



Navient named a 2026 100 Best Adoption-Friendly Workplace by the Dave Thomas Foundation for Adoption

Jun 10, 2026

HERNDON, Va., June 10, 2026—Navient (Nasdaq: NAVI) has been recognized as a 2026 100 Best Adoption-Friendly Workplace by the Dave Thomas Foundation for Adoption and earned both Certified Adoption-Friendly Workplace and Certified Foster-Friendly Workplace designations.

Navient supports employees growing their families through adoption and foster care by offering financial assistance, paid leave and resources that help them navigate each step of the process. These benefits reflect the company's commitment to supporting employees through important life moments and creating a workplace where families can thrive.

"This recognition reflects our commitment to fostering a culture of belonging where employees feel supported in the many ways families are formed," said Patty McKeown, Navient's chief human resources officer. "We know adoption and foster care journeys can be both meaningful and complex, and we are proud to offer benefits and resources that help employees navigate those moments with confidence. This honor reinforces the importance of continuing to invest in programs that support our people and their families."

View the complete 2026 Best Adoption-Friendly Workplaces lists, certifications, and industry and size breakouts at davethomasfoundation.org/AFW.

About Navient

Navient (Nasdaq: NAVI) creates long-term value for customers and investors with responsible lending, flexible refinancing, trusted servicing oversight, and decades of education finance and portfolio management expertise. Through our Earnest business, we help customers confidently achieve financial success through digital financial services. Our employees thrive in a culture of belonging, where they are supported and proud to deliver meaningful outcomes. Learn more on Navient.com.

About the Dave Thomas Foundation for Adoption

The Dave Thomas Foundation for Adoption is a national, nonprofit public charity dedicated to finding permanent homes for the more than 130,000 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. To learn more, visit davethomasfoundation.org.

Through its Adoption-Friendly Workplace program, the Dave Thomas Foundation for Adoption promotes the importance of providing adoption and foster care benefits and offers employers a toolkit to help develop their policies. Each year, the Foundation also recognizes organizations across the U.S. leading the way in making adoption and foster care supported options for every working parent and share their stories of impact to inspire others. Learn more at davethomasfoundation.org/AFW.

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