



Dave Thomas
Foundation
for Adoption®

Forever Families for Children in Foster Care

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New Company Tops Dave Thomas Foundation for Adoption's 2022 Best Adoption-Friendly Workplaces™ List

Annual survey of employers reveals increased investment in adoption benefits

Columbus, Ohio — The Dave Thomas Foundation for Adoption's Best Adoption-Friendly Workplaces list is out, and a new company ranks number one. The list, which recognizes organizations with the most robust adoption benefit programs, is in its 16th year. This year, **Ferring Pharmaceuticals is atop the 2022 list, offering unlimited financial reimbursement for adoption costs and 26 weeks of paid leave to adoptive parents.**

Ferring Pharmaceuticals is a research-driven, specialty biopharmaceutical group committed to helping people around the world build families and live better lives. Ferring is a leader in reproductive medicine and maternal health, and in specialty areas within gastroenterology and urology. Ferring has been developing treatments for mothers and babies for over 50 years.

"Our mission at Ferring Pharmaceuticals is to build families. We understand there are many paths to parenthood, including adoption, and are proud to support our employees on their individual journey through inclusive family-building benefits," said Purvi Tailor, VP Human Resources at Ferring Pharmaceuticals U.S. "We are honored to be recognized again this year by the Dave Thomas Foundation for Adoption and even more thrilled to see so many other companies recognized as well."

The Foundation partnered with RTI International, an independent, nonprofit research institute, to survey employers across the United States and score participants based on three criteria: financial reimbursement, paid leave and the percentage of employees eligible for those benefits.

The 2022 list includes a diverse group of organizations representing 22 industries. On average, employers that completed the survey offer **\$12,000 in financial reimbursement, which is up 9.5% from 2021. The average amount of paid leave is 8.3 weeks, which is up 8% since 2021.**

"A commitment to providing competitive, flexible and robust family-friendly benefits is a meaningful way to both attract and retain excellence in the workplace," said Rita Soronen, President & CEO of the Dave Thomas Foundation for Adoption. "A family created through adoption has the same familial needs — time for bonding, new financial considerations and a frequent change in routine to provide a loving, safe and nurturing environment in which that child can grow and thrive to their full potential. Thank you to Ferring Pharmaceuticals and all the organizations recognized this year for leading the way in making adoption a supported option for every working parent."

The Foundation also ranks employers by size, industry, paid leave, foster care benefits and impact. The impact list recognizes organizations who employ more than 1,000 people and that provide the largest overall financial benefits for adoption to the largest number of employees.

The five organizations on this year's list that offer the most robust adoption benefits include Ferring Pharmaceuticals, NVIDIA, American Express, Snap, Inc., S&P Global Inc and Dropbox.

The Wendy's Company is designated with Forever Family emeritus status after holding the top spot on the 100 Best Adoption-Friendly Workplaces list for many years. The company continues its commitment to adoption by providing strong adoption benefits to employees.

"Wendy's believes every child in foster care deserves a forever family and that's why we remain steadfast in our support of the Dave Thomas Foundation for Adoption," said Todd Penegor, President & CEO of The Wendy's Company and member of the Foundation's board of trustees. "We know it is critical to both acknowledge the importance of adoption itself and to recognize the impact of those who are making adoption easier for all. Like any life event, it requires time and resources to complete an adoption, so when employers offer employee adoption benefits, it sends a strong, supportive message while easing a piece of the overall process. As the holder of Forever Family Emeritus status, Wendy's is pleased to congratulate Ferring Pharmaceuticals, who is at the top of the Foundation's Best Adoption-Friendly Workplaces list, along with NVIDIA and American Express for their leadership. Above all, Wendy's celebrates all companies that support the importance of adoption benefits for employees."

The Dave Thomas Foundation for Adoption does not participate in the survey, but offers its employees substantial adoption and foster care benefits.

View the complete 2022 Best Adoption-Friendly Workplaces list and other adoption resources for employers at davethomasfoundation.org/AFW.

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About Adoption-Friendly Workplaces

More than 25 years ago, Dave Thomas, founder of Wendy's® and the Dave Thomas Foundation for Adoption, led an initiative advocating for better adoption benefits in the workplace. The Foundation has carried that legacy forward through its signature [Adoption-Friendly Workplace program](#) and 100 Best Adoption-Friendly Workplaces list.

About the Dave Thomas Foundation for Adoption

The Dave Thomas Foundation for Adoption is a national nonprofit public charity dedicated to finding permanent homes for the more than 140,000 children waiting in North America's foster care systems. Created by Wendy's® founder Dave Thomas who was adopted, the Foundation implements evidence-based, results-driven national service programs, foster care adoption awareness campaigns and innovative grantmaking. To learn more, visit davethomasfoundation.org.