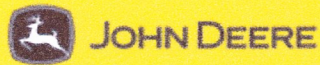


your next **great leap:**
joining a high performance team



August 4, 2011

Michael Dee
46030 Clubhouse Drive
Temecula, California 92592

Dear Michael:

It is with pleasure that I invite you to become a part of the John Deere high-performance team as a Senior Electronic/Software Controls Engineer with the Agriculture Equipment Division.

When you "make the leap" to John Deere, you'll be part of a global company that provides exceptional growth opportunities. As part of our team, you'll work on challenging projects in an innovative and technologically challenging environment. The inclusive culture within John Deere will encourage you to collaborate with co-workers and share your ideas.

Being affiliated with John Deere brings a sense of pride that comes from working with talented employees in a reputable organization that provides quality products and services. This reputation is known and admired throughout the world.

Global Total Rewards at John Deere

Global Total Rewards defines the relationship between John Deere and our salaried employees. Global Total Rewards aligns with our company's business objectives, so employees share in the rewards when there is sustained, exceptional company performance.

John Deere offers a rich Total Rewards package which includes compensation, competitive benefits, and a robust professional development environment. Total Rewards consists of pay elements as well as non-pay elements that make up your John Deere Experience. Your Total Rewards consist of:

