**Methodological Appendix (for Online Supplement):**

Using company data on all eligible employees, we investigated response bias with bivariate analysis. Women were significantly more likely to complete the baseline survey (77% vs. 66% for men), white employees were significantly less likely to participate (66% vs. 74% for nonwhite employees), and participants were younger on average (mean age of 45.7 years vs. 47.9 years for nonparticipants). We also compared the respondents who completed both survey waves to the sample of 106 employees who completed baseline but not six months. We found that the Wave-1-only sample was significantly younger and reported significantly lower job demands at baseline. There is no evidence of differential retention; the Wave-1-only sample was not significantly different (at baseline) from those who completed both waves on experimental condition, schedule control, supervisor support, work-family conflict, time adequacy, work hours, or other demographics.

The randomization process described above should ensure the study groups allocated to intervention and usual practice are balanced on these specified characteristics (i.e., size of group, core or ancillary job function, VP organization) but we provide Appendix Table A to investigate the baseline values of work-family outcomes, perceived work environment, demographics, and family demands of employees by condition, for the 694 employees in the analytic sample. We find very similar values for baseline levels of the outcomes investigated here (e.g., mean of 3.85 for supervisor support for family and personal life in both conditions). The samples are also balanced in other assessments of the work environment, key demographics, and family demands. Using t-tests to compare means by condition, we found only one significant difference at the p<.05 level. Employees randomized to STAR report significantly longer tenure than those randomized to usual practice. Tenure is not hypothesized to affect any of the outcomes, nor is it commonly included as a central variable in research on work-family conflict. Overall, Appendix Table A reassures us that randomization worked to create comparable groups and therefore we can analyze the effects of STAR without needing to adjust for individual characteristics.

De-identified data from the Work, Family, and Health Network will be available through [www.workfamilyhealthnetwork.org](http://www.workfamilyhealthnetwork.org). This site will provide public use data and application instructions for additional restricted data. Our expectation is that public use data will be available by the end of 2014. Materials related to the STAR intervention will also be available on that site. Coding syntax and statistical commands may be obtained by request to the first author.