

**The study**

The trendence Graduate Barometer is an annual online survey about the expectations and preferences of students in their first professional position after graduation. Students are asked which companies they find attractive, how they look for their first professional position and what factors are important for them in this position.

**Method**

Field phase:

November 2012 - March 2013

**Number of participants in BUSINESS Edition**

nearly 150.500

Overall number of participants including (ENG/IT Edition)

nearly 320.000

| Rank 2013 | Employer                        | % 2013 | Rank 2012 | % 2012 | Δ Rank | Δ %    |
|-----------|---------------------------------|--------|-----------|--------|--------|--------|
| 1         | Google                          | 8,21%  | 1         | 7,53%  | ↔      | +0,68% |
| 2         | Apple                           | 6,30%  | 2         | 7,37%  | ↔      | -1,07% |
| 3         | Ernst & Young                   | 5,91%  | 4         | 5,11%  | ↑      | +0,80% |
| 4         | PricewaterhouseCoopers          | 5,09%  | 6         | 4,83%  | ↑      | +0,26% |
| 5         | Volkswagen Group                | 4,47%  | 8         | 3,94%  | ↑      | +0,53% |
| 6         | Coca-Cola                       | 4,41%  | 3         | 5,21%  | ↓      | -0,80% |
| 7         | KPMG                            | 4,31%  | 7         | 4,08%  | ↔      | +0,23% |
| 8         | L'Oréal                         | 4,25%  | 5         | 4,98%  | ↓      | -0,73% |
| 9         | BMW                             | 4,11%  | 11        | 3,73%  | ↑      | +0,38% |
| 10        | Deloitte                        | 4,07%  | 9         | 3,85%  | ↓      | +0,22% |
| 11        | Microsoft                       | 3,51%  | 10        | 3,78%  | ↓      | -0,27% |
| 12        | LVMH                            | 3,38%  | 12        | 3,51%  | ↔      | -0,13% |
| 13        | Procter & Gamble                | 3,30%  | 14        | 2,98%  | ↑      | +0,32% |
| 14        | European Commission             | 3,12%  | 32        | 1,88%  | ↑      | +1,24% |
| 15        | Unilever                        | 3,03%  | 17        | 2,66%  | ↑      | +0,37% |
| 16        | Nestlé                          | 2,99%  | 15        | 2,87%  | ↓      | +0,12% |
| 17        | European Central Bank           | 2,60%  | 19        | 2,63%  | ↑      | -0,03% |
| 18        | IKEA                            | 2,41%  | 24        | 2,33%  | ↑      | +0,08% |
| 19        | BCG The Boston Consulting Group | 2,38%  | 30        | 1,99%  | ↑      | +0,39% |
| 20        | McKinsey & Company              | 2,37%  | 26        | 2,12%  | ↑      | +0,25% |
| 21        | Erste Bank                      | 2,34%  | 16        | 2,80%  | ↓      | -0,46% |
| 21        | Société Générale                | 2,34%  | 13        | 3,02%  | ↓      | -0,68% |
| 23        | UniCredit                       | 2,26%  | 18        | 2,65%  | ↓      | -0,39% |
| 24        | adidas                          | 2,24%  | 23        | 2,34%  | ↓      | -0,10% |
| 25        | ING                             | 2,17%  | 20        | 2,50%  | ↓      | -0,33% |
| 26        | Lufthansa                       | 2,16%  | 21        | 2,37%  | ↓      | -0,21% |
| 27        | IBM                             | 2,13%  | 22        | 2,35%  | ↓      | -0,22% |
| 28        | Narodowy Bank Polski            | 2,10%  | 29        | 2,08%  | ↑      | +0,02% |

| Rank 2013 | Employer                    | % 2013 | Rank 2012 | % 2012 | Δ Rank | Δ %    |
|-----------|-----------------------------|--------|-----------|--------|--------|--------|
| 29        | Inditex                     | 2,08%  | 42        | 1,55%  | ↑      | +0,53% |
| 30        | Porsche                     | 2,00%  | 28        | 2,09%  | ↓      | -0,09% |
| 31        | Raiffeisen Bank             | 1,98%  | 32        | 1,88%  | ↑      | +0,10% |
| 32        | Goldman Sachs               | 1,97%  | 26        | 2,12%  | ↓      | -0,15% |
| 33        | Kraft Foods                 | 1,72%  | 40        | 1,67%  | ↑      | +0,05% |
| 34        | JPMorgan Chase              | 1,67%  | 36        | 1,75%  | ↑      | -0,08% |
| 35        | Danone                      | 1,66%  | 39        | 1,69%  | ↑      | -0,03% |
| 36        | Deutsche Bank               | 1,62%  | 35        | 1,79%  | ↓      | -0,17% |
| 37        | Accenture                   | 1,56%  | 37        | 1,73%  | ↔      | -0,17% |
| 38        | Bosch                       | 1,50%  | 53        | 1,18%  | ↑      | +0,32% |
| 38        | British Airways             | 1,50%  | 34        | 1,86%  | ↓      | -0,36% |
| 40        | KGHM                        | 1,43%  | 49        | 1,33%  | ↑      | +0,10% |
| 41        | Banca Transilvania          | 1,42%  | 45        | 1,36%  | ↑      | +0,06% |
| 42        | Daimler/ Mercedes-Benz      | 1,41%  | 45        | 1,36%  | ↑      | +0,05% |
| 43        | HSBC                        | 1,40%  | 41        | 1,62%  | ↓      | -0,22% |
| 44        | Siemens                     | 1,31%  | 51        | 1,28%  | ↑      | +0,03% |
| 45        | Air France-KLM              | 1,30%  | 31        | 1,95%  | ↓      | -0,65% |
| 46        | Allianz                     | 1,28%  | 43        | 1,47%  | ↓      | -0,19% |
| 47        | Sony                        | 1,21%  | 52        | 1,25%  | ↑      | -0,04% |
| 48        | Ferrero                     | 1,15%  | 72        | 0,91%  | ↑      | +0,24% |
| 48        | Orange                      | 1,15%  | 50        | 1,30%  | ↑      | -0,15% |
| 50        | BBC                         | 1,14%  | 25        | 2,16%  | ↓      | -1,02% |
| 51        | Nike                        | 1,12%  | 55        | 1,16%  | ↑      | -0,04% |
| 52        | Heineken International      | 1,10%  | 62        | 1,00%  | ↑      | +0,10% |
| 53        | BNP Paribas                 | 1,09%  | 43        | 1,47%  | ↓      | -0,38% |
| 54        | Barclays                    | 1,06%  | 58        | 1,14%  | ↑      | -0,08% |
| 55        | Hewlett-Packard             | 0,99%  | 48        | 1,35%  | ↓      | -0,36% |
| 55        | Mars                        | 0,99%  | 74        | 0,90%  | ↑      | +0,09% |
| 57        | EADS                        | 0,98%  | 60        | 1,06%  | ↑      | -0,08% |
| 57        | PKO BP                      | 0,98%  | 45        | 1,36%  | ↓      | -0,38% |
| 59        | Vodafone                    | 0,94%  | 60        | 1,06%  | ↑      | -0,12% |
| 60        | AIB Group                   | 0,93%  | 37        | 1,73%  | ↓      | -0,80% |
| 60        | Beiersdorf                  | 0,93%  | 77        | 0,84%  | ↑      | +0,09% |
| 60        | SAP                         | 0,93%  | 84        | 0,79%  | ↑      | +0,14% |
| 63        | Santander                   | 0,90%  | 79        | 0,82%  | ↑      | +0,08% |
| 64        | Hilton Worldwide            | 0,85%  | 68        | 0,94%  | ↑      | -0,09% |
| 64        | Morgan Stanley              | 0,85%  | 64        | 0,97%  | ↔      | -0,12% |
| 64        | Philip Morris International | 0,85%  | 72        | 0,91%  | ↑      | -0,06% |
| 67        | Red Bull                    | 0,83%  | 130       | 0,39%  | ↑      | +0,44% |
| 68        | Credit Suisse               | 0,82%  | 79        | 0,82%  | ↑      | 0,00%  |
| 69        | Canal+                      | 0,81%  | 70        | 0,92%  | ↑      | -0,11% |
| 69        | Capgemini                   | 0,81%  | 79        | 0,82%  | ↑      | -0,01% |
| 69        | Carrefour                   | 0,81%  | 91        | 0,67%  | ↑      | +0,14% |
| 69        | NHS Graduate Schemes        | 0,81%  | 54        | 1,17%  | ↓      | -0,36% |
| 73        | Johnson & Johnson           | 0,79%  | 76        | 0,86%  | ↑      | -0,07% |
| 73        | Nokia                       | 0,79%  | 55        | 1,16%  | ↓      | -0,37% |
| 75        | Intesa Sanpaolo             | 0,77%  | 62        | 1,00%  | ↓      | -0,23% |
| 77        | Banca d'Italia              | 0,75%  | 55        | 1,16%  | ↓      | -0,41% |

| Rank 2013 | Employer                          | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|-----------------------------------|--------|-------------|--------|--------|--------|
| 79        | ACCOR                             | 0,74%  | 66          | 0,96%  | ↓      | -0,22% |
| 80        | Deutsche Telekom                  | 0,72%  | 101         | 0,57%  | ↑      | +0,15% |
| 80        | Toyota                            | 0,72%  | 69          | 0,93%  | ↓      | -0,21% |
| 80        | UN - United Nations               | 0,72%  | New in 2013 |        |        |        |
| 83        | GE                                | 0,69%  | 94          | 0,63%  | ↑      | +0,06% |
| 83        | TVN                               | 0,69%  | 64          | 0,97%  | ↓      | -0,28% |
| 85        | Henkel                            | 0,68%  | 105         | 0,54%  | ↑      | +0,14% |
| 85        | LOT                               | 0,68%  | 79          | 0,82%  | ↓      | -0,14% |
| 85        | PPR                               | 0,68%  | 77          | 0,84%  | ↓      | -0,16% |
| 85        | SABMiller                         | 0,68%  | 89          | 0,70%  | ↑      | -0,02% |
| 89        | Civil Service Fast Stream         | 0,67%  | 96          | 0,61%  | ↑      | +0,06% |
| 90        | Deutsche Bahn                     | 0,65%  | 105         | 0,54%  | ↑      | +0,11% |
| 91        | Amazon                            | 0,63%  | New in 2013 |        |        |        |
| 91        | Bayer                             | 0,63%  | 113         | 0,50%  | ↑      | +0,13% |
| 91        | OMV                               | 0,63%  | 122         | 0,44%  | ↑      | +0,19% |
| 94        | Bain & Company                    | 0,62%  | 107         | 0,53%  | ↑      | +0,09% |
| 94        | Chanel                            | 0,62%  | 119         | 0,47%  | ↑      | +0,15% |
| 94        | Continental                       | 0,62%  | 279         | 0,13%  | ↑      | +0,49% |
| 94        | GlaxoSmithKline                   | 0,62%  | 85          | 0,78%  | ↓      | -0,16% |
| 98        | PZU                               | 0,61%  | 96          | 0,61%  | ↓      | 0,00%  |
| 99        | Shell                             | 0,60%  | 107         | 0,53%  | ↑      | +0,07% |
| 100       | Teach First                       | 0,57%  | 89          | 0,70%  | ↓      | -0,13% |
| 101       | Kaufland                          | 0,55%  | 163         | 0,27%  | ↑      | +0,28% |
| 102       | John Lewis                        | 0,54%  | 110         | 0,51%  | ↑      | +0,03% |
| 103       | Crédit Agricole                   | 0,52%  | 86          | 0,75%  | ↓      | -0,23% |
| 104       | BBVA                              | 0,51%  | 115         | 0,49%  | ↑      | +0,02% |
| 104       | Hermès                            | 0,51%  | 121         | 0,46%  | ↑      | +0,05% |
| 104       | Royal Bank of Scotland            | 0,51%  | 102         | 0,56%  | ↓      | -0,05% |
| 107       | Commerzbank                       | 0,50%  | 98          | 0,60%  | ↓      | -0,10% |
| 108       | PKN Orlen                         | 0,49%  | 110         | 0,51%  | ↑      | -0,02% |
| 109       | AXA                               | 0,48%  | 100         | 0,58%  | ↓      | -0,10% |
| 109       | Philips                           | 0,48%  | 115         | 0,49%  | ↑      | -0,01% |
| 111       | DECATHLON                         | 0,47%  | 139         | 0,36%  | ↑      | +0,11% |
| 112       | Carlsberg                         | 0,46%  | 122         | 0,44%  | ↑      | +0,02% |
| 112       | Channel 4                         | 0,46%  | 66          | 0,96%  | ↓      | -0,50% |
| 112       | Guardian Media Group              | 0,46%  | New in 2013 |        |        |        |
| 115       | Millennium BCP                    | 0,45%  | 75          | 0,89%  | ↓      | -0,44% |
| 115       | UBS                               | 0,45%  | 148         | 0,32%  | ↑      | +0,13% |
| 117       | Koç Holding                       | 0,44%  | 185         | 0,23%  | ↑      | +0,21% |
| 118       | BASF                              | 0,43%  | 143         | 0,35%  | ↑      | +0,08% |
| 118       | The German Federal Foreign Office | 0,43%  | 127         | 0,40%  | ↑      | +0,03% |
| 120       | RCS & RDS                         | 0,42%  | 152         | 0,31%  | ↑      | +0,11% |
| 120       | Secret Intelligence Service (MI6) | 0,42%  | 59          | 1,07%  | ↓      | -0,65% |
| 122       | Banco de España                   | 0,40%  | 117         | 0,48%  | ↓      | -0,08% |
| 122       | Citi                              | 0,40%  | 103         | 0,55%  | ↓      | -0,15% |
| 124       | Dr Irena Eris                     | 0,39%  | 139         | 0,36%  | ↑      | +0,03% |
| 124       | TUI                               | 0,39%  | 98          | 0,60%  | ↓      | -0,21% |
| 126       | Amnesty International             | 0,38%  | 70          | 0,92%  | ↓      | -0,54% |
| 126       | British American Tobacco          | 0,38%  | 119         | 0,47%  | ↓      | -0,09% |

| Rank 2013 | Employer                          | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|-----------------------------------|--------|-------------|--------|--------|--------|
| 126       | Renault                           | 0,38%  | 103         | 0,55%  | ⬇️     | -0,17% |
| 126       | Total                             | 0,38%  | 127         | 0,40%  | ⬆️     | -0,02% |
| 126       | Volvo Group                       | 0,38%  | 124         | 0,43%  | ⬇️     | -0,05% |
| 131       | Oracle                            | 0,37%  | New in 2013 |        |        |        |
| 131       | Oxfam                             | 0,37%  | 79          | 0,82%  | ⬇️     | -0,45% |
| 131       | Türkiye Cumhuriyet Merkez Bankası | 0,37%  | 200         | 0,21%  | ⬆️     | +0,16% |
| 131       | Veolia                            | 0,37%  | 113         | 0,50%  | ⬇️     | -0,13% |
| 135       | Barilla                           | 0,35%  | 148         | 0,32%  | ⬆️     | +0,03% |
| 135       | Tesco                             | 0,35%  | 135         | 0,37%  | ↔️     | -0,02% |
| 137       | Česká národní banka               | 0,34%  | 135         | 0,37%  | ⬇️     | -0,03% |
| 137       | ČEZ                               | 0,34%  | 132         | 0,38%  | ⬇️     | -0,04% |
| 137       | Nordea                            | 0,34%  | 125         | 0,42%  | ⬇️     | -0,08% |
| 137       | Publicis Groupe                   | 0,34%  | 135         | 0,37%  | ⬇️     | -0,03% |
| 137       | Rabobank                          | 0,34%  | 152         | 0,31%  | ⬆️     | +0,03% |
| 142       | Lotos                             | 0,33%  | 163         | 0,27%  | ⬆️     | +0,06% |
| 142       | Marks & Spencer                   | 0,33%  | 160         | 0,29%  | ⬆️     | +0,04% |
| 142       | Security Service (MI5)            | 0,33%  | 87          | 0,74%  | ⬇️     | -0,41% |
| 145       | GDF SUEZ                          | 0,32%  | 156         | 0,30%  | ⬆️     | +0,02% |
| 145       | State Street                      | 0,32%  | New in 2013 |        |        |        |
| 145       | Ubisoft                           | 0,32%  | 161         | 0,28%  | ⬆️     | +0,04% |
| 148       | ALDI                              | 0,31%  | 192         | 0,22%  | ⬆️     | +0,09% |
| 148       | KBC                               | 0,31%  | 139         | 0,36%  | ⬇️     | -0,05% |
| 148       | OTP                               | 0,31%  | 169         | 0,25%  | ⬆️     | +0,06% |
| 148       | Richemont                         | 0,31%  | 169         | 0,25%  | ⬆️     | +0,06% |
| 148       | Sabancı Holding                   | 0,31%  | 235         | 0,17%  | ⬆️     | +0,14% |
| 153       | Fiat                              | 0,30%  | 135         | 0,37%  | ⬇️     | -0,07% |
| 153       | Ford                              | 0,30%  | 145         | 0,34%  | ⬇️     | -0,04% |
| 153       | Lagardère                         | 0,30%  | 132         | 0,38%  | ⬇️     | -0,08% |
| 153       | London Stock Exchange             | 0,30%  | 130         | 0,39%  | ⬇️     | -0,09% |
| 153       | Türk Hava Yolları                 | 0,30%  | 314         | 0,10%  | ⬆️     | +0,20% |
| 153       | Valentino Fashion Group (VFG)     | 0,30%  | 148         | 0,32%  | ⬇️     | -0,02% |
| 159       | HM Revenue & Customs UK           | 0,29%  | 185         | 0,23%  | ⬆️     | +0,06% |
| 159       | Poste Italiane                    | 0,29%  | 143         | 0,35%  | ⬇️     | -0,06% |
| 159       | Tarom                             | 0,29%  | 117         | 0,48%  | ⬇️     | -0,19% |
| 159       | YVES ROCHER                       | 0,29%  | 169         | 0,25%  | ⬆️     | +0,04% |
| 163       | ABN Amro                          | 0,28%  | 163         | 0,27%  | ↔️     | +0,01% |
| 163       | Bank of America Merrill Lynch     | 0,28%  | 152         | 0,31%  | ⬇️     | -0,03% |
| 163       | British Council                   | 0,28%  | 139         | 0,36%  | ⬇️     | -0,08% |
| 163       | Comarch                           | 0,28%  | 156         | 0,30%  | ⬇️     | -0,02% |
| 163       | REWE                              | 0,28%  | 235         | 0,17%  | ⬆️     | +0,11% |
| 163       | Roland Berger                     | 0,28%  | 192         | 0,22%  | ⬆️     | +0,06% |
| 163       | SNCF                              | 0,28%  | 192         | 0,22%  | ⬆️     | +0,06% |
| 170       | BP                                | 0,27%  | 185         | 0,23%  | ⬆️     | +0,04% |
| 170       | France Télévisions                | 0,27%  | 156         | 0,30%  | ⬇️     | -0,03% |
| 170       | ITV                               | 0,27%  | New in 2013 |        |        |        |
| 170       | Lidl                              | 0,27%  | 192         | 0,22%  | ⬆️     | +0,05% |
| 170       | Rompetrol                         | 0,27%  | 255         | 0,16%  | ⬆️     | +0,11% |
| 175       | Banca Monte dei Paschi di Siena   | 0,26%  | 88          | 0,71%  | ⬇️     | -0,45% |
| 175       | Club Med                          | 0,26%  | 166         | 0,26%  | ⬇️     | 0,00%  |

| Rank 2013 | Employer                        | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|---------------------------------|--------|-------------|--------|--------|--------|
| 175       | Groupe M6                       | 0,26%  | 169         | 0,25%  | ⬆️     | +0,01% |
| 175       | la Caixa                        | 0,26%  | 110         | 0,51%  | ⬆️     | -0,25% |
| 175       | Tchibo                          | 0,26%  | 208         | 0,20%  | ⬆️     | +0,06% |
| 175       | Universal                       | 0,26%  | 185         | 0,23%  | ⬆️     | +0,03% |
| 181       | EDF                             | 0,25%  | 192         | 0,22%  | ⬆️     | +0,03% |
| 181       | Government of the Netherlands   | 0,25%  | 223         | 0,18%  | ⬆️     | +0,07% |
| 181       | Groupe Galeries Lafayette       | 0,25%  | 200         | 0,21%  | ⬆️     | +0,04% |
| 181       | NH Hotels                       | 0,25%  | New in 2013 |        |        |        |
| 181       | Novartis                        | 0,25%  | 166         | 0,26%  | ⬆️     | -0,01% |
| 181       | Thomas Cook                     | 0,25%  | 169         | 0,25%  | ⬆️     | 0,00%  |
| 187       | Arcadia Group                   | 0,24%  | 146         | 0,33%  | ⬆️     | -0,09% |
| 187       | Assicurazioni Generali          | 0,24%  | 126         | 0,41%  | ⬆️     | -0,17% |
| 189       | Disneyland Resort Paris         | 0,23%  | 192         | 0,22%  | ⬆️     | +0,01% |
| 189       | Enel                            | 0,23%  | 177         | 0,24%  | ⬆️     | -0,01% |
| 189       | Groupe Pernod Ricard            | 0,23%  | 185         | 0,23%  | ⬆️     | 0,00%  |
| 189       | GTZ                             | 0,23%  | 267         | 0,14%  | ⬆️     | +0,09% |
| 189       | Sol Meliá Hotels & Resorts      | 0,23%  | New in 2013 |        |        |        |
| 189       | Ziraat Bankası                  | 0,23%  | 301         | 0,11%  | ⬆️     | +0,12% |
| 195       | Alitalia                        | 0,22%  | 152         | 0,31%  | ⬆️     | -0,09% |
| 195       | Asseco                          | 0,22%  | 169         | 0,25%  | ⬆️     | -0,03% |
| 195       | Bank of England                 | 0,22%  | New in 2013 |        |        |        |
| 195       | dm-drogerie markt GmbH + Co. KG | 0,22%  | New in 2013 |        |        |        |
| 195       | H&M                             | 0,22%  | 331         | 0,09%  | ⬆️     | +0,13% |
| 195       | Sparkassen-Finanzgruppe         | 0,22%  | 255         | 0,16%  | ⬆️     | +0,06% |
| 201       | Auchan                          | 0,21%  | 208         | 0,20%  | ⬆️     | +0,01% |
| 201       | Bertelsmann                     | 0,21%  | 235         | 0,17%  | ⬆️     | +0,04% |
| 201       | Jaguar Land Rover               | 0,21%  | 214         | 0,19%  | ⬆️     | +0,02% |
| 201       | MAN                             | 0,21%  | 200         | 0,21%  | ⬆️     | 0,00%  |
| 201       | Mazars                          | 0,21%  | 185         | 0,23%  | ⬆️     | -0,02% |
| 201       | ProSiebenSat.1 Media AG         | 0,21%  | 185         | 0,23%  | ⬆️     | -0,02% |
| 207       | Fraport AG                      | 0,20%  | 214         | 0,19%  | ⬆️     | +0,01% |
| 207       | Lloyds Banking Group            | 0,20%  | 235         | 0,17%  | ⬆️     | +0,03% |
| 207       | LUKOIL                          | 0,20%  | 148         | 0,32%  | ⬆️     | -0,12% |
| 207       | Telefónica                      | 0,20%  | 223         | 0,18%  | ⬆️     | +0,02% |
| 211       | AC Hoteles                      | 0,19%  | 127         | 0,40%  | ⬆️     | -0,21% |
| 211       | El Corte Inglés                 | 0,19%  | 235         | 0,17%  | ⬆️     | +0,02% |
| 211       | Eni                             | 0,19%  | 214         | 0,19%  | ⬆️     | 0,00%  |
| 211       | Mercadona                       | 0,19%  | 267         | 0,14%  | ⬆️     | +0,05% |
| 211       | MOL                             | 0,19%  | 166         | 0,26%  | ⬆️     | -0,07% |
| 216       | First Investment Bank           | 0,18%  | 255         | 0,16%  | ⬆️     | +0,02% |
| 216       | LPP                             | 0,18%  | 261         | 0,15%  | ⬆️     | +0,03% |
| 216       | Metropolitan Police Service UK  | 0,18%  | 156         | 0,30%  | ⬆️     | -0,12% |
| 216       | sanofi                          | 0,18%  | 200         | 0,21%  | ⬆️     | -0,03% |
| 216       | Schiphol Group                  | 0,18%  | 161         | 0,28%  | ⬆️     | -0,10% |
| 216       | Thomson Reuters                 | 0,18%  | 301         | 0,11%  | ⬆️     | +0,07% |
| 222       | Banca Etica                     | 0,17%  | 192         | 0,22%  | ⬆️     | -0,05% |
| 222       | Barceló Hotels & Resorts        | 0,17%  | New in 2013 |        |        |        |
| 222       | Boots                           | 0,17%  | 235         | 0,17%  | ⬆️     | 0,00%  |
| 222       | Deutsche Bundesbank             | 0,17%  | 255         | 0,16%  | ⬆️     | +0,01% |

| Rank 2013 | Employer                         | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|----------------------------------|--------|-------------|--------|--------|--------|
| 222       | Euro RSCG                        | 0,17%  | 223         | 0,18%  | ↑      | -0,01% |
| 222       | FAO                              | 0,17%  | New in 2013 |        |        |        |
| 222       | Opel                             | 0,17%  | 177         | 0,24%  | ↓      | -0,07% |
| 222       | Sonae                            | 0,17%  | 177         | 0,24%  | ↓      | -0,07% |
| 222       | Thales                           | 0,17%  | 223         | 0,18%  | ↑      | -0,01% |
| 222       | ZDF                              | 0,17%  | 267         | 0,14%  | ↑      | +0,03% |
| 222       | ZF                               | 0,17%  | 291         | 0,12%  | ↑      | +0,05% |
| 233       | Adobe                            | 0,16%  | 146         | 0,33%  | ↓      | -0,17% |
| 233       | Banco de Portugal                | 0,16%  | 177         | 0,24%  | ↓      | -0,08% |
| 233       | BDO                              | 0,16%  | 314         | 0,10%  | ↑      | +0,06% |
| 233       | Caixa Geral de Depósitos         | 0,16%  | 169         | 0,25%  | ↓      | -0,09% |
| 233       | Calzedonia                       | 0,16%  | 223         | 0,18%  | ↓      | -0,02% |
| 233       | Dassault Aviation                | 0,16%  | 235         | 0,17%  | ↑      | -0,01% |
| 233       | Dr. Oetker                       | 0,16%  | 261         | 0,15%  | ↑      | +0,01% |
| 233       | Hidroelectrica                   | 0,16%  | 279         | 0,13%  | ↑      | +0,03% |
| 233       | Iberdrola                        | 0,16%  | 291         | 0,12%  | ↑      | +0,04% |
| 233       | Mediaset                         | 0,16%  | 177         | 0,24%  | ↓      | -0,08% |
| 233       | Mondadori                        | 0,16%  | 214         | 0,19%  | ↓      | -0,03% |
| 233       | Národná banka Slovenska          | 0,16%  | 223         | 0,18%  | ↓      | -0,02% |
| 233       | PepsiCo                          | 0,16%  | 279         | 0,13%  | ↑      | +0,03% |
| 233       | Türkiye İş Bankası               | 0,16%  | 331         | 0,09%  | ↑      | +0,07% |
| 247       | A.T. Kearney                     | 0,15%  | 301         | 0,11%  | ↑      | +0,04% |
| 247       | Abercrombie and Fitch            | 0,15%  | 132         | 0,38%  | ↓      | -0,23% |
| 247       | Air Berlin                       | 0,15%  | New in 2013 |        |        |        |
| 247       | Areva                            | 0,15%  | 223         | 0,18%  | ↓      | -0,03% |
| 247       | Best Western                     | 0,15%  | 261         | 0,15%  | ↑      | 0,00%  |
| 247       | Four Seasons Hotels and Resorts  | 0,15%  | 301         | 0,11%  | ↑      | +0,04% |
| 247       | InBev                            | 0,15%  | 346         | 0,08%  | ↑      | +0,07% |
| 247       | Jerónimo Martins                 | 0,15%  | 208         | 0,20%  | ↓      | -0,05% |
| 247       | Luxottica                        | 0,15%  | 214         | 0,19%  | ↓      | -0,04% |
| 247       | SAFRAN                           | 0,15%  | 314         | 0,10%  | ↑      | +0,05% |
| 247       | Transelectrica                   | 0,15%  | 346         | 0,08%  | ↑      | +0,07% |
| 247       | Virgin Atlantic Airlines         | 0,15%  | 177         | 0,24%  | ↓      | -0,09% |
| 259       | Ahold                            | 0,14%  | 314         | 0,10%  | ↑      | +0,04% |
| 259       | Alpitour                         | 0,14%  | 223         | 0,18%  | ↓      | -0,04% |
| 259       | Bloomberg                        | 0,14%  | 235         | 0,17%  | ↓      | -0,03% |
| 259       | Body Shop International          | 0,14%  | 214         | 0,19%  | ↓      | -0,05% |
| 259       | Diageo                           | 0,14%  | 261         | 0,15%  | ↑      | -0,01% |
| 259       | Grant Thornton                   | 0,14%  | 301         | 0,11%  | ↑      | +0,03% |
| 259       | Groupe TF1                       | 0,14%  | 235         | 0,17%  | ↓      | -0,03% |
| 259       | Havas                            | 0,14%  | 301         | 0,11%  | ↑      | +0,03% |
| 259       | Peek & Cloppenburg KG Düsseldorf | 0,14%  | 279         | 0,13%  | ↑      | +0,01% |
| 259       | PSA Peugeot Citroën              | 0,14%  | 177         | 0,24%  | ↓      | -0,10% |
| 259       | Vinci                            | 0,14%  | 267         | 0,14%  | ↑      | 0,00%  |
| 270       | ABB                              | 0,13%  | 331         | 0,09%  | ↑      | +0,04% |
| 270       | Aéroports de Paris               | 0,13%  | 223         | 0,18%  | ↓      | -0,05% |
| 270       | Alstom                           | 0,13%  | 267         | 0,14%  | ↓      | -0,01% |
| 270       | Axel Springer                    | 0,13%  | 291         | 0,12%  | ↑      | +0,01% |
| 270       | Banco Sabadell                   | 0,13%  | 261         | 0,15%  | ↓      | -0,02% |

| Rank 2013 | Employer                | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|-------------------------|--------|-------------|--------|--------|--------|
| 270       | Bouygues                | 0,13%  | 279         | 0,13%  | ↑      | 0,00%  |
| 270       | DnB NOR                 | 0,13%  | 279         | 0,13%  | ↑      | 0,00%  |
| 270       | E.ON                    | 0,13%  | 255         | 0,16%  | ↓      | -0,03% |
| 270       | Lego                    | 0,13%  | 368         | 0,07%  | ↑      | +0,06% |
| 270       | Magyar Nemzeti Bank     | 0,13%  | 208         | 0,20%  | ↓      | -0,07% |
| 270       | Otto Group              | 0,13%  | 291         | 0,12%  | ↑      | +0,01% |
| 270       | Polkomtel               | 0,13%  | 177         | 0,24%  | ↓      | -0,11% |
| 270       | The Co-operative Group  | 0,13%  | 235         | 0,17%  | ↓      | -0,04% |
| 270       | UBI Banca               | 0,13%  | 279         | 0,13%  | ↑      | 0,00%  |
| 284       | Ağaoğlu Insaat          | 0,12%  | New in 2013 |        |        |        |
| 284       | ARD                     | 0,12%  | 314         | 0,10%  | ↑      | +0,02% |
| 284       | Čedok                   | 0,12%  | 331         | 0,09%  | ↑      | +0,03% |
| 284       | Costa Crociere          | 0,12%  | 214         | 0,19%  | ↓      | -0,07% |
| 284       | Estée Lauder Cosmetics  | 0,12%  | 200         | 0,21%  | ↓      | -0,09% |
| 284       | Fresenius Group         | 0,12%  | 397         | 0,06%  | ↑      | +0,06% |
| 284       | J&T Banka               | 0,12%  | 235         | 0,17%  | ↓      | -0,05% |
| 284       | KfW                     | 0,12%  | 314         | 0,10%  | ↑      | +0,02% |
| 284       | Leroy Merlin            | 0,12%  | 368         | 0,07%  | ↑      | +0,05% |
| 284       | National Bank of Greece | 0,12%  | 314         | 0,10%  | ↑      | +0,02% |
| 284       | Pfizer                  | 0,12%  | 200         | 0,21%  | ↓      | -0,09% |
| 284       | Pirelli                 | 0,12%  | 267         | 0,14%  | ↓      | -0,02% |
| 284       | RHÖN-KLINIKUM AG        | 0,12%  | 279         | 0,13%  | ↓      | -0,01% |
| 284       | RWE                     | 0,12%  | 279         | 0,13%  | ↓      | -0,01% |
| 284       | Sainsbury's             | 0,12%  | New in 2013 |        |        |        |
| 284       | Schneider Electric      | 0,12%  | 301         | 0,11%  | ↑      | +0,01% |
| 284       | S-ryhmä                 | 0,12%  | 192         | 0,22%  | ↓      | -0,10% |
| 284       | Statoil                 | 0,12%  | 267         | 0,14%  | ↓      | -0,02% |
| 302       | A1 Telekom Austria      | 0,11%  | 267         | 0,14%  | ↓      | -0,03% |
| 302       | Alpha Bank              | 0,11%  | 208         | 0,20%  | ↓      | -0,09% |
| 302       | APEH                    | 0,11%  | 223         | 0,18%  | ↓      | -0,07% |
| 302       | ASELSAN                 | 0,11%  | New in 2013 |        |        |        |
| 302       | Benetton Group          | 0,11%  | 200         | 0,21%  | ↓      | -0,10% |
| 302       | BUPA                    | 0,11%  | New in 2013 |        |        |        |
| 302       | Doğan Media Group       | 0,11%  | 423         | 0,05%  | ↑      | +0,06% |
| 302       | GCHQ                    | 0,11%  | 223         | 0,18%  | ↓      | -0,07% |
| 302       | Giorgio Armani          | 0,11%  | 223         | 0,18%  | ↓      | -0,07% |
| 302       | Kofola                  | 0,11%  | 301         | 0,11%  | ↓      | 0,00%  |
| 302       | Michelin                | 0,11%  | 235         | 0,17%  | ↓      | -0,06% |
| 302       | ProCredit Bank          | 0,11%  | 346         | 0,08%  | ↑      | +0,03% |
| 302       | TBWA                    | 0,11%  | 301         | 0,11%  | ↓      | 0,00%  |
| 302       | The Army (UK)           | 0,11%  | 214         | 0,19%  | ↓      | -0,08% |
| 302       | ThyssenKrupp            | 0,11%  | 301         | 0,11%  | ↓      | 0,00%  |
| 317       | Agora                   | 0,10%  | 235         | 0,17%  | ↓      | -0,07% |
| 317       | Banco Espírito Santo    | 0,10%  | 235         | 0,17%  | ↓      | -0,07% |
| 317       | České aerolinie         | 0,10%  | 314         | 0,10%  | ↓      | 0,00%  |
| 317       | Danske Bank             | 0,10%  | 267         | 0,14%  | ↓      | -0,04% |
| 317       | DATEV eG                | 0,10%  | 314         | 0,10%  | ↓      | 0,00%  |
| 317       | Deutsche Börse AG       | 0,10%  | 331         | 0,09%  | ↑      | +0,01% |
| 317       | DOUGLAS-Gruppe          | 0,10%  | 346         | 0,08%  | ↑      | +0,02% |

| Rank 2013 | Employer                           | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|------------------------------------|--------|-------------|--------|--------|--------|
| 317       | EDP                                | 0,10%  | 267         | 0,14%  | ↓      | -0,04% |
| 317       | Finnair                            | 0,10%  | 235         | 0,17%  | ↓      | -0,07% |
| 317       | FrieslandCampina                   | 0,10%  | New in 2013 |        |        |        |
| 317       | Lloyd's                            | 0,10%  | 314         | 0,10%  | ↓      | 0,00%  |
| 317       | Mærsk                              | 0,10%  | 291         | 0,12%  | ↓      | -0,02% |
| 317       | MSC Crociere                       | 0,10%  | 255         | 0,16%  | ↓      | -0,06% |
| 317       | OP-Pohjola Group                   | 0,10%  | 235         | 0,17%  | ↓      | -0,07% |
| 317       | Randstad                           | 0,10%  | 368         | 0,07%  | ↑      | +0,03% |
| 317       | Roche                              | 0,10%  | 397         | 0,06%  | ↑      | +0,04% |
| 317       | Rolls-Royce                        | 0,10%  | 214         | 0,19%  | ↓      | -0,09% |
| 317       | Starwood Hotels & Resorts          | 0,10%  | 423         | 0,05%  | ↑      | +0,05% |
| 317       | Walt Disney                        | 0,10%  | New in 2013 |        |        |        |
| 336       | Acciona                            | 0,09%  | 314         | 0,10%  | ↓      | -0,01% |
| 336       | Air Liquide                        | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | Boehringer Ingelheim Pharma        | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | Bulgarian Business Company         | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | Carl Zeiss                         | 0,09%  | 331         | 0,09%  | ↓      | 0,00%  |
| 336       | CMA CGM                            | 0,09%  | 314         | 0,10%  | ↓      | -0,01% |
| 336       | Department of Education/Teaching I | 0,09%  | 261         | 0,15%  | ↓      | -0,06% |
| 336       | Diesel                             | 0,09%  | 314         | 0,10%  | ↓      | -0,01% |
| 336       | Esselunga                          | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | GFK                                | 0,09%  | 314         | 0,10%  | ↓      | -0,01% |
| 336       | illycaffè                          | 0,09%  | New in 2013 |        |        |        |
| 336       | Kühne + Nagel                      | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | Münchener Rück / Munich Re         | 0,09%  | 331         | 0,09%  | ↓      | 0,00%  |
| 336       | Natixis                            | 0,09%  | 267         | 0,14%  | ↓      | -0,05% |
| 336       | Portugal Telecom                   | 0,09%  | 291         | 0,12%  | ↓      | -0,03% |
| 336       | Repsol                             | 0,09%  | 346         | 0,08%  | ↑      | +0,01% |
| 336       | Schenker Deutschland AG            | 0,09%  | 368         | 0,07%  | ↑      | +0,02% |
| 336       | Turkcell                           | 0,09%  | 397         | 0,06%  | ↑      | +0,03% |
| 354       | Aker Solutions                     | 0,08%  | 368         | 0,07%  | ↑      | +0,01% |
| 354       | Bahlsen                            | 0,08%  | 368         | 0,07%  | ↑      | +0,01% |
| 354       | Brembo                             | 0,08%  | 346         | 0,08%  | ↓      | 0,00%  |
| 354       | Brose Group                        | 0,08%  | New in 2013 |        |        |        |
| 354       | Central Cooperative Bank           | 0,08%  | 397         | 0,06%  | ↑      | +0,02% |
| 354       | Česká pojišťovna                   | 0,08%  | 397         | 0,06%  | ↑      | +0,02% |
| 354       | Dräger                             | 0,08%  | 346         | 0,08%  | ↓      | 0,00%  |
| 354       | Ducati                             | 0,08%  | 279         | 0,13%  | ↓      | -0,05% |
| 354       | Garanti Bankası                    | 0,08%  | New in 2013 |        |        |        |
| 354       | Groupe Quiksilver-Rossignol        | 0,08%  | 235         | 0,17%  | ↓      | -0,09% |
| 354       | Iberia                             | 0,08%  | 235         | 0,17%  | ↓      | -0,09% |
| 354       | Kerry Group                        | 0,08%  | 459         | 0,04%  | ↑      | +0,04% |
| 354       | RAI                                | 0,08%  | 331         | 0,09%  | ↓      | -0,01% |
| 354       | Saint-Gobain                       | 0,08%  | 331         | 0,09%  | ↓      | -0,01% |
| 354       | Sokos Hotels                       | 0,08%  | New in 2013 |        |        |        |
| 354       | Vattenfall                         | 0,08%  | 368         | 0,07%  | ↑      | +0,01% |
| 354       | Zurich Financial Services          | 0,08%  | 331         | 0,09%  | ↓      | -0,01% |
| 371       | Arkas Holding                      | 0,07%  | New in 2013 |        |        |        |
| 371       | Asda                               | 0,07%  | New in 2013 |        |        |        |



| Rank 2013 | Employer                              | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|---------------------------------------|--------|-------------|--------|--------|--------|
| 371       | BAE Systems                           | 0,07%  | 331         | 0,09%  | ⬆️     | -0,02% |
| 371       | Bolloré                               | 0,07%  | 346         | 0,08%  | ⬆️     | -0,01% |
| 371       | Doğuş Otomotiv                        | 0,07%  | New in 2013 |        |        |        |
| 371       | eBay                                  | 0,07%  | 423         | 0,05%  | ⬆️     | +0,02% |
| 371       | Endemol                               | 0,07%  | 208         | 0,20%  | ⬆️     | -0,13% |
| 371       | Financial Services Authority UK       | 0,07%  | 368         | 0,07%  | ⬆️     | 0,00%  |
| 371       | Groupe Casino                         | 0,07%  | 423         | 0,05%  | ⬆️     | +0,02% |
| 371       | Health Service Executive Ireland      | 0,07%  | 346         | 0,08%  | ⬆️     | -0,01% |
| 371       | InterContinental Hotels               | 0,07%  | 397         | 0,06%  | ⬆️     | +0,01% |
| 371       | Kempinski Hotels                      | 0,07%  | 346         | 0,08%  | ⬆️     | -0,01% |
| 371       | Kienbaum Consultants International    | 0,07%  | 423         | 0,05%  | ⬆️     | +0,02% |
| 371       | Mapfre                                | 0,07%  | 397         | 0,06%  | ⬆️     | +0,01% |
| 371       | Merlin Entertainments Group           | 0,07%  | 279         | 0,13%  | ⬆️     | -0,06% |
| 371       | Novo Nordisk                          | 0,07%  | 346         | 0,08%  | ⬆️     | -0,01% |
| 371       | Ogilvy & Mather                       | 0,07%  | 459         | 0,04%  | ⬆️     | +0,03% |
| 371       | PA Consulting                         | 0,07%  | 368         | 0,07%  | ⬆️     | 0,00%  |
| 371       | Pestana                               | 0,07%  | 368         | 0,07%  | ⬆️     | 0,00%  |
| 371       | Rödl & Partner                        | 0,07%  | 397         | 0,06%  | ⬆️     | +0,01% |
| 371       | Schaeffler                            | 0,07%  | New in 2013 |        |        |        |
| 371       | Slovak Law Enforcement                | 0,07%  | New in 2013 |        |        |        |
| 371       | Swatch                                | 0,07%  | 423         | 0,05%  | ⬆️     | +0,02% |
| 371       | TAP                                   | 0,07%  | 368         | 0,07%  | ⬆️     | 0,00%  |
| 371       | The Royal Air Force                   | 0,07%  | 267         | 0,14%  | ⬆️     | -0,07% |
| 371       | Vienna Insurance Group                | 0,07%  | 397         | 0,06%  | ⬆️     | +0,01% |
| 397       | Adecco                                | 0,06%  | 459         | 0,04%  | ⬆️     | +0,02% |
| 397       | Akbank                                | 0,06%  |             |        | ⬆️     | +0,06% |
| 397       | AkzoNobel                             | 0,06%  | New in 2013 |        |        |        |
| 397       | ANA                                   | 0,06%  | 368         | 0,07%  | ⬆️     | -0,01% |
| 397       | Balkantourist                         | 0,06%  | 368         | 0,07%  | ⬆️     | -0,01% |
| 397       | Caisse d'Epargne                      | 0,06%  | 397         | 0,06%  | ↔️     | 0,00%  |
| 397       | CBS (Statistics Netherlands)          | 0,06%  | 459         | 0,04%  | ⬆️     | +0,02% |
| 397       | De Nederlandsche Bank                 | 0,06%  | 459         | 0,04%  | ⬆️     | +0,02% |
| 397       | Dell                                  | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | Department of Foreign Affairs Ireland | 0,06%  | 331         | 0,09%  | ⬆️     | -0,03% |
| 397       | DZ BANK AG                            | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | Eczacıbaşı                            | 0,06%  | New in 2013 |        |        |        |
| 397       | ExxonMobil                            | 0,06%  | 397         | 0,06%  | ↔️     | 0,00%  |
| 397       | Fazer                                 | 0,06%  | 301         | 0,11%  | ⬆️     | -0,05% |
| 397       | Federal administration of Switzerland | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | Groupe La Poste (France)              | 0,06%  | 397         | 0,06%  | ↔️     | 0,00%  |
| 397       | Horváth & Partners                    | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | Intel                                 | 0,06%  | 397         | 0,06%  | ↔️     | 0,00%  |
| 397       | KONE                                  | 0,06%  | 368         | 0,07%  | ⬆️     | -0,01% |
| 397       | Logica                                | 0,06%  | 368         | 0,07%  | ⬆️     | -0,01% |
| 397       | MKB Bank                              | 0,06%  | 346         | 0,08%  | ⬆️     | -0,02% |
| 397       | National Audit Office (UK)            | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | PPF                                   | 0,06%  | 397         | 0,06%  | ↔️     | 0,00%  |
| 397       | Prisa                                 | 0,06%  | 423         | 0,05%  | ⬆️     | +0,01% |
| 397       | Sanoma                                | 0,06%  | 291         | 0,12%  | ⬆️     | -0,06% |

| Rank 2013 | Employer                              | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|---------------------------------------|--------|-------------|--------|--------|--------|
| 397       | SBB                                   | 0,06%  | 459         | 0,04%  | ↑      | +0,02% |
| 397       | Schweiz Tourismus                     | 0,06%  | 397         | 0,06%  | ↔      | 0,00%  |
| 397       | Schweizerische Nationalbank           | 0,06%  | 397         | 0,06%  | ↔      | 0,00%  |
| 397       | Swarovski                             | 0,06%  | 423         | 0,05%  | ↑      | +0,01% |
| 397       | Türk Telekom                          | 0,06%  | New in 2013 |        |        |        |
| 397       | VakıfBank                             | 0,06%  | New in 2013 |        |        |        |
| 397       | Vila Galé                             | 0,06%  | New in 2013 |        |        |        |
| 397       | Vivacom                               | 0,06%  | 397         | 0,06%  | ↔      | 0,00%  |
| 397       | voestalpine                           | 0,06%  | 346         | 0,08%  | ↓      | -0,02% |
| 397       | Whirlpool                             | 0,06%  | 301         | 0,11%  | ↓      | -0,05% |
| 432       | Achmea                                | 0,05%  | 423         | 0,05%  | ↓      | 0,00%  |
| 432       | Agrofert                              | 0,05%  | New in 2013 |        |        |        |
| 432       | American Express                      | 0,05%  | 314         | 0,10%  | ↓      | -0,05% |
| 432       | Aon                                   | 0,05%  | 459         | 0,04%  | ↑      | +0,01% |
| 432       | ArcelorMittal                         | 0,05%  | 423         | 0,05%  | ↓      | 0,00%  |
| 432       | Arla Foods                            | 0,05%  | New in 2013 |        |        |        |
| 432       | Aviva                                 | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | Banco BPI                             | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | Banco Popular                         | 0,05%  | 397         | 0,06%  | ↓      | -0,01% |
| 432       | Bank of Greece                        | 0,05%  | 423         | 0,05%  | ↓      | 0,00%  |
| 432       | Banque Populaire                      | 0,05%  | 346         | 0,08%  | ↓      | -0,03% |
| 432       | Bata                                  | 0,05%  | 423         | 0,05%  | ↓      | 0,00%  |
| 432       | BSH Bosch and Siemens Home Appliances | 0,05%  | 459         | 0,04%  | ↑      | +0,01% |
| 432       | BT                                    | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | CFR                                   | 0,05%  | New in 2013 |        |        |        |
| 432       | Crédit Mutuel - CIC                   | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | Danubius Hotels                       | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | Efteling                              | 0,05%  | New in 2013 |        |        |        |
| 432       | Eset                                  | 0,05%  | New in 2013 |        |        |        |
| 432       | Galp Energia                          | 0,05%  | 331         | 0,09%  | ↓      | -0,04% |
| 432       | Handelsbanken                         | 0,05%  | 368         | 0,07%  | ↓      | -0,02% |
| 432       | INVEST BANK                           | 0,05%  | 235         | 0,17%  | ↓      | -0,12% |
| 432       | Kesko                                 | 0,05%  | 331         | 0,09%  | ↓      | -0,04% |
| 432       | KPN                                   | 0,05%  | New in 2013 |        |        |        |
| 432       | Mediobanca                            | 0,05%  | 314         | 0,10%  | ↓      | -0,05% |
| 432       | Netherlands Police Agency             | 0,05%  | 423         | 0,05%  | ↓      | 0,00%  |
| 432       | Nomura                                | 0,05%  | New in 2013 |        |        |        |
| 432       | ORF                                   | 0,05%  | 459         | 0,04%  | ↑      | +0,01% |
| 432       | Penta                                 | 0,05%  | 397         | 0,06%  | ↓      | -0,01% |
| 432       | RTÉ                                   | 0,05%  | 279         | 0,13%  | ↓      | -0,08% |
| 432       | SODEXO                                | 0,05%  | 459         | 0,04%  | ↑      | +0,01% |
| 432       | Stockmann                             | 0,05%  | 301         | 0,11%  | ↓      | -0,06% |
| 432       | Yıldız Holding                        | 0,05%  | New in 2013 |        |        |        |
| 465       | Abdi İbrahim                          | 0,04%  | New in 2013 |        |        |        |
| 465       | Albena Invest Holding                 | 0,04%  | 459         | 0,04%  | ↓      | 0,00%  |
| 465       | Amorim                                | 0,04%  | 368         | 0,07%  | ↓      | -0,03% |
| 465       | Anadolu Efes                          | 0,04%  | New in 2013 |        |        |        |
| 465       | Bank of Ireland                       | 0,04%  | 459         | 0,04%  | ↓      | 0,00%  |
| 465       | BearingPoint                          | 0,04%  | 423         | 0,05%  | ↓      | -0,01% |

| Rank 2013 | Employer                            | % 2013 | Rank 2012   | % 2012 | Δ Rank | Δ %    |
|-----------|-------------------------------------|--------|-------------|--------|--------|--------|
| 465       | Bestseller                          | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Bouygues Telecom                    | 0,04%  | 397         | 0,06%  | ⬇️     | -0,02% |
| 465       | Canon                               | 0,04%  | New in 2013 |        |        |        |
| 465       | Colruyt                             | 0,04%  | New in 2013 |        |        |        |
| 465       | EnBW                                | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Enterprise Rent-A-Car               | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | FIFA                                | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Finmeccanica                        | 0,04%  | 423         | 0,05%  | ⬇️     | -0,01% |
| 465       | Innovasjon Norge                    | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Kuoni                               | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Lumene                              | 0,04%  | New in 2013 |        |        |        |
| 465       | Marimekko                           | 0,04%  | 368         | 0,07%  | ⬇️     | -0,03% |
| 465       | Mercer                              | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Migros                              | 0,04%  | 459         | 0,04%  | ⬇️     | 0,00%  |
| 465       | Nationwide Building Society         | 0,04%  | New in 2013 |        |        |        |
| 465       | Norges Bank                         | 0,04%  | 423         | 0,05%  | ⬇️     | -0,01% |
| 465       | PostFinance                         | 0,04%  | New in 2013 |        |        |        |
| 465       | Sampo Group                         | 0,04%  | New in 2013 |        |        |        |
| 465       | SPP                                 | 0,04%  | 423         | 0,05%  | ⬇️     | -0,01% |
| 465       | Swisscom                            | 0,04%  | New in 2013 |        |        |        |
| 465       | Tetra Pak                           | 0,04%  | 423         | 0,05%  | ⬇️     | -0,01% |
| 465       | The Austrian Foreign Ministry       | 0,04%  | 423         | 0,05%  | ⬇️     | -0,01% |
| 465       | The Royal Navy                      | 0,04%  | 291         | 0,12%  | ⬇️     | -0,08% |
| 465       | Valeo                               | 0,04%  | 397         | 0,06%  | ⬇️     | -0,02% |
| 465       | Vivendi                             | 0,04%  | 397         | 0,06%  | ⬇️     | -0,02% |
| 496       | A&L Goodbody                        | 0,03%  | New in 2013 |        |        |        |
| 496       | Aegean Airlines                     | 0,03%  | New in 2013 |        |        |        |
| 496       | Air Slovakia                        | 0,03%  | 459         | 0,04%  | ⬇️     | -0,01% |
| 496       | Alko                                | 0,03%  | 423         | 0,05%  | ⬇️     | -0,02% |
| 496       | An Garda Síochána                   | 0,03%  | 397         | 0,06%  | ⬇️     | -0,03% |
| 496       | Anton Paar                          | 0,03%  | New in 2013 |        |        |        |
| 496       | APG                                 | 0,03%  | New in 2013 |        |        |        |
| 496       | Armed Forces of the Slovak Republic | 0,03%  | New in 2013 |        |        |        |
| 496       | Armeec                              | 0,03%  | New in 2013 |        |        |        |
| 496       | ARUP                                | 0,03%  | 397         | 0,06%  | ⬇️     | -0,03% |
| 496       | AT&T                                | 0,03%  | New in 2013 |        |        |        |
| 496       | Bang & Olufsen                      | 0,03%  | New in 2013 |        |        |        |
| 496       | Bankinter                           | 0,03%  | 423         | 0,05%  | ⬇️     | -0,02% |
| 496       | Blusens                             | 0,03%  | New in 2013 |        |        |        |
| 496       | Burton                              | 0,03%  | New in 2013 |        |        |        |
| 496       | CAF                                 | 0,03%  | New in 2013 |        |        |        |
| 496       | CEVA Lojistik                       | 0,03%  | New in 2013 |        |        |        |
| 496       | Danfoss                             | 0,03%  | New in 2013 |        |        |        |
| 496       | Danish Ministry of Finance          | 0,03%  | New in 2013 |        |        |        |
| 496       | Danish National Bank                | 0,03%  | New in 2013 |        |        |        |
| 496       | Department of Employment & Learn    | 0,03%  | 423         | 0,05%  | ⬇️     | -0,02% |
| 496       | Dexia                               | 0,03%  | 368         | 0,07%  | ⬇️     | -0,04% |
| 496       | DONG Energy                         | 0,03%  | New in 2013 |        |        |        |
| 496       | Enterprise Ireland                  | 0,03%  | 459         | 0,04%  | ⬇️     | -0,01% |

| Rank 2013 | Employer                             | % 2013 | Rank 2012 | % 2012 | Δ Rank      | Δ %    |
|-----------|--------------------------------------|--------|-----------|--------|-------------|--------|
| 496       | Eti                                  | 0,03%  |           |        | New in 2013 |        |
| 496       | Exportrådet                          | 0,03%  |           |        | New in 2013 |        |
| 496       | Germanos                             | 0,03%  |           |        | New in 2013 |        |
| 496       | Glanbia                              | 0,03%  |           |        | New in 2013 |        |
| 496       | Hellenic Petroleum                   | 0,03%  |           |        | New in 2013 |        |
| 496       | International Red Cross              | 0,03%  |           |        | New in 2013 |        |
| 496       | Johnson Controls                     | 0,03%  |           |        | New in 2013 |        |
| 496       | Lindt & Sprüngli                     | 0,03%  |           |        | New in 2013 |        |
| 496       | Magna Steyr                          | 0,03%  |           |        | New in 2013 |        |
| 496       | Marriott International               | 0,03%  |           |        | New in 2013 |        |
| 496       | Mars & Co                            | 0,03%  | 423       | 0,05%  | 👇           | -0,02% |
| 496       | MÁV                                  | 0,03%  |           |        | New in 2013 |        |
| 496       | Mavi Jeans                           | 0,03%  |           |        | New in 2013 |        |
| 496       | McDonald's                           | 0,03%  |           |        | New in 2013 |        |
| 496       | OVB                                  | 0,03%  |           |        | New in 2013 |        |
| 496       | Paddy Power                          | 0,03%  |           |        | New in 2013 |        |
| 496       | Provident                            | 0,03%  |           |        | New in 2013 |        |
| 496       | Richter Gedeon                       | 0,03%  |           |        | New in 2013 |        |
| 496       | Rolex                                | 0,03%  |           |        | New in 2013 |        |
| 496       | Royal Norwegian Ministry of Finance  | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Royal Norwegian Ministry of Foreign  | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Sara Lee                             | 0,03%  | 423       | 0,05%  | 👇           | -0,02% |
| 496       | SFR                                  | 0,03%  | 368       | 0,07%  | 👇           | -0,04% |
| 496       | SIDA                                 | 0,03%  |           |        | New in 2013 |        |
| 496       | Sparebank 1                          | 0,03%  |           |        | New in 2013 |        |
| 496       | Standard Life                        | 0,03%  |           |        | New in 2013 |        |
| 496       | Sumol + Compal                       | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Suomen Pankki                        | 0,03%  | 346       | 0,08%  | 👇           | -0,05% |
| 496       | Sveriges Riksbank                    | 0,03%  |           |        | New in 2013 |        |
| 496       | Swedbank                             | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Swedish Ministry for Foreign Affairs | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Swiss Re                             | 0,03%  |           |        | New in 2013 |        |
| 496       | Teknosa                              | 0,03%  |           |        | New in 2013 |        |
| 496       | Telecom Italia                       | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | Telenor                              | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | U. S. Steel Košice                   | 0,03%  |           |        | New in 2013 |        |
| 496       | Udenrigsministeriet                  | 0,03%  | 368       | 0,07%  | 👇           | -0,04% |
| 496       | Valio                                | 0,03%  |           |        | New in 2013 |        |
| 496       | Viagens Abreu                        | 0,03%  |           |        | New in 2013 |        |
| 496       | Wärtsilä                             | 0,03%  | 459       | 0,04%  | 👇           | -0,01% |
| 496       | ZON                                  | 0,03%  |           |        | New in 2013 |        |

To find out more about trendence research,  
Please do not hesitate to contact us!

**Mariana Rajic- Senior Marketing Manager**

**phone:** + 49 259 29 88-215

**trendence** Institute GmbH

Markgrafenstrasse 62

10969 Berlin