

Google Fiber Inc.				
Recruitment Source Contact Information - October 1, 2017 - September 30, 2018				

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 on google.com/careers to attract potential candidates, and conducts active searches of candidate profiles to identify eligible matches for open positions. Third party sites rely on google.com/careers to promote our openings, including, but not limited to:			
	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, 2017 - September 30, 2018		
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.
Huntsville Digital Inclusion Fund	Ongoing	Helped develop and contributed \$100K of seed funding to the Community Foundation of Greater Huntsville to establish the Huntsville Digital Inclusion Fund. The fund will be used to make grants supporting high-impact programs that will make internet access and digital education available to those currently without access to those resources.
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	Nov 2014 - present (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 residents in public housing. To support the program, Google Fiber is bringing gigabit speed Internet to residents at several HACA properties, has provided computers for HACA's training/education center, and supported 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	2016 - present (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 speeds at no cost.
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), trains fellows at nonprofit organizations to build new programs designed to help job-seekers and students get online. In partnership with NTEN, the fourth cohort of Fellows started their work in 2018.
Student Veterans of America National Conference 2018	January 2018	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 2017	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, 2018

Below is a list of Google Fiber roles and their recruitment sources (time period 10/1/2017 - 09/30/2018)

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Administrative Business Partner, Access - New York		4	-	7	1
	Employee/ alumni referrals	4	-	7	1
Administrative Business Partner, Access - Mountain View		1	-	3	1
	Employee/ alumni referrals	1	-	3	1
Applications and Web Presence Operations Lead, Google Fiber - Raleigh-Durham or Thornton		10	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	9	-	-	-
Associate City Manager, Google Fiber - Austin		42	-	3	1
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	40	-	3	1
	Linkedin	1	-	-	-
Associate Corporate Counsel, Google Access - Mountain View		1	-	-	-
	Linkedin	1	-	-	-
Associate Corporate Counsel, Google Fiber - Mountain View		87	-	4	1
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	77	-	4	1
	Linkedin	5	-	-	-
Business Analyst, Access, Mountain View		3	2	12	1
	Google Jobs Site	3	2	12	1
Business Analyst, Google Fiber		1	-	5	-
	Google Jobs Site	1	-	5	-
Business Analyst, Google Fiber, Network Deployment Operations - Salt Lake City, Mountain View, Atlanta, Austin, New York City or Raleigh-Durham		1194	14	19	-
	Employee/ alumni referrals	40	4	-	-
	Google Jobs Site	983	5	15	-
	Google Social Media	2	-	-	-
	Linkedin	168	3	-	-
	Sourced	1	2	4	-
Business Operations Manager		531	9	20	1
	Employee/ alumni referrals	10	-	-	-
	Google Jobs Site	399	6	12	-
	Linkedin	118	3	4	-
	Sourced	2	-	4	1
	University/ MBA Recruiting	2	-	-	-
Commercial Real Estate Sales, Google Fiber - Atlanta		44	-	5	-
	Employee/ alumni referrals	2	-	5	-
	Google Jobs Site	39	-	-	-
	Linkedin	3	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Community Impact Manager, Google Fiber - Raleigh-Durham		472	8	-	-
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	421	6	-	-
	Google Social Media	1	-	-	-
	Linkedin	45	2	-	-
Construction Manager, Google Fiber - Austin		160	4	11	1
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	123	4	4	-
	Linkedin	30	-	-	-
	Sourced	2	-	7	1
Construction Manager, Google Fiber - Charlotte		150	5	4	-
	Employee/ alumni referrals	4	1	4	-
	Google Jobs Site	129	3	-	-
	Linkedin	17	1	-	-
Construction Manager, Google Fiber - Louisville		120	2	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	96	2	-	-
	Google Social Media	1	-	-	-
	Linkedin	19	-	-	-
	Sourced	1	-	-	-
Construction Manager, Google Fiber - Nashville		1	-	-	-
	Google Jobs Site	1	-	-	-
Construction Manager, Google Fiber - Salt Lake City		11	-	-	-
	Google Jobs Site	10	-	-	-
	Linkedin	1	-	-	-
Construction Manager, Structured Fiber, Google Fiber - Irvine		127	4	10	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	111	3	5	-
	Linkedin	14	1	5	-
Consumer Acquisition Manager, Fiber - Kansas City		6	-	-	-
	Google Jobs Site	6	-	-	-
Consumer Acquisition Manager, Google Fiber - San Antonio		142	4	4	-
	Employee/ alumni referrals	4	2	-	-
	Google Jobs Site	122	2	4	-
	Linkedin	16	-	-	-
Contracts and Compliance Specialist, Google Fiber - Mountain View, CA		125	-	8	-
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	104	-	8	-
	Linkedin	16	-	-	-
Contracts and Legal Operations Manager, Google Fiber - Mountain View/San Francisco/ New York		185	-	16	-
	Employee/ alumni referrals	2	-	4	1
	Google Jobs Site	167	-	12	(1)
	Linkedin	16	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Contracts Manager: Deals & Compliance, Google Fiber - Mountain View, CA; New York City, NY		193	7	12	1
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	157	6	12	1
	Linkedin	32	1	-	-
Creative Lead, Fiber Marketing - Mountain View		1	-	4	1
	Google Jobs Site	1	-	4	1
CRM Program Manager - Google Fiber, MTV		48	-	4	1
	Employee/ alumni referrals	2	-	4	1
	Google Jobs Site	31	-	-	-
	Linkedin	15	-	-	-
Curriculum Specialist, Google Fiber - MTV, ATL or NY		1	-	3	1
	Google Jobs Site	1	-	3	1
Customer Acquisitions Manager, Google Fiber - Nashville		356	12	33	1
	Employee/ alumni referrals	10	3	10	-
	Google Jobs Site	287	8	23	1
	Linkedin	58	1	-	-
	Sourced	1	-	-	-
Customer Acquisitions Manager, Google Fiber - San Antonio		288	9	12	-
	Employee/ alumni referrals	6	-	-	-
	Google Jobs Site	245	8	12	-
	Linkedin	37	1	-	-
Customer Escalations Specialist - Mountain View		7	-	14	1
	Employee/ alumni referrals	5	-	8	-
	Google Jobs Site	2	-	6	1
Customer Experience Manager - Austin		1363	21	12	-
	Employee/ alumni referrals	33	1	-	-
	Google Jobs Site	1184	18	11	-
	Google Social Media	1	-	-	-
	Linkedin	145	2	1	-
Customer Support Business Intelligence Analyst, Google Fiber - Mountain View or San Francisco		357	-	11	1
	Employee/ alumni referrals	10	-	-	-
	Google Jobs Site	293	-	11	1
	Linkedin	54	-	-	-
Data and Systems Program Manager, Access - Kansas City		1	-	3	-
	Google Jobs Site	1	-	3	-
Deployment Project Manager, Google Fiber, Charlotte		229	1	2	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	195	1	2	-
	Linkedin	31	-	-	-
Deployment Project Manager, Google Fiber, Raleigh/Durham		123	3	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	101	2	-	-
	Linkedin	21	1	-	-
Drops Manager, Google Fiber - Austin		1	-	-	1
	Google Jobs Site	1	-	-	1
Drops Manager, Google Fiber - Durham		159	4	9	1
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	143	4	9	1
	Linkedin	15	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Drops Manager, Google Fiber - Nashville		241	-	7	1
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	216	-	7	1
	Linkedin	24	-	-	-
Drops/Installs Manager - Huntsville or Louisville		100	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	96	-	-	-
	Linkedin	3	-	-	-
Engineering Program Manager, Google Fiber - Austin, TX; Raleigh-Durham, NC; Charlotte, NC; Nashville, TN		244	2	12	-
	Employee/ alumni referrals	7	-	-	-
	Google Jobs Site	203	2	12	-
	Linkedin	34	-	-	-
Facilities Manager - Mountain View		182	-	-	-
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	136	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	40	-	-	-
Facilities Manager, Access - Mountain View, Austin, Charlotte or Durham		263	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	235	-	-	-
	Linkedin	24	-	-	-
Field Operations Manager, Sales and Business Operations, Google Fiber - Huntsville		228	4	15	1
	Google Jobs Site	213	3	11	1
	Linkedin	14	-	-	-
	Sourced	1	1	4	-
Field Operations Manager, Sales and Business Operations, Google Fiber - Louisville		132	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	114	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	16	-	-	-
Field Services Manager, Google Fiber - Install, Repair and Field Services; Durham, NC		88	1	5	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	79	1	5	-
	Linkedin	8	-	-	-
Head of National Retail Strategy and Operations, Google Fiber - Mountain View, Atlanta, Austin, Nashville, Charlotte, Raleigh-Durham, Kansas City or Salt Lake City		894	2	-	-
	Employee/ alumni referrals	17	1	-	-
	Google Jobs Site	727	1	-	-
	Linkedin	149	-	-	-
	Sourced	1	-	-	-
Head of Strategy and Marketing Analytics, Google Fiber - Mountain View		66	-	6	-
	Employee/ alumni referrals	5	-	-	-
	Google Jobs Site	42	-	6	-
	Linkedin	19	-	-	-
Head of Supply Chain - Google Fiber, Mountain View		44	-	-	-
	Google Jobs Site	38	-	-	-
	Linkedin	6	-	-	-
HR Programs Manager, Access - Mountain View or Raleigh		1	-	-	1
	Google Jobs Site	1	-	-	1

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Installation & Construction Experience Manager, Google Fiber - Charlotte, NC		6	-	19	1
	Google Jobs Site	6	-	19	1
Internal Communications Manager, Google Fiber - Mountain View, Austin, San Antonio, Atlanta, Durham, Salt Lake City or Charlotte		580	4	4	1
	Employee/ alumni referrals	6	2	-	-
	Google Jobs Site	529	2	4	1
	LinkedIn	45	-	-	-
Internal Communications Manager, Google Fiber - Mountain View, CA		10	-	7	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	9	-	7	-
Internal geo transfer		20	-	-	20
	Google Jobs Site	20	-	-	20
Internal Transfer - Product Manager		1	-	3	1
	Google Jobs Site	1	-	3	1
Internal Transfer - Technical Program Manager		1	-	-	1
	Google Jobs Site	1	-	-	1
Internet Operations Lead, Google Fiber - Raleigh-Durham or Thornton		42	-	-	-
	Google Jobs Site	42	-	-	-
IP Network Architect, Access		38	-	-	-
	Google Jobs Site	30	-	-	-
	LinkedIn	8	-	-	-
Last Mile Drops and Installs Manager, Google Fiber - Irvine		97	-	-	1
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	82	-	-	1
	LinkedIn	12	-	-	-
Lead - Central PMO, Google Fiber, Mountain View, CA; Raleigh-Durham, NC; Charlotte, NC; Austin, TX		9	-	-	-
	Google Jobs Site	9	-	-	-
Local Partner Manager - Raleigh-Durham		93	2	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	78	2	-	-
	LinkedIn	11	-	-	-
Logistics Process Specialist - Austin, TX		3	-	10	1
	Google Jobs Site	2	-	6	1
	Sourced	1	-	4	-
Manager, Customer Service Technical Tools, Google Fiber - Mountain View or San Francisco		37	1	3	-
	Employee/ alumni referrals	4	-	3	-
	Google Jobs Site	26	1	-	-
	LinkedIn	7	-	-	-
Manager, Retail Strategy Operations		96	1	-	-
	Employee/ alumni referrals	5	1	-	-
	Google Jobs Site	75	-	-	-
	Google Social Media	1	-	-	-
	LinkedIn	15	-	-	-
Marketing and Sales Business Operations Project Manager, Google Fiber - Kansas City		243	4	13	-
	Employee/ alumni referrals	5	1	4	-
	Google Jobs Site	206	2	9	-
	LinkedIn	32	1	-	-
Marketing Associate, Webpass		5	-	-	-
	Google Jobs Site	5	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Marketing Insights and Analytics Manager, Google Fiber - Mountain View or San Francisco		137	11	16	-
	Employee/ alumni referrals	19	5	12	-
	Google Jobs Site	98	5	4	-
	Linkedin	20	1	-	-
Marketing Manager, Webpass		2	-	3	-
	Google Jobs Site	2	-	3	-
NDO Operations Manager, Google Fiber - Huntsville		189	5	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	175	4	-	-
	Linkedin	12	1	-	-
NDO Strategy and Operations Lead		3	-	-	-
	Google Jobs Site	3	-	-	-
Net Eng Strategic Supply Manager, Fiber - Mountain View		4	-	-	-
	Google Jobs Site	4	-	-	-
Network Deployment and Operations (NDO) Program Manager , Google Fiber, Nashville		47	-	-	-
	Google Jobs Site	43	-	-	-
	Linkedin	4	-	-	-
Network Deployment and Operations Lead, Google Fiber - Atlanta		265	11	10	1
	Employee/ alumni referrals	6	-	5	1
	Google Jobs Site	208	7	5	-
	Linkedin	49	2	-	-
	Sourced	2	2	-	-
Network Deployment and Operations Lead, Google Fiber - Austin		253	1	7	1
	Employee/ alumni referrals	7	1	3	-
	Google Jobs Site	199	-	4	1
	Linkedin	47	-	-	-
Network Deployment and Operations Lead, Google Fiber - Charlotte		37	-	12	-
	Google Jobs Site	34	-	12	-
	Linkedin	3	-	-	-
Network Deployment and Operations Lead, Google Fiber - Kansas City		129	-	4	1
	Employee/ alumni referrals	2	-	4	1
	Google Jobs Site	106	-	-	-
	Linkedin	21	-	-	-
Network Deployment and Operations Leader, Google Fiber - SLC		206	3	-	-
	Employee/ alumni referrals	6	1	-	-
	Google Jobs Site	165	1	-	-
	Linkedin	35	1	-	-
Network Deployment and Operations Program Lead, Google Fiber - Raleigh-Durham		141	-	-	-
	Google Jobs Site	124	-	-	-
	Linkedin	17	-	-	-
Network Deployment Program Manager, Google Fiber - Austin, TX		7	-	3	1
	Google Jobs Site	7	-	3	1
Network Engineer - Mountain View or Thornton		595	2	6	1
	Employee/ alumni referrals	15	1	6	1
	Google Jobs Site	368	1	-	-
	Google Social Media	3	-	-	-
	Linkedin	207	-	-	-
	Sourced	1	-	-	-
	University/ MBA Recruiting	1	-	-	-
Network Engineer, Access - Mountain View		285	-	10	-
	Employee/ alumni referrals	9	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
	Google Jobs Site	213	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	61	-	-	-
	Sourced	1	-	10	-
Network Engineer, Google Fiber - Austin, MTV		4	2	8	-
	Employee/ alumni referrals	2	2	4	-
	Google Jobs Site	2	-	4	-
Network Engineer, Google Fiber, Mountain View, CA		1	-	-	-
	Google Jobs Site	1	-	-	-
Network Operations Lead, Google Fiber - Charlotte		35	-	-	-
	Google Jobs Site	31	-	-	-
	Linkedin	4	-	-	-
Network Operations Lead, Google Fiber - Raleigh-Durham or Thornton		109	-	-	-
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	91	-	-	-
	Linkedin	16	-	-	-
Network Operations Manager, Google Fiber - Charlotte		187	6	10	-
	Employee/ alumni referrals	2	1	-	-
	Google Jobs Site	157	4	5	-
	Linkedin	28	1	5	-
Network Operations Manager, Google Fiber - Salt Lake City		31	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	25	-	-	-
	Linkedin	5	-	-	-
Network Technical Operations Lead, Google Fiber - San Antonio, TX		115	8	-	-
	Google Jobs Site	101	8	-	-
	Linkedin	14	-	-	-
Operational Finance Manager, Google Fiber - Mountain View or Durham		403	2	9	-
	Employee/ alumni referrals	7	1	5	-
	Google Jobs Site	337	1	4	-
	Linkedin	59	-	-	-
Operational Planning Strategist, Google Fiber - Raleigh, Durham, Irvine, Salt Lake City, Mountain View or Austin		355	-	-	-
	Employee/ alumni referrals	17	-	-	-
	Google Jobs Site	301	-	-	-
	Linkedin	36	-	-	-
	University/ MBA Recruiting	1	-	-	-
Operations Lead, Google Fiber - Louisville, KY		148	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	125	-	-	-
	Linkedin	21	-	-	-
	Sourced	1	-	-	-
Operations Lead, Google Fiber - Nashville		153	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	126	-	-	-
	Google Social Media	1	-	-	-
	Linkedin	25	-	-	-
Operations Manager, Google Fiber - Louisville		119	1	4	1
	Employee/ alumni referrals	2	-	-	-
	Google Jobs Site	92	-	-	-
	Linkedin	25	1	4	1

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Operations Manager, Google Fiber - San Antonio		124	4	-	-
	Employee/ alumni referrals	4	1	-	-
	Google Jobs Site	98	2	-	-
	Linkedin	21	-	-	-
	Sourced	1	1	-	-
Operations Manager, Google Fiber – Louisville		98	-	-	1
	Google Jobs Site	87	-	-	1
	Google Social Media	1	-	-	-
	Linkedin	10	-	-	-
Operations Project Manager - Atlanta		363	7	12	-
	Employee/ alumni referrals	8	1	1	-
	Google Jobs Site	308	6	11	-
	Linkedin	47	-	-	-
OSP Project Manager, Google Fiber - San Antonio		34	-	-	-
	Google Jobs Site	31	-	-	-
	Linkedin	3	-	-	-
Outside Plant (OSP) Engineering Lead, Google Fiber - Charlotte		148	6	24	1
	Employee/ alumni referrals	3	-	5	-
	Google Jobs Site	117	6	14	1
	Linkedin	28	-	5	-
Outside Plant (OSP) Engineering Manager, Google Fiber - Austin, TX		173	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	138	-	-	-
	Linkedin	34	-	-	-
Outside Plant (OSP) Engineering Manager, Google Fiber - Charlotte		65	1	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	49	1	-	-
	Linkedin	15	-	-	-
Outside Plant Engineering Manager - Austin		13	-	-	-
	Google Jobs Site	12	-	-	-
	Linkedin	1	-	-	-
Outside Plant Program Manager, Google Fiber - San Antonio		73	1	-	-
	Employee/ alumni referrals	4	1	-	-
	Google Jobs Site	57	-	-	-
	Linkedin	12	-	-	-
Partner Manager, Google Fiber - Atlanta, Austin, or Nashville		195	-	5	1
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	178	-	5	1
	Linkedin	14	-	-	-
Payment Solutions Manager, Google Fiber - Mountain View or Raleigh-Durham		49	-	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	36	-	-	-
	Linkedin	10	-	-	-
Process Excellence Manager, Google Fiber, Install, Repair and Field Services - Durham		54	-	4	1
	Google Jobs Site	47	-	4	1
	Linkedin	7	-	-	-
Product Manager - Fiber, Mountain View CA		169	2	10	-
	Employee/ alumni referrals	17	-	5	-
	Google Jobs Site	119	2	5	-
	Linkedin	33	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Product Marketing Manager, Strategy and Marketing Analytics, Google Fiber		50	3	3	-
	Employee/ alumni referrals	6	2	-	-
	Google Jobs Site	36	1	3	-
	Linkedin	8	-	-	-
Product Marketing Manager, Strategy and Operations, Google Fiber - Mountain View or San Francisco		78	-	5	1
	Employee/ alumni referrals	10	-	-	-
	Google Jobs Site	56	-	5	1
	Linkedin	12	-	-	-
Product Specialist, Google Fiber - Mountain View, CA; San Francisco, CA		4	-	4	-
	Employee/ alumni referrals	1	-	4	-
	Google Jobs Site	3	-	-	-
Production Operations Lead, Google Fiber - Raleigh-Durham or Thornton		61	-	-	-
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	53	-	-	-
	Linkedin	4	-	-	-
Production Specialist, Access - Mountain View, New York City, Atlanta		155	-	11	1
	Google Jobs Site	143	-	11	1
	Linkedin	12	-	-	-
Production Specialist, Google Fiber - Mountain View		1	-	-	-
	Google Jobs Site	1	-	-	-
Program Manager - Engineering, Google Fiber, Mountain View, CA		2	-	2	1
	Google Jobs Site	2	-	2	1
Program Manager - Google Fiber, New York/MTV/Remote		2	-	-	-
	Google Jobs Site	2	-	-	-
Program Manager - Net Eng, Fiber - Mountain View, CA, Charlotte, NC, Thornton CO, or Austin TX		6	-	-	-
	Google Jobs Site	6	-	-	-
Program Manager (Contract & Vendor Management)		6	-	-	-
	Google Jobs Site	6	-	-	-
Program Manager Lead, Google Fiber - Louisville		93	1	5	-
	Google Jobs Site	79	1	5	-
	Linkedin	14	-	-	-
Program Manager Vendor Management & Oversight - Google Fiber, Mountain View, CA		2	-	-	-
	Google Jobs Site	2	-	-	-
Program Manager, Google Fiber - Mountain View, CA		1	-	-	-
	Google Jobs Site	1	-	-	-
Program Manager, Google Fiber Customer Services - Durham or Mountain View		151	1	9	-
	Employee/ alumni referrals	11	1	-	-
	Google Jobs Site	121	-	9	-
	Linkedin	19	-	-	-
Program Manager, Program Management Office, Access - Mountain View, Atlanta, Austin, Salt Lake City, Louisville, Raleigh-Durham, Huntsville, Charlotte or Nashville		1691	1	6	-
	Employee/ alumni referrals	20	1	-	-
	Google Jobs Site	1541	-	6	-
	Google Social Media	1	-	-	-
	Linkedin	128	-	-	-
	Sourced	1	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Program Manager, Sales Operations, Google Fiber - Raleigh-Durham		148	11	28	1
	Employee/ alumni referrals	4	-	-	-
	Google Jobs Site	122	10	24	1
	Linkedin	22	1	4	-
Project Manager, Google Fiber - Atlanta		295	6	7	-
	Employee/ alumni referrals	10	3	7	-
	Google Jobs Site	245	3	-	-
	Linkedin	40	-	-	-
Project Manager, Network Deployment Operations - San Antonio		268	3	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	230	3	-	-
	Linkedin	36	-	-	-
	Sourced	1	-	-	-
Revenue Acceleration Lead, Access - Mountain View or San Francisco		147	2	4	1
	Employee/ alumni referrals	13	1	-	-
	Google Jobs Site	107	1	4	1
	Linkedin	27	-	-	-
Sales Acceleration Lead - Mountain View, Austin, Charlotte, Kansas City, Raleigh-Durham, Salt Lake City, Provo, Irvine or Nashville		590	6	10	1
	Employee/ alumni referrals	14	2	-	-
	Google Jobs Site	493	4	10	1
	Google Social Media	1	-	-	-
	Linkedin	81	-	-	-
	University/ MBA Recruiting	1	-	-	-
Sales Strategy and Operations (SSO) Manager - Louisville		107	1	4	1
	Google Jobs Site	94	1	4	1
	Linkedin	13	-	-	-
Software Engineer - Bay Area		1	-	5	1
	Google Jobs Site	1	-	5	1
Software Engineer - BSS, Google Fiber - Mountain View, CA		4	-	-	2
	Google Jobs Site	4	-	-	2
Software Engineer, Google Fiber - Mountain View		1	-	-	-
	Google Jobs Site	1	-	-	-
Software Engineer, Machine Learning - Bay Area		1	-	-	1
	Google Jobs Site	1	-	-	1
Software Engineer, Wireless, Google Fiber - Mountain View		52	2	-	-
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	36	1	-	-
	Linkedin	13	1	-	-
Solutions Consultant, Google Fiber		1	-	2	1
	Google Jobs Site	1	-	2	1
Strategic Supply Manager LM, Access - Mountain View		1	-	-	-
	Google Jobs Site	1	-	-	-
Strategy - Project Management		1	-	-	-
	Employee/ alumni referrals	1	-	-	-
SWE: Software Engineer, Embedded Systems & Firmware (Access) - Boulder (US)		1	2	-	-
	Google Jobs Site	1	2	-	-
SWE: Software Engineer, Front End (Access) - New York (US)		1	1	-	-
	Google Jobs Site	1	1	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
SWE: Software Engineer, General (Access) - Seattle/Kirkland (US)		1	2	-	-
	Linkedin	1	2	-	-
SWE: Software Engineer, Infrastructure (Access) - Austin (US)		1	-	-	-
	(blank)	1	-	-	-
SWE: Software Engineer, Infrastructure (Access) - Bay Area (US)		5	2	-	-
	Google Jobs Site	1	-	-	-
	Linkedin	4	2	-	-
SWE: Software Engineer, Infrastructure (Access) - Chicago (US)		1	-	5	-
	Linkedin	1	-	5	-
SWE: Software Engineer, Infrastructure (Access) - New York (US)		6	2	15	-
	Google Jobs Site	1	-	5	-
	Linkedin	3	2	5	-
	Sourced	2	-	5	-
System Administrator - Google Fiber, Council Bluffs, IA or Thornton, CO		2	-	-	-
	Google Jobs Site	2	-	-	-
Systems Administrator, Google Fiber - Thornton or Council Bluffs		49	-	-	-
	Google Jobs Site	43	-	-	-
	Linkedin	6	-	-	-
Systems and Tools Operations Lead, Google Fiber - Thornton or Durham		12	-	-	-
	Google Jobs Site	10	-	-	-
	Linkedin	2	-	-	-
Systems and Tools Operations Lead, Google Fiber - Thornton or Raleigh-Durham		67	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	58	-	-	-
	Linkedin	8	-	-	-
Technical Program Manager		1	-	-	1
	Google Jobs Site	1	-	-	1
Technical Program Manager - Access - Kansas City or Mountain View		11	-	-	-
	Google Jobs Site	9	-	-	-
	Linkedin	2	-	-	-
Technical Program Manager - Google Fiber		1	-	2	-
	Sourced	1	-	2	-
Technical Program Manager, Google Fiber - Mountain View, Durham, Austin		87	-	-	-
	Google Jobs Site	74	-	-	-
	Linkedin	13	-	-	-
Technical Program Manager, Network Deployment		1	-	3	1
	Google Jobs Site	1	-	3	1
Technical Solutions Engineer, Google Fiber - Mountain View		1	-	-	1
	Google Jobs Site	1	-	-	1
Tools Specialist, Google Fiber - Mountain View		32	-	6	2
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	27	-	6	2
	Linkedin	4	-	-	-
User Experience Staff Researcher		75	5	-	-
	Employee/ alumni referrals	11	-	-	-
	Google Jobs Site	54	2	-	-
	Linkedin	9	3	-	-
	Sourced	1	-	-	-

Role/Recruitment Source	Applicant Category	# Applicants	# Phone Interviews	# Onsite Interviews	# Offers Extended
Vendor Controls Specialist, Google Fiber - Austin, Durham		291	-	3	1
	Employee/ alumni referrals	3	-	-	-
	Google Jobs Site	249	-	3	1
	Linkedin	39	-	-	-
Video Operations Lead, Google Fiber - Raleigh-Durham or Thornton		77	-	-	-
	Employee/ alumni referrals	1	-	-	-
	Google Jobs Site	69	-	-	-
	Linkedin	7	-	-	-
Webpass Program Manager (Central Initiatives), Google Fiber - San Francisco, Chicago, Miami or San Diego		5	-	-	1
	Google Jobs Site	5	-	-	1
Grand Total		20474	254	650	74