

Reconciliation of Non-GAAP Financial Measures to Comparable U.S. GAAP Measures (Unaudited)

Pursuant to the requirements of Regulation G, the Company has provided a reconciliation of each non-GAAP financial measure used in our earnings release dated January 25, 2012 and related conference call, slide presentation or webcast to the most directly comparable GAAP financial measure. These measures differ from GAAP in that they exclude amortization primarily related to business combinations, stock-based compensation expenses, charges associated with the Company's 2009 restructuring program and the related tax effect of those items. The Company's basis for these adjustments is described below.

Management uses these non-GAAP measures for internal reporting and forecasting purposes, when publicly providing its business outlook, to evaluate the Company's performance and to evaluate and compensate the Company's executives. The Company has provided these non-GAAP financial measures in addition to GAAP financial results because it believes that these non-GAAP financial measures provide useful information to certain investors and financial analysts for comparison across accounting periods not influenced by certain non-cash items that are not used by management when evaluating the Company's historical and prospective financial performance. In addition, the Company has historically provided this or similar information and understands that some investors and financial analysts find this information helpful in analyzing the Company's operating margins, operating expenses and net income and comparing the Company's financial performance to that of its peer companies and competitors.

Management typically excludes the amounts described above when evaluating the Company's operating performance and believes that the resulting non-GAAP measures are useful to investors and financial analysts in assessing the Company's operating performance due to the following factors:

- The Company does not acquire businesses on a predictable cycle. The Company, therefore, believes that the presentation of non-GAAP measures that adjust for the impact of amortization and certain stock-based compensation expenses and the related tax effects that are primarily related to business combinations, provide investors and financial analysts with a consistent basis for comparison across accounting periods and, therefore, are useful to investors and financial analysts in helping them to better understand the Company's operating results and underlying operational trends.
- Amortization costs and the related tax effects are fixed at the time of an acquisition, are then amortized over a period of several years after the acquisition and generally cannot be changed or influenced by management after the acquisition.
- Although stock-based compensation is an important aspect of the compensation of the Company's employees and executives, stock-based compensation expense is generally fixed at the time of grant, then amortized over a period of several years after the grant of the stock-based instrument, and generally cannot be changed or influenced by management after the grant.
- The charges incurred in conjunction with the Company's 2009 restructuring program, which relate to reductions in headcount and exit costs associated with consolidating certain facilities, are not ongoing costs and, thus, are outside of the normal operations of the Company's business. The Company, therefore, believes that the exclusion of these charges will better help investors and financial analysts understand the Company's operating results and underlying operational trends as compared to prior periods.

These non-GAAP financial measures are not prepared in accordance with accounting principles generally accepted in the United States ("GAAP") and may differ from the non-GAAP information used by other companies. There are significant limitations associated with the use of non-GAAP financial measures. The additional non-GAAP financial information presented here should be considered in conjunction with, and not as a substitute for or superior to, the financial information presented in accordance with GAAP (such as net income and earnings per share) and should not be considered measures of the Company's liquidity. Furthermore, the Company in the future may exclude amortization primarily related to new business combinations, additional charges related to its restructuring program and the related tax effects from financial measures that it releases, and the Company expects to continue to incur stock-based compensation expenses.

The following tables show the non-GAAP financial measures used in our press release dated January 25, 2012 and related conference call, slide presentation or webcast reconciled to the most directly comparable GAAP financial measures.

	Three Months Ended December 31, 2011
GAAP operating margin	21.9%
Add: stock-based compensation	4.8
Add: amortization of product related intangible assets	2.4
Add: amortization of other intangible assets	0.7
Non-GAAP operating margin	<u>29.8%</u>

	Three Months Ended December 31, 2011	2010
GAAP net income	\$108,699	\$94,380
Add: stock-based compensation	29,318	19,852
Add: amortization of product related intangible assets	14,821	13,190
Add: amortization of other intangible assets	4,514	3,012
Add: restructuring charges	-	49
Less: tax effects related to above items	(10,138)	(5,959)
Non-GAAP net income	<u>\$147,214</u>	<u>\$124,524</u>

	Three Months Ended December 31, 2011	2010
GAAP earnings per share – diluted	\$0.58	\$0.49
Add: stock-based compensation	0.16	0.10
Add: amortization of product related intangible assets	0.08	0.07
Add: amortization of other intangible assets	0.02	0.02
Add: restructuring charges	-	-
Less: tax effects related to above items	(0.06)	(0.03)
Non-GAAP earnings per share – diluted	<u>\$0.78</u>	<u>\$0.65</u>

	Twelve Months Ended December 31, 2011
GAAP operating margin	18.9%
Add: stock-based compensation	4.2
Add: amortization of product related intangible assets	2.5
Add: amortization of other intangible assets	0.7
Non-GAAP operating margin	<u>26.3%</u>

	Twelve Months Ended December 31, 2011	2010
GAAP net income	\$356,322	\$277,065
Add: stock-based compensation	92,909	103,758
Add: amortization of product related intangible assets	54,741	50,504
Add: amortization of other intangible assets	16,390	14,279
Add: restructuring charges	24	971
Less: tax effects related to above items	(47,599)	(50,948)
Non-GAAP net income	<u>\$472,787</u>	<u>\$395,629</u>

	Twelve Months Ended December 31, 2011	2010
GAAP earnings per share – diluted	\$1.87	\$1.46
Add: stock-based compensation	0.49	0.54
Add: amortization of product related intangible assets	0.29	0.27
Add: amortization of other intangible assets	0.08	0.07
Add: restructuring charges	-	0.01
Less: tax effects related to above items	(0.25)	(0.27)
Non-GAAP earnings per share – diluted	<u>\$2.48</u>	<u>\$2.08</u>

Forward Looking Guidance

	For the Three Months Ended March 31, 2012	For the Twelve Months Ended March 31, 2012
GAAP earnings per share - diluted	\$0.30 to \$0.31	\$1.88 to \$1.97
Add: Adjustments to exclude the effects of amortization of intangible assets	0.10	0.41
Add: Adjustments to exclude the effects of expenses related to stock-based compensation	0.16	0.71
Less: Tax effects related to above items	(0.05) to (0.08)	(0.26) to (0.39)
Non-GAAP earnings per share - diluted	\$0.49 to \$0.51	\$2.70 to \$2.74

	Three Months Ended March 31, 2012
GAAP tax rate	19.0% to 20.0%
Add: tax effects of stock-based compensation and amortization of intangible assets	3.0%
Non-GAAP tax rate	22.0% to 23.0%

	Twelve Months Ended December 31, 2012
GAAP operating margin	17.7%
Add: stock-based compensation	5.3
Add: amortization of intangible assets	3.2
Non-GAAP operating margin	26.2%