



Dave Thomas  
Foundation  
for Adoption®

## BEST Adoption-Friendly Workplace™



The Foundation partnered with RTI International to conduct the Best Adoption-Friendly Workplace survey and score participants to develop the 2023 lists.

## BEST IMPACT 2023

Organizations with more than 1,000 employees that provide the largest overall financial reimbursement for adoption to the largest number of employees.

Rank	Organization
1.	NVIDIA
2.	Walmart Inc
3.	The Walt Disney Company
4.	Bank of America
5.	Capital One Financial Corporation
6.	KPMG LLP
7.	American Express
8.	PwC
9.	Comcast NBCUniversal
10.	Microsoft Corporation





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## BEST LEAVE 2023

Rank	Organization	Maximum Weeks of Paid Leave Designated Specifically for Adoption
*1.	Bloomberg	26
*1.	S&P Global Inc.	26
*1.	Diageo North America	26
*1.	Ferring Pharmaceuticals	26
*1.	Etsy, Inc.	26
*6.	American Express	20
*6.	NVIDIA	20
*6.	Pinterest	20
*6.	MongoDB Inc.	20
*10.	PwC	18
*10.	Alston & Bird LLP	18
*10.	Sullivan & Cromwell LLP	18
*10.	Nutter	18
*10.	Arnold & Porter Kaye Scholer LLP	18
*10.	Kohlberg Kravis Roberts & Co. L.P.	18

\*Indicates a tie





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## FOSTER CARE BENEFITS 2023

Organizations that offer paid parental leave to foster parents.

Abbott  
AbbVie  
adidas America  
Akin Gump Strauss Hauer & Feld LLP  
Ally Financial  
Alston & Bird LLP  
American Academy of Pediatrics  
Baker Tilly US, LLP  
Baylor University  
Beata Czerwien  
Big Lots, Inc.  
Blackbaud, Inc.  
Bloomberg  
Bridges Homeward, Inc  
Brown Rudnick LLP  
Capital One Financial Corporation  
CareSource  
CauseLabs  
Chapin Hall  
Citizens Financial Group, Inc.  
Corbion America Holdings, Inc.  
Daniel J. Edelman Holdings, Inc.  
Designer Brands Inc.  
Domino  
Enterprise Community Partners  
Etsy, Inc.  
Fiducient Advisors  
Fifth Third Bancorp  
First Horizon Corporation  
Fostering Hope  
Fried, Frank, Harris, Shriver & Jacobson LLP  
GAF, LLC  
HARMAN International Industries, Incorporated  
Hasbro, Inc.  
Henry Ford Health System  
Hormel Foods Corporation  
Kao USA, Inc.  
Ketchum, Inc.  
Kohlberg Kravis Roberts & Co. L.P.  
KPMG LLP  
Louisiana-Pacific Corporation  
Michigan Disability Rights Coalition  
Microsoft Corporation  
MongoDB Inc.  
Moss Adams LLP  
Newly Weds Foods  
Nielsen  
Novo Nordisk Inc.  
Nutter  
NVIDIA  
NYU Langone Health  
Paramount Global  
Paul, Weiss, Rifkind, Wharton & Garrison LLP  
PeoplesBank  
Pinterest  
Protiviti  
PwC  
QBE North America  
Rich Products Corporation  
Sony Music Entertainment  
St. Jude Children's Research Hospital  
Strata-G, LLC  
T-Mobile US, Inc.  
TCG, Inc.  
The Walt Disney Company  
Trane Technologies  
University of Notre Dame  
University of Southern California  
Unum Group  
Vertex Pharmaceuticals Incorporated  
VMLY&R  
Walker & Dunlop, Inc.  
Walmart Inc  
Wellmark, Inc.  
Zoological Society of Cincinnati



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## 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%)

## BEST BY SIZE 2023

Organizations that offer the best overall adoption benefits, based on the 100 Best list methodology and categorized by size.

### Large (1,000+ employees)

- |                     |                                       |
|---------------------|---------------------------------------|
| 1. NVIDIA           | 6. The Walt Disney Company            |
| 2. American Express | 7. Kohlberg Kravis Roberts & Co. L.P. |
| 3. MongoDB Inc.     | 8. Bloomberg                          |
| 4. Etsy, Inc.       | 9. Diageo North America               |
| 5. S&P Global Inc.  | 10. PwC                               |

### Medium (101 to 1,000 employees)

- |   |   |
|---|---|
| 1. Ferring Pharmaceuticals                      | 6. Enterprise Community Partners          |
| 2. Fiducient Advisors                           | 7. Ketchum, Inc.                          |
| 3. Fried, Frank, Harris, Shriver & Jacobson LLP | 8. AMC Networks Inc.                      |
| 4. Nutter                                       | 9. Brown Rudnick LLP                      |
| 5. American Academy of Pediatrics               | 10. Rockefeller Group International, Inc. |

### Small (1 to 100 employees)

- |                               |                         |
|-------------------------------|-------------------------|
| 1. Quality Supply Chain Co-op | 5. The Fetzer Institute |
| 2. Bridges Homeward, Inc      | 6. Aster Brands         |
| 3. CauseLabs                  | 7. Apex Benefits Group  |
| 4. Next PR                    |                         |





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## BEST BY INDUSTRY 2023

Organizations that offer the best overall adoption benefits, based on the 100 Best list methodology and categorized by industry.

### Advertising, Marketing and Public Relations

1. VMLY&R
2. Ketchum, Inc.
3. Next PR
4. Daniel J. Edelman Holdings, Inc.

### Architecture, Engineering and Construction

1. Commonwealth Associates, Inc
2. Robins & Morton
3. Traylor Bros., Inc.
4. Rausch Coleman Homes

### Communications and Telecommunications

1. Comcast NBCUniversal
2. UScellular
3. T-Mobile US, Inc.

### Consulting, Accounting, Legal and Business Services

1. PwC
2. KPMG LLP
3. Akin Gump Strauss Hauer & Feld LLP
- \*4. Alston & Bird LLP
- \*4. Arnold & Porter Kaye Scholer LLP

### Consumer Products

1. Diageo North America
2. Newly Weds Foods
3. Kao USA, Inc.
4. E. & J. Gallo Winery
5. Barilla America, Inc.

### Education

1. Yale University
2. Baylor University
3. Emory University
4. University of Notre Dame
5. Northwestern College

### Energy and Utilities

1. Chesapeake Energy Corporation
2. PJM Interconnection
3. Peabody
4. Salt River Project

### Entertainment, Media and Publishing

1. The Walt Disney Company
2. Paramount Global
3. Sony Music Entertainment
4. AMC Networks Inc.
5. Hasbro, Inc.

### Financial Services

1. American Express
2. S&P Global Inc.
3. Kohlberg Kravis Roberts & Co. L.P.
4. Ally Financial
- \*5. Bank of America
- \*5. Fiducient Advisors

### Restaurant Services

1. Quality Supply Chain Co-op

### Government

1. Hamilton County
2. City of Carmel, Indiana
3. Commonwealth of Kentucky



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### Healthcare

1. Abbott
2. Wellstar Health System
3. Horizon Blue Cross Blue Shield of New Jersey
4. NewYork-Presbyterian
5. Charles River Laboratories

### Hotel and Travel

1. Hilton Grand Vacations

### Industrial and Manufacturing

1. GAF, LLC
2. Boston Scientific
3. General Electric Company
4. Franklin International
5. 3M Company

### Insurance

1. Unum Group
2. Crum & Forster
3. Safety National Casualty Corporation
- \*4. MetLife, Inc.
- \*4. QBE North America

### Nonprofit

1. Bridges Homeward, Inc
2. American Academy of Pediatrics
3. Enterprise Community Partners
4. The Fetzer Institute
5. National Futures Association

### Pharmaceutical

1. Ferring Pharmaceuticals
- \*2. AbbVie
- \*2. Sanofi
- \*4. Bristol-Myers Squibb Company
- \*4. Vertex Pharmaceuticals Incorporated

### Real Estate

1. Rockefeller Group International, Inc.
2. HHHunt Corporation
3. Taylor Morrison, Inc.

### Retail

1. Walmart Inc
2. adidas America
3. Domino
4. Jockey International, Inc.
5. Hallmark Cards, Inc.

### Sports and Recreation

1. Vetta Sports

### Technology, Information and Research

1. NVIDIA
2. MongoDB Inc.
3. Etsy, Inc.
4. Bloomberg
5. Pinterest

### Transportation and Automotive

1. Subaru of America, Inc.
2. Imperial Bag & Paper Co., LLC
3. Massachusetts Port Authority
4. NFI
5. Dana Incorporated