

	<b><u>2010</u></b> <b><u>Guidance</u></b>	<b><u>2009</u></b> <b><u>Actual</u></b>
Year-over-year revenue (constant currency)	<b>2% - 5%</b>	(12)%
Income from Operations (GAAP)	<b>\$95 - \$115 million</b>	\$97 million
Non-pension operating income(2)	<b>\$310 - \$330 million</b>	\$284 million
Diluted earnings (loss) per share (GAAP)	<b>\$0.41 - \$0.51</b>	(\$0.21)
Diluted earnings per share excluding pension expense (non-GAAP)(1)		