

# **2022 Work Environment Survey**

## **Pinnacle Financial Partners**

### **Pinnacle Overall**

**ModernThink**  
**2022 Work Environment Survey**  
**Pinnacle Financial Partners**  
**Pre-loaded Pinnacle/Acquisitions: Pinnacle**

	<b>Strongly Agree</b>	<b>Agree</b>	<b>Sometimes Agree / Sometimes Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
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**Average All Statements (1 - 25)**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.65	74.3%	19.1%	4.8%	0.8%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.85	87.7%	10.8%	0.7%	0.1%	0.7%
2022 Organization Overall (2760) 4.84	87%	11.4%	0.9%	0.1%	0.7%

**2. I am regularly recognized for my contributions.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.48	62.2%	27%	8.5%	1.2%	1.1%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.56	67.2%	24.8%	6.2%	0.6%	1.2%
2022 Organization Overall (2760) 4.55	66.6%	25.3%	6.3%	0.7%	1.2%

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	<b>Strongly Agree</b>	<b>Agree</b>	<b>Sometimes Agree / Sometimes Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
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**4. I am given a real opportunity to develop my skills in the Firm.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.54	65.6%	25.6%	6.4%	1.3%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.54	68.8%	20.7%	7.7%	1.5%	1.3%
2022 Organization Overall (2760) 4.53	68.3%	20.9%	7.9%	1.6%	1.3%

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

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.68	77.3%	16.8%	4%	0.8%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.58	69.7%	21.8%	6.2%	1.3%	1.1%
2022 Organization Overall (2760) 4.56	68.7%	22.5%	6.4%	1.3%	1.1%

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	Strongly Agree	Agree	Sometimes Agree / Sometimes Disagree	Disagree	Strongly Disagree
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**8. I am comfortable expressing my opinions on issues important to me.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.59	71.4%	19.7%	6.1%	1.8%	1%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.57	70.8%	19.7%	6.4%	1.7%	1.4%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2672) 4.53	67.7%	21.4%	8%	1.5%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.64	73.2%	19.9%	5.2%	0.7%	1%
2022 Organization Overall (2759) 4.63	72.8%	20.3%	5.3%	0.7%	1%

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	<b>Strongly Agree</b>	<b>Agree</b>	<b>Sometimes Agree / Sometimes Disagree</b>	<b>Disagree</b>	<b>Strongly Disagree</b>
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**12. Our performance appraisal process accurately measures my job performance.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.49	61.8%	28.6%	7.4%	1.2%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.49	62.3%	27.4%	8.2%	1.2%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.63	73.5%	19.6%	4.7%	1.3%	0.9%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.76	81.8%	15%	2%	0.3%	0.9%
2022 Organization Overall (2759) 4.75	80.7%	15.6%	2.4%	0.4%	0.9%

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**16. The Leadership Team communicates openly about important matters.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.75	81.3%	14.8%	2.6%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.74	80.9%	14.3%	3.5%	0.4%	0.9%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.69	75.7%	19.5%	3.6%	0.4%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.8	85.3%	11.3%	2.2%	0.4%	0.8%
2022 Organization Overall (2759) 4.78	84.4%	11.7%	2.4%	0.5%	0.9%

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

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.8	85.4%	11.3%	2.3%	0.2%	0.8%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.75	80%	17.3%	1.7%	0.3%	0.7%
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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.51	64.2%	26%	7.8%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.74	79.9%	16.4%	2.5%	0.4%	0.8%
2022 Organization Overall (2759) 4.73	79.2%	16.5%	2.9%	0.5%	0.8%

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

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.71	79.1%	15.3%	3.9%	0.7%	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.**

2022 Pre-loaded Pinnacle/Acquisitions: Pinnacle (2671) 4.79	83.8%	13%	2.1%	0.4%	0.8%
2022 Organization Overall (2759) 4.78	83.1%	13.4%	2.4%	0.4%	0.8%



	Pinnacle's Corresponding Work Environment Question(s) (Race/Ethnicity)	American Indian Alaska Native	Asian	Black African American	Hispanic Latino	Two or More Races	White	Firm 2022	Minorities	Women
		4	50	251	66	24	2255	2760	395	
	Population Percentage	1.01%	12.66%	63.54%	16.71%	6.08%			Weighted Avg.	
1	I understand how my job contributes to the Firm's success.	100	96	98	98	92	99	98	97	98
2	I am regularly recognized for my contributions.	75	92	89	91	83	89	89	89	88
3	I am provided the resources I need to be effective in my job.	100	86	91	89	83	92	92	90	92
4	I am given a real opportunity to develop my skills in the Firm.	75	88	87	89	75	92	91	87	90
5	There is a sense that we are all on the same team at the Firm.	75	90	86	89	79	90	89	86	88
6	My manager makes his/her expectations clear.	100	92	92	89	92	95	94	92	93
7	I receive feedback on a regular basis from my manager that helps me.	75	90	90	86	83	92	91	89	91
8	I am comfortable expressing my opinions on issues important to me.	100	86	85	94	79	92	91	86	90
9	In my team, we communicate openly about issues that impact each other's work.	75	88	84	88	71	92	90	84	89
10	In my team, we have opportunities to contribute to important decisions.	100	86	87	86	79	90	89	86	89
11	Associates on my team work well together.	75	92	90	92	92	93	93	91	92
12	Our performance appraisal process accurately measures my job performance.	75	88	87	91	79	91	90	87	90
13	I can count on associates to cooperate across teams.	100	86	86	92	83	90	90	87	89
14	Our Firm's policies and practices ensure fair treatment for all associates.	75	92	90	94	75	94	93	90	92
15	The Leadership Team provides a clear direction for this Firm's future.	100	96	95	95	92	97	96	95	96
16	The Leadership Team communicates openly about important matters.	75	96	94	95	92	96	96	94	95
17	Our Firm's policies give me the flexibility to maintain balance in my life.	100	92	92	95	83	96	95	92	95
18	I trust the Leadership Team enough to follow them, even when I disagree with their decision.	75	90	91	94	88	96	95	91	95
19	Our Firm's culture is special - something you don't find just anywhere.	100	92	97	97	92	97	96	96	96
20	This is a great Firm where associates want to work.	100	92	95	97	92	97	96	95	96
21	There are associates here who I consider my friend.	100	94	96	97	83	98	97	95	97
22	When I offer a new idea, I believe it will be fully considered.	100	82	88	91	79	91	90	87	89
23	The Leadership Team shows a genuine interest in the well-being of associates.	50	90	94	94	92	97	96	93	95
24	I believe what I am told by my manager.	100	92	92	91	88	95	94	92	94
25	I am given the responsibility and freedom to do my job.	100	92	94	95	92	97	96	94	96
	<b>Overall Work Environment Average Score</b>	<b>88</b>	<b>90</b>	<b>91</b>	<b>92</b>	<b>85</b>	<b>94</b>	<b>93</b>	<b>91</b>	<b>93</b>