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| **Appendix 1: Structured Interview Guide** | |
| Pregnancy | * Tell me about your experience being pregnant as it pertains to work. * What was the most difficult part of this experience? * What was a positive experience? * How would you optimize this experience? |
| Parental Leave | * Tell me about your experience with parental leave. * What was the most difficult part of this experience? * What was a positive experience? * How would you optimize this experience?   Probe:   * Was this the amount of time you wanted to take? * Was it paid or unpaid, and by whom? |
| Return To Work | * Tell me about your experience returning to work. * What was the most difficult part of this experience? * What was a positive experience? * How would you optimize this experience?   Probe:   * What was your experience with breastfeeding or pumping? * What was your experience with your colleagues’ perceptions? * Did parental leave affect professional opportunities? |