



September 3, 2013

FELLOWES NAMED ONE OF AMERICA'S BEST ADOPTION-FRIENDLY WORKPLACES BY DAVE THOMAS FOUNDATION FOR ADOPTION

Fellowes, in Itasca, IL, ranked 79th on the 2013 Best Adoption-Friendly Workplaces List, released by the Dave Thomas Foundation for Adoption on September 3. Fellowes first appeared on the Adoption-Friendly Workplaces List in 2008 for their accommodations to adopting parents.

Fellowes offers its employees 4 weeks paid Family Medical Leave of Absence and up to \$5,500 per child in financial reimbursement for adoption-related expenses with a maximum of \$11,000 per employee. These expenses could include agency placement fees, medical fees for the adopted child or birthmother, or travel, immigration and lodging costs to unite the adopted child with his or her new family.

“As part of a family business, I have come to value the importance of family life, not only individually, but also how it contributes to society as a whole. Adoption gives many children the chance to experience that value,” commented Fellowes CEO, James Fellowes.

Every year the Foundation announces America's top 100 adoption-friendly employers, the top 10 by size, and the leaders in each industry from its annual survey of U.S. employers. Rankings are determined by an analysis of a company's adoption benefits, including the maximum amount of financial reimbursement and paid leave for families who adopt. The top 100 are featured in the September issue of *Employee Benefit News*, a SourceMedia publication that is the leading source of information for benefits decision makers.

“It is vital for adoptive parents to spend time with their children to bond and develop trust,” said Rita Soronen, President and CEO of the Foundation. “Employers who offer adoption benefits understand the initial needs of adoptive families are no different than families formed biologically. And family-friendly work environments create strong and loyal workforces.”

There are more than 100,000 children in the U.S. foster care system waiting to be adopted. Every year, more than 26,000 children in foster care turn 18 and age out of the system without families. The seventh annual Best Adoption-Friendly Workplaces list helps increase foster care adoption awareness while celebrating businesses that support adoptive families.

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