



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 2024

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. Ketchum, Inc.
2. VML
3. Daniel J. Edelman Holdings, Inc.

Architecture, Engineering and Construction

1. Robins & Morton
2. Commonwealth Associates, Inc.
3. Rausch Coleman Homes
4. Traylor Bros., Inc.

Communications and Telecommunications

1. Comcast NBCUniversal
2. UScellular

Consulting, Accounting, Legal and Business Services

1. Akin Gump Strauss Hauer & Feld LLP
2. PwC
3. KPMG LLP
- *4. Alston & Bird LLP
- *4. Arnold & Porter Kaye Scholer LLP

Consumer Products

1. Diageo North America
2. Barilla America, Inc.
3. Newly Weds Foods
4. Kao USA, Inc.
5. E. & J. Gallo Winery

Education

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

Energy and Utilities

1. Chesapeake Energy Corporation
2. PJM Interconnection
3. Salt River Project

Entertainment, Media and Publishing

1. Liberty Media Corporation
2. The Walt Disney Company
3. Paramount Global
4. Sony Music Entertainment
5. Ziff Davis Inc

Financial Services

1. American Express
2. S&P Global Inc.
3. Kohlberg Kravis Roberts & Co. L.P.
4. Ally Financial
5. Bank of America

Restaurant Services

1. Quality Supply Chain Co-op

Government

1. TCG, Inc.

*Indicates a tie



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Healthcare

1. NewYork-Presbyterian
2. Children's Health
3. Abbott
4. Olympus Corporation of the Americas
5. Horizon Blue Cross Blue Shield of New Jersey

Hotel and Travel

1. Hilton Grand Vacations (HGV)

Industrial and Manufacturing

1. GAF, LLC
2. Harley-Davidson Motor Company, Inc.
3. General Electric Company
4. Boston Scientific
5. 3M Company

Insurance

1. QBE North America
2. Crum & Forster
3. Unum Group
4. Safety National Casualty Corporation
5. MetLife, Inc.

Nonprofit

1. American Academy of Pediatrics
2. Bridges Homeward, Inc
3. Enterprise Community Partners
4. The Fetzer Institute
5. National Futures Association

Pharmaceutical

1. Ferring Pharmaceuticals
- *2. AbbVie
- *2. Sanofi
4. Bristol-Myers Squibb Company
5. Vertex Pharmaceuticals Inc

Real Estate

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

Retail

1. Walmart Inc.
2. adidas America
3. Domino
4. Jockey International, Inc.
5. Carter's, Inc.

Sports and Recreation

1. Vetta Sports

Technology, Information and Research

1. NVIDIA
2. MongoDB Inc.
3. Bloomberg
4. Pinterest
5. ServiceTitan

Transportation and Automotive

1. Massachusetts Port Authority

*Indicates a tie