

**Dave Thomas Foundation for Adoption  
2008 Best Adoption-Friendly Workplaces List  
America's Top 100**

U.S. Rank	Employer	Maximum Financial Assistance	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
1	Wendy's International, Inc.	\$23,300*	6	Dublin, OH	Food, Beverage and Restaurants	40,200
2	Citizens Financial Group, Inc.	\$21,650	1	Providence, RI	Financial Services	25,000
3	United Business Media LLC (UBM)	\$15,000	2	Manhasset, NY	Entertainment, Media and Publishing	1,200
4	Timberland	\$12,000*	2	Stratham, NH	Consumer Products	5,850
5	Barilla America, Inc.	\$12,000	1	Bannockburn, IL	Food, Beverage and Restaurants	340
6	Subaru of America, Inc.	\$11,650	2	Cherry Hill, NJ	Transportation and Automotive	800
7	JPMorgan Chase	\$10,000	12	New York, NY	Financial Services	183,000
8	Avon Products, Inc.	\$10,000	8	New York, NY	Consumer Products	6,100
9	Franklin International	\$10,000	6	Columbus, OH	Industrial and Manufacturing	400
10-Tie	American Century Investments	\$10,000	4	Kansas City, MO	Financial Services	1,750
10-Tie	Fannie Mae	\$10,000	4	Washington, DC	Financial Services	5,717
10-Tie	SAP	\$10,000	4	Philadelphia, PA	Technology, Information and Research	7,500
10-Tie	South Mountain Company	\$10,000	4	West Tisbury, MA	Architecture, Engineering and Construction	30
14	The McGraw-Hill Companies	\$10,000	3	New York, NY	Entertainment, Media and Publishing	13,239
15	The Phoenix Companies, Inc.	\$10,000*	3	Hartford, CT	Insurance	1,500
16	Abbott	\$10,000	2	Lake County, IL	Healthcare	32,715
17	General Mills	\$10,000	2	Minneapolis, MN	Consumer Products	29,416
18	Leo Burnett & Arc USA	\$10,000	2	Chicago, IL	Advertising, Marketing and Public Relations	1,560
19	MetLife	\$10,000	2	New York, NY	Insurance	32,000
20	Prudential Financial, Inc.	\$10,000	2	Newark, NJ	Financial Services	40,000
21	TAP Pharmaceutical Products Inc.	\$10,000	2	Lake Forest, IL	Pharmaceutical	3,100
22	Eli Lilly and Company	\$10,000	1	Indianapolis, IN	Pharmaceutical	41,500
23	Freddie Mac	\$8,300	6	McLean, VA	Financial Services	5,400
24	Merrill Lynch & Company, Inc.	\$8,000*	13	New York, NY	Financial Services	55,000
25	Bank of America	\$8,000	8	Charlotte, NC	Financial Services	198,000
26	Cephalon	\$8,000	6	Frazer, PA	Pharmaceutical	2,895
27	Johnson Financial Group	\$8,000*	6	Racine, WI	Financial Services	1,280
28	Kao Brands Company	\$8,000	5	Cincinnati, OH	Consumer Products	536
29	LSI Corporation	\$8,000	1	Milpitas, CA	Industrial and Manufacturing	6,000
30	Sullivan & Cromwell LLP	\$7,500	18	New York, NY	Consulting, Accounting, Legal and Business Services	2,200
31	The Hershey Company	\$7,500*	12	Hershey, PA	Food, Beverage and Restaurants	14,000
32	Quality Custom Cabinetry, Inc.	\$7,500	4	New Holland, PA	Industrial and Manufacturing	300
33	Duke Realty Corporation	\$7,500	2	Indianapolis, IN	Real Estate	1,364
34	Alston & Bird, LLP	\$7,000	12	Atlanta, GA	Consulting, Accounting, Legal and Business Services	1,700
35	Dave Thomas Foundation for Adoption	\$7,000*	6	Dublin, OH	Non-profit	11

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36	First Sun Management Corporation	\$7,000*	3	Clemson, SC	Food, Beverage and Restaurants	1,500
37	Kozy Shack Enterprises, Inc.	\$7,000	2	Hicksville, NY	Food, Beverage and Restaurants	400
38	SSM Health Care	\$6,500	12	St. Louis, MO	Healthcare	24,000
39	Exceptional Software Strategies	\$6,500*	1	Linthicum, MD	Technology, Information and Research	120
40	PricewaterhouseCoopers LLP	\$6,000*	12	New York, NY	Consulting, Accounting, Legal and Business Services	30,000
41	National Futures Association	\$6,000*	8	Chicago, IL	Non-profit	250
42	Ernst & Young LLP	\$6,000*	6	New York, NY	Consulting, Accounting, Legal and Business Services	103,000
43	Hasbro, Inc.	\$6,000*	6	Pawtucket, RI	Consumer Products	6,000
44	New York University	\$6,000*	6	New York, NY	Education	10,000
45	WendPartners	\$6,000*	6	Cortland, NY	Food, Beverage and Restaurants	8,500
46	Domino's Pizza LLC	\$6,000*	4	Ann Arbor, MI	Food, Beverage and Restaurants	13,500
47	National City Corporation	\$6,000*	4	Cleveland, OH	Financial Services	30,100
48	ConAgra Foods, Inc.	\$6,000*	2	Omaha, NE	Consumer Products	24,500
49	Victory Packaging	\$6,000	2	Houston, TX	Industrial and Manufacturing	1,250
50	Nestle USA, Inc.	\$6,000*	1	Glendale, CA	Food, Beverage and Restaurants	15,500
51	Time Inc.	\$6,000*	1	New York, NY	Entertainment, Media and Publishing	5,700
52	Diocese of Metuchen	\$5,500*	2	Piscataway, NJ	Non-profit	2,000
53	Deutsche Bank	\$5,000	16	New York, NY	Financial Services	11,000
54	Arnold & Porter LLP	\$5,000	12	Washington, DC	Consulting, Accounting, Legal and Business Services	1,385
55	Cape Fear Valley Health System	\$5,000*	12	Fayetteville, NC	Healthcare	4,900
56	Credit Suisse	\$5,000	12	New York, NY	Financial Services	55,000
57	Ferris, Baker Watts, Inc.	\$5,000	12	Baltimore, MD	Financial Services	800
58	Lehman Brothers	\$5,000	12	New York, NY	Financial Services	16,000
59	Memorial Health, Inc.	\$5,000	12	Savannah, GA	Healthcare	2,400
60	WCI Communities, Inc.	\$5,000	12	Bonita Springs, FL	Real Estate	3,000
61	National Geographic Society	\$5,000	10	Washington, DC	Non-profit	1,700
62	First Reliance Bank	\$5,000	8	Florence, SC	Financial Services	170
63	Goldman, Sachs & Company	\$5,000	8	New York, NY	Financial Services	14,816
64	KPMG LLP	\$5,000	8	New York, NY	Consulting, Accounting, Legal and Business Services	22,000
65	OSI Pharmaceuticals, Inc.	\$5,000	8	Melville, NY	Pharmaceutical	418
66	Patagonia, Inc.	\$5,000	8	Ventura, CA	Retail	1,300
67	Thomson Reuters (formerly The Thomson Corporation)	\$5,000	8	New York, NY	Technology, Information and Research	50,000
68	Turner Broadcasting System, Inc.	\$5,000	8	Atlanta, GA	Entertainment, Media and Publishing	9,000
69	AstraZeneca PLC	\$5,000	7	Wilmington, DE	Pharmaceutical	12,472
70	Google, Inc.	\$5,000	7	Mountain View, CA	Technology, Information and Research	10,000

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71	Allstate Insurance Company	\$5,000	6	Northbrook, IL	Insurance	35,424
72	American Express Company	\$5,000	6	New York, NY	Financial Services	30,150
73	Capital One	\$5,000	6	Richmond, VA	Financial Services	21,000
74	Carlson	\$5,000	6	Minnetonka, MN	Hotel and Travel	58,000
75	Children's Mercy Hospitals & Clinics	\$5,000	6	Kansas City, MO	Healthcare	4,964
76	Cornell University	\$5,000	6	Ithaca, NY	Education	12,000
77	The E.W. Scripps Company	\$5,000	6	Cincinnati, OH	Entertainment, Media and Publishing	10,000
78	The Gallup Organization	\$5,000	6	Omaha, NE	Consulting, Accounting, Legal and Business Services	2,000
79	Genentech	\$5,000	6	South San Francisco, CA	Pharmaceutical	9,500
80	Harley-Davidson Motor Company	\$5,000	6	Milwaukee, WI	Transportation and Automotive	9,000
81	NCB	\$5,000	6	Crystal City, VA	Financial Services	350
82	Nippon Life Insurance Company of America	\$5,000	6	New York, NY	Insurance	80
83	SC Johnson & Son, Inc.	\$5,000	6	Racine, WI	Consumer Products	3,300
84	Springs Global US, Inc.	\$5,000	6	Fort Mill, SC	Consumer Products	7,000
85	Starwood Hotels & Resorts Worldwide, Inc.	\$5,000*	6	White Plains, NY	Hotel and Travel	40,000
86	Wachovia Corporation	\$5,000	6	Charlotte, NC	Financial Services	120,000
87	Dow Corning Corporation	\$5,000	5	Midland, MI	Industrial and Manufacturing	10,076
88	BNP Paribas	\$5,000	4	New York, NY	Financial Services	2,200
89	ChoicePoint Inc.	\$5,000	4	Alpharetta, GA	Financial Services	4,500
90	Electronic Data Systems Corporation (EDS)	\$5,000	4	Plano, TX	Technology, Information and Research	140,000
91	Family Christian Stores	\$5,000	4	Grand Rapids, MI	Retail	4,000
92	Fellowes Inc.	\$5,000	4	Itasca, IL	Consumer Products	1,238
93	McGohan Brabender, Inc.	\$5,000	4	Dayton, OH	Healthcare	99
94	Microsoft Corporation	\$5,000	4	Redmond, WA	Consumer Products	78,000
95	Millennium Pharmaceuticals	\$5,000	4	Cambridge, MA	Pharmaceutical	1,000
96	New York Life Insurance Company	\$5,000	4	New York, NY	Insurance	8,400
97	Rodale Inc.	\$5,000	4	Emmaus, PA	Entertainment, Media and Publishing	1,080
98	SAS Institute Inc.	\$5,000	4	Cary, NC	Technology, Information and Research	5,300
99	Verispan, LLC	\$5,000	4	Yardley, PA	Pharmaceutical	500
100	Wrigley Company	\$5,000	4	Chicago, IL	Food, Beverage and Restaurants	14,000

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