

2021 EPS Guidance and 2020 Adjusted EPS

The following is a reconciliation of diluted EPS to adjusted EPS (non-GAAP)(all items are net of tax):

	2021 Guidance	2020
Diluted EPS (GAAP)	\$2.55 – 2.65	\$ 2.12
Severance and restructuring expenses, per diluted share	<u>-</u>	<u>0.04</u>
Adjusted EPS	<u>\$2.55 – 2.65</u>	<u>\$ 2.16</u>