

Chesapeake Named a Top 100 Best Adoption-Friendly Workplace, Ranked First in Energy Industry

- Chesapeake was named to the Dave Thomas Foundation for Adoption's 17th Annual 100 Best Adoption-Friendly Workplaces and ranked number one in the energy and utilities industry.
- We offer several adoption assistance benefits as part of our Total Rewards program.
- Employees may be reimbursed for up to \$20,000 in adoption assistance expenses, among other family-friendly benefits.

Today, the Dave Thomas Foundation for Adoption announced its 17th annual 100 Best Adoption-Friendly Workplaces, including Chesapeake on its prestigious list. In addition to being on the list, Chesapeake 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 proud to support our working parents and help employees build and grow their families," said Toni Parks-Payne, vice president of Human Resources and Employee Service. "Being recognized by the Dave Thomas Foundation for Adoption is an honor as we respect the organization's vision to find a permanent and loving home for every child.

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.

"I'm grateful for the wide array of benefits this company offers, but the most impactful one my family has utilized is the adoption assistance benefit," said Ryan McDougal, project manager – Haynesville. "My wife and I have adopted twice, and the adoption assistance benefit was very impactful and something we are extremely grateful for."

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.



Haynesville Project Manager Ryan McDougal has used Chesapeake's adoption assistance benefit. Pictured with Ryan are his wife Alex and children (from left) Hattie, 4; Henry, 5; and Mia, 3.