



Dave Thomas
Foundation
for Adoption®

**BEST
Adoption-Friendly
Workplace™**



Methodology

The Foundation partnered with RTI International to survey employers across the United States and score participants based on three criteria:

- Financial reimbursement (45%)
- Paid leave (45%)
- Percentage of employees eligible for those benefits (10%)



Wendy's

FOREVER FAMILY

Forever Family is a permanent emeritus status granted to The Wendy's Company for their unparalleled commitment to adoption and adoption benefits.

100 BEST 2025

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|---|---|--|
| *1. Ferring Pharmaceuticals | 35. Baker Tilly Advisory Group | *68. Blackbaud, Inc. |
| *1. NVIDIA | 36. Nutter | *68. GE Aerospace |
| 3. MongoDB Inc. | 37. Dorsey & Whitney, LLP | 70. American Century Investments |
| 4. NBA (National Basketball Association) | 38. American Academy of Pediatrics | 71. Franklin International |
| 5. KPMG LLP | 39. Unum Group | 72. E. & J. Gallo Winery |
| 6. Kohlberg Kravis Roberts & Co. L.P. | *40. Crum & Forster | 73. Domino |
| 7. Akin | *40. QBE North America | 74. National Futures Association |
| 8. Ally Financial | 42. Enterprise Community Partners | 75. Nemours Children's Health |
| 9. Diageo North America | 43. First Reliance Bank | 76. PeoplesBank |
| 10. GAF Materials LLC | 44. Newly Weds Foods | 77. Expand Energy Corporation |
| 11. Arnold & Porter Kaye Scholer LLP | 45. Citizens Financial Group, Inc. | 78. Aster Brands |
| 12. Comcast NBCUniversal | 46. Protiviti | 79. Horizon Blue Cross Blue Shield of New Jersey |
| *13. Bank of America | 47. Fredrikson & Byron, P.A. | *80. First Horizon Corporation |
| *13. ServiceTitan | 48. Rockefeller Group International, Inc. | *80. Wellmark Inc |
| 15. Fiducient Advisors | 49. Development Dimensions International | 82. MetLife, Inc. |
| 16. Alston & Bird LLP | 50. Robins & Morton | 83. Dollar Tree, Inc. |
| 17. Fifth Third Bancorp | *51. Keurig Dr Pepper Inc. | *84. PJM Interconnection |
| *18. Capital One Financial Corporation | *51. TCW | *84. Wellstar Health System |
| *18. Hyland | *53. Harley-Davidson Motor Company, Inc. | 86. T. Marzetti Company |
| *20. Barilla America, Inc. | *53. Kao USA, Inc. | 87. Jackson Financial Inc. |
| *20. Fried, Frank, Harris, Shriver & Jacobson LLP | 55. Hasbro, Inc. | 88. Carter's, Inc. |
| *20. Paul, Weiss, Rifkind, Wharton & Garrison LLP | *56. AMC Networks Inc. | 89. Analog Devices, Inc. |
| 23. Vertex Pharmaceuticals Inc | *56. CauseLabs | 90. Qualtrics, LLC |
| 24. Sanofi | *56. Microsoft Corporation | 91. Charles River Labs |
| 25. The Fetzner Institute | 59. Trane Technologies | 92. NorthWestern Energy Group, Inc. |
| 26. Nielsen | 60. Maximus, Inc. | 93. UScellular |
| 27. Sullivan & Cromwell LLP | 61. Ryan, LLC | 94. Edgewell Personal Care Company |
| 28. Quality Supply Chain Co-op | 62. Children's Health | 95. Daniel J. Edelman Holdings, Inc. |
| *29. Henkel | 63. Boston Scientific | 96. Baylor University |
| *29. TCG, Inc. | 64. Lennar Corporation | 97. University of Notre Dame |
| *29. VML | 65. Safety National Casualty Corporation | 98. AARP |
| 32. Novo Nordisk Inc. | 66. Next PR | 99. Lexmark International |
| *33. Sallie Mae | 67. Hilton Grand Vacations (HGV) | 100. Arkansas Children |
| *33. TransUnion | | |