



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%)
- 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 2023

1. Ferring Pharmaceuticals
2. NVIDIA
3. American Express
4. MongoDB Inc.
5. Etsy, Inc.
5. S&P Global Inc.
7. The Walt Disney Company
8. Kohlberg Kravis Roberts & Co. L.P.
9. Bloomberg
10. Diageo North America
11. PwC
12. Ally Financial
13. KPMG LLP
14. Pinterest
15. GAF, LLC
- \*16. Bank of America
- \*16. Fiducient Advisors
- \*16. ServiceTitan
19. Paramount Global
20. Akin Gump Strauss Hauer & Feld LLP
21. Deutsche Bank
- \*22. Alston & Bird LLP
- \*22. Arnold & Porter Kaye Scholer LLP
- \*24. AbbVie
- \*24. Sanofi
- \*26. Bristol-Myers Squibb Company
- \*26. Fried, Frank, Harris, Shriver & Jacobson LLP
- \*26. Nielsen
- \*26. Paul, Weiss, Rifkind, Wharton & Garrison LLP
- \*26. Vertex Pharmaceuticals Incorporated
31. Capital One Financial Corporation
32. Sullivan & Cromwell LLP
33. Nutter
- \*34. Sony Music Entertainment
- \*34. VMLY&R
36. Comcast NBCUniversal
37. Horizon Therapeutics
38. Quality Supply Chain Co-op
39. Bridges Homeward, Inc
40. Dorsey & Whitney, LLP
41. American Academy of Pediatrics
42. TransUnion
43. Enterprise Community Partners
44. Newly Weds Foods
45. Unum Group
46. Walmart Inc.
47. Ketchum, Inc.
48. Ryan, LLC
49. Protiviti
- \*50. AMC Networks Inc.
- \*50. Brown Rudnick LLP
- \*50. Microsoft Corporation
- \*50. Novo Nordisk Inc.
54. Mr. Cooper Group Inc.
55. Rockefeller Group International, Inc.
56. Sallie Mae
57. Crum & Forster
58. Maximus Inc.
59. HARMAN International Industries, Incorporated
60. Citizens Financial Group, Inc.
61. Hilton Grand Vacations (HGV)
- \*62. Abbott
- \*62. Kao USA, Inc.
64. Hasbro, Inc.
65. Development Dimensions International
66. Walker & Dunlop, Inc.
67. CauseLabs
68. Next PR
69. PeoplesBank
70. E. & J. Gallo Winery
71. Boston Scientific
- \*72. American Century Investments
- \*72. Blackbaud, Inc.
- \*72. General Electric Company
- \*72. Western Union
76. The Fetzer Institute
77. Safety National Casualty Corporation
78. Barilla America, Inc.
79. adidas America
80. National Futures Association
81. Franklin International
82. 3M Company
- \*83. MetLife, Inc.
- \*83. QBE North America
- \*83. Yale University
86. Wellmark, Inc.
87. Domino
88. Chesapeake Energy Corporation
89. Aster Brands
90. First Reliance Bank
91. Baker Tilly US, LLP
92. Daniel J. Edelman Holdings, Inc.
93. Wellstar Health System
94. PJM Interconnection
- \*95. Horizon Blue Cross Blue Shield of New Jersey
- \*95. Hormel Foods Corporation
- \*95. UScellular
98. TCG, Inc.
99. Qualtrics, LLC
100. First Horizon Corporation