

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces
AMERICA'S TOP 100**

U.S. Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
1	Wendy's/Arby's Group, Inc.	\$24,300	6	Dublin, OH/Atlanta, GA	Food, Beverage and Restaurants	67,500
2	Citizens Financial Group, Inc./RBS Americas	\$22,170	1	Providence, RI	Financial Services	25,000
3 (tie)	Liquidnet	\$15,000	2	New York, NY	Financial Services	408
3	LSI Corporation	\$15,000	2	Milpitas, CA	Technology, Information and Research	5,588
5	Putnam Investments	\$12,170	4	Boston, MA	Financial Services	2,000
6	Vanguard Group	\$12,170	3	Valley Forge, PA	Financial Services	12,200
7	Subaru of America, Inc.	\$12,170	2	Cherry Hill, NJ	Transportation and Automotive	800
8	BHP Billiton	\$12,150	18	Houston, TX	Energy and Utilities	1,000
9	The Timberland Company	\$12,000	8	Stratham, NH	Consumer Products	5,500
10	Barilla America, Inc.	\$12,000	1	Bannockburn, IL	Food, Beverage and Restaurants	436
11	Deutsche Bank	\$10,000	16	New York, NY	Financial Services	11,250
12	JPMorgan Chase	\$10,000	12	New York, NY	Financial Services	226,226
13 (tie)	Robins & Morton	\$10,000	8	Birmingham, AL	Architecture, Engineering and Construction	700
13	Turner Broadcasting System, Inc.	\$10,000	8	Atlanta, GA	Entertainment, Media and Publishing	9,000
15 (tie)	Chesapeake Energy Corporation	\$10,000	6	Oklahoma City, OK	Energy and Utilities	8,608
15	Franklin International	\$10,000	6	Columbus, OH	Industrial and Manufacturing	350
15	MTV Networks	\$10,000	6	New York, NY	Entertainment, Media and Publishing	5,000
15	QuikTrip Corporation	\$10,000	6	Tulsa, OK	Retail	10,000
19 (tie)	Bloomberg	\$10,000	4	New York, NY	Communications and Telecommunications	6,300
19	Fannie Mae	\$10,000	4	Washington, DC	Financial Services	6,089
19	New York Life Insurance Company	\$10,000	4	New York, NY	Insurance	8,993
19	Rodale Inc.	\$10,000	4	Emmaus, PA	Entertainment, Media and Publishing	838
19	SAP Americas	\$10,000	4	Newtown Square, PA	Technology, Information and Research	10,000
19	SAVVIS, Inc.	\$10,000	4	St. Louis, MO	Technology, Information and Research	1,750
25 (tie)	The McGraw-Hill Companies	\$10,000	3	New York, NY	Entertainment, Media and Publishing	11,580
25	The Phoenix Companies, Inc.	\$10,000	3	Hartford, CT	Insurance	729
27 (tie)	Abbott	\$10,000	2	Lake County, IL	Pharmaceutical	72,000
27	C&S Wholesale Grocers, Inc.	\$10,000	2	Keene, NH	Consumer Products	19,000
27	General Mills	\$10,000	2	Minneapolis, MN	Consumer Products	30,000
27	Leo Burnett & Arc USA	\$10,000	2	Chicago, IL	Advertising, Marketing and Public Relations	1,500
27	MetLife	\$10,000	2	New York, NY	Insurance	53,800
27	Millennium Pharmaceuticals, Inc.	\$10,000	2	Cambridge, MA	Pharmaceutical	1,250
27	Pearson	\$10,000	2	Upper Saddle River, NJ	Entertainment, Media and Publishing	16,494
27	Prudential Financial, Inc.	\$10,000	2	Newark, NJ	Financial Services	20,500
27	Sanofi-Aventis	\$10,000	2	Bridgewater, NJ	Pharmaceutical	14,000
36	Eli Lilly and Company	\$10,000	1	Indianapolis, IN	Pharmaceutical	40,363
37	Freddie Mac	\$8,300	6	McLean, VA	Financial Services	5,350
38	Bank of America	\$8,000	12	Charlotte, NC	Financial Services	283,717
39 (tie)	Johnson Financial Group	\$8,000	6	Racine, WI	Financial Services	1,285
39	Kao Brands Company	\$8,000	6	Cincinnati, OH	Consumer Products	580

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces
AMERICA'S TOP 100**

U.S. Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
41	Sullivan & Cromwell LLP	\$7,500	18	New York, NY	Consulting, Accounting, Legal and Business Services	2,057
42 (tie)	Missouri Employers Mutual Insurance	\$7,500	4	Columbia, MO	Insurance	210
42	Quality Custom Cabinetry, Inc. (QCCI)	\$7,500	4	New Holland, PA	Industrial and Manufacturing	182
44 (tie)	American International Group, Inc. (AIG)	\$7,500	2	New York, NY	Insurance	35,000
44	Duke Realty Corporation	\$7,500	2	Indianapolis, IN	Real Estate	986
46	First Tennessee Bank, a subsidiary of First Horizon National Corporation	\$7,500	1	Memphis, TN	Financial Services	5,776
47	Alston & Bird, LLP	\$7,000	12	Atlanta, GA	Consulting, Accounting, Legal and Business Services	1,700
48 (tie)	Dave Thomas Foundation for Adoption	\$7,000	6	Dublin, OH	Non-profit	11
48	HP Hood LLC	\$7,000	6	Lynnfield, MA	Food, Beverage and Restaurants	4,297
50 (tie)	DigitalGlobe, Inc.	\$7,000	4	Longmont, CO	Technology, Information and Research	508
50	Northern Trust Corporation	\$7,000	4	Chicago, IL	Financial Services	8,318
52	First Sun Management Corporation	\$7,000	3	Clemson, SC	Food, Beverage and Restaurants	1,500
53	Sears Holdings Corporation	\$7,000	1	Hoffman Estates, IL	Retail	3,150
54	Exceptional Software Strategies	\$6,500	1	Linthicum, MD	Technology, Information and Research	125
55	National Futures Association	\$6,000	8	Chicago, IL	Non-profit	281
56 (tie)	Cornell University	\$6,000	6	Ithaca, NY	Education	11,448
56	Dow Corning Corporation	\$6,000	6	Midland, MI	Industrial and Manufacturing	10,000
56	Ernst & Young LLP	\$6,000	6	New York, NY	Consulting, Accounting, Legal and Business Services	25,600
56	Hasbro, Inc.	\$6,000	6	Pawtucket, RI	Consumer Products	3,488
56	New York University	\$6,000	6	New York, NY	Education	8,200
56	WendPartners	\$6,000	6	Cortland, NY	Food, Beverage and Restaurants	9,500
62 (tie)	Domino's Pizza	\$6,000	4	Ann Arbor, MI	Food, Beverage and Restaurants	10,200
62	Harvard University	\$6,000	4	Cambridge, MA	Education	16,000
62	Willis North America Inc.	\$6,000	4	New York, NY	Financial Services	6,800
65	ConAgra Foods, Inc.	\$6,000	2	Omaha, NE	Consumer Products	25,000
66 (tie)	Nestle USA, Inc.	\$6,000	1	Glendale, CA	Food, Beverage and Restaurants	32,000
66	Zappos.com, Inc. and its Affiliates	\$6,000	1	Henderson, NV	Retail	1,770
68	Diocese of Metuchen	\$5,500	6	Piscataway, NJ	Non-profit	2,250
69	Arnold & Porter LLP	\$5,000	18	Washington, DC	Consulting, Accounting, Legal and Business Services	1,200
70 (tie)	AETN	\$5,000	12	New York, NY	Entertainment, Media and Publishing	947
70	Blue Shield of California	\$5,000	12	San Francisco, CA	Insurance	4,800
70	Cape Fear Valley Health System	\$5,000	12	Fayetteville, NC	Healthcare	5,000
70	Credit Suisse	\$5,000	12	New York, NY	Financial Services	48,000
74 (tie)	First Reliance Bank	\$5,000	8	Florence, SC	Financial Services	145
74	KPMG LLP	\$5,000	8	New York, NY	Consulting, Accounting, Legal and Business Services	20,758
74	OSI Pharmaceuticals, Inc.	\$5,000	8	Melville, NY	Pharmaceutical	415
74	Patagonia, Inc.	\$5,000	8	Ventura, CA	Retail	1,300
74	Thomson Reuters	\$5,000	8	New York, NY	Technology, Information and Research	50,000
79	AstraZeneca PLC	\$5,000	7	Wilmington, DE	Pharmaceutical	10,000

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces
AMERICA'S TOP 100**

U.S. Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
80 (tie)	Advent Software, Inc.	\$5,000	6	San Francisco, CA	Technology, Information and Research	1,000
80	AICPA	\$5,000	6	Durham, NC	Non-profit	650
80	American Express Company	\$5,000	6	New York, NY	Financial Services	25,600
80	BNP Paribas	\$5,000	6	New York, NY	Financial Services	3,100
80	Capital One Financial Corporation	\$5,000	6	McLean, VA	Financial Services	28,000
80	Carlson	\$5,000	6	Minnetonka, MN	Hotel and Travel	31,321
80	Children's Mercy Hospitals & Clinics	\$5,000	6	Kansas City, MO	Healthcare	5,400
80	Elderhostel	\$5,000	6	Boston, MA	Non-profit	250
80	Gallup	\$5,000	6	Washington, DC	Consulting, Accounting, Legal and Business Services	1,666
80	Giant Eagle, Inc.	\$5,000	6	Pittsburgh, PA	Retail	35,000
80	Health Dialog	\$5,000	6	Boston, MA	Healthcare	1,200
80	Hypertherm, Inc.	\$5,000	6	Hanover, NH	Industrial and Manufacturing	1,050
80	Nippon Life Insurance Company of America	\$5,000	6	New York, NY	Insurance	80
80	Novo Nordisk Inc.	\$5,000	6	Princeton, NJ	Pharmaceutical	3,343
80	RBA/Brooks Brothers	\$5,000	6	New York, NY	Retail	4,500
80	RSM McGladrey	\$5,000	6	Bloomington, MN	Consulting, Accounting, Legal and Business Services	7,000
80	Scripps Networks Interactive	\$5,000	6	Cincinnati, OH	Entertainment, Media and Publishing	2,200
97 (tie)	Educational Commission for Foreign Medical Graduates	\$5,000	4	Philadelphia, PA	Non-profit	800
97	Fellowes, Inc.	\$5,000	4	Itasca, IL	Consumer Products	650
97	Massachusetts Port Authority	\$5,000	4	Boston, MA	Transportation and Automotive	1,150
97	Microsoft Corporation	\$5,000	4	Redmond, WA	Technology, Information and Research	88,214
97	NBA (National Basketball Association)	\$5,000	4	New York, NY	Sports and Recreation	900
97	NCB (National Cooperative Bank)	\$5,000	4	Washington, DC	Financial Services	300
100	PPD	\$5,000	4	Wilmington, NC	Technology, Information and Research	5,620

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces List
SIZE CATEGORY WINNERS**

	Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Industry	Headquarters	Employees
SMALL 1-100 Employees	1	Nippon Life Insurance Company of America	\$5,000	6	Insurance	New York, NY	80
	2	Municipal Securities Rulemaking Board (MSRB)	\$5,000	2	Non-profit	Alexandria, VA	80
	3	Wilske Law Firm PLC	\$2,500	4	Consulting, Accounting, Legal and Business Services	Manchester, IA	2
	4	The Dallas Center for Sleep Disorders	\$1,000	2	Healthcare	Plano, TX	12
	5	Searcy Living Magazine	\$500	1	Advertising, Marketing and Public Relations	Searcy, AR	3
	6	Foster Care Alumni of America	\$5,000		Non-profit	Alexandria, VA	3
	7	Schultheis & Panettieri, LLP	\$5,000		Consulting, Accounting, Legal and Business Services	Hauppauge, NY	99
	8	National CASA Association	\$3,000		Non-profit	Seattle, WA	42
	9	The Waterworks	\$3,000		Architecture, Engineering and Construction	Columbus, OH	71
	10	Brevard Family Partnership	\$1,500		Non-profit	Melbourne, FL	57
MEDIUM 101-1,000 Employees	1	Liquidnet	\$15,000	2	Financial Services	New York, NY	408
	2	Subaru of America, Inc.	\$12,170	2	Transportation and Automotive	Cherry Hill, NJ	800
	3	BHP Billiton	\$12,150	18	Energy and Utilities	Houston, TX	1,000
	4	Barilla America, Inc.	\$12,000	1	Food, Beverage and Restaurants	Bannockburn, IL	436
	5	Robins & Morton	\$10,000	8	Architecture, Engineering and Construction	Birmingham, AL	700
	6	Franklin International	\$10,000	6	Industrial and Manufacturing	Columbus, OH	350
	7	Rodale Inc.	\$10,000	4	Entertainment, Media and Publishing	Emmaus, PA	830
	8	The Phoenix Companies, Inc.	\$10,000	3	Insurance	Hartford, CT	729
	9	Kao Brands Company	\$8,000	6	Consumer Products	Cincinnati, OH	580
	10 (tie)	Missouri Employers Mutual Insurance	\$7,500	4	Insurance	Columbia, MO	210
10	Quality Custom Cabinetry, Inc. (QCCI)	\$7,500	4	Industrial and Manufacturing	New Holland, PA	182	
LARGE More than 1,000 Employees	1	Wendy's/Arby's Group, Inc.	\$24,300	6	Food, Beverage and Restaurants	Dublin, OH/Atlanta, GA	67,500
	2	Citizens Financial Group, Inc./RBS Americas	\$22,170	1	Financial Services	Providence, RI	25,000
	3	LSI Corporation	\$15,000	2	Technology, Information and Research	Milpitas, CA	5,588
	4	Putnam Investments	\$12,170	4	Financial Services	Boston, MA	2,000
	5	Vanguard Group	\$12,170	3	Financial Services	Valley Forge, PA	12,200
	6	The Timberland Company	\$12,000	8	Consumer Products	Stratham, NH	5,500
	7	Deutsche Bank	\$10,000	16	Financial Services	New York, NY	11,250
	8	JPMorgan Chase	\$10,000	12	Financial Services	New York, NY	226,226
	9	Turner Broadcasting System, Inc.	\$10,000	8	Entertainment, Media and Publishing	Atlanta, GA	9,000
	10 (tie)	Chesapeake Energy Corporation	\$10,000	6	Energy and Utilities	Oklahoma City, OK	8,608
10	MTV Networks	\$10,000	6	Entertainment, Media and Publishing	New York, NY	5,000	
10	QuikTrip Corporation	\$10,000	6	Retail	Tulsa, OK	10,000	

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces List
INDUSTRY LEADERS**

Industry	Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Employees
Advertising, Marketing and Public Relations	1	Leo Burnett & Arc USA	\$10,000	2	Chicago, IL	1,500
	2	Valassis	\$5,000	2	Livonia, MI	4,720
	3	Everglades Direct	\$5,000	1	Sunrise, FL	300
	4	Searcy Living Magazine	\$500	1	Searcy, AR	3
Architecture, Engineering and Construction	1	Robins & Morton	\$10,000	8	Birmingham, AL	700
	2	WBCM	\$2,500	4	Baltimore, MD	171
	3	Argon ST	\$12,000		Fairfax, VA	993
	4	The Waterworks	\$3,000		Columbus, OH	71
Communications and Telecommunications	1	Bloomberg	\$10,000	4	New York, NY	6,300
	2	Cellular Specialties, Inc.	\$2,000	6	Manchester, NH	133
	3 (tie)	Comcast Corporation	\$10,000		Philadelphia, PA	100,000
	3	Verizon Communications	\$10,000		New York, NY	211,000
	5	Motorola, Inc.	\$8,000		Schaumburg, IL	21,000
Consulting, Accounting, Legal and Business Services	1	Sullivan & Cromwell LLP	\$7,500	18	New York, NY	2,057
	2	Alston & Bird, LLP	\$7,000	12	Atlanta, GA	1,700
	3	Ernst & Young LLP	\$6,000	6	New York, NY	25,600
	4	Arnold & Porter LLP	\$5,000	18	Washington, DC	1,200
	5	KPMG LLP	\$5,000	8	New York, NY	20,758
Consumer Products	1	The Timberland Company	\$12,000	8	Stratham, NH	5,500
	2 (tie)	C&S Wholesale Grocers, Inc.	\$10,000	2	Keene, NH	19,000
	2	General Mills	\$10,000	2	Minneapolis, MN	30,000
	4	Kao Brands Company	\$8,000	6	Cincinnati, OH	580
	5	Hasbro, Inc.	\$6,000	6	Pawtucket, RI	3,488
Education	1 (tie)	Cornell University	\$6,000	6	Ithaca, NY	11,448
	1	New York University	\$6,000	6	New York, NY	8,200
	3	Harvard University	\$6,000	4	Cambridge, MA	16,000
	4	The Ohio State University	\$5,000	3	Columbus, OH	27,547
	5	Northwestern College	\$3,000	1	Orange City, IA	300
Energy and Utilities	1	BHP Billiton	\$12,150	18	Houston, TX	1,000
	2	Chesapeake Energy Corporation	\$10,000	6	Oklahoma City, OK	8,608
	3	American Electric Power	\$3,000	6	Columbus, OH	21,737
	4	PJM Interconnection	\$10,000		Norristown, PA	608
	5	Marathon Oil	\$7,500		Houston, TX	9,483

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces List
INDUSTRY LEADERS**

Industry	Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Employees
Entertainment, Media and Publishing	1	Turner Broadcasting System, Inc.	\$10,000	8	Atlanta, GA	9,000
	2	MTV Networks	\$10,000	6	New York, NY	5,000
	3	Rodale Inc.	\$10,000	4	Emmaus, PA	838
	4	The McGraw-Hill Companies	\$10,000	3	New York, NY	11,580
	5	Pearson	\$10,000	2	Upper Saddle River, NJ	16,494
Financial Services	1	Citizens Financial Group, Inc./RBS Americas	\$22,170	1	Providence, RI	25,000
	2	Liquidnet	\$15,000	2	New York, NY	408
	3	Putnam Investments	\$12,170	4	Boston, MA	2,000
	4	Vanguard Group	\$12,170	3	Valley Forge, PA	12,200
	5	Deutsche Bank	\$10,000	16	New York, NY	11,250
Food, Beverage and Restaurants	1	Wendy's/Arby's Group, Inc.	\$24,300	6	Dublin, OH/Atlanta, GA	67,500
	2	Barilla America, Inc.	\$12,000	1	Bannockburn, IL	436
	3	HP Hood LLC	\$7,000	6	Lynnfield, MA	4,297
	4	First Sun Management Corporation	\$7,000	3	Clemson, SC	1,500
	5	WendPartners	\$6,000	6	Cortland, NY	9,500
Government	1 (tie)	City of Carmel, Indiana	\$5,000		Carmel, IN	540
	1	State of Kentucky	\$5,000		Frankfort, KY	30,000
Healthcare	1	Cape Fear Valley Health System	\$5,000	12	Fayetteville, NC	5,000
	2 (tie)	Children's Mercy Hospitals & Clinics	\$5,000	6	Kansas City, MO	5,400
	2	Health Dialog	\$5,000	6	Boston, MA	1,200
	4	Children's Hospital and Health System	\$5,000	2	Milwaukee, WI	5,012
	5 (tie)	WellStar Health System	\$5,000	1	Marietta, GA	12,880
	5	Johnson & Johnson	\$5,000	1	New Brunswick, NJ	115,500
Hotel and Travel	1	Carlson	\$5,000	6	Minnetonka, MN	31,321
Industrial and Manufacturing	1	Franklin International	\$10,000	6	Columbus, OH	350
	2	Quality Custom Cabinetry, Inc. (QCCI)	\$7,500	4	New Holland, PA	182
	3	Dow Corning Corporation	\$6,000	6	Midland, MI	10,000
	4	Hypertherm, Inc.	\$5,000	6	Hanover, NH	1,050
	5	Fender Musical Instruments Corporation	\$2,500	1	Scottsdale, AZ	2,553
Insurance	1	New York Life Insurance Company	\$10,000	4	New York, NY	8,993
	2	The Phoenix Companies, Inc.	\$10,000	3	Hartford, CT	729
	3	MetLife	\$10,000	2	New York, NY	53,800
	4	Missouri Employers Mutual Insurance	\$7,500	4	Columbia, MO	210
	5	American International Group, Inc. (AIG)	\$7,500	2	New York, NY	35,000

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces List
INDUSTRY LEADERS**

Industry	Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Employees
Non-profit	1	National Futures Association	\$6,000	8	Chicago, IL	281
	2	Diocese of Metuchen	\$5,500	6	Piscataway, NJ	2,250
	3 (tie)	AICPA	\$5,000	6	Durham, NC	650
	3	Elderhostel	\$5,000	6	Boston, MA	250
	5	Educational Commission for Foreign Medical Graduates	\$5,000	4	Philadelphia, PA	800
Pharmaceutical	1 (tie)	Abbott	\$10,000	2	Lake County, IL	72,000
	1	Millennium Pharmaceuticals, Inc.	\$10,000	2	Cambridge, MA	1,250
	1	Sanofi-Aventis	\$10,000	2	Bridgewater, NJ	14,000
	4	Eli Lilly and Company	\$10,000	1	Indianapolis, IN	40,363
	5	OSI Pharmaceuticals, Inc.	\$5,000	8	Melville, NY	415
Real Estate	1	Duke Realty Corporation	\$7,500	2	Indianapolis, IN	986
Retail	1	QuikTrip Corporation	\$10,000	6	Tulsa, OK	10,000
	2	Sears Holdings Corporation	\$7,000	1	Hoffman Estates, IL	3,150
	3	Zappos.com, Inc. and its Affiliates	\$6,000	1	Henderson, NV	1,770
	4	Patagonia, Inc.	\$5,000	8	Ventura, CA	1,300
	5 (tie)	Giant Eagle, Inc.	\$5,000	6	Pittsburgh, PA	35,000
	5	RBA/Brooks Brothers	\$5,000	6	New York, NY	4,500
Sports and Recreation	1	NBA (National Basketball Association)	\$5,000	4	New York, NY	900
	2	Vetta Sports	\$3,000		St. Louis, MO	200
Technology, Information and Research	1	LSI Corporation	\$15,000	2	Milpitas, CA	5,588
	2 (tie)	SAP Americas	\$10,000	4	Newtown Square, PA	10,000
	2	SAVVIS, Inc.	\$10,000	4	St. Louis, MO	1,750
	4	DigitalGlobe, Inc.	\$7,000	4	Longmont, CO	508
	5	Exceptional Software Strategies	\$6,500	1	Linthicum, MD	125
Transportation and Automotive	1	Subaru of America, Inc.	\$12,170	2	Cherry Hill, NJ	800
	2	Massachusetts Port Authority	\$5,000	4	Boston, MA	1,150
	3	Enterprise Holdings	\$4,000	8	St. Louis, MO	68,000
	4	Delta Air Lines	\$3,000		Atlanta, GA	70,000

**Dave Thomas Foundation for Adoption
2010 Best Adoption-Friendly Workplaces List
OHIO AND COLUMBUS WINNERS**

Ohio Winners

Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
1	Wendy's/Arby's Group, Inc.	\$24,300	6	Dublin, OH/Atlanta, GA	Food, Beverage and Restaurants	67,500
2	Franklin International	\$10,000	6	Columbus, OH	Industrial and Manufacturing	350
3	Kao Brands Company	\$8,000	6	Cincinnati, OH	Consumer Products	580
4	Scripps Networks Interactive	\$5,000	6	Cincinnati, OH	Entertainment, Media and Publishing	2,200
5	The Ohio State University	\$5,000	3	Columbus, OH	Education	27,547
6	American Electric Power	\$3,000	6	Columbus, OH	Energy and Utilities	21,737
7	OhioHealth	\$3,000	2	Columbus, OH	Healthcare	16,000
8	Fifth Third Bank	\$5,000		Cincinnati, OH	Financial Services	21,000
9	Limited Brands	\$5,000		Columbus, OH	Retail	16,000
10	The Scotts Miracle Gro Company	\$5,000		Marysville, OH	Industrial and Manufacturing	8,000

Columbus Winners

Rank	Employer	Maximum Reimbursement	Maximum Weeks Paid Leave	Headquarters	Industry	Employees
1	Wendy's/Arby's Group, Inc.	\$24,300	6	Dublin, OH/Atlanta, GA	Food, Beverage and Restaurants	67,500
2	Franklin International	\$10,000	6	Columbus, OH	Industrial and Manufacturing	350
3	The Ohio State University	\$5,000	3	Columbus, OH	Education	27,547
4	American Electric Power	\$3,000	6	Columbus, OH	Energy and Utilities	21,737
5	OhioHealth	\$3,000	2	Columbus, OH	Healthcare	16,000