

Google Fiber Inc.				
Recruitment Source Contact Information - October 1, 2016 - September 30, 2017				

EXTERNAL RECRUITING SOURCES

Recruitment Source				
General Resume Sourcing:	Google recruiters attend various local job and career fairs to source resumes for eligible candidates. Those resumes are then matched to open positions. Additional sources of resumes include employee referrals and targeted resume searches using third party resources.			
University & MBA Recruiting:	Google and Google Fiber conduct outreach for a variety of majors at more than 60 campuses across North America. Outreach activities include, but are not limited to, managing information sessions, participating in career fairs, engaging in on-campus interviews, and conducting special workshops.			
Online Job Boards:	Google Fiber posts job openings to online job boards to attract potential candidates, and conducts active searches of candidate profiles to identify eligible matches for open positions. Examples of online job boards used by Google Fiber include:			
	glassdoor.com			
	indeed.com			
	simplyhired.com			
	stackoverflow.com			
	linkedin.com			
Third party resume database:	Google uses third party resume databases to conduct active searches of candidate profiles to identify eligible matches. These databases are used as sources for all Google roles, including roles with Google Fiber.			

INTERNAL RECRUITING SOURCES

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

Social Media:	
Twitter	Twitter @GoogleJobs feed
Google +	Google+ "Life at Google" page
Facebook	Job posting on Facebook
LinkedIn	LinkedIn profile page and career page
Other Google Owned & Operated Properties:	
YouTube	Job posted in description of video on "Life at Google" YouTube channel
Google.com	Google Jobs posting using AdWords advertising on Google.com
Google Jobs Site	Google Jobs site posting - direct applicant
Employee referral site	Employee & alumni referrals

Google Fiber Inc.		
Outreach Activities - October 1, 2016 - September 30, 2017		
Type of Event	Date	Description
Batch Days	several occurrences	Multiple-day interview process in which Google Fiber invites five to ten candidates to interview with a panel of current employees.
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.
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 openings with appropriate state employment agencies which give 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 several HACA properties, providing computers for HACA's education and workforce training centers, and supporting on-site digital literacy training. In September 2017, we launched service in HACA's largest property, the Booker T Washington Terraces (216 units).
Federal ConnectHome Program	Ongoing	Similar to the Austin HACA partnership, Google Fiber has launched partnerships in Kansas City, Durham and Nashville to connect public housing residents to Google Fiber's fastest connection.
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. In partnership with NTEN, the third cohort of Fellows started their work in 2017.
Student Veterans of America National Conference 2016	January 2017	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. While no events were Fiber-specific, all events served as pipelines for Google's internship and full-time hiring needs.
Grace Hopper Conference	October 2016	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). While no events were Fiber-specific, all events served as pipelines for Google's internship and full-time hiring needs.
MBA Outreach	Varies	Google conducted outreach events at over 20 unique MBA programs across North America. 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.

Google Fiber Inc.
Recruitment Data - Year ended September 30, 2017

Below is a list of Google Fiber roles and their recruitment sources (time period 10/1/2016 - 09/30/2017)

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Associate Deployment Manager, Google Fiber - Southeast		6	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	2	-	-	-
Business Analyst, Google Fiber - Mountain View		1	-	-	-
Business Intelligence Analyst, Google Fiber - Mountain View		42	-	-	-
	Employee/ alumni referrals	29	-	-	-
	Google Jobs Site	3	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	9	-	-	-
City Product Marketing Manager, Google Fiber - Mountain View		126	-	-	-
	Employee/ alumni referrals	14	-	-	-
	Google Jobs Site	56	-	-	-
	LinkedIn	56	-	-	-
Community Impact Manager, Bay Area, Google Fiber - Mountain View		4	-	-	-
	Employee/ alumni referrals	2	-	-	-
	LinkedIn	2	-	-	-
Embedded Software Engineer, Google Fiber - Mountain View		108	2	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	65	2	-	-
	LinkedIn	36	-	-	-
	University/ MBA Recruiting	5	-	-	-
Embedded Software Engineer, Network Systems, Platforms, Google Fiber - Mountain View		50	2	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	20	2	-	-
	LinkedIn	25	-	-	-
	University/ MBA Recruiting	4	-	-	-
Front End Software Engineer - Mountain View		2	-	5	2
	Google Jobs Site	1	-	5	1
	Sourced	1	-	-	1
Front End Software Engineer Lead, Google Fiber - Mountain View		31	-	-	-
	Google Jobs Site	13	-	-	-
	LinkedIn	16	-	-	-
	University/ MBA Recruiting	2	-	-	-
Front End, Software Engineer, Google Fiber - Mountain View		1	-	-	-
	Employee/ alumni referrals	1	-	-	-
Geo Data Specialist, Weaver (gfiber) - Mountain View		1	-	2	1
	Google Jobs Site	1	-	2	1
Installation Operations Specialist, Google Fiber - Salt Lake City		2	-	-	-
	Employee/ alumni referrals	1	-	-	-
	LinkedIn	1	-	-	-
Installation Operations Specialist, Google Fiber - Southeast		14	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	7	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	3	-	-	-
Instructional Designer, Education, Google Fiber - Mountain View		12	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	2	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	5	-	-	-
Last Mile Curriculum Specialist, Google Fiber - Mountain View or Atlanta		2	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	1	-	-	-
Lead Business Analyst, Google Fiber Tech Partner - Mountain View		6	-	-	-
	Employee/ alumni referrals	3	-	-	-
	LinkedIn	3	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Lead Business Intelligence Analyst, Google Fiber - Mountain View		8	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	2	-	-	-
Local Customer Service Manager, Google Fiber - San Francisco		6	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	2	-	-	-
Marketing Insights and Analytics Manager, Google Fiber - Mountain View		1	-	-	-
	Google Jobs Site	1	-	-	-
Mechanical Design Engineer for OSP/ISP, Google Fiber - Austin, Kirkland, Thornton or Mountain View		1	-	-	-
	LinkedIn	1	-	-	-
Multimedia Software Engineer, Google Fiber - Mountain View		19	1	-	-
	Google Jobs Site	8	-	-	-
	LinkedIn	11	1	-	-
Network Deployment and Operations (NDO) Operations Manager, Google Fiber - Southwest		2	-	-	-
	Google Jobs Site	2	-	-	-
Network Deployment and Operations (NDO) Program Manager Lead, Google Fiber - Southeast		6	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	3	-	-	-
Network Deployment and Operations (NDO) Program Manager Lead, Google Fiber - West		5	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	1	-	-	-
Network Deployment and Operations (NDO), Product Specialist Lead, Google Fiber - Mountain View		2	-	-	-
	LinkedIn	1	-	-	-
	University/ MBA Recruiting	1	-	-	-
Network Security Engineer, Google Fiber - Austin, Thornton or Mountain View		1	-	-	-
	Google Jobs Site	1	-	-	-
Network Technical Operations Field Manager, Google Fiber - Kansas City		1	-	-	-
	Google Jobs Site	1	-	-	-
Network Test Automation Engineer - Mountain View		18	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	9	-	-	-
	LinkedIn	5	-	-	-
	University/ MBA Recruiting	2	-	-	-
Outside Plant (OSP) Engineering Manager, Google Fiber - Charlotte		156	1	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	135	1	-	-
	LinkedIn	20	-	-	-
Partner Solutions Engineer, Google Fiber - Mountain View		118	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	83	-	-	-
	LinkedIn	30	-	-	-
	University/ MBA Recruiting	1	-	-	-
	CareerBuilder.com	1	-	-	-
Product Marketing Manager, Direct Response, Google Fiber - Mountain View		10	1	-	-
	Employee/ alumni referrals	8	-	-	-
	LinkedIn	2	1	-	-
Product Specialist, Google Fiber - Mountain View		13	-	-	-
	Employee/ alumni referrals	8	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	1	-	-	-
Program Manager, Drops, Google Fiber - Midwest		10	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	3	-	-	-
Program Manager, Innovation Cost Controls, Google Fiber - Mountain View		5	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	3	-	-	-
Real Estate Partnerships, Google Fiber - Mountain View or San Francisco		5	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Real Estate Partnerships, Google Fiber - Mountain View or San Francisco	Employee/ alumni referrals	4	-	-	-
	Linkedin	1	-	-	-
Sales Effectiveness Trainer, Google Fiber - Mountain View		10	-	-	-
Sales Strategy and Operations Manager, Google Fiber - Austin	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	3	-	-	-
	Linkedin	3	-	-	-
		205	1	-	-
Sales Strategy and Operations Manager, Google Fiber - Irvine	Employee/ alumni referrals	12	1	-	-
	Google Jobs Site	174	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	18	-	-	-
Sales Strategy and Operations Manager, Google Fiber - Irvine		2	0	0	0
SMB Sales Manager, Google Fiber - Raleigh-Durham	Employee/ alumni referrals	2	0	0	0
Software Engineer, Core Systems, Google Fiber - Mountain View		11	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	3	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	5	-	-	-
Software Engineer, Core Systems, Google Fiber - Mountain View		50	-	-	-
Software Engineer, Network Management Software, Google Fiber - Mountain View	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	18	-	-	-
	Linkedin	25	-	-	-
	University/ MBA Recruiting	3	-	-	-
		23	-	-	-
Software Engineer, Platforms, Google Fiber - Mountain View	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	9	-	-	-
	Linkedin	11	-	-	-
	University/ MBA Recruiting	1	-	-	-
Software Engineer, Platforms, Google Fiber - Mountain View		13	-	-	-
Software Engineer, Tools and Infrastructure, Google Fiber - Mountain View	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	5	-	-	-
	Linkedin	7	-	-	-
Software Engineer, Tools and Infrastructure, Google Fiber - Mountain View		41	1	-	-
Strategic Negotiator, Google Fiber - Mountain View	Employee/ alumni referrals	2	1	-	-
	Google Jobs Site	17	-	-	-
	Linkedin	22	-	-	-
Strategic Negotiator, Google Fiber - Mountain View		4	-	-	-
Technical Account Manager, Partner Engineering (TV Platform), Google Fiber - Mountain View	Employee/ alumni referrals	2	-	-	-
	Linkedin	2	-	-	-
Technical Account Manager, Partner Engineering (TV Platform), Google Fiber - Mountain View		2	-	-	-
Technical Operations Specialist, Google Fiber - Mountain View	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	1	-	-	-
Technical Operations Specialist, Google Fiber - Mountain View		7	-	-	-
Test Automation Engineer (Networking) Google Fiber - Mountain View	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	4	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	1	-	-	-
Test Automation Engineer (Networking) Google Fiber - Mountain View		3	-	-	-
Training Coordinator, Education, Google Fiber - Atlanta	Google Jobs Site	2	-	-	-
	Linkedin	1	-	-	-
Training Coordinator, Education, Google Fiber - Atlanta		4	-	-	-
Training Facilitator, Education, Google Fiber - Atlanta	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	1	-	-	-
	Linkedin	1	-	-	-
Training Facilitator, Education, Google Fiber - Atlanta		10	-	-	-
Web Application Developer, Customer Support, Google Fiber - Mountain View	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	6	-	-	-
	Linkedin	2	-	-	-
Web Application Developer, Customer Support, Google Fiber - Mountain View		12	-	-	-
Web Application Developer, Customer Support, Google Fiber - Mountain View	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	4	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Web Application Developer, Customer Support, Google Fiber - Mountain View	Google Social Media	1	-	-	-
	LinkedIn	2	-	-	-
Access HR Program Manager - Diversity and Inclusion Mountain View		232	1	-	-
	Employee/ alumni referrals	8	1	-	-
	Google Jobs Site	174	-	-	-
	LinkedIn	50	-	-	-
Network Deployment and Operations (NDO) Construction Manager, Google Fiber Nashville		132	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	113	-	-	-
	LinkedIn	16	-	-	-
Outside Plant (OSP) Project Manager, Access, Charlotte		236	-	4	1
	Google Jobs Site	193	-	4	1
	LinkedIn	43	-	-	-
Network Deployment and Operations (NDO) Lead, Google Fiber - West Mountain View		6	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	2	-	-	-
Strategic Supply Manager LM, Access - Mountain View		48	1	4	1
	Employee/ alumni referrals	3	1	-	-
	Google Jobs Site	34	-	-	-
	LinkedIn	10	-	-	-
	Sourced	1	-	4	1
Associate Corporate Counsel, Google Access - Mountain View		398	14	47	2
	Employee/ alumni referrals	27	9	29	2
	Google Jobs Site	310	4	15	-
	LinkedIn	61	1	3	-
Field Operations Manager, Sales and Business Operations, Google Fiber - Huntsville		330	1	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	299	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	26	1	-	-
Software Engineer, Network Design, Access Mountain View		172	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	121	-	-	-
	LinkedIn	35	-	-	-
	University/ MBA Recruiting	12	-	-	-
Performance Marketing Manager, Google Fiber		69	3	8	1
	Employee/ alumni referrals	7	-	-	-
	Google Jobs Site	53	1	2	-
	LinkedIn	5	-	-	-
	Sourced	4	2	6	1
Technical Program Manager, Innovation Deployment, Google Fiber - Mountain View, CA, Nashville, TN		78	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	72	-	-	-
	LinkedIn	4	-	-	-
	CareerBuilder.com	1	-	-	-
Production Specialist, Google Fiber - Mountain View		102	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	90	-	-	-
	LinkedIn	10	-	-	-
Manager, Retail Strategy Operations Mountain View		24	-	-	-
	Google Jobs Site	21	-	-	-
	LinkedIn	3	-	-	-
Sales Strategy and Operations (SSO) Manager - Louisville		103	2	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	58	2	-	-
	LinkedIn	43	-	-	-
Business Operations Program Manager, Access - Mountain View		27	2	-	-
	Employee/ alumni referrals	11	-	-	-
	Google Jobs Site	14	-	-	-
	LinkedIn	2	2	-	-
Innovation and Rapid Prototyping Manager, Fiber Innovation Team - Mountain View		24	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Innovation and Rapid Prototyping Manager, Fiber Innovation Team - Mountain View	Google Jobs Site	18	-	-	-
	Linkedin	6	-	-	-
Creative Lead, Fiber Marketing - Mountain View		61	-	-	-
Product Manager - Fiber, Mountain View CA	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	53	-	-	-
	Linkedin	6	-	-	-
		74	-	-	-
Commercial Real Estate Sales, Google Fiber - Atlanta	Employee/ alumni referrals	10	-	-	-
	Google Jobs Site	49	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	14	-	-	-
	104	-	-	-	
Project Manager, Google Fiber - Southeast Raleigh - Durham	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	85	-	-	-
	Linkedin	18	-	-	-
	6	-	-	-	
Business Intelligence Applications Developer, Google Fiber - Mountain View	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	2	-	-	-
	Linkedin	2	-	-	-
		13	-	-	-
Strategic Supply Manager Net Eng, Access - Mountain View	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	6	-	-	-
	Linkedin	3	-	-	-
	38	1	8	-	
Network Deployment and Operations (NDO) Program Manager , Google Fiber, Nashville	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	20	1	8	-
	Linkedin	17	-	-	-
		132	5	5	1
IP Network Architect, Access Mountain View	Employee/ alumni referrals	2	-	5	1
	Google Jobs Site	113	4	-	-
	Linkedin	16	1	-	-
	Sourced	1	-	-	-
	36	-	-	-	
Construction Manager, Google Fiber - Salt Lake City	Google Jobs Site	24	-	-	-
	Linkedin	12	-	-	-
	82	-	-	-	
Construction Manager, Google Fiber - Charlotte	Google Jobs Site	73	-	-	-
	Linkedin	9	-	-	-
	65	-	-	-	
Strategic Supply Manager OSP, Access - Mountain View	Google Jobs Site	45	-	-	-
	Linkedin	20	-	-	-
	13	1	4	-	
Program Manager, Google Fiber Marketing - Mountain View	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	7	-	-	-
	Linkedin	5	1	4	-
	66	8	5	-	
Launch Marketing Manager (Property Manager focus), Google Fiber Mountain View	Employee/ alumni referrals	7	1	-	-
	Google Jobs Site	26	4	-	-
	Linkedin	32	3	-	-
	Sourced	1	-	5	-
	2	2	4	-	
Eng/Ops Business Analyst , Access Mountain View	Google Jobs Site	1	1	4	-
	Sourced	1	1	-	-
	19	-	-	-	
Tools Specialist, Google Fiber - Mountain View	Employee/ alumni referrals	8	-	-	-
	Google Jobs Site	10	-	-	-
	Linkedin	1	-	-	-
		10	7	6	2
	Google Jobs Site	6	3	-	-
	Linkedin	1	1	-	-
	Sourced	3	3	6	2

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Strategy Operations & Analytics Lead, Google Fiber Mountain View		71	1	4	-
	Employee/ alumni referrals	14	-	4	-
	Google Jobs Site	39	-	-	-
	LinkedIn	17	1	-	-
	CareerBuilder.com	1	-	-	-
Google Fiber Cost Reduction Controls Analyst, Google Fiber Mountain View		47	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	27	-	-	-
	Google Social Media	2	-	-	-
	LinkedIn	15	-	-	-
Consumer Acquisition Manager, Fiber - Kansas City		44	-	-	-
	Google Jobs Site	42	-	-	-
	LinkedIn	2	-	-	-
Network Deployment and Operations (NDO) Construction Manager, Google Fiber - Southeast Nashville		2	-	-	-
	LinkedIn	2	-	-	-
Network Test Lead, Access Wireless Mountain View		9	-	-	-
	Google Jobs Site	4	-	-	-
	LinkedIn	5	-	-	-
Communications Manager, Access Mountain View		172	3	-	-
	Employee/ alumni referrals	14	3	-	-
	Google Jobs Site	149	-	-	-
	LinkedIn	9	-	-	-
Legal Operations Lead, Access Mountain View		105	1	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	86	1	-	-
	LinkedIn	18	-	-	-
Web Program Manager, Google Fiber Marketing - Mountain View		37	-	4	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	26	-	-	-
	LinkedIn	7	-	4	-
Launch Marketing Manager , Google Fiber Mountain View		2	2	1	-
	Employee/ alumni referrals	2	2	1	-
Facilities Manager - Mountain View		48	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	40	-	-	-
	LinkedIn	7	-	-	-
Regional Installation Operation Manager, Google Fiber - West Mountain View		7	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	3	-	-	-
Program Manager, Access, Mountain View		12	-	-	-
	Employee/ alumni referrals	7	-	-	-
	Google Jobs Site	2	-	-	-
	LinkedIn	2	-	-	-
	Sourced	1	-	-	-
Administrative or Executive Business Partner, CEO Access - Mountain View		13	1	2	-
	Employee/ alumni referrals	12	1	-	-
	Sourced	1	-	2	-
HR Program Manager Mountain View		1	1	3	-
Google Fiber Program Manager, Last Mile Operations Austin		18	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	12	-	-	-
	LinkedIn	2	-	-	-
Supplier & Logistics Manager, Access (CPE) - Mountain View		26	1	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	19	1	-	-
	LinkedIn	6	-	-	-
Access Compensation Lead - Mountain View		1	1	3	1
Technical Program Manager, Google Fiber, Mountain View		4	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	1	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Digital Marketing Lead, Google Fiber - Mountain View		4	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	3	-	-	-
Software Engineer - Mountain View or San Francisco		4	1	15	1
	Employee/ alumni referrals	1	-	5	-
	Google Jobs Site	1	-	5	-
	LinkedIn	1	1	5	1
	Sourced	1	-	-	-
Supply Chain Operations Manager, Access - Mountain View		20	3	12	-
	Employee/ alumni referrals	5	-	4	-
	Google Jobs Site	10	2	8	-
	LinkedIn	4	-	-	-
	Sourced	1	1	-	-
Executive/Administrative Business Partner - Access, Chief HR Officer Mountain View		4	-	3	1
	Google Jobs Site	4	-	3	1
Software Engineer - University Graduate - Mountain View 2017 start		2	-	-	2
	Employee/ alumni referrals	2	-	-	2
MxU Construction Coordinator, Google Fiber - West Mountain View		4	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	1	-	-	-
Program Manager, Technical Infrastructure Supply Chain - SVL		1	4	6	1
	Google Jobs Site	1	4	6	1
Manager, Systems Administration Mountain View		2	1	-	-
	Employee/ alumni referrals	1	1	-	-
	LinkedIn	1	-	-	-
Construction Manager - Louisville		1	-	-	-
Administrative Business Partner - Access/Fiber Mountain View		4	-	13	1
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	2	-	8	-
	Sourced	1	-	5	1
Project Manager, Google Fiber - Southwest Austin		5	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	2	-	-	-
	LinkedIn	1	-	-	-
Software Engineer, Embedded Systems - Bay Area		2	5	10	2
	Google Jobs Site	1	4	5	1
	Sourced	1	1	5	1
Access Strategy & Business Development Manager Mountain View		8	-	-	-
	Google Jobs Site	7	-	-	-
	LinkedIn	1	-	-	-
MxU Construction Manager, Google Fiber - West Mountain View		2	-	-	-
	Google Jobs Site	2	-	-	-
OSP Engineer Kansas City		1	-	3	1
	Google Jobs Site	1	-	3	1
NDO Operations Manager, Google Fiber - Southeast Nashville		2	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	1	-	-	-
Network Deployment and Operations (NDO) Operations Lead, Google Fiber - Southeast Raleigh - Durham		2	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	1	-	-	-
MxU Field Operations Manager, Google Fiber - Southwest Austin		3	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	2	-	-	-
MxU Field Operations Manager, Google Fiber - West Austin		2	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	1	-	-	-
Construction Manager, Google Fiber - Nashville		2	-	-	-
	Google Jobs Site	1	-	-	-
	LinkedIn	1	-	-	-
Head of New Program Development (MSBO), Google Fiber San Francisco		1	-	3	1
	Sourced	1	-	3	1

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Sales Strategy and Operations Manager, Google Fiber Hunstville		1	1	7	1
	Google Jobs Site	1	1	7	1
Grand Total		4,610	83	191	23