



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%)

ADOPTION ADVOCATES 2025

The following organizations offer financial reimbursement, paid leave or both, but did not make the 100 Best Adoption-Friendly Workplaces list. Thank you for sharing our belief that every child deserves a permanent home and a loving family.

Academy Sports and Outdoors, Inc.

ACI Worldwide, Inc.

AdventHealth

Apex Benefits Group

Belmont University

BOK Financial Corporation

Burns & McDonnell, Inc.

C.H. Robinson Worldwide, Inc.

CADCA

Children's Mercy Kansas City

Children's Wisconsin

Christ's Haven for Children

Commonwealth Associates, Inc.

Commonwealth of Kentucky

Corbion America Holdings, Inc.

Credit Acceptance Corporation

Designer Brands Inc.

Dordt University

Emory University

Erie Indemnity Company

Hamilton County, Ohio

Hamilton Parker

HHHunt Corporation

Highmark Health

Lifeline Children's Services

Louisiana-Pacific Corporation

Marathon Petroleum Corporation

Massachusetts Port Authority

Mayo Clinic

Michigan Disability Rights Coalition

Montage Health

Navient Corporation

NFI

Northside Hospital, Inc.

Northwestern College

NYU Langone Health

O.C. Tanner Company

Obsidian Solutions Group, LLC.

OhioHealth Corporation

Orchard Software

Park Community Credit Union

Paycom Software, Inc.

Salt River Project

Shannon Tulloss Investigations

Smith Sapp CPAs

St. Jude Children

Strata-G, LLC

Suncoast Credit Union

Taylor Morrison, Inc.

Traylor Bros., Inc.

Trident Seafoods Corporation

Ultra Beauty, Inc.

Verisk Analytics, Inc.

Vetta Sports

Zoological Society of Cincinnati