

Facts about the Survey & Definitions

All Professionals	349
Partners	123
Lawyers	130
Junior Lawyers	96
Method & Time	Telephone interviews by TNS SIFO Prospera's interviewers, February 20 th - March 5 th , 2012
Overall Performance	<p>Weighted average of 11 employer attractiveness criteria, covering the law firms' in-depth competence, interesting projects/clients, career development possibilities, professional development possibilities, competitive salaries/benefits, reputation, work/life balance, social environment, community responsibility, administrative management and professional management. The scale ranges from 1 to 5, 5 representing the highest score. Each criterion is weighted by its importance.</p> <p>Arntzen de Besche, BA-HR, DLA Piper, Haavind, Kluge, Schjødt, Selmer, Simonsen, Steenstrup Stordrange, Thommessen, Wiersholm and Wikborg Rein are evaluated in the survey.</p>

Overall Performance **Top 5**

All Professionals	Rank	Mean Value	Law Firm
	1	4,22	Thommessen
	2	4,13	Wiersholm
	3	3,99	BA-HR
	4	3,86	Wikborg Rein
	5	3,67	Schjødt
Partners			
	1	4,34	Thommessen
	2	4,22	Wiersholm
	3	4,12	BA-HR
	4	3,93	Wikborg Rein
	5	3,75	Schjødt
Lawyers			
	1	4,12	Thommessen
	2	4,07	Wiersholm
	3	3,96	BA-HR
	4	3,81	Wikborg Rein
	5	3,62	Schjødt
Junior Lawyers			
	1	4,20	Thommessen
	2	4,11	Wiersholm
	*3	3,85	BA-HR
	*3	3,85	Wikborg Rein
	5	3,75	Kluge

Facts about the Survey & Definitions

All Students	350
Tier 1 Students	45
Oslo	192
Bergen	103
Tromsø	55
Men	137
Women	213
Method & Time	Face-to-Face interviews by TNS SIFO Prospera's interviewers, February 13 th - February 27 th , 2012
Overall Performance	<p>Weighted average of 9 employer attractiveness criteria, covering the law firms' in-depth competence, interesting projects/clients, career development possibilities, professional development possibilities, competitive salaries/benefits, reputation, work/life balance, social environment, community responsibility. The scale ranges from 1 to 5, 5 representing the highest score. Each criterion is weighted by its importance.</p> <p>Arntzen de Besche, BA-HR, DLA Piper, Haavind, Kluge, Schjødt, Selmer, Simonsen, Steenstrup Stordrange, Thommessen, Wiersholm and Wikborg Rein are evaluated in the survey.</p>

Overall Performance Top 5

All Students

Rank	Mean Value	Law Firm
*1	3,93	Wiersholm
*1	3,93	Wikborg Rein
3	3,91	Thommessen
4	3,83	Haavind
5	3,81	Kluge

Tier 1 Students

1	4,06	Thommessen
2	4,00	Wiersholm
3	3,99	Wikborg Rein
4	3,97	Haavind
5	3,91	Kluge

Overall Performance Top 5

	Rank	Mean Value	Law Firm
Oslo	1	3,93	Wiersholm
	*2	3,92	Thommessen
	*2	3,92	Wikborg Rein
	4	3,84	Haavind
	5	3,83	Kluge
Bergen	1	3,95	Thommessen
	2	3,92	Wiersholm
	3	3,91	Wikborg Rein
	*4	3,78	Haavind
	*4	3,78	Kluge
Tromsø	1	3,99	Wikborg Rein
	*2	3,94	Schjødt
	*2	3,94	Wiersholm
	4	3,90	Haavind
	5	3,88	Steenstrup Stordrange

Overall Performance **Top 5**

Men

Rank	Mean Value	Law Firm
1	3,99	Wikborg Rein
2	3,93	Wiersholm
3	3,92	Thommessen
4	3,80	Kluge
5	3,75	Haavind

Women

1	3,94	Wiersholm
2	3,91	Thommessen
*3	3,89	Haavind
*3	3,89	Wikborg Rein
*5	3,82	Arntzen de Besche
*5	3,82	Kluge