

+++ Electronic News +++

02/2010

Introduction

Dear Colleagues,

Welcome to the 3rd edition of **AVR Electronic News**, which we are sure contains articles that will interest you. I hope you'll be able to set aside some time to read it.



Roche is already an attractive employer, but the "Roche – a great place to work" project seeks to make it even more attractive in future and ensure that it tops the league tables within the next five years. At the next Lunch Talk, Silvia Ayyoubi will explain what Roche is doing to achieve this and how we, as employees, can play our part.

We are therefore delighted to have been able to take part in this forum as a fully-fledged member.

Over the last few years, we have amassed lots of ideas and suggestions, and this forum is the ideal opportunity to bring them to the table. We must also bear in mind that the focus is not just introspective: we are seeking to make an impact outside the company, too, spreading the word that "talents are welcome".

Many of us, particularly in the global departments, are still in the throes of the integration process and are snowed under with work. We are all aware that this process will take some time yet to complete, but we must give it our all to make it a success. Unfortunately, as a corollary of this, we are having to reschedule our office hours, video and teleconferences are an increasingly common feature of our days and evenings, and we sometimes end up working into the small hours.

We are also having to contend with the fact that, in certain departments, the workload has reached critical proportions, due in part to the introduction of more stringent documentation requirements that have long been the norm in the USA. Of course, this raises the question as to whether such requirements need to be adopted wholesale, particularly given that the size of the workforce has remained unchanged.

We will raise these subjects at the forthcoming meetings that have been planned with the management, and hope that swift solutions will be found with regard to resources, organisational capacity and so on.

This edition also contains reports on the following subjects:

AVR Offsite meeting

Step by Step

The "5 cent" campaign as part of Bike-to-Work

Information for cross-border commuters

AVR AGM 2010

The *Schweizer Firmenlauf* intercompany run

Agreement with aquabasilea

The takeover of AVR's fitness offers by PSSP

I hope to meet you in person at the Come Together party on 23.6. In the meantime, happy reading!

Roland Frank

Präsident of the AVR

AVR meets with HR Management and HR Business Partners

Once a year, the AVR Executive Committee holds an offsite meeting lasting several days with all the Site



Representatives. The meeting is an opportunity to discuss and assign upcoming tasks, finalise strategies and, most importantly, hold in-depth discussions on the AVR's relationship with the HR department and its representatives.

To this end, the AVR invited Bruno Weissen (Head of Human Resources Basel) and Norbert Schreiner (Head of HR Business Partners Basel) to attend the first day of the meeting along with the HR Business Partners for various sections (Matthias Roppel, Beatrice Holzwarth, Freddy Jaggi, Dragana Stevanovic, Sylvie Kerkow, Elke Sims, Regina Pfister and Marc-Sebastian Göbel).

The AVR representatives were keen to find out straight from the horse's mouth what importance line managers attach to the AVR as an organisation. With this in mind, it was important to establish how the HR Business Partners perceive relations with the AVR. In return, the AVR had an opportunity to present its ideas about cooperation in specific instances.



Bruno Weissen feels the working relationship is very constructive, and even believes that it gives Roche a competitive edge over many other international companies. Bruno Weissen also feels it is important that the elected AVR Site Representatives are all volunteers. This means they have great empathy and can speak with authority, as some of them may be personally affected by issues or know people in their immediate circle who are.

Norbert Schreiner compared Roche with his previous jobs abroad with other, similar international companies. He was adamant that the working relationship between Roche and the AVR was by far the best he had encountered.

The AVR's constructive, critical contributions are highly valued, and for this reason the AVR will be collaborating on two major projects, namely "**Opportunity Management**" and "**Roche – a great place to work**".

A detailed report on the 2010 offsite meeting will appear in the next AVR electronic news.

Text: Adnan Tanglay

986 million steps for healthier lives!

Between 19 April and 30 May, 1442 Roche employees from Basel, Kaiseraugst and Reinach took part in the "Step by Step" fitness drive organised by the Basel Sports Office. The aim was to encourage people to incorporate more exercise into their daily lives as a precautionary measure against such risk factors as obesity, high blood pressure and metabolic disorders.



Over the six-week period, participants had to walk 10,000 paces at least 5 days a week. For real health benefits, it is important to walk 10,000 steps every day, but, in reality, a working person with a sedentary job will only walk between 4,000 and 5,000

on average.

Pedometers were used to count the steps, but participants were also able to take other forms of exercise, such as swimming, cycling or tennis, convert them into steps and add them to the total.

Steps were recorded on the www.schrittauftritt.ch website, after which the distance covered was displayed on a

map. We took a virtual 225-km hike from Basel up the Rhine to Bregenz.

Participants formed teams of five for the event, with each team member completing their steps individually. That being said, teams often got together at lunchtimes or after work to walk towards their targets, and in this respect the event also encouraged communication and team-building.

The campaign really fired the imaginations of Roche employees. The “Real Runners”, for instance, jogged non-stop in relay from Basel to Bregenz, while Sandro Willi walked the route in five days.

The accompanying promotions (which included a photo competition, gait analysis, experimental walk, aquarobics and a guided cycle ride) proved extremely popular, and the feedback was very positive.

Some impressive facts & figures about the Roche participants:

Number of participants: 1442 (40% female, 60% male)

(Basel: 1191, Kaiseraugst: 201, Reinach: 50)

Average number of steps per participant: 683,747

(Basel: 642,362, Kaiseraugst: 696,842, Reinach: 611,574)

Average number of steps per day and participant: 16,280

(Basel: 15,294, Kaiseraugst: 16,591, Reinach: 14,561)

Total converted to km (assuming step length of 75cm): 739.5 million kilometres

Average actual number of steps for all participants (total: 4,100): 648,049

Average actual number of steps for Roche participants (1,442): 683,747

The website www.schrittauftritt.ch will remain live until further notice. Amusing team photos and useful tips on subjects such as concentration, high blood pressure, neurobics and exercise can be found there.

Text: Rolf Baumgartner

A personal perspective on the event:

Priska Laubi, captain of the “Selbstläufer”:

No sooner had the preliminary e-mail arrived in my inbox than I asked my colleague what she thought about getting a team together. Using all our feminine charms, it wasn't long before we had cajoled three men into joining us. We quickly came up with a name and were in the starting blocks before the event had even got underway and the pedometers had been distributed. As 10,000 steps is rather a lot for "desk jockeys" like us, we started converting our routine daily walks into steps so that we could gauge whether we were already on target or needed to spend more time pounding the pavements.

There was great excitement when the pedometers were finally handed out, and then we were off, comparing, forecasting and laughing a lot along the way. The online conversion table caused much amazement: a lot of steps could be achieved through cycling and other sporting activities. Better still, even gardening and housework counted towards the target! Nevertheless, it still wasn't always easy to reach our 10,000 paces, particularly when the weather was bad and we were worn out after a hard day at work.

The event was certainly an eye-opener and gave us a clear indication of what everyone ought to be doing each day to get enough exercise. With summer fast approaching though, we feel confident that we will carry on getting enough exercise.

Roman Stark, Team SHARP

My team and I all work in different locations. Because we were all so keen to get involved in the event, we always have stories to share when we get together in the office. Everyone is really enjoying themselves and I'm often asked how we are doing compared with the other teams. We're already looking forward to the next event!

Oliver Schwarz, “Step by Step” Project Leader at the Basel Sports Office, tells us what he thought about the Roche teams:

When registrations for “Step by Step” opened, we were absolutely inundated with applications from people at

Roche. Luckily, our servers just about coped with this avalanche of registrations, and our project got off to a great start thanks to this hugely positive sign.

We were constantly amazed by the dedication and innovativeness of all the Roche teams. For instance, there were the extremely amusing team names and slogans, which helped to bring colour and character to the event, and above all the team and individual photos of the Roche employees. These really set an upbeat tone and inspired the other teams taking part to be creative. Most notable, of course, were the two fantastic initiatives that brought an exciting dose of reality to this otherwise virtual project: the “Real Runners” who, on the two worst days of spring, jogged non-stop to Bregenz through cold, dark and rain and earned the respect of all 4,100 participants, and Sandro Willi, who set off to walk the real route on Whit Monday with a few other participants. His reports from the road gave the other participants an insight into the daily life of a long-distance walker.

The Roche teams were all great fun and we found their creativity enriching and motivating. We would like to sincerely thank everyone from Roche who took part in “Step by Step”, and particularly Rolf Baumgartner, whose dedication ensured that the idea caught on in the company in the first place.

Angelo Gnarra / SLM & Change Management

One day we received a flyer in the internal mail entitled “Step by Step, up the Rhine to Bregenz”. During a coffee break, we talked about the aim of this initiative: bringing some movement into your life! The idea was to form teams for a virtual walk from Basel to Bregenz, using pedometers to count the number of steps. Each team recorded its step counts on a website, the objective being to reach Bregenz in 30 days (www.schrittauftritt.ch). Our team – Silvio lotti, Angelo Gnarra, Eberhard Heinz, Christian Huggler and Christof Kohler – was quickly put together. Christian must have thought we could do better than “just walk” because he came up with what at first seemed like a crazy idea: why not **run** the almost 250 km to Bregenz NON-STOP?



It didn't take long to persuade the team, and we immediately set about making our plans. The project seemed to take on a life of its own, with each runner taking on one particular task. The support vehicle, catering, route, start time, satnav, logo, team T-shirts etc. were just a few of the things that required careful planning. On this note, we would like to express our sincere gratitude to our driver, Markus Bina, the Step by Step event organisers, **Settelen AG Basel** for providing us with a vehicle, **F. Hoffmann-La Roche Ltd** for the running shirts and caps and **Longo Sport Möhlin** for printing the running shirts.!!

On Friday 30 April, the big day dawned: the starting gun sounded at 6.30 a.m. at Basel Münster and we set off for our final destination – the floating stage in Bregenz. Each of the five runners had an average of five stages ahead of them over the next 26 hours. We ran in relay, handing over to the next runner at predefined points and giving a running commentary in our blog! We had great fun, and running this beautiful stretch along the Rhine was a terrific experience. The weather didn't always play ball, but we didn't let this dampen our spirits. The overnight stages, however, were gruelling, as we contended with the dark, the weather, difficulty finding our way and fatigue, among other challenges. It was therefore a great relief when, at 8.00 a.m. on 1 May, we passed a town name sign proclaiming that we had arrived in **Bregenz!** After that it wasn't far to the floating stage, and words cannot describe how it felt to reach it.

Bring on the next challenge!

For a full report on the entire run, go to: www.schrittauftritt.wordpress.com

Bike to work 2009 – an unforgettable experience

860 Roche employees from Basel/Kaiseraugst and Reinach cycled 177,502 kilometres on a total of 13,337 days during this year's "bike to work" campaign in June. Everyone was a winner – the people who took part, Roche, the environment and three aid organisations, because for every kilometre cycled the Basel AVR donated five cents to charity.



Each of the following three organisations received CHF 3,000:

- the **“Buechehof” association for adults with special needs, in Lostorf (www.buechehof.ch)**
- the **“Spitex Sektion beider Basel” home care organisation**
- **Inter-Mission Switzerland (www.intermission.ch)**, which provides bicycles for refugees and orphanages in India.

The money is being spent directly to purchase new bicycles, repair and maintain existing cycles and invest in enhancing the attractiveness of cycling by providing infrastructure, helmets and excursions.

The 50 bicycles we sent to the Indian state of Orissa have been very enthusiastically received and we have been sent a touching photo. In Orissa, a bicycle costs around 2600 rupees or about CHF 60.00.

This great photo lifts the spirits and is a reminder that the effort was more than worth it.

As you will be aware, “bike to work” is taking a break this year at Roche. But that’s no excuse to let your bike gather cobwebs: cycling is great fun at any time of year!

Text: Rolf Baumgartner

Cross-border commuters beware!

Until now, Roche employees living in Germany have had to tax capital distributions from the Employee Profit-Sharing Foundation in full as income. However, a ruling by *Finanzgericht 3 K 14/07* (tribunal dealing with fiscal matters) in Freiburg has now been published, under which profit-sharing distributions are classed as occupational pension provision and so taxed differently. Find out more under:



http://www.avroche.ch/_grenzgaenger/aktuell/auszahlung_mgb.php.

The *Interessengemeinschaft Pensionskasse* [pension fund forum] was set up in the Lörrach district in 2006. It publishes regular information bulletins for cross-border commuters, which can be found on our website www.avroche.ch by clicking

Grenzgänger-Infos and then *IG Pensionskasse* (German only). These bulletins are also e-mailed to all members.

The aim of the forum is to inform as many cross-border commuters as possible about pension-related issues and the fiscal aspects of retirement savings in Germany. By joining you will be increasing the political leverage of the 350-member forum and showing your support for the issues it represents.

Text: Dr. Michael Pantze

60th Annual General Meeting, 18 March 2010

This year's Annual General Meeting marks the AVR's 60th year of existence. This is cause for celebration but, in line with the new retirement rules, we are postponing the event for 5 years and will be holding a proper celebration to mark our 65th birthday.



This year again we were host to a number of guests, including Pension Fund Chairman and Corporate Executive Committee member Dr Gottlieb Keller, Basel Site Head Matthias M. Baltisberger, Dr U. Jaisli from the legal department and the Head of HR for Switzerland Bruno Weissen. Also attending were the Head of Opportunity Management Norbert Schreiner, the Pension Fund Head Robert Aeby, the President of the Sports Club Daniel Zimmerli, the Presidents of the Central Switzerland and Burgdorf sections of

the AVR and other representatives of the AK, Roche Nachrichten and Pension Fund.

We also welcomed a delegation from the Novartis Employees Association NAV led by its President, Henriette Brunner.

The meeting was attended by 216 AVR members in all, roughly a third of whom were pensioners.

The official agenda included presentations on the Association's activities and aims, the official reports of the treasurer and auditors, information on changes in the Committee and elections.

Peter Brunner did us the honour of acting as Chairman for the day, and he dealt swiftly and efficiently with the elections of the Presidium and associate members. The meeting unanimously elected Hans Sucker as the new Vice President and re-elected the other Committee members.

One of the Committee's longest-serving members, Gerald Arabin, stepped down after 16 years of service. We then introduced the new site representatives Joanna Mundhenke and Andreas Winkler, who automatically succeeded the departing representatives. The report of the Supervisory Board mentioned that two requests had been received, but the Supervisory Board was unable to elaborate on them due to its duty of confidentiality. One of the requests also resulted in the following proposal for an amendment to the Articles of Association.

The AVR Committee proposed an amendment to the Articles of Association with the intention of eliminating inconsistencies in how Secretariat's resources can be used. The vote was preceded by a heated debate, which highlighted the differences of opinion that exist with regard to the election procedure for the Secretariat. All members participated in the ensuing vote, which resulted in a complaint from the supervisory board. After a brief discussion, the proposal was withdrawn and will be resubmitted to the next AGM in a revised form as part of the overhaul of the Articles of Association and bylaws.

The second proposal related to the amendments to the Pension Fund Rules that will come into effect as of 1 January 2011.

Gottlieb Keller, Chairman of the Board of Trustees of the Pension Fund and Supplementary Pension Scheme, gave a very detailed explanation of the background to this decision. The audience listened intently to his explanations and responded with a lot of questions.

Site Head Matthias M. Baltisberger then addressed the meeting. After thanking the Committee for their work, he made particular mention of the synergy that results from the close working relationship between Roche management and the AVR on many issues.

This marked the end of the business part of the meeting and the start of the convivial part. We were joined by Professor Wolfram Uhlig und Bruno Rüttimann from ETH Zurich's inorganic chemistry department, who gave a fascinating lecture entitled "Fire, Colour, Noise and Light".

The experiments that they demonstrated gave the audience plenty to talk about during the drinks party that rounded off the Annual General Meeting.

Text: Roland Frank

5th Schweizer Firmenlauf intercompany run in Basel on 9 July

On your marks, get set, go! The intercompany run isn't primarily about outstanding athletic performance, though. Instead "**it's the taking part that counts**". It's a run for team spirit, fairness, communication and well-being. Last year over 280 Roche employees took part.

And some of them were very quick: Roche people took first place in both the women's and men's team events.



The start and finish lines are in the St. Jakob athletics stadium in Basel. The route runs along the River Birs. **Power walkers are cordially welcomed.**

The total length is 5.9 km.

The run begins at 7 p.m. on Friday 9 July.
Closing date for registration: 26 June.

How do I register?

Online, if possible, at www.firmenlauf.ch (Click "Basel" in the right-hand column; then click "Teilnehmeranmeldung" in the registration window and enter F. Hoffmann La Roche AG as the company. The password is Laufspass). If you need a Roche running shirt, e-mail your size (S, M, L, XL) to rolf.baumgartner@roche.com.

If you have no internet access, please send an e-mail to Rolf Baumgartner with the following information: surname, first name, year of birth, category (runner or power walker), with/without meal, Roche T-shirt size (if you need one).

The entry costs are **CHF 10.00 (no meal) or CHF 25.00 (meal after the race included)** per person. The actual registration fees are CHF 35.00 and CHF 50.00 respectively, but **the Roche Sports Club and the Employees' Association (AVR)** are providing a CHF 25 subsidy per participant. **By registering for the Swiss Company Run you undertake to pay the participation fee.**

The organisers will present all participants who finish the course with a gift. Runners from Roche will all wear company T-shirts.

Help yourself to stay healthy by entering today. Exercise is the best way to avoid diabetes and bad cholesterol.

Text: Rolf Baumgartner

New - discount at aquabasilea

aquabasilea, the unique water experience covering over 13,000 m², opened in Pratteln in March.

The **bathing experiences** comprise a **water park** and a **vitality bath**.

The **water park** offers active fun for young and old alike, including seven slides with a total length of 659 m and a mountain torrent, a swimming pool with wave machine, an activity pool with a climbing wall, a baby pool and a relaxation pool with whirlpool, jet stream and massage jets.



The **vitality bath** lets you to experience water in its original, invigorating form while you soak up the relaxing atmosphere of a mini-break.

There is also a large **sauna world** and the aquabasilea **spa** to pamper body and soul.

We have negotiated the following special rates for the aquabasilea bathing experiences:

One-day individual admission to bathing experiences: CHF 29.00 (instead of CHF 39.00)

One-day individual admission to sauna world: CHF 39.00 (instead of CHF 49.00)

Family ticket* for bathing experiences: 1 adult + 2 children: CHF 57.00 (instead of CHF 82.00)

Family ticket* for bathing experiences: 2 adults + 1 child: CHF 65.00 (instead of CHF 91.00)

***Each additional child: CHF 12.00**

Children under 6 are admitted free of charge

Reduced individual day tickets are available to AVR members **only**.

You will be required to show your **AVR membership card** and **Roche employee ID** at the ticket office. ID cards are not transferable and may not be lent to other people.

The special prices are effective immediately and will initially be available until the end of the year.

For detailed information, go to www.aquabasilea.ch.

There is a free shuttle bus between Pratteln station and aquabasilea.

Text: Rolf Baumgartner

PSSP now coordinating fitness centre discounts

For 10 years now Roche employees have been able to benefit from special rates at various fitness centres in the region. For the current list, go to www.avroche.ch.



Unlike the relaxation and recreation concessions that the AVR subsidises, these discounts are available to **everyone at Roche**.

To increase awareness of these special rates still further, we have decided, after consulting and obtaining the approval of the PS, to hand over responsibility for coordination to PSSP as of 1 July. Details of the special offers will also be published on the PS website from the same date. Current discounts will be unaffected.

From now on, please contact Thomas Kötter if you have any questions.

AVR members who take out a year's membership with a recognised fitness centre in Switzerland, Germany or France will continue to receive CHF 100 towards the cost from the AVR.

Please send a copy of your signed contract, payment receipt and postal or bank account details to the AVR secretariat (Building 49/2.118).

The AVR will continue to lobby Roche to provide an additional membership subsidy. At such a large company, it just takes a little time for good or healthy ideas to come to fruition.

Text: Rolf Baumgartner

Introducing new Site Representative Andreas Winkler

When Gerald Arabin retired on 31 March 2010, I was next in line to succeed him as Site Representative on the AVR Committee. Before he retired, I took the opportunity to ask Gerald about the duties and tasks of an AVR Site Representative so that I could try to ensure continuity. I would like to think I have been successful in doing so.



Since taking over, I have continued to gain valuable experience and take on new tasks. I see my main task as advising and assisting employees who are having difficulties with their line managers and colleagues. I also want to make the AVR aware of the wishes and concerns of individual departments.

I gained a lot of experience and resolved a number of problems by discussing them with colleagues during my 2 years as an alternate on the Board of Trustees of the Pension Fund.

However, the impending changes to the Pension Fund Rules will give us plenty more to talk about and provoke a large number of questions from employees, all of which will need answers. This is a task I am happy to undertake.

Text: Andreas Winkler

The AVR Come – Together Party

The mouth-watering **Oriental buffet and the** well known famous music band **Äl Jawala**, who breaks through the cultural boundaries with the power of their various music instruments, provides an ideal opportunity in the theme **Orient meets Occident** to meet colleagues from other departments and interact with them.



Free entry with Roche badge
(inclusive Buffet & Drinks)

When:

23th June 2010

5:00pm – 10:00pm

Where:

Sudhaus Warteck

Burgweg 7, 4058 Basel

www.sudhaus.ch

Text: Adnan Tanglay

Editorial Office

We need your help to keep your regular **AVR Electronic News** as interesting as possible. If you find something especially exciting or know of an exceptionally interesting event or unusually difficult situation, please write to us about it at basel.avr@roche.com

