



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.

First-Quarter Sales Growth Reconciliation

	<u>Fiscal 2009</u>	<u>Fiscal 2008</u>
Base sales growth	8.3%	4.1%
Foreign exchange	0.4	0.8
Exit from private label business	-0.4	-0.1
Sales growth before acquisitions	8.3%	4.8%
Burt’s Bees acquisition	3.4	--
Bleach business acquisition	--	1.9
Total sales growth	<u>11.7%</u>	<u>6.7%</u>

*The Canada portion of the bleach business acquisition closed on Dec. 29, 2006;
the Latin America portion closed on Feb. 28, 2007.
The Burt’s Bees acquisition closed on Nov. 30, 2007.*

First-Quarter Gross Margin Reconciliation

Q1 FY’08 gross margin	42.6%	Q1 FY’07 gross margin	42.9%
Cost savings	2.0	Cost savings	1.8
Pricing	2.3	Pricing	0.5
Commodities	-4.6	Commodities	-1.2
Logistics & manufacturing	-2.5	Logistics & manufacturing	-1.4
Other	1.2	Other	0.1
Q1 FY’09 gross margin before impact of charges	<u>41.0%</u>	Q1 FY’08 gross margin before impact of charges	<u>42.7%</u>
Restructuring-related charges	-0.4	Restructuring-related charges	-0.1
Q1 FY’09 gross margin	<u>40.6%</u>	Q1 FY’08 gross margin	<u>42.6%</u>

First-Quarter Diluted EPS Reconciliation

	<u>Fiscal 2009</u>	<u>Fiscal 2008</u>
Diluted EPS before charges	\$0.95	\$0.88
Restructuring-related charges	-0.03	-0.12
Burt’s Bees dilution	-0.01	--
Diluted EPS – GAAP	<u>\$0.91</u>	<u>\$0.76</u>