimjobs.com			
	indeed.com			
	simplyhired.com			
	stackoverflow.com			
	village-justice.com			
	linkedin.com			
<u>Third party resume database</u>	Google Inc. uses third party resume databases to conduct active searches of candidate profiles to identify eligible matches. These databases are used as sources for all Google Inc. roles, including roles with Google Fiber Inc.			
INTERNAL RECRUITING SOURCES				
In addition to external sources, Google Fiber also recruits through the following internal Google channels:				
<u>Social Media:</u>				
Twitter	Twitter @GoogleJobs feed			
Google +	Google+ "Life at Google" page			
Facebook	Job posting on Facebook			
LinkedIn	LinkedIn profile page and career page			
<u>Other Google Owned & Operated Properties:</u>				
YouTube	Job posted in description of video on "Life at Google" YouTube channel			
Google.com	Google Jobs posting using AdWords advertising on Google.com			
Google Jobs Site	Google Jobs site posting - direct applicant			
Employee referral site	Employee & alumni referrals			