

# Chesapeake Named a Top 100 Best Adoption Friendly Workplace Two Consecutive Years

Today, the [Dave Thomas Foundation for Adoption](#) announced its 18th annual 100 Best Adoption-Friendly Workplaces, including Chesapeake on its prestigious list for the second consecutive year. In addition to being on the list, Chesapeake again ranked first in the energy and utilities industry.

The 100 Best Adoption Friendly Workplaces list recognizes organizations with the most robust adoption [benefits programs](#) and celebrates those companies that make adoption and foster care a supported option for all working parents.

“We are so proud to once again be recognized for our family friendly benefits,” said Toni Parks-Payne, vice president of Human Resources and Employee Services. “We are dedicated to empowering and supporting employees in all areas of their lives, and this honor underscores our commitment to their well-being.”

The Dave Thomas Foundation for Adoption, in partnership with RTI International, surveyed companies across the country, scoring participants based on three criteria: financial reimbursement, paid leave and the percentage of employees eligible for those benefits. Chesapeake’s adoption assistance benefits cover \$20,000 in qualified adoption expenses and offer paternity leave to adoptive parents.

Through Chesapeake’s adoption assistance benefit, IT End User Support Supervisor Matt Aderhold and his wife Kacy officially welcomed a 9-month baby girl to their family in September 2023.

“Of all the highs and lows of the adoption process, Chesapeake’s adoption benefit allowed us peace of mind financially while providing me time off to bond with my new family, truly invaluable blessings that we were very thankful for,” Matt said. “The support from not only the company’s adoption benefit, but the people of Chesapeake were nothing short of amazing. There’s a reason people say ‘CHK Family.’”

The Dave Thomas Foundation for Adoption is a national nonprofit public charity dedicated to finding permanent homes for the more than 140,000 children waiting in North America’s foster care systems. Created by Wendy’s® founder Dave Thomas who was adopted, the Foundation implements evidence-based, results-driven national service programs, foster care adoption awareness campaigns and innovative grantmaking.



*IT End User Support Supervisor Matt Aderhold and his wife Kacy used Chesapeake’s adoption assistance benefit. Here they are pictured with their daughter Ellie, who they officially adopted in September 2023.*