

Table 2: Interviewee Background

ID	Years of Industry Work	Number of Companies Worked	Highest Degree	Programming Languages Proficiency	Number of Employees	Local or Multinational	Domain
I1	5	4	Technician	Go, Haskell, JavaScript, PHP, Java, C++	250	Multinational	Fintech
I2	4	3	B.Sc.	JavaScript, Python, Java	200	Local	Consulting
I3	5	5	B.Sc.	JavaScript, PHP, Java, Dart, Flutter	50	Multinational	Consulting
I4	6	3	B.Sc.	JavaScript, PHP	200	Local	Consulting
I5	6	6	High school	JavaScript, PHP	680	Multinational	Consulting
I6	8	3	B.Sc.	Java, C++, C, JavaScript, PHP, Python	11,000	Multinational	Consulting
I7	8	5	Technician	JavaScript, Java, PHP, C++, C, Python	800,000	Multinational	E-commerce

Table 2 summarizes the background information of the interviewees. In addition to directly ask interviewees (see Table 1), we also extracted further professional and scholarship data from their LinkedIn profiles. Table 2 anonymizes the study interviewees by nicknaming them **I1** to **I7** (first column). The remaining columns of Table 2 show seven pieces of information about the interviewees and their host companies. For instance, **I5** has about six years of experience in software development and worked in three different companies. She holds the high school degree, but claims to have extensive experience with the JavaScript and PHP programming languages. Finally, **I5** works in a multinational company with about 680 employees in the Consulting domain.

It's also worth to note that none of the participants is related to the open-source community and the years of experience column reflects industry years.