**Appendix A**

*Analytical Matrix in Organizing and Analyzing Data*

|  |  |  |
| --- | --- | --- |
| Name of TRW | Hiring Requirements | Compensation and Benefits |
| Country of Residence or Citizenship | Degree Required | Teaching Certificate | Work Experience | Personality | Time Available | Minimum Teaching Hours | Salary Rate | Other Benefits |
|  |  |  |  |  |  |  |  |  |  |

**Appendix B**

*Coding Scheme for Application Criteria and Compensation and Benefits*

A. Recruitment criteria

1. country of residence or citizenship (not mentioned 0; US, UK, Australia, Canada, New Zealand, South Africa, Ireland 1; The Philippines 2)
2. degree requirement (not required 0; preferred or an advantage 1; bachelor’s degree required 2)
3. teaching certificate requirement (not required 0; preferred or an advantage 1; CELTA/TESOL/TEFL required 2)
4. work experience (not required 0; preferred or an advantage 1; teaching experience required 2; other experience required 3)
5. personality traits (not mentioned 0; provided a list of traits 1)
6. time availability (not mentioned 0; provided a time availability requirement 1)
7. minimum teaching hours (not mentioned 0; required a minimum number of teaching hours 1)

B. Compensation and Other Benefits

1. salary rate (not provided 0; provided an hourly rate 1; provided an estimate 2)
2. other benefits (not provided 0; provided monetary bonuses 1; mentioned the possibility of promotion or salary increase 2; mentioned non-monetary benefits 3)