

Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Size Category Top Ten

	SMALL 1-100 Employees	MEDIUM 101-1,000 Employees	LARGE More than 1,000 Employees
1	South Mountain Company West Tisbury, MA	Barilla America, Inc. Bannockburn, IL	Wendy's International, Inc. Dublin, OH
2	Dave Thomas Foundation for Adoption Dublin, OH	Subaru of America, Inc. Cherry Hill, NJ	Citizens Financial Group Providence, RI
3	Nippon Life Insurance Company of America New York, NY	Franklin International Columbus, OH	United Business Media LLC Manhasset, NY
4	McGohan Brabender, Inc. Dayton, OH	Kao Brands Company Cincinnati, OH	Timberland Stratham, NH
5	Oklahoma State Chamber of Commerce and Industry Oklahoma City, OK	Quality Custom Cabinetry, Inc. New Holland, PA	JP Morgan Chase New York, NY
6	Miami International Insurance Agency Inc. Miami, FL	Kozy Shack Enterprises Hicksville, NY	Avon Products New York, NY
7	College Coach Newton, MA	Exceptional Software Strategies Linthicum, MD	American Century Investments Kansas City, MO
8	Congressional Coalition on Adoption Institute McLean, VA	National Futures Association Chicago, IL	Fannie Mae Washington, DC
9	ContiGroup Companies, Inc. New York, NY	Ferris, Baker Watts, Inc. Baltimore, MD	SAP Philadelphia, PA
10	Granite State Credit Union Manchester, NH	OSI Pharmaceuticals, Inc. Melville, NY	The McGraw-Hill Companies New York, NY
			The Phoenix Companies, Inc. (tie) Hartford, CT

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Industry Leaders

Industry	Employer
Advertising, Marketing and Public Relations	Leo Burnett & Arc USA, Chicago, IL
Architecture, Engineering and Construction	South Mountain Company, West Tisbury, MA
Communications and Telecommunications	Discovery Communications, Silver Spring, MD
Consulting, Accounting, Legal and Business Services	Sullivan & Cromwell LLP
Consumer Products	Timberland, Stratham, NH
Education	New York University, New York, NY
Energy and Utilities	American Electric Power, Columbus, OH
Entertainment, Media and Publishing	United Business Media LLC, Manhasset, NY
Financial Services	Citizens Financial Group, Inc., Providence, RI
Food, Beverage and Restaurants	Wendy's International, Inc., Dublin, OH
Government	Tie: State of Florida and State of South Carolina
Healthcare	Abbott, Lake County, IL
Hotel and Travel	Tie: Carlson and Starwood Hotels & Resorts Worldwide, Inc.
Industrial and Manufacturing	Franklin International, Columbus, OH
Insurance	The Phoenix Companies, Inc., Hartford, CT
Nonprofit	Dave Thomas Foundation for Adoption, Dublin, OH
Pharmaceutical	TAP Pharmaceutical Products Inc., Lake Forest, IL
Real Estate	Duke Realty Corporation, Indianapolis, IN
Retail	Patagonia, Inc., Ventura, CA
Technology, Information and Research	SAP, Philadelphia, PA
Transportation and Automotive	Subaru of America, Inc., Cherry Hill, NJ

