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Return of Private Foundation

or Section 4947(a)(1) Trust Treated as Private Foundation

OMB No 1545-0052

2013

Department of the Treasury
Internal Revenue Service

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Information about Form 990-PF and its separate instructions is at www.irs.gov/form990pf.

Open to Public Inspection

For calendar year 2013 or tax year beginning

, and ending

Name of foundation KELLOGG COMPANY TWENTY-FIVE YEAR EMPLOYEES FUND		A Employer identification number 38-6039770
Number and street (or P.O. box number if mail is not delivered to street address) P.O. BOX 3599	Room/suite	B Telephone number (269) 961-2867
City or town, state or province, country, and ZIP or foreign postal code BATTLE CREEK, MI 49016		C If exemption application is pending, check here <input type="checkbox"/>
G Check all that apply: <input type="checkbox"/> Initial return <input type="checkbox"/> Final return <input type="checkbox"/> Address change <input type="checkbox"/> Initial return of a former public charity <input type="checkbox"/> Amended return <input type="checkbox"/> Name change		D 1. Foreign organizations, check here <input type="checkbox"/> 2. Foreign organizations meeting the 85% test, check here and attach computation <input type="checkbox"/>
H Check type of organization: <input checked="" type="checkbox"/> Section 501(c)(3) exempt private foundation <input type="checkbox"/> Section 4947(a)(1) nonexempt charitable trust <input type="checkbox"/> Other taxable private foundation		E If private foundation status was terminated under section 507(b)(1)(A), check here <input type="checkbox"/>
I Fair market value of all assets at end of year (from Part II, col. (c), line 16) \$ 68,188,782.	J Accounting method: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other (specify) _____	F If the foundation is in a 60-month termination under section 507(b)(1)(B), check here <input type="checkbox"/>

Part I Analysis of Revenue and Expenses (The total of amounts in columns (b), (c), and (d) may not necessarily equal the amounts in column (a).)		(a) Revenue and expenses per books	(b) Net investment income	(c) Adjusted net income	(d) Disbursements for charitable purposes (cash basis only)
1 Contributions, gifts, grants, etc., received				N/A	
2 Check <input checked="" type="checkbox"/> if the foundation is not required to attach Sch. B					
3 Interest on savings and temporary cash investments					
4 Dividends and interest from securities		2,084,300.	2,084,300.		
5a Gross rents					
b Net rental income or (loss)					
6a Net gain or (loss) from sale of assets not on line 10		-7,555.			
b Gross sales price for all assets on line 6a 1,000,000.					
7 Capital gain net income (from Part IV, line 2)			0.		
8 Net short-term capital gain					
9 Income modifications					
10a Gross sales less returns and allowances					
b Less Cost of goods sold					
c Gross profit or (loss)					
11 Other income					
12 Total Add lines 1 through 11		2,076,745.	2,084,300.		
13 Compensation of officers, directors, trustees, etc		0.	0.		0.
14 Other employee salaries and wages					
15 Pension plans, employee benefits-					
16a Legal fees Stmt 1		2,140.	0.		2,140.
b Accounting fees Stmt 2		8,000.	1,600.		6,400.
c Other professional fees Stmt 3		140,419.	0.		140,419.
17 Interest					
18 Taxes Stmt 4		20,814.	0.		0.
19 Depreciation and depletion					
20 Occupancy		1,607.	0.		1,607.
21 Travel, conferences, and meetings		60.	0.		60.
22 Printing and publications					
23 Other expenses Stmt 5		1,350.	1,350.		0.
24 Total operating and administrative expenses. Add lines 13 through 23		174,390.	2,950.		150,626.
25 Contributions, gifts, grants paid		3,711,759.			3,711,759.
26 Total expenses and disbursements. Add lines 24 and 25		3,886,149.	2,950.		3,862,385.
27 Subtract line 26 from line 12:					
a Excess of revenue over expenses and disbursements		-1,809,404.			
b Net investment income (if negative, enter -0-)			2,081,350.		
c Adjusted net income (if negative, enter -0-)				N/A	

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EMPLOYEES FUND**

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Part II Balance Sheets Attached schedules and amounts in the description column should be for end-of-year amounts only		Beginning of year	End of year	
		(a) Book Value	(b) Book Value	(c) Fair Market Value
Assets	1 Cash - non-interest-bearing	1,203,477.	399,427.	399,427.
	2 Savings and temporary cash investments			
	3 Accounts receivable ▶ Less: allowance for doubtful accounts ▶			
	4 Pledges receivable ▶ Less: allowance for doubtful accounts ▶			
	5 Grants receivable			
	6 Receivables due from officers, directors, trustees, and other disqualified persons			
	7 Other notes and loans receivable ▶ Less: allowance for doubtful accounts ▶			
	8 Inventories for sale or use			
	9 Prepaid expenses and deferred charges	1,739.	19,186.	19,186.
	10a Investments - U.S. and state government obligations			
	b Investments - corporate stock Stmt 6	35,914,287.	39,271,002.	39,271,002.
	c Investments - corporate bonds			
	11 Investments - land, buildings, and equipment: basis ▶ Less: accumulated depreciation ▶			
	12 Investments - mortgage loans			
	13 Investments - other Stmt 7	27,404,886.	28,499,167.	28,499,167.
	14 Land, buildings, and equipment: basis ▶ Less: accumulated depreciation ▶			
	15 Other assets (describe ▶)			
	16 Total assets (to be completed by all filers - see the instructions. Also, see page 1, item 1)	64,524,389.	68,188,782.	68,188,782.
Liabilities	17 Accounts payable and accrued expenses			
	18 Grants payable			
	19 Deferred revenue			
	20 Loans from officers, directors, trustees, and other disqualified persons			
	21 Mortgages and other notes payable			
	22 Other liabilities (describe ▶)			
	23 Total liabilities (add lines 17 through 22)	0.	0.	
Net Assets or Fund Balances	Foundations that follow SFAS 117, check here ▶ <input checked="" type="checkbox"/> and complete lines 24 through 26 and lines 30 and 31.			
	24 Unrestricted	64,524,389.	68,188,782.	
	25 Temporarily restricted			
	26 Permanently restricted			
	Foundations that do not follow SFAS 117, check here ▶ <input type="checkbox"/> and complete lines 27 through 31.			
	27 Capital stock, trust principal, or current funds			
	28 Paid-in or capital surplus, or land, bldg., and equipment fund			
	29 Retained earnings, accumulated income, endowment, or other funds			
	30 Total net assets or fund balances	64,524,389.	68,188,782.	
	31 Total liabilities and net assets/fund balances	64,524,389.	68,188,782.	

Part III Analysis of Changes in Net Assets or Fund Balances

1 Total net assets or fund balances at beginning of year - Part II, column (a), line 30 (must agree with end-of-year figure reported on prior year's return)	1	64,524,389.
2 Enter amount from Part I, line 27a	2	-1,809,404.
3 Other increases not included in line 2 (itemize) ▶ UNREALIZED GAIN ON ASSETS	3	5,473,797.
4 Add lines 1, 2, and 3	4	68,188,782.
5 Decreases not included in line 2 (itemize) ▶	5	0.
6 Total net assets or fund balances at end of year (line 4 minus line 5) - Part II, column (b), line 30	6	68,188,782.

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Part IV Capital Gains and Losses for Tax on Investment Income

(a) List and describe the kind(s) of property sold (e.g., real estate, 2-story brick warehouse; or common stock, 200 shs. MLC Co.)			(b) How acquired P - Purchase D - Donation	(c) Date acquired (mo., day, yr.)	(d) Date sold (mo., day, yr.)
1a PUBLICLY TRADED SECURITIES			P		
b					
c					
d					
e					

(e) Gross sales price	(f) Depreciation allowed (or allowable)	(g) Cost or other basis plus expense of sale	(h) Gain or (loss) (e) plus (f) minus (g)
a 1,000,000.		1,007,555.	-7,555.
b			
c			
d			
e			

Complete only for assets showing gain in column (h) and owned by the foundation on 12/31/69

(i) F.M.V. as of 12/31/69	(j) Adjusted basis as of 12/31/69	(k) Excess of col. (i) over col. (j), if any	(l) Gains (Col. (h) gain minus col. (k), but not less than -0-) or Losses (from col. (h))
a			-7,555.
b			
c			
d			
e			

2 Capital gain net income or (net capital loss)	2	-7,555.
{ If gain, also enter in Part I, line 7 If (loss), enter -0- in Part I, line 7		
3 Net short-term capital gain or (loss) as defined in sections 1222(5) and (6):	3	N/A
If gain, also enter in Part I, line 8, column (c). If (loss), enter -0- in Part I, line 8		

Part V Qualification Under Section 4940(e) for Reduced Tax on Net Investment Income

(For optional use by domestic private foundations subject to the section 4940(a) tax on net investment income.)

If section 4940(d)(2) applies, leave this part blank.

Was the foundation liable for the section 4942 tax on the distributable amount of any year in the base period?

☐ Yes ☒ No

If "Yes," the foundation does not qualify under section 4940(e). Do not complete this part.

1 Enter the appropriate amount in each column for each year; see the instructions before making any entries.

(a) Base period years Calendar year (or tax year beginning in)	(b) Adjusted qualifying distributions	(c) Net value of noncharitable-use assets	(d) Distribution ratio (col. (b) divided by col. (c))
2012	3,870,231.	61,903,016.	.062521
2011	3,921,794.	64,235,446.	.061053
2010	2,985,058.	61,898,729.	.048225
2009	2,509,689.	56,075,027.	.044756
2008	3,617,679.	63,889,388.	.056624

2 Total of line 1, column (d)	2	.273179
3 Average distribution ratio for the 5-year base period - divide the total on line 2 by 5, or by the number of years the foundation has been in existence if less than 5 years	3	.054636
4 Enter the net value of noncharitable-use assets for 2013 from Part X, line 5	4	68,105,667.
5 Multiply line 4 by line 3	5	3,721,021.
6 Enter 1% of net investment income (1% of Part I, line 27b)	6	20,814.
7 Add lines 5 and 6	7	3,741,835.
8 Enter qualifying distributions from Part XII, line 4	8	3,862,385.

If line 8 is equal to or greater than line 7, check the box in Part VI, line 1b, and complete that part using a 1% tax rate. See the Part VI instructions.

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Part VI Excise Tax Based on Investment Income (Section 4940(a), 4940(b), 4940(e), or 4948 - see instructions)

1a Exempt operating foundations described in section 4940(d)(2), check here <input type="checkbox"/> and enter "N/A" on line 1. Date of ruling or determination letter: _____ (attach copy of letter if necessary-see instructions)			
b Domestic foundations that meet the section 4940(e) requirements in Part V, check here <input checked="" type="checkbox"/> and enter 1% of Part I, line 27b		1	20,814.
c All other domestic foundations enter 2% of line 27b. Exempt foreign organizations enter 4% of Part I, line 12, col. (b).			
2 Tax under section 511 (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)		2	0.
3 Add lines 1 and 2		3	20,814.
4 Subtitle A (income) tax (domestic section 4947(a)(1) trusts and taxable foundations only. Others enter -0-)		4	0.
5 Tax based on investment income. Subtract line 4 from line 3. If zero or less, enter -0-		5	20,814.
6 Credits/Payments:			
a 2013 estimated tax payments and 2012 overpayment credited to 2013	6a	40,000.	
b Exempt foreign organizations - tax withheld at source	6b		
c Tax paid with application for extension of time to file (Form 8868)	6c		
d Backup withholding erroneously withheld	6d		
7 Total credits and payments. Add lines 6a through 6d	7	40,000.	
8 Enter any penalty for underpayment of estimated tax. Check here <input type="checkbox"/> if Form 2220 is attached	8		
9 Tax due. If the total of lines 5 and 8 is more than line 7, enter amount owed	9		
10 Overpayment. If line 7 is more than the total of lines 5 and 8, enter the amount overpaid	10	19,186.	
11 Enter the amount of line 10 to be: Credited to 2014 estimated tax <input checked="" type="checkbox"/> Refunded <input checked="" type="checkbox"/>	11	0.	

Part VII-A Statements Regarding Activities

	Yes	No
1a During the tax year, did the foundation attempt to influence any national, state, or local legislation or did it participate or intervene in any political campaign?		X
1b Did it spend more than \$100 during the year (either directly or indirectly) for political purposes (see instructions for the definition)? If the answer is "Yes" to 1a or 1b, attach a detailed description of the activities and copies of any materials published or distributed by the foundation in connection with the activities.		X
1c Did the foundation file Form 1120-POL for this year?		X
2 Enter the amount (if any) of tax on political expenditures (section 4955) imposed during the year: (1) On the foundation. <input checked="" type="checkbox"/> \$ 0. (2) On foundation managers. <input checked="" type="checkbox"/> \$ 0.		
e Enter the reimbursement (if any) paid by the foundation during the year for political expenditure tax imposed on foundation managers. <input checked="" type="checkbox"/> \$ 0.		
2 Has the foundation engaged in any activities that have not previously been reported to the IRS? If "Yes," attach a detailed description of the activities.		X
3 Has the foundation made any changes, not previously reported to the IRS, in its governing instrument, articles of incorporation, or bylaws, or other similar instruments? If "Yes," attach a conformed copy of the changes		X
4a Did the foundation have unrelated business gross income of \$1,000 or more during the year?		X
b If "Yes," has it filed a tax return on Form 990-T for this year?		
5 Was there a liquidation, termination, dissolution, or substantial contraction during the year? If "Yes," attach the statement required by General Instruction T		X
6 Are the requirements of section 508(e) (relating to sections 4941 through 4945) satisfied either: • By language in the governing instrument, or • By state legislation that effectively amends the governing instrument so that no mandatory directions that conflict with the state law remain in the governing instrument?	X	
7 Did the foundation have at least \$5,000 in assets at any time during the year? If "Yes," complete Part II, col. (c), and Part XV	X	
8a Enter the states to which the foundation reports or with which it is registered (see instructions) <input checked="" type="checkbox"/> MI		
b If the answer is "Yes" to line 7, has the foundation furnished a copy of Form 990-PF to the Attorney General (or designate) of each state as required by General Instruction G? If "No," attach explanation	X	
9 Is the foundation claiming status as a private operating foundation within the meaning of section 4942(j)(3) or 4942(j)(5) for calendar year 2013 or the taxable year beginning in 2013 (see instructions for Part XIV)? If "Yes," complete Part XIV		X
10 Did any persons become substantial contributors during the tax year? If "Yes," attach a schedule listing their names and addresses		X

N/A

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Part VII-A Statements Regarding Activities (continued)

11 At any time during the year, did the foundation, directly or indirectly, own a controlled entity within the meaning of section 512(b)(13)? If "Yes," attach schedule (see instructions)	11		X
12 Did the foundation make a distribution to a donor advised fund over which the foundation or a disqualified person had advisory privileges? If "Yes," attach statement (see instructions)	12		X
13 Did the foundation comply with the public inspection requirements for its annual returns and exemption application? Website address ▶ <u>N/A</u>	13	X	
14 The books are in care of ▶ <u>The Foundation</u> Telephone no. ▶ <u>(269) 961-2867</u> Located at ▶ <u>P.O. BOX 3599, BATTLE CREEK, MI</u> ZIP+4 ▶ <u>49016</u>			
15 Section 4947(a)(1) nonexempt charitable trusts filing Form 990-PF in lieu of Form 1041 - Check here and enter the amount of tax-exempt interest received or accrued during the year	15	N/A	
16 At any time during calendar year 2013, did the foundation have an interest in or a signature or other authority over a bank, securities, or other financial account in a foreign country? See the instructions for exceptions and filing requirements for Form TD F 90-22.1. If "Yes," enter the name of the foreign country ▶	16	Yes	No X

Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required

File Form 4720 if any item is checked in the "Yes" column, unless an exception applies.

		Yes	No
1a During the year did the foundation (either directly or indirectly):			
(1) Engage in the sale or exchange, or leasing of property with a disqualified person?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(2) Borrow money from, lend money to, or otherwise extend credit to (or accept it from) a disqualified person?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(3) Furnish goods, services, or facilities to (or accept them from) a disqualified person?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(4) Pay compensation to, or pay or reimburse the expenses of, a disqualified person?	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No		
(5) Transfer any income or assets to a disqualified person (or make any of either available for the benefit or use of a disqualified person)?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
(6) Agree to pay money or property to a government official? (Exception. Check "No" if the foundation agreed to make a grant to or to employ the official for a period after termination of government service, if terminating within 90 days.)	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b If any answer is "Yes" to 1a(1)-(6), did any of the acts fail to qualify under the exceptions described in Regulations section 53.4941(d)-3 or in a current notice regarding disaster assistance (see instructions)? Organizations relying on a current notice regarding disaster assistance check here ▶ <input type="checkbox"/>	1b		X
c Did the foundation engage in a prior year in any of the acts described in 1a, other than excepted acts, that were not corrected before the first day of the tax year beginning in 2013?	1c		X
2 Taxes on failure to distribute income (section 4942) (does not apply for years the foundation was a private operating foundation defined in section 4942(j)(3) or 4942(j)(5)):			
a At the end of tax year 2013, did the foundation have any undistributed income (lines 6d and 6e, Part XIII) for tax year(s) beginning before 2013? If "Yes," list the years ▶ _____, _____, _____	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b Are there any years listed in 2a for which the foundation is not applying the provisions of section 4942(a)(2) (relating to incorrect valuation of assets) to the year's undistributed income? (If applying section 4942(a)(2) to all years listed, answer "No" and attach statement - see instructions.)	N/A	2b	
c If the provisions of section 4942(a)(2) are being applied to any of the years listed in 2a, list the years here. ▶ _____, _____, _____			
3a Did the foundation hold more than a 2% direct or indirect interest in any business enterprise at any time during the year?	<input type="checkbox"/> Yes <input checked="" type="checkbox"/> No		
b If "Yes," did it have excess business holdings in 2013 as a result of (1) any purchase by the foundation or disqualified persons after May 26, 1969; (2) the lapse of the 5-year period (or longer period approved by the Commissioner under section 4943(c)(7)) to dispose of holdings acquired by gift or bequest; or (3) the lapse of the 10-, 15-, or 20-year first phase holding period? (Use Schedule C, Form 4720, to determine if the foundation had excess business holdings in 2013.)	N/A	3b	
4a Did the foundation invest during the year any amount in a manner that would jeopardize its charitable purposes?	4a		X
b Did the foundation make any investment in a prior year (but after December 31, 1969) that could jeopardize its charitable purpose that had not been removed from jeopardy before the first day of the tax year beginning in 2013?	4b		X

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Part VII-B Statements Regarding Activities for Which Form 4720 May Be Required (continued)**5a** During the year did the foundation pay or incur any amount to:

(1) Carry on propaganda, or otherwise attempt to influence legislation (section 4945(e))?

☐ Yes ☒ No

(2) Influence the outcome of any specific public election (see section 4955); or to carry on, directly or indirectly, any voter registration drive?

☐ Yes ☒ No

(3) Provide a grant to an individual for travel, study, or other similar purposes?

☐ Yes ☒ No

(4) Provide a grant to an organization other than a charitable, etc., organization described in section 509(a)(1), (2), or (3), or section 4940(d)(2)?

☐ Yes ☒ No

(5) Provide for any purpose other than religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals?

☐ Yes ☒ No**b** If any answer is "Yes" to 5a(1)-(5), did any of the transactions fail to qualify under the exceptions described in Regulations section 53.4945 or in a current notice regarding disaster assistance (see instructions)?

N/A

5b

Organizations relying on a current notice regarding disaster assistance check here

▶ ☐**c** If the answer is "Yes" to question 5a(4), does the foundation claim exemption from the tax because it maintained expenditure responsibility for the grant?

N/A

☐ Yes ☐ No

If "Yes," attach the statement required by Regulations section 53.4945-5(d)

6a Did the foundation, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?☐ Yes ☒ No

6b

b Did the foundation, during the year, pay premiums, directly or indirectly, on a personal benefit contract?

X

If "Yes" to 6b, file Form 8870

7a At any time during the tax year, was the foundation a party to a prohibited tax shelter transaction?☐ Yes ☒ No**b** If "Yes," did the foundation receive any proceeds or have any net income attributable to the transaction?

N/A

7b

Part VIII Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors**1** List all officers, directors, trustees, foundation managers and their compensation.

(a) Name and address	(b) Title, and average hours per week devoted to position	(c) Compensation (If not paid, enter -0-)	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
See Statement 8		0.	0.	0.

2 Compensation of five highest-paid employees (other than those included on line 1). If none, enter "NONE."

(a) Name and address of each employee paid more than \$50,000	(b) Title, and average hours per week devoted to position	(c) Compensation	(d) Contributions to employee benefit plans and deferred compensation	(e) Expense account, other allowances
NONE				

Total number of other employees paid over \$50,000

0

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Part VIII	Information About Officers, Directors, Trustees, Foundation Managers, Highly Paid Employees, and Contractors <i>(continued)</i>
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3 Five highest-paid independent contractors for professional services. If none, enter "NONE."

[illegible]

Total number of others receiving over \$50,000 for professional services

0

Part IX-A	Summary of Direct Charitable Activities
------------------	--

List the foundation's four largest direct charitable activities during the tax year. Include relevant statistical information such as the number of organizations and other beneficiaries served, conferences convened, research papers produced, etc.

Expenses

1	N/A	
2		
3		
4		

Part IX-B	Summary of Program-Related Investments
------------------	---

Describe the two largest program-related investments made by the foundation during the tax year on lines 1 and 2.

Amount

1	N/A	
2		
All other program-related investments. See instructions.—		
3		
Total. Add lines 1 through 3		0.

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**KELLOGG COMPANY TWENTY-FIVE YEAR
EMPLOYEES FUND**
Part X**Minimum Investment Return** (All domestic foundations must complete this part. Foreign foundations, see instructions.)

1	Fair market value of assets not used (or held for use) directly in carrying out charitable, etc., purposes:		
a	Average monthly fair market value of securities	1a	68,081,543.
b	Average of monthly cash balances	1b	1,061,266.
c	Fair market value of all other assets	1c	
d	Total (add lines 1a, b, and c)	1d	69,142,809.
e	Reduction claimed for blockage or other factors reported on lines 1a and 1c (attach detailed explanation)	1e	0.
2	Acquisition indebtedness applicable to line 1 assets	2	0.
3	Subtract line 2 from line 1d	3	69,142,809.
4	Cash deemed held for charitable activities. Enter 1 1/2% of line 3 (for greater amount, see instructions)	4	1,037,142.
5	Net value of noncharitable-use assets. Subtract line 4 from line 3. Enter here and on Part V, line 4	5	68,105,667.
6	Minimum investment return. Enter 5% of line 5	6	3,405,283.

Part XI**Distributable Amount** (see instructions) (Section 4942(j)(3) and (j)(5) private operating foundations and certain foreign organizations check here ☐ and do not complete this part.)

1	Minimum investment return from Part X, line 6	1	3,405,283.
2a	Tax on investment income for 2013 from Part VI, line 5	2a	20,814.
b	Income tax for 2013. (This does not include the tax from Part VI.)	2b	
c	Add lines 2a and 2b	2c	20,814.
3	Distributable amount before adjustments. Subtract line 2c from line 1	3	3,384,469.
4	Recoveries of amounts treated as qualifying distributions	4	0.
5	Add lines 3 and 4	5	3,384,469.
6	Deduction from distributable amount (see instructions)	6	0.
7	Distributable amount as adjusted. Subtract line 6 from line 5. Enter here and on Part XIII, line 1	7	3,384,469.

Part XII**Qualifying Distributions** (see instructions)

1	Amounts paid (including administrative expenses) to accomplish charitable, etc., purposes:		
a	Expenses, contributions, gifts, etc. - total from Part I, column (d), line 26	1a	3,862,385.
b	Program-related investments - total from Part IX-B	1b	0.
2	Amounts paid to acquire assets used (or held for use) directly in carrying out charitable, etc., purposes	2	
3	Amounts set aside for specific charitable projects that satisfy the:		
a	Suitability test (prior IRS approval required)	3a	
b	Cash distribution test (attach the required schedule)	3b	
4	Qualifying distributions. Add lines 1a through 3b. Enter here and on Part V, line 8, and Part XIII, line 4	4	3,862,385.
5	Foundations that qualify under section 4940(e) for the reduced rate of tax on net investment income. Enter 1% of Part I, line 27b	5	20,814.
6	Adjusted qualifying distributions. Subtract line 5 from line 4	6	3,841,571.

Note. The amount on line 6 will be used in Part V, column (b), in subsequent years when calculating whether the foundation qualifies for the section 4940(e) reduction of tax in those years.

**KELLOGG COMPANY TWENTY-FIVE YEAR
EMPLOYEES FUND**
Part XIII Undistributed Income (see instructions)

	(a) Corpus	(b) Years prior to 2012	(c) 2012	(d) 2013
1 Distributable amount for 2013 from Part XI, line 7				3,384,469.
2 Undistributed income, if any, as of the end of 2013				
a Enter amount for 2012 only			0.	
b Total for prior years:		0.		
3 Excess distributions carryover, if any, to 2013:				
a From 2008	156,858.			
b From 2009	314,776.			
c From 2010				
d From 2011	758,692.			
e From 2012	831,602.			
f Total of lines 3a through e	2,061,928.			
4 Qualifying distributions for 2013 from Part XII, line 4: ► \$ 3,862,385.				
a Applied to 2012, but not more than line 2a			0.	
b Applied to undistributed income of prior years (Election required - see instructions)		0.		
c Treated as distributions out of corpus (Election required - see instructions)	0.			
d Applied to 2013 distributable amount				3,384,469.
e Remaining amount distributed out of corpus	477,916.			
5 Excess distributions carryover applied to 2013 (If an amount appears in column (d), the same amount must be shown in column (a))	0.			0.
6 Enter the net total of each column as indicated below:	2,539,844.			
a Corpus Add lines 3f, 4c, and 4e Subtract line 5				
b Prior years' undistributed income. Subtract line 4b from line 2b		0.		
c Enter the amount of prior years' undistributed income for which a notice of deficiency has been issued, or on which the section 4942(a) tax has been previously assessed		0.		
d Subtract line 6c from line 6b. Taxable amount - see instructions		0.		
e Undistributed income for 2012. Subtract line 4a from line 2a. Taxable amount - see instr.			0.	
f Undistributed income for 2013. Subtract lines 4d and 5 from line 1. This amount must be distributed in 2014				0.
7 Amounts treated as distributions out of corpus to satisfy requirements imposed by section 170(b)(1)(F) or 4942(g)(3)	0.			
8 Excess distributions carryover from 2008 not applied on line 5 or line 7	156,858.			
9 Excess distributions carryover to 2014. Subtract lines 7 and 8 from line 6a	2,382,986.			
10 Analysis of line 9:				
a Excess from 2009	314,776.			
b Excess from 2010				
c Excess from 2011	758,692.			
d Excess from 2012	831,602.			
e Excess from 2013	477,916.			

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Part XIV Private Operating Foundations (see instructions and Part VII-A, question 9)

N/A

1 a If the foundation has received a ruling or determination letter that it is a private operating foundation, and the ruling is effective for 2013, enter the date of the ruling ▶

b Check box to indicate whether the foundation is a private operating foundation described in section ☐ 4942(j)(3) or ☐ 4942(j)(5)

	Tax year				Prior 3 years	(e) Total
	(a) 2013	(b) 2012	(c) 2011	(d) 2010		
2 a Enter the lesser of the adjusted net income from Part I or the minimum investment return from Part X for each year listed						
b 85% of line 2a						
c Qualifying distributions from Part XII, line 4 for each year listed						
d Amounts included in line 2c not used directly for active conduct of exempt activities						
e Qualifying distributions made directly for active conduct of exempt activities. Subtract line 2d from line 2c						
3 Complete 3a, b, or c for the alternative test relied upon:						
a "Assets" alternative test - enter:						
(1) Value of all assets						
(2) Value of assets qualifying under section 4942(j)(3)(B)(i)						
b "Endowment" alternative test - enter 2/3 of minimum investment return shown in Part X, line 6 for each year listed						
c "Support" alternative test - enter:						
(1) Total support other than gross investment income (interest, dividends, rents, payments on securities loans (section 512(a)(5)), or royalties)						
(2) Support from general public and 5 or more exempt organizations as provided in section 4942(j)(3)(B)(iii)						
(3) Largest amount of support from an exempt organization						
(4) Gross investment income						

Part XV Supplementary Information (Complete this part only if the foundation had \$5,000 or more in assets at any time during the year-see instructions.)

1 Information Regarding Foundation Managers:

a List any managers of the foundation who have contributed more than 2% of the total contributions received by the foundation before the close of any tax year (but only if they have contributed more than \$5,000). (See section 507(d)(2).)

None

b List any managers of the foundation who own 10% or more of the stock of a corporation (or an equally large portion of the ownership of a partnership or other entity) of which the foundation has a 10% or greater interest.

None

2 Information Regarding Contribution, Grant, Gift, Loan, Scholarship, etc., Programs:

Check here ☐ if the foundation only makes contributions to preselected charitable organizations and does not accept unsolicited requests for funds. If the foundation makes gifts, grants, etc. (see instructions) to individuals or organizations under other conditions, complete items 2a, b, c, and d.

a The name, address, and telephone number or e-mail address of the person to whom applications should be addressed:

See Statement 9

b The form in which applications should be submitted and information and materials they should include:

c Any submission deadlines:

d Any restrictions or limitations on awards, such as by geographical areas, charitable fields, kinds of institutions, or other factors:

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Part XV Supplementary Information (continued)**3** Grants and Contributions Paid During the Year or Approved for Future Payment

Recipient Name and address (home or business)	If recipient is an individual, show any relationship to any foundation manager or substantial contributor	Foundation status of recipient	Purpose of grant or contribution	Amount
a Paid during the year				
SEE ATTACHMENT				3,711,759.
Total			▶ 3a	3,711,759.
b Approved for future payment				
None				
Total			▶ 3b	0.

Form 990-PF	Legal Fees			Statement	1
Description	(a) Expenses Per Books	(b) Net Invest- ment Income	(c) Adjusted Net Income	(d) Charitable Purposes	
LEGAL	2,140.	0.		2,140.	
To Fm 990-PF, Pg 1, ln 16a	2,140.	0.		2,140.	

Form 990-PF	Accounting Fees			Statement	2
Description	(a) Expenses Per Books	(b) Net Invest- ment Income	(c) Adjusted Net Income	(d) Charitable Purposes	
ACCOUNTING	8,000.	1,600.		6,400.	
To Form 990-PF, Pg 1, ln 16b	8,000.	1,600.		6,400.	

Form 990-PF	Other Professional Fees			Statement	3
Description	(a) Expenses Per Books	(b) Net Invest- ment Income	(c) Adjusted Net Income	(d) Charitable Purposes	
CONSULTING	26,069.	0.		26,069.	
ADMINISTRATIVE	72,350.	0.		72,350.	
LIASON	42,000.	0.		42,000.	
To Form 990-PF, Pg 1, ln 16c	140,419.	0.		140,419.	

Form 990-PF	Taxes			Statement	4
Description	(a) Expenses Per Books	(b) Net Invest- ment Income	(c) Adjusted Net Income	(d) Charitable Purposes	
EXCISE	20,814.	0.		0.	
To Form 990-PF, Pg 1, ln 18	20,814.	0.		0.	

Form 990-PF	Other Expenses			Statement	5
Description	(a) Expenses Per Books	(b) Net Invest- ment Income	(c) Adjusted Net Income	(d) Charitable Purposes	
BANK FEES & MISCELLANEOUS	1,350.	1,350.			0.
To Form 990-PF, Pg 1, ln 23	1,350.	1,350.			0.

Form 990-PF	Corporate Stock		Statement	6
Description	Book Value		Fair Market Value	
KELLOGG COMPANY	39,271,002.		39,271,002.	
Total to Form 990-PF, Part II, line 10b	39,271,002.		39,271,002.	

Form 990-PF	Other Investments		Statement	7
Description	Valuation Method	Book Value	Fair Market Value	
MAINSTAY EQUITY SECURITIES	COST	16,829,986.	16,829,986.	
PIMCO INVESTMENT	COST	11,653,444.	11,653,444.	
DIVIDENDS RECEIVABLE	COST	15,737.	15,737.	
Total to Form 990-PF, Part II, line 13		28,499,167.	28,499,167.	

Form 990-PF Part VIII - List of Officers, Directors Statement 8
 Trustees and Foundation Managers

Name and Address	Title and Avrg Hrs/Wk	Compen- sation	Employee Ben Plan Contrib	Expense Account
MARGARET BATH ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	PRESIDENT 0.00	0.	0.	0.
JOEL VANDERKOOI ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	TREASURER 0.00	0.	0.	0.
JODI GIBSON ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	EXECUTIVE DIRECTOR 0.00	0.	0.	0.
KRIS CHARLES ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	VICE PRESIDENT 0.00	0.	0.	0.
RON DISSINGER ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	DIRECTOR 0.00	0.	0.	0.
SAMMIE LONG ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	DIRECTOR 0.00	0.	0.	0.
GUSTAVO FERNANDEZ ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	DIRECTOR 0.00	0.	0.	0.
LINDA FIELDS ONE KELLOGG SQUARE BATTLE CREEK, MI 49016	SECRETARY 0.00	0.	0.	0.
Totals included on 990-PF, Page 6, Part VIII		0.	0.	0.

Form 990-PF	Grant Application Submission Information	Statement	9
	Part XV, Lines 2a through 2d		

Name and Address of Person to Whom Applications Should be Submitted

ANN GALLAGHER
c/o 25 Year Fund, One Kellogg Sq.
Battle Creek, MI 49016

Telephone Number

269-961-2166

Form and Content of Applications

TO QUALIFY FOR CHARITABLE CONTRIBUTIONS, QUALIFYING ORGANIZATIONS MUST:

1. SUBMIT REQUEST IN WRITING TO TRUSTEES
2. PROVE ABILITY TO PROVIDE BENEFITS TO 25-YEAR CLUB MEMBERS AS DEEMED BY TRUSTEES

Any Submission Deadlines

NONE

Restrictions and Limitations on Awards

TO QUALIFY FOR CHARITABLE CONTRIBUTIONS, QUALIFYING ORGANIZATIONS MUST:

1. HAVE BEEN EMPLOYED BY KELLOGG COMPANY OR ONE OF ITS SUBSIDIARIES FOR 25 OR MORE YEARS OR BE A SPOUSE OF SUCH PERSON
 2. COMPLETE THE APPLICATION FOR ASSISTANCE FORM
 3. MEET MINIMUM FINANCIAL-NEED REQUIREMENTS AS DETERMINED BY FUND TRUSTEES:
 - A. QUALIFYING INCOME DEPENDING ON NUMBER IN HOUSEHOLD
 - B. LIQUID ASSETS LESS THAN \$20,000 PER COUPLE OR \$15,000 PER INDIVIDUAL
 - C. NO SIGNIFICANT PROPERTY ASSETS BEYOND PRIMARY RESIDENCE
 4. BE APPROVED BY FUND TRUSTEES (TRUSTEES ALSO DETERMINE AMOUNT OF GRANT)
-

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Name	Address	Relationship	Status	Purpose	Amount
Grand Valley State University	1 Campus Drive Allendale, MI 49401-9403	NONE	PC	EDUCATIONAL	350,000.00
BATTLE CREEK COMMUNITY FOUNDATION	34 WEST JACKSON BATTLE CREEK, MI 49017	NONE	PC	HUNGER RELIEF	500,000.00
BATTLE CREEK COMMUNITY FOUNDATION	34 WEST JACKSON BATTLE CREEK, MI 49017	NONE	PC	HUNGER RELIEF	250,000.00
RESOURCE FOUNDATION	237 WEST 25TH STREET, STE.1203 NEW YORK, NY 10001	NONE	PC	HUNGER RELIEF	270,000.00
COMM FOUNDATION FOR GREATER MANCHESTER	BESWICK HOUSE, BESWICK ROW MANCHESTER UK M4-4LA	NONE	PC	HUNGER RELIEF	300,000.00
FOODBANK OF SOUTH CENTRAL MICHIGAN	5451 WAYNE ROAD BATTLE CREEK, MI 49017	NONE	PC	HUNGER RELIEF	100,000.00
CANADIAN RED CROSS SOCIETY, ONTARIO ZONE	5700 CONCROSS COURT MISSISSAUGA, ONTARIO L5R 3E9	NONE	PC	HUNGER RELIEF	25,000.00
KELLOGG AUST. PTY LTD	41-51 WENTWORTH AVENUE, PAGEWOOD SYDNEY, NSW 2019	NONE	PC	HUNGER RELIEF	105,000.00
MEALS ON WHEELS ASSOCIATION OF AMERICA	413 N. LEE STREET ALEXANDRIA, VA 22314	NONE	PC	HUNGER RELIEF	100,000.00
MARGARET CRIBBS	223 CENTRAL AVENUE BATTLE CREEK, MI 49017	NONE		HARDSHIP	62,285.43
VIRGIL GEMEINHARDT	2410 W. CHESTERFIELD, APT 326 SPRINGFIELD, MO 65807	NONE		HARDSHIP	28,500.00
BONNIE BROWN	6333 HAMILTON ST OMAHA, NE 68132	NONE		HARDSHIP	8,700.00
THERESA KING	5975 ASTER DR. BATTLE CREEK, MI 49014	NONE		HARDSHIP	8,400.00
ALBERTA REESE	116 PARK RIDGE DRIVE BATTLE CREEK, MI 49017	NONE		HARDSHIP	4,800.00
ETHEL CAMP	1073 OLIVERDA ROAD SHERWOOD, MI 49089	NONE		HARDSHIP	3,335.70
EDWOODS FIELDS	1810 E. 22ND STREET OAKLAND, CA 94606	NONE		HARDSHIP	600.00
JOE PROCHASKA	OMAHA STATE BANK 12100 WEST CENTER ROAD	NONE		HARDSHIP	54,895.00
RAYMOND CASTLEBERRY	PNC BANK 5375 ATLANTA HWY	NONE		HARDSHIP	50,110.00
CAROLYN REDDEN	AMERICAN 1 CREDIT UNION ATTN MAIL-IN TELLER 530 MAIN ST	NONE		HARDSHIP	40,918.42
SUSAN GIBSON	43 DUSTY TRAIL BATTLE CREEK, MI 49017	NONE		HARDSHIP	38,538.48
ELIZABETH PHILLIPS	C/O JOAN JESS 17250 W. VON SOSTEN RD TRACY, CA 95304	NONE		HARDSHIP	38,100.00
MARGARET HOOD	22401 HIGHWAY 51 SCOBAY, MS 38953	NONE		HARDSHIP	34,781.40
JANIECE WALLACE	C/O MIKE BROWN 607 YAZOO CREEK AUSTIN, TX 78613	NONE		HARDSHIP	34,500.00
GORDON STINE	8289 CALVIN ROAD BATTLE CREEK, MI 49017	NONE		HARDSHIP	33,465.97
ELIZABETH JACKSON	KCFU ATTN MAIL-IN TELLER (E Jackson ACCT) P.O. BOX 140	NONE		HARDSHIP	28,349.00
GERALDINE GORDON	730 ELM STREET ATHENS, MI 49011	NONE		HARDSHIP	27,968.20
TREVA CHRISTMAS	3971 CAPITAL SW LOT 33 BATTLE CREEK, MI 49015	NONE		HARDSHIP	26,342.50
ELIZABETH DABBS	13930 FARMINGTON BLVD TAMPA, FL 32926	NONE		HARDSHIP	25,595.00
RUFUS JACKSON	2734 TRUDY LANE, UNIT 14 LANSING, MI 48910	NONE		HARDSHIP	24,851.00
ALTHEA PATTERSON	C/O LARRY MAUPIN 10560 MANNING LK RD DELTON, MI 49046	NONE		HARDSHIP	24,000.00
RAVELLE HUDSON	ATTN MAIL-IN TELLER PNC BANK 65 SOUTH 20TH STREET	NONE		HARDSHIP	21,600.00
BOOTS SPOONER	120 BRIGHTON HUNTINGTON HILLS BATTLE CREEK, MI 49015	NONE		HARDSHIP	21,027.27
BETTY MILLER	C/O JOANN COUNTS 7139 JASPER DR HUDSONVILLE, MI 49426	NONE		HARDSHIP	20,400.00
GEORGINA STOREY	305 SHERMAN RD BATTLE CREEK, MI 49017	NONE		HARDSHIP	20,239.76
JAMES SCOTT	ATTN: MAIL-IN TELLER PNC BRANCH 131 NORTH MAIN STREET	NONE		HARDSHIP	20,150.00
LUCILLE BOLLEY	C/O M MORRIS 728 TERRITORIAL W BATTLE CREEK, MI 49015	NONE		HARDSHIP	19,800.00
BETTY MARIE GOLDEN	317 BURNHAM ST W BATTLE CREEK, MI 49015	NONE		HARDSHIP	19,716.00
GERALD RUTHERFORD	9375 LOST TRAIL DR DELTON, MI 49046	NONE		HARDSHIP	18,782.00
EUGENE LA FORCE	C/O YOUNG 16 CATERCAILLIE LN BATTLE CREEK, MI 49014	NONE		HARDSHIP	18,600.00
NORMAN HUTCHESON	3971 CAPITAL AVE SW #2 BATTLE CREEK, MI 49015	NONE		HARDSHIP	18,000.00
MARY HODGES	136 E MERWOOD DRIVE BATTLE CREEK, MI 49017	NONE		HARDSHIP	17,907.67
BRADFORD COFIELD	2900 KEENAN ROAD COLLEGE PARK, GA 30349	NONE		HARDSHIP	17,670.00

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LUCILLE DAVIS	ATTN MAIL-IN TELLER CHEMICAL BANK 290 E. COLUMBIA	NONE	HARDSHIP	17,667.13
AGNES HESTER	ATTN MAIL-IN TELLER COMERICA BANK 6405 B DR. N, STE. A	NONE	HARDSHIP	17,283.27
THELMA SCHLYER	THE FLOWER HOUSE 9950 S. CLARK NASHVILLE, MI 49073	NONE	HARDSHIP	17,200.00
ELIZABETH PEDERSEN	9255 HOPKINS LANE HILLSBORO, OH 45133	NONE	HARDSHIP	17,160.00
MARIA O'NEILL	26 NEWBOULT ROAD CHEADLE, MANCHESTER, SK1 1NS	NONE	HARDSHIP	17,041.74
EVELYN GLASSNER	706 NORTH AVE LEGACY OAKS BATTLE CREEK, MI 49017	NONE	HARDSHIP	16,492.00
BARB ADRIAN	c/o PAMELA SMITH 121 LINWOOD ST LONDON ON N5Y 1W5	NONE	HARDSHIP	16,352.00
MANUEL DIAZ-ARROYO	2517 S. 166TH STREET OMAHA, NE 68130	NONE	HARDSHIP	16,278.50
GEORGE MOVSESSIAN	36 POZIERES AVE MATRAVILLE SYDNEY, NSW 2036	NONE	HARDSHIP	15,756.06
RAY HAYES	227 NORTHFIELD DR. BATTLE CREEK, MI	NONE	HARDSHIP	15,000.00
ROSS ADRIAN	CANADA TRUST ATTN: MAIL IN TELLER 972 HAMILTON RD	NONE	HARDSHIP	14,300.96
EVA CLOUD	KCFCU ATTN MAIL-IN TELLER (E Cloud ACCT) P.O. BOX 140	NONE	HARDSHIP	14,276.27
ELLIS CRAFT	1501 MIRASOL AVENUE OAKLAND, CA 94605	NONE	HARDSHIP	13,800.00
LELIA MILLER	7887 N. 48TH STREET AUGUSTA, MI 49012	NONE	HARDSHIP	13,200.00
DONALD GILL	1776 WOODCHASE GLEN DRIVE CORDOVA, TN 38016	NONE	HARDSHIP	12,932.60
LOREN ARNEY	P O. BOX 370 OLIVET, MI 49076	NONE	HARDSHIP	12,600.00
JUDITH COY	14471 FRANCIS AVENUE BATTLE CREEK, MI 49017	NONE	HARDSHIP	12,443.00
JIM CLEMONS	8485 TASKAR RD BELLEVUE, MI 49021	NONE	HARDSHIP	12,080.43
PHYLLIS GLEN	C/O SALLY THORNTON 110 S. PARK ST. UNION CITY, MI 49094	NONE	HARDSHIP	12,000.00
VICKIE OLDS	414 NORTH MAIN ST TEKONSHA, MI 49092	NONE	HARDSHIP	12,000.00
JACK K THOMPSON	43 GLADESVILLE ROAD, HUNTERS HILL SYDNEY, NSW 2110	NONE	HARDSHIP	11,832.00
EVELYN LANTRIP	KCFCU ATTN MAIL-IN TELLER (E Lantrip ACCT) P.O. BOX 140	NONE	HARDSHIP	11,700.00
EMMANUEL A VAN LIEROP	EMMANUEL VAN LIEROP - 160643-603 595 BAY STREET, SUITE 80	NONE	HARDSHIP	11,504.80
TWILLA JOHNSON	HILL ROAD 12184 SIX MILE ROAD BATTLE CREEK, MI 49014	NONE	HARDSHIP	11,480.00
MARGARET COX	CHEMICAL BANK ATTN: MAIL-IN TELLER 1295 CAPITAL AVE, NE	NONE	HARDSHIP	10,932.00
JOYCE CLAPP	555 WEST TERRITORIAL BATTLE CREEK, MI 49015	NONE	HARDSHIP	10,800.00
MELVIN METZ	16395 M-89 AUGUSTA, MI 49012	NONE	HARDSHIP	10,540.00
MARGARET COFFMAN	ATTN MAIL-IN TELLER BANK ATLANTIC 372 E DANIA BEACH BLV	NONE	HARDSHIP	10,500.00
JOE MCPHILBIN	2 BYRON RD STRETTFORD MANCHESTER, ENG M32 0TZ	NONE	HARDSHIP	10,296.00
MARTHA MACKINDER	4032 TRUMAN DRIVE SEFFNER, FL 33584	NONE	HARDSHIP	10,245.00
GEORGIA BRACKETT	9700 44TH WAY PINELLAS PARK, FL 33782	NONE	HARDSHIP	10,200.00
VONNIE ANDERSON	LAKEVIEW SENIOR LIVING 14661 HELMER RD S BATTLE CREEK, MI	NONE	HARDSHIP	10,000.00
DOROTHY BIEL	28944 WHITECLIFF RD HAYWARD, CA 94540	NONE	HARDSHIP	9,976.34
ROSEMARY BRYANT	KCFCU ATTN MAIL-IN TELLER (R Bryant ACCT) P.O. BOX 140	NONE	HARDSHIP	9,846.94
PHYLLIS PETRIE	ATTN MAIL-IN TELLER (P Petrie ACCT) THE BANK OF NOVA SCOTI	NONE	HARDSHIP	9,697.18
BARB BRENNER	56 N. 31ST STREET BATTLE CREEK, MI 49015	NONE	HARDSHIP	9,600.00
JEREMIAH MCCARTHY	ATTN MAIL-IN TELLER WACHOVIA BANK 1030 MONTGOMERY RO	NONE	HARDSHIP	9,600.00
JOAN BRADSTREET	10450 6 MILE ROAD LOT 114 BATTLE CREEK, MI 49014	NONE	HARDSHIP	9,600.00
LEONA CARPENTER	ATTN MAIL-IN TELLER COMERICA 6405 B DRIVE N, SUITE A	NONE	HARDSHIP	9,529.00
GRAHAM MINER	222 KELLOGG ST BATTLE CREEK, MI 49037-1508	NONE	HARDSHIP	9,426.10
CANDANCE CAMPBELL	157 MANLEY ROAD WHALLEY RANGE MANCHESTER, ENG M16 8N	NONE	HARDSHIP	9,360.00
WINIFRED V CULLEN	4 CONWAY COURT LLANWRST ROAD CLAN CONWAY, ENG LL28 5S	NONE	HARDSHIP	9,360.00
MELVIN WHITING	KCFCU ATTN MAIL-IN TELLER (M Whiting ACCT) P.O. BOX 140	NONE	HARDSHIP	8,700.00
BETTE VANDENBERG	6117 CHARLEVOIX WOODS CT. SE GRAND RAPIDS, MI 49546	NONE	HARDSHIP	8,675.00

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Employee Name	Address	Contributions Paid	Hardship Status
BETTY NOUD	KCFU ATTN MAIL-IN TELLER (B Noud ACCT) P.O. BOX 140	NONE	HARDSHIP
NANCY THOMASON	KCFU ATTN MAIL-IN TELLER (N Thomason ACCT) P.O. BOX 140	NONE	HARDSHIP
VIRGINIA CUTSINGER	30 MOSHER AVE BATTLE CREEK, MI 49037	NONE	HARDSHIP
GLORIA COFFING	20496 MCCALLISTER ROAD BATTLE CREEK, MI 49014	NONE	HARDSHIP
DENNIS BARNES	559 N. MADISON MARSHALL, MI 49068	NONE	HARDSHIP
LOUISE CARPENTER	9725 W DR SOUTH UNION CITY, MI 49094	NONE	HARDSHIP
ANNABEL GREEN	KCFU ATTN MAIL-IN TELLER (A Green ACCT) P.O. BOX 140	NONE	HARDSHIP
BLANCA MARGARITA VARGAS GONZALEZ	BAGRE 3912 RES. LOMA BONITA ZAPOCAN, JALISCO JA 44590	NONE	HARDSHIP
JOSEFINA NAVARRO GARCIA	D CARMONA, NO. 33 SUR, COL. LA CRUZ QUERETARO, QRO MEXICCO	NONE	HARDSHIP
SALVADOR BARRERA ALFARO	8 CALLE DEL LAUREL #177 COL. EL LAUREL QUERETARO, QRO	NONE	HARDSHIP
DORIS WILDER	17644 10 MILE RD BATTLE CREEK, MI 49014	NONE	HARDSHIP
LOUISA MAHLANGU	115 NKUSI STREET KWA THEMA SPRINGS, GP 1575	NONE	HARDSHIP
HELEN FLEMING	227 NORTH LINCOLN BLVD BATTLE CREEK, MI 49015	NONE	HARDSHIP
MARIA ELENA JIMENEZ VARGAS	KCFU ATTN MAIL-IN TELLER (E Teeter ACCT) P.O. BOX 140	NONE	HARDSHIP
ELEANOR L TEETER	CALLE VESUBIO NO. 315 ROMA 64700 MONTERREY, N.L.	NONE	HARDSHIP
RAQUEL NUNEZ DE RODRIGUEZ	ESPINO NO.101 ESQUINA CON CACTUS GARAMBULLO QRO 76115	NONE	HARDSHIP
ALVARO MEJIA MONTES	201 EAST CEDARDALE APT. 207 PAPILLION, NE 68046	NONE	HARDSHIP
MARY NOONAN	119 MARSHA BATTLE CREEK, MI 49014	NONE	HARDSHIP
SUSAN SUGGS	147 OSWALD ROAD CHONTON, ENG M21 9AZ	NONE	HARDSHIP
ESTER MARTINEZ CORIA	31 THELWALL RD SALE MANCHESTER, ENG M33 2QN	NONE	HARDSHIP
THOMAS MORAN	17 LINDUM AVENUE STRETTFORD MANCHESTER, ENG M16 9NQ	NONE	HARDSHIP
ALFRED MARSLAND	12 MOORLAND PARK CUDDINGTON NORTHWICH, CHESHIRE CW8	NONE	HARDSHIP
DOROTHY HYLTON	613 NE TUDOR RD LEE SUMMIT, MO 64086	NONE	HARDSHIP
NORMAN HIGGINSON	5211 N. BEDFORD RD, LOT C1 BATTLE CREEK, MI 49017	NONE	HARDSHIP
LAWRENCE LAWYER	11666 MAKHONOWA ST KWA-THEMA JOHANNESBURG, GAUTENG	NONE	HARDSHIP
SUE BAMFIELD	KCFU ATTN MAIL-IN TELLER (A Banazsak ACCT) P.O. BOX 140	NONE	HARDSHIP
THEMBI MATSHEKE	ATTN MAIL-IN TELLER PNC BANK 65 SOUTH 20TH STREET	NONE	HARDSHIP
ALICE BANASZAK	22219 ANNS CHOICE WAY WARMINSTER, PA 18974	NONE	HARDSHIP
BARBARA PAIGE	409/4 ROOSEVELT AVENUE RIVERWOOD NSW 2210	NONE	HARDSHIP
WILLIAM ROTHWELL	75 MOUNT ROAD ALLINGTON MIDDLETON	NONE	HARDSHIP
VERA WILLIAMS	12 BRESLER ST SHARON PARK NIGEL GP 1496	NONE	HARDSHIP
MARY DOYLE	70200 DILLION ROAD, UNIT 89 DESERT HOT SPRINGS, CA 92241-7	NONE	HARDSHIP
BJ TSHABALALA	890 W TERRITORIAL RD, APT 106 BATTLE CREEK, MI 49015	NONE	HARDSHIP
MANUEL HERNANDEZ HERNANDEZ	PIZARRA 262-COL. SATELITE QUERETARO QRO C.P.76110	NONE	HARDSHIP
RICHARD BELL	3 REEVEY AVENUE HAZEL GROVE STOCKPORT, ENG SK8 5A2	NONE	HARDSHIP
SALLY OSBORN	17 CORNBROOK COURT OLD TRAFFORD MANCHESTER, ENG M154	NONE	HARDSHIP
ELISEO AGUILAR GONZALEZ	7 TREVOR ROAD PRESTATYN CLWYD, NSW LL197NG	NONE	HARDSHIP
JOSEPH MULVEY	11692 RALEIGH LAGRANGE ROAD EADES, TN 38028	NONE	HARDSHIP
LOUISA HIGGINSON	ATTN MAIL-IN TELLER KELLOGG CO. EFCU 9601 F ST	NONE	HARDSHIP
PHYLLIS LYTTLE	10219 I DR N BATTLE CREEK, MI 49014	NONE	HARDSHIP
HAZEL VAUGHN	5507 TSIE ST, EXT 8 BRAKPAN GP 1550	NONE	HARDSHIP
KENNETH JACKSON			
VERA EVEREST			
TSHWANCHI MANAMELA			

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JAMES BURNS	15 LYNNWOOD DRIVE STALMINE POULTON LE FYLDE, ENG FY6 OP2 NONE	HARDSHIP	3,276.00
ALKIVIADIS AGORITSAS	10/165-199 BANKSIA STREET PAGEWOOD, NSW 2035	HARDSHIP	3,055.00
GUADALUPE VAQUERA DIAZ	AV. 20 DE NOVIMBRE #320 QUERETARO, QRO	HARDSHIP	3,000.00
VIOLET BUCKNER	C/O P GUTZMAN 20271 EAST AVE NORTH BATTLE CREEK, MI 490 NONE	HARDSHIP	3,000.00
BERYL GIFFORD	46 NORTHCOTE ROAD GREENACRE - SYDNEY N.S.W 2190	HARDSHIP	2,937.50
NORMAN TOMKINSON	104 GLASTONBURY ROAD STRETTFORD MANCHESTER, ENG M32 9I NONE	HARDSHIP	2,808.00
SYLVIA WINTERBOTTOM	18 FITTON AVENUE CHARLTON MANCHESTER, ENG M21 7HU	HARDSHIP	2,808.00
CHARLES CRIBBS	223 CENTRAL AVENUE BATTLE CREEK, MI 49017	HARDSHIP	2,680.00
ENOCK MSIBI	11538 MANENSTRA STREET KWA THEMA SPRINGS GP 1575	HARDSHIP	2,660.00
JANE NTSHEHI	209 MOHLALA STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	2,660.00
NOMGQIBELO MBONANI	82 MOHLABI STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	2,660.00
THOTHOME MOSETHLA	65 RABOLOU STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	2,660.00
ENRIQUETA CAMARILLO LLANAS	M GONZALES #42 BAJA CALIF E-510 TLATELOLCO MEXICO C P.06 NONE	HARDSHIP	2,580.00
STANLEY KATZ	1152 Lakeside Drive Ceresco, MI 49033	HARDSHIP	2,483.98
FRANK KHOZA	PO BOX 55 THULAMAHESHE BUSHBUCKRIDGE, GP 1365	HARDSHIP	2,460.50
ALEJANDRO FAVILA	AHUEHUETE #113, FRACC VILLAS DEL ALAMO PACHUCEDE SUTO	HARDSHIP	2,400.00
BARBARA BROWN	WELLS FARGO BANK 516 NORTH LINCOLN RD	HARDSHIP	2,400.00
FLORENCE M HYDES	1/119 MAROUBRA RD. MAROUBRA, NSW 2035	HARDSHIP	2,350.00
KATHLEEN KNOWLES	20 FOREST PARK ROAD OAKMERE NORTHWICH, ENG CW8 2DY	HARDSHIP	2,340.00
JOB MAKGALEMELE	9104 TAWANA ST. TSAKANG, GP 1550	HARDSHIP	2,227.75
EDWARD PETERSEN	10450 6 MILE RD LOT 85 BATTLE CREEK, MI 49014	HARDSHIP	2,200.00
GLADYS PACILLO	132 WILLIAMS DRIVE BATTLE CREEK, MI 49015	HARDSHIP	1,945.00
ELIAS MORE	12369 KOAGO STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	1,928.50
JOSE PABLO CISNEROS	S LAŠ MILPAS 130 FRACC LAS FUENTES REYNOSA TA 88743	HARDSHIP	1,920.00
CALIXTO SALVADOR OLVERA	EDIFICO "A" INT. 1-A, COLONIA SATALITE QUERETARO, QUE MEXI NONE	HARDSHIP	1,800.00
MARAILANE MAKORO	31 SKOSANA STREET KWA-THELMA SPRINGS, GP 1560	HARDSHIP	1,795.50
JULIAINE GREEN	KFCU ATTN. MAIL-IN TELLER (J. GREEN ACCT) P.O. BOX 140	HARDSHIP	1,665.00
HILDEGARD SCHMIDT	6 MEDINDA COURT VOORTREKER ROAD BRAKPAN, GP 1541	HARDSHIP	1,596.00
SESI MNCUBE	11577 MAKHONJWA STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	1,596.00
ROBERT SWIFT	15 LYDGATE ROAD SALE MANCHESTER ENG M33 3LW	HARDSHIP	1,553.65
OLETA MAPES	168 MARJORIE ST BATTLE CREEK, MI 49014	HARDSHIP	1,534.06
BUSISWE NOMQA	13 MAKGABUTLANE STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	1,463.00
MARION ROBBINS	14420 HELMER RD S #204 BATTLE CREEK, MI 49015	HARDSHIP	1,335.00
ISAAC NGOZO	19404 KOAGO STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	1,330.00
PETER MOGOTSI	36 MAMAPE STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	1,330.00
ZONDI NGWENYA	10350 SHABANGU STREET SPRINGS, GP 1575	HARDSHIP	1,330.00
MADELINE VAN DYK	No. 49 MOOIVERWACHT ILLINOIS STREET STELLENRIDGE	HARDSHIP	1,064.00
ISIAH NKABINDE	11616 MAKHORJWA STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	997.50
NONTSIKELELO SOQINASE	18 NKOSI STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	997.50
EMILY FITZPATRICK	18 LYNTHURST ROAD STRETTFORD MANCHESTER, ENG M32	HARDSHIP	942.00
MKHATHAZI NGOZO	41 TLWAEALA STREET KWA THEMA SPRINGS, GP 1575	HARDSHIP	931.00
GIOVANNI SAPUPPO	12 ROBEEY STREET MASCOT SYDNEY, NSW 2020	HARDSHIP	834.00
KHELINA SHONGWE	11626 SCHACHAT MOMES MODLSANYANE STREET KWA THEMA	HARDSHIP	798.00
J READ	19 MYRTLE PLACE SALFORD MANCHESTER, ENG M7 1NG	HARDSHIP	748.80

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MARTIN SITHOLE	10457 MBENGE STREET KWA THEMA SPRINGS, GP 1575	NONE	HARDSHIP	665.00
LINDA DEWITT	72 PENN VALLEY VILLAGE LITITZ, PA 17543	NONE	HARDSHIP	650.00
ROSIA HOWARD	KCFCU ATTN MAIL-IN TELLER (R HOWARD ACCT) P.O. BOX 140	NONE	HARDSHIP	600.00
VALERIE MCCORMACK	1/119 MAROUBRA ROAD MAROUBRA, NSW 2035	NONE	HARDSHIP	587.50
ELIZABETH SPOONER	1150 E. MICHIGAN AVENUE BATTLE CREEK, MI 49014	NONE	HARDSHIP	493.95
MARGARET BAIRD	1147 SOUTH 24TH STREET BATTLE CREEK, MI 49015	NONE	HARDSHIP	452.00
LESTER SENKER	2519 B DRIVE SOUTH EAST LEROY, MI 49051	NONE	HARDSHIP	243.00
KELLOGG WIRE S. AFRICA		NONE	HARDSHIP	105 57
MARIA AURORA EUFROSINA NIEVES JIMENEZ		NONE	HARDSHIP	100 00
EDWARD L SCHWARTZ	KCFCU ATTN MAIL-IN TELLER (E Schwartz ACCT) P.O. BOX 140	NONE	HARDSHIP	54.00
				-2,094.00
				3,711,758.79