



SOUTHERN *CHRISTIAN LEADERSHIP* CONFERENCE MEMPHIS CHAPTER
S.C.L.C.

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November 7, 2013

Mr. John A. Bryant, President and Chief Executive Officer
Kellogg Company
One Kellogg Square
Battle Creek, MI 49016-3599

Dear Mr. Bryant:

It has come to the attention of the religious community in Memphis that on October 22 your company locked out more than 200 workers and their families who work at your plant located on North Airways Boulevard. These workers are part of this community and as such are part of the concern of the Memphis Southern Christian Leadership Conference of which I am the President. Memphis has a proud history of standing up for the powerless, downtrodden, and disenfranchised and the SCLC has for decades worked diligently to advocate for working people of our community who are adversely impacted by those who possess the power to impose their will on them by unreasonable means.

Kellogg enjoys a prestigious standing in the business world and everyone knows that successful business practices are not achieved by the imposition of terms, but rather through the cooperative and respectable interchange of all those involved. Kellogg possesses great power in the corporate world, but such standing makes it even more imperative that your efforts to achieve desired change is tempered by reason, fairness, and a genuine respect for those you employ. To do otherwise is to reject the certainty that Kellogg, as any employer here, has a moral obligation and social responsibility as a community partner to treat those with less power with dignity and an earnest appreciation for their past contributions to your business. To do otherwise strips your corporation of its right to be treated the same by the community in which in presides.

Memphis is the city where Dr. Martin Luther King laid down his life for those who were oppressed by those who possessed such power who attempted to oppress those who had little. In those days social responsibility and the voices of many prevailed against the power of the few. As President of the Memphis Area Southern Leadership Conference and its hundreds of affiliated ministers and its multiple thousands of congregational members, I ask that you look toward an alternative reasonable approach to the issues you have in this community. This lockout is an unacceptable tactic designed to deprive families of income and medical coverage in an effort to force the changes you seek through the imposition of unwarranted economic duress on those who have served your company with their dedicated service for decades. Such is a dismal example of the use of corporate power over those who are supporting and raising families in our Memphis communities. Locking out

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these employees and replacing these workers, temporarily or otherwise, turns a cold shoulder to their decades of dedicated work performed on your behalf.

The Memphis Southern Christian Leadership Conference stands ready to work to assist these workers. We also believe we can be an important advocate for a reasonable outcome to this current issue here in Memphis. We are asking that you change your approach with our people here in Memphis. Power to impose an outcome never results in a meaning resolution. This community, these workers and their families deserve much more than that.

The Memphis Southern Christian Leadership Conference and its affiliated ministers and congregations await your response.

Sincerely,

Dwight Montgomery

Reverend Dwight Montgomery, President
Southern Christian Leadership Conference (SCLC) Memphis Chapter