



**UNITED STATES  
SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549**

**FORM 10-Q**

**Quarterly Report Pursuant to Section 13 or 15(d)  
of the Securities Exchange Act of 1934  
for the Quarterly Period Ended September 30, 2007**

**Commission File Number 1-9608**

**NEWELL RUBBERMAID INC.**

(Exact name of registrant as specified in its charter)

DELAWARE  
(State or other jurisdiction of  
incorporation or organization)

36-3514169  
(I.R.S. Employer  
Identification No.)

10B Glenlake Parkway, Suite 300  
Atlanta, Georgia 30328  
(Address of principal executive offices)  
(Zip Code)

(770) 407-3800  
(Registrant's telephone number, including area code)

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, or a non-accelerated filer. See definition of "accelerated filer and large accelerated filer" in Rule 12b-2 of the Exchange Act. (Check one):

Large Accelerated Filer  Accelerated Filer  Non-Accelerated Filer

Indicate by check mark whether the registrant is a shell company (as defined in Rule 12b-2 of the Exchange Act).

Yes  No

Number of shares of common stock outstanding (net of treasury shares) as of September 30, 2007: 279.3 million.

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**PART I. FINANCIAL INFORMATION****Item 1. Financial Statements****NEWELL RUBBERMAID INC. AND SUBSIDIARIES****CONDENSED CONSOLIDATED STATEMENTS OF INCOME (Unaudited)***(Amounts in millions, except per share data)*

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Net sales	\$1,687.3	\$1,586.1	\$4,764.8	\$4,562.8
Cost of products sold	1,086.3	1,050.9	3,083.5	3,032.5
<b>GROSS MARGIN</b>	<b>601.0</b>	<b>535.2</b>	<b>1,681.3</b>	<b>1,530.3</b>
Selling, general and administrative expenses	364.5	334.9	1,060.2	990.3
Restructuring costs	22.7	22.1	53.7	50.3
<b>OPERATING INCOME</b>	<b>213.8</b>	<b>178.2</b>	<b>567.4</b>	<b>489.7</b>
<b>Nonoperating expenses:</b>				
Interest expense, net	28.0	32.9	82.9	102.2
Other expense, net	2.1	3.4	4.4	7.7
Net nonoperating expenses	30.1	36.3	87.3	109.9
<b>INCOME BEFORE INCOME TAXES</b>	<b>183.7</b>	<b>141.9</b>	<b>480.1</b>	<b>379.8</b>
Income taxes	13.8	29.2	101.9	1.4
<b>INCOME FROM CONTINUING OPERATIONS</b>	<b>169.9</b>	<b>112.7</b>	<b>378.2</b>	<b>378.4</b>
Gain (loss) from discontinued operations, net of tax	0.3	(4.2)	(16.5)	(95.6)
<b>NET INCOME</b>	<b>\$ 170.2</b>	<b>\$ 108.5</b>	<b>\$ 361.7</b>	<b>\$ 282.8</b>
<b>Weighted average shares outstanding:</b>				
Basic	276.0	274.6	276.0	274.6
Diluted	286.1	275.6	286.1	283.6
<b>Earnings (loss) per share:</b>				
Basic —				
Income from continuing operations	\$ 0.62	\$ 0.41	\$ 1.37	\$ 1.38
Loss from discontinued operations	—	(0.02)	(0.06)	(0.35)
<b>Earnings per common share</b>	<b>\$ 0.62</b>	<b>\$ 0.39</b>	<b>\$ 1.31</b>	<b>\$ 1.03</b>
Diluted —				
Income from continuing operations	\$ 0.61	\$ 0.41	\$ 1.36	\$ 1.37
Loss from discontinued operations	—	(0.02)	(0.06)	(0.34)
<b>Earnings per common share</b>	<b>\$ 0.61</b>	<b>\$ 0.39</b>	<b>\$ 1.30</b>	<b>\$ 1.03</b>
Dividends per share	\$ 0.21	\$ 0.21	\$ 0.63	\$ 0.63

*See Footnotes to Condensed Consolidated Financial Statements (Unaudited).*

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**CONDENSED CONSOLIDATED BALANCE SHEETS (Unaudited)***(Amounts in millions)*

	September 30, 2007	December 31, 2006
<b>ASSETS</b>		
<b>CURRENT ASSETS:</b>		
Cash and cash equivalents	\$ 169.5	\$ 201.0
Accounts receivable, net	1,127.1	1,113.6
Inventories, net	1,000.1	850.6
Deferred income taxes	104.2	110.1
Prepaid expenses and other	169.1	133.5
Current assets of discontinued operations	—	68.1
<b>TOTAL CURRENT ASSETS</b>	<b>2,570.0</b>	<b>2,476.9</b>
PROPERTY, PLANT AND EQUIPMENT, NET	697.4	746.9
GOODWILL	2,585.8	2,435.7
OTHER INTANGIBLE ASSETS, NET	499.4	458.8
<b>OTHER ASSETS</b>	<b>238.4</b>	<b>192.2</b>
<b>TOTAL ASSETS</b>	<b>\$6,591.0</b>	<b>\$6,310.5</b>

*See Footnotes to Condensed Consolidated Financial Statements (Unaudited).*

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**CONDENSED CONSOLIDATED BALANCE SHEETS (Unaudited) (CONTINUED)***(Amounts in millions, except par value)*

	September 30, 2007	December 31, 2006
<b>LIABILITIES AND STOCKHOLDERS' EQUITY</b>		
<b>CURRENT LIABILITIES:</b>		
Accounts payable	\$ 619.2	\$ 549.9
Accrued compensation	157.6	177.9
Other accrued liabilities	724.7	710.9
Income taxes payable	2.1	144.3
Notes payable	20.5	23.9
Current portion of long-term debt	775.2	253.6
Current liabilities of discontinued operations	—	36.1
<b>TOTAL CURRENT LIABILITIES</b>	<b>2,299.3</b>	<b>1,896.6</b>
<b>LONG-TERM DEBT</b>	<b>1,331.8</b>	<b>1,972.3</b>
<b>OTHER NONCURRENT LIABILITIES</b>	<b>796.3</b>	<b>551.4</b>
<b>STOCKHOLDERS' EQUITY:</b>		
Common stock, authorized shares, 800.0 at \$1.00 par value	292.4	291.0
Outstanding shares:		
2007 — 292.4		
2006 — 291.0		
Treasury stock, at cost;	(415.0)	(411.6)
Shares held:		
2007 — 15.8		
2006 — 15.7		
Additional paid-in capital	556.2	505.0
Retained earnings	1,876.1	1,690.4
Accumulated other comprehensive loss	(146.1)	(184.6)
<b>TOTAL STOCKHOLDERS' EQUITY</b>	<b>2,163.6</b>	<b>1,890.2</b>
<b>TOTAL LIABILITIES AND STOCKHOLDERS' EQUITY</b>	<b>\$6,591.0</b>	<b>\$6,310.5</b>

*See Footnotes to Condensed Consolidated Financial Statements (Unaudited).*

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**CONDENSED CONSOLIDATED STATEMENTS OF CASH FLOWS (Unaudited)***(Amounts in millions)*

	<b>Nine Months Ended September 30,</b>	
	<b>2007</b>	<b>2006</b>
<b>OPERATING ACTIVITIES:</b>		
Net income	\$ 361.7	\$ 282.8
Adjustments to reconcile net income to net cash provided by operating activities:		
Depreciation and amortization	134.4	147.1
Deferred income taxes	64.4	18.1
Non-cash impairment charges	—	50.9
Non-cash restructuring costs	10.1	32.5
Gain on sale of assets	(0.8)	(5.1)
Stock-based compensation expense	27.9	24.7
Loss on disposal of discontinued operations	16.3	11.9
Non-cash income tax benefits	(41.3)	(115.8)
Other	(2.9)	(10.0)
Changes in operating assets and liabilities, excluding the effects of acquisitions:		
Accounts receivable	23.9	48.7
Inventories	(119.1)	(135.8)
Accounts payable	59.0	7.5
Accrued liabilities and other	(77.4)	31.6
Discontinued operations	—	15.2
<b>NET CASH PROVIDED BY OPERATING ACTIVITIES</b>	<b>456.2</b>	<b>404.3</b>
<b>INVESTING ACTIVITIES:</b>		
Acquisitions, net of acquired cash	(101.5)	(42.4)
Capital expenditures	(110.0)	(94.1)
Disposals of noncurrent assets and sale of businesses	(3.1)	48.3
<b>NET CASH USED IN INVESTING ACTIVITIES</b>	<b>(214.6)</b>	<b>(88.2)</b>
<b>FINANCING ACTIVITIES:</b>		
Proceeds from issuance of debt	354.9	170.3
Payments on notes payable and debt	(474.3)	(300.6)
Cash dividends paid	(176.0)	(174.6)
Proceeds from exercised stock options and other	18.0	8.9
<b>NET CASH USED IN FINANCING ACTIVITIES</b>	<b>(277.4)</b>	<b>(296.0)</b>
Currency rate effect on cash and cash equivalents	4.3	1.8
<b>(DECREASE) INCREASE IN CASH AND CASH EQUIVALENTS</b>	<b>(31.5)</b>	<b>21.9</b>
Cash and cash equivalents at beginning of year	201.0	115.5
<b>CASH AND CASH EQUIVALENTS AT END OF PERIOD</b>	<b>\$ 169.5</b>	<b>\$ 137.4</b>

*See Footnotes to Condensed Consolidated Financial Statements (Unaudited).*

**NEWELL RUBBERMAID INC. AND SUBSIDIARIES****FOOTNOTES TO CONDENSED CONSOLIDATED FINANCIAL STATEMENTS (Unaudited)****Footnote 1 — Basis of Presentation and Significant Accounting Policies**

The accompanying unaudited condensed consolidated financial statements of Newell Rubbermaid Inc. (collectively with its subsidiaries, the “Company”) have been prepared pursuant to the rules and regulations of the Securities and Exchange Commission and do not include all the information and footnotes required by generally accepted accounting principles in the United States of America for complete financial statements. In the opinion of management, the unaudited condensed consolidated financial statements include all adjustments (consisting of a normal recurring nature) considered necessary for a fair presentation of the financial position and the results of operations. It is suggested that these unaudited condensed consolidated financial statements be read in conjunction with the financial statements and the footnotes thereto included in the Company’s latest Annual Report on Form 10-K.

**Seasonal Variations:** The Company’s sales and operating income in the first quarter are generally lower than any other quarter during the year, driven principally by reduced volume and the mix of products sold in that quarter.

**Reclassifications:** Certain amounts in prior periods have been reclassified to conform to the current year presentation and to reflect the results of discontinued operations. See Footnote 2 for a discussion of discontinued operations.

**Footnote 2 — Discontinued Operations**

The following table summarizes the results of the discontinued operations for the three and nine months ended September 30, (*in millions*):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Net sales	\$ —	\$133.4	\$ 3.6	\$417.3
Income (loss) from operations of discontinued operations, net of income tax expense of \$— million for both the three and nine months ended September 30, 2007, and \$5.5 million and \$2.1 million for the three and nine months ended September 30, 2006, respectively	\$ —	\$ 4.8	\$ (0.2)	\$ (83.7)
Gain (loss) on disposal of discontinued operations, net of income tax expense of \$0.1 million and income tax benefit of \$3.8 million for the three and nine months ended September 30, 2007, respectively, and income tax benefit of \$— million and \$0.4 million for the three and nine months ended September 30, 2006, respectively	0.3	(9.0)	(16.3)	(11.9)
Gain (loss) from discontinued operations, net of tax	\$0.3	\$ (4.2)	\$(16.5)	\$(95.6)

No amounts related to interest expense have been allocated to discontinued operations.

*Home Décor Europe*

The Home Décor Europe business designed, manufactured and sold drapery hardware and window treatments in Europe under Gardinia® and other local brands and was previously classified in the Company’s former Home Fashions segment.

In the first quarter of 2006, as a result of a revised corporate strategy and an initiative to improve the Company’s portfolio of businesses to focus on those that are best aligned with the Company’s strategies of differentiated products, best cost and consumer branding, the Company began exploring various options for its Home Décor Europe business. Those options included marketing the business for potential sale. As a result of this effort, the Company received a preliminary offer from a potential buyer which gave the Company a better indication of the business’s fair value. Based on this offer, the Company determined that the business had a net book value in excess of its fair value. Due to the apparent decline in value, the Company conducted an impairment test and recorded a \$50.9 million impairment charge in the first quarter of 2006. This charge, as well as the operations of this business during the first three quarters of 2006, is included in the loss from operations of discontinued operations in the table above for the three and nine months ended September 30, 2006.

In September 2006, the Company entered into an agreement for the intended sale of portions of the Home Décor Europe business to a global manufacturer and marketer of window treatments and furnishings. The Central and Eastern European, Nordic and Portuguese operations of this business were sold on December 1, 2006. The sale of the operations in Poland and the Ukraine closed on February 1, 2007.



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In October 2006, the Company received a binding offer for the intended sale of the Southern European region of the Home Décor Europe business to another party. The sale of operations in France and Spain closed on January 1, 2007 and in Italy on January 31, 2007. The divestiture of Home Décor Europe is now complete.

In connection with these transactions, the Company recorded a loss of \$7.0 million and \$4.3 million, net of tax, in the third and fourth quarter of 2006, respectively. In the three and nine months ended September 30, 2007, the Company recorded a loss of \$- million and \$14.6 million, net of tax, respectively, to complete the divestiture of Home Décor Europe. The net loss for the three and nine months ended September 30, 2007 is reported in the table above as part of the loss on disposal of discontinued operations. The remainder of the loss on disposal of discontinued operations, approximately \$1.7 million, net of tax, in the nine months ended September 30, 2007 relates to contingencies associated with other prior divestitures.

### *Little Tikes*

In September 2006, the Company entered into an agreement for the intended sale of its Little Tikes business unit to a global family and children's entertainment company. Little Tikes is a global marketer and manufacturer of children's toys and furniture for consumers. The transaction closed in the fourth quarter of 2006, resulting in a gain of \$16.0 million, net of tax, in 2006. This business was previously included in the Company's Home & Family segment. The operations of the business for the three and nine months ended September 30, 2006 are included in loss from operations of discontinued operations in the table above.

### *European Cookware*

In October 2005, the Company entered into an agreement for the intended sale of its European Cookware business. The Company completed this divestiture on January 1, 2006. This business included the brands Pyrex® (used under exclusive license from Corning Incorporated and its subsidiaries in Europe, the Middle East and Africa only) and Vitri® and was previously included in the Company's Home & Family segment. In the first quarter of 2006, the Company recorded an additional net loss of \$1.6 million upon completion of the sale. The additional net loss is reported in the table above as loss on disposal of discontinued operations.

### **Footnote 3 — Restructuring Costs**

In the third quarter of 2005, the Company announced a global initiative referred to as Project Acceleration aimed at strengthening and transforming the Company's portfolio. In connection with Project Acceleration, the Board of Directors of the Company approved a restructuring plan (the "Plan") that commenced in the fourth quarter of 2005. The Plan is designed to reduce manufacturing overhead to achieve best cost positions and to allow the Company to increase investment in new product development, brand building and marketing. Project Acceleration includes the anticipated closures of approximately one-third of the Company's 64 manufacturing facilities (as of December 31, 2005, adjusted for the divestiture of Little Tikes and Home Décor Europe), thereby optimizing the Company's geographic manufacturing footprint. Since the Plan's inception, the Company has announced the closure of 15 manufacturing facilities and approximately eight additional facilities remain to be closed. Through September 30, 2007, the Company has recorded \$171.4 million of costs related to Project Acceleration. The Plan is expected to result in cumulative restructuring costs of approximately \$375 million to \$400 million (\$315 million — \$340 million after tax), with between \$75 million and \$95 million (\$60 million — \$80 million after tax) to be incurred in 2007. Approximately 60% of the costs are expected to be cash costs over the life of the initiative. Annualized savings are projected to exceed \$150 million upon completion of the project with an approximately \$60 million benefit projected in each of 2007 and 2008, and the remaining benefit in 2009.

The table below shows the restructuring costs recognized for restructuring activities for the three and nine months ended September 30, (*in millions*):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Facility and other exit costs	\$ 5.7	\$ 5.7	\$14.1	\$17.4
Employee severance and termination benefits	4.0	15.2	23.8	29.7
Exited contractual commitments and other	13.0	1.2	15.8	3.2
	\$22.7	\$22.1	\$53.7	\$50.3

Restructuring provisions were determined based on estimates prepared at the time the restructuring actions were approved by management and are periodically updated for changes, and also include amounts recognized as incurred. A summary of the Company's restructuring plan liabilities as of September 30, 2007 and 2006, respectively, is as follows (*in millions*):

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	12/31/06 Balance	Provision	Costs Incurred	9/30/07 Balance
Facility and other exit costs	\$ —	\$14.1	\$(13.5)	\$ 0.6
Employee severance and termination benefits	28.9	23.8	(29.9)	22.8
Exited contractual commitments and other	2.0	15.8	(2.7)	15.1
	<u>\$30.9</u>	<u>\$53.7</u>	<u>\$(46.1)</u>	<u>\$38.5</u>

  

	12/31/05 Balance	Provision	Costs Incurred	9/30/06 Balance
Facility and other exit costs	\$—	\$17.4	\$(17.4)	\$ —
Employee severance and termination benefits	—	29.7	(12.1)	17.6
Exited contractual commitments and other	—	3.2	(2.7)	0.5
	<u>\$—</u>	<u>\$50.3</u>	<u>\$(32.2)</u>	<u>\$18.1</u>

Costs incurred include cash payments and the impairment of assets associated with vacated facilities included in facility and other exit costs.

The following table depicts the changes in accrued restructuring reserves for the Plan for the nine months ended September 30, 2007 and 2006, respectively, aggregated by reportable business segment (*in millions*):

Segment	12/31/06 Balance	Provision	Costs Incurred	9/30/07 Balance
Cleaning, Organization & Décor	\$ 4.4	\$ 3.6	\$ (6.4)	\$ 1.6
Office Products	25.4	22.7	(26.5)	21.6
Tools & Hardware	0.4	23.3	(9.3)	14.4
Other (Home & Family)	0.3	1.1	(1.4)	—
Corporate	0.4	3.0	(2.5)	0.9
	<u>\$30.9</u>	<u>\$53.7</u>	<u>\$(46.1)</u>	<u>\$38.5</u>

  

Segment	12/31/05 Balance	Provision	Costs Incurred	9/30/06 Balance
Cleaning, Organization & Décor	\$—	\$21.6	\$(18.2)	\$ 3.4
Office Products	—	25.2	(11.8)	13.4
Tools & Hardware	—	3.7	(3.0)	0.7
Other (Home & Family)	—	(0.7)	1.3	0.6
Corporate	—	0.5	(0.5)	0.0
	<u>\$—</u>	<u>\$50.3</u>	<u>\$(32.2)</u>	<u>\$18.1</u>

Cash paid for restructuring activities was \$9.5 million and \$37.8 million for the three and nine months ended September 30, 2007, respectively, and \$6.6 million and \$18.5 million for the three and nine months ended September 30, 2006, respectively.

**Footnote 4 — Inventories, Net**

Inventories are stated at the lower of cost or market value. The components of net inventories were as follows (*in millions*):

	September 30, 2007	December 31, 2006
Materials and supplies	\$ 191.3	\$172.8
Work in-process	172.2	158.6
Finished products	636.6	519.2
	<u>\$1,000.1</u>	<u>\$850.6</u>

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The following is a summary of long-term debt (*in millions*):

	September 30, 2007	December 31, 2006
Medium-term notes	\$1,075.0	\$1,325.0
Commercial paper	134.0	—
Floating rate note	448.0	448.0
Junior convertible subordinated debentures	436.7	436.7
Terminated interest rate swaps	9.1	11.9
Other long-term debt	4.2	4.3
<b>Total Debt</b>	<b>2,107.0</b>	<b>2,225.9</b>
Current portion of long-term debt	(775.2)	(253.6)
<b>Long-Term Debt</b>	<b>\$1,331.8</b>	<b>\$1,972.3</b>

On March 15, 2007, the Company paid-off a five-year, \$250 million, 6% fixed rate note, at maturity, with available cash and proceeds from the issuance of commercial paper.

**Footnote 6 — Employee Benefit and Retirement Plans**

The following table presents the components of the Company's pension cost for the three months ended September 30, (*in millions*):

	United States		International	
	2007	2006	2007	2006
Service cost-benefits earned during the period	\$ 0.9	\$ 0.7	\$ 1.9	\$ 1.9
Interest cost on projected benefit obligation	12.8	12.8	7.1	6.3
Expected return on plan assets	(14.6)	(14.9)	(7.0)	(6.3)
Amortization of:				
Prior service cost	—	0.3	—	—
Actuarial loss	2.2	2.0	1.1	1.2
Curtailed & special termination benefit losses	—	0.2	—	—
<b>Net pension cost</b>	<b>\$ 1.3</b>	<b>\$ 1.1</b>	<b>\$ 3.1</b>	<b>\$ 3.1</b>

The following table presents the components of the Company's pension cost for the nine months ended September 30, (*in millions*):

	United States		International	
	2007	2006	2007	2006
Service cost-benefits earned during the period	\$ 2.8	\$ 2.2	\$ 5.6	\$ 5.7
Interest cost on projected benefit obligation	38.4	38.5	20.8	18.3
Expected return on plan assets	(43.9)	(44.8)	(20.6)	(18.3)
Amortization of:				
Prior service cost	—	0.8	—	—
Actuarial loss	6.6	5.9	3.3	3.6
Curtailed & special termination benefit (gains) losses	—	0.2	(2.4)	(0.3)
<b>Net pension cost</b>	<b>\$ 3.9</b>	<b>\$ 2.8</b>	<b>\$ 6.7</b>	<b>\$ 9.0</b>

In the first quarter of 2007, the Company recorded a \$2.4 million curtailment gain resulting from the closure of a European manufacturing facility within the Company's Office Products segment. In addition, the Company recorded a \$1.4 million curtailment gain resulting from the sale of the Company's Home Décor Europe business. This gain was included in the loss on disposal of discontinued operations for the nine months ended September 30, 2007. In September 2007, the Company made a voluntary \$5.4 million cash contribution to fund its pension plans in the United Kingdom.

The Company made a cash contribution to the Company sponsored profit sharing plan of \$18.4 million and \$20.9 million during the first quarter of 2007 and 2006, respectively. In addition, the Company recorded expense for the defined contribution benefit arrangement of \$4.8 million for each of the three months ended September 30, 2007 and 2006, respectively, and \$14.0 million and \$15.4 million for the nine months ended September 30, 2007 and 2006, respectively.

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The following table presents the components of the Company's other postretirement benefit costs for the three and nine months ended September 30, (in millions):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Service cost-benefits earned during the period	\$ 0.4	\$ 0.6	\$ 1.3	\$ 1.9
Interest cost on projected benefit obligation	2.6	2.5	8.0	7.5
Amortization of prior service benefit	(0.5)	(0.6)	(1.7)	(1.8)
Net other postretirement benefit costs	\$ 2.5	\$ 2.5	\$ 7.6	\$ 7.6

### Footnote 7 — Income Taxes

The Company adopted the provisions of FASB Interpretation No. 48, "Accounting for Uncertainty in Income Taxes" (FIN 48), on January 1, 2007. The adoption of FIN 48 did not result in an adjustment to beginning retained earnings. However, the adoption of FIN 48 did result in the reclassification of certain income tax assets and liabilities from current to long-term in the Company's condensed consolidated balance sheet. As of January 1, 2007, the Company had unrecognized tax benefits of \$161.8 million, of which \$160.7 million, if recognized, would affect the effective tax rate. The Company recognizes interest and penalties, if any, related to unrecognized tax benefits as a component of income tax expense. As of January 1, 2007, the Company had recorded accrued interest expense related to the unrecognized tax benefits of \$12.6 million.

As of September 30, 2007, the Company had unrecognized tax benefits of \$124.3 million, of which \$123.2 million, if recognized, would affect the effective tax rate. Due to statute expirations and examinations by various worldwide taxing authorities, \$20.5 million of the unrecognized tax benefits could reasonably change in the coming year. The Company recognizes interest and penalties, if any, related to unrecognized tax benefits as a component of income tax expense. As of September 30, 2007, the Company had recorded accrued interest expense related to the unrecognized tax benefits of \$10.7 million.

The Company files numerous consolidated and separate income tax returns in the U.S. federal jurisdiction and various state and foreign jurisdictions. The statute of limitations for the Company's U.S. federal income tax returns has expired for years prior to 2004, and the Internal Revenue Service (IRS) has completed its examination of the Company's 2004 federal income tax return. The Company's Canadian income tax returns are subject to examination for years after 2000. With few exceptions, the Company is no longer subject to other income tax examinations for years before 2004.

The Company's income tax expense and resulting effective tax rate are based upon the respective estimated annual effective tax rates applicable for the respective years adjusted for the effect of items required to be treated as discrete interim period items. The effective tax rates for the three and nine months ended September 30, 2007 and 2006 were primarily impacted by the following tax matters characterized as discrete period adjustments:

- During the third quarter of 2007, the Company recorded a benefit of \$35.0 million due to the Company entering into an agreement with the IRS relating to the appropriate treatment of a specific deduction included in the Company's 2006 U.S. federal income tax return. The Company requested accelerated review of the transaction under the IRS's Pre-Filing Agreement Program that resulted in affirmative resolution in late August 2007. The Company also recorded a \$4.4 million net benefit due to certain accrual reversals for which the statute of limitations has expired partially offset by provisions required for tax deductions recorded in prior periods.
- During the first quarter of 2007, the Company recorded a benefit of \$1.9 million due to the receipt of an income tax refund, resulting in a reduction in the valuation allowance for deferred tax assets.
- During the second quarter of 2006, the Company determined that it would be able to utilize certain capital loss carryforwards that it previously believed would expire unused. Accordingly, the Company reversed an income tax valuation reserve of \$22.7 million.
- During the first quarter of 2006, the Company completed the reorganization of certain legal entities in Europe which resulted in the recognition of an income tax benefit of \$78.0 million.

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**Footnote 8 — Earnings per Share**

The calculation of basic and diluted earnings per share is shown below for the three and nine months ended September 30, *(in millions, except per share data)*:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
<b>Numerator for basic earnings per share:</b>				
Income from continuing operations	\$169.9	\$112.7	\$378.2	\$378.4
Gain (loss) from discontinued operations	0.3	(4.2)	(16.5)	(95.6)
Net income for basic earnings per share	\$170.2	\$108.5	\$361.7	\$282.8
<b>Numerator for diluted earnings per share:</b>				
Income from continuing operations	\$169.9	\$112.7	\$378.2	\$378.4
Effect of convertible preferred securities (1)	3.6	—	10.7	10.7
Income from continuing operations for diluted earnings per share	173.5	112.7	388.9	389.1
Gain (loss) from discontinued operations	0.3	(4.2)	(16.5)	(95.6)
Net income for diluted earnings per share	\$173.8	\$108.5	\$372.4	\$293.5
<b>Denominator:</b>				
Denominator for basic earnings per share — weighted-average shares outstanding				
	276.0	274.6	276.0	274.6
Dilutive securities (2)	1.8	1.0	1.8	0.7
Convertible preferred securities (1)	8.3	—	8.3	8.3
Denominator for diluted earnings per share	286.1	275.6	286.1	283.6
<b>Basic earnings (loss) per share:</b>				
Earnings from continuing operations	\$ 0.62	\$ 0.41	\$ 1.37	\$ 1.38
Loss from discontinued operations	—	(0.02)	(0.06)	(0.35)
Earnings per share	\$ 0.62	\$ 0.39	\$ 1.31	\$ 1.03
<b>Diluted earnings (loss) per share:</b>				
Earnings from continuing operations	\$ 0.61	\$ 0.41	\$ 1.36	\$ 1.37
Loss from discontinued operations	—	(0.02)	(0.06)	(0.34)
Earnings per share	\$ 0.61	\$ 0.39	\$ 1.30	\$ 1.03

- (1) The convertible preferred securities are anti-dilutive for the three months ended September 30, 2006, and therefore have been excluded from diluted earnings per share. Had the convertible preferred securities been included in the diluted earnings per share calculation, net income would be increased by \$3.6 million for the three months ended September 30, 2006. Weighted-average shares outstanding would have increased by 8.3 million shares for the three months ended September 30, 2006.
- (2) Dilutive securities include “in the money options” and restricted stock awards. The weighted-average shares outstanding exclude the dilutive effect of approximately 11.4 million and 12.4 million stock options for the three months ended September 30, 2007 and 2006, respectively, and 8.3 million and 12.6 million stock options for the nine months ended September 30, 2007 and 2006, respectively, because such options were anti-dilutive.

**Footnote 9 — Accumulated Other Comprehensive Loss**

Accumulated other comprehensive loss is recorded within stockholders’ equity and encompasses foreign currency translation adjustments, gains/(losses) on derivative instruments and unrecognized pension and other post retirement costs.

The following table displays the components of accumulated other comprehensive loss *(in millions)*:

	Foreign Currency Translation Gain	After-tax Derivative Hedging Gain	Unrecognized Pension and Other Post Retirement Costs	Accumulated Other Comprehensive Loss
Balance at December 31, 2006	\$41.6	\$ 2.5	\$(228.7)	\$(184.6)
Current year change	30.9	7.6	—	38.5
Balance at September 30, 2007	\$72.5	\$10.1	\$(228.7)	\$(146.1)

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Comprehensive income amounted to the following for the three and nine months ended September 30, (in millions):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Net income	\$170.2	\$108.5	\$361.7	\$282.8
Foreign currency translation gain	10.5	20.6	30.9	37.4
After-tax derivatives hedging gain (loss)	6.0	7.4	7.6	(2.5)
Comprehensive income	\$186.7	\$136.5	\$400.2	\$317.7

**Footnote 10 — Stock-Based Compensation**

The Company recorded \$9.4 million and \$9.3 million of stock-based compensation expense in selling, general and administrative expense for the three months ended September 30, 2007 and 2006, respectively and \$27.9 million and \$24.7 million for the nine months ended September 30, 2007 and 2006, respectively.

The following table presents the impact of stock-based compensation expense for the three and nine months ended September 30, (in millions):

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Reduction to income before income taxes	\$9.4	\$9.3	\$27.9	\$24.7
Reduction to net income	\$6.6	\$6.5	\$19.6	\$17.1

The fair value of share-based payment awards was estimated using the Black-Scholes option pricing model with the following assumptions and weighted-average fair values for the three and nine months ended September 30,:

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
Weighted-average fair value of grants	\$ 6	\$ 7	\$ 7	\$ 7
Risk-free interest rate	4.6%	5.0%	4.7%	4.6%
Dividend yield	2.8%	3.0%	2.8%	3.0%
Expected volatility	25%	33%	25%	33%
Expected life (in years)	5.5	6.5	5.5	6.5

The Company utilized its historic experience to estimate the expected life of the options and volatility.

The following table summarizes the changes in the number of shares of common stock under option for the nine months ended September 30, 2007 (shares in millions):

	Shares	Weighted Average Exercise Price	Exercisable
Granted	4.1	30	
Exercised	(0.7)	25	
Forfeited / expired	(0.8)	26	
Outstanding at September 30, 2007	16.7	\$27	7.7

At September 30, 2007, the aggregate intrinsic value of exercisable options was \$21.2 million.

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The following table summarizes the changes in the number of shares of restricted stock for the nine months ended September 30, 2007 (*shares in millions*):

	Shares	Weighted-Average Grant Date Fair Value
Outstanding at December 31, 2006	2.2	\$24
Granted	1.1	30
Vested	(0.4)	23
Forfeited	(0.3)	26
Outstanding at September 30, 2007	<u>2.6</u>	\$26

### Footnote 11 — Industry Segment Information

The Company's reporting segments reflect the Company's focus on building large consumer brands, promoting organizational integration, achieving operating efficiencies in sourcing and distribution, and leveraging its understanding of similar consumer segments and distribution channels. The Company aggregates certain of its operating segments into four reportable segments. The reportable segments are as follows:

Segment	Description of Products
Cleaning, Organization & Décor	Material handling, cleaning, refuse, indoor/outdoor organization, home storage, food storage, drapery hardware, window treatments
Office Products	Ball point/roller ball pens, markers, highlighters, pencils, correction fluids, office products, art supplies, on-demand labeling products, card-scanning solutions
Tools & Hardware	Hand tools, power tool accessories, manual paint applicators, cabinet, window and convenience hardware, propane torches, solder
Other (Home & Family)	Operating segments that are individually immaterial and do not meet aggregation criteria, including premium cookware and related kitchenware, hair care accessory products, infant and juvenile products, including high chairs, car seats, strollers and play yards

In the fourth quarter of 2006, the Company combined its Cleaning & Organization and Home Fashions segments (now referred to as Cleaning, Organization & Décor) as these businesses sell to similar major customers, produce products that are used in and around the home, and leverage the same management structure.

Also in 2006, the Company updated its segment reporting to reflect the realignment of certain European businesses, previously reported in the former Cleaning & Organization segment, and now reported in the Other (Home & Family) segment for all periods presented. The decision to realign these businesses, which include the Graco European business, is consistent with the Company's move from a regional management structure to a global business unit structure. Management measures segment profit as operating income of the business. Segment data presented for the three and nine months ended September 30, 2006 has been reclassified to reflect the segment changes. The Company's segment results are as follows (*in millions*):

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	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
<b>Net Sales (1)</b>				
Cleaning, Organization & Décor	\$ 547.2	\$ 519.3	\$1,549.0	\$1,478.9
Office Products	544.9	517.5	1,538.7	1,487.4
Tools & Hardware	335.9	324.4	954.4	930.0
Other (Home & Family)	259.3	224.9	722.7	666.5
	<u>\$1,687.3</u>	<u>\$1,586.1</u>	<u>\$4,764.8</u>	<u>\$4,562.8</u>
<b>Operating Income (2)</b>				
Cleaning, Organization & Décor	\$ 83.7	\$ 67.8	\$ 222.1	\$ 163.5
Office Products	84.2	75.7	228.4	207.9
Tools & Hardware	51.3	46.2	133.2	133.1
Other (Home & Family)	37.2	28.9	98.9	91.4
Corporate	(19.9)	(18.3)	(61.5)	(55.9)
Restructuring Costs	(22.7)	(22.1)	(53.7)	(50.3)
	<u>\$ 213.8</u>	<u>\$ 178.2</u>	<u>\$ 567.4</u>	<u>\$ 489.7</u>

	September 30, 2007	December 31, 2006
<b>Identifiable Assets</b>		
Cleaning, Organization & Décor	\$ 847.5	\$ 840.3
Office Products	1,346.5	1,264.6
Tools & Hardware	684.0	660.8
Other (Home & Family)	338.0	293.7
Corporate (3)	3,375.0	3,183.0
Discontinued Operations	—	68.1
	<u>\$6,591.0</u>	<u>\$6,310.5</u>

**Geographic Area Information**

	Three Months Ended September 30,		Nine Months Ended September 30,	
	2007	2006	2007	2006
<b>Net Sales</b>				
United States	\$1,224.3	\$1,183.4	\$3,480.5	\$3,415.1
Canada	116.4	104.0	308.2	287.4
North America	1,340.7	1,287.4	3,788.7	3,702.5
Europe	221.2	188.0	635.1	557.6
Central and South America	66.7	64.1	183.4	170.7
All other	58.7	46.6	157.6	132.0
	<u>\$1,687.3</u>	<u>\$1,586.1</u>	<u>\$4,764.8</u>	<u>\$4,562.8</u>
<b>Operating Income (4)</b>				
United States	\$ 155.8	\$ 147.9	\$ 448.2	\$ 381.7
Canada	31.6	22.3	78.7	58.7
North America	187.4	170.2	526.9	440.4
Europe	8.1	(10.7)	3.9	11.3
Central and South America	5.7	5.2	7.4	7.6
All other	12.6	13.5	29.2	30.4
	<u>\$ 213.8</u>	<u>\$ 178.2</u>	<u>\$ 567.4</u>	<u>\$ 489.7</u>

1) All intercompany transactions have been eliminated. Sales to Wal\*Mart Stores, Inc. and subsidiaries amounted to approximately 14% of consolidated net sales in both of the three months ended September 30, 2007 and 2006. Sales to Wal\*Mart Stores, Inc. and subsidiaries amounted to approximately 14% and 15% of consolidated net sales in the nine months ended September 30, 2007 and 2006, respectively. Sales to no other customer exceeded 10% of consolidated net sales for either period.



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- 2) Operating income is net sales less cost of products sold, selling, general and administrative expenses and restructuring costs. Certain headquarters expenses of an operational nature are allocated to business segments and geographic areas primarily on a net sales basis.
- 3) Corporate assets primarily include goodwill, trade names, equity investments and deferred tax assets.
- 4) The restructuring costs have been reflected in the appropriate geographic regions.

### **Footnote 12 — Acquisition of Endicia**

On July 1, 2007, the Company acquired all of the outstanding equity interests of PSI Systems, Inc. (“Endicia”), provider of Endicia Internet Postage for \$50.4 million plus related acquisition costs and contingent payments of up to \$25.0 million based on future revenues. The acquisition of Endicia, a leading provider of online postage, increases the Company’s ability to leverage its other technology brands by developing a full range of innovative and integrated solutions for small and medium-sized businesses. This acquisition was accounted for using the purchase method of accounting and accordingly, the Company recorded goodwill based on a preliminary purchase price allocation of \$45.4 million in the condensed consolidated balance sheet at September 30, 2007. Pro forma results of operations would not be materially different as a result of this acquisition and therefore are not presented.

Endicia is party to a lawsuit filed against it alleging patent infringement. In this case, Stamps.com seeks injunctive relief in order to prevent Endicia from continuing to engage in activities that are alleged to infringe on Stamps.com’s patents. An unfavorable outcome in this litigation could materially adversely affect the Endicia business.

### **Footnote 13 — Litigation and Contingencies**

The Company is involved in legal proceedings in the ordinary course of its business. These proceedings include claims for damages arising out of use of the Company’s products, allegations of infringement of intellectual property, commercial disputes and employment matters, as well as environmental matters. Some of the legal proceedings include claims for punitive as well as compensatory damages, and certain proceedings may purport to be class actions.

Although management of the Company cannot predict the ultimate outcome of these legal proceedings with certainty, it believes that the ultimate resolution of the Company’s legal proceedings, including any amounts it may be required to pay in excess of amounts reserved, will not have a material effect on the Company’s condensed consolidated financial statements.

In the normal course of business and as part of its acquisition and divestiture strategy, the Company may provide certain representations and indemnifications related to legal, environmental, product liability, tax or other types of issues. Based on the nature of these representations and indemnifications, it is not possible to predict the maximum potential payments under all of these agreements due to the conditional nature of the Company’s obligations and the unique facts and circumstances involved in each particular agreement. Historically, payments made by the Company under these agreements did not have a material effect on the Company’s business, financial condition or results of operations.

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

### Overview

The Company’s vision is to become a global company of Brands That Matter™ and great people, known for best-in-class results. The Company remains committed to investing in strategic brands and new product development, strengthening its portfolio of businesses, reducing its supply chain costs and streamlining non-strategic selling, general and administrative expenses (SG&A).

The key tenets of the Company’s strategy include building large, consumer-meaningful brands, leveraging one Newell Rubbermaid, achieving a best total cost position and commercializing innovation across the enterprise. The Company’s results depend on the ability of its individual business units to succeed in their respective categories, each of which has unique consumers, customers and competitors. The Company’s strategic initiatives are designed to help enable these business units to generate differentiated products, operate within a best-in-class cost structure and employ superior branding in order to yield premium margins on their products. Premium margins fund incremental demand creation by the business units, driving incremental sales and profits for the Company.

The following section summarizes each of the Company’s transformational initiatives:

### **Create Consumer-Meaningful Brands**

The Company is moving from its historical focus on push marketing and excellence in manufacturing and distributing products, to a new focus on consumer pull marketing, creating competitive advantage through better understanding its consumers, innovating to deliver great performance, investing in advertising and promotion to create demand and leveraging its brands in adjacent categories around the world. This effort is creating and expanding core competencies and processes centered on consumer understanding, innovation and demand creation, to drive sustainable top line growth. The Company's progress in implementing this brand building and marketing initiative is exhibited by the following:

The Company's Tools & Hardware segment achieved solid sales growth in the quarter, due largely to continued strength in its international tools businesses. One area in which the Company has seen especially good results is its Lenox industrial band saw business. This success has been driven largely by the Company's grass-roots field marketing efforts as its expanding team of trained professionals work with end users to educate them on the benefits, use, installation, and servicing of its band saws. The Company is deploying this marketing model globally, and has seen a double-digit increase year to date in its industrial band saw business outside of the U.S.

The Company's Baby and Parenting Essentials business will soon launch the Graco Sweetpeace-Newborn Soothing Center, which was developed based on comprehensive research, with moms and pediatric professionals, to understand what works best to calm babies. This product features a unique motion and customizable seating positions to better mimic the actual movements mothers use to soothe their infants. Sweetpeace also comes programmed with comforting prenatal sounds, such as a heartbeat, that research has proven to be especially comforting to babies. The Company is investing in a targeted multimedia print and Web marketing campaign to support the launch of this innovative new product.

In the Company's Beauty and Style business, Goody has initiated a major marketing campaign to support the introduction of its innovative Styling Therapy line of brushes. These unique styling instruments are infused with special substances that help control dandruff, add shine, and protect hair color. Sales of Styling Therapy have doubled since the launch of this advertising and promotion campaign.

Finally, the Company's DYMO labeling technology business is up strong double-digits year to date due largely to aggressive television marketing campaigns in Europe.

### **Leverage One Newell Rubbermaid**

The Company is committed to leveraging the common business activities and best practices of its business units, and to build one common culture of shared values, with a focus on collaboration and teamwork. The Company is exploring ways to leverage common functional capabilities such as Human Resources, Information Technology, Customer Service, Supply Chain and Finance to improve efficiency and reduce costs. Through this initiative, the Company is taking significant steps toward achieving low cost logistical excellence, including the centralization and consolidation of the Company's distribution and transportation activities, the restructuring of its European organization and expansion of the shared service concept in North America.

On October 1, 2007, the Company successfully went live with the SAP implementation at its North American Office Products business unit. This SAP go-live marks the completion of the first major milestone in a multi-year rollout aimed at migrating multiple legacy systems and users to a common SAP global information platform. This will enable the Company to integrate and manage its worldwide business and reporting process more efficiently.

### **Achieve Best Total Cost**

The Company's objective is to reduce the cost of manufacturing, sourcing and supplying product on an ongoing basis, and to leverage the Company's size and scale, in order to achieve a best total cost position. Achieving best cost positions in its categories allows the Company to increase investment in strategic brand building initiatives. The Company is continuing to make progress on its sourcing transformation — restructuring the manufacturing and sourcing footprint to optimize total delivered cost. Project Acceleration remains on track to deliver its commitments in cost, savings and timing over the life of the project and the Company is starting to see the savings flow through the Company's results. Annualized savings from Project Acceleration are expected to exceed \$150 million upon conclusion of the program in 2009, with \$60 million in savings projected in each of 2007 and 2008, and the remaining benefit in 2009. To date, the Company has announced approximately two-thirds of its anticipated closings and consolidations and, in the first quarter

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of 2007, announced the expansion of the program to include certain scale leveraging initiatives with respect to distribution, transportation and shared services.

### **Nurture 360° Innovation**

The Company has broadened its definition of innovation beyond product invention. The Company defines innovation as the successful commercialization of invention. Innovation must be more than product development. It is a rigorous, consumer centric process that permeates the entire development cycle. It begins with a deep understanding of how consumers interact with the Company's brands and categories, and all the factors that drive their purchase decisions and in-use experience. That understanding must then be translated into innovative products that deliver unique features and benefits, at a best-cost position, providing the consumer with great value. Lastly, innovating how and where to create awareness and trial, and measuring the effectiveness of advertising and promotion spending, completes the process. The Company has pockets of excellence using this expanded definition of innovation, and it will continue to build on this competency.

### **Outlook for the Future**

Looking forward, the Company's primary focus is on building a top-tier global innovation and branding company, capable of generating strong revenue and profit growth year after year. This will be achieved through increased investments in consumer understanding, innovation and demand creation activities. The Company will focus on developing best-in-class practices for these activities, enabling it to build brands that matter to its consumers. The Company will implement the processes and systems to understand its consumers in detail — how they use its products, what they value, and how to delight them and/or excite them. New products like Levolor cordless Roman shades and day/night variable light blocking shades, the Graco Sweetpeace-Newborn Soothing Center, the revolutionary, patented ThermaFlex™ Serving System, the DYMO Desktop Mailing Solution and the Lenox Q Series Performance Solution Band Saw Blade exemplify the results of this investment in consumer understanding.

The Company will increase investment in meaningful innovation that differentiates its products. The Company will also invest more in demand creation activities to increase awareness and trial of its new products. Further, the Company will measure the effectiveness of those increased strategic brand building investments. The Company continually evaluates SG&A spend to ensure it is strategic, timely and impactful. The Company anticipates that approximately \$95 to \$100 million of its gross margin expansion for the year will be reinvested in strategic brand building initiatives, including consumer understanding, innovation and demand creation activities, as well as other corporate initiatives including the SAP implementation, co-location strategies, expanded shared services in Europe and the U.S., and building organizational capability through training and development.

### Results of Operations

The following table sets forth for the periods indicated items from the Condensed Consolidated Statements of Income as reported and as a percentage of net sales for the three and nine months ended September 30, *(in millions, except percentages)*:

	Three Months Ended September 30,				Nine Months Ended September 30			
	2007		2006		2007		2006	
Net sales	\$1,687.3	100.0%	\$1,586.1	100.0%	\$4,764.8	100.0%	\$4,562.8	100.0%
Cost of products sold	1,086.3	64.4	1,050.9	66.3	3,083.5	64.7	3,032.5	66.5
Gross margin	601.0	35.6	535.2	33.7	1,681.3	35.3	1,530.3	33.5
Selling, general and administrative expenses	364.5	21.6	334.9	21.1	1,060.2	22.3	990.3	21.7
Restructuring costs	22.7	1.3	22.1	1.4	53.7	1.1	50.3	1.1
Operating income	213.8	12.7	178.2	11.2	567.4	11.9	489.7	10.7
Nonoperating expenses:								
Interest expense, net	28.0	1.7	32.9	2.1	82.9	1.7	102.2	2.2
Other expense, net	2.1	0.1	3.4	0.2	4.4	0.1	7.7	0.2
Net nonoperating expenses	30.1	1.8	36.3	2.3	87.3	1.8	109.9	2.4
Income from continuing operations before income taxes	183.7	10.9	141.9	8.9	480.1	10.1	379.8	8.3
Income taxes	13.8	0.8	29.2	1.8	101.9	2.1	1.4	—
Income from continuing operations	169.9	10.1	112.7	7.1	378.2	7.9	378.4	8.3
Gain (loss) from discontinued operations, net of tax	0.3	—	(4.2)	(0.3)	(16.5)	(0.3)	(95.6)	(2.1)
Net income	\$ 170.2	10.1%	\$ 108.5	6.8%	\$ 361.7	7.6%	\$ 282.8	6.2%

### Three Months Ended September 30, 2007 vs. Three Months Ended September 30, 2006

#### Consolidated Operating Results:

Net sales for the three months ended September 30, 2007 were \$1,687.3 million, representing an increase of \$101.2 million, or 6.4%, from \$1,586.1 million for the three months ended September 30, 2006. Sales growth excluding foreign currency was 4.5%, marking the eighth consecutive quarter of sales growth for the Company. This quarter's sales growth was driven by broad based strength across all segments and benefited by approximately 150 basis points from the timing of sales in the Office Products segment relating to the third quarter pre-buy in advance of the SAP implementation and the recovery of lost second quarter sales associated with service level issues in Europe.

Gross margin, as a percentage of net sales, for the three months ended September 30, 2007 was 35.6%, or \$601.0 million, versus 33.7%, or \$535.2 million, for the three months ended September 30, 2006, marking the twelfth consecutive quarter of year over year gross margin expansion. The majority of the expansion was driven by favorable mix, ongoing productivity initiatives and savings from Project Acceleration.

SG&A expenses for the three months ended September 30, 2007 were 21.6% of net sales, or \$364.5 million, versus 21.1%, or \$334.9 million, for the three months ended September 30, 2006. The primary driver of the \$29.6 million increase was strategic brand building investments in all four operating segments, as well as other strategic initiatives including SAP and shared services, partially offset by savings in corporate overhead expenses.

The Company recorded restructuring costs of \$22.7 million and \$22.1 million for the three months ended September 30, 2007 and 2006, respectively. The Company has announced the closure of 15 manufacturing facilities since Project Acceleration's inception and expects that approximately eight additional facilities will be closed under this program. The Company continues to expect cumulative pre-tax costs of \$375 million to \$400 million, approximately 60% of which are expected to be cash costs, over the life of the initiative. Annualized savings are projected to exceed \$150 million upon completion of the project with an approximately \$60 million benefit projected in each of 2007 and 2008, and the remaining benefit in 2009. The 2007 restructuring costs included \$5.7 million of facility and other exit costs, \$4.0 million of employee severance and termination benefits and \$13.0 million of exited contractual commitments and other restructuring costs. The 2006 restructuring costs included \$5.7 million of facility and other exit costs, \$15.2 million of employee severance and termination benefits and \$1.2 million of exited contractual commitments and other restructuring costs. See Footnote 3 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information on these restructuring costs.

Operating income for the three months ended September 30, 2007 was \$213.8 million, or 12.7% of net sales, versus \$178.2 million, or 11.2% of net sales, for the three months ended September 30, 2006. The increase in operating income was the result of continued sales growth and gross margin improvement, partially offset by increased investment in SG&A.

Net nonoperating expenses for the three months ended September 30, 2007 were 1.8% of net sales, or \$30.1 million, versus 2.3% of net sales, or \$36.3 million, for the three months ended September 30, 2006. The decrease in net nonoperating expenses was mainly attributable to a decrease in interest expense, reflecting a reduction in debt year over year and slightly lower average borrowing rates.

The effective tax rate was 7.5% for the three months ended September 30, 2007 versus 20.6% for the three months ended September 30, 2006. The change in the effective tax rate was primarily related to a net \$39.4 million discrete income tax benefit recorded for the three months ended September 30, 2007, compared to a discrete tax benefit of \$15.1 million for the three months ended September 30, 2006. The income tax benefits increased earnings per share by \$0.14 and \$0.05 for the three months ended September 30, 2007 and 2006, respectively. See Footnote 7 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information.

Income from continuing operations for the three months ended September 30, 2007 was \$169.9 million, compared to \$112.7 million for the three months ended September 30, 2006. Diluted earnings per share from continuing operations were \$0.61 and \$0.41 for the three months ended September 30, 2007 and 2006, respectively.

The Company recorded a \$0.3 million gain, net of tax, from discontinued operations for the three months ended September 30, 2007, compared to a \$4.2 million loss, net of tax, for the three months ended September 30, 2006. The gain on disposal of discontinued operations for the three months ended September 30, 2007 was \$0.3 million, net of tax, compared to a loss of \$9.0 million, net of tax, for the three months ended September 30, 2006. The 2006 loss related primarily to the disposal of the European Cookware business. The

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gain from operations of discontinued operations, net of tax, was \$4.8 million for the three months ended September 30, 2006 compared to no gain for the three months ended September 30, 2007. The 2006 gain included the results of the Home Décor Europe and Little Tikes businesses. There was no impact to diluted earnings per share for the three months ended September 30, 2007, compared to \$0.02 diluted loss per share for the three months ended September 30, 2006. See Footnote 2 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information.

Net income for the three months ended September 30, 2007 was \$170.2 million, compared to \$108.5 million for the three months ended September 30, 2006. Diluted earnings per share were \$0.61 and \$0.39 for the three months ended September 30, 2007 and 2006, respectively.

### **Business Segment Operating Results:**

Net sales by segment were as follows for the three months ended September 30, *(in millions, except percentages)*:

	2007	2006	% Change
Cleaning, Organization & Décor	\$ 547.2	\$ 519.3	5.4%
Office Products	544.9	517.5	5.3
Tools & Hardware	335.9	324.4	3.5
Other (Home & Family)	259.3	224.9	15.3
Total Net Sales	<u>\$1,687.3</u>	<u>\$1,586.1</u>	6.4%

Operating income by segment was as follows for the three months ended September 30, *(in millions, except percentages)*:

	2007	2006	% Change
Cleaning, Organization & Décor	\$ 83.7	\$ 67.8	23.5%
Office Products	84.2	75.7	11.2
Tools & Hardware	51.3	46.2	11.0
Other (Home & Family)	37.2	28.9	28.7
Corporate	(19.9)	(18.3)	(8.7)
Restructuring costs	(22.7)	(22.1)	(2.7)
Total Operating Income	<u>\$213.8</u>	<u>\$178.2</u>	20.0%

### **Cleaning, Organization & Décor**

Net sales for the three months ended September 30, 2007 were \$547.2 million, an increase of \$27.9 million, or 5.4%, from \$519.3 million for the three months ended September 30, 2006. This increase was driven by double digit growth in the Rubbermaid Commercial business and low single digit growth in the Rubbermaid Home Products and Foodservice businesses.

Operating income for the three months ended September 30, 2007 was \$83.7 million, or 15.3% of sales, an increase of \$15.9 million, or 23.5%, from \$67.8 million for the three months ended September 30, 2006. Sales growth, productivity gains and favorable mix drove the improvement year over year.

### **Office Products**

Net sales for the three months ended September 30, 2007 were \$544.9 million, an increase of \$27.4 million, or 5.3%, from \$517.5 million for the three months ended September 30, 2006. The improvement was driven by double digit sales growth realized in the technology businesses and the pre-buy in advance of the SAP implementation. In addition, the Company rectified the service issues in Europe that negatively impacted performance for the second quarter 2007. Fourth quarter 2007 sales are expected to be negatively impacted as certain retailers bought in advance of the October SAP go-live in North America.

Operating income for the three months ended September 30, 2007 was \$84.2 million, or 15.5% of sales, an increase of \$8.5 million, or 11.2%, from \$75.7 million for the three months ended September 30, 2006. The increase year over year was the result of increased sales volume and favorable mix, partially offset by increased SG&A investment.

## **Tools & Hardware**

Net sales for the three months ended September 30, 2007 were \$335.9 million, an increase of \$11.5 million, or 3.5%, from \$324.4 million for the three months ended September 30, 2006. The year over year improvement was driven by continued strength in the international tool businesses, which more than offset softness in the domestic tool and hardware businesses affected by weakness in the U.S. residential construction market. Additionally, the international business benefited from the successful commercialization of certain products, particularly band saws.

Operating income for the three months ended September 30, 2007 was \$51.3 million, or 15.3% of sales, an increase of \$5.1 million, or 11.0%, from \$46.2 million for the three months ended September 30, 2006, due to higher sales volume and strong productivity, partially offset by raw material inflation, particularly in metals.

## **Home & Family**

Net sales for the three months ended September 30, 2007 were \$259.3 million, an increase of \$34.4 million, or 15.3%, from \$224.9 million for the three months ended September 30, 2006, mostly attributable to new product launches and increased investment in demand creation activities during the third quarter of 2007.

Operating income for the three months ended September 30, 2007 was \$37.2 million, or 14.3% of sales, an increase of \$8.3 million, or 28.7%, from \$28.9 million for the three months ended September 30, 2006. Double digit sales growth supported by increased SG&A investments drove the improvement.

## **Nine Months Ended September 30, 2007 vs. Nine Months Ended September 30, 2006**

### **Consolidated Operating Results:**

Net sales for the nine months ended September 30, 2007 were \$4,764.8 million, representing an increase of \$202.0 million, or 4.4%, from \$4,562.8 million for the nine months ended September 30, 2006. Sales growth excluding foreign currency was 2.8%. The sales growth was driven by strength across all segments, led by market share gains in the Home & Family and Rubbermaid Commercial businesses and growth in the Irwin and Lenox international branded tools businesses.

Gross margin, as a percentage of net sales, for the nine months ended September 30, 2007 was 35.3%, or \$1,681.3 million, versus 33.5%, or \$1,530.3 million, for the nine months ended September 30, 2006. The 175 basis point expansion reflects core sales growth, strong productivity, including savings from Project Acceleration, and favorable mix, resulting from an improved business portfolio, stronger sales of higher margin products and the diverse channel mix of both retail and commercial distribution.

SG&A expenses for the nine months ended September 30, 2007 were 22.3% of net sales, or \$1,060.2 million, versus 21.7%, or \$990.3 million, for the nine months ended September 30, 2006. The primary drivers of the \$69.9 million increase were additional strategic brand building investments in all four operating segments, as well as investments in corporate initiatives such as SAP and shared services.

The Company recorded restructuring costs of \$53.7 million and \$50.3 million for the nine months ended September 30, 2007 and 2006, respectively. The 2007 restructuring costs included \$14.1 million of facility and other exit costs, \$23.8 million of employee severance and termination benefits and \$15.8 million of exited contractual commitments and other restructuring costs. The 2006 restructuring costs included \$17.4 million of facility and other exit costs, \$29.7 million of employee severance and termination benefits and \$3.2 million of exited contractual commitments and other restructuring costs. See Footnote 3 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information on these restructuring costs.

Operating income for the nine months ended September 30, 2007 was \$567.4 million, or 11.9% of net sales, versus \$489.7 million, or 10.7% of net sales, for the nine months ended September 30, 2006. The increase in operating income was the result of the factors described above.

Net nonoperating expenses for the nine months ended September 30, 2007 were 1.8% of net sales, or \$87.3 million, versus 2.4% of net sales, or \$109.9 million, for the nine months ended September 30, 2006. The decrease in net nonoperating expenses was mainly attributable to a decrease in interest expense, reflecting a reduction in debt year over year as well as slightly lower average borrowing rates.

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The effective tax rate was 21.2% for the nine months ended September 30, 2007 versus 0.4% for the nine months ended September 30, 2006. The change in the effective tax rate was primarily related to net \$41.3 million discrete income tax benefits recorded for the nine months ended September 30, 2007, compared to \$115.8 million of discrete income tax benefits recorded for the nine months ended September 30, 2006. The income tax benefits increased earnings per share by \$0.15 and \$0.41 for the nine months ended September 30, 2007 and 2006, respectively. See Footnote 7 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information.

Income from continuing operations for the nine months ended September 30, 2007 was \$378.2 million, compared to \$378.4 million for the nine months ended September 30, 2006. Diluted earnings per share from continuing operations were \$1.36 and \$1.37 for the nine months ended September 30, 2007 and 2006, respectively.

The loss from discontinued operations, net of tax, was \$16.5 million and \$95.6 million for the nine months ended September 30, 2007 and 2006, respectively. The loss on disposal of discontinued operations for the nine months ended September 30, 2007 was \$16.3 million, net of tax, compared to \$11.9 million, net of tax, for the nine months ended September 30, 2006. The 2007 loss related primarily to the disposal of the remaining operations of the Home Décor Europe business, while the 2006 loss related mostly to the disposal of the Home Décor Europe and Cookware Europe businesses. The loss from operations of discontinued operations for the nine months ended September 30, 2007 was \$0.2 million, net of tax, compared to \$83.7 million, net of tax, for the nine months ended September 30, 2006. The 2007 loss related to the results of the remaining operations of the Home Décor Europe business, while the 2006 loss included a \$50.9 million impairment charge to write off goodwill of the Home Décor business. Diluted loss per share from discontinued operations was \$0.06 and \$0.34 for the nine months ended September 30, 2007 and 2006, respectively. See Footnote 2 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for further information.

Net income for the nine months ended September 30, 2007 was \$361.7 million, compared to \$282.8 million for the nine months ended September 30, 2006. Diluted earnings per share were \$1.30 and \$1.03 for the nine months ended September 30, 2007 and 2006, respectively.

### **Business Segment Operating Results:**

Net sales by segment were as follows for the nine months ended September 30, *(in millions, except percentages)*:

	2007	2006	% Change
Cleaning, Organization & Décor	\$1,549.0	\$1,478.9	4.7%
Office Products	1,538.7	1,487.4	3.4
Tools & Hardware	954.4	930.0	2.6
Other (Home & Family)	722.7	666.5	8.4
Total Net Sales	\$4,764.8	\$4,562.8	4.4%

Operating income by segment was as follows for the nine months ended September 30, *(in millions, except percentages)*:

	2007	2006	% Change
Cleaning, Organization & Décor	\$222.1	\$163.5	35.8%
Office Products	228.4	207.9	9.9
Tools & Hardware	133.2	133.1	0.1
Other (Home & Family)	98.9	91.4	8.2
Corporate	(61.5)	(55.9)	(10.0)
Restructuring costs	(53.7)	(50.3)	(6.8)
Total Operating Income	\$567.4	\$489.7	15.9%

### **Cleaning, Organization & Décor**

Net sales for the nine months ended September 30, 2007 were \$1,549.0 million, an increase of \$70.1 million, or 4.7%, from \$1,478.9 million for the nine months ended September 30, 2006. The improvement was the result of high single digit sales growth in the Rubbermaid Commercial Products business and mid single digit growth in the Rubbermaid Home Products business.



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Operating income for the nine months ended September 30, 2007 was \$222.1 million, or 14.3% of sales, an increase of \$58.6 million, or 35.8%, from \$163.5 million for the nine months ended September 30, 2006, driven by sales growth, strong gains from productivity initiatives and favorable mix.

### **Office Products**

Net sales for the nine months ended September 30, 2007 were \$1,538.7 million, an increase of \$51.3 million, or 3.4%, compared to \$1,487.4 million for the nine months ended September 30, 2006. The improvement was driven by double digit sales growth in the technology businesses, favorable foreign currency and the pre-buy in advance of the SAP implementation during third quarter 2007.

Operating income for the nine months ended September 30, 2007 was \$228.4 million, or 14.8% of sales, an increase of \$20.5 million, or 9.9%, from \$207.9 million for the nine months ended September 30, 2006. The increase in sales, coupled with favorable mix, more than offset restructuring related inefficiencies and increased strategic SG&A investments.

### **Tools & Hardware**

Net sales for the nine months ended September 30, 2007 were \$954.4 million, an increase of \$24.4 million, or 2.6%, from \$930.0 million for the nine months ended September 30, 2006. The sales improvement was attributed to growth in the Irwin and Lenox international branded tool businesses, slightly offset by softness in the domestic tool and hardware business caused by weakness in the U.S. residential construction market.

Operating income for the nine months ended September 30, 2007 was \$133.2 million, or 14.0% of sales, an increase of \$0.1 million, or 0.1%, from \$133.1 million for the nine months ended September 30, 2006. Higher sales volumes were offset by raw material inflation, primarily in metals.

### **Home & Family**

Net sales for the nine months ended September 30, 2007 were \$722.7 million, an increase of \$56.2 million, or 8.4%, from \$666.5 million for the nine months ended September 30, 2006, primarily driven by new products and expanded distribution supported by increased investment in demand creation activities.

Operating income for the nine months ended September 30, 2007 was \$98.9 million, or 13.7% of sales, an increase of \$7.5 million, or 8.2%, from \$91.4 million for the nine months ended September 30, 2006, driven by strong sales growth and gross margin expansion, partially offset by increased investment in strategic brand building.

### **Liquidity and Capital Resources**

Cash and cash equivalents (decreased) increased as follows for the nine months ended September 30, (*in millions*):

	2007	2006
Cash provided by operating activities	\$ 456.2	\$ 404.3
Cash used in investing activities	(214.6)	(88.2)
Cash used in financing activities	(277.4)	(296.0)
Currency rate effect on cash and cash equivalents	4.3	1.8
(Decrease) increase in cash and cash equivalents	<u>\$ (31.5)</u>	<u>\$ 21.9</u>

### **Sources:**

Historically, the Company's primary sources of liquidity and capital resources have included cash provided by operating activities, proceeds from divestitures and use of available borrowing facilities.

Cash provided by operating activities for the nine months ended September 30, 2007 was \$456.2 million, compared to \$404.3 million for the comparable period of 2006. The increase in cash provided by operating activities was principally a result of higher net income.

On November 14, 2005, the Company entered into a \$750.0 million five-year syndicated revolving credit facility (the "Revolver"). On an annual basis, the Company may request an extension of the Revolver (subject to lender approval) for additional one-year



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periods. The Company elected to extend the Revolver for additional one-year periods in both October 2006 and October 2007, and, as a result, the Revolver will now expire in November 2012. All but one lender approved the 2006 and 2007 extensions. Accordingly, the Company has a \$750.0 million facility through November 2010, and a \$725.0 million facility from November 2010 to November 2012. At September 30, 2007, there were no borrowings under the Revolver.

In lieu of borrowings under the Revolver, the Company may issue up to \$750.0 million of commercial paper through 2010 and \$725.0 million thereafter, through 2012. The Revolver provides the committed backup liquidity required to issue commercial paper. Accordingly, commercial paper may only be issued up to the amount available for borrowing under the Revolver. The Revolver also provides for the issuance of up to \$100.0 million of standby letters of credit so long as there is a sufficient amount available for borrowing under the Revolver. At September 30, 2007, there was \$134.0 million of commercial paper outstanding and no standby letters of credit issued under the Revolver.

In the nine months ended September 30, 2007, the Company received proceeds from the issuance of debt of \$354.9 million, compared to \$170.3 million in the nine months ended September 30, 2006. Proceeds in 2007 reflect the issuance of commercial paper used to fund the payment of a five-year, \$250 million, 6% fixed rate medium term note that came due on March 15, 2007.

### **Uses:**

Historically, the Company's primary uses of liquidity and capital resources have included acquisitions, dividend payments, capital expenditures and payments on debt.

Cash used for acquisitions was \$101.5 million and \$42.4 million for the nine months ended September 30, 2007 and 2006, respectively. See Footnote 12 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for additional information related to the acquisition of Endicia during the third quarter of 2007.

The Company made payments on notes payable and long-term debt of \$474.3 million and \$300.6 million in the nine months ended September 30, 2007 and 2006, respectively. On March 15, 2007, the Company paid-off a five-year, \$250 million, 6% fixed rate note, at maturity, with available cash and proceeds from the issuance of commercial paper. The Company made payments on commercial paper of \$88.0 million and \$127.0 million in the second and third quarters of 2007, respectively.

Cash used for restructuring activities was \$37.8 million and \$18.5 million in the nine months ended September 30, 2007 and 2006, respectively. These payments relate primarily to employee termination benefits. In 2007, the Company expects to use approximately \$50 million to \$60 million of cash for restructuring activities related to Project Acceleration, as the timing of certain payments, primarily severance, has shifted from 2007 to 2008. See Footnote 3 of the Notes to the Condensed Consolidated Financial Statements (Unaudited) for additional information.

Capital expenditures were \$110.0 million and \$94.1 million in the nine months ended September 30, 2007 and 2006, respectively. The increase in capital expenditures was driven primarily by investment in the Company's SAP initiative. Capital expenditures for the full year 2007 are expected to be in the range of \$145 million to \$155 million.

The Company made cash contributions of \$18.4 million and \$20.9 million in the nine months ended September 30, 2007 and 2006, respectively, to fund its defined contribution plan. In addition, the Company made a voluntary \$5.4 million cash contribution to fund its pension plans in the United Kingdom in September 2007.

Dividends paid were \$176.0 million and \$174.6 million in the nine months ended September 30, 2007 and 2006, respectively. Dividends for the full year 2007 are expected to approximate \$235 million.

The Company used cash of \$3.1 million in the nine months ended September 30, 2007 relating to the divestiture of the Home Décor Europe and Little Tikes businesses, partially offset by the sale of facilities in the UK and Illinois. The Company generated cash proceeds from the disposal of noncurrent assets and sale of businesses of \$48.3 million in the nine months ended September 30, 2006 relating primarily to the sale of the Company's European Cookware business.

Retained earnings increased in the nine months ended September 30, 2007 by \$185.7 million. The increase in retained earnings was primarily due to the current year net income.

Working capital (defined as current assets less current liabilities) at September 30, 2007 was \$270.7 million compared to \$580.3 million at December 31, 2006. The current ratio was 1.12:1 at September 30, 2007 and 1.31:1 at December 31, 2006.

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Total debt to total capitalization (total debt is net of cash and cash equivalents, and total capitalization includes total debt and stockholders' equity) was 0.48:1 at September 30, 2007 and 0.52:1 at December 31, 2006.

The Company believes that cash provided from operations and available borrowing facilities will continue to provide adequate support for the cash needs of existing businesses on a short-term basis; however, certain events, such as significant acquisitions, could require additional external financing on a long-term basis.

### **Critical Accounting Policies**

There have been no significant changes to the Company's critical accounting policies since the filing of its Form 10-K for the year ended December 31, 2006.

#### *Goodwill and Other Indefinite-Lived Intangible Assets*

In the third quarter of 2007, the Company conducted its annual test of impairment of goodwill and indefinite-lived intangible assets. The Company evaluates goodwill and indefinite-lived intangible assets (primarily trademarks and trade names) for impairment at the operating segment level (herein referred to as the reporting unit). The Company conducts its annual test of impairment of goodwill and indefinite-lived intangible assets in the third quarter because it coincides with its annual strategic planning process. The Company also tests for impairment if events and circumstances indicate that it is more likely than not that the fair value of a reporting unit or an indefinite-lived intangible asset is below its carrying amount.

If the carrying amount of the reporting unit is greater than the fair value, impairment may be present. The Company assesses the fair value of its reporting units for its goodwill and other indefinite-lived assets generally based on discounted cash flow models, market multiples of earnings, or an actual sales offer received from a prospective buyer, if available. The use of a discounted cash flow model involves several assumptions, and changes in our assumptions could materially impact our fair value estimates. Assumptions critical to our fair value estimates under the discounted cash flow model include: the discount rate; royalty rates used in our evaluation of trade names; projected average revenue growth; and projected long-term growth rates in the determination of terminal values. A one percentage point increase in the discount rate used to determine the fair values of our reporting units, which were not deemed to be impaired based on the testing of goodwill in the third quarter as described above, would not cause the carrying value of the respective reporting unit to exceed its fair value.

The Company cannot predict the occurrence of events that might adversely affect the reported value of goodwill and other intangible assets. Such events may include, but are not limited to, strategic decisions made in response to economic and competitive conditions, the impact of the economic environment on the Company's customer base, or a material negative change in its relationships with significant customers.

The Company measures the amount of any goodwill impairment based upon the estimated fair value of the underlying assets and liabilities of the reporting unit, including any unrecognized intangible assets, and estimates the implied fair value of goodwill. An impairment charge is recognized to the extent the recorded goodwill exceeds the implied fair value of goodwill. An impairment charge is also recorded if the carrying amount of an indefinite-lived intangible asset exceeds the estimated fair value on the measurement date.

No impairment charges were recorded by the Company as a result of the annual impairment testing performed in the third quarter of 2007 and 2006.

### **Market Risk**

The Company's market risk is impacted by changes in interest rates, foreign currency exchange rates and certain commodity prices. Pursuant to the Company's policies, natural hedging techniques and derivative financial instruments may be utilized to reduce the impact of adverse changes in market prices. The Company does not hold or issue derivative instruments for trading purposes.

The Company manages interest rate exposure through its conservative debt ratio target and its mix of fixed and floating rate debt. Interest rate swaps may be used to adjust interest rate exposures when appropriate based on market conditions, and, for qualifying hedges, the interest differential of swaps is included in interest expense.

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The Company's foreign exchange risk management policy emphasizes hedging anticipated intercompany and third party commercial transaction exposures of one-year duration or less. The Company focuses on natural hedging techniques of the following form: 1) offsetting or netting of like foreign currency flows, 2) structuring foreign subsidiary balance sheets with appropriate levels of debt to reduce subsidiary net investments and subsidiary cash flows subject to conversion risk, 3) converting excess foreign currency deposits into U.S. dollars or the relevant functional currency and 4) avoidance of risk by denominating contracts in the appropriate functional currency. In addition, the Company utilizes forward contracts and purchased options to hedge commercial and intercompany transactions. Gains and losses related to qualifying hedges of commercial and intercompany transactions are deferred and included in the basis of the underlying transactions. Derivatives used to hedge intercompany loans are marked to market with the corresponding gains or losses included in the Company's Condensed Consolidated Statements of Income.

The Company purchases certain raw materials, including resin, corrugate, steel, stainless steel, aluminum and other metals, which are subject to price volatility caused by unpredictable factors. While future movements of raw material costs are uncertain, a variety of programs, including periodic raw material purchases, purchases of raw materials for future delivery and customer price adjustments help the Company address this risk. Where practical, the Company uses derivatives as part of its risk management process.

The amounts shown below represent the estimated potential economic loss that the Company could incur from adverse changes in either interest rates or foreign exchange rates using the value-at-risk estimation model. The value-at-risk model uses historical foreign exchange rates and interest rates to estimate the volatility and correlation of these rates in future periods. It estimates a loss in fair market value using statistical modeling techniques that are based on a variance/covariance approach and includes substantially all market risk exposures (specifically excluding equity-method investments). The fair value losses shown in the table below have no impact on results of operations or financial condition, but are shown as an illustration of the impact of potential adverse changes in interest and foreign currency exchange rates. The following table indicates the calculated amounts for the nine months ended September 30, (dollars in millions):

	2007 Nine Month Average	September 30, 2007	2006 Nine Month Average	September 30, 2006	Confidence Level
Interest rates	\$8.3	\$8.8	\$8.2	\$7.8	95%
Foreign exchange	\$4.2	\$5.2	\$5.5	\$5.3	95%

The 95% confidence interval signifies the Company's degree of confidence that actual losses would not exceed the estimated losses shown above. The amounts shown here disregard the possibility that interest rates and foreign currency exchange rates could move in the Company's favor. The value-at-risk model assumes that all movements in these rates will be adverse. Actual experience has shown that gains and losses tend to offset each other over time, and it is highly unlikely that the Company could experience losses such as these over an extended period of time. These amounts should not be considered projections of future losses, because actual results may differ significantly depending upon activity in the global financial markets.

### **Forward-Looking Statements**

Forward-looking statements in this Report are made in reliance upon the safe harbor provisions of the Private Securities Litigation Reform Act of 1995. Such forward-looking statements may relate to, but are not limited to, information or assumptions about the effects of Project Acceleration, sales (including pricing), income/(loss), earnings per share, operating income or gross margin improvements, return on equity, return on invested capital, capital expenditures, working capital, cash flow, dividends, capital structure, debt to capitalization ratios, interest rates, internal growth rates, restructuring, impairment and other charges, potential losses on divestitures, impact of changes in accounting standards, pending legal proceedings and claims (including environmental matters), future economic performance, costs and cost savings (including raw material inflation, productivity and streamlining), synergies, management's plans, goals and objectives for future operations, performance and growth or the assumptions relating to any of the forward-looking statements. These statements generally are accompanied by words such as "intend," "anticipate," "believe," "estimate," "project," "target," "plan," "expect," "will," "should," "would" or similar statements. The Company cautions that forward-looking statements are not guarantees because there are inherent difficulties in predicting future results. Actual results could differ materially from those expressed or implied in the forward-looking statements. Factors that could cause actual results to differ include, but are not limited to, those matters set forth in this Report generally and Exhibit 99.1 to this Report. Some of these factors are described as criteria for success. The Company's failure to achieve, or limited success in achieving, these objectives could result in actual results differing materially from those expressed or implied in the forward-looking statements. In addition, there can be no assurance that the Company has correctly identified and assessed all of the factors affecting the Company or that the publicly available and other information the Company receives with respect to these factors is complete or correct.

**Item 3. Quantitative and Qualitative Disclosures about Market Risk**

The information required by this item is incorporated herein by reference to the section entitled “Market Risk” in the Company’s Management’s Discussion and Analysis of Financial Condition and Results of Operations (Part I, Item 2).

**Item 4. Controls and Procedures**

As of September 30, 2007, an evaluation was performed by the Company’s management, under the supervision and with the participation of the Company’s chief executive officer and chief financial officer, of the effectiveness of the Company’s disclosure controls and procedures. Based on that evaluation, the chief executive officer and the chief financial officer concluded that the Company’s disclosure controls and procedures were effective.

There were no changes in the Company’s internal control over financial reporting that occurred during the quarter ended September 30, 2007 that have materially affected, or are reasonably likely to materially affect, the Company’s internal control over financial reporting. The Company is in the process of replacing various business information systems worldwide with an enterprise resource planning system from SAP. Subsequent to the end of the quarter, the pilot implementation for the North American Office Products business successfully went live. Implementation will continue to occur over several years in phases, primarily based on geographic region and segment. This activity involves the migration of multiple legacy systems and users to a common SAP information platform. In addition, this conversion will impact certain interfaces with the Company’s customers and suppliers, resulting in changes to the tools the Company uses to take orders, procure material, schedule production, remit billings, make payments and perform other business functions.

**PART II. OTHER INFORMATION****Item 1. Legal Proceedings**

Information required under this Item is contained above in Part I. Financial Information, Item 1 and is incorporated herein by reference.

**Item 2. Unregistered Sales of Equity Securities and Use of Proceeds****ISSUER PURCHASES OF EQUITY SECURITIES**

The following table provides information about the Company’s purchases of equity securities during the quarter ended September 30, 2007.

Period	Total Number of Shares Purchased(1)	Average Price Paid per Share	Total Number of Shares Purchased as Part of Publicly Announced Plans or Programs	Maximum Number / Approximate Dollar Value of Shares that May Yet Be Purchased Under the Plans or Programs
7/1/07-7/31/07	—	—	—	—
8/1/07-8/31/07	—	—	—	—
9/1/07-9/30/07	1,473	\$25.79	—	—
Total	1,473	\$25.79	—	—

- (1) None of these transactions were made pursuant to a publicly announced repurchase plan. All shares purchased for the quarter were acquired by the Company to satisfy employees’ tax withholding and payment obligations in connection with the vesting of awards of restricted stock, which are repurchased by the Company based on their fair market value on the vesting date.

## **Item 5. Other Information**

### *Corporate Governance Changes*

On November 7, 2007, the Board of Directors of the Company approved amendments to the Company's By-Laws to change the voting standard for uncontested elections of directors from a plurality of votes cast to a majority of votes cast. A majority of votes cast means that the number of votes cast "for" a nominee for director must exceed the number of votes cast "against" that nominee in order for him or her to be elected to the Board. In contested elections, those in which the number of nominees exceeds the number of directors to be elected, the vote standard will continue to be a plurality of votes cast. The Board also approved an amendment to the By-laws to reflect that the principal office of the Company is now located in Atlanta, Georgia. The full text of the Company's By-Laws, as amended, is set forth in Exhibit 3.1.

In order to facilitate the majority voting standard set forth in the amended By-laws, the Board of Directors also revised the Company's Corporate Governance Guidelines. Pursuant to these revisions: (i) the Board will only nominate incumbent directors who agree to resign (subject to Board approval) if they fail to obtain a majority vote; (ii) upon a director's offer of resignation for failure to obtain a majority vote, a recommendation on whether to accept the resignation will be made to the Board by the Nominating/Governance Committee; (iii) the Board will act on the resignation within 90 days and such action may include (A) accepting the resignation offer, (B) deferring acceptance of the resignation offer until a replacement director with certain necessary qualifications held by the subject director (e.g., accounting or related financial management expertise) can be identified and elected to the Board, (C) maintaining the director but addressing what the Board believes to be the underlying cause of the "against" votes, (D) maintaining the director but resolving that the director will not be re-nominated in the future for election, or (E) rejecting the resignation offer. Consistent with the By-laws, if an incumbent director's resignation is accepted, or if a non-incumbent director nominee fails to be elected to the Board, the Board may fill the resulting vacancy or may decrease the size of the Board.

### *2008 Deferred Compensation Plan*

On November 7, 2007, the Company adopted the Newell Rubbermaid Inc. 2008 Deferred Compensation Plan (the "2008 Plan"), effective as of January 1, 2008. The 2008 Plan provides eligible employees and non-employee directors with the opportunity to defer portions of their base salary, incentive compensation and director fees and, in conjunction with the Newell Rubbermaid Supplemental Executive Retirement Plan, receive other retirement benefits. The Company, in its sole discretion, may also make additional contributions on behalf of participants. The deferred compensation is payable in cash at certain future dates specified by participants in accordance with the 2008 Plan or upon the occurrence of certain events, such as death, the year after termination of employment or as otherwise contemplated in the 2008 Plan. The amounts generally are payable in a lump sum, but the participants can elect to receive installments if termination occurs on or after age 55. The deferred compensation is credited with earnings, gains and losses in accordance with investment crediting options established by the Company from time to time.

The 2008 Plan has been adopted to comply with the provisions of Section 409A of the Internal Revenue Code of 1986, as amended (the "Code"). As a result, it applies to (i) deferrals of compensation and retirement benefits earned on and after January 1, 2008, (ii) amounts deferred on or after January 1, 2005 and credited to either a retirement sub-account or an in-service sub-account under the Newell Rubbermaid Inc. 2002 Deferred Compensation Plan (the "Prior Plan"), and (iii) all amounts credited to a SERP cash sub-account under the Prior Plan (regardless of when credited). The Prior Plan will remain in effect with respect to any amounts deferred before January 1, 2005 and credited to either a retirement sub-account or an in-service sub-account under the Prior Plan. The Prior Plan is frozen as to future deferrals on or after January 1, 2008.

As under the Prior Plan, a participant's SERP cash sub-account vests over a 10 year period beginning at six years of credited service, at a rate equal to 10% per year. In addition, a participant's SERP cash sub-account becomes fully vested upon the earliest to occur of a participant's death, disability or 60<sup>th</sup> birthday, or a change in control of the Company. Also, under special retirement provisions in the 2008 Plan, a participant becomes vested in his or her SERP cash sub-account if the sum of his or her age plus years of his or her service with the Company equals or exceeds 75. Vesting under these retirement provisions is subject to certain requirements, such as the execution of a release and non-compete and non-solicitation agreement with the Company, and is not applicable to a participant whose employment is terminated by the Company for cause.

### *Supplemental Executive Retirement Plan*

On November 7, 2007, the Company amended the Newell Rubbermaid Supplemental Executive Retirement Plan (the "SERP") effective January 1, 2008 to comply with Section 409A of the Code and for other purposes. Currently, the SERP covers Vice

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Presidents participating before January 1, 2004 and Presidents or above participating before January 1, 2007. A participant becomes vested upon attainment of age 60 during employment, involuntary termination with 15 years of service, death during employment or upon the sale of the business of the Company employing the participant if the participant has 15 years of service and continues employment with the sold business. The SERP provides annuity benefits at retirement, but no sooner than age 60 with 15 years of service. The participant's SERP benefit is a monthly benefit equal to 1/12 of 67% (or 50% for Presidents or above first participating after December 31, 2003) of the participant's average compensation for the five consecutive years in which it was highest, reduced proportionately if years of credited service are less than 25, then reduced (if applicable) for commencement prior to age 65. This basic SERP benefit is then reduced by the participant's monthly primary Social Security benefit, a monthly qualified pension plan benefit amount and the equivalent monthly amount of the executive's SERP cash sub-account benefit under the Prior Plan (which will be transferred to the 2008 Plan effective January 1, 2008).

Effective January 1, 2008, the SERP is amended in the following material respects: For Presidents or above, the SERP will pay vested SERP benefits at the same time and form of payment as the executive's SERP cash sub-account under the 2008 Plan, i.e., in a lump sum payment or annual installments (as elected by the participant under the 2008 Plan by December 31, 2007). For Vice Presidents, vested SERP benefits will continue to be paid as an annuity, but the SERP will commence the annuity benefit following the participant's separation from service at an age specified by the participant, which shall be no earlier than age 60 with 15 years of service nor later than age 65 (as elected by the executive by December 31, 2007). The SERP will delay payment or commencement of SERP benefits for six months following separation from service. Further, a participant will become vested under the SERP upon a change in control of the Company or if the sum of his or her age plus years of his or her service with the Company equals or exceeds 75. Vesting under these retirement provisions is subject to certain requirements, such as the execution of a release and non-compete and non-solicitation agreement with the Company, and is not applicable to a participant whose employment is terminated by the Company for cause.

The foregoing description of the 2008 Plan and the SERP is qualified in its entirety by reference to the full text of the plan documents.

### *Departure of Officer*

On November 8, 2007, Timothy J. Jahnke, President of the Home & Family Group of Newell Rubbermaid Inc., informed the Company that he is resigning his position effective as of November 30, 2007. Mr. Jahnke informed the Company that he is resigning to accept a position as the Chief Executive Officer of another company.

### **Item 6. Exhibits**

- 3.1 By-laws of Newell Rubbermaid Inc., as amended November 7, 2007.
- 4.1 By-laws of Newell Rubbermaid Inc., as amended November 7, 2007 (included in Exhibit 3.1).
- 31.1 Certification of Chief Executive Officer Pursuant to Rule 13a-14(a) or Rule 15d-14(a), as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.
- 31.2 Certification of Chief Financial Officer Pursuant to Rule 13a-14(a) or Rule 15d-14(a), as Adopted Pursuant to Section 302 of the Sarbanes-Oxley Act of 2002.
- 32.1 Certification of Chief Executive Officer Pursuant to 18 U.S.C. Section 1350, as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
- 32.2 Certification of Chief Financial Officer Pursuant to 18 U.S.C. Section 1350, as Adopted Pursuant to Section 906 of the Sarbanes-Oxley Act of 2002.
- 99.1 Safe Harbor Statement.

**SIGNATURES**

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned, thereunto duly authorized.

NEWELL RUBBERMAID INC.  
Registrant

Date: November 9, 2007

/s/ J. Patrick Robinson  
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J. Patrick Robinson  
Chief Financial Officer

**BY-LAWS, AS AMENDED AS OF NOVEMBER 7, 2007**

*As adopted by the Newell Rubbermaid Board of Directors, effective as of November 7, 2007*

**BY-LAWS**

**OF**

**NEWELL RUBBERMAID INC.**

(a Delaware corporation)  
(as amended November 7, 2007)

**ARTICLE I**

**OFFICES**

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1.1 REGISTERED OFFICE. The registered office of the Corporation in the State of Delaware shall be located in the City of Dover and County of Kent. The Corporation may have such other offices, either within or without the State of Delaware, as the Board of Directors may designate or the business of the Corporation may require from time to time.

1.2 PRINCIPAL OFFICE. The principal office of the Corporation shall be located in Atlanta, Georgia.

**ARTICLE II**

**STOCKHOLDERS**

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2.1 ANNUAL MEETING. The annual meeting of stockholders shall be held each year at such time and date as the Board of Directors may designate prior to the giving of notice of such meeting, but if no such designation is made, then the annual meeting of stockholders shall be held on the second Wednesday in May of each year for the election of directors and for the transaction of such other business as may come before the meeting. If the day fixed for the annual meeting shall be a legal holiday, such meeting shall be held on the next succeeding business day.

2.2 SPECIAL MEETINGS. Special meetings of the stockholders, for any purpose or purposes, may be called by the Chairman, by the Board of Directors or by the President.

2.3 PLACE OF MEETING. The Board of Directors may designate any place, either within or without the State of Delaware, as the place of meeting for any annual meeting or for any special meeting called by the Board of Directors. If no designation is made, or if a special

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meeting be otherwise called, the place of meeting shall be the principal office of the Corporation in the State of Georgia.

2.4 NOTICE OF MEETING. Written notice stating the place, date and hour of the meeting, and, in the case of a special meeting, the purpose or purposes for which the meeting is called, shall be given not less than ten nor more than sixty days before the date of the meeting, or in the case of a merger or consolidation of the Corporation requiring stockholder approval or a sale, lease or exchange of substantially all of the Corporation's property and assets, not less than twenty nor more than sixty days before the date of meeting, to each stockholder of record entitled to vote at such meeting. If mailed, notice shall be deemed given when deposited in the United States mail, postage prepaid, directed to the stockholder at his address as it appears on the records of the Corporation. When a meeting is adjourned to another time or place, notice need not be given of the adjourned meeting if the time and place thereof are announced at the meeting at which the adjournment is taken, unless the adjournment is for more than thirty days, or unless, after adjournment, a new record date is fixed for the adjourned meeting, in either of which cases notice of the adjourned meeting shall be given to each stockholder of record entitled to vote at the meeting.

2.5 FIXING OF RECORD DATE. For the purpose of determining the stockholders entitled to notice of or to vote at any meeting of stockholders or any adjournment thereof, or to express consent (to the extent permitted, if permitted) to corporate action in writing without a meeting, or entitled to receive payment of any dividend or other distribution or allotment of any rights, or entitled to exercise any rights in respect of any change, conversion or exchange of stock or for the purpose of any other lawful action, the Board of Directors may fix, in advance, a record date, which shall not be more than sixty nor less than ten days before the date of such meeting, nor more than sixty days prior to any other action. If no record date is fixed, the record date for determining stockholders entitled to notice of or to vote at a meeting of stockholders shall be the close of business on the day next preceding the day on which notice is given, or, if notice is waived, at the close of business on the day next preceding the day on which the meeting is held, and the record date for determining stockholders for any other purpose shall be the close of business on the day on which the Board of Directors adopts the resolution relating thereto. A determination of stockholders of record entitled to notice of or to vote at a meeting of stockholders shall apply to any adjournment of the meeting unless the Board of Directors fixes a new record date for the adjourned meeting.

2.6 VOTING LISTS. The officer who has charge of the stock ledger of the Corporation shall prepare and make, at least ten days before every meeting of stockholders, a complete list of the stockholders entitled to vote at the meeting, arranged in alphabetical order, and showing the address of each stockholder and the number of shares registered in his name, which list, for a period of ten days prior to such meeting, shall be kept on file either at a place within the city where the meeting is to be held and which place shall be specified in the notice of the meeting, or, if not so specified, at the place where the meeting is to be held, and shall be open to the examination of any stockholder, for any purpose germane to the meeting, at any time during ordinary business hours. Such lists shall also be produced and kept at the time and place of the meeting during the whole time thereof, and may be inspected by any stockholder who is present. The stock ledger shall be the only evidence as to who are the stockholders entitled to

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examine the stock ledger, the list of stockholders entitled to vote, or the books of the Corporation, or to vote in person or by proxy at any meeting of stockholders.

2.7 QUORUM. The holders of shares of stock of the Corporation entitled to cast a majority of the total votes that all of the outstanding shares of stock of the Corporation would be entitled to cast at the meeting, represented in person or by proxy, shall constitute a quorum at any meeting of stockholders; provided, that if less than a majority of the outstanding shares of capital stock are represented at said meeting, a majority of the shares of capital stock so represented may adjourn the meeting. If a quorum is present, the affirmative vote of a majority of the votes entitled to be cast by the holders of shares of capital stock represented at the meeting shall be the act of the stockholders, unless a different number of votes is required by the General Corporation Law, the Certificate of Incorporation or these By-Laws. At any adjourned meeting at which a quorum shall be present, any business may be transacted which might have been transacted at the original meeting. Withdrawal of stockholders from any meeting shall not cause failure of a duly constituted quorum at that meeting.

2.8 PROXIES. Each stockholder entitled to vote at a meeting of stockholders or to express consent or dissent to corporate action in writing without a meeting may authorize another person or persons to act for such stockholder by proxy, but no such proxy shall be voted or acted upon after three years from its date, unless the proxy provides for a longer period. Without limiting the manner in which a stockholder may authorize another person or persons to act for such stockholder as proxy pursuant to the foregoing sentence, a stockholder may validly grant such authority (i) by executing a writing authorizing another person or persons to act for such stockholder as proxy or (ii) by authorizing another person or persons to act for such stockholder as proxy by transmitting or authorizing the transmission of a telegram, cablegram, or other means of electronic transmission to the person who will be the holder of the proxy or to a proxy solicitation firm, proxy support service organization or like agent duly authorized by the person who will be the holder of the proxy to receive such transmission, provided that any such telegram, cablegram or other means of electronic transmission must either set forth or be submitted with information from which it can be determined that the telegram, cablegram or other electronic transmission was authorized by the stockholder, or by any other means permitted under the Delaware General Corporation Law.

2.9 VOTING OF STOCK. Each stockholder shall be entitled to such vote as shall be provided in the Certificate of Incorporation, or, absent provision therein fixing or denying voting rights, shall be entitled to one vote per share with respect to each matter submitted to a vote of stockholders.

2.10 VOTING OF STOCK BY CERTAIN HOLDERS. Persons holding stock in a fiduciary capacity shall be entitled to vote the shares so held. Persons whose stock is pledged shall be entitled to vote, unless in the transfer by the pledgor on the books of the Corporation he has expressly empowered the pledgee to vote thereon, in which case only the pledgee or his proxy may represent such stock and vote thereon. Stock standing in the name of another corporation, domestic or foreign, may be voted by such officer, agent or proxy as the charter or by-laws of such corporation may prescribe or, in the absence of such provision, as the board of directors of such corporation may determine. Shares of its own capital stock belonging to the Corporation or to another corporation, if a majority of the shares entitled to vote in the election

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of directors of such other corporation is held by the Corporation, shall neither be entitled to vote nor counted for quorum purposes, but shares of its capital stock held by the Corporation in a fiduciary capacity may be voted by it and counted for quorum purposes.

2.11 VOTING BY BALLOT. Voting on any question or in any election may be by voice vote unless the presiding officer shall order or any stockholder shall demand that voting be by ballot.

## ARTICLE III

### DIRECTORS

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3.1 GENERAL POWERS. The business of the Corporation shall be managed by its Board of Directors.

3.2 NUMBER, TENURE AND QUALIFICATION. The number of directors of the Corporation shall be not less than ten and not more than twelve, with the exact number to be fixed from time to time by the Board of Directors, and the term of office of each director shall be as set forth in the Restated Certificate of Incorporation, as amended. Except as provided in the Certificate of Incorporation, a nominee for director shall be elected to the Board of Directors by the vote of the majority of the votes cast with respect to that director's election at any meeting for the election of directors at which a quorum is present; *provided, however*, that if the number of nominees exceeds the number of directors to be elected as of the date that is ten days prior to the date that the Corporation first mails its notice of meeting for such meeting to the stockholders, then the directors shall be elected by the vote of a plurality of the votes of the shares present in person or represented by proxy at any such meeting and entitled to vote on the election of directors. For purpose of this Section 3.2, a majority of the votes cast means that the number of votes cast "for" a director must exceed the number of votes cast "against" a director (with "abstentions" and "broker non-votes" not counted as a vote cast with respect to that director). A director may resign at any time upon written notice to the Corporation. Directors need not be stockholders of the Corporation.

3.3 REGULAR MEETINGS. A regular meeting of the Board of Directors shall be held without other notice than this By-Law, immediately after, and at the same place as, the annual meeting of stockholders. The Board of Directors may provide, by resolution, the time and place, either within or without the State of Delaware, for the holding of additional regular meetings without other notice than such resolution.

3.4 SPECIAL MEETINGS. Special meetings of the Board of Directors may be called by or at the request of the Chief Executive Officer or any two directors. The person or persons authorized to call special meetings of the Board of Directors may fix any place, either within or without the State of Delaware, as the place for holding any special meeting of the Board of Directors called by him or them.

3.5 NOTICE. Notice of any special meeting of directors, unless waived, shall be given, in accordance with Section 3.6 of the By-Laws, in person, by mail, by telegram or cable,

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by telephone, or by any other means that reasonably may be expected to provide similar notice. Notice by mail and, except in emergency situations as described below, notice by any other means, shall be given at least two (2) days before the meeting. For purposes of dealing with an emergency situation, as conclusively determined by the director(s) or officer(s) calling the meeting, notice may be given in person, by telegram or cable, by telephone, or by any other means that reasonably may be expected to provide similar notice, not less than two hours prior to the meeting. If the secretary shall fail or refuse to give such notice, then the notice may be given by the officer(s) or director(s) calling the meeting. Any meeting of the Board of Directors shall be a legal meeting without any notice thereof having been given, if all the directors shall be present at the meeting. The attendance of a director at any meeting shall constitute a waiver of notice of such meeting, and no notice of a meeting shall be required to be given to any director who shall attend such meeting. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the Board of Directors need be specified in the notice or waiver of notice of such meeting.

3.6 NOTICE TO DIRECTORS. If notice to a director is given by mail, such notice shall be deemed to have been given when deposited in the United States mail, postage prepaid, addressed to the director at his address as it appears on the records of the Corporation. If notice to a director is given by telegram, cable or other means that provide written notice, such notice shall be deemed to have been given when delivered to any authorized transmission company, with charges prepaid, addressed to the director at his address as it appears on the records of the Corporation. If notice to a director is given by telephone, wireless, or other means of voice transmission, such notice shall be deemed to have been given when such notice has been transmitted by telephone, wireless or such other means to such number or call designation as may appear on the records of the Corporation for such director.

3.7 QUORUM. Except as otherwise required by the General Corporation Law or by the Certificate of Incorporation, a majority of the number of directors fixed by these By-Laws shall constitute a quorum for the transaction of business at any meeting of the Board of Directors, provided that, if less than a majority of such number of directors are present at said meeting, a majority of the directors present may adjourn the meeting from time to time without further notice. Interested directors may be counted in determining the presence of a quorum at a meeting of the Board of Directors or of a committee thereof.

3.8 MANNER OF ACTING. The vote of the majority of the directors present at a meeting at which a quorum is present shall be the act of the Board of Directors.

3.9 ACTION WITHOUT A MEETING. Any action required or permitted to be taken at any meeting of the Board of Directors, or of any committee thereof, may be taken without a meeting if all the members of the Board or committee, as the case may be, consent thereto in writing, and the writing or writings are filed with the minutes of proceedings of the Board or committee.

3.10 VACANCIES. Vacancies on the Board of Directors, newly created directorships resulting from any increase in the authorized number of directors or any vacancies in the Board of Directors resulting from death, disability, resignation, retirement, disqualification, removal

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from office or other cause shall be filled in accordance with the provisions of the Certificate of Incorporation.

3.11 COMPENSATION. The Board of Directors, by the affirmative vote of a majority of directors then in office, and irrespective of any personal interest of any of its members, shall have authority to establish reasonable compensation of all directors for services to the Corporation as directors, officers, or otherwise. The directors may be paid their expenses, if any, of attendance at each meeting of the Board and at each meeting of any committee of the Board of which they are members in such manner as the Board of Directors may from time to time determine.

3.12 PRESUMPTION OF ASSENT. A director of the Corporation who is present at a meeting of the Board of Directors or at a meeting of any committee of the Board at which action on any corporate matter is taken shall be conclusively presumed to have assented to the action taken unless his dissent shall be entered in the minutes of the meeting or unless he shall file his written dissent to such action with the person acting as the secretary of the meeting before the adjournment thereof or shall forward such dissent by registered mail to the Secretary of the Corporation within 24 hours after the adjournment of the meeting. Such right to dissent shall not apply to a director who voted in favor of such action.

3.13 COMMITTEES. By resolution passed by a majority of the whole Board, the Board of Directors may designate one or more committees, each such committee to consist of two or more directors of the Corporation. The Board may designate one or more directors as alternate members of any committee, who may replace any absent or disqualified member of any meeting of the committee. Any such committee, to the extent provided in the resolution or in these By-Laws, shall have and may exercise the powers of the Board of Directors in the management of the business and affairs of the Corporation, and may authorize the seal of the Corporation to be affixed to all papers which may require it. In the absence or disqualification of any member of such committee or committees, the member or members thereof present at the meeting and not disqualified from voting, whether or not he or they constitute a quorum, may unanimously appoint another member of the Board of Directors to act at the meeting in the place of such absent or disqualified member.

3.14 CHAIRMAN AND VICE CHAIRMEN. The Board of Directors may from time to time designate from among its members a Chairman of the Board and one or more Vice Chairmen. The Chairman shall preside at all meetings of the Board of Directors. In the absence of the Chairman of the Board, the Chief Executive Officer and the President and Chief Operating Officer, and, in their absence, a Vice Chairman (with the longest tenure as Vice Chairman), shall preside at all meetings of the Board of Directors. The Chairman and each of the Vice Chairmen shall have such other responsibilities as may from time to time be assigned to each of them by the Board of Directors.

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## ARTICLE IV

### OFFICERS

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4.1 NUMBER. The officers of the Corporation shall be a Chief Executive Officer, a President and Chief Operating Officer, one or more Group Presidents (the number thereof to be determined by the Board of Directors), one or more vice presidents (the number thereof to be determined by the Board of Directors), a Treasurer, a Secretary and such Assistant Treasurers, Assistant Secretaries or other officers as may be elected by the Board of Directors.

4.2 ELECTION AND TERM OF OFFICE. The officers of the Corporation shall be elected annually by the Board of Directors at the first meeting of the Board of Directors held after each annual meeting of stockholders. If the election of officers shall not be held at such meeting, such election shall be held as soon thereafter as conveniently may be. New offices may be created and filled at any meeting of the Board of Directors. Each officer shall hold office until his successor is elected and has qualified or until his earlier resignation or removal. Any officer may resign at any time upon written notice to the Corporation. Election of an officer shall not of itself create contract rights, except as may otherwise be provided by the General Corporation Law, the Certificate of Incorporation or these By-Laws.

4.3 REMOVAL. Any officer elected by the Board of Directors may be removed by the Board of Directors whenever in its judgement the best interests of the Corporation would be served thereby, but such removal shall be without prejudice to the contract rights, if any, of the person so removed.

4.4 VACANCIES. A vacancy in any office occurring because of death, resignation, removal or otherwise, may be filled by the Board of Directors.

4.5 [INTENTIONALLY OMITTED.]

4.6 THE CHIEF EXECUTIVE OFFICER. The Chief Executive Officer shall be the principal executive officer of the Corporation. Subject only to the Board of Directors, he shall be in charge of the business of the Corporation; he shall see that the resolutions and directions of the Board of Directors are carried into effect except in those instances in which that responsibility is specifically assigned to some other person by the Board of Directors; and, in general, he shall discharge all duties incident to the office of the chief executive officer of the Corporation and such other duties as may be prescribed by the Board of Directors from time to time. In the absence of the Chairman of the Board, the Chief Executive Officer shall preside at all meetings of the Board of Directors. The Chief Executive Officer shall have authority to vote or to refrain from voting any and all shares of capital stock of any other corporation standing in the name of the Corporation, by the execution of a written proxy, the execution of a written ballot, the execution of a written consent or otherwise, and, in respect to any meeting of the stockholders of such other corporation, and, on behalf of the Corporation, may waive any notice of the calling of any such meeting. The Chief Executive Officer or, in his absence, the President and Chief Operating Officer, the Vice President-Finance, the Vice President-Controller, the Treasurer or such other person as the Board of Directors or one of the preceding named officers shall

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designate, shall call any meeting of the stockholders of the Corporation to order and shall act as chairman of such meeting. In the event that no one of the Chief Executive Officer, the President and Chief Operating Officer, the Vice President-Finance, the Vice President-Controller, the Treasurer or a person designated by the Board of Directors or by one of the preceding named officers, is present, the meeting shall not be called to order until such time as there shall be present the Chief Executive Officer, the President and Chief Operating Officer, the Vice President-Finance, the Vice President-Controller, the Treasurer or a person designated by the Board of Directors or by one of the preceding named officers. The chairman of any meeting of the stockholders of this Corporation shall have plenary power to set the agenda, determine the procedure and rules of order, and make definitive rulings at meetings of the stockholders. The Secretary or an Assistant Secretary of the Corporation shall act as secretary at all meetings of the stockholders, but in the absence of the Secretary or an Assistant Secretary, the chairman of the meeting may appoint any person to act as secretary of the meeting.

4.7 THE PRESIDENT AND CHIEF OPERATING OFFICER. The President and Chief Operating Officer shall be the principal operating officer of the Corporation and, subject only to the Board of Directors and to the Chief Executive Officer, he shall have the general authority over and general management and control of the property, business and affairs of the Corporation. In general, he shall discharge all duties incident to the office of the principal operating officer of the Corporation and such other duties as may be prescribed by the Board of Directors and the Chief Executive Officer from time to time. In the absence of the Chairman of the Board and the Chief Executive Officer, the President and Chief Operating Officer shall preside at all meetings of the Board of Directors. In the absence of the Chief Executive Officer or in the event of his disability, or inability to act, or to continue to act, the President and Chief Operating Officer shall perform the duties of the Chief Executive Officer, and when so acting, shall have all of the powers of and be subject to all of the restrictions upon the office of Chief Executive Officer. Except in those instances in which the authority to execute is expressly delegated to another officer or agent of the Corporation or a different mode of execution is expressly prescribed by the Board of Directors or these By-Laws, he may execute for the Corporation certificates for its shares (the issue of which shall have been authorized by the Board of Directors), and any contracts, deeds, mortgages, bonds, or other instruments that the Board of Directors has authorized, and he may (without previous authorization by the Board of Directors) execute such contracts and other instruments as the conduct of the Corporation's business in its ordinary course requires, and he may accomplish such execution in each case either individually or with the Secretary, any Assistant Secretary, or any other officer thereunto authorized by the Board of Directors, according to the requirements of the form of the instrument. The President and Chief Operating Officer shall have authority to vote or to refrain from voting any and all shares of capital stock of any other corporation standing in the name of the Corporation, by the execution of a written proxy, the execution of a written ballot, the execution of a written consent or otherwise, and, in respect of any meeting of stockholders of such other corporation, and, on behalf of the Corporation, may waive any notice of the calling of any such meeting.

4.8 THE GROUP PRESIDENTS. Each of the Group Presidents shall have general authority over and general management and control of the property, business and affairs of certain businesses of the Corporation. Each of the Group Presidents shall report to the President and Chief Operating Officer or such other officer as may be determined by the Board of Directors or the President and Chief Operating Officer and shall have such other duties and

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responsibilities as may be assigned to him by the President and Chief Operating Officer and the Board of Directors from time to time.

4.9 THE VICE PRESIDENTS. Each of the Vice Presidents shall report to the President and Chief Operating Officer or such other officer as may be determined by the Board of Directors or the President and Chief Operating Officer. Each Vice President shall have such duties and responsibilities as from time to time may be assigned to him by the President and Chief Operating Officer and the Board of Directors.

4.10 THE TREASURER. The Treasurer shall: (i) have charge and custody of and be responsible for all funds and securities of the Corporation; receive and give receipts for monies due and payable to the Corporation from any source whatsoever, and deposit all such monies in the name of the Corporation in such banks, trust companies or other depositories as shall be selected in accordance with the provisions of Article V of these By-Laws; (ii) in general, perform all the duties incident to the office of Treasurer and such other duties as from time to time may be assigned to him by the President and Chief Operating Officer or the Board of Directors. In the absence of the Treasurer, or in the event of his incapacity or refusal to act, or at the direction of the Treasurer, any Assistant Treasurer may perform the duties of the Treasurer.

4.11 THE SECRETARY. The Secretary shall: (i) record all of the proceedings of the meetings of the stockholders and Board of Directors in one or more books kept for the purpose; (ii) see that all notices are duly given in accordance with the provisions of these By-Laws or as required by law; (iii) be custodian of the corporate records and of the seal of the Corporation and see that the seal of the Corporation is affixed to all certificates for shares of capital stock prior to the issue thereof and to all documents, the execution of which on behalf of the Corporation under its seal is duly authorized in accordance with the provisions of these By-Laws; (iv) keep a register of the post office address of each stockholder which shall be furnished to the Secretary by such stockholder; (v) have general charge of the stock transfer books of the Corporation and (vi) in general, perform all duties incident to the office of Secretary and such other duties as from time to time may be assigned to him by the President and Chief Operating Officer or the Board of Directors. In the absence of the Secretary, or in the event of his incapacity or refusal to act, or at the direction of the Secretary, any Assistant Secretary may perform the duties of Secretary.

## ARTICLE V

### CONTRACTS, LOANS, CHECKS AND DEPOSITS

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5.1 CONTRACTS. Except as otherwise determined by the Board of Directors or provided in these By-Laws, all deeds and mortgages made by the Corporation and all other written contracts and agreements to which the Corporation shall be a party shall be executed in its name by the Chief Executive Officer, the President and Chief Operating Officer, or any Vice President so authorized by the Board of Directors.

5.2 LOANS. No loans shall be contracted on behalf of the Corporation and no evidences of indebtedness shall be issued in its name unless authorized by a resolution of the Board of Directors. Such authority may be general or confined to specific instances.

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5.3 CHECKS, DRAFTS, ETC. All checks, drafts or other orders for the payment of money, notes or other evidences of indebtedness issued in the name of the Corporation, shall be signed by such officer or officers, agent or agents of the Corporation and in such manner as shall from time to time be determined by resolution of the Board of Directors.

5.4 DEPOSITS. All funds of the Corporation not otherwise employed shall be deposited from time to time to the credit of the Corporation in such banks, trust companies or other depositories as the Board of Directors may select.

## ARTICLE VI

### CERTIFICATES FOR SHARES OF

### CAPITAL STOCK AND THEIR TRANSFER

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6.1 SHARE OWNERSHIP; TRANSFERS OF STOCK. Shares of the capital stock of the Corporation may be certificated or uncertificated. Owners of shares of the capital stock of the Corporation shall be recorded in the books of the Corporation and ownership of such shares shall be evidenced by a certificate or book entry notation in the books of the Corporation. If shares are represented by certificates, such certificates shall be in such form as may be determined by the Board of Directors. Certificates shall be signed by the Chief Executive Officer or the President and Chief Operating Officer or any Vice President and by the Treasurer or the Secretary or an Assistant Secretary. If any such certificate is countersigned by a transfer agent other than the Corporation or its employee, or by a registrar other than the Corporation or its employee, any other signature on the certificate may be a facsimile. In case any officer, transfer agent or registrar who has signed or whose facsimile signature has been placed upon a certificate shall have ceased to be such officer, transfer agent or registrar before such certificate is issued, it may be issued by the Corporation with the same effect as if he were such officer, transfer agent or registrar at the date of issue. All certificates for shares of capital stock shall be consecutively numbered or otherwise identified. The name of the person to whom the shares represented thereby are issued, with the number of shares and date of issue, shall be entered on the books of the Corporation. Each certificate surrendered to the Corporation for transfer shall be cancelled and no new certificate or other evidence of new shares shall be issued until the former certificate for a like number of shares shall have been surrendered and cancelled, except that in case of a lost, destroyed or mutilated certificate, a new certificate or other evidence of new shares may be issued therefor upon such terms and indemnity to the Corporation as the Board of Directors may prescribe. Uncertificated shares shall be transferred in the books of the Corporation upon the written instruction originated by the appropriate person to transfer the shares.

6.2 TRANSFER AGENTS AND REGISTERS. The Board of Directors may appoint one or more transfer agents or assistant transfer agents and one or more registrars of transfers, and may require all certificates for shares of capital stock of the Corporation to bear the signature of a transfer agent and a registrar of transfers. The Board of Directors may at any time terminate the appointment of any transfer agent or any assistant transfer agent or any registrar of transfers.

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## ARTICLE VII

### LIABILITY AND INDEMNIFICATION

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#### 7.1 LIMITED LIABILITY OF DIRECTORS.

(a) No person who was or is a director of this Corporation shall be personally liable to the Corporation or its stockholders for monetary damages for breach of fiduciary duty as a director, except for liability (i) for breach of the duty of loyalty to the Corporation or its stockholders; (ii) for acts of omissions not in good faith or that involve intentional misconduct or known violation of law; (iii) under Section 174 of the General Corporation Law; or (iv) for any transaction from which the director derived any improper personal benefit. If the General Corporation Law is amended after the effective date of the By-Law to further eliminate or limit, or to the effective date of this By-Law to further eliminate or limit, or to authorize further elimination or limitation of, the personal liability of a director to this Corporation or its stockholders shall be eliminated or limited to the full extent permitted by the General Corporation Law, as so amended. For purposes of this By-Law, "fiduciary duty as a director" shall include any fiduciary duty arising out of serving at the request of this Corporation as a director of another corporation, partnership, joint venture, trust or other enterprise, and any liability to such other corporation, partnership, joint venture, trust or other enterprise, and any liability to this Corporation in its capacity as a security holder, joint venturer, partner, beneficiary, creditor, or investor of or in any such other corporation, partnership, joint venture, trust or other enterprise.

(b) Any repeal or modification of the foregoing paragraph by the stockholders of this Corporation shall not adversely affect the elimination or limitation of the personal liability of a director for any act or omission occurring prior to the effective date of such repeal or modification. This provision shall not eliminate or limit the liability of a director for any act or omission occurring prior to the effective date of this By-Law.

7.2 LITIGATION BROUGHT BY THIRD PARTIES. The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding, whether civil, criminal, administrative or investigative (other than an action by or in the right of the Corporation) by reason of the fact that he is or was or has agreed to become a director or officer of the Corporation; or is or was serving or has agreed to serve at the request of the Corporation as a director or officer of another corporation, partnership, joint venture, trust or other enterprise, or by reason of any action alleged to have been taken or omitted in such capacity, against costs, charges and other expenses (including attorneys' fees) ("Expenses"), judgements, fines and amounts paid in settlement actually and reasonably incurred by him in connection with such action, suit or proceeding and any appeal thereof if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had no reasonable cause to believe his conduct was unlawful. The termination of any action, suit or proceeding by judgement, order, settlement, conviction, or plea of nolo contendere or its equivalent, shall not, of itself, create a presumption that the person did not act

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in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation, and, with respect to any criminal action or proceeding, had reasonable cause to believe that his conduct was unlawful. For purposes of this By-Law, "serving or has agreed to serve at the request of the Corporation as a director or officer of another corporation, partnership, joint venture, trust or other enterprise" shall include any service by a director or officer of the Corporation as a director, officer, employee, agent or fiduciary of such other corporation, partnership, joint venture trust or other enterprise, or with respect to any employee benefit plan (or its participants or beneficiaries) of the Corporation or any such other enterprise.

7.3 LITIGATION BY OR IN THE RIGHT OF THE CORPORATION. The Corporation shall indemnify any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action or suit by or in the right of the Corporation to procure a judgment in its favor by reason of the fact that he is or was or has agreed to become a director or officer of the Corporation, or is or was serving or has agreed to serve at the request of the Corporation as a director or officer of another corporation, partnership, joint venture, trust or other enterprise, or by reason of any action alleged to have been taken or omitted in such capacity against Expenses actually and reasonably incurred by him in connection with the investigation, defense or settlement of such action or suit and any appeal thereof if he acted in good faith and in a manner he reasonably believed to be in or not opposed to the best interests of the Corporation and except that no indemnification shall be made in respect of any claim, issue or matter as to which such person shall have been adjudged to be liable to the Corporation unless and only to the extent that the Court of Chancery of Delaware or the court in which such action or suit was brought shall determine upon application that, despite the adjudication of liability but in view of all the circumstances of the case, such person is fairly and reasonably entitled to indemnity for such Expenses as the Court of Chancery of Delaware or such other court shall deem proper.

7.4 SUCCESSFUL DEFENSE. To the extent that any person referred to in section 7.2 or 7.3 of these By-Laws has been successful on the merits or otherwise, including, without limitation, the dismissal of an action without prejudice, in defense of any action, suit or proceeding referred to therein or in defense of any claim, issue or matter therein, he shall be indemnified against Expenses actually and reasonably incurred by him in connection therewith.

7.5 DETERMINATION OF CONDUCT. Any indemnification under section 7.2 or 7.3 of these By-Laws (unless ordered by a court) shall be made by the Corporation only as authorized in the specific case upon a determination that indemnification of the director or officer is proper in the circumstances because he has met the applicable standard of conduct set forth in section 7.2 or 7.3. Such determination shall be made (i) by the Board of Directors by a majority vote of a quorum (as defined in these By-laws) consisting of directors who were not parties to such action, suit or proceeding, or (ii) if such quorum is not obtainable, or, even if obtainable a quorum of disinterested directors so directs, by independent legal counsel in a written opinion, or (iii) by the stockholders.

7.6 ADVANCE PAYMENT. Expenses incurred in defending a civil or criminal action, suit or proceeding shall be paid by the Corporation in advance of the final disposition of such action, suit or proceeding and any appeal upon receipt by the Corporation of an undertaking

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by or on behalf of the director or officer to repay such amount if it shall ultimately be determined that the is not entitled to be indemnified by the Corporation.

7.7 DETERMINATION OF ENTITLEMENT TO INDEMNIFICATION. The determination of the entitlement of any person to indemnification under section 7.2, 7.3 or 7.4 or to advancement of Expenses under section 7.6 of these By-Laws shall be made promptly, and in any event within 60 days after the Corporation has received a written request for payment from or on behalf of a director or officer and payment of amounts due under such sections shall be made immediately after such determination. If no disposition of such request is made within said 60 days or if payment has not been made within 10 days thereafter, or if such request is rejected, the right to indemnification or advancement of Expenses provided by this By-Law shall be enforceable by or on behalf of the director or officer in any court of competent jurisdiction. In addition to the other amounts due under this By-Law, Expenses incurred by or on behalf of a director or officer in successfully establishing his right to indemnification or advancement of Expenses, in whole or in part, in any such action (or settlement thereof) shall be paid by the Corporation.

7.8 BY-LAWS NOT EXCLUSIVE: CHANGE IN LAW. The indemnification and advancement of Expenses provided by these By-Laws shall not be deemed exclusive of any other rights to which those seeking indemnification or advancement of Expenses may be entitled under any law (common or statutory), the Certificate of Incorporation, agreement, vote of stockholders or disinterested directors or otherwise, both as to action in his official capacity and as to action in another capacity while holding such office, or while employed by or acting as a director or officer of the Corporation or as a director or officer of another corporation, partnership, joint venture, trust or other enterprise, and shall continue as to a person who has ceased to be a director or officer and shall inure to the benefit of the heirs, executors and administrators of such a person. Notwithstanding the provisions of these By-Laws, the Corporation shall indemnify or make advancement of Expenses to any person referred to in section 7.2 or 7.3 of this By-Law to the full extent permitted under the laws of Delaware and any other applicable laws, as they now exist or as they may be amended in the future.

7.9 CONTRACT RIGHTS. All rights to indemnification and advancement of Expenses provided by these By-Laws shall be deemed to be a contract between the Corporation and each director or officer of the Corporation who serves, served or has agreed to serve in such capacity, or at the request of the Corporation as director or officer of another corporation, partnership, joint venture, trust or other enterprise, at any time while these By-Laws and the relevant provisions of the General Corporation Law or other applicable law, if any, are in effect. Any repeal or modification of these By-Laws, or any repeal or modification of relevant provisions of the Delaware General Corporation Law or any other applicable law, shall not in any way diminish any rights to indemnification of or advancement of Expenses to such director or officer or the obligations of the Corporation.

7.10 INSURANCE. The Corporation shall have power to purchase and maintain insurance on behalf of any person who is or was or has to become a director or officer of the Corporation, or is or was serving or has agreed to serve at the request of the Corporation as a director or officer of another corporation, partnership, joint venture, trust or other enterprise, against any liability asserted against him and incurred by him in any such capacity, or arising out

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of his status as such, whether or not the Corporation would have the power to indemnify him against such liability under the provisions of these By-Laws.

7.11 INDEMNIFICATION OF EMPLOYEES OR AGENTS. The Board of Directors may, by resolution, extend the provisions of these By-Laws pertaining to indemnification and advancement of Expenses to any person who was or is a party or is threatened to be made a party to any threatened, pending or completed action, suit or proceeding by reason of the fact that he is or was or has agreed to become an employee, agent or fiduciary of the Corporation or is or was serving or has agreed to serve at the request of the Corporation as a director, officer, employee, agent or fiduciary of another Corporation, partnership, joint venture, trust or other enterprise or with respect to any employee benefit plan (or its participants or beneficiaries) of the Corporation or any such other enterprise.

## ARTICLE VIII

### FISCAL YEAR

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8.1 The fiscal year of the Corporation shall end on the thirty-first day of December in each year.

## ARTICLE IX

### DIVIDENDS

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9.1 The Board of Directors may from time to time declare, and the Corporation may pay, dividends on its outstanding shares of capital stock in the manner and upon the terms and conditions provided by law and its Certificate of Incorporation.

## ARTICLE X

### SEAL

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10.1 The Board of Directors shall provide a corporate seal which shall be in the form of a circle and shall have inscribed thereon the name of the Corporation and the words "Corporate Seal, Delaware."

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ARTICLE XI

WAIVER OF NOTICE

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11.1 Whenever any notice whatever is required to be given under any provision of these By-Laws or of the Certificate of Incorporation or of the General Corporation Law, a written waiver thereof, signed by the person entitled to notice, whether before or after the time stated therein, shall be deemed equivalent to notice. Attendance of a person at a meeting of stockholders shall constitute a waiver of notice of such meeting, except when the stockholder attends a meeting for the express purpose of objecting, at the beginning of the meeting, to the transaction of any business because the meeting is not lawfully called or convened. Neither the business to be transacted at, nor the purpose of, any regular or special meeting of the stockholders need be specified in any written waiver of notice.

ARTICLE XII

AMENDMENTS

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12.1 These By-Laws may be altered, amended or repealed and new By-Laws may be adopted at any meeting of the Board of Directors of the Corporation by a majority of the whole Board of Directors.

**CERTIFICATION**

I, Mark D. Ketchum, certify that:

1. I have reviewed this report on Form 10-Q for the quarterly period ended September 30, 2007 of Newell Rubbermaid Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: November 9, 2007

/s/ Mark D. Ketchum

Mark D. Ketchum

Chief Executive Officer

**CERTIFICATION**

I, J. Patrick Robinson, certify that:

1. I have reviewed this report on Form 10-Q for the quarterly period ended September 30, 2007 of Newell Rubbermaid Inc.;
2. Based on my knowledge, this report does not contain any untrue statement of a material fact or omit to state a material fact necessary to make the statements made, in light of the circumstances under which such statements were made, not misleading with respect to the period covered by this report;
3. Based on my knowledge, the financial statements, and other financial information included in this report, fairly present in all material respects the financial condition, results of operations and cash flows of the registrant as of, and for, the periods presented in this report;
4. The registrant's other certifying officer(s) and I are responsible for establishing and maintaining disclosure controls and procedures (as defined in Exchange Act Rules 13a-15(e) and 15d-15(e)) and internal control over financial reporting (as defined in Exchange Act Rules 13a-15(f) and 15d-15(f)) for the registrant and have:
  - (a) Designed such disclosure controls and procedures, or caused such disclosure controls and procedures to be designed under our supervision, to ensure that material information relating to the registrant, including its consolidated subsidiaries, is made known to us by others within those entities, particularly during the period in which this report is being prepared;
  - (b) Designed such internal control over financial reporting, or caused such internal control over financial reporting to be designed under our supervision, to provide reasonable assurance regarding the reliability of financial reporting and the preparation of financial statements for external purposes in accordance with generally accepted accounting principles;
  - (c) Evaluated the effectiveness of the registrant's disclosure controls and procedures and presented in this report our conclusions about the effectiveness of the disclosure controls and procedures, as of the end of the period covered by this report based on such evaluation; and
  - (d) Disclosed in this report any change in the registrant's internal control over financial reporting that occurred during the registrant's most recent fiscal quarter (the registrant's fourth fiscal quarter in the case of an annual report) that has materially affected, or is reasonably likely to materially affect, the registrant's internal control over financial reporting; and
5. The registrant's other certifying officer(s) and I have disclosed, based on our most recent evaluation of internal control over financial reporting, to the registrant's auditors and the audit committee of the registrant's board of directors (or persons performing the equivalent functions):
  - (a) All significant deficiencies and material weaknesses in the design or operation of internal control over financial reporting which are reasonably likely to adversely affect the registrant's ability to record, process, summarize and report financial information; and
  - (b) Any fraud, whether or not material, that involves management or other employees who have a significant role in the registrant's internal control over financial reporting.

Date: November 9, 2007

/s/ J. Patrick Robinson

J. Patrick Robinson  
Chief Financial Officer



**CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of Newell Rubbermaid Inc. (the "Company") on Form 10-Q for the period ending September 30, 2007 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, Mark D. Ketchum, Chief Executive Officer of the Company, certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

- (1) The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ Mark D. Ketchum

Mark D. Ketchum  
Chief Executive Officer  
November 9, 2007

**CERTIFICATION PURSUANT TO  
18 U.S.C. SECTION 1350,  
AS ADOPTED PURSUANT TO  
SECTION 906 OF THE SARBANES-OXLEY ACT OF 2002**

In connection with the Quarterly Report of Newell Rubbermaid Inc. (the "Company") on Form 10-Q for the period ending September 30, 2007 as filed with the Securities and Exchange Commission on the date hereof (the "Report"), I, J. Patrick Robinson, Chief Financial Officer of the Company, certify, pursuant to 18 U.S.C. § 1350, as adopted pursuant to § 906 of the Sarbanes-Oxley Act of 2002, that:

- (1) The Report fully complies with the requirements of section 13(a) or 15(d) of the Securities Exchange Act of 1934; and
- (2) The information contained in the Report fairly presents, in all material respects, the financial condition and results of operations of the Company.

/s/ J. Patrick Robinson

J. Patrick Robinson  
Chief Financial Officer  
November 9, 2007

## EXHIBIT 99.1

### **NEWELL RUBBERMAID INC. SAFE HARBOR STATEMENT**

The Company has made statements in its Annual Report on Form 10-K for the year ended December 31, 2006, as well as in its Quarterly Report on Form 10-Q for the quarter ended September 30, 2007, and the documents incorporated by reference therein that constitute forward-looking statements, as defined by the Private Securities Litigation Reform Act of 1995. These statements are subject to risks and uncertainties. The statements relate to, and other forward-looking statements that may be made by the Company may relate to, but are not limited to, information or assumptions about the effects of Project Acceleration, sales (including pricing), income/(loss), earnings per share, return on equity, return on invested capital, capital expenditures, working capital, cash flow, dividends, capital structure, debt to capitalization ratios, interest rates, internal growth rates, restructuring, impairment and other charges, potential losses on divestitures, impact of changes in accounting standards, pending legal proceedings and claims (including environmental matters), future economic performance, operating income improvements, costs and cost savings (including raw material inflation, productivity and streamlining), synergies, and management's plans, goals and objectives for future operations and growth. These statements generally are accompanied by words such as "intend," "anticipate," "believe," "estimate," "project," "target," "plan," "expect," "will," "should," "would" or similar statements. You should understand that forward-looking statements are not guarantees because there are inherent difficulties in predicting future results. Actual results could differ materially from those expressed or implied in the forward-looking statements. The factors that are discussed below, as well as the matters that are set forth generally in the 2006 Form 10-K, the 3rd Quarter 2007 Form 10-Q and the documents incorporated by reference therein could cause actual results to differ. Some of these factors are described as criteria for success. Our failure to achieve, or limited success in achieving, these objectives could result in actual results differing materially from those expressed or implied in the forward-looking statements. In addition, there can be no assurance that we have correctly identified and assessed all of the factors affecting the Company or that the publicly available and other information we receive with respect to these factors is complete or correct.

#### **The Company is subject to risks related to its dependence on the strength of retail economies in various parts of the world.**

The Company's business depends on the strength of the retail economies in various parts of the world, primarily in North America and to a lesser extent Europe, Central and South America and Asia. These retail economies are affected primarily by factors such as consumer demand and the condition of the retail industry, which, in turn, are affected by general economic conditions and specific events such as natural disasters and terrorist attacks. In recent years, the retail industry in the U.S. and, increasingly, elsewhere has been characterized by intense competition and consolidation among retailers. Because such competition, particularly in weak retail economies, can cause retailers to struggle or fail, the Company must continuously monitor, and adapt to changes in, the profitability, creditworthiness and pricing policies of its customers.

#### **The Company is subject to intense competition in a marketplace dominated by large retailers.**

The Company competes with numerous other manufacturers and distributors of consumer and commercial products, many of which are large and well established. The Company's principal customers are large mass merchandisers, such as discount stores, home centers, warehouse clubs and office superstores, and commercial distributors. The rapid growth of these large mass merchandisers, together with changes in consumer shopping patterns, have contributed to the formation of dominant multi-category retailers that have strong negotiating power with suppliers. Current trends among retailers include fostering high levels of competition among suppliers, demanding innovative new products and requiring suppliers to maintain or reduce product prices and deliver products with shorter lead times. Other trends are for retailers to import products directly from foreign sources and to source and sell products, under their own private label brands, that compete with products of the Company.

The combination of these market influences has created an intensely competitive environment in which the Company's principal customers continuously evaluate which product suppliers to use, resulting in downward pricing pressures and the need for big, consumer-meaningful brands, the ongoing introduction and commercialization of innovative new products, continuing improvements in customer service, and the maintenance of strong relationships with large, high-volume purchasers. The Company also faces the risk of changes in the strategy or structure of its major retailer customers, such as overall store and inventory reductions and retailer consolidation. The resulting risks to the Company include possible loss of sales, reduced profitability and limited ability to recover cost increases through price increases.

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**To compete successfully, the Company must develop and commercialize a continuing stream of innovative new products that create consumer demand.**

The Company's long-term success in this competitive retail environment depends on its ability to develop and commercialize a continuing stream of innovative new products that create consumer demand. The Company also faces the risk that its competitors will introduce innovative new products that compete with the Company's products. The Company's strategy includes increased investment in new product development and increased focus on innovation. There are, nevertheless, numerous uncertainties inherent in successfully developing and commercializing innovative new products on a continuing basis, and new product launches may not deliver expected growth results.

**To compete successfully, the Company must develop and maintain big, consumer-meaningful brands.**

The Company's competitive success also depends increasingly on its ability to develop and maintain consumer-meaningful brands so that the Company's retailer customers will need the Company's products to meet consumer demand, and big brands to provide the Company with economies of scale. The development and maintenance of such brands requires significant investment in brand building and marketing initiatives. While the Company is substantially increasing its expenditures for advertising and other brand building and marketing initiatives, the increased investment may not deliver the anticipated results.

**Price increases in raw materials could harm the Company's financial results.**

The Company purchases some raw materials, including resin, glass, corrugate, steel, gold, zinc, brass and aluminum, which are subject to price volatility and inflationary pressure. The Company attempts to reduce its exposure to increases in those costs through a variety of programs, including periodic purchases, future delivery purchases, long-term contracts and sales price adjustments. Where practical, the Company uses derivatives as part of its risk management process. Raw material price increases may offset productivity gains and could materially impact the Company's financial results.

**The Company's success depends on its ability to continuously improve productivity and streamline operations.**

The Company's success depends on its ability to continuously improve its manufacturing efficiencies, reduce supply chain costs and streamline non-strategic SG&A expenses in order to produce products at a best-cost position and free up money for investment in innovation and brand building. Project Acceleration includes the closure of approximately one-third of the Company's 64 manufacturing facilities (adjusted for the divestiture of Little Tikes and Home Décor Europe) between the periods January 1, 2006 and December 31, 2009. In addition, the Company is exploring ways to best leverage its functional capabilities such as Human Resources, Information Technology, Customer Service, Supply Chain and Finance in order to improve efficiency and reduce costs. The Company runs the risk that Project Acceleration and other corporate initiatives aimed at streamlining and cost reduction may not be completed substantially as planned, may be more costly to implement than expected, or may not have the positive effects anticipated, or that other major productivity and streamlining programs may be required after such projects are completed. In addition, disruptions in the Company's ability to supply products on a timely basis, which may be incidental to any problems in the execution of Project Acceleration, could adversely affect the Company's future results.

**The Company's ability to make strategic acquisitions and to integrate its acquired businesses is an important factor in the Company's future growth.**

Although the Company has in recent years increasingly emphasized internal growth rather than growth by acquisition, the Company's ability to continue to make strategic acquisitions and to integrate the acquired businesses successfully, obtaining anticipated cost savings and operating income improvements within a reasonable period of time, remain important factors in the Company's future growth. Furthermore, the cost of any future major acquisitions could constrain the Company's access to capital and increase the Company's borrowing costs.

**The Company is subject to risks related to its international operations.**

Foreign operations, especially in Europe, but also in Asia, Central and South America and Canada, are important to the Company's business. The Company is expanding from a U.S.-centric business model to one that includes international growth as an increasing

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focus. In addition, as the Company increasingly sources products in low-cost countries, particularly in the Far East, it is exposed to additional risks and uncertainties. Foreign operations can be affected by factors such as currency devaluation, other currency fluctuations, tariffs, nationalization, exchange controls, interest rates, limitations on foreign investment in local business and other political, economic and regulatory risks and difficulties. The Company also faces risks due to the transportation and logistical complexities inherent in increased reliance on foreign sourcing.

**The Company faces challenges and uncertainties as it transforms into a company that grows through consumer-meaningful brands and new product innovation.**

The Company is undergoing a transformation from a portfolio-holding company that grew through acquisitions to a focused group of leadership platforms that generate internal growth driven by consumer-meaningful brands and new product innovation. Such a transformation will require significant investment in brand-building, marketing and product development and the development of the right methods for understanding how consumers interact with the Company's brands and categories and measuring the effectiveness of advertising and promotion spending. Although the process is well underway, there remain significant challenges and uncertainties.

**Complications in connection with the Company's current information system initiative may impact its results of operations, financial condition and cash flows.**

The Company is in the process of replacing various business information systems worldwide with an enterprise resource planning system from SAP. The pilot implementation for the North American Office Products business successfully went live October 1, 2007. Implementation will continue to occur over several years in phases, primarily based on geographic region and segment. This activity involves the migration of multiple legacy systems and users to a common SAP information platform. Throughout this process, the Company is changing the way it conducts business and employees' roles in processing and utilizing information. In addition, this conversion will impact certain interfaces with the Company's customers and suppliers, resulting in changes to the tools we use to take orders, procure material, schedule production, remit billings, make payments and perform other business functions. Based upon the complexity of this initiative, there is risk that the Company will be unable to complete the implementation in accordance with its timeline and will incur additional costs, the implementation could result in operating inefficiencies, and the implementation could impact the Company's ability to perform necessary business transactions. All of these risks could adversely impact the Company's results of operations, financial condition and cash flows.

**Impairment charges could have a material adverse effect on the Company's financial results.**

Future events may occur that would adversely affect the reported value of the Company's assets and require impairment charges. Such events may include, but are not limited to, strategic decisions made in response to changes in economic and competitive conditions, the impact of the economic environment on the Company's customer base, the unfavorable resolution of litigation, including patent infringement litigation involving PSI Systems, Inc., or a material adverse change in the Company's relationship with significant customers or business partners.

**Product liability claims or regulatory actions could adversely affect the Company's financial results or harm its reputation or the value of its end-user brands.**

Claims for losses or injuries purportedly caused by some of the Company's products arise in the ordinary course of the Company's business. In addition to the risk of substantial monetary judgments, product liability claims or regulatory actions could result in negative publicity that could harm the Company's reputation in the marketplace or the value of its end-user brands. The Company could also be required to recall possibly defective products, which could result in adverse publicity and significant expenses. Although the Company maintains product liability insurance coverage, potential product liability claims are subject to a self-insured retention or could be excluded under the terms of the policy.