

Annual Top Employers Survey

Top Twenty Employers

2012 Rank 2011 Rank

Employer *(Global Headquarters)*

2012 Rank	2011 Rank	Employer	Innovative leader in the industry	Treats employees with respect	Is socially responsible	Has loyal employees	Does important, quality research	Makes changes needed
1	2	Regeneron Pharmaceuticals, Inc. <i>(Tarrytown, NY)</i>	•				•	•
2	1	Vertex Pharmaceuticals Incorporated <i>(Cambridge, MA)</i>	•		•		•	
3	3	Genentech <i>(South San Francisco, CA)</i>	•		•		•	
4	9	Novo Nordisk <i>(Bagsvaerd, Denmark)</i>		•	•	•		
5	16	Monsanto Company <i>(Creve Coeur, MO)</i>	•				•	•
6	5	Millennium: The Takeda Oncology Company <i>(Cambridge, MA)</i>		•			•	•
7	7	Boehringer Ingelheim <i>(Ingelheim, Germany)</i>				•	•	•
8	15	Roche – excluding Genentech <i>(Basel, Switzerland)</i>	•		•		•	
9	10	Biogen Idec <i>(Weston, MA)</i>	•				•	•
10	4	DuPont <i>(Wilmington, DE)</i>		•			•	•
11	14	Novartis <i>(Basel, Switzerland)</i>	•		•		•	
12	–	Celgene <i>(Summit, NJ)</i>		•			•	•
13	6	Amgen <i>(Thousand Oaks, CA)</i>		•	•		•	
14	12	Merck KGaA/Merck Serono/EMD Serono <i>(Darmstadt, Germany)</i>	•	•	•			
15	11	Abbott <i>(Abbott Park, IL)</i>				•	•	•
16	13	Genzyme, a Sanofi company <i>(Cambridge, MA)</i>		•	•		•	
17	8	Syngenta <i>(Basel, Switzerland)</i>		•	•		•	
18	18	Gilead Sciences <i>(Foster City, CA)</i>	•	•			•	
19	–	Biocon Limited <i>(Bengaluru, India)</i>		•		•		•
20	20	Bayer <i>(Leverkusen, Germany)</i>	•	•			•	

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Survey Methodology

Science Careers conducted its annual web-based survey of individuals familiar with pharmaceutical and biotech employers to determine the best employers in the field. This survey was conducted from March 7 to March 21, 2012. Roughly 23,000 individuals from the AAAS database, as well as former survey participants, were invited via e-mail messages to take this survey. Individuals working in human resources at biotech and pharma companies (*Science Careers* sales database) were also contacted by e-mail and asked to promote the survey within their organization. Lastly, banner ads and e-mail blasts were run with two outside providers.

In all, 4,276 surveys were submitted, which served as the basis for the analysis. The top 20 companies were selected using a statistical process that calculates a unique ranking score for each company rated. Only companies that were rated by 30 or more respondents were eligible to become part of the top 20 best employers.

The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2012 survey undertaken for the *Science/AAAS* Custom Publishing Office. The companies without a 2011 rank did not receive enough mentions to qualify or did not receive a high enough ranking during the 2011 survey.