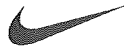


WARN NO.  
2171



August 31, 2017

**VIA OVERNIGHT MAIL**

Mr. John Asher  
Oregon Rapid Response Coordinator  
875 Union Street NE, #310  
Salem, OR 97311

Dear Mr. Asher:

Over the past five years, employment at NIKE in Oregon has grown significantly. Between 2012 and 2017, NIKE added approximately 3,800 employees in Oregon and significantly expanded our manufacturing presence in Washington County. And we continue to actively recruit for new jobs in the state of Oregon today.

As our company and consumer evolve, the skills and experience needed in our employee base continues to evolve. In June 2017, we announced that we will be shifting to the Consumer Direct Offense, a new company alignment that allows NIKE to better serve the consumer personally, at scale.

As part of that restructuring, NIKE, Inc. undertook workforce reductions in July and is now implementing an additional round of workforce separations at its facility located at One Bowerman Drive, Beaverton, Oregon 97005. We presently expect that these workforce reductions will be permanent. The entire facility is not being closed.

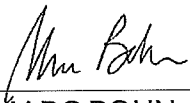
NIKE expects that employment separations related to this round of reductions will occur on or about September 30, 2017, followed by accompanying notice pay and the opportunity to receive severance. Approximately 255 employees were affected in July, and at present, approximately 490 additional employees are expected to be affected. Bumping rights are not available for affected employees, and affected employees are not represented by a labor organization.

Mr. John Asher  
August 31, 2017  
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This notice is being provided consistent with 20 CFR § 639.7(f). If you have any questions or desire additional information, please contact Marc Bohn, Vice President, Total Rewards and HR Direct, One Bowerman Drive, Beaverton, Oregon 97005, (503) 671-6453.

Very truly yours,

NIKE, Inc.

By 

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MARC BOHN, VICE PRESIDENT,  
TOTAL REWARDS & HR DIRECT,  
NIKE, INC.