



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%)

## ADOPTION ADVOCATES 2023

The following organizations offer financial reimbursement, paid leave or both, but did not make the 100 Best Adoption-Friendly Workplaces list. Thank you for sharing our belief that every child deserves a permanent home and a loving family.

ACI Worldwide, Inc.  
AdventHealth  
Analog Devices, Inc.  
Anchor House Ministries  
Apex Benefits Group  
Arbitration Forums, Inc.  
Baylor University  
Beata Czerwien  
Big Lots, Inc.  
Cardinal Health, Inc.  
CareSource  
Chapin Hall  
Charles River Laboratories  
City of Carmel, Indiana  
Commonwealth Associates, Inc.  
Commonwealth of Kentucky  
Corbion America Holdings, Inc.  
Dana Incorporated  
Designer Brands Inc.  
Dordt University  
Emory University  
Erie Indemnity Company  
Fellows, Inc.  
Fifth Third Bancorp  
Fostering Hope  
Hallmark Cards, Inc.  
Hamilton County  
Henry Ford Health System  
HHHunt Corporation  
Hyland  
Imperial Bag & Paper Co., LLC  
Inmar, Inc.  
Jockey International, Inc.  
Lexmark International  
Louisiana-Pacific Corporation  
Martin Marietta  
Massachusetts Port Authority  
Mayo Clinic  
Michigan Disability Rights Coalition  
Moss Adams LLP  
Nationwide Children's Hospital  
Navient Corporation  
New York Life  
NewYork-Presbyterian  
NFI  
Northwestern College  
nVent  
NYU Langone Health  
Obsidian Solutions Group, LLC.  
OhioHealth Corporation  
Olympus Corporation of the Americas  
Orchard Software  
Park Community Credit Union  
Peabody  
Quad/Graphics Inc  
Rausch Coleman Homes  
Rich Products Corporation  
Robins & Morton  
Salt River Project  
Smith Sapp CPAs  
St. Jude Children's Research Hospital  
Strata-G, LLC  
Subaru of America, Inc.  
T-Mobile USA, Inc.  
Taylor Morrison, Inc.  
Trane Technologies  
Traylor Bros., Inc.  
University of Notre Dame  
University of Southern California  
Vetta Sports  
William Peace University  
Zoological Society of Cincinnati