

How to Outsource Your Business to the Philippines For as Little as \$2.50 per Hour

Living the 17-hour Workweek
by Using Virtual Assistants

by John Jonas

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FOREWORD

This e-book teaches you how to outsource to the Philippines. In other words, you will learn everything you need to know so that you can hire Filipinos to do much of your work for your Internet business. You will be able to “replace yourself” as you hire and work with skilled, inexpensive employees. You will free up your own time so that you can focus on being the real CEO of your business. You will free up your life so that you can spend more time with the people and activities that are important to you. This is what I have been doing for years, and I have also helped thousands of others to do it.

I work at home and I live the “17-hour workweek,” with an Internet business that allows me to travel with my family, to play with my children, and to live very comfortably. This has come about through hiring and training Filipinos to do the work that used to take up most of my time. This book helps you learn how to do the same, while avoiding the many potential pitfalls.

You may think that your business and income are not big enough to handle the hiring of a “virtual assistant,” but I will help you see otherwise. You don’t have to be making “seven figures” to make outsourcing work.

It may seem ambitious, but I have two main purposes in writing this book. First, I have a goal to help provide jobs for a million people overseas; specifically in the Philippines. Secondly, I derive great satisfaction in helping entrepreneurs here in the U.S., as well as in other countries around the world, to succeed in their businesses. These two goals mesh together perfectly. I have been privileged to help a great number of people in these two ways, and I hope to continue. It is my aim in this book to provide you with the knowledge to succeed in hiring Filipinos and to succeed in your financial goals.

John Jonas

Before we get started, I want you to see what others are saying:

Hello John:

I have achieved more in three weeks than I have in two years, and it is all due to you and the “replacemyself” program. The support I am receiving from Dan is first class and I have three employees now.

*Regards, **Jennifer Durham***

John

I love your program. I discovered your 80-minute audio in November '09 and immediately signed up for your program. At the end of January I was able to quit my full-time day job. February '10 was an amazing month in my business. I had more freedom than in years and I had a working system that was making me a decent living. I have nine Filipinos working for me, each in their niche, and they are wonderful. This is incredible!

*Thanks, **Nate***

John Jonas not only blew me away with his ideas about outsourcing, but he's also changing the way I do business. I can't possibly tell you how liberated you'll feel once you really plug into John's private site. . . . I'm about to hire a php programmer/graphic designer for \$200 USD/month. How awesome is that? Thanks John!

Marlon Sanders

Your pre-found employees in the Philippines are the best! I tried before to hire internationally on my own and had poor results. The guy you found for me absolutely rocks. Thank you so much, John Jonas and team, for putting together this invaluable resource.

Dave Crenshaw

Hello John,

I am loving the system, and I currently have a team of 4 fantastic guys in the Philippines handling all of my internet marketing. I am paying them \$2.50 US an hour. Based on the task I assign, they will decide who among them is best equipped to handle it. They speak terrific English, they love working as a part of my team, and they flat-out get the job done—usually beyond my expectations. They're very creative and bring their own unique ideas to the table. This has helped me a great deal. Thank you!

David Anderson

Thank you John, you are the best. I have a team of 6 now. I went from frustration to peace of mind and freedom. This was all done in 2 weeks!!

Therese Prentice

Thank you for the great information. Replacemyself.com truly helped me grow my business more quickly, and I think EVERYONE needs to hear what John has to say about outsourcing! There's no way I'd be where I am without the information John gave me about how to find, hire, and pay outsourcers.

Jason DeVelvis

I went to a seminar back in July and everyone was talking about outsourcing. . . . I immediately wanted to find out more and when I got home I started researching and I found your website. I had a look into it and joined without hesitation. I have now hired 2 Filipino staff and they are fantastic. . . . Since then my life has become even more easy and I want to thank you for providing such an awesome and easy way to find quality staff. *Kind regards,*

Ben Hulme

I have been using your system for 4 months now and have a full-time VA (she's great) and just hired a webmaster for my sites. Everything is going great—thanks for the kick in the pants that I needed to go ahead and replace myself (my wife and kids thank you too!)

Jamie Davis

CHAPTER 1: GETTING FROM HERE TO THERE

Welcome to your new life! This book features numerous testimonials from people whose lives have changed, and it makes me feel humble and thankful to know that I have had a part in those changes.

I want to help you also—in two ways: To get your business to the next level (and then to the *next, again and again*), and to free yourself up to spend more time with the people and the activities that mean the most to you.

Let me share my own testimonial. It starts with the photo below:



This is a photo of the house we lived in a few years back, before I started outsourcing. You can see the TV antenna and the 1992 Toyota Tercel. I didn't have much and I didn't really know a lot.

Things Have Changed

I've learned a great deal since then, and I will show you that you don't have to be a total expert in order to make outsourcing work. I will teach you how to do what I do.

Today life is very different for me. I run a couple of six-figure-per-year businesses, a seven-figure-per-year business, and I'm doing pretty well.



This is me and my family on the beach in Costa Rica, where we spent a month. Why did we do that? Because we could—and that is because I have other people who do much of my work for me.



Here are more photos of places I've traveled with my wife and kids—New York, Philippines, London, Thailand—the bottom right is me and my beautiful daughter on the beach in California.



This is the golf course that I play every day, with my son, who likes to golf with me. (Actually, I don't play every day—I avoid Saturdays because of the crowds and I don't play on Sundays, for religious reasons.)

I don't share these photos to make you think about how great it is to travel or to play, but so that you can see that living comfortably within a 17-hour workweek is real, thanks to outsourcing. I live it. It's not just a concept or an idea I have that I'm trying to get started. I do it myself, and I want you to feel confident that I actually practice what I preach. That's important because there are a lot of people out there who want to teach you things that they're not really doing themselves. But this is real—this is me.

CHAPTER 2: INTERNET DIFFICULTIES YOU WILL OVERCOME

One of the problems with doing business on the Internet is that it's a technical business. As you look at the list below, you see things like *Mysql*, *AJAX*, *Iframes*, *CSS*, and so forth. It can seem scary. I have a bachelor's degree in computer science, but when I look at all these things and think about all that I have to do in my business, it still scares me!

- HTML
- PHP
- RSS
- Mysql
- FTP
- Wordpress
- Ruby on Rails
- Articles
- Mini-nets
- CSS
- Javascript
- Gigabytes
- Opt-in code
- Iframes
- Web Server
- Hosting
- Social Networking
- SEO
- AJAX
- DNS

There Is Help

Because of this, my goal is to show how you can accomplish all that you need to do, without these things being scary or difficult, but instead by having other people do the work for you. It basically comes down to your communication with someone else who *does* know how to do all these things, and can do it very well and quite inexpensively. All you have to do is to tell

them what you want. This is do-able—and it's not even difficult. It works, and other people like you are doing it.

At the end of this book, you'll have the knowledge and tools to effectively get all this (and LOTS more) done in your business.

This Works—It is Easy and You Can Do It!

Following are videos sent to me by people that I have been able to help. This will help you see how reasonable and realistic this is.

The first is from Lisa Schwartz of San Francisco. To watch Lisa's statement, click on: <http://www.replacemyself.com/lisa-schwartz-success-story>



[Lisa Schwartz's statement]

Hey John and the Replace Myself team, Lisa Schwartz here with Online Media Magic. I just got through with an SEO customer of mine; I do some SEO consulting work for them. I have my video camera with me, and you were asking me how the outsourcing is going with my guys in the Philippines, and I want to share a little bit about that. What I do is, I bring my video camera here and one of the SEO elements I use is video, to get back-links to the site, to bring some high-authority page-rank to websites, and for my customer today I took a little bit of raw footage—I like the “reality-style” videos—and then I send that raw footage to my VA’s [virtual assistants] in the Philippines. They take that footage, they insert some images from the customer’s website, including some stock photos and other information, and then they distribute that video, now finished, to all the video distribution sites, getting some really nice back-links to their site. And of course we do some other things for them as well. So I just wanted to let you know that things are going great. This is one way that the outsourcers help us, among many ways, with our online SEO consulting business here at Online Media Magic. And our customer today just signed up for a 90-day

Again, hiring Filipino employees is something that *you* can do. You don’t have to be crazy good—this is easy, it’s do-able, and it works.

This video is by Larry Genkin. To watch it, click here:
<http://www.replacemyself.com/larry-genkin-success-story>



[Larry Genkins's statement]

John: Hi, this is Larry Genkin, one of your clients and I'm the CEO of a publishing company, and I just want to tell you a little story. My business was stagnated, not because I couldn't get more customers, but rather because I couldn't handle more customers. And then I came across ReplaceMyself.com. I cannot tell you how much of a lifesaver finding out about ReplaceMyself.com has been. I've now hired five Filipino workers who are wonderful. Your instruction on how to find them is flawless, and training them makes it so that I don't have to know how to do anything. I've got it down to a little science in getting them on board. But now what's happened is that I can now handle many more customers with, frankly, less work. And I can focus my energies on the things that only I can do, and all the other tasks that have to get done, whether it's editorial tasks, marketing tasks, administrative tasks—I have people to handle all this for me. Over this coming year, I estimate that my income is going to somewhere between double and quadruple because of the extended capacity that I now have, thanks to hiring Filipino workers through ReplaceMyself.com. You are a lifesaver—your system is brilliant, you're

This next one is from Matt Lewis, of Dallas. To watch it, click here:
<http://www.replacemyself.com/matt-lewis-success-story>



[Matt Lewis's statement]

This is Matt Lewis in Dallas. John Jonas, I just want to thank you for the great information you've put out on how to replace yourself. It wasn't until I was exposed to your information about outsourcing, and especially about using people in the Philippines, and I'd never even heard of that before. I've actually been in the Philippines but I hadn't even thought that this was possible. But since getting the information from you, I've hired a Filipino, probably about a year ago or so. He has worked out great. He does so much for me that I used to have to do myself, and consequently a lot of it didn't get done in a timely manner because I didn't want to do it; things like article marketing, manual submissions, article directories—he does all that—book marketing; he does that, too. If I need a blog to be built, he will install the WordPress blog, he'll configure it; he'll customize the template; he'll basically do whatever I tell him to do. It's been a really positive experience. . . . Even without considering the time savings, my income has gone up over \$10,000 in the last year because of this information. . . . Thank you very much!

CHAPTER 3: THREE PROBLEMS YOU WILL OVERCOME

By now you should realize that you don't have to be an expert to do this. It works. It's easy, and you can do it. Now let me show you how—

I have found that there are three main problems with outsourcing. I'll start with the second and third ones, and then talk about the number one problem.

The second problem is:

2. People do not know where to go to hire virtual assistants, how to go about it, nor any of the other necessary details.

I will provide the solutions to this problem as we go along.

The third problem is:

3. After hiring outsourced employees, people don't know how to train them; what to have them do; and how to keep them busy.

I will also give you the solutions to this problem.

The number one problem people have in relation to outsourcing is one that they don't even realize, and it's the same problem I once had:

1. People do not understand the possibilities of outsourcing!

Many people don't know what is possible with outsourcing, perhaps because traditional outsourcing has a number of problems associated with it. There can be numerous headaches, such as communication problems, poor work, and unmet deadlines. But I have learned that it can be very different from that, and that's what I'm going to show you—how to make it work the way you want and need.

Of course, you can't do that unless you know what is possible with outsourcing, and once you know what's possible, it's a completely different experience.

The Birth of Our Third Child

In order to make my point about what you can get done by hiring virtual assistants, I need to share a story. This photo of my children helps illustrate my story:



When my wife was seven months along with our third child (the baby girl in the photo), we went to the doctor so he could run some tests. He got the results and came in and said to my wife, *"You have preeclampsia, and if you don't go on strict bed rest for the next three to five weeks, you're going to go into seizures, you'll lose this baby, and you could also die."*

That was quite the shock! At the time I was working full-time trying to run my own Internet business, and I remember thinking, *"What am I going to do? How am I going to deal with this? I'm not willing to lose our baby over money."*

So when I got home I sent an e-mail to two of my guys in the Philippines. They had been working for me for about 18 months and I had trained them and I had confidence in them. In my message to them I wrote: *"Your job is now*

going to have to change. Here's my situation: I can't work! I need you to do everything that I'm currently doing in my business—take care of my AdWords account, my website, my blog, our customer support, our software, the bugs, the forums and comments, all the marketing we're doing, and the articles and videos.” It was essentially all the things I was dealing with in my business, which I told them that I needed them to take care of.

During the next three weeks I worked a total of one hour in my business. Then the baby came and for the next two months I was able to devote myself to my wife and family, while I worked only one hour per week in my business. I was able to do this because I had *replaced myself* in my business with my Filipino employees, and it was such an amazing experience. Before this experience, I hadn't realized how good the Filipinos are, but during that time I learned that I had been under-utilizing them. I finally understood how much they could do for me.

Living the Life

I also learned about “living the lifestyle.” The reason I began my Internet business was not so that I could have a big job, but so that I could work less and still make good money. Through this experience I figured out how to do it—by getting other people to do my work for me.

Believe it or not, I made about *\$800,000* during those three months. Of course I had already set up my business to run pretty well, and it would have made money regardless, but what really advanced things for me, then and since, was the work of my Filipino employees. Because of them, my business didn't fall apart when I wasn't there, but actually continued to thrive.

One of the most amazing things about all of this is that at the time I was paying each of these guys *\$250 U.S. dollars per month*, for full-time work! (And it was a good living for them!)



And keep in mind, the salary I pay them is a business expense—it's totally tax-deductible. Plus, I don't have to pay for health insurance for them, nor do I pay for any of their taxes. Additionally, I don't have an office for them (they work in their homes), so I don't pay for utilities or any other office expenses. So, after my tax savings, this \$250 is really like \$180 per employee per month, and these guys are *running my business for me, working full-time, 40 hours per week!*

Here are more success stories from people who are using my system:



John-

Awesome post! You know I am a huge fan of outsourcing now that you have shown me the light. I've used your methods to build a brand new business from the ground up (and have failed a few times on the exact errors listed). My company wouldn't be where it is today if I didn't have 24/7 work being accomplished between my US and Philippines-based teams.

Thanks for helping me overcome some of my fears and hiring woes.

Thanks,
Herschy

I am pleased to say that since two months ago, I've quit my job, hired 3 outsourced employees and am able to focus on developing my web properties like I had envisioned years ago. Replacemyself was really the catalyst to make this all happen, and for that I really appreciate it.


Ann Nguyen

Wow – Your video Marketing project is Awesome!

John, Wow, I have gone through some of your training from the project called “Article Marketing.” It is amazing. I have not known at all how to do video marketing correctly. I have an assistant in the Philippines that this will be perfect for. I actually created a Traffic Geyser account today and have already launched one video. I will have my assistant do this training on Monday. Also, I have a few friends that have signed up with replacemyself.com. I am going to email them right now and let them know to keep their eyes open for this project. Thank you very, very much!!!

Nathan Woodbury



 [Jerry](#) @ 2:12 pm

It is all about action my friends. I bought the program, and in less than a month have 4 people working for us. The webmaster has created us a HTML site that was exactly what we wanted and he did it for less than \$350.00. The quotes we were getting in the states was between \$6000-\$25,000 well I have to say....the rubber has met the road!!!

I hired my first part-time VA for \$200 a month to work 5 hours a day. I am completely amazed with how it is going. I am able to get more done with my business than I ever thought possible.

Tony Paternite

CHAPTER 4: WHY THIS IS SO MUCH BETTER

You need to understand that this is not about what Dell Computers does with outsourcing, nor what Wal-Mart or anyone else does. It's not about business-process outsourcing; it's not about sending an entire division of a company overseas and costing thousands of American jobs. This is about *you hiring an individual to do your work for you*—the work that you are currently doing, so that you can work less and realize greater profits.

It's not about



Or



It's about YOU!

What It Is

Here is what you will do: You will hire one person, you will hire him (or her) full-time, and you're going to teach him everything he needs to know about your business. After doing this, he will be able to *run your business for you*. It's not going to happen overnight. You're not going to be able to hire some miracle person and then be able to immediately step away from your

business; you're going to have to train him. But, once you've set the stage, he or she will do amazing things for you.

It's really important that you understand that this is all about hiring FULL-TIME Virtual Assistants in the Philippines (more on this later). For now, just start changing your mindset about outsourcing and imagine what another full-time YOU could do for your business. In other words, imagine there are two of you! This is what you're going to be creating. You'll be hiring someone else to do the work you're currently doing . . . training them to be . . . well . . . YOU.

(I understand you may not be able to hire an exact duplicate of yourself for your business, but you can come surprisingly close, if you follow what you're about to learn.)

Once I realized how much I could rely on my employees in the Philippines, I decided to start up another Internet business, this time basing it strictly on the idea of having my Filipino employees do my work for me—and this time I was going to have them do ALL the work.

More of What It Is Not

But before I tell you about that, I want you to understand a few more things about what this is *not*. This is not about E-lance, where you pay someone to provide you with independent professionals (including such sites as *elance.com*, *rentacoder.com*, *getafreelancer.com*, *scriptlance.com*, *gurulancer.com*, *odesk.com*, and so forth).

And—now this is really important—I'm not talking about hiring a contract worker; a freelancer who's going to do a project for you and then you're done with him. The problem with E-lance and contract workers is that you have to go through their whole process of finding and hiring the person, and then you have to manage the rest of the process as you ensure that the work gets done exactly as you want it. And, after paying them, if you aren't happy with the work, you feel like you've been ripped off. Also, once you're

done with that person, you're never again going to benefit from his or her knowledge, nor from the effort you put into your relationship with that person—it's gone permanently, and the next time you want to get something done, you have to go out and find another person to do it. This is really not a good way to run your business.

In my opinion, trying to run a business using contract workers (odesk.com, elance.com, and so forth) is what prevents so many entrepreneurs from earning six-figure incomes each year—

- It creates mental blocks
- It creates hurdles for you to jump through (the exact hurdles you were trying to avoid)
- It creates a business structure that is dependent on YOU to complete the work that was begun by someone else
- It doesn't allow you to remove yourself from the business in the way you want—you're still working IN your business, not ON it
- It's not automation!



What About India?

Additionally, this is not about hiring someone in India. I must say that I have a lot of Indian friends, and I like India. I have no problem with the country—I actually like their culture, food, music, dance, and so forth—it's all great. But, you need to know that outsourcing to India is really difficult. Among other difficulties, in India they simply think differently than we do. So, if you've tried outsourcing with India and you were unhappy with the results, I invite you to give it another try, using the procedures I will teach you.

When I got started doing this, I was speaking with the owner of *backcountry.com*, and he told me this: *"We were doing something different before, but let me tell you John, when you're ready to start doing outsourcing, make sure you go to the Philippines with it."*

I said, *"OK, but why?"* He said, *"Because in India, when you tell them something and they say 'yes,' that means, 'Yes, I heard something come out of your mouth.' But it doesn't mean, 'Yes, I understood what you said.'"*

Needless to say, when I heard this it shocked me. I had always just thought that "Outsourcing is Outsourcing is Outsourcing." It's no different from one country to the next. Boy was I wrong!

In India they mean well, but it's just really difficult to successfully outsource your Internet business there. If you've tried it, and had difficulties with it, give the Philippines a shot. You'll find it's a completely different experience.

Implement Everything

I'm almost ready to tell you how to find your employees, but first I want to tell you about the business that I started with the idea of having my Filipino employees do all the work. And to understand this, you need to understand the importance of being the true CEO of your business—of being the one who does all the "implementing."

When I say “Implement Everything,” I mean that you should be putting into practice everything you know, and this is what I planned to do with my next new business—I was going to be the CEO of the business.

By “everything,” I am referring to all the e-books that you’ve bought, all the dvd courses that you’ve watched, the membership sites that you’ve joined, the seminars you’ve attended, and so forth. You should be implementing all of these things, but you shouldn’t be the one doing all the work. If you’re doing all the work, then you’re just the grunt worker.

My New Business

So this was my business idea: I was going to write and post reviews about products, attach affiliate links to those reviews, and then drive traffic to the reviews. When people read those product reviews and they like what they see, they click on my affiliate link, go to the site, buy the product, and I get paid my commission. It was a rather simple business model.

So I found a domain and bought it, then I recorded myself talking for 35 minutes, explaining my idea for the business—what the business goals were, how to accomplish the goals, the individual steps necessary along the way, what should come first, and so forth. Then I sent the audio recording to one of my guys in the Philippines. He took the domain, set it up on my hosting account, set up WordPress on the domain, and began changing the theme; all just as I had explained in the audio. I was being the CEO and implementing what I had learned.

So he got it done and sent it back to me, and I looked at it and realized that it wasn’t all that great. He had done a lot of things, but there was still a lot that needed to be done. So I sent him some feedback, saying, *“Look, I don’t like this and I need you to change that, and move this over here, and change this,”* and then I sent it back to him. He changed it all, according to my instruction, and he got it really close to what I wanted. So again I sent him my feedback, saying, *“I like this, but move this to here,”* and so forth. And then he got it done!

So the point here is *not* that I didn't do anything, nor that he did everything perfectly the first time—the point is that *I* didn't do the work, but the work got *done*, while I was being the CEO of my business and I could concentrate on the most important things (like how to make money, how to market the site, how to convert visitors into buyers . . .), while he did the work for me.

After he had it all set up, he started writing the reviews. Frankly, the first review he wrote wasn't all that good. But I hadn't yet given him much direction for writing the reviews, so I taught him how to gather the data and how to write the reviews. With that additional instruction, he got it right—it was all done correctly! Again, it wasn't that I didn't do anything, but that I didn't do the actual work; *he* did the work.

After all that, he went ahead and started marketing. He was doing SEO, link-building, article marketing, video marketing, RSS feeds, Craigslist, directory submissions, social networking, social bookmarking, Facebook, Squidoo, MySpace—all these things you always hear about but never have time to do.

It was like there were two of me:

1. ME! The great idea man. The great thinker and poor implementer.

PLUS:

2. Someone else implementing my ideas. It was all getting done!

In the first month that new business profited about \$200. After three months it was making me about \$1,000 per month, and within six months it was making \$3,000 to \$5,000 per month. Within a year it was making \$10,000 to \$15,000 per month, and I hardly did anything for it. I *was* involved, but my Filipino employee did almost all the work.

Your New Business

There are several things you should learn from this:

1. As you move forward, plan your business around someone else doing the work.
2. Realize that the only way I was able to move this forward was because the implementer was working full-time for me and ONLY for me. I could never have done this relying on ten different contract workers along the way.
3. Plan on *not* doing the work in your business, but on still being involved. You need to be the CEO of your business. Give direction. Give training. Give feedback and instruction. Guide the people you hire towards success.
4. Don't get frustrated when something doesn't go exactly as you planned the first time. Sometimes it will take numerous revisions to get it right. Just remember: YOU'RE NOT THE ONE DOING THE WORK!
5. The more you teach someone, the more they become capable of building and running businesses for you. The guy who built the business I just told you about has since built three more like it.
6. The more you train your people in the Philippines, the easier life becomes.

Here's another testimonial about the success of this program. You can watch it at: <http://www.replacemyself.com/scott-boulch-success-story>



[Scott Boulch's statement]

Hey John, Scott Boulch here in Dallas, Texas. I just wanted to shoot you a quick video to let you know what I think about your 'Replace Myself' program. It is absolutely one of the coolest programs I've ever seen. You have done an amazing job with this. Mostly because of your advice, I went out and got my first virtual assistant about a year ago, and I've had extremely good luck with him. I can't tell you how willing he is to work—he's constantly asking me for new things to do. It's a joy to work with somebody who appreciates working for me and is a hard worker. He is absolutely unlike anybody I've ever seen in the United States. I took your advice; I used the resources that you provided, I went to the sources you told me about in order to hire; I went through your process. I actually split my first virtual assistant with a business partner of mine, and we both have him for 20 hours per week, and it feels like 100 hours a week from an American employee—not to be down on Americans, but this man can get more done for us, in 20 hours, than two or three workers can. And what's brilliant, I think, is what you've done in really taking it to the next level, in which people are going to find that these Filipino workers are so efficient and so well-versed in English, that they get so much done, so quickly, that you're constantly looking for new things for them to do for you. It makes you incredibly efficient. Coming up with the monthly program that you have, in which you provide a marketing technique for someone else's virtual assistant, that they can go out and implement, so that your virtual assistant is 24/7 making you money, or at least whenever they're at work, in most cases while you sleep because they're on the other side of the world—it's just brilliant. And being able to feed them a technique that works online, which typically, a lot of times, there's manual labor involved; it's boring; it's repetitive; it's all the things that we don't like to do as entrepreneurs—but they love to do them for us. And the virtual assistants just eat this stuff up, because they get to learn; they get to go out and produce and see results, and they're extremely happy when you do well. So John, I just have to tell you that it's one of the coolest programs I've ever seen. It's a great idea, and I can only recommend that, number one, if you don't have a virtual assistant, you need to get one right away; and number two, I would not do it without the advice and coaching from John. You've made it easy for people and I greatly appreciate the information and the chance to be part of the program."

Here's an e-mail message that was forwarded to me:

4/2/2009



 [J Arthur Davis](#) @ 10:45 am

Mike:

Give it a try. I am one to do everything myself, but I was finally running into stone walls. I just did not have enough time to do the projects I needed to do. I used John's suggestions on where to find employees. I place an ad and had 10 replies from people that were more than qualified to do my projects. These are people who have college degrees and want to work and want to work hard.

I hired a young lady to create word documents. She is so fast and accurate I can not feed her enough work. Here in the states I would have to pay 50 to 100 dollars to get these created. She does it for 12 to 15 dollars.

So before you say it does not work, give it a try it really is that easy.

And here's one more:



Mark @ 1:47 pm

I started last February and now have 13 working for me. I just keep hiring them.

I've had a few that did not work well but overall I found a few extraordinary people.

I have started a second business because of them.

I am VERY happy with my team. I tend to go toward specializing them into 2-3 tasks and stick with that.

CHAPTER 5: PHILIPPINES IS NUMBER ONE

Now for the exciting part! Let's start talking about the Philippines. Please, DO NOT go anywhere else in the world for your outsourcing. You may be thinking, *"I've got a great contact in Viet Nam [or somewhere else], so I'll go there."* NO! *Go to the Philippines.*

There's a specific set of cultural differences that exists in the Philippines that doesn't exist anywhere else in the world. Trust me—you won't find this in Brazil or anywhere else in South America; not in South Africa; not in Eastern Europe, Thailand, Cambodia, nor Singapore—go to the Philippines with this! The Philippines will provide you with a completely different experience, and I will tell you why.



First, take a look at the photo montage above. These are six of the ten people that I have working for me. They all work full-time and they earn between \$200 and \$700 per month. I show you these photos for a couple of

reasons: First, I want you to know a little bit about what you can get done with people like them.

What They Do for Me

The guy on the top left is a very good technical person. He can do programming, PHP, Mysql, servers; basically anything technical that I want done—I just send him an e-mail and say, “*Hey, do this*” and it gets done. He makes about \$700 a month.

The guy on the bottom left is a very good graphic designer. He can do any design work that I need, plus other things. I simply contact him and say, “*Hey, get this done.*” He’s also a very good programmer, and it’s so helpful to have those two skills in the same person.

The other four are similar in their skills. They all do research for me and provide all the data that I need to make informed decisions in my business, such as what niches we should be in, what things we should or should not be doing, and so forth. They do all the research. Also, they build websites for me, they put up WordPress, change the themes, get things looking how I want; they write the content for the websites, do all the marketing for them; they write articles, create videos, do link-building and profile links, social bookmarking, social networking, directory submissions; they put up RSS feeds and link to them, and so forth. They do all these things that you always hear about, but that you never have the time to do on your own.

By the way, the guy on the bottom right is one of the first Filipino employees I hired, and he’s now a project manager. This leads to my first tip.

My First Tip for You

Do not go out and try to hire a project manager.

In the Philippines they do not have the educated workforce that we have in the U.S., so it’s difficult to find someone with experience in managing the

kinds of projects that you want them to work on, meaning Internet-based projects. This simply means that you have to train the people you hire.

For example, they don't know how to go out and market your website for you—you have to train them. But the good thing is that they all speak very good English. In fact, I have a girl working for me who makes phone calls to U.S. customers, and if you were to receive a call from her, you wouldn't know that she isn't from the U.S. You may detect a slight accent, but her English is perfect and she is super helpful and polite. That's just another example of the many different things you can have done for you in the Philippines.

Take Care of Them and They'll Take Care of You

The second reason I want you to see these photos is because over the years, as I've taught about outsourcing, I sometimes get the idea that people think that their outsourced employees are some kind of robots. You know—they're 7,000 miles away and if things aren't perfect you can "just get another one" or "just throw them away." But they are human beings with needs, feelings, and desires similar to yours and mine. They have families and problems just like we do, so please treat them well.

You will grow to love the people that you hire, and they will become your friends—you'll love working with them. As you treat them well, they will work very hard for you and do amazing things for your business.

When something goes wrong, give them a chance to correct it. Help them correct it. Seek out why something went wrong. Ask them questions.

Too many times I've seen someone hire an amazingly talented Filipino worker, only to have them not show up to work 3 weeks later and then the entrepreneur fires them, assuming they're lazy or that they don't really want the job.

Rather than fire them, try asking them questions. "What's wrong?" "What's going on with your family?" "Are you feeling ok?" "I noticed you didn't show up to work yesterday—what can I do to help you?"

You'll find that if you give them second chances, they'll be much more committed to your business and to helping you succeed.

Cultural Features that Benefit Your Business

As I tell you about some of the important cultural differences that exist in the Philippines (as compared to other outsourcing countries), you will understand why Filipinos will do such good things for you. These are things I have learned from five years experience working with them.

Realize that some of these cultural differences exist in other places in the world. However, nowhere else will you find them all. It's the combination of all these cultural attributes that makes the Philippines so different when it comes to outsourcing.

Philippines Culture

(my thoughts)

- **Honest**
- **Loyal**
- **Intelligent**
- **Computers/Internet**
- **Hard Working**
- **Speak AMERICAN English**
- **Like America / Social Status**
- **Hard to find a job in Philippines**
- **Not entrepreneurial**

Filipinos are Honest

First, the Filipino culture is a culture of honesty, even to the point that my employees have access to my credit cards, bank account, usernames and passwords for my personal e-mail account, my PayPal accounts, my hosting accounts, and root access to my servers. The only thing they don't have access to is the ability to pay themselves, because if they had that, they would know each others' salaries.

I've helped literally thousands of people to hire Filipinos, and never once have I heard of a problem with dishonesty or theft. Of course, having said that, please don't go and do something that you're not comfortable with and risk becoming the first one to get ripped off. I expect that all the Filipinos you hire are indeed fully honest, and this factor is so important because you can confidently assign them to do so many different things, which in turn will help make your life easier and your business successful.

This is always one of the biggest concerns people have when hiring overseas workers. If it's a concern of yours, my advice is to give it a shot and see for yourself. I've never once seen someone get ripped off when outsourcing to the Philippines.

Filipinos are Loyal

Second, in the Philippines there is a culture of loyalty, almost to a fault. They are so loyal that once you give them a job, they will never quit, which means that you can give them all kinds of things to do. This allows you to teach them things in steps, if necessary, knowing they'll stay with you. I have found that this makes my training much less complicated—you can make mistakes and still know that your Filipino is not going to quit on you.

Over time, because they're so loyal, you can teach them things you wouldn't normally teach an American worker or a contract worker. Knowing that they'll continue to work for you will take a huge burden off you and allow you to be more effective at running your business (being the CEO!).

Filipinos Think Like We Do

Also, Filipinos think like we do. Their brains work the same way the Western world does, and they will read between the lines. So, if you make a mistake in something you're teaching them, they will read between the lines and go figure it out.

I'll share an experience that highlights this: I once gave an employee the task of setting up an account in one of my systems for another person. Keep in mind that their work hours are during my night hours, and when I got up the next morning there was an e-mail from this employee, saying, *"Sir, I don't have his e-mail address. What is his e-mail address, so that I can set up his account?"* Well, before I had a chance to reply to him, he had gone to work on it. Thus, there was a second message from him saying, *"Sir, is this his e-mail address? I went out and did some research to see if I could find it, and this is the e-mail address I found for him online. Is it correct?"* So, even before I had the chance to reply and send him the information, he had already gone online and found it. He was trying to solve the problem for me.

As you train them and work with them, you'll find that they'll try to solve problems for you too. This is very different than traditional outsourcing!

They are Intelligent

Filipinos are very intelligent. They have bachelor's degrees—*real* university bachelor's degrees.

They Have Their Own Computers and Internet Access

Filipino employees have computers and Internet access, which means that you don't have to go there and set up an office; they can just work from home. Also, because they work from home, you don't have to go through a service to hire them.

They Work Hard and They Speak our Language

Employees in the Philippines are very hard-working by nature—it's part of their culture. In addition, they speak American English (unlike in India), which is so important when you're running a business in the U.S.

English is so prevalent in the Philippines that the government has actually mandated that business dealings be conducted in English. You can find people in the Philippines whose English is PERFECT.

Why? Because:

- Elementary school is taught in English
- Street signs are in English
- Billboard advertisements are in English
- They watch primarily American movies and TV (yeah, if you ever visit the Philippines, don't be surprised when you walk into a bar and "Desperate Housewives" is on TV!)
- English is EVERYWHERE in the Philippines.

You can easily find people who write and speak perfect English.

They Like Us!

You can combine all the foregoing points with the fact that Filipinos actually *like* America, which is quite different from most other areas of the world. This will truly benefit you and your business.

This also Works for the U.K., Canada, Australia, Europe, Latin America . . .

Having mentioned the U.S.A. several times now, it is also important for me to point out that this works just as well for those running their businesses from the U.K., Canada, Australia, and so forth. Additionally, I've talked with people living in various parts of Europe, in Mexico, Colombia, Brazil, Thailand,

Singapore—basically people in all parts of the world, who are successfully hiring Filipinos. In fact, the more I've done this, the more I've realized that this is less about being an American boss and more about being their “foreign boss.” Filipinos look up to foreigners, which is a cultural aspect that I've never seen anywhere else in the world—they simply look up to you as a foreigner.

Social Status Issues

Unlike some countries, Filipinos do not have a “male-versus-female” problem. They work just as well for a male boss as for a female boss.

Also, because they look up to you, when you hire a Filipino, you have just elevated their social status among their peers. They are now working for a foreigner and when they're out with their friends on the weekend, they brag about you—their foreign boss.

They are not Entrepreneurial

When I shared the story of my business that is profiting \$10,000 to \$15,000 per month, you may have thought, *“Why doesn't the employee in the Philippines just go and do all this stuff for himself, on his own?”* Well, here's why: In the Philippines, they are not entrepreneurial; they just want a job—they don't want to start a business and they don't want to steal your business. They don't want to take the risk of doing it on their own and possibly losing their job. They just want a job with a stable paycheck that they can take home to support their families.

This is perhaps the most shocking cultural difference of all. I have numerous Internet-based businesses which were completely built and are run solely by my Filipino employees. They know everything about the businesses, yet they don't want to steal them and they don't want to go build businesses on their own.

They are Ready to be Your Full-time Employee

Remember, the Philippines is a third-world country, and it can be quite difficult to find employment, especially full-time work. Many people are only working part-time or on a temporary basis. So when you hire someone full-time, it's amazing how it changes their outlook; which is why I say, *give them a full-time job*. Just think about what you will do for them—a full-time job, working from home and on their own hours, working for a foreigner, making more money than anyone they know. *And you're still the one getting the greatest benefit!*

One of my Filipino employees told me that he is able to loan money to his dad on a regular basis, because he makes so much more money than his dad—\$450 per month. Another employee told me that he is teaching all his friends how to do what he does, because he earns more than double what any of them do, and he also makes \$450 a month.

With all these factors combined, what you get is an employee who will do anything to make you happy. It is win/win, and it's a different experience and outcome for you than trying to outsource anywhere else in the world. So give them a job!

More success stories:

Awesome, Thanks!

The absolute best part of the membership was the Filipino job board in which I found FANTASTIC people. Since then, I've been so busy putting things together and keeping them busy, I haven't even had time to really dig into your trainings. Many thanks.

Julie Fortin

THANK YOU

I couldn't sleep a wink last night. I was soooo excited about replacemyself.com. I was thinking about it all night. I have been "trying" to do Internet marketing for a long time. Because it is so labor intensive I have never had the time to do it properly, so I have not made any "real" money. . . . I can't wait to get started!

Charlotte El-Amin

I'm truly amazed at the creativity, willingness to learn, and the hard-working, loyal character traits I've seen so far. These people are fantastic. I've been working with eLance, Rentacoder, etc., since 2004 and had some good experiences there, but this is like entering new territory. For the first time I explain a repetitive task, the employee schedules it, and it's taken care of. Thanks for pointing me in the right direction.

Hans

I was lost in the whole process of hiring a VA in a foreign country! I had so many questions and no answers, until John and Dan helped me out with their services in ReplaceMyself.com! They made it seamless and very easy. I am so pleased with my VA, he is such a part of my business and my team! Easy—Affordable—Honest. You get more than what you expect!

Makenzie Kelly

CHAPTER 6: HOW TO FIND YOUR FILIPINO

- **Agents Of Value**
(\$750/month)
- **OnlineJobs.ph**
(\$50/month)
- **BestJobs.ph**
(selectively available)

Websites I Used Previously

Now it's time to talk about how to find people to hire. When I got started with this, I was using *AgentsOfValue.com*. It's a U.S. company with offices in the Philippines, and they recruit Filipinos, bring them into their office, and lease them to you. The good thing about it is that the person is working only for you; you're not hiring a part-time person, you're not telling the company to do some task and they just find somebody to do it—you are hiring a single person and you are able to teach that person about your business. (Remember, this is about replacing yourself in your business, and the more you teach this person, the more you are able to replace yourself and step away.)

When I started with Agents of Value, it was great, but I've since found better ways to find and hire workers. Also, remember that I hire people for \$250 per month, but Agents of Value charges you \$750 per month for basically the same employee. I also happen to know they pay the employees about \$250 per month. If you're OK with a markup of about \$500 a month (\$6,000 per year!), then this might be a good option for you. However, right now there are better options.

BestJobs.ph (which I'll show you below) is another option, and at one time it was the best place to find people. But then we created the third (and best) option: *OnlineJobs.ph*.

The Best Website—OnlineJobs.ph

Currently *THE BEST* place to find people is ***OnlineJobs.ph***. I'm going to be totally honest with you and tell you up front that I own OnlineJobs.ph, and I will explain why we created it by first showing you a different site, *BestJobs.ph*, which is the site I used when I first started hiring Filipinos. In fact, when I found BestJobs.ph, I was really excited and thought I was in heaven.

But here is the best site, OnlineJobs.ph, the site that I own. Notice that it ends in *.ph*, meaning it's a Filipino website. Note also that everything is in English:

The screenshot shows the homepage of OnlineJobs.ph. At the top, there is a navigation bar with the site's logo and tagline, "Filipinos getting online jobs with American companies." On the right, there are links to "Join Onlinejobs.ph as Employer" and "Jobseeker", along with "Home" and "Log-in" buttons. A search bar is also present. Below the navigation bar, there is a horizontal menu with links: "HOME", "EMPLOYERS", "JOBSEEKERS", "HOW IT WORKS", "CONTACT US", and "DONE FOR YOU". The main content area is divided into three sections. On the left is an "Employer Skill Search" sidebar with dropdown menus for "Category" (set to "English"), "Skill" (set to "Any"), "Skill Level" (set to "Any"), "Date" (set to "Any"), "Employment Type" (set to "Any"), and "Monthly Salary" (set to "Any"). There is also a "Key word" input field. The central section features a large heading "FIND A REAL, ONLINE JOB!" followed by the site's tagline. Below this, a paragraph states that the site has partnered with thousands of "American, Australian, Singaporean, Canadian, UK and other English speaking" companies. A yellow button labeled "Get Started Finding A Job Now" is prominently displayed. To the right of the central section is a testimonial box with a quote from "Chenette" praising the site for helping Filipino workers find jobs in the US. At the bottom of the page, the word "EMPLOYERS" is visible.

Join Onlinejobs.ph as [Employer](#) | [Jobseeker](#)

[Home](#) | [Log-in](#)

SEARCH: [Advanced Search](#)

[HOME](#) [EMPLOYERS](#) [JOBSEEKERS](#) [HOW IT WORKS](#) [CONTACT US](#) [DONE FOR YOU](#)

Employer Skill Search

Category:

Skill:

Skill Level:

Date:

Employment Type:

Monthly Salary:

Key word:

FIND A REAL, ONLINE JOB!

OnlineJobs.ph: Filipinos getting online jobs with American companies.

At OnlineJobs.ph, we have partnered with thousands of **American, Australian, Singaporean, Canadian, UK and other English speaking** companies who are looking to hire Filipinos for full-time or part-time work.

We match up your skills with companies looking for your skillset.

[Get Started Finding A Job Now](#)

"Thank you for promoting Filipino workers in the US. I love the site! I'll spread the good news..This is what we need now. A website where US clients can find us."

-Chenette

EMPLOYERS

The Former Best Site—BestJobs.ph

As you see below, BestJobs.ph is also in English:



VA Home Loan Benefits Thinking about Using Your VA Loan Benefit? Get a Quote, No Obligation www.VAMortgageC

Hire Your First Employee Download your Free Hiring Guide on Recruiting and Hiring Techniques! www.Intuit-Hire.com

97 Open Jobs - Now Hiring Positions Open in your Area. Hiring Immediately. Apply Here! www.jobcanister.com

Ads by Google

Job-seekers


- Job search
- Employer search
- Add your resume
- Update resume
- Remove resume
- Set-up job alert
- Modify job alert
- Remove job alert

Employers

- New account
- Employer log-in
- Control panel
- Post a job
- Resume search
- Employer F.A.Q.

Resources

- F.A.Q.
- International
- Privacy policy
- Contact us



WELCOME TO BEST JOBS PHILIPPINES

Welcome to **Best Jobs Philippines**. Whether you are looking for a job or an employee, we can help you find what you have in mind. The best way to change your career or help to change someone else's future. Open a free account today !!!

JOB-SEEKERS

Job search
Browse our list of employment opportunities to find the job you're looking for.

Search employers
Research companies to find out more about today's top employers.

Free web address for your resume
Let hundreds of employers nationwide know about your valuable skills. We will give a free web address to display your resume. Register now and let the employers come to


EMPLOYERS

Free job advertising
Advertise all your vacancies for free and reach thousands of job-seekers every day.

Resume search
Search amongst thousands of resumes and find the best professionals nationwide.

Free business profile
We will create a page in our website to promote your business, displaying your name, logo and list of current vacancies. It will be listed in our employer directory.

We'll start with BestJobs and I'll show you how to use it. On the left side, under "Employers," we will click on "Resume search":



[VA Home Loan Benefits](#) Thinking about Using Your VA Loan Benefit? Get a Quote, No Obligation www.VAMortgageC
[Hire Your First Employee](#) Download your Free Hiring Guide on Recruiting and Hiring Techniques! www.intuit-Hire.coi
[97 Open Jobs - Now Hiring](#) Positions Open in your Area. Hiring Immediately. Apply Here! www.jobcanister.com
[Ads by Google](#)

Job-seekers


- Job search
- Employer search
- Add your resume
- Update resume
- Remove resume
- Set-up job alert
- Modify job alert
- Remove job alert

Employers

- New account
- Employer log-in
- Control panel
- Post a job
- Resume search
- Employer F.A.Q.

Resources

- F.A.Q.
- International
- Privacy policy
- Contact us



WELCOME TO BEST JOBS PHILIPPINES

Welcome to **Best Jobs Philippines**. Whether you are looking for a job or an employee, we can help you find what you have in mind. The best way to change your career or help to change someone else's future. Open a free account today !!!

JOB-SEEKERS

Job search
Browse our list of employment opportunities to find the job you're looking for.

Search employers
Research companies to find out more about today's top employers.

Free web address for your resume
Let hundreds of employers nationwide know about your valuable skills. We will give a free web address to display your resume. Register now and let the employers come to


EMPLOYERS


Free job advertising
Advertise all your vacancies for free and reach thousands of job-seekers every day.

Resume search
Search amongst thousands of resumes and find the best professionals nationwide.

Free business profile
We will create a page in our website to promote your business, displaying your name, logo and list of current vacancies. It will be listed in our employer directory.

We're going to change two things on the Resume Search page—we're going to change the "Resume date" and the "Keywords":



[VA Home Loan Benefits](#) Thinking about Using Your VA Loan Benefit? Get a Quote, No Obligation! [www.VAMortgageC](#)
[Top 2011 Online Grants](#) Grant Funding May Be Available Go Back To School! [www.ClassesUSA.com](#)
[State Farm® Careers](#) Join The State Farm Team & Become An Agent. Apply Online Today! [www.StateFarm.com](#)


Job-seekers
Job search
Employer search

Add your resume
Update resume
Remove resume

Set-up job alert
Modify job alert
Remove job alert

Employers
New account
Employer log-in
Control panel
Post a job
Resume search
Employer F.A.Q.


Resources
F.A.Q.
International
Privacy policy
Contact us


RESUME SEARCH


There are 26944 resumes in the database

Location:

Category:

Resume date: 

Right to work: 

Keywords(optional): 

(i.e.: +secretary bilingual +Manila
(use +/- to force/ban keywords)


Database last updated on 10 February 2011 at 03:01pm

[Click here for advanced search options](#)

RESUME BANK BY CATEGORY

▶ Accounting & Finance	2249	▶ Travel, Leisure & Tourism	1337
▶ Arts, Design & Media	2318	▶ Logistics & Transport	808
▶ Business Development	1005	▶ Marketing & Sales	1005

We're going to change "Resume date" to "A month or less" because otherwise you will find older resumes and people won't even respond to your inquiries (because they've likely already found a job). Then we'll change the "Keywords" to "English writer," because in my experience, English is the single most important qualification for hiring someone in the Philippines. You can find many other qualifications, but if you hire someone who has good English skills, you'll find that they are very good at learning everything else:



VA Home Loan Benefits Thinking about Using Your VA Loan Benefit? Get a Quote, No Obligation www.VAMortgageC

Top 2011 Online Grants Grant Funding May Be Available Go Back To School! www.ClassesUSA.com

State Farm® Careers Join The State Farm Team & Become An Agent. Apply Online Today! www.StateFarm.com

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Job-seekers

Job search
Employer search

Add your resume
Update resume
Remove resume

Set-up job alert
Modify job alert
Remove job alert

Employers

New account
Employer log-in
Control panel
Post a job
Resume search
Employer F.A.Q.

Resources

F.A.Q.
International
Privacy policy
Contact us

RESUME SEARCH

There are 26944 resumes in the database

Location: Nationwide & abroad

Category: Any

Resume date: A month or less

Right to work: Any

Keywords(optional): english writer

Search

i.e.: +secretary bilingual +Manila
(use +/- to force/ban keywords)


Database last updated on 10 February 2011 at 03:01pm

[Click here for advanced search options](#)

RESUME BANK BY CATEGORY

▶ Accounting & Finance	2249	▶ Travel, Leisure & Tourism	1337
▶ Arts, Design & Media	2318	▶ Logistics & Transport	808
▶ Business & Finance	1688	▶ Manufacturing & Construction	1040

So, when we do this search, we see that we have over 2,300 results—all people who say they know English at some level and whose resumes were posted a month ago or less:



VA Loans for the Military Borrow up to \$729,000 with \$0 Down. Apply Online or Call: 800-592-8262 www.VAMortgage.com

Resumes - Jobs Guaranteed Only \$99-If you're not hired, we'll refund your money and pay you \$50 www.ResumesGuaranteed.com

Top 2011 Online Grants Grant Funding May Be Available Go Back To School! www.ClassesUSA.com

Ads by Google

Job-seekers

- Job search
- Employer search
- Add your resume
- Update resume
- Remove resume
- Set-up job alert
- Modify job alert
- Remove job alert

Employers

- New account
- Employer log-in
- Control panel
- Post a job
- Resume search
- Employer F.A.Q.

Resources

- F.A.Q.
- International
- Privacy policy
- Contact us

RESUME SEARCH RESULTS

Results 1 - 20 of 2359

1. - **Content Writer, Blog Writer, Creative Writer, Marketing Writer**

I'm a professional mainstream and adult writer with four years of relevant experience. I have served numerous clients, mostly Americans and Europeans. Years of experience as a writer resulted in having considerable knowledge in a variety of writing fields including creative writing, blogging, web content writing, social media profile management, internet marketing writing, internet research, etc. My past professional titles are the following: Senior Writer at Offshoring.com, feature Writer for the (continued)

Location: Manila - Pasig City
Resume reference: boLcWhGL

2. - **Creative Writer + Article Writer + Web Content Writer + Writer**

+Creative Writer+Article Writer+Web Content Writer+ I opt for a job as Virtual Assistant, Virtual Admin Assistant, Keyword Researcher, Article Writer, Transcriptionist, Search Engine Optimization Specialist, SEO / SEM.I'm an experienced Virtual Assistant & Keyword Researcher for over a year from different overseas' employers. Thus, there's no problem to as a Virtual Assistant, Keyword Researcher, Article Writer, Web Content Article Writer, Creative Writer, SEM / SEO. I'm an Accountant as well as a (continued)

Location: Iloilo - Oton
Resume reference: ma2uEUda

Notice above what the headings for these first individuals say: “Content Writer, Blog Writer, Creative Writer, Marketing Writer,” then the next one says, “Creative Writer, Article Writer, Web Content Writer;” these are the kinds of things I want to hire someone to do.

Let's click on the first one and see what she wrote:

I'm a professional mainstream and adult **writer** with four years of relevant experience. I have served numerous clients, mostly Americans and Europeans. Years of experience as a **writer** resulted in having considerable knowledge in a variety of writing fields including creative writing, blogging, web content writing, social media profile management, internet marketing writing, internet research, etc. My past professional titles are the following: Senior **Writer** at Offshoring.com, feature **Writer** for the travel blog site, BobbyRica[dot]com, content **writer** for CannedThoughts [dot]com and feature **writer** for Sick Site News[dot]com, content **writer** for Weekly Wipe[dot]com, creative **writer** under MS12 Graphix Studios and internet marketing **writer** for various websites. Much of my experiences as a **writer** taught me how to build strong relationships with all departments at an organization. As a result, I have the ability to work either within a team or alone on a project. I am looking for a part time job as a content **writer**, internet marketing **writer**, ezine **writer**, creative **writer**, or blog **writer**, preferably in a home-based setting. Ezine Articles: Vivienne Knoxville http://ezinearticles.com/?expert=Vivienne_Knoxville Lynette Hill http://ezinearticles.com/?expert=Lynette_Hill Internet Marketing Articles: [http://www.javierramosblog\[dot\]com](http://www.javierramosblog[dot]com) Others: [http://rabbitminifarm \[dot\]com/](http://rabbitminifarm [dot]com/) [http://carinsurance180\[dot\]com/](http://carinsurance180[dot]com/) [http://nofaxingpaydayloan\[dot\]net/](http://nofaxingpaydayloan[dot]net/) [http://www.getcashtoday\[dot\]co\[dot\]uk/](http://www.getcashtoday[dot]co[dot]uk/) [http://localdentalplans\[dot\]net/](http://localdentalplans[dot]net/) [http://www.insurancediet\[dot\]com](http://www.insurancediet[dot]com) Portfolio Sites: [http://portfolio.carelesswhimper\[dot\]com/](http://portfolio.carelesswhimper[dot]com/) [http://cannedthoughts\[dot\]com/](http://cannedthoughts[dot]com/) [http://eated.tumblr\[dot\]com/](http://eated.tumblr[dot]com/)

Resume reference: **boLcWhGL**

Education:	Bachelor's degree - Mass Communications
Experience:	3-4 years
Employment situation:	In temporary employment
Salary expectations:	PhP 10,000
Availability:	Immediately
Type of employment:	Part Time, Home Based
Location:	Manila - Pasig City
Looking to work in:	Manila
Age:	27
Gender:	Female

As you see above, she says: *"I'm a professional mainstream and adult writer with four years of relevant experience. . . ."* That's pretty good English, and down below we see that she has a bachelor's degree, three to four years experience, and is now in temporary employment.

Then she writes: *"PhP 10,000"*—what does that mean? It's what she wants to be paid per month, in Filipino pesos. So, as we divide 10,000 by the current conversion rate [October 2011], which is about 43 to 1, we see that she is asking for US \$230 dollars per month for part-time work, which is


equivalent to paying \$460 a month for full-time work. So she is a little expensive, but her English is really good.

Now looking at the next one, we see that the salary is “negotiable.” This reminds me of the time I wanted to hire a guy, but he was asking for US \$1,100 per month! He was really good, but I told him that \$450 would be more reasonable, and he gladly accepted.

Marketing **Writer**, Content **Writer**, Blog **Writer**, SEO **Writer**


I am looking for a long-term online job as a Marketing **Writer**, Content **Writer**, Blog **Writer**, and SEO **Writer**. I graduated with a degree in **English** Literature and Language from a reputable Philippine state university. I have a good background in SEO, Wordpress, link building, website marketing, bookmarking, and research. I have been a freelance Marketing **Writer**, Content **Writer**, Blog **Writer**, and SEO **Writer** for almost 3 years now. My Yahoo Messenger ID and/or Skype ID : gitaramakata

Resume reference: giOxrYVd

Education:	Bachelor's degree - English Language/Literature
Experience:	3-4 years
Employment situation:	Unemployed
Salary expectations:	Negotiable 
Availability:	Immediately
Type of employment:	Full Time, Home Based - long-term and regular
Location:	Iloilo - Iloilo
Looking to work in:	Abroad, Nationwide - Home-based (online)
Age:	29
Gender:	Male
Marital status:	Single
Own transport:	No
Driver's license:	Yes
Citizenship:	Filipino
Right to work	Yes, I have citizenship

So, you can find a lot on BestJobs.ph. You see at the bottom of this next screen that it says, “To access the full details of this candidate, please log-in to the control panel first”:

Education:	Bachelor's degree - BS Foreign Language
Experience:	1 year
Employment situation:	Self-employed
Salary expectations:	\$300
Availability:	Immediately
Type of employment:	Full Time, Part Time, Home Based
Location:	Manila - San Pedro, Laguna
Looking to work in:	Abroad, Manila
Age:	
Gender:	Female
Marital status:	
Own transport:	No
Driver's license:	No
Citizenship:	Filipino
Right to work	Yes, I have citizenship
English level:	Fluent
Filipino level:	Native speaker



To access the full details of this candidate, please log-in to the control panel first.

So now we go to the control panel to log in, and it says, “If you haven’t registered your business yet, please click here,” which we will do just so you know (and this is leading up to the reasons we created our site, which is OnlineJobs.ph):



BEST JOBS PHILIPPINES

Job-seekers
Job search
Employer search
Add your resume
Update resume
Remove resume
Set-up job alert
Modify job alert
Remove job alert

Employers
New account
Employer log-in
Control panel
Post a job
Resume search
Employer F.A.Q.

Resources
F.A.Q.
International
Privacy policy

EMPLOYER LOG-IN

Please enter your username and password:

Username:

Password:


Forgot your password or username? click [here](#)

(If you haven't registered your business yet, please click [here](#))

To be able to log-in, please make sure the "cookies" are enabled in your Internet browser

Before we get into the details of this next slide, I need to tell you that a couple of years ago the owners of BestJobs.ph went a little crazy and decided that they didn’t want anybody else hiring Filipinos through their site. I don’t know why, and that’s why I say it’s crazy, but one day they shut down their site and disabled everyone’s accounts. All the people who had paid money to them were banned, with no warning, no refund, and no explanation. They wouldn’t even respond to any e-mails. So we couldn’t get access to anything on their site, nor initiate a new registration, and I was so frustrated because at the time I was trying to hire somebody.

I still don't know their reason for doing this, but a couple of months later their site came back up, allowing for new registrations. So, you enter with your username and password:



VA Home Loan Benefits Thinking about Using Your VA Loan Benefit? Get a Quote, No Obligation www.VAMortgageC

Entry Level Recruiting Post to top colleges & we'll also reach out to vast network of grads Connect.Experience.com

Professional Recruiters Hire Top Executives Recruit Key Talent Today www.professionalrecruiteinc.com

Ads by Google

Job-seekers

- Job search
- Employer search
- Add your resume
- Update resume
- Remove resume
- Set-up job alert
- Modify job alert
- Remove job alert

Employers

- New account
- Employer log-in
- Control panel
- Post a job
- Resume search
- Employer F.A.Q.

Resources

- F.A.Q.
- International
- Privacy policy
- Contact us

THE BEST SOLUTION FOR YOUR BUSINESS

By using Best Jobs Philippines your business will be able to advertise all vacancies for free, get a free business profile page, and find among thousands of resumes the best professionals nationwide.

USERNAME AND PASSWORD

Please choose a username and password. You will need these later when you want to enter the employers area. The username and password must be one single word of at least four characters of length containing numbers and letters only, spaces and any other characters will not be allowed:



Username: *

Password: *

BUSINESS INFORMATION

Business name:	<input type="text"/>
Contact name:	<input type="text"/>
Address:	<input type="text"/>

Then you type in your business information, describing your business to them:

Username:	<input type="text" value="hjuan99"/>	
Password:	<input type="password" value="●●●●●●"/>	

BUSINESS INFORMATION

Business name:	<input type="text"/>
Contact name:	<input type="text"/>
Address:	<input type="text"/>
	<input type="text"/>
City/Town:	<input type="text"/>
Location:	<input type="text" value="Please select one"/>
Country:	<input type="text" value="PH - Philippines"/>
Zip/Post code: (if applicable)	<input type="text"/>
Email:	<input type="text"/>
Telephone: (confidential)	<input type="text"/>
Fax: (optional)	<input type="text"/>
Website: (optional)	<input type="text" value="http://"/>
Industry:	<input type="text" value="Please select one"/>

Company description: please enter some information about your business. Tell us about its history, what it does, etc. All you write in this box will be displayed on your business profile page.

And then they ask you to check seven boxes, indicating that everything you have told them is true and complete, that your business is totally legal, that you're not going to be doing anything against their will, and so forth. And you need to know that if at any point they decide that you are not in compliance with any of these issues, they will ban your account, with no warnings, no refunds, and no explanations. Here's what they ask you to agree to:

Please tick on the boxes to agree to the following conditions:

- ☐ I have filled out all the fields required and all the information provided is true and complete.
- ☐ The business exists and it has been formed according to the law.
- ☐ I have been authorized by the business' legal representatives to register its details in this website and to use the services provided on behalf of the business.
- ☐ There is a direct employment relationship between myself and the business I am registering.
- ☐ I accept that the only possible use of the services provided in this website is advertising of employment vacancies and finding employees for the business registered in this form. Any other use different from this is strictly prohibited.
- ☐ I agree that any advert published in this website will have to comply with the **job advertising rules** (please click the link to read such rules).
- ☐ Should I not meet any of the requirements mentioned above I understand my account will be removed from the system without prior notice and any paid services will not be refunded.

(Please press the button once only and wait)

So, I just want you to know what you're getting into with BestJobs.ph—it's still a totally valid place to hire Filipino employees, but just be aware of these issues. This is why we started OnlineJobs.ph—I decided that there had to be a better way, rather than deal with the craziness.

Back to the Best Site: OnlineJobs.ph

So now we'll go back to OnlineJobs.ph. First, notice that the tag line says, "Filipinos getting online jobs with American companies":

OnlineJobs.ph: Filipinos getting online jobs with American companies.

Home | Log-in

SEARCH:

Advanced Search

HOME EMPLOYERS JOBSEEKERS HOW IT WORKS CONTACT US DONE FOR YOU

Employer Skill Search

Category: English

Skill: Any

Skill Level: Any

Date: Any

Employment Type: Any

Monthly Salary: Any

Key word:

FIND A REAL, ONLINE JOB!

OnlineJobs.ph: Filipinos getting online jobs with American companies.

At OnlineJobs.ph, we have partnered with thousands of **American, Australian, Singaporean, Canadian, UK and other English speaking** companies who are looking to hire Filipinos for full-time or part-time work.

We match up your skills with companies looking for your skillset.

Get Started Finding A Job Now

"Thank you for promoting Filipino workers in the US. I love the site! I'll spread the good news..This is what we need now. A website where US clients can find us."

-Chenette

EMPLOYERS

You can be assured that everyone on this site is qualified to work online—they're not looking for jobs working in an office in the Philippines, (which is the case with many people you find in BestJobs.ph or on any other similar site). The people you find at OnlineJobs.ph are looking to work *online, for you*.

Also, note the fields shown above, on the left, under "Employer Skill Search." We decided not to let potential employees submit resumes, but rather to have them rate themselves on skills that we know employers are looking for.

So I'm going to show you how to use this. Let's change the top two fields under "Employer Skill Search" to "English" and "Writing":

The screenshot shows the OnlineJobs.ph website interface. At the top, there is a navigation bar with links: HOME, EMPLOYERS, JOBSEEKERS, HOW IT WORKS, CONTACT US, and DONE FOR YOU. The main content area is titled "Employer Skill Search" and contains several dropdown menus for filtering job searches. Two red arrows point to the "Category" and "Sub Category" dropdowns, which are currently set to "English" and "Writing" respectively. The "Skill Level" dropdown is set to "Any". The "Date" dropdown is set to "Any". The "Employment Type" dropdown is set to "Any". The "Monthly Salary" dropdown is set to "Any". There is also a "Key word" input field. The main content area features a large blue box with the text "FIND A REAL, ONLINE JOB!" and a yellow button labeled "Get Started Finding A Job Now".

OnlineJobs.ph: Filipinos getting online jobs with American companies.

SEARCH:

HOME EMPLOYERS JOBSEEKERS HOW IT WORKS CONTACT US DONE FOR YOU

Employer Skill Search

Category: English

Sub Category: Writing

Skill Level: Any

Date: Any

Employment Type: Any

Monthly Salary: Any

Key word:

FIND A REAL, ONLINE JOB!

OnlineJobs.ph: Filipinos getting online jobs with American companies.

At OnlineJobs.ph, we have partnered with thousands of **American, Australian, Singaporean, Canadian, UK and other English speaking** companies who are looking to hire Filipinos for full-time or part-time work.

We match up your skills with companies looking for your skillset.

Get Started Finding A Job Now

When we search for “English” and “Writing,” we see that over 36,000 results come up, of people who say they are skilled in both areas at some level:

[** Advanced Search **](#)

HOME EMPLOYERS **JOBSEEKERS** HOW IT WORKS CONTACT US **DONE FOR YOU**

Employer Skill Search

Category: English

Skill: Writing

Skill Level: Any

Date: Any

Employment Type: Any

Monthly Salary: Any

Keyword:

Search

[** Advanced Search **](#)

[** Jobseeker Videos **](#)

Job-Seekers

[Post your skills](#)

[Job Search](#)

36,713 results for **English: Writing - - Monthly Salary: or less**

[1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#) [8](#) [9](#) [10](#) [11](#) [12](#) [13](#) [14](#) [15](#) [16](#) [17](#) [18](#) [19](#) [20](#) [21](#) [22](#) [23](#) [24](#) [25](#) [26](#) [27](#) [28](#) [29](#) [30](#)

[LINK BUILDING.Article submitter ,social bookmarking.link builder.data entry anything that are related to SEO. link builder computer analyst computer encoder Data...](#)

Link Builder Computer Analyst Computer Encoder Data Entry I Can Do Article Submission, Social Book Marking, SEO Nuke Back Linking,...

Desired Salary: 8000 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 40+

Writing I've had some instruction

[Virtual Assistant/Webmaster](#)

Work Experience: Virtual Assistant / Webmaster

Desired Salary: 15750 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 40+

Writing I'm good at it

[I am seeking a Programmer or Programmer/Analyst position in the Information Technology field that includes application development, coding, testing, debugging....](#)

With More Than 1 Years Of Successful Experience In Programming Using C#, Visual Basic, Access, Excel, VB.net And SQL Server....

Notice the first person, who gave himself one star in “Writing” (on a scale of one to five), indicating, “I’ve had some instruction.” The next person gave himself three stars, indicating, “I’m good at it.”

Now as we scroll down, we see that this next person gives himself four stars in “Writing,” meaning, “I’m an expert.” Then the next several categories have two stars, two stars, three stars, four stars, and so forth:

Writing

I'm an expert



Virtual Assistant, Project Coordinator, Email Customer Service, Lead Generation, List Generation, Data Encoder and management, Researcher, Market Survey, Data Analyst,...

Virtual Assistant January 2010 - July 2011 -Wordpress Blog Management. -Article Submission To Directories, -PR Submission, -personal Assistant: Responding To...

Desired Salary: 15000 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 30+

Writing

I've done it a few times



Professional Graphics and Web Designer / Developer

Just Visit My Site Wwww[dot]jlastimosa[dot]com. Portfolio Speaks Louder Than Words. Cheers!

Desired Salary: 20000 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 40+

Writing

I've done it a few times



Virtual Assistant, Data Entry, Personal Assistant, Telemarketer, SEO, Blog Commenter

I Was Working As A Virtual Assistant For More Than A Year, With It I Do Backlinking, Spinning Articles, Posting...

Desired Salary: 20000 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 40+

Writing

I'm good at it



I would prefer content writing, creative writing and blogging.

I Am A Graduate Of AB English Course, An Experienced Content Writer For 2 Years And Also A Free Lance...

Desired Salary: 13000 PHP a month (1 USD = ~45 PHP)
Number of hours per week: 40+

Writing

I'm an expert



I would prefer content writing, review writing, creative writing and blogging.

I Am A Graduate Of AB English Course, An Experienced Content Writer For 2 Years And Also A Free Lance...

Now let's look more closely at some of these:

Employer Skill Search
Category
Any
Skill
Any
Skill Level
Any
Date
Any
Employment Type:
Any
Monthly Salary:
Any
Keyword


Search
[** Advanced Search **](#)
[** Jobseeker Videos **](#)

web content writer, viral video marketing, SEO video strategies, youtube video downloader and uploader, blog commentator, video and audio editor, keyword researcher, article writer,

Age: 24
Gender: Female
Desired Salary: 14000 PHP a month (1 USD = ~45 PHP)
Experience: 5 years in Journalism 3 years in video editing and audio editing as well
Education: College Graduate
Current Employment Status: Unemployed
Number of hours per week: 40+

Skill Summary

I am a graduate of Bachelor of Arts - Mass Communication. I have excellent command in English both written and oral. I can also do video editing with special effects. I have worked at a publishing company in our country for 3 years. I layout newsletters and magazines, create short films. I am good in photography. I can do Microsoft powerpoint, excel and word as well.



Please Upgrade to see the Contact Information for this resume

The lady on the screen above wrote: “Web content writer, viral video marketing, SEO video strategies, youtube video downloader and uploader, blog commentator. . . .” We see that she is good at doing video work and she wants 14,000 pesos a month, which comes out to \$325 per month for a college graduate, working 40 hours per week.

She goes on to say, “I’m a graduate of Bachelor of Arts, Mass Communication. I have excellent command of English, both written and oral.” So she has perfect English. As we scroll down more, here’s what we see:

General

■ Ability to solve problems quickly:	I'm good at it	
■ Attention to detail:	I've done it a few times	
■ Email:	I'm good at it	
■ Gathering information:	I've done it a few times	
■ Google Docs:	I've done it a few times	
■ Internet browsing:	I'm good at it	
■ Learning new skills rapidly:	I'm good at it	
■ MS Power Point:	I'm an expert	
■ MS Excel:	I've done it a few times	
■ MS Office:	I've done it a few times	
■ Typing Speed:	I've done it a few times	
■ Working at a fast pace:	I'm good at it	

General Experience:

None

English

■ Speaking:	I'm an expert	
■ Writing:	I'm the best in the world	















English Experience:

I have done a lot of article writing in the past few years. And I will be very willing to be of service to you and your company. I have been a journalist, web content writer, email marketer, blog commentator and any other writing talents.

We've asked the candidates to rate themselves in a number of categories, and she has given herself two, three, or four stars in different areas. We limit the number of things in which they can rate themselves highly, because we want to draw out their absolute best skills. Thus, people give themselves two or three stars in some areas, so that they can save four or five stars to truly indicate where their real strengths lie. In her case, she gives herself four stars and even five stars in various English skills, indicating, "I'm the best in the world."

Scrolling down some more, we see that she also has a lot of marketing skills, such as blogging, e-mail marketing, SEO, video and video editing—this is really good:

Marketing













■ Advertising:	I'm good at it	
■ Blogging:	I'm an expert	
■ Branding:	I've done it a few times	
■ Copywriting:	I'm good at it	
■ Email Marketing:	I'm the best in the world	
■ Google AdSense:	I've done it a few times	
■ Google AdWords:	I've done it a few times	
■ Google Webmaster:	No experience	
■ Recording Audio:	I've done it a few times	
■ Seo:	I'm an expert	
■ Telemarketing:	I've done it a few times	
■ Traffic Geyser:	No experience	
■ Video:	I'm an expert	
■ Video Editing:	I'm the best in the world	

Continuing down, we see that she's not a webmaster, although we do see below that she has some experience in graphics:

Webmaster Experience:

None

Graphics

■ Adobe after effects:	No experience	
■ Coreldraw:	No experience	
■ Css:	No experience	
■ Dreamweaver:	No experience	
■ Fireworks:	No experience	
■ Flash:	No experience	
■ Logo Design:	I've done it a few times	
■ Maya:	No experience	
■ Pagemaker:	I've done it a few times	
■ Photoshop:	I'm good at it	
■ Videography:	I've done it a few times	
■ Webpage Design:	I've done it a few times	

By the way, in the Philippines, every university requires all their students to take a class in PhotoShop, so many Filipinos think they are graphic designers, but they may not be highly-skilled. I once hired someone who said he had graphic design skills, but his work wasn't that good. And I'm not saying that you can't get good graphic design work done by Filipinos—you definitely can. In fact, one of my current Filipino employees designed this entire website,

doing all the graphics, logos, and layout; plus, my Filipino employees did all the back-in programming as well—so you can get amazing work done in this area, but be sure you see examples of their graphics work before you hire them for that skill.

Next, we see that she's not a programmer:

Programming

■ Ajax:	No experience	★ ★ ★ ★ ★
■ ASP.NET:	No experience	★ ★ ★ ★ ★
■ AutoCAD:	No experience	★ ★ ★ ★ ★
■ C#:	No experience	★ ★ ★ ★ ★
■ C++:	No experience	★ ★ ★ ★ ★
■ Coldfusion:	No experience	★ ★ ★ ★ ★
■ Database/Mysql:	No experience	★ ★ ★ ★ ★
■ Delphi:	No experience	★ ★ ★ ★ ★
■ Flex:	No experience	★ ★ ★ ★ ★
■ Java:	No experience	★ ★ ★ ★ ★
■ JQuery:	No experience	★ ★ ★ ★ ★
■ OpenGL:	No experience	★ ★ ★ ★ ★
■ Oracle:	No experience	★ ★ ★ ★ ★
■ Perl:	No experience	★ ★ ★ ★ ★
■ Php:	No experience	★ ★ ★ ★ ★
■ Python:	No experience	★ ★ ★ ★ ★
■ Ruby:	No experience	★ ★ ★ ★ ★
■ Visual Basic:	No experience	★ ★ ★ ★ ★

Now, before we look at another candidate, notice this option below, for doing an “Advanced Search.” This is what really makes OnlineJobs.ph different from all other sites:

Employer Skill Search

Category
Any

Skill
Any

Skill Level
Any

Date
Any

Employment Type:
Any

Monthly Salary:
Any

Keyword

Search

[** Advanced Search **](#)

[** Jobseeker Videos **](#)

Job-Seekers

[Post your skills](#)

[Job Search](#)

web content wirter, viral video marketing, SEO video strategies, youtube video downloader and uploader, blog commentator, video and audio editor, keyword researcher, article writer,

Age: 24
Gender: Female
Desired Salary: 14000 PHP a month (1 USD = ~45 PHP)
Experience: 5 years in Journlaism 3 years in video editing and audio editing as well
Education: College Graduate
Current Employment Status: Unemployed
Number of hours per week: 40+

Skill Summary
I am a graduate of Bachelor of Arts - Mass Communication. I have excellent command in English both written and oral. I can also do video editing with special effects. I have worked at a publishing company in our country for 3 years. I layout newsletters and magazines, create short films. I am good in photography. I can do Microsoft powerpoint, excel and word as well.

Skills
General

Please Upgrade to see the Contact Information for this resume

When you click on Advanced Search, you get the option of searching for multiple skills, all at the same time, and thus you can really zero in on the specific employee you want.

You do an Advanced Search by clicking on the pluses (+) in order to further expand each category:

Employer Skill Search

Category
Any

Skill
Any

Skill Level
Any

Date
Any

Employment Type:
Any


Monthly Salary:
Any

Keyword

Search

**** Advanced Search ****

**** Jobseeker Videos ****

 Job-Seekers
[Back to results](#)

Employers: Please note that the advanced skill search page works best when you only search for 2-3 skills at a time. And please remember that jobseekers are limited to how many skills they can mark in several of the rating scales. For example, a jobseeker can only mark 3 skills at the highest rating, "5". (6 skills at rating "4" and 10 skills at rating "3"). Thus, its strongly discouraged to using the "all of the following skills" option and marking several skills of rating "5".

Search for a jobseeker with specific skills and skill level.

☒ Search for a jobseeker with all of the following skills
☐ Search for a jobseeker with any of the following skills

[\[+\] General](#)

[\[+\] English](#)

[\[+\] Marketing](#)

[\[+\] Webmaster](#)

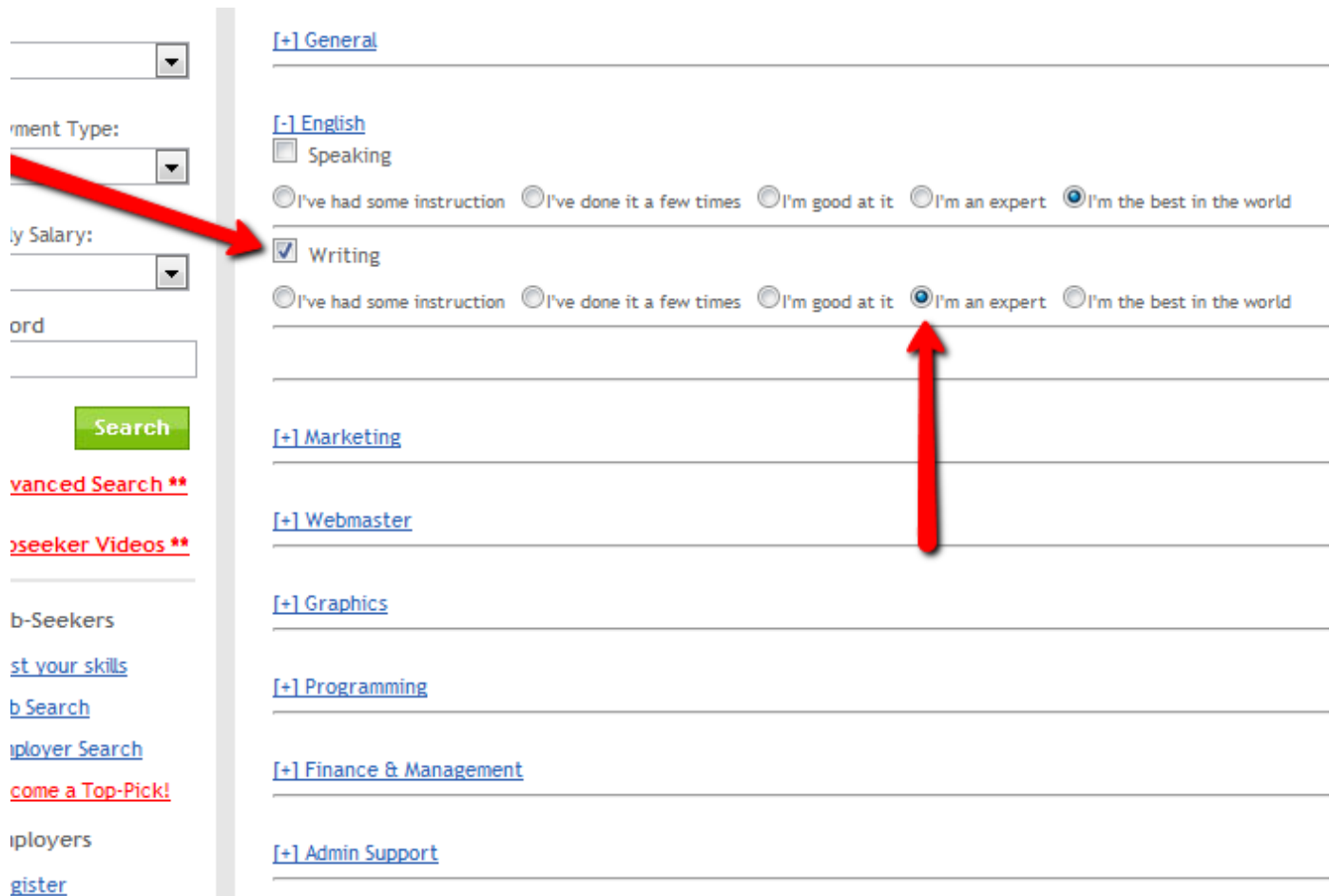
[\[+\] Graphics](#)

[\[+\] Programming](#)

[\[+\] Finance & Management](#)

[\[+\] Admin Support](#)

So below I have expanded “English,” under which I have checked “Writing.” I’m going to indicate that I want someone who says he or she is “expert” in writing:



The screenshot shows a job search filter interface. On the left is a sidebar with various filters: a dropdown menu, 'ment Type:' with a dropdown, 'ly Salary:' with a dropdown, 'ord' with a text input, a green 'Search' button, and several links including 'vanced Search **', 'seeker Videos **', 'b-Seekers', 'st your skills', 'b Search', 'mployer Search', 'come a Top-Pick!', 'mployers', and 'gister'. The main area on the right lists skill categories: '[+] General', '[-] English', '[+] Marketing', '[+] Webmaster', '[+] Graphics', '[+] Programming', '[+] Finance & Management', and '[+] Admin Support'. Under the '[-] English' category, there are two sections: 'Speaking' and 'Writing'. The 'Writing' section is checked with a blue square. Below 'Writing' are five radio button options: 'I've had some instruction', 'I've done it a few times', 'I'm good at it', 'I'm an expert', and 'I'm the best in the world'. The 'I'm an expert' option is selected. Two red arrows are present: one points from the 'ly Salary:' dropdown in the sidebar to the 'Writing' section, and another points from the 'I'm an expert' radio button to the right.

ment Type:

ly Salary:

ord

[Search](#)

[vanced Search **](#)

[seeker Videos **](#)

[b-Seekers](#)

[st your skills](#)

[b Search](#)

[mployer Search](#)

[come a Top-Pick!](#)

[mployers](#)

[gister](#)

[\[+\] General](#)

[\[-\] English](#)

☐ Speaking

☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☐ I'm an expert ☒ I'm the best in the world

☒ Writing

☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☒ I'm an expert ☐ I'm the best in the world

[\[+\] Marketing](#)

[\[+\] Webmaster](#)

[\[+\] Graphics](#)

[\[+\] Programming](#)

[\[+\] Finance & Management](#)

[\[+\] Admin Support](#)

In addition to being expert in writing, I want people who also say they are good (or better) in SEO:

The image shows a survey form with various skill categories. Red arrows highlight specific selections: one points to the 'Writing' checkbox, another to the 'I'm an expert' radio button for 'Writing', a third to the 'I'm good at it' radio button for 'Seo', and a fourth to the 'Seo' checkbox.

Category	Sub-category	I've had some instruction	I've done it a few times	I'm good at it	I'm an expert	I'm the best in the world
[-] English	Speaking	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Writing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>
[-] Marketing	Advertising	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Blogging	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Branding	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Copywriting	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Email Marketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Google AdSense	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Google AdWords	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Google Webmaster	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Recording Audio	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
	Seo	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>
Telemarketing	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	

Additionally, I want these people to be “good” or better at Wordpress:

The image shows a survey form with a list of skills. Each skill has a checkbox to select it and a row of five radio buttons to indicate proficiency. A red arrow points to the 'Webmaster' link at the top. Another red arrow points to the 'Wordpress' checkbox, which is checked. A third red arrow points to the 'I'm good at it' radio button for Wordpress.

Skill	Selected	I've had some instruction	I've done it a few times	I'm good at it	I'm an expert	I'm the best in the world
[-] Webmaster	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Autoresponders	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Backing up mysql database	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Drupal	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Ftp	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Google analytics	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Html	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Joomla	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Managing Servers	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Microsoft Excel	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
Web Pages	<input type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>
<input checked="" type="checkbox"/> Wordpress	<input checked="" type="checkbox"/>	<input type="radio"/>	<input type="radio"/>	<input checked="" type="radio"/>	<input type="radio"/>	<input type="radio"/>

And, as we scroll down, we see that you can also choose several other filters, such as “With Picture,” “With Government ID,” “Employment Type,” “Monthly Salary,” and so forth:

[\[+\] Finance & Management](#)

[\[+\] Admin Support](#)

☐ With Picture
☐ With Government ID
Employment Type:
Monthly Salary:
Date:
Keyword:

Search

After clicking on “Search,” we get 136 results of people who have said they are “expert” or better in English writing, and that they are “good” or better at SEO and Wordpress:

136 Results for Jobseekers with ALL the following Criteria

Writing:I'm an expert, Seo:I'm good at it, Wordpress:I'm good at it

[1](#) [2](#) [3](#) [4](#) [5](#) [6](#) [7](#)

[Web Developer, Search Engine Optimization, Voice Transcribing, Encoding, English tutor, Article Writer](#)

I Have Been Working For A Couple Of Years In My Parents Internet Shop. Managing The Shop And Assisting

Desired Salary: 9000 PHP per month (1 USD = ~45 PHP)

Desired Employment Type:

Number of hours per week: 40+

[SEnuke Expert | SEO Specialist | Keyword Research | Wordpress Developer | Link Building | BackLinks | Web Submission | Blog Commenting...](#)

I'm Able To Provide Quality And Top-notch Services To Individual Who Do Not Have Enough Time To Make T

Desired Salary: 18000 PHP per month (1 USD = ~45 PHP)

Desired Employment Type:

Number of hours per week: 40+

[Web content writter, viral video marketing, SEO video strategies, youtube video downloader and uploader, commentator, video and audio editor,...](#)

I Am A Graduate Of Bachelor Of Arts - Mass Communication. I Have Excellent Command In English Both Wr

Desired Salary: 14000 PHP per month (1 USD = ~45 PHP)

Desired Employment Type:

Number of hours per week: 40+

[I want to apply for a full time job in link building and social bookmarking and any other SEO stuff....](#)

I've Been Working As A Full Time Internet Marketing Staff For Almost 2 Years Before I Resigned And Decid

Desired Salary: 10000 PHP per month (1 USD = ~45 PHP)

Desired Employment Type: Part time

Number of hours per week: 40+

And we can look above and see how much money they want to make: 9,000 pesos; 18,000; 14,000; 10,000 (and again, 10,000 pesos is only US \$232 per month).

Now we'll look more closely at one of these candidates:

Web Marketing Project Manager ++



**Webmaster / Wordpress / SEO Expert /
Keyword Research / Market Research /
VA / Executive Assistant / General
Researcher / Branding / Blogger /
Backlinker / Graphic Designer /
Producer / Copywriter**

Please Upgrade to see
the Contact Information
for this resume

—
Age: 23

Gender: Male

Desired Salary: 21000 PHP a month (1 USD = ~45 PHP)

Experience: Web Marketing, SEO, SEM

Education: Bachelor Degree in Nursing; Trained Medical Transcriptionist

Current Employment Status: Unemployed

Number of hours per week: 40+

Skill Summary

My extensive knowledge with search engine marketing and optimization is more than useful in my functions as a project manager. I am able to effectively assess projects, its level of importance and difficulty, foresee problems before it occurs and proactively respond to them, and most importantly delegate tasks to members who I feel would be most fitting to function to the best of their potential. That said, I could better describe myself as a leader and not merely a manager.

This person says he is a “*Web Marketing Projector Manager.*” It can be difficult to find a project manager, but look at all the things he’s listed: “*Webmaster / Wordpress / SEO Expert / Keyword Research / Market Research / VA / Executive Assistant / General Researcher. . .*” That’s a lot of skills. He also says he is age 23, male, and desires 21,000 pesos per month—that’s a lot

by Filipino standards— \$488 per month—but you can see in his Skill Summary that he’s done a lot of writing and it looks like he’s quite talented:

Skill Summary

My extensive knowledge with search engine marketing and optimization is more than useful in my functions as a project manager. I am able to effectively assess projects, its level of importance and difficulty, foresee problems before it occurs and proactively respond to them, and most importantly delegate tasks to members who I feel would be most fitting to function to the best of their potential. That said, I could better describe myself as a leader and not merely a manager.

I started as a content writer back in 2008. I trained myself to develop websites and blogs. I loved my work as a content writer and creating blog networks. I later turned my new skills and abilities and applied them into marketing. As a professional who started in the development of website fundamentals, I have a better understanding of how important marketing is. I am familiar and fairly effective with most of the internet marketing strategies - from SEO, SEM, and Social Media.


My technical know-how and managerial skills would be two of my best assets as a better candidate in the Project Manager position.

As a project manager, I mostly handled accounts that were time-sensitive and quality-oriented content writing and search engine marketing in nature. I function as editor for my content writing team. My team of 6 writers all worked/works for me on a part-time basis. Each had unique time of availability and level of expertise. My responsibilities were to make sure that despite different schedules of my writers, we would deliver our product right on time.

I owe my spearheading skills to my education and in my real-world experience as a local event organizer. I have well-developed communication skills in gaining clients' rapport; on the other hand, I also communicate and work well alongside my team members. I am a registered nurse. My background as a nurse has groomed my ability to professionally relate to people of different walks of life. Understanding of human psychology and business management serves as bedrocks of my managerial career.

Skills



General

■ Ability to solve problems quickly:	I'm good at it	
■ Attention to detail:	I'm the best in the world	
■ Email:	I've done it a few times	
■ Gathering information:	I'm good at it	

We also see above that he’s rated himself highly in “Attention to detail,” which is very important for a project manager.

As we scroll down again, we see that he's rated himself very high in English. By the way, looking a little further down, when you see someone who rates himself or herself at only two stars in certain areas (as he does here), you shouldn't take that to mean that they have sufficient skills in those areas. Instead, look for people with three, four, or five stars in the skills you need. For example, this guy gives himself five stars in SEO, so he is probably very talented in this:














English

- | | | |
|-------------|---------------------------|---|
| ■ Speaking: | I'm the best in the world |  |
| ■ Writing: | I'm an expert |  |

English Experience:












None

Marketing

- | | | |
|---------------------|---------------------------|---|
| ■ Advertising: | I've done it a few times |  |
| ■ Blogging: | I've done it a few times |  |
| ■ Branding: | I've done it a few times |  |
| ■ Copywriting: | I've done it a few times |  |
| ■ Email Marketing: | I've done it a few times |  |
| ■ Google AdSense: | I've done it a few times |  |
| ■ Google AdWords: | I've done it a few times |  |
| ■ Google Webmaster: | I'm good at it |  |
| ■ Recording Audio: | No experience |  |
| ■ Seo: | I'm the best in the world |  |
| ■ Telemarketing: | No experience |  |
| ■ Traffic Geyser: | I've done it a few times |  |
| ■ Video: | I'm good at it |  |

Scrolling down again, we see that he is really good in Google analytics, Web pages, and Wordpress, but he's probably not very good at graphics:

Webmaster

■ Autoresponders:	I've done it a few times	
■ Backing up mysql database:	No experience	
■ Drupal:	No experience	
■ Ftp:	I'm good at it	
■ Google analytics:	I'm an expert	
■ Html:	I've done it a few times	
■ Joomla:	No experience	
■ Managing Servers:	No experience	
■ Microsoft Excel:	I'm good at it	
■ Web Pages:	I'm an expert	
■ Wordpress:	I'm an expert	

Webmaster Experience:

None

Graphics








■ Adobe after effects:	I'm good at it	
■ Coreldraw:	I've had some instruction	
■ Css:	I've had some instruction	
■ Dreamweaver:	I've had some instruction	
■ Fireworks:	I've had some instruction	
■ Flash:	I've had some instruction	
■ Logo Design:	I'm good at it	
■ Maya:	No experience	

Now, in Finance and Management Experience, he writes, *“My ‘ideal’ day as a project manager/workforce analyst starts early, even before starting work. . . .”* He looks like he’s really good at project management:

Finance & Management Experience:

My “ideal” day as a project manager/workforce analyst starts early even before starting work. I exercise and enjoy breakfast every day. I then turn into my organization tools such as the primitive whiteboard, pen and paper. I value communication with the team or superiors as highly important. When things are in place and touch-base with the rest of the team is successful, I start to work down my checklist. Delegation of tasks efficiently is the key. I would make sure that each team member is working on the expected task. The whole process of workforce management is comparable to orchestrating a band. Each team member has different assets and capabilities. It is my utmost responsibility that the team would function in synergy while complementing each other to produce a sound product. I could declare that the day would be “ideal” if my team have completed pre-scheduled milestones and efficiently solved problems that have surfaced.

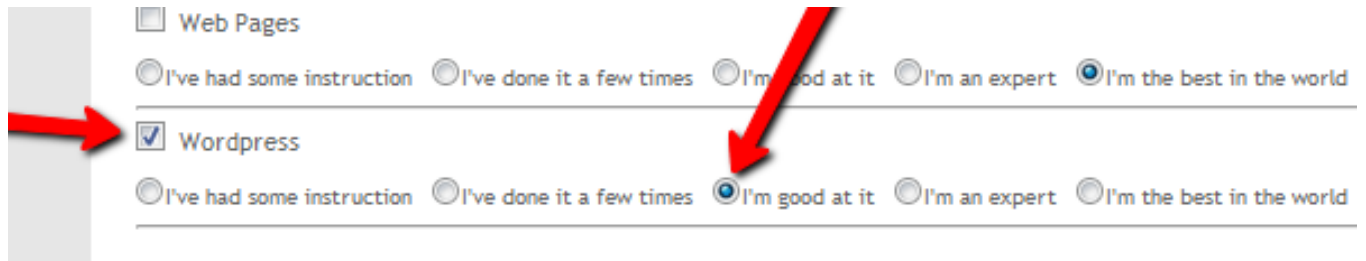
Admin Support

▪ Customer Support:	I've done it a few times	
▪ Data Entry:	I've done it a few times	
▪ Event Planner:	I've had some instruction	
▪ Medical Transcription:	I've done it a few times	
▪ Research:	I'm good at it	
▪ Telephone Handling:	I've done it a few times	
▪ Time Management:	I'm an expert	
▪ Travel Planning:	I've had some instruction	

Now we'll go back to the Advanced Search screen, where we'll do another search. I have a Filipino employee who is both a designer and a programmer, and I cannot express how great an effect he has had on my business; it's been amazing to have someone with those skills. So, let's see who we can find with those same skills, which can be difficult to find, even in the Philippines or anywhere else in the world. So I'm going to do a search now for Webmaster, Graphics, and Programming. Again, we start by clicking on the pluses (+) to expand each of these areas:



We're looking for someone who says he or she is "good" at Wordpress:



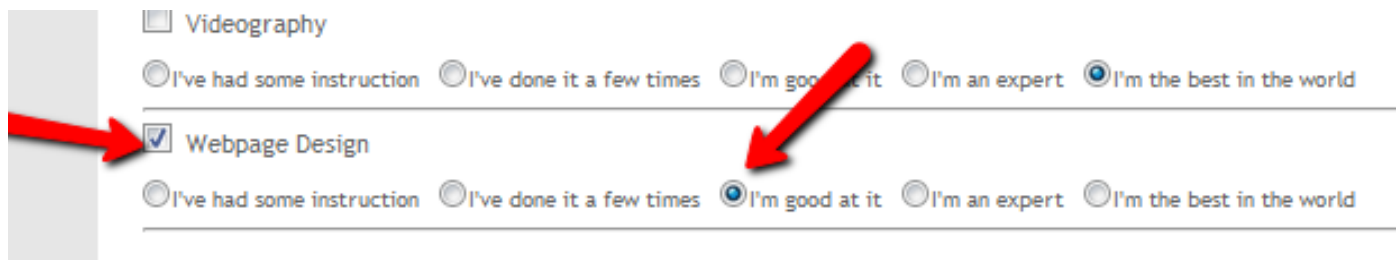
☐ Web Pages

☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☐ I'm an expert ☒ I'm the best in the world

☒ Wordpress

☐ I've had some instruction ☐ I've done it a few times ☒ I'm good at it ☐ I'm an expert ☐ I'm the best in the world

And also says he or she is "good" at web page design:



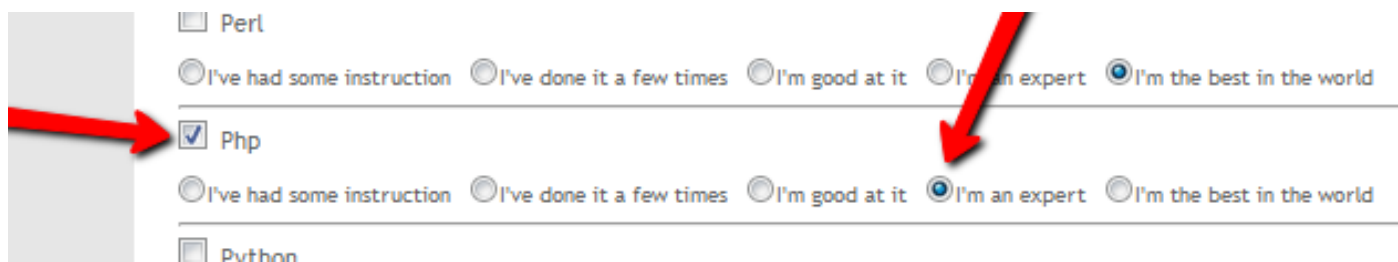
☐ Videography

☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☐ I'm an expert ☒ I'm the best in the world

☒ Webpage Design

☐ I've had some instruction ☐ I've done it a few times ☒ I'm good at it ☐ I'm an expert ☐ I'm the best in the world

And finally, is also "expert" in PHP:



☐ Perl

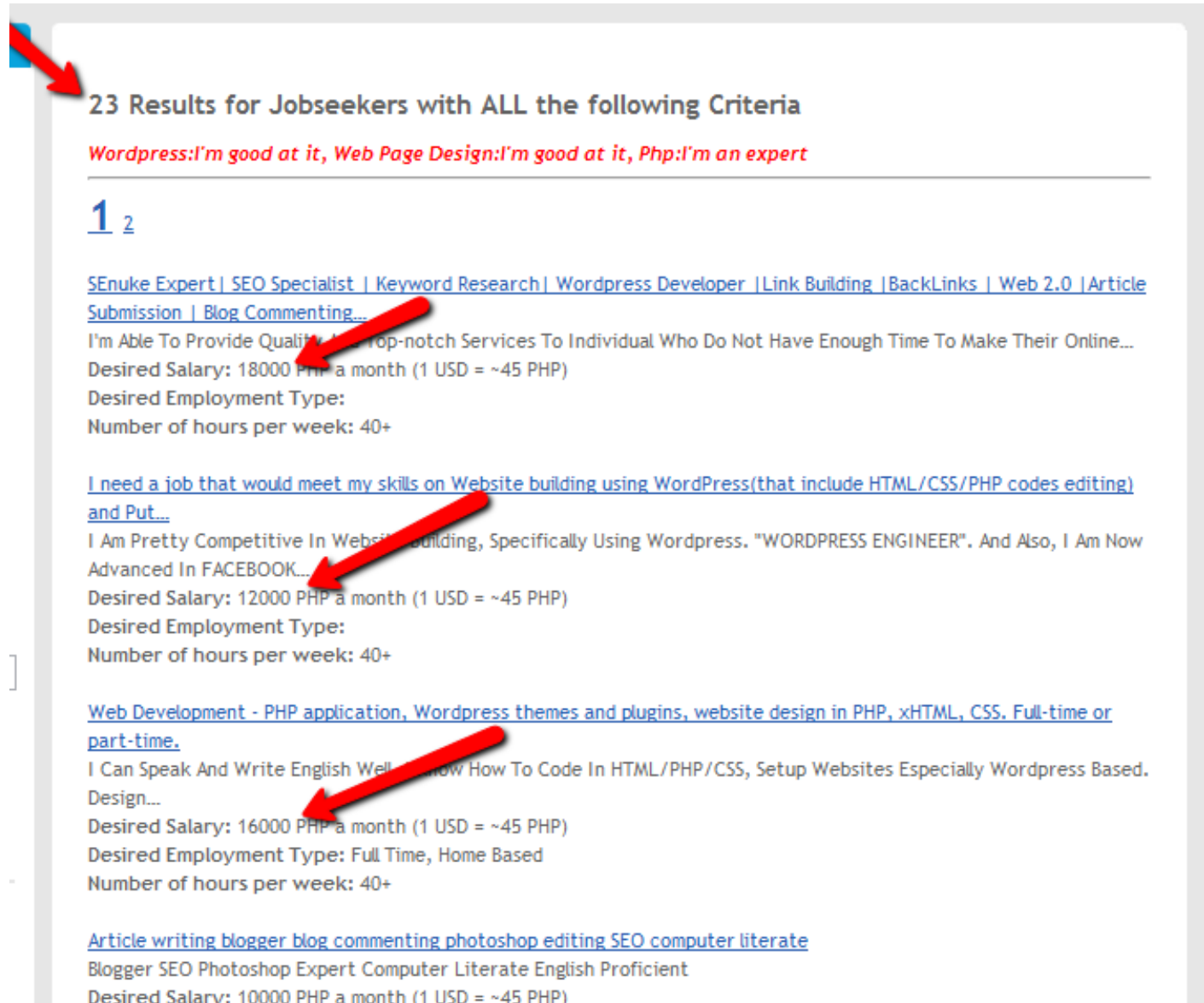
☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☐ I'm an expert ☒ I'm the best in the world

☒ Php

☐ I've had some instruction ☐ I've done it a few times ☐ I'm good at it ☒ I'm an expert ☐ I'm the best in the world

☐ Python

We see that in OnlineJobs.ph there are 23 people who say they have all those qualifications, and that is difficult to find anywhere in the world:



23 Results for Jobseekers with ALL the following Criteria
Wordpress:I'm good at it, Web Page Design:I'm good at it, Php:I'm an expert

1 2

SEnuke Expert | SEO Specialist | Keyword Research | Wordpress Developer | Link Building | BackLinks | Web 2.0 | Article Submission | Blog Commenting...
I'm Able To Provide Quality & Top-notch Services To Individual Who Do Not Have Enough Time To Make Their Online...
Desired Salary: 18000 PHP a month (1 USD = ~45 PHP)
Desired Employment Type:
Number of hours per week: 40+

I need a job that would meet my skills on Website building using WordPress(that include HTML/CSS/PHP codes editing) and Put...
I Am Pretty Competitive In Website building, Specifically Using Wordpress. "WORDPRESS ENGINEER". And Also, I Am Now Advanced In FACEBOOK...
Desired Salary: 12000 PHP a month (1 USD = ~45 PHP)
Desired Employment Type:
Number of hours per week: 40+

Web Development - PHP application, Wordpress themes and plugins, website design in PHP, xHTML, CSS. Full-time or part-time.
I Can Speak And Write English Well. I Know How To Code In HTML/PHP/CSS, Setup Websites Especially Wordpress Based. Design...
Desired Salary: 16000 PHP a month (1 USD = ~45 PHP)
Desired Employment Type: Full Time, Home Based
Number of hours per week: 40+

Article writing blogger blog commenting photoshop editing SEO computer literate
Blogger SEO Photoshop Expert Computer Literate English Proficient
Desired Salary: 10000 PHP a month (1 USD = ~45 PHP)

And how much money do they want to make? The first three indicate 18,000 pesos a month, 12,000 per month, and 16,000 per month—that's between US \$300 and \$400 dollars a month, for a full-time person!

By the way, you see the guy at the bottom of the above slide, who is asking for 10,000 pesos per month—I don't think you're going to find someone who's really good at PHP for the \$220 per month he's asking. So be aware that if someone declares that their skills are really good, but they're asking for too little pay, they probably aren't quite as qualified as they say.

Now let's take a closer look at one of these:

4 years solid experience in Web Designing/Developing, Wordpress Expert

Age: 27
Gender: Male
Desired Salary: 16000 PHP a month (1 USD = ~45 PHP)
Experience: 4 years solid experience as Web Designer/ Web Developer
Education: Bachelor of Science in Computer Science
Current Employment Status: Unemployed
Number of hours per week: 40+

Skill Summary

Content Management System - WORDPRESS and JOOMLA,
Programming Languages - CSS (Cascading Style Sheet), Macromedia Flash, C/C++, JAVA Programming, Oracle 8i/9i / SQL, UNIX,













Please Upgrade to see the Contact Information for this resume

He says, “4 years solid experience in web design/developing, Wordpress Expert;” 16,000 pesos a month—that’s about \$370 per month—He has a bachelor’s degree in computer science; he’s currently unemployed, and he wants to work 40 hours a week.

So now let's look at his skills. Under "General" skills, he gives himself two stars in most things, so you wouldn't be hiring him to be a virtual assistant, nor would you hire him because of his English, although he does give himself three stars in speaking and writing English:

Skills

General

■ Ability to solve problems quickly:	I'm good at it	
■ Attention to detail:	I've done it a few times	
■ Email:	I've done it a few times	
■ Gathering information:	I've done it a few times	
■ Google Docs:	I've done it a few times	
■ Internet browsing:	I've done it a few times	
■ Learning new skills rapidly:	I've done it a few times	
■ MS Power Point:	I've done it a few times	
■ MS Excel:	I've done it a few times	
■ MS Office:	I've done it a few times	
■ Typing Speed:	I've done it a few times	
■ Working at a fast pace:	I've done it a few times	

General Experience:















Can work on a face phase project, able to meet all deadline stuff

English

■ Speaking:	I'm good at it	
■ Writing:	I'm good at it	

Nor would you hire him to be a marketing person, as you see below:

Marketing












■ Advertising:	I've done it a few times	
■ Blogging:	I've done it a few times	
■ Branding:	I've done it a few times	
■ Copywriting:	I've had some instruction	
■ Email Marketing:	I'm good at it	
■ Google AdSense:	I've done it a few times	
■ Google AdWords:	I've done it a few times	
■ Google Webmaster:	I've done it a few times	
■ Recording Audio:	I've done it a few times	
■ Seo:	I'm good at it	
■ Telemarketing:	I've done it a few times	
■ Traffic Geyser:	I've done it a few times	
■ Video:	I've done it a few times	
■ Video Editing:	I've had some instruction	

Marketing Experience:

Can work on all marketing stuff, such as creating Email Promotion, Email Campaign, Opt-in pages

But what we're looking for here is a technical person, and below we see that in html, he indicates five stars, "best in the world." For web pages, four stars; Wordpress, five stars; CSS and Dreamweaver (which is what some people use to build websites), four stars. So we see that this guy is really talented:

Webmaster

■ Autoresponders:	I'm good at it	
■ Backing up mysql database:	I've done it a few times	
■ Drupal:	I've done it a few times	
■ Ftp:	I'm good at it	
■ Google analytics:	I've done it a few times	
■ Html:	I'm the best in the world	
■ Joomla:	I'm an expert	
■ Managing Servers:	I've done it a few times	
■ Microsoft Excel:	I've done it a few times	
■ Web Pages:	I'm an expert	
■ Wordpress:	I'm the best in the world	



Webmaster Experience:

4 years Solid experience in Web Designing/Developing

Graphics

■ Adobe after effects:	I've done it a few times	
■ Coreldraw:	I'm good at it	
■ Css:	I'm an expert	
■ Dreamweaver:	I'm an expert	
■ Fireworks:	I've done it a few times	
■ Flash:	I'm good at it	
■ Logo Design:	I'm good at it	

















Under “Webpage Design,” he puts five stars; PHP, four stars:

■ Videography:	I've done it a few times	
■ Webpage Design:	I'm the best in the world	

Graphics Experience:

3years Solid experience in graphic works, use Photoshop CS3, Illustrator CS3 and Corel Draw

Programming

■ Ajax:	I've done it a few times	
■ ASP.NET:	I've had some instruction	
■ AutoCAD:	I've had some instruction	
■ C#:	N/A	
■ C++:	I've done it a few times	
■ Coldfusion:	I've done it a few times	
■ Database/Mysql:	I've done it a few times	
■ Delphi:	I've had some instruction	
■ Flex:	I've had some instruction	
■ Java:	I've done it a few times	
■ JQuery:	I've had some instruction	
■ OpenGL:	I've done it a few times	
■ Oracle:	I've done it a few times	
■ Perl:	I've had some instruction	
■ Php:	I'm an expert	
■ Python:	I've had some instruction	

Above that, you see that he only gives himself one or two stars in most of these other areas, and again, you wouldn't want to hire someone for a skill that's only rated at one or two stars.

So now we'll see how to get in contact with this person—and again, he's only asking to be paid \$370 a month, so he's very affordable. You click on the box below that says “Please Upgrade to see the Contact Information for this resume”:

4 years solid experience in Web Designing/Developing, Wordpress Expert

Age: 27

Gender: Male


Desired Salary: 16000 PHP a month (1 USD = ~45 PHP)

Experience: 4 years solid experience as Web Designer/ Web Developer

Education: Bachelor of Science in Computer Science

Current Employment Status: Unemployed

Number of hours per week: 40+



Please Upgrade to see the Contact Information for this resume

Skill Summary

Content Management System - WORDPRESS and JOOMLA,

Programming Languages - CSS (Cascading Style Sheet), Macromedia Flash, C/C++, JAVA Programming, Oracle 8i/9i / SQL, UNIX,

Graphic Tool - Adobe Photoshop CS3, Adobe ImageReady CS2, Adobe Illustrator CS3, Corel Draw 11,

EMAIL Marketing Tool - Google Adwords (Affiliate Marketing), Aweber & Jvlistpro (Email Autoresponders),

Operating System - Windows 7,

Hardware - Basic Hardware Troubleshooting, Dual Monitor Knowledge

Clicking on that blue box brings up the following screen:

The screenshot displays the OnlineJobs.ph website interface. At the top, the logo "OnlineJobs" is accompanied by the tagline "Filipinos getting online jobs with International companies." Navigation links for "Employer" and "Jobseeker" are present, along with "Home" and "Log-in" options. A search bar and a link to "Advanced Search" are also visible. The main navigation menu includes "HOME", "EMPLOYERS", "JOBSEEKERS", "HOW IT WORKS", "CONTACT US", and "DONE FOR YOU". On the left, the "Employer Skill Search" sidebar contains filters for Category, Skill, Skill Level, Date, Employment Type, Monthly Salary, and Keyword, with a "Search" button. The central content area features a prominent red heading "Sign me up for Onlinejobs.ph right now!" followed by instructions about account creation. A "PayPal VERIFIED" badge is shown. Below this, a red message states "You are not logged into any account, so a new account will be created". Three subscription options are listed: a monthly plan for \$49, a 3-month plan for \$105 (30% off), and a yearly plan for \$299 (50% off). Each option includes a "Subscribe" button and logos for accepted payment methods (MasterCard, VISA, American Express, Discover, and BANK). A note at the bottom explains that recurring subscriptions can be canceled in the PayPal account after sign-up.

OnlineJobs.ph Monthly Recurring Subscription for \$49

OnlineJobs.ph 3 Month Recurring Subscription for \$105
Save 30%

OnlineJobs.ph Yearly Recurring Subscription for \$299
Most People Choose This Option
Save 50%

If you do not want a recurring subscription, then it can be immediately canceled in your paypal account after signup.

A subscription to OnlineJobs.ph is \$49 per month, but there are a couple of discount plans you can get—AND—a little further on I’m going to tell you how you can get it *for free*.

Here's another testimonial:

I create and monetize internet businesses (with a specialty in SEO) and thanks to ReplaceMyself, now have 12 Filipinos working for me and am making close to a million/yr in sales on my primary business, while getting 3 startups/fledgling businesses off the ground. *Best regards,*
Hayden Miyamoto

Here's a success story from Kirt Christensen. To watch it, click on:

<http://www.replacemyself.com/kirt-christensen-success-story>



[Kirt Christensen's statement]

Hello, my name's Kirt Christensen and I'm from Spokane Valley, Washington. I'd like to thank you, John Jonas, for making this information available on this call. I want to tell you, it has literally changed my business life. Since acquiring this information I've gone ahead and gotten two full-time employees in the Philippines. That has put an extra \$35,000 profit into my bank account this year, and I'm working far less hours. So thank you! If you're anything like me, watching this, you need to take action on the information that John teaches. It will literally make the difference between success and failure in your online business. Thanks.

CHAPTER 7: HOW TO WORK WITH YOUR FILIPINO

At this point I hope that you feel confident that with OnlineJobs you can find the people you need to help your business succeed and to free up your time for other things.

It's now time to show you how to proceed, once you hire your employee. I have 22 "Hiring Tips" that will help you train and work well with your Filipino employees. Here are the first two:

1. Daily Email

2. Difficult First Task

1. Daily E-mail Message

This is my number one tip. I require all my employees to send me an e-mail message every day. I have them answer three things:

- 1) *What did you do today?*
- 2) *What problems did you run into?*
- 3) *What can I do to help you?*

First, this daily e-mail message holds my employees accountable to me. If they don't work on a particular day, they will have a difficult time telling me what they did. And even if they weren't able to accomplish a lot or finish anything on a certain day, I still want the daily e-mail, which leads to the second thing they're supposed to address, which is "*What problems did you run into?*" If they've run into a problem, I want to know about it, so that I can help them.

Additionally, the daily e-mail allows me to feel settled about my employees and thus focus on more important things, such as sales and marketing—the things that actually make money in a business. Through the e-mails, I know that the smaller details, such as article-writing, directory-submissions, changing one little thing on my website, and so forth, are being taken care of. I have learned that when I’m the one who is focusing on those smaller, yet still important details, it becomes more difficult for me to focus on ways to make money. But this way, when the e-mails from my employees come to my inbox (or when I choose to look at them), I can just think about them for five minutes, give them feedback or training or whatever may be needed, and then I don’t have to think about those things again until the next day, and I can go on doing the more important things in my business.

2. Difficult First Task—Solves the #1 Problem in Working with Filipinos

This helps solve or prevent problems, especially one special challenge that sometimes occurs with Filipinos. Here’s what was happening with me: As I was hiring people, I found that some of them simply “disappeared.” They would do really great work for a week or two, but then I’d never hear from them again. This was frustrating because I was hiring and training them and getting good work from them, but they would suddenly disappear. So I began giving my new employees a difficult first task, in order to weed out the ones who couldn’t handle the work—I wanted to know who was going to stick with it.

So here is the difficult first task I usually give them: I buy a domain and I send them access to the domain and to my hosting account, and I tell them, *“For your first task, I want you to set up this domain on my hosting account; I want you to set up WordPress on the domain; I want you to change the theme; and I want you to write a post and a page.”* Those are all hard things to do, and if they can do it all, then I learn a lot about them. For example, I know that they know how to Google; that they can figure things out; that they understand html and WordPress, FTP, uploading and hosting, Mysql, and how

well they can write. Also, the “difficult first task” allows me to set expectations for them.

Again, this is the Number One problem in working with Filipinos.

I didn't know this at first, but I have learned that Filipinos often feel embarrassed about things. They are humble people and can sometimes feel like they're not good enough or that the work they're doing is not going to be adequate, and that consequently they will lose their job. They're afraid they won't qualify. They're also very non-confrontational. This is what led to some of them disappearing after I had given them an assignment they couldn't do. *They sometimes simply disappear because they don't know how to do something, or they don't understand something, or they fear they're not going to do it the right way. You can prevent this with proper training.* Remember, they look up to you and they don't want to disappoint you, so instead of saying “yes” to what you've asked them to do, they sometimes say nothing, because they don't want to upset you, and that's when they disappear.

Filipinos would rather disappear and lose their job, than confront you with a problem they have. So, when you find someone not communicating with you, you NEED to seek out their problem and help them solve it. DON'T JUST FIRE THEM! They really want the job. If they're not working, it's because they need some direction or instructions.

So when I give them their difficult first task, I say, *“I'm giving you a difficult first task. I know that it's difficult and that you may not know how to do it. I know that it may scare you and make you feel that you're not going to be good enough and that I won't like you and will then fire you. So here's what I want you to do: First, I want you to try. See if you can figure it out. Google it; find a tutorial; talk to your friends and see what they know and ask if they can help you. But when you get stuck on something and you feel that you're just not making progress, I want you to ask me for help. I know you're going to get stuck at some point, and I'm expecting you to come to me for help. I usually know how to solve the problem and how to help you, and if I don't know how, I can find somebody who does. So again, when you get stuck on something, I need you to*

come to me and ask for help. I expect this to be a long-term working relationship, and I want this to work out. I'm here to help you."

I have found that as you correctly set these expectations, it does a great deal to prevent losing somebody who can actually be a good employee for you. A while back my brother texted me about this very issue. He has three people working for him. One day he sent me a text message and said, *"John, my guy disappeared. What do I do?"* So I explained to him that he probably became embarrassed because he ran into a problem he couldn't solve. I told him, *"E-mail him and see if you can find out what his problem is."* About a week later my brother called me and said, *"John, you were right. He was embarrassed because he got stuck on a problem and didn't know what to do. Before this, he was doing such good work for me, and then suddenly I wasn't hearing from him. So I figured out what the problem was, spent about five minutes solving it for him, and now he's back to doing great work for me!"*

The difficult first task lets me set the right expectations with them to prevent them from disappearing.

3. Low starting wage

4. Raise the wage quickly

5. Give Bonuses for good work.

3. Low Starting Wage

I have a low starting wage, but I raise it quickly, if things are working out.

4. Raise the Wage Quickly

Remember the guidelines I gave previously regarding monthly salaries.

5. Give Bonuses for Good Work

Let me tell you about one of my employees. A while back I gave him the task of doing article-marketing for me. I wanted him to write articles and submit them, in order to get content out there and to get links to our website. I gave him some pretty specific instructions, which is what you should always do. I taught him how to write the articles, how to submit them, which websites to use, how often to do it, why we were doing this, and some other specifics. Then I let him go to work. I don't know exactly what happened next, because although I was getting the daily e-mails from him, he wasn't talking about article-marketing, and I suspected that it was because he was a little embarrassed about what he'd done. So after some time, I sent him an e-mail message and asked, *"Hey, what's going on with article-marketing? Are you still doing it? I know it can be super effective, and our website is going very well right now, but you haven't said anything about it."*

Here is his reply: *"Yes Sir, I'm still doing article-marketing, but after I had done it a couple times in the way you told me, I then did some research and I figured out that if I do this and that, instead of what you said, and that if I do it with such-and-such frequency, instead of what you told me to do, and that if I use these websites, in addition to what you told me to use, it is way more effective. I hope that's OK with you, Sir."*

What do you say to that? If my boss had given me some very specific instructions, there's no chance I would go above and beyond and try to do things more effectively for him, but this is what he did. I've since come to realize that this is a normal experience with Filipinos—you'll see this kind of thing all the time with your employees; they will go above and beyond,

because they want to keep their jobs. So that month I sent him an extra \$50 dollars and he was thrilled. So, give them bonuses for doing good work.

6. Network

7. Let them figure stuff out

6. Network

Once you've hired one person and you're ready to hire a second employee, ask your first employee who they know that you can hire. To find another employee for you will take them about three weeks. I don't know why it takes them that long, but I've seen it quite a few times. I suspect it's because they want to make sure that this second person is really good, because they feel that their reputation is on the line.

7. Let Them Figure Things Out

I've already said that you need to teach and train your employees, but there comes a point when you want them to start figuring things out on their own. This may take some time for you to get used to it, but once you have trained them and they are doing more and more for you, they'll be able to start figuring things out and you can begin to step away more from certain parts of your business.

BUT YOU CAN'T DO THIS IN THE BEGINNING! If you do, you'll scare them away and they'll disappear. In the beginning, you **MUST** train the people you hire (unless it's a programmer or a graphic designer).

8. Use Jing!

8. Use Jing!

Jing is a complete game-changer for me. I use it to show my employees what I want them to do. It is free screen-capturing/screen-recording software, made by Camtasia.

To install it, go to <http://www.techsmith.com/download/jing/>

Jing sits open on your desktop, and you just click on it, drag the lines out, click “*Capture*,” and Jing captures the image and you can then annotate it by adding text, such as “*I like this*,” “*Move this here*,” and so forth.

This is how I run my business; it’s how I give feedback to people. I create arrows, highlighting, and so forth, to show my employees exactly what I want. When it’s ready, I click “*Upload*” and then Jing uploads it to a server and puts the URL into my clipboard, then all I have to do is click “*Paste*” to put it into an e-mail message. The image is right there, online, immediately available, with no uploading and no FTP, and it’s all done.

Additionally—and this is how we built OnlineJobs—you can use Jing to make a video; it captures my screen and records my voice. You simply click on “*Capture a video*” and use the arrow to point at things while you’re talking. I usually say something like, “*Hey, I really like what you’ve done here, but I’d like to have this ‘Employer Skill Search’ on the right side. And, this ‘Advanced Search’ is kind of messed up, as you can see here . . . there’s a problem here, so please fix that*,” and so forth.

Then, when I’m done talking, I click on “*Stop*,” then “*Upload*” and Jing uploads the video I just made to a server and puts the URL in my clipboard, and now all I have to do is click “*Paste*” and it’s done—it’s online immediately; there’s no rendering, no uploading, no URLs, no files; nothing—it just works. And, you can review the video to be sure it’s what you want.

So with Jing my employees know *exactly* what I want done and how to do it. And again, it's free! You can also find it by going to techsmith.com/jing. It's amazing that people give away this kind of stuff for free. I know some of you are thinking, "*Oh, I have ScreenFlow*" or "*I have Camtasia*," but Jing is so much easier and faster than anything else I've seen. It will literally change the way you work with people. I use it every day.

9. Record MP3's

10. Give them access.

11. Give them your software and ebooks.

9. Record MP3s

In addition to using e-mail and Jing, I also record MP3s for my employees, and I do instant-messaging, and I use a project-management system (which I'll tell you about later). I almost never talk to them on the phone. They don't want to talk to you live, because they feel a lack of confidence, although they shouldn't. They understand you fine because they watch American TV and movies and they listen to American radio, but some of them don't think you'll understand them. So at least at the start, I suggest that you stick with e-mail and instant messaging.

10. Give Them Access

Give your employees access to your software, your hosting account, your membership sites; anything you can. Keep in mind that you have to stay

involved with your employees, but still, the more access to these kinds of things that you can give them, the easier your life becomes.

When I first started doing this, I was worried about this issue and I didn't want to give them access to my hosting site, so I gave them special access to my hosting account. Then the next day I wanted them to do another task and again I had to set up a special access to my hosting account. I finally realized that it was taking a lot of my time to create the special accesses, so now the first thing I do is give regular access to each employee, and I never worry about it, nor have I ever had any problems. I can't guarantee that you will never have a problem, but I can say that these people are very trustworthy, and the more you can give them access to, the easier your life becomes. I'm not in this to give myself more things to do; I'm in it to make my life easier.

11. Give Them Your Software and E-books

This is something else that will make their job easier and more effective, and will simplify things for you.

Be careful when giving them a course you've bought. All training courses are designed for the CEO of the business to implement. They make assumptions that YOU'LL be the one doing the work. If you just give this to a Filipino worker, they'll get stuck on some decision they don't know how to make, because they're not the business owner.

If you're going to give them training from courses you buy, you need to filter the information in the course for them. Tell them what's important and what's not.

Now that you have someone else to do the implementation for you, you'll actually find the time to read and use all the information products you buy!

12. Give them a job

13. Use xoom.com to pay

12. Give Them a Job

I've seen people try to give their potential employees a task before they actually hire them, in order to evaluate how good they are. But it usually backfires. Filipinos are afraid they may not get paid for the work they do, so when you recruit somebody that looks good to you, don't just say, *"Hey, please do such-and-such a task so I can evaluate you to see if I want to hire you."* Instead, give them a job. Say to them, *"I like you. You seem to fit well with what I need. You have a job—you're hired. I expect you to work for me 40 hours per week. I will pay you this much, and the first month will be a trial or probationary period, and after a month we'll talk about how it's working."*

13. Use Xoom.com to Pay, and Pay Monthly

I use xoom.com to pay my employees. With xoom, you are wiring money (like Western Union), but it's less expensive, faster, and easier. In my experience, it is the best way to pay people. Having said that, you still need to have alternate ways to pay people, because once in a while xoom will give you the message, *"You can no longer pay such-and-such a person."* I don't know why they do that, but no matter what system you have for paying people, you've got to know a couple of other ways to do it. I recommend you consider PayPal, eMoneyGram.com, or RemitHome.com (but be aware that PayPal is slow and a little difficult for Filipinos, so they don't like it as much. Xoom.com is your best option.

Also, I pay my people monthly. I tell them, *"You have to send me an invoice every month, on the same day of the month, or I may forget to pay you."*

As I've said a number of times, I'm not in this to give myself more things to do and I don't want to have to remember these kinds of things. I've only had one time when an employee didn't send me the invoice, so he didn't get paid on time. Of course, when he finally did send it, I paid him.

In spite of this, when you first get started, you'll probably need to pay people weekly because sometimes they're concerned that they won't get paid for the work they do. So here's what I suggest you tell them: *"I will pay you every week for the first two months, and once we've established some trust, I will pay you monthly. This way you know you will not be ripped off."* Also, you should never pre-pay for services, under any circumstances. If someone asks for money upfront, they are probably going to be dishonest; for the most part, Filipinos just don't do that kind of thing, so anyone who tries to may be dishonest, and you should find somebody else to hire.

14. 13th month

15. Retain customs

16. Internet Problems

14. The 13TH Month

If you live in the Philippines and hire Filipinos who come to your office to work for you, the law requires that after one year of employment, they receive a bonus of one month's pay. This is known as "the thirteenth month." Here's how it works: It is paid in December, so if you hire someone in January, for example, then in December you pay them December's regular salary, plus a bonus of one month's extra pay.

Also, this is pro-rated, so if you hire someone in June, for example, then in December you pay them their regular December salary, plus one-half a month's salary as a bonus, because they have worked for you for six months. And the Filipinos will expect this of you, but they won't say anything about it. So whenever I hire one of them, I tell them, *"I know about the thirteenth month. I will pay it, but I need you to remind me about it; otherwise I'll forget. So when it comes time for that bonus, just let me know, and I will pay you."* This is important.

15. Retain Their Customs

When I was starting out, one day I got a message from one of my employees, saying, *"Dear Sir, I hope you had a good and blessed day today. Here are the tasks that I did today . . . God bless, Nate."* I remember feeling somewhat uncomfortable, because it was the first time I'd ever been called *"Sir."* I almost sent a reply asking him not to call me *Sir*, but then I thought better of it, and I'm glad I didn't, because every communication I've received since then begins with *Sir* or *Boss* or something like that. So leave that and other such customs alone.

16. Internet Outages and Power Outages

This is something in the Philippines that you'll have to deal with—it's a third-world country and sometimes the power goes out and sometimes they lose Internet service. You may receive an e-mail message from an employee saying something like, *"Sir, I'm so sorry but I could only work four hours today because of a power outage. But don't worry, Sir, because I'll make it up to you tonight and on Saturday."*

How should you deal with it? Everyone's different and you need to decide what you will do, but here's what I do: I do not require them to make up their time. I really like to try to make their lives better, so as long as they are profitable employees, I really don't care if they aren't able to work the full 40 hours per week, as long as they're making more money for me than I'm

paying them. I recognize that it's not their fault, and I may be a little more relaxed about this than others would be, but again, I just like to make their lives better. You just need to be aware of this and decide how you're going to deal with it.

17. Use recurring tasks

18. Use a task manager (RTM, ActiveCollab)

19. Daily Email

17. Use Recurring Tasks

I have found that if you can give your employees tasks that they can do over and over again, it makes things a lot easier. I'll address some of these below.

18. Use a Task Manager

I like using task management systems, such as ActiveCollab or RTM ("Remember the Milk"). ActiveCollab is more of a fully-blown project management system, and it's the one I use to manage my team. I'm going to show you how you can get it for free.

19. Daily E-mail

I have this on the list twice because it's SO important!

20. Document what you teach them

21. Be the expert (or don't expect much)

22. Split someone

20. Document What You Teach Them

You should keep track of the training you have done with each employee. Remember, if you don't teach them how to do things, they may not know what you want, and they may simply "disappear."

21. Be the Expert (or Don't Expect Much)

If you're not an expert in something, don't expect them to be. Again, you have to train them (I will show you how to do this).

What I really recommend you do is hire someone to do something you're currently doing in your business. Most people want to hire someone to do things they don't know how to do, which is fine. However, if you hire someone to do something you DO know how to do (and that you train them on), you will find that productivity increases, you'll become more effective, and the work will be done better.

Over time, train them on numerous things and soon you'll find you've replaced yourself in your business.

If you don't know how to do the things you want them to do (again, with the exception of programming, webmaster work, and graphic design), you need to train them. I'll show you how.

22. Split an Employee with Someone Else

I don't really like this, but it's on the list for a reason. If you feel you don't have enough money or work for a full-time employee, then go find someone else who wants to hire a Filipino, do it together, and split the employee's time and pay. I recommend this rather than hiring someone part-time, because when it comes to commitment to your business and productivity, there's a huge difference between a full-time employee and a part-timer. The full-time employee feels attached to your success and will be willing and able to do so much more for you.

If you hire someone part-time in the Philippines, you can be 95% sure they're working full-time for someone else's business. They're committed to that other business, not to yours.

More success stories:

John, I used your service and hired 2 people last month. The one gal I hired is amazing—perfect English and delivers more than I ask every day.

Tom Heather

Hi John,

I joined in the middle of Feb. and then kind of froze as I looked at all the employees that were now available to me. I looked over their qualifications for about 3 weeks and took the plunge. I followed your sample email, sent it out, waited for their replies and started narrowing down to find the best qualified for my job.

I own a bed and breakfast and a country inn and needed a website along with marketing & seo. I had received quotes of almost \$20,000 for the website and ongoing seo for a one year period. My new Filipino employee should be finishing up the site in about a month (it's taking the same amount of time as the \$20,000 company) and it will cost me about \$1000. Yup, that's right \$1000. Do you think I'm HAPPY :) !!!!!

He has 4 years of college and 8 years of experience and is doing a great job. We email every day because I'm more of a hands-on person. He wanted \$400 per month for 20 hours per week. With his knowledge, I was more than happy to pay that.

All I can say to the people that are sitting on the fence is—Just Do It! It was so easy with all of John's helpful hints. Every question I had was answered in his program.

In fact, I was so happy with my first employee, I just hired a second one to do article submissions, directory submissions and all that other stuff that I just don't have time for but know I should be doing to grow my business. Cost: \$300 per month for 40 hours per week, also with 4 years of college and 6 years of experience. Life is wonderful!

Thanks so much,
Carol Tiffany

CHAPTER 8: WHAT YOUR EMPLOYEES WILL DO FOR YOU

Regardless of what you need, just go hire someone and see how it changes your life. It will change the way you think about your business, the way you run your business, and the way you succeed in your business! Below are some of the things your employees will do for you:

- Web 2.0
- Affiliate marketing
- Directory Submission
- Adwords
- Squidoo
- Facebook
- Wikipedia
- Mini-Net
- Software Tools
- Info Product creation
- Article Marketing
- Blog Comments
- RSS Feeds
- Pinging
- Research
- Craigslist
- Video Marketing
- SEO
- Other PPC
- Copywriting
- Myspace.com
- Press Releases
- Blogging
- Testing
- Yahoo Answers
- Customer Support
- Filtering Email
- MSN SEO
- Linking
- Twitter
- Forum Posting
- Ebay

Check it out: Web 2.0, Affiliate Marketing, Directory Submission, AdWords—yes, I have someone who runs my AdWords account—I had to teach him how to do it, and now he’s really good at it! I know some of you are thinking, *“Oh my gosh! He could lose so much of my money! Why would I do that?”* But considering everything I’ve told you about Filipinos, you must

realize that they won't do stupid things that lose money—they really just want to keep their jobs and they'll do whatever is necessary for that.

Also: Squidoo, Facebook Wikipedia, Mini-Net; if you don't know what a mini-net is, I'm about to show you. It's really easy to get to the top of Google when you understand and implement this concept.

Software Tools, Info Product Creation, Article Marketing, Blog Comments, RSS Feeds, Pinging, Research, Craigslist, Video Marketing, SEO, other PPC, Copywriting—I have a girl in the Philippines that writes sales copy for me; she's not the best, but it converts and produces sales, and I don't have to deal with it.

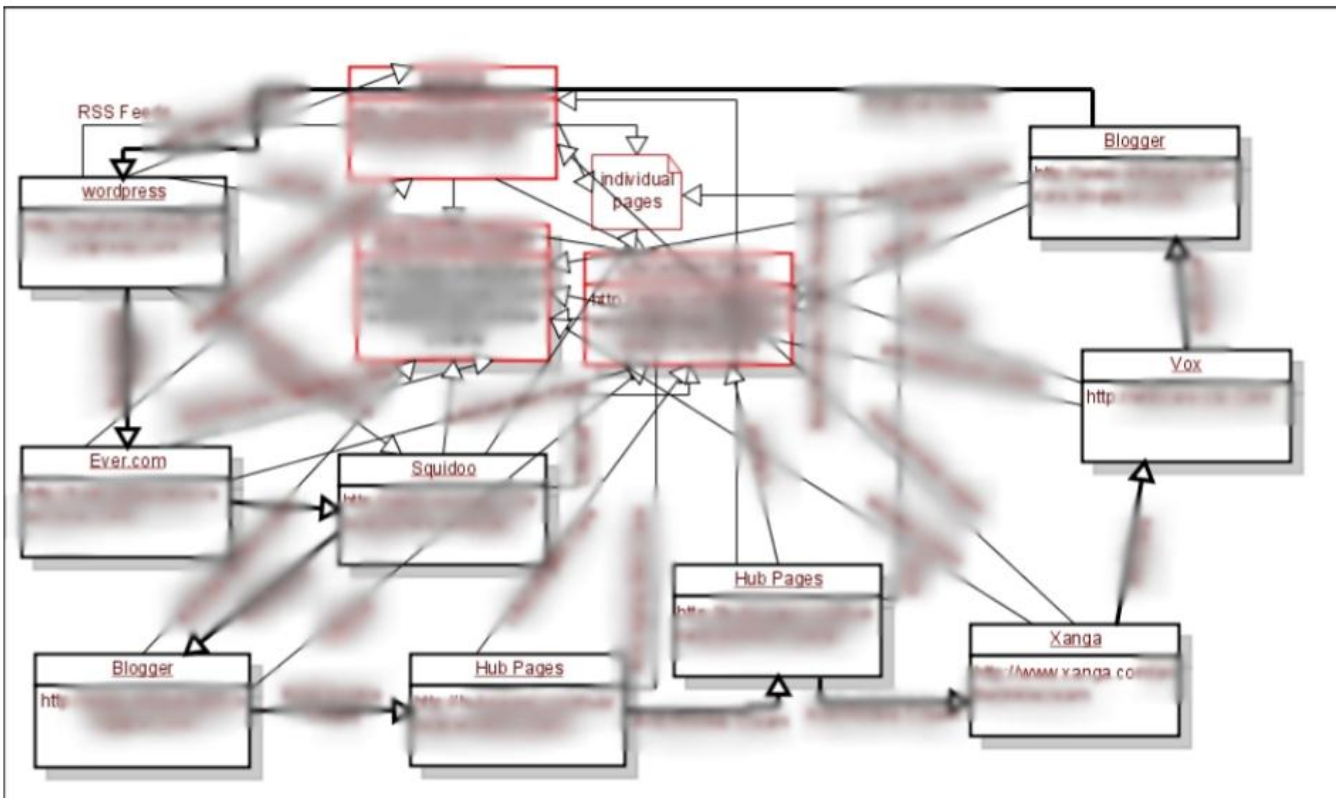
MySpace, Press Releases, Blogging, Testing, Yahoo Answers, Customer Support, Filtering E-mail—I have a guy who logs into my G-mail account every day, and he archives all the e-mails that he knows I don't want to see. So when I get up in the morning, I have a clean in-box. Again, I'm in this to make my life easier and this is why I outsource. I don't outsource so I can do more work; I do it to make my life easier and to free up my brain to work on more important things.

Also: Content writing, Linking, Twitter, Forum Posting, eBay. This is just a partial list of things your guys can do for you.

The Mini-net

The screen below diagrams a “mini-net”:

SEO Is EASY!



Why should you create a mini-net? Let me tell you how to get to the top of Google search results. There are two things that matter to Google:

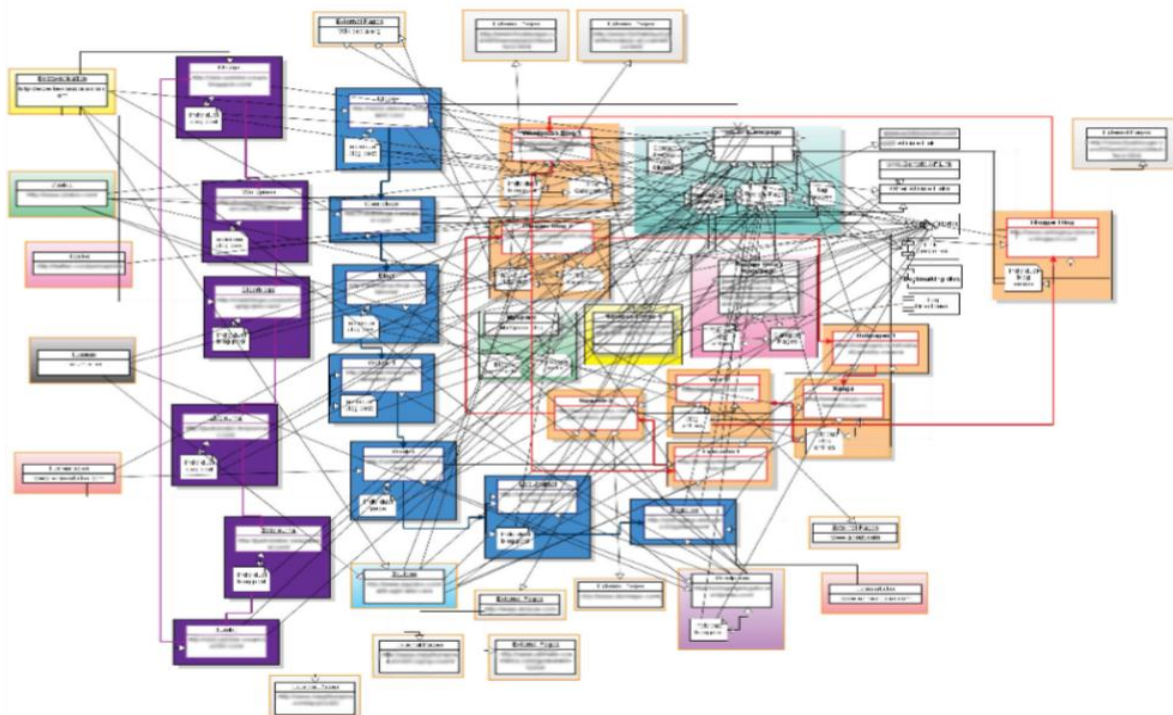
- 1) *“What does your website say?”* In other words, what are its keywords, articles, pages you’re using, and so forth.
- 2) Even more important than what *your* website says is, *“What do other websites say about your website?”* And this is based on links—every website out there that links to you is a vote, telling Google that your site is really good. So don’t put a bunch of links on your website that link to other sites—that’s the opposite of what you want. Of course, you have to

have some links to other sites, because Google expects that, but what you *really* want is for others to link to you.

How do you get others to link to you? Well, what if you also own all the other websites that link to yours? That's what the mini-net diagram above is showing. The red boxes are my target websites, while all the other sites, which are also mine, are linking to the red ones—every line is a link. So the WordPress site is linking to me; the Ever.com is linking to me in two places; Squidoo is linking to me; Blogger is linking to me; also Hub Pages and Xanga and Vox; all these websites are linking to me! So how do you think I'm doing on Google, with all these other sites linking to my target website? Very well! (By the way, in my mini-net diagram, things are blurred out because I got tired of finding exact replicas of my websites.)

So this is the beginning of the mini-net, and the diagram above is actually from about two years ago. The graphic below shows what it looks like today:

Being #1 On Google is RIDICULOUSLY Easy!



In the diagram above, the light blue is my target website; the orange ones are the mini-net from the previous diagram; the darker blue sites are an entirely different mini-net, and the purple ones are yet another mini-net. As you can see, we also have a number of other things going on.

Being number one on Google is ridiculously easy when you understand and implement this process. The key is implementation, and I will tell you that as a business owner, it can be very difficult to implement a process like this unless you have other people doing it for you. This is where your Filipino employees come in. And again, you have to train them so that they know how to do it.

How do you learn it and train your employees? I have created a training segment about how to create a mini-net, and it covers everything you see above. I don't expect you to understand how to do all this; I don't even expect you to understand this diagram. In fact, I didn't even create this diagram—my Filipino employees created it for me, to show me what they're doing!

Again, you have to teach them how to do this or figure out another way to get them trained to do it, and I am going to tell you how.

Another success story:

I bought into replacemyself and went through everything within 2 days and a few days later, about 8 hours after I started emailing [potential employees] I hired my first guy and he is a superstar. I've hired 2 more and it only took me a few hours to do it for both of them, then a 4th a few days later. I love what you've created, as I'm replacing 160 hours per week now and loving it.

Dominik Mikula

Here's a success story from Eric Felsted. To watch the video, click on:
<http://www.replacemyself.com/eric-felsted-success-story>



[Eric Felsted's statement]

This is Eric Felsted. I'm from Sandy, Utah. I had a chance to work with John and he has really helped me tremendously. Just even one hour with John has made all the difference for me, because I'd been struggling with some of the concepts with my virtual assistants—why some things weren't working in our business; why some things were so frustrating, and in just a few minutes he was able to get me over those barriers. So John, I've got to tell you thanks—I really appreciate it.

CHAPTER 9: HOW TO TRAIN YOUR EMPLOYEES

On a couple of occasions I have helped Kirt Christensen hire Filipino employees, and below is something he shared about his experience:



Kirt Christensen
Spokane, WA
AdwordsScience.com

"Hiring someone in the Philippines has been one of the best decisions I've made in my business. It freed up time for me to work on things that weren't getting done before.

The biggest problem is getting them to a baseline of knowledge so that when I talk to them I don't have to explain every single thing.

I need a system that would help getting a person up to speed so that they're more on the same level as I am."

Kirt's comments above are similar to another conversation I had with him. He was telling me that the first guy I helped him hire had put an extra \$35,000 into his bank account that year. However, when he hired the second guy, Kirt just wanted to tell him, *"Go join such-and-such affiliate program, get the affiliate link, and cloak it, and put it on this blog as a post, not as a page."* But, Kirt realized he couldn't have all those expectations, so he said to me, *"I can't just tell him that, because he would have no clue what I'm talking about. I need a system for training my employees."*

As I thought about Kirt's comments, I realized that I had the same problem, because for years I had been training my employees by myself, and I too needed a better system.

That same week I got a phone call from my friend Jeff in Boston. He had just hired his first Filipino and he was frantic, saying, *"John, my guy just instant-messaged me and said, 'Sir, I finished the first task you gave me. What do you want me to do for the next seven and a half hours today?'"* Jeff was busy. He did indeed have something for his employee to do, but he knew it would take four hours to teach him how to do it. So Jeff wanted to know how to approach this problem.

I asked Jeff what he wanted his guy to do next, and he said he wanted him to do article marketing. So I said, *"Great, I have a training segment that I've created on article marketing, and you can have it. It will get your guy going on article marketing; he'll do it well, with almost no intervention on your part, and you'll get your tasks done."*

As a result of my own experiences and my conversations with Kirt and Jeff, I realized what a problem this is, and how important it is to train your employees, and how this is basically the last barrier as people try to get things going with their Filipino employees.

Training Modules

So, over the years I have created a number of training segments, or modules, for my employees. I have now put them into a system for others to use, and you can get access to this system.

Here's how it works: You will get access to my training modules—the same ones I use to train my Filipinos to build websites that make \$10,000 to \$15,000 per month for me. This is a monthly training program.

Let Me Train Your Filipino

Access To My Training Modules

(\$200 value EACH)

My Knowledge + Your Knowledge

They Don't Know How To Run Your Business!

Don't create analysis paralysis!

The first month's training segment is designed for you, the business owner. It is designed to get you going quickly—to hire someone quickly, without making mistakes. After that, the monthly modules are not for you, but for your employees. I've made this as easy as possible for you, so that you can hire people with as little effort as possible on your part.

As you see, this becomes the combination of my knowledge and your knowledge. If you're an expert on something, that's great—just give them my training so that you don't have to teach them every little detail, and then give them your expert knowledge in other areas. But, if you're not an expert in certain things—you really aren't sure how to train them in that—then give your employees my training so that they can start implementing for you. Again, I have learned by experience that *implementation* is 90% of your success.

Each training module is geared toward having somebody else do your work for you. Most training and e-books out there are intended for the CEO of the business—they're designed for *you*, as the CEO, to do the work. But that's the wrong way to approach your business.

In the training segments, I give your Filipino employee specific tasks to do, with specific things to ask you about, requiring them to tap into your knowledge. My training does not teach them to make business decisions that belong to you, but rather to do the implementing for you. The modules are specifically designed to get them doing the work for you, so that you are doing as little as possible, but you are still involved in the right things at the right places, and thus you succeed in the right ways.

Again, the training modules come one per month because Filipinos suffer from the same “analysis paralysis” problem that we have—if you give them too much to do, they’ll get “information overload” and they won’t know what to focus on and may end up doing nothing.

I think Replacemyself.com is a great idea that has been executed wonderfully. There are 3 main things that stood out to me in this course: 1) Exceptional Customer Support. Dan (who deals with customer support) is fantastic and processes support questions in amazing time. Nearly all my support questions have been answered within the hour, with many responded to in minutes. 2) Awesome Content. Even if you employed a complete newbie, you would still be able to train them up to a very decent internet marketing level. The 12 [training] modules cover everything. . . . 3) Great Extras. Access to onlinejobs.ph + [activecolabs](http://activecolabs.com) project management subscription were the highlights. So well done on the course, guys.

Jonny Carter

More success stories:

Here's a success story video from Joel Peterson. You can see it at:
<http://www.replacemyself.com/joel-peterson-success-story>



[Joel Peterson's statement]

Hey John, Joel Peterson here. I just wanted to give you a big thanks for the phone call I heard on 'ReplaceMyself.com' the other night. I've had employees in India for three years now; in fact, I've had up to about 26 employees. In fact I've been there the last three years in a row and I love it, but if there's one thing I'm just so frustrated with, it's my employees. I feel like I have to babysit them every second of the day. I did not realize you could hire somebody and they would actually do what you told them to do, the first time. In fact, I hired my first Filipino last week, and he's great. Things that were taking my guys in India a week and a half to learn, he would learn in a couple of hours. He would actually do what I told him to do. I am more than ecstatic about this—in fact, I'll be moving most of my operations over to the Philippines. Thanks a lot, John

CHAPTER 10: LET'S GET GOING!

Your Next Step

So here's what you do: Hire a single person and give them a single task. Give them one of my training modules and get them going on that single task. Once they become proficient in that, give them another training module and get them doing a second thing—now they're doing two things for you. Then, after another three weeks or six weeks, or however long it takes them to become proficient, give them another training module. After six months, you have a person who is doing six important things for your business—things that weren't getting done before, and you don't have to do those things yourself, and your business is succeeding.

More Bonuses

In addition to the training modules, here more bonuses I will give you when you sign up:

- ActiveCollab Project Management (\$400 Value)
- BestJobs.ph AND OnlineJobs.ph Access
FREE (\$600 value)
- Pre-Screened Employee List
- Specific Hiring Instructions (\$97 value)
- How To Pay Your People
- Instructions for Tools I Use (\$47 Value)
- Tax Concerns Explained
- Employment Contracts (\$50 Value)
- Tips, Tricks, and Pitfalls Audio (\$80 Value)

- I have licensed with the company that makes ActiveCollab, the project management system that I use, so when you join my monthly program, I will give you free access to ActiveCollab.
- **You will also get free access to OnlineJobs.ph when you join! It's normally \$49/month.**
- You will also receive access to a pre-screened employee list that we have created. It is a list of employees who are ready to be hired right now. We've gone through a process with them already; we've outlined all our expectations so that you know these people are ready to be hired today.
- I will also include some specific hiring instructions for you, plus access to tools to use for paying your people, instructions for the tools that I use, an explanation regarding tax concerns, and some employment contracts.
- Also, I have recorded an audio titled, *"Tips, Tricks, and Pitfalls,"* in which I explain a number of things that I've learned over a long period of time. This recording will make things a lot easier for you. A number of people have purchased this recording, but when you join, you get free access to it.

Even More Bonuses!

Now, for some more bonuses:

- Q&A and FAQ for How To Avoid Others Mistakes (\$197 Value)
- Business-In-A-Box (\$600 Value)
- My Keyword Research Training (\$50 Value)
- Two Full Days of Internet Marketing Seminars (\$2000 Value)

Unannounced Bonuses:

- #1 - E-Report: Top 7 ROI Activities For Your Filipino VA
- #2 - E-Report: 14 Mistakes Most People Make When Starting (and how to avoid them)
- #3 - Module 2 FREE in Month 1 - Pick the first training that's relevant to your business right now

- I did a question-and-answer session with a small group of people who had been working with Filipino employees, wherein I answered a number of questions they had about the hiring process, what to look for, how to do everything correctly, and so forth. You will receive access to this, allowing you to avoid mistakes and advance through the learning curve.
- I will also include for you my “Business-in-a-Box.” This is something that I implement with my employees, and here’s how it will help you: If you are not ready today to have someone begin working for you, the Business-in-a-Box is designed to get someone working for you, quickly and in your business, hopefully making money to pay for themselves. It is designed to require little or no intervention or help on your part. I

won't make any income claims about this; it's not designed to make you rich nor to be a long-term business, but rather a short-term strategy. It is something that I am currently implementing in my own business and it works. It is based on direct-linking, using Google AdWords to send people to affiliate programs. It outlines specific things your Filipino employees can implement with almost no intervention from you.

- I will also give you a couple of Keyword Research training modules that I use with my employees. In my experience, keyword research is the basis for success in most Internet businesses, and if you're not doing it right, it will be very difficult to succeed. I will give you access to these training modules, which you can use and pass on to your Filipinos.
- Also, I will give you access to two full days of Internet Marketing seminars, where some of the best experts are sharing their knowledge—including Keith Baxter on Traffic Generation; Scott Boulch on Membership Sites; John Barker on Affiliate Marketing; David Bulloch on testing; Kirt Christensen on AdWords—all these speakers share such amazing tips, and you will get access to all of it for free, when you join.

By the way, you can personally benefit from these two days of Internet Marketing seminars, as well as your guys in the Philippines. Your employees will gain an excellent education and thus be more on your level. Plus, as a result of watching these amazing speakers, your Filipinos will probably generate some ideas as they learn, which you may not otherwise come up with. Again, this is a free bonus for you, when you join.

Three Additional Bonuses

I also have three more bonuses that I don't normally offer:

- A report on the top seven ROI ("Return on Investment") activities for your Filipino VA (virtual assistant), so that you can quickly get the best return on your investment—right from the start.

- **A list of the 14 mistakes that most people make when starting, and how to avoid them. I've seen people make these same mistakes over and over, and they are not difficult ones to avoid, but you need to know what they are.**
- When you join, in addition to the first training module for yourself, I will also give you free access to a second module. You get to choose which additional training segment you want, based on its relevance to your business, so that you can get your employees working for you quickly. For example, if you want them to start first by working on AdWords, you can choose my AdWords training; if you want them to build a mini-net for you (like the one I showed you), choose that module, or my article-marketing training, or my video-marketing training, or Facebook, Squidoo, directory submissions, social networking, copywriting, or social bookmarking. Just choose the one that is most relevant to you and your business, and get your employee going—well-trained and without you having to do the work.

More success stories:

Just wanted to say that you have changed my life. . . . I tell everyone who is doing everything themselves to get your program and hire someone in the Philippines NOW. Jason has been with me for a year this month, and he runs my ENTIRE business. Best thing I ever did. . . . You are literally changing lives (on both sides of the Pacific). See ya!

Eric

Here's a testimonial from Steve J. You can watch it at:
<http://www.replacemyself.com/steve-j-success-story>



[Steve J's statement]

Hi, this is Steve from Las Vegas. I just want to say a big 'Thank You' to John. Your system has really changed my life. I started using it about two months ago, and I'd been doing Internet marketing for three months before that, but I wasn't making any money. Then I came across your system. I had one website up, then I hired a guy, and within two weeks I started making money. Just last week alone that one website made me \$600. Over the last two and a half months, I've made \$10,100 directly from work that my guys in the Philippines are doing. I now have three guys working for me, which is kind of funny, because I was kind of hesitant at first to sign up, thinking that I didn't have enough work to keep one guy busy. But when you have someone to actually implement things for you, you find out how much work there is that can be done. So I just want to say thank you, John; your system really works and it's really changed my life.

Hello John & Dan:

I want to thank you for putting such a Great Program. I became a member yesterday after your webinar with Robert Grant. I upgraded to the Pro membership, went through a majority of training materials and videos, and I am exited to say that I have already set up 5 interviews, in less that 24 hrs. Amazing. And what you guys have put together or training my future employees..all I can say is "WOW". I look forward to implementing myprojectplans.com and replacemyself.com, and reaching my goals and desires! I believe without finding your system, the would be far out of reach.

- Hide quoted text -

I look forward to a Very Bright Future, because of you and your system!

Ken Boucher
ken@theextremesuccessteam.com
(970) 948-4554
PO Box 4785
Aspen, CO 81612
The Extreme Success Team!

I have shared a number of testimonials, fully aware of the FTC guidelines regarding what can and cannot be said. And these are typical customer results. I've seen it over and over and over again, where people who aren't succeeding in their Internet businesses, because they're trying to do all the work themselves. Then they hire someone else to do the work for them, they get the right training, and they begin succeeding.

How to Sign Up!

The total value of everything I am offering—including all the bonuses I've told you about, is \$8,500. But, I don't charge that much. What I really want is to give you the opportunity to succeed.

Total Value

\$8,500

I am offering you a special—it's going to be only \$97 dollars.

~~**\$8,500**~~

\$97

Here's how it works: It's \$97 to join and \$97 dollars every month after that, to continue receiving the training modules.

HERE'S HOW TO SIGN UP:

Go to: ReplaceMyself.com/ebook-special

Then click on “*Add to Cart*”

Here's what this will do for you—it will literally save you hundreds of hours and thousands of dollars—avoiding the mistakes I and others have made. You will benefit from my experience over the years and will avoid the mistakes I've seen hundreds of other people make over the years.

You are going to shortcut your way to success in outsourcing (and in your business) by having other people do your work for you. This will help you advance through the learning curve and do this correctly from the beginning.

Again, here's what I want you to do—**go to ReplaceMyself.com/ebook-special**. On that page there's an “*Add to Cart*” button. Click on that and go through the checkout process, and once you get inside, there's a step-by-step

process to follow, designed to get you going through all the material and to get you hiring someone quickly.

Hiring someone will change your life and it will change your business. The potential downside is that maybe you'll lose a little bit of time and a little money if this doesn't work for you. The potential upside is that this works—it really works, just as I've told you, and you succeed by having other people do your work for you, allowing you to live the lifestyle that you've always wanted.

DID I MENTION THE GUARANTEE?

100% Money Back Guarantee No Commitment

There is a 100% money-back guarantee. If you're not happy, ask for your money back. And remember, it's a monthly program and there's no ongoing commitment, so you can cancel any time.

It's risk-free to try! See if you can change your life by having other people do your work for you.

Just to make sure my offer is clear:

1. The program is broken into monthly modules.
2. The first month includes all the training for you to effectively hire someone in the Philippines, plus a bonus of one of my other training modules (you choose the one most relevant to your business).

3. Each successive month a new training module will be delivered to your Filipino workers (and to you) to train them to do something for you.
4. You get free access to OnlineJobs.ph when you join.
5. No commitment—cancel at any time.
6. 100% money-back guarantee.

This program is designed to give you one LESS thing to do every month. It's designed to get one more thing implemented for you, without having to do the work yourself. 98% of what you'll get isn't for you, it's for the virtual assistants you'll hire to do your work for you, so you don't have to.

It's as close to a “done-for-you” service as it gets, except you don't have to pay “done-for-you” prices. 80% is already done for you. All you have to do is communicate and manage what you want done in your business.

Just go out and hire someone! In the end, that's really what I want—for you to hire someone. It will change your life and it will change everything for you. It has changed everything for me—this is how I succeed in my business.

What are you waiting for? Thousands of others are succeeding and getting their lives back through outsourcing! DON'T DELAY! Get started now: ReplaceMyself.com/ebook-special

John Jonas

Following are more testimonials:

Hi John. Taking your advice and outsourcing to the Philippines has been the smartest move I've made for my online business. My Filipino VA got more done in one week than I would have got done all month! After all I was only working on my website in my spare time (about 8 hours a week) and now I have someone working 8 hours a day on it. I can finally implement all the great marketing strategies that I've been learning about . I'm getting more done than ever before and I've got more free time than I've had in months! The training that you provide to me and my VA has been invaluable. Thank you so much. . . . I just wish I had done this sooner.

Sadiyya Patel

John, you are a lifesaver, NOT KIDDING! We have been trying to grow our graphic and web design company for several years but have been reluctant to hire another employee due to the extra overhead cost, so we tried out your system. We have had an AWESOME experience with our Philippines staff. . . . James (our Filipino web developer) is ecstatic over the amount of money that he is being paid, and we feel the same about having him on board with us. We now have 3 Filipino staff members. SWEET! Thanks again.

Jeff Rambin

The webinar both lived up to and exceeded my expectations. . . . I actually went to your site and immediately signed up for 3 months and am already in communication with 4 potential full-time employees. My main reason for sharing this with you is to let you know that in the past 24 hours I feel liberated and in control of my own destiny in a way that I have not before felt.

Paul Wright

Hi John. Currently I have several local, as well as several U.S./global SEO clients. I started out solo, while working a full-time job, when I ran across Replacemyself.com. After absorbing your free content, I was eventually able to resign from my job and focus full-time on client-based SEO. I am now leveraging a staff consisting of 5 full-time and 1 part-time Philippines workers to improve and expand my business model.

Dan DeRoeck

Hi John. When I joined the program I watched the first few videos and I hired someone the same day to do all the link-building for me and he has been working for me the last 3 weeks. . . . We get on well together which makes it all so much easier and he comes to me with new ideas and new techniques. I have about 100 sites he's promoting and we've created a system together that works well for both of us. He is working full-time and it's made my life so much easier. . . . It's going perfectly and I'm just sorry that I didn't find him months ago!

Marlous Van Haaren

We now have four people working for us. . . . Every one is a wonderful person and a pleasure to have as a part of our company team. I have to tell you, I really enjoy coaching, encouraging, and working with them each day.

Tom

I have a full-time web designer, a full-time SEO person and just hired a second full-time SEO article writer. . . . I want to say that since November 09 I have been more effective using outsources through John's methods than ever before in my life and I mean way more. So I thank John from the bottom of my heart!

Peter

Thank you for offering this great service. I expected to learn a lot, but even my expectations were exceeded. I certainly didn't expect to have my staff of 3 hired and working within 96 hours of joining your service. I've already shared my experiences with two other people and they were blown away at how much I've been able to accomplish in such a short amount of time.

Mark

I just wanted to send you an email to let you know that I have joined your program finally and I am very glad I did. . . . I have referred your web site to a ton of my friends who are in the IT training and consulting business. We always did go to India to hire most of our people before but now India is getting very expensive and the quality is getting bad (I hate to say this cuz I myself am an Indian but that is the truth). . . . Thanks.

Alok Kumar

A huge thanks to both John and Dan for the provision of this most valuable service—ReplaceMyself.com and OnlineJobs.ph. Snowed under with both technical / time -consuming tasks for my portfolio of web sites—in the end I looked at the outsourcing solution, specifically taking on workers from the Philippines. OnlineJobs.ph to which you have full access upon signing up to ReplaceMyself.com has been a real blessing. . . . This young man is still with me and his knowledge simply astounds me. He is a very quick and able worker, able to carry out any task that I send his way with minimal hand-holding or supervision. Ultra-fast, he has been an absolute blessing to my business, allowing me to concentrate on other jobs. . . . Overall, this has pushed up my bottom line profits dramatically, and none of this would have been possible without OnlineJobs.ph and ReplaceMyself.com. A massive thumbs-up.

Mark Andrews

Hey John,

I heard from my web guy in Manila Tuesday and he tells me that he spent the night of the typhoon on his roof with his son and wife in the dark with driving wind and rain, During that time there were vehicles, dead animals and one dead person floating by in the raging water. He said there was a loud roar and suddenly the house filled with water and mud. They escaped through a second floor window onto the house and the water was up to the eaves. On a 2 story house!

They lost everything. Everything except what he had on his computer. He had everything on a portable hard drive and wrapped it in a plastic bag before fleeing.

And his primary concern???

That he will lose his job with me!

Well that's not gonna happen!!!!

And the first thing he told me??? That he wanted me to know that he saved all the work he was doing and that I should not worry.

"ME" not worry??? WOW! I could not believe after everything that had happened to him and his family the biggest thing he was worried about was making sure that I knew that his work was safe and he was ready to go back to work. 48 Hours after losing his house and everything he owns!

And he is working 48 hours later while living in a small furnished room. I told him to take as much time as necessary but he's working. I sent him money to help get back on his feet. And he is extremely appreciative.

I have learned several things from the disaster in the Philippines:

1. While the Internet makes it possible to hire people in remote places like the Philippines it also allows people like us to help in a timely manner.
2. If it was not for remote working arrangements there is a good chance that my guy would be unemployed right now.
3. I wish I had more people like him. He is dedicated and a professional.

And he works for me because of you John. If it was not for your outsourcing information I would still be working with people in India and Pakistan or another spoiled, overpaid american developer who thinks I owe him the world.

For everyone else out there that reads this pleas keep the people in the Philippines, Indonesia and the Samoa's in your prayers and donate anything you can to help them.

Thanks Again

Bob Moldashel

This is working out great. Since I started with you guys I have now expanded to four employees and am in the process of hiring two more, which will pretty much give me the complete staff I want. Analine, whom I hired through you, was really well-connected and just took over and knew where to find people to fill the jobs. I have now made her the manager of a staff of five. . . . I must say associating with replacemyself.com has been one of the best investments I have made in this business. . . . I figure I am hiring my whole staff for about what I would be paying just to Uncle Sam in taxes on those workers in the U.S.

Marvin Webster

Here are more links to video testimonials:

Rick Butts: <http://www.replacemyself.com/rick-butts-success-story>



Clint Rabey: <http://www.replacemyself.com/clint-rabey-success-story>



Nathan Woodbury: <http://www.replacemyself.com/nathan-woodbury-success-story>



Keith Krantz: <http://www.replacemyself.com/keith-krantz-success-story>



Scott Smith: <http://www.replacemyself.com/scott-smith-success-story>



David Solomon: <http://www.replacemyself.com/david-solomon-success-story>



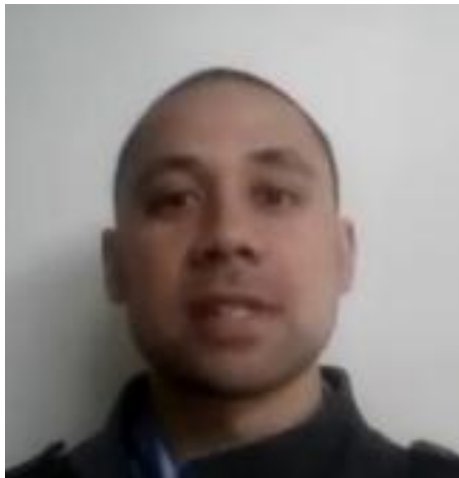
Gail Doby: <http://www.replacemyself.com/gail-doby-success-story>



Kanao Biondolillo: <http://www.replacemyself.com/kanao-biondolillo-success-story>



Josh R.: <http://www.replacemyself.com/josh-r-success-story>



What are you waiting for? Thousands of others are succeeding and getting their lives back through outsourcing! DON'T DELAY! Get started now: ReplaceMyself.com/ebook-special