

## **Welcome to Our New Team Members**

We have made a promise to you as our new team member.

We commit to providing you with not only the tools and training you need for your job, but also the continuous opportunity to ask questions, receive support, provide feedback and build relationships.

We understand starting a new job is not easy, and we want to make this transition as smooth as possible.

During your first year and throughout your journey with Commerce Bank, we want to make sure we're helping you focus on what matters most.

To help connect the dots in your first year, we've developed a roadmap.

The roadmap is a visual representation of the communication and support you can expect within your first year.

Having access to tools and resources isn't the end though.

We want to be sure you feel connected a sense of belonging with the team and Commerce overall.

Your manager is also going to be checking in with you often, and not just ask how it's going - but to have a real conversation around experiences, challenges and successes.

To ensure we're creating a memorable experience, one that creates a deeper sense of belonging and connection with the organization.

While we'll be guiding you through the Commerce onboarding experience, your specific onboarding journey will be supplemented by your line of business.

We encourage you to work closely with your manager and your team to get to know your area of the bank.

We are here for you every step of the way.