

2023 Work Environment Survey

Pinnacle Financial Partners

Overall

Over All

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

Average All Statements (1 - 25)

Your Overall (3087) 4.64	74.1%	18.7%	5.2%	0.9%	1%
2022 Organization Overall (2760) 4.64	73.4%	19.6%	5.1%	0.9%	1%

1. I understand how my job contributes to the Firm's success.

Your Overall (3087) 4.85	87.8%	10.6%	0.7%	0.1%	0.8%
2022 Organization Overall (2760) 4.84	87%	11.4%	0.9%	0.1%	0.7%

2. I am regularly recognized for my contributions.

Your Overall (3087) 4.45	61.5%	26.2%	9.2%	1.7%	1.3%
2022 Organization Overall (2760) 4.46	61.4%	27.3%	8.7%	1.5%	1.1%

3. I am provided the resources I need to be effective in my job.

Your Overall (3087) 4.56	68.1%	22.9%	7.3%	0.9%	0.9%
2022 Organization Overall (2760) 4.55	66.6%	25.3%	6.3%	0.7%	1.2%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

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

Your Overall (3087) 4.54	67.2%	22.8%	7.5%	1.6%	1%
2022 Organization Overall (2760) 4.52	65%	25.8%	6.9%	1.3%	1.1%

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

Your Overall (3087) 4.51	67.5%	20.3%	9.5%	1.6%	1.1%
2022 Organization Overall (2760) 4.53	68.3%	20.9%	7.9%	1.6%	1.3%

6. My manager makes his/her expectations clear.

Your Overall (3087) 4.68	77.3%	17%	3.7%	1%	1.1%
2022 Organization Overall (2760) 4.67	76.4%	17.3%	4.4%	0.8%	1.1%

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

Your Overall (3087) 4.57	70.2%	20.7%	6.1%	1.8%	1.3%
2022 Organization Overall (2760) 4.56	68.7%	22.5%	6.4%	1.3%	1.1%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

8. I am comfortable expressing my opinions on issues important to me.

Your Overall (3087) 4.57	70.9%	18.9%	7.2%	1.7%	1.3%
2022 Organization Overall (2760) 4.57	70.4%	20.1%	6.4%	2%	1%

9. In my team, we communicate openly about issues that impact each other's work.

Your Overall (3087) 4.57	71.1%	19.4%	6.5%	1.4%	1.5%
2022 Organization Overall (2760) 4.55	69.8%	20.4%	6.6%	1.8%	1.4%

10. In my team, we have opportunities to contribute to important decisions.

Your Overall (3087) 4.52	67.7%	21.3%	7.5%	2.1%	1.4%
2022 Organization Overall (2760) 4.51	66.8%	21.9%	8.3%	1.6%	1.4%

11. Associates on my team work well together.

Your Overall (3086) 4.62	72.7%	19.8%	5.8%	0.7%	1%
2022 Organization Overall (2759) 4.63	72.8%	20.3%	5.3%	0.7%	1%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
--	-----------------------	--------------	---	-----------------	--------------------------

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.

Your Overall (3086) 4.62	73.2%	18.9%	6%	0.7%	1.1%
2022 Organization Overall (2759) 4.62	72.6%	20.2%	4.9%	1.3%	1%

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

Your Overall (3086) 4.77	82.5%	14.2%	2.3%	0.2%	0.9%
2022 Organization Overall (2759) 4.75	80.7%	15.6%	2.4%	0.4%	0.9%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

16. The Leadership Team communicates openly about important matters.

Your Overall (3086) 4.77	83.1%	13.2%	2.5%	0.4%	0.9%
2022 Organization Overall (2759) 4.73	80.2%	15.3%	2.9%	0.7%	0.9%

17. Our Firm's policies give me the flexibility to maintain balance in my life.

Your Overall (3086) 4.68	78%	15.2%	4.7%	1%	1.2%
2022 Organization Overall (2759) 4.73	80%	14.8%	3.8%	0.4%	0.9%

18. I trust the Leadership Team enough to follow them, even when I disagree with their decision.

Your Overall (3086) 4.68	75%	20.2%	3.5%	0.5%	0.8%
2022 Organization Overall (2759) 4.67	74.7%	20%	3.9%	0.5%	0.8%

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

Your Overall (3086) 4.79	85.2%	10.8%	2.9%	0.4%	0.8%
2022 Organization Overall (2759) 4.78	84.4%	11.7%	2.4%	0.5%	0.9%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
--	-----------------------	--------------	---	-----------------	--------------------------

20. This is a great Firm where associates want to work.

Your Overall (3086) 4.8	84.3%	12.9%	1.9%	0.1%	0.9%
2022 Organization Overall (2759) 4.79	84.4%	11.9%	2.7%	0.2%	0.8%

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

Your Overall (3086) 4.74	78.9%	18.5%	1.6%	0.3%	0.8%
2022 Organization Overall (2759) 4.75	79.2%	17.9%	1.8%	0.3%	0.7%

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

Your Overall (3086) 4.51	64.4%	25.1%	8.2%	1.2%	1.1%
2022 Organization Overall (2759) 4.5	63.2%	26.4%	8.2%	1.1%	1.1%

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

Your Overall (3086) 4.73	80.6%	14.4%	3.5%	0.6%	0.9%
2022 Organization Overall (2759) 4.73	79.2%	16.5%	2.9%	0.5%	0.8%

ModernThink
2023 Work Environment Survey
Pinnacle Financial Partners

Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
----------------	-------	--------------------------------------	----------	-------------------

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

Your Overall (3086) 4.68	77.5%	16.3%	4.4%	0.7%	1.1%
2022 Organization Overall (2759) 4.7	78.3%	15.9%	4.2%	0.7%	1%

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

Your Overall (3086) 4.76	82.3%	13.9%	2.4%	0.6%	0.9%
2022 Organization Overall (2759) 4.78	83.1%	13.4%	2.4%	0.4%	0.8%