



WARN NO.  
7162

DATE: July 23, 2020

Mr. John Asher  
Rapid Response Coordinator  
Office of Workforce Investments  
Oregon Higher Education  
Coordinating Commission  
875 Union Street NE  
Salem, OR 97311

The Honorable Kathryn Harrington  
Washington County Board of Commissioners  
155 North First Avenue, Suite 300  
Hillsboro, OR 97124

The Honorable Denny Doyle  
Mayor of Beaverton  
12725 SW Millikan Way,  
Beaverton, OR 97005

**Re: Reduction in Workforce at NIKE, Inc.**

To whom it may concern:

NIKE, Inc. will be permanently reducing its workforce by at least 500 employees at its World Headquarters ("WHQ"), located at One Bowerman Drive, Beaverton, Oregon 97005, and surrounding neighborhoods (WHQ North, South, West, Southwest and Southeast). The expected date of first job separations is October 1, 2020, with additional job separations anticipated thereafter. NIKE will update this notice upon determination of future dates of job separations.

This permanent reduction in workforce includes members of NIKE's Corporate Leadership Team and some corresponding Executive Assistants. This reduction in workforce also includes the permanent closure of NIKE's childcare centers located at 1234 SW Burlington Avenue, Beaverton, Oregon 97006 (C. Vivian Stringer), and One Bowerman Drive, Beaverton, Oregon 97005 (South Campus Child Development Center and Tykes at Bo Jackson), which will impact 192 employees. Bumping rights are not available for affected employees. Affected employees are not represented by a labor organization and will be provided notice directly.

NIKE will provide the job titles and the number of affected employees in each impacted job category upon request, once determined.

This notice is being provided consistent with 20 CFR § 639.7(f). If you have any questions, please contact the undersigned at [kimberly.lupo@nike.com](mailto:kimberly.lupo@nike.com), 971.473.1450

Sincerely yours,

Kim Lupo  
VP, Total Rewards  
NIKE, Inc.