



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 2009	Fiscal 2008
Base sales growth	3.2%	7.5%
Foreign exchange	-2.5	1.1
Exit from private label business	-0.4	-0.3
Sales growth before acquisitions	0.3%	8.3%
Burt's Bees acquisition	--	2.9
Total sales growth	0.3%	11.2%

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

Fourth-Quarter Gross Margin Reconciliation

Q4 fiscal 2008 gross margin	42.1%	Q4 fiscal 2007 gross margin	44.2%
Pricing	2.5	Pricing	1.5
Cost savings	2.3	Cost savings	1.8
Commodities	1.6	Commodities	-3.7
Logistics & manufacturing	-1.5	Logistics & manufacturing	-1.7
Other *	-1.3	Other	0.6
Q4 fiscal 2009 gross margin before impact of charges	45.7%	Q4 fiscal 2008 gross margin before impact of charges	42.7%
Restructuring-related charges	0.1	Restructuring-related charges	-0.6
Q4 fiscal 2009 gross margin	45.8%	Q4 fiscal 2008 gross margin	42.1%

* “Other” includes all other drivers of gross margin change, such as trade-promotion spending, product mix, and foreign currency translation and transaction impacts.

Fourth-Quarter Diluted EPS Reconciliation

	Fiscal 2009	Fiscal 2008
Diluted EPS – non-GAAP	\$1.35	\$1.14
Foreign currency transaction impact	-0.10	0.04
Restructuring-related charges	-0.05	-0.04
Burt's Bees	--	-0.01
Diluted EPS – GAAP	\$1.20	\$1.13



Fiscal Year Sales Growth Reconciliation

	Fiscal 2009	Fiscal 2008
Base sales growth	4.4%	4.7%
Foreign exchange	-2.0	1.2
Exit from private label business	-0.6	-0.1
Sales growth before acquisitions	1.8%	5.8%
Burt's Bees acquisition	1.5	2.1
Bleach business acquisition	--	0.9
Total sales growth	3.3%	8.8%

The Canada portion of the bleach business acquisition closed Dec. 29, 2006; the Latin America portion closed Feb. 28, 2007. The Burt's Bees acquisition closed Nov. 30, 2007.

Fiscal Year Gross Margin Reconciliation

Fiscal 2008 gross margin	41.2%	Fiscal 2007 gross margin	43.1%
Pricing	2.8	Pricing	0.8
Cost savings	2.2	Cost savings	1.7
Commodities	-1.7	Commodities	-2.7
Logistics & manufacturing	-1.6	Logistics & manufacturing	-1.1
Other	-0.4	Other	0.3
Fiscal 2009 gross margin before impact of charges	42.5%	Fiscal 2008 gross margin before impact of charges	42.1%
Burt's Bees inventory step-up	0.4	Burt's Bees inventory step-up	-0.4
Restructuring-related charges	0.1	Restructuring-related charges	-0.5
Fiscal 2009 gross margin	43.0%	Fiscal 2008 gross margin	41.2%

* "Other" includes all other drivers of gross margin change, such as trade-promotion spending, product mix, and foreign currency translation and transaction impacts.

Fiscal Year Diluted EPS Reconciliation

	Fiscal 2009	Fiscal 2008
Diluted EPS – non-GAAP	\$4.12	\$3.60
Restructuring-related charges	-0.18	-0.26
Foreign currency transaction impact	-0.13	-0.01
Burt's Bees	--	-0.09
Diluted EPS – GAAP	\$3.81	\$3.24