

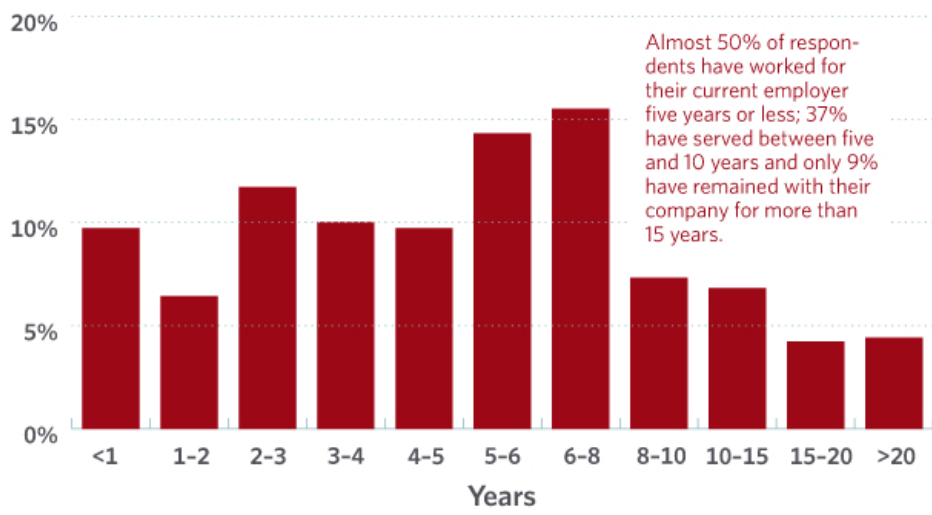
## Top 30 Companies

Rank in 2007	Rank in 2006	Company Name and Global HQ	Type	Total No. of Employees Worldwide	Most Highly Ranked Factors		Least Highly Ranked Factors	
1	1	<b>Tec Laboratories</b> Albany, OR	Skin products	100 or fewer	Management	Research Environment	Remuneration and Benefits	Integrity
2	26, 20, 19, 17*	<b>Novartis</b> Cambridge, MA	Pharmaceutical	20,000+	Policies and Practices	Remuneration and Benefits	Management	Training and Development
3	2	<b>TransForm Pharmaceuticals</b> Lexington, MA	Pharmaceutical	100 - 500	Remuneration and Benefits	Training and Development	Integrity	Job Satisfaction
4	-	<b>Inspire Pharmaceuticals</b> Durham, NC	Biopharmaceutical	100 or fewer	Policies and Practices	Management	Research Environment	Remuneration and Benefits
5	-	<b>Biogen Idec</b> Cambridge, MA	Biotechnology	3,500 - 4,500	Training and Development	Job Satisfaction	Management	Communications
6	3	<b>Amgen</b> Thousand Oaks, CA	Biotechnology	20,000+	Remuneration and Benefits	Training and Development	Policies and Practices	Management
7	4	<b>Infinity Pharmaceuticals</b> Cambridge, MA	Pharmaceutical	200 or fewer	Management	Research Environment	Remuneration and Benefits	Training and Development
8	18	<b>Otsuka Maryland Medicinal Laboratories</b> , Rockville, MD	Research division of Otsuka Pharmaceuticals	20,000+	Research Environment	Job Satisfaction	Communications	Integrity
9	9	<b>Amylin Pharmaceuticals</b> San Diego, CA	Pharmaceutical	1,000 - 2,000	Policies and Practices	Integrity	Remuneration and Benefits	Research Environment
10	-	<b>Targacept</b> Winston-Salem, NC	Biopharmaceutical	100 or fewer	Communications	Research Environment	Remuneration and Benefits	Training and Development
11	-	<b>Lundbeck Research USA</b> Paramus, NJ	Research division of H. Lundbeck	100 - 500	Research Environment	Management	Remuneration and Benefits	Job Satisfaction
12	-	<b>QIAGEN</b> Venlo, The Netherlands	Sample preparation kits, molecular diagnostics	500 - 2,000	Integrity	Communications	Job Satisfaction	Policies and Practices
13	-	<b>Hexal</b> Holzkirchen, Germany	Pharmaceutical	1,000 - 2,000	Remuneration and Benefits	Policies and Practices	Integrity	Communications
14	34	<b>Merck &amp; Co</b> Whitehouse Station, NJ	Pharmaceutical	20,000+	Remuneration and Benefits	Job Satisfaction	Research Environment	Management
15	-	<b>Sandoz</b> Holzkirchen, Germany	Generic pharmaceuticals	20,000+	Training and Development	Job Satisfaction	Remuneration and Benefits	Policies and Practices
16	11	<b>Exelixis</b> San Francisco, CA	Biotechnology	500 - 1,000	Management	Research Environment	Remuneration and Benefits	Job Satisfaction
17	27	<b>Wyeth</b> Madison, NJ	Biopharmaceutical	20,000+	Training and Development	Integrity	Job Satisfaction	Remuneration and Benefits
18	6	<b>Asterand</b> Detroit, MI	Tissue-based services	100 or fewer	Communications	Policies and Practices	Training and Development	Management
19	-	<b>H. Lundbeck</b> Copenhagen, Denmark	Pharmaceutical	5,000+	Job Satisfaction	Management	Research Environment	Remuneration and Benefits
20	28, 12**	<b>AstraZeneca</b> London, UK	Pharmaceutical	20,000+	Remuneration and Benefits	Training and Development	Research Environment	Job Satisfaction
21	32	<b>Pfizer</b> New York, NY	Pharmaceutical	20,000+	Remuneration and Benefits	Job Satisfaction	Management	Integrity
22	31	<b>Sanofi-Aventis</b> Paris, France	Pharmaceutical	20,000+	Management	Remuneration and Benefits	Policies and Practices	Research Environment
23	-	<b>GlaxoSmithKline</b> London, UK	Pharmaceutical	20,000+	Management	Integrity	Job Satisfaction	Policies and Practices
24	23	<b>Johnson &amp; Johnson</b> New Brunswick, NJ	Pharmaceutical, healthcare, consumer goods	20,000+	Remuneration and Benefits	Policies and Practices	Communications	Management
25	13	<b>Bristol-Myers Squibb</b> New York, NY	Pharmaceutical	20,000+	Management	Research Environment	Integrity	Policies and Practices
26	-	<b>Lexicon Genetics</b> The Woodlands, TX	Biopharmaceutical	500 - 1,000	Research Environment	Job Satisfaction	Remuneration and Benefits	Integrity
27	24	<b>Pioneer Hi-Bred</b> Johnston, IA	Agricultural biotechnology	5,000+	Remuneration and Benefits	Integrity	Training and Development	Communications
28	35	<b>Abbott Laboratories</b> Abbott Park, IL	Pharma, nutritional, devices/diagnostics	20,000+	Training and Development	Remuneration and Benefits	Job Satisfaction	Research Environment
29	40	<b>Eli Lilly &amp; Co</b> Indianapolis, IN	Pharmaceutical	20,000+	Remuneration and Benefits	Communications	Management	Research Environment
30	39	<b>Invitrogen</b> Carlsbad, CA	Research products manufacturer	4,000+	Job Satisfaction	Integrity	Policies and Practices	Training and Development

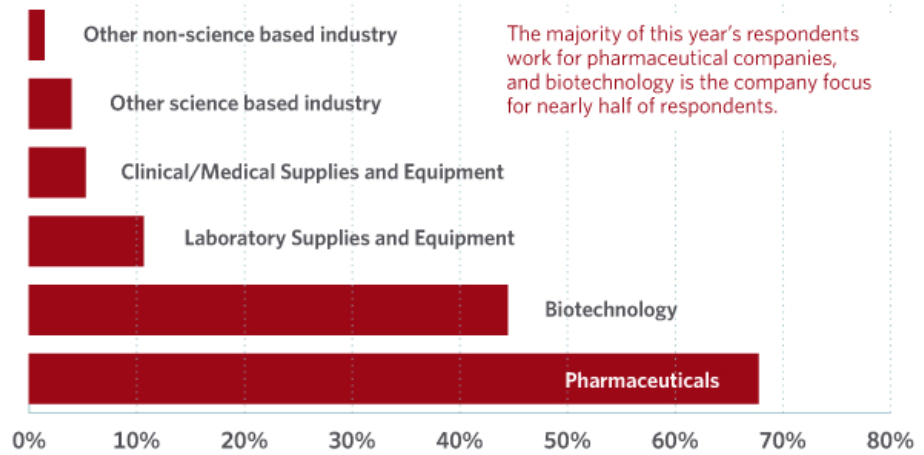
\* for Vienna, Horsham, Basel, and East Hanover, New Jersey locations

\*\* for London and Lund locations

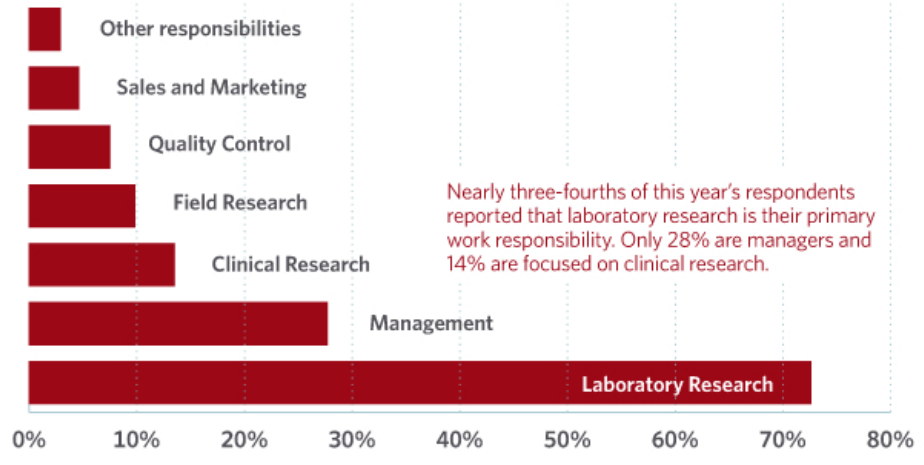
### Time With Current Employer



### Company's Main Areas of Work



### Respondents' Areas of Work Responsibility



## Top Large Companies (more than 4,000 employees)

	Name	Employee Turn-over Rate (yearly)	Average No. employment years	New R&D Employees	Total No. R&D Employees	Company Net Income (\$ in millions)	Significant Developments
1	Novartis	5.10%	9.6	1,600	11,950	\$7,200	*
2	Amgen	*	*	*	*	\$2,950	US approval of Vectibix for the reduction of chemotherapy complications for metastatic colorectal cancer
3	Merck & Co	5%	9	900	8,000	\$4,400	Five US approvals: Gardasil, Rotateg, Zostavax, Zolanza and Januvia
4	Sandoz	*	15	150	2,250	\$736	Launch of more than 300 new products
5	Wyeth	*	*	400+	6700	\$20,400	Filed four NDAs for Viviant, Pristiq, Torisel, and bifeprunox
6	AstraZeneca	*	*	*	12,000	\$26,470	Completed three company acquisitions and nine significant research collaborations
7	Pfizer	*	*	*	13,000	\$19,330	Launch of Sutent and treatments for cancer approaching Phase III trials: CP-675,206 and axitinib
8	Sanofi Aventis	*	*	*	18,000	\$3,780	Board of Directors named Gérard Le Fur as CEO with Jean-François Dehecq retaining the Chairmanship of the Board of Directors
9	GlaxoSmithKline	4.90%	*	several hundred	16,000	\$10,500	US approval of Tykerb (lapatinib) for certain breast cancer indications; US approval of Coreg CR for heart failure
10	Johnson & Johnson	*	*	*	*	\$11,000	
11	Bristol-Myers Squibb	*	*	*	7,200	\$1,600	Orencia (abatacept) for rheumatoid arthritis, Atripla, launched jointly with Gilead Sciences for the treatment of HIV/AIDS and new treatments
12	Pioneer Hi-Bred	10%	11	82	1,750	\$2,780 (revenue)	Announced plans to expand R&D in 97 worldwide locations
13	Abbott Laboratories	7.70%	10	337	7,000	\$1,700	Acquisitions of Guidant's vascular business and Kos, and sale of core diagnostics business to GE
14	Eli Lilly & Co.	*	*	*	8,260	\$2,663	Acquired ICOS Corp
15	Invitrogen	*	*	25	515	(\$1.91)	Acquired Sentigen

## Top Small Companies (4,000 employees or less)

	Name	Employee Turn-over Rate (yearly)	Average No. employment years	New R&D Employees	Total No. R&D Employees	Company Net Income (\$ in millions)	Significant Developments
1	Tec Laboratories	1.8 employee/yr	10.4	0	11	N/A	Tapped by Oregon Bioscience Association to facilitate medical research technology transfer from Oregon Health Sciences University
2	TransForm Pharmaceuticals	16%	3	29	90	N/A	Acquired by Johnson & Johnson in early 2005
3	Inspire Pharmaceuticals	5%	3	6	61	\$37	Initiated Phase 2 clinical testing for epinastine nasal spray for allergic rhinitis
4	Biogen Idec	*	*	*	*	(\$2.17)	Acquired Syntonix Pharmaceuticals, adding hematology programs. Launched Rituxan for rheumatoid arthritis (RA) and Tysabri (natalizumab) for multiple sclerosis (MS).
5	Infinity Pharmaceuticals	*	*	*	*	(\$28.4)	
6	Otsuka Maryland Medicinal Laboratories	10%	7	6	43	N/A	Became an independent company through a merger with sister company Otsuka American Pharmaceutical (OAPI) Global Development & Commercialization Division to become an independent company
7	Amylin Pharmaceuticals	10%	2.5	171	645	over \$500	Partnered with with PsychoGenics to form Psylin Neurosciences
8	Targacept	7.67% (voluntary)	4	10	58	\$ 2.1	Continued collaboration with AstraZeneca
9	Lundbeck Research (USA)	14.20%	5	18	107	N/A	
10	Qiagen	8.41%	5.5	21	332	\$466	Acquired Gentra Systems and Genaco Biomedical Products
11	Hexal	3%	*	*	350	N/A	Merged with Sandoz (a division of Novartis)
12	Exelixis	16%	3	96	396	\$101.5	Signed co-development agreements with Genentech, Bristol-Myers-Squibb and Sankyo
13	Asterand	30%	3	0	35	none	Merged with Pharmagene
14	H. Lundbeck	13.25%	5.9	34	1151	\$187 (global)	
15	Lexicon Genetics	*	*	67	390	\$72.8	Initiated a Phase 1b clinical trial for LX6171 for cognitive disorders

\* Company declined to provide information

## Most Important Factors

Rank in 2007	Rank in 2006	Factor
1	1	My work gives me personal satisfaction.
2	2	I feel that my contributions to the team are appreciated and that the team works well together.
3	4	My company provides the equipment and services I need to work effectively.
4	5	My company's research mission is logical and practical, and I understand my role in it.
5	3	My company sets and adheres to high ethical standards.
6	8	My pay adequately covers my expenses and provides for reasonable leisure activities, considering the cost of living in my community.
7	7	Good communication between research and other departments ensures that research ideas are implemented effectively.
8	6	My manager includes me in decision making that directly influences my job.
9	22	My pay is consistent with or above industry standards.
10	19	There are opportunities for professional advancement within my company.
11	16	The top management of my company is scientifically knowledgeable and values research.
12	12	My colleagues do their job with integrity and professionalism.
13	9	When problems do arise, my manager consults me and gives me an opportunity to explain my actions.
14	14	The company provides adequate health care benefits for me and my family at an affordable rate.
15	13	Improvements in my performance and capabilities are recognized.

## Top Companies on the Most Important Factors Categories

	Management	Research Environment	Job Satisfaction
1	Tec Laboratories	Tec Laboratories	Tec Laboratories
2	Novartis	Novartis	Novartis
3	Inspire Pharmaceuticals	Otsuka Maryland Medicinal Laboratories	Biogen Idec
4	TransForm Pharmaceuticals	Infinity Pharmaceuticals	Otsuka Maryland Medicinal Laboratories
5	Infinity Pharmaceuticals	H. Lundbeck	Infinity Pharmaceuticals

**Two companies, No. 1 Tec Laboratories and No. 2 Novartis, garnered the highest rankings in the three most important factor categories in this year's survey. No. 7 Infinity Pharmaceuticals ranked highly in all three categories, while No. 8 Otsuka Maryland was rated highly for two. Novartis was the only large company to rank in the top five for most important factor categories.**