

Facts about the Surveys & Definitions

All Professionals 332

Partners 126

Lawyers 100

Junior Lawyers 106

Time Period May 31th until June 24th, 2010

Method Telephone interviews by TNS SIFO Prospera's interviewers

Overall Impression 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.

Arntzen de Besche, BA-HR, DLA Piper, Haavind, Schjødt, Selmer, Simonsen, Steenstrup Stordrange, Thommessen, Wiersholm and Wikborg Rein are evaluated in the survey.

Overall Impression – Attractiveness as an Employer

All Professionals	Rank	Mean value	
	1	4,22	Thommessen
	2	4,19	Wiersholm
	3	3,96	BA-HR
	4	3,94	Wikborg Rein
	5	3,65	Schjødt
Partners			
	1	4,30	Thommessen
	2	4,26	Wiersholm
	3	4,02	BA-HR
	4	3,98	Wikborg Rein
	5	3,63	Schjødt
Lawyers			
	*1	4,18	Thommessen
	*1	4,18	Wiersholm
	3	4,00	BA-HR
	4	3,87	Wikborg Rein
	5	3,71	Schjødt
Junior Lawyers			
	1	4,17	Thommessen
	2	4,12	Wiersholm
	3	3,96	Wikborg Rein
	4	3,83	BA-HR
	5	3,64	Schjødt

Facts about the Surveys & Definitions

All Students 339

Tier 1 Students 40

Oslo 190

Bergen 106

Tromsø 43

Time Period April 19th until May 5th, 2010

Method Face-to-Face interviews by TNS SIFO Prospera's interviewers

Overall Impression

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 and community responsibility. The scale ranges from 1 to 5, 5 representing the highest score. Each criterion is weighted by its importance.

Arntzen de Besche, BA-HR, DLA Piper, Haavind, Schjødt, Selmer, Simonsen, Steenstrup Stordrange, Thommessen, Wiersholm and Wikborg Rein are evaluated in the survey.

Overall Impression – Attractiveness as an Employer

All Students	Rank	Mean value	
	1	3,93	Thommessen
	2	3,92	Wiersholm
	3	3,87	Wikborg Rein
	*4	3,76	Arntzen de Besche
	*4	3,76	Haavind
Tier 1 Students			
	1	3,97	Wiersholm
	2	3,80	Thommessen
	3	3,76	Wikborg Rein
	*4	3,68	BA-HR
	*4	3,68	Schjødt
Oslo			
	1	3,95	Thommessen
	2	3,90	Wiersholm
	3	3,87	Wikborg Rein
	4	3,75	Haavind
	5	3,72	Schjødt
Bergen			
	1	3,98	Wiersholm
	2	3,92	Thommessen
	3	3,88	Wikborg Rein
	4	3,87	Arntzen de Besche
	5	3,78	Schjødt
Tromsø			
	1	4,00	Haavind
	*2	3,85	Thommessen
	*2	3,85	Wikborg Rein
	4	3,83	Wiersholm
	5	3,80	Steenstrup Stordrange

Overall Impression – Attractiveness as an Employer

	Rank	Mean value	
Men			
	*1	3,88	Wiersholm
	*1	3,88	Wikborg Rein
	3	3,86	Thommessen
	4	3,73	Arntzen de Besche
	5	3,70	Haavind
Women			
	1	3,98	Thommessen
	2	3,96	Wiersholm
	3	3,88	Wikborg Rein
	4	3,81	Haavind
	*5	3,80	Arntzen de Besche
	*5	3,80	Schjødt