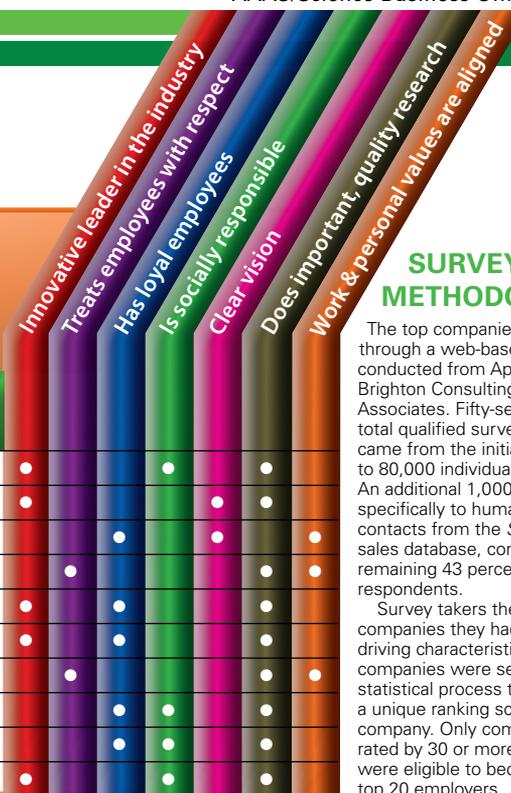




TOP TEN EMPLOYERS



SURVEY METHODOLOGY

The top companies were identified through a web-based survey, conducted from April 13–30 by Brighton Consulting Group and Cell Associates. Fifty-seven percent of the total qualified survey respondents came from the initial e-mail invitation to 80,000 individuals worldwide. An additional 1,000 e-mails sent specifically to human resource contacts from the *Science* Careers sales database, comprised the remaining 43 percent of the qualified respondents. 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.

| 2010 Rank | 2009 Rank | Employer (Global Headquarters) | Innovative leader in the industry | Treats employees with respect | Has loyal employees | Is socially responsible | Clear vision | Does important quality research | Work & personal values are aligned |
|-----------|-----------|---|-----------------------------------|-------------------------------|---------------------|-------------------------|--------------|---------------------------------|------------------------------------|
| 1 | 1 | Genentech (South San Francisco, CA) | • | • | • | • | • | • | • |
| 2 | 4 | Monsanto Company (Creve Coeur, MO) | • | • | • | • | • | • | • |
| 3 | – | Vertex Pharmaceuticals Incorporated (Cambridge, MA) | • | • | • | • | • | • | • |
| 4 | 5 | Millennium: The Takeda Oncology Company (Cambridge, MA) | • | • | • | • | • | • | • |
| 5 | 17 | Roche (Basel, Switzerland) | • | • | • | • | • | • | • |
| 6 | 2 | Boehringer Ingelheim (Ingelheim, Germany) | • | • | • | • | • | • | • |
| 7 | 20 | Syngenta (Basel, Switzerland) | • | • | • | • | • | • | • |
| 8 | 3 | Genzyme Corp. (Cambridge, MA) | • | • | • | • | • | • | • |
| 9 | 6 | Merck KGaA/Merck Serono/EMD Serono (Darmstadt, Germany) | • | • | • | • | • | • | • |
| 10 | 8 | Amgen (Thousand Oaks, CA) | • | • | • | • | • | • | • |

The 10 companies with the best reputations as employers and the top three driving characteristics for each company, according to respondents in the 2010 survey undertaken for the AAAS/Science Business Office. The company without a 2009 rank did not rank among the top 20 in the 2009 survey.

COMPANY CULTURE OF THE TOP TEN

All the top 10 companies in *Science's* Top Employer Survey excel at treating their employees with respect, creating an innovative science environment, and dealing with crisis through communication and transparency. But they all offer their own ways to make their working environment fun, exciting, and rewarding as well. Here's a sample of each company's unique culture:

1. GENENTECH

The company's South San Francisco campus has hosted legendary monthly parties called "Ho Ho's" over the past several decades. Besides offering food and drink, the get-togethers often involve elaborate themes and costumes. Genentech also encourages smaller parties and gatherings among different research groups and labs. "There is an atmosphere of casual intensity here," says Marc Tessier-Lavigne, Genentech's executive vice president for research and chief scientific officer. "People work hard, but they also play hard."

The company also makes diversity part of its DNA—or Diversity Network Associations. DNA groups offer mentoring and leadership opportunities for a variety of racial, ethnic, and cultural groups, including African Americans, women, and lesbian, gay, bisexual, and transgender employees. Genentech also works hard at recognizing accomplishments, such as new hires, promotions, and progress on projects. "We try to make people feel valued," says Tessier-Lavigne.

Finally, the company turns respect into action by making employees' lives as easy as possible. Genentech has provided onsite child care for decades and offer concierge service to take care of employee needs, like dry cleaning, says Tessier-Lavigne. "We try to make it easy for employees to focus on their work and not have to worry about all the things people have on their mind when they come to work."

2. MONSANTO

Monsanto uses a series of internal awards to recognize achievements, with many including a cash prize. The "Queeny Award" honors the leadership team of a company product that uses significant technology to enhance the company's scientific reputation. Each member of the winning leadership team receives \$25,000, a real-gold medal, and a place in Monsanto's "Wall of Fame." The "Science and Technology Career Award" recognizes outstanding and sustained contributions by an individual throughout his or her career that have enhanced Monsanto's leadership. And the "Technology Above and Beyond Award" rewards individuals and teams in the global technology organization whose performance goes significantly "above and beyond" general job duties.

3. VERTEX PHARMACEUTICALS

Beyond searching for drugs to make sick people healthy, Vertex emphasizes fitness for its own workforce with an annual “wellness week.” Services are available for friends and family and include a mammography van, massages, and stress management courses. The company also provides a financial wellness week. “We dedicate a whole week to helping people understand their personal financial life—including managing their stock portfolios,” says Lisa Kelly-Croswell, Vertex senior vice president, human resources. Vertex employees are eligible to accumulate a standard four weeks of vacation “the minute they walk in the door” and the company increases this to five weeks after five years. “All these things help employees remain healthy,” says Kelly-Croswell, “and being healthy helps productivity.”

Vertex employees who successfully refer new colleagues to the company receive a cash reward. This year, the company added its “Prius Program,” where the CEO selected a name from a pool of employees who successfully referred someone to the company and gave away the keys to a new Toyota Prius hybrid at an all employee meeting. Vertex recently launched a corporate Twitter account to keep followers up-to-date on Vertex events and industry news.

4. MILLENNIUM: THE TAKEDA ONCOLOGY COMPANY

Millennium emphasizes programs devoted to helping employees maintain a work-life balance. They offer a personal concierge service called “Circles,” which assists with travel planning, shopping, entertainment guidance, home maintenance advice, and resources. Another initiative, called the “Simplify Life,” provides onsite services such as banking, dry cleaning, and greeting card and stamp purchase. The company even provides access to locally grown produce through a Community Supported Agriculture program. “Employees have such busy lives here and away from work,” says Steve Gansler, Millennium’s senior vice president, human resources. “So we try to make their lives easier.” The company also goes beyond daily needs with its “college coach” program, which helps employees prepare their children for the college application process.

5. ROCHE

Roche has a variety of awards, grants, and programs to encourage and recognize innovation. Within its Pharma Research and Early Development (pRED) group, the “Barn” initiative, named after the rural venues in Europe and the United States, provides a forum where Roche scientists can discuss science, brainstorm ideas, explore options, and seek solutions with colleagues and experts without the constraints of day-to-day project work or corporate etiquette. The largest research unit, Medicinal Chemistry, provides an “Innovation and Incubation Fund” that offers a non-bureaucratic way to apply for small grants and time to pursue promising new approaches. If an idea looks promising, a second scheme called “Acceleration” provides a more extensive review and the potential for significantly increased funding and manpower.

A new annual award for Innovation in Chemistry, which is being named after Leo Sternbach, is being introduced this year. The award will recognize practices that have significantly impacted drug discovery projects, or the way medicinal chemistry is performed at Roche. Other awards that emphasize corporate responsibility include the Roche Environmental Awareness in Chemical Technology, which recognizes advances in green chemistry across the company’s research and manufacturing groups, the “3Rs” award, which rewards ideas supporting replacing, reducing, and refining the use of animals in testing.

6. BOEHRINGER INGELHEIM

The global pharmaceutical company, Boehringer Ingelheim (BI), makes an extra effort to welcome its international workforce at the company’s Ingelheim, Germany headquarters. BI’s “International Club” invites colleagues and their families to activities including rafting, concerts, theater visits, and language courses. These activities help international employees meet colleagues from around the world and help them settle into life in Germany. Additionally, in each of the 50 countries where BI is located, employees simultaneously take a day to celebrate BI’s “Value through Innovation” motto by participating in activities such as environmental protection projects, filming workshops, intellectual olympic games, and beach parties. The company also has had an active “suggestion box” since 1954, and has a team that recommends monetary rewards. The company recognizes both scientific and nonscientific achievements through a host of internal awards, including for ideas that improve daily work life, such as performance and communication.

7. SYNGENTA

Syngenta emphasizes employee physical well-being, with a preventative-health program called “Reaping Rewards.” The program gives employees “points” for participating in exercise programs, attending regular physical examinations, and undergoing an annual health risk assessment, among other wellness-based activities. Employees can turn in points for up to \$250 in cash. Free company physicals serve as the starting line for the program, which is also available to spouses and domestic partners. Five Syngenta sites have clinics, but the company added mobile healthcare units to serve locations that lack onsite facilities. “People can get checkups without taking off a whole morning,” says Michiel van Lookeren Campagne, Syngenta’s head of global biotechnology R&D. Over 70 percent of the company’s employees participate in the program, which has lowered illness and hospitalization since its inception under Novartis in 1998. “By taking a really proactive approach you can create a win-win for both employee and employers.”

8. GENZYME

Genzyme takes its commitment to patients very seriously and reminds employees of its importance. “We gather and publish pictures of patients who are being treated with our therapies and remind employees, ‘These are your patients, these are the people you are working for,’” says Alan Smith, senior vice president. The company also circulates a quarterly corporate research newsletter that looks both outward—with industry trends—as well as inwards, with stories of ongoing projects and “mini-papers” written to be accessible to a wide variety of employees.

9. MERCK KGaA

Merck KGaA started one of its most successful internal programs out of necessity, when it acquired Serono in 2007. The company held a “dialogue map” to help new employees figure out how they fit into the merged company and also allow them to communicate about shared goals. “This workshop tool not only explained the meaning of the values but got people to collectively reflect on how the values can be lived in their daily work as a team,” says Bernd Kirschbaum, Head of Global R&D, Merck Serono. “We used very concrete examples and asked our associates to discuss more around these values to increase the awareness and develop the right mindset.” The Dialog Map was rolled out in 2008 into all parts of the company, allowing all new employees to familiarize themselves with the company’s values and culture. Merck KGaA also has an on-the-spot recognition for role models in R&D, “for example, when somebody had the courage to get out of their comfort zone and raise a very critical point during a ‘town hall’ meeting,” says Kirschbaum. “Initially, associates were surprised to receive an on-the-spot recognition rather than a nasty answer.”

10. AMGEN

Amgen supports 10 different employee “affinity groups” that are organized by and for staff members that share common backgrounds and interests. Current affinity groups include several formed around ethnic affiliations, as well as networking groups for gay and lesbian employees, women, veterans, and staff with disabilities. All groups are self-forming and seek out and receive executive level sponsorship. They meet at Amgen’s headquarters, as well as at the company’s other locations, to promote opportunities for professional growth and support of Amgen’s vision and values. Many groups also get involved in community service projects.

Amgen also provides many onsite amenities, particularly at the company’s Thousand Oaks headquarters, which offers a car-detailing service in the parking garage, dry cleaning drop-off, as well as onsite daycare. Amgen’s staff appreciates the company’s generous paid time off benefit. For example, the U.S.-based part of the company shuts down the entire week of July 4, as well as between Christmas and New Year’s Day. “There’s no e-mail, there’s no voicemail,” says Roger Perlmutter, executive vice president for research and development. “It’s not like taking a vacation, when everything piles up on your desk. These holidays allow employees to recharge, and it demonstrates trust in them.” This trust, in turn, renews their commitment to the fundamental mission of the company—to help sick people. “It works because employees have a commitment to the mission,” says Perlmutter. “If you have good people, they will put in the time to get things done.”

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