

July 31, 2018

Chris Tejbal
President
Overlook Neighborhood Association

Dear Chris,

It's incredibly important to us that we continue to be a valued member of the Overlook community. We understand there are concerns from neighbors, and we want you to know we're listening and doing a number of things to make this better for the community.

We've established a dedicated team that works directly with the Overlook community to listen, learn and regularly attend Overlook Neighborhood Association meetings. We created an email address exclusively for neighbors (overlook@adidas.com) to share any concerns or comments. We review and respond to these emails within 24 hours. Through this email communication, we've successfully addressed and solved a number of concerns in the neighborhood.

We regularly send a communication to all Portland employees asking them to be good neighbors. A recent communication, for example:

"Please Respect our Neighbors: The Overlook community continues to express their frustration with employees who are parking on neighborhood streets, driving at excessive speeds and smoking in the neighborhood. Please be mindful of their complaints and only park your vehicles in the Village parking garage and smoke in only designated smoking areas. Let's be the best possible neighbors within the Overlook community. Please know the neighbors have a dedicated email address into adidas and neighbors are submitting photos of offending people and vehicles."

To alleviate overcrowding on our campus and in the neighborhood streets, we've temporarily relocated hundreds of employees to other office spaces in Portland. We've also relocated the adidas employee store. We've seen significant improvements from both of these efforts.

We encourage neighbors to photograph any vehicles parked illegally, blocking driveways, speeding, etc. We run the license plates and if the vehicle belongs to an adidas employee, we address the situation immediately.

Please know we're listening to neighbors' concerns and we're committed to be a respected member of this community. Thank you as always for your support and understanding.

Tom Hughes
Corporate Affairs Manager