

WORK AT HOME

Market your home-based business on the internet

By Alice Bredin, Tribune Media

If you create a Web site for your home-based business you have the potential to market your products or services alongside your larger competitors without anyone knowing your business is small.

A professional-looking site can be a means of stirring up publicity for generating sales or a way of expanding your prospect base. It may also help you become like one of the small businesses that captured the bulk of the \$618 million in Internet commerce in 1996.

Of course, as with any marketing project, you should only set up a Web site once you have determined what you want to use it for you should also evaluate

your customer base to determine if they spend time on-line or if you can appeal to a new set of customers who frequent the Internet.

Once you have determined that a Web site makes sense for your home-based business, ask your peers for names of designers who can create a Web site for you. Before hiring a site designer, request that they show you samples of Web sites they have created. Speak to several providers to ensure you are receiving a fair price.

After determining your goals and establishing a site, use the following techniques to draw customers to you:

• Register your Web site with search engines. Search engines include: Yahoo!

(www.yahoo.com), Excite (www.excite.com), Infoseek (www.infoseek.com), and Hotbot (www.hotbot.com).

• Submit it! (www.submit-it.com) and Register-It! (www.register-it.com) help you reach multiple sites. Expect a two- to three-week delay from time of registration to time of inclusion in most search engines.

When you register, you'll have to name the category in which you want to be listed. To determine how others would classify your business, ask an associate or peer to describe your business's product or service.

• Offer to trade Web site links or banner ads with non-competitors who have complementary services or products. Arrange this by writing to the Web manager

of sites that your customers visit.

A twist on this approach is "syndicated selling" or "associated programs." Some retailers want to connect to sites that feature content that fits with their product. In exchange or sending customers to the retailer, you either receive a commission or a flat payment. The benefit: You get to expand your site offerings without significant investment.

• Build community around your Web site through contests, customers profiles, on-line newsletters and other activities.

For example, a business owner, who sells beads features contests in search of the best handbag design. He also regularly features his clients' designs. An attorney mails out a computer

law newsletter every two weeks, which establishes him as a partner with his customers and an authority in his specialty.

Think carefully about whether the contest or other activity will generate any quality leads or just lots of traffic.

• Refresh your site frequently to keep people coming back. Think

of your home page as a magazine cover and change it frequently. You don't have to redesign the graphics, just add new information or links to areas of your site that contain new items of interest.

Next week: How to avoid Web marketing pitfalls.

Alice Bredin is author of the "Virtual Office Survival Handbook" (John Wiley & Sons) and host of The American Express Small Business Exchange web site <http://www.americanexpress.com/smallbusiness>. You can write to her at Tribune Media Services, 435 N. Michigan Ave., Chicago, Ill. 60611, or e-mail her at BredinA@aol.com. 1997 TRIBUNE MEDIA SERVICES, INC.

AT WORK

Greedy workers ruin company's many perks

By Lindsey Novak, Tribune Media

Employees want good benefits and more of them - based on the tone of the mail responding to my column on employee benefits in the United Kingdom (At Work, March 16). But many employers don't want to go that extra mile for their employees because it takes away from the company's bottom line. One employer that did put forth that extra effort to treat employees like kings eventually had to cut back. The reason why was an eye-opener - and a sad one at that.

Two company owners, German-born and raised, worked for many years in Germany and other European countries before coming to the United States. They were appalled by the work-

ing conditions and treatment of employees here, so when they opened their own company in the States (Fischer International Forwarders, based in Des Plaines, Ill.), they decided to put their money where their mouths were. They wanted to treat employees the way they thought they should be treated, and that such treatment would motivate and engender company loyalty.

By European standards, they thought they were offering the bare minimum: four weeks vacation after the first year; no docking for sick days; a 37.5-hour work week; flex time; profit-sharing with generous contributions (\$3,000 for a \$20,000 yearly salary, which was their entry level salary in 1989); health insurance with 80 percent company-paid premiums; ergonomic furniture; low radiation comput-

er screens; flexible lunch hours; six-month maternity leave for either parent; an in-house apprenticeship training program; attendance seminars paid for by the company; good work environment with windows, plants and a good location; no dress code; and above-average salaries for that industry. Personal phone calls during office hours were not a problem. Employees were counseled and not yelled at, and the company was planning to start a 401 (k).

With all these benefits, one would think these jobs were golden. Did it foster company loyalty and a highly motivated atmosphere? The owners and the only remaining employee from the old regime say the results were disastrous.

The employees started taking advantage of this too-good-to-be-

true situation - stealing from the company, arriving very late, taking extended lunches, selling data to the competition, bad-mouthing the company and questioning management's capabilities (people this generous and liberal must be stupid), and some openly predicted the company's bankruptcy to customers. Productivity dropped and some employees simply stopped working.

The owners were besides themselves. Employees were warned individually, but the warnings weren't taken seriously. One owner said the employees "concluded that a company stupid enough to be so liberal and generous needs to be taken in existence." But the owners weren't stupid. They knew they

had to save their company, and that the only solution was to fire those who abused the policies and to reduce the benefits.

The one employee who remains watched it happen. "I felt bad for the owners," she said. "They warned the employees who were taking advantage, but the employees didn't care."

What worked in Europe was suicidal in the United States. Now the company has no attitude or productivity problems.

Another company owner wrote about her experiences with employees: "Don't think that paid vacations, insurance, sick days, 401 (k) and profit-sharing plan are God-given rights. They are benefits given to employees in exchange for good work. They are extras to attract good people to a good firm in exchange for long employment."

And that might be the key to why the employees took a great situation for granted. Good benefits for a job well done is a fair exchange.

And that might be the key to why the employees took a great situation for granted. Good benefits for a job well done is a fair exchange. But when people are given more than they feel they deserve, they start looking the gift horse in the mouth and suddenly, that horse stops looking so good.

Having problems on the job? Write to Lindsey Novak in care of Tribune Media Services, Inc., 435 N. Michigan Ave., Suite 1600, Chicago, Ill. 60611. She can also be contacted at AtWork@LNOAOL.com.

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A successful CPA firm is seeking a Senior Level Audit Accountant for its Chicago office. The person must have a minimum of 5 years experience in public accounting, preferably in the manufacturing or service industry. Salary commensurate with experience. Send resume to: hr@fischerintl.com

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ACAD Service Co., a \$20 million company, is seeking a part-time accountant for its Chicago office. The ideal candidate will have a BS in Accounting, CPA, and 3-5 years experience in a similar position. Salary commensurate with experience. Send resume to: hr@fischerintl.com

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500 Help Wanted General

ACCOUNTING - VAULT
For consideration in the field of accounting, we are seeking a vault accountant with a minimum of 5 years experience in a similar position.