



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 2024 lists.

BEST IMPACT 2024

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.	Microsoft Corporation
6.	American Express
7.	Capital One Financial Corporation
8.	KPMG LLP
9.	PwC
10.	Comcast NBCUniversal





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BEST LEAVE 2024

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.	NewYork-Presbyterian	26
6.	Executive Office of the Commonwealth of Massachusetts	24
*7.	American Express	20
*7.	NVIDIA	20
*7.	Pinterest	20
*7.	MongoDB Inc.	20

*Indicates a tie





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FOSTER CARE BENEFITS 2024

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
Analog Devices, Inc.
Apex Benefits Group
Arnold & Porter Kaye Scholer LLP
Aster Brands
Baker Tilly US, LLP
Baylor University
Beata Czerwien
Big Lots, Inc.
Bloomberg
Bridges Homeward, Inc
Bristol-Myers Squibb Company
Capital One Financial Corporation
Carter's, Inc.
CauseLabs
Citizens Financial Group, Inc.
Corbion America Holdings, Inc.
Daniel J. Edelman Holdings, Inc.
Designer Brands Inc.
Domino
Enterprise Community Partners
Executive Office of the Commonwealth of Massachusetts
Fiducient Advisors
First Horizon Corporation
Fried, Frank, Harris, Shriver & Jacobson LLP
Hasbro, Inc.
Kao USA, Inc.
Ketchum, Inc.
Kohlberg Kravis Roberts & Co. L.P.
KPMG LLP
Liberty Media 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
Rockefeller Group International, Inc.
S&P Global Inc.
Saint Luke's Health System, Inc.
ServiceTitan
Shannon Tulloss Investigations
Sony Music Entertainment
St. Jude Children's Research Hospital
Strata-G, LLC
TCG, Inc.
The Fetzer Institute
The Walt Disney Company
Trane Technologies
University of Notre Dame
Unum Group
UScellular
Vertex Pharmaceuticals Inc
VML
Walker & Dunlop Inc
Walmart Inc.
Wellmark Inc
Ziff Davis Inc
Zoological Society of Cincinnati



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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 2024

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. NewYork-Presbyterian |
| 2. American Express | 7. Kohlberg Kravis Roberts & Co. L.P. |
| 3. MongoDB Inc. | 8. Diageo North America |
| 4. S&P Global Inc. | 9. The Walt Disney Company |
| 5. Bloomberg | 10. Akin Gump Strauss Hauer & Feld LLP |

Medium (101 to 1,000 employees)

- | | |
|---------------------------------------|--|
| 1. Ferring Pharmaceuticals | *6. Fried, Frank, Harris, Shriver & Jacobson LLP |
| 2. Liberty Media Corporation | 8. TCG, Inc. |
| 3. DWS Investment Management Americas | 9. Rockefeller Group International, Inc. |
| 4. Fiducient Advisors | 10. American Academy of Pediatrics |
| 5. Nutter | |
| *6. Barilla America, Inc. | |

Small (1 to 100 employees)

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

*Indicates a tie





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BEST BY INDUSTRY 2024

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. Ketchum, Inc.
2. VML
3. Daniel J. Edelman Holdings, Inc.

Architecture, Engineering and Construction

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

Communications and Telecommunications

1. Comcast NBCUniversal
2. UScellular

Consulting, Accounting, Legal and Business Services

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

Consumer Products

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

Education

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

Energy and Utilities

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

Entertainment, Media and Publishing

1. Liberty Media Corporation
2. The Walt Disney Company
3. Paramount Global
4. Sony Music Entertainment
5. Ziff Davis 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

Restaurant Services

1. Quality Supply Chain Co-op

Government

1. TCG, Inc.

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

Healthcare

1. NewYork-Presbyterian
2. Children's Health
3. Abbott
4. Olympus Corporation of the Americas
5. Horizon Blue Cross Blue Shield of New Jersey

Hotel and Travel

1. Hilton Grand Vacations (HGV)

Industrial and Manufacturing

1. GAF, LLC
2. Harley-Davidson Motor Company, Inc.
3. General Electric Company
4. Boston Scientific
5. 3M Company

Insurance

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

Nonprofit

1. American Academy of Pediatrics
2. Bridges Homeward, Inc
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
5. Vertex Pharmaceuticals Inc

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. Carter's, Inc.

Sports and Recreation

1. Vetta Sports

Technology, Information and Research

1. NVIDIA
2. MongoDB Inc.
3. Bloomberg
4. Pinterest
5. ServiceTitan

Transportation and Automotive

1. Massachusetts Port Authority

*Indicates a tie