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**DAVE THOMAS FOUNDATION FOR ADOPTION HONORS BEST
ADOPTION-FRIENDLY WORKPLACES IN THE REAL ESTATE INDUSTRY**

DUBLIN, Ohio – The Dave Thomas Foundation for Adoption today announced the fourth annual Best Adoption-Friendly Workplace in the real estate industry. Duke Realty Corporation, Indianapolis, IN, led its industry in the rankings.

“Our adoption assistance plan is a great benefit to our associates. With all the expenses related to adoption, it’s a big decision. Our plan, along with the adoption tax credit, helps to ease the financial concerns of our associates who want to adopt and lets them focus on building a family instead,” Laura Sylak, AVP, human resources, Duke Realty Corporation said.

In addition to ranking number one in its industry; Duke Realty Corporation ranked #44 on the top 100 Best Adoption-Friendly Workplaces List. It provides its 986 employees with up to \$7,500 per adoption and two weeks paid leave.

Today, more than 114,000 children are available for adoption in U.S. foster care. Most will spend nearly four years in the system before they are adopted. The release of the fourth annual Best Adoption-Friendly Workplaces List helps the Foundation increase foster care adoption awareness while celebrating those businesses that support adoptive families.

“Whether the child is a 12-year-old victim of child abuse and neglect who has spent years in U.S. foster care, a toddler who has been living in a foreign orphanage, or a newborn from a domestic adoption, it is critical for every child to have the opportunity to adjust and thrive in their adoptive home,” said Rita Soronen, executive director of the Foundation. “This is why employer support of adoption and family-friendly work environments are so crucial.”

Rankings for the Best Adoption Friendly Workplaces List are determined by an analysis of a company’s adoption benefits available to employees who adopt, such as financial reimbursement and paid leave. The Foundation compiled the results from survey data collected from nearly 500 U.S. employers and partnered with *Employee Benefit News*, a SourceMedia publication that is the leading source of information for benefits decision makers, to announce the winners. The Wendy’s/Arby’s Group earned the top spot by offering a maximum of \$24,300 in financial assistance and up to six weeks paid leave.

In addition to ranking the top 100, the Foundation also recognized the top ten by size and the leaders of each industry. To view all of the honorees, visit www.DaveThomasFoundationforAdoption.org.

About the Dave Thomas Foundation for Adoption

The Dave Thomas Foundation for Adoption is a national nonprofit public charity dedicated to dramatically increasing the adoptions of the more than 150,000 children waiting in North America's foster care systems. Created by Wendy's® founder, Dave Thomas, who was adopted, the Foundation implements results-driven national signature programs, foster care adoption awareness initiatives and research-based advocacy efforts. To learn more, visit www.DaveThomasFoundation.org or call 1-800-ASK-DTFA.

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