



*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.*

### Third-Quarter Sales Growth Reconciliation

	<u>Fiscal 2008</u>	<u>Fiscal 2007</u>
<b>Base sales growth</b>	<b>3.3%</b>	<b>6.4%</b>
Foreign exchange	1.6%	0.1%
Exit from private label business	-0.1%	0.0%
<b>Sales growth before acquisitions</b>	<b>4.8%</b>	<b>6.5%</b>
Burt’s Bees acquisition	3.7%	0.0%
Bleach business acquisition	0.5%	0.8%
<b>Total sales growth</b>	<b>9.0%</b>	<b>7.3%</b>

### Third-Quarter Gross Margin Reconciliation

<b>Q3 FY’07 gross margin</b>	<b>43.3%</b>	<b>Q3 FY’06 gross margin</b>	<b>41.5%</b>
Cost savings *	1.5%	Cost savings	2.8%
Pricing	0.8%	Pricing	1.4%
Commodities	-3.5%	Commodities	0.4%
Logistics & manufacturing	-1.2%	Logistics & manufacturing	-1.2%
Other	0.9%	Other	-1.6%
<b>Q3 FY’08 gross margin before impact of charges</b>	<b>41.8%</b>	<b>Q3 FY’07 gross margin before impact of charges</b>	<b>43.3%</b>
Burt’s Bees inventory step-up	-1.1%	Burt’s Bees inventory step-up	0.0%
Restructuring-related charges	-0.9%	Restructuring-related charges	0.0%
<b>Q3 FY’08 gross margin</b>	<b>39.8%</b>	<b>Q3 FY’07 gross margin</b>	<b>43.3%</b>

\* Q3 FY’08 cost savings reflects a \$19 million benefit to gross margin with an additional benefit of \$5 million reflected in other lines of the income statement.

### Third-Quarter Diluted EPS Reconciliation

	<u>Fiscal 2008</u>	<u>Fiscal 2007</u>
<b>Diluted EPS before charges</b>	<b>\$0.84</b>	<b>\$0.90</b>
Prior-year charges related to IT services agreement and asset impairment	0.00	-0.06
Restructuring-related charges	-0.08	0.00
Burt’s Bees dilution	-0.05	0.00
<b>Diluted EPS – GAAP</b>	<b>\$0.71</b>	<b>\$0.84</b>

## Fiscal Year 2008 Sales Growth Outlook Reconciliation

	Outlook range	
<b>Base sales growth</b>	<b>4%</b>	<b>5%</b>
Foreign exchange	1%	1%
Exit from private label business	-0.2%	-0.2%
<b>Sales growth before acquisitions</b>	<b>5%</b>	<b>6%</b>
Burt's Bees acquisition	2%	2%
Bleach business acquisition	1%	1%
<b>Total sales growth</b>	<b>8%</b>	<b>9%</b>

## Fiscal Year 2008 Diluted EPS Outlook Reconciliation

	Outlook range	
<b>Original outlook (May '07) – diluted EPS before charges</b>	<b>\$3.52</b>	<b>\$3.67</b>
Accelerated stock repurchase impact	0.05	0.05
Commodities / other	0.00	-0.10
<b>Updated outlook – diluted EPS before charges</b>	<b>3.57</b>	<b>3.62</b>
Restructuring-related charges	-0.26	-0.25
Burt's Bees acquisition dilution	-0.11	-0.09
<b>Updated outlook – GAAP diluted EPS</b>	<b>\$3.20</b>	<b>\$3.28</b>