

November 20, 2017

Via [Method]

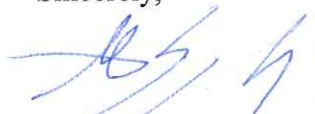
EEO Staff
Policy Division
Media Bureau
Federal Communications Commission
445 12th Street, S.W.
Washington, DC 20554

Re: Audit Data Requested: Google Fiber Missouri, LLC

Dear EEO Staff:

Google Fiber Missouri, LLC hereby responds to the FCC's Equal Employment Opportunity (EEO) audit letter dated October 19, 2017. Should you have any questions concerning this submission, please do not hesitate to contact me.

Sincerely,



Marton Sziraczki
Compliance Manager
Email: marton@google.com
Tel: 1 (844) 363-4237

GOOGLE FIBER MISSOURI, LLC RESPONSES

(a) The employment unit’s most recent EEO program information, described in 47 C.F.R. § 76.1702(b), which should have been placed in the unit’s public file by October 1, 2016. If the unit has a website, provide its web address. If the unit’s most recent (2016) EEO public file report is not included on or linked to by the website, in violation of 47 C.F.R. § 76.1702(b), provide an explanation of why the report is not so posted or linked to. If the unit does not have its own website, but its corporate site contains a link to a site pertaining to the unit, then the unit's most recent EEO public file report must be linked to either the unit's site or the general corporate site, pursuant to 47 C.F.R. § 76.1702(b).

Response

Google Fiber Missouri, LLC (“Google Fiber Missouri”) does not have its own website. Information concerning all of Google Fiber Inc.’s (“Google Fiber”) subsidiaries and employment units, including Google Fiber Missouri, is included on a corporate website at: <https://fiber.google.com/about/jobs/eoo/>. This website contains links pertaining to Google Fiber Missouri’s employment unit and its regulatory filings. Google Fiber Missouri’s EEO filing submitted to the FCC on September 30, 2016 is available at: <https://fiber.storage.googleapis.com/legal/2016/google-fiber-missouri-llc-fcc-form-396-c.pdf>.

(b) For each full-time position filled during the period covered by the above EEO program information, or since your acquisition of the unit, if after that period, dated copies of all advertisements, bulletins, letters, faxes, e-mails, or other communications announcing the position, as described in 47 C.F.R. § 76.75(c)(3). Include copies of all job announcements sent to any organization (identified separately from other sources) that has notified the unit that it wants to be notified of unit job openings, as described in 47 C.F.R. § 76.75(b)(1)(ii). Also include the date that each position was filled and the recruitment source that referred the hiree, as described in 47 C.F.R. § 76.75(c)(6).

Response

Full-time job vacancies for Google Fiber were promoted through outreach activities including: job fairs; non-profit events focused on diversity (e.g., Anita Borg events); an “Evening with Fiber” networking event aimed at veterans; Digital Inclusion Fellowships; postings on internal and external job boards; searches for qualified candidates on LinkedIn; receiving and reviewing internal and external candidate referrals; sourcing jams; and on-campus University and MBA recruiting. Information related to announcements of full-time positions is available in Attachment 1: [Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016](#).

To date, no organization has requested notification of Google Fiber Missouri’s job openings.

Information about the date on which positions were filled and the recruitment source that referred the hiree is available in Attachment 2: [Google Fiber Missouri, LLC Date Positions Filled and Recruitment Source - Year Ended September 30, 2016](#).

(c) In accordance with 47 C.F.R. § 76.75(c)(5), the total number of interviewees for each vacancy and the referral source for each interviewee for all full-time unit vacancies filled during the period covered by the above-noted EEO program information.

Response

The total number of interviewees for each vacancy and the referral source for each interviewee are included in Attachment 3: [Google Fiber Missouri, LLC Job Title and # Interviews for Vacancies - Year Ended September 30, 2016](#).

(d) Documentation demonstrating performance of unit recruitment initiatives described in 47 C.F.R. § 76.75(b)(2) during the time period covered by the above-noted EEO program information, such as participation at job fairs, engaging in mentoring programs, and providing training for staff. Specify the unit personnel involved in each such recruitment initiative. Also, provide the total number of full-time employees of the unit and state whether the population of the market in which the unit is located is 250,000 or more. Based upon these two factors, determine and state whether the unit is required to perform one or two initiatives within a 12-month period, pursuant to 47 C.F.R. § 76.75(b)(2).

Response

A list of recruitment initiatives is included in Attachment 4: [Google Fiber Missouri, LLC Outreach Activities - Year ended September 30, 2016](#).

Thirty seven people worked in the Google Fiber Missouri employment unit on a full-time basis during the reporting period. Please note that Google LLC (f/k/a Google Inc., referred to herein as “Google”) is the employer of record of all full-time employees working in the employment unit.

The population of the Kansas City market area exceeds exceeds 250,000 people. Based upon these factors, the unit must perform two recruitment initiatives within a 12-month period. Please refer to Attachment 4 for a list of the Google Fiber Missouri employment unit’s outreach activities.

(e) Disclose any pending or resolved complaints involving the unit filed during the past five years before any body having competent jurisdiction under federal, state, territorial or local law, alleging unlawful discrimination in the employment practices of the unit on the basis of race, color, religion, national origin, age, or sex. For each such complaint, provide: (1) a brief description of the allegations and issues involved; (2) the name(s) of the complainant and other persons involved; (3) the date of the complaint’s filing; (4) the court or agency before which it is pending or was resolved; (5) the file or case number; and (6) the disposition and date thereof or current status. Note that all complaints must be reported, regardless of their status or disposition.

Response

A complaint was filed with the Missouri Commission on Human Rights by Sonya L. Norton on July 5, 2016. The complaint alleged discrimination based on race; the complainant applied to two full time roles and was not selected for either role. The first role was allegedly filled by a white candidate and the second role allegedly was not filled. The agency charge number is 563-2016-01728. The case was settled on December 14, 2016.

(f) In accordance with 47 C.F.R. § 76.75(f), describe the unit’s efforts to analyze its recruitment program to ensure that it is effective in achieving broad outreach and how the unit has addressed any problems found as a result of such analysis.

Response

The employment unit's recruitment program is run by its ultimate parent company, Google. Recruiting statistics are run on a regular basis to analyze different demographics going through the recruiting process. The statistics are monitored for trends and reviewed with leadership.

All job announcements are reviewed by a central Job Posting Team to review job descriptions to ensure that objective minimum and preferred qualification criteria have been documented, which helps ensure more objective and nondiscriminatory selection of candidates.

At the end of each performance cycle, promotion statistics are analyzed on a department-by-department basis by Google and Google Fiber's Human Resources Department and senior management to ensure continued evaluation of performance, outliers, etc.

(g) In accordance with 47 C.F.R. § 76.75(g), describe the unit's efforts to analyze its EEO policies and employment practices to examine seniority, promotions, pay, benefits, selection techniques, and tests to ensure that they provide equal opportunity and do not have a discriminatory effect, and if the unit has one or more union agreements, describe how the unit cooperates with each union to ensure EEO policies are followed for the unit's union-member employees and job applicants. Address any problems found as a result of this 47 C.F.R. § 76.75(g) analysis and how the unit has resolved them.

Response

Google and Google Fiber ensure nondiscrimination in promotion within the employment unit through the following practices:

- Bi-annually, in Spring and Fall, the company undertakes its annual performance review cycle, which is known as "Perf." Human Resources representatives for each department are involved in final calibration of performance ratings and promotion recommendations. This process helps to ensure that promotions are being undertaken in a nondiscriminatory fashion. Most employees can self-nominate for promotion and promotion decisions are not made by any single individual but by a committee to ensure fair and transparent processes.
- All managers are provided with various resources/training regarding the promotion process, objective factors against which to evaluate all employees, and literature reiterating the need for unbiased decision-making in the process.
- At the conclusion of each performance cycle, promotion statistics are analyzed on a per department basis by HR and senior management in order to evaluate performance, outliers, etc.

Google and Google Fiber support positive application and enforcement of equal employment opportunity policies. Personnel playing key roles in this process include:

- The Employment Legal Team sets employment policies for the company and assists with ensuring that policies are followed in interactions with employees and candidates.
- HR Business Partners serve as liaisons between HR and other parts of the business. HR Business Partners facilitate all "people programs" within HR, including compensation, performance reviews, promotions, talent review, learning, and development.
- The Staffing Team is responsible for employment unit recruitment, sourcing, interviews, and collecting feedback.
- Google Fiber management partners directly with HR and other teams referenced above to ensure

that the organization is hiring and promoting individuals in alignment with business needs and to ensure the business is expanding in a manner that is consistent with HR practices. Management also is directly involved in performance reviews, compensation planning, interviews, etc.

- The Diversity Team is responsible for fostering an environment at Google and Google Fiber, 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's performance management policies and processes, leaders and people managers are reviewed semi-annually by their leadership team, just as other employees are. In addition, managers are assessed based on their management performance by company-wide employee satisfaction and upward feedback surveys.

Certification

I hereby certify that I am the duly authorized agent of the owner of the unit Google Fiber Missouri, LLC and certify the accuracy and completeness of the response attached.

Handwritten signature: Fleur Knowsley

Printed name: Fleur Knowsley

Title: Manager, Google Fiber Missouri, LLC

Date: November 20, 2017

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

External Posting Title: Outside Plant (OSP) Quality Assurance Manager, Google Fiber - Kansas City
Job created and posted internally on 8/24/15; posted externally on 8/27/15; archived on 2/26/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Quality Assurance Manager, Google Fiber - Kansas City: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: As a Quality Assurance Manager at Google you will work closely with many internal teams to determine strategies necessary to usher multiple projects from start to finish are normal working conditions. Projects will reach across many functional teams.

Responsibilities:

- Operate across a myriad of internal Google groups and external organizations to prepare and implement quality assurance processes set by Mountain View offices.
- Lead process improvements and tools development that result in efficiency and efficacy gains throughout planning in the market(s).
- Execute multiple projects/programs/planning in support of Mountain View long-term processes and system capability roadmaps, while continuing to execute effect balances that ensure quality assurance and quality control.
- Manage the quality control process to produce a value-engineered design, removing all obstacles in construction, and turning over quality plant.
- Manage and enforce engineering quality and compliance with the Google Fiber outside plant design specification; Ensure the constructability of all Google Fiber outside plant construction packages. Use GIS/CAD systems to create detailed engineering and construction documentation.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of work experience in a related field managing and working with third party vendors and experience in risk/issue analysis.
- 5 years of experience in development and implementation of planning systems and processes.
- Experience with communications construction processes (OSP placing, OSP splicing).

Preferred qualifications:

- PMP and/or Six Sigma Certification.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Excellent analytical skills and a tenacious problem solver with extensive knowledge of Telecommunications Fiber-to-the-Home (FTTH) projects and quality assurance.
 - Excellent communication and interpersonal skills with ability to successfully work across multiple levels of the organization.
-

External Posting Title: Regional NTO Quality Engineer, Google Fiber
Job created on 9/1/15; not posted internally or externally; archived on 10/21/15

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The role: Regional NTO Quality Engineer, Google Fiber: Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Additional Role Description: Your work environment revolves around a network that is on line 24/7/365 and may require immediate response to solve complex problems. The work area covers multiple municipalities in a multi-state region. The ability to remain calm and gather all details prior to reacting is a plus. Review and monitoring of all Backbone, Distribution and Access splicing and fiber acceptance deliverables in a real-time basis ensures GF's standards are being adhered to within agreed timelines, and that our Customers will receive a high quality experience. Membership and involvement in the State's One Call Systems (811) promotes minimal damage to the underground plant by outside excavators and local utilities and in the event of a strike perform post moratorium investigations to prevent future occurrences. GF's membership in the National Joint Use Notification System (NJUNS) keeps NTO informed of pole transfers and other pole maintenance issues of which GF has attachments. Network operations and maintenance personnel requires the proper tools, current documentation and up-to-the-minute training to perform their work in the most efficient manner. Participate in an on-call rotation basis insuring an NTO manager is available around the clock. Operate across a myriad of internal Google groups and external organizations to ready and implement quality assurance processes. Special projects as assigned by management.

Responsibilities:

- Regional Operations Team Support
- Test set and tool requirements

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Partner with test set and tool vendors to insure GF is up-to-date on test set and tool requirements ensuring timely repairs maximizing the true customer experience.
- Review local tool and test set requirements with budgeting thru procurement to fill the needs.
- Training - Ensure that Remote Hands personal has received current training on all active systems and equipment employed in the network.
- Documentation - Insure all Remote Hands personal has the documentation necessary to perform maintenance, both scheduled and unscheduled, on any active system or equipment employed in the network.
- Monitor Network Splicing and Fiber Acceptance Activities; Watch for adherence to Google Fiber Standards; Notify Vendor when quality issues are identified; Analyze and file all OTDR Traces; Track, log and report on all discrepancies by vendor tech; Report splicing activities on a daily basis; Identify Issues; Determine solution of issues identified; Schedule timeframe to resolution; Dispatch independent NTO resources to spot check vendor performance; Review Vendor Deliverables; Track and report on results; Report on overall quality of the network on a weekly basis
- Regional Damage Prevention Coordinator; Act as liaison between GF and the respective state's One Call Systems; Attend local One Call meetings as required to identify any problem areas; Obtain and maintain memberships in all new markets to insure GF's compliance with the One Call State Law's; Stay abreast on the current safety standards; Ensure all GF's underground plant is properly registered in the One Call Systems; Represent GF at One Call sponsored events with exhibits to promote GF's commitment to the Call Before You Dig initiative; Manage contract cable locating team(s) ensuring locate requests dispatched by the 811 Centers are properly marked and excavating activities monitored as necessary. (Over \$2M annually).
- National Joint Use Notification System (NJUNS); Interact with local utility contacts to insure understanding of upcoming work activities; Review daily and weekly reports on local utility activities; Dispatch contract forces to investigate and resolve issues including emergencies; Plan upcoming work from review of detail government and municipal work projects; Assist OSP and drop teams with assigning workload; Member of the National Review team to insure that our area members are operating correctly; Register in new state market cities; Implement compliance

Minimum qualifications:

- Strong OSP background and knowledge of OSP drawings.
- Knowledge in Link Loss Budgets, knowledge of Fiber Optic Splicing, and knowledge of OTDR Trace Analysis.
- Knowledge of inside plant equipment, cabling and fiber cross connections. Knowledge of HVAC and AC/DC power plants
- Strong Administrative Skills and Working Knowledge of Google Docs & Reporting Tools.

Preferred qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- Outside Plant Experience and knowledge of Outside Plant Operations at a High Level.
- Willing to travel
- Skilled in the use of Fusion Splicers and associated tools and skilled in the use of OTDRs, optical power meters.

External Posting Title: Outside Plant (OSP) Project Coordinator-Google Fiber, Kansas City
Job created: 9/14/15; **not posted internally or externally;** **archived on** 3/16/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

further financial bonuses and rewards.

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The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Outside Plant (OSP) Project Coordinator-Google Fiber, Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: As a Project Coordinator for the Outside Plant (OSP) Build Team, you will facilitate the health of the program by managing the execution of organizational projects, allowing other team members to focus on their areas of responsibility. You will ensure that Google Fiber has a coordinated deployment operation and will be based out of the Kansas City Google Fiber metro office. You will become an expert in our plans for deployment with detailed knowledge of our constantly evolving schedule & deployment techniques, and you will provide both specific as well as broader solutions for process improvement. Successful Project Coordinators will be prepared for future opportunities to grow with the company.

Responsibilities:

- Run/ host cross-functional meetings, identifying action items and driving them to successful completion.
- Assist team functional leads by facilitating on-time delivery of projects, providing high quality continuous innovation and by exceeding expectations.
- Analyze data using logic and reason to make sound recommendations to the program management team
- Develop and prepare project documentation, track status and generate reports to communicate the detailed status of a project and its requirements.
- Other duties and responsibilities as assigned

Minimum qualifications:

- Bachelor degree required. In lieu of degree, work experience in relevant field.
- Proficient in creating and using documents, spreadsheets, and other related software & applications
- Ability to work well as a member of a highly integrated, entrepreneurial team composed of both technical and non-technical members
- Ability to understand technical subjects
- Strong organizational, project management, analysis, and communication skills.
- Experience in using reporting and scheduling tools
- Organized and detail oriented with the ability to prioritize multiple complex tasks
- Self motivated with an ability to work without supervision

Preferred qualifications:

- BS/BA preferred or equivalent work experience.
- Experience in construction techniques and methodology, especially Outside Plant (OSP) network deployment or linear construction projects.
- Project management training from a recognized source, such as Stanford Advanced Project Management or the Project Management Institute, or equivalent large construction project experience
- Experience with GIS based and CAD software

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

External Posting Title: Outside Plant (OSP) Project Manager, Google Fiber

Job created: 9/22/15; not posted internally or externally; archived on 11/24/15

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The role: Outside Plant (OSP) Project Manager, Google Fiber: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Responsibilities:

- Manage the weekly organization and reporting of progress towards the annual subscriber goal in the metropolitan area. Present and support information as needed in cross functional and deployment meetings
- Coordinate with managers of local Engineering, OSP, NTO, NIU and MDU teams to review blocked and planned inventory and define actions and timelines towards clearing blocks
- Create and manage the local Final Retention process and acceptance of closeout packages for OSP vendors, to include QA on all required documentation, tracking and release of funds.
- Proactively track all active contracts and purchase orders for the KC market. Alert managers to expiration dates and fund shortages and resolve issues with vendors as needed.
- Provide weekly consumption validation of P6 against purchase order quantities along with a summary of overages and Snippet reporting to the OSP Metro Project Manager
- Submit contracts in Simba and follow through to completion according to Compliance guidelines
- Lead local efforts for financial closeout of legacy vendors and organize efforts with internal departments as needed
- Assist local OSP Managers with establishing and documenting processes (Ex: HUT Closeout)
- Support the local Build Team Program Manager with any additional reporting or project needs to drive a coordinated deployment operation

Minimum qualifications:

- BA degree (In lieu of degree, relevant skills or equivalent experience).
- Project management skills with the ability to implement and drive projects forward while working collaboratively with internal and external clients

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Deep interest in analyzing data and the ability to see beyond the numbers to drive sound decision-making

Preferred qualifications:

- Prior management experience a plus
 - Solutions oriented, with an emphasis on creativity and relationships
 - Proven organizational skills with attention to detail and the ability to prioritize and work well in an environment with competing demands.
 - Ability to work in a team environment with a high sense of urgency.
 - Exceptional written and verbal communications skills as well as strong interpersonal skills.
-

External Posting Title: Outside Plant (OSP) Make Ready Manager, Google Fiber
Job created: 9/22/15; not posted internally or externally; archived on 10/26/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The role: Outside Plant (OSP) Make Ready Manager, Google Fiber: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: This role is responsible for managing all aspects of the make ready process in the Kansas City market. This includes negotiating contracts; managing all vendors, partners, and utilities associated with the make ready process; managing project schedules; preparing financial analyses; managing purchase orders and budgets; identifying risks and clearly communicating them to internal project stakeholders. You're equally at home explaining your team's analyses and recommendations to executives as you are negotiating with contractors and local project stakeholders.

Responsibilities:

- Support the Metro Project Manager by managing Make Ready engineering and construction of Google Fiber's OSP Fiber to the Home (FTTH) network.
- Interface with the Google Fiber's OSP network team to coordinate Make Ready activities, progress and financial reporting, invoice review, and change management.
- Work with contractors, internal teams, and partners to develop Make Ready engineering and construction schedules, monitor production, meet schedule requirements, and ensure adherence to specifications.
- Implement new ideas effectively within the Google culture. Influence decisions and change management through collaboration, leadership and a customer-focused approach.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Provide functional subject matter expertise. Interface with partners within and outside of Google. Assess current and future business processes (As-Is and To-Be).
- Manage complex projects to major milestones. Develop project justification proposals, prepare executive briefings and project presentations, and obtain executive approval.
- Conduct weekly project meetings. Communicate project status.
- Coordinate with cross-functional teams. Turn over completed Make Ready construction to forward production teams.

Minimum qualifications:

- BA degree (In lieu of degree, relevant skills or equivalent experience).
- Prior management experience.
- Ability to work in an ambiguous environment with minimal direction and supervision.
- Solutions and client service-oriented, with an emphasis on creativity and relationships.
- Project management skills with the ability to implement and drive projects forward while working collaboratively with internal and external clients.
- Fact-based, data-driven with the ability to see beyond the numbers to drive sound decision-making.
- Proven organizational skills with attention to detail and the ability to prioritize and work well in an environment with competing demands.
- Ability to work in a team environment with a high sense of urgency.
- Exceptional written and verbal communications skills as well as strong interpersonal skills.
- Vendor management experience including selection, contract, and negotiation processes, production tracking and reporting, and project closeout and retainage release.
- Experience in managing technical teams, building relationships, and ensuring contractor compliance to requirements.

Preferred qualifications:

- BS degree in Construction Management.
- 7 years of experience in managing large, highly-complex, outside plant projects, FTTH or outside plant.
- Knowledge of network drawings, route maps and scopes of work.
- Expert in the field of make ready engineering and construction, perform construction ride-outs, verify make ready production, lead aerial gig/deficiency correction process, recommend design changes in the field as needed, verify/research claims, supervise vendors involved in the make ready process, manage make ready redline process, manage make ready schedule.

External Posting Title: Program Manager, Controls, Google Fiber - Kansas City
Job created and posted internally on 10/9/15; posted externally on 10/14/15; archived on 2/2/16

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The area: Access - Fiber At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

The role: Program Manager, Controls, Google Fiber - Kansas City: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: You will have experience in all aspects of construction project management, developing and maintaining project schedules, project budget control, contract administration, contractor/vendor management, Request for Proposals (RFP) and contractor selection, and/or other related areas. You will quickly adapt and respond to industry changes as well as internal initiatives, and you will thrive in an ever-changing, fast-growing technical environment. You will be operational savvy and have a 'get it done' attitude. You have the ability to make smart, independent decisions and the willingness to manage deliverables across teams and priorities.

Responsibilities:

- Oversee a team that maintains detailed project schedules, budget, forecast and spend.
- Use analytics to forecast future market spend and schedules.
- Plan, monitor, control and close out various construction and engineering projects. Administer on-going construction agreements for contract compliance.
- Create simple dashboards (spend and schedule) for the business.
- Drive IT, systems, and automation solutions that enable scale and speed.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in project management with cross functional teams.
- Experience creating and maintaining project schedules using project management systems.

Preferred qualifications:

- Fiber Network Design and Deployment experience.
- Highly analytical with a track record of being a problem solver and capable of translating analysis and insights into actionable business plans.

External Posting Title: National Technical Operations Manager, Google Fiber - Kansas City
Job created on 10/21/15; not posted internally or externally; archived on 12/15/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: National Technical Operations Manager, Google Fiber - Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: The Network Engineering & Operations team is responsible for operating that network reliably and at scale. As the leader of the team, you ensure that network operations are reliable and efficient by monitoring network performance, performing planned maintenance, proactively identifying and repairing network difficulties and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services. You perform critical tasks that maintain and improve network operations, and you take the technical lead in ensuring a reliable and efficiently operating network.

Responsibilities:

- Manage the planning and performance of the numerous tasks that support our ongoing operations in your market. Monitor network performance and investigate anomalies in the system and resolve issues.
- Maintain all of the Google Fiber Infrastructure in your market on an ongoing basis. Maximize Network Uptime and promptly repair network failures including those due to outside plant incidents.
- Perform New Plant Testing & Acceptance to ensure everything is ready to give our customers the best experience possible on their new Google Fiber service. Support all of the New Build and Customer Installation Efforts to ensure everyone gets Google Fiber as quickly as possible.
- Implement a system maintenance program that meets Google's service requirements and roadmap system upgrades. Manage local technical operations staff, both inside and outside plant, and maintain, revise and track process/operations documentation, and track contractor performance including billing against budget and contract.
- Coordinate outside plant moves/changes due to Civil Works Projects. Prepare and implement MOPs and update network documentation based on changes in network topology. Communicate progress and activities to internal stakeholders.

Minimum qualifications:

- BA/BS degree (In lieu of degree, 4 years relevant work experience).
- 15 years of experience in the telecom/broadband industry with significant responsibilities in Field Technical Operations.
- Extensive FTTH or other Telecom Network Operations knowledge.
- Strong background in Outside Plant Operations and Management. Proven ability to manage numerous Vendor/Contractors.

Preferred qualifications:

- Working knowledge of DC Power systems.
- Strength in GIS based tools.
- Experience in Circuit Record Keeping tools & Methodology.
- Willing to travel.
- Skilled in the use of industry project management, budgeting and collaboration tools - MS Project, Google Docs, etc

External Posting Title: SMB Field Design Manager, Google Fiber - Kansas City
Job created on 12/3/15; not posted internally or externally; archived on 3/31/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access: The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we

The role: SMB Field Design Manager, Google Fiber - Kansas City: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: Google works with thousands of strategic partners across the globe every day. The Google Fiber Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's Small and Medium-sized Businesses (SMB)/Outside Plant (OSP) and network operations as well as our global partners. As a member of the SMB Engineering team, you proactively review existing and new contracts, permits, terms and obligations. You coordinate with facilities, OSP network operations, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. In addition, you will ensure quality control is maintained on all SMB builds. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

 Google is always striving to innovate and our Fiber-to-the-Home program is no exception. We're building one of the fastest national broadband networks to deliver next generation Internet content to users. If you want the opportunity to work on a state-of-the-art high-profile program, look no further than the opportunity to frame the future of broadband.

Responsibilities:

- Review and approve all MDU, SMB, and Institution designs to ensure all Google ISP and OSP specifications are being met.
- Create, coordinate and manage all labor and material Google Part Numbers (GPNs) with Google Supply Chain.
- Perform value and cost engineering for all designs.
- Manage the data entry and coordination between Google Fiber OSP team and Contractors for as-builts.
- Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products. Assist with supplier performance and participate in supplier selection and assist with the development of design specifications for MDU/SMB/Institutions.

Minimum qualifications:

- BA/BS degree in a technical field or equivalent practical experience.
- 5 years of industry experience and experience developing the process flow to accelerate MDU design.
- Experience with database management and MDU design.

Preferred qualifications:

- High interpersonal skills.
- Deadline and detail-oriented

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Excellent problem solving skills.
 - Ability to work cross-functionally with the Product and Technical Manager to ensure design standards.
 - Flexible and able to think quickly.
 - Excellent oral and written communication and analytical skills; outstanding organizational, prioritization and multitasking skills.
-

External Posting Title: Network Deployment and Operations (NDO) Program Manager Lead, Google Fiber - Midwest

Job created on 12/4/15; posted externally on 12/7/15; archived on 4/8/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access: The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: Network Deployment and Operations (NDO) Program Manager Lead, Google Fiber - Midwest: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: We are hiring in the following (potential) Fiber cities: Kansas City and Chicago. The role may also be based in a Midwestern city in the U.S. not listed above.

Like our network users, Google projects span the globe, requiring managers to focus on local and global goals for Google projects. A program manager at Google Fiber must lead some of Google's most complex multidisciplinary projects. The NDO Program Manager will head a team of experienced project managers and junior leadership candidates to ensure schedules are met and critical projects are delivered in our deployment organization. These projects will span engineering, operations, construction, and last mile customer rollout. You will ensure the team executes against strategic priorities set by our regional and metro deployment leads.

Projects range from handling vendor capacity, managing deployment budgets, documenting workflows, and ensuring progress is met on key initiatives. You have a mix of tenacity, organizational skills, strong communication skills and talent development skills for more junior team members. You are great at juggling tasks and ensuring deliverables are met across multiple work streams.

Responsibilities:

- Operate across a myriad of internal Google groups and external organizations to ready and implement operational processes.

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- Lead process improvements that result in efficiency and efficacy gains throughout deployment and operations in the market(s).
- Execute multiple projects/programs/planning in support of regional long term processes.
- Lead a team of talented individuals on critical processes and help them grow their careers.

Minimum qualifications:

- Bachelor's degree in Construction Management, Engineering, Telecommunications or related field, or equivalent practical experience.

- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and in negotiating with contractors and vendors.
- Management experience in driving contractor performance.
- Experiencing leading teams in operational improvement and process development.

Preferred qualifications:

- MBA or advanced degree, 2 years of consulting experience or a PMP.
 - 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
 - Experience with Primavera project management system.
- Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality
- Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Knowledge of network drawings, route maps and scopes of work, interpreting fiber test results and auditing projects for compliance with scopes of work.
- Excellent analytical skills and a tenacious problem solver.
- Excellent communication and interpersonal skills with ability to successfully work across multiple levels of the organization.
- Successful project history with an enthusiasm to learn all about Google Fiber. Appreciation for quality and a focus on the customer.
-

External Posting Title: City Manager, Google Fiber - Kansas City

Job created on 12/10/15; not posted internally or externally; archived on 1/6/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: City Manager, Google Fiber - Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: Google Fiber's leadership team challenges us to bring faster speeds to more cities faster. The role of the City Team is to drive the overall business in our Fiber cities, including subscriber acquisition, community impact, and our retail locations and events. Another key part of what the City Team does is make sure constituents, including elected officials and leading advocates, are aware of what we're doing and educate and mobilize citizens around it. You are looking for a new opportunity to work in a disruptive business. You are an experienced, hands-on leader. You value working in a highly cross-functional environment that requires you to get things done with people and organizations in a city, as well as Google Fiber teams in your market and headquarters.

As City Manager, you are the General Manager for Google Fiber with responsibility for the overall business in the market. The City Manager will develop and drive the business strategy to acquire, retain, and grow subscribers in the market. You will play a lead role in bringing Fiber to market and growing the business through supporting and advising your local team. You will drive the strategic vision for Google Fiber in your market. You will work with a matrix of teams in and out of market to support local outreach to city and state government, utilities, businesses, and organizations. You are the market champion. You are constantly looking for ways to optimize the growth of the business and enhance the experience of the market, community, and subscribers. Since our go-to-market strategy is grassroots focused and dependent on joint programs and events with local partners, your role is integral to the overall business of Google Fiber in this market. The role requires a strategic perspective on the business, leadership in a highly matrixed organization, and the ability to identify, build, and cultivate working partnerships.

Not all cities where we're exploring hiring a team will necessarily become Google Fiber cities. If you're hired and your city doesn't become a Google Fiber city, you will continue to play a role in an existing Fiber city or Google headquarters. Due to the dynamic nature of local government, utilities, and organizations, we're looking for leaders that can be flexible.

Responsibilities:

- Be the overall leader for Google Fiber in the market and help develop the business strategy.
- Lead a local team focused on community impact, business outreach, and customer acquisition and retention.
- Be the face of Google Fiber to local Press, electeds, influencers and business leaders in your market. Support key day-to-day working relationships with the local government, state, utilities, key businesses and organizations with Public Affairs, Local Partner Manager and Community Impact Manager.
- Work cross-functionally with Outside Plant Engineering and Construction, Customer Service, Product Marketing, PR, and other teams in order to build and sustain a healthy local business.
- Provide insight and analysis about the market to Google Fiber leadership.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 15 years of experience in General Management, Operations or Strategy roles with core responsibilities of managing a team, building business, and managing relationships with public and private entities.

Preferred qualifications:

- MBA, JD or equivalent qualification with emphasis on business strategy.
- Experience working with or leading cross-functional teams and stakeholders in developing and executing strategies to deliver business results.
- Operational experience in an Internet application or customer-facing Telecom company.
- Strong in-market local relationships with city and community leaders.
- Global mindset and ability to think across disciplines, industries, cultures and scenarios.
- Excellent written, verbal, and organizational skills; strong public speaking capabilities.

External Posting Title: MxU Field Design Manager, Google Fiber - Midwest

Job created on 12/18/15 and posted internally; posted externally on 12/21/15; archived on 10/26/16

Company overview: (Placeholder)

The area: Access: The Google Access team works to make Internet access more powerful, accessible and affordable for all. We also work to develop the next-generation technologies that will improve the lives and businesses of our millions of users around the planet. Want to change the world? Good. So do we.

The role: MxU Field Design Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City and Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Design Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Google works with thousands of strategic partners across the globe every day. The Google Fiber Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's Inside Plant (ISP)/Outside Plant (OSP) and network operations as well as our global partners. As a member of the MxU (Multi-dwelling unit and Multi-tenant unit) Engineering team, you proactively review existing and new contracts, permits, terms and obligations. You coordinate with facilities, OSP network operations, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. In addition, you will ensure quality control is maintained on all MxU builds. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

Responsibilities:

- Review and approve all Multi-family Dwelling Unit (MDU), Small- and Medium-sized Business (SMB), and Institution designs to ensure all Google ISP and OSP specifications are being met.
- Create, coordinate and manage all labor and material Google Part Numbers (GPNs) with Google Supply Chain.
- Perform value and cost engineering for all designs.
- Manage the data entry and coordination between Google Fiber OSP team and contractors for as-builts.
- Provide consultation to the design, manufacturing and commodity teams in the selection, sourcing, qualification, and application of components used in Google's products. Assist with supplier performance and participate in supplier selection and assist with the development of design specifications for MDU/SMB/Institutions.

Minimum qualifications:

- BA/BS degree in a technical field or equivalent practical experience.
- 5 years of industry experience and experience developing the process flow to accelerate MDU design.

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- Experience with database management and MDU design.

Preferred qualifications:

- Ability to work cross-functionally with the Product and Technical Manager to ensure design standards.
 - Flexible and able to think quickly.
 - Deadline and detail-oriented.
 - Excellent problem solving skills.
 - Good interpersonal skills.
 - Excellent oral and written communication and analytical skills; outstanding organizational, prioritization and multitasking skills.
-

External Posting Title: Network Deployment and Operations Construction Lead, Google Fiber - Midwest
Job created on 12/18/15 and posted internally; posted externally on 12/21/15; archived on 1/3/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Deployment and Operations Construction Lead, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Deployment and Operations (NDO) team is responsible for building, designing, and operating a network reliably and at scale. As a member of the team, you have a direct impact on the build of the network and the deployment to our customers. You will manage a team of construction personnel and program managers to ensure that our network is built to spec and at scale through out top vendors. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies in the deployment. Your team will cover several areas of our deployment from managing our general contractors to deployment of drops and lastly to builds of extensions and greenfields. You will be the type equally comfortable coaching a team as well as getting your hands dirty in the field with our vendors.

Responsibilities:

- Manage the construction of Google Fiber's Outside Plant (OSP) Fiber to the Home (FTTH) network. Support the deployment to Single Family Unit (SFUs) and Single Business Unit (SBUs) through management of our drops process.
 - Drive lower cost enhancements to our network through management of specific vendors focused on greenfields, extensions and expansion opportunities
 - Interface with the Google Fiber OSP network team to coordinate project construction activities, progress and financial reporting, invoice review and change management. Manage production within budget and schedule constraints.
- Work with contractors and staff to develop construction schedules, monitor production and ensure adherence to specifications

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Coordinate with cross-functional teams to seamlessly turn over completed network to Operations and Customer Service.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience managing outside plant construction and vendor management including selection, contract, and negotiation processes, production tracking and reporting, and project closeout and retainage release. Experience in managing right of way and structure owner negotiations, relationships and contractor compliance to requirements.
- Experience coordinating work schedules to meet intermediate and completion milestones.
- Experience with drops, greenfields and joint trench.

Preferred qualifications:

- 8 years of experience in managing large, highly-complex, outside plant projects, FTTH or outside plant.
- Experience managing and leading teams of more than 5 people.
- Familiar with GIS (Geographic Information Systems), ESRI and shapefile functionality.
- Knowledge of network drawings, route maps and scopes of work, interpreting fiber test results and auditing projects for compliance with scopes of work.
- Robust knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.

External Posting Title: Network Deployment and Operations (NDO) Operations Manager, Google Fiber - Midwest

Job created on 12/18/15 and posted internally; posted externally on 12/21/15; archived on 4/8/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Deployment and Operations (NDO) Operations Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. As the Network Deployment and Operations (NDO) Operations Manager, you ensure that network operations are reliable and efficient by monitoring network performance, performing planned maintenance, proactively identifying and repairing network difficulties and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. You will keep the network reliable and ensure that our users stay connected with our suite of applications, products and services. You perform critical tasks that maintain and improve network operations, and you take the technical lead in ensuring a reliable and efficiently operating network.

Responsibilities:

- Manage the planning and performance of the numerous tasks that support our ongoing operations in your assigned market. Implement a system maintenance program that meets Google's service

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

requirements and roadmap system upgrades and communicate progress and activities to internal stakeholders.

- Maintain all of the Google Fiber Infrastructure in your assigned market on an ongoing basis. Support all of the New Build and Customer Installation efforts to ensure everyone gets Google Fiber as quickly as possible, and perform New Plant Testing and Acceptance to ensure everything is ready to give our customers the best experience possible on their new Google Fiber service.

- Monitor network performance and investigate anomalies in the system and resolve issues. Maximize network uptime and promptly repair network failures including those due to outside plant incidents.

- Manage local technical operations staff, both inside and outside plant, and maintain, revise and track process/operations documentation, and track contractor performance including billing against budget and contract.

- Coordinate outside plant moves/changes due to civil works projects. Update network documentation based on changes in network topology.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.

- Relevant experience in network operations, engineering, construction, or maintenance.

- Vendor and contractor management experience.

Preferred qualifications:

- Demonstrated experience in evaluating network operations and performance, network maintenance planning, and disaster recovery.

- Experience managing in-house technicians.

- Working knowledge of fiber inventory management and assignment systems.

- Demonstrated ability to manage a complex network plan.

- Skilled in the use of industry project management, budgeting and collaboration tools (e.g. project management software, Google Docs, etc.).

- Willing to travel.

External Posting Title: MxU Account Manager, Google Fiber - Midwest

Job created and posted internal on 12/18/15; posted externally on 12/21/15; archived on 1/13/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: MxU Account Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. As an Account Manager, you are responsible for providing technical solutions and managing relationships with Google Fiber's MDU (multi-dwelling unit) product team. Your role is key in moving Google Fiber's MDU projects from sales throughout completion of construction. You will have a demonstrated passion for account

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

management with an entrepreneurial spirit and passion for client management, eventually managing a small team of contractors across Fiber cities in your assigned region.

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. In this role, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Responsibilities:

- Manage Salesforce construction project tickets end-to-end and ensure all SLAs are being met.
- Attend staff meetings and assist Fiber sales with engineering and construction questions as requested by Fiber sales or engineering teams.
- Work with partners closely on the end-to-end process from site selection to installation including contracts, escalations, scheduling, etc.
- Work closely with cross-functional teams: construction, legal, product, PR, management team, etc. Partner with the local Google construction teams to provide weekly metrics and updates for each city in your assigned region.
- Own and manage projects with multiple stakeholders, both ongoing and ad hoc basis. Track progress of multiple sites and keep team's progress updated.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3 years of industry or sales/account management experience working with clients and setting expectations appropriately
- Project/program management experience
- Experience in measuring productivity and scaling initiatives.

Preferred qualifications:

- PMP certification
- Experience training and mentoring junior colleagues. Proficiency in using Salesforce.
- An understanding of MDU engineering and construction, such as various industry design standards, and construction methods in both condo and tenant MDU environments.
- Understanding of MDU process flow from contract to construction completion. Comfortable with database management and MDU design.
- Flexible (ability to work across different time zones) and able to think quickly. Deadline and detail-oriented.
- Ability to work cross-functionally with Sales and MDU operations, as well as our local sales teams, engineering, marketing, and field management to ensure our client SLAs are explained and executed on time.

External Posting Title: Associate Deployment Construction Manager, Google Fiber - Midwest
Job created and posted internally on 12/18/16; posted externally on 12/21/16; archived on 4/26/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

The role: Associate Deployment Construction Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. Google Fiber is an exciting new business at Google - deploying next generation, gigabit Internet speeds to the home coupled with an HD Television Service. We are an entrepreneurial organization with big ambitions differentiating ourselves with a fantastic product and exceptional customer service. As an Associate Deployment Manager (ADM) you'll work on cross-product and cross-team initiatives, partnering closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities. You like being on-the-ground, executing complex projects that bring internet access to people. You will be a part of the ADM Leadership Program, a two-year experience designed to develop and support future business leaders in Google Fiber. You will participate in leadership programs, offsites, and training courses designed to arm you with the knowledge, skills and experience to pursue a more senior role within Google Fiber upon graduation.

Responsibilities:

- Work on a variety of projects designed to deploy Fiber in your metro and region.
 - Review engineering designs to validate cost effectiveness and recommend further value engineering when necessary. In addition, analyze schedule and cost data using logic and reason to make sound decisions/recommendations.
 - Develop and prepare project documentation, improve processes, maintain web pages and track reports to communicate details of Google Fiber project requirements and production.
 - Create metrics for tracking contractor performance and provide feedback.
- Find creative but compliant solutions to engineering issues found during the course of the project.
- Manage large telecommunication, utility or distributed infrastructure construction or implementation projects and project teams.

Minimum qualifications:

- BA/BS degree in Construction Management, Engineering, Telecommunications or a closely related field, or equivalent practical experience.
- 2 years of work experience.
- Willingness to relocate for future assignments.

Preferred qualifications:

- Advanced degree (e.g., Master's degree).
 - Experience managing large scale projects and initiatives from start to finish with proven success.
 - Experience in other customer-facing roles.
 - Experience in construction management, engineering, or related field.
 - Working knowledge of FTTH. Experience with utilities for the deployment of telecommunications projects.
 - Flexible team player with exceptional communication (written and oral) skills, a passion for learning, and a knack for innovation and challenging conventions.
- Proven success working collaboratively on cross functional and highly collaborative teams.

External Posting Title: Network Deployment and Operations (NDO) Construction Manager, Google Fiber - Midwest

Job created on 12/18/15 and posted internally; posted externally on 12/21/15; archived on 4/8/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Deployment and Operations (NDO) Construction Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential Fiber cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating planned maintenance, adjusting hardware components and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services.

Responsibilities:

- Support the Metro Project Manager to manage the construction of Google Fiber's OSP Fiber to the Home (FTTH) network.
- Interface with the Google Fiber OSP network team to coordinate project construction activities, progress and financial reporting, invoice review, and change management.
- Work with contractors and staff to develop construction schedules, monitor production, and ensure adherence to specifications.
- Manage production within budget and schedule constraints.
- Coordinate with cross-functional teams to seamlessly turn over completed network to Operations and Customer Service.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience coordinating work schedules.
- Experience managing OSP construction and vendor management including selection, contract, and negotiation processes, production tracking and reporting, and project closeout and retainage release.
- Experience in managing right of way and structure owner negotiations, relationships and ensuring contractor compliance to requirements.

Preferred qualifications:

- BS degree in Construction Management.
- 8 years of experience in managing large, highly-complex, outside plant projects, FTTH or outside plant.
- Familiar with GIS (Geographic Information Systems), ESRI and shapefile functionality.
- Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.
- Robust knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction, and the ability to work cross-functionally to design and build scalable construction, installation, and support processes.

External Posting Title: Expansion Program Manager, Google Fiber - Midwest
Job created on 12/22/15 and posted externally; archived on 10/26/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Expansion Program Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. The Expansion Program Manager is responsible for managing ongoing deployment operations in a market. This includes managing the engineering and construction for out-of-scope projects that come up during the deployment process. The Manager will also handle construction and repairs in response to emergencies including damage to the network.

You will be a professional, experienced and driven vendor manager in the Google Fiber Deployment team. This role will require you to have strong relationships with internal stakeholders across multiple functions and drive operational performance by managing a high performing vendor operations team so that Google can get the best speed and efficiency in our last mile deployment of Google Fiber. You have experience in analytics, partner management, program management, operations and/or other related areas. You will be a top performer and thought leader who will quickly adapt and respond to changes as well as internal initiatives, and you thrive in an ever-changing, fast-growing operational environment. You will have an operational savvy and 'get it done' personality, the ability to make smart, independent decisions, the ability to explore and execute innovative alternatives to the status quo, an openness to taking direction from internal partners, and the willingness to manage deliverables across teams and priorities. Effective management of relationship with external partners is integral in ensuring continued service delivery and customer satisfaction.

Responsibilities:

- Manage the overall performance of operations vendor workforce in terms of quality, cost and delivery of service and ensure all aspects of vendor Service Level Agreements (SLAs) are consistently met (backlog cost, utilization, etc.).
- Determine, communicate and monitor Flex team budgetary needs to the Google Fiber Finance team. Provide one-off analyses and input in support of internal teams across all functions within Google Fiber.
- Participate in workforce planning activities in coordination with internal teams. Work closely with various internal groups to understand business requirements, implement new processes and contribute to ongoing process improvements.
- Support vendor selection, negotiations and overall vendor operations strategy (e.g. creating request for proposals and evaluating vendor submissions and bids). Ensure problem resolutions are achieved without compromising the relationship with vendors and company customers.
- Create programs to evaluate vendor performance, organize and run review sessions with senior management and service providers, communicate vendor performance through insightful metrics to internal teams and senior management, and lead regular business reviews and any vendor relationship

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

management activities. Evaluate and monitor contracts to ensure vendors comply with contractual terms and conditions; maintain and review internal/external documentation.

Minimum qualifications:

- 5 years of program management or vendor management experience.

Preferred qualifications:

- BA/BS degree. PMP or PgMP certification.
 - 5 years of relevant work experience managing large-scale and dynamic operational projects, with competing resources, priorities and changing workflows. Business process expertise.
 - Understanding of national network OSP engineering, OSP construction, and general construction vendor landscape and relationships or experience with existing vendors.
 - Basic technical understanding of fiber-to-the-home construction or willingness to learn.
 - Excellent analytical qualities to monitor/review vendors' financial and operational performances. Strong analytical and solution oriented background skills with great people skills; strong structured problem solving capabilities.
 - Exceptional leadership, management, communication and collaboration skills. Excellent presentation skills to ensure vendors thoroughly understand their contractual requirements.
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External Posting Title: SMB Project Manager, Google Fiber - Midwest

Job created on 12/22/15 and posted internally; posted externally on 12/28/15; archived on 1/13/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: SMB Project Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region may be announced at a later date.

Responsibilities:

- Manage the design and deployment of Google's Fiber to the Home (FTTH) build in a metropolitan area.
- Lead a project team within a metropolitan area including vendors and contractors.
- Coordinate with city officials, jurisdictional authorities and utility representatives.
- Manage proposals, bids, scope definition, engineering design cycles and design review and approvals for a FTTH network, specifically, the selection of evolved packet core (EPC) vendors.
- Manage vendor scope of work (SOW), project change orders and materials procurement sufficient to meet contractual requirements.

Minimum qualifications:

- Bachelor's degree in Construction Management, Engineering, Telecommunications or a closely related field, or equivalent practical experience.
- Experience in developing requests for proposal (RFPs), scheduling projects, cost engineering, budgeting and forecasting costs, reporting project status and costs, procurement and in negotiating with contractors and vendors.

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- Management experience in driving contractor performance.

Preferred qualifications:

- MBA or advanced degree.
 - 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with FTTH infrastructure.
 - Experience with Primavera project management system
 - Familiar with GIS (Geographic Information Systems) and database management including AutoCAD, ESRI, and shape file functionality
 - Working knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction.
 - Knowledge of network drawings, route maps and scopes of work, interpreting fiber test results and auditing projects for compliance with scopes of work.
-

External Posting Title: MxU Construction Manager, Google Fiber - Midwest

Job created on 12/28/15; posted internally and externally on 12/28/15; archived on 10/26/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: MxU Construction Manager, Google Fiber - Midwest With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. Additional cities in the Midwest region of the U.S. may be announced at a later date. Google works with thousands of strategic partners across the globe every day. The Google Fiber Operations team is responsible for ensuring that these partnerships run seamlessly. Part financial, part legal and administrative, and part infrastructure engineering operations, you ensure commercial compliance between Google's Inside Plant (ISP)/Outside Plant (OSP) and network operations as well as our global partners. As a member of the Inside Plant Operations team, you proactively review existing and new contracts, permits, terms and obligations. You coordinate with facilities, OSP network operations, and finance to ensure that vendors are accurately and fairly compensated according to contractual terms. In addition, you will be required to ensure quality control is maintained on all inside plant builds. Your diligence ensures all users and partners have uninterrupted operations and 100% satisfaction.

Responsibilities:

- Manage the city deployment of Google Fiber's inside plant, Small- and Medium-sized Business (SMB), and Institutional construction to include overall quality control.
- Manage project budgets, scheduling, planning and contractor resource assignment and track contractor performance including billing against budget and contract. Manage proposals, SOWs, bids, scope definition, engineering design cycles and design review and approvals.
- Work with and communicate progress to internal stakeholders and ensure that projects are scoped properly and handed off seamlessly for network deployment. Including Google Fiber OSP team in coordinating all project activities, admin requirements, financial reporting, invoice approval, and material handling.
- Manage greenfield, rehab, and historical site installation schedules and budgets.

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- Work with Product Suppliers and Google Fiber supply chain to ensure material quantities are met and ensure everything meets Google Fiber design specifications.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 10 years of experience with fiber network deployments, including experience with constructing new outside and inside plant fiber infrastructure, and 5 years of experience with MDU infrastructure.
- Experience with creating network drawings, route maps and scopes of work.
- Experience in managing contractors with responsibility for quality assurance, schedule commitments, and troubleshooting.

Preferred qualifications:

- Experience interpreting fiber test results and auditing projects for compliance with scopes of work. A deep understanding of inside and outside plant fiber optic network infrastructure, engineering design and construction.
- Project Management experience. Flexible and able to think quickly.
- Knowledge/experience with project management tools. Knowledge of Fiber-to-the-Home (FTTH) Infrastructure, Multi-family Dwelling Unit (MDU) design, materials. an industry insider. Knowledge/experience with web applications.
- Experience with working cross-functionally to design and build scalable construction, installation, and support processes. Innovate our means and methods with potential to change industry standards.
- Be a self-starter with ability to conceive of and accept responsibility for projects and see them through to completion. Be able to work as individual contributor and to contribute as part of a larger team.
- Excellent oral/written communication, interpersonal, and analytical skills and outstanding organizational, prioritization, and multitasking skills.

External Posting Title: Program Manager, Drops, Google Fiber - Midwest

Job created on 12/28/15; posted internally and externally on 12/28/15; archived on 10/26/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, Drops, Google Fiber - Midwest: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: We are hiring in the following cities: Kansas City, Chicago. Additional cities in the Midwest region may be announced at a later date. The Drops Program Management team is all about focusing on the user and the connection between the customer's home and the network. You will be a professional, experienced, and driven vendor manager in the Google Fiber Deployment team. This role will require you to have strong relationships with internal stakeholders across multiple functions. You will drive operational performance by managing a high performing vendor operations team, so that Google can get the best speed and efficiency in our last mile deployment of Google Fiber.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

You will have experience in analytics, partner management, program management, operations, and/or other related areas. You will be a top performer and thought leader who will quickly adapt and respond to changes as well as internal initiatives, and you are someone who thrives in an ever-changing, fast-growing, operational environment. You are operational savvy with a 'get it done' personality. You possess the ability to make smart, independent decisions and to explore and execute innovative alternatives to the status quo. You have an openness to taking direction from internal partners, and the willingness to manage deliverables across teams and priorities. Effective relationship management with external partners is integral in ensuring continued service delivery and customer satisfaction.

Responsibilities:

- Manage the overall performance of operations vendor workforce in terms of quality, cost and delivery of service. Ensure all aspects of vendor Service Level Agreements (SLAs) are consistently met (backlog cost, utilization, etc.) and lead regular business reviews and any vendor relationship management activities.
- Determine, communicate, and monitor Network Interface Unit (NIU) budgetary needs to the Google Fiber Finance team. Provide one-off analyses and input in support of internal teams across all functions within Google Fiber.
- Participate in workforce planning activities in coordination with internal teams. Work closely with various internal groups to understand business requirements, implement new processes, and contribute to ongoing process improvements.
- Support vendor selection, negotiations, and overall vendor operations strategy (e.g. creating request for proposals and evaluating vendor submissions and bids). Ensure problem resolutions are achieved without compromising the relationship with vendors and company customers.
- Evaluate and monitor contracts to ensure vendors comply with contractual terms and conditions. Maintain and review internal/external documentation.

Minimum qualifications:

- 4 years of program management or vendor management experience.

Preferred qualifications:

- BA/BS degree. PMP or PgMP certification.
- 2 years of relevant work experience managing large-scale and dynamic operational projects, with competing resources, priorities and changing workflows. Business process expertise.
- Understanding of national NIU vendor landscape and relationships or experience with existing vendors. Excellent analytical qualities to monitor/review vendors' financial and operational performances.
- Basic technical understanding of fiber-to-the-home construction or willingness to learn.
- Strong analytical and solution oriented background skills with great people skills. Structured problem solving capabilities.
- Exceptional leadership, management, communication and collaboration skills. Excellent presentation/communication skills to ensure vendors thoroughly understand their contractual requirements.

External Posting Title: Network Deployment and Operations (NDO) Operations Lead, Google Fiber - Midwest

Job created on 1/4/16 and posted internally; posted externally on 1/7/16; archived on 1/13/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Deployment and Operations (NDO) Operations Lead, Google Fiber - Midwest:

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. This role may also be based in a Midwestern city in the U.S. not listed above. Google Fiber is proud to boast a network that provides service to millions of Internet users around the world. The Network Deployment team is responsible for building, designing, and operating a network reliably and at scale. As a member of the team, you have a direct impact on the build of the network and the deployment to our customers. In this role, you will manage a team of network operation managers to ensure that our network is maintained, operated, and optimized on an ongoing basis. As the leader of the team, you ensure that network operations are reliable and efficient by monitoring network performance, performing planned maintenance, proactively identifying and repairing network difficulties and responding to network connectivity issues. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. You will enable your team to keep the network reliable and ensure that our users stay connected with our suite of applications, products and services. Your team performs critical tasks that maintain and improve network operations, and you take the technical lead in ensuring a reliable and efficiently operating network.

Responsibilities:

- Manage the planning and performance of the numerous tasks that support our ongoing operations in your market. Implement a system maintenance program that meets Google's service requirements and roadmap system upgrades and communicate progress and activities to internal stakeholders.
- Maintain all of the Google Fiber Infrastructure in your market on an ongoing basis. Support all of the New Build and Customer Installation efforts to ensure everyone gets Google Fiber as quickly as possible, and perform New Plant Testing and Acceptance to ensure everything is ready to give our customers the best experience possible on their new Google Fiber service.
- Monitor network performance and investigate anomalies in the system and resolve issues. Maximize network uptime and promptly repair network failures including those due to outside plant incidents.
- Manage local technical operations staff, both inside and outside plant, and maintain, revise and track process/operations documentation, and track contractor performance including billing against budget and contract.
- Coordinate outside plant moves/changes due to civil works projects. Prepare and implement MOPs and update network documentation based on changes in network topology.

Minimum qualifications:

- Experience managing a network operations budget.
- Experience in evaluating network operations and performance, network maintenance planning, and disaster recovery.
- Experience with fiber inventory management and assignment systems.
- Experience managing in-house technicians.

Preferred qualifications:

- Director-level experience at a large telecommunications company.
- Skilled in the use of industry project management, budgeting and collaboration tools (e.g. project management software, Google Docs, etc.).
- Demonstrated ability to lead teams, thrive in a chaotic environment, and build strong relationships with cross-functional teams, outside vendors, municipalities, and government organizations.
- Willing to travel.

External Posting Title: Sales Strategy and Operations Manager, Google Fiber - Kansas City
Job created and posted internally on 1/4/16; posted externally on 1/7/16; archived on 7/11/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Google Access: At Google, we're always trying to provide our users with the fastest services possible. The Google Access program works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Sales Strategy and Operations Manager, Google Fiber - Kansas City: 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. Using your influencing and relationship-building skills, you provide Google-caliber client service, research and market analysis. You anticipate how decisions are made, persistently explore and uncover the business needs of Google's key clients and understand how our range of product offerings can grow their business. 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 bringing 100 times faster speeds to new cities. The role of the City Team is to launch new cities and run the business.

 You want to apply your background in strategy and business development to a leadership role. You value working in a fast-paced environment that will require you to get things done with teammates and communities in your city, as well as Google Fiber teams in other locations.

 As a Sales Strategy and Operations Manager, you will lead Kansas City's local field team, which is responsible for subscriber acquisitions and monetization through scaled and one-on-one interactions. You'll own - from strategy to execution - partnerships, events, field activities and experiments to generate sign ups for Fiber. You will build a team and closely work with them on the ground to engage community leaders and prospective customers.

You are comfortable leading a large, diverse team to drive toward common objectives and at the same time are a strategic thinker that has proven experience in identifying new business opportunities, dissecting complex problems and communicating to senior management.

Responsibilities:

- Own the Google Fiber business growth strategy, including acquisition and retention, in Kansas City
- Lead, hire, and manage a local team to deliver on strategy
- Experiment and implement innovative solutions to drive market performance
- Develop and build relationships with local organizations and community advocates to deliver programs and events that drive new subscribers

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Experience hiring, managing, and leading teams

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Experience working in Operations and/or Marketing
- Experience in working with cross-functional teams and stakeholders, and in developing and executing strategies to deliver business results.

Preferred qualifications:

- MBA or equivalent qualification with emphasis on business strategy
 - Excellent written, verbal, and organizational skills; strong public speaking capabilities
-

External Posting Title: Engineering Manager, Google Fiber - Midwest

Job created and posted on 1/6/16; posted externally on 1/7/16; archived on 7/12/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Engineering Manager, Google Fiber - Midwest: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: We are hiring in the following potential cities: Kansas City, Chicago. This role may also be based in a Midwestern city in the U.S. not listed above. Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Deployment team is responsible for building, designing, and operating a network reliably and at scale. As a member of the team, you have a direct impact on the build of the network and the deployment to our customers. You will manage a team of network engineers. You will ensure that our network is designed to our specifications and that our design vendors have the necessary support to create and execute our network.

Responsibilities:

- Support the Network Deployment and Operations Lead by managing the engineering practices of Google Fiber's OSP Fiber to the Home (FTTH) network.
- Support the network deployment to Single Family Units (SFUs) and Single Business Units (SBUs) through management of our design process.
- Interface with the Google Fiber Outside Plant (OSP) network team to coordinate project engineering activities, progress and financial reporting, invoice review, and change management.
- Manage production with various vendors to ensure they are following proper guidelines and standards.
- Coordinate with cross-functional teams to seamlessly execute on network designs.

Minimum qualifications:

- Bachelor's degree in Construction Management, Engineering, Telecommunications or related field, or equivalent practical experience.
- Experience coordinating work schedules in to meet intermediate and completion milestones.
- Experience managing Outside Plant Engineering practices and vendor management.
- Experience creating network designs for construction projects.

Preferred qualifications:

- 8 years of experience in managing large, highly-complex, outside plant projects, FTTH or outside plant engineering projects.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Experience managing and leading teams of more than 5 people.
 - Familiar with GIS (Geographic Information Systems), ESRI and shapefile functionality.
 - Knowledge of network drawings, route maps and scopes of work and interpreting fiber test results and auditing projects for compliance with scopes of work.
 - Robust knowledge of inside and outside plant fiber optic network infrastructure, engineering design and construction, and the ability to work cross-functionally to manage the designs and build scalable construction, installation, and support processes.
-

External Posting Title: Events Manager, Google Fiber - Kansas City

Job created on 1/20/16 and posted internally; posted externally on 1/22/16; archived on 4/27/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Events Manager, Google Fiber - Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: Google Fiber is an exciting new business for Google aiming to deploy next generation, gigabit Internet speeds to the home. In January 2015, we announced our expansion of Google Fiber to Kansas City, and in the coming months we will began local campaigns targeting residents and ultimately in-home installs of our ultra-high speed network. We'd love for you to join us in helping to reshape and revolutionize the way people connect to the web! As Events Manager, you will engage with local residents to connect both large-scale and hyper local advertising, community affairs and field marketing efforts to market Google Fiber to customers. You will also work cross-functionally with other Google Fiber departments to help bring the brand vision to life across all customer touchpoints.

Responsibilities:

- Oversee field and community event strategy and execution. Coordinate strategy and locations for activation of mobile units and pop up retail.
- Manage reports, event metrics, collateral/giveaways
- Manage local events budget
- Develop and build relationships with local organizations and community event sponsors. Manage local vendor relationships.
- Train and supervise a small team of local contractor staff, working with staffing agency on recruitment/HR/payroll.

Minimum qualifications:

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- BA/BS degree in Marketing, Business, Communications, other related field or equivalent practical experience.
- 5 years of related work experience (e.g. events, sponsorship or promotions, venue management.)
- People management experience.

Preferred qualifications:

- Agency experience (marketing, advertising, experiential).
 - Event and field marketing experience.
 - Knowledge of and experience using Google products.
 - Proficiency in Adobe Suite and Final Cut Pro.
 - Strong connection to local culture, geography, community leaders and partnership opportunities.
-

External Posting Title: Program Manager, Controls, Google Fiber - Kansas City, Durham or San Antonio
Job created on 1/26/16; posted internally and externally on 1/27/16; archived on 5/27/16

Company overview: (Placeholder)

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, Controls, Google Fiber - Kansas City, Durham or San Antonio:

Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: You will have experience in all aspects of construction project management, developing and maintaining project schedules, project budget control, contract administration, contractor/vendor management, Request for Proposals (RFP) and contractor selection, and/or other related areas. You will quickly adapt and respond to industry changes as well as internal initiatives, and you will thrive in an ever-changing, fast-growing technical environment. You will be operational savvy and have a 'get it done' attitude. You have the ability to make smart, independent decisions and the willingness to manage deliverables across teams and priorities. This position may also be based in one of the following potential Google Fiber cities: Jacksonville, FL; Los Angeles, CA; Portland,OR; Louisville, KY.

Responsibilities:

- Oversee a team that maintains detailed project schedules, budget, forecast and spend.
- Use analytics to forecast future market spend and schedules.
- Plan, monitor, control and close out various construction and engineering projects. Administer on-going construction agreements for contract compliance.
- Create simple dashboards (spend and schedule) for the business.
- Drive IT, systems, and automation solutions that enable scale and speed.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 5 years of experience in project management with cross functional teams.
- Experience creating and maintaining project schedules using project management systems.

Preferred qualifications:

- Fiber Network Design and Deployment experience.
 - Ability to translate analysis and insights into actionable business plans.
 - Effective analytical skills, with a track record of being a problem solver.
-

External Posting Title: Consumer Sales Manager, Google Fiber - Kansas City
Job created and posted internally/externally on 1/26/16; archived on 7/28/16

Company overview:

(Placeholder)

The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Consumer Sales Manager, Google Fiber - Kansas City

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. Using your influencing and relationship-building skills, you provide Google-caliber client service, research and market analysis. You anticipate how decisions are made, persistently explore and uncover the business needs of Google's key clients and understand how our range of product offerings can grow their business. 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 bringing super-fast Internet to residents and businesses in select markets across the country. The Consumer Sales Manager is a member of the City Team, which is responsible for launching and running the business in that area. The Consumer Sales Manager is focused on working across marketing, product, and other teams to execute the residential go-to-market strategy, and recruit and manage the direct sales team to achieve customer sign-up goals.

Responsibilities:

- Build, manage, and lead a team of consumer sales specialists to generate residential (single family unit and multi-dwelling unit) sign-ups for Google Fiber through partnerships, events, field activities, and experiments.
- Execute market-level residential acquisition and engagement strategies.
- Partner with central marketing team to manage the execution of a local marketing strategy and providing feedback from the field.
- Lead and work closely with a sales team to engage prospective customers through various channels, including retail, events, and community outreach.
- Using Salesforce to report on weekly sales activities, make data driven decisions, and coach the sales team based on results.
- Work cross-functionally to escalate and resolve customer issues/concerns and drive toward common objectives.
- Think strategically, identify new business opportunities, dissect complex problems, and communicate to management.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- 3 years of direct to consumer sales or marketing experience.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- 2 years of management experience. Experience developing and deploying a local sales team.
- 2 years of project management experience.

Preferred qualifications:

- Experience working with Salesforce or other customer relationship management tools.
 - Entrepreneurial spirit; start-up experience.
 - Experience working cross-functionally to drive to a common goal.
- Ability to work in an ambiguous and frequently-changing environment.
- Extensive knowledge of local city market (for example, experience in local marketing and activation, community engagement, non-profits, and/or local government).
 - Strong quantitative, problem-solving, and analytical skills that can be applied to interpret sales performance and market trends.
 - Excellent written, verbal, presentation, and organizational skills. Attention to detail.
-

External Posting Title: Network Technical Operations Field Manager, Google Fiber - Kansas City
Job created on 2/23/16 and posted internally; posted externally on 2/24/16; archived on 10/26/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Technical Operations Field Manager, Google Fiber - Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go to the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering & Operations Team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating all types of maintenance, and monitoring a myriad of metrics to ensure everything is in peak condition. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

the network reliable ensures that our users stay connected with our suite of applications, products and services. As Field Manager, you will be responsible for the day-to-day field activities in your assigned market.

Responsibilities:

- Operate and maintain the network to achieve 99.99% availability and an excellent customer experience. Perform proactive planned/preventive maintenance on an ongoing basis; respond to network outages quickly and safely.
- Oversee daily Field Activities for your assigned market and promote a safe workplace. Coordinate team activities and workload through milestone and objective tracking along with metric reporting.
- Keep apprised of all Civil Projects in your assigned market so close coordination without damage will occur. Work closely with the builders and municipalities to ensure we are notified of construction projects and ensure the safety of our fiber plant as well as take advantage of open trenches.
- Support New Builds by providing expertise, testing and acceptance; perform New Plant Testing and Acceptance to ensure exceptional quality of Google Fiber service. Support new build installation efforts and maximize network uptime and promptly repair network failures due to outages and incidents.
- Promote a safe and fun work environment. Be responsible for safety inspections, run safety meetings and safety trainings when necessary with staff.

Minimum qualifications:

- BA/BS degree in a technical field or equivalent practical experience.
- Experience in all aspects of Outside Plant Design, Construction and Operations.

Preferred qualifications:

- Experience working in a telecommunications or Internet service provider environment. Ability to work well as a member of a highly integrated team composed of both technical and non-technical members.
- Strong understanding of OSP and ISP technologies, vendors and the industry. Detailed understanding of communications construction processes (OSP Placing, OSP Splicing, ISP).
- Comfort with operating in a fast-paced, changing work environment with the ability to prioritize multiple functions and tasks, manage time efficiently and navigate ambiguity.
- Ability to analyze data using logic and reason to make sound decisions/recommendations.
- Excellent written and oral communication skills.
- Flexible work schedule that may include weekends, evenings, holidays and on-call.

External Posting Title: Outside Plant (OSP) Program Manager, Google Fiber - Midwest
Job created on 2/24/16 and posted internally; posted externally on 6/1/16; archived on 10/7/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

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The role: Outside Plant (OSP) Program Manager, Google Fiber - Midwest With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: This role will be in a Fiber city in the Midwest region of the U.S. We are hiring in markets across the United States. Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Deployment team is responsible for building, designing, and operating a network reliably and at scale. As a member of the team, you have a direct impact on the build of the network and the deployment to our customers. As an Outside Plant Program Manager, you will be responsible for coordination of tasks between the AutoDesign programs and the Network Engineering teams. Analysis of various types of datasets and deciphering issues to determine root causes will be part of the day-to-day responsibilities.

Responsibilities:

- Work with external and internal stakeholders to ensure requirements for Auto Design projects are met.
- Oversee the collection of data from various sources. Ensure that the collected data is reviewed and prepared for ingestion into the AutoDesign program, including an analysis to ensure integrity; determine the data quality and completeness of data for the coverage area.
- Use tracking programs and analytics for activity progress. Coordinate forecast dates and deliverables with the AutoDesign vendors.
- Coordinate with cross-functional teams to seamlessly execute on network designs and design deliverables; work on multiple markets simultaneously.

Minimum qualifications:

- Bachelor's degree in Project Management, Telecommunications, Geographic Information Systems or related field, or equivalent practical experience.
- Experience with Geographic Information Systems programs, file types and datasets.
- Program Management experience.
- Experience creating work-flows, budgets and forecasting for projects.

Preferred qualifications:

- Master's degree.
- 4 years of experience in working with various GIS systems.
- 4 years of experience in managing data driven projects.
- Knowledge of FTTH design, Underground and Aerial Permitting and Construction requirements.
- Knowledge of Civil Engineering, site plans and site selection.
- This position may require up to 25% travel.

External Posting Title: Network Technical Operations Technical Administrator, Google Fiber - Kansas City

Job created on 2/24/16 and posted internally and externally; archived on 6/16/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Network Technical Operations Technical Administrator, Google Fiber - Kansas City: With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go to the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

Google is proud to boast a network that provides service to millions of Internet users around the world. The Network Engineering & Operations Team is responsible for operating that network reliably and at scale. As a member of the team, you have a direct impact on design and feature enhancements to keep our systems running smoothly. You also ensure that network operations are safe and efficient by monitoring network performance, coordinating all types of maintenance, and monitoring a myriad of metrics to ensure everything is in peak condition. Google's complex network generates a constant stream of challenges which require you to continually be innovative with an evolving set of technologies. Keeping the network reliable ensures that our users stay connected with our suite of applications, products and services. You work closely with the Field Operations Managers and others, both internal to Google Fiber and external, to ensure that the Field Operations Team is in compliance with all Google financial requirements and expectations.

Responsibilities:

- Track all Field Operations Expenses, prepare P&L Reports, collaborate in planning and assist in budget preparation and reporting. Record and maintain master vendor spending and P&L tracker logs for all CapEx and OpEx POs and invoices, and for all pre-approved PO-bypass method invoices.
- Track, audit and approve all recurring and variable expenses.
- Process and control new vendor accounts to ensure they are set-up with required documentation and approval; track and forecast future vendor spend based on history, projections from other teams and vendor input.
- Provide guidance and oversight to ensure Field Operations Financial Practices are Sound. Direct and administer GAAP-compliant and Sarbanes-Oxley controls to ensure accounting and auditing integrity and veracity.
- Monitor Field Operations Vendors for Compliance. Conduct routine audits of various Field Operations Vendors to ensure integrity in their invoices and invoicing processes.
- Intervene on vendor's behalf when errors delay timely payment of invoices. Monitor Purchase Order drawdown to ensure POs are not over-committed. Administer and control metrics clarification and correction on locates vendors for all regions.

Minimum qualifications:

- Experience in finance and accounting.
- Experience with Google Docs and financial reporting tools.

Preferred qualifications:

- Knowledge of Inside and Outside Plant Operations at a high level.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Skilled in the use of spreadsheets and financial tools.
 - Willing to travel within the market (vendor office visits).
-

External Posting Title: Administrative Business Partner, Fiber - Kansas City
Job created on 5/5/16 and posted externally; archived on 7/12/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Administrative Administrative jobs at Google are staffed by organized and dependable people driven by a common company goal: to help us accomplish great things. Working behind the scenes, we make a significant impact on the people we support as well as on Google users around the world. We're adept at leading and managing a variety of simultaneous projects, which requires the particular talent of being able to communicate effectively with all levels of the organization.

The role: Administrative Business Partner, Fiber - Kansas City As an Administrative Business Partner, you're at the heart of your team's business operations and activities and the soul that keeps your team moving forward. You anticipate the needs of your managers and team members and help them stay focused on their projects by resolving operational and administrative issues before they arise. You move quickly with the changing environment and are up to date with the latest Google products and services. You also use that knowledge to strategically support your team's projects. In addition to being organized and analytical, you possess the strong business judgment and communication skills needed to interact with a variety of people and job functions.

Additional Role Description: *No additional job description for this language.*

Responsibilities:

- Perform an extensive array of administrative tasks (manage calendars, book travel, and schedule facilities and equipment).
- Coordinate duties for multiple offices.
- Build efficiency and effective responsiveness into existing operations, and help define new operational strategies.
- Mentor new team members.
- Serve as a technical lead for and manager of small projects.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Executive-level support experience.

Preferred qualifications:

- Experience serving as a project lead from conception to completion.
- Comprehensive knowledge of process, project and program management theory and practices - and the ability to apply them when solving operational issues.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Ability to effectively communicate and collaborate with a diverse range of people and job functions.
 - Expectation of complete confidentiality on all business matters.
 - Ability to quickly learn new tools and technologies.
 - Interest and experience in using technology and the Internet to improve work efficiency.
-

External Posting Title: Field Sales Project Manager, Google Fiber - National
Job created on 5/11/16 and posted externally; archived on 10/26/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Field Sales Project Manager, Google Fiber - National With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description: *No additional job description for this language.*

Responsibilities:

- Coordinate large, complex projects, including development and coordinating realistic project estimates, plans, and metrics.
- Work closely with marketing partners to develop, agree, and establish a process for implementation of unique marketing subscriber acquisition or brand strategies at a national level before bringing to the local teams.
- Work closely with product team to ensure upcoming product launches align with Field Sales efforts and are thoroughly explained & ready to go for local markets.
- Act as a liaison between National Customer Acquisitions Manager + local Field Sales Managers to support market launches.
- Multi-task and prioritize activities for quick execution of critical path work items. Take responsibility for whole portions of Field Sales processes and drive them to closure.

Minimum qualifications:

- BA/BS degree or equivalent practical experience
- At least 3 years of relevant work experience
- Proven project management experience

Preferred qualifications:

- Telecomm industry experience or exposure
- 3-5 years experience managing multi-dimension and cross-functional programs

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Extensive prior work in process improvement, change management and reporting. Ability to synthesize complex projects and problems in order to identify key deliverables and drive execution.
 - Strong organizational skill set with natural ability to drive consensus and collaboration across competing priorities and teams.
 - Strong communicator who can appropriately pivot between entry-level and executive audiences.
 - Demonstrated self-starter who can navigate ambiguity.
-

External Posting Title: Installation Operations Specialist, Google Fiber - Kansas City
Job created on 5/24/16 and posted externally; archived on 6/28/16

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber

At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Installation Operations Specialist, Google Fiber - Kansas City

With the Google Access team, you'll work on cross-product and cross-team initiatives, working closely with cross-functional team members to refine and evolve our projects, as well as deploy new technologies to markets and communities around the globe. You like being on-the-ground, executing complex projects that bring internet access to people.

Additional Role Description:

You are passionate about customer service and operational excellence. Google Fiber's Installation Operations team is looking for an Operations Specialist to help drive forward our mission to reinvent customer installation experiences. Google Fiber's customer service is based on one simple principle—treat people with respect. For example, that means offering customers installation appointments, not windows and showing up on time for those appointments.

As an Installation Operations Specialist, you will oversee the installation process in local Fiber markets and will work closely within your assigned Fiber market(s) to drive operational excellence and apply your problem solving skills across the end-to-end installation experience. This includes data collection from our key processes and vendors, tracking key metrics and performance indicators, and identifying opportunities to add value to the customer experience and installation performance. You will also play a key role in delivering to project milestones as well as managing city/regional specific initiatives.

You will have experience in analytics, vendor management, program management, operations, and other related areas. You will be a top performer who thrives in an ever-changing, fast-growing operational environment.

You will have an operational savvy, 'get it done' attitude, the ability to make smart, independent decisions, ability to explore and execute innovative alternatives to the status quo, openness to taking direction from

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

internal partners and the willingness to manage deliverables across teams and priorities. Effective management of relationships with local city partners is integral in ensuring continued service delivery and customer satisfaction.

Responsibilities:

- Act as the 'business owner' for your assigned respective market(s), managing install technician/vendor relationships and responsibilities associated with day-to-day operations at each warehouse site
- Collect operational data and monitor performance (SLA compliance, CSAT) using standard templates and cadence.
- Investigate complex customer issues and address said issues cross-functionally within the wider Fiber organization.
- Drive cross-functional strategic initiatives to improve customer experience and overall cost structure of the business.
- Own budgeting and headcount planning/actuals tracking for your assigned market(s)

Minimum qualifications:

- Bachelor's degree or equivalent practical experience.
- Experience with socializing and presenting analysis and proposals to cross functional partners
- Experience managing customer impacting processes and delivering to SLAs
- Ability to travel up to 20% of the time.

Preferred qualifications:

- Field service management experience
- Fiber Optics/ISP industry experience
- Excellent problem-solving/analytical skills.
- Flexible communication style and the ability to communicate complex concepts and analytics to internal stakeholders

External Posting Title: Program Manager, Drops, Google Fiber - Midwest
Job created on 5/26/16 and posted externally; archived on 10/26/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

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The area: Access - Fiber: At Google, we're always trying to provide our users with the fastest services possible. Google Fiber works to go the very last mile, providing fiber-optic Internet connections directly to users' homes. We're building one of the fastest networks in America so that users can experience the future of broadband because we know that your Internet connection can never be too fast.

The role: Program Manager, Drops, Google Fiber - Midwest: Google's projects, like our users, span the globe and require managers to keep the big picture in focus. As a Program Manager at Google, you lead complex, multidisciplinary projects. You plan requirements with internal customers and usher projects through the entire project lifecycle. This includes managing project schedules, identifying risks and clearly

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

communicating goals to project stakeholders. Your projects often span offices, time zones and hemispheres, and it's your job to keep all the players coordinated on the project's progress and deadlines.

Additional Role Description: We are hiring in the following cities: Kansas City, Chicago. Additional cities in the Midwest region may be announced at a later date. The Drops Program Management team is all about focusing on the user and the connection between the customer's home and the network. You will be a professional, experienced, and driven vendor manager in the Google Fiber Deployment team. This role will require you to have strong relationships with internal stakeholders across multiple functions. You will drive operational performance by managing a high performing vendor operations team, so that Google can get the best speed and efficiency in our last mile deployment of Google Fiber.

You will have experience in analytics, partner management, program management, operations, and/or other related areas. You will be a top performer and thought leader who will quickly adapt and respond to changes as well as internal initiatives, and you are someone who thrives in an ever-changing, fast-growing, operational environment. You are operational savvy with a 'get it done' personality. You possess the ability to make smart, independent decisions and to explore and execute innovative alternatives to the status quo. You have an openness to taking direction from internal partners, and the willingness to manage deliverables across teams and priorities. Effective relationship management with external partners is integral in ensuring continued service delivery and customer satisfaction.

Responsibilities:

- Manage the overall performance of operations vendor workforce in terms of quality, cost and delivery of service. Ensure all aspects of vendor Service Level Agreements (SLAs) are consistently met (backlog cost, utilization, etc.) and lead regular business reviews and any vendor relationship management activities.
- Determine, communicate, and monitor Network Interface Unit (NIU) budgetary needs to the Google Fiber Finance team. Provide one-off analyses and input in support of internal teams across all functions within Google Fiber.
- Participate in workforce planning activities in coordination with internal teams. Work closely with various internal groups to understand business requirements, implement new processes, and contribute to ongoing process improvements.
- Support vendor selection, negotiations, and overall vendor operations strategy (e.g. creating request for proposals and evaluating vendor submissions and bids). Ensure problem resolutions are achieved without compromising the relationship with vendors and company customers.
- Evaluate and monitor contracts to ensure vendors comply with contractual terms and conditions. Maintain and review internal/external documentation.

Minimum qualifications:

- 4 years of program management or vendor management experience.

Preferred qualifications:

- BA/BS degree. PMP or PgMP certification.
- 2 years of relevant work experience managing large-scale and dynamic operational projects, with competing resources, priorities and changing workflows. Business process expertise.
- Understanding of national NIU vendor landscape and relationships or experience with existing vendors. Excellent analytical qualities to monitor/review vendors' financial and operational performances.
- Basic technical understanding of fiber-to-the-home construction or willingness to learn.
- Strong analytical and solution oriented background skills with great people skills. Structured problem solving capabilities.
- Exceptional leadership, management, communication and collaboration skills.
- Excellent presentation/communication skills to ensure vendors thoroughly understand their contractual requirements.

External Posting Title: Administrative Business Partner, Google Fiber - Kansas City
Job created on 7/22/16 and posted internally; archived on 7/25/16

Company overview:

Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Administrative

Administrative jobs at Google are staffed by organized and dependable people driven by a common company goal: to help us accomplish great things. Working behind the scenes, we make a significant impact on the people we support as well as on Google users around the world. We're adept at leading and managing a variety of simultaneous projects, which requires the particular talent of being able to communicate effectively with all levels of the organization.

The role: Administrative Business Partner, Google Fiber - Kansas City

As an Administrative Business Partner, you're at the heart of your team's business operations and activities and the soul that keeps your team moving forward. You anticipate the needs of your managers and team members and help them stay focused on their projects by resolving operational and administrative issues before they arise. You move quickly with the changing environment and are up to date with the latest Google products and services. You also use that knowledge to strategically support your team's projects. In addition to being organized and analytical, you possess the strong business judgment and communication skills needed to interact with a variety of people and job functions.

Additional Role Description:

No additional job description for this language.

Responsibilities:

- Perform an extensive array of administrative tasks (manage calendars, book travel, and schedule facilities and equipment).
- Coordinate duties for multiple offices.
- Build efficiency and effective responsiveness into existing operations, and help define new operational strategies.
- Mentor new team members.
- Serve as a technical lead for and manager of small projects.

Minimum qualifications:

- BA/BS degree or equivalent practical experience.
- Executive-level support experience.

Preferred qualifications:

- Experience serving as a project lead from conception to completion.
- Interest and experience in using technology and the Internet to improve work efficiency.

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

- Comprehensive knowledge of process, project and program management theory and practices - and the ability to apply them when solving operational issues.
 - Ability to effectively communicate and collaborate with a diverse range of people and job functions.
 - Ability to quickly learn new tools and technologies.
 - Expectation of complete confidentiality on all business matters.
-

External Posting Title: Regional Finance Lead, Google Fiber - Atlanta or Kansas City
Job created and posted internally and externally on 7/28/16; archived on 9/9/16

Company overview: Google is not a conventional company, and we don't intend to become one. True, we share attributes with the world's most successful organizations – a focus on innovation and smart business practices comes to mind – but even as we continue to grow, we're committed to retaining a small-company feel. At Google, we know that every employee has something important to say, and that every employee is integral to our success. We provide individually-tailored compensation packages that can be comprised of competitive salary, bonus, and equity components, along with the opportunity to earn further financial bonuses and rewards.

Googlers thrive in small, focused teams and high-energy environments, believe in the ability of technology to change the world, and are as passionate about their lives as they are about their work. For more information, visit www.google.com/careers.

The area: Finance: The name Google came from "googol," a mathematical term for the number 1 followed by 100 zeros. And nobody at Google loves big numbers like the Finance team when providing in depth analysis on all manner of strategic decisions across Google products. From developing forward-thinking analysis to generating management reports to scaling our automated financial processes, the Finance organization is an important partner and advisor to the business.

The role: Regional Finance Lead, Google Fiber - Atlanta or Kansas City: The Finance Operations team manages Google's cash transactions on a global basis and ensures that Google's incoming and outgoing cash processes are controlled, effective and efficient. As a member of this team, you'll find innovative ways to manage our complex set of transactions. You thrive on making processes more efficient and scalable, you work to ensure the highest level of quality of our operations and you proactively minimize operational risk. external, you collaborate with our outsourcing partners and internal, you collaborate across the five areas of the Financial Operations team: Global Revenue Operations, Procure to Pay, Electronic Payment Services, Business Process Outsourcing, and Payroll.

Additional Role Description: The Google Fiber Regional Finance Lead is an exciting position, demanding excellence in technical skills and a proven ability to work in cross-functional teams. You will partner closely with local cross-functional stakeholders to represent all aspects of Finance. You are empowered to make decisions to drive controls, process efficiency and improvements for both finance and business- led initiatives.

You will gain a deep understanding for all aspects of construction project management and impacts on Google Fiber financials: project schedules, project budget control, contract administration, contractor/vendor management, Request for Proposals (RFP) and contractor selection, and/or other related areas. You will ensure financial accuracy and transparency for the regional financials. You will quickly adapt and respond to industry changes as well as internal initiatives, and you will thrive in an ever-changing, fast-growing environment.

You are enthusiastic and a self-starter, wanting to enhance existing processes and controls; scoping, designing, and implementing new and scalable processes to support Google's growth. You will collaborate with Network Deployment Operations(NDO), Controls, Sales, Legal, internal Audit, Technical Accounting and other Finance teams to manage financial risk, and develop and maintain scalable finance processes to provide guidance of partnership arrangements and new products. You will join a small team of finance professionals that are supporting the regional managers. You will be responsible for all

Attachment 1: Google Fiber Missouri, LLC Roles Announced - Year Ended September 30, 2016.

accounting related activities within the region working closely with your FP&A partners as well as key business partners.

Responsibilities:

- Prepare, analyze and present regional financial information related to month-end close to ensure financial accuracy and transparency
- Identify balance sheet trends, exposures and waste (e.g., A/R trends, working capital metrics, Inventory Turns, E&O) to assist in resource allocation decisions.
- Collaborate with FP&A to support monthly, quarterly and annual financial planning cycles and drive visibility into business performance and resource planning decisions
- Design and maintain effective internal control environment for Assets to ensure accuracy of financial accounts. (e.g. impairment testing, physical inventory cycle counts, risk assessments)
- Review contractual agreements (both pre-sales and post-sales), provide risk mitigation feedback and accounting treatment guidance to cross-functional teams

Minimum qualifications:

- 9 years of relevant work experience.
- Ability to travel as needed.

Preferred qualifications:

- CPA, CA and/or solid working knowledge of US GAAP
 - 2 years of accounting firm and operational accounting experience.
 - Experience with a small company exposed to many disciplines such as operational accounting, FP&A and vendor management.
 - Experience with an ERP system and with large databases.
 - Attention to detail, project management, and organizational skills
 - Proven ability to influence across the company and to interact at all levels
-

Attachment # 2: Google Fiber Missouri, LLC Date Positions Filled and Recruitment Source - Year Ended September 30, 2016.**Google Fiber Missouri, LLC****Recruitment Data - Year ended September 30, 2016**

Offer Accepted Date	Job Title	Recruitment Source
2015-10-07	Outside Plant (OSP) Project Manager, Google Fiber (ID: 713652)	Conversion
2015-10-13	Outside Plant (OSP) Make Ready Manager, Google Fiber (ID: 713670)	Conversion
2015-10-13	Inside Sales Associate, Google Fiber - Austin (ID: 709568)	Conversion
2015-11-30	Network Engineer, Deployment, Google Fiber - Mountain View (ID: 714564)	Conversion
2015-12-01	National Technical Operations Manager, Google Fiber - Kansas City (ID: 714888)	Google Internal Hiring
2015-12-18	SMB Field Design Manager, Google Fiber - Kansas City (ID: 716397)	Conversion
2016-01-27	Program Manager - Strategic Initiatives, Google Fiber - MTV (ID: 716307)	Google Internal Hiring
2016-01-28	Partner Manager, Google Fiber - Atlanta, Austin, Mountain View or Los Angeles (ID: 716891)	Google Internal Hiring
2016-02-22	Engineering Manager, Google Fiber - Midwest (ID: 717185)	Conversion
2016-03-18	Associate Deployment Manager, Google Fiber, Midwest (ID: 716932)	Google Jobs Site
2016-03-31	Program Manager, Controls, Google Fiber - Kansas City (ID: 714306)	Google Jobs Site
2016-04-15	Associate Deployment Manager, Google Fiber - Southeast (ID: 729992)	LinkedIn
2016-04-25	Quality Manager, Google Fiber (ID: 716551)	Conversion
2016-04-26	Events Manager, Google Fiber - Kansas City (ID: 717685)	Conversion
2016-06-14	Program Manager, Drops, Google Fiber - West (ID: 717248)	Google Jobs Site
2016-06-17	Installation Operations Specialist, Google Fiber - Kansas City (ID: 760969)	Google Internal Hiring
2016-06-22	MxU Construction Manager, Google Fiber - Midwest (ID: 716928)	Google Jobs Site
2016-08-11	Sales Strategy and Operations Manager, Google Fiber - Kansas City (ID: 717199)	Google Jobs Site

Google Fiber Missouri, LLC

Attachment 3: Recruitment Data Job Title and # Interviews for Vacancies - Year ended September 30, 2016

Recruitment Data - Year ended September 30, 2016

Below is a list of Google Fiber roles and their recruitment sources (time period of 10/1/15 - 9/30/16)

Role / Recruitment Source	Applicant Category	# Applicants	# Phone Interviewed	# Onsite Interviewed
Associate Deployment Manager, Google Fiber - Southeast		260	40	63
	Direct	81	11	22
	Employee	21	7	11
	External referral	7	5	5
	External System	2	0	0
	gHire search	1	0	0
	Groups (e.g. mailing list, user groups, resume book, awardees)	1	0	0
	House Ads	15	0	0
	Internal (e.g. transfer or conversion)	1	0	4
	Internal System	20	3	6
	Job Board	11	0	0
	Job board or database (e.g. Dice, Monster)	1	0	0
	LinkedIn	80	9	6
	LinkedIn search	8	3	0
	List from gHire data pull	1	1	0
	Staffer-shared candidate (e.g. gShare, route)	1	0	0
	Uncategorized	7	1	0
Associate Deployment Manager, Google Fiber, Midwest		74	10	24
	Direct	28	6	7
	Employee	1	0	0
	House Ads	4	0	0
	Job Board	20	0	0
	LinkedIn	13	2	5
	LinkedIn search	2	2	12
	Uncategorized	6	0	0
Events Manager, Google Fiber - Kansas City		270	13	21
	Direct	110	2	0
	Employee	9	5	9
	Google Website	1	0	0
	House Ads	12	1	0
	Job Board	122	5	12
	LinkedIn	12	0	0
	TOPs	1	0	0
	Uncategorized	3	0	0
Inside Sales Associate, Google Fiber - Austin		4	0	14
	Direct	1	0	0
	Internal (e.g. transfer or conversion)	3	0	14
Installation Operations Specialist, Google Fiber - Kansas City		3	0	0
	Direct	1	0	0
	Employee	1	0	0
	Internal (e.g. transfer or conversion)	1	0	0
MxU Construction Manager, Google Fiber - Midwest		127	14	20
	Direct	32	1	14
	Employee	9	1	0
	gHire search	1	0	0
	Googler submitted candidate via gHire	1	0	0
	House Ads	8	0	0
	Job Board	25	5	2
	LinkedIn	25	1	4
	LinkedIn search	19	6	0
	Open source code repository (e.g. Stack Overflow, Github)	2	0	0
	Uncategorized	5	0	0
National Technical Operations Manager, Google Fiber - Kansas City		1	0	0
	Internal System	1	0	0
Network Engineer, Deployment, Google Fiber - Mountain View		1437	18	29
	Direct	505	4	0
	Employee	25	5	14
	External referral	1	0	0
	gHire search	5	5	0
	Google Website	2	0	0
	Googler submitted candidate to staffing	3	2	10
	House Ads	76	0	0
	Internal (e.g. transfer or conversion)	1	0	5
	Internal System	1	0	0
	Job Board	143	1	0
	LinkedIn	605	1	0
	LinkedIn search	6	0	0
	TOPs	4	0	0
	Uncategorized	60	0	0
Outside Plant (OSP) Project Manager, Google Fiber		5	3	9
	Direct	2	2	4
	LinkedIn	3	1	5
Partner Manager, Google Fiber		994	24	160
	Direct	386	6	0
	Employee	136	4	6
	gHire search	22	6	8

Attachment # 4: Google Fiber Missouri, LLC Outreach Activities - Year ended September 30, 2016

Google Fiber Missouri, LLC

Outreach Activities - October 1, 2015 - September 30, 2016

Type of Event	Date	Description
Batch Days	15 occurrences	Two-day interview process in which Google Fiber invites ten to 20 candidates to interview with a panel of current employees. Google Fiber interviewed more than 120 candidates in multiple markets (i.e., California, Austin, Atlanta, Kansas, NYC and Boulder).
Vetans Batch Days	Austin, Kansas City, Atlanta, and Louisville	Two-day interview process in which Google Fiber invites ten to 20 veterans to interview with a panel of current employees. Google Fiber held events in four markets (i.e., Kansas, Austin, Atlanta, Louisville).
Grace Hopper Conference	October 2015	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).
MBA Outreach	Varies	Google conducted outreach events at 23 unique MBA programs across North America. Google also attended national MBA conferences focused on underrepresented candidates and hosted MBA candidates at Google's facilities in Mountain View, California for the Google Student Veteran Summit. Outreach activities included (but were not limited to): information sessions, technical talks, participating in school-driven networking events, engaging in informational interviews, hosting MBA tech treks to Google offices, and sponsoring student organization events. While no events were Fiber-specific, all events served as pipelines for Google's MBA internship and full-time hiring needs (for reference, Google Fiber hosted three MBA interns in Summer 2016).
Google Fiber Sourcing Jam	April 19, 2016	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 2016	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.
Door-to-Door Employee Referrals	Ongoing	Internal recruiter-driven employee referral program.
Kansas City Digital Inclusion Fund	Ongoing	Developed, fundraised, and contributed to a fund of approximately \$1M, housed at the Greater Kansas City Community 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 External --> List open roles with appropriate state employment agencies which grant priority access to veterans.
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.
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.
Federal ConnectHome Program	Ongoing	Similar to the Austin HACA partnership, Google Fiber has launched partnerships in Kansas City and Nashville to connect public housing residents to Google Fiber's fastest connection.
Fiber to the Home Conference	June 2016	Hosted coffee events to discuss and promote Google Fiber and employment opportunities
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 in its first year ending July 2016. The Fellows build new programs designed to help job-seekers and students get online. Google Fiber started its second year partnership with the NTEN program, through which 22 Fellows will be brought on in 11 cities.
Service Academy Career Conference (SACC) DC	May 2016	Participated in and received candidates from SACC, which is administered and supported by the Alumni Associations and Association of Graduates of the U.S. Military Academy, the U.S. Naval Academy, the U.S. Air Force Academy, the U.S. Coast Guard Academy, and the U.S. Merchant Marine Academy. It is a two-day development program and job fair exclusively for service academy alumni.
SACC San Diego	August 2016	Participated in and received candidates from SACC, which is administered and supported by the Alumni Associations and Association of Graduates of the U.S. Military Academy, the U.S. Naval Academy, the U.S. Air Force Academy, the U.S. Coast Guard Academy, and the U.S. Merchant Marine Academy. It is a two-day development program and job fair exclusively for service academy alumni.
Military Office Job Opportunities (MOJO) Seattle	May 2016	Participated in and received candidates from Military MOJO, which is an exclusive hiring event pairing degreed military professionals with global corporations, federal agencies, non-profit organizations, and small businesses.
Military MOJO DC	September 2016	Participated in and received candidates from Military MOJO, which is an exclusive hiring event pairing degreed military professionals with global corporations, federal agencies, non-profit organizations, and small businesses.
Student Veterans of America National Conference 2016	January 2016	The SVA National Conference has been the largest annual gathering of service members, veterans, advocates, thought-leaders, stakeholders, and supporters in higher education in the world. Google Fiber representatives were present onsite at the event.

	Google Website	2	0	0
	Googler submitted candidate to staffing	12	6	0
	House Ads	34	0	0
	Internal (e.g. transfer or conversion)	52	0	146
	Job Board	154	0	0
	LinkedIn	148	2	0
	Uncategorized	48	0	0
Program Manager - Strategic Initiatives, Google Fiber		406	3	21
	Direct	104	0	0
	Employee	35	1	5
	Google Website	1	0	0
	Googler submitted candidate to staffing	13	2	16
	House Ads	23	0	0
	Job Board	69	0	0
	LinkedIn	153	0	0
	LinkedIn search	1	0	0
	Uncategorized	7	0	0
Program Manager, Controls, Google Fiber - Kansas City		405	5	11
	Direct	130	1	0
	Employee	3	0	0
	External referral	1	0	3
	gHire search	1	1	4
	House Ads	27	1	0
	Job Board	70	0	0
	LinkedIn	161	2	4
	LinkedIn search	1	0	0
	Uncategorized	11	0	0
Program Manager, Drops, Google Fiber - West		201	6	25
	Direct	62	0	0
	Employee	13	3	12
	External referral	1	0	5
	Google Website	1	0	0
	House Ads	12	0	4
	Internal (e.g. transfer or conversion)	2	0	4
	Job Board	52	0	0
	LinkedIn	53	0	0
	LinkedIn search	3	3	0
	Uncategorized	2	0	0
Quality Manager, Google Fiber		596	37	52
	Considering recent applicant for another role	1	0	0
	Direct	330	14	15
	Employee	14	7	6
	External referral	2	2	5
	House Ads	64	2	4
	Internal (e.g. transfer or conversion)	2	0	4
	Internal System	1	1	0
	Job Board	80	2	4
	LinkedIn	85	5	8
	LinkedIn search	6	2	0
	Open source code repository (e.g. Stack Overflow, Github)	4	2	0
	Uncategorized	7	0	6
Sales Strategy and Operations Manager, Google Fiber - Kansas City		808	34	35
	Direct	324	8	17
	Employee	9	2	0
	External referral	1	0	0
	gHire search	6	2	3
	Google Website	1	0	0
	House Ads	32	0	0
	Job Board	197	9	4
	LinkedIn	209	3	0
	LinkedIn search	11	9	11
	Uncategorized	17	0	0
SMB Field Design Manager, Google Fiber - Kansas City		1	1	0
	LinkedIn search	1	1	0
Grand Total		5592	208	484