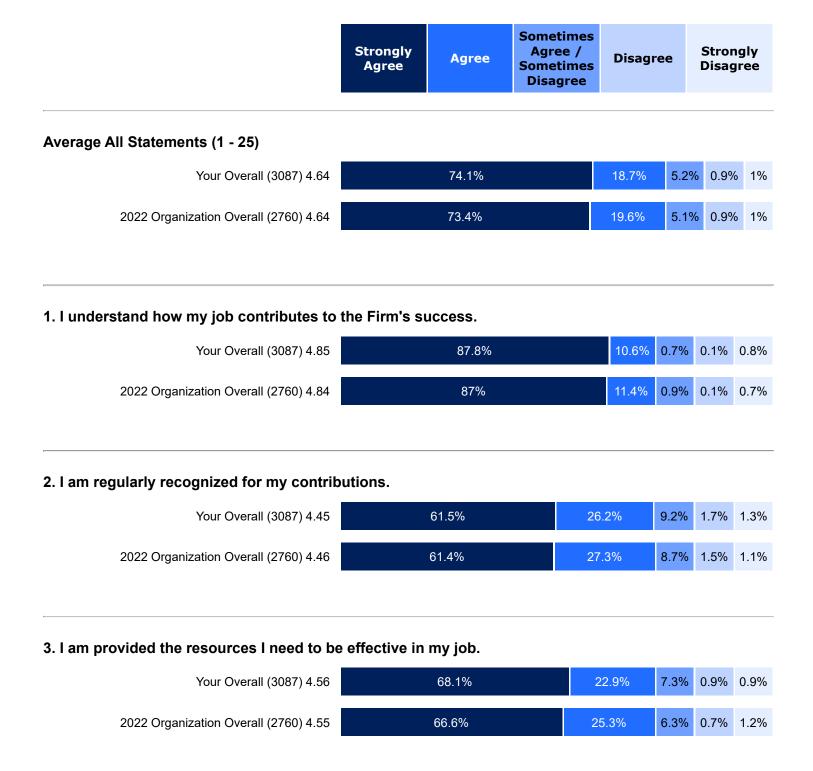
2023 Work Environment Survey

Pinnacle Financial Partners

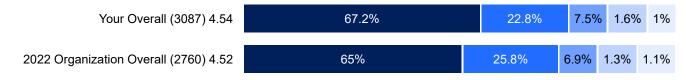
Overall

Over All

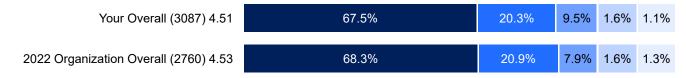




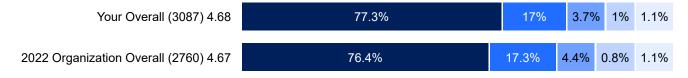
4. I am given a real opportunity to develop my skills in the Firm.



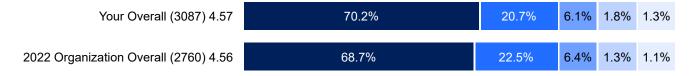
5. There is a sense that we are all on the same team at the Firm.

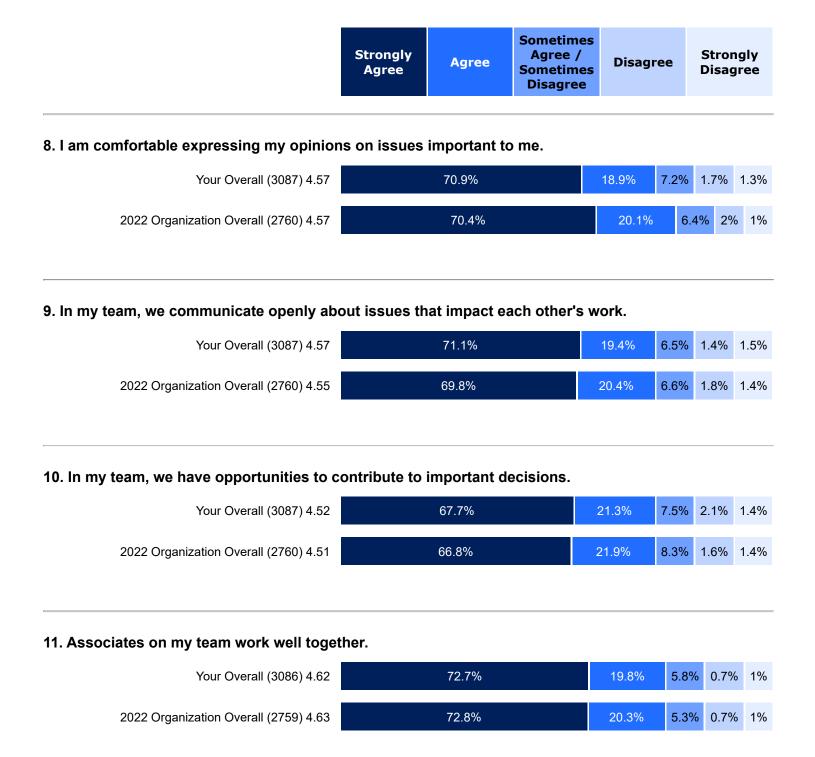


6. My manager makes his/her expectations clear.



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







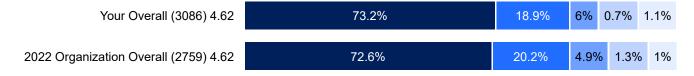
12. Our performance appraisal process accurately measures my job performance.

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%

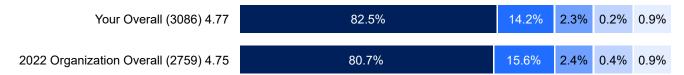
13. I can count on associates to cooperate across teams.

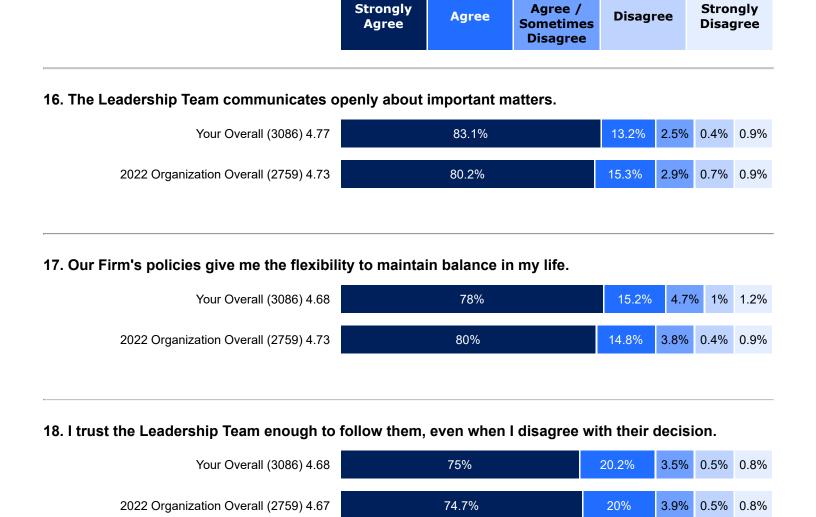
Your Overall (3086) 4.48	62.2%	26.2%	9.8%	0.9%	0.9%
2022 Organization Overall (2759) 4.48	61.6%	28%	8.3%	1.3%	0.9%

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%

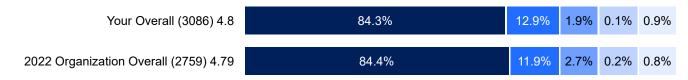
19. Our Firm's culture is special - something you don't find just anywhere.

Your Overall (3086) 4.79

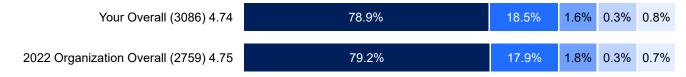
2022 Organization Overall (2759) 4.78

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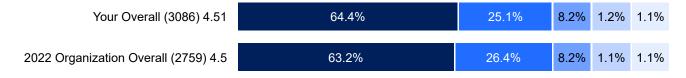
20. This is a great Firm where associates want to work.



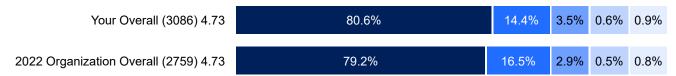
21. There are associates here who I consider my friend.



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

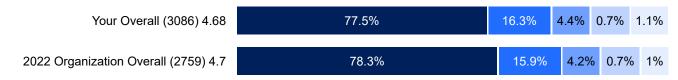


23. The Leadership Team shows a genuine interest in the well-being of associates.

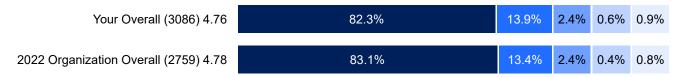




24. I believe what I am told by my manager.



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



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