Learn More about Adoption Assistance Benefits during National Adoption Month

Chesapeake is proud to celebrate November as National Adoption Month — raising awareness about adoption, the need for adoptive families and celebrating those families who have grown through adoption. The company offers several adoption assistance benefits as part of our Total Rewards program, including covering $20,000 in qualified adoption expenses and offering paternity leave to adoptive parents.

"We're committed to supporting our working parents and helping employees build and grow their families," said Toni Parks-Payne, Vice President – Human Resources & Employee Services. "If you have been considering adoption, we encourage you to learn more about the process and know that Chesapeake will partner with you during your adoption experience."

Three Chesapeake employees share their adoption stories and how company benefits are supporting their journeys.

Curtis and Beth Corcoran
Adopted eight children



Curtis (Senior Project Manager) and Beth have been married for 18 years, 17 of which Curtis has worked in Chesapeake's IT department. Together, they have eight adopted children, ranging in age from 8 to 20 years old.

"There are so many unknowns with adoption — there are highs, lows, points of excitement and points of letdown — but at the end of the day, you are gifted the opportunity to change a child's life," said Curtis. "Having financial support makes the entire process smoother and removes a significant source of stress that a lot of adoptive parents experience. I couldn't be more thankful for the benefits Chesapeake offers."

Larcyn and Desirae Carter
In the process of adoption



Larcyn (Reservoir Engineer) and Desirae have been in the process of adopting for two years, having a shared passion for adoption that they discussed before marriage. With a biological daughter and one on the way (due December), the Carters hope to continue to grow their family using Chesapeake's adoption benefits.

"Chesapeake has one of the most generous adoption policies I've ever heard of, and it's opened up a broader range of opportunities for us" said Larcyn. "A single adoption may only impact a few people, but the impact is life changing. Just the fact that Chesapeake offers these benefits shows me how much the company cares about family."

Matt and Kacy Aderhold
In the process of adoption



Matt (IT End User Support Supervisor) and Kacy began their adoption journey through Deaconess Adoption Agency in Oklahoma City. This past May, the Aderholds' application went "live," meaning they can be considered by birth mothers for placement.

"We knew we wanted to adopt and have been working the past year to get our application ready," said Matt. "Having Chesapeake's benefits have been a real blessing as it's one less thing to worry about. Paternity leave is an added bonus, giving us both the opportunity to be there and support each other when the child arrives."

To learn more about Chesapeake's Adoption Assistance Program, visit here.