



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 2021 lists.

## **BEST IMPACT 2021**

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.	Bank of America
3.	Target Corporation
4.	Capital One Financial Corporation
5.	Comcast NBCUniversal
6.	KPMG LLP
7.	PwC
8.	Marriott International, Inc.
9.	T-Mobile USA, Inc.
10.	Best Buy Co. Inc.





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## BEST LEAVE 2021

Rank	Organization	Maximum Weeks of Paid Leave Designated Specifically for Adoption
*1.	Bloomberg	26
*1.	Diageo North America	26
*3.	S&P Global Inc.	20
*3.	American Express	20
*3.	NVIDIA	20
*6.	Alston & Bird LLP	18
*6.	Sullivan & Cromwell LLP	18
*6.	Arnold & Porter Kaye Scholer LLP	18
*6.	Kohlberg Kravis Roberts & Co. L.P.	18
*6.	University of Southern California	18

\*Indicates a tie





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## FOSTER CARE BENEFITS 2021

Organizations that offer paid parental leave to foster parents.

AbbVie	Kao USA Inc.
adidas America	KPMG LLP
Akin Gump Strauss Hauer & Feld LLP	Marathon Petroleum Corporation
Ally Financial	Microsoft Corporation
AMC Networks Inc.	Moss Adams
American Academy of Pediatrics	New York University
America's Christian Credit Union	Novo Nordisk Inc.
Analog Devices, Inc.	The NRP Group
Apex Benefits Group	NVIDIA
Arnold & Porter Kaye Scholer LLP	Passaic County CASA for Children
Baker Tilly US, LLP	Paul, Weiss, Rifkind, Wharton & Garrison LLP
Barilla America, Inc.	Protiviti
Bayer U.S., LLC	PwC
Baylor University	Quality Supply Chain Co-op
Best Buy Co. Inc.	Rausch Coleman Homes
Big Lots, Inc.	Rich Products Corporation
Bloomberg	Ryan, LLC
Bristol-Myers Squibb Company	S&P Global Inc.
Brown Rudnick LLP	ServiceTitan
Cambridge Family and Children's Service	Snap Inc.
Capital One Financial Corporation	Sony Music Entertainment
CauseLabs	Strata-G, LLC
Daniel J. Edelman Holdings, Inc.	T-Mobile USA, Inc.
Designer Brands	Target Corporation
Diageo North America	TCG, Inc.
Discovery, Inc.	Trane Technologies
Domino's Pizza LLC	Transamerica
Enterprise Community Partners	University of Notre Dame
Fifth Third Bancorp	Unum Group
First Horizon Corporation	ViacomCBS
Fried, Frank, Harris, Shriver & Jacobson LLP	VMLY&R
HARMAN International Industries, Inc.	Western Union
Hillrom	



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

## BEST BY SIZE 2021

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
2. American Express
3. Snap Inc.
4. S&P Global Inc.
5. Bloomberg
6. KPMG LLP
7. Ally Financial
8. Akin Gump Strauss Hauer & Feld LLP
9. Kohlberg Kravis Roberts & Co. L.P.
10. Capital One Financial Corporation

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

1. Fried, Frank, Harris, Shriver & Jacobson LLP
2. Ferring Pharmaceuticals
3. American Academy of Pediatrics
4. Cambridge Family and Children's Service
5. Brown Rudnick LLP
6. Barilla America, Inc.
7. Kao USA Inc.
8. National Futures Association
9. Franklin International
10. Duke Realty

### Small (1 to 100 employees)

1. Quality Supply Chain Co-op
2. Next PR
3. Chris Kresser, LLC
4. America's Christian Credit Union
5. CauseLabs
6. Apex Benefits Group
7. Exceptional Software Strategies, Inc.







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## **BEST BY INDUSTRY 2021**

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. Next PR
3. Daniel J. Edelman Holdings, Inc.
4. Intouch Group, LLC
5. Ketchum, Inc.

### **Architecture, Engineering and Construction**

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

### **Communications and Telecommunications**

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

### **Consulting, Accounting, Legal and Business Services**

1. KPMG LLP
2. Akin Gump Strauss Hauer  
& Feld LLP
3. PwC
4. Fried, Frank, Harris, Shriver  
& Jacobson LLP
5. Paul, Weiss, Rifkind, Wharton  
& Garrison LLP

### **Consumer Products**

1. Diageo North America
2. Barilla America, Inc.
3. Kao USA Inc.
4. E. & J. Gallo Winery
5. Chris Kresser, LLC

### **Education**

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

### **Energy and Utilities**

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

### **Entertainment, Media and Publishing**

1. Sony Music Entertainment
2. Hasbro, Inc.
3. Meredith Corporation
4. Discovery, Inc.
5. AMC Networks Inc.

### **Financial Services**

1. American Express
2. S&P Global Inc.
3. Ally Financial
4. Kohlberg Kravis Roberts & Co. L.P.
5. Capital One Financial Corporation

### **Food, Beverage and Restaurants**

1. Quality Supply Chain Co-op
2. Rich Products Corporation
3. Domino's Pizza LLC

### **Government**

1. Obsidian Solutions Group, LLC
2. Therapeutic Interventions



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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. Abbott
2. NewYork-Presbyterian
3. Olympus Corporation of the Americas
4. Cook Children's
5. Wellstar Health System

### Hotel and Travel

1. Hilton Grand Vacations
2. Marriott International, Inc.
3. Brown & Brown

### Industrial and Manufacturing

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

### Insurance

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

### Nonprofit

1. American Academy of Pediatrics
2. Enterprise Community Partners
3. Cambridge Family and Children's Service
4. National Futures Association
5. An Angel's Choice Adoption Agency, Inc.

### Pharmaceutical

1. Bristol-Myers Squibb Company
2. Ferring Pharmaceuticals
- \*3. Eli Lilly and Company
- \*3. AbbVie
5. Horizon Therapeutics

### Real Estate

1. Duke Realty
2. HHHunt Corporation
3. Taylor Morrison, Inc.
4. The NRP Group

### Retail

1. HanesBrands
2. adidas America
3. Jockey International, Inc.
4. Best Buy Co. Inc.
5. Target Corporation

### Sports and Recreation

1. Vetta Sports

### Technology, Information and Research

1. NVIDIA
2. Snap Inc.
3. Bloomberg
4. ServiceTitan
5. Microsoft Corporation

### Transportation and Automotive

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