

BEST ADOPTION-FRIENDLY WORKPLACE

signature program

Dave Thomas
Foundation for Adoption™

Quick facts

- Honoring employers of every size and industry, ranging from 12 to 250,000 employees in 22 industry categories
- Break-out lists available for America's top 100, industry leaders, top 10 by size, top by state, foster-friendly workplaces
- Financial reimbursement for adoption ranges from \$0 to \$25,000 (average of \$8,000 in adoption assistance)
- Paid leave ranges from 0 to 18 weeks (average of 5 weeks)
- Best Adoption-Friendly Workplaces are determined by an analysis of financial assistance and paid leave for families who adopt, based on surveys completed by employers
- No. 1 Adoption-Friendly Workplace: Ferring Pharmaceuticals in Parsippany, NJ, \$25,000 in financial assistance and 5.5 weeks of paid leave
- The Wendy's Company has been honored with an emeritus status of "Forever Family" to recognize its long-term and continued commitment to offering employees substantial financial assistance and paid leave
- According to Aon Hewitt's annual survey of 1,500 major U.S. employers, only 48% of employers offer adoption benefits

Celebrating workplaces of every size and industry that support adoptive families.

The Dave Thomas Foundation for Adoption is celebrating its 10th year of honoring companies that offer the country's most impressive adoption benefits! Since 2007, our Best Adoption-Friendly Workplace program honors employers of every size and industry that offer adoption benefits for employees. Adoption-friendly policies are easy to implement and cost-effective and family-friendly work environments create loyal and happy employees.

Our goal is to find a permanent, loving family for every child waiting in foster care. And just as every child deserves a home, we believe all parents deserve support and time to bond with their children. While this is a moment of celebration for these employers, it's also a moment of awareness for our nation concerning children waiting to be adopted from foster care. Learn more about the Foundation's programs to support children in foster care at www.davethomasfoundation.org.

Employees share why adoption-benefits matter.

Additional family profiles, as well as family photos, available on request.

"We feel strongly that we should assist individuals realize their dream of having a family whether it occurs biologically or through adoption," said Patrick Gorman, director of internal communications for Ferring Pharmaceuticals.

HHHunt employee Alex and his husband are in process of adopting their son from foster care. "I feel privileged and honored to work for such a great company that offers the adoption benefit to their employees. My spouse and I are currently in the process of adopting our foster child and I know this benefit will be a valuable resource for our family."

"Because of the benefits I received from the AICPA, I was able to take a full 12 weeks of leave for each of my sons' adoptions. If not for the paid parental leave - when combined with accrued vacation - as well as the expense reimbursement, I would not have been able to financially manage staying at home for so long considering the significant agency, birth mother, travel and other expenses my husband and I incurred and paid," said Sarah A. Almeida, CPA, CGMA, director of finance for the AICPA.

More information at adoptionfriendlyworkplace.org

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