



Competitive Pay

John Deere offers a competitive compensation package that includes:

- Base pay – the fixed salary you receive on a regular basis
- Variable pay – may include annual cash bonuses, stock options, and other longer-term cash awards

Our total compensation philosophy is to **pay for performance**. This philosophy is used throughout the company to reward employees in alignment with company and



Health Care

One of the most vital components of John Deere's total compensation is our benefits package including medical, dental and FSA options. Our medical 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



Paid Time Off

The standard vacation policy starts with five days after six months, and 10 days after the first year of continuous employment. 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 not to exceed five weeks).

individual performance. Your individual performance impacts your base pay, while variable pay depends on company performance.

care

Our holiday schedule recognizes that you want to be with family and friends on important occasions throughout the year. Up to 11 holidays are recognized, depending on the unit. Additionally, at most units, employees receive the three workdays between Christmas and New Year's holidays as paid time off.



Wellness

The health of our employees has a significant impact on their life – both at home and at work. That's why we offer our employees and



Savings & Investments

Our 401k, administered by Fidelity Investments, provides an opportunity to save on a pre-tax and after-tax basis. The company



Discounts

Employees not only get discounts on John Deere products, but also for cell phones, computer hardware & software products, dry cleaning

their families the tools to help make them the healthiest and safest in the world. Employees are encouraged to play an active role in their health and take advantage of company-sponsored wellness programs and resources.

will match a portion of your contributions, up to the first 6% you defer, based on the company's annual performance. You become vested after three years of service. The John Deere Pension Plan is a defined benefit plan offered at certain pension-eligible units. The pension is fully funded by the company and you become vested after three years of service. A Cash Balance plan is offered to new salaried employees.

services, personal vehicles, personal travel, Stihl products, and office products.



Education



Parental Support



Global Workplace

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.

To support you and your growing family, John Deere offers parental leave (for US Salaried employees only). Parental leave is eight weeks of 100% pay to be used in whole week increments. We also offer a limited adoption reimbursement benefit to help with adoption-related expenses.

In order to achieve team collaboration, efficiency, market competitiveness and world-class employee engagement, John Deere offers a variety of flexible work arrangements. These arrangements, ranging from flexible work hours to telecommuting, are dependent on the position held.



A place to be your authentic self

We know the value of bringing together diverse ideas, and we embrace a culture that is accepting and understanding. At John Deere, your ideas, experiences, and values matter.