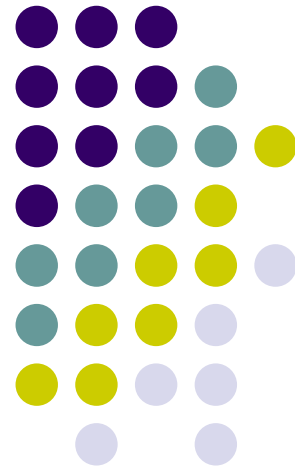


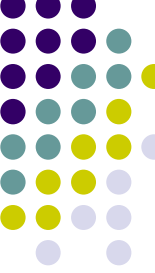
Working in Fribourg

By Dr. Richard W. Greaves

President & CEO of Vibro-Meter SA



Working in Fribourg



- Charms of working in Fribourg from a « private person » side
 - Views from the Expats...

- Benefits of Canton Fribourg from a Company view
 - Views as President of Vibro-Meter

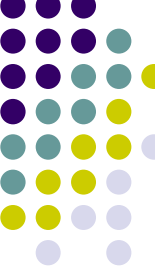


View from the Expats



- Survey done by some of our expats coming from different places such as:
 - USA
 - Asia
 - UK
 - Russia





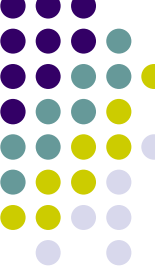
Expats : Survey & questions

- First impressions

- Processes are very well organized
- Swiss are very good professionals
- Many rules surrounding work (i.e. overtime hours, etc.)
- Clean and safe country; good infrastructure
- Pace of life can be slower than in other countries
- Richness of culture and languages
- Friendly workmates



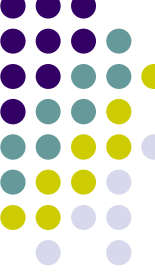
Expats – Survey & questions



- Main differences between own country and CH
 - Much better social security than in Russia and America for example
 - Cultural differences
 - A variety of languages – not just English
 - Difference in approach to technical problem solving. In America for instance, the tendency is to get to a 75% solution and then « try it ». In Switzerland, it seems that the solution must be closer to 100% before action is taken
 - Easy to travel all around Europe



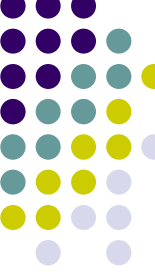
Expats : Survey & questions



- Do you feel a cultural difference ?
 - Average employee in Switzerland is more professional and pays more attention to detail.
 - Takes a long time to get to know Swiss people
 - Clear separation between work and private time

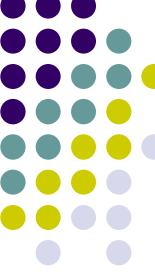


Expats – Survey & questions



- Main difficulties in working in Switzerland ?
 - Ignorance of local languages
 - Figuring out how to complete a product development and introduce it to a rapidly changing market place within the « 100% » culture.
 - To adapt to different working and thinking manners.
- Which advise would you give to come to Fribourg ?
 - Definitely do it !
 - Learn languages, meet people.
 - Work in a professional manner
 - New country, new job is never going to be easy so be prepared for the ups and downs but the ultimate benefits are worth all of the initial hassle.





Expats : Summary

- PROS & CONS of working in Switzerland

PROS

- The Swiss are competent and well educated people
- Good work-life balance
- Salary
- Social Security
- Quality of life, Swiss culture and history
- Well-functioning infrastructure
- The Swiss work ethic, and people are proud of what they do.

CONS

- The higher tax and hidden costs (medical, dentist, ...)
- Slower pace of business / development
- Language barriers



Benefits of Canton Fribourg from a company view



- Well educated, efficient workforce
- Flexible labor laws
- Good cooperation with the Government which facilitate immigration of skilled future employees
- Good support of the « promotion économique » of Fribourg canton
- Tax holidays
- Extended catchment area for employees beyond Fribourg to Bern & Lausanne
- Majority of the Swiss know more than only 1 language
- The beauty of the canton / quality of life
- Very easy to find a house/apartment in the canton (contrary to Geneva, Lausanne and Zürich).