



Dave Thomas  
Foundation  
for Adoption®

**BEST**  
**Adoption-Friendly**  
**Workplace™**



**Methodology**

The Foundation partnered with RTI International to survey employers across the United States and score participants based on three criteria: financial reimbursement (45%), paid leave (45%) and the percentage of employees eligible for those benefits (10%).



**Wendy's**

**FOREVER FAMILY**

**Forever Family is a permanent emeritus status** granted to The Wendy's Company for their unparalleled commitment to adoption and adoption benefits.

**100 BEST 2021**

1. NVIDIA
2. American Express
3. Snap Inc.
4. S&P Global Inc.
5. Bloomberg
6. KPMG LLP
7. Ally Financial
8. Akin Gump Strauss Hauer & Feld LLP
9. Kohlberg Kravis Roberts & Co. L.P.
10. Capital One Financial Corporation
11. Diageo North America
12. PwC
- \*13. Bank of America
- \*13. ServiceTitan
- \*15. Bristol-Myers Squibb Company
- \*15. Fried, Frank, Harris, Shriver & Jacobson LLP
17. Paul, Weiss, Rifkind, Wharton & Garrison LLP
18. Quality Supply Chain Co-op
19. Deutsche Bank
20. Sony Music Entertainment
- \*21. Alston & Bird LLP
- \*21. Arnold & Porter Kaye Scholer LLP
23. Ferring Pharmaceuticals
24. American Academy of Pediatrics
25. Comcast NBCUniversal
26. Unum Group
27. Sullivan & Cromwell LLP
28. ViacomCBS
29. Enterprise Community Partners
30. Dorsey & Whitney, LLP
31. Newly Weds Foods
32. Abbott
33. Cambridge Family and Children's Service
34. Hasbro, Inc.
35. Juniper Networks, Inc.
- \*36. Brown Rudnick LLP
- \*36. Hillrom
- \*36. Meredith Corporation
- \*36. Microsoft Corporation
40. Crum & Forster
41. Barilla America, Inc.
42. Citizens Financial Group
43. Kao USA Inc.
44. Discovery, Inc.
45. Hilton Grand Vacations
46. VMLY&R
47. HanesBrands
48. adidas America
49. Boston Scientific
- \*50. AbbVie
- \*50. Eli Lilly and Company
- \*50. General Electric Company
- \*50. Western Union
54. Horizon Therapeutics
55. E. & J. Gallo Winery
56. National Futures Association
57. TransUnion
58. Next PR
59. Marriott International, Inc.
60. Fidelity Investments
61. Franklin International
62. Duke Realty
- \*63. MetLife, Inc.
- \*63. Novo Nordisk Inc.
- \*63. QBE North America
- \*63. Sanofi
67. TCG, Inc.
68. Robins & Morton
69. Protiviti
- \*70. Cognizant Technology Solutions
- \*70. First Horizon Corporation
- \*72. AMC Networks Inc.
- \*72. Farmers Insurance
74. NewYork-Presbyterian
75. 3M Company
76. Jockey International, Inc.
77. Chris Kresser, LLC
78. Baker Tilly US, LLP
79. American Century Investments
80. East Boston Savings Bank
81. T-Mobile USA, Inc.
82. Daniel J. Edelman Holdings, Inc.
83. America's Christian Credit Union
84. Subaru of America Inc.
85. First Reliance Bank
86. Ryan, LLC
87. HHHunt Corporation
88. Traylor Bros., Inc.
89. Park Community Credit Union
90. Lexmark International
91. Best Buy Co. Inc.
- \*92. Fifth Third Bancorp
- \*92. New York Life
- \*92. Olympus Corporation of the Americas
- \*92. Yale University
96. Cook Children's
97. PJM Interconnection
98. Wellstar Health System
99. Arbitration Forums, Inc.
100. New York University