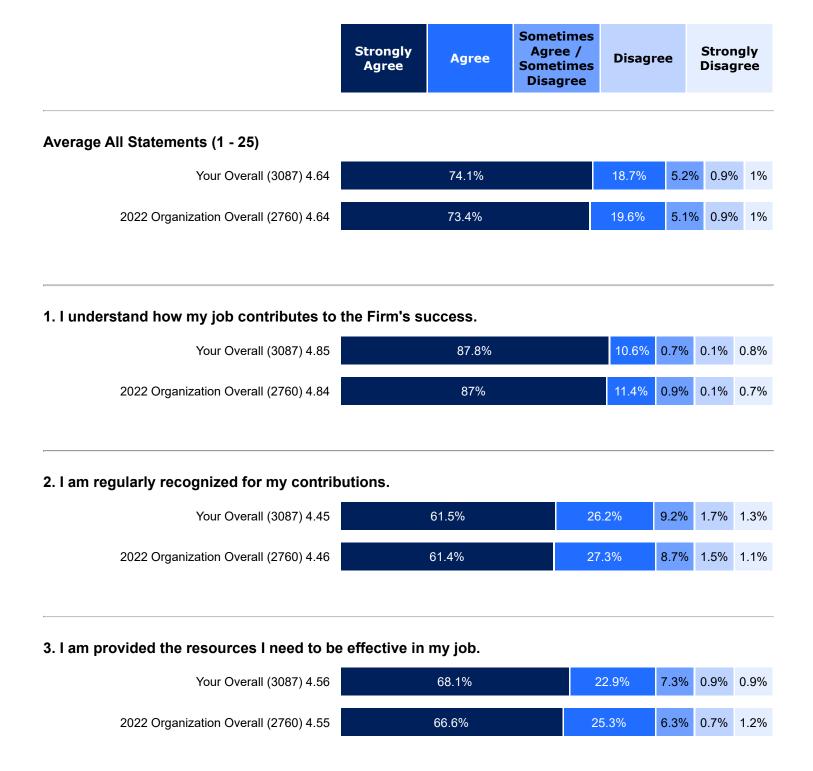
## **2023 Work Environment Survey**

### **Pinnacle Financial Partners**

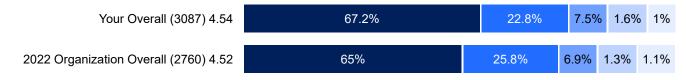
**Overall** 

**Over All** 

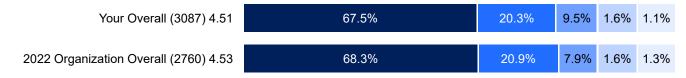




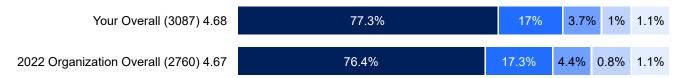
#### 4. I am given a real opportunity to develop my skills in the Firm.



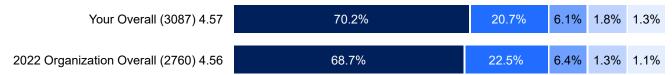
#### 5. There is a sense that we are all on the same team at the Firm.

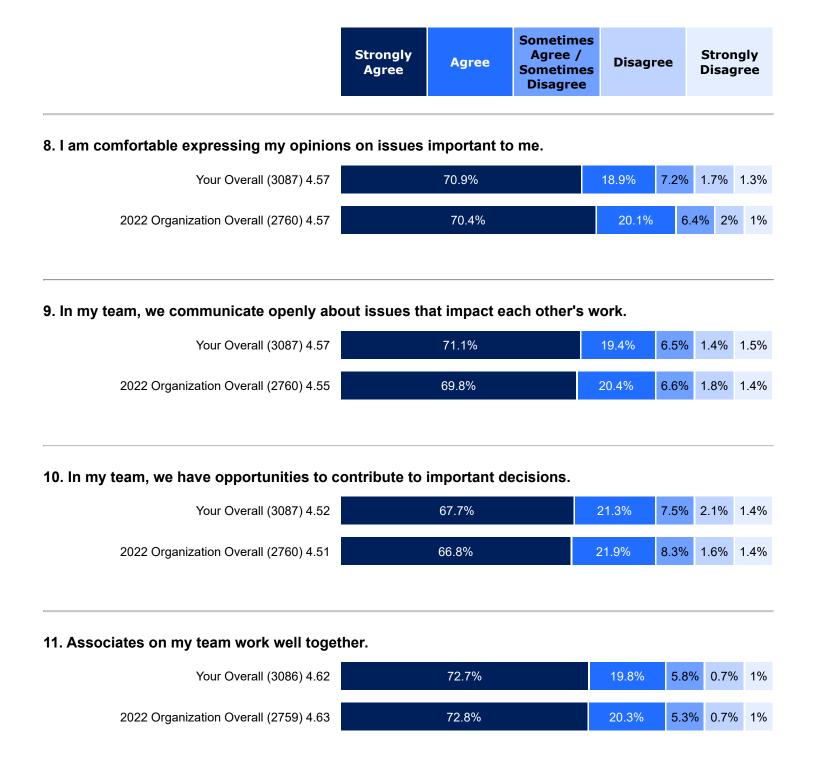


#### 6. My manager makes his/her expectations clear.



#### 7. I receive feedback on a regular basis from my manager that helps me.





	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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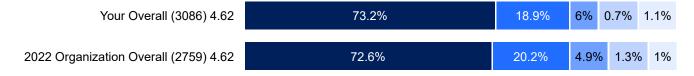
#### 12. Our performance appraisal process accurately measures my job performance.

Your Overall (3086) 4.5	62.5%	28.4%	6.7%	1.3%	1.1%
2022 Organization Overall (2759) 4.47	60.8%	28.8%	7.9%	1.4%	1.1%

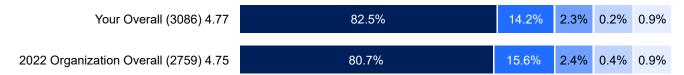
#### 13. I can count on associates to cooperate across teams.

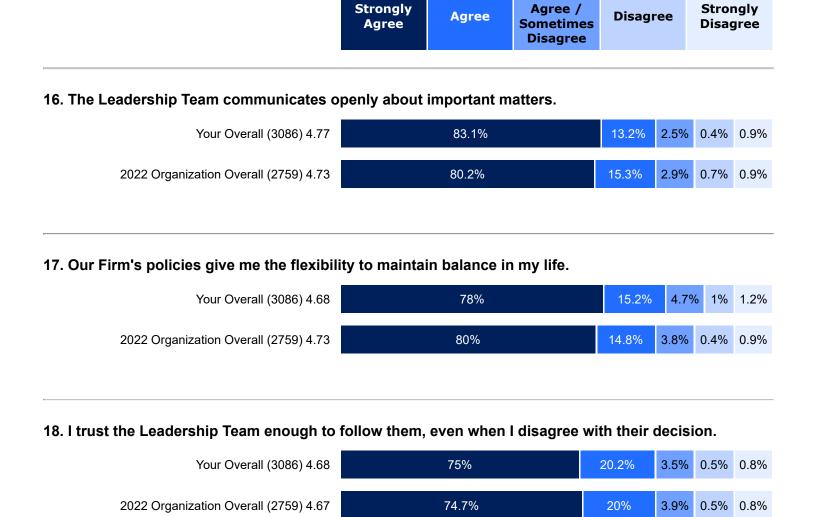
Your Overall (3086) 4.48	62.2%	26.2%	9.8%	0.9%	0.9%
2022 Organization Overall (2759) 4.48	61.6%	28%	8.3%	1.3%	0.9%

#### 14. Our Firm's policies and practices ensure fair treatment for all associates.



#### 15. The Leadership Team provides a clear direction for this Firm's future.





Sometimes

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85.2%

84.4%

10.8%

11.7%

2.9%

2.4%

0.4% 0.8%

0.5% 0.9%

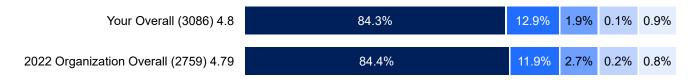
19. Our Firm's culture is special - something you don't find just anywhere.

Your Overall (3086) 4.79

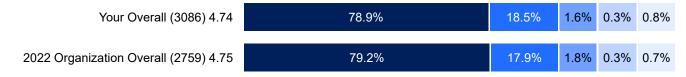
2022 Organization Overall (2759) 4.78

Agree Agree / Sometimes Disagree Disagree Disagree		Strongly Agree	Agree		Disagree	Strongly Disagree	
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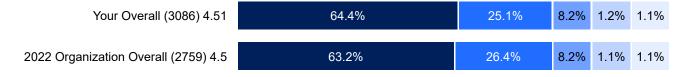
#### 20. This is a great Firm where associates want to work.



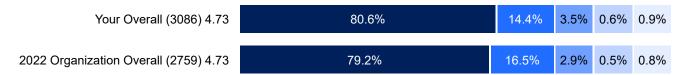
#### 21. There are associates here who I consider my friend.



#### 22. When I offer a new idea, I believe it will be fully considered.

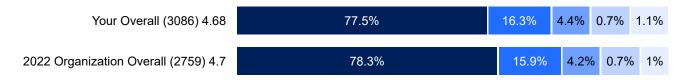


#### 23. The Leadership Team shows a genuine interest in the well-being of associates.

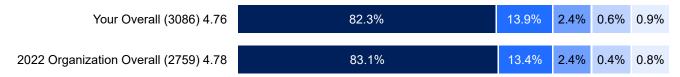




#### 24. I believe what I am told by my manager.



#### 25. I am given the responsibility and freedom to do my job.



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	Dispersion Coverage disp Work	American		Black		Turo or				
	Pinnacle's Corresponding Work	Indian			Himania	Two or		Floor		
	Environment Question(s)	Alaska	Anima	African	Hispanic	More	White	Firm 2022	Minorities	Managa
	(Race/Ethnicity)	Native	Asian	American	Latino	Races	wnite	2022	iviinorities	Women
		5	56	306	94	33	2472	3087	494	
	Population Percentage	1.01%	11.34%	61.94%	19.03%	6.68%			Weighted Avg.	
1	I understand how my job contributes to the Firm's success.	100	98	99	100	100	99	98	99	98
2	I am regularly recognized for my contributions.	100	91	86	94	82	88	88	88	87
3	I am provided the resources I need to be effective in my job.	100	91	89	95	91	91	91	91	91
4	I am given a real opportunity to develop my skills in the Firm.	100	93	90	91	88	90	90	90	89
5	There is a sense that we are all on the same team at the Firm.	100	86	87	93	82	88	88	88	86
6	My manager makes his/her expectations clear.	100	96	94	91	94	95	94	94	93
7	I receive feedback on a regular basis from my manager that helps me.	100	88	91	91	91	91	91	91	90
8	I am comfortable expressing my opinions on issues important to me.	100	93	86	88	85	91	90	87	89
9	In my team, we communicate openly about issues that impact each other's work.	100	98	87	88	88	91	91	89	89
10	In my team, we have opportunities to contribute to important decisions.	100	96	89	93	91	89	89	91	88
11	Associates on my team work well together.	80	91	92	94	94	93	92	92	91
12	Our performance appraisal process accurately measures my job performance.	80	91	91	90	94	91	91	91	90
13	I can count on associates to cooperate across teams.	100	89	91	93	79	88	88	90	88
14	Our Firm's policies and practices ensure fair treatment for all associates.	80	93	91	93	91	92	92	91	91
15	The Leadership Team provides a clear direction for this Firm's future.	100	95	98	98	100	97	97	98	97
16	The Leadership Team communicates openly about important matters.	100	96	97	97	100	97	96	97	96
17	Our Firm's policies give me the flexibility to maintain balance in my life.	80	96	93	97	97	93	93	94	92
	I trust the Leadership Team enough to follow them, even when I disagree with									
18	their decision.	80	96	96	96	97	95	95	96	95
19	Our Firm's culture is special - something you don't find just anywhere.	100	93	97	98	97	96	96	97	96
20	This is a great Firm where associates want to work.	100	96	98	100	100	97	97	98	97
21	There are associates here who I consider my friend.	100	95	96	99	91	98	97	96	98
22	When I offer a new idea, I believe it will be fully considered.	80	93	88	90	94	90	90	89	89
23	The Leadership Team shows a genuine interest in the well-being of associates.	100	95	95	99	97	95	95	96	95
24	I believe what I am told by my manager.	100	95	93	94	97	94	94	94	93
25	I am given the responsibility and freedom to do my job.	100	96	96	97	94	96	96	96	96
	Overall Work Environment Average Score	95	94	92	94	93	93	93	93	92