TOP TWENTY EMPLOYERS

2009 Rank	2008 Rank	Employer (Global Headquarters)	Innovative leader in the industry	Treats employees with respect	Has loyal employees	Is socially responsible	Does important, quality research	Leadership moves company in right direction	Work and personal values are aligned
1	1	Genentech, Inc. (South San Francisco, CA)	●		●		●		
2	4	Boehringer Ingelheim (Ingelheim, Germany)		●	●	●			
3	3	Genzyme Corp. (Cambridge, MA)	●		●		●		
4	2	Monsanto (Creve Coeur, MO)	●				●	●	
5	8	Millennium: The Takeda Oncology Co. (Cambridge, MA)		●		●			●
6	--	Merck KGaA (Darmstadt, Germany)			●	●	●		
7	5	Schering-Plough Corporation (Kenilworth, NJ)				●	●	●	
8	20	Amgen (Thousand Oaks, CA)	●			●	●		
9	9	Gilead Sciences (Foster City, CA)		●	●		●		
10	15	Johnson & Johnson (New Brunswick, NJ)		●		●	●		
11	10	Eli Lilly and Company (Indianapolis, IN)		●	●		●		
12	11	Novartis (Basel, Switzerland)	●				●	●	
13	19	GlaxoSmithKline (London, UK)	●			●	●		
14	12	AstraZeneca PLC (London, UK)			●	●	●		
15	18	Biogen Idec (Cambridge, MA)		●			●		●
16	14	Merck & Co., Inc. (Whitehouse Station, NJ)	●	●			●		
17	6	Roche (Basel, Switzerland)			●		●	●	
18	13	Wyeth (Madison, NJ)	●		●		●		
19	16	sanofi-aventis (Paris, France)		●			●		●
20	--	Syngenta (Basel, Switzerland)		●			●		●

Survey Methodology

E-mail invitations to take a web-based survey were sent to roughly 75,000 individuals worldwide, who were AAAS members, *Science* Careers registrants, *Science* website visitors, and past survey takers. E-mails were also sent to approximately one thousand human resources contacts at industry firms. A total of 2,334 people responded by taking the survey between March 3 and 28, 2009; 73 percent from North America, 15 percent from Europe, 8 percent in the Asia/Pacific Rim. Survey participants were asked to write in the names of the companies that they regarded as best, average, and worst employers. In total 575 companies were cited. Survey takers then rated the companies they had chosen on 23 driving characteristics. The top 20 companies were selected using a statistical process that calculates a unique ranking score for each company. Only companies that were rated by 30 or more respondents were eligible to become part of the top 20 employers. Fifty-eight percent of respondents chose as best employer the company they were currently employed by, whereas 18 percent chose companies that they knew through colleagues or friends and 14 percent selected a company to which they had no relationship.

The 20 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2009 survey undertaken for the *Science*/AAAS Business Office. The companies without a 2008 rank did not receive enough mentions to qualify during the 2008 survey.