



# JOHN DEERE FINANCIAL

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## Recommendation Letter: Meredith Emerging Woman of Influence Award

I have had the pleasure of working with Tijana Kudumovic through an employee resource group (ERG) at John Deere Financial (JDF). The WORLD & I ERG means Working on Recognizing and Leading Diversity & Inclusion, with a mission to promote an inclusive workplace that embraces the diversity and richness of different cultures, backgrounds, and perspectives of our people at JDF. Tijana was instrumental in establishing and leading the ERG from inception in 2013 to handing off to the current employee leader in 2017. Her energy and talent helped us start-up this group in addition to her day-to-day job responsibilities.

I'll touch on the impact the ERG has had on our organization and the Des Moines community in which we live and work.

- Total ERG Membership: 231 members, a 55% increase since last year
- Findley Elementary Connection Café: 15-35 parents impacted each school year through English-Second language conversations between employees and parents
- Volunteer Hours & Dollars: 261 volunteer hours from November to May resulting in \$6,525 donated

In addition to Tijana's ERG success, she is viewed as one of our emerging female leaders and recently accepted a new position. She has demonstrated strengths in process improvement and people leadership. Tijana consistently makes a positive impact, delivers on objectives, and develops and stretches the teams she works with. She recently volunteered to reverse mentor a JDF leader to help the leader (mentee) understand, appreciate, and address diversity and inclusion within the JDF culture. Imagine mentoring a vice president to uncover opportunities for that leader to discover gaps and grow in the area of D&I.

Tijana continues to develop herself professionally, and recently received a master's degree in organizational management from Gonzaga University. Personally, she continues to contribute her time and talent through her community involvement and affiliations as a CASA (Court Appointed Service Agent), Habitat for Humanity, United Way, Cystic Fibrosis Foundation, and iJAG Advocate.

Tijana brings passion, balance, and constructive viewpoints each day. Her influence is paving the way for a lasting legacy.

Sincerely,

Patricia A. Dyar  
Director, Wirtgen Acquisition Integration  
John Deere Financial

Executive Co-Sponsor  
WORLD & I ERG