

ESTEE LAUDER COMPANIES INC  
Form 10-Q  
May 06, 2008

**UNITED STATES**  
**SECURITIES AND EXCHANGE COMMISSION**

Washington, D.C. 20549

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**FORM 10-Q**

(Mark One)

**Quarterly Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

**For the quarterly period ended March 31, 2008**

**OR**

**Transition Report Pursuant to Section 13 or 15(d) of the Securities Exchange Act of 1934**

**For the transition period from        to**

**Commission file number: 1-14064**

**The Estée Lauder Companies Inc.**

(Exact name of registrant as specified in its charter)

**Delaware**

(State or other jurisdiction of  
incorporation or organization)

**11-2408943**

(I.R.S. Employer Identification No.)

**767 Fifth Avenue, New York, New York**

(Address of principal executive offices)

**10153**

(Zip Code)

**212-572-4200**

(Registrant's telephone number, including area code)

**Not Applicable**

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(Former name, former address and former fiscal year, if changed since last report)

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such shorter period that the registrant was required to file such reports), and (2) has been subject to such filing requirements for the past 90 days.

Yes  No

Indicate by check mark whether the registrant is a large accelerated filer, an accelerated filer, a non-accelerated filer, or a smaller reporting company. See the definitions of large accelerated filer, accelerated filer and smaller reporting company in Rule 12b-2 of the Exchange Act.

Large accelerated filer

Accelerated filer

Non-accelerated filer  (Do not check if a smaller reporting company)

Smaller reporting company

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act). Yes  No

At May 1, 2008, 115,392,275 shares of the registrant's Class A Common Stock, \$.01 par value, and 78,467,261 shares of the registrant's Class B Common Stock, \$.01 par value, were outstanding.

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**THE ESTÉE LAUDER COMPANIES INC.**

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**THE ESTÉE LAUDER COMPANIES INC.**

**PART I. FINANCIAL INFORMATION**

**Item 1. *Financial Statements.***

## CONSOLIDATED STATEMENTS OF EARNINGS

(Unaudited)

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
	(In millions, except per share data)			
<b>Net Sales</b>	\$ 1,879.8	\$ 1,690.5	\$ 5,898.7	\$ 5,275.1
Cost of Sales	471.9	426.0	1,506.2	1,353.1
<b>Gross Profit</b>	1,407.9	1,264.5	4,392.5	3,922.0
Operating expenses:				
Selling, general and administrative	1,247.4	1,107.9	3,783.4	3,332.6
Charges (adjustments) related to cost savings initiative	(0.7)	(0.1)	(0.5)	0.4
	1,246.7	1,107.8	3,782.9	3,333.0
<b>Operating Income</b>	161.2	156.7	609.6	589.0
Interest expense, net	16.1	8.8	52.8	23.2
<b>Earnings before Income Taxes, Minority Interest and Discontinued Operations</b>	145.1	147.9	556.8	565.8
Provision for income taxes	53.7	52.4	197.7	199.1
Minority interest, net of tax	(1.3)	(1.7)	(5.5)	(6.4)
<b>Net Earnings from Continuing Operations</b>	90.1	93.8	353.6	360.3
Discontinued operations, net of tax		0.1		0.3
<b>Net Earnings</b>	\$ 90.1	\$ 93.9	\$ 353.6	\$ 360.6
Basic net earnings per common share:				
Net earnings from continuing operations	\$ .47	\$ .46	\$ 1.83	\$ 1.74
Discontinued operations, net of tax		.00		.00
Net earnings	\$ .47	\$ .46	\$ 1.83	\$ 1.74
Diluted net earnings per common share:				
Net earnings from continuing operations	\$ .46	\$ .45	\$ 1.80	\$ 1.71
Discontinued operations, net of tax		.00		.00
Net earnings	\$ .46	\$ .45	\$ 1.80	\$ 1.71
Weighted average common shares outstanding:				
Basic	193.9	203.8	193.8	207.7
Diluted	196.6	208.0	196.8	211.0
Cash dividends declared per share	\$	\$	\$ .55	\$ .50

See notes to consolidated financial statements.

## THE ESTÉE LAUDER COMPANIES INC.

## CONSOLIDATED BALANCE SHEETS

	March 31 2008 (Unaudited)	June 30 2007
	(\$ in millions)	
<b>ASSETS</b>		
<b>Current Assets</b>		
Cash and cash equivalents	\$ 410.0	\$ 253.7
Accounts receivable, net	1,137.9	860.5
Inventory and promotional merchandise, net	927.9	855.8
Prepaid expenses and other current assets	336.0	269.4
<b>Total current assets</b>	<b>2,811.8</b>	<b>2,239.4</b>
<b>Property, Plant and Equipment, net</b>	<b>991.1</b>	<b>880.8</b>
<b>Other Assets</b>		
Investments, at cost or market value	26.8	22.2
Goodwill and other intangible assets, net	901.7	764.7
Other assets, net	320.9	218.6
<b>Total other assets</b>	<b>1,249.4</b>	<b>1,005.5</b>
<b>Total assets</b>	<b>\$ 5,052.3</b>	<b>\$ 4,125.7</b>
<b>LIABILITIES AND STOCKHOLDERS EQUITY</b>		
<b>Current Liabilities</b>		
Short-term debt	\$ 191.7	\$ 60.4
Accounts payable	339.0	314.7
Accrued income taxes	61.8	161.7
Other accrued liabilities	1,173.3	963.9
<b>Total current liabilities</b>	<b>1,765.8</b>	<b>1,500.7</b>
<b>Noncurrent Liabilities</b>		
Long-term debt	1,085.8	1,028.1
Other noncurrent liabilities	613.0	376.6
<b>Total noncurrent liabilities</b>	<b>1,698.8</b>	<b>1,404.7</b>
<b>Minority Interest</b>	<b>30.3</b>	<b>21.3</b>
<b>Stockholders Equity</b>		
Common stock, \$.01 par value; 650,000,000 shares Class A authorized; shares issued: 179,061,045 at March 31, 2008 and 173,365,104 at June 30, 2007; 240,000,000 shares Class B authorized; shares issued and outstanding: 78,467,261 at March 31, 2008 and 81,804,761 at June 30, 2007	2.6	2.6
Paid-in capital	922.3	801.7
Retained earnings	2,965.1	2,731.5
Accumulated other comprehensive income	155.7	54.7
	4,045.7	3,590.5
Less: Treasury stock, at cost; 63,118,699 Class A shares at March 31, 2008 and 60,841,674 Class A shares at June 30, 2007	(2,488.3)	(2,391.5)
<b>Total stockholders equity</b>	<b>1,557.4</b>	<b>1,199.0</b>
<b>Total liabilities and stockholders equity</b>	<b>\$ 5,052.3</b>	<b>\$ 4,125.7</b>

See notes to consolidated financial statements.

## THE ESTÉE LAUDER COMPANIES INC.

## CONSOLIDATED STATEMENTS OF CASH FLOWS

(Unaudited)

	Nine Months Ended March 31	
	2008	2007
	(In millions)	
<b>Cash Flows from Operating Activities</b>		
Net earnings	\$ 353.6	\$ 360.6
Adjustments to reconcile net earnings to net cash flows from operating activities:		
Depreciation and amortization	184.5	152.8
Deferred income taxes	(80.1)	(16.3)
Minority interest, net of tax	5.5	6.4
Non-cash stock-based compensation	40.8	35.6
Excess tax benefits from stock-based compensation arrangements	(0.6)	(5.5)
Loss on disposal of fixed assets	5.3	7.6
Discontinued operations, net of tax		(0.3)
Other non-cash items	2.0	0.5
Changes in operating assets and liabilities		
Increase in accounts receivable, net	(189.9)	(174.7)
Increase in inventory and promotional merchandise, net	(18.8)	(29.3)
Increase in other assets, net	(48.7)	(41.1)
Increase (decrease) in accounts payable	(1.7)	8.0
Increase in current and noncurrent accrued income taxes	128.1	70.7
Increase in other accrued liabilities	132.7	87.7
Increase (decrease) in other noncurrent liabilities	5.8	(6.4)
<b>Net cash flows provided by operating activities of continuing operations</b>	<b>518.5</b>	<b>456.3</b>
<b>Net cash flows used for operating activities of discontinued operations</b>		<b>(5.7)</b>
<b>Net cash flows provided by operating activities</b>	<b>518.5</b>	<b>450.6</b>
<b>Cash Flows from Investing Activities</b>		
Capital expenditures	(250.3)	(212.0)
Acquisition of businesses, net of cash acquired	(120.4)	(56.7)
Purchases of long-term investments	(0.4)	(0.5)
<b>Net cash flows used for investing activities</b>	<b>(371.1)</b>	<b>(269.2)</b>
<b>Cash Flows from Financing Activities</b>		
Increase in short-term debt, net	131.0	49.9
Proceeds from issuance of long-term debt, net		591.1
Repayments and redemptions of long-term debt	(4.3)	(2.5)
Net proceeds from stock-based compensation transactions	70.9	121.6
Excess tax benefits from stock-based compensation arrangements	0.6	5.5
Payments to acquire treasury stock	(93.6)	(1,004.3)
Dividends paid to stockholders	(106.6)	(103.6)
Distributions made to minority holders of consolidated subsidiaries		(9.5)
<b>Net cash flows used for financing activities</b>	<b>(2.0)</b>	<b>(351.8)</b>
Effect of Exchange Rate Changes on Cash and Cash Equivalents	10.9	3.8
<b>Net Increase (Decrease) in Cash and Cash Equivalents</b>	<b>156.3</b>	<b>(166.6)</b>

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<b>Cash and Cash Equivalents at Beginning of Period</b>		253.7		368.6
<b>Cash and Cash Equivalents at End of Period</b>	\$	410.0	\$	202.0

See notes to consolidated financial statements.

**THE ESTÉE LAUDER COMPANIES INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**



**NOTE 1 SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES*****Principles of Consolidation and Basis of Presentation***

The accompanying consolidated financial statements include the accounts of The Estée Lauder Companies Inc. and its subsidiaries (collectively, the Company) as continuing operations, with the exception of the operating results of its reporting unit that marketed and sold Stila brand products, which have been reflected as discontinued operations for the three and nine-month periods ended March 31, 2007. All significant intercompany balances and transactions have been eliminated.

The consolidated financial statements have been prepared in accordance with U.S. generally accepted accounting principles (GAAP) for interim financial information and with the instructions to Form 10-Q and Rule 10-01 of Regulation S-X. Accordingly, they do not include all of the information and footnotes required by GAAP for complete financial statements. In the opinion of management all adjustments (consisting of normal recurring accruals) considered necessary for a fair presentation have been included. The results of operations of any interim period are not necessarily indicative of the results of operations to be expected for the fiscal year. For further information, refer to the consolidated financial statements and accompanying footnotes included in the Company's Annual Report on Form 10-K for the year ended June 30, 2007.

Certain amounts in the consolidated financial statements of prior periods have been reclassified to conform to current period presentation for comparative purposes.

***Net Earnings Per Common Share***

For the three and nine-month periods ended March 31, 2008 and 2007, net earnings per common share (basic EPS) is computed by dividing net earnings by the weighted-average number of common shares outstanding and contingently issuable shares (which satisfy certain conditions). Net earnings per common share assuming dilution (diluted EPS) is computed by reflecting potential dilution from stock-based awards.

A reconciliation between the numerators and denominators of the basic and diluted EPS computations is as follows:

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
	(Unaudited)			
	(In millions, except per share data)			
<b>Numerator:</b>				
Net earnings from continuing operations	\$ 90.1	\$ 93.8	\$ 353.6	\$ 360.3
Discontinued operations, net of tax		0.1		0.3
Net earnings	\$ 90.1	\$ 93.9	\$ 353.6	\$ 360.6
<b>Denominator:</b>				
Weighted average common shares outstanding Basic	193.9	203.8	193.8	207.7
Effect of dilutive stock options	2.2	3.7	2.5	3.0
Effect of restricted stock units	0.5	0.4	0.5	0.2
Effect of contingently issuable shares pursuant to accelerated share repurchase program		0.1		0.1

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Weighted average common shares outstanding	Diluted	196.6	208.0	196.8	211.0
<b>Basic net earnings per common share:</b>					
Net earnings from continuing operations	\$	.47	\$	.46	\$ 1.83 \$ 1.74
Discontinued operations, net of tax				.00	.00
Net earnings	\$	.47	\$	.46	\$ 1.83 \$ 1.74
<b>Diluted net earnings per common share:</b>					
Net earnings from continuing operations	\$	.46	\$	.45	\$ 1.80 \$ 1.71
Discontinued operations, net of tax				.00	.00
Net earnings	\$	.46	\$	.45	\$ 1.80 \$ 1.71

**THE ESTÉE LAUDER COMPANIES INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

As of March 31, 2008 and 2007, outstanding options to purchase 11.5 million and 6.5 million shares, respectively, of Class A Common Stock were not included in the computation of diluted EPS because their inclusion would be anti-dilutive. As of March 31, 2008 and 2007, 0.3 million and 0.2 million, respectively, of performance share units have been excluded from the calculation of diluted EPS because the number of shares ultimately issued is contingent on the achievement of certain performance targets of the Company, as discussed in Note 4 Stock Programs.

***Supplemental Disclosures of Cash Flow Information***

Supplemental cash flow information for the nine months ended March 31, 2008 and 2007 were as follows:

	2008	(Unaudited) (In millions)	2007
<b>Cash</b>			
Cash paid during the period for interest	\$ 49.8		\$ 31.8
Cash paid during the period for income taxes	\$ 149.4		\$ 148.2
<b>Non-cash investing and financing activities</b>			
Long-term debt issued upon acquisition of business	\$ 23.9		\$
Change in liability associated with acquisitions	\$ 6.8		\$ (2.1)
Incremental tax benefit from the exercise of stock options	\$ 6.2		\$ 12.3
Capital lease obligations incurred	\$ 1.1		\$ 3.9
Accrued dividend equivalents	\$ 0.3		\$ 0.2
Interest rate swap derivative mark to market	\$ 31.6		\$ 9.0

***Accounts Receivable***

Accounts receivable is stated net of the allowance for doubtful accounts and customer deductions of \$23.2 million and \$23.3 million as of March 31, 2008 and June 30, 2007, respectively.

***Inventory and Promotional Merchandise***

Inventory and promotional merchandise only includes inventory considered saleable or usable in future periods, and is stated at the lower of cost or fair-market value, with cost being determined on the first-in, first-out method. Cost components include raw materials, componentry, direct

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labor and overhead (e.g., indirect labor, utilities, depreciation, purchasing, receiving, inspection and warehousing) as well as inbound freight. Promotional merchandise is charged to expense at the time the merchandise is shipped to the Company's customers. Included in inventory and promotional merchandise is an inventory obsolescence reserve, which represents the difference between the cost of the inventory and its estimated realizable value, based on various product sales projections. This reserve is calculated using an estimated obsolescence percentage applied to the inventory based on age, historical trends and requirements to support forecasted sales. In addition, and as necessary, specific reserves for future known or anticipated events may be established.

	<b>March 31 2008 (Unaudited)</b>	<b>June 30 2007</b>
<b>(In millions)</b>		
<b>Inventory and promotional merchandise, net consists of:</b>		
Raw materials	\$ 193.8	\$ 179.5
Work in process	44.0	49.2
Finished goods	493.3	431.3
Promotional merchandise	196.8	195.8
	\$ 927.9	\$ 855.8

## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

*Property, Plant and Equipment*

Property, plant and equipment, including leasehold and other improvements that extend an asset's useful life or productive capabilities, are carried at cost less accumulated depreciation and amortization. The cost of assets related to projects in progress of \$114.4 million and \$72.1 million as of March 31, 2008 and June 30, 2007, respectively, is included in their respective asset categories in the table below. For financial statement purposes, depreciation is provided principally on the straight-line method over the estimated useful lives of the assets. Leasehold improvements are amortized on a straight-line basis over the shorter of the lives of the respective leases or the expected useful life of those improvements.

Asset Category (Useful Life)	March 31	June 30
	2008 (Unaudited)	2007
	(In millions)	
Land	\$ 14.9	\$ 14.4
Buildings and improvements (10 to 40 years)	180.3	167.5
Machinery and equipment (3 to 10 years)	977.7	905.0
Furniture and fixtures (5 to 10 years)	99.1	108.2
Leasehold improvements	1,052.5	917.2
	2,324.5	2,112.3
Less accumulated depreciation and amortization	1,333.4	1,231.5
	\$ 991.1	\$ 880.8

Depreciation and amortization of property, plant and equipment was \$59.8 million and \$46.8 million during the three months ended March 31, 2008 and 2007, respectively, and \$171.2 million and \$145.9 million during the nine months ended March 31, 2008 and 2007, respectively. Depreciation and amortization related to the Company's manufacturing process is included in cost of sales and all other depreciation and amortization is included in selling, general and administrative expenses in the accompanying consolidated statements of earnings.

*Goodwill and Other Intangible Assets*

In the first quarter of fiscal 2008, the Company acquired Ojon Corporation, which markets and sells Ojon hair care and skin care products primarily through direct response television and specialty stores (see Note 3 Acquisition of Businesses). In conjunction with this acquisition, the Company purchased, from an unrelated party, the exclusive rights to sell and distribute Ojon products worldwide. In addition, the Company acquired a business engaged in the wholesale distribution and retail sale of Aveda products. These activities resulted in an increase to goodwill and other intangible assets of \$132.0 million for the nine months ended March 31, 2008.



## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

*Pension and Post-retirement Benefit Plans*

The Company maintains pension plans covering substantially all of its full-time employees for its U.S. operations and a majority of its international operations. Certain of the Company's employees are eligible to participate in a post-retirement benefit plan which provides certain medical and dental benefits. Descriptions of these plans are discussed in the Company's Annual Report on Form 10-K for the year ended June 30, 2007.

The components of net periodic benefit cost for the three months ended March 31, 2008 and 2007 consisted of the following:

	U.S.		Pension Plans		International		Other than Pension Plans Post-retirement	
	2008	2007	2008	2007	2008	2007	2008	2007
<b>(Unaudited)</b>								
<b>(In millions)</b>								
Service cost, net	\$ 4.9	\$ 4.6	\$ 4.1	\$ 4.0	\$ 1.0	\$ 1.1		
Interest cost	6.6	6.2	3.7	3.2	1.6	1.7		
Expected return on plan assets	(7.9)	(7.2)	(3.8)	(3.5)				
Amortization of:								
Prior service cost	0.2	0.2	0.1	0.1				
Actuarial loss	0.4	0.5	1.5	2.0	0.1	0.2		
Net periodic benefit cost	\$ 4.2	\$ 4.3	\$ 5.6	\$ 5.8	\$ 2.7	\$ 3.0		

The components of net periodic benefit cost for the nine months ended March 31, 2008 and 2007 consisted of the following:

	U.S.		Pension Plans		International		Other than Pension Plans Post-retirement	
	2008	2007	2008	2007	2008	2007	2008	2007
<b>(Unaudited)</b>								
<b>(In millions)</b>								
Service cost, net	\$ 14.8	\$ 13.8	\$ 12.1	\$ 11.9	\$ 3.1	\$ 3.5		
Interest cost	19.7	18.7	10.9	9.6	4.8	5.0		
Expected return on plan assets	(23.8)	(21.5)	(11.2)	(10.3)				
Amortization of:								
Prior service cost	0.5	0.5	0.2	0.2				
Actuarial loss	1.3	1.3	4.5	5.8	0.3	0.6		
Net periodic benefit cost	\$ 12.5	\$ 12.8	\$ 16.5	\$ 17.2	\$ 8.2	\$ 9.1		

The Company previously disclosed in its consolidated financial statements for the fiscal year ended June 30, 2007 that it expected to make cash contributions totaling \$20.0 million to its trust based, noncontributory qualified defined benefit pension plan ( U.S. Qualified Plan ) and \$21.0 million to its international defined benefit pension plans during the fiscal year ending June 30, 2008. As of March 31, 2008 there have not been material changes to the expected contributions to the U.S. Qualified Plan. However, the expected contributions to the international defined benefit pension plans are anticipated to increase by as much as \$23.6 million to a total of \$44.6 million for the fiscal year ending June 30, 2008. The anticipated increase primarily reflects increased participation in certain plans.

**THE ESTÉE LAUDER COMPANIES INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

***Common Stock***

During the nine months ended March 31 2008, 3,337,500 shares of the Company's Class B Common Stock were converted into Class A Common Stock.

In August 2007, pursuant to the Company's accelerated share repurchase program, the financial counterparty informed the Company that it had completed its obligations under the agreement. The per-share price paid by the Company at inception of the program exceeded the final volume weighted average price per share, as defined by the contract. Accordingly, the Company received 97,417 shares of its Class A Common Stock from the financial counterparty as a price adjustment and final settlement, which was recorded as treasury stock and additional paid-in capital in the consolidated balance sheet.

Pursuant to the Company's share repurchase program, during the nine months ended March 31, 2008, it purchased approximately 2,191,800 million shares for \$93.6 million.

***Management Estimates***

The preparation of financial statements in conformity with GAAP requires management to make estimates and assumptions that affect the reported amounts of assets, liabilities, revenues and expenses reported in those financial statements. These judgments can be subjective and complex, and consequently actual results could differ from those estimates and assumptions. The Company's most critical accounting policies relate to revenue recognition, concentration of credit risk, inventory, pension and other post-retirement benefit costs, goodwill and other intangible assets, income taxes, derivatives and stock-based compensation.

***Recently Adopted Accounting Standards***

In June 2006, the Financial Accounting Standards Board ( FASB ) issued FASB Interpretation No. ( FIN ) 48, Accounting for Uncertainty in Income Taxes ( FIN 48 ). FIN 48 clarifies the accounting for uncertainty in income taxes recognized in an enterprise's financial statements in accordance with Statement of Financial Accounting Standard ( SFAS ) No. 109, Accounting for Income Taxes. FIN 48 prescribes a two-step evaluation process for tax positions taken, or expected to be taken, in a tax return. The first step is recognition and the second is measurement. FIN 48 also provides guidance on derecognition, measurement, classification, interest and penalties, disclosures, transition and accounting for interim periods. The Company adopted the provisions of FIN 48 effective July 1, 2007. As a result, the Company recognized an increase in the liability for unrecognized tax benefits and interest of \$13.1 million (net of tax effect), which, as required, was accounted for as a reduction to the July 1, 2007 balance of retained earnings.

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As of July 1, 2007, the gross amount of unrecognized tax benefits, exclusive of interest and penalties, totaled \$142.7 million. The total amount of unrecognized tax benefits that, if recognized, would affect the effective tax rate was \$106.5 million. The Company has elected to continue its historical practice of classifying applicable interest and penalties as a component of the provision for income taxes. The Company's gross accrual for interest and penalties related to unrecognized tax benefits was \$42.0 million upon adoption of FIN 48. Interest is computed on the difference between the Company's uncertain tax benefit positions under FIN 48 and the amount reflected or expected to be reflected in the Company's tax returns. Adoption of FIN 48 also resulted in a reclassification of \$140.2 million of tax and related interest liabilities (net of tax effect) from accrued income taxes to other noncurrent liabilities because payment of cash is not anticipated within one year of the balance sheet date.

As of March 31, 2008, the gross amount of unrecognized tax benefits, exclusive of interest and penalties, totaled \$163.8 million. The total amount of unrecognized tax benefits that, if recognized, would affect the effective tax rate was \$121.2 million. The Company's gross accrual for interest and penalties related to unrecognized tax benefits as of March 31, 2008 was \$52.2 million. Other noncurrent liabilities as well as other assets, net in the accompanying consolidated balance sheet as of March 31, 2008 have each been increased by \$70.6 million to reflect the Company's gross income tax and interest liabilities as well as related deferred tax assets primarily attributable to the U.S. federal tax benefit of state and local taxes and accrued interest.

**THE ESTÉE LAUDER COMPANIES INC.****NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Earnings from the Company's global operations are subject to tax in various jurisdictions both within and outside the United States. The Company provides tax reserves for U.S. federal, state, local and international unrecognized tax benefits for periods subject to audit. The Company believes that the tax reserves are adequate for all years subject to examination. The Company is currently subject to a U.S. federal tax audit as well as examinations in several state, local, and international jurisdictions. These audits and examinations are in various stages of completion and involve complex multi-jurisdictional issues, including transfer pricing, that may require an extended period of time for resolution. It is reasonably possible that the total amounts of unrecognized tax benefits will significantly increase or decrease during the next twelve months. However, because these multi-jurisdictional issues, including transfer pricing, are complex and the level and disposition of such issues are subject to change, the range of reasonably possible change cannot be estimated at this time.

The tax years subject to examination vary depending on the tax jurisdiction. As of March 31, 2008, the following tax years remain subject to examination by the major tax jurisdictions indicated:

<b>Major Jurisdiction</b>	<b>Open Fiscal Years</b>
Belgium	2004 2007
Canada	2000 2007
France	2005 2007
Germany	1999 2007
Japan	2006 2007
Korea	2002 2007
Spain	1999 2002, 2004 2007
Switzerland	2004 2007
United Kingdom	2006 2007
United States	2002 2007
State of California	2002 2007
State of Minnesota	2001 2007
State of New York	2004 2007

The Company is also subject to income tax examinations in numerous other state, local and foreign jurisdictions. The Company believes that its tax reserves are adequate for all years subject to examination.

***Recently Issued Accounting Standards***

In September 2006, the FASB issued SFAS No. 157, Fair Value Measurements (SFAS No. 157), to clarify the definition of fair value, establish a framework for measuring fair value and expand the disclosures on fair value measurements. SFAS No. 157 defines fair value as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date (an exit price). SFAS No. 157 also stipulates that, as a market-based measurement, fair value measurement should be determined based on the assumptions that market participants would use in pricing the asset or liability, and establishes a fair value hierarchy that distinguishes between (a) market participant assumptions developed based on market data obtained from sources independent of the reporting entity (observable

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inputs) and (b) the reporting entity's own assumptions about market participant assumptions developed based on the best information available in the circumstances (unobservable inputs).

In February 2008, the FASB issued FASB Staff Position ( FSP ) No. FAS 157-1, Application of FASB Statement No. 157 to FASB Statement No. 13 and Other Accounting Pronouncements That Address Fair Value Measurements for Purposes of Lease Classification or Measurement under Statement 13. This FSP amends SFAS No. 157 to exclude certain leasing transactions accounted for under previously existing accounting guidance. However, this scope exception does not apply to assets acquired and liabilities assumed in a business combination, regardless of whether those assets and liabilities are related to leases.

SFAS No. 157 becomes effective for the Company in the beginning of fiscal 2009. The Company is currently evaluating the impact of the provisions of SFAS No. 157 on its consolidated financial statements. In February 2008, the FASB issued FSP No. FAS 157-2, Effective Date for FASB Statement No. 157. This FSP permits the delayed application of SFAS No. 157 for nonfinancial assets and nonfinancial liabilities, as defined in this FSP, except for those that are recognized or disclosed at fair value in the financial statements at least annually, until the beginning of the Company's fiscal 2010.

**THE ESTÉE LAUDER COMPANIES INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

In February 2007, the FASB issued SFAS No. 159, *The Fair Value Option for Financial Assets and Financial Liabilities* ( SFAS No. 159 ), to permit all entities to choose to elect, at specified election dates, to measure eligible financial instruments at fair value. An entity shall report unrealized gains and losses on items for which the fair value option has been elected in earnings at each subsequent reporting date, and recognize upfront costs and fees related to those items in earnings as incurred and not deferred. SFAS No. 159 applies to fiscal years beginning after November 15, 2007, with early adoption permitted for an entity that has also elected to apply the provisions of SFAS No. 157. An entity is prohibited from retrospectively applying SFAS No. 159, unless it chooses early adoption. The Company is currently evaluating the impact of the provisions of SFAS No. 159 on its consolidated financial statements, if any, when it becomes effective in the beginning of fiscal 2009.

In December 2007, the FASB issued SFAS No. 141 (revised 2007), *Business Combinations* ( SFAS No. 141(R) ). SFAS No. 141(R) replaces SFAS No. 141, *Business Combinations*, however, it retains the fundamental requirements of the former Statement that the acquisition method of accounting (previously referred to as the purchase method) be used for all business combinations and for an acquirer to be identified for each business combination. SFAS No. 141(R) defines the acquirer as the entity that obtains control of one or more businesses in the business combination and establishes the acquisition date as the date that the acquirer achieves control. Among other requirements, SFAS No. 141(R) requires the acquiring entity in a business combination to recognize the identifiable assets acquired, liabilities assumed and any noncontrolling interest in the acquiree at their acquisition-date fair values, with limited exceptions; acquisition-related costs generally will be expensed as incurred. SFAS No. 141(R) requires certain financial statement disclosures to enable users to evaluate and understand the nature and financial effects of the business combination. SFAS No. 141(R) must be applied prospectively to business combinations that are consummated on or after July 1, 2009.

In December 2007, the FASB issued SFAS No. 160, *Noncontrolling Interests in Consolidated Financial Statements, an Amendment of ARB No. 51* ( SFAS No. 160 ) to establish accounting and reporting standards for the noncontrolling interest in a subsidiary and for the deconsolidation of a subsidiary. Among other requirements, SFAS No. 160 clarifies that a noncontrolling interest in a subsidiary, which is sometimes referred to as minority interest, is to be reported as a separate component of equity in the consolidated financial statements. SFAS No. 160 also requires consolidated net income to include the amounts attributable to both the parent and the noncontrolling interest and to disclose those amounts on the face of the consolidated statement of income. SFAS No. 160 must be applied prospectively for fiscal years, and interim periods within those fiscal years, beginning in the Company's fiscal 2010, except for the presentation and disclosure requirements, which will be applied retrospectively for all periods presented.

In March 2008, the FASB issued SFAS No. 161, *Disclosures about Derivative Instruments and Hedging Activities* an amendment of FASB Statement No. 133 ( SFAS No. 161 ). SFAS No. 161 requires companies to provide qualitative disclosures about their objectives and strategies for using derivative instruments, quantitative disclosures of the fair values and gains and losses of these derivative instruments in a tabular format, as well as more information about liquidity by requiring disclosure of a derivative contract's credit-risk-related contingent features. SFAS No. 161 also requires cross-referencing within footnotes to enable financial statement users to locate important information about derivative instruments. The Company is currently evaluating the disclosure requirements of SFAS No. 161. As this is a disclosure-only standard, the Company does not anticipate an impact on the consolidated financial statements as a result of its adoption. SFAS No. 161 becomes effective for the March 2009 interim consolidated financial statements.

In April 2008, the FASB issued FSP No. FAS 142-3, *Determination of the Useful Life of Intangible Assets*. This FSP amends the factors that should be considered in developing renewal or extension assumptions used to determine the useful life of a recognized intangible asset under SFAS No. 142, *Goodwill and Other Intangible Assets* ( SFAS No. 142 ). This FSP also adds certain disclosures to those already prescribed in

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SFAS No. 142. FSP No. FAS 142-3 becomes effective for fiscal years, and interim periods within those fiscal years, beginning in the Company's fiscal 2010. The guidance for determining useful lives must be applied prospectively to intangible assets acquired after the effective date. The disclosure requirements must be applied prospectively to all intangible assets recognized as of the effective date.

## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

## NOTE 2 COMPREHENSIVE INCOME

The components of accumulated other comprehensive income ( OCI ) included in the accompanying consolidated balance sheets consist of net unrealized investment gain (loss), net gain (loss) on derivative instruments designated and qualifying as cash-flow hedging instruments, net actuarial gain (loss) and prior service costs or credits associated with pension and other post-retirement benefits, and cumulative translation adjustments as of the end of each period.

Comprehensive income and its components, net of tax, are as follows:

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
	(Unaudited) (In millions)			
Net earnings	\$ 90.1	\$ 93.9	\$ 353.6	\$ 360.6
Other comprehensive income (loss):				
Net unrealized investment gain (loss)		0.1	(0.3)	0.2
Net derivative instruments gain (loss)	2.1	(0.2)	1.2	(3.4)
Amortization of amounts included in net periodic benefit cost, net	1.6		4.9	
Translation adjustments	47.4	1.0	95.2	20.0
Other comprehensive income (loss)	51.1	0.9	101.0	16.8
Comprehensive income	\$ 141.2	\$ 94.8	\$ 454.6	\$ 377.4

The accumulated net gain (loss) on derivative instruments, net of tax, consists of the following:

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
	(Unaudited) (In millions)			
OCI-derivative instruments, beginning of period	\$ 7.3	\$ 7.1	\$ 8.2	\$ 10.3
Gain (loss) on derivative instruments	1.4	(0.9)	(0.6)	(7.1)
Reclassification to earnings of net (gain) loss during the period	1.7	0.6	2.3	2.0
Benefit (provision) for deferred income taxes	(1.0)	0.1	(0.5)	1.7
Net derivative instruments gain (loss)	2.1	(0.2)	1.2	(3.4)

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OCI-derivative instruments, end of period	\$	9.4	\$	6.9	\$	9.4	\$	6.9
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**THE ESTÉE LAUDER COMPANIES INC.**

**NOTES TO CONSOLIDATED FINANCIAL STATEMENTS**

Of the \$9.4 million, net of tax, derivative instrument gain recorded in OCI at March 31, 2008, \$9.0 million, net of tax, related to the October 2003 gain from the settlement of the treasury lock agreements upon the issuance of the Company's 5.75% Senior Notes due October 2033, which will be reclassified to earnings as an offset to interest expense over the life of the debt. The net derivative instrument gain recorded in OCI also reflected \$1.0 million in gains, net of tax, related to forward contracts which the Company will reclassify to earnings during the next fifteen months. These gains were partially offset by \$0.6 million, net of tax, related to a loss from the settlement of a series of forward-starting interest rate swap agreements upon the issuance of the Company's 6.00% Senior Notes due May 2037, which will be reclassified to earnings as an addition to interest expense over the life of the debt.

At the end of the prior period, the \$6.9 million, net of tax, derivative instrument gain recorded in OCI included \$9.1 million, net of tax, related to the gain on the settlement of treasury lock agreements upon issuance of the Company's 5.75% Senior Notes due October 2033, which will be reclassified to earnings as an offset to interest expense over the life of the debt, partially offset by \$2.2 million of losses, net of tax, related to forward and option contracts which were reclassified to earnings.

**NOTE 3 ACQUISITION OF BUSINESSES**

In the first quarter of fiscal 2008, the Company acquired Ojon Corporation. In conjunction with this acquisition, the Company purchased, from an unrelated party, the exclusive rights to sell and distribute Ojon products worldwide. The initial purchase price, paid at closing, was funded by cash provided by operations and the issuance of commercial paper as well as the issuance of two promissory notes. The Company issued (i) a promissory note due July 31, 2009 with a notional value of \$7.0 million (present value of \$7.5 million at March 31, 2008), bearing interest at 10.00% due at maturity and (ii) a promissory note due August 31, 2012 with a notional amount of \$13.5 million (present value of \$15.8 million at March 31, 2008), bearing interest at 10.00% payable annually on July 31. The notes were recorded in the accompanying consolidated balance sheet at present value using effective rates of 5.11% and 5.42%, respectively. The purchase agreement also provides for an additional payment, which is expected to be made in fiscal 2013, contingent upon the attainment of certain net sales targets of Ojon products. In addition, the Company acquired a business engaged in the wholesale distribution and retail sale of Aveda products.

The aggregate purchase price for these transactions, which includes acquisition costs, was \$144.9 million at March 31, 2008. The results of operations for each of the acquired businesses are included in the accompanying consolidated financial statements commencing with its date of original acquisition. Pro forma results of operations have not been presented, as the impact on the Company's consolidated financial results would not have been material.

## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

## NOTE 4 STOCK PROGRAMS

As of March 31, 2008, the Company has three active equity compensation plans which include the Amended and Restated Fiscal 2002 Share Incentive Plan, the Fiscal 1999 Share Incentive Plan and the Non-Employee Director Share Incentive Plan (collectively, the Plans). These Plans currently provide for the issuance of 33,194,400 shares, which consist of shares originally provided for and shares transferred to the Plans from a previous plan and employment agreement, to be granted in the form of stock-based awards to key employees, consultants and non-employee directors of the Company. As of March 31, 2008, approximately 6,941,800 shares of Class A Common Stock were reserved and available to be granted pursuant to these Plans. The Company may satisfy the obligation of its stock-based compensation awards with either new or treasury shares. The Company's stock compensation awards outstanding at March 31, 2008 include stock options, performance share units (PSU), restricted stock units (RSU) and share units.

Total net stock-based compensation expense is attributable to the granting of, and the remaining requisite service periods of, stock options, PSUs, RSUs and share units. Compensation expense attributable to net stock-based compensation during the three months ended March 31, 2008 and 2007 was \$7.6 million and \$9.0 million, respectively. Compensation expense attributable to net stock-based compensation during the nine months ended March 31, 2008 and 2007 was \$40.8 million and \$35.5 million, respectively. As of March 31, 2008 and 2007, the total unrecognized compensation cost related to nonvested stock-based awards was \$38.0 and \$39.5 million, respectively, and the related weighted-average period over which it is expected to be recognized is approximately 1.8 and 1.9 years, respectively.

## Stock Options

A summary of the Company's stock option programs as of March 31, 2008 and changes during the nine-month period then ended, is presented below:

(Unaudited) (Shares in thousands)	Shares	Weighted-Average Exercise Price Per Share	Aggregate Intrinsic Value(1) (in millions)	Weighted-Average Contractual Life Remaining in Years
Outstanding at June 30, 2007	22,572.0	\$ 41.42		
Granted at fair value	1,693.7	42.64		
Exercised	(2,061.0)	34.83		
Expired	(223.4)	43.63		
Forfeited	(238.5)	40.32		
Outstanding at March 31, 2008	21,742.8	42.13	\$ 115.8	4.2
Exercisable at March 31, 2008	18,487.2	42.40	\$ 98.6	3.4

- (1) The intrinsic value of a stock option is the amount by which the current market value of the underlying stock exceeds the exercise price of the option.

The exercise period for all stock options generally may not exceed ten years from the date of grant. Stock option grants to individuals generally become exercisable in three substantively equal tranches over a service period of up to four years. The Company attributes the value of option awards on a straight-line basis over the requisite service period for each separately vesting portion of the award as if the award was, in substance, multiple awards.

The per-share weighted-average grant date fair value of stock options granted during the three months ended March 31, 2008 and 2007 was \$13.52 and \$15.30, respectively. The per-share weighted-average grant date fair value of stock options granted during the nine months ended March 31, 2008 and 2007 was \$14.36 and \$13.69, respectively. The total intrinsic value of stock options exercised during the three months ended March 31, 2008 and 2007 was \$11.0 million and \$35.9 million, respectively. The total intrinsic value of stock options exercised during the nine months ended March 31, 2008 and 2007 was \$18.1 million and \$51.8 million, respectively.

## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The fair value of each option grant was estimated on the date of grant using the Black-Scholes option-pricing model with the following assumptions:

(Unaudited)	Three Months Ended March 31	
	2008	2007
Weighted-average expected stock-price volatility	26%	24%
Weighted-average expected option life	8 years	7 years
Average risk-free interest rate	3.3%	4.7%
Average dividend yield	1.3%	1.2%

  

(Unaudited)	Nine Months Ended March 31	
	2008	2007
Weighted-average expected stock-price volatility	25%	24%
Weighted-average expected option life	8 years	8 years
Average risk-free interest rate	4.5%	4.7%
Average dividend yield	1.2%	1.2%

## Performance Share Units

During the nine months ended March 31, 2008, the Company issued 119,200 PSUs, which will be settled in stock subject to the achievement of the Company's net sales and net earnings per share goals for the three years ending June 30, 2010. Settlement will be made pursuant to a range of opportunities relative to the net sales and net earnings per share targets of the Company and, as such, the compensation cost of the PSU is subject to adjustment based upon the attainability of these target goals. No settlement will occur for results below the applicable minimum threshold and additional shares shall be issued if performance exceeds the targeted performance goals. PSUs are accompanied by dividend equivalent rights that will be payable in cash upon settlement of the PSU. These awards are subject to the provisions of the agreement under which the PSUs are granted. The PSUs were valued at the closing market value of the Company's Class A Common Stock on the date of grant and generally vest at the end of the performance period.

The following is a summary of the status of the Company's PSUs as of March 31, 2008 and activity during the nine months then ended:

(Unaudited) (Shares in thousands)	Shares	Weighted-Average Grant Date Fair Value Per Share
Nonvested at June 30, 2007	230.1	\$ 37.36
Granted	119.2	42.58
Vested		
Forfeited	(43.4)	39.10

Nonvested at March 31, 2008	305.9	\$	39.15
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**Restricted Stock Units**

The Company granted approximately 585,000 RSUs during the nine months ended March 31, 2008, of which 324,700 are scheduled to vest on October 31, 2008, 169,000 on November 2, 2009 and 91,300 on November 1, 2010, all subject to the continued employment or retirement of the grantees. Certain RSUs granted in fiscal 2008 are accompanied by dividend equivalent rights that will be payable in cash upon settlement of the RSU and, as such, were valued at the closing market value of the Company's Class A Common Stock on the date of grant. Other RSUs granted in fiscal 2008 are not accompanied by dividend equivalent rights and, as such, were valued at the closing market value of the Company's Class A Common Stock on the date of grant less the discounted present value of the dividends expected to be paid on the shares during the vesting period.

## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

The following is a summary of the status of the Company's RSUs as of March 31, 2008 and activity during the nine months then ended:

(Unaudited) (Shares in thousands)	Shares	Weighted-Average Grant Date Fair Value Per Share
Nonvested at June 30, 2007	659.4	\$ 38.74
Granted	585.0	42.02
Vested	(346.7)	38.90
Forfeited	(55.3)	40.36
Nonvested at March 31, 2008	842.4	\$ 40.85

## Share Units

The Company grants share units to certain non-employee directors under the Non-Employee Director Share Incentive Plan. The share units are convertible into shares of Class A Common Stock as provided for in that plan. Share units are accompanied by dividend equivalent rights that are converted to additional share units when such dividends are declared. The following is a summary of the status of the Company's share units as of March 31, 2008 and activity during the nine months then ended:

(Unaudited) (Shares in thousands)	Shares	Weighted-Average Grant Date Fair Value Per Share
Outstanding at June 30, 2007	13.8	\$ 37.65
Granted	4.1	44.25
Dividend equivalents	0.2	43.79
Converted		
Outstanding at March 31, 2008	18.1	\$ 39.21

## Cash Units

Certain non-employee directors defer cash compensation in the form of cash payout share units, which are not subject to the Plans. These share units are classified as liabilities and, as such, their fair value is adjusted to reflect the current market value of the Company's Class A Common Stock. The Company recorded expense of \$0.2 million and \$0.5 million as compensation to reflect additional deferrals and the change in the market value for the three months ended March 31, 2008 and 2007, respectively. The Company recorded expense of \$0.4 million and \$0.9 million as compensation to reflect additional deferrals and the change in the market value for the nine months ended March 31, 2008 and 2007, respectively.



## THE ESTÉE LAUDER COMPANIES INC.

## NOTES TO CONSOLIDATED FINANCIAL STATEMENTS

## NOTE 5 SEGMENT DATA AND RELATED INFORMATION

Reportable operating segments include components of an enterprise about which separate financial information is available that is evaluated regularly by the chief operating decision maker (the Chief Executive) in deciding how to allocate resources and in assessing performance. Although the Company does business in one operating segment, beauty products, management also evaluates performance on a product category basis. Performance is measured based upon net sales and operating income. Operating income represents earnings before income taxes, minority interest, net interest expense and discontinued operations. The accounting policies for the Company's reportable segment are substantially the same as those for the consolidated financial statements, as described in the segment data and related information footnote included in the Company's Annual Report on Form 10-K for the year ended June 30, 2007. The assets and liabilities of the Company are managed centrally and are reported internally in the same manner as the consolidated financial statements; thus, no additional information is produced for the Chief Executive or included herein. There has been no significant variance in the total or long-lived asset value associated with the Company's segment data since June 30, 2007.

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
			(Unaudited)	
			(In millions)	
<b>PRODUCT CATEGORY DATA</b>				
<b>Net Sales:</b>				
Skin Care	\$ 756.8	\$ 668.9	\$ 2,207.5	\$ 1,937.0
Makeup	755.7	678.4	2,246.1	2,042.0
Fragrance	259.1	240.1	1,092.6	994.5
Hair Care	98.2	97.1	311.2	273.4
Other	10.0	6.0	41.3	28.2
	\$ 1,879.8	\$ 1,690.5	\$ 5,898.7	\$ 5,275.1
<b>Operating Income (Loss):</b>				
Skin Care	\$ 96.0	\$ 80.9	\$ 298.3	\$ 272.6
Makeup	93.2	87.4	283.7	265.8
Fragrance	(28.2)	(21.4)	15.0	21.2
Hair Care	(0.8)	11.4	12.9	30.9
Other	0.3	(1.7)	(0.8)	(1.1)
(Charges) adjustments related to cost savings initiative	0.7	0.1	0.5	(0.4)
	161.2	156.7	609.6	589.0
<b>Reconciliation:</b>				
Interest expense, net	16.1	8.8	52.8	23.2
Earnings before income taxes, minority interest and discontinued operations	\$ 145.1	\$ 147.9	\$ 556.8	\$ 565.8
<b>GEOGRAPHIC DATA</b>				
<b>Net Sales:</b>				
The Americas	\$ 880.9	\$ 856.9	\$ 2,808.0	\$ 2,701.4
Europe, the Middle East & Africa	701.5	598.4	2,185.9	1,832.0
Asia/Pacific	297.4	235.2	904.8	741.7
	\$ 1,879.8	\$ 1,690.5	\$ 5,898.7	\$ 5,275.1

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**Operating Income (Loss):**

The Americas	\$	50.4	\$	72.0	\$	193.8	\$	255.0
Europe, the Middle East & Africa		77.3		66.0		293.3		255.1
Asia/Pacific		32.8		18.6		122.0		79.3
(Charges) adjustments related to cost savings initiative		0.7		0.1		0.5		(0.4)
	\$	161.2	\$	156.7	\$	609.6	\$	589.0

**THE ESTÉE LAUDER COMPANIES INC.**

**Item 2. Management's Discussion and Analysis of Financial Condition and Results of Operations.**

**RESULTS OF OPERATIONS**

We manufacture, market and sell beauty products including those in the skin care, makeup, fragrance and hair care categories which are distributed in over 135 countries and territories. The following is a comparative summary of operating results from continuing operations for the three and nine months ended March 31, 2008 and 2007, and reflects the basis of presentation described in Note 1 of Notes to Consolidated Financial Statements *Summary of Significant Accounting Policies* for all periods presented. Sales of products and services that do not meet our definition of skin care, makeup, fragrance or hair care have been included in the "other" category.

	Three Months Ended March 31		Nine Months Ended March 31	
	2008	2007	2008	2007
	(In millions)			
<b>NET SALES</b>				
<b>By Region:</b>				
The Americas	\$ 880.9	\$ 856.9	\$ 2,808.0	\$ 2,701.4
Europe, the Middle East & Africa	701.5	598.4	2,185.9	1,832.0
Asia/Pacific	297.4	235.2	904.8	741.7
	\$ 1,879.8	\$ 1,690.5	\$ 5,898.7	\$ 5,275.1
<b>By Product Category:</b>				
Skin Care	\$ 756.8	\$ 668.9	\$ 2,207.5	\$ 1,937.0
Makeup	755.7	678.4	2,246.1	2,042.0
Fragrance	259.1	240.1	1,092.6	994.5
Hair Care	98.2	97.1	311.2	