

Friday, April 9, 2010

Best Places to Work

St. Louis Business Journal - by [Rob Hurtt](#)



Westport One

Rather than lamenting the poor economy last year, senior managers at Westport One embarked on an upbeat internal communications campaign designed to remind its recruiters

that there is still money to be made.

Revenue dipped from a record \$4.5 million in 2008 to \$2.6 million, but Chris Heinz, operations and training manager, said morale remained strong at the 30-employee recruiting firm in Maryland Heights.

Westport One uses an employee compensation model that consists of a salary, a commission and a year-end bonus. Heinz said Westport's commission rate is significantly higher than the 15 percent industry standard.

The performance-based bonuses average between \$3,000 and \$5,000 each year. Heinz said last year one employee received a \$14,000 bonus. In addition, employees are eligible for nearly two dozen other performance-based incentives.

"It's a very strong team environment here," said Jim Maxwell, a recruiter at Westport One for the past 12 years. "The earning potential, the incentives, the team culture environment, the learning culture, strong training program — these are the reasons why I stay here."

Perks:

- Westport One regularly offers employee incentives that range from tickets to a Cardinals game to trips to Hawaii or the Caribbean.
- The company invests heavily in employee development. Last year, Westport One employees spent an average of 150 hours in training.



Small Companies: Finalists

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Nearly \$4,000 worth of prizes were auctioned off with earned "funny money" at Westport One's holiday party last year.

Apr 12, 2010