Please turn off all cell phones, Blackberries, and pagers.

Thank you.
“Safe Harbor” Statement

This presentation may contain “forward-looking statements” as defined in the Private Securities Litigation Reform Act of 1995. These statements are based on current expectations of future events. If underlying assumptions prove inaccurate or unknown risks or uncertainties materialize, actual results could vary materially from the Company’s expectations and projections.

Risks and uncertainties include general industry conditions and competition; economic conditions, such as interest rate and currency exchange rate fluctuations; technological advances and patents attained by competitors; challenges inherent in new product development, including obtaining regulatory approvals; domestic and foreign health care reforms and governmental laws and regulations; and trends toward health care cost containment.

A further list and description of these risks, uncertainties and other factors can be found in Exhibit 99 to the Company’s Annual Report on Form 10-K for the fiscal year ended December 30, 2007. Copies of this Form 10-K, as well as subsequent filings, are available online at www.sec.gov, www.jnj.com or on request from the Company. The Company does not undertake to update any forward-looking statements as a result of new information or future events or developments.
Note On Non-GAAP Financial Measures

These presentations may refer to certain non-GAAP financial measures. These non-GAAP financial measures should not be considered replacements for GAAP results. A reconciliation of these non-GAAP financial measures to the most directly comparable GAAP financial measures can be found in the Investor Relations section of the Company’s website at www.jnj.com.
William C. Weldon

Chairman of the Board
& Chief Executive Officer
2008 – Business Highlights

- Delivered financial commitments
- Strengthened core businesses, launched new products and line extensions
- Advanced our pipelines
- Expanded growth platforms through licensing and acquisitions
- Realized major cost structure improvements
- PCH integration on track
- $10 Billion share repurchase near completion
## Financial Highlights: 2008 vs. 2007

<table>
<thead>
<tr>
<th>Total Company</th>
<th>2008</th>
<th>2007</th>
<th>Total</th>
<th>Ops</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>$63.7B</td>
<td>$61.1B</td>
<td>4.3%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Adjusted Earnings*</td>
<td>$12.9B</td>
<td>$12.1B</td>
<td>6.8%</td>
<td></td>
</tr>
<tr>
<td>Adjusted EPS*</td>
<td>$4.55</td>
<td>$4.15</td>
<td>9.6%</td>
<td></td>
</tr>
<tr>
<td>Free Cash Flow**</td>
<td>$12.2B</td>
<td>$12.3B</td>
<td></td>
<td></td>
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</tbody>
</table>

*Non-GAAP measure; excludes IPR&D charges and other special items
**Non-GAAP financial measure: defined as operating cash flow less capital spending; estimated as of 1/19/09
## 2008 – From Guidance to Results

<table>
<thead>
<tr>
<th>Operational Sales Increase</th>
<th>Jan. 2008 Guidance</th>
<th>2008 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>1%-2%</td>
<td>1.9%</td>
</tr>
<tr>
<td>Adjusted EPS*</td>
<td>$4.39-$4.44</td>
<td>$4.55</td>
</tr>
</tbody>
</table>

*Non-GAAP measure; excludes IPR&D charges and other special items
2008 Sales by Segment

Total Sales $63.7 Billion

- MD&D 36% ($23.1B)
- Consumer 25% ($16.0B)
- Pharmaceuticals 39% ($24.6B)
Consumer Growth Drivers

2008 Sales: $16.0 Billion
2008 Ops Growth Rate: 8.3%

OTC / Nutritionals  + 13%

Skin Care  + 8%

Baby Care  + 8%

Oral Care  + 7%

Operational Growth Rates
Pharmaceutical Growth Drivers

2008 Sales: $24.6 Billion  2008 Ops Growth Rate: (3.1)%

Operational Growth Rates

↑ + 13%

↑ + 13%

↑ + 11%

↑ + 117%

↑ + 41%

↑ + 163%
MD&D Growth Drivers

2008 Sales: $23.1 Billion          2008 Ops Growth Rate: 3.5%

Vision Care  + 9%
DePuy  + 7%
Ethicon Endo-Surgery  + 9%
Harmonic Focus
Realize.
Adjustable Gastric Band

Operational Growth Rates
% to Sales

2007  26.0%
2008  27.1%

$15.9B
$2.3
$6.0
$7.6
2007

$17.3B
$2.7
$7.0
$7.6
2008

*Non-GAAP measure; excludes IPR&D charges and other special items
Track Record of Performance

- 76 Consecutive years of Sales increases
- 25 Consecutive years of Adjusted Earnings increases*
- 46 Consecutive years of Dividend increases

*Non-GAAP measure; excludes IPR&D charges and other special items
<table>
<thead>
<tr>
<th>Year</th>
<th>Johnson &amp; Johnson</th>
<th>S&amp;P 500</th>
<th>S&amp;P Pharmaceutical</th>
<th>S&amp;P H/C Equipment</th>
<th>Dow Jones Index</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>-7.8%</td>
<td>-37.0%</td>
<td>-18.2%</td>
<td>-27.6%</td>
<td>-31.9%</td>
</tr>
<tr>
<td>3</td>
<td>2.4%</td>
<td>-8.4%</td>
<td>-0.3%</td>
<td>-7.5%</td>
<td>-4.1%</td>
</tr>
<tr>
<td>5</td>
<td>5.4%</td>
<td>-2.2%</td>
<td>-2.4%</td>
<td>-2.2%</td>
<td>-1.1%</td>
</tr>
<tr>
<td>10</td>
<td>5.6%</td>
<td>-1.4%</td>
<td>-2.3%</td>
<td>2.8%</td>
<td>1.7%</td>
</tr>
</tbody>
</table>

Note: Data source - Bloomberg
Strategic Outlook
2009 & Beyond
Where We Compete: Today and Future

2007 Split of Global Health Care Spend
100% = $4.1 Trillion

- Pharm 14.5%
- Consumer 12.0%
- MD&D 6.0%
- Other Health Care Markets 67.5%

Source: OECD; Espicom, Euromonitor (2008); HRI Global MD&D Report; CIA World Fact Book
Factors Influencing 2009 Business Performance

- Health Care Environment
- Business Results
- Near Term Business Pressures
- Currency Volatility
- Macroeconomic Environment
Forces Shaping the Health Care Environment

- Aging population
- Consumer-driven health care
- Focus on wellness & prevention
- Rising prevalence of chronic disease
- Shifting trends in health care reform
- Pressure on health care budgets and systems
- Evolving health care delivery models
Factors Influencing 2009 Business Performance

- Health Care Environment
- Business Results
- Near Term Business Pressures
- Macroeconomic Environment
- Currency Volatility
Addressing Near Term Business Pressures

• Streamlined organization to reduce cost base
• Prioritized investments and focused on key R&D priorities
• Continued to invest in new products
• Focused investments in emerging markets
• Expanded presence in new and adjacent markets
Factors Influencing 2009 Business Performance

- Health Care Environment
- Business Results
- Macroeconomic Environment
- Currency Volatility
- Near Term Business Pressures
Potential Market Trends

• Slower growth trends in Rx market
• Cutback in health care treatments
• Postponement of some surgeries
• Tighter inventory levels and health care budgets
• Pressure on consumer spending

Source: IMS Data, Analyst Reports
Significant Currency Volatility

July 1, 2008 - Dec 31, 2008; interbank rate

EUR to USD Fx Rate
Addressing Business and Environmental Pressures

- Strong, experienced leaders in place
- Advancing pipeline and launching new products
- Building on market leadership positions
- Financial strength and flexibility
- Cost structure improvements
- Active participant in public policy dialogue
Johnson Johnson

Strategic Framework
Strategic Framework

Winning in Health Care

Capitalizing on Convergence

Accelerating Growth in Emerging Markets

Developing Leadership and Talent

Our Credo

Operating Model

Broadly Based in Human Health Care

Managed for the Long Term

Decentralized Management Approach

People and Values

Our Credo

Our Credo

Our Credo

Our Credo

Our Credo
Winning in Health Care
Key Elements

• Growing our existing businesses
• Building new platforms for growth
• Participating in public policy dialogue
Winning in Health Care
Growth through R&D

$U.S. Billions

2003 2004 2005 2006 2007 2008

$4.8 $5.3 $6.5 $7.1 $7.7 $7.6

11.5% 11.9%

5-Year CAGR ↑ 9.4%

% to Sales

Winning in Health Care
Growth through R&D
### Advancing the Pharmaceutical Pipeline

**NME Filings 2007-2010***

<table>
<thead>
<tr>
<th>2007</th>
<th>2008</th>
<th>2009-2010</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Approved</strong></td>
<td><strong>Approved</strong></td>
<td><strong>Planned Filings</strong></td>
</tr>
<tr>
<td>DORIBAX™ (doripenem)</td>
<td><em>Infectious Disease</em></td>
<td>Telaprevir (E.U.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td>TMC 278</td>
</tr>
<tr>
<td></td>
<td></td>
<td><em>Infectious Disease</em></td>
</tr>
<tr>
<td></td>
<td></td>
<td>DACOGEN™ (E.U.)</td>
</tr>
<tr>
<td></td>
<td></td>
<td><em>Oncology</em></td>
</tr>
<tr>
<td><strong>Filed</strong></td>
<td><strong>Filed</strong></td>
<td>✅</td>
</tr>
<tr>
<td>Ceftobiprole**</td>
<td>Galimubab (CNTO 148)</td>
<td></td>
</tr>
<tr>
<td><strong>Central Nervous System</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Paliperidone Palmitate**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Ustekinumab (CNTO 1275)**</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dapoxetine (E.U.)</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Central Nervous System</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Reproductive Health</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Immunology</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cardiovascular Disease</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Pain</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Immunology</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Cardiovascular Disease</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Central Nervous System</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>Oncology</strong></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Filings assumed to be in U.S. unless otherwise noted

*2009-2010 filings are anticipated filings.
**Ceftobiprole has received a Complete Response from the FDA and a positive CHMP Opinion in the EU. Paliperidone Palmitate has received a Complete Response from the FDA and Ustekinumab has received a Complete Response from the FDA and a positive CHMP Opinion in the EU.

Carisbamate is licensed from SK-Bio Pharmaceuticals; Doripenem from Shionogi & Co.; Ceftobiprole from Basilea Pharmaceutica; Telaprevir from Vertex Pharmaceuticals Incorporated; Rivaroxaban from Bayer HealthCare; YONDELIS from PharmaMar; DACOGEN from Eisai Corporation of North America; Tapentadol from Grunenthal GmbH; and Dapoxetine from PPD-GenuPro.

As of 1/20/09
# Surgical Care Pipeline

## Selective Highlights as of 1/20/09

<table>
<thead>
<tr>
<th>2007*</th>
<th>2008*</th>
<th>2009*</th>
<th>2010*</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Approved/Cleared</strong></td>
<td><strong>Approved/Cleared</strong></td>
<td><strong>Planned Submissions</strong></td>
<td><strong>Planned Submissions</strong></td>
</tr>
<tr>
<td>DePuy: Global AP Shoulder</td>
<td>DePuy: Sigma High Performance Instruments</td>
<td>DePuy: Sigma PS150</td>
<td>Ethicon: GYNECARE GynOcclude Uterine Artery Occlusion (PMA)</td>
</tr>
<tr>
<td>DePuy: VERSALOK™</td>
<td>DePuy: Sigma CR150 Fixed Bearing</td>
<td>DePuy: ScoliScore (Alpha Launch)</td>
<td>Ethicon: NUVANCE</td>
</tr>
<tr>
<td>DePuy: ALPS System Modules (Small and Large Fragment Sets)</td>
<td>DePuy: Sigma PS Femur</td>
<td>DePuy: Expedium LX</td>
<td></td>
</tr>
<tr>
<td>Ethicon: EVITHROM™ Thrombin Topical (Human)</td>
<td>DePuy: CONFIDENCE™ Spinal Cement System</td>
<td>DePuy: Codman Neurovascular Orbit SR</td>
<td></td>
</tr>
<tr>
<td>Ethicon: UltraPRO™ Hernia Plug</td>
<td>DePuy: LCS High Performance Instruments</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Echelon™ 45</td>
<td>DePuy: Sigma CR Porocoat Femur</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Harmonic SYNERGY™</td>
<td>DePuy: Global AP Shoulder</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Harmonic FOCUS™</td>
<td>DePuy: Sigma CR Porocoat Femur</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: REALIZE™ Adjustable Gastric Band</td>
<td>DePuy: VERSALOK™</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td><strong>Submitted</strong></td>
<td>DePuy: MEDSTREAM™ Programmable Infusion System (CE Mark)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>DePuy: Articular Surface Repair Hip (PMA)</td>
<td>Ethicon: EVISTAT™ Fibrin Human (Human)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>DePuy: CERAMIC on CERAMIC Hip (PMA)</td>
<td>Ethicon: PROCEED™ Ventral Patch</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>DePuy: MEDSTREAM™ Programmable Infusion System</td>
<td>Ethicon: GYNECARE PROLIFT +MTM Pelvic Floor Repair System</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td><strong>Submitted</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>DePuy: AOX Polyethylene for Sigma and LCS</td>
<td>Ethicon: SYNOSAM™ Synthetic Absorbable Suture (China)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>Ethicon: PRINEO™ Skin Closure System</td>
<td>Ethicon: MONOCRIL™ Plus™ Synthetic Absorbable Suture (CE Mark)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Harmonic Combination Hook</td>
<td>Ethicon: PROCEED™ Ventral Patch (CE Mark)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Harmonic ACE &quot;Ergonomic</td>
<td>Ethicon: Coated VICRYL™ Plus Antibacterial (polyglactin 910) Suture (Japan)</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: Echelon™ Flex 45</td>
<td>Ethicon: SURGIFLO with integrated thrombin</td>
<td>**</td>
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</tr>
<tr>
<td>EES: Echelon™ Flex 60</td>
<td>**</td>
<td>**</td>
<td></td>
</tr>
<tr>
<td>EES: REALIZE™ Band C</td>
<td>**</td>
<td>**</td>
<td></td>
</tr>
</tbody>
</table>

* Filings/approvals assumed to be in U.S. unless otherwise noted.
** This information is accurate as of the date hereof to the best of the Company’s knowledge. Johnson & Johnson assumes no obligation to update this information.
SEDASYS
First Personalized Sedation System

State-of-the-art patient monitoring

Computer-controlled drug delivery

Simple and intuitive user interface

Investigational device: Limited by U.S. law to investigational use only
PRINEO
Skin Closure System
**Comprehensive Care Pipeline**

**Selective Highlights as of 1/20/09**

<table>
<thead>
<tr>
<th>2007*</th>
<th>2008*</th>
<th>2009*</th>
<th>2010*</th>
</tr>
</thead>
<tbody>
<tr>
<td><em><em>Approved</em>/Cleared</em>*</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cordis: DURASTAR™/FIRESTAR™ PTCA balloon catheters</td>
<td>Cordis: PRESILLION™ Cobalt Chromium Bare Metal Stent (Europe); OUS (ex Japan) approvals pending</td>
<td>Cordis: NAVISTAR® ThermoCool® (Afib) (PMA)</td>
<td>Cordis: CYPHER® ELITE™ (PMA)</td>
</tr>
<tr>
<td>Diabetes Care: ONETOUCH® Select™</td>
<td>Diabetes Care: ONETOUCH® UltraVue™ (Japan)</td>
<td>Diabetes Care: ONTOUCH® UltraLink™ (PMA)</td>
<td>Cordis: Next generation PTA balloon</td>
</tr>
<tr>
<td>Diabetes Care: ONETOUCH® Ultra Mini Colors/Mini Download</td>
<td>Diabetes Care: ONETOUCH® Vita™ (Europe)</td>
<td>Diabetes Care: ONETOUCH® Ping™</td>
<td>Cordis: Next generation EP catheter (CE)</td>
</tr>
<tr>
<td>OCD: CellSearch™ Circulating Tumor Cell Test (Metastatic Colorectal Indication)</td>
<td>OCD: Cell Search™ Circulating Tumor Cell Test (Metastatic Prostate Indication)</td>
<td>Vision Care: ACUVUE® OASYS™ for ASTIGMATISM (Japan &amp; U.S.) (PMA)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Vision Care: 1 DAY ACUVUE® Tru Eye™ (UK)</td>
<td>Vision Care: ACUVUE® OASYS™ for PRESBYOPIA with HYDRACLEAR™ PLUS</td>
<td></td>
</tr>
<tr>
<td><strong>Submitted</strong></td>
<td>Vision Care: ACUVUE® OASYS™ for ASTIGMATISM (Japan &amp; U.S.) (PMA)</td>
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</tr>
<tr>
<td>Cordis: CYPHER® Mini (2.25) (OTW)</td>
<td>Cordis: CARTO® V10 (US &amp; OUS)</td>
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<td></td>
</tr>
<tr>
<td>Cordis: CARTO® V10 (US &amp; OUS)</td>
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<td></td>
</tr>
</tbody>
</table>

*Filings/approvals assumed to be in U.S. unless otherwise noted

**This information is accurate as of the date hereof to the best of the Company’s knowledge. Johnson & Johnson assumes no obligation to update this information.**
New Diagnostic Systems

VITROS 5600

VITROS 3600
NEVO
Sirolimus-Eluting Coronary Stent
NaviStar
ThermoCool Ablation Catheter
Science-Based Innovation for Consumers

- Wide array of research competencies
- Significant portfolio of proprietary technologies
- Enhanced clinical trial expertise and global R&D capabilities
Winning in Health Care
Market Leadership

Johnson & Johnson
#1 or #2

- Anti-Anemia
- Antipsychotics (Injectables)
- Anti-TNF
- Hormonal Contraceptives
- Quinolone Anti-Infective
- Coronary Stents
- Minimally Invasive Surgery
- Orthopaedics
- Sutures
- Psychostimulants
- Lo-Cal Sweeteners
- Blood Glucose Monitoring
- Blood Screening & Typing
- Electrophysiology Diagnostics & Catheters
- Disposable Contact Lenses
- OTC Pharmaceuticals
- Sanitary Protection
- Wound Care
- Baby & Kids Care
2008 Product Launches & Extensions

- REALIZE Adjustable Gastric Band
- CONFIDENCE Spinal Cement System
- TRI-LOCK Hip Stem with GRIPTION
- SIGMA Knee Instruments
- New HARMONIC Energy Devices
- ONETOUCH PING
- ONETOUCH VITA
- ACUVUE Tru Eye
- ACUVUE OASYS for Astigmatism

- INTELENCE
- VELCADE
- PREZISTA
- CONCERTA
- ZYRTEC
- AVEENO Positively Ageless
- LISTERINE Total Care
Recent Acquisitions

*Expected completion January 2009
New Growth Platforms

- Exploring white space opportunities outside of existing businesses
- Established Wellness & Prevention platform
Public Policy Dialogue

- Active participation
- Unique perspective
- Diverse set of businesses
- Willingness to innovate
- Put needs of consumers and patients first
Strategic Framework

Our Credo

Operating Model

- Broadly Based in Human Health Care
- Managed for the Long Term
- Decentralized Management Approach
- People and Values

Business Priorities

- Winning in Health Care
- Capitalizing on Convergence
- Accelerating Growth in Emerging Markets
- Developing Leadership and Talent
Capitalizing on Convergence

Convergence Opportunities

- Products and Technologies
- Patient-Centric Solutions
- Power of the Johnson & Johnson Enterprise
## Capitalizing on Convergence

### Convergence Opportunities

<table>
<thead>
<tr>
<th>Convergent Products</th>
<th>Patient-Centric Solutions</th>
<th>Power of the Enterprise</th>
</tr>
</thead>
<tbody>
<tr>
<td>NEVO Sirolimus Drug-Eluting Stent</td>
<td>Companion diagnostics</td>
<td>ZYRTEC launch</td>
</tr>
<tr>
<td>Allergy medication delivery via contact lenses</td>
<td>Johnson &amp; Johnson Diabetes Institute</td>
<td>Standardization</td>
</tr>
<tr>
<td>SEDASYS</td>
<td>Personalized skin care</td>
<td>Shared expertise and proprietary technology</td>
</tr>
<tr>
<td>Fibrin Pad</td>
<td>Realize mySuccess</td>
<td>Diverse capabilities and talent across broad base</td>
</tr>
</tbody>
</table>
Accelerating Growth in Emerging Markets
Increases in Health Care Spending

Health Care Spending Per Capita CAGR 2008-13 (%)

- Germany: 1%
- France: 1%
- Italy: 1%
- Spain: 1%
- UK: 2%
- Canada: 2%
- Brazil: 4%
- USA: 5%
- Mexico: 6%
- Japan: 8%
- Turkey: 10%
- Russia: 12%
- India: 14%
- China: 17%

Source: Espicom World Medical Factbook 2008
Accelerating Growth in Emerging Markets

Strengths in Emerging Markets

- Businesses in BRIC grew 19% operationally
- Significant, well-established presence
- Increased investment in local products and development
  - Dabao acquisition
  - Emerging Markets Innovation Center
- More than 20 professional education centers outside U.S.
Developing Leadership & Talent
Investing in Our People

- Developing leaders is a business priority
- More than 250 operating companies provide wide range of leadership opportunities and challenges
- Decentralized management approach and structure fosters entrepreneurial spirit and prudent risk-taking

*Confidence in our future stems from the talents of our people*
Focused on Growth

- Participating in most attractive, fastest growing segments of health care
- Building and sustaining leadership positions across our business
- Growing sales faster than the markets, and growing earnings faster than sales
Dominic J. Caruso
Vice President, Finance & Chief Financial Officer
Significant Currency Volatility

July 1, 2008 - Dec 31, 2008; interbank rate
# 2009 Sales and Earnings Guidance

<table>
<thead>
<tr>
<th></th>
<th>Estimated Operational</th>
<th>Estimated at Mid - January Exchange Rates</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Sales</strong></td>
<td>(1)% - 1%</td>
<td>$61 - $62B</td>
</tr>
<tr>
<td></td>
<td>$63 - $64B</td>
<td></td>
</tr>
<tr>
<td><strong>Adjusted EPS</strong></td>
<td>1% - 3%</td>
<td>$4.45 - $4.55</td>
</tr>
<tr>
<td></td>
<td>$4.60 - $4.70</td>
<td></td>
</tr>
</tbody>
</table>

*Non-GAAP measure; excludes special items

- 2008 Euro: Average Rate = 1.47
- 2009 Euro: Mid - January, 2009 Rate = 1.35

* Non-GAAP measure; excludes special items