

To: Nike Employees
From: Mark Parker, CEO of Nike
Subject: Enhancing Nike's Core Values and Environment
Date: 8/15/2018

Team,

Nike is committed to its employees in providing an inclusive and safe environment. We are currently working to address the issues that have come up recently.

Nike has encountered a lawsuit on gender discrimination and misconduct. Within the past few weeks, an internal investigation has taken place in response to the allegations relating to the lawsuit. As of now, 11 senior managers have left the company since the investigation. The reports from the investigation on behavior occurring within Nike is saddening and disturbing and we will not tolerate it. We respect and appreciate the courage of all who have come forward and sincerely apologize for the harm done. It is important to understand we are taking these allegations seriously and working to implement the best method of maintaining a fair and level playing field at Nike.

We recognize our faults in this situation and understand that it is incredibly important we act as soon as possible to enhance Nike's environment. Therefore, based on internal conversations with many of you on the importance of equality and acknowledgment in the work environment, we have created, and enforce, the following programs and trainings to ensure respect, accountability and inclusion within Nike's workforce:

- Manager trainings.
- Leadership and accountability trainings.
- Diversity and inclusion programs and teams.
- All-employee focused programming and training on our culture.

We wish for all teammates to be mindful and cooperative at this time and remember the importance of Nike's values. We encourage an empowered, fair and diverse team at Nike in which we can inspire each other.

I would like to apologize to anyone who felt they were not taken seriously in regards to workplace issue complaints. We cannot accept an environment that doesn't provide opportunities and security to every teammate. We provide our full support for those who wish to share complaints, concerns or general feedback at our first all-employee focused training. More information on the training will be distributed soon. Let us take the next step toward a respectful, constructive, passionate and open culture at Nike.

Best,

Mark Parker
Chairman, President and CEO, NIKE, Inc.