



The tables below present the unaudited reconciliation of non-GAAP financial measures to the most directly comparable GAAP financial measures and other supplemental information. See “Non-GAAP Financial Information” above for further information regarding the company’s use of non-GAAP financial measures.

First-Quarter Sales Growth Reconciliation

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Base sales growth	1.1%	8.3%
Foreign exchange	-1.5	0.4
Exit from private label business	-0.5	-0.4
Sales growth before acquisitions	-0.9%	8.3%
Burt's Bees acquisition	--	3.4
Total sales growth	-0.9%	11.7%

The Burt's Bees acquisition closed on Nov. 30, 2007.

First-Quarter Gross Margin Reconciliation

Q1 fiscal 2009 gross margin	40.6%	Q1 fiscal 2008 gross margin	42.6%
Commodities	2.4	Commodities	-4.6
Pricing	1.7	Pricing	2.3
Cost savings	1.7	Cost savings	2.0
Logistics & manufacturing	-0.4	Logistics & manufacturing	-2.5
Other	-1.0	Other	1.2
Q1 fiscal 2010 gross margin before impact of charges	45.0%	Q1 fiscal 2009 gross margin before impact of charges	41.0%
Restructuring-related charges	0.1	Restructuring-related charges	-0.4
Q1 fiscal 2010 gross margin	45.1%	Q1 fiscal 2009 gross margin	40.6%

First-Quarter Diluted EPS Reconciliation

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Diluted EPS before charges	\$1.18	\$0.96
Foreign exchange transaction impact	-0.04	-0.02
Restructuring-related charges	-0.03	-0.03
Burt's Bees	--	-0.01
Diluted EPS – GAAP	\$1.11	\$0.90