

# GROWTH



# GAME PLAN INTO ACTION

## Morgan Stanley Consumer Conference

Michael B. Polk

President and Chief Executive Officer

Sharpie®

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# Forward looking statements

Statements in this presentation that are not historical in nature constitute forward-looking statements. These forward-looking statements relate to information or assumptions about the effects of sales, income/(loss), earnings per share, operating income, operating margin or gross margin improvements or declines, Project Renewal, capital and other expenditures, cash flow, dividends, restructuring, restructuring-related costs, costs and cost savings, inflation or deflation, particularly with respect to commodities such as oil and resin, debt ratings, changes in exchange rates, organization change implementation costs, product recalls, expected benefits and financial results from recently completed acquisitions and planned divestitures, and management's plans, projections and objectives for future operations and performance. These statements are accompanied by words such as "anticipate," "expect," "project," "will," "believe," "estimate" and similar expressions. Actual results could differ materially from those expressed or implied in the forward-looking statements. Important factors that could cause actual results to differ materially from those suggested by the forward-looking statements include, but are not limited to, our dependence on the strength of retail, commercial and industrial sectors of the economy in light of the continuation or escalation of the global economic slowdown or regional sovereign debt issues; currency fluctuations; competition with other manufacturers and distributors of consumer products; major retailers' strong bargaining power; changes in the prices of raw materials and sourced products and our ability to obtain raw materials and sourced products in a timely manner from suppliers; our ability to develop innovative new products and to develop, maintain and strengthen our end-user brands; product liability, product recalls or regulatory actions (including any fines or penalties resulting from governmental investigations into the circumstances related thereto); our ability to expeditiously close facilities and move operations while managing foreign regulations and other impediments; a failure of one of our key information technology systems or related controls; the potential inability to attract, retain and motivate key employees; future events that could adversely affect the value of our assets and require impairment charges; our ability to improve productivity and streamline operations; changes to our credit ratings; significant increases in the funding obligations related to our pension plans due to declining asset values, declining interest rates or otherwise; the imposition of tax liabilities greater than our provisions for such matters; the risks inherent in our foreign operations including exchange controls and pricing restrictions; our ability to realize the expected benefits and financial results from recently completed acquisitions and planned divestitures; and those factors listed in our most recently filed Quarterly Report on Form 10-Q filed with the Securities and Exchange Commission, and Exhibit 99.1 thereto. Changes in such assumptions or factors could produce significantly different results. The information contained in this presentation is as of the date indicated. The company assumes no obligation to update any forward-looking statements contained in this presentation as a result of new information or future events or developments.

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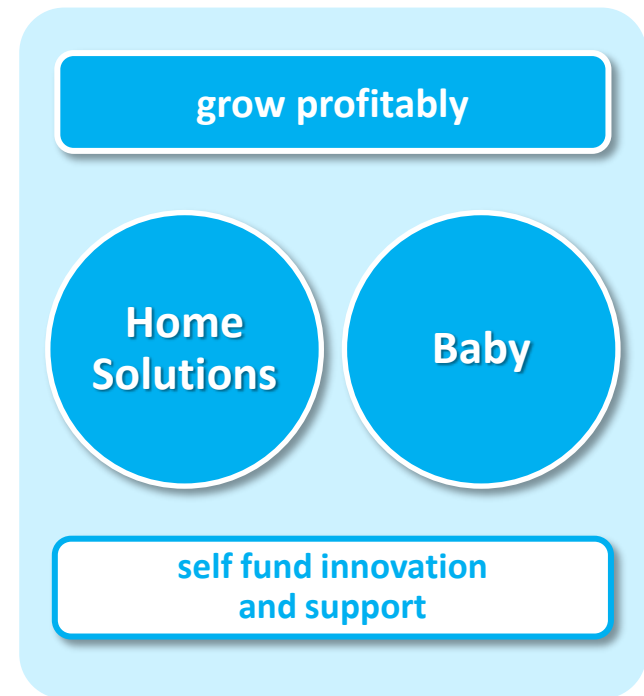
# Leading brands with tremendous upside



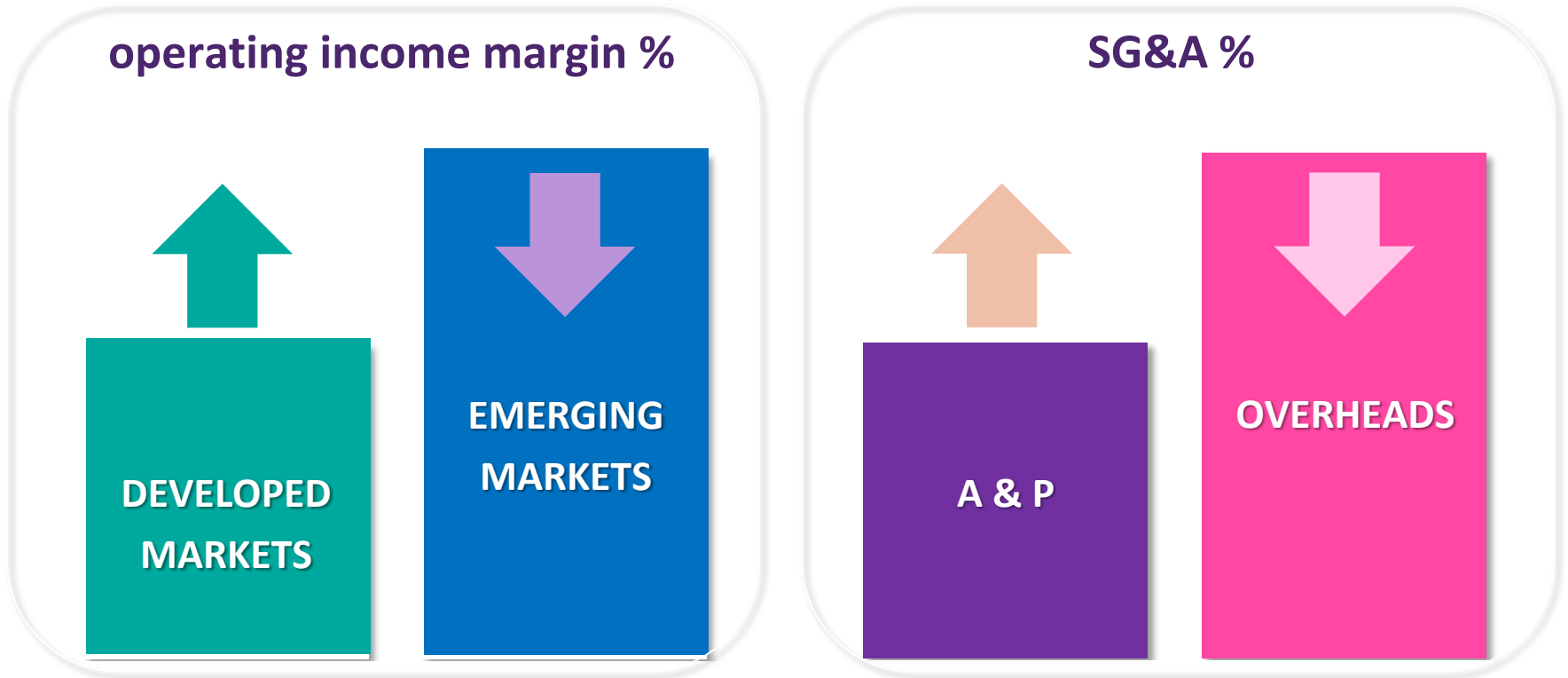
# Clear corporate strategy



# Clear portfolio choices

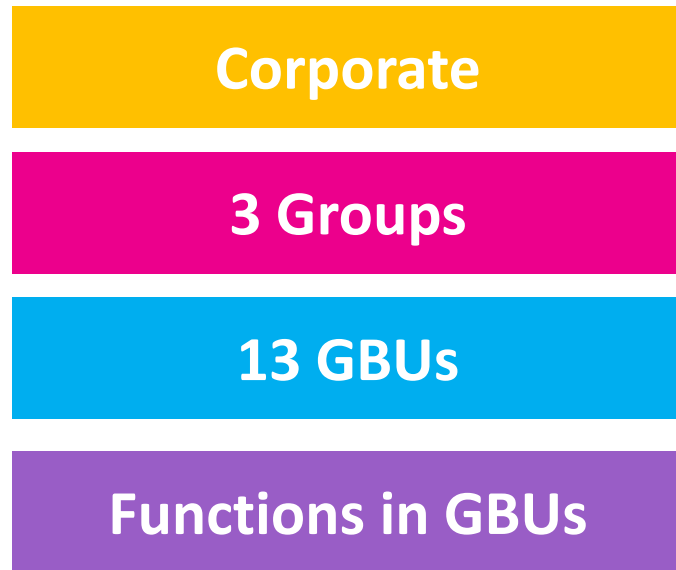


# Requires financial algorithm change

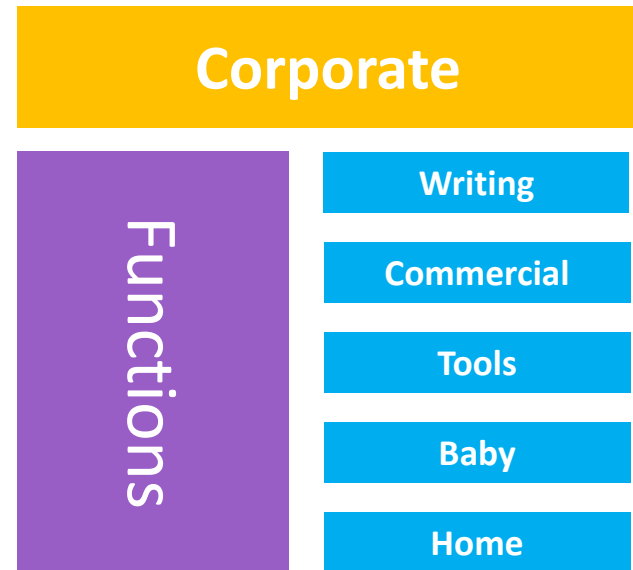


# Holding company to operating company

2011



2014





# New operating model for growth

1



2

Core Activity Systems

3

Partnering Functions

4

Winning Capabilities

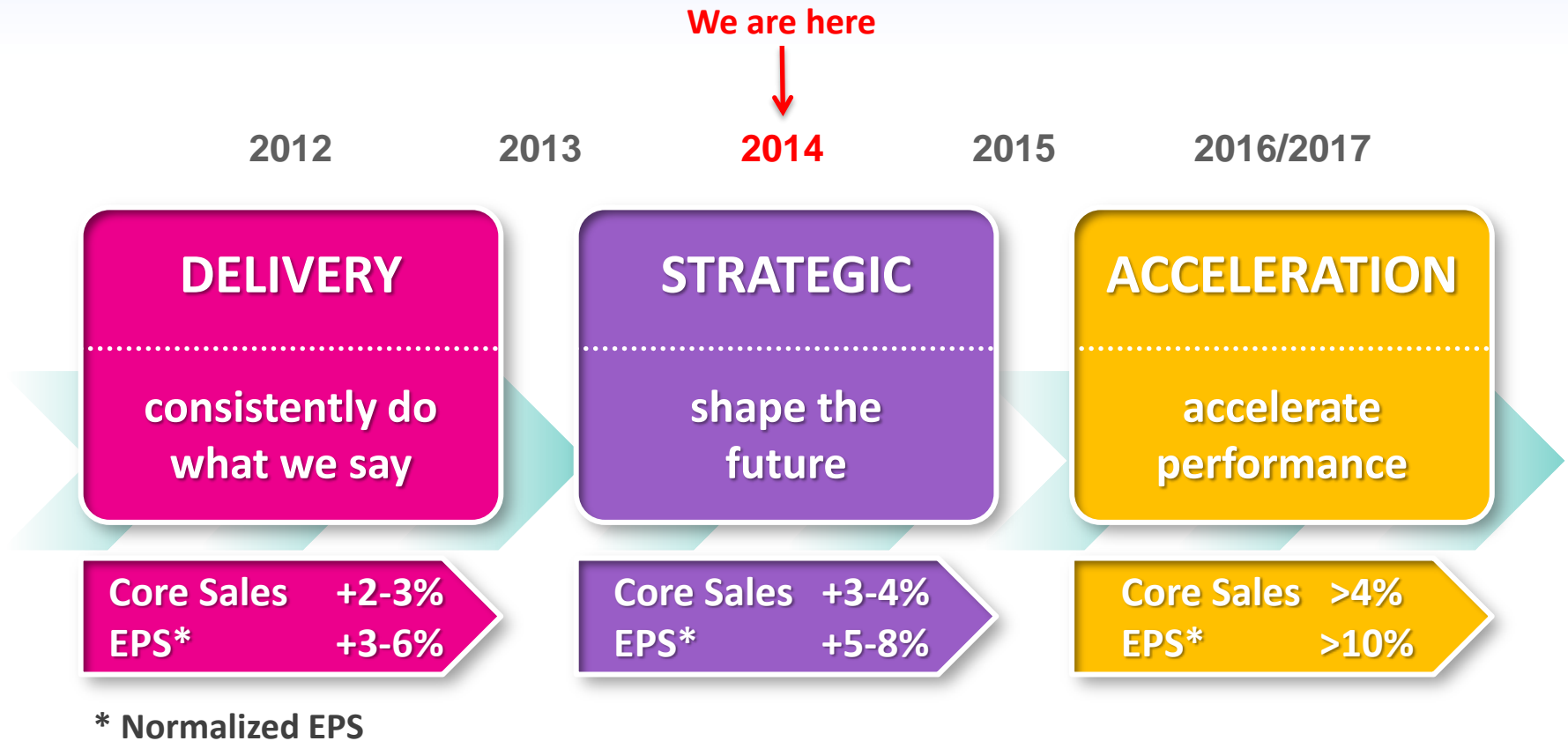
5

Operating Segments



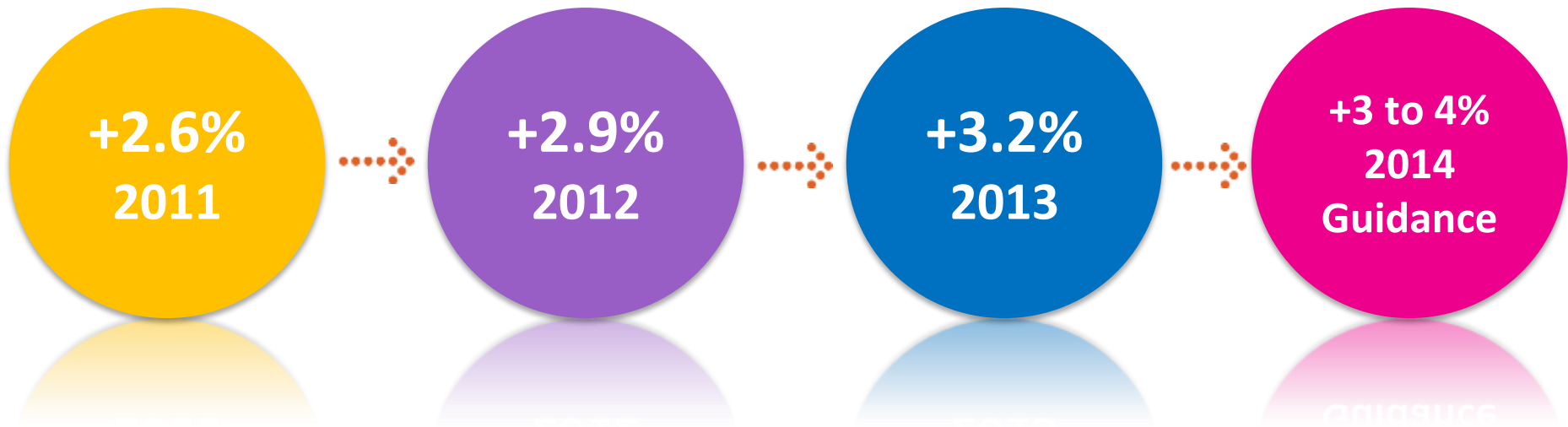


# Three phase transformation



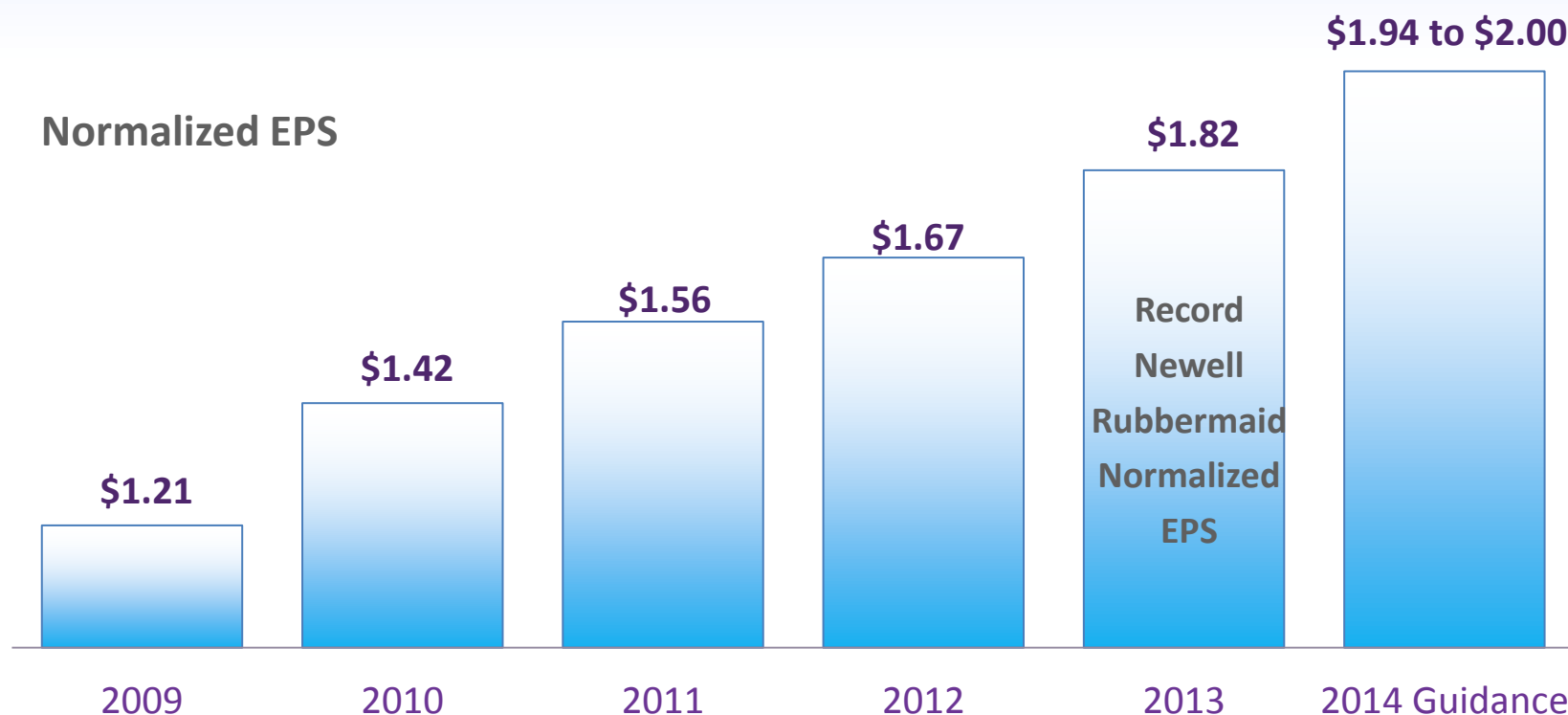
# Growth accelerating . . . simultaneously changing

## Core Growth Rate Progression 2011-2014



*Results do not reflect the impact of discontinued operations for Endicia and certain Culinary businesses (impact not material).*

# Earnings performance strengthening



*See reconciliation of reported EPS to normalized EPS in the appendix. 2009 through 2012 results do not reflect the impact of discontinued operations for Endicia and certain Culinary businesses (impact not material).*

# Results competitive and ahead of plan

## 2012 to 2014 Results

Core  
Growth  
~+3.0%<sup>1</sup>

<sup>1</sup> Average core sales growth rate  
2012 to 2014 Q3 YTD

Normalized  
EPS  
~+9.0%<sup>2</sup>

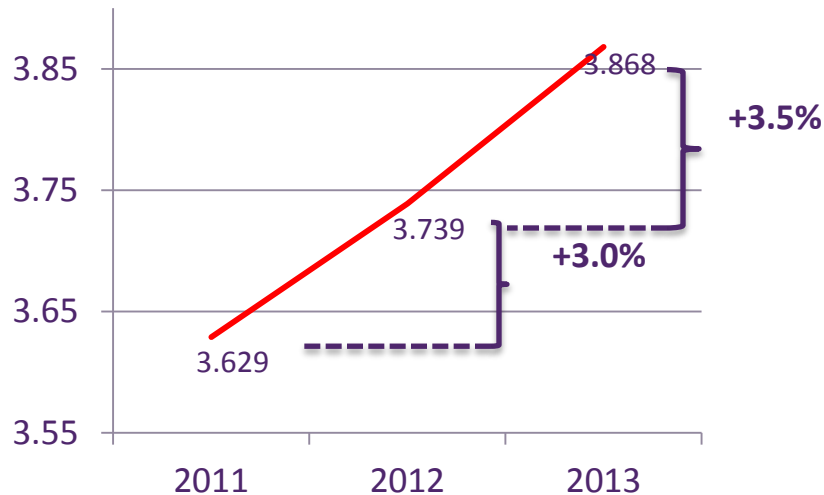
<sup>2</sup> Average normalized EPS growth rate  
2012 to 2014 Q3 YTD

*2012 and 2013 growth rates do not reflect the reclassification of Endicia and certain Culinary businesses to discontinued operations (impact not material)*

# Even in tough U.S. home markets

## USA Home Market Results

Reported Net Sales (\$bn)\*



Value Market Share YTD end 11/2/14

Writing	45.5%	+60bps
Food Storage	37.6%	+170bps
Beverage	26.2%	+480bps
Hair Accessories	18.4%	+70bps

Source: IRI ; Beverage includes Rubbermaid, Contigo, bubba

*\*2011, 2012, and 2013 sales results do not reflect the reclassification of Endicia and certain Culinary businesses to discontinued operations*

# Growth acceleration in Win Bigger

## Global Core Sales Growth Q3 YTD 2014

**Writing**  
**+8.5%**

(0.5)% 2013 FY

**Commercial**  
**+7.3%**

+3.9% 2013 FY

**Tools**  
**+5.8%**

+3.4% 2013 FY

(0.2)% 2013 FY

+3.6% 2013 FY

+3.4% 2013 FY

# Growth acceleration in emerging (LATAM)



## LATAM Core Sales Growth

2010\* +14.0%

2011\* +14.9%

2012 +14.6%

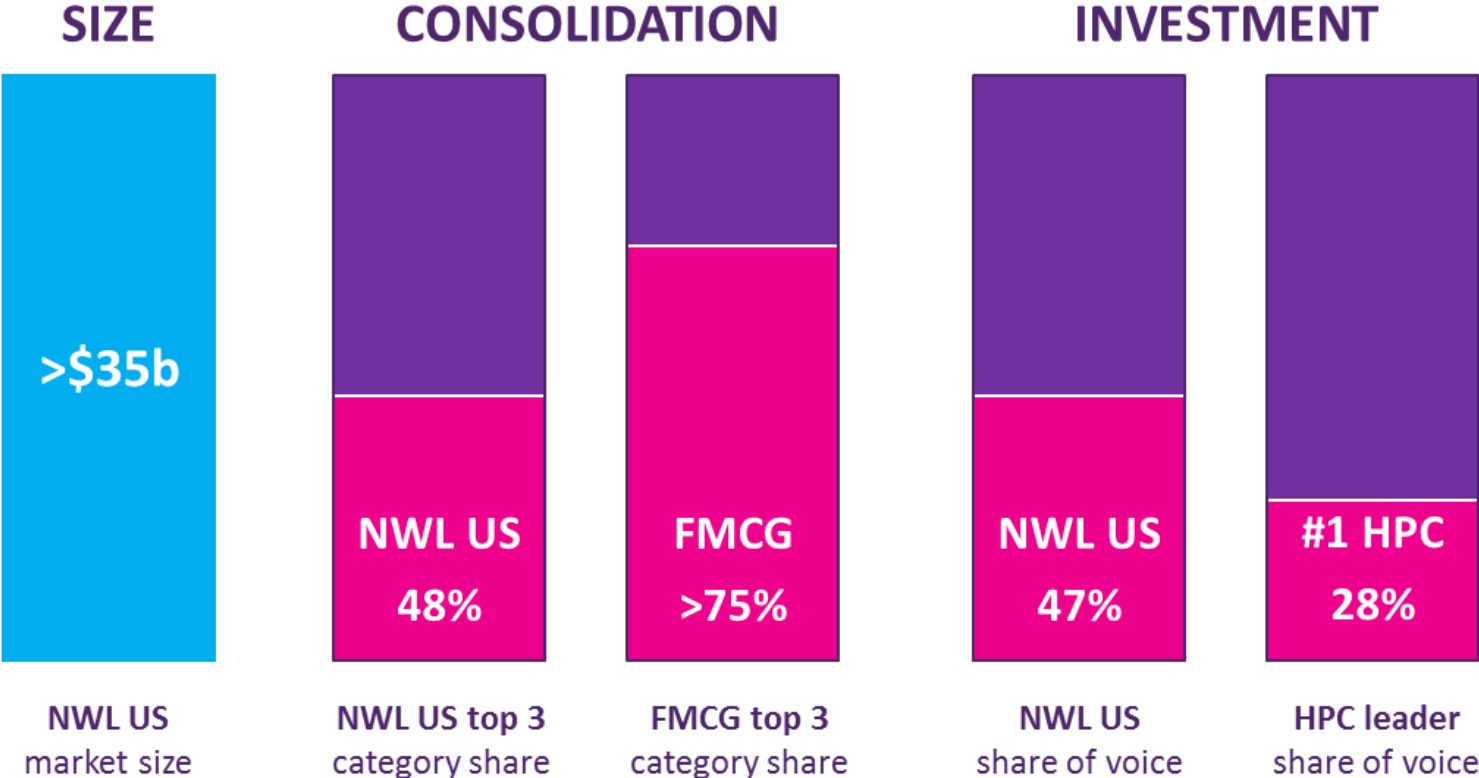
**2013 +26.6%**

**Q314 YTD +30.5%**

*\*2010 and 2011 do not reflect impact of discontinued operations (impact not material)*

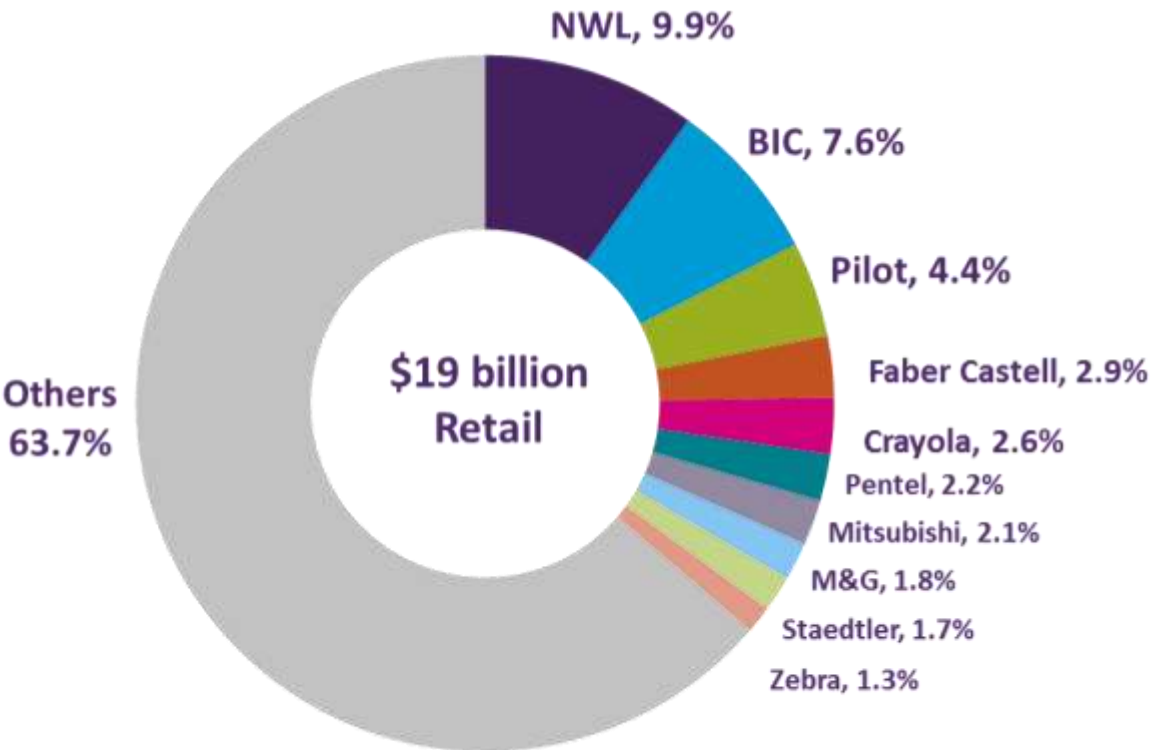


# More opportunity to increase share at home



# More opportunity to consolidate markets globally

## Everyday Writing Market



Source: 2013 Euromonitor BIC includes Cello in India

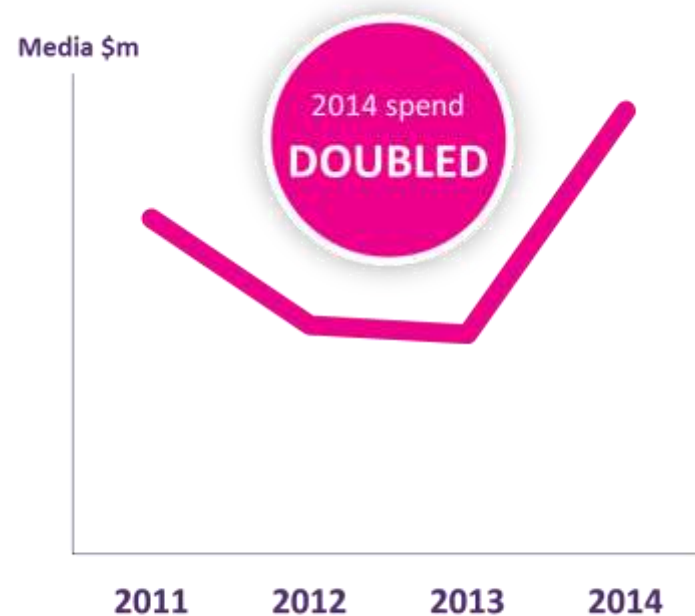
# Significant savings available

## Project Renewal



# Fueling investment in advertising

## SIGNIFICANT INCREASE IN ADVERTISING IN 2014



# Fueling investment in new campaigns

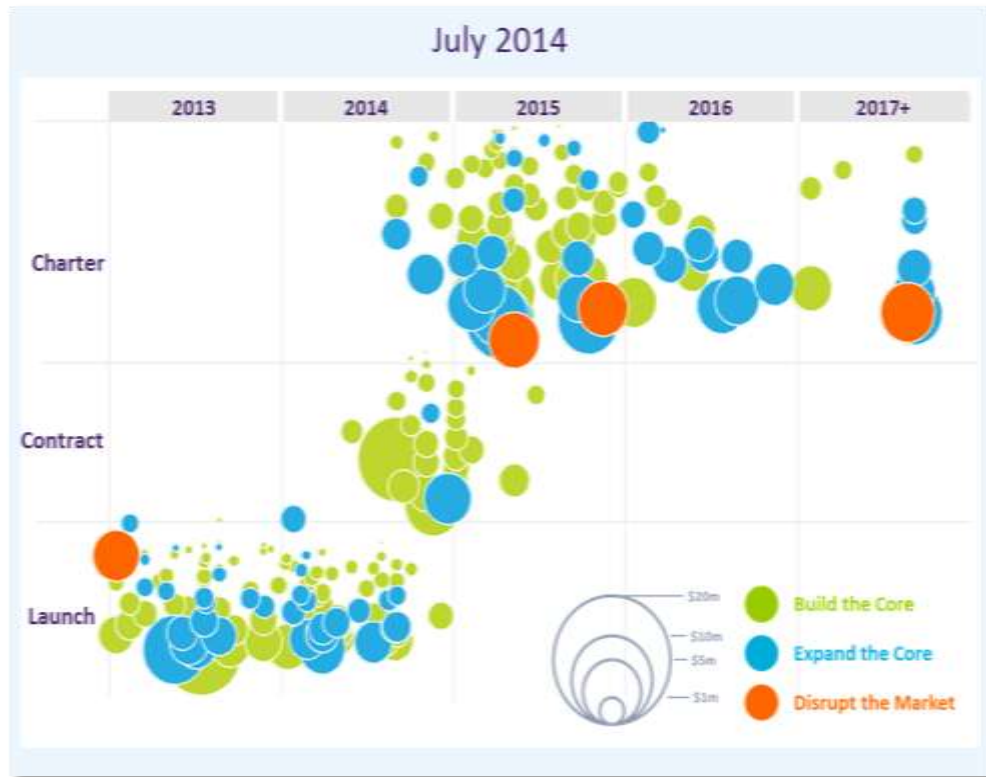
NEW CREATIVE CAMPAIGNS  
DOUBLED IN 2014





# Fueling investment in innovation

## Innovation Funnel Stronger and Longer



FUNNEL VALUE

+30%

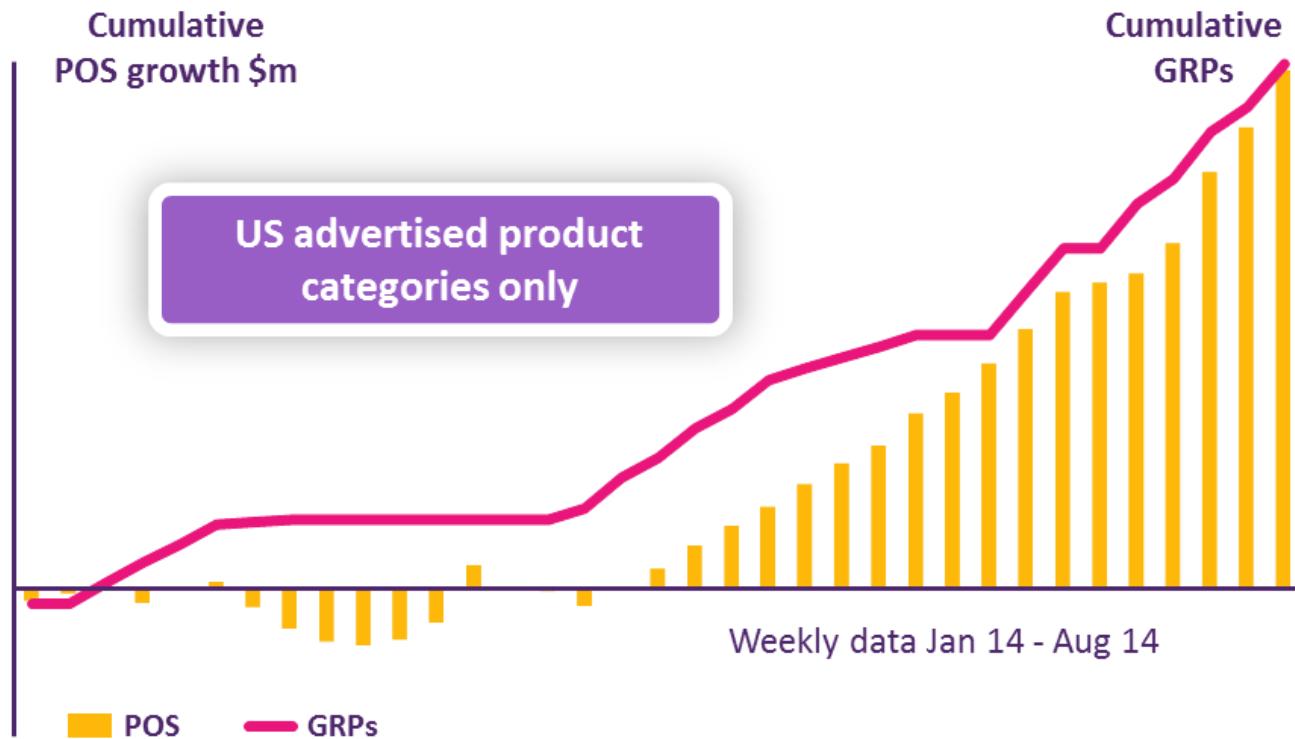
AVERAGE PROJECT

+70%

PROJECT COUNT

-20%

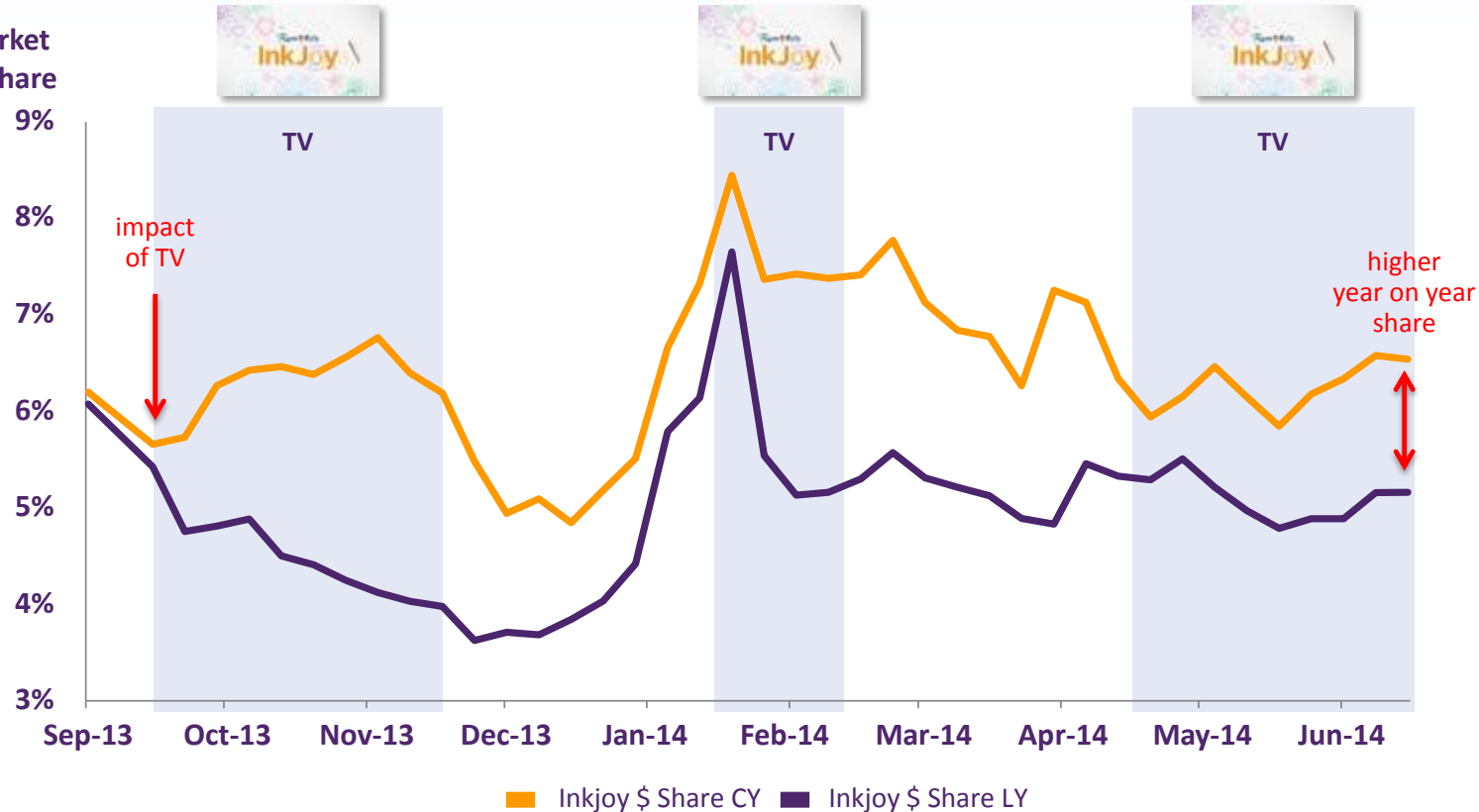
# Advertising and innovation that drives results





# Advertising and innovation that drives results

US market  
value share



# Strengthening portfolio – active management

## Disposals (Discontinued Operations)

Hardware

Teach

Culinary Retail/Electrics

endicia

~\$375 million and declining  
Low operating income  
Strategically unattractive  
Excluded from core

## Exits

EMEA (Baby, Gifting)

Rubbermaid Consumer Storage

~ \$60 million and declining  
Low operating income  
Strategically unattractive  
Not excluded from core

# Strengthening portfolio – bolt-on M&A



**contigo®**

**AVEX®**

**bubba®**



# Strengthening portfolio – bolt-on M&A

Building large, profitable anchor categories of \$1 to 2 billion

Writing

Tools

Commercial  
Products

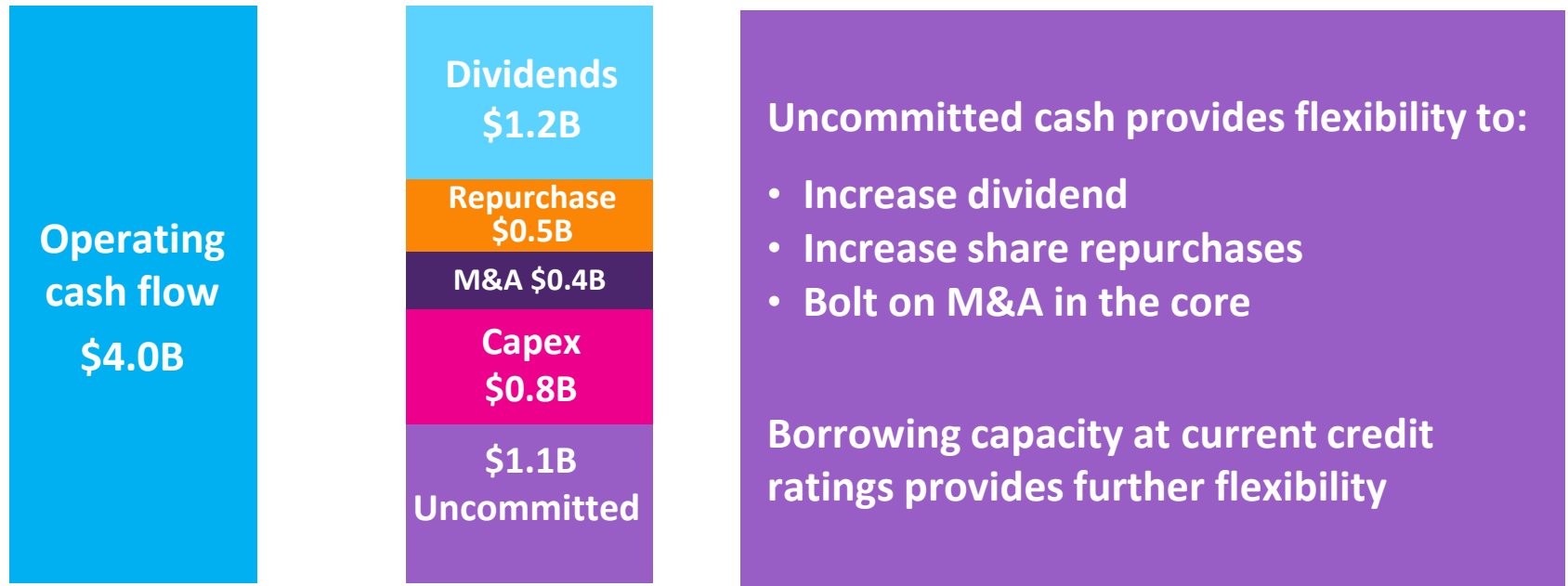
Baby

Home  
Solutions

Combination of organic growth and external development

# Cash provides further options on future

## 2014 to 2018 source and use of cash



# FY 2014 Outlook

## FY 2014 Outlook\*

Core Sales	3% to 4%
Currency	~ (1.8)%
Net Sales Growth	1.2% to 2.2%
Normalized Operating Margin	Up to +40 basis points
Normalized EPS**	\$1.94 to \$2.00
Cash Flow from Operations	\$600 to \$650 million
Capital Expenditures	\$150 to \$175 million

\* Reflects outlook communicated in the October 31, 2014 Q3 2014 Earnings Release and Earnings Call

\*\* See reconciliation included in the appendix

# Best view of 2014 delivery in range

Core Sales  
Growth

Low  
end

Normalized  
OI margin

Middle

Normalized  
EPS

High  
end

Operating  
Cash Flow

Middle



# FY 2015 Outlook

## FY 2015 Outlook\*

<b>Core Sales</b>	<b>3.5% to 4.0%</b>
Currency	(2.0)% to (2.5)%
Ignite/bubba Acquisitions	2.0% to 2.5%
Net Sales Growth	3.5% to 4.0%

<b>Normalized EPS**</b>	<b>\$2.16 to \$2.22</b>
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\* Reflects outlook communicated in the October 31, 2014 Q3 2014 Earnings Release and Earnings Call

\*\* See reconciliation included in the appendix

# Growth Game Plan at the halfway point

## Progress to Date

New operating model

New leadership team

Strong savings delivery

New capabilities established

Growth investment begun

Innovation pipeline strengthening

Geographic expansion begun

Attractive bolt-on M&A

## What Comes Next

Gross margin transformation

Complexity out

Strengthened commercialization

Even sharper portfolio choices

Broader international expansion

Attractive bolt-on M&A

Talent & Org Development

# Investment thesis strong

**Growth Game Plan is clear blueprint**

**Savings provide opportunity for investment and earnings**

**Sharper portfolio choices, strengthened capabilities,  
and increased investment accelerates growth**

**Strong, growing free cash flow enables returns to  
shareholders and external development**

# Growth Game Plan our blueprint



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# Appendix: Non-GAAP reconciliations

# Reconciliation: Total company core sales

	As Reported			Core Sales (1)					Year-Over-Year Increase (Decrease)					Core Sales
	Q3 YTD	Q3 YTD		Q3 YTD		Q3 YTD			Currency	Excluding	Including	Currency		
	2014	2013	Change	2014	Acq.	2014 Ex. Acq.	2013	Change	Impact	Currency	Currency	Impact	Acquisitions	
2014 Q3 YTD	\$ 4,201.0	\$ 4,141.7	\$ 59.3	\$ 4,270.9	\$ (9.0)	\$ 4,261.9	\$ 4,143.6	\$ 127.3	\$ (68.0)	3.1%	1.4%	(1.7)%	0.2%	2.9%
2013 Sales (2)				2013					Currency	Excluding	Including	Currency		Core Sales
	2013	2012	Change	2013	Acq.	Ex. Acq.	2012	Change	Impact	Currency	Currency	Impact	Acquisitions	Growth
	\$ 5,692.5	\$ 5,579.9	\$ 112.6	\$ 5,763.0	\$ -	\$ 5,763.0	\$ 5,584.0	\$ 179.0	\$ (66.4)	3.2%	2.0%	(1.2)%	0.0%	3.2%
2012 Sales (2)				2012					Currency	Excluding	Including	Currency		Core Sales
	2012	2011	Change	2012	Acq.	Ex. Acq.	2011	Change	Impact	Currency	Currency	Impact	Acquisitions	Growth
	\$ 5,579.9	\$ 5,511.7	\$ 68.2	\$ 5,670.0	\$ -	\$ 5,670.0	\$ 5,510.8	\$ 159.2	\$ (91.0)	2.9%	1.2%	(1.7)%	0.0%	2.9%
2011 Sales (2)				2011					Currency	Excluding	Including	Currency		Core Sales
	2011	2010	Change	2011	Acq.	Ex. Acq.	2010	Change	Impact	Currency	Currency	Impact	Acquisitions	Growth
	\$ 5,511.7	\$ 5,270.5	\$ 241.2	\$ 5,409.7	\$ -	\$ 5,409.7	\$ 5,270.5	\$ 139.2	\$ 102.0	2.6%	4.6%	2.0%	0.0%	2.6%

(1) "Core Sales" is determined by applying a fixed exchange rate, calculated as the 12-month average in the prior year, to the current and prior year local currency sales amounts, with the difference between the change in "As Reported" sales and the change in "Core Sales" reported in the table as "Currency Impact". Core Sales Growth excludes the impact of currency and acquisitions.

(2) The 2013, 2012 and 2011 core sales calculations reflect the reclassification of the Hardware and Teach businesses to discontinued operations but do not reflect the reclassification of Endicia and certain Culinary businesses to discontinued operations.



# Reconciliation: Total company core sales

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## FY 2014 Guidance

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Core Sales	3% to 4%
Currency	~ -1.8%
Net Sales Growth	1.2% to 2.2%

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# Core sales growth by segment

	As Reported			Core Sales (1)			Currency Impact	Year-Over-Year Increase (Decrease)		Currency Impact
	Q3 YTD	Q3 YTD	Increase	Q3 YTD	Q3 YTD	Excluding Currency		Including Currency		
	2014	2013		2014	2013					
Writing	\$ 1,290.7	\$ 1,235.2	\$ 55.5	\$ 1,341.8	\$ 1,236.5	\$ 105.3	\$ (49.8)	8.5%	4.5%	(4.0)%
Tools	624.9	597.2	27.7	632.0	597.3	34.7	(7.0)	5.8%	4.6%	(1.2)%
Commercial Products	624.1	583.0	41.1	626.2	583.5	42.7	(1.6)	7.3%	7.0%	(0.3)%

	As Reported			Core Sales (1)			Currency Impact	Year-Over-Year Increase (Decrease)		Currency Impact
	2013	2012	(Decrease) Increase	2013	2012	Increase		Excluding	Including	
								Currency	Currency	
Writing	\$ 1,653.6	\$ 1,681.9	\$ (28.3)	\$ 1,674.7	\$ 1,683.8	\$ (9.1)	\$ (19.2)	(0.5)%	(1.7)%	(1.2)%
Tools	817.9	806.1	11.8	835.5	807.9	27.6	(15.8)	3.4%	1.5%	(1.9)%
Commercial Products	785.9	759.7	26.2	789.6	760.0	29.6	(3.4)	3.9%	3.4%	(0.5)%

(1) "Core Sales" is determined by applying a fixed exchange rate, calculated as the 12-month average in the prior year, to the current and prior year local currency sales amounts, with the difference between the change in "As Reported" sales and the change in "Core Sales" reported in the table as "Currency Impact". Core Sales Growth excludes the impact of currency and acquisitions.

# Reconciliation: Latin America core sales

	As Reported			Core Sales (1)			Year-Over-Year Increase (Decrease)			
	Q3 YTD 2014	Q3 YTD 2013	Change	Q3 YTD 2014	Q3 YTD 2013	Change	Currency Impact	Excluding Currency	Including Currency	Currency Impact
YTD Q3 2014 Core Sales Growth	\$ 310.8	\$ 281.7	\$ 29.1	\$ 366.0	\$ 280.4	\$ 85.6	\$ (56.5)	30.5%	10.3%	(20.2)%
	2013	2012	Change	2013	2012	Change	Currency Impact	Excluding Currency	Including Currency	Currency Impact
2013 Core Sales Growth	\$ 392.6	\$ 335.5	\$ 57.1	\$ 426.9	\$ 337.2	\$ 89.7	(32.6)	26.6%	17.0%	(9.6)%
	2012	2011	Change	2012	2011	Change	Currency Impact	Excluding Currency	Including Currency	Currency Impact
2012 Core Sales Growth*	\$ 338.9	\$ 318.6	\$ 20.3	\$ 365.1	\$ 318.6	\$ 46.5	(26.2)	14.6%	6.4%	(8.2)%
	2011	2010	Change	2011	2010	Change	Currency Impact	Excluding Currency	Including Currency	Currency Impact
2011 Core Sales Growth*	\$ 318.6	\$ 267.0	\$ 51.6	\$ 306.9	\$ 267.0	\$ 39.9	11.7	14.9%	19.3%	4.4%
	2010	2009	Change	2010	2009	Change	Currency Impact	Excluding Currency	Including Currency	Currency Impact
2010 Core Sales Growth*	\$ 269.8	\$ 262.9	\$ 6.9	\$ 299.7	\$ 262.9	\$ 36.8	(29.9)	14.0%	2.6%	(11.4)%

(1)"Core Sales" is determined by applying a fixed exchange rate, calculated as the 12-month average in the prior year, to the current and prior year local currency sales amounts, with the difference between the change in "As Reported" sales and the change in "Core Sales" reported in the table as "Currency Impact".

\*2010 - 2012 Core Sales Growth was not adjusted for discontinued operations

# Reconciliation: Normalized earnings per share

	Nine Months Ended September 30,		Years Ended December 31,				
	2014 (1)	2013 (1)	2013 (1)	2012 (1)	2011 (1)	2010 (1), (2)	2009 (1)
<b>Diluted earnings per share, as reported</b>	<b>\$ 1.16</b>	<b>\$ 1.22</b>	<b>\$ 1.63</b>	<b>\$ 1.37</b>	<b>\$ 0.42</b>	<b>\$ 0.96</b>	<b>\$ 0.97</b>
Restructuring and restructuring-related charges	0.18	0.34	0.39	0.23	0.23	0.24	0.28
Currency impacts - Venezuela	0.11	0.02	0.02	-	-	(0.01)	0.01
Discontinued operations	(0.01)	(0.20)	(0.20)	(0.03)	0.21	(0.09)	(0.11)
Income tax items	(0.01)	(0.03)	(0.03)	0.08	(0.17)	(0.21)	0.01
Costs associated with harness buckle recall	0.03	-	-	-	-	-	-
Venezuela inventory turn	0.01	-	-	-	-	-	-
Acquisition and integration costs	0.01	-	-	-	-	-	-
Advisory costs for process transformation and optimization	0.01	-	-	-	-	-	-
CEO transition costs	-	-	-	-	0.02	-	-
Losses on extinguishments of debt	-	-	-	0.02	0.01	0.44	-
Impairment charges	-	-	-	-	0.83	-	-
Convertible notes dilution	-	-	-	-	-	0.10	0.06
<b>Diluted earnings per share, normalized</b>	<b>\$ 1.51</b>	<b>\$ 1.36</b>	<b>\$ 1.82</b>	<b>\$ 1.67</b>	<b>\$ 1.56</b>	<b>\$ 1.42</b>	<b>\$ 1.21</b>
<b>Normalized EPS growth</b>	<b>11.0%</b>		<b>9.0%</b>	<b>7.1%</b>			

Totals may not add due to rounding

(1) All periods reflect the reclassification of the Hardware and Teach businesses to discontinued operations. 2012, 2011, 2010 and 2009 amounts do not reflect the reclassification of Endicia and certain Culinary businesses to discontinued operations.

(2) For 2010, includes certain share impacts of the Capital Structure Optimization Plan.

# Reconciliation: Normalized earnings per share

	<u>FY 2014</u>
Diluted earnings per share	\$1.33 to \$1.39
Restructuring, restructuring-related and other project costs	0.29 to 0.37
Costs associated with harness buckle recall	0.03
Venezuela exchange rate impacts	0.13
Pension settlement charge	0.10 to 0.14
Acquisition and integration costs	0.01
Advisory costs	0.01
Resolution of income tax contingencies	(0.01)
Income from discontinued operations	<u>(0.01)</u>
Normalized EPS	\$1.94 to \$2.00

# Reconciliation: FY 2015 Normalized EPS

<b>Diluted EPS</b>	<b>\$1.86 to \$1.92</b>
Restructuring, restructuring-related and other project costs (1)	<u>0.25 to 0.35</u>
<b>Normalized EPS</b>	<b>\$2.16 to \$2.22</b>

(1) Restructuring, restructuring-related and other project costs include restructuring, restructuring-related, and organizational change implementation costs as well as advisory costs for process transformation and optimization initiatives and project management, capital investment and capability building costs.

The Company determined the tax effect of the items excluded from normalized results by applying the estimated effective rate for the applicable jurisdiction in which the pre-tax items were incurred, and for which realization of the resulting tax benefit, if any, is expected.