



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 2022 lists.

BEST IMPACT 2022

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

<u>Rank</u>	<u>Organization</u>
1.	NVIDIA
2.	Bank of America
3.	American Express
4.	Capital One Financial Corporation
5.	KPMG LLP
6.	PwC
7.	T-Mobile USA, Inc.
8.	Comcast NBCUniversal
9.	Microsoft Corporation
10.	Johnson & Johnson





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BEST LEAVE 2022

Rank	Organization	Maximum Weeks of Paid Leave Designated Specifically for Adoption
*1.	Bloomberg	26
*1.	Diageo North America	26
*1.	Ferring Pharmaceuticals	26
*1.	S&P Global Inc.	26
*5.	Dropbox	24
*5.	ServiceTitan	24
*7.	American Express	20
*7.	NVIDIA	20
*9.	Alston & Bird LLP	18
*9.	Arnold & Porter Kaye Scholer LLP	18
*9.	Kohlberg Kravis Roberts & Co. L.P.	18
*9.	Nutter	18
*9.	PwC	18
*9.	Sullivan & Cromwell LLP	18
*9.	University of Southern California	18

*Indicates a tie





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FOSTER CARE BENEFITS 2022

Organizations that offer paid parental leave to foster parents.

AARP	Juniper Networks, Inc.
AbbVie	Kao USA Inc.
adidas America	Ketchum, Inc.
Akin Gump Strauss Hauer & Feld LLP	KPMG LLP
Ally Financial	Marathon Petroleum Corporation
Alston & Bird LLP	Moss Adams
American Academy of Pediatrics	New York University
America's Christian Credit Union	Newly Weds Foods
Analog Devices, Inc.	Next PR
Arnold & Porter Kaye Scholer LLP	Nielsen
Baker Tilly US, LLP	Novo Nordisk Inc.
Barilla America, Inc.	Nutter
Baylor University	NVIDIA
Best Buy Co. Inc.	NYU Langone Health
Big Lots, Inc.	OhioHealth Corporation
Bloomberg	Paramount
Bridges Homeward, Inc	Passaic County CASA for Children
Bristol-Myers Squibb Company	Paul, Weiss, Rifkind, Wharton & Garrison LLP
Brown Rudnick LLP	Protiviti
Capital One Financial Corporation	PwC
CauseLabs	Rausch Coleman Homes
Citizens Financial Group	Rich Products Corporation
CORBION AMERICA HOLDINGS, INC.	S&P Global Inc.
Daniel J. Edelman Holdings, Inc.	ServiceTitan
Designer Brands	Shannon Tulloss Investigations / Vetting Pros
Diageo North America	Snap Inc.
Domino	Sony Music Entertainment
Eli Lilly and Company	Strata-G, LLC
Enterprise Community Partners	T-Mobile USA, Inc.
Eversana Intouch (formerly Intouch Group)	Taylor Morrison, Inc.
Fahlgren Mortine	TCG, Inc.
Fifth Third Bancorp	Trane Technologies
First Horizon Corporation	Transamerica
Fried, Frank, Harris, Shriver & Jacobson LLP	University of Notre Dame
HARMAN International Industries, Incorporated	UNUM Group
Hasbro, Inc.	VMLY&R
Johnson & Johnson	Western Union
	Zoom Video Communications, Inc



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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%) and the percentage of employees eligible for those benefits (10%).

BEST BY SIZE 2022

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. ServiceTitan |
| 2. American Express | 7. Snap Inc. |
| 3. S&P Global Inc. | 8. PwC |
| 4. Dropbox | 9. Ally Financial |
| 5. Bloomberg | 10. Diageo North America |

Medium (101 to 1,000 employees)

- | | |
|-----------------------------------|----------------------------------|
| 1. Ferring Pharmaceuticals | 6. Brown Rudnick LLP |
| 2. Nutter | 7. Kao USA Inc. |
| 3. American Academy of Pediatrics | 8. PeoplesBank |
| 4. Ketchum, Inc. | 9. Duke Realty |
| 5. Bridges Homeward, Inc | 10. National Futures Association |

Small (1 to 100 employees)

- | | |
|-------------------------------------|---|
| 1. Quality Supply Chain Co-op | 6. Passaic County CASA for Children |
| 2. Next PR | 7. CauseLabs |
| 3. The Fetzer Institute | 8. Braley & Thompson |
| 4. Aster Brands | 9. Apex Benefits Group |
| 5. America's Christian Credit Union | 10. Exceptional Software Strategies, Inc. |





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BEST BY INDUSTRY 2022

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. VMLY&R
3. Next PR
4. Daniel J. Edelman Holdings, Inc.
5. Eversana Intouch (formerly Intouch Group)

Architecture, Engineering and Construction

1. Robins & Morton
2. Rausch Coleman Homes
3. Commonwealth Associates, Inc
4. Woodard & Curran, Inc.
5. Martin Marietta

Communications and Telecommunications

1. Comcast NBCUniversal
2. Juniper Networks, Inc.
3. UScellular
4. T-Mobile USA, Inc.
5. Fahlgren Mortine

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
- *4. Nutter

Consumer Products

1. Diageo North America
2. Kao USA Inc.
3. E. & J. Gallo Winery
4. Barilla America, Inc.
5. The Coca-Cola Company

Education

1. Yale University
2. Baylor University
3. New York University
4. Emory University
5. Northwestern College

Energy and Utilities

1. Peabody
2. Marathon Petroleum Corporation
3. PJM Interconnection
4. Salt River Project

Entertainment, Media and Publishing

1. Paramount
2. Sony Music Entertainment
3. Hasbro, Inc.
4. AMC Networks Inc.

Financial Services

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

Food, Beverage and Restaurants

1. Quality Supply Chain Co-op
2. Rich Products Corporation
3. Domino

Government

1. City of Carmel, Indiana
2. Commonwealth of Kentucky



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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. Johnson & Johnson
2. Abbott
3. Wellstar Health System
4. NewYork-Presbyterian
5. St. Jude Children

Hotel and Travel

1. Hilton Grand Vacations
2. Marriott International, Inc.

Industrial and Manufacturing

1. Newly Weds Foods
2. General Electric Company
3. Boston Scientific
4. 3M Company
5. Franklin International

Insurance

1. Crum & Forster
2. UNUM Group
- *3. MetLife, Inc.
- *3. QBE North America
5. Farmers Insurance

Nonprofit

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

Pharmaceutical

1. Ferring Pharmaceuticals
2. AbbVie
3. Bristol-Myers Squibb Company
4. Horizon Therapeutics
5. Sanofi

Real Estate

1. Duke Realty
2. HHHunt Corporation
3. Taylor Morrison, Inc.

Retail

1. adidas America
2. Jockey International, Inc.
3. Best Buy Co. Inc.
4. Designer Brands
5. Beata Czerwien

Sports and Recreation

1. Vetta Sports

Technology, Information and Research

1. NVIDIA
2. Dropbox
3. Bloomberg
4. ServiceTitan
5. Snap Inc.

Transportation and Automotive

1. Subaru of America Inc.
2. Dana Inc.