

**Reconciliation of Consolidated GAAP to Consolidated Non-GAAP
Earnings Guidance for 2008**

	Fiscal Year 2008			
	Pretax	After-tax	Per Share	Pretax
Net Income				
2007 Actual				\$ 79,787
2008 High Estimate	\$ 94,223	\$ 58,889	\$ 1.15	
2008 Low Estimate	\$ 81,932	\$ 51,208	\$ 1.00	
Adjustment				
Project Transform (a)	16,000	10,000	0.20	4,628
Total adjustments				
2007 Operating Earnings				\$ 84,415
Operating Earnings - 2008 High Estimate	\$ 110,223	\$ 68,889	\$ 1.35	
Operating Earnings - 2008 Low Estimate	\$ 97,932	\$ 61,208	\$ 1.20	

(a) Costs associated with the implementation of a new payroll and human resources information system, and the upgrade of the CRM system; the corporate move to New York; the transition of certain back office functions to the Company's Shared Services Center in 2008; and implementation costs associated with OneSource.

iscal Year 2007	
After-tax	Per Share

\$ 52,440 \$ 1.04

3,042 0.06

\$ 55,482 \$ 1.10

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