



April 19, 2024

WARN #8794

SENT VIA EMAIL AND FEDEX

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Oregon Dislocated Worker Unit
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The Hon. Kathryn Harrington
Washington County Board of Commissioners
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Re: Reduction in Workforce at NIKE, Inc. WHQ

To Whom It May Concern:

NIKE, Inc. will be permanently reducing its workforce at its World Headquarters located at One Bowerman Dr., Beaverton, OR 97005, and surrounding neighborhoods (WHQ North, South, West, Southwest, Southeast, Northwest and Northeast) (collectively referred to as “WHQ”).

As a result of a second phase of impacts, which will take effect by June 28, 2024, approximately 740 employees at WHQ will have been impacted by this and the recent prior permanent reduction of workforce.

Bumping rights are not available and affected employees 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 michele.adams@nike.com; (503) 532-3402 or (888) 360-6453.

Sincerely Yours,

/s/ Michele Adams

Michele Adams
VP, People Solutions
NIKE, Inc.