



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

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Base sales growth	2.3%	3.2%
Foreign exchange – Venezuela	-2.3	--
Foreign exchange – All other	1.2	-2.5
Exit from private label business	--	-0.4
Total sales growth	1.2%	0.3%

Fourth-Quarter Gross Margin Reconciliation

Q4 fiscal 2009 gross margin	45.8%	Q4 fiscal 2008 gross margin	42.1%
Pricing	0.6	Pricing	2.5
Cost savings	2.2	Cost savings	2.3
Commodities	-2.6	Commodities	1.6
Logistics & manufacturing	-0.3	Logistics & manufacturing	-1.5
Other *	-1.1	Other	-1.3
Q4 fiscal 2010 gross margin before impact of charges	44.6%	Q4 fiscal 2009 gross margin before impact of charges	45.7%
Restructuring-related charges	0.2	Restructuring-related charges	0.1
Q4 fiscal 2010 gross margin	44.8%	Q4 fiscal 2009 gross margin	45.8%

* “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

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Diluted EPS – non-GAAP	\$1.27	\$1.35
Foreign exchange impact – Venezuela	-0.05	-0.08
Foreign exchange impact – Other	--	-0.02
Restructuring and restructuring-related charges	-0.02	-0.05
Diluted EPS – GAAP	\$1.20	\$1.20



Fiscal Year Sales Growth Reconciliation

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Base sales growth	2.0%	4.4%
Foreign exchange – Venezuela	-1.2	--
Foreign exchange – All other	0.8	-2.0
Exit from private label business	-0.1	-0.6
Sales growth before acquisitions	1.5%	1.8%
Burt's Bees acquisition	--	1.5
Total sales growth	1.5%	3.3%

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

Fiscal Year Gross Margin Reconciliation

Fiscal 2009 gross margin	43.0%	Fiscal 2008 gross margin	41.2%
Pricing	0.9	Pricing	2.8
Cost savings	1.8	Cost savings	2.2
Commodities	0.3	Commodities	-1.7
Logistics & manufacturing	-0.3	Logistics & manufacturing	-1.6
Other *	-1.0	Other	-0.4
Fiscal 2010 gross margin before impact of charges	44.7%	Fiscal 2009 gross margin before impact of charges	42.5%
Burt's Bees inventory step-up	--	Burt's Bees inventory step-up	0.4
Restructuring-related charges	0.1	Restructuring-related charges	0.1
Fiscal 2010 gross margin	44.8%	Fiscal 2009 gross margin	43.0%

* "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

	<u>Fiscal 2010</u>	<u>Fiscal 2009</u>
Diluted EPS – non-GAAP	\$4.57	\$4.10
Foreign exchange impact – Venezuela *	-0.24	-0.09
Foreign exchange impact – Other	-0.01	-0.04
Restructuring and restructuring-related charges	-0.08	-0.18
Diluted EPS – GAAP	\$4.24	\$3.79

* Includes the impact of remeasuring certain assets and liabilities in Venezuela using the Venezuelan Bolivar parallel market exchange rate (-\$0.04); the transaction costs of exchanging Bolivars to U.S. dollars to pay for U.S.-denominated inventory purchases (-\$0.12); and losses from translating the income statement from Bolivars to U.S. dollars (-\$0.08).