

2016

BEST
ADOPTION-FRIENDLY
WORKPLACE

signature program

Dave Thomas
 Foundation for Adoption.

All Adoption-Friendly Workplaces

Legal Name	2016 AFWS Rankings	Maximum Financial Assistance or Reimbursement	Maximum Weeks of Paid Leave for Adoption
Abbott	US-3-tie, Industry-1, Large-2-tie	\$20,000.00	2
AbbVie	US-38-tie, Industry-2-tie	\$10,000.00	4
Accenture	US-28-tie, Industry-5	\$10,000.00	8
ACI Worldwide Corp		\$5,000.00	0
Adidas America	US-61-tie	\$7,500.00	2
Adoption STAR	Small-10	\$12,750.00	0
Akin Gump Strauss Hauer & Feld LLP	US-54-tie, Best leave	\$7,500.00	18
Alaska Airlines	Industry-1	\$5,000.00	2
Alston & Bird LLP	US-19-tie, Industry-2-tie, Large-10-tie, Best leave	\$10,000.00	18
American Academy of Pediatrics	US-23-tie, Industry-3, Medium-10-tie	\$10,000.00	12
American Century Investments	US-38-tie	\$10,000.00	4
American Electric Power	Industry-2, Ohio-7	\$3,000.00	1
American Express	US-31-tie	\$10,000.00	6
American Institute of Certified Public Accountants	US-94-tie	\$5,000.00	6
America's Christian Credit Union	US-94-tie, Small-6-tie	\$5,000.00	6
Anadarko Petroleum Corporation		\$5,000.00	0
Analog Devices, Inc.	US-61-tie, Industry-5	\$7,500.00	2
Apex Benefits Group		\$5,000.00	0
Arbitration Forums Inc.	US-69	\$6,075.00	2
Arnold & Porter LLP	US-19-tie, Industry-2-tie, Large-10-tie, Best leave	\$10,000.00	18
Avon Products, Inc.	US-28-tie, Industry-4	\$10,000.00	8
Baker Tilly Virchow Krause, LLP	US-93	\$5,000.00	6.4
Bank of America	US-53, Best leave	\$8,000.00	16
Barilla America, Inc.	US-5, Industry-2, Medium-2	\$16,000.00	2
Bloomberg	US-13, Industry-1, Large-8, Best leave	\$13,400.00	18
Boston Scientific	US-11, Industry-1, Large-6	\$13,460.00	6
Brinker International	US-64, Industry-1	\$7,500.00	1
Brooks Brothers Group, Inc.	US-56, Industry-2	\$7,500.00	8
C&S Wholesale Grocers, Inc.	US-50-tie, Industry-5	\$10,000.00	2
Cambridge Family and Children's Service	US-15, Industry-1, Medium-6	\$13,400.00	1
Capital One Financial	US-31-tie	\$10,000.00	6
Caribou Coffee	Industry-5	\$5,000.00	2
Carlson	US-94-tie, Industry-1	\$5,000.00	6
CauseLabs	US-45-tie, Industry-3, Small-1-tie	\$10,000.00	3
Children's Hospital Of Wisconsin	Industry-4	\$5,000.00	2
Children's Mercy Hospitals & Clinics	US-94-tie, Industry-3	\$5,000.00	6
Citizens Bank	US-2, Industry-1, Large-1	\$23,460.00	1
City of Carmel, Indiana	Industry-2-tie	\$5,000.00	0
Comcast Corporation	Industry-2	\$10,000.00	0
Commonwealth of Kentucky	Industry-2-tie	\$5,000.00	0
ConAgra Foods, Inc.	US-80-tie	\$6,000.00	2
Creative Lodging Solutions	Industry-2	\$1,250.00	0
Crum & Forster	US-38-tie, Industry-3-tie	\$10,000.00	4
Cystic Fibrosis Foundation	US-91	\$5,000.00	10
Denny's		\$8,000.00	0
Deutsche Bank	US-21-tie, Industry-5-tie, Best leave	\$10,000.00	16
DigitalGlobe, Inc.		\$7,000.00	0
Domino's Pizza LLC	US-73-tie, Industry-3	\$6,000.00	8
Dorsey & Whitney, LLP	US-92	\$5,000.00	8
Duke Realty Corporation	US-57, Industry-1	\$7,500.00	6
Eli Lilly and Company	US-38-tie, Industry-2-tie	\$10,000.00	4
Emory University	Industry-2-tie	\$5,000.00	3
EnergyCAP, Inc.	Small-8	\$5,000.00	2
Exceptional Software Strategies, Inc.	US-68, Small-3	\$6,500.00	1
Fellowes, Inc.	US-84	\$5,500.00	4
Ferring Pharmaceuticals	US-1, Industry-1, Medium-1	\$25,000.00	5.5
First Horizon National Corporation	US-58-tie	\$7,500.00	4
First Reliance Bank	US-94-tie	\$5,000.00	6

Franklin International	US-31-tie, Industry-2, Ohio-2	\$10,000.00	6
Fried Frank Harris Shriver & Jacobson LLP	US-6, Industry-1, Medium-3	\$15,000.00	10
Gallup	US-86-tie	\$5,000.00	12
GMMB	Industry-2-tie	\$5,000.00	4
Hallmark Cards, Inc.		\$5,000.00	0
HanesBrands	US-3-tie, Industry-1, Large-2-tie	\$20,000.00	2
Hasbro, Inc.	US-70, Best leave	\$6,000.00	16
HHHunt Corporation	US-58-tie, Industry-3	\$7,500.00	4
Hormel Foods Corporation		\$4,500.00	0
Huntington National Bank	Ohio-5	\$5,000.00	1
Hypertherm, Inc.	US-94-tie, Industry-3	\$5,000.00	6
Intouch Solutions	Industry-2-tie	\$5,000.00	4
Johnston Animal Hospital		\$3,000.00	0
JPMorgan Chase & Co	US-21-tie, Industry-5-tie, Best leave	\$10,000.00	16
Kao USA Inc.	US-18, Industry-3, Medium-9, Ohio-1	\$12,000.00	8
Kohlberg Kravis Roberts & Co. L.P.	US-10, Industry-3, Medium-5, Best leave	\$13,460.00	16
Kohl's Corporation		\$5,000.00	2
KPMG LLP	US-23-tie, Industry-4	\$10,000.00	12
L. B. Foster Company	Industry-5	\$5,000.00	0
Lands' End		\$4,000.00	1
Latham & Watkins LLP	Best leave	\$0.00	18
Lighthouse Recruiting	Small-9	\$25,000.00	0
Liquidnet	US-7, Industry-2, Medium-4	\$15,000.00	8
Marathon Petroleum Corporation	Industry-4, Ohio-8	\$7,500.00	0
Massport	Industry-1	\$5,000.00	4
Mayo Clinic		\$10,000.00	0
MetLife	US-28-tie, Industry-1	\$10,000.00	8
Microsoft Corporation	US-86-tie	\$5,000.00	12
Monsanto Company	US-58-tie, Industry-4	\$7,500.00	4
Moss Adams	US-79	\$6,000.00	4
National Cooperative Bank, N.A. (NCB)	US-67	\$6,500.00	4
National Futures Association	US-73-tie, Industry-4	\$6,000.00	8
NBA (National Basketball Association)	Industry-1	\$5,000.00	4
Nestle USA, Inc.	US-71, Industry-2	\$6,000.00	14
New York City Economic Development Corporation	US-16, Industry-2, Medium-7	\$12,970.00	12
New York Life Insurance Company	US-38-tie, Industry-3-tie	\$10,000.00	4
New York University	US-75-tie, Industry-1	\$6,000.00	6
Nippon Life Insurance Company of America	US-94-tie, Small-6-tie	\$5,000.00	6
Northern Trust	US-65	\$7,000.00	7
Northwestern College	Industry-5	\$3,000.00	1.4
Novo Nordisk Inc.	US-94-tie	\$5,000.00	6
Ohio State University, The	Industry-2-tie, Ohio-3	\$5,000.00	3
OhioHealth	Industry-5, Ohio-6	\$3,000.00	2
Old National Bancorp		\$5,000.00	2
Peabody Energy		\$5,000.00	0
Phoenix Companies, Inc., The	US-45-tie, Industry-5	\$10,000.00	3
PJM Interconnection	US-17, Industry-1, Medium-8	\$12,970.00	1
Plante Moran		\$5,000.00	0
PPD		\$5,000.00	4
Premiere Global Services, Inc. (PGi)	US-61-tie, Industry-1	\$7,500.00	2
Prudential Financial, Inc.	US-38-tie	\$10,000.00	4
PSCU		\$5,000.00	0
PSEG Long Island	Industry-3	\$11,000.00	0
PwC	US-72	\$6,000.00	12
QBE Americas, Inc.	US-31-tie, Industry-2	\$10,000.00	6
Resource/Ammirati	Industry-5, Ohio-4	\$5,000.00	2
Rich Products Corporation	Industry-4	\$4,000.00	12
Robins & Morton	US-26, Industry-1	\$10,000.00	11
Rodale Inc.	US-38-tie, Industry-5	\$10,000.00	4
Ryan, LLC	US-86-tie	\$5,000.00	12
S&P Global	US-45-tie	\$10,000.00	3
Salt River Project	Industry-5	\$6,000.00	0
sanofi	US-50-tie, Industry-4-tie	\$10,000.00	2
Scripps Networks Interactive	US-85, Best leave	\$5,000.00	16
Sears Holdings Corporation	US-66, Industry-3	\$7,000.00	1
Sierra Club	US-94-tie	\$5,000.00	6
Smith Sapp CPAs		\$5,500.00	0
Snapchat, Inc.	US-23-tie, Industry-2, Medium-10-tie	\$10,000.00	12
Spartanburg Regional Healthcare System		\$12,000.00	0
Spence-Chapin Services to Families & Children	US-86-tie, Industry-5, Small-5	\$5,000.00	12
Sprint/United Management Co.	Industry-3	\$5,000.00	0
SSPR LLC	US-75-tie, Industry-1, Small-4	\$6,000.00	6
Strata-G		\$2,000.00	12
Sullivan & Cromwell LLP	US-54-tie, Best leave	\$7,500.00	18
Takeda Pharmaceuticals	US-50-tie, Industry-4-tie	\$10,000.00	2
TCG, Inc.	US-45-tie, Small-1-tie	\$10,000.00	3

The Coca-Cola Company		\$4,000.00	0
The Warranty Group	US-80-tie	\$6,000.00	2
The WhiteWave Foods Company		\$1,500.00	2
Thomson Reuters	US-86-tie	\$5,000.00	12
Time Inc.	US-27, Industry-3	\$10,000.00	10
T-Mobile USA, Inc.	US-14, Industry-1, Large-9	\$13,400.00	3
Total System Services, Inc	US-75-tie	\$6,000.00	6
Transamerica	US-100	\$5,000.00	6
TransUnion	US-31-tie	\$10,000.00	6
Traylor Bros., Inc.	US-31-tie, Industry-2	\$10,000.00	6
Turner	US-31-tie, Industry-4	\$10,000.00	6
UBM Americas	US-9, Industry-2, Large-5	\$15,000.00	2
Ultimate Fighting Championship (UFC)		\$5,000.00	0
University of Notre Dame	Industry-4	\$3,000.00	4
Vanguard Group	US-12, Industry-4, Large-7	\$13,460.00	3
Vetta Sports	Industry-2	\$3,000.00	0
Viacom	US-8, Industry-1, Large-4	\$15,000.00	6
VML	Industry-2-tie	\$5,000.00	4
Waterworks, The	Industry-4, Ohio-9	\$3,000.00	0
WellStar Health System	US-45-tie, Industry-2	\$10,000.00	3
Wendcentral Corp/WendPartners	US-75-tie, Industry-4	\$6,000.00	6
Yale-New Haven Hospital		\$8,000.00	0
Youth Villages		\$5,000.00	2
Zappos.com, Inc. and its Affiliates	US-83, Industry-5	\$6,000.00	1
Zoro	US-80-tie, Industry-4	\$6,000.00	2