



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 2024**

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|---------------------------------------------------|-------------------------------------------|---------------------------------------------------|
| 1. Ferring Pharmaceuticals                        | 35. Vertex Pharmaceuticals Inc            | *69. Abbott                                       |
| 2. NVIDIA                                         | 36. Dorsey & Whitney, LLP                 | *69. Harley-Davidson Motor Company, Inc.          |
| 3. Liberty Media Corporation                      | 37. Nielsen                               | *69. Kao USA, Inc.                                |
| 4. American Express                               | *38. Sony Music Entertainment             | 72. Citizens Financial Group, Inc.                |
| 5. MongoDB Inc.                                   | *38. TCG, Inc.                            | 73. E. & J. Gallo Winery                          |
| 6. S&P Global Inc.                                | 40. GAF, LLC                              | 74. Development Dimensions International          |
| 7. Bloomberg                                      | 41. Capital One Financial Corporation     | *75. American Century Investments                 |
| 8. NewYork-Presbyterian                           | 42. Rockefeller Group International, Inc. | *75. General Electric Company                     |
| 9. Kohlberg Kravis Roberts & Co. L.P.             | 43. TransUnion                            | *75. Western Union                                |
| 10. Diageo North America                          | 44. American Academy of Pediatrics        | 78. Foley & Lardner LLP                           |
| 11. The Walt Disney Company                       | 45. Bridges Homeward, Inc                 | 79. Boston Scientific                             |
| 12. Akin Gump Strauss Hauer & Feld LLP            | 46. QBE North America                     | 80. PeoplesBank                                   |
| 13. PwC                                           | 47. Quality Supply Chain Co-op            | 81. The Fetzer Institute                          |
| 14. Ally Financial                                | 48. Fifth Third Bancorp                   | 82. The TCW Group                                 |
| 15. Pinterest                                     | 49. Newly Weds Foods                      | 83. Walker & Dunlop Inc                           |
| *16. Bank of America                              | 50. Walmart Inc.                          | 84. 3M Company                                    |
| *16. ServiceTitan                                 | 51. Enterprise Community Partners         | 85. Safety National Casualty Corporation          |
| 18. KPMG LLP                                      | 52. Ryan, LLC                             | 86. National Futures Association                  |
| *19. Alston & Bird LLP                            | 53. Ziff Davis Inc                        | 87. Franklin International                        |
| *19. Arnold & Porter Kaye Scholer LLP             | *54. AMC Networks Inc.                    | *88. MetLife, Inc.                                |
| *21. DWS Investment Management Americas           | *54. CauseLabs                            | *88. New York Life                                |
| *21. Deutsche Bank                                | *54. Microsoft Corporation                | *88. Yale University                              |
| 23. Paramount Global                              | *54. Novo Nordisk Inc.                    | 91. Olympus Corporation of the Americas           |
| 24. Sullivan & Cromwell LLP                       | 58. Ketchum, Inc.                         | *92. First Horizon Corporation                    |
| *25. AbbVie                                       | 59. Crum & Forster                        | *92. Horizon Blue Cross Blue Shield of New Jersey |
| *25. Fiducient Advisors                           | 60. Mr. Cooper Group Inc.                 | 94. Wellmark Inc                                  |
| *25. Sanofi                                       | 61. Unum Group                            | 95. Chesapeake Energy Corporation                 |
| 28. Nutter                                        | 62. adidas America                        | 96. Daniel J. Edelman Holdings, Inc.              |
| *29. Comcast NBCUniversal                         | 63. Protiviti                             | 97. Domino                                        |
| *29. Sallie Mae                                   | 64. Children's Health                     | 98. Aster Brands                                  |
| *31. Barilla America, Inc.                        | 65. Hilton Grand Vacations (HGV)          | 99. Baker Tilly US, LLP                           |
| *31. Bristol-Myers Squibb Company                 | 66. Hasbro, Inc.                          | 100. Qualtrics, LLC                               |
| *31. Fried, Frank, Harris, Shriver & Jacobson LLP | 67. VML                                   |                                                   |
| *31. Paul, Weiss, Rifkind, Wharton & Garrison LLP | 68. Robins & Morton                       |                                                   |