**EXTERNAL RECRUITING SOURCES**

<table>
<thead>
<tr>
<th>Recruitment Source</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>General Resume Sourcing:</strong></td>
<td>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.</td>
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<td><strong>University &amp; MBA Recruiting:</strong></td>
<td>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.</td>
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</table>
| **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