

Impact of Employee Share-Based Compensation Accounting

	Earnings per Share			Effective Tax Rate			Operating Cash Flows (millions)			Dilutive Shares Outstanding (millions)		
	Reported	Revised	Increase	Reported	Revised	Decrease	Reported	Revised	Increase	Reported	Revised	Increase
2016												
Q1	\$0.66	\$0.70	\$0.04	22.0%	15.9%	(6.1%)	\$107.1	\$118.2	\$11.1	217.8	219.5	1.7
Q2	0.58	0.70	0.12	25.1%	9.5%	(15.6%)	190.3	216.4	26.1	217.3	219.3	2.0
Q3	0.65	0.73	0.08	23.7%	13.1%	(10.6%)	205.9	225.3	19.4	218.1	220.1	2.0
Q4	0.73	0.76	0.03	20.9%	16.9%	(4.0%)	201.1	208.8	7.7	217.9	219.4	1.5
			<u>\$0.27</u>						<u>\$64.3</u>			1.8
2015												
Q1	\$0.56	\$0.60	\$0.04	24.1%	18.0%	(6.1%)	\$73.3	\$83.1	\$9.8	220.6	222.3	1.7
Q2	0.51	0.55	0.04	20.7%	13.7%	(7.0%)	170.1	180.0	9.9	219.9	221.5	1.6
Q3	0.54	0.57	0.03	21.6%	16.7%	(4.9%)	202.5	209.9	7.4	219.9	221.5	1.6
Q4	0.64	0.70	0.06	15.7%	7.2%	(8.5%)	103.8	118.0	14.2	220.6	222.3	1.7
			<u>\$0.17</u>						<u>\$41.3</u>			1.6