



National Tracking Poll #2211227
December 06-10, 2022

Crosstabulation Results

Methodology:

This poll was conducted between December 6-December 10, 2022 among a sample of 608 Business Owners. The interviews were conducted online. Results from the full survey have a margin of error of plus or minus 4 percentage points.

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Crosstabulation Results by Respondent Demographics

Table BPC1: What industry best describes your business?

Demographic	Agriculture	Automotive	Banking or finan- cial ser- vices	Construction	Consulting	Education or higher educa- tion	Energy (oil, gas, re- new- able en- ergy)	Hospital or health ser- vices	Housing or real estate	Insurance	Manufacturing	Restaurant/Food Ser- vices	Retail
Business Owners	3% (19)	2% (13)	5% (28)	22% (136)	4% (26)	2% (12)	1% (4)	4% (22)	2% (13)	1% (9)	3% (19)	2% (15)	1%
Gender: Male	3% (11)	2% (9)	4% (16)	29% (110)	5% (18)	1% (4)	1% (3)	3% (12)	1% (3)	1% (5)	4% (16)	2% (8)	1%
Gender: Female	4% (8)	2% (4)	5% (12)	11% (26)	4% (8)	4% (8)	— (1)	4% (10)	4% (10)	2% (4)	1% (3)	3% (7)	1%
Age: 18-34	2% (3)	3% (5)	3% (5)	19% (27)	1% (1)	2% (3)	— (0)	3% (5)	1% (1)	1% (1)	6% (8)	3% (4)	2%
Age: 35-44	2% (4)	2% (3)	7% (14)	32% (65)	3% (6)	1% (2)	1% (2)	2% (5)	2% (3)	2% (5)	2% (3)	1% (2)	1%
Age: 45-64	3% (6)	2% (4)	4% (7)	19% (35)	5% (10)	3% (6)	1% (1)	4% (8)	3% (5)	1% (2)	4% (8)	4% (8)	1%
Age: 65+	8% (6)	1% (1)	3% (2)	11% (9)	11% (9)	1% (1)	1% (1)	5% (4)	5% (4)	1% (1)	— (0)	1% (1)	1%
Millennials: 1981-1996	2% (5)	2% (5)	6% (17)	30% (79)	2% (4)	2% (4)	1% (2)	3% (9)	1% (3)	1% (2)	3% (9)	1% (3)	1%
GenXers: 1965-1980	2% (3)	2% (4)	2% (4)	18% (34)	5% (10)	4% (7)	1% (1)	3% (6)	3% (6)	2% (4)	4% (8)	3% (5)	1%
Baby Boomers: 1946-1964	7% (9)	2% (2)	5% (6)	16% (21)	9% (12)	1% (1)	1% (1)	5% (7)	3% (4)	2% (2)	2% (2)	4% (5)	1%
PID: Dem (no lean)	— (1)	2% (5)	6% (12)	19% (40)	5% (11)	1% (2)	1% (2)	5% (11)	1% (2)	1% (2)	3% (6)	3% (7)	1%
PID: Ind (no lean)	4% (9)	2% (4)	3% (6)	22% (45)	4% (9)	4% (8)	— (1)	3% (6)	1% (2)	1% (3)	3% (6)	2% (4)	1%
PID: Rep (no lean)	5% (9)	2% (4)	5% (10)	27% (51)	3% (6)	1% (2)	1% (1)	3% (5)	5% (9)	2% (4)	4% (7)	2% (4)	1%
PID/Gender: Dem Men	1% (1)	3% (3)	5% (6)	25% (29)	5% (6)	1% (1)	1% (1)	3% (4)	— (0)	1% (1)	4% (5)	2% (2)	1%
PID/Gender: Dem Women	— (0)	2% (2)	6% (6)	11% (11)	5% (5)	1% (1)	1% (1)	7% (7)	2% (2)	1% (1)	1% (1)	5% (5)	1%
PID/Gender: Ind Men	4% (5)	3% (4)	2% (3)	29% (37)	6% (8)	2% (2)	1% (1)	2% (3)	— (0)	1% (1)	4% (5)	2% (3)	1%
PID/Gender: Ind Women	5% (4)	— (0)	4% (3)	10% (8)	1% (1)	8% (6)	— (0)	4% (3)	3% (2)	3% (2)	1% (1)	1% (1)	1%
PID/Gender: Rep Men	4% (5)	1% (2)	5% (7)	33% (44)	3% (4)	1% (1)	1% (1)	4% (5)	2% (3)	2% (3)	4% (6)	2% (3)	1%
PID/Gender: Rep Women	8% (4)	4% (2)	6% (3)	13% (7)	4% (2)	2% (1)	— (0)	— (0)	11% (6)	2% (1)	2% (1)	2% (1)	1%
Educ: < College	4% (14)	3% (10)	1% (5)	28% (98)	2% (7)	1% (3)	— (1)	3% (9)	2% (7)	1% (4)	2% (7)	3% (9)	1%
Educ: Bachelors degree	3% (4)	1% (1)	5% (7)	23% (34)	8% (11)	2% (3)	1% (1)	3% (4)	2% (3)	1% (2)	6% (8)	3% (4)	1%
Educ: Post-grad	1% (1)	2% (2)	14% (16)	3% (4)	7% (8)	5% (6)	2% (2)	8% (9)	3% (3)	3% (3)	3% (4)	2% (2)	1%
Income: Under 50k	5% (9)	2% (3)	1% (2)	28% (49)	3% (5)	3% (5)	1% (1)	3% (5)	1% (1)	— (0)	3% (5)	3% (5)	1%
Income: 50k-100k	2% (6)	3% (9)	4% (11)	21% (56)	4% (10)	2% (5)	— (1)	4% (11)	2% (6)	2% (6)	3% (8)	3% (8)	1%
Income: 100k+	2% (4)	1% (1)	9% (15)	18% (31)	7% (11)	1% (2)	1% (2)	4% (6)	4% (6)	2% (3)	4% (6)	1% (2)	1%
Ethnicity: White	3% (16)	2% (8)	5% (25)	24% (112)	4% (19)	2% (8)	1% (3)	3% (14)	2% (11)	2% (9)	3% (15)	2% (11)	1%
Ethnicity: Hispanic	3% (3)	1% (1)	4% (4)	26% (23)	6% (5)	4% (4)	— (0)	1% (1)	— (0)	— (0)	4% (4)	3% (3)	1%
Ethnicity: Black	3% (3)	1% (1)	2% (2)	18% (17)	5% (5)	1% (1)	1% (1)	7% (6)	1% (1)	— (0)	3% (3)	4% (4)	1%
Ethnicity: Other	— (0)	8% (4)	2% (1)	13% (7)	4% (2)	6% (3)	— (0)	4% (2)	2% (1)	— (0)	2% (1)	— (0)	2%
All Christian	6% (16)	2% (6)	4% (12)	20% (53)	6% (16)	2% (5)	1% (2)	4% (10)	3% (8)	2% (6)	3% (8)	3% (7)	1%
All Non-Christian	— (0)	2% (1)	21% (11)	8% (4)	6% (3)	2% (1)	2% (1)	2% (1)	4% (2)	4% (2)	— (0)	4% (2)	1%
Agnostic/Nothing in particular	1% (1)	3% (5)	3% (4)	28% (44)	3% (5)	2% (3)	1% (1)	4% (6)	1% (2)	— (0)	4% (6)	3% (4)	1%
Something Else	2% (2)	1% (1)	1% (1)	28% (28)	2% (2)	2% (2)	— (0)	4% (4)	— (0)	— (0)	3% (3)	1% (1)	1%
Religious Non-Protestant/Catholic	— (0)	2% (1)	20% (11)	7% (4)	7% (4)	2% (1)	2% (1)	2% (1)	4% (2)	4% (2)	— (0)	4% (2)	1%
Evangelical	8% (12)	1% (2)	4% (6)	26% (40)	2% (3)	2% (3)	1% (1)	4% (6)	1% (1)	2% (3)	3% (5)	1% (1)	1%
Non-Evangelical	3% (6)	2% (5)	3% (6)	19% (39)	7% (14)	2% (4)	— (1)	4% (8)	3% (7)	1% (3)	3% (6)	3% (7)	1%

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Table BPC1: What industry best describes your business?

Demographic	Agriculture	Automotive	Banking or financial services	Construction	Consulting	Education or higher education	Energy (oil, gas, renewable energy)	Hospital or health services	Housing or real estate	Insurance	Manufacturing	Restaurant/Food Services	Retail
Business Owners	3% (19)	2% (13)	5% (28)	22% (136)	4% (26)	2% (12)	1% (4)	4% (22)	2% (13)	1% (9)	3% (19)	2% (15)	1%
Community: Urban	2% (3)	3% (5)	8% (16)	18% (35)	8% (15)	2% (3)	1% (1)	5% (9)	1% (1)	2% (4)	2% (4)	3% (5)	1%
Community: Suburban	2% (6)	1% (4)	3% (8)	21% (56)	3% (8)	2% (6)	1% (2)	3% (8)	3% (8)	1% (3)	4% (10)	3% (7)	1%
Community: Rural	7% (10)	3% (4)	3% (4)	30% (45)	2% (3)	2% (3)	1% (1)	3% (5)	3% (4)	1% (2)	3% (5)	2% (3)	1%
4-Region: Northeast	5% (5)	— (0)	6% (7)	16% (18)	2% (2)	1% (1)	1% (1)	4% (4)	4% (4)	1% (1)	7% (8)	3% (3)	1%
4-Region: Midwest	6% (7)	3% (4)	3% (4)	22% (25)	5% (6)	1% (1)	1% (1)	3% (3)	3% (3)	2% (2)	3% (3)	2% (2)	1%
4-Region: South	2% (6)	2% (6)	5% (14)	25% (74)	4% (12)	3% (8)	1% (2)	4% (12)	2% (5)	2% (6)	3% (8)	3% (9)	1%
4-Region: West	1% (1)	3% (3)	3% (3)	22% (19)	7% (6)	2% (2)	— (0)	3% (3)	1% (1)	— (0)	— (0)	1% (1)	1%
President, CEO, Owner	3% (19)	2% (11)	4% (22)	24% (128)	4% (24)	2% (10)	1% (3)	3% (16)	2% (12)	1% (8)	3% (16)	2% (13)	1%
Managing Director, VP, Partner	— (0)	3% (2)	9% (6)	12% (8)	3% (2)	3% (2)	2% (1)	9% (6)	2% (1)	2% (1)	5% (3)	3% (2)	1%
Company Size 2-10	5% (15)	4% (11)	2% (6)	20% (64)	4% (12)	2% (5)	1% (2)	3% (10)	2% (6)	2% (5)	2% (5)	2% (6)	1%
Company Size 11-50	1% (1)	— (0)	4% (5)	27% (34)	6% (7)	1% (1)	— (0)	4% (5)	2% (3)	2% (2)	3% (4)	4% (5)	1%
Company Size 51-100	1% (1)	— (0)	4% (3)	37% (26)	1% (1)	6% (4)	1% (1)	1% (1)	1% (1)	1% (1)	3% (2)	3% (2)	1%
Company Size 101-300	3% (2)	3% (2)	13% (9)	16% (11)	6% (4)	3% (2)	1% (1)	4% (3)	1% (1)	1% (1)	7% (5)	1% (1)	1%
Start Up	2% (4)	2% (3)	5% (10)	18% (33)	4% (7)	3% (5)	— (0)	2% (3)	2% (3)	3% (5)	3% (6)	1% (2)	2%
Not a Start Up	4% (15)	2% (10)	4% (18)	24% (103)	4% (19)	2% (7)	1% (4)	4% (19)	2% (10)	1% (4)	3% (13)	3% (13)	1%
Employ Salary Only	1% (2)	3% (4)	5% (8)	12% (18)	7% (10)	1% (2)	3% (4)	3% (4)	4% (6)	3% (4)	3% (4)	1% (1)	1%
Employ Hourly Only	4% (8)	3% (6)	2% (4)	28% (57)	2% (5)	1% (2)	— (0)	3% (7)	— (1)	1% (2)	2% (5)	4% (8)	1%
Employ Salary + Hourly	3% (8)	1% (3)	6% (16)	25% (61)	4% (10)	3% (8)	— (0)	4% (11)	2% (5)	1% (3)	4% (10)	2% (6)	1%
Employ Service/Retail Worker	4% (8)	— (1)	4% (8)	12% (26)	2% (4)	1% (3)	— (0)	1% (2)	1% (2)	1% (3)	3% (6)	6% (12)	3%
Employ Trade/Skill Worker	5% (12)	5% (12)	3% (6)	51% (114)	1% (2)	— (1)	— (0)	1% (2)	1% (2)	2% (4)	6% (13)	— (1)	1%
Employ Admin /Office Worker	1% (2)	1% (1)	12% (24)	7% (13)	9% (17)	3% (5)	2% (3)	3% (5)	5% (9)	3% (6)	4% (7)	1% (1)	1%
Employ Other Worker	1% (1)	— (0)	1% (1)	— (0)	14% (11)	10% (8)	1% (1)	2% (2)	2% (2)	— (0)	2% (2)	1% (1)	1%

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC3: *If you are comfortable sharing, using your best estimate, what is the annual revenue (USD) of your business before tax?*

Demographic	Less than \$250,000	\$250,000 to \$999,999	\$1M to under \$5M	\$5M to under \$15M	\$15M to under \$50M	\$50M or more	Don't know	Prefer not to answer	Total N
Business Owners	33% (202)	26% (157)	21% (126)	10% (59)	6% (39)	1% (8)	— (3)	2% (14)	608
Gender: Male	28% (107)	27% (101)	24% (90)	11% (43)	7% (27)	1% (3)	1% (2)	2% (7)	380
Gender: Female	42% (95)	25% (56)	16% (36)	7% (16)	5% (12)	2% (5)	— (1)	3% (7)	228
Age: 18-34	30% (44)	25% (36)	23% (34)	5% (7)	10% (15)	1% (1)	1% (1)	5% (7)	145
Age: 35-44	30% (60)	23% (46)	20% (41)	16% (33)	7% (14)	2% (5)	— (1)	— (0)	200
Age: 45-64	36% (66)	30% (55)	19% (35)	7% (13)	4% (8)	1% (2)	1% (1)	2% (4)	184
Age: 65+	41% (32)	25% (20)	20% (16)	8% (6)	3% (2)	— (0)	— (0)	4% (3)	79
Millennials: 1981-1996	29% (77)	22% (58)	23% (61)	11% (30)	9% (24)	2% (5)	— (1)	3% (7)	263
GenXers: 1965-1980	36% (67)	29% (54)	19% (35)	10% (19)	3% (6)	2% (3)	1% (1)	1% (2)	187
Baby Boomers: 1946-1964	35% (45)	29% (37)	21% (27)	6% (8)	5% (7)	— (0)	— (0)	4% (5)	129
PID: Dem (no lean)	29% (61)	27% (57)	23% (50)	9% (19)	9% (20)	2% (4)	— (1)	1% (2)	214
PID: Ind (no lean)	41% (84)	26% (54)	17% (35)	8% (16)	3% (6)	2% (4)	— (1)	3% (7)	207
PID: Rep (no lean)	30% (57)	25% (46)	22% (41)	13% (24)	7% (13)	— (0)	1% (1)	3% (5)	187
PID/Gender: Dem Men	22% (26)	25% (29)	27% (32)	10% (12)	13% (15)	2% (2)	1% (1)	1% (1)	118
PID/Gender: Dem Women	36% (35)	29% (28)	19% (18)	7% (7)	5% (5)	2% (2)	— (0)	1% (1)	96
PID/Gender: Ind Men	35% (45)	27% (35)	21% (27)	9% (12)	3% (4)	1% (1)	1% (1)	2% (3)	128
PID/Gender: Ind Women	49% (39)	24% (19)	10% (8)	5% (4)	3% (2)	4% (3)	— (0)	5% (4)	79
PID/Gender: Rep Men	27% (36)	28% (37)	23% (31)	14% (19)	6% (8)	— (0)	— (0)	2% (3)	134
PID/Gender: Rep Women	40% (21)	17% (9)	19% (10)	9% (5)	9% (5)	— (0)	2% (1)	4% (2)	53
Educ: < College	48% (165)	29% (100)	15% (53)	4% (14)	1% (4)	— (1)	— (1)	2% (8)	346
Educ: Bachelors degree	13% (19)	23% (33)	37% (54)	12% (18)	10% (15)	2% (3)	1% (2)	1% (1)	145
Educ: Post-grad	15% (18)	21% (24)	16% (19)	23% (27)	17% (20)	3% (4)	— (0)	4% (5)	117
Income: Under 50k	57% (101)	30% (52)	8% (14)	— (0)	1% (1)	1% (1)	1% (1)	3% (6)	176
Income: 50k-100k	30% (80)	25% (65)	24% (62)	10% (26)	8% (22)	1% (3)	— (0)	2% (5)	263
Income: 100k+	12% (21)	24% (40)	30% (50)	20% (33)	9% (16)	2% (4)	1% (2)	2% (3)	169
Ethnicity: White	31% (145)	27% (124)	21% (99)	10% (44)	7% (34)	1% (6)	1% (3)	2% (8)	463
Ethnicity: Hispanic	27% (24)	24% (22)	23% (21)	10% (9)	12% (11)	1% (1)	— (0)	2% (2)	90
Ethnicity: Black	35% (32)	25% (23)	20% (18)	13% (12)	3% (3)	2% (2)	— (0)	2% (2)	92
Ethnicity: Other	47% (25)	19% (10)	17% (9)	6% (3)	4% (2)	— (0)	— (0)	8% (4)	53

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Table BPC3: *If you are comfortable sharing, using your best estimate, what is the annual revenue (USD) of your business before tax?*

Demographic	Less than \$250,000	\$250,000 to \$999,999	\$1M to under \$5M	\$5M to under \$15M	\$15M to under \$50M	\$50M or more	Don't know	Prefer not to answer	Total N
Business Owners	33% (202)	26% (157)	21% (126)	10% (59)	6% (39)	1% (8)	— (3)	2% (14)	608
All Christian	30% (79)	26% (69)	24% (64)	9% (24)	8% (21)	1% (4)	1% (2)	1% (4)	267
All Non-Christian	21% (11)	21% (11)	17% (9)	27% (14)	8% (4)	2% (1)	— (0)	4% (2)	52
Agnostic/Nothing in particular	42% (67)	24% (38)	16% (25)	11% (17)	4% (6)	1% (2)	1% (1)	1% (2)	158
Something Else	39% (39)	31% (31)	19% (19)	3% (3)	1% (1)	1% (1)	— (0)	6% (6)	100
Religious Non-Protestant/Catholic	20% (11)	20% (11)	20% (11)	26% (14)	7% (4)	2% (1)	— (0)	4% (2)	54
Evangelical	33% (51)	26% (40)	22% (34)	10% (15)	7% (10)	— (0)	— (0)	2% (3)	153
Non-Evangelical	32% (66)	28% (58)	22% (45)	5% (11)	5% (10)	2% (5)	1% (2)	3% (7)	204
Community: Urban	29% (55)	27% (52)	21% (39)	13% (25)	6% (12)	1% (2)	1% (2)	2% (3)	190
Community: Suburban	30% (80)	23% (62)	24% (64)	10% (27)	8% (22)	2% (6)	— (1)	3% (8)	270
Community: Rural	45% (67)	29% (43)	16% (23)	5% (7)	3% (5)	— (0)	— (0)	2% (3)	148
4-Region: Northeast	30% (33)	25% (28)	25% (27)	8% (9)	9% (10)	1% (1)	— (0)	2% (2)	110
4-Region: Midwest	29% (34)	24% (28)	30% (35)	8% (9)	3% (4)	3% (3)	— (0)	3% (3)	116
4-Region: South	34% (101)	25% (73)	17% (49)	14% (40)	6% (19)	1% (3)	1% (3)	3% (8)	296
4-Region: West	40% (34)	33% (28)	17% (15)	1% (1)	7% (6)	1% (1)	— (0)	1% (1)	86
President, CEO, Owner	36% (194)	28% (151)	20% (110)	8% (43)	5% (26)	1% (3)	— (2)	3% (14)	543
Managing Director, VP, Partner	12% (8)	9% (6)	25% (16)	25% (16)	20% (13)	8% (5)	2% (1)	— (0)	65
Company Size 2-10	56% (176)	30% (94)	8% (26)	1% (4)	— (1)	— (0)	— (1)	4% (12)	314
Company Size 11-50	12% (15)	33% (41)	42% (53)	10% (12)	2% (2)	1% (1)	— (0)	2% (2)	126
Company Size 51-100	13% (9)	21% (15)	30% (21)	26% (18)	10% (7)	— (0)	— (0)	— (0)	70
Company Size 101-300	3% (2)	4% (3)	35% (24)	22% (15)	29% (20)	6% (4)	1% (1)	— (0)	69
Start Up	42% (77)	19% (35)	16% (30)	10% (18)	8% (14)	1% (2)	1% (2)	3% (6)	184
Not a Start Up	29% (125)	29% (122)	23% (96)	10% (41)	6% (25)	1% (6)	— (1)	2% (8)	424
Employ Salary Only	38% (57)	26% (39)	13% (20)	11% (16)	5% (8)	1% (2)	1% (1)	4% (6)	149
Employ Hourly Only	44% (90)	32% (66)	16% (33)	3% (6)	1% (3)	1% (2)	1% (2)	2% (4)	206
Employ Salary + Hourly	21% (51)	21% (51)	29% (72)	15% (37)	11% (28)	2% (4)	— (0)	2% (4)	247
Employ Service/Retail Worker	37% (78)	24% (50)	19% (41)	9% (20)	8% (17)	1% (2)	— (1)	1% (3)	212
Employ Trade/Skill Worker	32% (72)	25% (57)	20% (46)	12% (28)	9% (20)	— (1)	— (0)	— (1)	225
Employ Admin /Office Worker	22% (44)	24% (48)	19% (38)	17% (34)	11% (21)	3% (5)	1% (1)	3% (5)	196
Employ Other Worker	27% (22)	25% (20)	21% (17)	6% (5)	12% (10)	— (0)	1% (1)	7% (6)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC4: Do you consider your business to be a startup?

Demographic	Yes		No		Total N
Business Owners	30%	(184)	70%	(424)	608
Gender: Male	31%	(116)	69%	(264)	380
Gender: Female	30%	(68)	70%	(160)	228
Age: 18-34	44%	(64)	56%	(81)	145
Age: 35-44	39%	(78)	61%	(122)	200
Age: 45-64	20%	(37)	80%	(147)	184
Age: 65+	6%	(5)	94%	(74)	79
Millennials: 1981-1996	41%	(108)	59%	(155)	263
GenXers: 1965-1980	27%	(51)	73%	(136)	187
Baby Boomers: 1946-1964	9%	(12)	91%	(117)	129
PID: Dem (no lean)	28%	(60)	72%	(154)	214
PID: Ind (no lean)	36%	(75)	64%	(132)	207
PID: Rep (no lean)	26%	(49)	74%	(138)	187
PID/Gender: Dem Men	31%	(37)	69%	(81)	118
PID/Gender: Dem Women	24%	(23)	76%	(73)	96
PID/Gender: Ind Men	34%	(43)	66%	(85)	128
PID/Gender: Ind Women	41%	(32)	59%	(47)	79
PID/Gender: Rep Men	27%	(36)	73%	(98)	134
PID/Gender: Rep Women	25%	(13)	75%	(40)	53
Educ: < College	33%	(115)	67%	(231)	346
Educ: Bachelors degree	21%	(30)	79%	(115)	145
Educ: Post-grad	33%	(39)	67%	(78)	117
Income: Under 50k	38%	(67)	62%	(109)	176
Income: 50k-100k	30%	(80)	70%	(183)	263
Income: 100k+	22%	(37)	78%	(132)	169
Ethnicity: White	27%	(123)	73%	(340)	463
Ethnicity: Hispanic	38%	(34)	62%	(56)	90
Ethnicity: Black	40%	(37)	60%	(55)	92
Ethnicity: Other	45%	(24)	55%	(29)	53
All Christian	21%	(57)	79%	(210)	267
All Non-Christian	38%	(20)	62%	(32)	52
Agnostic/Nothing in particular	38%	(60)	62%	(98)	158
Something Else	37%	(37)	63%	(63)	100

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Table BPC4: Do you consider your business to be a startup?

Demographic	Yes		No		Total N
Business Owners	30%	(184)	70%	(424)	608
Religious Non-Protestant/Catholic	37%	(20)	63%	(34)	54
Evangelical	29%	(45)	71%	(108)	153
Non-Evangelical	22%	(45)	78%	(159)	204
Community: Urban	43%	(81)	57%	(109)	190
Community: Suburban	24%	(66)	76%	(204)	270
Community: Rural	25%	(37)	75%	(111)	148
4-Region: Northeast	27%	(30)	73%	(80)	110
4-Region: Midwest	30%	(35)	70%	(81)	116
4-Region: South	31%	(91)	69%	(205)	296
4-Region: West	33%	(28)	67%	(58)	86
President, CEO, Owner	31%	(169)	69%	(374)	543
Managing Director, VP, Partner	23%	(15)	77%	(50)	65
Company Size 2-10	31%	(97)	69%	(217)	314
Company Size 11-50	21%	(27)	79%	(99)	126
Company Size 51-100	33%	(23)	67%	(47)	70
Company Size 101-300	36%	(25)	64%	(44)	69
Start Up	100%	(184)	—	(0)	184
Not a Start Up	—	(0)	100%	(424)	424
Employ Salary Only	30%	(44)	70%	(105)	149
Employ Hourly Only	32%	(66)	68%	(140)	206
Employ Salary + Hourly	30%	(74)	70%	(173)	247
Employ Service/Retail Worker	42%	(88)	58%	(124)	212
Employ Trade/Skill Worker	32%	(72)	68%	(153)	225
Employ Admin /Office Worker	26%	(50)	74%	(146)	196
Employ Other Worker	41%	(33)	59%	(48)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6_1NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(212)	65%	(396)	608
Gender: Male	32%	(120)	68%	(260)	380
Gender: Female	40%	(92)	60%	(136)	228
Age: 18-34	45%	(65)	55%	(80)	145
Age: 35-44	36%	(73)	64%	(127)	200
Age: 45-64	30%	(56)	70%	(128)	184
Age: 65+	23%	(18)	77%	(61)	79
Millennials: 1981-1996	40%	(106)	60%	(157)	263
GenXers: 1965-1980	32%	(60)	68%	(127)	187
Baby Boomers: 1946-1964	24%	(31)	76%	(98)	129
PID: Dem (no lean)	38%	(81)	62%	(133)	214
PID: Ind (no lean)	32%	(67)	68%	(140)	207
PID: Rep (no lean)	34%	(64)	66%	(123)	187
PID/Gender: Dem Men	38%	(45)	62%	(73)	118
PID/Gender: Dem Women	38%	(36)	62%	(60)	96
PID/Gender: Ind Men	24%	(31)	76%	(97)	128
PID/Gender: Ind Women	46%	(36)	54%	(43)	79
PID/Gender: Rep Men	33%	(44)	67%	(90)	134
PID/Gender: Rep Women	38%	(20)	62%	(33)	53
Educ: < College	39%	(134)	61%	(212)	346
Educ: Bachelors degree	30%	(44)	70%	(101)	145
Educ: Post-grad	29%	(34)	71%	(83)	117
Income: Under 50k	38%	(66)	62%	(110)	176
Income: 50k-100k	38%	(100)	62%	(163)	263
Income: 100k+	27%	(46)	73%	(123)	169
Ethnicity: White	34%	(159)	66%	(304)	463
Ethnicity: Hispanic	41%	(37)	59%	(53)	90
Ethnicity: Black	36%	(33)	64%	(59)	92
Ethnicity: Other	38%	(20)	62%	(33)	53

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Table BPC6_1NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Service Worker, Retail Sales, Laborers and Helpers: Jobs include hotel and restaurant workers and managers; retail workers and managers; bankers; cooks; bakers; bartenders; hairdressers; nail technicians; janitors; freight movers; butchers; bus drivers; painters; roofers; and gig workers.

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(212)	65%	(396)	608
All Christian	33%	(87)	67%	(180)	267
All Non-Christian	46%	(24)	54%	(28)	52
Agnostic/Nothing in particular	34%	(53)	66%	(105)	158
Something Else	35%	(35)	65%	(65)	100
Religious Non-Protestant/Catholic	48%	(26)	52%	(28)	54
Evangelical	36%	(55)	64%	(98)	153
Non-Evangelical	30%	(61)	70%	(143)	204
Community: Urban	36%	(68)	64%	(122)	190
Community: Suburban	33%	(88)	67%	(182)	270
Community: Rural	38%	(56)	62%	(92)	148
4-Region: Northeast	39%	(43)	61%	(67)	110
4-Region: Midwest	35%	(41)	65%	(75)	116
4-Region: South	33%	(98)	67%	(198)	296
4-Region: West	35%	(30)	65%	(56)	86
President, CEO, Owner	35%	(192)	65%	(351)	543
Managing Director, VP, Partner	31%	(20)	69%	(45)	65
Company Size 2-10	33%	(103)	67%	(211)	314
Company Size 11-50	37%	(46)	63%	(80)	126
Company Size 51-100	27%	(19)	73%	(51)	70
Company Size 101-300	46%	(32)	54%	(37)	69
Start Up	48%	(88)	52%	(96)	184
Not a Start Up	29%	(124)	71%	(300)	424
Employ Salary Only	28%	(42)	72%	(107)	149
Employ Hourly Only	41%	(84)	59%	(122)	206
Employ Salary + Hourly	34%	(83)	66%	(164)	247
Employ Service/Retail Worker	100%	(212)	—	(0)	212
Employ Trade/Skill Worker	20%	(44)	80%	(181)	225
Employ Admin /Office Worker	20%	(40)	80%	(156)	196
Employ Other Worker	25%	(20)	75%	(61)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6_2NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
 Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.

Demographic	Selected		Not Selected		Total N
Business Owners	37%	(225)	63%	(383)	608
Gender: Male	44%	(166)	56%	(214)	380
Gender: Female	26%	(59)	74%	(169)	228
Age: 18-34	37%	(53)	63%	(92)	145
Age: 35-44	44%	(89)	56%	(111)	200
Age: 45-64	35%	(64)	65%	(120)	184
Age: 65+	24%	(19)	76%	(60)	79
Millennials: 1981-1996	44%	(115)	56%	(148)	263
GenXers: 1965-1980	35%	(65)	65%	(122)	187
Baby Boomers: 1946-1964	31%	(40)	69%	(89)	129
PID: Dem (no lean)	36%	(77)	64%	(137)	214
PID: Ind (no lean)	36%	(75)	64%	(132)	207
PID: Rep (no lean)	39%	(73)	61%	(114)	187
PID/Gender: Dem Men	45%	(53)	55%	(65)	118
PID/Gender: Dem Women	25%	(24)	75%	(72)	96
PID/Gender: Ind Men	45%	(57)	55%	(71)	128
PID/Gender: Ind Women	23%	(18)	77%	(61)	79
PID/Gender: Rep Men	42%	(56)	58%	(78)	134
PID/Gender: Rep Women	32%	(17)	68%	(36)	53
Educ: < College	42%	(147)	58%	(199)	346
Educ: Bachelors degree	30%	(43)	70%	(102)	145
Educ: Post-grad	30%	(35)	70%	(82)	117
Income: Under 50k	40%	(70)	60%	(106)	176
Income: 50k-100k	40%	(104)	60%	(159)	263
Income: 100k+	30%	(51)	70%	(118)	169
Ethnicity: White	40%	(183)	60%	(280)	463
Ethnicity: Hispanic	41%	(37)	59%	(53)	90
Ethnicity: Black	26%	(24)	74%	(68)	92
Ethnicity: Other	34%	(18)	66%	(35)	53

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Table BPC6_2NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Trade and Skilled Workers: Jobs include construction workers; welder; home inspector; factory workers; auto mechanics; farmers; and plumbers.

Demographic	Selected		Not Selected		Total N
Business Owners	37%	(225)	63%	(383)	608
All Christian	32%	(85)	68%	(182)	267
All Non-Christian	38%	(20)	62%	(32)	52
Agnostic/Nothing in particular	44%	(69)	56%	(89)	158
Something Else	37%	(37)	63%	(63)	100
Religious Non-Protestant/Catholic	37%	(20)	63%	(34)	54
Evangelical	42%	(64)	58%	(89)	153
Non-Evangelical	27%	(55)	73%	(149)	204
Community: Urban	37%	(70)	63%	(120)	190
Community: Suburban	34%	(91)	66%	(179)	270
Community: Rural	43%	(64)	57%	(84)	148
4-Region: Northeast	36%	(40)	64%	(70)	110
4-Region: Midwest	32%	(37)	68%	(79)	116
4-Region: South	40%	(117)	60%	(179)	296
4-Region: West	36%	(31)	64%	(55)	86
President, CEO, Owner	38%	(206)	62%	(337)	543
Managing Director, VP, Partner	29%	(19)	71%	(46)	65
Company Size 2-10	36%	(112)	64%	(202)	314
Company Size 11-50	33%	(41)	67%	(85)	126
Company Size 51-100	50%	(35)	50%	(35)	70
Company Size 101-300	39%	(27)	61%	(42)	69
Start Up	39%	(72)	61%	(112)	184
Not a Start Up	36%	(153)	64%	(271)	424
Employ Salary Only	25%	(37)	75%	(112)	149
Employ Hourly Only	42%	(86)	58%	(120)	206
Employ Salary + Hourly	40%	(99)	60%	(148)	247
Employ Service/Retail Worker	21%	(44)	79%	(168)	212
Employ Trade/Skill Worker	100%	(225)	—	(0)	225
Employ Admin /Office Worker	18%	(35)	82%	(161)	196
Employ Other Worker	20%	(16)	80%	(65)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6_3NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
 Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.

Demographic	Selected		Not Selected		Total N
Business Owners	32%	(196)	68%	(412)	608
Gender: Male	32%	(122)	68%	(258)	380
Gender: Female	32%	(74)	68%	(154)	228
Age: 18-34	29%	(42)	71%	(103)	145
Age: 35-44	32%	(65)	68%	(135)	200
Age: 45-64	30%	(55)	70%	(129)	184
Age: 65+	43%	(34)	57%	(45)	79
Millennials: 1981-1996	31%	(82)	69%	(181)	263
GenXers: 1965-1980	33%	(62)	67%	(125)	187
Baby Boomers: 1946-1964	35%	(45)	65%	(84)	129
PID: Dem (no lean)	38%	(81)	62%	(133)	214
PID: Ind (no lean)	28%	(57)	72%	(150)	207
PID: Rep (no lean)	31%	(58)	69%	(129)	187
PID/Gender: Dem Men	38%	(45)	62%	(73)	118
PID/Gender: Dem Women	38%	(36)	62%	(60)	96
PID/Gender: Ind Men	27%	(35)	73%	(93)	128
PID/Gender: Ind Women	28%	(22)	72%	(57)	79
PID/Gender: Rep Men	31%	(42)	69%	(92)	134
PID/Gender: Rep Women	30%	(16)	70%	(37)	53
Educ: < College	19%	(65)	81%	(281)	346
Educ: Bachelors degree	44%	(64)	56%	(81)	145
Educ: Post-grad	57%	(67)	43%	(50)	117
Income: Under 50k	19%	(33)	81%	(143)	176
Income: 50k-100k	33%	(87)	67%	(176)	263
Income: 100k+	45%	(76)	55%	(93)	169
Ethnicity: White	33%	(151)	67%	(312)	463
Ethnicity: Hispanic	43%	(39)	57%	(51)	90
Ethnicity: Black	30%	(28)	70%	(64)	92
Ethnicity: Other	32%	(17)	68%	(36)	53

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Table BPC6_3NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Administrative Workers, Office Professionals, and Executive/Senior Level Managers: Jobs include administrative assistants; secretaries; paralegals; general office clerks; accountants; insurance and real-estate agents; lawyers; and financial service professionals.

Demographic	Selected		Not Selected		Total N
Business Owners	32%	(196)	68%	(412)	608
All Christian	40%	(108)	60%	(159)	267
All Non-Christian	46%	(24)	54%	(28)	52
Agnostic/Nothing in particular	21%	(33)	79%	(125)	158
Something Else	18%	(18)	82%	(82)	100
Religious Non-Protestant/Catholic	44%	(24)	56%	(30)	54
Evangelical	26%	(40)	74%	(113)	153
Non-Evangelical	40%	(82)	60%	(122)	204
Community: Urban	37%	(70)	63%	(120)	190
Community: Suburban	37%	(99)	63%	(171)	270
Community: Rural	18%	(27)	82%	(121)	148
4-Region: Northeast	33%	(36)	67%	(74)	110
4-Region: Midwest	32%	(37)	68%	(79)	116
4-Region: South	31%	(93)	69%	(203)	296
4-Region: West	35%	(30)	65%	(56)	86
President, CEO, Owner	31%	(167)	69%	(376)	543
Managing Director, VP, Partner	45%	(29)	55%	(36)	65
Company Size 2-10	26%	(81)	74%	(233)	314
Company Size 11-50	33%	(41)	67%	(85)	126
Company Size 51-100	33%	(23)	67%	(47)	70
Company Size 101-300	48%	(33)	52%	(36)	69
Start Up	27%	(50)	73%	(134)	184
Not a Start Up	34%	(146)	66%	(278)	424
Employ Salary Only	47%	(70)	53%	(79)	149
Employ Hourly Only	16%	(32)	84%	(174)	206
Employ Salary + Hourly	38%	(93)	62%	(154)	247
Employ Service/Retail Worker	19%	(40)	81%	(172)	212
Employ Trade/Skill Worker	16%	(35)	84%	(190)	225
Employ Admin /Office Worker	100%	(196)	—	(0)	196
Employ Other Worker	22%	(18)	78%	(63)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6_4NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
 Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(37)	94%	(571)	608
Gender: Male	7%	(28)	93%	(352)	380
Gender: Female	4%	(9)	96%	(219)	228
Age: 18-34	8%	(12)	92%	(133)	145
Age: 35-44	6%	(12)	94%	(188)	200
Age: 45-64	5%	(9)	95%	(175)	184
Age: 65+	5%	(4)	95%	(75)	79
Millennials: 1981-1996	8%	(22)	92%	(241)	263
GenXers: 1965-1980	5%	(9)	95%	(178)	187
Baby Boomers: 1946-1964	5%	(6)	95%	(123)	129
PID: Dem (no lean)	9%	(19)	91%	(195)	214
PID: Ind (no lean)	5%	(10)	95%	(197)	207
PID: Rep (no lean)	4%	(8)	96%	(179)	187
PID/Gender: Dem Men	13%	(15)	87%	(103)	118
PID/Gender: Dem Women	4%	(4)	96%	(92)	96
PID/Gender: Ind Men	5%	(6)	95%	(122)	128
PID/Gender: Ind Women	5%	(4)	95%	(75)	79
PID/Gender: Rep Men	5%	(7)	95%	(127)	134
PID/Gender: Rep Women	2%	(1)	98%	(52)	53
Educ: < College	2%	(8)	98%	(338)	346
Educ: Bachelors degree	6%	(8)	94%	(137)	145
Educ: Post-grad	18%	(21)	82%	(96)	117
Income: Under 50k	2%	(4)	98%	(172)	176
Income: 50k-100k	8%	(20)	92%	(243)	263
Income: 100k+	8%	(13)	92%	(156)	169
Ethnicity: White	6%	(29)	94%	(434)	463
Ethnicity: Hispanic	9%	(8)	91%	(82)	90
Ethnicity: Black	7%	(6)	93%	(86)	92
Ethnicity: Other	4%	(2)	96%	(51)	53

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Table BPC6_4NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Health Care and Medical Professionals, Lab Technicians, and Pharmacists: Jobs include doctors; surgeons; physician assistants; nurses and nurse practitioners; dentists and dental hygienists; emergency medical technicians; lab technicians; and pharmacists.

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(37)	94%	(571)	608
All Christian	5%	(14)	95%	(253)	267
All Non-Christian	12%	(6)	88%	(46)	52
Agnostic/Nothing in particular	4%	(7)	96%	(151)	158
Something Else	4%	(4)	96%	(96)	100
Religious Non-Protestant/Catholic	11%	(6)	89%	(48)	54
Evangelical	5%	(7)	95%	(146)	153
Non-Evangelical	5%	(11)	95%	(193)	204
Community: Urban	8%	(16)	92%	(174)	190
Community: Suburban	6%	(15)	94%	(255)	270
Community: Rural	4%	(6)	96%	(142)	148
4-Region: Northeast	6%	(7)	94%	(103)	110
4-Region: Midwest	3%	(3)	97%	(113)	116
4-Region: South	6%	(19)	94%	(277)	296
4-Region: West	9%	(8)	91%	(78)	86
President, CEO, Owner	6%	(30)	94%	(513)	543
Managing Director, VP, Partner	11%	(7)	89%	(58)	65
Company Size 2-10	3%	(10)	97%	(304)	314
Company Size 11-50	5%	(6)	95%	(120)	126
Company Size 51-100	4%	(3)	96%	(67)	70
Company Size 101-300	22%	(15)	78%	(54)	69
Start Up	8%	(14)	92%	(170)	184
Not a Start Up	5%	(23)	95%	(401)	424
Employ Salary Only	6%	(9)	94%	(140)	149
Employ Hourly Only	3%	(7)	97%	(199)	206
Employ Salary + Hourly	9%	(21)	91%	(226)	247
Employ Service/Retail Worker	6%	(13)	94%	(199)	212
Employ Trade/Skill Worker	6%	(13)	94%	(212)	225
Employ Admin /Office Worker	8%	(16)	92%	(180)	196
Employ Other Worker	9%	(7)	91%	(74)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC6_5NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
 Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; university/college professors; and pilots and airline workers.

Demographic	Selected		Not Selected		Total N
Business Owners	13%	(81)	87%	(527)	608
Gender: Male	13%	(49)	87%	(331)	380
Gender: Female	14%	(32)	86%	(196)	228
Age: 18-34	19%	(28)	81%	(117)	145
Age: 35-44	9%	(18)	91%	(182)	200
Age: 45-64	12%	(23)	88%	(161)	184
Age: 65+	15%	(12)	85%	(67)	79
Millennials: 1981-1996	12%	(31)	88%	(232)	263
GenXers: 1965-1980	13%	(24)	87%	(163)	187
Baby Boomers: 1946-1964	15%	(19)	85%	(110)	129
PID: Dem (no lean)	18%	(38)	82%	(176)	214
PID: Ind (no lean)	12%	(25)	88%	(182)	207
PID: Rep (no lean)	10%	(18)	90%	(169)	187
PID/Gender: Dem Men	20%	(24)	80%	(94)	118
PID/Gender: Dem Women	15%	(14)	85%	(82)	96
PID/Gender: Ind Men	10%	(13)	90%	(115)	128
PID/Gender: Ind Women	15%	(12)	85%	(67)	79
PID/Gender: Rep Men	9%	(12)	91%	(122)	134
PID/Gender: Rep Women	11%	(6)	89%	(47)	53
Educ: < College	11%	(37)	89%	(309)	346
Educ: Bachelors degree	12%	(18)	88%	(127)	145
Educ: Post-grad	22%	(26)	78%	(91)	117
Income: Under 50k	14%	(25)	86%	(151)	176
Income: 50k-100k	12%	(32)	88%	(231)	263
Income: 100k+	14%	(24)	86%	(145)	169
Ethnicity: White	12%	(54)	88%	(409)	463
Ethnicity: Hispanic	22%	(20)	78%	(70)	90
Ethnicity: Black	18%	(17)	82%	(75)	92
Ethnicity: Other	19%	(10)	81%	(43)	53

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Table BPC6_5NET: Which of the following categories do the majority of employees at your business fall into? Please select all that apply.
Other Professionals: Jobs include teachers and substitute teachers; principals; child care workers and directors; university/college professors; and pilots and airline workers.

Demographic	Selected		Not Selected		Total N
Business Owners	13%	(81)	87%	(527)	608
All Christian	10%	(26)	90%	(241)	267
All Non-Christian	10%	(5)	90%	(47)	52
Agnostic/Nothing in particular	14%	(22)	86%	(136)	158
Something Else	19%	(19)	81%	(81)	100
Religious Non-Protestant/Catholic	11%	(6)	89%	(48)	54
Evangelical	10%	(15)	90%	(138)	153
Non-Evangelical	14%	(28)	86%	(176)	204
Community: Urban	14%	(26)	86%	(164)	190
Community: Suburban	16%	(42)	84%	(228)	270
Community: Rural	9%	(13)	91%	(135)	148
4-Region: Northeast	10%	(11)	90%	(99)	110
4-Region: Midwest	13%	(15)	87%	(101)	116
4-Region: South	13%	(38)	87%	(258)	296
4-Region: West	20%	(17)	80%	(69)	86
President, CEO, Owner	13%	(72)	87%	(471)	543
Managing Director, VP, Partner	14%	(9)	86%	(56)	65
Company Size 2-10	13%	(41)	87%	(273)	314
Company Size 11-50	9%	(11)	91%	(115)	126
Company Size 51-100	13%	(9)	87%	(61)	70
Company Size 101-300	19%	(13)	81%	(56)	69
Start Up	18%	(33)	82%	(151)	184
Not a Start Up	11%	(48)	89%	(376)	424
Employ Salary Only	15%	(22)	85%	(127)	149
Employ Hourly Only	11%	(23)	89%	(183)	206
Employ Salary + Hourly	14%	(34)	86%	(213)	247
Employ Service/Retail Worker	9%	(20)	91%	(192)	212
Employ Trade/Skill Worker	7%	(16)	93%	(209)	225
Employ Admin /Office Worker	9%	(18)	91%	(178)	196
Employ Other Worker	100%	(81)	—	(0)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC7: Does your business pay employees hourly, by salary, or by both hourly and salary?

Demographic	Salary		Hourly		Both hourly and salary		Don't know		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	25%	(149)	34%	(206)	41%	(247)	1%	(6)	608
Gender: Male	25%	(94)	32%	(122)	42%	(161)	1%	(3)	380
Gender: Female	24%	(55)	37%	(84)	38%	(86)	1%	(3)	228
Age: 18-34	25%	(36)	39%	(56)	36%	(52)	1%	(1)	145
Age: 35-44	18%	(36)	35%	(70)	46%	(92)	1%	(2)	200
Age: 45-64	28%	(51)	31%	(57)	41%	(76)	—	(0)	184
Age: 65+	33%	(26)	29%	(23)	34%	(27)	4%	(3)	79
Millennials: 1981-1996	21%	(54)	37%	(97)	41%	(109)	1%	(3)	263
GenXers: 1965-1980	27%	(50)	29%	(55)	44%	(82)	—	(0)	187
Baby Boomers: 1946-1964	26%	(33)	34%	(44)	38%	(49)	2%	(3)	129
PID: Dem (no lean)	26%	(55)	32%	(69)	42%	(90)	—	(0)	214
PID: Ind (no lean)	27%	(55)	35%	(72)	37%	(76)	2%	(4)	207
PID: Rep (no lean)	21%	(39)	35%	(65)	43%	(81)	1%	(2)	187
PID/Gender: Dem Men	25%	(30)	29%	(34)	46%	(54)	—	(0)	118
PID/Gender: Dem Women	26%	(25)	36%	(35)	38%	(36)	—	(0)	96
PID/Gender: Ind Men	29%	(37)	33%	(42)	37%	(47)	2%	(2)	128
PID/Gender: Ind Women	23%	(18)	38%	(30)	37%	(29)	3%	(2)	79
PID/Gender: Rep Men	20%	(27)	34%	(46)	45%	(60)	1%	(1)	134
PID/Gender: Rep Women	23%	(12)	36%	(19)	40%	(21)	2%	(1)	53
Educ: < College	23%	(79)	44%	(153)	32%	(110)	1%	(4)	346
Educ: Bachelors degree	27%	(39)	20%	(29)	53%	(77)	—	(0)	145
Educ: Post-grad	26%	(31)	21%	(24)	51%	(60)	2%	(2)	117
Income: Under 50k	26%	(46)	49%	(86)	24%	(43)	1%	(1)	176
Income: 50k-100k	24%	(62)	30%	(79)	45%	(119)	1%	(3)	263
Income: 100k+	24%	(41)	24%	(41)	50%	(85)	1%	(2)	169
Ethnicity: White	25%	(117)	33%	(154)	40%	(186)	1%	(6)	463
Ethnicity: Hispanic	27%	(24)	33%	(30)	39%	(35)	1%	(1)	90
Ethnicity: Black	23%	(21)	35%	(32)	42%	(39)	—	(0)	92
Ethnicity: Other	21%	(11)	38%	(20)	42%	(22)	—	(0)	53

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Table BPC7: Does your business pay employees hourly, by salary, or by both hourly and salary?

Demographic	Salary		Hourly		Both hourly and salary		Don't know		Total N
Business Owners	25%	(149)	34%	(206)	41%	(247)	1%	(6)	608
All Christian	24%	(64)	31%	(83)	44%	(117)	1%	(3)	267
All Non-Christian	35%	(18)	23%	(12)	42%	(22)	—	(0)	52
Agnostic/Nothing in particular	25%	(40)	37%	(58)	37%	(58)	1%	(2)	158
Something Else	17%	(17)	46%	(46)	36%	(36)	1%	(1)	100
Religious Non-Protestant/Catholic	33%	(18)	22%	(12)	43%	(23)	2%	(1)	54
Evangelical	21%	(32)	40%	(61)	39%	(59)	1%	(1)	153
Non-Evangelical	23%	(47)	32%	(66)	44%	(89)	1%	(2)	204
Community: Urban	25%	(47)	37%	(71)	37%	(71)	1%	(1)	190
Community: Suburban	27%	(74)	24%	(66)	47%	(128)	1%	(2)	270
Community: Rural	19%	(28)	47%	(69)	32%	(48)	2%	(3)	148
4-Region: Northeast	24%	(26)	28%	(31)	47%	(52)	1%	(1)	110
4-Region: Midwest	28%	(33)	25%	(29)	46%	(53)	1%	(1)	116
4-Region: South	22%	(65)	37%	(109)	40%	(119)	1%	(3)	296
4-Region: West	29%	(25)	43%	(37)	27%	(23)	1%	(1)	86
President, CEO, Owner	24%	(129)	36%	(197)	39%	(211)	1%	(6)	543
Managing Director, VP, Partner	31%	(20)	14%	(9)	55%	(36)	—	(0)	65
Company Size 2-10	29%	(91)	42%	(133)	27%	(85)	2%	(5)	314
Company Size 11-50	20%	(25)	30%	(38)	50%	(63)	—	(0)	126
Company Size 51-100	16%	(11)	21%	(15)	63%	(44)	—	(0)	70
Company Size 101-300	17%	(12)	22%	(15)	61%	(42)	—	(0)	69
Start Up	24%	(44)	36%	(66)	40%	(74)	—	(0)	184
Not a Start Up	25%	(105)	33%	(140)	41%	(173)	1%	(6)	424
Employ Salary Only	100%	(149)	—	(0)	—	(0)	—	(0)	149
Employ Hourly Only	—	(0)	100%	(206)	—	(0)	—	(0)	206
Employ Salary + Hourly	—	(0)	—	(0)	100%	(247)	—	(0)	247
Employ Service/Retail Worker	20%	(42)	40%	(84)	39%	(83)	1%	(3)	212
Employ Trade/Skill Worker	16%	(37)	38%	(86)	44%	(99)	1%	(3)	225
Employ Admin /Office Worker	36%	(70)	16%	(32)	47%	(93)	1%	(1)	196
Employ Other Worker	27%	(22)	28%	(23)	42%	(34)	2%	(2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC9: Thinking about the employees paid hourly at your business, generally, how far in advance are they aware of their work schedule, or do they have a fixed work schedule?

Demographic	Less than a week in advance		1 week in advance		2 weeks in advance		3 weeks in advance		4-7 weeks in advance		8-12 weeks in advance		Hourly employees have a fixed work schedule	Hourly employees have an 'on-call' worker	Hourly employees make their own schedule	Other, please specify	Total N				
Business Owners	8%	(34)	26%	(118)	22%	(101)	5%	(21)	4%	(20)	1%	(6)	25%	(114)	2%	(9)	6%	(29)	—	(1)	453
Gender: Male	9%	(25)	27%	(75)	18%	(52)	5%	(15)	6%	(16)	1%	(4)	26%	(74)	2%	(5)	6%	(16)	—	(1)	283
Gender: Female	5%	(9)	25%	(43)	29%	(49)	4%	(6)	2%	(4)	1%	(2)	24%	(40)	2%	(4)	8%	(13)	—	(0)	170
Age: 18-34	5%	(5)	28%	(30)	33%	(36)	6%	(6)	4%	(4)	3%	(3)	16%	(17)	—	(0)	6%	(7)	—	(0)	108
Age: 35-44	4%	(7)	28%	(46)	22%	(36)	4%	(7)	6%	(10)	1%	(2)	25%	(41)	3%	(5)	5%	(8)	—	(0)	162
Age: 45-64	12%	(16)	23%	(31)	17%	(22)	5%	(7)	2%	(2)	1%	(1)	32%	(43)	2%	(3)	6%	(8)	—	(0)	133
Age: 65+	12%	(6)	22%	(11)	14%	(7)	2%	(1)	8%	(4)	—	(0)	26%	(13)	2%	(1)	12%	(6)	2%	(1)	50
Millennials: 1981-1996	4%	(9)	27%	(55)	31%	(64)	4%	(9)	3%	(6)	2%	(4)	23%	(47)	1%	(2)	5%	(10)	—	(0)	206
GenXers: 1965-1980	8%	(11)	28%	(39)	15%	(21)	7%	(9)	4%	(6)	—	(0)	26%	(36)	4%	(5)	7%	(10)	—	(0)	137
Baby Boomers: 1946-1964	14%	(13)	19%	(18)	14%	(13)	2%	(2)	5%	(5)	1%	(1)	33%	(31)	2%	(2)	8%	(7)	1%	(1)	93
PID: Dem (no lean)	7%	(11)	26%	(42)	26%	(42)	5%	(8)	3%	(4)	1%	(1)	28%	(44)	1%	(1)	4%	(6)	—	(0)	159
PID: Ind (no lean)	6%	(9)	24%	(36)	25%	(37)	5%	(7)	5%	(7)	1%	(1)	22%	(32)	2%	(3)	10%	(15)	1%	(1)	148
PID: Rep (no lean)	10%	(14)	27%	(40)	15%	(22)	4%	(6)	6%	(9)	3%	(4)	26%	(38)	3%	(5)	5%	(8)	—	(0)	146
PID/Gender: Dem Men	8%	(7)	28%	(25)	25%	(22)	6%	(5)	3%	(3)	—	(0)	24%	(21)	—	(0)	6%	(5)	—	(0)	88
PID/Gender: Dem Women	6%	(4)	24%	(17)	28%	(20)	4%	(3)	1%	(1)	1%	(1)	32%	(23)	1%	(1)	1%	(1)	—	(0)	71
PID/Gender: Ind Men	9%	(8)	21%	(19)	18%	(16)	6%	(5)	7%	(6)	1%	(1)	26%	(23)	2%	(2)	9%	(8)	1%	(1)	89
PID/Gender: Ind Women	2%	(1)	29%	(17)	36%	(21)	3%	(2)	2%	(1)	—	(0)	15%	(9)	2%	(1)	12%	(7)	—	(0)	59
PID/Gender: Rep Men	9%	(10)	29%	(31)	13%	(14)	5%	(5)	7%	(7)	3%	(3)	28%	(30)	3%	(3)	3%	(3)	—	(0)	106
Educ: < College	11%	(28)	31%	(81)	20%	(53)	4%	(11)	3%	(7)	—	(1)	22%	(59)	2%	(5)	6%	(17)	—	(1)	263
Educ: Bachelors degree	3%	(3)	21%	(22)	24%	(25)	8%	(8)	6%	(6)	2%	(2)	31%	(33)	2%	(2)	5%	(5)	—	(0)	106
Educ: Post-grad	4%	(3)	18%	(15)	27%	(23)	2%	(2)	8%	(7)	4%	(3)	26%	(22)	2%	(2)	8%	(7)	—	(0)	84
Income: Under 50k	9%	(11)	35%	(45)	22%	(28)	2%	(2)	2%	(3)	1%	(1)	17%	(22)	3%	(4)	10%	(13)	—	(0)	129
Income: 50k-100k	8%	(16)	27%	(53)	24%	(47)	5%	(10)	4%	(8)	2%	(3)	25%	(50)	1%	(1)	5%	(9)	1%	(1)	198
Income: 100k+	6%	(7)	16%	(20)	21%	(26)	7%	(9)	7%	(9)	2%	(2)	33%	(42)	3%	(4)	6%	(7)	—	(0)	126
Ethnicity: White	8%	(26)	26%	(90)	20%	(69)	5%	(16)	4%	(12)	2%	(6)	26%	(88)	2%	(7)	7%	(25)	—	(1)	340
Ethnicity: Hispanic	3%	(2)	28%	(18)	31%	(20)	9%	(6)	6%	(4)	2%	(1)	18%	(12)	2%	(1)	2%	(1)	—	(0)	65
Ethnicity: Black	7%	(5)	27%	(19)	31%	(22)	6%	(4)	4%	(3)	—	(0)	23%	(16)	—	(0)	3%	(2)	—	(0)	71
All Christian	8%	(17)	25%	(50)	19%	(38)	4%	(7)	4%	(8)	2%	(3)	30%	(59)	2%	(4)	7%	(14)	—	(0)	200
Agnostic/Nothing in particular	9%	(11)	29%	(34)	24%	(28)	4%	(5)	6%	(7)	1%	(1)	18%	(21)	1%	(1)	6%	(7)	1%	(1)	116
Something Else	5%	(4)	24%	(20)	27%	(22)	6%	(5)	4%	(3)	1%	(1)	26%	(21)	2%	(2)	5%	(4)	—	(0)	82
Evangelical	8%	(9)	31%	(37)	21%	(25)	4%	(5)	4%	(5)	2%	(2)	23%	(28)	3%	(4)	4%	(5)	—	(0)	120
Non-Evangelical	8%	(12)	20%	(31)	21%	(32)	5%	(7)	4%	(6)	1%	(2)	32%	(50)	1%	(2)	8%	(13)	—	(0)	155
Community: Urban	8%	(12)	25%	(35)	26%	(37)	4%	(5)	4%	(6)	2%	(3)	26%	(37)	1%	(2)	4%	(5)	—	(0)	142
Community: Suburban	5%	(10)	25%	(49)	24%	(46)	6%	(12)	5%	(9)	1%	(1)	26%	(51)	3%	(6)	5%	(9)	1%	(1)	194
Community: Rural	10%	(12)	29%	(34)	15%	(18)	3%	(4)	4%	(5)	2%	(2)	22%	(26)	1%	(1)	13%	(15)	—	(0)	117
4-Region: Northeast	10%	(8)	19%	(16)	24%	(20)	5%	(4)	5%	(4)	2%	(2)	23%	(19)	5%	(4)	7%	(6)	—	(0)	83
4-Region: Midwest	7%	(6)	24%	(20)	22%	(18)	4%	(3)	1%	(1)	2%	(2)	30%	(25)	2%	(2)	6%	(5)	—	(0)	82
4-Region: South	7%	(15)	30%	(69)	21%	(49)	4%	(9)	5%	(12)	1%	(2)	23%	(53)	1%	(3)	7%	(15)	—	(1)	228
4-Region: West	8%	(5)	22%	(13)	23%	(14)	8%	(5)	5%	(3)	—	(0)	28%	(17)	—	(0)	5%	(3)	—	(0)	60
President, CEO, Owner	7%	(30)	27%	(109)	22%	(88)	5%	(20)	4%	(16)	1%	(6)	25%	(101)	2%	(8)	7%	(29)	—	(1)	408

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Table BPC9: Thinking about the employees paid hourly at your business, generally, how far in advance are they aware of their work schedule, or do they have a fixed work schedule?

Demographic	Less than a week in advance		1 week in advance		2 weeks in advance		3 weeks in advance		4-7 weeks in advance		8-12 weeks in advance		Hourly employees have a fixed work schedule	Hourly employees have an 'on-call' worker	Hourly employees make their own schedule	Other, please specify	Total N				
Business Owners	8%	(34)	26%	(118)	22%	(101)	5%	(21)	4%	(20)	1%	(6)	25%	(114)	2%	(9)	6%	(29)	—	(1)	453
Company Size 2-10	11%	(24)	27%	(58)	16%	(35)	4%	(8)	3%	(6)	—	(1)	24%	(53)	3%	(7)	11%	(25)	—	(1)	218
Company Size 11-50	7%	(7)	31%	(31)	24%	(24)	3%	(3)	2%	(2)	—	(0)	30%	(30)	1%	(1)	3%	(3)	—	(0)	101
Company Size 51-100	5%	(3)	19%	(11)	34%	(20)	7%	(4)	—	(0)	3%	(2)	31%	(18)	2%	(1)	—	(0)	—	(0)	59
Company Size 101-300	—	(0)	21%	(12)	28%	(16)	9%	(5)	18%	(10)	4%	(2)	19%	(11)	—	(0)	2%	(1)	—	(0)	57
Start Up	4%	(6)	25%	(35)	27%	(38)	5%	(7)	5%	(7)	3%	(4)	21%	(29)	2%	(3)	8%	(11)	—	(0)	140
Not a Start Up	9%	(28)	27%	(83)	20%	(63)	4%	(14)	4%	(13)	1%	(2)	27%	(85)	2%	(6)	6%	(18)	—	(1)	313
Employ Hourly Only	11%	(22)	32%	(66)	19%	(40)	3%	(7)	1%	(3)	—	(1)	22%	(46)	2%	(4)	8%	(16)	—	(1)	206
Employ Salary + Hourly	5%	(12)	21%	(52)	25%	(61)	6%	(14)	7%	(17)	2%	(5)	28%	(68)	2%	(5)	5%	(13)	—	(0)	247
Employ Service/Retail Worker	8%	(13)	32%	(53)	28%	(46)	6%	(10)	2%	(4)	1%	(2)	17%	(29)	2%	(3)	4%	(7)	—	(0)	167
Employ Trade/Skill Worker	10%	(19)	26%	(49)	17%	(32)	5%	(10)	2%	(4)	2%	(3)	30%	(56)	2%	(4)	4%	(7)	1%	(1)	185
Employ Admin /Office Worker	2%	(2)	14%	(18)	30%	(38)	6%	(8)	6%	(8)	3%	(4)	29%	(36)	1%	(1)	8%	(10)	—	(0)	125
Employ Other Worker	5%	(3)	11%	(6)	33%	(19)	7%	(4)	11%	(6)	2%	(1)	23%	(13)	2%	(1)	7%	(4)	—	(0)	57

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC10: Thinking about the employees paid by salary at your business, generally, how far in advance are they aware of their work schedule, or do they have a fixed work schedule?

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	Salary employ- ees have a fixed work schedule	Salary employ- ees have an 'on-call' worker	Salary employ- ees make their own schedule	Total N
Business Owners	6% (24)	12% (46)	18% (71)	5% (20)	6% (24)	1% (5)	34% (134)	4% (16)	14% (56)	396
Gender: Male	5% (12)	12% (31)	17% (44)	6% (15)	8% (20)	1% (3)	33% (84)	4% (10)	14% (36)	255
Gender: Female	9% (12)	11% (15)	19% (27)	4% (5)	3% (4)	1% (2)	35% (50)	4% (6)	14% (20)	141
Age: 18-34	6% (5)	12% (11)	28% (25)	8% (7)	3% (3)	1% (1)	28% (25)	3% (3)	9% (8)	88
Age: 35-44	3% (4)	13% (17)	20% (26)	8% (10)	9% (12)	2% (2)	31% (40)	2% (3)	11% (14)	128
Age: 45-64	9% (11)	8% (10)	12% (15)	2% (3)	6% (7)	1% (1)	39% (50)	8% (10)	16% (20)	127
Age: 65+	8% (4)	15% (8)	9% (5)	— (0)	4% (2)	2% (1)	36% (19)	— (0)	26% (14)	53
Millennials: 1981-1996	4% (6)	12% (20)	25% (40)	7% (12)	7% (11)	1% (1)	32% (52)	3% (5)	10% (16)	163
GenXers: 1965-1980	6% (8)	8% (10)	12% (16)	5% (7)	8% (10)	1% (1)	36% (48)	6% (8)	18% (24)	132
Baby Boomers: 1946-1964	10% (8)	15% (12)	10% (8)	— (0)	4% (3)	2% (2)	40% (33)	2% (2)	17% (14)	82
PID: Dem (no lean)	3% (5)	9% (13)	19% (27)	6% (9)	7% (10)	1% (1)	39% (57)	3% (4)	13% (19)	145
PID: Ind (no lean)	9% (12)	9% (12)	15% (20)	4% (5)	6% (8)	1% (1)	34% (45)	4% (5)	18% (23)	131
PID: Rep (no lean)	6% (7)	18% (21)	20% (24)	5% (6)	5% (6)	2% (3)	27% (32)	6% (7)	12% (14)	120
PID/Gender: Dem Men	2% (2)	8% (7)	23% (19)	6% (5)	8% (7)	— (0)	39% (33)	— (0)	13% (11)	84
PID/Gender: Dem Women	5% (3)	10% (6)	13% (8)	7% (4)	5% (3)	2% (1)	39% (24)	7% (4)	13% (8)	61
PID/Gender: Ind Men	7% (6)	8% (7)	11% (9)	5% (4)	10% (8)	— (0)	35% (29)	5% (4)	20% (17)	84
PID/Gender: Rep Men	5% (4)	20% (17)	18% (16)	7% (6)	6% (5)	3% (3)	25% (22)	7% (6)	9% (8)	87
Educ: < College	9% (17)	14% (26)	16% (30)	5% (9)	4% (8)	1% (2)	26% (49)	8% (16)	17% (32)	189
Educ: Bachelors degree	3% (4)	9% (11)	20% (23)	3% (4)	6% (7)	1% (1)	45% (52)	— (0)	12% (14)	116
Educ: Post-grad	3% (3)	10% (9)	20% (18)	8% (7)	10% (9)	2% (2)	36% (33)	— (0)	11% (10)	91
Income: Under 50k	10% (9)	16% (14)	15% (13)	4% (4)	3% (3)	1% (1)	22% (20)	10% (9)	18% (16)	89
Income: 50k-100k	4% (8)	10% (19)	22% (39)	6% (10)	7% (13)	1% (2)	33% (60)	3% (6)	13% (24)	181
Income: 100k+	6% (7)	10% (13)	15% (19)	5% (6)	6% (8)	2% (2)	43% (54)	1% (1)	13% (16)	126
Ethnicity: White	7% (20)	12% (36)	17% (50)	5% (14)	5% (15)	1% (2)	36% (109)	5% (15)	14% (42)	303
Ethnicity: Hispanic	5% (3)	8% (5)	32% (19)	7% (4)	10% (6)	2% (1)	24% (14)	2% (1)	10% (6)	59
Ethnicity: Black	3% (2)	12% (7)	23% (14)	10% (6)	8% (5)	3% (2)	23% (14)	— (0)	17% (10)	60

Continued on next page

Table BPC10: Thinking about the employees paid by salary at your business, generally, how far in advance are they aware of their work schedule, or do they have a fixed work schedule?

Demographic	Less than a week in advance	1 week in advance	2 weeks in advance	3 weeks in advance	4-7 weeks in advance	8-12 weeks in advance	Salary employ- ees have a fixed work schedule	Salary employ- ees have an 'on-call' worker	Salary employ- ees make their own schedule	Total N
Business Owners	6% (24)	12% (46)	18% (71)	5% (20)	6% (24)	1% (5)	34% (134)	4% (16)	14% (56)	396
All Christian	6% (10)	13% (24)	19% (34)	4% (8)	5% (9)	1% (2)	39% (70)	3% (5)	10% (19)	181
Agnostic/Nothing in particular	7% (7)	12% (12)	15% (15)	3% (3)	6% (6)	1% (1)	29% (28)	8% (8)	18% (18)	98
Something Else	9% (5)	6% (3)	19% (10)	6% (3)	6% (3)	— (0)	34% (18)	2% (1)	19% (10)	53
Evangelical	7% (6)	15% (14)	24% (22)	3% (3)	8% (7)	— (0)	34% (31)	— (0)	9% (8)	91
Non-Evangelical	7% (9)	8% (11)	14% (19)	5% (7)	4% (5)	1% (2)	41% (56)	4% (6)	15% (21)	136
Community: Urban	4% (5)	12% (14)	23% (27)	8% (9)	5% (6)	3% (3)	28% (33)	4% (5)	14% (16)	118
Community: Suburban	4% (8)	11% (22)	18% (36)	4% (8)	7% (14)	1% (2)	39% (78)	3% (6)	14% (28)	202
Community: Rural	14% (11)	13% (10)	11% (8)	4% (3)	5% (4)	— (0)	30% (23)	7% (5)	16% (12)	76
4-Region: Northeast	8% (6)	8% (6)	13% (10)	6% (5)	10% (8)	1% (1)	29% (23)	6% (5)	18% (14)	78
4-Region: Midwest	9% (8)	12% (10)	16% (14)	3% (3)	3% (3)	2% (2)	35% (30)	6% (5)	13% (11)	86
4-Region: South	5% (9)	12% (22)	21% (38)	5% (9)	6% (11)	1% (2)	36% (67)	2% (3)	12% (23)	184
President, CEO, Owner	7% (23)	12% (40)	18% (60)	5% (17)	6% (19)	1% (5)	34% (116)	4% (15)	13% (45)	340
Managing Director, VP, Partner	2% (1)	11% (6)	20% (11)	5% (3)	9% (5)	— (0)	32% (18)	2% (1)	20% (11)	56
Company Size 2-10	11% (20)	10% (17)	11% (19)	3% (6)	4% (7)	1% (2)	30% (53)	8% (14)	22% (38)	176
Company Size 11-50	5% (4)	16% (14)	16% (14)	3% (3)	— (0)	1% (1)	44% (39)	2% (2)	12% (11)	88
Company Size 51-100	— (0)	7% (4)	27% (15)	7% (4)	16% (9)	— (0)	40% (22)	— (0)	2% (1)	55
Company Size 101-300	— (0)	9% (5)	28% (15)	11% (6)	11% (6)	2% (1)	28% (15)	— (0)	11% (6)	54
Start Up	4% (5)	8% (10)	24% (28)	10% (12)	7% (8)	2% (2)	22% (26)	7% (8)	16% (19)	118
Not a Start Up	7% (19)	13% (36)	15% (43)	3% (8)	6% (16)	1% (3)	39% (108)	3% (8)	13% (37)	278
Employ Salary Only	11% (16)	14% (21)	11% (17)	3% (4)	5% (7)	1% (2)	30% (45)	8% (12)	17% (25)	149
Employ Salary + Hourly	3% (8)	10% (25)	22% (54)	6% (16)	7% (17)	1% (3)	36% (89)	2% (4)	13% (31)	247
Employ Service/Retail Worker	6% (7)	15% (19)	21% (26)	8% (10)	6% (8)	1% (1)	28% (35)	6% (8)	9% (11)	125
Employ Trade/Skill Worker	7% (10)	12% (16)	14% (19)	6% (8)	9% (12)	1% (2)	34% (46)	5% (7)	12% (16)	136
Employ Admin /Office Worker	2% (4)	9% (15)	21% (35)	7% (11)	5% (8)	2% (3)	40% (65)	2% (3)	12% (19)	163
Employ Other Worker	9% (5)	9% (5)	23% (13)	12% (7)	9% (5)	2% (1)	16% (9)	2% (1)	18% (10)	56

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC12: *To the best of your knowledge, does your business currently employ any parents with children living at home?*

Demographic	Yes	No	Don't know	Total N
Business Owners	75% (453)	22% (136)	3% (19)	608
Gender: Male	74% (281)	22% (84)	4% (15)	380
Gender: Female	75% (172)	23% (52)	2% (4)	228
Age: 18-34	80% (116)	15% (22)	5% (7)	145
Age: 35-44	80% (160)	16% (31)	4% (9)	200
Age: 45-64	71% (130)	28% (51)	2% (3)	184
Age: 65+	59% (47)	41% (32)	— (0)	79
Millennials: 1981-1996	80% (211)	14% (36)	6% (16)	263
GenXers: 1965-1980	76% (142)	22% (42)	2% (3)	187
Baby Boomers: 1946-1964	60% (78)	40% (51)	— (0)	129
PID: Dem (no lean)	80% (172)	18% (38)	2% (4)	214
PID: Ind (no lean)	70% (144)	25% (52)	5% (11)	207
PID: Rep (no lean)	73% (137)	25% (46)	2% (4)	187
PID/Gender: Dem Men	83% (98)	14% (17)	3% (3)	118
PID/Gender: Dem Women	77% (74)	22% (21)	1% (1)	96
PID/Gender: Ind Men	69% (88)	24% (31)	7% (9)	128
PID/Gender: Ind Women	71% (56)	27% (21)	3% (2)	79
PID/Gender: Rep Men	71% (95)	27% (36)	2% (3)	134
PID/Gender: Rep Women	79% (42)	19% (10)	2% (1)	53
Educ: < College	71% (246)	24% (84)	5% (16)	346
Educ: Bachelors degree	79% (114)	20% (29)	1% (2)	145
Educ: Post-grad	79% (93)	20% (23)	1% (1)	117
Income: Under 50k	63% (111)	31% (54)	6% (11)	176
Income: 50k-100k	82% (216)	16% (43)	2% (4)	263
Income: 100k+	75% (126)	23% (39)	2% (4)	169
Ethnicity: White	74% (342)	24% (110)	2% (11)	463
Ethnicity: Hispanic	82% (74)	13% (12)	4% (4)	90
Ethnicity: Black	85% (78)	10% (9)	5% (5)	92
Ethnicity: Other	62% (33)	32% (17)	6% (3)	53
All Christian	74% (197)	24% (63)	3% (7)	267
All Non-Christian	79% (41)	19% (10)	2% (1)	52
Agnostic/Nothing in particular	72% (113)	22% (35)	6% (10)	158
Something Else	76% (76)	23% (23)	1% (1)	100

Continued on next page

Table BPC12: *To the best of your knowledge, does your business currently employ any parents with children living at home?*

Demographic	Yes	No	Don't know	Total N
Business Owners	75% (453)	22% (136)	3% (19)	608
Religious Non-Protestant/Catholic	80% (43)	19% (10)	2% (1)	54
Evangelical	77% (118)	22% (34)	1% (1)	153
Non-Evangelical	72% (146)	25% (52)	3% (6)	204
Community: Urban	74% (141)	23% (43)	3% (6)	190
Community: Suburban	77% (207)	20% (53)	4% (10)	270
Community: Rural	71% (105)	27% (40)	2% (3)	148
4-Region: Northeast	72% (79)	23% (25)	5% (6)	110
4-Region: Midwest	70% (81)	27% (31)	3% (4)	116
4-Region: South	78% (231)	20% (59)	2% (6)	296
4-Region: West	72% (62)	24% (21)	3% (3)	86
President, CEO, Owner	73% (398)	24% (128)	3% (17)	543
Managing Director, VP, Partner	85% (55)	12% (8)	3% (2)	65
Company Size 2-10	61% (192)	35% (111)	4% (11)	314
Company Size 11-50	87% (110)	10% (12)	3% (4)	126
Company Size 51-100	90% (63)	7% (5)	3% (2)	70
Company Size 101-300	90% (62)	7% (5)	3% (2)	69
Start Up	77% (142)	18% (33)	5% (9)	184
Not a Start Up	73% (311)	24% (103)	2% (10)	424
Employ Salary Only	62% (92)	36% (53)	3% (4)	149
Employ Hourly Only	75% (154)	22% (46)	3% (6)	206
Employ Salary + Hourly	83% (205)	13% (33)	4% (9)	247
Employ Service/Retail Worker	76% (161)	19% (41)	5% (10)	212
Employ Trade/Skill Worker	79% (177)	17% (38)	4% (10)	225
Employ Admin /Office Worker	76% (148)	24% (47)	1% (1)	196
Employ Other Worker	73% (59)	23% (19)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_1NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.*Infants*

Demographic	Selected	Not Selected	Total N
Business Owners	37% (167)	63% (286)	453
Gender: Male	38% (107)	62% (174)	281
Gender: Female	35% (60)	65% (112)	172
Age: 18-34	46% (53)	54% (63)	116
Age: 35-44	43% (69)	57% (91)	160
Age: 45-64	31% (40)	69% (90)	130
Millennials: 1981-1996	44% (93)	56% (118)	211
GenXers: 1965-1980	37% (52)	63% (90)	142
Baby Boomers: 1946-1964	15% (12)	85% (66)	78
PID: Dem (no lean)	37% (64)	63% (108)	172
PID: Ind (no lean)	37% (53)	63% (91)	144
PID: Rep (no lean)	36% (50)	64% (87)	137
PID/Gender: Dem Men	36% (35)	64% (63)	98
PID/Gender: Dem Women	39% (29)	61% (45)	74
PID/Gender: Ind Men	41% (36)	59% (52)	88
PID/Gender: Ind Women	30% (17)	70% (39)	56
PID/Gender: Rep Men	38% (36)	62% (59)	95
Educ: < College	32% (79)	68% (167)	246
Educ: Bachelors degree	46% (52)	54% (62)	114
Educ: Post-grad	39% (36)	61% (57)	93
Income: Under 50k	22% (24)	78% (87)	111
Income: 50k-100k	44% (95)	56% (121)	216
Income: 100k+	38% (48)	62% (78)	126
Ethnicity: White	36% (124)	64% (218)	342
Ethnicity: Hispanic	51% (38)	49% (36)	74
Ethnicity: Black	41% (32)	59% (46)	78
All Christian	35% (69)	65% (128)	197
Agnostic/Nothing in particular	34% (38)	66% (75)	113
Something Else	34% (26)	66% (50)	76
Evangelical	37% (44)	63% (74)	118
Non-Evangelical	32% (47)	68% (99)	146

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Table BPC13_1NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Infants

Demographic	Selected	Not Selected	Total N
Business Owners	37% (167)	63% (286)	453
Community: Urban	36% (51)	64% (90)	141
Community: Suburban	42% (87)	58% (120)	207
Community: Rural	28% (29)	72% (76)	105
4-Region: Northeast	35% (28)	65% (51)	79
4-Region: Midwest	35% (28)	65% (53)	81
4-Region: South	38% (87)	62% (144)	231
4-Region: West	39% (24)	61% (38)	62
President, CEO, Owner	33% (133)	67% (265)	398
Managing Director, VP, Partner	62% (34)	38% (21)	55
Company Size 2-10	17% (33)	83% (159)	192
Company Size 11-50	36% (40)	64% (70)	110
Company Size 51-100	62% (39)	38% (24)	63
Company Size 101-300	61% (38)	39% (24)	62
Start Up	39% (56)	61% (86)	142
Not a Start Up	36% (111)	64% (200)	311
Employ Salary Only	29% (27)	71% (65)	92
Employ Hourly Only	30% (46)	70% (108)	154
Employ Salary + Hourly	46% (94)	54% (111)	205
Employ Service/Retail Worker	36% (58)	64% (103)	161
Employ Trade/Skill Worker	41% (73)	59% (104)	177
Employ Admin /Office Worker	40% (59)	60% (89)	148
Employ Other Worker	42% (25)	58% (34)	59

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_2NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Toddlers

Demographic	Selected	Not Selected	Total N
Business Owners	53% (238)	47% (215)	453
Gender: Male	53% (149)	47% (132)	281
Gender: Female	52% (89)	48% (83)	172
Age: 18-34	64% (74)	36% (42)	116
Age: 35-44	59% (94)	41% (66)	160
Age: 45-64	46% (60)	54% (70)	130
Millennials: 1981-1996	62% (130)	38% (81)	211
GenXers: 1965-1980	49% (70)	51% (72)	142
Baby Boomers: 1946-1964	32% (25)	68% (53)	78
PID: Dem (no lean)	55% (95)	45% (77)	172
PID: Ind (no lean)	49% (71)	51% (73)	144
PID: Rep (no lean)	53% (72)	47% (65)	137
PID/Gender: Dem Men	55% (54)	45% (44)	98
PID/Gender: Dem Women	55% (41)	45% (33)	74
PID/Gender: Ind Men	50% (44)	50% (44)	88
PID/Gender: Ind Women	48% (27)	52% (29)	56
PID/Gender: Rep Men	54% (51)	46% (44)	95
Educ: < College	46% (114)	54% (132)	246
Educ: Bachelors degree	61% (70)	39% (44)	114
Educ: Post-grad	58% (54)	42% (39)	93
Income: Under 50k	43% (48)	57% (63)	111
Income: 50k-100k	57% (123)	43% (93)	216
Income: 100k+	53% (67)	47% (59)	126
Ethnicity: White	52% (177)	48% (165)	342
Ethnicity: Hispanic	65% (48)	35% (26)	74
Ethnicity: Black	62% (48)	38% (30)	78
All Christian	50% (99)	50% (98)	197
Agnostic/Nothing in particular	49% (55)	51% (58)	113
Something Else	46% (35)	54% (41)	76
Evangelical	51% (60)	49% (58)	118
Non-Evangelical	48% (70)	52% (76)	146

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Table BPC13_2NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Toddlers

Demographic	Selected	Not Selected	Total N
Business Owners	53% (238)	47% (215)	453
Community: Urban	48% (68)	52% (73)	141
Community: Suburban	61% (126)	39% (81)	207
Community: Rural	42% (44)	58% (61)	105
4-Region: Northeast	49% (39)	51% (40)	79
4-Region: Midwest	47% (38)	53% (43)	81
4-Region: South	54% (125)	46% (106)	231
4-Region: West	58% (36)	42% (26)	62
President, CEO, Owner	51% (201)	49% (197)	398
Managing Director, VP, Partner	67% (37)	33% (18)	55
Company Size 2-10	36% (70)	64% (122)	192
Company Size 11-50	52% (57)	48% (53)	110
Company Size 51-100	71% (45)	29% (18)	63
Company Size 101-300	74% (46)	26% (16)	62
Start Up	56% (79)	44% (63)	142
Not a Start Up	51% (159)	49% (152)	311
Employ Salary Only	52% (48)	48% (44)	92
Employ Hourly Only	44% (68)	56% (86)	154
Employ Salary + Hourly	60% (122)	40% (83)	205
Employ Service/Retail Worker	52% (84)	48% (77)	161
Employ Trade/Skill Worker	59% (104)	41% (73)	177
Employ Admin /Office Worker	57% (85)	43% (63)	148
Employ Other Worker	47% (28)	53% (31)	59

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_3NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Pre-schoolers

Demographic	Selected	Not Selected	Total N
Business Owners	53% (241)	47% (212)	453
Gender: Male	53% (148)	47% (133)	281
Gender: Female	54% (93)	46% (79)	172
Age: 18-34	55% (64)	45% (52)	116
Age: 35-44	61% (97)	39% (63)	160
Age: 45-64	50% (65)	50% (65)	130
Millennials: 1981-1996	62% (131)	38% (80)	211
GenXers: 1965-1980	50% (71)	50% (71)	142
Baby Boomers: 1946-1964	41% (32)	59% (46)	78
PID: Dem (no lean)	50% (86)	50% (86)	172
PID: Ind (no lean)	58% (84)	42% (60)	144
PID: Rep (no lean)	52% (71)	48% (66)	137
PID/Gender: Dem Men	48% (47)	52% (51)	98
PID/Gender: Dem Women	53% (39)	47% (35)	74
PID/Gender: Ind Men	60% (53)	40% (35)	88
PID/Gender: Ind Women	55% (31)	45% (25)	56
PID/Gender: Rep Men	51% (48)	49% (47)	95
Educ: < College	46% (112)	54% (134)	246
Educ: Bachelors degree	62% (71)	38% (43)	114
Educ: Post-grad	62% (58)	38% (35)	93
Income: Under 50k	41% (45)	59% (66)	111
Income: 50k-100k	56% (121)	44% (95)	216
Income: 100k+	60% (75)	40% (51)	126
Ethnicity: White	54% (183)	46% (159)	342
Ethnicity: Hispanic	64% (47)	36% (27)	74
Ethnicity: Black	55% (43)	45% (35)	78
All Christian	55% (109)	45% (88)	197
Agnostic/Nothing in particular	50% (57)	50% (56)	113
Something Else	49% (37)	51% (39)	76
Evangelical	56% (66)	44% (52)	118
Non-Evangelical	51% (74)	49% (72)	146

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Table BPC13_3NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Pre-schoolers

Demographic	Selected	Not Selected	Total N
Business Owners	53% (241)	47% (212)	453
Community: Urban	50% (71)	50% (70)	141
Community: Suburban	61% (127)	39% (80)	207
Community: Rural	41% (43)	59% (62)	105
4-Region: Northeast	46% (36)	54% (43)	79
4-Region: Midwest	58% (47)	42% (34)	81
4-Region: South	54% (125)	46% (106)	231
4-Region: West	53% (33)	47% (29)	62
President, CEO, Owner	50% (199)	50% (199)	398
Managing Director, VP, Partner	76% (42)	24% (13)	55
Company Size 2-10	36% (69)	64% (123)	192
Company Size 11-50	62% (68)	38% (42)	110
Company Size 51-100	71% (45)	29% (18)	63
Company Size 101-300	65% (40)	35% (22)	62
Start Up	49% (70)	51% (72)	142
Not a Start Up	55% (171)	45% (140)	311
Employ Salary Only	49% (45)	51% (47)	92
Employ Hourly Only	44% (67)	56% (87)	154
Employ Salary + Hourly	63% (129)	37% (76)	205
Employ Service/Retail Worker	50% (81)	50% (80)	161
Employ Trade/Skill Worker	54% (95)	46% (82)	177
Employ Admin /Office Worker	63% (93)	37% (55)	148
Employ Other Worker	44% (26)	56% (33)	59

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_4NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

School-age

Demographic	Selected	Not Selected	Total N
Business Owners	80% (364)	20% (89)	453
Gender: Male	80% (224)	20% (57)	281
Gender: Female	81% (140)	19% (32)	172
Age: 18-34	68% (79)	32% (37)	116
Age: 35-44	81% (130)	19% (30)	160
Age: 45-64	89% (116)	11% (14)	130
Millennials: 1981-1996	78% (164)	22% (47)	211
GenXers: 1965-1980	87% (123)	13% (19)	142
Baby Boomers: 1946-1964	85% (66)	15% (12)	78
PID: Dem (no lean)	79% (136)	21% (36)	172
PID: Ind (no lean)	78% (113)	22% (31)	144
PID: Rep (no lean)	84% (115)	16% (22)	137
PID/Gender: Dem Men	79% (77)	21% (21)	98
PID/Gender: Dem Women	80% (59)	20% (15)	74
PID/Gender: Ind Men	78% (69)	22% (19)	88
PID/Gender: Ind Women	79% (44)	21% (12)	56
PID/Gender: Rep Men	82% (78)	18% (17)	95
Educ: < College	74% (183)	26% (63)	246
Educ: Bachelors degree	89% (101)	11% (13)	114
Educ: Post-grad	86% (80)	14% (13)	93
Income: Under 50k	73% (81)	27% (30)	111
Income: 50k-100k	82% (178)	18% (38)	216
Income: 100k+	83% (105)	17% (21)	126
Ethnicity: White	82% (281)	18% (61)	342
Ethnicity: Hispanic	84% (62)	16% (12)	74
Ethnicity: Black	77% (60)	23% (18)	78
All Christian	87% (172)	13% (25)	197
Agnostic/Nothing in particular	72% (81)	28% (32)	113
Something Else	78% (59)	22% (17)	76
Evangelical	82% (97)	18% (21)	118
Non-Evangelical	88% (128)	12% (18)	146

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Table BPC13_4NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

School-age

Demographic	Selected	Not Selected	Total N
Business Owners	80% (364)	20% (89)	453
Community: Urban	77% (109)	23% (32)	141
Community: Suburban	84% (174)	16% (33)	207
Community: Rural	77% (81)	23% (24)	105
4-Region: Northeast	82% (65)	18% (14)	79
4-Region: Midwest	85% (69)	15% (12)	81
4-Region: South	78% (181)	22% (50)	231
4-Region: West	79% (49)	21% (13)	62
President, CEO, Owner	80% (317)	20% (81)	398
Managing Director, VP, Partner	85% (47)	15% (8)	55
Company Size 2-10	76% (146)	24% (46)	192
Company Size 11-50	86% (95)	14% (15)	110
Company Size 51-100	89% (56)	11% (7)	63
Company Size 101-300	79% (49)	21% (13)	62
Start Up	73% (103)	27% (39)	142
Not a Start Up	84% (261)	16% (50)	311
Employ Salary Only	74% (68)	26% (24)	92
Employ Hourly Only	78% (120)	22% (34)	154
Employ Salary + Hourly	85% (175)	15% (30)	205
Employ Service/Retail Worker	81% (130)	19% (31)	161
Employ Trade/Skill Worker	80% (142)	20% (35)	177
Employ Admin /Office Worker	83% (123)	17% (25)	148
Employ Other Worker	71% (42)	29% (17)	59

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC13_5NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Business Owners	7%	(33)	93%	(420)	453
Gender: Male	8%	(22)	92%	(259)	281
Gender: Female	6%	(11)	94%	(161)	172
Age: 18-34	11%	(13)	89%	(103)	116
Age: 35-44	5%	(8)	95%	(152)	160
Age: 45-64	5%	(7)	95%	(123)	130
Millennials: 1981-1996	8%	(16)	92%	(195)	211
GenXers: 1965-1980	6%	(8)	94%	(134)	142
Baby Boomers: 1946-1964	9%	(7)	91%	(71)	78
PID: Dem (no lean)	8%	(14)	92%	(158)	172
PID: Ind (no lean)	8%	(11)	92%	(133)	144
PID: Rep (no lean)	6%	(8)	94%	(129)	137
PID/Gender: Dem Men	9%	(9)	91%	(89)	98
PID/Gender: Dem Women	7%	(5)	93%	(69)	74
PID/Gender: Ind Men	8%	(7)	92%	(81)	88
PID/Gender: Ind Women	7%	(4)	93%	(52)	56
PID/Gender: Rep Men	6%	(6)	94%	(89)	95
Educ: < College	9%	(21)	91%	(225)	246
Educ: Bachelors degree	5%	(6)	95%	(108)	114
Educ: Post-grad	6%	(6)	94%	(87)	93
Income: Under 50k	12%	(13)	88%	(98)	111
Income: 50k-100k	5%	(10)	95%	(206)	216
Income: 100k+	8%	(10)	92%	(116)	126
Ethnicity: White	7%	(23)	93%	(319)	342
Ethnicity: Hispanic	5%	(4)	95%	(70)	74
Ethnicity: Black	5%	(4)	95%	(74)	78
All Christian	4%	(7)	96%	(190)	197
Agnostic/Nothing in particular	16%	(18)	84%	(95)	113
Something Else	8%	(6)	92%	(70)	76
Evangelical	7%	(8)	93%	(110)	118
Non-Evangelical	3%	(4)	97%	(142)	146

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Table BPC13_5NET: Thinking about the parents your business employs, to the best of your knowledge, what are the age ranges of the children of those employees? Please select all that apply.

Don't know/Unsure

Demographic	Selected	Not Selected	Total N
Business Owners	7% (33)	93% (420)	453
Community: Urban	8% (11)	92% (130)	141
Community: Suburban	5% (11)	95% (196)	207
Community: Rural	10% (11)	90% (94)	105
4-Region: Northeast	6% (5)	94% (74)	79
4-Region: Midwest	5% (4)	95% (77)	81
4-Region: South	7% (17)	93% (214)	231
4-Region: West	11% (7)	89% (55)	62
President, CEO, Owner	8% (32)	92% (366)	398
Managing Director, VP, Partner	2% (1)	98% (54)	55
Company Size 2-10	9% (18)	91% (174)	192
Company Size 11-50	4% (4)	96% (106)	110
Company Size 51-100	3% (2)	97% (61)	63
Company Size 101-300	11% (7)	89% (55)	62
Start Up	7% (10)	93% (132)	142
Not a Start Up	7% (23)	93% (288)	311
Employ Salary Only	8% (7)	92% (85)	92
Employ Hourly Only	8% (13)	92% (141)	154
Employ Salary + Hourly	6% (12)	94% (193)	205
Employ Service/Retail Worker	6% (9)	94% (152)	161
Employ Trade/Skill Worker	6% (11)	94% (166)	177
Employ Admin /Office Worker	6% (9)	94% (139)	148
Employ Other Worker	14% (8)	86% (51)	59

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_1: Does your business currently offer the following benefits to full-time employees?*Paid vacation days*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	63% (383)	35% (211)	2% (14)	608
Gender: Male	65% (246)	33% (125)	2% (9)	380
Gender: Female	60% (137)	38% (86)	2% (5)	228
Age: 18-34	65% (94)	32% (46)	3% (5)	145
Age: 35-44	68% (137)	28% (57)	3% (6)	200
Age: 45-64	63% (116)	36% (66)	1% (2)	184
Age: 65+	46% (36)	53% (42)	1% (1)	79
Millennials: 1981-1996	66% (174)	30% (79)	4% (10)	263
GenXers: 1965-1980	66% (123)	33% (61)	2% (3)	187
Baby Boomers: 1946-1964	55% (71)	44% (57)	1% (1)	129
PID: Dem (no lean)	67% (144)	31% (66)	2% (4)	214
PID: Ind (no lean)	61% (126)	37% (76)	2% (5)	207
PID: Rep (no lean)	60% (113)	37% (69)	3% (5)	187
PID/Gender: Dem Men	66% (78)	32% (38)	2% (2)	118
PID/Gender: Dem Women	69% (66)	29% (28)	2% (2)	96
PID/Gender: Ind Men	62% (80)	35% (45)	2% (3)	128
PID/Gender: Ind Women	58% (46)	39% (31)	3% (2)	79
PID/Gender: Rep Men	66% (88)	31% (42)	3% (4)	134
PID/Gender: Rep Women	47% (25)	51% (27)	2% (1)	53
Educ: < College	55% (189)	42% (144)	4% (13)	346
Educ: Bachelors degree	79% (115)	21% (30)	— (0)	145
Educ: Post-grad	68% (79)	32% (37)	1% (1)	117
Income: Under 50k	45% (80)	50% (88)	5% (8)	176
Income: 50k-100k	69% (182)	29% (75)	2% (6)	263
Income: 100k+	72% (121)	28% (48)	— (0)	169
Ethnicity: White	64% (295)	34% (158)	2% (10)	463
Ethnicity: Hispanic	64% (58)	34% (31)	1% (1)	90
Ethnicity: Black	70% (64)	29% (27)	1% (1)	92
Ethnicity: Other	45% (24)	49% (26)	6% (3)	53

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Table BPC15_1: Does your business currently offer the following benefits to full-time employees?

Paid vacation days

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	63% (383)	35% (211)	2% (14)	608
All Christian	67% (179)	31% (83)	2% (5)	267
All Non-Christian	62% (32)	38% (20)	— (0)	52
Agnostic/Nothing in particular	61% (96)	35% (56)	4% (6)	158
Something Else	55% (55)	42% (42)	3% (3)	100
Religious Non-Protestant/Catholic	61% (33)	39% (21)	— (0)	54
Evangelical	65% (100)	32% (49)	3% (4)	153
Non-Evangelical	62% (127)	36% (73)	2% (4)	204
Community: Urban	67% (127)	32% (61)	1% (2)	190
Community: Suburban	66% (179)	31% (84)	3% (7)	270
Community: Rural	52% (77)	45% (66)	3% (5)	148
4-Region: Northeast	68% (75)	31% (34)	1% (1)	110
4-Region: Midwest	70% (81)	28% (32)	3% (3)	116
4-Region: South	61% (180)	36% (108)	3% (8)	296
4-Region: West	55% (47)	43% (37)	2% (2)	86
President, CEO, Owner	60% (328)	37% (201)	3% (14)	543
Managing Director, VP, Partner	85% (55)	15% (10)	— (0)	65
Company Size 2-10	45% (141)	52% (162)	4% (11)	314
Company Size 11-50	80% (101)	19% (24)	1% (1)	126
Company Size 51-100	86% (60)	11% (8)	3% (2)	70
Company Size 101-300	84% (58)	16% (11)	— (0)	69
Start Up	53% (97)	43% (79)	4% (8)	184
Not a Start Up	67% (286)	31% (132)	1% (6)	424
Employ Salary Only	56% (83)	42% (62)	3% (4)	149
Employ Hourly Only	58% (120)	40% (82)	2% (4)	206
Employ Salary + Hourly	73% (180)	25% (61)	2% (6)	247
Employ Service/Retail Worker	60% (127)	39% (83)	1% (2)	212
Employ Trade/Skill Worker	64% (144)	33% (74)	3% (7)	225
Employ Admin /Office Worker	71% (140)	27% (52)	2% (4)	196
Employ Other Worker	51% (41)	47% (38)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_2: Does your business currently offer the following benefits to full-time employees?*Paid sick days*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	61% (372)	37% (224)	2% (12)	608
Gender: Male	63% (241)	35% (132)	2% (7)	380
Gender: Female	57% (131)	40% (92)	2% (5)	228
Age: 18-34	63% (92)	35% (51)	1% (2)	145
Age: 35-44	70% (139)	28% (55)	3% (6)	200
Age: 45-64	58% (107)	41% (75)	1% (2)	184
Age: 65+	43% (34)	54% (43)	3% (2)	79
Millennials: 1981-1996	67% (176)	31% (81)	2% (6)	263
GenXers: 1965-1980	59% (111)	39% (73)	2% (3)	187
Baby Boomers: 1946-1964	53% (68)	46% (59)	2% (2)	129
PID: Dem (no lean)	67% (144)	31% (66)	2% (4)	214
PID: Ind (no lean)	56% (115)	43% (88)	2% (4)	207
PID: Rep (no lean)	60% (113)	37% (70)	2% (4)	187
PID/Gender: Dem Men	67% (79)	30% (35)	3% (4)	118
PID/Gender: Dem Women	68% (65)	32% (31)	— (0)	96
PID/Gender: Ind Men	58% (74)	41% (53)	1% (1)	128
PID/Gender: Ind Women	52% (41)	44% (35)	4% (3)	79
PID/Gender: Rep Men	66% (88)	33% (44)	1% (2)	134
PID/Gender: Rep Women	47% (25)	49% (26)	4% (2)	53
Educ: < College	53% (182)	45% (155)	3% (9)	346
Educ: Bachelors degree	78% (113)	21% (31)	1% (1)	145
Educ: Post-grad	66% (77)	32% (38)	2% (2)	117
Income: Under 50k	42% (74)	55% (97)	3% (5)	176
Income: 50k-100k	70% (185)	28% (73)	2% (5)	263
Income: 100k+	67% (113)	32% (54)	1% (2)	169
Ethnicity: White	61% (281)	37% (172)	2% (10)	463
Ethnicity: Hispanic	70% (63)	28% (25)	2% (2)	90
Ethnicity: Black	71% (65)	28% (26)	1% (1)	92
Ethnicity: Other	49% (26)	49% (26)	2% (1)	53

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Table BPC15_2: Does your business currently offer the following benefits to full-time employees?

Paid sick days

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	61% (372)	37% (224)	2% (12)	608
All Christian	66% (175)	32% (86)	2% (6)	267
All Non-Christian	58% (30)	40% (21)	2% (1)	52
Agnostic/Nothing in particular	56% (89)	41% (65)	3% (4)	158
Something Else	56% (56)	43% (43)	1% (1)	100
Religious Non-Protestant/Catholic	57% (31)	41% (22)	2% (1)	54
Evangelical	65% (100)	33% (50)	2% (3)	153
Non-Evangelical	61% (124)	38% (77)	1% (3)	204
Community: Urban	66% (125)	34% (64)	1% (1)	190
Community: Suburban	64% (172)	34% (91)	3% (7)	270
Community: Rural	51% (75)	47% (69)	3% (4)	148
4-Region: Northeast	68% (75)	30% (33)	2% (2)	110
4-Region: Midwest	65% (75)	34% (40)	1% (1)	116
4-Region: South	59% (175)	39% (115)	2% (6)	296
4-Region: West	55% (47)	42% (36)	3% (3)	86
President, CEO, Owner	59% (320)	39% (212)	2% (11)	543
Managing Director, VP, Partner	80% (52)	18% (12)	2% (1)	65
Company Size 2-10	47% (147)	51% (159)	3% (8)	314
Company Size 11-50	68% (86)	30% (38)	2% (2)	126
Company Size 51-100	81% (57)	17% (12)	1% (1)	70
Company Size 101-300	87% (60)	12% (8)	1% (1)	69
Start Up	54% (100)	42% (78)	3% (6)	184
Not a Start Up	64% (272)	34% (146)	1% (6)	424
Employ Salary Only	55% (82)	43% (64)	2% (3)	149
Employ Hourly Only	52% (107)	47% (96)	1% (3)	206
Employ Salary + Hourly	74% (183)	23% (58)	2% (6)	247
Employ Service/Retail Worker	58% (122)	41% (87)	1% (3)	212
Employ Trade/Skill Worker	60% (134)	39% (87)	2% (4)	225
Employ Admin /Office Worker	73% (143)	24% (48)	3% (5)	196
Employ Other Worker	49% (40)	48% (39)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_3: Does your business currently offer the following benefits to full-time employees?
Paid parental leave (to care for a newborn or adopted child)

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	42% (258)	53% (321)	5% (29)	608
Gender: Male	45% (171)	51% (192)	4% (17)	380
Gender: Female	38% (87)	57% (129)	5% (12)	228
Age: 18-34	54% (78)	42% (61)	4% (6)	145
Age: 35-44	50% (101)	44% (88)	6% (11)	200
Age: 45-64	34% (62)	62% (115)	4% (7)	184
Age: 65+	22% (17)	72% (57)	6% (5)	79
Millennials: 1981-1996	52% (137)	43% (113)	5% (13)	263
GenXers: 1965-1980	40% (74)	57% (107)	3% (6)	187
Baby Boomers: 1946-1964	25% (32)	70% (90)	5% (7)	129
PID: Dem (no lean)	50% (107)	46% (99)	4% (8)	214
PID: Ind (no lean)	34% (71)	61% (126)	5% (10)	207
PID: Rep (no lean)	43% (80)	51% (96)	6% (11)	187
PID/Gender: Dem Men	53% (63)	41% (48)	6% (7)	118
PID/Gender: Dem Women	46% (44)	53% (51)	1% (1)	96
PID/Gender: Ind Men	36% (46)	62% (79)	2% (3)	128
PID/Gender: Ind Women	32% (25)	59% (47)	9% (7)	79
PID/Gender: Rep Men	46% (62)	49% (65)	5% (7)	134
PID/Gender: Rep Women	34% (18)	58% (31)	8% (4)	53
Educ: < College	35% (122)	58% (201)	7% (23)	346
Educ: Bachelors degree	54% (78)	44% (64)	2% (3)	145
Educ: Post-grad	50% (58)	48% (56)	3% (3)	117
Income: Under 50k	27% (47)	69% (121)	5% (8)	176
Income: 50k-100k	49% (128)	46% (122)	5% (13)	263
Income: 100k+	49% (83)	46% (78)	5% (8)	169
Ethnicity: White	40% (184)	56% (261)	4% (18)	463
Ethnicity: Hispanic	50% (45)	48% (43)	2% (2)	90
Ethnicity: Black	55% (51)	36% (33)	9% (8)	92
Ethnicity: Other	43% (23)	51% (27)	6% (3)	53

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**Table BPC15_3: Does your business currently offer the following benefits to full-time employees?
Paid parental leave (to care for a newborn or adopted child)**

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	42% (258)	53% (321)	5% (29)	608
All Christian	43% (115)	52% (140)	4% (12)	267
All Non-Christian	50% (26)	46% (24)	4% (2)	52
Agnostic/Nothing in particular	39% (61)	54% (86)	7% (11)	158
Something Else	39% (39)	57% (57)	4% (4)	100
Religious Non-Protestant/Catholic	50% (27)	46% (25)	4% (2)	54
Evangelical	48% (74)	46% (70)	6% (9)	153
Non-Evangelical	36% (73)	61% (124)	3% (7)	204
Community: Urban	51% (97)	44% (84)	5% (9)	190
Community: Suburban	44% (120)	51% (138)	4% (12)	270
Community: Rural	28% (41)	67% (99)	5% (8)	148
4-Region: Northeast	38% (42)	57% (63)	5% (5)	110
4-Region: Midwest	49% (57)	47% (55)	3% (4)	116
4-Region: South	40% (119)	54% (161)	5% (16)	296
4-Region: West	47% (40)	49% (42)	5% (4)	86
President, CEO, Owner	42% (226)	54% (291)	5% (26)	543
Managing Director, VP, Partner	49% (32)	46% (30)	5% (3)	65
Company Size 2-10	24% (76)	70% (221)	5% (17)	314
Company Size 11-50	50% (63)	44% (56)	6% (7)	126
Company Size 51-100	64% (45)	34% (24)	1% (1)	70
Company Size 101-300	77% (53)	20% (14)	3% (2)	69
Start Up	47% (86)	47% (86)	7% (12)	184
Not a Start Up	41% (172)	55% (235)	4% (17)	424
Employ Salary Only	39% (58)	57% (85)	4% (6)	149
Employ Hourly Only	34% (70)	62% (128)	4% (8)	206
Employ Salary + Hourly	53% (130)	41% (102)	6% (15)	247
Employ Service/Retail Worker	42% (90)	52% (111)	5% (11)	212
Employ Trade/Skill Worker	41% (93)	53% (120)	5% (12)	225
Employ Admin /Office Worker	53% (104)	43% (85)	4% (7)	196
Employ Other Worker	48% (39)	48% (39)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_4: Does your business currently offer the following benefits to full-time employees?*Unpaid parental leave*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	44% (270)	53% (320)	3% (18)	608
Gender: Male	46% (175)	51% (194)	3% (11)	380
Gender: Female	42% (95)	55% (126)	3% (7)	228
Age: 18-34	51% (74)	44% (64)	5% (7)	145
Age: 35-44	46% (93)	50% (100)	4% (7)	200
Age: 45-64	43% (80)	55% (101)	2% (3)	184
Age: 65+	29% (23)	70% (55)	1% (1)	79
Millennials: 1981-1996	49% (129)	46% (122)	5% (12)	263
GenXers: 1965-1980	46% (86)	53% (99)	1% (2)	187
Baby Boomers: 1946-1964	34% (44)	64% (83)	2% (2)	129
PID: Dem (no lean)	42% (90)	55% (117)	3% (7)	214
PID: Ind (no lean)	43% (90)	53% (110)	3% (7)	207
PID: Rep (no lean)	48% (90)	50% (93)	2% (4)	187
PID/Gender: Dem Men	45% (53)	51% (60)	4% (5)	118
PID/Gender: Dem Women	39% (37)	59% (57)	2% (2)	96
PID/Gender: Ind Men	42% (54)	55% (71)	2% (3)	128
PID/Gender: Ind Women	46% (36)	49% (39)	5% (4)	79
PID/Gender: Rep Men	51% (68)	47% (63)	2% (3)	134
PID/Gender: Rep Women	42% (22)	57% (30)	2% (1)	53
Educ: < College	40% (139)	56% (195)	3% (12)	346
Educ: Bachelors degree	54% (78)	43% (62)	3% (5)	145
Educ: Post-grad	45% (53)	54% (63)	1% (1)	117
Income: Under 50k	34% (59)	62% (109)	5% (8)	176
Income: 50k-100k	49% (128)	49% (128)	3% (7)	263
Income: 100k+	49% (83)	49% (83)	2% (3)	169
Ethnicity: White	45% (210)	52% (240)	3% (13)	463
Ethnicity: Hispanic	44% (40)	51% (46)	4% (4)	90
Ethnicity: Black	43% (40)	52% (48)	4% (4)	92
Ethnicity: Other	38% (20)	60% (32)	2% (1)	53

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Table BPC15_4: Does your business currently offer the following benefits to full-time employees?

Unpaid parental leave

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	44% (270)	53% (320)	3% (18)	608
All Christian	47% (125)	50% (134)	3% (8)	267
All Non-Christian	44% (23)	56% (29)	— (0)	52
Agnostic/Nothing in particular	39% (62)	56% (89)	4% (7)	158
Something Else	39% (39)	58% (58)	3% (3)	100
Religious Non-Protestant/Catholic	44% (24)	56% (30)	— (0)	54
Evangelical	46% (71)	50% (76)	4% (6)	153
Non-Evangelical	43% (87)	55% (112)	2% (5)	204
Community: Urban	45% (86)	53% (101)	2% (3)	190
Community: Suburban	44% (120)	51% (139)	4% (11)	270
Community: Rural	43% (64)	54% (80)	3% (4)	148
4-Region: Northeast	43% (47)	54% (59)	4% (4)	110
4-Region: Midwest	47% (54)	51% (59)	3% (3)	116
4-Region: South	43% (126)	54% (161)	3% (9)	296
4-Region: West	50% (43)	48% (41)	2% (2)	86
President, CEO, Owner	42% (230)	54% (295)	3% (18)	543
Managing Director, VP, Partner	62% (40)	38% (25)	— (0)	65
Company Size 2-10	31% (97)	66% (207)	3% (10)	314
Company Size 11-50	59% (74)	39% (49)	2% (3)	126
Company Size 51-100	64% (45)	33% (23)	3% (2)	70
Company Size 101-300	58% (40)	39% (27)	3% (2)	69
Start Up	42% (78)	53% (97)	5% (9)	184
Not a Start Up	45% (192)	53% (223)	2% (9)	424
Employ Salary Only	34% (51)	62% (92)	4% (6)	149
Employ Hourly Only	39% (80)	59% (121)	2% (5)	206
Employ Salary + Hourly	56% (138)	41% (102)	3% (7)	247
Employ Service/Retail Worker	46% (97)	53% (112)	1% (3)	212
Employ Trade/Skill Worker	47% (106)	50% (112)	3% (7)	225
Employ Admin /Office Worker	46% (91)	48% (95)	5% (10)	196
Employ Other Worker	42% (34)	56% (45)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_5: Does your business currently offer the following benefits to full-time employees?

Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	37% (222)	59% (361)	4% (25)	608
Gender: Male	37% (141)	59% (224)	4% (15)	380
Gender: Female	36% (81)	60% (137)	4% (10)	228
Age: 18-34	50% (73)	43% (63)	6% (9)	145
Age: 35-44	44% (88)	52% (105)	4% (7)	200
Age: 45-64	24% (45)	72% (133)	3% (6)	184
Age: 65+	20% (16)	76% (60)	4% (3)	79
Millennials: 1981-1996	47% (124)	48% (125)	5% (14)	263
GenXers: 1965-1980	31% (58)	67% (125)	2% (4)	187
Baby Boomers: 1946-1964	19% (25)	77% (99)	4% (5)	129
PID: Dem (no lean)	47% (100)	51% (109)	2% (5)	214
PID: Ind (no lean)	31% (64)	64% (133)	5% (10)	207
PID: Rep (no lean)	31% (58)	64% (119)	5% (10)	187
PID/Gender: Dem Men	50% (59)	47% (55)	3% (4)	118
PID/Gender: Dem Women	43% (41)	56% (54)	1% (1)	96
PID/Gender: Ind Men	30% (39)	66% (85)	3% (4)	128
PID/Gender: Ind Women	32% (25)	61% (48)	8% (6)	79
PID/Gender: Rep Men	32% (43)	63% (84)	5% (7)	134
PID/Gender: Rep Women	28% (15)	66% (35)	6% (3)	53
Educ: < College	32% (109)	62% (216)	6% (21)	346
Educ: Bachelors degree	44% (64)	54% (79)	1% (2)	145
Educ: Post-grad	42% (49)	56% (66)	2% (2)	117
Income: Under 50k	26% (46)	68% (120)	6% (10)	176
Income: 50k-100k	41% (108)	54% (142)	5% (13)	263
Income: 100k+	40% (68)	59% (99)	1% (2)	169
Ethnicity: White	33% (155)	63% (290)	4% (18)	463
Ethnicity: Hispanic	42% (38)	54% (49)	3% (3)	90
Ethnicity: Black	53% (49)	41% (38)	5% (5)	92
Ethnicity: Other	34% (18)	62% (33)	4% (2)	53

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Table BPC15_5: Does your business currently offer the following benefits to full-time employees?

Paid family caregiving leave (to care for an elderly, seriously ill, or disabled family member that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	37% (222)	59% (361)	4% (25)	608
All Christian	36% (95)	61% (163)	3% (9)	267
All Non-Christian	46% (24)	54% (28)	— (0)	52
Agnostic/Nothing in particular	34% (53)	59% (94)	7% (11)	158
Something Else	35% (35)	61% (61)	4% (4)	100
Religious Non-Protestant/Catholic	46% (25)	54% (29)	— (0)	54
Evangelical	41% (63)	55% (84)	4% (6)	153
Non-Evangelical	29% (59)	68% (138)	3% (7)	204
Community: Urban	47% (90)	51% (96)	2% (4)	190
Community: Suburban	35% (94)	60% (163)	5% (13)	270
Community: Rural	26% (38)	69% (102)	5% (8)	148
4-Region: Northeast	41% (45)	56% (62)	3% (3)	110
4-Region: Midwest	40% (46)	59% (68)	2% (2)	116
4-Region: South	34% (101)	61% (180)	5% (15)	296
4-Region: West	35% (30)	59% (51)	6% (5)	86
President, CEO, Owner	35% (189)	61% (331)	4% (23)	543
Managing Director, VP, Partner	51% (33)	46% (30)	3% (2)	65
Company Size 2-10	24% (74)	71% (222)	6% (18)	314
Company Size 11-50	34% (43)	63% (79)	3% (4)	126
Company Size 51-100	53% (37)	43% (30)	4% (3)	70
Company Size 101-300	67% (46)	33% (23)	— (0)	69
Start Up	41% (76)	52% (95)	7% (13)	184
Not a Start Up	34% (146)	63% (266)	3% (12)	424
Employ Salary Only	30% (44)	66% (99)	4% (6)	149
Employ Hourly Only	30% (61)	66% (135)	5% (10)	206
Employ Salary + Hourly	47% (117)	49% (122)	3% (8)	247
Employ Service/Retail Worker	41% (86)	57% (120)	3% (6)	212
Employ Trade/Skill Worker	36% (82)	59% (132)	5% (11)	225
Employ Admin /Office Worker	43% (84)	53% (104)	4% (8)	196
Employ Other Worker	48% (39)	49% (40)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_6: Does your business currently offer the following benefits to full-time employees?
Reimbursement or funding for professional development

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	41% (250)	56% (342)	3% (16)	608
Gender: Male	44% (169)	53% (200)	3% (11)	380
Gender: Female	36% (81)	62% (142)	2% (5)	228
Age: 18-34	52% (75)	48% (69)	1% (1)	145
Age: 35-44	44% (89)	51% (102)	4% (9)	200
Age: 45-64	34% (62)	64% (118)	2% (4)	184
Age: 65+	30% (24)	67% (53)	3% (2)	79
Millennials: 1981-1996	48% (125)	49% (128)	4% (10)	263
GenXers: 1965-1980	37% (70)	61% (114)	2% (3)	187
Baby Boomers: 1946-1964	32% (41)	66% (85)	2% (3)	129
PID: Dem (no lean)	45% (96)	54% (115)	1% (3)	214
PID: Ind (no lean)	38% (79)	59% (122)	3% (6)	207
PID: Rep (no lean)	40% (75)	56% (105)	4% (7)	187
PID/Gender: Dem Men	52% (61)	46% (54)	3% (3)	118
PID/Gender: Dem Women	36% (35)	64% (61)	— (0)	96
PID/Gender: Ind Men	40% (51)	58% (74)	2% (3)	128
PID/Gender: Ind Women	35% (28)	61% (48)	4% (3)	79
PID/Gender: Rep Men	43% (57)	54% (72)	4% (5)	134
PID/Gender: Rep Women	34% (18)	62% (33)	4% (2)	53
Educ: < College	32% (112)	64% (220)	4% (14)	346
Educ: Bachelors degree	46% (67)	53% (77)	1% (1)	145
Educ: Post-grad	61% (71)	38% (45)	1% (1)	117
Income: Under 50k	30% (52)	68% (120)	2% (4)	176
Income: 50k-100k	41% (109)	56% (146)	3% (8)	263
Income: 100k+	53% (89)	45% (76)	2% (4)	169
Ethnicity: White	39% (182)	59% (272)	2% (9)	463
Ethnicity: Hispanic	38% (34)	60% (54)	2% (2)	90
Ethnicity: Black	55% (51)	40% (37)	4% (4)	92
Ethnicity: Other	32% (17)	62% (33)	6% (3)	53

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**Table BPC15_6: Does your business currently offer the following benefits to full-time employees?
Reimbursement or funding for professional development**

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	41% (250)	56% (342)	3% (16)	608
All Christian	40% (108)	56% (150)	3% (9)	267
All Non-Christian	56% (29)	44% (23)	— (0)	52
Agnostic/Nothing in particular	37% (59)	59% (94)	3% (5)	158
Something Else	39% (39)	59% (59)	2% (2)	100
Religious Non-Protestant/Catholic	54% (29)	46% (25)	— (0)	54
Evangelical	44% (67)	54% (82)	3% (4)	153
Non-Evangelical	37% (75)	60% (122)	3% (7)	204
Community: Urban	50% (95)	48% (92)	2% (3)	190
Community: Suburban	40% (107)	57% (153)	4% (10)	270
Community: Rural	32% (48)	66% (97)	2% (3)	148
4-Region: Northeast	43% (47)	54% (59)	4% (4)	110
4-Region: Midwest	44% (51)	53% (62)	3% (3)	116
4-Region: South	41% (122)	56% (166)	3% (8)	296
4-Region: West	35% (30)	64% (55)	1% (1)	86
President, CEO, Owner	40% (215)	58% (313)	3% (15)	543
Managing Director, VP, Partner	54% (35)	45% (29)	2% (1)	65
Company Size 2-10	26% (82)	70% (221)	4% (11)	314
Company Size 11-50	37% (47)	60% (75)	3% (4)	126
Company Size 51-100	63% (44)	37% (26)	— (0)	70
Company Size 101-300	80% (55)	20% (14)	— (0)	69
Start Up	51% (94)	46% (84)	3% (6)	184
Not a Start Up	37% (156)	61% (258)	2% (10)	424
Employ Salary Only	40% (59)	58% (86)	3% (4)	149
Employ Hourly Only	29% (59)	70% (144)	1% (3)	206
Employ Salary + Hourly	53% (131)	43% (107)	4% (9)	247
Employ Service/Retail Worker	36% (76)	63% (133)	1% (3)	212
Employ Trade/Skill Worker	40% (89)	56% (126)	4% (10)	225
Employ Admin /Office Worker	59% (115)	39% (76)	3% (5)	196
Employ Other Worker	47% (38)	51% (41)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_7: Does your business currently offer the following benefits to full-time employees?*Health insurance benefits*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	61% (368)	38% (229)	2% (11)	608
Gender: Male	65% (246)	33% (126)	2% (8)	380
Gender: Female	54% (122)	45% (103)	1% (3)	228
Age: 18-34	65% (94)	34% (49)	1% (2)	145
Age: 35-44	69% (138)	28% (56)	3% (6)	200
Age: 45-64	58% (107)	41% (76)	1% (1)	184
Age: 65+	37% (29)	61% (48)	3% (2)	79
Millennials: 1981-1996	67% (177)	30% (79)	3% (7)	263
GenXers: 1965-1980	61% (115)	38% (71)	1% (1)	187
Baby Boomers: 1946-1964	47% (60)	52% (67)	2% (2)	129
PID: Dem (no lean)	65% (140)	33% (70)	2% (4)	214
PID: Ind (no lean)	57% (117)	43% (88)	1% (2)	207
PID: Rep (no lean)	59% (111)	38% (71)	3% (5)	187
PID/Gender: Dem Men	69% (82)	27% (32)	3% (4)	118
PID/Gender: Dem Women	60% (58)	40% (38)	— (0)	96
PID/Gender: Ind Men	60% (77)	39% (50)	1% (1)	128
PID/Gender: Ind Women	51% (40)	48% (38)	1% (1)	79
PID/Gender: Rep Men	65% (87)	33% (44)	2% (3)	134
PID/Gender: Rep Women	45% (24)	51% (27)	4% (2)	53
Educ: < College	50% (172)	48% (165)	3% (9)	346
Educ: Bachelors degree	83% (120)	17% (24)	1% (1)	145
Educ: Post-grad	65% (76)	34% (40)	1% (1)	117
Income: Under 50k	42% (74)	56% (99)	2% (3)	176
Income: 50k-100k	67% (176)	31% (82)	2% (5)	263
Income: 100k+	70% (118)	28% (48)	2% (3)	169
Ethnicity: White	60% (277)	38% (178)	2% (8)	463
Ethnicity: Hispanic	72% (65)	26% (23)	2% (2)	90
Ethnicity: Black	71% (65)	27% (25)	2% (2)	92
Ethnicity: Other	49% (26)	49% (26)	2% (1)	53

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Table BPC15_7: Does your business currently offer the following benefits to full-time employees?
Health insurance benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	61% (368)	38% (229)	2% (11)	608
All Christian	63% (169)	34% (92)	2% (6)	267
All Non-Christian	63% (33)	35% (18)	2% (1)	52
Agnostic/Nothing in particular	57% (90)	42% (66)	1% (2)	158
Something Else	52% (52)	46% (46)	2% (2)	100
Religious Non-Protestant/Catholic	63% (34)	35% (19)	2% (1)	54
Evangelical	65% (99)	33% (51)	2% (3)	153
Non-Evangelical	56% (114)	42% (86)	2% (4)	204
Community: Urban	64% (122)	35% (66)	1% (2)	190
Community: Suburban	67% (181)	31% (83)	2% (6)	270
Community: Rural	44% (65)	54% (80)	2% (3)	148
4-Region: Northeast	67% (74)	31% (34)	2% (2)	110
4-Region: Midwest	60% (70)	39% (45)	1% (1)	116
4-Region: South	58% (173)	39% (116)	2% (7)	296
4-Region: West	59% (51)	40% (34)	1% (1)	86
President, CEO, Owner	58% (315)	40% (217)	2% (11)	543
Managing Director, VP, Partner	82% (53)	18% (12)	— (0)	65
Company Size 2-10	38% (118)	60% (189)	2% (7)	314
Company Size 11-50	79% (100)	20% (25)	1% (1)	126
Company Size 51-100	90% (63)	7% (5)	3% (2)	70
Company Size 101-300	88% (61)	10% (7)	1% (1)	69
Start Up	56% (103)	41% (76)	3% (5)	184
Not a Start Up	62% (265)	36% (153)	1% (6)	424
Employ Salary Only	53% (79)	44% (66)	3% (4)	149
Employ Hourly Only	51% (105)	49% (100)	— (1)	206
Employ Salary + Hourly	74% (184)	23% (57)	2% (6)	247
Employ Service/Retail Worker	57% (120)	42% (89)	1% (3)	212
Employ Trade/Skill Worker	63% (142)	35% (78)	2% (5)	225
Employ Admin /Office Worker	71% (140)	27% (52)	2% (4)	196
Employ Other Worker	56% (45)	42% (34)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_8: Does your business currently offer the following benefits to full-time employees?*Mental health benefits*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	38% (229)	59% (360)	3% (19)	608
Gender: Male	38% (146)	58% (221)	3% (13)	380
Gender: Female	36% (83)	61% (139)	3% (6)	228
Age: 18-34	56% (81)	41% (59)	3% (5)	145
Age: 35-44	42% (84)	53% (106)	5% (10)	200
Age: 45-64	27% (50)	71% (131)	2% (3)	184
Age: 65+	18% (14)	81% (64)	1% (1)	79
Millennials: 1981-1996	46% (122)	49% (129)	5% (12)	263
GenXers: 1965-1980	33% (62)	65% (122)	2% (3)	187
Baby Boomers: 1946-1964	19% (25)	78% (101)	2% (3)	129
PID: Dem (no lean)	48% (103)	50% (107)	2% (4)	214
PID: Ind (no lean)	31% (64)	66% (136)	3% (7)	207
PID: Rep (no lean)	33% (62)	63% (117)	4% (8)	187
PID/Gender: Dem Men	51% (60)	47% (56)	2% (2)	118
PID/Gender: Dem Women	45% (43)	53% (51)	2% (2)	96
PID/Gender: Ind Men	30% (38)	67% (86)	3% (4)	128
PID/Gender: Ind Women	33% (26)	63% (50)	4% (3)	79
PID/Gender: Rep Men	36% (48)	59% (79)	5% (7)	134
PID/Gender: Rep Women	26% (14)	72% (38)	2% (1)	53
Educ: < College	32% (111)	64% (222)	4% (13)	346
Educ: Bachelors degree	45% (65)	51% (74)	4% (6)	145
Educ: Post-grad	45% (53)	55% (64)	— (0)	117
Income: Under 50k	26% (46)	70% (124)	3% (6)	176
Income: 50k-100k	46% (121)	51% (133)	3% (9)	263
Income: 100k+	37% (62)	61% (103)	2% (4)	169
Ethnicity: White	37% (169)	61% (281)	3% (13)	463
Ethnicity: Hispanic	50% (45)	49% (44)	1% (1)	90
Ethnicity: Black	50% (46)	46% (42)	4% (4)	92
Ethnicity: Other	26% (14)	70% (37)	4% (2)	53

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Table BPC15_8: Does your business currently offer the following benefits to full-time employees?

Mental health benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	38% (229)	59% (360)	3% (19)	608
All Christian	37% (98)	61% (162)	3% (7)	267
All Non-Christian	42% (22)	56% (29)	2% (1)	52
Agnostic/Nothing in particular	37% (59)	58% (91)	5% (8)	158
Something Else	34% (34)	63% (63)	3% (3)	100
Religious Non-Protestant/Catholic	43% (23)	56% (30)	2% (1)	54
Evangelical	43% (66)	54% (83)	3% (4)	153
Non-Evangelical	29% (59)	68% (139)	3% (6)	204
Community: Urban	49% (93)	50% (95)	1% (2)	190
Community: Suburban	37% (99)	59% (160)	4% (11)	270
Community: Rural	25% (37)	71% (105)	4% (6)	148
4-Region: Northeast	41% (45)	55% (61)	4% (4)	110
4-Region: Midwest	43% (50)	53% (61)	4% (5)	116
4-Region: South	35% (103)	63% (186)	2% (7)	296
4-Region: West	36% (31)	60% (52)	3% (3)	86
President, CEO, Owner	35% (191)	62% (334)	3% (18)	543
Managing Director, VP, Partner	58% (38)	40% (26)	2% (1)	65
Company Size 2-10	21% (65)	76% (238)	4% (11)	314
Company Size 11-50	44% (56)	53% (67)	2% (3)	126
Company Size 51-100	61% (43)	33% (23)	6% (4)	70
Company Size 101-300	77% (53)	22% (15)	1% (1)	69
Start Up	42% (78)	53% (97)	5% (9)	184
Not a Start Up	36% (151)	62% (263)	2% (10)	424
Employ Salary Only	34% (51)	62% (93)	3% (5)	149
Employ Hourly Only	30% (62)	67% (139)	2% (5)	206
Employ Salary + Hourly	47% (116)	49% (122)	4% (9)	247
Employ Service/Retail Worker	41% (86)	58% (122)	2% (4)	212
Employ Trade/Skill Worker	35% (78)	62% (140)	3% (7)	225
Employ Admin /Office Worker	44% (87)	53% (104)	3% (5)	196
Employ Other Worker	41% (33)	56% (45)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC15_9: Does your business currently offer the following benefits to full-time employees?
Flexible work options and/or ability to work from home**

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	62% (377)	36% (221)	2% (10)	608
Gender: Male	59% (226)	39% (147)	2% (7)	380
Gender: Female	66% (151)	32% (74)	1% (3)	228
Age: 18-34	79% (114)	21% (31)	— (0)	145
Age: 35-44	60% (121)	36% (73)	3% (6)	200
Age: 45-64	52% (95)	47% (86)	2% (3)	184
Age: 65+	59% (47)	39% (31)	1% (1)	79
Millennials: 1981-1996	67% (176)	31% (81)	2% (6)	263
GenXers: 1965-1980	58% (108)	41% (77)	1% (2)	187
Baby Boomers: 1946-1964	53% (68)	46% (59)	2% (2)	129
PID: Dem (no lean)	64% (136)	36% (77)	— (1)	214
PID: Ind (no lean)	64% (133)	34% (71)	1% (3)	207
PID: Rep (no lean)	58% (108)	39% (73)	3% (6)	187
PID/Gender: Dem Men	64% (75)	36% (42)	1% (1)	118
PID/Gender: Dem Women	64% (61)	36% (35)	— (0)	96
PID/Gender: Ind Men	60% (77)	38% (49)	2% (2)	128
PID/Gender: Ind Women	71% (56)	28% (22)	1% (1)	79
PID/Gender: Rep Men	55% (74)	42% (56)	3% (4)	134
PID/Gender: Rep Women	64% (34)	32% (17)	4% (2)	53
Educ: < College	59% (205)	38% (133)	2% (8)	346
Educ: Bachelors degree	62% (90)	37% (54)	1% (1)	145
Educ: Post-grad	70% (82)	29% (34)	1% (1)	117
Income: Under 50k	59% (104)	39% (68)	2% (4)	176
Income: 50k-100k	62% (164)	36% (94)	2% (5)	263
Income: 100k+	64% (109)	35% (59)	1% (1)	169
Ethnicity: White	60% (276)	39% (180)	2% (7)	463
Ethnicity: Hispanic	80% (72)	19% (17)	1% (1)	90
Ethnicity: Black	73% (67)	25% (23)	2% (2)	92
Ethnicity: Other	64% (34)	34% (18)	2% (1)	53

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**Table BPC15_9: Does your business currently offer the following benefits to full-time employees?
Flexible work options and/or ability to work from home**

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	62% (377)	36% (221)	2% (10)	608
All Christian	58% (156)	40% (107)	1% (4)	267
All Non-Christian	67% (35)	31% (16)	2% (1)	52
Agnostic/Nothing in particular	67% (106)	31% (49)	2% (3)	158
Something Else	59% (59)	39% (39)	2% (2)	100
Religious Non-Protestant/Catholic	67% (36)	31% (17)	2% (1)	54
Evangelical	54% (83)	44% (67)	2% (3)	153
Non-Evangelical	62% (126)	37% (75)	1% (3)	204
Community: Urban	69% (131)	31% (59)	— (0)	190
Community: Suburban	64% (173)	33% (90)	3% (7)	270
Community: Rural	49% (73)	49% (72)	2% (3)	148
4-Region: Northeast	62% (68)	36% (40)	2% (2)	110
4-Region: Midwest	57% (66)	41% (47)	3% (3)	116
4-Region: South	62% (184)	36% (108)	1% (4)	296
4-Region: West	69% (59)	30% (26)	1% (1)	86
President, CEO, Owner	61% (330)	37% (203)	2% (10)	543
Managing Director, VP, Partner	72% (47)	28% (18)	— (0)	65
Company Size 2-10	59% (186)	39% (121)	2% (7)	314
Company Size 11-50	52% (66)	46% (58)	2% (2)	126
Company Size 51-100	64% (45)	34% (24)	1% (1)	70
Company Size 101-300	83% (57)	17% (12)	— (0)	69
Start Up	66% (122)	32% (58)	2% (4)	184
Not a Start Up	60% (255)	38% (163)	1% (6)	424
Employ Salary Only	66% (98)	32% (47)	3% (4)	149
Employ Hourly Only	55% (114)	44% (90)	1% (2)	206
Employ Salary + Hourly	66% (162)	33% (81)	2% (4)	247
Employ Service/Retail Worker	61% (129)	39% (82)	— (1)	212
Employ Trade/Skill Worker	54% (121)	45% (101)	1% (3)	225
Employ Admin /Office Worker	77% (150)	22% (43)	2% (3)	196
Employ Other Worker	77% (62)	21% (17)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_10: Does your business currently offer the following benefits to full-time employees?*Onsite child care*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	12% (76)	85% (516)	3% (16)	608
Gender: Male	13% (48)	84% (320)	3% (12)	380
Gender: Female	12% (28)	86% (196)	2% (4)	228
Age: 18-34	18% (26)	80% (116)	2% (3)	145
Age: 35-44	16% (31)	80% (160)	4% (9)	200
Age: 45-64	9% (16)	90% (165)	2% (3)	184
Age: 65+	4% (3)	95% (75)	1% (1)	79
Millennials: 1981-1996	16% (42)	80% (211)	4% (10)	263
GenXers: 1965-1980	13% (25)	86% (160)	1% (2)	187
Baby Boomers: 1946-1964	3% (4)	95% (123)	2% (2)	129
PID: Dem (no lean)	16% (35)	82% (176)	1% (3)	214
PID: Ind (no lean)	10% (20)	87% (181)	3% (6)	207
PID: Rep (no lean)	11% (21)	85% (159)	4% (7)	187
PID/Gender: Dem Men	19% (22)	79% (93)	3% (3)	118
PID/Gender: Dem Women	14% (13)	86% (83)	— (0)	96
PID/Gender: Ind Men	10% (13)	88% (112)	2% (3)	128
PID/Gender: Ind Women	9% (7)	87% (69)	4% (3)	79
PID/Gender: Rep Men	10% (13)	86% (115)	4% (6)	134
PID/Gender: Rep Women	15% (8)	83% (44)	2% (1)	53
Educ: < College	10% (35)	86% (297)	4% (14)	346
Educ: Bachelors degree	12% (18)	86% (125)	1% (2)	145
Educ: Post-grad	20% (23)	80% (94)	— (0)	117
Income: Under 50k	10% (17)	86% (152)	4% (7)	176
Income: 50k-100k	14% (38)	83% (219)	2% (6)	263
Income: 100k+	12% (21)	86% (145)	2% (3)	169
Ethnicity: White	11% (50)	87% (404)	2% (9)	463
Ethnicity: Hispanic	19% (17)	79% (71)	2% (2)	90
Ethnicity: Black	22% (20)	72% (66)	7% (6)	92
Ethnicity: Other	11% (6)	87% (46)	2% (1)	53

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Table BPC15_10: Does your business currently offer the following benefits to full-time employees?

Onsite child care

Demographic	Yes		No		Don't know/Unsure		Total N
Business Owners	12%	(76)	85%	(516)	3%	(16)	608
All Christian	13%	(34)	85%	(228)	2%	(5)	267
All Non-Christian	13%	(7)	85%	(44)	2%	(1)	52
Agnostic/Nothing in particular	12%	(19)	85%	(134)	3%	(5)	158
Something Else	13%	(13)	82%	(82)	5%	(5)	100
Religious Non-Protestant/Catholic	13%	(7)	85%	(46)	2%	(1)	54
Evangelical	16%	(25)	80%	(123)	3%	(5)	153
Non-Evangelical	9%	(18)	89%	(181)	2%	(5)	204
Community: Urban	14%	(26)	85%	(162)	1%	(2)	190
Community: Suburban	12%	(33)	84%	(228)	3%	(9)	270
Community: Rural	11%	(17)	85%	(126)	3%	(5)	148
4-Region: Northeast	9%	(10)	88%	(97)	3%	(3)	110
4-Region: Midwest	14%	(16)	84%	(98)	2%	(2)	116
4-Region: South	14%	(42)	83%	(245)	3%	(9)	296
4-Region: West	9%	(8)	88%	(76)	2%	(2)	86
President, CEO, Owner	13%	(68)	85%	(460)	3%	(15)	543
Managing Director, VP, Partner	12%	(8)	86%	(56)	2%	(1)	65
Company Size 2-10	8%	(25)	89%	(280)	3%	(9)	314
Company Size 11-50	6%	(8)	89%	(112)	5%	(6)	126
Company Size 51-100	26%	(18)	73%	(51)	1%	(1)	70
Company Size 101-300	26%	(18)	74%	(51)	—	(0)	69
Start Up	22%	(40)	74%	(137)	4%	(7)	184
Not a Start Up	8%	(36)	89%	(379)	2%	(9)	424
Employ Salary Only	15%	(22)	82%	(122)	3%	(5)	149
Employ Hourly Only	10%	(20)	89%	(184)	1%	(2)	206
Employ Salary + Hourly	14%	(34)	83%	(204)	4%	(9)	247
Employ Service/Retail Worker	17%	(36)	82%	(174)	1%	(2)	212
Employ Trade/Skill Worker	13%	(29)	84%	(189)	3%	(7)	225
Employ Admin /Office Worker	16%	(31)	82%	(161)	2%	(4)	196
Employ Other Worker	22%	(18)	75%	(61)	2%	(2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_11: Does your business currently offer the following benefits to full-time employees?*Financial assistance to pay for child care*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	22% (134)	74% (452)	4% (22)	608
Gender: Male	23% (89)	72% (274)	4% (17)	380
Gender: Female	20% (45)	78% (178)	2% (5)	228
Age: 18-34	40% (58)	57% (83)	3% (4)	145
Age: 35-44	28% (56)	66% (133)	6% (11)	200
Age: 45-64	10% (18)	88% (161)	3% (5)	184
Age: 65+	3% (2)	95% (75)	3% (2)	79
Millennials: 1981-1996	33% (87)	62% (163)	5% (13)	263
GenXers: 1965-1980	15% (28)	83% (155)	2% (4)	187
Baby Boomers: 1946-1964	3% (4)	94% (121)	3% (4)	129
PID: Dem (no lean)	29% (62)	68% (145)	3% (7)	214
PID: Ind (no lean)	18% (38)	79% (164)	2% (5)	207
PID: Rep (no lean)	18% (34)	76% (143)	5% (10)	187
PID/Gender: Dem Men	34% (40)	61% (72)	5% (6)	118
PID/Gender: Dem Women	23% (22)	76% (73)	1% (1)	96
PID/Gender: Ind Men	16% (21)	81% (104)	2% (3)	128
PID/Gender: Ind Women	22% (17)	76% (60)	3% (2)	79
PID/Gender: Rep Men	21% (28)	73% (98)	6% (8)	134
PID/Gender: Rep Women	11% (6)	85% (45)	4% (2)	53
Educ: < College	21% (71)	75% (261)	4% (14)	346
Educ: Bachelors degree	22% (32)	74% (108)	3% (5)	145
Educ: Post-grad	26% (31)	71% (83)	3% (3)	117
Income: Under 50k	19% (33)	77% (135)	5% (8)	176
Income: 50k-100k	25% (66)	71% (187)	4% (10)	263
Income: 100k+	21% (35)	77% (130)	2% (4)	169
Ethnicity: White	19% (86)	79% (364)	3% (13)	463
Ethnicity: Hispanic	37% (33)	61% (55)	2% (2)	90
Ethnicity: Black	43% (40)	51% (47)	5% (5)	92
Ethnicity: Other	15% (8)	77% (41)	8% (4)	53

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Table BPC15_11: Does your business currently offer the following benefits to full-time employees?
Financial assistance to pay for child care

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	22% (134)	74% (452)	4% (22)	608
All Christian	17% (46)	79% (210)	4% (11)	267
All Non-Christian	29% (15)	69% (36)	2% (1)	52
Agnostic/Nothing in particular	24% (38)	72% (114)	4% (6)	158
Something Else	25% (25)	72% (72)	3% (3)	100
Religious Non-Protestant/Catholic	30% (16)	69% (37)	2% (1)	54
Evangelical	24% (37)	69% (106)	7% (10)	153
Non-Evangelical	14% (28)	84% (172)	2% (4)	204
Community: Urban	33% (62)	65% (123)	3% (5)	190
Community: Suburban	19% (51)	77% (208)	4% (11)	270
Community: Rural	14% (21)	82% (121)	4% (6)	148
4-Region: Northeast	21% (23)	75% (82)	5% (5)	110
4-Region: Midwest	22% (25)	76% (88)	3% (3)	116
4-Region: South	23% (69)	73% (215)	4% (12)	296
4-Region: West	20% (17)	78% (67)	2% (2)	86
President, CEO, Owner	21% (112)	76% (410)	4% (21)	543
Managing Director, VP, Partner	34% (22)	65% (42)	2% (1)	65
Company Size 2-10	10% (30)	87% (272)	4% (12)	314
Company Size 11-50	16% (20)	80% (101)	4% (5)	126
Company Size 51-100	43% (30)	54% (38)	3% (2)	70
Company Size 101-300	61% (42)	38% (26)	1% (1)	69
Start Up	29% (54)	65% (119)	6% (11)	184
Not a Start Up	19% (80)	79% (333)	3% (11)	424
Employ Salary Only	17% (26)	78% (116)	5% (7)	149
Employ Hourly Only	19% (40)	77% (159)	3% (7)	206
Employ Salary + Hourly	28% (68)	69% (171)	3% (8)	247
Employ Service/Retail Worker	27% (58)	69% (147)	3% (7)	212
Employ Trade/Skill Worker	24% (53)	72% (163)	4% (9)	225
Employ Admin /Office Worker	28% (55)	68% (134)	4% (7)	196
Employ Other Worker	21% (17)	73% (59)	6% (5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_12: Does your business currently offer the following benefits to full-time employees?*Retirement benefits*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	48% (289)	50% (301)	3% (18)	608
Gender: Male	49% (187)	47% (180)	3% (13)	380
Gender: Female	45% (102)	53% (121)	2% (5)	228
Age: 18-34	53% (77)	43% (63)	3% (5)	145
Age: 35-44	55% (109)	41% (82)	4% (9)	200
Age: 45-64	43% (80)	55% (101)	2% (3)	184
Age: 65+	29% (23)	70% (55)	1% (1)	79
Millennials: 1981-1996	56% (146)	41% (108)	3% (9)	263
GenXers: 1965-1980	46% (86)	52% (97)	2% (4)	187
Baby Boomers: 1946-1964	35% (45)	63% (81)	2% (3)	129
PID: Dem (no lean)	55% (118)	43% (93)	1% (3)	214
PID: Ind (no lean)	42% (87)	55% (113)	3% (7)	207
PID: Rep (no lean)	45% (84)	51% (95)	4% (8)	187
PID/Gender: Dem Men	58% (68)	40% (47)	3% (3)	118
PID/Gender: Dem Women	52% (50)	48% (46)	— (0)	96
PID/Gender: Ind Men	43% (55)	54% (69)	3% (4)	128
PID/Gender: Ind Women	41% (32)	56% (44)	4% (3)	79
PID/Gender: Rep Men	48% (64)	48% (64)	4% (6)	134
PID/Gender: Rep Women	38% (20)	58% (31)	4% (2)	53
Educ: < College	37% (127)	59% (205)	4% (14)	346
Educ: Bachelors degree	63% (91)	35% (51)	2% (3)	145
Educ: Post-grad	61% (71)	38% (45)	1% (1)	117
Income: Under 50k	28% (49)	68% (120)	4% (7)	176
Income: 50k-100k	54% (141)	44% (116)	2% (6)	263
Income: 100k+	59% (99)	38% (65)	3% (5)	169
Ethnicity: White	46% (215)	51% (238)	2% (10)	463
Ethnicity: Hispanic	54% (49)	42% (38)	3% (3)	90
Ethnicity: Black	60% (55)	36% (33)	4% (4)	92
Ethnicity: Other	36% (19)	57% (30)	8% (4)	53

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Table BPC15_12: Does your business currently offer the following benefits to full-time employees?

Retirement benefits

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	48% (289)	50% (301)	3% (18)	608
All Christian	50% (133)	47% (126)	3% (8)	267
All Non-Christian	56% (29)	44% (23)	— (0)	52
Agnostic/Nothing in particular	47% (74)	49% (77)	4% (7)	158
Something Else	37% (37)	60% (60)	3% (3)	100
Religious Non-Protestant/Catholic	56% (30)	44% (24)	— (0)	54
Evangelical	50% (76)	46% (71)	4% (6)	153
Non-Evangelical	42% (86)	55% (113)	2% (5)	204
Community: Urban	53% (101)	45% (86)	2% (3)	190
Community: Suburban	52% (141)	44% (118)	4% (11)	270
Community: Rural	32% (47)	66% (97)	3% (4)	148
4-Region: Northeast	49% (54)	45% (50)	5% (6)	110
4-Region: Midwest	48% (56)	50% (58)	2% (2)	116
4-Region: South	47% (140)	50% (147)	3% (9)	296
4-Region: West	45% (39)	53% (46)	1% (1)	86
President, CEO, Owner	44% (240)	52% (285)	3% (18)	543
Managing Director, VP, Partner	75% (49)	25% (16)	— (0)	65
Company Size 2-10	24% (75)	72% (227)	4% (12)	314
Company Size 11-50	61% (77)	37% (46)	2% (3)	126
Company Size 51-100	76% (53)	21% (15)	3% (2)	70
Company Size 101-300	84% (58)	14% (10)	1% (1)	69
Start Up	43% (80)	50% (92)	7% (12)	184
Not a Start Up	49% (209)	49% (209)	1% (6)	424
Employ Salary Only	42% (63)	54% (81)	3% (5)	149
Employ Hourly Only	36% (75)	60% (124)	3% (7)	206
Employ Salary + Hourly	61% (151)	36% (90)	2% (6)	247
Employ Service/Retail Worker	43% (91)	55% (117)	2% (4)	212
Employ Trade/Skill Worker	48% (109)	48% (108)	4% (8)	225
Employ Admin /Office Worker	61% (119)	36% (71)	3% (6)	196
Employ Other Worker	47% (38)	48% (39)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_13: Does your business currently offer the following benefits to full-time employees?*Emergency savings benefits*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	21% (128)	75% (454)	4% (26)	608
Gender: Male	24% (91)	71% (270)	5% (19)	380
Gender: Female	16% (37)	81% (184)	3% (7)	228
Age: 18-34	37% (53)	60% (87)	3% (5)	145
Age: 35-44	26% (52)	68% (137)	6% (11)	200
Age: 45-64	11% (20)	86% (158)	3% (6)	184
Age: 65+	4% (3)	91% (72)	5% (4)	79
Millennials: 1981-1996	32% (84)	63% (166)	5% (13)	263
GenXers: 1965-1980	14% (27)	83% (155)	3% (5)	187
Baby Boomers: 1946-1964	5% (7)	91% (117)	4% (5)	129
PID: Dem (no lean)	24% (52)	72% (155)	3% (7)	214
PID: Ind (no lean)	17% (36)	79% (163)	4% (8)	207
PID: Rep (no lean)	21% (40)	73% (136)	6% (11)	187
PID/Gender: Dem Men	31% (37)	64% (75)	5% (6)	118
PID/Gender: Dem Women	16% (15)	83% (80)	1% (1)	96
PID/Gender: Ind Men	19% (24)	77% (99)	4% (5)	128
PID/Gender: Ind Women	15% (12)	81% (64)	4% (3)	79
PID/Gender: Rep Men	22% (30)	72% (96)	6% (8)	134
PID/Gender: Rep Women	19% (10)	75% (40)	6% (3)	53
Educ: < College	18% (63)	77% (265)	5% (18)	346
Educ: Bachelors degree	20% (29)	76% (110)	4% (6)	145
Educ: Post-grad	31% (36)	68% (79)	2% (2)	117
Income: Under 50k	16% (28)	79% (139)	5% (9)	176
Income: 50k-100k	22% (58)	73% (191)	5% (14)	263
Income: 100k+	25% (42)	73% (124)	2% (3)	169
Ethnicity: White	18% (84)	78% (361)	4% (18)	463
Ethnicity: Hispanic	32% (29)	64% (58)	3% (3)	90
Ethnicity: Black	38% (35)	59% (54)	3% (3)	92
Ethnicity: Other	17% (9)	74% (39)	9% (5)	53

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Table BPC15_13: Does your business currently offer the following benefits to full-time employees?

Emergency savings benefits

Demographic	Yes		No		Don't know/Unsure		Total N
Business Owners	21%	(128)	75%	(454)	4%	(26)	608
All Christian	18%	(47)	78%	(207)	5%	(13)	267
All Non-Christian	23%	(12)	73%	(38)	4%	(2)	52
Agnostic/Nothing in particular	23%	(37)	71%	(112)	6%	(9)	158
Something Else	21%	(21)	78%	(78)	1%	(1)	100
Religious Non-Protestant/Catholic	24%	(13)	72%	(39)	4%	(2)	54
Evangelical	25%	(38)	71%	(108)	5%	(7)	153
Non-Evangelical	11%	(23)	85%	(174)	3%	(7)	204
Community: Urban	32%	(60)	65%	(124)	3%	(6)	190
Community: Suburban	18%	(48)	77%	(209)	5%	(13)	270
Community: Rural	14%	(20)	82%	(121)	5%	(7)	148
4-Region: Northeast	22%	(24)	74%	(81)	5%	(5)	110
4-Region: Midwest	22%	(25)	73%	(85)	5%	(6)	116
4-Region: South	19%	(57)	76%	(226)	4%	(13)	296
4-Region: West	26%	(22)	72%	(62)	2%	(2)	86
President, CEO, Owner	20%	(109)	75%	(409)	5%	(25)	543
Managing Director, VP, Partner	29%	(19)	69%	(45)	2%	(1)	65
Company Size 2-10	8%	(24)	87%	(273)	5%	(17)	314
Company Size 11-50	25%	(32)	71%	(90)	3%	(4)	126
Company Size 51-100	37%	(26)	60%	(42)	3%	(2)	70
Company Size 101-300	45%	(31)	51%	(35)	4%	(3)	69
Start Up	29%	(53)	64%	(117)	8%	(14)	184
Not a Start Up	18%	(75)	79%	(337)	3%	(12)	424
Employ Salary Only	15%	(23)	79%	(118)	5%	(8)	149
Employ Hourly Only	17%	(36)	80%	(164)	3%	(6)	206
Employ Salary + Hourly	28%	(69)	67%	(166)	5%	(12)	247
Employ Service/Retail Worker	19%	(41)	76%	(161)	5%	(10)	212
Employ Trade/Skill Worker	23%	(51)	72%	(162)	5%	(12)	225
Employ Admin /Office Worker	29%	(56)	69%	(135)	3%	(5)	196
Employ Other Worker	26%	(21)	68%	(55)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_14: Does your business currently offer the following benefits to full-time employees?*Short-term disability*

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	38% (229)	60% (363)	3% (16)	608
Gender: Male	40% (152)	57% (218)	3% (10)	380
Gender: Female	34% (77)	64% (145)	3% (6)	228
Age: 18-34	49% (71)	48% (70)	3% (4)	145
Age: 35-44	43% (86)	52% (104)	5% (10)	200
Age: 45-64	30% (56)	69% (127)	1% (1)	184
Age: 65+	20% (16)	78% (62)	1% (1)	79
Millennials: 1981-1996	44% (116)	52% (137)	4% (10)	263
GenXers: 1965-1980	38% (71)	60% (113)	2% (3)	187
Baby Boomers: 1946-1964	22% (28)	78% (100)	1% (1)	129
PID: Dem (no lean)	45% (96)	52% (111)	3% (7)	214
PID: Ind (no lean)	29% (60)	69% (142)	2% (5)	207
PID: Rep (no lean)	39% (73)	59% (110)	2% (4)	187
PID/Gender: Dem Men	49% (58)	47% (55)	4% (5)	118
PID/Gender: Dem Women	40% (38)	58% (56)	2% (2)	96
PID/Gender: Ind Men	32% (41)	66% (85)	2% (2)	128
PID/Gender: Ind Women	24% (19)	72% (57)	4% (3)	79
PID/Gender: Rep Men	40% (53)	58% (78)	2% (3)	134
PID/Gender: Rep Women	38% (20)	60% (32)	2% (1)	53
Educ: < College	32% (110)	65% (224)	3% (12)	346
Educ: Bachelors degree	48% (69)	52% (75)	1% (1)	145
Educ: Post-grad	43% (50)	55% (64)	3% (3)	117
Income: Under 50k	22% (39)	74% (131)	3% (6)	176
Income: 50k-100k	45% (118)	52% (138)	3% (7)	263
Income: 100k+	43% (72)	56% (94)	2% (3)	169
Ethnicity: White	35% (164)	62% (287)	3% (12)	463
Ethnicity: Hispanic	42% (38)	56% (50)	2% (2)	90
Ethnicity: Black	51% (47)	46% (42)	3% (3)	92
Ethnicity: Other	34% (18)	64% (34)	2% (1)	53

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Table BPC15_14: Does your business currently offer the following benefits to full-time employees?

Short-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	38% (229)	60% (363)	3% (16)	608
All Christian	37% (100)	60% (161)	2% (6)	267
All Non-Christian	37% (19)	60% (31)	4% (2)	52
Agnostic/Nothing in particular	39% (61)	58% (92)	3% (5)	158
Something Else	31% (31)	66% (66)	3% (3)	100
Religious Non-Protestant/Catholic	37% (20)	59% (32)	4% (2)	54
Evangelical	42% (64)	55% (84)	3% (5)	153
Non-Evangelical	30% (61)	69% (140)	1% (3)	204
Community: Urban	43% (82)	55% (104)	2% (4)	190
Community: Suburban	38% (103)	59% (158)	3% (9)	270
Community: Rural	30% (44)	68% (101)	2% (3)	148
4-Region: Northeast	39% (43)	57% (63)	4% (4)	110
4-Region: Midwest	38% (44)	61% (71)	1% (1)	116
4-Region: South	38% (112)	59% (175)	3% (9)	296
4-Region: West	35% (30)	63% (54)	2% (2)	86
President, CEO, Owner	36% (194)	61% (333)	3% (16)	543
Managing Director, VP, Partner	54% (35)	46% (30)	— (0)	65
Company Size 2-10	20% (63)	78% (244)	2% (7)	314
Company Size 11-50	44% (56)	52% (66)	3% (4)	126
Company Size 51-100	63% (44)	33% (23)	4% (3)	70
Company Size 101-300	71% (49)	29% (20)	— (0)	69
Start Up	35% (65)	60% (110)	5% (9)	184
Not a Start Up	39% (164)	60% (253)	2% (7)	424
Employ Salary Only	32% (47)	64% (95)	5% (7)	149
Employ Hourly Only	29% (59)	69% (142)	2% (5)	206
Employ Salary + Hourly	50% (123)	49% (120)	2% (4)	247
Employ Service/Retail Worker	36% (76)	62% (132)	2% (4)	212
Employ Trade/Skill Worker	47% (105)	50% (113)	3% (7)	225
Employ Admin /Office Worker	41% (81)	55% (108)	4% (7)	196
Employ Other Worker	36% (29)	62% (50)	2% (2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC15_15: Does your business currently offer the following benefits to full-time employees?*Long-term disability*

Demographic	Yes		No		Don't know/Unsure		Total N
Business Owners	32%	(194)	64%	(389)	4%	(25)	608
Gender: Male	36%	(136)	60%	(228)	4%	(16)	380
Gender: Female	25%	(58)	71%	(161)	4%	(9)	228
Age: 18-34	37%	(54)	57%	(82)	6%	(9)	145
Age: 35-44	39%	(78)	56%	(112)	5%	(10)	200
Age: 45-64	28%	(51)	70%	(128)	3%	(5)	184
Age: 65+	14%	(11)	85%	(67)	1%	(1)	79
Millennials: 1981-1996	40%	(104)	55%	(145)	5%	(14)	263
GenXers: 1965-1980	33%	(62)	66%	(123)	1%	(2)	187
Baby Boomers: 1946-1964	16%	(20)	81%	(105)	3%	(4)	129
PID: Dem (no lean)	36%	(77)	61%	(130)	3%	(7)	214
PID: Ind (no lean)	28%	(57)	68%	(140)	5%	(10)	207
PID: Rep (no lean)	32%	(60)	64%	(119)	4%	(8)	187
PID/Gender: Dem Men	42%	(49)	54%	(64)	4%	(5)	118
PID/Gender: Dem Women	29%	(28)	69%	(66)	2%	(2)	96
PID/Gender: Ind Men	30%	(38)	66%	(84)	5%	(6)	128
PID/Gender: Ind Women	24%	(19)	71%	(56)	5%	(4)	79
PID/Gender: Rep Men	37%	(49)	60%	(80)	4%	(5)	134
PID/Gender: Rep Women	21%	(11)	74%	(39)	6%	(3)	53
Educ: < College	26%	(90)	68%	(236)	6%	(20)	346
Educ: Bachelors degree	40%	(58)	59%	(85)	1%	(2)	145
Educ: Post-grad	39%	(46)	58%	(68)	3%	(3)	117
Income: Under 50k	19%	(34)	76%	(134)	5%	(8)	176
Income: 50k-100k	37%	(96)	60%	(157)	4%	(10)	263
Income: 100k+	38%	(64)	58%	(98)	4%	(7)	169
Ethnicity: White	33%	(151)	64%	(295)	4%	(17)	463
Ethnicity: Hispanic	38%	(34)	58%	(52)	4%	(4)	90
Ethnicity: Black	33%	(30)	62%	(57)	5%	(5)	92
Ethnicity: Other	25%	(13)	70%	(37)	6%	(3)	53

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Table BPC15_15: Does your business currently offer the following benefits to full-time employees?

Long-term disability

Demographic	Yes	No	Don't know/Unsure	Total N
Business Owners	32% (194)	64% (389)	4% (25)	608
All Christian	34% (90)	63% (169)	3% (8)	267
All Non-Christian	27% (14)	69% (36)	4% (2)	52
Agnostic/Nothing in particular	32% (51)	60% (95)	8% (12)	158
Something Else	24% (24)	73% (73)	3% (3)	100
Religious Non-Protestant/Catholic	26% (14)	70% (38)	4% (2)	54
Evangelical	39% (59)	58% (89)	3% (5)	153
Non-Evangelical	24% (49)	74% (150)	2% (5)	204
Community: Urban	36% (68)	60% (114)	4% (8)	190
Community: Suburban	32% (86)	64% (172)	4% (12)	270
Community: Rural	27% (40)	70% (103)	3% (5)	148
4-Region: Northeast	36% (40)	60% (66)	4% (4)	110
4-Region: Midwest	29% (34)	67% (78)	3% (4)	116
4-Region: South	32% (94)	64% (188)	5% (14)	296
4-Region: West	30% (26)	66% (57)	3% (3)	86
President, CEO, Owner	29% (160)	67% (362)	4% (21)	543
Managing Director, VP, Partner	52% (34)	42% (27)	6% (4)	65
Company Size 2-10	14% (45)	82% (257)	4% (12)	314
Company Size 11-50	37% (47)	60% (75)	3% (4)	126
Company Size 51-100	60% (42)	33% (23)	7% (5)	70
Company Size 101-300	59% (41)	38% (26)	3% (2)	69
Start Up	36% (66)	59% (108)	5% (10)	184
Not a Start Up	30% (128)	66% (281)	4% (15)	424
Employ Salary Only	29% (43)	66% (99)	5% (7)	149
Employ Hourly Only	24% (49)	73% (150)	3% (7)	206
Employ Salary + Hourly	41% (102)	55% (135)	4% (10)	247
Employ Service/Retail Worker	32% (68)	66% (139)	2% (5)	212
Employ Trade/Skill Worker	39% (87)	57% (129)	4% (9)	225
Employ Admin /Office Worker	36% (70)	60% (117)	5% (9)	196
Employ Other Worker	27% (22)	67% (54)	6% (5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_1NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Flexible work hours for parents

Demographic	Selected	Not Selected	Total N
Business Owners	56% (339)	44% (269)	608
Gender: Male	53% (203)	47% (177)	380
Gender: Female	60% (136)	40% (92)	228
Age: 18-34	59% (86)	41% (59)	145
Age: 35-44	62% (125)	38% (75)	200
Age: 45-64	54% (99)	46% (85)	184
Age: 65+	37% (29)	63% (50)	79
Millennials: 1981-1996	57% (151)	43% (112)	263
GenXers: 1965-1980	64% (119)	36% (68)	187
Baby Boomers: 1946-1964	38% (49)	62% (80)	129
PID: Dem (no lean)	58% (124)	42% (90)	214
PID: Ind (no lean)	56% (115)	44% (92)	207
PID: Rep (no lean)	53% (100)	47% (87)	187
PID/Gender: Dem Men	57% (67)	43% (51)	118
PID/Gender: Dem Women	59% (57)	41% (39)	96
PID/Gender: Ind Men	52% (67)	48% (61)	128
PID/Gender: Ind Women	61% (48)	39% (31)	79
PID/Gender: Rep Men	51% (69)	49% (65)	134
PID/Gender: Rep Women	58% (31)	42% (22)	53
Educ: < College	54% (187)	46% (159)	346
Educ: Bachelors degree	57% (82)	43% (63)	145
Educ: Post-grad	60% (70)	40% (47)	117
Income: Under 50k	49% (86)	51% (90)	176
Income: 50k-100k	60% (158)	40% (105)	263
Income: 100k+	56% (95)	44% (74)	169
Ethnicity: White	56% (260)	44% (203)	463
Ethnicity: Hispanic	63% (57)	37% (33)	90
Ethnicity: Black	53% (49)	47% (43)	92
Ethnicity: Other	57% (30)	43% (23)	53

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Table BPC16_1NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Flexible work hours for parents

Demographic	Selected		Not Selected		Total N
Business Owners	56%	(339)	44%	(269)	608
All Christian	53%	(141)	47%	(126)	267
All Non-Christian	50%	(26)	50%	(26)	52
Agnostic/Nothing in particular	58%	(91)	42%	(67)	158
Something Else	59%	(59)	41%	(41)	100
Religious Non-Protestant/Catholic	50%	(27)	50%	(27)	54
Evangelical	54%	(83)	46%	(70)	153
Non-Evangelical	54%	(110)	46%	(94)	204
Community: Urban	61%	(115)	39%	(75)	190
Community: Suburban	55%	(149)	45%	(121)	270
Community: Rural	51%	(75)	49%	(73)	148
4-Region: Northeast	59%	(65)	41%	(45)	110
4-Region: Midwest	52%	(60)	48%	(56)	116
4-Region: South	55%	(162)	45%	(134)	296
4-Region: West	60%	(52)	40%	(34)	86
President, CEO, Owner	55%	(298)	45%	(245)	543
Managing Director, VP, Partner	63%	(41)	37%	(24)	65
Company Size 2-10	51%	(161)	49%	(153)	314
Company Size 11-50	60%	(75)	40%	(51)	126
Company Size 51-100	51%	(36)	49%	(34)	70
Company Size 101-300	65%	(45)	35%	(24)	69
Start Up	60%	(110)	40%	(74)	184
Not a Start Up	54%	(229)	46%	(195)	424
Employ Salary Only	43%	(64)	57%	(85)	149
Employ Hourly Only	54%	(112)	46%	(94)	206
Employ Salary + Hourly	65%	(161)	35%	(86)	247
Employ Service/Retail Worker	59%	(126)	41%	(86)	212
Employ Trade/Skill Worker	56%	(126)	44%	(99)	225
Employ Admin /Office Worker	59%	(116)	41%	(80)	196
Employ Other Worker	49%	(40)	51%	(41)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_2NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Remote work options for parents

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(215)	65%	(393)	608
Gender: Male	34%	(129)	66%	(251)	380
Gender: Female	38%	(86)	62%	(142)	228
Age: 18-34	46%	(67)	54%	(78)	145
Age: 35-44	34%	(69)	66%	(131)	200
Age: 45-64	30%	(56)	70%	(128)	184
Age: 65+	29%	(23)	71%	(56)	79
Millennials: 1981-1996	37%	(98)	63%	(165)	263
GenXers: 1965-1980	37%	(69)	63%	(118)	187
Baby Boomers: 1946-1964	25%	(32)	75%	(97)	129
PID: Dem (no lean)	39%	(84)	61%	(130)	214
PID: Ind (no lean)	35%	(72)	65%	(135)	207
PID: Rep (no lean)	32%	(59)	68%	(128)	187
PID/Gender: Dem Men	40%	(47)	60%	(71)	118
PID/Gender: Dem Women	39%	(37)	61%	(59)	96
PID/Gender: Ind Men	34%	(44)	66%	(84)	128
PID/Gender: Ind Women	35%	(28)	65%	(51)	79
PID/Gender: Rep Men	28%	(38)	72%	(96)	134
PID/Gender: Rep Women	40%	(21)	60%	(32)	53
Educ: < College	31%	(107)	69%	(239)	346
Educ: Bachelors degree	39%	(57)	61%	(88)	145
Educ: Post-grad	44%	(51)	56%	(66)	117
Income: Under 50k	28%	(50)	72%	(126)	176
Income: 50k-100k	37%	(98)	63%	(165)	263
Income: 100k+	40%	(67)	60%	(102)	169
Ethnicity: White	33%	(153)	67%	(310)	463
Ethnicity: Hispanic	51%	(46)	49%	(44)	90
Ethnicity: Black	42%	(39)	58%	(53)	92
Ethnicity: Other	43%	(23)	57%	(30)	53

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Table BPC16_2NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Remote work options for parents

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(215)	65%	(393)	608
All Christian	31%	(84)	69%	(183)	267
All Non-Christian	42%	(22)	58%	(30)	52
Agnostic/Nothing in particular	35%	(55)	65%	(103)	158
Something Else	39%	(39)	61%	(61)	100
Religious Non-Protestant/Catholic	43%	(23)	57%	(31)	54
Evangelical	25%	(39)	75%	(114)	153
Non-Evangelical	39%	(80)	61%	(124)	204
Community: Urban	41%	(77)	59%	(113)	190
Community: Suburban	38%	(103)	62%	(167)	270
Community: Rural	24%	(35)	76%	(113)	148
4-Region: Northeast	32%	(35)	68%	(75)	110
4-Region: Midwest	38%	(44)	62%	(72)	116
4-Region: South	34%	(101)	66%	(195)	296
4-Region: West	41%	(35)	59%	(51)	86
President, CEO, Owner	35%	(190)	65%	(353)	543
Managing Director, VP, Partner	38%	(25)	62%	(40)	65
Company Size 2-10	32%	(99)	68%	(215)	314
Company Size 11-50	35%	(44)	65%	(82)	126
Company Size 51-100	36%	(25)	64%	(45)	70
Company Size 101-300	51%	(35)	49%	(34)	69
Start Up	39%	(71)	61%	(113)	184
Not a Start Up	34%	(144)	66%	(280)	424
Employ Salary Only	38%	(56)	62%	(93)	149
Employ Hourly Only	29%	(60)	71%	(146)	206
Employ Salary + Hourly	39%	(97)	61%	(150)	247
Employ Service/Retail Worker	34%	(72)	66%	(140)	212
Employ Trade/Skill Worker	28%	(62)	72%	(163)	225
Employ Admin /Office Worker	49%	(96)	51%	(100)	196
Employ Other Worker	44%	(36)	56%	(45)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_3NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Prioritized scheduling for parents to align with school/child care hours

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(211)	65%	(397)	608
Gender: Male	33%	(125)	67%	(255)	380
Gender: Female	38%	(86)	62%	(142)	228
Age: 18-34	48%	(70)	52%	(75)	145
Age: 35-44	30%	(61)	70%	(139)	200
Age: 45-64	30%	(56)	70%	(128)	184
Age: 65+	30%	(24)	70%	(55)	79
Millennials: 1981-1996	38%	(100)	62%	(163)	263
GenXers: 1965-1980	32%	(59)	68%	(128)	187
Baby Boomers: 1946-1964	29%	(37)	71%	(92)	129
PID: Dem (no lean)	36%	(77)	64%	(137)	214
PID: Ind (no lean)	33%	(69)	67%	(138)	207
PID: Rep (no lean)	35%	(65)	65%	(122)	187
PID/Gender: Dem Men	34%	(40)	66%	(78)	118
PID/Gender: Dem Women	39%	(37)	61%	(59)	96
PID/Gender: Ind Men	30%	(39)	70%	(89)	128
PID/Gender: Ind Women	38%	(30)	62%	(49)	79
PID/Gender: Rep Men	34%	(46)	66%	(88)	134
PID/Gender: Rep Women	36%	(19)	64%	(34)	53
Educ: < College	34%	(116)	66%	(230)	346
Educ: Bachelors degree	37%	(54)	63%	(91)	145
Educ: Post-grad	35%	(41)	65%	(76)	117
Income: Under 50k	29%	(51)	71%	(125)	176
Income: 50k-100k	40%	(106)	60%	(157)	263
Income: 100k+	32%	(54)	68%	(115)	169
Ethnicity: White	33%	(155)	67%	(308)	463
Ethnicity: Hispanic	36%	(32)	64%	(58)	90
Ethnicity: Black	38%	(35)	62%	(57)	92
Ethnicity: Other	40%	(21)	60%	(32)	53

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Table BPC16_3NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Prioritized scheduling for parents to align with school/child care hours

Demographic	Selected		Not Selected		Total N
Business Owners	35%	(211)	65%	(397)	608
All Christian	28%	(76)	72%	(191)	267
All Non-Christian	35%	(18)	65%	(34)	52
Agnostic/Nothing in particular	39%	(61)	61%	(97)	158
Something Else	43%	(43)	57%	(57)	100
Religious Non-Protestant/Catholic	35%	(19)	65%	(35)	54
Evangelical	33%	(50)	67%	(103)	153
Non-Evangelical	32%	(65)	68%	(139)	204
Community: Urban	40%	(76)	60%	(114)	190
Community: Suburban	37%	(101)	63%	(169)	270
Community: Rural	23%	(34)	77%	(114)	148
4-Region: Northeast	39%	(43)	61%	(67)	110
4-Region: Midwest	28%	(32)	72%	(84)	116
4-Region: South	35%	(104)	65%	(192)	296
4-Region: West	37%	(32)	63%	(54)	86
President, CEO, Owner	34%	(187)	66%	(356)	543
Managing Director, VP, Partner	37%	(24)	63%	(41)	65
Company Size 2-10	31%	(98)	69%	(216)	314
Company Size 11-50	33%	(42)	67%	(84)	126
Company Size 51-100	44%	(31)	56%	(39)	70
Company Size 101-300	39%	(27)	61%	(42)	69
Start Up	36%	(67)	64%	(117)	184
Not a Start Up	34%	(144)	66%	(280)	424
Employ Salary Only	22%	(33)	78%	(116)	149
Employ Hourly Only	38%	(79)	62%	(127)	206
Employ Salary + Hourly	40%	(99)	60%	(148)	247
Employ Service/Retail Worker	37%	(78)	63%	(134)	212
Employ Trade/Skill Worker	37%	(84)	63%	(141)	225
Employ Admin /Office Worker	36%	(71)	64%	(125)	196
Employ Other Worker	36%	(29)	64%	(52)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_4NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

On-site child care services

Demographic	Selected		Not Selected		Total N
Business Owners	10%	(62)	90%	(546)	608
Gender: Male	10%	(37)	90%	(343)	380
Gender: Female	11%	(25)	89%	(203)	228
Age: 18-34	14%	(20)	86%	(125)	145
Age: 35-44	13%	(26)	87%	(174)	200
Age: 45-64	7%	(12)	93%	(172)	184
Age: 65+	5%	(4)	95%	(75)	79
Millennials: 1981-1996	13%	(35)	87%	(228)	263
GenXers: 1965-1980	10%	(18)	90%	(169)	187
Baby Boomers: 1946-1964	4%	(5)	96%	(124)	129
PID: Dem (no lean)	13%	(28)	87%	(186)	214
PID: Ind (no lean)	8%	(16)	92%	(191)	207
PID: Rep (no lean)	10%	(18)	90%	(169)	187
PID/Gender: Dem Men	14%	(16)	86%	(102)	118
PID/Gender: Dem Women	12%	(12)	88%	(84)	96
PID/Gender: Ind Men	7%	(9)	93%	(119)	128
PID/Gender: Ind Women	9%	(7)	91%	(72)	79
PID/Gender: Rep Men	9%	(12)	91%	(122)	134
PID/Gender: Rep Women	11%	(6)	89%	(47)	53
Educ: < College	9%	(31)	91%	(315)	346
Educ: Bachelors degree	9%	(13)	91%	(132)	145
Educ: Post-grad	15%	(18)	85%	(99)	117
Income: Under 50k	10%	(18)	90%	(158)	176
Income: 50k-100k	10%	(27)	90%	(236)	263
Income: 100k+	10%	(17)	90%	(152)	169
Ethnicity: White	9%	(40)	91%	(423)	463
Ethnicity: Hispanic	17%	(15)	83%	(75)	90
Ethnicity: Black	17%	(16)	83%	(76)	92
Ethnicity: Other	11%	(6)	89%	(47)	53

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Table BPC16_4NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

On-site child care services

Demographic	Selected		Not Selected		Total N
Business Owners	10%	(62)	90%	(546)	608
All Christian	10%	(26)	90%	(241)	267
All Non-Christian	15%	(8)	85%	(44)	52
Agnostic/Nothing in particular	7%	(11)	93%	(147)	158
Something Else	13%	(13)	87%	(87)	100
Religious Non-Protestant/Catholic	15%	(8)	85%	(46)	54
Evangelical	13%	(20)	87%	(133)	153
Non-Evangelical	8%	(16)	92%	(188)	204
Community: Urban	13%	(25)	87%	(165)	190
Community: Suburban	9%	(23)	91%	(247)	270
Community: Rural	9%	(14)	91%	(134)	148
4-Region: Northeast	9%	(10)	91%	(100)	110
4-Region: Midwest	10%	(12)	90%	(104)	116
4-Region: South	11%	(33)	89%	(263)	296
4-Region: West	8%	(7)	92%	(79)	86
President, CEO, Owner	11%	(59)	89%	(484)	543
Managing Director, VP, Partner	5%	(3)	95%	(62)	65
Company Size 2-10	7%	(22)	93%	(292)	314
Company Size 11-50	3%	(4)	97%	(122)	126
Company Size 51-100	17%	(12)	83%	(58)	70
Company Size 101-300	23%	(16)	77%	(53)	69
Start Up	18%	(34)	82%	(150)	184
Not a Start Up	7%	(28)	93%	(396)	424
Employ Salary Only	9%	(14)	91%	(135)	149
Employ Hourly Only	8%	(16)	92%	(190)	206
Employ Salary + Hourly	13%	(32)	87%	(215)	247
Employ Service/Retail Worker	15%	(31)	85%	(181)	212
Employ Trade/Skill Worker	12%	(28)	88%	(197)	225
Employ Admin /Office Worker	15%	(30)	85%	(166)	196
Employ Other Worker	14%	(11)	86%	(70)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_5NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents pay for child care

Demographic	Selected	Not Selected	Total N
Business Owners	18% (109)	82% (499)	608
Gender: Male	19% (74)	81% (306)	380
Gender: Female	15% (35)	85% (193)	228
Age: 18-34	32% (47)	68% (98)	145
Age: 35-44	25% (50)	75% (150)	200
Age: 45-64	5% (10)	95% (174)	184
Age: 65+	3% (2)	97% (77)	79
Millennials: 1981-1996	28% (74)	72% (189)	263
GenXers: 1965-1980	11% (20)	89% (167)	187
Baby Boomers: 1946-1964	3% (4)	97% (125)	129
PID: Dem (no lean)	25% (53)	75% (161)	214
PID: Ind (no lean)	14% (30)	86% (177)	207
PID: Rep (no lean)	14% (26)	86% (161)	187
PID/Gender: Dem Men	28% (33)	72% (85)	118
PID/Gender: Dem Women	21% (20)	79% (76)	96
PID/Gender: Ind Men	16% (20)	84% (108)	128
PID/Gender: Ind Women	13% (10)	87% (69)	79
PID/Gender: Rep Men	16% (21)	84% (113)	134
PID/Gender: Rep Women	9% (5)	91% (48)	53
Educ: < College	13% (45)	87% (301)	346
Educ: Bachelors degree	21% (30)	79% (115)	145
Educ: Post-grad	29% (34)	71% (83)	117
Income: Under 50k	12% (21)	88% (155)	176
Income: 50k-100k	21% (56)	79% (207)	263
Income: 100k+	19% (32)	81% (137)	169
Ethnicity: White	16% (74)	84% (389)	463
Ethnicity: Hispanic	28% (25)	72% (65)	90
Ethnicity: Black	28% (26)	72% (66)	92
Ethnicity: Other	17% (9)	83% (44)	53

Continued on next page

Table BPC16_5NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents pay for child care

Demographic	Selected		Not Selected		Total N
Business Owners	18%	(109)	82%	(499)	608
All Christian	15%	(40)	85%	(227)	267
All Non-Christian	27%	(14)	73%	(38)	52
Agnostic/Nothing in particular	20%	(31)	80%	(127)	158
Something Else	16%	(16)	84%	(84)	100
Religious Non-Protestant/Catholic	28%	(15)	72%	(39)	54
Evangelical	18%	(28)	82%	(125)	153
Non-Evangelical	11%	(23)	89%	(181)	204
Community: Urban	26%	(50)	74%	(140)	190
Community: Suburban	15%	(41)	85%	(229)	270
Community: Rural	12%	(18)	88%	(130)	148
4-Region: Northeast	17%	(19)	83%	(91)	110
4-Region: Midwest	16%	(18)	84%	(98)	116
4-Region: South	18%	(53)	82%	(243)	296
4-Region: West	22%	(19)	78%	(67)	86
President, CEO, Owner	17%	(91)	83%	(452)	543
Managing Director, VP, Partner	28%	(18)	72%	(47)	65
Company Size 2-10	7%	(23)	93%	(291)	314
Company Size 11-50	10%	(13)	90%	(113)	126
Company Size 51-100	33%	(23)	67%	(47)	70
Company Size 101-300	58%	(40)	42%	(29)	69
Start Up	27%	(50)	73%	(134)	184
Not a Start Up	14%	(59)	86%	(365)	424
Employ Salary Only	17%	(26)	83%	(123)	149
Employ Hourly Only	16%	(32)	84%	(174)	206
Employ Salary + Hourly	21%	(51)	79%	(196)	247
Employ Service/Retail Worker	25%	(53)	75%	(159)	212
Employ Trade/Skill Worker	21%	(47)	79%	(178)	225
Employ Admin /Office Worker	22%	(44)	78%	(152)	196
Employ Other Worker	23%	(19)	77%	(62)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_6NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Selected	Not Selected	Total N
Business Owners	14% (84)	86% (524)	608
Gender: Male	14% (55)	86% (325)	380
Gender: Female	13% (29)	87% (199)	228
Age: 18-34	24% (35)	76% (110)	145
Age: 35-44	22% (43)	78% (157)	200
Age: 45-64	3% (5)	97% (179)	184
Age: 65+	1% (1)	99% (78)	79
Millennials: 1981-1996	22% (58)	78% (205)	263
GenXers: 1965-1980	7% (14)	93% (173)	187
Baby Boomers: 1946-1964	1% (1)	99% (128)	129
PID: Dem (no lean)	18% (39)	82% (175)	214
PID: Ind (no lean)	10% (20)	90% (187)	207
PID: Rep (no lean)	13% (25)	87% (162)	187
PID/Gender: Dem Men	22% (26)	78% (92)	118
PID/Gender: Dem Women	14% (13)	86% (83)	96
PID/Gender: Ind Men	9% (11)	91% (117)	128
PID/Gender: Ind Women	11% (9)	89% (70)	79
PID/Gender: Rep Men	13% (18)	87% (116)	134
PID/Gender: Rep Women	13% (7)	87% (46)	53
Educ: < College	9% (32)	91% (314)	346
Educ: Bachelors degree	17% (25)	83% (120)	145
Educ: Post-grad	23% (27)	77% (90)	117
Income: Under 50k	6% (11)	94% (165)	176
Income: 50k-100k	19% (49)	81% (214)	263
Income: 100k+	14% (24)	86% (145)	169
Ethnicity: White	13% (59)	87% (404)	463
Ethnicity: Hispanic	23% (21)	77% (69)	90
Ethnicity: Black	23% (21)	77% (71)	92
Ethnicity: Other	8% (4)	92% (49)	53

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Table BPC16_6NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Selected		Not Selected		Total N
Business Owners	14%	(84)	86%	(524)	608
All Christian	12%	(31)	88%	(236)	267
All Non-Christian	27%	(14)	73%	(38)	52
Agnostic/Nothing in particular	11%	(17)	89%	(141)	158
Something Else	13%	(13)	87%	(87)	100
Religious Non-Protestant/Catholic	28%	(15)	72%	(39)	54
Evangelical	16%	(25)	84%	(128)	153
Non-Evangelical	7%	(14)	93%	(190)	204
Community: Urban	20%	(38)	80%	(152)	190
Community: Suburban	12%	(32)	88%	(238)	270
Community: Rural	9%	(14)	91%	(134)	148
4-Region: Northeast	13%	(14)	87%	(96)	110
4-Region: Midwest	10%	(12)	90%	(104)	116
4-Region: South	16%	(47)	84%	(249)	296
4-Region: West	13%	(11)	87%	(75)	86
President, CEO, Owner	13%	(72)	87%	(471)	543
Managing Director, VP, Partner	18%	(12)	82%	(53)	65
Company Size 2-10	4%	(11)	96%	(303)	314
Company Size 11-50	5%	(6)	95%	(120)	126
Company Size 51-100	39%	(27)	61%	(43)	70
Company Size 101-300	43%	(30)	57%	(39)	69
Start Up	19%	(35)	81%	(149)	184
Not a Start Up	12%	(49)	88%	(375)	424
Employ Salary Only	12%	(18)	88%	(131)	149
Employ Hourly Only	11%	(23)	89%	(183)	206
Employ Salary + Hourly	17%	(43)	83%	(204)	247
Employ Service/Retail Worker	18%	(39)	82%	(173)	212
Employ Trade/Skill Worker	16%	(37)	84%	(188)	225
Employ Admin /Office Worker	20%	(39)	80%	(157)	196
Employ Other Worker	12%	(10)	88%	(71)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_7NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(72)	88%	(536)	608
Gender: Male	13%	(51)	87%	(329)	380
Gender: Female	9%	(21)	91%	(207)	228
Age: 18-34	23%	(33)	77%	(112)	145
Age: 35-44	16%	(33)	84%	(167)	200
Age: 45-64	3%	(5)	97%	(179)	184
Age: 65+	1%	(1)	99%	(78)	79
Millennials: 1981-1996	17%	(46)	83%	(217)	263
GenXers: 1965-1980	8%	(15)	92%	(172)	187
Baby Boomers: 1946-1964	1%	(1)	99%	(128)	129
PID: Dem (no lean)	17%	(37)	83%	(177)	214
PID: Ind (no lean)	5%	(11)	95%	(196)	207
PID: Rep (no lean)	13%	(24)	87%	(163)	187
PID/Gender: Dem Men	24%	(28)	76%	(90)	118
PID/Gender: Dem Women	9%	(9)	91%	(87)	96
PID/Gender: Ind Men	4%	(5)	96%	(123)	128
PID/Gender: Ind Women	8%	(6)	92%	(73)	79
PID/Gender: Rep Men	13%	(18)	87%	(116)	134
PID/Gender: Rep Women	11%	(6)	89%	(47)	53
Educ: < College	8%	(27)	92%	(319)	346
Educ: Bachelors degree	13%	(19)	87%	(126)	145
Educ: Post-grad	22%	(26)	78%	(91)	117
Income: Under 50k	8%	(14)	92%	(162)	176
Income: 50k-100k	14%	(36)	86%	(227)	263
Income: 100k+	13%	(22)	87%	(147)	169
Ethnicity: White	12%	(54)	88%	(409)	463
Ethnicity: Hispanic	20%	(18)	80%	(72)	90
Ethnicity: Black	15%	(14)	85%	(78)	92
Ethnicity: Other	8%	(4)	92%	(49)	53

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Table BPC16_7NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(72)	88%	(536)	608
All Christian	12%	(31)	88%	(236)	267
All Non-Christian	19%	(10)	81%	(42)	52
Agnostic/Nothing in particular	11%	(18)	89%	(140)	158
Something Else	5%	(5)	95%	(95)	100
Religious Non-Protestant/Catholic	19%	(10)	81%	(44)	54
Evangelical	12%	(18)	88%	(135)	153
Non-Evangelical	7%	(14)	93%	(190)	204
Community: Urban	19%	(37)	81%	(153)	190
Community: Suburban	11%	(29)	89%	(241)	270
Community: Rural	4%	(6)	96%	(142)	148
4-Region: Northeast	11%	(12)	89%	(98)	110
4-Region: Midwest	10%	(12)	90%	(104)	116
4-Region: South	12%	(37)	88%	(259)	296
4-Region: West	13%	(11)	87%	(75)	86
President, CEO, Owner	12%	(64)	88%	(479)	543
Managing Director, VP, Partner	12%	(8)	88%	(57)	65
Company Size 2-10	3%	(10)	97%	(304)	314
Company Size 11-50	3%	(4)	97%	(122)	126
Company Size 51-100	29%	(20)	71%	(50)	70
Company Size 101-300	41%	(28)	59%	(41)	69
Start Up	23%	(43)	77%	(141)	184
Not a Start Up	7%	(29)	93%	(395)	424
Employ Salary Only	13%	(20)	87%	(129)	149
Employ Hourly Only	9%	(19)	91%	(187)	206
Employ Salary + Hourly	13%	(33)	87%	(214)	247
Employ Service/Retail Worker	18%	(38)	82%	(174)	212
Employ Trade/Skill Worker	13%	(30)	87%	(195)	225
Employ Admin /Office Worker	16%	(31)	84%	(165)	196
Employ Other Worker	19%	(15)	81%	(66)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_8NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

None of the above

Demographic	Selected	Not Selected	Total N
Business Owners	24% (143)	76% (465)	608
Gender: Male	25% (96)	75% (284)	380
Gender: Female	21% (47)	79% (181)	228
Age: 18-34	11% (16)	89% (129)	145
Age: 35-44	18% (35)	82% (165)	200
Age: 45-64	31% (57)	69% (127)	184
Age: 65+	44% (35)	56% (44)	79
Millennials: 1981-1996	15% (39)	85% (224)	263
GenXers: 1965-1980	22% (42)	78% (145)	187
Baby Boomers: 1946-1964	45% (58)	55% (71)	129
PID: Dem (no lean)	20% (43)	80% (171)	214
PID: Ind (no lean)	25% (52)	75% (155)	207
PID: Rep (no lean)	26% (48)	74% (139)	187
PID/Gender: Dem Men	20% (24)	80% (94)	118
PID/Gender: Dem Women	20% (19)	80% (77)	96
PID/Gender: Ind Men	27% (34)	73% (94)	128
PID/Gender: Ind Women	23% (18)	77% (61)	79
PID/Gender: Rep Men	28% (38)	72% (96)	134
PID/Gender: Rep Women	19% (10)	81% (43)	53
Educ: < College	27% (94)	73% (252)	346
Educ: Bachelors degree	22% (32)	78% (113)	145
Educ: Post-grad	15% (17)	85% (100)	117
Income: Under 50k	30% (52)	70% (124)	176
Income: 50k-100k	18% (48)	82% (215)	263
Income: 100k+	25% (43)	75% (126)	169
Ethnicity: White	25% (117)	75% (346)	463
Ethnicity: Hispanic	12% (11)	88% (79)	90
Ethnicity: Black	15% (14)	85% (78)	92
Ethnicity: Other	23% (12)	77% (41)	53

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Table BPC16_8NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

None of the above

Demographic	Selected		Not Selected		Total N
Business Owners	24%	(143)	76%	(465)	608
All Christian	29%	(77)	71%	(190)	267
All Non-Christian	19%	(10)	81%	(42)	52
Agnostic/Nothing in particular	20%	(32)	80%	(126)	158
Something Else	17%	(17)	83%	(83)	100
Religious Non-Protestant/Catholic	20%	(11)	80%	(43)	54
Evangelical	24%	(36)	76%	(117)	153
Non-Evangelical	27%	(56)	73%	(148)	204
Community: Urban	15%	(29)	85%	(161)	190
Community: Suburban	26%	(69)	74%	(201)	270
Community: Rural	30%	(45)	70%	(103)	148
4-Region: Northeast	23%	(25)	77%	(85)	110
4-Region: Midwest	28%	(32)	72%	(84)	116
4-Region: South	24%	(71)	76%	(225)	296
4-Region: West	17%	(15)	83%	(71)	86
President, CEO, Owner	25%	(134)	75%	(409)	543
Managing Director, VP, Partner	14%	(9)	86%	(56)	65
Company Size 2-10	32%	(102)	68%	(212)	314
Company Size 11-50	24%	(30)	76%	(96)	126
Company Size 51-100	9%	(6)	91%	(64)	70
Company Size 101-300	4%	(3)	96%	(66)	69
Start Up	16%	(29)	84%	(155)	184
Not a Start Up	27%	(114)	73%	(310)	424
Employ Salary Only	30%	(45)	70%	(104)	149
Employ Hourly Only	28%	(57)	72%	(149)	206
Employ Salary + Hourly	16%	(39)	84%	(208)	247
Employ Service/Retail Worker	22%	(47)	78%	(165)	212
Employ Trade/Skill Worker	24%	(53)	76%	(172)	225
Employ Admin /Office Worker	16%	(32)	84%	(164)	196
Employ Other Worker	20%	(16)	80%	(65)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC16_9NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Other, please specify

Demographic	Selected	Not Selected	Total N
Business Owners	2% (12)	98% (596)	608
Gender: Male	1% (5)	99% (375)	380
Gender: Female	3% (7)	97% (221)	228
Age: 18-34	1% (1)	99% (144)	145
Age: 35-44	— (1)	100% (199)	200
Age: 45-64	2% (4)	98% (180)	184
Age: 65+	8% (6)	92% (73)	79
Millennials: 1981-1996	1% (2)	99% (261)	263
GenXers: 1965-1980	2% (3)	98% (184)	187
Baby Boomers: 1946-1964	5% (7)	95% (122)	129
PID: Dem (no lean)	1% (3)	99% (211)	214
PID: Ind (no lean)	2% (4)	98% (203)	207
PID: Rep (no lean)	3% (5)	97% (182)	187
PID/Gender: Dem Men	2% (2)	98% (116)	118
PID/Gender: Dem Women	1% (1)	99% (95)	96
PID/Gender: Ind Men	2% (2)	98% (126)	128
PID/Gender: Ind Women	3% (2)	97% (77)	79
PID/Gender: Rep Men	1% (1)	99% (133)	134
PID/Gender: Rep Women	8% (4)	92% (49)	53
Educ: < College	2% (7)	98% (339)	346
Educ: Bachelors degree	— (0)	100% (145)	145
Educ: Post-grad	4% (5)	96% (112)	117
Income: Under 50k	2% (4)	98% (172)	176
Income: 50k-100k	2% (4)	98% (259)	263
Income: 100k+	2% (4)	98% (165)	169
Ethnicity: White	2% (10)	98% (453)	463
Ethnicity: Hispanic	2% (2)	98% (88)	90
Ethnicity: Black	— (0)	100% (92)	92
Ethnicity: Other	4% (2)	96% (51)	53

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Table BPC16_9NET: Which of the following accommodations, if any, does your business currently offer to employees with children? Please select all that apply.

Other, please specify

Demographic	Selected		Not Selected		Total N
Business Owners	2%	(12)	98%	(596)	608
All Christian	3%	(8)	97%	(259)	267
All Non-Christian	—	(0)	100%	(52)	52
Agnostic/Nothing in particular	2%	(3)	98%	(155)	158
Something Else	1%	(1)	99%	(99)	100
Religious Non-Protestant/Catholic	—	(0)	100%	(54)	54
Evangelical	3%	(4)	97%	(149)	153
Non-Evangelical	2%	(5)	98%	(199)	204
Community: Urban	1%	(1)	99%	(189)	190
Community: Suburban	1%	(4)	99%	(266)	270
Community: Rural	5%	(7)	95%	(141)	148
4-Region: Northeast	2%	(2)	98%	(108)	110
4-Region: Midwest	3%	(3)	97%	(113)	116
4-Region: South	2%	(5)	98%	(291)	296
4-Region: West	2%	(2)	98%	(84)	86
President, CEO, Owner	2%	(11)	98%	(532)	543
Managing Director, VP, Partner	2%	(1)	98%	(64)	65
Company Size 2-10	3%	(9)	97%	(305)	314
Company Size 11-50	2%	(3)	98%	(123)	126
Company Size 51-100	—	(0)	100%	(70)	70
Company Size 101-300	—	(0)	100%	(69)	69
Start Up	1%	(2)	99%	(182)	184
Not a Start Up	2%	(10)	98%	(414)	424
Employ Salary Only	4%	(6)	96%	(143)	149
Employ Hourly Only	—	(0)	100%	(206)	206
Employ Salary + Hourly	2%	(4)	98%	(243)	247
Employ Service/Retail Worker	1%	(3)	99%	(209)	212
Employ Trade/Skill Worker	2%	(4)	98%	(221)	225
Employ Admin /Office Worker	2%	(3)	98%	(193)	196
Employ Other Worker	4%	(3)	96%	(78)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC17_1: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?*Employee wages*

Demographic	Yes	No	Don't know	Total N
Business Owners	58% (352)	40% (243)	2% (13)	608
Gender: Male	59% (225)	39% (148)	2% (7)	380
Gender: Female	56% (127)	42% (95)	3% (6)	228
Age: 18-34	70% (102)	27% (39)	3% (4)	145
Age: 35-44	66% (132)	30% (60)	4% (8)	200
Age: 45-64	49% (91)	51% (93)	— (0)	184
Age: 65+	34% (27)	65% (51)	1% (1)	79
Millennials: 1981-1996	67% (175)	30% (79)	3% (9)	263
GenXers: 1965-1980	53% (99)	46% (86)	1% (2)	187
Baby Boomers: 1946-1964	42% (54)	57% (74)	1% (1)	129
PID: Dem (no lean)	62% (133)	36% (77)	2% (4)	214
PID: Ind (no lean)	54% (112)	43% (89)	3% (6)	207
PID: Rep (no lean)	57% (107)	41% (77)	2% (3)	187
PID/Gender: Dem Men	64% (75)	34% (40)	3% (3)	118
PID/Gender: Dem Women	60% (58)	39% (37)	1% (1)	96
PID/Gender: Ind Men	54% (69)	44% (56)	2% (3)	128
PID/Gender: Ind Women	54% (43)	42% (33)	4% (3)	79
PID/Gender: Rep Men	60% (81)	39% (52)	1% (1)	134
PID/Gender: Rep Women	49% (26)	47% (25)	4% (2)	53
Educ: < College	56% (194)	42% (145)	2% (7)	346
Educ: Bachelors degree	58% (84)	39% (57)	3% (4)	145
Educ: Post-grad	63% (74)	35% (41)	2% (2)	117
Income: Under 50k	52% (92)	45% (79)	3% (5)	176
Income: 50k-100k	59% (155)	39% (102)	2% (6)	263
Income: 100k+	62% (105)	37% (62)	1% (2)	169
Ethnicity: White	57% (265)	41% (188)	2% (10)	463
Ethnicity: Hispanic	63% (57)	36% (32)	1% (1)	90
Ethnicity: Black	63% (58)	36% (33)	1% (1)	92
Ethnicity: Other	55% (29)	42% (22)	4% (2)	53

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Table BPC17_1: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?

Employee wages

Demographic	Yes	No	Don't know	Total N
Business Owners	58% (352)	40% (243)	2% (13)	608
All Christian	57% (151)	41% (110)	2% (6)	267
All Non-Christian	67% (35)	33% (17)	— (0)	52
Agnostic/Nothing in particular	56% (88)	41% (65)	3% (5)	158
Something Else	59% (59)	39% (39)	2% (2)	100
Religious Non-Protestant/Catholic	67% (36)	33% (18)	— (0)	54
Evangelical	59% (91)	39% (59)	2% (3)	153
Non-Evangelical	54% (111)	43% (88)	2% (5)	204
Community: Urban	63% (120)	34% (65)	3% (5)	190
Community: Suburban	56% (152)	41% (112)	2% (6)	270
Community: Rural	54% (80)	45% (66)	1% (2)	148
4-Region: Northeast	54% (59)	45% (49)	2% (2)	110
4-Region: Midwest	66% (76)	34% (39)	1% (1)	116
4-Region: South	59% (174)	39% (115)	2% (7)	296
4-Region: West	50% (43)	47% (40)	3% (3)	86
President, CEO, Owner	57% (312)	41% (220)	2% (11)	543
Managing Director, VP, Partner	62% (40)	35% (23)	3% (2)	65
Company Size 2-10	44% (138)	54% (169)	2% (7)	314
Company Size 11-50	66% (83)	33% (41)	2% (2)	126
Company Size 51-100	79% (55)	20% (14)	1% (1)	70
Company Size 101-300	81% (56)	19% (13)	— (0)	69
Start Up	66% (121)	31% (57)	3% (6)	184
Not a Start Up	54% (231)	44% (186)	2% (7)	424
Employ Salary Only	49% (73)	49% (73)	2% (3)	149
Employ Hourly Only	55% (114)	42% (87)	2% (5)	206
Employ Salary + Hourly	66% (164)	32% (79)	2% (4)	247
Employ Service/Retail Worker	63% (133)	35% (74)	2% (5)	212
Employ Trade/Skill Worker	63% (141)	35% (79)	2% (5)	225
Employ Admin /Office Worker	56% (110)	41% (81)	3% (5)	196
Employ Other Worker	48% (39)	48% (39)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC17_2: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?*Employee benefits*

Demographic	Yes		No		Don't know		Total N
Business Owners	42%	(254)	57%	(344)	2%	(10)	608
Gender: Male	48%	(181)	51%	(193)	2%	(6)	380
Gender: Female	32%	(73)	66%	(151)	2%	(4)	228
Age: 18-34	52%	(75)	43%	(63)	5%	(7)	145
Age: 35-44	54%	(107)	45%	(90)	2%	(3)	200
Age: 45-64	31%	(57)	69%	(127)	—	(0)	184
Age: 65+	19%	(15)	81%	(64)	—	(0)	79
Millennials: 1981-1996	50%	(132)	46%	(122)	3%	(9)	263
GenXers: 1965-1980	40%	(74)	60%	(113)	—	(0)	187
Baby Boomers: 1946-1964	22%	(29)	78%	(100)	—	(0)	129
PID: Dem (no lean)	53%	(114)	45%	(96)	2%	(4)	214
PID: Ind (no lean)	31%	(64)	67%	(138)	2%	(5)	207
PID: Rep (no lean)	41%	(76)	59%	(110)	1%	(1)	187
PID/Gender: Dem Men	63%	(74)	35%	(41)	3%	(3)	118
PID/Gender: Dem Women	42%	(40)	57%	(55)	1%	(1)	96
PID/Gender: Ind Men	34%	(44)	63%	(81)	2%	(3)	128
PID/Gender: Ind Women	25%	(20)	72%	(57)	3%	(2)	79
PID/Gender: Rep Men	47%	(63)	53%	(71)	—	(0)	134
PID/Gender: Rep Women	25%	(13)	74%	(39)	2%	(1)	53
Educ: < College	35%	(122)	63%	(217)	2%	(7)	346
Educ: Bachelors degree	50%	(72)	48%	(70)	2%	(3)	145
Educ: Post-grad	51%	(60)	49%	(57)	—	(0)	117
Income: Under 50k	33%	(58)	64%	(113)	3%	(5)	176
Income: 50k-100k	48%	(127)	50%	(132)	2%	(4)	263
Income: 100k+	41%	(69)	59%	(99)	1%	(1)	169
Ethnicity: White	39%	(181)	60%	(278)	1%	(4)	463
Ethnicity: Hispanic	52%	(47)	44%	(40)	3%	(3)	90
Ethnicity: Black	57%	(52)	40%	(37)	3%	(3)	92
Ethnicity: Other	40%	(21)	55%	(29)	6%	(3)	53

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Table BPC17_2: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?
Employee benefits

Demographic	Yes		No		Don't know		Total N
Business Owners	42%	(254)	57%	(344)	2%	(10)	608
All Christian	42%	(112)	57%	(153)	1%	(2)	267
All Non-Christian	50%	(26)	50%	(26)	—	(0)	52
Agnostic/Nothing in particular	40%	(63)	56%	(89)	4%	(6)	158
Something Else	37%	(37)	61%	(61)	2%	(2)	100
Religious Non-Protestant/Catholic	50%	(27)	50%	(27)	—	(0)	54
Evangelical	47%	(72)	52%	(79)	1%	(2)	153
Non-Evangelical	34%	(69)	65%	(133)	1%	(2)	204
Community: Urban	56%	(106)	44%	(83)	1%	(1)	190
Community: Suburban	39%	(106)	58%	(157)	3%	(7)	270
Community: Rural	28%	(42)	70%	(104)	1%	(2)	148
4-Region: Northeast	41%	(45)	58%	(64)	1%	(1)	110
4-Region: Midwest	46%	(53)	52%	(60)	3%	(3)	116
4-Region: South	42%	(124)	57%	(168)	1%	(4)	296
4-Region: West	37%	(32)	60%	(52)	2%	(2)	86
President, CEO, Owner	40%	(218)	58%	(315)	2%	(10)	543
Managing Director, VP, Partner	55%	(36)	45%	(29)	—	(0)	65
Company Size 2-10	23%	(71)	75%	(237)	2%	(6)	314
Company Size 11-50	52%	(66)	47%	(59)	1%	(1)	126
Company Size 51-100	64%	(45)	33%	(23)	3%	(2)	70
Company Size 101-300	74%	(51)	25%	(17)	1%	(1)	69
Start Up	52%	(96)	45%	(83)	3%	(5)	184
Not a Start Up	37%	(158)	62%	(261)	1%	(5)	424
Employ Salary Only	34%	(50)	66%	(98)	1%	(1)	149
Employ Hourly Only	38%	(78)	61%	(125)	1%	(3)	206
Employ Salary + Hourly	51%	(126)	47%	(116)	2%	(5)	247
Employ Service/Retail Worker	43%	(92)	55%	(117)	1%	(3)	212
Employ Trade/Skill Worker	44%	(98)	55%	(123)	2%	(4)	225
Employ Admin /Office Worker	51%	(99)	48%	(95)	1%	(2)	196
Employ Other Worker	43%	(35)	53%	(43)	4%	(3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC17_3: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?

Remote or hybrid workplace policies

Demographic	Yes		No		Don't know		Total N
Business Owners	42%	(257)	55%	(336)	2%	(15)	608
Gender: Male	42%	(160)	56%	(211)	2%	(9)	380
Gender: Female	43%	(97)	55%	(125)	3%	(6)	228
Age: 18-34	48%	(69)	47%	(68)	6%	(8)	145
Age: 35-44	50%	(99)	48%	(96)	2%	(5)	200
Age: 45-64	34%	(62)	65%	(120)	1%	(2)	184
Age: 65+	34%	(27)	66%	(52)	—	(0)	79
Millennials: 1981-1996	47%	(123)	49%	(130)	4%	(10)	263
GenXers: 1965-1980	42%	(79)	56%	(105)	2%	(3)	187
Baby Boomers: 1946-1964	30%	(39)	70%	(90)	—	(0)	129
PID: Dem (no lean)	47%	(100)	51%	(109)	2%	(5)	214
PID: Ind (no lean)	40%	(83)	57%	(117)	3%	(7)	207
PID: Rep (no lean)	40%	(74)	59%	(110)	2%	(3)	187
PID/Gender: Dem Men	48%	(57)	47%	(56)	4%	(5)	118
PID/Gender: Dem Women	45%	(43)	55%	(53)	—	(0)	96
PID/Gender: Ind Men	40%	(51)	58%	(74)	2%	(3)	128
PID/Gender: Ind Women	41%	(32)	54%	(43)	5%	(4)	79
PID/Gender: Rep Men	39%	(52)	60%	(81)	1%	(1)	134
PID/Gender: Rep Women	42%	(22)	55%	(29)	4%	(2)	53
Educ: < College	35%	(122)	62%	(215)	3%	(9)	346
Educ: Bachelors degree	48%	(70)	50%	(72)	2%	(3)	145
Educ: Post-grad	56%	(65)	42%	(49)	3%	(3)	117
Income: Under 50k	37%	(65)	61%	(107)	2%	(4)	176
Income: 50k-100k	42%	(111)	55%	(144)	3%	(8)	263
Income: 100k+	48%	(81)	50%	(85)	2%	(3)	169
Ethnicity: White	38%	(177)	60%	(277)	2%	(9)	463
Ethnicity: Hispanic	58%	(52)	36%	(32)	7%	(6)	90
Ethnicity: Black	58%	(53)	40%	(37)	2%	(2)	92
Ethnicity: Other	51%	(27)	42%	(22)	8%	(4)	53

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Table BPC17_3: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?
Remote or hybrid workplace policies

Demographic	Yes		No		Don't know		Total N
Business Owners	42%	(257)	55%	(336)	2%	(15)	608
All Christian	42%	(112)	57%	(151)	1%	(4)	267
All Non-Christian	58%	(30)	40%	(21)	2%	(1)	52
Agnostic/Nothing in particular	39%	(61)	56%	(89)	5%	(8)	158
Something Else	44%	(44)	55%	(55)	1%	(1)	100
Religious Non-Protestant/Catholic	57%	(31)	41%	(22)	2%	(1)	54
Evangelical	41%	(62)	57%	(87)	3%	(4)	153
Non-Evangelical	44%	(89)	56%	(114)	—	(1)	204
Community: Urban	49%	(93)	48%	(92)	3%	(5)	190
Community: Suburban	45%	(121)	52%	(140)	3%	(9)	270
Community: Rural	29%	(43)	70%	(104)	1%	(1)	148
4-Region: Northeast	37%	(41)	59%	(65)	4%	(4)	110
4-Region: Midwest	42%	(49)	56%	(65)	2%	(2)	116
4-Region: South	43%	(127)	55%	(164)	2%	(5)	296
4-Region: West	47%	(40)	49%	(42)	5%	(4)	86
President, CEO, Owner	41%	(222)	57%	(309)	2%	(12)	543
Managing Director, VP, Partner	54%	(35)	42%	(27)	5%	(3)	65
Company Size 2-10	31%	(97)	67%	(209)	3%	(8)	314
Company Size 11-50	39%	(49)	59%	(74)	2%	(3)	126
Company Size 51-100	60%	(42)	39%	(27)	1%	(1)	70
Company Size 101-300	72%	(50)	25%	(17)	3%	(2)	69
Start Up	49%	(90)	46%	(84)	5%	(10)	184
Not a Start Up	39%	(167)	59%	(252)	1%	(5)	424
Employ Salary Only	43%	(64)	55%	(82)	2%	(3)	149
Employ Hourly Only	35%	(73)	62%	(128)	2%	(5)	206
Employ Salary + Hourly	48%	(118)	49%	(122)	3%	(7)	247
Employ Service/Retail Worker	40%	(85)	58%	(122)	2%	(5)	212
Employ Trade/Skill Worker	34%	(76)	63%	(142)	3%	(7)	225
Employ Admin /Office Worker	56%	(110)	41%	(81)	3%	(5)	196
Employ Other Worker	53%	(43)	41%	(33)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC17_4: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?

Option for flexible work hours

Demographic	Yes	No	Don't know	Total N
Business Owners	60% (363)	39% (235)	2% (10)	608
Gender: Male	60% (227)	39% (147)	2% (6)	380
Gender: Female	60% (136)	39% (88)	2% (4)	228
Age: 18-34	65% (94)	32% (46)	3% (5)	145
Age: 35-44	62% (125)	35% (70)	2% (5)	200
Age: 45-64	59% (109)	41% (75)	— (0)	184
Age: 65+	44% (35)	56% (44)	— (0)	79
Millennials: 1981-1996	62% (163)	35% (92)	3% (8)	263
GenXers: 1965-1980	64% (119)	36% (67)	1% (1)	187
Baby Boomers: 1946-1964	47% (61)	53% (68)	— (0)	129
PID: Dem (no lean)	62% (133)	37% (79)	1% (2)	214
PID: Ind (no lean)	57% (118)	40% (82)	3% (7)	207
PID: Rep (no lean)	60% (112)	40% (74)	1% (1)	187
PID/Gender: Dem Men	65% (77)	33% (39)	2% (2)	118
PID/Gender: Dem Women	58% (56)	42% (40)	— (0)	96
PID/Gender: Ind Men	55% (70)	42% (54)	3% (4)	128
PID/Gender: Ind Women	61% (48)	35% (28)	4% (3)	79
PID/Gender: Rep Men	60% (80)	40% (54)	— (0)	134
PID/Gender: Rep Women	60% (32)	38% (20)	2% (1)	53
Educ: < College	61% (211)	37% (127)	2% (8)	346
Educ: Bachelors degree	58% (84)	41% (59)	1% (2)	145
Educ: Post-grad	58% (68)	42% (49)	— (0)	117
Income: Under 50k	61% (108)	37% (65)	2% (3)	176
Income: 50k-100k	62% (162)	37% (97)	2% (4)	263
Income: 100k+	55% (93)	43% (73)	2% (3)	169
Ethnicity: White	58% (267)	41% (191)	1% (5)	463
Ethnicity: Hispanic	71% (64)	24% (22)	4% (4)	90
Ethnicity: Black	67% (62)	32% (29)	1% (1)	92
Ethnicity: Other	64% (34)	28% (15)	8% (4)	53

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Table BPC17_4: Some businesses have had to make changes in today's labor market. Thinking about your business, have you had to increase employee wages, benefits, or offer remote/flexible work arrangements to compete in today's labor market?

Option for flexible work hours

Demographic	Yes	No	Don't know	Total N
Business Owners	60% (363)	39% (235)	2% (10)	608
All Christian	58% (156)	40% (108)	1% (3)	267
All Non-Christian	60% (31)	40% (21)	— (0)	52
Agnostic/Nothing in particular	56% (89)	39% (62)	4% (7)	158
Something Else	66% (66)	34% (34)	— (0)	100
Religious Non-Protestant/Catholic	59% (32)	41% (22)	— (0)	54
Evangelical	58% (88)	42% (64)	1% (1)	153
Non-Evangelical	62% (126)	37% (76)	1% (2)	204
Community: Urban	68% (129)	30% (57)	2% (4)	190
Community: Suburban	59% (159)	39% (106)	2% (5)	270
Community: Rural	51% (75)	49% (72)	1% (1)	148
4-Region: Northeast	57% (63)	41% (45)	2% (2)	110
4-Region: Midwest	53% (62)	44% (51)	3% (3)	116
4-Region: South	61% (180)	38% (113)	1% (3)	296
4-Region: West	67% (58)	30% (26)	2% (2)	86
President, CEO, Owner	59% (321)	39% (213)	2% (9)	543
Managing Director, VP, Partner	65% (42)	34% (22)	2% (1)	65
Company Size 2-10	55% (174)	42% (132)	3% (8)	314
Company Size 11-50	61% (77)	38% (48)	1% (1)	126
Company Size 51-100	67% (47)	31% (22)	1% (1)	70
Company Size 101-300	67% (46)	33% (23)	— (0)	69
Start Up	68% (125)	29% (54)	3% (5)	184
Not a Start Up	56% (238)	43% (181)	1% (5)	424
Employ Salary Only	52% (78)	46% (69)	1% (2)	149
Employ Hourly Only	63% (129)	36% (74)	1% (3)	206
Employ Salary + Hourly	62% (154)	36% (88)	2% (5)	247
Employ Service/Retail Worker	63% (133)	36% (77)	1% (2)	212
Employ Trade/Skill Worker	55% (124)	43% (96)	2% (5)	225
Employ Admin /Office Worker	61% (119)	39% (76)	1% (1)	196
Employ Other Worker	57% (46)	40% (32)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_1: How much, if at all, have each of the following factors impacted your business' future growth plans?*Cost of living increases*

Demographic	Cost of living increases										Total N
	A lot		Some		Not much		Not at all		Don't know/No opinion		
Business Owners	30%	(185)	39%	(237)	15%	(94)	14%	(83)	1%	(9)	608
Gender: Male	29%	(111)	39%	(148)	17%	(64)	13%	(50)	2%	(7)	380
Gender: Female	32%	(74)	39%	(89)	13%	(30)	14%	(33)	1%	(2)	228
Age: 18-34	30%	(44)	38%	(55)	20%	(29)	12%	(17)	—	(0)	145
Age: 35-44	34%	(69)	41%	(82)	14%	(29)	8%	(17)	2%	(3)	200
Age: 45-64	29%	(54)	41%	(75)	12%	(22)	15%	(28)	3%	(5)	184
Age: 65+	23%	(18)	32%	(25)	18%	(14)	27%	(21)	1%	(1)	79
Millennials: 1981-1996	35%	(91)	38%	(100)	16%	(42)	11%	(28)	1%	(2)	263
GenXers: 1965-1980	30%	(56)	41%	(76)	16%	(29)	11%	(20)	3%	(6)	187
Baby Boomers: 1946-1964	25%	(32)	39%	(50)	12%	(16)	23%	(30)	1%	(1)	129
PID: Dem (no lean)	31%	(67)	36%	(76)	17%	(37)	14%	(31)	1%	(3)	214
PID: Ind (no lean)	28%	(58)	40%	(83)	17%	(36)	13%	(26)	2%	(4)	207
PID: Rep (no lean)	32%	(60)	42%	(78)	11%	(21)	14%	(26)	1%	(2)	187
PID/Gender: Dem Men	31%	(37)	35%	(41)	18%	(21)	14%	(16)	3%	(3)	118
PID/Gender: Dem Women	31%	(30)	36%	(35)	17%	(16)	16%	(15)	—	(0)	96
PID/Gender: Ind Men	26%	(33)	39%	(50)	21%	(27)	12%	(16)	2%	(2)	128
PID/Gender: Ind Women	32%	(25)	42%	(33)	11%	(9)	13%	(10)	3%	(2)	79
PID/Gender: Rep Men	31%	(41)	43%	(57)	12%	(16)	13%	(18)	1%	(2)	134
PID/Gender: Rep Women	36%	(19)	40%	(21)	9%	(5)	15%	(8)	—	(0)	53
Educ: < College	29%	(100)	40%	(140)	15%	(53)	14%	(49)	1%	(4)	346
Educ: Bachelors degree	31%	(45)	39%	(57)	16%	(23)	13%	(19)	1%	(1)	145
Educ: Post-grad	34%	(40)	34%	(40)	15%	(18)	13%	(15)	3%	(4)	117
Income: Under 50k	33%	(58)	38%	(67)	14%	(24)	14%	(25)	1%	(2)	176
Income: 50k-100k	29%	(77)	44%	(116)	14%	(37)	11%	(29)	2%	(4)	263
Income: 100k+	30%	(50)	32%	(54)	20%	(33)	17%	(29)	2%	(3)	169
Ethnicity: White	31%	(142)	40%	(186)	15%	(68)	13%	(60)	2%	(7)	463
Ethnicity: Hispanic	31%	(28)	33%	(30)	20%	(18)	12%	(11)	3%	(3)	90
Ethnicity: Black	25%	(23)	37%	(34)	18%	(17)	20%	(18)	—	(0)	92
Ethnicity: Other	38%	(20)	32%	(17)	17%	(9)	9%	(5)	4%	(2)	53

Continued on next page

Table BPC18_1: How much, if at all, have each of the following factors impacted your business' future growth plans?

Cost of living increases

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	30%	(185)	39%	(237)	15%	(94)	14%	(83)	1%	(9)	608
All Christian	30%	(79)	39%	(105)	15%	(41)	15%	(39)	1%	(3)	267
All Non-Christian	44%	(23)	37%	(19)	12%	(6)	8%	(4)	—	(0)	52
Agnostic/Nothing in particular	25%	(40)	43%	(68)	15%	(23)	15%	(23)	3%	(4)	158
Something Else	31%	(31)	36%	(36)	16%	(16)	15%	(15)	2%	(2)	100
Religious Non-Protestant/Catholic	43%	(23)	37%	(20)	11%	(6)	9%	(5)	—	(0)	54
Evangelical	31%	(48)	40%	(61)	13%	(20)	14%	(22)	1%	(2)	153
Non-Evangelical	28%	(57)	38%	(77)	18%	(37)	15%	(30)	1%	(3)	204
Community: Urban	34%	(65)	39%	(74)	16%	(31)	9%	(18)	1%	(2)	190
Community: Suburban	29%	(77)	41%	(111)	17%	(46)	13%	(35)	—	(1)	270
Community: Rural	29%	(43)	35%	(52)	11%	(17)	20%	(30)	4%	(6)	148
4-Region: Northeast	28%	(31)	37%	(41)	16%	(18)	16%	(18)	2%	(2)	110
4-Region: Midwest	27%	(31)	43%	(50)	10%	(12)	18%	(21)	2%	(2)	116
4-Region: South	35%	(103)	37%	(109)	15%	(44)	12%	(37)	1%	(3)	296
4-Region: West	23%	(20)	43%	(37)	23%	(20)	8%	(7)	2%	(2)	86
President, CEO, Owner	31%	(167)	38%	(208)	15%	(81)	15%	(79)	1%	(8)	543
Managing Director, VP, Partner	28%	(18)	45%	(29)	20%	(13)	6%	(4)	2%	(1)	65
Company Size 2-10	25%	(77)	40%	(126)	14%	(44)	19%	(59)	3%	(8)	314
Company Size 11-50	34%	(43)	36%	(45)	21%	(26)	9%	(11)	1%	(1)	126
Company Size 51-100	41%	(29)	36%	(25)	14%	(10)	9%	(6)	—	(0)	70
Company Size 101-300	36%	(25)	42%	(29)	16%	(11)	6%	(4)	—	(0)	69
Start Up	32%	(59)	42%	(77)	14%	(26)	10%	(19)	2%	(3)	184
Not a Start Up	30%	(126)	38%	(160)	16%	(68)	15%	(64)	1%	(6)	424
Employ Salary Only	30%	(44)	36%	(54)	19%	(28)	12%	(18)	3%	(5)	149
Employ Hourly Only	26%	(54)	39%	(81)	17%	(34)	17%	(35)	1%	(2)	206
Employ Salary + Hourly	34%	(84)	41%	(102)	13%	(32)	11%	(27)	1%	(2)	247
Employ Service/Retail Worker	34%	(72)	36%	(77)	15%	(31)	15%	(31)	—	(1)	212
Employ Trade/Skill Worker	36%	(82)	39%	(88)	11%	(25)	12%	(28)	1%	(2)	225
Employ Admin /Office Worker	29%	(56)	43%	(85)	17%	(34)	10%	(19)	1%	(2)	196
Employ Other Worker	22%	(18)	33%	(27)	22%	(18)	17%	(14)	5%	(4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_2: How much, if at all, have each of the following factors impacted your business' future growth plans?*Labor shortages*

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	19%	(113)	30%	(185)	21%	(129)	27%	(166)	2%	(15)	608
Gender: Male	18%	(70)	32%	(122)	21%	(79)	27%	(101)	2%	(8)	380
Gender: Female	19%	(43)	28%	(63)	22%	(50)	29%	(65)	3%	(7)	228
Age: 18-34	26%	(37)	34%	(50)	19%	(27)	20%	(29)	1%	(2)	145
Age: 35-44	18%	(37)	38%	(75)	20%	(41)	20%	(41)	3%	(6)	200
Age: 45-64	17%	(31)	23%	(42)	23%	(42)	35%	(64)	3%	(5)	184
Age: 65+	10%	(8)	23%	(18)	24%	(19)	41%	(32)	3%	(2)	79
Millennials: 1981-1996	25%	(65)	33%	(86)	20%	(53)	20%	(53)	2%	(6)	263
GenXers: 1965-1980	14%	(27)	32%	(59)	23%	(43)	28%	(52)	3%	(6)	187
Baby Boomers: 1946-1964	14%	(18)	22%	(29)	22%	(28)	40%	(52)	2%	(2)	129
PID: Dem (no lean)	23%	(49)	30%	(65)	17%	(37)	28%	(59)	2%	(4)	214
PID: Ind (no lean)	14%	(30)	24%	(50)	29%	(59)	29%	(61)	3%	(7)	207
PID: Rep (no lean)	18%	(34)	37%	(70)	18%	(33)	25%	(46)	2%	(4)	187
PID/Gender: Dem Men	25%	(30)	33%	(39)	15%	(18)	25%	(29)	2%	(2)	118
PID/Gender: Dem Women	20%	(19)	27%	(26)	20%	(19)	31%	(30)	2%	(2)	96
PID/Gender: Ind Men	13%	(17)	25%	(32)	27%	(35)	32%	(41)	2%	(3)	128
PID/Gender: Ind Women	16%	(13)	23%	(18)	30%	(24)	25%	(20)	5%	(4)	79
PID/Gender: Rep Men	17%	(23)	38%	(51)	19%	(26)	23%	(31)	2%	(3)	134
PID/Gender: Rep Women	21%	(11)	36%	(19)	13%	(7)	28%	(15)	2%	(1)	53
Educ: < College	15%	(52)	29%	(101)	21%	(71)	32%	(111)	3%	(11)	346
Educ: Bachelors degree	21%	(30)	30%	(43)	26%	(37)	23%	(34)	1%	(1)	145
Educ: Post-grad	26%	(31)	35%	(41)	18%	(21)	18%	(21)	3%	(3)	117
Income: Under 50k	15%	(27)	25%	(44)	26%	(46)	30%	(53)	3%	(6)	176
Income: 50k-100k	18%	(48)	33%	(87)	19%	(50)	27%	(72)	2%	(6)	263
Income: 100k+	22%	(38)	32%	(54)	20%	(33)	24%	(41)	2%	(3)	169
Ethnicity: White	19%	(87)	30%	(141)	21%	(97)	27%	(126)	3%	(12)	463
Ethnicity: Hispanic	19%	(17)	28%	(25)	29%	(26)	21%	(19)	3%	(3)	90
Ethnicity: Black	16%	(15)	32%	(29)	22%	(20)	29%	(27)	1%	(1)	92
Ethnicity: Other	21%	(11)	28%	(15)	23%	(12)	25%	(13)	4%	(2)	53

Continued on next page

Table BPC18_2: How much, if at all, have each of the following factors impacted your business' future growth plans?

Labor shortages

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	19%	(113)	30%	(185)	21%	(129)	27%	(166)	2%	(15)	608
All Christian	18%	(49)	31%	(82)	22%	(58)	28%	(74)	1%	(4)	267
All Non-Christian	31%	(16)	31%	(16)	17%	(9)	17%	(9)	4%	(2)	52
Agnostic/Nothing in particular	15%	(24)	29%	(46)	25%	(40)	26%	(41)	4%	(7)	158
Something Else	18%	(18)	30%	(30)	17%	(17)	33%	(33)	2%	(2)	100
Religious Non-Protestant/Catholic	30%	(16)	33%	(18)	17%	(9)	17%	(9)	4%	(2)	54
Evangelical	21%	(32)	33%	(51)	17%	(26)	27%	(42)	1%	(2)	153
Non-Evangelical	17%	(34)	26%	(53)	24%	(49)	31%	(64)	2%	(4)	204
Community: Urban	24%	(46)	30%	(57)	21%	(40)	23%	(43)	2%	(4)	190
Community: Suburban	16%	(44)	33%	(89)	22%	(59)	27%	(74)	1%	(4)	270
Community: Rural	16%	(23)	26%	(39)	20%	(30)	33%	(49)	5%	(7)	148
4-Region: Northeast	22%	(24)	25%	(27)	22%	(24)	31%	(34)	1%	(1)	110
4-Region: Midwest	21%	(24)	28%	(33)	16%	(19)	32%	(37)	3%	(3)	116
4-Region: South	18%	(54)	34%	(100)	21%	(63)	24%	(71)	3%	(8)	296
4-Region: West	13%	(11)	29%	(25)	27%	(23)	28%	(24)	3%	(3)	86
President, CEO, Owner	19%	(102)	29%	(158)	20%	(111)	29%	(158)	3%	(14)	543
Managing Director, VP, Partner	17%	(11)	42%	(27)	28%	(18)	12%	(8)	2%	(1)	65
Company Size 2-10	13%	(42)	23%	(71)	22%	(69)	38%	(119)	4%	(13)	314
Company Size 11-50	17%	(22)	37%	(46)	21%	(26)	25%	(31)	1%	(1)	126
Company Size 51-100	26%	(18)	49%	(34)	13%	(9)	13%	(9)	—	(0)	70
Company Size 101-300	32%	(22)	35%	(24)	26%	(18)	6%	(4)	1%	(1)	69
Start Up	22%	(40)	31%	(57)	23%	(43)	21%	(39)	3%	(5)	184
Not a Start Up	17%	(73)	30%	(128)	20%	(86)	30%	(127)	2%	(10)	424
Employ Salary Only	15%	(22)	22%	(33)	27%	(40)	32%	(48)	4%	(6)	149
Employ Hourly Only	17%	(34)	27%	(56)	22%	(45)	33%	(67)	2%	(4)	206
Employ Salary + Hourly	22%	(55)	38%	(94)	18%	(44)	20%	(49)	2%	(5)	247
Employ Service/Retail Worker	23%	(48)	28%	(59)	19%	(40)	28%	(60)	2%	(5)	212
Employ Trade/Skill Worker	25%	(57)	32%	(72)	20%	(44)	21%	(48)	2%	(4)	225
Employ Admin /Office Worker	18%	(35)	33%	(64)	24%	(47)	24%	(47)	2%	(3)	196
Employ Other Worker	11%	(9)	35%	(28)	19%	(15)	31%	(25)	5%	(4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_3: How much, if at all, have each of the following factors impacted your business' future growth plans?

Flexible work schedules

Demographic	Flexible work schedules										Total N
	A lot		Some		Not much		Not at all		Don't know/No opinion		
Business Owners	17%	(103)	33%	(203)	21%	(125)	26%	(161)	3%	(16)	608
Gender: Male	17%	(63)	35%	(133)	21%	(81)	25%	(94)	2%	(9)	380
Gender: Female	18%	(40)	31%	(70)	19%	(44)	29%	(67)	3%	(7)	228
Age: 18-34	14%	(20)	43%	(63)	23%	(33)	19%	(27)	1%	(2)	145
Age: 35-44	21%	(42)	38%	(75)	19%	(38)	20%	(39)	3%	(6)	200
Age: 45-64	18%	(34)	24%	(45)	19%	(35)	34%	(63)	4%	(7)	184
Age: 65+	9%	(7)	25%	(20)	24%	(19)	41%	(32)	1%	(1)	79
Millennials: 1981-1996	19%	(49)	39%	(102)	21%	(56)	19%	(51)	2%	(5)	263
GenXers: 1965-1980	22%	(41)	29%	(54)	19%	(35)	27%	(50)	4%	(7)	187
Baby Boomers: 1946-1964	8%	(10)	28%	(36)	22%	(28)	41%	(53)	2%	(2)	129
PID: Dem (no lean)	20%	(42)	36%	(77)	15%	(33)	27%	(57)	2%	(5)	214
PID: Ind (no lean)	13%	(27)	31%	(65)	27%	(55)	26%	(53)	3%	(7)	207
PID: Rep (no lean)	18%	(34)	33%	(61)	20%	(37)	27%	(51)	2%	(4)	187
PID/Gender: Dem Men	19%	(22)	38%	(45)	15%	(18)	25%	(29)	3%	(4)	118
PID/Gender: Dem Women	21%	(20)	33%	(32)	16%	(15)	29%	(28)	1%	(1)	96
PID/Gender: Ind Men	12%	(16)	32%	(41)	29%	(37)	24%	(31)	2%	(3)	128
PID/Gender: Ind Women	14%	(11)	30%	(24)	23%	(18)	28%	(22)	5%	(4)	79
PID/Gender: Rep Men	19%	(25)	35%	(47)	19%	(26)	25%	(34)	1%	(2)	134
PID/Gender: Rep Women	17%	(9)	26%	(14)	21%	(11)	32%	(17)	4%	(2)	53
Educ: < College	14%	(50)	34%	(116)	21%	(72)	28%	(98)	3%	(10)	346
Educ: Bachelors degree	19%	(27)	31%	(45)	23%	(34)	26%	(37)	1%	(2)	145
Educ: Post-grad	22%	(26)	36%	(42)	16%	(19)	22%	(26)	3%	(4)	117
Income: Under 50k	16%	(28)	28%	(50)	27%	(48)	25%	(44)	3%	(6)	176
Income: 50k-100k	19%	(50)	34%	(90)	17%	(45)	27%	(71)	3%	(7)	263
Income: 100k+	15%	(25)	37%	(63)	19%	(32)	27%	(46)	2%	(3)	169
Ethnicity: White	16%	(73)	34%	(158)	21%	(96)	26%	(122)	3%	(14)	463
Ethnicity: Hispanic	22%	(20)	39%	(35)	14%	(13)	20%	(18)	4%	(4)	90
Ethnicity: Black	22%	(20)	29%	(27)	18%	(17)	30%	(28)	—	(0)	92
Ethnicity: Other	19%	(10)	34%	(18)	23%	(12)	21%	(11)	4%	(2)	53

Continued on next page

Table BPC18_3: How much, if at all, have each of the following factors impacted your business' future growth plans?

Flexible work schedules

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	17%	(103)	33%	(203)	21%	(125)	26%	(161)	3%	(16)	608
All Christian	16%	(42)	33%	(87)	21%	(55)	28%	(76)	3%	(7)	267
All Non-Christian	27%	(14)	33%	(17)	15%	(8)	23%	(12)	2%	(1)	52
Agnostic/Nothing in particular	13%	(21)	35%	(56)	26%	(41)	22%	(34)	4%	(6)	158
Something Else	21%	(21)	32%	(32)	15%	(15)	31%	(31)	1%	(1)	100
Religious Non-Protestant/Catholic	26%	(14)	33%	(18)	15%	(8)	24%	(13)	2%	(1)	54
Evangelical	20%	(31)	32%	(49)	16%	(25)	29%	(44)	3%	(4)	153
Non-Evangelical	16%	(32)	31%	(63)	22%	(44)	30%	(61)	2%	(4)	204
Community: Urban	22%	(41)	35%	(67)	19%	(37)	21%	(39)	3%	(6)	190
Community: Suburban	16%	(44)	34%	(93)	22%	(59)	26%	(70)	1%	(4)	270
Community: Rural	12%	(18)	29%	(43)	20%	(29)	35%	(52)	4%	(6)	148
4-Region: Northeast	17%	(19)	35%	(38)	23%	(25)	25%	(27)	1%	(1)	110
4-Region: Midwest	18%	(21)	30%	(35)	19%	(22)	31%	(36)	2%	(2)	116
4-Region: South	18%	(52)	35%	(103)	20%	(60)	24%	(72)	3%	(9)	296
4-Region: West	13%	(11)	31%	(27)	21%	(18)	30%	(26)	5%	(4)	86
President, CEO, Owner	17%	(92)	32%	(174)	21%	(113)	28%	(150)	3%	(14)	543
Managing Director, VP, Partner	17%	(11)	45%	(29)	18%	(12)	17%	(11)	3%	(2)	65
Company Size 2-10	12%	(39)	29%	(90)	24%	(75)	31%	(97)	4%	(13)	314
Company Size 11-50	17%	(21)	29%	(37)	22%	(28)	31%	(39)	1%	(1)	126
Company Size 51-100	21%	(15)	49%	(34)	13%	(9)	16%	(11)	1%	(1)	70
Company Size 101-300	30%	(21)	41%	(28)	16%	(11)	12%	(8)	1%	(1)	69
Start Up	23%	(42)	35%	(65)	20%	(37)	17%	(32)	4%	(8)	184
Not a Start Up	14%	(61)	33%	(138)	21%	(88)	30%	(129)	2%	(8)	424
Employ Salary Only	18%	(27)	23%	(35)	26%	(39)	28%	(42)	4%	(6)	149
Employ Hourly Only	11%	(22)	34%	(70)	20%	(41)	33%	(67)	3%	(6)	206
Employ Salary + Hourly	22%	(54)	39%	(96)	18%	(45)	19%	(48)	2%	(4)	247
Employ Service/Retail Worker	17%	(36)	37%	(79)	18%	(39)	25%	(52)	3%	(6)	212
Employ Trade/Skill Worker	17%	(38)	36%	(80)	20%	(45)	26%	(58)	2%	(4)	225
Employ Admin /Office Worker	24%	(47)	34%	(67)	18%	(36)	23%	(45)	1%	(1)	196
Employ Other Worker	14%	(11)	38%	(31)	20%	(16)	22%	(18)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_4: How much, if at all, have each of the following factors impacted your business' future growth plans?*Child care costs*

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	10%	(62)	23%	(140)	21%	(127)	40%	(242)	6%	(37)	608
Gender: Male	10%	(39)	24%	(90)	22%	(83)	39%	(149)	5%	(19)	380
Gender: Female	10%	(23)	22%	(50)	19%	(44)	41%	(93)	8%	(18)	228
Age: 18-34	12%	(17)	30%	(43)	25%	(36)	30%	(43)	4%	(6)	145
Age: 35-44	14%	(27)	32%	(65)	19%	(38)	30%	(59)	6%	(11)	200
Age: 45-64	10%	(18)	14%	(25)	20%	(37)	48%	(88)	9%	(16)	184
Age: 65+	—	(0)	9%	(7)	20%	(16)	66%	(52)	5%	(4)	79
Millennials: 1981-1996	13%	(35)	31%	(81)	22%	(57)	30%	(79)	4%	(11)	263
GenXers: 1965-1980	12%	(23)	19%	(35)	21%	(39)	38%	(71)	10%	(19)	187
Baby Boomers: 1946-1964	2%	(3)	10%	(13)	20%	(26)	63%	(81)	5%	(6)	129
PID: Dem (no lean)	14%	(31)	25%	(54)	19%	(41)	37%	(79)	4%	(9)	214
PID: Ind (no lean)	6%	(13)	21%	(43)	26%	(53)	41%	(85)	6%	(13)	207
PID: Rep (no lean)	10%	(18)	23%	(43)	18%	(33)	42%	(78)	8%	(15)	187
PID/Gender: Dem Men	14%	(16)	29%	(34)	19%	(23)	34%	(40)	4%	(5)	118
PID/Gender: Dem Women	16%	(15)	21%	(20)	19%	(18)	41%	(39)	4%	(4)	96
PID/Gender: Ind Men	5%	(7)	20%	(25)	27%	(35)	42%	(54)	5%	(7)	128
PID/Gender: Ind Women	8%	(6)	23%	(18)	23%	(18)	39%	(31)	8%	(6)	79
PID/Gender: Rep Men	12%	(16)	23%	(31)	19%	(25)	41%	(55)	5%	(7)	134
PID/Gender: Rep Women	4%	(2)	23%	(12)	15%	(8)	43%	(23)	15%	(8)	53
Educ: < College	8%	(28)	22%	(75)	20%	(69)	43%	(150)	7%	(24)	346
Educ: Bachelors degree	6%	(8)	30%	(43)	21%	(30)	39%	(56)	6%	(8)	145
Educ: Post-grad	22%	(26)	19%	(22)	24%	(28)	31%	(36)	4%	(5)	117
Income: Under 50k	9%	(16)	19%	(34)	23%	(40)	41%	(72)	8%	(14)	176
Income: 50k-100k	9%	(24)	30%	(80)	18%	(48)	36%	(95)	6%	(16)	263
Income: 100k+	13%	(22)	15%	(26)	23%	(39)	44%	(75)	4%	(7)	169
Ethnicity: White	9%	(42)	23%	(106)	22%	(100)	40%	(186)	6%	(29)	463
Ethnicity: Hispanic	12%	(11)	32%	(29)	22%	(20)	29%	(26)	4%	(4)	90
Ethnicity: Black	15%	(14)	28%	(26)	15%	(14)	37%	(34)	4%	(4)	92
Ethnicity: Other	11%	(6)	15%	(8)	25%	(13)	42%	(22)	8%	(4)	53

Continued on next page

Table BPC18_4: How much, if at all, have each of the following factors impacted your business' future growth plans?

Child care costs

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	10%	(62)	23%	(140)	21%	(127)	40%	(242)	6%	(37)	608
All Christian	8%	(22)	22%	(60)	21%	(55)	42%	(113)	6%	(17)	267
All Non-Christian	29%	(15)	23%	(12)	12%	(6)	31%	(16)	6%	(3)	52
Agnostic/Nothing in particular	6%	(9)	23%	(37)	26%	(41)	39%	(61)	6%	(10)	158
Something Else	10%	(10)	20%	(20)	19%	(19)	46%	(46)	5%	(5)	100
Religious Non-Protestant/Catholic	28%	(15)	24%	(13)	11%	(6)	31%	(17)	6%	(3)	54
Evangelical	14%	(21)	24%	(36)	14%	(22)	44%	(67)	5%	(7)	153
Non-Evangelical	5%	(10)	19%	(39)	25%	(52)	43%	(88)	7%	(15)	204
Community: Urban	16%	(30)	27%	(51)	20%	(38)	31%	(59)	6%	(12)	190
Community: Suburban	8%	(22)	23%	(63)	22%	(59)	41%	(110)	6%	(16)	270
Community: Rural	7%	(10)	18%	(26)	20%	(30)	49%	(73)	6%	(9)	148
4-Region: Northeast	10%	(11)	23%	(25)	22%	(24)	40%	(44)	5%	(6)	110
4-Region: Midwest	9%	(11)	22%	(26)	16%	(18)	45%	(52)	8%	(9)	116
4-Region: South	13%	(38)	22%	(66)	22%	(64)	38%	(112)	5%	(16)	296
4-Region: West	2%	(2)	27%	(23)	24%	(21)	40%	(34)	7%	(6)	86
President, CEO, Owner	10%	(53)	22%	(121)	21%	(113)	41%	(221)	6%	(35)	543
Managing Director, VP, Partner	14%	(9)	29%	(19)	22%	(14)	32%	(21)	3%	(2)	65
Company Size 2-10	5%	(15)	15%	(48)	20%	(63)	51%	(161)	9%	(27)	314
Company Size 11-50	9%	(11)	25%	(31)	25%	(31)	37%	(47)	5%	(6)	126
Company Size 51-100	17%	(12)	39%	(27)	16%	(11)	24%	(17)	4%	(3)	70
Company Size 101-300	20%	(14)	38%	(26)	26%	(18)	14%	(10)	1%	(1)	69
Start Up	17%	(32)	25%	(46)	21%	(39)	28%	(52)	8%	(15)	184
Not a Start Up	7%	(30)	22%	(94)	21%	(88)	45%	(190)	5%	(22)	424
Employ Salary Only	10%	(15)	19%	(28)	20%	(30)	44%	(65)	7%	(11)	149
Employ Hourly Only	8%	(16)	22%	(46)	18%	(38)	45%	(92)	7%	(14)	206
Employ Salary + Hourly	13%	(31)	26%	(65)	24%	(59)	33%	(81)	4%	(11)	247
Employ Service/Retail Worker	16%	(34)	22%	(47)	19%	(41)	38%	(80)	5%	(10)	212
Employ Trade/Skill Worker	11%	(25)	25%	(56)	20%	(44)	39%	(87)	6%	(13)	225
Employ Admin /Office Worker	13%	(26)	23%	(46)	24%	(48)	35%	(69)	4%	(7)	196
Employ Other Worker	7%	(6)	21%	(17)	25%	(20)	38%	(31)	9%	(7)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_5: How much, if at all, have each of the following factors impacted your business' future growth plans?*Housing costs*

Demographic	Housing costs										Total N
	A lot		Some		Not much		Not at all		Don't know/No opinion		
Business Owners	17%	(101)	28%	(171)	20%	(120)	31%	(189)	4%	(27)	608
Gender: Male	17%	(63)	30%	(113)	22%	(83)	29%	(109)	3%	(12)	380
Gender: Female	17%	(38)	25%	(58)	16%	(37)	35%	(80)	7%	(15)	228
Age: 18-34	17%	(25)	30%	(44)	25%	(36)	26%	(37)	2%	(3)	145
Age: 35-44	19%	(38)	37%	(74)	20%	(41)	20%	(40)	4%	(7)	200
Age: 45-64	17%	(31)	22%	(41)	16%	(29)	38%	(69)	8%	(14)	184
Age: 65+	9%	(7)	15%	(12)	18%	(14)	54%	(43)	4%	(3)	79
Millennials: 1981-1996	20%	(52)	33%	(87)	23%	(61)	22%	(57)	2%	(6)	263
GenXers: 1965-1980	17%	(32)	32%	(59)	14%	(27)	29%	(55)	7%	(14)	187
Baby Boomers: 1946-1964	10%	(13)	14%	(18)	19%	(25)	52%	(67)	5%	(6)	129
PID: Dem (no lean)	21%	(45)	26%	(56)	18%	(39)	33%	(70)	2%	(4)	214
PID: Ind (no lean)	15%	(32)	25%	(52)	26%	(54)	28%	(57)	6%	(12)	207
PID: Rep (no lean)	13%	(24)	34%	(63)	14%	(27)	33%	(62)	6%	(11)	187
PID/Gender: Dem Men	20%	(24)	29%	(34)	21%	(25)	27%	(32)	3%	(3)	118
PID/Gender: Dem Women	22%	(21)	23%	(22)	15%	(14)	40%	(38)	1%	(1)	96
PID/Gender: Ind Men	15%	(19)	25%	(32)	28%	(36)	29%	(37)	3%	(4)	128
PID/Gender: Ind Women	16%	(13)	25%	(20)	23%	(18)	25%	(20)	10%	(8)	79
PID/Gender: Rep Men	15%	(20)	35%	(47)	16%	(22)	30%	(40)	4%	(5)	134
PID/Gender: Rep Women	8%	(4)	30%	(16)	9%	(5)	42%	(22)	11%	(6)	53
Educ: < College	16%	(55)	28%	(97)	17%	(58)	35%	(121)	4%	(15)	346
Educ: Bachelors degree	17%	(25)	29%	(42)	25%	(36)	25%	(36)	4%	(6)	145
Educ: Post-grad	18%	(21)	27%	(32)	22%	(26)	27%	(32)	5%	(6)	117
Income: Under 50k	15%	(27)	30%	(52)	17%	(30)	33%	(58)	5%	(9)	176
Income: 50k-100k	18%	(47)	29%	(76)	20%	(52)	29%	(76)	5%	(12)	263
Income: 100k+	16%	(27)	25%	(43)	22%	(38)	33%	(55)	4%	(6)	169
Ethnicity: White	17%	(77)	26%	(120)	20%	(93)	32%	(150)	5%	(23)	463
Ethnicity: Hispanic	18%	(16)	32%	(29)	23%	(21)	22%	(20)	4%	(4)	90
Ethnicity: Black	16%	(15)	35%	(32)	17%	(16)	32%	(29)	—	(0)	92
Ethnicity: Other	17%	(9)	36%	(19)	21%	(11)	19%	(10)	8%	(4)	53

Continued on next page

Table BPC18_5: How much, if at all, have each of the following factors impacted your business' future growth plans?

Housing costs

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion		Total N
Business Owners	17%	(101)	28%	(171)	20%	(120)	31%	(189)	4%	(27)	608
All Christian	14%	(37)	29%	(78)	20%	(53)	33%	(89)	4%	(10)	267
All Non-Christian	25%	(13)	35%	(18)	12%	(6)	23%	(12)	6%	(3)	52
Agnostic/Nothing in particular	14%	(22)	29%	(46)	22%	(34)	31%	(49)	4%	(7)	158
Something Else	17%	(17)	23%	(23)	19%	(19)	35%	(35)	6%	(6)	100
Religious Non-Protestant/Catholic	26%	(14)	33%	(18)	11%	(6)	24%	(13)	6%	(3)	54
Evangelical	20%	(30)	29%	(44)	15%	(23)	32%	(49)	5%	(7)	153
Non-Evangelical	10%	(20)	26%	(54)	24%	(49)	35%	(72)	4%	(9)	204
Community: Urban	21%	(40)	30%	(57)	21%	(40)	25%	(47)	3%	(6)	190
Community: Suburban	13%	(36)	30%	(81)	21%	(58)	31%	(85)	4%	(10)	270
Community: Rural	17%	(25)	22%	(33)	15%	(22)	39%	(57)	7%	(11)	148
4-Region: Northeast	13%	(14)	27%	(30)	20%	(22)	38%	(42)	2%	(2)	110
4-Region: Midwest	16%	(19)	24%	(28)	15%	(17)	39%	(45)	6%	(7)	116
4-Region: South	20%	(59)	29%	(87)	19%	(56)	27%	(80)	5%	(14)	296
4-Region: West	10%	(9)	30%	(26)	29%	(25)	26%	(22)	5%	(4)	86
President, CEO, Owner	17%	(90)	28%	(152)	19%	(102)	32%	(173)	5%	(26)	543
Managing Director, VP, Partner	17%	(11)	29%	(19)	28%	(18)	25%	(16)	2%	(1)	65
Company Size 2-10	11%	(33)	26%	(83)	17%	(54)	39%	(122)	7%	(22)	314
Company Size 11-50	18%	(23)	26%	(33)	21%	(27)	32%	(40)	2%	(3)	126
Company Size 51-100	30%	(21)	27%	(19)	20%	(14)	21%	(15)	1%	(1)	70
Company Size 101-300	22%	(15)	33%	(23)	32%	(22)	12%	(8)	1%	(1)	69
Start Up	21%	(38)	35%	(65)	18%	(34)	20%	(36)	6%	(11)	184
Not a Start Up	15%	(63)	25%	(106)	20%	(86)	36%	(153)	4%	(16)	424
Employ Salary Only	17%	(26)	24%	(36)	20%	(30)	33%	(49)	5%	(8)	149
Employ Hourly Only	13%	(26)	30%	(61)	17%	(35)	36%	(74)	5%	(10)	206
Employ Salary + Hourly	20%	(49)	29%	(72)	22%	(55)	25%	(62)	4%	(9)	247
Employ Service/Retail Worker	21%	(44)	25%	(54)	20%	(42)	32%	(67)	2%	(5)	212
Employ Trade/Skill Worker	19%	(42)	33%	(75)	16%	(36)	28%	(62)	4%	(10)	225
Employ Admin /Office Worker	17%	(34)	30%	(58)	23%	(46)	27%	(53)	3%	(5)	196
Employ Other Worker	12%	(10)	31%	(25)	12%	(10)	37%	(30)	7%	(6)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC18_6: How much, if at all, have each of the following factors impacted your business' future growth plans?*Housing availability*

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion	Total N	
Business Owners	12%	(70)	20%	(124)	23%	(140)	40%	(242)	5%	(32)	608
Gender: Male	11%	(42)	20%	(76)	24%	(93)	39%	(150)	5%	(19)	380
Gender: Female	12%	(28)	21%	(48)	21%	(47)	40%	(92)	6%	(13)	228
Age: 18-34	14%	(21)	27%	(39)	26%	(37)	30%	(43)	3%	(5)	145
Age: 35-44	14%	(29)	26%	(53)	24%	(47)	32%	(63)	4%	(8)	200
Age: 45-64	9%	(17)	12%	(23)	21%	(39)	48%	(89)	9%	(16)	184
Age: 65+	4%	(3)	11%	(9)	22%	(17)	59%	(47)	4%	(3)	79
Millennials: 1981-1996	16%	(42)	26%	(69)	24%	(62)	30%	(80)	4%	(10)	263
GenXers: 1965-1980	11%	(21)	18%	(33)	22%	(42)	41%	(76)	8%	(15)	187
Baby Boomers: 1946-1964	3%	(4)	12%	(15)	22%	(28)	59%	(76)	5%	(6)	129
PID: Dem (no lean)	16%	(35)	20%	(43)	22%	(47)	38%	(82)	3%	(7)	214
PID: Ind (no lean)	8%	(17)	16%	(34)	27%	(55)	43%	(88)	6%	(13)	207
PID: Rep (no lean)	10%	(18)	25%	(47)	20%	(38)	39%	(72)	6%	(12)	187
PID/Gender: Dem Men	17%	(20)	21%	(25)	21%	(25)	36%	(42)	5%	(6)	118
PID/Gender: Dem Women	16%	(15)	19%	(18)	23%	(22)	42%	(40)	1%	(1)	96
PID/Gender: Ind Men	7%	(9)	14%	(18)	30%	(38)	45%	(57)	5%	(6)	128
PID/Gender: Ind Women	10%	(8)	20%	(16)	22%	(17)	39%	(31)	9%	(7)	79
PID/Gender: Rep Men	10%	(13)	25%	(33)	22%	(30)	38%	(51)	5%	(7)	134
PID/Gender: Rep Women	9%	(5)	26%	(14)	15%	(8)	40%	(21)	9%	(5)	53
Educ: < College	9%	(32)	20%	(69)	22%	(75)	44%	(153)	5%	(17)	346
Educ: Bachelors degree	12%	(17)	19%	(28)	28%	(41)	36%	(52)	5%	(7)	145
Educ: Post-grad	18%	(21)	23%	(27)	21%	(24)	32%	(37)	7%	(8)	117
Income: Under 50k	9%	(15)	21%	(37)	26%	(46)	38%	(67)	6%	(11)	176
Income: 50k-100k	13%	(34)	22%	(57)	21%	(55)	40%	(105)	5%	(12)	263
Income: 100k+	12%	(21)	18%	(30)	23%	(39)	41%	(70)	5%	(9)	169
Ethnicity: White	11%	(52)	19%	(88)	23%	(106)	41%	(191)	6%	(26)	463
Ethnicity: Hispanic	10%	(9)	29%	(26)	27%	(24)	31%	(28)	3%	(3)	90
Ethnicity: Black	15%	(14)	25%	(23)	20%	(18)	38%	(35)	2%	(2)	92
Ethnicity: Other	8%	(4)	25%	(13)	30%	(16)	30%	(16)	8%	(4)	53

Continued on next page

Table BPC18_6: How much, if at all, have each of the following factors impacted your business' future growth plans?

Housing availability

Demographic	A lot		Some		Not much		Not at all		Don't know/No opinion	Total N	
Business Owners	12%	(70)	20%	(124)	23%	(140)	40%	(242)	5%	(32)	608
All Christian	11%	(30)	18%	(49)	23%	(62)	42%	(112)	5%	(14)	267
All Non-Christian	15%	(8)	37%	(19)	15%	(8)	25%	(13)	8%	(4)	52
Agnostic/Nothing in particular	8%	(13)	20%	(31)	28%	(45)	39%	(61)	5%	(8)	158
Something Else	11%	(11)	18%	(18)	18%	(18)	48%	(48)	5%	(5)	100
Religious Non-Protestant/Catholic	15%	(8)	37%	(20)	15%	(8)	26%	(14)	7%	(4)	54
Evangelical	14%	(21)	24%	(37)	16%	(25)	41%	(63)	5%	(7)	153
Non-Evangelical	9%	(19)	13%	(26)	25%	(52)	47%	(95)	6%	(12)	204
Community: Urban	16%	(31)	24%	(46)	25%	(48)	31%	(58)	4%	(7)	190
Community: Suburban	10%	(28)	22%	(59)	23%	(61)	40%	(109)	5%	(13)	270
Community: Rural	7%	(11)	13%	(19)	21%	(31)	51%	(75)	8%	(12)	148
4-Region: Northeast	9%	(10)	17%	(19)	22%	(24)	46%	(51)	5%	(6)	110
4-Region: Midwest	9%	(11)	17%	(20)	18%	(21)	48%	(56)	7%	(8)	116
4-Region: South	14%	(41)	23%	(67)	23%	(67)	36%	(108)	4%	(13)	296
4-Region: West	9%	(8)	21%	(18)	33%	(28)	31%	(27)	6%	(5)	86
President, CEO, Owner	11%	(59)	21%	(114)	22%	(121)	40%	(218)	6%	(31)	543
Managing Director, VP, Partner	17%	(11)	15%	(10)	29%	(19)	37%	(24)	2%	(1)	65
Company Size 2-10	7%	(21)	15%	(48)	21%	(66)	49%	(153)	8%	(26)	314
Company Size 11-50	10%	(12)	20%	(25)	29%	(37)	39%	(49)	2%	(3)	126
Company Size 51-100	21%	(15)	29%	(20)	19%	(13)	29%	(20)	3%	(2)	70
Company Size 101-300	22%	(15)	30%	(21)	28%	(19)	19%	(13)	1%	(1)	69
Start Up	18%	(33)	26%	(48)	21%	(39)	30%	(55)	5%	(9)	184
Not a Start Up	9%	(37)	18%	(76)	24%	(101)	44%	(187)	5%	(23)	424
Employ Salary Only	11%	(16)	20%	(30)	19%	(29)	44%	(65)	6%	(9)	149
Employ Hourly Only	8%	(17)	17%	(35)	23%	(47)	46%	(94)	6%	(13)	206
Employ Salary + Hourly	15%	(37)	23%	(57)	26%	(64)	32%	(79)	4%	(10)	247
Employ Service/Retail Worker	15%	(32)	21%	(44)	19%	(41)	42%	(88)	3%	(7)	212
Employ Trade/Skill Worker	14%	(32)	20%	(44)	25%	(57)	35%	(79)	6%	(13)	225
Employ Admin /Office Worker	16%	(32)	26%	(51)	20%	(40)	34%	(67)	3%	(6)	196
Employ Other Worker	11%	(9)	27%	(22)	20%	(16)	35%	(28)	7%	(6)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC19: Did your business experience losses in your workforce during the COVID-19 recovery period? This could include laying off or furloughing employees, or employees quitting.

Demographic	Yes	No	Don't know	Total N
Business Owners	45% (272)	55% (333)	— (3)	608
Gender: Male	44% (169)	56% (211)	— (0)	380
Gender: Female	45% (103)	54% (122)	1% (3)	228
Age: 18-34	48% (69)	52% (75)	1% (1)	145
Age: 35-44	50% (101)	50% (99)	— (0)	200
Age: 45-64	39% (71)	61% (113)	— (0)	184
Age: 65+	39% (31)	58% (46)	3% (2)	79
Millennials: 1981-1996	51% (133)	49% (130)	— (0)	263
GenXers: 1965-1980	44% (82)	56% (105)	— (0)	187
Baby Boomers: 1946-1964	38% (49)	60% (78)	2% (2)	129
PID: Dem (no lean)	44% (95)	55% (117)	1% (2)	214
PID: Ind (no lean)	43% (90)	57% (117)	— (0)	207
PID: Rep (no lean)	47% (87)	53% (99)	1% (1)	187
PID/Gender: Dem Men	46% (54)	54% (64)	— (0)	118
PID/Gender: Dem Women	43% (41)	55% (53)	2% (2)	96
PID/Gender: Ind Men	41% (53)	59% (75)	— (0)	128
PID/Gender: Ind Women	47% (37)	53% (42)	— (0)	79
PID/Gender: Rep Men	46% (62)	54% (72)	— (0)	134
PID/Gender: Rep Women	47% (25)	51% (27)	2% (1)	53
Educ: < College	43% (149)	57% (196)	— (1)	346
Educ: Bachelors degree	44% (64)	55% (80)	1% (1)	145
Educ: Post-grad	50% (59)	49% (57)	1% (1)	117
Income: Under 50k	43% (75)	56% (98)	2% (3)	176
Income: 50k-100k	48% (125)	52% (138)	— (0)	263
Income: 100k+	43% (72)	57% (97)	— (0)	169
Ethnicity: White	45% (210)	54% (250)	1% (3)	463
Ethnicity: Hispanic	42% (38)	58% (52)	— (0)	90
Ethnicity: Black	45% (41)	55% (51)	— (0)	92
Ethnicity: Other	40% (21)	60% (32)	— (0)	53

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Table BPC19: Did your business experience losses in your workforce during the COVID-19 recovery period? This could include laying off or furloughing employees, or employees quitting.

Demographic	Yes	No	Don't know	Total N
Business Owners	45% (272)	55% (333)	— (3)	608
All Christian	42% (111)	58% (154)	1% (2)	267
All Non-Christian	52% (27)	48% (25)	— (0)	52
Agnostic/Nothing in particular	44% (70)	55% (87)	1% (1)	158
Something Else	51% (51)	49% (49)	— (0)	100
Religious Non-Protestant/Catholic	54% (29)	46% (25)	— (0)	54
Evangelical	48% (73)	52% (80)	— (0)	153
Non-Evangelical	41% (84)	58% (118)	1% (2)	204
Community: Urban	44% (84)	55% (105)	1% (1)	190
Community: Suburban	44% (120)	55% (148)	1% (2)	270
Community: Rural	46% (68)	54% (80)	— (0)	148
4-Region: Northeast	45% (49)	55% (61)	— (0)	110
4-Region: Midwest	38% (44)	61% (71)	1% (1)	116
4-Region: South	47% (139)	52% (155)	1% (2)	296
4-Region: West	47% (40)	53% (46)	— (0)	86
President, CEO, Owner	43% (236)	56% (305)	— (2)	543
Managing Director, VP, Partner	55% (36)	43% (28)	2% (1)	65
Company Size 2-10	37% (117)	62% (195)	1% (2)	314
Company Size 11-50	44% (55)	56% (71)	— (0)	126
Company Size 51-100	54% (38)	46% (32)	— (0)	70
Company Size 101-300	61% (42)	39% (27)	— (0)	69
Start Up	50% (92)	50% (92)	— (0)	184
Not a Start Up	42% (180)	57% (241)	1% (3)	424
Employ Salary Only	36% (53)	64% (96)	— (0)	149
Employ Hourly Only	48% (99)	51% (106)	— (1)	206
Employ Salary + Hourly	47% (117)	52% (128)	1% (2)	247
Employ Service/Retail Worker	54% (115)	45% (95)	1% (2)	212
Employ Trade/Skill Worker	51% (115)	49% (110)	— (0)	225
Employ Admin /Office Worker	39% (77)	60% (118)	1% (1)	196
Employ Other Worker	38% (31)	62% (50)	— (0)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit [MorningConsultIntelligence.com](https://www.morningconsult.com).

Table BPC20: Does your business consider employees' child care responsibilities when making the work schedule?

Demographic	Yes	No	Don't know	Total N
Business Owners	58% (355)	40% (244)	1% (9)	608
Gender: Male	56% (214)	42% (160)	2% (6)	380
Gender: Female	62% (141)	37% (84)	1% (3)	228
Age: 18-34	69% (100)	30% (43)	1% (2)	145
Age: 35-44	66% (133)	32% (64)	2% (3)	200
Age: 45-64	49% (91)	49% (91)	1% (2)	184
Age: 65+	39% (31)	58% (46)	3% (2)	79
Millennials: 1981-1996	68% (180)	30% (80)	1% (3)	263
GenXers: 1965-1980	56% (104)	43% (80)	2% (3)	187
Baby Boomers: 1946-1964	40% (51)	58% (75)	2% (3)	129
PID: Dem (no lean)	64% (138)	35% (75)	— (1)	214
PID: Ind (no lean)	56% (116)	41% (85)	3% (6)	207
PID: Rep (no lean)	54% (101)	45% (84)	1% (2)	187
PID/Gender: Dem Men	62% (73)	37% (44)	1% (1)	118
PID/Gender: Dem Women	68% (65)	32% (31)	— (0)	96
PID/Gender: Ind Men	52% (66)	45% (57)	4% (5)	128
PID/Gender: Ind Women	63% (50)	35% (28)	1% (1)	79
PID/Gender: Rep Men	56% (75)	44% (59)	— (0)	134
PID/Gender: Rep Women	49% (26)	47% (25)	4% (2)	53
Educ: < College	59% (203)	40% (137)	2% (6)	346
Educ: Bachelors degree	56% (81)	43% (63)	1% (1)	145
Educ: Post-grad	61% (71)	38% (44)	2% (2)	117
Income: Under 50k	56% (98)	43% (76)	1% (2)	176
Income: 50k-100k	64% (169)	34% (89)	2% (5)	263
Income: 100k+	52% (88)	47% (79)	1% (2)	169
Ethnicity: White	57% (264)	41% (191)	2% (8)	463
Ethnicity: Hispanic	68% (61)	31% (28)	1% (1)	90
Ethnicity: Black	65% (60)	35% (32)	— (0)	92
Ethnicity: Other	58% (31)	40% (21)	2% (1)	53
All Christian	52% (140)	47% (125)	1% (2)	267
All Non-Christian	58% (30)	37% (19)	6% (3)	52
Agnostic/Nothing in particular	61% (97)	36% (57)	3% (4)	158
Something Else	68% (68)	32% (32)	— (0)	100

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Table BPC20: Does your business consider employees' child care responsibilities when making the work schedule?

Demographic	Yes	No	Don't know	Total N
Business Owners	58% (355)	40% (244)	1% (9)	608
Religious Non-Protestant/Catholic	57% (31)	37% (20)	6% (3)	54
Evangelical	59% (90)	41% (62)	1% (1)	153
Non-Evangelical	54% (111)	45% (92)	— (1)	204
Community: Urban	64% (122)	35% (66)	1% (2)	190
Community: Suburban	56% (150)	43% (115)	2% (5)	270
Community: Rural	56% (83)	43% (63)	1% (2)	148
4-Region: Northeast	61% (67)	37% (41)	2% (2)	110
4-Region: Midwest	50% (58)	48% (56)	2% (2)	116
4-Region: South	60% (179)	38% (113)	1% (4)	296
4-Region: West	59% (51)	40% (34)	1% (1)	86
President, CEO, Owner	58% (315)	41% (221)	1% (7)	543
Managing Director, VP, Partner	62% (40)	35% (23)	3% (2)	65
Company Size 2-10	51% (161)	46% (146)	2% (7)	314
Company Size 11-50	56% (70)	43% (54)	2% (2)	126
Company Size 51-100	73% (51)	27% (19)	— (0)	70
Company Size 101-300	77% (53)	23% (16)	— (0)	69
Start Up	66% (121)	33% (61)	1% (2)	184
Not a Start Up	55% (234)	43% (183)	2% (7)	424
Employ Salary Only	45% (67)	53% (79)	2% (3)	149
Employ Hourly Only	61% (126)	37% (77)	1% (3)	206
Employ Salary + Hourly	65% (161)	34% (83)	1% (3)	247
Employ Service/Retail Worker	65% (137)	34% (72)	1% (3)	212
Employ Trade/Skill Worker	64% (144)	35% (79)	1% (2)	225
Employ Admin /Office Worker	62% (122)	37% (72)	1% (2)	196
Employ Other Worker	54% (44)	44% (36)	1% (1)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_1: Has access to child care in your community impacted the following at your business?
Employee hiring at your business

Demographic	Yes	No	Don't know	Total N
Business Owners	29% (176)	66% (402)	5% (30)	608
Gender: Male	28% (108)	67% (254)	5% (18)	380
Gender: Female	30% (68)	65% (148)	5% (12)	228
Age: 18-34	39% (56)	56% (81)	6% (8)	145
Age: 35-44	38% (75)	60% (119)	3% (6)	200
Age: 45-64	20% (36)	77% (142)	3% (6)	184
Age: 65+	11% (9)	76% (60)	13% (10)	79
Millennials: 1981-1996	38% (99)	57% (151)	5% (13)	263
GenXers: 1965-1980	28% (52)	71% (132)	2% (3)	187
Baby Boomers: 1946-1964	10% (13)	79% (102)	11% (14)	129
PID: Dem (no lean)	34% (73)	62% (133)	4% (8)	214
PID: Ind (no lean)	28% (57)	67% (138)	6% (12)	207
PID: Rep (no lean)	25% (46)	70% (131)	5% (10)	187
PID/Gender: Dem Men	36% (42)	61% (72)	3% (4)	118
PID/Gender: Dem Women	32% (31)	64% (61)	4% (4)	96
PID/Gender: Ind Men	24% (31)	70% (89)	6% (8)	128
PID/Gender: Ind Women	33% (26)	62% (49)	5% (4)	79
PID/Gender: Rep Men	26% (35)	69% (93)	4% (6)	134
PID/Gender: Rep Women	21% (11)	72% (38)	8% (4)	53
Educ: < College	24% (84)	72% (250)	3% (12)	346
Educ: Bachelors degree	32% (46)	64% (93)	4% (6)	145
Educ: Post-grad	39% (46)	50% (59)	10% (12)	117
Income: Under 50k	22% (39)	72% (127)	6% (10)	176
Income: 50k-100k	34% (89)	63% (166)	3% (8)	263
Income: 100k+	28% (48)	64% (109)	7% (12)	169
Ethnicity: White	27% (124)	69% (320)	4% (19)	463
Ethnicity: Hispanic	41% (37)	51% (46)	8% (7)	90
Ethnicity: Black	41% (38)	55% (51)	3% (3)	92
Ethnicity: Other	26% (14)	58% (31)	15% (8)	53

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Table BPC21_1: Has access to child care in your community impacted the following at your business?
Employee hiring at your business

Demographic	Yes	No	Don't know	Total N
Business Owners	29% (176)	66% (402)	5% (30)	608
All Christian	26% (70)	68% (182)	6% (15)	267
All Non-Christian	50% (26)	44% (23)	6% (3)	52
Agnostic/Nothing in particular	25% (40)	70% (110)	5% (8)	158
Something Else	28% (28)	68% (68)	4% (4)	100
Religious Non-Protestant/Catholic	50% (27)	44% (24)	6% (3)	54
Evangelical	31% (48)	65% (100)	3% (5)	153
Non-Evangelical	22% (44)	72% (147)	6% (13)	204
Community: Urban	39% (74)	57% (109)	4% (7)	190
Community: Suburban	27% (74)	67% (181)	6% (15)	270
Community: Rural	19% (28)	76% (112)	5% (8)	148
4-Region: Northeast	26% (29)	67% (74)	6% (7)	110
4-Region: Midwest	25% (29)	70% (81)	5% (6)	116
4-Region: South	31% (92)	65% (191)	4% (13)	296
4-Region: West	30% (26)	65% (56)	5% (4)	86
President, CEO, Owner	27% (148)	68% (367)	5% (28)	543
Managing Director, VP, Partner	43% (28)	54% (35)	3% (2)	65
Company Size 2-10	14% (44)	78% (246)	8% (24)	314
Company Size 11-50	29% (36)	67% (85)	4% (5)	126
Company Size 51-100	49% (34)	50% (35)	1% (1)	70
Company Size 101-300	68% (47)	32% (22)	— (0)	69
Start Up	38% (69)	58% (107)	4% (8)	184
Not a Start Up	25% (107)	70% (295)	5% (22)	424
Employ Salary Only	19% (29)	77% (115)	3% (5)	149
Employ Hourly Only	26% (54)	69% (143)	4% (9)	206
Employ Salary + Hourly	38% (93)	56% (138)	6% (16)	247
Employ Service/Retail Worker	34% (73)	62% (132)	3% (7)	212
Employ Trade/Skill Worker	28% (64)	68% (152)	4% (9)	225
Employ Admin /Office Worker	37% (72)	58% (113)	6% (11)	196
Employ Other Worker	32% (26)	63% (51)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC21_2: Has access to child care in your community impacted the following at your business?
 Employee retention at your business

Demographic	Yes		No		Don't know		Total N
Business Owners	25%	(153)	68%	(412)	7%	(43)	608
Gender: Male	24%	(92)	70%	(266)	6%	(22)	380
Gender: Female	27%	(61)	64%	(146)	9%	(21)	228
Age: 18-34	29%	(42)	61%	(89)	10%	(14)	145
Age: 35-44	34%	(67)	60%	(121)	6%	(12)	200
Age: 45-64	19%	(35)	77%	(141)	4%	(8)	184
Age: 65+	11%	(9)	77%	(61)	11%	(9)	79
Millennials: 1981-1996	31%	(81)	61%	(160)	8%	(22)	263
GenXers: 1965-1980	25%	(46)	71%	(133)	4%	(8)	187
Baby Boomers: 1946-1964	13%	(17)	79%	(102)	8%	(10)	129
PID: Dem (no lean)	30%	(64)	63%	(134)	7%	(16)	214
PID: Ind (no lean)	23%	(47)	68%	(140)	10%	(20)	207
PID: Rep (no lean)	22%	(42)	74%	(138)	4%	(7)	187
PID/Gender: Dem Men	28%	(33)	65%	(77)	7%	(8)	118
PID/Gender: Dem Women	32%	(31)	59%	(57)	8%	(8)	96
PID/Gender: Ind Men	22%	(28)	69%	(88)	9%	(12)	128
PID/Gender: Ind Women	24%	(19)	66%	(52)	10%	(8)	79
PID/Gender: Rep Men	23%	(31)	75%	(101)	1%	(2)	134
PID/Gender: Rep Women	21%	(11)	70%	(37)	9%	(5)	53
Educ: < College	20%	(69)	73%	(251)	8%	(26)	346
Educ: Bachelors degree	28%	(41)	66%	(96)	6%	(8)	145
Educ: Post-grad	37%	(43)	56%	(65)	8%	(9)	117
Income: Under 50k	19%	(34)	72%	(127)	9%	(15)	176
Income: 50k-100k	29%	(75)	67%	(175)	5%	(13)	263
Income: 100k+	26%	(44)	65%	(110)	9%	(15)	169
Ethnicity: White	24%	(112)	69%	(318)	7%	(33)	463
Ethnicity: Hispanic	33%	(30)	60%	(54)	7%	(6)	90
Ethnicity: Black	28%	(26)	64%	(59)	8%	(7)	92
Ethnicity: Other	28%	(15)	66%	(35)	6%	(3)	53

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Table BPC21_2: Has access to child care in your community impacted the following at your business?
Employee retention at your business

Demographic	Yes	No	Don't know	Total N
Business Owners	25% (153)	68% (412)	7% (43)	608
All Christian	26% (70)	69% (185)	4% (12)	267
All Non-Christian	42% (22)	46% (24)	12% (6)	52
Agnostic/Nothing in particular	18% (29)	72% (113)	10% (16)	158
Something Else	24% (24)	67% (67)	9% (9)	100
Religious Non-Protestant/Catholic	43% (23)	46% (25)	11% (6)	54
Evangelical	27% (42)	69% (105)	4% (6)	153
Non-Evangelical	23% (47)	70% (142)	7% (15)	204
Community: Urban	31% (59)	62% (118)	7% (13)	190
Community: Suburban	25% (67)	68% (183)	7% (20)	270
Community: Rural	18% (27)	75% (111)	7% (10)	148
4-Region: Northeast	26% (29)	64% (70)	10% (11)	110
4-Region: Midwest	24% (28)	72% (83)	4% (5)	116
4-Region: South	25% (75)	68% (201)	7% (20)	296
4-Region: West	24% (21)	67% (58)	8% (7)	86
President, CEO, Owner	24% (129)	70% (378)	7% (36)	543
Managing Director, VP, Partner	37% (24)	52% (34)	11% (7)	65
Company Size 2-10	13% (41)	78% (244)	9% (29)	314
Company Size 11-50	29% (37)	67% (84)	4% (5)	126
Company Size 51-100	43% (30)	51% (36)	6% (4)	70
Company Size 101-300	45% (31)	51% (35)	4% (3)	69
Start Up	28% (51)	64% (118)	8% (15)	184
Not a Start Up	24% (102)	69% (294)	7% (28)	424
Employ Salary Only	16% (24)	80% (119)	4% (6)	149
Employ Hourly Only	23% (48)	67% (139)	9% (19)	206
Employ Salary + Hourly	33% (81)	60% (149)	7% (17)	247
Employ Service/Retail Worker	28% (60)	65% (138)	7% (14)	212
Employ Trade/Skill Worker	25% (56)	69% (156)	6% (13)	225
Employ Admin /Office Worker	35% (68)	59% (116)	6% (12)	196
Employ Other Worker	30% (24)	65% (53)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24_1: How important, if at all, do you think child care is to each of the following?
The U.S. economy

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	46% (279)	35% (214)	12% (70)	3% (17)	5% (28)	608
Gender: Male	42% (161)	37% (141)	12% (47)	3% (12)	5% (19)	380
Gender: Female	52% (118)	32% (73)	10% (23)	2% (5)	4% (9)	228
Age: 18-34	51% (74)	30% (44)	13% (19)	2% (3)	3% (5)	145
Age: 35-44	52% (104)	32% (64)	10% (20)	2% (5)	4% (7)	200
Age: 45-64	42% (78)	39% (71)	12% (22)	3% (6)	4% (7)	184
Age: 65+	29% (23)	44% (35)	11% (9)	4% (3)	11% (9)	79
Millennials: 1981-1996	54% (141)	31% (81)	11% (28)	2% (6)	3% (7)	263
GenXers: 1965-1980	45% (85)	34% (64)	13% (25)	3% (6)	4% (7)	187
Baby Boomers: 1946-1964	32% (41)	47% (60)	11% (14)	3% (4)	8% (10)	129
PID: Dem (no lean)	55% (118)	30% (65)	9% (19)	2% (4)	4% (8)	214
PID: Ind (no lean)	44% (92)	36% (74)	11% (22)	4% (8)	5% (11)	207
PID: Rep (no lean)	37% (69)	40% (75)	16% (29)	3% (5)	5% (9)	187
PID/Gender: Dem Men	49% (58)	34% (40)	9% (11)	3% (4)	4% (5)	118
PID/Gender: Dem Women	62% (60)	26% (25)	8% (8)	— (0)	3% (3)	96
PID/Gender: Ind Men	43% (55)	38% (48)	11% (14)	3% (4)	5% (7)	128
PID/Gender: Ind Women	47% (37)	33% (26)	10% (8)	5% (4)	5% (4)	79
PID/Gender: Rep Men	36% (48)	40% (53)	16% (22)	3% (4)	5% (7)	134
PID/Gender: Rep Women	40% (21)	42% (22)	13% (7)	2% (1)	4% (2)	53
Educ: < College	45% (157)	34% (117)	11% (39)	3% (12)	6% (21)	346
Educ: Bachelors degree	46% (66)	37% (53)	14% (20)	2% (3)	2% (3)	145
Educ: Post-grad	48% (56)	38% (44)	9% (11)	2% (2)	3% (4)	117
Income: Under 50k	49% (87)	32% (57)	10% (17)	3% (6)	5% (9)	176
Income: 50k-100k	45% (119)	35% (91)	13% (34)	2% (4)	6% (15)	263
Income: 100k+	43% (73)	39% (66)	11% (19)	4% (7)	2% (4)	169
Ethnicity: White	42% (196)	37% (169)	13% (62)	3% (12)	5% (24)	463
Ethnicity: Hispanic	56% (50)	26% (23)	13% (12)	3% (3)	2% (2)	90
Ethnicity: Black	62% (57)	26% (24)	7% (6)	2% (2)	3% (3)	92
Ethnicity: Other	49% (26)	40% (21)	4% (2)	6% (3)	2% (1)	53

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**Table BPC24_1: How important, if at all, do you think child care is to each of the following?
The U.S. economy**

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	46% (279)	35% (214)	12% (70)	3% (17)	5% (28)	608
All Christian	40% (107)	39% (105)	12% (31)	3% (8)	6% (16)	267
All Non-Christian	54% (28)	35% (18)	10% (5)	— (0)	2% (1)	52
Agnostic/Nothing in particular	47% (75)	34% (54)	11% (18)	2% (3)	5% (8)	158
Something Else	53% (53)	28% (28)	11% (11)	5% (5)	3% (3)	100
Religious Non-Protestant/Catholic	54% (29)	33% (18)	11% (6)	— (0)	2% (1)	54
Evangelical	48% (74)	32% (49)	8% (13)	5% (7)	7% (10)	153
Non-Evangelical	40% (81)	39% (80)	14% (28)	3% (6)	4% (9)	204
Community: Urban	58% (110)	28% (54)	9% (18)	2% (3)	3% (5)	190
Community: Suburban	41% (111)	39% (104)	12% (33)	3% (9)	5% (13)	270
Community: Rural	39% (58)	38% (56)	13% (19)	3% (5)	7% (10)	148
4-Region: Northeast	44% (48)	35% (38)	12% (13)	3% (3)	7% (8)	110
4-Region: Midwest	40% (46)	41% (48)	12% (14)	3% (4)	3% (4)	116
4-Region: South	48% (142)	33% (99)	11% (33)	2% (7)	5% (15)	296
4-Region: West	50% (43)	34% (29)	12% (10)	3% (3)	1% (1)	86
President, CEO, Owner	46% (251)	35% (190)	11% (62)	3% (16)	4% (24)	543
Managing Director, VP, Partner	43% (28)	37% (24)	12% (8)	2% (1)	6% (4)	65
Company Size 2-10	42% (131)	39% (122)	10% (31)	3% (9)	7% (21)	314
Company Size 11-50	47% (59)	29% (36)	17% (21)	5% (6)	3% (4)	126
Company Size 51-100	47% (33)	46% (32)	4% (3)	1% (1)	1% (1)	70
Company Size 101-300	59% (41)	20% (14)	17% (12)	1% (1)	1% (1)	69
Start Up	55% (102)	29% (53)	11% (20)	2% (3)	3% (6)	184
Not a Start Up	42% (177)	38% (161)	12% (50)	3% (14)	5% (22)	424
Employ Salary Only	36% (54)	39% (58)	17% (25)	2% (3)	6% (9)	149
Employ Hourly Only	48% (98)	38% (79)	6% (12)	5% (10)	3% (7)	206
Employ Salary + Hourly	51% (125)	31% (76)	13% (32)	2% (4)	4% (10)	247
Employ Service/Retail Worker	48% (101)	34% (73)	11% (23)	3% (7)	4% (8)	212
Employ Trade/Skill Worker	48% (109)	34% (77)	11% (24)	2% (5)	4% (10)	225
Employ Admin /Office Worker	45% (88)	36% (71)	12% (24)	3% (5)	4% (8)	196
Employ Other Worker	47% (38)	33% (27)	12% (10)	2% (2)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24_2: How important, if at all, do you think child care is to each of the following?
Your state's economy

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	43% (260)	35% (215)	12% (70)	4% (26)	6% (37)	608
Gender: Male	41% (154)	36% (138)	12% (46)	4% (17)	7% (25)	380
Gender: Female	46% (106)	34% (77)	11% (24)	4% (9)	5% (12)	228
Age: 18-34	48% (69)	31% (45)	14% (21)	4% (6)	3% (4)	145
Age: 35-44	49% (98)	34% (68)	7% (14)	4% (9)	6% (11)	200
Age: 45-64	36% (67)	40% (73)	12% (23)	4% (7)	8% (14)	184
Age: 65+	33% (26)	37% (29)	15% (12)	5% (4)	10% (8)	79
Millennials: 1981-1996	49% (130)	32% (83)	11% (28)	5% (12)	4% (10)	263
GenXers: 1965-1980	42% (79)	36% (68)	10% (18)	4% (8)	7% (14)	187
Baby Boomers: 1946-1964	32% (41)	42% (54)	15% (19)	4% (5)	8% (10)	129
PID: Dem (no lean)	51% (109)	31% (67)	7% (16)	4% (8)	7% (14)	214
PID: Ind (no lean)	41% (84)	33% (68)	15% (31)	5% (11)	6% (13)	207
PID: Rep (no lean)	36% (67)	43% (80)	12% (23)	4% (7)	5% (10)	187
PID/Gender: Dem Men	48% (57)	33% (39)	8% (9)	4% (5)	7% (8)	118
PID/Gender: Dem Women	54% (52)	29% (28)	7% (7)	3% (3)	6% (6)	96
PID/Gender: Ind Men	39% (50)	34% (43)	16% (20)	5% (7)	6% (8)	128
PID/Gender: Ind Women	43% (34)	32% (25)	14% (11)	5% (4)	6% (5)	79
PID/Gender: Rep Men	35% (47)	42% (56)	13% (17)	4% (5)	7% (9)	134
PID/Gender: Rep Women	38% (20)	45% (24)	11% (6)	4% (2)	2% (1)	53
Educ: < College	43% (148)	34% (118)	10% (35)	5% (18)	8% (27)	346
Educ: Bachelors degree	40% (58)	37% (54)	17% (24)	3% (5)	3% (4)	145
Educ: Post-grad	46% (54)	37% (43)	9% (11)	3% (3)	5% (6)	117
Income: Under 50k	45% (79)	30% (53)	12% (21)	6% (11)	7% (12)	176
Income: 50k-100k	41% (108)	38% (99)	11% (28)	3% (8)	8% (20)	263
Income: 100k+	43% (73)	37% (63)	12% (21)	4% (7)	3% (5)	169
Ethnicity: White	40% (184)	37% (170)	13% (58)	4% (20)	7% (31)	463
Ethnicity: Hispanic	42% (38)	37% (33)	10% (9)	8% (7)	3% (3)	90
Ethnicity: Black	54% (50)	28% (26)	11% (10)	3% (3)	3% (3)	92
Ethnicity: Other	49% (26)	36% (19)	4% (2)	6% (3)	6% (3)	53

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**Table BPC24_2: How important, if at all, do you think child care is to each of the following?
Your state's economy**

Demographic	Very important		Somewhat important		Not too important		Not at all important		Don't know/No opinion		Total N
Business Owners	43%	(260)	35%	(215)	12%	(70)	4%	(26)	6%	(37)	608
All Christian	38%	(102)	39%	(103)	11%	(30)	5%	(14)	7%	(18)	267
All Non-Christian	52%	(27)	38%	(20)	8%	(4)	—	(0)	2%	(1)	52
Agnostic/Nothing in particular	44%	(70)	30%	(48)	15%	(23)	4%	(6)	7%	(11)	158
Something Else	46%	(46)	33%	(33)	12%	(12)	4%	(4)	5%	(5)	100
Religious Non-Protestant/Catholic	52%	(28)	37%	(20)	9%	(5)	—	(0)	2%	(1)	54
Evangelical	43%	(66)	35%	(53)	10%	(15)	5%	(8)	7%	(11)	153
Non-Evangelical	38%	(77)	39%	(79)	13%	(26)	5%	(10)	6%	(12)	204
Community: Urban	54%	(102)	31%	(58)	7%	(14)	4%	(7)	5%	(9)	190
Community: Suburban	40%	(109)	37%	(101)	13%	(35)	4%	(12)	5%	(13)	270
Community: Rural	33%	(49)	38%	(56)	14%	(21)	5%	(7)	10%	(15)	148
4-Region: Northeast	45%	(49)	33%	(36)	10%	(11)	4%	(4)	9%	(10)	110
4-Region: Midwest	37%	(43)	37%	(43)	15%	(17)	5%	(6)	6%	(7)	116
4-Region: South	43%	(128)	37%	(109)	11%	(33)	3%	(10)	5%	(16)	296
4-Region: West	47%	(40)	31%	(27)	10%	(9)	7%	(6)	5%	(4)	86
President, CEO, Owner	43%	(235)	35%	(189)	11%	(62)	4%	(24)	6%	(33)	543
Managing Director, VP, Partner	38%	(25)	40%	(26)	12%	(8)	3%	(2)	6%	(4)	65
Company Size 2-10	39%	(121)	38%	(118)	11%	(34)	4%	(13)	9%	(28)	314
Company Size 11-50	46%	(58)	33%	(41)	12%	(15)	6%	(7)	4%	(5)	126
Company Size 51-100	40%	(28)	39%	(27)	14%	(10)	3%	(2)	4%	(3)	70
Company Size 101-300	54%	(37)	30%	(21)	10%	(7)	6%	(4)	—	(0)	69
Start Up	54%	(99)	27%	(50)	9%	(17)	4%	(8)	5%	(10)	184
Not a Start Up	38%	(161)	39%	(165)	12%	(53)	4%	(18)	6%	(27)	424
Employ Salary Only	36%	(53)	37%	(55)	14%	(21)	5%	(7)	9%	(13)	149
Employ Hourly Only	45%	(92)	37%	(77)	8%	(17)	5%	(10)	5%	(10)	206
Employ Salary + Hourly	46%	(114)	33%	(82)	13%	(31)	3%	(8)	5%	(12)	247
Employ Service/Retail Worker	47%	(99)	32%	(67)	11%	(23)	6%	(12)	5%	(11)	212
Employ Trade/Skill Worker	47%	(106)	34%	(77)	10%	(22)	3%	(6)	6%	(14)	225
Employ Admin /Office Worker	41%	(80)	37%	(72)	12%	(24)	6%	(11)	5%	(9)	196
Employ Other Worker	40%	(32)	43%	(35)	9%	(7)	2%	(2)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24_3: How important, if at all, do you think child care is to each of the following?
 Your local community's economy

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	39% (238)	42% (253)	11% (67)	3% (20)	5% (30)	608
Gender: Male	36% (136)	42% (159)	14% (52)	3% (12)	6% (21)	380
Gender: Female	45% (102)	41% (94)	7% (15)	4% (8)	4% (9)	228
Age: 18-34	40% (58)	44% (64)	10% (14)	3% (5)	3% (4)	145
Age: 35-44	45% (90)	39% (78)	9% (18)	4% (8)	3% (6)	200
Age: 45-64	37% (68)	43% (79)	12% (22)	2% (3)	7% (12)	184
Age: 65+	28% (22)	41% (32)	16% (13)	5% (4)	10% (8)	79
Millennials: 1981-1996	44% (115)	40% (106)	10% (26)	3% (9)	3% (7)	263
GenXers: 1965-1980	44% (83)	36% (68)	12% (22)	2% (4)	5% (10)	187
Baby Boomers: 1946-1964	26% (33)	48% (62)	15% (19)	4% (5)	8% (10)	129
PID: Dem (no lean)	49% (105)	39% (83)	7% (14)	3% (6)	3% (6)	214
PID: Ind (no lean)	36% (75)	41% (85)	12% (24)	5% (11)	6% (12)	207
PID: Rep (no lean)	31% (58)	45% (85)	16% (29)	2% (3)	6% (12)	187
PID/Gender: Dem Men	43% (51)	39% (46)	9% (11)	4% (5)	4% (5)	118
PID/Gender: Dem Women	56% (54)	39% (37)	3% (3)	1% (1)	1% (1)	96
PID/Gender: Ind Men	34% (44)	42% (54)	13% (17)	5% (6)	5% (7)	128
PID/Gender: Ind Women	39% (31)	39% (31)	9% (7)	6% (5)	6% (5)	79
PID/Gender: Rep Men	31% (41)	44% (59)	18% (24)	1% (1)	7% (9)	134
PID/Gender: Rep Women	32% (17)	49% (26)	9% (5)	4% (2)	6% (3)	53
Educ: < College	38% (131)	40% (140)	11% (39)	4% (14)	6% (22)	346
Educ: Bachelors degree	40% (58)	45% (65)	11% (16)	1% (2)	3% (4)	145
Educ: Post-grad	42% (49)	41% (48)	10% (12)	3% (4)	3% (4)	117
Income: Under 50k	42% (74)	38% (67)	10% (18)	4% (7)	6% (10)	176
Income: 50k-100k	39% (103)	43% (114)	10% (25)	2% (6)	6% (15)	263
Income: 100k+	36% (61)	43% (72)	14% (24)	4% (7)	3% (5)	169
Ethnicity: White	36% (165)	42% (196)	13% (61)	3% (15)	6% (26)	463
Ethnicity: Hispanic	44% (40)	39% (35)	10% (9)	6% (5)	1% (1)	90
Ethnicity: Black	55% (51)	37% (34)	2% (2)	2% (2)	3% (3)	92
Ethnicity: Other	42% (22)	43% (23)	8% (4)	6% (3)	2% (1)	53

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**Table BPC24_3: How important, if at all, do you think child care is to each of the following?
Your local community's economy**

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	39% (238)	42% (253)	11% (67)	3% (20)	5% (30)	608
All Christian	34% (91)	42% (112)	14% (38)	4% (12)	5% (14)	267
All Non-Christian	46% (24)	46% (24)	6% (3)	— (0)	2% (1)	52
Agnostic/Nothing in particular	41% (64)	42% (66)	9% (14)	3% (5)	6% (9)	158
Something Else	44% (44)	39% (39)	8% (8)	3% (3)	6% (6)	100
Religious Non-Protestant/Catholic	46% (25)	44% (24)	7% (4)	— (0)	2% (1)	54
Evangelical	37% (57)	39% (60)	12% (18)	4% (6)	8% (12)	153
Non-Evangelical	36% (74)	42% (86)	13% (27)	4% (9)	4% (8)	204
Community: Urban	49% (94)	39% (74)	7% (14)	2% (3)	3% (5)	190
Community: Suburban	34% (93)	44% (119)	12% (32)	4% (12)	5% (14)	270
Community: Rural	34% (51)	41% (60)	14% (21)	3% (5)	7% (11)	148
4-Region: Northeast	35% (39)	41% (45)	13% (14)	5% (5)	6% (7)	110
4-Region: Midwest	32% (37)	48% (56)	12% (14)	4% (5)	3% (4)	116
4-Region: South	41% (122)	41% (121)	9% (27)	3% (8)	6% (18)	296
4-Region: West	47% (40)	36% (31)	14% (12)	2% (2)	1% (1)	86
President, CEO, Owner	39% (211)	42% (227)	11% (60)	3% (18)	5% (27)	543
Managing Director, VP, Partner	42% (27)	40% (26)	11% (7)	3% (2)	5% (3)	65
Company Size 2-10	38% (118)	41% (128)	11% (33)	3% (10)	8% (25)	314
Company Size 11-50	36% (45)	41% (52)	15% (19)	6% (7)	2% (3)	126
Company Size 51-100	40% (28)	50% (35)	9% (6)	— (0)	1% (1)	70
Company Size 101-300	49% (34)	38% (26)	7% (5)	4% (3)	1% (1)	69
Start Up	46% (84)	39% (72)	8% (15)	3% (5)	4% (8)	184
Not a Start Up	36% (154)	43% (181)	12% (52)	4% (15)	5% (22)	424
Employ Salary Only	31% (46)	46% (69)	14% (21)	3% (4)	6% (9)	149
Employ Hourly Only	40% (82)	42% (86)	9% (18)	5% (10)	5% (10)	206
Employ Salary + Hourly	44% (108)	39% (97)	11% (27)	2% (5)	4% (10)	247
Employ Service/Retail Worker	44% (94)	39% (82)	9% (19)	4% (9)	4% (8)	212
Employ Trade/Skill Worker	39% (87)	42% (94)	12% (26)	2% (5)	6% (13)	225
Employ Admin /Office Worker	37% (73)	43% (84)	11% (22)	4% (8)	5% (9)	196
Employ Other Worker	41% (33)	42% (34)	11% (9)	1% (1)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

**Table BPC24_4: How important, if at all, do you think child care is to each of the following?
Your job or business where you work**

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	38% (229)	32% (194)	15% (89)	10% (62)	6% (34)	608
Gender: Male	33% (125)	34% (130)	16% (62)	11% (40)	6% (23)	380
Gender: Female	46% (104)	28% (64)	12% (27)	10% (22)	5% (11)	228
Age: 18-34	47% (68)	32% (47)	10% (15)	6% (9)	4% (6)	145
Age: 35-44	46% (91)	38% (75)	9% (18)	4% (8)	4% (8)	200
Age: 45-64	30% (55)	28% (52)	20% (37)	14% (26)	8% (14)	184
Age: 65+	19% (15)	25% (20)	24% (19)	24% (19)	8% (6)	79
Millennials: 1981-1996	47% (124)	34% (89)	10% (27)	5% (14)	3% (9)	263
GenXers: 1965-1980	35% (65)	35% (65)	13% (24)	10% (19)	7% (14)	187
Baby Boomers: 1946-1964	21% (27)	25% (32)	26% (34)	22% (28)	6% (8)	129
PID: Dem (no lean)	43% (91)	34% (73)	11% (23)	8% (18)	4% (9)	214
PID: Ind (no lean)	40% (83)	24% (50)	15% (31)	13% (27)	8% (16)	207
PID: Rep (no lean)	29% (55)	38% (71)	19% (35)	9% (17)	5% (9)	187
PID/Gender: Dem Men	37% (44)	41% (48)	8% (9)	10% (12)	4% (5)	118
PID/Gender: Dem Women	49% (47)	26% (25)	15% (14)	6% (6)	4% (4)	96
PID/Gender: Ind Men	34% (44)	23% (30)	20% (26)	13% (17)	9% (11)	128
PID/Gender: Ind Women	49% (39)	25% (20)	6% (5)	13% (10)	6% (5)	79
PID/Gender: Rep Men	28% (37)	39% (52)	20% (27)	8% (11)	5% (7)	134
PID/Gender: Rep Women	34% (18)	36% (19)	15% (8)	11% (6)	4% (2)	53
Educ: < College	41% (142)	29% (102)	13% (45)	10% (35)	6% (22)	346
Educ: Bachelors degree	31% (45)	33% (48)	21% (31)	10% (15)	4% (6)	145
Educ: Post-grad	36% (42)	38% (44)	11% (13)	10% (12)	5% (6)	117
Income: Under 50k	41% (73)	26% (46)	16% (28)	10% (18)	6% (11)	176
Income: 50k-100k	39% (103)	34% (90)	12% (32)	8% (20)	7% (18)	263
Income: 100k+	31% (53)	34% (58)	17% (29)	14% (24)	3% (5)	169
Ethnicity: White	34% (159)	31% (145)	17% (78)	12% (54)	6% (27)	463
Ethnicity: Hispanic	47% (42)	31% (28)	11% (10)	9% (8)	2% (2)	90
Ethnicity: Black	50% (46)	34% (31)	8% (7)	3% (3)	5% (5)	92
Ethnicity: Other	45% (24)	34% (18)	8% (4)	9% (5)	4% (2)	53

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**Table BPC24_4: How important, if at all, do you think child care is to each of the following?
Your job or business where you work**

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	38% (229)	32% (194)	15% (89)	10% (62)	6% (34)	608
All Christian	31% (84)	34% (91)	18% (48)	11% (29)	6% (15)	267
All Non-Christian	46% (24)	31% (16)	10% (5)	8% (4)	6% (3)	52
Agnostic/Nothing in particular	41% (65)	30% (48)	12% (19)	9% (15)	7% (11)	158
Something Else	45% (45)	29% (29)	12% (12)	10% (10)	4% (4)	100
Religious Non-Protestant/Catholic	46% (25)	30% (16)	9% (5)	9% (5)	6% (3)	54
Evangelical	35% (54)	37% (56)	13% (20)	8% (13)	7% (10)	153
Non-Evangelical	35% (71)	29% (59)	20% (40)	12% (25)	4% (9)	204
Community: Urban	47% (90)	30% (57)	10% (19)	7% (14)	5% (10)	190
Community: Suburban	35% (94)	35% (95)	15% (41)	10% (26)	5% (14)	270
Community: Rural	30% (45)	28% (42)	20% (29)	15% (22)	7% (10)	148
4-Region: Northeast	33% (36)	35% (38)	16% (18)	9% (10)	7% (8)	110
4-Region: Midwest	37% (43)	30% (35)	16% (19)	10% (12)	6% (7)	116
4-Region: South	38% (113)	33% (98)	13% (39)	10% (29)	6% (17)	296
4-Region: West	43% (37)	27% (23)	15% (13)	13% (11)	2% (2)	86
President, CEO, Owner	38% (205)	31% (170)	15% (81)	11% (58)	5% (29)	543
Managing Director, VP, Partner	37% (24)	37% (24)	12% (8)	6% (4)	8% (5)	65
Company Size 2-10	33% (104)	27% (85)	17% (54)	15% (46)	8% (25)	314
Company Size 11-50	35% (44)	37% (47)	13% (17)	10% (12)	5% (6)	126
Company Size 51-100	41% (29)	40% (28)	14% (10)	3% (2)	1% (1)	70
Company Size 101-300	55% (38)	36% (25)	7% (5)	1% (1)	— (0)	69
Start Up	49% (91)	28% (52)	12% (22)	5% (10)	5% (9)	184
Not a Start Up	33% (138)	33% (142)	16% (67)	12% (52)	6% (25)	424
Employ Salary Only	36% (53)	28% (41)	13% (20)	15% (22)	9% (13)	149
Employ Hourly Only	37% (77)	29% (60)	17% (34)	12% (25)	5% (10)	206
Employ Salary + Hourly	40% (98)	37% (92)	14% (35)	5% (12)	4% (10)	247
Employ Service/Retail Worker	41% (86)	30% (64)	16% (33)	10% (21)	4% (8)	212
Employ Trade/Skill Worker	36% (82)	36% (81)	15% (34)	8% (18)	4% (10)	225
Employ Admin /Office Worker	36% (70)	38% (74)	12% (23)	9% (18)	6% (11)	196
Employ Other Worker	41% (33)	28% (23)	12% (10)	14% (11)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24_5: How important, if at all, do you think child care is to each of the following?
Children's education

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	57% (349)	29% (175)	7% (40)	2% (13)	5% (31)	608
Gender: Male	56% (211)	29% (112)	7% (28)	2% (8)	6% (21)	380
Gender: Female	61% (138)	28% (63)	5% (12)	2% (5)	4% (10)	228
Age: 18-34	61% (89)	26% (37)	8% (12)	1% (1)	4% (6)	145
Age: 35-44	66% (131)	25% (50)	4% (8)	2% (5)	3% (6)	200
Age: 45-64	52% (96)	34% (63)	7% (13)	2% (4)	4% (8)	184
Age: 65+	42% (33)	32% (25)	9% (7)	4% (3)	14% (11)	79
Millennials: 1981-1996	64% (169)	24% (63)	7% (18)	2% (4)	3% (9)	263
GenXers: 1965-1980	59% (110)	29% (54)	6% (12)	2% (4)	4% (7)	187
Baby Boomers: 1946-1964	42% (54)	38% (49)	7% (9)	4% (5)	9% (12)	129
PID: Dem (no lean)	64% (136)	28% (60)	5% (10)	— (1)	3% (7)	214
PID: Ind (no lean)	61% (126)	22% (45)	6% (13)	4% (9)	7% (14)	207
PID: Rep (no lean)	47% (87)	37% (70)	9% (17)	2% (3)	5% (10)	187
PID/Gender: Dem Men	59% (70)	29% (34)	7% (8)	1% (1)	4% (5)	118
PID/Gender: Dem Women	69% (66)	27% (26)	2% (2)	— (0)	2% (2)	96
PID/Gender: Ind Men	61% (78)	22% (28)	6% (8)	5% (6)	6% (8)	128
PID/Gender: Ind Women	61% (48)	22% (17)	6% (5)	4% (3)	8% (6)	79
PID/Gender: Rep Men	47% (63)	37% (50)	9% (12)	1% (1)	6% (8)	134
PID/Gender: Rep Women	45% (24)	38% (20)	9% (5)	4% (2)	4% (2)	53
Educ: < College	57% (198)	26% (91)	8% (26)	3% (9)	6% (22)	346
Educ: Bachelors degree	60% (87)	30% (43)	6% (8)	2% (3)	3% (4)	145
Educ: Post-grad	55% (64)	35% (41)	5% (6)	1% (1)	4% (5)	117
Income: Under 50k	60% (106)	24% (42)	7% (13)	3% (5)	6% (10)	176
Income: 50k-100k	60% (157)	28% (73)	5% (13)	2% (5)	6% (15)	263
Income: 100k+	51% (86)	36% (60)	8% (14)	2% (3)	4% (6)	169
Ethnicity: White	54% (249)	31% (143)	7% (34)	2% (10)	6% (27)	463
Ethnicity: Hispanic	61% (55)	31% (28)	4% (4)	1% (1)	2% (2)	90
Ethnicity: Black	70% (64)	20% (18)	5% (5)	1% (1)	4% (4)	92
Ethnicity: Other	68% (36)	26% (14)	2% (1)	4% (2)	— (0)	53

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**Table BPC24_5: How important, if at all, do you think child care is to each of the following?
Children's education**

Demographic	Very important		Somewhat important		Not too important		Not at all important		Don't know/No opinion		Total N
Business Owners	57%	(349)	29%	(175)	7%	(40)	2%	(13)	5%	(31)	608
All Christian	49%	(132)	35%	(94)	7%	(18)	3%	(9)	5%	(14)	267
All Non-Christian	56%	(29)	33%	(17)	8%	(4)	2%	(1)	2%	(1)	52
Agnostic/Nothing in particular	65%	(102)	20%	(32)	8%	(13)	1%	(1)	6%	(10)	158
Something Else	65%	(65)	23%	(23)	4%	(4)	2%	(2)	6%	(6)	100
Religious Non-Protestant/Catholic	56%	(30)	33%	(18)	7%	(4)	2%	(1)	2%	(1)	54
Evangelical	53%	(81)	29%	(45)	8%	(13)	3%	(5)	6%	(9)	153
Non-Evangelical	53%	(108)	34%	(70)	4%	(9)	3%	(6)	5%	(11)	204
Community: Urban	67%	(128)	23%	(43)	6%	(12)	1%	(1)	3%	(6)	190
Community: Suburban	54%	(146)	31%	(85)	6%	(16)	3%	(8)	6%	(15)	270
Community: Rural	51%	(75)	32%	(47)	8%	(12)	3%	(4)	7%	(10)	148
4-Region: Northeast	53%	(58)	33%	(36)	6%	(7)	2%	(2)	6%	(7)	110
4-Region: Midwest	49%	(57)	36%	(42)	6%	(7)	4%	(5)	4%	(5)	116
4-Region: South	60%	(177)	26%	(78)	6%	(19)	1%	(4)	6%	(18)	296
4-Region: West	66%	(57)	22%	(19)	8%	(7)	2%	(2)	1%	(1)	86
President, CEO, Owner	57%	(308)	29%	(157)	7%	(37)	2%	(13)	5%	(28)	543
Managing Director, VP, Partner	63%	(41)	28%	(18)	5%	(3)	—	(0)	5%	(3)	65
Company Size 2-10	54%	(168)	28%	(88)	7%	(23)	3%	(8)	9%	(27)	314
Company Size 11-50	58%	(73)	32%	(40)	6%	(7)	3%	(4)	2%	(2)	126
Company Size 51-100	57%	(40)	31%	(22)	9%	(6)	1%	(1)	1%	(1)	70
Company Size 101-300	70%	(48)	26%	(18)	3%	(2)	—	(0)	1%	(1)	69
Start Up	63%	(116)	27%	(49)	5%	(9)	1%	(2)	4%	(8)	184
Not a Start Up	55%	(233)	30%	(126)	7%	(31)	3%	(11)	5%	(23)	424
Employ Salary Only	54%	(80)	28%	(42)	8%	(12)	3%	(5)	7%	(10)	149
Employ Hourly Only	57%	(118)	31%	(63)	6%	(12)	2%	(5)	4%	(8)	206
Employ Salary + Hourly	60%	(149)	28%	(69)	6%	(16)	1%	(3)	4%	(10)	247
Employ Service/Retail Worker	58%	(123)	30%	(64)	5%	(10)	2%	(4)	5%	(11)	212
Employ Trade/Skill Worker	61%	(137)	28%	(62)	6%	(14)	1%	(2)	4%	(10)	225
Employ Admin /Office Worker	56%	(109)	31%	(61)	6%	(11)	4%	(7)	4%	(8)	196
Employ Other Worker	52%	(42)	33%	(27)	9%	(7)	—	(0)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC24_6: How important, if at all, do you think child care is to each of the following?*College institutions*

Demographic	Very important	Somewhat important	Not too important	Not at all important	Don't know/No opinion	Total N
Business Owners	25% (155)	32% (195)	23% (139)	10% (59)	10% (60)	608
Gender: Male	21% (79)	31% (119)	27% (103)	10% (39)	11% (40)	380
Gender: Female	33% (76)	33% (76)	16% (36)	9% (20)	9% (20)	228
Age: 18-34	31% (45)	30% (43)	27% (39)	5% (7)	8% (11)	145
Age: 35-44	31% (62)	34% (69)	18% (36)	10% (19)	7% (14)	200
Age: 45-64	18% (34)	32% (59)	24% (45)	12% (23)	12% (23)	184
Age: 65+	18% (14)	30% (24)	24% (19)	13% (10)	15% (12)	79
Millennials: 1981-1996	33% (88)	33% (87)	20% (52)	7% (19)	6% (17)	263
GenXers: 1965-1980	21% (39)	33% (62)	25% (46)	11% (21)	10% (19)	187
Baby Boomers: 1946-1964	17% (22)	30% (39)	25% (32)	13% (17)	15% (19)	129
PID: Dem (no lean)	35% (74)	32% (68)	19% (40)	8% (18)	7% (14)	214
PID: Ind (no lean)	24% (49)	29% (59)	25% (52)	11% (22)	12% (25)	207
PID: Rep (no lean)	17% (32)	36% (68)	25% (47)	10% (19)	11% (21)	187
PID/Gender: Dem Men	28% (33)	29% (34)	25% (30)	9% (11)	8% (10)	118
PID/Gender: Dem Women	43% (41)	35% (34)	10% (10)	7% (7)	4% (4)	96
PID/Gender: Ind Men	20% (25)	27% (34)	31% (40)	12% (15)	11% (14)	128
PID/Gender: Ind Women	30% (24)	32% (25)	15% (12)	9% (7)	14% (11)	79
PID/Gender: Rep Men	16% (21)	38% (51)	25% (33)	10% (13)	12% (16)	134
PID/Gender: Rep Women	21% (11)	32% (17)	26% (14)	11% (6)	9% (5)	53
Educ: < College	24% (83)	32% (110)	21% (74)	11% (38)	12% (41)	346
Educ: Bachelors degree	26% (37)	32% (46)	27% (39)	7% (10)	9% (13)	145
Educ: Post-grad	30% (35)	33% (39)	22% (26)	9% (11)	5% (6)	117
Income: Under 50k	29% (51)	29% (51)	21% (37)	9% (15)	12% (22)	176
Income: 50k-100k	23% (60)	35% (91)	25% (65)	8% (21)	10% (26)	263
Income: 100k+	26% (44)	31% (53)	22% (37)	14% (23)	7% (12)	169
Ethnicity: White	23% (106)	32% (149)	23% (108)	10% (47)	11% (53)	463
Ethnicity: Hispanic	31% (28)	28% (25)	28% (25)	8% (7)	6% (5)	90
Ethnicity: Black	36% (33)	32% (29)	17% (16)	10% (9)	5% (5)	92
Ethnicity: Other	30% (16)	32% (17)	28% (15)	6% (3)	4% (2)	53

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**Table BPC24_6: How important, if at all, do you think child care is to each of the following?
College institutions**

Demographic	Very important		Somewhat important		Not too important		Not at all important		Don't know/No opinion		Total N
Business Owners	25%	(155)	32%	(195)	23%	(139)	10%	(59)	10%	(60)	608
All Christian	22%	(59)	31%	(83)	24%	(64)	12%	(32)	11%	(29)	267
All Non-Christian	35%	(18)	40%	(21)	17%	(9)	4%	(2)	4%	(2)	52
Agnostic/Nothing in particular	28%	(45)	30%	(47)	23%	(37)	6%	(10)	12%	(19)	158
Something Else	25%	(25)	34%	(34)	17%	(17)	15%	(15)	9%	(9)	100
Religious Non-Protestant/Catholic	35%	(19)	39%	(21)	19%	(10)	4%	(2)	4%	(2)	54
Evangelical	25%	(38)	30%	(46)	20%	(31)	14%	(21)	11%	(17)	153
Non-Evangelical	20%	(41)	33%	(68)	24%	(48)	13%	(26)	10%	(21)	204
Community: Urban	34%	(64)	30%	(57)	22%	(42)	6%	(11)	8%	(16)	190
Community: Suburban	21%	(57)	37%	(101)	24%	(65)	10%	(27)	7%	(20)	270
Community: Rural	23%	(34)	25%	(37)	22%	(32)	14%	(21)	16%	(24)	148
4-Region: Northeast	24%	(26)	28%	(31)	26%	(29)	12%	(13)	10%	(11)	110
4-Region: Midwest	22%	(25)	31%	(36)	21%	(24)	16%	(18)	11%	(13)	116
4-Region: South	28%	(84)	31%	(93)	23%	(67)	8%	(23)	10%	(29)	296
4-Region: West	23%	(20)	41%	(35)	22%	(19)	6%	(5)	8%	(7)	86
President, CEO, Owner	25%	(138)	32%	(176)	23%	(124)	10%	(52)	10%	(53)	543
Managing Director, VP, Partner	26%	(17)	29%	(19)	23%	(15)	11%	(7)	11%	(7)	65
Company Size 2-10	23%	(71)	30%	(95)	22%	(70)	11%	(33)	14%	(45)	314
Company Size 11-50	21%	(26)	38%	(48)	25%	(31)	9%	(11)	8%	(10)	126
Company Size 51-100	26%	(18)	29%	(20)	33%	(23)	10%	(7)	3%	(2)	70
Company Size 101-300	39%	(27)	35%	(24)	14%	(10)	9%	(6)	3%	(2)	69
Start Up	35%	(65)	30%	(56)	22%	(40)	3%	(6)	9%	(17)	184
Not a Start Up	21%	(90)	33%	(139)	23%	(99)	12%	(53)	10%	(43)	424
Employ Salary Only	25%	(37)	32%	(47)	23%	(34)	9%	(13)	12%	(18)	149
Employ Hourly Only	27%	(55)	33%	(68)	21%	(44)	11%	(22)	8%	(17)	206
Employ Salary + Hourly	26%	(63)	32%	(79)	24%	(60)	9%	(23)	9%	(22)	247
Employ Service/Retail Worker	31%	(65)	31%	(65)	21%	(44)	8%	(16)	10%	(22)	212
Employ Trade/Skill Worker	26%	(58)	32%	(71)	22%	(50)	11%	(25)	9%	(21)	225
Employ Admin /Office Worker	26%	(50)	35%	(68)	21%	(42)	9%	(18)	9%	(18)	196
Employ Other Worker	28%	(23)	31%	(25)	26%	(21)	7%	(6)	7%	(6)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC25_1: *In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?**Schools*

Demographic	Yes	No	Total N
Business Owners	64% (389)	36% (219)	608
Gender: Male	62% (236)	38% (144)	380
Gender: Female	67% (153)	33% (75)	228
Age: 18-34	73% (106)	27% (39)	145
Age: 35-44	70% (141)	30% (59)	200
Age: 45-64	55% (102)	45% (82)	184
Age: 65+	51% (40)	49% (39)	79
Millennials: 1981-1996	73% (192)	27% (71)	263
GenXers: 1965-1980	58% (108)	42% (79)	187
Baby Boomers: 1946-1964	53% (68)	47% (61)	129
PID: Dem (no lean)	70% (150)	30% (64)	214
PID: Ind (no lean)	62% (129)	38% (78)	207
PID: Rep (no lean)	59% (110)	41% (77)	187
PID/Gender: Dem Men	68% (80)	32% (38)	118
PID/Gender: Dem Women	73% (70)	27% (26)	96
PID/Gender: Ind Men	60% (77)	40% (51)	128
PID/Gender: Ind Women	66% (52)	34% (27)	79
PID/Gender: Rep Men	59% (79)	41% (55)	134
PID/Gender: Rep Women	58% (31)	42% (22)	53
Educ: < College	64% (223)	36% (123)	346
Educ: Bachelors degree	61% (88)	39% (57)	145
Educ: Post-grad	67% (78)	33% (39)	117
Income: Under 50k	69% (121)	31% (55)	176
Income: 50k-100k	61% (161)	39% (102)	263
Income: 100k+	63% (107)	37% (62)	169
Ethnicity: White	61% (283)	39% (180)	463
Ethnicity: Hispanic	68% (61)	32% (29)	90
Ethnicity: Black	75% (69)	25% (23)	92
Ethnicity: Other	70% (37)	30% (16)	53

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Table BPC25_1: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?

Schools

Demographic	Yes	No	Total N
Business Owners	64% (389)	36% (219)	608
All Christian	59% (158)	41% (109)	267
All Non-Christian	65% (34)	35% (18)	52
Agnostic/Nothing in particular	69% (109)	31% (49)	158
Something Else	67% (67)	33% (33)	100
Religious Non-Protestant/Catholic	67% (36)	33% (18)	54
Evangelical	60% (92)	40% (61)	153
Non-Evangelical	61% (125)	39% (79)	204
Community: Urban	69% (132)	31% (58)	190
Community: Suburban	66% (177)	34% (93)	270
Community: Rural	54% (80)	46% (68)	148
4-Region: Northeast	62% (68)	38% (42)	110
4-Region: Midwest	56% (65)	44% (51)	116
4-Region: South	67% (198)	33% (98)	296
4-Region: West	67% (58)	33% (28)	86
President, CEO, Owner	63% (344)	37% (199)	543
Managing Director, VP, Partner	69% (45)	31% (20)	65
Company Size 2-10	61% (190)	39% (124)	314
Company Size 11-50	60% (75)	40% (51)	126
Company Size 51-100	69% (48)	31% (22)	70
Company Size 101-300	78% (54)	22% (15)	69
Start Up	70% (128)	30% (56)	184
Not a Start Up	62% (261)	38% (163)	424
Employ Salary Only	60% (90)	40% (59)	149
Employ Hourly Only	68% (141)	32% (65)	206
Employ Salary + Hourly	63% (156)	37% (91)	247
Employ Service/Retail Worker	66% (139)	34% (73)	212
Employ Trade/Skill Worker	64% (145)	36% (80)	225
Employ Admin /Office Worker	61% (119)	39% (77)	196
Employ Other Worker	67% (54)	33% (27)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC25_2: *In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?*

Business

Demographic	Yes	No	Total N
Business Owners	69% (421)	31% (187)	608
Gender: Male	66% (251)	34% (129)	380
Gender: Female	75% (170)	25% (58)	228
Age: 18-34	77% (111)	23% (34)	145
Age: 35-44	75% (150)	25% (50)	200
Age: 45-64	63% (116)	37% (68)	184
Age: 65+	56% (44)	44% (35)	79
Millennials: 1981-1996	76% (199)	24% (64)	263
GenXers: 1965-1980	67% (126)	33% (61)	187
Baby Boomers: 1946-1964	57% (73)	43% (56)	129
PID: Dem (no lean)	75% (160)	25% (54)	214
PID: Ind (no lean)	69% (142)	31% (65)	207
PID: Rep (no lean)	64% (119)	36% (68)	187
PID/Gender: Dem Men	70% (83)	30% (35)	118
PID/Gender: Dem Women	80% (77)	20% (19)	96
PID/Gender: Ind Men	64% (82)	36% (46)	128
PID/Gender: Ind Women	76% (60)	24% (19)	79
PID/Gender: Rep Men	64% (86)	36% (48)	134
PID/Gender: Rep Women	62% (33)	38% (20)	53
Educ: < College	70% (243)	30% (103)	346
Educ: Bachelors degree	65% (94)	35% (51)	145
Educ: Post-grad	72% (84)	28% (33)	117
Income: Under 50k	72% (127)	28% (49)	176
Income: 50k-100k	69% (182)	31% (81)	263
Income: 100k+	66% (112)	34% (57)	169
Ethnicity: White	66% (306)	34% (157)	463
Ethnicity: Hispanic	73% (66)	27% (24)	90
Ethnicity: Black	79% (73)	21% (19)	92
Ethnicity: Other	79% (42)	21% (11)	53

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Table BPC25_2: In your opinion, should schools and businesses adjust hours to better accommodate parents' work schedules?

Business

Demographic	Yes		No		Total N
Business Owners	69%	(421)	31%	(187)	608
All Christian	63%	(167)	37%	(100)	267
All Non-Christian	77%	(40)	23%	(12)	52
Agnostic/Nothing in particular	75%	(119)	25%	(39)	158
Something Else	75%	(75)	25%	(25)	100
Religious Non-Protestant/Catholic	78%	(42)	22%	(12)	54
Evangelical	67%	(103)	33%	(50)	153
Non-Evangelical	64%	(131)	36%	(73)	204
Community: Urban	76%	(145)	24%	(45)	190
Community: Suburban	69%	(187)	31%	(83)	270
Community: Rural	60%	(89)	40%	(59)	148
4-Region: Northeast	71%	(78)	29%	(32)	110
4-Region: Midwest	58%	(67)	42%	(49)	116
4-Region: South	72%	(212)	28%	(84)	296
4-Region: West	74%	(64)	26%	(22)	86
President, CEO, Owner	68%	(371)	32%	(172)	543
Managing Director, VP, Partner	77%	(50)	23%	(15)	65
Company Size 2-10	66%	(208)	34%	(106)	314
Company Size 11-50	67%	(84)	33%	(42)	126
Company Size 51-100	67%	(47)	33%	(23)	70
Company Size 101-300	90%	(62)	10%	(7)	69
Start Up	79%	(145)	21%	(39)	184
Not a Start Up	65%	(276)	35%	(148)	424
Employ Salary Only	63%	(94)	37%	(55)	149
Employ Hourly Only	75%	(154)	25%	(52)	206
Employ Salary + Hourly	69%	(170)	31%	(77)	247
Employ Service/Retail Worker	69%	(147)	31%	(65)	212
Employ Trade/Skill Worker	70%	(157)	30%	(68)	225
Employ Admin /Office Worker	69%	(136)	31%	(60)	196
Employ Other Worker	72%	(58)	28%	(23)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_1: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?
The Faith community

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Business Owners	18%	(107)	31%	(188)	23%	(138)	18%	(109)	11%	(66)	608
Gender: Male	17%	(65)	31%	(117)	25%	(96)	17%	(64)	10%	(38)	380
Gender: Female	18%	(42)	31%	(71)	18%	(42)	20%	(45)	12%	(28)	228
Age: 18-34	26%	(37)	26%	(37)	23%	(33)	18%	(26)	8%	(12)	145
Age: 35-44	20%	(39)	36%	(71)	20%	(41)	17%	(34)	8%	(15)	200
Age: 45-64	11%	(20)	28%	(51)	25%	(46)	20%	(36)	17%	(31)	184
Age: 65+	14%	(11)	37%	(29)	23%	(18)	16%	(13)	10%	(8)	79
Millennials: 1981-1996	22%	(59)	32%	(85)	21%	(54)	17%	(46)	7%	(19)	263
GenXers: 1965-1980	13%	(24)	30%	(57)	22%	(42)	19%	(36)	15%	(28)	187
Baby Boomers: 1946-1964	13%	(17)	32%	(41)	25%	(32)	17%	(22)	13%	(17)	129
PID: Dem (no lean)	22%	(48)	32%	(68)	19%	(40)	17%	(36)	10%	(22)	214
PID: Ind (no lean)	14%	(28)	30%	(63)	24%	(49)	20%	(41)	13%	(26)	207
PID: Rep (no lean)	17%	(31)	30%	(57)	26%	(49)	17%	(32)	10%	(18)	187
PID/Gender: Dem Men	25%	(29)	29%	(34)	20%	(24)	17%	(20)	9%	(11)	118
PID/Gender: Dem Women	20%	(19)	35%	(34)	17%	(16)	17%	(16)	11%	(11)	96
PID/Gender: Ind Men	10%	(13)	32%	(41)	28%	(36)	18%	(23)	12%	(15)	128
PID/Gender: Ind Women	19%	(15)	28%	(22)	16%	(13)	23%	(18)	14%	(11)	79
PID/Gender: Rep Men	17%	(23)	31%	(42)	27%	(36)	16%	(21)	9%	(12)	134
PID/Gender: Rep Women	15%	(8)	28%	(15)	25%	(13)	21%	(11)	11%	(6)	53
Educ: < College	16%	(56)	27%	(94)	24%	(83)	19%	(67)	13%	(46)	346
Educ: Bachelors degree	18%	(26)	32%	(46)	21%	(30)	21%	(30)	9%	(13)	145
Educ: Post-grad	21%	(25)	41%	(48)	21%	(25)	10%	(12)	6%	(7)	117
Income: Under 50k	18%	(31)	27%	(48)	24%	(43)	19%	(34)	11%	(20)	176
Income: 50k-100k	19%	(49)	30%	(78)	21%	(54)	17%	(46)	14%	(36)	263
Income: 100k+	16%	(27)	37%	(62)	24%	(41)	17%	(29)	6%	(10)	169
Ethnicity: White	15%	(68)	30%	(141)	25%	(115)	18%	(85)	12%	(54)	463
Ethnicity: Hispanic	23%	(21)	28%	(25)	23%	(21)	19%	(17)	7%	(6)	90
Ethnicity: Black	27%	(25)	33%	(30)	13%	(12)	16%	(15)	11%	(10)	92
Ethnicity: Other	26%	(14)	32%	(17)	21%	(11)	17%	(9)	4%	(2)	53

Continued on next page

**Table BPC26_1: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?
The Faith community**

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Business Owners	18%	(107)	31%	(188)	23%	(138)	18%	(109)	11%	(66)	608
All Christian	18%	(48)	30%	(81)	25%	(68)	18%	(47)	9%	(23)	267
All Non-Christian	21%	(11)	37%	(19)	21%	(11)	10%	(5)	12%	(6)	52
Agnostic/Nothing in particular	15%	(23)	27%	(42)	22%	(35)	22%	(34)	15%	(24)	158
Something Else	21%	(21)	35%	(35)	20%	(20)	14%	(14)	10%	(10)	100
Religious Non-Protestant/Catholic	20%	(11)	37%	(20)	22%	(12)	9%	(5)	11%	(6)	54
Evangelical	23%	(35)	33%	(51)	19%	(29)	15%	(23)	10%	(15)	153
Non-Evangelical	16%	(32)	29%	(60)	27%	(56)	19%	(38)	9%	(18)	204
Community: Urban	28%	(53)	31%	(58)	16%	(31)	18%	(34)	7%	(14)	190
Community: Suburban	15%	(40)	32%	(86)	26%	(70)	16%	(42)	12%	(32)	270
Community: Rural	9%	(14)	30%	(44)	25%	(37)	22%	(33)	14%	(20)	148
4-Region: Northeast	15%	(16)	32%	(35)	20%	(22)	20%	(22)	14%	(15)	110
4-Region: Midwest	17%	(20)	29%	(34)	26%	(30)	21%	(24)	7%	(8)	116
4-Region: South	17%	(51)	32%	(96)	23%	(68)	16%	(46)	12%	(35)	296
4-Region: West	23%	(20)	27%	(23)	21%	(18)	20%	(17)	9%	(8)	86
President, CEO, Owner	17%	(95)	31%	(168)	23%	(126)	17%	(95)	11%	(59)	543
Managing Director, VP, Partner	18%	(12)	31%	(20)	18%	(12)	22%	(14)	11%	(7)	65
Company Size 2-10	14%	(45)	28%	(89)	27%	(84)	17%	(52)	14%	(44)	314
Company Size 11-50	16%	(20)	28%	(35)	24%	(30)	25%	(31)	8%	(10)	126
Company Size 51-100	24%	(17)	37%	(26)	14%	(10)	17%	(12)	7%	(5)	70
Company Size 101-300	25%	(17)	45%	(31)	17%	(12)	12%	(8)	1%	(1)	69
Start Up	30%	(56)	24%	(45)	18%	(33)	18%	(34)	9%	(16)	184
Not a Start Up	12%	(51)	34%	(143)	25%	(105)	18%	(75)	12%	(50)	424
Employ Salary Only	17%	(25)	28%	(41)	24%	(36)	17%	(26)	14%	(21)	149
Employ Hourly Only	19%	(39)	26%	(54)	25%	(52)	19%	(39)	11%	(22)	206
Employ Salary + Hourly	17%	(43)	37%	(92)	20%	(49)	17%	(41)	9%	(22)	247
Employ Service/Retail Worker	21%	(45)	31%	(66)	20%	(42)	18%	(38)	10%	(21)	212
Employ Trade/Skill Worker	20%	(44)	32%	(71)	22%	(50)	16%	(37)	10%	(23)	225
Employ Admin /Office Worker	21%	(41)	33%	(65)	21%	(42)	16%	(32)	8%	(16)	196
Employ Other Worker	21%	(17)	33%	(27)	20%	(16)	15%	(12)	11%	(9)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_2: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Local government*

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	35% (212)	36% (221)	12% (74)	11% (65)	6% (36)	608
Gender: Male	30% (115)	38% (143)	15% (58)	12% (44)	5% (20)	380
Gender: Female	43% (97)	34% (78)	7% (16)	9% (21)	7% (16)	228
Age: 18-34	50% (72)	31% (45)	10% (14)	7% (10)	3% (4)	145
Age: 35-44	42% (83)	39% (78)	9% (18)	6% (11)	5% (10)	200
Age: 45-64	24% (44)	36% (66)	15% (27)	16% (30)	9% (17)	184
Age: 65+	16% (13)	41% (32)	19% (15)	18% (14)	6% (5)	79
Millennials: 1981-1996	45% (118)	36% (95)	10% (26)	6% (15)	3% (9)	263
GenXers: 1965-1980	30% (57)	37% (70)	13% (25)	12% (22)	7% (13)	187
Baby Boomers: 1946-1964	19% (24)	36% (47)	18% (23)	17% (22)	10% (13)	129
PID: Dem (no lean)	40% (86)	43% (91)	8% (17)	5% (10)	5% (10)	214
PID: Ind (no lean)	38% (79)	29% (61)	13% (27)	13% (26)	7% (14)	207
PID: Rep (no lean)	25% (47)	37% (69)	16% (30)	16% (29)	6% (12)	187
PID/Gender: Dem Men	37% (44)	46% (54)	8% (10)	5% (6)	3% (4)	118
PID/Gender: Dem Women	44% (42)	39% (37)	7% (7)	4% (4)	6% (6)	96
PID/Gender: Ind Men	34% (43)	27% (35)	18% (23)	16% (20)	5% (7)	128
PID/Gender: Ind Women	46% (36)	33% (26)	5% (4)	8% (6)	9% (7)	79
PID/Gender: Rep Men	21% (28)	40% (54)	19% (25)	13% (18)	7% (9)	134
PID/Gender: Rep Women	36% (19)	28% (15)	9% (5)	21% (11)	6% (3)	53
Educ: < College	38% (131)	34% (117)	10% (35)	11% (38)	7% (25)	346
Educ: Bachelors degree	30% (44)	39% (57)	17% (24)	10% (14)	4% (6)	145
Educ: Post-grad	32% (37)	40% (47)	13% (15)	11% (13)	4% (5)	117
Income: Under 50k	39% (68)	35% (61)	10% (18)	11% (20)	5% (9)	176
Income: 50k-100k	36% (95)	37% (96)	10% (25)	10% (26)	8% (21)	263
Income: 100k+	29% (49)	38% (64)	18% (31)	11% (19)	4% (6)	169
Ethnicity: White	31% (145)	37% (169)	14% (64)	12% (55)	6% (30)	463
Ethnicity: Hispanic	40% (36)	43% (39)	4% (4)	9% (8)	3% (3)	90
Ethnicity: Black	43% (40)	38% (35)	7% (6)	8% (7)	4% (4)	92
Ethnicity: Other	51% (27)	32% (17)	8% (4)	6% (3)	4% (2)	53

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Table BPC26_2: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Local government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	35% (212)	36% (221)	12% (74)	11% (65)	6% (36)	608
All Christian	25% (67)	39% (105)	14% (38)	14% (38)	7% (19)	267
All Non-Christian	54% (28)	29% (15)	8% (4)	6% (3)	4% (2)	52
Agnostic/Nothing in particular	36% (57)	37% (59)	13% (21)	6% (10)	7% (11)	158
Something Else	48% (48)	27% (27)	9% (9)	12% (12)	4% (4)	100
Religious Non-Protestant/Catholic	54% (29)	28% (15)	7% (4)	7% (4)	4% (2)	54
Evangelical	34% (52)	34% (52)	12% (18)	12% (19)	8% (12)	153
Non-Evangelical	28% (58)	37% (76)	14% (29)	15% (30)	5% (11)	204
Community: Urban	47% (89)	32% (61)	11% (20)	7% (13)	4% (7)	190
Community: Suburban	29% (78)	44% (118)	13% (34)	9% (23)	6% (17)	270
Community: Rural	30% (45)	28% (42)	14% (20)	20% (29)	8% (12)	148
4-Region: Northeast	29% (32)	33% (36)	18% (20)	14% (15)	6% (7)	110
4-Region: Midwest	33% (38)	34% (39)	16% (18)	13% (15)	5% (6)	116
4-Region: South	35% (105)	38% (113)	10% (29)	9% (28)	7% (21)	296
4-Region: West	43% (37)	38% (33)	8% (7)	8% (7)	2% (2)	86
President, CEO, Owner	36% (196)	36% (193)	12% (66)	10% (56)	6% (32)	543
Managing Director, VP, Partner	25% (16)	43% (28)	12% (8)	14% (9)	6% (4)	65
Company Size 2-10	33% (104)	34% (107)	12% (38)	13% (40)	8% (25)	314
Company Size 11-50	37% (47)	37% (46)	11% (14)	11% (14)	4% (5)	126
Company Size 51-100	36% (25)	30% (21)	23% (16)	6% (4)	6% (4)	70
Company Size 101-300	41% (28)	48% (33)	7% (5)	3% (2)	1% (1)	69
Start Up	42% (78)	35% (64)	9% (16)	8% (15)	6% (11)	184
Not a Start Up	32% (134)	37% (157)	14% (58)	12% (50)	6% (25)	424
Employ Salary Only	32% (48)	38% (56)	11% (16)	13% (20)	6% (9)	149
Employ Hourly Only	41% (84)	33% (67)	11% (22)	10% (20)	6% (13)	206
Employ Salary + Hourly	32% (79)	39% (96)	15% (36)	9% (23)	5% (13)	247
Employ Service/Retail Worker	39% (83)	36% (77)	10% (21)	8% (18)	6% (13)	212
Employ Trade/Skill Worker	35% (78)	37% (83)	13% (29)	11% (24)	5% (11)	225
Employ Admin /Office Worker	30% (59)	41% (80)	14% (27)	10% (20)	5% (10)	196
Employ Other Worker	28% (23)	43% (35)	9% (7)	14% (11)	6% (5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_3: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

State government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	38% (234)	33% (201)	13% (82)	10% (63)	5% (28)	608
Gender: Male	33% (124)	37% (140)	15% (57)	11% (41)	5% (18)	380
Gender: Female	48% (110)	27% (61)	11% (25)	10% (22)	4% (10)	228
Age: 18-34	52% (76)	28% (41)	12% (18)	6% (8)	1% (2)	145
Age: 35-44	48% (95)	34% (67)	10% (21)	5% (10)	4% (7)	200
Age: 45-64	28% (51)	32% (59)	16% (30)	16% (30)	8% (14)	184
Age: 65+	15% (12)	43% (34)	16% (13)	19% (15)	6% (5)	79
Millennials: 1981-1996	49% (129)	32% (85)	11% (30)	5% (13)	2% (6)	263
GenXers: 1965-1980	34% (64)	32% (60)	16% (29)	12% (23)	6% (11)	187
Baby Boomers: 1946-1964	20% (26)	39% (50)	15% (19)	18% (23)	9% (11)	129
PID: Dem (no lean)	46% (99)	35% (75)	10% (21)	5% (11)	4% (8)	214
PID: Ind (no lean)	42% (86)	27% (56)	14% (29)	13% (26)	5% (10)	207
PID: Rep (no lean)	26% (49)	37% (70)	17% (32)	14% (26)	5% (10)	187
PID/Gender: Dem Men	42% (49)	38% (45)	11% (13)	6% (7)	3% (4)	118
PID/Gender: Dem Women	52% (50)	31% (30)	8% (8)	4% (4)	4% (4)	96
PID/Gender: Ind Men	38% (48)	29% (37)	15% (19)	15% (19)	4% (5)	128
PID/Gender: Ind Women	48% (38)	24% (19)	13% (10)	9% (7)	6% (5)	79
PID/Gender: Rep Men	20% (27)	43% (58)	19% (25)	11% (15)	7% (9)	134
PID/Gender: Rep Women	42% (22)	23% (12)	13% (7)	21% (11)	2% (1)	53
Educ: < College	39% (135)	32% (109)	14% (47)	10% (34)	6% (21)	346
Educ: Bachelors degree	35% (51)	38% (55)	14% (20)	10% (14)	3% (5)	145
Educ: Post-grad	41% (48)	32% (37)	13% (15)	13% (15)	2% (2)	117
Income: Under 50k	39% (68)	31% (55)	16% (29)	10% (18)	3% (6)	176
Income: 50k-100k	40% (106)	34% (90)	10% (25)	9% (23)	7% (19)	263
Income: 100k+	36% (60)	33% (56)	17% (28)	13% (22)	2% (3)	169
Ethnicity: White	34% (159)	34% (157)	15% (68)	12% (55)	5% (24)	463
Ethnicity: Hispanic	42% (38)	37% (33)	8% (7)	10% (9)	3% (3)	90
Ethnicity: Black	50% (46)	30% (28)	11% (10)	5% (5)	3% (3)	92
Ethnicity: Other	55% (29)	30% (16)	8% (4)	6% (3)	2% (1)	53

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Table BPC26_3: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

State government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	38% (234)	33% (201)	13% (82)	10% (63)	5% (28)	608
All Christian	31% (84)	36% (96)	13% (34)	14% (37)	6% (16)	267
All Non-Christian	50% (26)	31% (16)	13% (7)	4% (2)	2% (1)	52
Agnostic/Nothing in particular	39% (61)	34% (54)	16% (26)	6% (10)	4% (7)	158
Something Else	52% (52)	21% (21)	10% (10)	13% (13)	4% (4)	100
Religious Non-Protestant/Catholic	50% (27)	30% (16)	13% (7)	6% (3)	2% (1)	54
Evangelical	40% (61)	29% (44)	12% (18)	12% (19)	7% (11)	153
Non-Evangelical	33% (67)	35% (72)	13% (26)	15% (30)	4% (9)	204
Community: Urban	49% (93)	31% (59)	12% (22)	6% (11)	3% (5)	190
Community: Suburban	34% (91)	39% (104)	14% (38)	9% (24)	5% (13)	270
Community: Rural	34% (50)	26% (38)	15% (22)	19% (28)	7% (10)	148
4-Region: Northeast	36% (40)	33% (36)	15% (17)	11% (12)	5% (5)	110
4-Region: Midwest	34% (40)	32% (37)	16% (18)	15% (17)	3% (4)	116
4-Region: South	41% (121)	32% (94)	13% (38)	9% (26)	6% (17)	296
4-Region: West	38% (33)	40% (34)	10% (9)	9% (8)	2% (2)	86
President, CEO, Owner	39% (211)	33% (181)	13% (70)	10% (55)	5% (26)	543
Managing Director, VP, Partner	35% (23)	31% (20)	18% (12)	12% (8)	3% (2)	65
Company Size 2-10	33% (104)	34% (108)	14% (43)	12% (38)	7% (21)	314
Company Size 11-50	42% (53)	29% (37)	14% (18)	10% (13)	4% (5)	126
Company Size 51-100	46% (32)	29% (20)	17% (12)	7% (5)	1% (1)	70
Company Size 101-300	43% (30)	42% (29)	9% (6)	4% (3)	1% (1)	69
Start Up	45% (83)	32% (59)	12% (22)	7% (12)	4% (8)	184
Not a Start Up	36% (151)	33% (142)	14% (60)	12% (51)	5% (20)	424
Employ Salary Only	33% (49)	38% (57)	12% (18)	11% (17)	5% (8)	149
Employ Hourly Only	39% (81)	32% (66)	14% (28)	10% (20)	5% (11)	206
Employ Salary + Hourly	41% (102)	31% (77)	15% (36)	10% (24)	3% (8)	247
Employ Service/Retail Worker	42% (90)	31% (66)	16% (33)	7% (15)	4% (8)	212
Employ Trade/Skill Worker	41% (92)	34% (76)	11% (24)	11% (24)	4% (9)	225
Employ Admin /Office Worker	34% (67)	36% (70)	16% (31)	11% (22)	3% (6)	196
Employ Other Worker	37% (30)	30% (24)	12% (10)	15% (12)	6% (5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_4: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Federal government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	36% (221)	32% (196)	15% (92)	12% (71)	5% (28)	608
Gender: Male	32% (120)	33% (127)	17% (65)	13% (49)	5% (19)	380
Gender: Female	44% (101)	30% (69)	12% (27)	10% (22)	4% (9)	228
Age: 18-34	47% (68)	29% (42)	16% (23)	6% (9)	2% (3)	145
Age: 35-44	46% (91)	32% (65)	11% (22)	7% (14)	4% (8)	200
Age: 45-64	26% (48)	33% (60)	16% (30)	18% (34)	7% (12)	184
Age: 65+	18% (14)	37% (29)	22% (17)	18% (14)	6% (5)	79
Millennials: 1981-1996	48% (125)	31% (81)	13% (34)	6% (15)	3% (8)	263
GenXers: 1965-1980	31% (58)	35% (65)	14% (26)	15% (28)	5% (10)	187
Baby Boomers: 1946-1964	20% (26)	35% (45)	20% (26)	17% (22)	8% (10)	129
PID: Dem (no lean)	45% (97)	35% (74)	13% (28)	5% (10)	2% (5)	214
PID: Ind (no lean)	38% (78)	28% (58)	15% (31)	13% (27)	6% (13)	207
PID: Rep (no lean)	25% (46)	34% (64)	18% (33)	18% (34)	5% (10)	187
PID/Gender: Dem Men	44% (52)	33% (39)	14% (17)	7% (8)	2% (2)	118
PID/Gender: Dem Women	47% (45)	36% (35)	11% (11)	2% (2)	3% (3)	96
PID/Gender: Ind Men	33% (42)	29% (37)	17% (22)	16% (20)	5% (7)	128
PID/Gender: Ind Women	46% (36)	27% (21)	11% (9)	9% (7)	8% (6)	79
PID/Gender: Rep Men	19% (26)	38% (51)	19% (26)	16% (21)	7% (10)	134
PID/Gender: Rep Women	38% (20)	25% (13)	13% (7)	25% (13)	— (0)	53
Educ: < College	37% (127)	31% (108)	14% (47)	12% (42)	6% (22)	346
Educ: Bachelors degree	35% (51)	34% (49)	19% (27)	10% (15)	2% (3)	145
Educ: Post-grad	37% (43)	33% (39)	15% (18)	12% (14)	3% (3)	117
Income: Under 50k	40% (70)	28% (50)	15% (27)	12% (22)	4% (7)	176
Income: 50k-100k	38% (99)	33% (88)	12% (32)	10% (26)	7% (18)	263
Income: 100k+	31% (52)	34% (58)	20% (33)	14% (23)	2% (3)	169
Ethnicity: White	32% (147)	32% (150)	17% (79)	13% (62)	5% (25)	463
Ethnicity: Hispanic	44% (40)	31% (28)	12% (11)	9% (8)	3% (3)	90
Ethnicity: Black	49% (45)	33% (30)	9% (8)	8% (7)	2% (2)	92
Ethnicity: Other	55% (29)	30% (16)	9% (5)	4% (2)	2% (1)	53

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Table BPC26_4: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Federal government

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	36% (221)	32% (196)	15% (92)	12% (71)	5% (28)	608
All Christian	30% (81)	32% (86)	18% (47)	15% (40)	5% (13)	267
All Non-Christian	52% (27)	33% (17)	8% (4)	6% (3)	2% (1)	52
Agnostic/Nothing in particular	37% (59)	33% (52)	16% (25)	8% (12)	6% (10)	158
Something Else	42% (42)	28% (28)	12% (12)	14% (14)	4% (4)	100
Religious Non-Protestant/Catholic	52% (28)	31% (17)	7% (4)	7% (4)	2% (1)	54
Evangelical	37% (56)	29% (45)	16% (24)	12% (19)	6% (9)	153
Non-Evangelical	30% (61)	32% (66)	17% (35)	17% (34)	4% (8)	204
Community: Urban	50% (95)	29% (55)	13% (24)	6% (11)	3% (5)	190
Community: Suburban	28% (76)	38% (102)	17% (47)	11% (30)	6% (15)	270
Community: Rural	34% (50)	26% (39)	14% (21)	20% (30)	5% (8)	148
4-Region: Northeast	34% (37)	35% (39)	15% (16)	13% (14)	4% (4)	110
4-Region: Midwest	28% (32)	34% (40)	16% (18)	17% (20)	5% (6)	116
4-Region: South	40% (117)	29% (86)	16% (47)	10% (30)	5% (16)	296
4-Region: West	41% (35)	36% (31)	13% (11)	8% (7)	2% (2)	86
President, CEO, Owner	37% (199)	31% (171)	15% (83)	12% (64)	5% (26)	543
Managing Director, VP, Partner	34% (22)	38% (25)	14% (9)	11% (7)	3% (2)	65
Company Size 2-10	32% (101)	32% (100)	15% (46)	15% (46)	7% (21)	314
Company Size 11-50	37% (47)	35% (44)	15% (19)	9% (11)	4% (5)	126
Company Size 51-100	37% (26)	30% (21)	23% (16)	9% (6)	1% (1)	70
Company Size 101-300	51% (35)	29% (20)	13% (9)	6% (4)	1% (1)	69
Start Up	45% (83)	29% (54)	10% (19)	11% (20)	4% (8)	184
Not a Start Up	33% (138)	33% (142)	17% (73)	12% (51)	5% (20)	424
Employ Salary Only	34% (51)	33% (49)	14% (21)	13% (20)	5% (8)	149
Employ Hourly Only	40% (82)	32% (65)	13% (26)	11% (23)	5% (10)	206
Employ Salary + Hourly	35% (87)	33% (82)	18% (44)	11% (26)	3% (8)	247
Employ Service/Retail Worker	41% (86)	31% (66)	15% (31)	10% (21)	4% (8)	212
Employ Trade/Skill Worker	39% (87)	33% (74)	12% (27)	12% (26)	5% (11)	225
Employ Admin /Office Worker	31% (60)	35% (69)	19% (38)	12% (23)	3% (6)	196
Employ Other Worker	28% (23)	36% (29)	15% (12)	16% (13)	5% (4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_5: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?*Businesses*

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	23% (138)	38% (229)	22% (135)	12% (75)	5% (31)	608
Gender: Male	21% (80)	39% (148)	25% (95)	11% (40)	4% (17)	380
Gender: Female	25% (58)	36% (81)	18% (40)	15% (35)	6% (14)	228
Age: 18-34	34% (49)	35% (51)	18% (26)	10% (15)	3% (4)	145
Age: 35-44	25% (50)	44% (87)	20% (41)	7% (14)	4% (8)	200
Age: 45-64	16% (30)	35% (64)	24% (45)	17% (31)	8% (14)	184
Age: 65+	11% (9)	34% (27)	29% (23)	19% (15)	6% (5)	79
Millennials: 1981-1996	29% (76)	39% (103)	20% (53)	8% (22)	3% (9)	263
GenXers: 1965-1980	20% (37)	38% (71)	22% (41)	14% (26)	6% (12)	187
Baby Boomers: 1946-1964	13% (17)	33% (43)	29% (37)	17% (22)	8% (10)	129
PID: Dem (no lean)	32% (68)	36% (78)	20% (42)	7% (16)	5% (10)	214
PID: Ind (no lean)	18% (37)	40% (83)	22% (46)	14% (29)	6% (12)	207
PID: Rep (no lean)	18% (33)	36% (68)	25% (47)	16% (30)	5% (9)	187
PID/Gender: Dem Men	33% (39)	36% (43)	19% (23)	8% (9)	3% (4)	118
PID/Gender: Dem Women	30% (29)	36% (35)	20% (19)	7% (7)	6% (6)	96
PID/Gender: Ind Men	16% (20)	41% (53)	27% (34)	12% (16)	4% (5)	128
PID/Gender: Ind Women	22% (17)	38% (30)	15% (12)	16% (13)	9% (7)	79
PID/Gender: Rep Men	16% (21)	39% (52)	28% (38)	11% (15)	6% (8)	134
PID/Gender: Rep Women	23% (12)	30% (16)	17% (9)	28% (15)	2% (1)	53
Educ: < College	20% (68)	37% (127)	23% (78)	15% (51)	6% (22)	346
Educ: Bachelors degree	23% (34)	43% (63)	21% (31)	8% (11)	4% (6)	145
Educ: Post-grad	31% (36)	33% (39)	22% (26)	11% (13)	3% (3)	117
Income: Under 50k	20% (35)	39% (69)	24% (42)	12% (22)	5% (8)	176
Income: 50k-100k	24% (63)	39% (103)	21% (54)	9% (23)	8% (20)	263
Income: 100k+	24% (40)	34% (57)	23% (39)	18% (30)	2% (3)	169
Ethnicity: White	20% (94)	37% (172)	24% (112)	13% (58)	6% (27)	463
Ethnicity: Hispanic	30% (27)	38% (34)	22% (20)	8% (7)	2% (2)	90
Ethnicity: Black	30% (28)	40% (37)	17% (16)	8% (7)	4% (4)	92
Ethnicity: Other	30% (16)	38% (20)	13% (7)	19% (10)	— (0)	53

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Table BPC26_5: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Businesses

Demographic	Very responsible		Somewhat responsible		Not too responsible		Not responsible at all		Don't know/No opinion		Total N
Business Owners	23%	(138)	38%	(229)	22%	(135)	12%	(75)	5%	(31)	608
All Christian	19%	(51)	35%	(94)	24%	(64)	15%	(41)	6%	(17)	267
All Non-Christian	23%	(12)	46%	(24)	17%	(9)	12%	(6)	2%	(1)	52
Agnostic/Nothing in particular	22%	(34)	42%	(66)	24%	(38)	7%	(11)	6%	(9)	158
Something Else	29%	(29)	34%	(34)	19%	(19)	14%	(14)	4%	(4)	100
Religious Non-Protestant/Catholic	22%	(12)	48%	(26)	17%	(9)	11%	(6)	2%	(1)	54
Evangelical	24%	(36)	33%	(51)	20%	(31)	16%	(24)	7%	(11)	153
Non-Evangelical	19%	(39)	36%	(73)	25%	(51)	15%	(31)	5%	(10)	204
Community: Urban	31%	(59)	37%	(70)	19%	(37)	9%	(18)	3%	(6)	190
Community: Suburban	19%	(52)	41%	(111)	23%	(62)	11%	(31)	5%	(14)	270
Community: Rural	18%	(27)	32%	(48)	24%	(36)	18%	(26)	7%	(11)	148
4-Region: Northeast	21%	(23)	36%	(40)	24%	(26)	13%	(14)	6%	(7)	110
4-Region: Midwest	16%	(18)	41%	(47)	28%	(32)	14%	(16)	3%	(3)	116
4-Region: South	26%	(77)	38%	(112)	18%	(53)	11%	(34)	7%	(20)	296
4-Region: West	23%	(20)	35%	(30)	28%	(24)	13%	(11)	1%	(1)	86
President, CEO, Owner	22%	(121)	38%	(205)	23%	(124)	12%	(65)	5%	(28)	543
Managing Director, VP, Partner	26%	(17)	37%	(24)	17%	(11)	15%	(10)	5%	(3)	65
Company Size 2-10	17%	(54)	37%	(116)	25%	(77)	14%	(45)	7%	(22)	314
Company Size 11-50	21%	(26)	37%	(47)	21%	(26)	17%	(22)	4%	(5)	126
Company Size 51-100	27%	(19)	40%	(28)	27%	(19)	3%	(2)	3%	(2)	70
Company Size 101-300	45%	(31)	35%	(24)	14%	(10)	4%	(3)	1%	(1)	69
Start Up	34%	(63)	35%	(64)	18%	(33)	8%	(15)	5%	(9)	184
Not a Start Up	18%	(75)	39%	(165)	24%	(102)	14%	(60)	5%	(22)	424
Employ Salary Only	19%	(29)	40%	(59)	23%	(35)	13%	(19)	5%	(7)	149
Employ Hourly Only	21%	(44)	40%	(83)	21%	(44)	11%	(23)	6%	(12)	206
Employ Salary + Hourly	26%	(65)	35%	(86)	22%	(55)	12%	(30)	4%	(11)	247
Employ Service/Retail Worker	26%	(56)	34%	(72)	22%	(46)	13%	(28)	5%	(10)	212
Employ Trade/Skill Worker	23%	(52)	37%	(83)	23%	(52)	12%	(27)	5%	(11)	225
Employ Admin /Office Worker	27%	(52)	41%	(81)	19%	(37)	10%	(19)	4%	(7)	196
Employ Other Worker	31%	(25)	40%	(32)	14%	(11)	11%	(9)	5%	(4)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC26_6: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Parents

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	56% (339)	26% (161)	10% (58)	5% (30)	3% (20)	608
Gender: Male	57% (215)	27% (104)	9% (35)	4% (16)	3% (10)	380
Gender: Female	54% (124)	25% (57)	10% (23)	6% (14)	4% (10)	228
Age: 18-34	51% (74)	23% (34)	13% (19)	10% (15)	2% (3)	145
Age: 35-44	59% (118)	26% (53)	8% (17)	4% (7)	2% (5)	200
Age: 45-64	57% (104)	26% (48)	10% (18)	3% (5)	5% (9)	184
Age: 65+	54% (43)	33% (26)	5% (4)	4% (3)	4% (3)	79
Millennials: 1981-1996	58% (153)	24% (63)	10% (25)	6% (16)	2% (6)	263
GenXers: 1965-1980	55% (103)	27% (51)	12% (22)	2% (4)	4% (7)	187
Baby Boomers: 1946-1964	56% (72)	30% (39)	5% (6)	4% (5)	5% (7)	129
PID: Dem (no lean)	57% (121)	28% (60)	8% (18)	4% (8)	3% (7)	214
PID: Ind (no lean)	56% (115)	23% (48)	11% (23)	6% (13)	4% (8)	207
PID: Rep (no lean)	55% (103)	28% (53)	9% (17)	5% (9)	3% (5)	187
PID/Gender: Dem Men	58% (68)	26% (31)	9% (11)	5% (6)	2% (2)	118
PID/Gender: Dem Women	55% (53)	30% (29)	7% (7)	2% (2)	5% (5)	96
PID/Gender: Ind Men	59% (75)	25% (32)	10% (13)	4% (5)	2% (3)	128
PID/Gender: Ind Women	51% (40)	20% (16)	13% (10)	10% (8)	6% (5)	79
PID/Gender: Rep Men	54% (72)	31% (41)	8% (11)	4% (5)	4% (5)	134
PID/Gender: Rep Women	58% (31)	23% (12)	11% (6)	8% (4)	— (0)	53
Educ: < College	57% (197)	24% (82)	9% (30)	6% (21)	5% (16)	346
Educ: Bachelors degree	51% (74)	32% (46)	12% (17)	3% (5)	2% (3)	145
Educ: Post-grad	58% (68)	28% (33)	9% (11)	3% (4)	1% (1)	117
Income: Under 50k	60% (106)	28% (50)	6% (11)	3% (6)	2% (3)	176
Income: 50k-100k	57% (149)	25% (65)	8% (22)	5% (12)	6% (15)	263
Income: 100k+	50% (84)	27% (46)	15% (25)	7% (12)	1% (2)	169
Ethnicity: White	55% (253)	26% (120)	11% (52)	5% (21)	4% (17)	463
Ethnicity: Hispanic	52% (47)	33% (30)	7% (6)	7% (6)	1% (1)	90
Ethnicity: Black	63% (58)	26% (24)	3% (3)	4% (4)	3% (3)	92
Ethnicity: Other	53% (28)	32% (17)	6% (3)	9% (5)	— (0)	53

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Table BPC26_6: How responsible, if at all, are each of the following for ensuring that child care is affordable and accessible?

Parents

Demographic	Very responsible	Somewhat responsible	Not too responsible	Not responsible at all	Don't know/No opinion	Total N
Business Owners	56% (339)	26% (161)	10% (58)	5% (30)	3% (20)	608
All Christian	56% (150)	28% (76)	7% (20)	4% (11)	4% (10)	267
All Non-Christian	56% (29)	25% (13)	12% (6)	6% (3)	2% (1)	52
Agnostic/Nothing in particular	49% (77)	27% (43)	12% (19)	8% (12)	4% (7)	158
Something Else	64% (64)	21% (21)	10% (10)	3% (3)	2% (2)	100
Religious Non-Protestant/Catholic	56% (30)	24% (13)	13% (7)	6% (3)	2% (1)	54
Evangelical	59% (91)	20% (30)	10% (16)	5% (8)	5% (8)	153
Non-Evangelical	58% (118)	31% (64)	6% (12)	3% (6)	2% (4)	204
Community: Urban	65% (124)	22% (41)	6% (12)	5% (10)	2% (3)	190
Community: Suburban	52% (141)	28% (76)	12% (32)	4% (10)	4% (11)	270
Community: Rural	50% (74)	30% (44)	9% (14)	7% (10)	4% (6)	148
4-Region: Northeast	60% (66)	27% (30)	5% (6)	5% (5)	3% (3)	110
4-Region: Midwest	57% (66)	26% (30)	8% (9)	6% (7)	3% (4)	116
4-Region: South	54% (161)	25% (75)	12% (35)	5% (14)	4% (11)	296
4-Region: West	53% (46)	30% (26)	9% (8)	5% (4)	2% (2)	86
President, CEO, Owner	56% (304)	27% (144)	9% (51)	5% (26)	3% (18)	543
Managing Director, VP, Partner	54% (35)	26% (17)	11% (7)	6% (4)	3% (2)	65
Company Size 2-10	57% (179)	27% (84)	9% (27)	4% (12)	4% (12)	314
Company Size 11-50	49% (62)	29% (37)	9% (11)	9% (11)	4% (5)	126
Company Size 51-100	60% (42)	23% (16)	13% (9)	1% (1)	3% (2)	70
Company Size 101-300	54% (37)	28% (19)	10% (7)	7% (5)	1% (1)	69
Start Up	59% (108)	22% (41)	10% (18)	6% (11)	3% (6)	184
Not a Start Up	54% (231)	28% (120)	9% (40)	4% (19)	3% (14)	424
Employ Salary Only	51% (76)	28% (41)	11% (16)	7% (10)	4% (6)	149
Employ Hourly Only	55% (114)	28% (57)	8% (17)	5% (11)	3% (7)	206
Employ Salary + Hourly	59% (146)	25% (62)	9% (23)	4% (9)	3% (7)	247
Employ Service/Retail Worker	55% (116)	28% (59)	9% (20)	4% (9)	4% (8)	212
Employ Trade/Skill Worker	57% (128)	25% (56)	12% (26)	5% (11)	2% (4)	225
Employ Admin /Office Worker	55% (107)	30% (58)	8% (15)	6% (11)	3% (5)	196
Employ Other Worker	56% (45)	30% (24)	9% (7)	2% (2)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_1: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Flexible work hours for parents*

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	29% (174)	24% (148)	9% (52)	11% (65)	22% (134)	6% (35)	608
Gender: Male	28% (105)	26% (97)	10% (38)	12% (45)	20% (77)	5% (18)	380
Gender: Female	30% (69)	22% (51)	6% (14)	9% (20)	25% (57)	7% (17)	228
Age: 18-34	30% (43)	26% (38)	8% (12)	5% (7)	23% (34)	8% (11)	145
Age: 35-44	38% (76)	27% (54)	6% (12)	10% (19)	16% (33)	3% (6)	200
Age: 45-64	23% (42)	22% (40)	13% (24)	12% (23)	23% (43)	7% (12)	184
Age: 65+	16% (13)	20% (16)	5% (4)	20% (16)	30% (24)	8% (6)	79
Millennials: 1981-1996	34% (90)	25% (67)	7% (19)	8% (22)	19% (51)	5% (14)	263
GenXers: 1965-1980	28% (52)	24% (45)	9% (16)	10% (18)	25% (47)	5% (9)	187
Baby Boomers: 1946-1964	17% (22)	21% (27)	12% (16)	19% (25)	22% (29)	8% (10)	129
PID: Dem (no lean)	33% (70)	25% (53)	7% (16)	9% (19)	23% (50)	3% (6)	214
PID: Ind (no lean)	25% (52)	23% (48)	7% (15)	10% (20)	27% (55)	8% (17)	207
PID: Rep (no lean)	28% (52)	25% (47)	11% (21)	14% (26)	16% (29)	6% (12)	187
PID/Gender: Dem Men	30% (35)	30% (35)	9% (11)	8% (10)	20% (24)	3% (3)	118
PID/Gender: Dem Women	36% (35)	19% (18)	5% (5)	9% (9)	27% (26)	3% (3)	96
PID/Gender: Ind Men	25% (32)	22% (28)	9% (11)	13% (17)	26% (33)	5% (7)	128
PID/Gender: Ind Women	25% (20)	25% (20)	5% (4)	4% (3)	28% (22)	13% (10)	79
PID/Gender: Rep Men	28% (38)	25% (34)	12% (16)	13% (18)	15% (20)	6% (8)	134
PID/Gender: Rep Women	26% (14)	25% (13)	9% (5)	15% (8)	17% (9)	8% (4)	53
Educ: < College	28% (98)	23% (80)	7% (25)	10% (36)	22% (77)	9% (30)	346
Educ: Bachelors degree	26% (38)	24% (35)	13% (19)	12% (18)	22% (32)	2% (3)	145
Educ: Post-grad	32% (38)	28% (33)	7% (8)	9% (11)	21% (25)	2% (2)	117
Income: Under 50k	30% (53)	21% (37)	8% (14)	11% (19)	20% (35)	10% (18)	176
Income: 50k-100k	27% (71)	25% (65)	10% (26)	10% (26)	23% (60)	6% (15)	263
Income: 100k+	30% (50)	27% (46)	7% (12)	12% (20)	23% (39)	1% (2)	169
Ethnicity: White	28% (128)	23% (106)	9% (43)	12% (55)	22% (101)	6% (30)	463
Ethnicity: Hispanic	33% (30)	32% (29)	8% (7)	9% (8)	18% (16)	— (0)	90
Ethnicity: Black	35% (32)	23% (21)	7% (6)	5% (5)	25% (23)	5% (5)	92
Ethnicity: Other	26% (14)	40% (21)	6% (3)	9% (5)	19% (10)	— (0)	53

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Table BPC27_1: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Flexible work hours for parents

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	29% (174)	24% (148)	9% (52)	11% (65)	22% (134)	6% (35)	608
All Christian	27% (71)	24% (65)	12% (32)	13% (36)	18% (47)	6% (16)	267
All Non-Christian	27% (14)	31% (16)	12% (6)	2% (1)	25% (13)	4% (2)	52
Agnostic/Nothing in particular	32% (50)	21% (33)	3% (5)	11% (17)	27% (42)	7% (11)	158
Something Else	30% (30)	24% (24)	6% (6)	11% (11)	24% (24)	5% (5)	100
Religious Non-Protestant/Catholic	28% (15)	30% (16)	11% (6)	4% (2)	24% (13)	4% (2)	54
Evangelical	31% (47)	21% (32)	11% (17)	13% (20)	16% (25)	8% (12)	153
Non-Evangelical	25% (50)	26% (54)	10% (21)	13% (26)	22% (45)	4% (8)	204
Community: Urban	39% (74)	24% (45)	3% (6)	7% (14)	23% (43)	4% (8)	190
Community: Suburban	25% (67)	29% (77)	11% (29)	10% (27)	20% (55)	6% (15)	270
Community: Rural	22% (33)	18% (26)	11% (17)	16% (24)	24% (36)	8% (12)	148
4-Region: Northeast	34% (37)	24% (26)	10% (11)	8% (9)	21% (23)	4% (4)	110
4-Region: Midwest	24% (28)	22% (26)	10% (12)	14% (16)	24% (28)	5% (6)	116
4-Region: South	29% (85)	26% (76)	7% (22)	11% (33)	20% (59)	7% (21)	296
4-Region: West	28% (24)	23% (20)	8% (7)	8% (7)	28% (24)	5% (4)	86
President, CEO, Owner	28% (153)	24% (128)	9% (47)	11% (60)	22% (120)	6% (35)	543
Managing Director, VP, Partner	32% (21)	31% (20)	8% (5)	8% (5)	22% (14)	— (0)	65
Company Size 2-10	23% (72)	23% (73)	8% (26)	11% (36)	25% (77)	10% (30)	314
Company Size 11-50	25% (32)	29% (36)	10% (13)	11% (14)	21% (26)	4% (5)	126
Company Size 51-100	39% (27)	16% (11)	9% (6)	13% (9)	24% (17)	— (0)	70
Company Size 101-300	43% (30)	26% (18)	7% (5)	7% (5)	16% (11)	— (0)	69
Start Up	36% (67)	25% (46)	7% (12)	7% (13)	17% (32)	8% (14)	184
Not a Start Up	25% (107)	24% (102)	9% (40)	12% (52)	24% (102)	5% (21)	424
Employ Salary Only	23% (35)	23% (35)	10% (15)	13% (20)	23% (34)	7% (10)	149
Employ Hourly Only	33% (67)	21% (44)	8% (17)	13% (27)	19% (39)	6% (12)	206
Employ Salary + Hourly	29% (72)	28% (68)	8% (20)	6% (16)	24% (60)	4% (11)	247
Employ Service/Retail Worker	31% (66)	21% (44)	8% (18)	10% (21)	22% (47)	8% (16)	212
Employ Trade/Skill Worker	31% (70)	25% (57)	8% (17)	13% (29)	18% (40)	5% (12)	225
Employ Admin /Office Worker	34% (67)	26% (51)	8% (16)	7% (13)	21% (41)	4% (8)	196

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Table BPC27_1: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Flexible work hours for parents*

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	29% (174)	24% (148)	9% (52)	11% (65)	22% (134)	6% (35)	608
Employ Other Worker	26% (21)	32% (26)	10% (8)	7% (6)	21% (17)	4% (3)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_2: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Remote work options for parents

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	20% (122)	20% (124)	10% (60)	26% (157)	17% (105)	7% (40)	608
Gender: Male	18% (69)	25% (94)	10% (37)	26% (99)	16% (62)	5% (19)	380
Gender: Female	23% (53)	13% (30)	10% (23)	25% (58)	19% (43)	9% (21)	228
Age: 18-34	24% (35)	23% (34)	10% (14)	13% (19)	21% (31)	8% (12)	145
Age: 35-44	24% (48)	28% (56)	12% (24)	20% (40)	12% (24)	4% (8)	200
Age: 45-64	17% (31)	14% (25)	9% (16)	36% (67)	16% (30)	8% (15)	184
Age: 65+	10% (8)	11% (9)	8% (6)	39% (31)	25% (20)	6% (5)	79
Millennials: 1981-1996	24% (63)	23% (61)	11% (29)	19% (49)	17% (44)	6% (17)	263
GenXers: 1965-1980	21% (40)	18% (34)	9% (17)	28% (52)	17% (32)	6% (12)	187
Baby Boomers: 1946-1964	11% (14)	12% (16)	9% (12)	43% (56)	18% (23)	6% (8)	129
PID: Dem (no lean)	24% (52)	20% (42)	8% (18)	23% (50)	20% (42)	5% (10)	214
PID: Ind (no lean)	19% (39)	18% (37)	9% (18)	27% (55)	19% (40)	9% (18)	207
PID: Rep (no lean)	17% (31)	24% (45)	13% (24)	28% (52)	12% (23)	6% (12)	187
PID/Gender: Dem Men	24% (28)	26% (31)	7% (8)	20% (24)	19% (22)	4% (5)	118
PID/Gender: Dem Women	25% (24)	11% (11)	10% (10)	27% (26)	21% (20)	5% (5)	96
PID/Gender: Ind Men	18% (23)	19% (24)	8% (10)	30% (38)	20% (26)	5% (7)	128
PID/Gender: Ind Women	20% (16)	16% (13)	10% (8)	22% (17)	18% (14)	14% (11)	79
PID/Gender: Rep Men	13% (18)	29% (39)	14% (19)	28% (37)	10% (14)	5% (7)	134
PID/Gender: Rep Women	25% (13)	11% (6)	9% (5)	28% (15)	17% (9)	9% (5)	53
Educ: < College	18% (62)	19% (66)	10% (33)	28% (98)	16% (54)	10% (33)	346
Educ: Bachelors degree	21% (31)	17% (25)	13% (19)	25% (36)	21% (31)	2% (3)	145
Educ: Post-grad	25% (29)	28% (33)	7% (8)	20% (23)	17% (20)	3% (4)	117
Income: Under 50k	24% (42)	14% (25)	10% (18)	26% (46)	14% (24)	12% (21)	176
Income: 50k-100k	19% (49)	24% (63)	11% (30)	23% (61)	17% (44)	6% (16)	263
Income: 100k+	18% (31)	21% (36)	7% (12)	30% (50)	22% (37)	2% (3)	169
Ethnicity: White	18% (82)	19% (87)	10% (47)	29% (134)	17% (78)	8% (35)	463
Ethnicity: Hispanic	29% (26)	26% (23)	10% (9)	14% (13)	19% (17)	2% (2)	90
Ethnicity: Black	27% (25)	30% (28)	4% (4)	12% (11)	22% (20)	4% (4)	92
Ethnicity: Other	28% (15)	17% (9)	17% (9)	23% (12)	13% (7)	2% (1)	53

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Table BPC27_2: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Remote work options for parents*

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	20% (122)	20% (124)	10% (60)	26% (157)	17% (105)	7% (40)	608
All Christian	19% (50)	20% (54)	11% (30)	30% (80)	13% (35)	7% (18)	267
All Non-Christian	23% (12)	31% (16)	8% (4)	12% (6)	21% (11)	6% (3)	52
Agnostic/Nothing in particular	20% (31)	17% (27)	9% (14)	25% (40)	22% (34)	8% (12)	158
Something Else	21% (21)	20% (20)	10% (10)	25% (25)	19% (19)	5% (5)	100
Religious Non-Protestant/Catholic	22% (12)	31% (17)	7% (4)	13% (7)	20% (11)	6% (3)	54
Evangelical	20% (31)	21% (32)	11% (17)	31% (48)	8% (13)	8% (12)	153
Non-Evangelical	18% (37)	19% (38)	11% (23)	27% (55)	20% (41)	5% (10)	204
Community: Urban	26% (49)	22% (42)	8% (16)	21% (39)	19% (36)	4% (8)	190
Community: Suburban	19% (52)	22% (60)	10% (28)	23% (62)	18% (48)	7% (20)	270
Community: Rural	14% (21)	15% (22)	11% (16)	38% (56)	14% (21)	8% (12)	148
4-Region: Northeast	17% (19)	20% (22)	10% (11)	27% (30)	17% (19)	8% (9)	110
4-Region: Midwest	15% (17)	24% (28)	9% (10)	26% (30)	21% (24)	6% (7)	116
4-Region: South	23% (69)	19% (56)	10% (31)	26% (76)	15% (43)	7% (21)	296
4-Region: West	20% (17)	21% (18)	9% (8)	24% (21)	22% (19)	3% (3)	86
President, CEO, Owner	20% (108)	19% (105)	9% (50)	27% (148)	17% (92)	7% (40)	543
Managing Director, VP, Partner	22% (14)	29% (19)	15% (10)	14% (9)	20% (13)	— (0)	65
Company Size 2-10	15% (47)	14% (45)	11% (33)	31% (98)	19% (59)	10% (32)	314
Company Size 11-50	20% (25)	20% (25)	9% (11)	31% (39)	15% (19)	6% (7)	126
Company Size 51-100	34% (24)	19% (13)	11% (8)	19% (13)	16% (11)	1% (1)	70
Company Size 101-300	29% (20)	38% (26)	9% (6)	6% (4)	19% (13)	— (0)	69
Start Up	28% (52)	24% (45)	10% (19)	13% (24)	15% (28)	9% (16)	184
Not a Start Up	17% (70)	19% (79)	10% (41)	31% (133)	18% (77)	6% (24)	424
Employ Salary Only	17% (25)	21% (32)	11% (17)	19% (28)	21% (31)	11% (16)	149
Employ Hourly Only	19% (40)	17% (36)	10% (20)	34% (70)	14% (28)	6% (12)	206
Employ Salary + Hourly	23% (57)	22% (55)	9% (23)	22% (55)	18% (45)	5% (12)	247
Employ Service/Retail Worker	21% (44)	20% (42)	13% (27)	25% (53)	14% (29)	8% (17)	212
Employ Trade/Skill Worker	19% (43)	17% (38)	12% (26)	36% (82)	11% (24)	5% (12)	225
Employ Admin /Office Worker	29% (56)	27% (53)	8% (15)	11% (22)	20% (40)	5% (10)	196

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Table BPC27_2: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?

Remote work options for parents

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	20% (122)	20% (124)	10% (60)	26% (157)	17% (105)	7% (40)	608
Employ Other Worker	27% (22)	23% (19)	10% (8)	10% (8)	23% (19)	6% (5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_3: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Prioritized scheduling for parents to align with school/child care hours*

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	21% (130)	25% (152)	12% (74)	15% (94)	18% (112)	8% (46)	608
Gender: Male	19% (74)	27% (102)	14% (54)	16% (62)	17% (64)	6% (24)	380
Gender: Female	25% (56)	22% (50)	9% (20)	14% (32)	21% (48)	10% (22)	228
Age: 18-34	26% (37)	26% (38)	10% (15)	10% (14)	20% (29)	8% (12)	145
Age: 35-44	28% (55)	34% (67)	10% (20)	10% (19)	14% (29)	5% (10)	200
Age: 45-64	16% (29)	20% (37)	15% (27)	21% (39)	20% (36)	9% (16)	184
Age: 65+	11% (9)	13% (10)	15% (12)	28% (22)	23% (18)	10% (8)	79
Millennials: 1981-1996	26% (68)	29% (76)	11% (28)	11% (28)	17% (45)	7% (18)	263
GenXers: 1965-1980	21% (40)	25% (47)	12% (23)	14% (26)	20% (37)	7% (14)	187
Baby Boomers: 1946-1964	11% (14)	16% (21)	16% (20)	29% (37)	20% (26)	9% (11)	129
PID: Dem (no lean)	25% (54)	26% (56)	9% (19)	14% (30)	19% (40)	7% (15)	214
PID: Ind (no lean)	18% (37)	24% (50)	12% (24)	14% (29)	24% (49)	9% (18)	207
PID: Rep (no lean)	21% (39)	25% (46)	17% (31)	19% (35)	12% (23)	7% (13)	187
PID/Gender: Dem Men	23% (27)	33% (39)	11% (13)	12% (14)	15% (18)	6% (7)	118
PID/Gender: Dem Women	28% (27)	18% (17)	6% (6)	17% (16)	23% (22)	8% (8)	96
PID/Gender: Ind Men	17% (22)	23% (29)	11% (14)	20% (25)	23% (29)	7% (9)	128
PID/Gender: Ind Women	19% (15)	27% (21)	13% (10)	5% (4)	25% (20)	11% (9)	79
PID/Gender: Rep Men	19% (25)	25% (34)	20% (27)	17% (23)	13% (17)	6% (8)	134
PID/Gender: Rep Women	26% (14)	23% (12)	8% (4)	23% (12)	11% (6)	9% (5)	53
Educ: < College	20% (68)	26% (90)	11% (39)	15% (53)	18% (62)	10% (34)	346
Educ: Bachelors degree	22% (32)	23% (34)	12% (17)	17% (25)	21% (31)	4% (6)	145
Educ: Post-grad	26% (30)	24% (28)	15% (18)	14% (16)	16% (19)	5% (6)	117
Income: Under 50k	20% (36)	23% (41)	10% (18)	19% (33)	16% (29)	11% (19)	176
Income: 50k-100k	22% (57)	28% (73)	11% (29)	12% (32)	19% (50)	8% (22)	263
Income: 100k+	22% (37)	22% (38)	16% (27)	17% (29)	20% (33)	3% (5)	169
Ethnicity: White	21% (99)	24% (111)	12% (55)	17% (78)	18% (84)	8% (36)	463
Ethnicity: Hispanic	29% (26)	27% (24)	14% (13)	14% (13)	14% (13)	1% (1)	90
Ethnicity: Black	26% (24)	26% (24)	9% (8)	11% (10)	20% (18)	9% (8)	92
Ethnicity: Other	13% (7)	32% (17)	21% (11)	11% (6)	19% (10)	4% (2)	53

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**Table BPC27_3: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Prioritized scheduling for parents to align with school/child care hours**

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	21%	(130)	25%	(152)	12%	(74)	15%	(94)	18%	(112)	8%	(46)	608
All Christian	22%	(59)	25%	(66)	12%	(31)	19%	(51)	14%	(37)	9%	(23)	267
All Non-Christian	23%	(12)	29%	(15)	15%	(8)	6%	(3)	19%	(10)	8%	(4)	52
Agnostic/Nothing in particular	19%	(30)	23%	(37)	13%	(21)	14%	(22)	21%	(33)	9%	(15)	158
Something Else	25%	(25)	23%	(23)	10%	(10)	16%	(16)	24%	(24)	2%	(2)	100
Religious Non-Protestant/Catholic	22%	(12)	30%	(16)	15%	(8)	7%	(4)	19%	(10)	7%	(4)	54
Evangelical	29%	(44)	22%	(33)	11%	(17)	16%	(25)	14%	(22)	8%	(12)	153
Non-Evangelical	19%	(39)	24%	(49)	12%	(24)	20%	(41)	19%	(38)	6%	(13)	204
Community: Urban	26%	(50)	23%	(44)	12%	(23)	14%	(27)	19%	(36)	5%	(10)	190
Community: Suburban	19%	(52)	29%	(77)	13%	(35)	14%	(38)	17%	(46)	8%	(22)	270
Community: Rural	19%	(28)	21%	(31)	11%	(16)	20%	(29)	20%	(30)	9%	(14)	148
4-Region: Northeast	28%	(31)	26%	(29)	8%	(9)	15%	(16)	15%	(16)	8%	(9)	110
4-Region: Midwest	16%	(19)	25%	(29)	16%	(18)	17%	(20)	17%	(20)	9%	(10)	116
4-Region: South	21%	(62)	23%	(69)	12%	(37)	16%	(48)	19%	(56)	8%	(24)	296
4-Region: West	21%	(18)	29%	(25)	12%	(10)	12%	(10)	23%	(20)	3%	(3)	86
President, CEO, Owner	22%	(118)	24%	(132)	11%	(62)	16%	(88)	19%	(101)	8%	(42)	543
Managing Director, VP, Partner	18%	(12)	31%	(20)	18%	(12)	9%	(6)	17%	(11)	6%	(4)	65
Company Size 2-10	15%	(48)	23%	(72)	11%	(34)	19%	(61)	20%	(64)	11%	(35)	314
Company Size 11-50	18%	(23)	33%	(42)	10%	(13)	15%	(19)	18%	(23)	5%	(6)	126
Company Size 51-100	33%	(23)	19%	(13)	19%	(13)	10%	(7)	16%	(11)	4%	(3)	70
Company Size 101-300	38%	(26)	25%	(17)	13%	(9)	7%	(5)	16%	(11)	1%	(1)	69
Start Up	29%	(54)	31%	(57)	8%	(15)	8%	(15)	15%	(27)	9%	(16)	184
Not a Start Up	18%	(76)	22%	(95)	14%	(59)	19%	(79)	20%	(85)	7%	(30)	424
Employ Salary Only	16%	(24)	19%	(29)	13%	(19)	22%	(33)	19%	(28)	11%	(16)	149
Employ Hourly Only	24%	(50)	25%	(51)	12%	(25)	17%	(34)	17%	(34)	6%	(12)	206
Employ Salary + Hourly	22%	(55)	29%	(72)	12%	(30)	10%	(24)	20%	(49)	7%	(17)	247
Employ Service/Retail Worker	25%	(53)	25%	(54)	9%	(20)	14%	(30)	17%	(37)	8%	(18)	212
Employ Trade/Skill Worker	24%	(53)	29%	(65)	10%	(22)	15%	(34)	17%	(38)	6%	(13)	225
Employ Admin /Office Worker	26%	(51)	27%	(52)	12%	(23)	11%	(21)	19%	(37)	6%	(12)	196

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Table BPC27_3: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?

Prioritized scheduling for parents to align with school/child care hours

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	21%	(130)	25%	(152)	12%	(74)	15%	(94)	18%	(112)	8%	(46)	608
Employ Other Worker	19%	(15)	28%	(23)	14%	(11)	16%	(13)	16%	(13)	7%	(6)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_4: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
On-site child care services

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	12%	(74)	14%	(85)	14%	(85)	49%	(296)	4%	(25)	7%	(43)	608
Gender: Male	11%	(40)	16%	(60)	15%	(58)	49%	(186)	3%	(12)	6%	(24)	380
Gender: Female	15%	(34)	11%	(25)	12%	(27)	48%	(110)	6%	(13)	8%	(19)	228
Age: 18-34	16%	(23)	25%	(36)	19%	(27)	29%	(42)	4%	(6)	8%	(11)	145
Age: 35-44	20%	(39)	14%	(28)	16%	(31)	42%	(85)	3%	(6)	6%	(11)	200
Age: 45-64	5%	(10)	9%	(17)	11%	(20)	60%	(111)	5%	(10)	9%	(16)	184
Age: 65+	3%	(2)	5%	(4)	9%	(7)	73%	(58)	4%	(3)	6%	(5)	79
Millennials: 1981-1996	18%	(47)	17%	(44)	17%	(45)	38%	(101)	3%	(9)	6%	(17)	263
GenXers: 1965-1980	9%	(17)	13%	(24)	12%	(22)	53%	(99)	5%	(10)	8%	(15)	187
Baby Boomers: 1946-1964	4%	(5)	5%	(7)	11%	(14)	71%	(91)	3%	(4)	6%	(8)	129
PID: Dem (no lean)	16%	(34)	19%	(41)	12%	(26)	44%	(94)	4%	(9)	5%	(10)	214
PID: Ind (no lean)	10%	(20)	11%	(23)	15%	(32)	50%	(103)	5%	(10)	9%	(19)	207
PID: Rep (no lean)	11%	(20)	11%	(21)	14%	(27)	53%	(99)	3%	(6)	7%	(14)	187
PID/Gender: Dem Men	14%	(16)	21%	(25)	15%	(18)	41%	(48)	3%	(3)	7%	(8)	118
PID/Gender: Dem Women	19%	(18)	17%	(16)	8%	(8)	48%	(46)	6%	(6)	2%	(2)	96
PID/Gender: Ind Men	9%	(12)	13%	(17)	13%	(17)	54%	(69)	5%	(6)	5%	(7)	128
PID/Gender: Ind Women	10%	(8)	8%	(6)	19%	(15)	43%	(34)	5%	(4)	15%	(12)	79
PID/Gender: Rep Men	9%	(12)	13%	(18)	17%	(23)	51%	(69)	2%	(3)	7%	(9)	134
PID/Gender: Rep Women	15%	(8)	6%	(3)	8%	(4)	57%	(30)	6%	(3)	9%	(5)	53
Educ: < College	10%	(36)	14%	(47)	14%	(48)	48%	(166)	5%	(16)	10%	(33)	346
Educ: Bachelors degree	11%	(16)	14%	(21)	17%	(24)	52%	(75)	3%	(4)	3%	(5)	145
Educ: Post-grad	19%	(22)	15%	(17)	11%	(13)	47%	(55)	4%	(5)	4%	(5)	117
Income: Under 50k	12%	(22)	12%	(22)	12%	(22)	45%	(80)	6%	(10)	11%	(20)	176
Income: 50k-100k	11%	(30)	18%	(47)	15%	(39)	46%	(120)	3%	(9)	7%	(18)	263
Income: 100k+	13%	(22)	9%	(16)	14%	(24)	57%	(96)	4%	(6)	3%	(5)	169
Ethnicity: White	11%	(49)	13%	(59)	14%	(66)	52%	(241)	4%	(17)	7%	(31)	463
Ethnicity: Hispanic	17%	(15)	23%	(21)	13%	(12)	37%	(33)	6%	(5)	4%	(4)	90
Ethnicity: Black	20%	(18)	21%	(19)	14%	(13)	29%	(27)	8%	(7)	9%	(8)	92
Ethnicity: Other	13%	(7)	13%	(7)	11%	(6)	53%	(28)	2%	(1)	8%	(4)	53

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Table BPC27_4: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*On-site child care services*

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	12%	(74)	14%	(85)	14%	(85)	49%	(296)	4%	(25)	7%	(43)	608
All Christian	12%	(31)	11%	(29)	16%	(44)	52%	(140)	4%	(10)	5%	(13)	267
All Non-Christian	27%	(14)	25%	(13)	10%	(5)	31%	(16)	2%	(1)	6%	(3)	52
Agnostic/Nothing in particular	10%	(16)	10%	(16)	15%	(23)	50%	(79)	6%	(9)	9%	(15)	158
Something Else	10%	(10)	16%	(16)	11%	(11)	49%	(49)	4%	(4)	10%	(10)	100
Religious Non-Protestant/Catholic	26%	(14)	26%	(14)	9%	(5)	31%	(17)	2%	(1)	6%	(3)	54
Evangelical	16%	(25)	15%	(23)	14%	(21)	44%	(68)	2%	(3)	8%	(13)	153
Non-Evangelical	7%	(15)	8%	(16)	16%	(32)	59%	(120)	5%	(11)	5%	(10)	204
Community: Urban	15%	(29)	18%	(35)	16%	(31)	39%	(74)	5%	(10)	6%	(11)	190
Community: Suburban	12%	(32)	14%	(39)	14%	(39)	49%	(132)	3%	(8)	7%	(20)	270
Community: Rural	9%	(13)	7%	(11)	10%	(15)	61%	(90)	5%	(7)	8%	(12)	148
4-Region: Northeast	15%	(17)	14%	(15)	11%	(12)	53%	(58)	3%	(3)	5%	(5)	110
4-Region: Midwest	11%	(13)	12%	(14)	19%	(22)	50%	(58)	3%	(4)	4%	(5)	116
4-Region: South	12%	(37)	15%	(43)	11%	(34)	47%	(138)	6%	(17)	9%	(27)	296
4-Region: West	8%	(7)	15%	(13)	20%	(17)	49%	(42)	1%	(1)	7%	(6)	86
President, CEO, Owner	11%	(60)	14%	(75)	14%	(75)	50%	(270)	4%	(23)	7%	(40)	543
Managing Director, VP, Partner	22%	(14)	15%	(10)	15%	(10)	40%	(26)	3%	(2)	5%	(3)	65
Company Size 2-10	6%	(19)	9%	(28)	13%	(41)	56%	(177)	5%	(15)	11%	(34)	314
Company Size 11-50	6%	(8)	15%	(19)	13%	(16)	60%	(75)	3%	(4)	3%	(4)	126
Company Size 51-100	29%	(20)	16%	(11)	19%	(13)	31%	(22)	3%	(2)	3%	(2)	70
Company Size 101-300	19%	(13)	33%	(23)	17%	(12)	22%	(15)	4%	(3)	4%	(3)	69
Start Up	19%	(35)	20%	(36)	14%	(26)	32%	(59)	4%	(7)	11%	(21)	184
Not a Start Up	9%	(39)	12%	(49)	14%	(59)	56%	(237)	4%	(18)	5%	(22)	424
Employ Salary Only	13%	(19)	15%	(22)	11%	(16)	50%	(75)	3%	(5)	8%	(12)	149
Employ Hourly Only	12%	(25)	12%	(25)	16%	(32)	48%	(98)	4%	(8)	9%	(18)	206
Employ Salary + Hourly	12%	(30)	15%	(38)	15%	(36)	48%	(118)	5%	(12)	5%	(13)	247
Employ Service/Retail Worker	16%	(34)	18%	(39)	12%	(26)	41%	(86)	5%	(10)	8%	(17)	212
Employ Trade/Skill Worker	13%	(30)	14%	(31)	11%	(24)	54%	(121)	3%	(6)	6%	(13)	225
Employ Admin /Office Worker	16%	(32)	18%	(35)	16%	(31)	41%	(80)	5%	(9)	5%	(9)	196

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Table BPC27_4: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
On-site child care services

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	12%	(74)	14%	(85)	14%	(85)	49%	(296)	4%	(25)	7%	(43)	608
Employ Other Worker	11%	(9)	22%	(18)	21%	(17)	36%	(29)	4%	(3)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_5: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Benefit to help parents pay for child care*

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	14%	(85)	24%	(146)	17%	(101)	32%	(195)	4%	(26)	9%	(55)	608
Gender: Male	14%	(54)	25%	(96)	17%	(63)	33%	(125)	4%	(14)	7%	(28)	380
Gender: Female	14%	(31)	22%	(50)	17%	(38)	31%	(70)	5%	(12)	12%	(27)	228
Age: 18-34	23%	(33)	32%	(47)	8%	(12)	21%	(30)	6%	(9)	10%	(14)	145
Age: 35-44	22%	(43)	30%	(60)	18%	(36)	20%	(40)	4%	(9)	6%	(12)	200
Age: 45-64	4%	(7)	18%	(34)	22%	(40)	41%	(76)	3%	(6)	11%	(21)	184
Age: 65+	3%	(2)	6%	(5)	16%	(13)	62%	(49)	3%	(2)	10%	(8)	79
Millennials: 1981-1996	21%	(56)	31%	(82)	13%	(34)	22%	(59)	5%	(12)	8%	(20)	263
GenXers: 1965-1980	9%	(16)	22%	(42)	21%	(40)	31%	(58)	5%	(9)	12%	(22)	187
Baby Boomers: 1946-1964	3%	(4)	9%	(11)	19%	(24)	59%	(76)	3%	(4)	8%	(10)	129
PID: Dem (no lean)	18%	(39)	29%	(61)	13%	(28)	27%	(58)	6%	(13)	7%	(15)	214
PID: Ind (no lean)	11%	(23)	19%	(39)	20%	(42)	34%	(70)	4%	(9)	12%	(24)	207
PID: Rep (no lean)	12%	(23)	25%	(46)	17%	(31)	36%	(67)	2%	(4)	9%	(16)	187
PID/Gender: Dem Men	19%	(22)	30%	(35)	15%	(18)	25%	(30)	5%	(6)	6%	(7)	118
PID/Gender: Dem Women	18%	(17)	27%	(26)	10%	(10)	29%	(28)	7%	(7)	8%	(8)	96
PID/Gender: Ind Men	11%	(14)	20%	(26)	17%	(22)	39%	(50)	4%	(5)	9%	(11)	128
PID/Gender: Ind Women	11%	(9)	16%	(13)	25%	(20)	25%	(20)	5%	(4)	16%	(13)	79
PID/Gender: Rep Men	13%	(18)	26%	(35)	17%	(23)	34%	(45)	2%	(3)	7%	(10)	134
PID/Gender: Rep Women	9%	(5)	21%	(11)	15%	(8)	42%	(22)	2%	(1)	11%	(6)	53
Educ: < College	13%	(46)	24%	(83)	16%	(55)	30%	(105)	4%	(15)	12%	(42)	346
Educ: Bachelors degree	15%	(22)	26%	(38)	18%	(26)	31%	(45)	3%	(5)	6%	(9)	145
Educ: Post-grad	15%	(17)	21%	(25)	17%	(20)	38%	(45)	5%	(6)	3%	(4)	117
Income: Under 50k	16%	(29)	20%	(35)	16%	(29)	29%	(51)	3%	(5)	15%	(27)	176
Income: 50k-100k	12%	(32)	30%	(78)	17%	(45)	28%	(74)	5%	(14)	8%	(20)	263
Income: 100k+	14%	(24)	20%	(33)	16%	(27)	41%	(70)	4%	(7)	5%	(8)	169
Ethnicity: White	12%	(55)	22%	(102)	18%	(83)	36%	(165)	3%	(15)	9%	(43)	463
Ethnicity: Hispanic	21%	(19)	28%	(25)	18%	(16)	24%	(22)	6%	(5)	3%	(3)	90
Ethnicity: Black	23%	(21)	34%	(31)	8%	(7)	16%	(15)	11%	(10)	9%	(8)	92
Ethnicity: Other	17%	(9)	25%	(13)	21%	(11)	28%	(15)	2%	(1)	8%	(4)	53

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**Table BPC27_5: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Benefit to help parents pay for child care**

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	14% (85)	24% (146)	17% (101)	32% (195)	4% (26)	9% (55)	608
All Christian	13% (35)	21% (55)	21% (55)	36% (95)	3% (7)	7% (20)	267
All Non-Christian	23% (12)	23% (12)	17% (9)	27% (14)	2% (1)	8% (4)	52
Agnostic/Nothing in particular	14% (22)	23% (37)	16% (25)	27% (43)	6% (9)	14% (22)	158
Something Else	13% (13)	26% (26)	8% (8)	37% (37)	8% (8)	8% (8)	100
Religious Non-Protestant/Catholic	22% (12)	24% (13)	17% (9)	28% (15)	2% (1)	7% (4)	54
Evangelical	17% (26)	24% (37)	17% (26)	31% (48)	3% (4)	8% (12)	153
Non-Evangelical	9% (19)	19% (39)	18% (36)	41% (83)	5% (11)	8% (16)	204
Community: Urban	23% (43)	28% (54)	15% (29)	24% (46)	4% (7)	6% (11)	190
Community: Suburban	10% (26)	27% (72)	19% (50)	32% (86)	4% (11)	9% (25)	270
Community: Rural	11% (16)	14% (20)	15% (22)	43% (63)	5% (8)	13% (19)	148
4-Region: Northeast	12% (13)	25% (28)	14% (15)	34% (37)	3% (3)	13% (14)	110
4-Region: Midwest	10% (12)	25% (29)	15% (17)	40% (46)	5% (6)	5% (6)	116
4-Region: South	16% (47)	23% (69)	17% (49)	29% (86)	5% (15)	10% (30)	296
4-Region: West	15% (13)	23% (20)	23% (20)	30% (26)	2% (2)	6% (5)	86
President, CEO, Owner	13% (73)	24% (128)	16% (88)	33% (179)	5% (25)	9% (50)	543
Managing Director, VP, Partner	18% (12)	28% (18)	20% (13)	25% (16)	2% (1)	8% (5)	65
Company Size 2-10	8% (26)	17% (54)	16% (49)	40% (126)	4% (13)	15% (46)	314
Company Size 11-50	9% (11)	30% (38)	20% (25)	35% (44)	2% (2)	5% (6)	126
Company Size 51-100	26% (18)	27% (19)	20% (14)	20% (14)	6% (4)	1% (1)	70
Company Size 101-300	29% (20)	33% (23)	14% (10)	12% (8)	9% (6)	3% (2)	69
Start Up	23% (42)	28% (51)	14% (26)	20% (36)	4% (7)	12% (22)	184
Not a Start Up	10% (43)	22% (95)	18% (75)	38% (159)	4% (19)	8% (33)	424
Employ Salary Only	11% (17)	20% (30)	15% (22)	38% (56)	3% (4)	13% (20)	149
Employ Hourly Only	15% (30)	25% (51)	17% (34)	34% (71)	2% (4)	8% (16)	206
Employ Salary + Hourly	15% (38)	26% (65)	18% (44)	26% (63)	7% (18)	8% (19)	247
Employ Service/Retail Worker	17% (37)	26% (56)	15% (31)	26% (55)	5% (11)	10% (22)	212
Employ Trade/Skill Worker	14% (32)	28% (63)	16% (35)	32% (72)	3% (7)	7% (16)	225
Employ Admin /Office Worker	17% (33)	24% (47)	19% (38)	28% (54)	5% (9)	8% (15)	196

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Table BPC27_5: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?

Benefit to help parents pay for child care

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	14%	(85)	24%	(146)	17%	(101)	32%	(195)	4%	(26)	9%	(55)	608
Employ Other Worker	16%	(13)	27%	(22)	15%	(12)	31%	(25)	5%	(4)	6%	(5)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_6: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	17% (101)	21% (126)	18% (108)	32% (193)	3% (20)	10% (60)	608
Gender: Male	16% (62)	22% (84)	19% (73)	32% (121)	2% (9)	8% (31)	380
Gender: Female	17% (39)	18% (42)	15% (35)	32% (72)	5% (11)	13% (29)	228
Age: 18-34	23% (33)	28% (41)	13% (19)	17% (25)	6% (9)	12% (18)	145
Age: 35-44	26% (51)	26% (53)	18% (36)	22% (43)	3% (6)	6% (11)	200
Age: 45-64	8% (15)	15% (27)	22% (41)	42% (78)	2% (3)	11% (20)	184
Age: 65+	3% (2)	6% (5)	15% (12)	59% (47)	3% (2)	14% (11)	79
Millennials: 1981-1996	24% (62)	28% (74)	15% (40)	20% (52)	5% (12)	9% (23)	263
GenXers: 1965-1980	14% (26)	19% (35)	21% (39)	35% (65)	2% (4)	10% (18)	187
Baby Boomers: 1946-1964	4% (5)	6% (8)	19% (25)	57% (74)	2% (3)	11% (14)	129
PID: Dem (no lean)	23% (50)	24% (52)	12% (26)	28% (59)	4% (9)	8% (18)	214
PID: Ind (no lean)	13% (26)	16% (34)	20% (41)	35% (73)	3% (7)	13% (26)	207
PID: Rep (no lean)	13% (25)	21% (40)	22% (41)	33% (61)	2% (4)	9% (16)	187
PID/Gender: Dem Men	23% (27)	25% (30)	15% (18)	24% (28)	5% (6)	8% (9)	118
PID/Gender: Dem Women	24% (23)	23% (22)	8% (8)	32% (31)	3% (3)	9% (9)	96
PID/Gender: Ind Men	14% (18)	16% (21)	19% (24)	40% (51)	2% (2)	9% (12)	128
PID/Gender: Ind Women	10% (8)	16% (13)	22% (17)	28% (22)	6% (5)	18% (14)	79
PID/Gender: Rep Men	13% (17)	25% (33)	23% (31)	31% (42)	1% (1)	7% (10)	134
PID/Gender: Rep Women	15% (8)	13% (7)	19% (10)	36% (19)	6% (3)	11% (6)	53
Educ: < College	15% (52)	21% (73)	17% (60)	30% (105)	3% (11)	13% (45)	346
Educ: Bachelors degree	17% (24)	23% (33)	20% (29)	33% (48)	2% (3)	6% (8)	145
Educ: Post-grad	21% (25)	17% (20)	16% (19)	34% (40)	5% (6)	6% (7)	117
Income: Under 50k	14% (24)	20% (35)	17% (30)	29% (51)	4% (7)	16% (29)	176
Income: 50k-100k	18% (47)	25% (65)	19% (51)	28% (73)	3% (7)	8% (20)	263
Income: 100k+	18% (30)	15% (26)	16% (27)	41% (69)	4% (6)	7% (11)	169
Ethnicity: White	15% (68)	19% (90)	19% (88)	35% (160)	3% (13)	10% (44)	463
Ethnicity: Hispanic	28% (25)	22% (20)	21% (19)	22% (20)	2% (2)	4% (4)	90
Ethnicity: Black	25% (23)	28% (26)	10% (9)	17% (16)	7% (6)	13% (12)	92
Ethnicity: Other	19% (10)	19% (10)	21% (11)	32% (17)	2% (1)	8% (4)	53

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Table BPC27_6: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Very likely	Somewhat likely	Somewhat unlikely	Very unlikely	Already offer this benefit	Don't know/No opinion	Total N
Business Owners	17% (101)	21% (126)	18% (108)	32% (193)	3% (20)	10% (60)	608
All Christian	15% (41)	19% (50)	22% (59)	35% (94)	1% (4)	7% (19)	267
All Non-Christian	27% (14)	23% (12)	15% (8)	21% (11)	2% (1)	12% (6)	52
Agnostic/Nothing in particular	14% (22)	22% (34)	15% (23)	30% (48)	4% (6)	16% (25)	158
Something Else	18% (18)	20% (20)	13% (13)	35% (35)	5% (5)	9% (9)	100
Religious Non-Protestant/Catholic	26% (14)	24% (13)	15% (8)	22% (12)	2% (1)	11% (6)	54
Evangelical	22% (34)	21% (32)	14% (22)	33% (50)	2% (3)	8% (12)	153
Non-Evangelical	10% (20)	17% (35)	24% (49)	38% (78)	3% (6)	8% (16)	204
Community: Urban	26% (49)	24% (46)	16% (31)	23% (44)	2% (4)	8% (16)	190
Community: Suburban	13% (35)	23% (62)	20% (55)	31% (83)	3% (8)	10% (27)	270
Community: Rural	11% (17)	12% (18)	15% (22)	45% (66)	5% (8)	11% (17)	148
4-Region: Northeast	20% (22)	14% (15)	14% (15)	40% (44)	2% (2)	11% (12)	110
4-Region: Midwest	15% (17)	18% (21)	17% (20)	35% (41)	5% (6)	9% (11)	116
4-Region: South	17% (49)	24% (71)	17% (49)	28% (84)	4% (12)	10% (31)	296
4-Region: West	15% (13)	22% (19)	28% (24)	28% (24)	— (0)	7% (6)	86
President, CEO, Owner	16% (88)	20% (108)	17% (95)	32% (176)	4% (20)	10% (56)	543
Managing Director, VP, Partner	20% (13)	28% (18)	20% (13)	26% (17)	— (0)	6% (4)	65
Company Size 2-10	8% (25)	17% (52)	18% (58)	39% (121)	3% (8)	16% (50)	314
Company Size 11-50	13% (17)	25% (31)	19% (24)	34% (43)	2% (3)	6% (8)	126
Company Size 51-100	31% (22)	20% (14)	17% (12)	23% (16)	6% (4)	3% (2)	70
Company Size 101-300	38% (26)	29% (20)	16% (11)	13% (9)	4% (3)	— (0)	69
Start Up	26% (47)	26% (48)	12% (23)	21% (38)	3% (6)	12% (22)	184
Not a Start Up	13% (54)	18% (78)	20% (85)	37% (155)	3% (14)	9% (38)	424
Employ Salary Only	12% (18)	15% (23)	17% (25)	38% (56)	3% (5)	15% (22)	149
Employ Hourly Only	14% (28)	24% (50)	17% (35)	34% (70)	3% (7)	8% (16)	206
Employ Salary + Hourly	22% (55)	21% (53)	19% (47)	26% (63)	3% (8)	9% (21)	247
Employ Service/Retail Worker	22% (46)	22% (46)	16% (34)	26% (56)	4% (8)	10% (22)	212
Employ Trade/Skill Worker	16% (36)	26% (58)	16% (37)	32% (72)	2% (4)	8% (18)	225
Employ Admin /Office Worker	22% (43)	21% (41)	19% (37)	26% (50)	4% (7)	9% (18)	196

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Table BPC27_6: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Benefit to help parents find child care providers, such as a partnership with a child care provider or referral service

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	17%	(101)	21%	(126)	18%	(108)	32%	(193)	3%	(20)	10%	(60)	608
Employ Other Worker	23%	(19)	19%	(15)	17%	(14)	27%	(22)	4%	(3)	10%	(8)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC27_7: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?*Back-up child care services, such as a limited amount of days they can access a child care provider when needed*

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	15%	(89)	20%	(123)	14%	(84)	35%	(213)	4%	(25)	12%	(74)	608
Gender: Male	14%	(52)	22%	(85)	15%	(57)	34%	(129)	4%	(16)	11%	(41)	380
Gender: Female	16%	(37)	17%	(38)	12%	(27)	37%	(84)	4%	(9)	14%	(33)	228
Age: 18-34	22%	(32)	25%	(36)	14%	(20)	19%	(28)	6%	(9)	14%	(20)	145
Age: 35-44	22%	(43)	28%	(55)	13%	(26)	26%	(53)	4%	(8)	8%	(15)	200
Age: 45-64	7%	(12)	12%	(23)	18%	(33)	46%	(85)	2%	(4)	15%	(27)	184
Age: 65+	3%	(2)	11%	(9)	6%	(5)	59%	(47)	5%	(4)	15%	(12)	79
Millennials: 1981-1996	22%	(57)	24%	(64)	14%	(38)	24%	(64)	5%	(14)	10%	(26)	263
GenXers: 1965-1980	11%	(21)	19%	(36)	16%	(29)	37%	(69)	3%	(5)	14%	(27)	187
Baby Boomers: 1946-1964	4%	(5)	9%	(12)	10%	(13)	60%	(78)	3%	(4)	13%	(17)	129
PID: Dem (no lean)	21%	(44)	22%	(48)	12%	(26)	29%	(62)	6%	(13)	10%	(21)	214
PID: Ind (no lean)	12%	(24)	17%	(35)	14%	(29)	39%	(80)	2%	(4)	17%	(35)	207
PID: Rep (no lean)	11%	(21)	21%	(40)	16%	(29)	38%	(71)	4%	(8)	10%	(18)	187
PID/Gender: Dem Men	19%	(23)	25%	(30)	16%	(19)	22%	(26)	7%	(8)	10%	(12)	118
PID/Gender: Dem Women	22%	(21)	19%	(18)	7%	(7)	38%	(36)	5%	(5)	9%	(9)	96
PID/Gender: Ind Men	11%	(14)	17%	(22)	14%	(18)	42%	(54)	2%	(2)	14%	(18)	128
PID/Gender: Ind Women	13%	(10)	16%	(13)	14%	(11)	33%	(26)	3%	(2)	22%	(17)	79
PID/Gender: Rep Men	11%	(15)	25%	(33)	15%	(20)	37%	(49)	4%	(6)	8%	(11)	134
PID/Gender: Rep Women	11%	(6)	13%	(7)	17%	(9)	42%	(22)	4%	(2)	13%	(7)	53
Educ: < College	14%	(49)	19%	(66)	14%	(47)	34%	(116)	4%	(15)	15%	(53)	346
Educ: Bachelors degree	14%	(21)	21%	(30)	17%	(24)	37%	(54)	3%	(4)	8%	(12)	145
Educ: Post-grad	16%	(19)	23%	(27)	11%	(13)	37%	(43)	5%	(6)	8%	(9)	117
Income: Under 50k	15%	(27)	15%	(26)	14%	(24)	34%	(60)	4%	(7)	18%	(32)	176
Income: 50k-100k	16%	(43)	24%	(64)	15%	(39)	30%	(80)	4%	(10)	10%	(27)	263
Income: 100k+	11%	(19)	20%	(33)	12%	(21)	43%	(73)	5%	(8)	9%	(15)	169
Ethnicity: White	13%	(59)	19%	(88)	14%	(67)	38%	(178)	3%	(16)	12%	(55)	463
Ethnicity: Hispanic	24%	(22)	22%	(20)	14%	(13)	27%	(24)	4%	(4)	8%	(7)	90
Ethnicity: Black	24%	(22)	25%	(23)	10%	(9)	17%	(16)	10%	(9)	14%	(13)	92
Ethnicity: Other	15%	(8)	23%	(12)	15%	(8)	36%	(19)	—	(0)	11%	(6)	53

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**Table BPC27_7: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?
Back-up child care services, such as a limited amount of days they can access a child care provider when needed**

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	15%	(89)	20%	(123)	14%	(84)	35%	(213)	4%	(25)	12%	(74)	608
All Christian	13%	(34)	20%	(54)	14%	(37)	40%	(108)	3%	(8)	10%	(26)	267
All Non-Christian	17%	(9)	29%	(15)	17%	(9)	21%	(11)	6%	(3)	10%	(5)	52
Agnostic/Nothing in particular	13%	(20)	18%	(28)	14%	(22)	32%	(51)	5%	(8)	18%	(29)	158
Something Else	18%	(18)	18%	(18)	12%	(12)	36%	(36)	3%	(3)	13%	(13)	100
Religious Non-Protestant/Catholic	17%	(9)	30%	(16)	17%	(9)	22%	(12)	6%	(3)	9%	(5)	54
Evangelical	19%	(29)	18%	(27)	13%	(20)	39%	(59)	1%	(2)	10%	(16)	153
Non-Evangelical	10%	(20)	19%	(39)	14%	(29)	41%	(84)	4%	(9)	11%	(23)	204
Community: Urban	20%	(38)	24%	(46)	13%	(24)	28%	(54)	4%	(8)	11%	(20)	190
Community: Suburban	14%	(37)	22%	(60)	16%	(44)	33%	(89)	4%	(12)	10%	(28)	270
Community: Rural	9%	(14)	11%	(17)	11%	(16)	47%	(70)	3%	(5)	18%	(26)	148
4-Region: Northeast	13%	(14)	21%	(23)	13%	(14)	37%	(41)	4%	(4)	13%	(14)	110
4-Region: Midwest	11%	(13)	18%	(21)	16%	(18)	43%	(50)	4%	(5)	8%	(9)	116
4-Region: South	15%	(45)	21%	(61)	14%	(42)	31%	(91)	5%	(14)	15%	(43)	296
4-Region: West	20%	(17)	21%	(18)	12%	(10)	36%	(31)	2%	(2)	9%	(8)	86
President, CEO, Owner	14%	(77)	20%	(107)	13%	(73)	36%	(195)	4%	(24)	12%	(67)	543
Managing Director, VP, Partner	18%	(12)	25%	(16)	17%	(11)	28%	(18)	2%	(1)	11%	(7)	65
Company Size 2-10	8%	(25)	16%	(51)	14%	(45)	40%	(127)	3%	(9)	18%	(57)	314
Company Size 11-50	10%	(13)	21%	(27)	13%	(16)	44%	(56)	2%	(3)	9%	(11)	126
Company Size 51-100	30%	(21)	23%	(16)	13%	(9)	23%	(16)	10%	(7)	1%	(1)	70
Company Size 101-300	32%	(22)	26%	(18)	13%	(9)	14%	(10)	7%	(5)	7%	(5)	69
Start Up	22%	(40)	27%	(49)	11%	(20)	20%	(37)	4%	(7)	17%	(31)	184
Not a Start Up	12%	(49)	17%	(74)	15%	(64)	42%	(176)	4%	(18)	10%	(43)	424
Employ Salary Only	9%	(14)	22%	(33)	15%	(22)	34%	(51)	4%	(6)	15%	(23)	149
Employ Hourly Only	17%	(34)	16%	(32)	15%	(30)	38%	(78)	2%	(5)	13%	(27)	206
Employ Salary + Hourly	17%	(41)	23%	(57)	13%	(32)	32%	(80)	6%	(14)	9%	(23)	247
Employ Service/Retail Worker	18%	(38)	25%	(52)	11%	(24)	30%	(64)	4%	(8)	12%	(26)	212
Employ Trade/Skill Worker	13%	(30)	21%	(48)	15%	(34)	36%	(81)	3%	(7)	11%	(25)	225
Employ Admin /Office Worker	19%	(38)	24%	(47)	15%	(29)	28%	(55)	5%	(9)	9%	(18)	196

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Table BPC27_7: How likely or unlikely is your business to offer the following to support parents who are employees at your business in the next year, or do you already offer these benefits?

Back-up child care services, such as a limited amount of days they can access a child care provider when needed

Demographic	Very likely		Somewhat likely		Somewhat unlikely		Very unlikely		Already offer this benefit		Don't know/No opinion		Total N
Business Owners	15%	(89)	20%	(123)	14%	(84)	35%	(213)	4%	(25)	12%	(74)	608
Employ Other Worker	22%	(18)	22%	(18)	9%	(7)	31%	(25)	5%	(4)	11%	(9)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_1NET: What, if any, tax program has your business used? Please select all that apply.
The Federal Employer-Provided Child Care Credit (45F)

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(76)	88%	(532)	608
Gender: Male	13%	(48)	87%	(332)	380
Gender: Female	12%	(28)	88%	(200)	228
Age: 18-34	17%	(25)	83%	(120)	145
Age: 35-44	18%	(37)	82%	(163)	200
Age: 45-64	7%	(13)	93%	(171)	184
Age: 65+	1%	(1)	99%	(78)	79
Millennials: 1981-1996	19%	(50)	81%	(213)	263
GenXers: 1965-1980	7%	(14)	93%	(173)	187
Baby Boomers: 1946-1964	4%	(5)	96%	(124)	129
PID: Dem (no lean)	19%	(41)	81%	(173)	214
PID: Ind (no lean)	10%	(20)	90%	(187)	207
PID: Rep (no lean)	8%	(15)	92%	(172)	187
PID/Gender: Dem Men	19%	(23)	81%	(95)	118
PID/Gender: Dem Women	19%	(18)	81%	(78)	96
PID/Gender: Ind Men	12%	(15)	88%	(113)	128
PID/Gender: Ind Women	6%	(5)	94%	(74)	79
PID/Gender: Rep Men	7%	(10)	93%	(124)	134
PID/Gender: Rep Women	9%	(5)	91%	(48)	53
Educ: < College	10%	(34)	90%	(312)	346
Educ: Bachelors degree	12%	(18)	88%	(127)	145
Educ: Post-grad	21%	(24)	79%	(93)	117
Income: Under 50k	6%	(11)	94%	(165)	176
Income: 50k-100k	17%	(44)	83%	(219)	263
Income: 100k+	12%	(21)	88%	(148)	169
Ethnicity: White	10%	(48)	90%	(415)	463
Ethnicity: Hispanic	16%	(14)	84%	(76)	90
Ethnicity: Black	26%	(24)	74%	(68)	92
Ethnicity: Other	8%	(4)	92%	(49)	53

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Table BPC29_1NET: What, if any, tax program has your business used? Please select all that apply.
 The Federal Employer-Provided Child Care Credit (45F)

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(76)	88%	(532)	608
All Christian	10%	(27)	90%	(240)	267
All Non-Christian	25%	(13)	75%	(39)	52
Agnostic/Nothing in particular	11%	(18)	89%	(140)	158
Something Else	15%	(15)	85%	(85)	100
Religious Non-Protestant/Catholic	24%	(13)	76%	(41)	54
Evangelical	15%	(23)	85%	(130)	153
Non-Evangelical	8%	(16)	92%	(188)	204
Community: Urban	18%	(35)	82%	(155)	190
Community: Suburban	11%	(31)	89%	(239)	270
Community: Rural	7%	(10)	93%	(138)	148
4-Region: Northeast	13%	(14)	87%	(96)	110
4-Region: Midwest	9%	(11)	91%	(105)	116
4-Region: South	16%	(46)	84%	(250)	296
4-Region: West	6%	(5)	94%	(81)	86
President, CEO, Owner	12%	(66)	88%	(477)	543
Managing Director, VP, Partner	15%	(10)	85%	(55)	65
Company Size 2-10	4%	(12)	96%	(302)	314
Company Size 11-50	9%	(11)	91%	(115)	126
Company Size 51-100	31%	(22)	69%	(48)	70
Company Size 101-300	33%	(23)	67%	(46)	69
Start Up	20%	(37)	80%	(147)	184
Not a Start Up	9%	(39)	91%	(385)	424
Employ Salary Only	12%	(18)	88%	(131)	149
Employ Hourly Only	9%	(19)	91%	(187)	206
Employ Salary + Hourly	16%	(39)	84%	(208)	247
Employ Service/Retail Worker	13%	(28)	87%	(184)	212
Employ Trade/Skill Worker	15%	(33)	85%	(192)	225
Employ Admin /Office Worker	16%	(32)	84%	(164)	196
Employ Other Worker	7%	(6)	93%	(75)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_2NET: What, if any, tax program has your business used? Please select all that apply.
Federal Dependent Care Assistance Plans (DCAP)

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(73)	88%	(535)	608
Gender: Male	14%	(53)	86%	(327)	380
Gender: Female	9%	(20)	91%	(208)	228
Age: 18-34	18%	(26)	82%	(119)	145
Age: 35-44	16%	(32)	84%	(168)	200
Age: 45-64	7%	(13)	93%	(171)	184
Age: 65+	3%	(2)	97%	(77)	79
Millennials: 1981-1996	16%	(42)	84%	(221)	263
GenXers: 1965-1980	11%	(20)	89%	(167)	187
Baby Boomers: 1946-1964	2%	(3)	98%	(126)	129
PID: Dem (no lean)	16%	(35)	84%	(179)	214
PID: Ind (no lean)	8%	(16)	92%	(191)	207
PID: Rep (no lean)	12%	(22)	88%	(165)	187
PID/Gender: Dem Men	19%	(23)	81%	(95)	118
PID/Gender: Dem Women	12%	(12)	88%	(84)	96
PID/Gender: Ind Men	9%	(12)	91%	(116)	128
PID/Gender: Ind Women	5%	(4)	95%	(75)	79
PID/Gender: Rep Men	13%	(18)	87%	(116)	134
PID/Gender: Rep Women	8%	(4)	92%	(49)	53
Educ: < College	9%	(30)	91%	(316)	346
Educ: Bachelors degree	14%	(20)	86%	(125)	145
Educ: Post-grad	20%	(23)	80%	(94)	117
Income: Under 50k	6%	(11)	94%	(165)	176
Income: 50k-100k	14%	(38)	86%	(225)	263
Income: 100k+	14%	(24)	86%	(145)	169
Ethnicity: White	11%	(50)	89%	(413)	463
Ethnicity: Hispanic	19%	(17)	81%	(73)	90
Ethnicity: Black	16%	(15)	84%	(77)	92
Ethnicity: Other	15%	(8)	85%	(45)	53

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Table BPC29_2NET: What, if any, tax program has your business used? Please select all that apply.
 Federal Dependent Care Assistance Plans (DCAP)

Demographic	Selected		Not Selected		Total N
Business Owners	12%	(73)	88%	(535)	608
All Christian	12%	(31)	88%	(236)	267
All Non-Christian	23%	(12)	77%	(40)	52
Agnostic/Nothing in particular	11%	(17)	89%	(141)	158
Something Else	10%	(10)	90%	(90)	100
Religious Non-Protestant/Catholic	24%	(13)	76%	(41)	54
Evangelical	15%	(23)	85%	(130)	153
Non-Evangelical	6%	(13)	94%	(191)	204
Community: Urban	22%	(41)	78%	(149)	190
Community: Suburban	9%	(25)	91%	(245)	270
Community: Rural	5%	(7)	95%	(141)	148
4-Region: Northeast	10%	(11)	90%	(99)	110
4-Region: Midwest	11%	(13)	89%	(103)	116
4-Region: South	14%	(42)	86%	(254)	296
4-Region: West	8%	(7)	92%	(79)	86
President, CEO, Owner	12%	(63)	88%	(480)	543
Managing Director, VP, Partner	15%	(10)	85%	(55)	65
Company Size 2-10	4%	(11)	96%	(303)	314
Company Size 11-50	10%	(12)	90%	(114)	126
Company Size 51-100	20%	(14)	80%	(56)	70
Company Size 101-300	35%	(24)	65%	(45)	69
Start Up	23%	(42)	77%	(142)	184
Not a Start Up	7%	(31)	93%	(393)	424
Employ Salary Only	12%	(18)	88%	(131)	149
Employ Hourly Only	7%	(15)	93%	(191)	206
Employ Salary + Hourly	16%	(40)	84%	(207)	247
Employ Service/Retail Worker	17%	(37)	83%	(175)	212
Employ Trade/Skill Worker	13%	(30)	87%	(195)	225
Employ Admin /Office Worker	18%	(36)	82%	(160)	196
Employ Other Worker	15%	(12)	85%	(69)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_3NET: What, if any, tax program has your business used? Please select all that apply.
State Child and Dependent Care Tax Credit

Demographic	Selected		Not Selected		Total N
Business Owners	17%	(103)	83%	(505)	608
Gender: Male	17%	(65)	83%	(315)	380
Gender: Female	17%	(38)	83%	(190)	228
Age: 18-34	26%	(37)	74%	(108)	145
Age: 35-44	25%	(50)	75%	(150)	200
Age: 45-64	8%	(14)	92%	(170)	184
Age: 65+	3%	(2)	97%	(77)	79
Millennials: 1981-1996	25%	(65)	75%	(198)	263
GenXers: 1965-1980	16%	(29)	84%	(158)	187
Baby Boomers: 1946-1964	2%	(3)	98%	(126)	129
PID: Dem (no lean)	24%	(52)	76%	(162)	214
PID: Ind (no lean)	14%	(28)	86%	(179)	207
PID: Rep (no lean)	12%	(23)	88%	(164)	187
PID/Gender: Dem Men	27%	(32)	73%	(86)	118
PID/Gender: Dem Women	21%	(20)	79%	(76)	96
PID/Gender: Ind Men	16%	(20)	84%	(108)	128
PID/Gender: Ind Women	10%	(8)	90%	(71)	79
PID/Gender: Rep Men	10%	(13)	90%	(121)	134
PID/Gender: Rep Women	19%	(10)	81%	(43)	53
Educ: < College	15%	(51)	85%	(295)	346
Educ: Bachelors degree	17%	(24)	83%	(121)	145
Educ: Post-grad	24%	(28)	76%	(89)	117
Income: Under 50k	14%	(24)	86%	(152)	176
Income: 50k-100k	20%	(53)	80%	(210)	263
Income: 100k+	15%	(26)	85%	(143)	169
Ethnicity: White	16%	(74)	84%	(389)	463
Ethnicity: Hispanic	19%	(17)	81%	(73)	90
Ethnicity: Black	21%	(19)	79%	(73)	92
Ethnicity: Other	19%	(10)	81%	(43)	53

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Table BPC29_3NET: What, if any, tax program has your business used? Please select all that apply.
 State Child and Dependent Care Tax Credit

Demographic	Selected		Not Selected		Total N
Business Owners	17%	(103)	83%	(505)	608
All Christian	18%	(47)	82%	(220)	267
All Non-Christian	23%	(12)	77%	(40)	52
Agnostic/Nothing in particular	15%	(24)	85%	(134)	158
Something Else	14%	(14)	86%	(86)	100
Religious Non-Protestant/Catholic	24%	(13)	76%	(41)	54
Evangelical	20%	(31)	80%	(122)	153
Non-Evangelical	12%	(25)	88%	(179)	204
Community: Urban	26%	(50)	74%	(140)	190
Community: Suburban	15%	(40)	85%	(230)	270
Community: Rural	9%	(13)	91%	(135)	148
4-Region: Northeast	21%	(23)	79%	(87)	110
4-Region: Midwest	10%	(12)	90%	(104)	116
4-Region: South	19%	(57)	81%	(239)	296
4-Region: West	13%	(11)	87%	(75)	86
President, CEO, Owner	15%	(83)	85%	(460)	543
Managing Director, VP, Partner	31%	(20)	69%	(45)	65
Company Size 2-10	8%	(24)	92%	(290)	314
Company Size 11-50	13%	(17)	87%	(109)	126
Company Size 51-100	30%	(21)	70%	(49)	70
Company Size 101-300	38%	(26)	62%	(43)	69
Start Up	21%	(38)	79%	(146)	184
Not a Start Up	15%	(65)	85%	(359)	424
Employ Salary Only	9%	(13)	91%	(136)	149
Employ Hourly Only	15%	(31)	85%	(175)	206
Employ Salary + Hourly	24%	(59)	76%	(188)	247
Employ Service/Retail Worker	19%	(41)	81%	(171)	212
Employ Trade/Skill Worker	22%	(50)	78%	(175)	225
Employ Admin /Office Worker	22%	(43)	78%	(153)	196
Employ Other Worker	16%	(13)	84%	(68)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_4NET: What, if any, tax program has your business used? Please select all that apply.
State Employer-Provided Child Care Credit (45F)

Demographic	Selected		Not Selected		Total N
Business Owners	8%	(47)	92%	(561)	608
Gender: Male	8%	(31)	92%	(349)	380
Gender: Female	7%	(16)	93%	(212)	228
Age: 18-34	10%	(14)	90%	(131)	145
Age: 35-44	14%	(27)	86%	(173)	200
Age: 45-64	2%	(4)	98%	(180)	184
Age: 65+	3%	(2)	97%	(77)	79
Millennials: 1981-1996	13%	(33)	87%	(230)	263
GenXers: 1965-1980	4%	(8)	96%	(179)	187
Baby Boomers: 1946-1964	2%	(3)	98%	(126)	129
PID: Dem (no lean)	13%	(27)	87%	(187)	214
PID: Ind (no lean)	5%	(10)	95%	(197)	207
PID: Rep (no lean)	5%	(10)	95%	(177)	187
PID/Gender: Dem Men	14%	(17)	86%	(101)	118
PID/Gender: Dem Women	10%	(10)	90%	(86)	96
PID/Gender: Ind Men	6%	(8)	94%	(120)	128
PID/Gender: Ind Women	3%	(2)	97%	(77)	79
PID/Gender: Rep Men	4%	(6)	96%	(128)	134
PID/Gender: Rep Women	8%	(4)	92%	(49)	53
Educ: < College	5%	(17)	95%	(329)	346
Educ: Bachelors degree	10%	(15)	90%	(130)	145
Educ: Post-grad	13%	(15)	87%	(102)	117
Income: Under 50k	5%	(8)	95%	(168)	176
Income: 50k-100k	10%	(27)	90%	(236)	263
Income: 100k+	7%	(12)	93%	(157)	169
Ethnicity: White	7%	(34)	93%	(429)	463
Ethnicity: Hispanic	8%	(7)	92%	(83)	90
Ethnicity: Black	12%	(11)	88%	(81)	92
Ethnicity: Other	4%	(2)	96%	(51)	53

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Table BPC29_4NET: What, if any, tax program has your business used? Please select all that apply.
State Employer-Provided Child Care Credit (45F)

Demographic	Selected		Not Selected		Total N
Business Owners	8%	(47)	92%	(561)	608
All Christian	7%	(18)	93%	(249)	267
All Non-Christian	19%	(10)	81%	(42)	52
Agnostic/Nothing in particular	4%	(7)	96%	(151)	158
Something Else	9%	(9)	91%	(91)	100
Religious Non-Protestant/Catholic	19%	(10)	81%	(44)	54
Evangelical	8%	(13)	92%	(140)	153
Non-Evangelical	6%	(13)	94%	(191)	204
Community: Urban	15%	(28)	85%	(162)	190
Community: Suburban	5%	(14)	95%	(256)	270
Community: Rural	3%	(5)	97%	(143)	148
4-Region: Northeast	12%	(13)	88%	(97)	110
4-Region: Midwest	4%	(5)	96%	(111)	116
4-Region: South	8%	(23)	92%	(273)	296
4-Region: West	7%	(6)	93%	(80)	86
President, CEO, Owner	8%	(41)	92%	(502)	543
Managing Director, VP, Partner	9%	(6)	91%	(59)	65
Company Size 2-10	3%	(9)	97%	(305)	314
Company Size 11-50	9%	(11)	91%	(115)	126
Company Size 51-100	16%	(11)	84%	(59)	70
Company Size 101-300	17%	(12)	83%	(57)	69
Start Up	15%	(28)	85%	(156)	184
Not a Start Up	4%	(19)	96%	(405)	424
Employ Salary Only	4%	(6)	96%	(143)	149
Employ Hourly Only	5%	(11)	95%	(195)	206
Employ Salary + Hourly	12%	(30)	88%	(217)	247
Employ Service/Retail Worker	11%	(23)	89%	(189)	212
Employ Trade/Skill Worker	9%	(21)	91%	(204)	225
Employ Admin /Office Worker	12%	(23)	88%	(173)	196
Employ Other Worker	9%	(7)	91%	(74)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_5NET: What, if any, tax program has your business used? Please select all that apply.
Other, please specify

Demographic	Selected	Not Selected	Total N
Business Owners	— (2)	100% (606)	608
Gender: Male	— (1)	100% (379)	380
Gender: Female	— (1)	100% (227)	228
Age: 18-34	1% (2)	99% (143)	145
Age: 35-44	— (0)	100% (200)	200
Age: 45-64	— (0)	100% (184)	184
Age: 65+	— (0)	100% (79)	79
Millennials: 1981-1996	— (1)	100% (262)	263
GenXers: 1965-1980	— (0)	100% (187)	187
Baby Boomers: 1946-1964	— (0)	100% (129)	129
PID: Dem (no lean)	— (0)	100% (214)	214
PID: Ind (no lean)	1% (2)	99% (205)	207
PID: Rep (no lean)	— (0)	100% (187)	187
PID/Gender: Dem Men	— (0)	100% (118)	118
PID/Gender: Dem Women	— (0)	100% (96)	96
PID/Gender: Ind Men	1% (1)	99% (127)	128
PID/Gender: Ind Women	1% (1)	99% (78)	79
PID/Gender: Rep Men	— (0)	100% (134)	134
PID/Gender: Rep Women	— (0)	100% (53)	53
Educ: < College	1% (2)	99% (344)	346
Educ: Bachelors degree	— (0)	100% (145)	145
Educ: Post-grad	— (0)	100% (117)	117
Income: Under 50k	1% (2)	99% (174)	176
Income: 50k-100k	— (0)	100% (263)	263
Income: 100k+	— (0)	100% (169)	169
Ethnicity: White	— (1)	100% (462)	463
Ethnicity: Hispanic	1% (1)	99% (89)	90
Ethnicity: Black	1% (1)	99% (91)	92
Ethnicity: Other	— (0)	100% (53)	53

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Table BPC29_5NET: What, if any, tax program has your business used? Please select all that apply.
 Other, please specify

Demographic	Selected		Not Selected		Total N
Business Owners	—	(2)	100%	(606)	608
All Christian	1%	(2)	99%	(265)	267
All Non-Christian	—	(0)	100%	(52)	52
Agnostic/Nothing in particular	—	(0)	100%	(158)	158
Something Else	—	(0)	100%	(100)	100
Religious Non-Protestant/Catholic	—	(0)	100%	(54)	54
Evangelical	—	(0)	100%	(153)	153
Non-Evangelical	1%	(2)	99%	(202)	204
Community: Urban	—	(0)	100%	(190)	190
Community: Suburban	—	(1)	100%	(269)	270
Community: Rural	1%	(1)	99%	(147)	148
4-Region: Northeast	1%	(1)	99%	(109)	110
4-Region: Midwest	1%	(1)	99%	(115)	116
4-Region: South	—	(0)	100%	(296)	296
4-Region: West	—	(0)	100%	(86)	86
President, CEO, Owner	—	(2)	100%	(541)	543
Managing Director, VP, Partner	—	(0)	100%	(65)	65
Company Size 2-10	1%	(2)	99%	(312)	314
Company Size 11-50	—	(0)	100%	(126)	126
Company Size 51-100	—	(0)	100%	(70)	70
Company Size 101-300	—	(0)	100%	(69)	69
Start Up	—	(0)	100%	(184)	184
Not a Start Up	—	(2)	100%	(422)	424
Employ Salary Only	—	(0)	100%	(149)	149
Employ Hourly Only	1%	(2)	99%	(204)	206
Employ Salary + Hourly	—	(0)	100%	(247)	247
Employ Service/Retail Worker	—	(0)	100%	(212)	212
Employ Trade/Skill Worker	—	(1)	100%	(224)	225
Employ Admin /Office Worker	1%	(1)	99%	(195)	196
Employ Other Worker	—	(0)	100%	(81)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_6NET: *What, if any, tax program has your business used? Please select all that apply.*

None

Demographic	Selected		Not Selected		Total N
Business Owners	59%	(356)	41%	(252)	608
Gender: Male	58%	(220)	42%	(160)	380
Gender: Female	60%	(136)	40%	(92)	228
Age: 18-34	41%	(59)	59%	(86)	145
Age: 35-44	46%	(93)	54%	(107)	200
Age: 45-64	73%	(135)	27%	(49)	184
Age: 65+	87%	(69)	13%	(10)	79
Millennials: 1981-1996	44%	(116)	56%	(147)	263
GenXers: 1965-1980	64%	(119)	36%	(68)	187
Baby Boomers: 1946-1964	85%	(110)	15%	(19)	129
PID: Dem (no lean)	49%	(104)	51%	(110)	214
PID: Ind (no lean)	63%	(131)	37%	(76)	207
PID: Rep (no lean)	65%	(121)	35%	(66)	187
PID/Gender: Dem Men	47%	(56)	53%	(62)	118
PID/Gender: Dem Women	50%	(48)	50%	(48)	96
PID/Gender: Ind Men	60%	(77)	40%	(51)	128
PID/Gender: Ind Women	68%	(54)	32%	(25)	79
PID/Gender: Rep Men	65%	(87)	35%	(47)	134
PID/Gender: Rep Women	64%	(34)	36%	(19)	53
Educ: < College	60%	(209)	40%	(137)	346
Educ: Bachelors degree	59%	(85)	41%	(60)	145
Educ: Post-grad	53%	(62)	47%	(55)	117
Income: Under 50k	61%	(108)	39%	(68)	176
Income: 50k-100k	53%	(140)	47%	(123)	263
Income: 100k+	64%	(108)	36%	(61)	169
Ethnicity: White	62%	(287)	38%	(176)	463
Ethnicity: Hispanic	43%	(39)	57%	(51)	90
Ethnicity: Black	46%	(42)	54%	(50)	92
Ethnicity: Other	51%	(27)	49%	(26)	53

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Table BPC29_6NET: What, if any, tax program has your business used? Please select all that apply.

None

Demographic	Selected		Not Selected		Total N
Business Owners	59%	(356)	41%	(252)	608
All Christian	64%	(171)	36%	(96)	267
All Non-Christian	46%	(24)	54%	(28)	52
Agnostic/Nothing in particular	56%	(89)	44%	(69)	158
Something Else	56%	(56)	44%	(44)	100
Religious Non-Protestant/Catholic	46%	(25)	54%	(29)	54
Evangelical	56%	(86)	44%	(67)	153
Non-Evangelical	68%	(139)	32%	(65)	204
Community: Urban	48%	(91)	52%	(99)	190
Community: Suburban	61%	(166)	39%	(104)	270
Community: Rural	67%	(99)	33%	(49)	148
4-Region: Northeast	54%	(59)	46%	(51)	110
4-Region: Midwest	68%	(79)	32%	(37)	116
4-Region: South	55%	(164)	45%	(132)	296
4-Region: West	63%	(54)	37%	(32)	86
President, CEO, Owner	60%	(328)	40%	(215)	543
Managing Director, VP, Partner	43%	(28)	57%	(37)	65
Company Size 2-10	73%	(228)	27%	(86)	314
Company Size 11-50	63%	(80)	37%	(46)	126
Company Size 51-100	36%	(25)	64%	(45)	70
Company Size 101-300	23%	(16)	77%	(53)	69
Start Up	45%	(83)	55%	(101)	184
Not a Start Up	64%	(273)	36%	(151)	424
Employ Salary Only	65%	(97)	35%	(52)	149
Employ Hourly Only	61%	(126)	39%	(80)	206
Employ Salary + Hourly	52%	(128)	48%	(119)	247
Employ Service/Retail Worker	51%	(109)	49%	(103)	212
Employ Trade/Skill Worker	55%	(124)	45%	(101)	225
Employ Admin /Office Worker	54%	(105)	46%	(91)	196
Employ Other Worker	56%	(45)	44%	(36)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC29_7NET: What, if any, tax program has your business used? Please select all that apply.

Don't know/Not sure

Demographic	Selected		Not Selected		Total N
Business Owners	11%	(66)	89%	(542)	608
Gender: Male	10%	(38)	90%	(342)	380
Gender: Female	12%	(28)	88%	(200)	228
Age: 18-34	12%	(18)	88%	(127)	145
Age: 35-44	12%	(23)	88%	(177)	200
Age: 45-64	10%	(19)	90%	(165)	184
Age: 65+	8%	(6)	92%	(73)	79
Millennials: 1981-1996	11%	(30)	89%	(233)	263
GenXers: 1965-1980	11%	(21)	89%	(166)	187
Baby Boomers: 1946-1964	8%	(10)	92%	(119)	129
PID: Dem (no lean)	9%	(19)	91%	(195)	214
PID: Ind (no lean)	12%	(25)	88%	(182)	207
PID: Rep (no lean)	12%	(22)	88%	(165)	187
PID/Gender: Dem Men	5%	(6)	95%	(112)	118
PID/Gender: Dem Women	14%	(13)	86%	(83)	96
PID/Gender: Ind Men	12%	(15)	88%	(113)	128
PID/Gender: Ind Women	13%	(10)	87%	(69)	79
PID/Gender: Rep Men	13%	(17)	87%	(117)	134
PID/Gender: Rep Women	9%	(5)	91%	(48)	53
Educ: < College	12%	(43)	88%	(303)	346
Educ: Bachelors degree	8%	(11)	92%	(134)	145
Educ: Post-grad	10%	(12)	90%	(105)	117
Income: Under 50k	14%	(24)	86%	(152)	176
Income: 50k-100k	9%	(23)	91%	(240)	263
Income: 100k+	11%	(19)	89%	(150)	169
Ethnicity: White	11%	(50)	89%	(413)	463
Ethnicity: Hispanic	12%	(11)	88%	(79)	90
Ethnicity: Black	5%	(5)	95%	(87)	92
Ethnicity: Other	21%	(11)	79%	(42)	53

Continued on next page

Table BPC29_7NET: What, if any, tax program has your business used? Please select all that apply.

Don't know/Not sure

Demographic	Selected		Not Selected		Total N
Business Owners	11%	(66)	89%	(542)	608
All Christian	7%	(18)	93%	(249)	267
All Non-Christian	10%	(5)	90%	(47)	52
Agnostic/Nothing in particular	15%	(24)	85%	(134)	158
Something Else	17%	(17)	83%	(83)	100
Religious Non-Protestant/Catholic	9%	(5)	91%	(49)	54
Evangelical	8%	(12)	92%	(141)	153
Non-Evangelical	11%	(22)	89%	(182)	204
Community: Urban	8%	(16)	92%	(174)	190
Community: Suburban	10%	(28)	90%	(242)	270
Community: Rural	15%	(22)	85%	(126)	148
4-Region: Northeast	13%	(14)	87%	(96)	110
4-Region: Midwest	7%	(8)	93%	(108)	116
4-Region: South	11%	(33)	89%	(263)	296
4-Region: West	13%	(11)	87%	(75)	86
President, CEO, Owner	10%	(55)	90%	(488)	543
Managing Director, VP, Partner	17%	(11)	83%	(54)	65
Company Size 2-10	13%	(41)	87%	(273)	314
Company Size 11-50	9%	(11)	91%	(115)	126
Company Size 51-100	10%	(7)	90%	(63)	70
Company Size 101-300	9%	(6)	91%	(63)	69
Start Up	12%	(22)	88%	(162)	184
Not a Start Up	10%	(44)	90%	(380)	424
Employ Salary Only	9%	(14)	91%	(135)	149
Employ Hourly Only	12%	(25)	88%	(181)	206
Employ Salary + Hourly	11%	(26)	89%	(221)	247
Employ Service/Retail Worker	11%	(23)	89%	(189)	212
Employ Trade/Skill Worker	8%	(18)	92%	(207)	225
Employ Admin /Office Worker	10%	(19)	90%	(177)	196
Employ Other Worker	15%	(12)	85%	(69)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_1NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Businesses

Demographic	Selected		Not Selected		Total N
Business Owners	16%	(100)	84%	(508)	608
Gender: Male	18%	(70)	82%	(310)	380
Gender: Female	13%	(30)	87%	(198)	228
Age: 18-34	30%	(43)	70%	(102)	145
Age: 35-44	20%	(39)	80%	(161)	200
Age: 45-64	8%	(14)	92%	(170)	184
Age: 65+	5%	(4)	95%	(75)	79
Millennials: 1981-1996	25%	(65)	75%	(198)	263
GenXers: 1965-1980	9%	(17)	91%	(170)	187
Baby Boomers: 1946-1964	5%	(7)	95%	(122)	129
PID: Dem (no lean)	19%	(41)	81%	(173)	214
PID: Ind (no lean)	13%	(27)	87%	(180)	207
PID: Rep (no lean)	17%	(32)	83%	(155)	187
PID/Gender: Dem Men	24%	(28)	76%	(90)	118
PID/Gender: Dem Women	14%	(13)	86%	(83)	96
PID/Gender: Ind Men	15%	(19)	85%	(109)	128
PID/Gender: Ind Women	10%	(8)	90%	(71)	79
PID/Gender: Rep Men	17%	(23)	83%	(111)	134
PID/Gender: Rep Women	17%	(9)	83%	(44)	53
Educ: < College	14%	(50)	86%	(296)	346
Educ: Bachelors degree	18%	(26)	82%	(119)	145
Educ: Post-grad	21%	(24)	79%	(93)	117
Income: Under 50k	12%	(22)	88%	(154)	176
Income: 50k-100k	19%	(51)	81%	(212)	263
Income: 100k+	16%	(27)	84%	(142)	169
Ethnicity: White	14%	(66)	86%	(397)	463
Ethnicity: Hispanic	23%	(21)	77%	(69)	90
Ethnicity: Black	29%	(27)	71%	(65)	92
Ethnicity: Other	13%	(7)	87%	(46)	53

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Table BPC31_1NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.*Businesses*

Demographic	Selected		Not Selected		Total N
Business Owners	16%	(100)	84%	(508)	608
All Christian	16%	(42)	84%	(225)	267
All Non-Christian	23%	(12)	77%	(40)	52
Agnostic/Nothing in particular	16%	(26)	84%	(132)	158
Something Else	15%	(15)	85%	(85)	100
Religious Non-Protestant/Catholic	24%	(13)	76%	(41)	54
Evangelical	19%	(29)	81%	(124)	153
Non-Evangelical	11%	(23)	89%	(181)	204
Community: Urban	26%	(50)	74%	(140)	190
Community: Suburban	12%	(33)	88%	(237)	270
Community: Rural	11%	(17)	89%	(131)	148
4-Region: Northeast	16%	(18)	84%	(92)	110
4-Region: Midwest	13%	(15)	87%	(101)	116
4-Region: South	20%	(60)	80%	(236)	296
4-Region: West	8%	(7)	92%	(79)	86
President, CEO, Owner	17%	(91)	83%	(452)	543
Managing Director, VP, Partner	14%	(9)	86%	(56)	65
Company Size 2-10	8%	(26)	92%	(288)	314
Company Size 11-50	19%	(24)	81%	(102)	126
Company Size 51-100	33%	(23)	67%	(47)	70
Company Size 101-300	25%	(17)	75%	(52)	69
Start Up	23%	(42)	77%	(142)	184
Not a Start Up	14%	(58)	86%	(366)	424
Employ Salary Only	15%	(23)	85%	(126)	149
Employ Hourly Only	11%	(23)	89%	(183)	206
Employ Salary + Hourly	22%	(54)	78%	(193)	247
Employ Service/Retail Worker	18%	(39)	82%	(173)	212
Employ Trade/Skill Worker	18%	(41)	82%	(184)	225
Employ Admin /Office Worker	21%	(41)	79%	(155)	196
Employ Other Worker	19%	(15)	81%	(66)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_2NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
Workforce Boards

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(38)	94%	(570)	608
Gender: Male	7%	(25)	93%	(355)	380
Gender: Female	6%	(13)	94%	(215)	228
Age: 18-34	8%	(12)	92%	(133)	145
Age: 35-44	11%	(22)	89%	(178)	200
Age: 45-64	2%	(3)	98%	(181)	184
Age: 65+	1%	(1)	99%	(78)	79
Millennials: 1981-1996	11%	(30)	89%	(233)	263
GenXers: 1965-1980	3%	(5)	97%	(182)	187
Baby Boomers: 1946-1964	2%	(2)	98%	(127)	129
PID: Dem (no lean)	7%	(16)	93%	(198)	214
PID: Ind (no lean)	5%	(11)	95%	(196)	207
PID: Rep (no lean)	6%	(11)	94%	(176)	187
PID/Gender: Dem Men	8%	(10)	92%	(108)	118
PID/Gender: Dem Women	6%	(6)	94%	(90)	96
PID/Gender: Ind Men	5%	(6)	95%	(122)	128
PID/Gender: Ind Women	6%	(5)	94%	(74)	79
PID/Gender: Rep Men	7%	(9)	93%	(125)	134
PID/Gender: Rep Women	4%	(2)	96%	(51)	53
Educ: < College	5%	(19)	95%	(327)	346
Educ: Bachelors degree	8%	(12)	92%	(133)	145
Educ: Post-grad	6%	(7)	94%	(110)	117
Income: Under 50k	6%	(10)	94%	(166)	176
Income: 50k-100k	7%	(19)	93%	(244)	263
Income: 100k+	5%	(9)	95%	(160)	169
Ethnicity: White	6%	(27)	94%	(436)	463
Ethnicity: Hispanic	8%	(7)	92%	(83)	90
Ethnicity: Black	10%	(9)	90%	(83)	92
Ethnicity: Other	4%	(2)	96%	(51)	53

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Table BPC31_2NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Workforce Boards

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(38)	94%	(570)	608
All Christian	6%	(16)	94%	(251)	267
All Non-Christian	8%	(4)	92%	(48)	52
Agnostic/Nothing in particular	5%	(8)	95%	(150)	158
Something Else	9%	(9)	91%	(91)	100
Religious Non-Protestant/Catholic	9%	(5)	91%	(49)	54
Evangelical	10%	(15)	90%	(138)	153
Non-Evangelical	3%	(6)	97%	(198)	204
Community: Urban	11%	(21)	89%	(169)	190
Community: Suburban	3%	(9)	97%	(261)	270
Community: Rural	5%	(8)	95%	(140)	148
4-Region: Northeast	5%	(5)	95%	(105)	110
4-Region: Midwest	7%	(8)	93%	(108)	116
4-Region: South	7%	(22)	93%	(274)	296
4-Region: West	3%	(3)	97%	(83)	86
President, CEO, Owner	6%	(35)	94%	(508)	543
Managing Director, VP, Partner	5%	(3)	95%	(62)	65
Company Size 2-10	2%	(7)	98%	(307)	314
Company Size 11-50	5%	(6)	95%	(120)	126
Company Size 51-100	13%	(9)	87%	(61)	70
Company Size 101-300	16%	(11)	84%	(58)	69
Start Up	11%	(21)	89%	(163)	184
Not a Start Up	4%	(17)	96%	(407)	424
Employ Salary Only	4%	(6)	96%	(143)	149
Employ Hourly Only	6%	(12)	94%	(194)	206
Employ Salary + Hourly	8%	(20)	92%	(227)	247
Employ Service/Retail Worker	10%	(21)	90%	(191)	212
Employ Trade/Skill Worker	9%	(21)	91%	(204)	225
Employ Admin /Office Worker	8%	(15)	92%	(181)	196
Employ Other Worker	6%	(5)	94%	(76)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_3NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
The Chamber of Commerce

Demographic	Selected		Not Selected		Total N
Business Owners	10%	(59)	90%	(549)	608
Gender: Male	10%	(39)	90%	(341)	380
Gender: Female	9%	(20)	91%	(208)	228
Age: 18-34	12%	(18)	88%	(127)	145
Age: 35-44	16%	(31)	84%	(169)	200
Age: 45-64	5%	(9)	95%	(175)	184
Age: 65+	1%	(1)	99%	(78)	79
Millennials: 1981-1996	14%	(37)	86%	(226)	263
GenXers: 1965-1980	9%	(16)	91%	(171)	187
Baby Boomers: 1946-1964	2%	(3)	98%	(126)	129
PID: Dem (no lean)	13%	(28)	87%	(186)	214
PID: Ind (no lean)	8%	(16)	92%	(191)	207
PID: Rep (no lean)	8%	(15)	92%	(172)	187
PID/Gender: Dem Men	19%	(22)	81%	(96)	118
PID/Gender: Dem Women	6%	(6)	94%	(90)	96
PID/Gender: Ind Men	5%	(6)	95%	(122)	128
PID/Gender: Ind Women	13%	(10)	87%	(69)	79
PID/Gender: Rep Men	8%	(11)	92%	(123)	134
PID/Gender: Rep Women	8%	(4)	92%	(49)	53
Educ: < College	7%	(23)	93%	(323)	346
Educ: Bachelors degree	11%	(16)	89%	(129)	145
Educ: Post-grad	17%	(20)	83%	(97)	117
Income: Under 50k	8%	(14)	92%	(162)	176
Income: 50k-100k	10%	(27)	90%	(236)	263
Income: 100k+	11%	(18)	89%	(151)	169
Ethnicity: White	10%	(46)	90%	(417)	463
Ethnicity: Hispanic	10%	(9)	90%	(81)	90
Ethnicity: Black	13%	(12)	87%	(80)	92
Ethnicity: Other	2%	(1)	98%	(52)	53

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Table BPC31_3NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
 The Chamber of Commerce

Demographic	Selected		Not Selected		Total N
Business Owners	10%	(59)	90%	(549)	608
All Christian	9%	(25)	91%	(242)	267
All Non-Christian	13%	(7)	87%	(45)	52
Agnostic/Nothing in particular	9%	(14)	91%	(144)	158
Something Else	9%	(9)	91%	(91)	100
Religious Non-Protestant/Catholic	15%	(8)	85%	(46)	54
Evangelical	11%	(17)	89%	(136)	153
Non-Evangelical	7%	(14)	93%	(190)	204
Community: Urban	11%	(20)	89%	(170)	190
Community: Suburban	10%	(28)	90%	(242)	270
Community: Rural	7%	(11)	93%	(137)	148
4-Region: Northeast	12%	(13)	88%	(97)	110
4-Region: Midwest	9%	(11)	91%	(105)	116
4-Region: South	10%	(30)	90%	(266)	296
4-Region: West	6%	(5)	94%	(81)	86
President, CEO, Owner	9%	(51)	91%	(492)	543
Managing Director, VP, Partner	12%	(8)	88%	(57)	65
Company Size 2-10	4%	(11)	96%	(303)	314
Company Size 11-50	8%	(10)	92%	(116)	126
Company Size 51-100	14%	(10)	86%	(60)	70
Company Size 101-300	30%	(21)	70%	(48)	69
Start Up	14%	(26)	86%	(158)	184
Not a Start Up	8%	(33)	92%	(391)	424
Employ Salary Only	6%	(9)	94%	(140)	149
Employ Hourly Only	6%	(12)	94%	(194)	206
Employ Salary + Hourly	15%	(38)	85%	(209)	247
Employ Service/Retail Worker	12%	(25)	88%	(187)	212
Employ Trade/Skill Worker	13%	(29)	87%	(196)	225
Employ Admin /Office Worker	15%	(30)	85%	(166)	196
Employ Other Worker	15%	(12)	85%	(69)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_4NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
4-year Colleges and Universities

Demographic	Selected		Not Selected		Total N
Business Owners	7%	(42)	93%	(566)	608
Gender: Male	8%	(30)	92%	(350)	380
Gender: Female	5%	(12)	95%	(216)	228
Age: 18-34	10%	(14)	90%	(131)	145
Age: 35-44	10%	(20)	90%	(180)	200
Age: 45-64	3%	(6)	97%	(178)	184
Age: 65+	3%	(2)	97%	(77)	79
Millennials: 1981-1996	11%	(28)	89%	(235)	263
GenXers: 1965-1980	5%	(9)	95%	(178)	187
Baby Boomers: 1946-1964	2%	(2)	98%	(127)	129
PID: Dem (no lean)	7%	(15)	93%	(199)	214
PID: Ind (no lean)	5%	(10)	95%	(197)	207
PID: Rep (no lean)	9%	(17)	91%	(170)	187
PID/Gender: Dem Men	8%	(9)	92%	(109)	118
PID/Gender: Dem Women	6%	(6)	94%	(90)	96
PID/Gender: Ind Men	5%	(7)	95%	(121)	128
PID/Gender: Ind Women	4%	(3)	96%	(76)	79
PID/Gender: Rep Men	10%	(14)	90%	(120)	134
PID/Gender: Rep Women	6%	(3)	94%	(50)	53
Educ: < College	3%	(11)	97%	(335)	346
Educ: Bachelors degree	14%	(20)	86%	(125)	145
Educ: Post-grad	9%	(11)	91%	(106)	117
Income: Under 50k	4%	(7)	96%	(169)	176
Income: 50k-100k	8%	(22)	92%	(241)	263
Income: 100k+	8%	(13)	92%	(156)	169
Ethnicity: White	6%	(27)	94%	(436)	463
Ethnicity: Hispanic	10%	(9)	90%	(81)	90
Ethnicity: Black	12%	(11)	88%	(81)	92
Ethnicity: Other	8%	(4)	92%	(49)	53

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Table BPC31_4NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

4-year Colleges and Universities

Demographic	Selected		Not Selected		Total N
Business Owners	7%	(42)	93%	(566)	608
All Christian	6%	(17)	94%	(250)	267
All Non-Christian	12%	(6)	88%	(46)	52
Agnostic/Nothing in particular	6%	(10)	94%	(148)	158
Something Else	7%	(7)	93%	(93)	100
Religious Non-Protestant/Catholic	11%	(6)	89%	(48)	54
Evangelical	8%	(12)	92%	(141)	153
Non-Evangelical	5%	(11)	95%	(193)	204
Community: Urban	11%	(20)	89%	(170)	190
Community: Suburban	5%	(13)	95%	(257)	270
Community: Rural	6%	(9)	94%	(139)	148
4-Region: Northeast	6%	(7)	94%	(103)	110
4-Region: Midwest	5%	(6)	95%	(110)	116
4-Region: South	8%	(25)	92%	(271)	296
4-Region: West	5%	(4)	95%	(82)	86
President, CEO, Owner	7%	(36)	93%	(507)	543
Managing Director, VP, Partner	9%	(6)	91%	(59)	65
Company Size 2-10	2%	(6)	98%	(308)	314
Company Size 11-50	6%	(7)	94%	(119)	126
Company Size 51-100	10%	(7)	90%	(63)	70
Company Size 101-300	22%	(15)	78%	(54)	69
Start Up	10%	(18)	90%	(166)	184
Not a Start Up	6%	(24)	94%	(400)	424
Employ Salary Only	7%	(11)	93%	(138)	149
Employ Hourly Only	4%	(9)	96%	(197)	206
Employ Salary + Hourly	9%	(22)	91%	(225)	247
Employ Service/Retail Worker	8%	(18)	92%	(194)	212
Employ Trade/Skill Worker	5%	(12)	95%	(213)	225
Employ Admin /Office Worker	9%	(18)	91%	(178)	196
Employ Other Worker	10%	(8)	90%	(73)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_5NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Community colleges or trade schools

Demographic	Selected		Not Selected		Total N
Business Owners	7%	(42)	93%	(566)	608
Gender: Male	8%	(30)	92%	(350)	380
Gender: Female	5%	(12)	95%	(216)	228
Age: 18-34	9%	(13)	91%	(132)	145
Age: 35-44	11%	(22)	89%	(178)	200
Age: 45-64	3%	(5)	97%	(179)	184
Age: 65+	3%	(2)	97%	(77)	79
Millennials: 1981-1996	10%	(27)	90%	(236)	263
GenXers: 1965-1980	5%	(9)	95%	(178)	187
Baby Boomers: 1946-1964	2%	(3)	98%	(126)	129
PID: Dem (no lean)	10%	(22)	90%	(192)	214
PID: Ind (no lean)	2%	(5)	98%	(202)	207
PID: Rep (no lean)	8%	(15)	92%	(172)	187
PID/Gender: Dem Men	14%	(16)	86%	(102)	118
PID/Gender: Dem Women	6%	(6)	94%	(90)	96
PID/Gender: Ind Men	4%	(5)	96%	(123)	128
PID/Gender: Ind Women	—	(0)	100%	(79)	79
PID/Gender: Rep Men	7%	(9)	93%	(125)	134
PID/Gender: Rep Women	11%	(6)	89%	(47)	53
Educ: < College	4%	(14)	96%	(332)	346
Educ: Bachelors degree	8%	(12)	92%	(133)	145
Educ: Post-grad	14%	(16)	86%	(101)	117
Income: Under 50k	2%	(4)	98%	(172)	176
Income: 50k-100k	8%	(21)	92%	(242)	263
Income: 100k+	10%	(17)	90%	(152)	169
Ethnicity: White	6%	(30)	94%	(433)	463
Ethnicity: Hispanic	8%	(7)	92%	(83)	90
Ethnicity: Black	12%	(11)	88%	(81)	92
Ethnicity: Other	2%	(1)	98%	(52)	53

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Table BPC31_5NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Community colleges or trade schools

Demographic	Selected		Not Selected		Total N
Business Owners	7%	(42)	93%	(566)	608
All Christian	6%	(15)	94%	(252)	267
All Non-Christian	12%	(6)	88%	(46)	52
Agnostic/Nothing in particular	7%	(11)	93%	(147)	158
Something Else	9%	(9)	91%	(91)	100
Religious Non-Protestant/Catholic	13%	(7)	87%	(47)	54
Evangelical	9%	(14)	91%	(139)	153
Non-Evangelical	3%	(7)	97%	(197)	204
Community: Urban	12%	(23)	88%	(167)	190
Community: Suburban	6%	(15)	94%	(255)	270
Community: Rural	3%	(4)	97%	(144)	148
4-Region: Northeast	6%	(7)	94%	(103)	110
4-Region: Midwest	3%	(4)	97%	(112)	116
4-Region: South	9%	(28)	91%	(268)	296
4-Region: West	3%	(3)	97%	(83)	86
President, CEO, Owner	7%	(36)	93%	(507)	543
Managing Director, VP, Partner	9%	(6)	91%	(59)	65
Company Size 2-10	1%	(4)	99%	(310)	314
Company Size 11-50	6%	(7)	94%	(119)	126
Company Size 51-100	14%	(10)	86%	(60)	70
Company Size 101-300	20%	(14)	80%	(55)	69
Start Up	10%	(19)	90%	(165)	184
Not a Start Up	5%	(23)	95%	(401)	424
Employ Salary Only	7%	(10)	93%	(139)	149
Employ Hourly Only	2%	(5)	98%	(201)	206
Employ Salary + Hourly	11%	(27)	89%	(220)	247
Employ Service/Retail Worker	8%	(16)	92%	(196)	212
Employ Trade/Skill Worker	7%	(16)	93%	(209)	225
Employ Admin /Office Worker	11%	(21)	89%	(175)	196
Employ Other Worker	6%	(5)	94%	(76)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_6NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

A consortium of businesses

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(36)	94%	(572)	608
Gender: Male	7%	(26)	93%	(354)	380
Gender: Female	4%	(10)	96%	(218)	228
Age: 18-34	6%	(8)	94%	(137)	145
Age: 35-44	10%	(20)	90%	(180)	200
Age: 45-64	4%	(7)	96%	(177)	184
Age: 65+	1%	(1)	99%	(78)	79
Millennials: 1981-1996	10%	(25)	90%	(238)	263
GenXers: 1965-1980	4%	(7)	96%	(180)	187
Baby Boomers: 1946-1964	2%	(2)	98%	(127)	129
PID: Dem (no lean)	9%	(19)	91%	(195)	214
PID: Ind (no lean)	5%	(11)	95%	(196)	207
PID: Rep (no lean)	3%	(6)	97%	(181)	187
PID/Gender: Dem Men	13%	(15)	87%	(103)	118
PID/Gender: Dem Women	4%	(4)	96%	(92)	96
PID/Gender: Ind Men	4%	(5)	96%	(123)	128
PID/Gender: Ind Women	8%	(6)	92%	(73)	79
PID/Gender: Rep Men	4%	(6)	96%	(128)	134
PID/Gender: Rep Women	—	(0)	100%	(53)	53
Educ: < College	3%	(12)	97%	(334)	346
Educ: Bachelors degree	6%	(8)	94%	(137)	145
Educ: Post-grad	14%	(16)	86%	(101)	117
Income: Under 50k	2%	(4)	98%	(172)	176
Income: 50k-100k	8%	(20)	92%	(243)	263
Income: 100k+	7%	(12)	93%	(157)	169
Ethnicity: White	7%	(31)	93%	(432)	463
Ethnicity: Hispanic	4%	(4)	96%	(86)	90
Ethnicity: Black	5%	(5)	95%	(87)	92
Ethnicity: Other	—	(0)	100%	(53)	53

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Table BPC31_6NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

A consortium of businesses

Demographic	Selected		Not Selected		Total N
Business Owners	6%	(36)	94%	(572)	608
All Christian	6%	(15)	94%	(252)	267
All Non-Christian	12%	(6)	88%	(46)	52
Agnostic/Nothing in particular	5%	(8)	95%	(150)	158
Something Else	5%	(5)	95%	(95)	100
Religious Non-Protestant/Catholic	11%	(6)	89%	(48)	54
Evangelical	8%	(13)	92%	(140)	153
Non-Evangelical	3%	(6)	97%	(198)	204
Community: Urban	11%	(21)	89%	(169)	190
Community: Suburban	4%	(11)	96%	(259)	270
Community: Rural	3%	(4)	97%	(144)	148
4-Region: Northeast	5%	(5)	95%	(105)	110
4-Region: Midwest	6%	(7)	94%	(109)	116
4-Region: South	7%	(21)	93%	(275)	296
4-Region: West	3%	(3)	97%	(83)	86
President, CEO, Owner	5%	(29)	95%	(514)	543
Managing Director, VP, Partner	11%	(7)	89%	(58)	65
Company Size 2-10	1%	(4)	99%	(310)	314
Company Size 11-50	2%	(3)	98%	(123)	126
Company Size 51-100	13%	(9)	87%	(61)	70
Company Size 101-300	20%	(14)	80%	(55)	69
Start Up	10%	(19)	90%	(165)	184
Not a Start Up	4%	(17)	96%	(407)	424
Employ Salary Only	8%	(12)	92%	(137)	149
Employ Hourly Only	1%	(3)	99%	(203)	206
Employ Salary + Hourly	9%	(21)	91%	(226)	247
Employ Service/Retail Worker	9%	(19)	91%	(193)	212
Employ Trade/Skill Worker	8%	(19)	92%	(206)	225
Employ Admin /Office Worker	9%	(18)	91%	(178)	196
Employ Other Worker	11%	(9)	89%	(72)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_7NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
Child care providers

Demographic	Selected		Not Selected		Total N
Business Owners	15%	(93)	85%	(515)	608
Gender: Male	15%	(56)	85%	(324)	380
Gender: Female	16%	(37)	84%	(191)	228
Age: 18-34	22%	(32)	78%	(113)	145
Age: 35-44	20%	(39)	80%	(161)	200
Age: 45-64	10%	(18)	90%	(166)	184
Age: 65+	5%	(4)	95%	(75)	79
Millennials: 1981-1996	19%	(51)	81%	(212)	263
GenXers: 1965-1980	13%	(24)	87%	(163)	187
Baby Boomers: 1946-1964	6%	(8)	94%	(121)	129
PID: Dem (no lean)	20%	(42)	80%	(172)	214
PID: Ind (no lean)	14%	(28)	86%	(179)	207
PID: Rep (no lean)	12%	(23)	88%	(164)	187
PID/Gender: Dem Men	19%	(22)	81%	(96)	118
PID/Gender: Dem Women	21%	(20)	79%	(76)	96
PID/Gender: Ind Men	12%	(16)	88%	(112)	128
PID/Gender: Ind Women	15%	(12)	85%	(67)	79
PID/Gender: Rep Men	13%	(18)	87%	(116)	134
PID/Gender: Rep Women	9%	(5)	91%	(48)	53
Educ: < College	15%	(52)	85%	(294)	346
Educ: Bachelors degree	16%	(23)	84%	(122)	145
Educ: Post-grad	15%	(18)	85%	(99)	117
Income: Under 50k	11%	(20)	89%	(156)	176
Income: 50k-100k	19%	(51)	81%	(212)	263
Income: 100k+	13%	(22)	87%	(147)	169
Ethnicity: White	13%	(60)	87%	(403)	463
Ethnicity: Hispanic	22%	(20)	78%	(70)	90
Ethnicity: Black	26%	(24)	74%	(68)	92
Ethnicity: Other	17%	(9)	83%	(44)	53

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Table BPC31_7NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Child care providers

Demographic	Selected		Not Selected		Total N
Business Owners	15%	(93)	85%	(515)	608
All Christian	12%	(31)	88%	(236)	267
All Non-Christian	33%	(17)	67%	(35)	52
Agnostic/Nothing in particular	16%	(25)	84%	(133)	158
Something Else	17%	(17)	83%	(83)	100
Religious Non-Protestant/Catholic	33%	(18)	67%	(36)	54
Evangelical	16%	(24)	84%	(129)	153
Non-Evangelical	10%	(20)	90%	(184)	204
Community: Urban	21%	(40)	79%	(150)	190
Community: Suburban	14%	(38)	86%	(232)	270
Community: Rural	10%	(15)	90%	(133)	148
4-Region: Northeast	11%	(12)	89%	(98)	110
4-Region: Midwest	16%	(19)	84%	(97)	116
4-Region: South	18%	(52)	82%	(244)	296
4-Region: West	12%	(10)	88%	(76)	86
President, CEO, Owner	14%	(76)	86%	(467)	543
Managing Director, VP, Partner	26%	(17)	74%	(48)	65
Company Size 2-10	8%	(24)	92%	(290)	314
Company Size 11-50	13%	(17)	87%	(109)	126
Company Size 51-100	27%	(19)	73%	(51)	70
Company Size 101-300	38%	(26)	62%	(43)	69
Start Up	20%	(36)	80%	(148)	184
Not a Start Up	13%	(57)	87%	(367)	424
Employ Salary Only	12%	(18)	88%	(131)	149
Employ Hourly Only	13%	(27)	87%	(179)	206
Employ Salary + Hourly	19%	(48)	81%	(199)	247
Employ Service/Retail Worker	17%	(37)	83%	(175)	212
Employ Trade/Skill Worker	16%	(36)	84%	(189)	225
Employ Admin /Office Worker	17%	(34)	83%	(162)	196
Employ Other Worker	17%	(14)	83%	(67)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_8NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
Other, please specify

Demographic	Selected	Not Selected	Total N
Business Owners	1% (5)	99% (603)	608
Gender: Male	1% (4)	99% (376)	380
Gender: Female	— (1)	100% (227)	228
Age: 18-34	1% (2)	99% (143)	145
Age: 35-44	— (0)	100% (200)	200
Age: 45-64	1% (2)	99% (182)	184
Age: 65+	1% (1)	99% (78)	79
Millennials: 1981-1996	1% (2)	99% (261)	263
GenXers: 1965-1980	1% (2)	99% (185)	187
Baby Boomers: 1946-1964	1% (1)	99% (128)	129
PID: Dem (no lean)	1% (3)	99% (211)	214
PID: Ind (no lean)	— (1)	100% (206)	207
PID: Rep (no lean)	1% (1)	99% (186)	187
PID/Gender: Dem Men	2% (2)	98% (116)	118
PID/Gender: Dem Women	1% (1)	99% (95)	96
PID/Gender: Ind Men	1% (1)	99% (127)	128
PID/Gender: Ind Women	— (0)	100% (79)	79
PID/Gender: Rep Men	1% (1)	99% (133)	134
PID/Gender: Rep Women	— (0)	100% (53)	53
Educ: < College	1% (3)	99% (343)	346
Educ: Bachelors degree	1% (1)	99% (144)	145
Educ: Post-grad	1% (1)	99% (116)	117
Income: Under 50k	1% (1)	99% (175)	176
Income: 50k-100k	1% (3)	99% (260)	263
Income: 100k+	1% (1)	99% (168)	169
Ethnicity: White	1% (3)	99% (460)	463
Ethnicity: Hispanic	2% (2)	98% (88)	90
Ethnicity: Black	1% (1)	99% (91)	92
Ethnicity: Other	2% (1)	98% (52)	53

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Table BPC31_8NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

Other, please specify

Demographic	Selected	Not Selected	Total N
Business Owners	1% (5)	99% (603)	608
All Christian	1% (4)	99% (263)	267
All Non-Christian	2% (1)	98% (51)	52
Agnostic/Nothing in particular	— (0)	100% (158)	158
Something Else	— (0)	100% (100)	100
Religious Non-Protestant/Catholic	2% (1)	98% (53)	54
Evangelical	1% (2)	99% (151)	153
Non-Evangelical	1% (2)	99% (202)	204
Community: Urban	— (0)	100% (190)	190
Community: Suburban	1% (3)	99% (267)	270
Community: Rural	1% (2)	99% (146)	148
4-Region: Northeast	1% (1)	99% (109)	110
4-Region: Midwest	— (0)	100% (116)	116
4-Region: South	1% (3)	99% (293)	296
4-Region: West	1% (1)	99% (85)	86
President, CEO, Owner	1% (5)	99% (538)	543
Managing Director, VP, Partner	— (0)	100% (65)	65
Company Size 2-10	1% (4)	99% (310)	314
Company Size 11-50	— (0)	100% (126)	126
Company Size 51-100	— (0)	100% (70)	70
Company Size 101-300	1% (1)	99% (68)	69
Start Up	— (0)	100% (184)	184
Not a Start Up	1% (5)	99% (419)	424
Employ Salary Only	— (0)	100% (149)	149
Employ Hourly Only	1% (3)	99% (203)	206
Employ Salary + Hourly	1% (2)	99% (245)	247
Employ Service/Retail Worker	1% (2)	99% (210)	212
Employ Trade/Skill Worker	1% (3)	99% (222)	225
Employ Admin /Office Worker	1% (2)	99% (194)	196
Employ Other Worker	— (0)	100% (81)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPC31_9NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.
None of the above

Demographic	Selected		Not Selected		Total N
Business Owners	65%	(396)	35%	(212)	608
Gender: Male	63%	(240)	37%	(140)	380
Gender: Female	68%	(156)	32%	(72)	228
Age: 18-34	49%	(71)	51%	(74)	145
Age: 35-44	54%	(107)	46%	(93)	200
Age: 45-64	80%	(147)	20%	(37)	184
Age: 65+	90%	(71)	10%	(8)	79
Millennials: 1981-1996	51%	(135)	49%	(128)	263
GenXers: 1965-1980	72%	(135)	28%	(52)	187
Baby Boomers: 1946-1964	88%	(113)	12%	(16)	129
PID: Dem (no lean)	58%	(124)	42%	(90)	214
PID: Ind (no lean)	73%	(151)	27%	(56)	207
PID: Rep (no lean)	65%	(121)	35%	(66)	187
PID/Gender: Dem Men	53%	(62)	47%	(56)	118
PID/Gender: Dem Women	65%	(62)	35%	(34)	96
PID/Gender: Ind Men	76%	(97)	24%	(31)	128
PID/Gender: Ind Women	68%	(54)	32%	(25)	79
PID/Gender: Rep Men	60%	(81)	40%	(53)	134
PID/Gender: Rep Women	75%	(40)	25%	(13)	53
Educ: < College	68%	(237)	32%	(109)	346
Educ: Bachelors degree	61%	(89)	39%	(56)	145
Educ: Post-grad	60%	(70)	40%	(47)	117
Income: Under 50k	73%	(129)	27%	(47)	176
Income: 50k-100k	58%	(152)	42%	(111)	263
Income: 100k+	68%	(115)	32%	(54)	169
Ethnicity: White	69%	(319)	31%	(144)	463
Ethnicity: Hispanic	52%	(47)	48%	(43)	90
Ethnicity: Black	43%	(40)	57%	(52)	92
Ethnicity: Other	70%	(37)	30%	(16)	53

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Table BPC31_9NET: Has your business ever collaborated with any of the following entities to improve child care access in your community? Please select all that apply.

None of the above

Demographic	Selected		Not Selected		Total N
Business Owners	65%	(396)	35%	(212)	608
All Christian	68%	(181)	32%	(86)	267
All Non-Christian	48%	(25)	52%	(27)	52
Agnostic/Nothing in particular	66%	(105)	34%	(53)	158
Something Else	65%	(65)	35%	(35)	100
Religious Non-Protestant/Catholic	48%	(26)	52%	(28)	54
Evangelical	58%	(89)	42%	(64)	153
Non-Evangelical	76%	(155)	24%	(49)	204
Community: Urban	51%	(97)	49%	(93)	190
Community: Suburban	69%	(187)	31%	(83)	270
Community: Rural	76%	(112)	24%	(36)	148
4-Region: Northeast	67%	(74)	33%	(36)	110
4-Region: Midwest	67%	(78)	33%	(38)	116
4-Region: South	61%	(181)	39%	(115)	296
4-Region: West	73%	(63)	27%	(23)	86
President, CEO, Owner	66%	(360)	34%	(183)	543
Managing Director, VP, Partner	55%	(36)	45%	(29)	65
Company Size 2-10	82%	(258)	18%	(56)	314
Company Size 11-50	65%	(82)	35%	(44)	126
Company Size 51-100	44%	(31)	56%	(39)	70
Company Size 101-300	25%	(17)	75%	(52)	69
Start Up	54%	(99)	46%	(85)	184
Not a Start Up	70%	(297)	30%	(127)	424
Employ Salary Only	72%	(107)	28%	(42)	149
Employ Hourly Only	72%	(148)	28%	(58)	206
Employ Salary + Hourly	55%	(135)	45%	(112)	247
Employ Service/Retail Worker	58%	(122)	42%	(90)	212
Employ Trade/Skill Worker	63%	(141)	37%	(84)	225
Employ Admin /Office Worker	57%	(111)	43%	(85)	196
Employ Other Worker	62%	(50)	38%	(31)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem1: Please indicate your current employment status (performing a function for which you earn an income).

Demographic	Working full-time (35 hours or more per week)		Working part-time (fewer than 35 hours per week)		Total N
Business Owners	87%	(531)	13%	(77)	608
Gender: Male	89%	(337)	11%	(43)	380
Gender: Female	85%	(194)	15%	(34)	228
Age: 18-34	90%	(130)	10%	(15)	145
Age: 35-44	92%	(185)	8%	(15)	200
Age: 45-64	89%	(163)	11%	(21)	184
Age: 65+	67%	(53)	33%	(26)	79
Millennials: 1981-1996	94%	(248)	6%	(15)	263
GenXers: 1965-1980	88%	(165)	12%	(22)	187
Baby Boomers: 1946-1964	75%	(97)	25%	(32)	129
PID: Dem (no lean)	86%	(185)	14%	(29)	214
PID: Ind (no lean)	86%	(177)	14%	(30)	207
PID: Rep (no lean)	90%	(169)	10%	(18)	187
PID/Gender: Dem Men	84%	(99)	16%	(19)	118
PID/Gender: Dem Women	90%	(86)	10%	(10)	96
PID/Gender: Ind Men	88%	(113)	12%	(15)	128
PID/Gender: Ind Women	81%	(64)	19%	(15)	79
PID/Gender: Rep Men	93%	(125)	7%	(9)	134
PID/Gender: Rep Women	83%	(44)	17%	(9)	53
Educ: < College	86%	(297)	14%	(49)	346
Educ: Bachelors degree	92%	(134)	8%	(11)	145
Educ: Post-grad	85%	(100)	15%	(17)	117
Income: Under 50k	80%	(141)	20%	(35)	176
Income: 50k-100k	89%	(234)	11%	(29)	263
Income: 100k+	92%	(156)	8%	(13)	169
Ethnicity: White	88%	(406)	12%	(57)	463
Ethnicity: Hispanic	87%	(78)	13%	(12)	90
Ethnicity: Black	89%	(82)	11%	(10)	92
Ethnicity: Other	81%	(43)	19%	(10)	53

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Table BPCdem1: Please indicate your current employment status (performing a function for which you earn an income).

Demographic	Working full-time (35 hours or more per week)		Working part-time (fewer than 35 hours per week)		Total N
Business Owners	87%	(531)	13%	(77)	608
All Christian	88%	(236)	12%	(31)	267
All Non-Christian	87%	(45)	13%	(7)	52
Agnostic/Nothing in particular	84%	(132)	16%	(26)	158
Something Else	90%	(90)	10%	(10)	100
Religious Non-Protestant/Catholic	85%	(46)	15%	(8)	54
Evangelical	90%	(138)	10%	(15)	153
Non-Evangelical	88%	(180)	12%	(24)	204
Community: Urban	91%	(173)	9%	(17)	190
Community: Suburban	86%	(233)	14%	(37)	270
Community: Rural	84%	(125)	16%	(23)	148
4-Region: Northeast	89%	(98)	11%	(12)	110
4-Region: Midwest	91%	(106)	9%	(10)	116
4-Region: South	86%	(256)	14%	(40)	296
4-Region: West	83%	(71)	17%	(15)	86
President, CEO, Owner	87%	(472)	13%	(71)	543
Managing Director, VP, Partner	91%	(59)	9%	(6)	65
Company Size 2-10	81%	(253)	19%	(61)	314
Company Size 11-50	97%	(122)	3%	(4)	126
Company Size 51-100	94%	(66)	6%	(4)	70
Company Size 101-300	93%	(64)	7%	(5)	69
Start Up	86%	(158)	14%	(26)	184
Not a Start Up	88%	(373)	12%	(51)	424
Employ Salary Only	86%	(128)	14%	(21)	149
Employ Hourly Only	84%	(174)	16%	(32)	206
Employ Salary + Hourly	91%	(226)	9%	(21)	247
Employ Service/Retail Worker	88%	(186)	12%	(26)	212
Employ Trade/Skill Worker	88%	(199)	12%	(26)	225
Employ Admin /Office Worker	91%	(178)	9%	(18)	196
Employ Other Worker	80%	(65)	20%	(16)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem2: Which of the following best describes your role in your business? Please select the most accurate description.

Demographic	Owner / Co-owner		President / CEO		Managing Director / Vice President		Partner / Principal		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	80%	(487)	9%	(56)	8%	(49)	3%	(16)	608
Gender: Male	79%	(300)	10%	(37)	9%	(35)	2%	(8)	380
Gender: Female	82%	(187)	8%	(19)	6%	(14)	4%	(8)	228
Age: 18-34	79%	(115)	13%	(19)	6%	(9)	1%	(2)	145
Age: 35-44	74%	(149)	10%	(21)	12%	(25)	2%	(5)	200
Age: 45-64	86%	(158)	4%	(8)	7%	(13)	3%	(5)	184
Age: 65+	82%	(65)	10%	(8)	3%	(2)	5%	(4)	79
Millennials: 1981-1996	80%	(210)	11%	(28)	8%	(22)	1%	(3)	263
GenXers: 1965-1980	80%	(149)	6%	(12)	10%	(18)	4%	(8)	187
Baby Boomers: 1946-1964	86%	(111)	8%	(10)	4%	(5)	2%	(3)	129
PID: Dem (no lean)	73%	(156)	14%	(29)	10%	(21)	4%	(8)	214
PID: Ind (no lean)	84%	(174)	6%	(13)	8%	(16)	2%	(4)	207
PID: Rep (no lean)	84%	(157)	7%	(14)	6%	(12)	2%	(4)	187
PID/Gender: Dem Men	70%	(83)	16%	(19)	11%	(13)	3%	(3)	118
PID/Gender: Dem Women	76%	(73)	10%	(10)	8%	(8)	5%	(5)	96
PID/Gender: Ind Men	85%	(109)	5%	(6)	8%	(10)	2%	(3)	128
PID/Gender: Ind Women	82%	(65)	9%	(7)	8%	(6)	1%	(1)	79
PID/Gender: Rep Men	81%	(108)	9%	(12)	9%	(12)	1%	(2)	134
PID/Gender: Rep Women	92%	(49)	4%	(2)	—	(0)	4%	(2)	53
Educ: < College	89%	(308)	3%	(12)	5%	(19)	2%	(7)	346
Educ: Bachelors degree	69%	(100)	19%	(27)	9%	(13)	3%	(5)	145
Educ: Post-grad	68%	(79)	15%	(17)	15%	(17)	3%	(4)	117
Income: Under 50k	88%	(155)	6%	(10)	4%	(7)	2%	(4)	176
Income: 50k-100k	79%	(209)	9%	(24)	10%	(27)	1%	(3)	263
Income: 100k+	73%	(123)	13%	(22)	9%	(15)	5%	(9)	169
Ethnicity: White	81%	(377)	8%	(39)	8%	(35)	3%	(12)	463
Ethnicity: Hispanic	79%	(71)	8%	(7)	9%	(8)	4%	(4)	90
Ethnicity: Black	77%	(71)	12%	(11)	11%	(10)	—	(0)	92
Ethnicity: Other	74%	(39)	11%	(6)	8%	(4)	8%	(4)	53

Continued on next page

Table BPCdem2: Which of the following best describes your role in your business? Please select the most accurate description.

Demographic	Owner / Co-owner		President / CEO		Managing Director / Vice President		Partner / Principal		Total N
	%	(N)	%	(N)	%	(N)	%	(N)	
Business Owners	80%	(487)	9%	(56)	8%	(49)	3%	(16)	608
All Christian	75%	(201)	13%	(35)	9%	(24)	3%	(7)	267
All Non-Christian	69%	(36)	13%	(7)	8%	(4)	10%	(5)	52
Agnostic/Nothing in particular	82%	(129)	5%	(8)	11%	(17)	3%	(4)	158
Something Else	94%	(94)	4%	(4)	2%	(2)	—	(0)	100
Religious Non-Protestant/Catholic	70%	(38)	13%	(7)	7%	(4)	9%	(5)	54
Evangelical	83%	(127)	12%	(18)	3%	(5)	2%	(3)	153
Non-Evangelical	79%	(162)	9%	(19)	9%	(19)	2%	(4)	204
Community: Urban	74%	(140)	10%	(19)	12%	(22)	5%	(9)	190
Community: Suburban	77%	(209)	12%	(33)	8%	(21)	3%	(7)	270
Community: Rural	93%	(138)	3%	(4)	4%	(6)	—	(0)	148
4-Region: Northeast	75%	(82)	9%	(10)	12%	(13)	5%	(5)	110
4-Region: Midwest	84%	(97)	8%	(9)	8%	(9)	1%	(1)	116
4-Region: South	81%	(241)	10%	(29)	7%	(21)	2%	(5)	296
4-Region: West	78%	(67)	9%	(8)	7%	(6)	6%	(5)	86
President, CEO, Owner	90%	(487)	10%	(56)	—	(0)	—	(0)	543
Managing Director, VP, Partner	—	(0)	—	(0)	75%	(49)	25%	(16)	65
Company Size 2-10	92%	(289)	5%	(15)	1%	(3)	2%	(7)	314
Company Size 11-50	83%	(105)	7%	(9)	6%	(8)	3%	(4)	126
Company Size 51-100	70%	(49)	14%	(10)	11%	(8)	4%	(3)	70
Company Size 101-300	46%	(32)	23%	(16)	29%	(20)	1%	(1)	69
Start Up	83%	(152)	9%	(17)	7%	(12)	2%	(3)	184
Not a Start Up	79%	(335)	9%	(39)	9%	(37)	3%	(13)	424
Employ Salary Only	75%	(112)	11%	(17)	8%	(12)	5%	(8)	149
Employ Hourly Only	90%	(186)	5%	(11)	4%	(8)	—	(1)	206
Employ Salary + Hourly	74%	(183)	11%	(28)	12%	(29)	3%	(7)	247
Employ Service/Retail Worker	83%	(175)	8%	(17)	7%	(14)	3%	(6)	212
Employ Trade/Skill Worker	86%	(193)	6%	(13)	8%	(18)	—	(1)	225
Employ Admin /Office Worker	67%	(132)	18%	(35)	10%	(19)	5%	(10)	196
Employ Other Worker	80%	(65)	9%	(7)	9%	(7)	2%	(2)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Table BPCdem3: How many employees, including yourself, does your business have?

Demographic	2-10		11-50		51-100		101-200		201-300		301-500		Total N
Business Owners	52%	(314)	21%	(126)	12%	(70)	7%	(45)	4%	(24)	5%	(29)	608
Gender: Male	48%	(182)	20%	(76)	13%	(50)	9%	(33)	6%	(21)	5%	(18)	380
Gender: Female	58%	(132)	22%	(50)	9%	(20)	5%	(12)	1%	(3)	5%	(11)	228
Age: 18-34	43%	(62)	19%	(28)	14%	(20)	9%	(13)	8%	(12)	7%	(10)	145
Age: 35-44	42%	(84)	19%	(38)	16%	(33)	11%	(22)	5%	(10)	6%	(13)	200
Age: 45-64	58%	(106)	27%	(49)	8%	(14)	4%	(8)	1%	(2)	3%	(5)	184
Age: 65+	78%	(62)	14%	(11)	4%	(3)	3%	(2)	—	(0)	1%	(1)	79
Millennials: 1981-1996	42%	(110)	19%	(51)	16%	(43)	10%	(27)	6%	(15)	6%	(17)	263
GenXers: 1965-1980	53%	(100)	24%	(45)	10%	(18)	6%	(12)	3%	(5)	4%	(7)	187
Baby Boomers: 1946-1964	70%	(90)	21%	(27)	4%	(5)	3%	(4)	1%	(1)	2%	(2)	129
PID: Dem (no lean)	43%	(93)	21%	(46)	14%	(30)	8%	(17)	7%	(14)	7%	(14)	214
PID: Ind (no lean)	61%	(126)	18%	(37)	10%	(21)	6%	(13)	2%	(4)	3%	(6)	207
PID: Rep (no lean)	51%	(95)	23%	(43)	10%	(19)	8%	(15)	3%	(6)	5%	(9)	187
PID/Gender: Dem Men	37%	(44)	19%	(23)	15%	(18)	10%	(12)	10%	(12)	8%	(9)	118
PID/Gender: Dem Women	51%	(49)	24%	(23)	12%	(12)	5%	(5)	2%	(2)	5%	(5)	96
PID/Gender: Ind Men	59%	(75)	18%	(23)	12%	(16)	6%	(8)	2%	(3)	2%	(3)	128
PID/Gender: Ind Women	65%	(51)	18%	(14)	6%	(5)	6%	(5)	1%	(1)	4%	(3)	79
PID/Gender: Rep Men	47%	(63)	22%	(30)	12%	(16)	10%	(13)	4%	(6)	4%	(6)	134
PID/Gender: Rep Women	60%	(32)	25%	(13)	6%	(3)	4%	(2)	—	(0)	6%	(3)	53
Educ: < College	63%	(219)	21%	(72)	8%	(28)	3%	(12)	1%	(4)	3%	(11)	346
Educ: Bachelors degree	34%	(49)	27%	(39)	16%	(23)	12%	(17)	6%	(9)	6%	(8)	145
Educ: Post-grad	39%	(46)	13%	(15)	16%	(19)	14%	(16)	9%	(11)	9%	(10)	117
Income: Under 50k	75%	(132)	14%	(25)	5%	(9)	3%	(6)	1%	(2)	1%	(2)	176
Income: 50k-100k	43%	(114)	22%	(58)	15%	(39)	7%	(18)	7%	(18)	6%	(16)	263
Income: 100k+	40%	(68)	25%	(43)	13%	(22)	12%	(21)	2%	(4)	7%	(11)	169
Ethnicity: White	52%	(242)	21%	(98)	11%	(50)	8%	(38)	3%	(15)	4%	(20)	463
Ethnicity: Hispanic	38%	(34)	21%	(19)	13%	(12)	9%	(8)	13%	(12)	6%	(5)	90
Ethnicity: Black	39%	(36)	21%	(19)	18%	(17)	7%	(6)	8%	(7)	8%	(7)	92
Ethnicity: Other	68%	(36)	17%	(9)	6%	(3)	2%	(1)	4%	(2)	4%	(2)	53
All Christian	49%	(132)	25%	(67)	9%	(24)	8%	(21)	4%	(11)	4%	(12)	267
All Non-Christian	35%	(18)	25%	(13)	17%	(9)	10%	(5)	4%	(2)	10%	(5)	52
Agnostic/Nothing in particular	58%	(91)	14%	(22)	13%	(21)	8%	(12)	3%	(4)	5%	(8)	158
Something Else	63%	(63)	17%	(17)	11%	(11)	5%	(5)	2%	(2)	2%	(2)	100

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Table BPCdem3: How many employees, including yourself, does your business have?

Demographic	2-10		11-50		51-100		101-200		201-300		301-500		Total N
Business Owners	52%	(314)	21%	(126)	12%	(70)	7%	(45)	4%	(24)	5%	(29)	608
Religious Non-Protestant/Catholic	33%	(18)	26%	(14)	17%	(9)	9%	(5)	4%	(2)	11%	(6)	54
Evangelical	48%	(74)	25%	(38)	12%	(18)	7%	(11)	3%	(5)	5%	(7)	153
Non-Evangelical	59%	(120)	21%	(43)	7%	(15)	7%	(15)	3%	(7)	2%	(4)	204
Community: Urban	46%	(88)	19%	(36)	11%	(20)	11%	(21)	5%	(10)	8%	(15)	190
Community: Suburban	47%	(126)	24%	(64)	14%	(39)	6%	(16)	5%	(14)	4%	(11)	270
Community: Rural	68%	(100)	18%	(26)	7%	(11)	5%	(8)	—	(0)	2%	(3)	148
4-Region: Northeast	48%	(53)	25%	(27)	12%	(13)	8%	(9)	2%	(2)	5%	(6)	110
4-Region: Midwest	47%	(55)	24%	(28)	13%	(15)	9%	(10)	3%	(4)	3%	(4)	116
4-Region: South	52%	(154)	17%	(51)	13%	(39)	8%	(23)	4%	(11)	6%	(18)	296
4-Region: West	60%	(52)	23%	(20)	3%	(3)	3%	(3)	8%	(7)	1%	(1)	86
President, CEO, Owner	56%	(304)	21%	(114)	11%	(59)	6%	(32)	3%	(16)	3%	(18)	543
Managing Director, VP, Partner	15%	(10)	18%	(12)	17%	(11)	20%	(13)	12%	(8)	17%	(11)	65
Company Size 2-10	100%	(314)	—	(0)	—	(0)	—	(0)	—	(0)	—	(0)	314
Company Size 11-50	—	(0)	100%	(126)	—	(0)	—	(0)	—	(0)	—	(0)	126
Company Size 51-100	—	(0)	—	(0)	100%	(70)	—	(0)	—	(0)	—	(0)	70
Company Size 101-300	—	(0)	—	(0)	—	(0)	65%	(45)	35%	(24)	—	(0)	69
Start Up	53%	(97)	15%	(27)	12%	(23)	7%	(13)	7%	(12)	7%	(12)	184
Not a Start Up	51%	(217)	23%	(99)	11%	(47)	8%	(32)	3%	(12)	4%	(17)	424
Employ Salary Only	61%	(91)	17%	(25)	7%	(11)	5%	(8)	3%	(4)	7%	(10)	149
Employ Hourly Only	65%	(133)	18%	(38)	7%	(15)	6%	(12)	1%	(3)	2%	(5)	206
Employ Salary + Hourly	34%	(85)	26%	(63)	18%	(44)	10%	(25)	7%	(17)	5%	(13)	247
Employ Service/Retail Worker	49%	(103)	22%	(46)	9%	(19)	8%	(18)	7%	(14)	6%	(12)	212
Employ Trade/Skill Worker	50%	(112)	18%	(41)	16%	(35)	8%	(17)	4%	(10)	4%	(10)	225
Employ Admin /Office Worker	41%	(81)	21%	(41)	12%	(23)	10%	(20)	7%	(13)	9%	(18)	196
Employ Other Worker	51%	(41)	14%	(11)	11%	(9)	7%	(6)	9%	(7)	9%	(7)	81

Note: Row proportions may total to larger than one-hundred percent due to rounding. For more information visit MorningConsultIntelligence.com.

Respondent Demographics Summary

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
xdemAll	Business Owners	608	100%
xdemGender	Gender: Male	380	62%
	Gender: Female	228	38%
	N	608	
age	Age: 18-34	145	24%
	Age: 35-44	200	33%
	Age: 45-64	184	30%
	Age: 65+	79	13%
	N	608	
demAgeGeneration	GenZers: 1997-2012	28	5%
	Millennials: 1981-1996	263	43%
	GenXers: 1965-1980	187	31%
	Baby Boomers: 1946-1964	129	21%
	N	607	
xpid3	PID: Dem (no lean)	214	35%
	PID: Ind (no lean)	207	34%
	PID: Rep (no lean)	187	31%
	N	608	
xpidGender	PID/Gender: Dem Men	118	19%
	PID/Gender: Dem Women	96	16%
	PID/Gender: Ind Men	128	21%
	PID/Gender: Ind Women	79	13%
	PID/Gender: Rep Men	134	22%
	PID/Gender: Rep Women	53	9%
	N	608	
xeduc3	Educ: < College	346	57%
	Educ: Bachelors degree	145	24%
	Educ: Post-grad	117	19%
	N	608	
xdemInc3	Income: Under 50k	176	29%
	Income: 50k-100k	263	43%
	Income: 100k+	169	28%
	N	608	
xdemWhite	Ethnicity: White	463	76%
xdemHispBin	Ethnicity: Hispanic	90	15%

Continued on next page

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
demBlackBin	Ethnicity: Black	92	15%
demRaceOther	Ethnicity: Other	53	9%
xdemReligion	All Christian	267	44%
	All Non-Christian	52	9%
	Atheist	31	5%
	Agnostic/Nothing in particular	158	26%
	Something Else	100	16%
	<i>N</i>	608	
xdemReligOther	Religious Non-Protestant/Catholic	54	9%
xdemEvang	Evangelical	153	25%
	Non-Evangelical	204	34%
	<i>N</i>	357	
xdemUsr	Community: Urban	190	31%
	Community: Suburban	270	44%
	Community: Rural	148	24%
	<i>N</i>	608	
xreg4	4-Region: Northeast	110	18%
	4-Region: Midwest	116	19%
	4-Region: South	296	49%
	4-Region: West	86	14%
	<i>N</i>	608	
BPCxdem1	President, CEO, Owner	543	89%
	Managing Director, VP, Partner	65	11%
	<i>N</i>	608	
BPCxdem2	Company Size 2-10	314	52%
	Company Size 11-50	126	21%
	Company Size 51-100	70	12%
	Company Size 101-300	69	11%
	Company Size 301-500	29	5%
	<i>N</i>	608	
BPCxdem3	Start Up	184	30%
	Not a Start Up	424	70%
	<i>N</i>	608	
BPCxdem4	Employ Salary Only	149	25%
	Employ Hourly Only	206	34%
	Employ Salary + Hourly	247	41%
	<i>N</i>	602	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
BPCxdem5	Employ Service/Retail Worker	212	35%
BPCxdem6	Employ Trade/Skill Worker	225	37%
BPCxdem7	Employ Admin /Office Worker	196	32%
BPCxdem8	Employ Health Care Worker	37	6%
BPCxdem9	Employ Other Worker	81	13%

Note: Group proportions may total to larger than one-hundred percent due to rounding. All statistics are calculated with demographic post-stratification weights applied.



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