



Organizing for justice, equality, dignity, worth, and the enormous potential of all people...

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Mr. Edwin J. Holman  
Interim CEO and Chairman of the Board  
The Pantry, Inc.  
305 Gregson Dr.  
Cary, NC 27511

December 7, 2011

Dear Mr. Holman,

We are representatives of religious, civil rights, student, Latino, community, and labor groups in North Carolina who are writing you because so many of our members are Kangaroo Express convenience store customers. Since The Pantry's mission is to become an indispensable part of your customers' daily lives, then it is important that you understand that we expect you to be a socially responsible Company. With that in mind, we want to share with you how troubled we are about the conditions of tobacco farm workers in North Carolina. We are very confident you will want to do something to address our concern because your Company is committed to meeting the expectations of your customers. We assure you we are not looking for a donation or some charitable promotion but merely for your help.

The Pantry, Inc. is an important customer of McLane Co. Inc.

McLane Co. Inc. is the largest customer of Reynolds American Inc. In 2010, McLane comprised 27% of RAI's consolidated revenue, over two billion dollars. RAI reports that no other customer accounted for 10% or more of RAI's consolidated revenue during these periods.

Reynolds profits from the labor of farm workers who harvest tobacco on contract farms in North Carolina and the South. Although Reynolds does not directly employ these farm workers, by contracting with tobacco growers, it establishes standards which directly affect the living and working conditions of tobacco farm workers, both within its supply chain and even beyond.

A report by Oxfam America and the Farm Labor Organizing Committee released on September 18, 2011, "A state of fear: Human rights abuses in North Carolina's tobacco industry," assessed the tobacco industry's impact on the human rights of farm workers in the tobacco fields of North Carolina.

The report examines the industry as a whole and how tobacco farm workers are impacted, relying on detailed interviews with stakeholder representatives including tobacco farm workers. The report focuses its investigation industry-wide and does not identify any particular growers or any specific purchasers. Because it is the leading tobacco company in North Carolina, we believe Reynolds American can be hugely influential in raising the living and working conditions of tobacco farm workers across the South, whether they are employed by RAI contract growers or not.

The report found that there is a strong sense of fear that dominates the lives of the tobacco farmworkers; fear of arrest and deportation; fear of losing their jobs; fear of being unable to repay the thousands of dollars demanded by recruiters and "coyotes" who brought them across the border to these jobs. Much of this fear stems from the fact that nine out of ten farmworkers in North Carolina are undocumented. The report also found that these workers experience sub-poverty wages, degrading treatment, and inhumane conditions.

*The BCC is committed to fostering and modeling a spirit of community based on Dr. Martin Luther King's vision of a "Beloved Community."*

*In this spirit, we envision and work toward social and economic relations that affirm and realize the equality, dignity, worth and potential of every person.*

A majority of the workers interviewed reported that they regularly suffered from symptoms of green tobacco sickness (GTS), a form of acute nicotine poisoning caused by absorption of excessive amounts of nicotine through their skin. The workers interviewed said the growers fail to provide them with protective clothing. Several participants reported working in a field while pesticides were being sprayed, and more than one-third reported pesticide related illnesses.

Nearly all of the workers living in employer-provided housing described problems such as inadequate or non-functional showers and toilets, over-crowding, leaky roofs, lack of ventilation, beds with worn-out mattresses or none at all, infestations of insects and rodents, lack of laundry facilities, and inadequate cooking facilities.

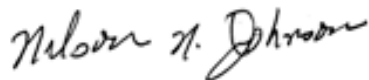
For your information, we have enclosed a copy of the report.

FLOC has been trying to meet with RAI since 2007 to discuss ways that Reynolds can work towards ensuring safe and healthy conditions for tobacco farm workers but to no avail. We are confident that McLane, RAI's largest customer, can help FLOC gain a hearing from RAI. That being said, on July 4 and August 18, 2011, FLOC President Baldemar Velasquez wrote directly to Mr. Grady Rosier, McLane CEO, and called him but Mr. Rosier or his representative has yet to respond to FLOC's request for a hearing.

Now organizations with many members who are Kangaroo Express customers are writing you to ask your help in arranging a meeting between FLOC and McLane. Our request is not only based on The Pantry Inc.'s business relationship with McLane but also on the value your company places on engaging its customers. By its very nature this engagement must be a two way street that goes beyond our members buying products offered in your stores.

We would like to request a meeting with you or your representative to discuss how you can make a difference in the lives of thousands of tobacco farmworkers who work in the tobacco fields. We look forward to meeting with you or your representative as soon as possible and hope to hear from you in the next two weeks. You can contact Reverend Nelson Johnson at (336) 230-0001 with any questions you may have or to arrange a meeting.

Thank you for your consideration.



Rev. Nelson Johnson  
Executive Director  
Beloved Community Center

On behalf of:

Melvin F. Montford, Executive Director, North Carolina A. Philip Randolph Institute, Inc.  
Hector E. Sanchez, Executive Director, Labor Council for Latin American Advancement  
James Andrews, President, North Carolina State AFL-CIO  
Thomas Cannady, Council Organizer, Forsyth County MoveOn Council  
Chris Liu-Beers, Program Associate, Farmworker Ministry Committee, NC Council of Churches  
Ajamu Dillahunt, Steering Committee Member, Black Workers for Justice  
Carol Brooke, Workers' Rights Project Director, NC Justice Center  
Ryan Nilsen, NC State Organizer, National Farm Worker Ministry  
Melinda Wiggins, Executive Director, Student Action with Farmworkers  
Sarah Baker, Co-chair, Student Action with Workers at UNC Chapel Hill  
Tara Schmitt, Co-chair, Alianza at UNC Chapel Hill  
Laura Mistretta, Co-president, Duke Students for Human Borders at Duke University  
Fernando Revelo la Rotla, Co-president, Mi Gente Latino Student Association at Duke University

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