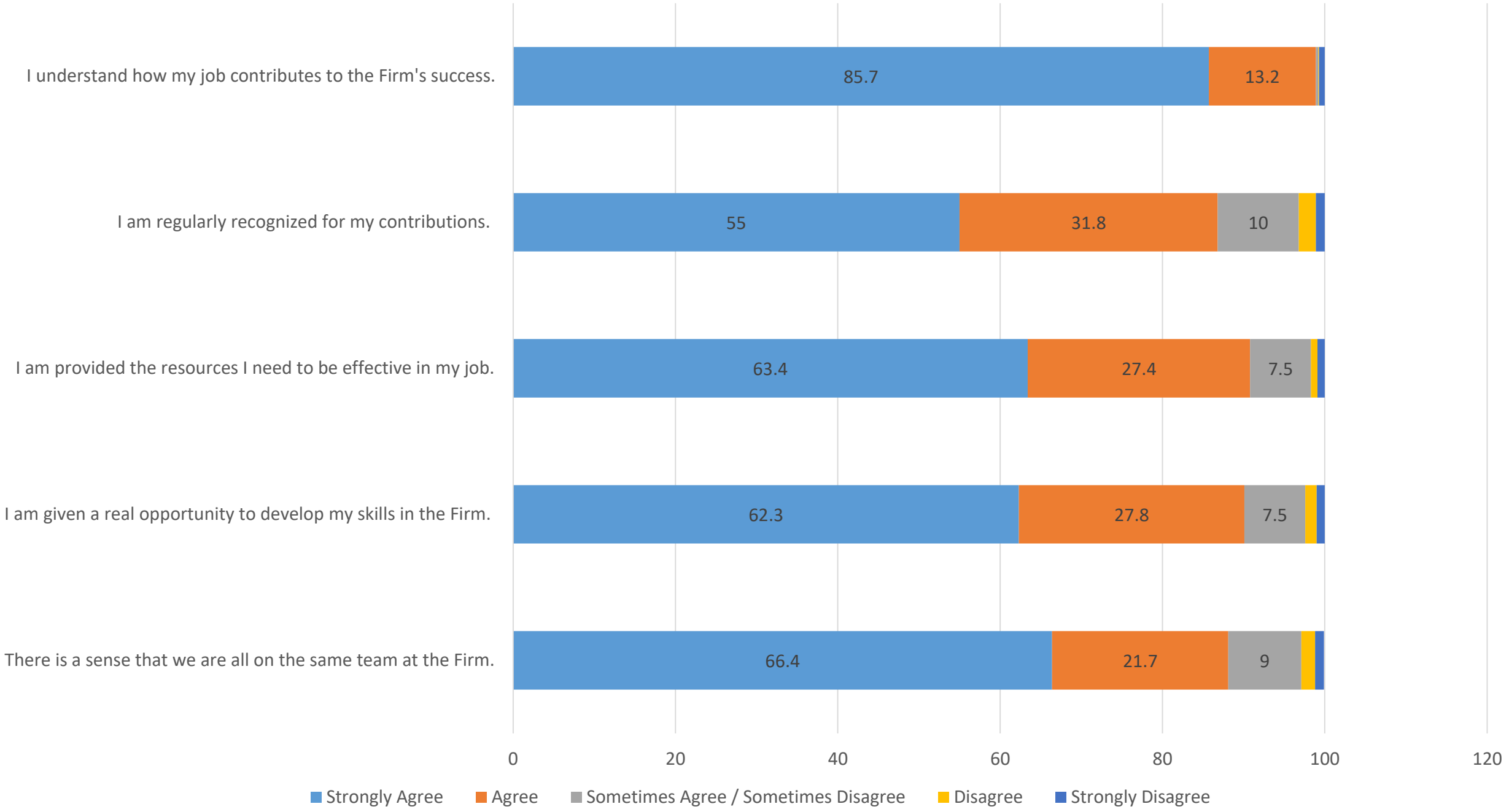
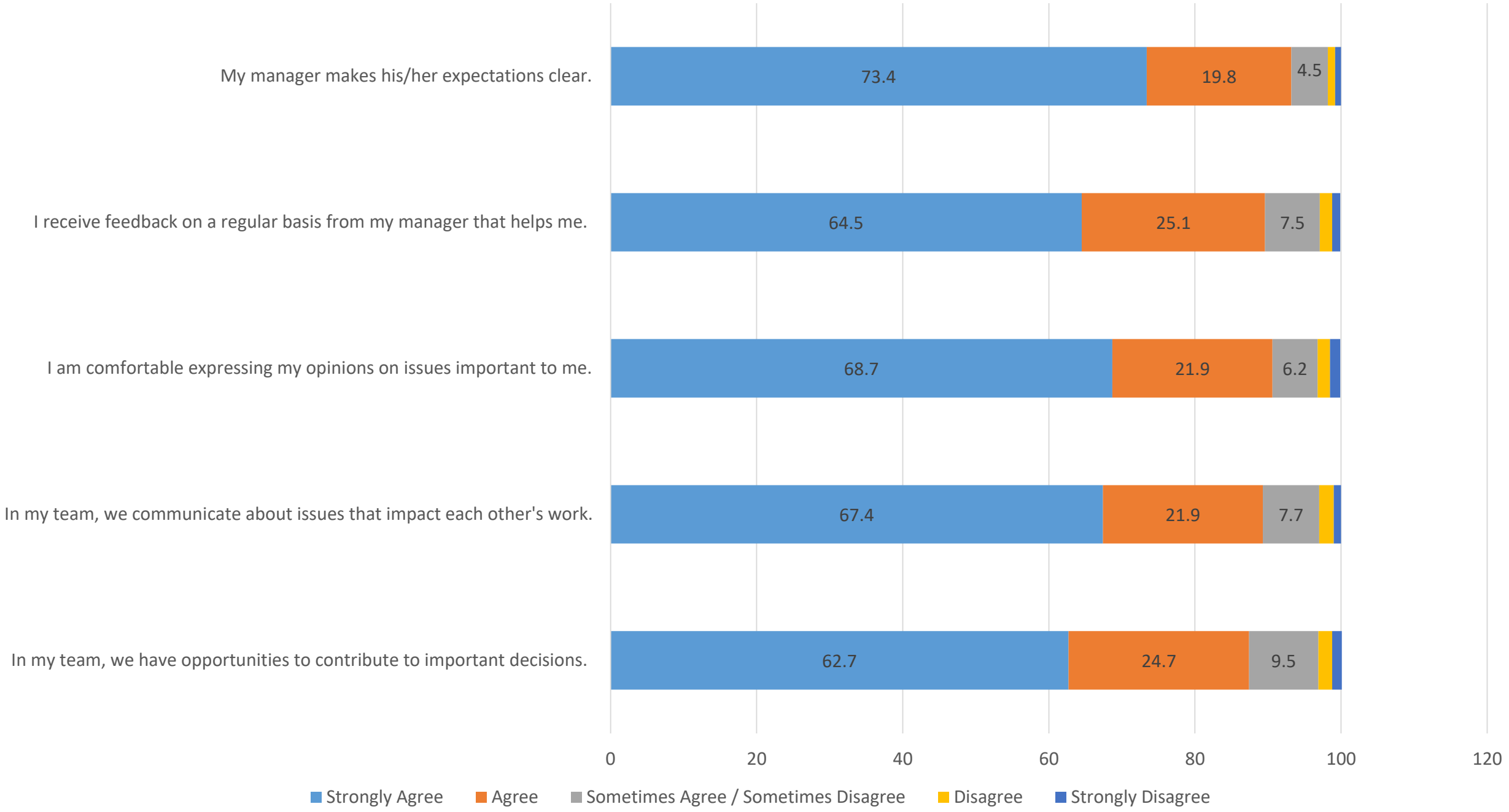
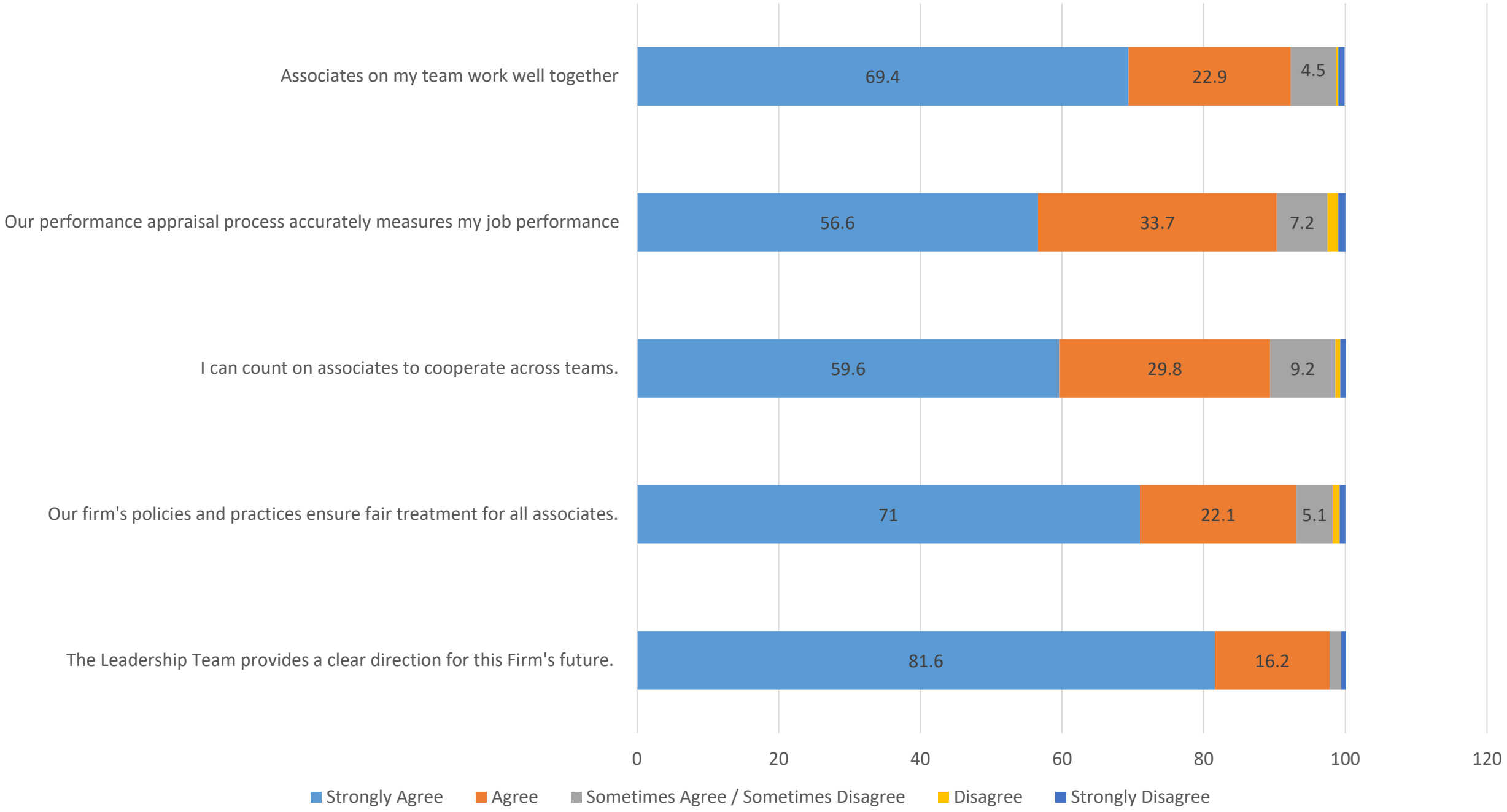
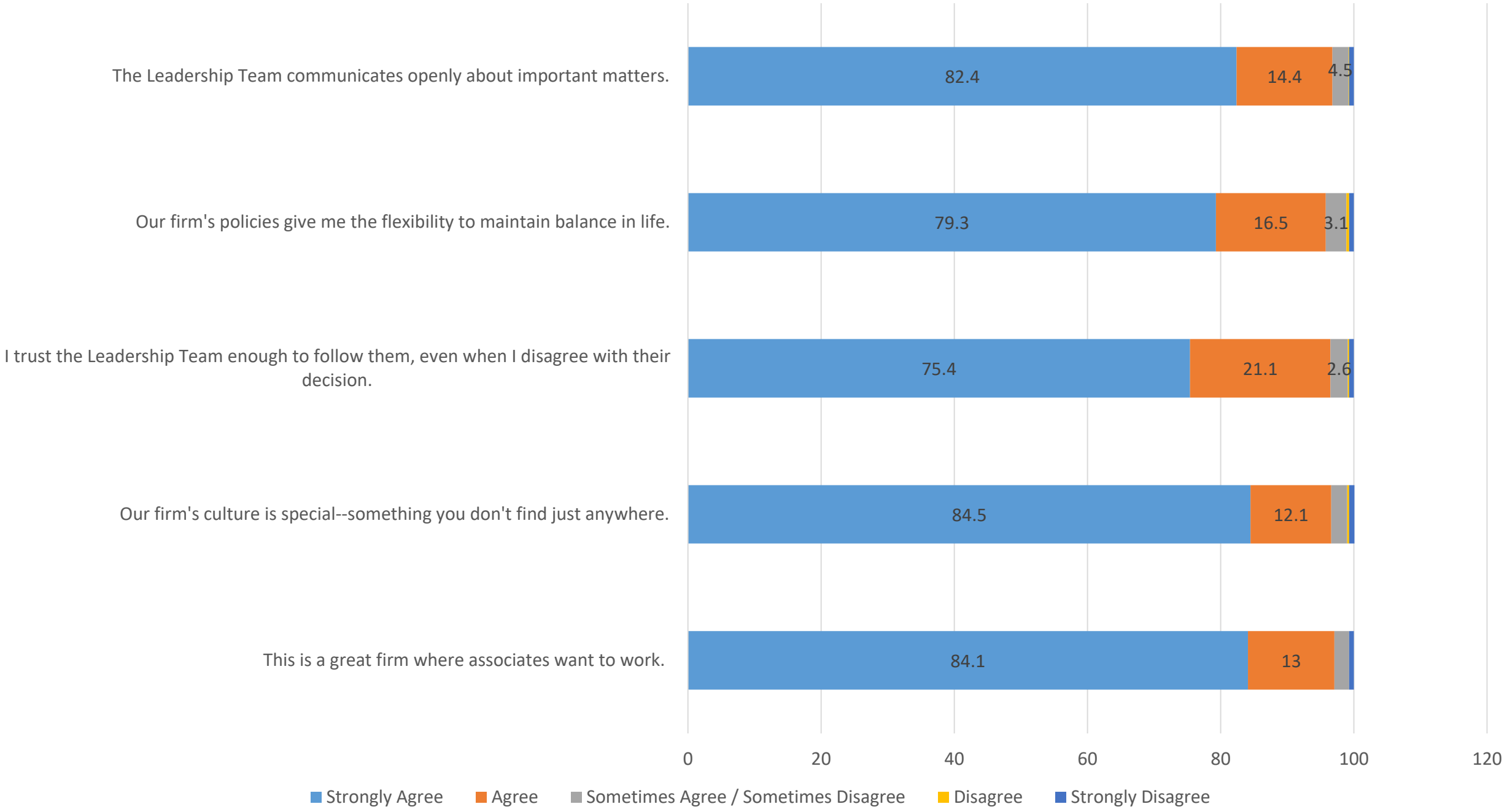
Pinnacle℠
FINANCIAL PARTNERS

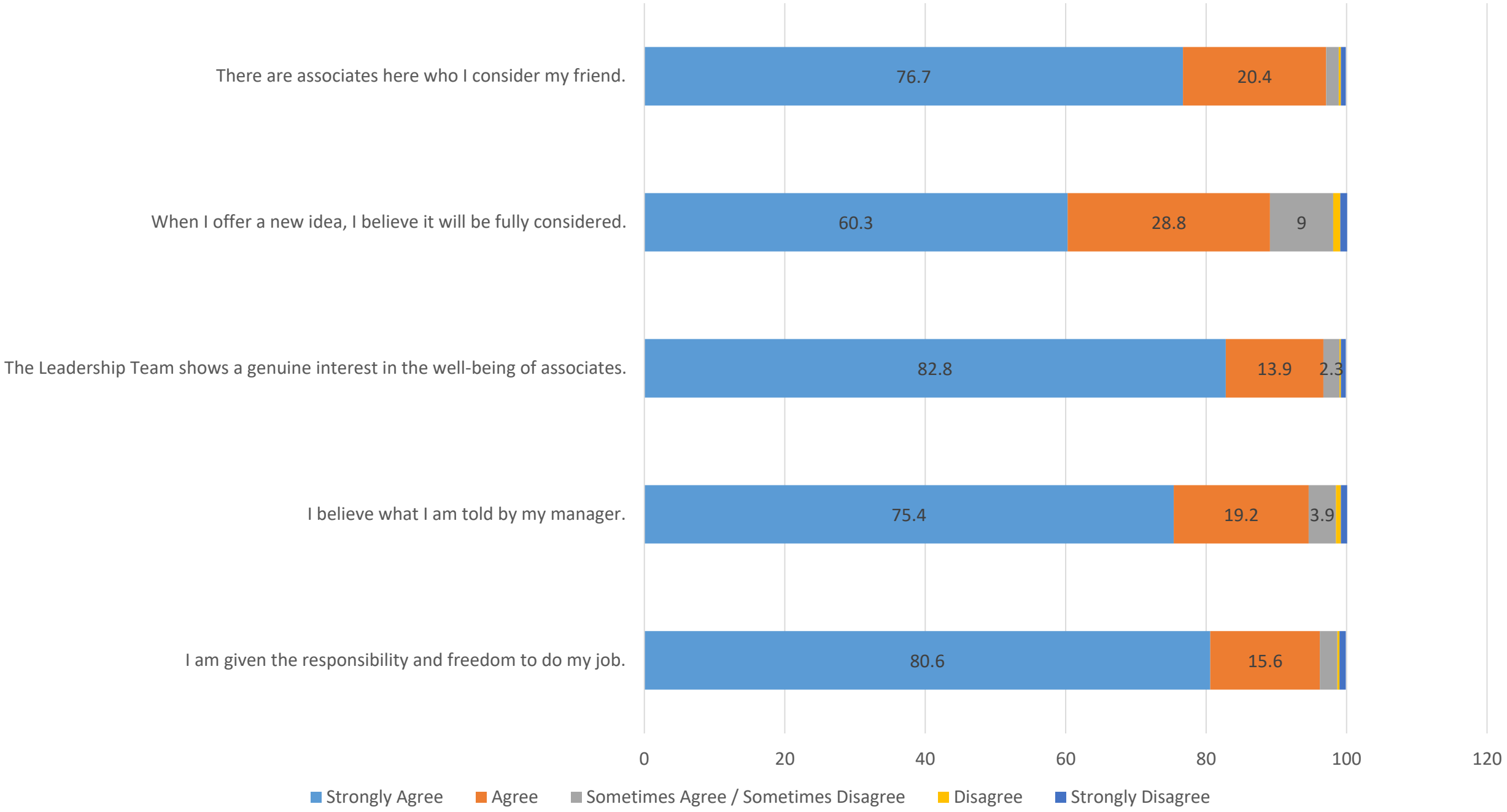
Work Environment Survey Results 2020


I understand how my job contributes to the Firm's success.
85.7
13.2
I am regularly recognized for my contributions.
55
31.8
10
I am provided the resources I need to be effective in my job.
63.4
27.4
7.5
I am given a real opportunity to develop my skills in the Firm.
62.3
27.8
7.5
There is a sense that we are all on the same team at the Firm.
66.4
21.7
9
0
20
40
60
80
100
120
Strongly Agree
Agree
Sometimes Agree / Sometimes Disagree
Disagree
Strongly Disagree


My manager makes his/her expectations clear.
73.4
19.8
4.5
I receive feedback on a regular basis from my manager that helps me.
64.5
25.1
7.5
I am comfortable expressing my opinions on issues important to me.
68.7
21.9
6.2
In my team, we communicate about issues that impact each other's work.
67.4
21.9
7.7
In my team, we have opportunities to contribute to important decisions.
62.7
24.7
9.5
0
20
40
60
80
100
120
Strongly Agree
Agree
Sometimes Agree / Sometimes Disagree
Disagree
Strongly Disagree


Associates on my team work well together
69.4
22.9
4.5
Our performance appraisal process accurately measures my job performance
56.6
33.7
7.2
I can count on associates to cooperate across teams.
59.6
29.8
9.2
Our firm's policies and practices ensure fair treatment for all associates.
71
22.1
5.1
The Leadership Team provides a clear direction for this Firm's future.
81.6
16.2
0
20
40
60
80
100
120
Strongly Agree
Agree
Sometimes Agree / Sometimes Disagree
Disagree
Strongly Disagree


The Leadership Team communicates openly about important matters.
82.4
14.4
4.5
Our firm's policies give me the flexibility to maintain balance in life.
79.3
16.5
3.1
I trust the Leadership Team enough to follow them, even when I disagree with their decision.
75.4
21.1
2.6
Our firm's culture is special--something you don't find just anywhere.
84.5
12.1
This is a great firm where associates want to work.
84.1
13
0
20
40
60
80
100
120
Strongly Agree
Agree
Sometimes Agree / Sometimes Disagree
Disagree
Strongly Disagree


There are associates here who I consider my friend.
76.7
20.4
When I offer a new idea, I believe it will be fully considered.
60.3
28.8
9
The Leadership Team shows a genuine interest in the well-being of associates.
82.8
13.9
2.3
I believe what I am told by my manager.
75.4
19.2
3.9
I am given the responsibility and freedom to do my job.
80.6
15.6
0
20
40
60
80
100
120
Strongly Agree
Agree
Sometimes Agree / Sometimes Disagree
Disagree
Strongly Disagree