

YOUR CAREER AT JOHN DEERE



A guide to
the total
value of your
Deere career



JOHN DEERE

“ John Deere’s success depends on the success of our people. We’re giving employees the opportunity to earn wages and benefits that are the best in our industries and are groundbreaking in many ways. We have faith that, in return, our employees will find new and better ways to improve our competitiveness and transform the way our customers do their work. Together, our future is bright.”

John May
Chief Executive Officer





TABLE OF CONTENTS

Introduction	4	Your Time	14
Your Money	5	Your Life	15
Your Health	10		
Physical	10		
Mental.....	13		

This Your Career at John Deere guide provides an overview of the total rewards for which you may be eligible through John Deere. If there is a discrepancy between the information displayed in this guide and the official plan documents, the official plan documents will govern.

INTRODUCTION

Why work at John Deere? Why anywhere else?

If you strive to do great work, excel in creative environments, thrive in teams, and live for problem solving — this is the place for you.

At John Deere, your ideas, experiences, and values matter. And, you're rewarded in ways that matter: through opportunities for career growth; through experiences in an inclusive, diverse culture; and through outstanding compensation and benefits programs.

We are pleased to provide you with this easy-to-understand summary of the value of your John Deere career and the total rewards available to you to support you and your well-being.



The John Deere Purpose

We Live Up to the Legend

Our passion is as audacious as the loyalty it inspires. That kind of regard has to be earned. With pride in a job well done, we invent and reinvent machines that carry the weight of legends.

We Serve with Sincerity

Our relationships with farmers, builders, dealers, doers, and each other move us to do the right thing at the right time. We look them in the eye, speak the truth, and stand by our customers and our word.

We Forge the Cutting Edge

Our history of industry-changing innovation brings solutions that improve people's lives and livelihoods. Each evolution of our business creates a revolution in our industries.

We Stay Evergreen

As stewards of the land, water, and air that sustain us, we plant our feet firmly on the ground and our eyes to the horizon. Instead of chasing short-term gain over long-term goals, we're determined to stay evergreen.



YOUR MONEY

John Deere offers a competitive compensation package that includes base pay, variable pay, and short and long-term incentives. We also offer a variety of ways to help you save and invest your money, plan for your retirement, and provide insurance protection. We encourage you to use the benefit programs we offer to help you maintain and grow your financial resources.

Base Pay

Our total compensation philosophy is to pay for performance. This philosophy is used throughout the company to reward employees in alignment with company and individual performance. Your individual performance impacts your base pay, and your performance throughout the fiscal year results in a merit base pay increase opportunity on an annual basis.

You will receive your salary on a semi-monthly basis. Annual reviews of the market ensure a competitive base pay structure within the talent markets we operate by adjusting our base pay structures to the market.

Variable Pay

As mentioned, our total compensation philosophy is to pay for performance and your variable pay depends on company performance. Our objective is to provide the appropriate level of incentive awards for corresponding company performance:

Upper quartile total compensation for sustained upper quartile company performance.

Average total compensation for average company performance.

Below median total compensation for substandard company performance.

We offer the following variable pay incentives:

Short-Term Incentive (STI)

This is an annual cash award for company performance tied to profitability and efficient operations during the fiscal year. It is available to all salaried employees.

Long-Term Incentive Cash (LTIC)

This is an annual cash award for sustained profitable company growth during a three-year period. It is available to employees in advanced professional or managerial positions.

Long-Term Incentive (LTI)

LTI is equity-based compensation that is generally delivered in the form of Restricted Stock Units (RSUs) and stock options. It is a forward-looking award that is usually granted in December shortly after the start of the fiscal year. It is available to employees in advanced professional or managerial positions.

As employees assume greater responsibility, a larger portion of their total compensation will be “at risk” in the form of short-term and long-term incentive awards, with a progressively larger portion of their incentive compensation focused on long-term awards to drive sustainable shareholder value.

Savings and Retirement Plans

John Deere offers a variety of savings and retirement plans to save for your future.

John Deere Savings and Investment Plan (SIP) – a 401(k)

The John Deere Savings and Investment Plan (SIP), more commonly known as a 401(k), is an important part of your retirement income. You can contribute from 1% to 75% of your salary, up to the annual contribution limit set by the IRS.

THE PLAN OFFERS BOTH PRE-TAX AND AFTER-TAX DEFERRAL OPPORTUNITIES:

Regular pre-tax 401(k) deferrals are not taxed immediately, you pay less in taxes on your salary, and income taxes are owed upon distribution.

Roth after-tax 401(k) deferrals are taxed immediately, earnings grow tax-free, and no income taxes will be owed upon distribution.

John Deere will match a portion of your contributions on a pre-tax basis up to 6% of eligible earnings. The company match is 10% assuming an employee contribution of at least 6%. You are vested in the employer match after three years of service.

Whether you choose to defer pre-tax, after-tax, or a combination, the company match will always be contributed on a pre-tax basis.

The SIP is administered through Fidelity Investments®. A wide variety of funds and options are offered. The SIP puts you in control of your retirement savings — you can make your own contributions, maximize the company match, and choose how to invest your savings.

Grow Together Benefit – a Defined Contribution Benefit

You are eligible to participate in the Grow Together defined contribution plan. The plan is an automatic benefit provided and paid for by the company. You are fully vested in the benefit on your first day of employment. There is no reduction based upon age.

Under the Grow Together Benefit, each pay period, your eligible earnings are multiplied by 4% and added to your 401(k) account whether you contribute to your 401(k) or not. Your eligible earnings include straight-time salary payments plus Short-Term Incentive bonus amounts. Through your 401(k), you can invest these dollars in a way that is best for you.



Employee Stock Purchase Plan

You can contribute 1% to 15% of your salary on an after-tax basis to purchase Deere & Company common stock through Fidelity Investments. The company pays the commission on these stock purchases. A participant is responsible for the costs of selling the shares as well as maintaining historical documentation.

Flexible Spending Accounts

To help you save money by using pre-tax dollars to either pay for or reimburse yourself for specific expenses, we offer two types of flexible spending accounts (FSAs) — the Dependent Care Flexible Spending Account described here and the Limited Purpose Health Care Flexible Spending Account described in the **Your Health** section of this guide.

Dependent Care Spending Account

This account allows you to use pre-tax dollars to pay for dependent care expenses for eligible dependents (children under 13 years of age or family members who qualify as dependents on your tax return and who are physically or mentally unable to care for themselves). Participation is voluntary. You can elect to participate each year during the open enrollment period. Note that IRS Guidelines do not allow unspent balances to be carried over to the following year or refunded to you, so use caution in estimating your out-of-pocket expenses.

Power for Good Program

The company matches donations of cash or volunteer hours up to a budgeted amount per fiscal year for qualifying non-profit organizations. Cash donations are dollar for dollar and volunteer hours are funded at a set amount per hour, also up to a budgeted amount.

John Deere supports employees' volunteerism and community involvement in the following ways:

- John Deere employees help make, shape, and enrich the communities where they live and work. The John Deere Foundation's strategy is unique and powerful in that we have both an exceptionally rigorous grantmaking process as well as an extremely broad and easily accessible employee giving program.
- Through the employee giving program, employees can access company matching contributions each fiscal year to reward their personal giving, volunteerism, and other activities. There are restrictions on the types of organizations eligible for the match (e.g., Deere does not permit matches for discriminatory or controversial organizations), but the Foundation has one of the broadest corporate employee giving programs.

In 2022, John Deere employees recorded over 174,518 volunteer hours creating over \$3 million of additional value in their service of others.



Disability and Life Insurance Coverage

Providing protection for you and your family offers the peace of mind that comes from being prepared for the unexpected. A disabling illness or injury can be financially devastating. That's why we offer disability coverage to replace income if you are unable to work due to an eligible, non-work-related injury or illness, as well as life insurance to protect your family if you are not able to provide for them.

Salary Continuance/Short-Term Disability Leave (STD)

The company provides Salary Continuance when you miss more than five consecutive days of work due to a non-occupational injury or illness that totally disables you from work. The company may continue your salary for up to 6 months. The salary continuance benefit amount of 100% or 65% is based on your years of continuous employment with the company (for each year of service, you receive one month of pay at 100%) . Medical substantiation is required for any absence to qualify for Salary Continuance.

Long-Term Disability Coverage (LTD)

LTD follows Salary Continuance and may continue until age 65 or when you no longer meet eligibility requirements under the plan language. The LTD benefit is 60% of your pay and will be resubstantiated after 24 months based on a person's ability to perform any job. After two years on LTD, there is no subsidized health and life insurance. You will have the option to convert to COBRA or an individual life policy.

Group Life/Accidental Death & Dismemberment (AD&D) Insurance

John Deere provides you with group life insurance and AD&D coverage of one time your annual salary (minimum \$25,000). Under current tax law, the premium cost of any group life insurance over \$50,000 is included in taxable income. There is no group life insurance in retirement.

Optional Life Insurance

You may supplement your group life insurance by enrolling in optional life insurance up to eight times your annual salary (maximum \$1,500,000). Coverage is also available for your spouse and dependent children. Participation is voluntary. The cost depends on your age and the amount of insurance you elect — you pay the entire cost of coverage. You can enroll in this coverage at any time; however, if you enroll within 31 days from your date of hire or qualifying event, evidence of insurance will not be required if the coverage amount is less than \$375,000 for the employee and \$200,000 for the spouse.



Financial Wellness Program

The Financial Wellness program is available through Fidelity to help you set and achieve personal financial goals. After a short survey to determine your financial wellness score, you will have access to professional assistance and educational resources on topics such as savings, budgeting, cash and debt management, credit counseling, tax preparation, mortgage refinancing, student loan origination, and refinancing and college test preparation.

Voluntary Benefits

Voluntary benefits are those for which you pay the full premium, but John Deere makes available to you at a group rate.

Accident Protection

Even with health insurance, an accidental injury can cost you thousands of dollars. Accident insurance through UnitedHealthcare (UHC) helps cover the added costs you may face following an injury to you or someone in your family.

Critical Illness Protection

Enrolling in a Critical Illness Protection Plan through UHC helps give you or your family more financial security if you or a covered family member are diagnosed with a covered condition. The plan pays a lump-sum benefit for the diagnosis of a covered critical illness.

Hospital Indemnity Protection

Even with health insurance, the expenses for a hospital stay can really add up. A hospital indemnity plan through UHC provides you and your family with the extra financial help needed to focus on feeling better.

Identity Theft Protection

This benefit is offered through NortonLifeLock™ to help safeguard your personal information, identity, and electronic devices.



Pet Insurance

Protecting our best friends can become costly when they are ill. Pet insurance is available to you through FIGO and you can enroll your pet at any time. Enrollment is not limited to an annual enrollment period or 31 days following a qualified life event change.



“We offer a variety of benefits to help support employees’ physical, emotional, and financial well-being, ensuring we are an employer of choice aligned to the needs of the business and market.”

Carol Lewis
Vice President, Labor Relations

YOUR HEALTH

Your health has a significant impact on your life — both at home and at work. That’s why we offer you and your family the tools to help make you healthy and safe. You are encouraged to play an active role in your health and take advantage of company-sponsored wellness programs and resources.

Who is eligible for coverage?

All active employees are eligible to participate. Dependents of eligible employees, including spouses, domestic partners and dependent children under the age of 26 are also eligible for coverage.

On the pages that follow, you will see all that John Deere makes available to help both your physical and mental health.

Physical Health

At John Deere, our benefits include access to medical care — both at a physician’s office or virtually; insurance benefits that protect you and your family; and a variety of counseling offerings — from weight loss to smoking cessation.

One of the most vital components of John Deere’s total rewards is our benefits package, which includes medical, dental, vision, hearing, HSA, and FSA options.

Our plans cover comprehensive medical services, including:

- Prescription drugs
- Vision and hearing
- Preventive services covered at 100%
- Emergency care
- Doctor and hospital visits, including maternity and well-baby care

Medical Coverage

This is a sampling of the many wellness, support, and specialty resources available to you through John Deere medical benefits.

WELLNESS RESOURCES	SUPPORT RESOURCES	SPECIALTY RESOURCES
Real Appeal (Weight Management)	Behavioral Health	Diabetes Support
Biometric and Colon Cancer Screenings	Maternity Support	Cancer Support
Flu Shots	Weight Watchers	Ongoing Health Conditions
Preventative Care	Fitness Center Reimbursement	Bariatric Resource Services
Quit for Life (Smoking Cessation)	Treatment Decision Support	Kidney Resource Services
Orthopedic Assistance	Fertility Solutions	Neonatal Resource Services
Wellness Coaching	2nd.MD (Expert Second Opinion Consultation)	Congenital Heart Disease (CHD) Services



We have two UnitedHealthcare medical plan options available — CarePlus and CarePlusMAX. The options provided differ in terms of how much you contribute to the cost of coverage and how much you pay when you receive care. Both CarePlus and CarePlusMAX are high-deductible health plans (HDHP) that offer low premiums and generally qualify enrolled employees for a Health Savings Account (HSA). You make the choice about the option that's right for you.

CarePlus and CarePlusMAX cover the same types of prescription drugs, medical, vision, and hearing services. Each plan pays benefits after the deductible is met for covered health care expenses. The plan covers: preventive care services (such as annual physical exam), fertility support and transgender services, Autism Applied Behavioral Analysis (ABA) therapy, and many more specialty services.

John Deere covers a generous percentage of your health care costs and the health care benefits are ranked in the top 25% in the value provided as compared to similarly situated companies. This value is derived from lower premiums, higher HSA contributions, and lower out-of-pocket costs to the employee when factoring all components of the benefit design.

Medical and dental coverage elections become effective the first of the month following your date of hire. You have the option to change your health care elections each year during the annual enrollment period or within 31 days of a qualified family status change.

Preventive care services received within the UnitedHealthcare network are covered at 100%. The plan provides preventive services according to the U.S. Preventive Services Task Force (USPSTF) guidelines and the Affordable Care Act (ACA). Our preventive care coverage includes:

- Routine physical exams
- Women's preventive health
- Prenatal and well child preventive care and screenings
- Routine, age-based immunizations
- Cancer screenings
- And much more . . .

All medical plans cover doctor visits, hospitalization, surgery, and emergency care as outlined in the Summary Plan Description (SPD).

LIMITED PURPOSE HEALTH CARE FLEXIBLE SPENDING ACCOUNT

To further reduce your out-of-pocket expenses, you can also use a Limited Purpose Health Care FSA with all health care plans. This account allows you to use pre-tax dollars to pay for qualified vision and dental expenses only. Participation is voluntary. Each year during the annual enrollment period, you can elect whether to participate, and if you do, how much to contribute. The IRS will allow up to a certain dollar amount of unused health care FSA funds to be paid or reimbursed for qualified vision and dental expenses only in the following year under certain circumstances.



HEALTH SAVINGS ACCOUNT (HSA)

In addition to the FSAs, we also offer the opportunity to participate in a Health Savings Account (HSA).

You may qualify for a Health Savings Account if you enroll in CarePlus or CarePlusMAX health plan. An HSA offers a tax-favored way to pay for current and future qualified health care expenses as well as the opportunity to invest your contributions.

HSAs are tax efficient, allowing qualified individuals to make tax-free contributions, receive tax-free investment earnings, and withdraw money from the HSA tax free, as long as the money is used for a qualified health care expense.

If eligible, both you and the company can contribute pre-tax dollars* into your HSA. The company will make an annual contribution to your HSA in January of each year. The contribution made by the company is based on your health care coverage level (employee only, employee and spouse, etc.) and may be pro-rated depending on your eligibility or date of hire.

If you do not have an HSA, the company's annual contribution will be made through payroll, net of applicable taxes.

Any unused HSA balance belongs to you and automatically carries over year. The HSA may be used to save for future medical expenses.

* HSA contributions are deducted from your pay before Federal, Social Security, and most state income taxes (except California, Alabama, and New Jersey) are calculated.

Prescription Drug Coverage

The plan pays prescription drug benefits in accordance with the medical option you choose. For most prescriptions you fill, you can receive up to a one-month supply per prescription. For drugs on the approved list, you can receive up to a three-month supply.

SAVE MONEY BY USING MAIL ORDER

Mail order is a cost-effective choice for long-term medications because you can get up to a 90-day supply for less than what you would pay for the same supply at retail.

Dental Coverage

We offer the John Deere dental plans administered by UnitedHealthcare. There are many great benefits available to you and your family, including:

- Preventive care — routine exams, X-rays, and cleanings
- Basic care — fillings
- Major care — crowns, bridgework, and dentures
- Orthodontia — for both children and adults

You may see any licensed provider you choose, but your benefits are greater when you use a dentist within the UnitedHealthcare network.

Vision Coverage

Vision coverage provides for eye exams and allowances for frames, lenses, and contact lenses each calendar year.

You have the option of using in-network or out-of-network providers, but you pay more if you use providers outside the network.

Hearing Coverage

Hearing coverage provides for hearing exams and allowances for hearing aids.

Fitness Reimbursement or On-Site Fitness Centers

To encourage and support you in maintaining a healthy lifestyle, there is a fitness reimbursement benefit and on-site fitness centers at many locations. The fitness reimbursement benefit covers fitness center membership, on-site instructor led classes, online fitness programs / subscriptions, personal trainers, at-home exercise equipment, activity trackers, and registration event fees up to the reimbursement limit.

On-site fitness centers are available at the following locations (no cost to you):

- Cary Athletic Club
- Cylinder Division (Moline)
- Des Moines Works
- Dubuque Works
- Engine Works
- John Deere Financial (Johnston)
- John Deere ISG-Urbandale
- Ottumwa Works
- Waterloo
- Davenport Works
- Horicon Works





Mental Health

From counseling to paid time off, John Deere provides you with tools to help you keep problems in perspective and bounce back from setbacks. Helping you be in control of your thoughts, feelings, and behaviors and better able to cope with life's challenges is what our mental health benefits are all about.

Employee Assistance Program (EAP)

There may be times when professional mental health assistance can make a big difference and that is where Emotional Wellbeing Solutions (EAP) comes in. Our EAP provides free, confidential assistance to you and your family members during hard times. We encourage you to take advantage of these offerings, which include the following services:

Behavioral Health Counseling Services

- A set number of free visits with a credentialed mental health professional to support family and parenting issues, relationship problems, life changes, personal crisis, and stress related to work or personal issues

Legal and Mediation Services

- Access to licensed state-specific attorneys or mediators
- One 30-minute telephonic or in-person consultation per issue per year at no cost
- Ongoing representation by an attorney or mediator at a 25% discounted rate

Financial Services

- Access to credentialed financial professionals
- Up to 60 minutes of consultation per issue per year

Other Behavioral Health Benefits

In addition to our EAP, our UnitedHealthcare behavioral health plan gives you access to other professional providers and tools to support you with a variety of issues that can negatively impact your life.

A partial list of issues covered includes: clinical depression, bipolar disorder, alcohol or drug abuse, domestic violence, eating disorders, compulsive disorders, and medication management.

In addition to live in-person visits or virtual/telehealth visits with providers, we have three more resources for accessing help. These include:

AbleTo™ – An app to help address the symptoms of stress, anxiety, and depression through the use of:

- A daily mood tracker
- Coping tools
- Guided journeys to build life skills
- Peer communities

Talkspace – A virtual visit provider group that offers:

- Unlimited text messaging with access to licensed clinicians
- Real-time audio/video appointment scheduling

Substance Use Treatment Hotline – 24-hour access to substance use recovery advocates who will:

- Listen, offer support, and help develop personalized recovery plans
- Provide support for opioid use including evaluation and help finding medication-assisted treatment

YOUR TIME

Rest and relaxation are as important to your overall health as a proper diet and exercise. The generous John Deere leave programs provide you with time away from work to rest, recover from an illness, or tend to personal matters.



Taking Time Off

Vacation

Vacation leave is based on years of service. The number of vacation days increases with continuous employment, up to a maximum of five weeks of vacation annually. You can also purchase additional time off to meet your personal needs (total vacation time not to exceed five weeks).

Holidays

We provide 10-12 scheduled company-paid holidays depending on your unit. Additionally, at most units, employees receive the three workdays between Christmas and New Year's holidays as paid time off.

Time off with Pay for Personal Reasons

John Deere allows for time off for personal reasons. Personal reasons include things like inclement weather, personal illness, serious illness in the family, attending a funeral, civic duty, doctor and dentist appointments, and other personal business affairs that cannot be scheduled outside normal working hours.

Family Medical Leave

The Family Medical Leave Act (FMLA) permits you (if eligible) to use up to 12 weeks of unpaid leave upon the occurrence of a serious health condition, to care for an eligible family member, or due to a qualifying situation. FMLA runs concurrent to salary continuance and parental leave.

Parental Leave

The company provides 8 weeks off to care for, and bond with, a child after a birth or adoption. Parental leave will be paid to eligible employees (either parent), based on work percentage. The leave can be taken at one time, or in full week increments, for up to one year after a birth or adoption. Parental leave will run concurrently with the FMLA.

Caregiver Leave

This benefit provides two weeks per calendar year of paid time off from job duties to care for a family member (spouse, domestic partner, children, parents, siblings, and father in-law or mother in-law) who has a serious health condition.

Maternity Leave

Time off for the birth mother to recover is provided through Salary Continuance and Parental Leave. The amount of time provided is based on the type of birth.

Military Leave

You are entitled to take leave from your employment at John Deere to serve in the Uniformed Services, as consistent with the requirements of the Uniformed Services Employment and Reemployment Rights Act (USERRA).

YOUR LIFE

Wherever your stage of life, John Deere has benefits and services to help you meet your needs. Adopting a child? Taking care of an older relative? Going back to school? We have a program to help you be at your best — at home and work.



Family Support

Flexible Work Arrangements

When you are empowered with flexibility, you can deliver value to customers everywhere. Flexible work allows you to get work done in a way that fits the needs of, the business, your customers, your team, and you.

Child Care and Elder Care

John Deere provides a child care benefit through Upwards. This benefit provides a personal assistant for finding full-time, licensed, and quality care that is affordable. It will help to match the best child care provider based on your exact needs, including weekend, nighttime, and back-up care.

Through the Employee Assistance program, employees can obtain support finding elder care.

Adoption and Surrogacy Reimbursement

John Deere offers adoption and surrogacy reimbursement for qualified expenses incurred on or after your date of hire, up to a lifetime maximum of \$30,000.

Fertility Services

The John Deere Health Plan covers fertility services up to a lifetime maximum of \$20,000 for covered medical services and \$10,000 for covered pharmacy services. Coverage is not available for dependent children. Services up to the lifetime maximum will be covered based on medical necessity at a UnitedHealthcare Center of Excellence.

Learning and Development

Relocation Benefit

John Deere supports movement within the company to develop you and further your career. If you are required to relocate to a different location in order to perform your position, the company offers comprehensive relocation benefits.

Employee Development

Formal and informal training and development opportunities are offered at John Deere to help you grow professionally.

Educational Assistance Program

John Deere provides employees at all levels with increased opportunities to acquire critical business skills and job competencies necessary in meeting the exciting challenges of the future through the Tuition Payment Plan. The Tuition Payment Plan reimburses you for tuition expenses (including books) for approved degree programs at accredited educational institutions. Full-time salary employees at U.S. units are eligible to participate for courses starting on or after your employment date. Tuition reimbursement is up to \$7,500 for undergraduate and \$15,000 for advanced degrees. Employees are taxed for reimbursement amounts above the IRS limit.

Employee Resource Groups (ERGs)

The best culture is one that brings out the best in all of us. John Deere Employee Resource Groups are company-sponsored, employee-run organizations that are built around common interests or experiences to build a better, more inclusive business environment, such as:

- ABLEd
- Asian Connection
- BERG (Black Employee Resource Group)
- HOLA (Hispanic/Latino)
- MERG (Military Employee Resource Group)
- Multicultural
- N8V
- NEON (New & Experienced Organizational Network)
- PCC (Parents & Caregivers Connection)
- Rainbow (LGBTQ)
- FLEX (Flexibility Leads to Excellence)
- WIO (Women in Operations)
- WomenREACH

“We provide employees the tools to cultivate their success at John Deere. Our growth culture meets learners where they are to help them design a future-ready journey for professional and career development.”

Julianne Brown
Global Director, Talent Management





Diversity, Equity, and Inclusion Matter at John Deere

The world is counting on us to feed billions of people and build vital infrastructure in villages, towns, and megacities. We believe by strengthening the diversity of our workforce, we can give everyone their chance to leap forward. That's why we celebrate diversity, champion equity, and promote inclusiveness so every employee can make the greatest impact as their unique self.

“At its core, the Deere vision is simple: to foster a diverse, equitable, and inclusive workplace culture where current and future employees feel welcomed, valued, their voices are heard, and their meaningful contributions are lauded so that all can come, thrive, and leap forward with us.”

Johanne Domersant
Global Human Resources Director for Accounting & Finance
and Chief People Officer Teams

Employee Purchases and Discounts

You have several opportunities to benefit from various rebates and discounts for John Deere products as well as products and services from other organizations. These include:

John Deere Store Employee Discount

Receive a discount on John Deere merchandise at John Deere Store locations or online.

John Deere Employee Purchase Program

You can receive a discount on covered purchases of new John Deere consumer equipment such as mowers, lawn tractors, and Gators purchased from a John Deere Dealer.

John Deere-Branded Home and Workshop Products

You can receive rebates on many John Deere-branded home and workshop products including pressure washers, air compressors, air tools, vacuums, truck boxes, power tools, space heaters, generators, and safes.

Identity Theft Services

Take control of your personal data and lower your risk of identity theft with Norton LifeLock.

Personal Vehicles

A variety of discount programs to purchase or lease personal vehicles are offered by:

- Ford
- General Motors (GM)
- BMW
- Chrysler

Cell Phone Purchase Plan

Cell phone plans, phones, and accessories may be purchased for personal use at discounted prices. Current providers include:

- AT&T
- Verizon Wireless

Computer Hardware and Software Products

You can purchase at discounted prices from:

- HP
- Dell
- Microsoft Office

STIHL Inc. Partner's Purchase Program

Product rebates are available for certain eligible products from authorized STIHL dealers.

OfficeMax/Office Depot Office Products

Receive company's price on office supplies and print services for personal use.

Personal Travel (Car)

Receive a rental car discount from:

- Hertz
- Enterprise

Hotel Discounts

Receive corporate rates at major hotel chains such as:

- Doubletree
- Hilton
- IHG
- Radisson
- Best Western
- Choice

Free Coffee and Fountain Drinks

Free coffee and fountain drinks are available at many Deere locations.



DRESS FOR YOUR DAY GUIDELINES

This will allow you to dress appropriately for the work you are doing and where you are doing that work. You should use your best judgment when choosing what to wear to work and be considerate of how your attire represents John Deere.

FUTURE OF FARMING

“Whatever leaps we have in mind, we can reach our goals by working together. Join me in running so life can leap forward.”

John May
Chief Executive Officer