



April 23, 2026

Via Email (ETT.DWD@dhewd.mo.gov) and FedEx Overnight

WARN Coordinator
Missouri Department of Higher Education and Workforce Development
Office of Workforce Development
PO Box 1087
Jefferson City, MO 65102

Via FedEx Overnight Only

Honorable Mayor Dan Borgmeyer
200 North 2nd Street
4th Floor, Room 400
Saint Charles, MO 63301

Honorable County Executive Steve Ehlmann
100 North 3rd Street
Saint Charles, MO 63301

Re: Reduction in Workforce at AirMI's AM93 Facility

To Whom It May Concern,

This is to advise you that employees working at the manufacturing facility that NIKE IHM, Inc. (dba AirMI) operates at 8 Research Park Drive, Saint Charles, MO 63304 (the "AM93 Facility") will be notified that AirMI will permanently reduce its number of employees effective June 26, 2026. The number of employees affected is 172. A list of the affected positions is enclosed. Affected employees do not have bumping rights. Employees are not represented by a union.

This notice is being provided to you pursuant to the Worker Adjustment and Retraining Notification Act of 1988.

If you have any questions, please contact the undersigned at kara.laduke@nike.com or (415) 250-6152.

Sincerely,

/s/ Kara LaDuke Zucker

Kara LaDuke Zucker
Senior Director, NA People Solutions Consulting



AM93 – List of Affected Positions

Job Title	Total
Associate, Plastic Component Operator (PCO)	26
Director, Manufacturing Operations	1
Director, Product Development Engineering	1
Extrusion Technician IV	7
Extrusion Technician V	3
Facilities Project Manager	1
Lead Maintenance Technician	1
Lead Planner, Scheduler, Coordinator	1
Lead Plastic Machine Operator	10
Lead PMV Operator	2
Lead Product Development Engineer Technician, Shift Support	4
Lead Product Development Engineer, Materials	1
Lead Quality Document Control	1
Lead Quality Technician	1
Lead, Product Development Engineer, Technical Project Management	1
Machine Operations Technician	3
Manager, A Production Operations	1
Manager, B Production Operations	1
Manager, D Production Operations	1
Manager, Facilities & Assets	1
Manager, Operations	1
Manager, Product Development Engineering, Shift Support	1
Manager, Production Operations	1
Manager, Quality Engineering, Materials	1
Manager, Technical Training & Development	1
Plastic Machine Operator (PMO)	31
PMV Operator I	6
Principal, Manufacturing Operational Excellence, Air MI	1
Principal, Product Development Engineer Technician, Materials	1
Product Development Engineer I, Design	1
Product Development Engineer II, AC&S	1
Product Development Quality Testing Engineer I	1



Job Title	Total
Senior Facilities Operations Technician	1
Senior Maintenance Inventory Control Specialist	1
Senior Maintenance Technician	6
Senior Manager, Product Development Engineering, Design	1
Senior Manufacture Engineer Technician, Tooling	1
Senior Plastic Machine Operator	17
Senior Product Developer	1
Senior Product Development Engineer	2
Senior Product Development Engineer, AC&S	1
Senior Product Development Engineer, Design	1
Senior Product Development Quality Testing Technician	4
Senior Product Development Testing Technician	3
Senior Product Engineer, Materials	1
Senior Production Trainer	1
Senior Quality Engineer I - Standards	1
Senior Quality Engineer, Materials	1
Senior Supervisor, A Maintenance	1
Senior Supervisor, A Production Operations	3
Senior Supervisor, B Production Operations	2
Senior Supervisor, C Production Operations	4
Senior Supervisor, D Production Operations	1
Senior Supervisor, Maintenance	1
Senior Supervisor, Manufacture Engineering, Tooling	1
Technical Training & Development Specialist I	1