

2016

**BEST**  
**ADOPTION-FRIENDLY**  
**WORKPLACE**

signature program

 Dave Thomas  
 Foundation for Adoption.

Best by Size

Large Rank (1,000+ employees)	Employer	Number of U.S. Employees	Maximum Financial Assistance or Reimbursement	Maximum Weeks of Paid Leave for Adoption
1	Citizens Bank	18000	\$23,460.00	1
2-tie	Abbott	15678	\$20,000.00	2
2-tie	HanesBrands	10298	\$20,000.00	2
4	Viacom	7000	\$15,000.00	6
5	UBM Americas	1178	\$15,000.00	2
6	Boston Scientific	12000	\$13,460.00	6
7	Vanguard Group	13165	\$13,460.00	3
8	Bloomberg	12000	\$13,400.00	18
9	T-Mobile USA, Inc.	50200	\$13,400.00	3
10-tie	Arnold & Porter LLP	1330	\$10,000.00	18
10-tie	Alston & Bird LLP	1555	\$10,000.00	18
Medium Rank (101-1,000 employees)	Employer	Number of U.S. Employees	Maximum Financial Assistance or Reimbursement	Maximum Weeks of Paid Leave for Adoption
1	Ferring Pharmaceuticals	804	\$25,000.00	5.5
2	Barilla America, Inc.	483	\$16,000.00	2
3	Fried Frank Harris Shriver & Jacobson LLP	727	\$15,000.00	10
4	Liquidnet	218	\$15,000.00	8
5	Kohlberg Kravis Roberts & Co. L.P.	776	\$13,460.00	16
6	Cambridge Family and Children's Service	125	\$13,400.00	1
7	New York City Economic Development Corporation	475	\$12,970.00	12
8	PJM Interconnection	700	\$12,970.00	1
9	Kao USA Inc.	900	\$12,000.00	8
10-tie	American Academy of Pediatrics	450	\$10,000.00	12
10-tie	Snapchat, Inc.	965	\$10,000.00	12
Small Rank (1-100 employees)	Employer	Number of U.S. Employees	Maximum Financial Assistance or Reimbursement	Maximum Weeks of Paid Leave for Adoption
1-tie	CauseLabs	16	\$10,000.00	3
1-tie	TCG, Inc.	100	\$10,000.00	3
3	Exceptional Software Strategies, Inc.	100	\$6,500.00	1
4	SSPR LLC	63	\$6,000.00	6
5	Spence-Chapin Services to Families & Children	47	\$5,000.00	12
6-tie	Nippon Life Insurance Company of America	89	\$5,000.00	6
6-tie	America's Christian Credit Union	89	\$5,000.00	6
8	EnergyCAP, Inc.	49	\$5,000.00	2
9	Lighthouse Recruiting	12	\$25,000.00	0
10	Adoption STAR	17	\$12,750.00	0