



The tables below present the 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.

Fourth-Quarter Sales Growth Reconciliation

	Fiscal 2008	Fiscal 2007
Base sales growth	7.5%	-0.3%
Foreign exchange	1.1	0.6
Exit from private label business	-0.3	0.0
Sales growth before acquisitions	8.3%	0.3%
Burt's Bees acquisition	2.9	0.0
Bleach business acquisition	0.0	1.6
Total sales growth	11.2%	1.9%

Fourth-Quarter Gross Margin Reconciliation

Q4 FY'07 gross margin	44.2%	Q4 FY'06 gross margin	43.7%
Cost savings	1.8	Cost savings	2.0
Pricing	1.5	Pricing	0.8
Commodities	-3.7	Commodities	-0.4
Logistics & manufacturing	-1.7	Logistics & manufacturing	-0.7
Other	0.6	Other	-1.2
Q4 FY'08 gross margin before impact of charges	42.7%	Q4 FY'07 gross margin before impact of charges	44.2%
Restructuring-related charges	-0.6	Restructuring-related charges	0.0
Q4 FY'08 gross margin	42.1%	Q4 FY'07 gross margin	44.2%

Fourth-Quarter Diluted EPS Reconciliation

	Fiscal 2008	Fiscal 2007
Diluted EPS before charges	\$1.18	\$1.07
Restructuring-related charges	-0.04	0.00
Burt's Bees dilution	-0.01	0.00
Diluted EPS – GAAP	\$1.13	\$1.07

Fiscal Year Sales Growth Reconciliation

	Fiscal 2008	Fiscal 2007
Base sales growth	4.7%	3.5%
Foreign exchange	1.2	0.2
Exit from private label business	-0.1	0.0
Sales growth before acquisitions	5.8%	3.7%
Burt's Bees acquisition	2.1	0.0
Bleach business acquisition	0.9	0.7
Total sales growth	8.8%	4.4%

Fiscal Year Gross Margin Reconciliation

FY'07 gross margin	43.1%	FY'06 gross margin	42.2%
Cost savings	1.7	Cost savings	2.3
Pricing	0.8	Pricing	1.5
Commodities	-2.7	Commodities	-1.1
Logistics & manufacturing	-1.1	Logistics & manufacturing	-1.0
Other	0.3	Other	-0.8
FY'08 gross margin before impact of charges	42.1%	FY'07 gross margin before impact of charges	43.1%
Burt's Bees inventory step-up	-0.4	Burt's Bees inventory step-up	0.0
Restructuring-related charges	-0.5	Restructuring-related charges	0.0
FY'08 gross margin	41.2%	FY'07 gross margin	43.1%

Fiscal Year Diluted EPS Reconciliation

	Fiscal 2008	Fiscal 2007
Diluted EPS before charges and discontinued operations	\$3.59 ⁽¹⁾	\$3.33
Prior-year charges related to IT services agreement and asset impairment	0.00	-0.10
Discontinued operations	0.00	0.03
Restructuring-related charges	-0.26	0.00
Burt's Bees dilution	-0.09	0.00
Diluted EPS – GAAP	\$3.24	\$3.26

⁽¹⁾ The company's initial financial outlook, provided in May 2007, was for diluted EPS before charges in the range of \$3.52-\$3.67.