

STL-Westport One 2010 Employee Opinion Survey



Anecdotal Report

General Comments:

1	I have been here for 4 and a half years and what keeps me with the organization is the people I work with and the leadership team. The people here are the most unselfish professionals I have worked with. We constantly help each other out when there are challenges. The Owner and Manager are always available to help provide any assistance.
2	Two plus years ago when the economy was running high octane it was easy for companies to treat their employees well. It is when times get tough that you can truly tell how much a company values it's employees. Most of my friends at other companies in town have been asked to take paycuts, had insurance hikes, increased workloads, etc. At Westport One we have had none of that; our incentives increased last year, our insurance has been negotiated lower, our technology (which was already great) has been upgraded. We are constantly reminded by our owner and management that the height of our organization is solely dependent on us, the employees. As a result, while our whole industry was down last year and 50% of professionals in our industry moved on to other jobs, we maintained and still performed profitably. We did not have layoffs and we didn't cut corners. We increased training, continued to progress strategically and went out and performed. Morale at our organization is never an issue, it is always high. And the simple reason for that is because we all realize we work for a fantastic organization.
3	Westport One is a great place to work. We work hard and play hard. We offer individual, team, and organization recognition.
4	I have been employed at Westport One for over 5 years, and can say without hesitation that it is the most rewarding job I have had in my career.
5	Nowhere else are you given the freedom to run your business within a business. Earning potential is unlimited, incentives are unparalleled, there are no enemies here - everyone gets along well and takes a sincere interest in furthering the development of their peers.
6	I have been here for over 3 years now. I began when the economy was rocking. I had tremendous success almost immediately. Then the recession hit. As a recruitment firm, we were also hit hard, most especially by the unemployment rates. We had a year that was very trying and challenging. The owner of our firm was well prepared for the downturn. When many companies were downsizing and letting people go, he supported us through the struggle. We are on an upward swing again. Still soundly intact and better for having weathered the storm.
7	Westport One is a great proactive company that positively impacts people's lives on a national basis.
8	I have worked for fortune 500 companies, and althoguh Westport One is not part of that grouping, I would work for them over any large corporation I have ever been with. The level of professional committment,integrity, strong leadership and positive culture they have created are what make Westport One the best place I have ever worked by a long shot.
9	WestportOne is by far the best organization I have ever had the opportunity to work for.
10	I have been in sales for close to 20 years. In this sales role, I deliver to market high quality candidates that can make an impact in my client's business. When I make a 'sale', I have not only provided a service to my client, but I have also affected someone's life. My position, here at Westport One, has been the most rewarding from a personal standpoint, in my whole career.

11	Westport One is a great place to work. Each employee is given an opportunity to make the most of their careers.
12	I am very passionate about this business & plan to continue as long as possible
13	Westportone has treated me and my family great over the past three years. I have clearly defined goals and am rewarded nicely when I exceed them. The owner is one of the nicest and most generous people I have ever met.
14	I have been in the work force for many years and this is the first organization in which I feel my success is important to management. Management consistently asks if there's anything they can do to help me do my job better. I've never had an employer ask me that question before. Management invests constant training in each of us, rewarding us for 'showing up and suiting up.' It's a great organization. I just wish I had started working here years ago.
15	I have had many opportunities in my life and I have to say that this has been the greatest. I truly feel valued in my position.
16	I have been with Westport One for 12 years and really enjoy the work and the people I work with. Each job is publicly recognized as key to success of the organization. If you are going to spend 8 hours/day somewhere working then this is the BEST place to do it.
17	This is one of the few places that an average person can come, receive extensive training and be mentored to success. We have a salary and commission structure above and beyond, and designed to be rewarding. I have an opportunity to be rewarded for completely each element of my job that leads to commissions. So just for taking the steps I am given cash rewards. We have cash rewards of \$200 for anniversaries, per desk average lunches with half days off, trips to exotic places (this year being Hawaii) Christmas contests that include gifts to every single person that range from clothing to computers. We have camaraderie of reward dinners, picnics and parties that include our family members. That's what this company is, a family.

What two or three things does your employer currently do well that helps create a productive work place?

1	1) Motivate us to do a good job. This is done through consistent feedback on our work and through an incredibly generous incentive program 2) When we have success in our job, meaning making a placement, we are rewarded
2	Incentives. They have increased incentives even in a down economy to help us be more productive. My direct supervisor meets with me every week not to micro manage, but to make sure that every thing is going well.
3	Training, incentives and recognition. If you are willing to learn you will be successful @ Westport One because of our diligent training. Initially you receive all the fundamental training you will need to be successful. Once you graduate through that training you receive incremental on-going training. Additionally we have 15 minute training session each morning. Incentives - how many organizations are there that offer incentives for simply doing the regular components of your job? Not many and we are one. But we don't just have a few 'pie in the sky' incentives, we have simple incentives that you can't help but achieve. And our incentives are significant; dinners at the finest restaurants in St. Louis (we're going to Sidney Street this Friday) substantial bonuses, tropical vacations (last year almost 1/2 of the office achieved this incentive) and others. Recognition - No one is overlooked in our company; not rookies who are just learning the process, not veterans who are steady performers, we all get a chance to contribute and all receive on-going recognition for those efforts; employee of the month, 1/2 days off, birthdays, anniversaries, you name it, we recognize it.
4	on-going training utilizing the latest tools and technologies to help our business

5	Always positive, and that means quite a bit to me. Being surrounded by hard- working positive individuals is something that is very important to me in the workplace. Acknowledgement for doing a good job, and receiving acclimation and recognition from senior management and peers makes me want to achieve even more my family and me. Continuous training- that is monumental!
6	We are offered excellent incentives Training is second to none Support for and genuine interest in employee development and success is evident within management.
7	Creates a very positive work environment. Offers fantastic incentives. Is very supportive.
8	First, the company has marvelous recognition trips. Second, the company has on going ways to enhance one's career. Third, the organization has an affirming and productive environment.
9	1. Ongoing training on a daily basis. 2. Plentiful incentives for doing normal job requirements. 3. Encouragement and involvement from other team members to drive individual success.
10	1) great incentives for acheiving goals 2) excellent reward prgrams and contests to keep us motivated 3)Open door policy- if you need help you feel very comofortable asking for it and getting the time and attention to really help
11	Number one would be the resources available to do our jobs and number two would be the ongoing training that is provided in an ever changing and challenging environment.
12	My employer provides over 20 different individual incentives for just doing my job. This is a great motivator in a position that does require a lot of patience and determination. My employer provides me with a constant stream of information and training that gives me the tools to do my job effectively. My employer provides me the opportunity for unlimited income potential and the ability to run my own business off my desk.
13	My employer creates productivity by constantly providing constructive feedback along with positive encouragement.
14	1Gives lots of recognition for a job well done. 2pays employees well. 3Excellent training.
15	1.Great incentive programs. 2.Fun atmosphere. 3.Excellent training.
16	1. Ongoing training 2. Excellent rewards programs 3. Open door policy
17	My employer provides ongoing training to help us stay effective they also continually give incentives to keep us motivated in what can be a stressful career.
18	We are constantly given training and upgrading of skills and new and upgraded equipment.
19	Provides months contests for all employees. Recognizes individual employees who achieve their goals.

20	Phil Bertch-owner/General Manager has provided a very positive environment and recognizes employees when they achieve their goals and always there to pick you up when you are down. The overall incentives that are in place for everyone in the organization are: Pacesetter Trip to some of the most beautiful resorts in the world such as Hawaii, Cancun, Cobo and many others, also the Account Executive of the Month receives \$200 for the top Biller, also if you hit your monthly goal the owner takes all the goalsetters to lunch and you get the rest of the day off, and if you hit your goal 3 months in a row Phil takes you and your significant other to the most exclusive restaurants in St. Louis. These are just a few incentives I have listed because we have a total of over 15 incentives. It creates a very productive environment.
21	always upbeat, never lets the 'quite' times get to him, stay positive...offers contests for, dinners, lunches, trips... casual dressing
22	Continuous constructive criticism. Everything discussed is in line with positive results for the future.
23	We are given on going training daily & personalized instruction. Management has an open door policy and is quick to give assistance when someone struggles. This is a team environment where we all pull for the success of the other. We share in work and in success.

What two or three things would you recommend your employer improve to help your work place be more productive?

1	I have never worked for a company that I didn't find something that needed to be improved...until now. Westport One has everything I'm looking for in an organization where I can grow and prosper.
2	The things that I want really does not result in production.
3	It is interesting that this question is asked because our own organization asks us this very same question every single quarter. Each quarter when we are completing business plans we are asked what we would like to see changed as employees. I've been here three years and when I first started I had a few suggestions; flex time, different incentive goals, etc. Since then all of those have been implemented. SO, Westport One doesn't just ask, it LISTENS. The result is without a doubt the best place to work in St. Louis, bar none.
4	We are perfect
5	Everyone has a weakness, now matter how strong they are; however, I cannot think of 1 single suggestion that would help improve the workplace at Westport One. We all have the opportunity to make the most of our careers at Westport One, and management is here everyday, helping us to become as successful as possible!
6	N/A
7	I think we are extremely productive.
8	I do not see any areas that need improvement at this time.
9	I haven't been here long enough to see the need for any improvements.
10	Just keep doing what they are doing- they have a fantastic set up and treat their employees as one of the most valued components of the company.
11	Continue providing us positive feedback for doing a good job and continue to stay on top of the ever changing and evolving recruiting world so that we can all be successful in this business.
12	The only thing that I would change is having more casual days.
13	Nothing
14	none that I can think of

15	1.It would be nice if we had more people working here to help increase business. 2.More inter office referrals to increase business.
16	I can't think of anything
17	My recommendation is to continue with the current plan and incentives which are to multiple to list.
18	Flexible hours Casual work environment
19	More incentive to work as a team and help each other achieve individual as well as company goals.
20	It is difficult to think of any because this is the Best Place to Work. I look forward to going to work every day. Everybody gets along, we have fun at our job yet we are very productive and management is very supportive.
21	I only touched on the tip of the iceberg when speaking about my company. There is so much they do for us it is hard to descibe all that is done. No one can do it justice. I can no make any recommendations, as they do all they can