

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Abbott

2008 List Made: US, Industry#1

2008 List US Rank: 16

Org Web Site: abbott.com

Industry: Healthcare

Headquarters: Lake County, IL

Employer Quote:

Laura Beien, Director, Benefits: "Abbott is dedicated to fostering a culture that helps employees manage their personal and professional lives. Abbott's adoption benefits ease the financial burden related to the adoption of a child, while also providing paid time away from work to meet travel or legal requirements for adoption, and to bond with the new child."

Employee Quote:

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American Century Investments

2008 List Made: US, Large#7, Industry

2008 List US Rank: 10

Org Web Site: americancentury.com

Industry: Financial Services

Headquarters: Kansas City, MO

Employer Quote:

(Photo available.) Julie Nicely, Vice President of Compensation and Benefits: "We design our benefits programs with all employees in mind. For example, we have rich maternity benefits. However, we realize that not all employees can make use of those benefits. We reach out to support families of employees wishing to adopt by offering financial assistance and paid leave. The adoption policy is part of our top-tier benefits program that supports all our people in a variety of family structures. We feel strongly that the culture we've built here is a competitive advantage that distinguishes us as an employer of choice among asset managers."

Employee Quote:

Employee testimonial video available - David Keefer.

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Avon Products, Inc.

2008 List Made: US, Large#6, Industry

2008 List US Rank: 8

Org Web Site: avon.com

Industry: Consumer Products

Headquarters: New York, NY

Employer Quote:

Michele Schneider, Director, Global Benefits:

"Adoption benefits are one of a number of ways that Avon supports associates of a 'Company for Women.' Along with the paid adoption leave policy and other resources, our benefit and policies demonstrate Avon's long-term and on-going commitment to maintain a family-friendly workplace."

Employee Quote:

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Bank of America

2008 List Made: US

2008 List US Rank: 25

Org Web Site: bankofamerica.com

Industry: Financial Services

Headquarters: Charlotte, NC

Employer Quote:

Monica Pierce, Vice President, Life Management Benefits Design: "As a family-friendly company, Bank of America continues to provide opportunities for associates to grow their families in ways that work for them. We recognize the high cost of adoptions and the unique stresses that come with adjusting to a new family situation. Bank of America's adoption benefits and resources give associates the tools to manage their exciting life events. The ease of implementation: Associates have the convenience of an electronic reimbursement process and can view the status of their claims online. The reimbursement is deposited directly into their pay checks within two pay cycles following receipt and approval of the claim. We feel both financial assistance and paid leave are equally critical to support our associates. In addition to the \$8,000 adoption financial benefit, we also offer eight fully-paid weeks of adoption leave. We offer the same fully-paid leave for paternity and maternity because family bonding time is essential for all associates who welcome a child into their homes."

Employee Quote:

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Barilla America, Inc.

2008 List Made: US, Med#1, Industry#

2008 List US Rank: 5

Org Web Site: barillaus.com

Industry: Food, Beverage and Restaurants

Headquarters: Bannockburn, IL

Employer Quote:

(Video and photo available.) Eric Schueneman, Director of Compensation, Benefits, & HRIS: "We were very pleased to be able to offer our adoption policy last year. It is a benefit that represents Barilla's commitment to its people and communities. Barilla is a family-friendly company with a strong work-life balance culture. Our benefit programs assist us in, not only attracting great people, but in retaining them as well. We understand the costs and commitments of those that choose to adopt a child in need and feel that we can make a difference in their lives by sharing in those costs and providing time for the family to bond with their new addition."

Employee Quote:

(Family photo available.) Shane Jones: "Barilla's benefits are just an extension of the company's core values one of which is the importance of family."

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Cape Fear Valley Health System

2008 List Made: US, Industry#3

2008 List US Rank: 55

Org Web Site: capefearcareers.com

Industry: Healthcare

Headquarters: Fayetteville, NC

Employer Quote:

Employee Quote:

(Family photo available.) Steve Pettit: "Initially my employer, Cape Fear Valley Health System, had not offered adoption benefits. I came across the Dave Thomas Foundation adoption tool kit and shared the information with my employer. I encountered unwavering support to add this benefit from health system officials and specifically I must commend Sandra Johnson, CFVHS Benefits Coordinator, for her eager, warm-hearted support. I would also like to thank each and every person involved with the decision to add this benefit. Cape Fear Valley Health System's adoption benefit not only provided financial reimbursement for adoption expenses and paid adoption-leave, but also imbued confidence for my wife and I in our ability to adopt our now 3 ½ year old daughter Elizabeth. I cannot begin to express the overwhelming joy of knowing that because Denise and I, with the help of the Dave Thomas Foundation, petitioned Cape Fear Valley Health System for adoption benefits that not only we, but that many other families have - and will - be able to see their adoption dreams come true."

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Carlson

2008 List Made: US, Industry#1-Tie

2008 List US Rank: 74

Org Web Site: carlson.com

Industry: Hotel and Travel

Headquarters: Minnetonka, MN

Employer Quote:

Susan MacHolda, Senior Director, Work-Life & Diversity: "At Carlson we understand the many challenges associated with adoption. To help employees with the adoption process, we have established a comprehensive adoption assistance program. This program provides families with financial help and paid time-off. Additionally through Carlson's employee assistance program, LifeWorks, we are able to provide help with locating adoption resources, and counseling services LifeWorks also provides a wealth of informational material and access to support groups."

Employee Quote:

(Family photo available.) Caroline Larson, Manager, goldpoints plus: "Adoption, for both kids and parents, is stressful enough and Carlson made it so much easier by providing the time and resources that were essential for our family to bond."

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CarMax

2008 List Made: Industry#5

2008 List US Rank:

Org Web Site: carmax.com

Industry: Retail

Headquarters: Richmond, VA

Employer Quote:

(Photo available.) "CarMax believes that maintaining a good work-life balance is an important part of being one of the FORTUNE "100 Best Companies to Work For." Our adoption assistance program is just one of the ways that we support our associates as they build their families. The adoption assistance program was very easy to design and implement and has been very much appreciated by the associates who have adopted children. Our program offers up to \$4,000 in reimbursements for qualified adoption expenses. We believed this would provide the most value to our associates. Our Employee Assistance Program supports our Adoption Assistance Program through resource identification and referral and the availability of family or personal counseling through the adoption process."
Janet Bruington, CarMax HR Benefits Manager

Employee Quote:

(Family photo available.) Lisa Van Riper: "CarMax is a very family oriented company. Adopting our daughter was the greatest day of our lives for my husband and I. CarMax fully supported our decision and made the process easy for us."

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Children's Mercy Hospitals & Clinics

2008 List Made: US, Industry#5

2008 List US Rank: 75

Org Web Site: cmh.edu

Industry: Healthcare

Headquarters: Kansas City, MO

Employer Quote:

Randall L. O'Donnell, Ph.D., President/CEO: "As a pediatric hospital, we are committed to providing the highest level of care for children, but that mission extends far beyond our hospital walls. We also advocate for all children in our community, and one way in which we carry out that commitment is by providing support for our staff members who want to provide a home and loving parents for children who need them. We are very proud of our employees who give so tremendously of themselves by adopting a child, and we are pleased to be able to help facilitate and support this endeavor."

Dan Wright, Vice President, Human Resources: "We know that one of the best ways to develop a productive work force is by helping our employees and their families achieve a healthy balance between their work and their home life. We offer a number of benefits which support our employees achieving and maintaining this balance, including our program which provides support for staff members who adopt a child. We believe that, as a children's hospital, we should be a role model in helping parents provide the best care for their children, and encouraging and supporting employees who want to adopt children is a key way in which we achieve that goal."

Employee Quote:

(GRANPARENT STORY - family photo available.)
Karen Henrion, Children's Mercy Hospitals & Clinics, Office Coordinator, Nutrition Services: "Tragedy struck our family in 2001. Our oldest daughter was killed in an automobile accident. She was a single mom of two beautiful daughters ages 2 years and 4 years. Children's Mercy offered adoption assistance and we were able to obtain a lawyer and have CMH reimburse us the cost of the adoption. My husband and I can't imagine our life now without them – they have brought love and laughter into our home. I am so grateful for the adoption assistance program and glad that our company supports children! Children's Mercy is such a great place due to the fact it provides many benefits to help employees balance their work life with their family life. I am so very grateful for Children's Mercy Hospital and proud to work at a company that advocates for children not only at our facility but also in the community."

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Citizens Financial Group, Inc.

2008 List Made: US, Large#2, Industry

2008 List US Rank: 2

Org Web Site: citizensbank.com

Industry: Financial Services

Headquarters: Providence, RI

Employer Quote:

(Photo available.) Kathy McKenzie, Group Executive Vice President and Chief Human Resources Officer:
"At Citizens, we have a Credo, and it guides us in everything we do -- our commitment to our Customers, our Colleagues and the Communities in which we live and work. Supporting our colleagues with this benefit is one of the many important ways we deliver on our Credo. We've learned from colleagues that adopting a child can unfortunately become a financial decision, costing up to \$35,000 for an international adoption. By offering financial assistance, we help ease the financial burden. Providing our colleagues with benefits that make real, positive differences in their lives is critical to our success, for it shows them how important they are to us."

Employee Quote:

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ConAgra Foods, Inc.

2008 List Made: US

2008 List US Rank: 48

Org Web Site: conagrafoods.com

Industry: Consumer Products

Headquarters: Omaha, NE

Employer Quote:

Charles Salter, vice president, Human Resources: "At ConAgra Foods, we understand that nourishing our employees goes beyond the food we produce. We know that a growing family needs attention and support, and we are pleased to offer provisions to employees who are expanding their families through adoption. We are honored to be included in the Dave Thomas Foundation for Adoption 2008 Best Adoption-Friendly Workplace List."

Employee Quote:

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Cornell University

2008 List Made: US, Industry#2

2008 List US Rank: 76

Org Web Site: cornell.edu

Industry: Education

Headquarters: Ithaca, NY

Employer Quote:

David J. Skorton, President: "I am gratified that Cornell's efforts on behalf of adoptive parents have been recognized for the second year in a row by the Dave Thomas Foundation. Becoming an adoptive parent is a major life decision and one that Cornell is pleased to support as part of its commitment to encouraging work-life balance. As families and the workplace continue to evolve, we will strive to adapt our policies and programs to help faculty and staff members succeed professionally and in their personal lives."

Employee Quote:

(Family photo available.) Deb Surine, Human Resources Assistant in the College of Human Ecology: "We brought our daughter home from Guatemala on Thanksgiving Day 2006. It truly was a day to be thankful! Cornell University provided us with the support we needed to start our family."

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Credit Suisse

2008 List Made: US

2008 List US Rank: 56

Org Web Site: credit-suisse.com

Industry: Financial Services

Headquarters: New York, NY

Employer Quote:

Jennifer Schiller, Vice President / HR - Benefits: "It simply made sense for us to bring our adoption leave policy in line with our maternity policy. We want to support all our employees in their endeavors to build a family - regardless of whether the child comes to them through a birth or adoption."

Employee Quote:

(Family photo available.) Alison Sawdey, HR Transformation Team: "I find myself very fortunate to have enjoyed the benefits Credit Suisse offers its employees when I adopted my daughter, Eva, from China in January 2007. In addition to six weeks' fully paid Adoption Leave, I added on five weeks of vacation time. During this nearly three-month leave I was able to focus full-time on my baby. For any parent the first several months with their child is critical, and with an adopted child already 13-months' old, my time off with Eva allowed us to bond and gave us a brilliant, happy start together as a family. In addition to my paid Adoption Leave I also received a \$4,000 Adoption Stipend from Credit Suisse. This stipend helped with the very high expenses that go along with international adoption and also eased some of the adoptive medicine costs I incurred when Eva and I first returned to the United States. Credit Suisse has recently enhanced the Adoption benefit to extend the paid leave to a period of three-months; this is now equivalent to that for paid Maternity Leave. The stipend has also increased to \$5,000 in 2008. Lastly, I've received incredible support from my peers and senior management before, during and since my Adoption Leave. I'm really excited and proud to work for an organization that supports adoptive families in such a great way!"

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Deutsche Bank

2008 List Made: US

2008 List US Rank: 53

Org Web Site:

Industry: Financial Services

Headquarters: New York, NY

Employer Quote:

Shari Goldfarb, Benefits Director: "Deutsche Bank's Adoption Assistance Program is an example of our commitment to help employee's meet the sometimes extremely high cost of adoption. The four months paid leave we provide allows employees to bond with their new child and make any care arrangements that will be necessary for their return to work. It makes life a little easier. "

Employee Quote:

(Family photo available.) John Tracey: "My employer, Deutsche Bank, was very supportive throughout the whole process and allowed me time, as a new father, to bond with my son. Deutsche Bank also has a financial aid program which helps to offset the large costs associated with adoption. The support I received started from the day I told our HR group we were adopting and continued throughout the process, including ensuring that we filed the correct paperwork to complete the adoption. Additionally the medical benefits program was extended to my new son as soon as he became part of our family. The support that Deutsche Bank offers is on-going, from the ability to access back-up daycare to financial advice on setting up a college fund for Sam. They provided invaluable support to my wife and me throughout the many phases of the adoption process and beyond. Deutsche Bank is a rare mix - a large corporate institution that really cares about its employees."

Doris Kiefe: "On October 23, 2003, I brought home my three day old son from the hospital. The call from the adoption agency came as a surprise. I had been waiting for a while, and was used to calls from the agency checking in to see how I was doing. However, when the agency called and told me a baby boy was waiting at the hospital for me, I was shocked and completely unprepared. It was the greatest day of my life and also

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Duke Realty Corporation

2008 List Made: US, Industry#1

2008 List US Rank: 33

Org Web Site: dukerealty.com

Industry: Real Estate

Headquarters: Indianapolis, IN

Employer Quote:

Jolyne Halton, Sr. Benefits Specialist: "We established an adoption benefits policy because it is a unique benefit that supports associates that were not able to physically have children or that chose to adopt. It was very simple to set up and very simple to administer. It is a benefit that is very much appreciated by those that utilize it."

Employee Quote:

Becky, Indianapolis: "We were actually one of the first families here at Duke to utilize the adoption assistance program in 2000. The financial assistance that Duke offers to adoptive families is a wonderful gift. It certainly softens the financial impact to adoptive families. Adoption is very costly and most families already have infertility bills that they have already accumulated. Another way that Duke helped me as an employee is that since I didn't actually give birth to our child, I didn't receive a maternity leave. I worked with HR and they allowed me to use all of my vacation and sick time together to form a "maternity leave" of sorts. They realized how adoption can be different and created adoption leave. I have always been proud of Duke for listening to my concerns and then adopting new policies."

Trisha, St. Louis: "This is a great benefit. Because of the cost of adoptions, it has made the cost more manageable. Although we would have gone to any depth to get our son, it is nice to know that we had some help with the funds. As for my feelings, I have known for quite some time that Duke offers a lot of benefits that other companies do not. This was another example of how Duke is a forerunner in giving back to there employees and I am glad to be one of them."

Jennifer, Indianapolis: "The adoption benefit provided by

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Eli Lilly and Company

2008 List Made: US, Industry#2

2008 List US Rank: 22

Org Web Site: illy.com

Industry: Pharmaceutical

Headquarters: Indianapolis, IN

Employer Quote:

Tony Murphy, senior vice president of human resources: "Our Adoption Reimbursement Program is among a wide variety of work/life resources available to employees who strive for both a successful career at Eli Lilly and Company and a gratifying personal life. Sometimes, this includes beginning, or adding to, a family. Lilly's Adoption Reimbursement Program provides critical assistance when an employee chooses adoption. It's the right thing to do, it's aligned with our value system, and it's also good business sense – when employees feel supported and respected, they're more engaged in our important work to provide much-needed medicines to patients."

Employee Quote:

(Family photo available.) Susie wise: "Eli Lilly and Company is a great company to work for! The benefits department was very transparent and helpful during the adoption process. They quickly provided me with the information my family needed. I was able to take paid leave and received a financial reimbursement towards adoption expenses of \$10,000. The reimbursement was easy to process and came immediately. Lilly was very sensitive to our needs - Lilly truly values their employees. During my time off to bond with Luci, I was offered a new position at Lilly. My husband Jeff and I are the proud parents of a beautiful and happy girl. Having Luci in our lives is a true blessing. We are very grateful for the support we received from Lilly that helped bring Luci into our lives."

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Everglades Direct

2008 List Made: Industry#3

2008 List US Rank:

Org Web Site: evergladesdirect.com

Industry: Advertising, Marketing and Public Relations

Headquarters: Sunrise, FL

Employer Quote:

(Photo available.) Maurice M. Rosenberg, PHR, Human Resources Manager: "We find this benefit to be invaluable to provide parents not only financial assistance with this process but also time off to spend with the child to get acclimated to their new family and home."

Employee Quote:

(Family photo available.) Brian Olsem: "My wife Kathy and I have had the wonderful opportunity to adopt 3 of our 4 children; Zachary from Russia in 1998, Mikayla from Russia in 2002 and Samantha from Guatemala in 2006. Each experience was unique in regards to the process involved for adoption and each situation was supported differently by our organization, Taylor Corporation. Many of the benefits like time off and financial support were greatly appreciated and incredibly helpful during a stressful and exciting time in our lives. The most special and personal benefit was our opportunity on our two trips to Vladivostok, Russia during our adoption of Mikayla was where our friends, family and a lot of co-workers helped us raise over \$3,000 in personal donations to help the orphanage purchase much needed supplies such as hot water heaters, clothing and medicine. This included personal donations by many of the executive team members of Taylor Corporation. I am humbled to be in an organization of over 14,000 employees to have our highest level leaders take their personal time and contributions to support our family. Paying attention to one employee out of 14,000 says a lot about how much our organization cares about their employees and families."

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Fannie Mae

2008 List Made: US, Large#8, Industry

2008 List US Rank: 10

Org Web Site: fanniemae.com

Industry: Financial Services

Headquarters: Washington, DC

Employer Quote:

(Photo available.) Brian P. McQuaid, Vice President for Human Resources Shared Services: "Fannie Mae believes that providing adoption assistance to our employees not only helps them feel supported by the company, but it also proves to them that work/life balance is ingrained in our culture. Employees who have adopted have shared that they feel more committed to the company because they have a benefit that helps them build their family. At Fannie Mae, we strive to build a culture of individuals who feel valued and want to come to work."

Employee Quote:

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Fellowes Inc.

2008 List Made: US

2008 List US Rank: 92

Org Web Site: fellowes.com

Industry: Consumer Products

Headquarters: Itasca, IL

Employer Quote:

(Photo available.) Jessica Marshall, Benefits Administrator: "Each year, more children join families through adoption. As these costs continue to escalate, Fellowes provides financial assistance to full-time and part-time employees who work 30 or more hours per week and have completed one year of service at the beginning of the adoption process. The company will reimburse up to \$5,000 per child to a maximum of \$10,000 while employed with Fellowes. Employees may also be eligible for 4 weeks paid and 8 weeks unpaid time off. The financial assistance is a great benefit; however, I do believe the paid time off provision allows the family to bond as a unit without having to worry about quickly returning to work. This paid time off can be combined with any unused vacation time the employee has saved."

Employee Quote:

Brenda Johnson, Manager, Compensation and Benefits: "We recognize how important benefits are to the satisfaction of our employees. And as a significant component of total compensation, we want to make sure that the benefits we offer are flexible enough to meet the varying needs of each individual in order to deliver benefits of value. We also recognize that family units are more recently designed in non-traditional ways. In respect of this, we have designed an adoption policy which recognizes not only the non-traditional

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Fishbeck, Thompson, Carr & Huber

2008 List Made: Industry#3

2008 List US Rank:

Org Web Site: ftch.com

Industry: Architecture, Engineering and Construction

Headquarters: Grand Rapids, MI

Employer Quote:

Employee Quote:

(Family photo available.) Chad Henry, Civil Field Inspector: ""The positive attitude and support from FTC&H encouraged my wife and I the most during our adoption. It's not listed as a benefit, but it's priceless to have the piece of mind knowing that your coworkers and company are supportive of what you are doing. Helping us with the expenses and the ability to take adoption-leave when I needed to was great. We adopted our son Evan from Russia. He is now 2 ½ years old and a happy toddler. He loves to be the center of attention!"

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Franklin International

2008 List Made: US, Med#3, Industry#

2008 List US Rank: 9

Org Web Site: franklininternational.com

Industry: Industrial and Manufacturing

Headquarters: Columbus, OH

Employer Quote:

(Photo available.) Doug Reys, Manager of Compensation and Benefits, Franklin International:
"Lots of companies say they are family friendly; we try to make that a reality. The adoption program is one aspect of that commitment."

Employee Quote:

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General Mills

2008 List Made: US, Industry#3

2008 List US Rank: 17

Org Web Site: generalmills.com

Industry: Consumer Products

Headquarters: Minneapolis, MN

Employer Quote:

Employee Quote:

(Family photo available.) Kate Shriver, Consumer Insights: “The money that General Mills provides is very generous, but that is not the only thing that makes General Mills generous. What makes General Mills even better is the support you get throughout the adoption process and long after. General Mills has an adoption network, the General Mills Adoption Connection, that keeps me connected with other adoption parents and gives me a chance to learn and ask questions and reach out to others that are currently experiencing the same issues.”

(Family photo available.) Joe Piepgras, Information Systems: “Our family has completed two international adoptions from China with the help of the General Mills’ adoption benefits and paid paternity leave. The generous financial support covered much of the adoption costs, and the paternity leave gave me an irreplaceable opportunity not only to travel with my wife and children to receive each of our two wonderful daughters but to spend time with them once we returned home. We feel fortunate that such a family-oriented policy exists at General Mills.”

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Hasbro, Inc.

2008 List Made: US, Industry#5

2008 List US Rank: 43

Org Web Site: hasbro.com

Industry: Consumer Products

Headquarters: Pawtucket, RI

Employer Quote:

Employee Quote:

(Family photo available.) Susan Nash, Flow Planning Analyst: "Hasbro is a completely family-friendly company. The adoption benefits covered part of the adoption expense and paid leave so I had time to bond with my daughters. But most important was the personal support I received from management. My daughters, Maddie and Caroline, are such a wonderful blessing to my life!"

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Hershey Company, The

2008 List Made: US, Industry#3

2008 List US Rank: 31

Org Web Site: hershey.com

Industry: Food, Beverage and Restaurants

Headquarters: Hershey, PA

Employer Quote:

Kathy McGrath, Vice President, Total Compensation and Benefits: “We are extremely pleased that Hershey has been recognized as one of the top adoption-friendly companies, but nothing compares to the happiness we feel when our program supports an employee’s adoption process,. It’s so exciting when an employee learns that it’s time to bring a new child home and it shows just how wonderful an adoption program can be.”

Employee Quote:

Rick Berrones, Hershey’s Director of Flight Operations: “Our adoption process was extremely easy and gratifying, and having access to adoption benefits speaks to the compassion that Hershey has as an employer. Hershey has such a valuable benefits package, and I imagine that most employees aren’t even aware that adoption assistance is offered.”

(Family photo available.) Andrea Foreman, Marketing: “Adopting Hailey was the best thing we’ve ever done. I am so glad that Hershey has an adoption assistance program because it connects directly with the company’s heritage and Milton Hershey’s legacy of opening doors for children.”

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JPMorgan Chase

2008 List Made: US, Large#5, Industry

2008 List US Rank: 7

Org Web Site: jpmorganchase.com

Industry: Financial Services

Headquarters: New York, NY

Employer Quote:

(Photo available.) "Each adoption enriches the community as much as it does the lives of children and parents it brings together. At the same time, it can be very expensive, so JPMorgan Chase tries to help. We provide direct financial assistance AND paid time off to employees who choose to open their hearts and homes by adopting a child. In addition, we've just introduced a new loan product called "Chase New Additions" to help our customers finance adoption-related expenses. It's a good feeling to know we're helping to make people's dreams come true."
Christine Fossaceca, Global Work-Life Solutions
Manager

Employee Quote:

(Family photo available.) Latoya Walton: "I work for a company that cares. JPMorgan Chase understands the importance of family - and what it means to people struggling with infertility or who simply want to provide a loving home to a child in need. The Adoption Assistance program and the helpful assistance from LifeWorks made it possible for my husband and me to understand and afford the costly adoption process."

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McGohan Brabender, Inc.

2008 List Made: US, Small#4,OH#7

2008 List US Rank: 93

Org Web Site: mcgohanbrabender.com

Industry: Healthcare

Headquarters: Dayton, OH

Employer Quote:

Chrisondra Reese, Manager, Human Resources:
"McGohan Brabender has always believed in family. Our sense of family encompasses our homes, our work, and our community. Offering adoption assistance to our employees so that they can add to or start families just seemed like the right thing to do. MdGohan Brabender is a privately owned company so there was no difficulty in establishing adoption assistance benefits as far as "red tape" goes. Our partners are truly invested and interested in the welfare and happiness of every employee. We looked at existing MB policies, reviewed the adoption policies of other companies, and sought advice from legal consultants with regard: eligibility, length of time off, and monetary assistance."

Employee Quote:

(Family photo available.) Kathy Maynard: "As a single parent, I didn't know actually what I was getting into going to a foreign country for an adoption. The adoption benefit helped because I was already strapped with the cash for the adoption and this gave me the ability to have extra money while traveling and was able to purchase things that I normally would not have purchased to help the transition once we returned to the United States. Just being able to have the extra cash reduced my stress level. Having the additional time off to bond with Chase was wonderful. It gave us some great time alone and really helped his transition to a new country, new mother and new life. He is so well adjusted and I'm sure it's because I was able to take some time off and spend with him when he needed it the most. The entire experience has made me realize how lucky I am to not only have this wonderful little boy in my life but also that I work for a great employer who truly believes in "work – life balance" and has become and will always be my family."

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McGraw-Hill Companies, The

2008 List Made: US, Large#10-Tie, Ind

2008 List US Rank: 14

Org Web Site: mcgraw-hill.com

Industry: Entertainment, Media and Publishing

Headquarters: New York, NY

Employer Quote:

VIDEO available.

Employee Quote:

Anthony Muzzicato, Accounts Payable Relationship Manager: "Given everything that goes into the adoption process, knowing that McGraw-Hill would provide additional time off from work and reimburse us up to \$10,000 for adoption-related expenses was a huge relief. Accessing these benefits was a very simple process, which minimized the stress during our journey to adoption and ultimate joy."

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MetLife

2008 List Made: US, Industry#2

2008 List US Rank: 19

Org Web Site: metlife.com

Industry: Insurance

Headquarters: New York, NY

Employer Quote:

Dyanne Tramontana, Work/Life Program Manager:
"MetLife has always offered new parents, and all associates, the flexibility they need to balance the demands of life. As part of the company's on-going commitment to supporting the work and personal needs of associates, MetLife regularly reviews its policies and programs. As a result, effective January 1, 2008, MetLife provides all new mothers and fathers with two weeks of paid parental leave. This time will be available for mothers and fathers, including spouses, domestic partners and civil union spouses, after the birth or adoption of a child, and can be used in addition to each associate's existing paid time off. MetLife believes that people count and the company is proud of the support it offers its associates, including adoptive parents, to help them succeed."

Employee Quote:

(FOSTER CARE ADOPTION - family photo available.)
Tommy Lee Hayes-Brown: "MetLife's adoption assistance can make a world of difference in the lives of not only their employees, but to the children that will benefit by having a home and a family of their own...this in turn makes our communities a better place. In my case, MetLife's adoption assistance allowed my family the financial freedom to concentrate on building our new family and not worry about the financial pressures the adoption process can present. MetLife's adoption assistance is one more way that MetLife illustrates its commitment to Diversity and Inclusion. Understanding that there are many ways to build a family and supporting my decision with both financial and work/life assistance has helped me not only be a more engaged employee but has contributed to a better home life as well."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Microsoft Corporation

2008 List Made: US

2008 List US Rank: 94

Org Web Site: microsoft.com

Industry: Consumer Products

Headquarters: Redmond, WA

Employer Quote:

(Photo available.) Cecily Hall, Director of U.S.
Benefits: “Adopting a child can be an amazing
experience. Whether providing financial assistance for
adoption related expenses, or providing paid time off
for bonding with a newly placed child, Microsoft is
proud to be supportive of adoptive parents in this major
life-changing event.”

Employee Quote:

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

National City Corporation

2008 List Made: US, OH#5

2008 List US Rank: 47

Org Web Site: nationalcity.com

Industry: Financial Services

Headquarters: Cleveland, OH

Employer Quote:

Dave Repko, Senior Vice President, Health and Welfare Benefits: “Our employees are one of our greatest assets at National City, if not the greatest, so we’re always looking for ways to enhance their experience at work and in their life outside of work. As part of that goal, we looked at the enhancement to our adoption benefits as part of our comprehensive review of benefits, specifically infertility treatment. We wanted to provide a benefit for infertility treatment in our medical plan and looked at how we can best support employees who want to expand their families in any way that they choose. For those employees who chose to start or add to their families through adoption, we changed our policy to include financial assistance for adoption. We found the information on the Dave Thomas Foundation web site helpful, and it enabled us to determine the appropriateness of benefit levels.”

Employee Quote:

Susan Weiss, HR Benefit Analyst: “Shortly after being hired by National City, I had two children placed with me for adoption. The following summer, after having a year of employment, I was able to take advantage of the adoption leave policy provided by National City. I adopted older children who were too old for daycare, but weren’t quite ready to be on their own during the summer break. I was able to use my time off to spend afternoons with my kids, which strengthened our bond as a family even further. I was so proud to be employed by a company that provided paid adoption leave!”

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

New York University

2008 List Made: US, Industry#1

2008 List US Rank: 44

Org Web Site: nyu.edu

Industry: Education

Headquarters: New York, NY

Employer Quote:

Employee Quote:

(Family photo available.) Norma Minguela, Legal Manager of Office of Legal Counsel: "The support I received from NYU when I adopted my daughter Olivia was unimaginable. It felt like I announced an addition to the family - the NYU family -as she was greeted with hugs and kisses by all. We were blessed with the opportunity to share this experience with everyone and pleasantly surprised that we would stand to benefit from valuable resources available through NYU when we adopted Olivia."

(Family photo available.) Marcia Thomas, Administrative Director: "The attitude at NYU is very supportive of families, parenting and adoption. Everyone I came in contact with was extremely understanding and helpful. The process to take advantage of NYU's adoption benefits and resources was seamless. I was appreciative of the way I was treated and given the same information just like any new mom."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

OSI Pharmaceuticals, Inc.

2008 List Made: US, Med#10-Tie, Indu

2008 List US Rank: 65

Org Web Site: osip.com

Industry: Pharmaceutical

Headquarters: Melville, NY

Employer Quote:

Employee Quote:

(Family photo available.) Becky McBlair: "OSI has provided me and my family with so much support during the adoption. From making it possible for me to attend the classes necessary to even becoming a foster parent, to allowing me flexibility to attend the many home visits, court appearances and meetings required by the county after Mikal was placed in our care, to those 'things' that come up with infants that required me to leave work a bit early from time to time. Also, getting 8 weeks paid leave was such a blessing for me because Mikal is at an age where he's very interactive and this is a priceless bonding time. OSI had a direct hand in providing my son and me such an opportunity. OSI also offers a \$5000 adoption reimbursement which goes a long way towards offsetting costs associated with preparing for and adopting a child. These are provisions that have made this journey, in so many ways, easier for us. I am very grateful to work for a company who believes that happy people, who have time for family and life outside of work, truly are the best, most productive employees."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Prudential Financial, Inc.

2008 List Made: US, Industry#5

2008 List US Rank: 20

Org Web Site: prudential.com

Industry: Financial Services

Headquarters: Newark, NJ

Employer Quote:

Employee Quote:

Gregg Loboda, Vice President and his wife Mary Jo have adopted 10 children from Russia and Guatemala:

"Prudential's adoption expense reimbursement programs has certainly supported our efforts to give these kids a better home, and I try to make other people aware of that."

(Family photo available.) Bill Sanborn: "It was a long and sometimes costly process to adopt from Ethiopia, but with the help of Prudential's adoption reimbursement benefit, we were able to defray some of the costs. The airfare alone was more than \$5,000. My wife and I were really glad the benefit existed. Now that we have our children, we can't imagine our lives without them. And Prudential's support helped make it happen."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Quality Custom Cabinetry, Inc.

2008 List Made: US, Med#5, Industry#

2008 List US Rank: 32

Org Web Site: qcc.com

Industry: Industrial and Manufacturing

Headquarters: New Holland, PA

Employer Quote:

(Photo available.) Gregory C. Reiff, Director of Human Resources: "QCCI decided to establish the adoption benefits as an added benefit to our overall benefits package after looking at the average expense of a newborn child that we covered thru our health package but did not have any coverage for those families who could not have children and how expensive it would be (even with the Federal tax credit) for them to have a family also. Our corporate culture at QCCI has always been about taking care of its employees and family members and providing a company where people feel loved and cared for. We found it easy to create the policy after working thru the initial stages using the format that the Dave Thomas Foundation gave as sample policies for possible adoption policies. The Adoption Foundation materials were very helpful in that they helped us develop a plan from nothing and helped us with deciding with expenses could be eligible for reimbursement or not."

Employee Quote:

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Rich Products Corporation

2008 List Made: Industry#10

2008 List US Rank:

Org Web Site: rich.com

Industry: Food, Beverage and Restaurants

Headquarters: Buffalo, NY

Employer Quote:

(Photo available.) Maureen Hurley, executive vice president and chief administrative officer: "Rich Products Corporation has been family owned and operated for more than 60 years. At the core of our business is The Rich Promise, which pledges to treat our customers, associates, and communities the same way: Like Family. Given the importance that we place on families, anything we can do to help our associates, such as offering adoption assistance, parental leave, and a day care facility at our world headquarters location, is a priority for us. We are proud that since our adoption assistance program started in 2003, we've has been able to help aid six adoptions—two from the same family!"

Employee Quote:

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

SAP

2008 List Made: US, Large#9, Industry

2008 List US Rank: 10

Org Web Site: sap.com

Industry: Technology, Information and Research

Headquarters: Philadelphia, PA

Employer Quote:

(Photo available.) Terry Laudal, senior vice president of human resources: "Our adoption benefits are part of the company's overall goal to 'be a great place to work' through sustained commitment to our employees. Such innovative investments support our corporate vision of being a company that cares about its employees, customers and the communities in which we operate. In short, we believe it is the right thing to do for our employees. Their enthusiasm for his program validates our efforts. Virtually all have praised it for providing the time and quality of life they need to spend with an adopted child. Our employees have described the program as personally and professionally rewarding in all aspects, no matter what level they are within SAP."

Employee Quote:

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

SAS Institute Inc.

2008 List Made: US, Industry#5-Tie

2008 List US Rank: 98

Org Web Site: sas.com

Industry: Technology, Information and Research

Headquarters: Cary, NC

Employer Quote:

Employee Quote:

(Family photo available.) Dina Fiorentino: "SAS is an amazing company to work for. I've been with SAS for ten years and truly love my company. They value their employees and have a genuine compassion to support quality of life and families. SAS provides adoption benefits and resources for parents including financial reimbursement for adoption expenses, paid leave, adoption referrals, consultation, seminars, lending library and an employee support network. I am so very blessed to have my two children as part of my life."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

State of Kentucky

2008 List Made: Industry#5

2008 List US Rank:

Org Web Site: <http://kentucky.gov>

Industry: Government

Headquarters: Frankfurt, KY

Employer Quote:

Employee Quote:

(Family photo available.) Jill: "I am very grateful for the Commonwealth of Kentucky's dedication to adoption benefits. When a family adopts, there are significant upfront expenses. As a Commonwealth of Kentucky employee, I was provided a financial benefit to help with such expenses. Further, I was able to use leave time when my son came home - the time to bond with my son was priceless."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Subaru of America, Inc.

2008 List Made: US, Med#2, Industry#

2008 List US Rank: 6

Org Web Site: subaruofamerica.com

Industry: Transportation and Automotive

Headquarters: Cherry Hill, NJ

Employer Quote:

(Photo available.) Thomas J. Doll, Executive Vice President, Chief Financial Officer: "Subaru's culture is based on relationships and a family atmosphere; therefore, we offer adoption benefits to help children find loving homes with our employees. It's a high-value benefit for employees who choose to bring a child into their lives and a low cost benefit to our company due to its utilization. Adoption benefits offer our employees the financial assistance to create or expand a family of their own."

Employee Quote:

(Family photo available.) James Sinclair: "Subaru made it possible for us to have a family. Subaru values its employees and their families. This has been a wonderful experience."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Sullivan & Cromwell LLP

2008 List Made: US, Industry#1

2008 List US Rank: 30

Org Web Site: sullcrom.com

Industry: Consulting, Accounting, Legal and Business Services

Headquarters: New York, NY

Employer Quote:

(Photo of her children available.) A.F., S&C Partner, Co-Chair of Women's Initiative Committee, and Adoptive Parent: "We recognize that adoption is a time-honored and wonderful way to create or expand a family. Parents who are adopting merit benefits that are equivalent to those given to parents having biological children. As part of a regular review process, we took a look at the benefits we offer and realized that the paid leave and financial subsidy we give to prospective adoptive parents hadn't been increased in several years. Last year's Best Adoption-Friendly Workplace provided us with inspiration as well as information."

Employee Quote:

K.S.: "When I decided to rejoin the Firm a number of years ago, the fact that Sullivan & Cromwell LLP offered adoption benefits definitely contributed to the positive feelings I had about coming back. My situation was unusual in that my son had already been placed with me through the foster care system but the adoption hearing was still pending. The Firm was wonderful about allowing me to take the adoption leave as I needed it for court dates and then, once our adoption was finalized, allowing me to take the remaining leave offered as a way of celebrating this amazing event in my life with my son. While my adoption expenses were minimal, as a single mom it was still reassuring to know what expenses I did have would be reimbursed. People at the Firm were great, and even followed up with me to see if I had any additional expenses I hadn't submitted for reimbursement. As an adoptive family, you sometimes struggle to be seen as a "valid" family, equal in every way to a family created by birth. It was truly wonderful to have the Firm not only treat my little family as valid, but also celebrate it by offering the financial assistance and paid leave benefits."

R.S.: "Both of my children were toddlers when they arrived home, and the transition to their new family was as difficult as you would expect it to be. The Firm's generosity in letting me take a full adoption leave after each child arrived home was critical in letting me and my

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Thomson Reuters (formerly The Thomson Corporation)

2008 List Made: US, Industry#3

2008 List US Rank: 67

Org Web Site: thomson.com

Industry: Technology, Information and Research

Headquarters: New York, NY

Employer Quote:

Employee Quote:

(Family photo available.) Nancy Dubin: "Thomson has a significant adoptive parent population in the Eagan, Minnesota, office which is very active in lobbying for benefits as well as holding events for adoptive parents. Thomson adoption benefits helped to make my leave carefree, making it possible for me to focus on and bond with my child during that time."

(VIDEO and family photo available.) Paul Bly: "The reimbursement offered by Thomson makes the adoption more feasible financially, but by encouraging and enabling more employees to consider adoption it also helps to build a network of adoptive parents. This makes adoption more normative within the company and provides a great source of advice, stories and support throughout the adoption process. The financial reimbursement provided by Thomson essentially covered the cost of our travel to Ethiopia to adopt our daughter. This support enabled our daughter to transition immediately from her nannies to us, rather than being removed from her nannies, taken to a new country by an escort, and then handed off to yet another set of strangers who happen to be her new parents. It was important to us to ease that transition and begin bonding with our daughter right away, and we are grateful for Thomson's support in making that happen."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Timberland

2008 List Made: US, Large#4, Industry

2008 List US Rank: 4

Org Web Site: timberland.com

Industry: Consumer Products

Headquarters: Stratham, NH

Employer Quote:

(Photo available.) Kathleen Neils, Director of Human Potential: "Timberland takes pride in the programs our employees have asked for and have helped us develop. Our employees are proud that we make this available. Those who have used the benefit are eager to express their gratitude. It is an affordable and meaningful program."

Employee Quote:

(Family photo available.) "I am very thankful to Timberland for providing adoption benefits. I could not imagine my family without Grace. Timberland offers an adoption reimbursement program, paid leave, and has been very supportive throughout the whole process. This benefit shows Timberland's commitment to family and their employees."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Time Inc.

2008 List Made: US, Industry#3

2008 List US Rank: 51

Org Web Site: www.timeinc.com

Industry: Entertainment, Media and Publishing

Headquarters: New York, NY

Employer Quote:

Employee Quote:

(Family photo available.) Darryl Smith: "In 2004, my wife and I traveled to Brazil for the adoption of 4 ½ and 6 year old siblings. A year later, we learned that our kids had a 3-year-old brother who had been adopted in Brazil and was possibly in need of a new home after his adoptive mother died suddenly. We returned to Brazil six months later for another adoption. Having three kids in two years, including 2 with disabilities, has been difficult, but the Adoption Assistance program at Time Inc has helped. I spent 13 weeks in Brazil between 2004-2005, and Time Inc was not only able to accommodate with its family leave policy, but the financial assistance through reimbursement of some of the adoption expenses has made our family possible."

(Family photo available.) Michael Cruz: "My adoption experience was surprisingly smooth and exhilarating; in no small part due to the open and accommodating environment here at Time Inc. In November of 2005, my spouse Calvin and I started the adoption ball rolling. Simultaneously, we started the process to legally change our last names so that we would share the same family name with our child, the arrival of whom we didn't expect for another year or two. We quickly settled on my mother's maiden name: Cruz. Just in time, too. By the end of May 2006, Calvin and I were both proud (albeit shocked) dads of a gorgeous girl. Maneuvering around our different

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Turner Broadcasting System, Inc.

2008 List Made: US, Industry#4

2008 List US Rank: 68

Org Web Site: turner.com

Industry: Entertainment, Media and Publishing

Headquarters: Atlanta, GA

Employer Quote:

Employee Quote:

(Family photo available.) Josanne Lopez: "After receiving my referral, my social worker was concerned about me getting the time off I needed as a single parent. She recommended 8 weeks. I checked with Turner Broadcasting and I couldn't believe that they offered 8 weeks PAID leave! The process was easy and I was very blessed to have the support of my employer. The leave forms were very clear and easy to fill out. Turner also offers financial reimbursement. After submitting my forms, I received my reimbursement within 2 weeks. This was huge because Christmas was just around the corner. I felt that Turner was very sensitive to my needs. Turner sent me a parent package. This meant so much to me. I received parenting tips, classes info and other resources. I felt like I was treated like other new moms. It is one thing for a company to offer adoption benefits, but another thing for a company to have flawless execution of what they promise. Turner is an amazing company and held to their promises."

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

United Business Media LLC (UBM)

2008 List Made: US, Large#3, Industry

2008 List US Rank: 3

Org Web Site: cmp.com

Industry: Entertainment, Media and Publishing

Headquarters: Manhasset, NY

Employer Quote:

Scott Mozarsky, Chief Operating Officer, United Business Media LLC (UBM): "We are pleased to be recognized by Wendy's for our special adoption benefits. As an organization, UBM is focused on positive culture and profitable growth. We have a very talented employee base and it is important to us to provide strong benefits and a healthy life work balance to them. The efforts of our employees have made our company an industry leader and it is wonderful to be able to provide benefits that help support them and their families in something as important as the adoption process. Providing benefits such as this has encouraged entrepreneurial teamwork, professionalism and positive culture and allows us to retain talented individuals."

Employee Quote:

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

United Parcel Service

2008 List Made: Industry#5

2008 List US Rank:

Org Web Site: ups.com

Industry: Transportation and Automotive

Headquarters: Atlanta, GA

Employer Quote:

Employee Quote:

Takiq and Ann Ali: "Both my husband and I work at UPS. In 2001, we started looking into adoption. We knew we wanted a child and it did not matter if we were blood related or not. Little did we know that we would adopt three children. Our first child, Wookie, adopted February 2003, has severe special needs. Jae, our second child, adopted May 2004, was premature and is now healthy. Our third child, Hae Yung, adopted July 2006, has a heart/lung condition. Although we never thought we would adopt children with special needs, we are currently in the process of adopting another boy from the U.S. We are looking forward to making him part of our family. Thank you to UPS for making our family possible!"

Dave Apfel: "Everyone thought we had the perfect family, three boisterous little boys and a home filled with lots of laughter and yet somehow something was missing, our family didn't feel complete. With the assistance of the UPS adoption program, my wife and I were able to realize our dream of growing our family through adoption. The journey of adopting a child can be long and both emotionally and financially straining. Knowing that we had UPS' assistance during this time was greatly appreciated and made our journey a little easier. In November 2002, our family was blessed to welcome home our daughter Grace from Russia. Today, Grace is a spunky, happy-go-lucky seven year old that keeps her

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Valassis

2008 List Made: Industry#2

2008 List US Rank:

Org Web Site: valassis.com

Industry: Advertising, Marketing and Public Relations

Headquarters: Livonia, MI

Employer Quote:

Employee Quote:

(Family photo available.) Dan Whitaker, Director, Valassis Relationship Marketing Systems: "Valassis played in a big role in making it easier for us to move forward with the decision to adopt. Now that we are united as a family with our daughter, we could not be any happier. Thank you Valassis!"

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Wachovia Corporation

2008 List Made: US

2008 List US Rank: 86

Org Web Site: wachovia.com

Industry: Financial Services

Headquarters: Charlotte, NC

Employer Quote:

(Photo available.) "Wachovia provides Adoption Assistance Benefits as one of a competitive array of time away offerings to support our employees with such an important life cycle event. Allowing our employees the flexibility to utilize adoption time away to bond with their child and financial assistance that in some cases makes the adoption possible, is a great way to support employees with their overall work life balance. We have relatively few employees who utilize our Adoption Assistance Benefits. However, adoption is often a costly undertaking and we have heard from our employees that they appreciate the financial support and the paid time off. We have increased the paid time away available from 10 days to 20 days to respond to employee requests for additional paid time for bonding with their adopted child. To help assess the competitiveness of our time away policies and benefits offerings, we benchmark with our industry peers and other top employers. We also consider employee suggestions and feedback. We received several requests to expand our time away offerings for Adoption assistance in recent years."

- Sharon Matthews Director of Workforce Policy,
Wachovia

(Photo available.) "The desire for family runs deep, and for many people that means adoption. Because one

Employee Quote:

(Family photo available.) Rodnée Warr, Paralegal, Wachovia Securities: "It was so wonderful to have the support of Wachovia during a time that our family had a need. Wachovia cared that I succeed not just in my working life but in my family life as well. Something as simple as the words "Adoption Program" eased the mind. It told me that Wachovia looked at life beyond what is deemed "standard" life events rather it looked at life as it happens to its employees."

Anna Marie Smith, SVP, Human Resources, Wachovia: "I'm often told what a gift we were to the beautiful little girl we adopted. The truth is, she has been a far greater gift to us than we could ever be to her. Our journey through the adoption process was enhanced by my employment with Wachovia. I not only had the peace of mind that I would have the time off with our daughter that we would all need and want, but I had the incredible support from my leadership."

Tammy Skinner, HR Advisor, Wachovia: "My family had the privilege to adopt two brothers 9 and 12 years old in July 2007. Wachovia's generous adoption time away policy allowed me to take paid time off to get all of us ready for school and enjoy some free time with my new children. As a new Wachovia employee, I was thankful for both the financial assistance, time away and the

**Dave Thomas Foundation for Adoption
2008 Best Adoption-Friendly Workplaces
Winner Quotes**

Wendy's International, Inc.

2008 List Made: US, Large#1, Industry

2008 List US Rank: 1

Org Web Site: wendys.com

Industry: Food, Beverage and Restaurants

Headquarters: Dublin, OH

Employer Quote:

(Video and photos available.)

Employee Quote:

Video and photos available.

Kerri Anderson, Chief Executive Officer and President: "Supporting adoption and helping find permanent, loving homes for foster children was the vision of our founder Dave Thomas. There is no finer cause than the support of families who are trying to adopt children and we're proud that Wendy's has been recognized for our efforts. Many of our employees have adopted children and we hope to empower more employees in the future with meaningful benefits and support."

Karen Ickes, Senior Vice President, Total Rewards: "Many years ago, Wendy's embraced adoption as our corporate cause, and we are committed to raising awareness for the thousands of American children in foster care. Wendy's Founder Dave Thomas, adopted as a child, had a strong personal commitment to the cause of adoption, often saying 'Every child deserves a permanent home and loving family.'" In 1990 and at Dave's direction, Wendy's began to offer an adoption benefits program for employees, something that few corporations did at the time. Wendy's became a model for other companies to follow. The program includes paid leave when the adopted child comes home for moms and dads, and financial assistance to cover legal