|  |  |
| --- | --- |
| **Name**: |  |
| **Employee Number:** |  |
| **SAP ID:** |  |
| **Personnel Area:** |  |
| **Cost Center:** |  |

Congratulations on your performance during the past calendar year. On behalf of the entire senior management team, I would like to express our appreciation for your contribution to Deere’s success.

John Deere continues to record a positive story. As a valuable member of the team, your performance has contributed significantly towards ensuring continued success in the future. As a company, Deere continues to stay committed to Exceptional Operating Performance, Disciplined SVA Growth and Aligned High Performance Teamwork.

Our Total Rewards Strategy remains competitive and aligns with our business objectives. As in the past, we have performed an in-depth market survey of compensation to ensure that your compensation is competitive. We incorporated this market understanding, your performance rating, and the Company’s policy and guidelines in determining your compensation increase.

Compensation details are considered **Personal and Confidential** by the John Deere Global Information Classification Policy. Therefore, as part of your service to the Company, we expect you to keep your compensation details strictly confidential.

Thank you for all your hard work and dedication to our success. I look forward to your continued contribution to the growth of John Deere.

Sincerely,

Ingolf Prüfer

Director Human Resources

Regional Deployment & Operations EAME