

**Dave Thomas Foundation for Adoption**  
**2007 Best Adoption-Friendly Workplaces**  
**Size Category Top Ten**

	<b>SMALL</b> 1-100 Employees	<b>MEDIUM</b> 101-1,000 Employees	<b>LARGE</b> More than 1,000 Employees
1	South Mountain Company West Tisbury, MA	Leo Burnett Chicago, IL	Citizens Financial Group Providence, RI
2	Oklahoma State Chamber of Commerce and Industry Oklahoma City, OK	Subaru of America (tie for first) Cherry Hill, NJ	CMP Media Manhasset, NY
3	Miami International Insurance Agency Miami, FL	Kozy Shack Enterprises Hicksville, NY	Timberland Stratham, NH
4	College Coach Newton, MA	Exceptional Software Strategies Linthicum, MD	JP Morgan Chase New York, NY
5	Community Based Care of Brevard Melbourne, FL	National Futures Association Chicago, IL	Avon Products New York, NY
6	Dave Thomas Foundation for Adoption Dublin, OH	Ferris, Baker Watts Baltimore, MD	American Century Investments Kansas City, MO
7	ContiGroup Companies New York, NY	OSI Pharmaceuticals Melville, NY	Fannie Mae Washington, DC
8	Granite State Credit Union Manchester, NH	NCB Washington, DC	McGraw-Hill Companies New York, NY
9	ELK Promotions Worthington, OH	Millennium Pharmaceuticals Cambridge, MA	Abbott Laboratories Abbott Park, IL
10	StrataG Knoxville, TN	Verispan Yardley, PA	TAP Pharmaceutical Products Lake Forest, IL

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**Industry Leaders**

<b>Industry</b>	<b>Employer</b>
Advertising, Marketing and Public Relations	Leo Burnett, 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	Alston & Bird, LLP, Atlanta, GA
Consumer Products	Timberland, Stratham, NH
Education	New York University, New York, NY
Energy and Utilities	American Electric Power, Columbus, OH
Entertainment, Media and Publishing	CMP Technology, Manhasset, NY
Financial Services	Citizens Financial Group, Inc., Providence, RI
Food, Beverage and Restaurants	The Hershey Company, Hershey, PA
Government	Tie: State of Florida and State of South Carolina
Healthcare	SSM Health Care, St. Louis, MO
Hotel and Travel	Tie: Carlson and Starwood Hotels & Resorts Worldwide, Inc.
Industrial and Manufacturing	DOW Corning Corporation, Midland, MI
Insurance	The Phoenix Companies, Inc., Hartford, CT
Nonprofit	National Futures Association, Chicago, IL
Pharmaceutical	Tie: Abbott Laboratories and TAP Pharmaceutical Products, Inc.
Real Estate	Duke Realty Corporation, Indianapolis, IN
Retail	Patagonia, Inc., Ventura, CA
Technology, Information and Research	Exceptional Software Strategies, Linthicum, MD
Transportation and Automotive	Subaru of America, Cherry Hill, NJ