



JOHN DEERE

John Deere Des Moines Works
825 SW Irvinedale Drive
Ankeny, IA 50023 USA
Phone: 515-289-3001 Cell: 563-217-0002
E-mail: FoxRosalindEP@JohnDeere.com

Rosalind E. Peebles Fox

Factory Manager
Agriculture & Turf Division

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In my 14 years with John Deere, I have I have been very fortunate to work with some of the greatest people on earth. Lydia Hornung is one of them.

Thank you for this opportunity to recognize Lydia Hornung for the 40 Under 40 Award. I am extremely proud to write this letter of recommendation on her behalf. Please allow me to share why Lydia is deserving of this recognition through my personal and professional perspective in knowing her.

I am the Factory Manager at John Deere Des Moines Works and I have the pleasure of working with Lydia daily. Soon after I first met her, she faced a personal tragedy. One in which would normally kill the spirit and soul of the average person. While Lydia's spirit was darkened for a moment, her personality, perspective, and outlook on life shined through and she persevered through the challenge, bounced back at a level that was inspirational to me and all that know her. Subsequent to this event, she became a single mother of two young beautiful daughters, continued to work a full time professional job, while working with and leading the Ankeny Chamber of Commerce. She balances all of these responsibilities with dedication, determination and with a smile.

Lydia has put in the time and effort to develop herself professionally and personally and it has paid off. In her current role as the Communications Manager for our factory, Lydia is a creative, knowledgeable, trustworthy professional and has earned wide credibility and respect at all levels of the organization. She has a will to win that is encouraging, inspiring, and enables her to engage our salaried workforce and our production workforce who can sometimes be a difficult group. In this role, Lydia does a phenomenal job in creating, managing and deploying all of our factory communications related to our goals and employee engagement. She is a leader amongst her peers and is often sought out for benchmarking as she's created several new ways to engage, motivate and inspire our employees. She's confident, a leader, strategic in her thinking and actions, ambitious and is not afraid to go after what she wants. Watching Lydia evolve has been inspirational considering all that she has been through over the last couple of years.

Not only is Lydia exceptional in her current role at work, she has also done an outstanding job in serving as the 2018 Chairwoman of the Ankeny Area Chamber of

Commerce. This chamber is the largest in the state of Iowa with over 1,000 active members. Under her leadership, they have raised the largest budget funding in the chamber's history. Lydia also served as a member of the Greater Des Moines Partnership's Presidents Affiliates group in 2018 and will be on the Communications Committee in 2019. In prior years, Lydia served on the Easter Seals of Iowa board in 2013. She also currently serves on the John Deere Des Moines Works Donations Committee, who is responsible for gift and monetary donations to various Ankeny 501C3 organizations including the Ankeny School District. All of these activities demonstrate her commitment to the community and she is widely known for her passion and great results in each of these endeavors. She leaves a mark on everything she touches!

In summary, Lydia's passion for learning, driving to succeed, influence on others and her ability to deliver results has contributed to her success in her professional achievements and community involvement. I personally continue to be inspired by her ability to balance a demanding job, being a single mother to two young daughters, and delivering on her community commitments. She makes it look easy and does it with a positive attitude every single day. Undoubtedly, Lydia's would be the ideal honoree in your 40 Under 40 class, as evidenced by her strong record of professional achievements and high level of character and integrity. Lydia is a very likeable and ambitious person. I have no doubt that she will continue to represent this recognition well through her continued achievements, leave a mark on everyone she meets, and someone you would be proud to call an award alumni.