



National Tracking Poll #190213
February 08-20, 2019

Crosstabulation Results

Methodology:

This poll was conducted between February 12-February 15, 2019 among a national sample of 507 Small Business Owners and Executives. The interviews were conducted online. Results from the full survey have a margin of error of plus or minus 4 percentage points.

Table Index

1	Table BPC1_1: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Maternity leave</i>	10
2	Table BPC1_2: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Paternity leave</i>	14
3	Table BPC1_3: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Bereavement</i>	18
4	Table BPC1_4: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days) . .</i>	22
5	Table BPC1_5: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Family 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)</i>	26
6	Table BPC1_6: <i>Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events? Leave for the deployment or injury of a military service family member</i>	30
7	Table BPC2: <i>Is the paid family and medical leave you offer a formal written policy or an informal policy where you handle the situations as they arise?</i>	34
8	Table BPC3_1: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Maternity leave</i>	38
9	Table BPC3_2: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Paternity leave</i>	42
10	Table BPC3_3: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Bereavement</i>	46
11	Table BPC3_4: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)</i>	50
12	Table BPC3_5: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Family 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)</i>	54
13	Table BPC3_6: <i>Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future? Leave for the deployment or injury of a military service family member</i>	58
14	Table BPC6_1NET: <i>In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave? Please select all that apply. Yes, I have</i>	62

15	Table BPC6_2NET: <i>In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave? Please select all that apply. Yes, I have heard about it</i>	66
16	Table BPC6_3NET: <i>In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave? Please select all that apply. No</i>	70
17	Table BPC10_1: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Maternity leave</i>	74
18	Table BPC10_2: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Paternity leave</i>	78
19	Table BPC10_3: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Bereavement</i>	82
20	Table BPC10_4: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Medical leave to treat or recover from a personal illness or injury . .</i>	86
21	Table BPC10_5: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Leave to care for an elderly, seriously ill, or disabled family member .</i>	90
22	Table BPC10_6: <i>How likely are you to offer paid leave for employees at your company for the following in the future? Leave for the deployment or injury of a military service family member</i>	94
23	Table BPC11_1: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Maternity leave</i>	98
24	Table BPC11_2: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Paternity leave</i>	102
25	Table BPC11_3: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Bereavement</i>	106
26	Table BPC11_4: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Medical leave to treat or recover from a personal illness or injury</i>	110
27	Table BPC11_5: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Leave to care for an elderly, seriously ill, or disabled family member</i>	114
28	Table BPC11_6: <i>How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons? Leave for the deployment or injury of a military service family member</i>	118
29	Table BPC12_1_1NET: <i>When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave Assign work temporarily to other employees</i>	122

- 30 **Table BPC12_1_2NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave Hire an outside temporary replacement 126
- 31 **Table BPC12_1_3NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave Hire a permanent replacement 130
- 32 **Table BPC12_1_4NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave Put the work on hold until the employee returns from leave 134
- 33 **Table BPC12_1_5NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave Have the employee perform some work while on leave 138
- 34 **Table BPC12_1_6NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave None of the following 142
- 35 **Table BPC12_1_7NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Maternity leave Don't know/Unsure 146
- 36 **Table BPC12_2_1NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Paternity leave Assign work temporarily to other employees 150
- 37 **Table BPC12_2_2NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Paternity leave Hire an outside temporary replacement 154
- 38 **Table BPC12_2_3NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Paternity leave Hire a permanent replacement 158
- 39 **Table BPC12_2_4NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply.
Paternity leave Put the work on hold until the employee returns from leave 162

40	Table BPC12_2_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave Have the employee perform some work while on leave	166
41	Table BPC12_2_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave None of the following	170
42	Table BPC12_2_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave Don't know/Unsure	174
43	Table BPC12_3_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Assign work temporarily to other employees	178
44	Table BPC12_3_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Hire an outside temporary replacement	182
45	Table BPC12_3_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Hire a permanent replacement	186
46	Table BPC12_3_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Put the work on hold until the employee returns from leave	190
47	Table BPC12_3_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Have the employee perform some work while on leave	194
48	Table BPC12_3_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement None of the following	198
49	Table BPC12_3_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Don't know/Unsure	202

- 50 **Table BPC12_4_1NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Assign work temporarily to other employees 206
- 51 **Table BPC12_4_2NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Hire an outside temporary replacement 210
- 52 **Table BPC12_4_3NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Hire a permanent replacement 214
- 53 **Table BPC12_4_4NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Put the work on hold until the employee returns from leave 218
- 54 **Table BPC12_4_5NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Have the employee perform some work while on leave 222
- 55 **Table BPC12_4_6NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury None of the following . . . 226
- 56 **Table BPC12_4_7NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury Don't know/Unsure 230
- 57 **Table BPC12_5_1NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Assign work temporarily to other employees 234
- 58 **Table BPC12_5_2NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Hire an outside temporary replacement 238

- 59 **Table BPC12_5_3NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Hire a permanent replacement 242
- 60 **Table BPC12_5_4NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Put the work on hold until the employee returns from leave 246
- 61 **Table BPC12_5_5NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Have the employee perform some work while on leave 250
- 62 **Table BPC12_5_6NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member None of the following . . 254
- 63 **Table BPC12_5_7NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member Don't know/Unsure . . . 258
- 64 **Table BPC12_6_1NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Assign work temporarily to other employees 262
- 65 **Table BPC12_6_2NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Hire an outside temporary replacement 266
- 66 **Table BPC12_6_3NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Hire a permanent replacement 270
- 67 **Table BPC12_6_4NET:** When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Put the work on hold until the employee returns from leave 274

68	Table BPC12_6_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Have the employee perform some work while on leave	278
69	Table BPC12_6_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member None of the following	282
70	Table BPC12_6_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member Don't know/Unsure .	286
71	Table BPC13_1: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? Your small business	290
72	Table BPC13_2: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? Your local community	294
73	Table BPC13_3: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? The U.S. economy	298
74	Table BPC13_4: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? Men in your workplace	302
75	Table BPC13_5: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? Women in your workplace	306
76	Table BPC13_6: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following? The health outcome of newborn children	310
77	Table BPC14_1: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business? Productivity	314
78	Table BPC14_2: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business? Profitability	318
79	Table BPC14_3: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business? Employee morale	322
80	Table BPC14_4: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business? Retaining your current employees . .	326
81	Table BPC14_5: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business? Attracting new employees to your business	330
82	Table BPC15: If there was a national paid family and medical leave policy, which of the following would you support the most?	334

83	Table BPC16: <i>Ideally, how do you think paid family and medical leave should be funded? . .</i>	338
84	Table BPC17: <i>Assume legislation were to be passed requiring small businesses to provide paid family and medical leave to their employees. Which of the following would you prefer, even if neither is perfect?</i>	342
85	Table BPC18: <i>If your small business was required to offer up to 12 weeks of unpaid family and medical leave to your employees, would that be helpful or hurtful to your business? Please use the following scale where 1 is 'helpful', 10 is 'hurtful', and 5 is 'neither helpful nor hurtful'.</i>	346
86	Table BPCdem1: <i>Do you own your own business?</i>	349
87	Table BPCdem3: <i>Are you employed by a small business of 50 employees or less?</i>	353
88	Table BPCdem4: <i>Which of the following best describes your title or level at your business? .</i>	357
89	Table BPCdem5_1: <i>Do you currently provide the following benefits to your full-time employees? Paid vacation days</i>	361
90	Table BPCdem5_2: <i>Do you currently provide the following benefits to your full-time employees? Paid sick days</i>	365
91	Table BPCdem5_3: <i>Do you currently provide the following benefits to your full-time employees? Professional development opportunities</i>	369
92	Table BPCdem5_4: <i>Do you currently provide the following benefits to your full-time employees? Health insurance benefits</i>	373
93	Table BPCdem5_5: <i>Do you currently provide the following benefits to your full-time employees? Work from home options</i>	377
94	Table BPCdem5_6: <i>Do you currently provide the following benefits to your full-time employees? Financial assistance to pay for child care</i>	381
95	Table BPCdem5_7: <i>Do you currently provide the following benefits to your full-time employees? Retirement benefits</i>	385
96	Table BPCdem5_8: <i>Do you currently provide the following benefits to your full-time employees? Short term disability</i>	389
97	Table BPCdem5_9: <i>Do you currently provide the following benefits to your full-time employees? Long term disability</i>	393
98	Summary Statistics of Survey Respondent Demographics	397

Crosstabulation Results by Respondent Demographics

Table BPC1_1: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Maternity leave

Demographic	Yes, paid leave		Yes, paid leave but only in the form of short term disability		Yes, unpaid leave		No, no leave offered		Total N
Small Business Owners, Executives	28%	(140)	10%	(53)	22%	(111)	40%	(204)	507
Gender: Male	32%	(80)	12%	(31)	19%	(48)	36%	(91)	249
Gender: Female	23%	(60)	8%	(22)	24%	(63)	44%	(114)	258
Age: 18-29	32%	(22)	21%	(14)	22%	(15)	26%	(18)	69
Age: 30-44	39%	(41)	10%	(10)	18%	(19)	33%	(34)	103
Age: 45-54	36%	(34)	11%	(10)	22%	(21)	31%	(29)	95
Age: 55-64	25%	(23)	13%	(12)	22%	(20)	40%	(36)	90
Age: 65+	14%	(20)	4%	(6)	24%	(36)	58%	(88)	150
Generation Z: 18-21	19%	(4)	50%	(11)	10%	(2)	21%	(5)	22
Millennial: Age 22-37	41%	(43)	9%	(9)	21%	(22)	29%	(30)	104
Generation X: Age 38-53	36%	(47)	11%	(14)	20%	(26)	33%	(43)	130
Boomers: Age 54-72	18%	(41)	7%	(16)	25%	(57)	50%	(115)	228
PID: Dem (no lean)	34%	(49)	12%	(18)	13%	(19)	41%	(59)	145
PID: Ind (no lean)	28%	(42)	12%	(19)	20%	(30)	40%	(61)	151
PID: Rep (no lean)	23%	(49)	8%	(16)	29%	(62)	40%	(85)	212
PID/Gender: Dem Men	37%	(24)	14%	(9)	8%	(5)	41%	(26)	64
PID/Gender: Dem Women	31%	(25)	11%	(9)	17%	(14)	40%	(32)	81
PID/Gender: Ind Men	38%	(27)	15%	(10)	16%	(11)	32%	(23)	71
PID/Gender: Ind Women	19%	(16)	10%	(8)	23%	(18)	47%	(38)	80
PID/Gender: Rep Men	26%	(30)	10%	(12)	28%	(32)	36%	(42)	114
PID/Gender: Rep Women	20%	(19)	4%	(4)	31%	(30)	44%	(43)	97
Ideo: Liberal (1-3)	30%	(42)	17%	(24)	18%	(25)	35%	(50)	142
Ideo: Moderate (4)	32%	(39)	9%	(11)	25%	(30)	34%	(41)	121
Ideo: Conservative (5-7)	24%	(53)	7%	(16)	23%	(52)	45%	(99)	220

Continued on next page

Table BPC1_1: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Maternity leave

Demographic	Yes, paid leave but only in the form of short term disability				No, no leave offered				Total N
	Yes, paid leave		Yes, unpaid leave						
Small Business Owners, Executives	28%	(140)	10%	(53)	22%	(111)	40%	(204)	507
Educ: < College	24%	(71)	12%	(36)	21%	(62)	42%	(125)	294
Educ: Bachelors degree	32%	(43)	9%	(12)	23%	(30)	36%	(48)	132
Educ: Post-grad	31%	(25)	6%	(5)	23%	(19)	40%	(32)	81
Income: Under 50k	17%	(31)	13%	(23)	20%	(36)	50%	(89)	180
Income: 50k-100k	32%	(58)	11%	(19)	20%	(36)	37%	(67)	181
Income: 100k+	34%	(50)	7%	(10)	26%	(38)	33%	(48)	147
Ethnicity: White	25%	(103)	8%	(32)	23%	(93)	45%	(184)	412
Ethnicity: Hispanic	43%	(25)	14%	(8)	24%	(14)	18%	(10)	57
Ethnicity: Afr. Am.	47%	(29)	16%	(10)	17%	(11)	20%	(12)	62
Ethnicity: Other	26%	(9)	31%	(10)	19%	(6)	24%	(8)	33
Relig: Protestant	17%	(27)	8%	(13)	29%	(47)	47%	(76)	163
Relig: Roman Catholic	29%	(28)	11%	(10)	23%	(22)	36%	(34)	94
Relig: Something Else	35%	(12)	—	(0)	26%	(9)	39%	(13)	34
Relig: Jewish	44%	(13)	12%	(3)	17%	(5)	28%	(8)	30
Relig: Evangelical	21%	(42)	9%	(18)	25%	(49)	45%	(91)	200
Relig: Non-Evang. Catholics	27%	(24)	6%	(5)	31%	(28)	36%	(32)	90
Relig: All Christian	23%	(67)	8%	(23)	27%	(77)	42%	(123)	290
Relig: All Non-Christian	36%	(15)	16%	(6)	26%	(11)	22%	(9)	42
Community: Urban	33%	(41)	14%	(17)	15%	(19)	38%	(46)	122
Community: Suburban	32%	(75)	9%	(21)	21%	(50)	38%	(90)	236
Community: Rural	16%	(24)	10%	(15)	28%	(42)	46%	(68)	149
Military HH: Yes	23%	(21)	12%	(11)	25%	(22)	40%	(36)	91
Military HH: No	28%	(119)	10%	(42)	21%	(88)	40%	(168)	417
RD/WT: Right Direction	26%	(64)	10%	(25)	25%	(60)	38%	(93)	242
RD/WT: Wrong Track	29%	(76)	10%	(28)	19%	(50)	42%	(111)	265
Trump Job Approve	24%	(62)	11%	(29)	24%	(61)	40%	(103)	255
Trump Job Disapprove	31%	(77)	10%	(24)	20%	(48)	39%	(96)	244

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Table BPC1_1: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Maternity leave

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	28%	(140)	10%	(53)	22%	(111)	40%	(204)			507
Trump Job Strongly Approve	20%	(31)	12%	(18)	30%	(45)	38%	(57)			150
Trump Job Somewhat Approve	30%	(31)	11%	(11)	16%	(16)	44%	(46)			105
Trump Job Somewhat Disapprove	38%	(16)	5%	(2)	18%	(8)	38%	(16)			41
Trump Job Strongly Disapprove	30%	(61)	11%	(22)	20%	(41)	39%	(80)			203
#1 Issue: Economy	31%	(46)	4%	(6)	22%	(33)	43%	(64)			149
#1 Issue: Security	26%	(33)	11%	(14)	30%	(38)	33%	(41)			127
#1 Issue: Health Care	36%	(32)	15%	(13)	19%	(17)	30%	(26)			88
#1 Issue: Medicare / Social Security	13%	(9)	7%	(5)	11%	(8)	69%	(48)			69
#1 Issue: Women's Issues	28%	(5)	24%	(4)	14%	(2)	33%	(6)			17
#1 Issue: Education	40%	(10)	33%	(8)	10%	(3)	17%	(4)			24
#1 Issue: Energy	20%	(4)	6%	(1)	38%	(8)	36%	(8)			21
#1 Issue: Other	17%	(2)	9%	(1)	17%	(2)	57%	(8)			14
2018 House Vote: Democrat	35%	(68)	12%	(23)	17%	(34)	36%	(71)			195
2018 House Vote: Republican	24%	(52)	11%	(24)	25%	(56)	40%	(88)			219
2018 House Vote: Someone else	57%	(9)	13%	(2)	6%	(1)	24%	(4)			16
2018 House Vote: Didn't Vote	15%	(11)	5%	(4)	26%	(20)	54%	(42)			78
2016 Vote: Hillary Clinton	34%	(58)	13%	(21)	15%	(25)	39%	(65)			169
2016 Vote: Donald Trump	27%	(58)	10%	(22)	24%	(51)	39%	(85)			216
2016 Vote: Someone else	25%	(12)	3%	(1)	40%	(19)	33%	(15)			47
2016 Vote: Didn't Vote	17%	(13)	10%	(8)	22%	(16)	51%	(39)			75
Voted in 2014: Yes	31%	(123)	9%	(34)	20%	(77)	40%	(156)			391
Voted in 2014: No	15%	(17)	16%	(18)	29%	(33)	41%	(48)			117
2012 Vote: Barack Obama	35%	(65)	9%	(18)	17%	(32)	39%	(73)			188
2012 Vote: Mitt Romney	24%	(46)	9%	(17)	24%	(45)	43%	(81)			189
2012 Vote: Other	20%	(4)	15%	(3)	6%	(1)	59%	(12)			21
2012 Vote: Didn't Vote	22%	(25)	14%	(15)	29%	(31)	35%	(39)			109

Continued on next page

Table BPC1_1: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Maternity leave

Demographic	Yes, paid leave		Yes, paid leave but only in the form of short term disability		Yes, unpaid leave		No, no leave offered		Total N
Small Business Owners, Executives	28%	(140)	10%	(53)	22%	(111)	40%	(204)	507
4-Region: Northeast	25%	(24)	15%	(14)	26%	(24)	33%	(31)	93
4-Region: Midwest	28%	(34)	4%	(4)	24%	(30)	44%	(54)	122
4-Region: South	26%	(48)	13%	(24)	23%	(43)	38%	(70)	185
4-Region: West	31%	(34)	10%	(10)	13%	(14)	46%	(49)	107
Age: 18-39	37%	(52)	15%	(20)	19%	(26)	29%	(40)	139
Age: 40-59	31%	(55)	11%	(19)	24%	(42)	34%	(60)	177
Age: 65+	17%	(32)	7%	(13)	22%	(42)	54%	(104)	192
Small Business Owners	28%	(129)	10%	(43)	19%	(88)	43%	(195)	455
SB owners of 0-5 employees	6%	(10)	6%	(9)	14%	(21)	74%	(115)	155
SB owners of 6-15 employees	33%	(34)	6%	(6)	22%	(23)	40%	(42)	105
SB owners of 16-30 employees	45%	(53)	13%	(15)	20%	(24)	23%	(28)	120
SB owners of 31-50 employees	41%	(31)	18%	(13)	27%	(20)	14%	(11)	75
C-Level Executive	22%	(11)	18%	(9)	42%	(22)	18%	(10)	52

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

Table BPC1_2: *Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?*
Paternity leave

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	22%	(112)	9%	(48)	23%	(118)	45%	(231)			507
Gender: Male	24%	(60)	12%	(31)	23%	(58)	41%	(101)			249
Gender: Female	20%	(52)	7%	(17)	23%	(60)	50%	(129)			258
Age: 18-29	28%	(19)	15%	(10)	30%	(20)	27%	(18)			69
Age: 30-44	32%	(33)	8%	(8)	21%	(22)	39%	(41)			103
Age: 45-54	30%	(28)	15%	(14)	18%	(18)	37%	(35)			95
Age: 55-64	21%	(19)	11%	(10)	20%	(18)	48%	(44)			90
Age: 65+	8%	(12)	4%	(6)	27%	(40)	62%	(92)			150
Generation Z: 18-21	28%	(6)	17%	(4)	33%	(7)	22%	(5)			22
Millennial: Age 22-37	31%	(32)	12%	(12)	24%	(25)	33%	(34)			104
Generation X: Age 38-53	30%	(39)	13%	(17)	19%	(24)	38%	(50)			130
Boomers: Age 54-72	15%	(34)	7%	(15)	22%	(51)	56%	(128)			228
PID: Dem (no lean)	25%	(37)	11%	(16)	15%	(22)	48%	(70)			145
PID: Ind (no lean)	19%	(28)	13%	(19)	21%	(32)	47%	(72)			151
PID: Rep (no lean)	22%	(46)	6%	(13)	30%	(63)	42%	(89)			212
PID/Gender: Dem Men	24%	(15)	9%	(6)	11%	(7)	56%	(36)			64
PID/Gender: Dem Women	26%	(21)	12%	(10)	19%	(15)	42%	(34)			81
PID/Gender: Ind Men	20%	(14)	23%	(16)	20%	(14)	37%	(27)			71
PID/Gender: Ind Women	18%	(14)	3%	(3)	23%	(18)	56%	(45)			80
PID/Gender: Rep Men	26%	(30)	8%	(9)	32%	(36)	34%	(39)			114
PID/Gender: Rep Women	17%	(16)	4%	(4)	28%	(27)	52%	(50)			97
Ideo: Liberal (1-3)	20%	(29)	17%	(23)	22%	(32)	41%	(58)			142
Ideo: Moderate (4)	24%	(29)	11%	(13)	28%	(34)	38%	(46)			121
Ideo: Conservative (5-7)	22%	(48)	5%	(11)	22%	(49)	51%	(113)			220

Continued on next page

Table BPC1_2: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Paternity leave

Demographic	Yes, paid leave but only in the form of short term disability				No, no leave offered				Total N
	Yes, paid leave		Yes, unpaid leave						
Small Business Owners, Executives	22%	(112)	9%	(48)	23%	(118)	45%	(231)	507
Educ: < College	20%	(60)	11%	(34)	23%	(66)	46%	(135)	294
Educ: Bachelors degree	25%	(34)	6%	(8)	25%	(34)	43%	(57)	132
Educ: Post-grad	23%	(18)	7%	(6)	22%	(18)	48%	(39)	81
Income: Under 50k	16%	(28)	13%	(23)	19%	(34)	53%	(95)	180
Income: 50k-100k	28%	(50)	8%	(15)	24%	(43)	40%	(72)	181
Income: 100k+	23%	(33)	6%	(9)	28%	(41)	43%	(63)	147
Ethnicity: White	20%	(82)	8%	(35)	22%	(92)	49%	(204)	412
Ethnicity: Hispanic	44%	(25)	9%	(5)	28%	(16)	19%	(11)	57
Ethnicity: Afr. Am.	36%	(22)	11%	(7)	20%	(12)	33%	(20)	62
Ethnicity: Other	22%	(7)	19%	(6)	40%	(13)	19%	(6)	33
Relig: Protestant	15%	(25)	6%	(10)	25%	(40)	54%	(88)	163
Relig: Roman Catholic	24%	(23)	10%	(9)	28%	(27)	37%	(35)	94
Relig: Something Else	22%	(8)	1%	(0)	17%	(6)	60%	(20)	34
Relig: Jewish	22%	(6)	15%	(4)	39%	(11)	25%	(7)	30
Relig: Evangelical	15%	(31)	7%	(14)	25%	(50)	53%	(106)	200
Relig: Non-Evang. Catholics	27%	(25)	6%	(6)	25%	(23)	41%	(37)	90
Relig: All Christian	19%	(55)	7%	(19)	25%	(72)	49%	(143)	290
Relig: All Non-Christian	47%	(19)	15%	(6)	26%	(11)	13%	(5)	42
Community: Urban	28%	(34)	11%	(13)	18%	(22)	43%	(53)	122
Community: Suburban	23%	(54)	9%	(21)	25%	(60)	43%	(101)	236
Community: Rural	16%	(23)	9%	(14)	24%	(35)	51%	(77)	149
Military HH: Yes	18%	(17)	10%	(9)	22%	(20)	50%	(45)	91
Military HH: No	23%	(95)	9%	(39)	23%	(98)	45%	(185)	417
RD/WT: Right Direction	22%	(54)	9%	(23)	26%	(63)	42%	(102)	242
RD/WT: Wrong Track	22%	(57)	9%	(25)	21%	(54)	49%	(129)	265
Trump Job Approve	21%	(53)	9%	(24)	27%	(69)	43%	(108)	255
Trump Job Disapprove	23%	(57)	10%	(23)	20%	(48)	48%	(116)	244

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Table BPC1_2: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Paternity leave

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	22%	(112)	9%	(48)	23%	(118)	45%	(231)			507
Trump Job Strongly Approve	20%	(30)	10%	(15)	26%	(39)	44%	(66)			150
Trump Job Somewhat Approve	22%	(23)	9%	(10)	29%	(30)	40%	(42)			105
Trump Job Somewhat Disapprove	34%	(14)	11%	(4)	14%	(6)	41%	(17)			41
Trump Job Strongly Disapprove	21%	(43)	9%	(19)	21%	(42)	49%	(99)			203
#1 Issue: Economy	24%	(36)	4%	(5)	21%	(31)	52%	(77)			149
#1 Issue: Security	22%	(28)	10%	(13)	33%	(42)	35%	(44)			127
#1 Issue: Health Care	26%	(23)	17%	(15)	21%	(19)	35%	(31)			88
#1 Issue: Medicare / Social Security	11%	(7)	7%	(5)	12%	(8)	70%	(49)			69
#1 Issue: Women's Issues	25%	(4)	20%	(3)	27%	(5)	28%	(5)			17
#1 Issue: Education	36%	(9)	20%	(5)	16%	(4)	29%	(7)			24
#1 Issue: Energy	10%	(2)	6%	(1)	34%	(7)	51%	(11)			21
#1 Issue: Other	22%	(3)	4%	(1)	17%	(2)	57%	(8)			14
2018 House Vote: Democrat	23%	(45)	12%	(23)	20%	(39)	45%	(88)			195
2018 House Vote: Republican	21%	(46)	9%	(20)	25%	(54)	45%	(98)			219
2018 House Vote: Someone else	51%	(8)	14%	(2)	7%	(1)	28%	(4)			16
2018 House Vote: Didnt Vote	16%	(12)	3%	(3)	30%	(23)	52%	(40)			78
2016 Vote: Hillary Clinton	24%	(40)	13%	(22)	16%	(26)	47%	(80)			169
2016 Vote: Donald Trump	22%	(47)	9%	(20)	25%	(53)	45%	(97)			216
2016 Vote: Someone else	21%	(10)	3%	(1)	37%	(18)	39%	(19)			47
2016 Vote: Didnt Vote	20%	(15)	6%	(4)	27%	(21)	47%	(35)			75
Voted in 2014: Yes	24%	(93)	9%	(37)	21%	(81)	46%	(179)			391
Voted in 2014: No	16%	(18)	9%	(10)	31%	(37)	44%	(51)			117
2012 Vote: Barack Obama	26%	(49)	10%	(19)	16%	(31)	48%	(90)			188
2012 Vote: Mitt Romney	20%	(38)	10%	(18)	25%	(47)	46%	(86)			189
2012 Vote: Other	20%	(4)	10%	(2)	12%	(2)	59%	(12)			21
2012 Vote: Didn't Vote	18%	(20)	8%	(9)	35%	(38)	39%	(43)			109

Continued on next page

Table BPC1_2: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Paternity leave

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	22%	(112)	9%	(48)	23%	(118)	45%	(231)			507
4-Region: Northeast	19%	(18)	15%	(14)	23%	(22)	43%	(40)			93
4-Region: Midwest	17%	(20)	9%	(11)	24%	(29)	51%	(62)			122
4-Region: South	23%	(42)	8%	(15)	28%	(52)	41%	(76)			185
4-Region: West	29%	(32)	7%	(7)	14%	(15)	49%	(53)			107
Age: 18-39	31%	(43)	12%	(16)	25%	(35)	32%	(44)			139
Age: 40-59	27%	(47)	12%	(21)	20%	(35)	41%	(73)			177
Age: 65+	11%	(21)	5%	(10)	25%	(47)	59%	(113)			192
Small Business Owners	22%	(102)	9%	(43)	20%	(93)	48%	(218)			455
SB owners of 0-5 employees	6%	(9)	4%	(6)	12%	(19)	78%	(121)			155
SB owners of 6-15 employees	27%	(29)	7%	(8)	21%	(22)	44%	(46)			105
SB owners of 16-30 employees	32%	(38)	16%	(20)	25%	(30)	27%	(32)			120
SB owners of 31-50 employees	34%	(25)	12%	(9)	29%	(22)	25%	(19)			75
C-Level Executive	19%	(10)	9%	(5)	48%	(25)	25%	(13)			52

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

Table BPC1_3: *Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?*
Bereavement

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	30%	(151)	9%	(46)	22%	(114)	39%	(197)			507
Gender: Male	32%	(81)	11%	(27)	21%	(54)	35%	(88)			249
Gender: Female	27%	(70)	7%	(19)	23%	(60)	42%	(109)			258
Age: 18-29	17%	(11)	25%	(17)	21%	(14)	38%	(26)			69
Age: 30-44	39%	(40)	7%	(7)	26%	(27)	28%	(29)			103
Age: 45-54	31%	(30)	10%	(9)	23%	(22)	36%	(34)			95
Age: 55-64	38%	(34)	8%	(7)	20%	(18)	35%	(32)			90
Age: 65+	23%	(35)	4%	(6)	22%	(33)	50%	(76)			150
Generation Z: 18-21	12%	(3)	53%	(12)	8%	(2)	26%	(6)			22
Millennial: Age 22-37	31%	(32)	8%	(8)	27%	(28)	34%	(35)			104
Generation X: Age 38-53	34%	(44)	10%	(13)	24%	(31)	32%	(41)			130
Boomers: Age 54-72	30%	(69)	5%	(10)	20%	(46)	45%	(103)			228
PID: Dem (no lean)	34%	(49)	13%	(19)	18%	(26)	35%	(50)			145
PID: Ind (no lean)	31%	(47)	5%	(7)	19%	(28)	45%	(68)			151
PID: Rep (no lean)	26%	(54)	9%	(20)	28%	(59)	37%	(79)			212
PID/Gender: Dem Men	34%	(22)	10%	(6)	19%	(12)	37%	(24)			64
PID/Gender: Dem Women	34%	(28)	16%	(13)	17%	(14)	32%	(26)			81
PID/Gender: Ind Men	33%	(23)	6%	(5)	28%	(20)	33%	(23)			71
PID/Gender: Ind Women	30%	(24)	4%	(3)	11%	(9)	56%	(45)			80
PID/Gender: Rep Men	31%	(36)	14%	(16)	19%	(21)	36%	(41)			114
PID/Gender: Rep Women	19%	(18)	3%	(3)	39%	(38)	39%	(38)			97
Ideo: Liberal (1-3)	31%	(44)	14%	(20)	23%	(32)	32%	(45)			142
Ideo: Moderate (4)	28%	(34)	8%	(10)	21%	(26)	43%	(52)			121
Ideo: Conservative (5-7)	30%	(66)	7%	(15)	25%	(55)	38%	(85)			220

Continued on next page

Table BPC1_3: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Bereavement

Demographic	Yes, paid leave but only in the form of short term disability				No, no leave offered				Total N
	Yes, paid leave		Yes, unpaid leave						
Small Business Owners, Executives	30%	(151)	9%	(46)	22%	(114)	39%	(197)	507
Educ: < College	25%	(74)	10%	(28)	21%	(63)	44%	(129)	294
Educ: Bachelors degree	36%	(48)	10%	(14)	23%	(30)	31%	(41)	132
Educ: Post-grad	36%	(29)	6%	(5)	25%	(20)	33%	(27)	81
Income: Under 50k	21%	(37)	9%	(17)	20%	(36)	50%	(90)	180
Income: 50k-100k	33%	(59)	11%	(20)	22%	(39)	34%	(62)	181
Income: 100k+	37%	(54)	6%	(9)	26%	(39)	31%	(45)	147
Ethnicity: White	30%	(122)	5%	(22)	23%	(95)	42%	(173)	412
Ethnicity: Hispanic	36%	(20)	15%	(8)	24%	(14)	25%	(15)	57
Ethnicity: Afr. Am.	35%	(22)	21%	(13)	20%	(12)	24%	(15)	62
Ethnicity: Other	21%	(7)	33%	(11)	20%	(7)	27%	(9)	33
Relig: Protestant	21%	(34)	7%	(12)	26%	(43)	46%	(75)	163
Relig: Roman Catholic	38%	(35)	6%	(6)	21%	(20)	35%	(33)	94
Relig: Something Else	28%	(10)	2%	(1)	26%	(9)	44%	(15)	34
Relig: Jewish	50%	(15)	12%	(4)	25%	(7)	13%	(4)	30
Relig: Evangelical	27%	(54)	5%	(10)	20%	(40)	48%	(96)	200
Relig: Non-Evang. Catholics	27%	(24)	9%	(8)	35%	(31)	29%	(26)	90
Relig: All Christian	27%	(78)	6%	(18)	25%	(71)	42%	(123)	290
Relig: All Non-Christian	40%	(17)	18%	(7)	22%	(9)	19%	(8)	42
Community: Urban	32%	(39)	11%	(14)	15%	(18)	42%	(51)	122
Community: Suburban	31%	(73)	9%	(21)	22%	(51)	38%	(91)	236
Community: Rural	26%	(38)	7%	(11)	30%	(45)	37%	(55)	149
Military HH: Yes	28%	(25)	7%	(6)	30%	(27)	35%	(32)	91
Military HH: No	30%	(125)	10%	(40)	21%	(86)	40%	(165)	417
RD/WT: Right Direction	29%	(70)	9%	(22)	23%	(55)	39%	(95)	242
RD/WT: Wrong Track	30%	(80)	9%	(24)	22%	(59)	39%	(102)	265
Trump Job Approve	27%	(69)	9%	(23)	24%	(61)	40%	(101)	255
Trump Job Disapprove	32%	(79)	10%	(23)	21%	(52)	37%	(91)	244

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Table BPC1_3: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Bereavement

Demographic	Yes, paid leave		Yes, paid leave but only in the form of short term disability		Yes, unpaid leave		No, no leave offered		Total N
Small Business Owners, Executives	30%	(151)	9%	(46)	22%	(114)	39%	(197)	507
Trump Job Strongly Approve	24%	(36)	8%	(12)	29%	(43)	39%	(59)	150
Trump Job Somewhat Approve	32%	(33)	11%	(12)	17%	(18)	40%	(42)	105
Trump Job Somewhat Disapprove	28%	(11)	16%	(7)	36%	(15)	20%	(8)	41
Trump Job Strongly Disapprove	33%	(68)	8%	(17)	18%	(37)	40%	(82)	203
#1 Issue: Economy	28%	(42)	10%	(15)	21%	(31)	40%	(60)	149
#1 Issue: Security	32%	(40)	9%	(12)	30%	(38)	29%	(37)	127
#1 Issue: Health Care	33%	(29)	8%	(7)	24%	(21)	34%	(30)	88
#1 Issue: Medicare / Social Security	22%	(15)	5%	(4)	20%	(14)	53%	(36)	69
#1 Issue: Women's Issues	37%	(6)	5%	(1)	25%	(4)	33%	(5)	17
#1 Issue: Education	49%	(12)	30%	(7)	4%	(1)	17%	(4)	24
#1 Issue: Energy	10%	(2)	—	(0)	9%	(2)	82%	(17)	21
#1 Issue: Other	31%	(4)	—	(0)	21%	(3)	48%	(7)	14
2018 House Vote: Democrat	36%	(71)	8%	(17)	22%	(42)	34%	(66)	195
2018 House Vote: Republican	27%	(58)	11%	(25)	26%	(57)	36%	(78)	219
2018 House Vote: Someone else	54%	(9)	8%	(1)	9%	(1)	30%	(5)	16
2018 House Vote: Didn't Vote	17%	(13)	5%	(4)	17%	(13)	62%	(48)	78
2016 Vote: Hillary Clinton	34%	(58)	9%	(16)	22%	(37)	34%	(58)	169
2016 Vote: Donald Trump	29%	(62)	10%	(22)	25%	(55)	36%	(78)	216
2016 Vote: Someone else	32%	(15)	10%	(5)	15%	(7)	43%	(20)	47
2016 Vote: Didn't Vote	21%	(16)	5%	(4)	19%	(15)	54%	(41)	75
Voted in 2014: Yes	32%	(125)	9%	(34)	24%	(92)	36%	(139)	391
Voted in 2014: No	22%	(25)	11%	(12)	18%	(21)	50%	(58)	117
2012 Vote: Barack Obama	38%	(71)	6%	(12)	22%	(41)	34%	(64)	188
2012 Vote: Mitt Romney	28%	(52)	10%	(19)	24%	(46)	38%	(72)	189
2012 Vote: Other	23%	(5)	6%	(1)	28%	(6)	43%	(9)	21
2012 Vote: Didn't Vote	20%	(22)	13%	(14)	19%	(21)	47%	(52)	109

Continued on next page

Table BPC1_3: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Bereavement

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	30%	(151)	9%	(46)	22%	(114)	39%	(197)			507
4-Region: Northeast	34%	(32)	9%	(8)	26%	(24)	31%	(29)			93
4-Region: Midwest	28%	(34)	8%	(10)	27%	(33)	37%	(46)			122
4-Region: South	26%	(48)	10%	(19)	22%	(41)	42%	(77)			185
4-Region: West	34%	(37)	9%	(10)	14%	(15)	42%	(46)			107
Age: 18-39	28%	(39)	15%	(21)	25%	(34)	32%	(45)			139
Age: 40-59	36%	(63)	8%	(14)	23%	(40)	34%	(60)			177
Age: 65+	26%	(49)	6%	(12)	20%	(39)	48%	(92)			192
Small Business Owners	29%	(131)	9%	(41)	20%	(93)	42%	(190)			455
SB owners of 0-5 employees	13%	(20)	3%	(5)	19%	(30)	65%	(100)			155
SB owners of 6-15 employees	34%	(36)	7%	(8)	18%	(19)	41%	(43)			105
SB owners of 16-30 employees	40%	(48)	12%	(14)	23%	(27)	26%	(31)			120
SB owners of 31-50 employees	38%	(29)	19%	(15)	22%	(17)	21%	(16)			75
C-Level Executive	37%	(19)	9%	(5)	41%	(21)	13%	(7)			52

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

Table BPC1_4: *Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?*
Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	29%	(145)	13%	(65)	26%	(132)	32%	(165)			507
Gender: Male	33%	(83)	15%	(37)	22%	(56)	30%	(74)			249
Gender: Female	24%	(63)	11%	(28)	30%	(77)	35%	(91)			258
Age: 18-29	46%	(32)	16%	(11)	16%	(11)	21%	(15)			69
Age: 30-44	38%	(39)	13%	(14)	21%	(22)	28%	(29)			103
Age: 45-54	29%	(27)	25%	(23)	19%	(18)	27%	(26)			95
Age: 55-64	25%	(23)	15%	(13)	25%	(23)	35%	(32)			90
Age: 65+	17%	(25)	3%	(4)	39%	(58)	42%	(63)			150
Generation Z: 18-21	39%	(9)	20%	(4)	24%	(5)	17%	(4)			22
Millennial: Age 22-37	46%	(48)	11%	(11)	20%	(21)	23%	(24)			104
Generation X: Age 38-53	29%	(37)	24%	(31)	18%	(23)	29%	(38)			130
Boomers: Age 54-72	22%	(49)	7%	(16)	32%	(74)	39%	(89)			228
PID: Dem (no lean)	34%	(50)	17%	(25)	18%	(27)	30%	(44)			145
PID: Ind (no lean)	25%	(38)	12%	(19)	23%	(35)	40%	(60)			151
PID: Rep (no lean)	27%	(58)	10%	(22)	33%	(70)	29%	(61)			212
PID/Gender: Dem Men	37%	(24)	18%	(11)	16%	(10)	29%	(19)			64
PID/Gender: Dem Women	32%	(26)	17%	(13)	21%	(17)	31%	(25)			81
PID/Gender: Ind Men	32%	(22)	15%	(11)	23%	(16)	30%	(21)			71
PID/Gender: Ind Women	19%	(15)	10%	(8)	23%	(19)	48%	(38)			80
PID/Gender: Rep Men	32%	(36)	13%	(15)	25%	(29)	30%	(34)			114
PID/Gender: Rep Women	23%	(22)	7%	(6)	43%	(41)	28%	(27)			97
Ideo: Liberal (1-3)	35%	(50)	18%	(25)	19%	(27)	28%	(40)			142
Ideo: Moderate (4)	28%	(34)	12%	(15)	27%	(33)	32%	(39)			121
Ideo: Conservative (5-7)	25%	(54)	11%	(24)	31%	(69)	33%	(73)			220

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Table BPC1_4: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes, paid leave but only in the form of short term disability				No, no leave offered				Total N
	Yes, paid leave		Yes, unpaid leave						
Small Business Owners, Executives	29%	(145)	13%	(65)	26%	(132)	32%	(165)	507
Educ: < College	29%	(86)	13%	(38)	24%	(72)	33%	(98)	294
Educ: Bachelors degree	29%	(39)	11%	(14)	30%	(40)	30%	(40)	132
Educ: Post-grad	26%	(21)	16%	(13)	26%	(21)	33%	(27)	81
Income: Under 50k	25%	(44)	11%	(20)	23%	(41)	42%	(75)	180
Income: 50k-100k	31%	(56)	16%	(28)	23%	(41)	31%	(55)	181
Income: 100k+	31%	(45)	12%	(17)	34%	(50)	24%	(35)	147
Ethnicity: White	25%	(101)	12%	(49)	28%	(114)	36%	(148)	412
Ethnicity: Hispanic	53%	(30)	19%	(11)	10%	(6)	18%	(10)	57
Ethnicity: Afr. Am.	48%	(29)	15%	(9)	15%	(9)	23%	(14)	62
Ethnicity: Other	43%	(14)	21%	(7)	27%	(9)	8%	(3)	33
Relig: Protestant	19%	(32)	11%	(17)	32%	(52)	38%	(62)	163
Relig: Roman Catholic	33%	(31)	15%	(14)	24%	(23)	27%	(26)	94
Relig: Something Else	29%	(10)	4%	(1)	19%	(6)	48%	(16)	34
Relig: Jewish	35%	(10)	14%	(4)	39%	(11)	13%	(4)	30
Relig: Evangelical	19%	(39)	11%	(21)	27%	(54)	43%	(86)	200
Relig: Non-Evang. Catholics	38%	(34)	13%	(12)	30%	(27)	19%	(17)	90
Relig: All Christian	25%	(72)	11%	(33)	28%	(81)	36%	(103)	290
Relig: All Non-Christian	44%	(18)	15%	(6)	33%	(14)	8%	(4)	42
Community: Urban	35%	(42)	12%	(14)	26%	(32)	28%	(34)	122
Community: Suburban	29%	(68)	15%	(36)	22%	(52)	34%	(80)	236
Community: Rural	24%	(35)	10%	(15)	33%	(48)	34%	(50)	149
Military HH: Yes	22%	(20)	16%	(15)	30%	(27)	32%	(29)	91
Military HH: No	30%	(126)	12%	(51)	25%	(105)	33%	(135)	417
RD/WT: Right Direction	30%	(73)	11%	(27)	27%	(66)	31%	(76)	242
RD/WT: Wrong Track	27%	(72)	14%	(38)	25%	(66)	34%	(89)	265
Trump Job Approve	30%	(77)	12%	(31)	26%	(65)	32%	(81)	255
Trump Job Disapprove	28%	(67)	14%	(33)	27%	(66)	32%	(78)	244

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Table BPC1_4: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
 Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes, paid leave but only in the form of short term disability				No, no leave offered				Total N
	Yes, paid leave				Yes, unpaid leave				
Small Business Owners, Executives	29%	(145)	13%	(65)	26%	(132)	32%	(165)	507
Trump Job Strongly Approve	28%	(43)	11%	(16)	27%	(41)	34%	(51)	150
Trump Job Somewhat Approve	33%	(35)	14%	(15)	24%	(25)	29%	(30)	105
Trump Job Somewhat Disapprove	36%	(15)	12%	(5)	31%	(13)	22%	(9)	41
Trump Job Strongly Disapprove	26%	(53)	14%	(28)	26%	(53)	34%	(69)	203
#1 Issue: Economy	32%	(48)	6%	(9)	27%	(39)	35%	(52)	149
#1 Issue: Security	26%	(34)	13%	(16)	34%	(43)	26%	(33)	127
#1 Issue: Health Care	33%	(30)	26%	(23)	20%	(17)	21%	(18)	88
#1 Issue: Medicare / Social Security	18%	(13)	6%	(4)	20%	(14)	56%	(39)	69
#1 Issue: Women's Issues	26%	(4)	24%	(4)	22%	(4)	28%	(5)	17
#1 Issue: Education	41%	(10)	26%	(6)	19%	(5)	14%	(3)	24
#1 Issue: Energy	18%	(4)	8%	(2)	36%	(8)	38%	(8)	21
#1 Issue: Other	27%	(4)	5%	(1)	21%	(3)	47%	(6)	14
2018 House Vote: Democrat	34%	(67)	16%	(31)	20%	(40)	29%	(57)	195
2018 House Vote: Republican	26%	(56)	12%	(26)	32%	(70)	30%	(66)	219
2018 House Vote: Someone else	56%	(9)	—	(0)	20%	(3)	24%	(4)	16
2018 House Vote: Didn't Vote	16%	(13)	10%	(8)	24%	(19)	49%	(38)	78
2016 Vote: Hillary Clinton	33%	(56)	16%	(28)	20%	(33)	31%	(52)	169
2016 Vote: Donald Trump	30%	(66)	13%	(27)	29%	(63)	28%	(60)	216
2016 Vote: Someone else	20%	(9)	5%	(2)	40%	(19)	36%	(17)	47
2016 Vote: Didn't Vote	18%	(13)	11%	(8)	24%	(18)	47%	(36)	75
Voted in 2014: Yes	31%	(122)	13%	(50)	25%	(99)	31%	(120)	391
Voted in 2014: No	20%	(24)	13%	(15)	29%	(33)	38%	(44)	117
2012 Vote: Barack Obama	32%	(61)	15%	(28)	20%	(38)	32%	(61)	188
2012 Vote: Mitt Romney	26%	(48)	13%	(24)	32%	(60)	30%	(56)	189
2012 Vote: Other	34%	(7)	1%	(0)	12%	(2)	53%	(11)	21
2012 Vote: Didn't Vote	26%	(29)	11%	(12)	29%	(31)	34%	(37)	109

Continued on next page

Table BPC1_4: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave		No, no leave offered		Total N
	Yes, paid leave								
Small Business Owners, Executives	29%	(145)	13%	(65)	26%	(132)	32%	(165)	507
4-Region: Northeast	24%	(22)	18%	(17)	30%	(28)	29%	(27)	93
4-Region: Midwest	31%	(39)	14%	(17)	26%	(32)	29%	(35)	122
4-Region: South	27%	(50)	12%	(23)	28%	(52)	33%	(61)	185
4-Region: West	33%	(35)	9%	(9)	19%	(21)	39%	(42)	107
Age: 18-39	43%	(60)	14%	(20)	20%	(28)	23%	(32)	139
Age: 40-59	27%	(48)	20%	(36)	22%	(39)	31%	(54)	177
Age: 65+	20%	(38)	5%	(10)	34%	(65)	41%	(78)	192
Small Business Owners	28%	(129)	13%	(57)	24%	(110)	35%	(159)	455
SB owners of 0-5 employees	12%	(19)	6%	(10)	23%	(36)	58%	(90)	155
SB owners of 6-15 employees	35%	(37)	6%	(6)	24%	(25)	35%	(37)	105
SB owners of 16-30 employees	35%	(42)	24%	(29)	24%	(28)	18%	(21)	120
SB owners of 31-50 employees	41%	(31)	17%	(13)	28%	(21)	14%	(11)	75
C-Level Executive	32%	(17)	16%	(8)	42%	(22)	10%	(5)	52

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

Table BPC1_5: *Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Family 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, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	19%	(98)	11%	(56)	31%	(158)	39%	(195)			507
Gender: Male	23%	(56)	11%	(28)	30%	(76)	36%	(90)			249
Gender: Female	16%	(42)	11%	(28)	32%	(82)	41%	(106)			258
Age: 18-29	32%	(22)	15%	(11)	27%	(19)	25%	(17)			69
Age: 30-44	27%	(28)	14%	(15)	25%	(26)	34%	(35)			103
Age: 45-54	24%	(23)	19%	(18)	30%	(29)	27%	(26)			95
Age: 55-64	16%	(15)	9%	(8)	30%	(27)	45%	(41)			90
Age: 65+	7%	(11)	3%	(5)	38%	(57)	51%	(77)			150
Generation Z: 18-21	27%	(6)	22%	(5)	30%	(6)	21%	(5)			22
Millennial: Age 22-37	32%	(33)	13%	(13)	26%	(27)	30%	(31)			104
Generation X: Age 38-53	23%	(30)	19%	(25)	27%	(35)	31%	(40)			130
Boomers: Age 54-72	13%	(29)	5%	(11)	36%	(81)	47%	(108)			228
PID: Dem (no lean)	22%	(32)	19%	(28)	24%	(35)	35%	(51)			145
PID: Ind (no lean)	17%	(26)	10%	(16)	30%	(45)	43%	(65)			151
PID: Rep (no lean)	19%	(40)	6%	(12)	37%	(79)	38%	(80)			212
PID/Gender: Dem Men	21%	(14)	19%	(12)	25%	(16)	35%	(23)			64
PID/Gender: Dem Women	22%	(18)	20%	(16)	23%	(19)	35%	(28)			81
PID/Gender: Ind Men	21%	(15)	15%	(11)	28%	(20)	36%	(26)			71
PID/Gender: Ind Women	14%	(11)	6%	(5)	31%	(25)	48%	(39)			80
PID/Gender: Rep Men	24%	(28)	4%	(5)	35%	(40)	36%	(41)			114
PID/Gender: Rep Women	13%	(12)	8%	(7)	40%	(38)	40%	(39)			97
Ideo: Liberal (1-3)	29%	(41)	14%	(19)	24%	(35)	33%	(47)			142
Ideo: Moderate (4)	17%	(21)	13%	(16)	33%	(40)	37%	(45)			121
Ideo: Conservative (5-7)	15%	(32)	8%	(18)	36%	(80)	41%	(90)			220

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Table BPC1_5: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Family 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, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	19%	(98)	11%	(56)	31%	(158)	39%	(195)			507
Educ: < College	19%	(56)	11%	(33)	30%	(88)	40%	(117)			294
Educ: Bachelors degree	20%	(26)	9%	(11)	37%	(49)	35%	(46)			132
Educ: Post-grad	20%	(16)	14%	(11)	27%	(22)	39%	(32)			81
Income: Under 50k	18%	(33)	10%	(19)	24%	(43)	48%	(86)			180
Income: 50k-100k	20%	(37)	11%	(20)	34%	(61)	34%	(62)			181
Income: 100k+	19%	(29)	11%	(17)	37%	(54)	32%	(47)			147
Ethnicity: White	17%	(69)	8%	(35)	33%	(136)	42%	(173)			412
Ethnicity: Hispanic	47%	(27)	10%	(6)	27%	(16)	16%	(9)			57
Ethnicity: Afr. Am.	29%	(18)	21%	(13)	19%	(12)	31%	(19)			62
Ethnicity: Other	32%	(11)	24%	(8)	33%	(11)	11%	(4)			33
Relig: Protestant	14%	(23)	7%	(11)	33%	(53)	46%	(76)			163
Relig: Roman Catholic	24%	(23)	11%	(10)	32%	(30)	34%	(31)			94
Relig: Something Else	16%	(5)	7%	(2)	33%	(11)	44%	(15)			34
Relig: Jewish	31%	(9)	6%	(2)	48%	(14)	16%	(5)			30
Relig: Evangelical	14%	(27)	8%	(15)	34%	(68)	45%	(90)			200
Relig: Non-Evang. Catholics	26%	(24)	9%	(8)	30%	(27)	35%	(31)			90
Relig: All Christian	18%	(51)	8%	(23)	32%	(94)	42%	(122)			290
Relig: All Non-Christian	32%	(13)	18%	(8)	30%	(12)	19%	(8)			42
Community: Urban	25%	(31)	10%	(13)	29%	(35)	36%	(44)			122
Community: Suburban	20%	(48)	12%	(29)	30%	(71)	37%	(88)			236
Community: Rural	13%	(19)	9%	(14)	35%	(52)	43%	(64)			149
Military HH: Yes	22%	(20)	4%	(4)	35%	(31)	39%	(35)			91
Military HH: No	19%	(78)	12%	(52)	30%	(127)	38%	(160)			417
RD/WT: Right Direction	21%	(52)	8%	(20)	33%	(80)	37%	(90)			242
RD/WT: Wrong Track	17%	(46)	13%	(35)	30%	(79)	40%	(105)			265
Trump Job Approve	20%	(50)	8%	(20)	33%	(84)	39%	(100)			255
Trump Job Disapprove	20%	(48)	14%	(35)	30%	(73)	36%	(89)			244

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Table BPC1_5: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
 Family 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, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	19%	(98)	11%	(56)	31%	(158)	39%	(195)			507
Trump Job Strongly Approve	21%	(31)	7%	(10)	35%	(53)	37%	(56)			150
Trump Job Somewhat Approve	18%	(19)	10%	(10)	30%	(31)	43%	(45)			105
Trump Job Somewhat Disapprove	27%	(11)	10%	(4)	25%	(10)	38%	(16)			41
Trump Job Strongly Disapprove	18%	(37)	15%	(31)	31%	(63)	36%	(73)			203
#1 Issue: Economy	20%	(30)	10%	(15)	28%	(42)	42%	(63)			149
#1 Issue: Security	15%	(18)	9%	(11)	45%	(57)	32%	(40)			127
#1 Issue: Health Care	19%	(17)	20%	(18)	34%	(30)	26%	(23)			88
#1 Issue: Medicare / Social Security	18%	(12)	8%	(6)	10%	(7)	64%	(44)			69
#1 Issue: Women’s Issues	27%	(4)	25%	(4)	20%	(3)	28%	(5)			17
#1 Issue: Education	44%	(10)	4%	(1)	38%	(9)	14%	(3)			24
#1 Issue: Energy	10%	(2)	6%	(1)	34%	(7)	51%	(11)			21
#1 Issue: Other	27%	(4)	—	(0)	26%	(4)	47%	(6)			14
2018 House Vote: Democrat	24%	(47)	16%	(32)	26%	(51)	33%	(64)			195
2018 House Vote: Republican	17%	(37)	8%	(17)	37%	(81)	38%	(84)			219
2018 House Vote: Someone else	35%	(6)	9%	(1)	20%	(3)	37%	(6)			16
2018 House Vote: Didnt Vote	10%	(8)	7%	(6)	29%	(23)	53%	(41)			78
2016 Vote: Hillary Clinton	25%	(42)	16%	(27)	25%	(43)	34%	(57)			169
2016 Vote: Donald Trump	20%	(43)	8%	(18)	35%	(77)	36%	(79)			216
2016 Vote: Someone else	12%	(6)	6%	(3)	40%	(19)	43%	(20)			47
2016 Vote: Didnt Vote	10%	(8)	11%	(8)	27%	(20)	52%	(39)			75
Voted in 2014: Yes	20%	(77)	12%	(47)	31%	(121)	37%	(146)			391
Voted in 2014: No	18%	(21)	8%	(9)	32%	(37)	42%	(49)			117
2012 Vote: Barack Obama	22%	(41)	13%	(25)	27%	(50)	38%	(71)			188
2012 Vote: Mitt Romney	15%	(29)	10%	(19)	36%	(69)	38%	(72)			189
2012 Vote: Other	25%	(5)	3%	(1)	11%	(2)	61%	(13)			21
2012 Vote: Didn’t Vote	21%	(23)	10%	(11)	33%	(37)	36%	(39)			109

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Table BPC1_5: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Family 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, paid leave but only in the form of short term disability				Yes, unpaid leave		No, no leave offered		Total N
	Yes, paid leave								
Small Business Owners, Executives	19%	(98)	11%	(56)	31%	(158)	39%	(195)	507
4-Region: Northeast	21%	(20)	11%	(11)	31%	(29)	37%	(34)	93
4-Region: Midwest	19%	(23)	11%	(14)	27%	(33)	42%	(52)	122
4-Region: South	17%	(32)	14%	(26)	36%	(66)	33%	(61)	185
4-Region: West	21%	(23)	5%	(6)	28%	(30)	45%	(49)	107
Age: 18-39	31%	(43)	14%	(19)	27%	(37)	29%	(40)	139
Age: 40-59	21%	(37)	16%	(28)	31%	(55)	32%	(57)	177
Age: 65+	10%	(18)	5%	(9)	34%	(66)	51%	(98)	192
Small Business Owners	18%	(84)	12%	(52)	29%	(134)	41%	(185)	455
SB owners of 0-5 employees	6%	(9)	5%	(7)	20%	(31)	69%	(107)	155
SB owners of 6-15 employees	24%	(25)	7%	(8)	35%	(37)	34%	(36)	105
SB owners of 16-30 employees	23%	(28)	22%	(26)	32%	(38)	23%	(28)	120
SB owners of 31-50 employees	30%	(22)	15%	(11)	37%	(28)	18%	(14)	75
C-Level Executive	27%	(14)	7%	(3)	46%	(24)	20%	(11)	52

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

Table BPC1_6: *Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?*
Leave for the deployment or injury of a military service family member

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	23%	(119)	7%	(36)	26%	(133)	43%	(219)			507
Gender: Male	25%	(62)	7%	(18)	27%	(69)	40%	(101)			249
Gender: Female	22%	(57)	7%	(19)	25%	(64)	46%	(118)			258
Age: 18-29	33%	(23)	22%	(15)	17%	(12)	28%	(19)			69
Age: 30-44	32%	(33)	9%	(9)	22%	(23)	36%	(37)			103
Age: 45-54	24%	(22)	10%	(10)	24%	(23)	43%	(41)			95
Age: 55-64	24%	(22)	3%	(3)	26%	(24)	47%	(42)			90
Age: 65+	12%	(19)	—	(0)	34%	(51)	53%	(80)			150
Generation Z: 18-21	42%	(9)	29%	(6)	6%	(1)	23%	(5)			22
Millennial: Age 22-37	33%	(34)	13%	(14)	24%	(25)	30%	(31)			104
Generation X: Age 38-53	26%	(34)	11%	(14)	20%	(27)	42%	(55)			130
Boomers: Age 54-72	18%	(42)	1%	(3)	32%	(73)	49%	(111)			228
PID: Dem (no lean)	27%	(39)	11%	(16)	20%	(29)	42%	(61)			145
PID: Ind (no lean)	23%	(34)	6%	(10)	18%	(27)	53%	(80)			151
PID: Rep (no lean)	22%	(46)	5%	(11)	36%	(76)	37%	(79)			212
PID/Gender: Dem Men	30%	(19)	6%	(4)	16%	(10)	48%	(31)			64
PID/Gender: Dem Women	24%	(20)	15%	(12)	24%	(19)	37%	(30)			81
PID/Gender: Ind Men	26%	(18)	9%	(6)	22%	(16)	43%	(30)			71
PID/Gender: Ind Women	20%	(16)	4%	(3)	14%	(12)	62%	(49)			80
PID/Gender: Rep Men	22%	(25)	7%	(7)	37%	(43)	35%	(40)			114
PID/Gender: Rep Women	22%	(21)	4%	(4)	34%	(33)	40%	(39)			97
Ideo: Liberal (1-3)	27%	(38)	14%	(19)	22%	(31)	38%	(54)			142
Ideo: Moderate (4)	21%	(26)	8%	(9)	24%	(29)	47%	(57)			121
Ideo: Conservative (5-7)	23%	(50)	3%	(8)	31%	(68)	43%	(95)			220

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Table BPC1_6: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Leave for the deployment or injury of a military service family member

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	23%	(119)	7%	(36)	26%	(133)	43%	(219)			507
Educ: < College	24%	(70)	7%	(21)	26%	(76)	43%	(127)			294
Educ: Bachelors degree	22%	(30)	7%	(10)	30%	(39)	41%	(54)			132
Educ: Post-grad	24%	(20)	7%	(6)	22%	(17)	47%	(38)			81
Income: Under 50k	22%	(40)	7%	(12)	19%	(33)	52%	(94)			180
Income: 50k-100k	26%	(47)	8%	(14)	28%	(50)	38%	(69)			181
Income: 100k+	22%	(32)	7%	(10)	33%	(49)	38%	(56)			147
Ethnicity: White	21%	(86)	4%	(18)	28%	(116)	47%	(193)			412
Ethnicity: Hispanic	31%	(18)	14%	(8)	30%	(17)	26%	(15)			57
Ethnicity: Afr. Am.	41%	(25)	17%	(10)	16%	(10)	26%	(16)			62
Ethnicity: Other	24%	(8)	25%	(8)	20%	(7)	30%	(10)			33
Relig: Protestant	17%	(27)	3%	(5)	31%	(51)	49%	(79)			163
Relig: Roman Catholic	24%	(22)	4%	(4)	26%	(25)	46%	(43)			94
Relig: Something Else	27%	(9)	7%	(2)	17%	(6)	49%	(17)			34
Relig: Jewish	32%	(9)	9%	(3)	44%	(13)	16%	(5)			30
Relig: Evangelical	17%	(35)	3%	(6)	25%	(51)	54%	(108)			200
Relig: Non-Evang. Catholics	26%	(23)	6%	(6)	34%	(30)	34%	(31)			90
Relig: All Christian	20%	(58)	4%	(12)	28%	(81)	48%	(139)			290
Relig: All Non-Christian	37%	(15)	10%	(4)	26%	(11)	27%	(11)			42
Community: Urban	33%	(40)	8%	(9)	12%	(15)	47%	(58)			122
Community: Suburban	23%	(53)	8%	(18)	29%	(69)	41%	(96)			236
Community: Rural	17%	(26)	6%	(9)	33%	(49)	44%	(65)			149
Military HH: Yes	24%	(22)	6%	(6)	42%	(38)	28%	(26)			91
Military HH: No	23%	(98)	7%	(31)	23%	(95)	46%	(193)			417
RD/WT: Right Direction	27%	(66)	6%	(15)	28%	(68)	38%	(93)			242
RD/WT: Wrong Track	20%	(53)	8%	(22)	24%	(64)	48%	(126)			265
Trump Job Approve	25%	(64)	7%	(17)	30%	(76)	38%	(97)			255
Trump Job Disapprove	22%	(54)	8%	(19)	23%	(56)	47%	(115)			244

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Table BPC1_6: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Leave for the deployment or injury of a military service family member

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave				No, no leave offered		Total N
	Yes, paid leave										
Small Business Owners, Executives	23%	(119)	7%	(36)	26%	(133)	43%	(219)			507
Trump Job Strongly Approve	27%	(41)	6%	(8)	33%	(50)	34%	(51)			150
Trump Job Somewhat Approve	22%	(23)	8%	(9)	25%	(27)	44%	(46)			105
Trump Job Somewhat Disapprove	31%	(13)	11%	(5)	25%	(10)	32%	(13)			41
Trump Job Strongly Disapprove	20%	(41)	7%	(15)	22%	(45)	50%	(102)			203
#1 Issue: Economy	22%	(33)	7%	(10)	22%	(33)	49%	(73)			149
#1 Issue: Security	27%	(34)	9%	(12)	30%	(38)	34%	(43)			127
#1 Issue: Health Care	23%	(21)	7%	(6)	28%	(25)	42%	(37)			88
#1 Issue: Medicare / Social Security	16%	(11)	3%	(2)	37%	(25)	45%	(31)			69
#1 Issue: Women’s Issues	24%	(4)	12%	(2)	26%	(4)	37%	(6)			17
#1 Issue: Education	51%	(12)	10%	(2)	20%	(5)	19%	(5)			24
#1 Issue: Energy	8%	(2)	8%	(2)	4%	(1)	80%	(17)			21
#1 Issue: Other	24%	(3)	4%	(1)	17%	(2)	55%	(8)			14
2018 House Vote: Democrat	24%	(47)	9%	(17)	23%	(45)	44%	(85)			195
2018 House Vote: Republican	23%	(50)	7%	(15)	33%	(71)	38%	(82)			219
2018 House Vote: Someone else	56%	(9)	3%	(0)	10%	(2)	31%	(5)			16
2018 House Vote: Didnt Vote	17%	(13)	5%	(4)	19%	(14)	60%	(46)			78
2016 Vote: Hillary Clinton	24%	(41)	10%	(16)	24%	(41)	42%	(71)			169
2016 Vote: Donald Trump	23%	(50)	7%	(15)	31%	(67)	39%	(84)			216
2016 Vote: Someone else	23%	(11)	2%	(1)	20%	(9)	55%	(26)			47
2016 Vote: Didnt Vote	23%	(17)	5%	(4)	20%	(15)	51%	(39)			75
Voted in 2014: Yes	23%	(90)	7%	(29)	27%	(106)	42%	(165)			391
Voted in 2014: No	25%	(29)	7%	(8)	23%	(26)	46%	(54)			117
2012 Vote: Barack Obama	24%	(44)	8%	(14)	24%	(46)	44%	(84)			188
2012 Vote: Mitt Romney	22%	(41)	5%	(9)	32%	(60)	42%	(79)			189
2012 Vote: Other	27%	(6)	6%	(1)	21%	(4)	46%	(10)			21
2012 Vote: Didn’t Vote	26%	(28)	11%	(12)	21%	(23)	43%	(47)			109

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Table BPC1_6: Thinking about your business, do you currently offer paid or unpaid leave for the following types of family and medical events?
Leave for the deployment or injury of a military service family member

Demographic	Yes, paid leave but only in the form of short term disability				Yes, unpaid leave		No, no leave offered		Total N
	Yes, paid leave								
Small Business Owners, Executives	23%	(119)	7%	(36)	26%	(133)	43%	(219)	507
4-Region: Northeast	23%	(22)	9%	(8)	38%	(35)	30%	(28)	93
4-Region: Midwest	17%	(20)	4%	(5)	31%	(37)	49%	(60)	122
4-Region: South	28%	(52)	8%	(14)	22%	(41)	42%	(77)	185
4-Region: West	23%	(25)	8%	(9)	18%	(19)	51%	(54)	107
Age: 18-39	33%	(46)	16%	(22)	21%	(30)	30%	(42)	139
Age: 40-59	24%	(42)	8%	(15)	25%	(44)	43%	(76)	177
Age: 65+	16%	(31)	—	(0)	31%	(59)	53%	(101)	192
Small Business Owners	23%	(107)	8%	(35)	24%	(110)	45%	(203)	455
SB owners of 0-5 employees	8%	(12)	4%	(6)	22%	(35)	66%	(102)	155
SB owners of 6-15 employees	32%	(33)	4%	(4)	21%	(23)	43%	(45)	105
SB owners of 16-30 employees	30%	(36)	12%	(15)	25%	(30)	32%	(39)	120
SB owners of 31-50 employees	34%	(25)	13%	(10)	30%	(23)	23%	(17)	75
C-Level Executive	24%	(12)	3%	(1)	43%	(22)	30%	(16)	52

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

Table BPC2: Is the paid family and medical leave you offer a formal written policy or an informal policy where you handle the situations as they arise?

Demographic	Formal policy where the company supports employees during leave		Informal policy, the company makes it work to meet the employee's needs		Total N
Small Business Owners, Executives	41%	(111)	59%	(162)	273
Gender: Male	45%	(68)	55%	(84)	152
Gender: Female	35%	(43)	65%	(79)	122
Age: 18-29	49%	(25)	51%	(27)	52
Age: 30-44	56%	(33)	44%	(26)	60
Age: 45-54	39%	(22)	61%	(35)	57
Age: 55-64	38%	(20)	62%	(32)	52
Age: 65+	20%	(11)	80%	(42)	52
Generation Z: 18-21	36%	(7)	64%	(12)	19
Millennial: Age 22-37	53%	(36)	47%	(32)	69
Generation X: Age 38-53	48%	(37)	52%	(40)	77
Boomers: Age 54-72	29%	(29)	71%	(70)	99
PID: Dem (no lean)	48%	(44)	52%	(47)	91
PID: Ind (no lean)	35%	(27)	65%	(50)	76
PID: Rep (no lean)	38%	(40)	62%	(66)	106
PID/Gender: Dem Men	58%	(25)	42%	(18)	42
PID/Gender: Dem Women	40%	(20)	60%	(29)	49
PID/Gender: Ind Men	32%	(14)	68%	(29)	43
PID/Gender: Ind Women	38%	(13)	62%	(21)	34
PID/Gender: Rep Men	45%	(30)	55%	(37)	67
PID/Gender: Rep Women	26%	(10)	74%	(29)	39
Ideo: Liberal (1-3)	47%	(42)	53%	(47)	89
Ideo: Moderate (4)	34%	(24)	66%	(46)	70
Ideo: Conservative (5-7)	38%	(40)	62%	(65)	105
Educ: < College	39%	(60)	61%	(94)	153
Educ: Bachelors degree	42%	(33)	58%	(46)	79
Educ: Post-grad	45%	(18)	55%	(23)	41

Continued on next page

Table BPC2: *Is the paid family and medical leave you offer a formal written policy or an informal policy where you handle the situations as they arise?*

Demographic	Formal policy where the company supports employees during leave		Informal policy, the company makes it work to meet the employee's needs		Total N
Small Business Owners, Executives	41%	(111)	59%	(162)	273
Income: Under 50k	35%	(28)	65%	(50)	78
Income: 50k-100k	43%	(45)	57%	(58)	103
Income: 100k+	42%	(39)	58%	(54)	93
Ethnicity: White	38%	(77)	62%	(126)	203
Ethnicity: Hispanic	74%	(31)	26%	(11)	42
Ethnicity: Afr. Am.	44%	(20)	56%	(25)	45
Ethnicity: Other	55%	(14)	45%	(12)	26
Relig: Protestant	38%	(24)	62%	(39)	63
Relig: Roman Catholic	36%	(21)	64%	(37)	58
Relig: Something Else	36%	(6)	64%	(10)	16
Relig: Jewish	28%	(7)	72%	(17)	24
Relig: Evangelical	36%	(30)	64%	(54)	84
Relig: Non-Evang. Catholics	38%	(20)	62%	(33)	53
Relig: All Christian	37%	(50)	63%	(87)	137
Relig: All Non-Christian	40%	(12)	60%	(18)	30
Community: Urban	47%	(34)	53%	(38)	72
Community: Suburban	40%	(53)	60%	(80)	133
Community: Rural	35%	(24)	65%	(44)	68
Military HH: Yes	38%	(16)	62%	(26)	42
Military HH: No	41%	(95)	59%	(136)	232
RD/WT: Right Direction	37%	(46)	63%	(80)	127
RD/WT: Wrong Track	44%	(65)	56%	(82)	147
Trump Job Approve	34%	(45)	66%	(87)	132
Trump Job Disapprove	47%	(66)	53%	(73)	139
Trump Job Strongly Approve	45%	(30)	55%	(38)	68
Trump Job Somewhat Approve	23%	(14)	77%	(49)	64
Trump Job Somewhat Disapprove	65%	(16)	35%	(9)	24
Trump Job Strongly Disapprove	43%	(50)	57%	(65)	115

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Table BPC2: *Is the paid family and medical leave you offer a formal written policy or an informal policy where you handle the situations as they arise?*

Demographic	Formal policy where the company supports employees during leave		Informal policy, the company makes it work to meet the employee's needs		Total N
Small Business Owners, Executives	41%	(111)	59%	(162)	273
#1 Issue: Economy	36%	(29)	64%	(51)	80
#1 Issue: Security	39%	(25)	61%	(40)	65
#1 Issue: Health Care	47%	(29)	53%	(33)	62
#1 Issue: Medicare / Social Security	56%	(14)	44%	(11)	25
#1 Issue: Women's Issues	38%	(4)	62%	(6)	10
#1 Issue: Education	20%	(4)	80%	(16)	20
#1 Issue: Energy	57%	(3)	43%	(2)	6
#1 Issue: Other	47%	(2)	53%	(3)	5
2018 House Vote: Democrat	46%	(59)	54%	(68)	127
2018 House Vote: Republican	36%	(40)	64%	(71)	111
2018 House Vote: Someone else	31%	(3)	69%	(8)	11
2018 House Vote: Didn't Vote	36%	(9)	64%	(16)	25
2016 Vote: Hillary Clinton	50%	(53)	50%	(54)	107
2016 Vote: Donald Trump	35%	(39)	65%	(74)	113
2016 Vote: Someone else	16%	(4)	84%	(19)	23
2016 Vote: Didn't Vote	49%	(15)	51%	(15)	30
Voted in 2014: Yes	40%	(87)	60%	(132)	220
Voted in 2014: No	44%	(24)	56%	(30)	54
2012 Vote: Barack Obama	41%	(46)	59%	(65)	111
2012 Vote: Mitt Romney	37%	(36)	63%	(62)	98
2012 Vote: Other	26%	(2)	74%	(7)	9
2012 Vote: Didn't Vote	48%	(27)	52%	(29)	56
4-Region: Northeast	25%	(13)	75%	(41)	55
4-Region: Midwest	42%	(29)	58%	(39)	68
4-Region: South	42%	(41)	58%	(56)	97
4-Region: West	52%	(28)	48%	(26)	54
Age: 18-39	50%	(47)	50%	(47)	94
Age: 40-59	43%	(44)	57%	(59)	103
Age: 65+	26%	(20)	74%	(57)	77
Small Business Owners	40%	(94)	60%	(142)	235

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Table BPC2: *Is the paid family and medical leave you offer a formal written policy or an informal policy where you handle the situations as they arise?*

Demographic	Formal policy where the company supports employees during leave		Informal policy, the company makes it work to meet the employee's needs		Total N
Small Business Owners, Executives	41%	(111)	59%	(162)	273
SB owners of 0-5 employees	7%	(3)	93%	(36)	39
SB owners of 6-15 employees	35%	(18)	65%	(34)	52
SB owners of 16-30 employees	53%	(47)	47%	(42)	90
SB owners of 31-50 employees	46%	(26)	54%	(30)	55
C-Level Executive	45%	(17)	55%	(21)	38

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

Table BPC3_1: *Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*
Maternity leave

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	34%	(174)	26%	(134)	13%	(65)	27%	(135)	507
Gender: Male	36%	(90)	27%	(68)	14%	(34)	23%	(57)	249
Gender: Female	33%	(84)	25%	(66)	12%	(30)	30%	(78)	258
Age: 18-29	52%	(36)	31%	(22)	6%	(4)	10%	(7)	69
Age: 30-44	45%	(46)	26%	(27)	13%	(14)	17%	(17)	103
Age: 45-54	40%	(38)	24%	(23)	16%	(15)	21%	(20)	95
Age: 55-64	34%	(30)	28%	(25)	12%	(11)	27%	(24)	90
Age: 65+	16%	(24)	25%	(38)	14%	(21)	45%	(67)	150
Generation Z: 18-21	66%	(14)	29%	(6)	4%	(1)	2%	(0)	22
Millennial: Age 22-37	46%	(48)	32%	(33)	8%	(9)	14%	(15)	104
Generation X: Age 38-53	42%	(55)	21%	(28)	17%	(21)	20%	(26)	130
Boomers: Age 54-72	24%	(56)	26%	(58)	12%	(26)	38%	(88)	228
PID: Dem (no lean)	46%	(67)	20%	(29)	10%	(14)	24%	(35)	145
PID: Ind (no lean)	28%	(43)	30%	(45)	15%	(22)	27%	(41)	151
PID: Rep (no lean)	30%	(64)	28%	(60)	13%	(28)	28%	(59)	212
PID/Gender: Dem Men	52%	(33)	21%	(13)	11%	(7)	17%	(11)	64
PID/Gender: Dem Women	42%	(33)	19%	(15)	9%	(8)	30%	(24)	81
PID/Gender: Ind Men	28%	(20)	31%	(22)	18%	(13)	23%	(16)	71
PID/Gender: Ind Women	29%	(23)	29%	(23)	12%	(9)	31%	(25)	80
PID/Gender: Rep Men	32%	(37)	29%	(33)	13%	(15)	26%	(30)	114
PID/Gender: Rep Women	28%	(28)	28%	(27)	14%	(14)	30%	(29)	97
Ideo: Liberal (1-3)	48%	(68)	28%	(40)	6%	(8)	18%	(25)	142
Ideo: Moderate (4)	32%	(39)	31%	(38)	16%	(20)	21%	(25)	121
Ideo: Conservative (5-7)	27%	(60)	25%	(55)	15%	(32)	33%	(73)	220
Educ: < College	32%	(95)	30%	(87)	10%	(29)	28%	(82)	294
Educ: Bachelors degree	37%	(49)	24%	(32)	11%	(15)	28%	(36)	132
Educ: Post-grad	37%	(30)	18%	(14)	25%	(21)	20%	(16)	81

Continued on next page

Table BPC3_1: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Maternity leave

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	34%	(174)	26%	(134)	13%	(65)	27%	(135)	507
Income: Under 50k	26%	(47)	30%	(54)	13%	(23)	31%	(56)	180
Income: 50k-100k	38%	(68)	27%	(49)	11%	(20)	24%	(43)	181
Income: 100k+	40%	(59)	21%	(31)	15%	(22)	24%	(35)	147
Ethnicity: White	31%	(128)	25%	(104)	13%	(55)	30%	(126)	412
Ethnicity: Hispanic	64%	(37)	20%	(12)	8%	(4)	8%	(5)	57
Ethnicity: Afr. Am.	56%	(35)	27%	(17)	9%	(6)	7%	(4)	62
Ethnicity: Other	35%	(12)	39%	(13)	12%	(4)	14%	(5)	33
Relig: Protestant	23%	(38)	32%	(52)	10%	(17)	34%	(56)	163
Relig: Roman Catholic	33%	(31)	25%	(23)	12%	(11)	31%	(29)	94
Relig: Something Else	51%	(17)	23%	(8)	12%	(4)	14%	(5)	34
Relig: Jewish	40%	(12)	17%	(5)	21%	(6)	22%	(6)	30
Relig: Evangelical	27%	(53)	28%	(56)	11%	(21)	35%	(70)	200
Relig: Non-Evang. Catholics	37%	(33)	30%	(27)	12%	(11)	21%	(19)	90
Relig: All Christian	30%	(86)	29%	(83)	11%	(32)	31%	(89)	290
Relig: All Non-Christian	57%	(24)	17%	(7)	8%	(3)	18%	(8)	42
Community: Urban	38%	(46)	33%	(41)	11%	(13)	18%	(22)	122
Community: Suburban	36%	(85)	23%	(55)	13%	(30)	28%	(66)	236
Community: Rural	29%	(43)	25%	(38)	15%	(22)	31%	(46)	149
Military HH: Yes	28%	(25)	32%	(29)	18%	(16)	23%	(21)	91
Military HH: No	36%	(149)	25%	(105)	12%	(49)	27%	(114)	417
RD/WT: Right Direction	32%	(77)	26%	(63)	15%	(37)	27%	(65)	242
RD/WT: Wrong Track	37%	(97)	27%	(71)	11%	(28)	26%	(69)	265
Trump Job Approve	30%	(77)	27%	(68)	13%	(34)	30%	(76)	255
Trump Job Disapprove	39%	(95)	27%	(65)	11%	(27)	23%	(57)	244
Trump Job Strongly Approve	31%	(46)	25%	(38)	12%	(18)	32%	(48)	150
Trump Job Somewhat Approve	30%	(31)	28%	(30)	15%	(15)	27%	(28)	105
Trump Job Somewhat Disapprove	36%	(15)	43%	(17)	15%	(6)	7%	(3)	41
Trump Job Strongly Disapprove	40%	(81)	23%	(48)	10%	(21)	27%	(54)	203

Continued on next page

Table BPC3_1: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Maternity leave*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	34%	(174)	26%	(134)	13%	(65)	27%	(135)	507
#1 Issue: Economy	38%	(57)	21%	(32)	12%	(18)	28%	(41)	149
#1 Issue: Security	27%	(34)	28%	(35)	19%	(24)	26%	(33)	127
#1 Issue: Health Care	44%	(39)	26%	(23)	12%	(11)	18%	(16)	88
#1 Issue: Medicare / Social Security	25%	(17)	24%	(16)	5%	(4)	46%	(32)	69
#1 Issue: Women's Issues	33%	(5)	38%	(6)	14%	(2)	16%	(3)	17
#1 Issue: Education	56%	(13)	32%	(8)	10%	(2)	2%	(1)	24
#1 Issue: Energy	27%	(6)	53%	(11)	3%	(1)	17%	(4)	21
#1 Issue: Other	19%	(3)	16%	(2)	22%	(3)	43%	(6)	14
2018 House Vote: Democrat	48%	(93)	20%	(39)	11%	(21)	22%	(42)	195
2018 House Vote: Republican	29%	(63)	28%	(60)	15%	(32)	29%	(63)	219
2018 House Vote: Someone else	30%	(5)	44%	(7)	16%	(3)	10%	(2)	16
2018 House Vote: Didn't Vote	17%	(13)	35%	(27)	12%	(9)	36%	(28)	78
2016 Vote: Hillary Clinton	44%	(75)	24%	(40)	7%	(13)	25%	(41)	169
2016 Vote: Donald Trump	31%	(67)	28%	(60)	13%	(29)	28%	(61)	216
2016 Vote: Someone else	33%	(15)	22%	(11)	25%	(12)	20%	(10)	47
2016 Vote: Didn't Vote	23%	(17)	31%	(23)	16%	(12)	30%	(23)	75
Voted in 2014: Yes	36%	(141)	25%	(97)	13%	(49)	27%	(104)	391
Voted in 2014: No	29%	(34)	32%	(37)	14%	(16)	26%	(30)	117
2012 Vote: Barack Obama	43%	(80)	23%	(44)	9%	(17)	25%	(46)	188
2012 Vote: Mitt Romney	30%	(56)	25%	(47)	16%	(30)	30%	(56)	189
2012 Vote: Other	11%	(2)	39%	(8)	18%	(4)	33%	(7)	21
2012 Vote: Didn't Vote	33%	(36)	31%	(34)	13%	(14)	23%	(25)	109
4-Region: Northeast	34%	(32)	31%	(28)	12%	(11)	23%	(22)	93
4-Region: Midwest	31%	(38)	21%	(25)	17%	(21)	31%	(38)	122
4-Region: South	40%	(74)	28%	(51)	12%	(22)	20%	(38)	185
4-Region: West	29%	(31)	27%	(29)	10%	(10)	35%	(37)	107
Age: 18-39	48%	(67)	31%	(43)	8%	(11)	13%	(18)	139
Age: 40-59	39%	(68)	24%	(42)	15%	(26)	23%	(40)	177
Age: 65+	20%	(39)	25%	(48)	14%	(28)	40%	(77)	192

Continued on next page

Table BPC3_1: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Maternity leave*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	34%	(174)	26%	(134)	13%	(65)	27%	(135)	507
Small Business Owners	34%	(155)	25%	(113)	12%	(57)	29%	(131)	455
SB owners of 0-5 employees	12%	(19)	23%	(36)	12%	(18)	53%	(82)	155
SB owners of 6-15 employees	31%	(33)	30%	(32)	15%	(16)	23%	(24)	105
SB owners of 16-30 employees	53%	(64)	23%	(27)	12%	(14)	12%	(14)	120
SB owners of 31-50 employees	51%	(39)	24%	(18)	11%	(8)	14%	(10)	75
C-Level Executive	38%	(20)	39%	(20)	16%	(8)	7%	(4)	52

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

Table BPC3_2: *Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*
Paternity leave

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	28%	(141)	24%	(124)	18%	(91)	30%	(151)	507
Gender: Male	31%	(77)	24%	(61)	16%	(41)	28%	(71)	249
Gender: Female	25%	(64)	25%	(63)	19%	(50)	31%	(80)	258
Age: 18-29	38%	(26)	35%	(24)	10%	(7)	17%	(12)	69
Age: 30-44	40%	(41)	27%	(28)	17%	(17)	16%	(17)	103
Age: 45-54	34%	(32)	22%	(21)	23%	(22)	20%	(19)	95
Age: 55-64	26%	(24)	28%	(25)	17%	(16)	29%	(26)	90
Age: 65+	12%	(18)	17%	(26)	19%	(29)	52%	(77)	150
Generation Z: 18-21	36%	(8)	34%	(7)	6%	(1)	24%	(5)	22
Millennial: Age 22-37	40%	(42)	33%	(35)	13%	(14)	13%	(14)	104
Generation X: Age 38-53	39%	(50)	23%	(30)	19%	(24)	20%	(26)	130
Boomers: Age 54-72	18%	(42)	21%	(49)	20%	(46)	40%	(91)	228
PID: Dem (no lean)	32%	(47)	28%	(41)	14%	(20)	26%	(37)	145
PID: Ind (no lean)	24%	(36)	26%	(40)	21%	(32)	29%	(43)	151
PID: Rep (no lean)	27%	(58)	21%	(43)	19%	(40)	33%	(70)	212
PID/Gender: Dem Men	33%	(21)	29%	(19)	12%	(8)	26%	(16)	64
PID/Gender: Dem Women	32%	(26)	27%	(22)	15%	(12)	26%	(21)	81
PID/Gender: Ind Men	24%	(17)	26%	(19)	25%	(17)	25%	(18)	71
PID/Gender: Ind Women	24%	(19)	26%	(21)	18%	(14)	32%	(26)	80
PID/Gender: Rep Men	34%	(39)	20%	(23)	14%	(16)	32%	(37)	114
PID/Gender: Rep Women	20%	(19)	21%	(20)	25%	(24)	34%	(33)	97
Ideo: Liberal (1-3)	37%	(52)	34%	(48)	9%	(13)	21%	(30)	142
Ideo: Moderate (4)	27%	(33)	22%	(27)	28%	(34)	23%	(28)	121
Ideo: Conservative (5-7)	23%	(52)	21%	(46)	18%	(41)	37%	(82)	220
Educ: < College	27%	(79)	24%	(71)	18%	(54)	30%	(90)	294
Educ: Bachelors degree	30%	(40)	30%	(40)	13%	(17)	27%	(35)	132
Educ: Post-grad	27%	(22)	16%	(13)	25%	(20)	32%	(26)	81

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Table BPC3_2: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?
Paternity leave

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	28%	(141)	24%	(124)	18%	(91)	30%	(151)	507
Income: Under 50k	21%	(38)	26%	(47)	19%	(35)	34%	(61)	180
Income: 50k-100k	33%	(59)	24%	(43)	17%	(30)	27%	(48)	181
Income: 100k+	30%	(44)	24%	(35)	18%	(26)	29%	(42)	147
Ethnicity: White	26%	(107)	23%	(94)	19%	(77)	33%	(135)	412
Ethnicity: Hispanic	59%	(34)	20%	(11)	13%	(7)	8%	(5)	57
Ethnicity: Afr. Am.	39%	(24)	31%	(19)	16%	(10)	15%	(9)	62
Ethnicity: Other	30%	(10)	34%	(11)	14%	(5)	22%	(7)	33
Relig: Protestant	17%	(28)	24%	(39)	19%	(32)	39%	(64)	163
Relig: Roman Catholic	32%	(30)	21%	(20)	10%	(10)	36%	(34)	94
Relig: Something Else	39%	(13)	21%	(7)	24%	(8)	15%	(5)	34
Relig: Jewish	28%	(8)	33%	(10)	26%	(8)	12%	(4)	30
Relig: Evangelical	22%	(43)	24%	(48)	15%	(30)	39%	(79)	200
Relig: Non-Evang. Catholics	32%	(29)	19%	(17)	21%	(19)	27%	(24)	90
Relig: All Christian	25%	(72)	23%	(66)	17%	(49)	36%	(103)	290
Relig: All Non-Christian	44%	(18)	25%	(10)	11%	(5)	20%	(8)	42
Community: Urban	30%	(36)	32%	(39)	15%	(19)	23%	(28)	122
Community: Suburban	30%	(70)	23%	(55)	17%	(39)	31%	(72)	236
Community: Rural	24%	(35)	20%	(30)	22%	(33)	34%	(50)	149
Military HH: Yes	19%	(18)	23%	(21)	26%	(24)	32%	(29)	91
Military HH: No	30%	(124)	25%	(103)	16%	(67)	29%	(122)	417
RD/WT: Right Direction	28%	(67)	21%	(52)	20%	(49)	31%	(74)	242
RD/WT: Wrong Track	28%	(74)	27%	(72)	16%	(43)	29%	(76)	265
Trump Job Approve	26%	(66)	22%	(56)	19%	(49)	33%	(84)	255
Trump Job Disapprove	30%	(74)	27%	(66)	16%	(39)	27%	(65)	244
Trump Job Strongly Approve	28%	(42)	22%	(32)	15%	(23)	35%	(53)	150
Trump Job Somewhat Approve	23%	(24)	22%	(23)	25%	(26)	30%	(31)	105
Trump Job Somewhat Disapprove	25%	(10)	37%	(15)	29%	(12)	9%	(4)	41
Trump Job Strongly Disapprove	32%	(64)	25%	(51)	13%	(27)	30%	(61)	203

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Table BPC3_2: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Paternity leave*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	28%	(141)	24%	(124)	18%	(91)	30%	(151)	507
#1 Issue: Economy	26%	(38)	23%	(34)	22%	(33)	29%	(43)	149
#1 Issue: Security	27%	(34)	27%	(34)	19%	(24)	27%	(35)	127
#1 Issue: Health Care	38%	(33)	23%	(20)	14%	(13)	25%	(22)	88
#1 Issue: Medicare / Social Security	22%	(15)	15%	(10)	18%	(12)	45%	(31)	69
#1 Issue: Women's Issues	33%	(5)	38%	(6)	14%	(2)	16%	(3)	17
#1 Issue: Education	45%	(11)	23%	(5)	15%	(4)	18%	(4)	24
#1 Issue: Energy	13%	(3)	53%	(11)	3%	(1)	32%	(7)	21
#1 Issue: Other	17%	(2)	18%	(3)	22%	(3)	43%	(6)	14
2018 House Vote: Democrat	37%	(72)	26%	(50)	14%	(27)	24%	(46)	195
2018 House Vote: Republican	25%	(54)	20%	(44)	21%	(46)	34%	(74)	219
2018 House Vote: Someone else	19%	(3)	31%	(5)	37%	(6)	13%	(2)	16
2018 House Vote: Didn't Vote	16%	(12)	32%	(25)	15%	(12)	37%	(29)	78
2016 Vote: Hillary Clinton	36%	(61)	24%	(41)	13%	(22)	26%	(45)	169
2016 Vote: Donald Trump	24%	(51)	23%	(50)	20%	(42)	33%	(72)	216
2016 Vote: Someone else	22%	(10)	30%	(14)	28%	(13)	20%	(10)	47
2016 Vote: Didn't Vote	24%	(18)	25%	(19)	18%	(14)	32%	(24)	75
Voted in 2014: Yes	28%	(110)	23%	(92)	18%	(72)	30%	(117)	391
Voted in 2014: No	27%	(31)	28%	(33)	16%	(19)	29%	(34)	117
2012 Vote: Barack Obama	33%	(61)	26%	(49)	15%	(29)	26%	(49)	188
2012 Vote: Mitt Romney	27%	(50)	20%	(37)	20%	(38)	34%	(64)	189
2012 Vote: Other	5%	(1)	28%	(6)	33%	(7)	34%	(7)	21
2012 Vote: Didn't Vote	26%	(29)	30%	(33)	16%	(17)	28%	(31)	109
4-Region: Northeast	23%	(22)	33%	(30)	18%	(17)	26%	(24)	93
4-Region: Midwest	26%	(32)	18%	(22)	21%	(25)	36%	(44)	122
4-Region: South	33%	(61)	25%	(47)	18%	(33)	24%	(43)	185
4-Region: West	25%	(27)	23%	(25)	14%	(16)	37%	(39)	107
Age: 18-39	39%	(55)	33%	(46)	12%	(17)	15%	(21)	139
Age: 40-59	32%	(57)	23%	(40)	21%	(37)	24%	(42)	177
Age: 65+	15%	(29)	20%	(38)	19%	(37)	46%	(87)	192

Continued on next page

Table BPC3_2: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Paternity leave*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	28%	(141)	24%	(124)	18%	(91)	30%	(151)	507
Small Business Owners	27%	(124)	23%	(105)	18%	(84)	31%	(143)	455
SB owners of 0-5 employees	12%	(18)	17%	(27)	17%	(26)	54%	(84)	155
SB owners of 6-15 employees	24%	(26)	24%	(25)	28%	(30)	23%	(25)	105
SB owners of 16-30 employees	39%	(46)	31%	(37)	15%	(18)	16%	(19)	120
SB owners of 31-50 employees	45%	(34)	20%	(15)	14%	(11)	21%	(16)	75
C-Level Executive	34%	(17)	37%	(19)	14%	(7)	15%	(8)	52

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

Table BPC3_3: *Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*

Bereavement

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	33%	(169)	28%	(143)	13%	(66)	25%	(129)	507
Gender: Male	34%	(85)	34%	(84)	10%	(26)	22%	(54)	249
Gender: Female	33%	(84)	23%	(59)	16%	(40)	29%	(74)	258
Age: 18-29	38%	(26)	33%	(22)	14%	(10)	15%	(10)	69
Age: 30-44	42%	(44)	29%	(29)	14%	(14)	15%	(16)	103
Age: 45-54	33%	(32)	32%	(30)	15%	(14)	20%	(19)	95
Age: 55-64	36%	(32)	22%	(20)	14%	(13)	27%	(25)	90
Age: 65+	23%	(35)	27%	(41)	10%	(15)	39%	(59)	150
Generation Z: 18-21	60%	(13)	16%	(3)	16%	(4)	8%	(2)	22
Millennial: Age 22-37	36%	(38)	33%	(34)	15%	(15)	16%	(17)	104
Generation X: Age 38-53	39%	(50)	33%	(42)	11%	(15)	18%	(23)	130
Boomers: Age 54-72	29%	(67)	23%	(52)	13%	(29)	36%	(81)	228
PID: Dem (no lean)	47%	(68)	26%	(38)	6%	(9)	20%	(30)	145
PID: Ind (no lean)	24%	(36)	27%	(40)	21%	(32)	28%	(43)	151
PID: Rep (no lean)	31%	(65)	31%	(65)	12%	(25)	27%	(56)	212
PID/Gender: Dem Men	51%	(33)	24%	(16)	9%	(6)	16%	(10)	64
PID/Gender: Dem Women	44%	(35)	28%	(23)	5%	(4)	24%	(19)	81
PID/Gender: Ind Men	24%	(17)	36%	(25)	18%	(13)	22%	(15)	71
PID/Gender: Ind Women	24%	(19)	19%	(15)	24%	(19)	34%	(27)	80
PID/Gender: Rep Men	31%	(35)	38%	(43)	6%	(7)	25%	(29)	114
PID/Gender: Rep Women	31%	(30)	23%	(22)	18%	(17)	29%	(28)	97
Ideo: Liberal (1-3)	40%	(57)	34%	(49)	9%	(12)	17%	(24)	142
Ideo: Moderate (4)	30%	(37)	30%	(36)	18%	(22)	22%	(26)	121
Ideo: Conservative (5-7)	32%	(70)	26%	(57)	13%	(28)	30%	(67)	220
Educ: < College	31%	(90)	28%	(81)	13%	(39)	28%	(83)	294
Educ: Bachelors degree	38%	(51)	30%	(39)	8%	(10)	24%	(32)	132
Educ: Post-grad	35%	(28)	28%	(22)	21%	(17)	16%	(13)	81

Continued on next page

Table BPC3_3: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Bereavement

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	33%	(169)	28%	(143)	13%	(66)	25%	(129)	507
Income: Under 50k	30%	(53)	24%	(43)	18%	(32)	29%	(52)	180
Income: 50k-100k	34%	(61)	32%	(58)	9%	(17)	25%	(45)	181
Income: 100k+	37%	(55)	29%	(43)	12%	(17)	22%	(32)	147
Ethnicity: White	31%	(127)	28%	(114)	13%	(52)	29%	(119)	412
Ethnicity: Hispanic	43%	(25)	30%	(17)	18%	(11)	8%	(5)	57
Ethnicity: Afr. Am.	50%	(31)	31%	(19)	10%	(6)	9%	(5)	62
Ethnicity: Other	33%	(11)	31%	(10)	24%	(8)	12%	(4)	33
Relig: Protestant	34%	(55)	25%	(41)	11%	(18)	30%	(49)	163
Relig: Roman Catholic	29%	(27)	27%	(25)	11%	(10)	33%	(31)	94
Relig: Something Else	39%	(13)	22%	(8)	16%	(5)	22%	(7)	34
Relig: Jewish	42%	(13)	33%	(10)	13%	(4)	11%	(3)	30
Relig: Evangelical	30%	(60)	23%	(47)	12%	(23)	35%	(70)	200
Relig: Non-Evang. Catholics	39%	(35)	31%	(27)	11%	(10)	19%	(17)	90
Relig: All Christian	33%	(95)	26%	(74)	12%	(33)	30%	(87)	290
Relig: All Non-Christian	47%	(20)	24%	(10)	15%	(6)	14%	(6)	42
Community: Urban	36%	(44)	26%	(32)	20%	(25)	17%	(21)	122
Community: Suburban	33%	(77)	32%	(75)	8%	(20)	27%	(64)	236
Community: Rural	32%	(48)	24%	(36)	14%	(21)	30%	(44)	149
Military HH: Yes	31%	(28)	30%	(28)	14%	(13)	24%	(22)	91
Military HH: No	34%	(141)	28%	(116)	13%	(53)	26%	(107)	417
RD/WT: Right Direction	28%	(68)	32%	(77)	15%	(36)	25%	(61)	242
RD/WT: Wrong Track	38%	(101)	25%	(67)	11%	(30)	26%	(68)	265
Trump Job Approve	27%	(68)	29%	(74)	15%	(38)	29%	(74)	255
Trump Job Disapprove	41%	(100)	27%	(67)	10%	(23)	22%	(54)	244
Trump Job Strongly Approve	28%	(43)	29%	(44)	14%	(21)	28%	(43)	150
Trump Job Somewhat Approve	25%	(26)	29%	(31)	17%	(17)	30%	(31)	105
Trump Job Somewhat Disapprove	49%	(20)	30%	(13)	11%	(5)	9%	(4)	41
Trump Job Strongly Disapprove	39%	(80)	27%	(54)	9%	(19)	25%	(50)	203

Continued on next page

Table BPC3_3: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Bereavement

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	33%	(169)	28%	(143)	13%	(66)	25%	(129)	507
#1 Issue: Economy	33%	(49)	27%	(40)	13%	(20)	27%	(40)	149
#1 Issue: Security	31%	(39)	32%	(41)	13%	(17)	24%	(30)	127
#1 Issue: Health Care	41%	(36)	29%	(26)	12%	(10)	19%	(17)	88
#1 Issue: Medicare / Social Security	28%	(19)	23%	(16)	5%	(3)	44%	(30)	69
#1 Issue: Women's Issues	47%	(8)	20%	(3)	21%	(4)	12%	(2)	17
#1 Issue: Education	46%	(11)	45%	(11)	4%	(1)	4%	(1)	24
#1 Issue: Energy	18%	(4)	28%	(6)	36%	(8)	17%	(4)	21
#1 Issue: Other	27%	(4)	9%	(1)	26%	(4)	38%	(5)	14
2018 House Vote: Democrat	42%	(81)	31%	(61)	8%	(16)	19%	(37)	195
2018 House Vote: Republican	31%	(68)	28%	(60)	14%	(30)	28%	(60)	219
2018 House Vote: Someone else	25%	(4)	38%	(6)	22%	(3)	16%	(3)	16
2018 House Vote: Didnt Vote	21%	(16)	21%	(16)	22%	(17)	37%	(28)	78
2016 Vote: Hillary Clinton	44%	(75)	29%	(49)	5%	(9)	21%	(36)	169
2016 Vote: Donald Trump	31%	(67)	28%	(60)	15%	(31)	27%	(58)	216
2016 Vote: Someone else	20%	(9)	29%	(14)	29%	(14)	22%	(10)	47
2016 Vote: Didnt Vote	24%	(18)	28%	(21)	16%	(12)	32%	(24)	75
Voted in 2014: Yes	35%	(139)	28%	(109)	12%	(47)	25%	(96)	391
Voted in 2014: No	26%	(31)	29%	(34)	17%	(19)	28%	(33)	117
2012 Vote: Barack Obama	42%	(80)	28%	(53)	7%	(14)	22%	(42)	188
2012 Vote: Mitt Romney	31%	(58)	29%	(55)	14%	(26)	27%	(50)	189
2012 Vote: Other	8%	(2)	32%	(7)	28%	(6)	32%	(7)	21
2012 Vote: Didn't Vote	27%	(30)	27%	(29)	19%	(21)	27%	(30)	109
4-Region: Northeast	35%	(33)	33%	(30)	10%	(9)	22%	(21)	93
4-Region: Midwest	25%	(31)	37%	(45)	9%	(11)	29%	(35)	122
4-Region: South	41%	(75)	21%	(39)	19%	(35)	19%	(36)	185
4-Region: West	29%	(31)	27%	(29)	10%	(10)	35%	(37)	107
Age: 18-39	41%	(57)	30%	(41)	14%	(20)	15%	(21)	139
Age: 40-59	35%	(62)	28%	(50)	15%	(26)	22%	(39)	177
Age: 65+	26%	(51)	27%	(52)	11%	(20)	36%	(69)	192

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Table BPC3_3: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Bereavement*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	33%	(169)	28%	(143)	13%	(66)	25%	(129)	507
Small Business Owners	33%	(149)	26%	(117)	13%	(61)	28%	(128)	455
SB owners of 0-5 employees	18%	(27)	22%	(33)	10%	(15)	51%	(79)	155
SB owners of 6-15 employees	36%	(38)	21%	(22)	21%	(22)	22%	(23)	105
SB owners of 16-30 employees	39%	(47)	35%	(43)	13%	(16)	12%	(15)	120
SB owners of 31-50 employees	49%	(37)	26%	(19)	11%	(8)	15%	(11)	75
C-Level Executive	39%	(20)	50%	(26)	9%	(5)	2%	(1)	52

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

Table BPC3_4: *Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*

Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	37%	(190)	29%	(145)	12%	(60)	22%	(113)	507
Gender: Male	41%	(103)	27%	(67)	12%	(30)	20%	(49)	249
Gender: Female	34%	(87)	30%	(78)	12%	(30)	25%	(63)	258
Age: 18-29	59%	(40)	22%	(15)	9%	(6)	10%	(7)	69
Age: 30-44	45%	(46)	31%	(32)	12%	(12)	13%	(13)	103
Age: 45-54	39%	(37)	31%	(29)	12%	(12)	18%	(17)	95
Age: 55-64	34%	(31)	24%	(22)	16%	(15)	26%	(23)	90
Age: 65+	23%	(35)	31%	(46)	10%	(15)	35%	(53)	150
Generation Z: 18-21	66%	(14)	26%	(6)	6%	(1)	2%	(0)	22
Millennial: Age 22-37	50%	(52)	28%	(29)	11%	(12)	11%	(12)	104
Generation X: Age 38-53	44%	(57)	31%	(40)	9%	(11)	17%	(22)	130
Boomers: Age 54-72	29%	(65)	26%	(60)	13%	(30)	32%	(73)	228
PID: Dem (no lean)	49%	(71)	26%	(37)	8%	(11)	18%	(26)	145
PID: Ind (no lean)	28%	(43)	30%	(46)	15%	(23)	26%	(39)	151
PID: Rep (no lean)	36%	(76)	29%	(62)	12%	(26)	23%	(48)	212
PID/Gender: Dem Men	55%	(36)	26%	(17)	8%	(5)	11%	(7)	64
PID/Gender: Dem Women	44%	(35)	25%	(21)	8%	(6)	23%	(19)	81
PID/Gender: Ind Men	34%	(24)	28%	(20)	17%	(12)	21%	(15)	71
PID/Gender: Ind Women	24%	(19)	32%	(26)	14%	(11)	30%	(24)	80
PID/Gender: Rep Men	38%	(43)	27%	(31)	11%	(13)	24%	(28)	114
PID/Gender: Rep Women	34%	(33)	32%	(32)	13%	(13)	21%	(20)	97
Ideo: Liberal (1-3)	48%	(67)	33%	(47)	5%	(7)	14%	(20)	142
Ideo: Moderate (4)	35%	(42)	27%	(32)	20%	(24)	19%	(24)	121
Ideo: Conservative (5-7)	33%	(73)	28%	(63)	11%	(25)	27%	(59)	220
Educ: < College	38%	(112)	29%	(84)	9%	(27)	24%	(70)	294
Educ: Bachelors degree	36%	(48)	29%	(38)	12%	(16)	23%	(30)	132
Educ: Post-grad	36%	(29)	27%	(22)	21%	(17)	16%	(13)	81

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Table BPC3_4: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	37%	(190)	29%	(145)	12%	(60)	22%	(113)	507
Income: Under 50k	32%	(57)	31%	(55)	10%	(19)	27%	(49)	180
Income: 50k-100k	39%	(71)	29%	(52)	9%	(15)	23%	(42)	181
Income: 100k+	42%	(62)	25%	(37)	18%	(26)	15%	(21)	147
Ethnicity: White	34%	(141)	28%	(114)	12%	(51)	26%	(106)	412
Ethnicity: Hispanic	58%	(33)	29%	(16)	7%	(4)	7%	(4)	57
Ethnicity: Afr. Am.	60%	(37)	22%	(14)	10%	(6)	7%	(4)	62
Ethnicity: Other	34%	(11)	50%	(17)	10%	(3)	7%	(2)	33
Relig: Protestant	34%	(55)	32%	(52)	7%	(12)	27%	(44)	163
Relig: Roman Catholic	36%	(33)	23%	(22)	13%	(12)	29%	(27)	94
Relig: Something Else	39%	(13)	28%	(10)	19%	(6)	14%	(5)	34
Relig: Jewish	39%	(12)	28%	(8)	22%	(7)	11%	(3)	30
Relig: Evangelical	28%	(56)	28%	(56)	12%	(24)	32%	(65)	200
Relig: Non-Evang. Catholics	50%	(45)	31%	(28)	7%	(6)	12%	(10)	90
Relig: All Christian	35%	(101)	29%	(83)	10%	(30)	26%	(75)	290
Relig: All Non-Christian	46%	(19)	27%	(11)	12%	(5)	15%	(6)	42
Community: Urban	40%	(48)	38%	(46)	11%	(14)	11%	(14)	122
Community: Suburban	38%	(89)	26%	(60)	11%	(25)	26%	(61)	236
Community: Rural	35%	(52)	26%	(38)	14%	(21)	25%	(38)	149
Military HH: Yes	30%	(27)	31%	(28)	16%	(15)	23%	(21)	91
Military HH: No	39%	(162)	28%	(117)	11%	(45)	22%	(92)	417
RD/WT: Right Direction	37%	(90)	26%	(64)	15%	(37)	21%	(51)	242
RD/WT: Wrong Track	38%	(100)	30%	(81)	9%	(23)	23%	(62)	265
Trump Job Approve	35%	(90)	27%	(69)	13%	(33)	24%	(62)	255
Trump Job Disapprove	40%	(99)	30%	(72)	10%	(24)	20%	(50)	244
Trump Job Strongly Approve	34%	(51)	26%	(39)	12%	(18)	28%	(42)	150
Trump Job Somewhat Approve	37%	(38)	29%	(30)	15%	(16)	20%	(21)	105
Trump Job Somewhat Disapprove	34%	(14)	44%	(18)	14%	(6)	8%	(3)	41
Trump Job Strongly Disapprove	42%	(85)	27%	(54)	9%	(18)	23%	(47)	203

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Table BPC3_4: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	37%	(190)	29%	(145)	12%	(60)	22%	(113)	507
#1 Issue: Economy	41%	(61)	25%	(37)	13%	(19)	21%	(32)	149
#1 Issue: Security	31%	(40)	32%	(41)	15%	(19)	21%	(27)	127
#1 Issue: Health Care	52%	(46)	24%	(21)	9%	(8)	15%	(14)	88
#1 Issue: Medicare / Social Security	23%	(16)	26%	(18)	7%	(5)	44%	(30)	69
#1 Issue: Women's Issues	34%	(6)	38%	(6)	16%	(3)	12%	(2)	17
#1 Issue: Education	54%	(13)	39%	(9)	5%	(1)	2%	(1)	24
#1 Issue: Energy	26%	(5)	48%	(10)	9%	(2)	17%	(4)	21
#1 Issue: Other	23%	(3)	20%	(3)	26%	(4)	31%	(4)	14
2018 House Vote: Democrat	50%	(99)	24%	(47)	9%	(17)	16%	(32)	195
2018 House Vote: Republican	33%	(72)	29%	(64)	14%	(31)	23%	(51)	219
2018 House Vote: Someone else	16%	(3)	58%	(9)	16%	(3)	10%	(2)	16
2018 House Vote: Didn't Vote	22%	(17)	31%	(24)	11%	(9)	36%	(28)	78
2016 Vote: Hillary Clinton	49%	(83)	26%	(43)	6%	(11)	19%	(32)	169
2016 Vote: Donald Trump	36%	(79)	27%	(59)	13%	(29)	23%	(49)	216
2016 Vote: Someone else	19%	(9)	41%	(19)	22%	(10)	18%	(9)	47
2016 Vote: Didn't Vote	26%	(20)	30%	(23)	14%	(10)	30%	(22)	75
Voted in 2014: Yes	39%	(151)	28%	(109)	12%	(46)	21%	(84)	391
Voted in 2014: No	33%	(38)	30%	(35)	12%	(14)	25%	(29)	117
2012 Vote: Barack Obama	44%	(83)	26%	(50)	9%	(17)	21%	(39)	188
2012 Vote: Mitt Romney	34%	(65)	30%	(56)	13%	(25)	23%	(43)	189
2012 Vote: Other	7%	(2)	39%	(8)	24%	(5)	30%	(6)	21
2012 Vote: Didn't Vote	37%	(40)	28%	(31)	13%	(14)	22%	(24)	109
4-Region: Northeast	35%	(33)	32%	(29)	10%	(10)	23%	(21)	93
4-Region: Midwest	37%	(45)	29%	(36)	12%	(15)	22%	(27)	122
4-Region: South	43%	(79)	27%	(50)	14%	(25)	16%	(30)	185
4-Region: West	31%	(33)	28%	(30)	10%	(10)	32%	(34)	107
Age: 18-39	52%	(73)	28%	(38)	10%	(14)	10%	(15)	139
Age: 40-59	38%	(68)	28%	(49)	14%	(25)	20%	(36)	177
Age: 65+	26%	(50)	30%	(58)	11%	(22)	33%	(62)	192

Continued on next page

Table BPC3_4: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*Medical leave (to treat or recover from a personal illness or injury that lasts a few weeks and/or requires more time than sick days)*

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	37%	(190)	29%	(145)	12%	(60)	22%	(113)	507
Small Business Owners	36%	(166)	27%	(121)	13%	(57)	25%	(112)	455
SB owners of 0-5 employees	21%	(32)	23%	(36)	10%	(16)	46%	(71)	155
SB owners of 6-15 employees	30%	(32)	36%	(38)	14%	(14)	20%	(21)	105
SB owners of 16-30 employees	51%	(62)	25%	(30)	14%	(17)	9%	(11)	120
SB owners of 31-50 employees	53%	(40)	22%	(17)	13%	(10)	11%	(9)	75
C-Level Executive	47%	(24)	45%	(24)	6%	(3)	2%	(1)	52

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

Table BPC3_5: *Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?*

Family 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	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(159)	28%	(144)	16%	(81)	24%	(124)	507
Gender: Male	32%	(80)	32%	(79)	16%	(39)	21%	(52)	249
Gender: Female	31%	(79)	25%	(65)	16%	(42)	28%	(72)	258
Age: 18-29	45%	(31)	36%	(24)	8%	(6)	11%	(7)	69
Age: 30-44	44%	(46)	29%	(29)	13%	(14)	14%	(14)	103
Age: 45-54	33%	(32)	32%	(31)	16%	(15)	19%	(18)	95
Age: 55-64	29%	(26)	22%	(20)	24%	(21)	25%	(23)	90
Age: 65+	16%	(24)	26%	(39)	16%	(25)	41%	(62)	150
Generation Z: 18-21	62%	(13)	24%	(5)	10%	(2)	4%	(1)	22
Millennial: Age 22-37	43%	(45)	35%	(36)	9%	(10)	13%	(13)	104
Generation X: Age 38-53	39%	(50)	31%	(40)	14%	(18)	16%	(21)	130
Boomers: Age 54-72	21%	(48)	22%	(50)	21%	(47)	36%	(83)	228
PID: Dem (no lean)	46%	(67)	26%	(38)	9%	(14)	18%	(26)	145
PID: Ind (no lean)	24%	(36)	32%	(49)	18%	(28)	26%	(39)	151
PID: Rep (no lean)	27%	(57)	27%	(57)	19%	(39)	28%	(58)	212
PID/Gender: Dem Men	52%	(34)	27%	(17)	10%	(7)	11%	(7)	64
PID/Gender: Dem Women	41%	(33)	26%	(21)	9%	(7)	24%	(20)	81
PID/Gender: Ind Men	27%	(19)	31%	(22)	21%	(15)	20%	(14)	71
PID/Gender: Ind Women	21%	(17)	33%	(27)	16%	(13)	31%	(25)	80
PID/Gender: Rep Men	24%	(27)	35%	(40)	15%	(17)	27%	(31)	114
PID/Gender: Rep Women	30%	(29)	18%	(18)	23%	(22)	29%	(28)	97
Ideo: Liberal (1-3)	41%	(58)	36%	(51)	10%	(15)	13%	(18)	142
Ideo: Moderate (4)	28%	(34)	31%	(37)	20%	(25)	21%	(25)	121
Ideo: Conservative (5-7)	27%	(59)	25%	(54)	17%	(37)	32%	(70)	220
Educ: < College	29%	(86)	29%	(86)	15%	(45)	26%	(77)	294
Educ: Bachelors degree	36%	(47)	27%	(35)	15%	(20)	23%	(31)	132
Educ: Post-grad	32%	(26)	28%	(23)	20%	(16)	19%	(16)	81

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Table BPC3_5: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Family 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	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(159)	28%	(144)	16%	(81)	24%	(124)	507
Income: Under 50k	26%	(47)	27%	(49)	17%	(30)	29%	(53)	180
Income: 50k-100k	33%	(60)	29%	(52)	15%	(27)	23%	(42)	181
Income: 100k+	35%	(52)	29%	(42)	16%	(24)	20%	(29)	147
Ethnicity: White	28%	(114)	28%	(116)	16%	(66)	28%	(116)	412
Ethnicity: Hispanic	48%	(27)	29%	(17)	15%	(9)	8%	(5)	57
Ethnicity: Afr. Am.	53%	(33)	28%	(17)	10%	(6)	9%	(5)	62
Ethnicity: Other	36%	(12)	32%	(11)	23%	(8)	8%	(3)	33
Relig: Protestant	24%	(40)	28%	(46)	15%	(24)	33%	(53)	163
Relig: Roman Catholic	28%	(26)	28%	(27)	15%	(14)	28%	(27)	94
Relig: Something Else	44%	(15)	21%	(7)	13%	(4)	22%	(7)	34
Relig: Jewish	28%	(8)	32%	(9)	29%	(9)	11%	(3)	30
Relig: Evangelical	27%	(54)	26%	(53)	13%	(27)	34%	(67)	200
Relig: Non-Evang. Catholics	30%	(27)	30%	(27)	18%	(16)	22%	(20)	90
Relig: All Christian	28%	(81)	27%	(79)	15%	(43)	30%	(87)	290
Relig: All Non-Christian	47%	(20)	21%	(9)	16%	(7)	15%	(6)	42
Community: Urban	39%	(48)	35%	(43)	13%	(16)	12%	(15)	122
Community: Suburban	32%	(77)	27%	(64)	14%	(34)	26%	(61)	236
Community: Rural	23%	(35)	25%	(37)	20%	(30)	32%	(48)	149
Military HH: Yes	25%	(23)	27%	(25)	22%	(20)	26%	(24)	91
Military HH: No	33%	(136)	29%	(119)	15%	(61)	24%	(100)	417
RD/WT: Right Direction	28%	(67)	29%	(70)	18%	(44)	25%	(61)	242
RD/WT: Wrong Track	35%	(92)	28%	(75)	14%	(36)	24%	(62)	265
Trump Job Approve	26%	(66)	28%	(70)	18%	(46)	28%	(72)	255
Trump Job Disapprove	37%	(91)	29%	(71)	13%	(31)	21%	(51)	244
Trump Job Strongly Approve	29%	(43)	24%	(36)	16%	(24)	31%	(46)	150
Trump Job Somewhat Approve	22%	(23)	32%	(34)	21%	(22)	25%	(26)	105
Trump Job Somewhat Disapprove	32%	(13)	26%	(11)	34%	(14)	8%	(3)	41
Trump Job Strongly Disapprove	38%	(78)	30%	(61)	8%	(17)	24%	(48)	203

Continued on next page

Table BPC3_5: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Family 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	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(159)	28%	(144)	16%	(81)	24%	(124)	507
#1 Issue: Economy	29%	(43)	28%	(41)	15%	(22)	28%	(42)	149
#1 Issue: Security	32%	(40)	28%	(35)	20%	(25)	21%	(27)	127
#1 Issue: Health Care	45%	(39)	28%	(25)	13%	(11)	14%	(13)	88
#1 Issue: Medicare / Social Security	16%	(11)	19%	(13)	21%	(14)	45%	(31)	69
#1 Issue: Women's Issues	34%	(6)	30%	(5)	24%	(4)	12%	(2)	17
#1 Issue: Education	53%	(13)	45%	(11)	—	(0)	2%	(1)	24
#1 Issue: Energy	18%	(4)	57%	(12)	3%	(1)	22%	(5)	21
#1 Issue: Other	24%	(3)	18%	(3)	26%	(4)	31%	(4)	14
2018 House Vote: Democrat	40%	(79)	32%	(62)	11%	(21)	17%	(34)	195
2018 House Vote: Republican	28%	(61)	24%	(52)	20%	(45)	28%	(61)	219
2018 House Vote: Someone else	30%	(5)	31%	(5)	32%	(5)	8%	(1)	16
2018 House Vote: Didn't Vote	19%	(14)	33%	(26)	12%	(10)	35%	(28)	78
2016 Vote: Hillary Clinton	41%	(69)	31%	(53)	8%	(13)	20%	(33)	169
2016 Vote: Donald Trump	30%	(64)	24%	(52)	19%	(42)	27%	(58)	216
2016 Vote: Someone else	22%	(10)	27%	(13)	31%	(15)	20%	(9)	47
2016 Vote: Didn't Vote	20%	(15)	35%	(26)	14%	(11)	31%	(23)	75
Voted in 2014: Yes	33%	(129)	26%	(101)	17%	(65)	24%	(95)	391
Voted in 2014: No	26%	(30)	37%	(43)	13%	(15)	24%	(29)	117
2012 Vote: Barack Obama	38%	(72)	28%	(53)	13%	(24)	21%	(39)	188
2012 Vote: Mitt Romney	27%	(51)	23%	(44)	20%	(38)	29%	(55)	189
2012 Vote: Other	11%	(2)	35%	(7)	24%	(5)	30%	(6)	21
2012 Vote: Didn't Vote	30%	(33)	36%	(39)	12%	(13)	22%	(24)	109
4-Region: Northeast	29%	(27)	30%	(28)	18%	(17)	22%	(20)	93
4-Region: Midwest	26%	(32)	23%	(28)	21%	(25)	30%	(37)	122
4-Region: South	39%	(71)	31%	(58)	12%	(22)	18%	(33)	185
4-Region: West	26%	(28)	28%	(30)	15%	(17)	31%	(33)	107
Age: 18-39	46%	(64)	33%	(46)	10%	(14)	12%	(16)	139
Age: 40-59	34%	(60)	28%	(49)	18%	(32)	21%	(36)	177
Age: 65+	18%	(35)	26%	(50)	18%	(35)	37%	(71)	192

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Table BPC3_5: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Family 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	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(159)	28%	(144)	16%	(81)	24%	(124)	507
Small Business Owners	31%	(143)	26%	(117)	16%	(74)	27%	(122)	455
SB owners of 0-5 employees	15%	(22)	18%	(27)	17%	(27)	51%	(78)	155
SB owners of 6-15 employees	31%	(32)	30%	(32)	18%	(19)	21%	(22)	105
SB owners of 16-30 employees	43%	(51)	33%	(39)	15%	(18)	10%	(12)	120
SB owners of 31-50 employees	49%	(37)	25%	(19)	13%	(10)	13%	(10)	75
C-Level Executive	31%	(16)	53%	(27)	13%	(7)	4%	(2)	52

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

Table BPC3_6: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Leave for the deployment or injury of a military service family member

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(158)	28%	(143)	15%	(75)	26%	(131)	507
Gender: Male	30%	(75)	34%	(85)	15%	(37)	21%	(53)	249
Gender: Female	32%	(83)	23%	(59)	15%	(38)	30%	(78)	258
Age: 18-29	44%	(30)	28%	(19)	14%	(10)	14%	(10)	69
Age: 30-44	42%	(43)	29%	(30)	15%	(15)	14%	(14)	103
Age: 45-54	33%	(32)	31%	(30)	16%	(15)	20%	(19)	95
Age: 55-64	28%	(25)	27%	(25)	15%	(13)	30%	(27)	90
Age: 65+	18%	(27)	26%	(40)	15%	(22)	41%	(61)	150
Generation Z: 18-21	65%	(14)	11%	(2)	16%	(4)	8%	(2)	22
Millennial: Age 22-37	38%	(40)	35%	(36)	13%	(13)	14%	(15)	104
Generation X: Age 38-53	39%	(51)	29%	(38)	13%	(17)	18%	(23)	130
Boomers: Age 54-72	22%	(51)	25%	(57)	15%	(33)	38%	(87)	228
PID: Dem (no lean)	39%	(57)	27%	(39)	14%	(21)	20%	(29)	145
PID: Ind (no lean)	26%	(39)	32%	(48)	15%	(22)	28%	(42)	151
PID: Rep (no lean)	29%	(62)	27%	(56)	15%	(32)	29%	(60)	212
PID/Gender: Dem Men	38%	(25)	34%	(22)	15%	(10)	12%	(8)	64
PID/Gender: Dem Women	40%	(32)	21%	(17)	14%	(11)	26%	(21)	81
PID/Gender: Ind Men	26%	(18)	35%	(25)	18%	(13)	22%	(15)	71
PID/Gender: Ind Women	25%	(20)	29%	(24)	12%	(10)	33%	(27)	80
PID/Gender: Rep Men	28%	(32)	33%	(38)	13%	(15)	26%	(30)	114
PID/Gender: Rep Women	31%	(31)	19%	(18)	18%	(18)	32%	(31)	97
Ideo: Liberal (1-3)	35%	(50)	38%	(54)	11%	(16)	15%	(21)	142
Ideo: Moderate (4)	30%	(37)	30%	(36)	18%	(22)	22%	(27)	121
Ideo: Conservative (5-7)	29%	(65)	23%	(51)	15%	(33)	33%	(72)	220
Educ: < College	31%	(90)	29%	(86)	11%	(33)	29%	(85)	294
Educ: Bachelors degree	32%	(43)	27%	(36)	16%	(21)	25%	(33)	132
Educ: Post-grad	31%	(25)	27%	(22)	26%	(21)	16%	(13)	81

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Table BPC3_6: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Leave for the deployment or injury of a military service family member

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(158)	28%	(143)	15%	(75)	26%	(131)	507
Income: Under 50k	24%	(42)	32%	(57)	13%	(24)	31%	(56)	180
Income: 50k-100k	37%	(68)	25%	(46)	13%	(24)	24%	(44)	181
Income: 100k+	33%	(48)	28%	(41)	19%	(27)	21%	(31)	147
Ethnicity: White	29%	(118)	28%	(116)	14%	(58)	29%	(121)	412
Ethnicity: Hispanic	43%	(25)	26%	(15)	21%	(12)	9%	(5)	57
Ethnicity: Afr. Am.	49%	(30)	30%	(19)	10%	(6)	11%	(7)	62
Ethnicity: Other	30%	(10)	25%	(9)	34%	(11)	10%	(3)	33
Relig: Protestant	26%	(42)	30%	(49)	9%	(15)	35%	(56)	163
Relig: Roman Catholic	30%	(28)	28%	(26)	10%	(9)	32%	(30)	94
Relig: Something Else	42%	(14)	15%	(5)	24%	(8)	19%	(6)	34
Relig: Jewish	35%	(10)	18%	(5)	35%	(10)	11%	(3)	30
Relig: Evangelical	26%	(52)	24%	(48)	13%	(26)	37%	(74)	200
Relig: Non-Evang. Catholics	36%	(32)	36%	(33)	7%	(6)	21%	(19)	90
Relig: All Christian	29%	(84)	28%	(81)	11%	(32)	32%	(93)	290
Relig: All Non-Christian	45%	(19)	23%	(9)	18%	(7)	15%	(6)	42
Community: Urban	34%	(41)	31%	(38)	15%	(18)	20%	(25)	122
Community: Suburban	33%	(77)	25%	(60)	15%	(37)	27%	(63)	236
Community: Rural	27%	(40)	31%	(45)	14%	(20)	29%	(43)	149
Military HH: Yes	27%	(25)	37%	(34)	16%	(14)	19%	(18)	91
Military HH: No	32%	(133)	26%	(109)	15%	(61)	27%	(113)	417
RD/WT: Right Direction	34%	(82)	23%	(56)	16%	(39)	27%	(65)	242
RD/WT: Wrong Track	29%	(76)	33%	(87)	14%	(36)	25%	(66)	265
Trump Job Approve	31%	(79)	24%	(62)	15%	(37)	30%	(77)	255
Trump Job Disapprove	31%	(76)	33%	(81)	14%	(34)	22%	(53)	244
Trump Job Strongly Approve	33%	(49)	23%	(35)	12%	(17)	32%	(48)	150
Trump Job Somewhat Approve	28%	(30)	26%	(27)	19%	(20)	27%	(28)	105
Trump Job Somewhat Disapprove	30%	(12)	42%	(17)	22%	(9)	7%	(3)	41
Trump Job Strongly Disapprove	31%	(64)	32%	(64)	12%	(25)	25%	(51)	203

Continued on next page

Table BPC3_6: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Leave for the deployment or injury of a military service family member

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(158)	28%	(143)	15%	(75)	26%	(131)	507
#1 Issue: Economy	29%	(43)	27%	(40)	16%	(24)	28%	(41)	149
#1 Issue: Security	35%	(45)	22%	(28)	19%	(24)	24%	(30)	127
#1 Issue: Health Care	34%	(30)	35%	(31)	10%	(9)	20%	(18)	88
#1 Issue: Medicare / Social Security	21%	(14)	29%	(20)	7%	(5)	44%	(30)	69
#1 Issue: Women's Issues	21%	(3)	44%	(7)	19%	(3)	16%	(3)	17
#1 Issue: Education	57%	(14)	31%	(7)	10%	(2)	2%	(1)	24
#1 Issue: Energy	22%	(5)	44%	(9)	16%	(3)	17%	(4)	21
#1 Issue: Other	28%	(4)	3%	(0)	32%	(4)	37%	(5)	14
2018 House Vote: Democrat	35%	(69)	33%	(64)	14%	(28)	18%	(35)	195
2018 House Vote: Republican	30%	(65)	26%	(56)	15%	(34)	29%	(64)	219
2018 House Vote: Someone else	22%	(3)	48%	(8)	16%	(3)	14%	(2)	16
2018 House Vote: Didn't Vote	27%	(21)	21%	(16)	15%	(12)	37%	(29)	78
2016 Vote: Hillary Clinton	36%	(61)	32%	(55)	11%	(19)	20%	(34)	169
2016 Vote: Donald Trump	30%	(65)	26%	(57)	15%	(32)	29%	(62)	216
2016 Vote: Someone else	21%	(10)	35%	(17)	23%	(11)	20%	(10)	47
2016 Vote: Didn't Vote	28%	(21)	20%	(15)	18%	(14)	34%	(26)	75
Voted in 2014: Yes	31%	(122)	27%	(107)	16%	(62)	25%	(99)	391
Voted in 2014: No	30%	(36)	31%	(36)	11%	(13)	27%	(32)	117
2012 Vote: Barack Obama	34%	(63)	31%	(58)	14%	(26)	22%	(41)	188
2012 Vote: Mitt Romney	30%	(58)	24%	(46)	16%	(31)	29%	(54)	189
2012 Vote: Other	10%	(2)	40%	(8)	20%	(4)	30%	(6)	21
2012 Vote: Didn't Vote	32%	(35)	29%	(31)	13%	(14)	27%	(29)	109
4-Region: Northeast	34%	(32)	29%	(27)	13%	(12)	23%	(21)	93
4-Region: Midwest	26%	(32)	30%	(36)	14%	(18)	30%	(36)	122
4-Region: South	36%	(67)	28%	(51)	15%	(28)	20%	(38)	185
4-Region: West	24%	(26)	26%	(28)	16%	(17)	33%	(36)	107
Age: 18-39	43%	(60)	30%	(42)	13%	(18)	13%	(19)	139
Age: 40-59	34%	(59)	27%	(49)	17%	(29)	22%	(39)	177
Age: 65+	20%	(38)	28%	(53)	15%	(28)	38%	(73)	192

Continued on next page

Table BPC3_6: Thinking about your business, how interested are you in offering the following types of family and medical leave, paid or unpaid, in the future?

Leave for the deployment or injury of a military service family member

Demographic	Very interested		Somewhat interested		Not too interested		Not at all interested		Total N
Small Business Owners, Executives	31%	(158)	28%	(143)	15%	(75)	26%	(131)	507
Small Business Owners	30%	(135)	27%	(123)	15%	(68)	28%	(129)	455
SB owners of 0-5 employees	14%	(22)	24%	(37)	11%	(17)	51%	(79)	155
SB owners of 6-15 employees	27%	(28)	33%	(35)	15%	(16)	25%	(26)	105
SB owners of 16-30 employees	38%	(46)	32%	(39)	17%	(21)	12%	(14)	120
SB owners of 31-50 employees	52%	(39)	15%	(12)	19%	(15)	13%	(10)	75
C-Level Executive	44%	(23)	40%	(21)	13%	(7)	3%	(2)	52

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

Table BPC6_1NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.

Yes, I have

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(97)	81%	(410)	507
Gender: Male	23%	(58)	77%	(192)	249
Gender: Female	15%	(39)	85%	(219)	258
Age: 18-29	46%	(32)	54%	(37)	69
Age: 30-44	30%	(31)	70%	(72)	103
Age: 45-54	13%	(13)	87%	(82)	95
Age: 55-64	14%	(13)	86%	(78)	90
Age: 65+	6%	(9)	94%	(141)	150
Generation Z: 18-21	69%	(15)	31%	(7)	22
Millennial: Age 22-37	34%	(35)	66%	(69)	104
Generation X: Age 38-53	19%	(24)	81%	(105)	130
Boomers: Age 54-72	7%	(16)	93%	(212)	228
PID: Dem (no lean)	27%	(39)	73%	(106)	145
PID: Ind (no lean)	13%	(19)	87%	(132)	151
PID: Rep (no lean)	19%	(39)	81%	(172)	212
PID/Gender: Dem Men	35%	(22)	65%	(42)	64
PID/Gender: Dem Women	20%	(16)	80%	(64)	81
PID/Gender: Ind Men	14%	(10)	86%	(61)	71
PID/Gender: Ind Women	11%	(9)	89%	(71)	80
PID/Gender: Rep Men	22%	(26)	78%	(89)	114
PID/Gender: Rep Women	14%	(14)	86%	(83)	97
Ideo: Liberal (1-3)	29%	(41)	71%	(101)	142
Ideo: Moderate (4)	13%	(16)	87%	(106)	121
Ideo: Conservative (5-7)	16%	(35)	84%	(185)	220
Educ: < College	21%	(61)	79%	(233)	294
Educ: Bachelors degree	19%	(25)	81%	(107)	132
Educ: Post-grad	13%	(10)	87%	(71)	81

Continued on next page

Table BPC6_INET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(97)	81%	(410)	507
Income: Under 50k	14%	(24)	86%	(156)	180
Income: 50k-100k	25%	(45)	75%	(135)	181
Income: 100k+	18%	(27)	82%	(120)	147
Ethnicity: White	16%	(68)	84%	(345)	412
Ethnicity: Hispanic	42%	(24)	58%	(33)	57
Ethnicity: Afr. Am.	28%	(17)	72%	(44)	62
Ethnicity: Other	36%	(12)	64%	(21)	33
Relig: Protestant	9%	(14)	91%	(149)	163
Relig: Roman Catholic	23%	(21)	77%	(72)	94
Relig: Something Else	24%	(8)	76%	(26)	34
Relig: Jewish	26%	(8)	74%	(22)	30
Relig: Evangelical	15%	(31)	85%	(170)	200
Relig: Non-Evang. Catholics	14%	(13)	86%	(77)	90
Relig: All Christian	15%	(43)	85%	(247)	290
Relig: All Non-Christian	34%	(14)	66%	(27)	42
Community: Urban	25%	(30)	75%	(92)	122
Community: Suburban	16%	(39)	84%	(198)	236
Community: Rural	19%	(28)	81%	(121)	149
Military HH: Yes	20%	(19)	80%	(72)	91
Military HH: No	19%	(78)	81%	(338)	417
RD/WT: Right Direction	17%	(42)	83%	(200)	242
RD/WT: Wrong Track	21%	(55)	79%	(210)	265
Trump Job Approve	17%	(44)	83%	(210)	255
Trump Job Disapprove	21%	(52)	79%	(192)	244
Trump Job Strongly Approve	14%	(21)	86%	(128)	150
Trump Job Somewhat Approve	22%	(23)	78%	(82)	105
Trump Job Somewhat Disapprove	20%	(8)	80%	(33)	41
Trump Job Strongly Disapprove	22%	(44)	78%	(160)	203

Continued on next page

Table BPC6_1NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(97)	81%	(410)	507
#1 Issue: Economy	18%	(27)	82%	(122)	149
#1 Issue: Security	17%	(22)	83%	(105)	127
#1 Issue: Health Care	29%	(25)	71%	(63)	88
#1 Issue: Medicare / Social Security	4%	(3)	96%	(66)	69
#1 Issue: Women's Issues	25%	(4)	75%	(12)	17
#1 Issue: Education	44%	(11)	56%	(13)	24
#1 Issue: Energy	21%	(4)	79%	(16)	21
#1 Issue: Other	6%	(1)	94%	(13)	14
2018 House Vote: Democrat	24%	(46)	76%	(149)	195
2018 House Vote: Republican	18%	(40)	82%	(179)	219
2018 House Vote: Someone else	14%	(2)	86%	(14)	16
2018 House Vote: Didn't Vote	11%	(9)	89%	(69)	78
2016 Vote: Hillary Clinton	24%	(41)	76%	(127)	169
2016 Vote: Donald Trump	18%	(39)	82%	(178)	216
2016 Vote: Someone else	13%	(6)	87%	(41)	47
2016 Vote: Didn't Vote	15%	(11)	85%	(64)	75
Voted in 2014: Yes	19%	(74)	81%	(317)	391
Voted in 2014: No	20%	(23)	80%	(94)	117
2012 Vote: Barack Obama	22%	(42)	78%	(146)	188
2012 Vote: Mitt Romney	18%	(33)	82%	(156)	189
2012 Vote: Other	6%	(1)	94%	(20)	21
2012 Vote: Didn't Vote	19%	(20)	81%	(89)	109
4-Region: Northeast	24%	(23)	76%	(70)	93
4-Region: Midwest	13%	(15)	87%	(107)	122
4-Region: South	19%	(35)	81%	(150)	185
4-Region: West	22%	(24)	78%	(83)	107
Age: 18-39	38%	(53)	62%	(86)	139
Age: 40-59	16%	(29)	84%	(148)	177
Age: 65+	8%	(15)	92%	(177)	192
Small Business Owners	19%	(86)	81%	(369)	455

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Table BPC6_1NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(97)	81%	(410)	507
SB owners of 0-5 employees	4%	(6)	96%	(149)	155
SB owners of 6-15 employees	16%	(16)	84%	(89)	105
SB owners of 16-30 employees	29%	(35)	71%	(85)	120
SB owners of 31-50 employees	39%	(29)	61%	(46)	75
C-Level Executive	20%	(11)	80%	(41)	52

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

Table BPC6_2NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have heard about it

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(86)	83%	(421)	507
Gender: Male	18%	(45)	82%	(205)	249
Gender: Female	16%	(41)	84%	(217)	258
Age: 18-29	35%	(24)	65%	(44)	69
Age: 30-44	21%	(22)	79%	(81)	103
Age: 45-54	19%	(18)	81%	(77)	95
Age: 55-64	17%	(15)	83%	(75)	90
Age: 65+	4%	(6)	96%	(144)	150
Generation Z: 18-21	42%	(9)	58%	(13)	22
Millennial: Age 22-37	26%	(27)	74%	(78)	104
Generation X: Age 38-53	21%	(28)	79%	(102)	130
Boomers: Age 54-72	9%	(21)	91%	(207)	228
PID: Dem (no lean)	30%	(43)	70%	(102)	145
PID: Ind (no lean)	14%	(21)	86%	(130)	151
PID: Rep (no lean)	11%	(22)	89%	(189)	212
PID/Gender: Dem Men	27%	(17)	73%	(47)	64
PID/Gender: Dem Women	32%	(26)	68%	(55)	81
PID/Gender: Ind Men	14%	(10)	86%	(61)	71
PID/Gender: Ind Women	13%	(11)	87%	(70)	80
PID/Gender: Rep Men	16%	(18)	84%	(97)	114
PID/Gender: Rep Women	5%	(4)	95%	(93)	97
Ideo: Liberal (1-3)	28%	(39)	72%	(103)	142
Ideo: Moderate (4)	15%	(19)	85%	(103)	121
Ideo: Conservative (5-7)	12%	(26)	88%	(194)	220
Educ: < College	16%	(47)	84%	(247)	294
Educ: Bachelors degree	19%	(25)	81%	(108)	132
Educ: Post-grad	18%	(15)	82%	(66)	81

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Table BPC6_2NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have heard about it

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(86)	83%	(421)	507
Income: Under 50k	15%	(27)	85%	(153)	180
Income: 50k-100k	16%	(28)	84%	(152)	181
Income: 100k+	21%	(30)	79%	(117)	147
Ethnicity: White	12%	(49)	88%	(363)	412
Ethnicity: Hispanic	30%	(17)	70%	(40)	57
Ethnicity: Afr. Am.	44%	(27)	56%	(34)	62
Ethnicity: Other	29%	(10)	71%	(24)	33
Relig: Protestant	13%	(21)	87%	(142)	163
Relig: Roman Catholic	19%	(18)	81%	(76)	94
Relig: Something Else	23%	(8)	77%	(26)	34
Relig: Jewish	11%	(3)	89%	(26)	30
Relig: Evangelical	17%	(34)	83%	(167)	200
Relig: Non-Evang. Catholics	14%	(13)	86%	(77)	90
Relig: All Christian	16%	(46)	84%	(244)	290
Relig: All Non-Christian	17%	(7)	83%	(34)	42
Community: Urban	21%	(25)	79%	(97)	122
Community: Suburban	21%	(49)	79%	(188)	236
Community: Rural	8%	(12)	92%	(137)	149
Military HH: Yes	13%	(12)	87%	(79)	91
Military HH: No	18%	(74)	82%	(343)	417
RD/WT: Right Direction	15%	(37)	85%	(205)	242
RD/WT: Wrong Track	18%	(49)	82%	(217)	265
Trump Job Approve	13%	(32)	87%	(222)	255
Trump Job Disapprove	21%	(52)	79%	(192)	244
Trump Job Strongly Approve	14%	(21)	86%	(129)	150
Trump Job Somewhat Approve	11%	(11)	89%	(93)	105
Trump Job Somewhat Disapprove	33%	(14)	67%	(27)	41
Trump Job Strongly Disapprove	19%	(39)	81%	(165)	203

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Table BPC6_2NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have heard about it

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(86)	83%	(421)	507
#1 Issue: Economy	18%	(27)	82%	(121)	149
#1 Issue: Security	18%	(22)	82%	(104)	127
#1 Issue: Health Care	19%	(17)	81%	(71)	88
#1 Issue: Medicare / Social Security	5%	(4)	95%	(65)	69
#1 Issue: Women's Issues	29%	(5)	71%	(12)	17
#1 Issue: Education	35%	(8)	65%	(16)	24
#1 Issue: Energy	7%	(1)	93%	(19)	21
#1 Issue: Other	9%	(1)	91%	(13)	14
2018 House Vote: Democrat	23%	(44)	77%	(151)	195
2018 House Vote: Republican	12%	(25)	88%	(193)	219
2018 House Vote: Someone else	27%	(4)	73%	(12)	16
2018 House Vote: Didnt Vote	16%	(12)	84%	(65)	78
2016 Vote: Hillary Clinton	23%	(39)	77%	(130)	169
2016 Vote: Donald Trump	13%	(29)	87%	(187)	216
2016 Vote: Someone else	10%	(5)	90%	(43)	47
2016 Vote: Didnt Vote	18%	(14)	82%	(61)	75
Voted in 2014: Yes	17%	(66)	83%	(325)	391
Voted in 2014: No	17%	(20)	83%	(97)	117
2012 Vote: Barack Obama	21%	(39)	79%	(149)	188
2012 Vote: Mitt Romney	12%	(23)	88%	(167)	189
2012 Vote: Other	—	(0)	100%	(21)	21
2012 Vote: Didn't Vote	22%	(25)	78%	(85)	109
4-Region: Northeast	21%	(19)	79%	(74)	93
4-Region: Midwest	11%	(13)	89%	(109)	122
4-Region: South	21%	(39)	79%	(146)	185
4-Region: West	14%	(15)	86%	(92)	107
Age: 18-39	28%	(39)	72%	(100)	139
Age: 40-59	17%	(31)	83%	(146)	177
Age: 65+	8%	(16)	92%	(175)	192
Small Business Owners	18%	(81)	82%	(374)	455

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Table BPC6_2NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.
Yes, I have heard about it

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(86)	83%	(421)	507
SB owners of 0-5 employees	9%	(14)	91%	(141)	155
SB owners of 6-15 employees	15%	(16)	85%	(89)	105
SB owners of 16-30 employees	23%	(27)	77%	(93)	120
SB owners of 31-50 employees	31%	(23)	69%	(52)	75
C-Level Executive	10%	(5)	90%	(47)	52

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

Table BPC6_3NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.

No

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	67%	(340)	33%	(167)	507
Gender: Male	63%	(156)	37%	(93)	249
Gender: Female	71%	(183)	29%	(75)	258
Age: 18-29	31%	(21)	69%	(47)	69
Age: 30-44	53%	(55)	47%	(49)	103
Age: 45-54	68%	(65)	32%	(30)	95
Age: 55-64	71%	(64)	29%	(26)	90
Age: 65+	90%	(135)	10%	(15)	150
Generation Z: 18-21	13%	(3)	87%	(19)	22
Millennial: Age 22-37	46%	(47)	54%	(57)	104
Generation X: Age 38-53	63%	(81)	37%	(49)	130
Boomers: Age 54-72	85%	(193)	15%	(35)	228
PID: Dem (no lean)	51%	(73)	49%	(72)	145
PID: Ind (no lean)	74%	(113)	26%	(39)	151
PID: Rep (no lean)	73%	(154)	27%	(57)	212
PID/Gender: Dem Men	48%	(31)	52%	(33)	64
PID/Gender: Dem Women	53%	(42)	47%	(38)	81
PID/Gender: Ind Men	72%	(51)	28%	(20)	71
PID/Gender: Ind Women	77%	(62)	23%	(18)	80
PID/Gender: Rep Men	65%	(75)	35%	(40)	114
PID/Gender: Rep Women	82%	(79)	18%	(18)	97
Ideo: Liberal (1-3)	50%	(71)	50%	(71)	142
Ideo: Moderate (4)	73%	(89)	27%	(33)	121
Ideo: Conservative (5-7)	74%	(163)	26%	(57)	220
Educ: < College	66%	(195)	34%	(99)	294
Educ: Bachelors degree	66%	(88)	34%	(45)	132
Educ: Post-grad	71%	(57)	29%	(24)	81

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Table BPC6_3NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.

No

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	67%	(340)	33%	(167)	507
Income: Under 50k	74%	(133)	26%	(47)	180
Income: 50k-100k	62%	(112)	38%	(69)	181
Income: 100k+	65%	(95)	35%	(52)	147
Ethnicity: White	73%	(302)	27%	(110)	412
Ethnicity: Hispanic	34%	(19)	66%	(38)	57
Ethnicity: Afr. Am.	42%	(26)	58%	(36)	62
Ethnicity: Other	37%	(12)	63%	(21)	33
Relig: Protestant	81%	(132)	19%	(31)	163
Relig: Roman Catholic	60%	(57)	40%	(37)	94
Relig: Something Else	53%	(18)	47%	(16)	34
Relig: Jewish	63%	(19)	37%	(11)	30
Relig: Evangelical	70%	(140)	30%	(60)	200
Relig: Non-Evang. Catholics	74%	(66)	26%	(24)	90
Relig: All Christian	71%	(206)	29%	(84)	290
Relig: All Non-Christian	54%	(22)	46%	(19)	42
Community: Urban	60%	(73)	40%	(49)	122
Community: Suburban	66%	(156)	34%	(80)	236
Community: Rural	74%	(110)	26%	(38)	149
Military HH: Yes	67%	(61)	33%	(30)	91
Military HH: No	67%	(279)	33%	(137)	417
RD/WT: Right Direction	70%	(168)	30%	(74)	242
RD/WT: Wrong Track	65%	(172)	35%	(94)	265
Trump Job Approve	72%	(184)	28%	(71)	255
Trump Job Disapprove	61%	(149)	39%	(95)	244
Trump Job Strongly Approve	74%	(111)	26%	(39)	150
Trump Job Somewhat Approve	70%	(73)	30%	(32)	105
Trump Job Somewhat Disapprove	49%	(20)	51%	(21)	41
Trump Job Strongly Disapprove	64%	(129)	36%	(74)	203

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Table BPC6_3NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.

No

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	67%	(340)	33%	(167)	507
#1 Issue: Economy	67%	(100)	33%	(49)	149
#1 Issue: Security	67%	(85)	33%	(41)	127
#1 Issue: Health Care	56%	(49)	44%	(39)	88
#1 Issue: Medicare / Social Security	91%	(62)	9%	(6)	69
#1 Issue: Women's Issues	49%	(8)	51%	(8)	17
#1 Issue: Education	36%	(9)	64%	(15)	24
#1 Issue: Energy	72%	(15)	28%	(6)	21
#1 Issue: Other	85%	(12)	15%	(2)	14
2018 House Vote: Democrat	59%	(115)	41%	(80)	195
2018 House Vote: Republican	72%	(158)	28%	(61)	219
2018 House Vote: Someone else	59%	(9)	41%	(7)	16
2018 House Vote: Didn't Vote	74%	(58)	26%	(20)	78
2016 Vote: Hillary Clinton	58%	(98)	42%	(71)	169
2016 Vote: Donald Trump	71%	(153)	29%	(63)	216
2016 Vote: Someone else	79%	(37)	21%	(10)	47
2016 Vote: Didn't Vote	69%	(52)	31%	(23)	75
Voted in 2014: Yes	66%	(259)	34%	(132)	391
Voted in 2014: No	69%	(81)	31%	(36)	117
2012 Vote: Barack Obama	59%	(112)	41%	(76)	188
2012 Vote: Mitt Romney	73%	(137)	27%	(52)	189
2012 Vote: Other	94%	(20)	6%	(1)	21
2012 Vote: Didn't Vote	65%	(71)	35%	(38)	109
4-Region: Northeast	58%	(54)	42%	(39)	93
4-Region: Midwest	77%	(95)	23%	(28)	122
4-Region: South	65%	(120)	35%	(65)	185
4-Region: West	66%	(71)	34%	(36)	107
Age: 18-39	41%	(57)	59%	(82)	139
Age: 40-59	68%	(121)	32%	(56)	177
Age: 65+	85%	(162)	15%	(29)	192
Small Business Owners	67%	(304)	33%	(152)	455

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Table BPC6_3NET: *In the last year, have you or another small business executive you know had an employee ask for paid family or medical leave?*
Please select all that apply.

No

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	67%	(340)	33%	(167)	507
SB owners of 0-5 employees	87%	(135)	13%	(20)	155
SB owners of 6-15 employees	71%	(75)	29%	(30)	105
SB owners of 16-30 employees	52%	(63)	48%	(57)	120
SB owners of 31-50 employees	41%	(31)	59%	(45)	75
C-Level Executive	70%	(36)	30%	(16)	52

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

Table BPC10_1: How likely are you to offer paid leave for employees at your company for the following in the future?

Maternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	36%	(185)	16%	(79)	10%	(51)	27%	(138)	11%	(54)	507
Gender: Male	39%	(98)	17%	(42)	11%	(27)	25%	(61)	8%	(20)	249
Gender: Female	34%	(87)	14%	(37)	9%	(24)	30%	(76)	13%	(34)	258
Age: 18-29	57%	(39)	17%	(12)	4%	(2)	12%	(8)	9%	(6)	69
Age: 30-44	49%	(50)	19%	(20)	11%	(11)	13%	(13)	9%	(9)	103
Age: 45-54	40%	(39)	19%	(18)	14%	(13)	20%	(19)	6%	(6)	95
Age: 55-64	31%	(28)	25%	(23)	9%	(8)	22%	(20)	12%	(10)	90
Age: 65+	19%	(29)	4%	(6)	11%	(16)	51%	(77)	15%	(23)	150
Generation Z: 18-21	44%	(10)	21%	(5)	6%	(1)	23%	(5)	6%	(1)	22
Millennial: Age 22-37	58%	(60)	20%	(21)	7%	(8)	8%	(8)	7%	(7)	104
Generation X: Age 38-53	44%	(58)	15%	(19)	12%	(16)	20%	(26)	9%	(11)	130
Boomers: Age 54-72	23%	(53)	14%	(32)	11%	(24)	38%	(87)	14%	(32)	228
PID: Dem (no lean)	44%	(64)	13%	(19)	10%	(14)	21%	(30)	12%	(17)	145
PID: Ind (no lean)	37%	(56)	15%	(22)	9%	(14)	22%	(33)	17%	(26)	151
PID: Rep (no lean)	31%	(65)	18%	(38)	11%	(23)	35%	(75)	5%	(11)	212
PID/Gender: Dem Men	40%	(26)	19%	(12)	16%	(10)	18%	(11)	7%	(5)	64
PID/Gender: Dem Women	48%	(38)	9%	(7)	5%	(4)	23%	(18)	16%	(13)	81
PID/Gender: Ind Men	48%	(34)	11%	(7)	12%	(8)	15%	(11)	15%	(10)	71
PID/Gender: Ind Women	28%	(22)	19%	(15)	7%	(6)	27%	(22)	19%	(15)	80
PID/Gender: Rep Men	34%	(39)	20%	(23)	8%	(9)	34%	(39)	4%	(5)	114
PID/Gender: Rep Women	27%	(26)	15%	(15)	14%	(14)	37%	(36)	7%	(6)	97
Ideo: Liberal (1-3)	47%	(67)	19%	(27)	9%	(13)	13%	(19)	11%	(16)	142
Ideo: Moderate (4)	41%	(50)	11%	(13)	10%	(12)	27%	(33)	10%	(12)	121
Ideo: Conservative (5-7)	28%	(62)	16%	(36)	11%	(25)	37%	(82)	7%	(15)	220
Educ: < College	38%	(112)	14%	(40)	11%	(32)	27%	(78)	11%	(32)	294
Educ: Bachelors degree	33%	(43)	20%	(26)	9%	(12)	26%	(35)	12%	(16)	132
Educ: Post-grad	37%	(30)	15%	(12)	9%	(7)	30%	(24)	9%	(7)	81

Continued on next page

Table BPC10_1: How likely are you to offer paid leave for employees at your company for the following in the future?

Maternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	36%	(185)	16%	(79)	10%	(51)	27%	(138)	11%	(54)	507
Income: Under 50k	29%	(52)	17%	(31)	9%	(15)	31%	(56)	15%	(27)	180
Income: 50k-100k	39%	(71)	16%	(29)	14%	(25)	23%	(41)	8%	(14)	181
Income: 100k+	43%	(63)	13%	(19)	7%	(10)	28%	(41)	9%	(14)	147
Ethnicity: White	33%	(136)	15%	(63)	10%	(39)	30%	(125)	12%	(48)	412
Ethnicity: Hispanic	62%	(35)	21%	(12)	8%	(5)	7%	(4)	2%	(1)	57
Ethnicity: Afr. Am.	62%	(38)	9%	(6)	9%	(6)	11%	(7)	8%	(5)	62
Ethnicity: Other	33%	(11)	30%	(10)	18%	(6)	16%	(5)	3%	(1)	33
Relig: Protestant	26%	(43)	11%	(19)	13%	(21)	37%	(61)	12%	(19)	163
Relig: Roman Catholic	36%	(33)	22%	(21)	13%	(12)	22%	(20)	8%	(7)	94
Relig: Something Else	42%	(14)	19%	(7)	19%	(6)	17%	(6)	3%	(1)	34
Relig: Jewish	52%	(15)	2%	(1)	1%	(0)	24%	(7)	21%	(6)	30
Relig: Evangelical	27%	(54)	16%	(33)	12%	(24)	33%	(67)	12%	(23)	200
Relig: Non-Evang. Catholics	41%	(37)	15%	(13)	17%	(16)	22%	(20)	5%	(4)	90
Relig: All Christian	31%	(90)	16%	(46)	14%	(39)	30%	(87)	10%	(28)	290
Relig: All Non-Christian	55%	(23)	14%	(6)	5%	(2)	14%	(6)	11%	(5)	42
Community: Urban	38%	(47)	21%	(25)	9%	(11)	20%	(24)	12%	(15)	122
Community: Suburban	41%	(96)	12%	(28)	8%	(20)	28%	(66)	11%	(26)	236
Community: Rural	28%	(42)	18%	(26)	14%	(20)	32%	(47)	9%	(13)	149
Military HH: Yes	31%	(28)	17%	(16)	10%	(9)	35%	(32)	7%	(6)	91
Military HH: No	38%	(157)	15%	(63)	10%	(42)	25%	(106)	12%	(48)	417
RD/WT: Right Direction	35%	(85)	18%	(45)	11%	(26)	29%	(71)	6%	(15)	242
RD/WT: Wrong Track	38%	(100)	13%	(34)	10%	(25)	25%	(66)	15%	(39)	265
Trump Job Approve	33%	(84)	19%	(49)	11%	(29)	30%	(77)	6%	(15)	255
Trump Job Disapprove	41%	(100)	12%	(29)	8%	(20)	24%	(58)	16%	(38)	244
Trump Job Strongly Approve	33%	(49)	17%	(25)	15%	(22)	31%	(46)	5%	(7)	150
Trump Job Somewhat Approve	34%	(35)	23%	(24)	6%	(7)	30%	(31)	8%	(8)	105
Trump Job Somewhat Disapprove	45%	(19)	21%	(9)	7%	(3)	17%	(7)	9%	(4)	41
Trump Job Strongly Disapprove	40%	(81)	10%	(20)	8%	(17)	25%	(51)	17%	(34)	203

Continued on next page

Table BPC10_1: How likely are you to offer paid leave for employees at your company for the following in the future?

Maternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	36%	(185)	16%	(79)	10%	(51)	27%	(138)	11%	(54)	507
#1 Issue: Economy	39%	(58)	21%	(31)	7%	(11)	25%	(38)	7%	(11)	149
#1 Issue: Security	32%	(40)	13%	(17)	15%	(19)	30%	(38)	11%	(14)	127
#1 Issue: Health Care	51%	(45)	15%	(13)	12%	(10)	15%	(13)	8%	(7)	88
#1 Issue: Medicare / Social Security	23%	(16)	5%	(4)	10%	(7)	41%	(29)	20%	(14)	69
#1 Issue: Women's Issues	46%	(8)	11%	(2)	20%	(3)	21%	(4)	2%	(0)	17
#1 Issue: Education	47%	(11)	28%	(7)	4%	(1)	21%	(5)	—	(0)	24
#1 Issue: Energy	26%	(5)	16%	(3)	1%	(0)	30%	(6)	27%	(6)	21
#1 Issue: Other	14%	(2)	21%	(3)	—	(0)	40%	(5)	25%	(3)	14
2018 House Vote: Democrat	48%	(94)	12%	(23)	9%	(17)	16%	(31)	15%	(30)	195
2018 House Vote: Republican	31%	(67)	17%	(37)	11%	(25)	36%	(79)	5%	(11)	219
2018 House Vote: Someone else	44%	(7)	15%	(2)	15%	(2)	14%	(2)	13%	(2)	16
2018 House Vote: Didn't Vote	22%	(17)	22%	(17)	8%	(6)	32%	(25)	15%	(12)	78
2016 Vote: Hillary Clinton	48%	(80)	10%	(17)	9%	(15)	17%	(28)	17%	(28)	169
2016 Vote: Donald Trump	32%	(70)	19%	(40)	12%	(26)	33%	(72)	4%	(9)	216
2016 Vote: Someone else	24%	(11)	11%	(5)	7%	(3)	45%	(21)	14%	(6)	47
2016 Vote: Didn't Vote	32%	(24)	22%	(17)	10%	(8)	21%	(16)	15%	(11)	75
Voted in 2014: Yes	38%	(147)	14%	(54)	11%	(42)	28%	(108)	10%	(40)	391
Voted in 2014: No	33%	(39)	22%	(25)	8%	(9)	26%	(30)	12%	(14)	117
2012 Vote: Barack Obama	44%	(83)	13%	(24)	11%	(20)	17%	(31)	16%	(30)	188
2012 Vote: Mitt Romney	28%	(53)	17%	(32)	11%	(22)	39%	(74)	5%	(9)	189
2012 Vote: Other	38%	(8)	6%	(1)	7%	(1)	30%	(6)	20%	(4)	21
2012 Vote: Didn't Vote	38%	(41)	20%	(22)	7%	(8)	24%	(27)	10%	(11)	109
4-Region: Northeast	41%	(38)	14%	(13)	16%	(15)	19%	(18)	10%	(9)	93
4-Region: Midwest	34%	(42)	12%	(14)	9%	(11)	35%	(43)	10%	(12)	122
4-Region: South	38%	(69)	17%	(32)	7%	(13)	30%	(55)	9%	(16)	185
4-Region: West	34%	(36)	18%	(20)	12%	(12)	20%	(22)	16%	(17)	107
Age: 18-39	54%	(75)	19%	(26)	8%	(12)	11%	(15)	8%	(11)	139
Age: 40-59	39%	(70)	21%	(37)	9%	(16)	23%	(41)	7%	(12)	177
Age: 65+	21%	(41)	8%	(15)	12%	(23)	43%	(81)	16%	(31)	192
Small Business Owners	36%	(166)	14%	(66)	9%	(39)	29%	(132)	11%	(52)	455

Continued on next page

Table BPC10_1: *How likely are you to offer paid leave for employees at your company for the following in the future?**Maternity leave*

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	36%	(185)	16%	(79)	10%	(51)	27%	(138)	11%	(54)	507
SB owners of 0-5 employees	13%	(21)	12%	(19)	8%	(12)	42%	(65)	25%	(39)	155
SB owners of 6-15 employees	37%	(39)	15%	(16)	13%	(13)	32%	(34)	2%	(2)	105
SB owners of 16-30 employees	57%	(69)	16%	(19)	9%	(11)	14%	(16)	4%	(5)	120
SB owners of 31-50 employees	49%	(37)	16%	(12)	5%	(3)	22%	(17)	7%	(5)	75
C-Level Executive	37%	(19)	26%	(13)	23%	(12)	10%	(5)	4%	(2)	52

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

Table BPC10_2: How likely are you to offer paid leave for employees at your company for the following in the future?

Paternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(146)	15%	(74)	16%	(79)	30%	(155)	11%	(54)	507
Gender: Male	32%	(80)	15%	(37)	18%	(45)	26%	(66)	8%	(21)	249
Gender: Female	26%	(66)	14%	(36)	13%	(34)	34%	(89)	13%	(33)	258
Age: 18-29	46%	(31)	17%	(11)	20%	(14)	10%	(7)	8%	(6)	69
Age: 30-44	40%	(41)	23%	(23)	15%	(15)	14%	(14)	9%	(10)	103
Age: 45-54	38%	(36)	14%	(14)	16%	(15)	25%	(24)	7%	(6)	95
Age: 55-64	18%	(16)	24%	(22)	18%	(17)	28%	(25)	12%	(11)	90
Age: 65+	14%	(22)	2%	(4)	12%	(18)	57%	(85)	14%	(21)	150
Generation Z: 18-21	42%	(9)	17%	(4)	28%	(6)	12%	(3)	—	(0)	22
Millennial: Age 22-37	45%	(47)	24%	(25)	14%	(14)	10%	(11)	7%	(8)	104
Generation X: Age 38-53	40%	(52)	13%	(17)	17%	(22)	20%	(26)	9%	(12)	130
Boomers: Age 54-72	17%	(38)	12%	(28)	14%	(32)	44%	(99)	14%	(31)	228
PID: Dem (no lean)	37%	(53)	17%	(25)	14%	(21)	22%	(33)	9%	(13)	145
PID: Ind (no lean)	25%	(38)	18%	(26)	12%	(19)	26%	(40)	19%	(28)	151
PID: Rep (no lean)	26%	(55)	11%	(23)	19%	(40)	39%	(82)	6%	(12)	212
PID/Gender: Dem Men	34%	(22)	24%	(16)	20%	(13)	17%	(11)	4%	(3)	64
PID/Gender: Dem Women	39%	(31)	11%	(9)	10%	(8)	27%	(22)	13%	(11)	81
PID/Gender: Ind Men	30%	(21)	16%	(11)	13%	(9)	22%	(16)	19%	(13)	71
PID/Gender: Ind Women	20%	(16)	19%	(15)	12%	(10)	30%	(24)	19%	(15)	80
PID/Gender: Rep Men	32%	(36)	9%	(10)	20%	(23)	34%	(39)	5%	(5)	114
PID/Gender: Rep Women	19%	(19)	13%	(12)	17%	(17)	44%	(43)	7%	(7)	97
Ideo: Liberal (1-3)	39%	(56)	18%	(26)	18%	(25)	14%	(20)	10%	(15)	142
Ideo: Moderate (4)	30%	(36)	13%	(16)	13%	(16)	31%	(37)	13%	(16)	121
Ideo: Conservative (5-7)	22%	(49)	13%	(29)	17%	(37)	42%	(94)	6%	(12)	220
Educ: < College	29%	(86)	15%	(45)	15%	(45)	28%	(82)	12%	(36)	294
Educ: Bachelors degree	29%	(39)	14%	(18)	17%	(22)	29%	(38)	11%	(15)	132
Educ: Post-grad	26%	(21)	12%	(10)	15%	(12)	43%	(35)	4%	(3)	81

Continued on next page

Table BPC10_2: How likely are you to offer paid leave for employees at your company for the following in the future?

Paternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(146)	15%	(74)	16%	(79)	30%	(155)	11%	(54)	507
Income: Under 50k	25%	(45)	17%	(31)	11%	(20)	32%	(58)	15%	(26)	180
Income: 50k-100k	32%	(58)	10%	(18)	25%	(45)	25%	(46)	8%	(14)	181
Income: 100k+	29%	(43)	17%	(24)	10%	(15)	35%	(51)	9%	(13)	147
Ethnicity: White	27%	(111)	13%	(53)	13%	(55)	35%	(146)	12%	(48)	412
Ethnicity: Hispanic	57%	(33)	9%	(5)	22%	(13)	11%	(6)	1%	(1)	57
Ethnicity: Afr. Am.	43%	(27)	24%	(15)	18%	(11)	7%	(4)	9%	(5)	62
Ethnicity: Other	25%	(8)	20%	(7)	40%	(13)	14%	(5)	1%	(0)	33
Relig: Protestant	20%	(32)	9%	(14)	18%	(29)	42%	(68)	12%	(19)	163
Relig: Roman Catholic	26%	(24)	21%	(20)	18%	(17)	28%	(26)	7%	(7)	94
Relig: Something Else	33%	(11)	14%	(5)	21%	(7)	30%	(10)	3%	(1)	34
Relig: Jewish	42%	(12)	10%	(3)	—	(0)	26%	(8)	22%	(7)	30
Relig: Evangelical	18%	(35)	14%	(28)	18%	(36)	39%	(78)	12%	(24)	200
Relig: Non-Evang. Catholics	36%	(32)	13%	(12)	19%	(17)	29%	(26)	3%	(3)	90
Relig: All Christian	23%	(68)	14%	(39)	18%	(53)	36%	(104)	9%	(27)	290
Relig: All Non-Christian	46%	(19)	16%	(7)	14%	(6)	13%	(5)	11%	(5)	42
Community: Urban	31%	(38)	18%	(21)	19%	(23)	21%	(26)	12%	(14)	122
Community: Suburban	33%	(78)	11%	(27)	15%	(35)	31%	(73)	10%	(23)	236
Community: Rural	20%	(30)	17%	(25)	15%	(22)	38%	(56)	11%	(16)	149
Military HH: Yes	23%	(21)	10%	(9)	17%	(16)	43%	(39)	6%	(6)	91
Military HH: No	30%	(125)	16%	(65)	15%	(64)	28%	(115)	12%	(48)	417
RD/WT: Right Direction	28%	(67)	14%	(34)	19%	(46)	33%	(80)	6%	(14)	242
RD/WT: Wrong Track	30%	(79)	15%	(39)	13%	(33)	28%	(75)	15%	(40)	265
Trump Job Approve	26%	(65)	15%	(37)	19%	(49)	34%	(87)	6%	(16)	255
Trump Job Disapprove	32%	(79)	14%	(35)	11%	(28)	27%	(65)	15%	(37)	244
Trump Job Strongly Approve	26%	(39)	15%	(22)	18%	(27)	36%	(54)	5%	(8)	150
Trump Job Somewhat Approve	25%	(26)	14%	(15)	21%	(22)	31%	(33)	8%	(9)	105
Trump Job Somewhat Disapprove	41%	(17)	14%	(6)	16%	(7)	23%	(9)	6%	(2)	41
Trump Job Strongly Disapprove	31%	(63)	15%	(30)	10%	(21)	27%	(56)	17%	(34)	203

Continued on next page

Table BPC10_2: How likely are you to offer paid leave for employees at your company for the following in the future?

Paternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(146)	15%	(74)	16%	(79)	30%	(155)	11%	(54)	507
#1 Issue: Economy	26%	(38)	18%	(27)	17%	(26)	31%	(46)	8%	(12)	149
#1 Issue: Security	28%	(35)	15%	(19)	19%	(24)	29%	(37)	9%	(12)	127
#1 Issue: Health Care	40%	(35)	11%	(10)	17%	(15)	25%	(22)	6%	(5)	88
#1 Issue: Medicare / Social Security	21%	(14)	5%	(4)	11%	(8)	41%	(29)	22%	(15)	69
#1 Issue: Women's Issues	37%	(6)	16%	(3)	18%	(3)	17%	(3)	13%	(2)	17
#1 Issue: Education	45%	(11)	28%	(7)	18%	(4)	9%	(2)	—	(0)	24
#1 Issue: Energy	21%	(4)	9%	(2)	1%	(0)	47%	(10)	22%	(5)	21
#1 Issue: Other	10%	(1)	25%	(3)	—	(0)	40%	(5)	25%	(3)	14
2018 House Vote: Democrat	38%	(75)	15%	(28)	14%	(27)	19%	(37)	15%	(28)	195
2018 House Vote: Republican	24%	(53)	14%	(30)	16%	(36)	40%	(88)	6%	(13)	219
2018 House Vote: Someone else	33%	(5)	23%	(4)	18%	(3)	20%	(3)	7%	(1)	16
2018 House Vote: Didn't Vote	16%	(12)	16%	(12)	18%	(14)	35%	(27)	16%	(12)	78
2016 Vote: Hillary Clinton	40%	(67)	13%	(23)	11%	(19)	19%	(32)	17%	(28)	169
2016 Vote: Donald Trump	24%	(52)	15%	(32)	19%	(41)	38%	(81)	4%	(9)	216
2016 Vote: Someone else	16%	(8)	14%	(7)	7%	(3)	50%	(23)	14%	(6)	47
2016 Vote: Didn't Vote	25%	(19)	16%	(12)	21%	(16)	24%	(18)	13%	(10)	75
Voted in 2014: Yes	29%	(114)	13%	(53)	15%	(59)	32%	(125)	10%	(40)	391
Voted in 2014: No	28%	(32)	18%	(21)	17%	(20)	25%	(29)	12%	(14)	117
2012 Vote: Barack Obama	36%	(69)	13%	(25)	13%	(24)	22%	(41)	16%	(29)	188
2012 Vote: Mitt Romney	21%	(40)	14%	(26)	18%	(34)	42%	(80)	5%	(10)	189
2012 Vote: Other	20%	(4)	22%	(5)	3%	(1)	39%	(8)	16%	(3)	21
2012 Vote: Didn't Vote	30%	(33)	17%	(18)	19%	(20)	24%	(26)	10%	(11)	109
4-Region: Northeast	22%	(21)	21%	(20)	23%	(21)	21%	(20)	12%	(12)	93
4-Region: Midwest	26%	(32)	9%	(11)	13%	(16)	42%	(52)	10%	(12)	122
4-Region: South	32%	(60)	18%	(34)	12%	(23)	31%	(57)	7%	(12)	185
4-Region: West	31%	(33)	9%	(10)	18%	(19)	25%	(26)	17%	(18)	107
Age: 18-39	44%	(61)	21%	(29)	17%	(24)	11%	(16)	7%	(10)	139
Age: 40-59	32%	(57)	18%	(31)	15%	(26)	27%	(48)	8%	(14)	177
Age: 65+	15%	(28)	7%	(14)	15%	(29)	47%	(91)	15%	(29)	192
Small Business Owners	29%	(132)	15%	(66)	14%	(63)	32%	(146)	10%	(48)	455

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Table BPC10_2: *How likely are you to offer paid leave for employees at your company for the following in the future?*
Paternity leave

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(146)	15%	(74)	16%	(79)	30%	(155)	11%	(54)	507
SB owners of 0-5 employees	11%	(17)	9%	(13)	14%	(21)	43%	(66)	24%	(38)	155
SB owners of 6-15 employees	32%	(33)	15%	(16)	15%	(16)	37%	(39)	—	(0)	105
SB owners of 16-30 employees	43%	(52)	18%	(22)	12%	(15)	22%	(26)	4%	(5)	120
SB owners of 31-50 employees	40%	(30)	21%	(15)	14%	(10)	20%	(15)	6%	(5)	75
C-Level Executive	26%	(14)	14%	(7)	31%	(16)	16%	(9)	13%	(7)	52

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

Table BPC10_3: How likely are you to offer paid leave for employees at your company for the following in the future?
Bereavement

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(163)	23%	(116)	11%	(56)	23%	(116)	11%	(56)	507
Gender: Male	31%	(78)	27%	(66)	13%	(33)	20%	(49)	9%	(23)	249
Gender: Female	33%	(85)	19%	(50)	9%	(23)	26%	(67)	13%	(33)	258
Age: 18-29	33%	(23)	30%	(21)	12%	(8)	11%	(8)	14%	(9)	69
Age: 30-44	41%	(43)	24%	(25)	15%	(16)	11%	(11)	9%	(9)	103
Age: 45-54	34%	(33)	26%	(25)	10%	(10)	20%	(19)	9%	(9)	95
Age: 55-64	32%	(29)	22%	(20)	14%	(13)	19%	(18)	12%	(11)	90
Age: 65+	24%	(36)	17%	(26)	7%	(10)	40%	(60)	12%	(18)	150
Generation Z: 18-21	31%	(7)	28%	(6)	28%	(6)	8%	(2)	6%	(1)	22
Millennial: Age 22-37	37%	(39)	32%	(33)	11%	(12)	10%	(10)	10%	(11)	104
Generation X: Age 38-53	39%	(51)	22%	(28)	11%	(14)	17%	(22)	10%	(14)	130
Boomers: Age 54-72	28%	(65)	17%	(39)	9%	(22)	32%	(72)	13%	(31)	228
PID: Dem (no lean)	41%	(60)	21%	(31)	13%	(19)	15%	(22)	9%	(13)	145
PID: Ind (no lean)	28%	(42)	21%	(32)	10%	(15)	21%	(32)	20%	(30)	151
PID: Rep (no lean)	29%	(61)	25%	(54)	10%	(22)	29%	(62)	6%	(13)	212
PID/Gender: Dem Men	36%	(23)	26%	(17)	22%	(14)	10%	(7)	5%	(3)	64
PID/Gender: Dem Women	46%	(37)	17%	(14)	6%	(5)	19%	(16)	12%	(10)	81
PID/Gender: Ind Men	30%	(21)	24%	(17)	12%	(8)	16%	(11)	19%	(13)	71
PID/Gender: Ind Women	26%	(21)	19%	(15)	9%	(7)	26%	(21)	21%	(16)	80
PID/Gender: Rep Men	30%	(34)	28%	(32)	9%	(11)	28%	(32)	5%	(6)	114
PID/Gender: Rep Women	28%	(27)	22%	(21)	12%	(11)	31%	(30)	7%	(7)	97
Ideo: Liberal (1-3)	38%	(53)	27%	(38)	14%	(20)	10%	(14)	12%	(16)	142
Ideo: Moderate (4)	32%	(39)	23%	(28)	9%	(11)	23%	(28)	12%	(15)	121
Ideo: Conservative (5-7)	30%	(65)	21%	(47)	10%	(22)	33%	(72)	6%	(14)	220
Educ: < College	28%	(83)	23%	(69)	12%	(35)	23%	(68)	13%	(38)	294
Educ: Bachelors degree	38%	(50)	24%	(31)	8%	(11)	21%	(27)	10%	(13)	132
Educ: Post-grad	37%	(30)	20%	(17)	12%	(9)	25%	(20)	6%	(5)	81

Continued on next page

Table BPC10_3: How likely are you to offer paid leave for employees at your company for the following in the future?

Bereavement

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(163)	23%	(116)	11%	(56)	23%	(116)	11%	(56)	507
Income: Under 50k	24%	(44)	24%	(43)	10%	(18)	25%	(45)	17%	(30)	180
Income: 50k-100k	35%	(63)	21%	(39)	13%	(24)	21%	(39)	9%	(15)	181
Income: 100k+	38%	(56)	23%	(34)	9%	(13)	22%	(32)	7%	(11)	147
Ethnicity: White	32%	(131)	22%	(90)	9%	(35)	26%	(107)	12%	(49)	412
Ethnicity: Hispanic	50%	(29)	19%	(11)	16%	(9)	13%	(7)	2%	(1)	57
Ethnicity: Afr. Am.	44%	(27)	21%	(13)	17%	(11)	9%	(6)	8%	(5)	62
Ethnicity: Other	16%	(5)	39%	(13)	30%	(10)	10%	(3)	5%	(2)	33
Relig: Protestant	32%	(51)	16%	(25)	9%	(15)	30%	(49)	13%	(21)	163
Relig: Roman Catholic	31%	(29)	30%	(28)	13%	(13)	19%	(18)	6%	(6)	94
Relig: Something Else	30%	(10)	12%	(4)	17%	(6)	32%	(11)	9%	(3)	34
Relig: Jewish	46%	(14)	34%	(10)	—	(0)	8%	(2)	11%	(3)	30
Relig: Evangelical	25%	(49)	19%	(38)	12%	(23)	32%	(65)	13%	(25)	200
Relig: Non-Evang. Catholics	46%	(41)	22%	(20)	11%	(10)	15%	(14)	5%	(5)	90
Relig: All Christian	31%	(91)	20%	(58)	12%	(34)	27%	(78)	10%	(30)	290
Relig: All Non-Christian	42%	(18)	25%	(10)	7%	(3)	11%	(5)	15%	(6)	42
Community: Urban	29%	(35)	27%	(33)	13%	(16)	17%	(21)	14%	(17)	122
Community: Suburban	37%	(86)	19%	(45)	11%	(26)	23%	(55)	10%	(24)	236
Community: Rural	28%	(42)	26%	(38)	10%	(14)	27%	(39)	10%	(15)	149
Military HH: Yes	24%	(22)	31%	(28)	14%	(12)	27%	(24)	4%	(4)	91
Military HH: No	34%	(141)	21%	(88)	10%	(44)	22%	(92)	13%	(53)	417
RD/WT: Right Direction	31%	(74)	24%	(59)	10%	(25)	27%	(67)	7%	(17)	242
RD/WT: Wrong Track	33%	(89)	22%	(58)	12%	(31)	19%	(49)	15%	(39)	265
Trump Job Approve	29%	(74)	23%	(60)	10%	(26)	30%	(77)	7%	(18)	255
Trump Job Disapprove	36%	(89)	22%	(55)	11%	(27)	15%	(37)	15%	(37)	244
Trump Job Strongly Approve	26%	(39)	23%	(34)	13%	(20)	32%	(47)	6%	(9)	150
Trump Job Somewhat Approve	33%	(34)	24%	(25)	6%	(7)	28%	(30)	8%	(9)	105
Trump Job Somewhat Disapprove	38%	(16)	35%	(14)	13%	(5)	5%	(2)	8%	(3)	41
Trump Job Strongly Disapprove	36%	(73)	20%	(40)	10%	(21)	17%	(35)	17%	(34)	203

Continued on next page

Table BPC10_3: How likely are you to offer paid leave for employees at your company for the following in the future?

Bereavement

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(163)	23%	(116)	11%	(56)	23%	(116)	11%	(56)	507
#1 Issue: Economy	31%	(47)	27%	(40)	13%	(19)	23%	(34)	6%	(9)	149
#1 Issue: Security	35%	(44)	23%	(29)	9%	(11)	23%	(30)	10%	(13)	127
#1 Issue: Health Care	41%	(36)	24%	(21)	12%	(10)	14%	(13)	10%	(8)	88
#1 Issue: Medicare / Social Security	22%	(15)	14%	(9)	11%	(8)	32%	(22)	21%	(15)	69
#1 Issue: Women's Issues	33%	(5)	19%	(3)	15%	(3)	29%	(5)	4%	(1)	17
#1 Issue: Education	37%	(9)	28%	(7)	20%	(5)	10%	(2)	5%	(1)	24
#1 Issue: Energy	21%	(4)	21%	(4)	1%	(0)	30%	(6)	27%	(6)	21
#1 Issue: Other	22%	(3)	21%	(3)	4%	(1)	28%	(4)	25%	(3)	14
2018 House Vote: Democrat	43%	(85)	20%	(40)	11%	(21)	11%	(21)	15%	(29)	195
2018 House Vote: Republican	27%	(60)	27%	(60)	9%	(21)	30%	(65)	6%	(14)	219
2018 House Vote: Someone else	33%	(5)	16%	(3)	22%	(4)	23%	(4)	7%	(1)	16
2018 House Vote: Didn't Vote	17%	(13)	18%	(14)	14%	(11)	35%	(27)	16%	(13)	78
2016 Vote: Hillary Clinton	45%	(75)	18%	(31)	11%	(18)	10%	(17)	16%	(27)	169
2016 Vote: Donald Trump	29%	(62)	25%	(54)	11%	(25)	30%	(64)	5%	(11)	216
2016 Vote: Someone else	19%	(9)	24%	(11)	6%	(3)	38%	(18)	13%	(6)	47
2016 Vote: Didn't Vote	22%	(16)	27%	(20)	14%	(11)	22%	(17)	15%	(11)	75
Voted in 2014: Yes	35%	(139)	22%	(87)	9%	(37)	22%	(88)	10%	(40)	391
Voted in 2014: No	21%	(25)	25%	(29)	16%	(19)	24%	(28)	14%	(16)	117
2012 Vote: Barack Obama	43%	(81)	18%	(35)	11%	(21)	13%	(24)	15%	(27)	188
2012 Vote: Mitt Romney	27%	(52)	26%	(49)	9%	(16)	31%	(59)	7%	(13)	189
2012 Vote: Other	24%	(5)	22%	(5)	2%	(0)	37%	(8)	16%	(3)	21
2012 Vote: Didn't Vote	23%	(25)	25%	(28)	17%	(18)	23%	(25)	12%	(13)	109
4-Region: Northeast	38%	(35)	30%	(28)	11%	(11)	12%	(11)	8%	(8)	93
4-Region: Midwest	26%	(32)	28%	(34)	9%	(11)	25%	(30)	13%	(16)	122
4-Region: South	35%	(65)	19%	(35)	10%	(18)	28%	(52)	8%	(15)	185
4-Region: West	29%	(31)	18%	(20)	15%	(17)	20%	(22)	17%	(18)	107
Age: 18-39	36%	(50)	29%	(40)	15%	(21)	10%	(14)	10%	(15)	139
Age: 40-59	37%	(65)	24%	(42)	10%	(17)	21%	(36)	9%	(16)	177
Age: 65+	25%	(49)	18%	(34)	9%	(18)	34%	(65)	13%	(26)	192
Small Business Owners	30%	(136)	22%	(100)	12%	(53)	25%	(114)	12%	(53)	455

Continued on next page

Table BPC10_3: *How likely are you to offer paid leave for employees at your company for the following in the future?*
Bereavement

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(163)	23%	(116)	11%	(56)	23%	(116)	11%	(56)	507
SB owners of 0-5 employees	14%	(22)	18%	(28)	12%	(18)	33%	(51)	24%	(37)	155
SB owners of 6-15 employees	35%	(37)	16%	(17)	14%	(15)	34%	(35)	1%	(1)	105
SB owners of 16-30 employees	41%	(50)	27%	(32)	10%	(12)	16%	(19)	6%	(8)	120
SB owners of 31-50 employees	36%	(27)	32%	(24)	11%	(8)	12%	(9)	9%	(7)	75
C-Level Executive	53%	(28)	31%	(16)	6%	(3)	4%	(2)	5%	(3)	52

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

Table BPC10_4: How likely are you to offer paid leave for employees at your company for the following in the future?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(171)	20%	(102)	11%	(54)	24%	(123)	11%	(58)	507
Gender: Male	36%	(90)	24%	(60)	11%	(28)	21%	(53)	8%	(19)	249
Gender: Female	31%	(81)	16%	(42)	10%	(26)	27%	(70)	15%	(39)	258
Age: 18-29	48%	(33)	30%	(21)	5%	(4)	7%	(5)	9%	(6)	69
Age: 30-44	43%	(44)	26%	(27)	10%	(10)	11%	(12)	10%	(10)	103
Age: 45-54	40%	(38)	23%	(22)	10%	(10)	19%	(18)	8%	(8)	95
Age: 55-64	31%	(28)	26%	(24)	11%	(10)	21%	(19)	11%	(10)	90
Age: 65+	19%	(28)	6%	(9)	13%	(20)	46%	(69)	16%	(24)	150
Generation Z: 18-21	46%	(10)	32%	(7)	13%	(3)	4%	(1)	4%	(1)	22
Millennial: Age 22-37	48%	(50)	30%	(31)	6%	(7)	8%	(8)	9%	(9)	104
Generation X: Age 38-53	40%	(51)	22%	(28)	10%	(14)	18%	(24)	10%	(13)	130
Boomers: Age 54-72	24%	(55)	14%	(31)	12%	(27)	35%	(80)	15%	(35)	228
PID: Dem (no lean)	43%	(63)	24%	(34)	9%	(12)	15%	(22)	9%	(13)	145
PID: Ind (no lean)	29%	(44)	21%	(31)	12%	(17)	21%	(32)	17%	(26)	151
PID: Rep (no lean)	30%	(64)	17%	(37)	11%	(24)	33%	(69)	9%	(18)	212
PID/Gender: Dem Men	40%	(26)	34%	(22)	13%	(8)	9%	(6)	4%	(3)	64
PID/Gender: Dem Women	46%	(37)	16%	(13)	5%	(4)	20%	(16)	14%	(11)	81
PID/Gender: Ind Men	35%	(25)	25%	(18)	10%	(7)	15%	(11)	15%	(10)	71
PID/Gender: Ind Women	24%	(19)	17%	(13)	13%	(10)	27%	(22)	20%	(16)	80
PID/Gender: Rep Men	34%	(39)	18%	(21)	11%	(12)	32%	(36)	5%	(6)	114
PID/Gender: Rep Women	25%	(24)	17%	(16)	12%	(12)	34%	(33)	12%	(12)	97
Ideo: Liberal (1-3)	44%	(63)	26%	(37)	10%	(15)	9%	(12)	11%	(15)	142
Ideo: Moderate (4)	31%	(38)	21%	(26)	6%	(7)	31%	(38)	10%	(13)	121
Ideo: Conservative (5-7)	30%	(65)	16%	(36)	14%	(31)	32%	(70)	8%	(19)	220
Educ: < College	33%	(98)	20%	(58)	11%	(31)	23%	(68)	13%	(38)	294
Educ: Bachelors degree	33%	(44)	21%	(28)	8%	(11)	27%	(36)	11%	(14)	132
Educ: Post-grad	35%	(28)	20%	(16)	15%	(12)	23%	(19)	7%	(5)	81

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Table BPC10_4: How likely are you to offer paid leave for employees at your company for the following in the future?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion	Total N
Small Business Owners, Executives	34%	(171)	20%	(102)	11%	(54)	24%	(123)	11% (58)	507
Income: Under 50k	28%	(50)	21%	(39)	9%	(16)	24%	(43)	18% (33)	180
Income: 50k-100k	37%	(66)	20%	(37)	14%	(24)	21%	(38)	8% (14)	181
Income: 100k+	37%	(55)	18%	(27)	9%	(14)	28%	(41)	7% (11)	147
Ethnicity: White	31%	(127)	18%	(76)	10%	(41)	28%	(116)	13% (52)	412
Ethnicity: Hispanic	62%	(35)	25%	(14)	6%	(4)	6%	(3)	1% (1)	57
Ethnicity: Afr. Am.	47%	(29)	26%	(16)	12%	(7)	7%	(4)	8% (5)	62
Ethnicity: Other	42%	(14)	32%	(11)	17%	(6)	7%	(2)	1% (0)	33
Relig: Protestant	24%	(39)	13%	(21)	13%	(21)	35%	(57)	15% (25)	163
Relig: Roman Catholic	31%	(29)	28%	(26)	15%	(14)	20%	(19)	7% (6)	94
Relig: Something Else	39%	(13)	15%	(5)	16%	(5)	24%	(8)	7% (2)	34
Relig: Jewish	47%	(14)	21%	(6)	—	(0)	21%	(6)	11% (3)	30
Relig: Evangelical	23%	(46)	19%	(38)	13%	(26)	33%	(66)	12% (24)	200
Relig: Non-Evang. Catholics	38%	(34)	15%	(14)	16%	(15)	20%	(18)	11% (9)	90
Relig: All Christian	28%	(80)	18%	(51)	14%	(41)	29%	(84)	12% (33)	290
Relig: All Non-Christian	49%	(20)	23%	(10)	6%	(3)	10%	(4)	11% (5)	42
Community: Urban	33%	(40)	26%	(32)	13%	(16)	15%	(19)	13% (16)	122
Community: Suburban	38%	(91)	18%	(43)	8%	(19)	26%	(62)	9% (22)	236
Community: Rural	27%	(40)	18%	(27)	13%	(19)	29%	(42)	13% (20)	149
Military HH: Yes	29%	(26)	17%	(16)	14%	(13)	29%	(26)	11% (10)	91
Military HH: No	35%	(144)	21%	(86)	10%	(41)	23%	(97)	12% (48)	417
RD/WT: Right Direction	34%	(82)	20%	(48)	12%	(28)	28%	(68)	7% (17)	242
RD/WT: Wrong Track	34%	(89)	21%	(55)	10%	(26)	21%	(55)	15% (41)	265
Trump Job Approve	32%	(81)	19%	(49)	12%	(31)	30%	(76)	7% (17)	255
Trump Job Disapprove	36%	(88)	21%	(51)	8%	(20)	19%	(45)	16% (39)	244
Trump Job Strongly Approve	29%	(44)	17%	(26)	17%	(26)	32%	(47)	5% (7)	150
Trump Job Somewhat Approve	36%	(37)	22%	(23)	5%	(5)	27%	(28)	10% (10)	105
Trump Job Somewhat Disapprove	32%	(13)	29%	(12)	9%	(4)	7%	(3)	22% (9)	41
Trump Job Strongly Disapprove	37%	(75)	19%	(39)	8%	(16)	21%	(42)	15% (30)	203

Continued on next page

Table BPC10_4: How likely are you to offer paid leave for employees at your company for the following in the future?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(171)	20%	(102)	11%	(54)	24%	(123)	11%	(58)	507
#1 Issue: Economy	33%	(49)	23%	(34)	11%	(16)	26%	(39)	6%	(9)	149
#1 Issue: Security	30%	(37)	20%	(25)	15%	(19)	26%	(33)	10%	(12)	127
#1 Issue: Health Care	49%	(43)	21%	(18)	8%	(7)	15%	(13)	7%	(6)	88
#1 Issue: Medicare / Social Security	23%	(16)	7%	(5)	10%	(7)	32%	(22)	28%	(20)	69
#1 Issue: Women's Issues	35%	(6)	16%	(3)	13%	(2)	29%	(5)	7%	(1)	17
#1 Issue: Education	44%	(11)	46%	(11)	5%	(1)	4%	(1)	—	(0)	24
#1 Issue: Energy	30%	(6)	13%	(3)	—	(0)	30%	(6)	27%	(6)	21
#1 Issue: Other	14%	(2)	25%	(3)	8%	(1)	28%	(4)	25%	(3)	14
2018 House Vote: Democrat	44%	(87)	21%	(41)	9%	(18)	12%	(23)	13%	(26)	195
2018 House Vote: Republican	28%	(62)	20%	(44)	11%	(24)	32%	(70)	8%	(18)	219
2018 House Vote: Someone else	37%	(6)	21%	(3)	18%	(3)	14%	(2)	10%	(2)	16
2018 House Vote: Didn't Vote	20%	(16)	17%	(13)	11%	(9)	35%	(27)	16%	(12)	78
2016 Vote: Hillary Clinton	45%	(76)	21%	(36)	7%	(11)	13%	(21)	14%	(24)	169
2016 Vote: Donald Trump	31%	(68)	19%	(42)	12%	(26)	30%	(65)	7%	(16)	216
2016 Vote: Someone else	15%	(7)	15%	(7)	14%	(7)	41%	(19)	15%	(7)	47
2016 Vote: Didn't Vote	26%	(19)	23%	(18)	13%	(10)	23%	(17)	15%	(11)	75
Voted in 2014: Yes	35%	(137)	19%	(74)	11%	(42)	24%	(94)	11%	(43)	391
Voted in 2014: No	29%	(34)	24%	(28)	10%	(12)	24%	(28)	12%	(14)	117
2012 Vote: Barack Obama	42%	(79)	19%	(35)	9%	(17)	16%	(30)	14%	(27)	188
2012 Vote: Mitt Romney	27%	(52)	18%	(35)	14%	(26)	33%	(61)	8%	(15)	189
2012 Vote: Other	30%	(6)	17%	(3)	3%	(1)	32%	(7)	19%	(4)	21
2012 Vote: Didn't Vote	31%	(33)	26%	(29)	10%	(11)	23%	(25)	11%	(12)	109
4-Region: Northeast	28%	(26)	28%	(26)	16%	(15)	20%	(19)	8%	(8)	93
4-Region: Midwest	30%	(37)	17%	(21)	8%	(10)	29%	(35)	16%	(19)	122
4-Region: South	38%	(70)	21%	(38)	7%	(13)	27%	(50)	8%	(14)	185
4-Region: West	35%	(38)	16%	(17)	16%	(17)	17%	(19)	16%	(17)	107
Age: 18-39	46%	(64)	28%	(39)	8%	(11)	8%	(12)	9%	(13)	139
Age: 40-59	38%	(66)	25%	(44)	9%	(16)	21%	(37)	7%	(13)	177
Age: 65+	21%	(40)	10%	(19)	14%	(27)	39%	(74)	17%	(32)	192
Small Business Owners	34%	(153)	19%	(85)	10%	(43)	26%	(120)	12%	(54)	455

Continued on next page

Table BPC10_4: How likely are you to offer paid leave for employees at your company for the following in the future?
 Medical leave to treat or recover from a personal illness or injury

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(171)	20%	(102)	11%	(54)	24%	(123)	11%	(58)	507
SB owners of 0-5 employees	13%	(20)	11%	(17)	12%	(19)	36%	(56)	28%	(43)	155
SB owners of 6-15 employees	39%	(41)	15%	(16)	13%	(13)	31%	(33)	2%	(2)	105
SB owners of 16-30 employees	51%	(61)	23%	(28)	7%	(9)	17%	(20)	2%	(3)	120
SB owners of 31-50 employees	41%	(31)	33%	(25)	4%	(3)	15%	(11)	7%	(5)	75
C-Level Executive	34%	(18)	33%	(17)	21%	(11)	5%	(3)	8%	(4)	52

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

Table BPC10_5: How likely are you to offer paid leave for employees at your company for the following in the future?
Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(134)	20%	(103)	14%	(69)	29%	(146)	11%	(55)	507
Gender: Male	30%	(75)	21%	(52)	16%	(40)	25%	(62)	8%	(21)	249
Gender: Female	23%	(59)	20%	(51)	11%	(29)	33%	(84)	13%	(35)	258
Age: 18-29	39%	(27)	33%	(23)	4%	(3)	16%	(11)	9%	(6)	69
Age: 30-44	32%	(33)	28%	(29)	17%	(17)	13%	(13)	10%	(10)	103
Age: 45-54	37%	(35)	19%	(18)	14%	(13)	22%	(21)	8%	(8)	95
Age: 55-64	18%	(16)	27%	(24)	17%	(15)	27%	(25)	11%	(10)	90
Age: 65+	15%	(23)	6%	(9)	14%	(21)	51%	(76)	14%	(21)	150
Generation Z: 18-21	49%	(11)	13%	(3)	4%	(1)	32%	(7)	2%	(0)	22
Millennial: Age 22-37	35%	(37)	35%	(37)	12%	(12)	9%	(9)	9%	(9)	104
Generation X: Age 38-53	36%	(46)	22%	(29)	13%	(17)	19%	(25)	10%	(13)	130
Boomers: Age 54-72	17%	(38)	14%	(32)	14%	(32)	42%	(95)	13%	(30)	228
PID: Dem (no lean)	33%	(48)	26%	(38)	12%	(18)	19%	(28)	9%	(13)	145
PID: Ind (no lean)	27%	(41)	16%	(24)	14%	(21)	23%	(35)	19%	(29)	151
PID: Rep (no lean)	21%	(45)	19%	(40)	14%	(30)	39%	(83)	6%	(13)	212
PID/Gender: Dem Men	32%	(21)	28%	(18)	18%	(12)	17%	(11)	4%	(3)	64
PID/Gender: Dem Women	34%	(27)	25%	(20)	7%	(6)	21%	(17)	13%	(10)	81
PID/Gender: Ind Men	34%	(24)	15%	(11)	17%	(12)	16%	(11)	19%	(13)	71
PID/Gender: Ind Women	21%	(17)	17%	(14)	12%	(9)	29%	(24)	20%	(16)	80
PID/Gender: Rep Men	27%	(30)	20%	(23)	14%	(16)	35%	(40)	4%	(5)	114
PID/Gender: Rep Women	15%	(15)	18%	(17)	14%	(14)	45%	(43)	8%	(8)	97
Ideo: Liberal (1-3)	33%	(47)	30%	(43)	13%	(19)	13%	(18)	10%	(14)	142
Ideo: Moderate (4)	27%	(33)	18%	(22)	8%	(10)	33%	(40)	14%	(17)	121
Ideo: Conservative (5-7)	23%	(50)	16%	(35)	17%	(38)	39%	(85)	6%	(13)	220
Educ: < College	28%	(81)	19%	(55)	13%	(38)	28%	(82)	13%	(37)	294
Educ: Bachelors degree	22%	(29)	26%	(34)	11%	(14)	31%	(41)	11%	(14)	132
Educ: Post-grad	29%	(23)	18%	(14)	21%	(17)	28%	(23)	5%	(4)	81

Continued on next page

Table BPC10_5: How likely are you to offer paid leave for employees at your company for the following in the future?

Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(134)	20%	(103)	14%	(69)	29%	(146)	11%	(55)	507
Income: Under 50k	26%	(48)	17%	(30)	8%	(15)	33%	(59)	16%	(29)	180
Income: 50k-100k	26%	(47)	24%	(44)	17%	(31)	24%	(44)	8%	(14)	181
Income: 100k+	27%	(39)	20%	(29)	15%	(22)	29%	(43)	9%	(13)	147
Ethnicity: White	26%	(107)	17%	(68)	13%	(55)	32%	(133)	12%	(49)	412
Ethnicity: Hispanic	40%	(23)	35%	(20)	8%	(5)	12%	(7)	4%	(2)	57
Ethnicity: Afr. Am.	36%	(22)	29%	(18)	11%	(7)	17%	(10)	7%	(4)	62
Ethnicity: Other	16%	(5)	51%	(17)	19%	(6)	8%	(3)	6%	(2)	33
Relig: Protestant	19%	(31)	13%	(22)	15%	(24)	40%	(66)	12%	(20)	163
Relig: Roman Catholic	24%	(23)	31%	(30)	15%	(14)	23%	(21)	7%	(6)	94
Relig: Something Else	29%	(10)	11%	(4)	27%	(9)	29%	(10)	4%	(1)	34
Relig: Jewish	33%	(10)	20%	(6)	4%	(1)	21%	(6)	22%	(7)	30
Relig: Evangelical	19%	(39)	19%	(38)	15%	(29)	35%	(70)	12%	(24)	200
Relig: Non-Evang. Catholics	28%	(25)	19%	(17)	20%	(18)	30%	(27)	4%	(4)	90
Relig: All Christian	22%	(63)	19%	(55)	16%	(47)	33%	(97)	10%	(28)	290
Relig: All Non-Christian	42%	(17)	25%	(10)	12%	(5)	10%	(4)	11%	(5)	42
Community: Urban	31%	(38)	21%	(26)	15%	(19)	20%	(25)	13%	(15)	122
Community: Suburban	28%	(66)	23%	(54)	12%	(29)	28%	(66)	9%	(22)	236
Community: Rural	21%	(31)	16%	(24)	14%	(21)	37%	(55)	12%	(18)	149
Military HH: Yes	25%	(23)	9%	(8)	18%	(17)	41%	(37)	6%	(6)	91
Military HH: No	27%	(111)	23%	(95)	12%	(52)	26%	(109)	12%	(50)	417
RD/WT: Right Direction	25%	(61)	21%	(51)	15%	(36)	32%	(77)	7%	(17)	242
RD/WT: Wrong Track	28%	(73)	20%	(53)	12%	(32)	26%	(69)	14%	(38)	265
Trump Job Approve	23%	(57)	20%	(52)	16%	(41)	34%	(86)	7%	(18)	255
Trump Job Disapprove	31%	(76)	20%	(50)	10%	(25)	24%	(58)	15%	(36)	244
Trump Job Strongly Approve	20%	(30)	21%	(31)	19%	(28)	35%	(53)	5%	(8)	150
Trump Job Somewhat Approve	26%	(27)	20%	(21)	12%	(12)	32%	(34)	10%	(11)	105
Trump Job Somewhat Disapprove	38%	(16)	18%	(8)	14%	(6)	23%	(9)	7%	(3)	41
Trump Job Strongly Disapprove	29%	(60)	21%	(42)	10%	(19)	24%	(49)	16%	(33)	203

Continued on next page

Table BPC10_5: How likely are you to offer paid leave for employees at your company for the following in the future?
Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(134)	20%	(103)	14%	(69)	29%	(146)	11%	(55)	507
#1 Issue: Economy	23%	(34)	21%	(32)	15%	(22)	31%	(46)	10%	(14)	149
#1 Issue: Security	26%	(33)	20%	(25)	17%	(21)	28%	(35)	9%	(12)	127
#1 Issue: Health Care	41%	(36)	25%	(22)	9%	(8)	17%	(15)	8%	(7)	88
#1 Issue: Medicare / Social Security	13%	(9)	13%	(9)	14%	(10)	40%	(28)	20%	(14)	69
#1 Issue: Women's Issues	17%	(3)	37%	(6)	17%	(3)	27%	(4)	3%	(1)	17
#1 Issue: Education	55%	(13)	18%	(4)	2%	(0)	26%	(6)	—	(0)	24
#1 Issue: Energy	19%	(4)	14%	(3)	11%	(2)	34%	(7)	22%	(5)	21
#1 Issue: Other	10%	(1)	20%	(3)	14%	(2)	30%	(4)	25%	(3)	14
2018 House Vote: Democrat	33%	(64)	26%	(51)	12%	(23)	15%	(29)	15%	(29)	195
2018 House Vote: Republican	22%	(48)	19%	(41)	15%	(33)	38%	(84)	6%	(13)	219
2018 House Vote: Someone else	35%	(6)	16%	(3)	22%	(4)	17%	(3)	9%	(1)	16
2018 House Vote: Didn't Vote	21%	(17)	11%	(8)	12%	(9)	40%	(31)	16%	(12)	78
2016 Vote: Hillary Clinton	33%	(56)	25%	(42)	10%	(17)	16%	(26)	16%	(27)	169
2016 Vote: Donald Trump	23%	(51)	20%	(42)	16%	(35)	35%	(76)	5%	(12)	216
2016 Vote: Someone else	14%	(7)	15%	(7)	8%	(4)	50%	(24)	13%	(6)	47
2016 Vote: Didn't Vote	28%	(21)	16%	(12)	16%	(12)	27%	(20)	14%	(10)	75
Voted in 2014: Yes	27%	(106)	21%	(81)	14%	(53)	28%	(110)	10%	(40)	391
Voted in 2014: No	24%	(28)	19%	(23)	13%	(16)	31%	(36)	13%	(15)	117
2012 Vote: Barack Obama	33%	(63)	21%	(40)	12%	(22)	18%	(33)	16%	(30)	188
2012 Vote: Mitt Romney	21%	(40)	18%	(34)	17%	(32)	39%	(74)	5%	(10)	189
2012 Vote: Other	34%	(7)	12%	(3)	3%	(1)	35%	(7)	16%	(3)	21
2012 Vote: Didn't Vote	23%	(25)	24%	(26)	13%	(14)	29%	(32)	11%	(12)	109
4-Region: Northeast	24%	(22)	26%	(24)	15%	(14)	21%	(20)	14%	(13)	93
4-Region: Midwest	23%	(29)	16%	(19)	15%	(18)	35%	(43)	11%	(14)	122
4-Region: South	30%	(56)	20%	(37)	11%	(20)	33%	(60)	6%	(11)	185
4-Region: West	25%	(27)	22%	(23)	15%	(16)	22%	(23)	16%	(17)	107
Age: 18-39	36%	(50)	31%	(43)	11%	(15)	13%	(18)	9%	(12)	139
Age: 40-59	30%	(53)	23%	(40)	14%	(24)	26%	(46)	8%	(13)	177
Age: 65+	16%	(30)	11%	(20)	15%	(29)	43%	(82)	16%	(30)	192
Small Business Owners	27%	(123)	19%	(87)	12%	(55)	31%	(142)	11%	(49)	455

Continued on next page

Table BPC10_5: How likely are you to offer paid leave for employees at your company for the following in the future?*Leave to care for an elderly, seriously ill, or disabled family member*

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(134)	20%	(103)	14%	(69)	29%	(146)	11%	(55)	507
SB owners of 0-5 employees	12%	(19)	9%	(14)	14%	(22)	40%	(62)	25%	(38)	155
SB owners of 6-15 employees	33%	(35)	14%	(14)	17%	(17)	35%	(37)	2%	(2)	105
SB owners of 16-30 employees	37%	(44)	31%	(37)	9%	(10)	21%	(25)	3%	(4)	120
SB owners of 31-50 employees	34%	(25)	29%	(22)	7%	(6)	24%	(18)	6%	(5)	75
C-Level Executive	21%	(11)	32%	(17)	26%	(14)	9%	(5)	13%	(7)	52

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

Table BPC10_6: How likely are you to offer paid leave for employees at your company for the following in the future?
Leave for the deployment or injury of a military service family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	27%	(139)	18%	(92)	15%	(75)	27%	(139)	13%	(64)	507
Gender: Male	29%	(72)	20%	(50)	18%	(45)	24%	(59)	9%	(23)	249
Gender: Female	26%	(66)	16%	(42)	11%	(30)	31%	(79)	16%	(41)	258
Age: 18-29	50%	(34)	24%	(17)	8%	(5)	9%	(6)	9%	(6)	69
Age: 30-44	33%	(34)	24%	(25)	20%	(20)	14%	(14)	10%	(10)	103
Age: 45-54	29%	(28)	20%	(19)	15%	(14)	25%	(24)	11%	(10)	95
Age: 55-64	23%	(21)	22%	(19)	14%	(13)	29%	(26)	12%	(11)	90
Age: 65+	15%	(22)	8%	(11)	15%	(22)	46%	(69)	17%	(26)	150
Generation Z: 18-21	50%	(11)	26%	(6)	11%	(2)	8%	(2)	4%	(1)	22
Millennial: Age 22-37	44%	(46)	24%	(25)	14%	(15)	10%	(10)	9%	(9)	104
Generation X: Age 38-53	30%	(38)	22%	(28)	16%	(21)	21%	(27)	12%	(15)	130
Boomers: Age 54-72	19%	(44)	11%	(25)	14%	(32)	40%	(90)	16%	(36)	228
PID: Dem (no lean)	35%	(51)	20%	(29)	15%	(22)	18%	(27)	11%	(16)	145
PID: Ind (no lean)	23%	(35)	18%	(27)	16%	(24)	24%	(36)	19%	(29)	151
PID: Rep (no lean)	25%	(53)	17%	(35)	14%	(29)	36%	(76)	9%	(19)	212
PID/Gender: Dem Men	36%	(23)	24%	(15)	18%	(12)	15%	(9)	7%	(5)	64
PID/Gender: Dem Women	35%	(28)	17%	(14)	13%	(10)	21%	(17)	14%	(11)	81
PID/Gender: Ind Men	25%	(17)	18%	(13)	24%	(17)	16%	(11)	18%	(13)	71
PID/Gender: Ind Women	22%	(18)	18%	(14)	9%	(7)	31%	(25)	20%	(16)	80
PID/Gender: Rep Men	28%	(32)	19%	(22)	14%	(16)	34%	(39)	5%	(6)	114
PID/Gender: Rep Women	21%	(21)	14%	(14)	13%	(13)	38%	(37)	14%	(13)	97
Ideo: Liberal (1-3)	42%	(59)	18%	(26)	16%	(23)	11%	(16)	13%	(18)	142
Ideo: Moderate (4)	25%	(30)	18%	(22)	12%	(14)	34%	(41)	12%	(15)	121
Ideo: Conservative (5-7)	21%	(47)	18%	(39)	16%	(36)	36%	(78)	9%	(20)	220
Educ: < College	30%	(87)	17%	(51)	13%	(38)	26%	(77)	14%	(41)	294
Educ: Bachelors degree	23%	(30)	19%	(25)	17%	(22)	30%	(40)	11%	(15)	132
Educ: Post-grad	27%	(21)	19%	(15)	18%	(15)	27%	(21)	9%	(8)	81

Continued on next page

Table BPC10_6: How likely are you to offer paid leave for employees at your company for the following in the future?
Leave for the deployment or injury of a military service family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	27%	(139)	18%	(92)	15%	(75)	27%	(139)	13%	(64)	507
Income: Under 50k	29%	(52)	13%	(24)	11%	(21)	27%	(48)	20%	(36)	180
Income: 50k-100k	28%	(51)	21%	(38)	19%	(34)	24%	(44)	9%	(15)	181
Income: 100k+	25%	(37)	20%	(30)	14%	(21)	32%	(47)	9%	(13)	147
Ethnicity: White	23%	(96)	17%	(72)	14%	(56)	32%	(130)	14%	(58)	412
Ethnicity: Hispanic	48%	(27)	23%	(13)	13%	(8)	15%	(9)	1%	(1)	57
Ethnicity: Afr. Am.	52%	(32)	20%	(12)	11%	(7)	9%	(6)	8%	(5)	62
Ethnicity: Other	33%	(11)	22%	(7)	36%	(12)	8%	(3)	1%	(0)	33
Relig: Protestant	21%	(34)	11%	(17)	17%	(28)	36%	(59)	15%	(25)	163
Relig: Roman Catholic	26%	(24)	28%	(27)	11%	(10)	24%	(22)	11%	(10)	94
Relig: Something Else	32%	(11)	14%	(5)	17%	(6)	32%	(11)	4%	(1)	34
Relig: Jewish	34%	(10)	16%	(5)	12%	(3)	27%	(8)	11%	(3)	30
Relig: Evangelical	20%	(39)	18%	(36)	13%	(25)	36%	(73)	13%	(27)	200
Relig: Non-Evang. Catholics	33%	(30)	15%	(13)	21%	(19)	21%	(19)	11%	(9)	90
Relig: All Christian	24%	(69)	17%	(49)	15%	(44)	32%	(92)	13%	(36)	290
Relig: All Non-Christian	40%	(17)	23%	(10)	14%	(6)	10%	(4)	11%	(5)	42
Community: Urban	37%	(45)	15%	(18)	17%	(20)	19%	(24)	13%	(15)	122
Community: Suburban	28%	(65)	18%	(42)	14%	(33)	29%	(68)	12%	(27)	236
Community: Rural	19%	(28)	21%	(31)	14%	(22)	32%	(47)	14%	(21)	149
Military HH: Yes	29%	(26)	15%	(13)	10%	(9)	32%	(29)	14%	(12)	91
Military HH: No	27%	(113)	19%	(78)	16%	(65)	26%	(109)	12%	(51)	417
RD/WT: Right Direction	30%	(73)	17%	(42)	14%	(33)	32%	(77)	7%	(17)	242
RD/WT: Wrong Track	25%	(66)	19%	(49)	16%	(41)	23%	(62)	18%	(47)	265
Trump Job Approve	27%	(68)	19%	(48)	14%	(35)	34%	(88)	7%	(17)	255
Trump Job Disapprove	29%	(70)	17%	(43)	15%	(37)	20%	(49)	19%	(46)	244
Trump Job Strongly Approve	30%	(44)	15%	(22)	15%	(23)	35%	(52)	6%	(9)	150
Trump Job Somewhat Approve	23%	(24)	25%	(26)	11%	(12)	34%	(36)	8%	(8)	105
Trump Job Somewhat Disapprove	35%	(14)	19%	(8)	17%	(7)	6%	(2)	22%	(9)	41
Trump Job Strongly Disapprove	27%	(55)	17%	(35)	15%	(30)	23%	(47)	18%	(36)	203

Continued on next page

Table BPC10_6: How likely are you to offer paid leave for employees at your company for the following in the future?
Leave for the deployment or injury of a military service family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	27%	(139)	18%	(92)	15%	(75)	27%	(139)	13%	(64)	507
#1 Issue: Economy	25%	(37)	24%	(35)	11%	(17)	32%	(48)	8%	(12)	149
#1 Issue: Security	28%	(35)	15%	(19)	20%	(26)	27%	(34)	10%	(13)	127
#1 Issue: Health Care	33%	(30)	21%	(18)	16%	(14)	20%	(17)	10%	(9)	88
#1 Issue: Medicare / Social Security	22%	(15)	2%	(2)	14%	(9)	33%	(22)	29%	(20)	69
#1 Issue: Women's Issues	25%	(4)	26%	(4)	18%	(3)	24%	(4)	7%	(1)	17
#1 Issue: Education	54%	(13)	32%	(8)	4%	(1)	10%	(2)	—	(0)	24
#1 Issue: Energy	17%	(4)	15%	(3)	11%	(2)	30%	(6)	27%	(6)	21
#1 Issue: Other	10%	(1)	21%	(3)	13%	(2)	30%	(4)	25%	(3)	14
2018 House Vote: Democrat	34%	(67)	19%	(38)	16%	(32)	14%	(27)	16%	(31)	195
2018 House Vote: Republican	25%	(54)	17%	(37)	14%	(31)	36%	(78)	8%	(19)	219
2018 House Vote: Someone else	35%	(6)	18%	(3)	20%	(3)	20%	(3)	7%	(1)	16
2018 House Vote: Didnt Vote	16%	(12)	18%	(14)	11%	(9)	38%	(30)	17%	(13)	78
2016 Vote: Hillary Clinton	34%	(57)	18%	(31)	16%	(28)	14%	(24)	17%	(29)	169
2016 Vote: Donald Trump	25%	(55)	19%	(41)	15%	(31)	34%	(73)	8%	(16)	216
2016 Vote: Someone else	15%	(7)	14%	(7)	11%	(5)	47%	(22)	13%	(6)	47
2016 Vote: Didnt Vote	27%	(20)	18%	(13)	14%	(11)	26%	(20)	16%	(12)	75
Voted in 2014: Yes	26%	(103)	18%	(72)	15%	(60)	27%	(107)	12%	(49)	391
Voted in 2014: No	31%	(36)	17%	(20)	13%	(15)	27%	(32)	13%	(15)	117
2012 Vote: Barack Obama	33%	(62)	16%	(31)	16%	(30)	19%	(36)	15%	(29)	188
2012 Vote: Mitt Romney	21%	(39)	18%	(34)	16%	(31)	35%	(66)	10%	(19)	189
2012 Vote: Other	22%	(5)	20%	(4)	7%	(2)	35%	(7)	16%	(3)	21
2012 Vote: Didn't Vote	31%	(33)	21%	(23)	11%	(12)	27%	(29)	11%	(12)	109
4-Region: Northeast	29%	(27)	23%	(21)	16%	(15)	21%	(19)	11%	(11)	93
4-Region: Midwest	24%	(29)	13%	(16)	17%	(20)	29%	(36)	18%	(22)	122
4-Region: South	31%	(57)	21%	(40)	8%	(15)	33%	(60)	7%	(13)	185
4-Region: West	24%	(26)	14%	(15)	22%	(24)	22%	(23)	17%	(18)	107
Age: 18-39	42%	(59)	23%	(33)	15%	(20)	11%	(15)	9%	(13)	139
Age: 40-59	28%	(49)	21%	(38)	14%	(24)	28%	(50)	9%	(16)	177
Age: 65+	16%	(31)	11%	(22)	16%	(30)	39%	(74)	18%	(35)	192
Small Business Owners	27%	(125)	17%	(77)	13%	(59)	30%	(135)	13%	(60)	455

Continued on next page

Table BPC10_6: *How likely are you to offer paid leave for employees at your company for the following in the future?*
Leave for the deployment or injury of a military service family member

Demographic	Very likely		Somewhat likely		Not too likely		Not at all likely		Don't know/No opinion		Total N
Small Business Owners, Executives	27%	(139)	18%	(92)	15%	(75)	27%	(139)	13%	(64)	507
SB owners of 0-5 employees	11%	(18)	10%	(16)	12%	(19)	37%	(57)	29%	(46)	155
SB owners of 6-15 employees	31%	(32)	15%	(16)	13%	(14)	40%	(42)	1%	(1)	105
SB owners of 16-30 employees	33%	(40)	26%	(31)	17%	(20)	19%	(23)	5%	(6)	120
SB owners of 31-50 employees	46%	(35)	19%	(14)	9%	(7)	18%	(13)	9%	(7)	75
C-Level Executive	28%	(14)	28%	(15)	30%	(15)	7%	(4)	8%	(4)	52

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

Table BPC11_1: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Maternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	25%	(126)	17%	(86)	18%	(93)	17%	(88)	507
Gender: Male	20%	(51)	31%	(77)	19%	(46)	17%	(43)	13%	(32)	249
Gender: Female	24%	(63)	19%	(49)	15%	(40)	19%	(50)	22%	(57)	258
Age: 18-29	17%	(12)	21%	(15)	23%	(16)	25%	(17)	13%	(9)	69
Age: 30-44	29%	(30)	22%	(22)	24%	(25)	15%	(16)	9%	(10)	103
Age: 45-54	18%	(17)	38%	(36)	17%	(16)	16%	(15)	11%	(11)	95
Age: 55-64	23%	(20)	28%	(26)	16%	(15)	20%	(18)	13%	(11)	90
Age: 65+	23%	(34)	18%	(27)	10%	(15)	18%	(26)	32%	(48)	150
Generation Z: 18-21	14%	(3)	9%	(2)	25%	(5)	52%	(11)	—	(0)	22
Millennial: Age 22-37	22%	(23)	27%	(28)	24%	(25)	14%	(15)	12%	(13)	104
Generation X: Age 38-53	25%	(33)	29%	(38)	20%	(25)	14%	(19)	11%	(15)	130
Boomers: Age 54-72	21%	(48)	23%	(53)	11%	(26)	18%	(42)	26%	(59)	228
PID: Dem (no lean)	18%	(27)	20%	(29)	26%	(38)	16%	(23)	20%	(29)	145
PID: Ind (no lean)	27%	(40)	30%	(46)	12%	(18)	14%	(21)	17%	(26)	151
PID: Rep (no lean)	22%	(47)	24%	(51)	15%	(31)	23%	(49)	16%	(33)	212
PID/Gender: Dem Men	16%	(10)	21%	(13)	32%	(21)	20%	(13)	11%	(7)	64
PID/Gender: Dem Women	20%	(16)	19%	(16)	21%	(17)	12%	(10)	27%	(22)	81
PID/Gender: Ind Men	27%	(19)	40%	(28)	13%	(9)	10%	(7)	10%	(7)	71
PID/Gender: Ind Women	27%	(21)	22%	(18)	11%	(9)	16%	(13)	24%	(19)	80
PID/Gender: Rep Men	19%	(22)	31%	(36)	14%	(17)	20%	(22)	15%	(17)	114
PID/Gender: Rep Women	26%	(25)	16%	(15)	15%	(14)	28%	(27)	16%	(16)	97
Ideo: Liberal (1-3)	22%	(31)	29%	(42)	18%	(26)	17%	(24)	14%	(19)	142
Ideo: Moderate (4)	24%	(29)	27%	(33)	21%	(25)	11%	(13)	18%	(21)	121
Ideo: Conservative (5-7)	23%	(51)	23%	(52)	14%	(31)	22%	(49)	18%	(39)	220
Educ: < College	21%	(62)	23%	(67)	16%	(48)	21%	(60)	19%	(57)	294
Educ: Bachelors degree	27%	(35)	24%	(32)	20%	(26)	16%	(21)	14%	(19)	132
Educ: Post-grad	21%	(17)	33%	(27)	16%	(13)	14%	(12)	16%	(13)	81

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Table BPC11_1: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Maternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	25%	(126)	17%	(86)	18%	(93)	17%	(88)	507
Income: Under 50k	23%	(42)	26%	(48)	13%	(24)	13%	(23)	24%	(43)	180
Income: 50k-100k	25%	(45)	26%	(47)	18%	(33)	16%	(29)	15%	(26)	181
Income: 100k+	18%	(27)	22%	(32)	20%	(29)	28%	(40)	13%	(19)	147
Ethnicity: White	25%	(102)	25%	(101)	14%	(58)	17%	(70)	20%	(81)	412
Ethnicity: Hispanic	31%	(18)	26%	(15)	18%	(11)	23%	(13)	2%	(1)	57
Ethnicity: Afr. Am.	12%	(7)	23%	(14)	32%	(20)	24%	(15)	9%	(5)	62
Ethnicity: Other	15%	(5)	32%	(11)	25%	(8)	23%	(8)	5%	(2)	33
Relig: Protestant	23%	(38)	24%	(38)	12%	(20)	18%	(30)	23%	(37)	163
Relig: Roman Catholic	21%	(19)	31%	(29)	19%	(18)	15%	(14)	14%	(13)	94
Relig: Something Else	25%	(8)	32%	(11)	11%	(4)	28%	(9)	4%	(1)	34
Relig: Jewish	35%	(10)	8%	(2)	16%	(5)	16%	(5)	25%	(8)	30
Relig: Evangelical	22%	(45)	24%	(49)	13%	(25)	18%	(37)	23%	(45)	200
Relig: Non-Evang. Catholics	23%	(21)	33%	(30)	18%	(16)	19%	(17)	7%	(6)	90
Relig: All Christian	23%	(65)	27%	(78)	14%	(41)	19%	(54)	18%	(51)	290
Relig: All Non-Christian	17%	(7)	17%	(7)	26%	(11)	29%	(12)	12%	(5)	42
Community: Urban	25%	(31)	18%	(22)	26%	(32)	16%	(19)	14%	(17)	122
Community: Suburban	20%	(48)	27%	(63)	14%	(33)	18%	(43)	21%	(49)	236
Community: Rural	24%	(35)	27%	(41)	14%	(21)	20%	(30)	15%	(22)	149
Military HH: Yes	19%	(17)	28%	(25)	16%	(15)	18%	(16)	19%	(18)	91
Military HH: No	23%	(97)	24%	(101)	17%	(71)	18%	(77)	17%	(71)	417
RD/WT: Right Direction	20%	(49)	25%	(60)	17%	(42)	22%	(53)	16%	(38)	242
RD/WT: Wrong Track	24%	(65)	25%	(66)	17%	(45)	15%	(39)	19%	(51)	265
Trump Job Approve	20%	(51)	27%	(69)	15%	(39)	21%	(54)	16%	(42)	255
Trump Job Disapprove	25%	(62)	23%	(56)	18%	(45)	14%	(35)	19%	(46)	244
Trump Job Strongly Approve	16%	(23)	27%	(40)	13%	(20)	23%	(35)	21%	(31)	150
Trump Job Somewhat Approve	26%	(27)	28%	(29)	18%	(19)	18%	(19)	10%	(10)	105
Trump Job Somewhat Disapprove	39%	(16)	22%	(9)	27%	(11)	10%	(4)	2%	(1)	41
Trump Job Strongly Disapprove	23%	(46)	23%	(47)	17%	(34)	15%	(31)	22%	(45)	203

Continued on next page

Table BPC11_1: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Maternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	25%	(126)	17%	(86)	18%	(93)	17%	(88)	507
#1 Issue: Economy	27%	(40)	24%	(36)	18%	(27)	17%	(25)	13%	(20)	149
#1 Issue: Security	17%	(22)	22%	(28)	20%	(25)	21%	(27)	20%	(25)	127
#1 Issue: Health Care	19%	(17)	39%	(34)	18%	(16)	15%	(14)	9%	(8)	88
#1 Issue: Medicare / Social Security	27%	(19)	18%	(13)	5%	(4)	12%	(8)	37%	(26)	69
#1 Issue: Women's Issues	11%	(2)	36%	(6)	22%	(4)	22%	(4)	10%	(2)	17
#1 Issue: Education	4%	(1)	11%	(3)	35%	(8)	42%	(10)	8%	(2)	24
#1 Issue: Energy	50%	(10)	21%	(4)	4%	(1)	6%	(1)	18%	(4)	21
#1 Issue: Other	27%	(4)	17%	(2)	12%	(2)	27%	(4)	16%	(2)	14
2018 House Vote: Democrat	19%	(38)	29%	(57)	19%	(38)	14%	(28)	18%	(35)	195
2018 House Vote: Republican	24%	(52)	23%	(50)	16%	(35)	20%	(44)	17%	(38)	219
2018 House Vote: Someone else	15%	(2)	42%	(7)	30%	(5)	13%	(2)	—	(0)	16
2018 House Vote: Didn't Vote	28%	(22)	16%	(13)	11%	(9)	24%	(19)	20%	(16)	78
2016 Vote: Hillary Clinton	21%	(35)	27%	(45)	17%	(28)	15%	(25)	21%	(36)	169
2016 Vote: Donald Trump	22%	(47)	24%	(52)	17%	(36)	21%	(46)	16%	(34)	216
2016 Vote: Someone else	31%	(15)	26%	(12)	23%	(11)	8%	(4)	12%	(6)	47
2016 Vote: Didn't Vote	22%	(17)	22%	(16)	15%	(11)	24%	(18)	18%	(13)	75
Voted in 2014: Yes	22%	(84)	25%	(98)	18%	(70)	17%	(67)	18%	(71)	391
Voted in 2014: No	25%	(30)	24%	(28)	14%	(16)	22%	(26)	15%	(18)	117
2012 Vote: Barack Obama	21%	(40)	24%	(45)	21%	(39)	12%	(23)	21%	(40)	188
2012 Vote: Mitt Romney	22%	(41)	26%	(49)	14%	(26)	22%	(41)	16%	(31)	189
2012 Vote: Other	13%	(3)	43%	(9)	9%	(2)	9%	(2)	26%	(6)	21
2012 Vote: Didn't Vote	27%	(29)	21%	(23)	17%	(19)	24%	(26)	11%	(12)	109
4-Region: Northeast	29%	(27)	22%	(20)	18%	(17)	15%	(14)	16%	(15)	93
4-Region: Midwest	26%	(31)	24%	(29)	17%	(21)	15%	(18)	18%	(23)	122
4-Region: South	24%	(44)	24%	(44)	15%	(28)	24%	(45)	13%	(24)	185
4-Region: West	12%	(12)	30%	(32)	20%	(21)	14%	(15)	24%	(26)	107
Age: 18-39	23%	(32)	24%	(33)	24%	(33)	19%	(27)	10%	(14)	139
Age: 40-59	22%	(39)	30%	(54)	16%	(28)	20%	(36)	12%	(20)	177
Age: 65+	22%	(43)	21%	(40)	13%	(25)	16%	(30)	28%	(54)	192
Small Business Owners	22%	(100)	24%	(109)	17%	(78)	18%	(83)	19%	(85)	455

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Table BPC11_1: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Maternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	25%	(126)	17%	(86)	18%	(93)	17%	(88)	507
SB owners of 0-5 employees	24%	(37)	20%	(31)	5%	(8)	17%	(26)	34%	(53)	155
SB owners of 6-15 employees	31%	(33)	21%	(22)	18%	(19)	12%	(12)	18%	(18)	105
SB owners of 16-30 employees	10%	(12)	33%	(40)	30%	(37)	21%	(25)	6%	(7)	120
SB owners of 31-50 employees	25%	(19)	20%	(15)	19%	(14)	27%	(20)	9%	(6)	75
C-Level Executive	26%	(14)	33%	(17)	17%	(9)	18%	(9)	6%	(3)	52

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

Table BPC11_2: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Paternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(117)	24%	(120)	18%	(92)	17%	(87)	18%	(92)	507
Gender: Male	20%	(51)	31%	(77)	20%	(50)	14%	(36)	14%	(36)	249
Gender: Female	26%	(66)	17%	(43)	16%	(42)	20%	(51)	22%	(56)	258
Age: 18-29	17%	(12)	21%	(15)	32%	(22)	17%	(11)	13%	(9)	69
Age: 30-44	27%	(28)	27%	(27)	21%	(22)	16%	(16)	9%	(10)	103
Age: 45-54	24%	(23)	33%	(32)	16%	(15)	16%	(15)	11%	(11)	95
Age: 55-64	25%	(23)	24%	(21)	20%	(18)	18%	(16)	14%	(12)	90
Age: 65+	21%	(32)	17%	(25)	10%	(15)	19%	(28)	33%	(49)	150
Generation Z: 18-21	12%	(3)	19%	(4)	39%	(9)	25%	(6)	4%	(1)	22
Millennial: Age 22-37	20%	(21)	27%	(28)	25%	(26)	16%	(16)	12%	(12)	104
Generation X: Age 38-53	27%	(36)	28%	(36)	19%	(24)	14%	(19)	11%	(15)	130
Boomers: Age 54-72	23%	(52)	21%	(47)	14%	(31)	17%	(39)	26%	(60)	228
PID: Dem (no lean)	20%	(28)	25%	(37)	22%	(31)	15%	(22)	18%	(26)	145
PID: Ind (no lean)	27%	(40)	26%	(40)	14%	(21)	14%	(21)	19%	(29)	151
PID: Rep (no lean)	23%	(48)	21%	(44)	19%	(40)	21%	(44)	17%	(36)	212
PID/Gender: Dem Men	14%	(9)	33%	(21)	24%	(15)	19%	(12)	10%	(6)	64
PID/Gender: Dem Women	24%	(20)	19%	(15)	20%	(16)	12%	(10)	25%	(20)	81
PID/Gender: Ind Men	26%	(18)	38%	(27)	13%	(9)	10%	(7)	13%	(9)	71
PID/Gender: Ind Women	27%	(22)	16%	(13)	14%	(11)	17%	(14)	25%	(20)	80
PID/Gender: Rep Men	21%	(23)	25%	(29)	22%	(25)	15%	(17)	18%	(20)	114
PID/Gender: Rep Women	25%	(24)	15%	(15)	15%	(15)	28%	(27)	16%	(16)	97
Ideo: Liberal (1-3)	22%	(31)	30%	(43)	20%	(29)	15%	(22)	13%	(18)	142
Ideo: Moderate (4)	24%	(29)	24%	(29)	24%	(29)	11%	(13)	18%	(22)	121
Ideo: Conservative (5-7)	25%	(55)	22%	(48)	13%	(30)	21%	(45)	19%	(42)	220
Educ: < College	22%	(65)	21%	(62)	19%	(55)	19%	(54)	19%	(57)	294
Educ: Bachelors degree	27%	(36)	27%	(35)	17%	(23)	15%	(19)	14%	(18)	132
Educ: Post-grad	19%	(15)	28%	(23)	17%	(14)	16%	(13)	20%	(16)	81

Continued on next page

Table BPC11_2: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Paternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(117)	24%	(120)	18%	(92)	17%	(87)	18%	(92)	507
Income: Under 50k	22%	(39)	26%	(46)	18%	(32)	11%	(20)	23%	(42)	180
Income: 50k-100k	29%	(53)	23%	(42)	17%	(30)	13%	(23)	18%	(33)	181
Income: 100k+	17%	(25)	22%	(32)	20%	(30)	30%	(43)	12%	(17)	147
Ethnicity: White	26%	(106)	23%	(96)	15%	(61)	17%	(68)	20%	(81)	412
Ethnicity: Hispanic	30%	(17)	10%	(6)	44%	(25)	13%	(8)	4%	(2)	57
Ethnicity: Afr. Am.	13%	(8)	25%	(15)	33%	(20)	21%	(13)	8%	(5)	62
Ethnicity: Other	9%	(3)	27%	(9)	32%	(11)	16%	(5)	16%	(5)	33
Relig: Protestant	24%	(40)	18%	(29)	12%	(19)	20%	(32)	26%	(43)	163
Relig: Roman Catholic	22%	(21)	25%	(24)	28%	(27)	10%	(9)	14%	(13)	94
Relig: Something Else	24%	(8)	34%	(11)	12%	(4)	27%	(9)	4%	(1)	34
Relig: Jewish	37%	(11)	18%	(5)	17%	(5)	12%	(4)	16%	(5)	30
Relig: Evangelical	22%	(45)	23%	(46)	15%	(30)	16%	(32)	24%	(48)	200
Relig: Non-Evang. Catholics	27%	(24)	20%	(18)	22%	(20)	20%	(18)	11%	(10)	90
Relig: All Christian	24%	(69)	22%	(64)	17%	(50)	17%	(50)	20%	(58)	290
Relig: All Non-Christian	15%	(6)	22%	(9)	25%	(10)	24%	(10)	15%	(6)	42
Community: Urban	24%	(29)	22%	(27)	27%	(33)	13%	(16)	14%	(17)	122
Community: Suburban	20%	(48)	27%	(63)	15%	(36)	18%	(42)	20%	(48)	236
Community: Rural	27%	(40)	21%	(31)	15%	(23)	20%	(29)	18%	(26)	149
Military HH: Yes	24%	(22)	21%	(19)	20%	(18)	15%	(13)	21%	(19)	91
Military HH: No	23%	(95)	24%	(102)	18%	(74)	18%	(74)	17%	(73)	417
RD/WT: Right Direction	22%	(53)	21%	(51)	19%	(47)	21%	(50)	17%	(41)	242
RD/WT: Wrong Track	24%	(64)	26%	(69)	17%	(45)	14%	(37)	19%	(51)	265
Trump Job Approve	22%	(55)	22%	(57)	17%	(44)	21%	(54)	18%	(45)	255
Trump Job Disapprove	25%	(60)	26%	(63)	18%	(44)	13%	(31)	19%	(46)	244
Trump Job Strongly Approve	17%	(25)	21%	(31)	18%	(27)	24%	(35)	21%	(31)	150
Trump Job Somewhat Approve	29%	(30)	24%	(26)	16%	(17)	17%	(18)	13%	(14)	105
Trump Job Somewhat Disapprove	34%	(14)	31%	(13)	23%	(9)	7%	(3)	5%	(2)	41
Trump Job Strongly Disapprove	23%	(47)	25%	(50)	17%	(35)	14%	(28)	22%	(44)	203

Continued on next page

Table BPC11_2: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Paternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(117)	24%	(120)	18%	(92)	17%	(87)	18%	(92)	507
#1 Issue: Economy	31%	(47)	18%	(27)	22%	(33)	15%	(22)	14%	(21)	149
#1 Issue: Security	15%	(19)	28%	(35)	15%	(19)	23%	(29)	20%	(25)	127
#1 Issue: Health Care	21%	(19)	34%	(30)	17%	(15)	17%	(15)	11%	(10)	88
#1 Issue: Medicare / Social Security	26%	(18)	10%	(7)	15%	(10)	12%	(8)	37%	(26)	69
#1 Issue: Women's Issues	3%	(1)	39%	(6)	29%	(5)	14%	(2)	15%	(3)	17
#1 Issue: Education	4%	(1)	37%	(9)	31%	(7)	26%	(6)	2%	(1)	24
#1 Issue: Energy	43%	(9)	21%	(4)	2%	(0)	12%	(2)	22%	(5)	21
#1 Issue: Other	31%	(4)	17%	(2)	18%	(2)	18%	(2)	16%	(2)	14
2018 House Vote: Democrat	21%	(42)	27%	(52)	20%	(40)	14%	(27)	18%	(35)	195
2018 House Vote: Republican	24%	(53)	21%	(47)	16%	(35)	19%	(42)	19%	(41)	219
2018 House Vote: Someone else	6%	(1)	45%	(7)	34%	(5)	16%	(3)	—	(0)	16
2018 House Vote: Didn't Vote	27%	(21)	18%	(14)	15%	(11)	20%	(15)	20%	(16)	78
2016 Vote: Hillary Clinton	21%	(35)	27%	(45)	20%	(33)	13%	(22)	20%	(34)	169
2016 Vote: Donald Trump	24%	(51)	22%	(49)	15%	(32)	21%	(46)	18%	(38)	216
2016 Vote: Someone else	30%	(14)	23%	(11)	24%	(11)	12%	(6)	12%	(6)	47
2016 Vote: Didn't Vote	22%	(17)	21%	(16)	20%	(15)	18%	(14)	19%	(14)	75
Voted in 2014: Yes	23%	(89)	24%	(93)	18%	(68)	17%	(65)	19%	(74)	391
Voted in 2014: No	24%	(28)	23%	(27)	20%	(23)	19%	(22)	15%	(17)	117
2012 Vote: Barack Obama	23%	(43)	23%	(43)	19%	(36)	14%	(26)	21%	(39)	188
2012 Vote: Mitt Romney	23%	(43)	23%	(44)	15%	(28)	20%	(38)	19%	(35)	189
2012 Vote: Other	16%	(3)	41%	(9)	9%	(2)	8%	(2)	26%	(6)	21
2012 Vote: Didn't Vote	25%	(27)	23%	(25)	23%	(25)	19%	(21)	10%	(11)	109
4-Region: Northeast	27%	(25)	20%	(19)	18%	(17)	17%	(15)	17%	(16)	93
4-Region: Midwest	25%	(31)	20%	(24)	20%	(24)	16%	(20)	19%	(23)	122
4-Region: South	26%	(48)	25%	(47)	16%	(29)	21%	(38)	12%	(23)	185
4-Region: West	12%	(13)	28%	(30)	20%	(21)	12%	(13)	28%	(30)	107
Age: 18-39	21%	(30)	25%	(35)	27%	(37)	16%	(22)	11%	(15)	139
Age: 40-59	26%	(46)	28%	(50)	16%	(29)	18%	(32)	11%	(19)	177
Age: 65+	21%	(41)	19%	(36)	13%	(26)	17%	(32)	30%	(57)	192
Small Business Owners	22%	(101)	24%	(110)	18%	(81)	17%	(78)	19%	(85)	455

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Table BPC11_2: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Paternity leave

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(117)	24%	(120)	18%	(92)	17%	(87)	18%	(92)	507
SB owners of 0-5 employees	24%	(37)	17%	(27)	8%	(12)	16%	(25)	35%	(54)	155
SB owners of 6-15 employees	30%	(32)	26%	(27)	17%	(18)	12%	(12)	15%	(16)	105
SB owners of 16-30 employees	13%	(15)	30%	(36)	28%	(34)	23%	(27)	6%	(7)	120
SB owners of 31-50 employees	23%	(17)	26%	(19)	23%	(18)	18%	(14)	10%	(7)	75
C-Level Executive	30%	(15)	20%	(11)	20%	(10)	17%	(9)	13%	(7)	52

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

Table BPC11_3: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Bereavement

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	17%	(86)	24%	(120)	25%	(127)	18%	(92)	16%	(82)	507
Gender: Male	17%	(43)	29%	(74)	25%	(63)	17%	(42)	11%	(28)	249
Gender: Female	17%	(43)	18%	(46)	25%	(64)	20%	(51)	21%	(54)	258
Age: 18-29	19%	(13)	22%	(15)	25%	(17)	21%	(14)	13%	(9)	69
Age: 30-44	21%	(22)	25%	(26)	30%	(31)	16%	(17)	8%	(8)	103
Age: 45-54	17%	(16)	26%	(24)	28%	(27)	19%	(18)	11%	(10)	95
Age: 55-64	15%	(13)	23%	(21)	32%	(29)	18%	(16)	12%	(11)	90
Age: 65+	15%	(22)	22%	(33)	15%	(23)	18%	(27)	29%	(44)	150
Generation Z: 18-21	29%	(6)	18%	(4)	19%	(4)	29%	(6)	4%	(1)	22
Millennial: Age 22-37	19%	(20)	26%	(27)	28%	(30)	15%	(16)	11%	(11)	104
Generation X: Age 38-53	18%	(23)	24%	(31)	30%	(38)	20%	(26)	9%	(12)	130
Boomers: Age 54-72	14%	(33)	22%	(50)	22%	(50)	17%	(39)	25%	(56)	228
PID: Dem (no lean)	17%	(25)	18%	(26)	33%	(47)	17%	(24)	15%	(22)	145
PID: Ind (no lean)	21%	(32)	25%	(38)	21%	(32)	15%	(22)	18%	(27)	151
PID: Rep (no lean)	14%	(30)	26%	(56)	23%	(48)	22%	(46)	15%	(33)	212
PID/Gender: Dem Men	19%	(12)	20%	(13)	32%	(20)	22%	(14)	7%	(4)	64
PID/Gender: Dem Women	15%	(12)	17%	(13)	33%	(27)	13%	(10)	22%	(18)	81
PID/Gender: Ind Men	22%	(15)	38%	(27)	20%	(14)	10%	(7)	10%	(7)	71
PID/Gender: Ind Women	21%	(17)	14%	(11)	22%	(18)	19%	(15)	25%	(20)	80
PID/Gender: Rep Men	14%	(16)	30%	(34)	25%	(28)	18%	(21)	14%	(16)	114
PID/Gender: Rep Women	14%	(14)	23%	(22)	20%	(19)	26%	(25)	17%	(17)	97
Ideo: Liberal (1-3)	18%	(25)	25%	(36)	27%	(38)	19%	(26)	11%	(16)	142
Ideo: Moderate (4)	19%	(23)	28%	(34)	25%	(30)	12%	(15)	16%	(19)	121
Ideo: Conservative (5-7)	16%	(36)	23%	(50)	23%	(52)	21%	(46)	17%	(37)	220
Educ: < College	18%	(51)	22%	(64)	21%	(62)	20%	(59)	20%	(57)	294
Educ: Bachelors degree	19%	(25)	21%	(27)	36%	(48)	15%	(21)	9%	(12)	132
Educ: Post-grad	13%	(10)	35%	(28)	22%	(18)	16%	(13)	14%	(12)	81

Continued on next page

Table BPC11_3: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Bereavement

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	17%	(86)	24%	(120)	25%	(127)	18%	(92)	16%	(82)	507
Income: Under 50k	20%	(36)	27%	(48)	17%	(30)	12%	(22)	24%	(43)	180
Income: 50k-100k	19%	(35)	22%	(39)	28%	(51)	18%	(32)	13%	(24)	181
Income: 100k+	10%	(15)	22%	(32)	31%	(46)	26%	(38)	10%	(15)	147
Ethnicity: White	18%	(74)	24%	(99)	22%	(92)	17%	(72)	18%	(76)	412
Ethnicity: Hispanic	27%	(16)	27%	(15)	25%	(14)	17%	(10)	5%	(3)	57
Ethnicity: Afr. Am.	17%	(11)	19%	(12)	37%	(23)	19%	(12)	8%	(5)	62
Ethnicity: Other	5%	(2)	29%	(10)	37%	(12)	27%	(9)	2%	(1)	33
Relig: Protestant	17%	(27)	19%	(31)	21%	(35)	21%	(35)	22%	(35)	163
Relig: Roman Catholic	15%	(14)	30%	(28)	31%	(29)	12%	(11)	13%	(12)	94
Relig: Something Else	16%	(5)	23%	(8)	23%	(8)	25%	(9)	14%	(5)	34
Relig: Jewish	33%	(10)	18%	(5)	20%	(6)	13%	(4)	16%	(5)	30
Relig: Evangelical	18%	(37)	18%	(35)	26%	(51)	16%	(32)	23%	(46)	200
Relig: Non-Evang. Catholics	11%	(10)	35%	(32)	22%	(20)	25%	(23)	7%	(6)	90
Relig: All Christian	16%	(47)	23%	(67)	24%	(71)	19%	(54)	18%	(52)	290
Relig: All Non-Christian	11%	(4)	14%	(6)	32%	(13)	30%	(13)	12%	(5)	42
Community: Urban	25%	(31)	24%	(29)	26%	(32)	12%	(15)	13%	(16)	122
Community: Suburban	14%	(34)	24%	(57)	26%	(61)	18%	(43)	17%	(41)	236
Community: Rural	15%	(22)	23%	(34)	23%	(34)	23%	(34)	16%	(24)	149
Military HH: Yes	11%	(10)	30%	(27)	19%	(17)	20%	(18)	21%	(19)	91
Military HH: No	18%	(77)	22%	(93)	26%	(110)	18%	(75)	15%	(62)	417
RD/WT: Right Direction	15%	(37)	25%	(60)	23%	(55)	22%	(52)	15%	(37)	242
RD/WT: Wrong Track	18%	(49)	23%	(60)	27%	(72)	15%	(40)	17%	(44)	265
Trump Job Approve	16%	(41)	25%	(62)	22%	(56)	22%	(55)	16%	(40)	255
Trump Job Disapprove	18%	(44)	23%	(57)	28%	(68)	14%	(34)	17%	(41)	244
Trump Job Strongly Approve	13%	(20)	23%	(34)	19%	(28)	25%	(37)	20%	(30)	150
Trump Job Somewhat Approve	20%	(21)	27%	(28)	27%	(28)	17%	(18)	9%	(10)	105
Trump Job Somewhat Disapprove	15%	(6)	45%	(19)	21%	(9)	14%	(6)	5%	(2)	41
Trump Job Strongly Disapprove	19%	(38)	19%	(38)	29%	(59)	14%	(29)	19%	(39)	203

Continued on next page

Table BPC11_3: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?

Bereavement

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	17%	(86)	24%	(120)	25%	(127)	18%	(92)	16%	(82)	507
#1 Issue: Economy	20%	(29)	22%	(33)	26%	(39)	16%	(24)	15%	(23)	149
#1 Issue: Security	10%	(13)	23%	(29)	26%	(33)	24%	(31)	16%	(21)	127
#1 Issue: Health Care	19%	(16)	25%	(22)	34%	(30)	17%	(15)	6%	(5)	88
#1 Issue: Medicare / Social Security	16%	(11)	23%	(16)	13%	(9)	12%	(8)	36%	(25)	69
#1 Issue: Women's Issues	3%	(1)	25%	(4)	34%	(6)	28%	(5)	10%	(2)	17
#1 Issue: Education	20%	(5)	33%	(8)	19%	(5)	27%	(7)	—	(0)	24
#1 Issue: Energy	36%	(7)	35%	(7)	4%	(1)	3%	(1)	22%	(5)	21
#1 Issue: Other	26%	(4)	10%	(1)	30%	(4)	18%	(2)	16%	(2)	14
2018 House Vote: Democrat	15%	(29)	22%	(42)	32%	(63)	16%	(32)	15%	(29)	195
2018 House Vote: Republican	16%	(35)	24%	(53)	23%	(51)	20%	(43)	17%	(37)	219
2018 House Vote: Someone else	12%	(2)	38%	(6)	30%	(5)	20%	(3)	—	(0)	16
2018 House Vote: Didn't Vote	26%	(20)	24%	(19)	11%	(9)	19%	(14)	20%	(16)	78
2016 Vote: Hillary Clinton	17%	(29)	23%	(38)	27%	(46)	15%	(25)	18%	(30)	169
2016 Vote: Donald Trump	14%	(29)	25%	(55)	25%	(54)	21%	(45)	15%	(32)	216
2016 Vote: Someone else	26%	(13)	15%	(7)	33%	(16)	14%	(7)	12%	(6)	47
2016 Vote: Didn't Vote	20%	(15)	26%	(20)	15%	(11)	20%	(15)	19%	(14)	75
Voted in 2014: Yes	15%	(57)	23%	(90)	28%	(109)	18%	(69)	17%	(66)	391
Voted in 2014: No	25%	(29)	26%	(30)	16%	(18)	20%	(24)	13%	(15)	117
2012 Vote: Barack Obama	16%	(30)	20%	(38)	30%	(57)	16%	(30)	18%	(34)	188
2012 Vote: Mitt Romney	15%	(27)	24%	(46)	24%	(46)	20%	(38)	17%	(32)	189
2012 Vote: Other	12%	(3)	46%	(10)	8%	(2)	8%	(2)	26%	(6)	21
2012 Vote: Didn't Vote	24%	(27)	24%	(27)	20%	(22)	21%	(23)	10%	(10)	109
4-Region: Northeast	23%	(21)	23%	(21)	23%	(21)	16%	(15)	16%	(15)	93
4-Region: Midwest	10%	(12)	28%	(34)	29%	(35)	17%	(21)	16%	(20)	122
4-Region: South	20%	(37)	23%	(42)	23%	(42)	22%	(40)	13%	(23)	185
4-Region: West	15%	(16)	21%	(23)	26%	(28)	15%	(16)	22%	(24)	107
Age: 18-39	21%	(29)	25%	(35)	28%	(39)	16%	(23)	10%	(14)	139
Age: 40-59	17%	(30)	25%	(44)	27%	(48)	21%	(37)	10%	(18)	177
Age: 65+	14%	(27)	22%	(41)	21%	(41)	17%	(32)	26%	(50)	192
Small Business Owners	16%	(74)	23%	(106)	25%	(114)	18%	(80)	18%	(81)	455

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Table BPC11_3: *How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?*
Bereavement

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	17%	(86)	24%	(120)	25%	(127)	18%	(92)	16%	(82)	507
SB owners of 0-5 employees	17%	(26)	20%	(30)	13%	(20)	17%	(26)	34%	(53)	155
SB owners of 6-15 employees	22%	(23)	25%	(27)	23%	(24)	14%	(15)	15%	(16)	105
SB owners of 16-30 employees	5%	(6)	28%	(34)	40%	(48)	23%	(28)	4%	(5)	120
SB owners of 31-50 employees	25%	(19)	21%	(16)	29%	(22)	15%	(12)	10%	(7)	75
C-Level Executive	24%	(13)	26%	(14)	25%	(13)	23%	(12)	1%	(1)	52

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

Table BPC11_4: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	28%	(141)	16%	(83)	17%	(88)	16%	(82)	507
Gender: Male	19%	(48)	32%	(79)	18%	(45)	18%	(46)	12%	(31)	249
Gender: Female	25%	(65)	24%	(62)	14%	(37)	16%	(43)	20%	(51)	258
Age: 18-29	17%	(12)	26%	(18)	20%	(14)	26%	(18)	12%	(8)	69
Age: 30-44	27%	(28)	28%	(29)	19%	(20)	18%	(18)	8%	(8)	103
Age: 45-54	20%	(19)	38%	(36)	17%	(16)	15%	(14)	10%	(9)	95
Age: 55-64	26%	(24)	26%	(24)	17%	(16)	19%	(17)	12%	(11)	90
Age: 65+	21%	(31)	23%	(35)	11%	(17)	14%	(21)	31%	(46)	150
Generation Z: 18-21	12%	(3)	34%	(7)	22%	(5)	28%	(6)	4%	(1)	22
Millennial: Age 22-37	22%	(23)	26%	(27)	19%	(20)	22%	(23)	11%	(11)	104
Generation X: Age 38-53	24%	(32)	32%	(41)	18%	(23)	16%	(21)	10%	(12)	130
Boomers: Age 54-72	22%	(51)	25%	(58)	14%	(32)	14%	(32)	24%	(54)	228
PID: Dem (no lean)	19%	(27)	30%	(44)	19%	(28)	14%	(21)	17%	(25)	145
PID: Ind (no lean)	26%	(40)	28%	(43)	15%	(23)	13%	(19)	18%	(27)	151
PID: Rep (no lean)	22%	(47)	26%	(54)	15%	(32)	23%	(49)	14%	(30)	212
PID/Gender: Dem Men	14%	(9)	30%	(19)	25%	(16)	19%	(12)	12%	(8)	64
PID/Gender: Dem Women	23%	(18)	31%	(25)	15%	(12)	10%	(8)	22%	(18)	81
PID/Gender: Ind Men	27%	(19)	41%	(29)	14%	(10)	8%	(6)	10%	(7)	71
PID/Gender: Ind Women	26%	(21)	17%	(14)	16%	(13)	17%	(13)	24%	(19)	80
PID/Gender: Rep Men	18%	(21)	27%	(31)	17%	(19)	24%	(28)	14%	(16)	114
PID/Gender: Rep Women	27%	(26)	24%	(23)	13%	(12)	22%	(21)	15%	(14)	97
Ideo: Liberal (1-3)	21%	(30)	32%	(46)	18%	(26)	16%	(22)	13%	(18)	142
Ideo: Moderate (4)	25%	(30)	28%	(34)	16%	(20)	15%	(18)	16%	(20)	121
Ideo: Conservative (5-7)	23%	(50)	28%	(61)	16%	(35)	18%	(39)	16%	(35)	220
Educ: < College	19%	(57)	27%	(80)	16%	(46)	19%	(57)	18%	(54)	294
Educ: Bachelors degree	33%	(43)	25%	(33)	17%	(22)	15%	(20)	11%	(14)	132
Educ: Post-grad	17%	(13)	35%	(28)	17%	(14)	14%	(11)	17%	(14)	81

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Table BPC11_4: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	28%	(141)	16%	(83)	17%	(88)	16%	(82)	507
Income: Under 50k	22%	(40)	27%	(48)	15%	(27)	13%	(24)	23%	(41)	180
Income: 50k-100k	25%	(46)	27%	(49)	17%	(31)	17%	(30)	14%	(25)	181
Income: 100k+	19%	(28)	30%	(44)	17%	(25)	23%	(34)	11%	(16)	147
Ethnicity: White	25%	(102)	28%	(115)	13%	(55)	16%	(64)	18%	(76)	412
Ethnicity: Hispanic	29%	(17)	13%	(8)	28%	(16)	28%	(16)	2%	(1)	57
Ethnicity: Afr. Am.	14%	(8)	24%	(15)	29%	(18)	25%	(16)	8%	(5)	62
Ethnicity: Other	11%	(4)	33%	(11)	28%	(10)	24%	(8)	4%	(1)	33
Relig: Protestant	21%	(35)	30%	(49)	10%	(16)	17%	(27)	22%	(36)	163
Relig: Roman Catholic	22%	(20)	27%	(26)	20%	(19)	18%	(17)	13%	(12)	94
Relig: Something Else	25%	(8)	33%	(11)	19%	(6)	19%	(7)	4%	(1)	34
Relig: Jewish	37%	(11)	19%	(6)	19%	(6)	9%	(3)	16%	(5)	30
Relig: Evangelical	22%	(45)	24%	(49)	16%	(32)	16%	(32)	21%	(42)	200
Relig: Non-Evang. Catholics	21%	(18)	41%	(37)	10%	(9)	21%	(19)	7%	(6)	90
Relig: All Christian	22%	(63)	30%	(86)	14%	(41)	18%	(51)	17%	(49)	290
Relig: All Non-Christian	18%	(7)	24%	(10)	22%	(9)	24%	(10)	12%	(5)	42
Community: Urban	21%	(26)	27%	(33)	22%	(27)	14%	(17)	16%	(20)	122
Community: Suburban	23%	(54)	26%	(61)	14%	(34)	20%	(46)	17%	(41)	236
Community: Rural	23%	(34)	32%	(47)	15%	(22)	17%	(25)	14%	(21)	149
Military HH: Yes	23%	(21)	25%	(23)	19%	(17)	14%	(12)	19%	(17)	91
Military HH: No	22%	(93)	28%	(118)	16%	(65)	18%	(76)	16%	(65)	417
RD/WT: Right Direction	21%	(52)	28%	(67)	14%	(34)	23%	(55)	14%	(35)	242
RD/WT: Wrong Track	23%	(62)	28%	(74)	18%	(49)	12%	(33)	18%	(47)	265
Trump Job Approve	21%	(53)	28%	(72)	14%	(34)	23%	(57)	15%	(38)	255
Trump Job Disapprove	24%	(58)	28%	(69)	19%	(45)	12%	(28)	18%	(43)	244
Trump Job Strongly Approve	18%	(27)	20%	(31)	13%	(20)	30%	(44)	19%	(28)	150
Trump Job Somewhat Approve	25%	(26)	39%	(41)	14%	(14)	12%	(13)	9%	(10)	105
Trump Job Somewhat Disapprove	30%	(12)	32%	(13)	28%	(11)	6%	(3)	5%	(2)	41
Trump Job Strongly Disapprove	23%	(46)	27%	(56)	17%	(34)	13%	(26)	20%	(41)	203

Continued on next page

Table BPC11_4: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Medical leave to treat or recover from a personal illness or injury

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	28%	(141)	16%	(83)	17%	(88)	16%	(82)	507
#1 Issue: Economy	27%	(40)	31%	(46)	15%	(22)	14%	(20)	13%	(20)	149
#1 Issue: Security	21%	(26)	22%	(28)	20%	(25)	21%	(27)	16%	(20)	127
#1 Issue: Health Care	24%	(21)	38%	(33)	16%	(14)	17%	(15)	6%	(6)	88
#1 Issue: Medicare / Social Security	16%	(11)	16%	(11)	12%	(8)	20%	(14)	36%	(25)	69
#1 Issue: Women's Issues	11%	(2)	33%	(5)	34%	(6)	8%	(1)	15%	(3)	17
#1 Issue: Education	5%	(1)	43%	(10)	21%	(5)	30%	(7)	—	(0)	24
#1 Issue: Energy	40%	(8)	19%	(4)	5%	(1)	3%	(1)	32%	(7)	21
#1 Issue: Other	28%	(4)	21%	(3)	16%	(2)	18%	(2)	16%	(2)	14
2018 House Vote: Democrat	20%	(38)	32%	(62)	18%	(34)	15%	(29)	16%	(31)	195
2018 House Vote: Republican	23%	(50)	27%	(60)	16%	(35)	18%	(40)	16%	(35)	219
2018 House Vote: Someone else	15%	(2)	42%	(7)	30%	(5)	13%	(2)	—	(0)	16
2018 House Vote: Didn't Vote	30%	(24)	16%	(12)	11%	(9)	22%	(17)	21%	(16)	78
2016 Vote: Hillary Clinton	20%	(34)	30%	(51)	16%	(27)	15%	(25)	19%	(32)	169
2016 Vote: Donald Trump	22%	(47)	29%	(63)	15%	(32)	20%	(44)	14%	(30)	216
2016 Vote: Someone else	29%	(14)	21%	(10)	31%	(14)	8%	(4)	12%	(6)	47
2016 Vote: Didn't Vote	24%	(18)	22%	(17)	13%	(10)	22%	(16)	19%	(15)	75
Voted in 2014: Yes	21%	(83)	28%	(111)	18%	(70)	15%	(59)	17%	(67)	391
Voted in 2014: No	26%	(30)	26%	(30)	11%	(12)	25%	(29)	13%	(15)	117
2012 Vote: Barack Obama	22%	(42)	28%	(52)	18%	(34)	13%	(24)	19%	(36)	188
2012 Vote: Mitt Romney	22%	(41)	28%	(52)	16%	(31)	19%	(35)	16%	(30)	189
2012 Vote: Other	13%	(3)	43%	(9)	9%	(2)	8%	(2)	26%	(6)	21
2012 Vote: Didn't Vote	25%	(28)	25%	(28)	14%	(16)	25%	(27)	10%	(11)	109
4-Region: Northeast	31%	(29)	22%	(20)	15%	(14)	16%	(15)	16%	(15)	93
4-Region: Midwest	19%	(23)	33%	(40)	17%	(20)	15%	(18)	17%	(21)	122
4-Region: South	22%	(41)	31%	(57)	13%	(24)	23%	(42)	12%	(22)	185
4-Region: West	19%	(20)	22%	(24)	23%	(25)	12%	(13)	23%	(25)	107
Age: 18-39	21%	(29)	28%	(39)	20%	(27)	22%	(30)	10%	(13)	139
Age: 40-59	25%	(44)	32%	(56)	16%	(28)	18%	(32)	9%	(16)	177
Age: 65+	21%	(41)	24%	(46)	15%	(28)	13%	(25)	27%	(52)	192
Small Business Owners	22%	(99)	28%	(127)	16%	(73)	16%	(74)	18%	(81)	455

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Table BPC11_4: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
 Medical leave to treat or recover from a personal illness or injury

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(114)	28%	(141)	16%	(83)	17%	(88)	16%	(82)	507
SB owners of 0-5 employees	23%	(35)	21%	(32)	8%	(13)	14%	(22)	34%	(52)	155
SB owners of 6-15 employees	32%	(33)	26%	(27)	19%	(20)	9%	(10)	15%	(15)	105
SB owners of 16-30 employees	9%	(11)	40%	(48)	23%	(28)	22%	(26)	5%	(6)	120
SB owners of 31-50 employees	26%	(19)	26%	(20)	17%	(13)	21%	(16)	10%	(7)	75
C-Level Executive	28%	(15)	26%	(14)	18%	(9)	26%	(14)	1%	(1)	52

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

Table BPC11_5: *How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?*
Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(112)	28%	(140)	17%	(86)	17%	(86)	16%	(83)	507
Gender: Male	18%	(44)	34%	(84)	20%	(50)	16%	(40)	13%	(31)	249
Gender: Female	26%	(68)	22%	(57)	14%	(36)	18%	(46)	20%	(52)	258
Age: 18-29	16%	(11)	23%	(16)	30%	(21)	18%	(12)	13%	(9)	69
Age: 30-44	25%	(25)	27%	(28)	22%	(22)	17%	(18)	9%	(9)	103
Age: 45-54	23%	(22)	37%	(35)	14%	(14)	16%	(15)	10%	(9)	95
Age: 55-64	22%	(20)	32%	(29)	16%	(15)	18%	(16)	12%	(11)	90
Age: 65+	22%	(33)	22%	(33)	10%	(15)	16%	(24)	30%	(45)	150
Generation Z: 18-21	14%	(3)	21%	(5)	45%	(10)	16%	(3)	4%	(1)	22
Millennial: Age 22-37	22%	(22)	26%	(27)	23%	(24)	18%	(19)	11%	(11)	104
Generation X: Age 38-53	24%	(31)	32%	(42)	18%	(23)	15%	(19)	11%	(14)	130
Boomers: Age 54-72	22%	(50)	27%	(61)	11%	(25)	17%	(38)	24%	(55)	228
PID: Dem (no lean)	19%	(28)	27%	(38)	26%	(37)	12%	(18)	17%	(24)	145
PID: Ind (no lean)	26%	(39)	31%	(48)	13%	(20)	12%	(18)	17%	(26)	151
PID: Rep (no lean)	21%	(45)	26%	(54)	14%	(29)	24%	(50)	16%	(33)	212
PID/Gender: Dem Men	14%	(9)	26%	(17)	33%	(21)	18%	(12)	9%	(6)	64
PID/Gender: Dem Women	23%	(19)	27%	(22)	19%	(16)	8%	(6)	23%	(18)	81
PID/Gender: Ind Men	25%	(18)	41%	(29)	15%	(11)	8%	(6)	10%	(7)	71
PID/Gender: Ind Women	27%	(22)	23%	(18)	12%	(9)	15%	(12)	24%	(19)	80
PID/Gender: Rep Men	15%	(18)	33%	(38)	16%	(18)	20%	(23)	16%	(18)	114
PID/Gender: Rep Women	28%	(27)	17%	(16)	12%	(11)	28%	(28)	15%	(15)	97
Ideo: Liberal (1-3)	20%	(29)	30%	(42)	23%	(32)	15%	(21)	12%	(17)	142
Ideo: Moderate (4)	24%	(29)	31%	(38)	16%	(20)	12%	(14)	17%	(21)	121
Ideo: Conservative (5-7)	23%	(51)	27%	(60)	13%	(29)	20%	(45)	16%	(36)	220
Educ: < College	19%	(57)	26%	(77)	17%	(50)	19%	(56)	19%	(55)	294
Educ: Bachelors degree	28%	(37)	27%	(36)	16%	(21)	17%	(22)	12%	(15)	132
Educ: Post-grad	22%	(18)	34%	(27)	19%	(15)	10%	(8)	15%	(13)	81

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Table BPC11_5: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(112)	28%	(140)	17%	(86)	17%	(86)	16%	(83)	507
Income: Under 50k	21%	(38)	27%	(49)	15%	(27)	13%	(24)	23%	(42)	180
Income: 50k-100k	25%	(46)	27%	(49)	20%	(35)	13%	(23)	15%	(27)	181
Income: 100k+	19%	(28)	28%	(42)	16%	(24)	26%	(39)	10%	(15)	147
Ethnicity: White	24%	(100)	28%	(114)	14%	(58)	16%	(66)	18%	(75)	412
Ethnicity: Hispanic	27%	(16)	22%	(12)	24%	(14)	24%	(14)	3%	(2)	57
Ethnicity: Afr. Am.	13%	(8)	23%	(14)	30%	(18)	24%	(15)	10%	(6)	62
Ethnicity: Other	11%	(4)	37%	(12)	31%	(10)	16%	(5)	5%	(2)	33
Relig: Protestant	22%	(35)	28%	(46)	8%	(13)	20%	(33)	22%	(36)	163
Relig: Roman Catholic	13%	(12)	35%	(33)	19%	(18)	19%	(18)	14%	(13)	94
Relig: Something Else	33%	(11)	22%	(7)	13%	(4)	29%	(10)	4%	(1)	34
Relig: Jewish	37%	(11)	19%	(6)	26%	(8)	2%	(1)	16%	(5)	30
Relig: Evangelical	20%	(41)	28%	(55)	13%	(27)	17%	(34)	22%	(44)	200
Relig: Non-Evang. Catholics	20%	(18)	34%	(31)	9%	(8)	29%	(26)	8%	(7)	90
Relig: All Christian	20%	(59)	30%	(86)	12%	(35)	21%	(60)	17%	(50)	290
Relig: All Non-Christian	18%	(7)	18%	(8)	29%	(12)	22%	(9)	12%	(5)	42
Community: Urban	21%	(26)	26%	(32)	26%	(32)	13%	(15)	14%	(17)	122
Community: Suburban	22%	(53)	27%	(64)	14%	(34)	18%	(42)	18%	(43)	236
Community: Rural	22%	(33)	30%	(44)	14%	(20)	19%	(28)	15%	(22)	149
Military HH: Yes	22%	(20)	27%	(25)	18%	(17)	12%	(11)	20%	(18)	91
Military HH: No	22%	(92)	28%	(115)	17%	(70)	18%	(75)	16%	(65)	417
RD/WT: Right Direction	18%	(44)	29%	(70)	16%	(38)	22%	(53)	15%	(37)	242
RD/WT: Wrong Track	25%	(67)	27%	(71)	18%	(48)	12%	(33)	17%	(46)	265
Trump Job Approve	18%	(46)	29%	(74)	16%	(40)	22%	(55)	16%	(40)	255
Trump Job Disapprove	27%	(65)	27%	(65)	18%	(44)	11%	(28)	17%	(43)	244
Trump Job Strongly Approve	13%	(19)	28%	(42)	12%	(19)	27%	(40)	20%	(30)	150
Trump Job Somewhat Approve	25%	(26)	31%	(32)	21%	(22)	14%	(15)	10%	(10)	105
Trump Job Somewhat Disapprove	35%	(14)	36%	(15)	16%	(7)	6%	(3)	7%	(3)	41
Trump Job Strongly Disapprove	25%	(51)	25%	(51)	18%	(37)	12%	(25)	20%	(40)	203

Continued on next page

Table BPC11_5: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(112)	28%	(140)	17%	(86)	17%	(86)	16%	(83)	507
#1 Issue: Economy	26%	(39)	30%	(45)	15%	(22)	15%	(23)	14%	(20)	149
#1 Issue: Security	18%	(23)	25%	(31)	20%	(25)	21%	(27)	16%	(20)	127
#1 Issue: Health Care	23%	(21)	35%	(31)	17%	(15)	16%	(15)	8%	(7)	88
#1 Issue: Medicare / Social Security	21%	(15)	16%	(11)	9%	(6)	16%	(11)	37%	(26)	69
#1 Issue: Women's Issues	11%	(2)	35%	(6)	28%	(5)	16%	(3)	10%	(2)	17
#1 Issue: Education	7%	(2)	34%	(8)	35%	(9)	18%	(4)	6%	(1)	24
#1 Issue: Energy	36%	(7)	29%	(6)	11%	(2)	2%	(0)	22%	(5)	21
#1 Issue: Other	27%	(4)	17%	(2)	16%	(2)	23%	(3)	16%	(2)	14
2018 House Vote: Democrat	21%	(42)	30%	(58)	21%	(41)	13%	(25)	15%	(30)	195
2018 House Vote: Republican	22%	(48)	27%	(59)	14%	(31)	20%	(43)	17%	(38)	219
2018 House Vote: Someone else	6%	(1)	51%	(8)	33%	(5)	11%	(2)	—	(0)	16
2018 House Vote: Didn't Vote	27%	(21)	19%	(15)	12%	(10)	21%	(16)	20%	(16)	78
2016 Vote: Hillary Clinton	22%	(38)	26%	(44)	19%	(32)	14%	(24)	18%	(30)	169
2016 Vote: Donald Trump	20%	(43)	29%	(63)	15%	(32)	20%	(44)	15%	(33)	216
2016 Vote: Someone else	32%	(15)	28%	(13)	21%	(10)	8%	(4)	12%	(6)	47
2016 Vote: Didn't Vote	20%	(15)	26%	(20)	16%	(12)	19%	(14)	19%	(14)	75
Voted in 2014: Yes	22%	(84)	29%	(112)	17%	(65)	16%	(63)	17%	(66)	391
Voted in 2014: No	23%	(27)	24%	(28)	18%	(21)	20%	(23)	14%	(17)	117
2012 Vote: Barack Obama	25%	(46)	26%	(50)	20%	(37)	11%	(20)	18%	(34)	188
2012 Vote: Mitt Romney	19%	(36)	29%	(56)	13%	(25)	22%	(42)	17%	(31)	189
2012 Vote: Other	13%	(3)	41%	(9)	13%	(3)	6%	(1)	26%	(6)	21
2012 Vote: Didn't Vote	24%	(27)	24%	(26)	20%	(22)	21%	(23)	11%	(12)	109
4-Region: Northeast	28%	(26)	26%	(24)	14%	(13)	17%	(16)	16%	(15)	93
4-Region: Midwest	18%	(22)	29%	(36)	19%	(23)	16%	(19)	18%	(22)	122
4-Region: South	23%	(43)	28%	(52)	16%	(30)	21%	(39)	11%	(21)	185
4-Region: West	19%	(20)	27%	(29)	19%	(21)	11%	(12)	23%	(25)	107
Age: 18-39	20%	(28)	25%	(35)	26%	(37)	18%	(25)	10%	(15)	139
Age: 40-59	24%	(43)	33%	(58)	14%	(25)	19%	(33)	10%	(18)	177
Age: 65+	21%	(41)	25%	(48)	13%	(24)	15%	(28)	27%	(51)	192
Small Business Owners	21%	(98)	28%	(129)	16%	(74)	16%	(73)	18%	(82)	455

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Table BPC11_5: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
 Leave to care for an elderly, seriously ill, or disabled family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	22%	(112)	28%	(140)	17%	(86)	17%	(86)	16%	(83)	507
SB owners of 0-5 employees	21%	(32)	22%	(34)	6%	(10)	17%	(27)	34%	(53)	155
SB owners of 6-15 employees	35%	(36)	24%	(25)	18%	(19)	8%	(8)	16%	(17)	105
SB owners of 16-30 employees	12%	(14)	46%	(55)	19%	(23)	20%	(23)	4%	(4)	120
SB owners of 31-50 employees	21%	(15)	20%	(15)	30%	(23)	19%	(14)	11%	(8)	75
C-Level Executive	27%	(14)	22%	(11)	23%	(12)	25%	(13)	3%	(1)	52

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

Table BPC11_6: *How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?*
Leave for the deployment or injury of a military service family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(118)	24%	(120)	18%	(89)	18%	(90)	18%	(90)	507
Gender: Male	21%	(52)	29%	(72)	23%	(57)	14%	(35)	13%	(33)	249
Gender: Female	25%	(65)	18%	(47)	13%	(33)	21%	(55)	22%	(57)	258
Age: 18-29	18%	(12)	20%	(14)	28%	(19)	25%	(17)	9%	(6)	69
Age: 30-44	27%	(28)	23%	(23)	24%	(25)	17%	(17)	10%	(10)	103
Age: 45-54	23%	(22)	34%	(32)	17%	(16)	16%	(15)	11%	(11)	95
Age: 55-64	25%	(23)	23%	(21)	21%	(19)	16%	(14)	15%	(13)	90
Age: 65+	22%	(33)	20%	(30)	7%	(10)	18%	(27)	33%	(50)	150
Generation Z: 18-21	14%	(3)	28%	(6)	25%	(5)	29%	(6)	4%	(1)	22
Millennial: Age 22-37	23%	(24)	21%	(22)	27%	(28)	19%	(20)	9%	(9)	104
Generation X: Age 38-53	25%	(32)	27%	(35)	20%	(26)	16%	(20)	12%	(16)	130
Boomers: Age 54-72	23%	(53)	22%	(50)	12%	(27)	16%	(37)	26%	(60)	228
PID: Dem (no lean)	23%	(33)	18%	(26)	21%	(30)	19%	(27)	19%	(28)	145
PID: Ind (no lean)	25%	(38)	30%	(45)	14%	(21)	13%	(20)	18%	(27)	151
PID: Rep (no lean)	22%	(46)	23%	(49)	18%	(38)	20%	(43)	17%	(35)	212
PID/Gender: Dem Men	21%	(14)	20%	(13)	26%	(17)	22%	(14)	10%	(6)	64
PID/Gender: Dem Women	24%	(20)	17%	(13)	17%	(13)	16%	(13)	27%	(22)	81
PID/Gender: Ind Men	26%	(18)	42%	(29)	17%	(12)	5%	(4)	10%	(7)	71
PID/Gender: Ind Women	25%	(20)	19%	(15)	11%	(9)	20%	(16)	25%	(20)	80
PID/Gender: Rep Men	18%	(20)	26%	(30)	24%	(28)	15%	(17)	17%	(20)	114
PID/Gender: Rep Women	27%	(26)	19%	(19)	11%	(10)	27%	(27)	16%	(16)	97
Ideo: Liberal (1-3)	24%	(34)	28%	(39)	19%	(27)	17%	(24)	13%	(18)	142
Ideo: Moderate (4)	26%	(31)	24%	(29)	20%	(24)	12%	(15)	18%	(22)	121
Ideo: Conservative (5-7)	23%	(51)	22%	(49)	16%	(36)	20%	(43)	19%	(41)	220
Educ: < College	20%	(59)	23%	(68)	18%	(52)	21%	(62)	18%	(53)	294
Educ: Bachelors degree	33%	(43)	17%	(23)	18%	(24)	14%	(19)	18%	(23)	132
Educ: Post-grad	20%	(16)	36%	(29)	16%	(13)	11%	(9)	18%	(14)	81

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Table BPC11_6: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Leave for the deployment or injury of a military service family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(118)	24%	(120)	18%	(89)	18%	(90)	18%	(90)	507
Income: Under 50k	23%	(41)	27%	(48)	15%	(28)	12%	(22)	23%	(41)	180
Income: 50k-100k	27%	(49)	22%	(39)	20%	(36)	15%	(27)	17%	(30)	181
Income: 100k+	19%	(29)	22%	(32)	18%	(26)	28%	(41)	13%	(19)	147
Ethnicity: White	26%	(105)	24%	(99)	15%	(61)	16%	(66)	20%	(81)	412
Ethnicity: Hispanic	29%	(16)	16%	(9)	37%	(21)	17%	(10)	2%	(1)	57
Ethnicity: Afr. Am.	15%	(9)	15%	(9)	33%	(20)	30%	(18)	8%	(5)	62
Ethnicity: Other	11%	(4)	35%	(12)	24%	(8)	17%	(6)	13%	(4)	33
Relig: Protestant	23%	(38)	23%	(37)	10%	(16)	19%	(31)	25%	(40)	163
Relig: Roman Catholic	18%	(17)	29%	(27)	25%	(24)	14%	(14)	13%	(13)	94
Relig: Something Else	27%	(9)	30%	(10)	15%	(5)	24%	(8)	4%	(1)	34
Relig: Jewish	44%	(13)	7%	(2)	21%	(6)	2%	(1)	25%	(8)	30
Relig: Evangelical	22%	(43)	24%	(49)	14%	(28)	17%	(33)	23%	(47)	200
Relig: Non-Evang. Catholics	23%	(21)	28%	(25)	19%	(17)	22%	(20)	8%	(7)	90
Relig: All Christian	22%	(64)	26%	(74)	15%	(45)	18%	(53)	19%	(54)	290
Relig: All Non-Christian	15%	(6)	24%	(10)	23%	(10)	26%	(11)	12%	(5)	42
Community: Urban	23%	(28)	25%	(31)	23%	(29)	14%	(17)	15%	(18)	122
Community: Suburban	23%	(53)	22%	(53)	18%	(42)	16%	(39)	21%	(50)	236
Community: Rural	25%	(37)	24%	(36)	13%	(19)	23%	(34)	15%	(23)	149
Military HH: Yes	22%	(20)	30%	(28)	13%	(12)	15%	(14)	19%	(18)	91
Military HH: No	24%	(98)	22%	(92)	19%	(77)	18%	(76)	17%	(73)	417
RD/WT: Right Direction	20%	(49)	24%	(58)	18%	(43)	22%	(52)	16%	(39)	242
RD/WT: Wrong Track	26%	(69)	23%	(61)	17%	(46)	14%	(38)	19%	(51)	265
Trump Job Approve	21%	(52)	25%	(65)	17%	(43)	21%	(52)	17%	(42)	255
Trump Job Disapprove	26%	(65)	22%	(54)	18%	(43)	14%	(34)	20%	(48)	244
Trump Job Strongly Approve	16%	(24)	24%	(36)	16%	(25)	24%	(36)	19%	(29)	150
Trump Job Somewhat Approve	27%	(28)	27%	(29)	18%	(18)	15%	(16)	13%	(14)	105
Trump Job Somewhat Disapprove	35%	(14)	30%	(12)	22%	(9)	8%	(3)	5%	(2)	41
Trump Job Strongly Disapprove	25%	(50)	21%	(42)	17%	(34)	15%	(31)	23%	(46)	203

Continued on next page

Table BPC11_6: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
Leave for the deployment or injury of a military service family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(118)	24%	(120)	18%	(89)	18%	(90)	18%	(90)	507
#1 Issue: Economy	28%	(42)	22%	(32)	15%	(22)	21%	(31)	14%	(21)	149
#1 Issue: Security	18%	(23)	20%	(25)	21%	(26)	20%	(26)	21%	(26)	127
#1 Issue: Health Care	23%	(20)	34%	(30)	20%	(17)	15%	(13)	8%	(7)	88
#1 Issue: Medicare / Social Security	24%	(17)	15%	(10)	14%	(9)	8%	(5)	39%	(27)	69
#1 Issue: Women's Issues	15%	(2)	36%	(6)	19%	(3)	16%	(3)	13%	(2)	17
#1 Issue: Education	8%	(2)	26%	(6)	27%	(7)	36%	(9)	2%	(1)	24
#1 Issue: Energy	36%	(7)	33%	(7)	9%	(2)	2%	(0)	20%	(4)	21
#1 Issue: Other	27%	(4)	17%	(2)	16%	(2)	23%	(3)	16%	(2)	14
2018 House Vote: Democrat	23%	(45)	22%	(44)	20%	(40)	17%	(33)	18%	(34)	195
2018 House Vote: Republican	23%	(50)	24%	(52)	16%	(34)	19%	(42)	19%	(41)	219
2018 House Vote: Someone else	6%	(1)	47%	(7)	37%	(6)	11%	(2)	—	(0)	16
2018 House Vote: Didn't Vote	29%	(22)	22%	(17)	12%	(9)	18%	(14)	20%	(15)	78
2016 Vote: Hillary Clinton	23%	(39)	21%	(36)	20%	(34)	14%	(23)	22%	(36)	169
2016 Vote: Donald Trump	22%	(48)	25%	(54)	15%	(32)	22%	(47)	16%	(35)	216
2016 Vote: Someone else	29%	(14)	19%	(9)	25%	(12)	14%	(7)	12%	(6)	47
2016 Vote: Didn't Vote	22%	(17)	27%	(20)	15%	(11)	17%	(13)	18%	(14)	75
Voted in 2014: Yes	23%	(89)	24%	(92)	17%	(68)	17%	(66)	19%	(75)	391
Voted in 2014: No	25%	(29)	24%	(27)	18%	(21)	20%	(24)	13%	(15)	117
2012 Vote: Barack Obama	26%	(49)	22%	(40)	19%	(36)	12%	(23)	21%	(40)	188
2012 Vote: Mitt Romney	20%	(39)	24%	(45)	16%	(31)	21%	(40)	18%	(35)	189
2012 Vote: Other	13%	(3)	43%	(9)	14%	(3)	6%	(1)	24%	(5)	21
2012 Vote: Didn't Vote	25%	(28)	23%	(25)	18%	(20)	24%	(26)	10%	(11)	109
4-Region: Northeast	27%	(25)	26%	(24)	14%	(13)	18%	(17)	15%	(14)	93
4-Region: Midwest	19%	(23)	28%	(34)	23%	(28)	13%	(16)	16%	(20)	122
4-Region: South	26%	(48)	21%	(38)	14%	(26)	25%	(47)	14%	(26)	185
4-Region: West	20%	(22)	22%	(24)	20%	(21)	10%	(10)	28%	(30)	107
Age: 18-39	21%	(30)	23%	(32)	27%	(38)	20%	(28)	9%	(12)	139
Age: 40-59	26%	(46)	28%	(49)	16%	(28)	19%	(33)	12%	(21)	177
Age: 65+	22%	(43)	20%	(38)	12%	(24)	15%	(29)	30%	(58)	192
Small Business Owners	22%	(102)	24%	(110)	17%	(77)	18%	(82)	18%	(84)	455

Continued on next page

Table BPC11_6: How difficult is it for you and your business when an employee takes paid or unpaid leave for each of the following reasons?
 Leave for the deployment or injury of a military service family member

Demographic	Very difficult		Somewhat difficult		Not too difficult		Not difficult at all		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(118)	24%	(120)	18%	(89)	18%	(90)	18%	(90)	507
SB owners of 0-5 employees	20%	(32)	23%	(36)	5%	(7)	17%	(27)	34%	(53)	155
SB owners of 6-15 employees	36%	(38)	19%	(20)	18%	(19)	13%	(14)	14%	(15)	105
SB owners of 16-30 employees	13%	(16)	31%	(38)	27%	(32)	21%	(25)	8%	(9)	120
SB owners of 31-50 employees	23%	(17)	22%	(17)	25%	(19)	22%	(17)	8%	(6)	75
C-Level Executive	31%	(16)	18%	(9)	23%	(12)	15%	(8)	13%	(7)	52

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

Table BPC12_1_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(213)	58%	(294)	507
Gender: Male	46%	(114)	54%	(136)	249
Gender: Female	39%	(99)	61%	(159)	258
Age: 18-29	28%	(19)	72%	(49)	69
Age: 30-44	45%	(47)	55%	(56)	103
Age: 45-54	51%	(49)	49%	(46)	95
Age: 55-64	46%	(41)	54%	(49)	90
Age: 65+	38%	(57)	62%	(93)	150
Generation Z: 18-21	29%	(6)	71%	(15)	22
Millennial: Age 22-37	37%	(38)	63%	(66)	104
Generation X: Age 38-53	49%	(64)	51%	(66)	130
Boomers: Age 54-72	40%	(92)	60%	(136)	228
PID: Dem (no lean)	39%	(56)	61%	(88)	145
PID: Ind (no lean)	33%	(50)	67%	(101)	151
PID: Rep (no lean)	50%	(107)	50%	(105)	212
PID/Gender: Dem Men	41%	(27)	59%	(38)	64
PID/Gender: Dem Women	37%	(30)	63%	(51)	81
PID/Gender: Ind Men	40%	(28)	60%	(42)	71
PID/Gender: Ind Women	27%	(22)	73%	(59)	80
PID/Gender: Rep Men	51%	(59)	49%	(56)	114
PID/Gender: Rep Women	49%	(48)	51%	(49)	97
Ideo: Liberal (1-3)	42%	(60)	58%	(82)	142
Ideo: Moderate (4)	41%	(50)	59%	(71)	121
Ideo: Conservative (5-7)	44%	(97)	56%	(124)	220
Educ: < College	36%	(105)	64%	(189)	294
Educ: Bachelors degree	52%	(69)	48%	(63)	132
Educ: Post-grad	48%	(39)	52%	(42)	81

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Table BPC12_1_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(213)	58%	(294)	507
Income: Under 50k	32%	(57)	68%	(123)	180
Income: 50k-100k	42%	(77)	58%	(104)	181
Income: 100k+	54%	(79)	46%	(68)	147
Ethnicity: White	42%	(174)	58%	(238)	412
Ethnicity: Hispanic	40%	(23)	60%	(35)	57
Ethnicity: Afr. Am.	37%	(23)	63%	(39)	62
Ethnicity: Other	48%	(16)	52%	(17)	33
Relig: Protestant	45%	(73)	55%	(90)	163
Relig: Roman Catholic	34%	(32)	66%	(62)	94
Relig: Something Else	58%	(20)	42%	(14)	34
Relig: Jewish	42%	(12)	58%	(17)	30
Relig: Evangelical	43%	(86)	57%	(114)	200
Relig: Non-Evang. Catholics	43%	(38)	57%	(52)	90
Relig: All Christian	43%	(124)	57%	(166)	290
Relig: All Non-Christian	58%	(24)	42%	(17)	42
Community: Urban	39%	(48)	61%	(75)	122
Community: Suburban	45%	(106)	55%	(130)	236
Community: Rural	40%	(60)	60%	(89)	149
Military HH: Yes	42%	(38)	58%	(53)	91
Military HH: No	42%	(175)	58%	(242)	417
RD/WT: Right Direction	42%	(102)	58%	(140)	242
RD/WT: Wrong Track	42%	(111)	58%	(154)	265
Trump Job Approve	42%	(107)	58%	(147)	255
Trump Job Disapprove	42%	(101)	58%	(143)	244
Trump Job Strongly Approve	42%	(63)	58%	(87)	150
Trump Job Somewhat Approve	42%	(44)	58%	(61)	105
Trump Job Somewhat Disapprove	50%	(21)	50%	(20)	41
Trump Job Strongly Disapprove	40%	(81)	60%	(123)	203

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Table BPC12_1_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(213)	58%	(294)	507
#1 Issue: Economy	40%	(60)	60%	(89)	149
#1 Issue: Security	46%	(58)	54%	(69)	127
#1 Issue: Health Care	40%	(36)	60%	(52)	88
#1 Issue: Medicare / Social Security	30%	(21)	70%	(48)	69
#1 Issue: Women's Issues	61%	(10)	39%	(6)	17
#1 Issue: Education	66%	(16)	34%	(8)	24
#1 Issue: Energy	25%	(5)	75%	(16)	21
#1 Issue: Other	56%	(8)	44%	(6)	14
2018 House Vote: Democrat	40%	(79)	60%	(116)	195
2018 House Vote: Republican	51%	(111)	49%	(108)	219
2018 House Vote: Someone else	17%	(3)	83%	(13)	16
2018 House Vote: Didnt Vote	27%	(21)	73%	(57)	78
2016 Vote: Hillary Clinton	43%	(73)	57%	(96)	169
2016 Vote: Donald Trump	48%	(103)	52%	(113)	216
2016 Vote: Someone else	28%	(13)	72%	(34)	47
2016 Vote: Didnt Vote	32%	(24)	68%	(51)	75
Voted in 2014: Yes	44%	(173)	56%	(217)	391
Voted in 2014: No	34%	(40)	66%	(77)	117
2012 Vote: Barack Obama	40%	(75)	60%	(113)	188
2012 Vote: Mitt Romney	52%	(98)	48%	(91)	189
2012 Vote: Other	9%	(2)	91%	(19)	21
2012 Vote: Didn't Vote	35%	(38)	65%	(71)	109
4-Region: Northeast	48%	(45)	52%	(48)	93
4-Region: Midwest	42%	(52)	58%	(71)	122
4-Region: South	41%	(77)	59%	(108)	185
4-Region: West	37%	(40)	63%	(67)	107
Age: 18-39	34%	(48)	66%	(91)	139
Age: 40-59	52%	(92)	48%	(84)	177
Age: 65+	38%	(73)	62%	(119)	192
Small Business Owners	40%	(184)	60%	(271)	455

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Table BPC12_1_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(213)	58%	(294)	507
SB owners of 0-5 employees	31%	(49)	69%	(106)	155
SB owners of 6-15 employees	35%	(36)	65%	(69)	105
SB owners of 16-30 employees	48%	(57)	52%	(63)	120
SB owners of 31-50 employees	56%	(42)	44%	(33)	75
C-Level Executive	55%	(29)	45%	(23)	52

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

Table BPC12_1_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(384)	507
Gender: Male	25%	(63)	75%	(186)	249
Gender: Female	23%	(60)	77%	(198)	258
Age: 18-29	37%	(25)	63%	(44)	69
Age: 30-44	29%	(30)	71%	(73)	103
Age: 45-54	30%	(29)	70%	(67)	95
Age: 55-64	26%	(23)	74%	(67)	90
Age: 65+	11%	(16)	89%	(134)	150
Generation Z: 18-21	27%	(6)	73%	(16)	22
Millennial: Age 22-37	36%	(38)	64%	(67)	104
Generation X: Age 38-53	28%	(37)	72%	(93)	130
Boomers: Age 54-72	17%	(39)	83%	(189)	228
PID: Dem (no lean)	29%	(42)	71%	(103)	145
PID: Ind (no lean)	27%	(41)	73%	(110)	151
PID: Rep (no lean)	19%	(41)	81%	(171)	212
PID/Gender: Dem Men	37%	(24)	63%	(40)	64
PID/Gender: Dem Women	22%	(18)	78%	(63)	81
PID/Gender: Ind Men	28%	(20)	72%	(51)	71
PID/Gender: Ind Women	26%	(21)	74%	(60)	80
PID/Gender: Rep Men	17%	(19)	83%	(95)	114
PID/Gender: Rep Women	23%	(22)	77%	(75)	97
Ideo: Liberal (1-3)	27%	(38)	73%	(103)	142
Ideo: Moderate (4)	25%	(30)	75%	(91)	121
Ideo: Conservative (5-7)	23%	(50)	77%	(171)	220
Educ: < College	24%	(72)	76%	(222)	294
Educ: Bachelors degree	22%	(29)	78%	(103)	132
Educ: Post-grad	28%	(22)	72%	(59)	81

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Table BPC12_1_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(384)	507
Income: Under 50k	23%	(41)	77%	(139)	180
Income: 50k-100k	28%	(51)	72%	(130)	181
Income: 100k+	22%	(32)	78%	(115)	147
Ethnicity: White	23%	(96)	77%	(316)	412
Ethnicity: Hispanic	27%	(16)	73%	(42)	57
Ethnicity: Afr. Am.	28%	(17)	72%	(44)	62
Ethnicity: Other	29%	(10)	71%	(24)	33
Relig: Protestant	20%	(33)	80%	(129)	163
Relig: Roman Catholic	23%	(22)	77%	(72)	94
Relig: Something Else	42%	(14)	58%	(19)	34
Relig: Jewish	9%	(3)	91%	(27)	30
Relig: Evangelical	20%	(39)	80%	(161)	200
Relig: Non-Evang. Catholics	33%	(30)	67%	(60)	90
Relig: All Christian	24%	(69)	76%	(221)	290
Relig: All Non-Christian	28%	(12)	72%	(30)	42
Community: Urban	31%	(38)	69%	(84)	122
Community: Suburban	21%	(51)	79%	(186)	236
Community: Rural	23%	(35)	77%	(114)	149
Military HH: Yes	26%	(23)	74%	(68)	91
Military HH: No	24%	(100)	76%	(316)	417
RD/WT: Right Direction	24%	(58)	76%	(184)	242
RD/WT: Wrong Track	24%	(65)	76%	(200)	265
Trump Job Approve	22%	(55)	78%	(200)	255
Trump Job Disapprove	26%	(64)	74%	(181)	244
Trump Job Strongly Approve	17%	(26)	83%	(124)	150
Trump Job Somewhat Approve	28%	(29)	72%	(76)	105
Trump Job Somewhat Disapprove	34%	(14)	66%	(27)	41
Trump Job Strongly Disapprove	25%	(50)	75%	(153)	203

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Table BPC12_1_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(384)	507
#1 Issue: Economy	25%	(37)	75%	(112)	149
#1 Issue: Security	23%	(30)	77%	(97)	127
#1 Issue: Health Care	32%	(28)	68%	(60)	88
#1 Issue: Medicare / Social Security	17%	(12)	83%	(57)	69
#1 Issue: Women's Issues	22%	(4)	78%	(13)	17
#1 Issue: Education	29%	(7)	71%	(17)	24
#1 Issue: Energy	23%	(5)	77%	(16)	21
#1 Issue: Other	10%	(1)	90%	(12)	14
2018 House Vote: Democrat	28%	(54)	72%	(141)	195
2018 House Vote: Republican	19%	(43)	81%	(176)	219
2018 House Vote: Someone else	41%	(7)	59%	(9)	16
2018 House Vote: Didnt Vote	26%	(20)	74%	(57)	78
2016 Vote: Hillary Clinton	25%	(42)	75%	(127)	169
2016 Vote: Donald Trump	22%	(48)	78%	(168)	216
2016 Vote: Someone else	23%	(11)	77%	(37)	47
2016 Vote: Didnt Vote	30%	(23)	70%	(53)	75
Voted in 2014: Yes	24%	(94)	76%	(296)	391
Voted in 2014: No	25%	(29)	75%	(88)	117
2012 Vote: Barack Obama	30%	(56)	70%	(132)	188
2012 Vote: Mitt Romney	17%	(32)	83%	(158)	189
2012 Vote: Other	39%	(8)	61%	(13)	21
2012 Vote: Didn't Vote	26%	(28)	74%	(81)	109
4-Region: Northeast	19%	(17)	81%	(76)	93
4-Region: Midwest	17%	(21)	83%	(101)	122
4-Region: South	30%	(55)	70%	(129)	185
4-Region: West	27%	(29)	73%	(78)	107
Age: 18-39	34%	(48)	66%	(92)	139
Age: 40-59	26%	(46)	74%	(131)	177
Age: 65+	16%	(30)	84%	(161)	192
Small Business Owners	25%	(115)	75%	(341)	455

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Table BPC12_1_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(384)	507
SB owners of 0-5 employees	13%	(19)	87%	(136)	155
SB owners of 6-15 employees	37%	(38)	63%	(67)	105
SB owners of 16-30 employees	32%	(39)	68%	(81)	120
SB owners of 31-50 employees	24%	(18)	76%	(58)	75
C-Level Executive	17%	(9)	83%	(43)	52

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

Table BPC12_1_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
Gender: Male	6%	(15)	94%	(234)	249
Gender: Female	8%	(22)	92%	(236)	258
Age: 18-29	15%	(10)	85%	(58)	69
Age: 30-44	8%	(8)	92%	(95)	103
Age: 45-54	5%	(5)	95%	(91)	95
Age: 55-64	5%	(5)	95%	(85)	90
Age: 65+	6%	(9)	94%	(141)	150
Generation Z: 18-21	9%	(2)	91%	(20)	22
Millennial: Age 22-37	13%	(13)	87%	(91)	104
Generation X: Age 38-53	6%	(8)	94%	(122)	130
Boomers: Age 54-72	6%	(14)	94%	(214)	228
PID: Dem (no lean)	5%	(7)	95%	(138)	145
PID: Ind (no lean)	8%	(12)	92%	(139)	151
PID: Rep (no lean)	9%	(18)	91%	(193)	212
PID/Gender: Dem Men	4%	(3)	96%	(61)	64
PID/Gender: Dem Women	5%	(4)	95%	(76)	81
PID/Gender: Ind Men	4%	(3)	96%	(68)	71
PID/Gender: Ind Women	12%	(9)	88%	(71)	80
PID/Gender: Rep Men	8%	(10)	92%	(105)	114
PID/Gender: Rep Women	9%	(8)	91%	(89)	97
Ideo: Liberal (1-3)	9%	(13)	91%	(129)	142
Ideo: Moderate (4)	7%	(8)	93%	(113)	121
Ideo: Conservative (5-7)	7%	(15)	93%	(205)	220
Educ: < College	8%	(25)	92%	(269)	294
Educ: Bachelors degree	7%	(10)	93%	(123)	132
Educ: Post-grad	4%	(3)	96%	(78)	81

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Table BPC12_1_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
Income: Under 50k	12%	(21)	88%	(159)	180
Income: 50k-100k	8%	(14)	92%	(167)	181
Income: 100k+	2%	(2)	98%	(144)	147
Ethnicity: White	6%	(25)	94%	(388)	412
Ethnicity: Hispanic	22%	(13)	78%	(45)	57
Ethnicity: Afr. Am.	13%	(8)	87%	(53)	62
Ethnicity: Other	13%	(4)	87%	(29)	33
Relig: Protestant	7%	(12)	93%	(151)	163
Relig: Roman Catholic	10%	(9)	90%	(84)	94
Relig: Something Else	—	(0)	100%	(34)	34
Relig: Jewish	7%	(2)	93%	(27)	30
Relig: Evangelical	8%	(17)	92%	(184)	200
Relig: Non-Evang. Catholics	5%	(5)	95%	(85)	90
Relig: All Christian	7%	(21)	93%	(269)	290
Relig: All Non-Christian	15%	(6)	85%	(35)	42
Community: Urban	11%	(14)	89%	(109)	122
Community: Suburban	8%	(19)	92%	(217)	236
Community: Rural	3%	(4)	97%	(144)	149
Military HH: Yes	2%	(1)	98%	(89)	91
Military HH: No	9%	(36)	91%	(381)	417
RD/WT: Right Direction	7%	(17)	93%	(225)	242
RD/WT: Wrong Track	7%	(20)	93%	(245)	265
Trump Job Approve	9%	(22)	91%	(232)	255
Trump Job Disapprove	6%	(15)	94%	(230)	244
Trump Job Strongly Approve	11%	(16)	89%	(134)	150
Trump Job Somewhat Approve	6%	(6)	94%	(99)	105
Trump Job Somewhat Disapprove	2%	(1)	98%	(40)	41
Trump Job Strongly Disapprove	7%	(14)	93%	(189)	203

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Table BPC12_1_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
#1 Issue: Economy	7%	(10)	93%	(138)	149
#1 Issue: Security	4%	(5)	96%	(122)	127
#1 Issue: Health Care	6%	(5)	94%	(83)	88
#1 Issue: Medicare / Social Security	11%	(8)	89%	(61)	69
#1 Issue: Women's Issues	5%	(1)	95%	(16)	17
#1 Issue: Education	5%	(1)	95%	(23)	24
#1 Issue: Energy	30%	(6)	70%	(15)	21
#1 Issue: Other	9%	(1)	91%	(12)	14
2018 House Vote: Democrat	6%	(12)	94%	(184)	195
2018 House Vote: Republican	7%	(15)	93%	(204)	219
2018 House Vote: Someone else	16%	(3)	84%	(13)	16
2018 House Vote: Didn't Vote	10%	(8)	90%	(70)	78
2016 Vote: Hillary Clinton	8%	(13)	92%	(156)	169
2016 Vote: Donald Trump	5%	(11)	95%	(205)	216
2016 Vote: Someone else	24%	(12)	76%	(36)	47
2016 Vote: Didn't Vote	3%	(2)	97%	(73)	75
Voted in 2014: Yes	6%	(22)	94%	(369)	391
Voted in 2014: No	13%	(15)	87%	(101)	117
2012 Vote: Barack Obama	5%	(9)	95%	(180)	188
2012 Vote: Mitt Romney	7%	(13)	93%	(176)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	14%	(15)	86%	(94)	109
4-Region: Northeast	4%	(4)	96%	(89)	93
4-Region: Midwest	9%	(11)	91%	(112)	122
4-Region: South	7%	(13)	93%	(171)	185
4-Region: West	9%	(10)	91%	(98)	107
Age: 18-39	12%	(17)	88%	(122)	139
Age: 40-59	5%	(9)	95%	(167)	177
Age: 65+	6%	(11)	94%	(180)	192
Small Business Owners	6%	(29)	94%	(426)	455

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Table BPC12_1_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
SB owners of 0-5 employees	1%	(1)	99%	(154)	155
SB owners of 6-15 employees	16%	(16)	84%	(89)	105
SB owners of 16-30 employees	3%	(4)	97%	(116)	120
SB owners of 31-50 employees	10%	(8)	90%	(68)	75
C-Level Executive	15%	(8)	85%	(44)	52

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

Table BPC12_1_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(466)	507
Gender: Male	9%	(23)	91%	(227)	249
Gender: Female	7%	(18)	93%	(240)	258
Age: 18-29	14%	(10)	86%	(59)	69
Age: 30-44	13%	(13)	87%	(90)	103
Age: 45-54	9%	(8)	91%	(87)	95
Age: 55-64	7%	(6)	93%	(84)	90
Age: 65+	3%	(4)	97%	(146)	150
Generation Z: 18-21	39%	(9)	61%	(13)	22
Millennial: Age 22-37	9%	(10)	91%	(94)	104
Generation X: Age 38-53	10%	(13)	90%	(117)	130
Boomers: Age 54-72	4%	(10)	96%	(218)	228
PID: Dem (no lean)	13%	(18)	87%	(126)	145
PID: Ind (no lean)	9%	(14)	91%	(137)	151
PID: Rep (no lean)	4%	(9)	96%	(203)	212
PID/Gender: Dem Men	14%	(9)	86%	(55)	64
PID/Gender: Dem Women	11%	(9)	89%	(72)	81
PID/Gender: Ind Men	12%	(8)	88%	(62)	71
PID/Gender: Ind Women	7%	(5)	93%	(75)	80
PID/Gender: Rep Men	5%	(5)	95%	(109)	114
PID/Gender: Rep Women	4%	(4)	96%	(93)	97
Ideo: Liberal (1-3)	15%	(22)	85%	(120)	142
Ideo: Moderate (4)	6%	(7)	94%	(114)	121
Ideo: Conservative (5-7)	5%	(12)	95%	(209)	220
Educ: < College	8%	(23)	92%	(271)	294
Educ: Bachelors degree	7%	(9)	93%	(124)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_1_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(466)	507
Income: Under 50k	10%	(18)	90%	(162)	180
Income: 50k-100k	6%	(10)	94%	(171)	181
Income: 100k+	9%	(13)	91%	(134)	147
Ethnicity: White	6%	(26)	94%	(387)	412
Ethnicity: Hispanic	10%	(6)	90%	(52)	57
Ethnicity: Afr. Am.	18%	(11)	82%	(51)	62
Ethnicity: Other	12%	(4)	88%	(29)	33
Relig: Protestant	5%	(7)	95%	(155)	163
Relig: Roman Catholic	8%	(7)	92%	(87)	94
Relig: Something Else	11%	(4)	89%	(30)	34
Relig: Jewish	2%	(1)	98%	(29)	30
Relig: Evangelical	6%	(12)	94%	(189)	200
Relig: Non-Evang. Catholics	7%	(7)	93%	(83)	90
Relig: All Christian	6%	(18)	94%	(272)	290
Relig: All Non-Christian	11%	(5)	89%	(37)	42
Community: Urban	11%	(13)	89%	(109)	122
Community: Suburban	6%	(15)	94%	(221)	236
Community: Rural	9%	(13)	91%	(136)	149
Military HH: Yes	9%	(8)	91%	(83)	91
Military HH: No	8%	(33)	92%	(384)	417
RD/WT: Right Direction	4%	(9)	96%	(233)	242
RD/WT: Wrong Track	12%	(32)	88%	(234)	265
Trump Job Approve	6%	(16)	94%	(239)	255
Trump Job Disapprove	10%	(25)	90%	(219)	244
Trump Job Strongly Approve	3%	(4)	97%	(146)	150
Trump Job Somewhat Approve	11%	(11)	89%	(93)	105
Trump Job Somewhat Disapprove	4%	(1)	96%	(40)	41
Trump Job Strongly Disapprove	12%	(24)	88%	(180)	203

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Table BPC12_1_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(466)	507
#1 Issue: Economy	9%	(14)	91%	(135)	149
#1 Issue: Security	7%	(9)	93%	(117)	127
#1 Issue: Health Care	10%	(9)	90%	(79)	88
#1 Issue: Medicare / Social Security	—	(0)	100%	(69)	69
#1 Issue: Women's Issues	17%	(3)	83%	(14)	17
#1 Issue: Education	23%	(6)	77%	(18)	24
#1 Issue: Energy	—	(0)	100%	(21)	21
#1 Issue: Other	—	(0)	100%	(14)	14
2018 House Vote: Democrat	11%	(22)	89%	(174)	195
2018 House Vote: Republican	5%	(12)	95%	(207)	219
2018 House Vote: Someone else	11%	(2)	89%	(14)	16
2018 House Vote: Didn't Vote	8%	(6)	92%	(72)	78
2016 Vote: Hillary Clinton	12%	(20)	88%	(148)	169
2016 Vote: Donald Trump	4%	(9)	96%	(207)	216
2016 Vote: Someone else	14%	(7)	86%	(41)	47
2016 Vote: Didn't Vote	6%	(5)	94%	(71)	75
Voted in 2014: Yes	7%	(28)	93%	(362)	391
Voted in 2014: No	11%	(13)	89%	(104)	117
2012 Vote: Barack Obama	9%	(17)	91%	(171)	188
2012 Vote: Mitt Romney	5%	(10)	95%	(179)	189
2012 Vote: Other	25%	(5)	75%	(16)	21
2012 Vote: Didn't Vote	9%	(9)	91%	(100)	109
4-Region: Northeast	14%	(13)	86%	(80)	93
4-Region: Midwest	7%	(8)	93%	(114)	122
4-Region: South	6%	(12)	94%	(173)	185
4-Region: West	7%	(8)	93%	(99)	107
Age: 18-39	14%	(20)	86%	(120)	139
Age: 40-59	8%	(15)	92%	(162)	177
Age: 65+	3%	(6)	97%	(185)	192
Small Business Owners	8%	(36)	92%	(420)	455

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Table BPC12_1_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(466)	507
SB owners of 0-5 employees	6%	(9)	94%	(146)	155
SB owners of 6-15 employees	4%	(4)	96%	(101)	105
SB owners of 16-30 employees	10%	(11)	90%	(109)	120
SB owners of 31-50 employees	15%	(11)	85%	(64)	75
C-Level Executive	10%	(5)	90%	(47)	52

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

Table BPC12_1_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(44)	91%	(463)	507
Gender: Male	11%	(27)	89%	(222)	249
Gender: Female	7%	(17)	93%	(241)	258
Age: 18-29	13%	(9)	87%	(60)	69
Age: 30-44	12%	(12)	88%	(91)	103
Age: 45-54	12%	(12)	88%	(84)	95
Age: 55-64	8%	(7)	92%	(84)	90
Age: 65+	3%	(5)	97%	(145)	150
Generation Z: 18-21	28%	(6)	72%	(16)	22
Millennial: Age 22-37	12%	(12)	88%	(92)	104
Generation X: Age 38-53	11%	(15)	89%	(115)	130
Boomers: Age 54-72	4%	(8)	96%	(220)	228
PID: Dem (no lean)	9%	(14)	91%	(131)	145
PID: Ind (no lean)	10%	(16)	90%	(135)	151
PID: Rep (no lean)	7%	(15)	93%	(197)	212
PID/Gender: Dem Men	15%	(10)	85%	(54)	64
PID/Gender: Dem Women	5%	(4)	95%	(77)	81
PID/Gender: Ind Men	13%	(9)	87%	(61)	71
PID/Gender: Ind Women	8%	(7)	92%	(74)	80
PID/Gender: Rep Men	7%	(8)	93%	(106)	114
PID/Gender: Rep Women	7%	(7)	93%	(91)	97
Ideo: Liberal (1-3)	12%	(17)	88%	(124)	142
Ideo: Moderate (4)	9%	(11)	91%	(110)	121
Ideo: Conservative (5-7)	7%	(15)	93%	(205)	220
Educ: < College	9%	(28)	91%	(266)	294
Educ: Bachelors degree	8%	(11)	92%	(122)	132
Educ: Post-grad	7%	(6)	93%	(75)	81

Continued on next page

Table BPC12_1_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(44)	91%	(463)	507
Income: Under 50k	7%	(12)	93%	(168)	180
Income: 50k-100k	12%	(21)	88%	(159)	181
Income: 100k+	7%	(11)	93%	(136)	147
Ethnicity: White	8%	(31)	92%	(381)	412
Ethnicity: Hispanic	19%	(11)	81%	(47)	57
Ethnicity: Afr. Am.	16%	(10)	84%	(52)	62
Ethnicity: Other	11%	(4)	89%	(30)	33
Relig: Protestant	3%	(5)	97%	(158)	163
Relig: Roman Catholic	8%	(7)	92%	(86)	94
Relig: Something Else	9%	(3)	91%	(31)	34
Relig: Jewish	20%	(6)	80%	(24)	30
Relig: Evangelical	5%	(11)	95%	(190)	200
Relig: Non-Evang. Catholics	5%	(5)	95%	(85)	90
Relig: All Christian	5%	(15)	95%	(275)	290
Relig: All Non-Christian	1%	(0)	99%	(41)	42
Community: Urban	11%	(13)	89%	(109)	122
Community: Suburban	8%	(19)	92%	(218)	236
Community: Rural	8%	(12)	92%	(136)	149
Military HH: Yes	9%	(8)	91%	(83)	91
Military HH: No	9%	(36)	91%	(380)	417
RD/WT: Right Direction	9%	(21)	91%	(221)	242
RD/WT: Wrong Track	9%	(24)	91%	(242)	265
Trump Job Approve	9%	(22)	91%	(232)	255
Trump Job Disapprove	9%	(22)	91%	(222)	244
Trump Job Strongly Approve	6%	(10)	94%	(140)	150
Trump Job Somewhat Approve	12%	(13)	88%	(92)	105
Trump Job Somewhat Disapprove	7%	(3)	93%	(38)	41
Trump Job Strongly Disapprove	9%	(19)	91%	(184)	203

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Table BPC12_1_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(44)	91%	(463)	507
#1 Issue: Economy	11%	(17)	89%	(132)	149
#1 Issue: Security	4%	(5)	96%	(122)	127
#1 Issue: Health Care	12%	(10)	88%	(78)	88
#1 Issue: Medicare / Social Security	2%	(2)	98%	(67)	69
#1 Issue: Women's Issues	6%	(1)	94%	(15)	17
#1 Issue: Education	35%	(8)	65%	(16)	24
#1 Issue: Energy	5%	(1)	95%	(20)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	13%	(25)	87%	(170)	195
2018 House Vote: Republican	8%	(17)	92%	(201)	219
2018 House Vote: Someone else	12%	(2)	88%	(14)	16
2018 House Vote: Didnt Vote	—	(0)	100%	(77)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(151)	169
2016 Vote: Donald Trump	9%	(19)	91%	(197)	216
2016 Vote: Someone else	7%	(3)	93%	(44)	47
2016 Vote: Didnt Vote	5%	(4)	95%	(71)	75
Voted in 2014: Yes	10%	(38)	90%	(353)	391
Voted in 2014: No	6%	(7)	94%	(110)	117
2012 Vote: Barack Obama	8%	(16)	92%	(172)	188
2012 Vote: Mitt Romney	9%	(17)	91%	(172)	189
2012 Vote: Other	14%	(3)	86%	(18)	21
2012 Vote: Didn't Vote	8%	(9)	92%	(100)	109
4-Region: Northeast	10%	(10)	90%	(84)	93
4-Region: Midwest	8%	(10)	92%	(113)	122
4-Region: South	9%	(16)	91%	(169)	185
4-Region: West	8%	(9)	92%	(98)	107
Age: 18-39	14%	(19)	86%	(120)	139
Age: 40-59	9%	(16)	91%	(160)	177
Age: 65+	5%	(9)	95%	(183)	192
Small Business Owners	8%	(37)	92%	(419)	455

Continued on next page

Table BPC12_1_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(44)	91%	(463)	507
SB owners of 0-5 employees	2%	(3)	98%	(152)	155
SB owners of 6-15 employees	6%	(6)	94%	(99)	105
SB owners of 16-30 employees	16%	(19)	84%	(101)	120
SB owners of 31-50 employees	11%	(8)	89%	(67)	75
C-Level Executive	15%	(8)	85%	(44)	52

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

Table BPC12_1_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	18%	(90)	82%	(418)	507
Gender: Male	14%	(35)	86%	(214)	249
Gender: Female	21%	(54)	79%	(204)	258
Age: 18-29	14%	(10)	86%	(59)	69
Age: 30-44	11%	(11)	89%	(92)	103
Age: 45-54	11%	(11)	89%	(85)	95
Age: 55-64	18%	(17)	82%	(74)	90
Age: 65+	28%	(42)	72%	(108)	150
Generation Z: 18-21	16%	(3)	84%	(18)	22
Millennial: Age 22-37	10%	(11)	90%	(93)	104
Generation X: Age 38-53	13%	(17)	87%	(113)	130
Boomers: Age 54-72	24%	(55)	76%	(173)	228
PID: Dem (no lean)	20%	(29)	80%	(116)	145
PID: Ind (no lean)	13%	(20)	87%	(131)	151
PID: Rep (no lean)	19%	(41)	81%	(171)	212
PID/Gender: Dem Men	10%	(6)	90%	(58)	64
PID/Gender: Dem Women	28%	(23)	72%	(58)	81
PID/Gender: Ind Men	11%	(8)	89%	(63)	71
PID/Gender: Ind Women	16%	(13)	84%	(68)	80
PID/Gender: Rep Men	19%	(22)	81%	(93)	114
PID/Gender: Rep Women	20%	(19)	80%	(78)	97
Ideo: Liberal (1-3)	11%	(16)	89%	(125)	142
Ideo: Moderate (4)	14%	(17)	86%	(104)	121
Ideo: Conservative (5-7)	24%	(53)	76%	(167)	220
Educ: < College	22%	(64)	78%	(230)	294
Educ: Bachelors degree	15%	(20)	85%	(112)	132
Educ: Post-grad	6%	(5)	94%	(76)	81

Continued on next page

Table BPC12_1_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	18%	(90)	82%	(418)	507
Income: Under 50k	22%	(39)	78%	(141)	180
Income: 50k-100k	15%	(27)	85%	(154)	181
Income: 100k+	16%	(24)	84%	(123)	147
Ethnicity: White	20%	(82)	80%	(331)	412
Ethnicity: Hispanic	9%	(5)	91%	(53)	57
Ethnicity: Afr. Am.	10%	(6)	90%	(56)	62
Ethnicity: Other	6%	(2)	94%	(31)	33
Relig: Protestant	19%	(31)	81%	(132)	163
Relig: Roman Catholic	17%	(16)	83%	(78)	94
Relig: Something Else	3%	(1)	97%	(33)	34
Relig: Jewish	21%	(6)	79%	(24)	30
Relig: Evangelical	18%	(36)	82%	(164)	200
Relig: Non-Evang. Catholics	12%	(11)	88%	(79)	90
Relig: All Christian	16%	(47)	84%	(243)	290
Relig: All Non-Christian	8%	(3)	92%	(38)	42
Community: Urban	9%	(10)	91%	(112)	122
Community: Suburban	21%	(49)	79%	(187)	236
Community: Rural	20%	(30)	80%	(119)	149
Military HH: Yes	23%	(21)	77%	(69)	91
Military HH: No	16%	(68)	84%	(348)	417
RD/WT: Right Direction	19%	(47)	81%	(195)	242
RD/WT: Wrong Track	16%	(43)	84%	(223)	265
Trump Job Approve	21%	(53)	79%	(201)	255
Trump Job Disapprove	14%	(35)	86%	(209)	244
Trump Job Strongly Approve	26%	(39)	74%	(111)	150
Trump Job Somewhat Approve	14%	(14)	86%	(90)	105
Trump Job Somewhat Disapprove	12%	(5)	88%	(36)	41
Trump Job Strongly Disapprove	15%	(31)	85%	(173)	203

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Table BPC12_1_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	18%	(90)	82%	(418)	507
#1 Issue: Economy	20%	(29)	80%	(119)	149
#1 Issue: Security	18%	(23)	82%	(104)	127
#1 Issue: Health Care	9%	(8)	91%	(80)	88
#1 Issue: Medicare / Social Security	29%	(20)	71%	(49)	69
#1 Issue: Women's Issues	7%	(1)	93%	(15)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	17%	(3)	83%	(17)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	13%	(25)	87%	(170)	195
2018 House Vote: Republican	20%	(44)	80%	(175)	219
2018 House Vote: Someone else	10%	(2)	90%	(14)	16
2018 House Vote: Didnt Vote	24%	(19)	76%	(59)	78
2016 Vote: Hillary Clinton	14%	(24)	86%	(145)	169
2016 Vote: Donald Trump	21%	(46)	79%	(170)	216
2016 Vote: Someone else	10%	(5)	90%	(43)	47
2016 Vote: Didnt Vote	19%	(15)	81%	(61)	75
Voted in 2014: Yes	17%	(67)	83%	(324)	391
Voted in 2014: No	20%	(23)	80%	(94)	117
2012 Vote: Barack Obama	14%	(27)	86%	(161)	188
2012 Vote: Mitt Romney	21%	(39)	79%	(150)	189
2012 Vote: Other	25%	(5)	75%	(16)	21
2012 Vote: Didn't Vote	17%	(19)	83%	(90)	109
4-Region: Northeast	13%	(12)	87%	(81)	93
4-Region: Midwest	23%	(28)	77%	(94)	122
4-Region: South	18%	(33)	82%	(152)	185
4-Region: West	16%	(17)	84%	(90)	107
Age: 18-39	13%	(18)	87%	(122)	139
Age: 40-59	14%	(25)	86%	(151)	177
Age: 65+	24%	(47)	76%	(145)	192
Small Business Owners	19%	(88)	81%	(368)	455

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Table BPC12_1_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	18%	(90)	82%	(418)	507
SB owners of 0-5 employees	36%	(56)	64%	(99)	155
SB owners of 6-15 employees	14%	(15)	86%	(90)	105
SB owners of 16-30 employees	6%	(7)	94%	(113)	120
SB owners of 31-50 employees	12%	(9)	88%	(66)	75
C-Level Executive	4%	(2)	96%	(50)	52

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

Table BPC12_1_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(40)	92%	(467)	507
Gender: Male	6%	(14)	94%	(235)	249
Gender: Female	10%	(26)	90%	(232)	258
Age: 18-29	6%	(4)	94%	(64)	69
Age: 30-44	7%	(8)	93%	(96)	103
Age: 45-54	4%	(4)	96%	(91)	95
Age: 55-64	7%	(6)	93%	(84)	90
Age: 65+	12%	(18)	88%	(132)	150
Generation Z: 18-21	—	(0)	100%	(22)	22
Millennial: Age 22-37	7%	(8)	93%	(96)	104
Generation X: Age 38-53	6%	(7)	94%	(122)	130
Boomers: Age 54-72	11%	(25)	89%	(203)	228
PID: Dem (no lean)	7%	(11)	93%	(134)	145
PID: Ind (no lean)	13%	(19)	87%	(132)	151
PID: Rep (no lean)	5%	(11)	95%	(201)	212
PID/Gender: Dem Men	7%	(4)	93%	(60)	64
PID/Gender: Dem Women	8%	(6)	92%	(74)	81
PID/Gender: Ind Men	6%	(4)	94%	(67)	71
PID/Gender: Ind Women	19%	(15)	81%	(65)	80
PID/Gender: Rep Men	5%	(6)	95%	(108)	114
PID/Gender: Rep Women	5%	(5)	95%	(92)	97
Ideo: Liberal (1-3)	7%	(10)	93%	(131)	142
Ideo: Moderate (4)	9%	(11)	91%	(111)	121
Ideo: Conservative (5-7)	5%	(10)	95%	(210)	220
Educ: < College	8%	(25)	92%	(269)	294
Educ: Bachelors degree	5%	(6)	95%	(126)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_1_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(40)	92%	(467)	507
Income: Under 50k	14%	(25)	86%	(155)	180
Income: 50k-100k	7%	(13)	93%	(168)	181
Income: 100k+	2%	(3)	98%	(144)	147
Ethnicity: White	8%	(35)	92%	(377)	412
Ethnicity: Hispanic	—	(0)	100%	(57)	57
Ethnicity: Afr. Am.	8%	(5)	92%	(57)	62
Ethnicity: Other	1%	(0)	99%	(33)	33
Relig: Protestant	9%	(14)	91%	(148)	163
Relig: Roman Catholic	9%	(9)	91%	(85)	94
Relig: Something Else	4%	(1)	96%	(32)	34
Relig: Jewish	5%	(1)	95%	(28)	30
Relig: Evangelical	12%	(24)	88%	(176)	200
Relig: Non-Evang. Catholics	—	(0)	100%	(90)	90
Relig: All Christian	8%	(25)	92%	(266)	290
Relig: All Non-Christian	4%	(2)	96%	(40)	42
Community: Urban	8%	(10)	92%	(113)	122
Community: Suburban	7%	(18)	93%	(219)	236
Community: Rural	9%	(13)	91%	(136)	149
Military HH: Yes	2%	(1)	98%	(89)	91
Military HH: No	9%	(39)	91%	(378)	417
RD/WT: Right Direction	6%	(14)	94%	(228)	242
RD/WT: Wrong Track	10%	(26)	90%	(239)	265
Trump Job Approve	5%	(13)	95%	(241)	255
Trump Job Disapprove	11%	(27)	89%	(218)	244
Trump Job Strongly Approve	5%	(8)	95%	(142)	150
Trump Job Somewhat Approve	5%	(6)	95%	(99)	105
Trump Job Somewhat Disapprove	—	(0)	100%	(41)	41
Trump Job Strongly Disapprove	13%	(27)	87%	(177)	203

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Table BPC12_1_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(40)	92%	(467)	507
#1 Issue: Economy	3%	(5)	97%	(144)	149
#1 Issue: Security	9%	(12)	91%	(115)	127
#1 Issue: Health Care	8%	(7)	92%	(81)	88
#1 Issue: Medicare / Social Security	14%	(10)	86%	(59)	69
#1 Issue: Women's Issues	14%	(2)	86%	(14)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	11%	(2)	89%	(18)	21
#1 Issue: Other	17%	(2)	83%	(11)	14
2018 House Vote: Democrat	10%	(19)	90%	(177)	195
2018 House Vote: Republican	4%	(9)	96%	(209)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	15%	(12)	85%	(66)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(150)	169
2016 Vote: Donald Trump	4%	(9)	96%	(207)	216
2016 Vote: Someone else	3%	(1)	97%	(46)	47
2016 Vote: Didn't Vote	16%	(12)	84%	(64)	75
Voted in 2014: Yes	7%	(29)	93%	(362)	391
Voted in 2014: No	10%	(12)	90%	(105)	117
2012 Vote: Barack Obama	13%	(24)	87%	(164)	188
2012 Vote: Mitt Romney	4%	(7)	96%	(182)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	8%	(9)	92%	(101)	109
4-Region: Northeast	8%	(7)	92%	(86)	93
4-Region: Midwest	9%	(11)	91%	(112)	122
4-Region: South	5%	(10)	95%	(175)	185
4-Region: West	12%	(13)	88%	(94)	107
Age: 18-39	7%	(9)	93%	(130)	139
Age: 40-59	5%	(9)	95%	(167)	177
Age: 65+	11%	(22)	89%	(170)	192
Small Business Owners	8%	(37)	92%	(418)	455

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Table BPC12_1_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Maternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(40)	92%	(467)	507
SB owners of 0-5 employees	17%	(27)	83%	(128)	155
SB owners of 6-15 employees	3%	(3)	97%	(102)	105
SB owners of 16-30 employees	5%	(6)	95%	(114)	120
SB owners of 31-50 employees	1%	(1)	99%	(74)	75
C-Level Executive	7%	(3)	93%	(49)	52

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

Table BPC12_2_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	41%	(206)	59%	(302)	507
Gender: Male	39%	(98)	61%	(151)	249
Gender: Female	42%	(107)	58%	(151)	258
Age: 18-29	21%	(14)	79%	(55)	69
Age: 30-44	47%	(49)	53%	(54)	103
Age: 45-54	55%	(52)	45%	(43)	95
Age: 55-64	46%	(42)	54%	(49)	90
Age: 65+	32%	(48)	68%	(101)	150
Generation Z: 18-21	17%	(4)	83%	(18)	22
Millennial: Age 22-37	35%	(37)	65%	(68)	104
Generation X: Age 38-53	54%	(70)	46%	(60)	130
Boomers: Age 54-72	39%	(90)	61%	(138)	228
PID: Dem (no lean)	40%	(58)	60%	(87)	145
PID: Ind (no lean)	32%	(48)	68%	(103)	151
PID: Rep (no lean)	47%	(100)	53%	(112)	212
PID/Gender: Dem Men	32%	(21)	68%	(43)	64
PID/Gender: Dem Women	46%	(37)	54%	(44)	81
PID/Gender: Ind Men	41%	(29)	59%	(42)	71
PID/Gender: Ind Women	24%	(19)	76%	(61)	80
PID/Gender: Rep Men	43%	(49)	57%	(66)	114
PID/Gender: Rep Women	53%	(51)	47%	(46)	97
Ideo: Liberal (1-3)	40%	(57)	60%	(85)	142
Ideo: Moderate (4)	42%	(50)	58%	(71)	121
Ideo: Conservative (5-7)	41%	(91)	59%	(129)	220
Educ: < College	33%	(97)	67%	(197)	294
Educ: Bachelors degree	55%	(73)	45%	(60)	132
Educ: Post-grad	45%	(36)	55%	(45)	81

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Table BPC12_2_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	41%	(206)	59%	(302)	507
Income: Under 50k	30%	(54)	70%	(126)	180
Income: 50k-100k	40%	(72)	60%	(108)	181
Income: 100k+	54%	(79)	46%	(68)	147
Ethnicity: White	42%	(174)	58%	(239)	412
Ethnicity: Hispanic	36%	(20)	64%	(37)	57
Ethnicity: Afr. Am.	32%	(20)	68%	(42)	62
Ethnicity: Other	36%	(12)	64%	(21)	33
Relig: Protestant	43%	(69)	57%	(93)	163
Relig: Roman Catholic	31%	(29)	69%	(65)	94
Relig: Something Else	57%	(19)	43%	(15)	34
Relig: Jewish	55%	(16)	45%	(13)	30
Relig: Evangelical	37%	(74)	63%	(127)	200
Relig: Non-Evang. Catholics	49%	(44)	51%	(46)	90
Relig: All Christian	40%	(117)	60%	(173)	290
Relig: All Non-Christian	57%	(24)	43%	(18)	42
Community: Urban	32%	(39)	68%	(83)	122
Community: Suburban	44%	(105)	56%	(131)	236
Community: Rural	41%	(61)	59%	(87)	149
Military HH: Yes	40%	(37)	60%	(54)	91
Military HH: No	41%	(169)	59%	(248)	417
RD/WT: Right Direction	38%	(93)	62%	(149)	242
RD/WT: Wrong Track	43%	(113)	57%	(152)	265
Trump Job Approve	38%	(97)	62%	(158)	255
Trump Job Disapprove	43%	(104)	57%	(140)	244
Trump Job Strongly Approve	39%	(59)	61%	(91)	150
Trump Job Somewhat Approve	37%	(38)	63%	(66)	105
Trump Job Somewhat Disapprove	51%	(21)	49%	(20)	41
Trump Job Strongly Disapprove	41%	(84)	59%	(120)	203

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Table BPC12_2_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	41%	(206)	59%	(302)	507
#1 Issue: Economy	43%	(64)	57%	(85)	149
#1 Issue: Security	43%	(55)	57%	(72)	127
#1 Issue: Health Care	45%	(39)	55%	(49)	88
#1 Issue: Medicare / Social Security	26%	(18)	74%	(51)	69
#1 Issue: Women's Issues	55%	(9)	45%	(7)	17
#1 Issue: Education	41%	(10)	59%	(14)	24
#1 Issue: Energy	16%	(3)	84%	(18)	21
#1 Issue: Other	56%	(8)	44%	(6)	14
2018 House Vote: Democrat	42%	(82)	58%	(113)	195
2018 House Vote: Republican	47%	(104)	53%	(115)	219
2018 House Vote: Someone else	14%	(2)	86%	(14)	16
2018 House Vote: Didnt Vote	22%	(17)	78%	(60)	78
2016 Vote: Hillary Clinton	44%	(74)	56%	(95)	169
2016 Vote: Donald Trump	44%	(94)	56%	(122)	216
2016 Vote: Someone else	30%	(14)	70%	(33)	47
2016 Vote: Didnt Vote	31%	(23)	69%	(52)	75
Voted in 2014: Yes	44%	(171)	56%	(220)	391
Voted in 2014: No	30%	(35)	70%	(82)	117
2012 Vote: Barack Obama	44%	(82)	56%	(106)	188
2012 Vote: Mitt Romney	47%	(88)	53%	(101)	189
2012 Vote: Other	12%	(2)	88%	(18)	21
2012 Vote: Didn't Vote	30%	(33)	70%	(76)	109
4-Region: Northeast	48%	(44)	52%	(49)	93
4-Region: Midwest	38%	(47)	62%	(76)	122
4-Region: South	44%	(80)	56%	(104)	185
4-Region: West	32%	(34)	68%	(73)	107
Age: 18-39	33%	(46)	67%	(93)	139
Age: 40-59	53%	(94)	47%	(83)	177
Age: 65+	34%	(66)	66%	(126)	192
Small Business Owners	39%	(179)	61%	(277)	455

Continued on next page

Table BPC12_2_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	41%	(206)	59%	(302)	507
SB owners of 0-5 employees	29%	(46)	71%	(109)	155
SB owners of 6-15 employees	37%	(39)	63%	(66)	105
SB owners of 16-30 employees	49%	(59)	51%	(61)	120
SB owners of 31-50 employees	47%	(35)	53%	(40)	75
C-Level Executive	51%	(27)	49%	(25)	52

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

Table BPC12_2_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(104)	80%	(404)	507
Gender: Male	22%	(55)	78%	(194)	249
Gender: Female	19%	(49)	81%	(209)	258
Age: 18-29	42%	(29)	58%	(40)	69
Age: 30-44	23%	(24)	77%	(79)	103
Age: 45-54	23%	(22)	77%	(73)	95
Age: 55-64	17%	(15)	83%	(75)	90
Age: 65+	9%	(14)	91%	(136)	150
Generation Z: 18-21	25%	(5)	75%	(16)	22
Millennial: Age 22-37	36%	(37)	64%	(67)	104
Generation X: Age 38-53	23%	(30)	77%	(100)	130
Boomers: Age 54-72	12%	(27)	88%	(201)	228
PID: Dem (no lean)	23%	(34)	77%	(111)	145
PID: Ind (no lean)	19%	(29)	81%	(122)	151
PID: Rep (no lean)	19%	(41)	81%	(171)	212
PID/Gender: Dem Men	34%	(22)	66%	(42)	64
PID/Gender: Dem Women	15%	(12)	85%	(68)	81
PID/Gender: Ind Men	17%	(12)	83%	(59)	71
PID/Gender: Ind Women	21%	(17)	79%	(63)	80
PID/Gender: Rep Men	19%	(21)	81%	(93)	114
PID/Gender: Rep Women	20%	(20)	80%	(78)	97
Ideo: Liberal (1-3)	27%	(38)	73%	(103)	142
Ideo: Moderate (4)	19%	(23)	81%	(98)	121
Ideo: Conservative (5-7)	17%	(37)	83%	(184)	220
Educ: < College	22%	(65)	78%	(229)	294
Educ: Bachelors degree	16%	(21)	84%	(111)	132
Educ: Post-grad	22%	(18)	78%	(63)	81

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Table BPC12_2_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(104)	80%	(404)	507
Income: Under 50k	21%	(37)	79%	(143)	180
Income: 50k-100k	23%	(41)	77%	(139)	181
Income: 100k+	17%	(25)	83%	(122)	147
Ethnicity: White	19%	(77)	81%	(335)	412
Ethnicity: Hispanic	30%	(17)	70%	(40)	57
Ethnicity: Afr. Am.	31%	(19)	69%	(43)	62
Ethnicity: Other	24%	(8)	76%	(26)	33
Relig: Protestant	16%	(26)	84%	(137)	163
Relig: Roman Catholic	22%	(21)	78%	(73)	94
Relig: Something Else	28%	(9)	72%	(24)	34
Relig: Jewish	2%	(1)	98%	(29)	30
Relig: Evangelical	15%	(29)	85%	(171)	200
Relig: Non-Evang. Catholics	29%	(26)	71%	(63)	90
Relig: All Christian	19%	(56)	81%	(235)	290
Relig: All Non-Christian	29%	(12)	71%	(29)	42
Community: Urban	26%	(32)	74%	(91)	122
Community: Suburban	19%	(44)	81%	(192)	236
Community: Rural	19%	(28)	81%	(121)	149
Military HH: Yes	17%	(16)	83%	(75)	91
Military HH: No	21%	(88)	79%	(328)	417
RD/WT: Right Direction	23%	(55)	77%	(187)	242
RD/WT: Wrong Track	19%	(49)	81%	(216)	265
Trump Job Approve	19%	(48)	81%	(207)	255
Trump Job Disapprove	21%	(51)	79%	(193)	244
Trump Job Strongly Approve	15%	(22)	85%	(128)	150
Trump Job Somewhat Approve	25%	(26)	75%	(79)	105
Trump Job Somewhat Disapprove	32%	(13)	68%	(28)	41
Trump Job Strongly Disapprove	19%	(38)	81%	(165)	203

Continued on next page

Table BPC12_2_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(104)	80%	(404)	507
#1 Issue: Economy	16%	(23)	84%	(126)	149
#1 Issue: Security	21%	(26)	79%	(100)	127
#1 Issue: Health Care	27%	(24)	73%	(64)	88
#1 Issue: Medicare / Social Security	20%	(14)	80%	(55)	69
#1 Issue: Women's Issues	15%	(3)	85%	(14)	17
#1 Issue: Education	33%	(8)	67%	(16)	24
#1 Issue: Energy	17%	(3)	83%	(17)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	23%	(44)	77%	(151)	195
2018 House Vote: Republican	15%	(33)	85%	(185)	219
2018 House Vote: Someone else	49%	(8)	51%	(8)	16
2018 House Vote: Didnt Vote	24%	(19)	76%	(59)	78
2016 Vote: Hillary Clinton	21%	(36)	79%	(133)	169
2016 Vote: Donald Trump	17%	(36)	83%	(180)	216
2016 Vote: Someone else	21%	(10)	79%	(37)	47
2016 Vote: Didnt Vote	29%	(22)	71%	(53)	75
Voted in 2014: Yes	19%	(73)	81%	(318)	391
Voted in 2014: No	27%	(31)	73%	(86)	117
2012 Vote: Barack Obama	22%	(41)	78%	(147)	188
2012 Vote: Mitt Romney	13%	(24)	87%	(165)	189
2012 Vote: Other	38%	(8)	62%	(13)	21
2012 Vote: Didn't Vote	29%	(31)	71%	(78)	109
4-Region: Northeast	15%	(14)	85%	(79)	93
4-Region: Midwest	17%	(21)	83%	(101)	122
4-Region: South	24%	(44)	76%	(141)	185
4-Region: West	23%	(25)	77%	(82)	107
Age: 18-39	32%	(45)	68%	(94)	139
Age: 40-59	20%	(35)	80%	(141)	177
Age: 65+	12%	(24)	88%	(168)	192
Small Business Owners	21%	(95)	79%	(361)	455

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Table BPC12_2_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(104)	80%	(404)	507
SB owners of 0-5 employees	10%	(15)	90%	(140)	155
SB owners of 6-15 employees	27%	(28)	73%	(77)	105
SB owners of 16-30 employees	31%	(37)	69%	(83)	120
SB owners of 31-50 employees	20%	(15)	80%	(61)	75
C-Level Executive	18%	(9)	82%	(43)	52

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

Table BPC12_2_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(478)	507
Gender: Male	6%	(16)	94%	(233)	249
Gender: Female	5%	(14)	95%	(244)	258
Age: 18-29	14%	(9)	86%	(59)	69
Age: 30-44	7%	(7)	93%	(96)	103
Age: 45-54	6%	(6)	94%	(89)	95
Age: 55-64	5%	(4)	95%	(86)	90
Age: 65+	2%	(3)	98%	(147)	150
Generation Z: 18-21	22%	(5)	78%	(17)	22
Millennial: Age 22-37	9%	(10)	91%	(94)	104
Generation X: Age 38-53	5%	(7)	95%	(122)	130
Boomers: Age 54-72	4%	(8)	96%	(220)	228
PID: Dem (no lean)	6%	(9)	94%	(136)	145
PID: Ind (no lean)	4%	(6)	96%	(145)	151
PID: Rep (no lean)	7%	(15)	93%	(197)	212
PID/Gender: Dem Men	8%	(5)	92%	(59)	64
PID/Gender: Dem Women	5%	(4)	95%	(77)	81
PID/Gender: Ind Men	4%	(3)	96%	(68)	71
PID/Gender: Ind Women	4%	(3)	96%	(77)	80
PID/Gender: Rep Men	7%	(8)	93%	(106)	114
PID/Gender: Rep Women	7%	(6)	93%	(91)	97
Ideo: Liberal (1-3)	8%	(11)	92%	(130)	142
Ideo: Moderate (4)	1%	(2)	99%	(120)	121
Ideo: Conservative (5-7)	8%	(17)	92%	(204)	220
Educ: < College	5%	(16)	95%	(278)	294
Educ: Bachelors degree	8%	(10)	92%	(122)	132
Educ: Post-grad	4%	(3)	96%	(78)	81

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Table BPC12_2_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(478)	507
Income: Under 50k	7%	(13)	93%	(167)	180
Income: 50k-100k	7%	(13)	93%	(168)	181
Income: 100k+	3%	(4)	97%	(142)	147
Ethnicity: White	4%	(18)	96%	(395)	412
Ethnicity: Hispanic	10%	(6)	90%	(51)	57
Ethnicity: Afr. Am.	16%	(10)	84%	(52)	62
Ethnicity: Other	7%	(2)	93%	(31)	33
Relig: Protestant	4%	(6)	96%	(157)	163
Relig: Roman Catholic	7%	(7)	93%	(87)	94
Relig: Something Else	1%	(0)	99%	(33)	34
Relig: Jewish	10%	(3)	90%	(27)	30
Relig: Evangelical	6%	(11)	94%	(189)	200
Relig: Non-Evang. Catholics	2%	(2)	98%	(88)	90
Relig: All Christian	5%	(13)	95%	(277)	290
Relig: All Non-Christian	8%	(3)	92%	(38)	42
Community: Urban	9%	(11)	91%	(112)	122
Community: Suburban	6%	(14)	94%	(222)	236
Community: Rural	3%	(4)	97%	(144)	149
Military HH: Yes	6%	(6)	94%	(85)	91
Military HH: No	6%	(24)	94%	(393)	417
RD/WT: Right Direction	6%	(14)	94%	(228)	242
RD/WT: Wrong Track	6%	(16)	94%	(250)	265
Trump Job Approve	8%	(19)	92%	(235)	255
Trump Job Disapprove	4%	(10)	96%	(234)	244
Trump Job Strongly Approve	7%	(10)	93%	(140)	150
Trump Job Somewhat Approve	9%	(9)	91%	(96)	105
Trump Job Somewhat Disapprove	5%	(2)	95%	(39)	41
Trump Job Strongly Disapprove	4%	(8)	96%	(195)	203

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Table BPC12_2_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(478)	507
#1 Issue: Economy	5%	(8)	95%	(141)	149
#1 Issue: Security	4%	(5)	96%	(121)	127
#1 Issue: Health Care	5%	(4)	95%	(84)	88
#1 Issue: Medicare / Social Security	4%	(3)	96%	(66)	69
#1 Issue: Women's Issues	5%	(1)	95%	(16)	17
#1 Issue: Education	25%	(6)	75%	(18)	24
#1 Issue: Energy	5%	(1)	95%	(20)	21
#1 Issue: Other	9%	(1)	91%	(12)	14
2018 House Vote: Democrat	5%	(9)	95%	(186)	195
2018 House Vote: Republican	7%	(15)	93%	(203)	219
2018 House Vote: Someone else	21%	(3)	79%	(13)	16
2018 House Vote: Didn't Vote	2%	(2)	98%	(76)	78
2016 Vote: Hillary Clinton	6%	(10)	94%	(159)	169
2016 Vote: Donald Trump	5%	(11)	95%	(205)	216
2016 Vote: Someone else	13%	(6)	87%	(41)	47
2016 Vote: Didn't Vote	4%	(3)	96%	(73)	75
Voted in 2014: Yes	5%	(21)	95%	(369)	391
Voted in 2014: No	7%	(8)	93%	(108)	117
2012 Vote: Barack Obama	4%	(8)	96%	(180)	188
2012 Vote: Mitt Romney	7%	(13)	93%	(176)	189
2012 Vote: Other	9%	(2)	91%	(19)	21
2012 Vote: Didn't Vote	7%	(7)	93%	(102)	109
4-Region: Northeast	4%	(3)	96%	(90)	93
4-Region: Midwest	7%	(8)	93%	(114)	122
4-Region: South	6%	(12)	94%	(173)	185
4-Region: West	6%	(7)	94%	(100)	107
Age: 18-39	11%	(15)	89%	(124)	139
Age: 40-59	6%	(10)	94%	(167)	177
Age: 65+	3%	(5)	97%	(187)	192
Small Business Owners	6%	(28)	94%	(428)	455

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Table BPC12_2_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(478)	507
SB owners of 0-5 employees	1%	(2)	99%	(153)	155
SB owners of 6-15 employees	11%	(11)	89%	(94)	105
SB owners of 16-30 employees	3%	(4)	97%	(116)	120
SB owners of 31-50 employees	14%	(11)	86%	(65)	75
C-Level Executive	4%	(2)	96%	(50)	52

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

Table BPC12_2_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(53)	90%	(455)	507
Gender: Male	10%	(25)	90%	(224)	249
Gender: Female	11%	(28)	89%	(230)	258
Age: 18-29	16%	(11)	84%	(58)	69
Age: 30-44	12%	(12)	88%	(91)	103
Age: 45-54	10%	(9)	90%	(86)	95
Age: 55-64	11%	(10)	89%	(80)	90
Age: 65+	7%	(10)	93%	(139)	150
Generation Z: 18-21	24%	(5)	76%	(17)	22
Millennial: Age 22-37	14%	(15)	86%	(90)	104
Generation X: Age 38-53	10%	(13)	90%	(117)	130
Boomers: Age 54-72	9%	(20)	91%	(208)	228
PID: Dem (no lean)	13%	(19)	87%	(126)	145
PID: Ind (no lean)	10%	(15)	90%	(137)	151
PID: Rep (no lean)	9%	(19)	91%	(192)	212
PID/Gender: Dem Men	9%	(6)	91%	(59)	64
PID/Gender: Dem Women	16%	(13)	84%	(68)	81
PID/Gender: Ind Men	12%	(9)	88%	(62)	71
PID/Gender: Ind Women	7%	(6)	93%	(74)	80
PID/Gender: Rep Men	9%	(11)	91%	(104)	114
PID/Gender: Rep Women	9%	(9)	91%	(88)	97
Ideo: Liberal (1-3)	15%	(21)	85%	(121)	142
Ideo: Moderate (4)	7%	(9)	93%	(113)	121
Ideo: Conservative (5-7)	10%	(22)	90%	(198)	220
Educ: < College	11%	(32)	89%	(262)	294
Educ: Bachelors degree	9%	(11)	91%	(121)	132
Educ: Post-grad	11%	(9)	89%	(72)	81

Continued on next page

Table BPC12_2_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(53)	90%	(455)	507
Income: Under 50k	8%	(14)	92%	(166)	180
Income: 50k-100k	12%	(21)	88%	(160)	181
Income: 100k+	12%	(17)	88%	(129)	147
Ethnicity: White	9%	(36)	91%	(376)	412
Ethnicity: Hispanic	15%	(9)	85%	(49)	57
Ethnicity: Afr. Am.	16%	(10)	84%	(52)	62
Ethnicity: Other	21%	(7)	79%	(26)	33
Relig: Protestant	10%	(16)	90%	(147)	163
Relig: Roman Catholic	6%	(5)	94%	(88)	94
Relig: Something Else	11%	(4)	89%	(30)	34
Relig: Jewish	3%	(1)	97%	(29)	30
Relig: Evangelical	9%	(19)	91%	(182)	200
Relig: Non-Evang. Catholics	8%	(7)	92%	(83)	90
Relig: All Christian	9%	(25)	91%	(265)	290
Relig: All Non-Christian	18%	(8)	82%	(34)	42
Community: Urban	7%	(9)	93%	(114)	122
Community: Suburban	11%	(26)	89%	(210)	236
Community: Rural	12%	(18)	88%	(130)	149
Military HH: Yes	7%	(7)	93%	(84)	91
Military HH: No	11%	(46)	89%	(370)	417
RD/WT: Right Direction	11%	(26)	89%	(216)	242
RD/WT: Wrong Track	10%	(27)	90%	(238)	265
Trump Job Approve	12%	(32)	88%	(223)	255
Trump Job Disapprove	9%	(21)	91%	(223)	244
Trump Job Strongly Approve	9%	(13)	91%	(137)	150
Trump Job Somewhat Approve	18%	(19)	82%	(86)	105
Trump Job Somewhat Disapprove	3%	(1)	97%	(40)	41
Trump Job Strongly Disapprove	10%	(20)	90%	(183)	203

Continued on next page

Table BPC12_2_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(53)	90%	(455)	507
#1 Issue: Economy	11%	(17)	89%	(132)	149
#1 Issue: Security	13%	(17)	87%	(110)	127
#1 Issue: Health Care	10%	(9)	90%	(80)	88
#1 Issue: Medicare / Social Security	7%	(5)	93%	(64)	69
#1 Issue: Women's Issues	14%	(2)	86%	(14)	17
#1 Issue: Education	9%	(2)	91%	(22)	24
#1 Issue: Energy	6%	(1)	94%	(20)	21
#1 Issue: Other	—	(0)	100%	(14)	14
2018 House Vote: Democrat	11%	(22)	89%	(174)	195
2018 House Vote: Republican	11%	(24)	89%	(194)	219
2018 House Vote: Someone else	9%	(1)	91%	(15)	16
2018 House Vote: Didn't Vote	7%	(5)	93%	(72)	78
2016 Vote: Hillary Clinton	10%	(17)	90%	(152)	169
2016 Vote: Donald Trump	11%	(23)	89%	(193)	216
2016 Vote: Someone else	19%	(9)	81%	(38)	47
2016 Vote: Didn't Vote	6%	(4)	94%	(71)	75
Voted in 2014: Yes	11%	(42)	89%	(349)	391
Voted in 2014: No	10%	(11)	90%	(106)	117
2012 Vote: Barack Obama	10%	(19)	90%	(169)	188
2012 Vote: Mitt Romney	11%	(21)	89%	(168)	189
2012 Vote: Other	14%	(3)	86%	(18)	21
2012 Vote: Didn't Vote	9%	(10)	91%	(99)	109
4-Region: Northeast	18%	(17)	82%	(76)	93
4-Region: Midwest	7%	(8)	93%	(114)	122
4-Region: South	7%	(14)	93%	(171)	185
4-Region: West	13%	(14)	87%	(93)	107
Age: 18-39	15%	(21)	85%	(118)	139
Age: 40-59	10%	(18)	90%	(159)	177
Age: 65+	7%	(14)	93%	(178)	192
Small Business Owners	10%	(48)	90%	(408)	455

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Table BPC12_2_4NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave*
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(53)	90%	(455)	507
SB owners of 0-5 employees	8%	(12)	92%	(143)	155
SB owners of 6-15 employees	6%	(6)	94%	(99)	105
SB owners of 16-30 employees	15%	(18)	85%	(102)	120
SB owners of 31-50 employees	15%	(11)	85%	(64)	75
C-Level Executive	10%	(5)	90%	(47)	52

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

Table BPC12_2_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(467)	507
Gender: Male	11%	(27)	89%	(223)	249
Gender: Female	6%	(14)	94%	(244)	258
Age: 18-29	6%	(4)	94%	(64)	69
Age: 30-44	11%	(11)	89%	(92)	103
Age: 45-54	14%	(13)	86%	(82)	95
Age: 55-64	7%	(7)	93%	(84)	90
Age: 65+	3%	(5)	97%	(145)	150
Generation Z: 18-21	10%	(2)	90%	(20)	22
Millennial: Age 22-37	9%	(9)	91%	(95)	104
Generation X: Age 38-53	13%	(17)	87%	(113)	130
Boomers: Age 54-72	4%	(9)	96%	(219)	228
PID: Dem (no lean)	8%	(11)	92%	(134)	145
PID: Ind (no lean)	9%	(13)	91%	(138)	151
PID: Rep (no lean)	8%	(17)	92%	(195)	212
PID/Gender: Dem Men	14%	(9)	86%	(55)	64
PID/Gender: Dem Women	3%	(2)	97%	(78)	81
PID/Gender: Ind Men	14%	(10)	86%	(61)	71
PID/Gender: Ind Women	4%	(3)	96%	(77)	80
PID/Gender: Rep Men	7%	(8)	93%	(106)	114
PID/Gender: Rep Women	9%	(8)	91%	(89)	97
Ideo: Liberal (1-3)	11%	(16)	89%	(126)	142
Ideo: Moderate (4)	7%	(8)	93%	(113)	121
Ideo: Conservative (5-7)	7%	(16)	93%	(204)	220
Educ: < College	6%	(18)	94%	(276)	294
Educ: Bachelors degree	14%	(18)	86%	(115)	132
Educ: Post-grad	7%	(5)	93%	(76)	81

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Table BPC12_2_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(467)	507
Income: Under 50k	5%	(9)	95%	(171)	180
Income: 50k-100k	10%	(19)	90%	(162)	181
Income: 100k+	9%	(13)	91%	(134)	147
Ethnicity: White	9%	(36)	91%	(376)	412
Ethnicity: Hispanic	18%	(10)	82%	(47)	57
Ethnicity: Afr. Am.	2%	(1)	98%	(60)	62
Ethnicity: Other	10%	(3)	90%	(30)	33
Relig: Protestant	3%	(5)	97%	(158)	163
Relig: Roman Catholic	13%	(12)	87%	(81)	94
Relig: Something Else	5%	(2)	95%	(32)	34
Relig: Jewish	24%	(7)	76%	(23)	30
Relig: Evangelical	7%	(13)	93%	(187)	200
Relig: Non-Evang. Catholics	6%	(5)	94%	(84)	90
Relig: All Christian	6%	(19)	94%	(271)	290
Relig: All Non-Christian	7%	(3)	93%	(39)	42
Community: Urban	8%	(10)	92%	(113)	122
Community: Suburban	10%	(23)	90%	(214)	236
Community: Rural	6%	(9)	94%	(140)	149
Military HH: Yes	10%	(9)	90%	(82)	91
Military HH: No	8%	(32)	92%	(385)	417
RD/WT: Right Direction	8%	(18)	92%	(224)	242
RD/WT: Wrong Track	8%	(23)	92%	(243)	265
Trump Job Approve	8%	(21)	92%	(233)	255
Trump Job Disapprove	8%	(19)	92%	(225)	244
Trump Job Strongly Approve	9%	(13)	91%	(137)	150
Trump Job Somewhat Approve	8%	(9)	92%	(96)	105
Trump Job Somewhat Disapprove	4%	(1)	96%	(40)	41
Trump Job Strongly Disapprove	9%	(18)	91%	(186)	203

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Table BPC12_2_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(467)	507
#1 Issue: Economy	10%	(15)	90%	(134)	149
#1 Issue: Security	5%	(6)	95%	(120)	127
#1 Issue: Health Care	10%	(9)	90%	(79)	88
#1 Issue: Medicare / Social Security	4%	(3)	96%	(66)	69
#1 Issue: Women's Issues	12%	(2)	88%	(15)	17
#1 Issue: Education	23%	(5)	77%	(19)	24
#1 Issue: Energy	—	(0)	100%	(21)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	10%	(19)	90%	(176)	195
2018 House Vote: Republican	9%	(20)	91%	(198)	219
2018 House Vote: Someone else	—	(0)	100%	(16)	16
2018 House Vote: Didn't Vote	2%	(1)	98%	(76)	78
2016 Vote: Hillary Clinton	11%	(19)	89%	(150)	169
2016 Vote: Donald Trump	9%	(20)	91%	(196)	216
2016 Vote: Someone else	1%	(1)	99%	(47)	47
2016 Vote: Didn't Vote	3%	(2)	97%	(73)	75
Voted in 2014: Yes	10%	(38)	90%	(352)	391
Voted in 2014: No	2%	(2)	98%	(114)	117
2012 Vote: Barack Obama	9%	(17)	91%	(171)	188
2012 Vote: Mitt Romney	9%	(17)	91%	(173)	189
2012 Vote: Other	11%	(2)	89%	(19)	21
2012 Vote: Didn't Vote	4%	(5)	96%	(105)	109
4-Region: Northeast	12%	(11)	88%	(82)	93
4-Region: Midwest	7%	(9)	93%	(113)	122
4-Region: South	7%	(13)	93%	(172)	185
4-Region: West	8%	(8)	92%	(99)	107
Age: 18-39	9%	(12)	91%	(127)	139
Age: 40-59	11%	(20)	89%	(157)	177
Age: 65+	5%	(9)	95%	(183)	192
Small Business Owners	8%	(35)	92%	(421)	455

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Table BPC12_2_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(41)	92%	(467)	507
SB owners of 0-5 employees	2%	(4)	98%	(151)	155
SB owners of 6-15 employees	7%	(8)	93%	(98)	105
SB owners of 16-30 employees	15%	(19)	85%	(101)	120
SB owners of 31-50 employees	7%	(5)	93%	(70)	75
C-Level Executive	11%	(6)	89%	(46)	52

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

Table BPC12_2_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(100)	80%	(407)	507
Gender: Male	18%	(46)	82%	(203)	249
Gender: Female	21%	(54)	79%	(204)	258
Age: 18-29	18%	(13)	82%	(56)	69
Age: 30-44	14%	(15)	86%	(89)	103
Age: 45-54	13%	(13)	87%	(83)	95
Age: 55-64	16%	(15)	84%	(76)	90
Age: 65+	30%	(46)	70%	(104)	150
Generation Z: 18-21	18%	(4)	82%	(18)	22
Millennial: Age 22-37	15%	(15)	85%	(89)	104
Generation X: Age 38-53	14%	(18)	86%	(112)	130
Boomers: Age 54-72	23%	(53)	77%	(175)	228
PID: Dem (no lean)	22%	(32)	78%	(113)	145
PID: Ind (no lean)	15%	(23)	85%	(128)	151
PID: Rep (no lean)	21%	(45)	79%	(167)	212
PID/Gender: Dem Men	19%	(12)	81%	(52)	64
PID/Gender: Dem Women	25%	(20)	75%	(61)	81
PID/Gender: Ind Men	14%	(10)	86%	(61)	71
PID/Gender: Ind Women	17%	(13)	83%	(67)	80
PID/Gender: Rep Men	21%	(24)	79%	(90)	114
PID/Gender: Rep Women	21%	(21)	79%	(76)	97
Ideo: Liberal (1-3)	13%	(19)	87%	(123)	142
Ideo: Moderate (4)	16%	(19)	84%	(102)	121
Ideo: Conservative (5-7)	27%	(58)	73%	(162)	220
Educ: < College	23%	(69)	77%	(225)	294
Educ: Bachelors degree	16%	(21)	84%	(111)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_2_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(100)	80%	(407)	507
Income: Under 50k	26%	(47)	74%	(133)	180
Income: 50k-100k	17%	(30)	83%	(150)	181
Income: 100k+	15%	(22)	85%	(124)	147
Ethnicity: White	21%	(88)	79%	(325)	412
Ethnicity: Hispanic	14%	(8)	86%	(49)	57
Ethnicity: Afr. Am.	12%	(7)	88%	(54)	62
Ethnicity: Other	15%	(5)	85%	(28)	33
Relig: Protestant	20%	(33)	80%	(130)	163
Relig: Roman Catholic	22%	(21)	78%	(73)	94
Relig: Something Else	11%	(4)	89%	(30)	34
Relig: Jewish	11%	(3)	89%	(26)	30
Relig: Evangelical	23%	(46)	77%	(155)	200
Relig: Non-Evang. Catholics	13%	(12)	87%	(78)	90
Relig: All Christian	20%	(57)	80%	(233)	290
Relig: All Non-Christian	7%	(3)	93%	(39)	42
Community: Urban	14%	(17)	86%	(105)	122
Community: Suburban	21%	(50)	79%	(186)	236
Community: Rural	22%	(32)	78%	(116)	149
Military HH: Yes	25%	(23)	75%	(68)	91
Military HH: No	18%	(77)	82%	(340)	417
RD/WT: Right Direction	22%	(54)	78%	(188)	242
RD/WT: Wrong Track	17%	(46)	83%	(219)	265
Trump Job Approve	24%	(62)	76%	(193)	255
Trump Job Disapprove	15%	(37)	85%	(208)	244
Trump Job Strongly Approve	29%	(44)	71%	(106)	150
Trump Job Somewhat Approve	17%	(18)	83%	(87)	105
Trump Job Somewhat Disapprove	12%	(5)	88%	(36)	41
Trump Job Strongly Disapprove	16%	(32)	84%	(171)	203

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Table BPC12_2_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(100)	80%	(407)	507
#1 Issue: Economy	22%	(33)	78%	(115)	149
#1 Issue: Security	19%	(24)	81%	(103)	127
#1 Issue: Health Care	12%	(10)	88%	(78)	88
#1 Issue: Medicare / Social Security	29%	(20)	71%	(49)	69
#1 Issue: Women's Issues	14%	(2)	86%	(14)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	26%	(5)	74%	(15)	21
#1 Issue: Other	21%	(3)	79%	(11)	14
2018 House Vote: Democrat	15%	(29)	85%	(166)	195
2018 House Vote: Republican	22%	(48)	78%	(171)	219
2018 House Vote: Someone else	13%	(2)	87%	(14)	16
2018 House Vote: Didnt Vote	27%	(21)	73%	(57)	78
2016 Vote: Hillary Clinton	15%	(25)	85%	(143)	169
2016 Vote: Donald Trump	24%	(53)	76%	(164)	216
2016 Vote: Someone else	10%	(5)	90%	(42)	47
2016 Vote: Didnt Vote	23%	(17)	77%	(58)	75
Voted in 2014: Yes	19%	(74)	81%	(316)	391
Voted in 2014: No	22%	(26)	78%	(91)	117
2012 Vote: Barack Obama	15%	(27)	85%	(161)	188
2012 Vote: Mitt Romney	24%	(46)	76%	(143)	189
2012 Vote: Other	25%	(5)	75%	(16)	21
2012 Vote: Didn't Vote	20%	(21)	80%	(88)	109
4-Region: Northeast	14%	(13)	86%	(80)	93
4-Region: Midwest	26%	(32)	74%	(90)	122
4-Region: South	18%	(34)	82%	(151)	185
4-Region: West	20%	(22)	80%	(85)	107
Age: 18-39	17%	(24)	83%	(116)	139
Age: 40-59	15%	(26)	85%	(151)	177
Age: 65+	26%	(51)	74%	(141)	192
Small Business Owners	20%	(91)	80%	(364)	455

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Table BPC12_2_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	20%	(100)	80%	(407)	507
SB owners of 0-5 employees	37%	(57)	63%	(98)	155
SB owners of 6-15 employees	16%	(17)	84%	(88)	105
SB owners of 16-30 employees	6%	(7)	94%	(113)	120
SB owners of 31-50 employees	14%	(11)	86%	(64)	75
C-Level Executive	17%	(9)	83%	(43)	52

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

Table BPC12_2_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(52)	90%	(455)	507
Gender: Male	7%	(16)	93%	(233)	249
Gender: Female	14%	(36)	86%	(222)	258
Age: 18-29	5%	(4)	95%	(65)	69
Age: 30-44	8%	(9)	92%	(95)	103
Age: 45-54	3%	(3)	97%	(92)	95
Age: 55-64	12%	(11)	88%	(79)	90
Age: 65+	17%	(26)	83%	(124)	150
Generation Z: 18-21	2%	(0)	98%	(21)	22
Millennial: Age 22-37	7%	(7)	93%	(97)	104
Generation X: Age 38-53	5%	(7)	95%	(123)	130
Boomers: Age 54-72	17%	(38)	83%	(190)	228
PID: Dem (no lean)	6%	(9)	94%	(136)	145
PID: Ind (no lean)	21%	(32)	79%	(119)	151
PID: Rep (no lean)	6%	(12)	94%	(200)	212
PID/Gender: Dem Men	4%	(2)	96%	(62)	64
PID/Gender: Dem Women	8%	(6)	92%	(74)	81
PID/Gender: Ind Men	10%	(7)	90%	(64)	71
PID/Gender: Ind Women	31%	(25)	69%	(55)	80
PID/Gender: Rep Men	6%	(7)	94%	(108)	114
PID/Gender: Rep Women	5%	(5)	95%	(92)	97
Ideo: Liberal (1-3)	6%	(9)	94%	(133)	142
Ideo: Moderate (4)	16%	(19)	84%	(103)	121
Ideo: Conservative (5-7)	7%	(15)	93%	(206)	220
Educ: < College	12%	(34)	88%	(260)	294
Educ: Bachelors degree	5%	(7)	95%	(126)	132
Educ: Post-grad	14%	(12)	86%	(69)	81

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Table BPC12_2_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(52)	90%	(455)	507
Income: Under 50k	17%	(30)	83%	(150)	180
Income: 50k-100k	9%	(16)	91%	(165)	181
Income: 100k+	4%	(6)	96%	(141)	147
Ethnicity: White	11%	(47)	89%	(365)	412
Ethnicity: Hispanic	1%	(1)	99%	(57)	57
Ethnicity: Afr. Am.	6%	(4)	94%	(58)	62
Ethnicity: Other	5%	(2)	95%	(32)	33
Relig: Protestant	15%	(25)	85%	(137)	163
Relig: Roman Catholic	9%	(8)	91%	(85)	94
Relig: Something Else	8%	(3)	92%	(31)	34
Relig: Jewish	1%	(0)	99%	(29)	30
Relig: Evangelical	16%	(32)	84%	(168)	200
Relig: Non-Evang. Catholics	5%	(4)	95%	(86)	90
Relig: All Christian	12%	(36)	88%	(254)	290
Relig: All Non-Christian	5%	(2)	95%	(40)	42
Community: Urban	15%	(18)	85%	(105)	122
Community: Suburban	7%	(17)	93%	(220)	236
Community: Rural	12%	(18)	88%	(131)	149
Military HH: Yes	5%	(4)	95%	(86)	91
Military HH: No	12%	(48)	88%	(369)	417
RD/WT: Right Direction	7%	(16)	93%	(226)	242
RD/WT: Wrong Track	14%	(36)	86%	(229)	265
Trump Job Approve	6%	(16)	94%	(239)	255
Trump Job Disapprove	15%	(36)	85%	(209)	244
Trump Job Strongly Approve	5%	(8)	95%	(142)	150
Trump Job Somewhat Approve	8%	(8)	92%	(97)	105
Trump Job Somewhat Disapprove	1%	(1)	99%	(40)	41
Trump Job Strongly Disapprove	17%	(35)	83%	(168)	203

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Table BPC12_2_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(52)	90%	(455)	507
#1 Issue: Economy	5%	(8)	95%	(141)	149
#1 Issue: Security	10%	(12)	90%	(114)	127
#1 Issue: Health Care	11%	(9)	89%	(79)	88
#1 Issue: Medicare / Social Security	14%	(10)	86%	(59)	69
#1 Issue: Women's Issues	17%	(3)	83%	(14)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	41%	(8)	59%	(12)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	11%	(21)	89%	(174)	195
2018 House Vote: Republican	6%	(12)	94%	(206)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	23%	(18)	77%	(60)	78
2016 Vote: Hillary Clinton	11%	(19)	89%	(150)	169
2016 Vote: Donald Trump	6%	(14)	94%	(202)	216
2016 Vote: Someone else	17%	(8)	83%	(39)	47
2016 Vote: Didn't Vote	15%	(12)	85%	(64)	75
Voted in 2014: Yes	8%	(32)	92%	(358)	391
Voted in 2014: No	17%	(20)	83%	(97)	117
2012 Vote: Barack Obama	14%	(27)	86%	(161)	188
2012 Vote: Mitt Romney	5%	(9)	95%	(180)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	15%	(16)	85%	(93)	109
4-Region: Northeast	7%	(7)	93%	(86)	93
4-Region: Midwest	11%	(13)	89%	(109)	122
4-Region: South	10%	(18)	90%	(166)	185
4-Region: West	13%	(14)	87%	(93)	107
Age: 18-39	6%	(9)	94%	(130)	139
Age: 40-59	6%	(11)	94%	(166)	177
Age: 65+	17%	(33)	83%	(159)	192
Small Business Owners	11%	(49)	89%	(406)	455

Continued on next page

Table BPC12_2_7NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Paternity leave Don't know/Unsure*

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(52)	90%	(455)	507
SB owners of 0-5 employees	18%	(28)	82%	(127)	155
SB owners of 6-15 employees	10%	(10)	90%	(95)	105
SB owners of 16-30 employees	8%	(10)	92%	(110)	120
SB owners of 31-50 employees	1%	(1)	99%	(74)	75
C-Level Executive	6%	(3)	94%	(49)	52

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

Table BPC12_3_1NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(215)	58%	(292)	507
Gender: Male	44%	(110)	56%	(139)	249
Gender: Female	41%	(105)	59%	(153)	258
Age: 18-29	24%	(17)	76%	(52)	69
Age: 30-44	48%	(50)	52%	(53)	103
Age: 45-54	53%	(50)	47%	(45)	95
Age: 55-64	50%	(45)	50%	(45)	90
Age: 65+	35%	(53)	65%	(97)	150
Generation Z: 18-21	24%	(5)	76%	(17)	22
Millennial: Age 22-37	38%	(39)	62%	(65)	104
Generation X: Age 38-53	52%	(68)	48%	(62)	130
Boomers: Age 54-72	40%	(92)	60%	(136)	228
PID: Dem (no lean)	42%	(61)	58%	(84)	145
PID: Ind (no lean)	37%	(57)	63%	(94)	151
PID: Rep (no lean)	46%	(98)	54%	(113)	212
PID/Gender: Dem Men	42%	(27)	58%	(37)	64
PID/Gender: Dem Women	42%	(34)	58%	(47)	81
PID/Gender: Ind Men	46%	(33)	54%	(38)	71
PID/Gender: Ind Women	30%	(24)	70%	(57)	80
PID/Gender: Rep Men	44%	(50)	56%	(64)	114
PID/Gender: Rep Women	49%	(48)	51%	(49)	97
Ideo: Liberal (1-3)	44%	(62)	56%	(79)	142
Ideo: Moderate (4)	47%	(58)	53%	(64)	121
Ideo: Conservative (5-7)	40%	(89)	60%	(132)	220
Educ: < College	37%	(108)	63%	(186)	294
Educ: Bachelors degree	52%	(69)	48%	(63)	132
Educ: Post-grad	47%	(38)	53%	(43)	81

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Table BPC12_3_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(215)	58%	(292)	507
Income: Under 50k	29%	(53)	71%	(127)	180
Income: 50k-100k	41%	(74)	59%	(106)	181
Income: 100k+	60%	(88)	40%	(59)	147
Ethnicity: White	44%	(180)	56%	(232)	412
Ethnicity: Hispanic	36%	(21)	64%	(36)	57
Ethnicity: Afr. Am.	31%	(19)	69%	(42)	62
Ethnicity: Other	48%	(16)	52%	(17)	33
Relig: Protestant	41%	(67)	59%	(96)	163
Relig: Roman Catholic	29%	(27)	71%	(67)	94
Relig: Something Else	46%	(15)	54%	(18)	34
Relig: Jewish	62%	(18)	38%	(11)	30
Relig: Evangelical	34%	(69)	66%	(131)	200
Relig: Non-Evang. Catholics	45%	(40)	55%	(50)	90
Relig: All Christian	38%	(109)	62%	(181)	290
Relig: All Non-Christian	65%	(27)	35%	(14)	42
Community: Urban	32%	(39)	68%	(84)	122
Community: Suburban	47%	(111)	53%	(125)	236
Community: Rural	44%	(65)	56%	(83)	149
Military HH: Yes	43%	(39)	57%	(52)	91
Military HH: No	42%	(177)	58%	(240)	417
RD/WT: Right Direction	38%	(92)	62%	(150)	242
RD/WT: Wrong Track	46%	(123)	54%	(142)	265
Trump Job Approve	39%	(98)	61%	(156)	255
Trump Job Disapprove	46%	(111)	54%	(133)	244
Trump Job Strongly Approve	35%	(53)	65%	(97)	150
Trump Job Somewhat Approve	44%	(46)	56%	(59)	105
Trump Job Somewhat Disapprove	53%	(22)	47%	(19)	41
Trump Job Strongly Disapprove	44%	(90)	56%	(114)	203

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Table BPC12_3_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(215)	58%	(292)	507
#1 Issue: Economy	43%	(64)	57%	(85)	149
#1 Issue: Security	45%	(56)	55%	(70)	127
#1 Issue: Health Care	55%	(49)	45%	(39)	88
#1 Issue: Medicare / Social Security	30%	(20)	70%	(49)	69
#1 Issue: Women's Issues	35%	(6)	65%	(11)	17
#1 Issue: Education	48%	(12)	52%	(12)	24
#1 Issue: Energy	15%	(3)	85%	(18)	21
#1 Issue: Other	40%	(5)	60%	(8)	14
2018 House Vote: Democrat	46%	(89)	54%	(106)	195
2018 House Vote: Republican	46%	(100)	54%	(119)	219
2018 House Vote: Someone else	20%	(3)	80%	(13)	16
2018 House Vote: Didnt Vote	30%	(23)	70%	(55)	78
2016 Vote: Hillary Clinton	47%	(79)	53%	(89)	169
2016 Vote: Donald Trump	45%	(97)	55%	(120)	216
2016 Vote: Someone else	32%	(15)	68%	(32)	47
2016 Vote: Didnt Vote	32%	(24)	68%	(51)	75
Voted in 2014: Yes	46%	(181)	54%	(210)	391
Voted in 2014: No	30%	(35)	70%	(82)	117
2012 Vote: Barack Obama	50%	(94)	50%	(94)	188
2012 Vote: Mitt Romney	46%	(87)	54%	(102)	189
2012 Vote: Other	20%	(4)	80%	(17)	21
2012 Vote: Didn't Vote	27%	(30)	73%	(79)	109
4-Region: Northeast	47%	(44)	53%	(49)	93
4-Region: Midwest	38%	(46)	62%	(76)	122
4-Region: South	45%	(82)	55%	(103)	185
4-Region: West	40%	(43)	60%	(64)	107
Age: 18-39	36%	(50)	64%	(89)	139
Age: 40-59	52%	(92)	48%	(85)	177
Age: 65+	38%	(74)	62%	(118)	192
Small Business Owners	41%	(185)	59%	(270)	455

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Table BPC12_3_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	42%	(215)	58%	(292)	507
SB owners of 0-5 employees	30%	(47)	70%	(108)	155
SB owners of 6-15 employees	40%	(42)	60%	(63)	105
SB owners of 16-30 employees	50%	(60)	50%	(60)	120
SB owners of 31-50 employees	48%	(36)	52%	(39)	75
C-Level Executive	58%	(30)	42%	(22)	52

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

Table BPC12_3_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	13%	(67)	87%	(440)	507
Gender: Male	13%	(33)	87%	(216)	249
Gender: Female	13%	(34)	87%	(224)	258
Age: 18-29	24%	(17)	76%	(52)	69
Age: 30-44	15%	(16)	85%	(88)	103
Age: 45-54	16%	(15)	84%	(80)	95
Age: 55-64	12%	(11)	88%	(80)	90
Age: 65+	6%	(9)	94%	(141)	150
Generation Z: 18-21	15%	(3)	85%	(19)	22
Millennial: Age 22-37	24%	(25)	76%	(79)	104
Generation X: Age 38-53	13%	(16)	87%	(113)	130
Boomers: Age 54-72	10%	(23)	90%	(205)	228
PID: Dem (no lean)	16%	(23)	84%	(121)	145
PID: Ind (no lean)	12%	(18)	88%	(133)	151
PID: Rep (no lean)	12%	(26)	88%	(186)	212
PID/Gender: Dem Men	16%	(11)	84%	(54)	64
PID/Gender: Dem Women	16%	(13)	84%	(68)	81
PID/Gender: Ind Men	11%	(8)	89%	(63)	71
PID/Gender: Ind Women	12%	(10)	88%	(71)	80
PID/Gender: Rep Men	13%	(15)	87%	(100)	114
PID/Gender: Rep Women	11%	(11)	89%	(86)	97
Ideo: Liberal (1-3)	14%	(19)	86%	(122)	142
Ideo: Moderate (4)	12%	(14)	88%	(107)	121
Ideo: Conservative (5-7)	14%	(31)	86%	(189)	220
Educ: < College	13%	(39)	87%	(255)	294
Educ: Bachelors degree	13%	(18)	87%	(115)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_3_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	13%	(67)	87%	(440)	507
Income: Under 50k	18%	(32)	82%	(148)	180
Income: 50k-100k	13%	(23)	87%	(158)	181
Income: 100k+	8%	(12)	92%	(134)	147
Ethnicity: White	12%	(52)	88%	(361)	412
Ethnicity: Hispanic	20%	(12)	80%	(46)	57
Ethnicity: Afr. Am.	16%	(10)	84%	(52)	62
Ethnicity: Other	17%	(6)	83%	(28)	33
Relig: Protestant	14%	(22)	86%	(141)	163
Relig: Roman Catholic	16%	(15)	84%	(79)	94
Relig: Something Else	16%	(6)	84%	(28)	34
Relig: Jewish	3%	(1)	97%	(29)	30
Relig: Evangelical	11%	(21)	89%	(179)	200
Relig: Non-Evang. Catholics	23%	(21)	77%	(69)	90
Relig: All Christian	15%	(42)	85%	(248)	290
Relig: All Non-Christian	9%	(4)	91%	(38)	42
Community: Urban	16%	(19)	84%	(103)	122
Community: Suburban	11%	(27)	89%	(209)	236
Community: Rural	14%	(20)	86%	(128)	149
Military HH: Yes	13%	(12)	87%	(79)	91
Military HH: No	13%	(55)	87%	(362)	417
RD/WT: Right Direction	15%	(36)	85%	(206)	242
RD/WT: Wrong Track	12%	(31)	88%	(234)	265
Trump Job Approve	13%	(33)	87%	(221)	255
Trump Job Disapprove	13%	(32)	87%	(212)	244
Trump Job Strongly Approve	12%	(17)	88%	(133)	150
Trump Job Somewhat Approve	15%	(16)	85%	(89)	105
Trump Job Somewhat Disapprove	31%	(13)	69%	(28)	41
Trump Job Strongly Disapprove	10%	(19)	90%	(184)	203

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Table BPC12_3_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	13%	(67)	87%	(440)	507
#1 Issue: Economy	17%	(25)	83%	(124)	149
#1 Issue: Security	13%	(16)	87%	(110)	127
#1 Issue: Health Care	12%	(10)	88%	(78)	88
#1 Issue: Medicare / Social Security	7%	(5)	93%	(64)	69
#1 Issue: Women's Issues	—	(0)	100%	(17)	17
#1 Issue: Education	23%	(6)	77%	(19)	24
#1 Issue: Energy	12%	(2)	88%	(18)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	12%	(23)	88%	(172)	195
2018 House Vote: Republican	11%	(25)	89%	(194)	219
2018 House Vote: Someone else	33%	(5)	67%	(11)	16
2018 House Vote: Didn't Vote	17%	(13)	83%	(64)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(150)	169
2016 Vote: Donald Trump	14%	(30)	86%	(186)	216
2016 Vote: Someone else	8%	(4)	92%	(44)	47
2016 Vote: Didn't Vote	20%	(15)	80%	(60)	75
Voted in 2014: Yes	13%	(49)	87%	(341)	391
Voted in 2014: No	15%	(18)	85%	(99)	117
2012 Vote: Barack Obama	12%	(22)	88%	(166)	188
2012 Vote: Mitt Romney	10%	(19)	90%	(170)	189
2012 Vote: Other	25%	(5)	75%	(16)	21
2012 Vote: Didn't Vote	19%	(20)	81%	(89)	109
4-Region: Northeast	12%	(11)	88%	(82)	93
4-Region: Midwest	9%	(11)	91%	(111)	122
4-Region: South	13%	(24)	87%	(161)	185
4-Region: West	19%	(20)	81%	(87)	107
Age: 18-39	20%	(28)	80%	(111)	139
Age: 40-59	13%	(23)	87%	(153)	177
Age: 65+	8%	(16)	92%	(176)	192
Small Business Owners	14%	(62)	86%	(393)	455

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Table BPC12_3_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	13%	(67)	87%	(440)	507
SB owners of 0-5 employees	8%	(13)	92%	(142)	155
SB owners of 6-15 employees	20%	(21)	80%	(84)	105
SB owners of 16-30 employees	18%	(21)	82%	(99)	120
SB owners of 31-50 employees	9%	(7)	91%	(69)	75
C-Level Executive	10%	(5)	90%	(47)	52

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

Table BPC12_3_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	5%	(26)	95%	(481)	507
Gender: Male	5%	(12)	95%	(237)	249
Gender: Female	5%	(14)	95%	(244)	258
Age: 18-29	15%	(10)	85%	(59)	69
Age: 30-44	6%	(6)	94%	(97)	103
Age: 45-54	5%	(5)	95%	(90)	95
Age: 55-64	2%	(2)	98%	(88)	90
Age: 65+	2%	(3)	98%	(147)	150
Generation Z: 18-21	25%	(5)	75%	(16)	22
Millennial: Age 22-37	9%	(10)	91%	(95)	104
Generation X: Age 38-53	5%	(6)	95%	(124)	130
Boomers: Age 54-72	2%	(5)	98%	(223)	228
PID: Dem (no lean)	7%	(10)	93%	(135)	145
PID: Ind (no lean)	2%	(4)	98%	(147)	151
PID: Rep (no lean)	6%	(13)	94%	(199)	212
PID/Gender: Dem Men	8%	(5)	92%	(59)	64
PID/Gender: Dem Women	6%	(5)	94%	(76)	81
PID/Gender: Ind Men	4%	(3)	96%	(68)	71
PID/Gender: Ind Women	1%	(1)	99%	(80)	80
PID/Gender: Rep Men	4%	(4)	96%	(110)	114
PID/Gender: Rep Women	9%	(8)	91%	(89)	97
Ideo: Liberal (1-3)	8%	(11)	92%	(131)	142
Ideo: Moderate (4)	2%	(2)	98%	(119)	121
Ideo: Conservative (5-7)	5%	(12)	95%	(209)	220
Educ: < College	6%	(18)	94%	(276)	294
Educ: Bachelors degree	5%	(6)	95%	(126)	132
Educ: Post-grad	2%	(2)	98%	(79)	81

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Table BPC12_3_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	5%	(26)	95%	(481)	507
Income: Under 50k	7%	(13)	93%	(167)	180
Income: 50k-100k	7%	(13)	93%	(168)	181
Income: 100k+	1%	(1)	99%	(146)	147
Ethnicity: White	3%	(13)	97%	(400)	412
Ethnicity: Hispanic	15%	(9)	85%	(49)	57
Ethnicity: Afr. Am.	14%	(8)	86%	(53)	62
Ethnicity: Other	14%	(5)	86%	(29)	33
Relig: Protestant	3%	(4)	97%	(158)	163
Relig: Roman Catholic	4%	(4)	96%	(90)	94
Relig: Something Else	4%	(1)	96%	(32)	34
Relig: Jewish	6%	(2)	94%	(28)	30
Relig: Evangelical	5%	(9)	95%	(191)	200
Relig: Non-Evang. Catholics	—	(0)	100%	(90)	90
Relig: All Christian	3%	(10)	97%	(281)	290
Relig: All Non-Christian	8%	(3)	92%	(38)	42
Community: Urban	8%	(10)	92%	(112)	122
Community: Suburban	5%	(11)	95%	(225)	236
Community: Rural	3%	(5)	97%	(144)	149
Military HH: Yes	1%	(1)	99%	(89)	91
Military HH: No	6%	(25)	94%	(392)	417
RD/WT: Right Direction	5%	(12)	95%	(230)	242
RD/WT: Wrong Track	5%	(14)	95%	(251)	265
Trump Job Approve	7%	(17)	93%	(238)	255
Trump Job Disapprove	4%	(9)	96%	(235)	244
Trump Job Strongly Approve	6%	(10)	94%	(140)	150
Trump Job Somewhat Approve	7%	(7)	93%	(98)	105
Trump Job Somewhat Disapprove	2%	(1)	98%	(40)	41
Trump Job Strongly Disapprove	4%	(8)	96%	(195)	203

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Table BPC12_3_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	5%	(26)	95%	(481)	507
#1 Issue: Economy	5%	(8)	95%	(141)	149
#1 Issue: Security	3%	(3)	97%	(123)	127
#1 Issue: Health Care	7%	(6)	93%	(82)	88
#1 Issue: Medicare / Social Security	4%	(3)	96%	(66)	69
#1 Issue: Women's Issues	5%	(1)	95%	(16)	17
#1 Issue: Education	19%	(5)	81%	(19)	24
#1 Issue: Energy	—	(0)	100%	(21)	21
#1 Issue: Other	5%	(1)	95%	(13)	14
2018 House Vote: Democrat	5%	(10)	95%	(185)	195
2018 House Vote: Republican	6%	(13)	94%	(206)	219
2018 House Vote: Someone else	16%	(3)	84%	(13)	16
2018 House Vote: Didn't Vote	1%	(1)	99%	(77)	78
2016 Vote: Hillary Clinton	6%	(10)	94%	(159)	169
2016 Vote: Donald Trump	5%	(10)	95%	(206)	216
2016 Vote: Someone else	11%	(5)	89%	(42)	47
2016 Vote: Didn't Vote	2%	(1)	98%	(74)	75
Voted in 2014: Yes	5%	(19)	95%	(371)	391
Voted in 2014: No	6%	(7)	94%	(110)	117
2012 Vote: Barack Obama	5%	(8)	95%	(180)	188
2012 Vote: Mitt Romney	5%	(10)	95%	(180)	189
2012 Vote: Other	—	(0)	100%	(21)	21
2012 Vote: Didn't Vote	7%	(8)	93%	(101)	109
4-Region: Northeast	2%	(2)	98%	(91)	93
4-Region: Midwest	5%	(6)	95%	(117)	122
4-Region: South	5%	(9)	95%	(176)	185
4-Region: West	9%	(9)	91%	(98)	107
Age: 18-39	11%	(15)	89%	(124)	139
Age: 40-59	3%	(6)	97%	(171)	177
Age: 65+	3%	(5)	97%	(187)	192
Small Business Owners	6%	(25)	94%	(430)	455

Continued on next page

Table BPC12_3_3NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Hire a permanent replacement*

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	5%	(26)	95%	(481)	507
SB owners of 0-5 employees	1%	(1)	99%	(154)	155
SB owners of 6-15 employees	10%	(10)	90%	(95)	105
SB owners of 16-30 employees	4%	(5)	96%	(115)	120
SB owners of 31-50 employees	12%	(9)	88%	(66)	75
C-Level Executive	1%	(1)	99%	(51)	52

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

Table BPC12_3_4NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(83)	84%	(425)	507
Gender: Male	18%	(44)	82%	(206)	249
Gender: Female	15%	(39)	85%	(219)	258
Age: 18-29	15%	(11)	85%	(58)	69
Age: 30-44	18%	(19)	82%	(84)	103
Age: 45-54	17%	(16)	83%	(79)	95
Age: 55-64	18%	(17)	82%	(74)	90
Age: 65+	14%	(21)	86%	(129)	150
Generation Z: 18-21	30%	(7)	70%	(15)	22
Millennial: Age 22-37	11%	(11)	89%	(93)	104
Generation X: Age 38-53	21%	(27)	79%	(103)	130
Boomers: Age 54-72	13%	(30)	87%	(198)	228
PID: Dem (no lean)	20%	(29)	80%	(116)	145
PID: Ind (no lean)	18%	(27)	82%	(124)	151
PID: Rep (no lean)	13%	(27)	87%	(185)	212
PID/Gender: Dem Men	22%	(14)	78%	(50)	64
PID/Gender: Dem Women	18%	(15)	82%	(66)	81
PID/Gender: Ind Men	20%	(14)	80%	(56)	71
PID/Gender: Ind Women	15%	(12)	85%	(68)	80
PID/Gender: Rep Men	13%	(15)	87%	(99)	114
PID/Gender: Rep Women	12%	(12)	88%	(85)	97
Ideo: Liberal (1-3)	20%	(28)	80%	(113)	142
Ideo: Moderate (4)	13%	(16)	87%	(106)	121
Ideo: Conservative (5-7)	17%	(36)	83%	(184)	220
Educ: < College	11%	(33)	89%	(261)	294
Educ: Bachelors degree	20%	(27)	80%	(106)	132
Educ: Post-grad	28%	(23)	72%	(58)	81

Continued on next page

Table BPC12_3_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(83)	84%	(425)	507
Income: Under 50k	14%	(25)	86%	(155)	180
Income: 50k-100k	16%	(30)	84%	(151)	181
Income: 100k+	19%	(28)	81%	(119)	147
Ethnicity: White	16%	(66)	84%	(346)	412
Ethnicity: Hispanic	18%	(10)	82%	(47)	57
Ethnicity: Afr. Am.	13%	(8)	87%	(53)	62
Ethnicity: Other	25%	(8)	75%	(25)	33
Relig: Protestant	13%	(21)	87%	(142)	163
Relig: Roman Catholic	21%	(20)	79%	(74)	94
Relig: Something Else	22%	(7)	78%	(26)	34
Relig: Jewish	10%	(3)	90%	(27)	30
Relig: Evangelical	19%	(39)	81%	(162)	200
Relig: Non-Evang. Catholics	11%	(9)	89%	(80)	90
Relig: All Christian	17%	(48)	83%	(242)	290
Relig: All Non-Christian	19%	(8)	81%	(33)	42
Community: Urban	20%	(25)	80%	(98)	122
Community: Suburban	16%	(37)	84%	(199)	236
Community: Rural	14%	(21)	86%	(128)	149
Military HH: Yes	17%	(15)	83%	(75)	91
Military HH: No	16%	(67)	84%	(349)	417
RD/WT: Right Direction	14%	(35)	86%	(207)	242
RD/WT: Wrong Track	18%	(48)	82%	(217)	265
Trump Job Approve	16%	(41)	84%	(213)	255
Trump Job Disapprove	17%	(41)	83%	(203)	244
Trump Job Strongly Approve	14%	(21)	86%	(129)	150
Trump Job Somewhat Approve	20%	(21)	80%	(84)	105
Trump Job Somewhat Disapprove	6%	(2)	94%	(39)	41
Trump Job Strongly Disapprove	19%	(39)	81%	(164)	203

Continued on next page

Table BPC12_3_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(83)	84%	(425)	507
#1 Issue: Economy	12%	(18)	88%	(130)	149
#1 Issue: Security	19%	(24)	81%	(102)	127
#1 Issue: Health Care	17%	(15)	83%	(73)	88
#1 Issue: Medicare / Social Security	12%	(8)	88%	(61)	69
#1 Issue: Women's Issues	52%	(9)	48%	(8)	17
#1 Issue: Education	14%	(3)	86%	(21)	24
#1 Issue: Energy	12%	(2)	88%	(18)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	19%	(37)	81%	(158)	195
2018 House Vote: Republican	15%	(33)	85%	(185)	219
2018 House Vote: Someone else	25%	(4)	75%	(12)	16
2018 House Vote: Didn't Vote	11%	(8)	89%	(69)	78
2016 Vote: Hillary Clinton	18%	(31)	82%	(138)	169
2016 Vote: Donald Trump	14%	(29)	86%	(187)	216
2016 Vote: Someone else	23%	(11)	77%	(37)	47
2016 Vote: Didn't Vote	15%	(11)	85%	(64)	75
Voted in 2014: Yes	17%	(67)	83%	(324)	391
Voted in 2014: No	14%	(16)	86%	(101)	117
2012 Vote: Barack Obama	16%	(31)	84%	(157)	188
2012 Vote: Mitt Romney	17%	(33)	83%	(156)	189
2012 Vote: Other	30%	(6)	70%	(15)	21
2012 Vote: Didn't Vote	12%	(13)	88%	(97)	109
4-Region: Northeast	25%	(23)	75%	(70)	93
4-Region: Midwest	16%	(19)	84%	(103)	122
4-Region: South	14%	(26)	86%	(159)	185
4-Region: West	13%	(14)	87%	(93)	107
Age: 18-39	16%	(22)	84%	(117)	139
Age: 40-59	19%	(34)	81%	(143)	177
Age: 65+	14%	(27)	86%	(165)	192
Small Business Owners	15%	(68)	85%	(388)	455

Continued on next page

Table BPC12_3_4NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement Put the work on hold until the employee returns from leave*

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(83)	84%	(425)	507
SB owners of 0-5 employees	10%	(16)	90%	(139)	155
SB owners of 6-15 employees	9%	(9)	91%	(96)	105
SB owners of 16-30 employees	22%	(27)	78%	(94)	120
SB owners of 31-50 employees	21%	(16)	79%	(59)	75
C-Level Executive	29%	(15)	71%	(37)	52

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

Table BPC12_3_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
Gender: Male	10%	(25)	90%	(224)	249
Gender: Female	5%	(12)	95%	(246)	258
Age: 18-29	17%	(12)	83%	(57)	69
Age: 30-44	7%	(7)	93%	(96)	103
Age: 45-54	11%	(11)	89%	(85)	95
Age: 55-64	7%	(6)	93%	(84)	90
Age: 65+	1%	(1)	99%	(148)	150
Generation Z: 18-21	13%	(3)	87%	(19)	22
Millennial: Age 22-37	14%	(14)	86%	(90)	104
Generation X: Age 38-53	9%	(11)	91%	(118)	130
Boomers: Age 54-72	4%	(9)	96%	(219)	228
PID: Dem (no lean)	6%	(9)	94%	(136)	145
PID: Ind (no lean)	6%	(9)	94%	(142)	151
PID: Rep (no lean)	9%	(19)	91%	(193)	212
PID/Gender: Dem Men	11%	(7)	89%	(57)	64
PID/Gender: Dem Women	2%	(2)	98%	(79)	81
PID/Gender: Ind Men	6%	(4)	94%	(66)	71
PID/Gender: Ind Women	6%	(5)	94%	(76)	80
PID/Gender: Rep Men	12%	(14)	88%	(101)	114
PID/Gender: Rep Women	5%	(5)	95%	(92)	97
Ideo: Liberal (1-3)	13%	(18)	87%	(123)	142
Ideo: Moderate (4)	4%	(5)	96%	(116)	121
Ideo: Conservative (5-7)	6%	(13)	94%	(207)	220
Educ: < College	7%	(20)	93%	(274)	294
Educ: Bachelors degree	8%	(11)	92%	(122)	132
Educ: Post-grad	8%	(6)	92%	(75)	81

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Table BPC12_3_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
Income: Under 50k	7%	(13)	93%	(167)	180
Income: 50k-100k	8%	(14)	92%	(166)	181
Income: 100k+	6%	(9)	94%	(137)	147
Ethnicity: White	6%	(26)	94%	(387)	412
Ethnicity: Hispanic	26%	(15)	74%	(42)	57
Ethnicity: Afr. Am.	14%	(9)	86%	(53)	62
Ethnicity: Other	9%	(3)	91%	(30)	33
Relig: Protestant	3%	(6)	97%	(157)	163
Relig: Roman Catholic	12%	(12)	88%	(82)	94
Relig: Something Else	4%	(1)	96%	(32)	34
Relig: Jewish	9%	(3)	91%	(27)	30
Relig: Evangelical	5%	(10)	95%	(191)	200
Relig: Non-Evang. Catholics	10%	(9)	90%	(81)	90
Relig: All Christian	6%	(18)	94%	(272)	290
Relig: All Non-Christian	4%	(2)	96%	(40)	42
Community: Urban	9%	(10)	91%	(112)	122
Community: Suburban	10%	(23)	90%	(213)	236
Community: Rural	3%	(4)	97%	(145)	149
Military HH: Yes	7%	(7)	93%	(84)	91
Military HH: No	7%	(30)	93%	(386)	417
RD/WT: Right Direction	9%	(23)	91%	(219)	242
RD/WT: Wrong Track	5%	(14)	95%	(251)	265
Trump Job Approve	8%	(21)	92%	(233)	255
Trump Job Disapprove	6%	(16)	94%	(229)	244
Trump Job Strongly Approve	7%	(11)	93%	(139)	150
Trump Job Somewhat Approve	10%	(11)	90%	(94)	105
Trump Job Somewhat Disapprove	7%	(3)	93%	(38)	41
Trump Job Strongly Disapprove	6%	(13)	94%	(191)	203

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Table BPC12_3_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
#1 Issue: Economy	5%	(7)	95%	(141)	149
#1 Issue: Security	5%	(6)	95%	(121)	127
#1 Issue: Health Care	9%	(8)	91%	(80)	88
#1 Issue: Medicare / Social Security	9%	(6)	91%	(63)	69
#1 Issue: Women's Issues	3%	(1)	97%	(16)	17
#1 Issue: Education	30%	(7)	70%	(17)	24
#1 Issue: Energy	5%	(1)	95%	(20)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	10%	(20)	90%	(175)	195
2018 House Vote: Republican	7%	(16)	93%	(203)	219
2018 House Vote: Someone else	5%	(1)	95%	(15)	16
2018 House Vote: Didnt Vote	1%	(1)	99%	(77)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(151)	169
2016 Vote: Donald Trump	7%	(14)	93%	(202)	216
2016 Vote: Someone else	2%	(1)	98%	(46)	47
2016 Vote: Didnt Vote	5%	(4)	95%	(72)	75
Voted in 2014: Yes	7%	(27)	93%	(363)	391
Voted in 2014: No	8%	(10)	92%	(107)	117
2012 Vote: Barack Obama	7%	(14)	93%	(174)	188
2012 Vote: Mitt Romney	7%	(13)	93%	(177)	189
2012 Vote: Other	5%	(1)	95%	(20)	21
2012 Vote: Didn't Vote	9%	(10)	91%	(100)	109
4-Region: Northeast	5%	(4)	95%	(89)	93
4-Region: Midwest	13%	(17)	87%	(106)	122
4-Region: South	2%	(4)	98%	(181)	185
4-Region: West	12%	(13)	88%	(94)	107
Age: 18-39	13%	(17)	87%	(122)	139
Age: 40-59	8%	(15)	92%	(162)	177
Age: 65+	3%	(5)	97%	(187)	192
Small Business Owners	6%	(29)	94%	(426)	455

Continued on next page

Table BPC12_3_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(470)	507
SB owners of 0-5 employees	2%	(3)	98%	(152)	155
SB owners of 6-15 employees	8%	(8)	92%	(97)	105
SB owners of 16-30 employees	9%	(10)	91%	(110)	120
SB owners of 31-50 employees	10%	(8)	90%	(67)	75
C-Level Executive	15%	(8)	85%	(44)	52

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

Table BPC12_3_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(88)	83%	(420)	507
Gender: Male	15%	(38)	85%	(212)	249
Gender: Female	19%	(50)	81%	(208)	258
Age: 18-29	13%	(9)	87%	(60)	69
Age: 30-44	14%	(14)	86%	(89)	103
Age: 45-54	13%	(12)	87%	(83)	95
Age: 55-64	17%	(15)	83%	(75)	90
Age: 65+	25%	(38)	75%	(112)	150
Generation Z: 18-21	11%	(2)	89%	(19)	22
Millennial: Age 22-37	12%	(13)	88%	(91)	104
Generation X: Age 38-53	15%	(19)	85%	(110)	130
Boomers: Age 54-72	22%	(50)	78%	(178)	228
PID: Dem (no lean)	17%	(24)	83%	(121)	145
PID: Ind (no lean)	14%	(21)	86%	(130)	151
PID: Rep (no lean)	20%	(42)	80%	(169)	212
PID/Gender: Dem Men	10%	(7)	90%	(58)	64
PID/Gender: Dem Women	22%	(18)	78%	(63)	81
PID/Gender: Ind Men	12%	(9)	88%	(62)	71
PID/Gender: Ind Women	16%	(12)	84%	(68)	80
PID/Gender: Rep Men	19%	(22)	81%	(92)	114
PID/Gender: Rep Women	21%	(20)	79%	(77)	97
Ideo: Liberal (1-3)	11%	(16)	89%	(125)	142
Ideo: Moderate (4)	15%	(18)	85%	(104)	121
Ideo: Conservative (5-7)	23%	(51)	77%	(170)	220
Educ: < College	22%	(65)	78%	(229)	294
Educ: Bachelors degree	13%	(18)	87%	(115)	132
Educ: Post-grad	7%	(6)	93%	(75)	81

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Table BPC12_3_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(88)	83%	(420)	507
Income: Under 50k	20%	(36)	80%	(144)	180
Income: 50k-100k	17%	(31)	83%	(150)	181
Income: 100k+	15%	(22)	85%	(125)	147
Ethnicity: White	19%	(80)	81%	(332)	412
Ethnicity: Hispanic	7%	(4)	93%	(54)	57
Ethnicity: Afr. Am.	12%	(7)	88%	(55)	62
Ethnicity: Other	3%	(1)	97%	(33)	33
Relig: Protestant	19%	(30)	81%	(132)	163
Relig: Roman Catholic	17%	(16)	83%	(78)	94
Relig: Something Else	6%	(2)	94%	(32)	34
Relig: Jewish	14%	(4)	86%	(26)	30
Relig: Evangelical	18%	(37)	82%	(164)	200
Relig: Non-Evang. Catholics	13%	(12)	87%	(78)	90
Relig: All Christian	17%	(48)	83%	(242)	290
Relig: All Non-Christian	13%	(5)	87%	(36)	42
Community: Urban	9%	(11)	91%	(112)	122
Community: Suburban	19%	(46)	81%	(190)	236
Community: Rural	21%	(31)	79%	(117)	149
Military HH: Yes	23%	(21)	77%	(70)	91
Military HH: No	16%	(67)	84%	(350)	417
RD/WT: Right Direction	20%	(49)	80%	(193)	242
RD/WT: Wrong Track	15%	(39)	85%	(227)	265
Trump Job Approve	22%	(55)	78%	(200)	255
Trump Job Disapprove	13%	(32)	87%	(213)	244
Trump Job Strongly Approve	27%	(41)	73%	(109)	150
Trump Job Somewhat Approve	14%	(14)	86%	(91)	105
Trump Job Somewhat Disapprove	13%	(5)	87%	(36)	41
Trump Job Strongly Disapprove	13%	(26)	87%	(177)	203

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Table BPC12_3_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(88)	83%	(420)	507
#1 Issue: Economy	21%	(32)	79%	(117)	149
#1 Issue: Security	15%	(19)	85%	(107)	127
#1 Issue: Health Care	8%	(7)	92%	(82)	88
#1 Issue: Medicare / Social Security	29%	(20)	71%	(49)	69
#1 Issue: Women's Issues	10%	(2)	90%	(15)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	18%	(4)	82%	(17)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	11%	(21)	89%	(174)	195
2018 House Vote: Republican	21%	(47)	79%	(172)	219
2018 House Vote: Someone else	10%	(2)	90%	(14)	16
2018 House Vote: Didnt Vote	23%	(18)	77%	(59)	78
2016 Vote: Hillary Clinton	12%	(21)	88%	(148)	169
2016 Vote: Donald Trump	23%	(49)	77%	(167)	216
2016 Vote: Someone else	8%	(4)	92%	(44)	47
2016 Vote: Didnt Vote	19%	(14)	81%	(61)	75
Voted in 2014: Yes	17%	(66)	83%	(325)	391
Voted in 2014: No	19%	(22)	81%	(95)	117
2012 Vote: Barack Obama	13%	(24)	87%	(164)	188
2012 Vote: Mitt Romney	21%	(39)	79%	(150)	189
2012 Vote: Other	28%	(6)	72%	(15)	21
2012 Vote: Didn't Vote	18%	(19)	82%	(90)	109
4-Region: Northeast	13%	(12)	87%	(81)	93
4-Region: Midwest	21%	(26)	79%	(97)	122
4-Region: South	19%	(34)	81%	(151)	185
4-Region: West	15%	(16)	85%	(91)	107
Age: 18-39	14%	(19)	86%	(120)	139
Age: 40-59	15%	(27)	85%	(150)	177
Age: 65+	22%	(42)	78%	(150)	192
Small Business Owners	19%	(87)	81%	(368)	455

Continued on next page

Table BPC12_3_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(88)	83%	(420)	507
SB owners of 0-5 employees	36%	(56)	64%	(99)	155
SB owners of 6-15 employees	13%	(14)	87%	(91)	105
SB owners of 16-30 employees	6%	(7)	94%	(113)	120
SB owners of 31-50 employees	13%	(10)	87%	(65)	75
C-Level Executive	2%	(1)	98%	(51)	52

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

Table BPC12_3_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
Gender: Male	6%	(16)	94%	(234)	249
Gender: Female	14%	(35)	86%	(223)	258
Age: 18-29	7%	(5)	93%	(64)	69
Age: 30-44	8%	(8)	92%	(95)	103
Age: 45-54	3%	(3)	97%	(92)	95
Age: 55-64	9%	(8)	91%	(83)	90
Age: 65+	18%	(27)	82%	(123)	150
Generation Z: 18-21	2%	(0)	98%	(21)	22
Millennial: Age 22-37	7%	(8)	93%	(96)	104
Generation X: Age 38-53	5%	(7)	95%	(123)	130
Boomers: Age 54-72	16%	(35)	84%	(193)	228
PID: Dem (no lean)	7%	(11)	93%	(134)	145
PID: Ind (no lean)	19%	(28)	81%	(123)	151
PID: Rep (no lean)	5%	(11)	95%	(200)	212
PID/Gender: Dem Men	7%	(5)	93%	(59)	64
PID/Gender: Dem Women	7%	(6)	93%	(75)	81
PID/Gender: Ind Men	8%	(6)	92%	(65)	71
PID/Gender: Ind Women	28%	(23)	72%	(58)	80
PID/Gender: Rep Men	5%	(5)	95%	(109)	114
PID/Gender: Rep Women	6%	(6)	94%	(91)	97
Ideo: Liberal (1-3)	8%	(11)	92%	(131)	142
Ideo: Moderate (4)	14%	(17)	86%	(105)	121
Ideo: Conservative (5-7)	6%	(14)	94%	(207)	220
Educ: < College	12%	(37)	88%	(257)	294
Educ: Bachelors degree	4%	(5)	96%	(128)	132
Educ: Post-grad	11%	(9)	89%	(72)	81

Continued on next page

Table BPC12_3_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
Income: Under 50k	18%	(32)	82%	(148)	180
Income: 50k-100k	8%	(15)	92%	(166)	181
Income: 100k+	2%	(4)	98%	(143)	147
Ethnicity: White	11%	(44)	89%	(369)	412
Ethnicity: Hispanic	1%	(1)	99%	(57)	57
Ethnicity: Afr. Am.	8%	(5)	92%	(57)	62
Ethnicity: Other	5%	(2)	95%	(32)	33
Relig: Protestant	15%	(24)	85%	(138)	163
Relig: Roman Catholic	9%	(9)	91%	(85)	94
Relig: Something Else	8%	(3)	92%	(31)	34
Relig: Jewish	1%	(0)	99%	(29)	30
Relig: Evangelical	16%	(32)	84%	(168)	200
Relig: Non-Evang. Catholics	4%	(4)	96%	(86)	90
Relig: All Christian	12%	(36)	88%	(255)	290
Relig: All Non-Christian	4%	(2)	96%	(40)	42
Community: Urban	15%	(18)	85%	(104)	122
Community: Suburban	7%	(16)	93%	(220)	236
Community: Rural	11%	(16)	89%	(133)	149
Military HH: Yes	2%	(2)	98%	(89)	91
Military HH: No	12%	(49)	88%	(368)	417
RD/WT: Right Direction	7%	(17)	93%	(225)	242
RD/WT: Wrong Track	13%	(34)	87%	(232)	265
Trump Job Approve	6%	(16)	94%	(239)	255
Trump Job Disapprove	14%	(34)	86%	(210)	244
Trump Job Strongly Approve	5%	(7)	95%	(142)	150
Trump Job Somewhat Approve	8%	(8)	92%	(96)	105
Trump Job Somewhat Disapprove	—	(0)	100%	(41)	41
Trump Job Strongly Disapprove	17%	(34)	83%	(169)	203

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Table BPC12_3_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
#1 Issue: Economy	5%	(7)	95%	(142)	149
#1 Issue: Security	11%	(14)	89%	(113)	127
#1 Issue: Health Care	9%	(8)	91%	(80)	88
#1 Issue: Medicare / Social Security	14%	(10)	86%	(59)	69
#1 Issue: Women's Issues	13%	(2)	87%	(14)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	41%	(8)	59%	(12)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	11%	(21)	89%	(175)	195
2018 House Vote: Republican	5%	(11)	95%	(208)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	24%	(18)	76%	(59)	78
2016 Vote: Hillary Clinton	12%	(20)	88%	(149)	169
2016 Vote: Donald Trump	4%	(8)	96%	(208)	216
2016 Vote: Someone else	21%	(10)	79%	(37)	47
2016 Vote: Didn't Vote	17%	(13)	83%	(63)	75
Voted in 2014: Yes	8%	(30)	92%	(360)	391
Voted in 2014: No	17%	(20)	83%	(97)	117
2012 Vote: Barack Obama	13%	(25)	87%	(163)	188
2012 Vote: Mitt Romney	4%	(8)	96%	(181)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	15%	(17)	85%	(92)	109
4-Region: Northeast	8%	(7)	92%	(86)	93
4-Region: Midwest	10%	(13)	90%	(110)	122
4-Region: South	9%	(17)	91%	(168)	185
4-Region: West	12%	(13)	88%	(94)	107
Age: 18-39	7%	(9)	93%	(130)	139
Age: 40-59	6%	(10)	94%	(166)	177
Age: 65+	16%	(31)	84%	(161)	192
Small Business Owners	11%	(48)	89%	(407)	455

Continued on next page

Table BPC12_3_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Bereavement
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
SB owners of 0-5 employees	16%	(26)	84%	(129)	155
SB owners of 6-15 employees	10%	(10)	90%	(95)	105
SB owners of 16-30 employees	7%	(9)	93%	(111)	120
SB owners of 31-50 employees	5%	(3)	95%	(72)	75
C-Level Executive	5%	(2)	95%	(50)	52

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

Table BPC12_4_1NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Assign work temporarily to other employees*

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	46%	(233)	54%	(274)	507
Gender: Male	46%	(115)	54%	(134)	249
Gender: Female	46%	(118)	54%	(140)	258
Age: 18-29	33%	(23)	67%	(46)	69
Age: 30-44	53%	(55)	47%	(48)	103
Age: 45-54	50%	(47)	50%	(48)	95
Age: 55-64	47%	(42)	53%	(48)	90
Age: 65+	44%	(66)	56%	(84)	150
Generation Z: 18-21	43%	(9)	57%	(13)	22
Millennial: Age 22-37	43%	(45)	57%	(59)	104
Generation X: Age 38-53	51%	(67)	49%	(63)	130
Boomers: Age 54-72	42%	(96)	58%	(132)	228
PID: Dem (no lean)	45%	(65)	55%	(80)	145
PID: Ind (no lean)	37%	(55)	63%	(96)	151
PID: Rep (no lean)	53%	(113)	47%	(98)	212
PID/Gender: Dem Men	46%	(29)	54%	(35)	64
PID/Gender: Dem Women	44%	(35)	56%	(45)	81
PID/Gender: Ind Men	47%	(33)	53%	(37)	71
PID/Gender: Ind Women	27%	(22)	73%	(59)	80
PID/Gender: Rep Men	46%	(52)	54%	(62)	114
PID/Gender: Rep Women	63%	(61)	37%	(36)	97
Ideo: Liberal (1-3)	49%	(70)	51%	(72)	142
Ideo: Moderate (4)	41%	(50)	59%	(71)	121
Ideo: Conservative (5-7)	48%	(107)	52%	(114)	220
Educ: < College	41%	(122)	59%	(172)	294
Educ: Bachelors degree	53%	(71)	47%	(62)	132
Educ: Post-grad	50%	(41)	50%	(40)	81

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Table BPC12_4_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	46%	(233)	54%	(274)	507
Income: Under 50k	34%	(61)	66%	(119)	180
Income: 50k-100k	45%	(82)	55%	(99)	181
Income: 100k+	62%	(91)	38%	(56)	147
Ethnicity: White	46%	(190)	54%	(222)	412
Ethnicity: Hispanic	38%	(22)	62%	(36)	57
Ethnicity: Afr. Am.	43%	(27)	57%	(35)	62
Ethnicity: Other	49%	(16)	51%	(17)	33
Relig: Protestant	47%	(76)	53%	(87)	163
Relig: Roman Catholic	36%	(33)	64%	(60)	94
Relig: Something Else	56%	(19)	44%	(15)	34
Relig: Jewish	56%	(17)	44%	(13)	30
Relig: Evangelical	39%	(79)	61%	(121)	200
Relig: Non-Evang. Catholics	55%	(49)	45%	(41)	90
Relig: All Christian	44%	(128)	56%	(162)	290
Relig: All Non-Christian	58%	(24)	42%	(17)	42
Community: Urban	37%	(45)	63%	(77)	122
Community: Suburban	47%	(112)	53%	(124)	236
Community: Rural	51%	(76)	49%	(73)	149
Military HH: Yes	46%	(42)	54%	(49)	91
Military HH: No	46%	(191)	54%	(225)	417
RD/WT: Right Direction	47%	(114)	53%	(128)	242
RD/WT: Wrong Track	45%	(119)	55%	(146)	265
Trump Job Approve	46%	(117)	54%	(138)	255
Trump Job Disapprove	46%	(112)	54%	(132)	244
Trump Job Strongly Approve	41%	(61)	59%	(89)	150
Trump Job Somewhat Approve	53%	(56)	47%	(49)	105
Trump Job Somewhat Disapprove	47%	(19)	53%	(22)	41
Trump Job Strongly Disapprove	46%	(93)	54%	(110)	203

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Table BPC12_4_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	46%	(233)	54%	(274)	507
#1 Issue: Economy	49%	(72)	51%	(76)	149
#1 Issue: Security	50%	(64)	50%	(63)	127
#1 Issue: Health Care	50%	(44)	50%	(44)	88
#1 Issue: Medicare / Social Security	25%	(17)	75%	(52)	69
#1 Issue: Women's Issues	49%	(8)	51%	(9)	17
#1 Issue: Education	60%	(14)	40%	(10)	24
#1 Issue: Energy	29%	(6)	71%	(15)	21
#1 Issue: Other	52%	(7)	48%	(7)	14
2018 House Vote: Democrat	49%	(95)	51%	(100)	195
2018 House Vote: Republican	52%	(114)	48%	(104)	219
2018 House Vote: Someone else	10%	(2)	90%	(14)	16
2018 House Vote: Didnt Vote	29%	(22)	71%	(55)	78
2016 Vote: Hillary Clinton	50%	(85)	50%	(84)	169
2016 Vote: Donald Trump	51%	(110)	49%	(106)	216
2016 Vote: Someone else	25%	(12)	75%	(35)	47
2016 Vote: Didnt Vote	35%	(26)	65%	(49)	75
Voted in 2014: Yes	49%	(192)	51%	(199)	391
Voted in 2014: No	35%	(41)	65%	(75)	117
2012 Vote: Barack Obama	47%	(89)	53%	(99)	188
2012 Vote: Mitt Romney	52%	(99)	48%	(91)	189
2012 Vote: Other	11%	(2)	89%	(19)	21
2012 Vote: Didn't Vote	39%	(43)	61%	(66)	109
4-Region: Northeast	53%	(50)	47%	(43)	93
4-Region: Midwest	48%	(58)	52%	(64)	122
4-Region: South	46%	(85)	54%	(99)	185
4-Region: West	37%	(40)	63%	(67)	107
Age: 18-39	43%	(59)	57%	(80)	139
Age: 40-59	52%	(92)	48%	(85)	177
Age: 65+	43%	(82)	57%	(110)	192

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Table BPC12_4_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	46%	(233)	54%	(274)	507
Small Business Owners	43%	(196)	57%	(260)	455
SB owners of 0-5 employees	34%	(52)	66%	(103)	155
SB owners of 6-15 employees	36%	(38)	64%	(67)	105
SB owners of 16-30 employees	54%	(65)	46%	(55)	120
SB owners of 31-50 employees	53%	(40)	47%	(35)	75
C-Level Executive	72%	(37)	28%	(15)	52

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

Table BPC12_4_2NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	22%	(112)	78%	(396)	507
Gender: Male	22%	(54)	78%	(195)	249
Gender: Female	22%	(58)	78%	(200)	258
Age: 18-29	35%	(24)	65%	(45)	69
Age: 30-44	26%	(27)	74%	(77)	103
Age: 45-54	29%	(28)	71%	(67)	95
Age: 55-64	17%	(16)	83%	(75)	90
Age: 65+	12%	(17)	88%	(133)	150
Generation Z: 18-21	42%	(9)	58%	(13)	22
Millennial: Age 22-37	30%	(32)	70%	(72)	104
Generation X: Age 38-53	27%	(35)	73%	(94)	130
Boomers: Age 54-72	14%	(31)	86%	(197)	228
PID: Dem (no lean)	27%	(40)	73%	(105)	145
PID: Ind (no lean)	21%	(32)	79%	(119)	151
PID: Rep (no lean)	19%	(40)	81%	(171)	212
PID/Gender: Dem Men	33%	(21)	67%	(43)	64
PID/Gender: Dem Women	23%	(18)	77%	(62)	81
PID/Gender: Ind Men	19%	(13)	81%	(57)	71
PID/Gender: Ind Women	23%	(19)	77%	(62)	80
PID/Gender: Rep Men	17%	(19)	83%	(95)	114
PID/Gender: Rep Women	21%	(21)	79%	(76)	97
Ideo: Liberal (1-3)	24%	(34)	76%	(107)	142
Ideo: Moderate (4)	23%	(27)	77%	(94)	121
Ideo: Conservative (5-7)	20%	(44)	80%	(176)	220
Educ: < College	23%	(68)	77%	(226)	294
Educ: Bachelors degree	17%	(22)	83%	(110)	132
Educ: Post-grad	26%	(21)	74%	(60)	81

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Table BPC12_4_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	22%	(112)	78%	(396)	507
Income: Under 50k	21%	(38)	79%	(142)	180
Income: 50k-100k	25%	(45)	75%	(136)	181
Income: 100k+	20%	(29)	80%	(117)	147
Ethnicity: White	21%	(85)	79%	(327)	412
Ethnicity: Hispanic	28%	(16)	72%	(41)	57
Ethnicity: Afr. Am.	26%	(16)	74%	(46)	62
Ethnicity: Other	31%	(10)	69%	(23)	33
Relig: Protestant	18%	(29)	82%	(133)	163
Relig: Roman Catholic	23%	(22)	77%	(72)	94
Relig: Something Else	24%	(8)	76%	(25)	34
Relig: Jewish	11%	(3)	89%	(26)	30
Relig: Evangelical	16%	(33)	84%	(167)	200
Relig: Non-Evang. Catholics	29%	(26)	71%	(63)	90
Relig: All Christian	20%	(59)	80%	(231)	290
Relig: All Non-Christian	35%	(15)	65%	(27)	42
Community: Urban	27%	(33)	73%	(89)	122
Community: Suburban	22%	(51)	78%	(185)	236
Community: Rural	19%	(28)	81%	(121)	149
Military HH: Yes	23%	(21)	77%	(70)	91
Military HH: No	22%	(90)	78%	(326)	417
RD/WT: Right Direction	23%	(56)	77%	(186)	242
RD/WT: Wrong Track	21%	(55)	79%	(210)	265
Trump Job Approve	21%	(53)	79%	(202)	255
Trump Job Disapprove	22%	(54)	78%	(190)	244
Trump Job Strongly Approve	15%	(22)	85%	(127)	150
Trump Job Somewhat Approve	29%	(30)	71%	(75)	105
Trump Job Somewhat Disapprove	25%	(10)	75%	(31)	41
Trump Job Strongly Disapprove	22%	(44)	78%	(159)	203

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Table BPC12_4_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	22%	(112)	78%	(396)	507
#1 Issue: Economy	23%	(34)	77%	(115)	149
#1 Issue: Security	19%	(24)	81%	(103)	127
#1 Issue: Health Care	29%	(25)	71%	(63)	88
#1 Issue: Medicare / Social Security	13%	(9)	87%	(60)	69
#1 Issue: Women's Issues	12%	(2)	88%	(15)	17
#1 Issue: Education	57%	(14)	43%	(10)	24
#1 Issue: Energy	8%	(2)	92%	(19)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	22%	(43)	78%	(152)	195
2018 House Vote: Republican	18%	(39)	82%	(180)	219
2018 House Vote: Someone else	49%	(8)	51%	(8)	16
2018 House Vote: Didnt Vote	28%	(22)	72%	(56)	78
2016 Vote: Hillary Clinton	21%	(35)	79%	(134)	169
2016 Vote: Donald Trump	19%	(42)	81%	(174)	216
2016 Vote: Someone else	31%	(15)	69%	(33)	47
2016 Vote: Didnt Vote	27%	(21)	73%	(55)	75
Voted in 2014: Yes	22%	(85)	78%	(306)	391
Voted in 2014: No	23%	(27)	77%	(90)	117
2012 Vote: Barack Obama	24%	(46)	76%	(142)	188
2012 Vote: Mitt Romney	18%	(33)	82%	(156)	189
2012 Vote: Other	38%	(8)	62%	(13)	21
2012 Vote: Didn't Vote	22%	(25)	78%	(85)	109
4-Region: Northeast	17%	(16)	83%	(77)	93
4-Region: Midwest	17%	(20)	83%	(102)	122
4-Region: South	26%	(48)	74%	(137)	185
4-Region: West	25%	(27)	75%	(80)	107
Age: 18-39	31%	(44)	69%	(96)	139
Age: 40-59	23%	(41)	77%	(136)	177
Age: 65+	14%	(27)	86%	(164)	192

Continued on next page

Table BPC12_4_2NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	22%	(112)	78%	(396)	507
Small Business Owners	23%	(105)	77%	(350)	455
SB owners of 0-5 employees	11%	(17)	89%	(138)	155
SB owners of 6-15 employees	29%	(30)	71%	(75)	105
SB owners of 16-30 employees	33%	(40)	67%	(80)	120
SB owners of 31-50 employees	24%	(18)	76%	(57)	75
C-Level Executive	12%	(6)	88%	(46)	52

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

Table BPC12_4_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(33)	93%	(474)	507
Gender: Male	5%	(12)	95%	(237)	249
Gender: Female	8%	(21)	92%	(237)	258
Age: 18-29	6%	(4)	94%	(65)	69
Age: 30-44	9%	(9)	91%	(94)	103
Age: 45-54	4%	(4)	96%	(91)	95
Age: 55-64	8%	(7)	92%	(83)	90
Age: 65+	6%	(9)	94%	(141)	150
Generation Z: 18-21	6%	(1)	94%	(21)	22
Millennial: Age 22-37	8%	(9)	92%	(95)	104
Generation X: Age 38-53	5%	(7)	95%	(123)	130
Boomers: Age 54-72	7%	(16)	93%	(212)	228
PID: Dem (no lean)	5%	(8)	95%	(137)	145
PID: Ind (no lean)	8%	(12)	92%	(139)	151
PID: Rep (no lean)	6%	(14)	94%	(198)	212
PID/Gender: Dem Men	5%	(3)	95%	(61)	64
PID/Gender: Dem Women	5%	(4)	95%	(76)	81
PID/Gender: Ind Men	4%	(3)	96%	(68)	71
PID/Gender: Ind Women	11%	(9)	89%	(71)	80
PID/Gender: Rep Men	5%	(6)	95%	(109)	114
PID/Gender: Rep Women	8%	(8)	92%	(89)	97
Ideo: Liberal (1-3)	6%	(8)	94%	(133)	142
Ideo: Moderate (4)	6%	(7)	94%	(114)	121
Ideo: Conservative (5-7)	8%	(18)	92%	(202)	220
Educ: < College	6%	(19)	94%	(275)	294
Educ: Bachelors degree	8%	(11)	92%	(121)	132
Educ: Post-grad	5%	(4)	95%	(77)	81

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Table BPC12_4_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(33)	93%	(474)	507
Income: Under 50k	8%	(15)	92%	(165)	180
Income: 50k-100k	8%	(15)	92%	(166)	181
Income: 100k+	2%	(4)	98%	(143)	147
Ethnicity: White	6%	(26)	94%	(387)	412
Ethnicity: Hispanic	11%	(6)	89%	(51)	57
Ethnicity: Afr. Am.	11%	(7)	89%	(55)	62
Ethnicity: Other	4%	(1)	96%	(32)	33
Relig: Protestant	10%	(16)	90%	(146)	163
Relig: Roman Catholic	6%	(6)	94%	(88)	94
Relig: Something Else	7%	(2)	93%	(31)	34
Relig: Jewish	6%	(2)	94%	(28)	30
Relig: Evangelical	10%	(21)	90%	(180)	200
Relig: Non-Evang. Catholics	4%	(4)	96%	(86)	90
Relig: All Christian	8%	(24)	92%	(266)	290
Relig: All Non-Christian	2%	(1)	98%	(41)	42
Community: Urban	11%	(14)	89%	(109)	122
Community: Suburban	5%	(13)	95%	(223)	236
Community: Rural	4%	(6)	96%	(142)	149
Military HH: Yes	4%	(3)	96%	(87)	91
Military HH: No	7%	(30)	93%	(387)	417
RD/WT: Right Direction	5%	(13)	95%	(229)	242
RD/WT: Wrong Track	8%	(20)	92%	(245)	265
Trump Job Approve	6%	(16)	94%	(238)	255
Trump Job Disapprove	7%	(16)	93%	(228)	244
Trump Job Strongly Approve	6%	(9)	94%	(141)	150
Trump Job Somewhat Approve	7%	(7)	93%	(97)	105
Trump Job Somewhat Disapprove	6%	(2)	94%	(39)	41
Trump Job Strongly Disapprove	7%	(14)	93%	(190)	203

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Table BPC12_4_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(33)	93%	(474)	507
#1 Issue: Economy	7%	(10)	93%	(139)	149
#1 Issue: Security	6%	(8)	94%	(119)	127
#1 Issue: Health Care	4%	(3)	96%	(85)	88
#1 Issue: Medicare / Social Security	6%	(4)	94%	(65)	69
#1 Issue: Women's Issues	5%	(1)	95%	(16)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	34%	(7)	66%	(14)	21
#1 Issue: Other	5%	(1)	95%	(13)	14
2018 House Vote: Democrat	4%	(7)	96%	(188)	195
2018 House Vote: Republican	7%	(16)	93%	(203)	219
2018 House Vote: Someone else	13%	(2)	87%	(14)	16
2018 House Vote: Didn't Vote	11%	(8)	89%	(69)	78
2016 Vote: Hillary Clinton	4%	(8)	96%	(161)	169
2016 Vote: Donald Trump	5%	(11)	95%	(205)	216
2016 Vote: Someone else	24%	(12)	76%	(36)	47
2016 Vote: Didn't Vote	4%	(3)	96%	(72)	75
Voted in 2014: Yes	6%	(24)	94%	(367)	391
Voted in 2014: No	8%	(10)	92%	(107)	117
2012 Vote: Barack Obama	5%	(10)	95%	(178)	188
2012 Vote: Mitt Romney	8%	(14)	92%	(175)	189
2012 Vote: Other	—	(0)	100%	(21)	21
2012 Vote: Didn't Vote	8%	(9)	92%	(100)	109
4-Region: Northeast	6%	(5)	94%	(88)	93
4-Region: Midwest	5%	(6)	95%	(116)	122
4-Region: South	9%	(16)	91%	(169)	185
4-Region: West	5%	(6)	95%	(101)	107
Age: 18-39	7%	(10)	93%	(129)	139
Age: 40-59	6%	(10)	94%	(166)	177
Age: 65+	7%	(13)	93%	(179)	192

Continued on next page

Table BPC12_4_3NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(33)	93%	(474)	507
Small Business Owners	7%	(32)	93%	(424)	455
SB owners of 0-5 employees	1%	(2)	99%	(153)	155
SB owners of 6-15 employees	17%	(17)	83%	(88)	105
SB owners of 16-30 employees	6%	(7)	94%	(113)	120
SB owners of 31-50 employees	7%	(5)	93%	(70)	75
C-Level Executive	3%	(2)	97%	(50)	52

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

Table BPC12_4_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	11%	(57)	89%	(450)	507
Gender: Male	14%	(35)	86%	(214)	249
Gender: Female	9%	(22)	91%	(236)	258
Age: 18-29	17%	(12)	83%	(57)	69
Age: 30-44	15%	(16)	85%	(87)	103
Age: 45-54	13%	(13)	87%	(83)	95
Age: 55-64	8%	(7)	92%	(83)	90
Age: 65+	6%	(9)	94%	(140)	150
Generation Z: 18-21	14%	(3)	86%	(19)	22
Millennial: Age 22-37	19%	(20)	81%	(85)	104
Generation X: Age 38-53	12%	(16)	88%	(114)	130
Boomers: Age 54-72	8%	(19)	92%	(209)	228
PID: Dem (no lean)	12%	(18)	88%	(127)	145
PID: Ind (no lean)	10%	(15)	90%	(136)	151
PID: Rep (no lean)	11%	(24)	89%	(187)	212
PID/Gender: Dem Men	13%	(9)	87%	(56)	64
PID/Gender: Dem Women	12%	(9)	88%	(71)	81
PID/Gender: Ind Men	15%	(10)	85%	(60)	71
PID/Gender: Ind Women	6%	(5)	94%	(76)	80
PID/Gender: Rep Men	14%	(16)	86%	(98)	114
PID/Gender: Rep Women	8%	(8)	92%	(89)	97
Ideo: Liberal (1-3)	14%	(20)	86%	(122)	142
Ideo: Moderate (4)	7%	(9)	93%	(112)	121
Ideo: Conservative (5-7)	12%	(27)	88%	(193)	220
Educ: < College	11%	(32)	89%	(262)	294
Educ: Bachelors degree	11%	(14)	89%	(118)	132
Educ: Post-grad	13%	(11)	87%	(70)	81

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Table BPC12_4_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	11%	(57)	89%	(450)	507
Income: Under 50k	12%	(22)	88%	(158)	180
Income: 50k-100k	10%	(19)	90%	(162)	181
Income: 100k+	11%	(16)	89%	(130)	147
Ethnicity: White	9%	(38)	91%	(374)	412
Ethnicity: Hispanic	22%	(13)	78%	(45)	57
Ethnicity: Afr. Am.	25%	(15)	75%	(46)	62
Ethnicity: Other	11%	(4)	89%	(30)	33
Relig: Protestant	8%	(13)	92%	(150)	163
Relig: Roman Catholic	14%	(14)	86%	(80)	94
Relig: Something Else	23%	(8)	77%	(26)	34
Relig: Jewish	8%	(2)	92%	(27)	30
Relig: Evangelical	12%	(24)	88%	(177)	200
Relig: Non-Evang. Catholics	11%	(10)	89%	(80)	90
Relig: All Christian	12%	(34)	88%	(256)	290
Relig: All Non-Christian	14%	(6)	86%	(36)	42
Community: Urban	6%	(7)	94%	(115)	122
Community: Suburban	14%	(33)	86%	(204)	236
Community: Rural	12%	(18)	88%	(131)	149
Military HH: Yes	10%	(9)	90%	(82)	91
Military HH: No	12%	(48)	88%	(368)	417
RD/WT: Right Direction	11%	(26)	89%	(216)	242
RD/WT: Wrong Track	12%	(32)	88%	(234)	265
Trump Job Approve	11%	(29)	89%	(226)	255
Trump Job Disapprove	12%	(28)	88%	(216)	244
Trump Job Strongly Approve	11%	(16)	89%	(134)	150
Trump Job Somewhat Approve	12%	(12)	88%	(92)	105
Trump Job Somewhat Disapprove	8%	(3)	92%	(38)	41
Trump Job Strongly Disapprove	12%	(25)	88%	(178)	203

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Table BPC12_4_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	11%	(57)	89%	(450)	507
#1 Issue: Economy	12%	(18)	88%	(131)	149
#1 Issue: Security	13%	(17)	87%	(110)	127
#1 Issue: Health Care	9%	(8)	91%	(80)	88
#1 Issue: Medicare / Social Security	14%	(10)	86%	(59)	69
#1 Issue: Women's Issues	9%	(2)	91%	(15)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	6%	(1)	94%	(20)	21
#1 Issue: Other	—	(0)	100%	(14)	14
2018 House Vote: Democrat	14%	(27)	86%	(168)	195
2018 House Vote: Republican	11%	(25)	89%	(194)	219
2018 House Vote: Someone else	3%	(0)	97%	(16)	16
2018 House Vote: Didnt Vote	6%	(5)	94%	(73)	78
2016 Vote: Hillary Clinton	15%	(26)	85%	(143)	169
2016 Vote: Donald Trump	9%	(20)	91%	(197)	216
2016 Vote: Someone else	13%	(6)	87%	(41)	47
2016 Vote: Didnt Vote	7%	(5)	93%	(70)	75
Voted in 2014: Yes	11%	(42)	89%	(348)	391
Voted in 2014: No	13%	(15)	87%	(102)	117
2012 Vote: Barack Obama	13%	(24)	87%	(164)	188
2012 Vote: Mitt Romney	10%	(19)	90%	(170)	189
2012 Vote: Other	17%	(4)	83%	(17)	21
2012 Vote: Didn't Vote	10%	(11)	90%	(98)	109
4-Region: Northeast	16%	(15)	84%	(78)	93
4-Region: Midwest	13%	(16)	87%	(107)	122
4-Region: South	8%	(15)	92%	(170)	185
4-Region: West	11%	(12)	89%	(95)	107
Age: 18-39	17%	(24)	83%	(115)	139
Age: 40-59	11%	(20)	89%	(156)	177
Age: 65+	7%	(13)	93%	(179)	192

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Table BPC12_4_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	11%	(57)	89%	(450)	507
Small Business Owners	10%	(45)	90%	(410)	455
SB owners of 0-5 employees	10%	(15)	90%	(140)	155
SB owners of 6-15 employees	9%	(9)	91%	(96)	105
SB owners of 16-30 employees	12%	(14)	88%	(106)	120
SB owners of 31-50 employees	9%	(7)	91%	(69)	75
C-Level Executive	23%	(12)	77%	(40)	52

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

Table BPC12_4_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(465)	507
Gender: Male	10%	(25)	90%	(225)	249
Gender: Female	7%	(18)	93%	(240)	258
Age: 18-29	7%	(5)	93%	(64)	69
Age: 30-44	12%	(12)	88%	(91)	103
Age: 45-54	14%	(13)	86%	(82)	95
Age: 55-64	12%	(11)	88%	(79)	90
Age: 65+	1%	(1)	99%	(148)	150
Generation Z: 18-21	8%	(2)	92%	(20)	22
Millennial: Age 22-37	10%	(11)	90%	(93)	104
Generation X: Age 38-53	12%	(16)	88%	(114)	130
Boomers: Age 54-72	6%	(14)	94%	(214)	228
PID: Dem (no lean)	9%	(14)	91%	(131)	145
PID: Ind (no lean)	9%	(13)	91%	(138)	151
PID: Rep (no lean)	8%	(16)	92%	(196)	212
PID/Gender: Dem Men	12%	(8)	88%	(56)	64
PID/Gender: Dem Women	7%	(6)	93%	(75)	81
PID/Gender: Ind Men	12%	(8)	88%	(63)	71
PID/Gender: Ind Women	6%	(5)	94%	(75)	80
PID/Gender: Rep Men	7%	(8)	93%	(106)	114
PID/Gender: Rep Women	8%	(8)	92%	(90)	97
Ideo: Liberal (1-3)	13%	(18)	87%	(123)	142
Ideo: Moderate (4)	8%	(9)	92%	(112)	121
Ideo: Conservative (5-7)	7%	(15)	93%	(206)	220
Educ: < College	6%	(17)	94%	(277)	294
Educ: Bachelors degree	16%	(21)	84%	(112)	132
Educ: Post-grad	7%	(5)	93%	(76)	81

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Table BPC12_4_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(465)	507
Income: Under 50k	6%	(10)	94%	(170)	180
Income: 50k-100k	10%	(17)	90%	(163)	181
Income: 100k+	10%	(15)	90%	(132)	147
Ethnicity: White	8%	(32)	92%	(380)	412
Ethnicity: Hispanic	19%	(11)	81%	(47)	57
Ethnicity: Afr. Am.	10%	(6)	90%	(56)	62
Ethnicity: Other	13%	(4)	87%	(29)	33
Relig: Protestant	3%	(5)	97%	(157)	163
Relig: Roman Catholic	13%	(12)	87%	(82)	94
Relig: Something Else	15%	(5)	85%	(29)	34
Relig: Jewish	12%	(4)	88%	(26)	30
Relig: Evangelical	9%	(19)	91%	(182)	200
Relig: Non-Evang. Catholics	4%	(4)	96%	(86)	90
Relig: All Christian	8%	(23)	92%	(268)	290
Relig: All Non-Christian	3%	(1)	97%	(40)	42
Community: Urban	10%	(12)	90%	(110)	122
Community: Suburban	11%	(25)	89%	(211)	236
Community: Rural	4%	(5)	96%	(143)	149
Military HH: Yes	3%	(3)	97%	(88)	91
Military HH: No	10%	(40)	90%	(377)	417
RD/WT: Right Direction	8%	(20)	92%	(222)	242
RD/WT: Wrong Track	8%	(22)	92%	(243)	265
Trump Job Approve	8%	(21)	92%	(234)	255
Trump Job Disapprove	9%	(22)	91%	(223)	244
Trump Job Strongly Approve	6%	(9)	94%	(140)	150
Trump Job Somewhat Approve	11%	(12)	89%	(93)	105
Trump Job Somewhat Disapprove	11%	(5)	89%	(36)	41
Trump Job Strongly Disapprove	8%	(17)	92%	(186)	203

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Table BPC12_4_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(465)	507
#1 Issue: Economy	6%	(8)	94%	(140)	149
#1 Issue: Security	8%	(10)	92%	(116)	127
#1 Issue: Health Care	12%	(11)	88%	(77)	88
#1 Issue: Medicare / Social Security	4%	(3)	96%	(66)	69
#1 Issue: Women's Issues	25%	(4)	75%	(12)	17
#1 Issue: Education	23%	(5)	77%	(19)	24
#1 Issue: Energy	1%	(0)	99%	(20)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	10%	(19)	90%	(176)	195
2018 House Vote: Republican	9%	(20)	91%	(198)	219
2018 House Vote: Someone else	6%	(1)	94%	(15)	16
2018 House Vote: Didn't Vote	3%	(2)	97%	(76)	78
2016 Vote: Hillary Clinton	9%	(15)	91%	(154)	169
2016 Vote: Donald Trump	10%	(21)	90%	(195)	216
2016 Vote: Someone else	5%	(2)	95%	(45)	47
2016 Vote: Didn't Vote	5%	(4)	95%	(71)	75
Voted in 2014: Yes	9%	(37)	91%	(354)	391
Voted in 2014: No	5%	(6)	95%	(111)	117
2012 Vote: Barack Obama	9%	(17)	91%	(171)	188
2012 Vote: Mitt Romney	8%	(16)	92%	(174)	189
2012 Vote: Other	11%	(2)	89%	(19)	21
2012 Vote: Didn't Vote	7%	(8)	93%	(102)	109
4-Region: Northeast	11%	(11)	89%	(83)	93
4-Region: Midwest	7%	(9)	93%	(113)	122
4-Region: South	6%	(11)	94%	(174)	185
4-Region: West	11%	(12)	89%	(95)	107
Age: 18-39	10%	(14)	90%	(125)	139
Age: 40-59	12%	(21)	88%	(155)	177
Age: 65+	4%	(7)	96%	(184)	192

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Table BPC12_4_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(465)	507
Small Business Owners	9%	(39)	91%	(416)	455
SB owners of 0-5 employees	2%	(3)	98%	(152)	155
SB owners of 6-15 employees	10%	(11)	90%	(94)	105
SB owners of 16-30 employees	13%	(16)	87%	(104)	120
SB owners of 31-50 employees	12%	(9)	88%	(66)	75
C-Level Executive	7%	(4)	93%	(48)	52

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

Table BPC12_4_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(81)	84%	(426)	507
Gender: Male	15%	(38)	85%	(212)	249
Gender: Female	17%	(44)	83%	(214)	258
Age: 18-29	15%	(10)	85%	(58)	69
Age: 30-44	12%	(12)	88%	(91)	103
Age: 45-54	10%	(10)	90%	(85)	95
Age: 55-64	19%	(17)	81%	(73)	90
Age: 65+	21%	(32)	79%	(118)	150
Generation Z: 18-21	11%	(2)	89%	(19)	22
Millennial: Age 22-37	14%	(14)	86%	(90)	104
Generation X: Age 38-53	13%	(16)	87%	(113)	130
Boomers: Age 54-72	20%	(45)	80%	(183)	228
PID: Dem (no lean)	17%	(24)	83%	(121)	145
PID: Ind (no lean)	16%	(24)	84%	(127)	151
PID: Rep (no lean)	16%	(33)	84%	(178)	212
PID/Gender: Dem Men	10%	(7)	90%	(58)	64
PID/Gender: Dem Women	22%	(17)	78%	(63)	81
PID/Gender: Ind Men	13%	(9)	87%	(62)	71
PID/Gender: Ind Women	19%	(15)	81%	(65)	80
PID/Gender: Rep Men	19%	(22)	81%	(92)	114
PID/Gender: Rep Women	11%	(11)	89%	(86)	97
Ideo: Liberal (1-3)	11%	(16)	89%	(126)	142
Ideo: Moderate (4)	15%	(19)	85%	(103)	121
Ideo: Conservative (5-7)	20%	(44)	80%	(177)	220
Educ: < College	20%	(59)	80%	(235)	294
Educ: Bachelors degree	14%	(18)	86%	(115)	132
Educ: Post-grad	6%	(5)	94%	(76)	81

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Table BPC12_4_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(81)	84%	(426)	507
Income: Under 50k	22%	(39)	78%	(141)	180
Income: 50k-100k	16%	(28)	84%	(152)	181
Income: 100k+	9%	(14)	91%	(133)	147
Ethnicity: White	17%	(71)	83%	(341)	412
Ethnicity: Hispanic	9%	(5)	91%	(52)	57
Ethnicity: Afr. Am.	12%	(7)	88%	(54)	62
Ethnicity: Other	8%	(3)	92%	(31)	33
Relig: Protestant	15%	(25)	85%	(138)	163
Relig: Roman Catholic	18%	(17)	82%	(77)	94
Relig: Something Else	3%	(1)	97%	(33)	34
Relig: Jewish	11%	(3)	89%	(26)	30
Relig: Evangelical	18%	(37)	82%	(163)	200
Relig: Non-Evang. Catholics	7%	(6)	93%	(84)	90
Relig: All Christian	15%	(43)	85%	(247)	290
Relig: All Non-Christian	5%	(2)	95%	(39)	42
Community: Urban	10%	(13)	90%	(110)	122
Community: Suburban	19%	(46)	81%	(190)	236
Community: Rural	16%	(23)	84%	(126)	149
Military HH: Yes	23%	(21)	77%	(70)	91
Military HH: No	14%	(60)	86%	(356)	417
RD/WT: Right Direction	17%	(42)	83%	(200)	242
RD/WT: Wrong Track	15%	(40)	85%	(226)	265
Trump Job Approve	20%	(51)	80%	(204)	255
Trump Job Disapprove	12%	(29)	88%	(215)	244
Trump Job Strongly Approve	28%	(42)	72%	(108)	150
Trump Job Somewhat Approve	9%	(9)	91%	(96)	105
Trump Job Somewhat Disapprove	9%	(4)	91%	(37)	41
Trump Job Strongly Disapprove	13%	(26)	87%	(178)	203

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Table BPC12_4_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(81)	84%	(426)	507
#1 Issue: Economy	16%	(24)	84%	(125)	149
#1 Issue: Security	15%	(19)	85%	(108)	127
#1 Issue: Health Care	9%	(8)	91%	(80)	88
#1 Issue: Medicare / Social Security	30%	(21)	70%	(48)	69
#1 Issue: Women's Issues	9%	(1)	91%	(15)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	17%	(3)	83%	(17)	21
#1 Issue: Other	21%	(3)	79%	(11)	14
2018 House Vote: Democrat	11%	(21)	89%	(174)	195
2018 House Vote: Republican	17%	(37)	83%	(181)	219
2018 House Vote: Someone else	18%	(3)	82%	(13)	16
2018 House Vote: Didn't Vote	26%	(20)	74%	(58)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(150)	169
2016 Vote: Donald Trump	19%	(42)	81%	(174)	216
2016 Vote: Someone else	10%	(5)	90%	(42)	47
2016 Vote: Didn't Vote	22%	(16)	78%	(59)	75
Voted in 2014: Yes	15%	(57)	85%	(333)	391
Voted in 2014: No	21%	(24)	79%	(93)	117
2012 Vote: Barack Obama	11%	(20)	89%	(168)	188
2012 Vote: Mitt Romney	18%	(34)	82%	(155)	189
2012 Vote: Other	31%	(6)	69%	(14)	21
2012 Vote: Didn't Vote	19%	(21)	81%	(88)	109
4-Region: Northeast	15%	(14)	85%	(79)	93
4-Region: Midwest	15%	(19)	85%	(104)	122
4-Region: South	18%	(33)	82%	(152)	185
4-Region: West	15%	(16)	85%	(91)	107
Age: 18-39	14%	(20)	86%	(119)	139
Age: 40-59	14%	(24)	86%	(153)	177
Age: 65+	20%	(38)	80%	(154)	192

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Table BPC12_4_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	16%	(81)	84%	(426)	507
Small Business Owners	17%	(79)	83%	(377)	455
SB owners of 0-5 employees	33%	(51)	67%	(104)	155
SB owners of 6-15 employees	12%	(12)	88%	(93)	105
SB owners of 16-30 employees	5%	(6)	95%	(114)	120
SB owners of 31-50 employees	12%	(9)	88%	(66)	75
C-Level Executive	5%	(3)	95%	(49)	52

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

Table BPC12_4_7NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury*
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(471)	507
Gender: Male	4%	(10)	96%	(239)	249
Gender: Female	10%	(26)	90%	(232)	258
Age: 18-29	3%	(2)	97%	(66)	69
Age: 30-44	6%	(7)	94%	(97)	103
Age: 45-54	3%	(3)	97%	(92)	95
Age: 55-64	8%	(7)	92%	(83)	90
Age: 65+	12%	(18)	88%	(132)	150
Generation Z: 18-21	—	(0)	100%	(22)	22
Millennial: Age 22-37	5%	(5)	95%	(99)	104
Generation X: Age 38-53	4%	(6)	96%	(124)	130
Boomers: Age 54-72	11%	(26)	89%	(202)	228
PID: Dem (no lean)	6%	(9)	94%	(135)	145
PID: Ind (no lean)	12%	(19)	88%	(133)	151
PID: Rep (no lean)	4%	(9)	96%	(203)	212
PID/Gender: Dem Men	3%	(2)	97%	(62)	64
PID/Gender: Dem Women	9%	(7)	91%	(73)	81
PID/Gender: Ind Men	5%	(3)	95%	(67)	71
PID/Gender: Ind Women	19%	(15)	81%	(65)	80
PID/Gender: Rep Men	5%	(5)	95%	(109)	114
PID/Gender: Rep Women	4%	(4)	96%	(93)	97
Ideo: Liberal (1-3)	6%	(9)	94%	(133)	142
Ideo: Moderate (4)	8%	(10)	92%	(112)	121
Ideo: Conservative (5-7)	4%	(9)	96%	(211)	220
Educ: < College	8%	(23)	92%	(271)	294
Educ: Bachelors degree	3%	(4)	97%	(129)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_4_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(471)	507
Income: Under 50k	12%	(22)	88%	(158)	180
Income: 50k-100k	6%	(10)	94%	(170)	181
Income: 100k+	3%	(4)	97%	(143)	147
Ethnicity: White	8%	(32)	92%	(381)	412
Ethnicity: Hispanic	2%	(1)	98%	(57)	57
Ethnicity: Afr. Am.	6%	(4)	94%	(58)	62
Ethnicity: Other	4%	(1)	96%	(32)	33
Relig: Protestant	9%	(14)	91%	(148)	163
Relig: Roman Catholic	7%	(7)	93%	(87)	94
Relig: Something Else	6%	(2)	94%	(32)	34
Relig: Jewish	1%	(0)	99%	(29)	30
Relig: Evangelical	11%	(23)	89%	(177)	200
Relig: Non-Evang. Catholics	—	(0)	100%	(90)	90
Relig: All Christian	8%	(23)	92%	(267)	290
Relig: All Non-Christian	6%	(2)	94%	(39)	42
Community: Urban	8%	(10)	92%	(113)	122
Community: Suburban	6%	(15)	94%	(221)	236
Community: Rural	8%	(12)	92%	(137)	149
Military HH: Yes	3%	(2)	97%	(88)	91
Military HH: No	8%	(34)	92%	(382)	417
RD/WT: Right Direction	4%	(11)	96%	(231)	242
RD/WT: Wrong Track	10%	(26)	90%	(239)	265
Trump Job Approve	4%	(11)	96%	(244)	255
Trump Job Disapprove	10%	(25)	90%	(219)	244
Trump Job Strongly Approve	4%	(6)	96%	(143)	150
Trump Job Somewhat Approve	4%	(4)	96%	(101)	105
Trump Job Somewhat Disapprove	—	(0)	100%	(41)	41
Trump Job Strongly Disapprove	13%	(25)	87%	(178)	203

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Table BPC12_4_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(471)	507
#1 Issue: Economy	4%	(6)	96%	(143)	149
#1 Issue: Security	7%	(9)	93%	(118)	127
#1 Issue: Health Care	6%	(6)	94%	(82)	88
#1 Issue: Medicare / Social Security	13%	(9)	87%	(60)	69
#1 Issue: Women's Issues	20%	(3)	80%	(13)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	13%	(3)	87%	(18)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	10%	(19)	90%	(177)	195
2018 House Vote: Republican	4%	(8)	96%	(211)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	12%	(9)	88%	(68)	78
2016 Vote: Hillary Clinton	11%	(19)	89%	(150)	169
2016 Vote: Donald Trump	4%	(8)	96%	(208)	216
2016 Vote: Someone else	2%	(1)	98%	(46)	47
2016 Vote: Didn't Vote	13%	(9)	87%	(66)	75
Voted in 2014: Yes	7%	(26)	93%	(365)	391
Voted in 2014: No	10%	(11)	90%	(106)	117
2012 Vote: Barack Obama	12%	(23)	88%	(165)	188
2012 Vote: Mitt Romney	3%	(6)	97%	(183)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	7%	(7)	93%	(102)	109
4-Region: Northeast	6%	(6)	94%	(87)	93
4-Region: Midwest	10%	(12)	90%	(110)	122
4-Region: South	3%	(6)	97%	(179)	185
4-Region: West	12%	(13)	88%	(94)	107
Age: 18-39	5%	(7)	95%	(132)	139
Age: 40-59	5%	(8)	95%	(169)	177
Age: 65+	11%	(22)	89%	(170)	192

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Table BPC12_4_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Medical leave to treat or recover from a personal illness or injury

Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(37)	93%	(471)	507
Small Business Owners	8%	(36)	92%	(420)	455
SB owners of 0-5 employees	16%	(25)	84%	(130)	155
SB owners of 6-15 employees	3%	(3)	97%	(102)	105
SB owners of 16-30 employees	5%	(6)	95%	(114)	120
SB owners of 31-50 employees	1%	(1)	99%	(74)	75
C-Level Executive	2%	(1)	98%	(51)	52

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

Table BPC12_5_1NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	43%	(217)	57%	(291)	507
Gender: Male	44%	(110)	56%	(139)	249
Gender: Female	41%	(106)	59%	(152)	258
Age: 18-29	25%	(17)	75%	(52)	69
Age: 30-44	49%	(51)	51%	(52)	103
Age: 45-54	50%	(48)	50%	(47)	95
Age: 55-64	46%	(41)	54%	(49)	90
Age: 65+	40%	(59)	60%	(91)	150
Generation Z: 18-21	18%	(4)	82%	(18)	22
Millennial: Age 22-37	38%	(39)	62%	(65)	104
Generation X: Age 38-53	52%	(67)	48%	(62)	130
Boomers: Age 54-72	41%	(93)	59%	(135)	228
PID: Dem (no lean)	40%	(58)	60%	(87)	145
PID: Ind (no lean)	37%	(56)	63%	(95)	151
PID: Rep (no lean)	49%	(103)	51%	(108)	212
PID/Gender: Dem Men	32%	(21)	68%	(43)	64
PID/Gender: Dem Women	46%	(37)	54%	(44)	81
PID/Gender: Ind Men	52%	(37)	48%	(34)	71
PID/Gender: Ind Women	24%	(19)	76%	(61)	80
PID/Gender: Rep Men	46%	(53)	54%	(62)	114
PID/Gender: Rep Women	52%	(50)	48%	(47)	97
Ideo: Liberal (1-3)	45%	(63)	55%	(78)	142
Ideo: Moderate (4)	44%	(53)	56%	(69)	121
Ideo: Conservative (5-7)	44%	(96)	56%	(125)	220
Educ: < College	37%	(108)	63%	(186)	294
Educ: Bachelors degree	51%	(67)	49%	(65)	132
Educ: Post-grad	51%	(41)	49%	(40)	81

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Table BPC12_5_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	43%	(217)	57%	(291)	507
Income: Under 50k	33%	(60)	67%	(120)	180
Income: 50k-100k	42%	(77)	58%	(104)	181
Income: 100k+	55%	(80)	45%	(67)	147
Ethnicity: White	43%	(178)	57%	(235)	412
Ethnicity: Hispanic	40%	(23)	60%	(35)	57
Ethnicity: Afr. Am.	40%	(25)	60%	(37)	62
Ethnicity: Other	43%	(14)	57%	(19)	33
Relig: Protestant	44%	(72)	56%	(91)	163
Relig: Roman Catholic	35%	(33)	65%	(61)	94
Relig: Something Else	68%	(23)	32%	(11)	34
Relig: Jewish	57%	(17)	43%	(13)	30
Relig: Evangelical	44%	(88)	56%	(113)	200
Relig: Non-Evang. Catholics	45%	(40)	55%	(50)	90
Relig: All Christian	44%	(128)	56%	(162)	290
Relig: All Non-Christian	55%	(23)	45%	(19)	42
Community: Urban	30%	(37)	70%	(85)	122
Community: Suburban	48%	(113)	52%	(123)	236
Community: Rural	45%	(66)	55%	(82)	149
Military HH: Yes	47%	(42)	53%	(48)	91
Military HH: No	42%	(174)	58%	(242)	417
RD/WT: Right Direction	41%	(99)	59%	(143)	242
RD/WT: Wrong Track	44%	(118)	56%	(148)	265
Trump Job Approve	40%	(103)	60%	(152)	255
Trump Job Disapprove	45%	(110)	55%	(135)	244
Trump Job Strongly Approve	41%	(61)	59%	(88)	150
Trump Job Somewhat Approve	40%	(42)	60%	(63)	105
Trump Job Somewhat Disapprove	47%	(19)	53%	(22)	41
Trump Job Strongly Disapprove	44%	(90)	56%	(113)	203

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Table BPC12_5_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	43%	(217)	57%	(291)	507
#1 Issue: Economy	44%	(66)	56%	(83)	149
#1 Issue: Security	42%	(53)	58%	(74)	127
#1 Issue: Health Care	50%	(44)	50%	(44)	88
#1 Issue: Medicare / Social Security	32%	(22)	68%	(47)	69
#1 Issue: Women's Issues	52%	(9)	48%	(8)	17
#1 Issue: Education	56%	(13)	44%	(11)	24
#1 Issue: Energy	18%	(4)	82%	(17)	21
#1 Issue: Other	46%	(6)	54%	(7)	14
2018 House Vote: Democrat	44%	(86)	56%	(109)	195
2018 House Vote: Republican	50%	(109)	50%	(110)	219
2018 House Vote: Someone else	3%	(1)	97%	(15)	16
2018 House Vote: Didnt Vote	27%	(21)	73%	(56)	78
2016 Vote: Hillary Clinton	46%	(78)	54%	(90)	169
2016 Vote: Donald Trump	47%	(101)	53%	(115)	216
2016 Vote: Someone else	31%	(14)	69%	(33)	47
2016 Vote: Didnt Vote	31%	(23)	69%	(52)	75
Voted in 2014: Yes	47%	(182)	53%	(209)	391
Voted in 2014: No	30%	(35)	70%	(82)	117
2012 Vote: Barack Obama	46%	(86)	54%	(102)	188
2012 Vote: Mitt Romney	49%	(93)	51%	(97)	189
2012 Vote: Other	16%	(3)	84%	(18)	21
2012 Vote: Didn't Vote	31%	(34)	69%	(75)	109
4-Region: Northeast	52%	(48)	48%	(45)	93
4-Region: Midwest	41%	(51)	59%	(72)	122
4-Region: South	43%	(80)	57%	(105)	185
4-Region: West	35%	(38)	65%	(69)	107
Age: 18-39	36%	(50)	64%	(89)	139
Age: 40-59	52%	(92)	48%	(85)	177
Age: 65+	39%	(75)	61%	(117)	192

Continued on next page

Table BPC12_5_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	43%	(217)	57%	(291)	507
Small Business Owners	40%	(183)	60%	(273)	455
SB owners of 0-5 employees	34%	(53)	66%	(102)	155
SB owners of 6-15 employees	36%	(37)	64%	(68)	105
SB owners of 16-30 employees	49%	(59)	51%	(61)	120
SB owners of 31-50 employees	44%	(33)	56%	(42)	75
C-Level Executive	65%	(34)	35%	(18)	52

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

Table BPC12_5_2NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	21%	(108)	79%	(399)	507
Gender: Male	22%	(54)	78%	(195)	249
Gender: Female	21%	(54)	79%	(204)	258
Age: 18-29	28%	(19)	72%	(49)	69
Age: 30-44	27%	(28)	73%	(75)	103
Age: 45-54	30%	(28)	70%	(67)	95
Age: 55-64	21%	(19)	79%	(71)	90
Age: 65+	9%	(13)	91%	(137)	150
Generation Z: 18-21	37%	(8)	63%	(14)	22
Millennial: Age 22-37	30%	(31)	70%	(73)	104
Generation X: Age 38-53	25%	(32)	75%	(97)	130
Boomers: Age 54-72	15%	(35)	85%	(193)	228
PID: Dem (no lean)	27%	(39)	73%	(106)	145
PID: Ind (no lean)	19%	(28)	81%	(123)	151
PID: Rep (no lean)	20%	(41)	80%	(170)	212
PID/Gender: Dem Men	40%	(26)	60%	(38)	64
PID/Gender: Dem Women	16%	(13)	84%	(68)	81
PID/Gender: Ind Men	14%	(10)	86%	(61)	71
PID/Gender: Ind Women	23%	(18)	77%	(62)	80
PID/Gender: Rep Men	16%	(18)	84%	(96)	114
PID/Gender: Rep Women	24%	(23)	76%	(74)	97
Ideo: Liberal (1-3)	22%	(31)	78%	(111)	142
Ideo: Moderate (4)	21%	(25)	79%	(96)	121
Ideo: Conservative (5-7)	21%	(46)	79%	(175)	220
Educ: < College	22%	(63)	78%	(231)	294
Educ: Bachelors degree	20%	(27)	80%	(106)	132
Educ: Post-grad	22%	(18)	78%	(63)	81

Continued on next page

Table BPC12_5_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	21%	(108)	79%	(399)	507
Income: Under 50k	20%	(36)	80%	(144)	180
Income: 50k-100k	23%	(42)	77%	(139)	181
Income: 100k+	21%	(31)	79%	(116)	147
Ethnicity: White	21%	(87)	79%	(325)	412
Ethnicity: Hispanic	29%	(17)	71%	(41)	57
Ethnicity: Afr. Am.	19%	(12)	81%	(50)	62
Ethnicity: Other	28%	(9)	72%	(24)	33
Relig: Protestant	20%	(32)	80%	(130)	163
Relig: Roman Catholic	19%	(18)	81%	(76)	94
Relig: Something Else	31%	(10)	69%	(23)	34
Relig: Jewish	10%	(3)	90%	(27)	30
Relig: Evangelical	16%	(33)	84%	(167)	200
Relig: Non-Evang. Catholics	31%	(28)	69%	(62)	90
Relig: All Christian	21%	(61)	79%	(230)	290
Relig: All Non-Christian	22%	(9)	78%	(32)	42
Community: Urban	29%	(36)	71%	(87)	122
Community: Suburban	18%	(43)	82%	(193)	236
Community: Rural	19%	(29)	81%	(120)	149
Military HH: Yes	20%	(18)	80%	(72)	91
Military HH: No	22%	(90)	78%	(327)	417
RD/WT: Right Direction	23%	(55)	77%	(187)	242
RD/WT: Wrong Track	20%	(53)	80%	(212)	265
Trump Job Approve	20%	(52)	80%	(202)	255
Trump Job Disapprove	21%	(51)	79%	(193)	244
Trump Job Strongly Approve	14%	(21)	86%	(129)	150
Trump Job Somewhat Approve	30%	(31)	70%	(73)	105
Trump Job Somewhat Disapprove	27%	(11)	73%	(30)	41
Trump Job Strongly Disapprove	20%	(40)	80%	(164)	203

Continued on next page

Table BPC12_5_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	21%	(108)	79%	(399)	507
#1 Issue: Economy	22%	(33)	78%	(116)	149
#1 Issue: Security	20%	(26)	80%	(101)	127
#1 Issue: Health Care	25%	(22)	75%	(66)	88
#1 Issue: Medicare / Social Security	17%	(12)	83%	(57)	69
#1 Issue: Women's Issues	17%	(3)	83%	(14)	17
#1 Issue: Education	32%	(8)	68%	(16)	24
#1 Issue: Energy	15%	(3)	85%	(18)	21
#1 Issue: Other	16%	(2)	84%	(12)	14
2018 House Vote: Democrat	24%	(46)	76%	(149)	195
2018 House Vote: Republican	17%	(38)	83%	(181)	219
2018 House Vote: Someone else	34%	(5)	66%	(11)	16
2018 House Vote: Didn't Vote	24%	(18)	76%	(59)	78
2016 Vote: Hillary Clinton	22%	(37)	78%	(132)	169
2016 Vote: Donald Trump	20%	(43)	80%	(173)	216
2016 Vote: Someone else	18%	(9)	82%	(39)	47
2016 Vote: Didn't Vote	26%	(20)	74%	(55)	75
Voted in 2014: Yes	22%	(84)	78%	(307)	391
Voted in 2014: No	21%	(24)	79%	(93)	117
2012 Vote: Barack Obama	24%	(45)	76%	(144)	188
2012 Vote: Mitt Romney	18%	(34)	82%	(155)	189
2012 Vote: Other	25%	(5)	75%	(16)	21
2012 Vote: Didn't Vote	22%	(24)	78%	(85)	109
4-Region: Northeast	17%	(16)	83%	(77)	93
4-Region: Midwest	13%	(16)	87%	(107)	122
4-Region: South	26%	(49)	74%	(136)	185
4-Region: West	26%	(28)	74%	(79)	107
Age: 18-39	29%	(40)	71%	(99)	139
Age: 40-59	24%	(42)	76%	(135)	177
Age: 65+	14%	(26)	86%	(165)	192

Continued on next page

Table BPC12_5_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	21%	(108)	79%	(399)	507
Small Business Owners	21%	(97)	79%	(358)	455
SB owners of 0-5 employees	10%	(15)	90%	(140)	155
SB owners of 6-15 employees	28%	(29)	72%	(76)	105
SB owners of 16-30 employees	29%	(34)	71%	(86)	120
SB owners of 31-50 employees	24%	(18)	76%	(57)	75
C-Level Executive	21%	(11)	79%	(41)	52

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

Table BPC12_5_3NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Gender: Male	7%	(18)	93%	(231)	249
Gender: Female	10%	(25)	90%	(233)	258
Age: 18-29	9%	(6)	91%	(62)	69
Age: 30-44	13%	(14)	87%	(90)	103
Age: 45-54	6%	(5)	94%	(90)	95
Age: 55-64	7%	(6)	93%	(84)	90
Age: 65+	8%	(11)	92%	(139)	150
Generation Z: 18-21	8%	(2)	92%	(20)	22
Millennial: Age 22-37	12%	(12)	88%	(92)	104
Generation X: Age 38-53	8%	(10)	92%	(119)	130
Boomers: Age 54-72	7%	(16)	93%	(212)	228
PID: Dem (no lean)	4%	(6)	96%	(139)	145
PID: Ind (no lean)	13%	(19)	87%	(132)	151
PID: Rep (no lean)	9%	(18)	91%	(194)	212
PID/Gender: Dem Men	5%	(3)	95%	(61)	64
PID/Gender: Dem Women	4%	(3)	96%	(78)	81
PID/Gender: Ind Men	9%	(6)	91%	(65)	71
PID/Gender: Ind Women	16%	(13)	84%	(67)	80
PID/Gender: Rep Men	8%	(9)	92%	(106)	114
PID/Gender: Rep Women	10%	(9)	90%	(88)	97
Ideo: Liberal (1-3)	6%	(8)	94%	(133)	142
Ideo: Moderate (4)	10%	(12)	90%	(109)	121
Ideo: Conservative (5-7)	10%	(21)	90%	(199)	220
Educ: < College	9%	(27)	91%	(267)	294
Educ: Bachelors degree	7%	(10)	93%	(123)	132
Educ: Post-grad	7%	(6)	93%	(75)	81

Continued on next page

Table BPC12_5_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Income: Under 50k	11%	(20)	89%	(161)	180
Income: 50k-100k	10%	(19)	90%	(162)	181
Income: 100k+	3%	(5)	97%	(142)	147
Ethnicity: White	8%	(31)	92%	(381)	412
Ethnicity: Hispanic	14%	(8)	86%	(49)	57
Ethnicity: Afr. Am.	16%	(10)	84%	(52)	62
Ethnicity: Other	6%	(2)	94%	(31)	33
Relig: Protestant	9%	(15)	91%	(147)	163
Relig: Roman Catholic	7%	(6)	93%	(88)	94
Relig: Something Else	4%	(1)	96%	(32)	34
Relig: Jewish	8%	(2)	92%	(27)	30
Relig: Evangelical	9%	(18)	91%	(182)	200
Relig: Non-Evang. Catholics	5%	(4)	95%	(85)	90
Relig: All Christian	8%	(23)	92%	(267)	290
Relig: All Non-Christian	7%	(3)	93%	(39)	42
Community: Urban	16%	(19)	84%	(103)	122
Community: Suburban	6%	(15)	94%	(222)	236
Community: Rural	6%	(9)	94%	(139)	149
Military HH: Yes	9%	(8)	91%	(82)	91
Military HH: No	8%	(35)	92%	(382)	417
RD/WT: Right Direction	9%	(21)	91%	(221)	242
RD/WT: Wrong Track	8%	(22)	92%	(243)	265
Trump Job Approve	9%	(22)	91%	(233)	255
Trump Job Disapprove	8%	(20)	92%	(224)	244
Trump Job Strongly Approve	7%	(10)	93%	(140)	150
Trump Job Somewhat Approve	12%	(12)	88%	(93)	105
Trump Job Somewhat Disapprove	12%	(5)	88%	(36)	41
Trump Job Strongly Disapprove	7%	(15)	93%	(189)	203

Continued on next page

Table BPC12_5_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
#1 Issue: Economy	8%	(13)	92%	(136)	149
#1 Issue: Security	8%	(10)	92%	(117)	127
#1 Issue: Health Care	5%	(5)	95%	(83)	88
#1 Issue: Medicare / Social Security	7%	(4)	93%	(64)	69
#1 Issue: Women's Issues	10%	(2)	90%	(15)	17
#1 Issue: Education	3%	(1)	97%	(23)	24
#1 Issue: Energy	38%	(8)	62%	(13)	21
#1 Issue: Other	9%	(1)	91%	(13)	14
2018 House Vote: Democrat	4%	(8)	96%	(188)	195
2018 House Vote: Republican	9%	(20)	91%	(199)	219
2018 House Vote: Someone else	45%	(7)	55%	(9)	16
2018 House Vote: Didnt Vote	11%	(9)	89%	(69)	78
2016 Vote: Hillary Clinton	4%	(8)	96%	(161)	169
2016 Vote: Donald Trump	6%	(13)	94%	(203)	216
2016 Vote: Someone else	35%	(17)	65%	(31)	47
2016 Vote: Didnt Vote	8%	(6)	92%	(70)	75
Voted in 2014: Yes	7%	(28)	93%	(363)	391
Voted in 2014: No	13%	(15)	87%	(102)	117
2012 Vote: Barack Obama	6%	(12)	94%	(176)	188
2012 Vote: Mitt Romney	8%	(14)	92%	(175)	189
2012 Vote: Other	16%	(3)	84%	(17)	21
2012 Vote: Didn't Vote	12%	(13)	88%	(96)	109
4-Region: Northeast	9%	(8)	91%	(85)	93
4-Region: Midwest	7%	(8)	93%	(114)	122
4-Region: South	9%	(17)	91%	(168)	185
4-Region: West	9%	(10)	91%	(97)	107
Age: 18-39	11%	(15)	89%	(124)	139
Age: 40-59	8%	(13)	92%	(163)	177
Age: 65+	8%	(15)	92%	(177)	192

Continued on next page

Table BPC12_5_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Small Business Owners	9%	(42)	91%	(413)	455
SB owners of 0-5 employees	2%	(3)	98%	(152)	155
SB owners of 6-15 employees	19%	(20)	81%	(85)	105
SB owners of 16-30 employees	11%	(13)	89%	(107)	120
SB owners of 31-50 employees	9%	(6)	91%	(69)	75
C-Level Executive	1%	(1)	99%	(51)	52

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

Table BPC12_5_4NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
Gender: Male	12%	(29)	88%	(220)	249
Gender: Female	8%	(21)	92%	(237)	258
Age: 18-29	19%	(13)	81%	(56)	69
Age: 30-44	13%	(14)	87%	(90)	103
Age: 45-54	11%	(10)	89%	(85)	95
Age: 55-64	7%	(7)	93%	(84)	90
Age: 65+	5%	(7)	95%	(143)	150
Generation Z: 18-21	14%	(3)	86%	(19)	22
Millennial: Age 22-37	17%	(17)	83%	(87)	104
Generation X: Age 38-53	13%	(17)	87%	(113)	130
Boomers: Age 54-72	5%	(12)	95%	(216)	228
PID: Dem (no lean)	14%	(20)	86%	(125)	145
PID: Ind (no lean)	9%	(14)	91%	(138)	151
PID: Rep (no lean)	8%	(17)	92%	(194)	212
PID/Gender: Dem Men	14%	(9)	86%	(55)	64
PID/Gender: Dem Women	13%	(11)	87%	(70)	81
PID/Gender: Ind Men	13%	(9)	87%	(62)	71
PID/Gender: Ind Women	6%	(4)	94%	(76)	80
PID/Gender: Rep Men	10%	(11)	90%	(103)	114
PID/Gender: Rep Women	6%	(6)	94%	(91)	97
Ideo: Liberal (1-3)	16%	(23)	84%	(118)	142
Ideo: Moderate (4)	7%	(8)	93%	(114)	121
Ideo: Conservative (5-7)	8%	(19)	92%	(202)	220
Educ: < College	9%	(25)	91%	(269)	294
Educ: Bachelors degree	9%	(12)	91%	(121)	132
Educ: Post-grad	17%	(14)	83%	(67)	81

Continued on next page

Table BPC12_5_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
Income: Under 50k	11%	(19)	89%	(161)	180
Income: 50k-100k	8%	(15)	92%	(166)	181
Income: 100k+	11%	(17)	89%	(130)	147
Ethnicity: White	8%	(31)	92%	(381)	412
Ethnicity: Hispanic	22%	(13)	78%	(45)	57
Ethnicity: Afr. Am.	21%	(13)	79%	(48)	62
Ethnicity: Other	19%	(6)	81%	(27)	33
Relig: Protestant	5%	(8)	95%	(154)	163
Relig: Roman Catholic	11%	(10)	89%	(83)	94
Relig: Something Else	11%	(4)	89%	(30)	34
Relig: Jewish	7%	(2)	93%	(27)	30
Relig: Evangelical	7%	(14)	93%	(187)	200
Relig: Non-Evang. Catholics	10%	(9)	90%	(81)	90
Relig: All Christian	8%	(23)	92%	(268)	290
Relig: All Non-Christian	13%	(6)	87%	(36)	42
Community: Urban	7%	(9)	93%	(113)	122
Community: Suburban	11%	(27)	89%	(209)	236
Community: Rural	10%	(15)	90%	(134)	149
Military HH: Yes	6%	(5)	94%	(85)	91
Military HH: No	11%	(45)	89%	(371)	417
RD/WT: Right Direction	9%	(21)	91%	(221)	242
RD/WT: Wrong Track	11%	(30)	89%	(235)	265
Trump Job Approve	10%	(26)	90%	(228)	255
Trump Job Disapprove	10%	(24)	90%	(220)	244
Trump Job Strongly Approve	8%	(12)	92%	(138)	150
Trump Job Somewhat Approve	14%	(15)	86%	(90)	105
Trump Job Somewhat Disapprove	3%	(1)	97%	(40)	41
Trump Job Strongly Disapprove	11%	(23)	89%	(180)	203

Continued on next page

Table BPC12_5_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
#1 Issue: Economy	11%	(17)	89%	(132)	149
#1 Issue: Security	12%	(15)	88%	(112)	127
#1 Issue: Health Care	10%	(9)	90%	(79)	88
#1 Issue: Medicare / Social Security	8%	(6)	92%	(63)	69
#1 Issue: Women's Issues	9%	(2)	91%	(15)	17
#1 Issue: Education	2%	(1)	98%	(24)	24
#1 Issue: Energy	12%	(2)	88%	(18)	21
#1 Issue: Other	—	(0)	100%	(14)	14
2018 House Vote: Democrat	15%	(29)	85%	(167)	195
2018 House Vote: Republican	8%	(18)	92%	(201)	219
2018 House Vote: Someone else	3%	(0)	97%	(16)	16
2018 House Vote: Didn't Vote	5%	(4)	95%	(74)	78
2016 Vote: Hillary Clinton	14%	(23)	86%	(145)	169
2016 Vote: Donald Trump	8%	(16)	92%	(200)	216
2016 Vote: Someone else	13%	(6)	87%	(41)	47
2016 Vote: Didn't Vote	6%	(5)	94%	(70)	75
Voted in 2014: Yes	10%	(38)	90%	(353)	391
Voted in 2014: No	11%	(13)	89%	(104)	117
2012 Vote: Barack Obama	10%	(20)	90%	(168)	188
2012 Vote: Mitt Romney	8%	(16)	92%	(173)	189
2012 Vote: Other	17%	(4)	83%	(17)	21
2012 Vote: Didn't Vote	11%	(12)	89%	(98)	109
4-Region: Northeast	13%	(12)	87%	(81)	93
4-Region: Midwest	13%	(16)	87%	(106)	122
4-Region: South	8%	(14)	92%	(170)	185
4-Region: West	7%	(8)	93%	(99)	107
Age: 18-39	17%	(23)	83%	(116)	139
Age: 40-59	9%	(17)	91%	(160)	177
Age: 65+	6%	(11)	94%	(181)	192

Continued on next page

Table BPC12_5_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	10%	(51)	90%	(457)	507
Small Business Owners	8%	(38)	92%	(417)	455
SB owners of 0-5 employees	6%	(9)	94%	(146)	155
SB owners of 6-15 employees	6%	(6)	94%	(99)	105
SB owners of 16-30 employees	13%	(16)	87%	(104)	120
SB owners of 31-50 employees	10%	(7)	90%	(68)	75
C-Level Executive	24%	(12)	76%	(40)	52

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

Table BPC12_5_5NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(47)	91%	(460)	507
Gender: Male	11%	(28)	89%	(222)	249
Gender: Female	8%	(20)	92%	(238)	258
Age: 18-29	10%	(7)	90%	(62)	69
Age: 30-44	13%	(13)	87%	(90)	103
Age: 45-54	12%	(12)	88%	(84)	95
Age: 55-64	10%	(9)	90%	(81)	90
Age: 65+	4%	(6)	96%	(144)	150
Generation Z: 18-21	24%	(5)	76%	(17)	22
Millennial: Age 22-37	10%	(10)	90%	(94)	104
Generation X: Age 38-53	12%	(16)	88%	(114)	130
Boomers: Age 54-72	7%	(16)	93%	(212)	228
PID: Dem (no lean)	10%	(14)	90%	(131)	145
PID: Ind (no lean)	9%	(14)	91%	(137)	151
PID: Rep (no lean)	9%	(19)	91%	(192)	212
PID/Gender: Dem Men	15%	(10)	85%	(55)	64
PID/Gender: Dem Women	6%	(5)	94%	(76)	81
PID/Gender: Ind Men	12%	(8)	88%	(63)	71
PID/Gender: Ind Women	7%	(5)	93%	(75)	80
PID/Gender: Rep Men	8%	(10)	92%	(105)	114
PID/Gender: Rep Women	10%	(10)	90%	(87)	97
Ideo: Liberal (1-3)	14%	(19)	86%	(122)	142
Ideo: Moderate (4)	6%	(7)	94%	(114)	121
Ideo: Conservative (5-7)	9%	(20)	91%	(200)	220
Educ: < College	7%	(20)	93%	(274)	294
Educ: Bachelors degree	15%	(19)	85%	(113)	132
Educ: Post-grad	9%	(8)	91%	(73)	81

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Table BPC12_5_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(47)	91%	(460)	507
Income: Under 50k	7%	(13)	93%	(167)	180
Income: 50k-100k	13%	(23)	87%	(158)	181
Income: 100k+	8%	(11)	92%	(136)	147
Ethnicity: White	9%	(36)	91%	(377)	412
Ethnicity: Hispanic	18%	(11)	82%	(47)	57
Ethnicity: Afr. Am.	12%	(8)	88%	(54)	62
Ethnicity: Other	12%	(4)	88%	(30)	33
Relig: Protestant	2%	(4)	98%	(159)	163
Relig: Roman Catholic	12%	(11)	88%	(82)	94
Relig: Something Else	12%	(4)	88%	(30)	34
Relig: Jewish	12%	(4)	88%	(26)	30
Relig: Evangelical	8%	(15)	92%	(185)	200
Relig: Non-Evang. Catholics	5%	(4)	95%	(86)	90
Relig: All Christian	7%	(19)	93%	(271)	290
Relig: All Non-Christian	5%	(2)	95%	(39)	42
Community: Urban	10%	(12)	90%	(110)	122
Community: Suburban	13%	(31)	87%	(205)	236
Community: Rural	3%	(4)	97%	(145)	149
Military HH: Yes	4%	(3)	96%	(88)	91
Military HH: No	11%	(44)	89%	(373)	417
RD/WT: Right Direction	9%	(22)	91%	(220)	242
RD/WT: Wrong Track	9%	(25)	91%	(240)	265
Trump Job Approve	9%	(24)	91%	(231)	255
Trump Job Disapprove	9%	(23)	91%	(221)	244
Trump Job Strongly Approve	10%	(15)	90%	(135)	150
Trump Job Somewhat Approve	9%	(9)	91%	(96)	105
Trump Job Somewhat Disapprove	8%	(3)	92%	(38)	41
Trump Job Strongly Disapprove	10%	(20)	90%	(184)	203

Continued on next page

Table BPC12_5_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(47)	91%	(460)	507
#1 Issue: Economy	6%	(9)	94%	(139)	149
#1 Issue: Security	10%	(12)	90%	(114)	127
#1 Issue: Health Care	14%	(12)	86%	(76)	88
#1 Issue: Medicare / Social Security	2%	(2)	98%	(67)	69
#1 Issue: Women's Issues	17%	(3)	83%	(14)	17
#1 Issue: Education	35%	(8)	65%	(16)	24
#1 Issue: Energy	—	(0)	100%	(21)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	10%	(19)	90%	(176)	195
2018 House Vote: Republican	11%	(24)	89%	(195)	219
2018 House Vote: Someone else	6%	(1)	94%	(15)	16
2018 House Vote: Didn't Vote	5%	(3)	95%	(74)	78
2016 Vote: Hillary Clinton	11%	(19)	89%	(150)	169
2016 Vote: Donald Trump	11%	(24)	89%	(192)	216
2016 Vote: Someone else	4%	(2)	96%	(46)	47
2016 Vote: Didn't Vote	4%	(3)	96%	(72)	75
Voted in 2014: Yes	10%	(39)	90%	(351)	391
Voted in 2014: No	7%	(8)	93%	(109)	117
2012 Vote: Barack Obama	9%	(16)	91%	(172)	188
2012 Vote: Mitt Romney	11%	(20)	89%	(169)	189
2012 Vote: Other	6%	(1)	94%	(20)	21
2012 Vote: Didn't Vote	9%	(9)	91%	(100)	109
4-Region: Northeast	10%	(9)	90%	(84)	93
4-Region: Midwest	7%	(9)	93%	(113)	122
4-Region: South	7%	(14)	93%	(171)	185
4-Region: West	14%	(15)	86%	(92)	107
Age: 18-39	12%	(17)	88%	(122)	139
Age: 40-59	11%	(19)	89%	(158)	177
Age: 65+	6%	(12)	94%	(180)	192

Continued on next page

Table BPC12_5_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(47)	91%	(460)	507
Small Business Owners	10%	(45)	90%	(411)	455
SB owners of 0-5 employees	2%	(3)	98%	(152)	155
SB owners of 6-15 employees	15%	(16)	85%	(89)	105
SB owners of 16-30 employees	15%	(18)	85%	(102)	120
SB owners of 31-50 employees	11%	(8)	89%	(67)	75
C-Level Executive	5%	(2)	95%	(50)	52

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

Table BPC12_5_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(87)	83%	(420)	507
Gender: Male	15%	(38)	85%	(212)	249
Gender: Female	19%	(49)	81%	(209)	258
Age: 18-29	19%	(13)	81%	(56)	69
Age: 30-44	11%	(11)	89%	(92)	103
Age: 45-54	11%	(11)	89%	(85)	95
Age: 55-64	16%	(15)	84%	(76)	90
Age: 65+	25%	(38)	75%	(112)	150
Generation Z: 18-21	16%	(3)	84%	(18)	22
Millennial: Age 22-37	14%	(15)	86%	(89)	104
Generation X: Age 38-53	12%	(16)	88%	(114)	130
Boomers: Age 54-72	22%	(49)	78%	(179)	228
PID: Dem (no lean)	17%	(24)	83%	(120)	145
PID: Ind (no lean)	14%	(22)	86%	(129)	151
PID: Rep (no lean)	19%	(41)	81%	(171)	212
PID/Gender: Dem Men	9%	(6)	91%	(58)	64
PID/Gender: Dem Women	23%	(18)	77%	(62)	81
PID/Gender: Ind Men	11%	(8)	89%	(63)	71
PID/Gender: Ind Women	17%	(14)	83%	(66)	80
PID/Gender: Rep Men	21%	(24)	79%	(91)	114
PID/Gender: Rep Women	18%	(17)	82%	(80)	97
Ideo: Liberal (1-3)	12%	(16)	88%	(125)	142
Ideo: Moderate (4)	14%	(17)	86%	(104)	121
Ideo: Conservative (5-7)	23%	(50)	77%	(171)	220
Educ: < College	22%	(63)	78%	(231)	294
Educ: Bachelors degree	14%	(19)	86%	(114)	132
Educ: Post-grad	6%	(5)	94%	(76)	81

Continued on next page

Table BPC12_5_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(87)	83%	(420)	507
Income: Under 50k	22%	(39)	78%	(141)	180
Income: 50k-100k	15%	(27)	85%	(153)	181
Income: 100k+	14%	(21)	86%	(126)	147
Ethnicity: White	19%	(79)	81%	(334)	412
Ethnicity: Hispanic	11%	(6)	89%	(51)	57
Ethnicity: Afr. Am.	8%	(5)	92%	(57)	62
Ethnicity: Other	10%	(3)	90%	(30)	33
Relig: Protestant	18%	(30)	82%	(133)	163
Relig: Roman Catholic	19%	(18)	81%	(76)	94
Relig: Something Else	5%	(2)	95%	(32)	34
Relig: Jewish	11%	(3)	89%	(26)	30
Relig: Evangelical	18%	(37)	82%	(164)	200
Relig: Non-Evang. Catholics	14%	(12)	86%	(77)	90
Relig: All Christian	17%	(49)	83%	(241)	290
Relig: All Non-Christian	9%	(4)	91%	(38)	42
Community: Urban	10%	(13)	90%	(110)	122
Community: Suburban	19%	(44)	81%	(192)	236
Community: Rural	20%	(30)	80%	(119)	149
Military HH: Yes	25%	(23)	75%	(68)	91
Military HH: No	15%	(64)	85%	(353)	417
RD/WT: Right Direction	20%	(48)	80%	(194)	242
RD/WT: Wrong Track	15%	(39)	85%	(227)	265
Trump Job Approve	22%	(56)	78%	(198)	255
Trump Job Disapprove	12%	(30)	88%	(215)	244
Trump Job Strongly Approve	27%	(40)	73%	(110)	150
Trump Job Somewhat Approve	15%	(16)	85%	(89)	105
Trump Job Somewhat Disapprove	9%	(4)	91%	(37)	41
Trump Job Strongly Disapprove	13%	(26)	87%	(178)	203

Continued on next page

Table BPC12_5_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(87)	83%	(420)	507
#1 Issue: Economy	20%	(29)	80%	(119)	149
#1 Issue: Security	17%	(21)	83%	(105)	127
#1 Issue: Health Care	8%	(7)	92%	(81)	88
#1 Issue: Medicare / Social Security	29%	(20)	71%	(49)	69
#1 Issue: Women's Issues	5%	(1)	95%	(16)	17
#1 Issue: Education	13%	(3)	87%	(21)	24
#1 Issue: Energy	17%	(3)	83%	(17)	21
#1 Issue: Other	19%	(3)	81%	(11)	14
2018 House Vote: Democrat	12%	(23)	88%	(172)	195
2018 House Vote: Republican	20%	(44)	80%	(175)	219
2018 House Vote: Someone else	13%	(2)	87%	(14)	16
2018 House Vote: Didn't Vote	23%	(18)	77%	(59)	78
2016 Vote: Hillary Clinton	12%	(20)	88%	(149)	169
2016 Vote: Donald Trump	22%	(48)	78%	(168)	216
2016 Vote: Someone else	7%	(3)	93%	(44)	47
2016 Vote: Didn't Vote	21%	(16)	79%	(60)	75
Voted in 2014: Yes	16%	(63)	84%	(327)	391
Voted in 2014: No	20%	(24)	80%	(93)	117
2012 Vote: Barack Obama	11%	(21)	89%	(167)	188
2012 Vote: Mitt Romney	21%	(40)	79%	(149)	189
2012 Vote: Other	27%	(6)	73%	(15)	21
2012 Vote: Didn't Vote	18%	(20)	82%	(89)	109
4-Region: Northeast	13%	(12)	87%	(81)	93
4-Region: Midwest	23%	(28)	77%	(94)	122
4-Region: South	17%	(31)	83%	(154)	185
4-Region: West	15%	(16)	85%	(91)	107
Age: 18-39	16%	(22)	84%	(117)	139
Age: 40-59	13%	(23)	87%	(154)	177
Age: 65+	22%	(43)	78%	(149)	192

Continued on next page

Table BPC12_5_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	17%	(87)	83%	(420)	507
Small Business Owners	19%	(85)	81%	(370)	455
SB owners of 0-5 employees	36%	(56)	64%	(99)	155
SB owners of 6-15 employees	12%	(12)	88%	(93)	105
SB owners of 16-30 employees	5%	(5)	95%	(115)	120
SB owners of 31-50 employees	15%	(12)	85%	(64)	75
C-Level Executive	4%	(2)	96%	(50)	52

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

Table BPC12_5_7NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member*
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(43)	91%	(464)	507
Gender: Male	5%	(13)	95%	(237)	249
Gender: Female	12%	(30)	88%	(228)	258
Age: 18-29	4%	(3)	96%	(66)	69
Age: 30-44	8%	(8)	92%	(95)	103
Age: 45-54	5%	(4)	95%	(91)	95
Age: 55-64	11%	(10)	89%	(81)	90
Age: 65+	12%	(18)	88%	(132)	150
Generation Z: 18-21	—	(0)	100%	(22)	22
Millennial: Age 22-37	6%	(6)	94%	(98)	104
Generation X: Age 38-53	6%	(7)	94%	(122)	130
Boomers: Age 54-72	13%	(30)	87%	(198)	228
PID: Dem (no lean)	8%	(11)	92%	(134)	145
PID: Ind (no lean)	14%	(21)	86%	(130)	151
PID: Rep (no lean)	5%	(11)	95%	(200)	212
PID/Gender: Dem Men	5%	(3)	95%	(61)	64
PID/Gender: Dem Women	10%	(8)	90%	(73)	81
PID/Gender: Ind Men	6%	(4)	94%	(66)	71
PID/Gender: Ind Women	21%	(17)	79%	(64)	80
PID/Gender: Rep Men	5%	(5)	95%	(109)	114
PID/Gender: Rep Women	6%	(6)	94%	(91)	97
Ideo: Liberal (1-3)	7%	(11)	93%	(131)	142
Ideo: Moderate (4)	9%	(11)	91%	(110)	121
Ideo: Conservative (5-7)	5%	(11)	95%	(209)	220
Educ: < College	10%	(29)	90%	(265)	294
Educ: Bachelors degree	3%	(4)	97%	(128)	132
Educ: Post-grad	12%	(10)	88%	(71)	81

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Table BPC12_5_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(43)	91%	(464)	507
Income: Under 50k	14%	(25)	86%	(155)	180
Income: 50k-100k	8%	(14)	92%	(167)	181
Income: 100k+	3%	(5)	97%	(142)	147
Ethnicity: White	9%	(38)	91%	(375)	412
Ethnicity: Hispanic	—	(0)	100%	(57)	57
Ethnicity: Afr. Am.	8%	(5)	92%	(57)	62
Ethnicity: Other	1%	(0)	99%	(33)	33
Relig: Protestant	10%	(17)	90%	(146)	163
Relig: Roman Catholic	10%	(9)	90%	(84)	94
Relig: Something Else	4%	(1)	96%	(32)	34
Relig: Jewish	1%	(0)	99%	(29)	30
Relig: Evangelical	13%	(26)	87%	(174)	200
Relig: Non-Evang. Catholics	1%	(1)	99%	(89)	90
Relig: All Christian	9%	(27)	91%	(263)	290
Relig: All Non-Christian	6%	(3)	94%	(39)	42
Community: Urban	9%	(11)	91%	(112)	122
Community: Suburban	8%	(18)	92%	(218)	236
Community: Rural	9%	(14)	91%	(135)	149
Military HH: Yes	2%	(1)	98%	(89)	91
Military HH: No	10%	(42)	90%	(375)	417
RD/WT: Right Direction	6%	(15)	94%	(227)	242
RD/WT: Wrong Track	10%	(28)	90%	(238)	265
Trump Job Approve	6%	(14)	94%	(240)	255
Trump Job Disapprove	12%	(28)	88%	(216)	244
Trump Job Strongly Approve	6%	(10)	94%	(140)	150
Trump Job Somewhat Approve	5%	(5)	95%	(100)	105
Trump Job Somewhat Disapprove	2%	(1)	98%	(40)	41
Trump Job Strongly Disapprove	14%	(28)	86%	(176)	203

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Table BPC12_5_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(43)	91%	(464)	507
#1 Issue: Economy	5%	(7)	95%	(142)	149
#1 Issue: Security	8%	(11)	92%	(116)	127
#1 Issue: Health Care	10%	(9)	90%	(79)	88
#1 Issue: Medicare / Social Security	14%	(10)	86%	(59)	69
#1 Issue: Women's Issues	14%	(2)	86%	(14)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	11%	(2)	89%	(18)	21
#1 Issue: Other	17%	(2)	83%	(11)	14
2018 House Vote: Democrat	10%	(19)	90%	(176)	195
2018 House Vote: Republican	5%	(11)	95%	(208)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	17%	(13)	83%	(65)	78
2016 Vote: Hillary Clinton	11%	(18)	89%	(150)	169
2016 Vote: Donald Trump	5%	(10)	95%	(206)	216
2016 Vote: Someone else	4%	(2)	96%	(45)	47
2016 Vote: Didn't Vote	17%	(13)	83%	(62)	75
Voted in 2014: Yes	8%	(29)	92%	(361)	391
Voted in 2014: No	12%	(14)	88%	(103)	117
2012 Vote: Barack Obama	13%	(25)	87%	(163)	188
2012 Vote: Mitt Romney	4%	(7)	96%	(182)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	9%	(10)	91%	(99)	109
4-Region: Northeast	9%	(9)	91%	(85)	93
4-Region: Midwest	10%	(12)	90%	(110)	122
4-Region: South	5%	(9)	95%	(176)	185
4-Region: West	13%	(14)	87%	(94)	107
Age: 18-39	5%	(8)	95%	(132)	139
Age: 40-59	7%	(13)	93%	(164)	177
Age: 65+	12%	(23)	88%	(169)	192

Continued on next page

Table BPC12_5_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave to care for an elderly, seriously ill, or disabled family member

Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	9%	(43)	91%	(464)	507
Small Business Owners	9%	(40)	91%	(416)	455
SB owners of 0-5 employees	17%	(26)	83%	(129)	155
SB owners of 6-15 employees	4%	(4)	96%	(101)	105
SB owners of 16-30 employees	6%	(8)	94%	(112)	120
SB owners of 31-50 employees	2%	(2)	98%	(74)	75
C-Level Executive	7%	(3)	93%	(49)	52

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

Table BPC12_6_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	38%	(193)	62%	(314)	507
Gender: Male	40%	(101)	60%	(149)	249
Gender: Female	36%	(92)	64%	(166)	258
Age: 18-29	36%	(25)	64%	(44)	69
Age: 30-44	40%	(41)	60%	(62)	103
Age: 45-54	47%	(45)	53%	(50)	95
Age: 55-64	38%	(35)	62%	(56)	90
Age: 65+	32%	(48)	68%	(102)	150
Generation Z: 18-21	43%	(9)	57%	(12)	22
Millennial: Age 22-37	39%	(40)	61%	(64)	104
Generation X: Age 38-53	44%	(58)	56%	(72)	130
Boomers: Age 54-72	33%	(75)	67%	(153)	228
PID: Dem (no lean)	36%	(53)	64%	(92)	145
PID: Ind (no lean)	33%	(51)	67%	(100)	151
PID: Rep (no lean)	43%	(90)	57%	(122)	212
PID/Gender: Dem Men	35%	(23)	65%	(42)	64
PID/Gender: Dem Women	37%	(30)	63%	(51)	81
PID/Gender: Ind Men	45%	(32)	55%	(39)	71
PID/Gender: Ind Women	23%	(19)	77%	(62)	80
PID/Gender: Rep Men	40%	(46)	60%	(68)	114
PID/Gender: Rep Women	45%	(44)	55%	(53)	97
Ideo: Liberal (1-3)	43%	(60)	57%	(81)	142
Ideo: Moderate (4)	41%	(50)	59%	(72)	121
Ideo: Conservative (5-7)	35%	(78)	65%	(142)	220
Educ: < College	36%	(106)	64%	(188)	294
Educ: Bachelors degree	39%	(51)	61%	(81)	132
Educ: Post-grad	44%	(36)	56%	(45)	81

Continued on next page

Table BPC12_6_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	38%	(193)	62%	(314)	507
Income: Under 50k	33%	(59)	67%	(121)	180
Income: 50k-100k	35%	(63)	65%	(117)	181
Income: 100k+	48%	(71)	52%	(76)	147
Ethnicity: White	38%	(155)	62%	(257)	412
Ethnicity: Hispanic	45%	(26)	55%	(32)	57
Ethnicity: Afr. Am.	39%	(24)	61%	(38)	62
Ethnicity: Other	41%	(14)	59%	(20)	33
Relig: Protestant	38%	(62)	62%	(101)	163
Relig: Roman Catholic	35%	(33)	65%	(61)	94
Relig: Something Else	42%	(14)	58%	(20)	34
Relig: Jewish	47%	(14)	53%	(16)	30
Relig: Evangelical	32%	(64)	68%	(136)	200
Relig: Non-Evang. Catholics	50%	(45)	50%	(45)	90
Relig: All Christian	38%	(109)	62%	(181)	290
Relig: All Non-Christian	50%	(21)	50%	(21)	42
Community: Urban	31%	(38)	69%	(84)	122
Community: Suburban	38%	(89)	62%	(148)	236
Community: Rural	45%	(66)	55%	(82)	149
Military HH: Yes	39%	(36)	61%	(55)	91
Military HH: No	38%	(157)	62%	(259)	417
RD/WT: Right Direction	36%	(86)	64%	(156)	242
RD/WT: Wrong Track	40%	(107)	60%	(158)	265
Trump Job Approve	36%	(91)	64%	(164)	255
Trump Job Disapprove	41%	(100)	59%	(144)	244
Trump Job Strongly Approve	37%	(56)	63%	(94)	150
Trump Job Somewhat Approve	33%	(35)	67%	(70)	105
Trump Job Somewhat Disapprove	46%	(19)	54%	(22)	41
Trump Job Strongly Disapprove	40%	(81)	60%	(122)	203

Continued on next page

Table BPC12_6_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	38%	(193)	62%	(314)	507
#1 Issue: Economy	37%	(56)	63%	(93)	149
#1 Issue: Security	37%	(46)	63%	(80)	127
#1 Issue: Health Care	43%	(38)	57%	(50)	88
#1 Issue: Medicare / Social Security	31%	(22)	69%	(47)	69
#1 Issue: Women's Issues	48%	(8)	52%	(9)	17
#1 Issue: Education	59%	(14)	41%	(10)	24
#1 Issue: Energy	16%	(3)	84%	(17)	21
#1 Issue: Other	43%	(6)	57%	(8)	14
2018 House Vote: Democrat	44%	(86)	56%	(109)	195
2018 House Vote: Republican	41%	(90)	59%	(128)	219
2018 House Vote: Someone else	9%	(1)	91%	(15)	16
2018 House Vote: Didnt Vote	20%	(15)	80%	(62)	78
2016 Vote: Hillary Clinton	45%	(76)	55%	(92)	169
2016 Vote: Donald Trump	39%	(84)	61%	(132)	216
2016 Vote: Someone else	26%	(12)	74%	(35)	47
2016 Vote: Didnt Vote	28%	(21)	72%	(54)	75
Voted in 2014: Yes	40%	(155)	60%	(235)	391
Voted in 2014: No	32%	(38)	68%	(79)	117
2012 Vote: Barack Obama	41%	(77)	59%	(111)	188
2012 Vote: Mitt Romney	41%	(78)	59%	(111)	189
2012 Vote: Other	17%	(4)	83%	(17)	21
2012 Vote: Didn't Vote	31%	(34)	69%	(75)	109
4-Region: Northeast	51%	(48)	49%	(46)	93
4-Region: Midwest	39%	(47)	61%	(75)	122
4-Region: South	38%	(70)	62%	(115)	185
4-Region: West	27%	(29)	73%	(78)	107
Age: 18-39	38%	(53)	62%	(87)	139
Age: 40-59	44%	(78)	56%	(99)	177
Age: 65+	33%	(63)	67%	(129)	192

Continued on next page

Table BPC12_6_1NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Assign work temporarily to other employees

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	38%	(193)	62%	(314)	507
Small Business Owners	35%	(159)	65%	(297)	455
SB owners of 0-5 employees	27%	(42)	73%	(113)	155
SB owners of 6-15 employees	25%	(26)	75%	(79)	105
SB owners of 16-30 employees	44%	(52)	56%	(68)	120
SB owners of 31-50 employees	51%	(38)	49%	(37)	75
C-Level Executive	66%	(34)	34%	(18)	52

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

Table BPC12_6_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(385)	507
Gender: Male	25%	(63)	75%	(186)	249
Gender: Female	23%	(60)	77%	(198)	258
Age: 18-29	38%	(26)	62%	(43)	69
Age: 30-44	30%	(31)	70%	(72)	103
Age: 45-54	31%	(30)	69%	(66)	95
Age: 55-64	21%	(19)	79%	(71)	90
Age: 65+	12%	(17)	88%	(133)	150
Generation Z: 18-21	39%	(8)	61%	(13)	22
Millennial: Age 22-37	35%	(37)	65%	(67)	104
Generation X: Age 38-53	28%	(36)	72%	(94)	130
Boomers: Age 54-72	17%	(38)	83%	(190)	228
PID: Dem (no lean)	29%	(42)	71%	(103)	145
PID: Ind (no lean)	23%	(35)	77%	(116)	151
PID: Rep (no lean)	22%	(46)	78%	(165)	212
PID/Gender: Dem Men	41%	(26)	59%	(38)	64
PID/Gender: Dem Women	19%	(15)	81%	(65)	81
PID/Gender: Ind Men	22%	(16)	78%	(55)	71
PID/Gender: Ind Women	23%	(19)	77%	(61)	80
PID/Gender: Rep Men	18%	(21)	82%	(94)	114
PID/Gender: Rep Women	26%	(26)	74%	(71)	97
Ideo: Liberal (1-3)	28%	(40)	72%	(102)	142
Ideo: Moderate (4)	25%	(31)	75%	(91)	121
Ideo: Conservative (5-7)	22%	(48)	78%	(172)	220
Educ: < College	26%	(76)	74%	(218)	294
Educ: Bachelors degree	21%	(27)	79%	(105)	132
Educ: Post-grad	24%	(19)	76%	(61)	81

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Table BPC12_6_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(385)	507
Income: Under 50k	26%	(46)	74%	(134)	180
Income: 50k-100k	26%	(46)	74%	(134)	181
Income: 100k+	21%	(30)	79%	(117)	147
Ethnicity: White	24%	(98)	76%	(314)	412
Ethnicity: Hispanic	30%	(17)	70%	(40)	57
Ethnicity: Afr. Am.	28%	(17)	72%	(45)	62
Ethnicity: Other	23%	(8)	77%	(26)	33
Relig: Protestant	20%	(32)	80%	(131)	163
Relig: Roman Catholic	22%	(21)	78%	(73)	94
Relig: Something Else	30%	(10)	70%	(23)	34
Relig: Jewish	13%	(4)	87%	(26)	30
Relig: Evangelical	17%	(34)	83%	(167)	200
Relig: Non-Evang. Catholics	33%	(29)	67%	(61)	90
Relig: All Christian	22%	(63)	78%	(227)	290
Relig: All Non-Christian	35%	(14)	65%	(27)	42
Community: Urban	36%	(44)	64%	(79)	122
Community: Suburban	21%	(49)	79%	(187)	236
Community: Rural	20%	(30)	80%	(119)	149
Military HH: Yes	25%	(23)	75%	(68)	91
Military HH: No	24%	(100)	76%	(317)	417
RD/WT: Right Direction	27%	(65)	73%	(177)	242
RD/WT: Wrong Track	22%	(58)	78%	(208)	265
Trump Job Approve	24%	(62)	76%	(193)	255
Trump Job Disapprove	24%	(58)	76%	(186)	244
Trump Job Strongly Approve	17%	(25)	83%	(125)	150
Trump Job Somewhat Approve	35%	(37)	65%	(68)	105
Trump Job Somewhat Disapprove	35%	(14)	65%	(27)	41
Trump Job Strongly Disapprove	22%	(44)	78%	(160)	203

Continued on next page

Table BPC12_6_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(385)	507
#1 Issue: Economy	25%	(37)	75%	(111)	149
#1 Issue: Security	25%	(31)	75%	(95)	127
#1 Issue: Health Care	30%	(27)	70%	(62)	88
#1 Issue: Medicare / Social Security	11%	(8)	89%	(61)	69
#1 Issue: Women's Issues	15%	(2)	85%	(14)	17
#1 Issue: Education	47%	(11)	53%	(13)	24
#1 Issue: Energy	19%	(4)	81%	(17)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	25%	(49)	75%	(146)	195
2018 House Vote: Republican	21%	(46)	79%	(172)	219
2018 House Vote: Someone else	56%	(9)	44%	(7)	16
2018 House Vote: Didnt Vote	23%	(18)	77%	(60)	78
2016 Vote: Hillary Clinton	22%	(37)	78%	(131)	169
2016 Vote: Donald Trump	23%	(49)	77%	(167)	216
2016 Vote: Someone else	31%	(14)	69%	(33)	47
2016 Vote: Didnt Vote	29%	(22)	71%	(53)	75
Voted in 2014: Yes	24%	(92)	76%	(298)	391
Voted in 2014: No	26%	(30)	74%	(86)	117
2012 Vote: Barack Obama	24%	(45)	76%	(143)	188
2012 Vote: Mitt Romney	20%	(38)	80%	(151)	189
2012 Vote: Other	42%	(9)	58%	(12)	21
2012 Vote: Didn't Vote	28%	(31)	72%	(78)	109
4-Region: Northeast	15%	(14)	85%	(79)	93
4-Region: Midwest	19%	(23)	81%	(99)	122
4-Region: South	30%	(56)	70%	(129)	185
4-Region: West	27%	(29)	73%	(78)	107
Age: 18-39	35%	(49)	65%	(90)	139
Age: 40-59	26%	(45)	74%	(131)	177
Age: 65+	15%	(29)	85%	(163)	192

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Table BPC12_6_2NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire an outside temporary replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	24%	(123)	76%	(385)	507
Small Business Owners	25%	(114)	75%	(341)	455
SB owners of 0-5 employees	12%	(18)	88%	(137)	155
SB owners of 6-15 employees	31%	(33)	69%	(72)	105
SB owners of 16-30 employees	36%	(44)	64%	(76)	120
SB owners of 31-50 employees	26%	(20)	74%	(56)	75
C-Level Executive	16%	(9)	84%	(44)	52

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

Table BPC12_6_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Gender: Male	9%	(23)	91%	(226)	249
Gender: Female	8%	(20)	92%	(238)	258
Age: 18-29	5%	(4)	95%	(65)	69
Age: 30-44	10%	(10)	90%	(93)	103
Age: 45-54	9%	(9)	91%	(86)	95
Age: 55-64	10%	(9)	90%	(82)	90
Age: 65+	8%	(12)	92%	(138)	150
Generation Z: 18-21	2%	(0)	98%	(21)	22
Millennial: Age 22-37	9%	(10)	91%	(94)	104
Generation X: Age 38-53	8%	(11)	92%	(119)	130
Boomers: Age 54-72	10%	(22)	90%	(206)	228
PID: Dem (no lean)	6%	(9)	94%	(136)	145
PID: Ind (no lean)	5%	(8)	95%	(143)	151
PID: Rep (no lean)	13%	(27)	87%	(185)	212
PID/Gender: Dem Men	5%	(3)	95%	(61)	64
PID/Gender: Dem Women	7%	(5)	93%	(75)	81
PID/Gender: Ind Men	4%	(3)	96%	(68)	71
PID/Gender: Ind Women	6%	(5)	94%	(75)	80
PID/Gender: Rep Men	15%	(18)	85%	(97)	114
PID/Gender: Rep Women	9%	(9)	91%	(88)	97
Ideo: Liberal (1-3)	7%	(9)	93%	(132)	142
Ideo: Moderate (4)	1%	(1)	99%	(120)	121
Ideo: Conservative (5-7)	14%	(31)	86%	(189)	220
Educ: < College	6%	(19)	94%	(275)	294
Educ: Bachelors degree	15%	(19)	85%	(113)	132
Educ: Post-grad	6%	(5)	94%	(76)	81

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Table BPC12_6_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Income: Under 50k	4%	(8)	96%	(172)	180
Income: 50k-100k	15%	(28)	85%	(153)	181
Income: 100k+	5%	(8)	95%	(139)	147
Ethnicity: White	8%	(34)	92%	(378)	412
Ethnicity: Hispanic	11%	(6)	89%	(51)	57
Ethnicity: Afr. Am.	10%	(6)	90%	(55)	62
Ethnicity: Other	8%	(3)	92%	(31)	33
Relig: Protestant	8%	(13)	92%	(149)	163
Relig: Roman Catholic	7%	(7)	93%	(87)	94
Relig: Something Else	8%	(3)	92%	(31)	34
Relig: Jewish	6%	(2)	94%	(28)	30
Relig: Evangelical	9%	(18)	91%	(183)	200
Relig: Non-Evang. Catholics	6%	(5)	94%	(85)	90
Relig: All Christian	8%	(23)	92%	(267)	290
Relig: All Non-Christian	8%	(3)	92%	(38)	42
Community: Urban	9%	(10)	91%	(112)	122
Community: Suburban	10%	(23)	90%	(213)	236
Community: Rural	7%	(10)	93%	(139)	149
Military HH: Yes	3%	(3)	97%	(88)	91
Military HH: No	10%	(40)	90%	(376)	417
RD/WT: Right Direction	11%	(27)	89%	(215)	242
RD/WT: Wrong Track	6%	(16)	94%	(249)	265
Trump Job Approve	12%	(30)	88%	(225)	255
Trump Job Disapprove	5%	(12)	95%	(232)	244
Trump Job Strongly Approve	14%	(20)	86%	(129)	150
Trump Job Somewhat Approve	9%	(9)	91%	(95)	105
Trump Job Somewhat Disapprove	5%	(2)	95%	(39)	41
Trump Job Strongly Disapprove	5%	(10)	95%	(193)	203

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Table BPC12_6_3NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
#1 Issue: Economy	10%	(14)	90%	(134)	149
#1 Issue: Security	9%	(12)	91%	(115)	127
#1 Issue: Health Care	6%	(5)	94%	(83)	88
#1 Issue: Medicare / Social Security	13%	(9)	87%	(60)	69
#1 Issue: Women's Issues	2%	(0)	98%	(16)	17
#1 Issue: Education	4%	(1)	96%	(23)	24
#1 Issue: Energy	—	(0)	100%	(21)	21
#1 Issue: Other	13%	(2)	87%	(12)	14
2018 House Vote: Democrat	5%	(9)	95%	(186)	195
2018 House Vote: Republican	13%	(28)	87%	(190)	219
2018 House Vote: Someone else	23%	(4)	77%	(12)	16
2018 House Vote: Didnt Vote	3%	(2)	97%	(76)	78
2016 Vote: Hillary Clinton	5%	(9)	95%	(160)	169
2016 Vote: Donald Trump	11%	(23)	89%	(193)	216
2016 Vote: Someone else	16%	(7)	84%	(40)	47
2016 Vote: Didnt Vote	5%	(3)	95%	(72)	75
Voted in 2014: Yes	10%	(38)	90%	(352)	391
Voted in 2014: No	4%	(5)	96%	(112)	117
2012 Vote: Barack Obama	6%	(12)	94%	(176)	188
2012 Vote: Mitt Romney	14%	(27)	86%	(162)	189
2012 Vote: Other	—	(0)	100%	(21)	21
2012 Vote: Didn't Vote	4%	(4)	96%	(105)	109
4-Region: Northeast	9%	(8)	91%	(85)	93
4-Region: Midwest	6%	(7)	94%	(115)	122
4-Region: South	6%	(11)	94%	(174)	185
4-Region: West	16%	(17)	84%	(90)	107
Age: 18-39	7%	(10)	93%	(129)	139
Age: 40-59	10%	(17)	90%	(160)	177
Age: 65+	8%	(16)	92%	(176)	192

Continued on next page

Table BPC12_6_3NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member*
Hire a permanent replacement

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	8%	(43)	92%	(464)	507
Small Business Owners	9%	(40)	91%	(415)	455
SB owners of 0-5 employees	5%	(7)	95%	(148)	155
SB owners of 6-15 employees	19%	(20)	81%	(85)	105
SB owners of 16-30 employees	5%	(7)	95%	(113)	120
SB owners of 31-50 employees	9%	(7)	91%	(69)	75
C-Level Executive	5%	(3)	95%	(49)	52

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

Table BPC12_6_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(36)	93%	(471)	507
Gender: Male	8%	(20)	92%	(229)	249
Gender: Female	6%	(16)	94%	(242)	258
Age: 18-29	11%	(7)	89%	(61)	69
Age: 30-44	8%	(9)	92%	(95)	103
Age: 45-54	8%	(7)	92%	(88)	95
Age: 55-64	6%	(5)	94%	(85)	90
Age: 65+	5%	(7)	95%	(143)	150
Generation Z: 18-21	16%	(3)	84%	(18)	22
Millennial: Age 22-37	9%	(10)	91%	(95)	104
Generation X: Age 38-53	8%	(10)	92%	(119)	130
Boomers: Age 54-72	5%	(11)	95%	(217)	228
PID: Dem (no lean)	10%	(14)	90%	(131)	145
PID: Ind (no lean)	10%	(15)	90%	(136)	151
PID: Rep (no lean)	3%	(7)	97%	(204)	212
PID/Gender: Dem Men	12%	(8)	88%	(57)	64
PID/Gender: Dem Women	8%	(7)	92%	(74)	81
PID/Gender: Ind Men	13%	(9)	87%	(62)	71
PID/Gender: Ind Women	7%	(6)	93%	(75)	80
PID/Gender: Rep Men	3%	(3)	97%	(111)	114
PID/Gender: Rep Women	4%	(4)	96%	(93)	97
Ideo: Liberal (1-3)	11%	(15)	89%	(127)	142
Ideo: Moderate (4)	7%	(9)	93%	(113)	121
Ideo: Conservative (5-7)	5%	(12)	95%	(209)	220
Educ: < College	5%	(14)	95%	(280)	294
Educ: Bachelors degree	8%	(10)	92%	(122)	132
Educ: Post-grad	15%	(12)	85%	(69)	81

Continued on next page

Table BPC12_6_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(36)	93%	(471)	507
Income: Under 50k	9%	(16)	91%	(164)	180
Income: 50k-100k	4%	(7)	96%	(173)	181
Income: 100k+	9%	(13)	91%	(133)	147
Ethnicity: White	6%	(25)	94%	(387)	412
Ethnicity: Hispanic	8%	(5)	92%	(53)	57
Ethnicity: Afr. Am.	10%	(6)	90%	(55)	62
Ethnicity: Other	14%	(5)	86%	(29)	33
Relig: Protestant	4%	(7)	96%	(156)	163
Relig: Roman Catholic	5%	(5)	95%	(89)	94
Relig: Something Else	11%	(4)	89%	(30)	34
Relig: Jewish	3%	(1)	97%	(29)	30
Relig: Evangelical	7%	(13)	93%	(187)	200
Relig: Non-Evang. Catholics	2%	(2)	98%	(88)	90
Relig: All Christian	5%	(15)	95%	(275)	290
Relig: All Non-Christian	18%	(8)	82%	(34)	42
Community: Urban	7%	(9)	93%	(114)	122
Community: Suburban	6%	(15)	94%	(221)	236
Community: Rural	9%	(13)	91%	(136)	149
Military HH: Yes	6%	(6)	94%	(85)	91
Military HH: No	7%	(30)	93%	(386)	417
RD/WT: Right Direction	4%	(9)	96%	(233)	242
RD/WT: Wrong Track	10%	(27)	90%	(238)	265
Trump Job Approve	6%	(14)	94%	(240)	255
Trump Job Disapprove	9%	(22)	91%	(222)	244
Trump Job Strongly Approve	3%	(4)	97%	(146)	150
Trump Job Somewhat Approve	10%	(10)	90%	(95)	105
Trump Job Somewhat Disapprove	4%	(1)	96%	(40)	41
Trump Job Strongly Disapprove	10%	(21)	90%	(183)	203

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Table BPC12_6_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(36)	93%	(471)	507
#1 Issue: Economy	6%	(8)	94%	(140)	149
#1 Issue: Security	10%	(12)	90%	(114)	127
#1 Issue: Health Care	7%	(6)	93%	(82)	88
#1 Issue: Medicare / Social Security	3%	(2)	97%	(67)	69
#1 Issue: Women's Issues	16%	(3)	84%	(14)	17
#1 Issue: Education	10%	(2)	90%	(22)	24
#1 Issue: Energy	12%	(2)	88%	(18)	21
#1 Issue: Other	4%	(1)	96%	(13)	14
2018 House Vote: Democrat	10%	(19)	90%	(176)	195
2018 House Vote: Republican	5%	(11)	95%	(207)	219
2018 House Vote: Someone else	12%	(2)	88%	(14)	16
2018 House Vote: Didnt Vote	5%	(4)	95%	(74)	78
2016 Vote: Hillary Clinton	10%	(16)	90%	(153)	169
2016 Vote: Donald Trump	4%	(9)	96%	(207)	216
2016 Vote: Someone else	14%	(7)	86%	(41)	47
2016 Vote: Didnt Vote	6%	(4)	94%	(71)	75
Voted in 2014: Yes	7%	(28)	93%	(362)	391
Voted in 2014: No	7%	(8)	93%	(109)	117
2012 Vote: Barack Obama	10%	(18)	90%	(170)	188
2012 Vote: Mitt Romney	5%	(10)	95%	(179)	189
2012 Vote: Other	16%	(3)	84%	(17)	21
2012 Vote: Didn't Vote	4%	(4)	96%	(105)	109
4-Region: Northeast	12%	(12)	88%	(81)	93
4-Region: Midwest	10%	(12)	90%	(110)	122
4-Region: South	5%	(9)	95%	(176)	185
4-Region: West	3%	(3)	97%	(104)	107
Age: 18-39	10%	(14)	90%	(125)	139
Age: 40-59	8%	(13)	92%	(163)	177
Age: 65+	5%	(9)	95%	(183)	192

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Table BPC12_6_4NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Put the work on hold until the employee returns from leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	7%	(36)	93%	(471)	507
Small Business Owners	7%	(30)	93%	(425)	455
SB owners of 0-5 employees	5%	(8)	95%	(147)	155
SB owners of 6-15 employees	6%	(6)	94%	(99)	105
SB owners of 16-30 employees	8%	(10)	92%	(110)	120
SB owners of 31-50 employees	8%	(6)	92%	(69)	75
C-Level Executive	12%	(6)	88%	(46)	52

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

Table BPC12_6_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(477)	507
Gender: Male	7%	(17)	93%	(233)	249
Gender: Female	5%	(13)	95%	(245)	258
Age: 18-29	8%	(5)	92%	(63)	69
Age: 30-44	8%	(8)	92%	(95)	103
Age: 45-54	9%	(9)	91%	(87)	95
Age: 55-64	7%	(6)	93%	(84)	90
Age: 65+	1%	(1)	99%	(148)	150
Generation Z: 18-21	22%	(5)	78%	(17)	22
Millennial: Age 22-37	5%	(6)	95%	(98)	104
Generation X: Age 38-53	9%	(12)	91%	(118)	130
Boomers: Age 54-72	3%	(8)	97%	(220)	228
PID: Dem (no lean)	5%	(7)	95%	(138)	145
PID: Ind (no lean)	6%	(10)	94%	(141)	151
PID: Rep (no lean)	6%	(13)	94%	(198)	212
PID/Gender: Dem Men	9%	(6)	91%	(58)	64
PID/Gender: Dem Women	1%	(1)	99%	(80)	81
PID/Gender: Ind Men	7%	(5)	93%	(66)	71
PID/Gender: Ind Women	6%	(5)	94%	(76)	80
PID/Gender: Rep Men	5%	(6)	95%	(109)	114
PID/Gender: Rep Women	8%	(7)	92%	(90)	97
Ideo: Liberal (1-3)	9%	(13)	91%	(129)	142
Ideo: Moderate (4)	3%	(3)	97%	(118)	121
Ideo: Conservative (5-7)	6%	(13)	94%	(208)	220
Educ: < College	5%	(14)	95%	(280)	294
Educ: Bachelors degree	8%	(10)	92%	(122)	132
Educ: Post-grad	7%	(6)	93%	(75)	81

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Table BPC12_6_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(477)	507
Income: Under 50k	5%	(10)	95%	(170)	180
Income: 50k-100k	7%	(13)	93%	(168)	181
Income: 100k+	5%	(7)	95%	(139)	147
Ethnicity: White	5%	(22)	95%	(390)	412
Ethnicity: Hispanic	18%	(11)	82%	(47)	57
Ethnicity: Afr. Am.	6%	(4)	94%	(58)	62
Ethnicity: Other	12%	(4)	88%	(29)	33
Relig: Protestant	2%	(4)	98%	(159)	163
Relig: Roman Catholic	8%	(8)	92%	(86)	94
Relig: Something Else	6%	(2)	94%	(32)	34
Relig: Jewish	9%	(3)	91%	(27)	30
Relig: Evangelical	5%	(9)	95%	(191)	200
Relig: Non-Evang. Catholics	5%	(4)	95%	(86)	90
Relig: All Christian	5%	(13)	95%	(277)	290
Relig: All Non-Christian	3%	(1)	97%	(40)	42
Community: Urban	5%	(7)	95%	(116)	122
Community: Suburban	9%	(21)	91%	(215)	236
Community: Rural	2%	(3)	98%	(146)	149
Military HH: Yes	5%	(5)	95%	(86)	91
Military HH: No	6%	(25)	94%	(391)	417
RD/WT: Right Direction	6%	(16)	94%	(227)	242
RD/WT: Wrong Track	5%	(14)	95%	(251)	265
Trump Job Approve	6%	(15)	94%	(239)	255
Trump Job Disapprove	6%	(14)	94%	(230)	244
Trump Job Strongly Approve	5%	(7)	95%	(143)	150
Trump Job Somewhat Approve	8%	(9)	92%	(96)	105
Trump Job Somewhat Disapprove	5%	(2)	95%	(39)	41
Trump Job Strongly Disapprove	6%	(12)	94%	(191)	203

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Table BPC12_6_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(477)	507
#1 Issue: Economy	5%	(8)	95%	(141)	149
#1 Issue: Security	3%	(3)	97%	(123)	127
#1 Issue: Health Care	10%	(9)	90%	(79)	88
#1 Issue: Medicare / Social Security	1%	(1)	99%	(68)	69
#1 Issue: Women's Issues	12%	(2)	88%	(15)	17
#1 Issue: Education	20%	(5)	80%	(19)	24
#1 Issue: Energy	5%	(1)	95%	(20)	21
#1 Issue: Other	8%	(1)	92%	(13)	14
2018 House Vote: Democrat	6%	(12)	94%	(183)	195
2018 House Vote: Republican	6%	(13)	94%	(206)	219
2018 House Vote: Someone else	10%	(2)	90%	(14)	16
2018 House Vote: Didnt Vote	5%	(4)	95%	(74)	78
2016 Vote: Hillary Clinton	7%	(12)	93%	(157)	169
2016 Vote: Donald Trump	6%	(13)	94%	(203)	216
2016 Vote: Someone else	—	(0)	100%	(47)	47
2016 Vote: Didnt Vote	7%	(5)	93%	(70)	75
Voted in 2014: Yes	6%	(25)	94%	(366)	391
Voted in 2014: No	4%	(5)	96%	(112)	117
2012 Vote: Barack Obama	6%	(12)	94%	(176)	188
2012 Vote: Mitt Romney	5%	(10)	95%	(179)	189
2012 Vote: Other	6%	(1)	94%	(20)	21
2012 Vote: Didn't Vote	6%	(7)	94%	(103)	109
4-Region: Northeast	7%	(6)	93%	(87)	93
4-Region: Midwest	6%	(8)	94%	(115)	122
4-Region: South	4%	(8)	96%	(177)	185
4-Region: West	7%	(8)	93%	(99)	107
Age: 18-39	9%	(13)	91%	(126)	139
Age: 40-59	7%	(12)	93%	(165)	177
Age: 65+	3%	(6)	97%	(186)	192

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Table BPC12_6_5NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Have the employee perform some work while on leave

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	6%	(30)	94%	(477)	507
Small Business Owners	6%	(27)	94%	(428)	455
SB owners of 0-5 employees	2%	(4)	98%	(151)	155
SB owners of 6-15 employees	6%	(6)	94%	(99)	105
SB owners of 16-30 employees	11%	(13)	89%	(107)	120
SB owners of 31-50 employees	7%	(5)	93%	(70)	75
C-Level Executive	5%	(3)	95%	(49)	52

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

Table BPC12_6_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(95)	81%	(413)	507
Gender: Male	16%	(41)	84%	(208)	249
Gender: Female	21%	(53)	79%	(205)	258
Age: 18-29	17%	(12)	83%	(57)	69
Age: 30-44	13%	(14)	87%	(90)	103
Age: 45-54	10%	(10)	90%	(85)	95
Age: 55-64	19%	(17)	81%	(73)	90
Age: 65+	29%	(43)	71%	(107)	150
Generation Z: 18-21	22%	(5)	78%	(17)	22
Millennial: Age 22-37	12%	(13)	88%	(91)	104
Generation X: Age 38-53	13%	(17)	87%	(113)	130
Boomers: Age 54-72	23%	(53)	77%	(175)	228
PID: Dem (no lean)	19%	(28)	81%	(117)	145
PID: Ind (no lean)	14%	(22)	86%	(130)	151
PID: Rep (no lean)	21%	(45)	79%	(167)	212
PID/Gender: Dem Men	10%	(7)	90%	(58)	64
PID/Gender: Dem Women	27%	(22)	73%	(59)	81
PID/Gender: Ind Men	11%	(8)	89%	(63)	71
PID/Gender: Ind Women	17%	(14)	83%	(67)	80
PID/Gender: Rep Men	23%	(26)	77%	(88)	114
PID/Gender: Rep Women	19%	(18)	81%	(79)	97
Ideo: Liberal (1-3)	13%	(18)	87%	(124)	142
Ideo: Moderate (4)	14%	(17)	86%	(104)	121
Ideo: Conservative (5-7)	25%	(56)	75%	(164)	220
Educ: < College	22%	(65)	78%	(229)	294
Educ: Bachelors degree	19%	(25)	81%	(108)	132
Educ: Post-grad	6%	(5)	94%	(76)	81

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Table BPC12_6_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(95)	81%	(413)	507
Income: Under 50k	22%	(39)	78%	(141)	180
Income: 50k-100k	17%	(30)	83%	(150)	181
Income: 100k+	17%	(25)	83%	(122)	147
Ethnicity: White	20%	(81)	80%	(331)	412
Ethnicity: Hispanic	12%	(7)	88%	(50)	57
Ethnicity: Afr. Am.	12%	(7)	88%	(54)	62
Ethnicity: Other	18%	(6)	82%	(27)	33
Relig: Protestant	21%	(34)	79%	(129)	163
Relig: Roman Catholic	17%	(16)	83%	(78)	94
Relig: Something Else	8%	(3)	92%	(31)	34
Relig: Jewish	23%	(7)	77%	(23)	30
Relig: Evangelical	21%	(42)	79%	(158)	200
Relig: Non-Evang. Catholics	12%	(11)	88%	(79)	90
Relig: All Christian	18%	(53)	82%	(237)	290
Relig: All Non-Christian	5%	(2)	95%	(39)	42
Community: Urban	11%	(13)	89%	(110)	122
Community: Suburban	22%	(52)	78%	(185)	236
Community: Rural	20%	(30)	80%	(119)	149
Military HH: Yes	23%	(21)	77%	(70)	91
Military HH: No	18%	(74)	82%	(343)	417
RD/WT: Right Direction	21%	(52)	79%	(190)	242
RD/WT: Wrong Track	16%	(43)	84%	(222)	265
Trump Job Approve	23%	(59)	77%	(196)	255
Trump Job Disapprove	14%	(35)	86%	(210)	244
Trump Job Strongly Approve	27%	(41)	73%	(109)	150
Trump Job Somewhat Approve	17%	(18)	83%	(87)	105
Trump Job Somewhat Disapprove	9%	(4)	91%	(37)	41
Trump Job Strongly Disapprove	15%	(31)	85%	(173)	203

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Table BPC12_6_6NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(95)	81%	(413)	507
#1 Issue: Economy	20%	(30)	80%	(118)	149
#1 Issue: Security	20%	(26)	80%	(101)	127
#1 Issue: Health Care	8%	(7)	92%	(81)	88
#1 Issue: Medicare / Social Security	31%	(21)	69%	(48)	69
#1 Issue: Women's Issues	—	(0)	100%	(17)	17
#1 Issue: Education	15%	(4)	85%	(20)	24
#1 Issue: Energy	17%	(3)	83%	(17)	21
#1 Issue: Other	21%	(3)	79%	(11)	14
2018 House Vote: Democrat	13%	(26)	87%	(169)	195
2018 House Vote: Republican	22%	(47)	78%	(171)	219
2018 House Vote: Someone else	9%	(1)	91%	(14)	16
2018 House Vote: Didnt Vote	25%	(19)	75%	(58)	78
2016 Vote: Hillary Clinton	15%	(25)	85%	(143)	169
2016 Vote: Donald Trump	24%	(51)	76%	(165)	216
2016 Vote: Someone else	8%	(4)	92%	(44)	47
2016 Vote: Didnt Vote	19%	(14)	81%	(61)	75
Voted in 2014: Yes	18%	(70)	82%	(321)	391
Voted in 2014: No	21%	(25)	79%	(92)	117
2012 Vote: Barack Obama	14%	(26)	86%	(162)	188
2012 Vote: Mitt Romney	22%	(42)	78%	(147)	189
2012 Vote: Other	27%	(6)	73%	(15)	21
2012 Vote: Didn't Vote	20%	(21)	80%	(88)	109
4-Region: Northeast	13%	(13)	87%	(81)	93
4-Region: Midwest	20%	(25)	80%	(98)	122
4-Region: South	19%	(36)	81%	(149)	185
4-Region: West	20%	(22)	80%	(85)	107
Age: 18-39	16%	(22)	84%	(117)	139
Age: 40-59	14%	(25)	86%	(152)	177
Age: 65+	25%	(47)	75%	(144)	192

Continued on next page

Table BPC12_6_6NET: *When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member*
None of the following

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	19%	(95)	81%	(413)	507
Small Business Owners	20%	(91)	80%	(364)	455
SB owners of 0-5 employees	37%	(57)	63%	(98)	155
SB owners of 6-15 employees	13%	(14)	87%	(92)	105
SB owners of 16-30 employees	8%	(10)	92%	(110)	120
SB owners of 31-50 employees	15%	(11)	85%	(64)	75
C-Level Executive	6%	(3)	94%	(49)	52

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

Table BPC12_6_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	12%	(59)	88%	(448)	507
Gender: Male	6%	(14)	94%	(235)	249
Gender: Female	17%	(45)	83%	(213)	258
Age: 18-29	7%	(5)	93%	(64)	69
Age: 30-44	11%	(11)	89%	(92)	103
Age: 45-54	6%	(6)	94%	(90)	95
Age: 55-64	14%	(13)	86%	(77)	90
Age: 65+	16%	(24)	84%	(126)	150
Generation Z: 18-21	—	(0)	100%	(22)	22
Millennial: Age 22-37	9%	(9)	91%	(95)	104
Generation X: Age 38-53	8%	(11)	92%	(119)	130
Boomers: Age 54-72	17%	(39)	83%	(189)	228
PID: Dem (no lean)	10%	(14)	90%	(131)	145
PID: Ind (no lean)	19%	(29)	81%	(122)	151
PID: Rep (no lean)	8%	(16)	92%	(195)	212
PID/Gender: Dem Men	5%	(3)	95%	(61)	64
PID/Gender: Dem Women	14%	(11)	86%	(70)	81
PID/Gender: Ind Men	5%	(3)	95%	(67)	71
PID/Gender: Ind Women	31%	(25)	69%	(55)	80
PID/Gender: Rep Men	7%	(7)	93%	(107)	114
PID/Gender: Rep Women	9%	(9)	91%	(88)	97
Ideo: Liberal (1-3)	9%	(13)	91%	(128)	142
Ideo: Moderate (4)	15%	(18)	85%	(103)	121
Ideo: Conservative (5-7)	7%	(16)	93%	(204)	220
Educ: < College	13%	(38)	87%	(256)	294
Educ: Bachelors degree	7%	(9)	93%	(123)	132
Educ: Post-grad	15%	(12)	85%	(69)	81

Continued on next page

Table BPC12_6_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	12%	(59)	88%	(448)	507
Income: Under 50k	17%	(31)	83%	(149)	180
Income: 50k-100k	9%	(17)	91%	(164)	181
Income: 100k+	7%	(11)	93%	(136)	147
Ethnicity: White	12%	(50)	88%	(362)	412
Ethnicity: Hispanic	3%	(2)	97%	(56)	57
Ethnicity: Afr. Am.	11%	(7)	89%	(55)	62
Ethnicity: Other	5%	(2)	95%	(32)	33
Relig: Protestant	14%	(23)	86%	(140)	163
Relig: Roman Catholic	15%	(14)	85%	(79)	94
Relig: Something Else	9%	(3)	91%	(31)	34
Relig: Jewish	1%	(0)	99%	(29)	30
Relig: Evangelical	19%	(38)	81%	(162)	200
Relig: Non-Evang. Catholics	2%	(2)	98%	(88)	90
Relig: All Christian	14%	(40)	86%	(250)	290
Relig: All Non-Christian	6%	(2)	94%	(39)	42
Community: Urban	14%	(17)	86%	(105)	122
Community: Suburban	11%	(26)	89%	(210)	236
Community: Rural	11%	(16)	89%	(133)	149
Military HH: Yes	4%	(3)	96%	(88)	91
Military HH: No	13%	(56)	87%	(361)	417
RD/WT: Right Direction	8%	(19)	92%	(224)	242
RD/WT: Wrong Track	15%	(40)	85%	(225)	265
Trump Job Approve	8%	(20)	92%	(235)	255
Trump Job Disapprove	15%	(38)	85%	(207)	244
Trump Job Strongly Approve	7%	(11)	93%	(139)	150
Trump Job Somewhat Approve	9%	(9)	91%	(95)	105
Trump Job Somewhat Disapprove	2%	(1)	98%	(40)	41
Trump Job Strongly Disapprove	18%	(37)	82%	(167)	203

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Table BPC12_6_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member

Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	12%	(59)	88%	(448)	507
#1 Issue: Economy	6%	(9)	94%	(140)	149
#1 Issue: Security	10%	(13)	90%	(113)	127
#1 Issue: Health Care	14%	(12)	86%	(76)	88
#1 Issue: Medicare / Social Security	13%	(9)	87%	(60)	69
#1 Issue: Women's Issues	32%	(5)	68%	(11)	17
#1 Issue: Education	—	(0)	100%	(24)	24
#1 Issue: Energy	42%	(9)	58%	(12)	21
#1 Issue: Other	14%	(2)	86%	(12)	14
2018 House Vote: Democrat	11%	(22)	89%	(173)	195
2018 House Vote: Republican	7%	(16)	93%	(203)	219
2018 House Vote: Someone else	4%	(1)	96%	(15)	16
2018 House Vote: Didn't Vote	26%	(20)	74%	(57)	78
2016 Vote: Hillary Clinton	13%	(21)	87%	(147)	169
2016 Vote: Donald Trump	7%	(15)	93%	(201)	216
2016 Vote: Someone else	18%	(9)	82%	(39)	47
2016 Vote: Didn't Vote	18%	(14)	82%	(62)	75
Voted in 2014: Yes	10%	(38)	90%	(353)	391
Voted in 2014: No	18%	(21)	82%	(95)	117
2012 Vote: Barack Obama	15%	(28)	85%	(160)	188
2012 Vote: Mitt Romney	6%	(11)	94%	(178)	189
2012 Vote: Other	3%	(1)	97%	(20)	21
2012 Vote: Didn't Vote	18%	(19)	82%	(90)	109
4-Region: Northeast	9%	(8)	91%	(85)	93
4-Region: Midwest	13%	(16)	87%	(107)	122
4-Region: South	11%	(20)	89%	(165)	185
4-Region: West	14%	(15)	86%	(92)	107
Age: 18-39	8%	(11)	92%	(129)	139
Age: 40-59	10%	(17)	90%	(159)	177
Age: 65+	16%	(31)	84%	(161)	192

Continued on next page

Table BPC12_6_7NET: When an employee takes leave for each of the following reasons, you may have to get the work covered in different ways. As a business, which of the following do you typically do to cover work for each of the following types of leave? Select all that apply. Leave for the deployment or injury of a military service family member
Don't know/Unsure

Demographic	Selected		Not Selected		Total N
Small Business Owners, Executives	12%	(59)	88%	(448)	507
Small Business Owners	12%	(53)	88%	(402)	455
SB owners of 0-5 employees	17%	(27)	83%	(128)	155
SB owners of 6-15 employees	13%	(14)	87%	(91)	105
SB owners of 16-30 employees	9%	(11)	91%	(109)	120
SB owners of 31-50 employees	2%	(1)	98%	(74)	75
C-Level Executive	11%	(6)	89%	(46)	52

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

Table BPC13_1: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your small business

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	31%	(157)	20%	(99)	16%	(83)	14%	(72)	10%	(51)	9%	(45)	507
Gender: Male	33%	(83)	25%	(62)	13%	(33)	14%	(35)	8%	(19)	7%	(18)	249
Gender: Female	29%	(75)	15%	(38)	20%	(50)	14%	(36)	12%	(31)	11%	(27)	258
Age: 18-29	53%	(36)	19%	(13)	7%	(4)	12%	(9)	6%	(4)	4%	(3)	69
Age: 30-44	42%	(44)	21%	(21)	12%	(12)	15%	(16)	3%	(4)	6%	(7)	103
Age: 45-54	31%	(30)	27%	(26)	17%	(16)	10%	(9)	8%	(8)	7%	(7)	95
Age: 55-64	26%	(23)	22%	(20)	22%	(20)	12%	(11)	10%	(9)	8%	(7)	90
Age: 65+	16%	(25)	13%	(19)	20%	(31)	18%	(27)	17%	(26)	15%	(22)	150
Generation Z: 18-21	38%	(8)	17%	(4)	6%	(1)	28%	(6)	11%	(2)	—	(0)	22
Millennial: Age 22-37	51%	(54)	22%	(23)	7%	(7)	11%	(11)	3%	(3)	6%	(6)	104
Generation X: Age 38-53	35%	(46)	25%	(33)	16%	(21)	10%	(13)	7%	(9)	7%	(8)	130
Boomers: Age 54-72	20%	(46)	16%	(36)	20%	(45)	16%	(36)	16%	(36)	12%	(28)	228
PID: Dem (no lean)	38%	(55)	20%	(29)	19%	(28)	9%	(13)	6%	(9)	8%	(12)	145
PID: Ind (no lean)	28%	(43)	20%	(30)	12%	(19)	26%	(39)	5%	(8)	9%	(14)	151
PID: Rep (no lean)	29%	(60)	19%	(41)	17%	(37)	10%	(20)	16%	(34)	9%	(20)	212
PID/Gender: Dem Men	35%	(23)	29%	(18)	18%	(12)	12%	(8)	2%	(1)	4%	(3)	64
PID/Gender: Dem Women	40%	(32)	13%	(10)	20%	(16)	6%	(5)	10%	(8)	11%	(9)	81
PID/Gender: Ind Men	30%	(21)	24%	(17)	13%	(10)	21%	(15)	4%	(3)	8%	(6)	71
PID/Gender: Ind Women	27%	(22)	16%	(13)	11%	(9)	30%	(24)	6%	(5)	10%	(8)	80
PID/Gender: Rep Men	34%	(39)	23%	(26)	10%	(12)	11%	(13)	14%	(16)	8%	(9)	114
PID/Gender: Rep Women	22%	(21)	15%	(15)	26%	(25)	8%	(8)	19%	(18)	11%	(10)	97
Ideo: Liberal (1-3)	45%	(64)	19%	(27)	14%	(20)	9%	(13)	6%	(9)	6%	(9)	142
Ideo: Moderate (4)	27%	(33)	21%	(26)	17%	(20)	22%	(26)	6%	(7)	8%	(9)	121
Ideo: Conservative (5-7)	25%	(54)	20%	(43)	18%	(40)	11%	(23)	16%	(34)	12%	(25)	220
Educ: < College	31%	(90)	16%	(48)	18%	(53)	16%	(48)	11%	(33)	8%	(23)	294
Educ: Bachelors degree	33%	(43)	23%	(31)	16%	(21)	9%	(12)	10%	(14)	9%	(12)	132
Educ: Post-grad	29%	(24)	25%	(20)	12%	(10)	15%	(12)	5%	(4)	13%	(10)	81

Continued on next page

Table BPC13_1: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your small business

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	31%	(157)	20%	(99)	16%	(83)	14%	(72)	10%	(51)	9%	(45)	507
Income: Under 50k	26%	(47)	16%	(29)	18%	(33)	18%	(32)	10%	(18)	12%	(21)	180
Income: 50k-100k	30%	(54)	26%	(47)	14%	(25)	10%	(18)	13%	(24)	7%	(12)	181
Income: 100k+	38%	(56)	17%	(24)	17%	(25)	14%	(21)	6%	(8)	8%	(12)	147
Ethnicity: White	27%	(112)	22%	(91)	16%	(65)	14%	(59)	11%	(46)	9%	(39)	412
Ethnicity: Hispanic	52%	(30)	14%	(8)	14%	(8)	9%	(5)	9%	(5)	2%	(1)	57
Ethnicity: Afr. Am.	53%	(33)	4%	(3)	20%	(12)	13%	(8)	3%	(2)	8%	(5)	62
Ethnicity: Other	37%	(12)	19%	(6)	17%	(6)	14%	(5)	9%	(3)	4%	(1)	33
Relig: Protestant	22%	(36)	11%	(18)	20%	(33)	18%	(28)	17%	(27)	12%	(19)	163
Relig: Roman Catholic	32%	(30)	23%	(22)	12%	(11)	18%	(17)	8%	(7)	7%	(7)	94
Relig: Something Else	39%	(13)	19%	(7)	22%	(8)	7%	(2)	9%	(3)	4%	(1)	34
Relig: Jewish	44%	(13)	23%	(7)	—	(0)	16%	(5)	6%	(2)	11%	(3)	30
Relig: Evangelical	26%	(52)	15%	(30)	16%	(32)	18%	(36)	13%	(26)	12%	(24)	200
Relig: Non-Evang. Catholics	30%	(27)	18%	(16)	22%	(20)	13%	(12)	12%	(11)	4%	(3)	90
Relig: All Christian	27%	(79)	16%	(47)	18%	(52)	16%	(48)	13%	(37)	9%	(27)	290
Relig: All Non-Christian	47%	(19)	23%	(9)	7%	(3)	8%	(3)	6%	(2)	10%	(4)	42
Community: Urban	31%	(38)	29%	(36)	8%	(9)	15%	(19)	6%	(7)	11%	(13)	122
Community: Suburban	36%	(84)	16%	(38)	16%	(39)	15%	(35)	9%	(22)	8%	(18)	236
Community: Rural	23%	(35)	17%	(26)	24%	(35)	12%	(18)	14%	(21)	9%	(14)	149
Military HH: Yes	28%	(25)	18%	(16)	12%	(11)	13%	(12)	21%	(19)	7%	(7)	91
Military HH: No	32%	(132)	20%	(83)	17%	(72)	14%	(59)	8%	(31)	9%	(38)	417
RD/WT: Right Direction	32%	(77)	19%	(47)	17%	(42)	9%	(23)	13%	(32)	9%	(22)	242
RD/WT: Wrong Track	30%	(81)	20%	(52)	16%	(41)	18%	(49)	7%	(19)	9%	(23)	265
Trump Job Approve	28%	(70)	21%	(53)	18%	(47)	11%	(29)	12%	(32)	10%	(25)	255
Trump Job Disapprove	35%	(86)	19%	(46)	13%	(32)	17%	(42)	8%	(19)	8%	(20)	244
Trump Job Strongly Approve	29%	(44)	18%	(27)	21%	(32)	7%	(10)	15%	(22)	10%	(14)	150
Trump Job Somewhat Approve	25%	(26)	24%	(26)	14%	(15)	18%	(18)	9%	(10)	10%	(10)	105
Trump Job Somewhat Disapprove	34%	(14)	26%	(11)	11%	(5)	14%	(6)	14%	(6)	—	(0)	41
Trump Job Strongly Disapprove	35%	(72)	17%	(35)	13%	(27)	18%	(37)	6%	(13)	10%	(20)	203

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Table BPC13_1: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your small business

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	31%	(157)	20%	(99)	16%	(83)	14%	(72)	10%	(51)	9%	(45)	507
#1 Issue: Economy	28%	(41)	18%	(27)	22%	(32)	17%	(25)	9%	(13)	7%	(10)	149
#1 Issue: Security	30%	(39)	22%	(28)	17%	(21)	7%	(9)	9%	(12)	14%	(17)	127
#1 Issue: Health Care	36%	(32)	26%	(23)	9%	(8)	13%	(11)	8%	(7)	7%	(6)	88
#1 Issue: Medicare / Social Security	27%	(19)	10%	(7)	14%	(10)	13%	(9)	26%	(18)	10%	(7)	69
#1 Issue: Women's Issues	42%	(7)	23%	(4)	17%	(3)	16%	(3)	—	(0)	2%	(0)	17
#1 Issue: Education	46%	(11)	24%	(6)	14%	(3)	16%	(4)	—	(0)	—	(0)	24
#1 Issue: Energy	24%	(5)	13%	(3)	13%	(3)	38%	(8)	—	(0)	11%	(2)	21
#1 Issue: Other	29%	(4)	14%	(2)	22%	(3)	14%	(2)	4%	(1)	17%	(2)	14
2018 House Vote: Democrat	39%	(76)	22%	(43)	12%	(23)	15%	(30)	5%	(11)	6%	(13)	195
2018 House Vote: Republican	28%	(62)	18%	(39)	18%	(39)	10%	(22)	17%	(36)	10%	(21)	219
2018 House Vote: Someone else	27%	(4)	27%	(4)	19%	(3)	27%	(4)	—	(0)	—	(0)	16
2018 House Vote: Didn't Vote	21%	(16)	17%	(13)	23%	(18)	20%	(16)	4%	(3)	15%	(12)	78
2016 Vote: Hillary Clinton	38%	(64)	23%	(38)	11%	(19)	15%	(26)	6%	(10)	7%	(12)	169
2016 Vote: Donald Trump	27%	(59)	19%	(41)	19%	(42)	10%	(22)	15%	(33)	9%	(20)	216
2016 Vote: Someone else	27%	(13)	14%	(6)	16%	(7)	26%	(12)	6%	(3)	11%	(5)	47
2016 Vote: Didn't Vote	29%	(22)	18%	(14)	20%	(15)	16%	(12)	6%	(5)	10%	(8)	75
Voted in 2014: Yes	31%	(120)	20%	(80)	16%	(64)	12%	(48)	12%	(46)	8%	(33)	391
Voted in 2014: No	32%	(38)	17%	(20)	16%	(19)	20%	(24)	4%	(4)	10%	(12)	117
2012 Vote: Barack Obama	36%	(68)	21%	(39)	15%	(28)	13%	(25)	6%	(11)	9%	(17)	188
2012 Vote: Mitt Romney	25%	(47)	21%	(39)	17%	(32)	9%	(18)	18%	(34)	10%	(19)	189
2012 Vote: Other	14%	(3)	15%	(3)	22%	(5)	34%	(7)	8%	(2)	8%	(2)	21
2012 Vote: Didn't Vote	36%	(40)	17%	(19)	17%	(19)	20%	(21)	4%	(4)	7%	(7)	109
4-Region: Northeast	27%	(25)	16%	(14)	16%	(15)	21%	(20)	14%	(13)	6%	(5)	93
4-Region: Midwest	37%	(45)	16%	(20)	16%	(19)	6%	(7)	15%	(19)	10%	(12)	122
4-Region: South	34%	(64)	22%	(41)	15%	(28)	14%	(25)	5%	(10)	9%	(17)	185
4-Region: West	22%	(23)	22%	(24)	19%	(20)	18%	(20)	8%	(9)	10%	(11)	107
Age: 18-39	49%	(68)	20%	(28)	8%	(11)	14%	(20)	4%	(6)	5%	(7)	139
Age: 40-59	30%	(52)	24%	(42)	19%	(33)	13%	(23)	9%	(16)	6%	(11)	177
Age: 65+	20%	(37)	16%	(30)	20%	(39)	15%	(29)	15%	(29)	14%	(27)	192

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Table BPC13_1: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your small business

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	31%	(157)	20%	(99)	16%	(83)	14%	(72)	10%	(51)	9%	(45)	507
Small Business Owners	31%	(143)	18%	(84)	15%	(70)	14%	(65)	11%	(49)	10%	(45)	455
SB owners of 0-5 employees	17%	(27)	12%	(19)	22%	(34)	13%	(21)	14%	(21)	22%	(34)	155
SB owners of 6-15 employees	26%	(28)	17%	(18)	13%	(13)	21%	(23)	18%	(19)	4%	(4)	105
SB owners of 16-30 employees	44%	(53)	28%	(33)	14%	(17)	8%	(9)	5%	(6)	1%	(1)	120
SB owners of 31-50 employees	46%	(35)	18%	(14)	8%	(6)	16%	(12)	3%	(3)	7%	(6)	75
C-Level Executive	29%	(15)	30%	(15)	25%	(13)	14%	(7)	3%	(2)	—	(0)	52

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

Table BPC13_2: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your local community

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(149)	25%	(129)	27%	(136)	5%	(24)	4%	(19)	10%	(50)	507
Gender: Male	34%	(86)	27%	(66)	21%	(52)	4%	(9)	5%	(12)	10%	(24)	249
Gender: Female	24%	(63)	24%	(63)	33%	(84)	6%	(14)	3%	(8)	10%	(26)	258
Age: 18-29	43%	(30)	21%	(14)	14%	(9)	15%	(10)	4%	(3)	3%	(2)	69
Age: 30-44	41%	(42)	25%	(26)	21%	(22)	2%	(3)	2%	(2)	8%	(8)	103
Age: 45-54	37%	(35)	27%	(26)	22%	(21)	2%	(2)	2%	(2)	9%	(8)	95
Age: 55-64	22%	(20)	22%	(20)	39%	(35)	3%	(3)	2%	(2)	12%	(11)	90
Age: 65+	15%	(22)	29%	(43)	32%	(48)	4%	(6)	7%	(11)	13%	(20)	150
Generation Z: 18-21	31%	(7)	24%	(5)	10%	(2)	25%	(6)	10%	(2)	—	(0)	22
Millennial: Age 22-37	43%	(45)	26%	(27)	15%	(16)	7%	(7)	2%	(2)	7%	(7)	104
Generation X: Age 38-53	42%	(54)	25%	(33)	22%	(29)	1%	(1)	1%	(2)	8%	(10)	130
Boomers: Age 54-72	17%	(38)	25%	(58)	35%	(80)	4%	(10)	6%	(13)	12%	(28)	228
PID: Dem (no lean)	32%	(47)	34%	(49)	20%	(29)	5%	(8)	1%	(1)	8%	(11)	145
PID: Ind (no lean)	28%	(42)	19%	(29)	29%	(44)	8%	(12)	3%	(5)	13%	(20)	151
PID: Rep (no lean)	28%	(60)	24%	(52)	30%	(62)	2%	(4)	6%	(14)	9%	(20)	212
PID/Gender: Dem Men	33%	(21)	33%	(21)	20%	(13)	6%	(4)	—	(0)	7%	(5)	64
PID/Gender: Dem Women	31%	(25)	34%	(27)	20%	(16)	5%	(4)	1%	(1)	8%	(6)	81
PID/Gender: Ind Men	34%	(24)	21%	(15)	23%	(16)	4%	(3)	1%	(1)	17%	(12)	71
PID/Gender: Ind Women	23%	(18)	17%	(14)	35%	(28)	11%	(9)	4%	(4)	10%	(8)	80
PID/Gender: Rep Men	35%	(40)	26%	(30)	20%	(23)	2%	(3)	9%	(11)	7%	(8)	114
PID/Gender: Rep Women	20%	(19)	23%	(22)	41%	(39)	2%	(2)	3%	(3)	12%	(12)	97
Ideo: Liberal (1-3)	45%	(64)	24%	(34)	18%	(25)	6%	(8)	2%	(2)	6%	(8)	142
Ideo: Moderate (4)	29%	(35)	31%	(38)	23%	(28)	6%	(7)	1%	(1)	10%	(12)	121
Ideo: Conservative (5-7)	21%	(47)	25%	(54)	32%	(70)	3%	(6)	7%	(15)	13%	(28)	220
Educ: < College	31%	(90)	21%	(62)	29%	(84)	7%	(19)	5%	(15)	8%	(24)	294
Educ: Bachelors degree	29%	(38)	29%	(39)	29%	(39)	2%	(3)	2%	(3)	8%	(11)	132
Educ: Post-grad	26%	(21)	35%	(28)	16%	(13)	2%	(2)	1%	(1)	20%	(16)	81

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Table BPC13_2: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your local community

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(149)	25%	(129)	27%	(136)	5%	(24)	4%	(19)	10%	(50)	507
Income: Under 50k	30%	(54)	21%	(39)	26%	(48)	9%	(17)	2%	(4)	10%	(19)	180
Income: 50k-100k	26%	(48)	33%	(59)	23%	(42)	3%	(5)	8%	(14)	7%	(13)	181
Income: 100k+	32%	(47)	22%	(32)	32%	(47)	2%	(2)	1%	(1)	12%	(18)	147
Ethnicity: White	28%	(114)	27%	(110)	27%	(111)	4%	(18)	4%	(16)	11%	(44)	412
Ethnicity: Hispanic	47%	(27)	24%	(14)	19%	(11)	4%	(2)	3%	(2)	4%	(2)	57
Ethnicity: Afr. Am.	41%	(25)	13%	(8)	27%	(17)	9%	(5)	2%	(1)	9%	(6)	62
Ethnicity: Other	29%	(10)	32%	(11)	25%	(8)	3%	(1)	8%	(3)	3%	(1)	33
Relig: Protestant	20%	(33)	22%	(36)	35%	(57)	5%	(8)	8%	(13)	10%	(16)	163
Relig: Roman Catholic	28%	(26)	32%	(30)	23%	(22)	5%	(5)	1%	(1)	11%	(11)	94
Relig: Something Else	45%	(15)	17%	(6)	33%	(11)	—	(0)	1%	(0)	4%	(1)	34
Relig: Jewish	47%	(14)	10%	(3)	32%	(10)	—	(0)	—	(0)	11%	(3)	30
Relig: Evangelical	24%	(48)	25%	(51)	29%	(58)	6%	(11)	5%	(10)	10%	(21)	200
Relig: Non-Evang. Catholics	28%	(25)	24%	(21)	35%	(31)	1%	(1)	5%	(4)	7%	(7)	90
Relig: All Christian	25%	(74)	25%	(72)	31%	(90)	4%	(13)	5%	(15)	9%	(28)	290
Relig: All Non-Christian	40%	(17)	22%	(9)	22%	(9)	3%	(1)	4%	(2)	10%	(4)	42
Community: Urban	32%	(39)	27%	(34)	15%	(19)	10%	(12)	2%	(3)	14%	(17)	122
Community: Suburban	33%	(77)	27%	(63)	27%	(64)	2%	(5)	4%	(10)	8%	(18)	236
Community: Rural	22%	(33)	22%	(32)	36%	(54)	5%	(7)	5%	(7)	11%	(16)	149
Military HH: Yes	24%	(22)	21%	(19)	25%	(23)	3%	(3)	12%	(11)	14%	(13)	91
Military HH: No	30%	(127)	26%	(110)	27%	(113)	5%	(21)	2%	(8)	9%	(38)	417
RD/WT: Right Direction	27%	(66)	28%	(69)	27%	(65)	2%	(5)	6%	(15)	9%	(22)	242
RD/WT: Wrong Track	31%	(83)	23%	(61)	27%	(71)	7%	(19)	1%	(4)	11%	(28)	265
Trump Job Approve	23%	(59)	29%	(73)	29%	(74)	2%	(5)	6%	(15)	11%	(28)	255
Trump Job Disapprove	36%	(89)	23%	(56)	22%	(55)	8%	(19)	2%	(4)	9%	(22)	244
Trump Job Strongly Approve	30%	(46)	22%	(33)	27%	(41)	1%	(1)	10%	(15)	10%	(14)	150
Trump Job Somewhat Approve	13%	(14)	38%	(40)	32%	(33)	3%	(3)	—	(0)	13%	(14)	105
Trump Job Somewhat Disapprove	38%	(16)	20%	(8)	34%	(14)	6%	(3)	2%	(1)	—	(0)	41
Trump Job Strongly Disapprove	36%	(73)	24%	(48)	20%	(41)	8%	(16)	2%	(3)	11%	(22)	203

Continued on next page

Table BPC13_2: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your local community

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(149)	25%	(129)	27%	(136)	5%	(24)	4%	(19)	10%	(50)	507
#1 Issue: Economy	29%	(43)	32%	(47)	26%	(39)	3%	(5)	1%	(2)	8%	(13)	149
#1 Issue: Security	26%	(33)	26%	(33)	29%	(37)	2%	(3)	4%	(5)	13%	(16)	127
#1 Issue: Health Care	37%	(33)	26%	(23)	17%	(15)	5%	(5)	3%	(2)	12%	(11)	88
#1 Issue: Medicare / Social Security	22%	(15)	12%	(8)	44%	(30)	1%	(0)	12%	(8)	10%	(7)	69
#1 Issue: Women's Issues	43%	(7)	37%	(6)	20%	(3)	—	(0)	—	(0)	—	(0)	17
#1 Issue: Education	41%	(10)	29%	(7)	13%	(3)	16%	(4)	2%	(1)	—	(0)	24
#1 Issue: Energy	21%	(4)	18%	(4)	18%	(4)	30%	(6)	5%	(1)	10%	(2)	21
#1 Issue: Other	28%	(4)	11%	(2)	34%	(5)	9%	(1)	—	(0)	17%	(2)	14
2018 House Vote: Democrat	37%	(72)	29%	(57)	21%	(42)	4%	(8)	1%	(2)	7%	(14)	195
2018 House Vote: Republican	27%	(59)	21%	(47)	32%	(70)	2%	(5)	8%	(17)	10%	(22)	219
2018 House Vote: Someone else	23%	(4)	42%	(7)	19%	(3)	13%	(2)	—	(0)	4%	(1)	16
2018 House Vote: Didn't Vote	19%	(14)	25%	(19)	27%	(21)	11%	(9)	1%	(1)	17%	(13)	78
2016 Vote: Hillary Clinton	39%	(65)	29%	(49)	20%	(33)	4%	(7)	2%	(3)	7%	(12)	169
2016 Vote: Donald Trump	23%	(50)	25%	(54)	33%	(70)	2%	(5)	7%	(15)	11%	(23)	216
2016 Vote: Someone else	26%	(12)	17%	(8)	29%	(14)	17%	(8)	—	(0)	11%	(5)	47
2016 Vote: Didn't Vote	29%	(22)	25%	(19)	25%	(19)	6%	(5)	3%	(2)	12%	(9)	75
Voted in 2014: Yes	29%	(115)	27%	(105)	28%	(111)	2%	(6)	5%	(18)	9%	(35)	391
Voted in 2014: No	29%	(34)	21%	(24)	21%	(25)	15%	(18)	1%	(1)	13%	(15)	117
2012 Vote: Barack Obama	36%	(68)	26%	(49)	24%	(46)	2%	(3)	1%	(3)	11%	(20)	188
2012 Vote: Mitt Romney	24%	(45)	26%	(49)	32%	(60)	2%	(3)	9%	(16)	8%	(15)	189
2012 Vote: Other	14%	(3)	29%	(6)	33%	(7)	2%	(0)	—	(0)	22%	(5)	21
2012 Vote: Didn't Vote	30%	(33)	23%	(25)	21%	(23)	15%	(17)	—	(1)	10%	(11)	109
4-Region: Northeast	31%	(29)	23%	(21)	27%	(25)	3%	(2)	10%	(9)	7%	(6)	93
4-Region: Midwest	30%	(36)	23%	(28)	30%	(37)	3%	(3)	3%	(4)	11%	(13)	122
4-Region: South	32%	(59)	25%	(46)	22%	(41)	9%	(16)	2%	(5)	10%	(18)	185
4-Region: West	23%	(25)	31%	(34)	31%	(33)	2%	(2)	1%	(1)	12%	(12)	107
Age: 18-39	43%	(60)	24%	(33)	15%	(21)	9%	(13)	3%	(4)	6%	(9)	139
Age: 40-59	32%	(57)	25%	(43)	28%	(49)	3%	(5)	3%	(5)	10%	(18)	177
Age: 65+	17%	(32)	27%	(53)	34%	(66)	3%	(6)	6%	(11)	13%	(24)	192

Continued on next page

Table BPC13_2: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Your local community

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	29%	(149)	25%	(129)	27%	(136)	5%	(24)	4%	(19)	10%	(50)	507
Small Business Owners	29%	(132)	24%	(110)	27%	(122)	5%	(23)	4%	(18)	11%	(50)	455
SB owners of 0-5 employees	19%	(29)	23%	(36)	35%	(54)	2%	(2)	3%	(5)	18%	(28)	155
SB owners of 6-15 employees	32%	(33)	25%	(26)	16%	(17)	10%	(11)	9%	(10)	8%	(8)	105
SB owners of 16-30 employees	31%	(38)	28%	(33)	31%	(37)	4%	(4)	1%	(1)	5%	(6)	120
SB owners of 31-50 employees	43%	(32)	19%	(14)	18%	(14)	7%	(6)	3%	(2)	9%	(7)	75
C-Level Executive	32%	(17)	37%	(19)	27%	(14)	1%	(1)	2%	(1)	1%	(0)	52

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

Table BPC13_3: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The U.S. economy

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	24%	(122)	23%	(114)	31%	(159)	9%	(44)	4%	(22)	9%	(47)	507
Gender: Male	25%	(62)	24%	(60)	26%	(66)	11%	(27)	5%	(11)	9%	(23)	249
Gender: Female	23%	(59)	21%	(54)	36%	(93)	7%	(17)	4%	(11)	9%	(24)	258
Age: 18-29	40%	(28)	19%	(13)	26%	(18)	9%	(6)	3%	(2)	3%	(2)	69
Age: 30-44	34%	(35)	26%	(27)	19%	(20)	9%	(9)	3%	(4)	8%	(8)	103
Age: 45-54	22%	(21)	30%	(29)	29%	(28)	6%	(6)	2%	(2)	10%	(9)	95
Age: 55-64	19%	(17)	23%	(21)	39%	(35)	8%	(7)	3%	(2)	8%	(8)	90
Age: 65+	14%	(20)	17%	(25)	39%	(58)	10%	(15)	8%	(12)	13%	(19)	150
Generation Z: 18-21	48%	(11)	12%	(3)	34%	(7)	4%	(1)	2%	(0)	—	(0)	22
Millennial: Age 22-37	35%	(37)	26%	(27)	19%	(19)	9%	(10)	4%	(4)	7%	(7)	104
Generation X: Age 38-53	27%	(35)	29%	(37)	26%	(34)	7%	(10)	1%	(2)	9%	(11)	130
Boomers: Age 54-72	17%	(38)	19%	(43)	38%	(87)	10%	(22)	7%	(15)	10%	(23)	228
PID: Dem (no lean)	32%	(47)	27%	(39)	30%	(43)	4%	(5)	—	(1)	7%	(10)	145
PID: Ind (no lean)	19%	(28)	21%	(32)	31%	(46)	11%	(17)	5%	(8)	13%	(20)	151
PID: Rep (no lean)	22%	(46)	21%	(44)	33%	(69)	10%	(22)	6%	(13)	8%	(17)	212
PID/Gender: Dem Men	32%	(20)	30%	(19)	27%	(18)	5%	(3)	—	(0)	6%	(4)	64
PID/Gender: Dem Women	33%	(27)	24%	(20)	31%	(25)	3%	(2)	1%	(1)	7%	(6)	81
PID/Gender: Ind Men	18%	(13)	25%	(17)	26%	(19)	11%	(8)	2%	(2)	18%	(13)	71
PID/Gender: Ind Women	20%	(16)	18%	(14)	34%	(28)	11%	(9)	8%	(7)	9%	(7)	80
PID/Gender: Rep Men	26%	(29)	21%	(24)	26%	(29)	14%	(16)	9%	(10)	6%	(6)	114
PID/Gender: Rep Women	17%	(17)	21%	(20)	41%	(40)	7%	(6)	4%	(3)	10%	(10)	97
Ideo: Liberal (1-3)	39%	(55)	27%	(38)	24%	(33)	4%	(6)	2%	(2)	5%	(7)	142
Ideo: Moderate (4)	19%	(23)	26%	(32)	31%	(37)	12%	(15)	1%	(1)	11%	(13)	121
Ideo: Conservative (5-7)	18%	(40)	20%	(43)	33%	(73)	11%	(23)	7%	(16)	11%	(24)	220
Educ: < College	25%	(74)	22%	(64)	32%	(93)	7%	(21)	5%	(16)	9%	(25)	294
Educ: Bachelors degree	23%	(30)	23%	(31)	35%	(47)	8%	(11)	3%	(4)	8%	(11)	132
Educ: Post-grad	22%	(18)	24%	(19)	23%	(19)	15%	(12)	3%	(2)	14%	(11)	81

Continued on next page

Table BPC13_3: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The U.S. economy

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	24%	(122)	23%	(114)	31%	(159)	9%	(44)	4%	(22)	9%	(47)	507
Income: Under 50k	24%	(44)	19%	(34)	33%	(59)	12%	(21)	2%	(4)	10%	(18)	180
Income: 50k-100k	19%	(34)	29%	(53)	30%	(54)	7%	(12)	8%	(14)	7%	(13)	181
Income: 100k+	30%	(44)	19%	(28)	31%	(46)	7%	(10)	3%	(4)	10%	(15)	147
Ethnicity: White	21%	(87)	22%	(92)	32%	(132)	10%	(42)	5%	(20)	10%	(40)	412
Ethnicity: Hispanic	45%	(26)	19%	(11)	27%	(16)	5%	(3)	2%	(1)	1%	(1)	57
Ethnicity: Afr. Am.	45%	(27)	19%	(12)	26%	(16)	2%	(1)	—	(0)	9%	(6)	62
Ethnicity: Other	23%	(8)	30%	(10)	32%	(11)	5%	(2)	6%	(2)	5%	(2)	33
Relig: Protestant	14%	(23)	25%	(40)	33%	(54)	12%	(19)	8%	(13)	8%	(14)	163
Relig: Roman Catholic	26%	(25)	21%	(20)	28%	(27)	14%	(13)	2%	(1)	8%	(8)	94
Relig: Something Else	41%	(14)	15%	(5)	34%	(11)	6%	(2)	2%	(1)	2%	(1)	34
Relig: Jewish	33%	(10)	12%	(4)	23%	(7)	1%	(0)	5%	(1)	26%	(8)	30
Relig: Evangelical	22%	(45)	19%	(39)	32%	(64)	11%	(23)	5%	(11)	9%	(19)	200
Relig: Non-Evang. Catholics	19%	(17)	29%	(26)	31%	(28)	12%	(11)	5%	(4)	4%	(3)	90
Relig: All Christian	21%	(62)	22%	(65)	32%	(92)	12%	(34)	5%	(15)	8%	(22)	290
Relig: All Non-Christian	33%	(14)	25%	(10)	21%	(9)	8%	(3)	4%	(2)	10%	(4)	42
Community: Urban	30%	(36)	20%	(24)	24%	(29)	12%	(14)	3%	(4)	12%	(15)	122
Community: Suburban	25%	(60)	25%	(59)	34%	(80)	4%	(10)	5%	(11)	7%	(16)	236
Community: Rural	17%	(26)	20%	(30)	33%	(50)	13%	(20)	5%	(7)	11%	(16)	149
Military HH: Yes	14%	(13)	20%	(18)	29%	(26)	10%	(9)	12%	(11)	15%	(13)	91
Military HH: No	26%	(109)	23%	(96)	32%	(133)	8%	(35)	3%	(11)	8%	(33)	417
RD/WT: Right Direction	24%	(58)	25%	(61)	29%	(70)	8%	(19)	6%	(16)	8%	(20)	242
RD/WT: Wrong Track	24%	(63)	20%	(54)	34%	(89)	10%	(26)	2%	(6)	10%	(27)	265
Trump Job Approve	20%	(51)	25%	(62)	31%	(78)	8%	(21)	7%	(17)	10%	(24)	255
Trump Job Disapprove	29%	(70)	21%	(51)	30%	(73)	9%	(23)	2%	(5)	9%	(22)	244
Trump Job Strongly Approve	22%	(33)	21%	(31)	29%	(43)	9%	(13)	9%	(14)	10%	(14)	150
Trump Job Somewhat Approve	17%	(18)	30%	(31)	33%	(35)	8%	(8)	2%	(3)	10%	(10)	105
Trump Job Somewhat Disapprove	24%	(10)	26%	(11)	36%	(15)	13%	(5)	1%	(0)	—	(0)	41
Trump Job Strongly Disapprove	29%	(60)	20%	(41)	29%	(58)	9%	(17)	2%	(5)	11%	(22)	203

Continued on next page

Table BPC13_3: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The U.S. economy

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	24%	(122)	23%	(114)	31%	(159)	9%	(44)	4%	(22)	9%	(47)	507
#1 Issue: Economy	23%	(34)	26%	(39)	30%	(45)	8%	(12)	3%	(5)	9%	(14)	149
#1 Issue: Security	23%	(29)	22%	(27)	30%	(38)	10%	(12)	3%	(3)	13%	(16)	127
#1 Issue: Health Care	27%	(23)	25%	(22)	29%	(25)	9%	(8)	3%	(3)	7%	(7)	88
#1 Issue: Medicare / Social Security	21%	(14)	11%	(7)	45%	(31)	—	(0)	13%	(9)	11%	(8)	69
#1 Issue: Women's Issues	43%	(7)	27%	(4)	31%	(5)	—	(0)	—	(0)	—	(0)	17
#1 Issue: Education	42%	(10)	29%	(7)	27%	(7)	—	(0)	2%	(1)	—	(0)	24
#1 Issue: Energy	9%	(2)	28%	(6)	19%	(4)	44%	(9)	—	(0)	—	(0)	21
#1 Issue: Other	13%	(2)	12%	(2)	26%	(4)	19%	(3)	12%	(2)	17%	(2)	14
2018 House Vote: Democrat	31%	(60)	25%	(49)	30%	(58)	6%	(12)	1%	(2)	7%	(15)	195
2018 House Vote: Republican	21%	(45)	22%	(48)	32%	(70)	9%	(20)	7%	(16)	9%	(19)	219
2018 House Vote: Someone else	22%	(3)	32%	(5)	30%	(5)	—	(0)	16%	(3)	—	(0)	16
2018 House Vote: Didn't Vote	16%	(13)	16%	(12)	33%	(26)	16%	(12)	2%	(2)	17%	(13)	78
2016 Vote: Hillary Clinton	32%	(54)	25%	(42)	29%	(49)	4%	(6)	1%	(2)	8%	(14)	169
2016 Vote: Donald Trump	19%	(40)	23%	(50)	34%	(73)	9%	(19)	7%	(16)	8%	(18)	216
2016 Vote: Someone else	24%	(12)	20%	(10)	27%	(13)	15%	(7)	3%	(1)	10%	(5)	47
2016 Vote: Didn't Vote	20%	(15)	17%	(13)	31%	(24)	15%	(11)	4%	(3)	12%	(9)	75
Voted in 2014: Yes	24%	(93)	24%	(93)	33%	(127)	7%	(27)	5%	(18)	8%	(32)	391
Voted in 2014: No	24%	(28)	18%	(21)	27%	(31)	15%	(17)	4%	(4)	13%	(15)	117
2012 Vote: Barack Obama	29%	(54)	24%	(45)	31%	(58)	6%	(10)	1%	(1)	10%	(19)	188
2012 Vote: Mitt Romney	19%	(37)	22%	(41)	33%	(62)	9%	(18)	9%	(17)	8%	(15)	189
2012 Vote: Other	13%	(3)	32%	(7)	35%	(7)	—	(0)	2%	(0)	19%	(4)	21
2012 Vote: Didn't Vote	26%	(28)	20%	(22)	28%	(31)	14%	(16)	4%	(4)	8%	(9)	109
4-Region: Northeast	21%	(20)	30%	(28)	21%	(19)	7%	(7)	11%	(10)	10%	(9)	93
4-Region: Midwest	21%	(26)	18%	(22)	37%	(45)	12%	(15)	5%	(6)	7%	(9)	122
4-Region: South	27%	(50)	23%	(43)	29%	(54)	9%	(17)	3%	(5)	9%	(16)	185
4-Region: West	24%	(26)	20%	(22)	38%	(40)	5%	(6)	1%	(1)	11%	(12)	107
Age: 18-39	39%	(54)	23%	(32)	21%	(29)	9%	(12)	3%	(5)	6%	(8)	139
Age: 40-59	22%	(38)	27%	(47)	31%	(54)	9%	(16)	3%	(5)	9%	(16)	177
Age: 65+	15%	(29)	19%	(36)	39%	(75)	9%	(17)	6%	(12)	12%	(23)	192

Continued on next page

Table BPC13_3: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The U.S. economy

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	24%	(122)	23%	(114)	31%	(159)	9%	(44)	4%	(22)	9%	(47)	507
Small Business Owners	24%	(110)	21%	(98)	31%	(142)	9%	(41)	5%	(21)	9%	(43)	455
SB owners of 0-5 employees	16%	(24)	16%	(25)	38%	(59)	9%	(14)	3%	(4)	19%	(29)	155
SB owners of 6-15 employees	23%	(24)	21%	(23)	26%	(27)	11%	(12)	12%	(12)	7%	(7)	105
SB owners of 16-30 employees	25%	(30)	35%	(42)	28%	(34)	9%	(11)	1%	(2)	1%	(1)	120
SB owners of 31-50 employees	42%	(32)	11%	(8)	29%	(22)	6%	(5)	4%	(3)	7%	(6)	75
C-Level Executive	22%	(11)	32%	(17)	31%	(16)	6%	(3)	2%	(1)	7%	(4)	52

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

Table BPC13_4: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Men in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	30%	(153)	26%	(132)	24%	(121)	4%	(22)	4%	(22)	11%	(57)	507
Gender: Male	33%	(83)	28%	(71)	20%	(49)	6%	(15)	6%	(14)	7%	(18)	249
Gender: Female	27%	(70)	24%	(61)	28%	(73)	3%	(8)	3%	(8)	15%	(39)	258
Age: 18-29	39%	(27)	24%	(17)	26%	(18)	3%	(2)	5%	(3)	3%	(2)	69
Age: 30-44	41%	(42)	30%	(31)	16%	(17)	5%	(5)	1%	(1)	7%	(8)	103
Age: 45-54	35%	(33)	29%	(27)	18%	(17)	1%	(1)	5%	(4)	13%	(12)	95
Age: 55-64	27%	(25)	25%	(22)	31%	(28)	3%	(3)	3%	(3)	11%	(10)	90
Age: 65+	18%	(26)	23%	(35)	28%	(42)	7%	(11)	7%	(11)	17%	(25)	150
Generation Z: 18-21	37%	(8)	6%	(1)	46%	(10)	—	(0)	12%	(3)	—	(0)	22
Millennial: Age 22-37	41%	(43)	29%	(31)	17%	(18)	5%	(5)	1%	(1)	6%	(7)	104
Generation X: Age 38-53	37%	(48)	33%	(43)	15%	(20)	3%	(4)	3%	(4)	9%	(11)	130
Boomers: Age 54-72	22%	(49)	23%	(53)	28%	(63)	5%	(11)	6%	(14)	16%	(37)	228
PID: Dem (no lean)	33%	(48)	31%	(46)	23%	(34)	2%	(3)	1%	(1)	9%	(13)	145
PID: Ind (no lean)	30%	(46)	25%	(38)	26%	(40)	2%	(4)	5%	(7)	11%	(17)	151
PID: Rep (no lean)	28%	(59)	23%	(48)	23%	(48)	7%	(15)	7%	(14)	13%	(27)	212
PID/Gender: Dem Men	31%	(20)	34%	(22)	30%	(20)	1%	(1)	—	(0)	4%	(3)	64
PID/Gender: Dem Women	35%	(28)	30%	(24)	17%	(14)	3%	(3)	2%	(1)	13%	(11)	81
PID/Gender: Ind Men	38%	(27)	27%	(19)	15%	(11)	5%	(4)	1%	(1)	13%	(9)	71
PID/Gender: Ind Women	24%	(19)	24%	(19)	36%	(29)	—	(0)	7%	(6)	10%	(8)	80
PID/Gender: Rep Men	32%	(36)	26%	(30)	16%	(19)	9%	(10)	11%	(13)	6%	(6)	114
PID/Gender: Rep Women	24%	(23)	19%	(18)	31%	(30)	5%	(5)	1%	(1)	21%	(20)	97
Ideo: Liberal (1-3)	40%	(57)	31%	(44)	18%	(26)	2%	(3)	1%	(2)	7%	(10)	142
Ideo: Moderate (4)	32%	(39)	29%	(35)	24%	(29)	4%	(4)	2%	(2)	9%	(11)	121
Ideo: Conservative (5-7)	23%	(52)	22%	(49)	24%	(54)	7%	(15)	8%	(17)	15%	(34)	220
Educ: < College	30%	(90)	24%	(70)	26%	(77)	1%	(4)	6%	(17)	12%	(36)	294
Educ: Bachelors degree	31%	(42)	29%	(38)	20%	(27)	10%	(13)	3%	(3)	7%	(9)	132
Educ: Post-grad	27%	(22)	30%	(24)	21%	(17)	6%	(5)	2%	(1)	15%	(12)	81

Continued on next page

Table BPC13_4: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Men in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	30%	(153)	26%	(132)	24%	(121)	4%	(22)	4%	(22)	11%	(57)	507
Income: Under 50k	26%	(46)	23%	(42)	27%	(49)	4%	(7)	3%	(5)	17%	(31)	180
Income: 50k-100k	27%	(48)	34%	(62)	20%	(36)	4%	(7)	8%	(15)	7%	(13)	181
Income: 100k+	40%	(59)	19%	(28)	25%	(37)	6%	(9)	1%	(2)	9%	(13)	147
Ethnicity: White	29%	(118)	28%	(115)	23%	(93)	5%	(20)	4%	(18)	12%	(49)	412
Ethnicity: Hispanic	48%	(28)	15%	(9)	20%	(11)	6%	(4)	4%	(2)	7%	(4)	57
Ethnicity: Afr. Am.	40%	(24)	17%	(10)	29%	(18)	3%	(2)	2%	(1)	11%	(7)	62
Ethnicity: Other	32%	(11)	19%	(6)	31%	(11)	3%	(1)	10%	(3)	5%	(2)	33
Relig: Protestant	24%	(38)	20%	(32)	30%	(49)	5%	(9)	8%	(13)	13%	(21)	163
Relig: Roman Catholic	29%	(27)	27%	(25)	21%	(19)	9%	(8)	4%	(4)	11%	(10)	94
Relig: Something Else	39%	(13)	21%	(7)	22%	(7)	2%	(1)	3%	(1)	13%	(4)	34
Relig: Jewish	60%	(18)	10%	(3)	18%	(5)	—	(0)	—	(0)	11%	(3)	30
Relig: Evangelical	24%	(49)	22%	(45)	27%	(54)	7%	(13)	7%	(14)	13%	(26)	200
Relig: Non-Evang. Catholics	33%	(30)	22%	(19)	24%	(22)	6%	(5)	5%	(4)	11%	(10)	90
Relig: All Christian	27%	(79)	22%	(64)	26%	(75)	6%	(18)	6%	(18)	12%	(36)	290
Relig: All Non-Christian	39%	(16)	29%	(12)	19%	(8)	1%	(1)	1%	(0)	9%	(4)	42
Community: Urban	30%	(37)	25%	(30)	28%	(34)	3%	(4)	2%	(2)	12%	(15)	122
Community: Suburban	33%	(78)	29%	(69)	20%	(47)	5%	(12)	5%	(11)	8%	(19)	236
Community: Rural	26%	(38)	22%	(33)	27%	(40)	4%	(6)	5%	(8)	16%	(23)	149
Military HH: Yes	30%	(27)	26%	(24)	9%	(8)	2%	(2)	12%	(11)	20%	(18)	91
Military HH: No	30%	(125)	26%	(108)	27%	(113)	5%	(20)	3%	(11)	9%	(39)	417
RD/WT: Right Direction	29%	(70)	27%	(65)	22%	(54)	6%	(15)	6%	(14)	10%	(25)	242
RD/WT: Wrong Track	31%	(82)	25%	(67)	25%	(67)	3%	(8)	3%	(8)	12%	(33)	265
Trump Job Approve	26%	(66)	27%	(68)	24%	(61)	6%	(16)	6%	(15)	11%	(28)	255
Trump Job Disapprove	35%	(86)	26%	(63)	22%	(55)	3%	(6)	3%	(7)	11%	(28)	244
Trump Job Strongly Approve	30%	(44)	20%	(30)	22%	(32)	9%	(13)	9%	(14)	11%	(16)	150
Trump Job Somewhat Approve	21%	(22)	37%	(38)	28%	(29)	3%	(3)	1%	(1)	12%	(12)	105
Trump Job Somewhat Disapprove	22%	(9)	34%	(14)	20%	(8)	7%	(3)	3%	(1)	14%	(6)	41
Trump Job Strongly Disapprove	38%	(77)	24%	(49)	23%	(47)	2%	(3)	3%	(6)	11%	(22)	203

Continued on next page

Table BPC13_4: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Men in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	30%	(153)	26%	(132)	24%	(121)	4%	(22)	4%	(22)	11%	(57)	507
#1 Issue: Economy	30%	(45)	32%	(47)	23%	(34)	4%	(7)	2%	(2)	9%	(13)	149
#1 Issue: Security	29%	(36)	24%	(30)	23%	(29)	10%	(12)	4%	(4)	12%	(15)	127
#1 Issue: Health Care	38%	(34)	26%	(23)	17%	(15)	2%	(1)	5%	(5)	11%	(10)	88
#1 Issue: Medicare / Social Security	27%	(19)	18%	(13)	21%	(15)	—	(0)	13%	(9)	20%	(14)	69
#1 Issue: Women's Issues	30%	(5)	48%	(8)	22%	(4)	—	(0)	—	(0)	—	(0)	17
#1 Issue: Education	31%	(7)	32%	(8)	35%	(8)	—	(0)	2%	(1)	—	(0)	24
#1 Issue: Energy	12%	(2)	5%	(1)	66%	(14)	—	(0)	6%	(1)	11%	(2)	21
#1 Issue: Other	25%	(3)	14%	(2)	28%	(4)	16%	(2)	—	(0)	17%	(2)	14
2018 House Vote: Democrat	39%	(76)	30%	(58)	21%	(41)	3%	(5)	1%	(1)	7%	(14)	195
2018 House Vote: Republican	26%	(58)	22%	(49)	22%	(48)	7%	(16)	8%	(18)	13%	(29)	219
2018 House Vote: Someone else	24%	(4)	47%	(8)	24%	(4)	—	(0)	5%	(1)	—	(0)	16
2018 House Vote: Didn't Vote	19%	(15)	22%	(17)	37%	(28)	2%	(1)	2%	(2)	18%	(14)	78
2016 Vote: Hillary Clinton	40%	(67)	31%	(52)	18%	(31)	2%	(3)	1%	(2)	8%	(14)	169
2016 Vote: Donald Trump	25%	(55)	24%	(51)	23%	(50)	7%	(16)	8%	(17)	13%	(28)	216
2016 Vote: Someone else	29%	(14)	20%	(10)	41%	(19)	—	(0)	—	(0)	10%	(5)	47
2016 Vote: Didn't Vote	23%	(18)	25%	(19)	29%	(22)	4%	(3)	4%	(3)	15%	(11)	75
Voted in 2014: Yes	31%	(122)	27%	(105)	21%	(83)	5%	(19)	5%	(20)	10%	(41)	391
Voted in 2014: No	26%	(30)	23%	(26)	33%	(39)	3%	(3)	2%	(2)	14%	(16)	117
2012 Vote: Barack Obama	37%	(70)	31%	(58)	18%	(34)	3%	(6)	1%	(1)	10%	(19)	188
2012 Vote: Mitt Romney	26%	(50)	21%	(40)	25%	(47)	7%	(13)	9%	(17)	12%	(22)	189
2012 Vote: Other	13%	(3)	31%	(6)	30%	(6)	—	(0)	7%	(1)	19%	(4)	21
2012 Vote: Didn't Vote	28%	(30)	25%	(27)	31%	(34)	3%	(3)	2%	(2)	11%	(12)	109
4-Region: Northeast	31%	(29)	25%	(23)	24%	(22)	3%	(3)	11%	(10)	7%	(6)	93
4-Region: Midwest	35%	(43)	21%	(26)	20%	(24)	5%	(6)	4%	(5)	15%	(18)	122
4-Region: South	29%	(54)	28%	(51)	25%	(46)	6%	(11)	2%	(3)	11%	(20)	185
4-Region: West	26%	(27)	30%	(32)	27%	(29)	2%	(2)	3%	(3)	13%	(14)	107
Age: 18-39	41%	(57)	25%	(35)	22%	(30)	4%	(5)	3%	(4)	6%	(8)	139
Age: 40-59	30%	(54)	31%	(54)	20%	(35)	4%	(6)	4%	(8)	11%	(20)	177
Age: 65+	22%	(42)	22%	(43)	29%	(56)	6%	(11)	6%	(11)	15%	(29)	192

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Table BPC13_4: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Men in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	30%	(153)	26%	(132)	24%	(121)	4%	(22)	4%	(22)	11%	(57)	507
Small Business Owners	29%	(134)	25%	(116)	23%	(106)	5%	(22)	5%	(22)	12%	(56)	455
SB owners of 0-5 employees	17%	(27)	22%	(34)	25%	(39)	8%	(12)	4%	(7)	23%	(36)	155
SB owners of 6-15 employees	27%	(28)	28%	(30)	18%	(19)	3%	(4)	10%	(10)	13%	(14)	105
SB owners of 16-30 employees	38%	(45)	30%	(36)	26%	(32)	2%	(2)	3%	(3)	1%	(1)	120
SB owners of 31-50 employees	45%	(34)	20%	(15)	20%	(15)	5%	(4)	2%	(2)	7%	(6)	75
C-Level Executive	36%	(19)	31%	(16)	30%	(16)	1%	(1)	—	(0)	2%	(1)	52

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

Table BPC13_5: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Women in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	40%	(201)	23%	(116)	18%	(94)	4%	(21)	3%	(15)	12%	(60)	507
Gender: Male	42%	(106)	23%	(58)	15%	(38)	5%	(13)	4%	(10)	10%	(25)	249
Gender: Female	37%	(95)	22%	(58)	22%	(56)	3%	(9)	2%	(6)	14%	(35)	258
Age: 18-29	56%	(39)	12%	(9)	16%	(11)	5%	(4)	2%	(2)	7%	(5)	69
Age: 30-44	50%	(52)	23%	(23)	13%	(13)	7%	(7)	—	(0)	7%	(7)	103
Age: 45-54	47%	(45)	22%	(21)	15%	(14)	1%	(1)	3%	(3)	12%	(11)	95
Age: 55-64	31%	(28)	29%	(26)	25%	(23)	1%	(1)	—	(0)	14%	(13)	90
Age: 65+	25%	(37)	25%	(37)	21%	(32)	6%	(9)	7%	(11)	16%	(24)	150
Generation Z: 18-21	46%	(10)	13%	(3)	27%	(6)	6%	(1)	5%	(1)	2%	(0)	22
Millennial: Age 22-37	56%	(58)	19%	(19)	11%	(11)	7%	(7)	1%	(1)	8%	(8)	104
Generation X: Age 38-53	51%	(66)	23%	(29)	13%	(16)	3%	(3)	2%	(2)	10%	(13)	130
Boomers: Age 54-72	26%	(60)	24%	(56)	25%	(56)	3%	(7)	5%	(12)	16%	(37)	228
PID: Dem (no lean)	46%	(66)	25%	(36)	17%	(24)	2%	(2)	1%	(1)	10%	(14)	145
PID: Ind (no lean)	39%	(59)	25%	(38)	17%	(26)	5%	(7)	2%	(3)	12%	(19)	151
PID: Rep (no lean)	36%	(76)	20%	(42)	20%	(43)	5%	(12)	5%	(11)	13%	(27)	212
PID/Gender: Dem Men	38%	(24)	34%	(22)	21%	(14)	—	(0)	—	(0)	7%	(5)	64
PID/Gender: Dem Women	52%	(42)	18%	(14)	13%	(11)	3%	(2)	1%	(1)	12%	(10)	81
PID/Gender: Ind Men	45%	(32)	21%	(15)	14%	(10)	8%	(6)	—	(0)	13%	(9)	71
PID/Gender: Ind Women	33%	(27)	29%	(23)	20%	(16)	2%	(2)	4%	(3)	12%	(10)	80
PID/Gender: Rep Men	43%	(50)	19%	(22)	12%	(14)	6%	(7)	9%	(10)	10%	(12)	114
PID/Gender: Rep Women	27%	(26)	21%	(20)	30%	(29)	5%	(5)	2%	(1)	16%	(16)	97
Ideo: Liberal (1-3)	57%	(81)	20%	(29)	12%	(17)	1%	(2)	1%	(2)	8%	(11)	142
Ideo: Moderate (4)	39%	(47)	34%	(41)	14%	(17)	3%	(3)	1%	(1)	10%	(12)	121
Ideo: Conservative (5-7)	30%	(66)	20%	(43)	22%	(48)	7%	(15)	6%	(13)	16%	(35)	220
Educ: < College	38%	(112)	21%	(62)	21%	(61)	3%	(8)	5%	(13)	13%	(38)	294
Educ: Bachelors degree	42%	(55)	22%	(29)	19%	(25)	7%	(9)	2%	(2)	9%	(12)	132
Educ: Post-grad	41%	(34)	31%	(25)	10%	(8)	5%	(4)	—	(0)	12%	(10)	81

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Table BPC13_5: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Women in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	40%	(201)	23%	(116)	18%	(94)	4%	(21)	3%	(15)	12%	(60)	507
Income: Under 50k	35%	(63)	21%	(37)	21%	(37)	4%	(7)	2%	(4)	17%	(31)	180
Income: 50k-100k	37%	(66)	31%	(56)	13%	(23)	4%	(7)	6%	(10)	10%	(18)	181
Income: 100k+	49%	(72)	16%	(23)	23%	(34)	5%	(7)	1%	(1)	7%	(11)	147
Ethnicity: White	38%	(158)	24%	(97)	18%	(74)	4%	(17)	3%	(13)	13%	(54)	412
Ethnicity: Hispanic	62%	(35)	11%	(6)	19%	(11)	3%	(2)	3%	(2)	2%	(1)	57
Ethnicity: Afr. Am.	48%	(30)	16%	(10)	23%	(14)	4%	(3)	—	(0)	9%	(6)	62
Ethnicity: Other	39%	(13)	28%	(9)	18%	(6)	3%	(1)	8%	(3)	4%	(1)	33
Relig: Protestant	29%	(46)	25%	(41)	22%	(36)	3%	(5)	7%	(12)	14%	(22)	163
Relig: Roman Catholic	38%	(36)	22%	(21)	18%	(17)	9%	(8)	1%	(1)	11%	(11)	94
Relig: Something Else	53%	(18)	12%	(4)	28%	(9)	1%	(0)	—	(0)	6%	(2)	34
Relig: Jewish	58%	(17)	14%	(4)	14%	(4)	—	(0)	—	(0)	15%	(4)	30
Relig: Evangelical	35%	(70)	21%	(43)	20%	(40)	6%	(13)	5%	(10)	13%	(25)	200
Relig: Non-Evang. Catholics	33%	(30)	25%	(23)	25%	(23)	1%	(1)	4%	(3)	11%	(10)	90
Relig: All Christian	34%	(100)	23%	(66)	22%	(62)	5%	(14)	5%	(13)	12%	(35)	290
Relig: All Non-Christian	52%	(22)	21%	(9)	6%	(2)	4%	(2)	1%	(0)	16%	(7)	42
Community: Urban	42%	(51)	30%	(36)	12%	(15)	1%	(2)	1%	(2)	14%	(17)	122
Community: Suburban	43%	(101)	23%	(54)	17%	(40)	5%	(11)	4%	(9)	9%	(21)	236
Community: Rural	32%	(48)	18%	(26)	26%	(39)	5%	(8)	3%	(4)	15%	(23)	149
Military HH: Yes	37%	(34)	15%	(13)	14%	(13)	4%	(4)	11%	(10)	19%	(17)	91
Military HH: No	40%	(167)	25%	(103)	19%	(81)	4%	(17)	1%	(5)	10%	(43)	417
RD/WT: Right Direction	38%	(91)	25%	(60)	18%	(44)	5%	(13)	6%	(14)	9%	(21)	242
RD/WT: Wrong Track	41%	(109)	21%	(57)	19%	(50)	3%	(8)	1%	(2)	15%	(39)	265
Trump Job Approve	33%	(84)	25%	(64)	21%	(54)	5%	(12)	6%	(14)	11%	(27)	255
Trump Job Disapprove	47%	(116)	20%	(50)	15%	(37)	4%	(9)	—	(1)	13%	(31)	244
Trump Job Strongly Approve	37%	(56)	16%	(24)	21%	(31)	7%	(10)	9%	(13)	10%	(15)	150
Trump Job Somewhat Approve	27%	(28)	38%	(39)	21%	(22)	2%	(2)	1%	(1)	12%	(12)	105
Trump Job Somewhat Disapprove	41%	(17)	22%	(9)	8%	(3)	13%	(5)	—	(0)	15%	(6)	41
Trump Job Strongly Disapprove	49%	(99)	20%	(41)	16%	(33)	2%	(4)	1%	(1)	12%	(25)	203

Continued on next page

Table BPC13_5: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Women in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	40%	(201)	23%	(116)	18%	(94)	4%	(21)	3%	(15)	12%	(60)	507
#1 Issue: Economy	34%	(51)	30%	(45)	21%	(31)	4%	(6)	1%	(2)	9%	(14)	149
#1 Issue: Security	39%	(50)	17%	(22)	18%	(23)	10%	(12)	3%	(3)	12%	(16)	127
#1 Issue: Health Care	48%	(43)	23%	(20)	14%	(12)	—	(0)	2%	(2)	12%	(11)	88
#1 Issue: Medicare / Social Security	28%	(19)	21%	(14)	18%	(13)	—	(0)	12%	(8)	21%	(14)	69
#1 Issue: Women's Issues	70%	(12)	15%	(3)	15%	(2)	—	(0)	—	(0)	—	(0)	17
#1 Issue: Education	74%	(18)	8%	(2)	16%	(4)	2%	(1)	—	(0)	—	(0)	24
#1 Issue: Energy	22%	(5)	41%	(8)	20%	(4)	6%	(1)	—	(0)	11%	(2)	21
#1 Issue: Other	28%	(4)	9%	(1)	29%	(4)	11%	(1)	—	(0)	23%	(3)	14
2018 House Vote: Democrat	50%	(98)	23%	(45)	17%	(32)	2%	(4)	1%	(1)	8%	(15)	195
2018 House Vote: Republican	34%	(75)	21%	(46)	20%	(43)	6%	(12)	6%	(14)	13%	(28)	219
2018 House Vote: Someone else	36%	(6)	38%	(6)	19%	(3)	4%	(1)	—	(0)	3%	(0)	16
2018 House Vote: Didn't Vote	29%	(22)	24%	(18)	20%	(15)	6%	(5)	1%	(1)	22%	(17)	78
2016 Vote: Hillary Clinton	52%	(87)	22%	(36)	16%	(27)	1%	(2)	1%	(1)	9%	(15)	169
2016 Vote: Donald Trump	33%	(71)	24%	(52)	20%	(43)	5%	(11)	6%	(14)	12%	(26)	216
2016 Vote: Someone else	34%	(16)	37%	(17)	16%	(8)	1%	(1)	—	(0)	11%	(5)	47
2016 Vote: Didn't Vote	35%	(26)	13%	(10)	22%	(16)	10%	(8)	1%	(1)	19%	(14)	75
Voted in 2014: Yes	41%	(159)	23%	(88)	19%	(73)	4%	(14)	4%	(15)	11%	(42)	391
Voted in 2014: No	36%	(42)	24%	(28)	18%	(21)	6%	(7)	—	(1)	16%	(19)	117
2012 Vote: Barack Obama	50%	(95)	22%	(41)	16%	(31)	1%	(2)	1%	(1)	10%	(19)	188
2012 Vote: Mitt Romney	32%	(61)	23%	(43)	19%	(36)	6%	(12)	7%	(14)	13%	(24)	189
2012 Vote: Other	11%	(2)	34%	(7)	34%	(7)	3%	(1)	—	(0)	19%	(4)	21
2012 Vote: Didn't Vote	39%	(42)	23%	(26)	19%	(20)	6%	(6)	1%	(1)	13%	(14)	109
4-Region: Northeast	40%	(37)	17%	(16)	21%	(20)	5%	(5)	10%	(9)	6%	(6)	93
4-Region: Midwest	41%	(50)	21%	(25)	16%	(20)	3%	(3)	3%	(3)	16%	(20)	122
4-Region: South	40%	(75)	24%	(45)	18%	(34)	6%	(12)	1%	(1)	10%	(18)	185
4-Region: West	36%	(38)	28%	(30)	19%	(20)	1%	(1)	1%	(1)	15%	(16)	107
Age: 18-39	54%	(75)	18%	(25)	13%	(18)	6%	(9)	1%	(2)	7%	(10)	139
Age: 40-59	41%	(72)	24%	(42)	19%	(34)	2%	(3)	2%	(3)	12%	(22)	177
Age: 65+	28%	(53)	25%	(48)	22%	(41)	5%	(9)	6%	(11)	15%	(29)	192

Continued on next page

Table BPC13_5: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
Women in your workplace

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	40%	(201)	23%	(116)	18%	(94)	4%	(21)	3%	(15)	12%	(60)	507
Small Business Owners	39%	(179)	21%	(96)	19%	(86)	4%	(19)	3%	(15)	13%	(60)	455
SB owners of 0-5 employees	24%	(37)	18%	(28)	23%	(35)	7%	(11)	3%	(5)	25%	(38)	155
SB owners of 6-15 employees	41%	(43)	24%	(25)	12%	(12)	5%	(5)	9%	(9)	10%	(10)	105
SB owners of 16-30 employees	49%	(59)	24%	(29)	22%	(26)	1%	(1)	—	(0)	4%	(5)	120
SB owners of 31-50 employees	52%	(39)	19%	(14)	18%	(13)	3%	(2)	—	(0)	8%	(6)	75
C-Level Executive	43%	(22)	38%	(20)	14%	(7)	4%	(2)	1%	(1)	—	(0)	52

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

Table BPC13_6: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The health outcome of newborn children

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	45%	(228)	23%	(119)	16%	(83)	2%	(12)	3%	(17)	10%	(49)	507
Gender: Male	44%	(109)	25%	(64)	14%	(36)	2%	(5)	6%	(15)	9%	(21)	249
Gender: Female	46%	(119)	21%	(55)	18%	(47)	3%	(7)	1%	(2)	11%	(28)	258
Age: 18-29	58%	(40)	18%	(13)	7%	(4)	4%	(3)	8%	(6)	5%	(4)	69
Age: 30-44	55%	(57)	20%	(20)	14%	(14)	3%	(3)	1%	(1)	6%	(7)	103
Age: 45-54	52%	(50)	24%	(23)	8%	(8)	3%	(3)	2%	(2)	11%	(10)	95
Age: 55-64	40%	(37)	24%	(22)	24%	(21)	1%	(1)	—	(0)	11%	(10)	90
Age: 65+	30%	(45)	28%	(41)	23%	(35)	2%	(3)	6%	(8)	12%	(18)	150
Generation Z: 18-21	44%	(10)	23%	(5)	—	(0)	4%	(1)	24%	(5)	5%	(1)	22
Millennial: Age 22-37	61%	(63)	17%	(18)	11%	(11)	5%	(5)	—	(1)	6%	(6)	104
Generation X: Age 38-53	54%	(70)	23%	(30)	11%	(15)	2%	(3)	2%	(2)	8%	(10)	130
Boomers: Age 54-72	34%	(78)	26%	(59)	21%	(49)	1%	(3)	4%	(9)	13%	(30)	228
PID: Dem (no lean)	51%	(74)	17%	(24)	20%	(29)	2%	(3)	3%	(4)	7%	(11)	145
PID: Ind (no lean)	45%	(67)	28%	(42)	13%	(20)	2%	(3)	1%	(1)	13%	(19)	151
PID: Rep (no lean)	41%	(87)	25%	(53)	16%	(34)	3%	(6)	6%	(12)	9%	(19)	212
PID/Gender: Dem Men	46%	(29)	23%	(15)	19%	(12)	1%	(1)	6%	(4)	5%	(3)	64
PID/Gender: Dem Women	55%	(45)	11%	(9)	21%	(17)	3%	(2)	—	(0)	9%	(8)	81
PID/Gender: Ind Men	45%	(32)	22%	(16)	14%	(10)	3%	(2)	—	(0)	15%	(11)	71
PID/Gender: Ind Women	44%	(35)	32%	(26)	12%	(10)	1%	(1)	1%	(1)	10%	(8)	80
PID/Gender: Rep Men	42%	(48)	29%	(33)	12%	(14)	2%	(2)	10%	(11)	6%	(7)	114
PID/Gender: Rep Women	40%	(39)	21%	(20)	21%	(20)	5%	(4)	1%	(1)	12%	(12)	97
Ideo: Liberal (1-3)	59%	(84)	20%	(29)	10%	(14)	3%	(4)	3%	(4)	5%	(7)	142
Ideo: Moderate (4)	42%	(51)	33%	(40)	14%	(17)	1%	(1)	1%	(2)	9%	(11)	121
Ideo: Conservative (5-7)	35%	(78)	21%	(47)	22%	(48)	3%	(7)	5%	(11)	13%	(29)	220
Educ: < College	44%	(129)	24%	(70)	16%	(47)	2%	(6)	5%	(15)	9%	(27)	294
Educ: Bachelors degree	50%	(66)	21%	(27)	18%	(23)	4%	(5)	1%	(1)	7%	(9)	132
Educ: Post-grad	41%	(33)	26%	(21)	15%	(12)	2%	(1)	1%	(1)	15%	(12)	81

Continued on next page

Table BPC13_6: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The health outcome of newborn children

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	45%	(228)	23%	(119)	16%	(83)	2%	(12)	3%	(17)	10%	(49)	507
Income: Under 50k	42%	(75)	23%	(42)	17%	(30)	3%	(6)	3%	(5)	12%	(22)	180
Income: 50k-100k	43%	(78)	24%	(44)	15%	(28)	3%	(5)	6%	(11)	8%	(14)	181
Income: 100k+	51%	(75)	22%	(33)	17%	(25)	1%	(1)	1%	(1)	9%	(13)	147
Ethnicity: White	45%	(184)	24%	(101)	17%	(68)	2%	(7)	2%	(10)	10%	(42)	412
Ethnicity: Hispanic	60%	(35)	18%	(10)	5%	(3)	8%	(5)	2%	(1)	7%	(4)	57
Ethnicity: Afr. Am.	51%	(31)	12%	(7)	19%	(12)	3%	(2)	8%	(5)	8%	(5)	62
Ethnicity: Other	38%	(13)	32%	(11)	7%	(2)	11%	(4)	7%	(2)	6%	(2)	33
Relig: Protestant	40%	(65)	26%	(42)	18%	(29)	—	(1)	6%	(10)	10%	(17)	163
Relig: Roman Catholic	42%	(39)	27%	(25)	16%	(15)	6%	(6)	1%	(1)	8%	(7)	94
Relig: Something Else	50%	(17)	13%	(4)	25%	(8)	2%	(1)	1%	(0)	10%	(3)	34
Relig: Jewish	62%	(18)	11%	(3)	14%	(4)	—	(0)	1%	(0)	11%	(3)	30
Relig: Evangelical	41%	(82)	26%	(53)	15%	(30)	3%	(6)	5%	(10)	10%	(20)	200
Relig: Non-Evang. Catholics	43%	(39)	21%	(19)	25%	(22)	2%	(1)	2%	(2)	8%	(7)	90
Relig: All Christian	41%	(120)	25%	(71)	18%	(52)	2%	(7)	4%	(12)	9%	(27)	290
Relig: All Non-Christian	56%	(23)	27%	(11)	8%	(3)	1%	(0)	1%	(0)	7%	(3)	42
Community: Urban	40%	(49)	29%	(35)	14%	(17)	1%	(1)	4%	(5)	13%	(16)	122
Community: Suburban	52%	(124)	21%	(49)	14%	(34)	1%	(3)	4%	(10)	7%	(16)	236
Community: Rural	37%	(56)	23%	(34)	21%	(32)	5%	(7)	2%	(3)	12%	(17)	149
Military HH: Yes	34%	(31)	29%	(26)	7%	(6)	1%	(1)	11%	(10)	18%	(16)	91
Military HH: No	47%	(197)	22%	(92)	18%	(76)	3%	(11)	2%	(7)	8%	(33)	417
RD/WT: Right Direction	43%	(105)	24%	(57)	16%	(38)	3%	(7)	5%	(12)	10%	(23)	242
RD/WT: Wrong Track	46%	(123)	23%	(61)	17%	(45)	2%	(5)	2%	(5)	10%	(26)	265
Trump Job Approve	40%	(102)	25%	(64)	17%	(42)	3%	(7)	4%	(11)	11%	(28)	255
Trump Job Disapprove	51%	(124)	22%	(55)	14%	(34)	2%	(5)	2%	(6)	9%	(21)	244
Trump Job Strongly Approve	41%	(62)	17%	(25)	20%	(29)	4%	(6)	7%	(11)	11%	(17)	150
Trump Job Somewhat Approve	39%	(41)	37%	(39)	12%	(13)	1%	(1)	—	(0)	10%	(10)	105
Trump Job Somewhat Disapprove	37%	(15)	32%	(13)	20%	(8)	5%	(2)	3%	(1)	2%	(1)	41
Trump Job Strongly Disapprove	53%	(108)	21%	(42)	13%	(26)	1%	(3)	2%	(4)	10%	(20)	203

Continued on next page

Table BPC13_6: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The health outcome of newborn children

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	45%	(228)	23%	(119)	16%	(83)	2%	(12)	3%	(17)	10%	(49)	507
#1 Issue: Economy	42%	(63)	25%	(38)	19%	(28)	3%	(5)	1%	(1)	9%	(14)	149
#1 Issue: Security	41%	(51)	22%	(28)	20%	(26)	4%	(5)	—	(0)	13%	(17)	127
#1 Issue: Health Care	61%	(53)	15%	(13)	11%	(10)	1%	(1)	2%	(2)	10%	(9)	88
#1 Issue: Medicare / Social Security	42%	(29)	23%	(16)	12%	(8)	—	(0)	12%	(8)	11%	(7)	69
#1 Issue: Women's Issues	69%	(11)	15%	(3)	10%	(2)	5%	(1)	—	(0)	—	(0)	17
#1 Issue: Education	50%	(12)	27%	(7)	5%	(1)	—	(0)	18%	(4)	—	(0)	24
#1 Issue: Energy	19%	(4)	56%	(12)	19%	(4)	1%	(0)	5%	(1)	—	(0)	21
#1 Issue: Other	26%	(4)	22%	(3)	30%	(4)	4%	(1)	—	(0)	17%	(2)	14
2018 House Vote: Democrat	59%	(116)	17%	(33)	13%	(26)	2%	(3)	2%	(4)	7%	(13)	195
2018 House Vote: Republican	39%	(86)	25%	(55)	17%	(38)	2%	(5)	6%	(12)	10%	(22)	219
2018 House Vote: Someone else	28%	(4)	46%	(7)	17%	(3)	3%	(1)	3%	(0)	4%	(1)	16
2018 House Vote: Didn't Vote	28%	(22)	29%	(23)	20%	(16)	4%	(3)	1%	(1)	18%	(14)	78
2016 Vote: Hillary Clinton	60%	(101)	17%	(29)	13%	(22)	2%	(4)	2%	(4)	6%	(10)	169
2016 Vote: Donald Trump	39%	(85)	24%	(51)	19%	(40)	3%	(6)	5%	(11)	11%	(23)	216
2016 Vote: Someone else	30%	(14)	47%	(22)	11%	(5)	—	(0)	—	(0)	13%	(6)	47
2016 Vote: Didn't Vote	37%	(28)	22%	(17)	21%	(16)	4%	(3)	3%	(2)	14%	(10)	75
Voted in 2014: Yes	47%	(184)	22%	(86)	17%	(67)	2%	(9)	3%	(12)	8%	(33)	391
Voted in 2014: No	38%	(44)	28%	(33)	13%	(16)	2%	(3)	4%	(5)	14%	(16)	117
2012 Vote: Barack Obama	57%	(108)	18%	(34)	15%	(27)	2%	(3)	—	(0)	8%	(15)	188
2012 Vote: Mitt Romney	37%	(70)	25%	(48)	19%	(35)	3%	(6)	6%	(12)	10%	(18)	189
2012 Vote: Other	22%	(5)	38%	(8)	18%	(4)	—	(0)	—	(0)	22%	(5)	21
2012 Vote: Didn't Vote	41%	(45)	27%	(29)	15%	(16)	3%	(3)	4%	(5)	10%	(11)	109
4-Region: Northeast	47%	(44)	19%	(18)	16%	(15)	3%	(3)	10%	(9)	6%	(5)	93
4-Region: Midwest	42%	(52)	22%	(26)	23%	(28)	2%	(3)	1%	(1)	10%	(12)	122
4-Region: South	45%	(82)	25%	(46)	15%	(28)	2%	(4)	3%	(6)	10%	(19)	185
4-Region: West	47%	(50)	27%	(29)	11%	(12)	3%	(3)	—	(0)	12%	(13)	107
Age: 18-39	58%	(80)	19%	(26)	9%	(13)	4%	(6)	4%	(6)	6%	(8)	139
Age: 40-59	49%	(86)	22%	(39)	16%	(28)	2%	(3)	2%	(3)	10%	(17)	177
Age: 65+	32%	(62)	28%	(54)	22%	(42)	2%	(3)	4%	(8)	12%	(23)	192

Continued on next page

Table BPC13_6: Do you think employee access to paid leave for family or medical events has a positive or negative impact on each of the following?
The health outcome of newborn children

Demographic	Very positive		Somewhat positive		Not much impact either way		Somewhat negative		Very negative		Don't know/No opinion		Total N
Small Business Owners, Executives	45%	(228)	23%	(119)	16%	(83)	2%	(12)	3%	(17)	10%	(49)	507
Small Business Owners	43%	(197)	23%	(106)	16%	(75)	2%	(11)	4%	(17)	11%	(49)	455
SB owners of 0-5 employees	32%	(50)	23%	(36)	23%	(36)	2%	(3)	1%	(1)	19%	(29)	155
SB owners of 6-15 employees	49%	(52)	18%	(19)	10%	(10)	4%	(4)	9%	(10)	9%	(10)	105
SB owners of 16-30 employees	48%	(57)	29%	(34)	17%	(20)	3%	(4)	—	(0)	4%	(5)	120
SB owners of 31-50 employees	51%	(39)	21%	(16)	12%	(9)	1%	(1)	7%	(5)	7%	(6)	75
C-Level Executive	59%	(31)	25%	(13)	15%	(8)	1%	(1)	—	(0)	—	(0)	52

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

Table BPC14_1: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Productivity

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(131)	18%	(90)	26%	(130)	14%	(69)	9%	(46)	8%	(42)	507
Gender: Male	26%	(64)	22%	(54)	26%	(65)	11%	(27)	9%	(23)	6%	(15)	249
Gender: Female	26%	(67)	14%	(36)	25%	(65)	16%	(42)	9%	(23)	10%	(26)	258
Age: 18-29	33%	(23)	21%	(14)	27%	(19)	10%	(7)	2%	(1)	8%	(5)	69
Age: 30-44	36%	(37)	20%	(20)	21%	(22)	12%	(13)	5%	(5)	5%	(6)	103
Age: 45-54	38%	(36)	16%	(15)	15%	(15)	12%	(12)	11%	(10)	8%	(7)	95
Age: 55-64	25%	(23)	14%	(13)	34%	(31)	8%	(7)	10%	(9)	9%	(8)	90
Age: 65+	8%	(12)	18%	(27)	29%	(44)	20%	(31)	14%	(21)	10%	(15)	150
Generation Z: 18-21	23%	(5)	4%	(1)	55%	(12)	14%	(3)	—	(0)	4%	(1)	22
Millennial: Age 22-37	40%	(42)	24%	(25)	16%	(16)	10%	(11)	3%	(4)	7%	(7)	104
Generation X: Age 38-53	38%	(49)	18%	(23)	19%	(25)	11%	(14)	6%	(8)	8%	(10)	130
Boomers: Age 54-72	14%	(31)	14%	(31)	31%	(71)	16%	(37)	15%	(34)	10%	(23)	228
PID: Dem (no lean)	32%	(47)	17%	(25)	26%	(37)	9%	(12)	3%	(4)	13%	(19)	145
PID: Ind (no lean)	22%	(33)	19%	(28)	26%	(39)	20%	(31)	5%	(8)	8%	(13)	151
PID: Rep (no lean)	25%	(52)	17%	(37)	25%	(54)	12%	(26)	16%	(34)	5%	(10)	212
PID/Gender: Dem Men	33%	(21)	22%	(14)	30%	(19)	7%	(5)	3%	(2)	5%	(3)	64
PID/Gender: Dem Women	32%	(26)	14%	(11)	22%	(18)	10%	(8)	3%	(2)	20%	(16)	81
PID/Gender: Ind Men	17%	(12)	25%	(17)	28%	(20)	18%	(12)	5%	(3)	9%	(6)	71
PID/Gender: Ind Women	26%	(21)	13%	(11)	24%	(20)	22%	(18)	6%	(5)	8%	(7)	80
PID/Gender: Rep Men	27%	(31)	20%	(23)	23%	(26)	9%	(10)	16%	(18)	5%	(6)	114
PID/Gender: Rep Women	21%	(20)	14%	(14)	28%	(27)	17%	(16)	16%	(15)	4%	(4)	97
Ideo: Liberal (1-3)	36%	(51)	22%	(31)	20%	(28)	12%	(17)	3%	(4)	7%	(10)	142
Ideo: Moderate (4)	24%	(29)	15%	(19)	20%	(25)	20%	(25)	5%	(6)	15%	(18)	121
Ideo: Conservative (5-7)	22%	(48)	17%	(37)	28%	(61)	12%	(27)	15%	(34)	6%	(13)	220
Educ: < College	26%	(77)	14%	(42)	28%	(82)	13%	(39)	10%	(29)	9%	(25)	294
Educ: Bachelors degree	26%	(34)	22%	(29)	26%	(34)	10%	(13)	10%	(13)	7%	(9)	132
Educ: Post-grad	24%	(20)	23%	(19)	18%	(14)	21%	(17)	5%	(4)	9%	(7)	81

Continued on next page

Table BPC14_1: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Productivity

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(131)	18%	(90)	26%	(130)	14%	(69)	9%	(46)	8%	(42)	507
Income: Under 50k	23%	(42)	13%	(23)	29%	(51)	15%	(27)	8%	(14)	13%	(23)	180
Income: 50k-100k	25%	(44)	22%	(39)	26%	(47)	12%	(21)	11%	(20)	5%	(10)	181
Income: 100k+	31%	(45)	19%	(27)	22%	(32)	14%	(21)	8%	(12)	6%	(9)	147
Ethnicity: White	24%	(98)	17%	(72)	24%	(100)	15%	(63)	10%	(43)	9%	(37)	412
Ethnicity: Hispanic	39%	(22)	16%	(9)	26%	(15)	6%	(4)	10%	(6)	2%	(1)	57
Ethnicity: Afr. Am.	35%	(22)	16%	(10)	32%	(20)	6%	(4)	3%	(2)	7%	(5)	62
Ethnicity: Other	33%	(11)	25%	(8)	31%	(10)	7%	(2)	4%	(1)	1%	(0)	33
Relig: Protestant	19%	(31)	10%	(17)	30%	(50)	19%	(30)	14%	(22)	8%	(13)	163
Relig: Roman Catholic	23%	(21)	25%	(24)	21%	(20)	15%	(14)	11%	(11)	5%	(4)	94
Relig: Something Else	38%	(13)	22%	(8)	15%	(5)	11%	(4)	12%	(4)	1%	(0)	34
Relig: Jewish	23%	(7)	29%	(9)	27%	(8)	6%	(2)	4%	(1)	11%	(3)	30
Relig: Evangelical	22%	(44)	17%	(35)	22%	(44)	17%	(34)	14%	(28)	8%	(16)	200
Relig: Non-Evang. Catholics	24%	(22)	15%	(13)	34%	(31)	15%	(14)	9%	(8)	2%	(2)	90
Relig: All Christian	23%	(66)	17%	(48)	26%	(75)	16%	(48)	13%	(37)	6%	(17)	290
Relig: All Non-Christian	32%	(13)	18%	(7)	27%	(11)	9%	(4)	6%	(2)	9%	(4)	42
Community: Urban	29%	(35)	19%	(23)	18%	(22)	20%	(24)	4%	(5)	11%	(14)	122
Community: Suburban	29%	(68)	18%	(42)	26%	(62)	11%	(27)	9%	(22)	7%	(17)	236
Community: Rural	19%	(28)	17%	(25)	31%	(47)	12%	(18)	13%	(20)	7%	(11)	149
Military HH: Yes	20%	(18)	24%	(22)	13%	(11)	12%	(11)	22%	(20)	9%	(8)	91
Military HH: No	27%	(113)	16%	(68)	28%	(119)	14%	(58)	6%	(26)	8%	(34)	417
RD/WT: Right Direction	27%	(66)	19%	(46)	24%	(57)	15%	(35)	11%	(28)	4%	(10)	242
RD/WT: Wrong Track	25%	(65)	17%	(44)	27%	(73)	13%	(34)	7%	(18)	12%	(31)	265
Trump Job Approve	24%	(61)	18%	(45)	26%	(67)	14%	(37)	12%	(29)	6%	(15)	255
Trump Job Disapprove	28%	(67)	18%	(44)	24%	(58)	13%	(32)	7%	(17)	11%	(26)	244
Trump Job Strongly Approve	26%	(39)	18%	(27)	23%	(35)	9%	(14)	17%	(25)	7%	(10)	150
Trump Job Somewhat Approve	21%	(22)	17%	(18)	31%	(33)	22%	(23)	4%	(4)	5%	(6)	105
Trump Job Somewhat Disapprove	23%	(9)	30%	(12)	22%	(9)	7%	(3)	14%	(6)	5%	(2)	41
Trump Job Strongly Disapprove	29%	(58)	16%	(32)	24%	(49)	14%	(29)	5%	(11)	12%	(25)	203

Continued on next page

Table BPC14_1: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Productivity

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(131)	18%	(90)	26%	(130)	14%	(69)	9%	(46)	8%	(42)	507
#1 Issue: Economy	24%	(36)	13%	(19)	23%	(34)	19%	(28)	9%	(13)	13%	(19)	149
#1 Issue: Security	24%	(30)	25%	(31)	30%	(38)	8%	(10)	9%	(11)	5%	(7)	127
#1 Issue: Health Care	29%	(26)	19%	(17)	23%	(20)	16%	(14)	5%	(5)	7%	(6)	88
#1 Issue: Medicare / Social Security	18%	(12)	18%	(12)	31%	(21)	6%	(4)	20%	(14)	6%	(4)	69
#1 Issue: Women's Issues	38%	(6)	24%	(4)	20%	(3)	12%	(2)	7%	(1)	—	(0)	17
#1 Issue: Education	54%	(13)	9%	(2)	26%	(6)	5%	(1)	6%	(1)	—	(0)	24
#1 Issue: Energy	31%	(7)	2%	(0)	13%	(3)	35%	(7)	—	(0)	20%	(4)	21
#1 Issue: Other	9%	(1)	27%	(4)	33%	(5)	18%	(2)	4%	(1)	9%	(1)	14
2018 House Vote: Democrat	29%	(57)	22%	(44)	24%	(47)	11%	(22)	3%	(6)	10%	(19)	195
2018 House Vote: Republican	25%	(55)	15%	(33)	24%	(53)	13%	(28)	16%	(36)	6%	(14)	219
2018 House Vote: Someone else	16%	(3)	17%	(3)	23%	(4)	41%	(6)	—	(0)	4%	(1)	16
2018 House Vote: Didnt Vote	21%	(17)	13%	(10)	34%	(26)	16%	(12)	5%	(4)	11%	(8)	78
2016 Vote: Hillary Clinton	32%	(54)	22%	(37)	23%	(38)	8%	(13)	4%	(7)	12%	(20)	169
2016 Vote: Donald Trump	25%	(54)	16%	(35)	23%	(51)	14%	(29)	16%	(34)	6%	(13)	216
2016 Vote: Someone else	15%	(7)	13%	(6)	26%	(12)	41%	(20)	1%	(0)	4%	(2)	47
2016 Vote: Didnt Vote	22%	(16)	16%	(12)	38%	(29)	9%	(7)	5%	(4)	9%	(7)	75
Voted in 2014: Yes	27%	(105)	17%	(68)	24%	(92)	13%	(52)	10%	(41)	8%	(33)	391
Voted in 2014: No	22%	(26)	19%	(22)	33%	(38)	15%	(17)	4%	(5)	8%	(9)	117
2012 Vote: Barack Obama	30%	(57)	19%	(35)	21%	(40)	13%	(24)	5%	(10)	12%	(23)	188
2012 Vote: Mitt Romney	24%	(46)	17%	(32)	25%	(48)	12%	(23)	17%	(31)	5%	(9)	189
2012 Vote: Other	11%	(2)	9%	(2)	19%	(4)	33%	(7)	3%	(1)	27%	(6)	21
2012 Vote: Didn't Vote	23%	(25)	19%	(21)	36%	(39)	15%	(16)	4%	(4)	4%	(4)	109
4-Region: Northeast	26%	(25)	22%	(21)	24%	(22)	11%	(11)	12%	(11)	4%	(4)	93
4-Region: Midwest	21%	(26)	23%	(28)	25%	(31)	9%	(11)	12%	(14)	10%	(12)	122
4-Region: South	30%	(55)	11%	(21)	27%	(50)	18%	(34)	7%	(12)	7%	(14)	185
4-Region: West	24%	(26)	19%	(20)	25%	(27)	13%	(14)	8%	(8)	11%	(12)	107
Age: 18-39	37%	(51)	20%	(28)	22%	(31)	12%	(17)	3%	(4)	7%	(9)	139
Age: 40-59	32%	(56)	18%	(32)	23%	(40)	11%	(19)	11%	(19)	6%	(11)	177
Age: 65+	13%	(24)	16%	(31)	31%	(59)	17%	(33)	12%	(23)	11%	(22)	192

Continued on next page

Table BPC14_1: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Productivity

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	26%	(131)	18%	(90)	26%	(130)	14%	(69)	9%	(46)	8%	(42)	507
Small Business Owners	26%	(118)	15%	(68)	26%	(117)	14%	(66)	10%	(45)	9%	(42)	455
SB owners of 0-5 employees	16%	(25)	14%	(22)	29%	(45)	8%	(12)	11%	(17)	22%	(34)	155
SB owners of 6-15 employees	23%	(24)	15%	(16)	14%	(14)	29%	(30)	15%	(16)	4%	(5)	105
SB owners of 16-30 employees	36%	(43)	16%	(20)	25%	(30)	16%	(20)	5%	(7)	1%	(1)	120
SB owners of 31-50 employees	34%	(25)	14%	(11)	37%	(28)	6%	(4)	7%	(5)	3%	(2)	75
C-Level Executive	25%	(13)	41%	(21)	26%	(13)	6%	(3)	2%	(1)	—	(0)	52

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

Table BPC14_2: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Profitability

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	21%	(105)	13%	(67)	24%	(123)	18%	(91)	15%	(75)	9%	(47)	507
Gender: Male	19%	(48)	15%	(38)	24%	(60)	19%	(48)	16%	(40)	6%	(15)	249
Gender: Female	22%	(57)	11%	(28)	24%	(63)	17%	(43)	14%	(35)	12%	(32)	258
Age: 18-29	35%	(24)	25%	(17)	13%	(9)	14%	(9)	7%	(5)	7%	(4)	69
Age: 30-44	37%	(38)	10%	(10)	21%	(21)	23%	(23)	4%	(5)	6%	(6)	103
Age: 45-54	23%	(22)	16%	(15)	19%	(18)	16%	(15)	16%	(15)	11%	(11)	95
Age: 55-64	15%	(13)	16%	(14)	29%	(26)	21%	(19)	10%	(9)	9%	(8)	90
Age: 65+	5%	(8)	6%	(9)	32%	(49)	17%	(25)	28%	(41)	12%	(18)	150
Generation Z: 18-21	37%	(8)	4%	(1)	28%	(6)	23%	(5)	7%	(2)	—	(0)	22
Millennial: Age 22-37	39%	(41)	22%	(23)	11%	(11)	16%	(17)	5%	(5)	7%	(7)	104
Generation X: Age 38-53	27%	(35)	14%	(18)	24%	(31)	17%	(22)	10%	(13)	9%	(12)	130
Boomers: Age 54-72	9%	(21)	11%	(25)	26%	(60)	18%	(42)	23%	(52)	13%	(29)	228
PID: Dem (no lean)	26%	(38)	12%	(18)	26%	(37)	15%	(22)	7%	(10)	13%	(19)	145
PID: Ind (no lean)	15%	(23)	11%	(16)	27%	(41)	29%	(44)	9%	(14)	9%	(13)	151
PID: Rep (no lean)	21%	(43)	15%	(33)	21%	(44)	12%	(25)	24%	(51)	7%	(14)	212
PID/Gender: Dem Men	23%	(15)	12%	(7)	36%	(23)	16%	(10)	7%	(5)	5%	(3)	64
PID/Gender: Dem Women	29%	(23)	13%	(10)	17%	(14)	15%	(12)	7%	(5)	20%	(16)	81
PID/Gender: Ind Men	12%	(8)	11%	(8)	25%	(18)	36%	(25)	8%	(6)	9%	(6)	71
PID/Gender: Ind Women	19%	(15)	11%	(9)	29%	(23)	23%	(18)	10%	(8)	9%	(7)	80
PID/Gender: Rep Men	21%	(24)	20%	(23)	16%	(19)	11%	(12)	26%	(30)	5%	(6)	114
PID/Gender: Rep Women	20%	(19)	10%	(9)	26%	(26)	13%	(13)	22%	(22)	9%	(9)	97
Ideo: Liberal (1-3)	30%	(43)	17%	(25)	21%	(30)	17%	(24)	7%	(9)	7%	(10)	142
Ideo: Moderate (4)	21%	(26)	7%	(9)	16%	(19)	30%	(36)	10%	(13)	16%	(19)	121
Ideo: Conservative (5-7)	15%	(33)	13%	(29)	27%	(59)	14%	(30)	23%	(52)	8%	(17)	220
Educ: < College	24%	(71)	12%	(35)	24%	(70)	17%	(49)	13%	(39)	10%	(30)	294
Educ: Bachelors degree	18%	(24)	17%	(23)	23%	(31)	16%	(22)	17%	(23)	7%	(10)	132
Educ: Post-grad	13%	(10)	10%	(8)	27%	(22)	26%	(21)	16%	(13)	9%	(7)	81

Continued on next page

Table BPC14_2: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Profitability

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	21%	(105)	13%	(67)	24%	(123)	18%	(91)	15%	(75)	9%	(47)	507
Income: Under 50k	20%	(36)	12%	(21)	26%	(46)	17%	(31)	10%	(19)	15%	(27)	180
Income: 50k-100k	21%	(38)	15%	(28)	22%	(40)	19%	(34)	17%	(31)	5%	(10)	181
Income: 100k+	21%	(31)	12%	(18)	25%	(37)	18%	(26)	17%	(25)	7%	(10)	147
Ethnicity: White	18%	(74)	13%	(55)	23%	(93)	18%	(76)	17%	(71)	10%	(43)	412
Ethnicity: Hispanic	39%	(22)	9%	(5)	26%	(15)	14%	(8)	6%	(3)	6%	(4)	57
Ethnicity: Afr. Am.	39%	(24)	13%	(8)	24%	(15)	18%	(11)	—	(0)	6%	(4)	62
Ethnicity: Other	21%	(7)	12%	(4)	43%	(14)	11%	(4)	11%	(4)	1%	(0)	33
Relig: Protestant	12%	(20)	8%	(12)	30%	(49)	17%	(28)	23%	(38)	10%	(16)	163
Relig: Roman Catholic	26%	(24)	14%	(13)	21%	(20)	17%	(16)	16%	(15)	5%	(5)	94
Relig: Something Else	24%	(8)	13%	(4)	31%	(10)	19%	(6)	6%	(2)	8%	(3)	34
Relig: Jewish	23%	(7)	8%	(2)	14%	(4)	20%	(6)	23%	(7)	11%	(3)	30
Relig: Evangelical	15%	(31)	11%	(22)	26%	(53)	17%	(33)	20%	(40)	11%	(21)	200
Relig: Non-Evang. Catholics	24%	(21)	9%	(8)	30%	(27)	19%	(17)	17%	(15)	2%	(2)	90
Relig: All Christian	18%	(52)	10%	(30)	27%	(80)	17%	(50)	19%	(55)	8%	(23)	290
Relig: All Non-Christian	34%	(14)	13%	(5)	25%	(10)	12%	(5)	8%	(3)	9%	(4)	42
Community: Urban	23%	(28)	15%	(18)	20%	(24)	21%	(26)	7%	(9)	14%	(17)	122
Community: Suburban	23%	(54)	15%	(34)	23%	(55)	16%	(38)	15%	(36)	8%	(18)	236
Community: Rural	15%	(22)	9%	(14)	29%	(43)	19%	(28)	20%	(30)	8%	(12)	149
Military HH: Yes	14%	(13)	11%	(10)	19%	(18)	15%	(14)	29%	(27)	11%	(10)	91
Military HH: No	22%	(92)	14%	(57)	25%	(105)	19%	(77)	12%	(48)	9%	(37)	417
RD/WT: Right Direction	23%	(56)	17%	(40)	21%	(50)	14%	(33)	19%	(47)	6%	(15)	242
RD/WT: Wrong Track	18%	(49)	10%	(26)	27%	(72)	22%	(58)	11%	(28)	12%	(32)	265
Trump Job Approve	21%	(53)	15%	(39)	22%	(57)	16%	(41)	17%	(44)	8%	(20)	255
Trump Job Disapprove	20%	(50)	11%	(27)	25%	(60)	21%	(50)	13%	(31)	11%	(26)	244
Trump Job Strongly Approve	24%	(36)	17%	(25)	23%	(34)	8%	(12)	18%	(28)	10%	(15)	150
Trump Job Somewhat Approve	16%	(17)	14%	(14)	22%	(23)	27%	(28)	16%	(17)	5%	(5)	105
Trump Job Somewhat Disapprove	22%	(9)	23%	(9)	20%	(8)	18%	(7)	15%	(6)	2%	(1)	41
Trump Job Strongly Disapprove	20%	(41)	9%	(17)	26%	(52)	21%	(43)	12%	(24)	12%	(25)	203

Continued on next page

Table BPC14_2: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Profitability

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	21%	(105)	13%	(67)	24%	(123)	18%	(91)	15%	(75)	9%	(47)	507
#1 Issue: Economy	21%	(31)	11%	(16)	19%	(28)	23%	(35)	12%	(18)	14%	(21)	149
#1 Issue: Security	16%	(20)	18%	(22)	27%	(35)	12%	(15)	19%	(25)	8%	(10)	127
#1 Issue: Health Care	22%	(20)	10%	(9)	20%	(18)	27%	(23)	12%	(10)	8%	(7)	88
#1 Issue: Medicare / Social Security	22%	(15)	6%	(4)	35%	(24)	5%	(4)	26%	(18)	6%	(4)	69
#1 Issue: Women's Issues	42%	(7)	19%	(3)	26%	(4)	11%	(2)	2%	(0)	—	(0)	17
#1 Issue: Education	39%	(9)	18%	(4)	19%	(5)	19%	(5)	6%	(1)	—	(0)	24
#1 Issue: Energy	9%	(2)	17%	(4)	27%	(6)	30%	(6)	1%	(0)	15%	(3)	21
#1 Issue: Other	8%	(1)	28%	(4)	26%	(4)	14%	(2)	14%	(2)	9%	(1)	14
2018 House Vote: Democrat	25%	(49)	10%	(20)	25%	(48)	22%	(43)	8%	(15)	10%	(20)	195
2018 House Vote: Republican	17%	(38)	16%	(35)	23%	(50)	13%	(29)	22%	(49)	8%	(18)	219
2018 House Vote: Someone else	19%	(3)	20%	(3)	17%	(3)	36%	(6)	5%	(1)	4%	(1)	16
2018 House Vote: Didnt Vote	20%	(15)	11%	(9)	28%	(22)	16%	(13)	13%	(10)	11%	(9)	78
2016 Vote: Hillary Clinton	27%	(46)	10%	(17)	25%	(43)	18%	(31)	7%	(12)	12%	(20)	169
2016 Vote: Donald Trump	17%	(36)	18%	(38)	24%	(51)	15%	(32)	18%	(40)	9%	(19)	216
2016 Vote: Someone else	7%	(3)	4%	(2)	21%	(10)	38%	(18)	27%	(13)	3%	(1)	47
2016 Vote: Didnt Vote	26%	(20)	13%	(10)	25%	(19)	14%	(10)	14%	(10)	9%	(7)	75
Voted in 2014: Yes	19%	(73)	13%	(51)	26%	(100)	16%	(64)	17%	(64)	10%	(38)	391
Voted in 2014: No	27%	(32)	13%	(15)	20%	(23)	23%	(27)	9%	(11)	8%	(9)	117
2012 Vote: Barack Obama	23%	(43)	10%	(20)	28%	(52)	18%	(33)	9%	(17)	13%	(24)	188
2012 Vote: Mitt Romney	16%	(31)	14%	(26)	24%	(45)	15%	(28)	25%	(47)	7%	(13)	189
2012 Vote: Other	10%	(2)	5%	(1)	11%	(2)	41%	(9)	4%	(1)	28%	(6)	21
2012 Vote: Didn't Vote	26%	(29)	18%	(20)	22%	(24)	20%	(21)	10%	(11)	4%	(4)	109
4-Region: Northeast	26%	(25)	10%	(9)	21%	(20)	21%	(20)	17%	(16)	5%	(4)	93
4-Region: Midwest	18%	(22)	10%	(12)	23%	(29)	18%	(22)	22%	(27)	10%	(12)	122
4-Region: South	24%	(43)	15%	(28)	22%	(41)	19%	(35)	10%	(19)	10%	(18)	185
4-Region: West	14%	(15)	16%	(17)	31%	(33)	14%	(15)	12%	(13)	12%	(13)	107
Age: 18-39	39%	(54)	18%	(25)	15%	(21)	18%	(24)	5%	(7)	6%	(8)	139
Age: 40-59	21%	(38)	14%	(25)	24%	(42)	19%	(33)	14%	(25)	8%	(14)	177
Age: 65+	7%	(13)	9%	(17)	31%	(60)	18%	(34)	23%	(43)	13%	(25)	192

Continued on next page

Table BPC14_2: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Profitability

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	21%	(105)	13%	(67)	24%	(123)	18%	(91)	15%	(75)	9%	(47)	507
Small Business Owners	20%	(91)	13%	(61)	23%	(104)	18%	(80)	16%	(74)	10%	(46)	455
SB owners of 0-5 employees	12%	(19)	11%	(18)	24%	(37)	12%	(18)	18%	(27)	23%	(36)	155
SB owners of 6-15 employees	14%	(14)	15%	(15)	20%	(21)	24%	(25)	21%	(22)	6%	(7)	105
SB owners of 16-30 employees	28%	(34)	14%	(16)	27%	(32)	20%	(25)	10%	(12)	2%	(2)	120
SB owners of 31-50 employees	32%	(24)	15%	(11)	19%	(14)	16%	(12)	17%	(12)	1%	(1)	75
C-Level Executive	27%	(14)	11%	(6)	35%	(18)	21%	(11)	3%	(1)	2%	(1)	52

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

Table BPC14_3: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Employee morale

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	41%	(207)	25%	(129)	17%	(87)	2%	(13)	4%	(22)	10%	(50)	507
Gender: Male	46%	(115)	25%	(62)	14%	(34)	3%	(7)	6%	(14)	7%	(18)	249
Gender: Female	36%	(92)	26%	(67)	21%	(53)	2%	(6)	3%	(8)	12%	(32)	258
Age: 18-29	48%	(33)	22%	(15)	13%	(9)	7%	(5)	3%	(2)	7%	(4)	69
Age: 30-44	51%	(53)	24%	(25)	16%	(17)	2%	(2)	1%	(1)	5%	(6)	103
Age: 45-54	49%	(47)	22%	(21)	11%	(11)	4%	(3)	4%	(4)	10%	(10)	95
Age: 55-64	39%	(35)	24%	(21)	22%	(20)	2%	(2)	—	(0)	14%	(12)	90
Age: 65+	27%	(40)	31%	(47)	20%	(30)	—	(0)	10%	(15)	12%	(18)	150
Generation Z: 18-21	42%	(9)	15%	(3)	25%	(6)	11%	(2)	6%	(1)	—	(0)	22
Millennial: Age 22-37	52%	(54)	26%	(27)	10%	(11)	4%	(4)	2%	(2)	7%	(7)	104
Generation X: Age 38-53	50%	(65)	21%	(27)	15%	(20)	3%	(4)	2%	(3)	8%	(10)	130
Boomers: Age 54-72	31%	(70)	28%	(63)	20%	(45)	1%	(2)	7%	(16)	14%	(33)	228
PID: Dem (no lean)	49%	(72)	16%	(23)	16%	(23)	4%	(6)	—	(0)	14%	(21)	145
PID: Ind (no lean)	41%	(62)	30%	(45)	17%	(26)	2%	(3)	2%	(3)	9%	(13)	151
PID: Rep (no lean)	35%	(74)	29%	(61)	18%	(38)	2%	(4)	9%	(19)	8%	(16)	212
PID/Gender: Dem Men	56%	(36)	24%	(15)	14%	(9)	1%	(1)	—	(0)	5%	(3)	64
PID/Gender: Dem Women	44%	(36)	10%	(8)	17%	(14)	7%	(6)	—	(0)	21%	(17)	81
PID/Gender: Ind Men	48%	(34)	22%	(15)	18%	(13)	3%	(2)	—	(0)	9%	(6)	71
PID/Gender: Ind Women	34%	(28)	37%	(29)	16%	(13)	1%	(0)	4%	(3)	8%	(7)	80
PID/Gender: Rep Men	39%	(45)	27%	(31)	11%	(12)	3%	(4)	12%	(14)	7%	(8)	114
PID/Gender: Rep Women	30%	(29)	31%	(30)	27%	(26)	—	(0)	5%	(5)	8%	(8)	97
Ideo: Liberal (1-3)	58%	(82)	21%	(29)	11%	(16)	3%	(4)	—	(1)	7%	(10)	142
Ideo: Moderate (4)	46%	(56)	21%	(25)	15%	(18)	1%	(2)	1%	(1)	16%	(19)	121
Ideo: Conservative (5-7)	30%	(65)	28%	(62)	21%	(47)	3%	(7)	9%	(19)	9%	(20)	220
Educ: < College	38%	(111)	26%	(75)	19%	(55)	2%	(7)	5%	(13)	11%	(32)	294
Educ: Bachelors degree	46%	(61)	21%	(27)	16%	(21)	4%	(5)	6%	(7)	8%	(11)	132
Educ: Post-grad	44%	(36)	33%	(26)	13%	(11)	1%	(1)	1%	(1)	8%	(7)	81

Continued on next page

Table BPC14_3: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Employee morale

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	41%	(207)	25%	(129)	17%	(87)	2%	(13)	4%	(22)	10%	(50)	507
Income: Under 50k	33%	(60)	29%	(53)	15%	(28)	3%	(5)	3%	(5)	17%	(30)	180
Income: 50k-100k	40%	(72)	26%	(48)	19%	(35)	2%	(4)	7%	(13)	6%	(10)	181
Income: 100k+	52%	(76)	20%	(29)	17%	(25)	3%	(4)	3%	(4)	7%	(10)	147
Ethnicity: White	40%	(164)	26%	(108)	17%	(71)	1%	(6)	5%	(19)	11%	(44)	412
Ethnicity: Hispanic	56%	(32)	9%	(5)	17%	(10)	11%	(6)	1%	(0)	6%	(4)	57
Ethnicity: Afr. Am.	50%	(31)	21%	(13)	14%	(9)	5%	(3)	2%	(1)	8%	(5)	62
Ethnicity: Other	37%	(12)	22%	(7)	24%	(8)	11%	(4)	4%	(1)	1%	(0)	33
Relig: Protestant	27%	(44)	33%	(54)	20%	(33)	1%	(2)	9%	(14)	9%	(15)	163
Relig: Roman Catholic	39%	(36)	33%	(31)	14%	(13)	3%	(3)	5%	(4)	7%	(6)	94
Relig: Something Else	50%	(17)	18%	(6)	21%	(7)	4%	(1)	—	(0)	8%	(3)	34
Relig: Jewish	66%	(20)	6%	(2)	17%	(5)	—	(0)	—	(0)	11%	(3)	30
Relig: Evangelical	33%	(66)	34%	(68)	13%	(25)	1%	(3)	8%	(17)	11%	(22)	200
Relig: Non-Evang. Catholics	34%	(31)	26%	(24)	31%	(28)	4%	(4)	2%	(2)	2%	(2)	90
Relig: All Christian	33%	(97)	31%	(91)	18%	(53)	2%	(6)	6%	(18)	8%	(24)	290
Relig: All Non-Christian	50%	(21)	18%	(7)	20%	(8)	1%	(0)	3%	(1)	9%	(4)	42
Community: Urban	46%	(57)	26%	(32)	12%	(14)	1%	(1)	1%	(1)	14%	(17)	122
Community: Suburban	44%	(103)	25%	(59)	17%	(39)	1%	(3)	6%	(15)	7%	(17)	236
Community: Rural	32%	(47)	25%	(38)	23%	(34)	5%	(8)	4%	(6)	11%	(16)	149
Military HH: Yes	38%	(34)	27%	(25)	11%	(10)	1%	(1)	11%	(10)	11%	(10)	91
Military HH: No	41%	(173)	25%	(104)	18%	(77)	3%	(12)	3%	(12)	9%	(40)	417
RD/WT: Right Direction	39%	(94)	26%	(64)	18%	(44)	2%	(5)	8%	(20)	6%	(16)	242
RD/WT: Wrong Track	43%	(113)	24%	(65)	16%	(44)	3%	(8)	1%	(2)	13%	(34)	265
Trump Job Approve	36%	(91)	24%	(62)	22%	(55)	3%	(7)	7%	(19)	8%	(20)	255
Trump Job Disapprove	47%	(114)	26%	(63)	12%	(30)	2%	(6)	1%	(3)	12%	(29)	244
Trump Job Strongly Approve	35%	(53)	22%	(33)	19%	(28)	2%	(3)	12%	(18)	10%	(15)	150
Trump Job Somewhat Approve	36%	(38)	28%	(29)	26%	(27)	4%	(4)	1%	(1)	5%	(6)	105
Trump Job Somewhat Disapprove	29%	(12)	48%	(20)	13%	(6)	4%	(1)	3%	(1)	2%	(1)	41
Trump Job Strongly Disapprove	50%	(102)	21%	(43)	12%	(25)	2%	(4)	1%	(1)	14%	(28)	203

Continued on next page

Table BPC14_3: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Employee morale

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	41%	(207)	25%	(129)	17%	(87)	2%	(13)	4%	(22)	10%	(50)	507
#1 Issue: Economy	40%	(60)	21%	(31)	17%	(26)	4%	(6)	2%	(2)	16%	(24)	149
#1 Issue: Security	40%	(51)	24%	(30)	20%	(25)	3%	(3)	6%	(8)	7%	(9)	127
#1 Issue: Health Care	48%	(42)	22%	(20)	16%	(14)	2%	(2)	2%	(2)	9%	(8)	88
#1 Issue: Medicare / Social Security	23%	(16)	44%	(30)	15%	(10)	—	(0)	12%	(8)	6%	(4)	69
#1 Issue: Women's Issues	62%	(10)	18%	(3)	20%	(3)	—	(0)	—	(0)	—	(0)	17
#1 Issue: Education	67%	(16)	15%	(4)	10%	(2)	6%	(1)	2%	(1)	—	(0)	24
#1 Issue: Energy	29%	(6)	39%	(8)	11%	(2)	1%	(0)	5%	(1)	15%	(3)	21
#1 Issue: Other	42%	(6)	19%	(3)	30%	(4)	—	(0)	—	(0)	9%	(1)	14
2018 House Vote: Democrat	56%	(109)	21%	(41)	11%	(21)	2%	(4)	—	(0)	11%	(21)	195
2018 House Vote: Republican	33%	(73)	29%	(64)	18%	(40)	2%	(4)	9%	(19)	9%	(19)	219
2018 House Vote: Someone else	25%	(4)	25%	(4)	43%	(7)	—	(0)	3%	(0)	4%	(1)	16
2018 House Vote: Didn't Vote	27%	(21)	26%	(20)	26%	(20)	6%	(5)	3%	(2)	13%	(10)	78
2016 Vote: Hillary Clinton	56%	(95)	19%	(31)	11%	(18)	2%	(4)	—	(0)	12%	(21)	169
2016 Vote: Donald Trump	34%	(74)	27%	(59)	19%	(41)	2%	(4)	9%	(18)	9%	(19)	216
2016 Vote: Someone else	27%	(13)	48%	(23)	20%	(10)	1%	(0)	—	(0)	4%	(2)	47
2016 Vote: Didn't Vote	34%	(26)	22%	(16)	25%	(18)	5%	(4)	4%	(3)	10%	(8)	75
Voted in 2014: Yes	42%	(164)	25%	(99)	16%	(61)	2%	(8)	5%	(19)	10%	(39)	391
Voted in 2014: No	37%	(43)	26%	(30)	22%	(26)	4%	(5)	2%	(2)	9%	(10)	117
2012 Vote: Barack Obama	51%	(96)	22%	(41)	12%	(22)	3%	(5)	—	(0)	13%	(24)	188
2012 Vote: Mitt Romney	34%	(64)	28%	(54)	18%	(35)	1%	(3)	10%	(19)	8%	(14)	189
2012 Vote: Other	11%	(2)	35%	(7)	27%	(6)	—	(0)	—	(0)	27%	(6)	21
2012 Vote: Didn't Vote	41%	(45)	25%	(27)	23%	(25)	4%	(5)	2%	(2)	5%	(6)	109
4-Region: Northeast	45%	(42)	25%	(23)	13%	(13)	2%	(2)	10%	(9)	4%	(4)	93
4-Region: Midwest	40%	(50)	26%	(32)	18%	(23)	—	(0)	3%	(4)	12%	(14)	122
4-Region: South	41%	(77)	21%	(39)	19%	(35)	4%	(7)	4%	(8)	10%	(18)	185
4-Region: West	36%	(39)	32%	(34)	16%	(17)	3%	(3)	1%	(1)	12%	(13)	107
Age: 18-39	50%	(69)	23%	(32)	14%	(20)	5%	(7)	2%	(3)	6%	(8)	139
Age: 40-59	46%	(82)	22%	(39)	17%	(30)	3%	(6)	2%	(4)	9%	(17)	177
Age: 65+	29%	(56)	30%	(58)	19%	(37)	—	(0)	8%	(15)	13%	(25)	192

Continued on next page

Table BPC14_3: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Employee morale

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	41%	(207)	25%	(129)	17%	(87)	2%	(13)	4%	(22)	10%	(50)	507
Small Business Owners	40%	(181)	25%	(115)	17%	(77)	3%	(12)	5%	(21)	11%	(50)	455
SB owners of 0-5 employees	22%	(33)	26%	(40)	19%	(30)	2%	(3)	6%	(9)	25%	(39)	155
SB owners of 6-15 employees	35%	(37)	29%	(31)	16%	(17)	4%	(4)	9%	(10)	6%	(7)	105
SB owners of 16-30 employees	59%	(70)	23%	(27)	13%	(16)	3%	(3)	—	(0)	3%	(3)	120
SB owners of 31-50 employees	54%	(40)	22%	(16)	19%	(14)	2%	(2)	2%	(2)	1%	(1)	75
C-Level Executive	50%	(26)	27%	(14)	20%	(10)	—	(0)	2%	(1)	—	(0)	52

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

Table BPC14_4: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Retaining your current employees

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(198)	24%	(122)	21%	(106)	1%	(5)	5%	(23)	11%	(54)	507
Gender: Male	42%	(104)	27%	(68)	18%	(46)	1%	(2)	6%	(14)	6%	(16)	249
Gender: Female	36%	(93)	21%	(54)	23%	(60)	1%	(3)	4%	(9)	15%	(38)	258
Age: 18-29	44%	(30)	26%	(18)	16%	(11)	3%	(2)	5%	(3)	7%	(4)	69
Age: 30-44	50%	(52)	26%	(27)	15%	(15)	2%	(2)	2%	(2)	5%	(6)	103
Age: 45-54	47%	(44)	22%	(21)	17%	(16)	1%	(1)	3%	(3)	10%	(9)	95
Age: 55-64	38%	(34)	22%	(20)	28%	(25)	—	(0)	—	(0)	12%	(11)	90
Age: 65+	25%	(37)	24%	(35)	26%	(39)	—	(0)	10%	(15)	16%	(24)	150
Generation Z: 18-21	36%	(8)	36%	(8)	16%	(4)	5%	(1)	6%	(1)	—	(0)	22
Millennial: Age 22-37	52%	(55)	23%	(24)	13%	(13)	2%	(2)	3%	(3)	7%	(7)	104
Generation X: Age 38-53	47%	(61)	23%	(30)	18%	(24)	1%	(1)	2%	(3)	8%	(10)	130
Boomers: Age 54-72	28%	(65)	23%	(53)	25%	(58)	—	(0)	7%	(16)	16%	(37)	228
PID: Dem (no lean)	49%	(70)	20%	(29)	14%	(20)	1%	(1)	2%	(3)	14%	(21)	145
PID: Ind (no lean)	36%	(55)	28%	(42)	25%	(37)	2%	(3)	1%	(1)	8%	(13)	151
PID: Rep (no lean)	34%	(72)	24%	(50)	23%	(49)	—	(0)	9%	(20)	10%	(21)	212
PID/Gender: Dem Men	52%	(33)	32%	(20)	11%	(7)	—	(0)	—	(0)	5%	(3)	64
PID/Gender: Dem Women	46%	(37)	11%	(9)	16%	(13)	2%	(1)	3%	(3)	21%	(17)	81
PID/Gender: Ind Men	42%	(30)	24%	(17)	24%	(17)	2%	(1)	—	(0)	9%	(6)	71
PID/Gender: Ind Women	31%	(25)	32%	(26)	26%	(21)	2%	(2)	1%	(1)	8%	(7)	80
PID/Gender: Rep Men	36%	(42)	27%	(30)	19%	(22)	—	(0)	12%	(14)	5%	(6)	114
PID/Gender: Rep Women	32%	(31)	20%	(20)	27%	(27)	—	(0)	6%	(6)	15%	(14)	97
Ideo: Liberal (1-3)	53%	(75)	25%	(36)	12%	(17)	1%	(1)	2%	(3)	7%	(10)	142
Ideo: Moderate (4)	40%	(48)	18%	(22)	24%	(29)	1%	(1)	2%	(2)	16%	(19)	121
Ideo: Conservative (5-7)	31%	(69)	24%	(54)	24%	(53)	1%	(2)	8%	(18)	11%	(24)	220
Educ: < College	37%	(110)	21%	(63)	23%	(68)	1%	(3)	5%	(13)	12%	(36)	294
Educ: Bachelors degree	41%	(54)	26%	(34)	17%	(23)	—	(1)	7%	(9)	9%	(12)	132
Educ: Post-grad	41%	(33)	30%	(24)	19%	(15)	1%	(1)	1%	(1)	8%	(7)	81

Continued on next page

Table BPC14_4: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Retaining your current employees

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(198)	24%	(122)	21%	(106)	1%	(5)	5%	(23)	11%	(54)	507
Income: Under 50k	27%	(49)	27%	(48)	22%	(39)	2%	(3)	2%	(4)	20%	(36)	180
Income: 50k-100k	42%	(76)	22%	(40)	21%	(38)	—	(1)	9%	(16)	5%	(9)	181
Income: 100k+	49%	(72)	22%	(33)	19%	(28)	—	(1)	3%	(4)	6%	(9)	147
Ethnicity: White	38%	(155)	24%	(99)	21%	(88)	1%	(3)	4%	(18)	12%	(49)	412
Ethnicity: Hispanic	45%	(26)	26%	(15)	15%	(9)	2%	(1)	5%	(3)	6%	(4)	57
Ethnicity: Afr. Am.	47%	(29)	23%	(14)	15%	(9)	—	(0)	6%	(4)	8%	(5)	62
Ethnicity: Other	38%	(13)	23%	(8)	28%	(9)	6%	(2)	4%	(1)	1%	(0)	33
Relig: Protestant	30%	(49)	22%	(36)	26%	(42)	—	(0)	9%	(14)	13%	(21)	163
Relig: Roman Catholic	33%	(31)	39%	(37)	17%	(16)	2%	(2)	4%	(4)	5%	(4)	94
Relig: Something Else	53%	(18)	27%	(9)	12%	(4)	—	(0)	—	(0)	8%	(3)	34
Relig: Jewish	54%	(16)	17%	(5)	18%	(5)	—	(0)	—	(0)	11%	(3)	30
Relig: Evangelical	35%	(70)	29%	(59)	17%	(33)	1%	(2)	8%	(16)	10%	(20)	200
Relig: Non-Evang. Catholics	31%	(28)	26%	(23)	32%	(29)	—	(0)	2%	(2)	9%	(8)	90
Relig: All Christian	34%	(98)	28%	(82)	21%	(62)	1%	(2)	6%	(18)	10%	(28)	290
Relig: All Non-Christian	49%	(20)	17%	(7)	22%	(9)	—	(0)	3%	(1)	9%	(4)	42
Community: Urban	40%	(50)	23%	(28)	20%	(25)	1%	(1)	2%	(2)	13%	(16)	122
Community: Suburban	43%	(102)	27%	(64)	15%	(36)	1%	(2)	7%	(16)	7%	(17)	236
Community: Rural	31%	(46)	19%	(29)	31%	(46)	1%	(2)	4%	(6)	14%	(21)	149
Military HH: Yes	39%	(36)	17%	(15)	13%	(12)	1%	(1)	11%	(10)	18%	(16)	91
Military HH: No	39%	(162)	25%	(106)	23%	(94)	1%	(3)	3%	(13)	9%	(38)	417
RD/WT: Right Direction	40%	(96)	25%	(60)	21%	(51)	—	(0)	8%	(20)	6%	(15)	242
RD/WT: Wrong Track	38%	(101)	23%	(62)	21%	(55)	2%	(4)	1%	(4)	15%	(39)	265
Trump Job Approve	35%	(90)	24%	(62)	25%	(63)	—	(1)	7%	(19)	8%	(21)	255
Trump Job Disapprove	43%	(105)	23%	(57)	17%	(41)	2%	(4)	2%	(5)	13%	(33)	244
Trump Job Strongly Approve	37%	(56)	17%	(26)	22%	(34)	—	(1)	12%	(18)	10%	(16)	150
Trump Job Somewhat Approve	32%	(34)	34%	(36)	28%	(29)	—	(0)	1%	(1)	5%	(6)	105
Trump Job Somewhat Disapprove	31%	(13)	23%	(9)	22%	(9)	5%	(2)	3%	(1)	17%	(7)	41
Trump Job Strongly Disapprove	46%	(93)	23%	(47)	16%	(32)	1%	(2)	2%	(3)	13%	(26)	203

Continued on next page

Table BPC14_4: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Retaining your current employees

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(198)	24%	(122)	21%	(106)	1%	(5)	5%	(23)	11%	(54)	507
#1 Issue: Economy	37%	(55)	20%	(29)	24%	(36)	1%	(1)	2%	(3)	16%	(24)	149
#1 Issue: Security	41%	(52)	23%	(29)	21%	(27)	2%	(3)	6%	(8)	7%	(9)	127
#1 Issue: Health Care	47%	(41)	25%	(22)	18%	(16)	—	(0)	3%	(2)	7%	(6)	88
#1 Issue: Medicare / Social Security	24%	(17)	33%	(23)	16%	(11)	—	(0)	12%	(8)	15%	(10)	69
#1 Issue: Women's Issues	46%	(8)	33%	(6)	14%	(2)	—	(0)	7%	(1)	—	(0)	17
#1 Issue: Education	62%	(15)	34%	(8)	2%	(1)	—	(0)	2%	(1)	—	(0)	24
#1 Issue: Energy	33%	(7)	5%	(1)	39%	(8)	3%	(1)	5%	(1)	15%	(3)	21
#1 Issue: Other	25%	(3)	28%	(4)	37%	(5)	—	(0)	—	(0)	9%	(1)	14
2018 House Vote: Democrat	48%	(94)	29%	(57)	10%	(20)	1%	(1)	1%	(3)	11%	(21)	195
2018 House Vote: Republican	36%	(78)	19%	(41)	26%	(56)	—	(1)	9%	(20)	11%	(23)	219
2018 House Vote: Someone else	29%	(5)	29%	(5)	36%	(6)	—	(0)	3%	(0)	4%	(1)	16
2018 House Vote: Didn't Vote	27%	(21)	24%	(19)	32%	(25)	4%	(3)	1%	(1)	12%	(10)	78
2016 Vote: Hillary Clinton	51%	(86)	27%	(45)	8%	(13)	1%	(1)	2%	(3)	12%	(21)	169
2016 Vote: Donald Trump	38%	(82)	20%	(44)	22%	(47)	—	(1)	9%	(19)	11%	(24)	216
2016 Vote: Someone else	17%	(8)	30%	(14)	48%	(23)	—	(0)	—	(0)	4%	(2)	47
2016 Vote: Didn't Vote	28%	(21)	25%	(19)	31%	(23)	4%	(3)	3%	(2)	10%	(7)	75
Voted in 2014: Yes	42%	(164)	23%	(90)	17%	(68)	1%	(2)	6%	(22)	11%	(44)	391
Voted in 2014: No	29%	(34)	27%	(32)	33%	(38)	2%	(3)	1%	(1)	9%	(10)	117
2012 Vote: Barack Obama	50%	(94)	25%	(47)	9%	(17)	1%	(1)	2%	(4)	13%	(24)	188
2012 Vote: Mitt Romney	34%	(65)	19%	(36)	26%	(50)	—	(1)	10%	(19)	10%	(19)	189
2012 Vote: Other	10%	(2)	41%	(8)	22%	(5)	—	(0)	—	(0)	27%	(6)	21
2012 Vote: Didn't Vote	33%	(36)	27%	(29)	31%	(34)	3%	(3)	1%	(1)	5%	(5)	109
4-Region: Northeast	46%	(43)	19%	(17)	20%	(19)	2%	(2)	9%	(8)	4%	(4)	93
4-Region: Midwest	34%	(42)	24%	(29)	24%	(30)	—	(0)	3%	(4)	15%	(18)	122
4-Region: South	39%	(73)	22%	(41)	23%	(42)	—	(1)	5%	(9)	10%	(19)	185
4-Region: West	38%	(40)	31%	(34)	14%	(15)	2%	(2)	2%	(3)	12%	(13)	107
Age: 18-39	49%	(68)	26%	(36)	14%	(19)	2%	(3)	3%	(5)	6%	(8)	139
Age: 40-59	44%	(78)	22%	(39)	23%	(40)	1%	(1)	2%	(4)	8%	(14)	177
Age: 65+	27%	(52)	24%	(46)	24%	(47)	—	(0)	8%	(15)	17%	(32)	192

Continued on next page

Table BPC14_4: Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?
Retaining your current employees

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(198)	24%	(122)	21%	(106)	1%	(5)	5%	(23)	11%	(54)	507
Small Business Owners	39%	(176)	23%	(105)	21%	(94)	1%	(4)	5%	(22)	12%	(54)	455
SB owners of 0-5 employees	21%	(32)	22%	(34)	22%	(34)	1%	(1)	5%	(8)	29%	(45)	155
SB owners of 6-15 employees	37%	(39)	24%	(25)	19%	(20)	2%	(2)	12%	(12)	6%	(7)	105
SB owners of 16-30 employees	58%	(69)	21%	(25)	19%	(23)	—	(0)	1%	(1)	1%	(1)	120
SB owners of 31-50 employees	47%	(35)	27%	(20)	22%	(17)	2%	(2)	1%	(1)	1%	(1)	75
C-Level Executive	42%	(22)	32%	(17)	24%	(12)	—	(0)	2%	(1)	—	(0)	52

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

Table BPC14_5: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Attracting new employees to your business

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(165)	31%	(155)	19%	(99)	1%	(5)	6%	(29)	11%	(56)	507
Gender: Male	34%	(84)	33%	(82)	17%	(43)	1%	(3)	7%	(18)	8%	(19)	249
Gender: Female	31%	(81)	28%	(73)	21%	(55)	—	(1)	4%	(11)	14%	(37)	258
Age: 18-29	36%	(25)	30%	(21)	16%	(11)	2%	(1)	10%	(7)	7%	(4)	69
Age: 30-44	47%	(48)	32%	(33)	12%	(13)	1%	(1)	2%	(2)	5%	(6)	103
Age: 45-54	39%	(37)	31%	(29)	14%	(13)	2%	(2)	5%	(5)	9%	(9)	95
Age: 55-64	31%	(28)	24%	(22)	30%	(27)	—	(0)	—	(0)	14%	(13)	90
Age: 65+	18%	(27)	33%	(50)	23%	(35)	—	(0)	10%	(15)	16%	(24)	150
Generation Z: 18-21	25%	(5)	36%	(8)	18%	(4)	4%	(1)	17%	(4)	—	(0)	22
Millennial: Age 22-37	48%	(49)	28%	(29)	13%	(13)	2%	(2)	4%	(4)	7%	(7)	104
Generation X: Age 38-53	42%	(54)	33%	(43)	13%	(16)	1%	(1)	2%	(3)	9%	(12)	130
Boomers: Age 54-72	23%	(52)	27%	(61)	26%	(60)	—	(1)	8%	(18)	16%	(37)	228
PID: Dem (no lean)	37%	(54)	23%	(34)	19%	(28)	1%	(1)	5%	(7)	14%	(20)	145
PID: Ind (no lean)	33%	(50)	38%	(57)	18%	(27)	2%	(3)	1%	(1)	9%	(13)	151
PID: Rep (no lean)	29%	(61)	30%	(64)	21%	(44)	—	(1)	9%	(20)	11%	(22)	212
PID/Gender: Dem Men	35%	(22)	32%	(20)	19%	(12)	—	(0)	7%	(5)	7%	(5)	64
PID/Gender: Dem Women	39%	(32)	17%	(13)	20%	(16)	1%	(1)	3%	(3)	20%	(16)	81
PID/Gender: Ind Men	38%	(27)	29%	(20)	20%	(14)	4%	(3)	—	(0)	9%	(6)	71
PID/Gender: Ind Women	28%	(23)	46%	(37)	16%	(13)	—	(0)	2%	(1)	9%	(7)	80
PID/Gender: Rep Men	30%	(34)	36%	(41)	15%	(17)	1%	(1)	11%	(13)	7%	(8)	114
PID/Gender: Rep Women	27%	(27)	24%	(23)	28%	(27)	—	(0)	7%	(7)	14%	(14)	97
Ideo: Liberal (1-3)	43%	(60)	34%	(48)	11%	(15)	1%	(1)	4%	(6)	8%	(11)	142
Ideo: Moderate (4)	35%	(43)	32%	(39)	15%	(18)	1%	(1)	2%	(2)	15%	(18)	121
Ideo: Conservative (5-7)	26%	(58)	25%	(55)	27%	(59)	1%	(2)	9%	(20)	12%	(26)	220
Educ: < College	29%	(85)	32%	(95)	18%	(54)	1%	(2)	7%	(20)	13%	(38)	294
Educ: Bachelors degree	39%	(52)	24%	(31)	20%	(27)	1%	(1)	7%	(9)	9%	(11)	132
Educ: Post-grad	34%	(27)	35%	(28)	22%	(18)	1%	(1)	—	(0)	8%	(7)	81

Continued on next page

Table BPC14_5: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Attracting new employees to your business

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(165)	31%	(155)	19%	(99)	1%	(5)	6%	(29)	11%	(56)	507
Income: Under 50k	26%	(47)	32%	(58)	17%	(30)	1%	(3)	6%	(10)	18%	(33)	180
Income: 50k-100k	31%	(56)	36%	(65)	18%	(32)	1%	(1)	8%	(15)	7%	(12)	181
Income: 100k+	42%	(61)	22%	(32)	25%	(37)	1%	(1)	3%	(4)	7%	(11)	147
Ethnicity: White	32%	(132)	31%	(128)	19%	(76)	1%	(3)	5%	(21)	13%	(52)	412
Ethnicity: Hispanic	36%	(21)	42%	(24)	13%	(7)	—	(0)	6%	(4)	2%	(1)	57
Ethnicity: Afr. Am.	35%	(22)	24%	(15)	23%	(14)	2%	(1)	11%	(6)	6%	(4)	62
Ethnicity: Other	33%	(11)	37%	(12)	24%	(8)	1%	(0)	3%	(1)	2%	(1)	33
Relig: Protestant	26%	(42)	32%	(53)	21%	(34)	1%	(1)	8%	(13)	12%	(20)	163
Relig: Roman Catholic	29%	(27)	42%	(40)	14%	(13)	2%	(2)	5%	(4)	9%	(8)	94
Relig: Something Else	47%	(16)	23%	(8)	18%	(6)	3%	(1)	6%	(2)	2%	(1)	34
Relig: Jewish	36%	(11)	19%	(6)	34%	(10)	—	(0)	—	(0)	11%	(3)	30
Relig: Evangelical	30%	(60)	36%	(72)	12%	(24)	2%	(3)	9%	(19)	11%	(22)	200
Relig: Non-Evang. Catholics	28%	(25)	31%	(28)	32%	(29)	1%	(1)	1%	(1)	7%	(7)	90
Relig: All Christian	29%	(85)	34%	(100)	18%	(52)	1%	(4)	7%	(20)	10%	(29)	290
Relig: All Non-Christian	42%	(17)	25%	(10)	20%	(8)	—	(0)	5%	(2)	9%	(4)	42
Community: Urban	31%	(39)	33%	(40)	17%	(21)	—	(0)	4%	(5)	14%	(18)	122
Community: Suburban	35%	(82)	32%	(76)	17%	(41)	1%	(2)	7%	(17)	8%	(19)	236
Community: Rural	29%	(44)	26%	(39)	25%	(38)	2%	(2)	5%	(7)	13%	(19)	149
Military HH: Yes	28%	(25)	29%	(26)	14%	(13)	1%	(1)	13%	(11)	15%	(14)	91
Military HH: No	34%	(140)	31%	(129)	21%	(86)	1%	(4)	4%	(17)	10%	(42)	417
RD/WT: Right Direction	32%	(78)	32%	(78)	21%	(50)	—	(1)	8%	(20)	6%	(15)	242
RD/WT: Wrong Track	33%	(87)	29%	(77)	19%	(49)	1%	(4)	3%	(9)	15%	(41)	265
Trump Job Approve	29%	(73)	32%	(82)	22%	(57)	—	(1)	8%	(20)	8%	(21)	255
Trump Job Disapprove	36%	(89)	29%	(72)	15%	(37)	1%	(4)	4%	(9)	14%	(35)	244
Trump Job Strongly Approve	29%	(43)	28%	(42)	20%	(31)	1%	(1)	13%	(20)	9%	(14)	150
Trump Job Somewhat Approve	29%	(31)	39%	(40)	25%	(27)	—	(0)	—	(0)	7%	(7)	105
Trump Job Somewhat Disapprove	32%	(13)	25%	(10)	20%	(8)	6%	(2)	—	(0)	17%	(7)	41
Trump Job Strongly Disapprove	37%	(75)	30%	(61)	14%	(29)	1%	(1)	4%	(9)	14%	(28)	203

Continued on next page

Table BPC14_5: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Attracting new employees to your business

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(165)	31%	(155)	19%	(99)	1%	(5)	6%	(29)	11%	(56)	507
#1 Issue: Economy	29%	(42)	34%	(51)	19%	(29)	—	(0)	4%	(5)	14%	(21)	149
#1 Issue: Security	37%	(47)	21%	(27)	27%	(34)	2%	(3)	6%	(8)	7%	(9)	127
#1 Issue: Health Care	46%	(41)	26%	(23)	13%	(12)	1%	(1)	1%	(1)	13%	(11)	88
#1 Issue: Medicare / Social Security	17%	(12)	38%	(26)	18%	(12)	—	(0)	12%	(8)	15%	(10)	69
#1 Issue: Women's Issues	50%	(8)	28%	(5)	15%	(2)	—	(0)	7%	(1)	—	(0)	17
#1 Issue: Education	29%	(7)	37%	(9)	13%	(3)	—	(0)	21%	(5)	—	(0)	24
#1 Issue: Energy	23%	(5)	44%	(9)	11%	(2)	6%	(1)	—	(0)	15%	(3)	21
#1 Issue: Other	20%	(3)	41%	(6)	30%	(4)	—	(0)	—	(0)	9%	(1)	14
2018 House Vote: Democrat	38%	(75)	34%	(67)	13%	(25)	—	(1)	4%	(7)	10%	(20)	195
2018 House Vote: Republican	29%	(64)	26%	(58)	23%	(50)	1%	(2)	9%	(20)	11%	(25)	219
2018 House Vote: Someone else	19%	(3)	48%	(8)	29%	(5)	—	(0)	—	(0)	4%	(1)	16
2018 House Vote: Didn't Vote	29%	(23)	30%	(23)	24%	(19)	2%	(2)	2%	(1)	13%	(10)	78
2016 Vote: Hillary Clinton	40%	(67)	32%	(54)	11%	(19)	—	(1)	4%	(7)	12%	(21)	169
2016 Vote: Donald Trump	30%	(64)	27%	(59)	22%	(47)	—	(1)	9%	(20)	12%	(25)	216
2016 Vote: Someone else	15%	(7)	48%	(23)	32%	(15)	—	(0)	—	(0)	4%	(2)	47
2016 Vote: Didn't Vote	35%	(26)	25%	(19)	24%	(18)	4%	(3)	2%	(1)	10%	(8)	75
Voted in 2014: Yes	33%	(129)	30%	(118)	19%	(73)	1%	(2)	6%	(23)	12%	(45)	391
Voted in 2014: No	31%	(36)	32%	(37)	22%	(26)	2%	(3)	4%	(5)	9%	(11)	117
2012 Vote: Barack Obama	40%	(75)	30%	(56)	15%	(28)	—	(1)	2%	(4)	13%	(24)	188
2012 Vote: Mitt Romney	27%	(51)	29%	(54)	23%	(44)	—	(1)	11%	(20)	10%	(19)	189
2012 Vote: Other	17%	(4)	42%	(9)	9%	(2)	5%	(1)	—	(0)	27%	(6)	21
2012 Vote: Didn't Vote	32%	(35)	33%	(36)	23%	(25)	2%	(2)	5%	(5)	7%	(7)	109
4-Region: Northeast	42%	(39)	27%	(25)	16%	(15)	2%	(2)	9%	(8)	4%	(4)	93
4-Region: Midwest	26%	(32)	28%	(34)	27%	(33)	—	(0)	3%	(4)	16%	(20)	122
4-Region: South	35%	(65)	29%	(53)	19%	(34)	1%	(2)	8%	(14)	9%	(17)	185
4-Region: West	27%	(29)	40%	(43)	16%	(17)	1%	(1)	3%	(3)	13%	(14)	107
Age: 18-39	43%	(60)	30%	(41)	14%	(19)	2%	(3)	6%	(8)	6%	(8)	139
Age: 40-59	37%	(65)	30%	(53)	19%	(34)	1%	(2)	3%	(6)	10%	(18)	177
Age: 65+	21%	(40)	32%	(61)	24%	(46)	—	(0)	8%	(15)	16%	(30)	192

Continued on next page

Table BPC14_5: *Would a paid family and medical leave program have a positive or negative impact on each of the following parts of your business?*
Attracting new employees to your business

Demographic	Very positive impact		Somewhat positive impact		Not much impact either way		Somewhat negative impact		Very negative impact		Don't know/No opinion		Total N
Small Business Owners, Executives	32%	(165)	31%	(155)	19%	(99)	1%	(5)	6%	(29)	11%	(56)	507
Small Business Owners	33%	(149)	29%	(133)	19%	(86)	1%	(5)	6%	(27)	12%	(56)	455
SB owners of 0-5 employees	20%	(32)	27%	(42)	18%	(28)	1%	(1)	5%	(8)	29%	(44)	155
SB owners of 6-15 employees	34%	(36)	29%	(30)	16%	(16)	2%	(3)	12%	(13)	7%	(7)	105
SB owners of 16-30 employees	41%	(50)	36%	(43)	19%	(23)	—	(0)	1%	(1)	3%	(3)	120
SB owners of 31-50 employees	43%	(32)	24%	(18)	24%	(18)	1%	(1)	7%	(5)	1%	(1)	75
C-Level Executive	30%	(16)	43%	(22)	25%	(13)	—	(0)	2%	(1)	—	(0)	52

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

Table BPC15: *If there was a national paid family and medical leave policy, which of the following would you support the most?*

Demographic	Maternity leave only		Parental leave (maternity and paternity)		Parental and Family care leave (including caring for an aging or sick loved one)		Parental, Family and Medical leave (including leave to care for yourself if injured)		Don't know/No opinion		Total N
Small Business Owners, Executives	16%	(80)	13%	(64)	10%	(53)	40%	(202)	21%	(109)	507
Gender: Male	17%	(43)	15%	(37)	11%	(27)	33%	(81)	25%	(61)	249
Gender: Female	15%	(38)	10%	(27)	10%	(26)	47%	(120)	18%	(47)	258
Age: 18-29	24%	(16)	31%	(21)	11%	(8)	25%	(17)	9%	(6)	69
Age: 30-44	19%	(19)	17%	(17)	14%	(14)	41%	(43)	9%	(10)	103
Age: 45-54	21%	(20)	17%	(16)	14%	(13)	34%	(33)	13%	(12)	95
Age: 55-64	16%	(15)	8%	(7)	14%	(12)	32%	(29)	30%	(27)	90
Age: 65+	6%	(9)	2%	(2)	3%	(5)	53%	(80)	35%	(53)	150
Generation Z: 18-21	15%	(3)	33%	(7)	24%	(5)	28%	(6)	—	(0)	22
Millennial: Age 22-37	25%	(26)	24%	(25)	9%	(9)	31%	(32)	11%	(12)	104
Generation X: Age 38-53	17%	(22)	17%	(22)	16%	(20)	40%	(52)	11%	(14)	130
Boomers: Age 54-72	11%	(25)	4%	(9)	8%	(18)	46%	(104)	31%	(72)	228
PID: Dem (no lean)	17%	(24)	16%	(23)	12%	(17)	44%	(64)	12%	(17)	145
PID: Ind (no lean)	14%	(21)	16%	(25)	11%	(17)	41%	(62)	18%	(27)	151
PID: Rep (no lean)	16%	(35)	8%	(16)	9%	(19)	36%	(76)	31%	(65)	212
PID/Gender: Dem Men	16%	(10)	21%	(13)	13%	(9)	32%	(21)	18%	(11)	64
PID/Gender: Dem Women	18%	(14)	12%	(10)	11%	(9)	53%	(43)	7%	(6)	81
PID/Gender: Ind Men	16%	(12)	17%	(12)	12%	(9)	36%	(26)	18%	(13)	71
PID/Gender: Ind Women	12%	(10)	16%	(12)	10%	(8)	45%	(36)	17%	(14)	80
PID/Gender: Rep Men	18%	(21)	10%	(11)	9%	(10)	30%	(35)	32%	(37)	114
PID/Gender: Rep Women	14%	(14)	5%	(5)	10%	(9)	43%	(41)	29%	(28)	97
Ideo: Liberal (1-3)	13%	(18)	23%	(32)	14%	(20)	42%	(59)	9%	(12)	142
Ideo: Moderate (4)	13%	(16)	13%	(15)	9%	(11)	49%	(59)	17%	(20)	121
Ideo: Conservative (5-7)	19%	(43)	7%	(15)	10%	(22)	31%	(69)	33%	(72)	220

Continued on next page

Table BPC15: *If there was a national paid family and medical leave policy, which of the following would you support the most?*

Demographic	Maternity leave only		Parental leave (maternity and paternity)		Parental and Family care leave (including caring for an aging or sick loved one)		Parental, Family and Medical leave (including leave to care for yourself if injured)		Don't know/No opinion	Total N
Small Business Owners, Executives	16%	(80)	13%	(64)	10%	(53)	40%	(202)	21% (109)	507
Educ: < College	15%	(45)	14%	(42)	10%	(30)	37%	(109)	23% (68)	294
Educ: Bachelors degree	17%	(22)	12%	(15)	12%	(16)	42%	(56)	17% (23)	132
Educ: Post-grad	16%	(13)	8%	(6)	9%	(7)	46%	(37)	22% (17)	81
Income: Under 50k	14%	(26)	16%	(28)	10%	(18)	40%	(72)	20% (36)	180
Income: 50k-100k	17%	(31)	11%	(19)	11%	(20)	33%	(60)	28% (50)	181
Income: 100k+	16%	(23)	11%	(16)	10%	(15)	47%	(69)	16% (23)	147
Ethnicity: White	15%	(62)	10%	(39)	10%	(42)	42%	(173)	23% (97)	412
Ethnicity: Hispanic	26%	(15)	24%	(14)	18%	(10)	33%	(19)	— (0)	57
Ethnicity: Afr. Am.	21%	(13)	29%	(18)	13%	(8)	22%	(14)	15% (9)	62
Ethnicity: Other	16%	(5)	19%	(6)	11%	(4)	44%	(15)	9% (3)	33
Relig: Protestant	13%	(21)	6%	(10)	10%	(16)	42%	(68)	29% (47)	163
Relig: Roman Catholic	17%	(16)	20%	(19)	14%	(13)	26%	(24)	23% (21)	94
Relig: Something Else	21%	(7)	14%	(5)	11%	(4)	41%	(14)	13% (4)	34
Relig: Jewish	28%	(8)	—	(0)	6%	(2)	56%	(16)	10% (3)	30
Relig: Evangelical	14%	(28)	11%	(23)	13%	(26)	36%	(73)	26% (51)	200
Relig: Non-Evang. Catholics	19%	(17)	13%	(11)	8%	(7)	37%	(33)	24% (22)	90
Relig: All Christian	15%	(45)	12%	(34)	11%	(33)	37%	(106)	25% (73)	290
Relig: All Non-Christian	11%	(5)	20%	(8)	5%	(2)	44%	(18)	19% (8)	42
Community: Urban	23%	(28)	11%	(13)	12%	(14)	38%	(47)	17% (21)	122
Community: Suburban	12%	(28)	15%	(36)	12%	(28)	42%	(99)	19% (45)	236
Community: Rural	17%	(25)	9%	(14)	7%	(11)	38%	(56)	29% (43)	149
Military HH: Yes	15%	(14)	6%	(5)	11%	(10)	31%	(29)	37% (33)	91
Military HH: No	16%	(66)	14%	(58)	10%	(43)	42%	(173)	18% (76)	417
RD/WT: Right Direction	19%	(46)	12%	(30)	9%	(21)	32%	(78)	28% (67)	242
RD/WT: Wrong Track	13%	(34)	13%	(34)	12%	(32)	47%	(124)	16% (42)	265

Continued on next page

Table BPC15: *If there was a national paid family and medical leave policy, which of the following would you support the most?*

Demographic	Maternity leave only		Parental leave (maternity and paternity)		Parental and Family care leave (including caring for an aging or sick loved one)		Parental, Family and Medical leave (including leave to care for yourself if injured)		Don't know/No opinion	Total N
Small Business Owners, Executives	16%	(80)	13%	(64)	10%	(53)	40%	(202)	21% (109)	507
Trump Job Approve	19%	(49)	13%	(34)	8%	(22)	30%	(77)	29% (74)	255
Trump Job Disapprove	13%	(32)	12%	(30)	13%	(31)	50%	(122)	13% (31)	244
Trump Job Strongly Approve	21%	(32)	12%	(18)	6%	(9)	28%	(42)	33% (49)	150
Trump Job Somewhat Approve	16%	(17)	15%	(16)	12%	(12)	33%	(34)	24% (25)	105
Trump Job Somewhat Disapprove	21%	(9)	10%	(4)	16%	(7)	31%	(13)	22% (9)	41
Trump Job Strongly Disapprove	11%	(23)	13%	(26)	12%	(24)	54%	(109)	11% (22)	203
#1 Issue: Economy	22%	(33)	14%	(21)	9%	(13)	42%	(62)	13% (20)	149
#1 Issue: Security	18%	(23)	5%	(6)	10%	(12)	35%	(45)	32% (40)	127
#1 Issue: Health Care	12%	(10)	18%	(16)	16%	(14)	41%	(36)	13% (12)	88
#1 Issue: Medicare / Social Security	4%	(3)	9%	(6)	9%	(6)	36%	(25)	42% (29)	69
#1 Issue: Women's Issues	6%	(1)	35%	(6)	3%	(1)	49%	(8)	7% (1)	17
#1 Issue: Education	15%	(4)	36%	(9)	23%	(5)	26%	(6)	— (0)	24
#1 Issue: Energy	12%	(3)	—	(0)	2%	(0)	67%	(14)	18% (4)	21
#1 Issue: Other	29%	(4)	—	(0)	5%	(1)	40%	(5)	26% (4)	14
2018 House Vote: Democrat	12%	(24)	20%	(39)	12%	(24)	48%	(94)	7% (14)	195
2018 House Vote: Republican	18%	(40)	7%	(15)	8%	(17)	35%	(77)	32% (70)	219
2018 House Vote: Someone else	32%	(5)	14%	(2)	7%	(1)	29%	(5)	19% (3)	16
2018 House Vote: Didnt Vote	15%	(12)	9%	(7)	14%	(11)	34%	(26)	28% (22)	78
2016 Vote: Hillary Clinton	12%	(21)	17%	(29)	12%	(20)	51%	(86)	7% (12)	169
2016 Vote: Donald Trump	18%	(40)	9%	(19)	10%	(21)	33%	(72)	30% (65)	216
2016 Vote: Someone else	12%	(6)	10%	(5)	6%	(3)	49%	(23)	22% (11)	47
2016 Vote: Didnt Vote	19%	(14)	14%	(10)	12%	(9)	27%	(20)	28% (21)	75
Voted in 2014: Yes	16%	(61)	11%	(42)	10%	(40)	41%	(162)	22% (85)	391
Voted in 2014: No	16%	(19)	18%	(21)	11%	(13)	34%	(40)	20% (23)	117

Continued on next page

Table BPC15: *If there was a national paid family and medical leave policy, which of the following would you support the most?*

Demographic	Maternity leave only		Parental leave (maternity and paternity)		Parental and Family care leave (including caring for an aging or sick loved one)		Parental, Family and Medical leave (including leave to care for yourself if injured)		Don't know/No opinion		Total N
Small Business Owners, Executives	16%	(80)	13%	(64)	10%	(53)	40%	(202)	21%	(109)	507
2012 Vote: Barack Obama	15%	(28)	13%	(24)	12%	(23)	53%	(99)	8%	(14)	188
2012 Vote: Mitt Romney	16%	(31)	9%	(16)	9%	(18)	31%	(58)	35%	(67)	189
2012 Vote: Other	6%	(1)	19%	(4)	7%	(1)	37%	(8)	31%	(6)	21
2012 Vote: Didn't Vote	19%	(20)	18%	(19)	11%	(12)	34%	(37)	19%	(21)	109
4-Region: Northeast	16%	(14)	11%	(10)	7%	(7)	43%	(40)	23%	(21)	93
4-Region: Midwest	16%	(20)	18%	(22)	9%	(11)	31%	(38)	26%	(31)	122
4-Region: South	18%	(32)	11%	(21)	11%	(21)	41%	(76)	19%	(35)	185
4-Region: West	13%	(14)	10%	(10)	14%	(15)	44%	(47)	20%	(21)	107
Age: 18-39	22%	(30)	24%	(34)	12%	(17)	32%	(44)	10%	(14)	139
Age: 40-59	19%	(33)	13%	(24)	15%	(26)	35%	(62)	18%	(31)	177
Age: 65+	9%	(17)	3%	(6)	5%	(10)	49%	(95)	34%	(64)	192
Small Business Owners	16%	(75)	12%	(53)	11%	(50)	40%	(180)	21%	(97)	455
SB owners of 0-5 employees	12%	(19)	5%	(8)	7%	(11)	49%	(76)	27%	(41)	155
SB owners of 6-15 employees	15%	(16)	10%	(11)	10%	(11)	39%	(41)	25%	(26)	105
SB owners of 16-30 employees	19%	(23)	18%	(22)	14%	(17)	35%	(42)	14%	(16)	120
SB owners of 31-50 employees	23%	(17)	17%	(13)	16%	(12)	28%	(21)	16%	(12)	75
C-Level Executive	11%	(6)	19%	(10)	6%	(3)	41%	(21)	23%	(12)	52

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

Table BPC16: *Ideally, how do you think paid family and medical leave should be funded?*

Demographic	Employees should fund it themselves	Employers and employees should share costs	Employers or companies should fund it themselves	Federal budget funds should fund it, even if it means a tax increase	People drawing early from Social Security should fund it	I do not support any paid family and medical leave policy	Don't know/No opinion	Total N
Small Business Owners, Executives	15% (76)	33% (168)	17% (86)	13% (66)	2% (9)	8% (40)	12% (63)	507
Gender: Male	18% (44)	28% (70)	16% (39)	13% (32)	2% (4)	10% (26)	14% (34)	249
Gender: Female	12% (31)	38% (98)	18% (46)	13% (34)	2% (4)	6% (14)	11% (29)	258
Age: 18-29	17% (12)	28% (19)	29% (20)	15% (11)	1% (1)	3% (2)	7% (5)	69
Age: 30-44	13% (14)	29% (30)	13% (13)	21% (22)	2% (2)	6% (7)	15% (15)	103
Age: 45-54	14% (14)	37% (35)	15% (14)	18% (17)	2% (2)	6% (5)	9% (9)	95
Age: 55-64	15% (14)	35% (32)	10% (9)	10% (9)	3% (3)	7% (7)	19% (17)	90
Age: 65+	15% (23)	34% (52)	20% (29)	5% (8)	1% (1)	13% (19)	12% (18)	150
Generation Z: 18-21	4% (1)	38% (8)	35% (8)	15% (3)	— (0)	5% (1)	2% (0)	22
Millennial: Age 22-37	20% (21)	24% (24)	19% (20)	21% (22)	1% (1)	4% (4)	11% (12)	104
Generation X: Age 38-53	13% (16)	36% (46)	15% (19)	18% (23)	2% (3)	7% (9)	10% (13)	130
Boomers: Age 54-72	14% (31)	37% (84)	17% (39)	7% (16)	2% (4)	11% (24)	13% (29)	228
PID: Dem (no lean)	6% (8)	25% (36)	31% (45)	25% (36)	1% (2)	2% (2)	11% (15)	145
PID: Ind (no lean)	19% (29)	35% (53)	11% (17)	9% (13)	2% (2)	8% (12)	15% (23)	151
PID: Rep (no lean)	18% (39)	37% (78)	11% (24)	8% (17)	2% (4)	12% (25)	12% (24)	212
PID/Gender: Dem Men	3% (2)	25% (16)	30% (19)	22% (14)	1% (1)	2% (1)	17% (11)	64
PID/Gender: Dem Women	8% (6)	25% (20)	31% (25)	28% (22)	1% (1)	1% (1)	6% (5)	81
PID/Gender: Ind Men	20% (14)	23% (17)	14% (10)	9% (6)	2% (2)	13% (9)	18% (13)	71
PID/Gender: Ind Women	18% (15)	46% (37)	9% (7)	9% (7)	1% (1)	4% (3)	13% (11)	80
PID/Gender: Rep Men	25% (28)	32% (37)	9% (10)	10% (12)	2% (2)	13% (15)	9% (10)	114
PID/Gender: Rep Women	11% (10)	42% (41)	14% (14)	5% (5)	2% (2)	11% (10)	15% (14)	97
Ideo: Liberal (1-3)	10% (14)	26% (37)	29% (41)	26% (37)	1% (2)	1% (1)	7% (10)	142
Ideo: Moderate (4)	18% (22)	33% (41)	13% (16)	9% (11)	3% (3)	4% (5)	19% (23)	121
Ideo: Conservative (5-7)	18% (39)	36% (78)	11% (25)	7% (16)	2% (4)	15% (34)	12% (26)	220

Continued on next page

Table BPC16: *Ideally, how do you think paid family and medical leave should be funded?*

Demographic	Employees should fund it themselves		Employers and employees should share costs		Employers or companies should fund it themselves		Federal budget funds should fund it, even if it means a tax increase		People drawing early from Social Security should fund it		I do not support any paid family and medical leave policy		Don't know/No opinion		Total N
Small Business Owners, Executives	15%	(76)	33%	(168)	17%	(86)	13%	(66)	2%	(9)	8%	(40)	12%	(63)	507
Educ: < College	14%	(42)	33%	(96)	17%	(49)	14%	(40)	1%	(2)	8%	(24)	14%	(42)	294
Educ: Bachelors degree	15%	(20)	38%	(51)	15%	(20)	13%	(17)	2%	(3)	9%	(12)	7%	(9)	132
Educ: Post-grad	17%	(14)	26%	(21)	20%	(16)	12%	(10)	5%	(4)	5%	(4)	15%	(12)	81
Income: Under 50k	16%	(29)	29%	(52)	17%	(30)	14%	(25)	1%	(3)	7%	(13)	15%	(28)	180
Income: 50k-100k	12%	(22)	34%	(62)	15%	(28)	14%	(26)	2%	(3)	10%	(19)	12%	(21)	181
Income: 100k+	16%	(24)	36%	(53)	19%	(28)	11%	(16)	2%	(3)	6%	(9)	10%	(14)	147
Ethnicity: White	16%	(64)	35%	(144)	15%	(60)	12%	(50)	2%	(7)	9%	(36)	12%	(51)	412
Ethnicity: Hispanic	17%	(10)	31%	(18)	20%	(12)	25%	(14)	3%	(2)	2%	(1)	2%	(1)	57
Ethnicity: Afr. Am.	16%	(10)	23%	(14)	24%	(15)	18%	(11)	1%	(1)	1%	(1)	16%	(10)	62
Ethnicity: Other	5%	(2)	30%	(10)	32%	(11)	16%	(5)	2%	(1)	8%	(3)	6%	(2)	33
Relig: Protestant	14%	(22)	42%	(68)	17%	(27)	6%	(10)	1%	(2)	13%	(21)	7%	(12)	163
Relig: Roman Catholic	24%	(22)	34%	(32)	14%	(13)	7%	(7)	1%	(1)	4%	(4)	16%	(15)	94
Relig: Something Else	15%	(5)	25%	(8)	19%	(7)	18%	(6)	2%	(1)	7%	(2)	14%	(5)	34
Relig: Jewish	23%	(7)	30%	(9)	18%	(5)	17%	(5)	—	(0)	1%	(0)	11%	(3)	30
Relig: Evangelical	13%	(26)	37%	(75)	13%	(26)	10%	(19)	2%	(3)	11%	(21)	14%	(29)	200
Relig: Non-Evang. Catholics	26%	(23)	38%	(34)	22%	(20)	4%	(4)	—	(0)	6%	(6)	4%	(3)	90
Relig: All Christian	17%	(49)	37%	(109)	16%	(47)	8%	(23)	1%	(3)	9%	(27)	11%	(32)	290
Relig: All Non-Christian	10%	(4)	25%	(11)	17%	(7)	16%	(7)	—	(0)	4%	(2)	27%	(11)	42
Community: Urban	8%	(9)	33%	(40)	23%	(29)	20%	(24)	1%	(1)	4%	(5)	12%	(15)	122
Community: Suburban	17%	(40)	36%	(86)	15%	(36)	12%	(28)	2%	(6)	8%	(19)	9%	(22)	236
Community: Rural	18%	(27)	28%	(42)	14%	(21)	10%	(15)	1%	(2)	11%	(16)	18%	(27)	149
Military HH: Yes	13%	(11)	30%	(27)	14%	(12)	14%	(13)	2%	(1)	17%	(16)	11%	(10)	91
Military HH: No	15%	(64)	34%	(141)	18%	(73)	13%	(54)	2%	(7)	6%	(24)	13%	(53)	417
RD/WT: Right Direction	18%	(44)	32%	(77)	13%	(30)	10%	(23)	1%	(3)	12%	(29)	15%	(35)	242
RD/WT: Wrong Track	12%	(32)	34%	(91)	21%	(55)	16%	(43)	2%	(5)	4%	(11)	10%	(28)	265

Continued on next page

Table BPC16: Ideally, how do you think paid family and medical leave should be funded?

Demographic	Employees should fund it themselves		Employers and employees should share costs		Employers or companies should fund it themselves		Federal budget funds should fund it, even if it means a tax increase		People drawing early from Social Security should fund it		I do not support any paid family and medical leave policy		Don't know/No opinion		Total N
Small Business Owners, Executives	15%	(76)	33%	(168)	17%	(86)	13%	(66)	2%	(9)	8%	(40)	12%	(63)	507
Trump Job Approve	19%	(48)	33%	(84)	11%	(28)	8%	(19)	2%	(4)	14%	(36)	14%	(35)	255
Trump Job Disapprove	11%	(27)	34%	(83)	23%	(57)	19%	(46)	2%	(5)	1%	(3)	10%	(24)	244
Trump Job Strongly Approve	22%	(33)	33%	(50)	6%	(9)	7%	(11)	1%	(2)	17%	(25)	13%	(20)	150
Trump Job Somewhat Approve	15%	(15)	33%	(34)	18%	(19)	8%	(8)	2%	(2)	11%	(11)	15%	(15)	105
Trump Job Somewhat Disapprove	17%	(7)	36%	(15)	23%	(9)	12%	(5)	4%	(2)	—	(0)	8%	(3)	41
Trump Job Strongly Disapprove	10%	(21)	33%	(68)	23%	(48)	20%	(41)	1%	(3)	1%	(3)	10%	(20)	203
#1 Issue: Economy	18%	(27)	31%	(45)	18%	(26)	16%	(24)	2%	(2)	7%	(11)	8%	(12)	149
#1 Issue: Security	17%	(22)	35%	(45)	13%	(16)	6%	(8)	1%	(1)	13%	(16)	15%	(19)	127
#1 Issue: Health Care	19%	(17)	27%	(24)	19%	(17)	19%	(16)	3%	(3)	1%	(1)	11%	(10)	88
#1 Issue: Medicare / Social Security	8%	(6)	36%	(25)	16%	(11)	3%	(2)	1%	(1)	13%	(9)	23%	(16)	69
#1 Issue: Women's Issues	3%	(1)	24%	(4)	34%	(6)	30%	(5)	—	(0)	—	(0)	9%	(1)	17
#1 Issue: Education	—	(0)	44%	(11)	28%	(7)	26%	(6)	—	(0)	—	(0)	2%	(0)	24
#1 Issue: Energy	10%	(2)	46%	(10)	11%	(2)	19%	(4)	—	(0)	—	(0)	13%	(3)	21
#1 Issue: Other	14%	(2)	36%	(5)	5%	(1)	9%	(1)	6%	(1)	16%	(2)	14%	(2)	14
2018 House Vote: Democrat	10%	(20)	31%	(61)	27%	(53)	20%	(39)	2%	(4)	1%	(2)	9%	(17)	195
2018 House Vote: Republican	19%	(41)	37%	(81)	10%	(22)	8%	(17)	2%	(4)	13%	(28)	12%	(25)	219
2018 House Vote: Someone else	19%	(3)	37%	(6)	11%	(2)	6%	(1)	4%	(1)	17%	(3)	6%	(1)	16
2018 House Vote: Didnt Vote	16%	(12)	26%	(20)	10%	(8)	12%	(9)	—	(0)	10%	(8)	25%	(20)	78
2016 Vote: Hillary Clinton	10%	(16)	30%	(51)	27%	(46)	21%	(35)	2%	(3)	1%	(2)	9%	(15)	169
2016 Vote: Donald Trump	17%	(38)	38%	(81)	13%	(28)	7%	(16)	1%	(3)	12%	(26)	11%	(25)	216
2016 Vote: Someone else	11%	(5)	39%	(19)	4%	(2)	10%	(5)	6%	(3)	12%	(6)	17%	(8)	47
2016 Vote: Didnt Vote	22%	(16)	22%	(17)	14%	(10)	14%	(10)	—	(0)	8%	(6)	21%	(16)	75
Voted in 2014: Yes	13%	(52)	35%	(136)	18%	(69)	13%	(51)	2%	(9)	8%	(32)	11%	(42)	391
Voted in 2014: No	20%	(23)	27%	(32)	15%	(17)	13%	(15)	—	(0)	7%	(8)	18%	(21)	117

Continued on next page

Table BPC16: Ideally, how do you think paid family and medical leave should be funded?

Demographic	Employees should fund it themselves		Employers and employees should share costs		Employers or companies should fund it themselves		Federal budget funds should fund it, even if it means a tax increase		People drawing early from Social Security should fund it		I do not support any paid family and medical leave policy		Don't know/No opinion		Total N
Small Business Owners, Executives	15%	(76)	33%	(168)	17%	(86)	13%	(66)	2%	(9)	8%	(40)	12%	(63)	507
2012 Vote: Barack Obama	8%	(14)	35%	(65)	25%	(46)	21%	(39)	2%	(3)	1%	(2)	10%	(18)	188
2012 Vote: Mitt Romney	21%	(40)	37%	(70)	8%	(16)	6%	(12)	2%	(3)	13%	(24)	13%	(25)	189
2012 Vote: Other	15%	(3)	26%	(6)	6%	(1)	2%	(0)	10%	(2)	35%	(7)	5%	(1)	21
2012 Vote: Didn't Vote	17%	(18)	25%	(28)	21%	(22)	14%	(15)	—	(0)	6%	(6)	17%	(19)	109
4-Region: Northeast	16%	(15)	35%	(32)	8%	(7)	14%	(13)	2%	(1)	13%	(12)	12%	(11)	93
4-Region: Midwest	21%	(26)	26%	(32)	12%	(15)	18%	(22)	4%	(5)	6%	(8)	12%	(15)	122
4-Region: South	12%	(22)	33%	(61)	23%	(43)	9%	(17)	1%	(2)	10%	(18)	13%	(23)	185
4-Region: West	12%	(13)	40%	(43)	20%	(21)	13%	(14)	—	(0)	2%	(2)	13%	(14)	107
Age: 18-39	16%	(22)	27%	(38)	20%	(28)	20%	(28)	1%	(2)	4%	(5)	11%	(15)	139
Age: 40-59	14%	(25)	36%	(64)	13%	(22)	15%	(27)	2%	(4)	7%	(12)	12%	(21)	177
Age: 65+	15%	(28)	34%	(65)	18%	(35)	6%	(12)	1%	(3)	12%	(22)	14%	(26)	192
Small Business Owners	15%	(68)	32%	(147)	18%	(80)	14%	(63)	1%	(5)	8%	(38)	12%	(53)	455
SB owners of 0-5 employees	13%	(19)	29%	(44)	18%	(27)	11%	(17)	1%	(1)	11%	(16)	19%	(30)	155
SB owners of 6-15 employees	14%	(14)	28%	(29)	16%	(17)	17%	(18)	1%	(1)	12%	(12)	13%	(14)	105
SB owners of 16-30 employees	15%	(19)	40%	(48)	17%	(20)	14%	(17)	2%	(3)	5%	(6)	6%	(8)	120
SB owners of 31-50 employees	21%	(16)	34%	(26)	20%	(15)	16%	(12)	1%	(0)	5%	(4)	3%	(2)	75
C-Level Executive	15%	(8)	39%	(20)	11%	(6)	7%	(3)	6%	(3)	3%	(2)	19%	(10)	52

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

Table BPC17: Assume legislation were to be passed requiring small businesses to provide paid family and medical leave to their employees. Which of the following would you prefer, even if neither is perfect?

Demographic	One national paid family and medical leave policy		Individual state paid family and medical leave policies		Don't know/No opinion		Total N
Small Business Owners, Executives	38%	(195)	35%	(176)	27%	(136)	507
Gender: Male	39%	(97)	37%	(91)	25%	(61)	249
Gender: Female	38%	(99)	33%	(85)	29%	(75)	258
Age: 18-29	45%	(31)	41%	(28)	14%	(10)	69
Age: 30-44	37%	(38)	43%	(44)	20%	(21)	103
Age: 45-54	52%	(50)	28%	(27)	20%	(19)	95
Age: 55-64	39%	(35)	35%	(32)	26%	(23)	90
Age: 65+	28%	(41)	30%	(44)	43%	(64)	150
Generation Z: 18-21	69%	(15)	29%	(6)	2%	(0)	22
Millennial: Age 22-37	36%	(37)	46%	(47)	19%	(20)	104
Generation X: Age 38-53	46%	(59)	34%	(45)	20%	(26)	130
Boomers: Age 54-72	33%	(76)	32%	(73)	35%	(79)	228
PID: Dem (no lean)	63%	(91)	25%	(36)	12%	(17)	145
PID: Ind (no lean)	37%	(55)	32%	(49)	31%	(47)	151
PID: Rep (no lean)	23%	(49)	43%	(91)	34%	(72)	212
PID/Gender: Dem Men	62%	(39)	27%	(17)	12%	(7)	64
PID/Gender: Dem Women	64%	(52)	24%	(19)	12%	(10)	81
PID/Gender: Ind Men	33%	(24)	38%	(27)	29%	(21)	71
PID/Gender: Ind Women	39%	(32)	27%	(22)	33%	(27)	80
PID/Gender: Rep Men	29%	(33)	42%	(48)	29%	(33)	114
PID/Gender: Rep Women	16%	(15)	45%	(43)	40%	(39)	97
Ideo: Liberal (1-3)	61%	(86)	29%	(41)	10%	(14)	142
Ideo: Moderate (4)	42%	(51)	32%	(39)	26%	(31)	121
Ideo: Conservative (5-7)	21%	(46)	41%	(91)	38%	(84)	220
Educ: < College	37%	(107)	33%	(97)	31%	(90)	294
Educ: Bachelors degree	38%	(50)	39%	(52)	23%	(31)	132
Educ: Post-grad	47%	(38)	34%	(27)	19%	(16)	81

Continued on next page

Table BPC17: Assume legislation were to be passed requiring small businesses to provide paid family and medical leave to their employees. Which of the following would you prefer, even if neither is perfect?

Demographic	One national paid family and medical leave policy		Individual state paid family and medical leave policies		Don't know/No opinion		Total N
Small Business Owners, Executives	38%	(195)	35%	(176)	27%	(136)	507
Income: Under 50k	43%	(77)	25%	(45)	32%	(57)	180
Income: 50k-100k	37%	(67)	40%	(72)	23%	(42)	181
Income: 100k+	35%	(51)	40%	(59)	25%	(37)	147
Ethnicity: White	37%	(151)	33%	(138)	30%	(123)	412
Ethnicity: Hispanic	48%	(28)	49%	(28)	3%	(2)	57
Ethnicity: Afr. Am.	45%	(28)	38%	(24)	16%	(10)	62
Ethnicity: Other	48%	(16)	43%	(14)	9%	(3)	33
Relig: Protestant	26%	(42)	36%	(59)	38%	(62)	163
Relig: Roman Catholic	39%	(36)	39%	(37)	22%	(20)	94
Relig: Something Else	48%	(16)	35%	(12)	17%	(6)	34
Relig: Jewish	41%	(12)	30%	(9)	29%	(9)	30
Relig: Evangelical	36%	(72)	32%	(65)	32%	(63)	200
Relig: Non-Evang. Catholics	25%	(22)	47%	(42)	28%	(25)	90
Relig: All Christian	33%	(94)	37%	(107)	31%	(89)	290
Relig: All Non-Christian	38%	(16)	36%	(15)	26%	(11)	42
Community: Urban	48%	(59)	31%	(38)	21%	(25)	122
Community: Suburban	40%	(96)	37%	(88)	22%	(52)	236
Community: Rural	27%	(40)	33%	(50)	39%	(59)	149
Military HH: Yes	34%	(31)	24%	(21)	42%	(38)	91
Military HH: No	39%	(164)	37%	(155)	23%	(98)	417
RD/WT: Right Direction	22%	(53)	46%	(112)	32%	(77)	242
RD/WT: Wrong Track	54%	(142)	24%	(64)	22%	(59)	265
Trump Job Approve	21%	(55)	44%	(113)	34%	(87)	255
Trump Job Disapprove	57%	(139)	24%	(60)	19%	(46)	244
Trump Job Strongly Approve	17%	(25)	53%	(79)	30%	(45)	150
Trump Job Somewhat Approve	28%	(29)	32%	(34)	40%	(42)	105
Trump Job Somewhat Disapprove	49%	(20)	25%	(10)	26%	(11)	41
Trump Job Strongly Disapprove	58%	(119)	24%	(50)	17%	(35)	203

Continued on next page

Table BPC17: Assume legislation were to be passed requiring small businesses to provide paid family and medical leave to their employees. Which of the following would you prefer, even if neither is perfect?

Demographic	One national paid family and medical leave policy		Individual state paid family and medical leave policies		Don't know/No opinion		Total N
Small Business Owners, Executives	38%	(195)	35%	(176)	27%	(136)	507
#1 Issue: Economy	36%	(53)	42%	(62)	23%	(34)	149
#1 Issue: Security	28%	(35)	41%	(52)	31%	(40)	127
#1 Issue: Health Care	52%	(46)	35%	(31)	13%	(12)	88
#1 Issue: Medicare / Social Security	27%	(19)	28%	(19)	45%	(31)	69
#1 Issue: Women's Issues	73%	(12)	22%	(4)	5%	(1)	17
#1 Issue: Education	75%	(18)	15%	(4)	10%	(2)	24
#1 Issue: Energy	37%	(8)	7%	(1)	57%	(12)	21
#1 Issue: Other	34%	(5)	28%	(4)	38%	(5)	14
2018 House Vote: Democrat	60%	(117)	28%	(55)	12%	(24)	195
2018 House Vote: Republican	24%	(53)	43%	(95)	32%	(71)	219
2018 House Vote: Someone else	21%	(3)	50%	(8)	29%	(5)	16
2018 House Vote: Didn't Vote	28%	(22)	24%	(18)	48%	(37)	78
2016 Vote: Hillary Clinton	63%	(107)	26%	(44)	11%	(18)	169
2016 Vote: Donald Trump	20%	(44)	47%	(101)	33%	(71)	216
2016 Vote: Someone else	35%	(16)	25%	(12)	40%	(19)	47
2016 Vote: Didn't Vote	37%	(28)	26%	(20)	37%	(28)	75
Voted in 2014: Yes	39%	(151)	37%	(144)	25%	(96)	391
Voted in 2014: No	38%	(44)	27%	(32)	35%	(40)	117
2012 Vote: Barack Obama	58%	(108)	28%	(53)	14%	(27)	188
2012 Vote: Mitt Romney	22%	(42)	43%	(81)	35%	(66)	189
2012 Vote: Other	23%	(5)	43%	(9)	34%	(7)	21
2012 Vote: Didn't Vote	37%	(40)	30%	(32)	34%	(37)	109
4-Region: Northeast	37%	(35)	35%	(33)	27%	(25)	93
4-Region: Midwest	37%	(45)	33%	(40)	30%	(37)	122
4-Region: South	37%	(69)	31%	(58)	32%	(59)	185
4-Region: West	44%	(47)	42%	(45)	14%	(15)	107
Age: 18-39	42%	(59)	41%	(57)	17%	(24)	139
Age: 40-59	43%	(75)	36%	(63)	22%	(38)	177
Age: 65+	32%	(61)	29%	(56)	39%	(74)	192

Continued on next page

Table BPC17: Assume legislation were to be passed requiring small businesses to provide paid family and medical leave to their employees. Which of the following would you prefer, even if neither is perfect?

Demographic	One national paid family and medical leave policy		Individual state paid family and medical leave policies		Don't know/No opinion		Total N
Small Business Owners, Executives	38%	(195)	35%	(176)	27%	(136)	507
Small Business Owners	40%	(180)	33%	(150)	27%	(125)	455
SB owners of 0-5 employees	39%	(61)	23%	(36)	38%	(58)	155
SB owners of 6-15 employees	32%	(34)	38%	(40)	30%	(32)	105
SB owners of 16-30 employees	43%	(52)	40%	(48)	17%	(20)	120
SB owners of 31-50 employees	45%	(34)	36%	(27)	20%	(15)	75
C-Level Executive	29%	(15)	49%	(26)	22%	(11)	52

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

Table BPC18: *If your small business was required to offer up to 12 weeks of unpaid family and medical leave to your employees, would that be helpful or hurtful to your business? Please use the following scale where 1 is 'helpful', 10 is 'hurtful', and 5 is 'neither helpful nor hurtful'.*

Demographic	1- Helpful	2	3	4	5- Neither helpful nor hurtful	6	7	8	9	10- Hurtful	Total N
Small Business Owners, Executives	7% (34)	4% (21)	5% (27)	3% (16)	30% (150)	5% (23)	7% (33)	8% (38)	10% (52)	22% (113)	507
Gender: Male	4% (10)	5% (12)	7% (18)	3% (7)	32% (81)	6% (16)	6% (15)	9% (23)	8% (21)	19% (48)	249
Gender: Female	9% (24)	4% (10)	4% (10)	3% (8)	27% (69)	3% (7)	7% (19)	6% (15)	12% (31)	25% (65)	258
Age: 18-29	14% (10)	4% (3)	21% (14)	5% (3)	23% (16)	— (0)	8% (6)	3% (2)	8% (6)	12% (9)	69
Age: 30-44	13% (13)	6% (7)	4% (4)	4% (4)	35% (36)	9% (9)	7% (7)	7% (7)	1% (1)	15% (16)	103
Age: 45-54	7% (6)	4% (3)	6% (5)	4% (4)	23% (22)	7% (7)	11% (11)	8% (8)	6% (6)	24% (23)	95
Age: 55-64	5% (4)	4% (4)	4% (4)	3% (3)	30% (27)	2% (2)	9% (8)	10% (9)	4% (4)	29% (26)	90
Age: 65+	— (0)	3% (4)	— (0)	1% (2)	33% (50)	3% (5)	2% (3)	8% (12)	24% (35)	26% (39)	150
Generation Z: 18-21	17% (4)	4% (1)	42% (9)	4% (1)	19% (4)	— (0)	2% (0)	— (0)	— (0)	12% (3)	22
Millennial: Age 22-37	14% (15)	7% (7)	8% (8)	3% (3)	28% (29)	6% (7)	8% (8)	6% (7)	6% (6)	12% (13)	104
Generation X: Age 38-53	8% (11)	4% (5)	4% (6)	5% (6)	30% (39)	7% (9)	9% (11)	8% (10)	4% (5)	22% (29)	130
Boomers: Age 54-72	2% (4)	4% (8)	2% (4)	3% (6)	29% (66)	2% (5)	6% (14)	9% (22)	16% (37)	27% (63)	228
PID: Dem (no lean)	10% (15)	8% (12)	11% (17)	2% (2)	31% (44)	4% (5)	6% (9)	7% (10)	9% (13)	12% (17)	145
PID: Ind (no lean)	5% (7)	1% (1)	4% (6)	3% (5)	30% (45)	6% (9)	10% (15)	7% (10)	10% (15)	25% (38)	151
PID: Rep (no lean)	6% (12)	4% (8)	2% (5)	4% (8)	29% (61)	4% (9)	4% (9)	9% (18)	11% (24)	27% (58)	212
PID/Gender: Dem Men	7% (4)	9% (6)	17% (11)	— (0)	33% (21)	5% (3)	3% (2)	12% (8)	2% (1)	12% (8)	64
PID/Gender: Dem Women	13% (11)	8% (6)	7% (6)	3% (2)	29% (23)	3% (2)	9% (7)	3% (2)	14% (12)	12% (9)	81
PID/Gender: Ind Men	2% (2)	— (0)	5% (3)	4% (3)	37% (26)	9% (6)	12% (8)	8% (6)	9% (6)	15% (11)	71
PID/Gender: Ind Women	7% (5)	2% (1)	3% (2)	3% (2)	23% (19)	3% (3)	8% (7)	6% (5)	11% (9)	34% (27)	80
PID/Gender: Rep Men	3% (4)	5% (6)	3% (4)	4% (5)	29% (33)	6% (7)	3% (4)	8% (10)	11% (13)	26% (29)	114
PID/Gender: Rep Women	8% (8)	2% (2)	1% (1)	4% (4)	28% (27)	2% (2)	5% (5)	9% (8)	11% (11)	29% (28)	97
Ideo: Liberal (1-3)	11% (16)	8% (12)	11% (15)	4% (5)	28% (40)	5% (6)	6% (9)	9% (12)	6% (9)	12% (17)	142
Ideo: Moderate (4)	4% (5)	2% (2)	5% (6)	2% (2)	32% (39)	5% (6)	10% (12)	7% (8)	21% (25)	13% (16)	121
Ideo: Conservative (5-7)	5% (10)	3% (7)	2% (5)	3% (7)	29% (63)	5% (10)	6% (13)	8% (18)	8% (18)	31% (69)	220
Educ: < College	7% (22)	4% (11)	6% (17)	3% (8)	27% (79)	5% (13)	6% (16)	7% (21)	15% (43)	21% (62)	294
Educ: Bachelors degree	6% (9)	3% (5)	6% (7)	4% (5)	35% (47)	6% (8)	9% (12)	7% (9)	1% (1)	23% (31)	132
Educ: Post-grad	4% (3)	7% (5)	3% (2)	4% (3)	30% (24)	3% (2)	6% (5)	9% (8)	10% (8)	24% (19)	81
Income: Under 50k	6% (10)	3% (6)	9% (17)	3% (5)	27% (48)	4% (7)	6% (10)	6% (11)	16% (28)	21% (38)	180
Income: 50k-100k	8% (14)	7% (12)	1% (3)	4% (7)	30% (54)	5% (8)	5% (9)	6% (12)	7% (12)	28% (50)	181
Income: 100k+	7% (10)	2% (3)	5% (8)	3% (5)	32% (48)	6% (8)	9% (14)	11% (16)	8% (12)	16% (24)	147
Ethnicity: White	6% (23)	4% (16)	4% (16)	3% (13)	30% (125)	4% (18)	7% (28)	8% (31)	10% (43)	24% (100)	412
Ethnicity: Hispanic	12% (7)	9% (5)	5% (3)	3% (2)	30% (17)	1% (1)	10% (6)	3% (2)	8% (5)	18% (10)	57
Ethnicity: Afr. Am.	9% (6)	7% (4)	17% (10)	3% (2)	27% (17)	3% (2)	3% (2)	5% (3)	12% (7)	15% (9)	62
Ethnicity: Other	14% (5)	3% (1)	4% (1)	3% (1)	25% (8)	10% (3)	12% (4)	12% (4)	5% (2)	11% (4)	33
Relig: Protestant	5% (8)	1% (1)	7% (11)	3% (4)	23% (38)	3% (5)	5% (8)	10% (16)	17% (28)	28% (45)	163
Relig: Roman Catholic	7% (6)	7% (6)	3% (3)	3% (3)	25% (23)	7% (6)	7% (6)	8% (8)	7% (7)	27% (26)	94
Relig: Something Else	9% (3)	5% (2)	2% (1)	4% (1)	25% (8)	— (0)	13% (5)	6% (2)	7% (3)	28% (9)	34
Relig: Jewish	8% (2)	16% (5)	— (0)	— (0)	42% (12)	1% (0)	5% (2)	— (0)	17% (5)	11% (3)	30
Relig: Evangelical	5% (9)	3% (7)	3% (7)	2% (4)	27% (55)	5% (10)	8% (16)	8% (16)	8% (16)	31% (62)	200
Relig: Non-Evang. Catholics	8% (7)	3% (2)	9% (8)	5% (5)	16% (15)	1% (1)	3% (2)	11% (9)	24% (21)	20% (18)	90

Continued on next page

Table BPC18: *If your small business was required to offer up to 12 weeks of unpaid family and medical leave to your employees, would that be helpful or hurtful to your business? Please use the following scale where 1 is 'helpful', 10 is 'hurtful', and 5 is 'neither helpful nor hurtful'.*

Demographic	1- Helpful	2	3	4	5- Neither helpful nor hurtful	6	7	8	9	10- Hurtful	Total N
Small Business Owners, Executives	7% (34)	4% (21)	5% (27)	3% (16)	30% (150)	5% (23)	7% (33)	8% (38)	10% (52)	22% (113)	507
Relig: All Christian	6% (17)	3% (9)	5% (15)	3% (8)	24% (69)	4% (11)	6% (19)	9% (25)	13% (37)	28% (80)	290
Relig: All Non-Christian	9% (4)	— (0)	4% (2)	9% (4)	42% (17)	2% (1)	5% (2)	4% (2)	4% (2)	22% (9)	42
Community: Urban	8% (9)	9% (12)	9% (11)	3% (3)	36% (44)	5% (6)	5% (7)	6% (8)	12% (15)	6% (8)	122
Community: Suburban	6% (15)	3% (6)	3% (7)	4% (10)	30% (70)	4% (10)	10% (24)	5% (13)	8% (20)	26% (61)	236
Community: Rural	6% (9)	2% (3)	6% (9)	2% (3)	25% (36)	5% (7)	2% (3)	12% (18)	12% (17)	29% (44)	149
Military HH: Yes	8% (8)	5% (5)	4% (4)	7% (6)	21% (19)	3% (2)	6% (6)	3% (3)	16% (15)	26% (24)	91
Military HH: No	6% (26)	4% (16)	6% (24)	2% (10)	31% (131)	5% (21)	7% (28)	8% (35)	9% (37)	21% (89)	417
RD/WT: Right Direction	6% (14)	3% (7)	4% (9)	3% (6)	30% (74)	3% (8)	7% (18)	6% (15)	10% (23)	28% (68)	242
RD/WT: Wrong Track	8% (20)	5% (14)	7% (18)	4% (10)	29% (76)	6% (15)	6% (15)	9% (24)	11% (29)	17% (44)	265
Trump Job Approve	6% (15)	3% (8)	3% (9)	2% (6)	30% (77)	4% (9)	6% (16)	6% (15)	9% (23)	30% (76)	255
Trump Job Disapprove	7% (18)	5% (13)	7% (18)	4% (10)	28% (68)	6% (14)	7% (17)	9% (22)	12% (29)	14% (34)	244
Trump Job Strongly Approve	4% (7)	3% (4)	3% (5)	2% (4)	33% (50)	2% (3)	6% (9)	4% (6)	12% (17)	31% (46)	150
Trump Job Somewhat Approve	8% (8)	4% (4)	4% (4)	3% (3)	26% (27)	6% (6)	7% (8)	9% (10)	5% (5)	29% (30)	105
Trump Job Somewhat Disapprove	12% (5)	3% (1)	11% (4)	9% (4)	23% (9)	11% (4)	9% (4)	7% (3)	14% (6)	1% (0)	41
Trump Job Strongly Disapprove	6% (13)	6% (12)	7% (14)	3% (6)	29% (59)	5% (9)	7% (14)	10% (19)	12% (24)	17% (34)	203
#1 Issue: Economy	8% (12)	5% (8)	2% (3)	2% (3)	24% (36)	7% (11)	8% (12)	9% (14)	13% (19)	21% (32)	149
#1 Issue: Security	4% (5)	2% (3)	4% (6)	3% (4)	38% (48)	3% (4)	10% (13)	2% (3)	3% (4)	30% (38)	127
#1 Issue: Health Care	8% (7)	6% (6)	9% (8)	5% (5)	29% (25)	4% (4)	7% (6)	11% (10)	5% (4)	15% (14)	88
#1 Issue: Medicare / Social Security	5% (3)	— (0)	— (0)	2% (2)	24% (17)	— (0)	— (0)	9% (6)	24% (17)	36% (25)	69
#1 Issue: Women's Issues	10% (2)	18% (3)	5% (1)	8% (1)	33% (5)	— (0)	8% (1)	12% (2)	— (0)	7% (1)	17
#1 Issue: Education	8% (2)	— (0)	34% (8)	4% (1)	29% (7)	12% (3)	2% (0)	1% (0)	9% (2)	2% (1)	24
#1 Issue: Energy	5% (1)	9% (2)	4% (1)	— (0)	38% (8)	— (0)	2% (0)	14% (3)	30% (6)	— (0)	21
#1 Issue: Other	14% (2)	— (0)	6% (1)	— (0)	33% (5)	15% (2)	8% (1)	4% (1)	— (0)	20% (3)	14
2018 House Vote: Democrat	10% (19)	6% (12)	7% (13)	3% (5)	30% (58)	6% (11)	9% (17)	8% (15)	11% (21)	12% (23)	195
2018 House Vote: Republican	4% (8)	3% (8)	2% (4)	4% (8)	28% (61)	4% (8)	6% (13)	10% (22)	9% (19)	31% (67)	219
2018 House Vote: Someone else	16% (2)	— (0)	17% (3)	2% (0)	28% (5)	3% (0)	4% (1)	— (0)	19% (3)	12% (2)	16
2018 House Vote: Didn't Vote	4% (3)	2% (2)	9% (7)	3% (2)	34% (27)	5% (4)	4% (3)	1% (1)	11% (9)	26% (20)	78
2016 Vote: Hillary Clinton	8% (14)	7% (12)	7% (11)	3% (5)	29% (49)	4% (6)	8% (13)	10% (16)	12% (20)	14% (23)	169
2016 Vote: Donald Trump	6% (13)	3% (8)	2% (4)	4% (9)	28% (61)	4% (8)	6% (12)	9% (20)	11% (23)	27% (58)	216
2016 Vote: Someone else	5% (2)	— (0)	11% (5)	2% (1)	26% (12)	6% (3)	6% (3)	4% (2)	15% (7)	25% (12)	47
2016 Vote: Didn't Vote	7% (5)	2% (2)	9% (7)	2% (1)	37% (28)	8% (6)	7% (5)	— (0)	2% (1)	26% (20)	75
Voted in 2014: Yes	7% (26)	5% (19)	4% (14)	3% (13)	29% (115)	4% (15)	7% (26)	9% (36)	10% (40)	22% (87)	391
Voted in 2014: No	7% (8)	2% (2)	11% (13)	2% (3)	30% (35)	7% (8)	7% (8)	2% (2)	10% (12)	21% (25)	117
2012 Vote: Barack Obama	8% (15)	7% (12)	6% (12)	4% (8)	29% (54)	4% (7)	6% (12)	9% (16)	9% (18)	18% (34)	188
2012 Vote: Mitt Romney	4% (8)	3% (6)	1% (1)	2% (5)	30% (58)	4% (8)	6% (11)	10% (19)	10% (18)	29% (55)	189
2012 Vote: Other	6% (1)	— (0)	2% (1)	2% (0)	12% (3)	11% (2)	14% (3)	5% (1)	23% (5)	24% (5)	21
2012 Vote: Didn't Vote	9% (9)	3% (3)	13% (14)	3% (3)	33% (36)	5% (6)	7% (7)	2% (2)	11% (12)	16% (18)	109
4-Region: Northeast	3% (3)	8% (7)	3% (3)	3% (3)	27% (25)	9% (9)	9% (8)	5% (5)	8% (7)	24% (23)	93
4-Region: Midwest	8% (9)	2% (2)	6% (7)	3% (4)	23% (29)	4% (5)	6% (7)	15% (18)	13% (15)	21% (26)	122
4-Region: South	8% (15)	2% (4)	8% (15)	4% (8)	32% (59)	3% (5)	5% (9)	6% (12)	11% (20)	21% (39)	185
4-Region: West	6% (6)	7% (7)	3% (3)	2% (2)	35% (37)	4% (4)	9% (10)	3% (3)	9% (10)	24% (25)	107
Age: 18-39	15% (21)	6% (8)	13% (18)	4% (5)	28% (39)	5% (7)	7% (9)	5% (7)	5% (6)	13% (18)	139
Age: 40-59	7% (12)	4% (8)	4% (7)	4% (8)	26% (47)	6% (10)	10% (17)	9% (15)	5% (8)	25% (45)	177
Age: 65+	— (1)	3% (5)	1% (3)	1% (3)	34% (64)	3% (6)	4% (7)	8% (16)	20% (38)	26% (49)	192

Continued on next page

Table BPC18: *If your small business was required to offer up to 12 weeks of unpaid family and medical leave to your employees, would that be helpful or hurtful to your business? Please use the following scale where 1 is 'helpful', 10 is 'hurtful', and 5 is 'neither helpful nor hurtful'.*

Demographic	1- Helpful	2	3	4	5- Neither helpful nor hurtful	6	7	8	9	10- Hurtful	Total N
Small Business Owners, Executives	7% (34)	4% (21)	5% (27)	3% (16)	30% (150)	5% (23)	7% (33)	8% (38)	10% (52)	22% (113)	507
Small Business Owners	6% (26)	4% (20)	6% (26)	3% (16)	30% (136)	4% (18)	7% (30)	8% (36)	9% (43)	23% (104)	455
SB owners of 0-5 employees	4% (6)	1% (2)	2% (3)	2% (3)	29% (44)	4% (6)	4% (7)	11% (16)	17% (26)	27% (43)	155
SB owners of 6-15 employees	3% (4)	2% (2)	9% (10)	3% (3)	26% (27)	6% (6)	5% (5)	4% (4)	11% (12)	31% (32)	105
SB owners of 16-30 employees	6% (7)	7% (8)	6% (8)	6% (7)	33% (40)	5% (6)	11% (13)	9% (11)	3% (4)	13% (16)	120
SB owners of 31-50 employees	13% (10)	10% (7)	8% (6)	4% (3)	32% (24)	1% (1)	7% (5)	5% (4)	3% (2)	18% (13)	75
C-Level Executive	14% (7)	3% (1)	2% (1)	— (0)	28% (14)	9% (5)	7% (4)	4% (2)	17% (9)	16% (8)	52

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

Table BPCdem1: Do you own your own business?

Demographic	Yes		No		Total N
Small Business Owners, Executives	90%	(455)	10%	(52)	507
Gender: Male	91%	(226)	9%	(23)	249
Gender: Female	89%	(229)	11%	(29)	258
Age: 18-29	88%	(60)	12%	(8)	69
Age: 30-44	90%	(93)	10%	(10)	103
Age: 45-54	91%	(87)	9%	(8)	95
Age: 55-64	90%	(82)	10%	(9)	90
Age: 65+	89%	(134)	11%	(16)	150
Generation Z: 18-21	98%	(21)	2%	(0)	22
Millennial: Age 22-37	87%	(91)	13%	(14)	104
Generation X: Age 38-53	90%	(116)	10%	(13)	130
Boomers: Age 54-72	93%	(211)	7%	(17)	228
PID: Dem (no lean)	90%	(131)	10%	(14)	145
PID: Ind (no lean)	92%	(138)	8%	(13)	151
PID: Rep (no lean)	88%	(186)	12%	(25)	212
PID/Gender: Dem Men	91%	(59)	9%	(6)	64
PID/Gender: Dem Women	90%	(72)	10%	(8)	81
PID/Gender: Ind Men	90%	(64)	10%	(7)	71
PID/Gender: Ind Women	93%	(75)	7%	(6)	80
PID/Gender: Rep Men	91%	(104)	9%	(11)	114
PID/Gender: Rep Women	85%	(82)	15%	(15)	97
Ideo: Liberal (1-3)	89%	(126)	11%	(16)	142
Ideo: Moderate (4)	92%	(112)	8%	(9)	121
Ideo: Conservative (5-7)	88%	(194)	12%	(26)	220
Educ: < College	92%	(270)	8%	(24)	294
Educ: Bachelors degree	87%	(116)	13%	(17)	132
Educ: Post-grad	86%	(70)	14%	(11)	81
Income: Under 50k	90%	(161)	10%	(19)	180
Income: 50k-100k	87%	(158)	13%	(23)	181
Income: 100k+	93%	(136)	7%	(11)	147

Continued on next page

Table BPCdem1: Do you own your own business?

Demographic	Yes		No		Total N
Small Business Owners, Executives	90%	(455)	10%	(52)	507
Ethnicity: White	90%	(372)	10%	(40)	412
Ethnicity: Hispanic	89%	(51)	11%	(6)	57
Ethnicity: Afr. Am.	90%	(56)	10%	(6)	62
Ethnicity: Other	84%	(28)	16%	(5)	33
Relig: Protestant	89%	(145)	11%	(18)	163
Relig: Roman Catholic	85%	(80)	15%	(14)	94
Relig: Something Else	96%	(32)	4%	(1)	34
Relig: Jewish	88%	(26)	12%	(4)	30
Relig: Evangelical	92%	(184)	8%	(16)	200
Relig: Non-Evang. Catholics	81%	(73)	19%	(17)	90
Relig: All Christian	88%	(257)	12%	(33)	290
Relig: All Non-Christian	89%	(37)	11%	(5)	42
Community: Urban	93%	(114)	7%	(9)	122
Community: Suburban	92%	(217)	8%	(19)	236
Community: Rural	84%	(125)	16%	(24)	149
Military HH: Yes	94%	(85)	6%	(6)	91
Military HH: No	89%	(370)	11%	(46)	417
RD/WT: Right Direction	89%	(216)	11%	(26)	242
RD/WT: Wrong Track	90%	(240)	10%	(26)	265
Trump Job Approve	88%	(225)	12%	(30)	255
Trump Job Disapprove	91%	(223)	9%	(21)	244
Trump Job Strongly Approve	88%	(132)	12%	(17)	150
Trump Job Somewhat Approve	88%	(92)	12%	(13)	105
Trump Job Somewhat Disapprove	91%	(37)	9%	(4)	41
Trump Job Strongly Disapprove	91%	(186)	9%	(17)	203

Continued on next page

Table BPCdem1: Do you own your own business?

Demographic	Yes		No		Total N
Small Business Owners, Executives	90%	(455)	10%	(52)	507
#1 Issue: Economy	93%	(139)	7%	(10)	149
#1 Issue: Security	87%	(110)	13%	(16)	127
#1 Issue: Health Care	85%	(75)	15%	(13)	88
#1 Issue: Medicare / Social Security	89%	(61)	11%	(8)	69
#1 Issue: Women's Issues	85%	(14)	15%	(3)	17
#1 Issue: Education	95%	(23)	5%	(1)	24
#1 Issue: Energy	98%	(20)	2%	(0)	21
#1 Issue: Other	91%	(12)	9%	(1)	14
2018 House Vote: Democrat	86%	(168)	14%	(27)	195
2018 House Vote: Republican	91%	(199)	9%	(20)	219
2018 House Vote: Someone else	98%	(16)	2%	(0)	16
2018 House Vote: Didnt Vote	94%	(73)	6%	(5)	78
2016 Vote: Hillary Clinton	87%	(146)	13%	(22)	169
2016 Vote: Donald Trump	91%	(197)	9%	(19)	216
2016 Vote: Someone else	92%	(44)	8%	(4)	47
2016 Vote: Didnt Vote	91%	(69)	9%	(6)	75
Voted in 2014: Yes	90%	(350)	10%	(41)	391
Voted in 2014: No	90%	(106)	10%	(11)	117
2012 Vote: Barack Obama	91%	(171)	9%	(17)	188
2012 Vote: Mitt Romney	88%	(166)	12%	(23)	189
2012 Vote: Other	95%	(20)	5%	(1)	21
2012 Vote: Didn't Vote	91%	(99)	9%	(10)	109
4-Region: Northeast	81%	(76)	19%	(17)	93
4-Region: Midwest	87%	(107)	13%	(16)	122
4-Region: South	94%	(174)	6%	(11)	185
4-Region: West	92%	(99)	8%	(8)	107
Age: 18-39	90%	(125)	10%	(14)	139
Age: 40-59	91%	(160)	9%	(17)	177
Age: 65+	89%	(170)	11%	(21)	192
Small Business Owners	100%	(455)	—	(0)	455

Continued on next page

Table BPCdem1: *Do you own your own business?*

Demographic	Yes		No		Total N
Small Business Owners, Executives	90%	(455)	10%	(52)	507
SB owners of 0-5 employees	100%	(155)	—	(0)	155
SB owners of 6-15 employees	100%	(105)	—	(0)	105
SB owners of 16-30 employees	100%	(120)	—	(0)	120
SB owners of 31-50 employees	100%	(75)	—	(0)	75
C-Level Executive	—	(0)	100%	(52)	52

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

Table BPCdem3: *Are you employed by a small business of 50 employees or less?*

Demographic		Yes	Total N
Small Business Owners, Executives	100%	(52)	52
Gender: Male	100%	(23)	23
Gender: Female	100%	(29)	29
Age: 18-29	100%	(8)	8
Age: 30-44	100%	(10)	10
Age: 45-54	100%	(8)	8
Age: 55-64	100%	(9)	9
Age: 65+	100%	(16)	16
Generation Z: 18-21	100%	(0)	0
Millennial: Age 22-37	100%	(14)	14
Generation X: Age 38-53	100%	(13)	13
Boomers: Age 54-72	100%	(17)	17
PID: Dem (no lean)	100%	(14)	14
PID: Ind (no lean)	100%	(13)	13
PID: Rep (no lean)	100%	(25)	25
PID/Gender: Dem Men	100%	(6)	6
PID/Gender: Dem Women	100%	(8)	8
PID/Gender: Ind Men	100%	(7)	7
PID/Gender: Ind Women	100%	(6)	6
PID/Gender: Rep Men	100%	(11)	11
PID/Gender: Rep Women	100%	(15)	15
Ideo: Liberal (1-3)	100%	(16)	16
Ideo: Moderate (4)	100%	(9)	9
Ideo: Conservative (5-7)	100%	(26)	26
Educ: < College	100%	(24)	24
Educ: Bachelors degree	100%	(17)	17
Educ: Post-grad	100%	(11)	11
Income: Under 50k	100%	(19)	19
Income: 50k-100k	100%	(23)	23
Income: 100k+	100%	(11)	11

Continued on next page

Table BPCdem3: *Are you employed by a small business of 50 employees or less?*

Demographic		Yes	Total N
Small Business Owners, Executives	100%	(52)	52
Ethnicity: White	100%	(40)	40
Ethnicity: Hispanic	100%	(6)	6
Ethnicity: Afr. Am.	100%	(6)	6
Ethnicity: Other	100%	(5)	5
Relig: Protestant	100%	(18)	18
Relig: Roman Catholic	100%	(14)	14
Relig: Something Else	100%	(1)	1
Relig: Jewish	100%	(4)	4
Relig: Evangelical	100%	(16)	16
Relig: Non-Evang. Catholics	100%	(17)	17
Relig: All Christian	100%	(33)	33
Relig: All Non-Christian	100%	(5)	5
Community: Urban	100%	(9)	9
Community: Suburban	100%	(19)	19
Community: Rural	100%	(24)	24
Military HH: Yes	100%	(6)	6
Military HH: No	100%	(46)	46
RD/WT: Right Direction	100%	(26)	26
RD/WT: Wrong Track	100%	(26)	26
Trump Job Approve	100%	(30)	30
Trump Job Disapprove	100%	(21)	21
Trump Job Strongly Approve	100%	(17)	17
Trump Job Somewhat Approve	100%	(13)	13
Trump Job Somewhat Disapprove	100%	(4)	4
Trump Job Strongly Disapprove	100%	(17)	17

Continued on next page

Table BPCdem3: *Are you employed by a small business of 50 employees or less?*

Demographic		Yes	Total N
Small Business Owners, Executives	100%	(52)	52
#1 Issue: Economy	100%	(10)	10
#1 Issue: Security	100%	(16)	16
#1 Issue: Health Care	100%	(13)	13
#1 Issue: Medicare / Social Security	100%	(8)	8
#1 Issue: Women's Issues	100%	(3)	3
#1 Issue: Education	100%	(1)	1
#1 Issue: Energy	100%	(0)	0
#1 Issue: Other	100%	(1)	1
2018 House Vote: Democrat	100%	(27)	27
2018 House Vote: Republican	100%	(20)	20
2018 House Vote: Someone else	100%	(0)	0
2018 House Vote: Didn't Vote	100%	(5)	5
2016 Vote: Hillary Clinton	100%	(22)	22
2016 Vote: Donald Trump	100%	(19)	19
2016 Vote: Someone else	100%	(4)	4
2016 Vote: Didn't Vote	100%	(6)	6
Voted in 2014: Yes	100%	(41)	41
Voted in 2014: No	100%	(11)	11
2012 Vote: Barack Obama	100%	(17)	17
2012 Vote: Mitt Romney	100%	(23)	23
2012 Vote: Other	100%	(1)	1
2012 Vote: Didn't Vote	100%	(10)	10
4-Region: Northeast	100%	(17)	17
4-Region: Midwest	100%	(16)	16
4-Region: South	100%	(11)	11
4-Region: West	100%	(8)	8
Age: 18-39	100%	(14)	14
Age: 40-59	100%	(17)	17
Age: 65+	100%	(21)	21
Small Business Owners	—	(0)	0

Continued on next page

Table BPCdem3: *Are you employed by a small business of 50 employees or less?*

Demographic		Yes	Total N
Small Business Owners, Executives	100%	(52)	52
SB owners of 0-5 employees	—	(0)	0
SB owners of 6-15 employees	—	(0)	0
SB owners of 16-30 employees	—	(0)	0
SB owners of 31-50 employees	—	(0)	0
C-Level Executive	100%	(52)	52

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

Table BPCdem4: Which of the following best describes your title or level at your business?

Demographic	C-Level Executive		Total N
Small Business Owners, Executives	100%	(52)	52
Gender: Male	100%	(23)	23
Gender: Female	100%	(29)	29
Age: 18-29	100%	(8)	8
Age: 30-44	100%	(10)	10
Age: 45-54	100%	(8)	8
Age: 55-64	100%	(9)	9
Age: 65+	100%	(16)	16
Generation Z: 18-21	100%	(0)	0
Millennial: Age 22-37	100%	(14)	14
Generation X: Age 38-53	100%	(13)	13
Boomers: Age 54-72	100%	(17)	17
PID: Dem (no lean)	100%	(14)	14
PID: Ind (no lean)	100%	(13)	13
PID: Rep (no lean)	100%	(25)	25
PID/Gender: Dem Men	100%	(6)	6
PID/Gender: Dem Women	100%	(8)	8
PID/Gender: Ind Men	100%	(7)	7
PID/Gender: Ind Women	100%	(6)	6
PID/Gender: Rep Men	100%	(11)	11
PID/Gender: Rep Women	100%	(15)	15
Ideo: Liberal (1-3)	100%	(16)	16
Ideo: Moderate (4)	100%	(9)	9
Ideo: Conservative (5-7)	100%	(26)	26
Educ: < College	100%	(24)	24
Educ: Bachelors degree	100%	(17)	17
Educ: Post-grad	100%	(11)	11
Income: Under 50k	100%	(19)	19
Income: 50k-100k	100%	(23)	23
Income: 100k+	100%	(11)	11

Continued on next page

Table BPCdem4: Which of the following best describes your title or level at your business?

Demographic	C-Level Executive		Total N
Small Business Owners, Executives	100%	(52)	52
Ethnicity: White	100%	(40)	40
Ethnicity: Hispanic	100%	(6)	6
Ethnicity: Afr. Am.	100%	(6)	6
Ethnicity: Other	100%	(5)	5
Relig: Protestant	100%	(18)	18
Relig: Roman Catholic	100%	(14)	14
Relig: Something Else	100%	(1)	1
Relig: Jewish	100%	(4)	4
Relig: Evangelical	100%	(16)	16
Relig: Non-Evang. Catholics	100%	(17)	17
Relig: All Christian	100%	(33)	33
Relig: All Non-Christian	100%	(5)	5
Community: Urban	100%	(9)	9
Community: Suburban	100%	(19)	19
Community: Rural	100%	(24)	24
Military HH: Yes	100%	(6)	6
Military HH: No	100%	(46)	46
RD/WT: Right Direction	100%	(26)	26
RD/WT: Wrong Track	100%	(26)	26
Trump Job Approve	100%	(30)	30
Trump Job Disapprove	100%	(21)	21
Trump Job Strongly Approve	100%	(17)	17
Trump Job Somewhat Approve	100%	(13)	13
Trump Job Somewhat Disapprove	100%	(4)	4
Trump Job Strongly Disapprove	100%	(17)	17

Continued on next page

Table BPCdem4: Which of the following best describes your title or level at your business?

Demographic	C-Level Executive		Total N
Small Business Owners, Executives	100%	(52)	52
#1 Issue: Economy	100%	(10)	10
#1 Issue: Security	100%	(16)	16
#1 Issue: Health Care	100%	(13)	13
#1 Issue: Medicare / Social Security	100%	(8)	8
#1 Issue: Women's Issues	100%	(3)	3
#1 Issue: Education	100%	(1)	1
#1 Issue: Energy	100%	(0)	0
#1 Issue: Other	100%	(1)	1
2018 House Vote: Democrat	100%	(27)	27
2018 House Vote: Republican	100%	(20)	20
2018 House Vote: Someone else	100%	(0)	0
2018 House Vote: Didn't Vote	100%	(5)	5
2016 Vote: Hillary Clinton	100%	(22)	22
2016 Vote: Donald Trump	100%	(19)	19
2016 Vote: Someone else	100%	(4)	4
2016 Vote: Didn't Vote	100%	(6)	6
Voted in 2014: Yes	100%	(41)	41
Voted in 2014: No	100%	(11)	11
2012 Vote: Barack Obama	100%	(17)	17
2012 Vote: Mitt Romney	100%	(23)	23
2012 Vote: Other	100%	(1)	1
2012 Vote: Didn't Vote	100%	(10)	10
4-Region: Northeast	100%	(17)	17
4-Region: Midwest	100%	(16)	16
4-Region: South	100%	(11)	11
4-Region: West	100%	(8)	8
Age: 18-39	100%	(14)	14
Age: 40-59	100%	(17)	17
Age: 65+	100%	(21)	21
Small Business Owners	—	(0)	0

Continued on next page

Table BPCdem4: Which of the following best describes your title or level at your business?

Demographic	C-Level Executive		Total N
Small Business Owners, Executives	100%	(52)	52
SB owners of 0-5 employees	—	(0)	0
SB owners of 6-15 employees	—	(0)	0
SB owners of 16-30 employees	—	(0)	0
SB owners of 31-50 employees	—	(0)	0
C-Level Executive	100%	(52)	52

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

Table BPCdem5_1: Do you currently provide the following benefits to your full-time employees?

Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(269)	44%	(223)	3%	(15)	507
Gender: Male	55%	(138)	42%	(106)	2%	(6)	249
Gender: Female	51%	(131)	45%	(117)	4%	(9)	258
Age: 18-29	44%	(30)	49%	(34)	7%	(5)	69
Age: 30-44	58%	(60)	39%	(40)	4%	(4)	103
Age: 45-54	56%	(54)	41%	(39)	2%	(2)	95
Age: 55-64	58%	(53)	39%	(35)	2%	(2)	90
Age: 65+	49%	(73)	50%	(75)	2%	(2)	150
Generation Z: 18-21	36%	(8)	48%	(11)	16%	(3)	22
Millennial: Age 22-37	53%	(55)	42%	(44)	5%	(5)	104
Generation X: Age 38-53	58%	(75)	41%	(53)	1%	(1)	130
Boomers: Age 54-72	50%	(114)	48%	(109)	2%	(5)	228
PID: Dem (no lean)	53%	(77)	42%	(60)	5%	(7)	145
PID: Ind (no lean)	45%	(68)	51%	(77)	4%	(5)	151
PID: Rep (no lean)	59%	(124)	40%	(86)	1%	(2)	212
PID/Gender: Dem Men	56%	(36)	40%	(25)	5%	(3)	64
PID/Gender: Dem Women	51%	(41)	43%	(35)	5%	(4)	81
PID/Gender: Ind Men	54%	(38)	43%	(31)	3%	(2)	71
PID/Gender: Ind Women	37%	(30)	58%	(47)	4%	(4)	80
PID/Gender: Rep Men	56%	(64)	43%	(50)	1%	(1)	114
PID/Gender: Rep Women	62%	(60)	37%	(36)	1%	(1)	97
Ideo: Liberal (1-3)	48%	(67)	48%	(68)	4%	(6)	142
Ideo: Moderate (4)	54%	(66)	43%	(52)	3%	(3)	121
Ideo: Conservative (5-7)	58%	(128)	41%	(91)	1%	(2)	220
Educ: < College	49%	(143)	48%	(140)	4%	(11)	294
Educ: Bachelors degree	57%	(75)	42%	(55)	1%	(2)	132
Educ: Post-grad	63%	(51)	34%	(28)	3%	(3)	81

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Table BPCdem5_1: Do you currently provide the following benefits to your full-time employees?
Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(269)	44%	(223)	3%	(15)	507
Income: Under 50k	32%	(58)	63%	(113)	5%	(8)	180
Income: 50k-100k	58%	(105)	39%	(70)	3%	(6)	181
Income: 100k+	72%	(106)	27%	(40)	1%	(1)	147
Ethnicity: White	52%	(214)	46%	(189)	2%	(10)	412
Ethnicity: Hispanic	59%	(34)	37%	(21)	4%	(2)	57
Ethnicity: Afr. Am.	53%	(33)	42%	(26)	5%	(3)	62
Ethnicity: Other	67%	(22)	26%	(9)	7%	(2)	33
Relig: Protestant	53%	(86)	44%	(72)	3%	(5)	163
Relig: Roman Catholic	61%	(58)	35%	(33)	3%	(3)	94
Relig: Something Else	41%	(14)	59%	(20)	—	(0)	34
Relig: Jewish	62%	(18)	38%	(11)	—	(0)	30
Relig: Evangelical	48%	(97)	49%	(98)	3%	(5)	200
Relig: Non-Evang. Catholics	68%	(61)	30%	(27)	3%	(2)	90
Relig: All Christian	54%	(158)	43%	(125)	3%	(8)	290
Relig: All Non-Christian	60%	(25)	34%	(14)	6%	(3)	42
Community: Urban	50%	(61)	44%	(54)	6%	(8)	122
Community: Suburban	51%	(120)	48%	(114)	1%	(2)	236
Community: Rural	59%	(88)	37%	(56)	4%	(5)	149
Military HH: Yes	57%	(52)	39%	(35)	4%	(3)	91
Military HH: No	52%	(217)	45%	(188)	3%	(12)	417
RD/WT: Right Direction	55%	(133)	43%	(103)	2%	(5)	242
RD/WT: Wrong Track	51%	(136)	45%	(120)	4%	(10)	265
Trump Job Approve	53%	(135)	45%	(115)	2%	(4)	255
Trump Job Disapprove	54%	(132)	42%	(102)	4%	(11)	244
Trump Job Strongly Approve	49%	(74)	49%	(74)	2%	(3)	150
Trump Job Somewhat Approve	59%	(62)	40%	(42)	1%	(1)	105
Trump Job Somewhat Disapprove	69%	(28)	28%	(12)	2%	(1)	41
Trump Job Strongly Disapprove	51%	(103)	44%	(90)	5%	(10)	203

Continued on next page

Table BPCdem5_1: Do you currently provide the following benefits to your full-time employees?
Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(269)	44%	(223)	3%	(15)	507
#1 Issue: Economy	55%	(82)	44%	(65)	1%	(2)	149
#1 Issue: Security	60%	(76)	37%	(47)	3%	(4)	127
#1 Issue: Health Care	64%	(57)	33%	(29)	3%	(3)	88
#1 Issue: Medicare / Social Security	35%	(24)	61%	(42)	4%	(3)	69
#1 Issue: Women's Issues	46%	(8)	49%	(8)	5%	(1)	17
#1 Issue: Education	53%	(13)	47%	(11)	—	(0)	24
#1 Issue: Energy	22%	(5)	63%	(13)	16%	(3)	21
#1 Issue: Other	46%	(6)	54%	(7)	—	(0)	14
2018 House Vote: Democrat	56%	(109)	39%	(77)	5%	(9)	195
2018 House Vote: Republican	58%	(127)	40%	(87)	2%	(4)	219
2018 House Vote: Someone else	67%	(11)	30%	(5)	2%	(0)	16
2018 House Vote: Didn't Vote	29%	(22)	70%	(54)	1%	(1)	78
2016 Vote: Hillary Clinton	55%	(93)	41%	(69)	4%	(7)	169
2016 Vote: Donald Trump	60%	(130)	38%	(83)	2%	(4)	216
2016 Vote: Someone else	44%	(21)	54%	(26)	1%	(1)	47
2016 Vote: Didn't Vote	34%	(26)	61%	(46)	5%	(4)	75
Voted in 2014: Yes	60%	(235)	37%	(146)	2%	(9)	391
Voted in 2014: No	29%	(34)	66%	(77)	5%	(6)	117
2012 Vote: Barack Obama	58%	(108)	38%	(72)	4%	(8)	188
2012 Vote: Mitt Romney	61%	(115)	38%	(73)	1%	(2)	189
2012 Vote: Other	42%	(9)	56%	(12)	2%	(0)	21
2012 Vote: Didn't Vote	34%	(37)	61%	(67)	5%	(5)	109
4-Region: Northeast	64%	(59)	35%	(33)	1%	(1)	93
4-Region: Midwest	59%	(73)	37%	(46)	4%	(4)	122
4-Region: South	47%	(87)	49%	(91)	4%	(7)	185
4-Region: West	47%	(50)	50%	(54)	3%	(3)	107
Age: 18-39	51%	(70)	44%	(61)	6%	(8)	139
Age: 40-59	57%	(101)	41%	(72)	2%	(3)	177
Age: 65+	51%	(98)	47%	(90)	2%	(4)	192
Small Business Owners	50%	(226)	47%	(214)	3%	(15)	455

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Table BPCdem5_1: Do you currently provide the following benefits to your full-time employees?

Paid vacation days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(269)	44%	(223)	3%	(15)	507
SB owners of 0-5 employees	24%	(38)	70%	(109)	6%	(9)	155
SB owners of 6-15 employees	46%	(48)	53%	(56)	—	(0)	105
SB owners of 16-30 employees	75%	(90)	24%	(29)	2%	(2)	120
SB owners of 31-50 employees	67%	(50)	28%	(21)	6%	(4)	75
C-Level Executive	83%	(43)	17%	(9)	—	(0)	52

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

Table BPCdem5_2: Do you currently provide the following benefits to your full-time employees?

Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(267)	45%	(227)	3%	(13)	507
Gender: Male	59%	(146)	39%	(97)	2%	(6)	249
Gender: Female	47%	(121)	50%	(130)	3%	(7)	258
Age: 18-29	57%	(39)	38%	(26)	5%	(4)	69
Age: 30-44	61%	(63)	35%	(36)	4%	(4)	103
Age: 45-54	57%	(54)	42%	(40)	1%	(1)	95
Age: 55-64	52%	(47)	45%	(41)	2%	(2)	90
Age: 65+	42%	(64)	56%	(84)	2%	(2)	150
Generation Z: 18-21	67%	(15)	27%	(6)	6%	(1)	22
Millennial: Age 22-37	58%	(61)	36%	(38)	6%	(6)	104
Generation X: Age 38-53	56%	(73)	42%	(55)	1%	(2)	130
Boomers: Age 54-72	45%	(103)	53%	(121)	2%	(4)	228
PID: Dem (no lean)	52%	(75)	42%	(60)	6%	(9)	145
PID: Ind (no lean)	47%	(71)	51%	(76)	3%	(4)	151
PID: Rep (no lean)	57%	(121)	43%	(90)	—	(0)	212
PID/Gender: Dem Men	58%	(37)	34%	(22)	8%	(5)	64
PID/Gender: Dem Women	47%	(38)	48%	(39)	5%	(4)	81
PID/Gender: Ind Men	54%	(38)	45%	(32)	1%	(1)	71
PID/Gender: Ind Women	40%	(33)	56%	(45)	4%	(3)	80
PID/Gender: Rep Men	62%	(70)	38%	(44)	—	(0)	114
PID/Gender: Rep Women	52%	(51)	48%	(46)	—	(0)	97
Ideo: Liberal (1-3)	57%	(80)	38%	(53)	6%	(8)	142
Ideo: Moderate (4)	55%	(66)	44%	(54)	1%	(2)	121
Ideo: Conservative (5-7)	52%	(114)	48%	(105)	—	(1)	220
Educ: < College	51%	(149)	46%	(135)	3%	(10)	294
Educ: Bachelors degree	54%	(72)	45%	(60)	1%	(1)	132
Educ: Post-grad	57%	(46)	40%	(32)	3%	(2)	81

Continued on next page

Table BPCdem5_2: Do you currently provide the following benefits to your full-time employees?

Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(267)	45%	(227)	3%	(13)	507
Income: Under 50k	38%	(68)	58%	(105)	4%	(8)	180
Income: 50k-100k	58%	(105)	39%	(71)	3%	(5)	181
Income: 100k+	64%	(95)	35%	(51)	—	(1)	147
Ethnicity: White	50%	(207)	48%	(197)	2%	(8)	412
Ethnicity: Hispanic	73%	(42)	24%	(14)	4%	(2)	57
Ethnicity: Afr. Am.	58%	(36)	36%	(22)	6%	(3)	62
Ethnicity: Other	71%	(24)	22%	(7)	7%	(2)	33
Relig: Protestant	46%	(75)	52%	(85)	2%	(3)	163
Relig: Roman Catholic	65%	(61)	31%	(29)	4%	(4)	94
Relig: Something Else	40%	(13)	60%	(20)	—	(0)	34
Relig: Jewish	57%	(17)	43%	(13)	—	(0)	30
Relig: Evangelical	45%	(90)	52%	(104)	3%	(6)	200
Relig: Non-Evang. Catholics	66%	(59)	33%	(30)	1%	(0)	90
Relig: All Christian	52%	(150)	46%	(134)	2%	(6)	290
Relig: All Non-Christian	63%	(26)	29%	(12)	8%	(3)	42
Community: Urban	54%	(66)	42%	(51)	4%	(6)	122
Community: Suburban	52%	(123)	46%	(110)	1%	(3)	236
Community: Rural	52%	(78)	45%	(66)	3%	(4)	149
Military HH: Yes	55%	(50)	45%	(40)	—	(0)	91
Military HH: No	52%	(217)	45%	(186)	3%	(13)	417
RD/WT: Right Direction	55%	(132)	44%	(107)	1%	(3)	242
RD/WT: Wrong Track	51%	(135)	45%	(120)	4%	(11)	265
Trump Job Approve	53%	(135)	45%	(116)	2%	(4)	255
Trump Job Disapprove	53%	(130)	43%	(106)	3%	(9)	244
Trump Job Strongly Approve	48%	(72)	50%	(75)	2%	(3)	150
Trump Job Somewhat Approve	60%	(63)	39%	(41)	1%	(1)	105
Trump Job Somewhat Disapprove	74%	(30)	26%	(11)	—	(0)	41
Trump Job Strongly Disapprove	49%	(100)	47%	(95)	4%	(9)	203

Continued on next page

Table BPCdem5_2: Do you currently provide the following benefits to your full-time employees?

Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(267)	45%	(227)	3%	(13)	507
#1 Issue: Economy	52%	(77)	48%	(71)	—	(1)	149
#1 Issue: Security	52%	(66)	46%	(58)	2%	(2)	127
#1 Issue: Health Care	65%	(57)	31%	(27)	5%	(4)	88
#1 Issue: Medicare / Social Security	41%	(28)	56%	(39)	3%	(2)	69
#1 Issue: Women's Issues	46%	(8)	44%	(7)	10%	(2)	17
#1 Issue: Education	85%	(21)	15%	(4)	—	(0)	24
#1 Issue: Energy	24%	(5)	65%	(14)	11%	(2)	21
#1 Issue: Other	44%	(6)	53%	(7)	3%	(0)	14
2018 House Vote: Democrat	59%	(115)	37%	(72)	4%	(9)	195
2018 House Vote: Republican	55%	(121)	44%	(97)	1%	(1)	219
2018 House Vote: Someone else	54%	(9)	43%	(7)	2%	(0)	16
2018 House Vote: Didn't Vote	30%	(23)	66%	(51)	4%	(3)	78
2016 Vote: Hillary Clinton	57%	(96)	39%	(66)	4%	(7)	169
2016 Vote: Donald Trump	59%	(127)	40%	(87)	1%	(1)	216
2016 Vote: Someone else	38%	(18)	60%	(29)	1%	(1)	47
2016 Vote: Didn't Vote	35%	(26)	59%	(45)	6%	(5)	75
Voted in 2014: Yes	57%	(222)	41%	(162)	2%	(7)	391
Voted in 2014: No	39%	(45)	56%	(65)	5%	(6)	117
2012 Vote: Barack Obama	53%	(99)	44%	(83)	3%	(6)	188
2012 Vote: Mitt Romney	58%	(111)	41%	(78)	—	(1)	189
2012 Vote: Other	42%	(9)	56%	(12)	2%	(0)	21
2012 Vote: Didn't Vote	44%	(49)	50%	(55)	6%	(6)	109
4-Region: Northeast	59%	(55)	39%	(36)	3%	(2)	93
4-Region: Midwest	54%	(66)	41%	(51)	4%	(5)	122
4-Region: South	48%	(89)	50%	(92)	2%	(4)	185
4-Region: West	53%	(57)	45%	(48)	1%	(2)	107
Age: 18-39	58%	(81)	37%	(51)	5%	(7)	139
Age: 40-59	58%	(102)	41%	(73)	1%	(2)	177
Age: 65+	44%	(84)	54%	(103)	2%	(4)	192
Small Business Owners	48%	(220)	49%	(224)	3%	(12)	455

Continued on next page

Table BPCdem5_2: Do you currently provide the following benefits to your full-time employees?

Paid sick days

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	53%	(267)	45%	(227)	3%	(13)	507
SB owners of 0-5 employees	23%	(35)	73%	(113)	4%	(7)	155
SB owners of 6-15 employees	43%	(45)	56%	(59)	1%	(1)	105
SB owners of 16-30 employees	73%	(87)	26%	(32)	1%	(1)	120
SB owners of 31-50 employees	69%	(52)	26%	(20)	4%	(3)	75
C-Level Executive	91%	(47)	6%	(3)	3%	(1)	52

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

Table BPCdem5_3: Do you currently provide the following benefits to your full-time employees?
Professional development opportunities

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(200)	56%	(286)	4%	(22)	507
Gender: Male	39%	(98)	55%	(138)	5%	(14)	249
Gender: Female	39%	(102)	57%	(148)	3%	(9)	258
Age: 18-29	49%	(33)	42%	(29)	9%	(6)	69
Age: 30-44	52%	(54)	43%	(44)	5%	(5)	103
Age: 45-54	38%	(36)	59%	(57)	3%	(3)	95
Age: 55-64	42%	(38)	56%	(50)	2%	(2)	90
Age: 65+	25%	(38)	71%	(106)	4%	(6)	150
Generation Z: 18-21	50%	(11)	26%	(6)	23%	(5)	22
Millennial: Age 22-37	52%	(54)	42%	(44)	5%	(6)	104
Generation X: Age 38-53	42%	(54)	55%	(72)	3%	(3)	130
Boomers: Age 54-72	32%	(72)	65%	(148)	4%	(8)	228
PID: Dem (no lean)	45%	(65)	46%	(67)	9%	(13)	145
PID: Ind (no lean)	35%	(52)	62%	(94)	3%	(5)	151
PID: Rep (no lean)	39%	(82)	59%	(125)	2%	(4)	212
PID/Gender: Dem Men	44%	(28)	43%	(28)	13%	(8)	64
PID/Gender: Dem Women	45%	(37)	48%	(39)	6%	(5)	81
PID/Gender: Ind Men	35%	(25)	63%	(44)	2%	(2)	71
PID/Gender: Ind Women	34%	(28)	62%	(50)	4%	(3)	80
PID/Gender: Rep Men	39%	(45)	58%	(66)	3%	(4)	114
PID/Gender: Rep Women	39%	(37)	61%	(59)	1%	(1)	97
Ideo: Liberal (1-3)	45%	(64)	47%	(66)	8%	(12)	142
Ideo: Moderate (4)	32%	(39)	63%	(77)	5%	(6)	121
Ideo: Conservative (5-7)	41%	(90)	58%	(129)	1%	(1)	220
Educ: < College	29%	(86)	66%	(193)	5%	(15)	294
Educ: Bachelors degree	54%	(72)	42%	(56)	3%	(4)	132
Educ: Post-grad	52%	(42)	45%	(36)	3%	(2)	81

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Table BPCdem5_3: Do you currently provide the following benefits to your full-time employees?
Professional development opportunities

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(200)	56%	(286)	4%	(22)	507
Income: Under 50k	26%	(46)	67%	(120)	8%	(14)	180
Income: 50k-100k	41%	(74)	57%	(102)	2%	(4)	181
Income: 100k+	54%	(79)	43%	(64)	3%	(4)	147
Ethnicity: White	38%	(155)	59%	(243)	3%	(14)	412
Ethnicity: Hispanic	60%	(34)	36%	(21)	4%	(2)	57
Ethnicity: Afr. Am.	42%	(26)	49%	(30)	9%	(6)	62
Ethnicity: Other	55%	(18)	38%	(13)	7%	(2)	33
Relig: Protestant	31%	(51)	66%	(108)	3%	(4)	163
Relig: Roman Catholic	50%	(47)	47%	(44)	3%	(3)	94
Relig: Something Else	49%	(17)	48%	(16)	3%	(1)	34
Relig: Jewish	36%	(11)	51%	(15)	12%	(4)	30
Relig: Evangelical	40%	(80)	57%	(113)	4%	(7)	200
Relig: Non-Evang. Catholics	38%	(34)	61%	(55)	1%	(0)	90
Relig: All Christian	39%	(114)	58%	(168)	3%	(8)	290
Relig: All Non-Christian	55%	(23)	38%	(16)	7%	(3)	42
Community: Urban	45%	(55)	45%	(55)	9%	(12)	122
Community: Suburban	40%	(95)	57%	(136)	2%	(5)	236
Community: Rural	33%	(49)	63%	(94)	3%	(5)	149
Military HH: Yes	29%	(26)	71%	(64)	1%	(1)	91
Military HH: No	42%	(174)	53%	(222)	5%	(22)	417
RD/WT: Right Direction	39%	(94)	60%	(146)	1%	(3)	242
RD/WT: Wrong Track	40%	(106)	53%	(140)	7%	(19)	265
Trump Job Approve	39%	(100)	59%	(151)	1%	(4)	255
Trump Job Disapprove	40%	(97)	53%	(130)	7%	(18)	244
Trump Job Strongly Approve	37%	(56)	61%	(91)	2%	(3)	150
Trump Job Somewhat Approve	42%	(44)	57%	(60)	1%	(1)	105
Trump Job Somewhat Disapprove	45%	(19)	55%	(23)	—	(0)	41
Trump Job Strongly Disapprove	38%	(78)	53%	(107)	9%	(18)	203

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Table BPCdem5_3: Do you currently provide the following benefits to your full-time employees?
Professional development opportunities

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(200)	56%	(286)	4%	(22)	507
#1 Issue: Economy	45%	(67)	52%	(77)	3%	(5)	149
#1 Issue: Security	42%	(53)	56%	(70)	2%	(3)	127
#1 Issue: Health Care	45%	(40)	49%	(43)	5%	(5)	88
#1 Issue: Medicare / Social Security	21%	(14)	77%	(53)	3%	(2)	69
#1 Issue: Women's Issues	49%	(8)	44%	(7)	7%	(1)	17
#1 Issue: Education	32%	(8)	52%	(13)	16%	(4)	24
#1 Issue: Energy	24%	(5)	65%	(13)	11%	(2)	21
#1 Issue: Other	32%	(4)	65%	(9)	3%	(0)	14
2018 House Vote: Democrat	42%	(81)	52%	(101)	7%	(13)	195
2018 House Vote: Republican	40%	(88)	57%	(126)	2%	(5)	219
2018 House Vote: Someone else	42%	(7)	56%	(9)	2%	(0)	16
2018 House Vote: Didn't Vote	30%	(23)	65%	(51)	5%	(4)	78
2016 Vote: Hillary Clinton	42%	(72)	51%	(86)	7%	(11)	169
2016 Vote: Donald Trump	41%	(88)	58%	(126)	1%	(2)	216
2016 Vote: Someone else	27%	(13)	64%	(30)	9%	(4)	47
2016 Vote: Didn't Vote	36%	(27)	58%	(44)	6%	(4)	75
Voted in 2014: Yes	42%	(165)	54%	(213)	3%	(12)	391
Voted in 2014: No	29%	(34)	62%	(73)	8%	(10)	117
2012 Vote: Barack Obama	45%	(84)	51%	(96)	4%	(8)	188
2012 Vote: Mitt Romney	40%	(76)	58%	(109)	2%	(4)	189
2012 Vote: Other	23%	(5)	75%	(16)	2%	(0)	21
2012 Vote: Didn't Vote	32%	(35)	59%	(65)	9%	(9)	109
4-Region: Northeast	41%	(38)	57%	(53)	1%	(1)	93
4-Region: Midwest	41%	(50)	52%	(63)	7%	(9)	122
4-Region: South	37%	(69)	58%	(108)	4%	(8)	185
4-Region: West	39%	(42)	57%	(61)	4%	(4)	107
Age: 18-39	51%	(71)	41%	(57)	8%	(11)	139
Age: 40-59	42%	(73)	56%	(99)	2%	(4)	177
Age: 65+	29%	(55)	68%	(129)	4%	(7)	192
Small Business Owners	39%	(176)	57%	(258)	5%	(22)	455

Continued on next page

Table BPCdem5_3: Do you currently provide the following benefits to your full-time employees?

Professional development opportunities

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	39%	(200)	56%	(286)	4%	(22)	507
SB owners of 0-5 employees	26%	(40)	69%	(107)	5%	(8)	155
SB owners of 6-15 employees	35%	(36)	63%	(66)	2%	(2)	105
SB owners of 16-30 employees	47%	(57)	52%	(63)	—	(0)	120
SB owners of 31-50 employees	57%	(43)	28%	(21)	15%	(11)	75
C-Level Executive	46%	(24)	54%	(28)	—	(0)	52

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

Table BPCdem5_4: Do you currently provide the following benefits to your full-time employees?

Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	49%	(246)	49%	(251)	2%	(10)	507
Gender: Male	53%	(133)	46%	(114)	1%	(3)	249
Gender: Female	44%	(113)	53%	(137)	3%	(8)	258
Age: 18-29	51%	(35)	49%	(33)	—	(0)	69
Age: 30-44	60%	(62)	36%	(37)	4%	(4)	103
Age: 45-54	54%	(51)	44%	(42)	2%	(2)	95
Age: 55-64	50%	(45)	48%	(43)	2%	(2)	90
Age: 65+	35%	(52)	64%	(95)	2%	(2)	150
Generation Z: 18-21	50%	(11)	50%	(11)	—	(0)	22
Millennial: Age 22-37	57%	(59)	40%	(41)	4%	(4)	104
Generation X: Age 38-53	55%	(72)	44%	(57)	1%	(1)	130
Boomers: Age 54-72	40%	(91)	58%	(132)	2%	(5)	228
PID: Dem (no lean)	52%	(75)	44%	(64)	4%	(6)	145
PID: Ind (no lean)	46%	(70)	51%	(77)	3%	(5)	151
PID: Rep (no lean)	48%	(101)	52%	(111)	—	(0)	212
PID/Gender: Dem Men	60%	(39)	37%	(24)	3%	(2)	64
PID/Gender: Dem Women	46%	(37)	49%	(40)	5%	(4)	81
PID/Gender: Ind Men	59%	(42)	40%	(28)	1%	(1)	71
PID/Gender: Ind Women	35%	(28)	61%	(49)	4%	(4)	80
PID/Gender: Rep Men	46%	(53)	54%	(62)	—	(0)	114
PID/Gender: Rep Women	50%	(48)	50%	(49)	—	(0)	97
Ideo: Liberal (1-3)	52%	(73)	44%	(63)	4%	(5)	142
Ideo: Moderate (4)	47%	(57)	51%	(62)	2%	(2)	121
Ideo: Conservative (5-7)	49%	(108)	51%	(111)	1%	(1)	220
Educ: < College	47%	(137)	51%	(150)	2%	(7)	294
Educ: Bachelors degree	52%	(69)	46%	(62)	1%	(2)	132
Educ: Post-grad	49%	(40)	48%	(39)	3%	(2)	81

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Table BPCdem5_4: Do you currently provide the following benefits to your full-time employees?
Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	49%	(246)	49%	(251)	2%	(10)	507
Income: Under 50k	32%	(58)	64%	(115)	4%	(7)	180
Income: 50k-100k	56%	(101)	42%	(77)	2%	(3)	181
Income: 100k+	59%	(87)	40%	(59)	1%	(1)	147
Ethnicity: White	47%	(195)	51%	(209)	2%	(8)	412
Ethnicity: Hispanic	61%	(35)	39%	(22)	—	(0)	57
Ethnicity: Afr. Am.	48%	(29)	49%	(30)	3%	(2)	62
Ethnicity: Other	64%	(21)	36%	(12)	—	(0)	33
Relig: Protestant	42%	(68)	56%	(92)	2%	(3)	163
Relig: Roman Catholic	54%	(51)	44%	(41)	2%	(2)	94
Relig: Something Else	45%	(15)	55%	(18)	—	(0)	34
Relig: Jewish	57%	(17)	43%	(13)	—	(0)	30
Relig: Evangelical	44%	(87)	54%	(109)	2%	(4)	200
Relig: Non-Evang. Catholics	52%	(47)	47%	(42)	1%	(1)	90
Relig: All Christian	46%	(134)	52%	(151)	2%	(5)	290
Relig: All Non-Christian	60%	(25)	34%	(14)	6%	(3)	42
Community: Urban	53%	(65)	45%	(55)	2%	(3)	122
Community: Suburban	49%	(115)	50%	(118)	1%	(3)	236
Community: Rural	44%	(66)	52%	(78)	3%	(4)	149
Military HH: Yes	42%	(38)	58%	(53)	—	(0)	91
Military HH: No	50%	(208)	48%	(198)	3%	(10)	417
RD/WT: Right Direction	48%	(117)	51%	(122)	1%	(2)	242
RD/WT: Wrong Track	49%	(129)	48%	(128)	3%	(8)	265
Trump Job Approve	46%	(118)	53%	(135)	1%	(2)	255
Trump Job Disapprove	52%	(126)	45%	(110)	3%	(8)	244
Trump Job Strongly Approve	42%	(63)	58%	(86)	—	(1)	150
Trump Job Somewhat Approve	52%	(55)	46%	(48)	1%	(1)	105
Trump Job Somewhat Disapprove	61%	(25)	37%	(15)	2%	(1)	41
Trump Job Strongly Disapprove	50%	(101)	47%	(95)	4%	(8)	203

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Table BPCdem5_4: Do you currently provide the following benefits to your full-time employees?

Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	49%	(246)	49%	(251)	2%	(10)	507
#1 Issue: Economy	50%	(74)	50%	(74)	1%	(1)	149
#1 Issue: Security	49%	(63)	49%	(62)	2%	(2)	127
#1 Issue: Health Care	67%	(59)	31%	(27)	2%	(2)	88
#1 Issue: Medicare / Social Security	27%	(19)	70%	(48)	3%	(2)	69
#1 Issue: Women's Issues	46%	(8)	49%	(8)	5%	(1)	17
#1 Issue: Education	49%	(12)	51%	(12)	—	(0)	24
#1 Issue: Energy	28%	(6)	61%	(13)	11%	(2)	21
#1 Issue: Other	48%	(7)	52%	(7)	—	(0)	14
2018 House Vote: Democrat	54%	(105)	43%	(84)	4%	(7)	195
2018 House Vote: Republican	52%	(113)	48%	(104)	1%	(1)	219
2018 House Vote: Someone else	70%	(11)	24%	(4)	6%	(1)	16
2018 House Vote: Didn't Vote	22%	(17)	76%	(59)	1%	(1)	78
2016 Vote: Hillary Clinton	53%	(89)	44%	(74)	4%	(6)	169
2016 Vote: Donald Trump	51%	(111)	48%	(104)	1%	(1)	216
2016 Vote: Someone else	48%	(23)	49%	(23)	3%	(1)	47
2016 Vote: Didn't Vote	31%	(24)	67%	(50)	2%	(1)	75
Voted in 2014: Yes	53%	(208)	45%	(174)	2%	(8)	391
Voted in 2014: No	33%	(38)	65%	(76)	2%	(2)	117
2012 Vote: Barack Obama	53%	(99)	43%	(82)	4%	(7)	188
2012 Vote: Mitt Romney	55%	(103)	45%	(85)	—	(1)	189
2012 Vote: Other	34%	(7)	64%	(13)	2%	(0)	21
2012 Vote: Didn't Vote	33%	(36)	65%	(71)	2%	(2)	109
4-Region: Northeast	49%	(46)	50%	(46)	1%	(1)	93
4-Region: Midwest	54%	(66)	42%	(52)	4%	(5)	122
4-Region: South	44%	(81)	55%	(101)	1%	(3)	185
4-Region: West	50%	(53)	48%	(52)	2%	(2)	107
Age: 18-39	56%	(78)	41%	(57)	3%	(4)	139
Age: 40-59	54%	(96)	44%	(78)	2%	(3)	177
Age: 65+	38%	(72)	61%	(116)	2%	(4)	192
Small Business Owners	48%	(217)	50%	(228)	2%	(10)	455

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Table BPCdem5_4: Do you currently provide the following benefits to your full-time employees?
Health insurance benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	49%	(246)	49%	(251)	2%	(10)	507
SB owners of 0-5 employees	18%	(28)	78%	(121)	4%	(6)	155
SB owners of 6-15 employees	42%	(44)	57%	(60)	1%	(1)	105
SB owners of 16-30 employees	72%	(86)	27%	(33)	1%	(1)	120
SB owners of 31-50 employees	79%	(59)	19%	(14)	2%	(2)	75
C-Level Executive	55%	(29)	45%	(23)	—	(0)	52

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

Table BPCdem5_5: Do you currently provide the following benefits to your full-time employees?

Work from home options

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	35%	(176)	63%	(318)	3%	(13)	507
Gender: Male	31%	(78)	66%	(164)	3%	(7)	249
Gender: Female	38%	(98)	60%	(154)	2%	(6)	258
Age: 18-29	45%	(31)	51%	(35)	4%	(3)	69
Age: 30-44	42%	(43)	55%	(57)	4%	(4)	103
Age: 45-54	40%	(38)	59%	(56)	1%	(1)	95
Age: 55-64	39%	(35)	59%	(54)	1%	(1)	90
Age: 65+	19%	(29)	78%	(117)	3%	(4)	150
Generation Z: 18-21	60%	(13)	34%	(7)	6%	(1)	22
Millennial: Age 22-37	45%	(47)	50%	(52)	5%	(5)	104
Generation X: Age 38-53	36%	(47)	63%	(81)	1%	(1)	130
Boomers: Age 54-72	29%	(65)	69%	(157)	2%	(6)	228
PID: Dem (no lean)	42%	(61)	52%	(76)	5%	(8)	145
PID: Ind (no lean)	33%	(50)	63%	(96)	4%	(6)	151
PID: Rep (no lean)	31%	(65)	69%	(146)	—	(0)	212
PID/Gender: Dem Men	38%	(24)	55%	(36)	7%	(4)	64
PID/Gender: Dem Women	46%	(37)	50%	(40)	4%	(3)	81
PID/Gender: Ind Men	26%	(18)	70%	(49)	4%	(3)	71
PID/Gender: Ind Women	39%	(32)	57%	(46)	3%	(3)	80
PID/Gender: Rep Men	31%	(36)	69%	(79)	—	(0)	114
PID/Gender: Rep Women	31%	(30)	69%	(67)	—	(0)	97
Ideo: Liberal (1-3)	44%	(62)	50%	(71)	6%	(9)	142
Ideo: Moderate (4)	37%	(44)	62%	(76)	1%	(2)	121
Ideo: Conservative (5-7)	28%	(61)	72%	(160)	—	(0)	220
Educ: < College	31%	(91)	66%	(194)	3%	(9)	294
Educ: Bachelors degree	40%	(52)	60%	(79)	1%	(1)	132
Educ: Post-grad	40%	(32)	55%	(45)	5%	(4)	81

Continued on next page

Table BPCdem5_5: Do you currently provide the following benefits to your full-time employees?
Work from home options

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	35%	(176)	63%	(318)	3%	(13)	507
Income: Under 50k	40%	(73)	55%	(99)	5%	(8)	180
Income: 50k-100k	30%	(54)	68%	(123)	2%	(3)	181
Income: 100k+	34%	(49)	65%	(96)	1%	(2)	147
Ethnicity: White	34%	(139)	64%	(265)	2%	(9)	412
Ethnicity: Hispanic	41%	(24)	56%	(32)	2%	(1)	57
Ethnicity: Afr. Am.	40%	(24)	55%	(34)	6%	(3)	62
Ethnicity: Other	40%	(13)	57%	(19)	4%	(1)	33
Relig: Protestant	31%	(50)	67%	(110)	2%	(3)	163
Relig: Roman Catholic	29%	(27)	67%	(63)	4%	(4)	94
Relig: Something Else	49%	(16)	51%	(17)	—	(0)	34
Relig: Jewish	36%	(11)	57%	(17)	7%	(2)	30
Relig: Evangelical	32%	(65)	64%	(129)	3%	(7)	200
Relig: Non-Evang. Catholics	32%	(29)	68%	(61)	1%	(0)	90
Relig: All Christian	32%	(93)	65%	(190)	2%	(7)	290
Relig: All Non-Christian	45%	(19)	49%	(20)	6%	(3)	42
Community: Urban	52%	(64)	44%	(54)	4%	(4)	122
Community: Suburban	29%	(69)	69%	(162)	2%	(4)	236
Community: Rural	29%	(43)	68%	(101)	3%	(4)	149
Military HH: Yes	33%	(30)	65%	(59)	2%	(2)	91
Military HH: No	35%	(147)	62%	(259)	3%	(11)	417
RD/WT: Right Direction	30%	(73)	68%	(165)	2%	(5)	242
RD/WT: Wrong Track	39%	(104)	58%	(153)	3%	(8)	265
Trump Job Approve	32%	(81)	66%	(168)	2%	(5)	255
Trump Job Disapprove	38%	(93)	59%	(143)	3%	(8)	244
Trump Job Strongly Approve	34%	(50)	65%	(98)	1%	(2)	150
Trump Job Somewhat Approve	30%	(31)	68%	(71)	3%	(3)	105
Trump Job Somewhat Disapprove	36%	(15)	64%	(26)	—	(0)	41
Trump Job Strongly Disapprove	38%	(78)	58%	(117)	4%	(8)	203

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Table BPCdem5_5: Do you currently provide the following benefits to your full-time employees?
Work from home options

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	35%	(176)	63%	(318)	3%	(13)	507
#1 Issue: Economy	38%	(56)	62%	(92)	—	(1)	149
#1 Issue: Security	32%	(41)	66%	(84)	1%	(2)	127
#1 Issue: Health Care	38%	(34)	57%	(50)	5%	(4)	88
#1 Issue: Medicare / Social Security	4%	(3)	90%	(62)	6%	(4)	69
#1 Issue: Women's Issues	70%	(12)	25%	(4)	5%	(1)	17
#1 Issue: Education	43%	(10)	57%	(14)	—	(0)	24
#1 Issue: Energy	67%	(14)	21%	(4)	11%	(2)	21
#1 Issue: Other	47%	(6)	53%	(7)	—	(0)	14
2018 House Vote: Democrat	35%	(68)	60%	(118)	5%	(9)	195
2018 House Vote: Republican	31%	(68)	69%	(150)	—	(1)	219
2018 House Vote: Someone else	23%	(4)	75%	(12)	2%	(0)	16
2018 House Vote: Didn't Vote	47%	(36)	49%	(38)	4%	(3)	78
2016 Vote: Hillary Clinton	39%	(66)	58%	(98)	3%	(5)	169
2016 Vote: Donald Trump	29%	(63)	69%	(149)	2%	(3)	216
2016 Vote: Someone else	35%	(17)	65%	(31)	—	(0)	47
2016 Vote: Didn't Vote	40%	(30)	53%	(40)	6%	(5)	75
Voted in 2014: Yes	33%	(127)	65%	(255)	2%	(8)	391
Voted in 2014: No	42%	(49)	54%	(63)	4%	(5)	117
2012 Vote: Barack Obama	42%	(78)	54%	(101)	4%	(8)	188
2012 Vote: Mitt Romney	24%	(46)	76%	(144)	—	(0)	189
2012 Vote: Other	22%	(5)	76%	(16)	2%	(0)	21
2012 Vote: Didn't Vote	44%	(48)	52%	(57)	4%	(5)	109
4-Region: Northeast	42%	(39)	56%	(52)	3%	(2)	93
4-Region: Midwest	26%	(32)	68%	(84)	6%	(7)	122
4-Region: South	40%	(73)	58%	(108)	2%	(3)	185
4-Region: West	30%	(32)	69%	(74)	1%	(1)	107
Age: 18-39	47%	(65)	49%	(68)	5%	(6)	139
Age: 40-59	38%	(66)	61%	(108)	1%	(2)	177
Age: 65+	24%	(45)	74%	(142)	3%	(5)	192
Small Business Owners	36%	(164)	61%	(280)	3%	(12)	455

Continued on next page

Table BPCdem5_5: Do you currently provide the following benefits to your full-time employees?

Work from home options

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	35%	(176)	63%	(318)	3%	(13)	507
SB owners of 0-5 employees	36%	(56)	61%	(94)	4%	(6)	155
SB owners of 6-15 employees	36%	(38)	63%	(66)	1%	(1)	105
SB owners of 16-30 employees	33%	(40)	65%	(78)	2%	(2)	120
SB owners of 31-50 employees	40%	(30)	55%	(42)	4%	(3)	75
C-Level Executive	24%	(12)	73%	(38)	3%	(1)	52

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

Table BPCdem5_6: Do you currently provide the following benefits to your full-time employees?
Financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	14%	(72)	83%	(419)	3%	(16)	507
Gender: Male	15%	(37)	82%	(204)	3%	(8)	249
Gender: Female	14%	(35)	83%	(215)	3%	(8)	258
Age: 18-29	34%	(23)	62%	(43)	4%	(3)	69
Age: 30-44	21%	(21)	76%	(78)	4%	(4)	103
Age: 45-54	18%	(17)	79%	(75)	3%	(3)	95
Age: 55-64	10%	(9)	88%	(79)	2%	(2)	90
Age: 65+	1%	(1)	96%	(144)	3%	(4)	150
Generation Z: 18-21	24%	(5)	69%	(15)	8%	(2)	22
Millennial: Age 22-37	35%	(36)	61%	(63)	4%	(4)	104
Generation X: Age 38-53	16%	(21)	82%	(107)	2%	(2)	130
Boomers: Age 54-72	4%	(10)	92%	(210)	3%	(7)	228
PID: Dem (no lean)	19%	(27)	76%	(110)	5%	(7)	145
PID: Ind (no lean)	9%	(14)	85%	(129)	6%	(8)	151
PID: Rep (no lean)	15%	(31)	85%	(180)	—	(0)	212
PID/Gender: Dem Men	16%	(10)	79%	(51)	5%	(3)	64
PID/Gender: Dem Women	21%	(17)	74%	(59)	6%	(4)	81
PID/Gender: Ind Men	5%	(3)	88%	(62)	7%	(5)	71
PID/Gender: Ind Women	13%	(10)	83%	(67)	4%	(3)	80
PID/Gender: Rep Men	20%	(23)	80%	(91)	—	(0)	114
PID/Gender: Rep Women	8%	(8)	92%	(89)	—	(0)	97
Ideo: Liberal (1-3)	22%	(31)	73%	(103)	6%	(8)	142
Ideo: Moderate (4)	9%	(11)	87%	(106)	3%	(4)	121
Ideo: Conservative (5-7)	11%	(25)	88%	(194)	1%	(2)	220
Educ: < College	17%	(51)	79%	(233)	3%	(10)	294
Educ: Bachelors degree	11%	(14)	88%	(117)	1%	(2)	132
Educ: Post-grad	9%	(8)	86%	(69)	5%	(4)	81

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Table BPCdem5_6: Do you currently provide the following benefits to your full-time employees?
Financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	14%	(72)	83%	(419)	3%	(16)	507
Income: Under 50k	15%	(26)	81%	(145)	5%	(8)	180
Income: 50k-100k	12%	(22)	86%	(155)	3%	(5)	181
Income: 100k+	17%	(24)	81%	(119)	2%	(3)	147
Ethnicity: White	9%	(38)	88%	(363)	3%	(12)	412
Ethnicity: Hispanic	38%	(22)	59%	(34)	3%	(2)	57
Ethnicity: Afr. Am.	39%	(24)	58%	(36)	3%	(2)	62
Ethnicity: Other	33%	(11)	61%	(20)	6%	(2)	33
Relig: Protestant	6%	(10)	92%	(149)	2%	(4)	163
Relig: Roman Catholic	15%	(14)	82%	(77)	3%	(3)	94
Relig: Something Else	20%	(7)	77%	(26)	3%	(1)	34
Relig: Jewish	19%	(6)	74%	(22)	7%	(2)	30
Relig: Evangelical	7%	(15)	89%	(179)	3%	(6)	200
Relig: Non-Evang. Catholics	18%	(16)	81%	(72)	2%	(1)	90
Relig: All Christian	11%	(31)	87%	(252)	3%	(8)	290
Relig: All Non-Christian	32%	(13)	61%	(25)	7%	(3)	42
Community: Urban	17%	(21)	77%	(94)	6%	(7)	122
Community: Suburban	13%	(32)	85%	(200)	2%	(4)	236
Community: Rural	13%	(19)	84%	(125)	3%	(4)	149
Military HH: Yes	11%	(10)	86%	(78)	3%	(3)	91
Military HH: No	15%	(62)	82%	(341)	3%	(13)	417
RD/WT: Right Direction	15%	(35)	83%	(202)	2%	(5)	242
RD/WT: Wrong Track	14%	(37)	82%	(217)	4%	(11)	265
Trump Job Approve	13%	(33)	85%	(216)	2%	(6)	255
Trump Job Disapprove	16%	(38)	80%	(196)	4%	(10)	244
Trump Job Strongly Approve	15%	(22)	84%	(125)	2%	(2)	150
Trump Job Somewhat Approve	10%	(10)	87%	(91)	3%	(3)	105
Trump Job Somewhat Disapprove	29%	(12)	71%	(29)	—	(0)	41
Trump Job Strongly Disapprove	13%	(27)	82%	(167)	5%	(10)	203

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Table BPCdem5_6: Do you currently provide the following benefits to your full-time employees?
Financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	14%	(72)	83%	(419)	3%	(16)	507
#1 Issue: Economy	12%	(18)	86%	(128)	1%	(2)	149
#1 Issue: Security	11%	(14)	87%	(110)	2%	(2)	127
#1 Issue: Health Care	19%	(17)	77%	(68)	4%	(3)	88
#1 Issue: Medicare / Social Security	12%	(8)	82%	(56)	7%	(5)	69
#1 Issue: Women's Issues	25%	(4)	71%	(12)	5%	(1)	17
#1 Issue: Education	29%	(7)	69%	(17)	2%	(0)	24
#1 Issue: Energy	9%	(2)	80%	(17)	11%	(2)	21
#1 Issue: Other	13%	(2)	87%	(12)	—	(0)	14
2018 House Vote: Democrat	16%	(31)	78%	(153)	6%	(11)	195
2018 House Vote: Republican	13%	(29)	86%	(188)	1%	(2)	219
2018 House Vote: Someone else	24%	(4)	76%	(12)	—	(0)	16
2018 House Vote: Didn't Vote	11%	(9)	86%	(66)	3%	(2)	78
2016 Vote: Hillary Clinton	19%	(32)	77%	(129)	4%	(7)	169
2016 Vote: Donald Trump	12%	(25)	86%	(187)	2%	(4)	216
2016 Vote: Someone else	11%	(5)	87%	(41)	3%	(1)	47
2016 Vote: Didn't Vote	13%	(10)	82%	(62)	4%	(3)	75
Voted in 2014: Yes	13%	(49)	85%	(331)	3%	(11)	391
Voted in 2014: No	20%	(23)	76%	(88)	4%	(5)	117
2012 Vote: Barack Obama	16%	(30)	78%	(147)	5%	(10)	188
2012 Vote: Mitt Romney	10%	(19)	90%	(170)	—	(1)	189
2012 Vote: Other	10%	(2)	90%	(19)	—	(0)	21
2012 Vote: Didn't Vote	19%	(21)	76%	(83)	5%	(5)	109
4-Region: Northeast	15%	(14)	83%	(78)	1%	(1)	93
4-Region: Midwest	15%	(18)	79%	(97)	6%	(7)	122
4-Region: South	13%	(24)	85%	(157)	3%	(5)	185
4-Region: West	15%	(17)	82%	(88)	2%	(3)	107
Age: 18-39	31%	(43)	65%	(90)	4%	(6)	139
Age: 40-59	14%	(25)	84%	(148)	2%	(4)	177
Age: 65+	3%	(5)	95%	(181)	3%	(6)	192
Small Business Owners	14%	(63)	83%	(377)	3%	(16)	455

Continued on next page

Table BPCdem5_6: Do you currently provide the following benefits to your full-time employees?
Financial assistance to pay for child care

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	14%	(72)	83%	(419)	3%	(16)	507
SB owners of 0-5 employees	5%	(7)	90%	(140)	5%	(8)	155
SB owners of 6-15 employees	14%	(15)	85%	(89)	1%	(1)	105
SB owners of 16-30 employees	17%	(21)	79%	(95)	4%	(4)	120
SB owners of 31-50 employees	26%	(20)	70%	(52)	4%	(3)	75
C-Level Executive	19%	(10)	81%	(42)	—	(0)	52

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

Table BPCdem5_7: Do you currently provide the following benefits to your full-time employees?

Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(174)	62%	(315)	3%	(18)	507
Gender: Male	39%	(97)	58%	(145)	3%	(8)	249
Gender: Female	30%	(78)	66%	(170)	4%	(10)	258
Age: 18-29	45%	(31)	44%	(30)	11%	(7)	69
Age: 30-44	51%	(52)	45%	(46)	4%	(5)	103
Age: 45-54	40%	(38)	58%	(55)	2%	(2)	95
Age: 55-64	35%	(32)	63%	(57)	1%	(1)	90
Age: 65+	14%	(21)	84%	(126)	2%	(2)	150
Generation Z: 18-21	44%	(10)	25%	(5)	31%	(7)	22
Millennial: Age 22-37	49%	(51)	47%	(49)	4%	(4)	104
Generation X: Age 38-53	43%	(56)	55%	(71)	2%	(2)	130
Boomers: Age 54-72	23%	(52)	75%	(172)	2%	(4)	228
PID: Dem (no lean)	41%	(60)	51%	(74)	7%	(11)	145
PID: Ind (no lean)	28%	(43)	68%	(103)	4%	(5)	151
PID: Rep (no lean)	34%	(72)	65%	(138)	1%	(1)	212
PID/Gender: Dem Men	41%	(26)	50%	(32)	9%	(5)	64
PID/Gender: Dem Women	42%	(34)	52%	(42)	7%	(5)	81
PID/Gender: Ind Men	35%	(25)	64%	(45)	1%	(1)	71
PID/Gender: Ind Women	22%	(18)	72%	(58)	6%	(5)	80
PID/Gender: Rep Men	40%	(45)	59%	(68)	1%	(1)	114
PID/Gender: Rep Women	27%	(26)	73%	(71)	—	(0)	97
Ideo: Liberal (1-3)	38%	(53)	54%	(76)	8%	(12)	142
Ideo: Moderate (4)	27%	(33)	70%	(86)	2%	(3)	121
Ideo: Conservative (5-7)	37%	(81)	62%	(138)	1%	(2)	220
Educ: < College	33%	(98)	62%	(184)	4%	(12)	294
Educ: Bachelors degree	33%	(44)	65%	(86)	2%	(2)	132
Educ: Post-grad	40%	(32)	56%	(46)	4%	(3)	81

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Table BPCdem5_7: Do you currently provide the following benefits to your full-time employees?
Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(174)	62%	(315)	3%	(18)	507
Income: Under 50k	22%	(40)	71%	(128)	7%	(12)	180
Income: 50k-100k	42%	(76)	55%	(100)	2%	(4)	181
Income: 100k+	40%	(59)	59%	(87)	1%	(1)	147
Ethnicity: White	33%	(136)	65%	(268)	2%	(8)	412
Ethnicity: Hispanic	50%	(29)	45%	(26)	4%	(3)	57
Ethnicity: Afr. Am.	43%	(27)	46%	(28)	11%	(7)	62
Ethnicity: Other	36%	(12)	56%	(19)	8%	(3)	33
Relig: Protestant	24%	(39)	74%	(120)	2%	(4)	163
Relig: Roman Catholic	44%	(42)	54%	(50)	2%	(2)	94
Relig: Something Else	30%	(10)	70%	(23)	—	(0)	34
Relig: Jewish	32%	(9)	68%	(20)	—	(0)	30
Relig: Evangelical	30%	(59)	68%	(137)	2%	(4)	200
Relig: Non-Evang. Catholics	35%	(32)	63%	(57)	2%	(1)	90
Relig: All Christian	31%	(91)	67%	(194)	2%	(5)	290
Relig: All Non-Christian	55%	(23)	39%	(16)	6%	(3)	42
Community: Urban	38%	(46)	55%	(67)	7%	(9)	122
Community: Suburban	36%	(84)	63%	(148)	1%	(3)	236
Community: Rural	29%	(44)	67%	(100)	4%	(5)	149
Military HH: Yes	29%	(26)	68%	(62)	3%	(3)	91
Military HH: No	36%	(148)	61%	(254)	4%	(15)	417
RD/WT: Right Direction	35%	(86)	63%	(153)	2%	(4)	242
RD/WT: Wrong Track	34%	(89)	61%	(162)	5%	(14)	265
Trump Job Approve	33%	(84)	65%	(167)	1%	(3)	255
Trump Job Disapprove	36%	(88)	58%	(142)	6%	(14)	244
Trump Job Strongly Approve	34%	(51)	65%	(97)	1%	(1)	150
Trump Job Somewhat Approve	32%	(33)	66%	(69)	2%	(2)	105
Trump Job Somewhat Disapprove	50%	(20)	48%	(20)	2%	(1)	41
Trump Job Strongly Disapprove	33%	(67)	60%	(123)	7%	(13)	203

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Table BPCdem5_7: Do you currently provide the following benefits to your full-time employees?
Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(174)	62%	(315)	3%	(18)	507
#1 Issue: Economy	32%	(48)	67%	(99)	1%	(2)	149
#1 Issue: Security	36%	(45)	61%	(78)	3%	(4)	127
#1 Issue: Health Care	50%	(44)	48%	(42)	3%	(2)	88
#1 Issue: Medicare / Social Security	15%	(11)	82%	(56)	3%	(2)	69
#1 Issue: Women's Issues	38%	(6)	54%	(9)	8%	(1)	17
#1 Issue: Education	55%	(13)	29%	(7)	16%	(4)	24
#1 Issue: Energy	12%	(2)	72%	(15)	16%	(3)	21
#1 Issue: Other	34%	(5)	66%	(9)	—	(0)	14
2018 House Vote: Democrat	38%	(74)	56%	(109)	6%	(12)	195
2018 House Vote: Republican	37%	(81)	62%	(135)	1%	(3)	219
2018 House Vote: Someone else	31%	(5)	67%	(11)	2%	(0)	16
2018 House Vote: Didn't Vote	19%	(15)	77%	(60)	3%	(2)	78
2016 Vote: Hillary Clinton	36%	(61)	57%	(96)	7%	(12)	169
2016 Vote: Donald Trump	38%	(82)	61%	(133)	1%	(2)	216
2016 Vote: Someone else	29%	(14)	70%	(33)	1%	(1)	47
2016 Vote: Didn't Vote	25%	(19)	71%	(53)	4%	(3)	75
Voted in 2014: Yes	37%	(144)	60%	(236)	3%	(11)	391
Voted in 2014: No	26%	(31)	68%	(79)	6%	(7)	117
2012 Vote: Barack Obama	38%	(72)	58%	(108)	4%	(8)	188
2012 Vote: Mitt Romney	35%	(65)	64%	(122)	1%	(2)	189
2012 Vote: Other	24%	(5)	75%	(16)	2%	(0)	21
2012 Vote: Didn't Vote	30%	(33)	64%	(70)	7%	(7)	109
4-Region: Northeast	38%	(36)	60%	(56)	1%	(1)	93
4-Region: Midwest	29%	(36)	67%	(82)	4%	(4)	122
4-Region: South	36%	(67)	60%	(110)	4%	(8)	185
4-Region: West	34%	(36)	62%	(67)	4%	(4)	107
Age: 18-39	47%	(66)	45%	(62)	8%	(11)	139
Age: 40-59	43%	(77)	55%	(97)	2%	(3)	177
Age: 65+	17%	(32)	81%	(156)	2%	(4)	192
Small Business Owners	34%	(154)	62%	(284)	4%	(17)	455

Continued on next page

Table BPCdem5_7: Do you currently provide the following benefits to your full-time employees?

Retirement benefits

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	34%	(174)	62%	(315)	3%	(18)	507
SB owners of 0-5 employees	11%	(17)	83%	(129)	6%	(9)	155
SB owners of 6-15 employees	31%	(33)	68%	(72)	—	(0)	105
SB owners of 16-30 employees	48%	(58)	51%	(61)	1%	(1)	120
SB owners of 31-50 employees	61%	(46)	29%	(22)	9%	(7)	75
C-Level Executive	39%	(20)	60%	(31)	1%	(1)	52

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

Table BPCdem5_8: Do you currently provide the following benefits to your full-time employees?

Short term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	33%	(165)	64%	(326)	3%	(16)	507
Gender: Male	35%	(88)	62%	(156)	2%	(6)	249
Gender: Female	30%	(77)	66%	(171)	4%	(10)	258
Age: 18-29	43%	(29)	51%	(35)	6%	(4)	69
Age: 30-44	40%	(41)	55%	(57)	5%	(5)	103
Age: 45-54	43%	(41)	54%	(52)	2%	(2)	95
Age: 55-64	32%	(28)	66%	(60)	2%	(2)	90
Age: 65+	17%	(25)	82%	(123)	2%	(2)	150
Generation Z: 18-21	47%	(10)	40%	(9)	12%	(3)	22
Millennial: Age 22-37	41%	(43)	54%	(56)	5%	(5)	104
Generation X: Age 38-53	41%	(54)	57%	(73)	2%	(3)	130
Boomers: Age 54-72	23%	(53)	74%	(170)	2%	(5)	228
PID: Dem (no lean)	40%	(58)	54%	(78)	6%	(9)	145
PID: Ind (no lean)	29%	(44)	67%	(101)	4%	(7)	151
PID: Rep (no lean)	30%	(64)	70%	(148)	—	(0)	212
PID/Gender: Dem Men	39%	(25)	55%	(36)	6%	(4)	64
PID/Gender: Dem Women	41%	(33)	53%	(43)	6%	(5)	81
PID/Gender: Ind Men	34%	(24)	63%	(45)	2%	(2)	71
PID/Gender: Ind Women	24%	(19)	70%	(56)	6%	(5)	80
PID/Gender: Rep Men	34%	(39)	66%	(75)	—	(0)	114
PID/Gender: Rep Women	25%	(24)	75%	(73)	—	(0)	97
Ideo: Liberal (1-3)	41%	(58)	54%	(77)	5%	(7)	142
Ideo: Moderate (4)	29%	(35)	68%	(83)	3%	(4)	121
Ideo: Conservative (5-7)	30%	(66)	69%	(151)	1%	(3)	220
Educ: < College	33%	(97)	63%	(186)	4%	(11)	294
Educ: Bachelors degree	32%	(42)	67%	(88)	2%	(2)	132
Educ: Post-grad	33%	(26)	65%	(52)	3%	(2)	81

Continued on next page

Table BPCdem5_8: Do you currently provide the following benefits to your full-time employees?
Short term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	33%	(165)	64%	(326)	3%	(16)	507
Income: Under 50k	23%	(41)	72%	(129)	6%	(10)	180
Income: 50k-100k	41%	(74)	56%	(101)	3%	(5)	181
Income: 100k+	34%	(50)	66%	(96)	1%	(1)	147
Ethnicity: White	32%	(130)	66%	(271)	3%	(11)	412
Ethnicity: Hispanic	44%	(25)	50%	(29)	6%	(4)	57
Ethnicity: Afr. Am.	40%	(25)	57%	(35)	3%	(2)	62
Ethnicity: Other	31%	(10)	61%	(20)	8%	(3)	33
Relig: Protestant	24%	(39)	74%	(120)	2%	(3)	163
Relig: Roman Catholic	35%	(33)	62%	(58)	3%	(3)	94
Relig: Something Else	32%	(11)	66%	(22)	3%	(1)	34
Relig: Jewish	47%	(14)	53%	(16)	—	(0)	30
Relig: Evangelical	23%	(47)	73%	(147)	3%	(6)	200
Relig: Non-Evang. Catholics	39%	(35)	59%	(53)	1%	(1)	90
Relig: All Christian	28%	(82)	69%	(200)	3%	(7)	290
Relig: All Non-Christian	56%	(23)	38%	(16)	6%	(3)	42
Community: Urban	40%	(48)	54%	(67)	6%	(7)	122
Community: Suburban	32%	(75)	67%	(158)	2%	(4)	236
Community: Rural	28%	(42)	69%	(102)	3%	(4)	149
Military HH: Yes	31%	(29)	67%	(61)	2%	(1)	91
Military HH: No	33%	(137)	64%	(266)	3%	(14)	417
RD/WT: Right Direction	33%	(79)	66%	(161)	1%	(2)	242
RD/WT: Wrong Track	32%	(86)	62%	(166)	5%	(13)	265
Trump Job Approve	32%	(82)	66%	(169)	2%	(4)	255
Trump Job Disapprove	34%	(82)	62%	(151)	5%	(12)	244
Trump Job Strongly Approve	26%	(38)	73%	(110)	1%	(1)	150
Trump Job Somewhat Approve	42%	(44)	56%	(59)	2%	(2)	105
Trump Job Somewhat Disapprove	42%	(17)	56%	(23)	3%	(1)	41
Trump Job Strongly Disapprove	32%	(65)	63%	(128)	5%	(11)	203

Continued on next page

Table BPCdem5_8: Do you currently provide the following benefits to your full-time employees?

Short term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	33%	(165)	64%	(326)	3%	(16)	507
#1 Issue: Economy	33%	(50)	64%	(96)	2%	(3)	149
#1 Issue: Security	34%	(43)	64%	(81)	2%	(2)	127
#1 Issue: Health Care	45%	(39)	50%	(44)	5%	(4)	88
#1 Issue: Medicare / Social Security	14%	(10)	83%	(57)	3%	(2)	69
#1 Issue: Women's Issues	33%	(6)	58%	(10)	8%	(1)	17
#1 Issue: Education	48%	(12)	52%	(13)	—	(0)	24
#1 Issue: Energy	16%	(3)	73%	(15)	11%	(2)	21
#1 Issue: Other	22%	(3)	78%	(11)	—	(0)	14
2018 House Vote: Democrat	37%	(73)	58%	(112)	5%	(10)	195
2018 House Vote: Republican	32%	(69)	68%	(148)	1%	(1)	219
2018 House Vote: Someone else	49%	(8)	42%	(7)	9%	(1)	16
2018 House Vote: Didn't Vote	20%	(15)	76%	(59)	4%	(3)	78
2016 Vote: Hillary Clinton	36%	(61)	59%	(99)	5%	(8)	169
2016 Vote: Donald Trump	34%	(72)	66%	(142)	1%	(1)	216
2016 Vote: Someone else	27%	(13)	70%	(33)	3%	(1)	47
2016 Vote: Didn't Vote	25%	(19)	69%	(52)	7%	(5)	75
Voted in 2014: Yes	35%	(135)	63%	(246)	3%	(10)	391
Voted in 2014: No	26%	(30)	69%	(81)	5%	(6)	117
2012 Vote: Barack Obama	39%	(73)	56%	(106)	5%	(9)	188
2012 Vote: Mitt Romney	30%	(57)	70%	(132)	—	(1)	189
2012 Vote: Other	28%	(6)	70%	(15)	2%	(0)	21
2012 Vote: Didn't Vote	27%	(29)	68%	(75)	5%	(6)	109
4-Region: Northeast	36%	(34)	62%	(58)	2%	(2)	93
4-Region: Midwest	28%	(34)	68%	(83)	4%	(5)	122
4-Region: South	32%	(60)	65%	(119)	3%	(6)	185
4-Region: West	35%	(37)	62%	(67)	3%	(3)	107
Age: 18-39	41%	(57)	53%	(73)	6%	(9)	139
Age: 40-59	40%	(70)	58%	(103)	2%	(3)	177
Age: 65+	20%	(38)	78%	(150)	2%	(4)	192
Small Business Owners	32%	(144)	65%	(296)	3%	(16)	455

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Table BPCdem5_8: Do you currently provide the following benefits to your full-time employees?

Short term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	33%	(165)	64%	(326)	3%	(16)	507
SB owners of 0-5 employees	10%	(16)	84%	(131)	5%	(8)	155
SB owners of 6-15 employees	34%	(35)	65%	(68)	1%	(2)	105
SB owners of 16-30 employees	46%	(55)	53%	(64)	1%	(2)	120
SB owners of 31-50 employees	50%	(38)	44%	(33)	5%	(4)	75
C-Level Executive	41%	(21)	59%	(31)	—	(0)	52

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

Table BPCdem5_9: Do you currently provide the following benefits to your full-time employees?

Long term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(114)	74%	(376)	3%	(17)	507
Gender: Male	26%	(65)	72%	(180)	2%	(5)	249
Gender: Female	19%	(50)	76%	(197)	5%	(12)	258
Age: 18-29	41%	(28)	52%	(36)	7%	(5)	69
Age: 30-44	31%	(32)	65%	(67)	5%	(5)	103
Age: 45-54	25%	(24)	72%	(69)	2%	(2)	95
Age: 55-64	22%	(20)	75%	(67)	3%	(3)	90
Age: 65+	7%	(10)	92%	(137)	2%	(2)	150
Generation Z: 18-21	60%	(13)	27%	(6)	13%	(3)	22
Millennial: Age 22-37	34%	(36)	61%	(63)	5%	(5)	104
Generation X: Age 38-53	27%	(35)	71%	(93)	2%	(2)	130
Boomers: Age 54-72	14%	(31)	84%	(191)	3%	(6)	228
PID: Dem (no lean)	23%	(33)	70%	(102)	7%	(10)	145
PID: Ind (no lean)	19%	(28)	78%	(118)	3%	(5)	151
PID: Rep (no lean)	25%	(52)	74%	(157)	1%	(2)	212
PID/Gender: Dem Men	27%	(17)	69%	(44)	5%	(3)	64
PID/Gender: Dem Women	20%	(16)	72%	(58)	8%	(7)	81
PID/Gender: Ind Men	19%	(14)	78%	(55)	2%	(2)	71
PID/Gender: Ind Women	18%	(15)	77%	(62)	4%	(3)	80
PID/Gender: Rep Men	30%	(34)	70%	(80)	—	(0)	114
PID/Gender: Rep Women	19%	(19)	79%	(77)	2%	(2)	97
Ideo: Liberal (1-3)	29%	(41)	65%	(92)	6%	(9)	142
Ideo: Moderate (4)	18%	(22)	80%	(97)	2%	(2)	121
Ideo: Conservative (5-7)	20%	(45)	78%	(173)	1%	(3)	220
Educ: < College	24%	(72)	71%	(210)	4%	(12)	294
Educ: Bachelors degree	21%	(28)	78%	(103)	1%	(2)	132
Educ: Post-grad	18%	(14)	79%	(64)	3%	(3)	81

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Table BPCdem5_9: Do you currently provide the following benefits to your full-time employees?
Long term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(114)	74%	(376)	3%	(17)	507
Income: Under 50k	19%	(34)	76%	(137)	5%	(9)	180
Income: 50k-100k	25%	(45)	72%	(131)	3%	(5)	181
Income: 100k+	24%	(35)	74%	(108)	2%	(3)	147
Ethnicity: White	20%	(83)	77%	(319)	3%	(11)	412
Ethnicity: Hispanic	42%	(24)	51%	(29)	7%	(4)	57
Ethnicity: Afr. Am.	36%	(22)	60%	(37)	4%	(3)	62
Ethnicity: Other	28%	(9)	60%	(20)	11%	(4)	33
Relig: Protestant	13%	(21)	85%	(138)	2%	(4)	163
Relig: Roman Catholic	26%	(24)	69%	(65)	5%	(5)	94
Relig: Something Else	27%	(9)	69%	(23)	4%	(1)	34
Relig: Jewish	26%	(8)	74%	(22)	—	(0)	30
Relig: Evangelical	13%	(26)	83%	(165)	5%	(9)	200
Relig: Non-Evang. Catholics	32%	(29)	67%	(60)	1%	(0)	90
Relig: All Christian	19%	(55)	78%	(226)	3%	(10)	290
Relig: All Non-Christian	40%	(17)	51%	(21)	8%	(3)	42
Community: Urban	27%	(34)	67%	(82)	6%	(7)	122
Community: Suburban	22%	(51)	76%	(180)	2%	(5)	236
Community: Rural	20%	(30)	77%	(114)	3%	(4)	149
Military HH: Yes	15%	(13)	84%	(76)	1%	(1)	91
Military HH: No	24%	(101)	72%	(300)	4%	(16)	417
RD/WT: Right Direction	25%	(60)	73%	(177)	2%	(4)	242
RD/WT: Wrong Track	20%	(54)	75%	(199)	5%	(13)	265
Trump Job Approve	26%	(66)	72%	(184)	2%	(5)	255
Trump Job Disapprove	20%	(48)	76%	(185)	5%	(12)	244
Trump Job Strongly Approve	25%	(38)	73%	(109)	2%	(3)	150
Trump Job Somewhat Approve	26%	(28)	71%	(75)	2%	(2)	105
Trump Job Somewhat Disapprove	26%	(11)	73%	(30)	1%	(0)	41
Trump Job Strongly Disapprove	18%	(37)	76%	(155)	6%	(11)	203

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Table BPCdem5_9: Do you currently provide the following benefits to your full-time employees?

Long term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(114)	74%	(376)	3%	(17)	507
#1 Issue: Economy	22%	(33)	77%	(115)	1%	(1)	149
#1 Issue: Security	23%	(29)	74%	(94)	3%	(4)	127
#1 Issue: Health Care	23%	(20)	71%	(63)	6%	(6)	88
#1 Issue: Medicare / Social Security	18%	(13)	79%	(54)	3%	(2)	69
#1 Issue: Women's Issues	26%	(4)	60%	(10)	14%	(2)	17
#1 Issue: Education	48%	(11)	52%	(13)	—	(0)	24
#1 Issue: Energy	8%	(2)	81%	(17)	11%	(2)	21
#1 Issue: Other	17%	(2)	83%	(11)	—	(0)	14
2018 House Vote: Democrat	23%	(45)	71%	(139)	6%	(11)	195
2018 House Vote: Republican	24%	(53)	75%	(163)	1%	(3)	219
2018 House Vote: Someone else	28%	(4)	67%	(11)	5%	(1)	16
2018 House Vote: Didn't Vote	16%	(12)	82%	(63)	2%	(2)	78
2016 Vote: Hillary Clinton	25%	(41)	70%	(118)	6%	(9)	169
2016 Vote: Donald Trump	24%	(51)	75%	(161)	2%	(4)	216
2016 Vote: Someone else	19%	(9)	81%	(38)	—	(0)	47
2016 Vote: Didn't Vote	17%	(12)	78%	(59)	5%	(4)	75
Voted in 2014: Yes	22%	(84)	76%	(295)	3%	(11)	391
Voted in 2014: No	25%	(30)	70%	(81)	5%	(6)	117
2012 Vote: Barack Obama	22%	(42)	73%	(137)	5%	(9)	188
2012 Vote: Mitt Romney	21%	(41)	78%	(148)	—	(0)	189
2012 Vote: Other	18%	(4)	80%	(17)	2%	(0)	21
2012 Vote: Didn't Vote	25%	(27)	68%	(75)	7%	(7)	109
4-Region: Northeast	28%	(26)	71%	(66)	1%	(1)	93
4-Region: Midwest	17%	(20)	79%	(97)	4%	(5)	122
4-Region: South	24%	(44)	73%	(135)	3%	(5)	185
4-Region: West	22%	(24)	73%	(78)	5%	(5)	107
Age: 18-39	36%	(50)	58%	(81)	6%	(8)	139
Age: 40-59	26%	(46)	71%	(125)	3%	(6)	177
Age: 65+	9%	(18)	89%	(171)	2%	(3)	192
Small Business Owners	22%	(100)	74%	(338)	4%	(17)	455

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Table BPCdem5_9: Do you currently provide the following benefits to your full-time employees?

Long term disability

Demographic	Yes		No		Don't know/No opinion		Total N
Small Business Owners, Executives	23%	(114)	74%	(376)	3%	(17)	507
SB owners of 0-5 employees	6%	(9)	89%	(139)	5%	(8)	155
SB owners of 6-15 employees	20%	(21)	78%	(82)	2%	(3)	105
SB owners of 16-30 employees	30%	(36)	68%	(82)	2%	(2)	120
SB owners of 31-50 employees	46%	(35)	48%	(36)	6%	(4)	75
C-Level Executive	26%	(14)	74%	(38)	—	(0)	52

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	Small Business Owners, Executives	507	100%
xdemGender	Gender: Male	249	49%
	Gender: Female	258	51%
	N	507	
age5	Age: 18-29	69	14%
	Age: 30-44	103	20%
	Age: 45-54	95	19%
	Age: 55-64	90	18%
	Age: 65+	150	30%
	N	507	
demAgeGeneration	Generation Z: 18-21	22	4%
	Millennial: Age 22-37	104	21%
	Generation X: Age 38-53	130	26%
	Boomers: Age 54-72	228	45%
	N	484	
xpid3	PID: Dem (no lean)	145	29%
	PID: Ind (no lean)	151	30%
	PID: Rep (no lean)	212	42%
	N	507	
xpidGender	PID/Gender: Dem Men	64	13%
	PID/Gender: Dem Women	81	16%
	PID/Gender: Ind Men	71	14%
	PID/Gender: Ind Women	80	16%
	PID/Gender: Rep Men	114	23%
	PID/Gender: Rep Women	97	19%
	N	507	
xdemIdeo3	Ideo: Liberal (1-3)	142	28%
	Ideo: Moderate (4)	121	24%
	Ideo: Conservative (5-7)	220	43%
	N	483	
xeduc3	Educ: < College	294	58%
	Educ: Bachelors degree	132	26%
	Educ: Post-grad	81	16%
	N	507	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
xdemInc3	Income: Under 50k	180	35%
	Income: 50k-100k	181	36%
	Income: 100k+	147	29%
	N	507	
xdemWhite	Ethnicity: White	412	81%
xdemHispBin	Ethnicity: Hispanic	57	11%
demBlackBin	Ethnicity: Afr. Am.	62	12%
demRaceOther	Ethnicity: Other	33	7%
xrelNet	Relig: Protestant	163	32%
	Relig: Roman Catholic	94	18%
	Relig: Something Else	34	7%
	N	290	
xreligion1	Relig: Jewish	30	6%
xreligion2	Relig: Evangelical	200	39%
	Relig: Non-Evang. Catholics	90	18%
	N	290	
xreligion3	Relig: All Christian	290	57%
	Relig: All Non-Christian	42	8%
	N	332	
xdemUsr	Community: Urban	122	24%
	Community: Suburban	236	47%
	Community: Rural	149	29%
	N	507	
xdemMilHH1	Military HH: Yes	91	18%
	Military HH: No	417	82%
	N	507	
xnrl	RD/WT: Right Direction	242	48%
	RD/WT: Wrong Track	265	52%
	N	507	
Trump_Approve	Trump Job Approve	255	50%
	Trump Job Disapprove	244	48%
	N	499	

Continued on next page

Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
Trump_Approve2	Trump Job Strongly Approve	150	30%
	Trump Job Somewhat Approve	105	21%
	Trump Job Somewhat Disapprove	41	8%
	Trump Job Strongly Disapprove	203	40%
	N	499	
xnr3	#1 Issue: Economy	149	29%
	#1 Issue: Security	127	25%
	#1 Issue: Health Care	88	17%
	#1 Issue: Medicare / Social Security	69	14%
	#1 Issue: Women's Issues	17	3%
	#1 Issue: Education	24	5%
	#1 Issue: Energy	21	4%
	#1 Issue: Other	14	3%
	N	507	
xsubVote18O	2018 House Vote: Democrat	195	38%
	2018 House Vote: Republican	219	43%
	2018 House Vote: Someone else	16	3%
	2018 House Vote: Didnt Vote	78	15%
	N	507	
xsubVote16O	2016 Vote: Hillary Clinton	169	33%
	2016 Vote: Donald Trump	216	43%
	2016 Vote: Someone else	47	9%
	2016 Vote: Didnt Vote	75	15%
	N	507	
xsubVote14O	Voted in 2014: Yes	391	77%
	Voted in 2014: No	117	23%
	N	507	
xsubVote12O	2012 Vote: Barack Obama	188	37%
	2012 Vote: Mitt Romney	189	37%
	2012 Vote: Other	21	4%
	2012 Vote: Didn't Vote	109	22%
	N	507	
xreg4	4-Region: Northeast	93	18%
	4-Region: Midwest	122	24%
	4-Region: South	185	36%
	4-Region: West	107	21%
	N	507	

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Summary Statistics of Survey Respondent Demographics

Demographic	Group	Frequency	Percentage
age_3	Age: 18-39	139	27%
	Age: 40-59	177	35%
	Age: 65+	192	38%
	N	507	
BPCdem1a	Small Business Owners	455	90%
BPCdem2_group	SB owners of 0-5 employees	155	31%
	SB owners of 6-15 employees	105	21%
	SB owners of 16-30 employees	120	24%
	SB owners of 31-50 employees	75	15%
	N	455	
BPCdem4	C-Level Executive	52	10%

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

