

## Measurement Plan - Employee Interview Guide

- Please describe your role, responsibilities (e.g., what are your typical hours, are you required to be in person, do you have hour and/or location flexibility), and how long you have been with the company
- Please describe your family setup and child caregiving responsibilities (e.g., how many children do you have, what ages, does anyone help you care for them)
- What does a typical day look like in terms of child care and work?
- Which child care benefits do you utilize? How often have you used the benefit(s) in the past three months?
- How has access to child care benefits impacted your family life and/or work-life balance?
- How has access to child care benefits impacted your ability to be present and productive at work?
- How has the availability of child care benefits impacted your opportunities for career advancement?
- What role did child care benefits play in your decision to join and/or stay with the company?
- How has the availability of child care benefits impacted your job satisfaction and/or overall well-being?
- How else have child care benefits impacted your experience that we haven't yet discussed?