



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

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**December 19, 2013**

Mr. John Bryant, President and CEO  
Kellogg Company  
One Kellogg Square  
Battle Creek, MI 49016-3599

Dear Mr. Bryant,

I had written to you previously both as a local pastor here in Memphis as well as the leader of the Memphis Chapter of The Southern Christian Leadership Conference (SCLC). In the initial letter I asked that you contact me and I called your office several times and was told by your secretary that while you were out of town when I called that I would be receiving a call from you. As you know, we have never spoken and you had a subordinate of yours respond to my inquiries; furthermore I made a personal request that you come to Memphis and meet with a group of Faith-Leaders concerning the Kellogg lockout.

Mr. Bryant, where we come from here in Memphis we deal with our issues straight forward and in a spirit of good faith and genuine respect for each other regardless of whether there is less than unanimity of positions. While I know you are a busy man, there should be nothing more pressing than trying to find a way to resolve this lockout here in Memphis. Possibly you feel that the lockout's conclusion should happen with full acquiescence by those you locked out regarding your position. Perhaps it means nothing to you or perhaps you are being told by those whose counsel you seek that you can prevail with time. I pray I am wrong about these most prevalent assumptions. But if your willingness to engage in meaningful dialogue with the union to resolve this serious situation is anything like your handling of a sincere letter from the Memphis religious community, on its face, it appears to be true.

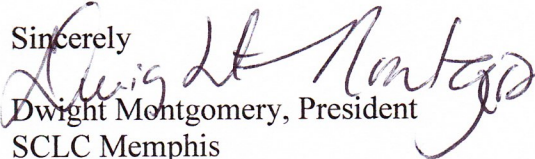
In the letter from your officer who oversees corporate philanthropy, I was counseled on the company's financial generosity to this community. I do not know what that has to do with the issue at hand unless the message to me was that past financial gifts and grants from the company to this Memphis community somehow has given Kellogg the license to get a pass on these current activities. I can assure you that this community has also given much to the company and regardless of how much your officer of philanthropic giving may gather from his records, nothing Kellogg has given in the past will ever surpass the pain you have inflicted on more than 200 workers and their families here in Memphis. No amount of gifts, grants, free cereal or whatever will buy the consciences of the people of good will here and elsewhere.

No one is naïve enough to believe that this situation here has not been sanctioned by you as the company's CEO or that you are not fully apprised of it. You can work toward resolving it or you can sit by and allow this issue to continue without regard to these families and this community. I assure you that numerous local and regional social and faith-based organizations here with strong ties to their national parent organizations all over the country are expressing their desires to boycott Kellogg products. You may not believe that and you may be daily counseled that such is nothing to concern yourself about. However, you should pay close attention in that such movements may soon begin to take on their own path to resolution without the ability of the company or the union to deter them.

While you no doubt have had little, if any, exposure to the Civil Rights Movement in this country based on your Australian citizenship, please know that The Southern Christian Leadership Conference founded by the late Dr. Martin L. King Jr. is currently and has been for decades a driving force in securing justice for those who had less and still possesses strong ties to the progressive social fabric of this country. The SCLC continues to fight for those who are powerless and seen as prey by those who possess wealth and power and who may attempt to exploit their economic and social vulnerabilities as a means to treat them unfairly. Short of a resolution to this unfair and unnecessary economic terrorism beforehand, I will be formally raising this unfortunate and unnecessary corporate hazing of our Memphis brothers and sisters at the national SCLC convention in Atlanta next month. I am sure that the hundreds of pastors of the Memphis Baptist Ministerial Association with our national interdenominational ties across the country are also willing to do the same. Let us not wait until resolution is beyond the reach of reasonable parties that still wish to resolve this dispute with the best interests of both parties to this dispute.

I am asking that you call me so we can discuss the situation here and think through how we might possibly become the catalyst necessary to begin a meaningful dialogue between the parties. I look forward to engaging you in that conversation. Once again I am asking for a personal response to this inquiry and for you to come to Memphis. While I know you are busy, I am hopeful that the welfare of more than 200 of your workers and their families is reason enough for you to take a few minutes from your busy schedule to explore the possibilities. While I am not sure of the methods of resolution that are deployed in Brisbane, Australia, that is the way we try to resolve disputes here in Memphis. I look forward to your personal response.

Sincerely

  
Dwight Montgomery, President  
SCLC Memphis