



Dave Thomas
Foundation
for Adoption®

BEST Adoption-Friendly Workplace™



The Foundation partnered with RTI International to conduct the Best Adoption-Friendly Workplace survey and score participants to develop the 2025 lists.

BEST IMPACT 2025

Organizations with more than 1,000 employees in the U.S. that provide the largest overall financial reimbursement for adoption costs to the largest number of employees.

Rank	Organization
1.	NVIDIA
2.	Bank of America
3.	Comcast NBCUniversal
4.	KPMG LLP
5.	Capital One Financial Corporation
6.	Microsoft Corporation
7.	Fifth Third Bancorp
8.	Mayo Clinic
9.	Trane Technologies
10.	Keurig Dr Pepper Inc.





Dave Thomas
Foundation
for Adoption®

**BEST
Adoption-Friendly
Workplace™**



The Foundation partnered with RTI International to conduct the Best Adoption-Friendly Workplace survey and score participants to develop the 2025 lists.

BEST LEAVE 2025

Rank	Organization	Maximum Weeks of Paid Leave Designated Specifically for Adoption
1.	Diageo North America	26
*2.	Ferring Pharmaceuticals	20
*2.	MongoDB Inc.	20
*2.	NVIDIA	20
*5.	Alston & Bird LLP	18
*5.	Arnold & Porter Kaye Scholer LLP	18
*5.	Kohlberg Kravis Roberts & Co. L.P.	18
*5.	Nutter	18
*5.	Sullivan & Cromwell LLP	18
*10.	Baker Tilly US, LLP	16
*10.	Bank of America	16
*10.	Comcast NBCUniversal	16
*10.	Fiducient Advisors	16
*10.	Fredrikson & Byron, P.A.	16
*10.	KPMG LLP	16
*10.	Sallie Mae	16
*10.	ServiceTitan	16
*10.	The Fetzer Institute	16
*10.	TransUnion	16

**Indicates a tie*



davethomasfoundation.org/AFW



Dave Thomas
Foundation
for Adoption®

BEST
Adoption-Friendly
Workplace™



The Foundation partnered with RTI International to conduct the Best Adoption-Friendly Workplace survey and score participants to develop the 2025 lists.

FOSTER CARE BENEFITS 2025

Organizations that offer paid parental leave to foster parents.

Academy Sports and Outdoors, Inc.
Akin
Ally Financial
Alston & Bird LLP
AMC Networks Inc.
American Academy of Pediatrics
Analog Devices, Inc.
Arnold & Porter Kaye Scholer LLP
Baylor University
Belmont University
Blackbaud, Inc.
BOK Financial Corporation
Boston Scientific
C.H. Robinson Worldwide, Inc.
CADCA
Capital One Financial Corporation
Carter's, Inc.
CauseLabs
Children's Mercy Kansas City
Citizens Financial Group, Inc.
Corbion America Holdings, Inc.
Crum & Forster
Daniel J. Edelman Holdings, Inc.
Designer Brands Inc.
Domino
Edgewell Personal Care Company
Enterprise Community Partners
Fiducient Advisors
First Horizon Corporation
Franklin International
Fried, Frank, Harris, Shriver & Jacobson LLP
Hamilton County, Ohio
Hasbro, Inc.
Henkel
Highmark Health
Hyland
Kao USA, Inc.
Kohlberg Kravis Roberts & Co. L.P.
KPMG LLP
Marathon Petroleum Corporation
Michigan Disability Rights Coalition
MongoDB Inc.
Montage Health
Navient Corporation
Nemours Children's Health
Newly Weds Foods
Nielsen
NorthWestern Energy Group, Inc.
Novo Nordisk Inc.
Nutter
NVIDIA
NYU Langone Health
Paul, Weiss, Rifkind, Wharton & Garrison LLP
Paycom Software, Inc.
PeoplesBank
Protiviti
QBE North America
Rockefeller Group International, Inc.
ServiceTitan
St. Jude Children
Strata-G, LLC
Suncoast Credit Union
T. Marzetti Company
TCG, Inc.
TCW
Trane Technologies
University of Notre Dame
Unum Group
VML
Wellmark Inc
Zoological Society of Cincinnati



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%)

BEST BY SIZE 2025

Organizations that offer the best overall adoption benefits, based on the 100 Best list methodology and categorized by number of employees in the U.S.

Large (1,000+ employees)

1. NVIDIA
2. MongoDB Inc.
3. NBA (National Basketball Association)
4. KPMG LLP
5. Kohlberg Kravis Roberts & Co. L.P.
6. Akin
7. Ally Financial
8. Diageo North America
9. GAF Materials LLC
10. Arnold & Porter Kaye Scholer LLP

Medium (101 to 1,000 employees)

1. Ferring Pharmaceuticals
2. Fiducient Advisors
3. Barilla America, Inc.
4. TCG, Inc.
5. Nutter
6. American Academy of Pediatrics
7. First Reliance Bank
8. Fredrikson & Byron, P.A.
9. Rockefeller Group International, Inc.
10. Development Dimensions International

Small (1 to 100 employees)

1. The Fetzer Institute
2. Quality Supply Chain Co-op
3. CauseLabs
4. Next PR
5. Aster Brands





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%)

BEST BY INDUSTRY 2025

Organizations that offer the best overall adoption benefits, based on the 100 Best list methodology and categorized by industry.

Advertising, Marketing and Public Relations

1. VML
2. Next PR
3. Daniel J. Edelman Holdings, Inc.

Architecture, Engineering and Construction

1. Robins & Morton
2. Lennar Corporation
3. Traylor Bros., Inc.
4. Commonwealth Associates, Inc.
5. Burns & McDonnell, Inc.

Communications and Telecommunications

1. Comcast NBCUniversal
2. UScellular

Consulting, Accounting, Legal and Business Services

1. KPMG LLP
2. Akin
3. Arnold & Porter Kaye Scholer LLP
4. Alston & Bird LLP
- *5. Fried, Frank, Harris, Shriver & Jacobson LLP
- *5. Paul, Weiss, Rifkind, Wharton & Garrison LLP

Consumer Products

1. Diageo North America
2. Barilla America, Inc.
3. Newly Weds Foods
4. Keurig Dr Pepper Inc.
5. Kao USA, Inc.

Education

1. Baylor University
2. University of Notre Dame
3. Emory University
4. Northwestern College
5. Dordt University

Energy and Utilities

1. Expand Energy Corporation
2. PJM Interconnection
3. NorthWestern Energy Group, Inc.
4. Marathon Petroleum Corporation
5. Salt River Project

Entertainment, Media and Publishing

1. Hasbro, Inc.
2. AMC Networks Inc.

Financial Services

1. Kohlberg Kravis Roberts & Co. L.P.
2. Ally Financial
3. Bank of America
4. Fiduciant Advisors
5. Fifth Third Bancorp

Restaurant Services

1. Quality Supply Chain Co-op

Government

1. TCG, Inc.

*Indicates a tie



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%)

BEST BY INDUSTRY 2025

Organizations that offer the best overall adoption benefits, based on the 100 Best list methodology and categorized by industry.

Healthcare

1. Children's Health
2. Nemours Children's Health
3. Horizon Blue Cross Blue Shield of New Jersey
4. Wellstar Health System
5. Charles River Labs

Hotel and Travel

1. Hilton Grand Vacations (HGV)

Industrial and Manufacturing

1. GAF Materials LLC
2. Henkel
3. Harley-Davidson Motor Company, Inc.
4. Trane Technologies
5. Boston Scientific

Insurance

1. Unum Group
- *2. Crum & Forster
- *2. QBE North America
4. Safety National Casualty Corporation
5. Wellmark Inc

Nonprofit

1. The Fetzer Institute
2. American Academy of Pediatrics
3. Enterprise Community Partners
4. National Futures Association
5. AARP

Pharmaceutical

1. Ferring Pharmaceuticals
2. Vertex Pharmaceuticals Inc
3. Sanofi
4. Novo Nordisk Inc.

Real Estate

1. Rockefeller Group International, Inc.
2. HHHunt Corporation
3. Taylor Morrison, Inc.

Retail

1. Domino
2. Dollar Tree, Inc.
3. Carter's, Inc.
4. Ulta Beauty, Inc.
5. Designer Brands Inc.

Sports and Recreation

1. NBA (National Basketball Association)

Technology, Information and Research

1. NVIDIA
2. MongoDB Inc.
3. ServiceTitan
4. Hyland
5. Nielsen

Transportation and Automotive

1. C.H. Robinson Worldwide, Inc.
2. Massachusetts Port Authority

*Indicates a tie