

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

	Fiscal Year 2008	
	Per Diluted Share	
Net Income		
2008 High Estimate	\$	1.15
2008 Low Estimate	\$	1.00
Adjustment (a)		
2008 Estimate		0.20
Earnings - 2008 High Estimate	\$	1.35
Earnings - 2008 Low Estimate	\$	1.20

(a) The adjustment includes: costs associated with the implementation of a new payroll and human resources information system and the upgrade of the Company's accounting system; the corporate move to New York; the transition of certain back office functions to the Company's Shared Services Center in Houston, Texas; implementation costs associated with OneSource; a benefit from the reduction of insurance reserves related to prior years; and a charge associated with impairment of goodwill in the Lighting segment. The low end of the estimated adjustment is \$0.20; the high end of the estimated adjustment is \$0.25. For purposes of the reconciliation, the Company is using \$0.20; the existence of the range of the estimated adjustment does not alter the Company's non-GAAP or GAAP guidance estimate.